

IRIS
Situational Judgement Tests

IRIS Situational Judgement Test Candidate Report

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A Sample

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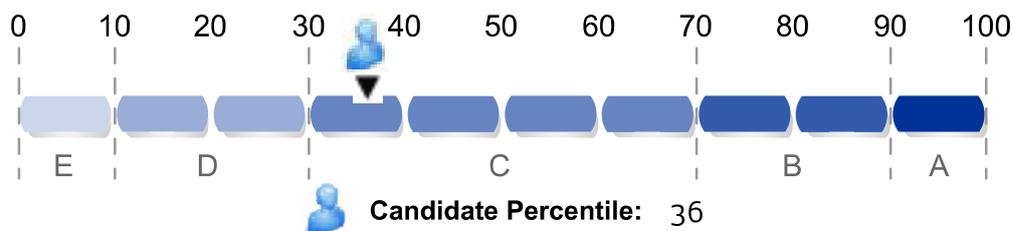


Background

IRIS is a situational judgement test which assesses judgement when faced with commonly occurring work situations. In completing IRIS you may recall that you completed three tasks with a range of work-related situations. The situations included issues relating to managing people, solving problems, working within guidelines and procedures, and responding to change. You were asked to rate the appropriateness of a number of responses to these situations. Your IRIS score reflects your ability to use effective judgement to resolve these and similar complex work situations.

Overall Performance - Your score is as follows

Your responses were scored and your result was compared with that of other UK Graduates and Junior Managers. In comparison to this group, your performance on IRIS suggests your awareness to judge the appropriateness of responses to situations is Average. Your percentile score means you scored equal to or greater than 36% of UK Graduates and Junior Managers.



- A - Well above average** (91st percentile and above)
- B - Above average** (71st – 90th percentiles)
- C - Average** (31st – 70th percentiles)
- D - Below average** (11th – 30th percentiles)
- E - Well below average** (10th percentile and below)

Suggestions of things you might do if you would like to improve your performance

- Think about how you have dealt with similar situations in the past. What worked well? What could you improve upon?
- Talk to colleagues about how you might deal with challenging situations. Analyse these situations and share ideas.
- Ask other people you have worked with for feedback regarding your approach. What do they think you do well? What could you do better?
- Think about someone you know who deals with work situations well. Try to analyse their approach. What could you learn from them?



Response Style

Throughout IRIS you were asked to evaluate the appropriateness of responses to a number of work situations. The appropriateness of responses usually depends on the context of the situation.

By analysing the responses you chose, it is possible to explore your style of responding when working through IRIS. It is important to point out that your style indicates particular patterns of responses only - and that this is independent of your overall performance on IRIS as reported on page 2.

For example, if a person's style or preference is to look for agreement with others, this may mean that more responses are chosen when completing IRIS that reflect seeking agreement, consensus or compromise. In reality it is likely that an interaction between the person's style, their ability, and the nature of a work situation will determine how the person responds to a situation. In this example, style is but one of a number of factors contributing to their overall judgement or performance.

This information is not used as part of the assessment process, but rather is intended for feedback purposes only.

Response styles are reported in comparison to a large sample of people who have completed IRIS.

Your response style summary

Consulting:	Compared to others, your response style suggests you may place moderate emphasis on consulting with others when decision making or problem solving.
Sensitivity:	Your response style suggests that compared to others, you may place moderate emphasis on being sensitive to the feelings of others when problem solving.
Toughness:	Your response style suggests you may place moderate emphasis on being tough on poor behaviour, compared to others.
Results focus:	Your response style suggests you may place moderate emphasis on achieving results when problem solving, compared to others.

Consulting

Throughout IRIS there are situations in which it is beneficial to consult with others when dealing with problems or in decision making. Likewise there are also situations in which it may be less appropriate or in fact not relevant to consult with others in negotiating a situation.

It is important to consider whether your style of being **moderately** concerned with consulting others when making decisions, throughout IRIS, is reflective of your typical style. In addition think about how relevant the need to consult with others has been for specific situations that you have encountered in the past.

Sensitivity

There are situations across IRIS in which it is important to consider whether a certain action or response may negatively impact on the feelings and attitudes of others. Equally there are also situations in which it may be more appropriate to give lower priority to the feelings of others during problem solving.

It is important to consider whether your style of choosing responses that express **moderate** concern to the feelings of others, throughout IRIS, is reflective of your usual style. In addition, think about occasions in which you were aware that being sensitive to the feelings of others was of paramount importance as well as occasions when being sensitive was less relevant and may have inhibited successful outcomes.

Toughness

Throughout IRIS there are situations in which a tough approach on poor behaviour at work may be beneficial to resolving problems. Likewise there are sometimes situations in which a more lenient approach may be more appropriate to achieving a successful resolution.

Having worked through IRIS, it is important to consider whether your tendency to be **moderate** concerned with taking a tough approach on poor behaviour is reflective of your usual approach. Consider situations you have faced when being tough on poor behaviour was of paramount importance, as well as occasions when this was less relevant, or when a tough approach may have inhibited problem solving.

Results Focus

Throughout IRIS there are situations in which a clear and definitive focus on the end result or goal may be beneficial to resolving problems. Likewise there are also situations in which a clear focus on the end result or goal may be inappropriate, or may in some way impede problem solving.

It is important to consider whether your style of being **moderately** concerned with having a clear focus on the end goals or result, throughout IRIS, is reflective of your typical style. Also, think about situations in which focusing on the achievement of results was crucial to negotiating a situation as well as occasions when this was less relevant or impeded problem solving.