

Graduate Dilemmas™

Technical overview



What is Graduate Dilemmas™

Graduate Dilemmas is a generic Situational Judgement Test (SJT) designed for graduate assessment across a range of organisations, industry sectors and job functions. There are three alternate forms of the test available, to enable users to rotate forms for different assessment projects. Each test form takes around 30 minutes to complete and comprises of 20 scenarios representing typical types of situation that a graduate might experience in a role. Four actions are presented in relation to each scenario and the Participant is asked to rate each action in terms of its effectiveness in addressing the scenario presented.



What does Graduate Dilemmas Measure?

Graduate Dilemmas measures five core graduate competencies, which have been identified through a review of the competencies of over 40 graduate employers across a wide range of industry sectors. These are:

- **Relationship building:** This competency relates to situations which require respondents to build effective working relationships with others, including addressing and dealing with sensitive issues and working as part of a team.
- **Analytical thinking:** This competency relates to situations which require respondents to identify the best approach to analysing data, make sound decisions and understand the underlying cause of problems.
- **Achieving results:** This competency relates to situations which require respondents to show commitment to completing tasks, deliver to high standards and remain focused on achieving objectives despite obstacles.
- **Planning and organising:** This competency relates to situations which require respondents to prioritise activities and manage time and resources to meet deadlines.
- **Communicating and influencing:** This competency relates to situations which require respondents to identify the best way to communicate a message, persuade others to their point of view or convince them of a given course of action.



When should Graduate Dilemmas be used?

The tests have been designed primarily for use during the sifting stage of assessment or development processes.

How were the Scenarios Developed?

To develop the scenarios for the three forms of Graduate Dilemmas, over 1,400 examples of the types of situations graduates encounter at work were gathered from 100 organisations across a broad range of industry sectors. The situations identified for inclusion in the test were those that occurred across the largest range of organisation types, related to the five core competencies and could most readily be turned into an SJT format. The final scenarios and actions were drafted by occupational psychologists and reviewed for relevance by Subject Matter Experts.

Alternate Forms of Graduate Dilemmas

There are three alternate forms of the Graduate Dilemmas test available: Form A, Form B and Form C. Each form contains a different set of 20 scenarios, but all of them measure the same core competencies.

What Reports are Available?

An Assessment Report can be generated, which provides scores for use by the organisation, including a range of standard scores. A Participant Feedback Report can also be generated, which provides test takers with feedback on their test scores, as well as points for development.

How can Graduate Dilemmas be Administered?

Graduate Dilemmas has been primarily designed to be administered online and unsupervised through PSI Talent Measurement's online testing platforms. This can be done by sending assessment invitations directly to candidates through the platform, or by generating assessment web links which can be accessed directly by candidates. Graduate Dilemmas can also be used under supervised conditions if required.





What Norm Groups are Available for Graduate Dilemmas?

There are currently six norm groups available for Form A of Graduate Dilemmas and one norm group for each of Form B and C.

	Norm Code	Norm Name	Description	Sample Size
A	A1	University Students	A sample of UK undergraduate and postgraduate students across a range of universities	1,431
	A2	Employed Graduates	A sample of graduates working across a range of industry sectors, job roles and functions	1,172
	A3	University Students and Graduates	A sample of UK undergraduate and postgraduate students across a range of universities and employed and unemployed	3,128
	A4	Graduate Applicants	A sample of applicants for graduate roles in the UK	1,699
	A5	Public Sector Graduate Applicants	A sample of applicants for public sector graduate roles in the UK	1,119
	A6	Asia Pacific	A sample of university students and Graduates who identify their nationality as within the Asia Pacific region	876
B	B1	University Students and Graduates	A sample comprising UK Undergraduate and Postgraduate students across a range of universities and subjects, and employed and unemployed graduates	582
C	C1	University Students and Graduates	A sample comprising UK undergraduate and postgraduate students across a range of universities and subjects, and employed and unemployed graduates	836

What Reliability Evidence is Available for Graduate Dilemmas?

The internal consistency for the Graduate Dilemmas Overall Judgement Score has been measured for each form using samples of candidates who have completed the assessment. The alpha coefficients were 0.63 (Form A), 0.54 (Form B) and 0.53 (Form C). These figures are around the average reliability coefficient figure of 0.57 reported for Situational Judgement Tests (Campion, Ployhart & MacKenzie Jr., 2014). Test retest reliability has been assessed for Form A; the Graduate Dilemmas Overall Judgement Score is 0.68. This level of reliability is classed as adequate according to the EFPA guidelines.



What Validity Evidence is Available for Graduate Dilemmas?

Throughout the process of developing Graduate Dilemmas, an evaluation of the face and content validity of the test was conducted at multiple points to ensure that the scenarios were realistic for graduates and reflected the competencies they were intended to measure. The intercorrelations between Graduate Dilemmas competency sub-scores have also been assessed. The construct validity of Form A of Graduate Dilemmas has been assessed in relation to cognitive ability.

The following correlations were found:

- 0.27 between the Graduate Dilemmas Overall Judgement Score and Numerical Reasoning
- 0.29 between the Graduate Dilemmas Overall Judgement Score and Verbal Reasoning
- 0.25 between the Graduate Dilemmas Overall Judgement Score and Logical Reasoning
- 0.36 was found between the Graduate Dilemmas Overall Judgement Score and a Composite Reasoning Score (based on a sum of the above)

These correlations are in line with the research literature on SJTs, which indicates that although there is some relationship between cognitive ability and SJT performance, they do not tend to be highly correlated (McDaniel et al, 2007).

The criterion-related validity of Form A of Graduate Dilemmas has also been assessed in relation to Assessment Centre performance and performance at final interview.

The following correlations were found:

- 0.54 between Graduate Dilemmas Overall Judgement Score and the Overall Performance Score for an Assessment Centre. This correlation is for a sample of 24 applicants who reached the Assessment Centre stage for a graduate role in a large transport organisation.
- 0.29 between the Graduate Dilemmas Overall Judgement score and performance in the final interview. Graduate Dilemmas was shown to be more predictive of interview performance when compared to numerical and verbal ability tests, which were also completed during the sifting stage. This correlation is for a sample of 263 applicants who reached the final interview for a graduate role in a large public sector department.

Further research will also be conducted in future to explore:

- The relationship between the test and personality
- The relationship between the test and job performance in graduate roles

We encourage users to submit any relevant data that they collect to build construct and criterion-related validity evidence for Graduate Dilemmas. PSI Talent Measurement are happy to advise and support users in the design and analysis of these validity studies.





What Evidence is Available to Support the Fairness of Graduate Dilemmas?

Gender differences have been evaluated based on a sample of 14,619 men and 11,447 women who had completed Graduate Dilemmas Form A. The d value of the observed difference between males and females was only 0.06, indicating negligible differences between the groups.

Differences between White, and Black, Asian and Minority Ethnic (BAME) applicants have been evaluated using a sample of 15,243 White applicants and 9,517 BAME. A d value of 0.52 was found on the Graduate Dilemmas Form A Overall Judgement Score. This is equivalent to half a standard deviation. This is a moderate effect size, but lower than is typically found for many cognitive ability tests, where differences in the region of one standard deviation are common (Roth, Bevier, Bobko, Switzer and Tyler, 2001).

Who can Obtain Access to Graduate Dilemmas?

Graduate Dilemmas is available for use by those who either have the British Psychological Society's Test User: Occupational Ability Qualification, or who have successfully completed PSI Talent Measurement's Dilemmas User Training.

Graduate Dilemmas from PSI Talent Measurement

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