



Ready-to-use Situational Judgement Tests



Working alone



Ready-to-use



Custom

Management Dilemmas™ will help you identify new managers who possess the key competencies needed for success.

The ready-to-use **Situational Judgement Tests (SJT)** are designed to sift candidates for management roles and, help existing managers understand their personal effectiveness through feedback and coaching.

The test takes 45 minutes to complete and identifies a participant's judgement and decision making skills in common managerial scenarios. It then generates a detailed feedback report against four key competencies, each comprising two sub-categories.

- **Leading others**
 - Motivating others
 - Making the right call
- **Planning and co-ordinating**
 - Making plans
 - Organising work
- **Managing performance**
 - Delivering results
 - Improving performance
- **Managing relationships**
 - Working with others
 - Handling difficult situations



Why Management Dilemmas?

- **Saving you time and money** - Marking is fully automated, making it 100% error free and quicker than traditional competency based assessments
- **Mapped to your needs** - Results are competency based and can be easily mapped to your competencies
- **Experience on the job** - It contains a range of typical situations that a manager might experience at work and has been trialled extensively across a range of industry sectors
- **One size fits all** - It is suitable for any organisation of any size, single site or multi-site, for a handful of candidates or thousands
- **Versatile** - There are multiple tests available to reduce chances of content familiarity and the order of answers is randomised
- **Multi-talented** - It can support multiple talent management processes, including candidate sifting, assessment centres, development centres and high potential leadership development.

Contact us for more information

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Management **Dilemmas** in action

- Choose to administer assessments yourself, or with help from us
- Participants are issued with login details and complete the tests online
- Participant scores relating to each competency, as well as an overall score for the test
- Reports can support decision making and candidate feedback.

Browser requirements

Please visit psionline.com/browser-support for more information on browser requirements.

Using Management **Dilemmas**

You can invite candidates to complete their test through our online platform Apollo™ or we can set-up and manage the administration process on your behalf, and provide you with reports according to an agreed timescale.

We can customise Management Dilemmas to suit your needs, including corporate branding.

Plug in predictive power

Management Dilemmas can be combined with our other tools to build an effective and efficient assessment process:

VirtualAC™ – An online virtual desktop enabling you to deliver highly immersive and interactive simulation exercises to select and develop your talent.

The Smart Aptitude® Series – Online aptitude tests measuring verbal, numerical and abstract reasoning.



Management **Dilemmas**™
from PSI Talent Measurement

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