

Assessing the right decision: **Situational Judgement** by cut-e

cut-e designs situational judgement questionnaires that really work

Situational Judgement – by cut-e

Situation matters. We know that. In some situations even great people make the wrong decisions. Designing a good evaluator of Situational Judgement requires expertise, experience and specialist input. At *cut-e* we know about these things – and we design specific Situational Judgement Assessments that are unique and reflect the every-day decisions that people in the specific role may need to make, whether they are cabin crew, customer service agents, salespeople, hotel service staff or any other job role for which the assessment has been developed.

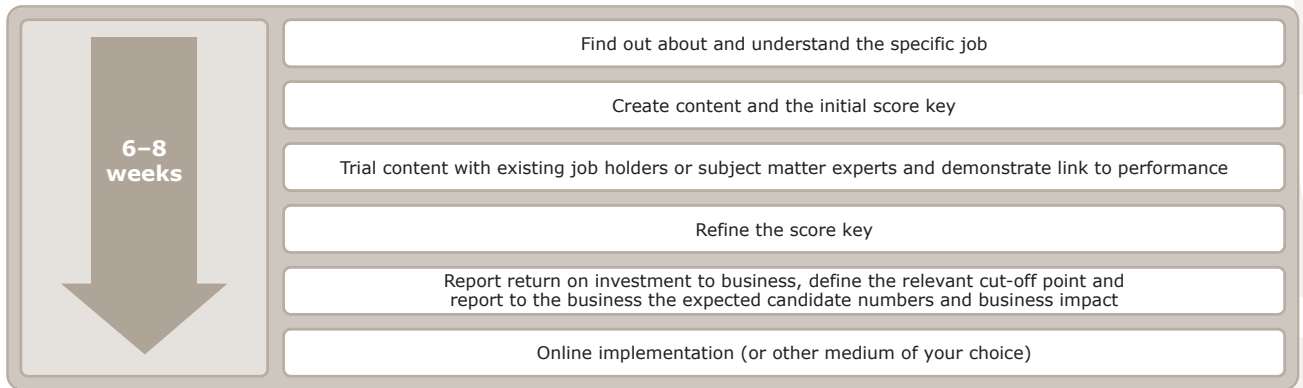
The cut-e SJQs: in practice

- SJQs are a context-rich tool used early on in the recruitment process, best suited to high volumes of mid-level jobs
- Usually job-specific: designed and validated for a specific job in a specific organisation
- Applicants are presented with real-life work situations and asked: What would you do if faced with this situation?
- Applicants either select or rate appropriateness of proposed possible actions
- Responses are compared to the answers considered to be the right action by 'subject matter experts' on the role
- A single overall job fit score is produced and used by recruiters for sifting out poor-fit candidates (around 30% to 50% of applicants can be screened at this stage)
- There is strong evidence of validity and fairness of SJQs in wider research literature
- Candidates like them – their relevance to the job applied for is clear

The cut-e SJQ: why use one?

- **Efficiency:** Screen a high volume of candidates at an early stage of the process
- **Quality:** Highly predictive of future performance
- **Engagement:** Manage candidate expectations of the role with realistic job previews
- **Security:** *cut-e* unique scoring method generates a 'scoring key' that is hard to guess
- **Fairness:** Negligible group differences found for SJQs, meaning that those that complete the assessment are operating on a level playing field

The cut-e SJQ process – how we design an assessment

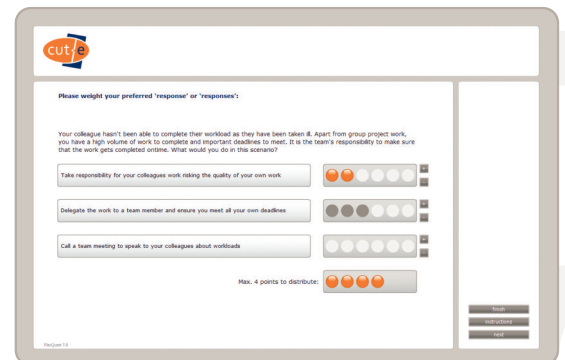


The cut-e difference – we leave nothing to chance!

We combine our psychometric know-how and our unique scoring method with input from subject matter experts to create real-life situations and plausible answer options.

We always trial a 'prototype' version, analyse the data and make any questionnaire amendments before we go live. This validation prior to launch ensures excellent validity and demonstrable return on investment.

Our 'points-sharing' question format, through which candidates decide on the appropriateness of each answer option, gives us more information from each question and allows us to understand the nuances of judgement – and candidates like this format, too!



Screenshot: example of a SJQ by cut-e

Results and languages

Our technology is flexible and can incorporate videos, graphics, research questions, client-specific scoring models and report outputs, e.g. a combined score and report from SJQ plus personality and / or ability results. We produce a single score for sifting allowing easy and valid ranking lists and decisions. Translating the actual SJQ is straightforward: cut-e supports multi-lingual versions and most of our tools are available in several languages. We interface with any IT or HR system you may have.

Companies who use Situational Judgement by cut-e:



cut-e is a world leader in the design and implementation of innovative online tests and questionnaires for recruitment, selection and development. cut-e helps companies identify people with the right capabilities and cultural fit to deliver optimal business results. cut-e carries out over 12 million assessments per year in over 70 countries and 40 languages.

