

Graduate Dilemmas™

Cost Effective Online Candidate Sifting



**Raise the bar for your Assessment Centres.
Ensure the graduates you invite possess the key competencies
needed for success in the role.**

Graduate Dilemmas™ is a **Situational Judgement Test (SJT)**, which is designed to be used at the initial sifting stage of graduate recruitment.

Graduate Dilemmas offers an effective alternative to traditional psychometrics and competency based sifting tools.

Why Graduate Dilemmas?

- It's a cost effective alternative to traditional graduate sifting tools.
- Marking is fully automated, so it's 100% error free and quicker than traditional competency based assessments, which have previously taken much longer to mark.
- Greater perceived job relevance than leading online psychometrics - test scenarios have been developed following extensive research with over 30 graduate employers from a broad range of industry sectors.
- Results are competency based and can be easily mapped to the requirements of a specific graduate position.
- The assessment is delivered via A&DC's Apollo™ platform, which means that you can easily invite candidates to take tests, track their progress, and view or export candidate scores at any point in the recruitment project.
- Alternate forms of Graduate Dilemmas are available to reduce candidate exposure to test content; additionally the order of answer options is randomised to increase test security.



Quick Sift, Quick Win

The 30 minute online test quickly and effectively identifies candidates who perform well in relation to the top 5 competencies sought by leading global graduate recruiters. These competencies represent the profile of an effective graduate employee in a wide variety of industries, business functions and job roles.

Customisation Options

We can customise Graduate Dilemmas to suit your needs, including corporate branding and bespoke content for added job relevance.

Discover graduates who demonstrate these key competencies:

- Planning & Organising
- Analytical Thinking
- Achieving Results
- Relationship Building
- Communicating & Influencing

Graduate Dilemmas – Fast, effective online assessment and reporting

Graduate Dilemmas in Action

- 1 Choose to administer assessments yourself, or with help from A&DC.
- 2 Candidates are issued with login details and complete the test online.

Candidates respond to scenarios like this:



Example Scenario

Read the scenario and rate each of the four actions. Use 'View Rating Scale' if you wish to remind yourself of the full description of the rating scale.

You are analysing numerical data relating to an organisational process that has been compiled from several departments. During your analysis, you find that the data from one department does not appear to match up with related data from some other departments. When you speak to the colleague who provided you with this data, he assures you that it is fully accurate and that it has been checked and double checked thoroughly.

View Rating Scale	Counter-productive	Ineffective	Slightly Effective	Effective	Very Effective
Exclude the data from the analysis, as it appears that there may be some mistakes in it.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continue with the analysis using the data as it is, given that you have your colleague's assurance that his data is completely accurate.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identify possible reasons why the data might not match up and investigate these in turn to see if you can identify the problem.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Show your colleague the specific areas where his data does not appear to match up with the rest and ask him for his opinion about what the possible reasons might be.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

- 3 Candidate scores relating to each competency, as well as an overall score for the test, can then be viewed online, allowing you to invite top performers to the next stage of your assessment process.
- 4 Reports can be accessed (free of charge) to support decision making and candidate feedback.

The A&DC Graduate Assessment Suite

A&DC offer graduate assessment solutions from application to appointment. Our comprehensive range of tools can be used individually to enhance your existing process or combined to provide you with an outsourced, end-to-end graduate assessment programme.

Self-Selection	Initial Sift	First Interview	Assessment Centre
<ul style="list-style-type: none">• Self-Selection Questionnaires• Multimedia Job Previews	<ul style="list-style-type: none">• Scoreable Application Forms• Situational Judgement Tests• Ability Tests• Telephone Interviews	<ul style="list-style-type: none">• Interview Guides with criteria scoring• Bespoke 'Graduate Success Profile' design	<ul style="list-style-type: none">• AC-EXS® Assessment Centre Exercises• Competency Based Interviews• Psychometrics• Inbox™ electronic exercises and Assessment Centre environment

Graduate Dilemmas from A&DC

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