

Fact Finding Interview Simulations

Suitable for

- Graduates–Managers

Use for

- Selection (AC)
- Development (DC)

Test format

- Interview
- 45 minutes



One-to-One



Overview

In this type of exercise, the Participant is given a very short summary of the immediate circumstances surrounding an incident. After a brief planning period, the Participant needs to display effective analytical skills by asking specific questions of a Resource Person who has relevant information about the case. The Participant is required to recommend action based on the information they gather. The Resource Person may then challenge the decision and the Participant's reasoning.



Criteria

These types of exercise typically elicit behaviours related to the following Competencies:

- Problem Analysis
- Communication Skills
- Organisational Sensitivity
- Decisiveness
- Planning and Organising
- Stress Tolerance



Timings

The time required for these exercises varies, but the following is a useful guide:


Administrator instructions	5 mins
Participant preparation	5 mins
Interview	30mins
Participant report form	5 mins



Professional Skills

These exercises are evaluated by assessors, who must be competent in behavioural assessment. Check our Assessor Skills course for details.

Please contact us for more information.

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Exercise Contexts

These off-the-shelf exercises cover a range of industry sectors:

- Construction
- Financial Services
- Health
- Hotel Catering
- IT/Telecom
- Manufacturing
- Pharmaceutical
- Retail
- Professional Services



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