PROBLEM SOLVING SKILL TEST

Test the ability of your future colleague as to solve complicated, technical problems

You are about to employ a new colleague, who must be capable of handling and solving complicated, technical problems as it is an important part of the job. Furthermore, we all know how little time there is to clarify whether the right skills are present and that a wrong decision may often be an expensive one. The technical knowledge of an applicant will typically appear from the CV. However, the ability of solving complicated, technical problems does not, as it is a separate competence that has nothing to do with technical knowledge. Therefore - how do you make sure that the competences of your future colleague will match your demands?

Realistic Skill Test

The realistic skill test reveals the ability of the applicant to handle and solve complicated, technical problems quickly and safely and gives you a qualified suggestion at the competences of the applicant.

You may use the skill test before the second interview with reference to use the result of the test as a tool of dialog.

An evaluation of the test result cannot stand alone but may enter in the overall evaluation as an important element.

Test Scenario

The applicant is introduced to a realistic, technical problem, which is to be solved safely and quickly.

It is not essential if the problem is solved within the time limit but rather how the applicant is acting during the solving of the problem.

All the actions of the applicant are registered, analyzed and presented in a well-arranged test report with focus on the applicant working systematically, understanding the problem, making rational decisions, reducing the risk, and keeping the head cool under time pressure.

A good result may therefore be obtained without necessarily solving the problem, as well as one may obtain a less good result even if the problem is solved within the time limit.

Practical Information

Target audience:	Hiring of technicians, mechanics, engineers, and managers of technical teams and departments
Duration:	55 minutes
Test result:	Available right after the test
Location:	The test can be carried out by you at your location
Format:	Interactive simulation-based test on PC or Mac, no installation of software required
Language:	English or German (contact us for other languages)

We have used sim4people's simulation tool during the recruiting process in Nets. It has been a very useful exercise. The decisions on selecting the right candidates have been more qualified. The simulation helped us being able to observe the personality of the candidate in a more concentrated and stressed setup environment, which sometimes can be difficult to discover in a regular interview. We can highly recommend using sim4people as a part of the recruitment process.

Nets Denmark A/S

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