



SITUATIONAL DECISION APPRAISAL (SDA)TM | RETAIL

AGENCY : SAMPLE AGENCY
CANDIDATE : SAMPLE CANDIDATE

NRIC : S1234567X
DATE : 14 MAY 2018

USE OF REPORT

The Situational Decision Appraisal (SDA) is designed to highlight an individual's situational judgement and decision making priorities when confronted with challenging work situations that have conflicting demands. It describes the individual's inclination based on 5 important aspects: Employer Priority, Team Work, Customer Orientation, Personal Initiative, and Risk Focus.

USE OF REPORT

To make the best use of this report, we suggest taking the following steps:

- Consider what your organisation would want candidates to prioritise in challenging situations.
- During recruitment, focus on candidates who share the same priorities as your organisation.
- For staff development, use this report to highlight areas where the candidate can improve on.

BENCHMARK

The reference group selected for this report comprises of working professionals aged 20 years and above. The candidate's responses are compared to this group to make meaningful comparisons.

INTERPRETATION

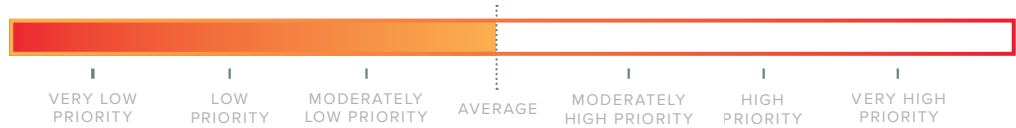
Assessments of this nature can provide a useful source of information as they help to identify the priorities that candidates choose at work. Different people have different priorities when reacting to challenging situations, and this report reflects the unique profile of each individual. This report is valid for 12 months from date of assessment.

PROFILE

AGENCY : SAMPLE AGENCY
 CANDIDATE : SAMPLE CANDIDATE

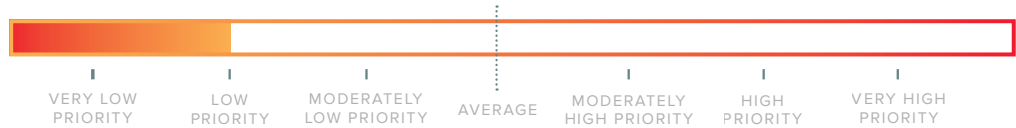
NRIC : S1234567X
 DATE : 14 MAY 2018

EMPLOYER PRIORITY



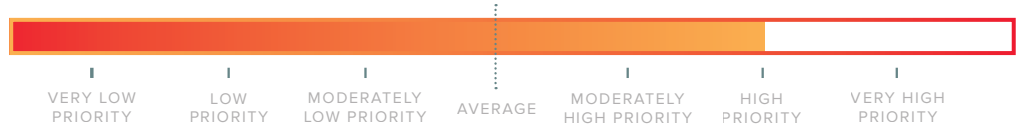
This refers to giving priority to the employer’s interests such as maintaining a good reputation, ensuring business profitability and maximising operating efficiency. The candidate has an average priority on protecting the employer’s interest.

TEAM WORK



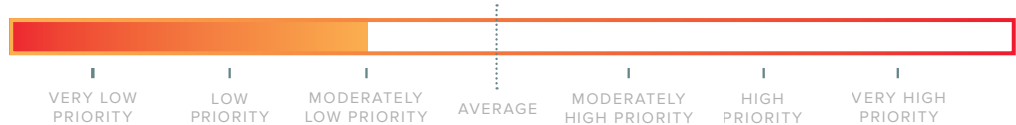
This refers to working well with colleagues towards common goals and maintaining good relations despite differences or conflicts of interest. The candidate places a low priority on working together with colleagues as a team.

CUSTOMER ORIENTATION



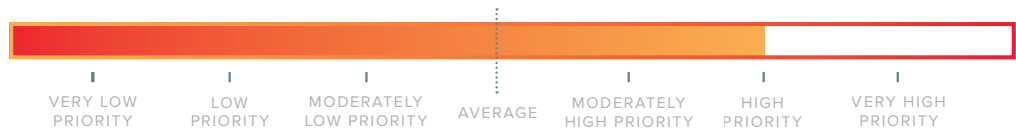
This refers to giving priority to customers’ interests and needs, and ensuring that customer satisfaction comes first. The candidate places a high priority on placing the customer’s interest above all else.

PERSONAL INITIATIVE



This refers to actively finding ways to improve the situation without being prompted. The candidate places a moderately low priority on taking prompt action to solve problems. The consistency of answers for this priority is low; this should be taken into consideration when interpreting the results.

RISK FOCUS



This refers to following established policies, rules and regulations to avoid liabilities, accidents and problems. The candidate places a high priority on approaching matters cautiously.