

## Leadership Insights Situational Judgement Test

Realistic, AI-Enhanced  
Leadership Assessment for  
High-Stakes Decision Making



### Measure Leadership Effectiveness with Situational Judgement Testing

#### About

## LEADERSHIP INSIGHTS

Podium's Leadership Insights SJT provides an innovative way to assess leadership skills by presenting candidates with real-world scenarios in animated, AI-enhanced videos. Candidates rate the effectiveness of various responses, which are then compared to benchmarks set by industry experts.

Designed to capture true-to-life decision-making under pressure, this assessment gives organisations a powerful tool for identifying effective leaders.

#### Realistic Scenarios

AI vignettes mirror real leadership challenges.

#### Benchmark Scoring

Compare responses with SME standards for accuracy.

#### Quick and Efficient

Complete in under 30 minutes for fast screening.

#### Fair and Inclusive

Validated across diverse groups with minimal bias.

#### Versatile Use

Ideal for hiring, development, and high-potential identification.

#### Insightful Reporting

Clear reports on competencies and development areas.

# UNDERSTANDING LEADERSHIP INSIGHTS SJT

- ✓ **AI-Simulated Leadership Scenarios**

Leadership Insights SJT presents candidates with scenarios that reflect real leadership situations, allowing them to demonstrate problem-solving, empathy, and decision-making abilities. Scenarios span a range of core competencies, divided into two key dimensions:

  - **Task Requirements:** Focused on problem-solving, proactive planning, and goal-setting.
  - **People Requirements:** Emphasises empathy, emotional awareness, and teamwork.
- ✓ **Comprehensive Reporting**
  - **Selection Report:** Highlights strengths and risks, making it ideal for hiring and promotion decisions.
  - **Development Report:** Focuses on growth areas for leadership coaching and performance improvement.
  - **Feedback Report:** Summarises results in a clear, constructive format, ideal for candidate feedback sessions.
  - **Group Reporting:** Allows comparison across multiple candidates, useful for building high-performing teams.
- ✓ **Comprehensive Reporting**
  - **Scientifically Validated:** Developed using the latest research on situational judgment testing, the Leadership SJT delivers accurate, reliable measurements of leadership skills that align with real-world demands.
  - **Real-World Predictive Power:** The responses reflect essential competencies for effective leadership, including confidence, teamwork, and proactive thinking, providing actionable data to inform leadership development and selection.
  - **Immediate, Reliable Results:** Efficient scoring and reporting give immediate access to results, enabling timely and confident HR decisions.

## Applications Across HR

- **Talent Acquisition:** Screen and select candidates with proven leadership potential.
- **Leadership Development:** Pinpoint strengths and areas for growth in existing managers.
- **Team Building:** Identify complementary leadership styles to strengthen team dynamics.
- **High-Potential Identification:** Spot emerging leaders and develop their skills for future success.

Unlock deeper insights into leadership potential with Leadership Insights SJT.