



PSI: Managerial Situational Judgment Inventory (MSJI)

BUSINESS PROBLEM

Your organization's managers are the nerve center – the source for planning and directing work, the pathway for sending and receiving information, and the destination for coordinating activities and understanding the results. Managers have a profound impact on the organization, bringing in and developing the talent that makes the business run and creating the daily expectations and climate of the workplace.

You need to understand the people you are placing in these key roles – how they think, how they will respond to real management situations, and how effective they will be when they are managing your people and your initiatives. You need to know how your management candidates will actually respond to challenges managers face in a business environment.

SOLUTION

Based on detailed job analyses, extensive research and development, and rigorous deployment of selection and staffing decisions, the Managerial Situational Judgment Inventory (MSJI) is designed to assess the appropriateness with which individuals respond to a range of important management scenarios.

PSI's MSJI presents the candidate with a set of 34 brief written scenarios that managers typically encounter in business settings. From a set of alternatives, the candidate then selects a response to these realistic business cases. All MSJI items are face-valid, posed in settings and situations that are clearly management-related, and are designed to address established aspects of managerial job performance.

Web-based and easy to administer, the MSJI is ready to use in your selection and development process.

Competencies Assessed

- **Leadership** - Motivating, directing, and developing personnel, and coordinating the work of others toward the successful completion of projects and initiatives
- **Interpersonal Skills** - Communicating in a professional and appropriate manner with subordinates, superiors, peers, and customers in order to inform, persuade, and lead
- **Technical and Procedural Skills** - Resource management, planning, and working effectively within organizational policies and procedures
- **Key Personal Qualities** - Personal attributes important to effective management, such as conscientiousness, integrity, rule-abidance, and trustworthiness

Items present brief, industry-neutral scenarios encountered by managers across a diverse range of organizations. The respondent must select which of the provided responses is the most appropriate.



Sample Item

You are asked to work with a co-worker whom you dislike. You will need to depend on this person to accomplish your work, and you know your manager is aware of this person's problems. How would you proceed?

- a. Try to out-perform the co-worker to magnify his/her shortcomings to others.
- b. Try to get the project done as soon as possible.
- c. Try your best to get along with the co-worker for the sake of the project.
- d. Give the co-worker an organized and fairly designed list of deadlines that need to be met in order to complete the task in the appropriate time.
- e. Use this project as an opportunity to re-evaluate your relationship with this colleague.
- f. Proceed as you would with any other co-worker and simply try to do your best.
You're one of those people who won't take "no" for an answer.

Validity

The MSJI has proven to be an effective predictor of managerial job performance, supporting its use for employment decision making. Employers who use the MSJI to its full advantage can expect to realize measurable gains in the effectiveness of their management teams. Applicants' scores on the survey are found to be predictive of rated job performance among managers in criterion-related validation studies. For example, a study of 980 participants in a management succession program found that higher scores on the MSJI corresponded to higher performance ratings from the manager's supervisor; in statistical terms the MSJI correlated positively and significantly¹. For example, PSI's research shows that an employer who uses the MSJI to select candidates scoring at the 80th percentile or higher can expect 64% of the selected employees to be above average on the job performance distribution (vs. 50% without the use of assessments).

Administration and Scoring

Test Length – 45-60 minutes

Online scoring automated through ATLAS™

Forms: Available in three alternate forms, designed to measure the same attributes and be used interchangeably

¹Corrected correlation between the MSJI and performance was .25 (statistically and practically significant, $p < .01$).

ABOUT PSI

PSI has over 60 years of experience with providing solutions to corporations, professional associations and government regulatory agencies. We offer a comprehensive solutions approach from test development to delivery to results processing which includes pre-hire employment selection, managerial assessments, licensing and certification tests, license management services and professional services. More information is available at www.psionline.com.

