

# Decision Analysis Test (DAT)

This test looks at a person's ability to make decisions in situations of uncertainty.

The Decision Analysis Test (DAT) measures an ability to make decisions which is more closely related to real life than other ability tests. It requires you to make informed judgements in situations where there is a great deal of information but it is incomplete, complex and ambiguous. Using a deciphering (verbal 'code breaking) scenario the test requires you to move from the purely logical understanding to judgements requiring increasing degrees of personal judgement.

## The DAT offers

- online administration;
- short test time without compromising reliability;
- attractive and engaging design to enhance candidate motivation;
- up-to-date norms;
- focussed range of report options.

## How is the DAT different?

The DAT provides an extra dimension to the assessment of individuals. Traditional ability tests that measure verbal and numerical aptitudes focus on processing information logically and efficiently and provide a useful benchmark for comparing people's potential. However, this is only part of what we mean by "potential" and so the DAT allows us to measure the potential for dealing with more real life situations where things are usually less clear-cut. It generates information on decision making in terms of three distinct skills:

**Analysis** – the ability to extract clear information and follow logical rules;

**Synthesis** – the extent to which known information can be combined to make new connections and inferences;

**Evaluation & judgement** – the degree to which someone is able to work with ambiguous information to make informed judgements.

### Decision Analysis Test at a glance

**Use to:**

assess decision making ability when information is complex and ambiguous

**Use for:**

recruitment, development and guidance

**Use with:**

Graduates and senior managers

**Administration:**

Online

**Timing:**

30 minutes

**Number of items:**

30

**Reports:**

Administrator's and feedback

**Norm groups:**

UK Graduate

**Reliability:**

0.69-0.75

**Training required:**

BPS Test User Ability or use through Team Focus's Bureau Service

### Unique format

The DAT simulates real world decision making because *additional* information becomes available to the candidate during the course of the assessment. This dynamic component provides the challenge of combining new and old information, and so makes demands on a person's ability to integrate and actively manage that information.

### Advanced analysis and reporting

Innovative reports give rich profiles of your candidates, including an analysis of results across the three DAT skill domains, *and* the degree of confidence someone had in their performance. The latter providing a further indicator of someone's confidence in dealing with incomplete or ambiguous information. As with other PfS tests a measure of speed and accuracy is also included.

### The online advantage

Our online system works the way you want to, giving you the option of using the Decision Analysis Test at any stage in your selection or development process.

Screening can take place early in a recruitment process, giving you additional information for that first-sift, or under further down the recruitment pipeline – the choice is yours.

### Designed for you

The PfS assessment system can be readily tailored to your needs. Company sponsored entry pages can be designed to reflect your branding and company logos included on reports.

As the PfS tests are based on item-banking technology, we can develop bespoke tests for large recruitment campaigns or specialist applications.

### Training required – Test User Ability

Test User Ability trained? – then you can have instant access to the Decision Analysis Test. If not, then join us on one of our Test User Ability training courses, which combine academic rigour with practical experience to build your skills as a confident user of ability tests.