

WorkKeys Workplace Observation Assessment Outline

Levels of Difficulty

Level 1 - Following the Observed

- Maintain focus on a short demonstration, process, pattern, or procedure
- Repeat a short, straightforward demonstration, process, pattern, or procedure
- Recognize an incorrect or missing step

Level 2 - Interpreting the Observed

- Recognize cause and effect in a straightforward demonstration, process, pattern, or procedure
- Identify the correct course of action to take given a single condition
- Filter out obvious distractions

Level 3 - Synthesizing the Observed

- Process information from a more complex procedure or process
- Distinguish steps that seem familiar but are different based on varying factors
- Apply information to a similar situation

Level 4 - Analyzing the Observed

- Make inferences from a demonstrated process or procedure
- Deduce from a partial or non-explicit pattern, process, or procedure
- Decide which conditions apply to a new situation
- Determine general principles underlying a condition, process, or procedure
- Apply complicated instructions to new situations

Level 5 - Evaluating the Observed

- Evaluate whether something is a distraction
- Judge the best course of action in a context where information is not complete
- Make predictions and test hypotheses
- Consider the implications of a process or procedure
- Prioritize and apply principles to reach a desired outcome

Time limit: 55 minutes

Total items: 35

Question format: Multiple-choice

Exam delivery: Online

Answers For Workplace Observation Test

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Bronner, Chester Delaney**



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