

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

De Charles,P J D Drenth,THIERRY HENK

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A Handbook of Work and Organizational Psychology De Charles,P J D Drenth,THIERRY HENK,2013-05-24 Personnel Psychology or Human Resource Management examines individual differences and their consequences for the organization Attention is paid to choice processes abilities and capabilities needs and need fulfilment commitment selection methods career development appraisal and training The focus of personnel psychology is the satisfactory relationship between the employee and the organization and takes in all the elements influencing this relationship ranging from the traditional area of personnel selection to recent considerations such as conflict between client demands and government regulations restriction of output job evaluation practices and industrial unrest **Learning at Work** Bridget N. O'Connor,Michael

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