

DESIGNING SIMULATIONS

We partner with you during the whole process.

What is a simulation?

A simulation is an exercise that simulates a situation that an employee is likely to encounter at target job level. Stimuli are presented to a participant, who has to respond with behaviour that can be observed, noted, classified and evaluated.

What types of simulations can be designed?

Examples of simulations:

- In-Baskets
- One-on-one Interactive Simulations
- Group Meetings
- Analysis Exercises
- Oral Presentation Simulations
- Oral Fact-finding Simulations.

In which respect do simulations differ?

Simulations differ from each other in that they:

- Require either a verbal or a written response
- Reflect either a day-to-day or a strategic situation
- Require either a group discussion or an individual response
- Reflect either a competitive situation or a cooperative situation
- Require either the use of either technology or the use of pen and paper.

Deliverables

- Participant Instructions
- Observer Instructions
- Role-player Instructions
- Observer Report Form
- Norm table.