

## Get Ahead The Situational Judgement Test

'Situational Judgement Test for the Foundation Years Programme' has been specially designed to help you achieve the highest possible mark in the UKFPO SJT exam. This 2nd edition, in line with the latest GMC Good Medical Practice 2013 Guidelines, contains a wide range of SJT scenarios to ensure that all the core Foundation Programme competencies are comprehensively covered. The SJTs contained in this book have been through a rigorous appraisal process that brought together the experiences of over 50 doctors from varying levels and specialities, including multiple Foundation Training Programme Directors. This ensured that the scenarios, and their respective responses, were valid and relevant to both the SJT exam, and the Foundation Programme curriculum. The book also involved professionals with backgrounds inclusive of medical law, medical ethics, psychology and medical education, all of whom helped in sewing together realistic and challenging scenarios with valuable learning points. The questions in this book were piloted amongst junior doctors to further help validate the consistency of the responses. The explanations provided in this book are supported by numerous references to the GMC guidelines, in order to maximise their reliability, and provide a clear

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rationale for the correct answers. A number of the doctors who participated in the design of this book had firsthand experience of the National SJT Pilot Exam, and thus provided a unique insight into question format, style and design. This book not only offers valuable exam practice, but also equips the reader with the skills, aptitude and knowledge base to effectively cope with complex scenarios as they move on to their working life.

350 Questions for the Situational Judgement Test provides invaluable guidance to the Situational Judgement Test, written by authors who understand from personal experience that detailed explanations accompanying each answer are the key to a successful revision aid. This book presents over 350 ranking and multiple-choice questions, arranged by subject

Zeg je vrienden en familie maar vaarwel. Bereid je voor op een werkweek van 97 uur, beslissingen over leven en dood, een constante vloed aan lichaamssappen en een budget dat eerder gepast lijkt voor een turfsteker. Welkom in het leven van een arts in opleiding. Tijdens de helse dagen en slapeloze nachten hield cabaretier en voormalig arts in opleiding Adam Kay jarenlang in het geheim een dagboek bij. Zijn verslagen van de frontlinies van het ziekenhuis zijn samengebracht in dit afwisselend hilarische, afschuwelijke en ontroerende boek. Dit doet even pijn vertelt je alles wat je wilt weten over

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het werk op een ziekenboeg - plus een aantal dingen die je liever níet had willen weten. Mogelijke bijwerkingen: spontane lachstuipen en opwellende tranen. Adam Kay (1980) werkte jarenlang als arts in opleiding, maar is tegenwoordig een succesvol cabaretier en scriptschrijver. Zijn debuut *Dit doet even pijn* werd direct een bestseller in Groot-Brittannië en is inmiddels in vijftien landen vertaald.

Clear, concise, and written by experts currently lecturing in the field, *Organizational Behaviour* focuses exclusively on what you need to know for success in your business course and today's global economy. The text brings together a vast range of ideas, models, and concepts on organizational behaviour from an array of fields, such as psychology, sociology, history, economics, and politics. This information is presented in bite-sized, digestible pieces to create an accessible and engaging style that makes it the perfect text for introductory courses covering organizations. Key features include: a clear and thought-provoking introduction to organizational behaviour relevant, cutting-edge case studies with global focus hot topics such as eOrganizations, ethics, and diversity, keeping you up-to-date with current business thinking further reading, summaries, activities, key theme boxes, and review questions to help reinforce your understanding This textbook will be a valuable resource for students of business and management

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studies, organization studies, psychology, and sociology.

The compatibility between strategic organisational orientation and prevailing organisational culture is one of the most decisive factors for successful strategy implementation. Based on the premise that targeted personnel placement influences organisational culture, an instrument for assessing quality orientation in middle management was developed. The application of this instrument is intended for management training in organisations that have a strategic focus on quality.

Highly Commended, BMA Medical Book Awards 2013 Get Ahead! The Situational Judgement Test provides practical and indispensable revision for the SJT with the aim of maximising scores and putting candidates in control of their medical careers. This essential guide offers detailed answer reasoning as well as a dedicated chapter on the prerequisite knowledge that is usually picked up on the job to ensure successful navigation through foundation training. The book includes a foreword by Professor Parveen Kumar CBE Professor of Medicine and Education, Bart's and the London School of Medicine and Dentistry, Queen Mary, University of London and President of the Royal Society of Medicine, UK.

Have you ever thought about a career in HR? Or perhaps you are already working in HR and you are

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looking to progress? No matter your starting point, this book provides advice and guidance to help you achieve your goals. The HR profession is dynamic, and the opportunities to develop in the field have never been greater. Using a wide range of examples, skills-based exercises, quizzes and reflective activities, *How to Get Ahead in HR* prepares you to maximize your potential. Each chapter provides a variety of case study examples and action point lists. The book also introduces the field's main professional bodies and explains the available options for gaining professional qualifications.

This book analyzes important criticisms of the current research on Emotional Intelligence (EI), a topic of growing interest in the behavioral and social sciences. It looks at emotional intelligence research and EI interventions from a scientific and measurement perspective and identifies ways of improving the often shaky foundations of our current conceptions of emotional intelligence. With a balanced viewpoint, *A Critique of Emotional Intelligence* includes contributions from leading critics of EI research and practice (e.g., Frank Landy, Mark Schmit, Chockalingam Viswesvaran), proponents of EI (e.g., Neal Ashkanasy, Catherine Daus), as well as a broad range of well-informed authors. Proponents claim that EI is more important in life than academic intelligence, while opponents claim that there is no such thing as emotional intelligence. Three key criticisms that have been leveled at emotional intelligence include: (1) EI is poorly defined and poorly measured; (2) EI is a new name for familiar constructs that have been studied for

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decades; and (3) claims about EI are overblown. While the book presents these criticisms, the final section proposes ways of improving EI research and practice with EI theories, tests, and applications.

Netflix-CEO Reed Hastings over de Netflixcultuur en zijn sleutel tot succes 'Hastings en Meyer loodsen je langs een stappenplan om je bedrijf net zo innovatief te maken als de wereldwijde streamingdienst met 182 miljoen betalende abonnees.' ●●● NRC Er is nooit eerder een bedrijf geweest als Netflix. Het zette de entertainmentindustrie radicaal op zijn kop, met jaarlijkse inkomsten van miljarden dollars en honderden miljoenen abonnees in meer dan 190 landen. Maar om zulke hoogtes te bereiken moest Netflix zichzelf constant opnieuw uitvinden. Dit lukte dankzij de baanbrekende bedrijfscultuur van CEO Reed Hastings. Netflix creëerde nieuwe bedrijfswaarden, waarbij de mensen centraal kwamen te staan en innovatie belangrijker was dan efficiëntie. Bij Netflix hanteren ze geen vakantiedagen of onkostenbeleid. Ze kijken niet naar hoe hard je werkt, maar naar wat je oplevert. En bij Netflix probeer je niet je baas te pleasen maar geef je ook je leidinggevenden de feedback die nodig is om het bedrijf vooruit te helpen. Voor de allereerste keer doet Reed Hastings nu een boekje open. Samen met professor aan INSEAD Business School Erin Meyer, duikt hij dieper in de spraakmakende bedrijfscultuur die medeverantwoordelijk is voor het succes. Op basis van honderden interviews met (oud-)Netflix-medewerkers en nooit eerder vertelde verhalen over Hastings' eigen successen én fouten, onthult *No rules rules* de fascinerende filosofie achter de unieke Netflix-cultuur. 'De inzichten in dit boek zijn van onschatbare waarde voor iedereen die probeert een organisatiecultuur te creëren.' – Satya Nadella, CEO Microsoft 'De belangrijkste bedrijfsvraag van onze tijd is "hoe blijf je innoveren?" In dit baanbrekende boek geven Reed

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Hastings en Erin Meyer daarop een antwoord. Ze beschrijven een bewezen, systematische methode voor het bouwen, onderhouden en versterken van een zeer innovatieve internationale cultuur.' – Ben Horowitz, Amerikaans zakenman en investeerder

The book is in three parts, which consider training from the perspective of the learner, the instructor and the organization. Its intended readership includes civil and military training and senior pilots, flying instructors, check pilots, CRM facilitators, Human Factors and safety departments, and aviation and educational psychologists as well as those in operations and air traffic management and regulatory authorities.

The Dental Foundation Interview Guide: with Situational Judgement Tests offers an indispensable step-by-step guide to the dental foundation training application process. Explains the application and recruitment process and includes essential interview tips Offers a wealth of practice questions with detailed answers to ensure familiarity with the process Highlights the importance of professionalism, leadership and management within the dental practice Written by recent graduates who understand the pressures of the application process

Ons feilbare denken meets Getting things done!

Onderzoekers als Kahneman, Pink en Ariely hebben aangetoond dat we beter zouden kunnen denken, beslissen en omgaan met onzekerheid. Maar hoe breng je die wetenschap in de praktijk? Kun je je leven anders inrichten? Caroline Webb werkt al vijftien jaar met wetenschappelijk bewezen effectiviteitsadviezen. Zij verzamelde alle recente kennis op het gebied van psychologie, gedragseconomie en neurologie en schreef op basis daarvan dit praktijkboek. Het staat boordevol tips, adviezen en verklaringen. Het helpt je productiever te werken, gesprekken en samenwerking te verbeteren, scherper te redeneren en meer invloed op je

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omgeving te krijgen. Het geeft je ook nog adviezen om beter om te gaan met de onvermijdelijke tegenslag. Het recept voor een goede dag is opgebouwd rond de volgende thema's: • prioriteiten stellen • productiviteit • relaties onderhouden • denken en beslissen • beïnvloeden en beïnvloed worden • weerbaarheid en veerkracht • energie en vitaliteit

Kahneman neemt de lezer mee op een ontdekkingsreis door de krochten van ons brein in dit zeer toegankelijke boek (...).

Hij presenteert theorieën, lepelt verrukkelijke anekdotes op, (en) onderwerpt de lezer aan testjes.' \*\*\*\*\* De Volkskrant

Daniel Kahneman, een van belangrijkste psychologen ter wereld, ontving de Nobelprijs voor de Economie voor zijn invloedrijke werk dat het traditionele rationele

beslissingsmodel ter discussie stelde. Zijn gedachtegoed heeft diepgaand effect gehad op vele terreinen - onder

andere economie, psychologie en politiek - en nu geeft hij in één boek een overzicht van al die jaren onderzoek en

wetenschap. 'Een verbazingwekkend rijk boek: helder, diepgravend, vol verrassende inzichten en waardevolle

zelfhulptips. Het is altijd gemakkelijk en af en toe zelfs ontroerend, met name als Kahneman zijn samenwerking met

Tversky memoreert. (...) Iedereen moet dit kopen en lezen.' New York Times Book Review

This book provides a comprehensive overview and in-depth analysis of research on psychosocial skills, examining both theory and areas of application. It discusses students' psychosocial skills both as components of academic success and desired educational outcomes in grades K through 12.

The book describes an organizing framework for psychosocial skills and examines a range of specific constructs that

includes achievement, motivation, self-efficacy, creativity, emotional intelligence, resilience, and the need for cognition.

In addition, it reviews specific school-based interventions and examines issues that concern the malleability of psychosocial

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skills. It addresses issues relating to the integration of psychosocial skills into school curriculum as well as large-scale assessment policies. Topics featured in this book include: Development of psychosocial skills in grades K-12. Assessment of psychosocial skills. Conscientiousness in education and its relation to meaningful educational outcomes. Creativity in schools, including theory, assessment, and interventions. Academic emotions and their regulation through emotional intelligence. Resilience and school-based programs aimed at enhancing it. Psychosocial Skills and School Systems in the 21st Century is a must-have resource for researchers, graduate students, clinicians, mental health professionals, and policymakers in child and school psychology, educational policy and politics, public health, social work, developmental psychology, and educational psychology.

This timely volume offers a definitive guide to the situational judgement test (SJT), with over 250 practice questions and all the advice necessary for exam success.--

Get ahead! The Situational Judgement Test CRC Press  
In Big Magic moedigt Elizabeth Gilbert ons aan om onze verborgen talenten te ontdekken. Balancerend tussen spiritualiteit en vrolijk pragmatisme laat ze zien hoe we onze ideeën kunnen omarmen, nieuwe uitdagingen het hoofd kunnen bieden en onze dagen kunnen vullen met meer passie en mindfulness. Op weg naar het leven waar je altijd van hebt gedroomd.

A one-stop guide to the SJT. Written by Foundation Years' doctors who have recently sat and passed the SJT Co-written and quality assured by Professor of Medical Education for Clinical Practice and Dean for Students, Barts and the London School of Medicine and Dentistry. Summarises candidate information about the SJT (GMC guidelines and documents, plus relevant legislation) with full referencing.

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Describes the two question types (ranking and MCQ). Gives top 10 tips for understanding the subtleties and subtext of the SJT. Provides the scoring matrix for students to calculate their scores easily. Covers each of the five question domains with practice questions. 250 practice questions in total. Memory aid text boxes throughout to aid progressive learning. This report details the research activities and validation efforts undertaken in the development of the two personnel evaluation inventories designed during this project, and outlines the instruments' operational uses. The major objective of this research program was to develop new methods for evaluating persons who apply for positions in police work and for assessing the potential of present police officers being considered for promotion. In order to accomplish this, critical features of four different police jobs were determined. These jobs were general patrol officer, investigator/detective, patrol sergeant, and intermediate command. The means by which these critical features and other information such as job performance ratings were utilized to develop and validate two personnel evaluation instruments are described in detail. The first evaluation instrument developed, which came to be called the police career index, consists of a brief, easily administered and objectively scored inventory to be used in preliminary screening of applicants and candidates for police jobs. The second procedure, the regional assessment center, consists of a series of police job simulation exercises designed to elicit behavioral indicators of a person's potential for success in various aspects of police work. Procedures for utilizing these instruments are outlined. Appendixes to this report include job performance description booklets for the four police positions, and tables showing reliability estimates for job performance ratings.

Psychology is of interest to academics from many fields, as

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well as to the thousands of academic and clinical psychologists and general public who can't help but be interested in learning more about why humans think and behave as they do. This award-winning twelve-volume reference covers every aspect of the ever-fascinating discipline of psychology and represents the most current knowledge in the field. This ten-year revision now covers discoveries based in neuroscience, clinical psychology's new interest in evidence-based practice and mindfulness, and new findings in social, developmental, and forensic psychology. This handbook makes a unique contribution to the fields of organizational psychology and human resource management by providing comprehensive coverage of the contemporary field of employee recruitment, selection and retention. It provides critical reviews of key topics such as job analysis, technology and social media in recruitment, diversity, assessment methods and talent management, drawing on the work of leading thinkers including Melinda Blackman, Nancy Tippins, Adrian Furnham and Binna Kandola. The contributors are drawn from diverse backgrounds and a wide range of countries, giving the volume a truly international feel and perspective. Together, they share important new work which is being undertaken around the globe but is not always easily accessible to real-world practitioners and students. An updated version of Deborah Whetzel and George Wheaton's earlier volume, this text is a well-organized sourcebook for fundamental practices in industrial psychology and human resources management. Applied Measurement describes the process of job analysis and test development with practical examples and discusses various methods for measuring job performance. Its primary purpose

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is to provide practical, systematic guidance on how to develop the various kinds of measurement instruments frequently used in the fields of industrial psychology and human resources management to assess personnel. With easy to follow guidance written in straightforward language, Applied Measurement contains three new chapters focusing on training and experience measures, assessment centers, and methods for defending the content validity of tests; includes contributions from many prominent researchers in the field, all of whom have had a great deal of applied experience; begins each chapter with an overview describing the job analysis or measurement method; and uses one job, that of an electrician, as an example throughout the book so that readers can easily understand how to apply job analysis data for the purposes of test development and job performance measurement. This practical, concise book is recommended for students and entry-level practitioners in the fields of industrial psychology and human resources.

Situational Judgment Tests advances the science and practice of SJTs by promoting a theoretical framework, providing an understanding of best practices, and establishing a research agenda for years to come. Currently, there is no other source that provides such a comprehensive treatment of situational judgment testing. Key features of this book include: chapters rich with theoretical insights

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and future research possibilities; numerous implications for improving the practical applications of SJTs, which include not only SJT development and scoring, but also operational issues affecting test administration and interpretation; comprehensive summaries of published and unpublished SJT research; and chapters that address topics that are timely and current, such as issues involving the international application of SJTs and technological considerations. This text is relevant for academics, practitioners, and students of human resource management, organizational behavior, management, and industrial/organizational psychology. This book is new in SIOP's Organizational Frontiers Series, publications of the Society of Industrial and Organizational Psychology. One test stands between you and a place at the medical school of your dreams: the UKCAT exam. Unlike any other exam candidates have faced before, the UK Clinical Aptitude Test is incredibly challenging - but we are here to help with a resource to build your confidence and make sure you achieve a high score. Score Higher on the UKCAT, Second Edition, offers complete expert preparation written by teachers and doctors who have helped thousands of students to prepare for the exam. With a greater range and number of practice questions and mock tests than any other text, this book offers invaluable tips on to how interpret the questions correctly and

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strategies to manage your time within the exam. The authors have fully updated this book in light of developments in the exam from 2013 onwards, and this book now includes a section on a new component in the UKCAT: the Situational Judgement Test. Following an introduction to the exam itself, readers can undertake a diagnostic test at the start of the book to get a flavour for the exam and where they may need extra help. Chapters dedicated to each section of the UKCAT exam guide candidates through examples, exercises and timed practice sessions so that you can master questions in: - Verbal Reasoning - Quantitative Reasoning - Abstract Reasoning - Decision Analysis - Situational Judgement With over 800 questions and a mock online test, *Score Higher on the UKCAT*, second edition, is everything you need to ace the UKCAT. The focus of the current dissertation was on the construction and validation of a situational judgment test (SJT) assessing lying/dishonesty in the workplace. The scale was designed to have two dimensions corresponding to two needs based on Socioanalytic Theory: (1) the need to get along and (2) the need to get ahead. Three studies were undertaken in order to create items, pilot test items, and assess both the construct and criterion-related validity of the scale. The result of Study 1 was a pilot-tested scale with six SJT items corresponding to each of the two SJT dimension (12 items total). The

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dimensions of the new SJT are referred to in the paper as LAI (lying to get along) and LAh (lying to get ahead). Study 2 examined convergent and discriminant validity as well as the nomological network of other individual difference variables expected to be related to LAI and/or LAh. The results of Study 2 largely supported the construct validity of the overall scale but many of the personality constructs based on the Five Factor Model (FFM) were not related to LAI or LAh. In Study 3, LAI and LAh were unrelated to several aspects of supervisor rated performance as well turnover intentions and objective career outcomes (e.g., promotions). The primary contribution of the dissertation was the creation of a construct valid SJT measuring lying in organizations whose dimensions could be assessed reliably using coefficient alpha as opposed to test-retest reliability. Future research directions and limitations of the study are discussed in the final section of the dissertation.

The workplace in the 21st-century is technological and multi-cultural. Work is often accomplished in teams. This work provides students with an up-to-date knowledge based that will enable them to apply the principles of I-O psychology to themselves, supervisors, subordinates and fellow workers.

A one-stop guide to the SJT. Written by Foundation Years' doctors who have recently sat and passed the SJT Co-written and quality assured by Professor of

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Medical Education for Clinical Practice and Dean for Students, Barts and the London School of Medicine and Dentistry. Summarises candidate information about the SJT (GMC guidelines and documents, plus relevant legislation) with full referencing. Describes the two question types (ranking and MCQ). Gives top 10 tips for understanding the subtleties and subtext of the SJT. Provides the scoring matrix for students to calculate their scores easily. Covers each of the five question domains with practice questions. 250 practice questions in total. Memory aid text boxes throughout to aid progressive learning.

Education is expanding to include a stronger focus on the practical application of classroom lessons in an effort to prepare the next generation of scholars for a changing world economy centered on collaborative and problem-solving skills for the digital age. The Handbook of Research on Technology Tools for Real-World Skill Development presents comprehensive research and discussions on the importance of practical education focused on digital literacy and the problem-solving skills necessary in everyday life. Featuring timely, research-based chapters exploring the broad scope of digital and computer-based learning strategies including, but not limited to, enhanced classroom experiences, assessment programs, and problem-solving training, this publication is an essential reference source for

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academicians, researchers, professionals, and policymakers interested in the practical application of technology-based learning for next-generation education.

Op zesendertigjarige leeftijd wordt de briljante en ambitieuze neurochirurg Paul Kalanithi gediagnosticeerd met stadium IV longkanker. Van de ene op de andere dag verandert hij van een arts die levens redt in een patiënt die moet vechten voor zijn eigen leven. De laatste 22 maanden van zijn leven besluit hij zijn grote ambitie waar te maken: een meesterlijk boek schrijven over zijn bijzondere levensloop. Wat maakt het leven nog de moeite waard als je de dood in de ogen kijkt? Wat doe je als al je dromen over een toekomst plaats moeten maken voor een miserabel noodlot? Wat betekent het om een kind te krijgen en nieuw leven op aarde te zetten terwijl je eigen leven langzaam wegebt? Paul Kalanithi stierf in maart 2015, terwijl hij de laatste hand legde aan zijn memoires. Zijn wijze observaties en rijke inzichten in het leven zijn hartverscheurend. Als adem vervliegt is een onvergetelijk boek over een naderend einde en de relatie tussen arts en patiënt van een begenadigd schrijver, die helaas beide rollen moest vervullen.

The Situational Judgement Test at a Glance provides a sound introduction to the SJT and details ways you can prepare before the assessment. It includes worked case examples based on real-life scenarios which have been reviewed by experienced clinicians and examiners. The book draws out key aspects of professional practice relevant to the role of a junior doctor. This is based on the nine domains as outlined by the ISFP

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(Improving Selection to Foundation Programme), who detailed the behaviours necessary to be a competent Foundation Doctor. The overall aim of The Situational Judgement Test at a Glance is not to spoon feed hundreds of practice questions or reams of guidelines, but to steer you towards a logical way of approaching best medical practice – and therefore the SJT – with many examples of doctors' personal experiences along the way. Challenging scenarios are analysed using guidelines from the General Medical Council and research interviews with patients, lab staff and healthcare professionals. All examples in the book are worked in a test-style apparatus, with questions on one side and detailed answers over the page so you can understand the reasoning behind the material.

Als je elke ochtend begint met het eten van een levende kikker, zal de rest van de dag 'een makkie' zijn (aldus Mark Twain). 'Eat that frog' laat zien hoe je die spreekwoordelijke kikker op kunt eten, oftewel hoe je moet beginnen met de taken waar je het minst zin in hebt. De taken die je voor je uitschuift blijken namelijk bijna zonder uitzondering de taken te zijn die de grootste, meest positieve impact op je leven zullen hebben. In deze klassieker over productiviteit legt Brian Tracy uit dat succesvolle mensen niet alles proberen te doen, maar focussen op de belangrijkste taken en zorgen dat die goed gedaan worden. Hij vertelt je hoe je voorkomt dat technologie je tijd domineert en geeft eenentwintig praktische en haalbare stappen die je helpen om te stoppen met uitstellen. En vandaag nog je leven te veranderen.

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Returning for a second edition, Oxford Assess and Progress: Situational Judgement Test (SJT) is THE definitive guide for students preparing to sit the Situational Judgement Test for entry into the UK Foundation Programme. This authoritative book, mapped to the Foundation Programme curriculum and GMC guidance, includes over 250 practice questions to help you maximize your SJT score. Fully revised and updated in response to changes in the SJT and reader feedback, this second edition now represents true value-for-money with over 250 questions and high-quality feedback that has been developed to clarify the ranking of every answer option, not just the correct one. All scenarios are based on real experiences informed by practising doctors and medical students who have sat the SJT to ensure that the questions closely mirror the content of the real exam. Written by junior doctors and overseen by experts in medical assessment, this authoritative guide demystifies the SJT, allowing you to achieve the best possible score and take control of the first stage of your medical career.

'This book shows how to find, attract, develop, motivate, and retain stars. It's full of evidence and provocative ideas to help every talent leader' Dr Adam Grant, Wharton Professor, New York Times bestselling author, Originals and Give and Take 'This is the book I want to hand every manager I've ever worked with . . . Every chapter is filled with quotes, findings, and ideas that I want to post on Twitter and share with the world' Dr. Todd Carlisle, VP of HR, Twitter

**WHY THE SCIENCE OF PEOPLE IS YOUR KEY WEAPON IN THE WAR**

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FOR TALENT All organisations have problems, and they nearly always concern people: how to manage them; whom to hire, fire or promote; and how to motivate, develop and retain high potential employees.

Psychology, the main science for understanding people, should be a pivotal tool for solving these problems - yet most companies play it by ear, and billions of dollars are wasted on futile interventions to attract and retain the right people for key roles. Bridging the gap between the psychological science of talent and common real-world talent practices, *The Talent Delusion* aims to educate HR practitioners and leaders on how to measure, predict and manage talent. It will provide readers with data-driven solution to the common problems around employee selection, development and engagement; how to define and evaluate talent; how to detect and inhibit toxic employee behaviours; and how to identify and harness leadership potential.

For undergraduate-level courses in Industrial and Organizational Psychology, Business Psychology, Personnel Psychology and Applied Psychology. *Psychology and Work Today* provides an invaluable foundation for anyone entering today's global business and industrial world. This informative, sophisticated, and entertaining text teaches students about the nature of work in modern society. By focusing on the practical and applied rather than the scientific ideal, the authors demonstrate how industrial-organizational psychology directly impacts our lives as job applicants, trainees, employees, managers, and consumers.

The Expert Guide from Kaplan for 2021 entry One test

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stands between you and a place at the medical school of your dreams: the UCAT. With 1,500 questions, test-like practice exams, a question bank, and online test updates, Kaplan's Score Higher on the UCAT, sixth edition, will help build your confidence and make sure you achieve a high score. We know it's crucial that you go into your UCAT exam equipped with the most up-to-date information available. Score Higher on the UCAT comes with access to additional online resources, including any recent exam changes, hundreds of questions, an online question bank, and a mock online test with full worked answers to ensure that there are no surprises waiting for you on test day. The Most Practice 1,500 questions in the book and online—more than any other UCAT book Three full-length tests: one mock online test to help you practise for speed and accuracy in a test-like interface, and two tests with worked answers in the book Online question bank to fine-tune and master your performance on specific question types Expert Guidance The authors of Score Higher on the UCAT have helped thousands of students prepare for the exam. They offer invaluable tips and strategies for every section of the test, helping you to avoid the common pitfalls that trip up other UCAT students. We invented test preparation—Kaplan ([www.kaptest.co.uk](http://www.kaptest.co.uk)) has been helping students for 80 years. Our proven strategies have helped legions of students achieve their dreams.

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