

# ALL YOU NEED TO KNOW ABOUT SOCIAL REASONING TEST PART

## Why a Standard Pre-Selection Test (SPT)?



The United Nations faces **unique, complex, and evolving challenges**. In order to effectively deal with these challenges, a **high-performing and adaptable global workforce** is essential. To build and maintain such a workforce, the Secretariat has introduced **a new staffing approach**.

## Why is there a Social Reasoning test part?



Effectively working, interacting, and engaging with people from a variety of different backgrounds in a work environment is a fundamental part of every job in POLNET. There is no position in POLNET where United Nations Staff would not be expected to interact with a colleague, a manager, a client, etc.



**No prior, or specific, United Nations knowledge is necessary to be successful in this test. This is done to ensure, pursuant to General Assembly resolution 68/265, that every applicant, internal or external, is given an equal and fair chance.**

**This test part measures social reasoning, which is defined as the ability to identify an appropriate action, given a work-related scenario.**

Each scenario is followed by four actions that must be evaluated on a four-point rating scale of 'appropriateness'. Following is the rating scale:

- 1 - inappropriate,
- 2 - somewhat inappropriate,
- 3 - somewhat appropriate, and
- 4 – appropriate

The extent to which an action is more or less appropriate given a particular situation is, therefore, an estimate of:

**(1) its consistency with the United Nations Core Values and Competencies Framework, and**

**(2) its likelihood of achieving a positive outcome in the broader context as described in each scenario.**

For example, a positive outcome would be one that results in tasks being completed on time while maintaining harmonious work relationships.

**Important:** Each action in a scenario is independent of other actions, meaning that it is possible that more than one action per scenario can be assigned the same score. In other words, you may be able to rate more than one action a “4 – appropriate” for a particular scenario.

## Examples

The following short examples may be helpful in demonstrating how to use this rating scale. Kindly note that the examples listed here are not representative of those in the sample and actual tests; these will simply facilitate a clear understanding of the test and will allow you to familiarise yourself with the test format.

### Example 1

**Case:** A prospective supplier offers you and your family a holiday to Hawaii.

**Action:** You accept this offer, without informing your manager.

**Rationale:** This is an inappropriate course of action as it goes against the core values of Integrity and Professionalism. It is also unlikely to lead to a positive outcome because it may put you in a compromising situation and risk the reputation of the organization.

### Example 2

**Case:** Jean asks you to help her complete a report she's working on, but you already have multiple deadlines to meet, that your manager has assigned as urgent.

**Action:** You assist Jean first and then get to your own work.

**Rationale:** This is a somewhat inappropriate action. While it suggests that you are being a team player, it goes against the core value of Professionalism. So while this may result in a positive outcome by strengthening your working relationship with Jean, you risk not doing your own work which your manager has indicated as urgent. Ideally, you would want to find a way to complete your own tasks as well as help Jean with her report in a timely manner.