



HULT
STRATEGIC
CONSULTING

Example Questions

Recruitment Assessment Test

HUMAN RESOURCE DEPARTMENT
HULT STRATEGIC CONSULTING
Hult International Business School

Critical Thinking

This section allows us to measure an individual's ability to make analyse, conceptualise and reason effectively. In the critical assessment section, you will be tasked to understand the depth of the following arguments presented based on a single question.

Statement Three:

"Is having a uniform dress code beneficial for businesses?"

Q7

Argument One: Yes; in industries such as Customer Service or Healthcare, uniforms allow members of the public to easily locate and approach staff members.

Strong Argument

Weak Argument

Q8

Argument Two: No; a relaxed and comfortable dress policy promotes productivity, and is more adaptable to changes in weather.

Strong Argument

Weak Argument

Q9

Argument Three: No; not all colours and styles will suit the personal styles of every employee.

Strong Argument

Weak Argument

Situation Judgement

Situational Judgement Tests are a type of psychometric assessment that measures how candidates respond to a variety of different situations at work. During the test, you will be presented with a range of hypothetical workplace scenarios and are then asked to identify the responses that would be most and least effective

Situation 1:

You are currently working on a project to plan the decorative planting schemes around the city for next year. These planting schemes use seasonal bedding plants, mixed borders and bulb schemes to create colour and interest throughout the year on the city's roadside verges, road islands and central reservations of major roads. Your team have just completed the outline plan for next year but have now heard that, due to Central Government budget cuts, LoSCC has decided to reduce the budget for your project by 50%. You are going, as a representative of the decorative planting project group, to attend a meeting with the Assistant Director of Finance (ADF) and two councillor members of the Countryside & Horticulture Committee where they intend to explain their reasoning further and outline your new budget. Your team have asked you to strongly challenge the budget cut.

Review the following responses A to E and indicate whether you believe the response to be **Very Effective**, **Effective**, **Slightly Effective**, **Ineffective** or **Counterproductive**. You may assign each rating only once.

	Very Effective	Effective	Slightly Effective	Ineffective	Counter-productive
Send an email to the ADF and the two councillors before the meeting giving a reasoned and evidence-based argument for why the budget cut is not appropriate. Prepare this argument in a bullet-point sheet for you to refer to in the meeting. Include points about voter and visitor reactions to the urban landscape.					
Send a copy of "Encouraging Wildlife in Inner Cities" to each of the people with whom you will be meeting. It is a pamphlet that explains how roadside planting can encourage bats, birds and insects to thrive in the urban environment.					
Call the Director of Finance and ask him to attend the meeting as you want to talk to the person with 'the final say'.					
Ask for information from the LoSCC Countryside & Wildlife Officer with regard to the impact that planting schemes have had on wildlife. Prepare a document outlining this information to take to the meeting.					
Collate data on response to the planting schemes' from visitors and residents. Prepare an 'easy-to-digest' handout, for the ADF and the councillors, which outlines the key arguments for keeping the budget as it is. Hand copies of these out at the meeting.					