

NEXT LEVEL DECISION-MAKING ASSESSMENT

EXECUTIVE SUMMARY
REPORT

ALEX WEE

16 December 2025
Confidential

INTRODUCTION

Thank you for completing the Next Level Decision-Making assessment. This report provides you with summary feedback about your decision-making in a number of work relevant areas. It describes HOW you make decisions based on the five thinking capabilities, rather than whether you've made the right decisions (or not).

These five thinking capabilities have been shown to enhance decision-making at individual, team and organisation levels. They are:

- **Creative Thinking** - Generating novel solutions, challenging assumptions, connecting disparate ideas, and embracing experimentation
- **Strategic Thinking** - Long-term orientation, anticipating trends, scenario planning, and connecting current actions to future outcomes
- **Systems Thinking** - Understanding inter-dependencies, anticipating ripple effects, identifying feedback loops, and seeking root causes
- **Critical Thinking** - Evaluating evidence, distinguishing facts from assumptions, identifying logical flaws, and making evidence-based decisions
- **Collective Thinking** - Connecting diverse perspectives, harnessing group intelligence, aligning stakeholders, and co-creating solutions

ABOUT THE ASSESSMENT

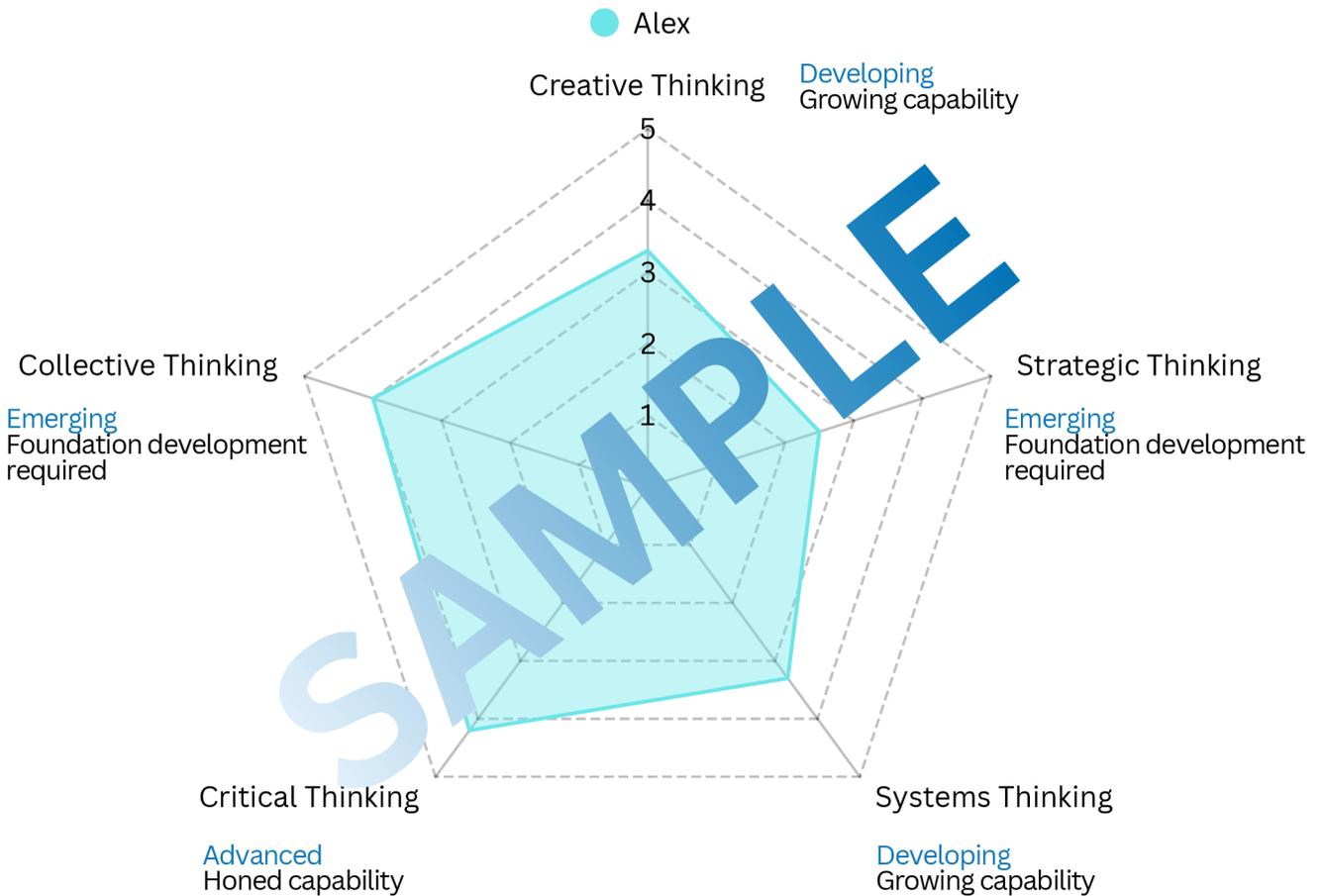
The Next Level Decision-Making assessment is designed using the Situational Judgment Test (SJT) methodology that has been empirically supported to have good predictive validity of job performance. Recent meta-analyses report robust criterion-related validity across roles, incremental validity beyond cognitive ability and personality, and strong job-related measures.

References:

- Christian, M. S., Edwards, B. D., & Bradley, J. C. (2010). Situational judgment tests: Constructs assessed and a meta-analysis of their criterion-related validities. *Personnel Psychology*, 63(1), 83–117
- Lievens, F., Peeters, H., & Schollaert, E. (2008): Situational judgment tests: A review of recent research. *Personnel Review*, 37(4), 426–441
- Motowidlo, S. J., Dunnette, M. D., & Carter, G. W. (1990). An alternative selection procedure: The low-fidelity simulation. *Journal of Applied Psychology*, 75(6), 640–647
- Weekley, J. A., Hawkes, B., Guenole, N., & Ployhart, R. E. (2015). Personality and situational judgment tests across applicant and incumbent settings: Evidence for cross-situational consistency. *Human Performance*, 28(4), 341–363

OVERVIEW

Part 1 - The following is a visual summary of your results



Note on Proficiency Levels:

- Score ≥ 4.5 : Expert - A role model and mentor to others
- ≥ 4.0 : Advanced - Honed capability
- ≥ 3.5 : Competent - Consistent area of strength
- ≥ 3.0 : Developing - Growing capability
- < 3.0 : Emerging - Foundation development required

DESCRIPTIVE SUMMARY

Part 2 - The following is a descriptive summary of your results

Thinking Capability	What This Means For You
Creative Thinking	Developing - Occasionally suggests alternative approaches within familiar frameworks. Beginning to challenge assumptions. Supports innovation efforts but defaults to proven methods under pressure or uncertainty.
Strategic Thinking	Emerging - Focuses almost exclusively on immediate operational demands. Limited awareness of competitive positioning. Strategy feels abstract and disconnected from daily work. Reacts to changes rather than anticipating them.
Systems Thinking	Developing - Acknowledges that systems are interconnected. Occasionally identifies unintended consequences after they occur. Tends toward linear cause-effect thinking. Focuses on isolated problems rather than systemic patterns.
Critical Thinking	Advanced - Questions conclusions and examines underlying logic. Identifies methodological flaws and biases. Separates correlation from causation. Asks probing questions that reveal unstated assumptions and weak reasoning.
Collective Thinking	Emerging - Makes decisions with limited stakeholder input. Views diverse perspectives as obstacles rather than assets. Prefers clear authority and individual accountability over collaborative approaches. Uncomfortable with stakeholder complexity.

GROWTH PLAN

Part 3 - Use the template below to facilitate your action planning

3 things I can do to harness my strengths

3 things I can do to strengthen my areas of development

3 things I need to start/stop/do differently to complete the above

WHAT'S NEXT?

This report contains an executive summary, which only provides a brief overview of your results. To get a more holistic understanding of your and/or your team's decision-making capabilities, you may wish to consider:

- **Full individual report** - Contains a full breakdown of your results and guided recommendations of practical actions you can take to elevate your thinking and decision-making capabilities to the next level and deliver greater impact
- **Team report** - Contains a team level report that identifies areas of strengths and development for your team. Provides useful insights for day-to-day team routines from high-level strategy discussions to operational team huddles
- **Decision-Making Solutions** - Customised consulting, coaching and facilitation solutions targeted to help leaders, teams and organisations elevate decision-making

Consulting	Coaching	Facilitation
Best for: <ul style="list-style-type: none"> • Complex projects • Systemic capability building • Strategy formulation 	Best for: <ul style="list-style-type: none"> • Leadership transitions • C-suite development • Build leader-team mastery 	Best for: <ul style="list-style-type: none"> • Strategy offsites • Conflict resolution • Team alignment

Contact Us



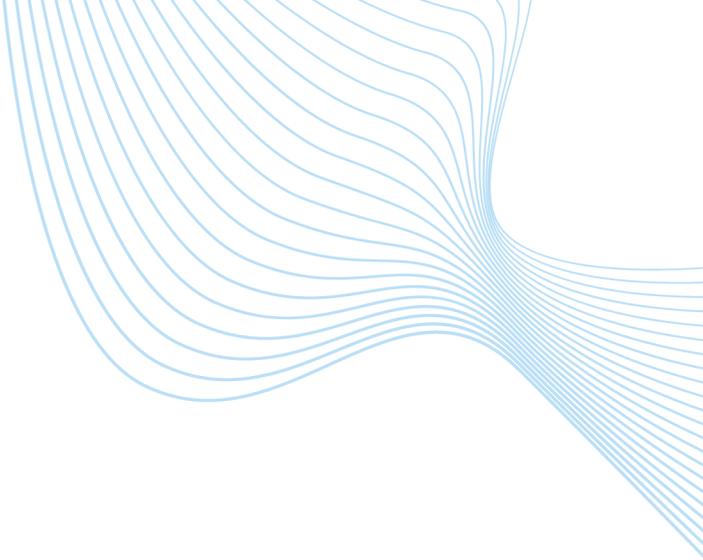
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***"In any moment of decision,
the best thing you can do is the right thing,
the next best thing is the wrong thing, and
the worst thing you can do is nothing."***

- Theodore Roosevelt