



Business Simulations

Experience real-world challenges:
Build future-ready teams with
immersive business simulations

Business Simulations are immersive, scenario-based assessments designed to replicate real-world business challenges. They enable organizations to evaluate and develop critical skills, decision-making abilities, and leadership potential in a risk-free, engaging environment.

Duration

60-75 minutes

Time Limit

Timed

Format

Remote, online delivery

Supervision

Unsupervised; proctoring available

Languages Available

Available in several global languages

Number of Tasks

6 quests, 3 tasks each, with a timer indicating the total time left in the quest

Question Format

Scenario-based tasks
(prioritization, resource allocation, interactive conversations)

Completion Requirements

Must be completed in one session

Prerequisites

None

Target Audience

Early career, mid-career, and leadership roles

Complementary Solutions

Psychometric assessments, leadership development programs

Technical Requirements

Internet connection, web browser, and audio capability

Report Generation

Immediate upon completion

Types of Reports

Individual Competency Report, Group Analytics Dashboard

Data Security

Compliant with international data protection standards

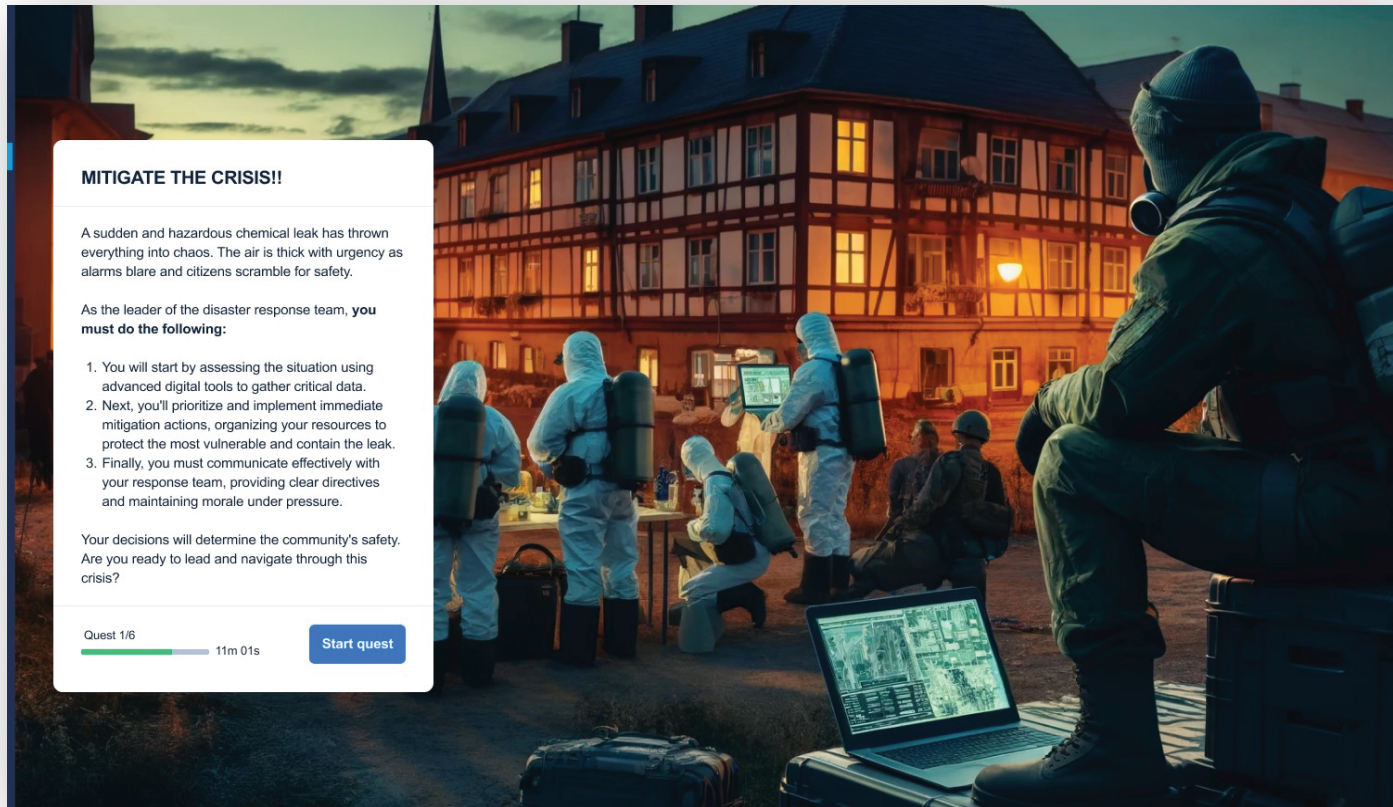
Research Insights

- **In one study**, for 87.5% of the competencies examined, simulation ratings contributed uniquely to overall competency ratings from assessors—beyond what was provided by cognitive ability tests and personality or motives inventories alone (Jaeger, 2011).
- **Business simulations improve** the reliability and validity of talent assessments by providing context-rich, behavior-based evaluation.
- **They are proven** to enhance learning retention and application of skills compared to traditional assessment methods.

Key Features

- **Realistic Scenarios:** Participants navigate complex, authentic business situations, making decisions that mirror real workplace challenges.
- **Multi-Level Application:** Available across three levels—Apply (Early Career), Guide (Mid Career), and Shape (Leadership)—to suit a range of roles and seniority.
- **Comprehensive Skill Assessment:** Evaluates approximately 13 core competencies, such as strategic thinking, resource allocation, prioritization, collaboration, crisis management, and more.
- **Scalable and Flexible:** Delivered fully online, making it accessible to a global workforce and easy to combine with other assessments for robust talent measurement.
- **Gamified Experience:** Engages participants through interactive, game-like scenarios that enhance motivation, learning, and retention.

User Interface



Control Room

Action Plan

My Resources

Team

Stakeholders

Reports

Quest 4/6

Quest description that can be expanded here

Task 3

Allocate Resources for Water Filtration System

Task 3: Allocate Resources for Water Filtration System

Strategically select and manage resources to meet the crisis containment goals

Add the amount to allocate to different resources below without exceeding the available budget

Emergency response teams	\$	-	+
Chemical containment units	\$	-	+
Water testing kits	\$	-	+
Digital communication devices	\$	-	+
Emergency funds	\$	-	+
Public relations firm	\$	-	+
Conference hosting tools	\$	-	+
Drone surveillance equipment	\$	-	+
Available budget	\$ 780,000		

Impact of Containment

Time to initial containment	4 hours
Time to resource mobilization	2 hours
Communication campaign reach	45,000 people
Access to health monitoring	20,000 people
Clarity of understanding	40%

Submit

Control Room

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Quest 1/6

Quest description that can be expanded here

Task 1

Assess the Crisis using Digital Tools

Assess the Crisis using Digital Tools

Identify the most crucial data gathering objective and choose the appropriate digital tools needed to meet those objectives

1. Select 5 most crucial data gathering objectives from the checklist below

2. For each selected objective, choose up to 3 most suitable digital tools

Task 1: Assess the Crisis using Digital Tools

The city of Sienna faces a severe threat: its water supply has been contaminated with hazardous chemicals. As the disaster response manager, you must swiftly assess the crisis and implement effective mitigation strategies.

Your task is to swiftly identify the crucial data gathering objectives and select the most effective digital tools to manage the crisis. Lives and safety hang in the balance, demanding urgent and precise actions.

You must:

- Determine the key objectives for data gathering to understand the full scope of the crisis.
- Select and prioritize the digital tools that are best suited for collecting and analyzing the necessary data.

Quest 1/6 11m 01s

Let's go!

Submit

Sample Report



Consolidated Potential Report

Report For:

John Doe

Date of Administration:

18 Jul 2024 - 22 Jul 2024

Detailed Competency Results



Change Potential

Potential Strength

Competency Descriptor	Competency Sub-skills
Capability to manage change and complexity; fostering new ways of working, remaining adaptable, flexible and decisive during uncertainty and changing circumstances.	Agility
	Suggested Area for Development
	Demonstrating a willingness to adapt to new situations and changes, being flexible.
	Ambiguity
Clear Strength	Dealing with uncertainty, making decisions with incomplete information or unclear outcomes.
	Venturesome
Suggested Area for Development	Actively seeking new experiences and challenges, being open and adventurous.

Clear Strengths

- Will adhere to established policies and procedures, structured and planned
- Thrives in times of complexity and uncertainty, will make decisions with unclear outcomes or limited information
- Focuses on safety and a sense of security and familiarity

Potential Blind Spots

- May be perceived as rigid, slow to respond or adapt to change and improvements
- May get bored with routine tasks and activities
- Will not seem open to exploring new experiences or ideas

Developmental Tips

- Be open to stepping into situations of uncertainty by challenging yourself to act when you have incomplete information. Specifically using your judgement to analyze work priorities from a large amount of potentially conflicting information.
- Expect surprises, last minute setbacks, delays and failures. Be prepared to change your understanding or point of view. In complex situations, stay open to alternate actions, new information and opposing points of views. When failures do happen, learn from past mistakes and take necessary actions to course correct.
- Volunteer for projects and assignments that involve topics that are new and different from your normal work load or represent "ground-breaking" areas for your area of responsibility.
- Seek advice and guidance from those within and outside the organization who have led during times of significant change.
- Increase the scope or complexity of what you are currently doing by taking up a new project, which will take you out of your comfort zone whilst needing to make decisions and contribute actively.

John Doe

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Overall Competency Results

Our research over the past decade has established that high potential employees, managers and leaders demonstrate significant differences in their behaviors and mindsets compared to others. These signature strengths or behavioral attributes differentiate how well high performing individuals navigate change, work with others and focus on constantly developing themselves.

Employees with high potential tend to be aware of their strengths as well as blindspots and actively cultivate a high performing culture, raising the standards for themselves, their peers, colleagues, clients and stakeholders. Irrespective of their level within the organization, their roles and the situational context, the 'best' employees differentiate themselves from the 'rest' by demonstrating personal, team and organizational impact.

From the 34 strengths measured by The Thriving Index®, we have identified 18 crucial attributes that all individuals should focus on to develop themselves and nurture their full potential. These include

COMPETENCY	COMPETENCY DEFINITION	YOUR OVERALL FEEDBACK
 Change Potential	Capability to manage change and complexity; fostering new ways of working, remaining adaptable, flexible and decisive during uncertainty and changing circumstances.	Potential Strength
 People Potential	Capability to lead and inspire others; displaying empathy, understanding and a focus on people. Ability to enjoy social interactions and building relationships with others.	Potential Strength
 Drive Potential	Positive mindset and motivation; taking the initiative to go above and beyond expectations with a drive to achieve goals, targets and results. Seeking fulfillment from work with a desire to make an impact.	Suggested Area for Development
 Strategic Potential	Approaching work with a focus on the bigger picture; independently and with minimal guidance. Commercial and strategic mindset, anticipating future trends and its impact on the organization.	Potential Strength
 Execution Potential	Willingness to address problems and challenges confidently and with resilience; looking for ways to solve issues by taking a diligent, practical and solution-focused approach.	Suggested Area for Development
 Learning Potential	Taking the time to focus on your personal and professional growth and that of others around you. Focussing on continuous improvement and excellence, including the willingness to learn and unlearn.	Suggested Area for Development

Social Desirability

4

The extent to which you are thinking about how you would be perceived by others, and wanting to display a more positive or desirable 'self-image' and being acceptable according to social norms.

Lower Scores

- Not concerned with what others think, is comfortable with being their own self
- Not easily influenced by others, has a mind of their own
- May be perceived as rigid and inflexible

Higher Scores

- Presents a positive view of self to others
- Likely to comply with others' expectations
- May not always be able to tell the truth

John Doe

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Employee Details



Name

John Doe

Date of Assessment Centre

18 Jul 2024 - 22 Jul 2024

About The Report

This report provides a summary of the key findings and outcomes of the capability review process, based on a range of comprehensive and objective assessment tools. Please note the below:

- All assessment reports are valid for up to 12 months. After this time, this report should not be used as an input into development or decision making, and we recommend that the individual is reassessed to evaluate his / her progress.
- The results of this report are based on the outcomes from the various assessment tools the individual undertook, which are detailed on the following pages.
- This report should be used in combination with other information about the employee, including but not limited to career aspirations, on-the-job performance, on-going demonstration of the organization's competencies and priorities.

1

Behaviour

2

Cognition

3

Alignment

4

Motivation

Behaviour

This section highlights the individual's level of engagement, alignment and commitment in the organization.

Cognition

This section provides a detailed outcome of the cognitive assessment.

Alignment

This section provides detailed outcomes on the behavioural profile of the individual based on personality and behaviour assessment tools.

Motivation

This section includes an identification of the individual's overall career motivators.

The Overall Feedback includes individual feedback for each competency categorised as below:

1

Competency 1

Suggested Area for Development

SUGGESTED AREA FOR DEVELOPMENT

This competency has been identified as an area that needs further development.

2

Competency 2

Potential Strength

POTENTIAL STRENGTH

This competency has been identified as a strength that is displayed moderately and can be developed further.

3

Competency 3

Clear Strength

CLEAR STRENGTH

This competency has been identified as a clear strength that is demonstrated more typically or always.

John Doe

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Connect with us today to explore how we can
elevate your talent solutions. Email us at
mte.marketing@mercer.com for more
information.

