



# ISSUES TO CONSIDER WHEN USING MULTIPLE-CHOICE SIMULATIONS

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# MEET THE PRESENTERS

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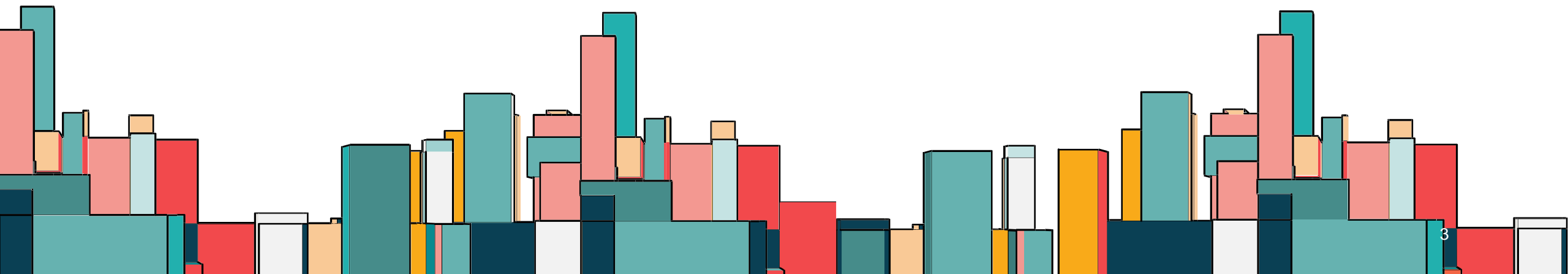


**ALEX MORRIS**



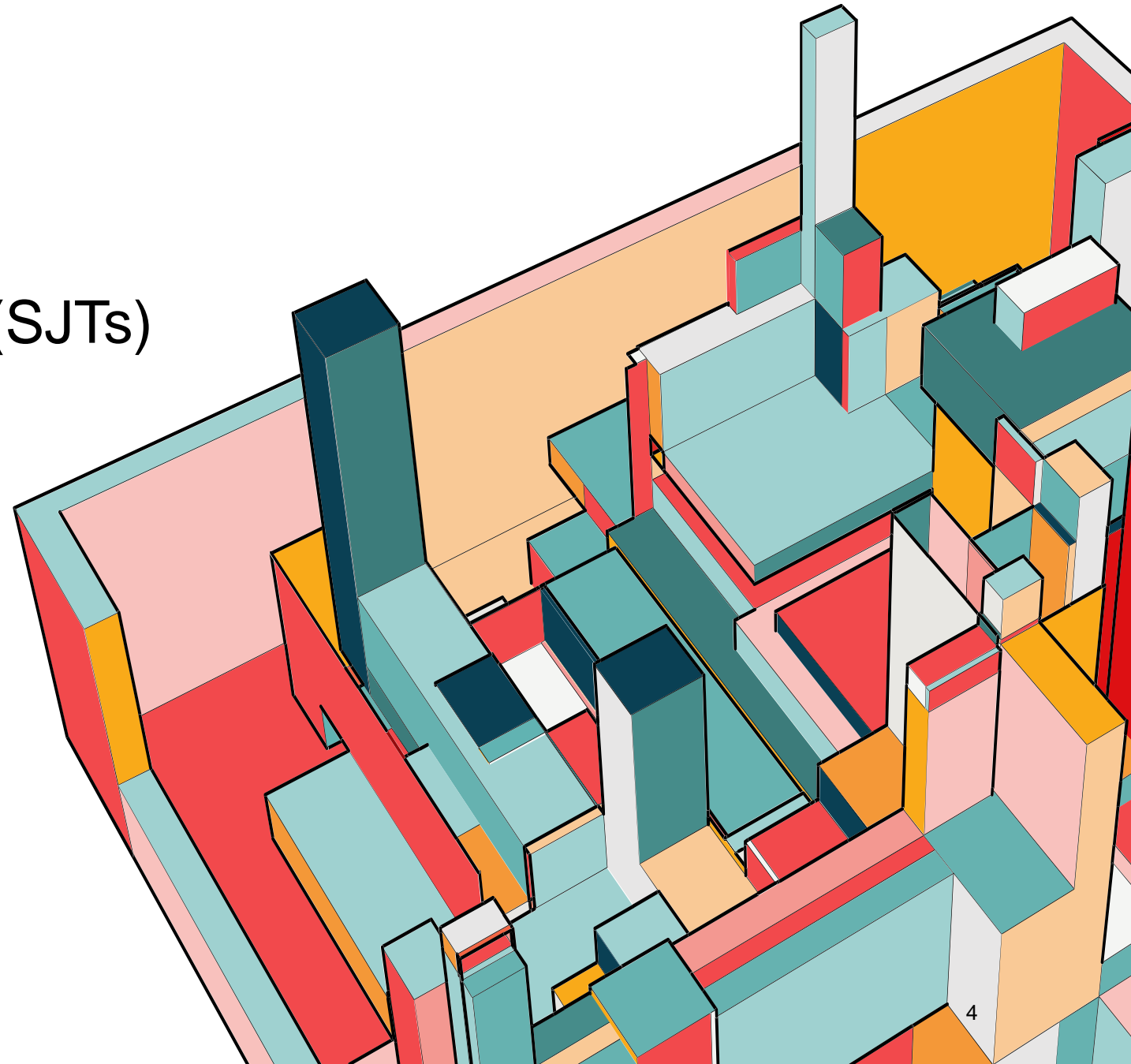
# PANEL OVERVIEW

- Define *multiple-choice simulation*
- Development
- Administration
- Scoring and reporting
- Validation



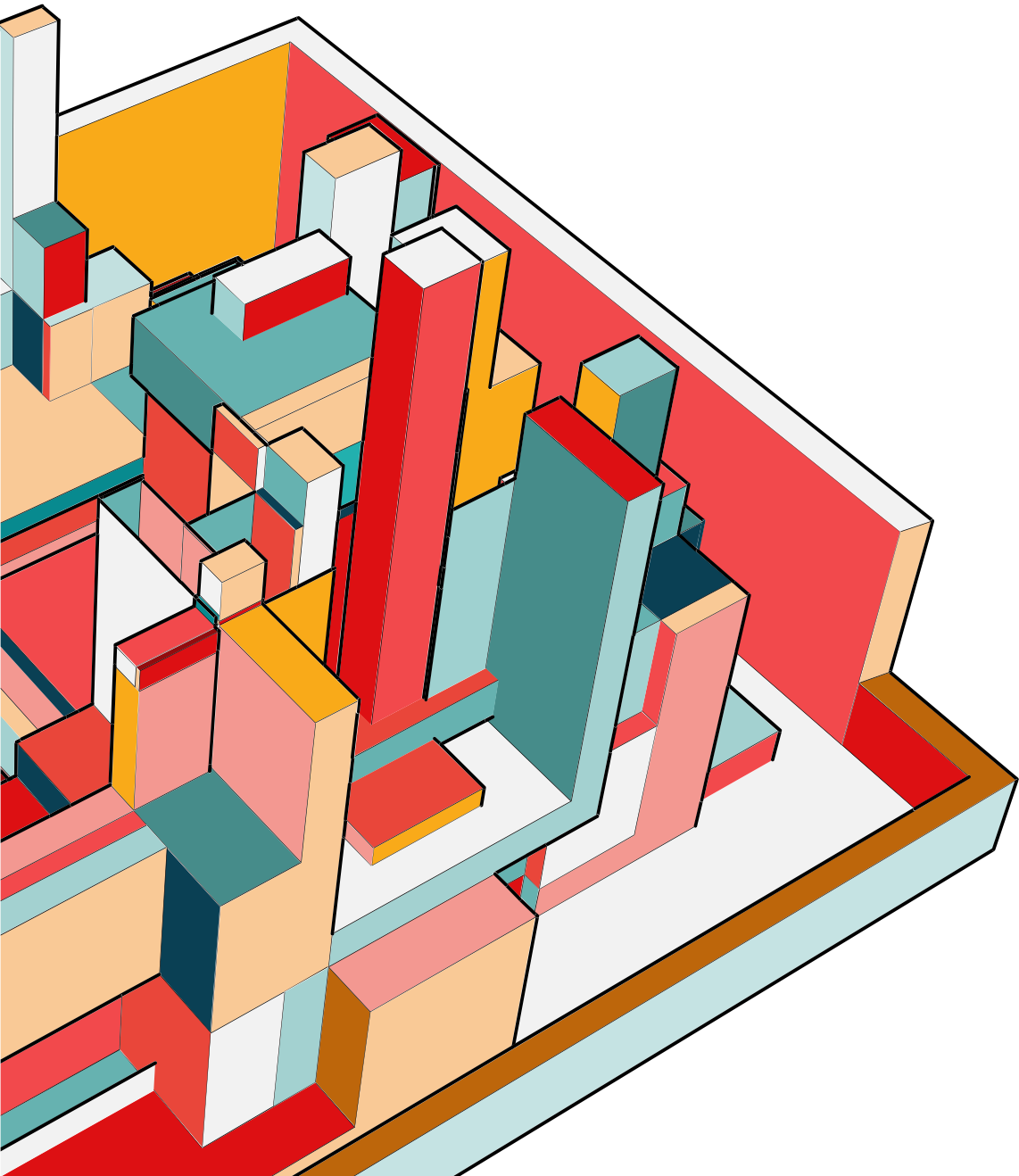
# MULTIPLE-CHOICE SIMULATIONS

- Situational judgment tests (SJTs)
- In-basket instruments
- Rich media simulations
- Low fidelity work samples



# PANEL PURPOSE

Discuss how to capitalize on the benefits of multiple-choice simulations while navigating the challenges associated with them

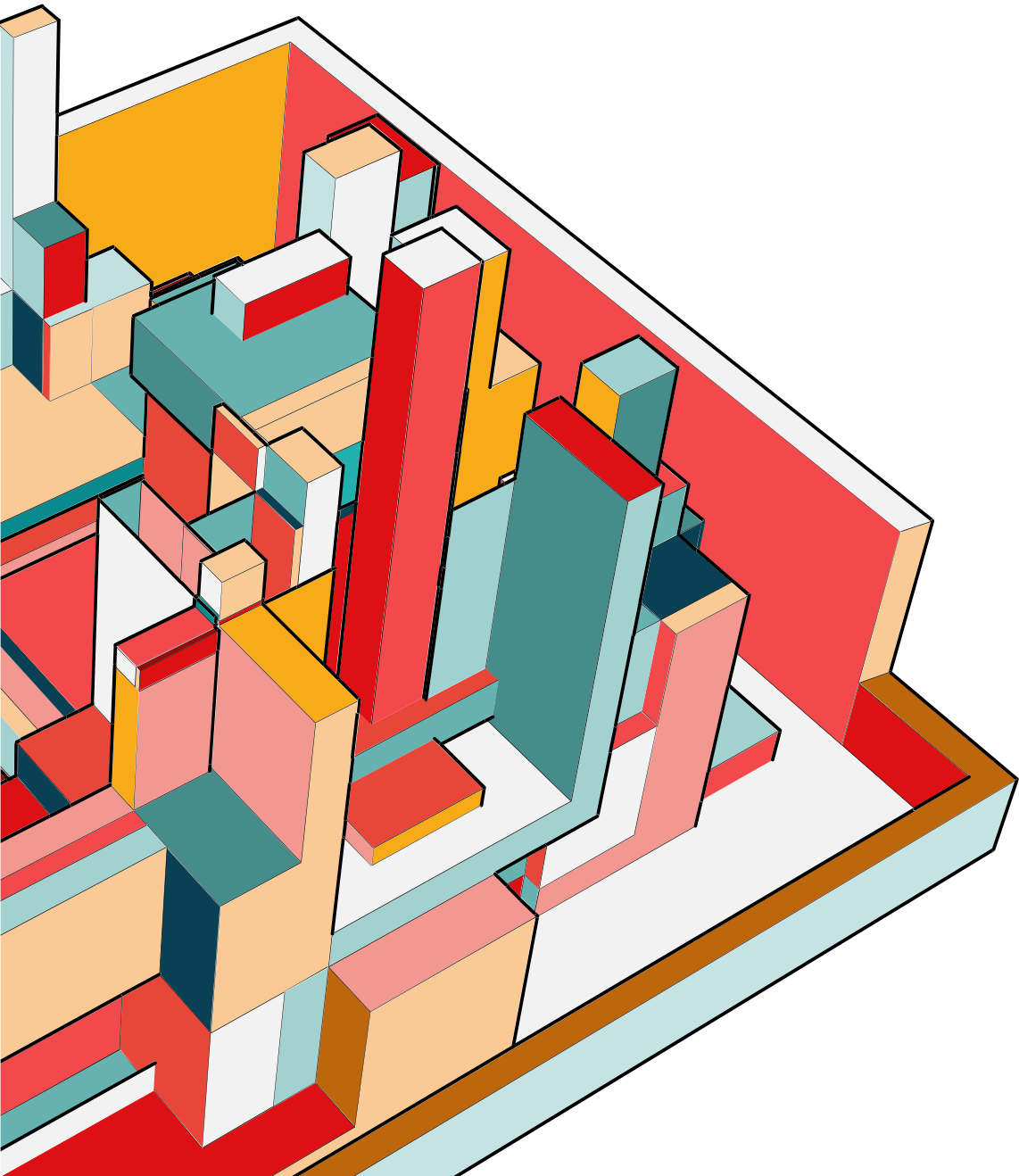


# DEVELOPMENT

**WHAT SHOULD ASSESSMENT PROFESSIONALS KEEP IN MIND DURING THE JOB ANALYSIS PROCESS THAT CAN HELP INFORM DECISIONS ABOUT MULTIPLE-CHOICE SIMULATIONS?**

**HOW CAN ASSESSMENT PROFESSIONALS ADDRESS THE  
MULTIDIMENSIONALITY OF MULTIPLE-CHOICE  
SIMULATIONS AND ENSURE ACCURATE MEASUREMENT  
OF A SINGLE GIVEN COMPETENCY?**

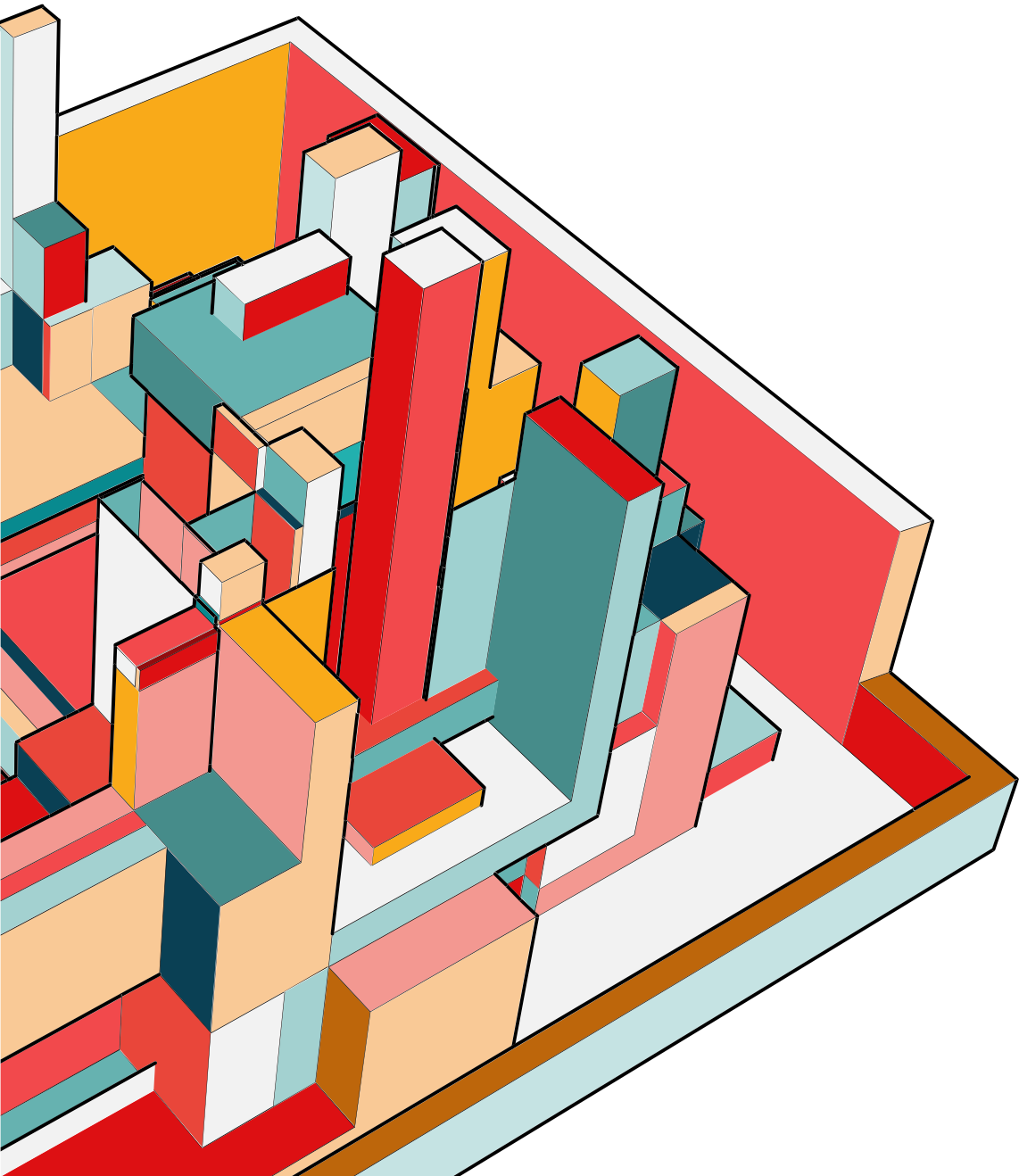




# ADMINISTRATION

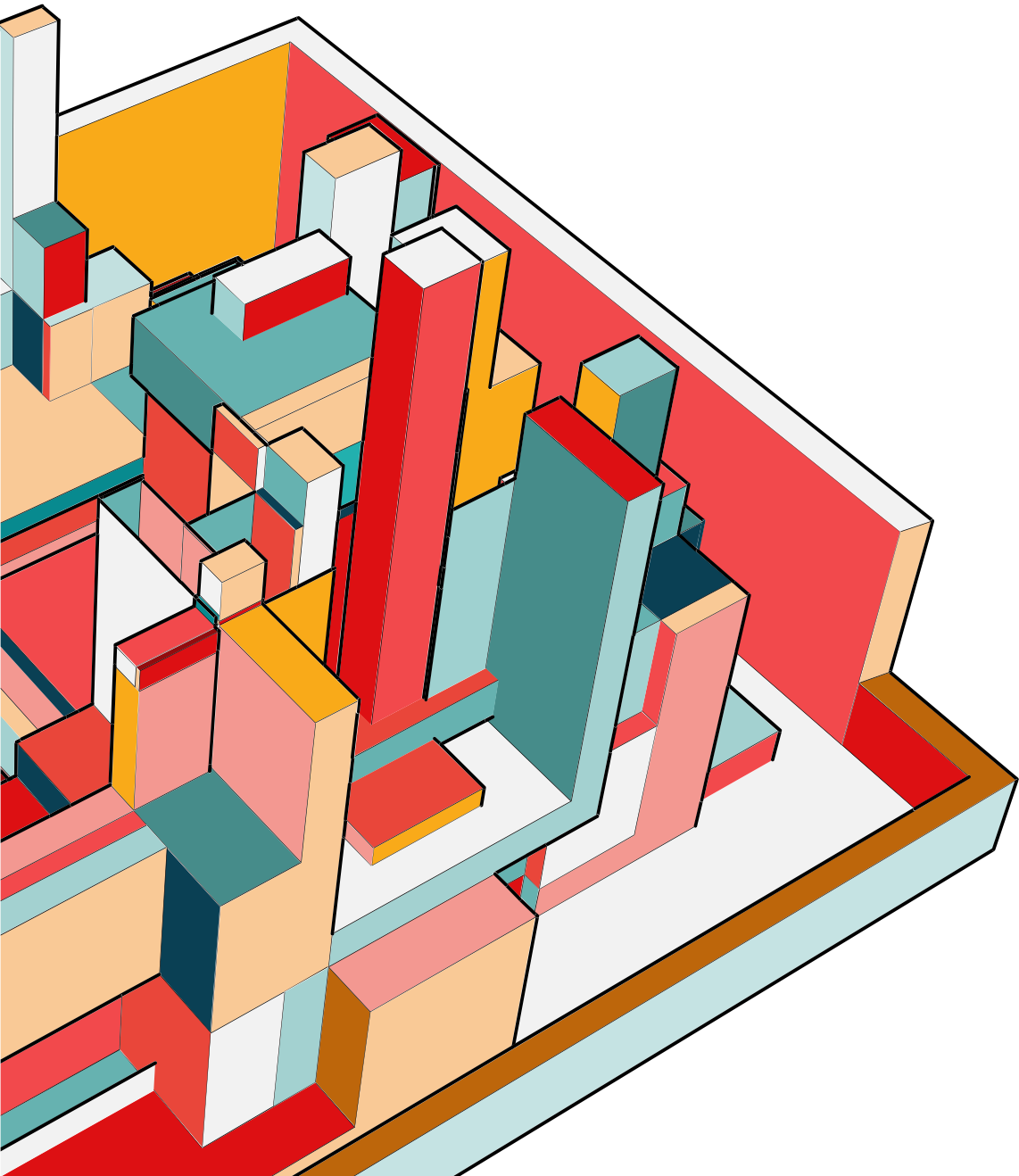
**WHAT ARE THE BENEFITS, DRAWBACKS, AND PRACTICAL  
CONSIDERATIONS FOR ALTERNATIVE MULTIPLE-CHOICE  
SIMULATION ADMINISTRATION FORMATS (E.G., RICH  
MEDIA)?**

# **HOW CAN YOU ADDRESS FAKING OR COACHING EFFECTS?**



# SCORING AND REPORTING

**WHAT METHODS EXIST FOR SCORING MULTIPLE-CHOICE  
SIMULATIONS AND ARE ANY BETTER/WORSE GIVEN  
CERTAIN CIRCUMSTANCES?**



# VALIDATION

**WHAT ARE SOME IMPORTANT CONSIDERATIONS TO KEEP IN MIND WHEN ESTABLISHING THE VALIDITY OF A MULTIPLE-CHOICE SIMULATION MEASURE AND ARE DIFFERENT TYPES OF VALIDATION EVIDENCE (E.G., CONSTRUCT, CRITERION) EQUALLY IMPORTANT?**



**THANK YOU!**  
**QUESTIONS?**