

# BSAT – Balanced Skills Assessment Test

How To Hire A Balanced Expert With

# Engineering And Soft Skills 50/50



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## Test Format:

- Total Duration: ~2-3 hours
- Sections:
  - a. Technical Challenge (40%)** – Assess problem-solving, expertise, and innovation.
  - b. Behavioral Simulation (30%)** – Measure communication, teamwork, and adaptability.
  - c. Situational Judgment (20%)** – Evaluate decision-making, emotional intelligence, and conflict resolution.
  - d. Self-Reflection & Feedback (10%)** – Assess self-awareness and openness to learning.



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# 1. Technical Challenge (40%)

Goal: Evaluate technical proficiency, problem-solving approach, and innovation.

Test Structure:

- **Problem-Solving Task:** Present a real-world problem relevant to the job. Candidates must analyze, develop, and explain their solution.
- **Case Study:** Give a short industry-related case with incomplete information. Have the candidate:
  - Identify key issues
  - Suggest solutions
  - Justify their approach
- **Technical Coding/Execution (if applicable):** A practical task where candidates write or debug code, design a model, or troubleshoot an issue.

## Evaluation Criteria:

- Depth of knowledge
- Logical reasoning and structured thinking
- Creativity and innovation in solutions



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## 2. Behavioral Simulation (30%)

Goal: Assess collaboration, leadership, adaptability, and communication.

Test Structure:

- **Role-Playing Scenario:** Candidates participate in a simulated workplace challenge. Example:
  - "A team member is struggling with deadlines. How do you approach and support them while ensuring project success?"
  - Observe their communication style, empathy, and decision-making.
- **Group Discussion (if possible):** Give a team-based challenge where candidates must work together to propose a solution.
  - Watch for active listening, persuasion, and adaptability.

### Evaluation Criteria:

- Clarity and effectiveness in communication
- Conflict resolution skills
- Leadership and teamwork approach



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### 3. Situational Judgment Test (20%)

Goal: Assess ethical reasoning, emotional intelligence, and adaptability.

Test Structure:

- **Multiple-Choice Scenarios:** Present hypothetical workplace dilemmas where candidates must choose the most appropriate response.
- **Short Essay:** Ask candidates to describe a past experience handling workplace challenges.

#### Evaluation Criteria:

- Decision-making process
- Ethical judgment and responsibility
- Emotional intelligence



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## 4. Self-Reflection & Feedback (10%)

Goal: Gauge self-awareness, ability to receive feedback, and willingness to grow.

### Test Structure:

- Candidates provide self-assessments on their strengths and areas for improvement.
- Peer-review feedback (if part of a group activity).
- Follow-up interview where candidates reflect on their performance.

### Evaluation Criteria:

- Honest self-evaluation
- Openness to feedback
- Growth mindset



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## Final Scoring & Recommendations

- **80%+** → Highly balanced candidate (ideal hire)
- **60-79%** → Good candidate with room for improvement
- **Below 60%** → May require additional training in either technical or soft skills



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