KCP / SIMULATIONS

Simulation Activities

Realistic workplace exercises for assessment, development and coaching

Work-related behavioural evidence

Inbox • Situational judgement • Group activities

Direct professional support

Over five decades of psychological expertise

2026 / 27

Explore our assessment services

SIMULATION ACTIVITIES

Contents

Select a section to jump directly to its page.

About KCP simulation activities 3

Inbox activities 4

Situational judgement – Ventura 8

Group activities 9

Ordering and professional advice 17

Contact KCP 18

SIMULATION ACTIVITIES

About KCP simulation activities

KCP's simulation activities are designed for assessment, development and coaching. Drawing on over five decades of experience in the public and private sectors, our realistic scenarios provide participants with opportunities to demonstrate samples of workplace behaviour and skills.

Group activities

Group activities focus primarily on interpersonal characteristics such as leadership, influencing style and team awareness. Some also incorporate business awareness, problem solving or innovation. We recommend assessing no more than three or four competencies: a single activity rarely provides sufficient behavioural evidence to assess numerous competencies rigorously.

Inbox activities

Inbox activities explore planning, strategic and operational awareness, problem solving and decision making. We do not advocate imposing a rigid psychometric scoring key on complex responses. Wherever possible, interview participants afterwards to gain a richer understanding of the reasoning behind their decisions.

Situational judgement

Explores problem analysis, decision making and the selection of appropriate behaviours in realistic workplace situations.

Benefits

- Scenarios derived from real-life situations
- Structured assessment and scoring guidelines
- Activities can be tailored to client needs
- Exploration of interpersonal, cognitive and behavioural competencies

INBOX ACTIVITIES

Anglo-European Bank Inbox

Who is it for?

Senior managers, executives and professionals

Workplace capabilities

absorbing complex data rapidly • strategic and operational thinking • effective prioritisation and action planning; recognising what's important • decisiveness and the ability to communicate the route to decisions

The scenario

Set in a banking environment facing competitive pressures, the scenario includes issues relating to customer service, HR issues and diversification of the business. Some matters are relatively trivial while others are of central importance. Candidates do NOT need to have any experience of the financial sector since the issues presented can easily translate to any working environment.

Tasks and administration

Prioritisation and Action Planning Each email in the inbox must be allocated a priority (importance/urgency) and an action allocated.
Task duration: 30 minutes; number of emails: 13
Decision making Decisions must be taken on two critical matters, one strategic and the other operational.
Task duration: 40 minutes; number of issues: 2
Overall administration time
Activity duration: 1 hour 40 minutes (includes a 30 minute review of the inbox)

Competencies assessed

Planning and organising • Action planning • Decision making • Strategic/operational awareness

INBOX ACTIVITIES

Tremaynes Confectionery Inbox

Who is it for?

Junior to middle managers/professionals, and exceptionally, very high potential graduates

Workplace capabilities

the ability to prioritise activities • choosing effective responses to events • understanding relationships within an organisation • rational decision-making and the ability to communicate decisions

The scenario

Set in a confectionery manufacturing company, the inbox presents a range of issues embracing staffing, marketing, PR, and scheduling. Certain issues are more important than others to the running of the business. Candidates do NOT need to have any experience of manufacturing or confectionery since the content is relevant to most sectors.

Tasks and administration

Organisation and Action Planning Each email in the inbox must be allocated a priority (importance/urgency) and an action allocated.
Task duration: 30 minutes; number of emails: 15
Decision making and Communicating Decisions must be taken and communicated on two critical matters, one strategic and the other operational.
Task duration: 45 minutes; number of issues: 2
Overall administration time
Activity duration: 1 hour 35 minutes (includes a 20 minute review of the inbox)

Competencies assessed

Planning and organising • Action planning • Decision making • Communicating in writing

INBOX ACTIVITIES

Heritage Theatre Inbox

Who is it for?

Graduates

Workplace capabilities

the ability to organise and prioritise • action planning to meet priorities • understanding relationships within an organisation • decision-making and the ability to communicate decisions

The scenario

Set in a community theatre, the inbox contains organisational, administrative and commercial issues. The scenario contains both trivial and important challenges. Candidates do NOT need to have any experience of theatres.

Tasks and administration

Organisation and Action Planning Each email in the inbox must be allocated a priority (importance/urgency) and an action allocated.
Task duration: 30 minutes; number of emails: 13
Decision making and Communicating Decisions must be taken and communicated on two critical matters, one strategic and the other operational.
Task duration: 45 minutes; number of issues: 2
Overall administration time
Activity duration: 1 hour 35 minutes (includes a 20 minute review of the inbox)

Competencies assessed

Planning and organising • Action planning • Decision making • Communicating in writing

INBOX ACTIVITIES

Summerton Services Inbox

Who is it for?

Administrative and clerical staff.

Workplace capabilities

prioritisation of tasks • action planning to meet priorities • responding to unexpected changes in priorities • simple work-related communications

The scenario

The task is based around a consultancy company. The candidate's inbox contains relatively straightforward items either from their boss, or to their boss. The issues embrace budgets, dealing with the public and relationships with suppliers. Candidates do NOT need to have any experience of this type of organisation. However, they should have had some prior work experience.

Tasks and administration

Prioritisation and Communicating Each email in the inbox must be allocated a priority (importance/urgency) and the highest priority must be communicated.
Task duration: 25 minutes; number of emails: 11
Responding to change An unexpected change must be dealt with and communicated.
Task duration: 15 minutes; number of issues: 1
Overall administration time
Activity duration: 48 minutes (includes an 8 minute review of the inbox)

Competencies assessed

Prioritisation • Communicating in writing • Responding to change

SITUATIONAL JUDGEMENT

Ventura Situational Inbox

Who is it for?

Graduates, supervisors, junior managers

Workplace capabilities

problem analysis • prioritising and acting • dealing with internal/external people • reviewing and revising decisions

The scenario

Ventura is an innovative approach to assessing judgement at work. Candidates are presented with lifelike scenarios and various options for action. Uniquely, it then takes an iterative approach to decisions - that is to say, each judgement leads to CONSEQUENCES that then have to be dealt with effectively. The setting is a holiday resort (so understandable to most people). Issues include customer service, staffing, legal issues and marketing. No prior experience of resorts is required.

Tasks and administration

Prioritisation Each email in the inbox must be allocated a priority (importance/ urgency).
Task duration: untimed; number of emails: 6
Judgement Each issue requires a set of judgements. These vary depending on previous decisions.
Task duration: untimed; number of judgements; 18
Overall administration time
Activity duration: untimed, but typically about 40 minutes

Competencies assessed

Prioritising • Judgement • Customer focus • Commercial awareness

GROUP ACTIVITIES

Anglo-European Group Activity

Who is it for?

Senior managers

Workplace capabilities

leadership and co-ordination • persuasiveness • harnessing team effectiveness • the ability to deal with strategic and operational challenges

The scenario

The AEB Group Activity is a leaderless team exercise. Set in an international bank (also featuring in a KCP Inbox activity), the team are required to discuss and arrive at a consensus decision on how the Bank can diversify its offering in order to obtain a competitive market advantage. The activity does not require a background in finance.

Administration and materials

Materials
Group activity booklet, rough paper, calculator
Scoring
Observation form, competency rating form
Overall administration time
Preparation: 10 minutes; Activity: 50 minutes

Competencies assessed

Leadership • Influencing • Team membership • Strategic/commercial awareness

GROUP ACTIVITIES

Urban Regeneration Group Activity

Who is it for?

Senior managers

Workplace capabilities

leadership and co-ordination • persuasiveness • harnessing team effectiveness • stakeholder focus

The scenario

A leaderless group activity, the scenario concerns a public/private sector initiative to tackle homelessness and unemployment in an inner city area. Participants must decide upon how best to allocate limited resources to kickstart the initiative. The activity does not require any special knowledge or experience.

Administration and materials

Materials
Group activity booklet, rough paper, calculator
Scoring
Observation form, competency rating form
Overall administration time
Preparation: 10 minutes; Activity: 50 minutes

Competencies assessed

Leadership • Influencing • Team membership • Customer/stakeholder focus

GROUP ACTIVITIES

Tremaynes Group Activity

Who is it for?

Senior/middle managers

Workplace capabilities

group analysis • influencing/persuading • organising others • energy

The scenario

Set in a marketing environment, this leaderless group activity requires participants to agree on the selection of a new confectionery product from data provided on a range of options. The group must then design and produce packaging materials for the product. Assigned role version also available. No prior experience of marketing or design is required.

Administration and materials

Materials
Group activity booklet, rough paper, calculator
Scoring
Observation form, competency rating form
Overall administration time
Preparation: 10 minutes; Activity: 50 minutes

Competencies assessed

Prioritising • Judgement • Customer focus • Commercial awareness

GROUP ACTIVITIES

Service First Group Activity

Who is it for?

Senior/middle managers

Workplace capabilities

leadership and co-ordination • persuasiveness • harnessing team talents • customer focus

The scenario

Set in a manufacturing company, Service First is part of an initiative to reposition the organisation in the marketplace. Participants are required to review and agree upon the most effective option for transforming the company's image and increasing customer engagement/ recognition. This is a leaderless group activity.

Administration and materials

Materials
Group activity booklet, rough paper, calculator
Scoring
Observation form, competency rating form
Overall administration time
Preparation: 10 minutes; Activity: 50 minutes

Competencies assessed

Customer focus • Leadership • Influencing • Team membership

GROUP ACTIVITIES

Project Excellence Group Activity

Who is it for?

Graduates, supervisors, junior managers

Workplace capabilities

problem analysis • team leadership and drawing on all the resources • coming up with persuasive arguments • empathising with customers

The scenario

This leaderless activity has a scenario that concerns a snack and soft drinks company. The par- ticipants are required to consider the results of a customer satisfaction survey and agree upon the most effective courses of action for the business. Prior knowledge and experience is not required.

Administration and materials

Materials
Group activity booklet, rough paper, calculator
Scoring
Observation form, competency rating form
Overall administration time
Preparation: 10 minutes; Activity: 40 minutes

Competencies assessed

Leadership • Influencing • Team membership • Customer focus

GROUP ACTIVITIES

Heritage Theatre Group Activity

Who is it for?

Graduates, supervisors, junior managers

Workplace capabilities

situation analysis • bringing others around to a point of view • working effectively with others • awareness of commercial realities

The scenario

This scenario concerns a small, struggling community theatre that is faced with a possible takeover by a larger entertainments firm. The participants have to agree on the best way of us- ing a substantial donation to help save the theatre from the takeover. The setting is accessible and neutral so no special knowledge of theatres is required.

Administration and materials

Materials
Group activity booklet, rough paper, calculator
Scoring
Observation form, competency rating form
Overall administration time
Preparation: 10 minutes; Activity: 40 minutes

Competencies assessed

Leadership • Influencing • Team membership • Commercial awareness

GROUP ACTIVITIES

Wycherleys Superstores Group Activity

Who is it for?

Graduates, supervisors, junior managers

Workplace capabilities

ideas need to be converted into action • others need to be persuaded of a course of action • a group needs leadership • understanding of people

The scenario

Wycherleys is a supermarket that requires updating to make it more attractive to customers. This activity concerns the use of merchandising space, and the re-design of the supermarket. There is a practical element to this so that participants can become actively involved in the task. Assigned role version is also available. No previous experience of retail is required.

Administration and materials

Materials
Group activity booklet, building plan, rough paper, calculator
Scoring
Observation form, competency rating form
Overall administration time
Preparation: 10 minutes; Activity: 45 minutes

Competencies assessed

Leadership • Influencing • Team membership • Energy

GROUP ACTIVITIES

Speedrail Group Activity

Who is it for?

Graduates, supervisors, junior managers

Workplace capabilities

problem analysis • harnessing team resources • influencing others • customer focus

The scenario

Based in a railway operating company, this activity requires participants to debate and agree upon possible courses of action to help increase the number of passengers on the company's trains. No prior knowledge required.

Administration and materials

Materials
Group activity booklet, rough paper, calculator
Scoring
Observation form, competency rating form
Overall administration time
Preparation: 10 minutes; Activity: 40 minutes

Competencies assessed

Leadership • Team sensitivity • Customer focus • Influencing

SIMULATION ACTIVITIES

Ordering and professional advice

Simulation activities

Visit the KCP online shop to explore purchasing options.

Visit the KCP online shop

Choosing the right activity

Contact KCP for professional advice on selecting activities, defining assessment criteria and tailoring exercises to your requirements.

Email KCP

SIMULATION ACTIVITIES

Contact KCP

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