

ST4 2025 Scoring Guidance Working Under Pressure

Demonstrates capacity to make decisions under pressure and retain control,
accompanied by an awareness of own limitations

1 Unsatisfactory	2 Weak	3 Typical	4 Very Good	5 Outstanding
Was tense & agitated and hesitant all of the time.	Was either tense, agitated, or hesitant most of the time.	Remained calm most of the time, was able to make a clear decision.	Remained calm all of the time and made clear decisions.	Relaxed & comfortable with demands of situation with extremely clear decisions.
Performance hindered by focussing on immediate worries.	Initially focussed on immediate worry but able to move through scenario with help.	Maintained perspective through developing scenario and was able to move through the developing tasks.	Clear calm perspective maintained throughout, moved quickly through developing tasks.	Maintained calm clear perspective throughout, clear task prioritisation and decision making. Working beyond CT3 or equivalent.
Was rude OR offensive to when challenged. Did not adapt to pressure of situation & changing circumstances.	Hesitant when challenged. Slow to adapt to changing circumstance which may have been critical.	Showed some insight into own limitations within scenario. Mostly calm when challenged.	Confident, insight into own limitations within scenario. Flexible and calm when challenged.	Confident, always flexible, open and calm manner when challenged. Effective strategy to deal with opinion and disagreement or differing opinion.