

## ST4 2026 Scoring Guidance

### Working Under Pressure

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

| 1<br>Unsatisfactory                                                                                        | 2<br>Weak                                                                                      | 3<br>Typical                                                                                          | 4<br>Very Good                                                                              | 5<br>Outstanding                                                                                                                                 |
|------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| Was tense & agitated and hesitant all of the time.                                                         | Was <b>either</b> tense, agitated, <b>or</b> 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. |