

Values-Based Graduate Selection for a Saudi Retail Bank

Identifying the right talent through culture-first psychometric assessment

250

Candidates Assessed

Top 15%

Recommended to Progress

3

Core Instruments Deployed

GDP

Graduate Development Programme

The Challenge

A leading Saudi retail bank sought to recruit high-potential graduates into its Graduate Development Programme — a selective pipeline for future leaders. The core challenge was not simply identifying academically strong candidates, but finding individuals whose values and instincts genuinely aligned with the bank's culture.

With a large applicant pool and limited capacity for in-person assessment, the bank needed a scalable, evidence-based method to differentiate candidates early in the process — one that went beyond academic performance or interview impressions.

Our Approach

qpeople designed a bespoke, values-based assessment battery anchored to the bank's organisational values framework. The suite comprised three integrated instruments:

Values Alignment Assessment

A custom-built tool measuring candidate orientation against the bank's defined cultural values, surfacing authentic behavioural tendencies rather than socially desirable responses.

Situational Judgement Test (SJT)

Scenario-based items presenting realistic graduate-level dilemmas. Each scenario was calibrated to reflect the bank's operating environment, requiring candidates to demonstrate judgment consistent with organisational values.

Talent Dashboard & Reporting

All results were consolidated into a structured reporting suite, enabling hiring managers to review ranked shortlists, individual profiles, and cohort-level

The Outcome

qpeople assessed all 250 candidates and delivered a clear, data-led shortlist recommending the top 15% for progression to the next stage of selection.

The bank received structured individual profiles for every candidate, alongside an executive summary of cohort trends — giving the hiring panel both the depth and the clarity needed to make confident, values-aligned decisions.

The assessment process reduced reliance on subjective screening, introduced a consistent, repeatable methodology, and ensured that graduate intake decisions were grounded in cultural fit from the outset.

Services Delivered

- Psychometric Assessment Design
- Situational Judgement Test (SJT)
- Values & Culture-Fit Measurement
- Talent Reporting & Dashboards
- Graduate Selection

Sector

Financial Services · KSA

Methodology

Measure · Shape

insights — with a clear recommendation on which candidates to progress.

The entire process was designed to be objective, defensible, and culturally sensitive — appropriate for a Saudi banking context and aligned with the bank's Saudisation commitments.