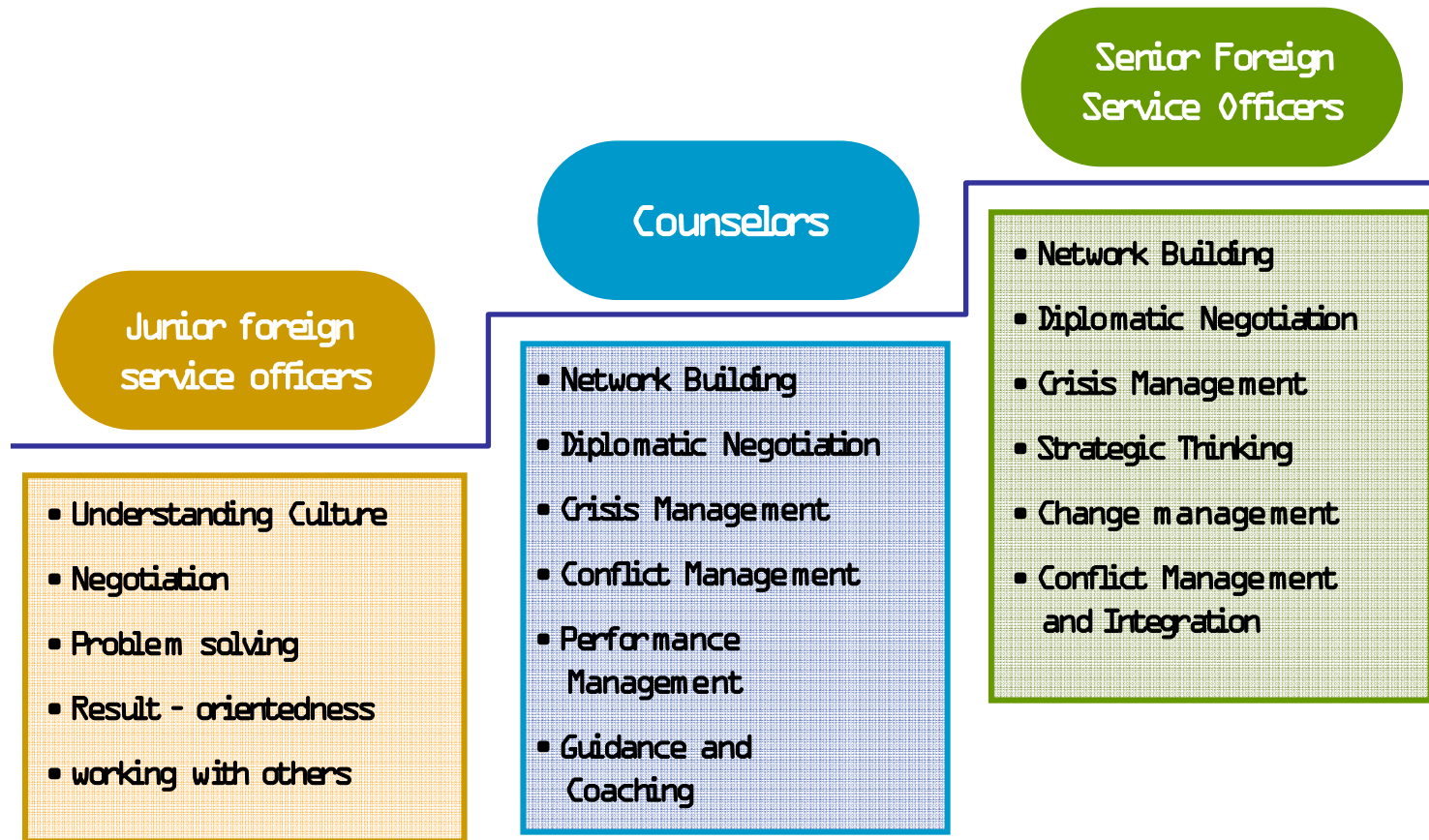


Constructing Simulation Exercises with Validity and Fidelity under Diplomatic Situation



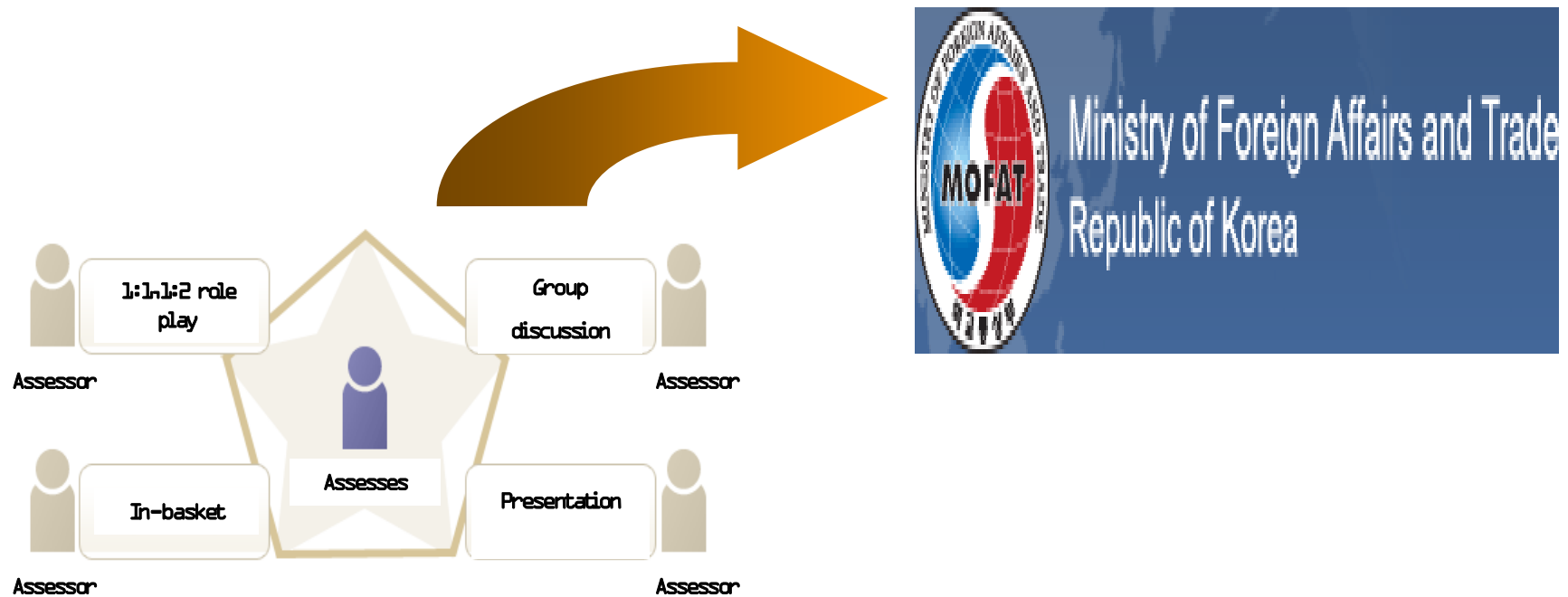
2010. 10

Office of Diplomatic Competency Assessment, MOFAT



3-4 Simulation Exercises with 8 – 12 Assessors in a day

Adopting Assessment Center in 2006



But Advised simulation exercises were not suitable for MOFAT

Level of difficulties and complexity

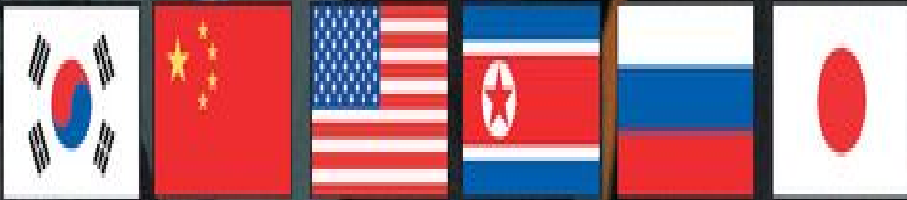
Level of job position

Organizational work process

Organizational Cultures

Low Face-fidelity

Unbalancing between behaviors and tasks



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Involving retired ambassadors in developing simulation exercises

Selecting Theme

Selecting Theme for Exercise

- checking dimensions with theme
- choosing appropriate theme in simulation exercise

Meetings

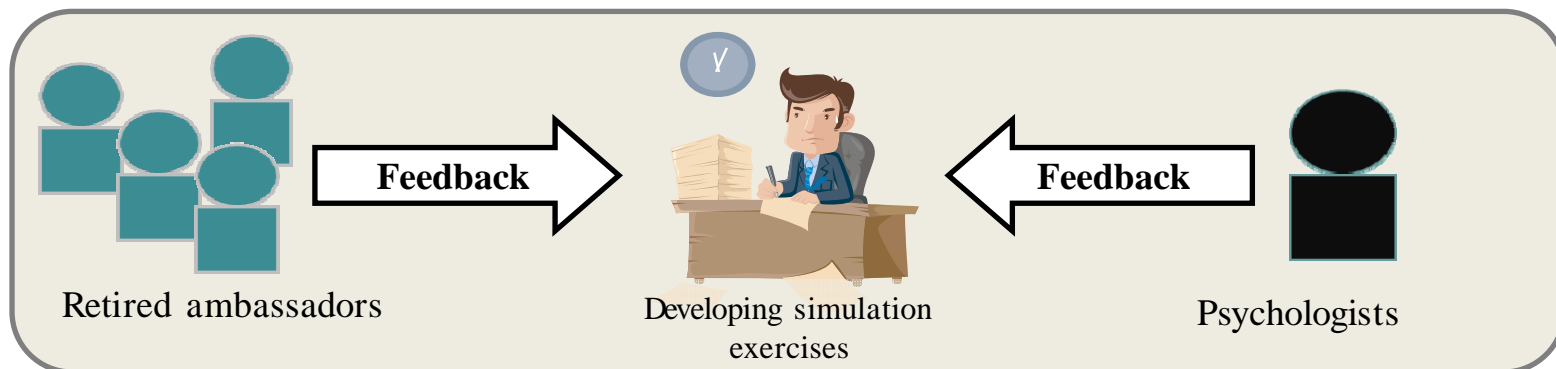
Providing the idea

- understanding work process
- reflecting organizational culture
- reflecting key tasks

Face to face Interviews

Discussion contents

- balancing between task and behaviors
- screening the scenario
- leveling of complexity



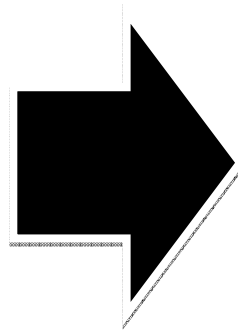
Constructing simulation exercises with validity and fidelity



- **More than 1,000 Diplomats
in 156 Missions**



Providing Information In real time



Thank you

Yun, woo je

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