ESAT was demonstrated to Dr. Gibb in 2015 who confirmed that the tool meets the following best practices:

a. Explicitly connect soft skills with performance goals (educational or organizational, and clarify what good performance is;

b. Be comprehensive;

c. Balance both qualitative and quantitative measures;

d. Concern with both observable behaviour and a learner's perceptions of their behaviours;

e. Be fair, giving equal and objective treatment to all;

f. Technically sound, using valid and reliable observations, data and inferences, quality information;

g. Provide feedback that is useful, opportunities to close the gap between current and desired performance;

h. Inclusive of self-assessment; reflection in learning;

i. Adaptable to new and evolving skill needs, provides information to teachers that can be used to help shape teaching;

j. Encourage positive motivational beliefs and self-esteem around learning.