

Situational Judgement Tests

Situational Judgement Tests (SJTs) are formal assessments that are used as part of a recruitment process and assess candidates behavioural fit to a role. They are designed to feature early in the recruitment process and are ideal for clients with large volumes, as they are an effective and efficient way of sifting out those who are less likely to be successful in the role. Where a client does not have an RJP, they can also be useful to manage candidate expectations of a role, giving candidates a realistic preview of the job through the scenarios in the assessment. SJTs can also function as an attraction tool, by highlighting some of the benefits of the role in the scenarios.

SJTs are validated, the tests are reliable, performance on the SJT predicts performance on the job and they are fair to protected groups.

Different Types of SJTs Available:

SJTs are delivered by CPS. There are four different SJT customisation levels available:

OPTION 1	OPTION 2
<p>Standard content from SHL’s item bank is amended to reflect the client and the role – can only be used for certain types of roles where enough items are available. Job analysis data is not needed, items can be amended based on job descriptions.</p> <p>Timelines can be condensed as trialing isn’t needed to validate the SJT – all items have previously been validated so in only amending the context we can be confident these items will still work. The final test consists of around 18-22 items.</p>	<p>The test is made up of 60% standard, tailored content as per option 1, and 40% new content that is written from scratch. Job analysis data needs to be collected from a minimum of 10 SMEs to create the new content. Items do not need to be validated as most of the test is written from standard content – so timelines can be reduced. The final test consists of around 18-22 items.</p>

OPTION 3	OPTION 4
<p>A completely bespoke assessment in which all content is written from scratch. Job analysis data needs to be collected from a minimum of 20 SMEs. Each item measures one behavior, so the final test consists of around 18-22 items. Full trialing and validation is needed.</p>	<p>A completely bespoke assessment in which all content is written from scratch. Job analysis data needs to be collected from a minimum of 20 SMEs. Each item measures two behaviors, so the final test can be shorter, consisting of around 10-12 items. Full trialing and validation are needed.</p>