

A Situational Judgment Test (SJT) is a video-based assessment. This type of examination assesses judgment required for problem solving in work-related situations.

Test-takers watch scenarios. At various points in each scenario, an employee on the video will be placed in a situation that requires a response. That employee will respond to the situation in multiple ways. After each response, the video automatically pauses and provides 10 to 15 seconds for the test-taker to rate the effectiveness of the employee's response, using the following scale:

A = Highly effective—providing the desired effect, impressive.
Response provided extra effort and attention that made it distinctly better than satisfactory.

B = Satisfactory—fulfills the requirements resulting in a positive outcome, but nothing more.
Response meets the standard but does not provide any extra effort (does not go above and beyond).

C = Substandard—below standard or less than adequate; will likely have a negative impact on the situation.
Response may have positive points, but does not meet the standard of what would be expected or required for the situation.

D = Unacceptable—clearly inferior.
Without a doubt the response would end in a negative outcome; definitely wrong.

Each response can have any rating, independently of the others. For example, response 1 could be highly effective and response 2 could also be highly effective. For each response, the test-taker must consider the entire A/B/C/D scale.

Specialized training, knowledge, or experience is **not** required for this type of test. Rather, answers draw on the general knowledge and life experience a person has acquired through work, school, extracurricular, and/or community activities.

Suggestions on how to do your best on a Situational Judgment Test

- Be attentive to each of the scenarios.
- While viewing the responses, pay careful attention to tone, wording, and demeanor.
- Use the entire scale. Consider all four ratings for each response.
- Once you make your rating, look back at the screen to prepare for the next scene or response to begin.

Be sure to also visit the video file on our website that will give you a look at the full instructions and an example scenario with responses. Please contact commission staff with any questions.