Situational Judgment Tests

What are Situational Judgment Tests (SJTs)?

SJTs are tests designed to assess candidates' non-academic attributes using context-rich classroom scenarios. Tests may vary in length but typically ask candidates to engage with 20-25 scenarios and take approximately 40 minutes to complete.

Cadidates' responses reveal implicit attributes such as empathy & communication, organisation & planning, and resilience & adaptability.
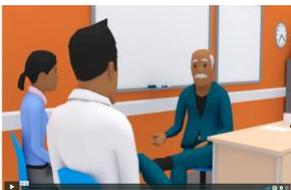
Why SJTs for teacher selection?

SJTs are less susceptibe to coaching effects and faking than other kinds of selection tests because they are cognitively complex and designed to measure implicit traits. They provide a cost-effective method for large-scale screening and selection of trainees and teachers.

Research shows SJTs are more engaging and acceptable to candidates compared to other tests used for screening and selection.

What formats are available?

SJTs are completed on-line using a secure testing platform and can be text or video, or a combination of both.

What is an example scenario?

You are having a consultation with one of your year 5 pupil's parents on parents' evening. You have covered all of the points that you wanted to and the consultation has already lasted 5 minutes longer than expected. However, the parents still have a lot that they want to discuss with you about their child's behaviour at home. Two other parents are waiting outside for their consultation, which you are now late for, and they are starting to look annoyed.

Candidates decide on the appropriatness of a set of responses using a 4-point scale; most appropriate, somewhat appropriate, somewhat inappropriate and inappropriate.

You can try a brief demo SJT [here](#)

Interested in SJTs for your institution?

We welcome enquiries from your institution to develop bespoke SJTs. Development steps can be found below. Please contact our team at info@teacherselect.org for further information.

Creation of bespoke SJTs (process, people, purpose)

Step	Activity	Who?	Purpose
1	Contextualisation workshop	• Teacher educators and other education leaders • TSP consultant to deliver workshop	• Determine test specification and purpose • Determine target attributes • Link to teacher standards • Translate/adapt existing measures (if desired)
2	Item-writing workshop(s)	• Teacher educators and other education leaders • TSP consultant to deliver workshop	• Item-writing training • Develop item stems and responses • Review items with feedback
3	Concordance review panel	• Teachers, teacher educators, and other education leaders (can be remote) • TSP consultant for analysis	• Solicit feedback on item content • Set scoring key
4	Build online platform	• TSP consultant	• Create user-friendly interface
5	Large-scale pilot validation	• Applicants or existing students • TSP consultant for analysis	• Analysis psychometric properties • Assess concurrent validity • Assess applicant feedback • Review test delivery platform
6	Continuing refinement and validation	• Applicants • TSP consultant for analysis	• Assess predictive validity
7	Review workshop(s)	• Teacher educators and other education leaders • TSP consultant to deliver workshop	• Refresh item bank • Develop new test versions
8	**Delivery of bespoke SJT to client**		