

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.

Candidates' responses reveal implicit attributes such as empathy & communication, organisation & planning, and resilience & adaptability.

Why SJTs for teacher selection?

SJTs are less susceptible 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 appropriateness 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?

Please contact our team at info@teacherselect.org for further information.