



SITUATIONAL JUDGMENT TEST

Individual and organizational success is often the result of good decision making. Thus, organizations need a way to evaluate the judgment and decision-making capabilities of both current and potential employees. How can a company be sure that each employee will choose the right course or, equally important, not choose the worst course in a particular situation? A Situational Judgment Test uses questions based on highly relevant work situations to provide a method for employers to effectively and efficiently assess employee decision-making. Wilson Learning can help your organization develop a Situational Judgment Test that meets professional and legal requirements for use in either employee selection or development.

This is a tool used to identify how existing (or potential) employees will respond to work-related situations. The test measures tacit knowledge or practical intelligence (knowledge from experience). Situational Judgment Tests ask participants to read questions that are based on scenarios that are similar to those that they might face at work and then to choose from a set of options the action that they would (or would not) do if they were in that situation..

VALUE PROPOSITION

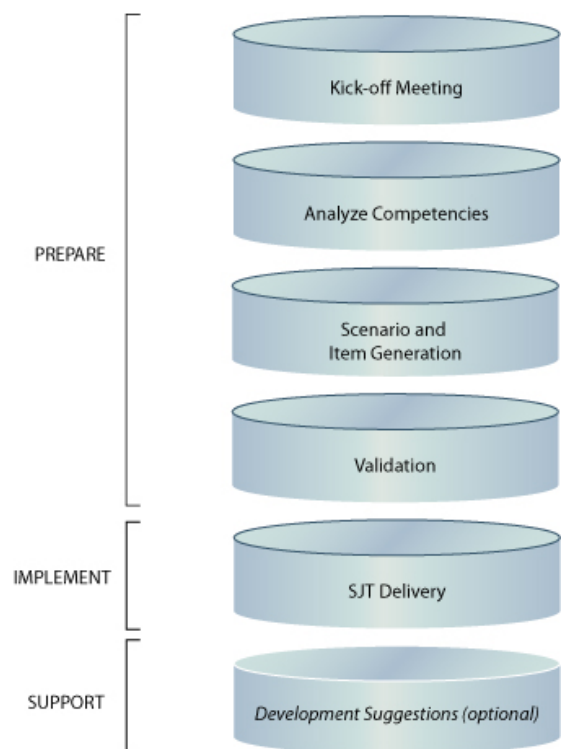
- Provides employees or job candidates with realistic situations similar to those that they may encounter on the job
- Assesses job relevant decision-making behavior
- Is standardized: every candidate experiences the same process
- Provides an objective evaluation process
- Is easy to administer and can be administered to both individuals or large groups
- Requires few resources on an ongoing basis once it is implemented

Past performance is the best predictor of future job success; Situational Judgment Tests objectively assess the choices that candidates make based on their past performance, experience and knowledge.

Professionally developed Situational Judgment Tests can be a valid and useful component of a selection system – and can be extremely cost-effective.

APPROACH

Scenarios and response alternatives are developed based upon critical incidents identified by Subject Matter Experts (SMEs). One or more multiple choice questions are generated for each scenario. Participants are asked to identify the action they would take (or not take) from among the available options. For scoring, each option is given a numeric value by SMEs based on an evaluation of the quality of the response. The participant's score is based upon the total number of points earned on the test, and represents the quality of their judgment over all the situations presented in the test,



OUTCOMES BY STEP

<i>Step</i>	<i>Outcome</i>
<p><i>Kick-off Meeting</i></p> <p>This meeting brings together sponsors and principal consultants to agree on scope, resources available, and implementation to frame the project for success.</p>	<ul style="list-style-type: none"> • Alignment and clarity on scope • Resources identified and available • Clear mutual expectations
<p><i>Analyze Competencies</i></p> <p>SMEs review the proposed job competencies or skills to be measured by the SJT</p>	<ul style="list-style-type: none"> • Knowledge of the test content • Ability to start generating items
<p><i>Scenario and Item Generation</i></p> <p>A SME Panel is convened to identify critical scenarios and generate a large pool of test items about the scenari</p>	<ul style="list-style-type: none"> • Scenarios written, approved by SMEs • Initial item pool
<p><i>Validation</i></p> <p>Selected SMEs review the test items to ensure that they are technically accurate and non obvious, and weight the value of each option.</p> <p>The test is then tested with incumbents and any anomalous results are used to improve the scenarios, items, and scoring.</p>	<ul style="list-style-type: none"> ▪ Refined set of SME approved questions ▪ Validated content and scoring ▪ “Reality check” to ensure validity
<p><i>SJT Delivery</i></p> <p>Clients can administer the SJT themselves, or have Wilson Learning host and score the SJT on its platform. Either way, individual and group reports are available.</p>	<ul style="list-style-type: none"> ▪ Test ready-to-use ▪ Reports automatically available
<p><i>Development Suggestions (optional)</i></p> <p>Wilson Learning can, if the client desires, consult on how to use the results from the SJT for individual development and coaching discussions.</p>	<ul style="list-style-type: none"> ▪ Improved capability for developing people in this role.