

## Situational Judgment Tests (SJTs)

### What are Situational Judgement Tests?

Situational Judgment Tests (SJTs) present candidates with typical situations they might normally encounter on-the-job. The candidate is then asked to choose from various behavioural options. This type of assessment measures the candidate's ability to problem-solve and utilise judgment

## SJT Training

Training can be provided to clients or consultants if required, however it is not mandatory.

Additional information can be sourced by contacting the Johannesburg office on +27 (0) 10 143 0176 or emailing [info@bioass.com](mailto:info@bioass.com).

**For more information on our SJTs or a free consultation please contact [info@bioass.com](mailto:info@bioass.com) or call 010 1430176.**

### Range of Situational Judgement Tests:

Bioass SA distributes 6 Situational Judgement Tests focused on the following areas:

- Sales
- Service
- Management
- Supervisory
- Teams
- Customised

### Assessment Features:

All the SJTs consist of the following:

- 30 questions per test
- Untimed (approximately 25-30 minutes)
- Follow-up interview questions
- Reliability check
- Online administration
- Immediate score report
- Management suggestions
- Includes an SJT assessment system

### Competencies Assessed:

Across the full range of SJTs the following competencies are assessed:

- Customer Focus
- Drive and Persistence
- Listening Skills
- Sales Strategies
- Service Orientation
- Interpersonal Skills
- Conscientiousness
- Communication
- Decision-Making
- Flexibility
- Team Spirit
- Trust
- Confidence