

Situational Judgement Test (SJT)

Example SJTs

Example of Ranking Item

Rank 5 options in response to the situation, based on appropriateness of actions. Appropriate when the correct response is one discreet action.

You are an intern/SHO working in a hospital. Your supervisor gives you some feedback from an educational appraisal, which notes that you are good clinically. However, there have been reports that you do not always communicate clearly with patients and that the nurses have found you to be unclear with your instructions. You have not been made aware of this problem.	
Rank in order of appropriateness the following actions to take in response to this situation (1= Most appropriate; 5= Least appropriate).	
A	Check with your supervisor whether there has been a misunderstanding as you were not aware of any problems.
B	Arrange to meet with one of the senior nurses to ask her to explain the nurses' concerns in more detail.
C	Tell your supervisor that you will reflect on the feedback to see if you can identify ways to improve.
D	Ask the nursing staff to come to you directly if they continue to experience problems with your communication style so that you can address it promptly.
E	Apologise to your supervisor and the nursing staff.

CDBEA

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Example- Multiple Choice

Choose **three** appropriate options to take from a list of eight.

You are an intern/SHO working in a hospital, and you have recently undertaken several tasks that you are not familiar with. While doing so, you have made several minor mistakes, which you have admitted to and have been resolved. A fellow colleague intern/SHO, rudely tells you that you are not competent enough to be an intern/SHO.	
Choose the THREE most appropriate actions to take in this situation.	
A	Ask to leave the hospital so that you can go home.
B	Ask a senior colleague for advice on how you can improve your performance.
C	Ask a fellow intern/SHO for feedback on your general performance.
D	Reflect on whether your approach to new tasks can be adapted.
E	Ask your colleague why he is being rude.
F	Speak to your supervisor about the feedback that you have received.
G	Ask a member of staff to supervise you the next time you complete a new task.
H	Avoid completing new tasks in the future.

BDF