

SITUATIONAL JUDGEMENT TESTS (SJTs)

A RELIABLE, QUICK AND COST-EFFECTIVE TOOL FOR SIFTING HIGH VOLUMES OF APPLICATIONS

We are able to design bespoke SJTs for your organisation and target roles, or provide you with already prepared SJTs to suit a specific sector. Our Occupational Psychologists adhere to best practice processes to facilitate objective decision making in your organisation.

KEY FEATURES

Candidates are asked real-life scenario questions which are relevant to the specific role they are applying for. Answers are compared with 'ideal responses' defined by your key stakeholders and our assessment experts to determine the candidate's fit for the role.

WHY PROPEL?

We can save you time and money by designing, administering and interpreting the results of SJTs. Our Occupational Psychologists follow best practice processes to inform and facilitate objective decision making in your organisation. Our SJTs are designed specifically for your organisation and target roles.

KEY BENEFITS

- Proven to predict job performance
- Fair and objective measure of candidates' behaviour
- Bespoke scenarios are tailored to your context
- Find the best individuals to fit your organisation and roles
- Aligned with your competency framework
- Saves time and money
- Automation eliminates human error
- Allows candidates a realistic preview of the role and enhances self-selection

MOST USEFUL FOR:

Organisations that conduct high volume recruitment

Scenario 1 of 12

You are part of a project team targeted with delivering an improved Customer Service Functionality across the business. This is a high profile project with direct sponsorship from the Head of Americas. You have been waiting on key information regarding customer response metrics from a colleague in a different department. Despite frequent reminders, you have still not received the required information and it is now causing delays to the project.

Action	MOST likely to do	LEAST likely to do
Send a reminder email to the colleague explaining that you will have to escalate the issue if he does not respond today.	<input type="checkbox"/>	<input type="checkbox"/>
Phone your colleague and inform him of the delay this is now causing to the project and gain his commitment to send the data today.	<input type="checkbox"/>	<input type="checkbox"/>
Try to locate the required information independently by consulting other colleagues in the different department.	<input type="checkbox"/>	<input type="checkbox"/>
Send an email to the other project team members about the delay and the reasons behind it, copying in the colleague in question.	<input type="checkbox"/>	<input type="checkbox"/>

EXAMPLE SJT QUESTION



SELECT FOR SUCCESS

Propel is a global talent management consultancy providing innovative services and products to organisations worldwide. Our passion is people.

▶ GLOBAL TALENT MANAGEMENT NETWORK

We deliver through 100+ talent management experts across 30 countries, with capability in 20 languages.

▶ TRUSTED EXPERTISE

We are trusted talent partners to leading multi-national and local organisations throughout the USA, Europe, Middle East and Asia.

▶ MEASURABLE IMPACT

We deliver real business impact and demonstrable ROI by combining best-practice theory into innovative, practical and measurable interventions.

▶ PIONEERING TALENT TECHNOLOGY

We bring together the most reputable and reliable assessment products and tools into a seamless, business-focused platform.



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