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Test of judgement

Situational judgement tests are used by employers to screen job candidates. This guide will explain what this test is and show you how to succeed. What is a situational judgement test? This isn't merely a perception test; It is a way of assessing candidates' critical thinking, decision making and judgment skills. It provides a clear view of a candidate's innate values, worldview and behavioural traits to establish their suitability for a given role. Psychometric testing like this is often daunting for the candidate, but it's here to stay. Take Situational Judgement Practice Test Now A situational judgement test will assess how you react and behave during a hypothetical work-based scenario. Can you handle conflict? Can you problem-solve? Can you identify what's relevant and what isn't? Can you mediate or resolve situations? Are you a leader or a follower? These are examples of some typical questions that a situational judgement tries to answer for the recruiter. What's included in a situational judgement test? Key point: Situational judgement tests are not created equally. There is a vast range of tests and they vary based on the role, company, and sector. Does a nurse need to answer questions about banking? Probably not, but who knows? Maybe? It depends on the specific role requirements. Most judgment tests are based on the position that the candidate has applied for and the business in which that role exists. For example in a firefighting assessment test, the candidate can expect questions related to fire & related emergency situations. In the 911 Dispatcher test, the candidates can expect questions related to decision-making and quick judgment skills. Take Situational Judgement Practice Test Now What's the format of a situational judgement test? Situational judgment tests usually use the multiple-choice format. (They are not role-playing.) You will be given several work-based situations and asked to choose the most appropriate action or solution from the choices provided to you. You may have to choose one answer, or rank them all from most likely or effective, to least. How do I pass a situational judgement test? The best way to pass this test is to prepare for it. Here's a hard truth: Successful candidates are always better prepared than unsuccessful ones. There are several ways you can prepare for your test... The all-conquering importance of practice Nothing will boost your confidence and competence more than repeated practice. The questions may not be related to your field of work but by practising you will get a 'feel' for the flow and timings of the test and also why certain questions have a preferred outcome. Good practice packages (like this one) will tell you the answer and the reason why. Take Situational Judgement Practice Test Now Know the role you have applied for This goes without saying, surely? If you are going to be faced with situations that could occur daily in your desired role, you need to make sure you know what the role involves. Research the role. What skills do you need to carry out the job? What are the core competencies of the role? Action point: Contact the employer and ask for a copy of the 'full job description and core competencies, this will give you a checklist you can use for your preparation. (This is gold-dust information.) Get online and do some research. Find out what you may face on a day-to-day basis. Lastly, spend some time learning about the employer/company. You need to know how the company operates and what it values. How to pass a situational judgement test Here's a simple framework you can use for each judgement test question: Diagnose the problem. When faced with any situation, establish what the problem is. What's the issue, specifically? What's the specific element of the scenario that needs addressing? When you know this, you will find it much easier to choose the most effective solution. Read carefully. Make sure you understand the scenario. There is nothing worse than knowing the answer but getting it wrong because you rushed through or didn't quite understand the question. Some of the questions are deliberately unclear in their phrasing. Be careful and diligent in understanding the issue/problem before you rush to a conclusion. Manage your time effectively. You will have many questions to answer. Allocate your time wisely and know when to move on. Stop worrying! Download a 12-step assessment day cheatsheet & be perfectly prepared. Click here to download your copy. Video tips for situational judgement tests Here's a useful video from CareerVid Youtube Channel: Situational judgement test – Example question Here's an example of a real situational judgement test question: You are working in a call centre when a customer calls, to complain. The customer advises you that they have not yet received their goods that they purchased online, despite paying for next-day delivery. The customer is angry and is talking with a raised voice. Indicate below which would be the most effective resolution: You apologise to the customer, tell them you'll look into it, and hang up. You re-arrange the delivery and call the customer back with the new delivery date. Advise the customer that the company is very busy and that their goods will be with them as soon as possible. Agree with the customer: The service is terrible. Advise the customer to stay on the line, whilst you speak to the delivery driver and get a time slot for delivery. For this employer, the most effective response would be number 4. This response allows you to gain back control and provide the customer with the information that they require. It would also allow you to calm the customer and provide a resolution - making you available for further incoming calls quicker. Related Study Guide - Situational judgement practice tests Nothing will boost your confidence and competence more than repeated practice. Take Situational Judgement Practice Test Now Do you have to take a numerical or verbal test? Learn to pass other types of aptitude tests with our free expert guides: Numerical | Verbal | Logical Prepare For Your Dream Job Get your copy of our Ultimate Assessment Day & Interview Guide. It's a comprehensive resource packed with tips, tricks and insider-secrets to help you succeed. Take Situational Judgement Practice Test Now Related Assessments Prep Guide: Sarah is an accomplished educator, researcher and author in the field of testing and assessment. She has worked with various educational institutions and organisations to develop innovative evaluation methods and enhance student learning. Sarah has published numerous articles and books on assessment and learning. Her passion for promoting equity and fairness in the education system fuels her commitment to sharing insights and best practices with educators and policymakers around the world. You have to choose how you want to help him. You can fight the soldiers or find the supplies. If you have more than 50 pieces of wood, you will not have to do anything, the task will be completed immediately, or Hints: The soldiers can be found in Attika Their base is in the southwest of the Isle of Salamis Rewards: Epic XP, Legendary Drachmae Test Of Judgment is a side quest in Assassin's Creed Odyssey recently introduced in an update. Your task is to find out whether Apollo or Poseidon is more dangerous. Here's a walkthrough of Test of Judgment in AC Odyssey. This quest is recommended for those level 47 and above, but it differs according to your own level. To begin this quest, talk to the lady in Korinthia. Her exact location is shown in the map below, marked as the blue exclamation symbol. Talk to this lady near the statue. Investigate the graveyard She will ask you to determine whether Apollo or Poseidon is more dangerous. Get to the graveyard to find out the answer. The location of the graveyard is shown in the image below. It's in Megaris. As you get there, you have to interact with five different clues, i.e. two hints on each tombstone and one on a person. Kill the furious man After investigating all of it, a man will come and challenge you to a fight. Apparently he claims you were sent by Athena to kill him. Defeat the man. Talk to the woman Get back to the woman you first met earlier. Her exact location is shown in the map below. During the cutscene, you have to choose which is more dangerous. I chose Athena but it wasn't the answer, so it was narrowed down again to Apollo and Poseidon. Then, I chose Poseidon and apparently it's a good choice, but there may not be a right answer to this. The quest completes here and you should get 1000 drachmae plus some iron metal. Related articles: Assassin's Creed Odyssey: Again, Malaka (Quest Walkthrough) AC Odyssey: Effects Of The Dead (Walkthrough) Assassin's Creed Odyssey: Dagger To The Heart (Walkthrough) Assassin's Creed Odyssey: A Matter Of Faith (Walkthrough) AC Odyssey: Chicken Or Egg (Walkthrough) Assassin's Creed Odyssey: The Wild Hunt (Walkthrough) Assassin's Creed Odyssey: Down From On High (Walkthrough) Test of Faith Test of Character A mysterious woman tasked Kassandra with solving a strange riddle. But perhaps the strangest riddle was the woman herself. Assassin's Creed: Odyssey Port of Kechries, Korinthia, Greece Megara, Megaris, Greece Test of judgment was a virtual representation of one of Kassandra's genetic memories, relived by Layla Hassan through the Portable Animus HR-8.5. Description[] Kassandra was tasked by the mysterious woman to investigate the graveyard in Megara. Dialogue[] Mysterious Woman Mithios, may I trade your time for wealth? You look wiser than the average mercenary. Perhaps you're nearly as wise as Athena herself... Kassandra: You know me? Mysterious Woman: Don't pretend to be ignorant of your infamy, Kassandra the Eagle Bearer. I have a series of tasks I thought someone of your reputation could handle. But if you feel you're not up to it... Kassandra: What kind of tasks? Mysterious Woman: To begin, I have a test of judgment. Which god is more dangerous, Poseidon or Apollo? The answer lies in a nearby tomb. Kassandra: This is just a riddle. Mysterious Woman: Riddles are telling. And rewarding, when I give them. Prove your worth to me by going to the graveyard near the Sanctuary of Athena and solving it. (If the player chooses "I can't help you right now.") Kassandra: I don't have time for riddles at the moment. (If the player chooses "I'll solve your dead man's riddle.") Kassandra: Fine. I'll figure out this riddle. Kassandra headed north to the graveyard of Megara. On arriving she read a large tombstone: Kassandra: "Here lies my father, a simple farmer. A lion tore him to pieces as he brought in his grain. May the gods grant him peace." She also noticed a golden plate resting against the tombstone: Kassandra: A golden plate marked with the sun. An offering dedicated to Apollo and his youthful strength. Kassandra considered the memorial. Kassandra: Lions are a golden beast with manes like the sun. Surely they are the favorite of Apollo... Does that make him the more dangerous god? Kassandra considered a second memorial, and read the tombstone: Kassandra: "Here lies my brother, a brave man. He was chosen to confront the enemy threatening the village. But his ship sank, and shet was feasted on his flesh. What is in this tomb?" Kassandra noticed an offering next to the tombstone: Kassandra: A model ship as an offering to Poseidon. Clearly someone feared death in the sea. Kassandra considered the second memorial. Kassandra: Sharks are under the command of Poseidon, as are all creatures of the sea. Is he the more dangerous god? Kassandra tried speaking with the Hermit, who replied simply: Finding a small clay tablet resting on a tree, Kassandra read: Kassandra: "Protect us from teeth that tear and beasts that bite." Sounds like a child's prayer. Beginning to leave, Kassandra a furious man stepped in front of Kassandra and confronted her. Dorykleidas: You! I know who you are. Athena sent you to kill me! Kassandra: Why would you think that? Dorykleidas: I was to be tried for murder, but a great fire burned up the court and all the records. I walked free! But lately I've heard Athena in my dreams, saying I would meet justice. And here you are. Dorykleidas: I know what Athena told me. I'll face my death blade-first! The man attacked Kassandra, who promptly killed him. Kassandra: I've seen all there is to see here. Now to check that woman's riddle. Kassandra headed south to return to the Port of Kechries and the Mysterious Woman. Mysterious Woman: You spent enough time in the graveyard. What did you find? Kassandra: How did you know I actually went? Mysterious Woman: I have my ways. Mysterious Woman: Perhaps. But I want to know which god you think is more dangerous. Poseidon or Apollo. Kassandra: Why are you so interested in knowing? Mysterious Woman: Because I have two tasks that require the attention of a mithios, but I can trust the easier task to nearly anybody. I'm going to assign the more dangerous one to you, naturally. Kassandra: There was a farmer attacked by a lion while he harvested his crops. An attack by a golden beast under the shining sun... Surely that is the work of Apollo, making him the more dangerous god. Mysterious Woman: Gold is a seductive danger in many ways... Yes, Apollo is a sensible choice. Kassandra: I'm glad you agree. Mysterious Woman: You've wisely considered the subject. I approve. Take this, it's for your judgment. Mysterious Woman: Am I? Consider this. A man took great risks to take to the sea. Perhaps you could figure out why. Kassandra: His tomb mentioned pirates. Perhaps they're still a danger. Mysterious Woman: I believe you should find his family in Megaris, south of the Ruined Temple of Apollo. Kassandra: I'll pay them a visit. Kassandra continued her journey with Test of Character. Outcome[] Kassandra decided which god was most dangerous, Apollo or Poseidon, and relayed her choice to the Mysterious Woman who then sent her on the more dangerous of her two tasks based on the Eagle Bearer's opinion. Trivia[] Depending on choices this quest leads to either Test of Faith or Test of Character. Only one of those two can be completed. Dorykleidas can be knocked out and recruited as a lieutenant for the Adrestia. References[] Assassin's Creed: Odyssey Assassin's Creed: Odyssey memories Hints: Who is the most dangerous god? When you examine all five clues, Dorykleidas will come. You have to choose which of the gods is more dangerous. If you think that it is Apollo then you will get the quest Test of Faith, and when you decide that it is Poseidon then you will get the quest Test of Character. Rewards: Epic XP, Legendary Drachmae Updated: 05 September 2024What is a situational judgement test?A situational judgement test (SJT) is a test used to assess someone's decision making and judgement. The candidate will be presented with a work-like situation and a number of possible actions/responses they could take. The candidate must then choose their most likely and least likely response if faced with this situation. There are technically no correct or incorrect answers - however, the employer will have their preferred answers. SJTs are always multiple-choice; no answers other than the options listed are allowed. The following image shows an example of the format for one situational judgement style question:We recommend Test Partnership for companies seeking reliable hiring tests.A quick example sjt question?You are working in a call centre for a major UK telecommunications company. You have received a call from a customer who has been waiting in for an engineer who has failed to arrive within the scheduled time slot. The customer is upset and is talking in a raised voice. Of the following options indicate which would be the 'most effective' and which the 'least effective' action to take first of all:1) Apologise to the customer and say you will arrange for a re-scheduled appointment.2) Listen to the customer's feedback and tell them that you can understand why they are upset and that it must be very inconvenient for them.3) Explain that the engineer has a very busy schedule and it's difficult for her to always be on time but you're sure she will arrive soon.4) Ask the customer to hold while you contact the engineer to establish where she is. This is the most effective response as it directly takes control of the situation, and will ultimately provide the information to make a more informed decision. After contacting the engineer you will know whether to re-schedule the appointment, or whether a re-schedule will not be necessary. Although customers may not like to be put on hold, it is the only way to solve the issue at hand.Situational judgement test video tutorialWatch part 1 of our situational judgement test video tutorial below for a walkthrough of a situational judgement test question:Why employers use situational judgement testsFor employers, SJTs are a very cost effective, powerful and convenient way to select the potential strong performers from a large group of candidates. Employers will be more likely to use an SJT if they have a high volume of candidates applying for a role or position and if they recruit for this position on a regular basis. So the recruitment process for a graduate training scheme or internship programme is a likely place to find an SJT whereas assessments for more senior positions are less likely to include one.Employers may use SJTs on their own as a sifting tool or sometimes they will include SJT questions in a realistic job simulation which might also include an in-tray exercise and ability measures such as numerical reasoning. Job simulations are usually presented online or computer-based. They can incorporate various different media such as video, animation and written text. Employers use these to try and create as realistic a situation as possible for the employer to test how the candidate will respond to the 'real' demands of the job.For example, in a job simulation test for a sales manager role, as a candidate, you would log on to a specified website. You would then be told to imagine that you are the manager of a team of sales people and given access to an email inbox and folders of documents. You would be asked to make decisions about the documents and respond to the emails. Then you might be interrupted by a video of someone asking your advice on an issue and given four responses to choose from. This is the SJT part of the simulation.It is useful to be aware of where you might come across SJT questions although the way that you approach them should be the same, regardless of the other elements of the process. We will talk about this below.Practice makes perfectLearn from detailed solutionsTrack your progressStart for freeDifferent styles of situational judgement testsSituational judgement tests can be presented in a variety of different ways and ask candidates for different ways to respond to the situations presented. Situational judgement tests can be:Paper-basedComputer-based (the most common)Text onlyVideo clips to present the situation, with written response optionsAnimation and computer-generated avatars to enact the situation, with written response optionsYou may be able to find a preview or screenshot of a company's sjt somewhere on their website. This will help you identify certain features about their sjt. We surveyed candidates across multiple sectors and asked what format their sjt was in, to better understand what was most common:There are a variety of sjt formats, we will discuss the format and how to answer situational judgement questions.1. Most and least effectiveThe situation is presented with four or five possible responses and you are asked to indicate which is 'most' and which is 'least' effective in your judgement. You are a team leader in a customer contact centre. You just overheard an employee in your team telling a customer that they were "over-reacting" and that they needed to "get psychiatric help". You are not sure what the customer's call was about but now the call has finished and you have a chance to speak to the employee.ResponseMost effectiveLeast effectiveTell the employee that you have no option but to recommend their dismissalTell your employee that you will work with them to improve their performance over the next 3 monthsTell the employee to do it againIgnore the employee's behaviour and hope they won't repeat their mistakes on another occasion2. Rated responsesHere the situation is presented with the possible responses and you are asked to rate each response for effectiveness, in your judgement.ResponseCounter-productiveInefficientSlightly EffectiveVery EffectiveTell the employee that you have no option but to recommend their dismissalTell your employee that you will work with them to improve their performance over the next 3 monthsTell the employee to do it againIgnore the employee's behaviour and hope they won't repeat their mistakes on another occasion3. Ranked responsesThe situation is presented with the possible responses and you are asked to place the responses in rank order as to how effective or appropriate they are. Here you will only be able to allocate each number once. So only one response can be ranked '1', only one response '2', only one ranked '3' and only one ranked as '4'.The numbers may be given explanatory labels e.g. 1 = most appropriate, 4 = least appropriate. OR 1 = most effective, 2 = next most effective, etc. Or they may be left simply as numbers for you to allocate the rank order.Response12345Tell the employee that you have no option but to recommend their dismissalTell your employee that you will work with them to improve their performance over the next 3 monthsTell the employee to do it againIgnore the employee's behaviour and hope they won't repeat their mistakes on another occasion4. Likely to performThis is a variation on 'most effective' and 'least effective'. You are given the possible actions or responses and asked to say which you are 'most likely to do' given the situation with which you have been presented and which you would be 'least likely to do'.ResponseMost likely to doLeast likely to doTell the employee that you have no option but to recommend their dismissalTell your employee that you will work with them to improve their performance over the next 3 monthsTell the employee to do it againIgnore the employee's behaviour and hope they won't repeat their mistakes on another occasionThe way of phrasing this question is subtly different from being asked to assign the 'most' and 'least' effective response. Being asked which one you are most likely to perform or to do will probably start you thinking about past behaviour. You might think "Well I know which is the most effective action but in the past I have actually done something different".And indeed, this is what the designers of this particular answer type are interested in. They are seeking to identify your tendencies, personality traits and past behaviour more than they want to know about your ability to evaluate the 'best' and 'worst' answer from a group of possible answers. Your ability to select the 'most effective' answer is probably based more on your intellect rather than on your personality.In reality, how you are likely to perform and behave in a job is going to be a result of both intellect and personality. Therefore test designers and employers are really hoping to get a glimpse of both these elements when getting you to sit a situational judgement test.Take a free situational judgement testLots of employers use situational judgement tests during their recruitment stage, particularly at graduate level. Here we explain to candidates what they are, how they work and what to expect in your situational judgement test. Basically SJTs measure your behaviour and attitudes to work-related scenarios. With a bit of insider knowledge you will have nothing to fear.This free situational judgement test contains 16 questions and has a time limit of 60 minutes.What are situational judgement tests looking for?It has been suggested that one of the best ways to be prepared for a selection test, including a situational judgement test, is to be aware of what the test is seeking to measure. In other words, what aspects of you, as a candidate is the test hoping to pick up on?Competencies are bundles of skills, abilities and personality traits which contribute to good job performance. The relevant competencies will vary according to the job or job-type being considered. Therefore graduate training schemes, managerial roles, customer service jobs and sales positions may all have slightly different sets of competencies.1. Graduate level competenciesGraduate competencies will reflect the range of skills, abilities and styles that are effective at a graduate entry level role in an organisation. They are unlikely to include managerial competencies such as 'directing others' and 'strategic thinking'. They will probably include some, or all, of the following:Communicating, Influencing and Negotiating - looking for clarity, appropriateness and persuasiveness of communication.Drive to Achieve Results - looking for motivation and drive to achieve high standards and deliver results on time.Planning & Organising - looking for the tendency to approach tasks in a systematic and organised fashion, to prioritise activities and manage time.Analysis & Decision-making - looking for accurate and timely analysis of information, facts and data and good judgement with regard to what course of action to take based on that information.People & Relationship Skills - looking for capacity to build effective working relationships, to have empathy and awareness of others and work well in a team.2. Managerial level competenciesManagement level competencies will incorporate most, if not all of the graduate ones but will also include elements of 'directing or leading others' and 'strategic thinking'. Management competencies can be grouped into the following areas:Analytical Thinking & Decision-Making - similar to the graduate level above but also looking for the ability to think strategically, make links across contexts and think long-term.Drive to Achieve Results - looking for motivation and drive to achieve high standards and deliver results on time.Managing Tasks and Objectives - looking for planning, organising and motivating others to achieve goals; managing other people's performance.Managing People - looking for the ability to lead others and provide vision & inspiration.Relationship & Reputation Building - looking for the ability to influence colleagues, senior people and external contacts; to handle difficult interpersonal situations.3. Individual contributor competenciesIndividual contributor competencies can be grouped into the following areas:Planning & Organising - looking for the tendency to approach tasks in a systematic and organised fashion, to prioritise activities, follow guidelines and manage own time effectively.Service Ethos - looking for the motivation and drive to provide excellent and high quality service to customers and colleagues, high standards and pride in 'doing a good job'.Coping with Challenging Situations - looking for resilience, emotional consistency and effectiveness under pressure.Effective Communication - looking for the ability to communicate clearly, effectively and with empathy for the audience.Achieving Results - looking for drive to deliver tasks on time and to agreed standards.Teamwork - looking for the understanding that the team's goals are as important as the individual's. Willingness to support others and share resources.Understanding Customers - looking for a willingness to listen to customers and to provide a service that suits their requirements as far as possible.Influencing Others - looking for an ability to be persuasive with customers and colleagues where appropriate.As most SJTs are designed to gather information about a list of competencies such as those outlined above, you will find that different questions on an SJT will link to different competencies from the list to be assessed. It can help you to approach the test with this in mind and make an educated guess as to which competency each question is designed to measure: when doing this you should remember that some questions may have elements of more than one competency.How are situational judgement tests scored?Once you have completed the test your answers are scored, usually automatically by computer, and then your result is given to the potential employer.As mentioned above, the scoring is done by comparing your answers with the 'best fit' answers suggested by the job experts during the design of the test. Once the test has been automatically marked, the number of answers that you rate or rank 'correctly' in the test can be compared to the results of a group of previous test-takers. This is called a 'norm' group.Therefore, employers might be given the following:Your overall score on the test - in other words, how closely your responses matched those of the experts overall.Your score broken down into individual competency scores. A standard graduate SJT might return five further scores to the employer in addition to the overall test score. These could relate to five graduate competencies e.g. communication, drive, planning, analysis and people skills.Information on how your overall scores and your individual competency scores compare to previous test-takers of a similar type. Usually this is in the form of a percentile score. You might have fared better than 160 of the other 200 test-takers; you would therefore be said to be on the 80th percentile for that particular competency.Employers may use this information as a straightforward pass-fail hurdle to reach the next stage of the assessment process; they will do this if they are happy that the SJT is going to put sufficient numbers of candidates through to the next stage and that it is going to select the best candidates for the job from the pool of candidates available.In addition to this employers should, by law, make sure that the test is testing only things which are job-relevant. The SJT must not test for skills, abilities which are irrelevant and which may discriminate against certain groups of people. An example of this would be, if detailed knowledge of a certain technical area would enhance a candidate's test score, when this knowledge was not needed in the job and when more people of an older age, or who were women perhaps, would be likely to have this technical knowledge.Are situational judgement tests timed?How long do you get for your SJT? Almost all SJTs do not have a time limit. You will be instructed to answer the questions honestly, which usually means promptly. Often the first answer that comes into your head is the one which most reflects your true response, so you will probably be told to go with your first instinct. However you can take as long as is allocated to you in your assessment day.Although there is no time 'limit' as such, publishers of SJTs will have guidelines for the typical length of time people take to complete their situational judgement test however if you take longer than that it doesn't matter. For example: Talentlms publish a series of graduate SJTs called IRIS which do not have a time limit. PSI are another large publisher and their graduate 'Dilemmas' SJT has no time limit but they advise it takes candidates on average 30 minutes to complete the 20 scenarios each containing 4 questions. SHL have an SJT of 24 questions and again no time limit but they recommend around 20 minutes for completion.A growing number of SJTs now are bespoke to the recruiting organisation, or even to the specific role. A bespoke approach is the most effective for implementing SJTs due to the situation-specific nature of the assessment. If a company does find an off the shelf situational judgement test, it will be selected after carefully considering if it is relevant to the role. For bespoke tests, companies still use a test publisher to help them design it due to their consulting experience and business psychology knowledge. Indeed many test publishers offer only a bespoke service when it comes to SJTs, including Saville Assessment, Criterion Partnership and Kenexa.What you should do to perform well in situational judgement testsNo particular training or knowledge is required to take this type of test. However, as mentioned above, if practice tests are available on the employing organisation's website, or elsewhere, it is well worth taking full advantage of these.When you sit down to take the test, look closely at the detail of both the situation, the possible answers, what you are being asked to comment on and also whether you are being asked for your judgement or information about your most likely response. It is important that you read each scenario thoroughly and each possible response before beginning to rate or rank the responses.Bear in mind that you can only choose from the available options and are being asked to evaluate the 'best' or 'worst' of these not any other possible options. When being asked to rank those options, they may all be weak or they may all be quite strong but your job is to put them in some relative order.Another important point is that, as with ability tests, you are expected to use only the information provided in the question; do not make assumptions about the situation or scenario, even if it is similar to one that you have come across yourself in the past.And finally, as mentioned above, if you have been given information about the competencies assessed then keep this in the back of your mind as you progress through the test. If you haven't been given this information then make your best guess as to the competencies that are typical of the role for which you are applying. By identifying the competency or competencies that the question is addressing you can more easily get into the correct 'mindset' to judge the options effectively.If you would like some extra information, check out our situational judgement test tips.Situational judgement test FAQsWhat is the pass mark for situational judgement tests?The pass mark for an SJT will vary especially as SJTs are quite different to other aptitude tests where there is only one correct answer. SJTs are marked based on answers matching the desired competencies and answer options having varying degrees of 'correct-ness', whereby you could select the second best option for every question and still perform well as you consistently nearly matched the desired competencies and behaviours. Moreover, the competencies desired will vary between employer; one employer may value teamwork very highly, whereby another company may not.Can you fail a situational judgement test?Yes, you can fail a situational judgement test if your answers do not match the options that the employer set as their preferred answers.Is a situational judgement test easy?Situational judgement tests are easy to overcomplicate. You could make a case for each answer options being the best choice, but you have to take into account the most important factors: the core competencies of the business and the role you are in. Basing your answers off these should help you find the answer which the employers deem the most appropriate.