



SJT1

Monday, 10 February 2020 03:33 PM

SITUATIONAL JUDGEMENT TEST REPORT

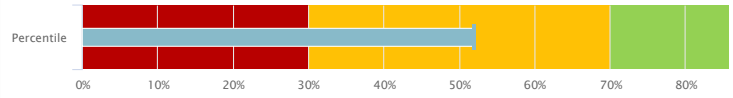
Well done for completing **SJT1**. This report provides you with valuable feedback on your performance.

You are provided with an 'Overall Score' and then with a breakdown of scores by each of the 9 competencies that were assessed in the SJT. The overall score will typically help the employer determine whether or not to take you to the next stage of the assessment. Your performance on each of the 9 competency areas will help the prospective organisation to identify any areas of concern (areas you have scored low in) and ask you further questions during the interview around these.

When considering how well you have done, employers tend to look at percentiles. Percentiles tell you how well you have done in comparison to other similar individuals who have taken the test previously. For example a graduate will be compared against a group of graduates.

Percentile	Date Taken	Grade
52	11/02/2020 16:02:06	C - Average

Percentile Score Chart



ANSWERS TO QUESTIONS AND STEP-BY-STEP WORKED SOLUTIONS

Below, we have provided an overview of the questions that you answered correctly and those that you got wrong.

1				2				3				4				5				6				7				8				9				10				11				12							
A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D				
✓	-	✓	-	✓	-	-	-	✓	-	-	✗	✓	-	-	-	✓	-	-	✗	✓	-	-	✗	✓	-	-	✗	✓	-	-	✗	✓	-	-	✗	✓	-	-	✗	✓	-	-	✗	✓	-	-	✗	✓	-	-	✗

To reveal the explanation for questions answered incorrectly, please click on the ✗ icon for each corresponding question.

WHAT THIS MEANS

Whilst employers can have various levels of pass marks for this type of test, it is unlikely to be any higher than the 50th Percentile. Nevertheless, it is important to aim as high as possible as assuming all things equal, the difference in the score on an SJT may determine who is offered a job between 2 final candidates.

PROFICIENCY IN COMPETENCIES

Below you will find a breakdown of the 9 competencies that were assessed in the SJT. These scores are also normed (compared against a comparison group) and presented as percentiles.

Whilst this report provides you with feedback on your level of proficiency across various competencies, it is useful to identify which competencies are actually important for you given the types of jobs you are applying for. If you have not already done so, it is highly recommended that you [take the QIT](#) as that assessment will highlight the competencies that you are likely to be assessed on. This report will then compliment the QIT results so that you can see how well you are doing on the competencies that have been identified to be relevant to the jobs you are applying for.

Competency	Improvable			Average				Excellent		
	1-2	3-7	7-15	16-31	32-50	50-68	69-84	85-93	94-97	98-99
Solving Problems Uses a methodical and logical approach to solve issues in an efficient and effective manner.										✦
Customer Centred Demonstrates empathy to customers and anticipates customer needs. Listens and asks questions to better understand.									✦	
Delivering Results Meets targets and delivers on objectives in a timely manner.							✦			
Planning and Organising Structures their work to ensure tasks are better managed and prioritised effectively.										✦
Leading Inspires others to take on challenging tasks and guides them in order to develop them and achieve organisational goals.							✦			
Innovating Looks for ways of improving current methods to become more efficient from a time and cost perspective.								✦		
Working with Colleagues Collaborates and works with others to achieve common goals.							✦			
Communicating Communicates clearly and concisely, using both verbal and non-verbal communication.			✦							

Influencing and Persuading

Influences others to own way of thinking uses rationale and mutually beneficial reasoning.



IMPROVING YOUR PERFORMANCE

Developing your competence is not a quick fix and often requires challenging yourself to build a stronger understanding for each area. There are three ways to do this:

1. Gain some experience – often in a job, having to collaborate with your colleagues will ultimately lead you to learn and improve in this competency. Unfortunately, this is time consuming.
2. Read some good books and articles on competencies and good behaviours, and try to truly understand exactly what makes a particular behaviour more superior than another for the same competency. Once you have gained this understanding, you may find yourself choosing different courses of action from the options that are provided per scenario in a SJT.
3. Learn from more experienced and successful individuals. Ask them what they would do in a particular work-related situation and why. Challenge them so that your understanding and knowledge can improve, subsequently changing you to value newer behaviours that align with superior competence.

Why not take the SJT again and see if you can improve your scores?

Disclaimer

This report has been developed on the basis of the responses that you provided to the SJT and is intended to provide you with a strong idea of the real assessment. No assessment methodology is 100% infallible. As such, Graduates First is unable to accept any responsibility for outcomes resulting from the use of this report in any manner other than stated.