



SITUATIONAL JUDGMENT TEST

SJT-AS TEST - SITUATIONAL JUDGMENT TEST - ADMINISTRATIVE STAFF

The Situational Judgment Test for Administrative staff is a psychometric test that provides insight into the candidate's reflexes in an administrative support role requiring the coordination of tasks while ensuring that procedures are followed. The online test consists of a situation in a fictitious organization and includes a variety of requests that could occur on the job in an administrative setting.

GENERAL INFORMATION

OBJECTIVE

Provide an instant overview of the administrative skills of the person being evaluated.

CONTEXT

Selection or preselection

TARGET CLIENTELE

18 years and older, all work environments

FORMAT

22 multiple choice questions

DURATION

60 minutes (timed)

COST

55 \$

LANGUAGES AVAILABLE

French
English

DIMENSIONS ASSESSED IN THE SJT-AS TEST

- ▶ Attention to detail
- ▶ Thoroughness
- ▶ Ability to organize/orchestrate

ADVANTAGES

- ▶ Complete autonomy on Interpreto's user-friendly platform for test administration and report management.
- ▶ Report generated instantly, as soon as the candidate completes the test.

PSYCHOMETRIC QUALITIES

- ▶ Norms: The SJT-AS was validated in 2015 with a normative sample of 1150 individuals in North America and Europe, with different levels of education (high school to university), primarily between the ages of 20 and 60.
- ▶ Reliability: The internal consistency of the test is 0.73. The coefficient of correlation of the global score is 0.72, which means that the test results are stable over time (1 year interval).
- ▶ Validity: The correlation coefficient between the SJT-AS test results with overall job performance as assessed by the employer is 0.46 (predictive validity).