

Frequently Asked Questions

What is a Situational Judgement Test/SJT?

Situational Judgement Tests (SJTs) assess non-cognitive aptitudes such as empathy, integrity, teamwork and resilience. The tests use scenarios to assess implicit traits – the spontaneous evaluation of a situation – in a workplace setting. Applicants are presented with a situation accompanied by multiple choice responses.

Why is RACS conducting the Situational Judgement Test pilot?

RACS has been reviewing the Surgical Education and Training (SET) selection process to increase the validity and reliability of selection tools, to improve transparency, to be reasonable and fair to all applicants and align the process with [RACS competencies](#).

In partnership with Monash University's Institute for Health and Clinical Education, RACS has designed a Situational Judgement Test (SJT) pilot research project with the view to include an SJT in the 2020 SET application process. More than 30 surgeons have collaborated to develop scenarios for inclusion in the SJT pilot.

What will be assessed?

The SJT pilot will test Professionalism and Ethics, Management and Leadership, Collaboration and Teamwork, Communications and Health Advocacy.

What format will the Situational Judgement Test pilot take?

The SJT pilot is an online, multiple-choice test, conducted under examination conditions at assessment centres. RACS' SJT is comprised of 40 questions to be answered within an allocated two hours.

As an example of a typical SJT question, the following rating-based scenario is from an SJT designed for undergraduate medical student selection. This question requires you to rate the appropriateness of each of the response options on a scale of 'very inappropriate' to 'very appropriate'. Each item is rated independently of the other items, so each rating can be used more than once or not at all. For example, you may rate all items as 'very appropriate' if you wish.

Frequently Asked Questions

A medical student, Rio, is leading a group of fellow students in a project they have been assigned to work on together. Jerome approaches Rio with a complaint about one of the other students in the group, Elizabeth. Jerome insists that Elizabeth is not dedicating enough time and effort to the group project. Jerome explains that Elizabeth leaves meetings early, and that her notes are not very comprehensive when she is asked to research topics. He asks if Rio can do something about this, as he is leader of the group.

How appropriate are each of the following responses by Rio in this situation?

	Very Inappropriate	Inappropriate, but not awful	Appropriate, but not ideal	Very Appropriate
Take no action unless further complaints are received from other members of the group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Suggest to Jerome that he raises his concerns with Elizabeth.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Report Elizabeth’s lack of dedication to the academic tutor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ask other members of the project group whether they have similar concerns about Elizabeth’s behaviour.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Speak to Elizabeth directly to raise concerns about the time and effort she is dedicating to the group project.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do I have to participate in the Situational Judgement Test pilot?

No – participation is voluntary in 2019; however, we strongly encourage you to participate. You will contribute to improvements in RACS’ selection processes and participants in previous studies have found the experience beneficial.

Will the results from the test affect 2019 SET program selection?

No – the SJT pilot results will in no way affect 2019 SET selection decisions.

What will you do with my results?

Your results will be de-identified and combined with other participants’ results. No individual’s results will be included in reports or recommendations.

How will RACS use the SJT pilot?

Data from the SJT pilot will be analysed to ascertain the effectiveness of SJTs in RACS’ selection process. This will include how well the SJT identifies differences between candidates and how performance in the SJT compares with performance in other selection activities. This analysis will result in recommendations regarding the use of SJTs in selection to SET.

Frequently Asked Questions

Will I receive my results from the Situational Judgement Test pilot?

No. This pilot study aims to check whether the SJT questions augment RACS' selection processes. The analysis does not cover individuals' SJT results and we are not able to provide your personal SJT results this year.

When and where will the Situational Judgement Test pilot be held?

SJTs are being held simultaneously at venues in Australia and New Zealand on 6 June 2019.

You will be notified of a cancellation should minimum registration numbers at your venue not be reached.

Times and locations are:

Date: Thursday 6 June 2019 Time: Local time Duration: 2 hours					
City	Registration Local Time – AM session	Time AM session	Registration Local Time – PM session	Time PM session	Venue (LINK to venue locations)
Brisbane	8:30 AM	9:00 AM – 11:00 AM	11:30 AM	12:00 PM – 2:00 PM	Cliftons Brisbane 3/288 Edward St, Brisbane City QLD 4000
Melbourne	8:30 AM	9:00 AM – 11:00 AM	11:30 AM	12:00 PM – 2:00 PM	Cliftons Melbourne - Collins Street 1/440 Collins St, Melbourne VIC 3000
Perth	8:30 AM	9:00 AM – 11:00 AM	N/A	N/A	Cliftons Perth Parmelia House, 191 St Georges Terrace, Perth WA 6000
Sydney	8:30 AM	9:00 AM – 11:00 AM	11:30 AM	12:00 PM – 2:00 PM	Cliftons Sydney 60 Margaret St, Sydney NSW 2000
Auckland	10:30 AM	11:00 AM – 1:00 PM	1:30 PM	2:00 PM – 4:00 PM	Cliftons Auckland Level 4/45 Queen St, Auckland, 1010, New Zealand

SITUATIONAL JUDGEMENT TEST PILOT 2019

Frequently Asked Questions



Do I have to register for my nearest venue?

No. You may register for whichever venue suits your plans.

How do I select a venue?

On the form under the heading “Exam”, you need to use the drop-down menu in the “*Name” box to select the morning or afternoon session. You can then choose the venue location.

What do I need to bring to the Situational Judgement Test?

Just bring a valid form of photo identification (e.g. drivers’ licence or passport).

When can I register?

Registration is open from 17 April to 3 May 2019.

How do I register?

Use your RACS login (the email address you provided when you registered to SET, and the password you chose) to register on the RACS website at

<https://forms.surgeons.org/Runtime/Runtime/Form/RACS.Enrolments.Exams>

Do I have to pay a registration fee?

No. The SJT pilot is free in 2019.

How will I know which session to attend?

Following close of registration, you will receive a venue notice which will include confirmation of session details i.e. date, time and venue.

Can I change venues once registrations are closed?

No.

Can I withdraw from the SJT?

Yes. To withdraw from the SJT, please email us at sjt@surgeons.org

Who can I contact for further information?

Please email sjt@surgeons.org