



## Situational Judgement Tests (SJT)

Some law firms use SJTs in their application process and they are often seen as quite daunting by applicants.

This document should demystify SJTs and allow you to be more comfortable in answering such questions.

### What do they test and how to approach them?

SJTs test on-the-job skills. These are often labelled as soft skills with three of the big ones being problem solving, time management and decision making.

Though there will be overlap between SJTs, different firms tailor their tests to their different needs.

The best way to tackle this is to effectively research firms to understand the core attributes of a \*Firm name\* solicitor.

Even though there are answers that firms are looking for, it is important to be honest in these tests. If you answer honestly and do not get through the SJT, that might suggest that the firm is not a good fit for you. This is not to say that you shouldn't research the firm in advance and think about your answers.

You should be as honest as possible whilst taking account of important skills that firms are looking for.

When making a decision in an SJT, think about the impact on:

- The work/firm
- Colleagues
- Yourself
- Clients

These are the main stakeholders and most questions will ask you to prioritise effectively between these stakeholders. You must understand the goals and ethos of the firm, combine these with your personality and answer the questions honestly.

Have a go...

Free practice test: [Situational Judgement Tests, Free Online Practice Tests \(assessmentday.co.uk\)](https://www.assessmentday.co.uk/situational-judgement-tests)