Pearson
Talent Solutions

APPLIED JUDGMENT ASSESSMENTS

Situational Judgment



Understand how candidates think, decide, and act in real-world situations

Pearson's Situational Judgment Assessment reveals how candidates and employees are likely to respond in job-relevant scenarios. By simulating realistic workplace challenges, it provides a clear view into decision-making, behavior, and judgment—before those choices impact your organization.

In today's fast-moving hiring environment, résumés and interviews alone don't tell the full story. With scenario-based insights, you can better predict performance, reduce bias, and make more confident talent decisions.

Situational Judgment Benefits

- **Deeper insight into behavior** with visibility into how candidates approach real situations
- **More predictive hiring decisions** by going beyond résumés and interviews
- **Consistent, fair evaluations** with standardized scenarios for every candidate
- **Flexible delivery options** through text or multimedia experiences
- **Stronger candidate experience** with engaging, relevant, job-aligned content
- **Versatile applications** across hiring, development, and high-potential identification

Our Situational Judgment assessment measures the following:

1 **Adaptability**
How candidates respond to change and shifting priorities.

2 **Critical thinking**
How candidates evaluate information and make sound decisions.

3 **Interpersonal effectiveness**
How candidates navigate interactions and build productive relationships.

4 **Customer focus**
How candidates meet customer needs and deliver value.

5 **Ethical judgment**
How candidates handle complex or sensitive situations responsibly.



Built for confident decisions at scale

Built on decades of expertise in industrial-organizational psychology, learning science, and workforce assessment, Pearson's Situational Judgment Assessment delivers reliable, job-relevant insights through flexible online delivery that supports hiring at scale.

Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent assessment, talent development, and talent verification solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

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