USA Hire Supervisory Situational Judgment Test

The Supervisory Situational Judgment Test (SSJT) is a pre- employment supervisory assessment available through USA Hire, OPM's online assessment program. Designed as a multiple-choice test, the SSJT asks applicants to respond to realistic work problems or scenarios that are common to supervisory positions in the Government.

The SSJT targets up to eight competencies that are critical to success as a first line supervisor in the Federal Government: accountability, conflict management, customer service, developing others, flexibility, interpersonal skills, problem solving, and strategic thinking.

Hire Top Supervisory Talent

- Critical judgments and behaviors predict successful performance on the job

- Specifically tailored to first-line supervisors in the Government

- Scenarios represent realistic work problems

- Measures competencies identified as critical to supervisory effectiveness

- Delivered online in an unproctored testing environment, allowing applicants to complete the assessment whenever and wherever they choose

Integration into a Multiple Hurdle Assessment Strategy

- A powerful addition to an existing supervisory hiring process and can be easily integrated into a multiple hurdle assessment strategy

- Supervisory competencies assessed with the SSJT can complement information obtained in online assessment questionnaires and structured interviews

- Candidates complete the SSJT at the time of application

- Results help identify the top candidates to move forward in the selection process

- An assessment that can be implemented quickly and is fully compatible with online staffing systems