Title: Evaluation of Situational Judgement Tests to Select Postgraduate Trainees: Validation Studies in Two Specialties

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Background
A Situational Judgement Test (SJT) was recently introduced to shortlist candidates for training in UK General Practice (GP), the first application of an SJT in postgraduate specialty selection. We report on ongoing validation of the SJT and an evaluation of its potential application for selection to core medical training (CMT).

Summary of Work
The SJT focuses on three non-clinical selection criteria (empathy, integrity, coping with pressure). Annual evaluation of the SJT in GP includes reliability, validity, fairness and candidate reactions. A validation study explored reliability and validity of the SJT with a national sample of 1711 CMT candidates.

Summary of Results
Evaluation consistently shows the SJT to be a reliable ($\alpha > .80$), valid and efficient selection methodology in GP, with generally positive candidate reactions. When evaluated in the CMT sample, the SJT was found to be reliable ($\alpha = .80$) and a strong predictor of interview performance, with incremental validity over other shortlisting measures.

Conclusions
The results establish the SJT as an effective selection instrument and suggest the methodology may be usefully applied to other postgraduate specialties. This has significant implications for development of selection methodology for postgraduate training, especially in assessing non-clinical domains.

Take Home Message
SJTs can provide an effective selection methodology for postgraduate specialty training.