

Promotion Fitness Exam (PFE) Situational Judgment Informational Guide

The last section of the PFE will include situational judgment test (SJT) questions. These questions will present a set of hypothetical scenarios meant to assess your ability to determine the most and least effective action.

During the SJT section of the PFE, you will be presented a selection of scenarios. Each scenario will have two questions. For the first question on a scenario, you will be asked to choose the most effective option of the choices presented. For the second question on each scenario, you will be asked to choose the least effective option of the choices presented. Only one answer may be chosen per question.

What is an SJT?

An SJT is a popular assessment used across many different industries. The main purpose of using an SJT is to test decision-making skills using hypothetical scenarios that may occur within an organization or workplace. Typically, an SJT will ask the test taker to put themselves in a specific scenario and ask them to choose the best response to the issue being introduced.

How is the SJT section developed?

SJTs are typically based on psychological constructs that are seen as desired in a candidate for a position. For the purposes of promotional testing, the SJT questions are closely linked to Air Force foundational competencies, as outlined in [AFH 36-2647](#).

How is the SJT section scored?

Subject matter experts (SMEs) are utilized to determine the correct answers. SMEs include CMSgts, behavioral scientists, and other NCOs. The SME's ranking of choices for each scenario

are taken and turned into a scale to determine the correct answer for both the most and least effective actions. To ensure fairness and relevancy, the scenarios are further validated among the various groups of SMEs.

Tips for Success:

- Read both the scenario and instructions carefully before answering.
- The choices presented may not reflect all potential actions. Read each choice carefully in order to determine which is the most effective and which is the least effective.
- Use only the information provided in the scenario rather than making assumptions based on the information.
- Each scenario is independent of the other scenarios. Do not attempt to use information from one scenario to answer another scenario.
- Review foundational competencies and behaviors as outlined in [AFH 36-2647](#).

Situational Judgement - Sample Item and Instructions

Questions 61 – XX are situational judgment items based on Air Force foundational competencies. You will be asked to select the most/least effective response for these items.

Item 61

One of the other NCOs on your team comes from a very different background than you do. You find that you do not always agree with the opinions they express. You've recently been assigned to complete a project on the same team as this NCO. There has been noticeable tension within the team because of the difference in opinions.

Select the **MOST EFFECTIVE** response to the situation.

- A: Discuss your opinions with the NCO and try to learn from them.
- B: Make an effort to get to know the NCO outside of work activities.
- C: Make sure the NCO fully understands your point of view.
- D: Ignore the NCO as much as possible.

Item 62

One of the other NCOs on your team comes from a very different background than you do. You find that you do not always agree with the opinions they express. You've recently been assigned to complete a project on the same team as this NCO. There has been noticeable tension within the team because of the difference in opinions.

Select the **LEAST EFFECTIVE** response to the situation.

- A: Discuss your opinions with the NCO and try to learn from them.
- B: Make an effort to get to know the NCO outside of work activities.
- C: Make sure the NCO fully understands your point of view.
- D: Ignore the NCO as much as possible.

Example of Scoring of these Items. As discussed previously, SMEs are utilized to determine the correct answers. As an example, scoring of these items would be based on input from Chief Master Sgts and behavioral scientists Air Force-wide, as well as E-7 and E-8 SMEs who review and revise situations, response options, and scoring. Scoring keys are based on judgment of experienced Airmen, theories describing best practices, and guidance on successful actions provided by the Air Force foundational competencies. Only items and responses where there is clear consensus on the most and least effective responses, using all of these sources, are retained.

Based on these various sources, the **MOST EFFECTIVE** response to this scenario would be option A to "Discuss your opinions with the NCO and try to learn from them." The **LEAST EFFECTIVE** response to this scenario would be option D to "Ignore the NCO as much as possible."