

FIREFIGHTER DILEMMAS

Situational Judgement Test

Briefing for Participants



This briefing provides you with information about the Fire and Rescue Service Situational Judgement Test. It provides information about the format of the assessment and how best to prepare for it.

Why am I being asked to take an assessment?

Employers use assessments alongside other methods to determine whether a person has the required capabilities to meet the needs of a job. Assessments can be used for assessment or development purposes and are typically used alongside other information about someone's strengths, preferences and abilities to evaluate the extent to which an individual is suited to a given role. Using assessments such as this one offers a number of benefits:

- They provide an objective method of assessing people based on job-relevant criteria
- They give candidates an opportunity to demonstrate their strengths and abilities

What is the Situational Judgement Test?

The Fire and Rescue Service Situational Judgement Test assesses your judgment and decision-making skills in relation to job-relevant situations. In the assessment you will be presented with a series of scenarios which reflect situations that you may face when working as a Firefighter. For each scenario, you will be presented with four possible actions that could be taken. You will be asked to rate each of the four actions in terms of its effectiveness in addressing the scenario. The scale you are required to rate the actions on is shown below.

Counter Productive	Ineffective	Fairly Effective	Effective
An unacceptable action that will make the situation worse.	A poor action which will not help the situation.	A useful action that will be of some help to the situation.	A good action that will help to resolve the situation.

The assessment does not require any specialist knowledge to complete. Your responses should be based solely on the information presented in each scenario.

Below, you will find two example scenarios, which are similar to those that you will be asked to complete when you take the Fire and Rescue Service Situational Judgement Test. This will help you understand the format of the scenarios and actions.

You should consider the effectiveness of each action in terms of your first response to the scenario presented. You should rate each action independently of the other actions presented. You may feel that you would take a different action to those presented. Nevertheless, you should concentrate on rating the effectiveness of the four actions that are actually provided.

Example Scenario 1

It is 2am in the morning. Your Crew has been called to a nearby sheltered housing facility as the fire alarm has gone off. There doesn't appear to be any signs of a fire, but your Watch Manager advises you and some of the crew to enter the building, to make sure everyone has been evacuated. When you get to one of the rooms, you find a young man in bed. You explain to him that he needs to leave the building. The man appears agitated and says that he is not leaving as this is the fourth time the alarm has gone off in the past two weeks and he's sick of having to get out of bed for no reason.

Rate the effectiveness of the following actions:	Counter-productive	Ineffective	Fairly Effective	Effective
Insist that he leaves the building immediately, assuring him that your crew will look into why the fire alarm has been activated so often	☐	☐	☐	☐
Explain to him that while the alarm may have been set off accidentally before, there may be a fire on this occasion so he has to leave for his own safety.	☐	☐	☐	☐
Tell him that there have been reports of a fire on this occasion in order to encourage him to leave the building quickly.	☐	☐	☐	☐
Tell him that he can stay in bed if he wants to, as there doesn't appear to be any signs of a fire on this occasion.	☐	☐	☐	☐

Example Scenario 2

You have recently transferred to a new fire station. Since your arrival a couple of months ago, there have been numerous calls to road traffic collisions in one particular area of town. When you ask some of the crew about this, they say that they are not sure why there have been so many accidents there and that it wasn't the case in the past. You also ask them if the Watch Manager has looked into it. They say that she knows that there has been an increase in the number of accidents, but probably hasn't had time to look into the issue any further.

Rate the effectiveness of the following actions:	Counter-productive	Ineffective	Fairly Effective	Effective
Leave the issue for the Watch Manager to look into, as she is already aware of it and she needs to decide what to do.	☐	☐	☐	☐
Wait to see if the Watch Manager does anything to address the issue in the next couple of months and if she doesn't then speak to her about it at that stage.	☐	☐	☐	☐
Speak to the Watch Manager directly and ask her if she is going to look into the issue, as it needs to be addressed.	☐	☐	☐	☐
Raise the issue with the Watch Manager and ask if there is anything the crew can do to assist her in investigating the issue.	☐	☐	☐	☐

When you take the assessment, you will be asked to complete a range of scenarios similar to these example scenarios. You will be given full instructions about the test before you begin. The test is **untimed** but should take around **30 to 35 minutes** to complete.

When responding to the scenarios, keep in mind the following points:

- Think about what the important decision-making criteria are in relation to the specific scenario. What is the main priority? What will a successful outcome look like?
- Consider the likely consequences of each action in relation to the situation. What will the impact be? Who will be affected? How are they likely to react?

Preparing for the assessment

- Try to have a good night's sleep before you take the assessment.
- Make sure you are in a quiet environment and have a stable internet connection.
- If you have any special requirements or have any concerns about taking the assessment, make sure that you inform the administrator.

During the assessment

- Follow the instructions for the assessment carefully.
- If you are unsure about anything, speak to the administrator before you begin.
- Read each scenario and the actions thoroughly.
- Try to remain calm and focus on performing to the best of your ability.

Good luck with the assessment. We hope you have found this briefing useful.