

# Marise Born - 27 October 2022

from 17:00 – 19:00 CAT via Zoom



The ACSG committee would like you to join them for a webinar with **Marise Born, PhD**. The topic of Marise's presentation is **Situational Judgement Tests Work, But How?**

Situational Judgment Tests (SJTs) are a method in which respondents are asked to react to work- or study-related situation descriptions. The SJT-method is more than 100 years old and has most often been used for personnel and academic selection. SJTs have numerous appearances, varying from written descriptions to virtual reality situations, with response options in the form of a rating format or open-ended responses. SJTs have been developed for many mostly non-cognitive constructs, such as leadership and integrity, but also for behavioristic prediction of future job- or study-performance without considering construct validity. One feature they have in common is that applicants like them, most probably, because of being absorbed in realistic but imaginary situations. SJTs are also known for having other positive features, such as a good predictive validity and less susceptibility to faking and bias. This webinar will focus on disentangling the how behind the working of SJTs by means of discussing the effects of SJTs' building blocks: What do we know about the effects of situations, response formats, instruction types, and scoring methods of SJTs on this method's effectiveness? To this end, I will discuss a series of studies conducted with my colleagues, which among other things have focused on the so-called implicit trait theory (ITP), recognizing how *not* to respond, instructing to judge what *others* would do, and faking. By combining our findings with research published by others on the workings of SJTs, and by comparing SJTs with the equivalent Assessment Center (AC-) method, I will draw several conclusions about the mechanisms of the SJT-method.

**Marise Ph. Born, PhD**, is Full Professor of Personnel Psychology at the Erasmus University Rotterdam, the Netherlands. She also is Extraordinary Professor of Industrial and Personnel Psychology at the Free University Amsterdam and Extraordinary Professor at the North-West University, South Africa.

Marise has a keen research interest in the domains of personnel selection, cross-cultural psychology, psychological assessment and test development, big data and algorithms, and personality psychology. Her PhD-students focus on such diverse topics as third culture kids, assessment of refugees, and judgment accuracy of interviewers in personnel selection. She has published as (co)author around 130 articles in peer-reviewed journals and to date has advised 24 PhD students. She is member of the Royal Holland Society of Sciences and Humanities (<http://www.khmw.nl>) and past president of the International Test Commission ITC ([www.intestcom.org](http://www.intestcom.org)). From 2009-2015 she was chair of the Board of the Department of Psychology at the Erasmus University. She is co-founder of the Dutch-Flemish network for recruitment and selection research with Prof. Rob R. Meijer (<http://dfn-sr.eu/>). Website: <https://www.eur.nl/people/m-ph-born/>.

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7 December 2022 - **Hubert Annen, PhD**, Swiss Military Academy, Zürich, Switzerland  
Striving for Better Assessment Center Practices through Certifications?