

Forecasting Emotional Intelligence: A Summary of PRME Educators' SJT Responses

PRME Pedagogy Webinar Series; October 2025

PRME
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Weather Briefing

During the October webinar, you completed two “weather simulations” — our Situational Judgment Tasks (SJT) — at both the start and the end. Each scenario asked you to describe how you’d respond and then rank four actions based on what you were most likely to do.

Many holistic skills surfaced while evaluating real-world situations, but **two stood out**

We categorized your **pre-webinar open-ended responses** and saw clear skill patterns emerge:

- SJT 1: Adaptability (14%), Inquiry (10%), Curiosity (8%)
- SJT 2: Perspective-taking + Empathic Concern (29%), Adaptability (19%), Agency (12%)

Your **rank-ordered choices** told a different part of the story. The two SJTs prompted very different levels of consensus about what the “best” response looked like: almost no shared pattern on SJT 1 (Kendall’s $W = 0.03$, $p = 0.28$) but meaningful agreement on SJT 2 ($W = 0.20$, $p < .001$).

From your **post-webinar open-ended responses**, we saw new patterns emerge:

- SJT 1: Openness (14%), Analysis & Evaluation (12%), Planning (10%)
- SJT 2: Perspective-taking & Empathic Concern (21%), Self-regulation (19%), Agency (12%)

From your **rank-ordered choices**, the split between the two SJTs persisted. There was still no shared preferred ranking order on SJT 1 ($W = 0.03$, $p = .32$), while SJT 2 showed strong, significant consensus around a clear top choice ($W = 0.39$, $p < .001$).

**Perspective-taking
+
Empathic Concern**
are vital skills for promoting emotional intelligence

Expanding the Weather Map

Post-webinar responses reflected more diverse skill signals—participants named a broader set of patterns than the scenarios originally targeted.

This doesn’t indicate a decline, but rather a wider lens for understanding tension, perspective, and emotional climate as we learned newer theories and perspectives.

Your Weather Logbook

Each SJT reflection strengthens your ability to read shifting dynamics with:

- ✓ **empathy**
- ✓ **perspective**
- ✓ **emotional clarity**

The more patterns you notice, the better you navigate collaborations.

**Forecasting Hot
Tips for Business
Educators**

**Name the
storm early**

call out tension
before it spreads

**Scan for
micro-climates**

expect different
readings of the
same moment

Collect weather report

gather 2–3 perspectives first

**Use curiosity as
your barometer**

ask before
assuming

**Return to shared
visibility**

anchor debate in
what everyone
can see