Overview of the Meta-Analysis Database

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion -Related Validity	Construct-Related Validity	*r*
1	Oostrom et al. (2012)	2	97	Knowledge	Sample	NA	NA	NA	Yes	Overall	Broad	NR	0.28
1	Oostrom et al. (2012)	2	71	Knowledge	Sample	NA	NA	NA	Yes	Overall	Broad	NR	0.23
2A	Nelson (2008)	1	25	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.45
2B	Nelson (2008)	1	30	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.64
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.09
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.09
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.13
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.13
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.01
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.05
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.07
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.07
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.13
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.14
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.02
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.03
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.08
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.10
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.05
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.07
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.08
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.09
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.09
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.08
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.07
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.05
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.10
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.08
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.12
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.12
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.16
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.15
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.01
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.10
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.11
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.11
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.17
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.18
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.01
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.07
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.26
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.24
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.22
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.20
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.22
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.28
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.01
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.00
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.00
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.04
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.00
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.02
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.09
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.07
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.16
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.11
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.01
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.05

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.07
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.06
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.15
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.11
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.03
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.02
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.16
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.10
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.17
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.17
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.13
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.14
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.03
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.02
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.01
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.03
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.11
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.01
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.16
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.14
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.16
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.23
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.07
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.13
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.12
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.10
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.10
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.21
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.06
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.10
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.12
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.10
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.06
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.15
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.14
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.13
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.14
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.14
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.09
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.10
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.16
3	Muros (2008)	96	155	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.16
4	van der Linden et al. (2014)	1	106	Knowledge	Sample	NA	NA	NA	Yes	Overall	Broad	NR	0.26
5	Golubovich et al. (2020)	11	281	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.37
5	Golubovich et al. (2020)	11	281	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.43
5	Golubovich et al. (2020)	11	281	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.31
5	Golubovich et al. (2020)	11	281	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.31
5	Golubovich et al. (2020)	11	281	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.18
5	Golubovich et al. (2020)	11	281	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.14
5	Golubovich et al. (2020)	11	281	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.13
5	Golubovich et al. (2020)	11	31	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.26
5	Golubovich et al. (2020)	11	31	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.33
5	Golubovich et al. (2020)	11	31	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.36
5	Golubovich et al. (2020)	11	31	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.29
6A	Biga (2007)	13	601	NA	SME	No	Experience	Theoretical	Yes	Construct	NR	Convergent	0.04
6A	Biga (2007)	13	601	NA	SME	No	Experience	Theoretical	Yes	Construct	NR	Convergent	0.03
6A	Biga (2007)	13	204	NA	SME	No	Experience	Theoretical	Yes	Construct	NR	Discriminant	0.05
6A	Biga (2007)	13	832	NA	SME	No	Experience	Theoretical	Yes	Construct	NR	Discriminant	0.01
6A	Biga (2007)	13	832	NA	SME	No	Experience	Theoretical	Yes	Construct	NR	Discriminant	0.00
6A	Biga (2007)	13	810	NA	SME	No	Experience	Theoretical	Yes	Construct	NR	Convergent	0.10

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
6A	Biga (2007)	13	809	NA	SME	No	Experience	Theoretical	Yes	Construct	NR	Convergent	0.11
6A	Biga (2007)	13	828	NA	SME	No	Experience	Theoretical	Yes	Construct	NR	Convergent	0.08
6A	Biga (2007)	13	810	NA	SME	No	Experience	Theoretical	Yes	Construct	NR	Convergent	0.14
6A	Biga (2007)	13	811	NA	SME	No	Experience	Theoretical	Yes	Construct	NR	Convergent	-0.03
6A	Biga (2007)	13	826	NA	SME	No	Experience	Theoretical	Yes	Construct	NR	Convergent	0.16
6A	Biga (2007)	13	828	NA	SME	No	Experience	Theoretical	Yes	Construct	NR	Convergent	0.12
6A	Biga (2007)	13	820	NA	SME	No	Experience	Theoretical	Yes	Construct	NR	Convergent	0.13
6B	Biga (2007)	2	103	Behavioral	SME	No	Experience	Theoretical	Yes	Construct	Broad	NR	0.13
6B	Biga (2007)	2	103	Behavioral	SME	No	Experience	Theoretical	Yes	Construct	Narrow	NR	0.11
6C	Biga (2007)	2	10	Behavioral	SME	No	Experience	Theoretical	Yes	Construct	Broad	NR	-0.19
6C	Biga (2007)	2	10	Behavioral	SME	No	Experience	Theoretical	Yes	Construct	Narrow	NR	0.04
7A	Koschmieder & Neubauer (2021)	4	188	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Convergent	0.24
7A	Koschmieder & Neubauer (2021)	4	188	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Convergent	0.27
7A	Koschmieder & Neubauer (2021)	4	188	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Convergent	0.10
7A	Koschmieder & Neubauer (2021)	4	188	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Convergent	0.17
7B	Koschmieder & Neubauer (2021)	16	3138	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Discriminant	0.07
7B	Koschmieder & Neubauer (2021)	16	3138	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Discriminant	0.08
7B	Koschmieder & Neubauer (2021)	16	3138	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Discriminant	0.08
7B	Koschmieder & Neubauer (2021)	16	3138	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Discriminant	0.18
7B	Koschmieder & Neubauer (2021)	16	3138	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Discriminant	0.14
7B	Koschmieder & Neubauer (2021)	16	3138	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Discriminant	0.08
7B	Koschmieder & Neubauer (2021)	16	3138	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Discriminant	0.12
7B	Koschmieder & Neubauer (2021)	16	3138	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Discriminant	0.02
7B	Koschmieder & Neubauer (2021)	16	3138	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Discriminant	0.04
7B	Koschmieder & Neubauer (2021)	16	3138	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Discriminant	-0.04
7B	Koschmieder & Neubauer (2021)	16	3138	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Discriminant	0.04
7B	Koschmieder & Neubauer (2021)	16	3138	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Discriminant	0.05
7B	Koschmieder & Neubauer (2021)	16	3138	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Discriminant	0.06
7B	Koschmieder & Neubauer (2021)	16	3138	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Discriminant	-0.01
7B	Koschmieder & Neubauer (2021)	16	3138	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Discriminant	0.05
7B	Koschmieder & Neubauer (2021)	16	3138	Knowledge	Model	Yes	Experience	Experience	Yes	Both	NR	Discriminant	0.10
8	Fisher et al. (2021)	5	294	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.32
8	Fisher et al. (2021)	5	294	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.37
8	Fisher et al. (2021)	5	294	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.19
8	Fisher et al. (2021)	5	294	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.15
8	Fisher et al. (2021)	5	294	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.10
9	Rosman et al. (2016)	1	81	Knowledge	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.51
10	Aldrup et al. (2020)	14	107	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.34
10	Aldrup et al. (2020)	14	107	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.28
10	Aldrup et al. (2020)	14	107	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.23
10	Aldrup et al. (2020)	14	107	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.30
10	Aldrup et al. (2020)	14	107	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.17
10	Aldrup et al. (2020)	14	107	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.28
10	Aldrup et al. (2020)	14	107	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
10	Aldrup et al. (2020)	14	107	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.28
10	Aldrup et al. (2020)	14	107	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.05
10	Aldrup et al. (2020)	14	107	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.05
10	Aldrup et al. (2020)	14	107	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
10	Aldrup et al. (2020)	14	107	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.04
10	Aldrup et al. (2020)	14	107	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.21
10	Aldrup et al. (2020)	14	107	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.18
11	Barbera (1995)	1	713	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.18
12A	MacCann & Roberts (2008)	20	112	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.41
12A	MacCann & Roberts (2008)	20	112	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.11
12A	MacCann & Roberts (2008)	20	112	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.05
12A	MacCann & Roberts (2008)	20	112	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.09
12A	MacCann & Roberts (2008)	20	112	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.24
12A	MacCann & Roberts (2008)	20	112	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.02
12A	MacCann & Roberts (2008)	20	112	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.01
12A	MacCann & Roberts (2008)	20	112	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.07

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12A	MacCann & Roberts (2008)	20	112	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.43
12A	MacCann & Roberts (2008)	20	112	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.18
12A	MacCann & Roberts (2008)	20	91	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.18
12A	MacCann & Roberts (2008)	20	91	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.07
12A	MacCann & Roberts (2008)	20	91	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.12
12A	MacCann & Roberts (2008)	20	91	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.13
12A	MacCann & Roberts (2008)	20	128	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.05
12A	MacCann & Roberts (2008)	20	117	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.14
12B	MacCann & Roberts (2008)	3	149	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.27
12B	MacCann & Roberts (2008)	3	149	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.17
12B	MacCann & Roberts (2008)	3	149	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.26
12A	MacCann & Roberts (2008)	20	91	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.13
12A	MacCann & Roberts (2008)	20	91	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.20
12A	MacCann & Roberts (2008)	20	91	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.05
12A	MacCann & Roberts (2008)	20	91	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.04
13	Wright (2013)	7	391	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.04
13	Wright (2013)	7	391	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.09
13	Wright (2013)	7	391	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.04
13	Wright (2013)	7	391	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.12
13	Wright (2013)	7	391	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.10
13	Wright (2013)	7	391	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.13
13	Wright (2013)	7	391	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.08
14A	Slaughter et al. (2014)	3	225	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.14
14A	Slaughter et al. (2014)	3	225	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.19
14A	Slaughter et al. (2014)	3	225	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.04
14B	Slaughter et al. (2014)	10	98	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.11
14B	Slaughter et al. (2014)	10	98	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.07
14B	Slaughter et al. (2014)	10	98	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.05
14B	Slaughter et al. (2014)	10	96	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.01
14B	Slaughter et al. (2014)	10	97	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.31
14B	Slaughter et al. (2014)	10	54	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.24
14B	Slaughter et al. (2014)	10	54	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.31
14B	Slaughter et al. (2014)	10	54	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.27
14B	Slaughter et al. (2014)	10	54	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.22
14B	Slaughter et al. (2014)	10	54	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.06
14C	Slaughter et al. (2014)	1	92	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.23
15	Weng et al. (2018)	5	139	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.13
15	Weng et al. (2018)	5	139	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.22
15	Weng et al. (2018)	5	139	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.15
15	Weng et al. (2018)	5	139	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.26
15	Weng et al. (2018)	5	139	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.25
16	Catano et al. (2007)	1	6571	NA	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.18
17	Weekley et al. (2004)	1	2989	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.18
18	Bledow & Frese (2009)	6	126	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
18	Bledow & Frese (2009)	6	126	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.29
18	Bledow & Frese (2009)	6	77	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.37
18	Bledow & Frese (2009)	6	77	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.18
18	Bledow & Frese (2009)	6	77	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.28
18	Bledow & Frese (2009)	6	77	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Narrow	NR	0.48
19A	Cianciolo et al. (2006)	1	100	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.39
19B	Cianciolo et al. (2006)	1	114	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.11
20	Phillips (1993)	1	249	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.43
21	Chirico (2005)	1	189	Knowledge	Sample	Yes	NA	NA	Yes	Overall	Broad	NR	0.00
22	Phillips (1992)	1	236	Knowledge	Sample	NA	Theoretical	Theoretical	NA	Overall	Broad	NR	0.16
23	O'Connell et al. (2001)	1	112	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.06
24	Yan et al. (2019)	1	632	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.21
25A	Rockstuhl et al. (2015)	2	132	Behavioral	Sample	Yes	Both	NA	No	Overall	Broad	NR	0.44
25A	Rockstuhl et al. (2015)	2	132	Behavioral	Sample	Yes	Both	NA	No	Overall	Broad	NR	0.28
25B	Rockstuhl et al. (2015)	2	89	Behavioral	Sample	Yes	Both	NA	No	Overall	Broad	NR	0.38
25B	Rockstuhl et al. (2015)	2	89	Behavioral	Sample	Yes	Both	NA	No	Overall	Broad	NR	0.29

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
25C	Rockstuhl et al. (2015)	2	188	Behavioral	Sample	Yes	Both	NA	No	Overall	Broad	NR	0.37
25C	Rockstuhl et al. (2015)	2	188	Behavioral	Sample	Yes	Both	NA	No	Overall	Broad	NR	0.22
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.28
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.02
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.06
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.09
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.22
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.45
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.09
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.23
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.36
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.19
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.10
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.07
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.11
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.16
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.32
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.30
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.29
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.31
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.17
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.07
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.14
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.24
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.30
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.01
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.26
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.17
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.14
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.02
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.31
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.40
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.14
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.25
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.15
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.24
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.18
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.36
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.40
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.22
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.39
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.28
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.15
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.19
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.42
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.42
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.14
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.35
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.39
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.28
26A	König et al. (2007)	49	260	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.26
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.17
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.08
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.17
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.05
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.22
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.14
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.10
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.06
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.09

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.50
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.04
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.13
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.06
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.12
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.21
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.01
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.05
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.20
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.21
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.31
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.03
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.07
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.18
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.11
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.16
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.10
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.10
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.05
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.13
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.12
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.16
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.10
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.14
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.07
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.13
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.25
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.11
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.09
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.14
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.52
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.04
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.25
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.19
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.21
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.35
26B	König et al. (2007)	49	201	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.11
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.03
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.01
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.00
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.03
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.01
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.01
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.06
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.06
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.03
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.06
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.06
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.05
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.00
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.01
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.00
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.00
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.01
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.00
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.02
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.01

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.07
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.07
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.02
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.02
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.00
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.04
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.03
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.04
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.11
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.11
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.11
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.12
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.12
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.12
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.07
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.08
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.08
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.09
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.11
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.11
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.15
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.12
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.15
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.13
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.10
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.11
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.10
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.11
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.07
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.07
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.14
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.14
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.10
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.06
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.11
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.08
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.04
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.07
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.06
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.04
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.06
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.05
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.02
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.00
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.00
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.00
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.00
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.01
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.12
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.12
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.10
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.11
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.07
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.06
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.06
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.06
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.10
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.10
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.05
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.05

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion -Related Validity	Construct-Related Validity	*r*
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.05
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.01
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.05
27	De Leng et al. (2017)	84	382	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.01
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.32
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.05
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.06
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.10
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.09
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.18
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.15
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.25
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.15
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.12
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.06
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.13
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.12
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.03
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Broad	NR	-0.03
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Narrow	NR	-0.03
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.17
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.25
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.16
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.24
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.13
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.11
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Broad	NR	-0.01
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.04
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.15
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.12
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.06
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.13
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.12
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.03
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.03
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.03
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.00
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.13
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.06
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.09
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.11
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.06
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.11
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.17
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.23
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.21
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.14
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.28
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.15
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.23
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.10
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.22
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.23
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.09
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.06
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.17
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.13
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.11
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.11
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.17

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.32
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.10
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.11
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.14
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.04
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.12
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.22
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.32
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.09
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.03
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.09
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.06
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.01
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.02
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.04
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.12
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.22
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.03
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.03
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.03
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.05
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.02
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.11
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.13
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.21
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.15
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.09
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.10
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.01
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.02
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.11
28	Bergman et al. (2006)	88	123	Behavioral	Model	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.07
29	Morgeson et al. (2005)	7	90	Knowledge	SME	NA	NA	NA	Yes	Construct	NR	Convergent	0.23
29	Morgeson et al. (2005)	7	90	Knowledge	SME	NA	NA	NA	Yes	Construct	NR	Discriminant	-0.07
29	Morgeson et al. (2005)	7	90	Knowledge	SME	NA	NA	NA	Yes	Construct	NR	Discriminant	0.03
29	Morgeson et al. (2005)	7	90	Knowledge	SME	NA	NA	NA	Yes	Construct	NR	Convergent	0.02
29	Morgeson et al. (2005)	7	90	Knowledge	SME	NA	NA	NA	Yes	Construct	NR	Discriminant	0.05
29	Morgeson et al. (2005)	7	90	Knowledge	SME	NA	NA	NA	Yes	Construct	Broad	NR	0.32
29	Morgeson et al. (2005)	7	90	Knowledge	SME	NA	NA	NA	Yes	Construct	Broad	NR	0.36
30	Chan & Schmitt (2002)	4	160	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.27
30	Chan & Schmitt (2002)	4	160	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.30
30	Chan & Schmitt (2002)	4	160	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.30
30	Chan & Schmitt (2002)	4	160	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.38
31A	Olaru et al. (2019)	14	546	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Convergent	0.19
31A	Olaru et al. (2019)	14	546	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Convergent	0.21
31A	Olaru et al. (2019)	14	546	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Convergent	0.08
31A	Olaru et al. (2019)	14	546	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	0.10
31A	Olaru et al. (2019)	14	546	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	-0.05
31A	Olaru et al. (2019)	14	546	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	0.10
31A	Olaru et al. (2019)	14	546	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	-0.13
31A	Olaru et al. (2019)	14	546	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Convergent	0.46
31A	Olaru et al. (2019)	14	546	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Convergent	0.29
31A	Olaru et al. (2019)	14	546	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Convergent	0.33
31A	Olaru et al. (2019)	14	546	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	0.30
31A	Olaru et al. (2019)	14	546	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	0.10
31A	Olaru et al. (2019)	14	546	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	0.18
31A	Olaru et al. (2019)	14	546	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	0.00
31B	Olaru et al. (2019)	5	387	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Convergent	0.44
31B	Olaru et al. (2019)	5	387	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	0.40
31B	Olaru et al. (2019)	5	387	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	0.14

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
31B	Olaru et al. (2019)	5	387	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	0.30
31B	Olaru et al. (2019)	5	387	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	-0.01
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.60
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.26
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.31
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.08
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.02
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.23
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.66
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.10
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.01
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.07
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.22
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.70
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.11
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.19
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.12
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.01
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.41
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.03
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.07
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.08
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.19
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.02
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.52
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.31
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.22
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.23
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.07
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.20
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.34
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.14
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.28
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
32	Mussel et al. (2018)	35	255	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.11
33	Krokos (2003)	9	176	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	-0.02
33	Krokos (2003)	9	176	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	-0.03
33	Krokos (2003)	9	176	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.08
33	Krokos (2003)	9	176	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.05
33	Krokos (2003)	9	176	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.05
33	Krokos (2003)	9	176	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.02
33	Krokos (2003)	9	176	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.01
33	Krokos (2003)	9	176	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	-0.02
33	Krokos (2003)	9	176	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	-0.01
34	Weekley & Ployhart (2005)	1	271	Knowledge &Behavioral	Sample	Yes	Experience	Theoretical	No	Overall	Broad	NR	0.22
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.10
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.10
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.09
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.15
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.10
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.13
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.10
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.10
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.14
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.27
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.18

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.09
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.09
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.15
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.15
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.13
35	Burnett (2015)	20	974	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.20
36	Kasten et al. (2020)	2	137	Behavioral	Unidimensional	NA	NA	NA	Yes	Construct	NR	Convergent	0.66
36	Kasten et al. (2020)	2	137	Behavioral	Unidimensional	NA	NA	NA	Yes	Construct	NR	Discriminant	-0.04
37A	Mumford et al. (2008)	6	81	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.28
37A	Mumford et al. (2008)	6	81	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.16
37A	Mumford et al. (2008)	6	81	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
37A	Mumford et al. (2008)	6	81	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.10
37A	Mumford et al. (2008)	6	81	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.10
37A	Mumford et al. (2008)	6	81	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
37B	Mumford et al. (2008)	1	82	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	Narrow	NR	0.34
38	Young (2004)	2	67	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.10
38	Young (2004)	2	69	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.19
39	Banki & Latham (2010)	1	101	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.23
40	Ahnefeld (2009)	8	97	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.03
40	Ahnefeld (2009)	8	97	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.03
40	Ahnefeld (2009)	8	97	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.10
40	Ahnefeld (2009)	8	97	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.14
40	Ahnefeld (2009)	8	97	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.02
40	Ahnefeld (2009)	8	97	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.02
40	Ahnefeld (2009)	8	97	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.08
40	Ahnefeld (2009)	8	97	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.08
41	Hope (2011)	2	26	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.09
41	Hope (2011)	2	26	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.03
42	Flannery (2018)	7	325	Behavioral	Model	No	Experience	Experience	Yes	Both	NR	Discriminant	0.13
42	Flannery (2018)	7	325	Behavioral	Model	No	Experience	Experience	Yes	Both	NR	Discriminant	0.16
42	Flannery (2018)	7	325	Behavioral	Model	No	Experience	Experience	Yes	Both	NR	Discriminant	0.14
42	Flannery (2018)	7	325	Behavioral	Model	No	Experience	Experience	Yes	Both	NR	Discriminant	0.20
42	Flannery (2018)	7	325	Behavioral	Model	No	Experience	Experience	Yes	Both	NR	Convergent	0.01
42	Flannery (2018)	7	325	Behavioral	Model	No	Experience	Experience	Yes	Both	NR	Convergent	0.29
42	Flannery (2018)	7	325	Behavioral	Model	No	Experience	Experience	Yes	Both	NR	Convergent	0.17
43	Pegorsch (1997)	2	30	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.23
43	Pegorsch (1997)	2	30	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.29
44A	Porterfield (2001)	1	103	Knowledge &Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.48
44B	Porterfield (2001)	1	43	Knowledge &Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.37
45	Lievens (2013)	1	261	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.15
46A	Conway (2014)	6	291	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.02
46A	Conway (2014)	6	291	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.01
46A	Conway (2014)	6	291	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Both	NR	Convergent	0.39
46A	Conway (2014)	6	291	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Both	NR	Convergent	0.32
46A	Conway (2014)	6	291	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Both	NR	Convergent	0.26
46A	Conway (2014)	6	291	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Both	NR	Convergent	0.32
46B	Conway (2014)	10	218	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.10
46B	Conway (2014)	10	218	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.08
46B	Conway (2014)	10	218	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.19
46B	Conway (2014)	10	218	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.22
46B	Conway (2014)	10	218	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.09
46B	Conway (2014)	10	218	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.18
46B	Conway (2014)	10	218	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.17
46B	Conway (2014)	10	218	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.18
46B	Conway (2014)	10	218	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.14
46B	Conway (2014)	10	218	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.12

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
46C	Conway (2014)	9	107	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Construct	Broad	NR	0.12
46C	Conway (2014)	9	107	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Construct	Broad	NR	0.09
46C	Conway (2014)	9	107	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Construct	Broad	NR	0.05
46C	Conway (2014)	9	107	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Construct	Broad	NR	0.22
46C	Conway (2014)	9	107	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Construct	Broad	NR	-0.05
46C	Conway (2014)	9	107	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Construct	Broad	NR	-0.13
46C	Conway (2014)	9	107	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Construct	Broad	NR	0.03
46C	Conway (2014)	9	107	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Construct	Broad	NR	-0.05
46C	Conway (2014)	9	107	Behavioral	Unidimensional	No	Both	Theoretical	Yes	Construct	Broad	NR	0.20
47A	Lievens et al. (2018)	8	232	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.27
47A	Lievens et al. (2018)	8	232	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.04
47A	Lievens et al. (2018)	8	232	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.31
47A	Lievens et al. (2018)	8	232	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.13
47A	Lievens et al. (2018)	8	232	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.06
47A	Lievens et al. (2018)	8	232	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.28
47A	Lievens et al. (2018)	8	232	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.20
47A	Lievens et al. (2018)	8	232	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	-0.04
47B	Lievens et al. (2018)	3	77	Behavioral	Unidimensional	Yes	Experience	Theoretical	Yes	Construct	Broad	NR	0.23
47B	Lievens et al. (2018)	3	77	Behavioral	Unidimensional	Yes	Experience	Theoretical	Yes	Construct	Broad	NR	0.27
47B	Lievens et al. (2018)	3	77	Behavioral	Unidimensional	Yes	Experience	Theoretical	Yes	Construct	Broad	NR	0.28
48	Endriulaitienė et al. (2020)	1	103	Behavioral	Sample	No	Theoretical	Theoretical	No	Overall	Broad	NR	0.13
49	Patterson et al. (2017)	2	218	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.24
49	Patterson et al. (2017)	2	218	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.16
50	Patterson et al. (2013)	1	196	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.37
51A	Schapers et al. (2020)	12	281	Behavioral	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.29
51A	Schapers et al. (2020)	12	89	Behavioral	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.12
51A	Schapers et al. (2020)	12	89	Behavioral	SME	No	Theoretical	Experience	Yes	Construct	NR	Convergent	0.07
51A	Schapers et al. (2020)	12	89	Behavioral	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.12
51A	Schapers et al. (2020)	12	89	Behavioral	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.14
51A	Schapers et al. (2020)	12	89	Behavioral	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	-0.04
51B	Schapers et al. (2020)	10	307	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.25
51B	Schapers et al. (2020)	10	307	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.12
51B	Schapers et al. (2020)	10	307	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
51B	Schapers et al. (2020)	10	307	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.04
51B	Schapers et al. (2020)	10	307	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.12
51B	Schapers et al. (2020)	10	307	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.12
51B	Schapers et al. (2020)	10	307	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
51B	Schapers et al. (2020)	10	307	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.03
51B	Schapers et al. (2020)	10	57	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.20
51B	Schapers et al. (2020)	10	57	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.06
51A	Schapers et al. (2020)	12	362	Behavioral	Unidimensional	Yes	Experience	Theoretical	Yes	Construct	NR	Discriminant	0.04
51A	Schapers et al. (2020)	12	104	Behavioral	Unidimensional	Yes	Experience	Theoretical	Yes	Construct	NR	Discriminant	0.09
51A	Schapers et al. (2020)	12	104	Behavioral	Unidimensional	Yes	Experience	Theoretical	Yes	Construct	NR	Discriminant	0.00
51A	Schapers et al. (2020)	12	104	Behavioral	Unidimensional	Yes	Experience	Theoretical	Yes	Construct	NR	Discriminant	0.12
51A	Schapers et al. (2020)	12	104	Behavioral	Unidimensional	Yes	Experience	Theoretical	Yes	Construct	NR	Discriminant	0.17
51A	Schapers et al. (2020)	12	104	Behavioral	Unidimensional	Yes	Experience	Theoretical	Yes	Construct	NR	Discriminant	0.06
52	Leeds (2012)	1	124	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.39
53	Lievens & Patterson (2011)	1	196	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.37
54A	Motowidlo et al. (1990)	4	117	Behavioral	Sample	Yes	Experience	Experience	Yes	Both	Broad	NR	0.35
54A	Motowidlo et al. (1990)	4	117	Behavioral	Sample	Yes	Experience	Experience	Yes	Both	Broad	NR	0.28
54A	Motowidlo et al. (1990)	4	117	Behavioral	Sample	Yes	Experience	Experience	Yes	Both	Broad	NR	0.37
54A	Motowidlo et al. (1990)	4	117	Behavioral	Sample	Yes	Experience	Experience	Yes	Both	Broad	NR	0.30
54B	Motowidlo et al. (1990)	4	25	Behavioral	Sample	Yes	Experience	Experience	Yes	Both	Broad	NR	0.29
54B	Motowidlo et al. (1990)	4	25	Behavioral	Sample	Yes	Experience	Experience	Yes	Both	Broad	NR	0.44
54B	Motowidlo et al. (1990)	4	25	Behavioral	Sample	Yes	Experience	Experience	Yes	Both	Broad	NR	0.34
54B	Motowidlo et al. (1990)	4	25	Behavioral	Sample	Yes	Experience	Experience	Yes	Both	Broad	NR	0.32
55	Lievens & Sackett (2012)	2	606	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.21
55	Lievens & Sackett (2012)	2	103	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.21
56A	McDaniel et al. (2011)	6	997	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.03
56A	McDaniel et al. (2011)	6	997	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.03

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
56A	McDaniel et al. (2011)	6	997	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.16
56A	McDaniel et al. (2011)	6	997	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.10
56A	McDaniel et al. (2011)	6	997	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.10
56A	McDaniel et al. (2011)	6	997	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.14
56B	McDaniel et al. (2011)	2	377	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.16
56B	McDaniel et al. (2011)	2	377	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.18
56C	McDaniel et al. (2011)	2	65	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.44
56C	McDaniel et al. (2011)	2	65	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.40
56D	McDaniel et al. (2011)	6	702	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.06
56D	McDaniel et al. (2011)	6	702	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.15
56D	McDaniel et al. (2011)	6	702	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.34
56D	McDaniel et al. (2011)	6	702	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.32
56D	McDaniel et al. (2011)	6	702	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.34
56D	McDaniel et al. (2011)	6	702	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.33
57	Burko (2018)	1	375	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.40
58	Lievens et al. (2015)	4	75	Behavioral	Sample	Yes	Experience	NA	Yes	Overall	Broad	NR	0.30
58	Lievens et al. (2015)	4	64	Behavioral	Sample	Yes	Experience	NA	Yes	Overall	Broad	NR	0.26
58	Lievens et al. (2015)	4	75	Behavioral	Sample	Yes	Experience	NA	Yes	Overall	Broad	NR	0.08
58	Lievens et al. (2015)	4	64	Behavioral	Sample	Yes	Experience	NA	Yes	Overall	Broad	NR	0.19
59	Marcus-Blank (2018)	3	180	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.16
59	Marcus-Blank (2018)	3	113	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.19
59	Marcus-Blank (2018)	3	180	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.13
60	Holladay (2004)	1	251	Knowledge	Model	Yes	Experience	Both	Yes	Construct	NR	Discriminant	0.09
61A	Littlepage et al. (2022)	7	81	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.26
61A	Littlepage et al. (2022)	7	76	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.29
61A	Littlepage et al. (2022)	7	92	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
61A	Littlepage et al. (2022)	7	92	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.10
61A	Littlepage et al. (2022)	7	92	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
61A	Littlepage et al. (2022)	7	92	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.01
61A	Littlepage et al. (2022)	7	92	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.33
61C	Littlepage et al. (2022)	1	143	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.53
61B	Littlepage et al. (2022)	3	163	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	Narrow	NR	0.03
61B	Littlepage et al. (2022)	3	143	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.04
61B	Littlepage et al. (2022)	3	143	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.31
62	Knorr et al. (2018)	3	69	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.16
62	Knorr et al. (2018)	3	44	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	Narrow	NR	-0.07
62	Knorr et al. (2018)	3	44	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.01
63	Libbrecht & Lievens (2012)	11	764	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.05
63	Libbrecht & Lievens (2012)	11	764	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.00
63	Libbrecht & Lievens (2012)	11	764	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.20
63	Libbrecht & Lievens (2012)	11	764	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.02
63	Libbrecht & Lievens (2012)	11	764	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.05
63	Libbrecht & Lievens (2012)	11	764	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.08
63	Libbrecht & Lievens (2012)	11	764	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.07
63	Libbrecht & Lievens (2012)	11	764	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.10
63	Libbrecht & Lievens (2012)	11	764	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.08
63	Libbrecht & Lievens (2012)	11	764	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.06
63	Libbrecht & Lievens (2012)	11	764	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.18
64	Swander (2001)	1	334	NA	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.33
65A	Weekley & Jones (1997)	1	684	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.33
65B	Weekley & Jones (1997)	1	787	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.22
65C	Weekley & Jones (1997)	2	412	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.35
65C	Weekley & Jones (1997)	2	412	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.14
65D	Weekley & Jones (1997)	2	148	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.24
65D	Weekley & Jones (1997)	2	148	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.33
66	Pulakos & Schmitt (1996)	2	461	Behavioral	Sample	Yes	NA	NA	Yes	Overall	Broad	NR	0.20
66	Pulakos & Schmitt (1996)	2	461	Behavioral	Sample	Yes	NA	NA	Yes	Overall	Broad	NR	0.14
67	Kotlyar & Krasman (2022)	1	199	Knowledge	Sample	No	Theoretical	Theoretical	No	Overall	Broad	NR	-0.10
68	Gardner & Dunkin (2018)	1	51	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.41
69	Freudenstein et al. (2020)	18	121	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	-0.07

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69	Freudenstein et al. (2020)	18	121	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.01
69	Freudenstein et al. (2020)	18	284	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.17
69	Freudenstein et al. (2020)	18	284	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.30
69	Freudenstein et al. (2020)	18	284	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.24
69	Freudenstein et al. (2020)	18	284	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
69	Freudenstein et al. (2020)	18	284	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
69	Freudenstein et al. (2020)	18	284	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.06
69	Freudenstein et al. (2020)	18	284	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.06
69	Freudenstein et al. (2020)	18	121	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	Broad	NR	-0.01
69	Freudenstein et al. (2020)	18	121	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	Broad	NR	0.03
69	Freudenstein et al. (2020)	18	284	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Convergent	-0.26
69	Freudenstein et al. (2020)	18	284	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	-0.32
69	Freudenstein et al. (2020)	18	284	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	-0.07
69	Freudenstein et al. (2020)	18	284	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	-0.08
69	Freudenstein et al. (2020)	18	284	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	-0.13
69	Freudenstein et al. (2020)	18	284	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	-0.06
69	Freudenstein et al. (2020)	18	284	Behavioral	Unidimensional	No	Experience	Experience	Yes	Construct	NR	Discriminant	0.00
70	Rockstuhl & Lievens (2021)	6	158	Behavioral	Sample	Yes	Both	NA	No	Overall	Broad	NR	0.28
70	Rockstuhl & Lievens (2021)	6	158	Behavioral	Sample	Yes	Both	NA	No	Overall	Broad	NR	0.41
70	Rockstuhl & Lievens (2021)	6	158	Behavioral	Sample	Yes	Both	NA	No	Overall	Broad	NR	0.23
70	Rockstuhl & Lievens (2021)	6	157	Behavioral	Sample	Yes	Both	NA	No	Overall	Broad	NR	0.44
70	Rockstuhl & Lievens (2021)	6	157	Behavioral	Sample	Yes	Both	NA	No	Overall	Broad	NR	0.27
70	Rockstuhl & Lievens (2021)	6	157	Behavioral	Sample	Yes	Both	NA	No	Overall	Broad	NR	0.28
71	Stevens & Campion (1999)	2	70	Knowledge &Behavioral	SME	NA	NA	NA	Yes	Construct	NR	Discriminant	0.81
71	Stevens & Campion (1999)	2	70	Knowledge &Behavioral	SME	NA	NA	NA	Yes	Construct	Broad	NR	0.52
72	Meyer (1951)	1	190	Knowledge	Sample	Yes	Theoretical	Theoretical	Yes	Overall	Broad	NR	0.36
73A	Mowry (1957)	1	40	NA	Sample	Yes	Theoretical	Theoretical	No	Overall	Broad	NR	0.53
73B	Mowry (1957)	1	10	NA	Sample	Yes	Theoretical	Theoretical	No	Overall	Broad	NR	0.62
73C	Mowry (1957)	1	25	NA	Sample	Yes	Theoretical	Theoretical	No	Overall	Broad	NR	0.74
74	Leeds et al. (2003)	1	163	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.29
75	Dulsky & Krout (1950)	1	14	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.31
76A	Spitzer & McNamara (1964)	1	51	NA	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.26
76B	Spitzer & McNamara (1964)	2	51	NA	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.22
76B	Spitzer & McNamara (1964)	2	51	NA	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.14
77	Thumin & Page (1966)	1	55	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.12
78	Rusmore (1958)	1	85	NA	Sample	NA	NA	NA	NA	Overall	Broad	NR	-0.03
79	Cucina et al. (2003)	1	171	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.34
80	Vasilopoulos et al. (2005)	4	140	Behavioral	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.13
80	Vasilopoulos et al. (2005)	4	141	Behavioral	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.22
80	Vasilopoulos et al. (2005)	4	141	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.13
80	Vasilopoulos et al. (2005)	4	140	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.00
81	Smith & McDaniel (1998)	1	74	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.18
82	McDaniel et al. (2004)	1	384	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.23
83	Pereira & Harvey (1999)	1	233	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.18
84	MacLane et al. (2001)	2	495	NA	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.17
84	MacLane et al. (2001)	2	495	NA	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.22
85A	Barends et al. (2022)	7	116	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.17
85A	Barends et al. (2022)	7	116	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.02
85A	Barends et al. (2022)	7	116	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.04
85A	Barends et al. (2022)	7	116	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
85A	Barends et al. (2022)	7	116	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.02
85A	Barends et al. (2022)	7	116	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.03
85A	Barends et al. (2022)	7	116	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.14
85B	Barends et al. (2022)	6	241	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.26
85B	Barends et al. (2022)	6	241	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.14
85B	Barends et al. (2022)	6	241	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.14
85B	Barends et al. (2022)	6	241	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.03
85B	Barends et al. (2022)	6	241	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.08

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85B	Barends et al. (2022)	6	241	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.08
86A	Corts (1980)	15	495	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.20
86A	Corts (1980)	15	324	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.16
86A	Corts (1980)	15	457	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.20
86A	Corts (1980)	15	526	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.12
86A	Corts (1980)	15	500	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.17
86A	Corts (1980)	15	521	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.19
86A	Corts (1980)	15	475	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.24
86A	Corts (1980)	15	506	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.24
86A	Corts (1980)	15	519	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.10
86A	Corts (1980)	15	515	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.12
86A	Corts (1980)	15	515	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.11
86A	Corts (1980)	15	522	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.08
86A	Corts (1980)	15	503	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.08
86A	Corts (1980)	15	500	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.11
86A	Corts (1980)	15	498	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.19
86B	Corts (1980)	31	267	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.08
86B	Corts (1980)	31	264	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.07
86B	Corts (1980)	31	264	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.01
86B	Corts (1980)	31	267	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.01
86B	Corts (1980)	31	265	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	-0.01
86B	Corts (1980)	31	265	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.09
86B	Corts (1980)	31	249	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.11
86B	Corts (1980)	31	267	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.05
86B	Corts (1980)	31	261	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.03
86B	Corts (1980)	31	262	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.12
86B	Corts (1980)	31	259	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.10
86B	Corts (1980)	31	261	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.10
86B	Corts (1980)	31	265	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.04
86B	Corts (1980)	31	258	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.01
86B	Corts (1980)	31	262	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.12
86B	Corts (1980)	31	264	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.16
86B	Corts (1980)	31	260	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.13
86B	Corts (1980)	31	266	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.10
86B	Corts (1980)	31	258	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.11
86B	Corts (1980)	31	246	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.08
86B	Corts (1980)	31	264	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.07
86B	Corts (1980)	31	260	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.10
86B	Corts (1980)	31	267	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.16
86B	Corts (1980)	31	261	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.10
86B	Corts (1980)	31	264	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.12
86B	Corts (1980)	31	257	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.04
86B	Corts (1980)	31	265	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.06
86B	Corts (1980)	31	232	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.18
86B	Corts (1980)	31	254	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.06
86B	Corts (1980)	31	253	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.00
86B	Corts (1980)	31	259	NA	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.02
87	McElreath & Vasilopoulos (2002)	4	498	Behavioral	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.19
87	McElreath & Vasilopoulos (2002)	4	498	Behavioral	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.09
87	McElreath & Vasilopoulos (2002)	4	498	Behavioral	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.04
87	McElreath & Vasilopoulos (2002)	4	498	Behavioral	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.04
88	Libbrecht et al. (2014)	2	367	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.08
88	Libbrecht et al. (2014)	2	367	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.11
89A	Patterson & Martin (2014)	1	95	NA	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.17
89B	Patterson & Martin (2014)	1	107	NA	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.27
89C	Patterson & Martin (2014)	1	75	NA	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.05
89D	Patterson & Martin (2014)	1	94	NA	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.01
90	Lievens et al. (2019)	3	192	Knowledge	Sample	Yes	Experience	NA	Yes	Overall	Broad	NR	0.16
90	Lievens et al. (2019)	3	192	Knowledge	Sample	Yes	Experience	NA	Yes	Overall	Broad	NR	0.15
90	Lievens et al. (2019)	3	192	Knowledge	Sample	Yes	Experience	NA	Yes	Overall	Broad	NR	0.16

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91	Cucina et al. (2015)	10	1923	Behavioral	SME	Yes	Theoretical	NA	Yes	Construct	Broad	NR	0.11
91	Cucina et al. (2015)	10	1923	Behavioral	SME	Yes	Theoretical	NA	Yes	Construct	Broad	NR	0.10
91	Cucina et al. (2015)	10	1923	Behavioral	SME	Yes	Theoretical	NA	Yes	Construct	Broad	NR	0.10
91	Cucina et al. (2015)	10	1923	Behavioral	SME	Yes	Theoretical	NA	Yes	Construct	Broad	NR	0.10
91	Cucina et al. (2015)	10	1923	Behavioral	SME	Yes	Theoretical	NA	Yes	Construct	Broad	NR	0.11
91	Cucina et al. (2015)	10	439	Behavioral	SME	Yes	Theoretical	NA	Yes	Construct	Broad	NR	0.04
91	Cucina et al. (2015)	10	439	Behavioral	SME	Yes	Theoretical	NA	Yes	Construct	Broad	NR	-0.01
91	Cucina et al. (2015)	10	439	Behavioral	SME	Yes	Theoretical	NA	Yes	Construct	Broad	NR	-0.01
91	Cucina et al. (2015)	10	439	Behavioral	SME	Yes	Theoretical	NA	Yes	Construct	Broad	NR	-0.02
91	Cucina et al. (2015)	10	439	Behavioral	SME	Yes	Theoretical	NA	Yes	Construct	Broad	NR	0.03
92	Oostrom et al. (2010)	1	188	Behavioral	Sample	Yes	Experience	NA	No	Overall	Broad	NR	0.13
93A	Golubovich et al. (2017)	5	136	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
93A	Golubovich et al. (2017)	5	136	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.20
93A	Golubovich et al. (2017)	5	136	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.19
93A	Golubovich et al. (2017)	5	136	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
93A	Golubovich et al. (2017)	5	136	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.06
93B	Golubovich et al. (2017)	5	136	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.05
93B	Golubovich et al. (2017)	5	136	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.23
93B	Golubovich et al. (2017)	5	136	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.22
93B	Golubovich et al. (2017)	5	136	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.13
93B	Golubovich et al. (2017)	5	136	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.09
94A	Labrador et al. (2006)	4	78	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Convergent	0.63
94A	Labrador et al. (2006)	4	78	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.22
94A	Labrador et al. (2006)	4	78	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.33
94A	Labrador et al. (2006)	4	78	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Convergent	0.58
94B	Labrador et al. (2006)	4	104	Knowledge	Unidimensional	No	NA	NA	Yes	Construct	NR	Convergent	0.31
94B	Labrador et al. (2006)	4	104	Knowledge	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.10
94B	Labrador et al. (2006)	4	104	Knowledge	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.22
94B	Labrador et al. (2006)	4	104	Knowledge	Unidimensional	No	NA	NA	Yes	Construct	NR	Convergent	0.16
95	Labrador & Weekley (2008)	3	176	Knowledge	Sample	Yes	Experience	Theoretical	No	Overall	Broad	NR	0.29
95	Labrador & Weekley (2008)	3	176	Knowledge	Sample	Yes	Experience	Theoretical	No	Overall	Broad	NR	0.30
95	Labrador & Weekley (2008)	3	176	Knowledge	Sample	Yes	Experience	Theoretical	No	Overall	Broad	NR	0.27
96	NA (NA)	2	142	Knowledge	Unidimensional	No	Both	Both	Yes	Construct	Broad	NR	0.21
96	NA (NA)	2	142	Knowledge	Unidimensional	No	Both	Both	Yes	Construct	Broad	NR	0.23
97	Rosopa et al. (2018)	2	79	Knowledge	SME	No	NA	NA	Yes	Construct	Broad	NR	0.25
97	Rosopa et al. (2018)	2	79	Knowledge	SME	No	NA	NA	Yes	Construct	Broad	NR	0.23
98	Garman et al. (2006)	1	23	NA	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.41
99	Miller (2011)	10	116	Knowledge	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.20
99	Miller (2011)	10	116	Knowledge	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Convergent	-0.03
99	Miller (2011)	10	116	Knowledge	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.07
99	Miller (2011)	10	116	Knowledge	Unidimensional	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.22
99	Miller (2011)	10	116	Knowledge	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.22
99	Miller (2011)	10	116	Knowledge	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.09
99	Miller (2011)	10	116	Knowledge	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.01
99	Miller (2011)	10	116	Knowledge	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.17
99	Miller (2011)	10	116	Knowledge	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.03
99	Miller (2011)	10	116	Knowledge	Unidimensional	Yes	Experience	Experience	Yes	Construct	Narrow	NR	-0.04
100	Pangallo (2014)	22	284	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Discriminant	0.11
100	Pangallo (2014)	22	133	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Discriminant	0.02
100	Pangallo (2014)	22	284	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Discriminant	0.17
100	Pangallo (2014)	22	133	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Discriminant	0.07
100	Pangallo (2014)	22	284	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Discriminant	0.32
100	Pangallo (2014)	22	133	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Discriminant	0.10
100	Pangallo (2014)	22	284	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Discriminant	0.18
100	Pangallo (2014)	22	133	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Discriminant	0.09
100	Pangallo (2014)	22	284	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Discriminant	0.14
100	Pangallo (2014)	22	133	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Discriminant	0.13
100	Pangallo (2014)	22	284	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Convergent	0.18
100	Pangallo (2014)	22	133	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Convergent	0.16
100	Pangallo (2014)	22	284	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Convergent	0.42

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
100	Pangallo (2014)	22	133	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Convergent	0.36
100	Pangallo (2014)	22	284	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Convergent	0.34
100	Pangallo (2014)	22	133	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Convergent	0.27
100	Pangallo (2014)	22	284	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Convergent	0.47
100	Pangallo (2014)	22	133	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Convergent	0.43
100	Pangallo (2014)	22	284	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Convergent	0.03
100	Pangallo (2014)	22	133	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Convergent	0.10
100	Pangallo (2014)	22	284	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Convergent	0.03
100	Pangallo (2014)	22	133	Knowledge	SME	Yes	Both	Experience	Yes	Construct	NR	Convergent	0.07
101	Aylott et al. (2023)	2	69	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.30
101	Aylott et al. (2023)	2	69	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.26
102	Freudenstein et al. (2024)	20	313	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.01
102	Freudenstein et al. (2024)	20	313	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.05
102	Freudenstein et al. (2024)	20	313	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.05
102	Freudenstein et al. (2024)	20	313	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.11
102	Freudenstein et al. (2024)	20	313	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.11
102	Freudenstein et al. (2024)	20	104	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.22
102	Freudenstein et al. (2024)	20	104	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.00
102	Freudenstein et al. (2024)	20	104	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.03
102	Freudenstein et al. (2024)	20	104	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.13
102	Freudenstein et al. (2024)	20	104	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.17
102	Freudenstein et al. (2024)	20	313	Knowledge	Unidimensional	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.02
102	Freudenstein et al. (2024)	20	313	Knowledge	Unidimensional	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.03
102	Freudenstein et al. (2024)	20	313	Knowledge	Unidimensional	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.01
102	Freudenstein et al. (2024)	20	313	Knowledge	Unidimensional	No	Theoretical	Experience	Yes	Construct	NR	Convergent	0.08
102	Freudenstein et al. (2024)	20	313	Knowledge	Unidimensional	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.04
102	Freudenstein et al. (2024)	20	394	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.18
102	Freudenstein et al. (2024)	20	394	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.23
102	Freudenstein et al. (2024)	20	394	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
102	Freudenstein et al. (2024)	20	394	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
102	Freudenstein et al. (2024)	20	394	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.14
103	Davis et al. (2023)	9	240	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Discriminant	-0.15
103	Davis et al. (2023)	9	242	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Discriminant	-0.02
103	Davis et al. (2023)	9	242	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Discriminant	0.06
103	Davis et al. (2023)	9	242	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Discriminant	-0.03
103	Davis et al. (2023)	9	240	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Discriminant	-0.08
103	Davis et al. (2023)	9	240	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Convergent	-0.07
103	Davis et al. (2023)	9	242	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Convergent	0.03
103	Davis et al. (2023)	9	242	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Convergent	0.01
103	Davis et al. (2023)	9	242	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Convergent	-0.02
104	Ballejos et al. (2024)	2	160	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.13
104	Ballejos et al. (2024)	2	213	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.15
105	Johnson (2023)	1	198	Behavioral	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.36
106	Ober et al. (2024)	1	334	Behavioral	SME	NA	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.24
107A	Mohoric et al. (2024)	10	215	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.02
107A	Mohoric et al. (2024)	10	215	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.05
107A	Mohoric et al. (2024)	10	215	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.26
107A	Mohoric et al. (2024)	10	215	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.21
107A	Mohoric et al. (2024)	10	215	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.12
107A	Mohoric et al. (2024)	10	215	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.09
107A	Mohoric et al. (2024)	10	215	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.12
107A	Mohoric et al. (2024)	10	215	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.36
107A	Mohoric et al. (2024)	10	215	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.33
107A	Mohoric et al. (2024)	10	215	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.08
107B	Mohoric et al. (2024)	10	138	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.11
107B	Mohoric et al. (2024)	10	138	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.10
107B	Mohoric et al. (2024)	10	138	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.06
107B	Mohoric et al. (2024)	10	138	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.07
107B	Mohoric et al. (2024)	10	138	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.02
107B	Mohoric et al. (2024)	10	138	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.08

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
107B	Mohoric et al. (2024)	10	138	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.21
107B	Mohoric et al. (2024)	10	138	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.05
107B	Mohoric et al. (2024)	10	138	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.33
107B	Mohoric et al. (2024)	10	138	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.16
108	Crook (2014)	1	109	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.24
109	Martin-Raugh et al. (2013)	1	144	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.10
110A	Wang et al. (2023)	6	136	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.23
110A	Wang et al. (2023)	6	136	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.02
110A	Wang et al. (2023)	6	136	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
110A	Wang et al. (2023)	6	136	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.25
110A	Wang et al. (2023)	6	136	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.20
110A	Wang et al. (2023)	6	136	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.21
110B	Wang et al. (2023)	9	154	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.23
110B	Wang et al. (2023)	9	154	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.11
110B	Wang et al. (2023)	9	154	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.29
110B	Wang et al. (2023)	9	154	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.21
110B	Wang et al. (2023)	9	154	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.21
110B	Wang et al. (2023)	9	154	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.27
110B	Wang et al. (2023)	9	154	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.22
110B	Wang et al. (2023)	9	154	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.33
110B	Wang et al. (2023)	9	154	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	Narrow	NR	0.31
110C	Wang et al. (2023)	8	133	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.27
110C	Wang et al. (2023)	8	133	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.24
110C	Wang et al. (2023)	8	133	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.18
110C	Wang et al. (2023)	8	133	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.24
110C	Wang et al. (2023)	8	133	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.28
110C	Wang et al. (2023)	8	133	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.24
110C	Wang et al. (2023)	8	133	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.37
110C	Wang et al. (2023)	8	133	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	Narrow	NR	0.38
110D	Wang et al. (2023)	8	133	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.26
110D	Wang et al. (2023)	8	133	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.23
110D	Wang et al. (2023)	8	133	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.24
110D	Wang et al. (2023)	8	133	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.26
110D	Wang et al. (2023)	8	133	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.23
110D	Wang et al. (2023)	8	133	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.27
110D	Wang et al. (2023)	8	133	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.38
110D	Wang et al. (2023)	8	133	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	Narrow	NR	0.41
111A	Krishnakumar et al. (2016)	2	190	Knowledge	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.09
111A	Krishnakumar et al. (2016)	2	190	Knowledge	SME	No	Both	Theoretical	Yes	Both	NR	Convergent	-0.04
111B	Krishnakumar et al. (2016)	2	100	Knowledge	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.04
111B	Krishnakumar et al. (2016)	2	100	Knowledge	SME	No	Both	Theoretical	Yes	Both	NR	Convergent	0.00
111C	Krishnakumar et al. (2016)	6	96	Knowledge	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.24
111C	Krishnakumar et al. (2016)	6	96	Knowledge	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.22
111C	Krishnakumar et al. (2016)	6	96	Knowledge	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.08
111C	Krishnakumar et al. (2016)	6	96	Knowledge	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.22
111C	Krishnakumar et al. (2016)	6	96	Knowledge	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.40
111C	Krishnakumar et al. (2016)	6	96	Knowledge	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.06
111D	Krishnakumar et al. (2016)	2	85	Knowledge	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.36
111D	Krishnakumar et al. (2016)	2	85	Knowledge	SME	No	Both	Theoretical	Yes	Both	NR	Convergent	0.17
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.15
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.12
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.15
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.05
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.06
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.20
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.10
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.29
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.03
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.18
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.01

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.08
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	-0.12
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.02
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.23
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.03
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.06
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.22
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.12
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.25
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.17
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.41
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.27
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.07
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.14
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.27
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.05
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.27
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.42
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	-0.10
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.03
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.05
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.03
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.05
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	-0.01
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.39
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.18
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.12
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.14
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	-0.03
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.02
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.20
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.07
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.13
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.05
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.16
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.01
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.15
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	-0.09
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.04
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.22
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.06
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.06
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.20
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.09
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.26
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.21
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.39
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.33
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.01
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.13
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.26
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.08
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.30
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.39
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	-0.17
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.08
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.11
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.07
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.05
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.03

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
112	Schröder et al. (2021)	72	211	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.40
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.46
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.12
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.43
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.20
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.33
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.53
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.20
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.64
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.24
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.43
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.36
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.10
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.38
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.01
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.53
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.27
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.33
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.47
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.35
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.20
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.44
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.65
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.34
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.26
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.45
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.18
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.43
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.28
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.50
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.29
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.42
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.05
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.46
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.27
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.28
113A	Way et al. (2024)	36	1768	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.64
113B	Way et al. (2024)	6	284	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	-0.03
113B	Way et al. (2024)	6	284	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.02
113B	Way et al. (2024)	6	284	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.05
113B	Way et al. (2024)	6	284	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.17
113B	Way et al. (2024)	6	284	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.18
113B	Way et al. (2024)	6	284	NA	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.15
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.23
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.03
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.05
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.03
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.03
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.28
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.01
114	Ployhart (1999)	50	184	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.03
114	Ployhart (1999)	50	184	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.12
114	Ployhart (1999)	50	166	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.15
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.14
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.31
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.12
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.16
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.13
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.20
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.23

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
114	Ployhart (1999)	50	184	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.13
114	Ployhart (1999)	50	184	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.01
114	Ployhart (1999)	50	166	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.08
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.13
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.10
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.31
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.21
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.23
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.02
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.09
114	Ployhart (1999)	50	184	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.28
114	Ployhart (1999)	50	184	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.11
114	Ployhart (1999)	50	166	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.14
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.13
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.01
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.15
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.27
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.22
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.12
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.05
114	Ployhart (1999)	50	184	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.21
114	Ployhart (1999)	50	184	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.16
114	Ployhart (1999)	50	166	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.13
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.16
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.13
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.32
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.36
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.35
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.08
114	Ployhart (1999)	50	209	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.03
114	Ployhart (1999)	50	184	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.30
114	Ployhart (1999)	50	184	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.13
114	Ployhart (1999)	50	166	Behavioral	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.16
115	Himes (2019)	7	357	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.41
115	Himes (2019)	7	357	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.29
115	Himes (2019)	7	357	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.12
115	Himes (2019)	7	357	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.44
115	Himes (2019)	7	357	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.35
115	Himes (2019)	7	357	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.21
115	Himes (2019)	7	357	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.17
116	Goerke & Maier (2022)	10	276	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.12
116	Goerke & Maier (2022)	10	276	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.13
116	Goerke & Maier (2022)	10	276	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.16
116	Goerke & Maier (2022)	10	276	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.05
116	Goerke & Maier (2022)	10	276	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	-0.04
116	Goerke & Maier (2022)	10	276	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.04
116	Goerke & Maier (2022)	10	276	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.01
116	Goerke & Maier (2022)	10	276	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	-0.01
116	Goerke & Maier (2022)	10	276	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Convergent	-0.11
116	Goerke & Maier (2022)	10	276	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.03
117	Anderson (1996)	2	122	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.23
117	Anderson (1996)	2	122	Behavioral	Unidimensional	Yes	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.17
118A	Mielke et al. (2025)	2	159	Behavioral	Unidimensional	No	Both	Both	Yes	Construct	NR	Discriminant	-0.03
118A	Mielke et al. (2025)	2	159	Behavioral	Unidimensional	No	Both	Both	Yes	Construct	NR	Discriminant	-0.23
118B	Mielke et al. (2025)	2	160	Behavioral	Unidimensional	No	Both	Both	Yes	Construct	NR	Discriminant	-0.03
118B	Mielke et al. (2025)	2	160	Behavioral	Unidimensional	No	Both	Both	Yes	Construct	NR	Discriminant	0.03
119	Xi et al. (2024)	1	54	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.09
120	Schäpers et al. (2024)	2	100	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.55
120	Schäpers et al. (2024)	2	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.71
121A	Brown & Martin-Raugh (2025)	12	387	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.06

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121A	Brown & Martin-Raugh (2025)	12	387	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.29
121A	Brown & Martin-Raugh (2025)	12	387	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.58
121A	Brown & Martin-Raugh (2025)	12	387	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.33
121A	Brown & Martin-Raugh (2025)	12	387	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.18
121A	Brown & Martin-Raugh (2025)	12	387	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.33
121A	Brown & Martin-Raugh (2025)	12	387	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.13
121A	Brown & Martin-Raugh (2025)	12	387	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.13
121A	Brown & Martin-Raugh (2025)	12	387	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.01
121A	Brown & Martin-Raugh (2025)	12	387	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
121A	Brown & Martin-Raugh (2025)	12	387	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.00
121A	Brown & Martin-Raugh (2025)	12	387	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.14
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.09
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.14
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.37
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.14
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.11
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.09
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.25
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.06
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.13
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.04
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.02
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.16
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.14
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.12
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.12
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.05
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.03
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.21
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.23
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.09
121B	Brown & Martin-Raugh (2025)	24	324	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
122	Reynolds et al. (1999)	6	151	Behavioral	Sample	Yes	Theoretical	Experience	Yes	Overall	Broad	NR	0.20
122	Reynolds et al. (1999)	6	151	Behavioral	Sample	Yes	Theoretical	Experience	Yes	Overall	Broad	NR	0.19
122	Reynolds et al. (1999)	6	151	Behavioral	Sample	Yes	Theoretical	Experience	Yes	Overall	Broad	NR	0.16
122	Reynolds et al. (1999)	6	151	Behavioral	Sample	Yes	Theoretical	Experience	Yes	Overall	Broad	NR	0.26
122	Reynolds et al. (1999)	6	151	Behavioral	Sample	Yes	Theoretical	Experience	Yes	Overall	Broad	NR	0.23
122	Reynolds et al. (1999)	6	151	Behavioral	Sample	Yes	Theoretical	Experience	Yes	Overall	Broad	NR	0.29
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.06
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.08
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.06
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.08
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.10
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.02
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	-0.02
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.09
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.02
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.08
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.10
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.04
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.05
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.02
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.08
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.04
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.09
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.14
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.15

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion -Related Validity	Construct-Related Validity	*r*
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.13
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.19
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.13
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	-0.04
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.09
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.16
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.19
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.12
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.13
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.16
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.19
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.13
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.14
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.14
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.20
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.19
123	Guenole et al. (2015)	36	268	NA	Unidimensional	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.15
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	Narrow	NR	0.55
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	Broad	NR	0.17
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	Broad	NR	0.18
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.32
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.15
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.02
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.06
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.18
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.04
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.04
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	Broad	NR	0.03
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	Narrow	NR	0.09
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	Broad	NR	0.02
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.03
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.02
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.02
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.06
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.09
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.09
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.00
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	Broad	NR	0.09
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	Broad	NR	0.02
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	Narrow	NR	0.21
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.31
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.02
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.05
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.04
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.02
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.00
124	Shakeri & Lievens (2025)	30	406	Behavioral	SME	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.05
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.36
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.06
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.03
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.13
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.09
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.03
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.45
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.08
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.05
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.08
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.09
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion -Related Validity	Construct-Related Validity	*r*
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.07
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.47
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.15
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.23
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.06
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.04
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.41
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.03
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.26
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.03
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.29
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.03
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.05
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.21
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.03
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.10
125A	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.62
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.38
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.01
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.05
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.22
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.03
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.22
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.12
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.41
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.01
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.03
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.03
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.17
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.07
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.57
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.22
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.20
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.22
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.02
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.03
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.22
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.12
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.02
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.23
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.17
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.04
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.00
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.35
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.13
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.24
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.04
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.15
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.10
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.03
125B	Nikolaou & Katsadoraki (2025)	36	240	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.64
126	Gardner & Costa (2024)	1	129	NA	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.06

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Convergent	0.20
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Convergent	0.26
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Convergent	0.17
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Convergent	0.22
127	Labrador (2006)	30	155	Knowledge	Unidimensional	No	NA	NA	Yes	Construct	NR	Convergent	0.09
127	Labrador (2006)	30	155	Knowledge	Unidimensional	No	NA	NA	Yes	Construct	NR	Convergent	0.08
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.28
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.25
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.17
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.08
127	Labrador (2006)	30	155	Knowledge	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.12
127	Labrador (2006)	30	155	Knowledge	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.09
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.10
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.09
127	Labrador (2006)	30	155	Knowledge	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.21
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Convergent	0.26
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Convergent	0.29
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Convergent	0.29
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Convergent	0.25
127	Labrador (2006)	30	155	Knowledge	Unidimensional	No	NA	NA	Yes	Construct	NR	Convergent	0.07
127	Labrador (2006)	30	155	Knowledge	Unidimensional	No	NA	NA	Yes	Construct	NR	Convergent	0.15
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.25
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.31
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.25
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.23
127	Labrador (2006)	30	155	Knowledge	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.06
127	Labrador (2006)	30	155	Knowledge	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.12
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	-0.00
127	Labrador (2006)	30	155	Behavioral	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	0.01
127	Labrador (2006)	30	155	Knowledge	Unidimensional	No	NA	NA	Yes	Construct	NR	Discriminant	-0.04
128	Martín-Antón et al. (2024)	16	505	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.14
128	Martín-Antón et al. (2024)	16	505	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.12
128	Martín-Antón et al. (2024)	16	505	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.38
128	Martín-Antón et al. (2024)	16	505	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.22
128	Martín-Antón et al. (2024)	16	505	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.17
128	Martín-Antón et al. (2024)	16	505	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.23
128	Martín-Antón et al. (2024)	16	505	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.04
128	Martín-Antón et al. (2024)	16	505	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.18
128	Martín-Antón et al. (2024)	16	505	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.22
128	Martín-Antón et al. (2024)	16	505	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.10
128	Martín-Antón et al. (2024)	16	505	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.39
128	Martín-Antón et al. (2024)	16	505	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.21
128	Martín-Antón et al. (2024)	16	505	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.13
128	Martín-Antón et al. (2024)	16	505	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.27
128	Martín-Antón et al. (2024)	16	505	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.09
128	Martín-Antón et al. (2024)	16	505	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.29
129	Mielke et al. (2022)	6	1527	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.15
129	Mielke et al. (2022)	6	1527	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
129	Mielke et al. (2022)	6	1527	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.03
129	Mielke et al. (2022)	6	1527	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.14
129	Mielke et al. (2022)	6	1527	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.10
129	Mielke et al. (2022)	6	1527	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.10
130	Becker (2005)	4	261	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	Narrow	NR	0.09
130	Becker (2005)	4	261	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	Narrow	NR	0.26
130	Becker (2005)	4	261	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	Narrow	NR	0.18
130	Becker (2005)	4	261	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.24
131A	Whelpley (2014)	1	1859	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.12
131B	Whelpley (2014)	1	1094	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.10
132	Olson-Buchanan (1998)	12	347	Knowledge	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.01
132	Olson-Buchanan (1998)	12	347	Knowledge	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.02

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
132	Olson-Buchanan (1998)	12	347	Knowledge	Model	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.14
132	Olson-Buchanan (1998)	12	347	Knowledge	Model	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.03
132	Olson-Buchanan (1998)	12	347	Knowledge	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.03
132	Olson-Buchanan (1998)	12	347	Knowledge	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.03
132	Olson-Buchanan (1998)	12	347	Knowledge	Model	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.26
132	Olson-Buchanan (1998)	12	347	Knowledge	Model	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.20
132	Olson-Buchanan (1998)	12	347	Knowledge	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.01
132	Olson-Buchanan (1998)	12	347	Knowledge	Model	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.03
132	Olson-Buchanan (1998)	12	347	Knowledge	Model	Yes	Experience	Experience	Yes	Construct	Narrow	NR	0.26
132	Olson-Buchanan (1998)	12	347	Knowledge	Model	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.13
133	Gatzka & Volmer (2017)	10	234	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Convergent	0.23
133	Gatzka & Volmer (2017)	10	118	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Convergent	0.31
133	Gatzka & Volmer (2017)	10	118	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.15
133	Gatzka & Volmer (2017)	10	118	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.18
133	Gatzka & Volmer (2017)	10	118	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.04
133	Gatzka & Volmer (2017)	10	118	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.17
133	Gatzka & Volmer (2017)	10	118	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.11
133	Gatzka & Volmer (2017)	10	107	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	Broad	NR	0.25
133	Gatzka & Volmer (2017)	10	107	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	Broad	NR	0.10
133	Gatzka & Volmer (2017)	10	107	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	Narrow	NR	0.27
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.17
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.04
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.11
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.03
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.08
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.02
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.03
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.07
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.13
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.07
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.26
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.14
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.10
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.06
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	-0.06
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.17
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.15
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.04
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.04
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.10
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.10
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.06
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.07
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.10
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.01
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.21
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.03
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.08
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	-0.01
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.01
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.16
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.11
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.05
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.05
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.19
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.05
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.13
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.10
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.17
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.22

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.29
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.25
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.12
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.03
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.07
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.25
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.37
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.14
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.11
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.02
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.18
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.16
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.14
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.05
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.08
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.26
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.26
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	-0.01
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.13
134	Mumford et al. (2006)	60	102	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Convergent	0.07
135	Kim & Hauenstein (2025)	9	400	Behavioral	Model	Yes	Experience	Theoretical	Yes	Construct	NR	Discriminant	0.04
135	Kim & Hauenstein (2025)	9	400	Behavioral	Model	Yes	Experience	Theoretical	Yes	Construct	NR	Discriminant	-0.08
135	Kim & Hauenstein (2025)	9	400	Behavioral	Model	Yes	Experience	Theoretical	Yes	Construct	NR	Discriminant	-0.27
135	Kim & Hauenstein (2025)	9	400	Behavioral	Model	Yes	Experience	Theoretical	Yes	Construct	NR	Convergent	0.11
135	Kim & Hauenstein (2025)	9	400	Behavioral	Model	Yes	Experience	Theoretical	Yes	Construct	NR	Convergent	0.25
135	Kim & Hauenstein (2025)	9	400	Behavioral	Model	Yes	Experience	Theoretical	Yes	Construct	NR	Convergent	0.38
135	Kim & Hauenstein (2025)	9	400	Behavioral	Model	Yes	Experience	Theoretical	Yes	Construct	NR	Discriminant	-0.05
135	Kim & Hauenstein (2025)	9	400	Behavioral	Model	Yes	Experience	Theoretical	Yes	Construct	NR	Discriminant	0.06
135	Kim & Hauenstein (2025)	9	400	Behavioral	Model	Yes	Experience	Theoretical	Yes	Construct	NR	Discriminant	0.15
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.04
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.09
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.01
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.03
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.03
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.02
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.06
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.04
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.17
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.13
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.05
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.15
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.19
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.12
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.13
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.19
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.18
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.31
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.27
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.31
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.24
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.24
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.27
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.28
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.30
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.37
136	Berrios-Martos & Palomera (2025)	27	163	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.46
137	Joseph (2015)	3	97	Knowledge	SME	No	Experience	Experience	Yes	Both	NR	Convergent	0.07
137	Joseph (2015)	3	97	Knowledge	SME	No	Experience	Experience	Yes	Both	NR	Convergent	0.01
137	Joseph (2015)	3	97	Knowledge	SME	No	Experience	Experience	Yes	Both	Narrow	NR	-0.02
138	Huynh (2025)	5	172	Behavioral	Model	Yes	Both	Both	Yes	Construct	NR	Convergent	0.30

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
138	Huynh (2025)	5	172	Behavioral	Model	Yes	Both	Both	Yes	Construct	NR	Convergent	0.42
138	Huynh (2025)	5	172	Behavioral	Model	Yes	Both	Both	Yes	Construct	NR	Convergent	0.34
138	Huynh (2025)	5	172	Behavioral	Model	Yes	Both	Both	Yes	Construct	NR	Convergent	0.42
138	Huynh (2025)	5	172	Behavioral	Model	Yes	Both	Both	Yes	Construct	NR	Convergent	0.32
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.61
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.48
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.35
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.33
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.20
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.25
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.44
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.24
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.24
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.12
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.20
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.33
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.31
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.22
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.02
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.19
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.21
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.41
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.27
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.17
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.28
139	Cheng et al. (2025)	25	367	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.66
140	Park et al. (2025)	4	66	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.30
140	Park et al. (2025)	4	66	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.27
140	Park et al. (2025)	4	66	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.04
140	Park et al. (2025)	4	66	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.14
141	Lee et al. (2025)	8	300	Knowledge	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.21
141	Lee et al. (2025)	8	300	Knowledge	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.40
141	Lee et al. (2025)	8	300	Knowledge	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.32
141	Lee et al. (2025)	8	300	Knowledge	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.06
141	Lee et al. (2025)	8	300	Knowledge	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.12
141	Lee et al. (2025)	8	300	Knowledge	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.19
141	Lee et al. (2025)	8	300	Knowledge	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.16
141	Lee et al. (2025)	8	300	Knowledge	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
142	Rožojčić et al. (2025)	8	767	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.32
142	Rožojčić et al. (2025)	8	767	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.05
142	Rožojčić et al. (2025)	8	767	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.11
142	Rožojčić et al. (2025)	8	767	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
142	Rožojčić et al. (2025)	8	767	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.15
142	Rožojčić et al. (2025)	8	767	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.50
142	Rožojčić et al. (2025)	8	767	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.20
142	Rožojčić et al. (2025)	8	767	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.18
143	Wingate et al. (2025)	9	399	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.28
143	Wingate et al. (2025)	9	399	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.20
143	Wingate et al. (2025)	9	399	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.23
143	Wingate et al. (2025)	9	399	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.11
143	Wingate et al. (2025)	9	399	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.18
143	Wingate et al. (2025)	9	399	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.17
143	Wingate et al. (2025)	9	399	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.15
143	Wingate et al. (2025)	9	399	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.12
143	Wingate et al. (2025)	9	399	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.25
144A	Erceg et al. (2025)	3	156	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Convergent	0.42
144A	Erceg et al. (2025)	3	156	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Convergent	0.37

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion -Related Validity	Construct-Related Validity	*r*
144A	Erceg et al. (2025)	3	156	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Discriminant	-0.27
144B	Erceg et al. (2025)	5	379	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Convergent	0.42
144B	Erceg et al. (2025)	5	379	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Convergent	0.18
144B	Erceg et al. (2025)	5	379	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Discriminant	-0.22
144B	Erceg et al. (2025)	5	379	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Convergent	0.29
144B	Erceg et al. (2025)	5	379	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Discriminant	-0.29
144C	Erceg et al. (2025)	6	128	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Convergent	0.40
144C	Erceg et al. (2025)	6	128	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Convergent	0.33
144C	Erceg et al. (2025)	6	128	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Convergent	0.25
144C	Erceg et al. (2025)	6	128	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Discriminant	-0.09
144C	Erceg et al. (2025)	6	128	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Discriminant	-0.20
144C	Erceg et al. (2025)	6	128	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Convergent	0.25
144D	Erceg et al. (2025)	4	173	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Convergent	0.27
144D	Erceg et al. (2025)	4	173	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Convergent	0.15
144D	Erceg et al. (2025)	4	173	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Convergent	-0.07
144D	Erceg et al. (2025)	4	173	Knowledge	Unidimensional	Yes	Both	Both	Yes	Construct	NR	Discriminant	-0.18
145A	Xi et al. (2025)	3	84	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.28
145A	Xi et al. (2025)	3	84	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.33
145A	Xi et al. (2025)	3	84	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.39
145B	Xi et al. (2025)	2	246	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.16
145B	Xi et al. (2025)	2	246	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.23
146	Grant (1956).	2	99	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.29
146	Grant (1956).	2	80	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.09
147	Bergman et al (2001)	8	123	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.32
147	Bergman et al (2001)	8	123	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.05
147	Bergman et al (2001)	8	123	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.05
147	Bergman et al (2001)	8	123	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.04
147	Bergman et al (2001)	8	123	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.06
147	Bergman et al (2001)	8	123	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.15
147	Bergman et al (2001)	8	123	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	Narrow	NR	-0.13
147	Bergman et al (2001)	8	123	Behavioral	SME	Yes	Experience	Experience	Yes	Construct	Broad	NR	0.00
148	Borman et al (1993)	1	570	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.22
149	Carter (1952)	1	40	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.27
150	Colonia-Willner (1998)	1	157	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.00
151	Decker (1956)	1	208	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.11
152A	Holmes (1950)	1	100	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.37
152B	Holmes (1950)	1	50	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.11
153	Johnson (1954)	1	25	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.42
154A	McClough & Rogelberg (2003)	3	170	Behavioral	SME	NA	NA	NA	Yes	Construct	NR	Convergent	0.31
154A	McClough & Rogelberg (2003)	3	170	Behavioral	SME	NA	NA	NA	Yes	Construct	NR	Convergent	0.34
154A	McClough & Rogelberg (2003)	3	170	Behavioral	SME	NA	NA	NA	Yes	Construct	NR	Convergent	0.19
154B	McClough & Rogelberg (2003)	3	57	Behavioral	SME	NA	NA	NA	Yes	Construct	NR	Convergent	0.03
154B	McClough & Rogelberg (2003)	3	57	Behavioral	SME	NA	NA	NA	Yes	Construct	NR	Convergent	-0.03
154B	McClough & Rogelberg (2003)	3	57	Behavioral	SME	NA	NA	NA	Yes	Construct	NR	Convergent	-0.04
155	McCormick & Middaugh (1956)	2	136	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.05
155	McCormick & Middaugh (1956)	2	136	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.27
156	Meyer (1956)	1	95	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.10
157	Parry (1968)	1	24	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.14
158	Wagner (1987)	6	59	Behavioral	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.44
158	Wagner (1987)	6	59	Behavioral	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.28
158	Wagner (1987)	6	80	Behavioral	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.21
158	Wagner (1987)	6	59	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.43
158	Wagner (1987)	6	59	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.03
158	Wagner (1987)	6	80	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.03
159A	Wagner & Sternberg (1985)	3	54	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.33
159A	Wagner & Sternberg (1985)	3	54	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.23
159A	Wagner & Sternberg (1985)	3	54	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.16
159B	Wagner & Sternberg (1985)	1	20	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.37
160	Sartain (1946)	1	40	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.18
161	Smiderle et al. (1994)	1	368	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	-0.06

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion -Related Validity	Construct-Related Validity	*r*
162	Weitz & Nuckols (1953)	16	78	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.08
162	Weitz & Nuckols (1953)	16	78	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.09
162	Weitz & Nuckols (1953)	16	78	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.01
162	Weitz & Nuckols (1953)	16	78	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.10
162	Weitz & Nuckols (1953)	16	78	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.28
162	Weitz & Nuckols (1953)	16	78	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.02
162	Weitz & Nuckols (1953)	16	78	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.24
162	Weitz & Nuckols (1953)	16	78	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.21
162	Weitz & Nuckols (1953)	16	78	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.19
162	Weitz & Nuckols (1953)	16	78	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.07
162	Weitz & Nuckols (1953)	16	78	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.12
162	Weitz & Nuckols (1953)	16	78	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.17
162	Weitz & Nuckols (1953)	16	78	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.12
162	Weitz & Nuckols (1953)	16	78	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.08
162	Weitz & Nuckols (1953)	16	78	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.15
162	Weitz & Nuckols (1953)	16	78	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.05
163	Wiener (1961)	1	117	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.14
164	Elias & Shoenfelt (2001)	1	122	Knowledge	SME	Yes	Experience	Experience	Yes	Both	Narrow	NR	0.32
165	Tucker (2011)	4	21	Knowledge	SME	Yes	Experience	Experience	Yes	Both	NR	Convergent	-0.12
165	Tucker (2011)	4	21	Knowledge	SME	Yes	Experience	Experience	Yes	Both	Narrow	NR	0.11
165	Tucker (2011)	4	21	Knowledge	SME	Yes	Experience	Experience	Yes	Both	Narrow	NR	-0.16
165	Tucker (2011)	4	21	Knowledge	SME	Yes	Experience	Experience	Yes	Both	Narrow	NR	-0.13
166	Stroupe (2010)	2	34	Knowledge	SME	Yes	Experience	Experience	Yes	Both	Broad	NR	0.14
166	Stroupe (2010)	2	34	Knowledge	SME	Yes	Experience	Experience	Yes	Both	Broad	NR	0.20
167A	Clevenger et al. (2001)	9	412	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.16
167A	Clevenger et al. (2001)	9	412	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.13
167A	Clevenger et al. (2001)	9	412	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.12
167A	Clevenger et al. (2001)	9	412	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.15
167A	Clevenger et al. (2001)	9	412	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.08
167A	Clevenger et al. (2001)	9	412	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.11
167A	Clevenger et al. (2001)	9	412	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.15
167A	Clevenger et al. (2001)	9	412	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.16
167A	Clevenger et al. (2001)	9	412	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.17
167B	Clevenger et al. (2001)	9	207	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.14
167B	Clevenger et al. (2001)	9	207	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.18
167B	Clevenger et al. (2001)	9	207	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.12
167B	Clevenger et al. (2001)	9	207	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.11
167B	Clevenger et al. (2001)	9	207	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.16
167B	Clevenger et al. (2001)	9	207	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.07
167B	Clevenger et al. (2001)	9	207	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.16
167B	Clevenger et al. (2001)	9	207	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.20
167B	Clevenger et al. (2001)	9	207	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.14
167C	Clevenger et al. (2001)	9	107	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.28
167C	Clevenger et al. (2001)	9	107	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.21
167C	Clevenger et al. (2001)	9	107	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.28
167C	Clevenger et al. (2001)	9	107	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.12
167C	Clevenger et al. (2001)	9	107	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.24
167C	Clevenger et al. (2001)	9	107	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.21
167C	Clevenger et al. (2001)	9	107	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.16
167C	Clevenger et al. (2001)	9	107	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.13
167C	Clevenger et al. (2001)	9	107	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.20
168A	Paulin & Hanson (2001)	2	1004	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.27
168A	Paulin & Hanson (2001)	2	1004	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.18
168B	Paulin & Hanson (2001)	2	1580	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.14
168B	Paulin & Hanson (2001)	2	1580	Knowledge	Sample	NA	NA	NA	No	Overall	Broad	NR	0.14
169	Porr & Heffner (NA)	1	1893	Behavioral	Sample	NA	NA	NA	No	Overall	Broad	NR	0.11
170A	Sacco et al. (2000)	1	857	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.24
170B	Sacco et al. (2000)	1	462	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.13
171A	Waugh (2002)	5	485	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.24
171A	Waugh (2002)	5	485	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.18

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
171A	Waugh (2002)	5	485	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.20
171A	Waugh (2002)	5	485	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.17
171A	Waugh (2002)	5	485	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.15
171B	Waugh (2002)	5	486	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.20
171B	Waugh (2002)	5	486	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.18
171B	Waugh (2002)	5	486	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.18
171B	Waugh (2002)	5	486	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.17
171B	Waugh (2002)	5	486	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.15
171C	Waugh (2002)	1	341	Knowledge	Sample	NA	NA	NA	NA	Overall	Broad	NR	0.14
172	Ron (2019)	3	1291	Behavioral	Sample	NA	NA	NA	Yes	Overall	Broad	NR	0.17
172	Ron (2019)	3	1070	Behavioral	Sample	NA	NA	NA	Yes	Overall	Broad	NR	0.05
172	Ron (2019)	3	2560	Behavioral	Sample	NA	NA	NA	Yes	Overall	Broad	NR	0.09
173	Cullen et al. (2022)	2	256	Knowledge	Sample	NA	NA	NA	Yes	Overall	Broad	NR	0.21
173	Cullen et al. (2022)	2	256	Knowledge	Sample	NA	NA	NA	Yes	Overall	Broad	NR	0.14
174	Teng et al. (2020)	9	208	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.33
174	Teng et al. (2020)	9	208	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.31
174	Teng et al. (2020)	9	208	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.44
174	Teng et al. (2020)	9	208	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.43
174	Teng et al. (2020)	9	208	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
174	Teng et al. (2020)	9	208	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.41
174	Teng et al. (2020)	9	208	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.32
174	Teng et al. (2020)	9	208	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.27
174	Teng et al. (2020)	9	208	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
175	Arthur et al. (2014)	12	3711	Knowledge	SME	Yes	Experience	Experience	NA	Construct	NR	Discriminant	0.16
175	Arthur et al. (2014)	12	10421	Knowledge	SME	Yes	Experience	Experience	NA	Construct	NR	Convergent	0.31
175	Arthur et al. (2014)	12	10421	Knowledge	SME	Yes	Experience	Experience	NA	Construct	NR	Convergent	0.34
175	Arthur et al. (2014)	12	10421	Knowledge	SME	Yes	Experience	Experience	NA	Construct	NR	Convergent	0.24
175	Arthur et al. (2014)	12	3678	Knowledge	SME	Yes	Experience	Experience	NA	Construct	NR	Convergent	0.28
175	Arthur et al. (2014)	12	10435	Knowledge	SME	Yes	Experience	Experience	NA	Construct	NR	Discriminant	0.20
175	Arthur et al. (2014)	12	10435	Knowledge	SME	Yes	Experience	Experience	NA	Construct	NR	Discriminant	0.19
175	Arthur et al. (2014)	12	10435	Knowledge	SME	Yes	Experience	Experience	NA	Construct	NR	Discriminant	0.11
175	Arthur et al. (2014)	12	3747	Knowledge	SME	Yes	Experience	Experience	NA	Construct	NR	Convergent	0.25
175	Arthur et al. (2014)	12	10338	Knowledge	SME	Yes	Experience	Experience	NA	Construct	NR	Discriminant	0.18
175	Arthur et al. (2014)	12	10338	Knowledge	SME	Yes	Experience	Experience	NA	Construct	NR	Discriminant	0.18
175	Arthur et al. (2014)	12	10338	Knowledge	SME	Yes	Experience	Experience	NA	Construct	NR	Discriminant	0.10
176	Ascalon et al. (2008)	1	74	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.31
177	Benzer (2008)	18	114	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	Narrow	NR	0.10
177	Benzer (2008)	18	114	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	Narrow	NR	0.26
177	Benzer (2008)	18	114	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	Narrow	NR	0.05
177	Benzer (2008)	18	114	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	Narrow	NR	0.21
177	Benzer (2008)	18	317	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.10
177	Benzer (2008)	18	317	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.21
177	Benzer (2008)	18	317	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.66
177	Benzer (2008)	18	317	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.28
177	Benzer (2008)	18	317	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.24
177	Benzer (2008)	18	317	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.48
177	Benzer (2008)	18	295	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.36
177	Benzer (2008)	18	317	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.10
177	Benzer (2008)	18	317	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.21
177	Benzer (2008)	18	317	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.66
177	Benzer (2008)	18	317	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.28
177	Benzer (2008)	18	317	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.24
177	Benzer (2008)	18	317	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.48
177	Benzer (2008)	18	295	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.36
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.50
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.03
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.15
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.23
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.26

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.18
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.52
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.19
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.06
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.13
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.06
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.02
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.14
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.53
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.05
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.15
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.39
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.04
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.30
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.34
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.04
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.04
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.17
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.05
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.10
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.55
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.08
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.21
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.07
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.23
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.13
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
178A	Oostrom et al. (2019)	36	72	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.78
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.32
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.14
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.02
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.23
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.13
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.11
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.02
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.10
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.13
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.19
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.02
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.11
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.15
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.32
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.44
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.17
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.34
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.18
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.21
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.03
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.02
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.15
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.09
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.07
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.21
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.25
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.26
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.19
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.41
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.06

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.20
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.34
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.17
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.15
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.37
178B	Oostrom et al. (2019)	36	157	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.53
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.31
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.13
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.06
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.11
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.58
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.06
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.16
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.02
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.06
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.56
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.06
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.00
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.26
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.18
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.08
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.06
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.30
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.28
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.04
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.22
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.04
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.11
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.42
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.09
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.05
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.02
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.14
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.07
178C	Oostrom et al. (2019)	84	110	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.64
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.22
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.06
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.05
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.11
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.14
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.03
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.39
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.11
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.10
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.16
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.04
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.36
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.14
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.01
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.10

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.11
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.06
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.01
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.15
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.03
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.03
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.12
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.27
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.09
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.26
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.27
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.04
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.21
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.18
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.12
178C	Oostrom et al. (2019)	84	96	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.39
178C	Oostrom et al. (2019)	84	103	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.06
178C	Oostrom et al. (2019)	84	103	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.15
178C	Oostrom et al. (2019)	84	103	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	-0.10
178C	Oostrom et al. (2019)	84	103	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.04
178C	Oostrom et al. (2019)	84	103	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.05
178C	Oostrom et al. (2019)	84	103	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.18
178C	Oostrom et al. (2019)	84	103	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.26
178C	Oostrom et al. (2019)	84	103	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.10
178C	Oostrom et al. (2019)	84	103	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.07
178C	Oostrom et al. (2019)	84	103	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.04
178C	Oostrom et al. (2019)	84	103	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	-0.07
178C	Oostrom et al. (2019)	84	103	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.24
179	Flynn (2019)	2	191	Behavioral	SME	Yes	Both	Both	Yes	Both	NR	Discriminant	0.36
179	Flynn (2019)	2	191	Behavioral	SME	Yes	Both	Both	Yes	Both	NR	Discriminant	0.33
180A	Sharma et al. (2013)	15	194	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	0.01
180A	Sharma et al. (2013)	15	194	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	-0.04
180A	Sharma et al. (2013)	15	194	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	0.06
180A	Sharma et al. (2013)	15	194	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	-0.01
180A	Sharma et al. (2013)	15	194	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	-0.02
180A	Sharma et al. (2013)	15	194	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	0.01
180A	Sharma et al. (2013)	15	194	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	-0.00
180A	Sharma et al. (2013)	15	194	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	0.08
180A	Sharma et al. (2013)	15	194	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	0.03
180A	Sharma et al. (2013)	15	194	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	-0.18
180A	Sharma et al. (2013)	15	194	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	0.08
180A	Sharma et al. (2013)	15	194	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	0.10
180A	Sharma et al. (2013)	15	194	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	0.06
180A	Sharma et al. (2013)	15	194	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	-0.07
180A	Sharma et al. (2013)	15	194	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	0.01
180B	Sharma et al. (2013)	6	147	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Convergent	0.26
180B	Sharma et al. (2013)	6	147	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Convergent	0.20
180B	Sharma et al. (2013)	6	147	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Convergent	0.24
180B	Sharma et al. (2013)	6	147	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	-0.02
180B	Sharma et al. (2013)	6	147	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	-0.05
180B	Sharma et al. (2013)	6	147	Behavioral	SME	Yes	Both	Theoretical	Yes	Construct	NR	Discriminant	0.03
181	Fernández-Berrocala et al. (2019)	12	140	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Convergent	0.66
181	Fernández-Berrocala et al. (2019)	12	95	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Discriminant	0.06
181	Fernández-Berrocala et al. (2019)	12	95	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Discriminant	0.19
181	Fernández-Berrocala et al. (2019)	12	309	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Discriminant	0.17
181	Fernández-Berrocala et al. (2019)	12	309	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Discriminant	0.24
181	Fernández-Berrocala et al. (2019)	12	309	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Discriminant	0.14
181	Fernández-Berrocala et al. (2019)	12	309	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Discriminant	-0.01

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
181	Fernández-Berrocala et al. (2019)	12	309	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Discriminant	0.16
181	Fernández-Berrocala et al. (2019)	12	213	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Convergent	0.07
181	Fernández-Berrocala et al. (2019)	12	213	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Convergent	0.10
181	Fernández-Berrocala et al. (2019)	12	213	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Convergent	0.34
181	Fernández-Berrocala et al. (2019)	12	213	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Convergent	0.12
182	Wolcott et al. (2019)	2	135	NA	SME	No	Both	Both	Yes	Construct	NR	Convergent	-0.18
182	Wolcott et al. (2019)	2	135	NA	SME	No	Both	Both	Yes	Construct	NR	Convergent	-0.21
183A	Barron et al. (2024)	2	60	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.22
183A	Barron et al. (2024)	2	53	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.25
183B	Barron et al. (2024)	2	41	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.12
183B	Barron et al. (2024)	2	53	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.29
184A	Robinson et al. (2019)	8	91	Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.10
184A	Robinson et al. (2019)	8	91	Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.24
184A	Robinson et al. (2019)	8	91	Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.35
184A	Robinson et al. (2019)	8	91	Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.24
184A	Robinson et al. (2019)	8	91	Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.13
184A	Robinson et al. (2019)	8	91	Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.28
184A	Robinson et al. (2019)	8	91	Knowledge &Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.31
184A	Robinson et al. (2019)	8	91	Knowledge &Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.36
184B	Robinson et al. (2019)	7	198	Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.13
184B	Robinson et al. (2019)	7	198	Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.37
184B	Robinson et al. (2019)	7	198	Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.38
184B	Robinson et al. (2019)	7	198	Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.17
184B	Robinson et al. (2019)	7	198	Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.22
184B	Robinson et al. (2019)	7	198	Knowledge &Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.43
184B	Robinson et al. (2019)	7	198	Knowledge &Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.40
184C	Robinson et al. (2019)	8	147	Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.17
184C	Robinson et al. (2019)	8	147	Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.39
184C	Robinson et al. (2019)	8	147	Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.39
184C	Robinson et al. (2019)	8	147	Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.28
184C	Robinson et al. (2019)	8	147	Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.32
184C	Robinson et al. (2019)	8	147	Knowledge &Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.44
184C	Robinson et al. (2019)	8	147	Knowledge &Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.39
184C	Robinson et al. (2019)	8	147	Knowledge &Behavioral	SME	No	Both	Theoretical	Yes	Both	NR	Discriminant	0.50
185	MacCann et al. (2016)	13	394	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.53
185	MacCann et al. (2016)	13	394	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.53
185	MacCann et al. (2016)	13	394	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.33
185	MacCann et al. (2016)	13	394	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.13
185	MacCann et al. (2016)	13	394	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.08
185	MacCann et al. (2016)	13	394	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.29
185	MacCann et al. (2016)	13	394	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.10
185	MacCann et al. (2016)	13	394	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.46
185	MacCann et al. (2016)	13	394	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.45
185	MacCann et al. (2016)	13	394	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.55
185	MacCann et al. (2016)	13	394	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.39
185	MacCann et al. (2016)	13	394	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.41
185	MacCann et al. (2016)	13	394	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.45
186A	Chen & Burns (2025)	2	241	Behavioral	Model	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.20
186A	Chen & Burns (2025)	2	241	Behavioral	Model	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.29
186B	Chen & Burns (2025)	6	163	Behavioral	Model	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.34
186B	Chen & Burns (2025)	6	163	Behavioral	Model	No	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.24
186B	Chen & Burns (2025)	6	171	Behavioral	Model	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.21
186B	Chen & Burns (2025)	6	171	Behavioral	Model	No	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.22
186B	Chen & Burns (2025)	6	115	Behavioral	Model	No	Theoretical	Theoretical	Yes	Both	Narrow	NR	-0.04

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
186B	Chen & Burns (2025)	6	115	Behavioral	Sample	No	Theoretical	Theoretical	Yes	Overall	Broad	NR	0.26
187A	McCarthy et al. (2013)	2	1216	Knowledge	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.21
187A	McCarthy et al. (2013)	2	1216	Knowledge	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.19
187B	McCarthy et al. (2013)	2	1390	Knowledge	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.17
187B	McCarthy et al. (2013)	2	1390	Knowledge	Sample	Yes	Experience	Experience	NA	Overall	Broad	NR	0.11
188	Lobsenz (1998)	2	100	Knowledge	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	-0.07
188	Lobsenz (1998)	2	100	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.01
189	Golubovich et al. (2022)	5	1267	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.39
189	Golubovich et al. (2022)	5	1267	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.32
189	Golubovich et al. (2022)	5	1267	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.35
189	Golubovich et al. (2022)	5	1267	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.18
189	Golubovich et al. (2022)	5	1267	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.21
190	Yi (2019)	6	29	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	-0.20
190	Yi (2019)	6	21	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	Narrow	NR	-0.21
190	Yi (2019)	6	29	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.21
190	Yi (2019)	6	24	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	Broad	NR	0.28
190	Yi (2019)	6	24	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	Narrow	NR	0.04
190	Yi (2019)	6	24	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.01
191	Fallon et al. (2014)	1	167	Knowledge	SME	NA	NA	NA	Yes	Construct	NR	Discriminant	0.18
192	Husbands et al. (2015)	7	198	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.11
192	Husbands et al. (2015)	7	198	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.36
192	Husbands et al. (2015)	7	198	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	-0.10
192	Husbands et al. (2015)	7	198	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.29
192	Husbands et al. (2015)	7	198	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.16
192	Husbands et al. (2015)	7	198	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.36
192	Husbands et al. (2015)	7	198	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.06
193A	Weyhrauch (2016)	9	128	Behavioral	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.18
193A	Weyhrauch (2016)	9	128	Behavioral	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.06
193A	Weyhrauch (2016)	9	128	Behavioral	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.07
193A	Weyhrauch (2016)	9	128	Behavioral	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.04
193A	Weyhrauch (2016)	9	128	Behavioral	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.27
193A	Weyhrauch (2016)	9	128	Behavioral	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.16
193A	Weyhrauch (2016)	9	128	Behavioral	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.11
193A	Weyhrauch (2016)	9	128	Behavioral	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Discriminant	0.05
193A	Weyhrauch (2016)	9	128	Behavioral	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.34
193B	Weyhrauch (2016)	8	54	Behavioral	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Discriminant	-0.12
193B	Weyhrauch (2016)	8	54	Behavioral	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.14
193B	Weyhrauch (2016)	8	54	Behavioral	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.32
193B	Weyhrauch (2016)	8	54	Behavioral	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.06
193B	Weyhrauch (2016)	8	52	Knowledge	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Discriminant	-0.29
193B	Weyhrauch (2016)	8	52	Knowledge	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.07
193B	Weyhrauch (2016)	8	52	Knowledge	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.15
193B	Weyhrauch (2016)	8	52	Knowledge	SME	Yes	Theoretical	Theoretical	Yes	Both	NR	Convergent	0.22
194	Batarse (2018)	6	65	Behavioral	Unidimensional	No	NA	NA	NA	Construct	NR	Discriminant	0.02
194	Batarse (2018)	6	70	Knowledge	Unidimensional	No	NA	NA	NA	Construct	NR	Discriminant	0.12
194	Batarse (2018)	6	65	Behavioral	Unidimensional	No	NA	NA	NA	Construct	NR	Convergent	0.20
194	Batarse (2018)	6	70	Knowledge	Unidimensional	No	NA	NA	NA	Construct	NR	Convergent	0.28
194	Batarse (2018)	6	135	Behavioral	Unidimensional	No	NA	NA	NA	Construct	NR	Discriminant	0.04
194	Batarse (2018)	6	135	Behavioral	Unidimensional	No	NA	NA	NA	Construct	NR	Convergent	0.26
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.01
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.19
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.06
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.05
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.04
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.04
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.06
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.07
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.06

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.16
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.09
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.03
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.05
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.06
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.09
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.05
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.02
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.06
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.09
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.00
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.11
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.10
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.04
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.17
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.08
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.00
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.02
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.01
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.09
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.06
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.05
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.06
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.12
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.15
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.05
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.03
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.04
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.00
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.15
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.01
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.09
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.30
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.05
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.04
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.05
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.07
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.05
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.09
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.14
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.11
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.09
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.11
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.14
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.17
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.12
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.06
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.13
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.06
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.06
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.00
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.10
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.02
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.09
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.07
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.02
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.02
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.05
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.08

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.07
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.12
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.10
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.19
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.05
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.15
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.09
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.01
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.07
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.01
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.08
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.06
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.02
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.03
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.10
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.00
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.05
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.01
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.01
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.09
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.14
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.11
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.09
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.09
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.11
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.14
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.17
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.12
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.12
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.09
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.14
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.11
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.09
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.09
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.11
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.14
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.17
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.12
195	Davis (2009)	110	413	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	-0.12
196	Coole (2007)	6	108	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.16
196	Coole (2007)	6	108	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.15
196	Coole (2007)	6	108	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.20
196	Coole (2007)	6	108	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	-0.07
196	Coole (2007)	6	108	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.09
196	Coole (2007)	6	108	Knowledge	Sample	Yes	NA	NA	No	Overall	Broad	NR	0.05
197A	Bandelli (2008)	8	339	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Discriminant	0.25
197A	Bandelli (2008)	8	339	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Convergent	0.27
197A	Bandelli (2008)	8	339	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Discriminant	0.14
197A	Bandelli (2008)	8	339	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Discriminant	0.12
197A	Bandelli (2008)	8	339	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Discriminant	0.06
197A	Bandelli (2008)	8	339	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Discriminant	0.07
197A	Bandelli (2008)	8	339	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Discriminant	0.00
197A	Bandelli (2008)	8	339	Knowledge	SME	Yes	Both	Both	Yes	Both	Narrow	NR	0.24
197B	Bandelli (2008)	4	248	Knowledge	SME	Yes	Both	Both	Yes	Both	NR	Discriminant	0.25
197B	Bandelli (2008)	4	248	Knowledge	SME	Yes	Both	Both	Yes	Both	Broad	NR	0.20
197B	Bandelli (2008)	4	248	Knowledge	SME	Yes	Both	Both	Yes	Both	Narrow	NR	0.29
197B	Bandelli (2008)	4	248	Knowledge	SME	Yes	Both	Both	Yes	Both	Broad	NR	0.23
198	Oostrom et al. (2017)	9	149	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.22
198	Oostrom et al. (2017)	9	149	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.03
198	Oostrom et al. (2017)	9	149	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.12

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
198	Oostrom et al. (2017)	9	149	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.16
198	Oostrom et al. (2017)	9	149	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.34
198	Oostrom et al. (2017)	9	149	Behavioral	SME	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.05
198	Oostrom et al. (2017)	9	178	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.28
198	Oostrom et al. (2017)	9	178	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.28
198	Oostrom et al. (2017)	9	178	Behavioral	Unidimensional	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.29
199A	Weekley & Jones (1999)	1	844	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.23
199B	Weekley & Jones (1999)	1	1040	Behavioral	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.16
200A	Motowidlo & Tippins (1993)	5	36	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.31
200A	Motowidlo & Tippins (1993)	5	36	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.33
200A	Motowidlo & Tippins (1993)	5	36	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.28
200A	Motowidlo & Tippins (1993)	5	36	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.20
200A	Motowidlo & Tippins (1993)	5	36	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.15
200B	Motowidlo & Tippins (1993)	4	123	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.13
200B	Motowidlo & Tippins (1993)	4	109	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.28
200B	Motowidlo & Tippins (1993)	4	128	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.16
200B	Motowidlo & Tippins (1993)	4	115	Behavioral	Sample	Yes	Experience	Experience	Yes	Overall	Broad	NR	0.27
201	Nourizadeh (2004)	1	308	Knowledge	Sample	Yes	Experience	Experience	No	Overall	Broad	NR	0.00
202A	Martin-Raugh et al. (2016)	1	101	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.35
202B	Martin-Raugh et al. (2016)	6	197	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.05
202B	Martin-Raugh et al. (2016)	6	197	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.21
202B	Martin-Raugh et al. (2016)	6	197	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.20
202B	Martin-Raugh et al. (2016)	6	197	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.21
202B	Martin-Raugh et al. (2016)	6	197	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.00
202B	Martin-Raugh et al. (2016)	6	197	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.84
203	Haag et al. (2023)	12	1035	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.14
203	Haag et al. (2023)	12	1013	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.06
203	Haag et al. (2023)	12	302	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.06
203	Haag et al. (2023)	12	1021	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.02
203	Haag et al. (2023)	12	1021	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.03
203	Haag et al. (2023)	12	1021	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.04
203	Haag et al. (2023)	12	1021	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	-0.06
203	Haag et al. (2023)	12	1021	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Discriminant	0.06
203	Haag et al. (2023)	12	1021	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.02
203	Haag et al. (2023)	12	302	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.13
203	Haag et al. (2023)	12	302	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.16
203	Haag et al. (2023)	12	302	Behavioral	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.18
204	Kligyte et al. (2013)	5	163	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.00
204	Kligyte et al. (2013)	5	163	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.07
204	Kligyte et al. (2013)	5	163	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.08
204	Kligyte et al. (2013)	5	163	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	0.00
204	Kligyte et al. (2013)	5	163	Knowledge	Model	Yes	Theoretical	Both	Yes	Construct	NR	Discriminant	-0.08
205	MacCann et al. (2011)	5	109	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.27
205	MacCann et al. (2011)	5	109	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.13
205	MacCann et al. (2011)	5	109	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Convergent	0.17
205	MacCann et al. (2011)	5	109	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.20
205	MacCann et al. (2011)	5	109	Knowledge	SME	Yes	Experience	Experience	Yes	Construct	NR	Discriminant	0.16
206	Freudenstein et al. (2023)	6	337	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Convergent	0.12
206	Freudenstein et al. (2023)	6	337	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Convergent	0.18
206	Freudenstein et al. (2023)	6	337	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.16
206	Freudenstein et al. (2023)	6	337	Knowledge	SME	No	Theoretical	Experience	Yes	Construct	NR	Discriminant	0.26
206	Freudenstein et al. (2023)	6	337	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.04
206	Freudenstein et al. (2023)	6	337	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.12
207A	French et al. (2015)	5	241	Knowledge &Behavioral	SME	NA	NA	NA	Yes	Construct	NR	Discriminant	-0.02
207A	French et al. (2015)	5	241	Knowledge &Behavioral	SME	NA	NA	NA	Yes	Construct	NR	Discriminant	0.07
207A	French et al. (2015)	5	241	Knowledge &Behavioral	SME	NA	NA	NA	Yes	Construct	NR	Convergent	0.08

Coding No.	Authors	No.	Sample Size	Instruction	SJT Types	Gathering Incidents	Situation Developers	Option Developers	Identify Constructs	Scores	Criterion-Related Validity	Construct-Related Validity	*r*
207A	French et al. (2015)	5	241	Knowledge &Behavioral	SME	NA	NA	NA	Yes	Construct	NR	Discriminant	0.10
207A	French et al. (2015)	5	241	Knowledge &Behavioral	SME	NA	NA	NA	Yes	Construct	NR	Discriminant	-0.02
207B	French et al. (2015)	1	230	Knowledge &Behavioral	SME	NA	NA	NA	Yes	Construct	NR	Discriminant	-0.06
208	Jesiek et al. (2020)	11	400	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Discriminant	-0.20
208	Jesiek et al. (2020)	11	400	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Discriminant	-0.12
208	Jesiek et al. (2020)	11	400	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Discriminant	-0.04
208	Jesiek et al. (2020)	11	400	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Discriminant	-0.09
208	Jesiek et al. (2020)	11	400	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Discriminant	-0.24
208	Jesiek et al. (2020)	11	400	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Discriminant	0.06
208	Jesiek et al. (2020)	11	400	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Convergent	-0.23
208	Jesiek et al. (2020)	11	400	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Convergent	-0.37
208	Jesiek et al. (2020)	11	400	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Convergent	-0.25
208	Jesiek et al. (2020)	11	400	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Convergent	-0.17
208	Jesiek et al. (2020)	11	400	Knowledge	SME	Yes	Both	Both	Yes	Construct	NR	Convergent	0.18
209	Motowidlo et al. (2018)	1	294	Knowledge	Model	No	Theoretical	Theoretical	Yes	Construct	NR	Convergent	0.20