

# Branch Manager – One Sitting

## Assessment Fact Sheet

### Overview

The Branch Manager solution is for mid to upper-level financial institution managerial positions. Sample tasks for this job would include, but are not limited to: directing activities of individuals working in financial institutions, analyzing and classifying risks and investments, approving and rejecting lines of credit, and establishing procedures for custody and control of assets. Potential job titles that use this solution are: Branch Manager, Banking Center Manager, Bank Manager and/or Service Center Manager.

Job Level	Leader
Job Family/Title	Banking

### Details

Number of Sitzings	One
Designed for Unproctored Environment	Yes
Question Format	Dynamic, Multiple choice

### Knowledge, Skills, Abilities and Competencies Measured

**Problem Solving:** This component measures the tendency to efficiently and effectively use numerical and analytical reasoning. This component is characterized by the ability to solve complex problems, identify alternatives, and make reasoned decisions.

**Management Potential:** This is a measure of the potential for managerial success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

**Achievement:** This component measures the tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterized by: working hard; taking satisfaction and pride in producing high quality work; and being competitive.

**Flexibility:** This component measures the tendency to work effectively despite changes in co-workers, settings, and environment. This trait is expressed as one's desire for variety and flexibility in work, and a comfort level in the midst of changing circumstances.

**Confidence and Optimism:** This component measures the tendency to have belief in one's own ability to get the job done. This trait supports optimism in the face of rejection and a feeling of being successful and competent in a variety of areas.

**Thoroughness:** This component measures the tendency to be thorough and precise in approaching work and personal activities. This trait is characterized by: being accurate; finding and correcting errors; and maintaining order in work and personal affairs.

**Sense of Duty:** This component measures the tendency of a person's tendency to acknowledge and respect authority, and to accept and comply with rules. This trait is demonstrated by: trustworthiness; protecting sensitive or confidential information; following required procedures; and honoring one's commitment to the organization.

**Innovation:** This component measures the tendency of one's creativity in working through problems and making decisions. This trait is seen as: producing novel solutions to problems; using imagination to create unique ideas or products; and logically applying multiple and inventive strategies when considering alternatives.

**Influence:** This component measures the tendency of a person's effectiveness in directing and influencing others. This trait is characterized by: persuading and negotiating effectively with others; influencing others' decision-making; and coordinating others' efforts to accomplish work.

**Independence:** This component measures the tendency of a person's willingness to take action and to make decisions independently. This trait is revealed in: working effectively without immediate supervision; not being overly dependent on help from others; and being resourceful in the face of challenges.

**Professional Potential:** This is a measure of the tendency to have potential for professional success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

## Example Questions

Price of Item	Percent of Items in Stock		
	Department A	Department B	Department C
\$0 - \$9.99	8%	22%	21%
\$10 - \$49.99	16%	27%	41%
\$50 - \$99.99	33%	19%	16%
\$100 - \$499.99	32%	17%	13%
\$500 and up	11%	15%	9%
<b>Total Items in stock</b>	<b>346</b>	<b>512</b>	<b>296</b>

What is the approximate total percent of items under \$50?

a.)  39%

b.)  42%

c.)  45%

d.)  47%

e.)  50%

Example Reports

Recruiter Report : Branch Manager - Short Form



**Applicant Information**

**Name:**  
**Application Date:** Tue Mar 24 13:46:00 EDT 2009  
**Applicant ID:** 3387  
**Session ID:** 28002599513010

This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. If you would like more information about this interpretive report or other products that PreVisor offers, please contact your account representative.

**Overall Score**

**Recommended** ✓

	Low	Medium	High
Percentile	30	70	100
<b>Overall Score</b>	31		

**Detailed Results**

	Low	Medium	High
Percentile	30	70	100
<b>Problem Solving</b>	100		
<b>Management Potential</b>	86		
<b>Achievement</b>	42		
<b>Flexibility</b>	26		
<b>Confidence and Optimism</b>	48		
<b>Thoroughness</b>	19		
<b>Sense of Duty</b>	15		
<b>Innovation</b>	22		
<b>Influence</b>	6		
<b>Independence</b>	65		
<b>Professional Potential</b>	3		

**Score Interpretation**

**Problem Solving**

This component measures the tendency to efficiently and effectively use numerical and analytical reasoning. This component is characterized by the ability to solve complex problems, identify alternatives, and make reasoned decisions.

The candidate has above-average skills to efficiently and effectively use numerical and analytical reasoning. The candidate is likely to be able to critically evaluate complex problems, identify their underlying issues or themes, and generate creative and effective solutions to the problems.