# Executive – One Sitting

## Assessment Fact Sheet

## Overview

The Executive solution is intended for use with senior executive level positions responsible for planning, directing, or coordinating key business activities and operations at the highest level of an organization. Executives at this level often accomplish their work through subordinate executives and provide overall direction to their organization by determining and formulating policies within guidelines set up by a board of directors or similar governing body. Potential job titles that use this solution are: Executive Vice President, President, and Executive Director.

| | |
|---|---|
| Job Level | Executive |
| Job Family/Title | Business Suite |

## Details

| | |
|---|---|
| Average Testing Time (minutes) | 74 minutes |
| Maximum Number of Questions | 237 items |
| Number of Sittings | One |
| Designed for Unproctored Environment | Yes |
| Question Format | Multiple Choice, Adaptive |

## Knowledge, Skills, Abilities and Competencies Measured

**Deductive Reasoning**: This assessment measures the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision making in many different types of jobs at many levels.

**Executive Potential**: This is a measure of the tendency to succeed in upper management positions across industry type and functional area. This is characterized by showing a strong academic and social background and high aspirations concerning work.

**Leadership Professionalism**: 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.

**Drive for Results**: This is a measure of the tendency to take a leadership role within an organization. This trait is characterized by: taking pride in reaching difficult goals; enjoying a fast-paced lifestyle; having high self-confidence in his/her abilities; and taking charge in group situations.

**Building Relationships**: This is a measure of the tendency to understand and impact the thoughts and feelings of others. This trait is characterized by: being open to the ideas of others; being supportive and concerned about others; and gaining the support and commitment of others.

**Self-Motivation**: This is a measure of the tendency to be even-tempered and responsible in the workplace. This trait is characterized by: being dependable; behaving in accordance with high ethical standards; being optimistic; and remaining relaxed in stressful situations.

**Business Acumen**: This is a measure of the tendency to analyze and detect underlying themes when solving problems. This is a trait characterized by: visualizing future needs and problems; being creative and innovative when generating new ideas; systematically looking at data; and planning and organizing tasks.

## Example Questions

| Department Code | Department Name | Number of Associates |
|:---:|:---:|:---:|
| 1467 | Human Resources | 10 |
| 2189 | Accounting | 7 |
| 3254 | Sales | 17 |
| 4358 | Production | 32 |

If the list was sorted alphabetically by Department Name, how many associates would be in the department listed third (3rd)?

a.) ⚪ 7

b.) ⚪ 10

c.) ⚪ 17

d.) ⚪ 32

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The one of the following which has helped me most in advancing to my present employment level is:

a) ⚪ getting my people to work harder

b) ⚪ getting my work to the attention of the right people

c) ⚪ being creative

d) ⚪ selling management on my abilities

e) ⚪ coordinating and organizing the details of my job

f) ⚪ having the right company connections

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| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|---|:---:|:---:|:---:|:---:|:---:|
| When most people are exhausted from work, I still have energy to keep going. | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ |
| I like taking charge. | ⚪ | ⚪ | ⚪ | ⚪ | ⚪ |

# Example Reports

## Recruiter Report : (Business Suite 5.5) Executive - Short Form
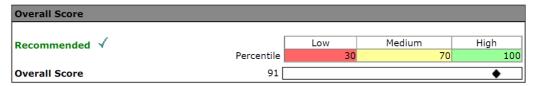
PREVISOR

### Applicant Information

**Name:** Biz Suite
**Application Date:** Thu Mar 25 09:59:00 EDT 2010
**Applicant ID:** 3824
**Session ID:** 00813744932300

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

| | | Low | Medium | High |
|---|---|---|---|---|
| **Recommended** ✓ | Percentile | 30 | 70 | 100 |
| **Overall Score** | 91 | | | ◆ |

### Detailed Results

| | | Low | Medium | High |
|---|---|---|---|---|
| | Percentile | 30 | 70 | 100 |
| **Deductive Reasoning** | 14 | ◆ | | |
| **Executive Potential** | 23 | ◆ | | |
| **Leadership Professionalism** | 93 | | | ◆ |
| **Drive For Results** | 92 | | | ◆ |
| **Building Relationships** | 100 | | | ◆ |
| **Self Motivation** | 42 | | ◆ | |
| **Business Acumen** | 97 | | | ◆ |

### Score Interpretation

**Deductive Reasoning**

This assessment measures the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision making in many different types of jobs at many levels.

This report provides information regarding an individual's ability to use sound logic to solve problems, strengthen arguments, and identify weaknesses in the propositions of others.

This individual demonstrates a below average level of deductive reasoning ability compared to others in similar job levels. This person may be able to work with simple logical arguments, but may experience difficulty in identifying assumptions in more complex arguments. This individual's level of deductive reasoning may impact his/her ability to use sound logic and draw reasonable conclusions based on available information.

At work, this individual is likely to take longer than most others to solve problems and will have more