

Gaming Manager – One Sitting

Assessment Fact Sheet

Overview

The Gaming Manager solution is designed for management level positions in the hospitality industry. Sample tasks include managing operations and supervisors and associates within gaming environments. The solution is focused on security, integrity, and managing sales. Potential job titles that use this solution are: Gaming Floor Manager and Gaming Manager.

Job Level	Management Level
Job Family/Title	Hospitality Suite

Details

Average Testing Time (minutes)	55 minutes
Maximum Number of Questions	253 questions (209 questions on average)
Number of Sitzings	One
Designed for Unproctored Environment	Yes
Question Format	Forced Choice – Adaptive, Multiple Choice, Multiple Choice – Adaptive

Knowledge, Skills, Abilities and Competencies Measured

Quantitative Ability: This assessment measures the ability to comprehend numerical information in a variety of formats. It provides an indication of how an individual will perform when working with numbers, money, tables, bar charts, pie charts, records, analysis reports, and other data found in the workplace. Quantitative skills are commonly required for a variety of jobs at many different levels. Because this test utilizes computer adaptive technology, it is suitable for unproctored use.

Results Orientation: This is a measure of the tendency to possess personal characteristics such as goal orientation, persistence, dominance, drive, and energy. This suggests the likelihood of success in a sales environment. This trait is characterized by: focusing effort to achieve or exceed sales quotas; working to find connections between the company's products and the customer's needs; directing conversation toward a commitment or sale; showing confidence even after a hard refusal/rejection; and striving to close a transaction every time.

Assertiveness: This is a measure of the tendency to be comfortable and confident in situations that require one to work autonomously, especially in a sales environment. This trait is characterized by: confidence when approaching potential customers; enjoying the challenge of influencing others; and persuading prospective customers to commit to a purchase.

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.

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.

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 coworkers, 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.

Independence: This is a measure of the tendency to be autonomous. This trait is characterized by: a preference to make decisions without input from others; a preference to not be dependent on others; and a desire to not be closely supervised or work in an interdependent group or organization.

Influence: This is a measure of the tendency to get others to view and do things in a certain way. This trait is characterized by: being persuasive; negotiating well; impacting the thoughts and actions of others; gaining support and commitment from others; being diplomatic; and using tact.

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.

Example Questions

I often feel that I am full of energy.

People often come to me for advice.

Strongly Disagree Disagree Neutral Agree Strongly Agree

One of your employees earns \$24 per hour when working overtime.

How much overtime pay does she earn if she worked 7 hours and 45 minutes of overtime?

- a.) \$174
- b.) \$180
- c.) \$186
- d.) \$192
- e.) \$198

Choose which of the two statements below is more true of you.

- a.) I think I have some shortcomings that affect my work.
- b.) Achieving personal success is very motivating for me.

Example Report

Recruiter Report : HS 5.5_Gaming Manager - Short Form



Applicant Information	
Name:	Fever Ray
Application Date:	Fri Sep 10 07:35:00 EDT 2010
Applicant ID:	3939
Session ID:	56116777431785
<p>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.</p>	

Overall Score							
Not Recommended ❌	<table border="1"> <thead> <tr> <th>Low</th> <th>Medium</th> <th>High</th> </tr> </thead> <tbody> <tr> <td style="background-color: #f08080;">30</td> <td style="background-color: #ffff00;">70</td> <td style="background-color: #90ee90;">100</td> </tr> </tbody> </table>	Low	Medium	High	30	70	100
Low	Medium	High					
30	70	100					
Overall	8						

Detailed Results									
	<table border="1"> <thead> <tr> <th>Norm Group</th> <th>Low</th> <th>Medium</th> <th>High</th> </tr> </thead> <tbody> <tr> <td>Percentile</td> <td style="background-color: #f08080;">30</td> <td style="background-color: #ffff00;">70</td> <td style="background-color: #90ee90;">100</td> </tr> </tbody> </table>	Norm Group	Low	Medium	High	Percentile	30	70	100
Norm Group	Low	Medium	High						
Percentile	30	70	100						
Quantitative Ability	1								
Results Orientation	76								
Assertiveness	85								
Management Potential	59								
Leadership Professionalism	75								
Achievement	4								
Flexibility	6								
Confidence and Optimism	2								
Thoroughness	96								
Sense of Duty	7								
Innovation	37								
Influence	4								
Independence	6								

Score Interpretation	
Quantitative Ability	<p>This assessment measures the ability to comprehend numerical information in a variety of formats. It provides an indication of how an individual will perform when working with numbers, money, tables, bar charts, pie charts, records, analysis reports, and other data found in the workplace. Quantitative skills are commonly required for a variety of jobs at many different levels.</p> <p>This report provides information regarding an individual's ability to solve math problems using basic arithmetic skills to complex algebra skills, comprehend graphs, tables and charts, make inferences from</p>