

Insurance Director – One Sitting

Assessment Fact Sheet

Overview

Details

The Insurance Director solution is for mid- to senior-level management positions in the insurance companies that oversee sales functions across multiple brokerages, offices, or agencies or geographic territories. Sample tasks for this job includes, but is not limited to: directing a group of sales managers or agency managers; having profit and loss responsibility for a district or region; and aligning work with overall company goals. Potential job titles that use this solution are: Regional Managers, Associate Directors, and Managing Directors.

Job Level	Senior Managerial
Job Family/Title	Insurance
Average Testing Time (minutes)	49 minutes
Maximum Number of Questions	267 questions (237 on average)
Number of Sittings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple Choice, Multiple Choice – Adaptive

Knowledge, Skills, Abilities and Competencies Measured

Director Potential: This measures the potential for success as a director across industry type and functional area. This is characterized by scores that are derived from the candidate's responses to questions regarding academic and social background and aspirations concerning work.

Director Judgment: This measures the tendency to make good judgments about how to effectively respond to work situations. This is determined by scores derived from the candidate's responses to questions regarding situations one would likely encounter as a director.

Drive for Results: This measures 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.

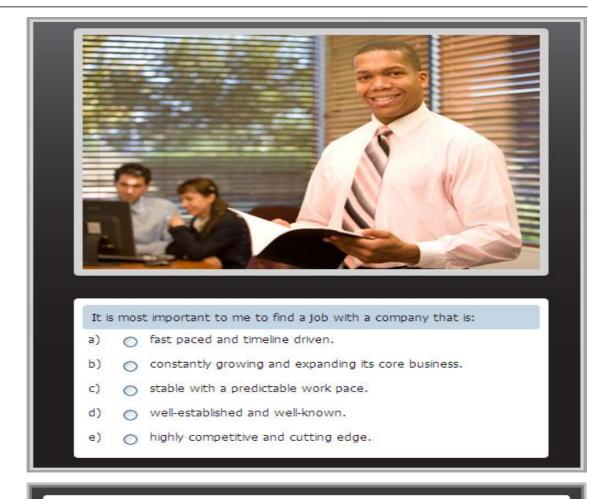
Building Relationships: This measures the tendency to understand and impact the thoughts and feelings of others. This trait is characterized by: being open to the ideas of others, being supportive and concerned about others, and gaining the support and commitment of others.

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

Business Acumen: This measures 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



In general, the people I've worked for:

- a) have never listened to my suggestions
- b) have rarely listened to my suggestions
- c) have usually listened to my suggestions
- d) have always listened to my suggestions
- e) on none of these. I usually do my work without making suggestions about it





Example Report

