

Insurance Sales Manager – One Sitting

Assessment Fact Sheet

Overview

The Sales Manager solution is for entry- to mid-level management positions that involve supervising employees working in an insurance organization and have a substantial portion of their job performance based on sales. Sample tasks for this job include, but are not limited to: planning and preparing work schedules; promoting products to customers; training subordinates; analyzing sales statistics gathered by staff to determine sales potential and monitor preferences of customers; building ongoing customer relationships; and making day-to-day decisions with minimal guidance from others. Potential job titles that use this solution are: Insurance Sales Manager, Sales Manager, Assistant Sales Manager, Sales Supervisor.

	Job Level	Managerial
	Job Family/Title	Insurance
Details	Average Testing Time (minutes)	51 minutes
	Maximum Number of Questions	141 questions (106 on average)
	Number of Sittings	One
	Designed for Unproctored Environment	Yes
	Question Format	Multiple Choice, Multiple Choice – Adaptive

Knowledge, Skills, Abilities and Competencies Measured

Management Potential: This measures a candidate's 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 manager.

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.

Thoroughness: This measures a candidate's 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.

Reliability: This measures a candidate's responsibility for his/her own actions and a commitment to performing assigned tasks. This trait is characterized by: reliability; proactive involvement in work; and a dedication to complete even the most mundane tasks.

Achievement: This measures a candidate's 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.

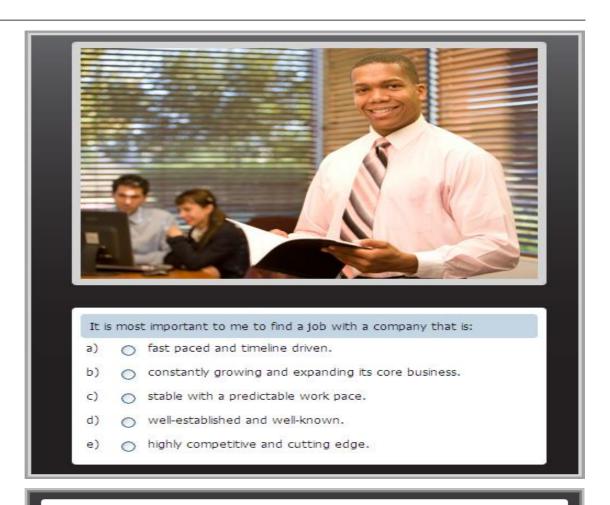


Innovation: This measures the tendency of the candidate's creativity in working through problems and making decisions. This trait is seen as: producing novel solutions to problems; using imagination to create unique ideas or products; and logically applying multiple and inventive strategies when considering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

Influence: This component measures the tendency of a candidate'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.

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

