

Manager – One Sitting

Assessment Fact Sheet

Overview

The Manager solution is an assessment used for job candidates applying to entry-level leadership positions who tend to supervise salaried employees. Sample tasks for these jobs include, but are not limited to: planning projects with subordinates; collaborating with senior managers on developing new methods and procedures; coaching employees on performance-related issues; developing employees' skills; coordinating activities with other managers to accomplish organisational goals; setting and meeting department goals; prioritising multiple tasks and priorities; making selected strategic and day-to-day decisions; and solving employees' and customers' problems. Potential job titles that use this solution are: Manager, Store Manager, and Branch Manager.

Job Level	Entry to Mid-Level
Job Family/Title	Business Suite

Details

Average Testing Time (minutes)	57 minutes
Maximum Number of Questions	166 questions (114 on average)
Number of Sitzings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple Choice, Multiple Choice – Adaptive

Knowledge, Skills, Abilities and Competencies Measured

Deductive Reasoning Ability: 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. Because this test utilizes computer adaptive technology, it is suitable for unproctored use.

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.

Professional Potential: This is a measure of the tendency to have potential for 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 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.

Example Questions

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

- a.) I don't go out of my way to seek leadership roles, but others often look to me for guidance and direction.
- b.) Although I have the ability to guide others' work, I prefer to let someone else take that responsibility.

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) none of these. I usually do my work without making suggestions about it

The on-the-job help I've gotten from supervisors I've had has been:

- a) outstanding
- b) very good
- c) good
- d) fair
- e) poor
- f) none of my supervisors has really helped me

Alan is taller than Bob. Carol is taller than Diane. Bob is taller than Diane.

Given the above conditions, which one of the following conclusions can be drawn?

- a.) Carol can never be the tallest.
- b.) Carol is definitely taller than Bob.
- c.) Bob is at least as tall as Alan.
- d.) Carol and Bob may be the same height.
- e.) Carol can never be the same height as Alan.

Example Report

Detailed Report: (Business Suite 5.5) Manager - Short Form

Recruiter Interview Development

Back Print PDF

Applicant Information

Name: Biz Suite
Application Date: Thu Mar 25 10:07:00 EDT 2010
Applicant ID: 3824
Session ID: 02503745433314
Library: Selection

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

Overall Score

73

Detailed Results

	Low	Medium	High
Percentile	30	70	100
Deductive Reasoning Ability	15		
Management Potential	48		
Achievement	84		
Flexibility	90		
Confidence and Optimism	100		
Thoroughness	95		
Sense of Duty	46		
Innovation	35		
Influence	2		
Independence	91		
Professional Potential	93		

Score Interpretation

Deductive Reasoning Ability

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 difficulty identifying the amount of information necessary to draw conclusions. Others with higher levels of deductive reasoning ability may be able to form solid arguments more effectively, identify the weaknesses in the arguments of others, and develop logical solutions to problems. He/she may have flaws in his/her logic.

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.

The candidate's response profile concerning past achievements, social orientation, and work orientation is moderately similar to the profiles of highly effective managers. The moderate match between the profiles suggests that the candidate is somewhat likely to be a successful manager.