

# Manufacturing - Skilled Maintenance - One Sitting

## Assessment Fact Sheet

### Overview

The Manufacturing Skilled Maintenance solution is designed for entry-level positions to measure the behaviors and experiences that underlie successful and safe performance in the workplace. This solution measures a candidate's mechanical comprehension abilities and general tendency to behave safely and efficiently in the workplace. This solution uses a variety of assessment types including measures of personality traits, safety-related situational judgment, and mechanical comprehension. The Manufacturing Skilled Maintenance solution is designed for selection to job titles, such as: Industrial Machinery Mechanic, Automotive Service Technician, Small Engine Mechanic, Mobile Equipment Service Technician, and Diesel Service Technician.

Job Level	Entry-level
Job Family/Title	Manufacturing

### Details

Number of Sitzings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple Choice, Adaptive

### Knowledge, Skills, Abilities and Competencies Measured

**Safety Judgment:** This component measures the tendency to make good judgments about how to safely and efficiently perform job duties in environments that may be unpredictable or dangerous. This type of judgment is characterized by making good decisions regarding the priority of safely performing job duties, advocating safe work practices, and using sound judgment about what to do in unsafe situations.

**Attention to Detail:** This component measures the tendency to be exact and precise. This is a trait characterized by a desire for accuracy, neatness, thoroughness, and completeness; the ability to spot minor imperfections or errors; and a meticulous approach to performing tasks.

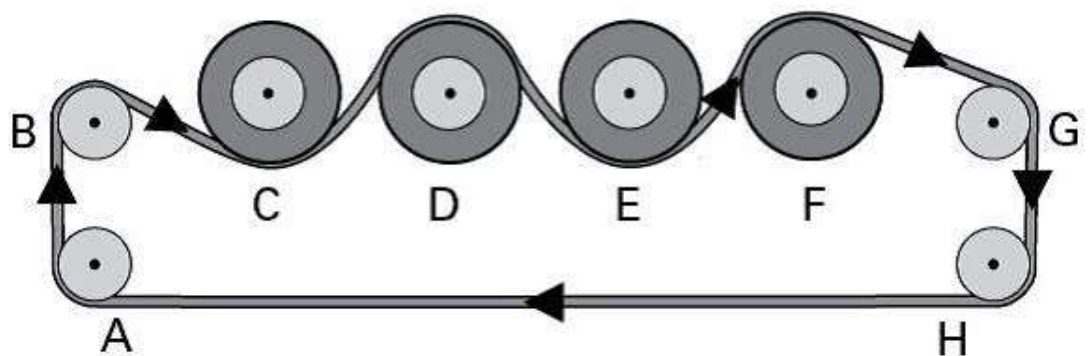
**Mechanical Comprehension:** This component measures the ability to understand mechanical concepts. It provides an indication of how an individual will perform when asked to perform tasks that require the general understanding of mechanical principles such as leverage, weight and balance, rotation of shapes, gears and pulleys, fluid hydraulics, volume, temperature and pressure. This form of reasoning facilitates operation, trouble-shooting and repair of a broad range of machinery and production processes.

**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.

**Safety Orientation:** This component measures the work history, personal experiences, and achievements related to occupational success in industries and jobs that focus on safety. This is characterized by scores derived from responses regarding safety training, adherence to rules and procedures, and other personal and professional experiences.

**Responsibility:** This measures the tendency to be reliable and dependable. This trait is characterized by a willingness to behave in expected and agreed upon ways; following through on assignments and commitments; keeping promises; and accepting the consequences of one's own actions.

### Example Questions



How many pulleys are turning clockwise?

- A. 0
- B. 4
- C. 6
- D. 8

Exit

Question 1 - 2 of 8

A respected coworker made a small safety mistake on the job and suffered a minor injury. Although it is against policy, he doesn't want to report the injury since he got all of his work done, and he doesn't believe his injury is serious. What steps would you take in this situation?

a	<input type="radio"/>	Since the injury is very minor, and work goals were still satisfied, there is no need to take further action.
b	<input type="radio"/>	Follow the rules and procedures of the company, even if it means taking action that your coworker might not appreciate.
c	<input type="radio"/>	Report the injury to your immediate supervisor, but let your coworker explain how it happened.
d	<input type="radio"/>	Immediately contact your supervisor and explain all the details.

## Example Reports

### Recruiter Report : Manufacturing Skilled Maintenance

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**Applicant Information**

**Name:** Chris Sample  
**Application Date:** Mon Jun 02 20:20:00 BST 2014  
**Applicant ID:** 5030  
**Session ID:** 478501097682442

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 SHL offers, please contact your account representative.

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**Overall Score**

**Recommended** ✔

	Low	Medium	High
Percentile	30	70	100
Overall	77 <span style="font-size: 2em;">◆</span>		

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**Detailed Results**

	Low	Medium	High
Percentile	30	70	100
<b>Safety Judgment</b>	67 <span style="font-size: 2em;">◆</span>		
<b>Attention to Detail</b>	66 <span style="font-size: 2em;">◆</span>		
<b>Mechanical Comprehension</b>	63 <span style="font-size: 2em;">◆</span>		
<b>Achievement</b>	83 <span style="font-size: 2em;">◆</span>		
<b>Safety Orientation</b>	41 <span style="font-size: 2em;">◆</span>		
<b>Responsibility</b>	63 <span style="font-size: 2em;">◆</span>		

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**Score Interpretation**

**Safety Judgment**

This measures the tendency to make good judgments about how to safely and efficiently perform job duties in environments that may be unpredictable or dangerous. This type of judgment is characterized by making good decisions regarding the priority of safely performing job duties, advocating safe work practices, and using sound judgment about what to do in unsafe situations.

This candidate may follow safety rules and make sound safety judgments when placed in unpredictable or unsafe environments most of the time, but may be challenged to do so in all circumstances. In most cases, he/she will advocate safety behavior to peers, but when faced with productivity goals, this candidate may be less likely to prioritize safety behavior.

**Attention to Detail**

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.

This candidate will likely approach his/her work in a somewhat organized manner. While he/she may make an effort to carefully understand the details of assignments, there will be times when the candidate seems unorganized and overwhelmed. He/she will typically seek accuracy and precision in his/her work, but will not necessarily spot errors or imperfections without expending extra effort.