



CEB

SHL Talent
Measurement

Scenarios

Management Scenarios Profile

Name

Mr. Sample

Date

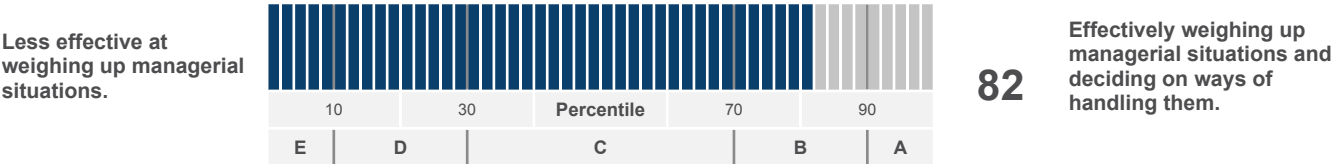
31 January 2017



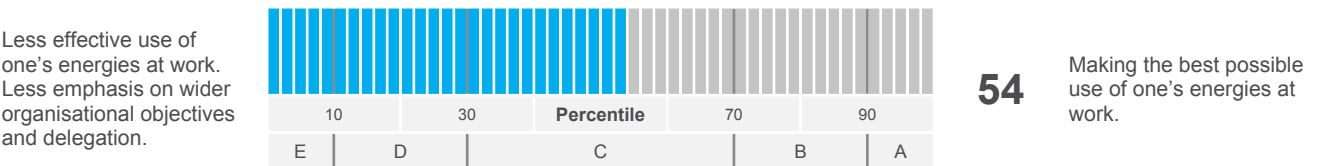
Scenarios Profile Chart

Judgement Scales

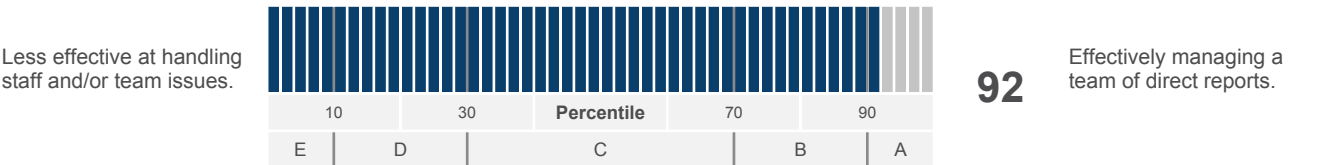
Managerial Judgement



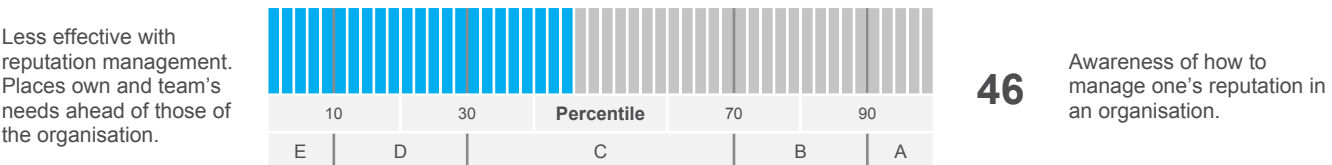
Managing Objectives



People Management



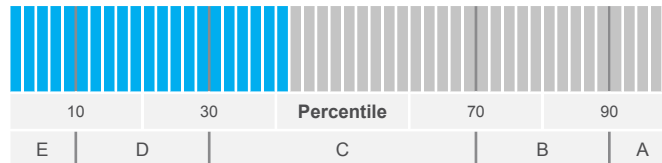
Reputation Management



Element Scales

Big Picture

More inclined than their peers to focus on immediate team objectives. Advocates less networking and consultation on wider objectives and decisions.

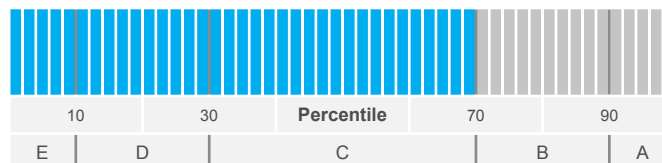


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Advocates wide consultation with other teams on objectives and decisions. Lines up own efforts behind wider organisational objectives.

Delegative

More inclined than their peers to work with detail, take things on personally and "do" rather than manage. Less prioritising and delegating.

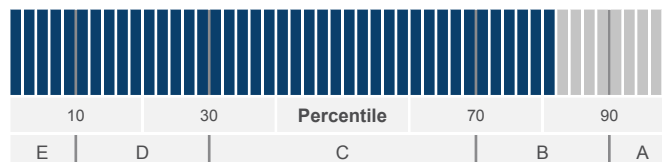


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Avoids detail, tends to involve others and to delegate. Distils out and tackles important tasks and sets self priorities.

One-to-One

More inclined than their peers to reprimand, ignore or replace an individual who has performance or motivational issues. Offers less support or coaching.

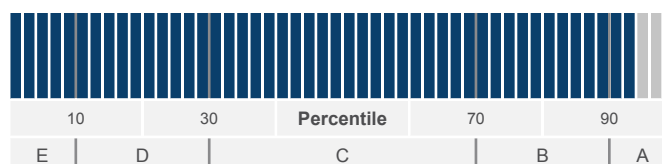


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Tackles an individual who has motivation and performance issues, offers support and coaching whilst emphasising the need to meet objectives.

Team

May give the team the impression of being unable or unwilling to tackle, clarify or consult on team motivation and performance issues.

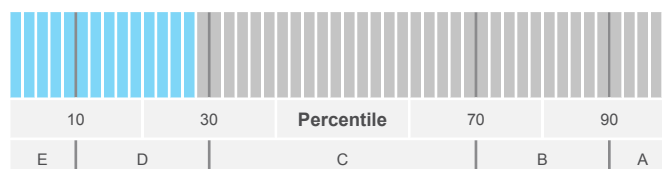


93

Consults on, clarifies and tackles team motivation and performance problems, promotes and maintains team motivation. Communicates and consults on change.

Personal Recognition

More likely to feel the need to actively influence their own image within the organisation. May overestimate the importance of demonstrating own achievements and personal contributions.

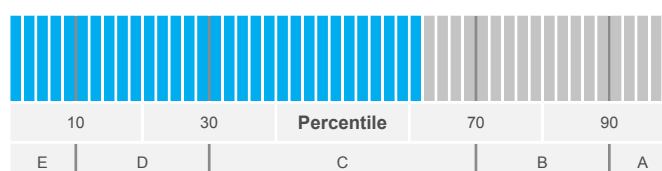


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Takes a balanced approach in attempting to manage their own image within the organisation. May overestimate the importance of letting results speak for themselves rather than occasionally highlighting own achievement

Company Protocol

More focused on outcomes and less concerned about procedures and protocols. May prioritise own or team's needs ahead of other managers' needs or the tackling of the organisation's collective problems



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More likely to focus on reaching decisions and achieving objectives through established protocol. More willing to accommodate the needs of other managers and to tackle the organisation's collective problems

Managerial Judgement And Subscales

Managerial Judgement is the key measure for making decisions. Performance on this scale is based on all the questions in the test (i.e. the other 3 subscales combined). The following table displays Mr. Sample's raw and normed scores on these four scales.

Scale	Raw Score	Sten	Percentile	T-score	Grade
Managerial Judgement	41	7	82	59	B
Managing Objectives	13	6	54	51	C
People Management	9	8	92	64	A
Reputation Management	19	5	46	49	C
Big Picture	9	5	42	48	C
Delegative	4	7	69	55	C
One-to-One	6	7	82	59	B
Team	3	9	93	65	A
Personal Recognition	9	4	27	44	D
Company Protocol	10	6	62	53	C

ASSESSMENT METHODOLOGY

This Profile is based upon the following sources of information for Mr. Sample:

Questionnaire / Ability Test	Comparison Group
Management Scenarios UKE 2012 Edition	Management Scenarios 2012 Edition: Senior Managers Group (International)

Person Detail Section

Name	Mr. Sample
Candidate Data	Judgement Scales: MJ: 41, MO: 13, PM: 9, RM:19 Element Scales: BP: 9, D: 4, OTO: 6, T: 3, PR: 9, CP: 10
Report	Management Scenarios Profile

ABOUT THIS REPORT

This report was generated using SHL's Online Assessment System. The use of this questionnaire is limited to those people who have received specialist training in its use and interpretation.

The report herein is generated from the results of a questionnaire answered by the respondent(s) and substantially reflects the answers made by them. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data.

This report has been generated electronically - the user of the software can make amendments and additions to the text of the report.

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