

# Scenarios

## Management Scenarios Profile

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Name

Mr Sample Candidate

Date

20 September 2013



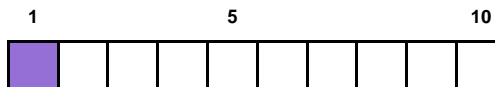
## SCENARIOS PROFILE CHART

### Judgement Scales

#### Managerial Judgement

Less effective at weighing up managerial situations.

%ile	Sten
2	1

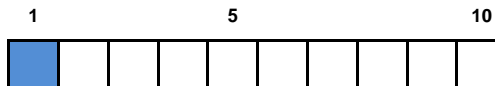


Effectively weighing up managerial situations and deciding on ways of handling them.

#### Managing Objectives

Less effective use of one's energies at work. Less emphasis on wider organisational objectives and delegation.

%ile	Sten
1	1

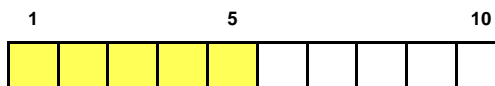


Making the best possible use of one's energies at work.

#### People Management

Less effective at handling staff and/or team issues.

%ile	Sten
34	5



Effectively managing a team of direct reports.

#### Reputation Management

Less effective with reputation management. Places own and team's needs ahead of those of the organisation.

%ile	Sten
18	4



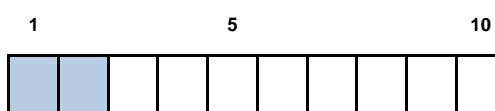
Awareness of how to manage one's reputation in an organisation.

### Style Scales

#### Big Picture

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

%ile	Sten
2	2

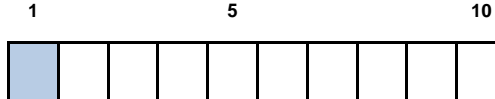


Advocates wide consultation with other teams on objectives and decisions. Lines up own efforts behind wider organisational objectives.

#### Delegative

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

%ile	Sten
1	1

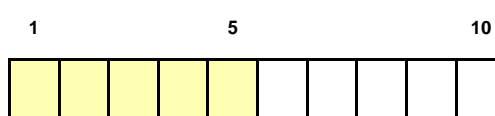


Avoids detail, tends to involve others and to delegate. Distils out and tackles important tasks and sets self priorities.

#### 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.

%ile	Sten
42	5

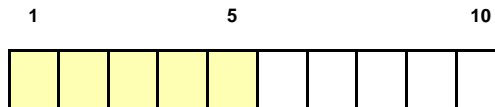


Tackles an individual who has motivation and performance issues, offers support and coaching whilst emphasising the need to meet objectives.

#### Team

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

%ile	Sten
31	5

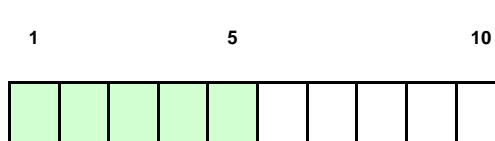


Consults on, clarifies and tackles team motivation and performance problems, promotes and maintains team motivation. Communicates and consults on change.

#### 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.

%ile	Sten
46	5

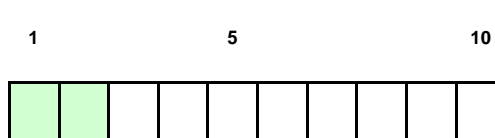


Takes a balanced approach in attempting to manage their own image within the organisation. May overestimate the importance of letting results speak for themselves rather than occasionally highlighting own achievement.

#### 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.

%ile	Sten
10	2



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.

## ASSESSMENT METHODOLOGY

Questionnaire / Ability Test		Comparison Group
Management Scenarios UKE 2012 Edition		Management Scenarios 2012 Edition: Composite Group (Africa)
Name	Mr Sample Candidate	
Candidate Data	<b>Judgement Scales:</b> MJ: 99, MO: 42, PM: 26, RM:31 <b>Style Scales:</b> BP: 18, D: 24, OTO: 11, T: 15, PR: 10, CP: 21	
Report	Management Scenarios Profile	

## ABOUT THIS REPORT

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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.

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