

Project Manager – One Sitting

Assessment Fact Sheet

Overview

The Project Manager solution is designed for positions that lead medium to large scale projects with multiple team members involved. Sample tasks for this job include, but are not limited to: guiding, supervising, and influencing project members, scoping project resource requirements, and managing project timelines and budgets. Potential job titles that use this solution are: Project Manager and Implementation Manager.

Job Level	Professional
Job Family/Title	Business Suite

Details

Average Testing Time (minutes)	49 minutes
Number of Sitzings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple choice, Adaptive

Knowledge, Skills, Abilities and Competencies Measured

Verbal Ability: This assessment measures the ability to extract relevant information from written sources and make objective judgments on the basis of that information, logically complete sentences, and understand relationships between words. It provides an indication of how an individual will perform when working with reports, correspondence, instructions, and research information. Verbal ability is commonly required to support work judgment and decision making in many different types of jobs at all levels.

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.

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.

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.

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.

Reliability: This component measures the tendency of a person'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.

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.

Example Questions

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

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

- a.) I think I have some shortcomings that affect my work.
- b.) Achieving personal success is very motivating for me.

STAPLE:STAPLER::PAPER:

Which one of the following words best completes the analogy expressed above?

- a.) Streets
- b.) Ceiling
- c.) Printer
- d.) Ink
- e.) Medicine

Example Reports

Applicant Information									
Name:	Biz Suite								
Application Date:	Thu Mar 25 09:46:00 EDT 2010								
Applicant ID:	3824								
Session ID:	16542744335014								
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 ✓	<table border="1"> <thead> <tr> <th>Low</th> <th>Medium</th> <th>High</th> </tr> </thead> <tbody> <tr> <td>Percentile 30</td> <td>70</td> <td>100</td> </tr> </tbody> </table>			Low	Medium	High	Percentile 30	70	100
Low	Medium	High							
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Overall Score	99								
Detailed Results									
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Low	Medium	High							
Percentile 30	70	100							
Verbal Ability	24	◆							
Achievement	94	◆							
Confidence and Optimism	100	◆							
Influence	95	◆							
Independence	95	◆							
Reliability	89	◆							
Professional Potential	96	◆							
Score Interpretation									
Verbal Ability									
This assessment measures the ability to extract relevant information from written sources and make objective judgments on the basis of that information, logically complete sentences, and understand relationships between words. It provides an indication of how an individual will perform when working with reports, correspondence, instructions, and research information. Verbal ability is commonly required to support work judgment and decision making in many different types of jobs at all levels.									
This report provides information regarding an individual's ability to read and comprehend written passages, understand individual word meanings and word associations, and complete sentences.									
This individual demonstrates a below average level of verbal ability compared to others in similar job levels. This person may demonstrate a very basic understanding of written information, but is very likely to experience difficulty in understanding more complex documentation. This individual's level of verbal ability may impact his/her ability to interpret information and generate well-worded responses.									
At work, this individual is likely to take longer than most others to review written information encountered as part of the job. Others with higher levels of verbal ability may be able to understand and analyze new information faster. He/she may have difficulty in situations where the facts are not entirely clear and there is room for interpretation.									
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.									
The candidate is likely to set challenging goals and will persist despite obstacles. The candidate will tend to show a high level of pride in his/her work, striving for excellence even over prolonged periods of effort. The candidate is likely to be highly competitive and intense in approaching his/her work. The candidate is motivated to accomplish goals, regardless of the timeframe or difficulty level.									