

# Store Manager – One Sitting

## Assessment Fact Sheet

### Overview

The Store Manager solution is an assessment used for job candidates applying to entry-level leadership positions who tend to supervise hourly employees. Sample tasks for these jobs include, but are not limited to: planning and preparing work schedules, assigning employees to specific duties; coaching employees on attendance, conduct, schedule adherence, and work tasks, developing employees' skills; training subordinates; prioritizing multiple tasks and priorities; and making day-to-day decisions with minimal guidance from others. Potential job titles that use this solution are: Store Manager, First Line Supervisor, Retail Manager, Restaurant Manager, and Customer Service Supervisor.

Job Level	Manager
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Job Family/Title	Retail
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### Details

Average Testing Time (minutes)	49 minutes
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Maximum Number of Questions	157 items (117 items on average)
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Number of Sitzings	One
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Designed for Unproctored Environment	Yes
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Question Format	Multiple Choice, Multiple Choice - Adaptive
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### Knowledge, Skills, Abilities and Competencies Measured

**Management Potential:** This measures a candidate's tendency to make good judgments about how to effectively respond to work situations. This is determined by scores derived from the candidate's responses to questions regarding situations one would likely encounter as a manager.

**Problem Solving:** This measures a candidate's tendency to efficiently and effectively use numerical and analytical reasoning. This component is characterized by the ability to solve complex problems, identify alternatives, and make reasoned decisions.

**Retail Professionalism:** This component measures the tendency to have potential for success in the retail industry. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

**Thoroughness:** This measures a candidate's 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.

**Reliability:** This measures a candidate'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.

**Achievement:** This measures a candidate's 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.

**Innovation:** This measures the tendency of the candidate'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 candidate'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

How many sales courses or sales training programs have you attended?

- a)  none
- b)  one or two
- c)  three or four
- d)  five or more

Compared to the general public, I think that my potential or actual ability to supervise others is in the:

- a)  top 5%
- b)  top 20%, but not in the top 5%
- c)  top half, but not in the top 20%
- d)  lower half

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

- a.)  I am fairly effective at proofreading.
- b.)  When I am overloaded with work, I find that I make more mistakes than usual.

**In the last six months, the number of times I've been late for work or an appointment is:**

- a)  none
- b)  1
- c)  2
- d)  3
- e)  4 or more

**If your top sales person had 5 more than twice the number of sales as the second best sales person, and the second best sales person has 6 sales plus 3 pending sales, how many sales does the top sales person have?**

- a.)  11
- b.)  14
- c.)  17
- d.)  20

## Example Reports

### Detailed Report: Store Manager - Short Form - Sample Report

Recruiter Interview Development

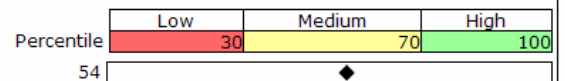
#### Applicant Information

**Name:** Retail Tester  
**Application Date:** Fri Jun 19 11:54:00 EDT 2009  
**Applicant ID:** 3481  
**Session ID:** 08820644817478  
**Library:** Selection

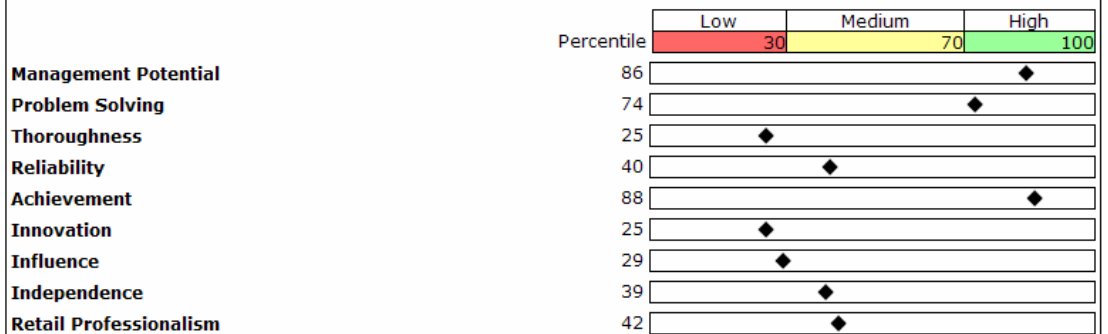
This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. If you would like more information about this interpretive report or other products that PreVisor offers, please contact your account representative.

#### Overall Score

**Recommended** ✓



#### Detailed Results



#### Score Interpretation

##### Management Potential

This component measures the tendency to make good judgments about how to effectively respond to work situations. This is determined by scores derived from the candidate's responses to questions regarding situations one would likely encounter as a manager.

This candidate's response profile concerning judgments about how to manage staff communication, employee development, and employee motivation is similar to judgments made by highly effective managers. The good match between the profiles suggests that the candidate is likely to be a successful manager.

##### Problem Solving

This component measures the tendency to efficiently and effectively use numerical and analytical reasoning. This component is characterized by the ability to solve complex problems, identify alternatives, and make reasoned decisions.

This candidate has above-average skills to efficiently and effectively use numerical and analytical reasoning. The candidate is likely to be able to critically evaluate complex problems, identify their underlying issues or themes, and generate creative and effective solutions to the problems.

##### 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.

This candidate will likely appear to work in a haphazard and disorganized manner. The candidate does not value a thorough and precise approach to his/her work, often resulting in careless errors, failure to recognize important details, or losing track of important information. His/her work area may be unorganized and sloppy, adding to concerns over his/her ability to maintain efficiency in his/her work.