

Insurance Director Solution Fact Sheet

SI-IL.

Insurance Director – One Sitting

Assessment Fact Sheet

Overview	The Insurance Director solution is for mid- to senior-level management positions in the insurance companies that oversee sales functions across multiple brokerages, offices, or agencies or geographic territories. Sample tasks for this job includes, but is not limited to: directing a group of sales managers or agency managers; having profit and loss responsibility for a district or region; and aligning work with overall company goals. Potential job titles that use this solution are: Regional Managers, Associate Directors, and Managing Directors.	
	Job Level	Senior Managerial
	Job Family/Title	Insurance
Details	Average Testing Time (minutes)	49 minutes
	Maximum Number of Questions	267 questions (237 on average)
	Number of Sittings	One
	Designed for Unproctored Environment	Yes

Question Format

Knowledge, Skills, Abilities and Competencies Measured

Director Potential: This measures the potential for success as a director across industry type and functional area. This is characterized by scores that are derived from the candidate's responses to questions regarding academic and social background and aspirations concerning work.

Director Judgment: This 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 director.

Drive for Results: This measures the tendency to take a leadership role within an organization. This trait is characterized by: taking pride in reaching difficult goals, enjoying a fast-paced lifestyle, having high self-confidence in his/her abilities, and taking charge in group situations.

Building Relationships: This measures the tendency to understand and impact the thoughts and feelings of others. This trait is characterized by: being open to the ideas of others, being supportive and concerned about others, and gaining the support and commitment of others.

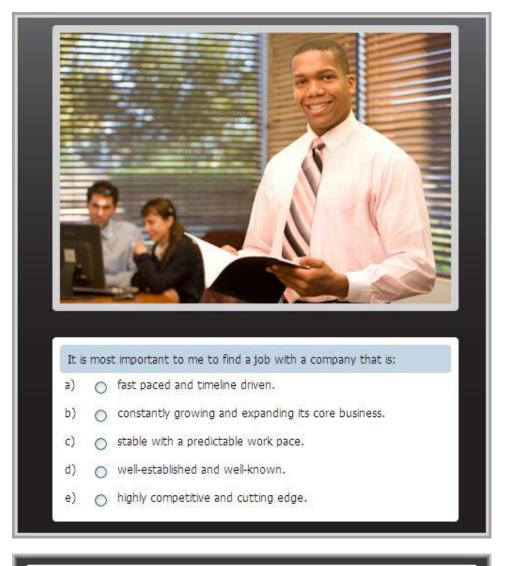
Self-Motivation: This measures the tendency to be even-tempered and responsible in the workplace. This trait is characterized by: being dependable, behaving in accordance to high ethical standards, being optimistic and remaining relaxed in stressful situations.

Multiple choice, Multiple choice - Adaptive

Knowledge, Skills, Abilities and Competencies Measured

Business Acumen: This measures the tendency to analyze and detect underlying themes when solving problems. This is a trait characterized by: visualizing future needs and problems, being creative and innovative when generating new ideas, systematically looking at data, and planning and organizing tasks.

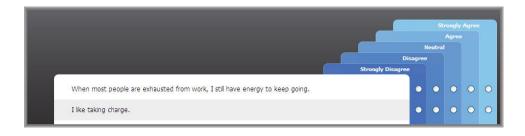
Example Questions



In general, the people I've worked for:

- a) \bigcirc have never listened to my suggestions
- b) 🔿 have rarely listened to my suggestions
- c) 🕥 have usually listened to my suggestions
- d) 🕥 have always listened to my suggestions
- e) 🕥 none of these. I usually do my work without making suggestions about it

Example Questions



Example Reports

	Back ← Print →
Applicant Information	
Name:	
Application Date:Wed Oct 28 16:40:00 EDT 2009	
Applicant ID:12418513	
Session ID:300541421749952363	
Library:Selection	
This report is confidential and its contents are intended to assist in the prediction of an applicant's work b	k behavior. If you would like more information about this interpretive report or o
products that PreVisor offers, please contact your account representative.	
Overall Score	
Recommended 🗸	Low Medium H
Overall Score	98
Detailed Results	
	Percentile 30 70
Director Potential	80
Director Judgment	13
Drive For Results	97
Building Relationships	100
	100
Business Acumen	100
Score Interpretation	
Director Potential	
This is a measure of the tendency to have potential for success as a director across industry type and fun responses to questions regarding academic and social background, and aspirations concerning work.	functional area. This is characterized by scores that are derived from the candid
The candidate's response profile concerning past achievements, social orientation, and work orientation is profiles suggests that the candidate is likely to be a successful director. Success is defined in this case by	In is similar to the profiles of highly effective directors. The good match between by management level achieved and responsibility level.
Director Judgment	
This is a measure of the tendency to make good judgments about how to effectively respond to work situ questions regarding situations one would likely encounter as a director.	situations. This is determined by scores derived from the candidate's responses
The candidate's response profile concerning judgments about how to manage staff communication, emplo highly effective directors. The poor match between the profiles suggests that the candidate is not likely to	ployee development, and employee motivation is not similar to judgments made y to be a successful director. Success is defined in this case by management leve
achieved and responsibility level.	
Drive For Results	
This is a measure of the tendency to take a leadership role within an organization. This trait is characteriz	erized by: taking pride in reaching difficult goals; enjoying a fast-paced lifestyle;
nigh self-confidence in his/her abilities; and taking charge in group situations. The candidate is likely to be highly motivated to succeed. The candidate will generally set challenging goa	noale for him/horcolf and others. The candidate is likely to be preastive in taking
	oals for himphersen and others. The candidate is likely to be proactive in taking
Building Relationships	
This is a measure of the tendency to understand and impact the thoughts and feelings of others. This trai concerned about others; and gaining the support and commitment of others.	trait is characterized by: being open to the ideas of others; being supportive an
The candidate is likely to be effective at influencing others, gaining commitment from others, and building and leading a team.	ng relationships. The candidate is likely to experience success in coaching, motiv
Self Mativation	
	characterized by: being dependable; behaving in accordance with high ethical
This is a measure of the tendency to be even-tempered and responsible in the workplace. This trait is cha standards; being optimistic; and remaining relaxed in stressful situations.	
	have a positive attitude and be optimistic about the future. The candidate is wil
This is a measure of the tendency to be even-tempered and responsible in the workplace. This trait is cha tandards; being optimistic; and remaining relaxed in stressful situations. The candidate is highly likely to be able to control emotions in the workplace. The candidate is likely to ha	have a positive attitude and be optimistic about the future. The candidate is wil
This is a massure of the tendency to be even-tempered and responsible in the workplace. This trait is cha tandards; being optimistic; and remaining relaxed in stressful situations. The candidate is inhyli Hiely to be able to control emotions in the workplace. The candidate is likely to ha take responsibility for his/her actions and demonstrates high levels of professionalism.	is is a trait characterized by: visualizing future needs and problems; being creat