



Insurance Director Solution

Fact Sheet

SHL.

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	Multiple choice, Multiple choice – Adaptive

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.

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



It is most important to me to find a job with a company that is:

- a) fast paced and timeline driven.
- b) constantly growing and expanding its core business.
- c) stable with a predictable work pace.
- d) well-established and well-known.
- e) highly competitive and cutting edge.

In general, the people I've worked for:

- a) 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

When most people are exhausted from work, I still have energy to keep going.

I like taking charge.

Strongly Disagree Disagree Neutral Agree Strongly Agree

Example Reports

Detailed Report: Insurance 5.5: Insurance Director – Short Form

Recruiter Interview Development

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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 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 ✓

Low	Medium	High
30	70	100

Overall Score: 98

Detailed Results

	Low	Medium	High
Director Potential	30	70	100
Director Judgment	13		
Drive For Results	97		
Building Relationships	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 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.
 The candidate's response profile concerning past achievements, social orientation, and work orientation is similar to the profiles of highly effective directors. The good match between the profiles suggests that the candidate is likely to be a successful director. Success is defined in this case 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 situations. This is determined by scores derived from the candidate's responses to questions regarding situations one would likely encounter as a director.
 The candidate's response profile concerning judgments about how to manage staff communication, employee development, and employee motivation is not similar to judgments made by highly effective directors. The poor match between the profiles suggests that the candidate is not likely to be a successful director. Success is defined in this case by management level 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 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.
 The candidate is likely to be highly motivated to succeed. The candidate will generally set challenging goals for him/herself and others. The candidate is likely to be proactive in taking action.

Building Relationships
 This is a measure of 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.
 The candidate is likely to be effective at influencing others, gaining commitment from others, and building relationships. The candidate is likely to experience success in coaching, motivating, and leading a team.

Self Motivation
 This is a measure of the tendency to be even-tempered and responsible in the workplace. This trait is characterized by: being dependable; behaving in accordance with high ethical standards; 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 have a positive attitude and be optimistic about the future. The candidate is willing to take responsibility for his/her actions and demonstrates high levels of professionalism.

Business Acumen
 This is a measure of 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.
 The candidate is likely to have or acquire good planning and organizing skills. He/she tends to be innovative and is open to using alternative modes of thinking. The candidate may learn quickly and well, and create strategies to build his/her business.

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