

Director – One Sitting

Assessment Fact Sheet

Overview

The Director solution is intended for use with senior level positions responsible for the planning, directing, or coordinating key business activities and operations of companies. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources. Potential job titles that use this solution are: Director, Regional Director, and Director of Operations.

Job Level	Director
Job Family/Title	Business Suite

Details

Average Testing Time (minutes)	69 minutes
Maximum Number of Questions	216 questions
Number of Sitzings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple Choice - Adaptive

Knowledge, Skills, Abilities and Competencies Measured

Leadership Professionalism: 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.

Deductive Reasoning: This assessment measures the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision making in many different types of jobs at many levels.

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.

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.

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.

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.

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.

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.

Example Questions

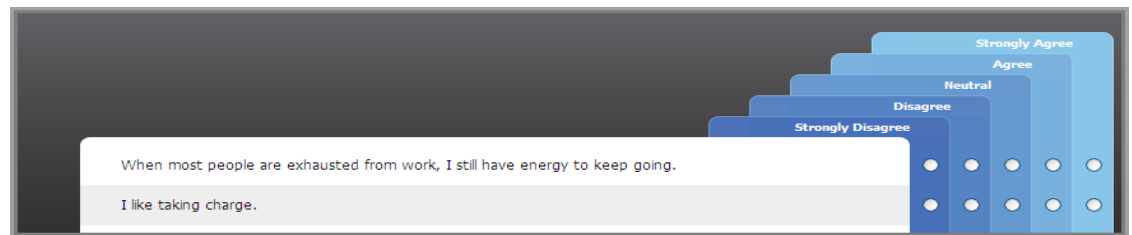
Department Code	Department Name	Number of Associates
1467	Human Resources	10
2189	Accounting	7
3254	Sales	17
4358	Production	32

If the list was sorted alphabetically by Department Name, how many associates would be in the department listed third (3rd)?

- a.) 7
- b.) 10
- c.) 17
- d.) 32

Individual managers and supervisors get results in different ways, but in general the better managers:

- a) are mainly concerned with the indexes of production and maintaining them
- b) spend the major part of their time in supervision
- c) work along with their subordinates in getting a great deal of work out
- d) hold subordinates accountable for final results, serving as consultants as problems arise



Example Report

Recruiter Report : (Business Suite 5.5) Director - Short Form



Applicant Information

Name: Biz Suite
Application Date: Thu Mar 25 10:04:00 EDT 2010
Applicant ID: 3824
Session ID: 14606745261701

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
Percentile	30	70	100
Overall Score	93		

Detailed Results

	Low	Medium	High
Percentile	30	70	100
Deductive Reasoning Ability	14		
Director Potential	50		
Director Judgment	55		
Leadership Professionalism	93		
Drive For Results	94		
Building Relationships	100		
Self Motivation	49		
Business Acumen	98		

Score Interpretation

Deductive Reasoning Ability

This assessment measures the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision making in many different types of jobs at many levels.

This report provides information regarding an individual's ability to use sound logic to solve problems, strengthen arguments, and identify weaknesses in the propositions of others.

This individual demonstrates a below average level of deductive reasoning ability compared to others in similar job levels. This person may be able to work with simple logical arguments, but may experience difficulty in identifying assumptions in more complex arguments. This individual's level of deductive reasoning may impact his/her ability to use sound logic and draw reasonable conclusions based on available information.