

District/Regional Manager

Assessment Fact Sheet

Overview

The District/Regional Manager solution is for mid- to senior-level managerial positions that oversee multiple stores within a defined area. Sample tasks for these jobs include, but are not limited to: directing a group of supervisors or 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 Director, District Manager, General Manager, Regional Manager, Store Manager, and Area Manager.

Job Level	Entry Level
Job Family/Title	Retail

Details

Average Testing Time (minutes)	65 minutes
Maximum Number of Questions	222 questions (207 questions on average)
Number of Sitzings	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.

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.

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.

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.

Example Questions

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

I am good at inspiring people to work harder.

Strongly Disagree Disagree Neutral Agree Strongly Agree

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

There are two groups: Kevin's and Lisa's.

Everyone in Kevin's group plays the drums.
Everyone in Lisa's group plays an instrument.
Susan plays the clarinet.
Jason plays the drums.

Based on the information above, which of these statements MUST be true?

- a.) Susan is in Kevin's group.
- b.) Susan is in Lisa's group.
- c.) Jason is in Lisa's group.
- d.) Susan and Jason are in the same group.

Example Reports

Detailed Report: District/Regional Manager - Short Form - Sample Report

Recruiter Interview Development

Applicant Information

Name:Retail Tester
Application Date:Thu Jun 18 09:21:00 EDT 2009
Applicant ID:3481
Session ID:00201643634538
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

Not Recommended ✘

	Low	Medium	High
Percentile	30	70	100

Overall Score

27

Detailed Results

	Percentile	Low	Medium	High
Director Potential	80	30	70	100
Director Judgment	4	30	70	100
Drive For Results	39	30	70	100
Building Relationships	33	30	70	100
Self Motivation	18	30	70	100
Business Acumen	48	30	70	100
Retail Professionalism	42	30	70	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 somewhat motivated to succeed. The candidate tends to set moderately difficult goals for him/herself and others. The candidate is likely to occasionally be proactive in taking action.