

Hospitality Manager – One Sitting

Assessment Fact Sheet

Overview

The Hospitality Manager solution is designed for management level positions in the hospitality industry. Sample tasks include overall property management, managing staff, and managing the guest experience. The solution is focused on managing business operations, managing staff, solving problems, making good decisions, and maintaining focus on the customer. Potential job titles that use this solution are: Property Manager, Property Director, and Hotel Manager.

Job Level	Management Level
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Job Family/Title	Hospitality Suite
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Details

Average Testing Time (minutes)	57 minutes
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Maximum Number of Questions	227 questions (215 questions 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	Question Format: Product Category:
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Knowledge, Skills, Abilities and Competencies Measured

Deductive Reasoning: This assessment measures the ability to extract relevant information from written sources and make objective judgments on the basis of that information, logically complete sentences, and understand relationships between words. It provides an indication of how an individual will perform when working with reports, correspondence, instructions, and research information. Verbal ability is commonly required to support work judgment and decision making in many different types of jobs at all levels. Because this test utilizes computer adaptive technology, it is suitable for unproctored use.

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.

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.

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.

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.

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.

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.

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.

Example Questions

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

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

Alan is taller than Bob. Carol is taller than Diane. Bob is taller than Diane.

Given the above conditions, which one of the following conclusions can be drawn?

- a.) Carol can never be the tallest.
- b.) Carol is definitely taller than Bob.
- c.) Bob is at least as tall as Alan.
- d.) Carol and Bob may be the same height.
- e.) Carol can never be the same height as Alan.

Example Report

Recruiter Report : HS 5.5_Hospitality Manager - Short Form



Applicant Information	
Name:	Belle Sebastian
Application Date:	Thu Sep 09 15:06:00 EDT 2010
Applicant ID:	3935
Session ID:	88406776551482
<p>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.</p>	

Overall Score			
Recommended ✓			
	Low	Medium	High
Percentile	30	70	100
Overall	59		

Detailed Results			
	Low	Medium	High
Percentile	30	70	100
Deductive Reasoning	0		
Director Potential	50		
Director Judgment	4		
Leadership Professionalism	47		
Drive for Results	92		
Building Relationships	100		
Self Motivation	37		
Business Acumen	98		

Score Interpretation	
Deductive Reasoning	
<p>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.</p> <p>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.</p> <p>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.</p>	