

# Management Scenarios

## Assessment Fact Sheet

### Overview

Management Scenarios is a version of Scenarios, a test which assesses Managerial Judgement. It is a unique test of Managerial Judgement - an individual's ability to decide on effective ways of handling "real life" situations. This version of Scenarios (also available as an Executive and Graduate version) can be used for recruitment, selection, training and development, performance management and coaching in a variety of functions and industries.

Recommended uses:

- Pre-Screening for Interview and Assessment centre
- Recruitment and selection of managers
- Succession planning: identifying managerial potential in individuals and readiness for fast track promotion.
- Supporting a coaching or mentoring programme
- Providing input into an individual's development plan
- Support with developing the executive thinking skills of top teams

Job Family/Title	All
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### Details

Average Testing Time (minutes)	40 minutes
Allowed Time (minutes)	Untimed
Maximum Number of Questions	16 scenarios. 100 questions.
Number of Sittings	One
Designed for Unproctored Environment	Yes
Question Format	Rating Scale
Product Category	Scenarios

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## Knowledge, Skills, Abilities and Competencies Measured

We define 'Managerial Judgement' as an individual's ability to weigh up 'real life' managerial situations and decide on appropriate and effective ways of handling them. Management Scenarios therefore measures:

**Managerial Judgement:** Overall assessment.

**Managing Objectives:** Making best use of energies, prioritisation, consultation, and alignment with objectives.

**People Management:** Managing a team, balancing people issues with motivation and performance, coaching/counselling, leading and encouraging.

**Reputation Management:** Supporting, sustaining and being positive about the organisation. Managing your manager, protecting the reputation of the organisation.

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