

# Manager + 7.1 (International) Detailed Report

## Candidate name:

Detailed English US



**Percentile: 88%**



**Recommended**

## Disclaimer

Information enclosed on these pages is confidential in nature and is intended only for the person(s) to whom it pertains or other authorized individuals.

You must not rely on the information in the report as an alternative to certain advice from an appropriately qualified professional. If you have any specific questions about any specific matter you should consult an appropriately qualified professional.

## Instructions

This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. Please note that the assessment components included in this solution report are not weighted equally. Some of the components are broad measures of behavior and some are more narrow. Competencies denoted by an asterisk (\*) are measures of narrow behaviors. While these behaviors are important to the overall score, they are not weighted as heavily when compared to other components in this solution. Our research indicates this weighting best predicts job performance. If you would like more information about this report (including scoring) or other products that SHL offers, please contact your account representative.

### Management Potential

This is a measure of the potential for managerial 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.



**The candidate's response profile concerning past achievements, social orientation, and work orientation is highly similar to the profiles of highly effective managers. The good match between the profiles suggests that the candidate is likely to be a successful manager.**

### Management Judgment

This is a 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 manager.



**The candidate's response profile concerning judgments about how to manage staff communication, employee development, and employee motivation is similar to judgments made by highly effective managers. The good match between the profiles suggests that the candidate is likely to be a successful manager.**

### Achievement

This component measures the tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterized by: working hard; taking satisfaction and pride in producing high-quality work; and being competitive.



**The candidate is likely to set challenging goals and will persist despite obstacles. The candidate will tend to show a high level of pride in his/her work, striving for excellence even over prolonged periods of effort. The candidate is likely to be highly competitive and intense in approaching his/her work. The candidate is motivated to accomplish goals, regardless of the timeframe or difficulty level.**

### Responsibility

This component measures the tendency of a person's responsibility for his/her own actions and a commitment to performing assigned tasks. This trait is characterized by: reliability; proactive involvement in work; and a dedication to complete even the most mundane tasks.



**This candidate is likely to approach work in an orderly and efficient manner. The candidate is motivated to fulfill his/her obligations and will take responsibility for his/her actions without hesitation. When working on challenging or even mundane tasks, the candidate will apply a consistent level of effort following a well planned and purposeful approach to his/her work.**

### Willingness to Learn

This component measures the tendency to learn from experience. This trait is characterized by: being open to new experiences, seeking both positive and negative feedback, looking back on past experiences and considering alternate courses of action, and finding patterns and order in complex information.



**The candidate is likely to seek out novel tasks and experiences and be receptive to change. The candidate is likely to seek out both positive and negative performance feedback, viewing all feedback as an opportunity to improve. The candidate is likely to spend time reflecting on past experiences and consider how different actions could have resulted in different outcomes, resulting in fewer repeated mistakes. The candidate shows an above average ability to identify patterns in complex information and is likely to identify situations where past successes apply.**

### Deductive Reasoning

This assessment measures the ability to draw logical conclusions based on information provided 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, produce solutions when information is limited, and utilize data effectively.

**This individual demonstrates an above average level of deductive reasoning ability compared to others in similar job levels. This person is likely to be very skilled at making logical arguments, developing sound solutions based on available data, and identifying flaws in the logic of others.**



**At work, this individual is likely to utilize complex data effectively and make well-reasoned decisions. This person appears to have the ability to identify and understand unstated assumptions in logical arguments as well as know how to develop solutions to problems that stand up under close review.**

### Demonstrates empathy\*

This measures the extent to which the candidate is aware of others' needs and extends a helping hand.



**This candidate tends to genuinely care about people, recognize when they need support, and freely provide help.**

### Maintains good working relationships\*

This measures the extent to which the candidate puts effort into developing good relationships with others.



**This candidate is likely to place a priority on their working relationships and put effort into maintaining these relationships over time.**

### Shares knowledge and guidance\*

This measures the extent to which the candidate shares information and offers guidance to others.



**This candidate is likely to be quick to notice where knowledge and guidance is needed and actively share information that might be useful for others.**

### Analyzes information\*

This measures the extent to which the candidate identifies key factors and integrates information to understand data or situations.



**This candidate is likely to be ready and willing to quickly analyze information to understand problems and find solutions.**

### Learns quickly\*

This measures the extent to which the candidate picks up new information and techniques easily.



**This candidate is likely to easily understand new concepts and techniques and absorb and assimilate new information and facts.**

### Generates new ideas\*

This measures the extent to which the candidate creates innovative approaches.



**This candidate can be expected to continuously offer original ideas and perspectives without being prompted to do so.**

### Uses time efficiently\*

This measures the extent to which the candidate manages own time and delivers work on schedule.



**This candidate is likely to complete work in the most efficient way possible without wasting any time to ensure work is completed on schedule.**

### Works to high quality standards\*

This measures the extent to which the candidate completes every task with a high degree of quality.



**This candidate is likely to take pride in their work and pay attention to every detail, making sure that the work is as good as it can be.**

### Adapts to change\*

This measures the extent to which the candidate accepts and adapts to changes without difficulty.



**This candidate is likely to feel energized by change and adapt their own approach easily and quickly to meet new expectations.**

**Controls emotions\***

This measures the extent to which the candidate keeps negative emotions under control.



**This candidate is likely to be able to contain and control negative emotions in difficult situations, and avoid emotional displays.**