

Manager + 7.0

Assessment Fact Sheet

Overview

Our Manager + 7.0 solution is designed for candidates applying to entry-level leadership positions who tend to supervise salaried employees, and includes SHL's new innovative mobile-first ability assessment, Verify Interactive – Deductive Reasoning. Sample tasks for these jobs include, but are not limited to: planning projects with subordinates; collaborating with senior managers on developing new methods and procedures; coaching employees on performance-related issues; developing employees' skills; coordinating activities with other managers to accomplish organizational goals; setting and meeting department goals; prioritizing multiple tasks and priorities; making selected strategic and day-to-day decisions; and solving employees' and customers' problems.

Potential job titles that use this solution include: Manager, Branch Manager, General Manager.

Job Level	Manager
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Job Family/Title	All
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Details

Platform	TalentCentral
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Average Testing Time	53 minutes
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Number of Questions	177
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Designed for Unproctored Environment	Yes
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Question Format	Multiple Choice, Multiple Choice – Adaptive
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Knowledge, Skills, Abilities and Competencies Measured

Management Judgement: 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.

Verify Interactive - 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.

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.

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

Maintains Good Working Relationships: This measures the extent to which the candidate puts effort into developing good relationships with others.

Shares Knowledge and Guidance: This measures the extent to which the candidate shares information and offers guidance to others.

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

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

Generates New Ideas: This measures the extent to which the candidate creates innovative approaches.

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

Works to High Quality Standards: This measures the extent to which the candidate completes every task with a high degree of quality.

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

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

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.

Responsibility: This trait is a measure of a person's responsibility for their 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.

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.