

# Store Manager 7.0

## Assessment Fact Sheet

### Overview

Our Store Manager 7.0 solution is designed for candidates applying to entry-level leadership positions who tend to supervise hourly employees in a retail or restaurant setting. Sample tasks for these jobs include, but are not limited to: planning and preparing work schedules, assigning employees to specific duties; coaching employees on attendance, conduct, schedule adherence, and work tasks, developing employees' skills; training subordinates; prioritizing multiple tasks and priorities; and making day-to-day decisions with minimal guidance from others.

Potential job titles that use this solution include: Store Manager, Retail Manager, Restaurant 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	34 minutes
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Number of Questions	145
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Designed for Unproctored Environment	Yes
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Question Format	Multiple Choice
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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.

**Shows Courtesy:** This measures the extent to which the candidate is patient, polite and respectful.

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

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

**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.

**Complies with Rules and Regulations:** This measures the extent to which the candidate adheres to rules, guidelines and procedures.

**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.

**Works Energetically:** This measures the extent to which the candidate keeps busy at work and enjoys taking on new responsibilities.

**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.

**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.

**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.