

Supervisor – One Sitting

Assessment Fact Sheet

Overview

The Supervisor solution is an assessment used for job candidates applying to entry-level leadership positions who tend to supervise hourly employees. 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 are: Team Leader, First Line Supervisor, Call Center Supervisor, and Customer Service Supervisor.

Job Level	Entry to Mid-level
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Job Family/Title	Business Suite
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Details

Average Testing Time (minutes)	62 minutes
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Maximum Number of Questions	180 items (141 items on average)
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Number of Sitzings	One
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Question Format	Multiple choice, Multiple choice – adaptive
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Knowledge, Skills, Abilities and Competencies Measured

Deductive Reasoning Ability: 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.

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.

Professional Potential: This is a measure of the tendency to have potential for 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.

Thoroughness: This component measures the tendency to be thorough and precise in approaching work and personal activities. This trait is characterized by: being accurate; finding and correcting errors; and maintaining order in work and personal affairs.

Reliability: 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.

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.

Innovation: This component measures the tendency of one's creativity in working through problems and making decisions. This trait is seen as: producing novel solutions to problems; using imagination to create unique ideas or products; and logically applying multiple and inventive strategies when considering alternatives.

Influence: This component measures the tendency of a person's effectiveness in directing and influencing others. This trait is characterized by: persuading and negotiating effectively with others; influencing others' decision-making; and coordinating others' efforts to accomplish work.

Independence: This component measures the tendency of a person's willingness to take action and to make decisions independently. This trait is revealed in: working effectively without immediate supervision; not being overly dependent on help from others; and being resourceful in the face of challenges.

Sample Questions

Choose which of the two statements below is more true of you.

- a.) I don't go out of my way to seek leadership roles, but others often look to me for guidance and direction.
- b.) Although I have the ability to guide others' work, I prefer to let someone else take that responsibility.

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



The on-the-job help I've gotten from supervisors I've had has been:

- a) outstanding
- b) very good
- c) good
- d) fair
- e) poor
- f) none of my supervisors has really helped me

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.