

Team Leader Assessment



Arrest

attrition by choosing
the right leader

Identify

training needs of team
leaders

Recognize

potential team
leaders



measuring talents
to predict SUCCESS

Identifying effective supervisors and managers is critical for meeting your business objectives. But how do you know which candidates will provide the leadership your business requires? PreVisor's Supervisor and Front Line Manager Solutions are designed for mid-level leadership positions across industries and cover multiple competencies ranging from coaching and development, prioritizing, decision-making, achievement, thoroughness, and sense of duty.

In addition, the solutions include new state-of-the-art Inbox and Coaching simulations, Problem Solving and Personality components, and measures of Managerial and Professional Potential to give you a comprehensive picture of your candidate. Best of all, the Supervisor and Front Line Manager Solutions are administered online and replace the need for expensive assessment centers.

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**For more information on our
Team Leader and Frontline
Manager Assessment
Solutions, please contact
our assessment consultants
at (02) 848.0726**
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Team Leader and Front Line Manager Solutions



Accurately Assess Mid-Level Leadership Capabilities.

Evaluate Candidates with Realistic Coaching and Inbox Simulations

The Supervisor and Front Line Manager Solutions offer both a Coaching and an Inbox Simulation. The Coaching Simulation is a role-playing simulation that presents candidates with video clips of “employees” with whom candidates interact. The simulation is designed to measure a candidate’s ability to manage talent as each coaching simulation presents multiple video-based scenarios that show interactions between employees and the supervisor/manager candidate. Scores predict the candidate’s ability to effectively manage employees, be appropriately directive and assertive, and display supportive leadership behaviors such as listening, probing, encouraging and empowering.

The Inbox simulation is an automated multimedia simulation that presents candidates with emails, voicemails, phone calls, and in-person visitors. Candidates are tasked with sorting through the information presented and responding to questions about how they would handle the various situations encountered. Candidates are evaluated in terms of how effectively they prioritize work activities and make accurate judgments about work demands.

The Coaching and Inbox simulations are specifically tailored to supervisory and managerial roles, such that the types of situations presented are similar to those encountered in different leadership levels. The supervisor versions contain scenarios specific to leading hourly employees, while the manager versions contain scenarios specific to leading salaried professionals.

Measure Critical Supervisory and Managerial Personality Characteristics

Another component of the Supervisor and Front Line Manager Solutions is PreVisor’s Global Personality Inventory-Adaptive (GPI-Adaptive). This new cutting edge adaptive personality instrument incorporates PreVisor’s PreView™ Computer Adaptive Testing (CAT) technology so that the assessment automatically adjusts to the candidate’s personality trait levels by asking questions based on the candidate’s previous responses. The result is a more accurate, secure, and shorter assessment that helps predict a candidate’s ability to perform well in the job.

The PreVisor Frontline Manager Solution measures the following leadership components:

- Coaching and Development
- Prioritizing
- Monitoring
- Decision Making
- Achievement
- Flexibility
- Confidence and Optimism
- Thoroughness
- Sense of Duty
- Innovation
- Independence

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Assess Effective Problem Solving Ability

Supervisors and managers need to possess the ability to be effective problem solvers in their everyday work. The Problem Solving component of the Supervisor and Manager Solution assesses candidates on this crucial competency by measuring their ability to solve everyday problems quickly and accurately. The Problem Solving component also utilizes PreView CAT technology so it allows for the quick and accurate measure of cognitive ability by adapting to the candidate's ability level.

Accurately Measure Management and Professional Potential

The Supervisor and Front Line Manager Solutions also measure potential to be effective in a professional and/or managerial capacity. This potential is assessed by asking candidates about relevant work experiences and professional, educational, and personal accomplishments.

Additional Leadership Resources Available from Assessment Analytics

Improve the Impact of Your Solution with Training

Together with our training partner, Assessment Analytics also offers learning solutions from the leading provider of e-learning and performance support solutions. Through this partnership, we have developed a bundle of training courses designed specifically to further enhance the Team Leader and Front Line Manager Solutions. This add-on license provides online training covering management and professional potential, coaching and developing, prioritizing, and managing employee performance.

Emphasize Importance of Training Further with the *Successful Manager's Handbook*

The *Successful Manager's Handbook* is based on the latest research on four critical leadership performance dimensions: Thought Leadership, Results Leadership, People Leadership and Self Leadership. This resource is the first place managers go to get answers, build leadership qualities, and map their road to success. Each chapter provides easy-to-use tips and on-the-job activities for improving managerial skills and effectiveness. This is a leading tool for managers around the world who are interested in professional development and will complete your Supervisor and Front Line Manager Solution.



Screenshot of the PreVisor Frontline Manager Solution

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Library Name: Front Line Manager 5.0 One Sitting Proctored

Report Label: Front Line Manager One Sitting Proctored

Reports Generated:

- Recruiter Report
- Interview Report
- Development Report

Coaching and Development	This component measures the tendency to know how to be effective while engaging with direct reports. It includes the following behaviors: demonstrating trust and empathy, listening for facts as well as feelings, having influence over others without needing to resort to measures of control, providing constructive feedback, showing genuine interest in employee's self-development, showing patience and encouraging employees to come up with solutions to their own problems.
Prioritizing	This component measures the tendency to make the best use of the candidate's time and efforts as well as those of the candidate's team to reach team goals. This component is characterized by the ability to identify tasks and determine the importance of each task as it relates to the team's goals.
Monitoring	This component measures knowing how to assess the effectiveness of a team's performance. This is characterized by the ability to track the progress and quality of work of the team members, identify poor or unacceptable performance, and recognize changes promptly.
Decision Making	This component measures the tendency to effectively choose a course of action that is consistent with the available facts and constraints. This is characterized by the ability to identify issues and draw conclusions from the information provided.
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.
Flexibility	This component measures the tendency to work effectively despite changes in coworkers, settings, and environment. This trait is expressed as one's desire for variety and flexibility in work, and a comfort level in the midst of changing circumstances.
Confidence and Optimism	This component measures the tendency to have belief in one's own ability to get the job done. This trait supports optimism in the face of rejection and a feeling of being successful and competent in a variety of areas.
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.
Sense of Duty	This component measures the tendency of a person's tendency to acknowledge and respect authority, and to accept and comply with rules. This trait is demonstrated by: trustworthiness; protecting sensitive or confidential information; following required procedures; and honoring one's commitment to the organization.
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.

Applicant Information

Name:
Application Date:
Applicant ID:
Session ID:

This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. If you would like more information about this interpretive report or other products that PreVisor offers, please contact your account representative.

Overall Score

Recommended ✓

Percentile	Low	Medium	High
	30	70	100
Overall	96		

Detailed Results

	Low	Medium	High
Percentile	30	70	100
Coaching and Development	92		
Prioritizing	22		
Monitoring	21		
Decision Making	96		
Achievement	97		
Flexibility	46		
Confidence and Optimism	100		
Thoroughness	100		
Sense of Duty	37		
Innovation	74		
Influence	87		
Independence	85		

Score Interpretation

Coaching and Development

This component measures the tendency to know how to be effective while engaging with direct reports. It includes the following behaviors: demonstrating trust and empathy, listening for facts as well as feelings, having influence over others without needing to resort to measures of control, providing constructive feedback, showing genuine interest in employee's self-development, showing patience and encouraging employees to come up with solutions to their own problems.

This candidate is likely to show a genuine interest in the development of others. He/she is likely to have the knowledge of effective coaching techniques in interactions with subordinates, such as: active listening and asking probing questions, engaging in collaborative problem solving by asking the subordinate what he/she thinks should be done, demonstrating empathy, providing growth opportunities to subordinates in a trusting and supportive environment.

Prioritizing

This component measures the tendency to make the best use of the candidate's time and efforts as well as those of the candidate's team to reach team goals. This component is characterized by the ability to identify tasks and determine the importance of each task as it relates to the team's goals.

This candidate is likely to have difficulty identifying critical tasks and determining the importance of each task. The candidate will most likely lack the ability to manage his/her team's competing tasks and will often fail to meet deadlines.

Monitoring

This component measures knowing how to assess the effectiveness of a team's performance. This is characterized by the ability to track the progress and quality of work of the team members, identify poor or unacceptable performance, and recognize changes promptly.

This candidate is likely to have difficulty tracking his/her team's progress. The candidate may lack the ability to identify unacceptable performance by a team member. The candidate is likely to have difficulty recognizing change that warrants an adjustment in team plans or activities.

Decision Making

This component measures the tendency to effectively choose a course of action that is consistent with the available facts and constraints. This is characterized by the ability to identify issues and draw conclusions from the information provided.

The candidate is likely to have an above-average ability to select a course of action that is consistent with the facts. The candidate will be able to effectively identify issues and draw conclusions based on the information provided.

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.

Flexibility

This component measures the tendency to work effectively despite changes in coworkers, settings, and environment. This trait is expressed as one's desire for variety and flexibility in work, and a comfort level in the midst of changing circumstances.

The candidate may respond reluctantly to a change in his/her work setting and may be uncomfortable in new surroundings. The candidate is likely to make limited adjustments to his/her approach based on the changing needs of his/her environment. While the candidate may not seek out change directly, he/she may respond effectively by adapting incrementally to the new situation.

Confidence and Optimism

This component measures the tendency to have belief in one's own ability to get the job done. This trait supports optimism in the face of rejection and a feeling of being successful and competent in a variety of areas.

This candidate is likely to hold a positive and enthusiastic outlook. The candidate will likely appear very self-assured in his/her approach to work and people, confidently asserting his/her opinion when needed. The candidate will easily overcome challenges and will maintain confidence in his/her own abilities, even in the face of criticism and rejection.

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.

This candidate will likely perform his/her work in an organized and efficient manner. The candidate dislikes clutter in his/her work area and will make an effort to keep materials, information, and resources carefully organized. He/she values accuracy and precision in his/her approach, and he/she can be an effective resource in spotting errors and imperfections in work products.

Sense of Duty

This component measures the tendency of a person's tendency to acknowledge and respect authority, and to accept and comply with rules. This trait is demonstrated by: trustworthiness; protecting sensitive or confidential information; following required procedures; and honoring one's commitment to the organization.

This candidate is likely to display a "flexible" view of compliance with policies and rules. The candidate will mostly operate under a defined sense of right and wrong, but may allow situational factors to influence his/her judgment. The candidate may be willing to compromise in areas of honesty and trustworthiness, and may question the importance of maintaining strict compliance with certain guidelines. He/she is somewhat concerned with protecting confidential information.

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.

This candidate is often described as being very innovative and inventive, using his/her strong creativity to develop new ways of examining complex problems. The candidate has the rare ability to consider multiple ideas and analyze alternative methods in a systematic manner in order to better approach a challenge. The candidate has a strong command of logic, with the ability to objectively and purposefully identify solutions. The candidate is a natural entrepreneur.

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.

The candidate shows a willingness to take charge in situations requiring leadership and will take on the responsibility to motivate others toward the group's objectives. The candidate confidently offers opinions and guidance to others, and often enjoys being the center of attention. The candidate is likely to be an effective negotiator with the natural inclination to influence others while taking decisive actions.

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.

This candidate is a self-starter who will likely thrive in an opportunity to get things done without immediate guidance. While others may wait for detailed assistance, this candidate will take the initiative to work on assigned tasks without being dependent on others. The candidate will be resourceful in the face of challenges and will reflect a high level of responsibility in his/her work, validating the trust placed in his/her efforts.