

Scenarios

Executive Scenarios - Profile

Name
SAMPLE CANDIDATE

Date
20 September 2013



INTRODUCTION

Mr SAMPLE CANDIDATE completed Executive Scenarios. The test presented him with a number of different senior managerial scenarios followed by a number of possible responses and asked him to rate each of the responses for its effectiveness in dealing with that scenario. His responses have been compared with those of a large and appropriate comparison group. Mr SAMPLE CANDIDATE's performance on Executive Scenarios is presented as a profile. This information should be treated confidentially. The shelf life of the information contained in this report is considered to be 12 – 18 months, depending upon Mr SAMPLE CANDIDATE's work role and personal circumstances.

FEEDING BACK RESULTS

Start by explaining the rationale for the test – it aims to assess senior-level managerial judgement, rather than test more general reasoning or personality. Ask about the person's managerial background and experience of working at a senior role within large organisations. Briefly explain the main scale and each of the three sub-scales using the descriptions provided on the profile. Begin by feeding back on the Managerial Judgement scale, as this gives the individual an overall impression of how they have done. Next give feedback on each sub-scale in turn, using the following guideline:

- Stens 9-10 show that their level of ability is substantially higher than that of most people with a similar background.
- Stens 7-8 show that their level of ability is somewhat higher than most people with a similar background.
- Stens 5-6 show that their level of ability is neither higher nor lower than that of other people with a similar background.
- Stens 3-4 show that their level of ability is somewhat lower than that of most people with a similar background.
- Stens 1-2 show that their ability is substantially lower than that of most people with a similar background.

COMPARISON GROUP

Group 1: Composite Manager/ Senior Manager Group

EXECUTIVE SCENARIOS PROFILE

The overall Managerial Judgement scale provides an assessment of your current level of judgement. Individuals who score strongly on the scale are demonstrating practical managerial judgement, and are therefore more likely to cope well with the demands of a real life executive or senior manager role.

This scale is broken down into three areas or sub-scales, Managing Objectives, People Management and Corporate Management. Each of these sub-scales examines Managerial Judgement in a more specific area than the overall scale.

These three sub-scales and the overall scale are scored against a set of correct answers. Research shows that the nearer an individual's responses are to these correct answers, the higher their level of managerial effectiveness.

T/S	%ile
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Managerial Judgement

25	1
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Less effective at weighing up executive-level managerial situations.

1 5 10



Effective at weighing up executive-level managerial situations.

Managing Objectives

25	1
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Less effective at tackling and resolving current business challenges and engaging appropriate external support.

1 5 10



Provides leadership on current business and operational challenges, and engages appropriate external expertise.

People Management

52	58
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Less effective at identifying and tackling people issues.

1 5 10



Resolves disputes and addresses motivation, morale, communication and performance issues affecting individuals or the workforce.

Corporate Management

26	1
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Less effective at taking a corporate perspective. May be less inclined to tackle important issues facing the organisation.

1 5 10



Takes a corporate approach that supports and sustains the organisation.

ASSESSMENT METHODOLOGY

This Profile is based upon the following sources of information for SAMPLE CANDIDATE:

Questionnaire	COMPARISON GROUP
Executive Scenarios UKE	Group 1: Composite Manager/ Senior Manager Group

ABOUT THIS REPORT

This report was generated using the SHL Expert Assessment System. It includes information from Executive Scenarios. The use of this questionnaire is limited to those people who have received specialist training in its use and interpretation.

The report herein is generated from the results of a questionnaire answered by the respondent and substantially reflects the answers made by them. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data. This report has been generated electronically – the user of the software can make amendments and additions to the text of the report.

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