# Manager 8.0+

**Assessment Fact Sheet**

### Overview

The Manager 8.0+ Job-Focused Assessment is designed for candidates applying to their first leadership positions and includes SHL’s new innovative mobile-first ability assessment, Verify Interactive – Inductive Reasoning. It measures behaviors that underlie successful performance in first-line manager roles across a wide range of industries. It is most relevant to positions that supervise salaried employees.

Potential job titles that could use this JFA include:

* Manager,
* Branch Manager,
* General Manager

This JFA includes the Reskilling Potential Scale and the Management Potential Scale.

* The Reskilling Potential scale measures tendency to learn from experiences in a way that supports professional success.
* The Management Potential scale measures the potential for managerial success across industry type and functional area.

Job Level Manager

Job Family/Title All

### Details

Platform TalentCentral+

Average Testing Time (minutes) 44 minutes

Number of Sittings One

Maximum Number of Questions 108

Designed for Unproctored Environment Yes

Question Format Forced-Choice; Multiple Choice

### Knowledge, Skills, Abilities and Competencies Measured

Reskilling Potential: This measures the tendency to learn from experience in ways that support professional success. This includes being open to new experiences, learning from past experiences, and finding patterns and order in complex information.

**Management Potential:** This measures 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.

**Makes difficult decisions:** This measures the extent to which the candidate is comfortable making difficult decisions and is not deterred byopposition.

**Defines roles and responsibilities:** This measures the extent to which the candidate defines the responsibilities and priorities for others.

**Coordinates others' work:** This measures the extent to which the candidate coordinates others, assigns activities and takes charge.

**Fosters team cohesion:** This measures the extent to which the candidate energizes the team and keeps them cohesive.

**Encourages diversity:** This measures the extent to which the candidate ensures opportunities for all employees and builds diverse teams.

**Applies functional expertise\*:** This measures the extent to which the candidate proficiently applies relevant knowledge and skills to one’s job.

**Analyzes information\*:** This measures the extent to which the candidate identifies key factors and integrates information to understanddata or situations.

**Embraces new ideas:** This measures the extent to which the candidate experiments with new ideas.

**Works systematically:** This measures the extent to which the candidate breaks work down into manageable parts.

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

**Strives to achieve:** This measures the extent to which the candidate sets demanding goals and makes a determined effort to meet or exceed them.

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

\*This skill is a composite of the behavioral assessment as well as SHL Cognitive: Inductive, an interactive test of general cognitive ability.