Scenarios
Management Scenarios Profile

Name
Mr Sample Candidate
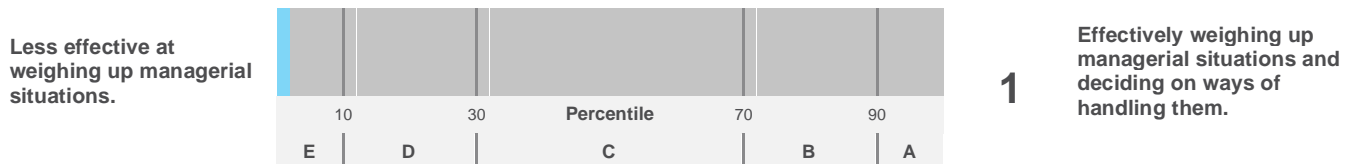
Date
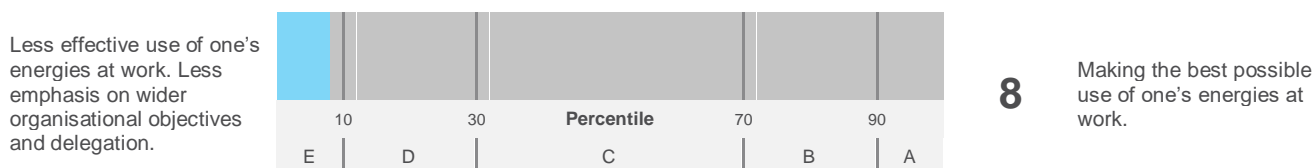03 October 2018

Scenarios Profile Chart
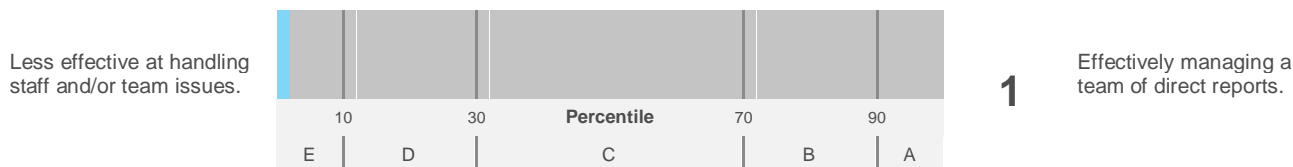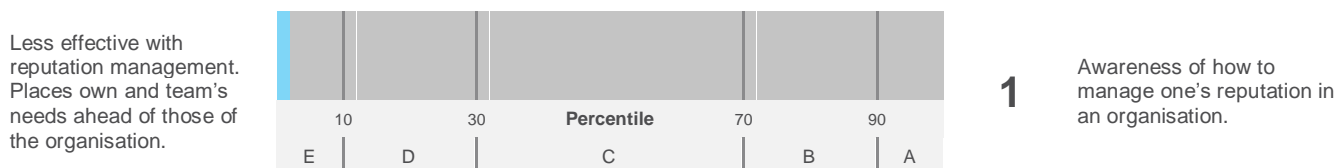
Judgement Scales

Managerial Judgement

Less effective at weighing up managerial situations.

		Percentile		
	10	30	70	90
E	D	C	B	A

1

Effectively weighing up managerial situations and deciding on ways of handling them.

Managing Objectives

Less effective use of one's energies at work. Less emphasis on wider organisational objectives and delegation.

		Percentile		
	10	30	70	90
E	D	C	B	A

8

Making the best possible use of one's energies at work.

People Management

Less effective at handling staff and/or team issues.

		Percentile		
	10	30	70	90
E	D	C	B	A

1

Effectively managing a team of direct reports.

Reputation Management

Less effective with reputation management. Places own and team's needs ahead of those of the organisation.

		Percentile		
	10	30	70	90
E	D	C	B	A

1

Awareness of how to manage one's reputation in an organisation.
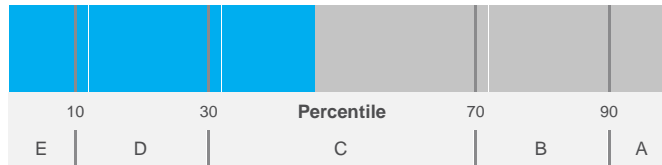
Element Scales

Big Picture

More inclined than their peers to focus on immediate team objectives. Advocates less networking and consultation on wider objectives and decisions.
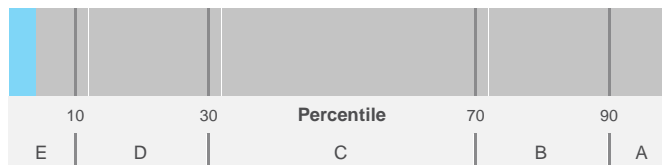
	10		30	Percentile		70		90	
E		D		C			B		A

46

Advocates wide consultation with other teams on objectives and decisions. Lines up own efforts behind wider organisational objectives.

Delegative

More inclined than their peers to work with detail, take things on personally and "do" rather than manage. Less prioritising and delegating.
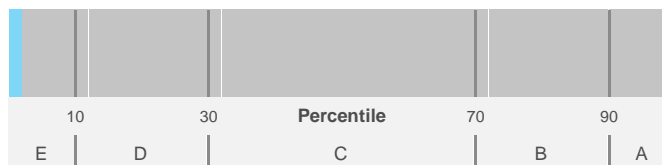
	10		30	Percentile		70		90	
E		D		C			B		A

4

Avoids detail, tends to involve others and to delegate. Distils out and tackles important tasks and sets self priorities.

One-to-One

More inclined than their peers to reprimand, ignore or replace an individual who has performance or motivational issues. Offers less support or coaching.
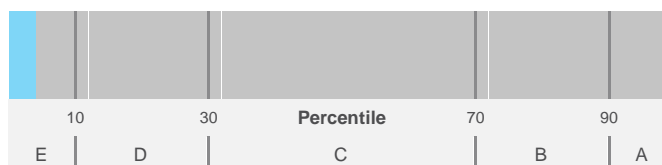
	10		30	Percentile		70		90	
E		D		C			B		A

2

Tackles an individual who has motivation and performance issues, offers support and coaching whilst emphasising the need to meet objectives.

Team

May give the team the impression of being unable or unwilling to tackle, clarify or consult on team motivation and performance issues.

|	10		30	Percentile		70		90	
E		D		C			B		A

4

Consults on, clarifies and tackles team motivation and performance problems, promotes and maintains team motivation. Communicates and consults on change.

Personal Recognition

More likely to feel the need to actively influence their own image within the organisation. May overestimate the importance of demonstrating own achievements and personal contributions.

	10		30	Percentile		70		90	
E		D		C			B		A
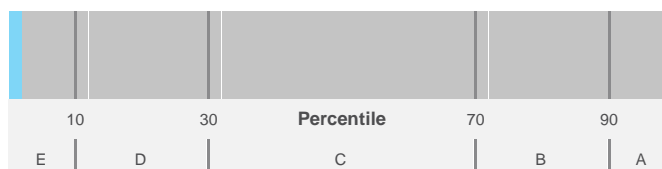
2

Takes a balanced approach in attempting to manage their own image within the organisation. May overestimate the importance of letting results speak for themselves rather than occasionally highlighting own achievement.

Company Protocol

More focused on outcomes and less concerned about procedures and protocols. May prioritise own or team's needs ahead of other managers' needs or the tackling of the organisation's collective problems.

	10		30	Percentile		70		90	
E		D		C			B		A
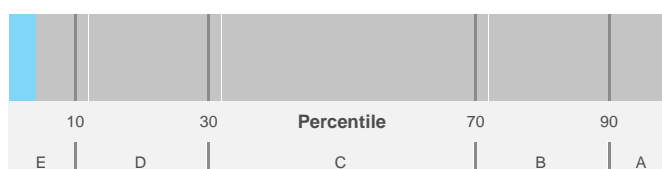
3

More likely to focus on reaching decisions and achieving objectives through established protocol. More willing to accommodate the needs of other managers and to tackle the organisation's collective problems.

Managerial Judgement And Subscales

Managerial Judgement is the key measure for making decisions. Performance on this scale is based on all the questions in the test (i.e. the other 3 subscales combined). The following table displays Mr. Sample Candidate's raw and normed scores on these four scales.

Scale	Raw Score	Sten	Percentile	T-score	Grade
Managerial Judgement	**138**	**1**	**1**	**25**	**E**
Managing Objectives	24	3	8	36	E
People Management	56	1	1	25	E
Reputation Management	58	1	1	25	E
Big Picture	10	5	46	49	C
Delegative	14	2	4	32	E
One-to-One	24	2	2	30	E
Team	32	2	4	32	E
Personal Recognition	23	2	2	30	E
Company Protocol	35	2	3	31	E

ASSESSMENT METHODOLOGY

This Profile is based upon the following sources of information for Mr Sample Candidate:

Questionnaire / Ability Test	Comparison Group
Management Scenarios UKE 2012 Edition	Scenarios Management Edition 2012: UK Group

Person Detail Section

Name	Mr Sample Candidate
Candidate Data	**Judgement Scales:** MJ: 138, MO: 24, PM: 56, RM:58 **Element Scales:** BP: 10, D: 14, OTO: 24, T: 32, PR: 23, CP: 35
Report	Management Scenarios Profile

ABOUT THIS REPORT

This report was generated using SHL's Online Assessment System. 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(s) 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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