

Manufacturing & Industrial – Mechanical

Focus 8.0

Assessment Fact Sheet

Overview

The Manufacturing & Industrial Mechanical Focus 8.0 Job-Focused Assessment measures the behaviors that underlie successful and safe performance in an industrial/manufacturing setting. This solution assesses mechanical comprehension and other foundational behaviors including behaving safely in the workplace; applying domain-related expertise; offering practical solutions; and attending to multiple tasks.

Potential job titles that use this solution include: Machine and Equipment Operators, Assemblers and Fitters, and Maintenance/Repair Workers.

Job Level.....All

Job Family/Title.....All

Details

PlatformTalentCentral+

Average Testing Time (minutes)31 minutes

Maximum Number of Questions.....96

Designed for Unproctored Environment.....Yes

Question Format.....Multiple Choice, Forced-Choice

Knowledge, Skills, Abilities and Competencies Measured

Safety and Dependability: This measures the behaviors that underlie safe performance in a work setting, including behaving safely in the workplace; complying with rules and regulations; applying domain-related expertise; and attending to multiple tasks.

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

Supports and coaches others: This measures the extent to which the candidate coaches and helps others develop.

Offers help: This measures the extent to which the candidate shares information and offers guidance to others.

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

Offers practical solutions: This measures the extent to which the candidate provides workable solutions to problems.

Drives improvement: This measures the extent to which the candidate seeks opportunities to improve the organization and introduce change.

Attends to multiple tasks: This measures the extent to which the candidate works on several tasks simultaneously.

Shows commitment to the organization: This measures the extent to which the candidate is committed to the organization and its success.

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 competency is a composite of the behavioral assessment as well as SHL Cognitive: Verify - Mechanical Comprehension (2014), an interactive test of mechanical aptitude.