

# Manufacturing & Industrial – Essential Focus 8.0

## Assessment Fact Sheet

### Overview

The Manufacturing & Industrial Essential 8.0 Job-Focused Assessment measures the behaviors that underlie successful and safe performance in an industrial/manufacturing setting. This solution assesses 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: Machining and Equipment Operators, Laborer/Warehouse, Assemblers and Fitters, Maintenance/Repair Workers, Dispatchers, Surveillance, Quality Assurance Workers, Material Handlers, and Truck/Ship Loaders.

Job Level.....All

Job Family/Title.....All

### Details

Platform .....TalentCentral+

Average Testing Time (minutes) ..... 16 minutes

Maximum Number of Questions..... 76

Designed for Unproctored Environment.....Yes

Question Format.....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.