



Agency Manager Solution

Fact Sheet

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Insurance Agency Manager – One Sitting

Assessment Fact Sheet

Overview

The Agency Manager solution is for mid-level sales management positions that involve people management and sales responsibilities. Sample tasks for this job include, but are not limited to directing and coordinating financial activities of workers in a branch, office, or department of an establishment, such as branch bank, brokerage firm, risk and insurance department, or credit department. Potential job titles that use this solution are Agency Manager; Brokerage Manager.

Job Level	Managerial
Job Family/Title	Insurance

Details

Average Testing Time (minutes)	51 minutes
Maximum Number of Questions	171 items (126 items on average)
Number of Sitzings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple choice, Multiple choice – adaptive

Knowledge, Skills, Abilities and Competencies Measured

Management Potential: This measures a candidate’s tendency to make good judgments about how to effectively respond to work situations. This is determined by scores derived from the candidate’s responses to questions regarding situations one would likely encounter as a manager.

Professional Potential: This is a measure of the tendency to have potential for professional 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.

Thoroughness: This measures a candidate’s tendency to be thorough and precise in approaching work and personal activities. This trait is characterized by: being accurate; finding and correcting errors; and maintaining order in work and personal affairs.

Reliability: This measures a candidate’s responsibility for his/her own actions and a commitment to performing assigned tasks. This trait is characterized by: reliability; proactive involvement in work; and a dedication to complete even the most mundane tasks.

Achievement: This measures a candidate’s tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterized by: working hard; taking satisfaction and pride in producing high quality work; and being competitive.

Knowledge, Skills, Abilities and Competencies Measured

Innovation: This measures the tendency of the candidate's creativity in working through problems and making decisions. This trait is seen as: producing novel solutions to problems; using imagination to create unique ideas or products; and logically applying multiple and inventive strategies when considering alternatives.

Sense of Duty: This measures a candidate's tendency to acknowledge and respect authority, and to accept and comply with rules. This trait is demonstrated by: trustworthiness; protecting sensitive or confidential information; following required procedures; and honoring one's commitment to the organization.

Confidence and Optimism: This measures the candidate's tendency to have belief in one's own ability to get the job done. This trait supports optimism in the face of rejection and a feeling of being successful and competent in a variety of areas.

Example Questions

Compared to the general public, I think that my potential or actual ability to supervise others is in the:

- a) ☐ top 5%
- b) ☐ top 20%, but not in the top 5%
- c) ☐ top half, but not in the top 20%
- d) ☐ lower half

The on-the-job help I've gotten from supervisors I've had has been:

- a) ☐ outstanding
- b) ☐ very good
- c) ☐ good
- d) ☐ fair
- e) ☐ poor
- f) ☐ none of my supervisors has really helped me

Choose which of the two statements below is more true of you.

- a.) ☐ I don't go out of my way to seek leadership roles, but others often look to me for guidance and direction.
- b.) ☐ Although I have the ability to guide others' work, I prefer to let someone else take that responsibility.

Example Reports

Detailed Report: Insurance S.S: Agency Manager - Short Form

RecruiterInterviewDevelopment

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Applicant Information

Name:

Application Date: Tue Oct 27 18:24:00 EDT 2009

Applicant ID: 12413933

Session ID: 751401420929917113

Library: Selection

This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. If you would like more information about this interpretive report or other products that PreVisor offers, please contact your account representative.

Overall Score

Recommended

Percentile

Low

Medium

High

Overall Score

Detailed Results

Management Potential

Professional Potential

Achievement

Flexibility

Innovation

Influence

Independence

Percentile

Low

Medium

High

Score Interpretation

Management Potential

This component measures the tendency to make good judgments about how to effectively respond to work situations. This is determined by scores derived from the candidate's responses to questions regarding situations one would likely encounter as a manager.

This candidate's response profile concerning judgments about how to manage staff communication, employee development, and employee motivation is not similar to judgments made by highly effective managers. The poor match between the profiles suggests that the candidate is not likely to be a successful manager.

Professional Potential

This is a measure of the tendency to have potential for professional 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.

This candidate's response profile concerning past achievements, social orientation, and work orientation is highly similar to the profiles of highly effective professionals. The good match between the profiles suggests that this candidate is likely to be successful in a professional position.

Achievement

This component measures the tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterized by: working hard; taking satisfaction and pride in producing high quality work; and being competitive.

The candidate is likely to set challenging goals and will persist despite obstacles. The candidate will tend to show a high level of pride in his/her work, striving for excellence even over prolonged periods of effort. The candidate is likely to be highly competitive and intense in approaching his/her work. The candidate is motivated to accomplish goals, regardless of the timeframe or difficulty level.

Confidence and Optimism

This component measures the tendency to have belief in one's own ability to get the job done. This trait supports optimism in the face of rejection and a feeling of being successful and competent in a variety of areas.

This candidate is likely to hold a positive and enthusiastic outlook. The candidate will likely appear very self-assured in his/her approach to work and people, confidently asserting his/her opinion when needed. The candidate will easily overcome challenges and will maintain confidence in his/her own abilities, even in the face of criticism and rejection.

Thoroughness

This component measures the tendency to be thorough and precise in approaching work and personal activities. This trait is characterized by: being accurate; finding and correcting errors; and maintaining order in work and personal affairs.

This candidate will likely perform his/her work in an organized and efficient manner. The candidate dislikes clutter in his/her work area and will make an effort to keep materials, information, and resources carefully organized. He/she values accuracy and precision in his/her approach, and he/she can be an effective resource in spotting errors and imperfections in work products.

Sense of Duty

This component measures the tendency of a person's tendency to acknowledge and respect authority, and to accept and comply with rules. This trait is demonstrated by: trustworthiness; protecting sensitive or confidential information; following required procedures; and honoring one's commitment to the organization.

This candidate will likely demonstrate a strong sense of duty and will make decisions that reflect a clear sense of right and wrong. The candidate will consistently follow policies, rules, and laws, even when compliance is not monitored. He/she will accept and show respect for authority consistently. He/she can be trusted with confidential information and are reliable contributors to the organization's credibility.

Innovation

This component measures the tendency of one's creativity in working through problems and making decisions. This trait is seen as: producing novel solutions to problems; using imagination to create unique ideas or products; and logically applying multiple and inventive strategies when considering alternatives.

This candidate is often described as being very innovative and inventive, using his/her strong creativity to develop new ways of examining complex problems. The candidate has the rare ability to consider multiple ideas and analyze alternative methods in a systematic manner in order to better approach a challenge. The candidate has a strong command of logic, with the ability to objectively and purposefully identify solutions. The candidate is a natural entrepreneur.

Influence

This component measures the tendency of a person's effectiveness in directing and influencing others. This trait is characterized by: persuading and negotiating effectively with others; influencing others' decision-making; and coordinating others' efforts to accomplish work.

The candidate shows a willingness to take charge in situations requiring leadership and will take on the responsibility to motivate others toward the group's objectives. The candidate confidently offers opinions and guidance to others, and often enjoys being the center of attention. The candidate is likely to be an effective negotiator with the natural inclination to influence others while taking decisive actions.

Independence

This component measures the tendency of a person's willingness to take action and to make decisions independently. This trait is revealed in: working effectively without immediate supervision; not being overly dependent on help from others; and being resourceful in the face of challenges.

This candidate is a self-starter who will likely thrive in an opportunity to get things done without immediate guidance. While others may wait for detailed assistance, this candidate will take the initiative to work on assigned tasks without being dependent on others. The candidate will be resourceful in the face of challenges and will reflect a high level of responsibility in his/her work, validating the trust placed in his/her efforts.

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