



## TalentLens for Manufacturing – Easy, Online Administration

Customized to evaluate critical competencies and quickly identify talent for 7 key roles

	PRODUCTION EMPLOYEE	MAINTENANCE AND REPAIR	FRONT-LINE SUPERVISOR	INDUSTRIAL SALES REPRESENTATIVE	ENGINEER	MANAGER	DIRECTOR
<b>ABILITY</b>							
<b>MECHANICAL APTITUDE:</b>							
Physical Principles	✓	✓		✓			
Mechanical Reasoning	✓	✓		✓			
Spatial Visualization	✓	✓		✓			
<b>CRITICAL THINKING:</b>							
Complex Analysis			✓		✓	✓	✓
Strategic Thinking			✓		✓	✓	✓
Effective Decision Making			✓		✓	✓	✓
Problem Framing & Solving			✓		✓	✓	✓
<b>PERSONALITY</b>							
Achievement/Effort				✓	✓	✓	✓
Adaptability/Flexibility	✓	✓	✓	✓	✓	✓	✓
Analytical Thinking		✓	✓	✓	✓	✓	✓
Attention to Detail	✓	✓	✓	✓	✓	✓	✓
Concern for Others		✓	✓			✓	✓
Cooperation	✓	✓	✓		✓	✓	✓
Dependability	✓	✓	✓		✓	✓	✓
Independence	✓			✓	✓	✓	✓
Initiative		✓	✓	✓	✓	✓	✓
Innovation					✓	✓	✓
Integrity/Dutifulness	✓	✓	✓		✓		
Leadership Orientation			✓	✓	✓	✓	✓
Persistence			✓	✓	✓	✓	✓
Self-Control	✓	✓	✓	✓		✓	✓
Social Orientation							✓
Stress Tolerance		✓	✓	✓	✓	✓	✓

ALL ROLES UTILIZE AN UNLIKELY VIRTUES SCALE TO DETECT FAKING AND RESPONSE DISTORTION