
Supervisor

Manufacturing Industry

Name: John Sample

Date of Testing: 12/07/2010

Organization: Pearson Sample Corporation

Introduction

This report provides information about a candidate's potential fit for the position of supervisor within the manufacturing industry. Supervisors who work in the manufacturing industry typically perform the following activities:

- Enforce safety regulations
- Establish work schedules
- Direct, coordinate, and coach staff
- Resolve employee complaints and grievances
- Read and analyze charts, records, and reports to determine requirements and evaluate performance (e.g., quality, productivity)

This report includes information on the candidate's potential to perform these types of activities, based on an assessment of the candidate in two key areas:

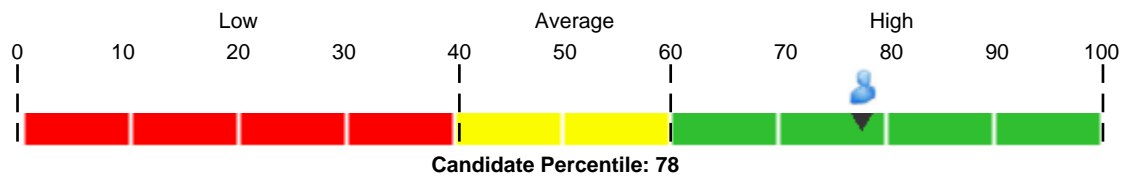
- Critical Thinking - decision making, sound reasoning, and logic
- Work Style Compatibility - the match between work behaviors and job requirements

Research by the Department of Labor has found that critical thinking ability and the work styles measured in this assessment are important for successful performance as a supervisor. Supervisors with a high level of critical thinking ability are able to accurately evaluate situations and make logical decisions when faced with complex or ambiguous information. Similarly, supervisors with certain work styles (e.g., leadership orientation, adaptability, attention to detail) are able to meet the demands and expectations of the role.

For more information on use of this report for employee selection, please consult the [User's Guide for Occupational Solution: Supervisor within the Manufacturing Industry](#).



Overall Fit



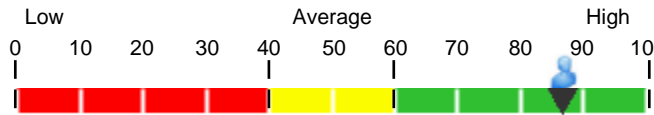
Score Interpretation

The overall fit score is based on a combination of critical thinking ability and work styles that are critical for a supervisor within the manufacturing industry.

This candidate's overall fit score is in the high (green) range. Based on this score, it is likely that the candidate is a good fit for a supervisor position within the manufacturing industry.

Critical Thinking

Is likely to struggle with tasks that require critical thinking skills



Is likely to excel in tasks that require critical thinking skills

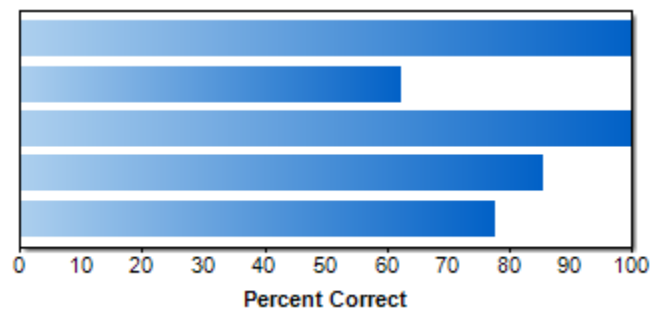
Score Interpretation

This candidate's score was higher than or equal to 87% of the scores in a sample group of supervisors within the manufacturing industry. This individual is likely to excel with the type of critical thinking involved in complex analysis and decision making. Specifically, relative to other supervisors within the manufacturing industry, this individual is likely to:

- Define complex problems and situations clearly and objectively
- Readily identify subtle and obvious information needed to enhance decision-making or problem-solving effectiveness
- Apply sound logic and reasoning when analyzing information
- Consistently draw accurate conclusions from information
- Develop strong arguments for the support of ideas

Critical Thinking Subscales

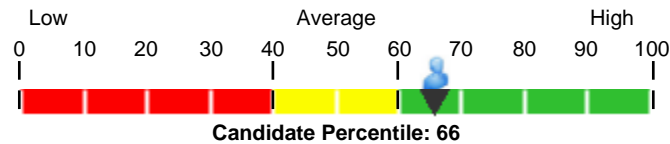
	Score	% Correct
Inference	7	100
Recognition of Assumptions	5	63
Deduction	9	100
Interpretation	6	86
Evaluation of Arguments	7	78



The graph above provides a profile of relative strengths and weaknesses on the subscales comprising the critical thinking score. However, because each subscale contains fewer items, the subscale scores tend to be less reliable than the overall score. It is the overall critical thinking score that yields a consistent or reliable measure of critical thinking ability.

Work Style Compatibility

Low compatibility with the work styles required for success as a supervisor within the manufacturing industry



High compatibility with the work styles required for success as a supervisor within the manufacturing industry

Score Interpretation

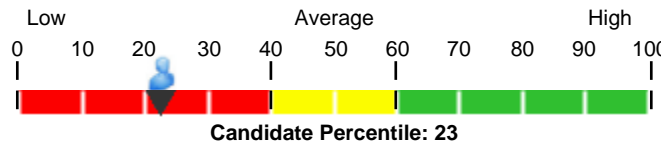
This candidate obtained a Work Style Compatibility percentile score of 66. This score indicates that the candidate is a good fit based on the work styles required for successful performance as a supervisor within the manufacturing industry.

Work Styles

Adjustment

Self-Control

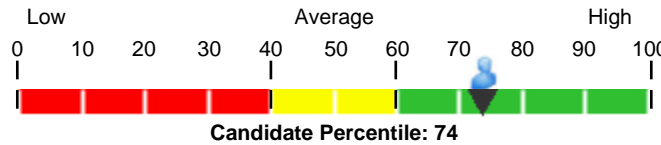
May not maintain composure as consistently as peers; may be prone toward open displays of emotion



Is likely to maintain composure and control anger, even in very difficult situations

Stress Tolerance

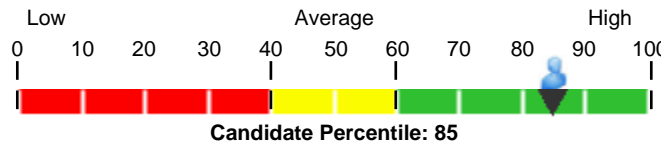
May have little tolerance for criticism, or for stress imposed by other people or circumstances



Is likely to accept criticism well and remain calm, even when facing high pressure or stress imposed by other people or circumstances

Adaptability/Flexibility

Is unlikely to enjoy or look forward to change or variety in the workplace

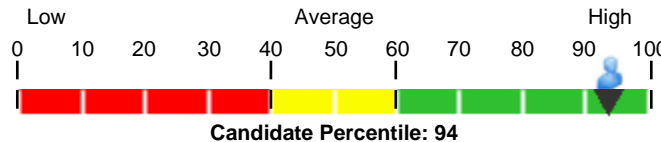


Enjoys and looks forward to change and variety in the workplace

Social Influence

Leadership Orientation

Is likely to have little interest in taking charge or directing and leading others; may be hesitant to offer opinions

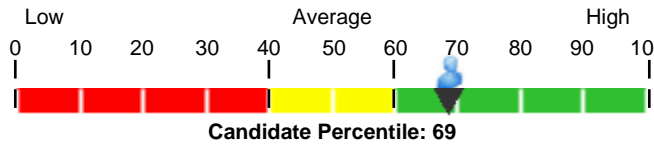


Is prone to taking charge, leading others, and offering opinions; very high scores may push others too firmly

Conscientiousness

Dependability

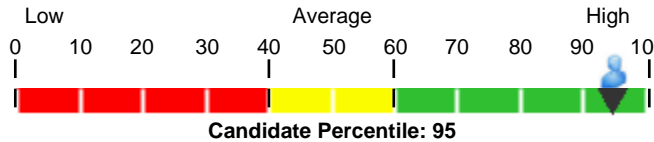
May be casual about or inconsistent in fulfilling job and work obligations



Is likely to consistently fulfill job and work obligations

Attention to Detail

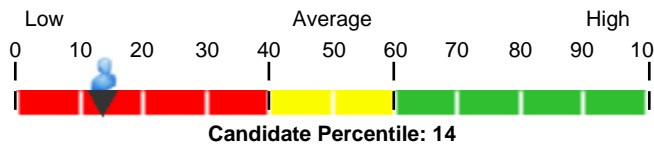
Is likely to prefer tasks and issues requiring a more global focus to those requiring high attention to detail



Enjoys and is likely to excel at tasks requiring a strong focus on detail and a need for thoroughness

Integrity/Rule-Following

Is unlikely to demonstrate strict adherence to rules and regulations across situations

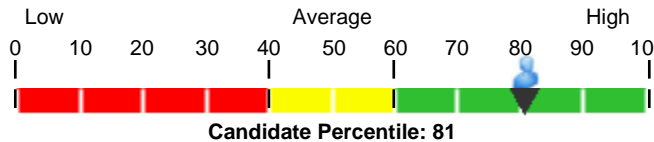


Is likely to demonstrate strict adherence to rules and regulations and to do things "by the book"

Practical Intelligence

Analytical Thinking

May not enjoy analyzing complex issues in depth and may miss opportunities to use logic to resolve work-related issues or problems

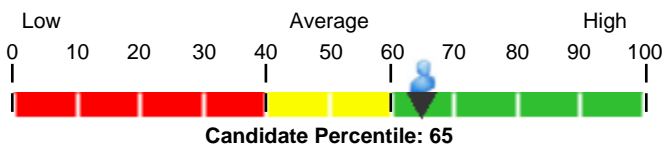


Enjoys analyzing complex issues in depth and using logic to resolve work-related issues and problems

Achievement Orientation

Persistence

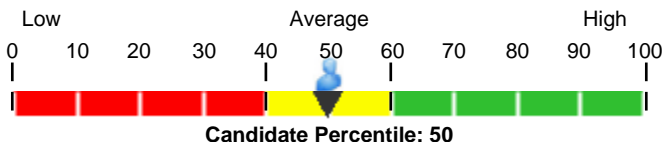
May not persist when faced with difficulties or obstacles, or when success seems unlikely



Is likely to be highly persistent on the job, even when faced with difficulties or obstacles, or when success seems unlikely

Initiative

Is likely to have little interest in volunteering for or taking on new work responsibilities or challenges

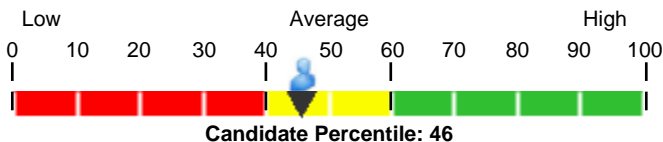


Enjoys taking on new or additional work responsibilities and challenges

Interpersonal Orientation

Cooperation

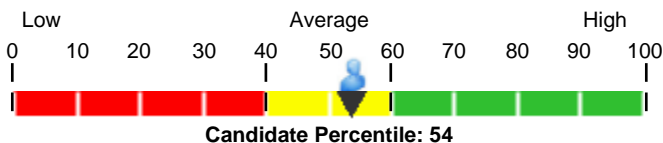
May not be consistently pleasant, good-natured, or cooperative



Is likely to consistently demonstrate a pleasant, good-natured, and cooperative attitude with others on the job

Concern for Others

May miss opportunities to demonstrate sensitivity, caring, and support for others on the job

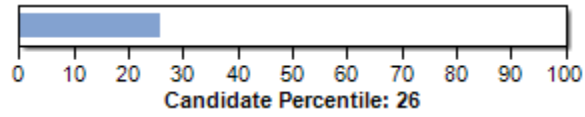


Is highly sensitive to the needs and feelings of others and highly supportive; very high scores may hesitate to deliver tough messages

Unlikely Virtues

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Acknowledged self-limitations in responses; not concerned about making a positive impression



Minimized self-limitations in responses; appears concerned about making a positive impression

Note. The Work Style scores should be interpreted with caution if the Unlikely Virtues percentile score is higher than or equal to 95.