

COMPMETRICA MULTIPLE CHOICE IN-BASKET EXERCISE NATIONAL RENEWABLE ENERGIES CORPORATION



The National Renewable Energies Corporation Multiple Choice In-Basket Exercise (NREC-IB) assesses the capability of a candidate to react in management situations that could potentially be encountered in a work environment. This In-Basket Exercise is used for first level manager (team leader, supervisor, team manager, coordinator, etc.) working in an administrative context, responsible for the internal client support sector.

Description

- This exercise contains thirteen (13) situations that could be encountered in a work environment
- The candidate must answer 70 questions by selecting the most appropriate statement to solve the situation
- The In-Basket Exercise assesses 7 competencies

Conditions

Duration

- One (1) hour thirty (30) minutes

Correction Time

- Paper-Pencil Administration: 2 business days
- Web Administration: Instant Report

(Can vary according to special arrangements and fees, negotiated in accordance to the amount of copies to correct, the client's needs, and the availability of Compmetrica's correction services)

Targeted Clientele

Any organization that wishes to assess candidates for 1st level management positions working in an administrative context, responsible for the internal client support sector.

Competencies Assessed

Thinking Skills

6. Problem-solving

Leadership Skills

22. Ability to Mobilize
26. Ability to Develop Others

Management Skills

51. Ability to Organize / Orchestrate
53. Ability to Control

Entrepreneurship

58. Client-oriented
59. Results-oriented



Type of Report



MULTIPLE CHOICE IN-BASKET EXERCISE - NATIONAL RENEWABLE ENERGIES CORPORATION (NR-EC-08-09)

EVALUATION REPORT

Candidate:
Smith, John

Multiple Choice In-Basket Exercise - National Renewable Energies Corporation

Candidate: Smith, John

Results per Competency (continued)

53 ABILITY TO CONTROL



DETAILS ON THE RESULT OBTAINED:

The candidate ensured some monitoring in this regard, he (she) reminded them how it and policies of the organization linked to consistently on them.

The candidate implemented several requests allowed him (her) to monitor properly standards, objectives and delays.

58 CLIENT-ORIENTED



DETAILS ON THE RESULT OBTAINED:

The candidate clearly demonstrated the desire to maintain or enhance client satisfaction, in fact, exceeding the quality standards prescribed by the organization has been at the heart of his (her) concerns.

59 RESULTS-ORIENTED

Result: 3 / 5



DETAILS ON THE RESULT OBTAINED:

In general, the candidate showed proper concern in meeting the objectives set and the overall performance of the organization.

On a few occasions, the candidate showed initiative in situations faced and reacted rapidly to organizational constraints.

Multiple Choice In-Basket Exercise - National Renewable Energies Corporation

Candidate: Smith, John

Evaluation date: 2010/01/13

Explanation Note for this Type of Exam

The **National Renewable Energies Corporation Multiple Choice In-Basket Exercise** assesses a candidate's ability to react to situations that might be encountered on the job in a full level management position in an administrative sector context. These situations can touch several topics such as client satisfaction, employee or immediate supervisor requests, procedures, and workload.

Following the 13 situations presented in this In-Basket, 70 multiple choice questions were submitted to the candidate. In this context, the candidate had to choose the most appropriate statement to answer the different questions asked.

These questions call for the management abilities usually required for this level of position and aims at assessing seven (7) assessment criteria.

Rating Scale

For this report, the results are presented using the following rating scale:

Excellent 5	The candidate responds to the main aspects and criteria of the evaluation and his/her responses are appropriate. The candidate has surpassed expectations.
Very good 4	The candidate responds to most of the criteria of the evaluation and there were no major deficiencies noted for the aspects evaluated. The candidate demonstrated an above-average performance.
Good 3	Some of the main and secondary criteria of the evaluation were raised. The candidate demonstrates some minor deficiencies with regards to the evaluated criteria.
Weak 2	The candidate omits important aspects and criteria of the evaluation. The candidate presents some major deficiencies and is having problems.
Poor 1	The candidate omits most of the aspects that are evaluated and presents several major deficiencies. The candidate is incapable of responding or the answers are inappropriate.
Absent 0	The candidate did not demonstrate this evaluation criterion in any way.

