

# COMPMETRICA MULTIPLE CHOICE IN-BASKET EXERCISE HOLO-COM CORPORATION



The **Holo-Com Corporation Multiple Choice In-Basket Exercise (HCC-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 operational context, responsible for the exploitation and sales sector.

## Description

- This exercise contains fourteen (14) situations that could be encountered in a work environment
- The candidate must answer 71 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 1<sup>st</sup> level management positions working in an operational context, responsible for the exploitation and sales sector.

## Competencies Assessed

### Thinking Skills

- 6. Problem-solving

### Leadership Skills

- 22. Ability to Mobilize
- 26. Ability to Develop Others

### Management Skills

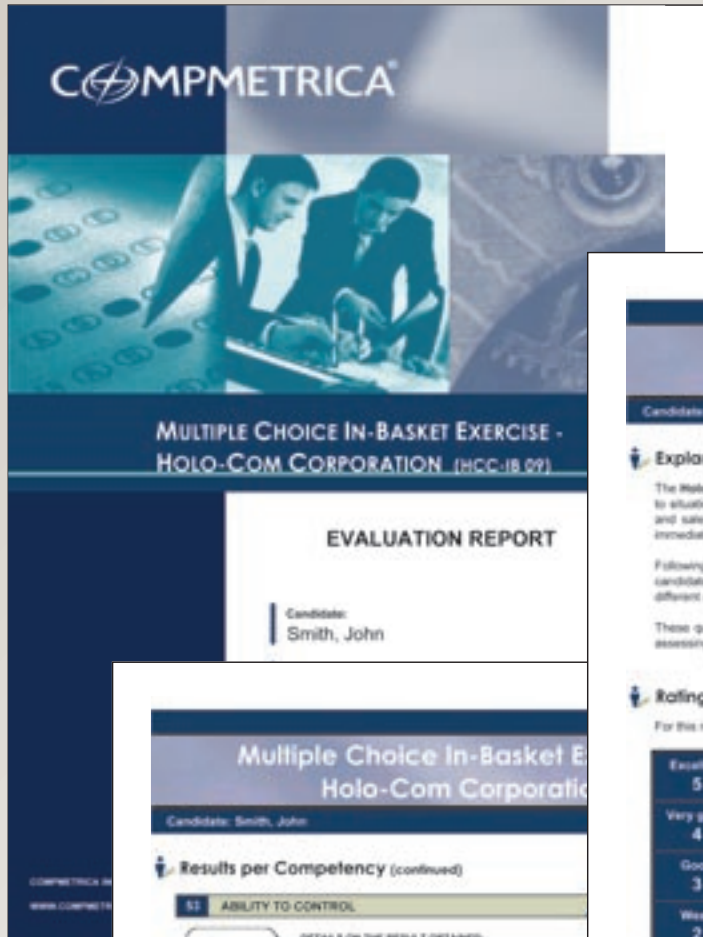
- 51. Ability to Organize / Orchestrate
- 53. Ability to Control

### Entrepreneurship

- 58. Client-oriented
- 59. Results-oriented



# Type of Report



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## Multiple Choice In-Basket Exercise - Holo-Com Corporation

Candidate: Smith, JohnEvaluation date: 2016/01/15

**Explanation Note for this Type of Exam**

The Holo-Com Corporation Multiple Choice In-Basket Exercise assesses a candidate's ability to react to situations that might be encountered on the job in a 1st level management position in an exploitation and sales context. These situations can touch several topics such as client satisfaction, employee or immediate supervisor requests, and activity reports.

Following the 14 situations presented in this In-Basket, 71 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:

<b>Excellent</b> 5	The candidate responds to the main aspects and criteria of the evaluation and his/her responses are appropriate. The candidate has surpassed expectations.
<b>Very good</b> 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.
<b>Good</b> 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.
<b>Weak</b> 2	The candidate omits important aspects and criteria of the evaluation. The candidate presents some major deficiencies and is having problems.
<b>Poor</b> 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.
<b>Absent</b> 0	The candidate did not demonstrate this evaluation criterion in any way.

## Multiple Choice In-Basket Exercise - Holo-Com Corporation

Candidate: Smith, John

**Results per Competency (continued)**

**53 ABILITY TO CONTROL**

**DETAILS ON THE RESULT OBTAINED:**

5
4
3
2
1
0

**+** 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 reports allowed him (her) to monitor properly standards, objectives and delays.

**58 CLIENT-ORIENTED**

**DETAILS ON THE RESULT OBTAINED:**

5
4
3
2
1
0

**++** 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:**

5
4
3
2
1
0

**+** 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.

