

Select Assessment® for Leaders & Professionals

In the world of management or supervisor level hiring, finding the appropriate individual is essential. Hiring an effective leader can positively affect a company's bottom line; of course, ineffective leaders can have the opposite effect.

To help ensure the success of your company, Select International developed Select Assessment® for Leaders & Professionals, an in-depth assessment that identifies the skills and abilities needed to succeed as a professional in today's workplace. Our process comprehensively assesses the key competency areas for leaders. Individuals participate in an easy two-step process that results in a competency profile. The profile can be used to help make decisions on the selection of new hires or as a development tool in an internal performance evaluation process. For positions requiring a more technical evaluation, the assessment can be combined with a BMAR (Basic Mechanical Aptitude and Reasoning) test. These assessments enable consistent and confident hiring and promoting of competent and motivated employees.

"Select Assessment for Leaders & Professionals is well aligned to Allegheny Energy's leadership competencies and the business environment. The assessments are required for selection of supervisors and are used as an input to succession planning and high potential development. We have been very pleased with the validity of the tools, as well as the ease of use of the system for taking the assessments and reporting of results."

Diane Liska
Manager,
Organizational Dev't
Allegheny Energy, Inc.

Step 1: Web Assessment

The first step in the process requires the individual to complete an online assessment. This in-depth assessment contains personality, logical reasoning and situational questions related to the professional position of interest. At the client's request, Select International sends e-mails inviting individuals to complete the assessment, along with login information and a web link. They can complete the assessment anytime and also have the option to stop the assessment and continue later, if desired. The web assessment is designed to measure an individual's management or supervisory skills and abilities.

Step 2: Assessor-based Evaluation

If the individual passes the web-based assessment, they are scheduled for a phone assessment with a trained assessor. This portion of the evaluation process contains past behavior, situational and motivational fit questions as well as role-plays. The final content of the phone assessment can be customized to meet each client's needs and/or position of interest. This portion of the process allows the trained assessor to gain a better understanding of the individual's past experiences, goals, reasoning and rationale for his/her actions. The web and assessor scores are then combined to obtain final competency scores for each of the key skill areas.

Available Reports

Once the individual has completed both stages of the assessment process, reports are generated and automatically e-mailed to the client. The type of report needed is based upon the purpose of the assessment process.

Selection Report

This report provides hiring managers with ideal score ranges on each competency (called a footprint) and shows how the individual scored in comparison to this range. A final recommendation is provided based on how well the individual met the leadership success profile. Lastly, a set of past behavior interview questions are provided to help hiring managers probe further into key competency areas.

Insight Report

This report provides individuals with a description of their strengths and developmental areas based on their leadership competency scores. The report also describes how being at a particular competency level will affect their ability to help build and foster a strong organizational culture.