

ROLE-FOCUSED ASSESSMENTS

# Manager & Supervisor – Hiring

## Help Your Organization Adapt, Evolve, and Lead Through Change

### Future-proof your organization with our new Role Specific Assessment Tool: **Manager & Supervisor – Hiring**

Management and supervision are undergoing a significant shift, driven by the rapid adoption of AI and automation. Scheduling software, live performance analytics, and automated reporting are taking care of much of the administrative load that once dominated a manager's week – streamlining operations, but simultaneously redefining what good leadership means in practice.

**The focus is moving away from oversight and process management, towards culture-building, talent development, and sharp organizational decision-making.** Managers and supervisors who will stand out are those who can leverage these technologies effectively, whilst holding onto the interpersonal skills, coaching instinct, and situational awareness that technology simply cannot replicate.



Pearson's research program has identified the core skills that predict success in today's dynamic, technology-driven management environments. The Manager & Supervisor – Hiring solution helps you understand and measure these essential capabilities, enabling your organization to recognize potential and support professional growth.

### Manager & Supervisor – Hiring Benefits



- Measures skills critical to success today
- Reliable, predictive scores
- Sophisticated technology mitigates faking and cheating behaviors
- Enables informed talent acquisition decisions

## Our innovative Manager & Supervisor – Hiring assessment measures the following:



- 1 Complies with Rules and Regulations** – Demonstrating honesty and trustworthiness; trying to do what is right and ethical; following rules, laws, regulations, policies, and procedures; accepting authority.
- 2 Cooperates with Others** – Valuing agreement, consensus, and cohesiveness in interpersonal interactions; being responsive to others' needs, providing information and assistance to meet those needs.
- 3 Demonstrates Creativity and Innovation** – Displaying creativity in problem-solving; being open to multiple ideas and new approaches to work.
- 4 Develops Rapport with Others** – Seeking out a variety of social situations, including those requiring tact and/or discretion; being sociable, warm, likable, and cooperative; being easy to work with.
- 5 Improves Performance** – Demonstrating a desire to increase knowledge; seeking out opportunities for self-development; taking advantage of learning opportunities.
- 6 Understands Others** – Recognizing and understanding others' states of mind or emotions; demonstrating compassion toward others; taking care of others in need.
- 7 Works with Information** – Demonstrating intellectual and intellectual curiosity; demonstrating a tendency to organize, abstract and evaluate information.
- 8 Supervisor Inbox** – Uses job-relevant scenarios to measure crisis management, employee development, performance evaluation, political savvy, resource and workforce management.



### Languages

US English

### Norms

General Population



**Contact us** to explore how Pearson's suite of assessments can future-proof your workforce.

### Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent planning, talent sourcing, and talent development solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

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