

TALENT PLUS®

OPERATIONAL MANAGER TALENT ONLINE® ASSESSMENT (TOASM)



IMPORTANCE OF MANAGERS

“EMPLOYEES JOIN COMPANIES BUT LEAVE MANAGERS.”

A Gallup poll of 1 million+ employed U.S. workers found the number one reason people quit their jobs is a bad boss or immediate supervisor. **75%** voluntarily left their jobs because of their bosses, not the position.

“PEOPLE LEAVE MANAGERS, NOT COMPANIES...IN THE END, TURNOVER IS MOSTLY A MANAGER ISSUE.”

When a manager is engaged, team members realize higher engagement. The selection of managers is mission critical with nearly **11 million managers*** today with tenure averaging **10 years****.

TALENT PLUS HAS ASSESSED MORE THAN 250,000 MANAGERS IN THE PAST 30 YEARS –

we understand the talents top managers possess.

A Talent Plus study discovered that effective managers drive **41% higher employee engagement.**

Engagement occurs when managers listen, are more predictable, recognize successes and provide training opportunities to their employees.



ENGAGE EMPLOYEES

EMPLOYEES ARE MORE ENGAGED WHEN MANAGERS:

- + Are predictable in words and actions
- + Identify needs and actively work on solutions
- + Understand what elevates job satisfaction
- + Emphasize value team members add
- + Listen to co-workers
- + Provide training opportunities
- + Recognize and support employees

THE SCIENCE OF TALENT®

Top managers make strategic, tactical day-to-day decisions to implement solutions for desired outcomes and move projects forward through good, spontaneous business decisions – ensuring success of the organization.

DESIGNED TO ASSESS PEOPLE FOR JOBS IN WHICH THEY:

- + Lead and develop a team
- + Manage a budget or financial data
- + Form a plan of action around a strategy and execute
- + Adapt to continuously rework and refine their efforts
- + Taking action, they ensure projects are moving forward and goals are being achieved
- + Focus on healthy business practices and creating profit
- + Proactively invest in coaching

MAKE THE RIGHT SELECTION DECISION

The Operational Manager TOA has the highest degree of validity in the market, declared “Rare and very beneficial” by the U.S. Department of Labor. Talent Plus helps get the selection decision right 76% of the time, improving your selection odds.

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ASSESSMENT RESULTS AND TALENT CARD®

- + **95%** of respondents believe receiving assessment results helps them better use their strengths
- + **83%** said they **grew as a leader** because of their Talent Plus interview results
- + **62%** rated leadership development experiences as impactful when compared to other leadership development opportunities

WE ARE CHANGING THE WORKPLACE.

Managers account for at least 70% of the variance in employee engagement scores.***

TEST DRIVE THE OPERATIONAL MANAGER ASSESSMENT TODAY AND GET YOUR TALENT CARD

bit.ly/OperationalMgr

Operational Manager TOA
Kate Smith | Top Talent

Name: Kate Smith
TBID:
External ID:

Contact Information

Primary Phone:
Secondary Phone:
Tertiary Phone:
Email:
Home Address:

Application Details

Position: Operational Manager
Job Title: Operational Manager
Req. Code: Operational Manager
Application Date: 08/20/2018
Location: Default Location
Job Organization: Unassigned : Unassigned

Result Summary

Benchmark: Industry
Date Conducted: 08/20/2018
Interview Language: English
Overall Result: Recommended to move forward in the Selection Process
Overall Score: 71.2% (Cutoff 46.8%)
Scoring Model: Industry
Rank: 7th of 22 Recommended (68th Percentile)

Top Themes

1. Achiever
2. Caring
3. Adaptability
4. Command
5. Business Focus

Talent Intensity Index® - An Understanding, Not a Score

Operational Manager TOA © 2018 Talent Plus®
Talent Benchmark®: Industry © 2018 Talent Plus®

Legend: ■ Top Performers ▲ Contrast Performers

Theme	Score	Top Performers	Contrast Performers	Theme Result
Achiever	100.0%	46.8%	26.1%	N/A
Caring	88.9%	49.0%	27.9%	N/A
Adaptability	77.8%	45.7%	28.8%	N/A
Command	66.7%	36.3%	18.9%	N/A
Business Focus	66.7%	38.2%	22.5%	N/A
Competition	55.6%	31.0%	13.2%	N/A
Financial Orientation	66.7%	42.2%	27.0%	N/A
Execution	77.8%	54.0%	28.8%	N/A

Download

Talent Card® | Kate Smith

The Talent Card captures your strongest talents and provides a pathway to help you understand your potential and assist in leveraging these strengths toward enhanced productivity and engagement. Your talents are listed in rank order.

Your Talent Creates Excellence

Achiever Drives & Values

Determination to succeed - Achiever highlights a person's internal motivation for successfully accomplishing goals and their drive toward continuous growth in their own abilities. Determination, tenacity and focus are behaviors displayed by top performers in this theme.

Caring People Acumen

Supportive and inclusive - Caring represents individuals who define their success based on the cohesiveness and satisfaction of their team. They have a strong desire to be supportive, helpful and thoughtful.

Adaptability Work Style

Flexible and resourceful - Adaptability describes individuals who enjoy discovering solutions to problems and maximizing opportunities. They continuously rework and refine their efforts.

Command Influence

Courage of convictions - Command reveals an individual's bias to action and ability to naturally take charge when appropriate. They are decisive, have the courage to stand up for what they believe, and show no hesitation about confronting conflict or difficult situations.

Business Focus Thought Process

Big picture thinking - Business Focus defines those who often take people by surprise with the strength of their observations. They are known for recognizing the whole picture in terms of the needs of a team, department or organization.

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*In 2012, there were 10.8 million middle managers working in the United States. (Department of Labor statistics and The Wall Street Journal) | ** Managers are not job-hoppers. Almost 38% have been with their employer for more than 10 years. (Department of Labor statistics and The Wall Street Journal) | *** Gallup.