
Manager

Manufacturing Industry

Name John Sample

Date of Testing 09/17/2007

Organization Pearson Sample Corporation

Introduction

This report provides information about a candidate's potential fit for the position of manager within the manufacturing industry. Managers who work in the manufacturing industry typically perform the following activities:

- Create budgets and approve expenditures for supplies, materials, equipment, and staff
- Execute plans and manage resources to produce products that meet delivery expectations, quality standards, and cost targets
- Develop and manage inventory and cost control programs
- Hire, train, and evaluate staff
- Coach and develop direct reports in the areas of people management, technical expertise, quality assurance, and safety awareness

This report includes information on the candidate's potential to perform these types of activities, based on an assessment of the candidate in two key areas:

- Critical Thinking – decision making, sound reasoning, and logic
- Work Style Compatibility – the match between work behaviors and job requirements

Research by the Department of Labor has found that critical thinking ability and the work styles measured in this assessment are important for successful performance as a manager. Managers with a high level of critical thinking ability are able to accurately evaluate situations and make logical decisions when faced with complex or ambiguous information. Similarly, managers with certain work styles (e.g., leadership orientation, initiative, adaptability) are able to meet the demands and expectations of the role.

For more information on use of this report for employee selection, please consult the [User's Guide for TalentLens: Manager within the Manufacturing Industry](#).



Overall Fit

