



Management Abilities Assessment (DMAA)

Preparation Guide

The Management Abilities Assessment (DMAA) measures an individual's judgment and decision-making skills in typical situations reported in the workplace. The DMAA can be used to identify individuals with high potential leadership development and efficient managerial skills.

Higher scores on the DMAA have been associated with higher management skills and management experience.

Assessment of
management abilities

Comparison of
management methods
with other managers

Prediction of job
performance in
management roles

Completing the Assessment

The results from psychometric tests of situational judgments are typically stable over time and are largely related to your transformational leadership style (i.e. making decisions for the benefit of all, being there for others, etc.). However, there are numerous factors that can have an influence on your test score. Here are some tips to help you complete the DMAA more efficiently:

- 1) The test includes 16 scenarios, each presenting three to four potential actions for solving the situation. For each action, you must determine if the presented action is very effective, fairly effective, fairly ineffective, or very ineffective.
- 2) Always consider each scenario and each action as independent from one another. Sometimes, all actions for one scenario could be very ineffective. Other times, the actions for a scenario could be only fairly effective and fairly ineffective.
- 3) For each rated action, you can receive between 0 and 3 points, depending on how far your answer is from the correct answer. For example, if the answer is very effective and you choose very effective, you will receive three points, but if you chose fairly effective, you will only receive two points.
- 4) The DMAA typically takes 20 to 25 minutes to complete. However, similar to personality tests, the DMAA is untimed, allowing you to complete the assessment at your own pace.
- 5) Complete the questionnaire when you feel alert, rested, and are free from potential interruptions. Completing the assessment when you are anxious or tired may not reflect your real management abilities, as assessed by the DMAA.

Consulting your Report

Each report provides powerful and detailed information in an easy-to-read format. You will find:

- General information about the test
- An overview of the general result
- A detailed explanation of the results

Our results are instant, allowing you to review a candidate's score as soon as they have completed the assessment.

Report Information

This report has been generated using the results from the Management Abilities Assessment (DMAA). The DMAA measures an individual's judgment and decision-making skills in typical situations reported in the workplace. The DMAA can be used to identify individuals with high potential leadership development and efficient managerial skills. Higher scores on the DMAA have been associated with higher management skills and management experience.

When using this report, please remember that the results are only based on test performance and not directly-observed performance in workplace settings.

This report presents an overall score of management abilities in terms of percentile.

The scores have been generated by comparing the candidate's responses to a pool of several thousand of other people, giving a comparison of how a candidate performs in relation to most individuals.

Percentile Scores Explained

The overall result is presented as a percentile score, which represents how an individual candidate's score compares to the scores of other candidates within a particular comparison group. Percentile scores range from the 1st through the 99th percentile, indicating the percentage of scores in the comparison group which are less than the candidate's score. For example, a percentile of 21 indicates that a score is higher than 21% of the scores achieved by everyone in the comparison group. The 50th percentile represents a score that is exactly high half of the scores in the comparison group.

Disclaimer

This report has been computer-generated through the web-portal of ABEL Project and it cannot be guaranteed that this report has not been changed or adapted from the original computer-generated output.

If the questionnaire was completed without supervision, the identity of the respondent cannot be guaranteed.

ABEL Project accepts no liability or responsibility for the consequences from the use of this report.

Good business decisions, including hiring, promotion, and termination, should always rely on detailed information from multiple sources. What you learn about a candidate using the present report should be evaluated in conjunction with other information, including but not limited to prior work history (if available), personal interviews, job-related technical knowledge, prior job performance, ability or skills measures, and references.

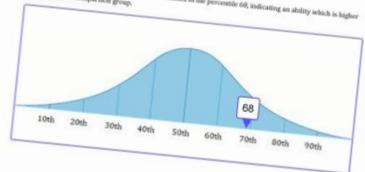
The information contained in this report is confidential and should be stored securely. The information is likely to remain valid for up to 18 months from the date of taking the assessment.

Candidate Name: John Sample
Report Generated: April 19, 2018

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Results Details

John Sample's results on this assessment are situated in the percentile 68, indicating an ability which is higher than 68% of the comparison group.



John's Complete Result Description

John Sample's performance on the Management Abilities Assessment indicates a moderate level of situational judgment abilities when compared to the chosen reference group. These results suggest that John is likely to be aware of how a manager's actions can affect success in a workplace environment in most people similar to average. John's ability to identify the effectiveness or reflectiveness of an action was similar to most managers in the comparison group.

John's Overview Result Description

- John shows an average level of situational judgment ability.
- John is as likely to handle difficult managerial situations as most managers.
- John is as likely to display good judgment in day to day life as most managers.
- John is as likely to solve situations using the most efficient course of action.
- John is as likely as most other managers to perform well in roles involving managerial decision making.

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