



Management Abilities Assessment (DMAA)

John Sample

Test Date: April 19, 2018

Test Event ID: 0296

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 scales have been generated by comparing the candidate's responses to a pool of several thousand of other people's, 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 lower 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 higher than 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.

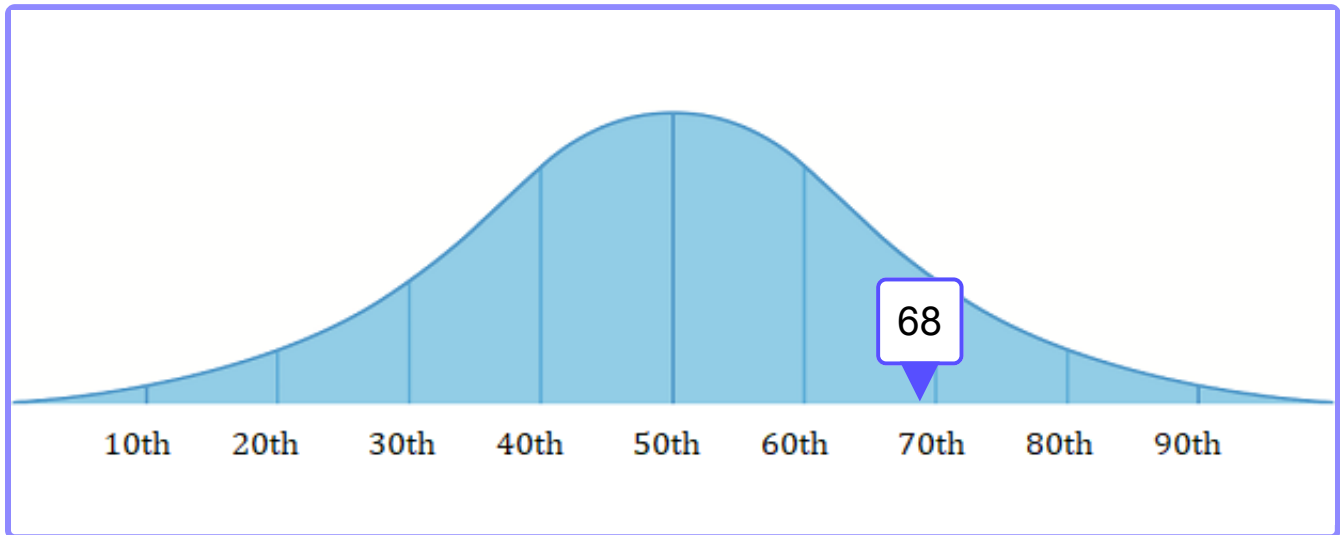
Good business decisions, including hiring, promotion, and termination, should always rely on detailed information from multiple sources. What you learn about a candidate using the present report should always be evaluated in conjunction with other information, including but not limited to: prior work history (if any), work credentials, 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 in this report 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

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 perform as well as other people in the reference group in roles requiring a significant amount of autonomy, judgment, decision making skills, and management abilities. Based on the results of the DMAA, John is as likely to be aware of how a manager's actions can affect success in a workplace environment as most people. Compared to most managers, John's ability to identify the effectiveness or ineffectiveness of an action was similar to average. John's ability to make sound judgments and to make efficient decisions for the benefit of all is 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.

Recommendations

In order to get a better portrait of John's future performance, it is recommended to combine this assessment with a wider range of tools. The DMAA should ideally be combined with personality questionnaires to provide a deeper insight into the candidate's character, as well as a structured interview, in order to test the candidate's work-relevant knowledge and skills in a reliable and structured manner.