

This is a short, 5 to 10 minute, questionnaire which evaluates the person's potential and readiness for a first management role.

The 2-page report contains two sections. The first evaluates the individual's preferred management style in relation to 8 competency scales.

The second identifies the person's work orientation and preferred organisational type.

Section 1 Management & Leadership Style

This comprises 32 items which evaluate the person on 8 scales in terms of a preference for each of the 8.

These are:

Do they		or
Communicate	↔	Direct other people
Seek stability	↔	Seek risky opportunities at work
Maintain the status quo	↔	Initiate leadership at work
Monitor events	↔	Plan/organise activity at work

The items have a 7-point response option and produce a rank ordering of the 8 scales, each with a percentage to show how much the person focuses on the activity, along with a paragraph of explanation.

Section 2 Preferred Work and Organisation

There are a second set of 32 items which identifies which kind of managerial work in which kind of organisation will best suit the person.

The questions have a two-part response structure: -

- (1) Do they like specified work activities and
- (2) have they experience of doing it?

This produces an 8-scale result:

Are they		or
Academic	↔	Practical
Bureaucrat	↔	Achiever
Theoretical	↔	Entrepreneurial
Change maker	↔	Maintainer

This enables the report to highlight which types of industry sector they may find most comfortable to move into as a manager. For instance, someone who is a practical achiever may prefer Manufacturing Industry or FMCG.

Finally, the report contains standard references to other resources the person may use to further their quest to achieve management status, and pitfalls to avoid.

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