



ASSESS MANAGER

Assess Manager

Management assessment test

Managerial Assessment for Recruitment, Assessment, Coaching and Training

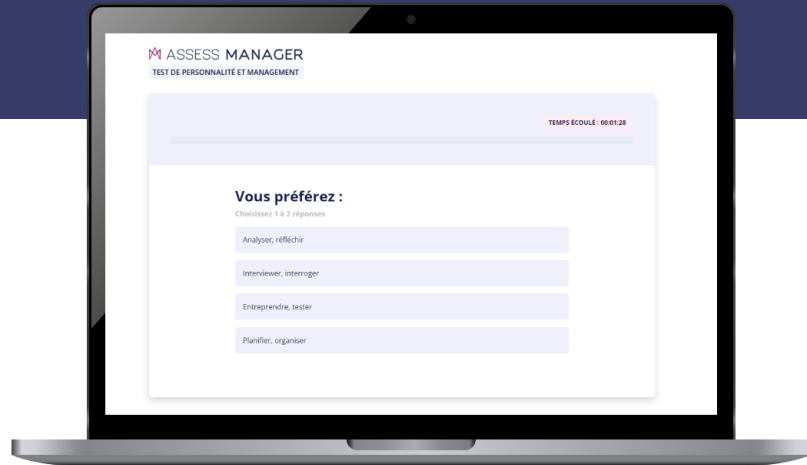
[TRY OUR QUESTIONNAIRE >](#)



THE SPECIALIST FOR MANAGEMENT ASSESSMENT

MEET YOUR CHALLENGES WITH ASSESS MANAGER

Managerial assessment
gives you the keys
Faced with your major
challenges



BUILDING TEAMS



RECRUITMENT AND INTERNAL MOBILITY



GPEC, TALENT DETECTION

BUILDING LOYALTY AND ENGAGING



TURNOVER AND EMPLOYEE ENGAGEMENT



COMEX AND MANAGEMENT TEAM BUILDING



MANAGEMENT A DISTANCE & INTERGENERATIONNEL

BUILDING TEAMS

⊕ SECURE YOUR RECRUITMENT

“ *Whether profiles are rare and hard to find, or on the contrary, with a wide choice of candidates,*

*A clear vision
the strengths and areas for improvement of the future
Managers recruited*

*Helps you make the right recruitment choices
and secure the way you integrate and support
future employees.*

”

Key figures

- A manager manages a team of 6 to 8 people
- It works directly or indirectly with at least 3 other departments
- He has a customer contact in one out of 2 cases

A manager's impact is 360°.



ASSESS
MANAGER

THE IMPACT OF THE MANAGER

IMAGE

VALUES

AMBIANCE

PROJECTS

INTERACTIONS

EFFICIENCE



SUCCESS

PROGRESSION

COMMITMENT



INTERNAL MOBILITY

EXPERT \neq **MANAGER**

When it comes to internal mobility, the first reflex is to promote the team's best expert to the position of manager.

- Expertise brings legitimacy
- **But expertise is no guarantee managerial skills**



ASSESS
MANAGER



INTERNAL MOBILITY: **VALIDATE THE EXPERT'S MANAGERIAL POTENTIAL**

STRATEGIC WORKFORCE PLANNING DETECTING TALENT

⊕ IDENTIFY AND PREPARE YOUR TALENTS

What is a talent?

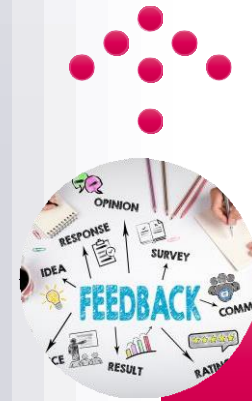
How does it affect corporate culture, teams and projects?

How do you detect them? How do you win their loyalty?

How to prepare them?

HIDDEN TALENTS

- Managers who highlight your talents of tomorrow see their mirrors more easily, without necessarily identifying other talents.
- The most talented are sometimes even an unconscious threat to certain managers and are not always revealed.
- Assess Manager helps you detect talent without human bias.



Skills
managerial



Challenges and team
maturity



Management
styles



Corporate
culture



ASSESS
MANAGER

BUILDING LOYALTY, ENGAGING TEAMS

- ⊕ TURNOVER AND EMPLOYEE ENGAGEMENT
- ⊕ COMEX AND MANAGEMENT TEAM BUILDING
- ⊕ MANAGEMENT A DISTANCE & INTERGENERATIONNEL

Managerial agility is one of the keys to manager's success in meeting these challenges.

Certain managerial skills are essential, in addition to expertise and interpersonal skills.



What kind of manager are you?

This questionnaire identifies your managerial talents



Click on the sentence that corresponds to your choice. The wording makes it clear that there is no right or wrong answer, just options that are similar to you, in which you spontaneously imagine yourself.

Next



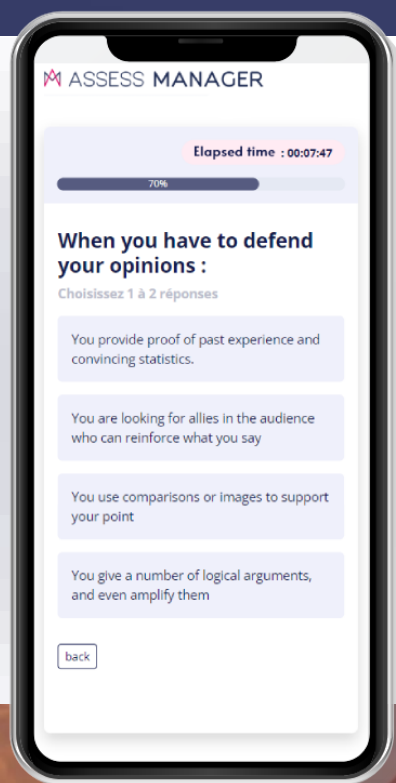
ASSESS
MANAGER

MANAG-ER ©

ASSESS
MANAGER

MANAGEMENT REPORT

LEADERSHIP AND POSTURE - MANAGERIAL SKILLS



- A SINGLE QUESTIONNAIRE ONLINE
- SUITABLE FOR EVERYONE: EXECUTIVES, MANAGERS, FUTURE MANAGERS
- 23 MINUTES ON AVERAGE

5 YEARS OF R&D
INCLUDING
2 YEARS VALIDITY
SCIENTIST

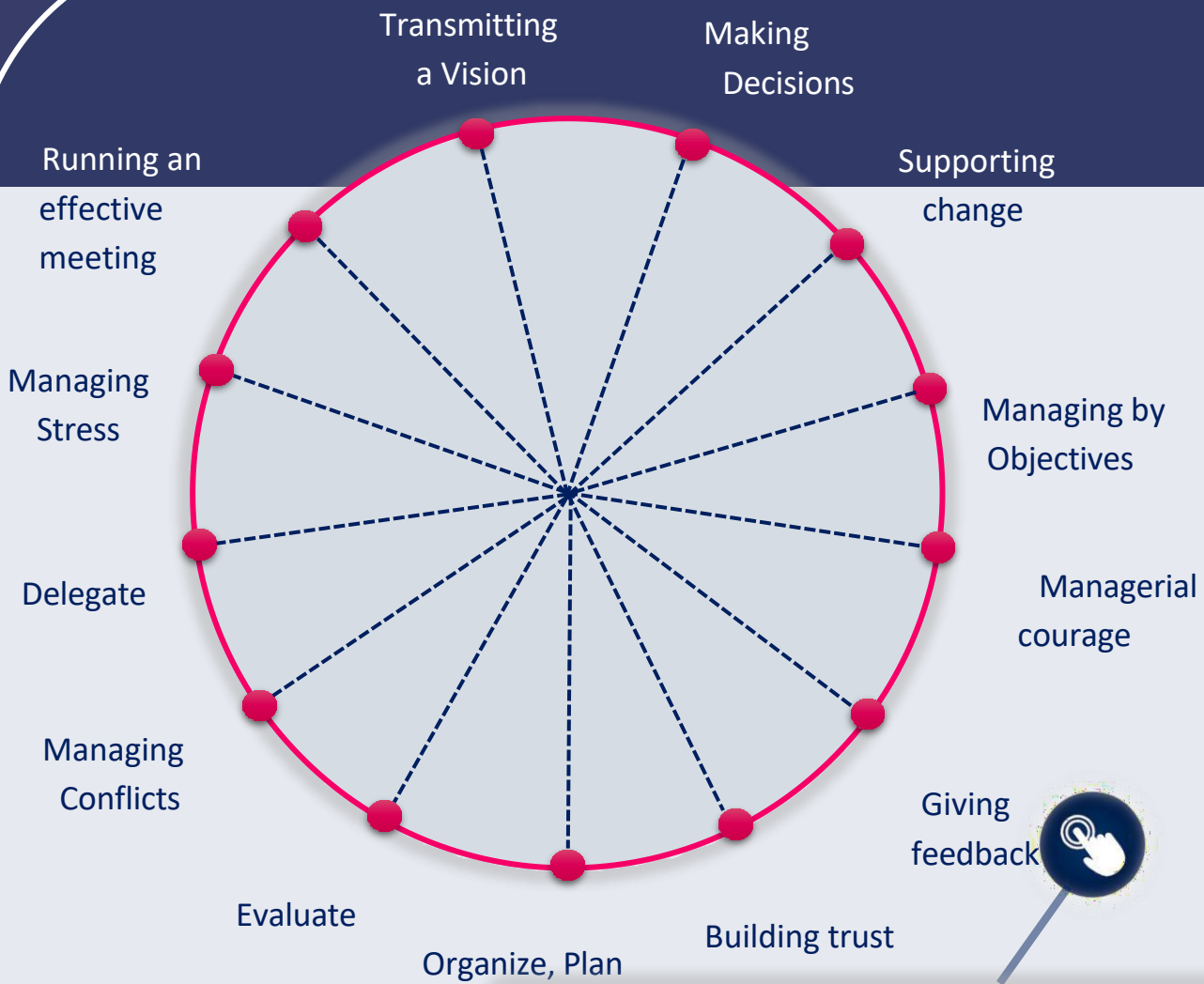
Training offered: We can help you to get to grips with the questionnaires questionnaires and interpreting the results.
Register for sessions via your partner area


[OPEN MY COMPANY ACCOUNT >](#)


ZOOM-ER ©


THE PERSONALITY REPORT

INDIVIDUAL FUNCTIONING AND KNOW-HOW





Positive feedback 


Framing – reframing 


Constructive approach to feedback 





Leadership 


Political Sense 

Strategic Orientation 

Intellectual Agility 

Emotional Agility 

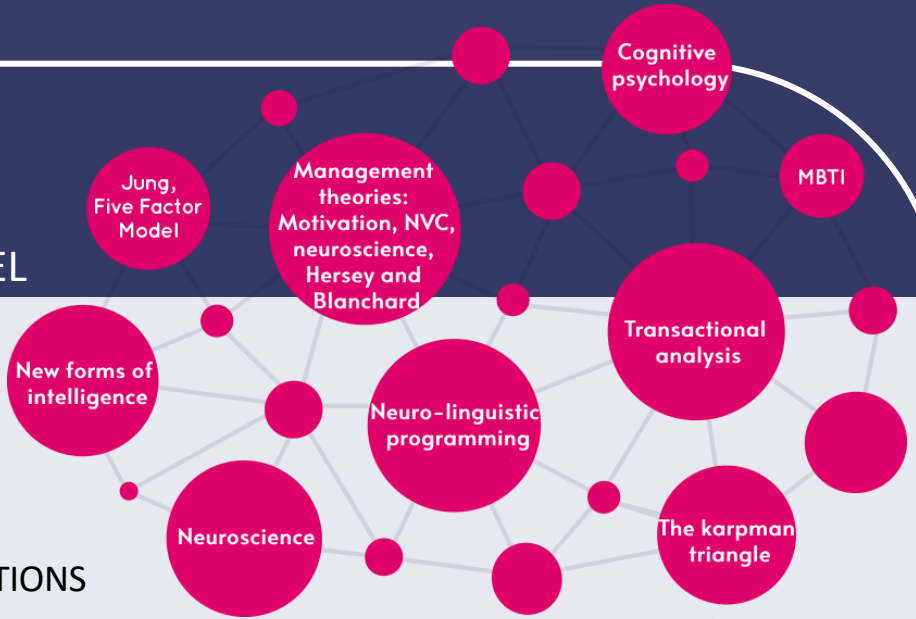
Situational Agility 

Results Orientation 

ZOOM-ER[©] BY ASSESS MANAGER

A MULTIDIMENSIONAL MODEL

- MEASURING CHANGES IN PERSONALITY
- NATURAL TRENDS AND ADAPTATIONS



12 PERSONALITY DIMENSIONS

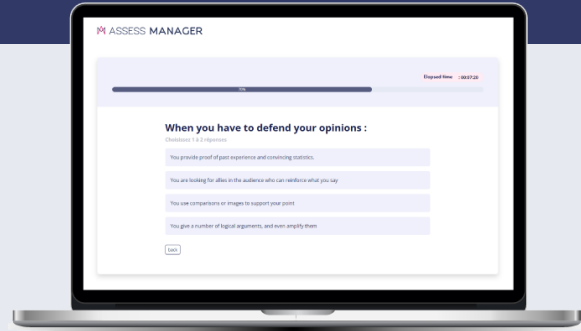
<p>LEADERSHIP</p> <p><i>Relationship to responsibilities</i></p> <p><i>Ability to take initiative</i></p> 	<p>OPENING</p> <p><i>Position in the face of change</i></p> <p><i>Ability to adapt</i></p> 	<p>CREATIVITY</p> <p><i>Degree of creativity</i></p> <p><i>Forms of creativity</i></p> 
<p>OBJECTIVES</p> <p><i>Sensitivity to results</i></p> <p><i>Risk management</i></p> <p><i>Individualism</i></p> 	<p>THINKING</p> <p><i>Forms of thought and capacity for abstraction</i></p> <p><i>Ability to summarise and restitution of information</i></p> 	<p>ORGANISATION</p> <p><i>Ability to anticipate and work in a hurry</i></p> <p><i>Perfectionism and procrastination</i></p> 
<p>COMMUNICATION</p> <p><i>Extroversion and spontaneity</i></p> <p><i>Ability to listen</i></p> <p><i>Public speaking</i></p> 	<p>THE TEAM</p> <p><i>A taste for sharing and passing on</i></p> <p><i>Degree of autonomy</i></p> 	<p>EMOTIONS</p> <p><i>Ability to manage emotions</i></p> <p><i>Degree of empathy and ability to stand back</i></p> 
<p>CONFLICTS</p> <p><i>Tendency to position yourself in power relationships</i></p> <p><i>Ability to analyse systemic</i></p> 	<p>MOTIVATION</p> <p><i>Work-life balance work</i></p> <p><i>Sources of motivation</i></p> 	<p>STRESS</p> <p><i>Stress levels and coping skills</i></p> <p><i>Propensity to anxiety</i></p> 

TARGETED INTERVIEW QUESTIONS

AREAS FOR PROGRESS OR COACHING WORK

MYCAMPUS MANAGEMENT[©]

BY  ASSESS
MANAGER

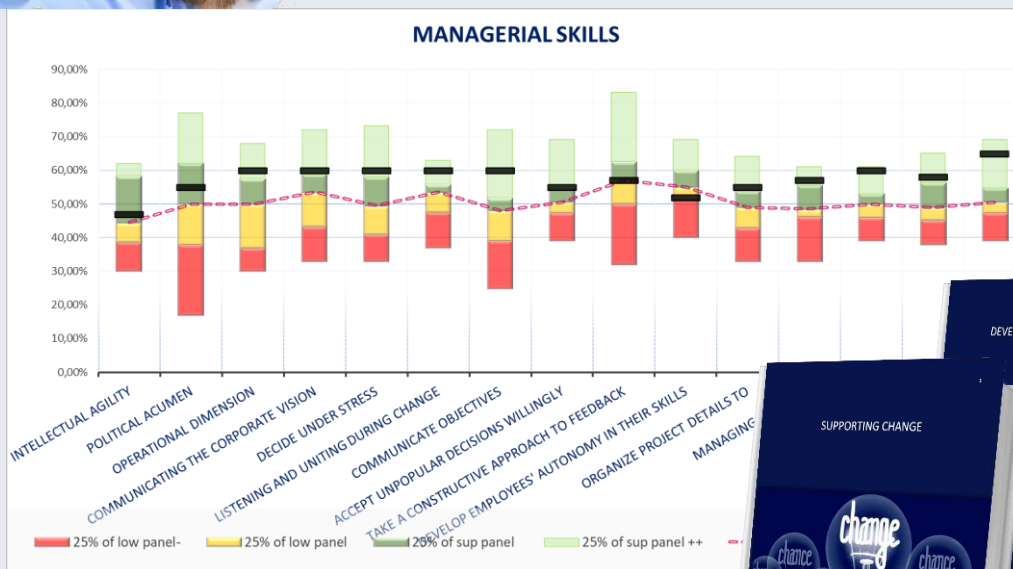


All managers take the questionnaire

Individual test reports

+ COLLECTIVE REPORT

List of priority training courses
recommended by Compétence
managériale, by person



Possibility of sending training
booklets to persons assessed
according to their identified needs



ASSESSMENT BY



DEMONSTRATING
NEUTRALITY
AND
OBJECTIVITY

- ⊕ Proven Methods
- ⊕ Assessment by coaches

IDENTIFY
STRENGTHS AND
AREAS FOR
IMPROVEMENT IN
RELATION TO THE
TARGET POSITION



Framing interview
Briefing on the context
and your needs



**Assessment
interview**
Questions - Tests and
Debriefing Situational
exercises



**Debriefing
interview**
Assessment



Specifications
Preparing for the
interview



**Candidate's
written summary**
What he/she has
learned from the
experience



Report
Assessment

TRUST
SECURING
DECISIONS
EMPLOYER
BRAND

Assess Manager is also a network of professionals trained and certified in Assessment to meet your needs.

[MORE INFORMATION](#)



THEY TRUST US

- ⊕ **RANDSTAD SEARCH**, Executive Recruitment branch, uses MANAG-ER for its recruitment needs
- ⊕ **URBASOLAR** conducts Assessments with our teams for the recruitment and internal development of managers
- ⊕ **CNRS** streamlines all its manager coaching objectives and paths with MANAG-ER
- ⊕ **SNCF** introduces its management training course with MyCampus Management
- ⊕ **TIKEHAU Capital** offers a test debriefing to all its managers before they start their training course, and offers them à la carte courses based on the priority areas of progress explored in MyCampus Management
- ⊕ **ALLIANZ** uses MYCAMPUS MANAGEMENT to conduct its training program for future managers: Test debriefing and training with training booklets, as a complement to the course.
- ⊕ **YALO Conseils** conducts all its Bilans de Compétences with ZOOM-ER

[CREATE MY PROFESSIONAL ACCOUNT](#)



[CONTACT REQUEST](#)



ASSESS
MANAGER