

# EXECUTIVE MANAGER POTENTIAL ®

Assessment test for senior executives and top management

## THE STRONG POINTS OF THIS TEST

- ✓ Reliable recruitment without costly mistakes
- ✚ Fast and efficient selection processes
- 🔍 Identifying the true leaders of tomorrow
- 📊 Secure decisions through assessment
- ☀️ Predicting the performance of future executives
- ⚡ Reduced turnover thanks to precise and efficient matching

## BENEFITS

**Executive Manager Potential** ® is the reference tool for **HR managers**, recruiters and **HR consultants** who wish to **secure the recruitment of their senior executives** and **accelerate the managerial transformation** of their organization. Thanks to a rigorous, predictive and scientifically validated assessment, this test makes it possible to **identify high-potential talents**, capable of driving performance, innovation and business strategy.

With a **multi-criteria approach** (strategic, relational, personal and technical), the test thoroughly assesses the skills essential for success in executive functions. You gain reliability, speed and **relevance in your HR decisions**, significantly reducing **costly recruitment errors** and the **risks of managerial mismatch**.

Choosing **Executive Manager Potential** ® means investing in a strategic HR solution designed to meet the challenges of **recruiting strategic executives**, **talent management**, **internal mobility** and **leadership development**. It also means **guaranteeing precise, rapid and high value-added** recruitment, serving your **operational excellence** and **sustainable performance**.



## PSYCHOMETRY

### Test construction:

Pack: HR  
Questionnaire type: Normative  
Number of questions: + 400  
Completion time: 50 minutes

### Test validation:

Double external validation  
Internal validation, consistency  
Loyalty  
Reliability

Test available in



30 job descriptions included



# EXECUTIVE MANAGER POTENTIAL ®



## DIMENSIONS AND CRITERIA EVALUATED

### PROFESSIONAL DIMENSION

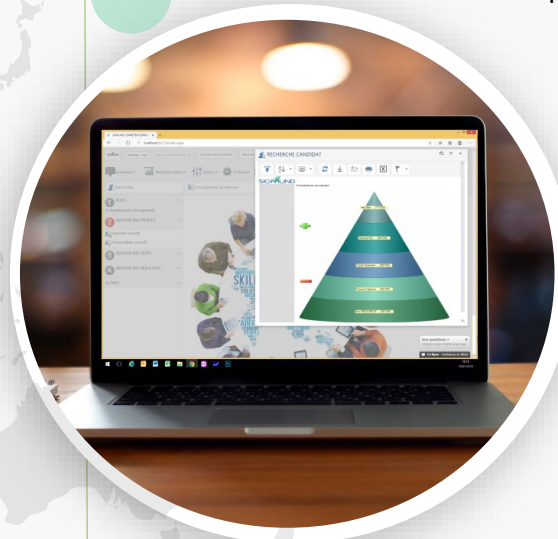
- **Strategic vision** and ability to define winning directions
- **Business orientation** and business development
- **Quality requirements** and the pursuit of operational excellence
- **Ability to innovate** and transform organizations
- **Mastering financial issues** to drive profitability
- **Effective management of resources** and priorities
- **Rigorous organization** and results-oriented
- **Opening up to international markets** and new markets
- **Ambition , will to succeed** and **managerial courage**
- **Spirit of initiative** and **strength of proposal**

### PERSONAL DIMENSION

- **Clear and impactful communication**
- **Social management** and balanced human relations
- **Ability to delegate** effectively
- **Skills in negotiation** and management of divergent interests
- **Availability** and commitment to the mission
- **Active listening** and understanding behaviors
- **Self-confidence** and assurance in decisions
- **Self-control** even in stressful situations
- **Resilience to failure** and rapid rebounds
- **Resistance to stress** and pressure
- **Adherence** and sincerity to the test

### RELATIONAL DIMENSION

- **Ability to manage a heavy workload** effectively
- **Managing priorities** in demanding contexts
- and relevant **decision-making**
- **Flexibility** and adaptability in the missions entrusted
- **Ability to offer innovative solutions**
- **Mastery of new technologies** and methods
- **Natural leadership** and **recognized authority**
- **Ability to unite** and **motivate teams**
- Positive influence and stakeholder mobilization



### TECHNICAL DIMENSION

Knowledge and know-how of the profession

