

Management Skills and Styles Assessment

Purpose: MANSSA is an in-depth assessment that evaluates a person's managerial potential. This all-encompassing test covers over 60 competencies, traits, and skills.

No. of questions: 391

Question type: Situational, self-report, skill testing

Estimated completion time: 120 minutes

Shorter versions of assessment: **YES**

Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Managerial Type
- Delegation Type



Factors and Scales:

Overall Score plus 5 factors, divided into 68 scales:

- Planning: Determining the organization's direction.
- Organizing: Execution of plans.
- Controlling: Assessing progress and ensuring that plans and goals are unfolding effectively.
- Staffing & HR Functions: Duties that revolve around putting together a productive staff.
- Leading: Guiding and bringing out the best in others.

68 scales;

| | | |
|----------------------------|---------------------------------|-------------------------------|
| Conceptual Skills | Prioritizing | Customer Service |
| Vision | Project Management | Charisma |
| Big Picture Focus | Quality Control | Positive Mindset |
| Goal Setting | Setting Performance Standards | Sense of Control Over Success |
| Problem Solving | Monitoring Employee Performance | Passion |
| Brainstorming Knowledge | Measuring/Evaluating Results | Corporate Citizenship |
| Decision-making Skills | Recruitment and Hiring | Ethics/Values |
| Info. Gathering & Analysis | Building Effective Teams | Coaching |
| Systematic Decision-making | Training | Motivating |
| Decision-making Confidence | Onboarding | Rewarding Performance |
| Analytical Reasoning | Succession Planning | Giving Praise |
| Business Skills | Authoritativeness | Resilience |
| Comfort with Ambiguity | Managerial Courage | Soft Skills |
| Innovative Mindset | Comfort with Authority | Managing Diversity |
| Comfort with Risk-taking | Proactive Approach | Communication Skills |
| Calculated Risk-taking | Drive | Listening Skills |
| Nose for Opportunity | Inspiring | Social Skills |
| Adaptability | Dedication/Commitment | Social Insight Ability |
| Negotiating Ability | Steadiness | Empathy |
| Presentation Skills | Reliability | Conflict Management |
| Technical Skills | Openness to Improvement | Patience |
| Organizational Skills | Healthy Perfectionism | Self-Monitoring |
| Time Management | | Approachability |

APPLICATION:

- Pre-employment
- Leadership Development
- Training tool
- Professional/Skills development
- Personal Development