



# FASTER SELECTION. STRONGER CANDIDATES.

Time is of the essence. Agencies are challenged to quickly determine if those being considered for federal supervisor positions have what it takes to succeed in the role long term. Your focus must go beyond assessing technical skills to predicting performance around leadership competencies. Fast, data-driven results deliver better qualified candidate pools and stronger hires.

Tools to

## Acquire

Attract, assess, hire, and onboard the most powerful workforce.

Federal Supervisor Assessment

Executive Assessments

OPM Leadership Assessment Center

Customized Leadership Assessments

## How HR Solutions Can Help

The Federal Supervisor Assessment provides government agencies with a robust, online, off-the-shelf tool for assessing applicants for supervisor positions. The Federal Supervisor Assessment is administered through OPM's USA Hire<sup>SM</sup> online assessment program and is composed of two sections:

- **Situational Inventory:** Applicants are presented realistic work problems or scenarios common to supervisory positions in the government and asked to evaluate effectiveness of responses.
- **Behavioral Index:** Applicants are presented questions about their personal experiences and work styles as they relate to supervisor positions in the government.

## Hire Top Talent: Select the Best Applicants for Your Mission Needs

The Federal Supervisor Assessment questions target seven critical supervisory competencies: accountability, customer service, decisiveness, flexibility, interpersonal skills, problem solving, and resilience.

- **Insight into Abilities:** Assess competencies and capture rigorous, objective data on essential judgments and behaviors. The Federal Supervisor Assessment is associated with higher accuracy than the self-assessment questionnaires typically used in federal hiring, meaning you'll have a more accurate understanding of each applicant's potential for success.
- **Hire with Confidence:** With insight into the skills that predict successful job performance, top candidates are quickly identified and moved forward in the selection process, accelerating hiring decisions. The Federal Supervisor Assessment is an effective tool for data-driven hiring decisions.





## Online Supervisor Assessment: A Holistic, Digital Approach to Streamline Hiring

Only HR Solutions offers a full spectrum of assessment instruments, including the Federal Supervisor Assessment, from a single government source that follows federal policies and best practices.

### Whole Person Assessments



The Federal Supervisor Assessment can pair with other assessments that measure technical competencies as well as structured interviews for a complete view of each applicant and their capability to succeed in a Federal supervisory position.

### Assessment Ease



The Federal Supervisor Assessment is delivered online in an applicant-friendly format. It can be easily added to your application process.

### Compatibility



The Federal Supervisor Assessment is fully compatible with USA Staffing®, the federal government's talent acquisition system, further enhancing the efficiency of the selection process.

### Why Choose OPM HR Solutions?

*We are the single largest provider of human capital management and training solutions across the human capital lifecycle, and the only federal organization entirely focused on making people and organizations better. Because of our mission focus, "by government, for government," we offer a unique combination of human capital management and training and procurement expertise. Coupled with ease of acquisition, subject matter expertise, and speed of access, we are the right choice for your supervisory assessment needs and more.*

### Identify federal supervisors with the right skills to meet your mission.

Get started by visiting Assessment and Evaluation at [OPM.gov/HRS](https://www.opm.gov/HRS) or contact us at [Leadership\\_Assessment@opm.gov](mailto:Leadership_Assessment@opm.gov) for a consultative discussion of your needs.