



# Federal Supervisor Assessment

## LEADERSHIP & WORKFORCE DEVELOPMENT ASSESSMENT

The Federal Supervisor Assessment (FSA) provides government agencies a powerful online tool for selecting the best applicants for supervisor positions. The FSA is administered through OPM's USA Hire online assessment program and is composed of two question types:

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

FSA questions target seven critical supervisory competencies: Accountability, Customer Service, Decisiveness, Flexibility, Interpersonal Skills, Problem Solving, and Resilience.

### Hire Top Supervisory Talent with the FSA

- Select the right supervisors to lead employees in accomplishing agency missions and delivering on commitments to American citizens
- Measures critical judgements and behaviors that predict successful job performance
- Designed specifically for Government supervisors
- Measures general competencies identified as critical for supervisory success in OPM's Supervisory Qualification Guide
- Delivered online in an unproctored testing environment, allowing applicants to complete the assessment whenever and wherever they choose



### A Holistic Approach to Online Supervisory Assessment

- The FSA is a powerful addition to an existing supervisory hiring process and can be paired with other assessments that measure technical competence
- Competencies assessed by the FSA can complement information obtained in online assessment questionnaires and structured interviews
- Candidates complete the FSA at the time of application
- Results help identify the top candidates to move forward in the selection process
- FSA can be quickly implemented and is fully compatible with USA Staffing

For more information, visit us at Agency Services: Assessment and Evaluation at [OPM.gov](https://www.opm.gov) or contact us at [Leadership\\_Assessment@opm.gov](mailto:Leadership_Assessment@opm.gov)