

FASTER SELECTION. STRONGER CANDIDATES.



Tools to

Acquire

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

Federal
Supervisor
Assessment

Executive
Assessments

OPM Leadership
Assessment Center

Customized
Leadership
Assessment

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.

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 HireSM 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, you can identify top candidates quickly and move them 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 applicants 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.

Identify Federal supervisors with the right skills to meet your mission.

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



Why Choose OPM HR Solutions?

We are the single largest provider of human capital management and training solutions across the human capital life cycle, 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, Federal compliance, and speed of access, we are the right choice for your supervisory assessment needs and more.

OPM HR Solutions

HR Strategy and Evaluation Solutions

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CAREER-SPANNING LEADERSHIP PROGRAMS



Enhance Your Leadership Potential

Meeting mission goals means overcoming ongoing, complex challenges. Regardless of your place in the organization, achieving those goals requires the ability to spearhead innovation, drive efficiency, manage expectations, and facilitate teamwork. Our career-spanning leadership programs prepare you for success.

Tools to

Engage

Optimize individual and organizational performance for the long term.

Leadership Development

Professional Development

E-Learning Solutions

Fellowship Programs

How HR Solutions Can Help

Our programs give you the knowledge and skills you need to perform at the highest levels and drive your organization's mission. For more than 50 years, our diverse faculty and staff have come from both the public and private sectors to help agencies confidently meet emerging leadership challenges.

We offer guided, purposeful learning at every point in your career. Our programming aligns with the executive core qualifications used by many departments and agencies in selection, performance management, and development for leadership positions.

Tailored Approaches for Professional Growth

We work with you to understand where you are and where you want to be. Then, we create the plan to get you there. Together, we build your future.

- **Prepare for Progressively Higher Responsibilities:** Choose from our extensive catalog of courses grounded in the latest public and private research.
- **Improve Your Effectiveness:** Bring fresh perspectives to challenges, enhance decision-making skills, and increase confidence with our coaching services.
- **Measure Your Progress:** Evaluate your learning and behavioral changes with preprogram and postprogram assessments.
- **Build a Lasting Network:** Collaborate with your peers on small teams in person, online, and through a virtual community of practice.

Customized Learning for Every Organization

Equip your organization with the skills needed to meet your unique mission with our custom programs. Choose executive and leadership coaching to identify developmental goals and pursue plans to achieve them; reach your succession planning goals through organizational and individual assessments; and transform your organization with innovative learning approaches that help reduce and eliminate barriers, improve communication, and promote collaboration. All of our programs can be tailored to serve leaders in allied countries and international partnerships.



Your Leadership Partner

Our offerings speak the language and share the values and concepts of Government while fostering the exchange of ideas, best practices, and resources.

New and Experienced Leaders

Individual Courses: Choose the right course for you from our extensive, career-spanning portfolio of skill-based, leadership, and professional development courses.

Executives

Leadership for a Democratic Society Program: Experience a learning community where everyone is both a teacher and a learner. You pick the challenge then develop strategic leadership skills to solve it using experiential activities, coursework, assessments, and reflections. In addition, you will leave this popular, long-running program with a network of peers that will stay with you for the rest of your career.

Footsteps: Walk in the footsteps of successful, established leaders. Personally engage with innovators, researchers, and world-renowned scientists to learn the keys to success in an intensive, small-group, residential experience.

Senior Executives

SES Leading Edge: Hone your leadership effectiveness as you work through complex challenges with your peers from across Government, learn how to balance administration priorities and your agency's mission, and practice strategies on how to best serve your agency and the American public.

Enhance your leadership potential.

Get started by visiting HR Solutions' Center for Leadership Development at opm.gov/CLD, or contact us at register@opm.gov for a consultation on your specific needs.



Why Choose OPM HR Solutions?

We are the single largest provider of human capital management and training solutions across the human capital life cycle, 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, Federal compliance, and speed of access, we are the right choice for your leadership development needs and more.

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Center for Leadership Development

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ASSESS COMPETENCE. HIRE SENIOR EXECUTIVES WITH CONFIDENCE.



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Hiring with confidence starts with the ability to effectively measure the knowledge, skills, abilities, behaviors, and other characteristics necessary to perform Senior Executive Service (SES) job tasks. OPM has established the Executive Core Qualifications (ECQs) to define the competencies required to effectively lead people and organizations. To ensure your organization hires the right leaders, HR Solutions offers a full spectrum of assessment instruments, including executive assessments, from a single Government source, enabling compliance with all Federal policies and best practices.

How HR Solutions Can Help

The executive assessments are a suite of online assessments created by HR Solutions specifically for assessing SES competencies and executive experience and potential. Designed to provide insight into the ECQs, these assessments are immediately available to use as part of your selection process.

The executive assessments align the Federal Government with private-sector executive selection methods, while also focusing on the unique nature and needs of being a leader in the Federal workforce. Agencies can hire and promote executive talent with confidence — backed by valid assessments.

Leadership You Need to Move Your Mission Forward: Evaluate Applicants in Context

HR Solutions' executive assessments are designed by industrial-organizational psychologists, informed by Federal agency leaders, and delivered on OPM's online assessment platform for easy access. The assessments can be used individually or in combination.

- **Situational Judgment Test (SJT):** Applicants are faced with typical on-the-job scenarios and evaluate viable options for handling them. SJTs effectively tap both cognitive and noncognitive competencies using a job construct-driven approach to create situations and response options.

ECQs measured: Leading Change and Leading People

- **Work Styles Assessment:** This assessment determines an applicant's work style through a mix of personality and biographical data measures.

ECQs measured: Leading Change, Leading People, Results Driven, and Building Coalitions, as well as several fundamental competencies

- **Work Simulation:** This series of situations, structured as an integrated narrative, engages applicants as realistic on-the-job scenarios unfold. The assessment presents information through emails; videos; and documents, including organizational charts and data; and measures competencies critical to the job based on the applicant's responses.

ECQs measured: Results Driven, Business Acumen, and Building Coalitions





Online Executive Assessment: A Holistic, Digital Approach to Streamline Hiring

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Whole-Person Assessment

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



Assessment Ease

The executive assessments are delivered online in an applicant-friendly format. They can be easily added to your application process.



Compatibility

The executive assessments are fully compatible with USA Staffing®, the Federal Government's talent acquisition system, further enhancing the efficiency of the selection process.

Use assessments to make informed SES hiring decisions.

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



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