

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.

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LEADERSHIP FOR TODAY AND TOMORROW.



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Customized Leadership Assessment

Select. Develop. Support.

As your agency develops a 21st-century workforce of high-performing, technology-savvy employees, you need a cadre of leaders who can work with others to help shape your culture. You want candidates who possess the right mix of competencies and success potential, so you can invest in them with confidence. At the same time, your agency may be looking to evolve ... or risk getting left behind. Responding involves understanding the gaps within your organization, as well as the kind of leaders needed to fill them. All of these tasks require a trusted system of assessments that can help pinpoint leadership skills at every level.

How HR Solutions Can Help

HR Solutions' integrated suite of leadership assessments provides valuable tools to help you hire the best candidates, develop their skills for your mission, and support individual leaders. Based on the Executive Core Qualifications (ECQs), these assessments identify strengths and areas requiring support and attention to grow and develop effective leaders.

Only HR Solutions offers a spectrum of leadership assessments uniquely focused on leading in the Federal Government, from a single Government source.

- With our selection assessments, you can evaluate, select, and hire qualified people with leadership potential.
- Our developmental assessments help leaders create self-awareness and identify developmental needs for future training and skill building.

Hire Top Talent: Select the Right Skills to Meet Your Mission

HR Solutions' assessments are designed and delivered by industrial-organizational psychologists and HR consultants and informed by Federal agency managers to meet current and future needs. Many of our assessments are available online and can be completed during the application process, without the need for a proctored testing environment.

- **NEW Federal Supervisor Assessment:** Objectively measure critical leadership competencies to identify applicants with the skills needed to be an effective supervisor.
- **NEW Executive Assessments:** Gather data to hire the best applicants for Senior Executive Service (SES) positions. Measure competencies within the ECQs.
- **OPM Leadership Assessment Center:** Capture real-time behaviors of leaders as they face a "day-in-the-life" simulation involving unexpected real-world issues and critical interactions with others in the organization.





Develop Strong Leaders: Measure Leadership Behaviors and Their Impact

Individually, each assessment is a powerful developmental tool with a proven track record of helping Federal leaders understand how their behaviors and preferences may impact their effectiveness.



OPM Leadership 360™

Capture feedback on individual leadership competencies and their impact on effectiveness from stakeholders, including direct reports, colleagues, and managers.



OPM Leadership Potential Assessment

Discover the ability and motivation of your aspiring leaders to help populate your internal leadership pipeline.



Leadership for Engagement

Measure leadership behaviors and discover their effects on employee engagement.



OPM Personality Assessment for Leaders

Measure personality traits and preferences to understand their implications for leadership effectiveness.

Select, develop, and support the right leaders for your 21st-century workforce.

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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.

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