

# Management Skills and Styles Assessment (Abridged)

**Purpose:** MANSSA-Ab is a condensed test that is designed to assess key traits that are linked to managerial ability.

No. of questions: 235  
Question type: Self-assessment, situational, skill testing  
Estimated completion time: 85 minutes

## Report Includes:

- Managerial Style
- Delegation Style
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice
- Impression Management

## Factors and Scales:

### Overall Score plus 6 factors, divided into 35 scales:

- Planning, Organizing, & Controlling: Assesses whether a person possesses the ability to determine an organization's direction, execute plans, and ensure their success.
- Staffing & HR Functions: Assesses duties that revolve around putting together a productive staff.
- Leading: Assesses the ability to guide and bring out the best in others.
- Business Skills: Assesses skills that are conducive to running a business effectively.
- Soft Skills & Teamwork: Assesses how a person handles social situations and working with others.
- Intrapersonal Skills: Assesses personal skills and qualities that enhance a person's ability to adapt to a managerial position.

### 35 Scales:

Goal Setting	Managerial Courage
Information Gathering & Analysis	Charisma
Problem Solving	Innovative Mindset
Organization Skills	Calculated Risk-taking
Proactive Approach	Negotiating Ability
Monitoring Employee Performance	Customer Focus
Measuring/Evaluating Results	Integrity & Ethics
Project Management	Communication Skills
Recruitment & Hiring	Listening Skills
Building Effective Teams	Social Insight
Training & Onboarding	Conflict Management
Succession Planning	Patience
Coaching & Motivating	Approachability
Rewarding Performance	Accountability
Fairness	Change Management
Supportiveness	Drive
Managing Diversity	Positive Mindset
	Steady Effort

### APPLICATION:

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

