

# Assess competence. Hire senior executives with confidence.



## Tools to

### Acquire

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

Federal  
Supervisor  
Assessment

Executive  
Assessments

OPM Leadership  
Assessment Center

Customized  
Leadership  
Assessment

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 Assessments: A Holistic, Digital Approach to Streamline Hiring

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



#### 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.

#### 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 executive assessment needs and more.

**Use assessments to make informed SES hiring decisions.**

Get started by visiting [opm.gov/HRS](https://opm.gov/HRS), or contact us at [Leadership\\_Assessment@opm.gov](mailto:Leadership_Assessment@opm.gov) for a consultative discussion about your needs.