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 Hire℠ 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://www.opm.gov/HRS), or contact us at Leadership_Assessment@opm.gov for a consultative discussion of your needs.