

HOLO-COM CORPORATION IN-BASKET



GENERAL INFORMATION

OBJECTIVE

Instantly provide an overview of the management skills of the person being evaluated.

CONTEXT

Selection or preselection

TARGET CLIENTELE

18 years and older
Employee with supervisory or managerial responsibilities

FORMAT

14 scenarios and 71 multiple choice questions

DURATION

90 minutes (timed)

COST

75 \$

LANGUAGES AVAILABLE

French
English

TEST – HOLO-COM CORPORATION IN-BASKET

The Holo-Com Corporation In-Basket is a psychometric test that provides insight into the candidate's reflexes in a first level management role. The test consists of a situation in a fictitious organization and includes various situations likely to occur at work in an operational context.

DIMENSIONS ASSESSED IN THE HOLO-COM CORPORATION IN-BASKET TEST

- ▶ Problem solving
- ▶ Knowing how to mobilize
- ▶ Developing others
- ▶ Organizing/Orchestrating
- ▶ Ability to control
- ▶ Client oriented
- ▶ Results oriented

ADVANTAGES

- ▶ Complete autonomy on Interpreto's user-friendly platform for test administration and report management.
- ▶ Reports are generated instantly as soon as the candidate completes the test.

PSYCHOMETRIC QUALITIES

- ▶ Norms: The Holo-Com Corporation Basket was developed in 2009 and validated with a sample of 767 French and English speaking Canadian adults and from various private economic sectors as well as public organizations. The norms were updated in 2012.
- ▶ Reliability: The internal consistency of the whole test (based on Cronbach's Cronbach's alpha) is 0.69.
- ▶ Validity: The test was developed by a team of organizational psychologists and pre-tested with a group of managers (content validity).