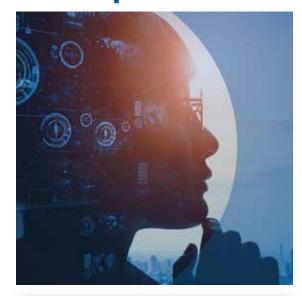
interpreto





GENERAL INFORMATION

OBJECTIVE

Instantly provide a quantified view of where the person being assessed stands in terms of their advocated leadership style.

CONTEXT

Selection or preselection

TARGET CLIENTELE

Age: 18 years and older Managers, leaders, entrepreneurs

FORMAT

100 pairs of statements with answer choices (degree of agreement)

DURATION

45 minutes

COST

55 \$

LANGUAGES AVAILABLE

French English

Competencies

LEAD-R COMPETENCIES TEST

The Lead-R Competencies is an online psychometric test that provides a measure of the general advocated leadership style. The report indicates the candidate's position on the 4 fundamental factors of leadership, namely: Person, Action, Decision and Situation, as well as on 17 essential competencies related to them. This automated tool allows you to guickly obtain a quantified overview of the positioning of the candidate in the exercise of their leadership.

DIMENSIONS ASSESSED IN THE LEAD-R **COMPETENCIES TEST**

PEOPLE LEADERSHIP

- Interpersonal communication
- Takes care of others
- Ability to work in a team
- Ability to establish effective Initiative/Entrepreneurship teams
- People-oriented

ACTION LEADERSHIP

- Action-oriented
- Adaptability
- Need to achieve
- Creativity/Innovation

DECISIONAL LEADERSHIP

- Ability to command
- Ability to mobilize
- Ability to organize/orchestrate
- Ability to control

SITUATIONAL LEADERSHIP

- Ability to transmit information
- Open-mindedness
- Acute awareness of the environment

ADVANTAGES

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

PSYCHOMETRIC QUALITIES

- Norms: The Lead-R was validated in 2015 with a normative sample of 1110 adults, primarily in North America (69 %) and Europe.
- Reliability: The internal consistency of the scales (based on Cronbach's alpha coefficients) averaged 0.68.
- Validity: A regression analysis revealed a coefficient of 0.52 between the overall test model and the "manager vs. non-manager" criterion (criterion validity).