ID – Management Interest

ID – MANAGEMENT INTEREST

The ID-Management Interest (Ing), previously Interest in Management (IMT), is a tool assessing a person's interest in management. This test was developed to provide people with a tool for reflecting on their career. It is also a reference tool for managers who wish to accompany their employees in a career development process based on their interests.

DIMENSIONS ASSESSED

▶ Four dimensions reflecting interest in taking on management roles.

ADVANTAGES

▶ Full autonomy on Interpreto's user-friendly platform for test administration and report management.

▶ Instant report generation upon test completion.

▶ The report provides not only the overall results but also the time taken by the candidate to complete the test.

PSYCHOMETRIC QUALITIES

▶ Norms: The ID – Management Interest test was developed using a normative sample of 2,372 adults from various public and private sectors. The average age was 39, and most participants had a college or university-level education.

▶ Reliability: The internal consistency coefficient for the total score is 0.88. Subscale coefficients range from 0.60 to 0.86.

The test-retest reliability coefficient, based on a sample of 57 individuals who took the test twice with a 1–2 year interval, is 0.82 for the overall score.

▶ Validity: A factor analysis identified two factors consistent with the test's theoretical model: challenges associated with obtaining a management position and interest in the characteristics of a management role. These two factors together explain 63% of the total variance (construct validity).

GENERAL INFORMATION

OBJECTIVE
To quickly identify an individual's level of interest in occupying management functions.

CONTEXT
Professional development

TARGET CLIENTELE
Adults with no or limited management experience
Employees reflecting on their career path

FORMAT
54 multiple choice questions

DURATION
15 minutes

COST
45 $

LANGUAGES AVAILABLE
French
English