

# How do you manage? A sample test from the firm Intellicue

1. Can you make any sense out of the following:

ESREVINUEHTFOSTRAPLLAERASRATSEHTDNANOOMEHT

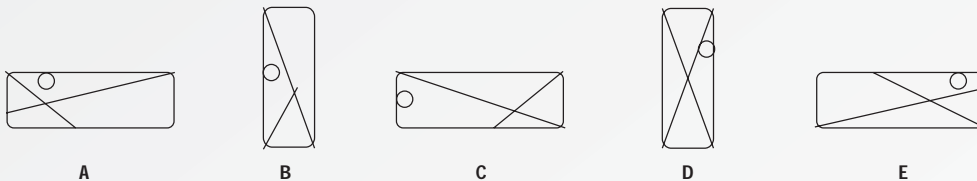
2. 787-2533 ----- 629-4611  
 425-7822 ----- 982-6455  
 734-1211----- ?

If each pair of telephone numbers is related to each other in the same manner, which number below would form the same relationship for the third pair?

263-7819 998-7656 213-4377 649-2918 876-4321  
 A B C D E



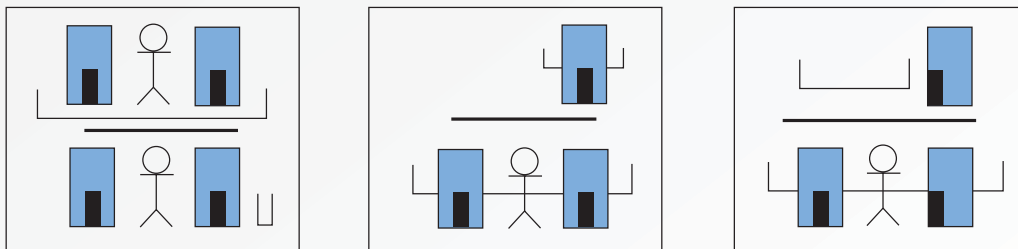
5. Which of the following objects is exactly like the one above only it has been turned or rotated?



6. You are standing between the library and post office. There is a parking lot behind the buildings. The museum is across the street in front of a vacant lot.



Using the symbols above, which drawing depicts this statement?



RECREATED BY WHITNEY W. MOODY - STAFF

## How you scored, and what it means

Answers, with Intellicue's analysis

(1) **Answer:** The sentence is written backwards, with no separation of words. ("The moon and stars are all parts of the universe.") This activity measures your flexibility and adaptability. If you did not find this particular question hard, then you are probably very flexible in your views. You can see from several perspectives and appreciate other points of view. Most likely you are a manager who emphasizes compromise and consensus. If you had trouble with this one, you are probably more fixed in your viewpoints. You probably prefer a more authoritative style of leadership.

(2) **Answer:** C. This activity measures your feelings toward financial information. If you quickly found the correct relationship, you are probably a person who responds well to spreadsheets, budgets, and financial statements. You can see the story the data is portraying without going through lots of calculations. If you found this question puzzling, you probably have the talent to deal with financial material, but it is definitely not high on the list of your favorite things to do.

(3) **Answer:** A. If you found that you immediately selected the correct answer, you probably enjoy the technical side of your business. You most likely are a manager who enjoys being down on the floor, rolling up your sleeves and getting involved in the process. If you found you were having to revisit the question several times, you probably favor the larger picture of the organization's business, vision, and goals. The nuts and bolts of the process are left to other managers.

(4) **Answer:** Not True. This activity measures your ability to see nuance and nuance. If you immediately saw the correct answer, then you are most likely a manager who picks up on every detail, is cautious in decision-making. If you missed it, or had to reread it several times, then you are most likely a very popular, easygoing pragmatist who accepts people the way they are.

(5) **Answer:** E. This activity determines the environment - tactical or strategic - to which you are probably best suited. If you immediately saw the answer, then you are probably more at home with the detail-, day-to-day operations (tactical). If you had to search for the answer, you are probably more aligned with the big picture of strategic thinking and planning.

(6) **Answer:** B. If you saw the correct answer immediately, you are gifted in language ability and enjoy verbal activity. You are probably a manager who likes and depends on face-to-face meetings and dialogue. If you found yourself going back and forth between the answers and the picture, then you probably prefer a more detached (e-mail- or memo-based) approach to management. You may find yourself frustrated at meetings, even questioning their value.