



## **CAPTain Management Competences**

### **Purpose**

CAPTain Management-Competences:

- Based on CAPTain Advanced
- Contains 183 web-based pair comparison questions
- Allows an objective and impartial assessment of needs-related management behaviour
- Covers 38 dimensions of behavioural disposition in dealing with:
  - Leadership
  - Influence
  - Business tasks
  - Employees

CAPTain Management-Kompetenz is multilingual, currently available in 10 languages

CAPTain Management Skills evaluates the following fields of characteristics:

- Management Personality
- Leadership
- Team Behaviour
- Management Potential
- Individual Development Advise

Available in the following versions:

Higher Management (Executive)  
Middle Strategic Management  
Middle Operational Management  
Lower Management

Management skills are assessed in an individual, up-to-date, discrete and reliable way

### **Benefits and areas of application**

- Immediate and self-explanatory evaluation with advise on personal development fields
- Provides managers with professional and objective feedback
- Allows for a personal situation analysis
- Can be used in self-assessment
- Is met with high acceptance due to its discretion and the possibility for flexibility in taking the test
- Is of assistance in developing leadership staff, also in an international context
- Supports leadership development and successor development

## Examples of application – Extracts

Example for questions:

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<input type="radio"/> <b>A</b> I am usually accepted by others.	
<input type="radio"/> <b>B</b> My subordinates follow my instructions.	
<input type="button" value="Next"/>	
<input type="button" value="Continue later"/>	
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Applicant has to decide, which statement is more suitable. It is not possible to go forward or backward within the questionnaire.

Example for analysis modules:

### Management Competencies - strategic Middle Management

CAPTain

**Name:**  
**Finished:**

#### Some explanations to help you better understand your test results

In the following pages you will find a carefully detailed evaluation of your CAPTain test results, which are compared with an up-to-date and future-orientated model of competences required by Middle Management. To give you a better understanding of how these results have been obtained and should be interpreted, we would like to give you some explanations.

### Your Areas for Development

When evaluating the areas for development which we recommend, please bear in mind that different working environments and circumstances can lead to different specific job requirements. Of course this evaluation cannot go into requirements specific to one individual. However, according to the general CAPTain-competence model for Middle Management, you would still be able to improve in the following areas: