

LOMA ASSET Battlecard

Product Overview

- The ASSET assessment helps you identify and develop frontline leaders for your organization through assessing an individual's ability to manage supervisory problems using three tests: The **Decision Effectiveness** test measures analytic skills, the **Situation Management** test examines behavioral tendencies through response selection, and the **Background Information Inventory** gathers self-reported information on past approaches to work situations and confidence in handling tasks.
- Receive ratings of candidate's work habits, self-confidence, and interpersonal skills.
- ASSET can help companies improve performance, morale and efficiency by having the most effective supervisors in place.
- ASSET can also be used for development purposes. There are On-The-Job activities that can be given to applicants to help them improve areas of weakness.

Pricing

- \$39 for Members and \$41 for Non-Members

Key Features/Top Skills Identified

- Leadership capabilities
- Understanding and valuing employee participation
- Handling employee problems
- Analyzing problems
- Planning and organizing
- Building relationships with other managers, including their supervisor

Ideal Customer

- HR folks or head of business lines in the underwriting, claims, customer service, insurance/financial services hiring fields.

Pain Points of Customer

- Companies want to invest in candidates who have potential to be effective and strong supervisors, either right now or in the future.
- Hiring for a job and hiring for a leader can look like different things, and a job interview alone may not adequately determine if that candidate can be a successful leader.

Overcoming Objections

- **Our hiring process is thorough enough to decide who would succeed in each role.**

- A strong candidate for an individual contributor-style role does not always mean they will succeed in a leadership position. Knowing who can be a strong leader from the get-go will save you time and money in the long run.
- **We don't have the budget for this product.**
 - We realize there is a cost factor involved with using assessments; however, there is a cost benefit to not having to replace employees who were not right for the job.
- **We are happy with another assessment product.**
 - LOMA is the only product on the market specific to the insurance & financial services industry. Our products are custom-made for your industry concerns.

FAQs

- **Which positions can be assessed with this test?**
 - Any first level supervisory position that does not manage other supervisors.

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- **How long do I have to use the test once I purchase it?**
 - The tests are pay as you go. You will receive and invoice the following month after testing.
- **Does it matter what part in the hiring process I administer the test?**
 - This depends on your hiring needs. Some companies prefer to utilize the assessment after the pre-screen to save time in the hiring process.

Additional Resources

- [ASSET web page](#)

For Internal Use Only