

Information Guide for Leadership Assessment

Test Number: 8201

Human Resources

Southern California Edison Company Introduction

At SCE, Safety is a company core value along with integrity, excellence, respect, continuous improvement and teamwork. Safety is not just a word, but a way of working and living as nothing is more important than having employees go home safely to their families at the end of each day. SCE's leaders are aligned with the company core values and possess leadership attributes that create a safe, positive, supportive and inclusive work environment.

The 8201 Leadership Assessment was designed to identify individuals with attributes that align with SCE's values and commitment to safety. Leaders with these attributes are able to maintain composure and resiliency, strive to learn and improve, demonstrate self-confidence, promote cooperation and lead with compassion and sensitivity. The 8201 Leadership Assessment was designed and validated with current leaders across Southern California Edison's service territory.

Assessment Session

This assessment will be completed online. The estimated completion time of the assessment is 25 minutes. An email from Edison.Testing@sce.com or Gate.System@aon.com will be sent with instructions to complete the assessment. Please monitor your spam folder.

Individuals that do not complete the assessment by the deadline outlined in the assessment e-mail invitation will be ineligible to proceed in the hiring process for the applied position.

During the 8201 Leadership Assessment, you will be given a series of pairs of statements. You must indicate which statement you agree with the most. It is to your best interest to answer each question truthfully.

There will be five pairs of statements on each screen. Once you have made a choice for each pair, you should click "NEXT" to continue to the next screen. A response is required for each pair in order to move to the next screen. You will not be able to go back and change your previous answers once you have clicked "NEXT;" therefore, read each statement carefully.

Assessment Taking Strategies

Introduction

Study materials and/or references are not needed to prepare for this assessment. As such, the purpose of this section is to provide general assessment taking techniques.

Technique	Remarks
<i>Prepare for the assessment</i>	<ul style="list-style-type: none"> - Be clear of the assessment due date. Allot plenty of time to complete the assessment by the due date. - Ensure the device you will be completing the assessment is working properly. Make sure that you have the latest version of Internet Explorer, Chrome or Firefox browser. - Take the assessment in an area with good internet connection.
<i>Concentrate</i>	<ul style="list-style-type: none"> - Try to block out all distractions and concentrate only on the assessment. - If lighting in the room is poor, sit under a light fixture.
<i>Read critically</i>	<ul style="list-style-type: none"> - Read all directions and questions carefully.
<i>Get plenty of rest</i>	<ul style="list-style-type: none"> - Make sure you are well rested and alert before you complete the assessment.

Remember the techniques described in this section are only suggestions. You should follow the assessment taking methods that work best for you.