

The ICMA Management Assessment

A Student Guide

Q: How long does it take to complete the Management Assessment?

A: Approximately 1.5 to 2 hours.

Q: How many questions are on the Management Assessment?

A: 116 multiple choice questions.

Q: Can you tell me which questions I got wrong on the Management Assessment and/or can you tell me the correct answers?

A: No, due to contractual obligations, we are not permitted to share either questions or answers.

Q: How do I interpret the assessment? I'm not a manager (yet). How do I choose which practice areas to focus on from my results?

A: It can help to discuss your results with a coach, mentor, faculty advisor, or credentialed manager. ICMA's CoachConnect can help you find a coach if you do not have one already or would like another perspective.

First, review your results on your own. Focus on those areas where you have scored high. What experiences/education have enabled you to score high? What is it about those experiences and your engagement with them that enabled you to learn from those experiences? Has your learning been substantiated by others? Based on your learning experiences, how will you create an environment where you can continue to learn?

Next, focus on those areas where you have scored low. Pick out one or two which you think you can improve upon in your current job/environment. How can you structure that environment so you can learn from it? Who will assist you? What do you need from that person(s)? How will you convey what you need to that person(s)?

Q: Now what? How to I apply what these results are telling me?

A: Think about your next career move. Considering your assessment profile, what would you look for in that move? Will you look for opportunities where you can demonstrate your strengths? Will you look for opportunities where you can build on your lower score areas? How will you convey to your next employer that you have areas where you want to learn without portraying those areas as "weaknesses?"

Q: What if I disagree with my Management Assessment results?

A: No problem. Please feel free to focus on the areas that you feel you need to focus on. While the assessment works for most, it does not work for all—there is no accepted body of knowledge for our field, so the answers for the assessment had to be "normed" against other Credentialed Managers' answers. Leaders in a field sometimes score lower than they should if they give "out of the box" answers.

Interested in discussing the Management Assessment and your results with a Coach?

Find a volunteer coach through the ICMA network of coaches who are helping prepare our nation's local government professionals. Go to icma.org/1-1-coaching to sign up!

