

# FACT SHEET - ONLINE TEST

## ID - Management Interest™

The ID-Management Interest Test (Ing), formerly the Management Interest Test (TIG), assesses an individual's interests in relation to management functions. Designed as a career reflection tool, it helps individuals better define their professional orientation. It can also serve as a reference for managers who wish to support their employees in exploring and developing their career paths.

### EVALUATED DIMENSIONS

- ▶ Leadership
- ▶ Adaptability
- ▶ Open-mindedness
- ▶ Orientation towards work

### FORMAT

54 multiple-choice questions

### PRICE

\$45

### DURATION

15 minutes

### LANGUAGES AVAILABLE

French  
English

### PSYCHOMETRIC QUALITIES

- ▶ Norms : The ID - Management Interest test was developed using a normative sample of 2,372 adults from various public and private sectors. The average age was 39, and most participants had a college or university-level education.
- ▶ Reliability : The internal consistency coefficient for the total score is 0.88. Subscale coefficients range from 0.60 to 0.86. The test-retest reliability coefficient, based on a sample of 57 individuals who took the test twice with a 1-2 year interval, is 0.82 for the overall score.
- ▶ Validity : A factor analysis identified two factors consistent with the test's theoretical model: challenges associated with obtaining a management position and interest in the characteristics of a management role. These two factors together explain 63% of the total variance (construct validity).

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