scan.up

POTENTIAL IDENTIFICATION

Analysis of Competency and Potentials

You want to find out what really motivates your employees, managers or applicants? In which competencies their strengths, but also development areas lie?

With our "advanced" Analysis of Potential we record 75 personality traits and describe the personality of a person thus more holistically than any other procedure. This multidimensional observation is much more than a snapshot and thus goes far beyond an analysis of strengths and weaknesses. In particular, the recording of a person's unconscious motives, i.e. their long-term drivers and energy sources, provides revealing insights for professional success. Therefore, we not only show "how" a person behaves, but also "why" and capture the personality in all its complexity.

Holistic
Personal
Development-oriented

For a pragmatic overview of the competence characteristics and thus the strengths and development areas of your candidates, we offer you our Analysis of Competence and Potentials in leadership and sales as well as in agile-working teams.

scan

The Analysis of Competence scan captures the competencies critical to success in one of the above-mentioned areas and includes:

- An objective and valid support in personnel decisions
- A fast, fully automated evaluation of results
- A status report on personal strengths and areas of development
- Texts explaining the individual competence characteristics
- **Optional:** survey of your company's own benchmark as "target profile"

The online-based execution takes about 30 minutes.

scan.plus

The Analysis of Competence scan.plus includes all points of the scan and additionally:

- A recording of the conscious and unconscious motives
- Texts explaining the motif characteristics

The online-based execution takes about 60 – 90 minutes.

scan.advanced

The Analysis of Potential scan.advanced is a more comprehensive survey, which allows a holistic, individual and resource-oriented personality description, which offers the following advantages:

- An objective and valid support for recruitment or personnel development decisions
- Statements about personal motivators, behavioral preferences and dealing with stress
- Show personal strengths and potentials as well as obstacles and development areas
- Explanation patterns why a person behaves the way he/she behaves
- Upon request, a detailed written report is created by certified scan consultants

The online-based execution takes about 120 – 150 minutes.

Possible result feedback:
- Personality assessment
- Competence assessments for personnel selection or development
- Leadership or development impulses
- Short profile or potential profile
- Team Analysis