



Assessment Centers

"Right people on the bus, right people in the right seats" Jim Collins, Good to Great

We hire people based on their experience and skills, but we fire them because of their attitudes and behaviours.

Teaching a new skill is easy, but changing behaviour is not.

Which position are you trying to fill? Same approach for each role, isn't it?
The candidate has the skills, but are they aligned with the changing strategies?
Do they behave the same way in real-life stressful situations and interviews?

The Problem

The Solution

Our rigorous assessment approach creates a comprehensive measurement scenario instead of a snapshot.

- It is based on attitudes and behaviours rather than skills.
- It is designed to measure the fit to the org. and strategies rather than the skill set.
- And it is designed to measure this under crises.

We measure the participant's Yesterday – Today – Tomorrow with different tools.

Yesterday

is measured by the interviews and 360°
Yesterday is the experience gathered and skills perceived by others.

Today

is measured by the behavioural tests
Today is their perception of themselves in today's circumstances.

Tomorrow

is measured by simulations and cases
This is the fit to the future within the organizational culture and strategies.

Why Three Tools



Just Testing is not enough

By using 3 different tools we measure the strengths & weaknesses of an individual from 3 different perspectives.

A better picture can be drawn based on yesterday's behaviours, today's preferences and tomorrow's possible actions when confronted with different and stressful situations.

What are your Employee Sustainability Requirements?

Senior Leader

Top Level Leaders must be aligned with the changing needs of the business environment. We should check their resilience, agility, changeability, strategic thinking skills and if their leadership styles correspond to the new era of company culture.

Mid-Level Manager

Mid-Level Managers are the backbones of the company. They solve daily problems, achieve results, satisfy customers and create new businesses. We must support them with the right skills to overcome obstacles in the changing business landscape.

Future Leader

A Talent-Map and a succession plan must be prepared to invest in the right people with the right direction to achieve sustainable company leadership and culture based on the 21st century knowledge economy requirements

