

PERSONNEL DIAGNOSTICS

What truly motivates applicants and employees? What is it that enables them to do their best? Our potential analysis provides you with precise answers.



HOW YOU CAN EXPEDITENTLY USE PERSONNEL DIAGNOSTICS

RECRUIT THE RIGHT CANDIDATE

Your experience naturally tells you who is the right fit for your company. But now and then it may be the case that a promising candidate turns out to have no talent in the probationary period. Our potential analysis helps you to collect more information about candidates before you make recruitment decisions, regardless of whether this is part of a selection process or an assessment center. We therefore help you to reduce the number of incorrect decisions made.

MAKE DEVELOPMENT SUCCESS MEASURABLE

Would you like to make your personnel work or personnel development measurable? Demonstrate success in black and white to safeguard or increase your budget? Our personnel diagnostics make precisely this possible. Our psychologists determine where your employees currently are in their development and record this in writing. We use our scientifically substantiated potential analysis for this. If we repeat the analysis regularly, your employees' progress becomes clear. This is what we call measured success.

HELP EMPLOYEES TO DEVELOP SYSTEMATICALLY

Training courses are a dime a dozen. But how does the personnel department, trainer or coach actually know where a person truly needs to develop? Our personnel diagnostics clarify this to ensure that not just any old training measures are implemented. PAWLIK's potential analysis shows precisely where individual employees

- have hidden opportunities for development,
- have particularly strongly or weakly developed competencies,
- and have unconscious resources.

WELL-FOUNDED DECISIONS ABOUT PROMOTIONS

You may be familiar with the dilemma: An executive moves to a new position and a team needs a new manager quickly. A couple of candidates within the team are ready to go. But who would be the best executive? Our personnel diagnostics can help you to decide which team member has the greatest management competencies. We don't want you to be in a position where you lose a good member of staff and gain a poor manager.



OUR DIAGNOSTICS SERVICES

POTENTIAL ANALYSIS BASIC

Do you need reliable information quickly on the competencies of an employee or applicant? Then the potential analysis basic is the right fit for you. We have specific analyses for the areas of leadership, sales, service and inside sales ready for you. Each skill is evaluated by four observable behavior patterns. For added convenience, you automatically receive the result report immediately after the analysis is carried out. This clearly shows you how developed the person's personal competencies are. This is a quick way to be certain about your personnel decisions.

POTENTIAL ANALYSIS ADVANCED

What motivates your employees or applicants? Where do they get their energy? How will they develop in the future? The potential analysis advanced answers these questions for you. This not only reveals the current level of competences, but goes much deeper and uncovers the applicant's unconscious sources of motivation. This individual analysis is possible as our specially trained experts (scan-licensed consultants) carry out the evaluation manually. We put the results in an individually worded report or meet for a personal feedback discussion. For the analysis, you can choose between leadership, sales, service and inside sales.

TEAM ANALYSIS

Sometimes the focus is on an entire team rather than an individual employee. How does the team work? Are there problems in the cooperation and, if so, where? How can the group improve and develop as a whole? Our team analysis has the answers. After the online potential analysis you will know exactly what will make the team successful.

COMPANY-SPECIFIC BENCHMARK AND ANALYSIS OF POTENTIAL

Your company is as unique as your employees. So why should you not set your own standards when you analyze the potential of your workforce? We can determine your internal benchmark for you. Here we are guided by the best in your company. Once we discover how developed their competences are, we have your company-specific benchmark. This makes the perfect basis for your company's own potential analysis and we would be happy to put it together for you. From this point onwards, you can measure all employees against your benchmark.