

# Making good personnel decisions and successfully raising employee potentials

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Consulting and coaching for your human resources

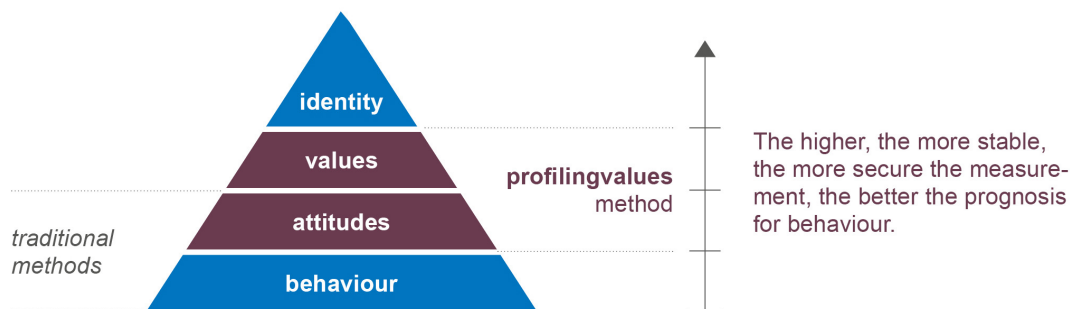


**Based on values to find the best applicants and to develop employees purposefully**

## What is profilingvalues?

Meta studies have shown that scientifically validated procedures provide **additional value** in recruiting processes and personnel development. Many of them, however only measure behaviour and attitudes, are manipulatable and cost a lot of time. Furthermore, they only map a static profile of the person.

The **potential analysis profilingvalues\*** uses a value metric method, which goes beyond behavioural tendencies. Unlike behaviour, values are deeply entrenched in a person. They also influence behaviour therefore a good understanding of a person's values enables a better prognosis of their future behaviour.



\***profilingvalues** is based on the **value psychological scientific approach** of Professor Robert S. Hartman, who focuses on evaluating by giving meaning. He is the main representative of value science and the founder of formal axiology (mathematically exact value science). Robert Hartman died in 1973, in the year he was nominated for the Nobel peace prize.

## This is profilingvalues

- An innovative potential analysis, which maps the personal value system of a person.
- Ultimately, it points out one's fundamental personality traits and competences their **degree of ability** and their motivation to use these abilities.
- The test method is **extremely efficient** and can be carried out in about 20-30 minutes.
- Profilingvalues is **scientifically substantiated** and **cannot be manipulated**.
- A feedback conversation and discussion of results take place via videocall or phone.

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## This is your added value

### Personnel selection

- You recognize the degree of ability and the applicants' motivation to use the ability.
- You can refer to strengths and weaknesses of applicants in the interview purposefully.
- You objectify gut decisions.
- **You make safe personnel decisions and protect your money!** The costs of failed recruitment are estimated to be 85 % of an employee's annual salary should they leave the company within the first year.

### Personnel development

- You receive an objective assessment as well as higher awareness of the strengths and weaknesses of your team.
- **You analyse team conflicts purposefully and enhance collaboration!**

### Team development and team building

- You receive an objective assessment as well as higher awareness of the strengths and weaknesses of your team.
- **You analyse team conflicts purposefully and enhance collaboration!**

## Why should you work with me?

- **Very experienced and passionate expert**, who has analysed and supported more than 1.000 profiles.
- **Consultant and coach** with a special focus on personnel selection, coaching as well as team development.
- Many years of **leadership experience**, as department manager, division manager and member of the expanded executive board.
- Over **20 years organisational experience** and over **10 years HR practice** in organisations.
- **Strengths:** Empathetic, direct and clear; appreciative, solution-oriented, action-oriented and trustworthy.
- **Languages:** German and English
- **References:** ageneo Life Science Experts, Ammer & Kaduk Oberflächentechnik, Bausch + Lomb, Bausch + Lomb Swiss, Continentale Versicherungsverbund, FOKUS7, Hieber, Interflex, Lindner Sprühsysteme, SimonsVoss Technologies, Viertel Motoren

Making the **invisible visible** with the potential analysis profiling values and my **expertise**.

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