addexpert
human recruiting



Candidates Assessment

Personal Profile Analysis (PPA)

Selection, matching and potential development

Today, assessments are a standard part of personnel selection. The importance of diagnostic and prognostic procedures, which are decoupled in time and place, is constantly increasing, thanks to the rapid application as well as the constant improvement of the methods. The one- or two-day individual assessments are carried out by specialized companies, which we select according to demand, in the market. We concentrate on online assessments, which we use ourselves and also make available to our clients and candidates.

We offer our clients:

- Needs analysis and consulting in aptitude diagnostics
- Requirement and competence analyses per function
- Behavioral and profile analyses for candidates
- Workplace and team analyses
- Selection of different assessment methods

Personal Profile Analysis (PPA) for companies

Depending on your needs and requirements, we select the appropriate methods and systems to obtain in-depth knowledge about your employees' working style. The data thus obtained provides information about the strengths of the respective employee but also limitations at the workplace.

Procedure (carried out by addexpert):

- Selection of methods/instruments according to function.
- Definition of test modules/reports according to focus or special aspects such as sales, management, working under pressure, working in a team etc.
- Preparation and briefing of the candidates
- Execution of the test by the candidate
- Evaluation by the system
- Interpretation by certified consultants
- Preparation of summary reports for candidates and clients
- Explanation and interpretation as needed for candidates and clients

How does a VAP contribute to the company's success?

Errors in the hiring process lead to expensive miscasts and thus to higher costs. Subjective selection procedures are the main reason for this. The VPA ensures an objective and valid assessment of the candidate's suitability. Expensive wrong appointments can be effectively prevented in most cases.

With the comprehensive applications of our VPA modules, you can determine which skills employees bring with them and whether these skills are suitable for the job. The various evaluations can be used for different company divisions and positions.

Selection of reporting modules:

The basic report analyzes the following

- Professional strengths and weaknesses
- The special value for the company
- Behavior at work or under pressure
- Communication style and motivational factors
- Potential and areas for development

The management report analyzes

- Motivation, leadership style and employee development
- Decision making and prerequisites
- Planning and problem solving
- Communication style & skills
- Dealing with administration

The sales report analyzes the following

- Acquisition and communication
- Closing strength and approach to closing
- Presentation of products & services
- Customer care or long-term customer service
- Sales management and administration

Short version for managers

Time is money. That's why a short report provides an overview of the key points of the analyses, ideal for managers.

Career orientation

This tool allows you to find out what career potential is in employees. It is specifically tailored to explore the candidate's administrative, managerial and executive skills.

Strengths and limitations

Quickly and effectively get an overview of the candidate's strengths and limitations. The report is a helpful working tool for making judgments about the employee's performance and future prospects during personal interviews.

Training needs

Use this tool to identify training needs, competencies and weaknesses.