



Potential Assessment

Many employees carry more capabilities than they exhibit or may exhibit at present!

Targets

Who was born as an excellent top-manager?
Nobody!
Most of us have to go a long laborious way of personal development to reach that status.
As a human resources or talent manager you support the employees of your company on this way.



Do you want to accomplish your [talent management](#) and [personnel development](#) activities on demand and efficient? Then our potential assessment is the right preliminary diagnostic measure.

Detect strengths, talents, fields for improvement and [potentials](#). Propose your staff members specific development activities that are based on their portfolio of competencies and strategic requirements of your company.

Our Offer

With our potential assessment we make visible what a staff member can accomplish in addition and beyond his past and present performance.
The employee obtains the opportunity, to try himself in new [roles](#) and to confirm his motivation and career plans. Our potential assessment provides you and the employee with a comprehensive evaluation of his development status, his strengths, his fields for improvement, his [readiness to learn](#) and his [potentials](#).

Method

The main objective of our potential assessments is to exceed the determination of the present capabilities and to gain the assessment of the [potentials](#) for functions, [roles](#) and future tasks the candidate has not yet assumed.

To reach this objective, we compile [management work samples](#), [case studies](#), [role simulations](#) and other tasks in a way that they represent a realistic extract of a manager's normal day on a feasible target position. This compilation contains numerous [competency evocators](#) which make necessary competencies visible, observable and measurable.

The evaluation of candidate's strengths, weaknesses, fields for development and potentials is based on several observations of several behaviours in different work samples. After every work sample we use [behavior anchors](#) to document and evaluate the observations in a structured manner. Then we aggregate observations and integrate the evaluations into scores for behaviour [dimensions](#) and [requirement criteria](#).

For the assessment of potentials we repeat tasks after an intermediate feedback and coaching. A better performance during the second round is a good [indicator](#) of [learning potential](#).

In addition we measure [latent competencies](#) and [potential catalysts](#).

As second and third method we use [interviews](#) as well as motivation and [personality questionnaires](#). In this way a comprehensive traceable picture develops. The findings of our potential assessments are an excellent basis for substantial [development conversations](#).

More Benefits for you

You get answers to the following questions:

- Is your staff member capable of successfully filling a leadership or management position? Or would it be better to recommend him e.g. an expert career track?
- How strong is the learning potential of your staff member?
- What kind of support needs your staff member to grow into new roles and responsibilities? How much effort would be necessary?
- Which young staff member has talent or potential for continuative tasks with more responsibilities? Who is a talent / high potential?

Our Advantages

- We develop new management work samples and simulations, specific for your company and custom tailored to your business requirements and specified target positions.
- As psychologists specialized in executive and occupational assessments we have developed advanced methods to measure criteria that are difficult to measure (e.g. metadisciplinary competencies like analytic abilities, initiative, entrepreneurial thinking and acting, negotiation skills).
- We offer sensitive, motivating and at the same time realistic and traceable feedback for the participants of our potential assessments.
- For top level executives we offer variants in which we revise the work samples and simulations comprehensively. We discuss and evaluate intentions, strategies, concepts, attitudes and values together with the executives. These variants gain maximized acceptance.

Depending on the predictive validity you require, we conduct potential assessments in an individual and discrete one day format or as a less expensive group assessment with 3- 12 candidates on one up to three days.

Have a look at a [schedule](#).



Examples of accomplished potential assessments:

- High Potentials – Telecom, int. Renewable Energy Company
- Head of Credit Office - International Real Estate Bank
- Country Manager - International Solar Energy Company
- Team Manager - Bank
- Consultant IT-Systems - Consultancy
- Head of HR Department - Trading Company
- Credit Officer - Real Estate Bank
- Account Executive - Facility Management
- Junior Executive Manager - TV Marketing Company
- Junior Executive Manager - Automotive
- Senior Manager - Financial Audits, Tax Advice
- [more](#)

We would be pleased to design a custom tailored potential assessment that meets your requirements. [Contact](#) us for a preliminary conversation without obligation!

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