

From Potential to Ability and Motivation - Assessment and Development

Individually designed assessment of abilities and potential with detailed analysis of strengths and weaknesses.

Defining conditions and timeframe to develop personal and professional abilities, goals and ways to achieve them step by step.

Focus on the personality and – as far as part of the goals – on conditions, position and job-description. Sustainable improvement of motivation, emotional stability and productivity through regular feedback, measurement of results and coaching.

Assessment center, development center and coaching individually or in groups. International and multilingual network of professionals in psychology, human resources, economics, social and medical sciences.

Content:

- Analysis of potential and abilities by different methods (test-psychology, practice-oriented case studies, structured biographical interviews, role plays, feedbacks). Strengths and weaknesses become visible as well as development potentials; timeframes and conditions are defined to reach the intended goals.
- Interests and preferences are analyzed with interest-structure-tests, personality factors are determined through specific tests as well as observation of behavior during case studies and in detailed discussions.
- Recording and analysing potential requirements and intentions concerning goals to be achieved.
- Definition of goals, general conditions and individual steps as well as options to verify and improve during the process.

Process:

- Inventory of actual situation (Assessment).
- Analysis (detailed discussion and defining goals to be achieved).
- Transfer of findings and decisions, development of potential, deriving benefits of abilities.
- Continuous observation of goals and the ongoing process, feedback and actions to improve.



Assessment

- Selection Assessment when starting an employment or advancements.
- Development Center to detect future leaders and training requirements.
- One or more candidates (individual or in groups).
- Results in detailed expertise (8 to 10 pages).

Duration:

- 1 day (about 8 hours).
- Feedback talk with candidate (about 2 hours).
- Preparation- and feedback talks with client according requirements.

Methods:

- Metric and projective methods as well as personality inventory (applied psychology).
- Cognitive and personality tests.
- Varied, partially different, partially similar, complementing diagnostic methods with high validity.
- Role play, case studies, communication exercises, presentation.
- Simulation of critical working situations.
- Structured biographical interview.
- Optimal application, allocation and interpretation of test- und observation criteria.
- Focus on social competence, ability to concentrate, stress resistance, logical thinking, understanding complexity, behavior as leader, rhetorical skills.
- Further criteria as required by the client.
- Inclusion of professional and personal background, key experiences, threads and needs for re-orientation.
- Evaluation of self motivation as well as ability to motivate.
- Statement about short-, mid- and long-term expectations concerning professional and personal development.
- Advices and concrete recommendations.



Analysis:

- Obtaining a second and third opinion when necessary or on request.
- Detailed discussion of results and findings.
- Questioning evidences and indications.
- Feedback with candidate.
- Multilingual (English, German, French, Spanish).

Written report (Expertise); 8-10 pages:

- General characterization.
- Intelligence and thinking.
- Vitality and emotionality.
- Motivation, engagement.
- Concentration and ability to work under pressure, behavior under stress.
- Social behavior, ability to work in a team, leadership.
- Abstract, conclusion.

Benefit:

- Support for and during professional and personal changes.
- Well defined profile of strenghts, weaknesses and interests.
- Recognizing focus oriented education needs.
- Professional and personal development.
- Motivation.
- Personal as well as professional benefit.
- Statement about accordance between personal values and the values of working environment.
- Evaluation of opportunities and challenges with view on a future employment or cooperation.
- Optimal synergy between professional requirements and personal abilities and interests.

Potential analysis and -development

Combination of instruments and findings out of the assessment with analysis and empowerment during several weeks or months. Sustainable development and advancement of own potential into powerful and reliable abilities and competences.

Requirements and aims of the client as well as from the candidate are highly kept in mind during the whole process.

Duration:

- Modules of 1, 3, 6 and 12 months.
- Standard and intensive modules.
- Definition of goals as well as process and steps according individual focus points.

Methods:

- In addition to the methods mentioned in the assessment section, further professionals working in psychology or other areas related to the aims of the process may be called in as partners or for an additional opinion.
- All aspects and topics are brought up: individual test analysis (confirmations as well as potential contradictions) and observations are compared and discussed.
- Implementation and transfer of experiences step by step into practical knowledge and effective, enduring abilities.

Analysis:

- According assessment.
- In addition enlarged, more advanced and detailed tests as well as social behavior inventory.
- Extensive appraisal of personal values and compliance with organisational culture as well as the ability to actively influence and enhance the business or corporate culture.
- Focus points may be expanded or adjusted during the process of coaching.
- Multilingual (English, German, French, Spanish).

Benefit (in addition to benefits of the assessment):

- Discovery and recognition of the individual potential.
- Extensive analysis of the actual professional and personal situation including qualification profile.
- Analysis of the present Curriculum Vitae.
- Enhancement and use of personal resources.
- Slimming down of strains and tensions.
- Promotion and improvement of efficiency and communication competence.
- Effective and sustainable enhancement of the own critical faculty and the ability to face and solve conflicts.
- Improvement of the own leadership abilities.
- Increasing the own creativity and motivation.
- Growth of self-confidence and self-assurance.
- Transmission of own knowledge and experiences to others with a positive impact to the corporate culture.
- Identifying difficulties not as problems, but as a challenge and opportunity to learn.

Areas of application:

- **Inplacement:** Career advancements, replacements.
- **Outplacement:** Dismissals, resignations, re-orientation, support during search for employment.
- **Coaching:** Systematic support and gathering strategies for solutions in job-related and personally challenging situations. Professional, face-to-face feedback, definition and keeping of an individually optimized work-life-balance.
- **Personnel- and personality development programs:** Vocational counselling, career planning, personality development.
- **Succession planning:** Search, examination, training and supervision of qualified candidates taking over the overall responsibility in a company or organisation.
- **Position-fixing:** Definition and analysis of actual professional and personal situation and goals as well as the step-by-step procedure to reach the defined goals and to accomplish the given requirements.



CICB Center of Intercultural Competence

CICB Center of Intercultural Competence was founded in Mai 2000. Within its worldwide network, the focus lies on research about different approaches and possibilities to evaluate and assess intercultural competence and the potential therefore. The development and promotion of intercultural competence is among the main goals, by offering courses, workshops, presentations as well as individual analysis and consulting in several languages.

The founder and managing partner of CICB, Thomas Baumer, is a graduated economist and has worked during more than 20 years in several international companies; from 1986 to 1999 with Swissair. In his last position, as Deputy General Manager, he was responsible for economics, marketing, network management, purchase and sales in the Swissair Training Center (recruiting of cockpit- and cabin-crews as well as management members within Swissair and other companies, instruction and training of pilots and flight attendants, courses in Human Aspects Development). Beside his activities in intercultural competence he is internationally recognized within the topics assessment and personality diagnostics (analysis of abilities and potential) as well as potential development. He is the author of "Handbook Intercultural Competence" (2 volumes, in german language; Orell Füssli Publishers, Zurich; ISBN 3-280-02691-1 and 3-280-05081-2); the translation into English is planned. He has teaching assignments at universities and administration schools. On business-related and private trips he visited so far over 80 countries.