

seek or
find?

Individual assessment

Goals and benefits

Our individual assessments are reliable and **meaningful evaluation and support tools**. They enable a well-founded, expert assessment of the potential of applicants as well as of junior and management staff, and form an important basis for decision-making when it comes to personnel selection and development. They can also provide important impulses for strengthening competences and personal development. On request, **focus coaching, coaching or career counselling can** be carried out based on the results.

The **results** are provided in the form of **verbal feedback** and a detailed **written report**. This contains

- Management summary with recommendation
- Profile of strengths/areas of development
- Qualitative and quantitative competence evaluation
- Individual learning goals and supportive measures

As sparring partners, we offer our clients **support in decision-making**. We hold a **detailed feedback session** with the assessment participants to discuss the results, which serves the purpose of personal and professional reorientation and further development.

Methods and contents

The individual assessment is conducted by experienced senior consultants with a background in psychology. Each dimension to be assessed is evaluated several times and systematically assessed according to defined criteria. We apply our many years of expertise with managers at all levels in the process. The 4-eyes principle is used in the assessment to ensure the most valid statements possible:

- Biographical interview
- Interactive, practice-relevant discussion simulations (challenging leadership, conflict, negotiation or customer conversations)
- Function-specific presentations or complex case studies
- Cognitive test procedures for analytical, decision-making, problem-solving and management abilities
- Personality procedure
- Feedback sequences with self-reflection
- End-of-day feedback

mpw fulfils the quality standards of the Swiss Assessment Association and the Swiss Association for Quality and Management Systems SQS.

mpw assessments at a glance

Short assessment	Leadership assessment	Extended leadership assessment	Management assessment	Executive assessment
Senior specialists & first management functions Project management and specialist functions	Lower management Direct leadership functions with operational orientation (team leadership)	Middle management Functions with a high proportion of conceptual leadership (team and department management)	Top management Functions with a high proportion of strategic leadership (department and division heads)	C-Level Functions with total entrepreneurial and strategic responsibility (company management)
Basic competences: <ul style="list-style-type: none"> • Social skills • Communication • Self-management 	Additional focus: <ul style="list-style-type: none"> • Small to medium span of control • Selective entrepreneurial leadership 	Additional focus: <ul style="list-style-type: none"> • With conceptual and strategic requirements • Change qualities • Dealing with complexity • Demanding direct or indirect leadership • Entrepreneurial leadership in one area 	Additional focus: <ul style="list-style-type: none"> • Strongly conceptually and strategically oriented • Transformation management • Dealing with high complexity • Comprehensive leadership and control • Strategic customer and stakeholder management 	Additional focus: <ul style="list-style-type: none"> • Strategic corporate management in a complex environment • Leadership competence • Empowerment of key persons and committees • Business risk assessment
approx. 4.5 hours	approx. 6.5 hours	approx. 7.5 hours	approx. 8.5 hours	approx. 9-10 hours
<ul style="list-style-type: none"> • Telephone feedback to the client on the day following the assessment • Written assessment report: sent within 5 working days at the same time and form to the client and candidate • Upon request: Presentation of the results to the decision-makers and advice regarding the selection decision • Detailed feedback talk with the assessment participant at mpw or on site at the client's premises (duration approx. 60-90 min) 				

Customised and flexible

We offer tailor-made solutions and arrange the dimensions to be assessed as well as the exercise mix in agreement with the client, depending on the specific issue. They have the option to participate as observers in the behavioural part of the assessment in order to better understand the results of the potential assessment. We highly value professional, quick and flexible processing. Individual assessments can usually be carried out within ten days of order placement and the written report is available within a week. Upon request, we offer verbal feedback the day after the assessment.

Face-to-face or remote

We conduct individual assessments on our premises or remote. A combination of online sequences and on-site implementation is also possible and allows for very flexible organisation and adaptation to the needs of the client.

Languages

German, English, French, Italian