tools for talents

humanlogix

talents to business
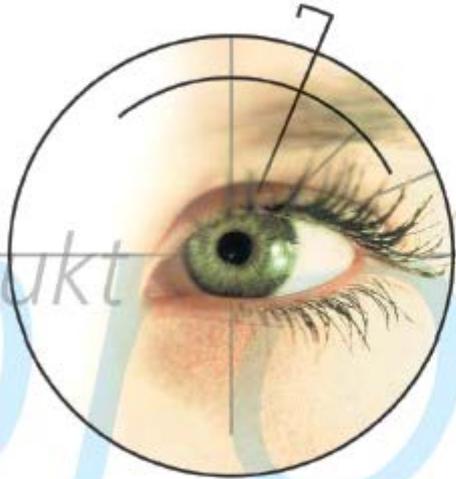
Recruitment

One of the main applications of humanlogix is using the profiler as a pre-assessment in recruiting situations.
Unlike other pre-assessments humanlogix is not focussing on skills but on soft factors that are essential to decide whether a candidate will fit into a job profile or not.

Instead of inviting hundreds of candidates to job interviews to find out "how they will do the job" (attitudes, preferences and behaviourals strategies) humanlogix does the work for you in four steps:

1. Define what you are looking for (ideal profile)
2. Let an unlimited number of candidates work on a valid work sample test
3. Match their individual results with the ideal profile
4. Select and know what you are getting

Save time and money and let the candidates provide you with the necessary information which to choose.

Step 1: Define the ideal profile

Humanlogix profiler gives you a sophisticated tool at hand to define what behavioural traits and attitudes are needed for a certain job.

Design target values and deviations (tolerance) for 40 attributes.

Design you preferred job role
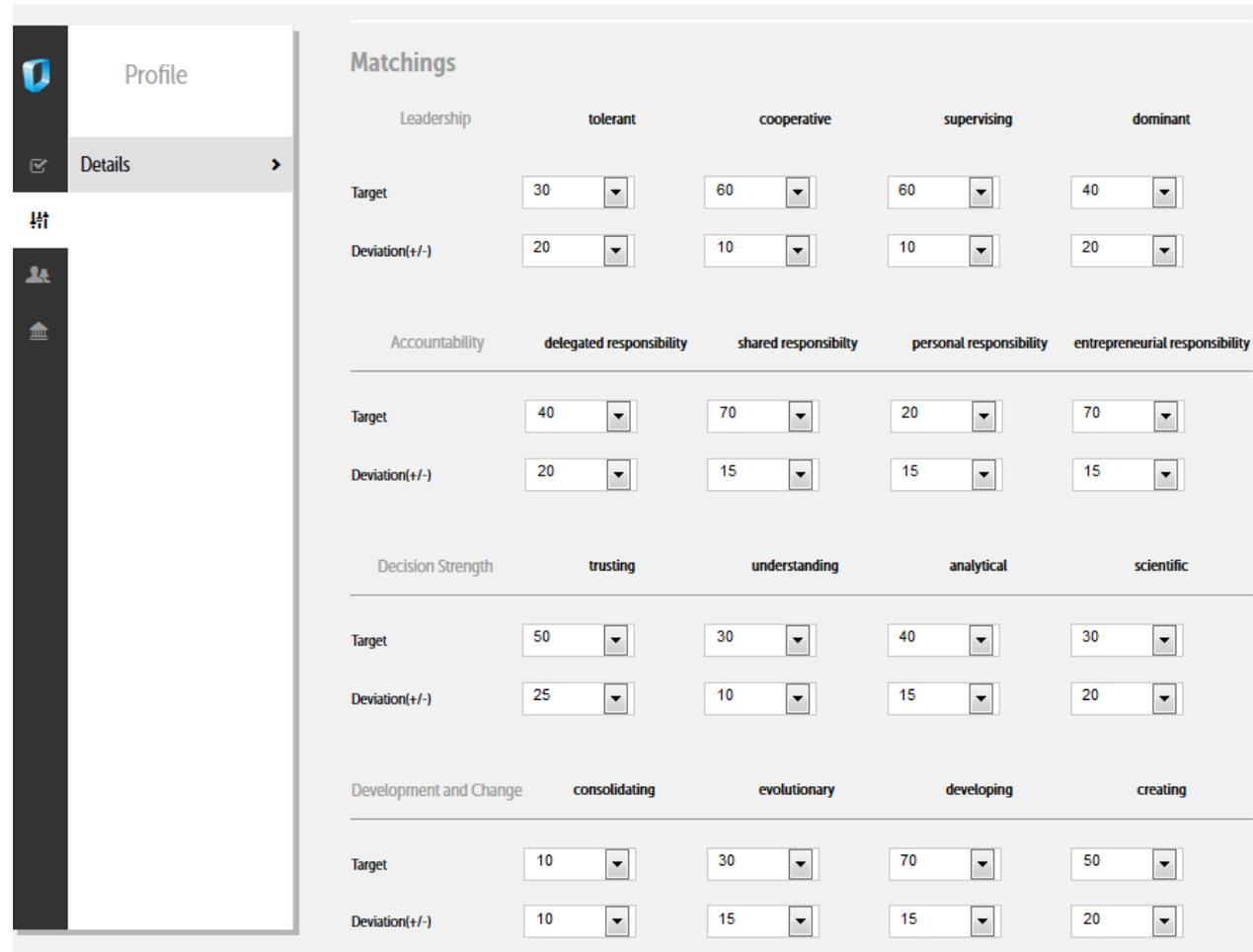
Matchings

Leadership	tolerant	cooperative	supervising	dominant
Target	30	60	60	40
Deviation(+/-)	20	10	10	20

Accountability	delegated responsibility	shared responsibilty	personal responsibility	entrepreneurial responsibility
Target	40	70	20	70
Deviation(+/-)	20	15	15	15

Decision Strength	trusting	understanding	analytical	scientific
Target	50	30	40	30
Deviation(+/-)	25	10	15	20

Development and Change	consolidating	evolutionary	developing	creating
Target	10	30	70	50
Deviation(+/-)	10	15	15	20

Step 2: Assessment

Let all your candidates work on the job assessment –anywhere, anytime. Don't worry about numbers. You can give access to an unlimited number of candidates. This will save time and money.

Exciting real life cases let you draw candidates into situations that can occur tomorrow. Define the set of dimensions and the length of the test.

Save time and money

Step 3: Matching

Define which candidate you want to match with which job profile.

Avoid annoying job interviews

Step 3: Matching-Report 1

Dash board view on all behavioural attributes to learn which attributes fall below or exceed the predefined job requirements.

Paradigm shift from a deficit orientation to a matching orientation.

Sophisticated view on a person instead of building mean values that cannot describe a person in its complexity.
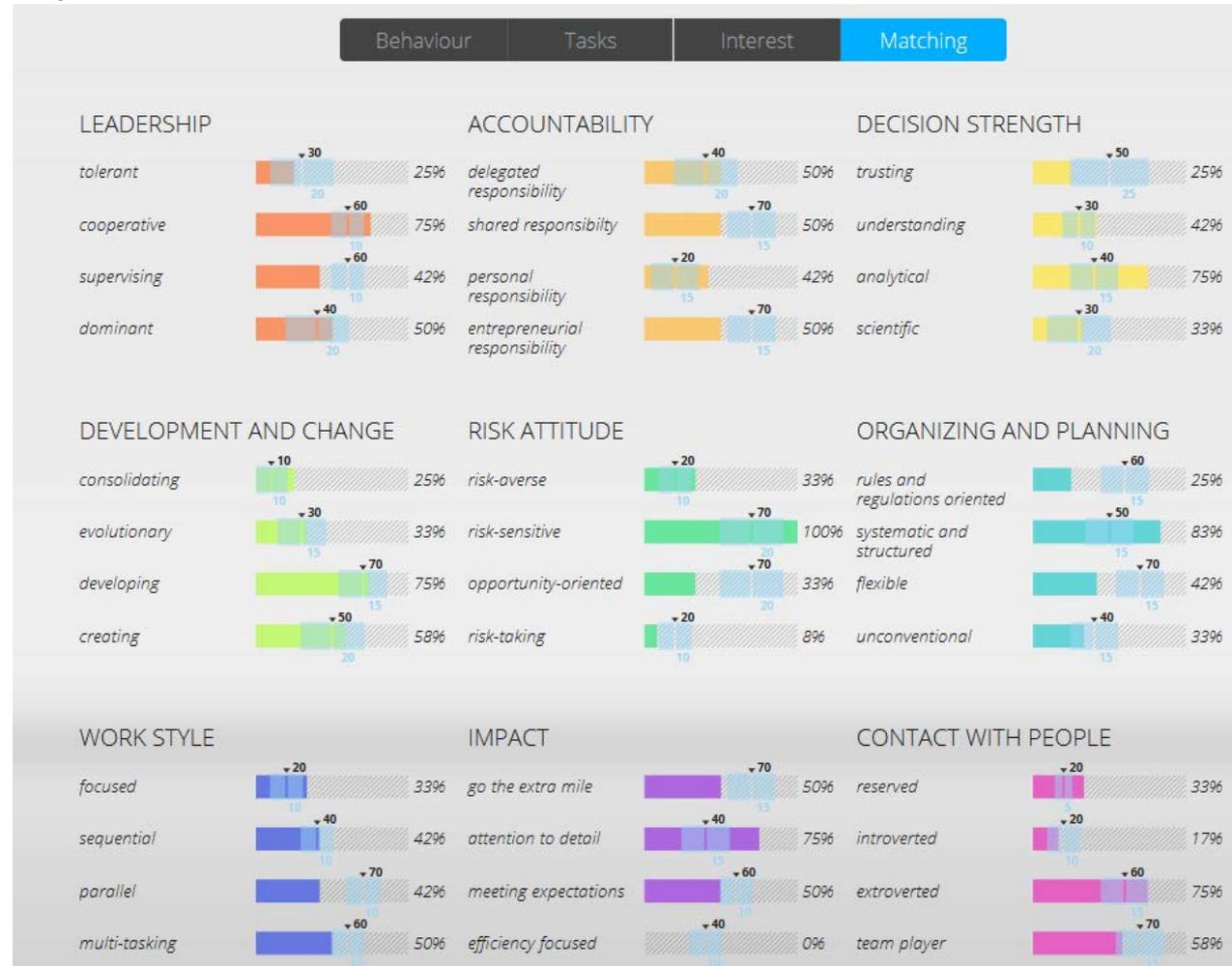
Best match instead of deficts

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Step 3: Matching-Report 2

Matching

Branch Manager

Dimension	Attribute	Tar.	Dev.	Res.	+/-	✔
Leadership	tolerant	30	20	25	5	✔
	cooperative	60	10	75	-15	
	supervising	60	10	42	18	
	dominant	40	20	50	-10	✔
Accountability	delegated responsibility	40	20	50	-10	✔
	shared responsibilty	70	15	50	20	
	personal responsibility	20	15	42	-22	
	entrepreneurial responsibility	70	15	50	20	
Decision Strength	trusting	50	25	25	25	✔
	understanding	30	10	42	-12	
	analytical	40	15	75	-35	
	scientific	30	20	33	-3	✔
Development and Change	consolidating	10	10	25	-15	
	evolutionary	30	15	33	-3	✔
	developing	70	15	75	-5	✔
	creating	50	20	58	-8	✔
Risk Attitude	risk-averse	20	10	33	-13	
	risk-sensitive	70	20	100	-30	
	opportunity-oriented	70	20	33	37	
	risk-taking	20	10	8	12	

Mean value		47		45.4	1.6	
Variation coefficient					21.9	
Number of matchings						17
Matchings in %						43

Get the statistics: Compare candidates according to their numbers of matching and variation coefficient.

Understand quickly in which attributes you will have to expect the biggest gaps compared to what you were looking for.

Compare candidates and select best match

Step 4: Select and understand what you are getting

Get a comprehensive overview of the most significant behavioural traits you can expect from your selected candidate.
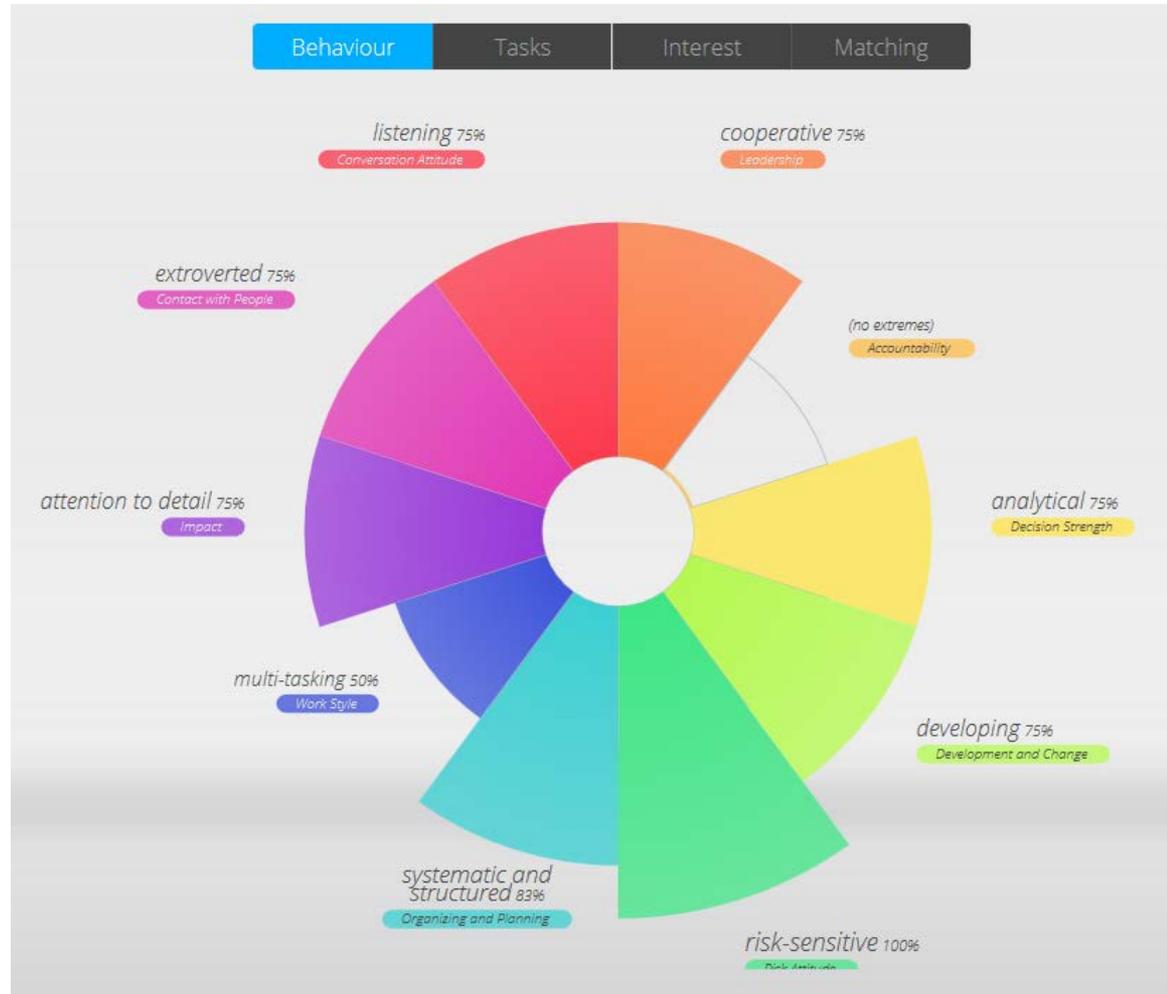
Understand, what you are getting

Step 4: Select and understand what you are getting

Understand inconsistent behaviour or attitudes due to different task requirements. Thus you are prepared to understand specific behaviour in specific situational settings.

	Analysis and Evaluation	Client contact	Decision, supervision and control	Development of resources and processes	Execution and Advice	Strategy, new products and new business
Leadership	cooperative	tolerant	supervising	cooperative	cooperative	dominant
Accountability	delegated responsibility	shared responsibilty	entrepreneurial responsibility	delegated responsibility	personal responsibility	shared responsibilty
Decision Strength	analytical	scientific	understanding	analytical	analytical	analytical
Development and Change	creating	consolidating	developing	creating	developing	developing
Risk Attitude	risk-sensitive	risk-sensitive	risk-sensitive	risk-sensitive	risk-sensitive	risk-sensitive
Organizing and Planning	systematic and structured	systematic and structured	systematic and structured	unconventional	systematic and structured	unconventional
Work Style	multi-tasking	focused	parallel	sequential	multi-tasking	sequential
Impact	attention to detail	attention to detail	attention to detail	go the extra mile	attention to detail	go the extra mile
Contact with People	extroverted	extroverted	reserved	team player	extroverted	team player
Conversation Attitude	inquiring	inquiring	listening	process oriented	listening	listening

Step 4: Select and understand what you are getting

Understand individual preferences in combination with experience and qualifications

FUNCTIONS	SITUATION	TASKS	WORKPLACE
	Experience	Qualification	Interest
Management	80%	0%	20%
Consumer Banking	50%	25%	25%
Corporate Banking	33%	20%	60%
Financial Markets	40%	40%	60%
Fund Management	0%	33%	67%
Human Resources	100%	40%	40%
IT and Infrastructure	100%	33%	33%
Private Equity	33%	33%	33%
Risk Management	67%	33%	0%
Sales and Marketing	100%	100%	80%
Wealth Management	40%	0%	40%

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