

# Personal diagnostics





## Personal diagnostics

When identifying Talents and preparing tailor made development projects, we offer you two solutions - Talent Scanner (individual workshops) and Talent Radar (group workshops).

We base our diagnostic methods (when in Talent Management) on behavioural diagnostics, that is focused on understanding individual patterns of behaviour. Using this approach guarantees high level of detailed identification of individual potential & development needs.

When running workshops we create real life situations (based on tasks), to be able to observe the participant on many various levels, reactions with the superior, peers, subordinates, teams and clients. We base the tasks on so called „critical incidents“, i.e. Specific situations that determine success or failure at the workplace.

We often use competency based interviewing techniques to deepen the understanding of the participant's background & rationale. During many years of diagnosing people we have come up with some specific innovations in terms of interviewing, that allow us to gather data faster & in a highly reliable ways.

When designing the workshops we use our own methods or support you with standardised tools provided by leading psychometric providers in the markets, like SHL or others.



## Personal diagnostics – your advantage

Key advantages of the approach used by Talent Factor to analyse potential are:

- Securing highest standards for personal diagnostics
- Transparent workshop construction
- The possibility to reverse engineer the results & the diagnostics procedure
- High level of results acceptance with the participants
- Clear, development orientation, where the obtained results serve as basis for future development activities and succession planning
- Diagnostics results can serve as check point in time for controlling & measuring progress of the development process
- Our methods give you the possibility to move forward quickly & effectively, being very efficient in terms of your spending

On the next slides we're presenting high level comparison of the various approaches used in personal diagnostics (categorising, reactional & behavioural), together with a detailed comparison of our solutions with a classical AC/DC workshops



## Comparing three key approaches in Personal Diagnostics

Categorisation Diagnostics	Reactional Diagnostics	Behavioural Diagnostics
<ul style="list-style-type: none"> <li>Using this type of diagnostics one can easily group people by their personality traits or character.</li> <li>Most common tools used for diagnosing are psychometric tests, based on Jung's research (MBTI, Disc, Insight)</li> <li>The method is easy to use (also electronically &amp; remotely), both for larger groups.</li> <li>The major drawback lays in the very limited usage of categorisation for further development. Since the diagnostics defines personality, it is close to impossible changing it, as the personality traits are very stable &amp; not subject to change.</li> <li>That is why using this method has very limited reach out for Talent Management practice.</li> </ul>	<ul style="list-style-type: none"> <li>Using this method is based on assessing person's reactions to specific impulses, and to what extend those are aligned with the pre-defined expectations. Classical Assessment &amp; Development Centers are based on those.</li> <li>Major advantage of using the method is in its ability to compare results between different participants. Using proper criteria seems to be the key success factor to obtain reliable results. Defining validated expectation profiles seems to be particularly difficult.</li> <li>Using reactional diagnostics for Talent Management proves to be ineffective, because when assessing based on pre-defined behaviours, it is easy to miss the individual potential of a person.</li> </ul>	<ul style="list-style-type: none"> <li>Diagnostic activities are focused on understanding <b>patterns of behaviour</b>. Workshops are similar to typical DC, however they aim to identify specific behaviours, describing their effectiveness, rather than giving subjective score.</li> <li>The advantages of using behavioural diagnostics are numerous, including: <ul style="list-style-type: none"> <li>Very high acceptance of the results</li> <li>Easiness of tracking the source of knowledge &amp; data</li> <li>The possibility to repeat workshops, keep using same tools throughout the development process – hence being able to track progress in time</li> </ul> </li> <li>Using behavioural diagnostics for TM has multiple implications, both in the area of identifying talents &amp; developing them. It is also possible to set developmental goals &amp; track progress along the program. Finally it is an indispensable tool for career &amp; succession planning within TM.</li> </ul>



## Behavioural diagnostics vs classical AC

Behavioural diagnostics	Classical AC
<ul style="list-style-type: none"><li>• Focused on activity and its efficiency</li></ul>	<ul style="list-style-type: none"><li>• Often focused on character traits</li></ul>
<ul style="list-style-type: none"><li>• Potential diagnosis</li></ul>	<ul style="list-style-type: none"><li>• Assessment for „here &amp; now“</li></ul>
<ul style="list-style-type: none"><li>• Diagnostics focused on identifying &amp; understanding patterns of behaviour, identifying individual ones</li></ul>	<ul style="list-style-type: none"><li>• Diagnostics that classify a participant – based on pre-defined set of behaviours</li></ul>
<ul style="list-style-type: none"><li>• Transparent diagnostics criteria and process, using video analysis</li></ul>	<ul style="list-style-type: none"><li>• Subjective assessors conclusions – the risk of making mistakes</li></ul>
<ul style="list-style-type: none"><li>• Takes care of participants feeling of safety</li></ul>	<ul style="list-style-type: none"><li>• High level of stress that stems from being subjectively assessed</li></ul>
<ul style="list-style-type: none"><li>• Feedback „on the fly“ after completing the task, also detailed feedback after the workshop together with analysis of mental, emotional &amp; social patterns of behaviour.</li></ul>	<ul style="list-style-type: none"><li>• Short &amp; general „post factum“ feedback „post factum“</li></ul>
<ul style="list-style-type: none"><li>• High level of acceptance of the workshop results even by the participants who are not qualified for the program</li></ul>	<ul style="list-style-type: none"><li>• Refusing / defensive reactions when it comes to workshop feedback, limited acceptance caused by lacking the ability to re-construct the task completion</li></ul>



## Behavioural diagnostics vs classical AC

Behavioural diagnostics	Classical AC
<ul style="list-style-type: none"><li>Very efficient workshop organisation</li></ul>	<ul style="list-style-type: none"><li>Long waiting times for tasks</li></ul>
<ul style="list-style-type: none"><li>Since there is no predefined &amp; expected way of acting in a given situation, the tasks and workshops can be re-used in the development process, for the purpose of measuring development progress</li></ul>	<ul style="list-style-type: none"><li>The necessity to change exercises often, so that many participants do not exchange ways &amp; ideas to tackle exercises as expected by the organisation (according to the raw model scenario), those changes make it hard to track development of particular candidates</li></ul>
<ul style="list-style-type: none"><li>The ability to realize their own potential for the participants through detailed feedback and ease to reconstruct the sources of data</li></ul>	<ul style="list-style-type: none"><li>Limited possibilities to translate the assessed results to individual potential awareness</li></ul>
<ul style="list-style-type: none"><li>Solid bases for individual, long term trainings that are tailored for specific needs of participants &amp; the company</li><li>Precise diagnosis of individual potential in the company</li><li>Bases for targeted development planning, career paths &amp; succession planning</li></ul>	<ul style="list-style-type: none"><li>The results achieved can serve as developmental bases to a very limited extend</li></ul>



## Advantages of using behavioural diagnostics

FOR THE ORGANISATION	FOR THE HR	FOR THE PARTICIPANT
<ul style="list-style-type: none"> <li>• High level of accepting the results by colleagues</li> <li>• Exercises built based on realistic professional situations</li> <li>• Transparent activities</li> <li>• Objective results</li> <li>• Detailed feedback after each exercise &amp; at the end of the process</li> <li>• Possibility to save money &amp; time</li> <li>• Management / HiPo / Talents development optimally aligned with company requirements</li> <li>• When involving external diagnostics – passing the know-how internally to the company</li> </ul>	<ul style="list-style-type: none"> <li>• Right people qualified for the talent program</li> <li>• Setting up &amp; planning of the optimum career path, based on detailed analysis</li> <li>• Detailed bases for individual development planning</li> <li>• Objective diagnostics for evaluating development activities</li> <li>• Flexibility when hiring new people</li> <li>• Long term engagement planning for individual employees</li> </ul>	<ul style="list-style-type: none"> <li>• Short feedback directly after each exercise &amp; task</li> <li>• Video feedback</li> <li>• Consulting / coaching</li> <li>• Tailored development based on individual needs</li> <li>• Increased motivation and trust towards the organisation</li> <li>• Optimal possibility to re-construct the results</li> <li>• Making participants aware on their individual potential</li> </ul>