

Select Employees Easily and Safely

Identify who drives your business without spending many
hours interviewing them

Explore your potential

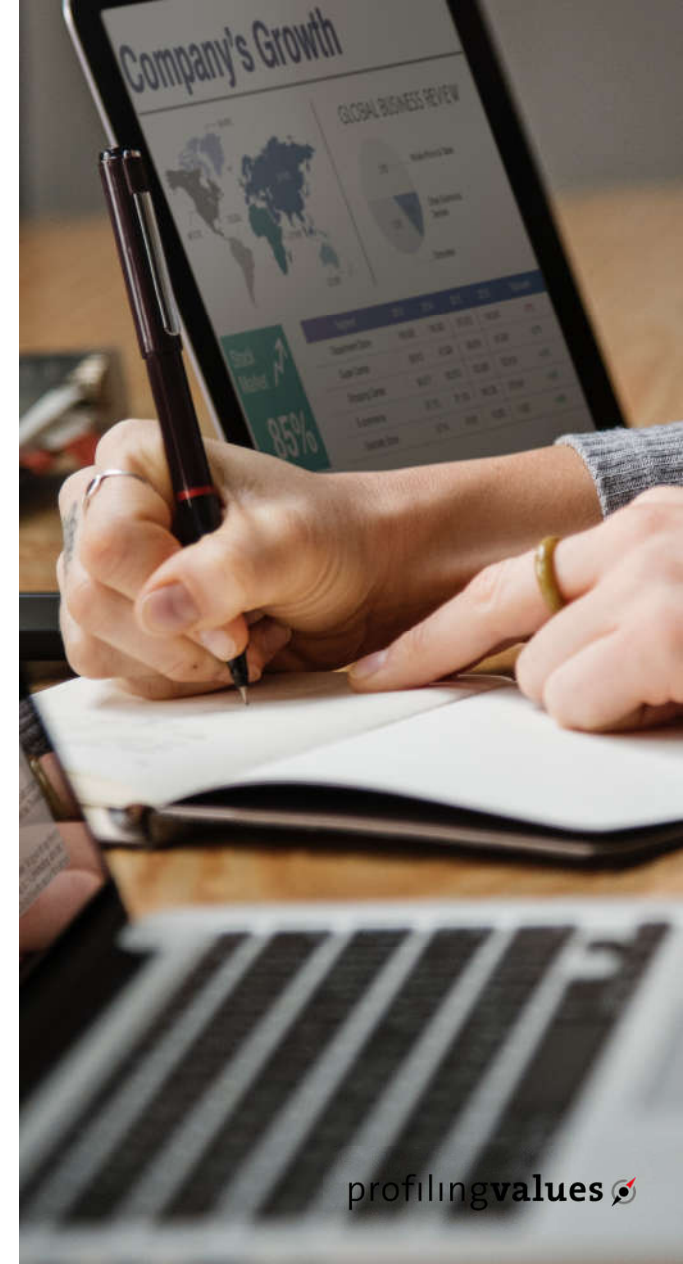
The challenges of a leader in a fast-growing market

- You like to lead people. As a leader, you can elicit what's inside your employees and make a difference at the same time.
- Your company is growing, you're expanding your team and you won't let the tight situation on the labor market slow you down.
- You've put a lot of thought into it and you know exactly who you want on board.
- It is said that smart bosses know their corporate culture and use it to attract talented employees.
- With the right method, you can quickly and easily identify who fits into your company and how you can win these people in the long term.



In this booklet you will learn

- What impact a miscast has on your company/department and how high the costs are.
- Why it is worthwhile for you, your employer brand and your candidates to take a close look at their values.



"We do not 'see' with our eyes;
we 'see' with our values,
because we don't just have values;
we are our values."

*Dr. Leon Pomeroy (1933-2015),
American psychologist and value scientist*

Values are the core of a person's individuality, competencies and potential.
A **selection process that focuses on values using a validated method** helps you
to identify who your future employees really are and what you can expect from them.

Dr. Ulrich Vogel

- Consultant and entrepreneur for more than two decades
- Worked for renowned consultancies such as Mercuri Urval or Neumann International
- In more than 7,000 assessments, supported entrepreneurs, executives and HR managers: Filled positions at all levels, developed individual employees and entire teams, designed and implemented company-wide leadership programs
- Developed an own test procedure based on the Hartman Value Profile (HVP) using many years of research experience
- Scientific approaches and schools of thought: Axiology according to Robert S. Hartman, Self-determination Theory according to Edward L. Deci and Richard M. Ryan, concept of Growth Mindset by Carols S. Dweck and some more like Jim Collins or Yves Morieux



This is what our customers say

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"The most important part of our personnel selection process is the profilingvalues evaluation interview with the candidates. In it, we get to know their personality with their values and potential. That's how we both see if we're a good fit."



Uta Kaußler
Director Human Ressources
ifb Institute for the training of
works councils

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"As a consultant, I need to be able to interview and assess candidates accurately. Profilingvalues helps me in an excellent way to work out the relevant aspects and to avoid wrong appointments."



Dr. Carlo Mackrodt
Managing Partner
Transearch International

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Wrong hires cost you a lot of money,
Time, and nerves.

Costs

- You may think that it is far too expensive to have experts help you select employees.
- But have you ever considered how much it costs you when an employee leaves your company after a short time?
- Productivity decreases, you may miss out on good business opportunities, your turnover decreases. It becomes difficult to achieve your business goals.
- You start your search process all over again, placing ads or hiring a recruiter, reviewing resumes, conducting interviews, and going through the onboarding process again.
- Your other employees take on additional tasks, are frustrated because of this, your relationship with them suffers and the mood in the team drops.
- Wrong decisions due to an inadequate selection process or lack of information cost you about one gross annual salary.
- **Your recruiting is successful if you can assess the personality of candidates in addition to their professional skills.**



Costs of a wrong hire

Example: Software developer, annual salary 65,000 euros (leaving at the end of the probationary period after 6 months, reappointment after a further 2 months)

Training and development costs	2.500 Euro
Effort for training	12.000 Euro
Loss of productivity for the tutor within the first six months	
Productivity losses due to underperformance	15.000 Euro
Sales per employee x 30 %	
Salary until departure	32.500 Euro
Cost of the unfilled position until it is filled again	46.800 Euro
Annual salary/working days x days until reoccupation x factor (according to Harvard study 1-3, depending on the productivity contribution of the position to be filled)	
Time required for the recruiting process	5.000 Euro
Employee HR, department head, if applicable managing director	
Costs of the recruiting process	8.000 Euro
Costs for external service provider, about 25% of annual salary	
TOTAL	121.800 Euro

Depending on the position and hierarchical level of one employee, a misemployment costs from three months' salary to three times an annual salary.

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Only if you know who your candidates really are, you will make the right decision.

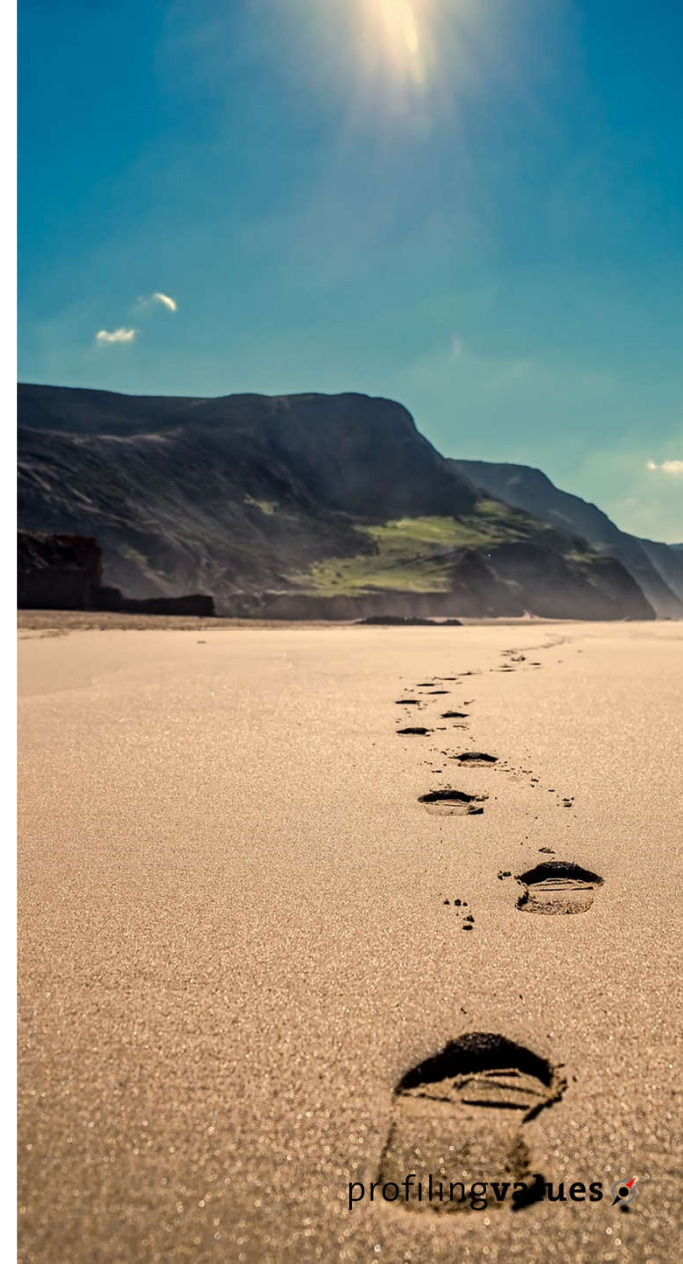
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Back up your intuition with scientifically sound facts.

Intuition

- Without your many years of experience, you would not be where you are today. That's why you fully rely on your gut feeling.
- Your experience lets you grasp recurring situations effortlessly. In just a few moments, you draw your conclusions and make decisions based on your gut.
- But even intuition has its limits, for example when important information about a candidate is blocked out by first impressions or unconscious prejudices.
- In 1970, only 5 percent of the musicians in the top five orchestras in the USA were women. After blind auditions were introduced, the percentage of women rose to over 35 percent within a few years. *
- **Never decide against your gut feeling, but likewise not only because of it! A scientifically proven analysis of personality traits provides you with objective information.**

** Claudia Goldin; Cecilia Rouse, Orchestrating Impartiality:
The Impact of Blind Auditions on Femal Musicans, 2000*



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Intuition and facts are unbeatable
in a team of two.

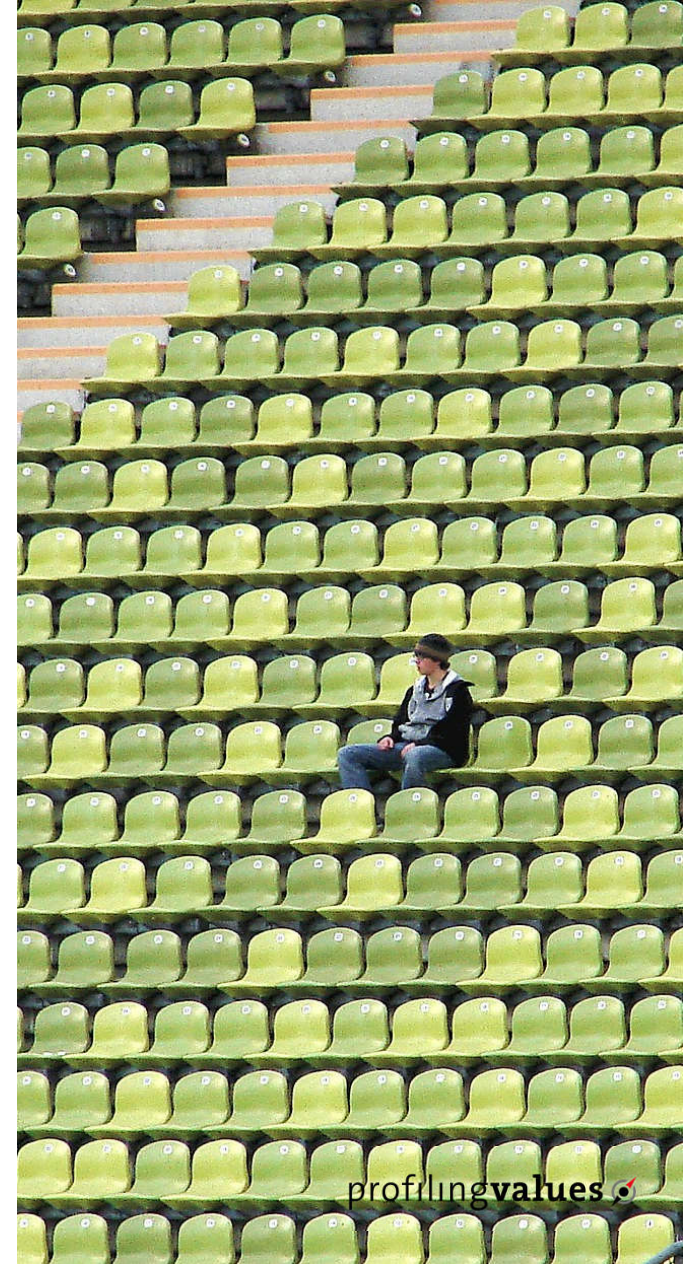
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Your candidates can only benefit from
new insights about themselves.

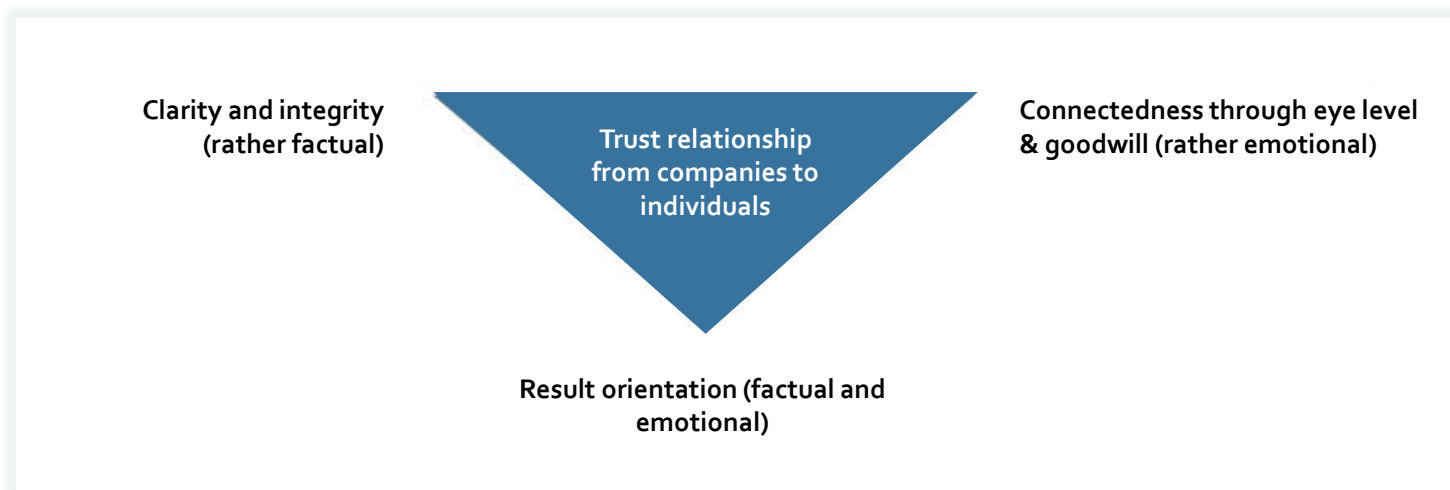
Candidates Market

- You are probably glad that you can find candidates at all in the current empty market. You don't want to scare them away with unusual application processes.
- Three things are particularly important for a positive candidate experience: Clear communication with integrity - Results-oriented action - Emotional eye level. *
- **An analysis of personality traits, the result of which is communicated in a professionally competent, transparent and appreciative manner, brings real added value to the candidate and creates trust.**

** cf. Stellenanzeigen.de/meta HR, Candidate Experience Study 2014*



The three dimensions of trust



from: *Stellenanzeigen.de/meta HR, Candidate Experience Study 2014*

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Candidates who have a positive experience during the selection process will speak well of your company.

You want to know who is really sitting across from you in the interview?

Let's look together at how to select the right people for your company and develop them into committed employees.

Yes, I want to talk with you

Or call us at +49 (0)89 78 74 755.

profiling**values** 

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