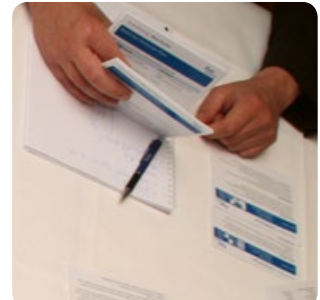
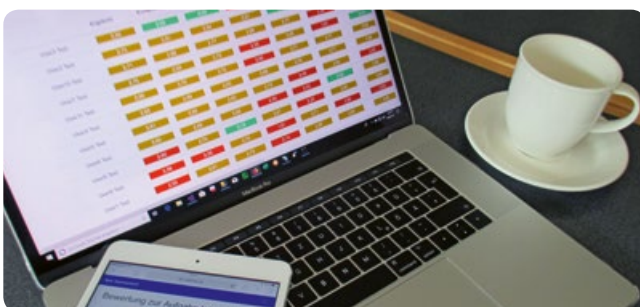


change is our business

flow
consulting



Personnel Selection and Check of Potential with flow assess



Contact us:
www.flow.de/en/kontakt/
Phone +49 5141 740074



Identifying potentials with flow assess

Would you like to professionalize your personnel selection?

Do you look for innovative concepts for Assessment Center?

Are you in need of agile and accurate solutions?

Then, gain from our expertise:

- customized concept development
- valid and flexible procedures
- digital support

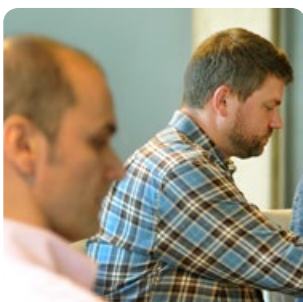
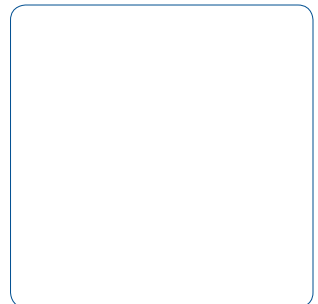
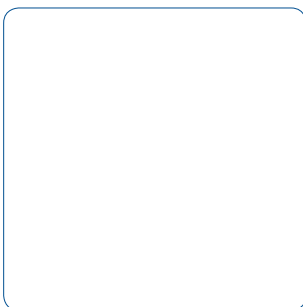
Nowadays, new qualifications, a changing understanding of leadership as well as dynamic environments influence the competitiveness of companies and organizations more than ever. Thus, for your personnel selection, the following three questions are key:

- How does the job profile of the future look like?
- What type of employee is the right choice to face both the present and future challenges?
- How can you spot the potential of your applicants in a quick and reliable way?

The traditional Assessment Center with its work samples and activity simulations is quite complex and requires a lot of „lead time“. There are also other quick-use online tools available which, however, all work according to the principle: „The effect of a pill will be judged by its color.“

Our view, however, is: On the one hand, the quality of your choice needs to be ensured. On the other hand, it is indispensable to have flexible and quickly adaptable procedures at your disposal. Our concept is, therefore, based on a firm core of valid techniques to be completed by tasks perfectly adapted to the specific requirements of your organization.

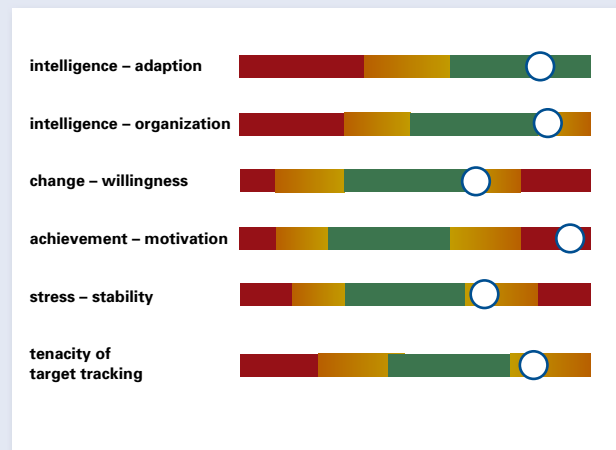
In addition, our software ‚*flow Assessment*‘ can also offer both an immediate digital capture and assessment.



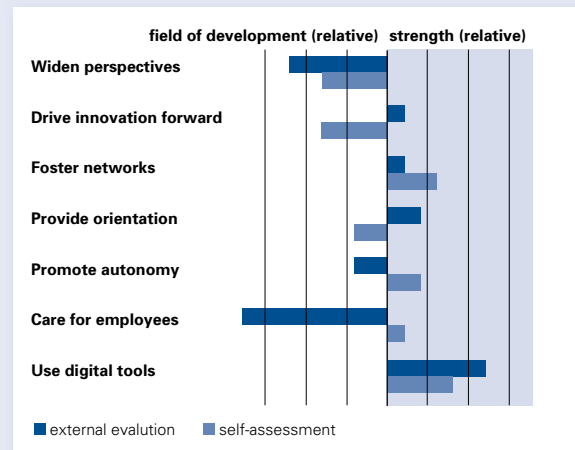
The elements of flow assess



Example: Test procedure – Comparison of rated profile and actual profile



Example: 360-degrees feedback – Illustration of results



Example: Assessment conference – Depiction of the ranking

	leadership competencies	communicative competence	entrepreneurial thinking	networking	independence	innovation capacity
participant 1	4,5	3,9	4,9	3,4	3,9	4,1
participant 2	3,2	4,1	3,4	3,8	4,8	3,3
participant 3	2,8	3,1	3,0	3,9	3,3	3,2
participant 4	2,6	2,6	4,1	3,2	3,1	2,9
participant 5	1,9	1,8	3,4	3,9	2,6	2,5

Possible applications of flow assess

- professional assessment
- leadership and sales audit
- talent management
- Assessment Center
- competence development

Benefits:

- immediate result reports
- high prediction quality
- acceptance due to dialog and transparency
- flexibility and adaptability

You can find reports on reference projects on our website. On request, we are glad to send you a report by e-mail. In our flow academy, we offer workshops, seminars, and tutorials concerning personnel selection including, for example, information on non-directive job interviews.

Current information on publications concerning relevant topics of personnel management and change management are published by our news blog on a monthly basis.

A demonstration of the features and functions of our digital capture and assessment tool *flow Assessment* for Assessment Center is either possible by means of a personal presentation or by video conference.

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