



INDIVIDUAL ASSESSMENT

● Your Situation

You want to screen prospective or current employees' individual strengths and weaknesses and their developmental potential as accurately as possible to detect possible risks and to make efficient use of potential. In the individual assessment, we support you to

- select managers and specialists
- handle internal promotions or transfers
- take stock of professional status and provide advice on employee development
- plan employee development measures at all levels
- prepare decisions involving restructuring or change
- clarify potential in connection in an outplacement process

● Our Services

Our organizational psychologists devise an individual assessment to meet your requirements and test your candidates in customized diagnostic procedures. Applying solid expertise, years of experience and suitable scientifically based tests, we can draw up detailed assessments and use them as a basis for giving you a firm recommendation for your personnel decision. In our professional approach, individual assessments are divided into the following steps:

- Thorough preliminary meeting with the client, in which the issues are defined and the requirements clarified
- Compilation of a customized approach including suitable methods for measuring the specified requirements
- Assessment Procedure: In-depth interview with the candidate, series of tests involving five to ten different psychological test instruments, work samples, simulations, role-plays, presentations, case studies and/or management tasks, complete with a graphological analysis
- Written expertise and oral report
- Evaluation meeting with the client
- Feedback and, where applicable, a consultation with the candidate

- **Your Benefits**

You benefit by obtaining an independent and impartial second opinion that guarantees the certainty of your decision and contributes to your company's success. Our diagnostic procedures illuminate your candidates' job and performance behavior, intellectual capabilities and major personality traits. With this information in hand, we can arrive at objective findings about their personality, their cognitive and emotional intelligence, as well as their social competency and leadership qualities. You receive a clear-cut recommendation from us on a candidate's aptitude and potential based on a detailed evaluation. The advantages for you:

- Maximum objectivity based on a scientific evaluation conducted by experienced psychologists
- A high degree of certainty about a personnel decision thanks to a second opinion from impartial professionals
- You are able to put the right person in the right position.
- You make a broader-based decision, avoid personnel mistakes, and save costs.
- Correct personnel decisions make your company more successful.

- **Your Investment**

The cost of an individual assessment covers the compilation of an assessment approach individually geared to the issue, the company, the person and the situation involved, plus the assessment procedure itself, and reporting. We are happy to present you with an approach and offer to meet your needs.

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