

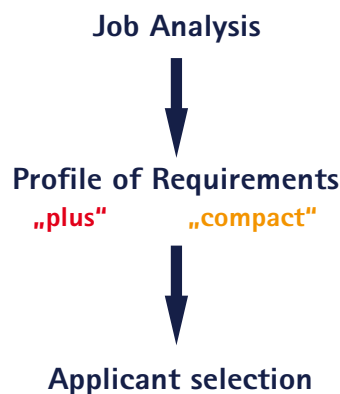
Finding the best employees is a permanent task in the management! For this, your own experience is surely helpful. And you need „instruments “ in order to be able to estimate the more and more important range of soft skills of your employees

With the SIZE Success Job Analysis, the Profile of Requirements and the Applicant Selection we support you to find and choose the employees you need.

With the SIZE Success Job Analysis we capture the characteristics, skills, development potentials, motivators, psychological needs, the contact and communication behaviour as well as the stress and disappointment patterns.

From these details of the soft skills we gather the applicants requirements and describe them in the Profiles of Requirements. These requirements will be compared with the characters and the development potentials of the applicants and the best applicants will be selected.

The SIZE Success Job Analysis with the Profile of Requirements and Applicant Selection is easy and convenient, fast and reliable. Competent and experienced SIZE Success consultants, trainer and coaches support you in every process section.



Job Analysis

In the first step the requirements for the to be staffed job will be raised with the Job Analysis.

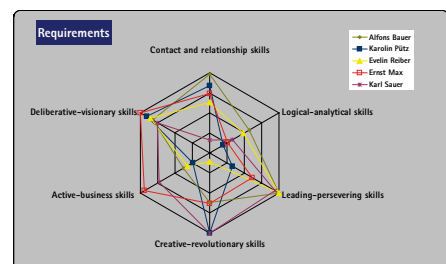
The job will be analysed with the SIZE Success Questionnaire.

This questionnaire is generally answered by more people.

It is particularly reliable when for example the direct superior, one or more specialized people from the HR department, one or more (top) employees from the to be staffed job, and if necessary one or more higher superiors fill out the questionnaire.

We will discuss and arrange an individual procedure with you for your special requirements.

From the filled out questionnaires SIZE Success provides the job analysis and compiles, at the second step, the requirement profile.



Your benefit

- You want to know exactly the to be staffed job. You get this knowledge: With the combination of your requirements and experience and completed by the whole know-how of SIZE Success.
- In the detail:
- You get a precise definition of the requirements at a certain job within the range of the social skills – neutral and objective.
- You have a requirement profile which fits to your organisation, to your company and to your business culture and considers synergetic effects – fast and precise.
- You get a clear, understandable description of the strengths, talents and resources which the applicant should have – clearly to recognize.
- You get with the Profile of Requirements "plus" extensive handy arrangements and tools in order to recognize the strengths, talents and resources of the applicants – reliable and long-time experienced.
- You receive with the Profile of Requirements "compact" the quick view over the claimed strengths and skills – clear and easy.
- You will have an easier applicant selection because of a compact target/is comparison and a rank sequence within your applicants – for solid and reliable decisions.
- You ensure further information of the applicant, which can directly be transferred to the HR development – for even more success with your employees.

Get in contact

We discuss your special requirements and advise you during the use of the SIZE Success instruments for the Job Analysis, for the Profile of Requirements and for the Applicant Selection.

To choose the best employees!

SIZE Success

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