

Talent Assessment



Discover the 15 criteria of the Tale Me More profile

Activity management

Need for support
Organisation
Decision-making

Interpersonal relationships

Emotional control
Sociability
Emotional involvement
Teamwork
Persuasion
Leadership

Intellectual register

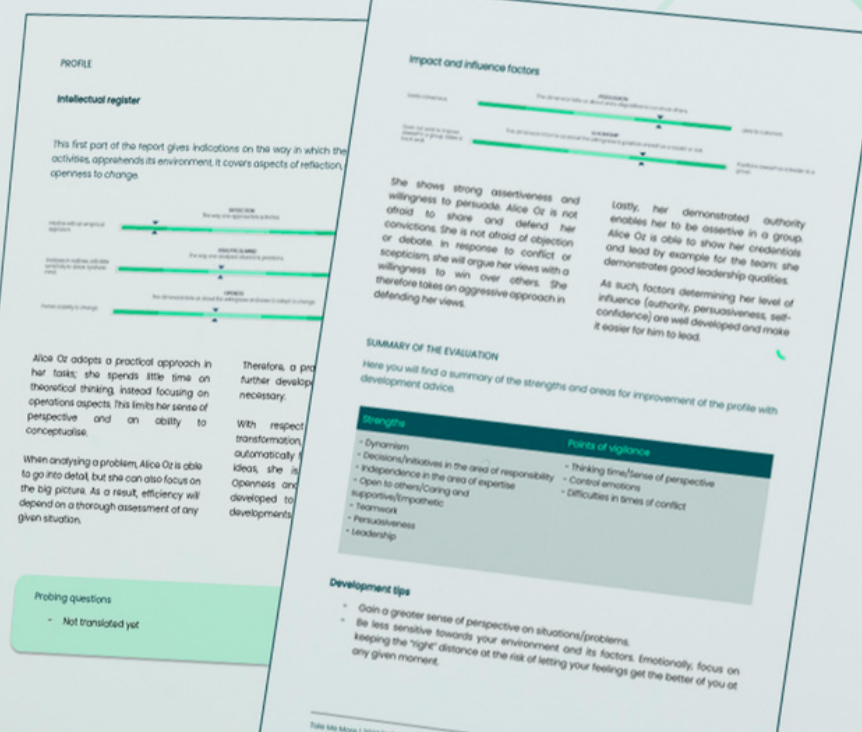
Reflection
Analytical sense
Openness

Energy management

Tenacity
Dynamism
Accomplishment

Tale Me More Report

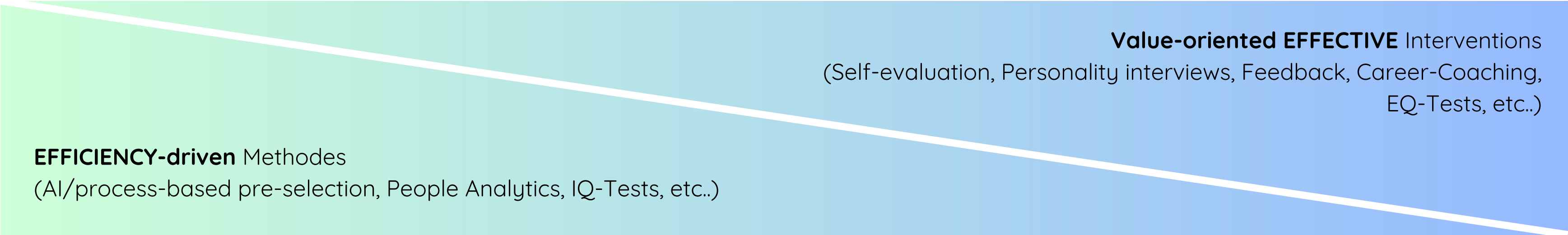
- Written overview of behavioural profile
- User editable version by the user
- Suggested questions for further investigation
- Recommendations for areas of development



Assessment in the employee life cycle



HIGHLIGHTING TALENT **VALUE**



What is the value of assessment – if done properly?

- Reveals mindset and career drivers
- Evaluates current skills and future potential
- Avoids hiring risk and associated cost
- Can give people a sense of recognition
- Positive evaluation of employer
- Evokes trust and open communication
- Helps increase employee retention



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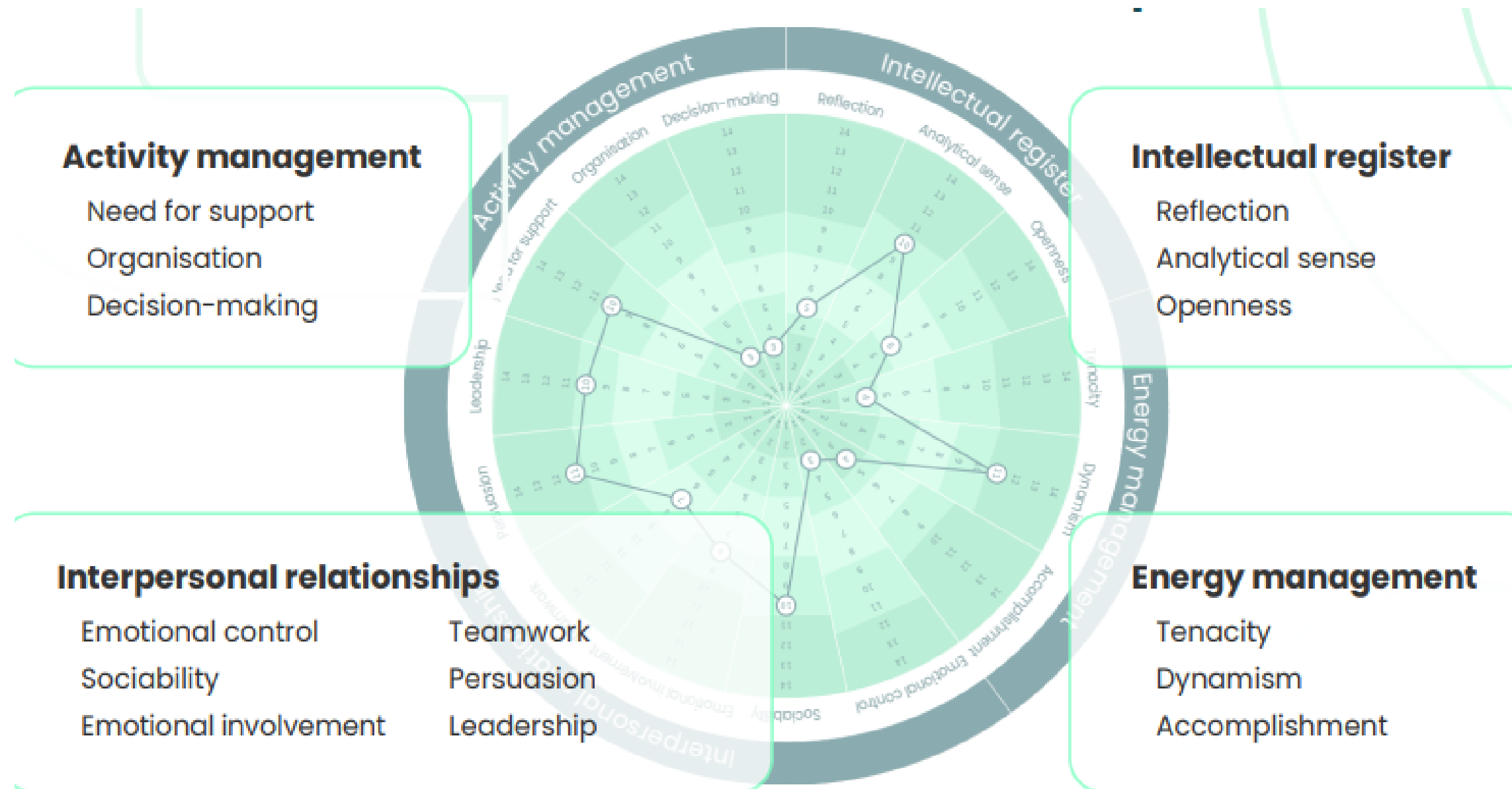


Assessment solutions offered by 3C



Subject	Tale Me More®	Tale Manager®	Tale Team Lead®	Tale Sales®	MSA®	Horizon®	CORE™ Energy	CORE™ Growth	Insights® Talent
Hiring risk avoidance	✓	✓	✓	✓	✓	✓	✓	✓	✓
Team evaluation	✓								✓
Change adaptability	✓					✓			
Leadership evaluation		✓	✓		✓	✓			
Specialist evaluation	✓			✓					✓
Resilience & Energy	✓						✓		
Growth potential			✓					✓	
Skill development	✓	✓	✓	✓		✓			✓

Tale Me More®



Why use Tale Me More?

Recruitment

Quickly and reliably identify the soft skills of your applicants

Development

Analyse the strengths and areas for development of your employees

Team analysis

Use the analysis to identify the behavioural profiles of members of a team and how they will fit.

Structured interview

Benefit from suggested questions to ask during the interview process



Targets

- ✓ Managers
- ✓ Specialists
- ✓ All positions / all sectors

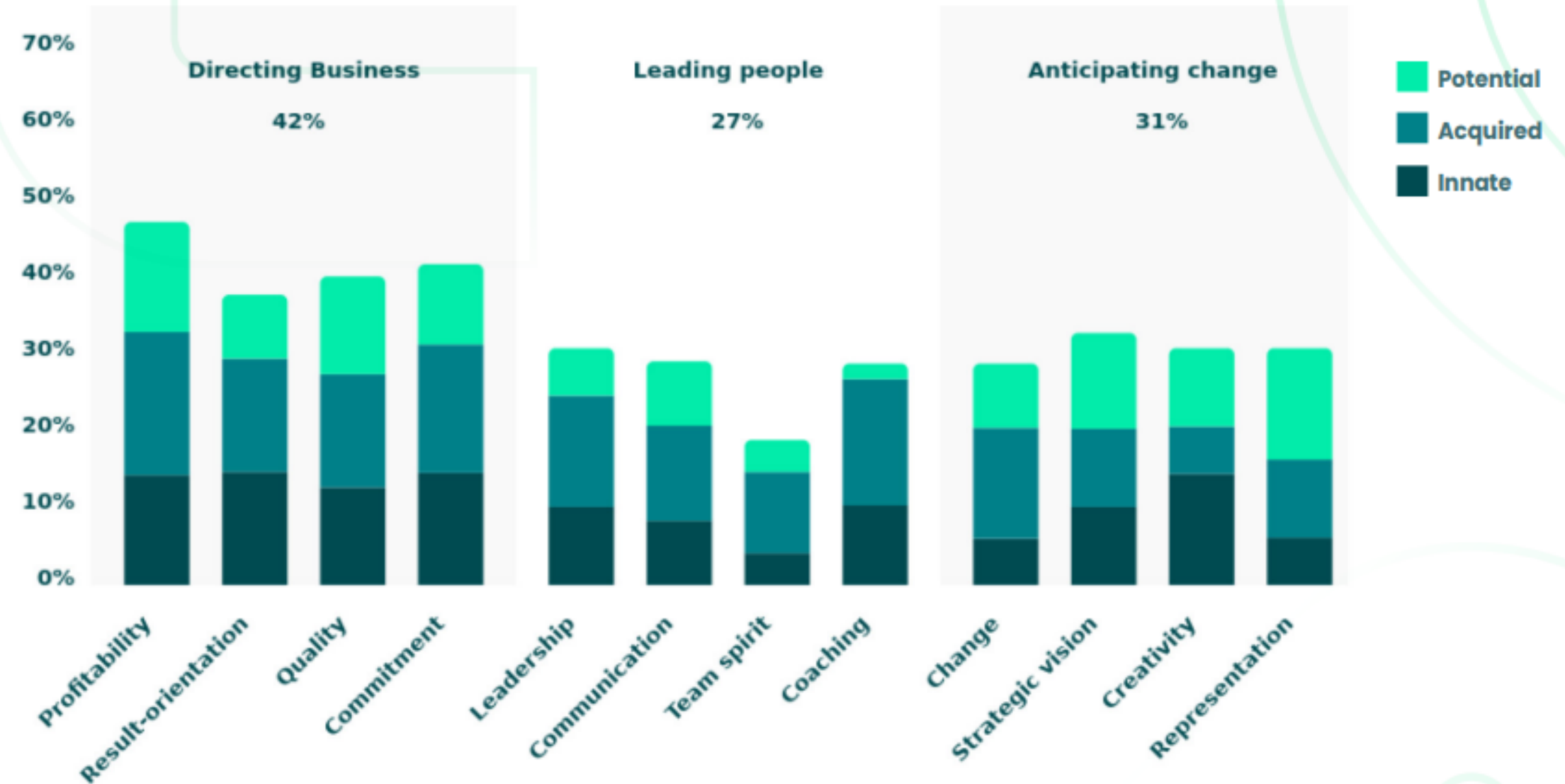


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Tale Manager®

The 12 Tale Manager criteria



Why use Tale Manager ?

Recruitment

Analyse and validate the managerial profile of your candidates. Identify their immediate job readiness as well as their productivity.

Potential analysis

Identify room for improvement and the levers for developing your candidate further.

Skills management

Prioritise training and coaching to meet the specific needs of your talent.

Targets



- ✓ Profit Centre Manager
- ✓ Manager of Managers
- ✓ Project Manager

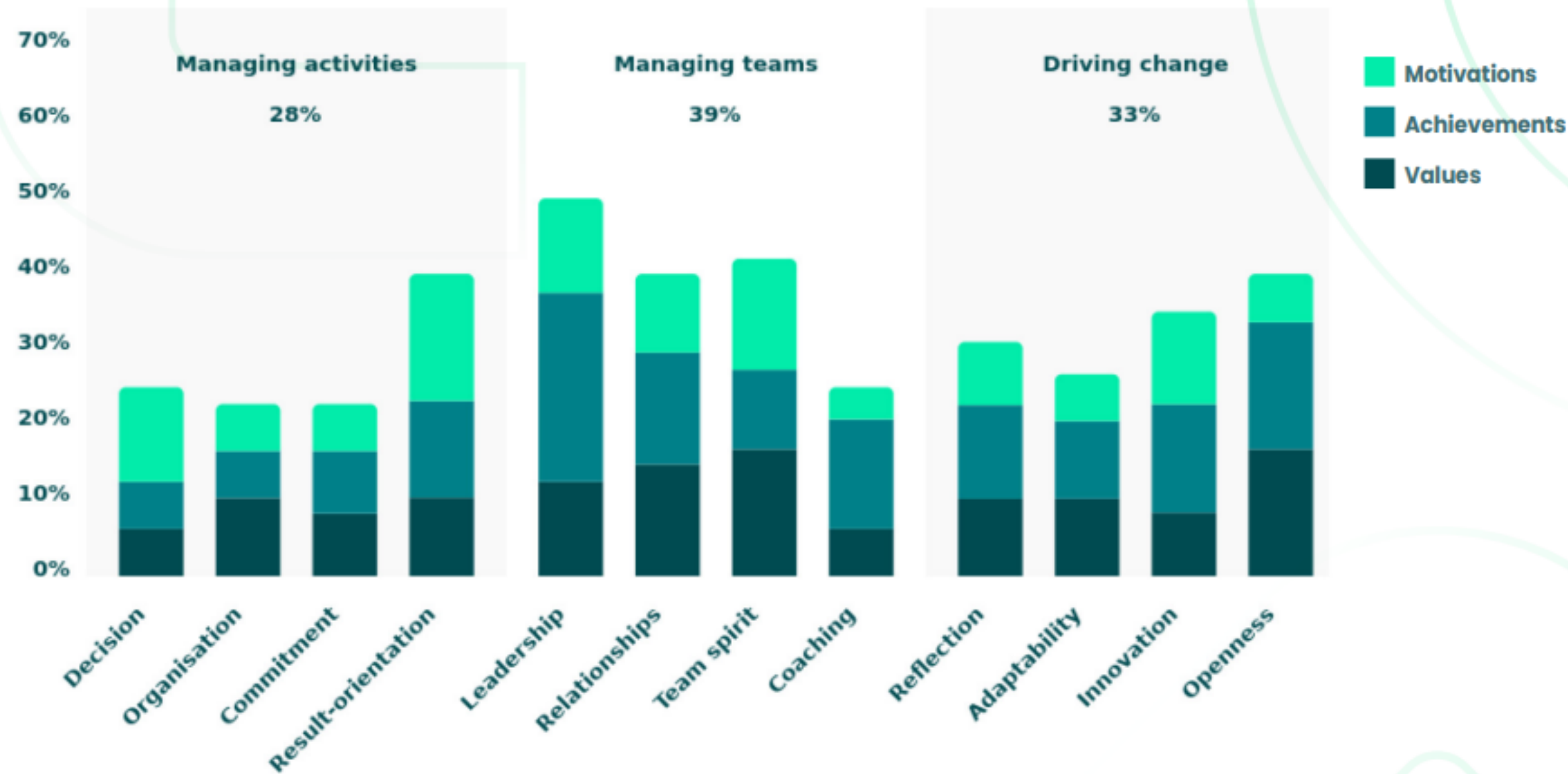


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Tale Team Lead®

The 12 Tale Team Lead criteria



Why use Tale Team Lead?

Tale Team Lead identifies a talent's team leadership potential. This assessment tool is used for people who are likely to take on «first-level» managerial responsibilities (proximity manager). Tale Team Lead brings real added value to the recruitment and mobility management processes, even for first-time managers.

Recruitment

Identify your future team leaders and prepare their onboarding.

Mobility

Analyse team management potential to consider a move into a management role.

Skills development

Identify the priority areas for training in light of your organisation's managerial culture.

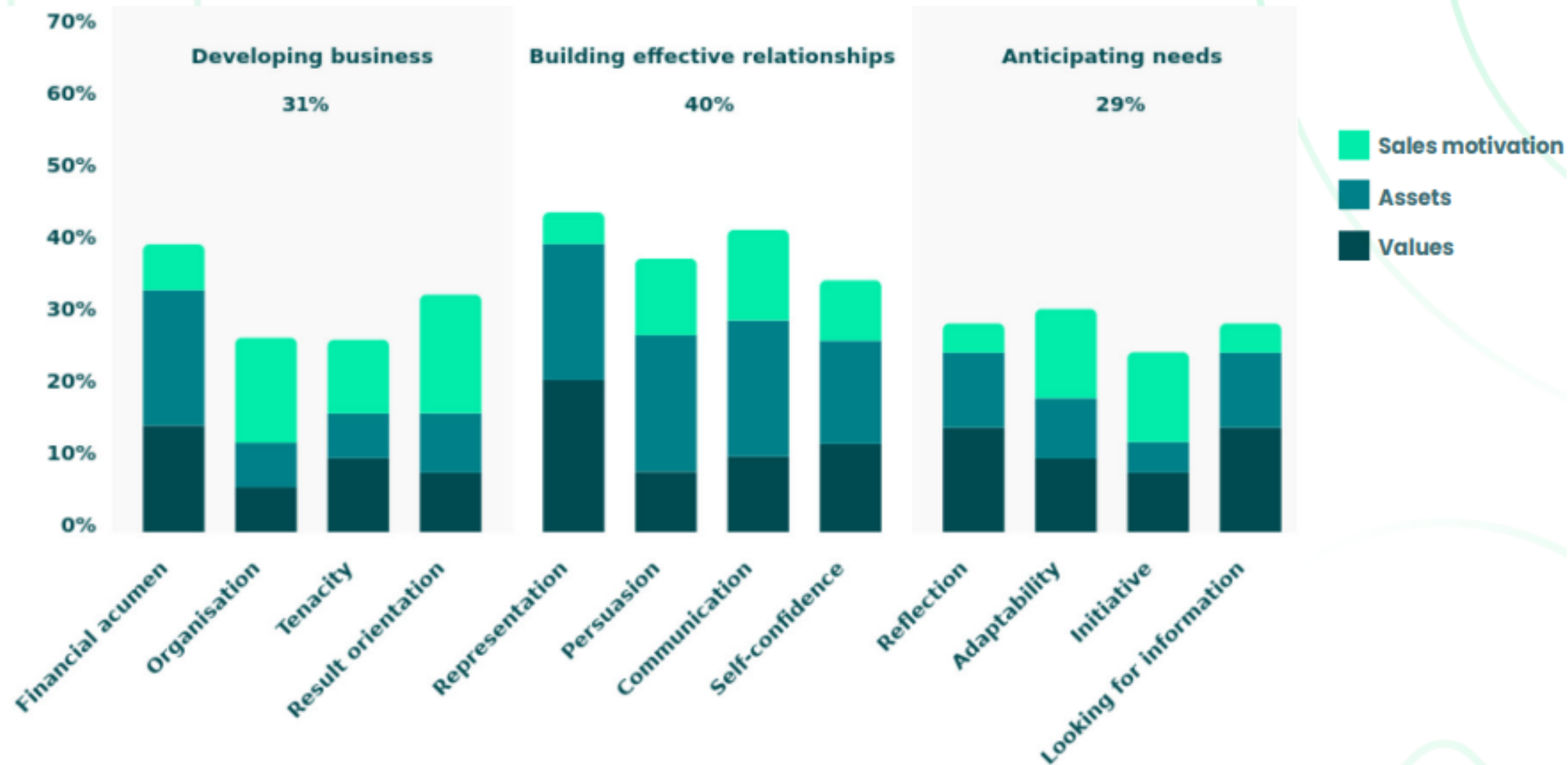
Targets



- ✓ First-line managers
- ✓ Team leaders

Tale Sales®

The 12 criteria of the Tale Sales profile



Why use Tale Sales?

Recruitment

- Identify your future sales staff and prepare their onboarding.
- Analyse sales effectiveness criteria in an unprecedented way on key aspects of these functions.

Skills management

Identify the style(s) best suited to your organisation's commercial development.

Development / Talent management

Gain a deeper understanding for each criterion of what belongs to Potential (Motivations), Operationality (Acquired) or Innate (Values).

Mobility

Measure your collaborators' sales potential to consider a move towards customer-facing roles.

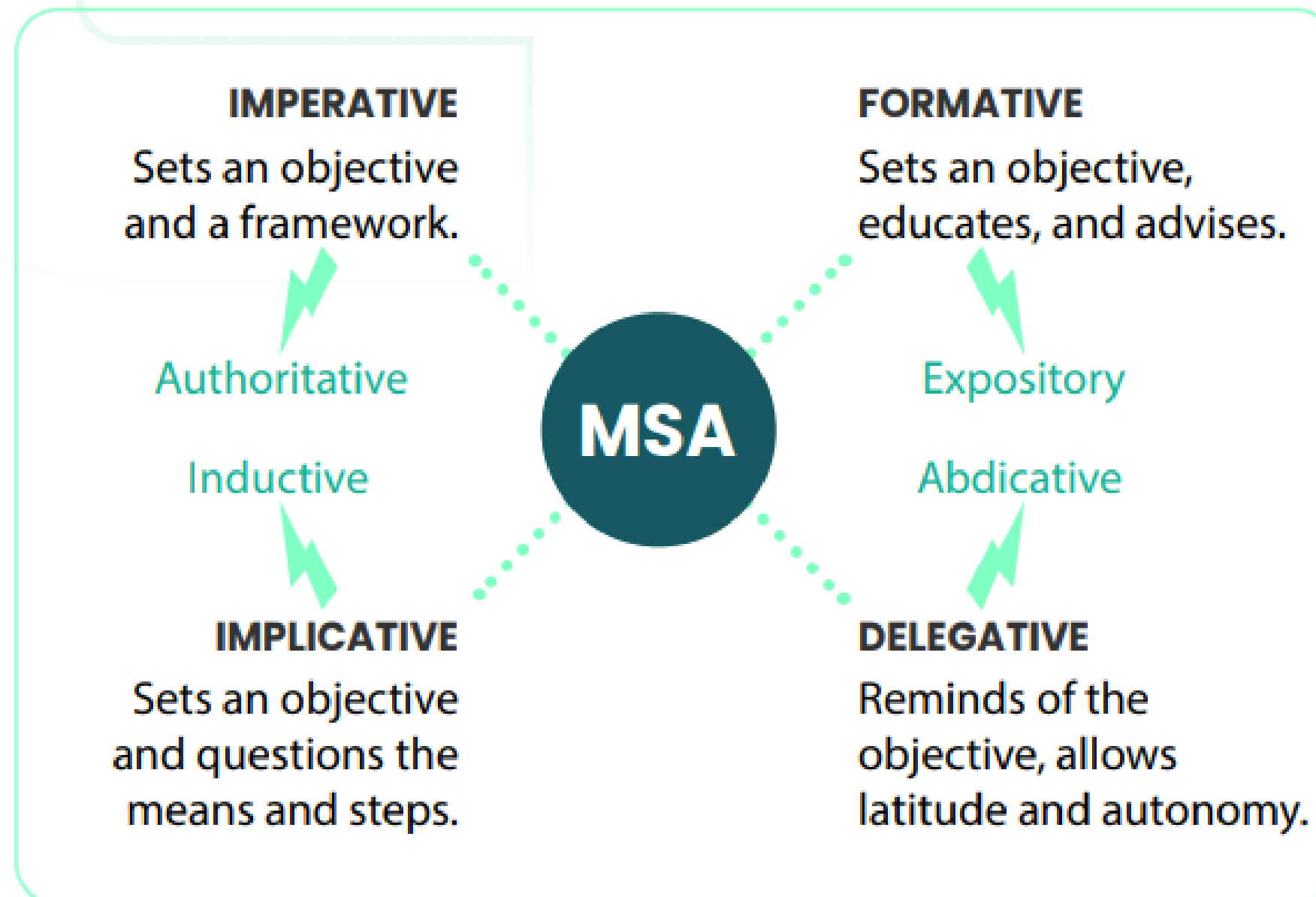
Targets



- ✓ Sales and similar positions
- ✓ Customer management and relations roles

MSA® Management Style Analysis

The 4 main styles and derivatives



Why use MSA?

MSA (Management Style Analysis) is a situational, in-basket type questionnaire that allows to identify the managerial style of your aspiring or current managers and measures their flexibility and effectiveness.

Recruitment

Analyse the managerial style of your candidates. Identify their alignment with the existing teams for greater efficiency.

Development

Identify the strengths and development areas of your managers to determine appropriate support.

Team management analysis

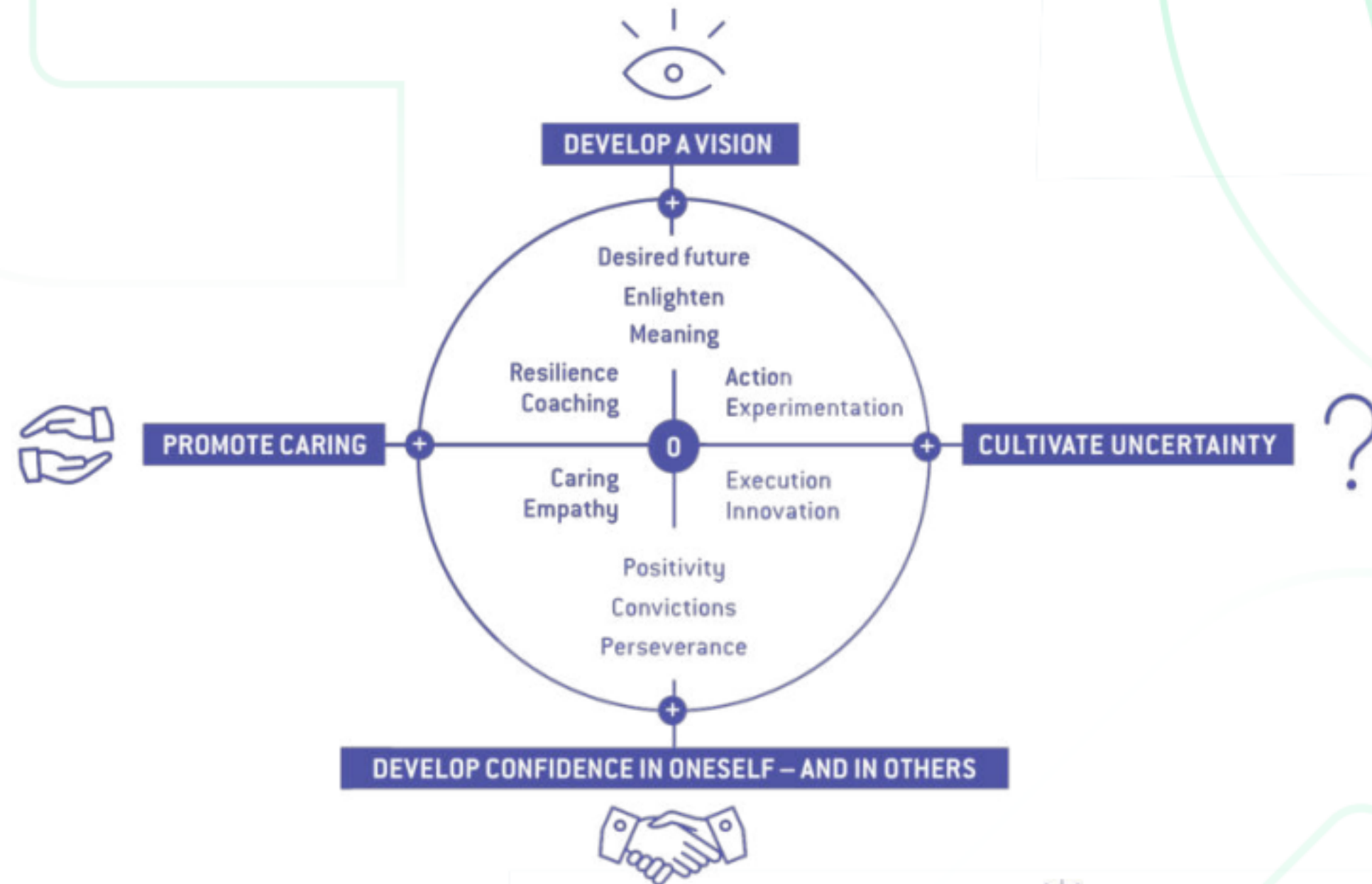
Rely on the analysis of the managerial style to have a better understanding of interpersonal abilities and use behavioural profiling to have a detailed view of your managers' skills.

Targets



- ✓ First-time managers
- ✓ Proximity managers

The 4 levers of transformation leadership



Did you know?

Horizon is based on research that identifies the **markers of a new leadership model**, capable of driving transformations.

The speed, scale and nature of the changes that organisations have to deal with imply a **change of managerial matrix**. Once closed, finite and predictable, our environment now gives way to an unpredictable universe that limits the readability but also opens up new horizons.

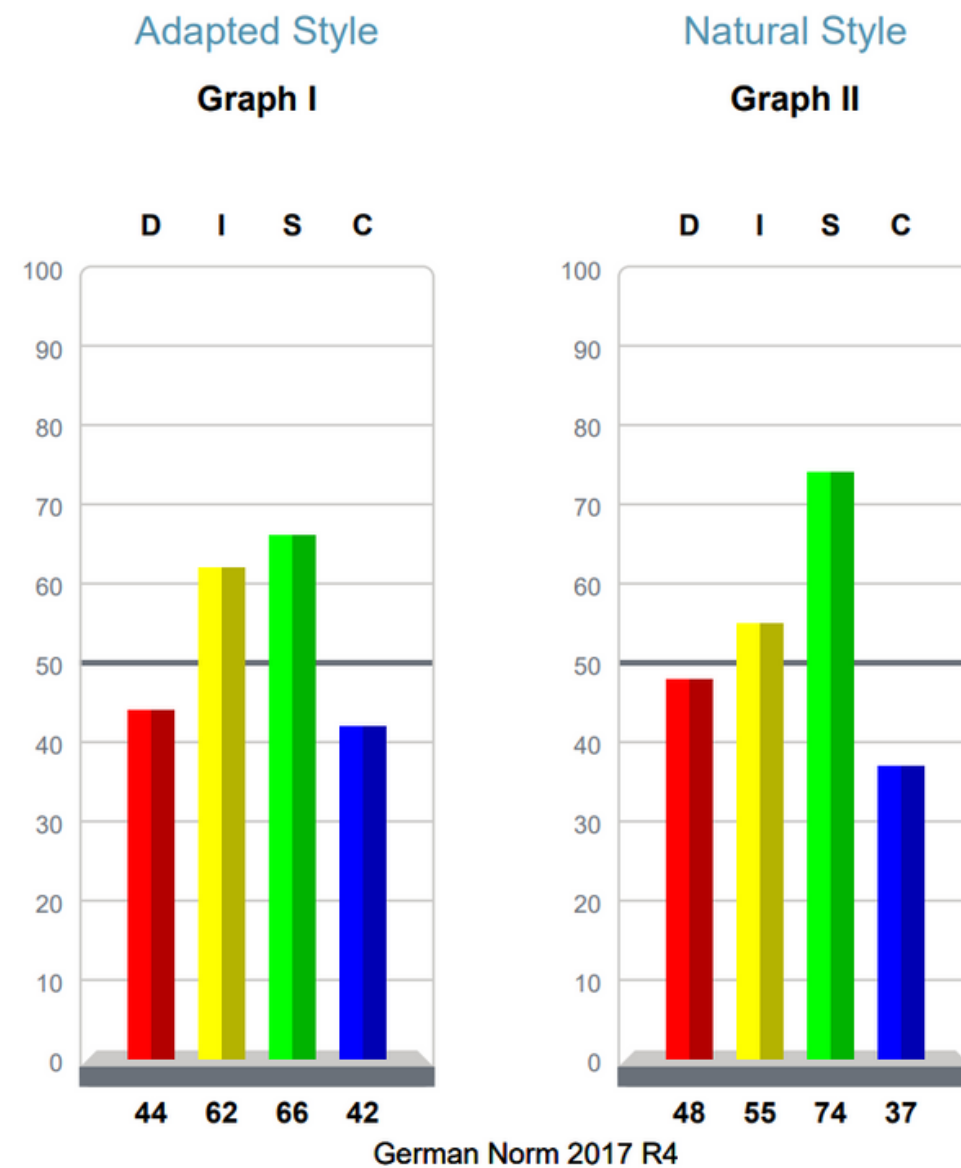
Previously, we developed defensive positions, seeking to reduce risk. We now need to move resolutely towards a genuine **culture of uncertainty**, taking a **proactive** and **creative** stance.

Where surveillance and control sought to to reduce human risk, we are now adopting an approach based on benevolence and trust. We need to move beyond notions of strategic planning and develop **a shared, meaningful vision of a desired future**.

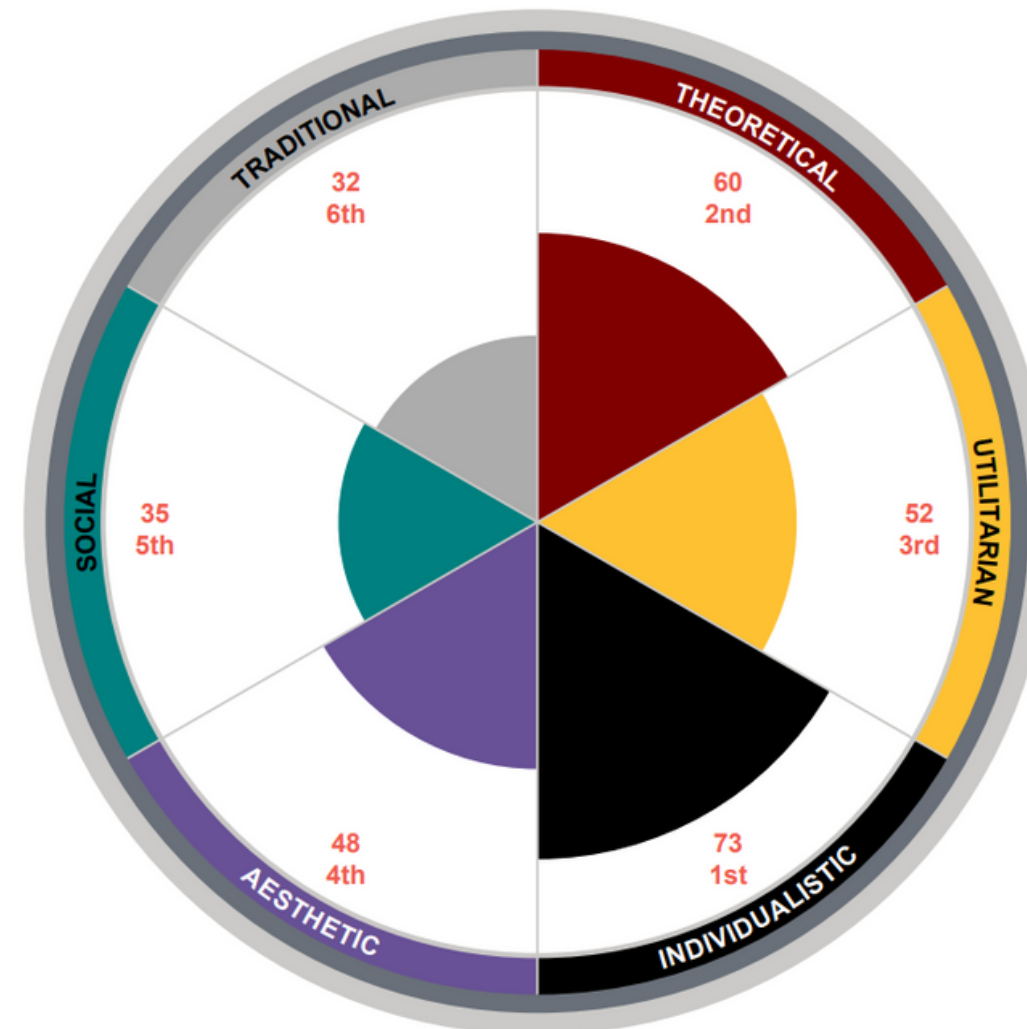
Targets

- ✓ Transformation players
- ✓ Project managers
- ✓ Start-up founders
- ✓ Executive Committee members

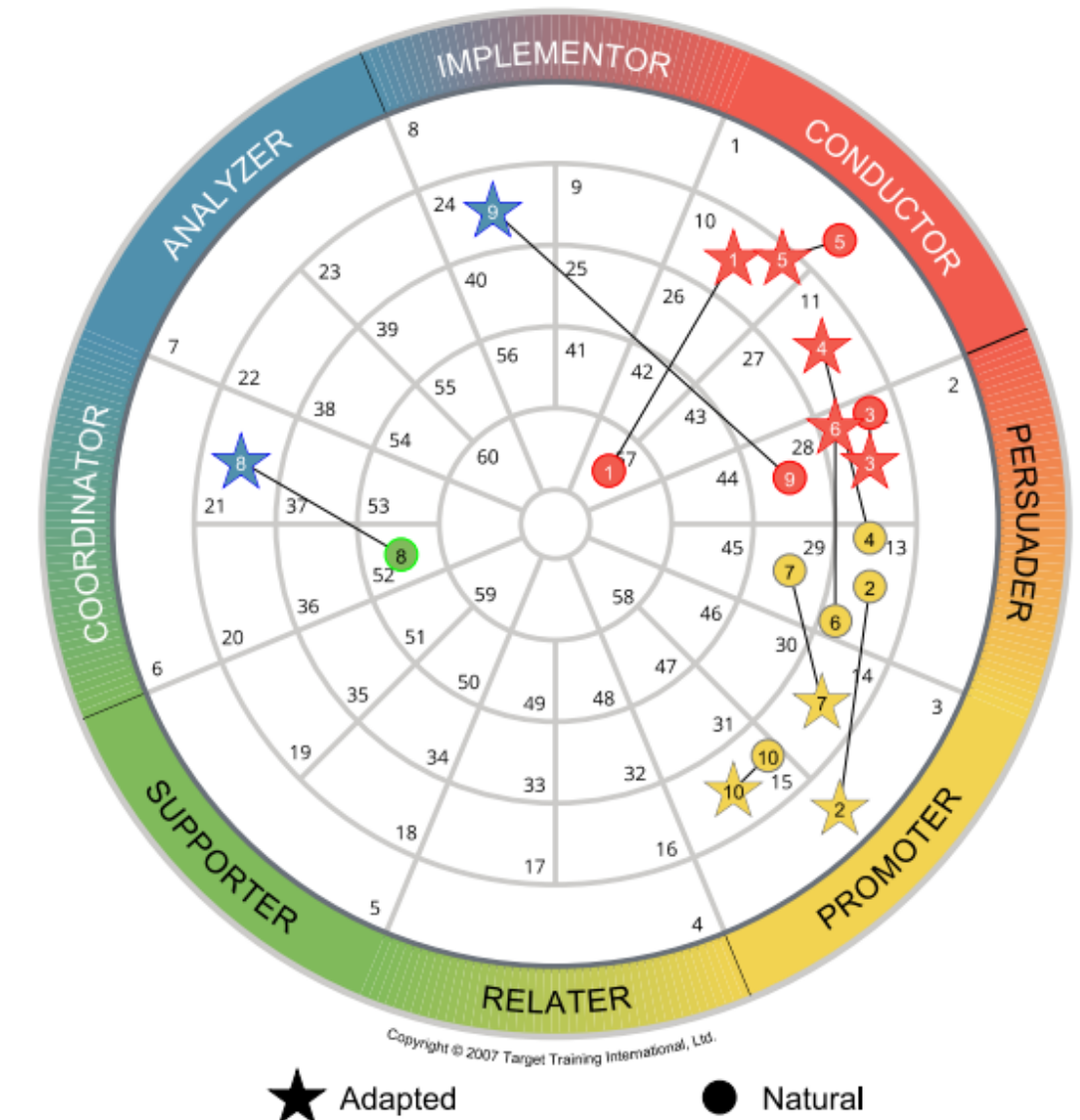
Individual behaviour



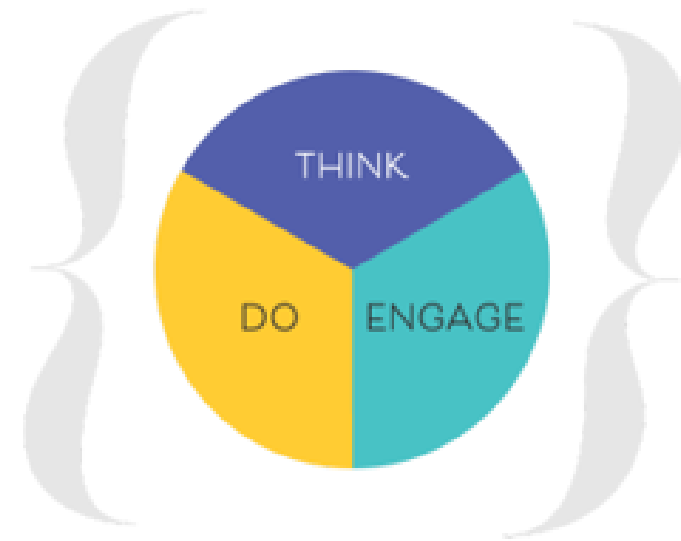
Motivations wheel



Behaviours Team wheel

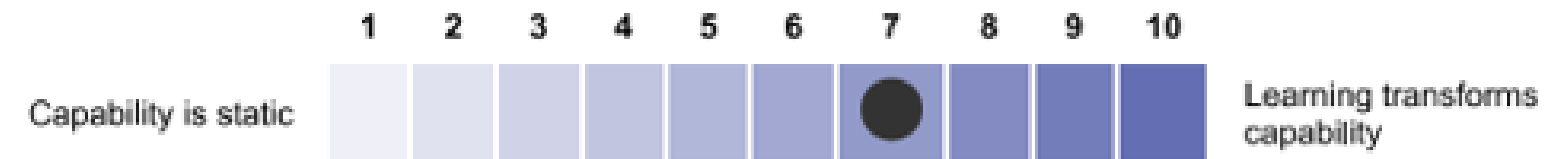


CORE™ Growth

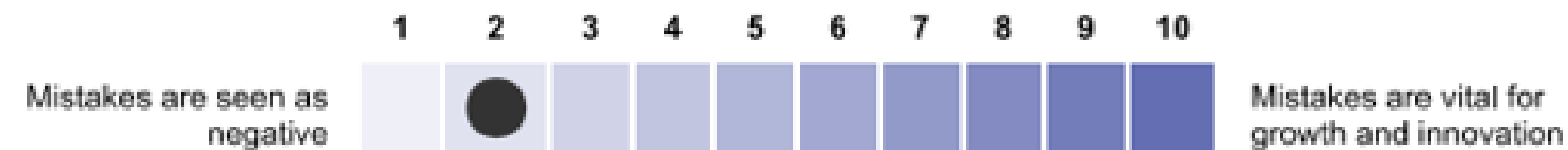


HOW I THINK

Learning - A passion, dedication, and belief that new skills and talents can be developed over time.

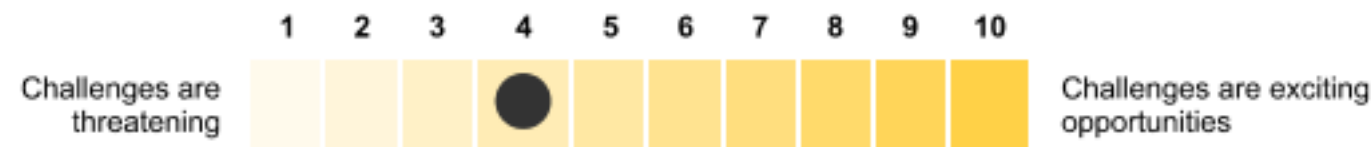


Mistakes - Sees failure and making mistakes as a vital part of developing new capability.

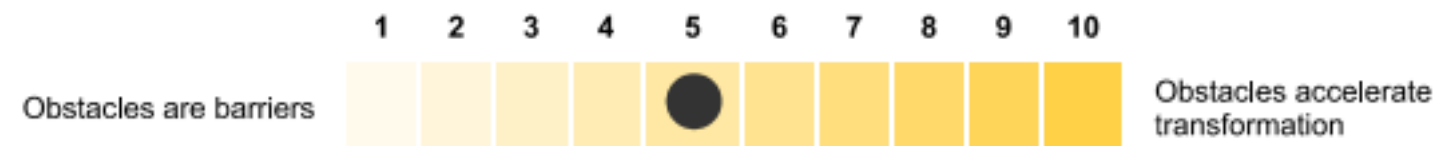


WHAT I DO

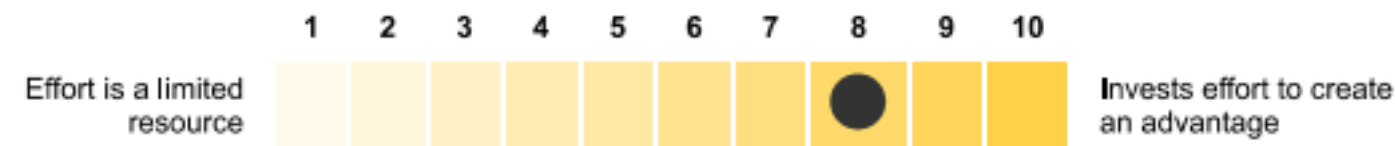
Challenges - Seeks out challenges and steps beyond their comfort zone even when the outcome is uncertain.



Obstacles - Is willing to confront difficulties, stay focused, and be creative in finding new innovative solutions to setbacks.

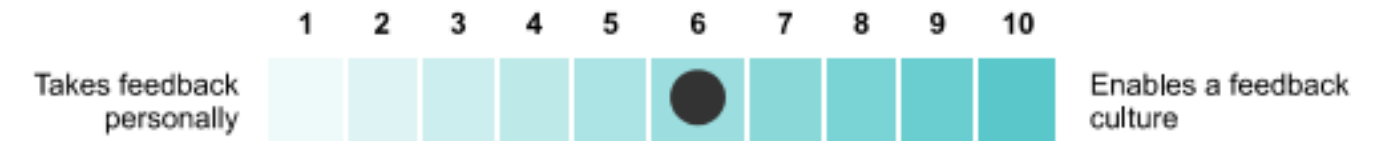


Effort - Uses focus, energy, and discipline to attain mastery and achieve personal and professional goals.

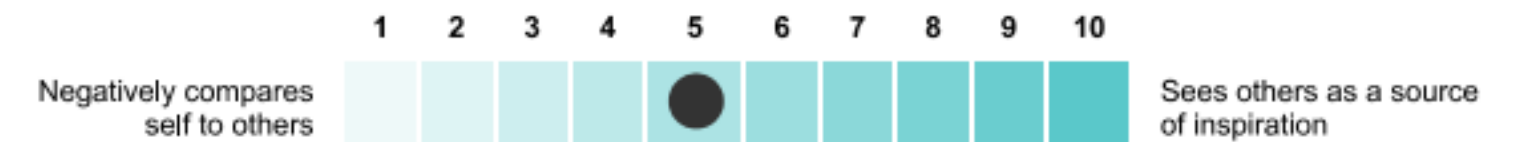


WHO I ENGAGE

Feedback - Seeks and gives feedback regularly and sees constructive criticism as a way of growing and improving performance.



Success of Others - Is inspired by others and sees their success as a driving force to develop and take risks.



Help & Support - Courageously asks for help in order to progress forward and avoid being stagnant.



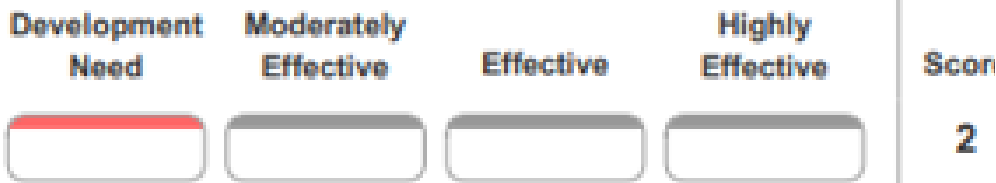
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Purpose & Values

You likely act according to the situation at hand and the external pressures you face rather than stay true to your own core values and beliefs, which you may not be clear on.



Mental Mastery

You are likely to engage in short bursts of concentrated effort, becoming easily distracted by external stimuli (e.g. text messages, notifications etc.) and your own thoughts at times.



Physical Resilience

You likely attempt to make healthy lifestyle choices but struggle to maintain this at times, preferring to prioritize other areas in your life when given the choice.



Emotional Balance

You may be seen as less understanding of the needs of others, potentially overreacting to challenging or negative situations when these arise.



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