

Individual Assessments

Management and Project Leadership Positions

The *mpw Leadership Assessment* is designed to evaluate a candidate's potential for positions where important management decisions are made and the ability to think in terms of significant interconnections is required. An mpw consultant conducts the assessment. Discussions and some individual evaluations require the involvement of other experts. In addition to a comprehensive personal interview, at least two case-relevant behaviour-oriented simulations are carried out and evaluated on the basis of clearly-defined criteria. Depending on the requirements profile, these simulations may include a demanding management, coaching, persuasion or client discussion. Another set of exercises assesses the candidate's analytical, problem-solving and decision-making skills. Preference and personality tests complete the assessment, ensuring a comprehensive and differentiated evaluation. Duration: approximately 7 to 8 hours.

Management Positions with Strategic Orientation

The *mpw Management Assessment* is used to determine the suitability of candidates for a demanding, indirect management position. It is conducted by two mpw consultants who have joint responsibility for the report. Other experts are brought in to evaluate performance in individual exercises. We conduct at least three job-related, demanding simulations (management and other discussions). Presentations and case studies demonstrate the candidate's ability to deal with a problem within a short period of time and to give a credible presentation to an audience. In addition to evaluating leadership, management and social skills, the assessment focuses also on strategic skills. Duration: approximately 9 hours.

Senior Corporate Management Positions

An *mpw Executive Assessment* is designed to evaluate the candidate's potential for senior executive and CEO positions. It is an extension of the Management Assessment and is conducted throughout by two mpw consultants. As compared to the Management Assessment, the Executive Assessment makes higher demands on the assessed person. It places particular emphasis on the ability to be corporate-minded, and to think and act strategically. In addition to a challenging interview, various discussions geared to testing specific requisites are carried out (for example a demanding management discussion and a client discussion, as well as a discussion with a subordinate). The content of the presentation is based on a simulated real-life situation as determined by the client company. Function-specific case studies provide information on the behaviour of the assessed person in complex business situations. Duration: 10 to 12 hours.

Specialist and Junior Management Positions

The *mpw Short Assessment* is designed to evaluate the potential for qualified staff, specialist functions and junior management functions. In addition to an interview, proven assessment tools are used to evaluate personality, aptitude, performance and intelligence. Role play exercises allow the examiners to assess behaviour in practical everyday situations. The Short Assessment is conducted by an mpw consultant, other experts take part in the discussions and certain evaluations. Duration: approximately 5 to 6 hours.

Benefits

The Individual Assessment provides an important basis on which to evaluate a candidate's potential objectively and reliably. The strengths and weaknesses profile, and the recommendations which are formulated, allow the client to make a solidly based decision and to offer targeted support to the assessed person. Concrete professional development goals and supportive measures are suggested. For the assessed person it provides a valuable and objective independent evaluation and identifies his/her current position. Candidates receive detailed feedback, both orally and in writing.

The client may take part in the assessment as an observer. This provides an opportunity to view the candidate in demanding situations and to better understand results.

Areas of Application

Our Individual Assessments are reliable and are useful evaluation and support tools. They are conducted by experienced consultants and apply to the following areas:

- Assessment of suitability for new appointments or for a new position with the same company
- Assessment of potential and current status assessment for career planning
- Evaluation of potential and re-orientation support as regards outplacement
- Team and management audits

Individual Assessments as well as single exercises/discussions can be carried out in the following languages: English, German, French, Italian.

Methods and Tools

Our Assessments comply with the quality standards of Swiss Assessment and the Swiss Association for Quality and Management Systems SQS. These state that the different procedures be carried out, observed and evaluated by several assessors. The condition is that each aspect to be assessed is evaluated repeatedly in various exercises.

In our assessments we use tools from the following three areas:

- Personality and aptitude (e.g. interview, questionnaire)
- Work and performance (e.g. analytical procedure, computer simulation, case study)
- Interactive behaviour (e.g. discussion exercises, presentation, interview)

The procedures are put together on the basis of the issue at hand and the type of individual assessment required. This allows us to offer our clients custom-made assessments which are tailored to their needs.

Results

The detailed report provides a statement based on the requirements and questions defined by the client. It is structured on the basis of the following criteria:

- Management summary comprising recommendations
- Personality and communication skills
- Team skills and conflict-resolution skills
- Problem-solving skills and goal-orientation
- Management skills and entrepreneurial abilities
- Strengths and weaknesses
- Professional development goals and support measures

Upon request, the report can be drafted according to criteria specified by the client. This ensures suitable comparability with the client's internal assessment and evaluation tools. Unless otherwise agreed, the client and the candidate each receive a copy of the report at the same time. We talk to the clients in person or by telephone to clarify any queries, discuss measures and offer support in the decision-making process. The assessed person is entitled to a detailed feedback session.

Scheduling

As a rule, individual assessments can be carried out within ten days of being commissioned. The report is normally available within one week. In urgent situations, a verbal report can be given on the day following the assessment.

Contact

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