

Leadership behaviors and –attitudes

BENEFIT ManagementProfiler®

With the web-based analysis tool BENEFIT ManagementProfiler you are able to assess the typical behavior patterns and attitudes of a manager as they frequently occur in leadership situations.

- The analysis comprises 80 questions concerning leadership-relevant topics and takes approximately 20 minutes to complete.
- Including other persons from the environment in the survey enables a 360°

feedback and serves as an important basis for the development of managers.

- The survey can be carried out independent of time and place (worldwide).
- The analyses are automatically generated by the system within seconds.

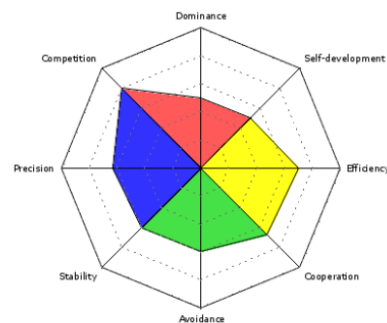
THE SIGNIFICANCE OF PERSONALITY AND LEADERSHIP BEHAVIOR

It is undisputed that the professional skills and competencies are an important prerequisite for the successful exercise of a managerial function; however, social integrity is just as crucial. Consolidated findings even show that for the successful manager, personal and social behavior is more important than know-how and expertise. In an interview with a candidate the gain in information is usually reversed. The insights gained about the know-how (education, job skills, references etc.) represent two-thirds, while the behavior of a manager and his personality traits are secondary and are based on a perceived impression. It is difficult to get an overall impression that is as real and well-founded as possible.

Successful LEADERSHIP by means of a deliberate MANAGEMENT STYLE

RADAR DIAGRAM AND WRITTEN ANALYSIS

In addition to the radar diagram, the questions with the corresponding analyses are listed in written form. Problem areas can thus be analyzed and measures for development can be defined.



WEB-BASED ANALYSIS OF THE LEADERSHIP BEHAVIOR

Based on these findings we have developed the web-based analysis tool BENEFIT Management Profiler. This tool supports personnel officers or personnel consultants in their ascertainment of a comprehensive basis for assessment for the evaluation and development of executives. The individual behavioral tendencies of candidates and executives are ascertained efficiently and conclusively; including their leadership skills and -qualities. Furthermore, a reference profile with the required qualifications specified by the personnel officer can be integrated in the self-assessment. The generation of a group profile or a 360° feedback optimally rounds out the picture of the candidate.





QUICK AND EASILY INTERPRETABLE RESULTS

The model is based on eight leadership relevant behavioral tendencies with regard to dominance, self-development, efficiency, cooperation, avoidance, stability, precision and competition. The leadership behavior is ascertained by means of a questionnaire with multiple-choice answers. The candidate or employee spontaneously comments on the questions. The intuitive reaction eliminates uncertainty factors such as prior consultations, influence of third parties or the identification of "advantageous answers". The survey is carried on online via the Internet and takes approximately 20 minutes. It is easy to use and can thus be used without difficulties by users and laymen alike. The analyses are automatically generated within seconds and transmitted to the responsible person in PDF format.

BENEFIT ASSESSMENT TOOLS

The BENEFIT ManagementProfiler is part of the modularly structured BENEFIT Assessment Toolset. The web-based analysis tools with their different characteristics and traits serve for the assessment of the personality topology, the behavioral tendencies with regard to leadership, sales and consulting or the expert know-how. The BENEFIT assessment tools are designed very flexibly and can be obtained as a service in line with needs or for independent usage with an "on-demand" price scheme (without preliminary investments).

EXCLUSIVITY: INTEGRATED EMPLOYEE FEEDBACK

Analyses from the environment of the candidate or management employee can be easily incorporated in the personality profile ascertained by the system. This is an essential and helpful factor, since the effect of a management style has an impact on teamwork and business results. Up to five additional opinions per group of managers, employees, customers or other persons are possible. The analysis and comparison of self-image and public image are realized fully automatically via the web-based tool.

BENEFIT: INTERPRETABLE VISUALIZATION

The particular benefit of the BENEFIT ManagementProfiler is the visualization of the analysis of the results. A reticular scale with eight behavioral tendencies forms the basis of the radar diagram. This illustration allows for a quick first assessment. The analysis can be easily interpreted and is thus easily comprehensible for candidates or employees alike.

360° FEEDBACK: SELF-IMAGE VS. PUBLIC IMAGE

The assessment of the behavioral tendencies of persons from the environment is of particular importance for executive functions. The 360° feedback for self-assessment is conducive to a complete image of the actual management qualities.

