



TALK TOGETHER

identify – evaluate – decide

PORTFOLIO

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IN A WORD

Modern, professionally relevant personality diagnostics attempts to point a ray of light into the future – in order to then direct it back into the present. At Talk Together, we follow a high ethical standard: We focus our eyes on what’s “good” about people and take a look at what makes people unique with a positive approach.

However, these efforts are not an end in themselves: Auguste Comte, the founder of sociology, put it this way: “See to anticipate, anticipate to be careful”.

If we are supposed to give advice, then the advice will also always be to open your eyes and to face things directly with a clear view!

- What is currently moving us within – and with what goal and where?
- What development processes within ourselves do we need to understand in order to be able to assert ourselves and feel comfortable in our professional (and private) lives in the future?
- What do we need to change today in our thought process, our attitude and our actions so that we can still interweave “sphere” and “ego” harmoniously with each other tomorrow?

Talk Together attempts to provide answers to these urgent questions. Whether we succeed is something for our clients to judge.

The most important thing in this context has already been formulated by Pericles 2,400 years ago: “Our job is not to predict the future, but to prepare for it!”

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REQUIREMENT PROFILE

Customized requirement profile
"Discussion and Specification"

Standardized requirement profile
"Briefing and Adaptation"

INDIVIDUAL ASSESSMENT

Portrait
"Depth of field"

Wide-angle
"Clarity"

Snapshot
"Identification"

TEAM ASSESSMENT

Team portrait
"Depth of field and sustainability"

Team landscape
"Clarity and wide-angle"

Team structure model
"Orientation"

REQUIREMENT PROFILE

The requirement profile translates existing information (e.g., job descriptions) into a competency profile. It transfers the descriptions of the activity level to the personality level.

Customized requirement profile

Field of application

Differentiated approach

(mandatory requirement for making decisions on key positions)

Scope of service

- Methodically defined approach:
 - Description of the ideal profile by the client (typically skills-oriented)
 - “Translation” into personality competences
 - Visualized and advisory feedback of the calculation results of the Talk Together **Position Analysis Instrument**
 - Moderated discussion with diverging target ranges by different decision-makers
- Consultation/recommendation by Talk Together
- Joint approval of the individualized requirements profile

Standardized requirement profile

Field of application

Limited budget

Scope of service

- Requirement criteria briefing
- Using Talk Together’s comprehensive **database** for different role criteria and levels of responsibilities
- Application of Talk Together **target ranges**

PORTRAIT

For key positions, a certain level of visual acuity is required with the aptitude assessment. Our clients safeguard their decisions at the highest level.

Field of application **A keen view of the personality and its operational framework**

- You get a high level of security in wide-ranging personnel decisions (e.g., selection, development, management change).
- You define individualized, sustainable development measures.

Your benefit **Security**

8 arguments for portrait clients

- You make **secure personnel decisions** based on detailed insights.
- You drastically **shorten the lengthy interview processes** through the high reliability of the results; several rounds of discussion to feel secure in your decision are not needed.
- You gain the **maximum level of transparency** regarding the competences, potentials and motives of your assessment participants based on our sophisticated methods, processes, scientifically validated instruments and highly structured interviews.
- You initiate a **sustainable increase in performance** through pinpoint analysis: We present the current motivational situation, barriers to action or other circumstances that could limit the development of employee potential.
- You achieve a **“view behind the scenes”** since we are able to present personality facets on the value level – using common interview techniques, these are, at best, only surmised.
- You **reduce staff development costs** through coaches or trainers because you are already initiating the initial change processes without using additional resources.
- You achieve a **high degree of efficacy in the area of continuing education** as the results form the basis for further individualized, tailor-made development measures.
- Your **employer brand benefits** from investing in your applicants and employees; the professional process builds trust.

PORTRAIT (Cont.)

4 arguments for portrait participants

- Even experienced managers gain **new, objective views of themselves**; the results of the instruments used cannot be influenced as the underlying procedure cannot be identified in advance.
- The participants **gain knowledge about themselves immediately**, which is conducive to their own personality development.
- The **recognition of relationships, effects and consequences** is always relevant for the respective area of responsibility.
- As employees, the participants **perceive the investment as an incentive** and thus feel particularly valued.

Scope of service

- Delivery: The portrait format consists of detailed analyzes and extensive presentations of the personal diagnostic recognitions about competences, potentials and motivations. Particular attention is also given to the recommendations for action.
- Requirement: Customized requirement profile is a mandatory precondition (close collaboration with the client is required).
- Process: Combined use of 2 test instruments and based on them, a detailed and highly structured interview.
- Response (participants): Appreciative feedback from participants.
- Client report: Detailed oral and written evaluation (supporting graphics, SWOT analysis).

WIDE-ANGLE

Our clients want a condensed analysis in order to obtain basic insights into the most important parameters of their personality.

Field of application – Broad potential overview combined with significant details

- You gain a quick and precise idea about the competences and potentials of a candidate.
- You check how well a candidate fits against the specific requirements of a position.

Your benefit Clarity

- You **minimize the risk of making the wrong decisions** because we support you with additional experience based on our years of specialist expertise.
- You gain **objective insights into the personality** of a candidate through the use of scientifically validated diagnostic instruments.
- You **increase the success rate** in the selection through a comparison with the specific requirements of the position.
- You **underpin your decisions** by taking an additional look at opportunities, risks and development trends.
- You **strengthen your employer branding** because the appreciative conversation leaves a positive impression on your conversation partner.
- You end up with a **solid foundation for selecting the appropriate development measures**.

Scope of service

- Delivery: In the wide-angle format, key competencies, potentials as well as the current motivational situation are presented and rounded off with recommendations.
- Requirement: Standardized requirement profile based on a detailed briefing in combination with our expertise.
- Process: Utilization of a test instrument and structured interview.
- Response (participants): Appreciative feedback from participants.
- Client report: Concise oral and written evaluation (supporting graphics, opportunities/risk prognosis).

SNAPSHOT

Our clients like to use the snapshot as a pre-filter in the context of personnel selection processes.

Field of application Identification

- From a larger group of potential candidates, you select those persons who come into question for the next step in the process and/or in-depth diagnostics.

Your benefit Efficiency

- You **save enormous amounts of time and money** since the pre-selection using the diagnostic instrument is far more precise. This way, you avoid conversations (over the phone or in person) just to determine in the end that the requirements of the potential candidate are insufficient.
- This provides you with **mental relief** since we provide you with our years of specialist expertise.
- You **strengthen your process** by being able to trust in scientifically validated instruments. These provide you with a high level of accuracy and “socially desirable behavior” is excluded.

Scope of service

- Delivery: A snapshot generates a results protocol with the labels “positive” or “negative”.
- Requirement: A completed requirement profile.
- Process: Brief online test.
- Response (participants): Filter passed: Appreciative feedback in the course of the ongoing process / Filter failed: Brief written presentation of the results. Optional: Brief description of the margin of error with respect to the fit in comparison with the requirement profile.
- Client report: Brief information – positive/negative.
- Next step: If the assessment is positive, it is possible to assign the candidate to the wide-angle or portrait profile.

TEAM PORTRAIT

Brightening a team portrait through a number of lighting fixtures enables our clients to plan specific measures on a secure basis and thereby secure their sustainable development.

Field of application Action planning through insights with depth of field

- You create the conditions for far-ranging and intensive change processes, among other things, in restructurings or change management phases.

Your benefit Accuracy and sustainable development

- You gain a **secure basis for further team development decisions** thanks to the versatile presentation of the relationships.
- You learn **which critical success factors are relevant** in order to increase the team's effectiveness and thus increase their contribution to the overall success of the company. Synergy aspects and inefficiencies due to friction become clear.
- You keep the **sustainable development of change processes** in sight. Because with our recommendations, you will learn what sort of long-term effects can be expected through specific team building measures.
- You can **better plan for developments**. You will receive proposals for specific measures to help you achieve the goals you have identified as quickly as possible and cost-consciously.

Scope of service

- Delivery: Detailed presentation based on the Large-Team-Competence (LTC) group. Increased transparency of the interplay of competences, potentials and motivations. Utilization of the findings through dedicated development recommendations.
- Requirement: Customized requirement profile is a mandatory condition (close collaboration with the client is required).
- Process: Team meta-analysis based on individual profiles, expansion of the construct: "**Elite-Team-F12**".
- Response (team): None --- (Ethical principle: Client informs the parties involved; if necessary a results workshop is initiated).
- Client report: Detailed oral and written documentation. Explanation of the 12 team factor group. Synergies/frictions.

TEAM LANDSCAPE

Looking at a team from various perspectives helps our clients understand where obstacles and frictions may lie. Initial interventions can be taken into account.

Field of application **Broad potential overview combined with significant details**

- You recognize short-term team building measures.
- You take specific steps with respect to development for individual team members in key positions.

Your benefit **Clarity**

- You gain an understanding for further decisions since you get a **deeper picture of the team relationships** with respect to its interpersonal, functional and systemic aspects.
- You know where to **make adjustments in order to leverage team performance** since you can more easily identify sources and risks of conflict through the analysis of additional team factors (in comparison to Team Structure Model, below).
- You are able to **implement specific development measures yourself** – based on the formulated development recommendations. Thus, you do not require further external resources.

Scope of service

- Delivery: Concise, compact reporting expanded with additional facets. Presentation of the distribution of the Small-Team-Competence group (STC) plus potentials and motivations. Development recommendations.
- Requirement: Standardized requirement profile that is adjusted based on a briefing about team goals.
- Process: Team meta-analysis based on individual profiles, expansion of the construct: **“Elite-Team-F6”**.
- Response (team): None --- (Ethical principle: Client informs the parties involved; if necessary a results workshop is initiated).
- Client report: Oral and written documentation of team potentials. Explanation of the 6 team factor group.

TEAM STRUCTURE MODEL

A first critical look at the conditions within a small team serves as a fundamental compass for our clients.

Field of application Constellations and their basic meaning

- You will receive the current “team map” at an easy-to-read scale.
- You get an overview of the relationships in the team.

Your benefit Orientation

- You gain **insight into the complex system** of relationships, role distributions and goals through the visualization of the team constellation.
- You **create the conditions for effective discussions** or development steps.
- You can quickly **derive the initial target-oriented team building activities** – based on 3 main approaches.
- You **increase your efficiency** through our tailored recommendations.

Scope of service

- Delivery: Team characteristics down to the point. Distribution of team competences, potentials and motivations.
- Requirement: Possible with or without requirement profile.
- Process: Team meta-analysis based on existing individual profiles,
- Response (team): None --- (Ethical principle: Client informs the parties involved; if necessary a results workshop is initiated).
- Client report: Oral and written documentation of team constellation. Explanation of 3 starting points for the team.

(only suitable for small teams of 2-5 persons)

“Those who do not overcome arrogance and timidity
cannot distinguish the right from the wrong and the essential
from the nonessential.”

(Max Lüscher)

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erkennen – bewerten – entscheiden

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