

# - Overview

Target Group	Applications	Benefit	No. of questions	Time required
<b>SC Social Competence</b>				
all employees, applicants, and individuals (B2C)	<ul style="list-style-type: none"> <li>• New employment, selection, staffing</li> <li>• discovering and developing potential - in individuals, in teams and in the whole organization!</li> <li>• sustained and strategic HR-development</li> <li>• identifying areas with need of development and reasons for conflict</li> <li>• management tool: helps managers to enhance cooperation, and to employ and to manage team members according to their potential and their needs</li> <li>• team development</li> <li>• as part of training, coaching and development programs</li> <li>• controlling and performance measurement</li> </ul>	<ul style="list-style-type: none"> <li>• shows the current level of potential in all key factors of social competence</li> <li>• basis for development measures, focus on the "bottleneck" factors which prevent better performance</li> <li>• employee engagement, motivation, and performance are raised ;</li> <li>positive effect both on the "can do" and "will do" factors</li> <li>• "latent", unrecognized or non.available potential gets identified and can be out to work</li> </ul>	191	50 Min
<b>MM - Management</b>				
Managers (all levels)	<ul style="list-style-type: none"> <li>• Staffing decisions, ACs, assesment of management potential</li> </ul>	<ul style="list-style-type: none"> <li>• assessment, development and adjustment of management and leadership behaviour and - skills.</li> </ul>	242	90 Min
Candidates for management-positions	<ul style="list-style-type: none"> <li>• Integrative management: Coordination of management goals and management style; optimal cooperation between different departments and levels</li> <li>• as part of trainnig and coaching</li> <li>• helps to detect reasons for conflict and loss of performance, and to solve these problems</li> <li>• controlling, performance management</li> <li>• strategic HR management</li> </ul>	<ul style="list-style-type: none"> <li>• areas: "leadership quality", "cooperation and consensus" and "entrepreneurial mentality".</li> <li>• achieving entrepreneurial goals, by coordinating and integrating management styles, skills and performance.</li> <li>• enhancing organizational efficiency and reducing conflct by integrative management</li> </ul>		

# - Overview

Target Group	Applications	Benefit	No. of questions	Time required
<b>Jobstarter</b>				
graduates, school-leavers	<ul style="list-style-type: none"> <li>• New employment, staffing, employee selection</li> <li>• career orientation</li> </ul>	Precise information on potential and room for development, and how the cooperation between the jobstarter, the responsible manager and the other employees can be optimized.	171	50 Min
trainees, apprentices	<ul style="list-style-type: none"> <li>• mentoring of personal and professional development during the apprenticeship</li> <li>• support in integration in the company / team</li> <li>• as part of training and development measures</li> </ul>			
jobstarters	<ul style="list-style-type: none"> <li>• controlling and performance measurement</li> </ul>			
<b>MSS - Managerial Stress-Survey</b>				
all employees, i.e. in professions with a high potential stress-level and high levels of responsibility (e.g. air-traffic-controllers, pilots, teachers, physicians, nurses, managers, independent professions / freelancers)	<ul style="list-style-type: none"> <li>• stress-prevention &amp; stress-management</li> <li>• support in difficult job-situations and life-situations</li> <li>• in case of burnout and as part of burnout prevention-measures</li> <li>• corporate health management programmes</li> <li>• exposure-to-health-risk-analyses</li> </ul>	Stress and subjective stress-provoking factors cannot be eliminated completely in many jobs. one can, however, learn to deal better with the "stressors" and their effects. DNLA MSS supports you in giving a precise, individual stress-level analysis in 6 different classes of occupational stress-types and in suggesting practical measures for prevention and improvement.	161	60 Min
<b>SC -Screening</b>				
Applicants	<ul style="list-style-type: none"> <li>• New employment, selection, staffing decisions</li> <li>• pre-selection among a larger group of people (e.g. applicants, participants in a development program)</li> </ul>	quick overview of potential for a large group of people (applicants, employees)	19	5 Min
Employees	<ul style="list-style-type: none"> <li>• pre-selection for participants for the full DNLA SC (Social Competence) assessment</li> </ul>			
Individual participants (B2C)	<ul style="list-style-type: none"> <li>• as a first quick overview of the state of employee engagement step 1 for an organizational "HR-balance-sheet" ("Personalbilanz")</li> </ul>			