EQUAL OPPORTUNITIES IN TOP POSITIONS

Show potential, promote diversity, ensure fairness and objectivity.

When it comes to top positions, objectivity, fairness, gender and diversity competence are obligatory. Science- based psychometric tools and soft skills assessments ensure objectivity. Potential is recognised and can be further developed in order to be prepared for highest demands.

DNLA*

Discovering Natural Latent Abilities

GENDER & DIVERSITY

Goals and benefits:

- As an objective basis for human resources selection and staffing.

- Part of development- and promotion programmes.

- Application in the context of coaching and training, at academies and training centres.

- Individual promotion & team development / collective development measures possible.

- Accompanying vocational training and studies.

Method:

- Measurement of the soft skills that are crucial in the workplace (social competences, management and leadership skills).

- Objective, valid and reliable procedure; scientifically sound (based on basic research at the Max Planck Institute).

- Questionnaires available in over 20 languages.

- Personal action and development plans; (customised development programmes, individual development, coaching).

- Basis for structured development and counselling processes.

- Objective basis for decision-making processes and for personnel selection - counteracts (conscious or unconscious) discrimination, creates transparency, equal opportunities and fairness.

- Separate measurement of gender and diversity competence (important, for example, especially in management development).
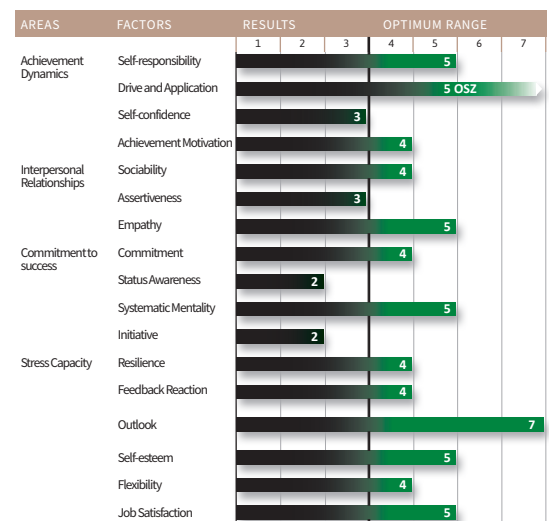
	Results
Gender	7
Diversity	6

- Measurement and development of intercultural competence.

	Results
Intercultural Competence	6

Clients and sample projects:

- Ensuring objectivity and fairness in the selection of applicants.
- "Horizons" programme* for young executives from various companies and authorities, led by the Lower Saxony Police Academy (*winner of the silver German Education Award).
- Integration and support programmes for female founders and for migrants.

HORIZONTE
Qualifikation von Frauen für höheres Management

Allianz ⑪

SIETAR DEUTSCHLAND
Society for Intercultural Education, Training and Research

FTZ
FRAUENTECHNIKZENTRUM
Berlin e. V.

Landeshauptstadt München

AREAS	FACTORS	RESULTS	OPTIMUM RANGE
		1 2 3	4 5 6 7
Achievement Dynamics	Self-responsibility		5
	Drive and Application		5 OSZ
	Self-confidence	3	
	Achievement Motivation		4
Interpersonal Relationships	Sociability		4
	Assertiveness	3	
	Empathy		5
Commitment to success	Commitment		4
	Status Awareness	2	
	Systematic Mentality		5
	Initiative	2	
Stress Capacity	Resilience		4
	Feedback Reaction		4
	Outlook		7
	Self-esteem		5
	Flexibility		4
	Job Satisfaction		5

Leadership Qualities MM

FACTORS	RESULTS Optimum Range						
	50%	70%	90%	100%	110%	130%	150%
Authority			←(★)				
Delegating Responsibility			(★)				
Involvement					(★)		
Legitimacy		(★)					
Need for Performance		(★)					
Staff Development				(★)			
Confidence				(★)			
Responsibility for Staff					(★)		

*