



CUSTOM SOLUTIONS

THE APPROPRIATE SOLUTION FOR EVERYONE

Customised software developments,
analysis solutions and designs

DNLA provides highest quality and established, validated psychometric instruments. These world-class science-based assessment- and development-tools (based on research at Max Planck institute for psychology) can be adapted and developed into bespoke solutions, according to our client's specific demands and needs.



CUSTOM SOLUTIONS

Custom HR analysis solutions:

- Design, development, IT-programming and implementation of client- or project-specific competence assessment procedures and development tools.
- Core areas: HR management, soft skills, personnel development, sales competences.

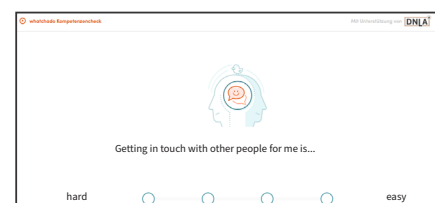
Implementation and services:

- Adaptation of existing DNLA-tools to customer-specific competence models (“matching”).
- Customisation of reports, evaluations and layouts.
- Creation of new language versions for international projects.
- Various alternatives for implementation in order to meet special requirements in terms of data security and anonymisation.
- Creation of new scales and questionnaires in accordance with the goals and needs of the customers; development of customer-specific competence assessment tools.

Clients and sample projects:

- Programming of specific competence measurement and development tools for Schwäbisch Hall Training (SHT), and an online AC solution for the Schwäbisch Hall buildig and loan association.
- Development of new compact reports and new language versions for international projects for staff and management development.
- Matching to existing competence models, especially for large projects.
- Adaptation of layout and wording.
- Development of specially adapted questionnaires, e.g. for universities or for church institutions.

Behavioral Competency Framework	
	
DNLA Social Competence DNLA MM – Management and Leadership	
1. Core Competencies	
Creativity and Innovation	Innovation
	Outlook (= sees opportunities)
	Flexibility
	Initiative
	Self-Responsibility
	Personal Standards
Excellence in Execution	Need for Performance
	Quality Awareness
	Commitment



Recruitment advocated: Yes (3.0, Training path: Precaution)	
Field of Competences	Results
Cognitive performance	Onlineassessment: 3.0
Expertise	Onlineassessment: 2.5
Cooperation & networking skills	Onlineassessment: 4.0 Intervieweindrücke: 4.0
Sociability	Onlineassessment: 3.5 Intervieweindrücke: 3.5
Work behaviour	Onlineassessment: 3.0 Intervieweindrücke: 3.0
Application-oriented methodological competence	Onlineassessment: 4.0 Intervieweindrücke: 3.0
Motivation, willingness to learn and perform	Onlineassessment: 3.5 Intervieweindrücke: 3.0
Integrity and attitude	Onlineassessment: 3.5 Intervieweindrücke: 3.5
Online assessment	4.0
Interview impressions	4.0
Overall result	4.0

diözese würzburg
Kirche für die Menschen

Schwäbisch Hall
Auf diese Steine können Sie bauen

SHT

Landeshauptstadt München

whatcha do



DVR
Deutscher Verkehrssicherheitsrat

VDE

POLIZEI NIEDERSACHSEN

Senatsverwaltung
für Bildung, Jugend
und Familie

berlin Berlin

DNLA
Discovering Natural Latent Abilities

