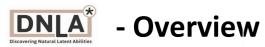


Target Group	Applications		Benefit	No. of questions	Time required
SC Social Competence					
all employees, applicants, and individuals (B2C)	teams and in the whole organization!  • sustained and strategic HR-development  • identifying areas with need of development and reasons for conflict  • management tool: helps managers to enhance cooperation, and to employ and to manage team members		<ul> <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; 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
MM - Management					
Managers (all levels)  Candidates for management-positions	potential • Integrative m goals and mana different depar • as part of trai • helps to dete performance, a	ions, ACs, assesment of management anagement: Coordination of management agement style; optimal cooperation between thems and levels innig and coaching ct reasons for conflict and loss of and to solve these problems erformance management management	<ul> <li>assessment, development and adjustment of management and leadership behaviour and -skills.</li> <li>areas: "leadership quality", "cooperation and consensus" and "entrepreneurial mentallity".</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>	242	90 Min



Target Group	Applications		Benefit	No. of questions	Time required				
Jobstarter									
graduates, school-leavers trainees, apprentices jobstarters	<ul> <li>New employment, staffing, employee selection</li> <li>career orientation</li> <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> <li>controlling and performance measurement</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				
MSS - Managerial Stress-Survey									
high potential stress- level and high levels of responsibility (e.g. air-traffic-controllers, pilots, teachers, physicians, nurses, managers, independentprofessions / freelancers)	<ul> <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-healt-risk-analyses</li> </ul>		Stress and subjective stress-provoking factors cannot be eleminated completely in many jobs. one can, however, learn to deal better with the "stressors" and their effects. DNLA MSS supports you in giving a perecise, individual stress-level analysis in 6 different classes of occupational stress-types and in suggesting practical measures for prevention and improvement.	161	60 Min				
Applicants  Employees  Individual participants (B2C)	<ul> <li>pre-selection</li> <li>applicants, part</li> <li>pre-selection</li> <li>Competence) a</li> <li>as a first quice</li> </ul>	k overview of the state of employee ep 1 for a organizational "HR-balance-sheet"	quick overview of potential for a large group of people (applicants, employees)	19	5 Min				