

WIFI potential analysis - a crucial success factor for employees and companies

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WIFI-Potential Analysis - Concept and Philosophy

The individual in the focus of the company / the world of business

Fairness as a principle:

- **The candidate**
 - is shown respect, appreciation and support during the consultation process
 - obtains qualified feedback on results
 - gets detailed information on the whole procedure of consultation
- **The company**
 - benefits from the transparency of the evaluation criteria and processes
 - obtains detailed results in form of an expertise
- **Win-win-situation for companies and candidates**

WIFI-Potential Analysis - Concept

- A combination of different methods and elements
- Holistic coverage of a person by diverse, impartial testing processes
- Intensive conversation with the candidate/applicant
- Development of a realizable training schedule

Anamnesis conversation

- previous life, experience, requests
- self-assessment, current qualifications

Test analysis of

- talents, capacities, intelligence, personality, character
- development structure, interests and preferences, learning ability

Feedback-conversation

- discussion of test results
- determination of suitable job possibilities
- measures for education and training

WIFI-Potential Analysis - Benefit for Candidates

- Recognition of own strengths and weaknesses
- Clarity regarding professional and private goals
- Avoidance of wrong decisions and investments
- Development of education and training measures, additional training
- Confirmation of own objectives
- Motivation
- Possibility of reflexion with an external expert
- Specific career planning

WIFI-Potential Analysis - Benefit for Companies

- Minimization of wrong decisions and investments
- Optimal exhaustion of human resources
- Finding qualified employees / apprentices
- Specific support and qualification of staff
- Thorough preparation and staffing of top management positions
- Systematic promotion of management positions
- Increase of satisfaction and performance of employees

WIFI-Potential Analysis - Procedure

Implementation of tests

- in the group: duration approx. 1 day
- several different testing procedures

Feedback conversations

- one-on-one conversations with each candidate, individual agreement of deadlines, duration: approx. 1.5 -2 hours
- discussion of test results
- development of individual measures

Written expertise / Personal consulting

- outline of strengths and development potentials for companies
- discussion of test results
- action plan

WIFI-Potential Analysis - Candidate Feedback

- Individual response on personal preferences
- Comparison of self perception - perception of others
- Analysis of personality criteria
- Analysis of intelligence tests
- Analysis of potentials and occupational outlook
- *Snapshot*
- *Holistic Approach*

WIFI-Potential Analysis - Expertise for Companies

- Summary of contents of the entire consultation process (candidate discussions and tests) in form of a report
- Contains resulting conclusions and proposals for profession and training
- Motivation, aptitudes and skills of the candidate will be demonstrated individually, the way of communication, ability to withstand stress, etc.
- Interpretation of results and filtering out of relevant information and potentials for the decision process of the company
- Development of tangible, viable measures in a personal conversation

Thank you for your attention.