MAKING INDIVIDUALS SUCCESSFUL

Behaviour · Motivation
Personality · Potentials

Utilize the advantages of
the globally introduced
AECdisc® Potential Analysis

THE AECdisc® POTENTIAL ANALYSIS

The AECdisc® potential analysis is based on the development of the American Cleaver Company and the AECdisc® method, which has its origin in France.

Throughout the past 30 years, a few million analysis have been created worldwide. The elicitation is based on an online-questionnaire developed by psychologists. Candidates require approximately 20-25 minutes to answer the online-questionnaire. The questions are availed to analyse the diverse characteristics and behaviours.
Thereto, it is distinguished between a so-called natural behaviour and adapted behaviour. The pure surveillance of personality – being behavioural preferences and motivators – can be defined as the candidates current state. Besides evaluating the personality, you have the option to perform behaviour-relevant job benchmark profiling. Thereby, the requirements of the organisation are linked to the talents of the person. In HR recruitment and HR development measures target is, to evaluate

the employees feelgood factor in regards to task and positition. In addition, we offer specific analysis versions, e.g. sales.

Areas of application

- HR Recruitment
- Job-Benchmark-Profiling
- HR Development
- Sales Development
- Teambuilding
- Coaching
- Career Coaching
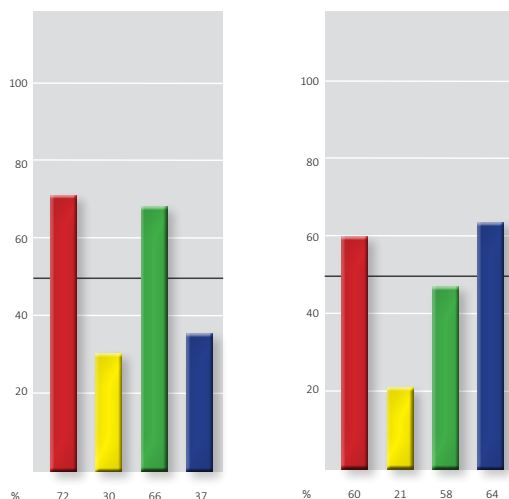
APPLICATION AREAS AECdisc® POTENTIAL ANALYSIS

HR RECRUITMENT

The AECdisc® potential analysis increases the predictability in requirement-oriented recruitment decisions, i.e. you recognise candidates much faster and easier.
The analysis shows the adapted as well as the natural behavioural style and shows their motivators.
HR managers utilise the analysis for secure decision-making in HR recruitment, as they easily and fastly become clarity of strengths and competencies of the individual candidate. Soft skills such as behaviour, values, motivators and talents, become visible and measurable with the analysis. **Job-Benchmark-Profiling and candidate profiles can be matched.**

Deviation: Job-Benchmark-Profile vs. Candidate Profile

JOB–BENCHMARK–PROFILING

The AECdisc® potential analysis supports you to measure motivators and behavioural preferences, which are required to deliver top performance with top results in specific job positions. Organisations working successfully with the AECdisc® system, define the job requirements in a structured process.

Recruitment with and without Job-Benchmark-Profiling

The definition of an organisational Job-Benchmark-Profiling gives answers to:
Which goals/targets does the person have to achieve in the defined job position? Which competencies are required? Which behaviour is enhancing in the position?

HR DEVELOPMENT

One of the new challenges in HR Development is a **pro-active orientation of employee qualification in accordance to the business strategy** and the development of positive workplace environments. The AECdisc® potential analysis efficiently supports you in this process.

Defining
Which competencies guarantee reaching the future company targets??

Measuring
Which competencies do the employees have?

Developing
Which competencies require development?

SALES DEVELOPMENT

Sales Behaviour
Who do we require? Who fits to our organisation? How can we close the gab between employee profile and job-benchmark-profile? Is sales actually his/her passion?
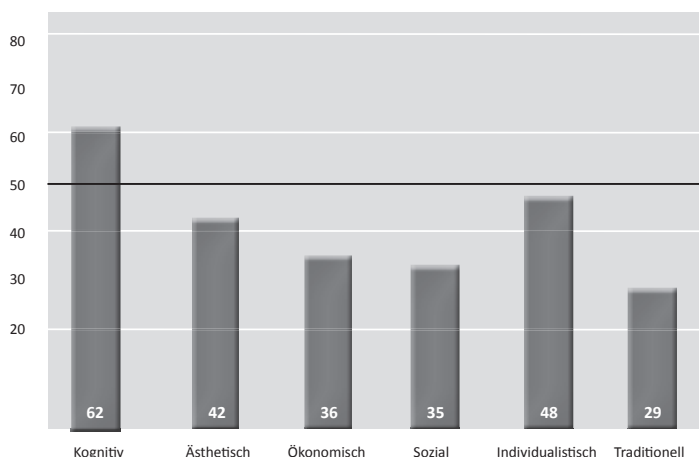The AECdisc® potential analysis delivers profound answers.

Sales Competencies
Measuring sales competencies is very important for career jumpers and sales employess who want to be successful. The AECdisc® potential analysis individually measures which of the required competencies exist and which **sales competencies require development.**

Sales Motivation
Sales is a profession based on behaviour and motivation. Many examples show, that promotional, performance-motivated compensation systems established in organisations to reach the sales targets, are not compatible with the employees motivational culture. The AECdisc® potential analysis immediately shows the employees motivators. The motivation graphic displays 6 job-relevant motivators, which can also be defined as personal interests, values and talents of a person.

Motivation graphic

Kognitiv	Ästhetisch	Ökonomisch	Sozial	Individualistisch	Traditionell
62	42	36	35	48	29

COACHING

Fields of development and defining areas of improvement. Recognising strengths, challenges and development potential in regards to interaction with others as well as oneself. The AECdisc® potential analysis gives a **precise position-fixing** for individual psychology coaching measures such as career coaching, leadership coaching, sales mentoring and conflict resolution coaching.
Among others, the analyis shows self-image and public-image (reflection), communicational and personal motivational patterns.

TEAMBUILDING

Teams work together most successfully, if all team members pursue tasks, which are in accordance with their strengths and talents. The insights, which the AECdisc® potential analysis give, **facilitate the efficient distribution of team tasks as well as recognising preferences and potential conflict within the team.** In addition, comprehension is facilitated in regards to understanding the different team members and developing a solution-focused approach in resolving problems and conflicts.

CAREER COACHING

with the AECdisc® potential analysis means:
- Recognising and utilising success factors
- Dealing with emotions and stress better
- Activating creativity and innovation
- Developing mental openness for change
- Planning career and personal success
- From being an administrator to becomsyning a creator
- Setting targets and defining visions
- Releasing energy to establish synergies

BENEFITS FOR COMPANIES AND EMPLOYEES

Detailled personality description

Description of communicational behaviours

Job benchmark profiling

Higher accuracy in recruitment – Avoidance of wrong choices

Decrease in fluctuation

Increase in team and sales efficiency

Optimization of leadership and sales behaviour

Standpoint for adequate HR development measures

Goal-oriented application of training budgets

Presented by your certified AECdisc® consultant:
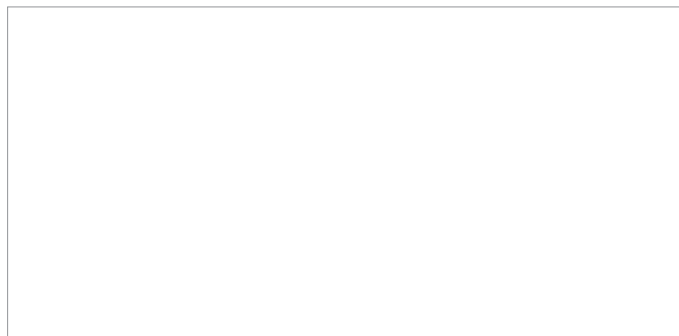
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