

CAPTain::compact®

CAPTain::compact® is a web-based potential analysis for the differentiated and objective assessment of the work and performance style as well as the behaviour in the team and as a manager.

The potential analysis is also used by managers as an instrument for the selection, development and leadership of employees.

The following factors are captured:

leadership behaviour – way of dealing with people – attitude to work and ambitions – own responsibility and independence – goal-orientation and decisiveness – pragmatism and creativity – system and accuracy – activity – self-confidence

For those who are no executives, their informal leadership behaviour is evaluated.

The results are presented in report form and are additionally illustrated with graphics.

The description of general behavioural competencies is followed by a description of the specific type of tasks and working environments for which the person currently shows particular potential.

CAPTain::compact®

- provides an easy-to-understand and precise description of all basic behavioural competencies in the workplace
- indicates where and how the candidate fits best
- provides guidance and information on how to use the CAPTain results
 - 1.) for self-reflection, 2.) in the context of learning and competence development, 3.) within the scope of employee appraisals and 4.) development interviews, 5.) for the selection of employees as well as 6.) at the assessment centre.

Areas of use: applicant selection, potential analysis and personnel development

Target groups: career starters, specialists and managers

Question format: 183 pairs of comparative questions (distortion-proof)

Time: 30 minutes (plus 20 minutes self-assessment optional)

further versions: CAPTain::compact® customized (additionally including tabular overview, optional with requirement profile), CAPTain::compact® plus (including self-assessment + development needs), CAPTain::compact® customized plus (including self-assessment + development needs, additionally including tabular overview, optional with requirement profile)

We will gladly provide you with detailed information.