

Competency Assessment *on-the-fly*

a set of online tests to assess managerial soft skills

The key of organizational success resides inside employees' specific skills and cross competencies.

Competencies such as leadership attitudes, communication, negotiation skills and ability to motivate teams are developed in specific situations, out of traditional schooling, and can be improved in a dedicated training processes.

A **careful competency survey** is the optimal tool to identify human resources potential and gaps and to use this awareness to improve business results.

dTeam deploys a range of on-line assessment tests, which can be purchased separately or as a “competency assessment package” tailored on your organizational needs. These tests allow:

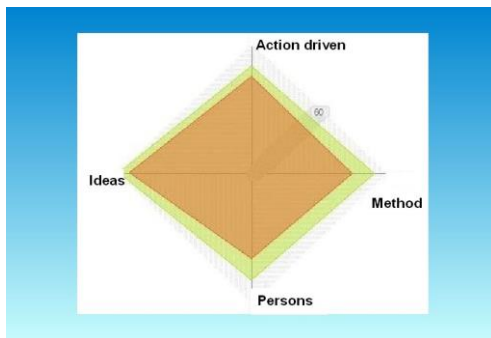
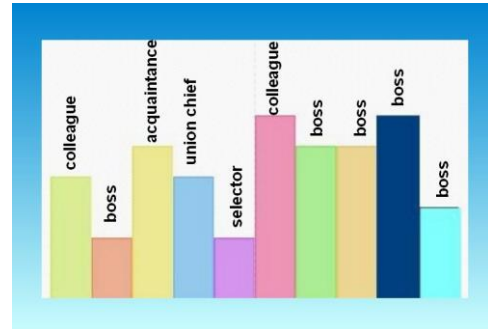
- the **companies** - to get to know about skills and motivation of their employees, and to plan management and training interventions coherently with company needs and individual capabilities
- the **employees** - to be aware of their own competencies and to stimulate self-development and professional growth

- All our tests are compatible with Docebo LMS 3.6 or above
- They are set up at different fruition levels, from class assessment to self-evaluation
- Outputs and results are managed by Docebo LMS interface
- Each license grants an UNLIMITED number of users

Some examples of cross competencies assessment tests

Listening skills

This test presents 10 case histories in which the user is prompted to identify himself with those situations and to choose an behavior to adopt. In different situations different styles can be valid and effective: the attitude must be tuned on the interlocutor and on the context variables.

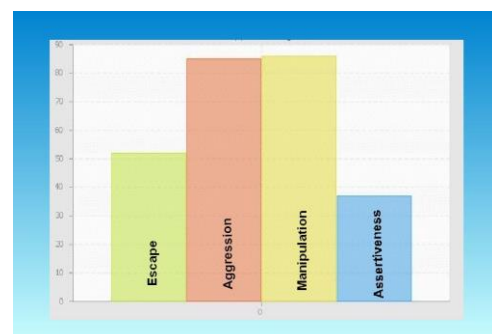


Dominant communication

Our own style of communication and information transfer should match the context and the interlocutors' style. The awareness about the most frequent styles and about their correct deploy allows us to get the best organizational results and outcomes.

Negotiation

Four kinds of behaviors are adopted in negotiation and dealing processes: escape, attack, manipulation and assertiveness, but not all of them are equally effective in every situation. Most of people tend to adopt a win-lose approach, based on situations where only one side perceives the outcome as positive.



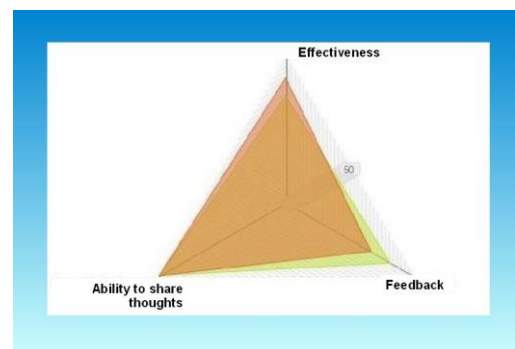
Management Style



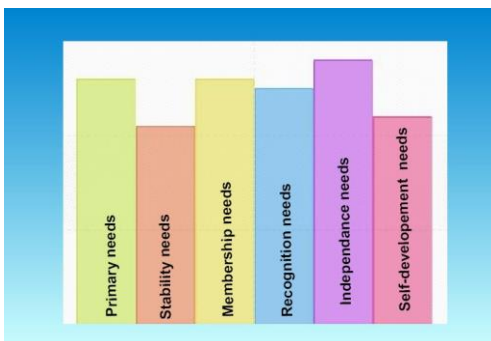
There are four different main management styles: directing, delegating, persuading and participating. Most of people use to adopt one or two styles, regardless of the kind of group or context. The result of this test shows the most frequently adopted styles and their effectiveness, pointing out the improvement areas.

Communication skills

Communication skill is the ability to deliver messages in an effective and efficient way in every environment and to any counterpart. This test shows the behavior adopted in a communication process and the ability to use feedback, as an indicator of posts unwittingly transmitted during communication.



Motivation



Motivating needs are the main driver to reach personal goals and they represent a key to understand other people's behavior. The awareness of the needs prevailing in a working group allows us to adopt more effective development and rewarding policies and to improve company climate and productivity.

Fruition

- Tests can be filled in **on-line** and they come together with a tutor-guide for outputs reading and analyzing .
- Outputs are represented by charts to improve the rendering. The average filling time is about 25 minutes.
- Each test, customized with company logo, is available "no pay-per-use" on Docebo platform or loaded **in service** into company LMS.

