

WIFI potential analysis

A successful tool for the preparation of tailor-made trainings and professional personnel development

WIFI potential analysis is a psychological test method which helps to determine one's personal position. It includes the analysis of: talents, skills, intelligence, personality, interests and preferences, general knowledge, learning ability and current qualifications.

Business target groups include: selection of employees, managers, apprentices; skills counselling and internal career planning for staff, development of junior management pool, prospects analyses for older staff, setting up working groups and teams, help with reorganisation and outplacement, clarifying problems in current working environment (mobbing, excessive/ insufficient demand), Management "coaching", Recruiting of young staff (school leavers), identifying the needs for further qualification and training.

Target group for individuals include: 14 year-olds before their first job or school decision, school dropouts, apprentices, high school graduates, students, graduates, employed people, who want to enhance their qualifications, those who want to change jobs, those re-joining the labour market.

WIFI potential analysis uses following instruments and methods:

- Systematic combination of various methods
- The right set of tests, analyses, in-depth interviews and feedback discussions
- Psychological test procedures
- Carried out by qualified psychological staff with background in business environment
- Scientifically grounded
- Cannot be distorted (no cheating!)
- Questionnaires
- Chosen from a pool of available test ("WIFI standard")
- Self-assessment
- Biographical methods
- Survey of past experience and competencies
- Reflection of life to date
- Client-oriented, systematic advice ("meets the person where it stands")
- Feedback discussions with expert



Elements and „results“ of WIFI potential analysis are: Profile („CV“), Personal profile / expectations, General abilities (IQ, verbal intelligence, numerical intelligence, spatial sense, retentiveness), Interests / tendencies (social, intellectual, professional, general), Personality structure (relations to the social environment, emotional sensation, thinking/ acting, working style and behaviour).

Procedure of the WIFI potential analysis:

- Clarify issue
- Carry out potential analysis (roughly 1 day)
- Case history discussion
- Psychological test procedures (serves basic information!)
- Feedback discussion (key tool for significant analysis!)
- Presentation of results
- Written expertise
- For businesses: oral and written feedback to HR-department
- Recommendations (occupational aptitude, concrete support measures)

Benefits for participants and businesses:

- Recognition of own strengths and weaknesses
- Clarity regarding professional and private goals (relation!)
- Avoidance of wrong decisions
- Confirmation of own objectives
- Motivation
- Career planning
- Neutral external view
- Optimal use of human resources
- Reduce wrong decisions and incorrect investments to a minimum
- Purposeful support and qualification of staff
- Informed preparation and filling of executive positions
- Systematic support of management (leadership tool!)
- Increase in satisfaction and efficiency of staff members
- Basis for intensive personality work



References:

- Longer-term support of roughly 500 companies in the fields of staff, apprentice and executive selection
- Selection and consultancy (“coaching”) of executives
- Potential analysis and coaching for competitive athletes (cooperation with Austrian
- Sport Aid (Österreichischen Sporthilfe) and the Austrian Ski Association
- Swarovski
- Cooperation with Austrian army