



**PEOPLE ARE
REPLACEABLE.**

**PERSONALITIES
ARE NOT.**

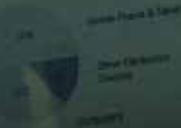


PREDICTA | ME
creator of personal fit

**WOULDN'T YOU LIKE
TO FIND OUT MORE?**

Company's Growth

GLOBAL BUSINESS REVIEW



Department/Region	Q1	Q2	Q3	Q4
Development	1000	1100	1200	1300
Marketing	800	900	1000	1100
Sales	600	700	800	900
Support	400	500	600	700

Dear Readers

In an era of constant change and on the basis of the need to scrutinise all things “traditional” at all times, personality has become one of the few constants in everyday working life.

OFTEN ONLY ONE THING DECIDES BETWEEN IMPOSSIBLE AND POSSIBLE. PERSONALITY.

Finding suitable employees and managers is not a question of CVs covering 1 to 2 pages! Various decision-making criteria should apply when finding a professional “fit” and establishing a long-term successful working relationship. After all, it’s not just people that are complex, companies are too.

The comparative analysis of personality traits, competencies and potential combined with regular assessments of employee sentiment leads to a more intensive working relationship and boosts motivation and identification with the company. Since the better an employee and a company understands each other and are familiar with his/its expectations and interests, the easier it will be for an employee to become integrated, to work productively with colleagues and to implement ideas. This will not only benefit the working environment but the company itself – in many different respects, as we shall explain to you in the course of this brochure.

“PREDICTA | ME clients are interested in getting to know the personality of candidates and employees and capitalising on it – as corporate success depends on decisions and people.

By combining one with the other success is virtually unavoidable.”



A handwritten signature in black ink, appearing to read 'D. Nummer'.

Dr Daniel Nummer
CEO PREDICTA | ME GmbH

THE PREDICTA | ME SUITE

PERSONNEL DEVELOPMENT

The promotion and professional development of employees and managers as well as organisational development is critical to the sustained success of a company. PREDICT | 360[®] considers an employee or manager from different operational relationships. The analyses increase employability and enhance commitment.

PERSONNEL SELECTION

We shape the selection of future applicants through a more accurate consideration of a candidate's personality traits, potential and competencies. We correlate these scientifically with the professional requirements for a specific employee or management function. PREDICT | ME[®] and PREDICT | LEAD[®] therefore increase security and standardisation when selecting personnel and provide the basis for every additional development process.

TEAM FITTING & ONBOARDING

When a new person is to join a team, we give you an overview of the personalities in an existing team with PREDICT | TEAM[®] and carry out comparative analyses. How likely is it that they will work together successfully? The results can be supported by surveys and help with onboarding.



ORGANISATIONAL DEVELOPMENT

On the basis of PREDICTAIME analytics, we are happy to give you appropriate suggestions for developing your organisation, your teams and employees. In doing so, we use PREDICT | MOOD®, the “quietest” and most effective approach possible, which makes reference to industrial experience from more than 100 countries throughout the world. The result is clear action items for the respective process owner. Suggested adjustments are pragmatic and easily quantifiable.

PULSE SURVEYS

Pace has increased dramatically in everyday working life. Employees who are informed promptly and whose experiences are included in possible decision-making processes are more engaged and more motivated. A plus point for any company and one that is very easily implemented! Using PREDICT | PULSE® you will be able both to recognise changes in employee sentiment and to manage processes and changes.

CORPORATE SURVEYS

PREDICTA | ME clients increase identification with the company and productivity by using PREDICT | NOW®. PREDICT | HEALTH® gives you feedback on health issues.



THE BENEFITS ARE OBVIOUS

BENEFITS



FINDING TALENT



RECOGNISING EMPLOYEE
SENTIMENT & MAKING SOUND
DECISIONS



RETAINING TALENT



EMPLOYER BRANDING



DEVELOPING TALENT



INCREASING MOTIVATION

OUR STRENGTHS



CONSIDERABLE “JOY OF USE”



MODULAR STRUCTURE



NO SOFTWARE REQUIRED



SERVICE PROVIDED BY
PSYCHOLOGISTS



FULL CONTROL OF COSTS



CAN BE USED IMMEDIATELY



IMMEDIATE RESULTS

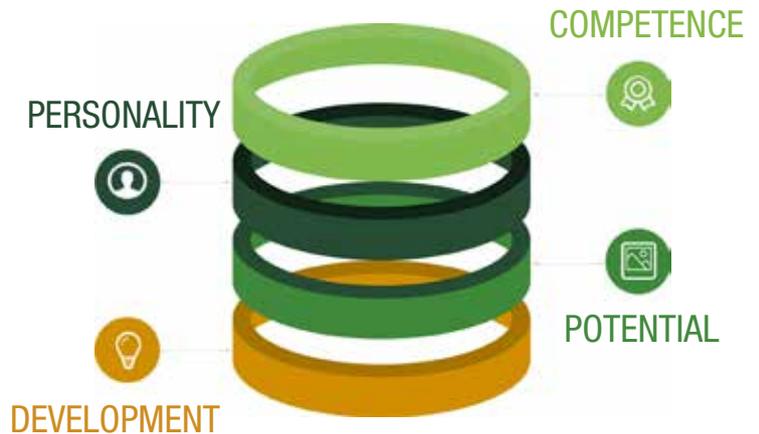


FAIR | SECURE | ANONYMOUS

PERSONALITY INSTEAD OF JUST A CV

PREDICTA | ME analyses and compares professionally relevant personality traits, competencies and potential of applicants or employees and compares them with your requirements for the position.

- | Choosing applicants securely
- | Recognising talent
- | Capitalising on competencies
- | Boosting performance
- | Motivating and encouraging employees



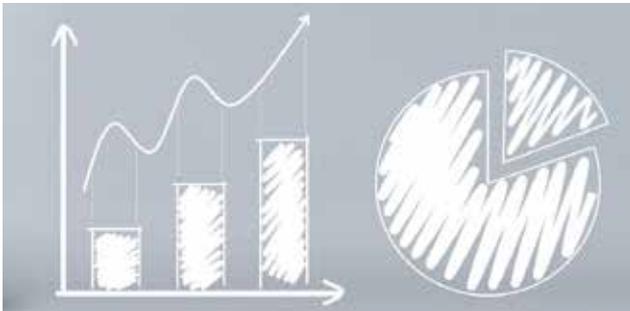
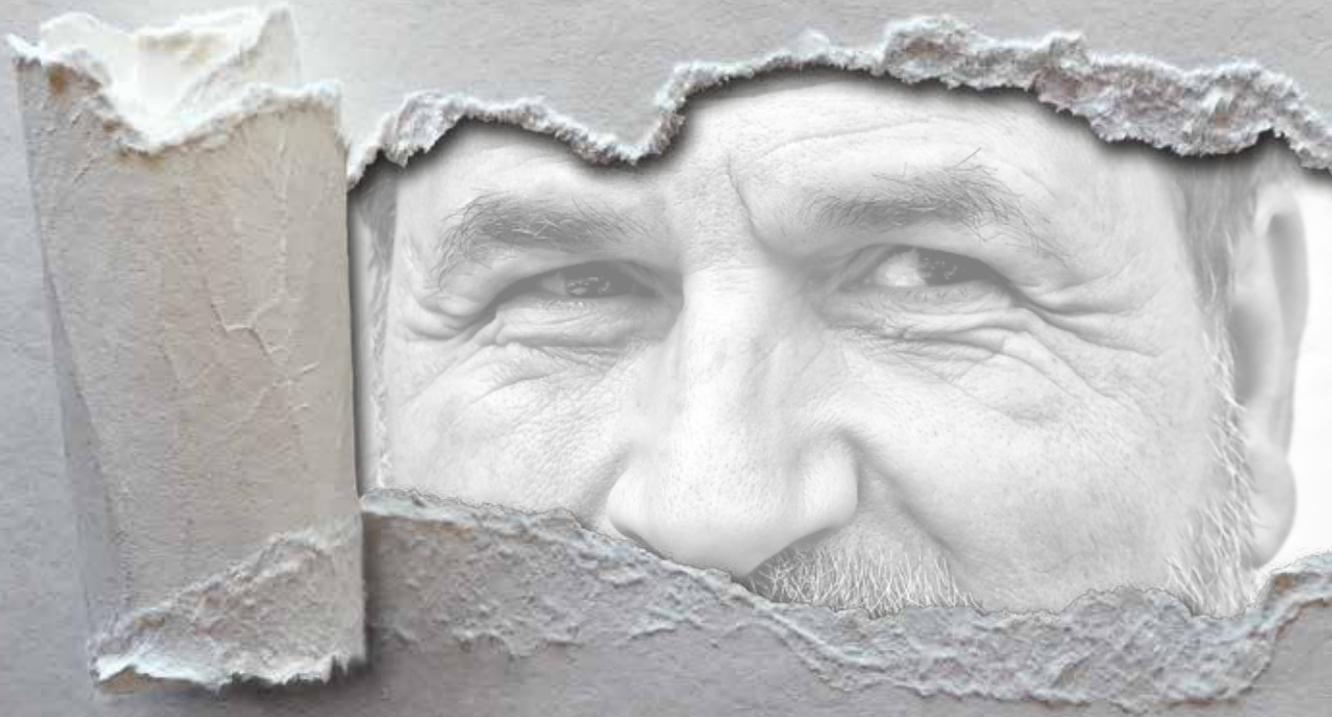
PEOPLE WHO INSPIRE

By analysing results in a structured manner, the congruence of talent with the core requirements for the task or the position of relevance for success becomes apparent. Existing teams can be positioned productively and developed.

FOR

- | Companies | Personnel
- | Personnel consultants
- | Trainers & coaches
- | Authorities
- | Schools | Universities

WE SHOW YOU WHAT'S BEHIND IT



PERSONNEL PSYCHOLOGY AND FITTING

Committed employees are a key factor for each company's success. This is why the individual personality but also characteristics and competencies should be the best possible fit for the requirements of the tasks, the team and the culture.

SUCCESS THROUGH PERSONALITY AND DIALOGUE

We shape the selection of future applicants through a more accurate consideration of a candidate's personality traits, potential and competencies. We correlate these scientifically with the professional requirements for a specific employee or management function.

Complemented by coordinated pulse, corporate and health surveys, we are able to map holistic personnel management. From onboarding to organisational development, the elements interlock logically.

The PREDICTA | ME analyses are selected on a client-specific basis. Whether individual analyses or combined sequences, sustainable added value with recruiting, talent management, employer branding, change management and upcoming organisational development is catered for you. We measure our success by our partners' financial and qualitative added value!



APPLICATIONS

PERSONALITY FITTING |

“What personality is behind the application or an employee? What kind of fit is it for the task envisaged?”

TEAM FITTING |

“Which role will somebody assume in the team? How can we capitalise on their strengths?”

ONBOARDING |

“The first few weeks often decide an employee's long-term motivation - we structure them.”

PERSONNEL DEVELOPMENT |

“Recognising an employee's personality and competence - using them and encouraging them more specifically.”

STAFF APPRAISALS |

“Recognising opportunities and challenges in everyday life before it's too late.”

PULSE & CORPORATE SURVEYS |

“If I knew what employees know - I could make decisions with far more confidence!”

HEALTH MANAGEMENT |

“Encouraging healthy collaboration and recognising risks, such as permanently high stress levels.”

WE RECOGNISE PERSONALITY



THAT IS PRECISELY WHY WE ARE HERE

“The more reliable the selection method, the less frequently the wrong people are recruited and the greater the likelihood that the applicant or employee will be a good fit for the position, the task and the team – a sound basis for long-term collaboration.”



THE BENEFITS OF HAPPY EMPLOYEES

97% higher employee commitment

96% lower staff turnover

94% fewer absences

91% better employer brand

90% more creative employees

83% higher profits

Source: stepstone.de



PERSONALITY FITTING



TEAM FITTING



**CORPORATE &
PULSE SURVEYS**

PERSONNEL DEVELOPMENT



[100% DIGITAL]

PERSONALITY FITTING

PREDICT | ME[©]

Designed for the analysis of employees' personality, competence and potential.

PREDICT | LEAD[©]

Designed for the analysis of managers' and future managers' personality, competence and potential.

PREDICT | TEAM[©]

Designed for the analysis of team composition, the allocation of roles and barriers to motivation.

- 
- | Determining relevant topics through initial questioning.
 - | Choosing ready-made question modules or tailoring them individually.
 - | Choosing how long the questioning lasts and the number of cycles.
 - | Carrying out the questioning.
 - | 100% digital evaluation.
 - | Choosing a new topic.

SURVEYS

PREDICT | PULSE[©]

A survey to perceive employee sentiment, to recognise subliminal dangers at an early stage. It constitutes the basis for organisational development.

PREDICT | NOW[©]

For intensive questioning on corporate culture, cultural attributes and the monitoring of change processes and organisational development.

PREDICT | MOOD[©]

A method for analysing current employee perception as well as team spirit and management behaviour.

PREDICT | HEALTH[©]

Health management to determine how employees feel about their health. Encouraging healthy collaboration and recognising risks, such as high stress levels in good time.



PERSONNEL DEVELOPMENT

PREDICT | 90°

Self-image

PREDICT | 180°

+ Employees

PREDICT | 270°

+ Supervisor

PREDICT | 360°

+ Colleagues + Outsiders

Methods for comparing how you see yourself and how others see you. Specialist staff and managers are assessed from the perspective of supervisors, employees, colleagues and/or outsiders and consequently recognise their own development needs and strengths. Essentially, it is a matter of aligning the competencies of managers and technical staff with the challenges of the future.

These feedback methods have proven to be extremely efficient in practice in both selecting candidates and in assessing and promoting management and leadership skills.



TALENT JOURNEY



RECRUIT



ONBOARD



DEVELOP



EXECUTE

Our strengths are perceptible from the very first day.

- Recognise and recruit personalities that are a good fit for the requirements and tasks.
- Find more talent via the [PREDICTA | ME](#) Talent Pool.
- Ensure that the correct induction training is provided and consequently boost performance from the very first day.
- Encourage the talent in your organisation specifically.
- Recognise the actual mood in teams and deal with problems before they arise.
- “Stick with” development issues on a sustained basis – we shall coordinate the entire process from the very first day.
- Undertake “pulse surveys” on a regular basis and, by doing so, monitor your individual progress.
- Benefit from improved performance and a greater sense of identification with the company.



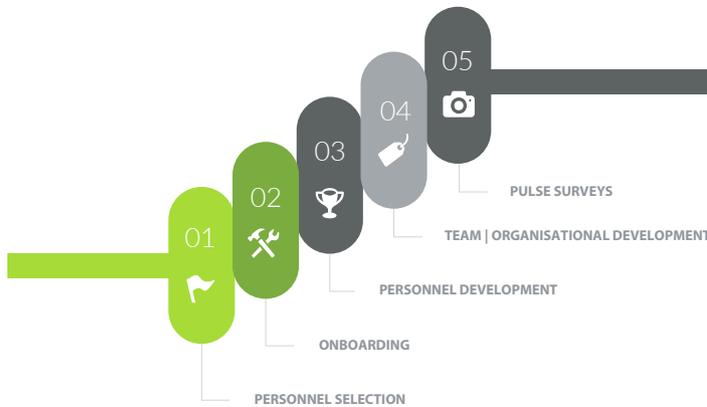
“PEOPLE ARE NOT ALWAYS
WHAT THEY ARE MOST OF ALL!”

THIS IS PRECISELY WHY WE OFFER PREDICTA | ME



OPTIMAL FITTING

You will find applicants and employees, who are optimally equipped to meet your requirements. You will discover more about the respective personalities and be able to make comparisons with confidence and more objectively. Without adding to your workload. Pragmatic, correct and can be used immediately.



INSPIRE. RETAIN. PROMOTE.

The PREDICTA | ME solutions assist companies and their employees from the very first day. From recruiting, through onboarding and team development to the monitoring of processes and employee sentiment – interlocking analytics developed by psychologists not only promote your personnel but also your sales.

DIMENSIONAL EVALUATIONS

People are very complex. Personality traits can be advantageous in some situations but disadvantageous in others. PREDICTA | ME tests 34 different personality dimensions of professional relevance in their respective form. This means that we can recognise over 1,500,000 facets of the personality being questioned.



FAIR AND SECURE

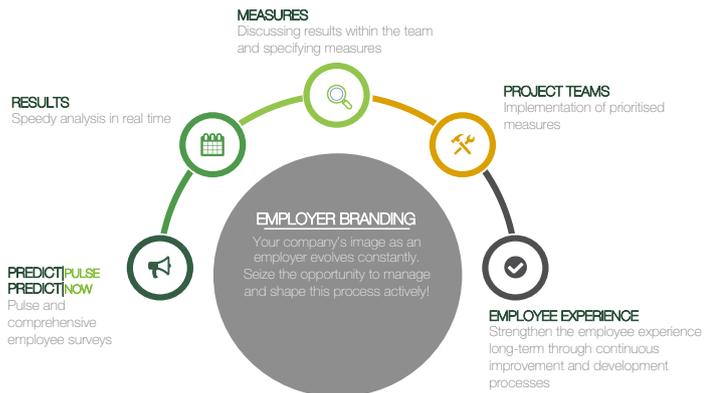
We are subject to the requirements of German data protection legislation. These are some of the most stringent requirements worldwide. We rely on a certified German high-tech computer centre here. Besides digital processes, we also have the highest aspirations in our personal working relationships with our clients.

100% DIGITAL

Our analyses are carried out on an entirely digital basis. They succeed on the basis of stringent security standards and an understanding of the industry. Digitisation offers our clients crucial advantages: extremely rapid results, clarity, intelligent, dynamic evaluations and constant availability.

A STRONG EMPLOYER. STRONG RESULTS.

In times of constant change, an employer brand is crucial in the search for new employees and in the promotion of talented staff. 57% of all employees would not recommend their current employer. Personalities, transparency and trust make a significant difference.





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| PERSONALITY FITTING
| TEAM FITTING
| CORPORATE SURVEYS
| TALENT MANAGEMENT
| KNOWLEDGE MANAGEMENT
| LEARNING MANAGEMENT