Hocrates

We assess competencies

Hocrates

H = Hospitality

- Global industry
- Human Resource focused
- Service and Creativity
- Real Estate and Investment
- Brand management
- Marketing and Distribution
- Finance

Socrates

470 – 399 BC.

Socrates knew already that 'knowledge' and "ability" must be accompanied by "*know thyself*" (competencies) to create sustainable success.

Who we are

Hocrates is a very unique partnership between the global leader in talent assessment and an experienced, globally trained corporate executive.

SHL:

- 50% of Fortune 500 and 75% of FTSE 100 use our Tests
- 40 years of global experience in designing and administering Talent assessment
- 150 countries; more than 30 million assessments / year in 40 different languages
- A variety of powerful, state-of-the-art online assessments

Michael Nigitsch (President & CEO of Hocrates):

- 40 years of global experience in hotel operations, hotel real-estate and corporate board-room management
- Expertise - and joyful passion - in analytical, strategic thinking, Brand and Team management

- **Provide and administer competency and ability online assessment valuations in more than 30 languages.**
- **Deliver detailed, quality feed-back reports.**
- **Provide verbal explanations and recommendations to candidates.**
- **(Assist in the set-up of more complex assessment center activities)**

We focus on:

- Universal competencies (32 dimensions) compared to relevant peer groups
- Ability Tests (Logic, analytic and inductive reasoning – peer group variable)
- Competency assessment for Sales Team employees
- Leadership competency assessment for senior executives
- Competency and ability tests for hiring potential future talents

To whom

1. **Graduate Students: 'What is your competency profile ?'**

- Receive a powerful CV enhancing report
- Get a 'head-start' in the preparation for your career

Pontem facere

2. **Companies: 'Where are your talents ?'**

Pontem facere

- Hiring
- Development and performance review
- Focused training in line with competency results

What are competencies in the context of work / management environment:

- = sets of behaviors which define the success of how team members use their knowledge and skills in different situations at work
- 'Universal' competencies are required to succeed in any job, at any level, in any organization and in any country.

We measure 4 key areas of competencies:

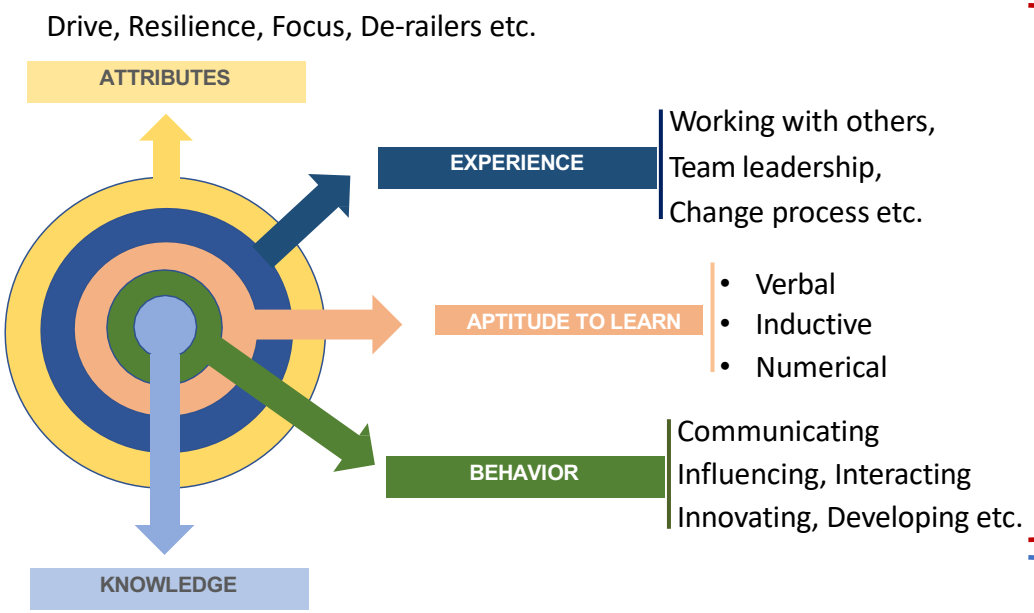
- People relationship
- Thinking style
- Feelings and Emotions
- Ability (analytical, logical, inductive reasoning)

Predictive

Diagnostic

Prescriptive

How is job performance universally measured:



Hocrates will measure and provide detailed information (Occupational Personality Questionnaire and ability test)

Employer will assess

Hocrates

We assess competencies

Why assess and why Hocrates ?

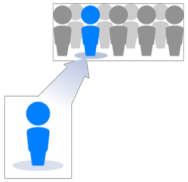
Competency and Ability Assessments

- Significant advantage in your application / career opportunities (Know yourself)
- Detailed, meaningful report compared to global graduates (peer-to-peer)
- A head-start over your competitors. ' **Great CV addition** '
- Better self-confidence and recognition of strengths / weaknesses
- Based on facts and not ' opinion '. CAT = scalable test
- Professional feed-back, advice and tips (on request)

Global Data

Online + multi language

Expertise = 30 mil. Assessments / year



Scalable Tests und Peer-to-Peer-comparison

CAT = Computer Adaptive Tests

More than 10.000 companies in 150 countries; Global Market Leader

>50% of Fortune 500 and >75% of FTSE 100 use our Tests

Why

Knowledge is a “finger-tip” away; Talent is complex

‘I cannot teach anybody anything, I can only make them think’
- **Hocrates**

A small, smart investment today = best career-return

↓

You will know your competency profile and abilities

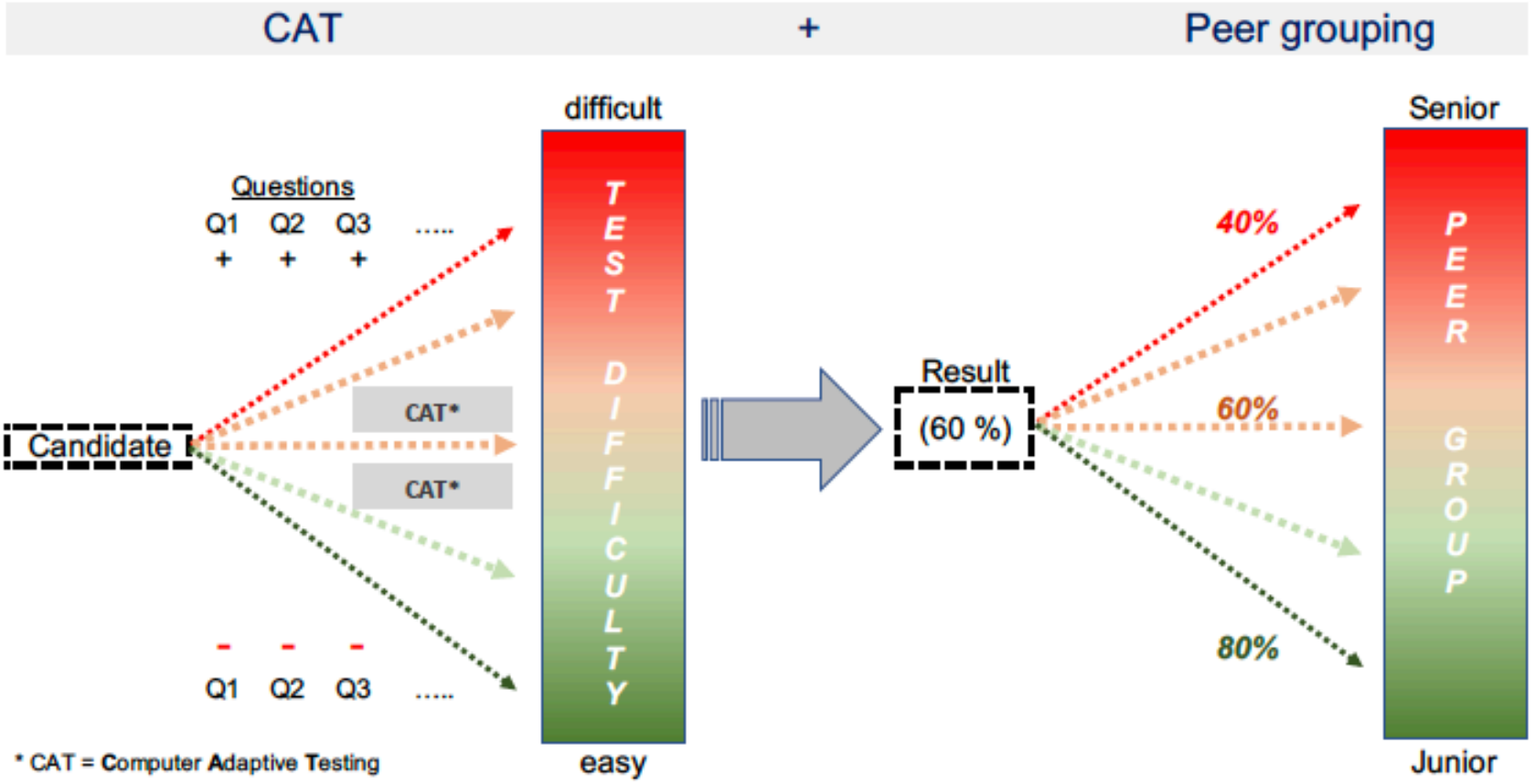
↓

Preparation for hiring interview

=

Great career competition advantage

WE ASSESS COMPETENCIES AND HELP YOU WITH YOUR TALENTS

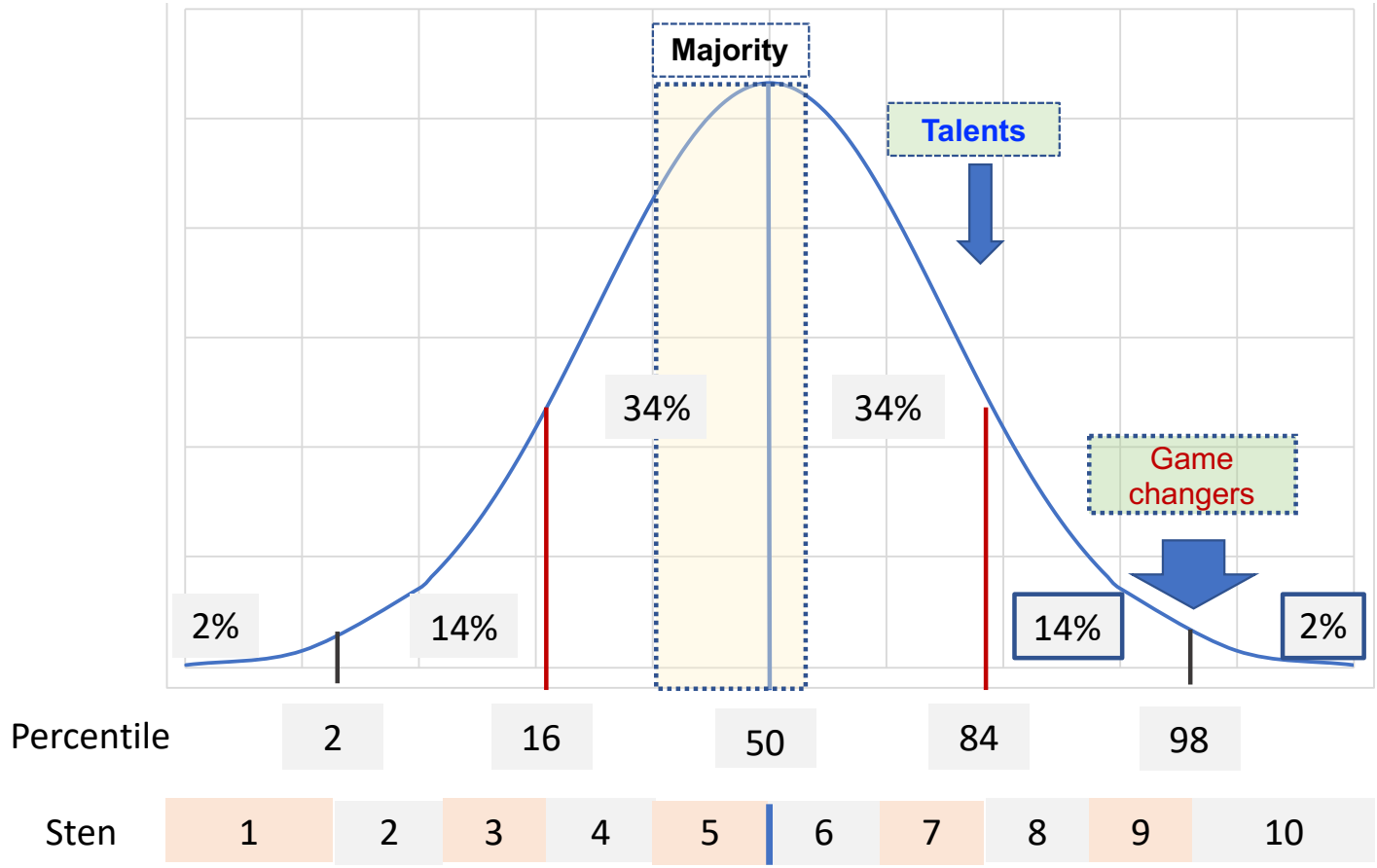


Our assessments are based on 'CAT' and peer-to-peer group comparison

Statistics

'Talents' should achieve at least 65 percentiles in the ability test….

Ability = 'Where are your Talents and "game-changers" ?



H OCRATES Competency profile assessment

occupational model of personality

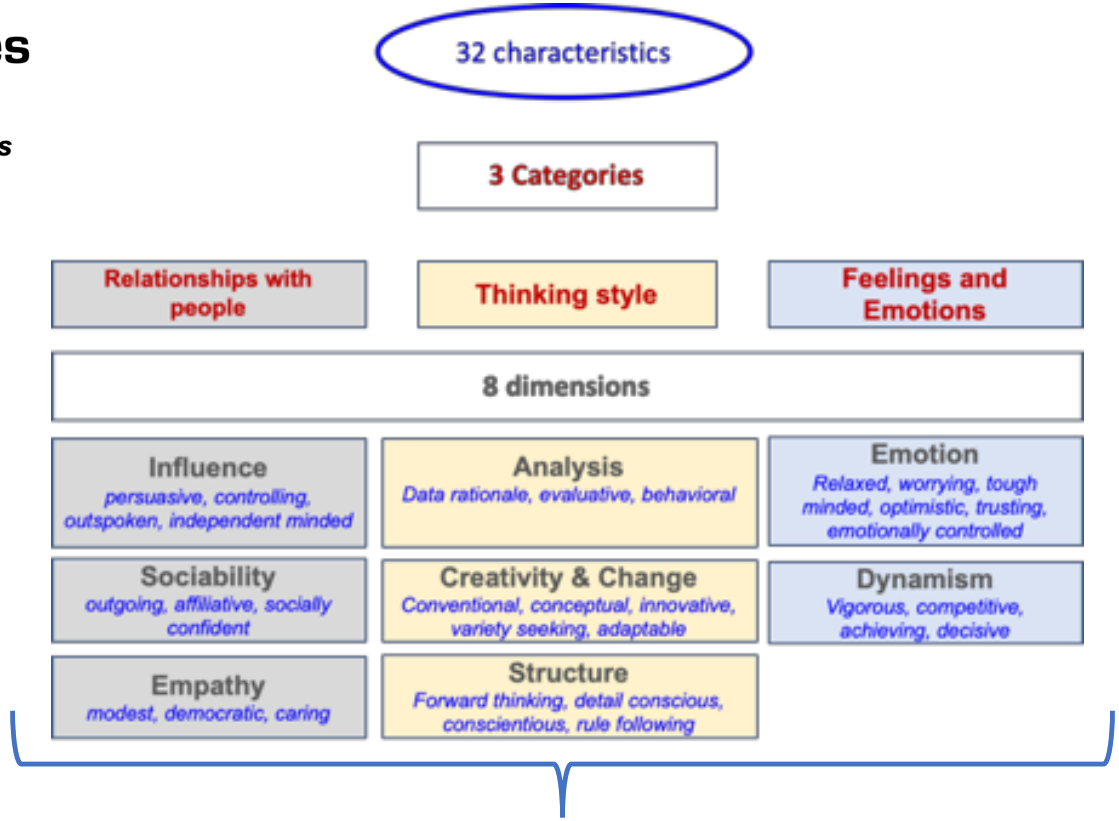
for use in a business environment

3 categories ; 8 dimensions ; 32 characteristics

1. Relationships with People	
1 .Influence	Persuasive; Controlling; Outspoken; Independent minded
2. Sociability	Outgoing; Affiliative; Socially confident
3. Empathy	Modest; Democratic; Caring
2. Thinking Style	
4. Analysis	Data Rational; Evaluative; Behavioural
5. Creativity and Change	Conventional; Conceptual; Innovative; Variety seeking; Change adaptable
6. Structure	Forward thinking; Detail conscious; Conscientious; Rule following
3. Feelings and Emotions	
7. Emotions	Relaxed; Worrying; Tough minded; Optimistic; Trusting; Emotionally controlled
8. Dynamism	Vigorous; Competitive; Achieving; Decisive

Hocrates

We assess competencies



CAT = computer adaptive testing, also verifies "consistency" in responding

8 universal competency groups

Leading & Deciding	Supporting & Co-operating	Interacting and Presenting	Analyzing & Interpreting
Creating & Conceptualizing	Organizing & Executing	Adapting & Coping	Enterprising & Performing

8 competency groups with 20 universal competencies

Leading & Deciding	Supporting & Co-operating	Interacting and Presenting	Analyzing & Interpreting
• Deciding and Initiating Action • Leading and Supervising / Coaching	• Working with people • Adhering to Principles and Values	• Relating and Networking • Persuading and Influencing • Presenting & communication	• Writing and reporting • Applying Expertise and Technology • Analyzing

Creating & Conceptualizing	Organizing & Executing	Adapting & Coping	Enterprising & Performing
• Learning & Researching • Creating & Innovating • Formulating strategies / concepts	• Planning and Organizing • Delivering results • Following instructions & procedures	• Adapting & responding to change • Coping with pressure and setbacks	• Achieving work goals and objectives • Entrepreneurial and commercial thinking

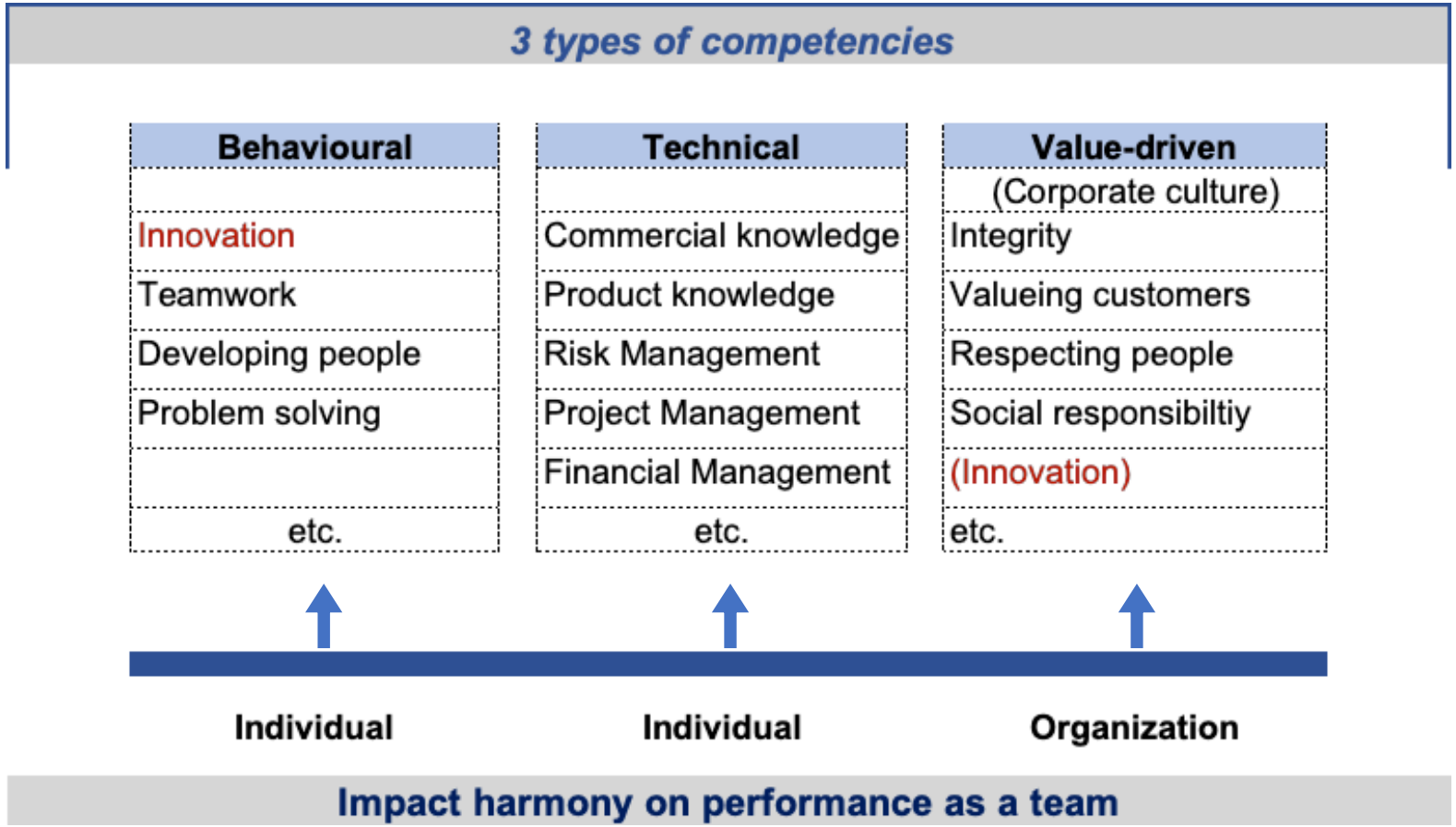
Competencies impact on performance

Elements feeding into "competencies"

Level 1	Level 2	Level 3
Appearance	Knowledge	Attitudes & Beliefs
Manners	Acquired Skills	Self Motivation
Expressiveness	Training / Learning	Stability & Persistence
Interests	Experience	Maturity & Judgement
Goals	Education	Aptitude to learn
	Credentials	Behaviour

Minimal **Moderate** **Greatest**

Impact on performance


3 types of competencies
Behavioural
Innovation
Teamwork
Developing people
Problem solving
etc.
Technical
Commercial knowledge
Product knowledge
Risk Management
Project Management
Financial Management
etc.
Value-driven
(Corporate culture)
Integrity
Valueing customers
Respecting people
Social responsibiltiy
(Innovation)
etc.
Individual
Individual
Organization
Impact harmony on performance as a team

Ranking of performance prediction

(0 = non existent / 1 = 100% reliable)

0.54	Online / Paper Ability Test	**Hocrates provides**
0.54	Work related skills / abilty tests	mainly company internal
0.44	Competency based interviews	Training required
0.42	Extensive assessment centers	***Hocrates can help***
0.40	OPQ / Occupational Questionnaire	**Hocrates provides**
0.30	Standard interviews	mainly company internal
0.20	Past performance	Facts / Data based
0.10	References	3rd party

Every company must be interested in:

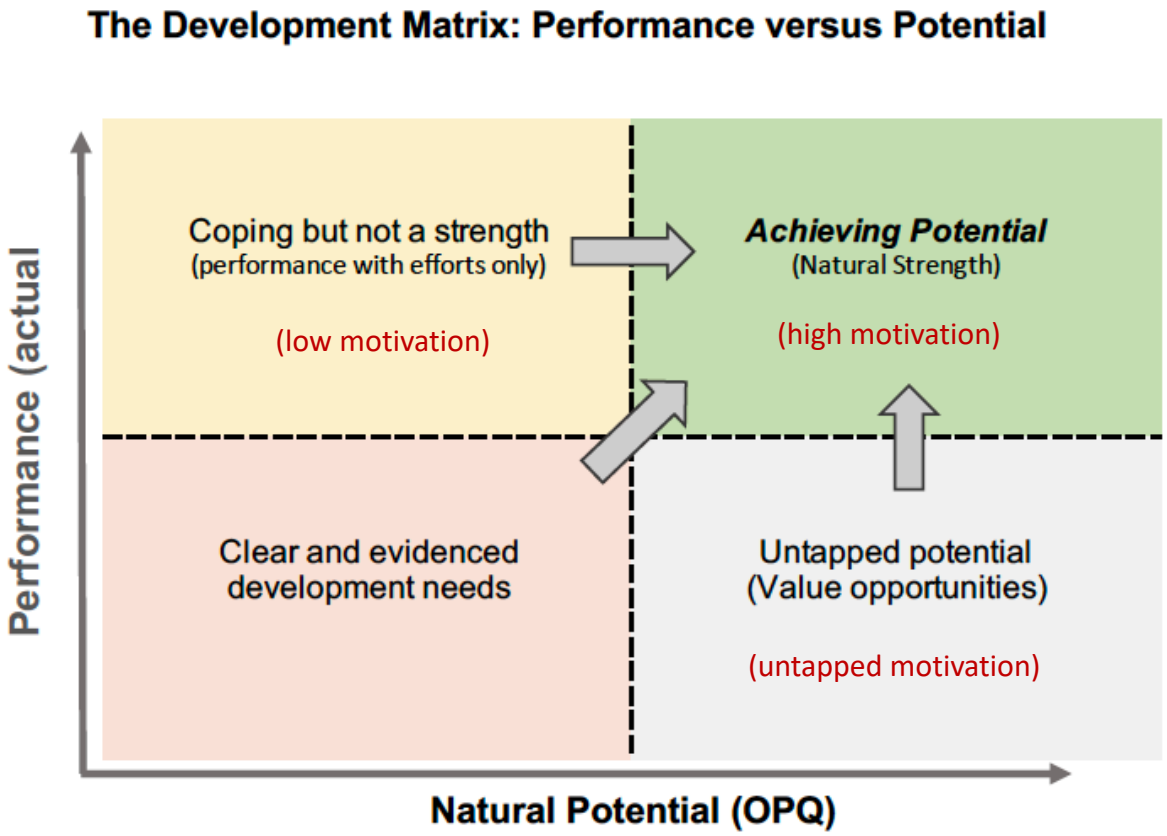
- Brand performance
- Quality of the hiring process
- Efficient and motivated Team
- Improvement process
- Manager leadership capabilities
- Visionary game-changers

2 common denominators:

✓ Constant evolution

✓ People dependent

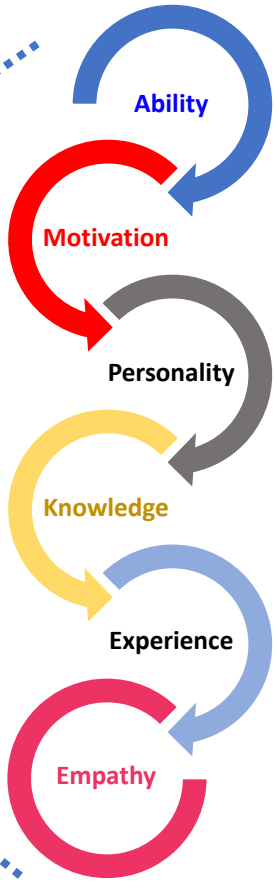
HOCRATES can help with facts and data



HOCRATES:

Competency profiling and ability tests are perfect, evidence based tools to help understanding performance and potential.

Hocrates will help you to assess and to understand the competencies of your Talent(s)



Essential for high performance

Complementary value contribution

Competencies

Competencies are behaviour patterns that underlie the ability, motivation, personality, knowledge and other characteristics of a persons performance.

- **OPQ = Occupational Personality Questionnaire.**
  Universal competency-test plus comprehensive report

- **G+ = Ability Test**
  logic, analytic, inductive reasoning; learning ability

- **Competency Test for Sales Team employees**
  Very comprehensive report

- **Competency Report for executives**
  Very comprehensive report