



Integrate.
Matching.
Employees.



Create the basis for developing your employees effectively

The persolog® Employee Integrative System is a system designed to help you select employees and can be flexibly integrated into your job application process. Due to the high number of reports, you can place an even greater focus on people who can be integrated into your company quickly and with long-term prospects. There are four areas that will be considered: requirements of the job, jobholder, manager behavior, and company culture. The six behavioral performance areas help you develop the basis for selecting your employees. This enables you to include the “soft” factors in your hiring process.

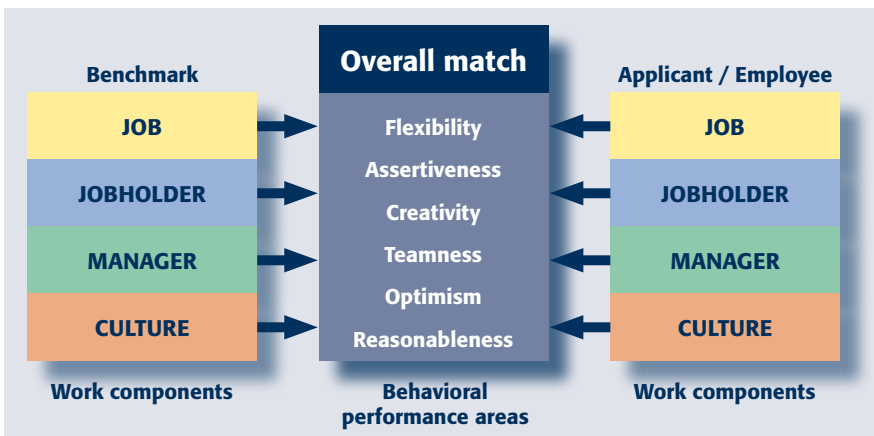


Fig. 1 Decision basis for the persolog® Employee Integrative System

Optimize your personnel selection

The persolog® Employee Integrative System enables fast and structured recruiting.

- Suitability is increased
- Wrong personnel choices, fluctuations, and the resulting costs are reduced
- Your new screening criterion: integration ability
- The participants' expectations are made transparent
- Management and company culture are integrated into the hiring process
- Expected behavioral performance becomes assessable
- You obtain a clear target profile for the specific needs of the position
- Starting points for developing your employees systematically after hiring them ensure that your employee screening is successful over the long term.

Personnel selection with the persolog[®] Employee Integrative System

Identify the employees who are suited for your company with the help of a flexible online system

1. Benchmark process:

In cooperation with the employee screening decision-makers, you create a benchmark for the four job components with the help of an online questionnaire. A detailed benchmark report facilitates the discussion of a target profile.

2. Applicant process:

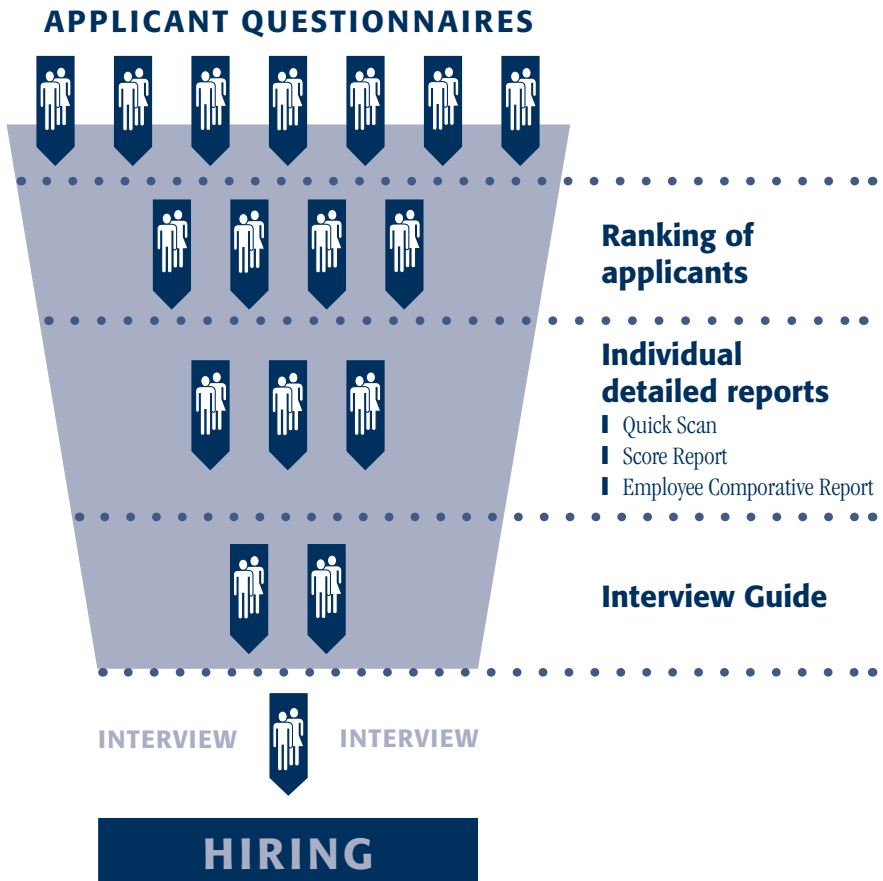
Applicants fill out an online questionnaire. It also contains the four job components. A ranking list provides you with a first impression of applicant suitability in terms of the benchmark.

3. Evaluation and screening:

Request a Quick Scan for the most suited applicants. Obtain more information about your first selection in the Score Report.

Apply individual criteria to narrow down your screening with the help of an Employee Comparative Report.

Use the Interview Guide to prepare and conduct job interviews with your top candidates.

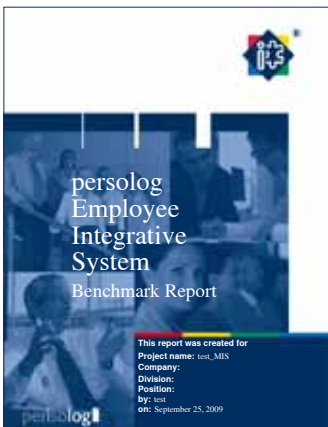


Can be used in a variety of targeted ways

Quick, reliable, modern: Facilitate your personnel selection online

Select potential candidates using an effective online system. Order reports that build upon each other, at any time in the selection process. You decide which report for which applicant gets sent to you by e-mail.

Ideally suited online reports



Benchmark Report: The Benchmark Report provides you with the foundation for your personnel selection. The Benchmark Report reflects the desired profile of the job and jobholder and the actual profile of manager behavior and corporate culture.

Report for Benchmark Discussion:

The optional Report for Benchmark Discussion supplements the benchmark process. You only need this report if you wish to discuss the specific questions in detail with the decision-makers.

Quick Scan: The Quick Scan gives you an initial overview of the accuracy of the fit and the integration ability of an applicant. Application: After reviewing the **online ranking list**, order the Quick Scan for the initial selection of individual applicants.

Score Report: The Score Report provides you with specific information on the accuracy of the fit and the integration ability of an applicant. It enables you to determine at what points the integration will run smoothly and where there will be friction.

Employee Comparative Report: Have you already identified your top candidates? Get to know them even better with the Employee Comparative Report. The Employee Comparative Report supplies you with a detailed description of the person's expected behavior in the specific situation. It provides information on the employee's intra-individual stress and versatility.

Interview Guide: The Interview Guide provides you with a catalogue of questions for the interview. Ready-made questions enable you to unerringly address deviations in expectations by the applicant and the benchmark.

Sample reports? You would like to preview the reports?

If so, please contact us at **+1 866 622 6501**. We would be happy to answer any questions you still have open and to send you a sample report for your perusal.

2 ways to the certification for the persolog[®] Employee Integrative System

1. Open seminars

In our open seminars you can meet managers, personnel staff, trainers and counselors from any sector. You will profit from the diversity of experiences and work together toward the persolog[®] Employee Integrative System. Since the maximum number of participants is 15 you will get the most out of the training.

2. In-house certification

A lot of times it makes sense to train several persons in-house. With these in-house certifications you can build a bridge to every-day business in your enterprise. In doing so, you will lay the basis for a quick implementation of the topic in your corporation.

**Contact us to define
your personal need for certification:**



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The persolog® Personality Factor Model
Personal strength is no coincidence

- ▮ Develop a more realistic self-image and thus more understanding for the behavior of others.
- ▮ Get to know the easily remembered behavioral dimensions Dominant (D), Influencing (I), Steady (S) and Cautious (C) from the bottom up.
- ▮ Discover the broad range of uses as well as the practical, scientifically-founded materials.



The persolog® Stress Model
Turn stress into an ally

- ▮ Improved self-confidence through conscious stress management.
- ▮ Greater competence in dealing with stress.
- ▮ Ways to turn non-productive stress into productive stress.

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