



## Competency Profiler

Create your competency profiles online

Completed by everyone involved in 30 minutes

Clear and unambiguous results

Usable in a practical sense in the entire HR cycle

### Create competency profiles online

HFMtalentindex's online Competency Profiler makes it possible for you to rapidly and clearly determine the strengths required in different parts of your organisation. Relevant people such as stakeholders, employees, managers and board members each give perspectives on the qualities required for a given position based on their own knowledge and experience in relation to the position. This process produces a clear and unambiguous competency profile.

### How does the Competency Profiler work?

The Competency Profiler is a user-friendly, online tool that you manage yourself. It only takes a few clicks of the mouse to send invitations to the relevant professionals who know what is required of the available position.

Participants receive personal login details by e-mail to access an online questionnaire. The questionnaire is structured to ensure that everyone involved carefully considers the responsibilities associated with the position and selects suitable competencies.

The Competency Profiler ensures that you create clear and practically useful **competency profiles**

# Competentie Profiler

## Uses and benefits

### Selection

HR and line management often have differing opinions about the key qualities required for a position. The results of the Competency Profiler provide both with a clear profile that can be used to assess the qualities of job applicants.

### Development

The results of the Competency Profiler enable managers to foster the performance of employees in a more targeted way. They provide input for the competency profile themselves. They can therefore relate to the profile and use it in practice.

Use Develop for an indicative development recommendation based on the candidate's potential and performance in the context of a specific competency profile.

### Career and mobility

If you use the Competency Profiler for several positions in your organisation, you will become more aware of the qualities that are required for each position. It will therefore become easier to plan career paths and make the right decisions regarding career advancement.

## Five benefits of the Competency Profiler

1. You gather input based on different perspectives. Everyone involved provides their input independently of each other, which means that you obtain a complete picture of the position.
2. The managers and employees involved complete the online questionnaire at a time that is most convenient to them. On average, it takes only 30 minutes to complete the form.
3. The report is available to you as soon as everyone has completed the questionnaire.
4. The Competency Profiler incorporates the input of everyone involved into the competency profile. You therefore jointly create a clear profile that is broadly supported in your organisation.
5. The competencies selected are from the HFMtalentindex competencies library, which means that the profiles obtained can immediately be used for all your online assessments.

Would you like to know more about the Competentie Profiler?

[info@hfmtalentindex.com](mailto:info@hfmtalentindex.com)

### Example of a competency profile

#### Operational strength

- Devotion to quality
- Result-oriented

#### Interpersonal strength

- Social skills
- Creating support
- Customer focus

#### Personal strength

- Entrepreneurship

#### Conceptual strength

- Analysing and forming an opinion

#### Retention

- Helicopter view
- Cooperation