



Diagnostic Approaches

Our spectrum of know-how in this area is broad and professionally well founded. Our consultants are certified in a variety of selection tools.

In all areas of diagnostics, our approach covers the following steps:

Analysis	Design	Implementation
(e.g.) <ul style="list-style-type: none"> ▪ Definition of Requirements ▪ Job Profiles ▪ Competency Analysis ▪ Behavioural Event Interviews 	(e.g.) <ul style="list-style-type: none"> ▪ Test batteries ▪ Assessment or Development Centers ▪ 360° Feedback ▪ Interview methods, surveys 	(e.g.) <ul style="list-style-type: none"> ▪ Administration of designed tools in individual and group sessions or audits of organizations ▪ Comprehensive reports and recommendations

Discovery applies diagnostic tools and know-how for 3 purposes:

1. **Assessment in an individual setting**
 We offer support with recruitment and selection processes to find the right person for the job by applying all standard validated tests and other selection procedures.
 Prior to the actual selection procedure we analyze the required competencies to find the custom-tailored solution for your particular needs and identify the adequate selection approach together with you,
2. **Assessment in a group setting**
 We design and administer Assessment and Development Centers to find the right candidates for placement and management potential identification.
 Discovery is a pioneer consultant in this area, where we are servicing major global companies for 25 years.
 Again, we do not offer ready-made solutions but work out the approach together with you.
3. **Assessment of organizational units**
 We conduct organizational surveys and management audits to provide insights in your organizational climate, employee satisfaction and managerial effectiveness.
 For learning and feedback purposes we offer 360° and upward feedback, applying custom – tailored instruments and proven, standardized methods such as Lominger's VOICES, in which we are certified trainers.

For additional information on our broad spectrum of tools and methods contact [jim.broome\(at\)discovery-consult.com](mailto:jim.broome@discovery-consult.com)