



Optimizing Management of Human Resources





Social competences analysis

17 key factors for career success, covering the areas of:

1. Performance dynamics
2. Interpersonal relations
3. The will to succeed
4. Ability to handle stress

**The ability to handle
stress**

**Performance
Dynamics**

**Social Competences
Analysis**

**The will to
succeed**

**Interpersonal
Relations**

Performance Dynamics

- ✓ Self-responsibility
- ✓ Drive and Application
- ✓ Self-confidence
- ✓ Achievement motivation



Interpersonal Relations

- ✓ Sociability
- ✓ Assertiveness
- ✓ Empathy



The will to succeed

- ✓ Commitment
- ✓ Status Awareness
- ✓ Systematic Mentality
- ✓ Initiative



The ability to handle stress

- ✓ Resilience
- ✓ Feedback Reaction
- ✓ Outlook
- ✓ Self-esteem
- ✓ Flexibility
- ✓ Job satisfaction



The process:

Participants respond to an online questionnaire;

The encoded data, transferred to a secure server, will be processed in an expert system and benchmarked against a DB of more than 100.000 test results;

The Client Company receives the evaluation report for each participant.





Structured Interview

DNLA's rep. and/or Company rep. review in a personal debriefing with the Participant his/her Evaluation Report.



The Company takes the appropriate actions for the development of their Human Resources.



Monitoring and Follow-up



Why DNLA ?

The Person is always in the Center

DNLA assumes there is potential in everyone of us

DNLA is about (re-) discovering the natural abilities and potential of the person

DNLA establishes where and how weaker social competences can be developed

DNLA finds the underlying causes for performance blockages

DNLA is a family of assessments, designed to provide self-awareness for the candidate and insight for the employer



- 25 years of experience
- 400 satisfied Client Companies
- Scientifically based (Max Planck Institute, DIN ISO quality standard)
- Focus on the Person
- Evaluation of the Potential
- CREATING AWARENESS AND ENCOURAGING DIALOGUE
- CREATING VALUE FOR COMPANIES AND INDIVIDUALS