Digital.in

La mise en relation ré-inventée

Career guidance platform for candidates, HR managers, employees and managers

Skills assessment

Professional diagnostic methodology, professional assessment and skills assessment.

Global targets

- To support the beneficiary in the construction and development of his/her career plan
- Enabling them to take stock of their technical and professional skills
  Give them a better understanding of who they are, their personality,
- values and softskills
  Discover the range of possible careers for them, given their
- technical skills and affinities

Key assets

Our support approach is designed to give the beneficiary a sense of **responsibility**.
the beneficiary, making him or her an active player in his or her career and repositioning.

Our consultants are seasoned HR and career repositioning professionals.

Who can benefit from this support ?

- All current employees
- Company managers and executives
- Job seekers
- Companies wishing to promote their employees
- People at the end of a contract or in career transition

Learning objectives

- Getting to know yourself better
- Identify your behavioural skills and the conditions for their expression
- Identifying irritants, comfort zones and stressful situations
- Take into account your individuality and be offered professional development
- Identifier the professions in which to succeed
- Identifier the offres that match your profil
- Give yourself the opportunity to build a professional project
- Identifier the training needed to achieve the target career
- Co-construct your project with your adviser

Advantages - added value for advisers

- Identificate for beneficiaries the professions that could suit them
- Enabling each beneficiary to reveal his or her potential Involving and recommending training for professional development
- Support career paths and anticipate changes in professions
- Reduce career positioning failures
- Focus on your job and your personal added value Access all the job fiches - detailed descriptions

The stages in our approach

I. PRELIMINARY STAGE

Étape 1 : Preliminary

Study and analysis of the request, presentation of the approach and **educational objectives**

II. INVESTIGATION STAGE

Étape 2 : Self-awareness

Through the tests, the beneficiary will answer the questions: "**What can I do**?" and "**Who am I** ? The beneficiary will then self-assess each of these skills.

Étape 3 : Débriefing

This self-assessment by the beneficiary will then be discussed and challenged with the Digital.in consultant or partner during a session.
This work of mapping skills and assessing them is at **the heart of the assessment mission**.

Étape 4 : Analysis of soft skills

The assessment of the beneficiary's behavioural dynamics enables us to identify their soft skills, motivational drivers, strengths and irritants.

They will also discover their behavioural dynamics in groups and their ability to adapt.

Étape 5 : Trade and project analysis

This stage answers the question "what is possible for me". The possible occupations are presented by proximity to the profil of the beneficiary.

Étape 6 : Synthesis and action plan

This final stage will be devoted to an interview with the Digital.in consultant or partner to discuss all the steps involved in to validate the beneficiary's conversion project and action plan.

Why use our tests?

The strength of this platform lies in the exceptional quality and acuity of its two main questionnaires: the personality test and the ***behavioural dynamics test.***

The first, based on the **Big5**, is probably the most popular test in France and Senegal, **with over 500,000 passages to date**.

The second, more recent questionnaire is the result of over 30 years of R&D by the Institute Of NeuroCognitivism* in the field of neuroscience and management.

This questionnaire makes it possible to identifier and evaluate soft skills.

The platform allows enfin optimization of the exchange time between

the beneficiary and the consultant.

In addition, the advisor can, of course

- access the beneficiary's file,
- discuss with them the skills they have identified and, if necessary   if necessary, to complete and start adding to them
- identify all the occupations in the reference framework, suggest jobs that they might not have thought of.

A dialogue space in the form of meeting minutes and notes is shared between t**he beneficiary and their consultant**.

*(https://www.neurocognitivism.fr/)

Identifying and analysing skills

The platform, which includes the skills repository for all the professions, will automatically suggest to the beneficiary all the skills associated with each of these experiences.
associated with each of these experiences.

With regard to affinitary tests and behavioural skills

a. A few words about the Big5: personality test:

This is a method of identification of personality that is truly recognised as such.
However, creating, developing and scientifically calibrating a test of this nature is obviously not something that can be improvised.

There are many 'Big5 tests' in the world; ours is probably the most popular in France and in the United States.
probably the most widely used in France and Senegal (recently), with more than 500,000 cumulative visits to date and almost 8,000 visits per month.

b. On the differences between personality and soft skills

 "Personality" and "soft skills" are two different concepts.
Soft skills, as their English consonance indicates, are "skills"; they are competencies.
Soft skills are much trickier to identifier and assess and may or may not be expressed by an individual who possesses them depending on the contextual elements relating to the dynamic in which they find themselves.

c. The behavioural dynamics questionnaire produced with the INC
Its aim is to enable individuals to identify and evaluate their soft skills, as well as the conditions and dynamics in which they can be expressed.

This questionnaire enables us to assess

- **Unconditional and lasting motivation, a source of pleasure and performance**
- **Conditional motivations, sensitive to results and recognition**
- **recognition,**
- **Confidence in oneself and in others,**
- **The ability to adapt to complex or uncontrolled situations.**

With the help of this questionnaire, individuals will gain a new understanding of the way they operate and identify their driving forces, obstacles and levers for progress linked to :

- **the dynamics of motivation**
- **assertiveness in their relationships with others**
- **adaptability to situations**
- **the ability to remain calm in irritating situations**

By assessing behavioural dynamics rather than personality, the dynamics questionnaire identifies potential as well as risks of demotivation or over-investment.

It provides an indication of how an individual approaches a situation and the extent to which he or she can adapt and act in a calm and sustainable manner.
This is an essential part of a professional assessment.

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contact@digitalin.co
www.digitalin.co