



**WILHELM**

COMPETENCE  
IN HR SOLUTIONS.  
SINCE 1979.

## ASSESSMENT

Clear answers  
using aptitude  
and potential  
assessment.

Do candidates meet  
the target function's  
requirements?

Where does your  
employees' potential  
lie?

How can employees'  
skills be further  
developed and used?

# Assessments by WILHELM are independent appraisals of aptitude and potential for new hires or changes of function or when you are planning stages in your employees' development.

Wilhelm assessments are conducted for our customers both in the selection process during recruitment and for the targeted further development of employees. This independent analysis of aptitude and potential is based on a combination of performance tests, personality inventories, case studies, online planning games, interview simulations and presentations. The format and mix of exercises are always tailored to the requirements of the target function. Our psychologically trained assessors, all with business experience, work on the basis of concepts that have been scientifically proven in multiple tests and produce reliable statements and forecasts.

## OUR SERVICES

All WILHELM assessments are tailored to the client's needs and the function's requirements.

ASSESSMENTS	TARGET GROUP
Basic	Specialists, project leaders and prospective team leaders (line responsibility) in lower to middle management
Executive and management	Managers in complex leadership situations (no direct line responsibility, strategic element) in middle to senior management
Sales	Employees in sales and distribution as well as customer advisors (industry or financial services specialists with no leadership function)
Remote	Employees in all functions with processes that do not require the candidates' physical presence (online tests, telephone, Skype, etc.)

## CERTIFICATION

The assessment team is certified by Swiss Assessment. Independent experts from SQS (Swiss Association for Quality and Management Systems) and from the Department of Work and Organisational Psychology of the University of Zurich conduct the audit. The certificate is an acknowledged quality label and guarantees compliance with high standards in the development and implementation of assessments.

