

A HOLISTIC APPROACH OF THE INDIVIDUAL

OUR ASSESSMENT METHODOLOGY



A comprehensive overview

It takes a great deal of knowledge of human psychology to capture all the complexity, singularity and development potential of each person



Boosting profitability through assessment

By highlighting the gaps between the skills that are required and those of the candidates, the assessment can make a concrete contribution to reduce recruitment errors and related direct and indirect costs & improve performance by highlighting the strengths and development potential of teams



A client-centered approach

This dialogue with the client is an essential step for us, whether the assessment is for external recruitment, promotion with a change of responsibilities or talent management and development



Selecting key or winning skills

We define the key competencies that are required for a given position, either by taking the client's competency framework or, if not available, by proposing our own framework



A 3D-view of the candidate

We carry out a debriefing interview with the candidate. Through competency-based questions we highlight factual and contextual elements related to the candidate's professional experience



A tailor-made report

After this comprehensive interview we provide a detailed report containing all the information we have gathered during the entire process as well as a conclusion and recommendation



Towards a higher level of self-awareness

We also provide the client and the candidate with the possibility to discuss the results of the assessment. Whatever the client's decision, this will allow the candidate to become more aware of their strengths and areas for development



The strength of our teams: their complementarity

Our consultants are experts both in executive search and talent management and development. With AIMS, you will have a partner who understands your needs and expectations and who will select the best team to support you throughout the process.