

INFOLIST

FOR COMPANIES, EXECUTIVE DIRECTORS, MANAGERS, PERSONNEL CLERKS, HR-EXPERTS AND FOR EVERYONE, WHO WORKS WITH HUMAN CAPITAL AND KNOWS THAT INTELLECTUAL CAPITAL IS THE MOST IMPORTANT VALUE OF COMPANY.

System for professionals in HR

WORKtest is designed specifically for personal use and for the needs of work psychology. This system measures and evaluates human resources. It is quick and effective, can choose best staff, evaluates specific risks, strengths and weaknesses of the performance, motivation, can set the development plan and many more.
WORKtest is your on-line HR manager.

Everything about the system on 777022543 or wt@worktest.cz.



Services Price list References + Partners Competition advantage

Who is it for and what it can?

Students	(Un)employed	Companies
<ul style="list-style-type: none">→ choose the best school→ select an occupation→ search for jobs→ directs career→ establishes requirements for the	<ul style="list-style-type: none">→ solve the unemployment→ search for jobs→ selects the most appropriate position→ started career→ finds career potential	<ul style="list-style-type: none">→ search for staff→ selects the suitable candidates→ draw up teams→ evaluate the motivation of employees→ carry out audits

What is WORKtest[®]? (WT)

Full on-line psychodiagnostic evaluative system developed and built for measuring and evaluation of human resources and human capital. it is effective, objective, reliable and accurate.

- WT is directly intended for working psychology and diagnostic of human resources.
- As only one system on the market measures suitability to the concrete job position. Also measures concrete performance requirements related to the job description.
- WT is able to define and build firm job description and create own company catalogues of job positions (including job description, competences, responsibilities, requirements, education, practice, etc.), to fully fulfill needs and requirements of company.
- WT works with notions of human resources, which reflect present demands to job positions achieving. System contains catalogue of firm also standard job position. See the show of standard job position.

SUITABILITY	REQUIREMENTS	JOB POSITION: HUMAN CAPITAL PLANNING SPECIALIST
quality 75%	COMPETENCES, RESPONSIBILITIES	Responsible for: the establishment and participation in the implementation of the processes which govern the work of the staff so that the posts were filled in the right people at the right time and in accordance with their aspirations and personality assumptions, methodology for planning of human capital, good governance and structure of the database of personal data of employees in the computer system, implementation of career Interview and calibration data of career discussions, quantitative and qualitative analysis of SPR data, the segmentation of the company's employees and approach to the individual segments, the identification of staff with outstanding potential, the analysis of succession for key positions, recommendations of data and close cooperation with other dept. human capital.
<input checked="" type="checkbox"/> put to the selection	SERVICE REQUIREMENTS	Knowledges, skills, abilities: University (psychologicalho direction or economic advantage), practice in the field of HR, advanced knowledges of English would write the word, advanced knowledges of work with PC (MS Office), mature, systematic and independent personality with a focus on change , excellent abilities in planning, managerial skills, of a restructuring, proactive personality, resistant to stress, communicative and with excellent presenting and persuade skills Driving license for car and willingness to travel.

- **WORKtest is effective and indispensable helper for selection, evaluation, development and managing human resources.** Helps also to those who are finding profession use, want profession grow or direct career, eventually study right school or language.
- **WT is efficient software, which can select, evaluate and profile your employees.**

WHO IS WORKtest® FOR ?

For companies

- for personnel clerks and HR managers, owners of company, executive directors and businessmen at choosing and development of employees (Recruitment and Development)
- for all employers, managers and leaders of teams, who want to exploit and increase potential of their employees
- for companies, which need increase productivity of business teams and their businessmen
- for personal placement services, advicers, consultant firms, and psychologists
- for security agencies, armed units (police, army)
- for civil service and public service
- for integrated rescue system
- for politicians
- for working portals
- for professional drivers

WHAT IS WORKtest® ? (WT)

- new, breakthrough, modern, **only one software of its kind**, because it is directly for **managing, measuring and evaluation of human resources of individual or group.**
- objective, reliable, **accurate** – above 85%
- **practical**, easy, fast, effective and comfortable
- flexible to specific demads of company
- **results are immediately** – You will diccover that the best and you can return to results any time
- **it is able to convert results and graphs to the PDF**
- **time modesty** – system is fully automated
- **high security**
- **still upgraded**
- **allows combine all evaluative items and sections, more than 300 evaluative items and more than 1500 job positions**

- unbounded number of currently evaluated candidates
- able to exactly measure competence, behaviour, performance, motivation, risks and development needs. Globally also concretely and cross all company
- It is able to use as a first system also for profession qualification of drivers

WHERE CAN YOU WORKtest® USE?

- At recruitment – saves as far as 95% time and 90% financial costs
- At personnel audits
- At education and development (for assessment and development centers)
- At competent models creation
- At evaluation of motivation factors of employees and companies
- At evaluation and measuring of working performance
- For top and middle management
- At company education
- At searching, managing and development of talents
- At outplacement
- At career and personal consultancy
- At outsourcing
- For lower fluctuation
- For increasing achievement of business teams
- For building business and realization teams
- At testing professional drivers

WHAT WT MEASURES AND EVALUATES? – WHICH OUTPUTS WILL YOU GET?

- RECRUITMENT – concrete and accurate selection that the most suitable candidates
- Evaluation of suitability to the job position
- Competent models (accurate measuring of performance presumptions)
- MANAGEMENT REPORT – system automatically create clear report for management
- Graphic illustration and expert certificates
- PERSONNEL AUDITS – several performance, risk and personal audits (moral stability, mental stability, business, interpersonal and performance skills, motivation, etc.)
- Concrete risk factors
- BENCHMARKING – group comparing and cross benchmarking
- SPECIFIC outputs
 - CCP – catalogue of company positions. System WT contains the biggest catalogue of company position, according which find out potential of candidate to the concrete job position
 - Profession qualification of drivers – new methodology and uniform systém
 - Team role
 - Study presumptions, Foreign languages – effective learning
 - Outputs and psychodiagnostic moduls for children population.

Separate evaluative items are created according to the needs of market and clearly define specification of human resources. **Evaluative items contain description and commentary from practice. They are clearly and expertly defined according to the practice and trends in human resources (see show from system).** The system does not work with verbal evaluation but with exact terminology with % measured results.

Systém WT evaluates whole scale of human resources including risk factors. There are 300 evaluative items in system, which are linked each other in sections. Everything is clearly worked up in graphs.

System WT allows benchmarking studies cross whole company, individuals also teams and get demographic informations about company and regions.

Part of WT is possibility to create the plans of education and development.

Strategic partner for education is company , which is part of education system CIMA and has accreditation for system WORKtest.

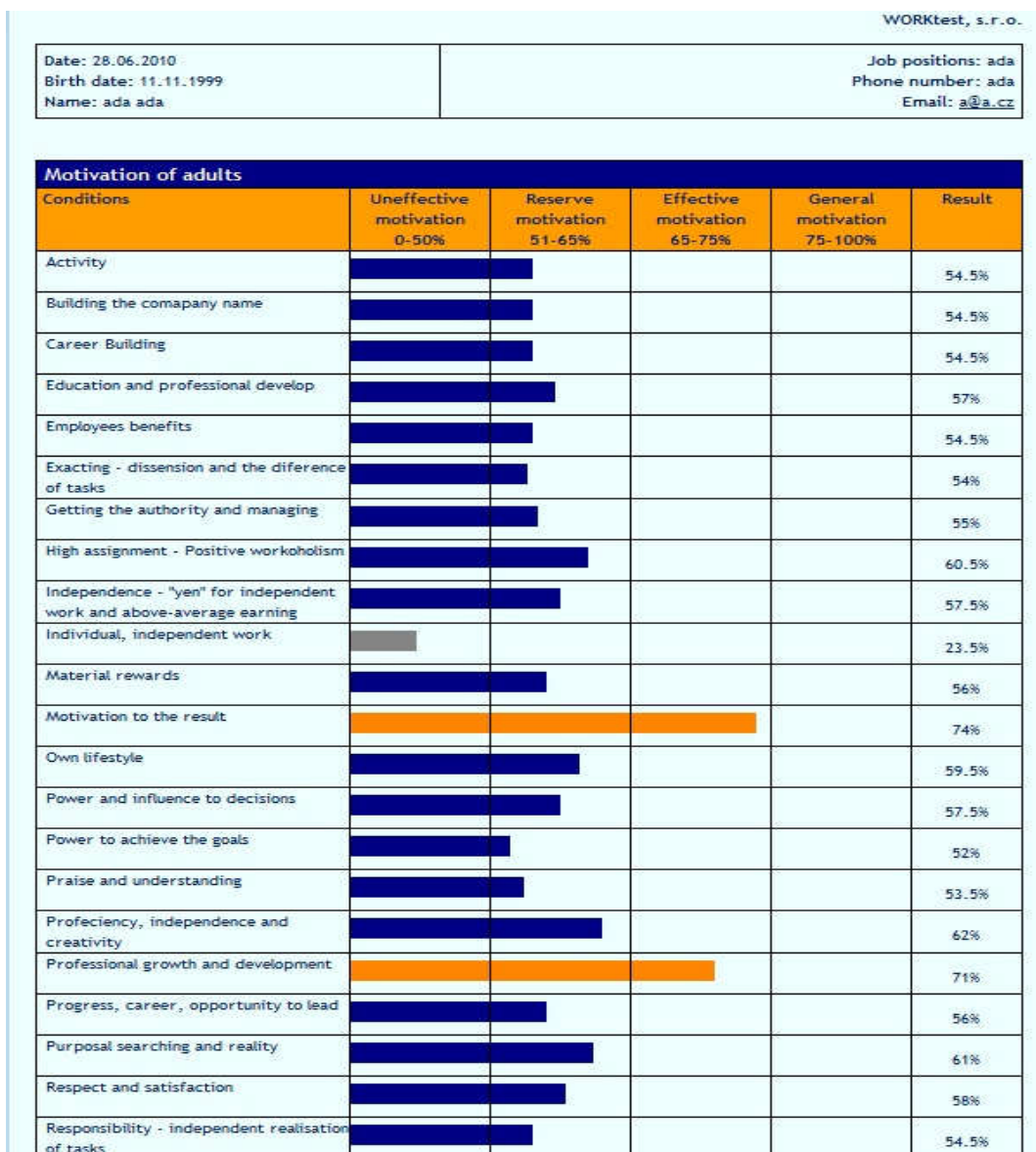
With Worktest you will get evaluation of potential, plan for development and partner for education.

MOTIVATION OF ADULTS	Achievement requirements
<p>Activity - the result of his work motivates the person, condition to aim to reach his/her goals, to bring himself into the work (work = hobby), exact work program, the difference of tasks, self-motivation, self-usage and self-realization.</p> <p><u>Commentary:</u></p> <ul style="list-style-type: none"> In practice, the employee is like the pulling horse for the company. Motivation contributes to the company's development, loyalty, responsibility, communication, building the position, proactive approach to business processes, and independence. 	<p>effective motivation 65-75%</p>
<p>Building the company name - realignment with company goals and vision motivate the individual. He/she is interested in development of the company, sees the company as his own that tries to satisfy customers.</p> <p><u>Commentary:</u></p> <ul style="list-style-type: none"> In practice, it reflects by "harmony with the company chemistry" to belong to the company. Motivation contributes to build loyalty, perspective, recognition of status and personal prestige: individual desires to feel that it is his company. 	<p>reserve motivation 51-65%</p>
<p>Career Building - The person is motivated by the realisation of his personal aims step by step (career is a successful job, success in one activity with the constructive (positive) way with the help of his own effort and abilities. Building of career is not connected with careersm and careerist).</p> <p><u>Commentary:</u></p> <ul style="list-style-type: none"> In practice, person builds or gets the position "step by step" with his own effort in some sphere, where he/she tries to have the recognition and prestige, or he/she will be an expert. Stimulus of motivation contributes to personal and professional growth, development of activities, aspirations, purpose, discipline, on the other hand also as the one of the degrees of hardness and assertiveness. 	<p>reserve motivation 51-65%</p>
<p>Deliberate searching and reality - idealist, seeks deep meaning, constantly thinking and their goal is to pursue their ideals.</p> <p><u>Commentary:</u></p>	<p>effective motivation 65-75%</p>

At separate evaluative groups and items evaluate more than 300 personal and performance requirements for working performance:

- MORAL STABILITY, CHARACTER, CHARISMA, LOYALTY – 15 items, for example:** moral stability, evenness, loyalty to the boss, charisma, natural authority, rational authority, the perspective for the company, personal reserve, compatibility, ethics, etc.
- INTERPERSONAL SKILLS AND ABILITIES - 32 items, for example:** empathy, emotional Intelligence (EI), customer orientation, team work, reliability, general impression, conclusiveness, managerial skills, time-management, etc.
- MOTIVATION – ADULTS - 36 items, for example:** motivation to the result, price and understanding, material rewards, employees benefits, self realisation, self motivation, budování jména firmy, etc.
- RISK FACTORS - 32 items, for example:** disposition to the small robberies, dual sitting, incorrectness and inaccuracy, Indiscretion, conflicts (gossip), intrigues, embezzlement – information, etc.
- MENTAL STABILITY, TEMPERAMENT – 23 items, for example:** extrovert, flexibility – mobility, positive view (for life generally), working under the stress, pressure, mental and emotional stability, etc.
- STYLES OF THINKING, CONCENTRATION, CREATIVITY - 30 items, for example:** analytical thinking, the attention concentration, conceptual thinking, logical thinking, etc

7. **BUSINESS SKILLS - 28 items, for example:** types of businessman, business skills, competition analyzing and market monitoring, price strategy, suggestions and PR, business – acquisition, telemarketing, business strategy and planning, etc.
8. **PERFORMANCE PRESUMPTIONS - 30 items, for example:** administrative skills, agility-the ability to implement things into practice, organizational skills, orientation to the goals, etc.



TEAM ROLE – evaluate 8 team roles focused to the characteristic, performance, behaviour, positive and negative sides also spheres of use.

Team role	Disposition of personality
<p>"PILOT"</p> <p>Characteristics:</p> <ul style="list-style-type: none"> ● he is brain of the team, his head is as a „searcher“ ● he is creative and original, has new ideas, stimut ● his thinking is in 3D (originál, creative, he quickly finds the way to the goal and to the solution), creates the company's strategy ● he has several variants of solution, in the beginning his ideas may be unreal ● he is open, flexible, has a talent to create, to suggest, to be readiness in reaction to different situations ● the quality of his work, ideas and vision are important for him, he considers to be an innovator of the system ● he forms the framework, ideas and the vision to reach the goals, explains the goals and effects, shows the way how to reach them ● he forms the creative atmosphere, can be critical and activates other team member's ideas if they are defaulters ● he quickly solves, sinking in details is not essential for him ● he shifts the activity for next time if some activity inspired him, responsibility is fundamental ● he is able to inspire, persuade, often looks for the partner for realisation ● he prioritizes own work in stereotyped methods and routine ● he reaches the changes with own ideas and position 	main role
<p>POSSIBLE NEGATIVITY</p> <p>It may be if team role is dominant:</p> <ul style="list-style-type: none"> ● he dedicates the energy to ideas which should not be related with team interests and goals ● pilot makes mistakes because of negligence or he does not prefer to work in detail and to finish the started work, often passes by orders and structures. ● he does not like critique, offensive, mostly protects himself when team analyzes or rejects his ideas, for him the coordinator is good partner where he sees the salvation. ● according to the rule two visionarists in one team are the instrument of conflicts or they hardly realise thier ideas ● he tends to the impetience, heckler and to dispraise the details. 	
<p>TYPICAL SPHERE FOR ASSERTATION</p> <p>STRATEGIC AND CRISIS MANAGEMENT, TOP MANAGEMENT, EXECUTIVES, OWNERS OF COMPANIES, MARKETING, PR, BRAND ETC.</p>	

WHAT CAN YOU ORDER NOW?

- **system is built as a brick-box** which doesn't limit user by any limitations. WORKtest is consisted of individual moduls which you can wariously combine. **Customer is choosing what he needs according to his momental needs and possibilities.** WORKtest is designed for copanies also for individuals. You can find **all availabe informations** on web www.worktest.cz.
- You can see actual informations about all running moduls and prices on <http://www.worktest.cz/firmy.php>
- You can see **outputs illustrations** on <http://www.worktest.cz/firmy-ukazky-vystupu.php>
- **Way of payment** is on <http://www.worktest.cz/firmy-zpusoby-platby.php>
- **Registration** is very easy and you can find it on <http://www.worktest.cz/studenti-registrace.php>

OUR CLIENTS ARE FOR EXAMPLE:

AVE cz, a.s., KPMG, Vodafone Czech Republic, Plzeňská energetika, United Energy, AAA AUTO, FANS, Technoexport, Asseco Solutions, TRW Autoelektronika, TRW car, s.r.o., Black & Decker, V- Invest, ESEL, Data Software Brno, Kanlux, Mediclinic, Sattva Medica, Tessitura Monti Cekia, KEBEK, Tremco Illbruck, Motorpal, Ampeng, s.r.o., Division line, s.r.o. JS Partnes, s.r.o, PAS Záběh na Moravě, s.r.o. and next.

Dear users, managers, personal clerks, owners

We trust that this interactive system will be indispensable helper for you in your profession and private life and practical helper in consultancy area and HR directing of your company. With WT's help you will be able to fast prevent bad decisions. We will gladly show you the system in your company. Contact us.

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