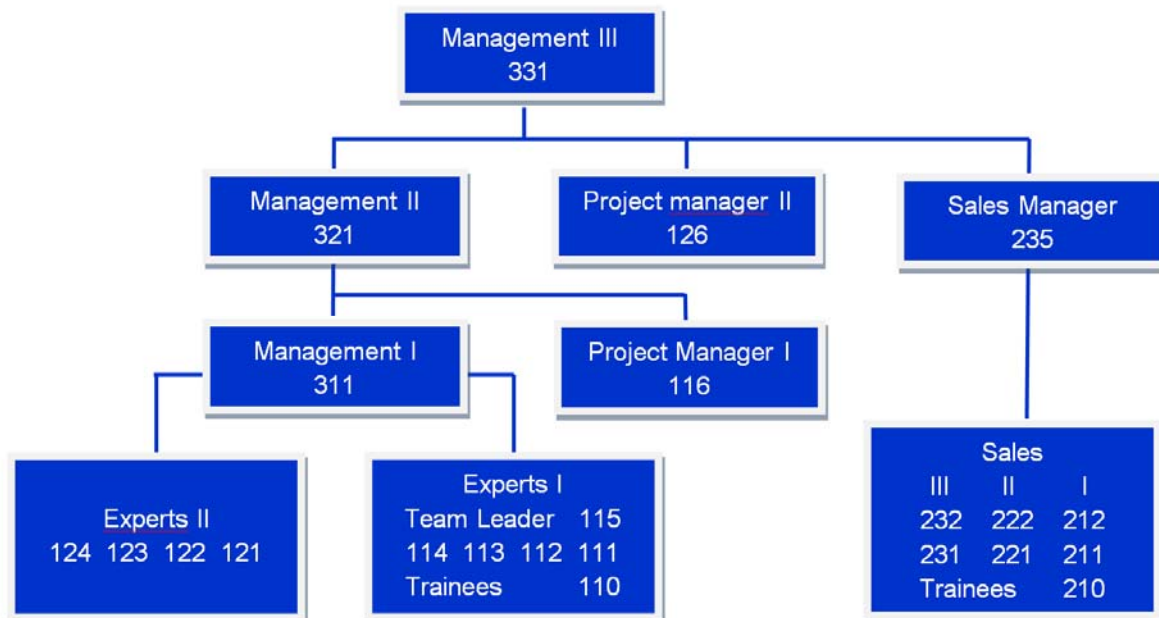


IMDE Talent Developer

[Index](#) of the different questionnaires:



Which questionnaire for which job?

IMDE Lean Recruiting

Basic Requirements + Potential + Ranking	
109	Experts for "Super Low Skill Jobs"
110	Experts Apprentices up to 20 years of age
111-116	Experts I and Project management I
121-126	Experts II and Project management II
209	Sales for "Super Low Skill Sales Jobs"
210	Sales Apprentices up to 20 years of age
211-232	Sales I, Sales Consultant II / III
235	Sales Manager
310	Management Trainees
311-331	Management I, II, III

To select the most appropriate questionnaire you have to consider the specific requirements of the job.

IMDE Talent Recruiter

Questionnaires for final selection for external candidates

"We could avoid many problems if we selected employees as carefully as managers."

100	Experts	Spontaneous applications
110	Experts	Apprentices up to 20 years of age
111	Experts I	(Low or special skills jobs)

Learning path: Primary school, college, apprenticeship, job related courses, etc.

Object-related work, craft-based – technical “blue-collar” jobs, simpler commercial – administrative jobs. Jobs in hotel industry, gastronomy, tourism and in health and care.

112	Experts I	with team work
113	Experts I	with customer contact
114	Experts I	with team work and customer contact

115	Experts I	with team leadership
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First among equals, mostly the same work as Experts I, but with minimal management tasks, e.g. Issuing of work, work control, checking attendance, allocation of holidays, providing support if there are problems. A type of Group leader, (Management I would be too much.)

116	Project management I Small and mid size projects	
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In most cases managed by Experte I and II, Management I and II.

"A number of problems that our managers are grappling with at present are being caused by people, who should not have been hired at all."

121	Experts II	(High skill jobs)
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Learning path: High school, Cooperative education, Technical college or similar, Grammar School, University. „Brainy jobs“ with relative short Half-life of knowledge (“white-collar”, R&D, IT, High Tech, etc.) and demanding commercial and administrative jobs with a log of mental, intellectual, non object-specific work. New and complex issues and problems frequently need to be solved for the first time.

122	Experts II	with team work
123	Experts II	with customer contact
124	Experts II	with team work and customer contact

126	Project management II Large, complex, expensive, demanding projects	
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Managed by professional project managers and Experts II, Management II and III.

200	Sales	Spontaneous applications
210	Sales	Apprentices up to 20 years of age
211	Sales I	Sales staff
212	Sales I	Sales staff with team work

Sales function and many other tasks besides. Mostly short conversations with customers in simple sales situations (most customers know more or less what they want). Items of daily use “over the counter”, such as in a food stores, restaurants, hotels, gas stations, pharmacies, department stores and so on. Providing information, helping to select, answering questions, additional sales, post-sales, etc.



"Our 10 best achieve together as much revenue as the worst 28."

221	Sales II	Salesperson
222	Sales II	Salesperson with team work
Sophisticated, longer, repeated sales discussions. (Undecided customers having many options)		
More expensive products and services, larger investments. Extensive, complex consulting to gain customers and expand business. Luxury goods, cars, banking and insurance products, real estate, moveable assets, high-tech products, B2B, etc.		
231	Sales / Consultant III	Top Salesperson
232	Sales / Consultant III	Top Salesperson with team work
A Sales II, plus negotiates prices, delivery conditions, payment terms etc. with customers		

"We have clarified the reasons for the performance differences across countries for our sales regions. The most important single factor are the Sales Managers."

235	Sales manager
The first point of contact for vendors and for management. Directs sales meetings.	
Supports salespeople in important discussions with customers and key accounts.	
Supervises Key Accounts or a Sales Regions / Division (looking after them himself/herself).	

310	Management Trainees	Graduates
311	Management I	First level
Leads teams consisting with experts / employees.		
321	Management II	Middle level
Leads areas / departments consisting of executives, experts / employees		
331	Management III	Upper level
Lead companies / business units and managers, project managers, sales managers, experts / employees.		

IMDE Talent Developer

Developer = Blue list	Recruiter = Yellow list
Internal Recruiting and Development	External candidates for final selection
No Ranking, no Adjective list	Potential ranking, Adjective list
Individualized reports for trainings	

Listed below are the questionnaires for trainings with individualized training materials for topic-centered, effective development:

901*	Competencies
902*	Behavior under stress
903*	Behavior in a team
904*	Behavior with customers
905*	Behavior in management meetings (Conducting meetings and discussions)
906*	Emotional intelligence

*** = Questionnaires and evaluations undergoing revision.**

