



HILL COMPETENCE ANALYSIS®

The HILL Competence Analysis® provides you with an undistorted and clearly contoured view of your most promising candidates: An overall picture of the professional skills, most important personality traits and values. By using the HILL Competence Analysis® you create an additional basis for your decision-making, put decisions on a scientific basis and thus increase your decision-making quality.

Create an **objective basis for your (personnel) decisions** and guarantee **fairness and transparency** with the HILL Competence Analysis®.



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1. OVERVIEW

1.1. HOLISTIC APPROACH THROUGH INDEPENDENT MODULES

The HILL Competence Analysis® is not limited to the survey of individual factors but deals in independent modules with **all facets of a person that are essential for profession and career**. These include:

- **personality characteristics** as well as
- **analytic skills,**
- **job interests** and the preference for different professional framework conditions,
- **performance and concentration aspects,**
- **sales strategies, sales types** & individual strengths / weaknesses
- **management competencies.**

This multidimensional collection of information makes it possible to obtain a comprehensive picture of a person's strengths and development potential as well as the individual fit with a position.

1.2. SCIENTIFIC FOUNDATION

The HILL Competence Analysis® is objective, holistic and has a modular structure. It visualizes potentials of future and current employees so that these assets can be supported.

The HILL Competence Analysis® is based on continuous research and development since 1980. The combination of scientific standards and distinctive practice relevance is especially emphasized. Sections of the procedure were also developed in the context of degree dissertations.

1.3. VERSATILE USABILITY

In practice the HILL Competence Analysis® has especially proven itself in the areas of personnel selection, personnel development and the identification of high potentials, management/sales audits, outplacements, career counseling as well as coaching.

- Are you looking for a tool in recruiting processes that provides you with an objective match of open positions to personal and professional competencies?
- Are you asking yourself which candidates are the best fit for your corporate culture?
- How do you ensure that your junior managers, those with high potential and experts, develop into the right position in the company according to their competences?
- Do you have the right tools at hand for international staffing that also work online and at the push of a button in the respective national language?
- Are you dealing with your personal potentials, values and strengths or would you like to find out how you can use them in a targeted manner?



1.4. ACUTALITY THROUGH FURTHER DEVELOPMENT

The high quality of the procedure is secured through continuous further development and updating according to scientific standards.

Country-specific standardizations and statistical analyses of the data are carried out on an ongoing basis

1.5. ECONOMY THROUGH MODULARITY

The independent modules can be combined and used individually depending on the task. This guarantees an economic application.

The duration is up to 3 hours, depending on the module selection. The results are always available immediately in any available language including automatic evaluation texts.

1.6. INTERNATIONALITY THROUGH 20 LANGUAGES INCL. COUNTRY-SPECIFIC STANDARDIZATION

The HILL Competence Analysis® is internationally available in many languages. The special feature is the intercultural comparability and high significance of the results due to the country-specific standardization.

The individual test result is set in relation to a representative comparison sample. Meaningful statements can only be made through this comparison, as it is only then clear how the absolute "raw performance" of an individual can be assessed and understood. The standardized result values thus measure the individual performance in comparison with the (representative) group. This country-specific comparison sample consists mainly of people from the business sector and with higher education.

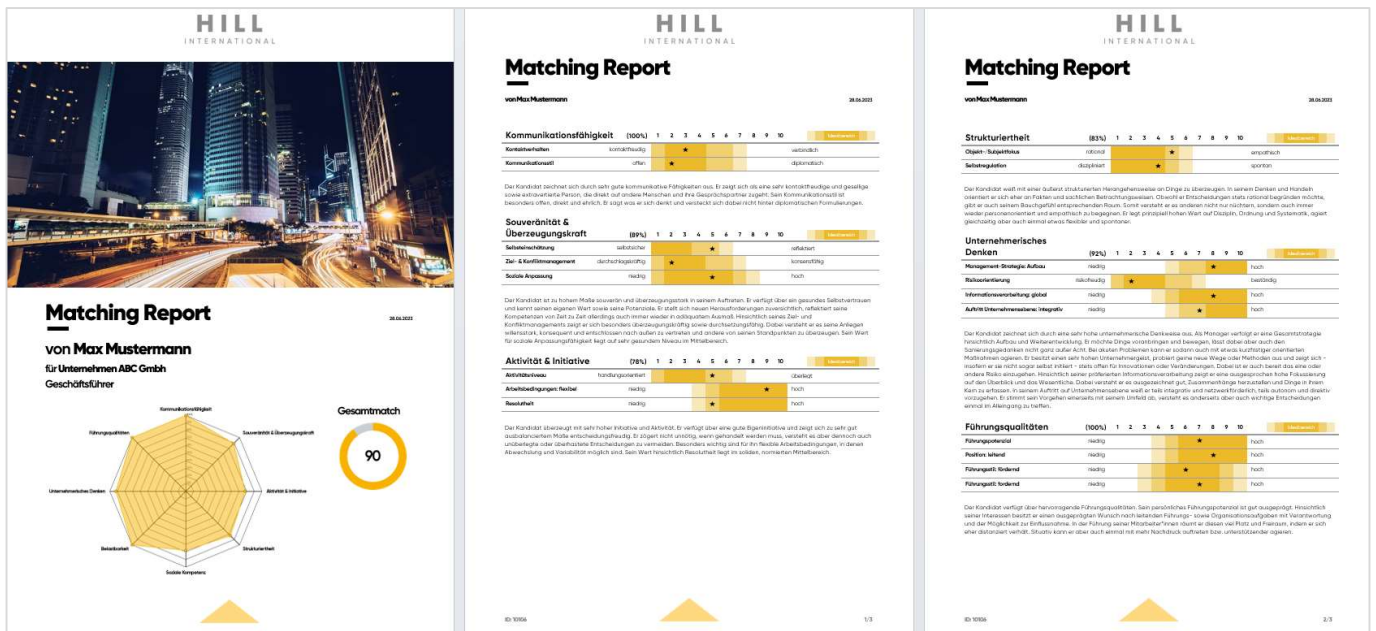
In addition to German and English, about 20 other languages are currently available as "test languages" - particularly many Eastern and Southeastern European languages. The evaluation texts are currently available in 5 different languages.

1.7. CLARITY IN THE RESULTS

The detailed personal result profile comprises a total of 12 pages and is available immediately after processing.

In addition to the result values there are also detailed evaluation texts and a position specific "Matching Report" available in which the "match" of the candidate with a job profile is worked out in detail.





1.8. QUALITY IN THE TEST QUALITY CRITERIA

- **Objectivity** ensures that the delivered results are independent of the general conditions of the test execution as well as unambiguous in evaluation and interpretation. The objectivity of the HILL Competence Analysis® is guaranteed by a standardized, computer-based specification and the automated evaluations.
- **Reliability** represents the accuracy of a psychological test procedure. This means that approximately the same results occur with repeated measurement and that the results are free of measurement or random errors. Reliability values can range from 0 to 1, whereby a value of 1 ensures that exactly the same result can be expected in 100% of cases. The reliabilities of the individual scales of the HILL Competence Analysis® are mostly above the high value of 0.8.
- **Validity** shows how valid the procedure is, meaning if it really measures what it is supposed to be measuring. The high job relevant reference and the strict highly structured conception of the HILL Competence Analysis® guarantee high validity. The validity proof takes place on the one hand through numerous validity studies and on the other hand through the almost 40-year long daily inspection in practice.

1.9. METHODOLOGICAL ADVANTAGES

- **Culture independent:** Regular standardizations in the respective countries provide clear statements that remain objective independent of the cultural background of the random sample.
- **Structured build up:** All questions score for several aspects, so that more extensive results can be achieved with a shorter testing time.
- **Business relevant comparison group:** In order to make well founded and purposeful statements concerning the professional success, we only include persons in employment and from a current random sample as a comparison.

2. THE MODULES OF THE HILL COMPETENCE ANALYSIS[©]

Structured Personality Inventory

- value attitudes and
- basic patterns of behavior

Ability Profile

- cognitive problem-solving skills

Occupational Interest Profile

- ideal working conditions
- professional fields of interest

Performance and Concentration

- attentiveness
- work accuracy
- working Speed

Sales Style Questionnaire

- individual sales styles
- strengths/ weaknesses in sales talk

Management Analysis

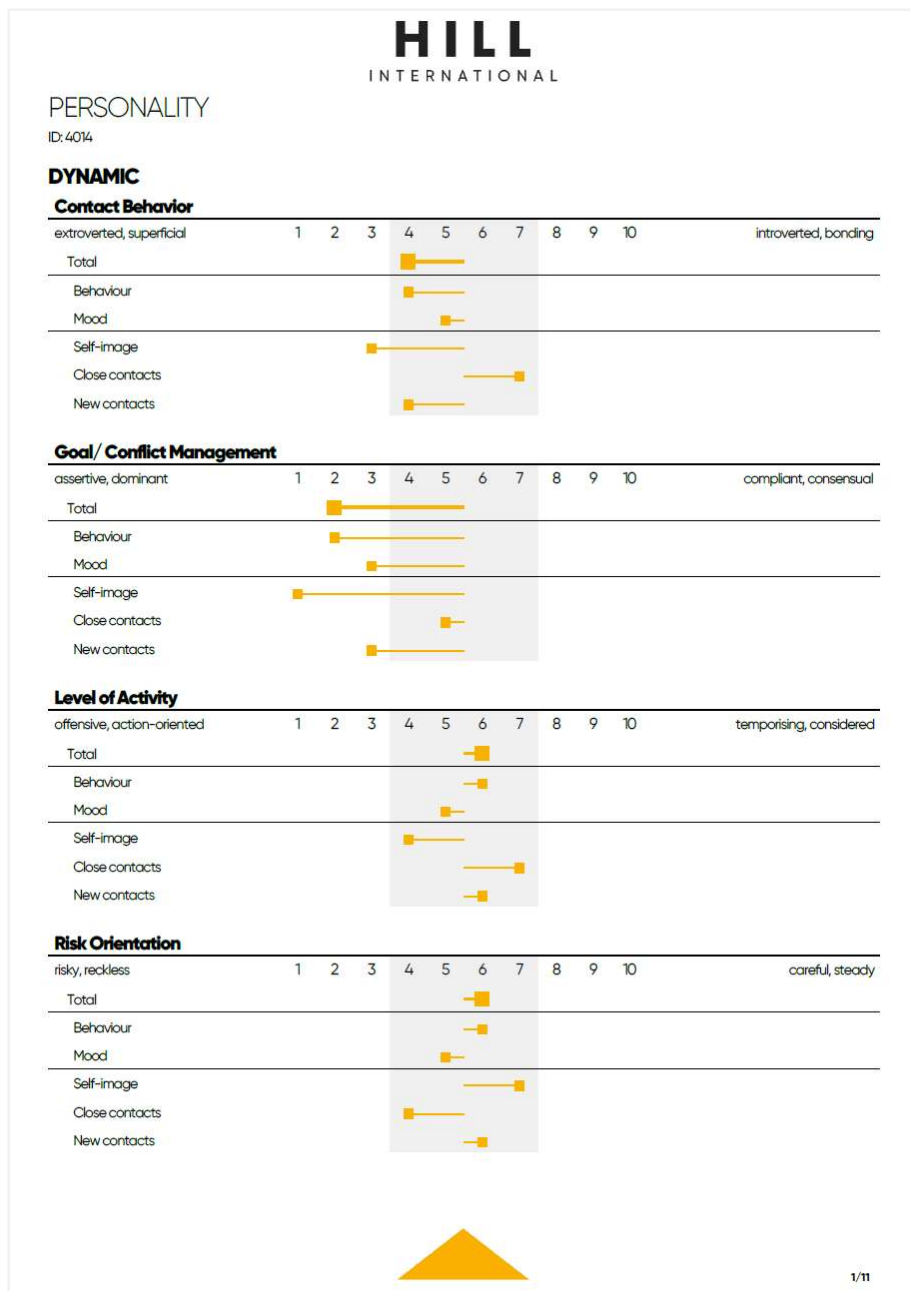
- management strategies and
- management style - taking different management levels into account respectively

2.1. PERSONALITY

Find out whether the personality of the candidate really fits to the requirements of the position and to your company.

You receive a description of the person according to **12 interdisciplinary personality dimensions** like for example ability to cope with pressure, goal and conflict management, cooperation ability or communication style.

The screenshot shows a web-based assessment interface. At the top, it says 'STRUCTURED PERSONALITY INVENTORY' next to a person icon, and 'Module 1 of 1' on the right. Below this is a question: 'How much do you agree with the following statement?' followed by the statement 'I can establish good connection even with very difficult people.' Below the statement are five response options in boxes: '++', '+', '-', '--', and '?'. The '+' box is highlighted with a yellow border. At the bottom left is a back arrow and a question mark, and at the bottom right is a 'NEXT' button.



Reliability

You can see the internal consistency in the index (Cronbach Alpha).
(Dated 11/2016, Random sample amount 9.850 persons)

Contact behaviour	0.85	Communication style	0.74
Goal- and conflict mgmt.	0.85	Risk orientation	0.83
Social orientation	0.79	Self estimation	0.88
Tendency of Mood	0.82	Tension level	0.84
Level of activity	0.74	Expectation attitude	0.81
Object/ Subject focus	0.69	Self regularization	0.79

Validity

- In cooperation with an Austrian insurance company HILL International took part in a „blind test“ in 2006. 3 groups of sales persons with different sales potential (based on the turnover) were to be identified only with the information basis of the Structured Personality Inventory as well as the Sales Style Questionnaire of HILL. The different sales groups were clearly defined by HILL only on the basis of the two questionnaire modules.
- Customers that made use of a career counseling by HILL International within the last year were interviewed by means of a questionnaire by Cornelia Steiner (2006): 9 of 10 questioned persons were able to make a professional decision due to the counseling. All of them stated to have received sufficient information about their own strengths and weaknesses in the HILL Competence Analysis®.
- In the empirical study by Barbara Amon (2009), the Structured Personality Inventory was tested on 158 test subjects in relation to their leadership or management experience. The focal point of the analysis was the quality criteria of validity. The thesis of Barbara Amon proved that the Structured Personality Inventory fully meets the quality criteria of validity in dependency of the leadership respectively management experience of the test persons. Thus, the Structured Personality Inventory can be successfully used for the prognosis of leadership and management qualification.

Risk of Falsification


In general, personality questionnaires are at risk of falsification. In order to minimize these in the Structured Personality Inventory an individual own scale of “social adjustment” was developed.











2.2. ABILITY PROFILE









The Matrices test covers the **logic – analytical ability** in a very compact, highly meaningful and methodologically modern way (item response theory).

The possibility to test culture-independent, language-free and gender-neutral takes into account the responsibility of HILL International to act especially fair in this sensitive area of intellectual abilities.

 MATRICES Module 1 of 1

		
		
		?

Please choose the missing symbol.



← ?

NEXT



Standardization Sample

International evaluation sample of around 300 persons (43 % men; 57 % women). 2016




2.3. OCCUPATIONAL INTEREST PROFILE

Secure satisfaction and performance of your employees at work through interest orientated work conditions and create the best opportunities for development.

Optimal **professional framework conditions** and contents that fit to the interests of the individuals lead to higher motivation, activity and endurance.

The job interest questionnaire collects **individual interests** for different areas as well as the personal preferences in the **workplace configuration**, the **framework conditions**, and the **personal professional and work goals**.


OCCUPATIONAL INTEREST PROFILE
Module 1 of 2

I prefer

working in a team under time pressure

--

-

+

++

...compared to...

making employees finish a project on time

--

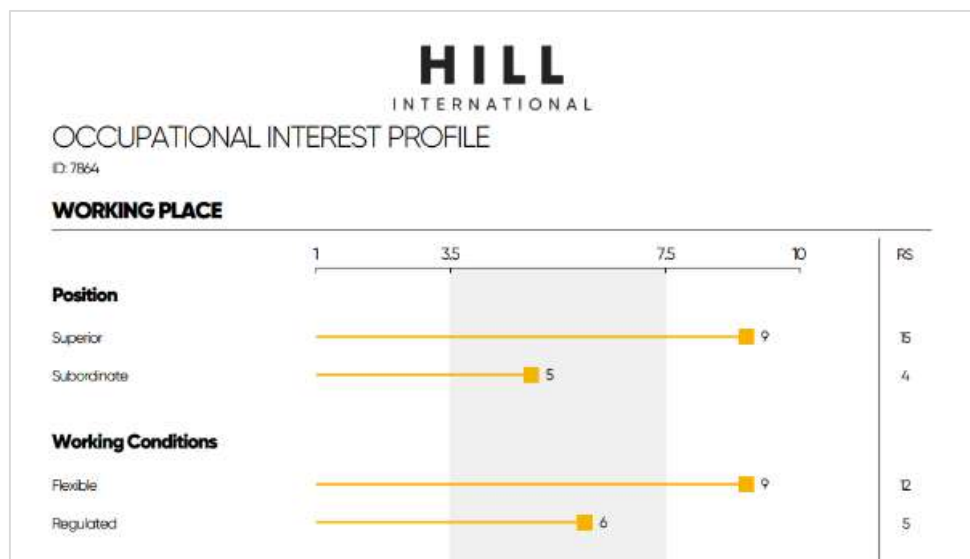
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+

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← ?

NEXT





Reliability


You can see the internal consistency in the index (Cronbach Alpha).
(Dated 11/2016, Random sample amount 3,755 persons)

Superior	0.83	Detail	0.85
Subordinate	0.66	Innovative	0.81
Flexible	0.76	Conservative	0.82
Regulated	0.76	Business/Economy	0.87
Intellectual	0.77	Technology	0.91
Physical	0.77	Art/Culture	0.89
Creation	0.84	Agriculture/Ecology	0.87
Utilization	0.72	Social	0.88
Global	0.84	Political/Public	0.87



2.4. SALES STYLE QUESTIONNAIRE

The Sales Style Questionnaire serves the determination of the **strategic approach in sales** as well as the deduction of **individual strengths and weaknesses**. In this course the sales types and phases of a sales conversation are differentiated.

 SALES STYLE QUESTIONNAIRE Module 1 of 1

What goes through your mind during the finalization of a sales deal?

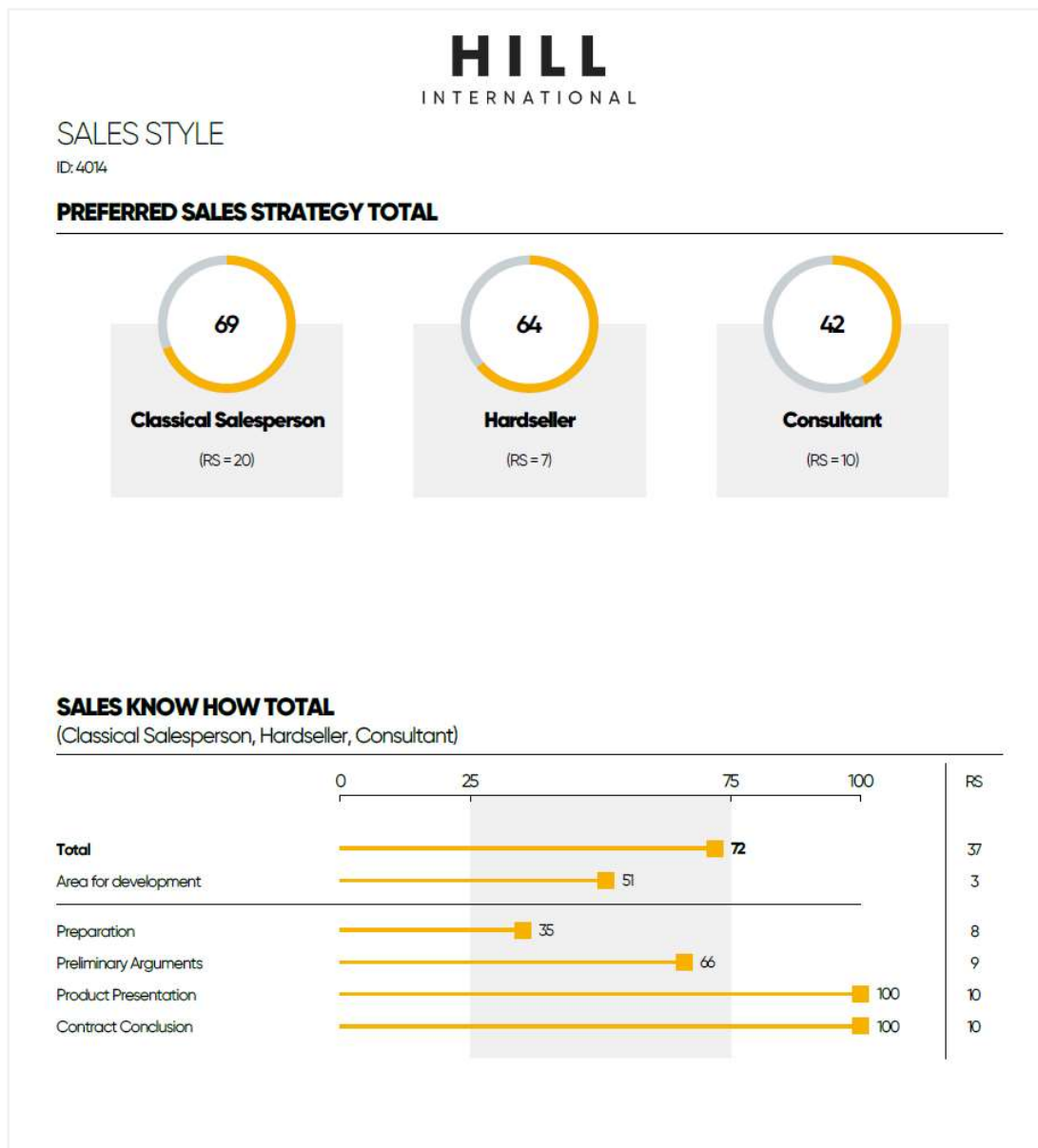
I have to respect that buying decisions need time. I will stress the benefits of a purchase again during the next talk.

I will summarize the most important benefits (for customers) once more.

I wait for customers to confirm the order without applying any pressure.

I am sure the customers will give me the order because I have convinced them.

← ? NEXT



Validity

- In cooperation with an Austrian insurance company HILL International took part in a „blind test“ in 2006. 3 groups of sales persons with different sales potential (based on the turnover) were to be identified only with the information basis of the Structured Personality Inventory as well as the Sales Style Questionnaire of HILL. The different sales groups were clearly defined by HILL only on the basis of the two questionnaire modules.
- Susanna Wallis (1988) studied the coherencies between the at that time newly developed HILL Sales Style Questionnaire and the scales of the 16 PQ (Personality Questionnaire) by Cattell, the IST-70 (Intelligence-Structure-Test), d2 (performance under time pressure) by Brickenkamp and the job interests test (Scale commercial jobs).
The result of the analyses with the 16 PQ was: The more courageous, dynamic and devoted a person is, the more he/she is suited to be a sales person. However, in the different sales phases the individual aspects have different importance. This also conforms to other studies about sales styles. No coherencies worth mentioning could be found between the results of the IST-70, d2 and BIT.




2.5. MANAGEMENT ANALYSIS

Find out who brings the optimal management style and the ideal strategy into your company.
The management analysis collects **management competencies** in different company and decision areas.

“Hard” **strategies** as well as “soft” **style components** are collected, and the 3 different decision levels „**self management**, **leadership** and **entrepreneurial spirit**” are considered.

The measurement of management competencies serves as a basis for the selection of managers, personnel development measures and leadership programs as well as the identification of young management talents.

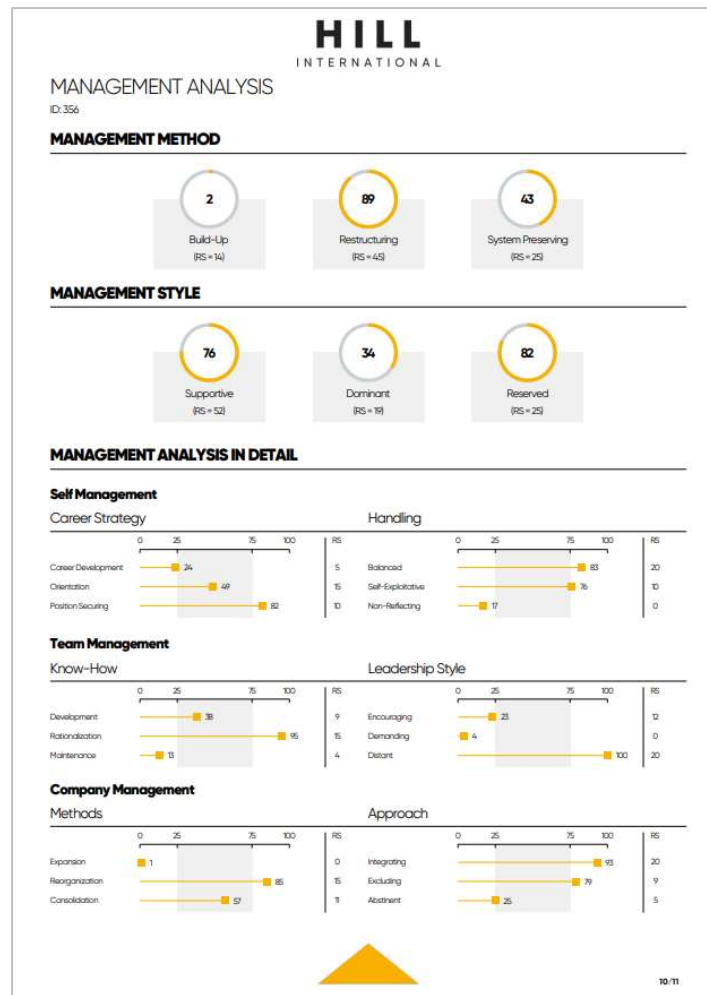
 MANAGEMENT ANALYSIS Module 1 of 1

A colleague talks to you about his*her career plans and wants to know your opinion. How or what do you advise him*her?

Distribute 10 points to those alternatives (3 at the most), which are the most attractive ones to you. pending points: 3

1. I recommend him*her to design a plan for his*her professional development.	<div><div></div><div></div><div></div><div></div><div></div></div>	5
2. I advise him*her to orient further education to the requirements of the future labor market.	<div><div></div><div></div><div></div><div></div><div></div></div>	0
3. Interesting career opportunities always arise. It is important to keep your eyes open, then access them immediately.	<div><div></div><div></div><div></div><div></div><div></div></div>	2
4. He*she should be guided by his*her interests.	<div><div></div><div></div><div></div><div></div><div></div></div>	0
5. He*she should work on his*her weaknesses to increase his*her employability.	<div><div></div><div></div><div></div><div></div><div></div></div>	0
6. I avoid direct advice, but support him*her in making the decision himself*herself through active listening.	<div><div></div><div></div><div></div><div></div><div></div></div>	0

← ? NEXT



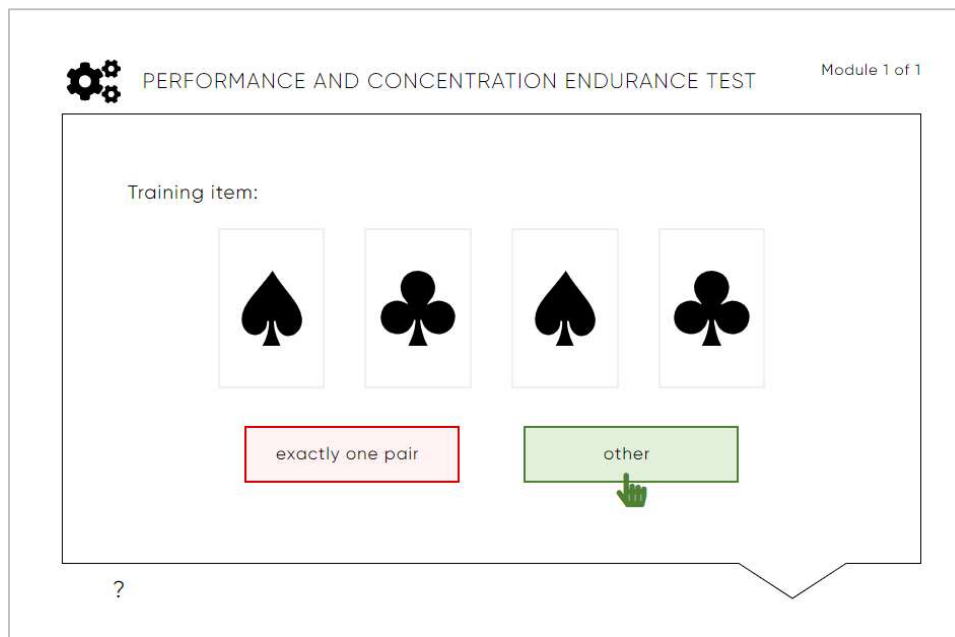
Validity

- On the basis of the HILL Management Analysis Manuel Bräuhöfer (2017) compared Leadership Styles and Management Competencies between different countries (Austria, Hungary, Croatia, Serbia and Turkey). Next to diverse country differences two scales could be identified at a very high level among all countries, these are "encouraging leadership style" and "expansion".

2.6. PERFORMANCE & CONCENTRATION ENDURANCE TEST

Make sure you invite employees into your company that are strong and can concentrate.

The performance and concentration test collects the **quantitative** as well as the **qualitative work performance**, the individual work style as well as changes in the performance. This is how you determine **work speed, exactness, and work style**.





Validity

- Dagmar Lercher (2002) analyzed the prognostic validity of the HILL Competence Analysis® for the success of studies at a college. In course of this she determined that the profile of Abilities and the results of the performance and concentration test allow the best prognosis for the success of the study.
- In a study by Elisabeth Mertal (2001) the performance and concentration test showed differences between success motivated and failure motivated candidates.
The success motivated work with fewer mistakes in the concentrations test than the failure motivated.



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