

WAY-R by PerformanSe

Identify individual talents!



IDENTIFY TALENTS

Talent is the **use of appropriate personal and environmental resources** leading to **behaviour that is effective, appropriate and adaptable** in coping with a professional situation.

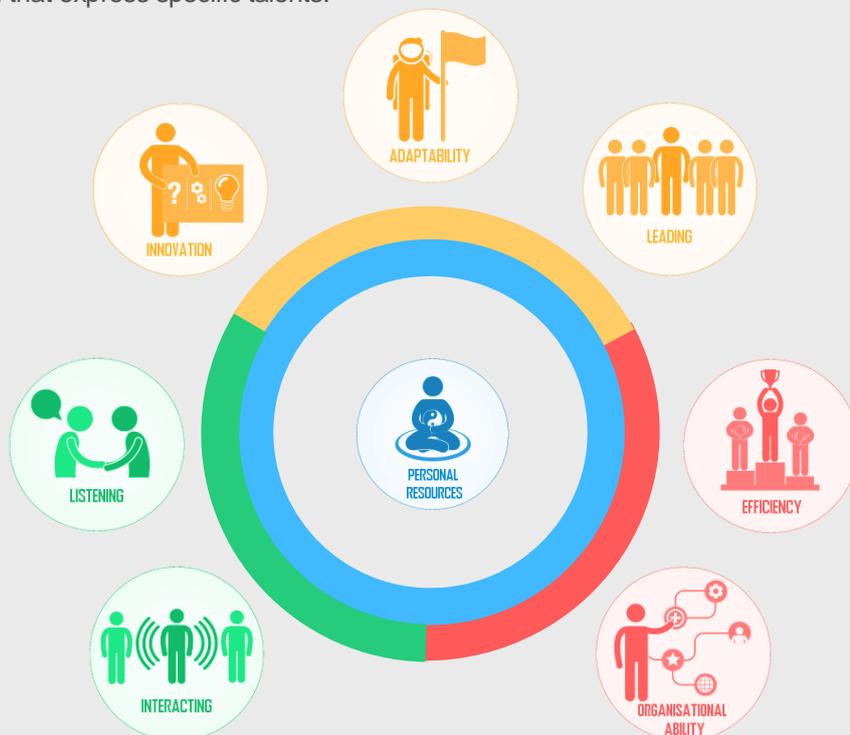
>> **WAY-R is a tool for evaluating individual talent**, tested and approved by HR professionals throughout the world.

It lets companies identify the talents of their candidates/staff, and the professional circumstances in which these talents are the most likely to be expressed.

The information provided by WAY-R can be used in **various HR processes**: recruitment, internal mobility, career management, skills development, career guidance...

THE UNIVERSAL TALENTS MODEL

The studies performed by our researchers and practitioners have identified **7 universal behavioural competences** and **6 personal resources**, that express specific talents.



The scientific legitimacy of our WAY-R universal talent model is based on:

- **A review of the scientific literature** (human resources, management, psychology and sociology of work)
- **Studies on inter-raters agreements, carried out amongst international experts** (semantic relevance, relevance of content, category relevance)
- **A study on the tool's acceptance amongst users** (utility, usability and acceptability)
- **Calibration on over 9,000 working professionals** (Algeria, Germany, Belgium, Brazil, Canada, Cameroon, China, Côte d'Ivoire, Spain, France, Italy, India, Poland, Portugal, Romania, United Kingdom, Senegal, Switzerland and Tunisia)

WAY-R is based on **scientific reference models** (Spencer & Spencer, Le Boterf, PerformanSe) and **meets international standards** in the evaluation of individuals.

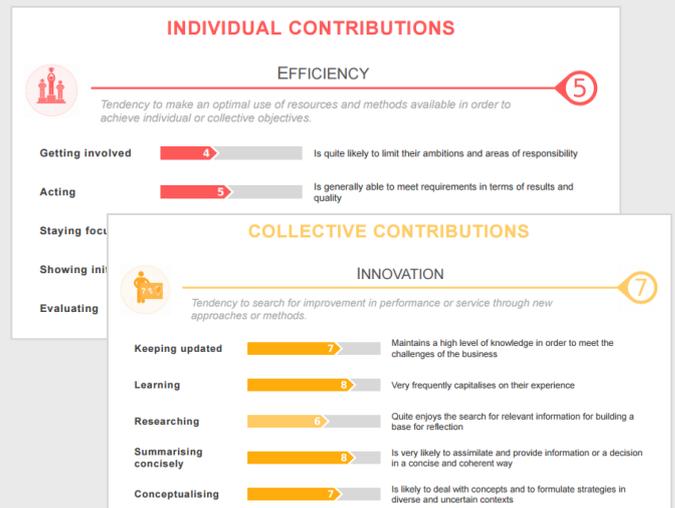
A SIMPLE AND OPERATIONAL TOOL

1 An online self-evaluation questionnaire, to be completed by the person evaluated. This only takes around 10 minutes. Based on the "Big Five" personality traits, the questionnaire is a tool for the systematic evaluation of behavioural skills in a professional environment. It is available in more than 20 languages.

2 Quick analysis of results
Generated immediately after completing the questionnaire, the report is composed of simple and effective graphical depictions for the easy interpretation of the results.

3 Facilitated and guided feedback
A text section describes the profile in more detail, so that the person who is evaluated has a better understanding of the results and has an open and participatory feedback interview. Suggested questions, according to levels of scores obtained, allow the evaluator to probe deeper during the interview.

>> Short training of 2x2h in a virtual classroom enables HR professionals to operate the tool optimally and independently.



SHARED BENEFITS

