Great-8-Tachometer (G8T)

At The ROC Institute we doubt HR-standards. We use AI to improve people and organizations.

Fair. Transparent. Simple.

Overview

Occupational competencies are the result of a complex interplay between knowledge, skills, abilities, personality, interests and other aspects. Unlike other methods that only measure singular aspects, the measurement of the G8T starts directly at the product of the complex interplay. Occupational competencies are thus immediately captured, saving time and money. The G8T is therefore the missing piece in current application processes only focussing on the analysis of CV's and often using subjective, non-standardized interviewing. The G8T illustrates the current competency set of the subject, reveals areas of development and monitors the changes and improvements over time while providing appreciative feedback. Therefore, it builds the measurement basis for creating and monitoring life-long competency development and connects the information from personnel selection and personnel development processes.

Innovation

G8T-Questionnaire
Execution of the G8T by employees

Algorithm
Derivation of an AI algorithm for predicting individual success probabilities

Use of the AI Leader Success
Generation of reports including costs and success probabilities

Sustainability

Input
Input of general or company-specific data (e.g. sales figures, development measures, supervisor evaluations, job satisfaction)

Action plan
Comparison of actual and target profile, individual recommendation of measures, calculated costs and success probabilities (before/after)

The AI Leader Success detects individual development fields and calculates costs as well as the probability of success.

Scale

<table>
<thead>
<tr>
<th>statement</th>
<th>most like me</th>
<th>least like me</th>
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<tbody>
<tr>
<td>I always know what is going on in the different fields of business.</td>
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<td>I use different styles of leadership for different people.</td>
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<td>I am able to influence people indirectly.</td>
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<td>My decisions are based on my good judgment of situations.</td>
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The forced choice format prevents faking and guarantees the representation of a valid self-image.

Transferability

Leadership and Decisions
Management Style
Growth vs Leadership
Support and Cooperation
Team Management
Analysis and Interpretation
Problem Resolution
Creation and Conceptualization
Strong Decision Maker
Organisation and Execution
Networking Skills
Conflict Management
Entrepreneurship and Performance
Entrepreneurial Competency

The G8T maps your competency model or job profile instead of dictating the profile for you.