

shapes Personality Questionnaire

Sustainable competitive advantage can only be achieved through people, so it's essential to have the best employees in the right place at the right time.

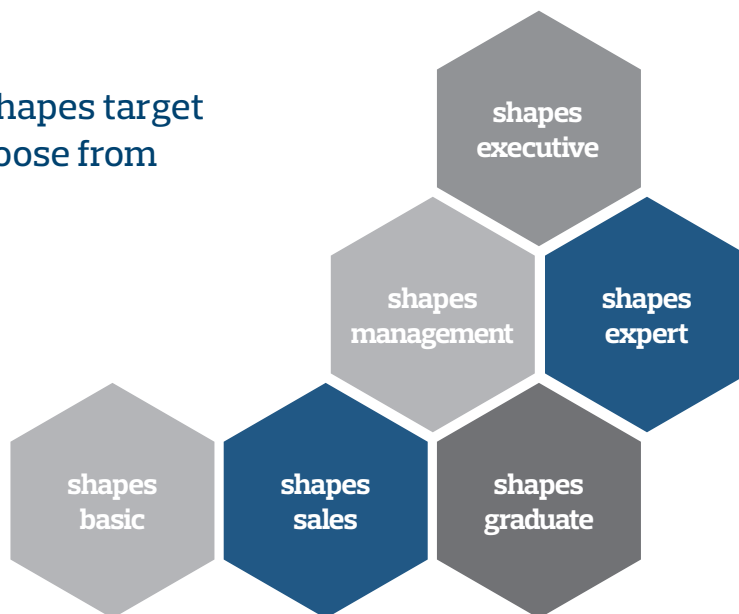
shapes is an adaptive competency-based questionnaire system that provides a detailed and efficient assessment of a person's competencies as a manager, entrepreneur and expert.

Improve the Quality of your HR Decisions

shapes helps measure personality dimensions that are vital to the quality of your HR decisions, answering questions such as:

- ▶ How do I identify the best employees?
- ▶ What personality traits are essential for each position?
- ▶ How can I recognize these quickly and easily?

There are 6 shapes target groups to choose from



Key Features Use

- 6 levels to choose from
- Short and user-friendly
- High acceptance and low dropout rates
- Differentiated & precise results

Administration

- Online questionnaire
- 15-20 minute duration
- Managed by either Aon or by clients autonomously

Languages

- Available in 40 different languages

Specific Target Group Versions

shapes basic	shapes graduate	shapes sales
<ul style="list-style-type: none"> Optimized for administrative staff, hourly workers and interns 15 scales with 6 items each Does not measure any management behavior or potential and does not require a university degree 	<ul style="list-style-type: none"> Optimized for college graduates 18 scales with 6 items each Does not require management experience 	<ul style="list-style-type: none"> Optimized for sales functions and direct customer contact 24 scales with 6 items each Does not require a university degree

shapes expert	shapes management	shapes executive
<ul style="list-style-type: none"> Optimized for experts without management responsibilities and sales functions 18 scales with 8 items each Does not measure management behaviors or potential 	<ul style="list-style-type: none"> Measures management behaviors and potential 18 scales with 8 items each Appropriate for middle and senior management, including management functions 	<ul style="list-style-type: none"> Optimized for senior management 24 scales with 8 items each

We're here to empower results.

To learn more about *shapes*, visit assessment.aon.com or email us at assess@eon.com



Multiple Languages

The system, assessments and reports are available in multiple languages. Additional languages can be requested.



Norm Groups

We continually update and add to the international and local sets of norm groups.

▶ *shapes* is based on a personality model that comprises 18 dimensions. A combination of the personality dimensions makes it possible to draw conclusions on the competencies of a person.

shapes Competency Model

Role \ Domain	Interactive	Operative	Intellectual	Emotional
Entrepreneur	Influence & Networking	Business Development & Bottom-Line Focus	Vision & Strategy	Initiative & Responsibility
Manager	People Management & People Development	Execution & Systematic Approach	Organizational Awareness	Steadiness
Expert	Effective Communication & Constructive Teamwork		Analysis & Judgment	Self-Development