

INSTYTUT GAUSSA

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# DIAGNOSIS

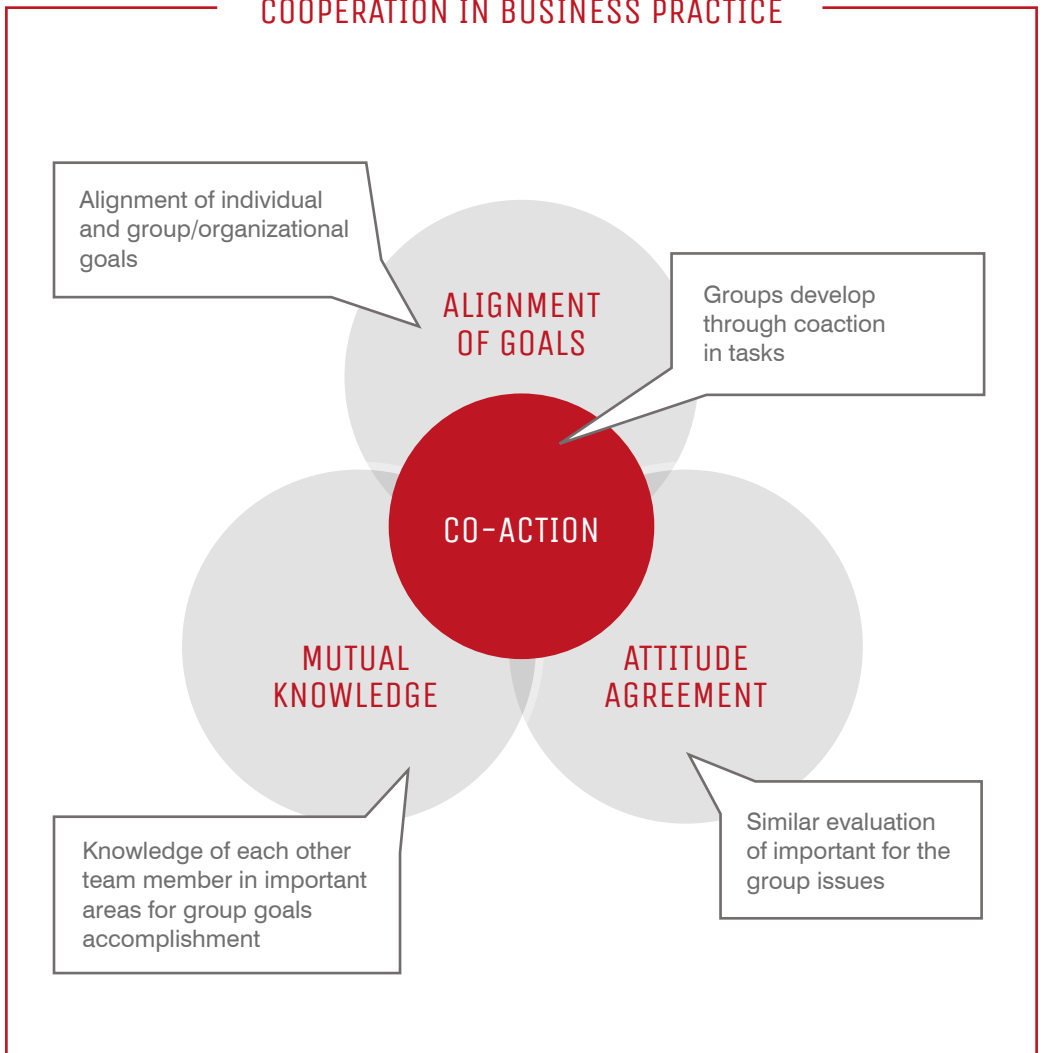
THAT CHANGES



# INCREASING THE LEVEL OF COOPERATION:

- More effective and efficient accomplishment of team and organizational goals
- Increased interchangeability of team members
- Reduced level of stress
- Increased motivation
- Reduced management costs

## COOPERATION IN BUSINESS PRACTICE



## SELECTION:

- Lower turnover
- Accurate identification of developmental needs
- Better motivational fit of new hires
- Reduced business risk
- Lowered selection costs

## EMPLOYEE SURVEY PROVIDES DATA THAT COULD BE USED FOR:

- Improved decision-making processes
- Identification and removal of communication barriers
- Identification of the most important organizational challenges
- Increased knowledge of the organization they work in
- Identification of training needs

## COMPETENCY MODELS:

- Employees know competencies that are required for their position
- A basis for developing selection tools, e.g. interview, situational judgment tests
- A tool to assist in the growth of organizational culture
- Competencies as an element in the employee performance appraisal
- An important criterion in the job evaluation

## DEVELOPMENT OF MANAGERS:

- A quick improvement of behaviors, in the desired direction, that will impact job results
- An alternative for ineffective training programs
- Information about the development potential for the program participants
- Effective motivational tool which is neither coaching nor training
- Consultant's assistance in solving current management challenges

Instytut Gaussa, as a consulting firm, works differently than many other firms in Poland. We base our consulting on appropriate diagnosis (evidence-based approach). We use our own methods and diagnostic tools. We conduct consulting that is based on scientific knowledge of organizational psychology, organizational science, and extensive experience of our consultants.

## CONTACT INFORMATION

Instytut Gaussa Warszawa  
+48 22 292 34 77  
Cell: +48 531 414 140

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