

Taking responsibility for personal growth through self assessment



The challenge: to enable employees to take responsibility for their own development

As many players in the telecommunications market, the German Telekom has to cope with constant change processes that create many new challenges for the client's employees, as well as a lot of uncertainty and concern regarding their personal and professional development.

In order to address these challenges, and to encourage employees to take responsibility for their own development, the client wanted to provide an online self-service system.

The solution: introduction of an online self-assessment system

cut-e provided an online self assessment system that was linked to the client's HR Services Intranet site. Three versions of the system covered staff, senior management and executive levels. The system included a range of standardized instruments that were completed online and completely anonymous.

Output reports were tailored to match the client's competency and value models. Reports included narratives on own strengths and areas for development, own motives and interests, unused potential and individualized tips for self-guided development.

The outcome: high acceptance and usage among staff

Evaluation showed that even after a low-key introduction the system created remarkable traffic. Without any expert assistance involved, 78% of those that completed the system found it useful for their own professional and personal development, 81% would use it again, and 84% would recommend the system to others.