

## Professional areas/**References**

BasicProfileScreen<sup>®</sup> has grown from the pursuit of a simple, reliable and fast measuring instrument. It had to reflect the truly unique character of each individual and at the same time bring clarity in the chaos of human behaviour.

As what we measure are the fundamental building blocks of a professional personality, we can look at all kind of (working) people on all levels of professional hierarchy, from the cleaner to the CEO, from sales to construction and from Sweden to Brazil. The more we 'see', the more we learn about human beings.

Generally, our expertise is facilitating decisions that have to be made concerning people in a broad variety of professional area's.

The references below show that we have both profit and non-profit organisations amongst our clients as well as international companies and small local entrepreneurs.

Few remained impassive to the treasure of insights we can retrieve from this fast tool (72 choices, 15' introspection work).

## Professional Area's Profit

### Construction

Bricklayer, mason, foreman, surveyer, sitemanager, projectleader, architect, calculator, technical director, purchaser, sales, financial manager, legal manager, general manager, owner,... We've seen them all within construction and we know there are huge differences between a projectleader in civil construction and apartment construction.

#### References Construction

**Willemen Bouwgroep** includes willemen NV, Franki, Cosimco, Albitum, Aswebo and other companies in the building industry.

When we started working with BPS for Johan Willemen, he just founded his own company, Willemen General Contractor. Today more than 2000 people are working for him.

**Halfen Frimeda** (Metal based construction accessoires)

**De Kempeneer** (Road Construction)

### Real Estate

Buyers, sellers, office managers, commercial employee's... We know what those people are intrinsic motivated by.

#### References Real Estate

**ERA Belgium** (Largest estate agency in Belgium, + 100 offices)

\* We work for ERA Belgium and for a lot of small (2 to 4 employees) offices.

### Security

There is a huge diversity in the professional personality of 'guards'. Though they resemble in specific aspects, they differ as well on other aspects depending on the specific location they have to guard. A guard in a bank profiles him self in another way than a guard in aviation does, or one that has to guard the American Embassy.

We've seen a lot of them and we've 'seen' their operational managers as well, as their CFO's, CEO's and the level above.

#### References Security

**Securitas** (world leader in security)

**Alert Services** (Remote surveillance)

## I(C)T

Information Technology created a broad scope of new functions, from analyst to program manager and from helpdesk to IT-architect. As our first clients were high-tech companies, we often had to search for ICT-related profiles. A lot of completely new jobs were created within information technology, from remote support to IT service manager.

### References I(C)T

#### **XEDIS**

IT Service Management, Programme & Project Management, Operations Management for Top-200 companies.

- starting from their successful launch in 2000 close collaboration regarding HR.
- looking for using BPS on tendering-level

**Tein Telecom**  
**Quentris**  
**SoftConstruct**

## PRODUCTION

We are familiarised with a broad range of production environments, from process to assembly and in all of them we've seen the hierarchy from first level worker to foreman and production manager.

### References Production

#### **Profel (Assembly)**

\* Research on 8 hierarchical levels from entry to foreman

#### **Citrique (Food/Process)**

\* Research on depression...

#### **Frisk (Food/Packaging)**

\* Research on Factory workers, the nightshift, Temporary employees...

#### **JST (Semi-automated assembly)**

\* Technical schooled operators, - maintenance and - problem solvers...

## LAW FIRMS

We've seen trainees and experienced lawyers starting/working at

**Lexeco**  
**Van Rompaey**

## **SALES**

Different sales environments. Besides the sales jobs within Security, Construction, and so on.

### **D'Ieteren (Belgian distributor of Volkswagen, Audi, Skoda,...)**

\* automated test tool with specific competencies for showroom salespeople & receptionists within their dealer network.

### **Mediafin**

\* Reference profile media-sales

### **Ford Motor Company**

\* Reference profile trainee

## **TECHNICAL COMPANIES (Distribution, Services, Projects)**

All kind of jobs where a technical background is needed.

### **SPIE (Amec Spie)**

\* company-own competency reporting used in training.

### **Apem**

\* audit internal/external sales.

### **Magnetrol**

### **ZF Belgien**

### **Chiyoda**

### **VWR,**

...

## Professional Areas Non-Profit

### **VDAB <http://vdab.be/tests/persoonlijkheidstesten.shtml>**

(Gouvernement Agency Job Center)

- \* VDAB customers and counsellors use the tool for career orientation and coaching.
- \* GTB-Leuven: Research on Employment disability

### **UZGasthuisberg (Academic Hospital)**

- Research on generic profile nurses & caregivers.
- Creation of specific tool for nurses & caregivers.

### **Sheltered workshop De Sleutel Gent**

- Research on professional personality disability of people who have been unemployed for 5 years and who have problems of addiction.

## Professional Areas Miscellaneous

### **CVWarehouse**

- \* Self assessment via automatic reporting.

### **Stepstone**

- \* Cooperation regarding demographic studies.

### **Hasbro**

- \* Mass screening in search of new Trivial Pursuit writers.

### **Media**

- \* Via Psycho-Productions screening of candidates for various reality tv programmes including **Expedition Robinson** and **Big Brother**.

### *Finally*

*We can provide this wide variety of applications and simultaneously reach this depth of insight because, on the basis of 9 fundamental behavioural processes and a universal (psycho)logical explanation model, we can understand a professional personality as a whole. **That's where building with people starts...***

*Of all the references we give, names and phone numbers can be retrieved.*