

Know what to train and develop

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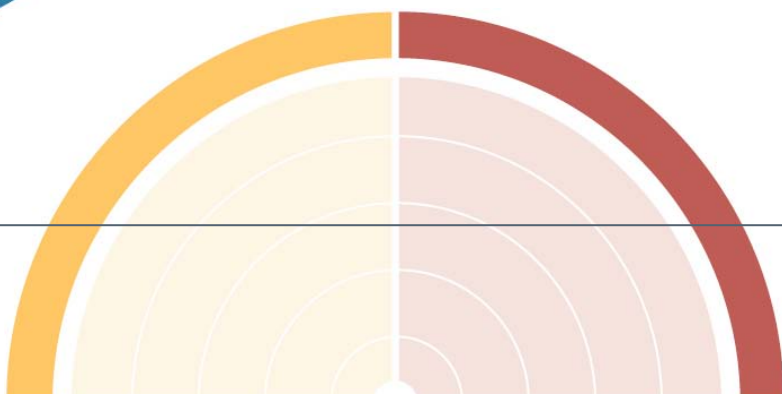
## **EASI - your development tool**

**Why do people not always act the way we expect them to?**

**Quickly find out what motivates people**

**Save time to identify potential and develop others**

**Make it easier for the course participant  
to adapt to others and communicate  
efficiently with them**





## Testimonial

### An effective basis for development.

For HR professionals the EASI tool provides an effective basis for team development, individual coaching and career guidance.

EASI is a valuable development tool for all employee levels. We have successfully applied this tool for development discussions and coaching. In coaching and mentoring situations EASI has proven itself most useful in conflict situations, performance improvement, motivation guidance and career planning.

What is particularly important with EASI is that it is a simple tool to understand and is not seen as too theoretical or complex. Also important is that the questionnaire is simple to administer and complete for the test taker. Line managers are able to use the report quickly and effectively. Users are able to appreciate the insights in the reports quickly. The development catalogue report is particularly useful for generating ideas on personal development.

**David Whitehead,**  
**Head of Learning & Development**  
**Corporate HR, Ascom (Schweiz) AG**

## To ensure

**Continuous organizational growth and success employee development at all levels is the key.**

**The jobs and challenges within development are many:**

### Personal development

- Coaching
- Career advice
- Talent management

### Professional development

- Performance improvement
- Career planning
- Plan and set up training programs

### Group development

- Team building
- Team coaching
- Communication training

### Organisational development

- Culture development
- Identify areas in need for improvement
- Communicate a strategic development plan

## Base development on knowledge

**The EASI test is a quick and efficient tool that can help you acquire the necessary understanding and knowledge essential for development/training.**

- Understanding of behaviour and the advantages and disadvantages associated with it
- Insight into the behaviour of others
- Knowledge of communication styles and how to improve communication
- Understanding of motivational styles and how this can improve learning and development
- Overview of potential development areas

## Application

- ✓ Employee performance appraisal
- ✓ Individual development
- ✓ Coaching
- ✓ Development of collaboration
- ✓ Teaching/training
- ✓ Team building
- ✓ Career advice
- ✓ Organisational culture development