Open Grid Europe focuses on the early identification of promising employees

Open Grid Europe GmbH was founded in 2004 as a subsidiary of E.ON Ruhrgas and today, with its 12,000km long transmission system, constitutes one of the leading natural gas transport enterprise. From its headquarters in Essen Open Grid Europe manages its nationwide locations with a total of around 1,650 employees.

For the long-term motivation of promising employees and in order to commit them to the enterprise, Open Grid Europe not only identifies talent, but notably provides orientation and development possibilities. Their aim is to provide promising employees with the tools to manage their personal development process independently.

By means of a self-assessment promising employees learn about their strengths and areas for development

On the basis of the existing collaboration between Open Grid Europe and cut-e, in selecting trainees as well as the implementation of the 360°Feedback process, the objective of introducing a self-assessment based on shapes (management) and views personality questionnaires developed by cut-e, was formulated. The result would be a report that, based on its information density together with additional development tips, could be used as the foundation for self-directed development steps.

On the one hand the implementation of the self-assessment would enable promising employees to evaluate their strengths and areas for development more accurately and use this evaluation as the basis for further development steps. Furthermore, through concrete indication of whether a technical or managerial role is suitable for a candidate, a possible development path would be suggested.
A customised results report is created from the collective conceptual phase

In order to predict whether a candidate is fit for one of the career paths, the corresponding scales measured in the questionnaire were first of all assigned to either a technical or a managerial career path. Next, textual adaptations of the Open Europe wording as well as a joint discussion about the structure took place. As a result of the conceptual phase a self-assessment report emerged that contains both profile-like and verbalised presentations of results that enable participants to obtain a comprehensive reflection of their strengths and development areas as well as their interests and motives. The report is rounded off through individual development tips.

The execution of the self-assessment is anonymous and self-directed

In order to ensure open and honest processing without rating pressure Open Grid Europe, together with cut-e, decided to set up the questionnaire process without management access to the results. The participants receive a password with which they log in independently to the mapTQ system provided by cut-e. After the questionnaire process has been completed the personal self-assessment report is available as a download. Discussing the report with an executive is not compulsory.

"We recommend the discussion of their reports with executives to promising employees in order to compare their self-image with the public image. Moreover, this makes it possible to agree on possible further steps."

Stefan Hennig, Personnel Development Manager, Open Grid Europe GmbH

The self-assessment constitutes a bridge in the dialogue between promising employees and executives

The implementation of the self-assessment became a permanent element of the development programme and has been used continuously since. Due to the detailed description of behaviour patterns as well as interests and motives in the results report this tool represents a bridge in the dialogue between promising employees and management. By transforming self-description into operational development steps that can be applied in everyday work situations, candidates have the possibility to promote their personal development independently.

Try it yourself! Contact us.

cut-e is the international market leader in the creation and implementation of web-based tests and questionnaires for personnel selection and development. cut-e supports companies in precisely identifying people who, with their capabilities and cultural fit, can contribute to the success of the company. Every year, cut-e carries out more than 7 million online assessments in more than 70 countries and 40 languages.