

Expert Review – Summary: Quality criteria of the Power-Potential-Profile®

Quality criteria study based on 2543 participants

We conducted several studies on behalf of flow consulting gmbh to survey the quality criteria of the Power-Potential-Profile® tool. These studies were conducted in the years 2005 and 2006. A total of 2543 participants took part; the majority of participants was made up of managers from several organizations.

Objectivity

A standardised online application, including an automatically generated and standardised application manual supplied per email assures the objectivity of the tools.

Quality Assurance

A strict selection of consultants and an intense licensing process, including on-the-job coaching of the consultant during the application, as well as a regular exchange of experiences between the consultants, provides the assurance of quality throughout the application of the Power-Potential-Profile®. This assures the application quality of this tool.

Structure of Factors, Reliability and Validity of the JPP

As an instrument for personality profiling or description, based on the theories of C.G. Jung the JPP tool displays between very good and good results in all compiled areas and is to be fully recommended.

The retest reliability is between .76 and .88 (DIN 33430: 0.70 ... 0.85).

Application in Personnel Development

The combination of the three tools (JPP, ARP/MDA, FSL) proves to be conclusive. The application of the Power-Potential-Profile® aiming for Personnel Development (i.e. coaching, training, team development, carrier consulting etc.) can be fully recommended. flow consulting gmbh explicitly points out that this tool should not be used for personnel selection. We assent to this recommendation. The strengths of the Power-Potential-Profile® are best utilized in a direct dialogue with a consultant. For the purpose of personnel development, the consultants therefore have a wide spectrum, high quality instrument at their disposal.

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