

P r o f i l e r T o n u s . C o m

A d v a n c e d s o l u t i o n s f o r f i n e H R m a n a g e m e n t





Improve your HR management

Locate the good applicants according to criteria's adapted to the levels of responsibilities, release a clear vision of the job to be provided, optimize your process of recruitment with the Tonus system.

Profilertonus.com offers, permanently, without acquisition of licence, without constraining certification, various modes of appreciation for your recruitments, your management of careers, and your talks of appreciation

Profilertonus.com allows :

- To determine, in free access, necessary qualities of personality to succeed in a job.
- To establish the profile of a candidate, starting from a simple questionnaire, according to a rigorous and effective method.
- To measure the degree of adequation between a job and an applicant..
- To release the talents and the orientations of each applicant.
- To appreciate the leadership of applicants for job of managing.

Use the know-how of I.R.I.S



Profilertonus.com is a product entirely conceived by **I.R.I.S.** (Institute of Research Intelligences and Systems) starting from the work of its teams of research, the control of data-processing architectures and constructive confrontation with confirmed professionals of human resources.

IRIS is based on a 15 years experiment which results in the setting into service:

- TONUS system which gives the possibility to establish profiles of jobs, profiles of applicants or profiles of team.
- Systems of individualized formations (Manage your time, To mobilize the intelligence, To work in team).

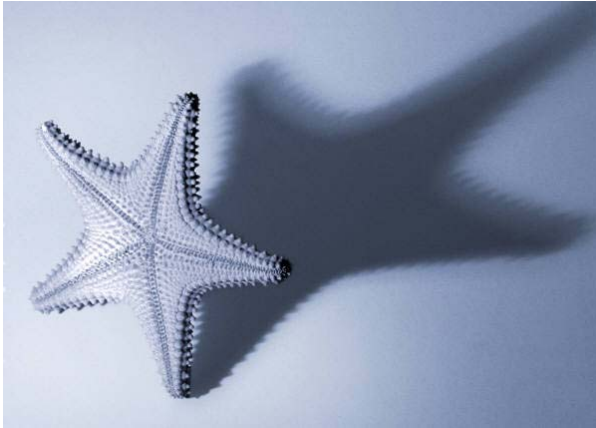
Locate the good applicants

From a questionnaire of a hundred simple questions, the Tonus system determines the profile of an applicant, at the same time, according to his orientations and its talents.

- The **psychodynamic Orientations** indicate the preferential attitudes which determine the manner of using its energy, of acting, of collaborating, of expressing itself, of solving a problem, of organizing, of finding its motivations, of exerting its thought.
- The **Talents** position a person according to a whole of roles constituting the screen of the jobs with responsibilities: initiator, communicator, facilitator, excellence, pilot, navigator, strategist, controller.



Measure the adequation job/applicant



The comparison between the profile of a station and the profile of a candidate results in two indicators :

- The indicator of adaptation checks if the applicant will behave as asked in the job. It measures the adequation between the profile requested by the job and the psychodynamic orientations expressed by the candidate in the **professional context**.
- The indicator of commitment checks if the applicant will be pleased to work in the job. It measures the adequation between the psychodynamic orientations expressed by the candidate in his **personal life** and the profile required by the job.

Appreciate the leadership of a manager



The leadership of a manager depends on his influence on the dynamism of the team which it will have to direct or of which he will be a member. To evaluate this influence is determining for the jobs on high level of responsibility.

The **Tonus** system identifies those whose influence will be stimulative or limiting for the team according to her missions.

This appreciation is done starting from the knowledge of the profiles of the members of the team already in place and the profiles of the candidates.

Work with TONUS



Recruit just on all the levels; objectively use your time to the good candidates, made the point with the collaborators to prepare the evolution of their careers.

The **Tonus** system contributes to a better image of the company by a management of human resources modern and equitable.

Profilertonus.com is available in 5 languages: French, English, Italian, German and Dutch. It allows a true global solution **e-hr**. With its system of request by e-mail, the profiles of your applicants, your jobs or your teams can be collected from the 4 corners of the world.

For more information :

- www.profilertonus.com
- contact@profilertonus.com