

Extra information about our online and digital services

There is an increasing demand for location and space independent services. Orpsy is happy to respond to this demand and offers various services via online and virtual applications. Among other things, this offers the advantage that those involved can login directly from home or from their own office and can call on our consultants by means of video call. In terms of time planning, this also offers an extra benefit.

You will find a number of valuable and well-founded online and virtual alternatives to the classic face-to-face solutions below.

Online and virtual assessment centers

The main purpose of an assessment center running online is still the same as assessment centers in our office, namely to objectively observe the selection of internal or external candidates. We assess the competencies, motivation, fit with the organisation and vision of the position by combining different tools.

- In advance, the candidate is sent a number of exercises that have to be done at home or from their own office. These are assignments as well as PC-simulated tests.
- We then schedule separate video calls for interviews, presentations, role plays, cases and in-depth interviews, among other things.
- Two assessors who manage the observations, make an evaluation, write a report and draw up a final advice, are always involved. The type of reporting with associated competencies is built up identically to that of face to face assessments.
- Feedback both to client and candidate can also be offered online or face to face.

Online and virtual development centers

Giving direction to the career of an employee or individual by stimulating his or her personal growth, we do this by means of a development center. By providing concrete exercises and cases and interacting with the candidates, we draw up a targeted development plan. To this end, we have an extensive package of modules at our disposal that can be completed via online or virtual sessions.

- In advance, the candidate is sent a number of exercises to be done at home or from their own office. These are assignments as well as PC-simulated tests.
- Prior to the interactions, we evaluate whether concrete feedback can already be given to the candidate. This is a first important learning moment for them in the development center.
- After that, we schedule separate video calls for, among other things, conversations, presentations, role plays, cases and in-depth interviews.
- The number of interactions depends on the development process. Feedback, adjustments and learning moments are fundamental here. Through the video calls, we provide a close follow-up.

Online and virtual career coaching

Sometimes one can get stuck in his or her career. An external and open view on what the possibilities are, can help to find job satisfaction again in their job. Whether it's about the search for new

challenges, a totally new path or just wanting to focus on competencies, our career consultants are there for you! This can now also be done online.

- After an intake interview via videocall, the career counsellor gets an insight into your potential, ambitions and personality. We look at what the individual needs.
- We then provide a number of assignments (homework) so that there is room for a well-founded self-reflection.
- On the basis of feedback and a clear definition of needs, a follow-up plan is drawn up.
- Thanks to the online applications one can go through the various modules at one's own pace from a comfortable, familiar environment.
- In the end, the aim is to arrive at a clear personal development plan (PDP).

Online personality research and capacity testing

A full assessment center is not always opportune or feasible. Nevertheless, it is often important to gain insight into a candidate's personality. After all, such information can later be linked to the company culture and the expectations that have been set. An appraisal of the match individual/corporate culture is invaluable.

Capacity tests give an additional important picture of a candidate. On the basis of such an analysis, a solid test can be made with regard to learning ability and success in the future job. This has an important predictive value.

- One can choose to map the general reasoning ability or to focus on specific aspects of the intelligence pattern. This can be determined functionally.
- Candidates receive a temporarily valid login to take the selected tests within a clearly agreed timing.

The candidate takes the tests online, of which the results can be discussed with the client and candidate individually afterwards. We provide a correct and reliable interpretation. The consistency with which the questionnaire was completed is also tested. There is a double check whether the candidate has actually taken the online test himself/herself.