

Summary

“Führungsverantwortung – zur Sinnhaftigkeit einer Personeneinschätzung”

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Executives have an overriding influence upon ethical practices in the workplace. They thus have a critical responsibility to orient their own behavior and that of their workforce according to the basic matrix of values represented by human dignity, human rights, justice and sustainability.

Various factors influence individuals to spurn these values. Classic control mechanisms like reward and punishment can fail or are inefficient because of problems in measuring compliance or as a result of growing complexity. Discovering executives' deep commitment to values is thus as critical to protecting enterprises as it is difficult to discover. There are, however, personnel-resource instruments to reveal relevant behavioral risk factors - traits such as fear, narrow-mindedness and other counter-values.

An “individual dispositions assessment” (IDA) represents a potentially valuable service for enterprises to validate competent and responsible executives, and to discover potential ethical risks. The IDA represents an approach that enables sustainable value-based leadership by combining the analysis of risk potential with concrete advice for risk prevention.