bluquist
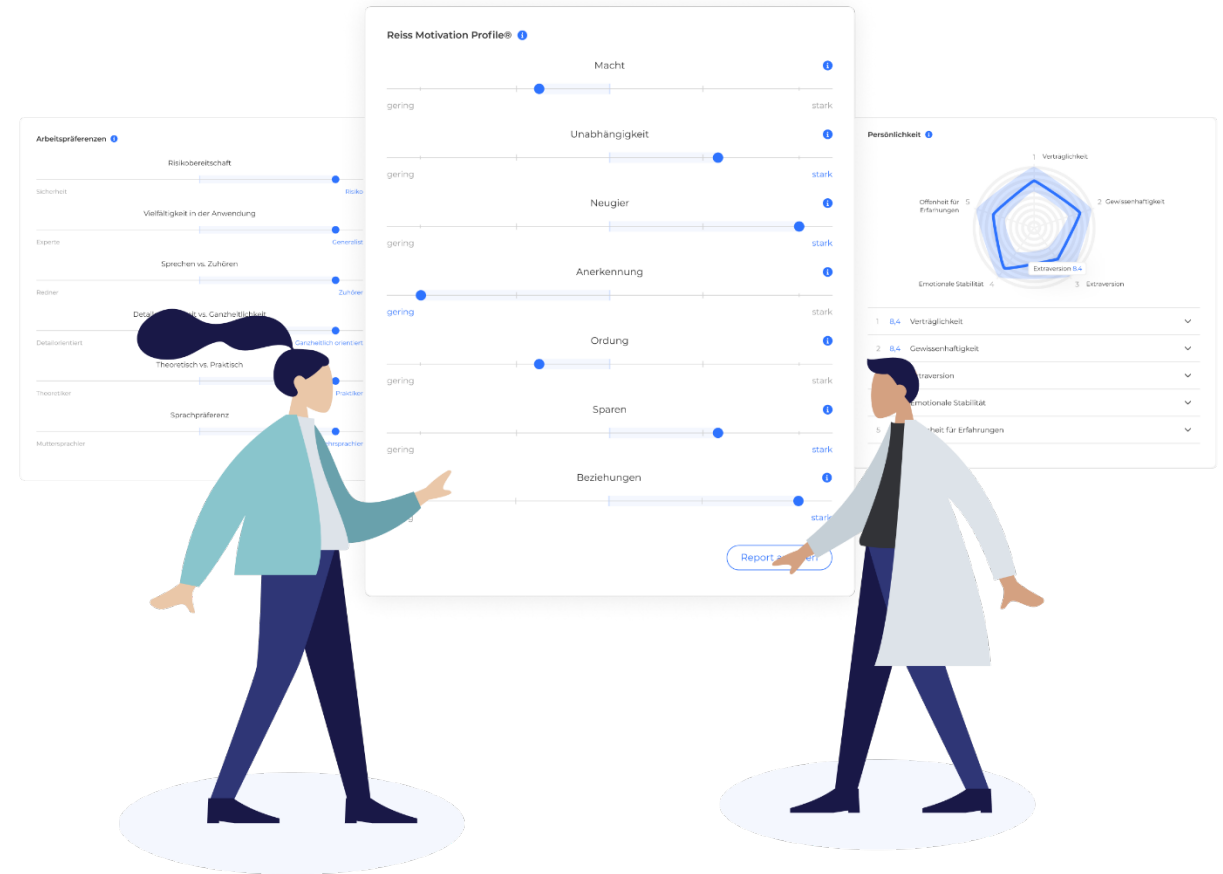
Measure.
Match.
Grow.

A unique SaaS platform to unleash the potential of your employees and teams.

aimonday

November 08, 2021

bluquist

We empower people and organizations to unleash their full potential.

Unser interdisziplinäres Team

We are bluquist!

Simon Brumm
Potential Engineering Lead

Brunello Gianella
Sales Lead
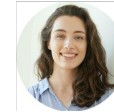
Katharina Harsch
Customer Success Lead

Dominik Ostermaier
Managing Director I Brand Lead

Johannes Ehrhardt
Managing Director I Investor Relations

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Psychology Expert

Nils Tofahrn
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Begaiym Kadyrbekovna
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Data Scientist

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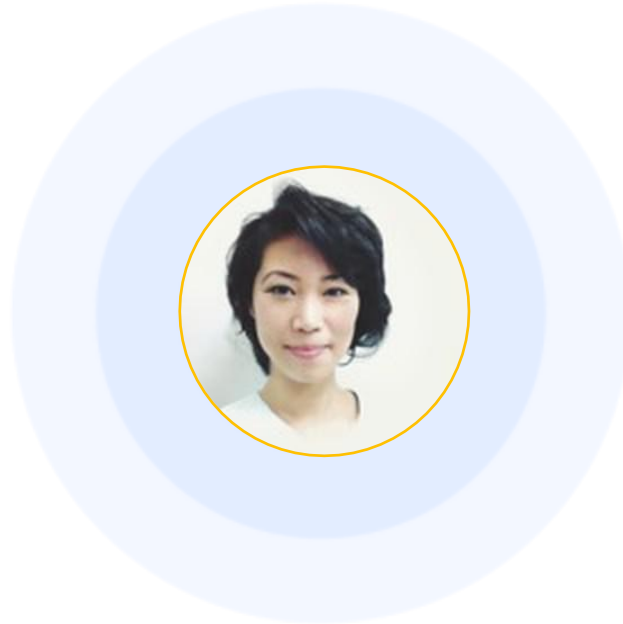Social Marketing

Every person is unique...

Personality, values, motives, preferences and competencies distinguish a person and make him or her special
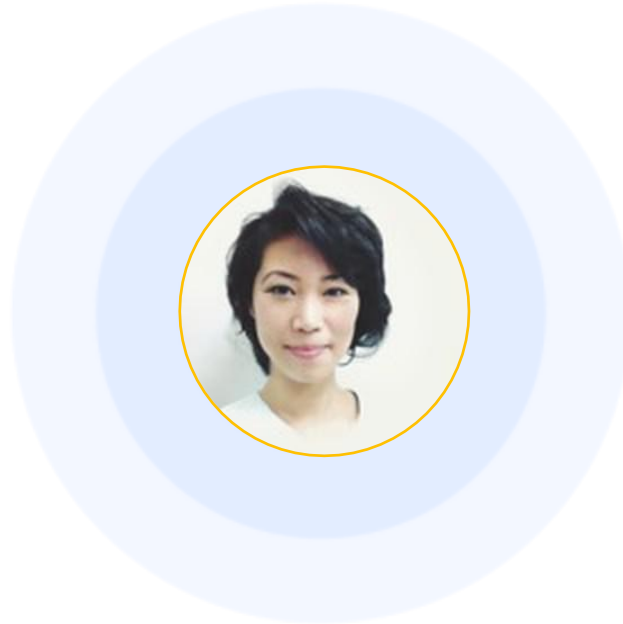
...and has individual needs regarding his personal development.

Development of potential is based on trust

Safely identifying potential…

Personality, values, motives, preferences and competencies distinguish a person and make him or her special
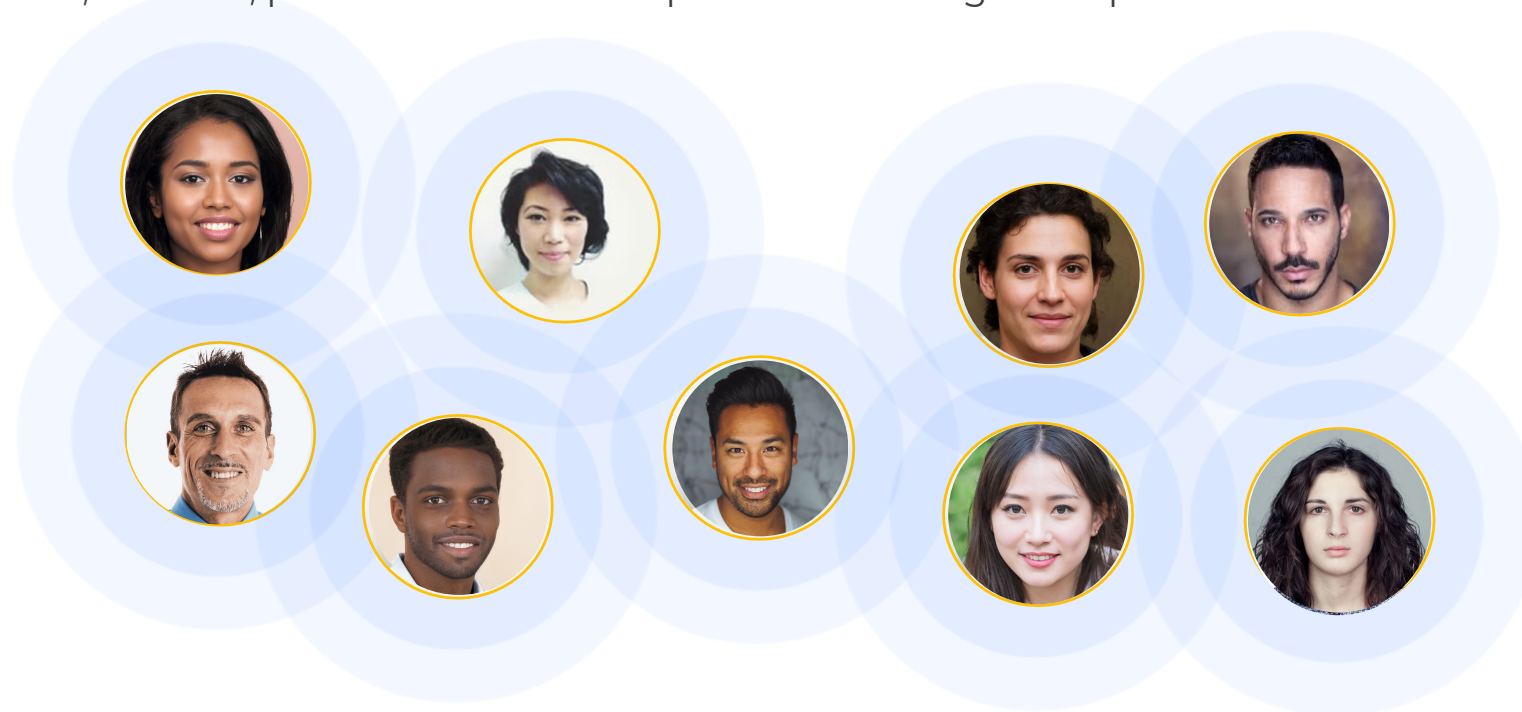
…is the key to the release of effective development, productivity and increased well-being.

Development of potential is based on trust

Mutual trust is a construct...

Personality, values, motives, preferences and competencies distinguish a person and make him or her special

...which is a fundamental prerequisite for cooperation in groups & companies.

Development of potential is based on trust

Any transaction between people...

How does more confidence in a person's individual qualities come about?
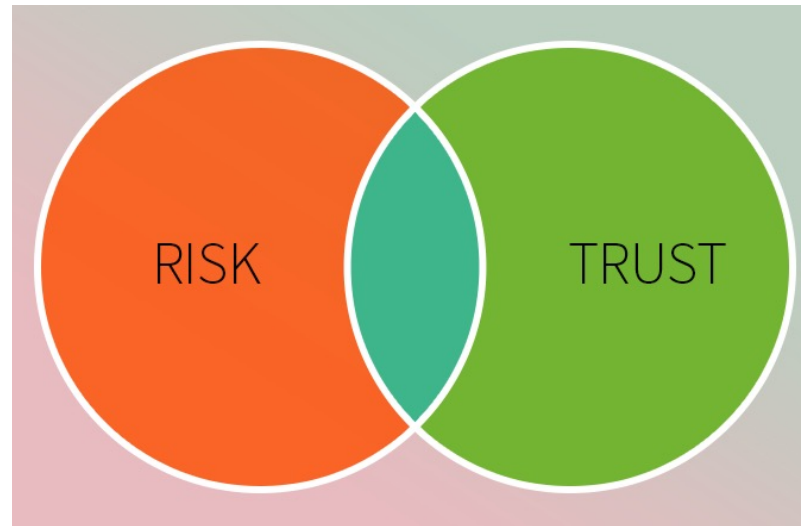
...is significantly associated with trust and risk. The stronger and more reliable the trust, the lower the perceived risk.

Development of potential is based on trust

Building trust and minimizing risk....

How does more confidence in a person's individual qualities come about?

TRUST LEAP

Known

Unknown

Uncertainty

... are two primary tasks of advanced people and talent management systems.

b

# Development of potential is based on trust

What elements must be present for trust...

Human-like trusting beliefs	Corresponding system-like trusting beliefs
Definition	Definition
Integrity: the belief that a trustee adheres to a set of principles that the trustor finds acceptable.	**Reliability:** the belief that the specific technology will consistently operate properly.
Ability: the belief that the trustee has the group of skills, competencies, and characteristics that enable them to have influence within some specific domain. **Competence:** the belief that the trustee has the ability to do what the trustor needs to have done.	**Functionality:** the belief that the specific technology has the capability, functions, or features to do for one what one needs to be done.
Benevolence: the belief that the trustee will want to do good to the trustor, aside from an egocentric profit motive.	**Helpfulness:** the belief that the specific technology provides adequate and responsive help for users.

b

How bluquist works

Measure. Match. Grow.
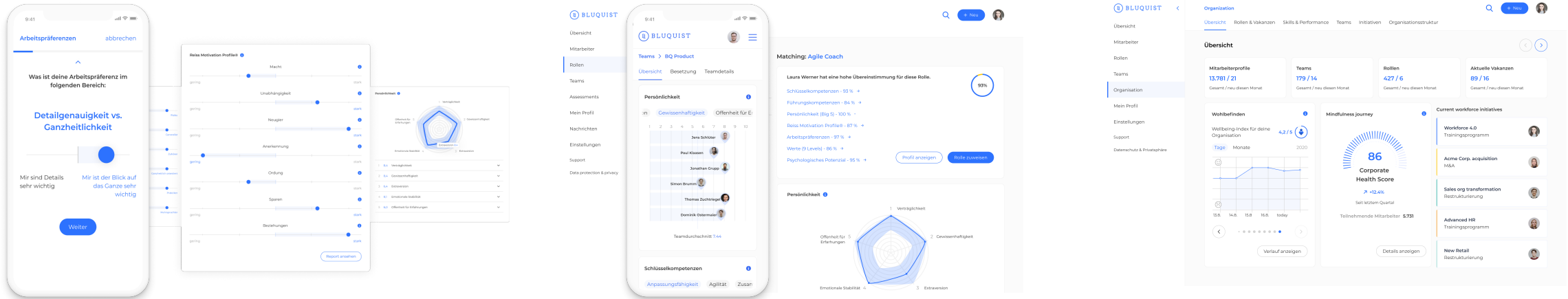
Measuring what is important

Short, playful assessments are used to collect and process comprehensive and meaningful data on the individual potential of employees.
Users receive detailed reports on their individual strengths profile.

Staffing and developing employees and teams correctly

The data generated is used to create reference profiles for roles and teams, which in turn are used to match employees. This makes it possible to fill positions faster and more accurately and to coordinate development measures in the best possible way.

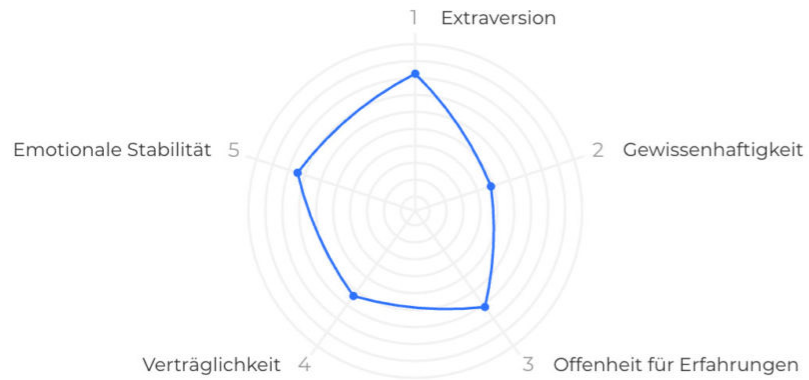## Using data at the organizational level

All data on individuals and teams are aggregated at the organizational level, providing comprehensive insights into organizational well-being, diversity, critical skills, and needs.

Anne Baldorf
CEO

9 Levels Personal Value System ⓘ

TÜRKIS ⓘ

-1   15

GELB ⓘ

-30   88

GRÜN ⓘ

-14   79
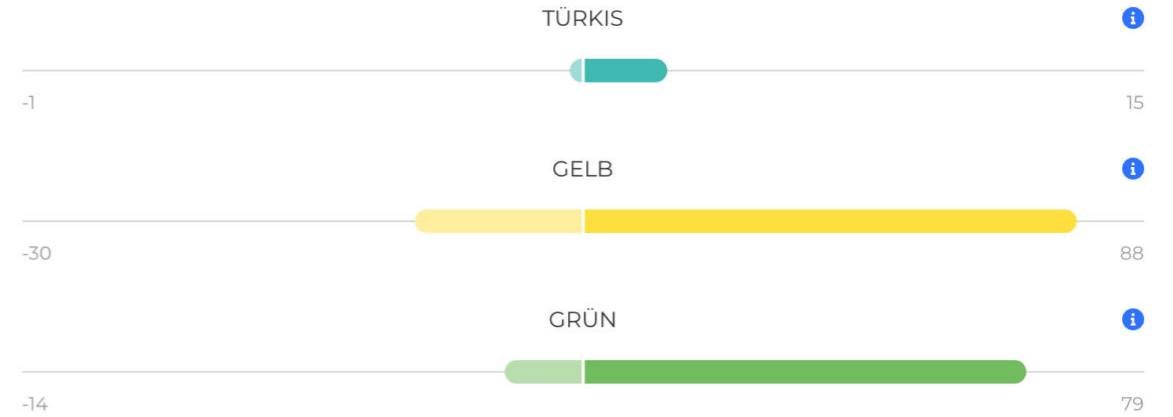
© 9 Levels of Value Systems. Alle Rechte vorbehalten.

Extraversion 1
Gewissenhaftigkeit 2
Offenheit für Erfahrungen 3
Verträglichkeit 4
Emotionale Stabilität 5

Psychologisches Potenzial ⓘ

6,0 Optimismus ⓘ
3,7 Resilienz ⓘ
8,2 Ideenreichtum ⓘ
5,5 Selbstwirksamkeit ⓘ

Reiss Motivation Profile® ⓘ

Essen ⓘ

gering   stark
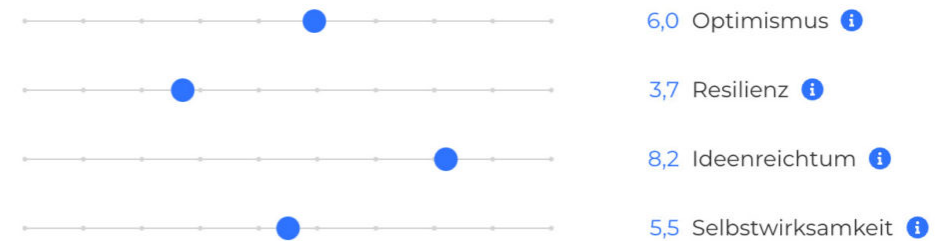
Führungskompetenzen ⓘ

Personal development: discovering talents and potential with a selection of models

John Berger

Match: **72%**

Psychological Potential ⓘ

Value	Competency	
5.1	Optimism	ⓘ
2.8	Resilience	ⓘ
6.4	Resourcefulness	ⓘ
6.4	Self-efficacy	ⓘ
6.9	Self-esteem	ⓘ
4.2	Self-regulation	ⓘ
6.4	Vitality	ⓘ
6.4	Volition	ⓘ

Key competencies ⓘ

Value	Competency	
4.0	Adaptability	⌄
4.0	Agility	⌄
3.5	Collaboration	⌄
3.6	Communication	⌄
2.8	Complex problem solving	⌄
3.8	Critical thinking	⌄
3.0	Innovation	⌄
2.2	Interpersonal	⌄

Leadership competencies ⓘ

Value	Competency	
2.8	Engage people	⌄
3.3	Knowledge as a leader	⌄
2.8	Management processes	⌄
2.1	Daily managing	⌄
2.8	Succeeding in organizations	⌄

Targeted development: Identifying development needs through data-based role matching

bluquist

Overview

Employees

Roles

Teams

Vacancies

Candidates

My profile
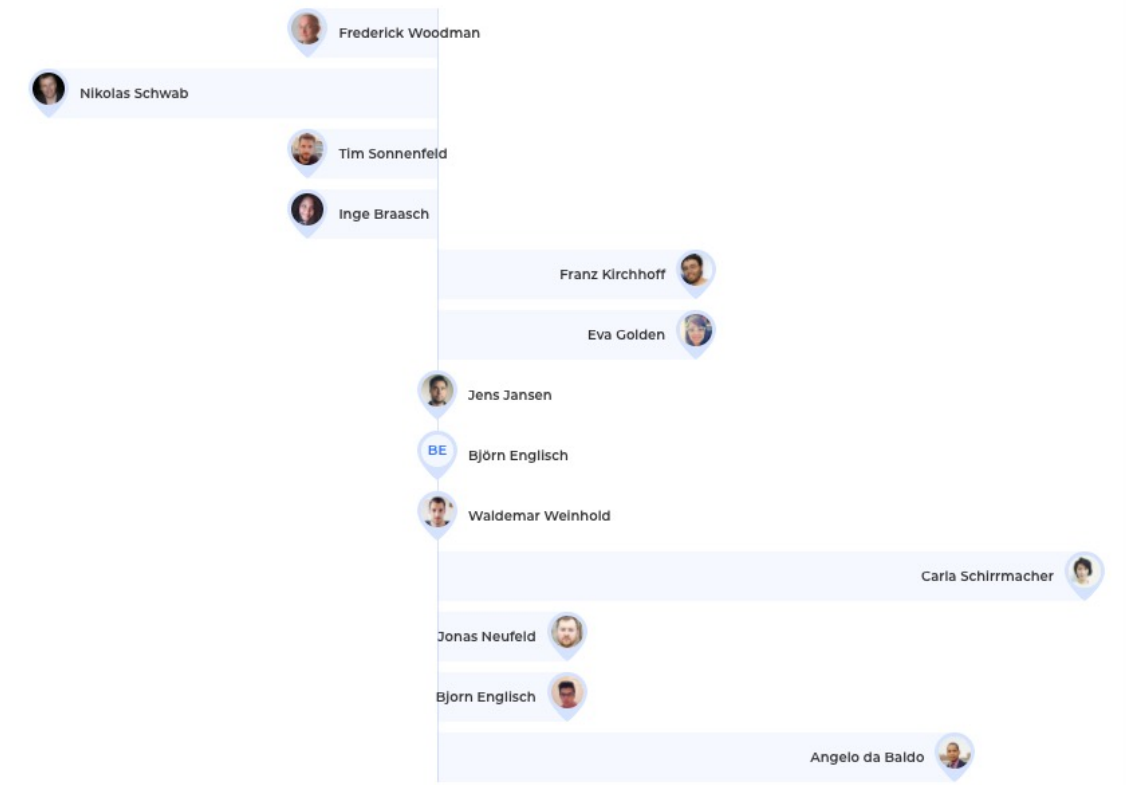
Settings

Support

Data protection & privacy

Overview   Staffing   Team details

+ New

Work Preferences ⓘ

Risk taking   Expert vs Generalist   Speaking vs Listening   Attention to detail vs Holistic   Theoretical vs Practical   Language prefe

Speaker   Listener

Frederick Woodman

Nikolas Schwab

Tim Sonnenfeld

Inge Braasch

Franz Kirchhoff

Eva Golden

Jens Jansen

BE Björn Englisch

Waldemar Weinhold

Carla Schirrmacher

Jonas Neufeld

Bjorn Englisch

Angelo da Baldo

Psychological Potential ⓘ

Team Development Assistant: Creating Awareness in the Team - Utilizing Strengths and Potentials

bluquist

Das Reiss Motivation Profile® (ESS)

70% complete

Search by lesson title

○ **Bevor du startest** 2/3 ⌄

○ **Einführung** 6/7 ⌃

● Intro
  ▭ VIDEO · 1 MIN

● Kursziele
  ▤ TEXT

● Das Reiss Motivation Profile® als Teil von bluquist
  ▤ TEXT

● Was treibt mich an?
  ▤ TEXT

● Das Reiss Motivation Profile®
  ▭ VIDEO · 1 MIN

○ Reflexion
  ▤ TEXT

● Quiz: Das Reiss Motivation Profile ®
  ▨ QUIZ · 14 QUESTIONS · VORAUSSETZUNG

○ **Die 16 Lebensmotive** 3/4 ⌄

Intro

💬 **DISKUSSION 0**   ⤢

Motivation – Was uns wirklich antreibt!

Anders als bei vielen Persönlichkeitstests, die vorwiegend beschreiben, wie ein Mensch sich verhält, geht das Reiss Motivation Profile® einen Schritt tiefer und

ALS UNVOLLSTÄNDIG MARKIEREN | WEITER →

Recommended learning experiences and coaching for employees and teams

Our vision

An intelligent assistant for potential development

Our long-term goal is to revolutionize HR and leadership by intelligently predicting and recommending an organization's needs and capabilities - enabling people and organizations to reach their full potential.

Target for 2024
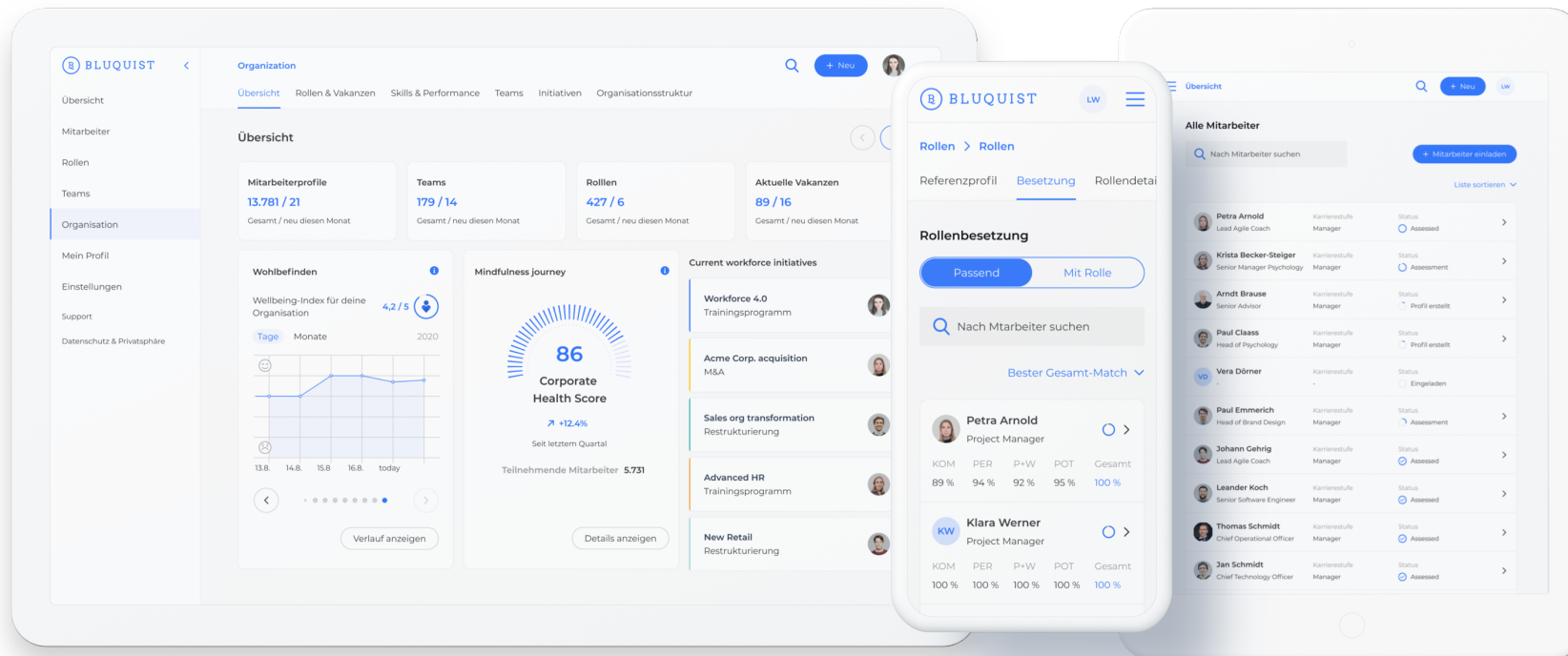
Intelligent predictions & recommendations

Taget for 2021 & 22

Real Insights...

Well structured information...

Valid data...

... To the potential of an organization

Development feature for people in focus

bluquist learn – Assistet learning content

All user groups (employees, managers, experts) can book customized courses and certifications and complete them online immediately and easily.

**Psychological Potential Trainer – Assisted potential trainer**

Users can do various small trainings and regular routines. These are based on personal profiles and strengthen resources such as resilience, optimism and vitality.

Transformative Leadership Learning Nuggets – Recommended Insights

Leaders receive insights and small lessons customized to them on how to better lead their employees and teams and transform themselves into a:n transformative:n leader:in.

Generally AI-supported development recommendations.

The various users receive algorithm-based recommendations for targeted further developments. For this purpose, internal learn content is provided and referenced to other platforms connected via API.
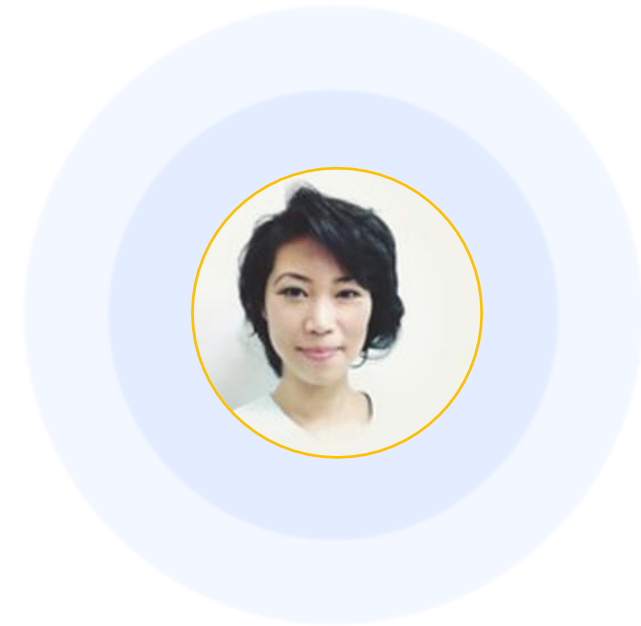
Using NLP Ontologies to create a ML based learning system

- Most of the data produced by technologies nowadays are discretized and converted to numbers to be able to make use of it.

- However, most of this data is better described using words. The subfield of ML called Natural Language Processing (NLP) has the goal of "to accomplish human-like language processing"

- Among the methodologies of NLP, the exploration of Knowledge Graphs (KG) via the creation of Ontologies has been one of the most successful
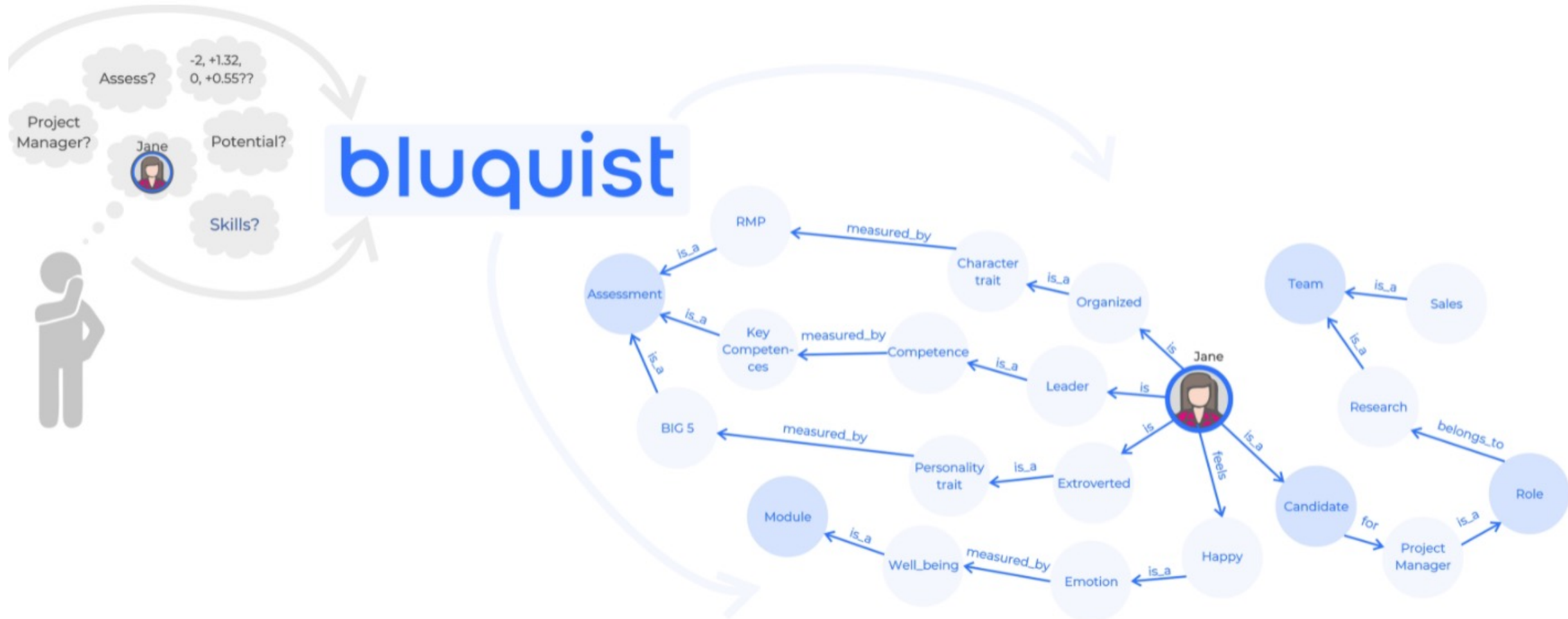
Using NLP Ontologies to create a ML based learning system

A Knowledge Graph (KG) represents a collection of interlinked descriptions of entities – real-world objects and events, or abstract concepts – where:

- Descriptions have formal semantics that allow both people and computers to process them in an efficient and unambiguous manner
- Entity descriptions contribute to one another, forming a network, where each entity represents part of the description of the entities, related to it, and provides context for their interpretation.
- A KG is built using an ontology where the words, their descriptions and relations are established.
- Ontologies represent the core of the semantics behind a KG. They can be seen as the data schema of the KG.

Roadmap zum Thema Machine Learning
Using ML to create a ontology based learning system

Using NLP Ontologies to create a ML based learning system

Why to use a KG?

To make data smarter.

Machines needed flexible data schemas where the learning could be done "on the way" and not "a priori". Data should accurately reflect the "real world", but keeping a semantic meaning.

What is special about bluquist

The human being in the center

One platform - different use cases

Innovative HR and leadership tools

Encourage everyone to start their personal development journey

Empower leaders

Increases well-being

Excellent user experience

Immediate benefit for every employee

Let teams flourish

Customizable

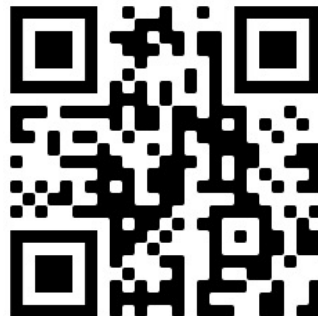Fast and data protection compliant

Hire people with the best fit

Reduce conflicts

We look forward to talking with you!

Johannes Ehrhardt

johannes@bluquist.com

get in touch

https://calendly.com/johannes-ehrhardt/digitalcoffee