Graphology Solutions

Graphology and its effectiveness…
Handwriting analysis as a solution in recruitment processes

By **Lucyna Baca-Lönn** the founder and Director of Graphology Solutions Group,

Graphology is the study of the psychological structure of the human being through his or her handwriting. Graphology is a social science and depends on research and experimentation. Graphology is an organized and systematic search for knowledge having, as a target, the discovery of the truth...says Renna Nezos in her book "The interpretation of handwriting".

Experience proves that graphology analysis is effective and reliable tool in assessment processes within Human Recourses Departments. Graphology opinions support recruitment processes and assess a candidate's adequacy for a specific position in a company. Graphology is unique and professional assessment of personality profile, which helps executives make right choices in personnel selection processes. It is a precious method which combines the comfort of the graphology analysis for the customer with its high assessment effectiveness. A personal touch of handwriting provides stunning insight into the person's psyche and its life situation.

Graphology analysis structure
Graphology analysis has a structure and order. Graphology portrait of a candidate is prepared according to knowledge based on research and experimentation. It includes assessment of key personality elements in the area of intellect, emotivity, activity and adaptation skills of a prospective employee. Graphology analyses enable to discover and assess key personality elements such as ability to give and take orders, ability to keep cool under pressure, ability to work with others, adaptability, ambition, attention to detail, authority, clarity of judgment, clarity of thinking, common sense, communication, concentration, confidence, consistency, creativity, critical mind, decisiveness, dynamism, extroversion, equilibrium, goal orientation, harmony, imagination, independence, introversion, logic, motivation, organization, originality of ideas, practicality, reliability, sense of priorities, speed of thinking, stability, tenacity, suppleness of mind and many

1

other personality traits of the person being assessed. It provides a deep and thorough assessment of a candidate on a specific position in a company. Professional graphology analyses apply findings of Jung, Hippocrates, Le Senne, Freud, Adler and other well-known psychologists.

When to apply graphology analysis?

Questions concerning the selection of key personnel are pure management functions. Graphology findings effectively support executive decisions in a final stage of personnel selection process, when 3-4 applicants are short-listed by the selection committee. Practice shows that graphology assessments, by advising the strengths and weaknesses of prospective candidates, give the most effective support to the selection committee at this stage of recruitment processes. Graphological opinions lend support to the personal evaluations of the members of selection committee, complement or question them. They observe and judge applicants from different angles showing their values and shortages. Graphology analysis is a decision-making tool which provides a differentiated view of the candidate's personality.

Reason of applying Graphology Analysis in companies:

Accuracy-graphology analysis allows an assessment of personnel profiles with an accuracy of 95 per cent, which generates substantial **economical value** to companies. Adequate personnel selection decisions make companies grow and develop. Graphology assessment is a method of a remote personality analysis, which reduces additional costs for the companies. **Comfort** in terms of no need for direct contact between graphologist and client and easy access to graphology analysis is an advantage of graphology opinions. There is **anonymity,** which gives us a sense of security and privacy, essential when making an assessment of key personality elements.

Summary

Graphology with a long and honourable history, going back to ancient China and Egypt, is a respectful and effective tool in personnel selection processes within companies. Graphology opinions are valuable and effective decision-making tool, which support top executives in choosing appropriate key personnel with minimum risk. Graphology findings clearly assess what added value brings a prospective candidate for a specific position within a company. Such in-depth graphology analyses allow to arrive at well-founded conclusions in recruitment processes. I strongly recommend graphology opinions as an effective decision making tool in personnel selection processes. Graphology findings guard precious human abilities of handwriting and its skillful interpretation in our highly technological reality…

Lucyna Baca-Lönn