Structured Context-Analysis®
in Context-Driven Executive Search

What is Structured Context-Analysis®

Structured Context-Analysis (SCA) is a scientific methodology to make the cultural patterns of an organisation visible in relation to a particular context.

Structured Context-Analysis®in Context-Driven Executive Search

In Context-Driven Executive Search (CODES) both the fit of the candidate with the job profile and their fit into the corporate culture is examined.

Structured Contex-Analysis® therefore shows the company's DNA.
This includes the corporate cultural factors, which are just as crucial for sustainable staffing as they are for the appropriate search strategy.

The company's DNA is then compared with the candidate's personality assessment results and their personal culture.

The fit between the corporate culture and the candidate's personal culture gives you peace of mindthat you have not only found the most skilled person for the position, but also the right fit for your company.

SCA in addition to the best practices in Executive Search

The methods currently used most frequently in assessments (see Hogan, Insights MDI, Scheelen, B.M.P, 16pf) focus primarily on a person and function-related perspective/analysis.

These are suitable for determining the candidate's characteristics, potential, abilities and value system, and examine their relationship with the environment and other humans.

In contrast to this, Structured Context-Analysis® determines the culture of the organisation as a collective. This is the cultural habitat in which the candidate would work in the future and in which they should produce results.

SCA is supported by organisational-sociological methods and deciphers what connects all people, regardless of function or hierarchy, giving us the reason why they work for this particular company.

SCA background

Developed by Altervision GmbH together with organisational scientists.
Since 2008, it has been the only method that can decrypt context-related and organisational culture patterns with this depth of information.
The method is based on organisational and sociological foundations and works according to a structured and systemic reverse engineering process using hermeneutical analysis methods.