profilingvalues

Explore your potential

V12C
VALUE-BASED 12 COMPETENCIES

REPORT

MICHAEL SAMPLE

01.01.2017

Introduction and Explanations

The profiling**values** report is a scientific document to optimize staffing and career development. It describes interests and skills of individuals and gives precise suggestions for further improvement and development.

When corporations decide to utilize these interests and skills fully, employer and employee will benefit alike.

All information in the profiling**values** report is collected from an online questionnaire. profilingvalue´s scoring technique is based on the value psychology and determines the deviations from a logic-mathematical norm. This allows a joint and objective display of interests and skills.

The personal value system is considered to be the most stable behaviour norm in humans. If you are interested to find out more about the psychological or technical aspects of our diagnostic tool, kindly request the documents directly from us (info@profiling**values**.com).

The profiling**values** tool complies with all scientific standards for psychometric instruments such as validity and reliability. profiling**values** is valid against other methods such as the Catell 16PF.

If you are interested to find out more about the scientific aspects of our diagnostic tool, kindly request the documents directly from us (info@profiling**values**.com).
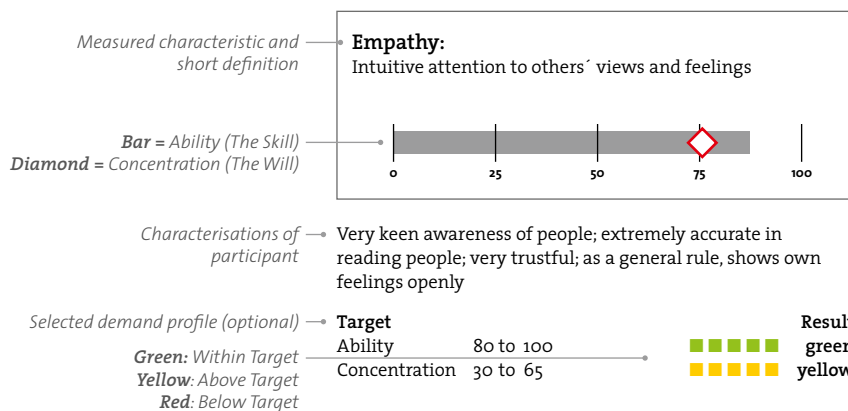
profiling**values** is based on the scientific work of Dr. Robert S. Hartman and was developed by Dr. Ulrich Vogel.

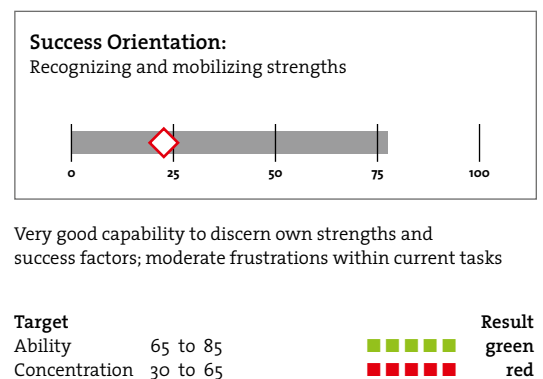# General instructions to interpret the test results

Altogether, 12 character traits in two parameters – the ability as well as the willingness to use the ability – are displayed. Each character trait is displayed in a separate figure. In the back of the report, readers also find a summary page covering all characteristics.
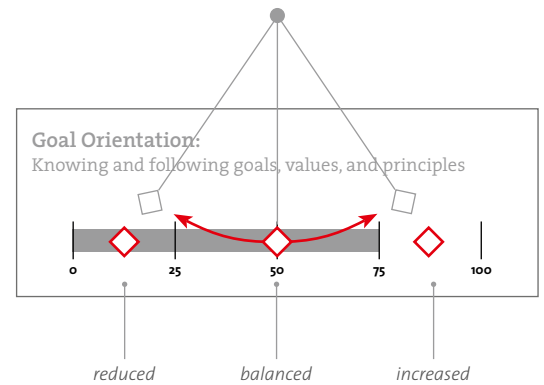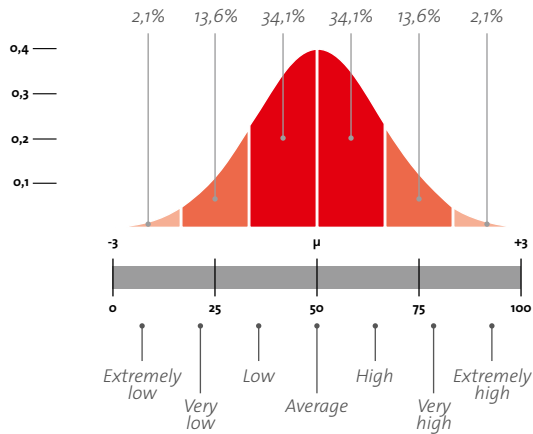
In case you provided us with a job description, all results are in reference to the specific job description. profiling**values** extracts the individual requirements and translates them into a numerical target corridor. You will find these numbers separately below each figure. In case the analysis was done without a specific job profile, replacement characters (x, y) are displayed respectively.

Example 1
High Ability and Will

Measured characteristic and short definition

Empathy:
Intuitive attention to others´ views and feelings

Bar = Ability (The Skill)
Diamond = Concentration (The Will)

| 0 | 25 | 50 | 75 | 100 |

Characterisations of participant

Very keen awareness of people; extremely accurate in reading people; very trustful; as a general rule, shows own feelings openly

Selected demand profile (optional)

Green: Within Target
Yellow: Above Target
Red: Below Target

Target			Result
Ability	80 to 100	■■■■■	green
Concentration	30 to 65	■■■■■	yellow

Example 2
High Ability and Low Will

Success Orientation:
Recognizing and mobilizing strengths

| 0 | 25 | 50 | 75 | 100 |

Very good capability to discern own strengths and success factors; moderate frustrations within current tasks

Target			Result
Ability	65 to 85	■■■■■	green
Concentration	30 to 65	■■■■■	red

Interpreting the bars

The bars represent the ability or skill of a person in a certain field. The profiling**values** scales are calibrated to show the normal distribution within a population as can be seen in the figure above.

Interpreting the diamonds

The diamonds represent the willingness of an individual to use a certain ability. Their basic position is at 50%. This means: The use of a skill is situational and balanced.

A diamond about up to 15% above or below the basic position signifies flexibility regarding the usage of the competency.

A high score towards 100% signals high attention towards a skill – i.e. high willingness, possibly even compulsion (90-100%). This implies also the ability of a person to steer this character trait is decreasing. The combination of high ability and high willingness shows passion to use a skill.

A low score towards 0% signals little attention to use a skill and possibly even disregard (0-10%). In this situation too, the conscious ability to steer a quality is decreasing.

Interesting is the combination of very high skill (bar) and very low willingness (diamond). In these instances we speak of an unconscious competence. It does not need focus to unfold but can be utilized more intentionally.

Lower diamonds are not „bad". They are more or less beneficial regarding specific tasks or functions.

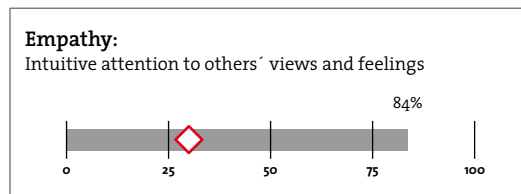*Green: Within Target*
Yellow: Above Target
Red: Below Target

Bar = Ability (The Skill)
Diamond = Concentration (The Will)

General Competencies and Personality

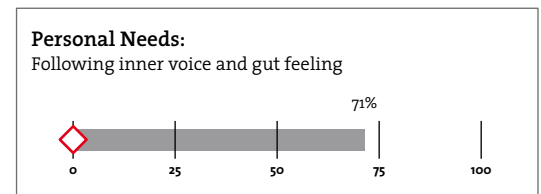**MICHAEL SAMPLE | 01.01.2017**

Evaluation of Surroundings:

Evaluation of Oneself:

Human Value Dimension – Question Answered: Who?

Empathy:
Intuitive attention to others´ views and feelings

84%

| 0 | 25 | 50 | 75 | 100 |

6   45   8/0   35   2 22

Keen awareness of people; very accurate in reading people; according to situations, more or less trustful and open with respect to own feelings

Target			Result
Ability	56 to 86 (+13)	■■■■■	green
Concentration	25 to 30 (+3)	■■■■■	green

Personal Needs:
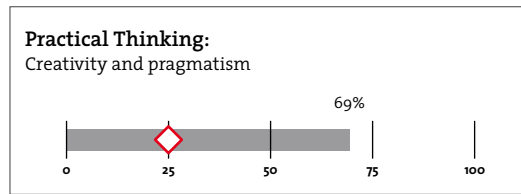Following inner voice and gut feeling

71%

| 0 | 25 | 50 | 75 | 100 |

12   40   14/1   10   2

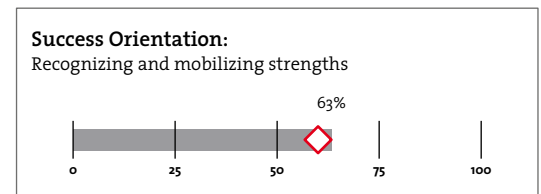Very good capability to discern one´s inner self and worth; frequently ignores personal needs at the moment

Target			Result
Ability	52 to 85 (+3)	■■■■■	green
Concentration	45 to 55 (-50)	■■■■■	red

Practical Value Dimension – Question Answered: What?

Practical Thinking:
Creativity and pragmatism

69%

| 0 | 25 | 50 | 75 | 100 |

10   30   15/2   45   5 33

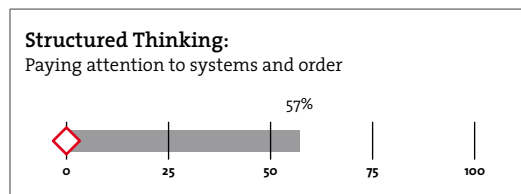Good practical insight and common sense; at present constrained regarding practicable alternatives

Target			Result
Ability	56 to 86 (-2)	■■■■■	green
Concentration	43 to 73 (-33)	■■■■■	red

Success Orientation:
Recognizing and mobilizing strengths

63%

| 0 | 25 | 50 | 75 | 100 |

8   75   18/0   35   10

Considerate and intent on functional role; good success orientation; currently notices that own dedication makes a difference
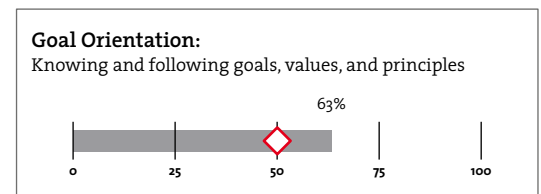
Target			Result
Ability	60 to 90 (-12)	■■■■■	green
Concentration	45 to 60 (+8)	■■■■■	green

Systemic Value Dimension – Question Answered: What For?

Structured Thinking:
Paying attention to systems and order

57%

| 0 | 25 | 50 | 75 | 100 |

16   25   21/2   20   5 39

Good analytical capability and structured thinking power; imposes own regulations to oneself

Target			Result
Ability	60 to 90 (-18)	■■■■■	red
Concentration	52 to 82 (-67)	■■■■■	red
32	33 44 33 12		

Goal Orientation:
Knowing and following goals, values, and principles

63%

| 0 | 25 | 50 | 75 | 100 |

9   15   18/1   85   9

Clear self-direction and realistic goal setting; current balance between ambition and patience

Target			Result
Ability	68 to 98 (-20)	■■■■■	red
Concentration	64 to 94 (-29)	■■■■■	red
29	43 50 43 21		

Green: Within Target
Yellow: Above Target
Red: Below Target

Bar = Ability (The Skill)
Diamond = Concentration (The Will)

Problem Solving Competencies

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Conflicts throughout Surroundings:

Human Value Dimension – Question Answered: Who?

People Skills:
Interpersonal problem solving

93%

1   0 7
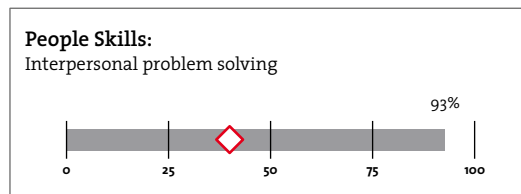
Capable of solving interpersonal problems in a very good way; approaches disputes balanced and deliberately

Target		Result
Ability	68 to 98 (+10)	green
Concentration	56 to 70 (-23)	red

Practical Value Dimension – Question Answered: What?

Solution-oriented Attitude:
Solving practical problems

69%

3   3 14

Good practical problem solving; resourceful; approaches practical challenges balanced and deliberately

Target		Result
Ability	39 to 69 (+15)	yellow
Concentration	48 to 78 (-13)	green

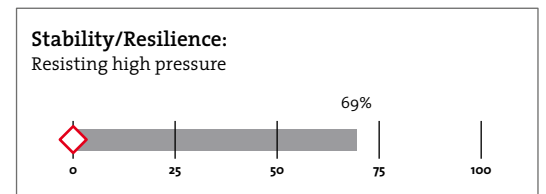### Systemic Value Dimension – Question Answered: What For?

Structural Problem Solving:
Initiate and manage change

61%

7   3 18

Good capabilities to solve structural and process-related problems; currently constrained regarding structural challenges

Target		Result
Ability	52 to 82 (-6)	green
Concentration	35 to 65 (-40)	red

11   6

Inner Conflicts:

Stability/Resilience:
Resisting high pressure
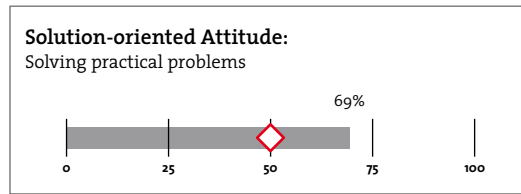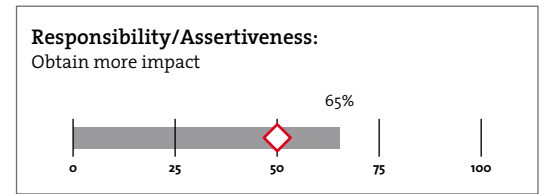
69%

6   0

Masters problematic and stressful situations well; does not pay enough attention to self-regeneration at the moment

Target		Result
Ability	64 to 94 (-10)	green
Concentration	45 to 70 (-57)	red

Responsibility/Assertiveness:
Obtain more impact

65%

4   4
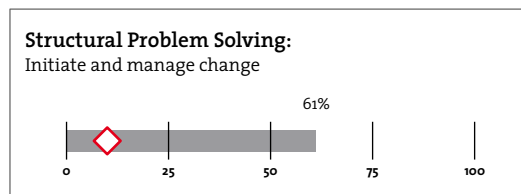
Acts responsibly and is in the position to assert own authority; emphasis on carrying out responsibility in a balanced way; tolerant

Target		Result
Ability	60 to 90 (-10)	green
Concentration	56 to 86 (-21)	red

Decisiveness:
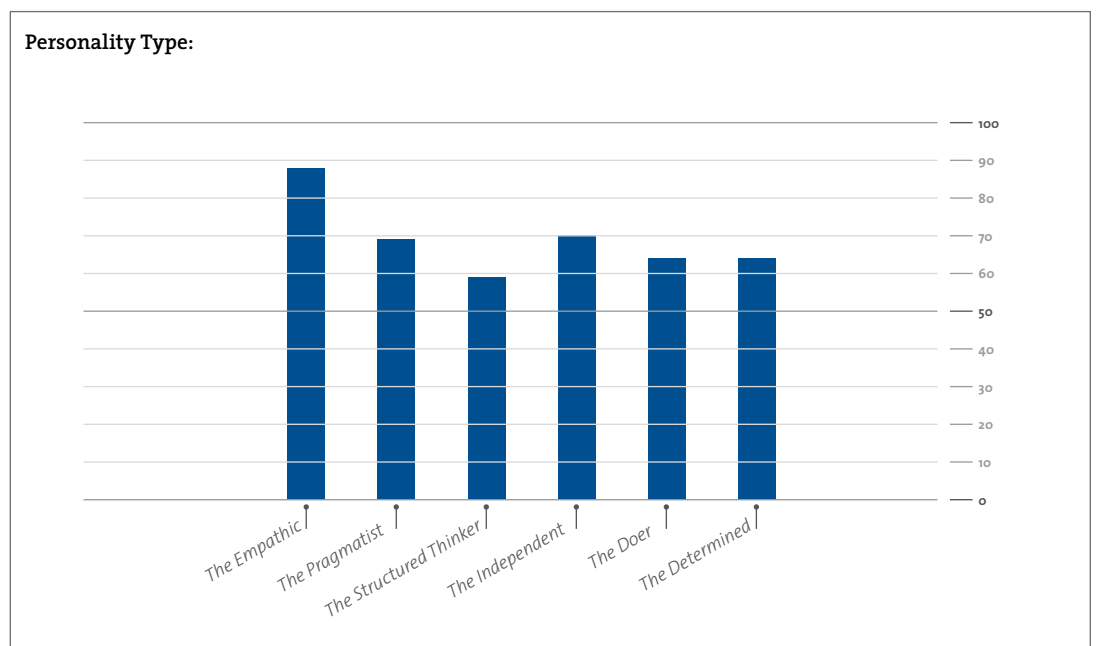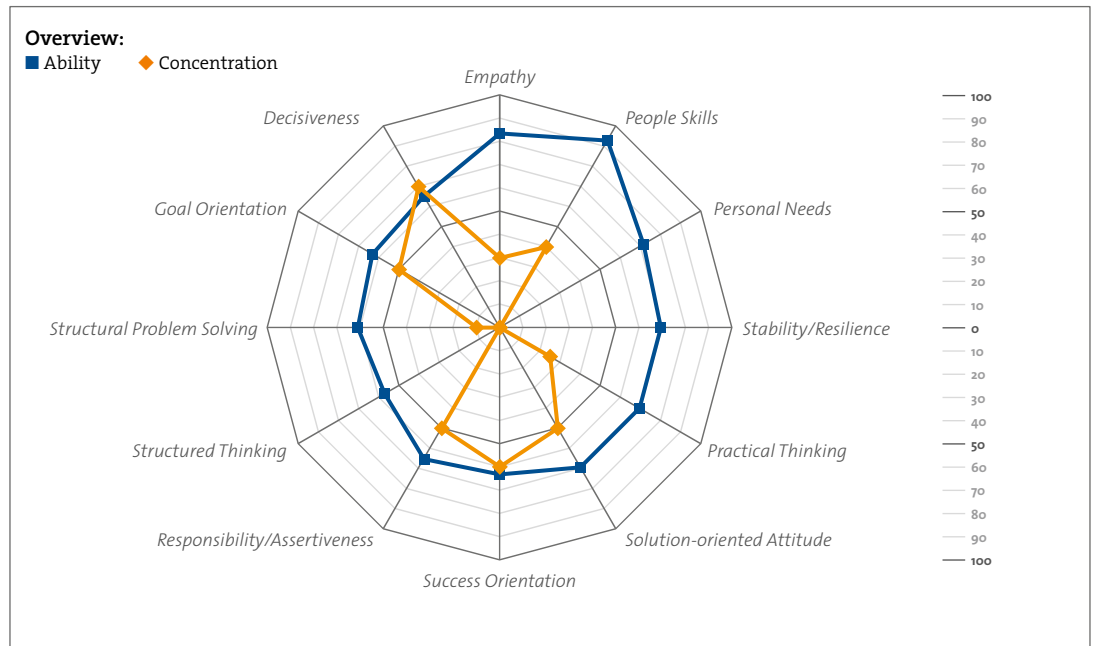Decide and implement

65%

3   5

Good ability to make important decisions; at present high focus on implementing change persistently

Target		Result
Ability	64 to 94 (-14)	green
Concentration	52 to 82 (+3)	green

13   9

Diagrams

Overview:
■ Ability ◆ Concentration

Radar chart axes (clockwise from top): Empathy, People Skills, Personal Needs, Stability/Resilience, Practical Thinking, Solution-oriented Attitude, Success Orientation, Responsibility/Assertiveness, Structured Thinking, Structural Problem Solving, Goal Orientation, Decisiveness

Personality Type:

Bar chart categories: The Empathic, The Pragmatist, The Structured Thinker, The Independent, The Doer, The Determined

Dif	2	44	50	2	VQ	2	84	40	5	Dif1/2	1	88
Dim	4	19	4	1	SQ	2	78	28	3	RHO	2	0.820	0.769	3
DimP	4	43	8	0	BQr	0	0.93	0.70	0	Y		
Int	2	17	22	3	BQa	2	81	34	4	Key	16Prn7qyXDg02
IntP	3	39	44	4	CQ	0	75	24	1	A	243
Dis	3	4	2	2	RQ	1	103	52	0	B	218
DI	3	13	2	0	AI	5	73	58	2		

C	122
D	157
	740
AC	0.818
BD	0.610

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Summary

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Characteristics
(strengths/weaknesses depending on demands)

a) Very empathic
b) Trustful
c) Good practical talent
d) Currently rather hesitant
e) Analytically good
f) Appreciates freedom
g) Very good people skills
h) Approaches people deliberately
i) Full of ideas
j) Approaches practical problems deliberately
k) Capable of solving structural problems well
l) Currently cautious regarding structural challenges

m) Very aware of own self
n) Cares not enough for own self currently
o) Interested in doing well
p) Sees currently positive impact
q) Clear goal orientation
r) Flexible in goal orientation
s) Robust and resilient
t) Minds regeneration not enough
u) Appropriate assertiveness at any time
v) Ready to take responsibility
w) Needs time for decisions
x) Current focus on consistency

Suggestions for Personal Development

a) o.k.
b) o.k.
c) Act even more pragmatic
d) Take opportunities and venture more
e) Analyze structures even more differentiated
f) Concentrate more on structures
g) o.k.
h) o.k.
i) Explore implementation even better
j) o.k.
k) Solve structural problems more sustainably
l) Approach structural changes more dynamically

m) o.k.
n) Hold yourself in considerably higher regard
o) Exceed yourself more than others
p) o.k.
q) Set more ambitious and clearer goals
r) Decide on rewarding goals
s) Seek even more stability
t) Mind balance and regeneration
u) Appoint yourself/others even more appropriate
v) o.k.
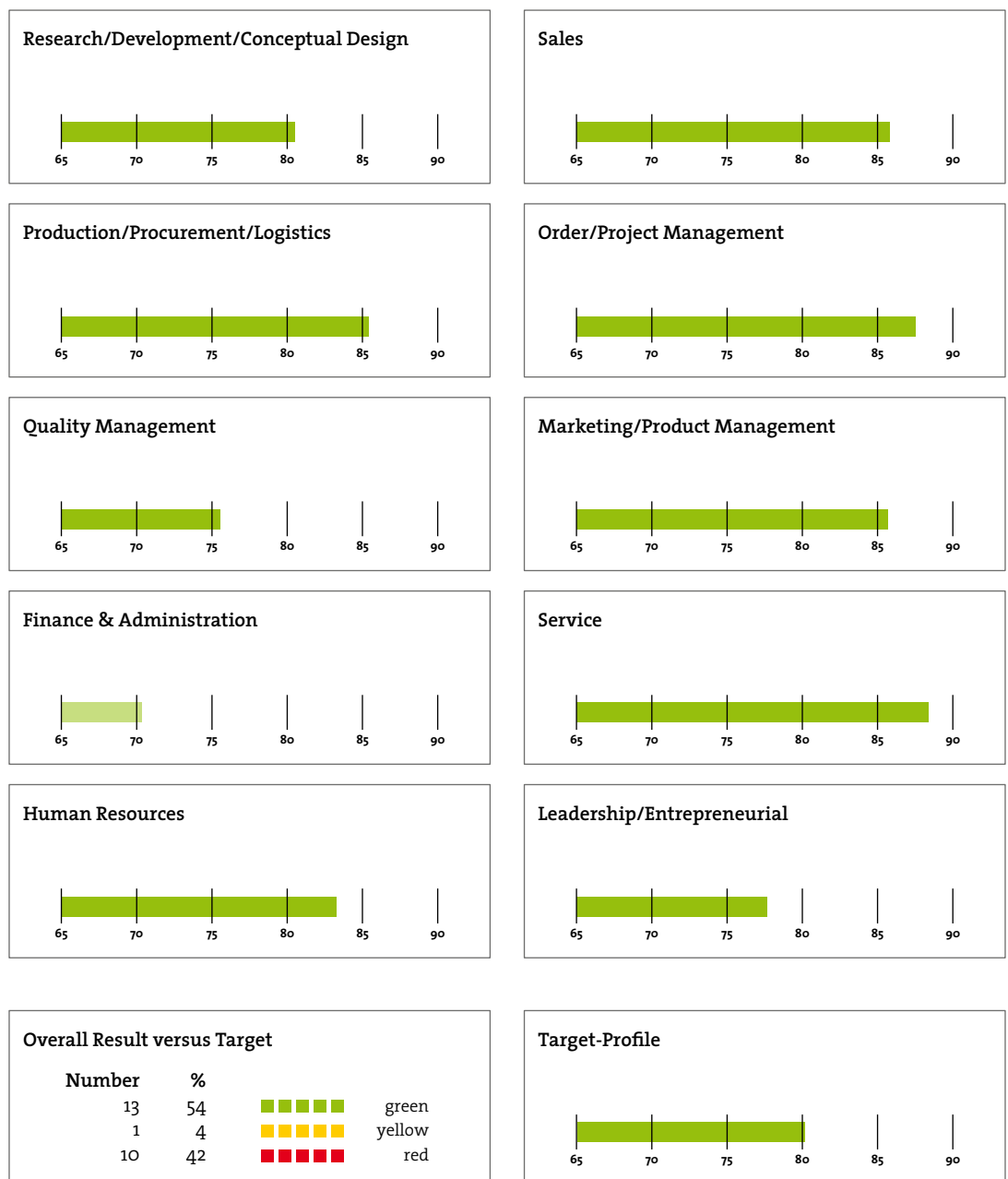w) Give decisions more importance
x) o.k.

* actual demand profiles in certain companies could deviate significantly from these "standard profiles"

Recommendations for Professional Functions*

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Research/Development/Conceptual Design

Sales

Production/Procurement/Logistics

Order/Project Management

65-70: Not recommended
70-75: Limited qualifications
75-80: Good qualifications
80-85: Very good qualifications
85-90: Outstanding qualifications

Quality Management

Marketing/Product Management

Finance & Administration

Service

Human Resources

Leadership/Entrepreneurial

Sums from page 5 and 6

Green: *Within Target*
Yellow*: Above Target*
Red*: Below Target*

Overall Result versus Target

Number	%		
13	54	🟩🟩🟩🟩🟩	green
1	4	🟨🟨🟨🟨🟨	yellow
10	42	🟥🟥🟥🟥🟥	red

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bibliothek(#10598)

Target-Profile