

profiling**values** 

*Identifying Talent – Utilizing Potential*



**V 1 2 C**

VALUE-BASED 12 COMPETENCIES

**REPORT**

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presented by:

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## 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@profilingvalues.com](mailto:info@profilingvalues.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@profilingvalues.com](mailto:info@profilingvalues.com)).

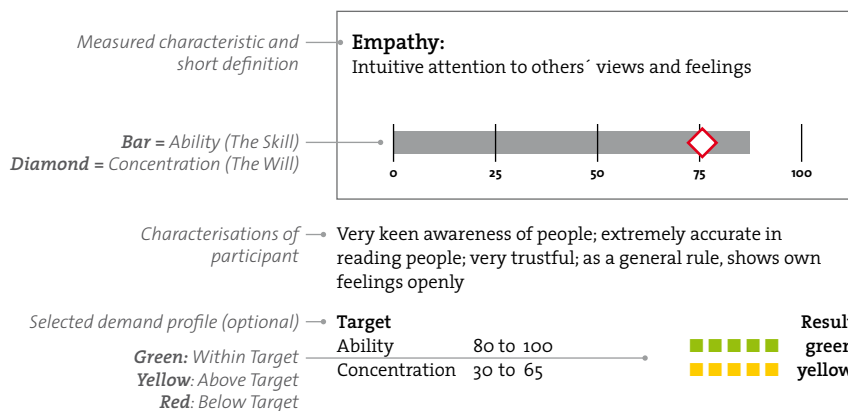
profiling**values** is based on the scientific work of Dr. Robert S. Hartman and was developed by Dr. Ulrich Vogel.

## General instructions to interpret the test results:

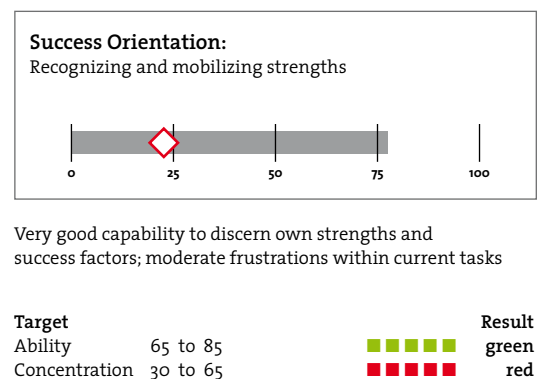
Altogether, 12 character traits in two parameters – the ability as well as the willingness to use the ability – are displayed. Each character trait is displayed in a separate figure. In the back of the report, readers also find a summary page covering all characteristics.

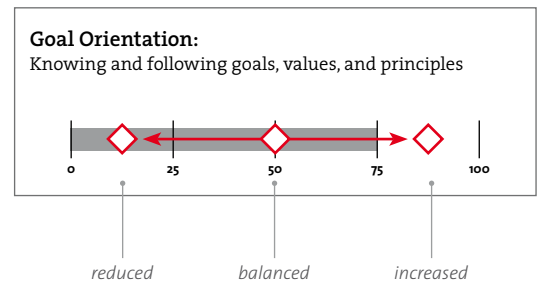
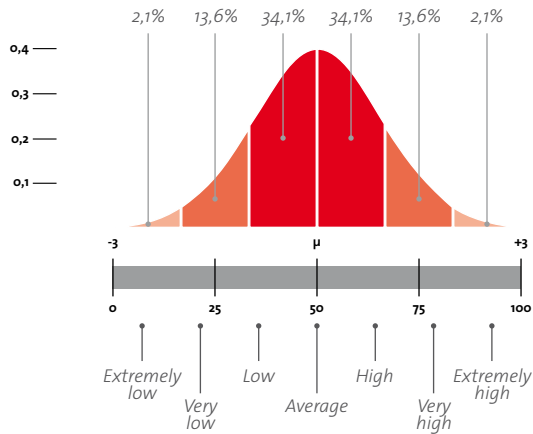
In case you provided us with a job description, all results are in reference to the specific job description. profilingvalues extracts the individual requirements and translates them into a numerical target corridor. You will find these numbers separately below each figure. In case the analysis was done without a specific job profile, replacement characters (x, y) are displayed respectively.

### Example 1: High Ability and Will



### Example 2: High Ability and Low Will





## Interpreting the bars:

The bars represent the ability or skill of a person in a certain field. The profilingvalues 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

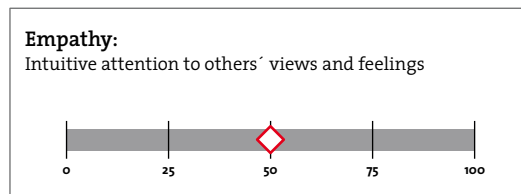
Bar = Ability (The Skill)  
Diamond = Concentration (The Will)

## General Competencies and Personality:

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Human Value Dimension –  
Question Answered: Who?

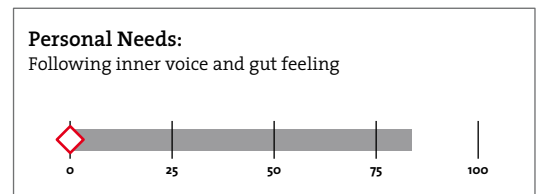
### Evaluation of Surroundings:



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

<b>Target</b>		<b>Result</b>
Ability	39 to 69 (+45)	yellow
Concentration	39 to 69 (-4)	green

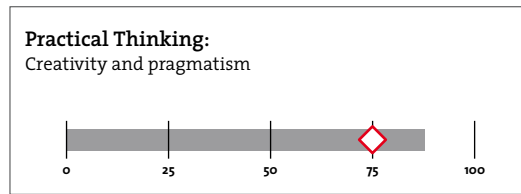
### Evaluation of Personal Role:



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

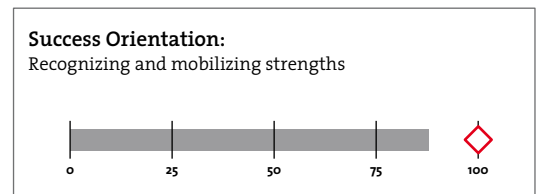
<b>Target</b>		<b>Result</b>
Ability	35 to 65 (+33)	yellow
Concentration	23 to 53 (-38)	red

Practical Value Dimension –  
Question Answered: What?



Keen-witted practical insight and brilliant solutions; at present optimistic regarding change; impatient

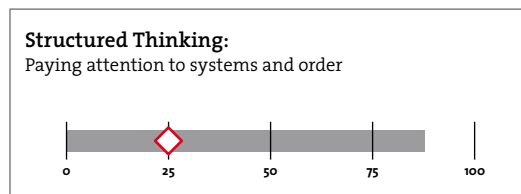
<b>Target</b>		<b>Result</b>
Ability	68 to 98 (+4)	green
Concentration	68 to 98 (-8)	green



Outstanding capability to discern own strengths and success factors; seeks success and recognition; currently feels personal impact

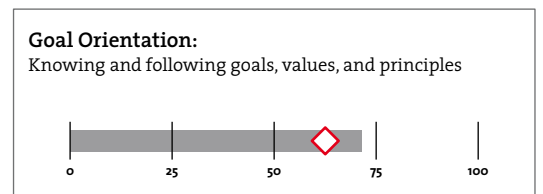
<b>Target</b>		<b>Result</b>
Ability	64 to 94 (+8)	green
Concentration	60 to 90 (+24)	yellow

Systemic Value Dimension –  
Question Answered: What For?



Brilliant analytical and abstract-conceptual talents; excellent structured thinker; imposes own regulations to oneself; inventive

<b>Target</b>		<b>Result</b>
Ability	68 to 98 (+4)	green
Concentration	56 to 86 (-46)	red



Very good self-direction capabilities as well as precise and ambitious goal orientation; currently good goal tracking

<b>Target</b>		<b>Result</b>
Ability	56 to 86 (0)	green
Concentration	77 to 100 (-30)	red

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

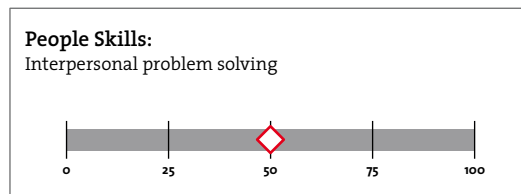
Bar = Ability (The Skill)  
Diamond = Concentration (The Will)

## Problem Solving Competencies (Leadership Skills):



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Human Value Dimension –  
Question Answered: Who?

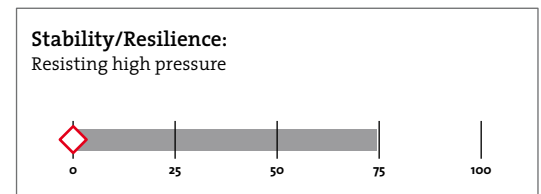
### Conflicts throughout Surroundings:





0 25 50 75 100  
0 4  
Capable of solving interpersonal problems in an outstanding way; approaches disputes balanced and deliberately

**Target**  
Ability 56 to 86 (+28)  yellow  
Concentration 56 to 86 (-21)  red

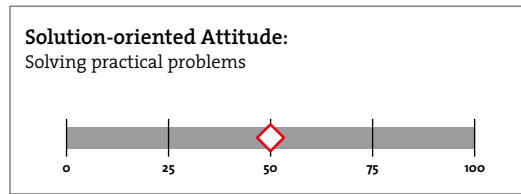
### Inner Conflicts:





0 25 50 75 100  
0 4  
Very good ability to cope with problematic situations and remain stable at the same time; does not mind self-regeneration adequately at the moment

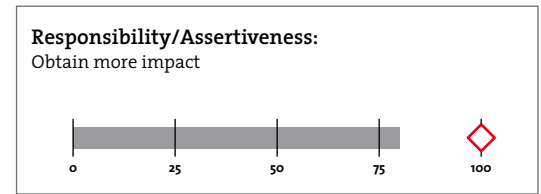
**Target**  
Ability 48 to 78 (+10)  green  
Concentration 64 to 94 (-79)  red

Practical Value Dimension –  
Question Answered: What?





0 25 50 75 100  
0 2  
Extremely resourceful and effective; outstanding ability to solve practical problems; approaches practical challenges balanced and deliberately

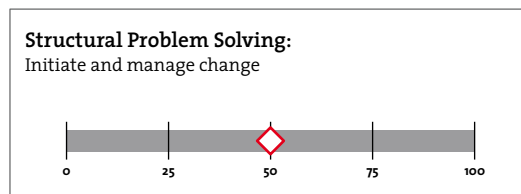
**Target**  
Ability 64 to 94 (+20)  yellow  
Concentration 64 to 94 (-29)  red





0 25 50 75 100  
0 2  
Very good ability to act responsibly; is in the position to assert own authority; currently very attentive to make a difference based on own competencies

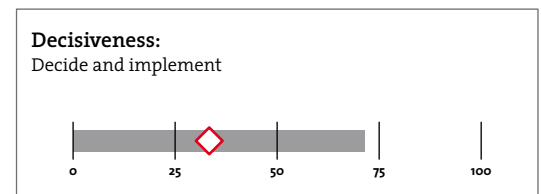
**Target**  
Ability 73 to 100 (-8)  green  
Concentration 68 to 98 (+16)  yellow

Systemic Value Dimension –  
Question Answered: What For?





0 25 50 75 100  
0 5  
Outstanding capabilities to solve structural and process-related problems; excellent judgment of theoretical questions; approaches structural challenges balanced and deliberately

**Target**  
Ability 68 to 98 (+16)  yellow  
Concentration 56 to 86 (-21)  red

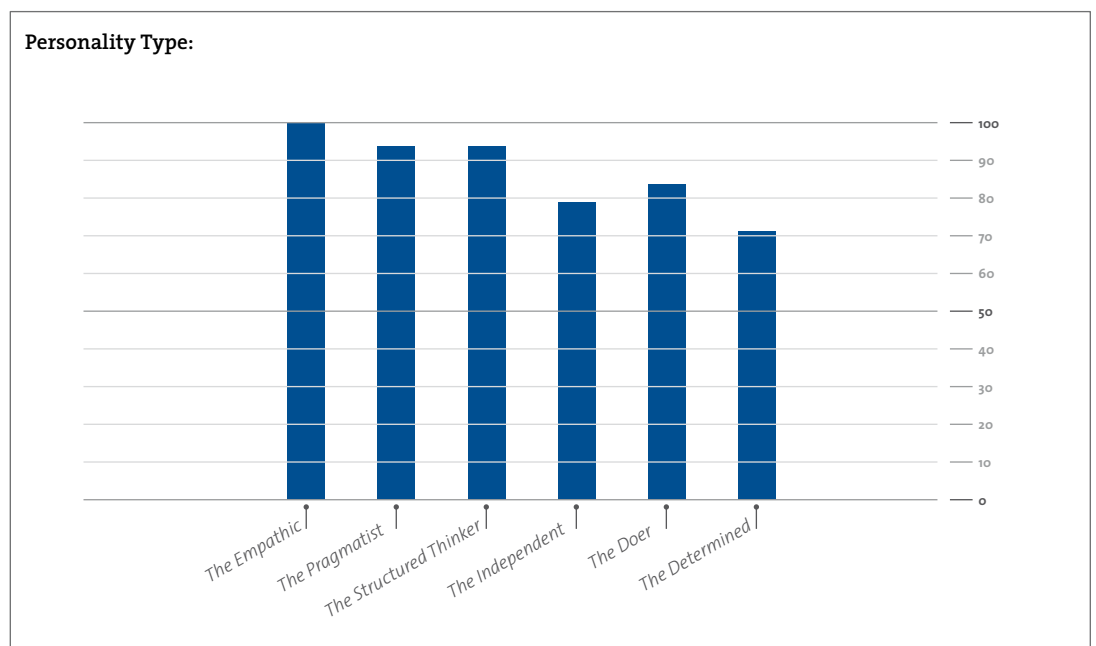
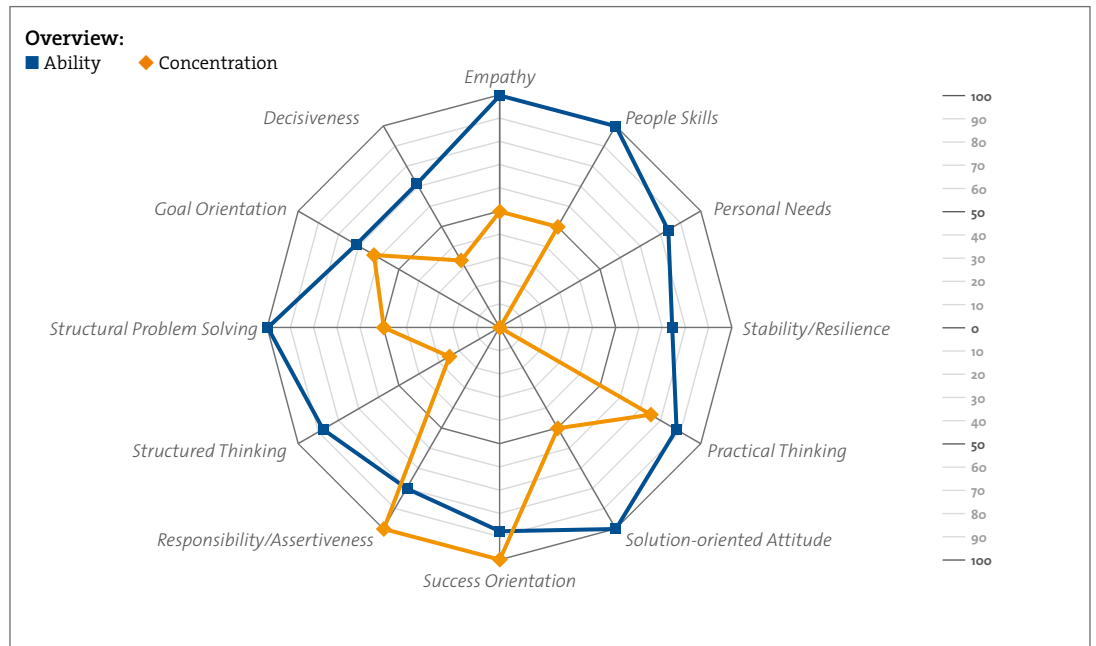


0 25 50 75 100  
0 3  
Very good capability to make important decisions and judge normative questions; at present little attention to implement change

**Target**  
Ability 81 to 100 (-25)  red  
Concentration 81 to 100 (-63)  red

## Diagrams:

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Dif	0	12	28	0	VQ	0	18	6	0	Difi/2	5	43			C	184
Dim	1	6	14	3	SQ	0	53	25	3	RHO	0	0.979	0.896	1	D	188
DimP	4	50	50	4	BQr	3	2.95	4.17	5	Y	1975					671
Int	0	0	11	1	BQa	0	36	16	2	Key	09Pndk884JY07					
IntP	0	0	39	3	CQ	1	105	65	3	A	145	AC	0.890			
Dis	0	0	0	0	RQ	1	117	72	0	B	154	BD	0.878			
DI	0	0	4	1	AI	0	50	50	0							

## Summary:

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## Characteristics (strengths/weaknesses depending on demands):

a) to x)  
refer to bars and diamonds  
from pages 5 and 6.  
List is not ranked.

- |  |   |
|--|---|
| a) Utmost empathic   | m) Very aware of own self                         |
| b) Trustful  | n) Cares not enough for own self currently        |
| c) Very perceptive   | o) Knows exactly own success factors              |
| d) Rapid and impatient                                     | p) Seeks maximum of success                       |
| e) Analytically excellent and very well structured         | q) Very good goal orientation                     |
| f) Appreciates freedom; inventive                          | r) Good goal tracking                             |
| g) Outstanding people skills                               | s) Very robust and resilient                      |
| h) Approaches people deliberately                          | t) Minds regeneration not enough                  |
| i) Solves practical problems outstandingly                 | u) Able to assert if necessary                    |
| j) Approaches practical problems deliberately              | v) Likes to take over responsibility              |
| k) Capable of solving structural problems<br>outstandingly | w) Very good and confident decision-maker         |
| l) Approaches structural challenges deliberately           | x) Considered with respect to consistent behavior |

## Suggestions for Personal Development:

a) to x)  
refer to the corresponding numeration  
from Characteristics, see above.  
o.k.:  
no improvement necessary

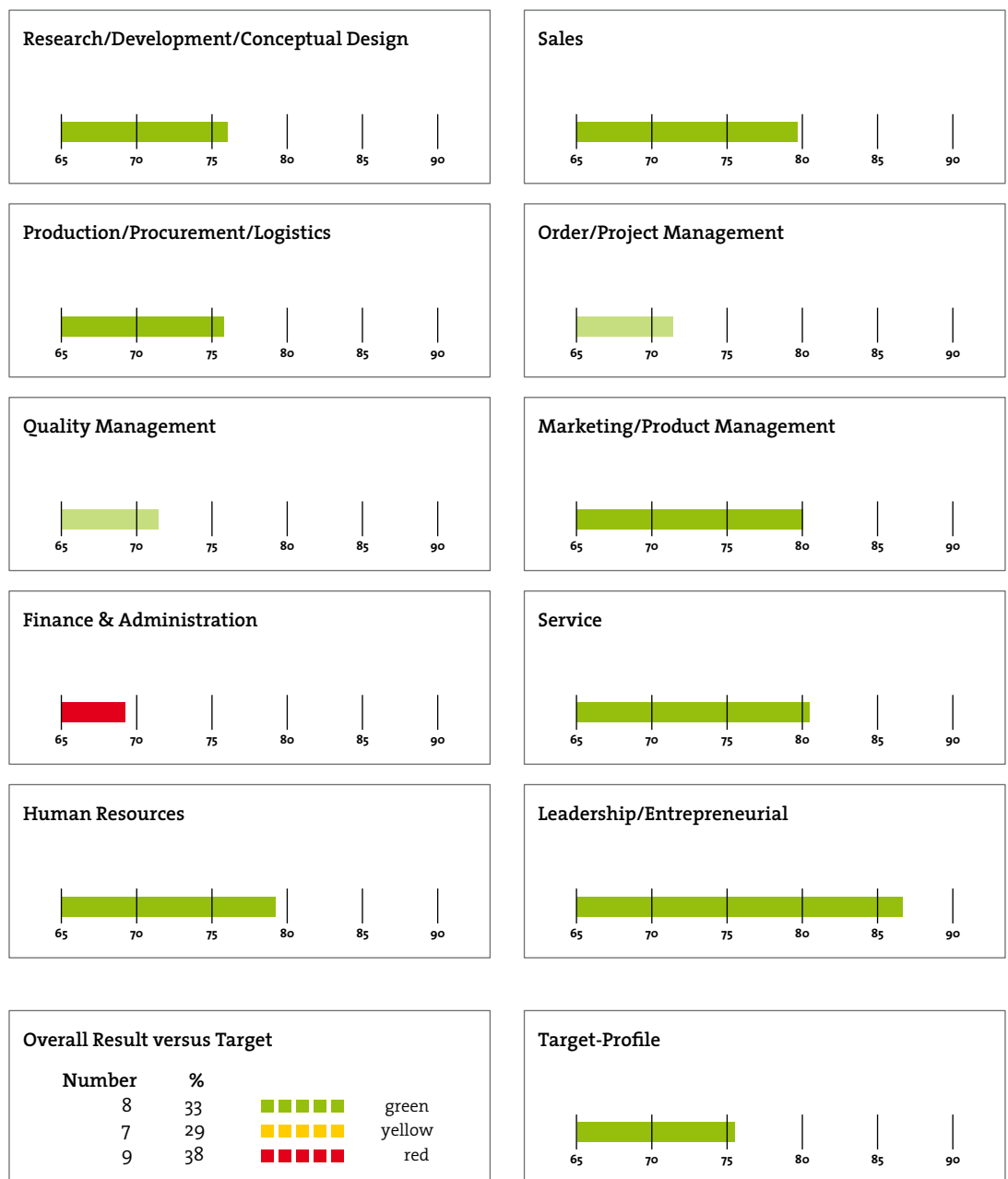
- |                               |  |
|-------------------------------|--|
| a) o.k.                       | m) o.k.  |
| b) o.k.                       | n) Hold yourself in considerably higher regard |
| c) o.k.                       | o) o.k.  |
| d) More patience with others  | p) o.k.  |
| e) o.k.                       | q) o.k.  |
| f) Test own ideas even better | r) o.k.  |
| g) o.k.                       | s) o.k.  |
| h) o.k.                       | t) Mind balance and regeneration               |
| i) o.k.                       | u) o.k.  |
| j) o.k.                       | v) Do not assert at all costs                  |
| k) o.k.                       | w) o.k.  |
| l) o.k.                       | x) Go about decisions more quickly             |

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

## Recommendations for Professional Functions\*:

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



Sums from page 5 and 6

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

Mechanical Engineering / Leiter Supply Chain Management  
Electron Motion Deutschland GmbH  
09SsajGej5e07