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Hit the bull´s eye

V12C

VALUE-BASED 12 COMPETENCIES

REPORT

JOHN DOE PUBLIC

phone: - e-mail:

22.04.2011

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@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.

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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.

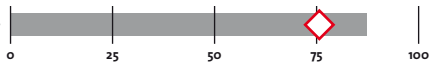
Example 1:

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)



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)

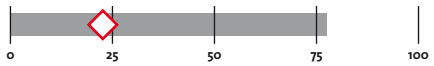
Green: Within Target
Yellow: Above Target
Red: Below Target

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

Example 2:

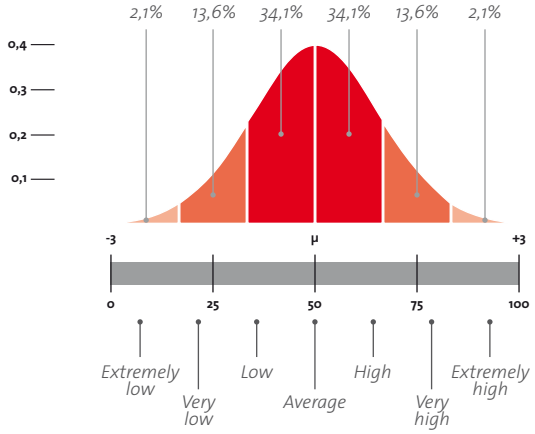
High Ability and Low Will

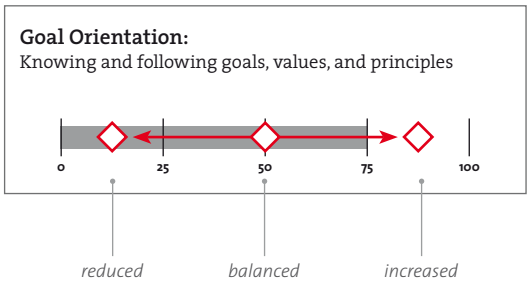
Success Orientation:
Recognizing and mobilizing strengths



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.

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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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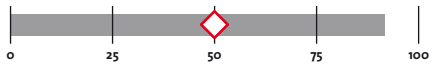
Evaluation of Surroundings:

Human Value Dimension – Question Answered: Who?

Empathy:
Intuitive attention to others´ views and feelings



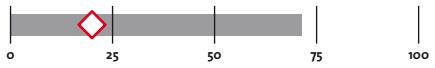
2 50 4 50 2 17

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

Target		Result
Ability	x to y	
Concentration	x to y	

Practical Value Dimension – Question Answered: What?

Practical Thinking:
Creativity and pragmatism



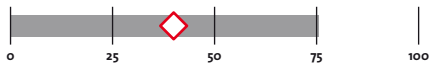
10 30 14 40 4 28

Very practical orientation; at present constrained regarding practicable alternatives

Target		Result
Ability	x to y	
Concentration	x to y	

Systemic Value Dimension – Question Answered: What For?

Structured Thinking:
Paying attention to systems and order



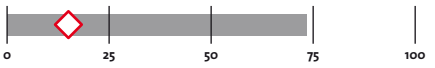
7 50 12 40 5 31

Very good analytical capabilities; discerns results in advance; far sighted; creates own systems and processes; inventive

Target		Result
Ability	x to y	
Concentration	x to y	
19	43	30 43 11

Evaluation of Personal Role:

Personal Needs:
Following inner voice and gut feeling

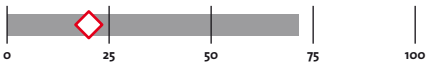


10 40 13 25 3

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

Target		Result
Ability	x to y	
Concentration	x to y	

Success Orientation:
Recognizing and mobilizing strengths

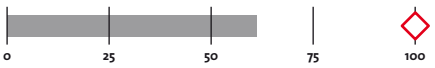


10 30 14 40 4

Very good capability to discern own strengths and success factors; moderately frustrated with current tasks

Target		Result
Ability	x to y	
Concentration	x to y	

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



3 80 19 85 16

Clear self-direction and realistic goal setting; at present very strong concentration on own goals and values; extremely high personal standards

Target		Result
Ability	x to y	
Concentration	x to y	
23	50	46 50 23

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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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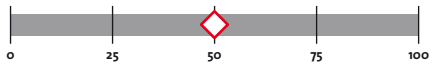
Conflicts throughout Surroundings:

Inner Conflicts:

Human Value Dimension – Question Answered: Who?

People Skills:
Interpersonal problem solving

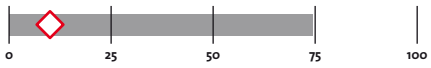


0 0 4

Capable of solving interpersonal problems in an outstanding way; approaches disputes balanced and deliberately

Target		Result
Ability	x to y	
Concentration	x to y	

Stability/Resilience:
Resisting high pressure



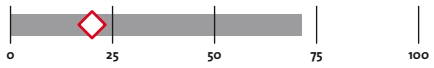
4 0

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		Result
Ability	x to y	
Concentration	x to y	

Practical Value Dimension – Question Answered: What?

Solution-oriented Attitude:
Solving practical problems

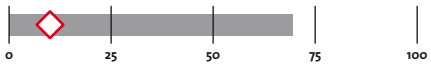


4 1 11

Very resourceful and effective in solving practical problems; for the time being hesitant approach to practical challenges

Target		Result
Ability	x to y	
Concentration	x to y	

Responsibility/Assertiveness:
Obtain more impact



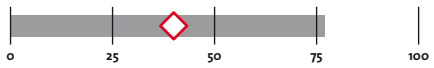
5 1

Acts responsibly and is in the position to assert own authority; currently contained regarding take-over of responsibility; less focus on asserting own viewpoints

Target		Result
Ability	x to y	
Concentration	x to y	

Systemic Value Dimension – Question Answered: What For?

Structural Problem Solving:
Initiate and manage change

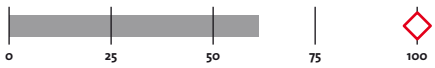


2 1 13

Very good capabilities to solve structural and process-related problems; judgment of theoretical questions is precise; approaches structural challenges balanced and deliberately

Target		Result
Ability	x to y	
Concentration	x to y	
6		2

Decisiveness:
Decide and implement



0 10

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

Target		Result
Ability	x to y	
Concentration	x to y	
9		11

Diagrams:

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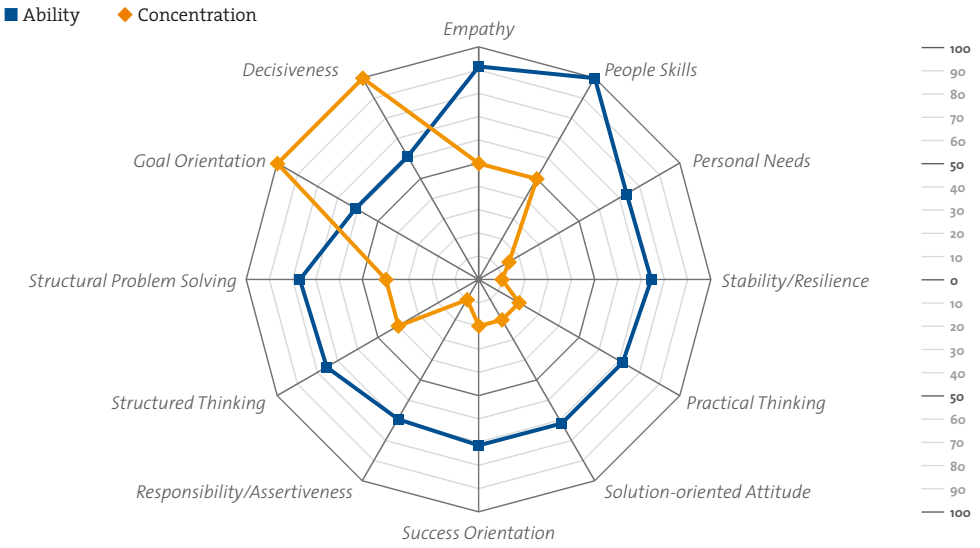
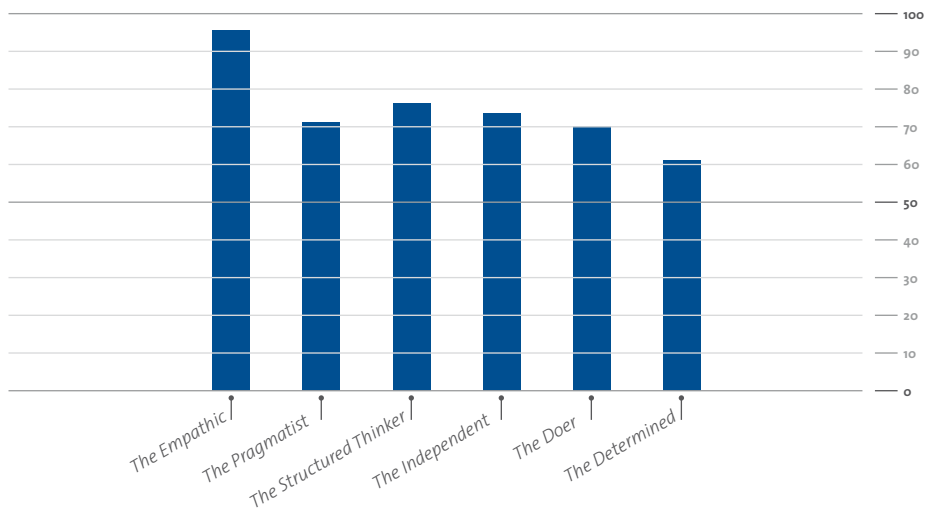
Overview:



Personality Type:



Dif	0	30	46	2
Dim	3	12	11	2
DimP	3	40	24	2
Int	1	8	20	2
IntP	2	27	43	4
Dis	2	2	0	0
DI	1	7	10	2

VQ	0	52	22	3
SQ	2	77	31	4
BQr	0	1.48	1.41	0
BQa	1	65	27	3
CQ	1	96	37	2
RQ	1	113	59	0
AI	3	63	50	0

Dif1/2	3	65		
RHO	1	0.909	0.795	2
Y	1967			
Key	11Pr6EesNqb04			
A	199			
B	179			

C	136
D	254
	768
AC	0.950
BD	0.950

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
b) Trustful
c) Highly practical talent
d) Currently rather hesitant
e) Analytically very good
f) Inventive
g) Outstanding people skills
h) Approaches people deliberately
i) Very resourceful practical problem solver
j) Hesitant problem solver at present
k) Capable of solving structural problems very well
l) Approaches structural challenges deliberately
m) Very aware of own self
n) Cares not enough for own self currently
o) Knows own success factors
p) Currently rather frustrated
q) Clear goal orientation
r) Extremely focussed on goals
s) Very robust and resilient
t) Minds regeneration not enough
u) Appropriate assertiveness at any time
v) Currently cautious regarding responsibility
w) Needs time for decisions
x) High focus on consistency at present

Suggestions for Personal Development:

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

a) o.k.
b) o.k.
c) o.k.
d) Take opportunities and venture more
e) o.k.
f) Think through circumstances more systematically
g) o.k.
h) o.k.
i) o.k.
j) Show more dedication in solving practical problems
k) o.k.
l) o.k.
m) o.k.
n) Hold yourself in higher esteem
o) o.k.
p) Discern frustrations, initiate change
q) Set more ambitious and clearer goals
r) o.k.
s) o.k.
t) Mind balance and regeneration
u) Appoint yourself/others even more appropriate
v) Taking responsibility will help you to move forward
w) Give decisions more importance
x) o.k.

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** 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

Research/Development/Conceptual Design

Sales

Production/Procurement/Logistics

Order/Project Management

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

Target-Profile