

profiling**values** 

Identifying Talent – Utilizing Potential



V 1 2 C

VALUE-BASED 12 COMPETENCIES

REPORT

JOHN DOE PUBLIC

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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. profiling**value**'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).

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).

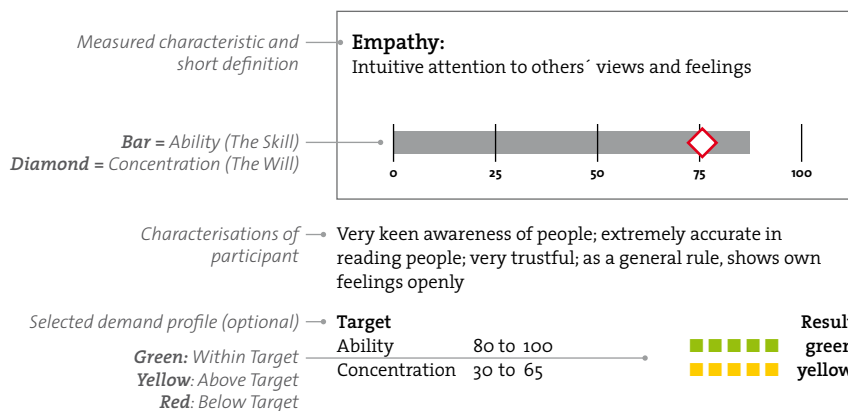
profiling**values** is based on the scientific work of Dr. Robert S. Hartman and was developed by Dr. Ulrich Vogel.

General instructions to interpret the test results:

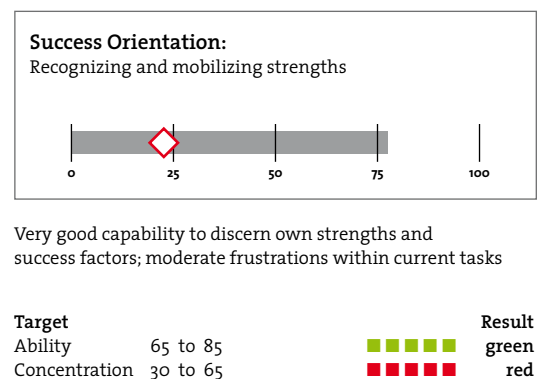
Altogether, 12 character traits in two parameters – the ability as well as the willingness to use the ability – are displayed. Each character trait is displayed in a separate figure. In the back of the report, readers also find a summary page covering all characteristics.

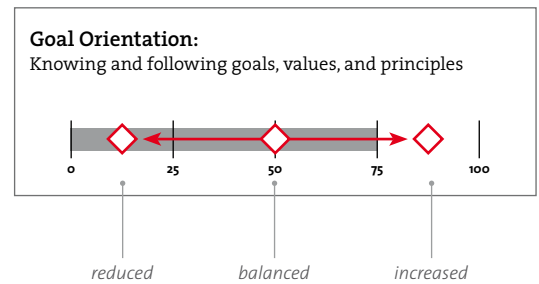
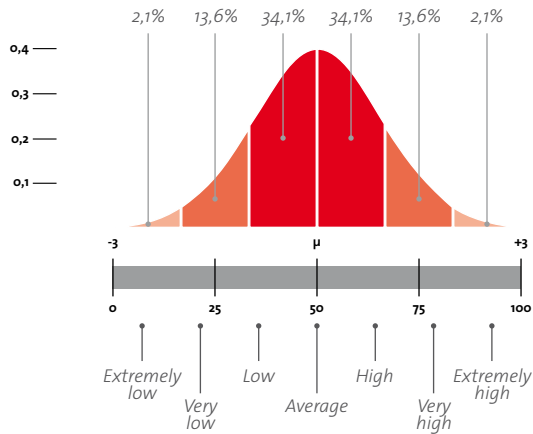
In case you provided us with a job description, all results are in reference to the specific job description. profilingvalues extracts the individual requirements and translates them into a numerical target corridor. You will find these numbers separately below each figure. In case the analysis was done 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

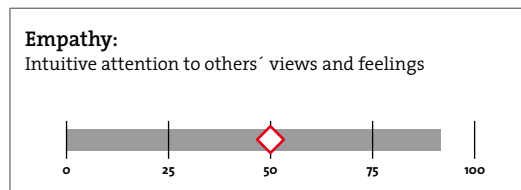
Bar = Ability (The Skill)
 Diamond = Concentration (The Will)

General Competencies and Personality:

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Human Value Dimension –
 Question Answered: Who?

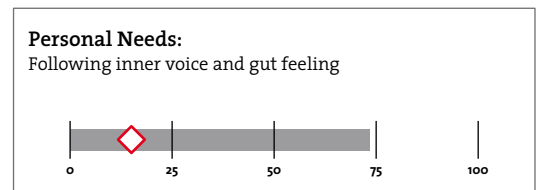
Evaluation of Surroundings:



2 17 10
 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
 Ability x to y 
 Concentration x to y 

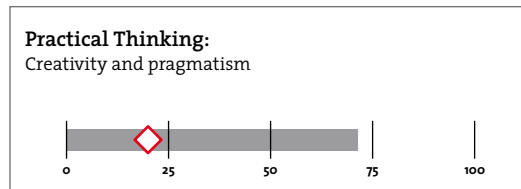
Evaluation of Personal Role:



10 3
 Very good capability to discern one's inner self and worth; frequently neglects personal needs at the moment

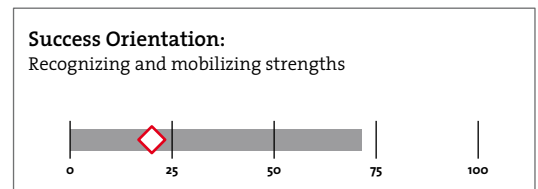
Target
 Ability x to y 
 Concentration x to y 

Practical Value Dimension –
 Question Answered: What?



10 4 28 10
 Very practical orientation; at present constrained regarding practicable alternatives

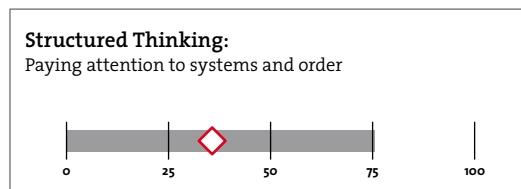
Target
 Ability x to y 
 Concentration x to y 



10 4
 Very good capability to discern own strengths and success factors; moderately frustrated with current tasks

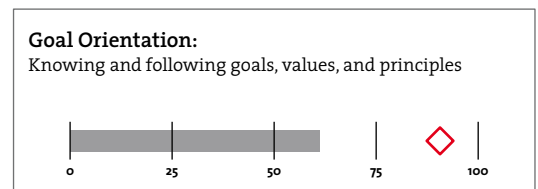
Target
 Ability x to y 
 Concentration x to y 

Systemic Value Dimension –
 Question Answered: What For?



7 5 31 3
 Very good analytical capabilities; discerns results in advance; far sighted; creates own systems and processes; inventive

Target
 Ability x to y 
 Concentration x to y 



16
 Clear self-direction and realistic goal setting; at present very strong concentration on own goals and values; extremely high personal standards

Target
 Ability x to y 
 Concentration x to y 

19

11

23

23

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

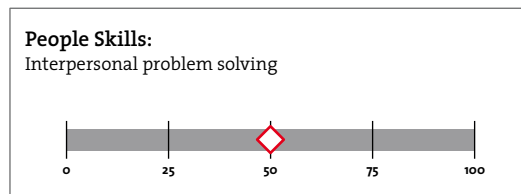
Bar = Ability (The Skill)
 Diamond = Concentration (The Will)

Problem Solving Competencies (Leadership Skills):

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Human Value Dimension –
 Question Answered: Who?

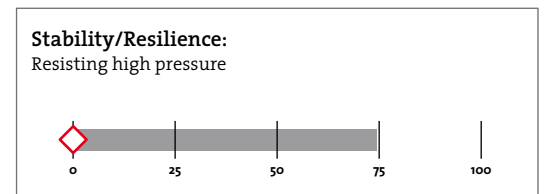
Conflicts throughout Surroundings:



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

Target
 Ability x to y
 Concentration x to y

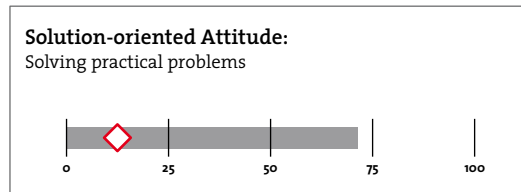
Inner Conflicts:



0 25 50 75 100
 0 4 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

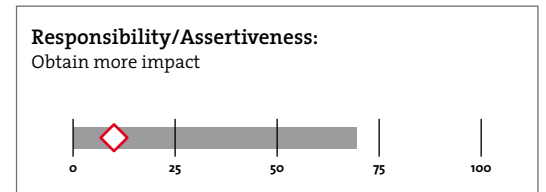
Target
 Ability x to y
 Concentration x to y

Practical Value Dimension –
 Question Answered: What?



0 25 50 75 100
 4 1 11
 Very resourceful and effective in solving practical problems; currently skeptical and constrained towards practical challenges

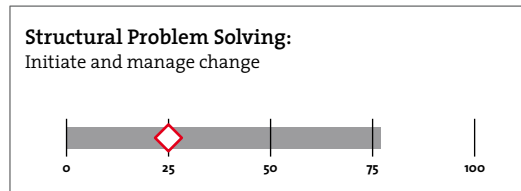
Target
 Ability x to y
 Concentration x to y



0 25 50 75 100
 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

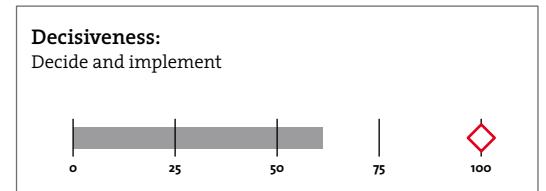
Target
 Ability x to y
 Concentration x to y

Systemic Value Dimension –
 Question Answered: What For?



0 25 50 75 100
 2 1 13
 Very good capabilities to solve structural and process-related problems; judgment of theoretical questions is precise; hesitant approach to structural challenges presently

Target
 Ability x to y
 Concentration x to y



0 25 50 75 100
 0 10
 Good ability to make important decisions; at present very high focus on implementing change consequently

Target
 Ability x to y
 Concentration x to y

6

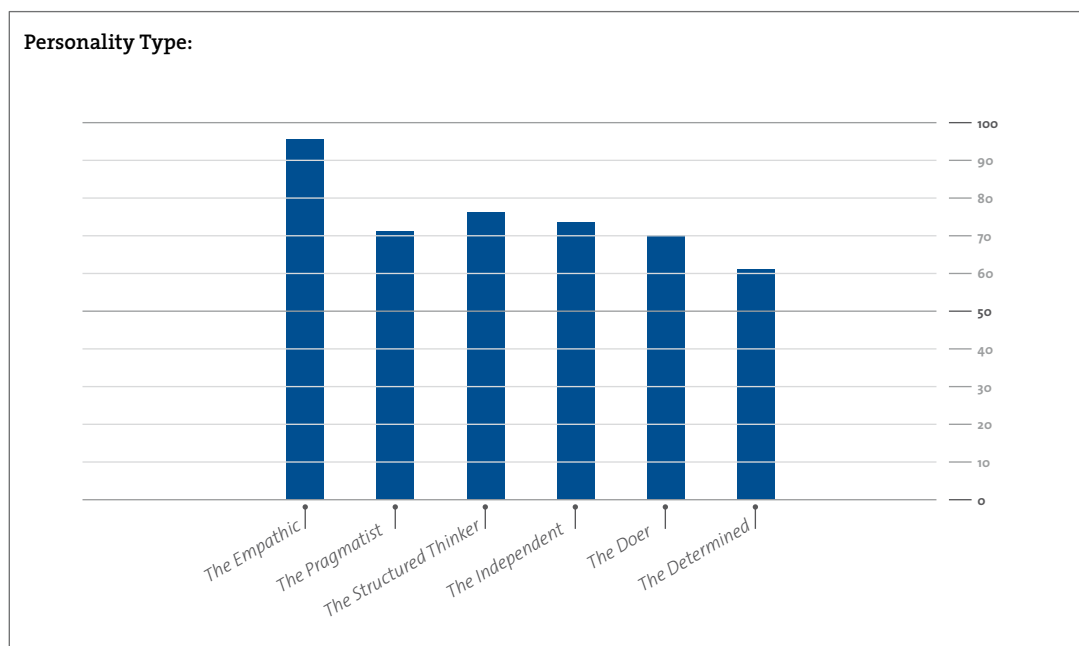
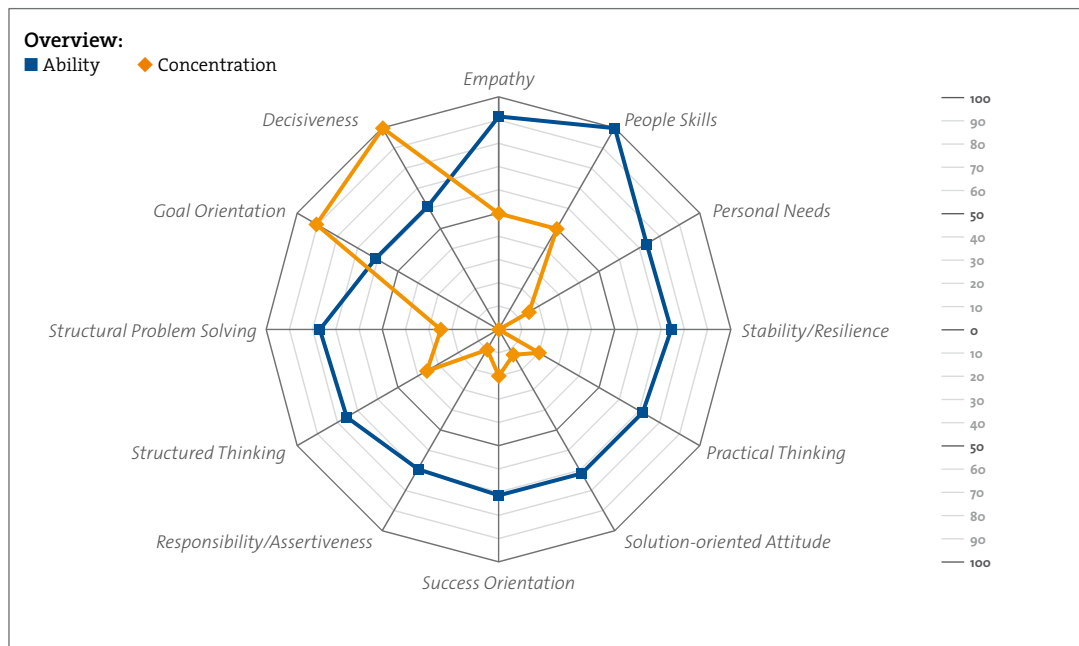
2

0

11

Diagrams:

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Dif	0	30	46	2	VQ	0	52	22	3	Difi/2	3	65	C	136
Dim	3	12	11	2	SQ	2	77	31	4	RHO	1	0.909 0.795 2	D	254
DimP	3	40	24	2	BQr	0	1.48	1.41	0	Y	1967		768	
Int	1	8	20	2	BQa	1	65	27	3	Key	09PH5WXRAWV07			
IntP	2	27	43	4	CQ	1	96	37	2	A	199	AC	0.950	
Dis	2	2	0	0	RQ	1	113	59	0	B	179	BD	0.950	
DI	1	7	10	2	AI	3	63	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) Highly practical talent | o) Knows own success factors |
| d) Currently rather hesitant | p) Currently rather frustrated |
| e) Analytically very good | q) Clear goal orientation |
| f) Inventive | r) Extremely focussed on goals |
| g) Outstanding people skills | s) Very robust and resilient |
| h) Approaches people deliberately | t) Minds regeneration not enough |
| i) Very resourceful practical problem solver | u) Appropriate assertiveness at any time |
| j) Sees more barriers than opportunities at present | v) Currently cautious regarding responsibility |
| k) Capable of solving structural problems very well | w) Needs time for decisions |
| l) Currently cautious regarding structural challenges | 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. | m) o.k. |
| b) o.k. | n) Hold yourself in higher esteem |
| c) o.k. | o) o.k. |
| d) Take opportunities and venture more | p) Discern frustrations, initiate change |
| e) o.k. | q) Set more ambitious and clearer goals |
| f) Think through circumstances more systematically | r) o.k. |
| g) o.k. | s) o.k. |
| h) o.k. | t) Mind balance and regeneration |
| i) o.k. | u) Appoint yourself/others even more appropriate |
| j) Show more dedication in solving practical problems | v) Taking responsibility will help you to move forward |
| k) o.k. | w) Give decisions more importance |
| l) Approach structural changes more dynamically | x) o.k. |

* 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

