

profiling**values** 

Identifying Talent – Utilizing Potential



V 1 2 C

VALUE-BASED 12 COMPETENCIES

REPORT

S E B A S T I A N S O N N E

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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).

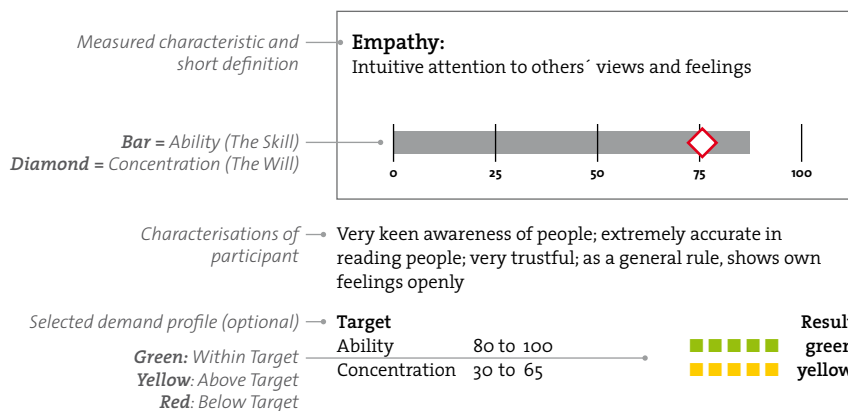
profiling**values** is based on the scientific work of Dr. Robert S. Hartman and was developed by Dr. Ulrich Vogel.

General instructions to interpret the test results:

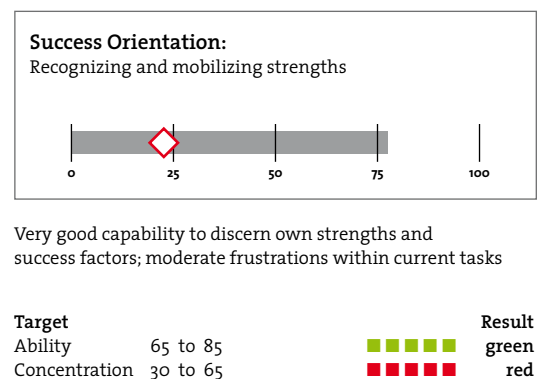
Altogether, 12 character traits in two parameters – the ability as well as the willingness to use the ability – are displayed. Each character trait is displayed in a separate figure. In the back of the report, readers also find a summary page covering all characteristics.

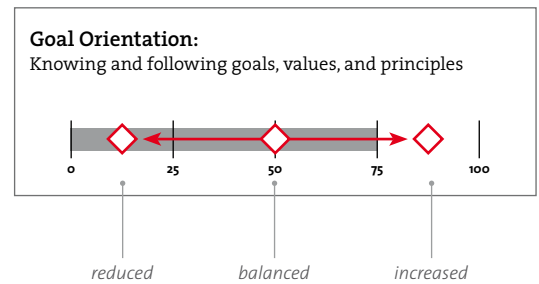
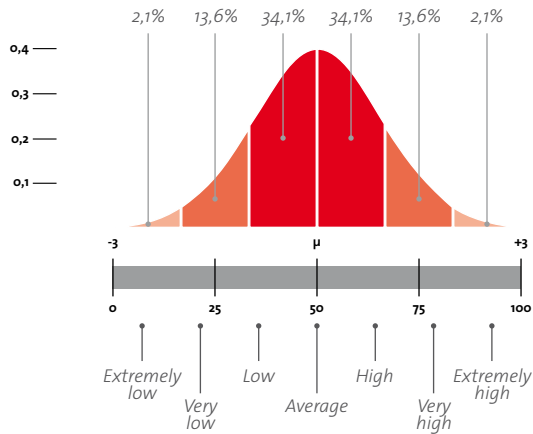
In case you provided us with a job description, all results are in reference to the specific job description. profilingvalues extracts the individual requirements and translates them into a numerical target corridor. You will find these numbers separately below each figure. In case the analysis was done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

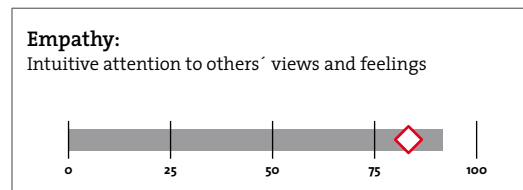
Bar = Ability (The Skill)
Diamond = Concentration (The Will)

General Competencies and Personality:

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Human Value Dimension –
Question Answered: Who?

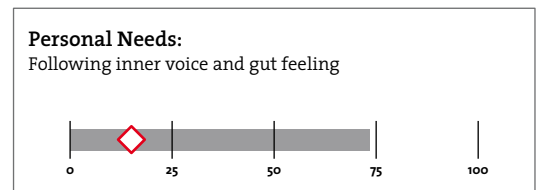
Evaluation of Surroundings:



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

Target
Ability 56 to 86 (+20) ■ ■ ■ ■ ■ **Result** yellow
Concentration 60 to 90 (+7) ■ ■ ■ ■ ■ green

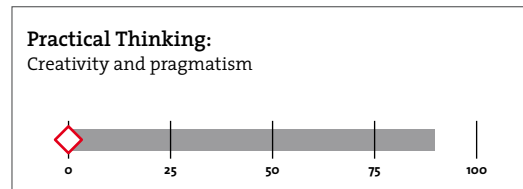
Evaluation of Personal Role:



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

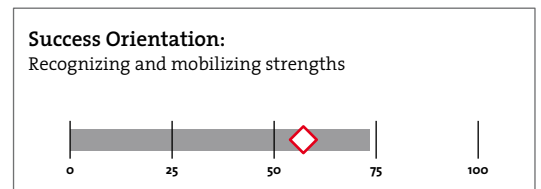
Target
Ability 39 to 69 (+18) ■ ■ ■ ■ ■ **Result** yellow
Concentration 23 to 53 (-23) ■ ■ ■ ■ ■ red

Practical Value Dimension –
Question Answered: What?



5 Keen-witted practical insight and brilliant solutions; at present cautious regarding practicable alternatives

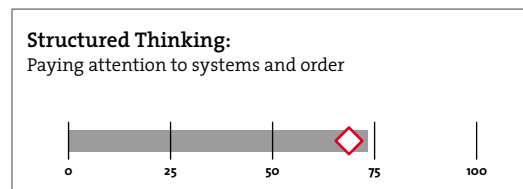
Target
Ability 56 to 86 (+18) ■ ■ ■ ■ ■ **Result** yellow
Concentration 56 to 86 (-71) ■ ■ ■ ■ ■ red



6 Very good capability to discern own strengths and success factors; good success orientation; currently notices that own dedication makes a difference

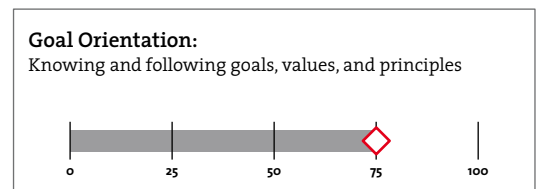
Target
Ability 77 to 100 (-19) ■ ■ ■ ■ ■ **Result** red
Concentration 56 to 86 (-14) ■ ■ ■ ■ ■ green

Systemic Value Dimension –
Question Answered: What For?



8 Very good analytical capabilities; discerns results in advance; far sighted; proactive; likes to analyze and conceptualize at the moment

Target
Ability 39 to 69 (+18) ■ ■ ■ ■ ■ **Result** yellow
Concentration 39 to 69 (+14) ■ ■ ■ ■ ■ green



8 Very good self-direction capabilities as well as precise and ambitious goal orientation; currently strong attentiveness regarding own goals and values; very high personal standards

Target
Ability 73 to 100 (-12) ■ ■ ■ ■ ■ **Result** green
Concentration 56 to 86 (+3) ■ ■ ■ ■ ■ green

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

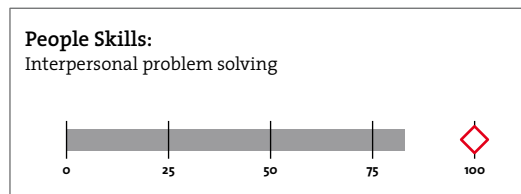
Bar = Ability (The Skill)
Diamond = Concentration (The Will)

Problem Solving Competencies (Leadership Skills):



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Human Value Dimension –
Question Answered: Who?

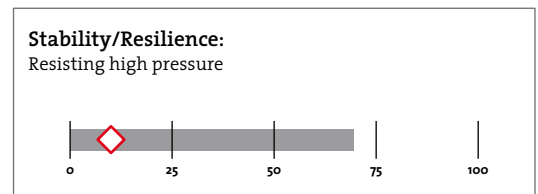
Conflicts throughout Surroundings:





0 1
Capable of solving interpersonal problems in a very good way; current overvaluation of controversies; very high social interaction

Target
Ability 56 to 86 (+11)  **Result** green
Concentration 52 to 82 (+32)  yellow

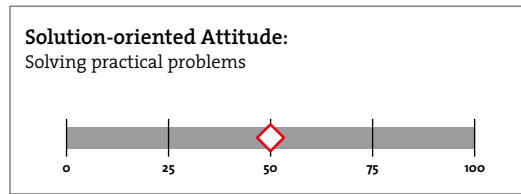
Inner Conflicts:





0 1
Masters problematic and stressful situations well; does not mind self-regeneration adequately at the moment

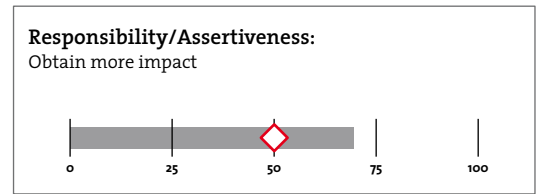
Target
Ability 56 to 86 (-2)  **Result** green
Concentration 60 to 90 (-65)  red

Practical Value Dimension –
Question Answered: What?





0 0
Extremely resourceful and effective; outstanding ability to solve practical problems; approaches practical challenges balanced and deliberately

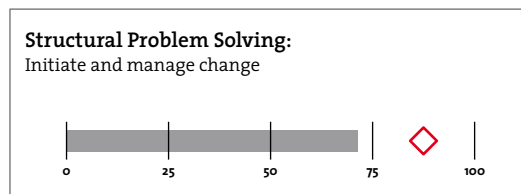
Target
Ability 68 to 98 (+16)  **Result** yellow
Concentration 81 to 100 (-46)  red





0 3
Acts responsibly and is in the position to assert own authority; emphasis on carrying out responsibility in a balanced way; tolerant

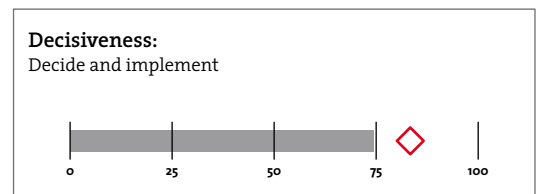
Target
Ability 77 to 100 (-23)  **Result** red
Concentration 60 to 90 (-25)  red

Systemic Value Dimension –
Question Answered: What For?





1 4
Very good capabilities to solve structural and process-related problems; judgment of theoretical questions is precise; presently concentrated and attentive to accomplish structural challenges

Target
Ability 56 to 86 (0)  **Result** green
Concentration 48 to 78 (+24)  yellow

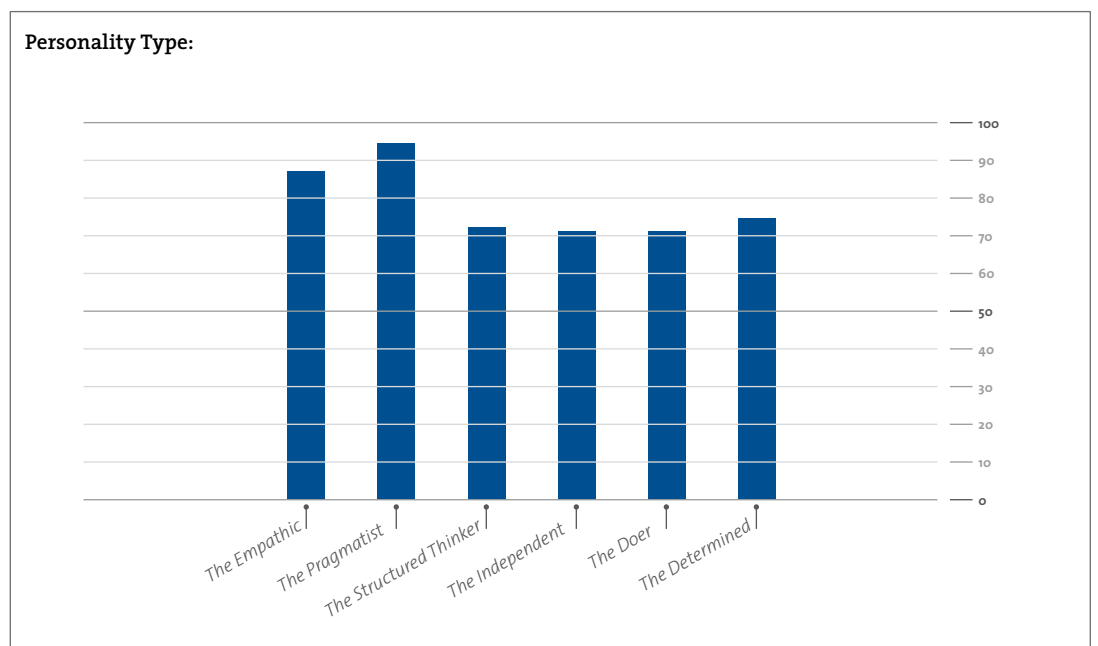
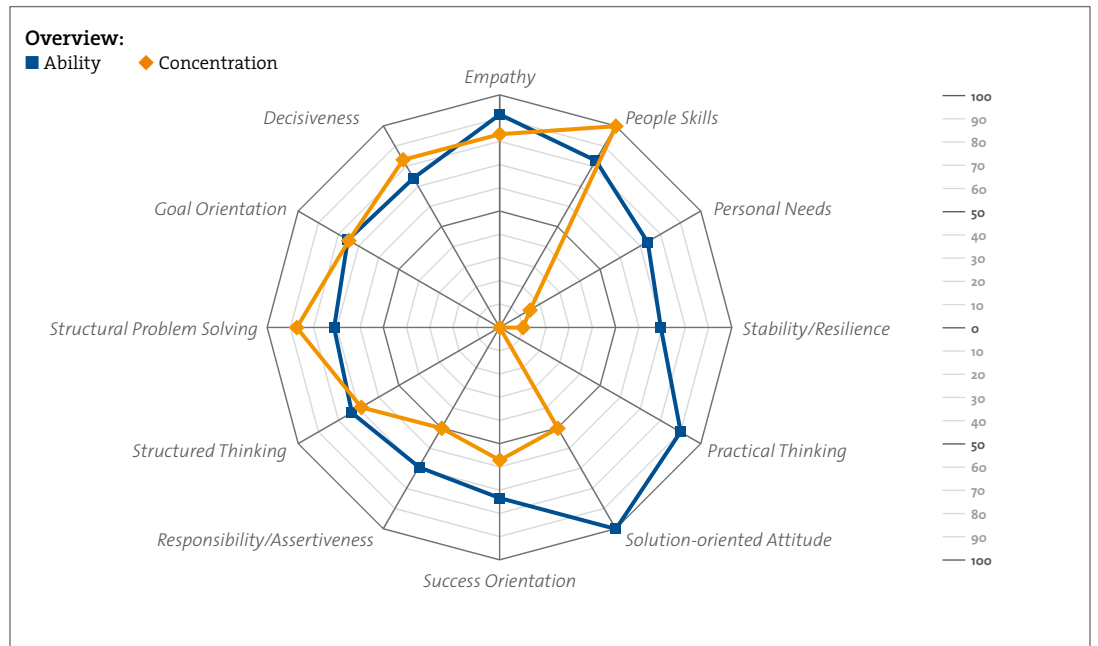


0 3
Very good capability to make important decisions and judge normative questions; at present very high focus on implementing change consequently

Target
Ability 77 to 100 (-18)  **Result** red
Concentration 73 to 100 (-5)  green

Diagrams:

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Dif	0	22	38	1	VQ	0	45	23	3	Difi/2	4	58	C	122		
Dim	4	17	1	0	SQ	1	57	19	2	RHO	0	0.933	0.853	1	D	167
DimP	6	77	3	0	BQr	0	1.27	0.83	0	Y	1967		591			
Int	0	6	16	2	BQa	0	51	21	2	Key	09PwWeYMTAt07					
IntP	2	27	42	4	CQ	0	65	17	1	A	164	AC	0.892			
Dis	0	0	2	2	RQ	1	97	49	0	B	138	BD	0.902			
DI	2	9	2	0	AI	0	50	53	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) Very trustful | n) Cares not enough for own self currently |
| c) Very perceptive | o) Knows own success factors |
| d) Currently hesitant | p) Sees currently positive impact |
| e) Analytically very good | q) Very good goal orientation |
| f) Proactive | r) Very focussed on goals |
| g) Very good people skills | s) Robust and resilient |
| h) Highly focused on interpersonal problem solving | t) Minds regeneration not enough |
| i) Solves practical problems outstandingly | u) Appropriate assertiveness at any time |
| j) Approaches practical problems deliberately | v) Ready to take responsibility |
| k) Capable of solving structural problems very well | w) Very good and confident decision-maker |
| l) Concentrated on 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

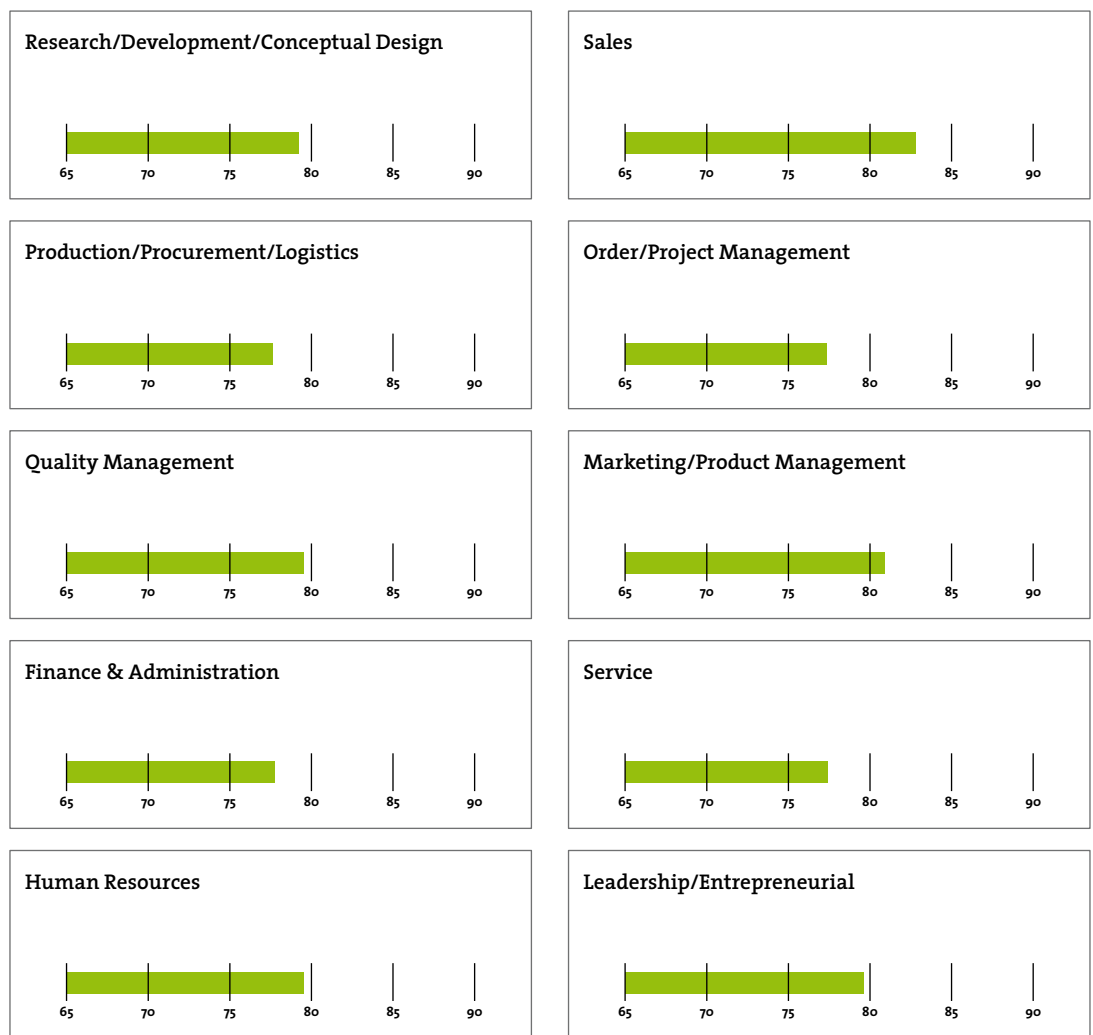
- | | |
|---|--|
| a) o.k. | m) o.k. |
| b) Others' feelings should guide you less | n) Hold yourself in higher esteem |
| c) o.k. | o) o.k. |
| d) Take opportunities and venture more | p) o.k. |
| e) o.k. | q) o.k. |
| f) o.k. | r) o.k. |
| g) o.k. | s) Seek even more stability |
| h) Mind facts, not others' perceptions | t) Mind balance and regeneration |
| i) o.k. | u) Appoint yourself/others even more appropriate |
| j) o.k. | v) o.k. |
| k) o.k. | w) o.k. |
| l) o.k. | x) o.k. |

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

Recommendations for Professional Functions*:

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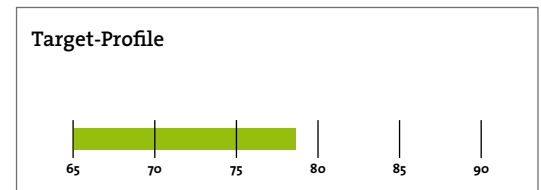
65-70: Not recommended
70-75: Limited qualifications
75-80: Good qualifications
80-85: Very good qualifications
85-90: Outstanding qualifications



Sums from page 5 and 6

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

Overall Result versus Target			
Number	%		
9	38	■ ■ ■ ■ ■	green
7	29	■ ■ ■ ■ ■	yellow
8	33	■ ■ ■ ■ ■	red



Fashion / Country Manager
Wannorak
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