

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. 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).

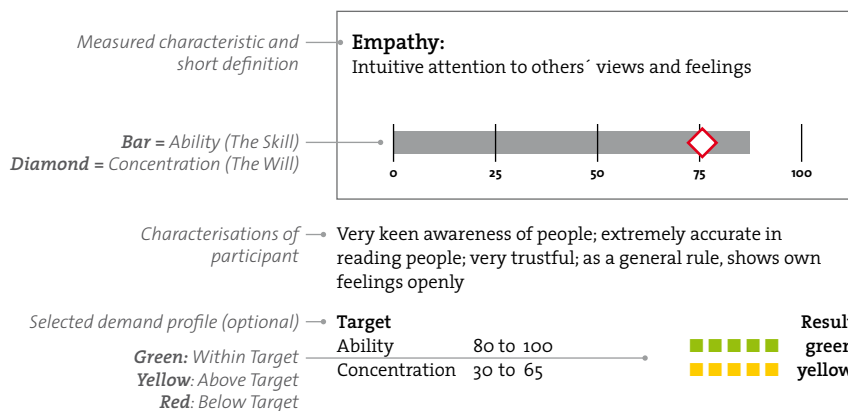
profiling**values** is based on the scientific work of Dr. Robert S. Hartman and was developed by Dr. Ulrich Vogel.

General instructions to interpret the test results:

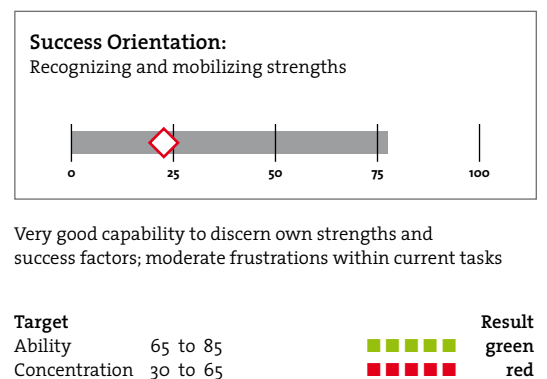
Altogether, 12 character traits in two parameters – the ability as well as the willingness to use the ability – are displayed. Each character trait is displayed in a separate figure. In the back of the report, readers also find a summary page covering all characteristics.

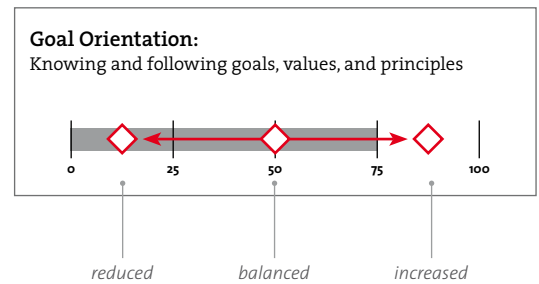
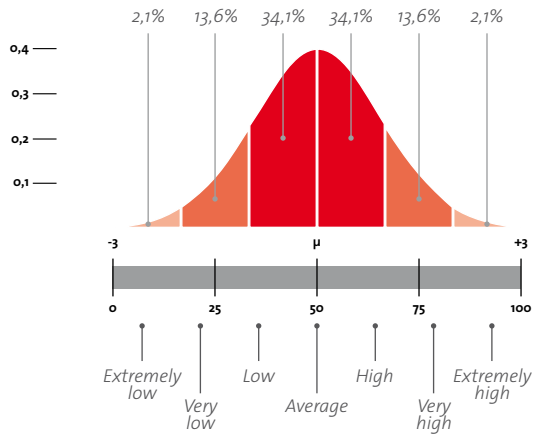
In case you provided us with a job description, all results are in reference to the specific job description. profilingvalues extracts the individual requirements and translates them into a numerical target corridor. You will find these numbers separately below each figure. In case the analysis was done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

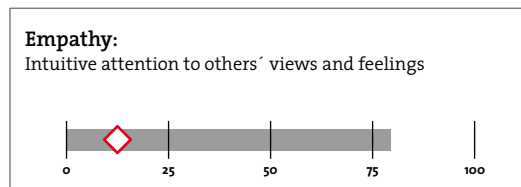
Bar = Ability (The Skill)
Diamond = Concentration (The Will)

General Competencies and Personality:

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Human Value Dimension –
Question Answered: Who?

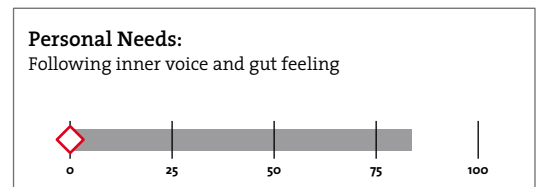
Evaluation of Surroundings:



Keen awareness of people; very accurate in reading people; emotions are currently shown very cautiously

Target
Ability 56 to 86 (+8) ■ ■ ■ ■ ■ **Result** green
Concentration 60 to 90 (-63) ■ ■ ■ ■ ■ red

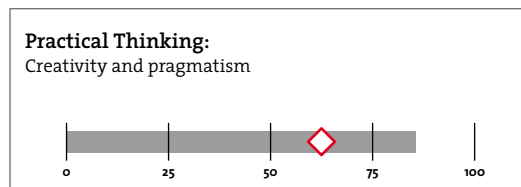
Evaluation of Personal Role:



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

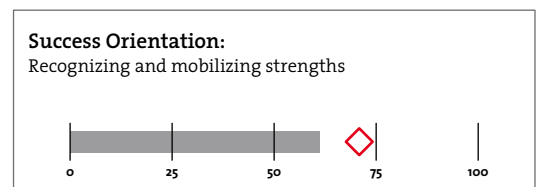
Target
Ability 39 to 69 (+29) ■ ■ ■ ■ ■ **Result** yellow
Concentration 23 to 53 (-38) ■ ■ ■ ■ ■ red

Practical Value Dimension –
Question Answered: What?



Keen-witted practical insight and brilliant solutions; result oriented; minds action and progress

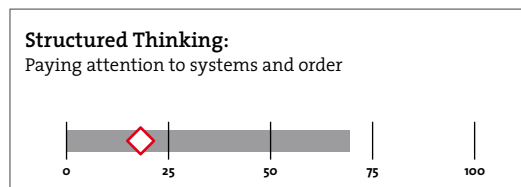
Target
Ability 56 to 86 (+14) ■ ■ ■ ■ ■ **Result** green
Concentration 56 to 86 (-9) ■ ■ ■ ■ ■ green



Considerate and intent on functional role; good success orientation; currently notices that own dedication makes a difference

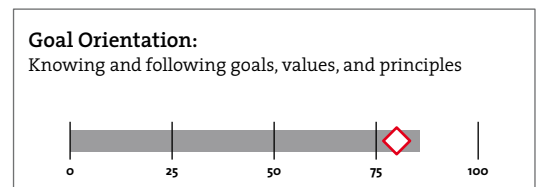
Target
Ability 77 to 100 (-31) ■ ■ ■ ■ ■ **Result** red
Concentration 56 to 86 (0) ■ ■ ■ ■ ■ green

Systemic Value Dimension –
Question Answered: What For?



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

Target
Ability 39 to 69 (+14) ■ ■ ■ ■ ■ **Result** yellow
Concentration 39 to 69 (-36) ■ ■ ■ ■ ■ red



Outstanding self-direction capabilities and excellent goal orientation; currently strong attentiveness regarding own goals and values; very high personal standards

Target
Ability 73 to 100 (-2) ■ ■ ■ ■ ■ **Result** green
Concentration 56 to 86 (+8) ■ ■ ■ ■ ■ green

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

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

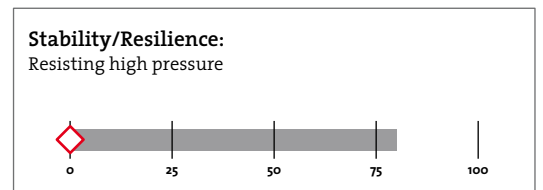
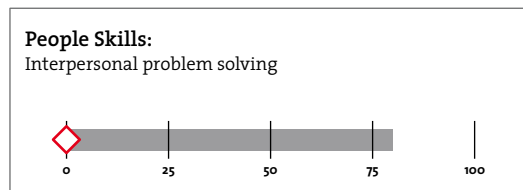
Problem Solving Competencies (Leadership Skills):

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Conflicts throughout Surroundings:



Inner Conflicts:

Human Value Dimension –
Question Answered: Who?





2
0 4 2
Capable of solving interpersonal problems in a very good way; at present constrained in dealing with disputes

2
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

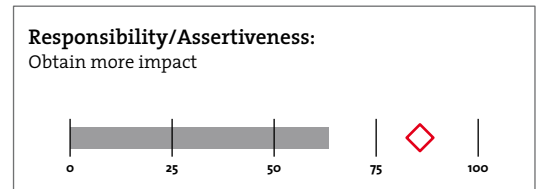
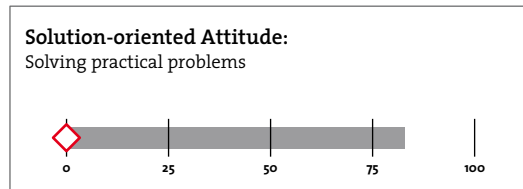
Target
Ability 56 to 86 (+8) 
Concentration 52 to 82 (-67) 

Result
green
red

Target
Ability 56 to 86 (+8) 
Concentration 60 to 90 (-75) 



Result
green
red

Practical Value Dimension –
Question Answered: What?





1
0 10 2
Very resourceful and effective in solving practical problems; currently skeptical and constrained towards practical challenges

2
7
Acts responsibly and is in the position to assert own authority; currently very attentive to make a difference based on own competencies

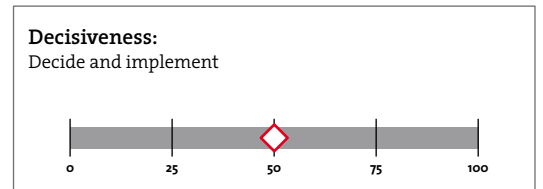
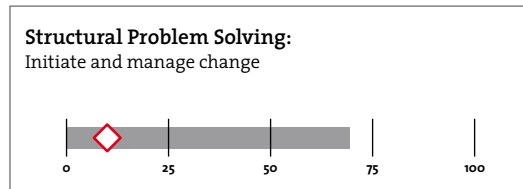
Target
Ability 68 to 98 (0) 
Concentration 81 to 100 (-96) 

Result
green
red

Target
Ability 77 to 100 (-29) 
Concentration 60 to 90 (+10) 



Result
red
green

Systemic Value Dimension –
Question Answered: What For?





5
1 6 0
Good capabilities to solve structural and process-related problems; currently constrained regarding structural challenges

0
0
Outstanding capability to make important decisions and judge normative questions; willingness to implement change

Target
Ability 56 to 86 (-2) 
Concentration 48 to 78 (-53) 

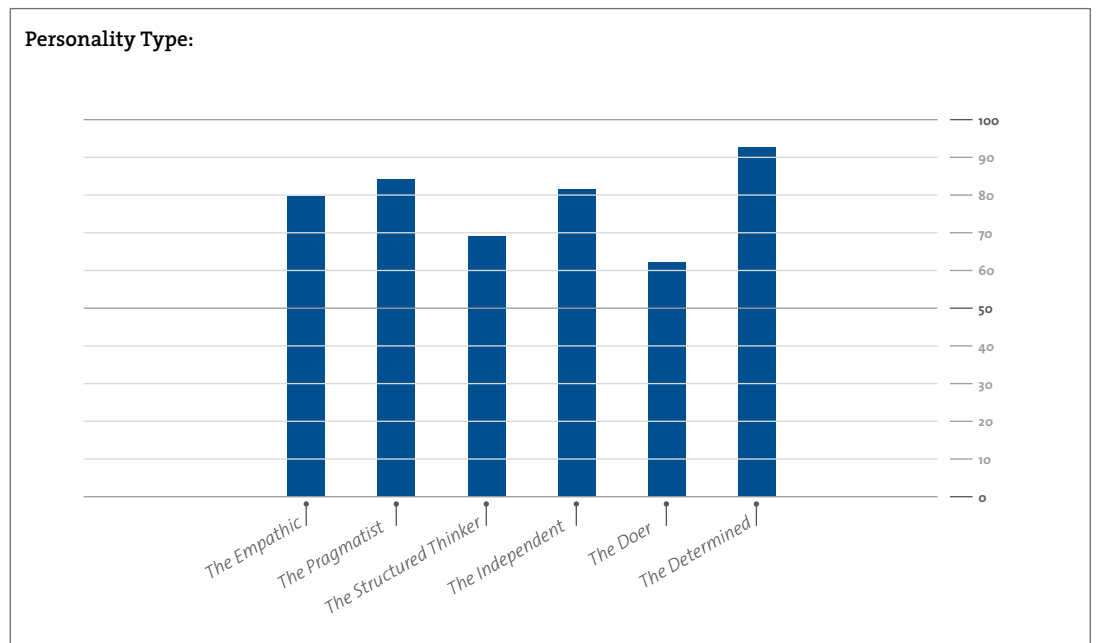
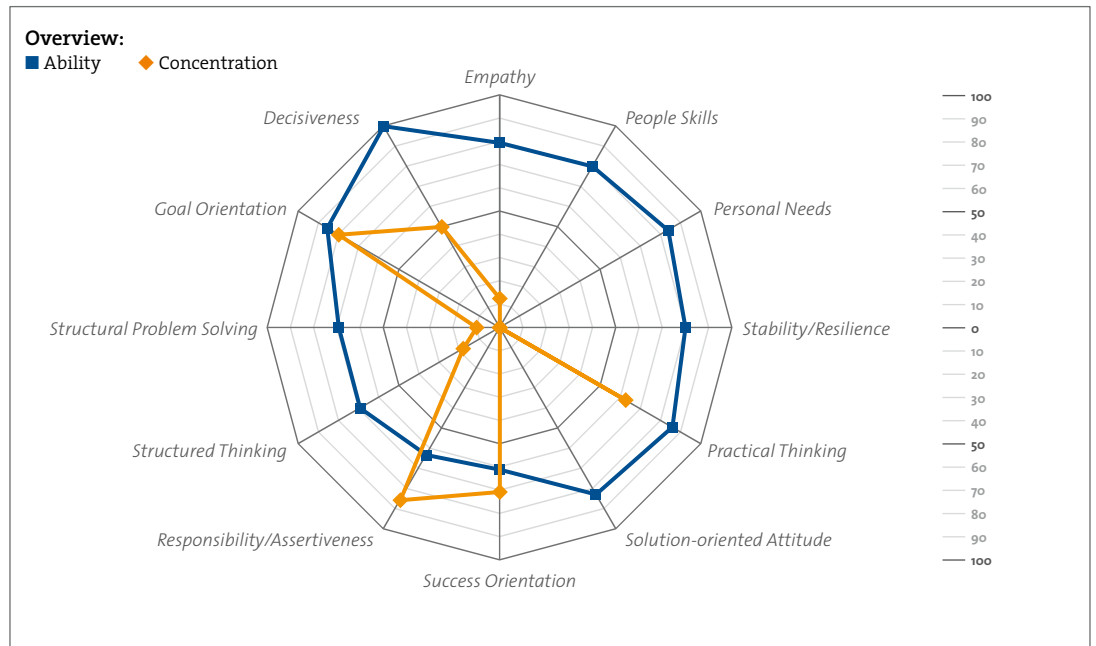
Result
green
red

Target
Ability 77 to 100 (+7) 
Concentration 73 to 100 (-38) 

Result
green
red

Diagrams:

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Dif	1	32	34	1	VQ	1	56	24	3	Difi/2	0	94	C	134
Dim	3	13	23	5	SQ	1	68	34	4	RHO	1	0.902 0.880 1	D	137
DimP	3	41	68	6	BQr	0	1.22	1.42	0	Y	1965		548	
Int	1	9	11	1	BQa	1	62	29	4	Key	09Pt9c8sZqb07			
IntP	2	28	32	3	CQ	0	75	41	2	A	137	AC	0.841	
Dis	2	2	0	0	RQ	1	103	61	0	B	140	BD	0.902	
DI	2	9	16	4	AI	4	69	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) Very empathic | m) Very aware of own self |
| b) Currently restrained | n) Cares not enough for own self currently |
| c) Very perceptive | o) Interested in doing well |
| d) Result oriented | p) Sees currently positive impact |
| e) Analytically good | q) Excellent goal orientation |
| f) Appreciates freedom; inventive | r) Very focussed on goals |
| g) Very good people skills | s) Very robust and resilient |
| h) Holds back in social conflicts at present | 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) Likes to take over responsibility |
| k) Capable of solving structural problems well | w) Excellent and confident decision-maker |
| l) Currently cautious regarding structural challenges | 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

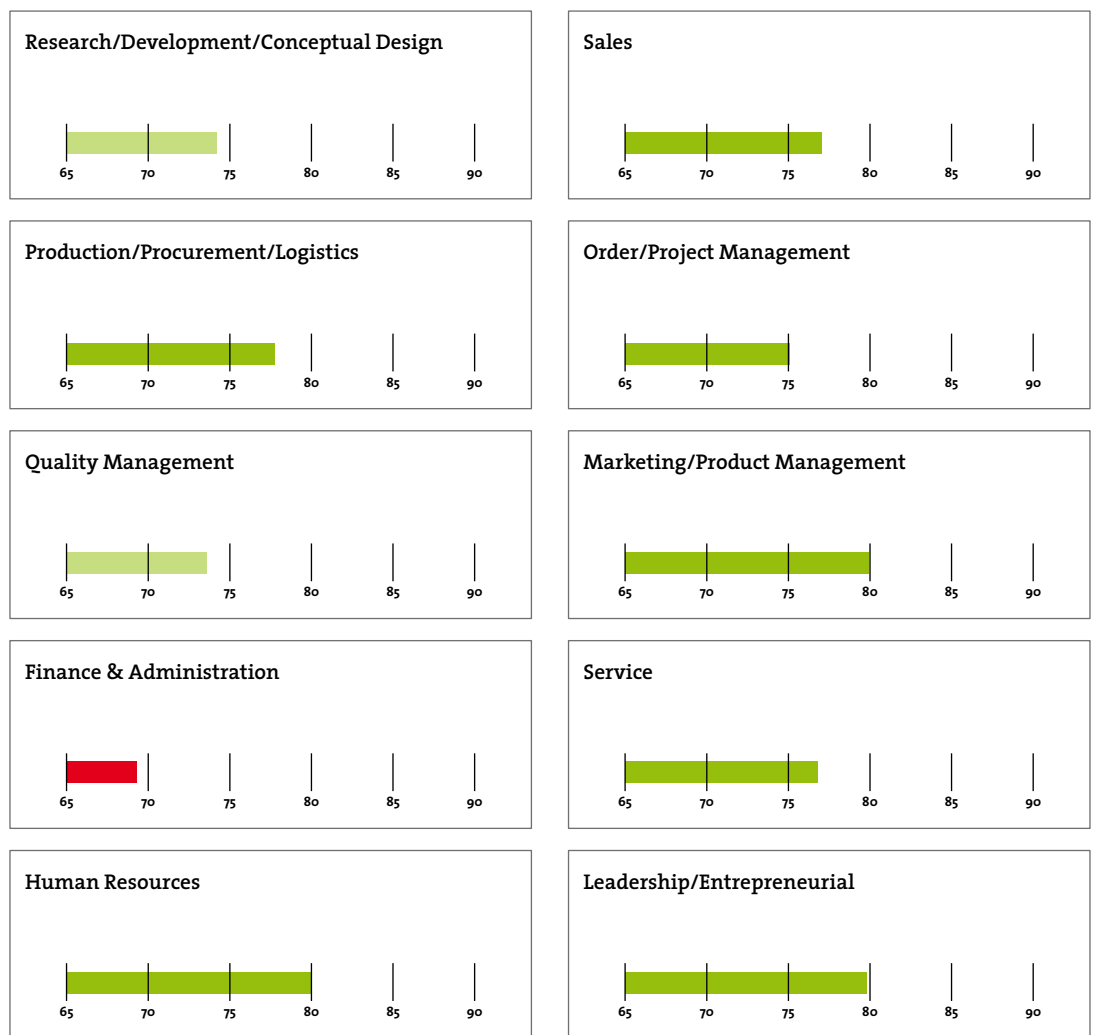
- | | |
|---|--|
| a) o.k. | m) o.k. |
| b) Show own feelings earlier | n) Hold yourself in considerably higher regard |
| c) o.k. | o) Exceed yourself more than others |
| d) o.k. | p) o.k. |
| e) Analyze structures even more differentiated | q) o.k. |
| f) Test own ideas even better | r) o.k. |
| g) o.k. | s) o.k. |
| h) Care more about others' problems | t) Mind balance and regeneration |
| i) o.k. | u) Appoint yourself/others even more appropriate |
| j) Show more dedication in solving practical problems | v) Do not assert at all costs |
| k) Solve structural problems more sustainably | w) o.k. |
| l) Approach structural changes more dynamically | x) Go about decisions more dynamically |

* 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

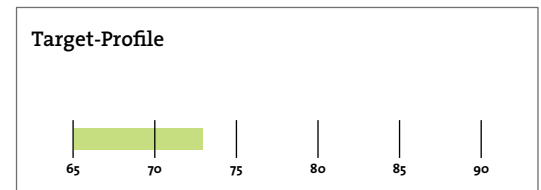


Sums from page 5 and 6

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

Overall Result versus Target	
Number	%
12	50
2	8
10	42

	green
	yellow
	red



Fashion / Country Manager
Wannorak
09SWpwp3PvSo7