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Hit the bull´s eye

V12C

VALUE-BASED 12 COMPETENCIES

REPORT

WILLIBALD WETTER

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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.

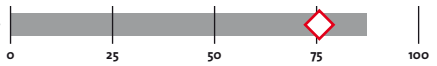
Example 1:

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)

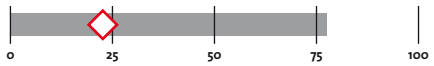
Green: Within Target
Yellow: Above Target
Red: Below Target

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

Example 2:

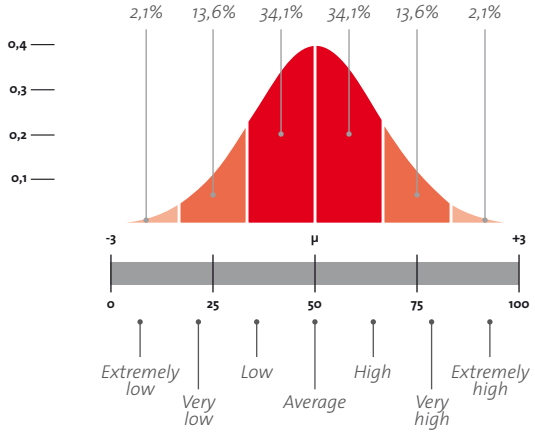
High Ability and Low Will

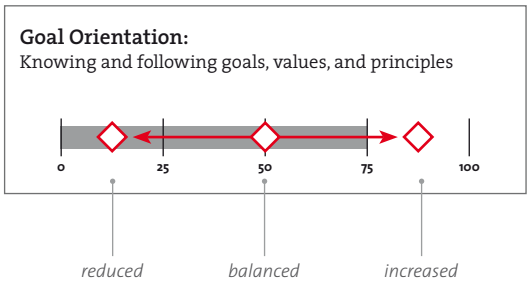
Success Orientation:
Recognizing and mobilizing strengths



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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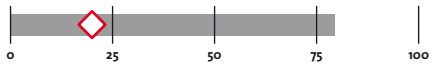
Evaluation of Surroundings:

Evaluation of Personal Role:

Human Value Dimension – Question Answered: Who?

Empathy:
Intuitive attention to others´ views and feelings

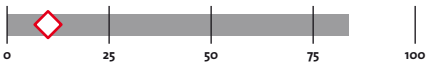


8 25 10 45 2 18

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

Target		Result
Ability	56 to 86 (+9)	green
Concentration	60 to 90 (-55)	red

Personal Needs:
Following inner voice and gut feeling



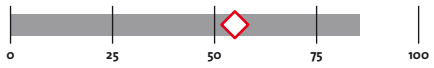
8 35 8 25 0

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

Target		Result
Ability	39 to 69 (+30)	yellow
Concentration	23 to 53 (-28)	red

Practical Value Dimension – Question Answered: What?

Practical Thinking:
Creativity and pragmatism

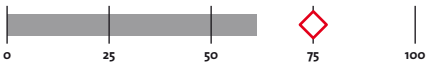


3 65 7 40 4 26

Keen-witted practical insight and brilliant solutions; flexible regarding good alternatives

Target		Result
Ability	56 to 86 (+15)	green
Concentration	56 to 86 (-16)	red

Success Orientation:
Recognizing and mobilizing strengths



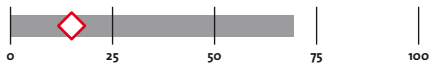
7 60 19 65 12

Considerate and intent on functional role; seeks success and recognition; currently feels personal impact

Target		Result
Ability	77 to 100 (-31)	red
Concentration	56 to 86 (+4)	green

Systemic Value Dimension – Question Answered: What For?

Structured Thinking:
Paying attention to systems and order

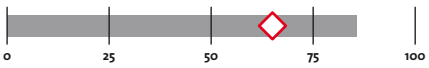


11 30 15 35 4 22

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

Target		Result
Ability	39 to 69 (+15)	yellow
Concentration	39 to 69 (-39)	red
22	40 32 40	10

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



2 55 7 60 5

Outstanding self-direction capabilities and excellent goal orientation; currently good goal tracking

Target		Result
Ability	73 to 100 (-2)	green
Concentration	56 to 86 (-6)	green
17	50 34 50	17

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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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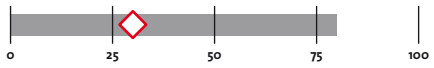
Conflicts throughout Surroundings:

Inner Conflicts:

Human Value Dimension – Question Answered: Who?

People Skills:
Interpersonal problem solving

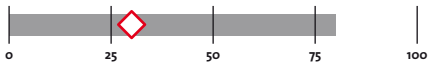


2 0 4

Capable of solving interpersonal problems in a very good way; approaches disputes balanced and deliberately

Target		Result
Ability	56 to 86 (+9)	green
Concentration	52 to 82 (-37)	red

Stability/Resilience:
Resisting high pressure



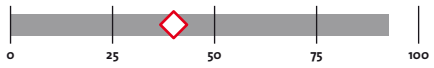
2 0

Very good ability to cope with problematic situations and remain stable at the same time; intent to focus on own stability and resilience

Target		Result
Ability	56 to 86 (+9)	green
Concentration	60 to 90 (-45)	red

Practical Value Dimension – Question Answered: What?

Solution-oriented Attitude:
Solving practical problems

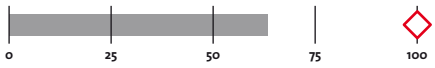


1 0 10

Very resourceful and effective in solving practical problems; approaches practical challenges balanced and deliberately

Target		Result
Ability	68 to 98 (+10)	green
Concentration	81 to 100 (-56)	red

Responsibility/Assertiveness:
Obtain more impact



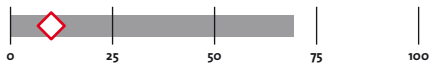
2 7

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

Target		Result
Ability	77 to 100 (-29)	red
Concentration	60 to 90 (+25)	yellow

Systemic Value Dimension – Question Answered: What For?

Structural Problem Solving:
Initiate and manage change

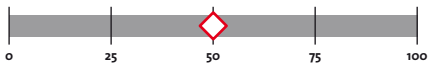


5 1 6

Good capabilities to solve structural and process-related problems; currently constrained regarding structural challenges

Target		Result
Ability	56 to 86 (-2)	green
Concentration	48 to 78 (-53)	red
8		1

Decisiveness:
Decide and implement



0 0

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

Target		Result
Ability	77 to 100 (+8)	green
Concentration	73 to 100 (-38)	red
4		7

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Diagrams:

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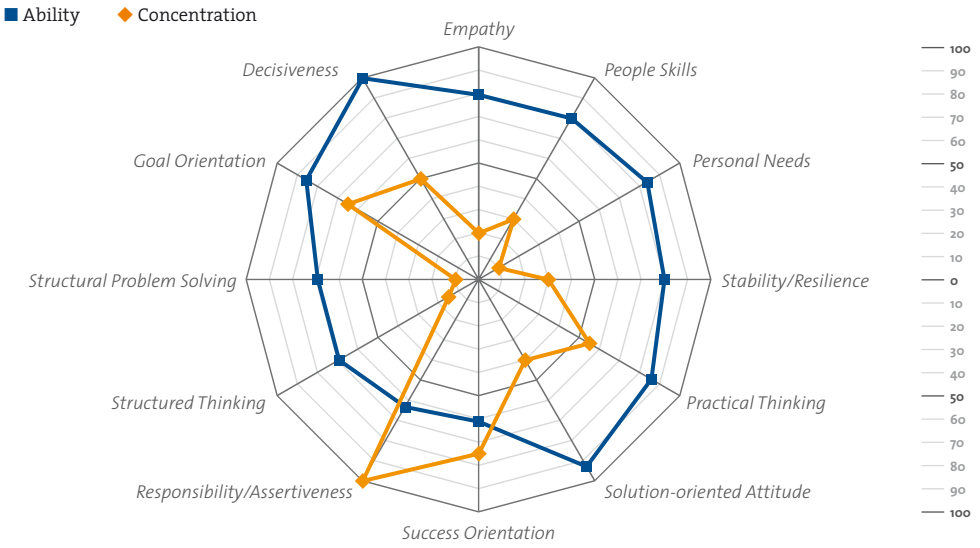
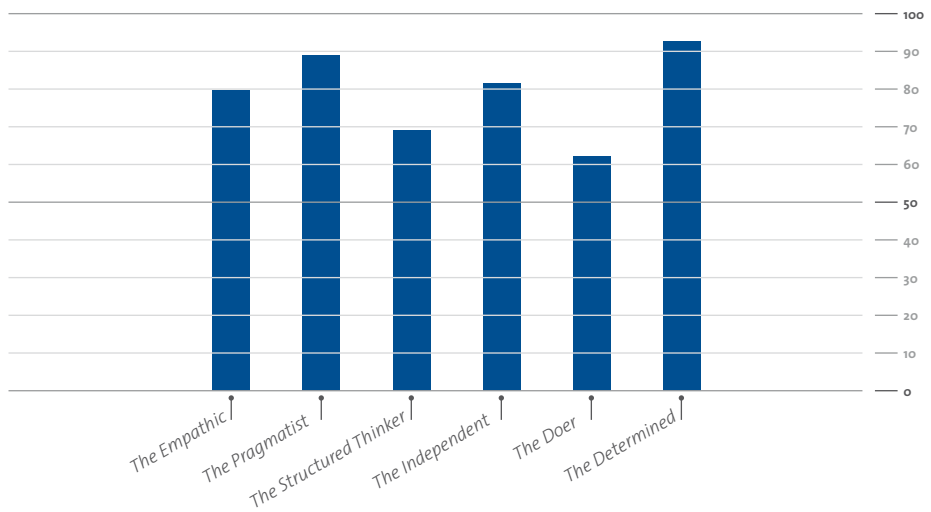
Overview:



Personality Type:



Dif	1	32	34	1
Dim	3	13	23	5
DimP	3	41	68	6
Int	1	9	11	1
IntP	2	28	32	3
Dis	2	2	0	0
DI	2	9	16	4

VQ	1	56	24	3
SQ	1	68	34	4
BQr	0	1.22	1.42	0
BQa	1	62	29	4
CQ	0	75	41	2
RQ	1	103	61	0
AI	4	69	50	0

Dif1/2	0	94		
RHO	1	0.902	0.880	1
Y	1965			
Key	11PLJvjMah404			
A	137			
B	140			

C	134
D	137
	548
AC	0.841
BD	0.902

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
b) Currently restrained
c) Very perceptive
d) Pragmatic
e) Analytically good
f) Appreciates freedom; inventive
g) Very good people skills
h) Approaches people deliberately
i) Very resourceful practical problem solver
j) Approaches practical problems deliberately
k) Capable of solving structural problems well
l) Currently cautious regarding structural challenges
m) Very aware of own self
n) Cares not enough for own self currently
o) Interested in doing well
p) Feels currently a lot of positive impact
q) Excellent goal orientation
r) Good goal tracking
s) Very robust and resilient
t) Maintains own capacity
u) Appropriate assertiveness at any time
v) Likes to take over responsibility
w) Excellent and confident decision-maker
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.
b) Show own feelings earlier
c) o.k.
d) o.k.
e) Analyze structures even more differentiated
f) Test own ideas even better
g) o.k.
h) o.k.
i) o.k.
j) Approach practical problems more dynamically
k) Solve structural problems more sustainably
l) Approach structural changes more dynamically
m) o.k.
n) Hold yourself in considerably higher regard
o) Exceed yourself more than others
p) o.k.
q) o.k.
r) o.k.
s) o.k.
t) o.k.
u) Appoint yourself/others even more appropriate
v) Do not assert at all costs
w) o.k.
x) Go about decisions more dynamically

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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

Number	%	
10	42	green
3	13	yellow
11	46	red

Target-Profile

Fashion / Country Manager
Wannorak
09SWpwp3PvS07