

profiling**values** 
Explore your potential



V12C

VALUE-BASED 12 COMPETENCIES

REPORT

STEFANIE MUSTERFRAU

16.12.2015

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).

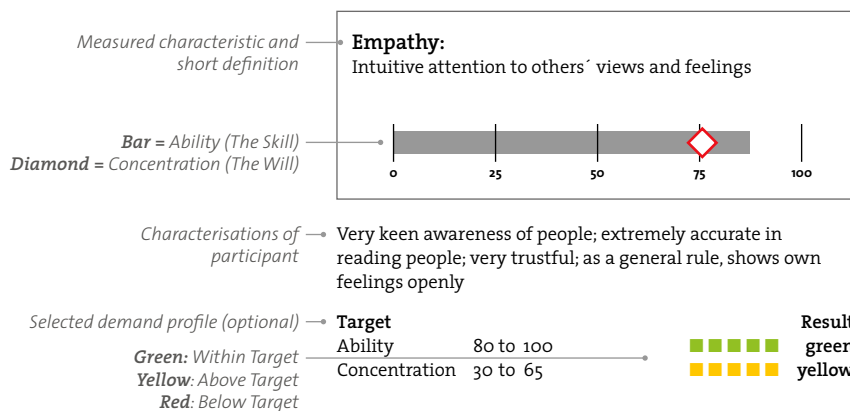
profiling**values** is based on the scientific work of Dr. Robert S. Hartman and was developed by Dr. Ulrich Vogel.

General instructions to interpret the test results

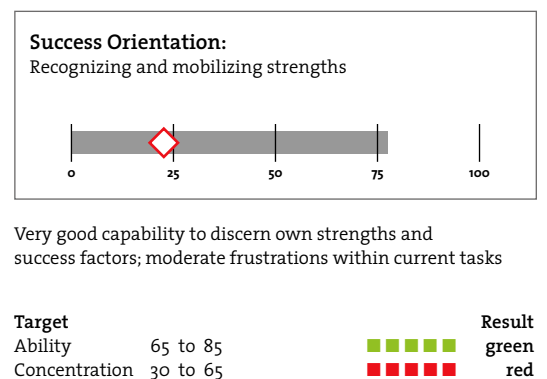
Altogether, 12 character traits in two parameters – the ability as well as the willingness to use the ability – are displayed. Each character trait is displayed in a separate figure. In the back of the report, readers also find a summary page covering all characteristics.

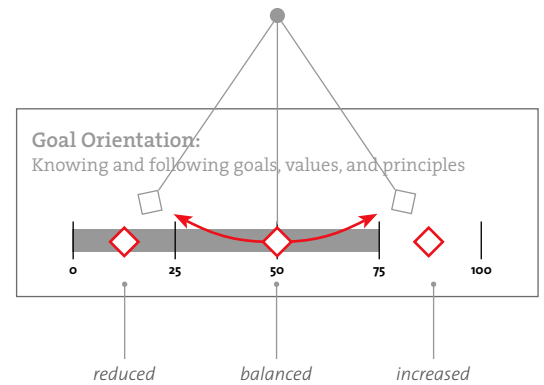
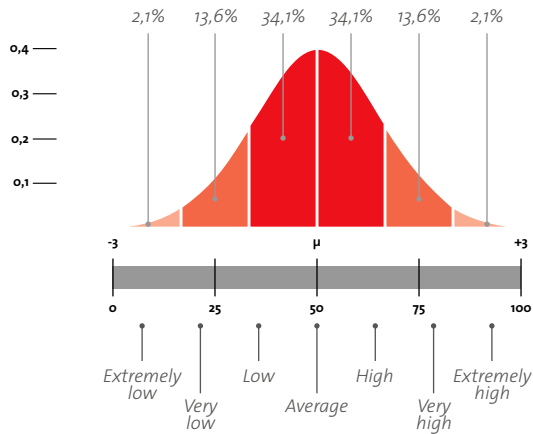
In case you provided us with a job description, all results are in reference to the specific job description. profilingvalues extracts the individual requirements and translates them into a numerical target corridor. You will find these numbers separately below each figure. In case the analysis was done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

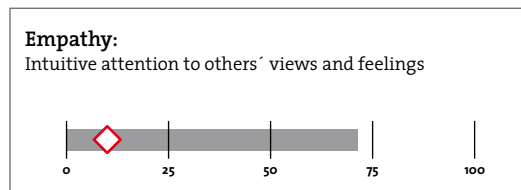
Bar = Ability (The Skill)
Diamond = Concentration (The Will)

General Competencies and Personality


Stefanie Musterfrau | 16.12.2015

Evaluation of Surroundings:

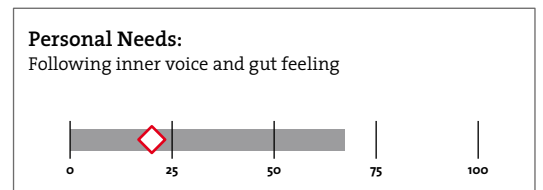
Human Value Dimension –
Question Answered: Who?



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

Target
Ability x to y 
Concentration x to y 

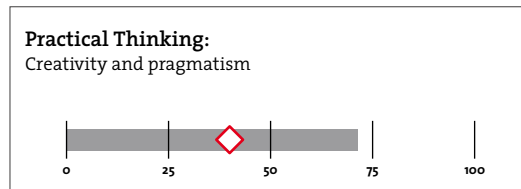
Evaluation of Oneself:



Clear perception of self-worth and one's own personality; frequently neglects personal needs at the moment

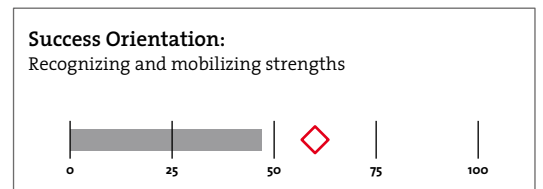
Target
Ability x to y 
Concentration x to y 

Practical Value Dimension –
Question Answered: What?



Very practical orientation; flexible regarding good alternatives

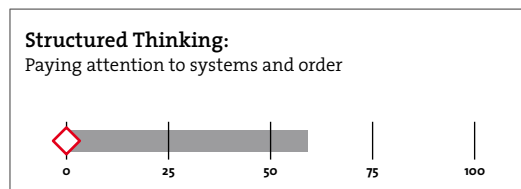
Target
Ability x to y 
Concentration x to y 



Good awareness of personal strengths; good success orientation; currently notices that own dedication makes a difference

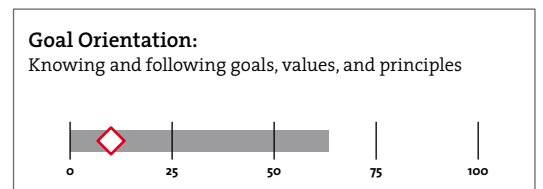
Target
Ability x to y 
Concentration x to y 

Systemic Value Dimension –
Question Answered: What For?



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

Target
Ability x to y 
Concentration x to y 
37 28 48 28 11



Clear self-direction and realistic goal setting; presently uncertain and indecisive to set appropriate goals

Target
Ability x to y 
Concentration x to y 
36 40 60 40 24

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

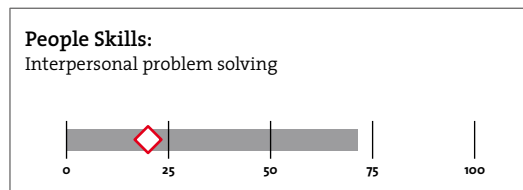
Bar = Ability (The Skill)
 Diamond = Concentration (The Will)

Problem Solving Competencies

Stefanie Musterfrau | 16.12.2015

Conflicts throughout Surroundings:

Human Value Dimension –
 Question Answered: Who?

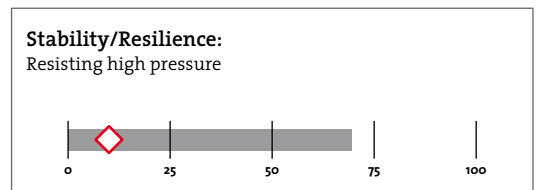


4 Capable of solving interpersonal problems in a very good way; at present rather constrained in dealing with disputes

Target
 Ability x to y
 Concentration x to y

Result

Inner Conflicts:

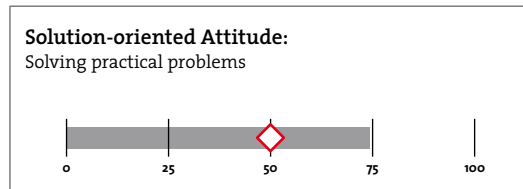


11 5 Masters problematic and stressful situations well; does not pay enough attention to self-regeneration at the moment

Target
 Ability x to y
 Concentration x to y

Result

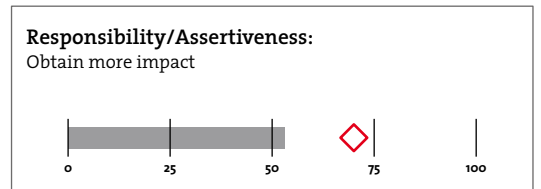
Practical Value Dimension –
 Question Answered: What?



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

Target
 Ability x to y
 Concentration x to y

Result

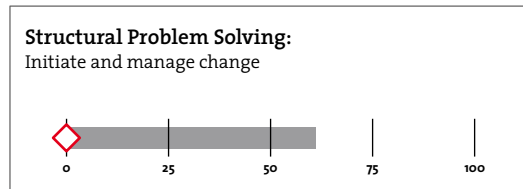


18 6 Capable of taking over responsibility and being assertive; currently likes to make a difference based on own competencies

Target
 Ability x to y
 Concentration x to y

Result

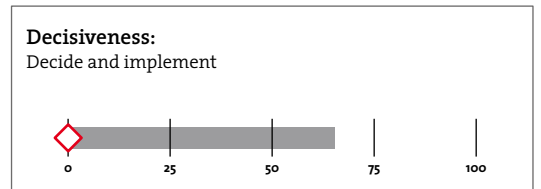
Systemic Value Dimension –
 Question Answered: What For?



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

Target
 Ability x to y
 Concentration x to y

Result



18 7 Good ability to make important decisions; at present little focus to act persistently

Target
 Ability x to y
 Concentration x to y

Result

16

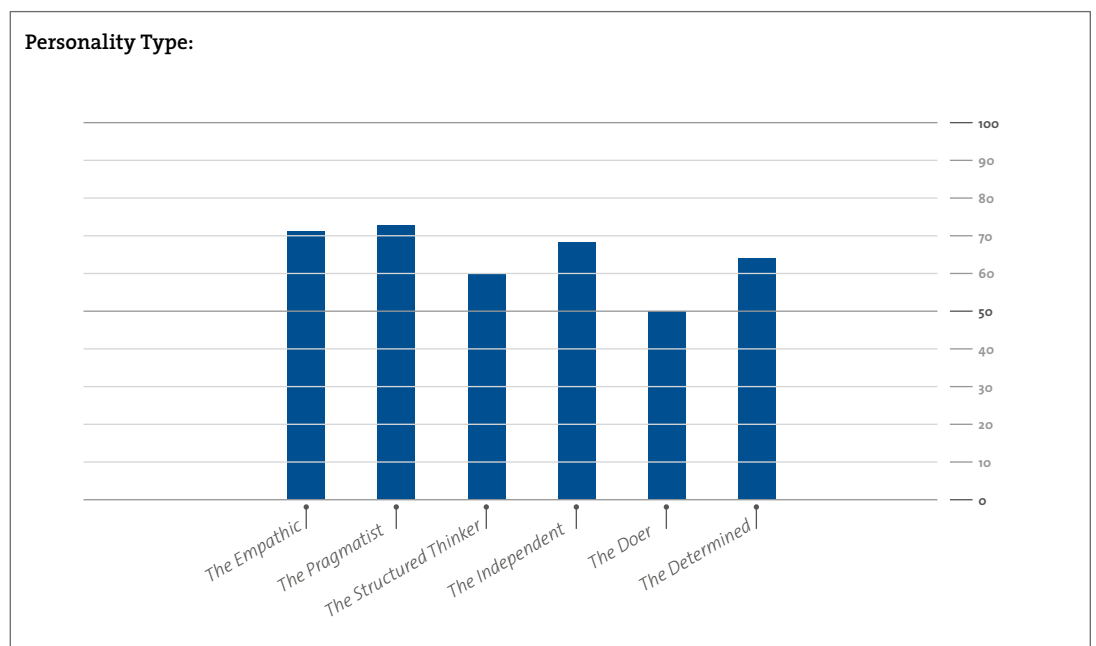
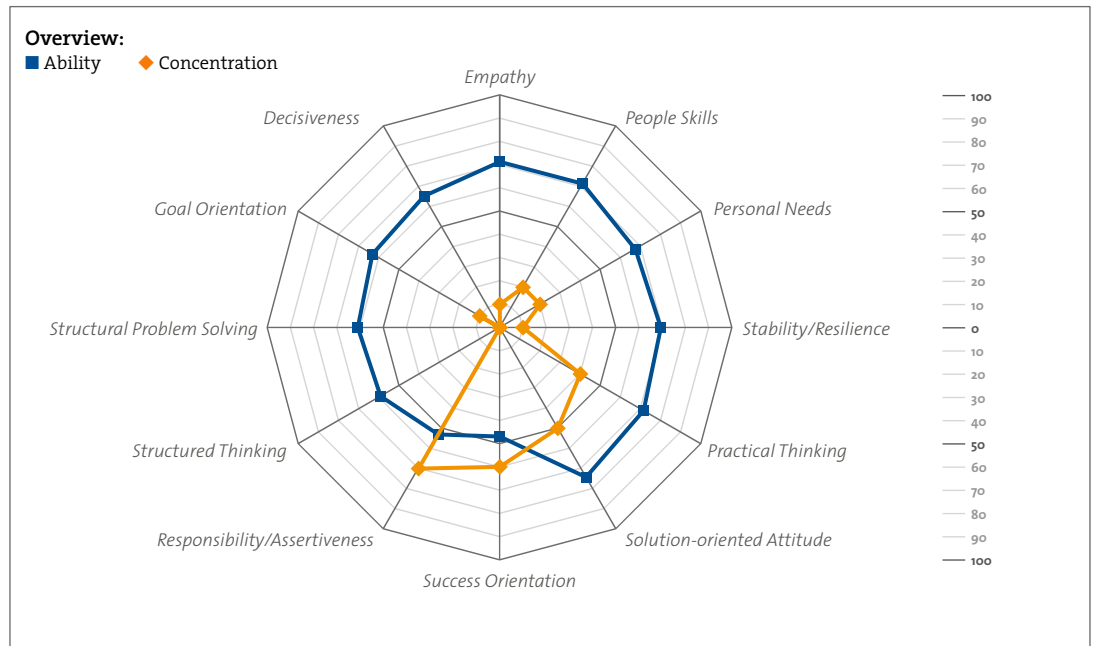
3

18

10

Diagrams

Stefanie Musterfrau | 16.12.2015



Dif	2	48	60	3	VQ	2	83	35	4	Difi/2	1	80	C	253
Dim	3	12	18	4	SQ	4	108	48	6	RHO	2	0.806 0.734 3	D	235
DimP	2	25	30	2	BQr	0	1.30	1.37	0	Y	1968		1150	
Int	2	19	28	3	BQa	3	96	42	5	Key	15PHScPF9Mq12			
IntP	3	40	47	4	CQ	1	124	57	3	A	363	AC	0.833	
Dis	3	4	2	2	RQ	1	127	68	0	B	299	BD	0.534	
DI	2	11	14	3	AI	6	77	60	2					

Summary

Stefanie Musterfrau | 16.12.2015

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) Knows oneself well |
| b) Currently restrained | n) Cares not enough for own self currently |
| c) Highly practical talent | o) Knows own strengths |
| d) Currently rather observant | p) Sees currently positive impact |
| e) Analytically good | q) Clear goal orientation |
| f) Appreciates freedom | r) Currently indecisive and aimless |
| g) Very good people skills | s) Robust and resilient |
| h) Holds back in social conflicts at present | t) Minds regeneration not enough |
| i) Very resourceful practical problem solver | u) Appears and performs deliberately |
| j) Approaches practical problems deliberately | v) Likes to take on responsibility |
| k) Capable of solving structural problems well | w) Needs time for decisions |
| l) Currently cautious regarding structural challenges | x) Currently little focus on decisiveness |

Suggestions for Personal Development

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

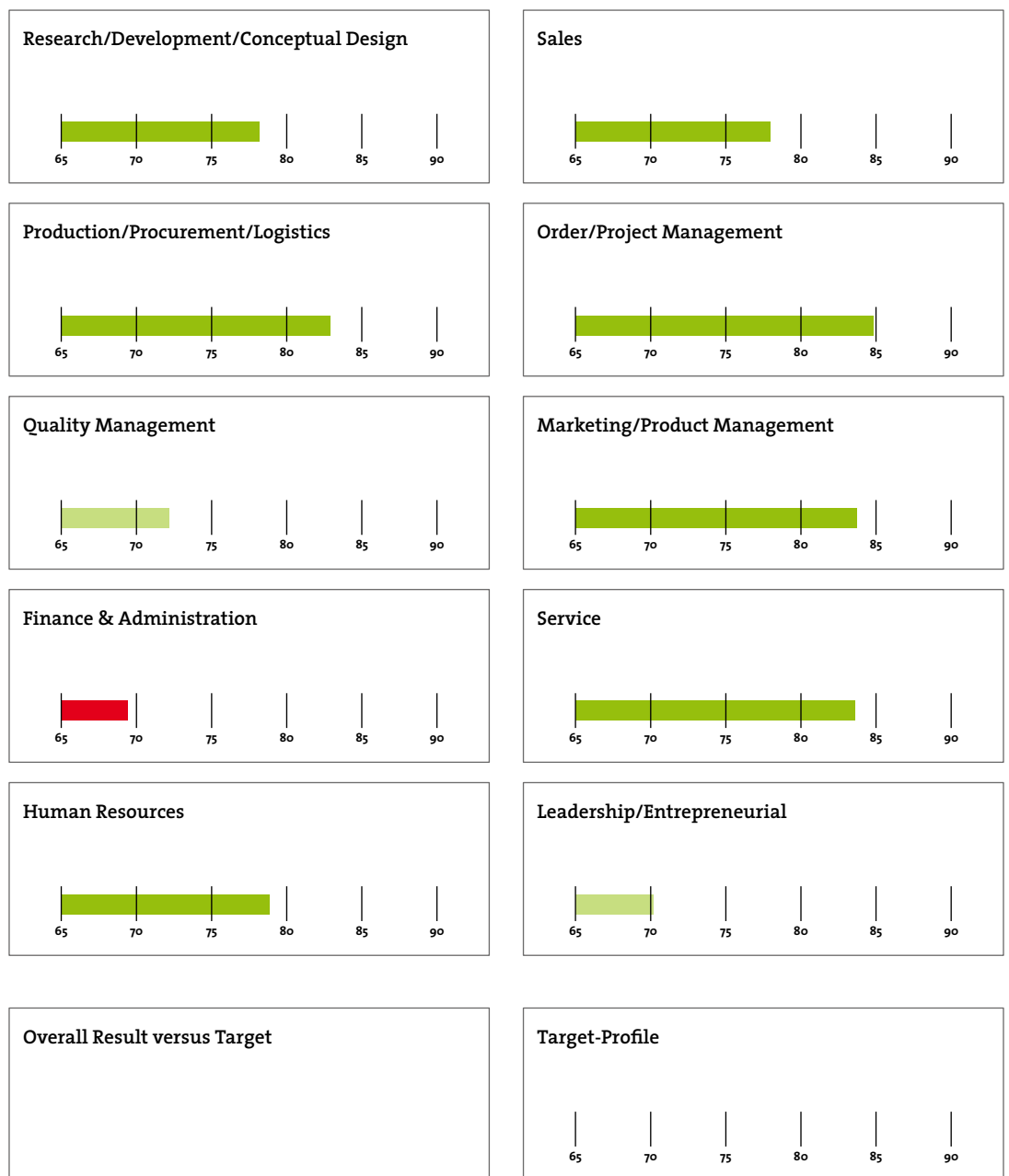
- | | |
|---|--|
| a) o.k. | m) Trust your intuition even more |
| b) Show own feelings earlier | n) Hold yourself in higher esteem |
| c) o.k. | o) Utilize your own strengths better |
| d) More focus on implementation | p) o.k. |
| e) Analyze structures even more differentiated | q) Set more ambitious and clearer goals |
| f) Concentrate more on structures | r) Seek challenges |
| g) o.k. | s) Seek even more stability |
| h) Approach others' problems more proactively | t) Mind balance and regeneration |
| i) o.k. | u) Represent your own position more firmly |
| j) o.k. | v) o.k. |
| k) Solve structural problems more sustainably | w) Give decisions more importance |
| l) Approach structural changes more dynamically | x) Decide and implement more quickly |

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

Recommendations for Professional Functions*

Stefanie Musterfrau | 16.12.2015

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