

**profilingvalues**   
*Explore your potential*

**SUMMARY**

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## Introduction and Explanatory Notes

The profilingvalues value metric method is a scientifically based instrument which systematically illustrates the capabilities and interests of a person. By utilizing this tool, staffing and personnel development will be optimized.

**Everything is measured in three different dimensions.**



**The intrinsic value dimension** includes everything that relates to people in their uniqueness and infinite variety. The fundamental question: Who?



**The extrinsic value dimension** is concerned with objects, practical solutions, operative processes and roles. The fundamental question: What?



**The systemic value dimension** encompasses all thought constructs, principles and conceptions. The fundamental question: What for?

**The results are targeted at two different worlds: the outside world and the self.**



**The outside, i.e. perceived world** stands for everything that our senses can gather from our surroundings and how we evaluate it.



**The self**, on the other hand, refers to a person's inner processes and self-perception.

## The “Abilities” and “Willingness” of People

profilingvalues measures a person's “abilities” and the “willingness to use those abilities”, thus their specific talents and where their current focus lies. The abilities (Figure 1) are calibrated against the population mean.

The attention or focus (Figure 2) is represented by a needle which is based on a speedometer. If a person is “running on idle” or has turned off the engine, it means that at the moment, little or no attention is evident, e.g. the trait is being used rather reactively. If the person is in the medium range, the engine runs efficiently or is in “torque” and the capability can be used flexibly. If the attention is very high, the revolutions per minute can be interpreted as a higher expenditure of energy, e.g. the ability will be engaged very proactively.



Figure 1



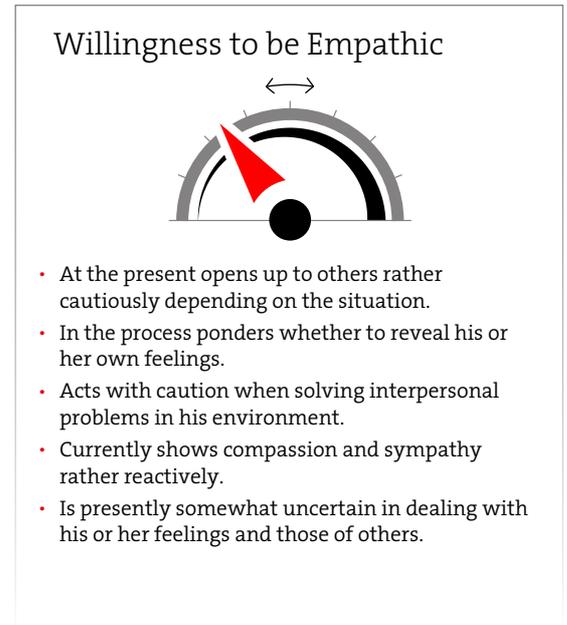
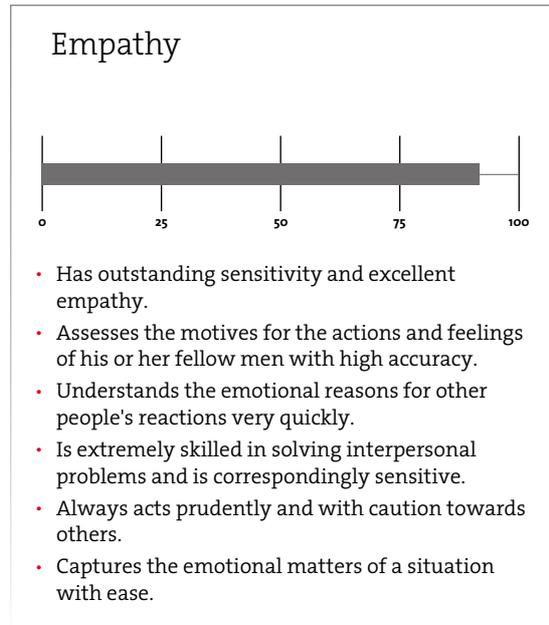
Figure 2

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## 1. Intrinsic: The human-emotional value dimension

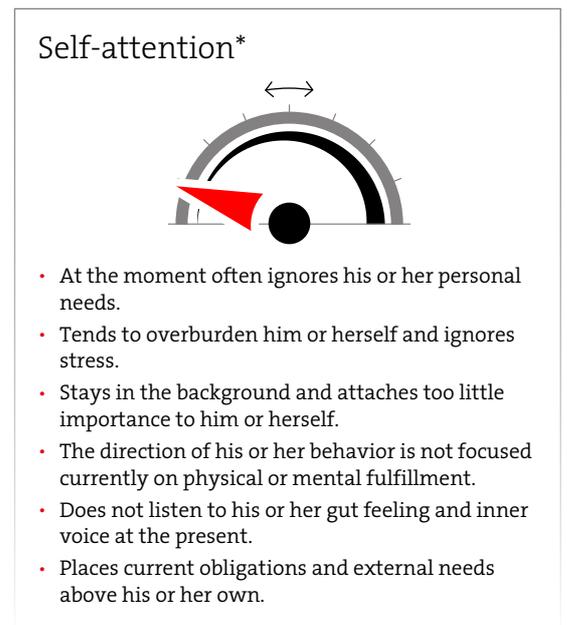
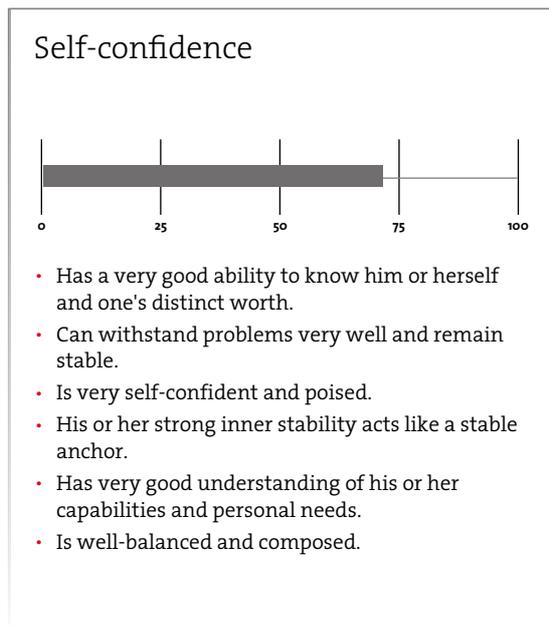
### Outer World: Empathy – The fundamental question: Who is around me?

*[Perceiving and understanding the thoughts, emotions, motives and character of other people. Responding to the feelings of others in an emotionally appropriate manner. Empathy describes the clarity (visual acuity) with which one discerns and values the individuality and uniqueness of others.]*



### Inner Self: Personal Needs – The fundamental question: Who am I?

*[The awareness about the self as well as developing and utilizing one's personal individuality. To act self-confidently and respect one's self-worth.]*



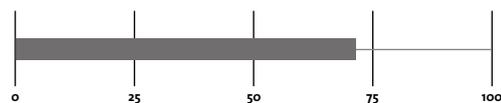
\*As social beings, people are normally more focused on their environment and social obligations than on themselves. Therefore, the average range for self-attention shifts to the left.

## 2. Extrinsic: The concrete-operational value dimension

### Outer World: Practical Thinking – The fundamental question: What is around me?

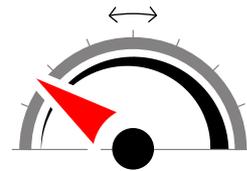
*[The functionality, applicability, and possible application of all which can be perceived in our surroundings; understanding and utilizing for the purpose of gaining improvement. Practical Thinking describes the clarity (visual acuity) with which one sees things in the sense of their practical purpose and possible use.]*

#### Operational Competence



- Discerns the possibilities a situation offers quickly and accurately.
- Has very good skills in practical implementation.
- Is very resourceful in solving practical problems.
- Is confident in handling new procedures of medium and higher difficulty; learns quickly.
- Uses his or her strong ability to shape things and can apply it with creative energy.
- Displays competent use of practical tasks of any complexity.

#### Willingness to Act Operatively

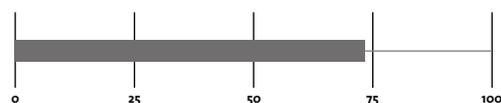


- Makes no effort to implement practical options at this time.
- Is not currently focused on working on tasks at hand.
- Feels hardly any drive or will to implement things at the moment.
- Sometimes has the feeling of being unmotivated and having lost any desire.
- Currently feels no pleasure in doing practical tasks, but rather views them as exhausting.

### Functional-Social Self: Success Orientation – The fundamental question: What am I?

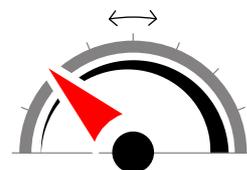
*[Discerning one's own role in society and in the workplace and striving for success and fulfillment. Success Orientation involves an awareness of the fit between the personality and function as well as the satisfaction and motivation which results.]*

#### Role Awareness



- Very good ability to recognize his or her own strengths and act responsibly.
- Displays very highly developed assertiveness in his or her job function.
- Has clearly defined career ideas.
- Has highly developed operational decisiveness.
- Has very good awareness of his or her success factors.
- Has a keen sense of how to fulfill his or her function.

#### Role Identification



- Is discontented in the current assignment.
- Is not able to achieve the desired results in this function.
- Currently feels burdened by his or her duties.
- Can not appreciate his or her scope of impact at this time.
- Feels neither joy nor dedication in fulfilling his or her function.
- Lack of appreciation and overwork can be responsible for the current loss of energy.

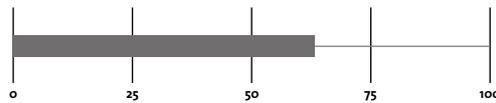
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### 3. Systemic: The formal regulatory value dimension

#### Outer World: Structured Thinking – The fundamental question: What is all this around me for?

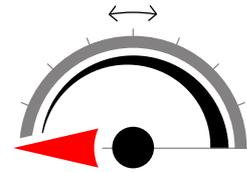
*[Seeing long-term consequences, the basic importance, and systematic aspects behind day-to-day operative needs and taking these into consideration. The cognitive aptitude towards categorical, tactical, complex thinking. The willingness to navigate and align oneself in strategic, political, hierarchical, or other regulated systems.]*

#### Systemic Thinking



- Usually detects the deeper meaning quickly and understands the relationships.
- Understands an analytical approach and can work with concepts.
- Makes use of strategic understanding in planning long-term results.
- Integrates into hierarchical structures and is able to discern them well.
- Orients him or herself on already familiar concepts in dealing with theoretical problems.
- Understands good structures and processes are principles of organization and can apply them.

#### Systems Orientation

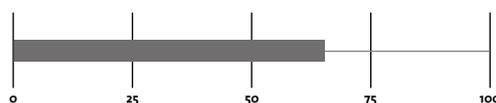


- Sets own rules and seeks latitude; is often inventive.
- Has fixed, sometimes idiosyncratic opinions and will not be dictated to.
- Can alter existing systems according to his or her own ideas.
- Has little enjoyment working under fixed processes; tends to have a case-by-case approach.
- Has a distinct need for autonomy.
- Has an appreciation for creative and novel ideas.

#### Conceptual Self: Goal Orientation – The fundamental question: What am I here for?

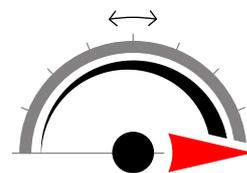
*[The ability to set strategic goals for oneself for discovering and fulfilling a personal concept or life plan. The concentration devoted to making fundamental life choices and their achievement.]*

#### Self-concept



- Is well capable of setting long-term goals and pursuing them.
- Clearly sees possible obstacles to his or her development.
- Is well capable of making personal decisions; assesses the medium and long-term consequences.
- Has good power of concentration and is normally disciplined in the pursuit of goals.
- Acts on principle and can handle commitments well; uses them appropriately for reaching self-imposed goals.
- Has leadership charisma.

#### Self-direction



- At the present is keen on recognizing and implementing the next steps in his or her personal development.
- Is currently very preoccupied with his or her future prospects.
- Right now would like to achieve change in his or her personal situation.
- Is highly concentrated on self-direction.
- Currently pursues ideas for change and aims (too) attentively on the basis of extremely high personal standards.
- Right now is very strongly focused on future developments.

## Background Information of the Method:

The profiling**values** Summary is a descriptive report of the findings and not suited for use as the sole basis for personnel decisions.

Here, the pure ability to value is measured. This is a talent like any other ability, only it is a fundamental skill by which we organize our cognitive and emotional capacities or exploit our potentials.

From the individual ability to value and the propensity for valuing, conclusions can be drawn on personality traits. These are illustrated in the report, whereby the respondent's current phase of life is also reflected – especially in the amount of attention one has on these abilities.

Profiling**values** is a positive development model since every competency and attention level can be developed. Like all other talents, the ability to value can and must be continually improved in order to achieve top performance or perfection. Ultimately, the journey is the destination.

## Scientific Basis:

The information necessary for the analysis of the profiling**values** Summary is derived from the participant's complex rank order and captured axiologically – according to value science. Here a differentiated projection is made on the logical-mathematical normal position and calculated in value dimensions as defined by the distances to the normed sequence.

Our value system is considered by scientists to be the most consistent orientation for our actions. This can be measured value metrically, i.e. by assessment and not by self-disclosure, which eliminates any chance to manipulate and prevents psychological effects such as social desirability and self-portrayal.

The metrics of the logical rank order used by profiling**values** has been normed and validated numerous times. It is based on the research of the scientist, Robert S. Hartman, who was nominated in 1973 for the Nobel Prize.

**Additional information can be found on:**

*[www.profilingvalues.com](http://www.profilingvalues.com).*

**For information regarding formal axiology and Robert S. Hartman see:**

*[www.hartmaninstitute.eu](http://www.hartmaninstitute.eu)*

**For scientific background information, especially validity, reliability and objectivity see:**

*Leon Pomeroy – „The New Science of Axiological Psychology“, Amsterdam-New York, 2005*