

profiling**values** 
Explore your potential



V12C

VALUE-BASED 12 COMPETENCIES

REPORT

MUSTER TEAM REPORT

12 individuals

10.03.2016

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@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.

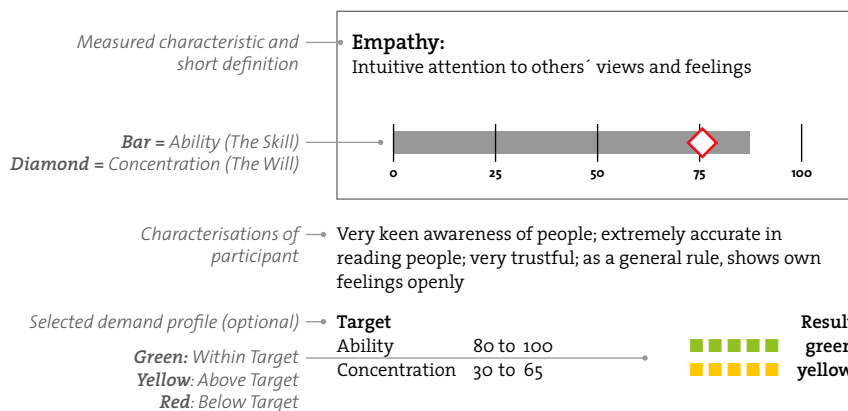
General instructions to interpret the test results

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.

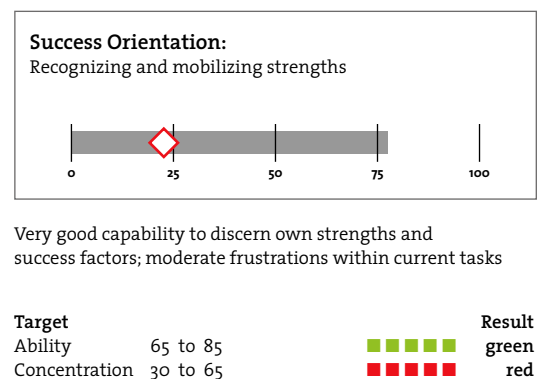
Example 1

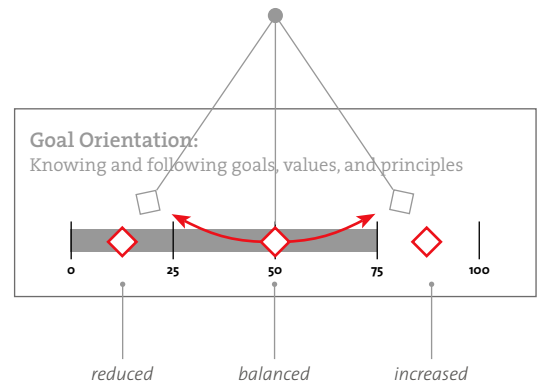
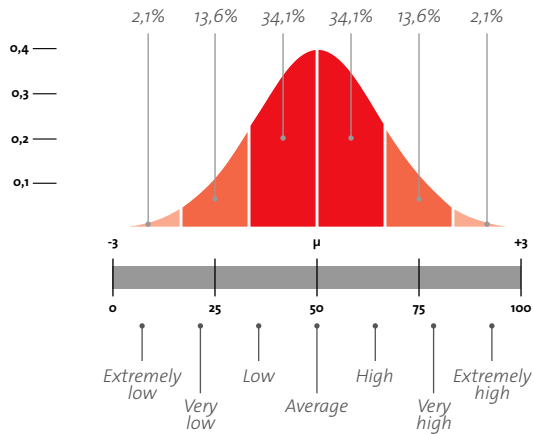
High Ability and Will



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)

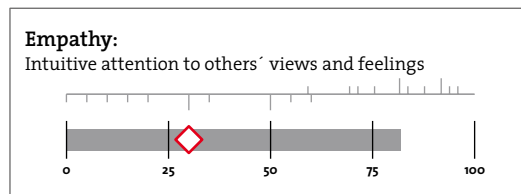
General Competencies and Personality

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Evaluation of Surroundings:

Human Value Dimension –
 Question Answered: Who?

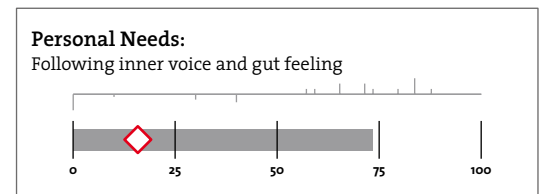
The vertical marks traced on the thin line for each competence scale contain 2 statements: everything above the line shows the distribution of the collective results for each bar; the results for each diamond can be seen in the marks below the line.



7 35 9/0 45 2 22 11
 Keen awareness of people; very accurate in reading people; according to situations, more or less trustful and open with respect to own feelings

Target
 Ability x to y 
 Concentration x to y 

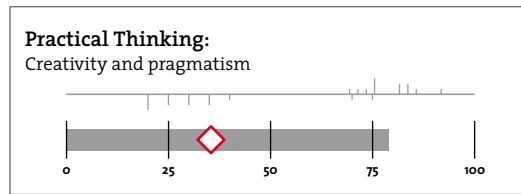
Evaluation of Oneself:



22 11 23 13/0 35 2
 Very good capability to discern one's inner self and worth; frequently neglects personal needs at the moment

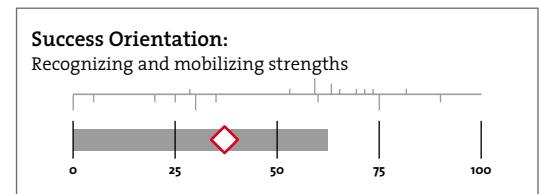
Target
 Ability x to y 
 Concentration x to y 

Practical Value Dimension –
 Question Answered: What?



7 40 10/1 45 4 30 12
 Very practical orientation; flexible regarding good alternatives

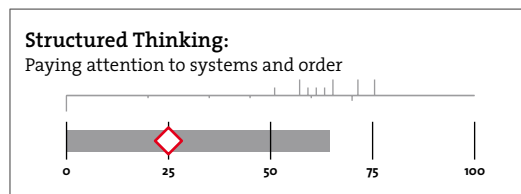
Target
 Ability x to y 
 Concentration x to y 



12 46 18/1 37 7
 Considerate and intent on functional role; positive and negative aspects regarding current role are balanced

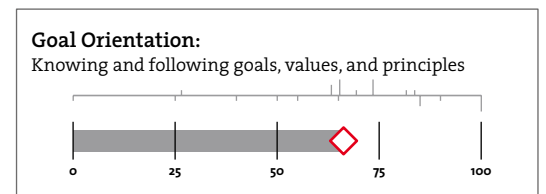
Target
 Ability x to y 
 Concentration x to y 

Systemic Value Dimension –
 Question Answered: What For?



12 40 17/2 25 5 33 7
 Good analytical capability and structured thinking power; imposes own regulations to oneself; inventive

Target
 Ability x to y 
 Concentration x to y 
 25 38 37 38 11



7 60 16/1 56 9
 Clear self-direction and realistic goal setting; currently good goal tracking

Target
 Ability x to y 
 Concentration x to y 
 29 43 48 43 18

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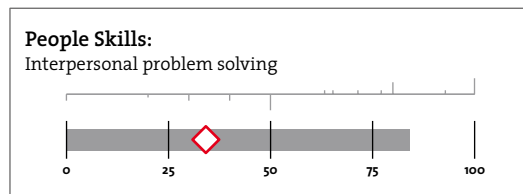
Problem Solving Competencies

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Human Value Dimension –
 Question Answered: Who?

The vertical marks traced on the thin line for each competence scale contain 2 statements: everything above the line shows the distribution of the collective results for each bar; the results for each diamond can be seen in the marks below the line.

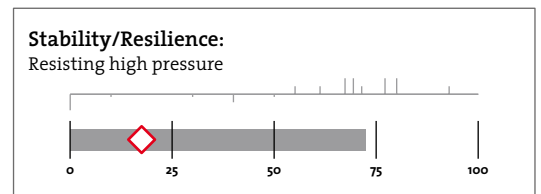
Conflicts throughout Surroundings:



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

Target Ability x to y  Result
 Concentration x to y 

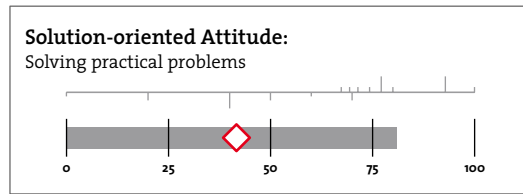
Inner Conflicts:



5 Very good ability to cope with problematic situations and remain stable at the same time; does not pay enough attention to self-regeneration at the moment

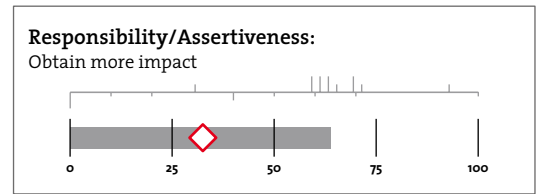
Target Ability x to y  Result
 Concentration x to y 

Practical Value Dimension –
 Question Answered: What?



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

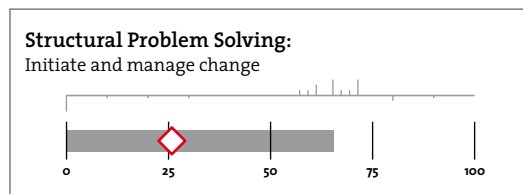
Target Ability x to y  Result
 Concentration x to y 



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

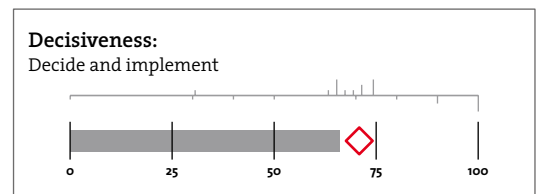
Target Ability x to y  Result
 Concentration x to y 

Systemic Value Dimension –
 Question Answered: What For?



6 Good capabilities to solve structural and process-related problems; hesitant approach to structural challenges presently

Target Ability x to y  Result
 Concentration x to y  10 3

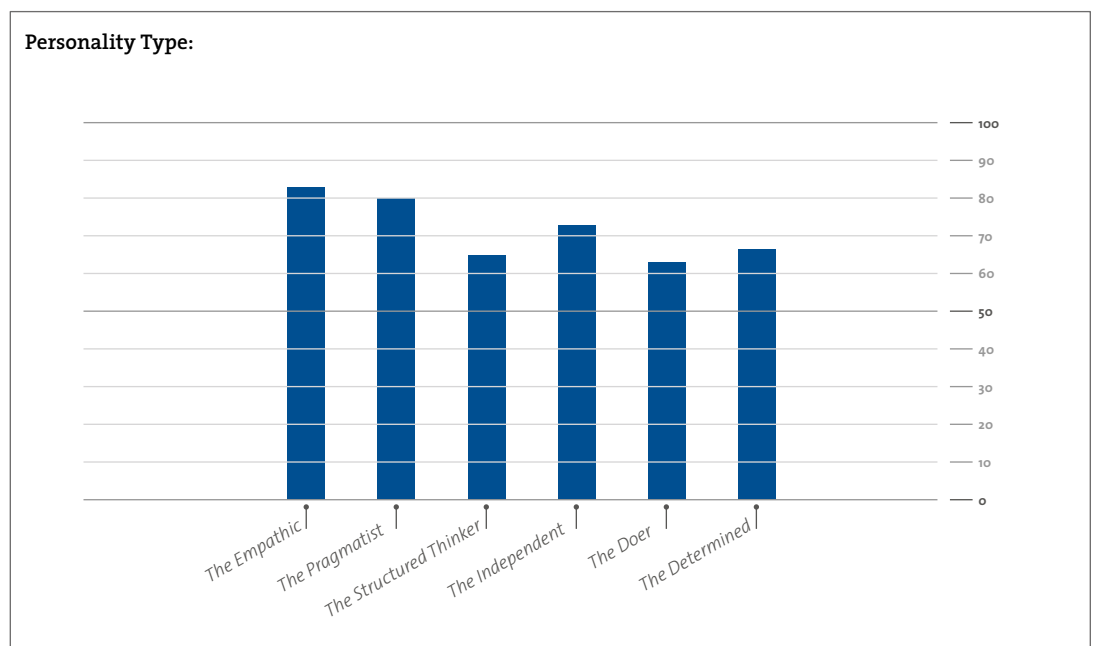
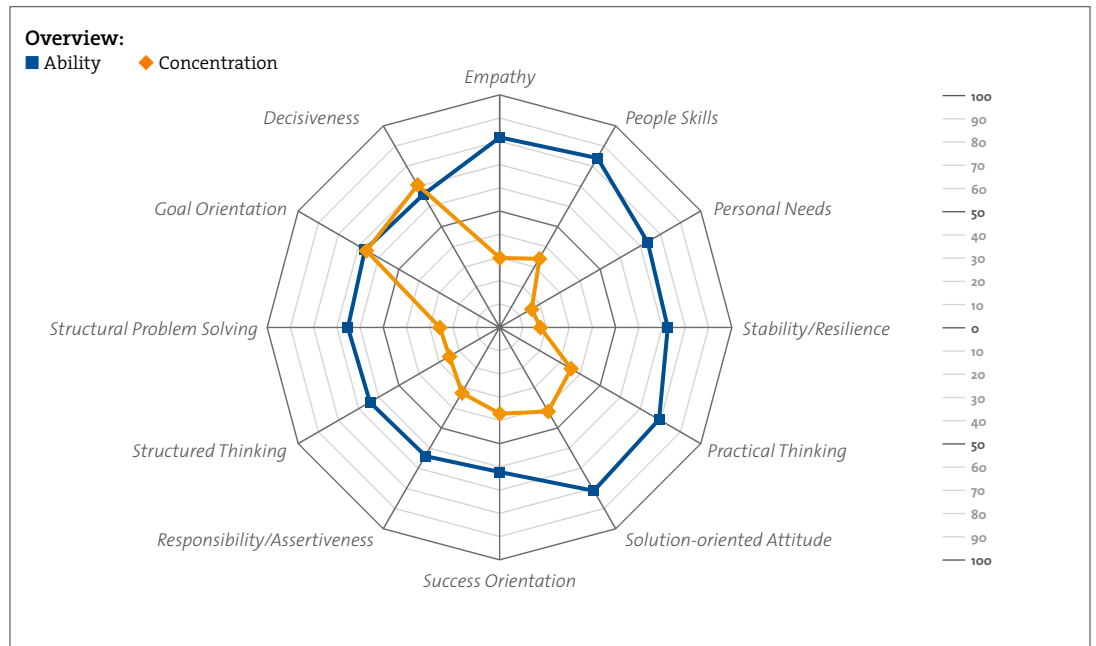


3 Good ability to make important decisions; at present high focus on implementing change persistently

Target Ability x to y  Result
 Concentration x to y  15 8

Diagrams

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Dif	1	37	48	2	VQ	1	68	32	4	Difi/2	2	77
Dim	3	16	10	2	SQ	2	82	35	4	RHO	1	0.854 0.768 3
DimP	4	47	22	2	BQr	0	1.25	1.13	0	AC	0.830	
Int	1	14	22	3	BQa	2	75	33	4	BD	0.736	
IntP	3	36	44	4	CQ	1	100	42	2			
Dis	2	3	2	2	RQ	1	115	61	0			
DI	2	10	7	1	AI	4	67	58	2			

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) Trustful | n) Cares not enough for own self currently |
| c) Highly practical talent | o) Interested in doing well |
| d) Currently rather observant | p) Sees few challenges at the moment |
| e) Analytically good | q) Clear goal orientation |
| f) Appreciates freedom; inventive | r) Good goal tracking |
| g) Very good people skills | s) Very robust and resilient |
| h) Approaches people deliberately | t) Minds regeneration not enough |
| i) Very resourceful practical problem solver | u) Appropriate assertiveness at any time |
| j) Approaches practical problems deliberately | v) Ready to take responsibility |
| k) Capable of solving structural problems well | w) Needs time for decisions |
| l) Currently cautious regarding structural challenges | x) Current focus on consistency |

Suggestions for Personal Development

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

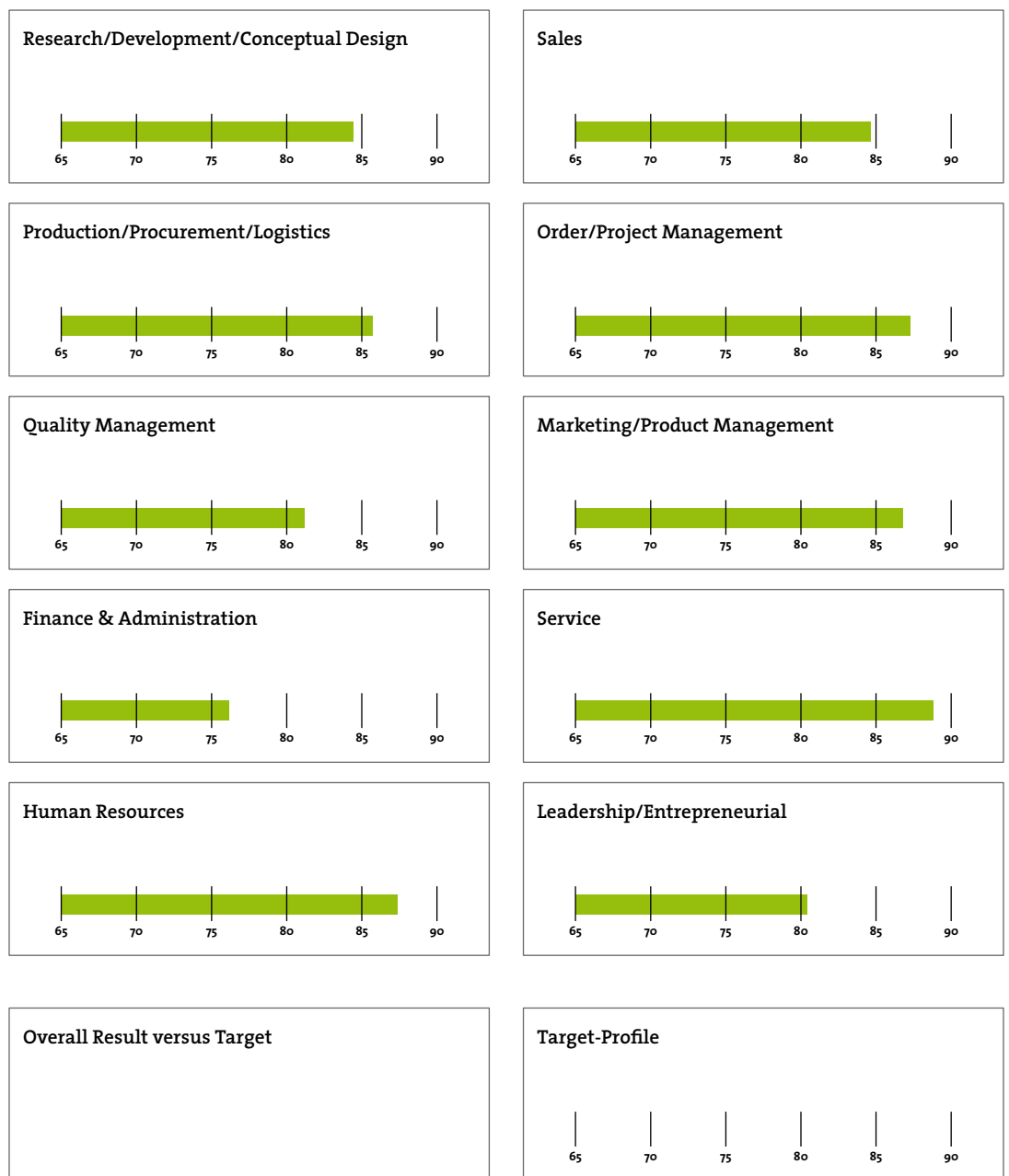
- | | |
|---|--|
| a) o.k. | m) o.k. |
| b) o.k. | n) Hold yourself in higher esteem |
| c) o.k. | o) Exceed yourself more than others |
| d) More focus on implementation | p) Look for rewarding challenges |
| e) Analyze structures even more differentiated | q) Set more ambitious and clearer goals |
| f) Test own ideas even better | r) o.k. |
| g) o.k. | s) o.k. |
| h) o.k. | t) Mind balance and regeneration |
| i) o.k. | u) Appoint yourself/others even more appropriate |
| j) Approach practical problems more dynamically | v) More responsibility could be good |
| k) Solve structural problems more sustainably | w) Give decisions more importance |
| l) Approach structural changes more dynamically | 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

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