

profiling**values** 
Explore your potential



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Introduction and Explanations

The profiling**values** value metric procedure is a scientifically based instrument which systematically illustrates the capabilities and inclinations of a person. A special feature of profiling**values** includes the added reference to the individual's current stage of life. Basically, the method maps the person's skills and depicts how he/she is doing presently. Emotional well-being is not only an excellent performance indicator; it can be seen as a prerequisite for mental stability and satisfaction, too.

Faced with growing demands in our competitive society, the increasing flood of information and constant availability resulting from our modern means of communication, our organism is increasingly under pressure. Hence, it becomes even more important to remain healthy and employ preventative measures. This is reflected by the increasing significance of corporate healthcare management or in the rising number of mental illness and psychological disorders.

The Balance Report embodies an innovative instrument that depicts the present state of an individual with respect to his/her prevailing personal values and attitudes. Hence, the current situation becomes more transparent for the person. The aim of the Balance Report is to map the present available resources of a person as well as the existing imbalances in order to increase performance in a concerted way or prevent performance from deteriorating. Personal well-being and mental stability are, therefore, vital qualities which should be maintained and fostered.

Relevance to the Present

Profiling**values** is a positive development model. The results of the Balance Report should be first viewed as a "momentary snapshot" of the person's stage in life and allows conclusions to be drawn only to a limited extent on the person's permanent state. Only a series of measurements can show that.

In this respect, low scores in the scales of the Balance Report are not "bad" regarding the person in the general sense; rather they reflect the present well-being. This can alter due to a change in attitude, by working on specific areas of development, or by a change of environment. Thus, low scores in the scales indicate a possible need for action.

Concurrently, the mental stability of a person can be optimized with the Balance Report. This aspect is very important for people with high job responsibility and ambition. Mental performance is still strongly underestimated as a decisive factor of success alongside the required skills and expertise. Psychological balance promotes mental strength to a great extent.

Presentation of the Basic Capabilities

The profilingvalues Balance Report is based on the homeostatic system of formal axiology (value science) by Robert S. Hartman. Accordingly, we are in balance when we recognize our inner personal qualities, our functional responsibility, and our long term perspective as well as discern the people, concrete elements, and the systems around us in a differentiated way in order to correctly value them. The two realms in which we can possibly assess lie externally and within ourselves. What we can value is of human, factual, or principle nature. Therefore, everything is measured in three different dimensions.



The intrinsic value dimension includes everything that relates to mankind's uniqueness, individuality, and unlimited diversification. Fundamental question: Who?



The extrinsic value dimension deals with concrete things, practical solutions, operational processes, and roles. Fundamental question: What?



The systemic value dimension encompasses all mental constructs, principles, and concepts. Fundamental question: What for?

The results are directed at two different value realms: The outer world and the self.

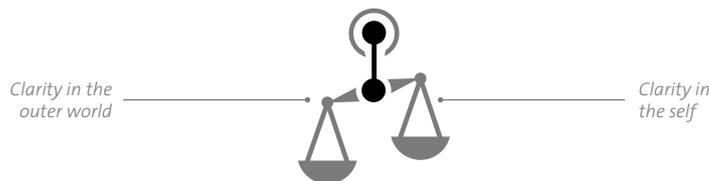


The outer, i.e., perceived world is everything that our senses record from our environment and how we evaluate it.



The self, however, refers to the internal processes and self-perception of a person.

The more balanced the outer world and the self are perceived within a dimension, the more poised a person deals with himself and with other people, tasks, and processes in his environment.



The balance between the outer and inner worlds.

“Capability” and “Willingness” in a Person

Example 1:

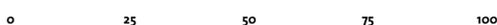
High capability and willingness

Empathy

[Intuitively regards the feelings and views of others.]

Measured trait & Brief definition

Bar Ability (Capability) Diamond Attention (Willingness)

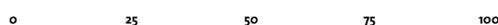


Example 2:

High capability and low willingness

Goal Orientation

[Knowing and living by one's goals, values, and principles.]



Interpretation of the Results

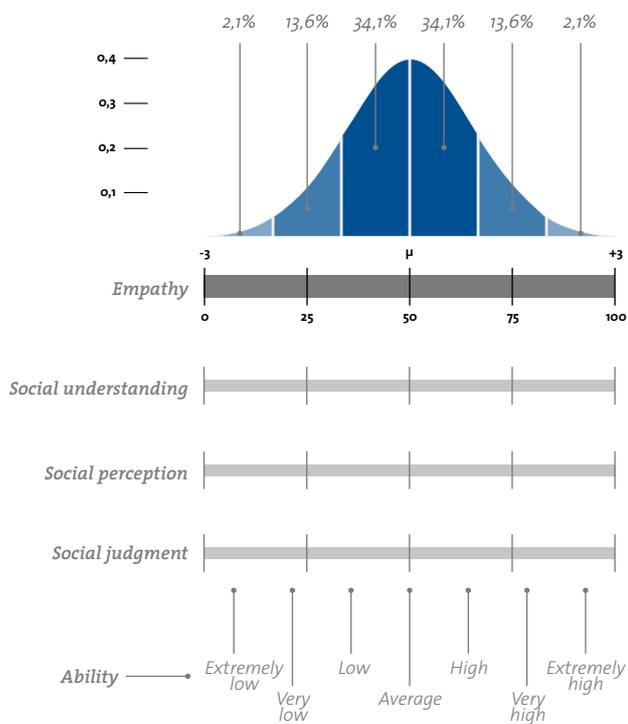
In total there are six personality traits which are presented in two different manifestations – the ability and the willingness, therefore, the capacity and the attention currently placed on it. The profilingvalues Balance Report provides considerable detail about which strengths a person has in general and how these are presently combined. Thus, areas of potential, skills, and resources can be targeted, but also imbalances or unexploited capacities can be identified as well. For this purpose, the current attention which is placed on each competency is measured and examined for its emphasis and balance.

Structure and Interpretation of the Bars

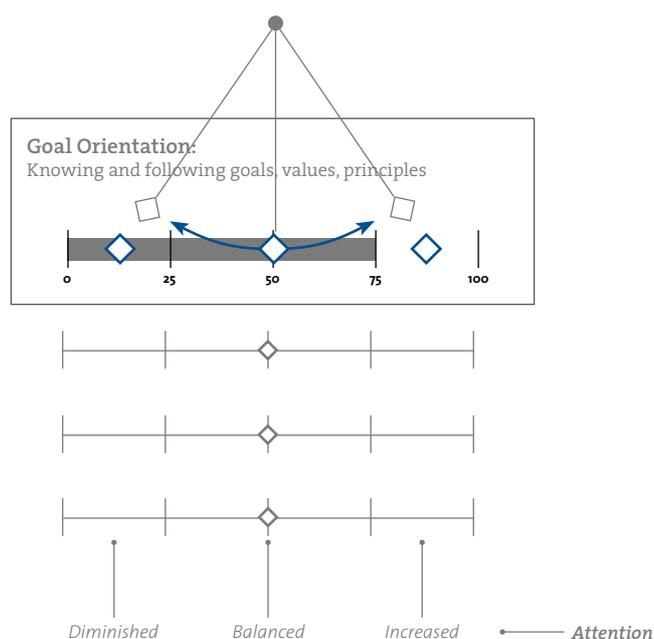
The capabilities displayed as bars are standardized to the population mean (Gaussian bell-shaped curve). The main scales are broken down into three subscales found below the bars. This results by capturing the intrinsic, extrinsic, and systemic perspective beginning with the main scale. Thus, Empathy can be differentiated in Social Understanding (intrinsic/human), Social Perception (extrinsic/practical) and Social Judgment (systemic/on principle).

Structure and Interpretation of the Diamonds

The main scales and subscales are illustrated with a diamond symbolizing a “pendulum.” The diamonds demonstrate the current attention placed on the respective ability. At 50% they are at the “mean position” or resting state. This indicates that this skill will be used flexibly or in a balanced manner. When the diamond swings to the right, the disposition will be deployed more proactively. When the motion of the pendulum bears to the left, the capability will be used reactively. This is neither good nor bad but depends on the tasks that have to be performed. While the bar specifies the level of the capacity, the diamond shows how the skill is driven on this level: in a balanced way, with increased attention, or with diminished regard.



Gaussian bell-shaped curve



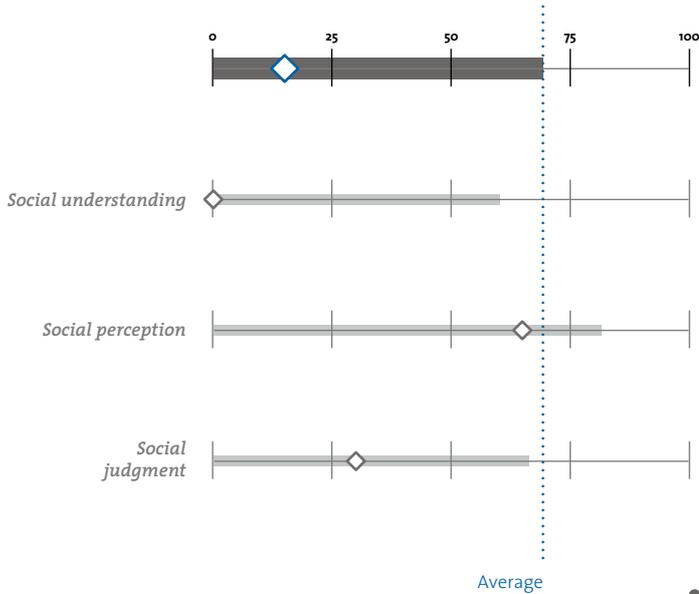
The pendular function of the diamond

The Human Value Dimension

View of the World:

Empathy

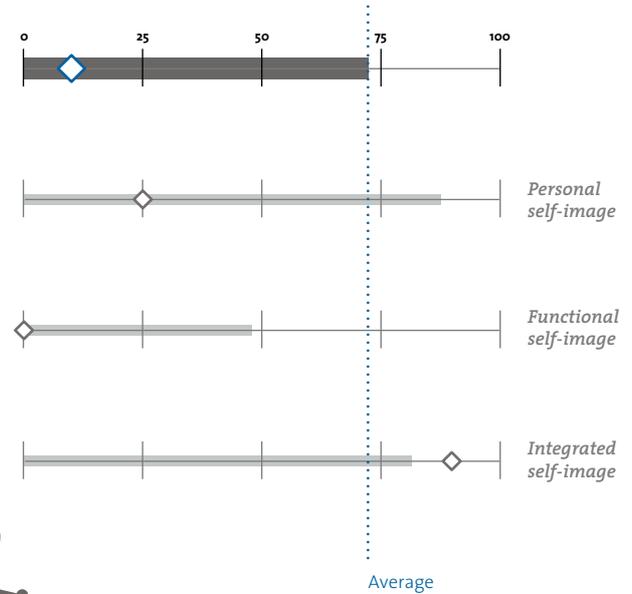
[Intuitive attention to feelings and views of others]



View of the Self:

Personal Needs

[Following one's inner voice and gut feeling]



Balance within the intrinsic value dimension

The more balanced the intrinsic, human value dimension is perceived, the more poised and level-headed the person can interact with others. In the societal average people see the outer world with its interpersonal relationships, duties, and incidents more clearly than their own person. This can diminish self-confidence and lower self-efficacy in dealing with others. If the clarity is greater in the self, then misjudgments and misunderstandings can easily arise in interactions.

Definition

Social understanding –

Esteem vs. disregard:

Sensing the uniqueness and individuality of a person.

Social perception –

Recognize vs. ignore:

Recognizing and discerning the infinite value of an individual.

Social judgment –

Judging right vs. wrong:

Judging the individuality of a person in all its facets.

Personal self-image –

Esteem vs. disregard:

Appreciating one's individuality in its entirety.

Functional self-image –

Experiencing the positive vs. negative:

Discerning that one's actions are personally advantageous.

Integrated self-image –

Accepting vs. rejecting one's self-image:

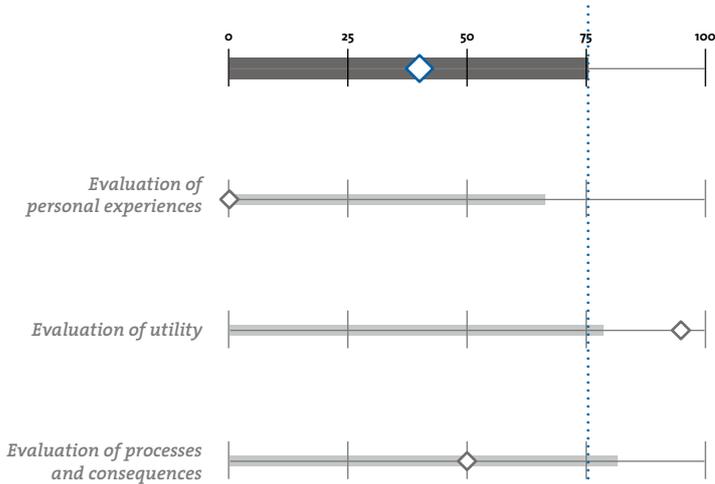
Assessing and accepting one's personal situation as positive.

The Practical Value Dimension

View of the World:

Practical Thinking

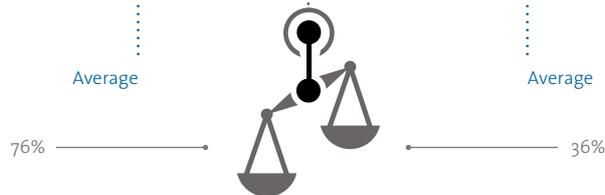
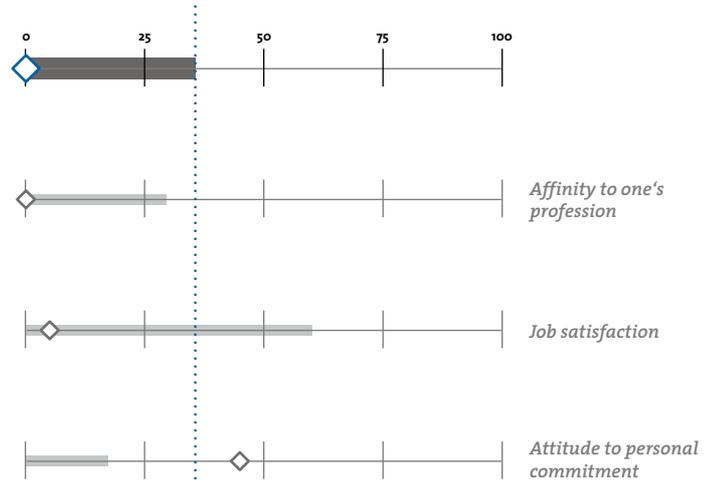
[Creativity and pragmatism]



View of the Self:

Success Orientation

[Recognizing and mobilizing strengths]



Balance within the extrinsic value dimension

The more balanced the extrinsic, practical value dimension is perceived, the more harmonious the fit is between internal motivation and realization. On average the population discerns their outer world with its practical, tangible tasks, obligations, and results more clearly than their personal role. Thus, performance is more strongly in focus than the compatibility between the function and the person which can lead to inefficiencies and imbalances. Conversely, when a person sees the personal role and intrinsic motivation more clearly, this high level of motivation can be confronted with little implementation which not only wastes enthusiasm, but over the long run also leads to frustration.

Definitions

Evaluation of personal experiences –

Empathizing vs. withdrawing:

Sense one's feelings and experiences in their entire depth.

Evaluation of utility –

Recognizing correctly vs. valuating incorrectly:

Correctly classify the benefit of actions and things according to their value.

Evaluation of processes and consequences –

Judging correctly vs. misjudging:

Recognizing and classifying the entire array of principles and structures according to their purpose.

Affinity to one's profession –

Love vs. hate:

Appreciating and identifying with one's profession and work.

Job satisfaction –

Satisfied vs. frustrated:

Being satisfied with work and the circumstances at work.

Attitude to personal commitment –

Valuing vs. contempt:

Perceiving one's actions as valuable and effective.

The Systemic Value Dimension

View of the World:

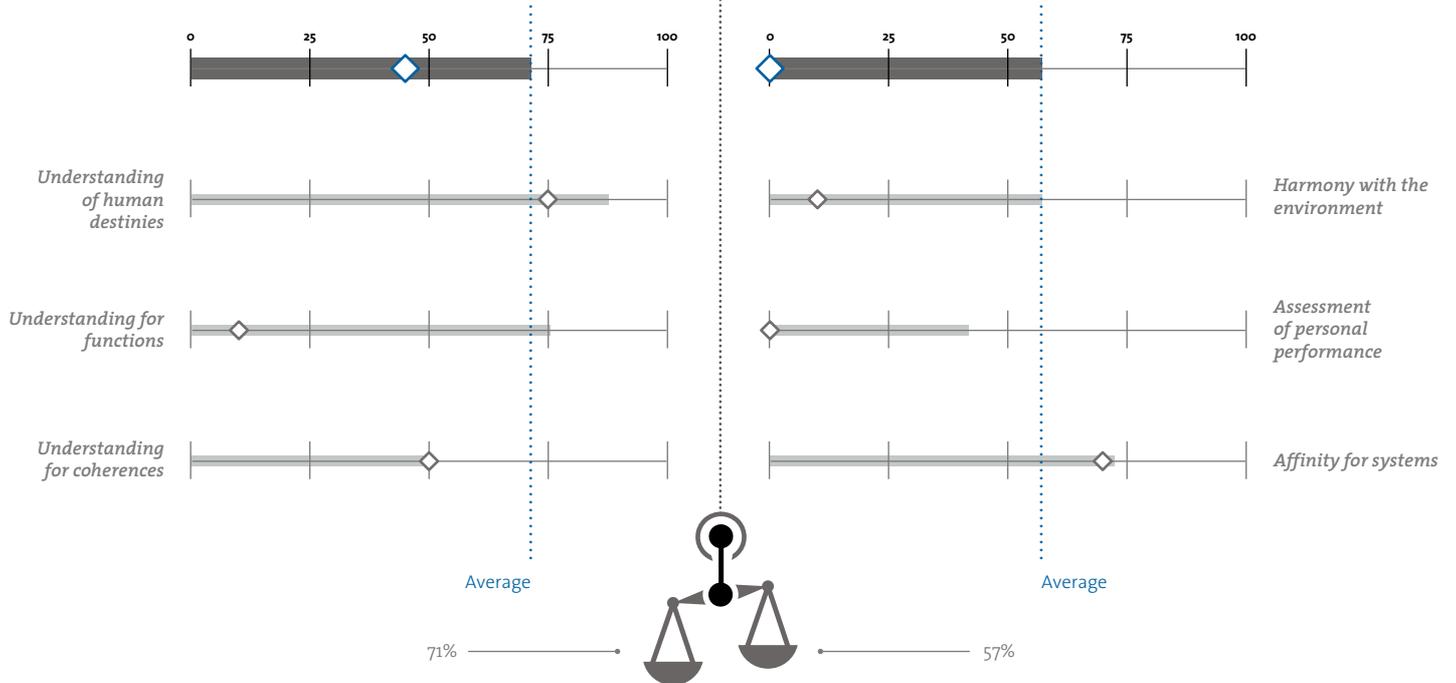
Structured Thinking

[Paying attention to systems and order]

View of the Self:

Goal Orientation

[Knowing and following goals, values, and principles]



Balance in the systemic value dimension

The more balanced the systemic, conceptually-oriented value dimension is perceived, the better strategic planning matches one's personal ambitions. On average in society people see the outer world with its systemic processes, rules, and structures more clearly than their own self-strategy. A stronger external strategic orientation can cause a weak compatibility with one's personal goals. However, when greater clarity exists in the self, this leads to a lack of focus in the strategic alignment of one's actions.

Definition

Understanding of human destinies –

Empathizing vs. viewing things black and white:

Understanding professions and fates on their own merits.

Understanding of function –

Perceiving things completely vs. partially:

Recognizing the functionality as the meaning and purpose of an object within the system.

Understanding of coherences – Meaning vs. nonsense:

Recognizing and understanding the meaningfulness in systems, what a system is: something that is manmade which helps (improves) people and should not harm or hinder (impair) them.

Harmony with the environment –

Suitable vs. inappropriate:

Bringing one's self-image in accordance with one's environment.

Valuing personal performance –

Overestimating vs. underestimating:

Experiencing one's actions as useful and being appreciated for this.

Affinity for systems –

Accepting vs. rejecting:

Having both feet on the ground and responsibly embrace one's stage of life.

A Presentation of the Basic Competencies in the Self

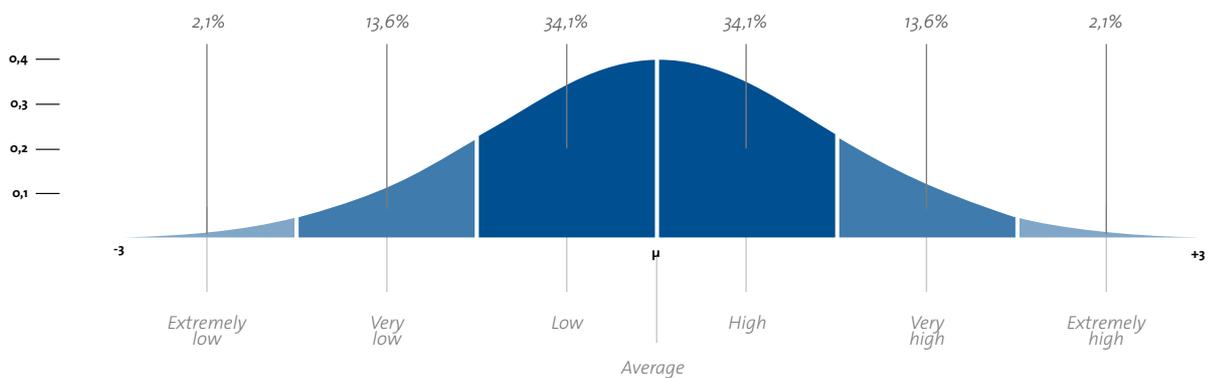
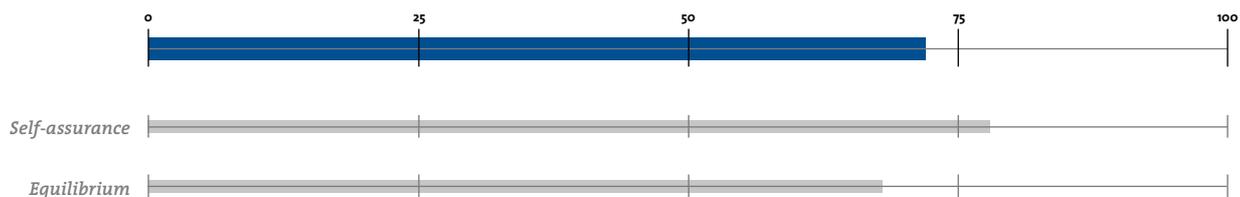
The self represents the inner awareness of the person conducting the test, thus the evaluation of oneself. The relevant competencies are explained with a definition. The following sample scale shows the results of the percentage level of the competency using a bar. The Gaussian bell-shaped curve illustrates the standard distribution based on the societal average. Below the same logic will be used for the subscales from which the main scales are generated as an overall competence (fig. of the level of competence).

The diamonds represent the level of attention or concentration which steers one's abilities. If they are positioned at 50% (neutral position), the skill is used flexibly or in a balanced way. If the diamond swings to the right, the disposition will be applied more proactively. If the diamond swings to the left, the focus diminishes and the ability will be used more reactively (fig. of the pendular function of the diamond).

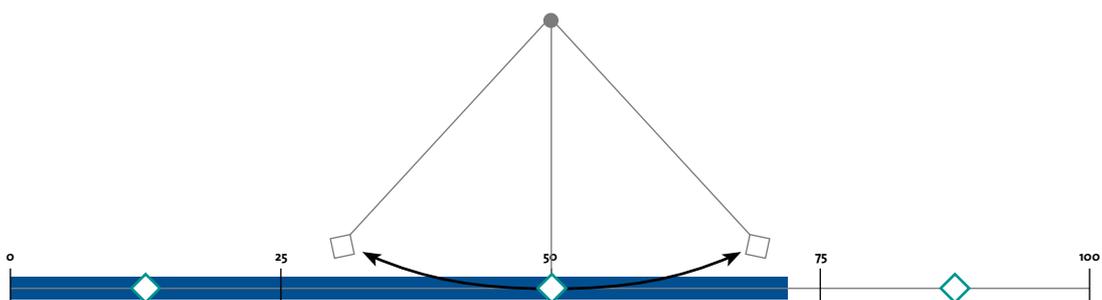
Example:

Confidence

[Placing trust in oneself and knowing one's personal strengths]



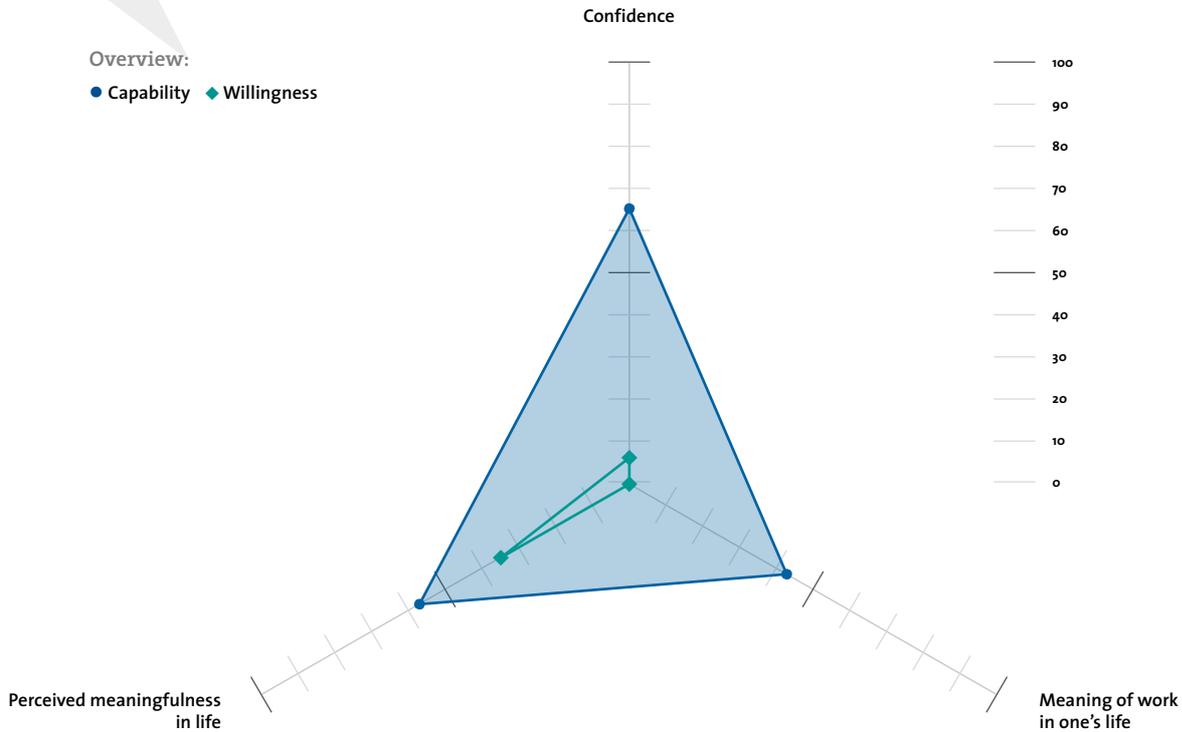
Level of competence



The "pendular function" of the diamond

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An Analysis of the Basic Competencies of the Self



Confidence

[Placing trust in oneself and knowing one's personal strengths]

Confidence is a broadly defined personality trait which combines various aspects. Having trust in oneself is a complex process which does not succeed equally well in every phase of life. Therefore, we can adopt different perspectives when examining self-confidence at the present. For example, from one angle, we react to external influences, from the other angle, we impact on the environment.



Self-assurance:
 Clarity and awareness of one's individuality and personal self-worth.

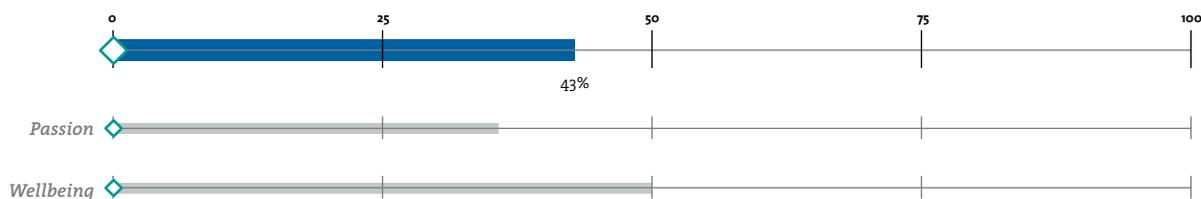
Equilibrium:
 Acceptance of oneself and being in balance with the environment.

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Meaning of Work in One's Life

[Discerning and appreciating the value of work in one's life]

There are different aspects concerning the position work holds in our lives which significantly affect our feelings and behavior. Not only external influences shape our role awareness and motivation, but also inner strengths enable us to trust our abilities to take on tasks and are responsible for determining which activities interest us or give satisfaction.



Passion:

Knowing one's role and leading it to success.

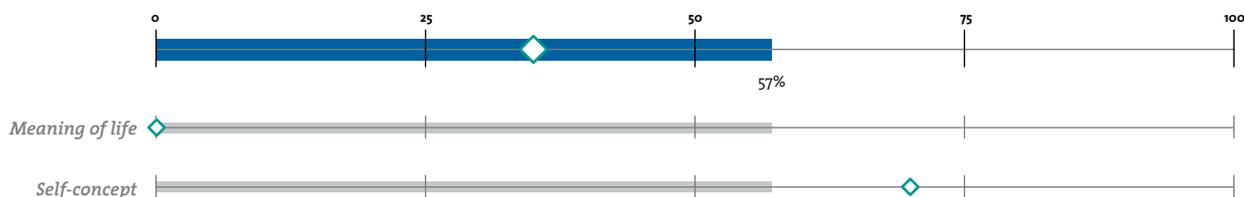
Wellbeing:

Experiencing the value of one's achievements and feeling good about work.

Perceived Meaningfulness in Life

[Pursuing personal goals, knowing one's identity, and acting accordingly]

Different perspectives also emerge here which influence our feeling of meaning and purpose in life. For one, we can actively determine our goals and subordinate them to our personal strategy. Then we give our actions a meaningful direction. However, it depends on how well we are able to determine our personal strategy. This is dependent on the extent to which we can realistically judge our radius of impact or our sphere of influence.



Meaning of life:

Answering fundamental life issues deliberately and realistically assessing one's future.

Self-concept:

Understanding one's personal situation in life, accepting it, and regarding oneself as generally adaptable.

Presentation of the Prevailing Attitudes

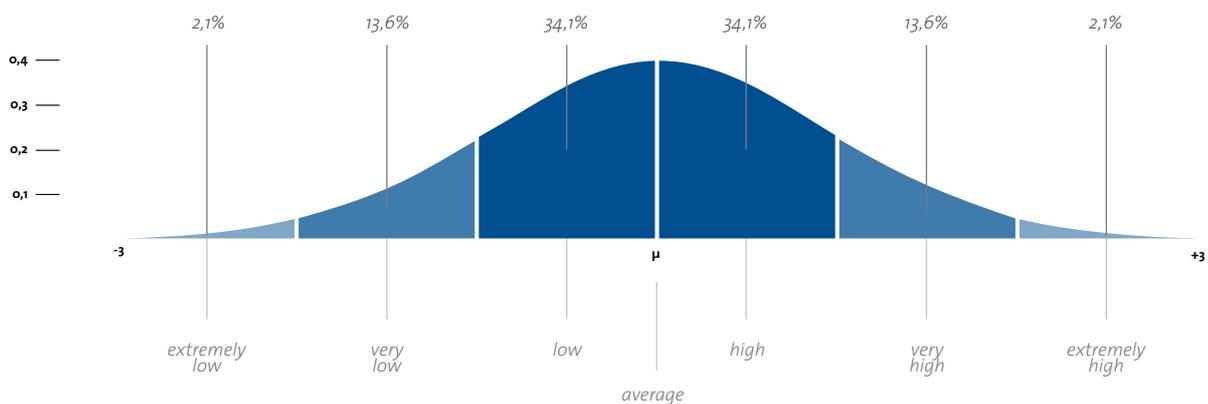
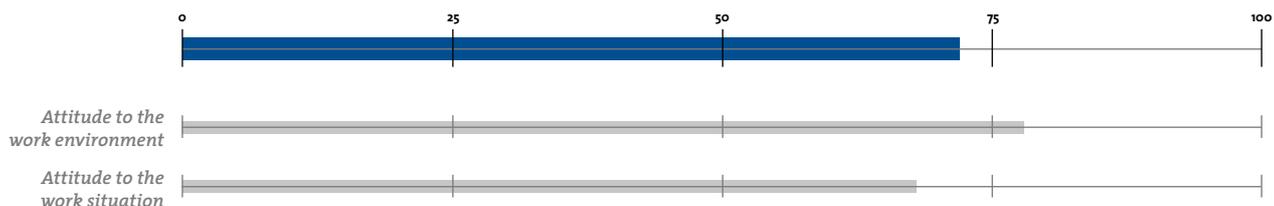
The predominant attitudes of a person reflect the views which are captured in relation to the environment and oneself during one's present phase in life. They are first explained by a definition. The following example shows the results of the level of the attitude in percentage represented by a bar. The Gaussian bell curve illustrates the normal distribution of the mean of the European population. The subscales are also displayed using the same logic and together create the main scale as an overall attitude (fig. of the attitude level).

Since the prevailing attitudes map the emotional state and the "emotional temperature" without representing the capacities, there is no typical (profilingvalues) illustration for this measurement with the current attention using diamond symbols.

Example:

Current Attitude to Work

[Applying your skills at work and feeling good about it]

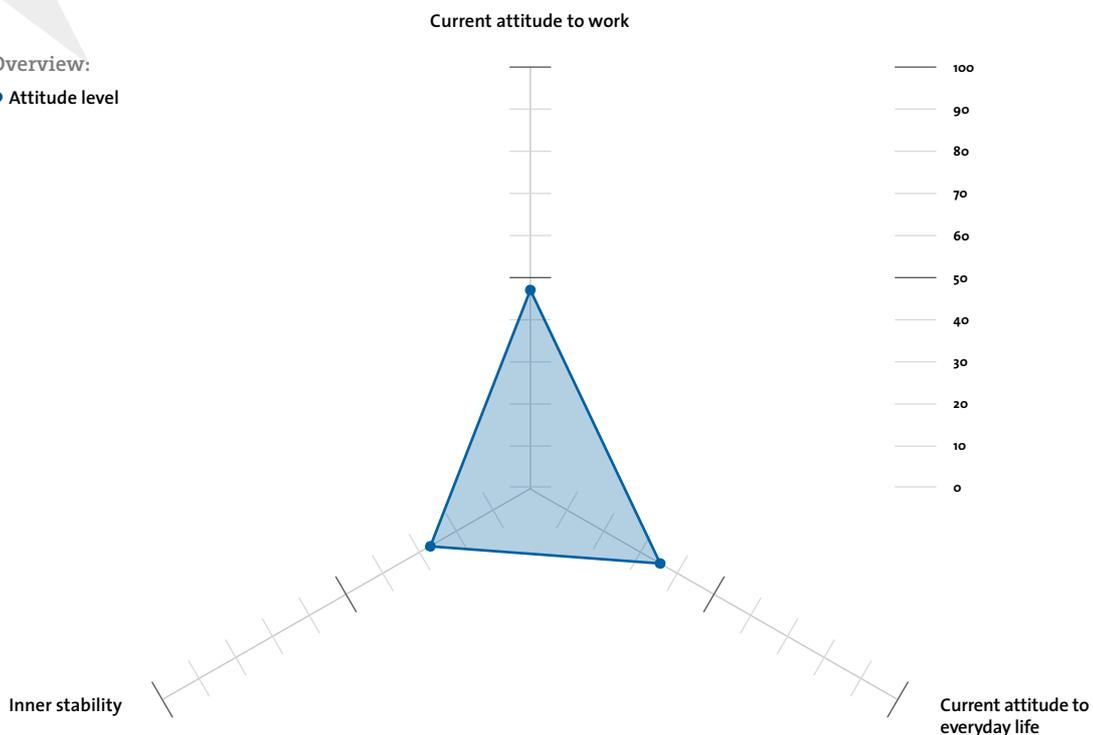


Attitude Level

Analysis of the Prevailing Attitudes at a Glance

Overview:

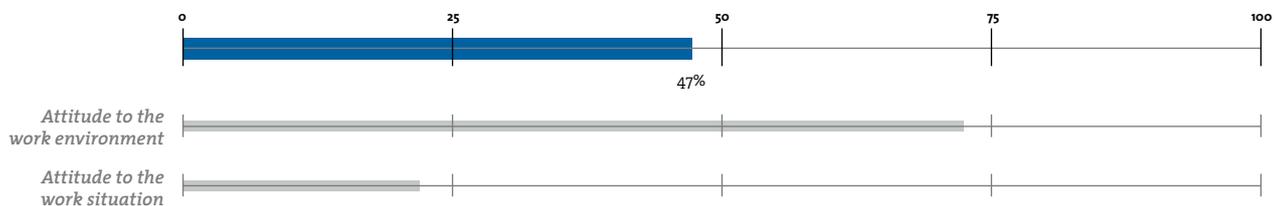
- Attitude level



Current Attitude to Work

[Using your skills at work and feeling good about it]

The general attitude to work includes the outlook on the external work environment and the situation at work which is experienced by the individual. Depending on which attitudes and emotions we discern about work, we adopt a mindset which affects what we capture from the work environment und our individually experienced job situation.



Attitude to the work environment:

Personal attitude and emotional bearing towards the people, practical and structural aspects of the work environment.

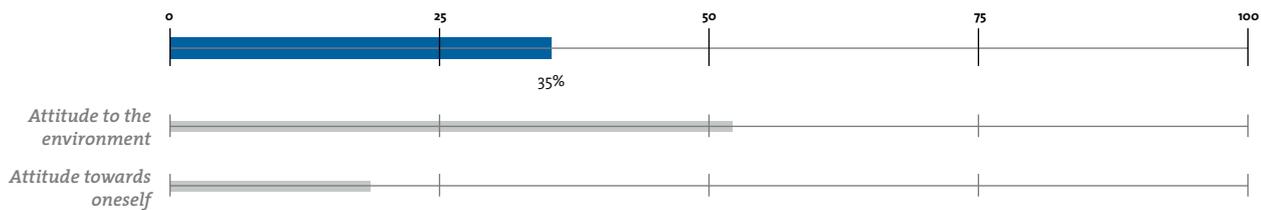
Attitude to the work situation:

A self-evaluation relating to the situation at work. The state of mind regarding one's personal stability, current impact, and perspectives.

Current Attitude to Everyday Life

[Utilizing your skills in life and having a positive attitude]

The general attitude to everyday life encompasses all situations in daily life. Therefore, it also relates to work since it is an important aspect alongside other basic facets of life. We can take on different value perspectives such as our attitude to our environment and ourselves. As a result, we cannot speak about good or bad in the sense of performance, but rather refer to a positive or negative disposition in reference to our well-being.



Attitude to our environment:

Attitude and emotional demeanor towards people, practical things, and overriding issues which we discern around us.

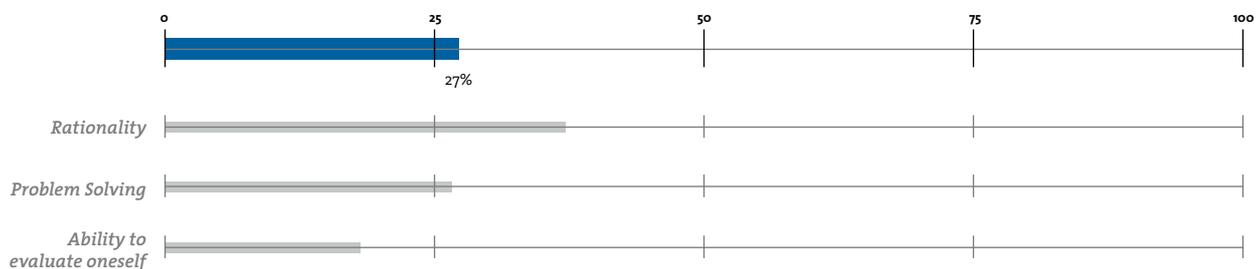
Attitude towards oneself:

How we feel about ourselves in this present stage of life.

Inner Stability

[Evaluating oneself objectively and seeing oneself clearly]

Inner stability defines how good and balanced we treat ourselves and how clear we are about our own person. Not only does an objective self-image result, but also an inner control of one's negative qualities as well as a balanced, deliberate evaluation of oneself and one's actions.



Rationality:

Clarity and order in the self.

Ability to evaluate oneself:

Ability to evaluate oneself in a balanced and reflected manner.

Problem solving:

Appropriate handling of conflicts and problems.

The Background of the Method

The profilingvalues Balance Report is a scientifically based report which illustrates a person's capabilities and scopes of attention and breaks these down into the basic competencies. It was especially created for personnel development and trainings and should not be used as the sole basis for personnel decisions.

The pure capacity to value is measured. This is a skill like any other skill, but it involves a key ability by which we organize our cognitive and emotional capacities and tap our full potential. From the individual ability to value, conclusions about the personality traits and behavioral tendencies can be drawn. These are depicted in the report which reflects the respondent's current stage of life as well as the attention given to these abilities.

Profilingvalues presents a positive development model since every skill and attention level can be improved. Just as with other talents, the ability to value can or must be continually improved to reach top performance and perfection. Ultimately, the journey is its own reward.

Scientific Basis

The data necessary for the evaluation of the profilingvalues Balance Report is derived from a complex ranking of items by the respondent and recorded according to value psychology. Thereby, a differentiated projection is made onto the logical-mathematical norm and the varying distances are calculated in terms of value dimensions.

Our value system is considered by scientists to be the most consistent orientation for our actions. These can be captured value metrically, therefore, by valuations rather than from information provided by the person. This eliminates potential manipulations and psychological effects such as social desirability or showmanship. The metrics of the logical ranking order have been widely standardized and validated. It can be traced back to the research of Robert S. Hartman, a scientist who was nominated for the Nobel Prize in 1973.

Further information can be found under:

www.profilingvalues.com

For information on formal axiology and Robert S. Hartman see:

www.hartmaninstitute.org

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

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

AICO A	1	72	I-AC	0.878	AC	0.907	ABCD	1407
AICO B	5	22	E-AC	0.840	BD	0.699	Y	
AICO C	3	52	S-AC	0.903	A	326	Key	17P4EZH8cXgo5
AICO D	5	19	I-BD	0.870	B	408		
SQ Corr	5	27	E-BD	0.647	C	174		
VQ Corr	2	70	S-BD	0.691	D	499		