profilingvalues

Explore your potential

V12C

VALUE-BASED 12 COMPETENCIES

REPORT

MUSTERREPORT PV EN

01.12.2020

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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.

Measured characteristic and short definition

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

Characterisations of participant

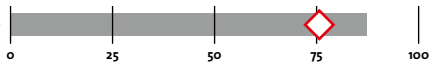
Selected demand profile (optional)

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

Example 1

High Ability and Will

Empathy:
Intuitive attention to others´ views and feelings



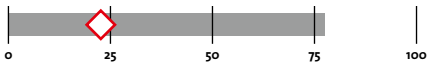
Very keen awareness of people; extremely accurate in reading people; very trustful; as a general rule, shows own feelings openly

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

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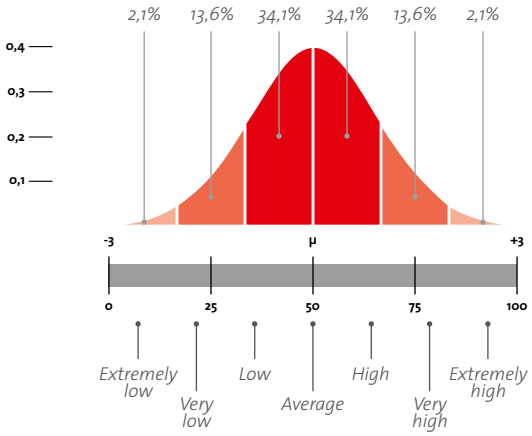

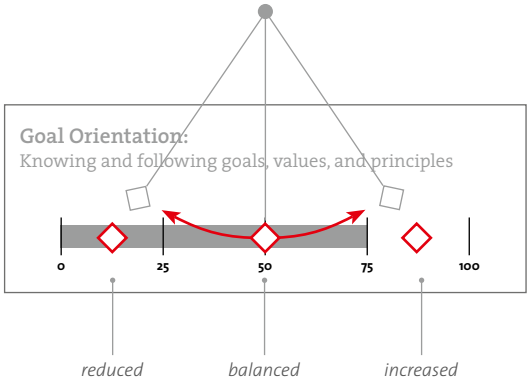

Interpreting the bars

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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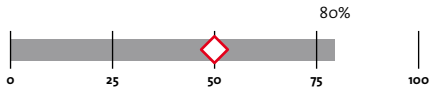
Evaluation of Surroundings:

Evaluation of Oneself:

Human Value Dimension – Question Answered: Who?

Empathy:
Intuitive attention to others´ views and feelings

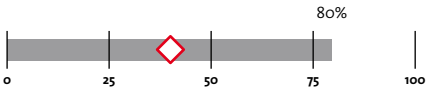


5 50 10/0 50 5 20

Keen awareness of people; very accurate in reading people; according to situations, more or less trustful and open with respect to own feelings

Target		Result
Ability	x to y	
Concentration	x to y	

Personal Needs:
Following inner voice and gut feeling



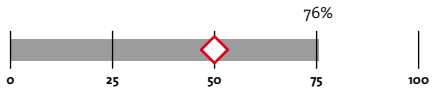
6 35 10/0 55 4

Very good capability to discern one´s inner self and worth; currently sound attention to personal needs and self-worth

Target		Result
Ability	x to y	
Concentration	x to y	

Practical Value Dimension – Question Answered: What?

Practical Thinking:
Creativity and pragmatism

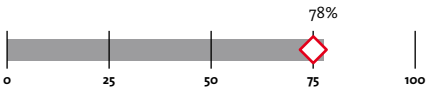


6 35 12/1 65 6 23

Very practical orientation; flexible regarding good alternatives

Target		Result
Ability	x to y	
Concentration	x to y	

Success Orientation:
Recognizing and mobilizing strengths



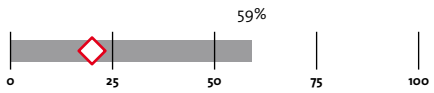
3 75 11/0 50 8

Very good capability to discern own strengths and success factors; seeks success and recognition; currently feels personal impact

Target		Result
Ability	x to y	
Concentration	x to y	

Systemic Value Dimension – Question Answered: What For?

Structured Thinking:
Paying attention to systems and order

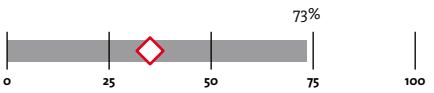


13 50 20/1 20 7 33

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

Target		Result
Ability	x to y	
Concentration	x to y	
24	45 42	45 18

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



8 40 13/0 45 5

Very good self-direction capabilities as well as precise and ambitious goal orientation; feels that own future is currently in the waiting loop

Target		Result
Ability	x to y	
Concentration	x to y	
17	50 34	50 17

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Yellow: Above Target
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Diamond = Concentration (The Will)

Problem Solving Competencies

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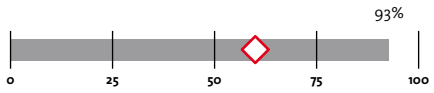
Conflicts throughout Surroundings:

Inner Conflicts:

Human Value Dimension – Question Answered: Who?

People Skills:
Interpersonal problem solving

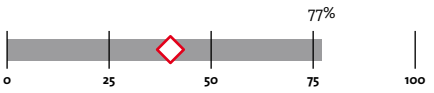


0 1 4

Capable of solving interpersonal problems in a very good way; approaches disputes proactively at present

Target		Result
Ability	x to y	
Concentration	x to y	

Stability/Resilience:
Resisting high pressure



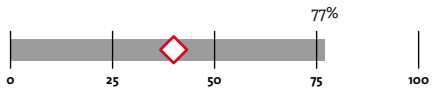
2 1

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	x to y	
Concentration	x to y	

Practical Value Dimension – Question Answered: What?

Solution-oriented Attitude:
Solving practical problems

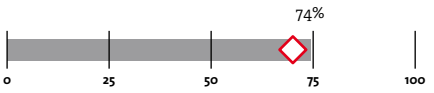


2 1 7

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

Target		Result
Ability	x to y	
Concentration	x to y	

Responsibility/Assertiveness:
Obtain more impact



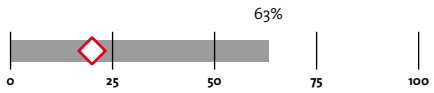
1 3

Very good ability to act responsibly; is in the position to assert own authority; currently likes to make a difference based on own competencies

Target		Result
Ability	x to y	
Concentration	x to y	

Systemic Value Dimension – Question Answered: What For?

Structural Problem Solving:
Initiate and manage change

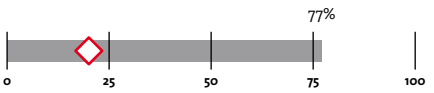


6 3 12

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

Target		Result
Ability	x to y	
Concentration	x to y	
8		5

Decisiveness:
Decide and implement



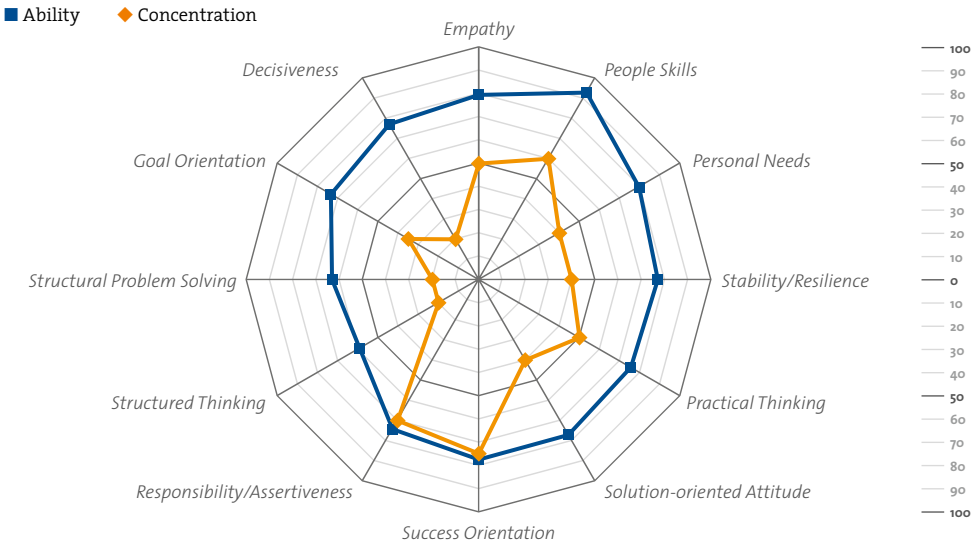
3 0

Very good capability to make important decisions and judge normative questions; at present little attention to implement change

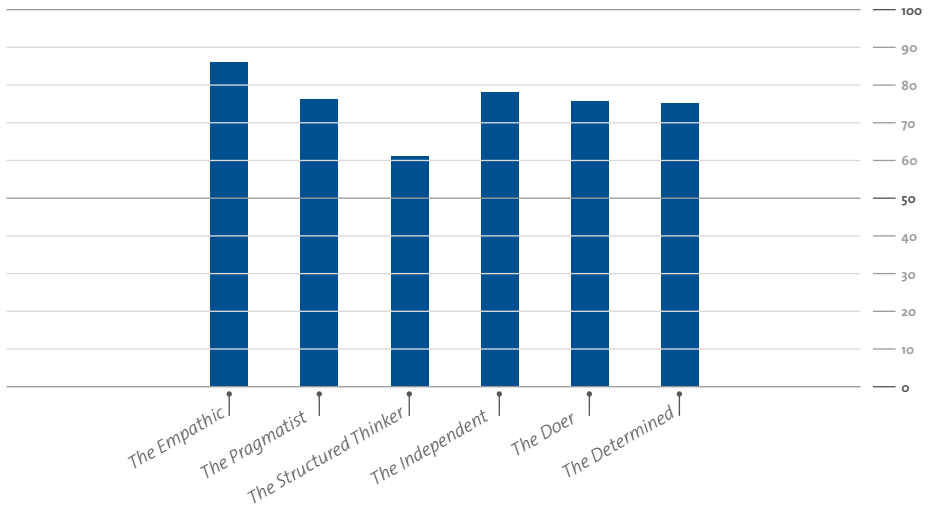
Target		Result
Ability	x to y	
Concentration	x to y	
6		4

Diagrams

Overview:



Personality Type:



Dif	2	42	34	1
Dim	4	18	5	1
DimP	4	43	15	1
Int	1	13	10	1
IntP	2	31	29	2
Dis	2	2	0	0
DI	3	14	2	0

VQ	2	75	33	4
SQ	0	49	15	2
BQr	x	0.65	0.46	x
BQa	1	62	24	3
CQ	0	41	11	0
RQ	1	85	45	0
AI	1	57	50	0

Dif1/2	1	81		
RHO	1	0.860	0.893	1
Y				
Key	20PVtXPWNYc12			
A	551			
B	457			

C	313
D	399
	1720
AC	0.878
BD	0.917

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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) Trustful
c) Highly practical talent
d) Pragmatic
e) Analytically good
f) Appreciates freedom; inventive
g) Very good people skills
h) Reaches out to people
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 highly for own balance
o) Knows own success factors
p) Feels currently a lot of positive impact
q) Very good goal orientation
r) Feels little challenge at present
s) Very robust and resilient
t) Maintains own capacity
u) Able to assert if necessary
v) Likes to take on responsibility
w) Very good and confident decision-maker
x) Determination varies depending on situations

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) o.k.
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) o.k.
o) o.k.
p) o.k.
q) o.k.
r) Define your own way now
s) o.k.
t) Challenge your own performance
u) o.k.
v) o.k.
w) o.k.
x) Decide and implement more quickly

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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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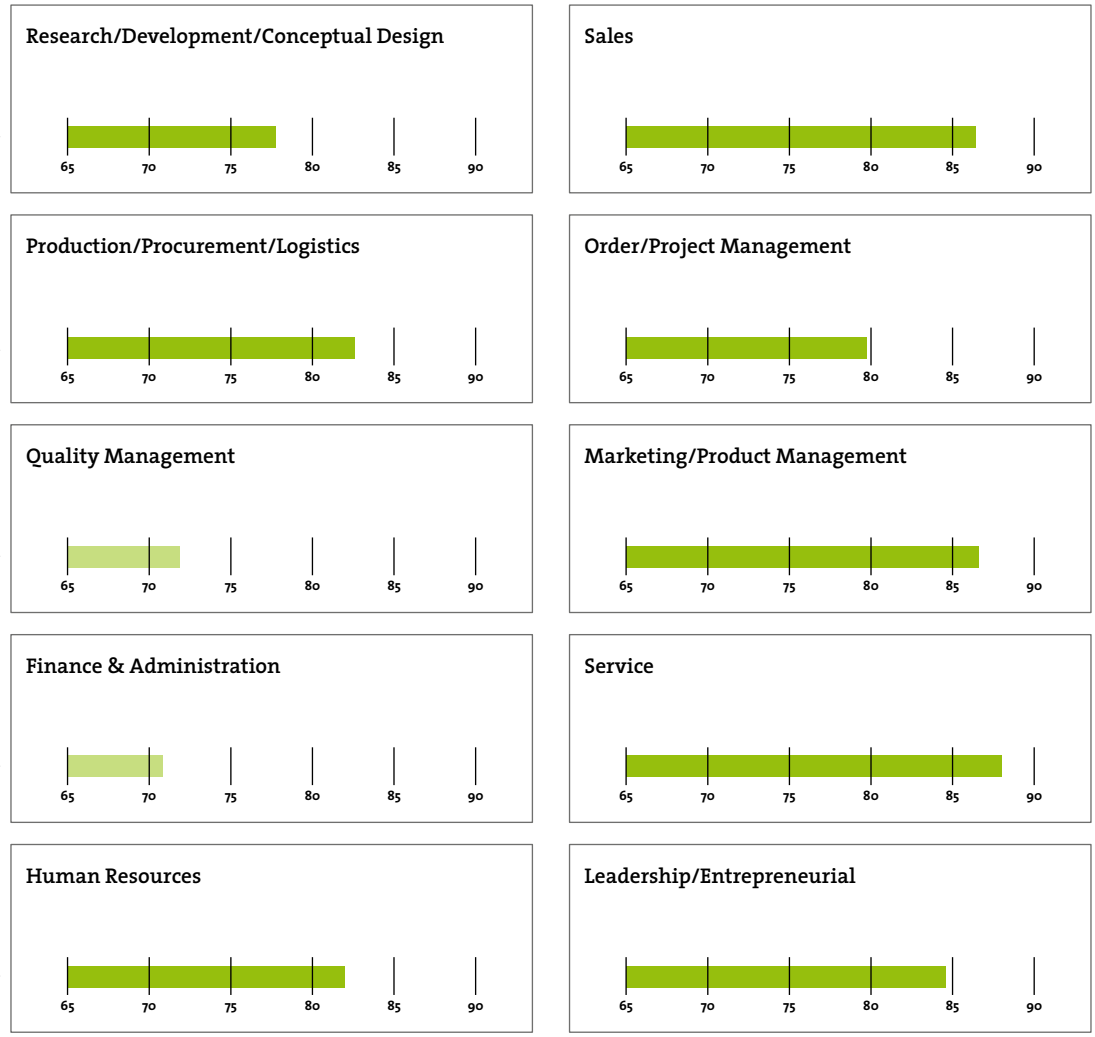
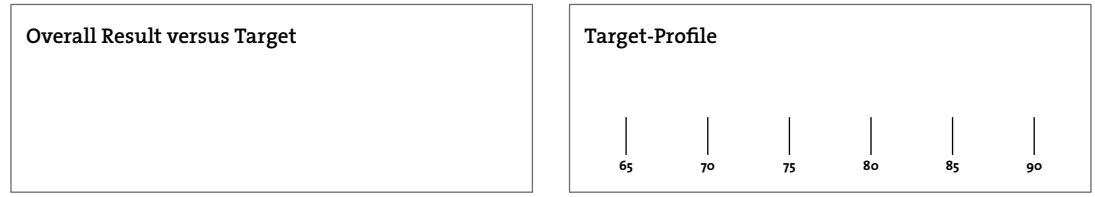


65-70: *Not recommended*
70-75: *Limited qualifications*
75-80: *Good qualifications*
80-85: *Very good qualifications*
85-90: *Outstanding qualifications*

Sums from page 5 and 6

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