

profiling**values** 
Explore your potential



V12C

VALUE-BASED 12 COMPETENCIES

REPORT

ANONYMOUS ANONYMOUS

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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. 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).

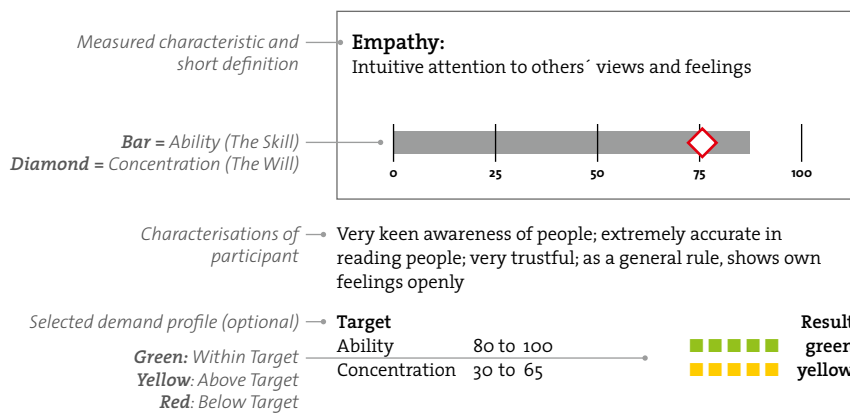
profiling**values** is based on the scientific work of Dr. Robert S. Hartman and was developed by Dr. Ulrich Vogel.

General instructions to interpret the test results

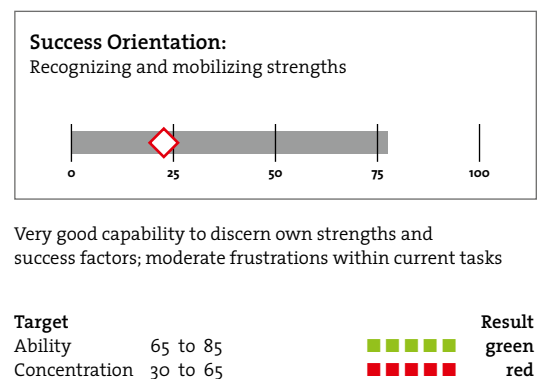
Altogether, 12 character traits in two parameters – the ability as well as the willingness to use the ability – are displayed. Each character trait is displayed in a separate figure. In the back of the report, readers also find a summary page covering all characteristics.

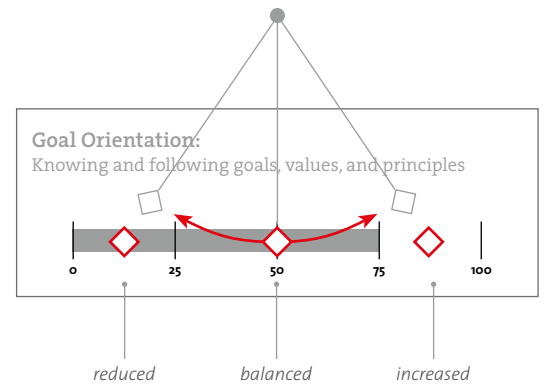
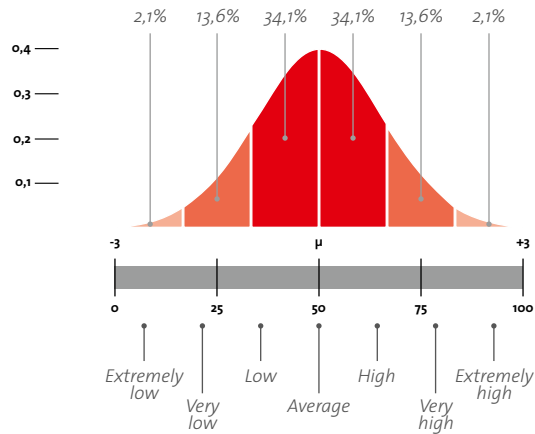
In case you provided us with a job description, all results are in reference to the specific job description. profilingvalues extracts the individual requirements and translates them into a numerical target corridor. You will find these numbers separately below each figure. In case the analysis was done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

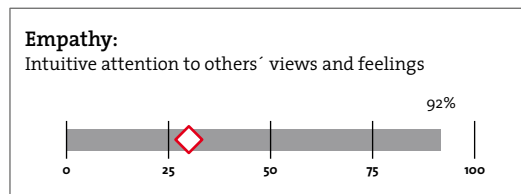
Bar = Ability (The Skill)
 Diamond = Concentration (The Will)

General Competencies and Personality

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Evaluation of Surroundings:

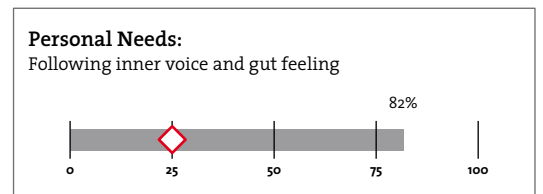
Human Value Dimension –
 Question Answered: Who?



Very keen awareness of people; extremely 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 

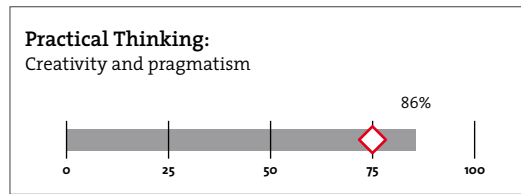
Evaluation of Oneself:



Very good capability to discern one's inner self and worth; frequently neglects personal needs at the moment

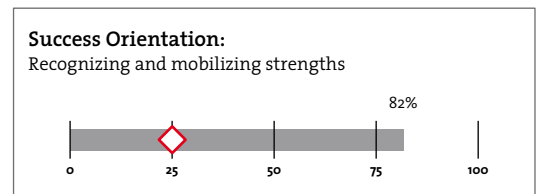
Target
 Ability x to y 
 Concentration x to y 

Practical Value Dimension –
 Question Answered: What?



Keen-witted practical insight and brilliant solutions; at present optimistic regarding change; impatient

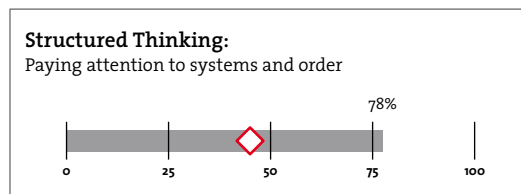
Target
 Ability x to y 
 Concentration x to y 



Very good capability to discern own strengths and success factors; moderately frustrated with current tasks

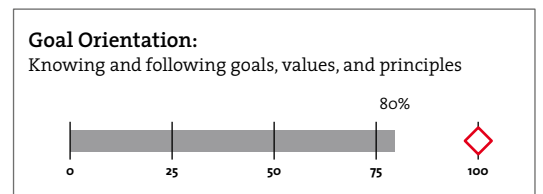
Target
 Ability x to y 
 Concentration x to y 

Systemic Value Dimension –
 Question Answered: What For?



Very good analytical capabilities; discerns results in advance; far sighted; individual picture of structures and processes

Target
 Ability x to y 
 Concentration x to y 
 11 50 22 50 11



Very good self-direction capabilities as well as precise and ambitious goal orientation; at present very strong concentration on own goals and values; extremely high personal standards

Target
 Ability x to y 
 Concentration x to y 
 14 50 28 50 14

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

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

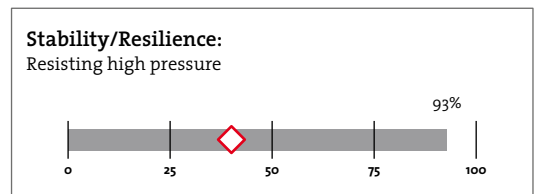
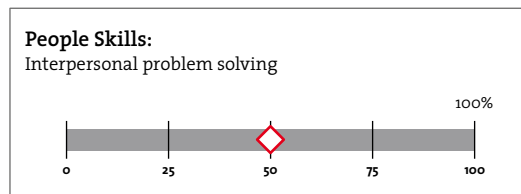
Problem Solving Competencies

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Conflicts throughout Surroundings:

Inner Conflicts:

Human Value Dimension –
 Question Answered: Who?



0 100
 0 25 50 75 100

0 1

Capable of solving interpersonal problems in an outstanding way; approaches disputes balanced and deliberately

0 100
 0 25 50 75 100

0 1

Very good ability to cope with problematic situations and remain stable at the same time; intent to focus on own stability and resilience

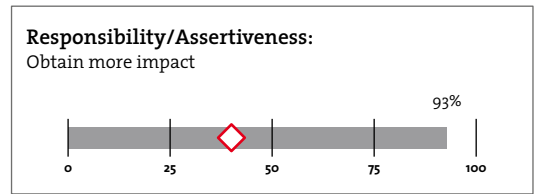
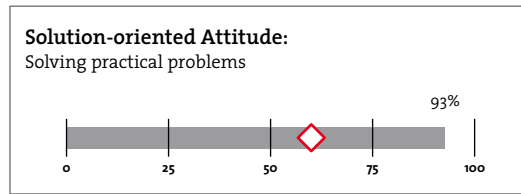
Target
 Ability x to y
 Concentration x to y

Result

Target
 Ability x to y
 Concentration x to y

Result

Practical Value Dimension –
 Question Answered: What?



0 100
 0 25 50 75 100

0 2

Very resourceful and effective in solving practical problems; approaches practical challenges proactively for the time being

0 100
 0 25 50 75 100

0 2

Very good ability to act responsibly; is in the position to assert own authority; emphasis on carrying over responsibility in a balanced way; tolerant

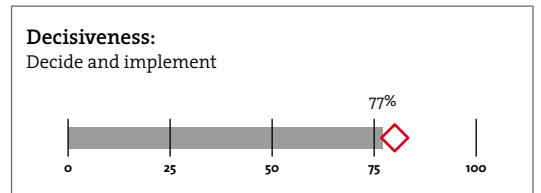
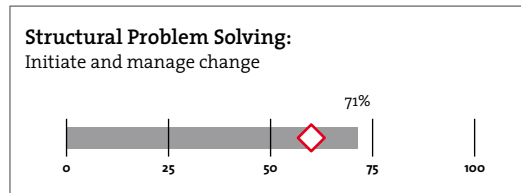
Target
 Ability x to y
 Concentration x to y

Result

Target
 Ability x to y
 Concentration x to y

Result

Systemic Value Dimension –
 Question Answered: What For?



0 100
 0 25 50 75 100

2 3

Very good capabilities to solve structural and process-related problems; judgment of theoretical questions is precise; approaches structural challenges proactively at present

0 100
 0 25 50 75 100

3 8 0

Very good capability to make important decisions and judge normative questions; at present very high focus on implementing change persistently

Target
 Ability x to y
 Concentration x to y

Result

Target
 Ability x to y
 Concentration x to y

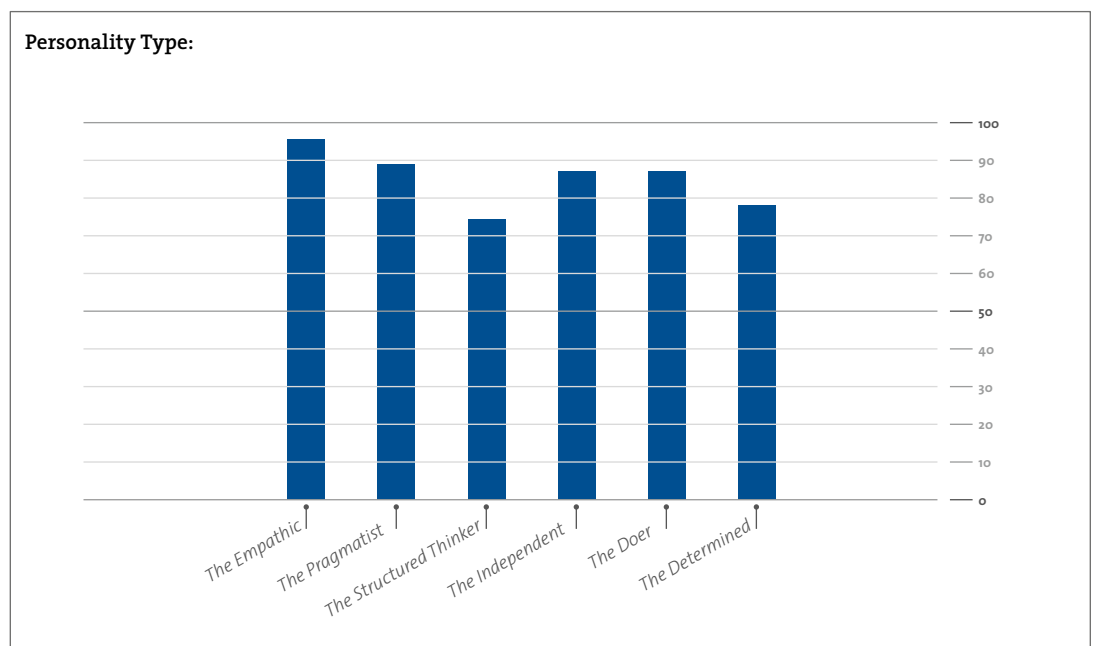
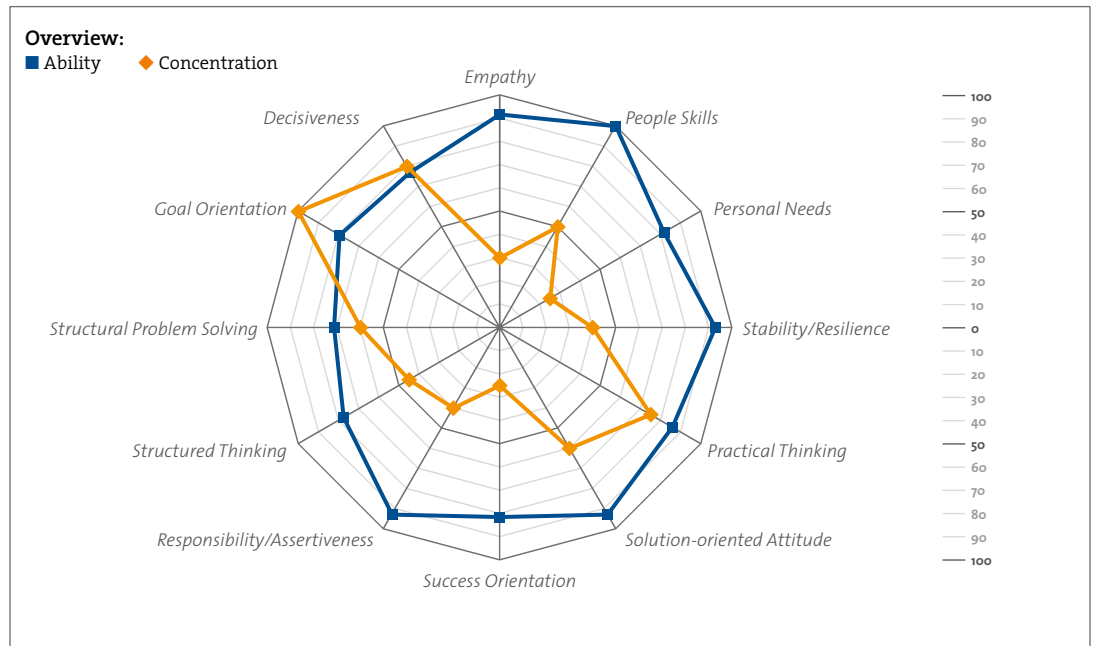
Result

2 4

2 3

Diagrams

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Dif	0	22	28	0	VQ	0	39	17	2	Difi/2	2	79	C	379
Dim	2	11	2	0	SQ	0	35	7	0	RHO	0	0.938	0.930	0
DimP	4	50	7	0	BQr	0	0.90	0.41	x	Y	1970		D	350
Int	0	6	5	0	BQa	0	37	12	1	Key	17PRdMSSp5yo6			729
IntP	2	27	18	1	CQ	0	33	5	0	A			AC	-1.176
Dis	0	0	0	0	RQ	0	82	42	0	B			BD	-1.176
DI	2	9	4	1	AI	0	50	50	0					

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) Utmost empathic | m) Very aware of own self |
| b) Trustful | n) Cares not enough for own self currently |
| c) Very perceptive | o) Knows own success factors |
| d) Rapid and impatient | p) Currently rather frustrated |
| e) Analytically very good | q) Very good goal orientation |
| f) Firm own opinion | r) Extremely focussed on goals |
| g) Outstanding people skills | s) Very robust and resilient |
| h) Approaches people deliberately | t) Maintains own capacity |
| i) Very resourceful practical problem solver | u) Able to assert if necessary |
| j) Dynamic problem solver | v) Ready to take responsibility |
| k) Capable of solving structural problems very well | w) Very good and confident decision-maker |
| l) Approaches structural challenges dynamically | x) High focus on consistency at present |

Suggestions for Personal Development

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

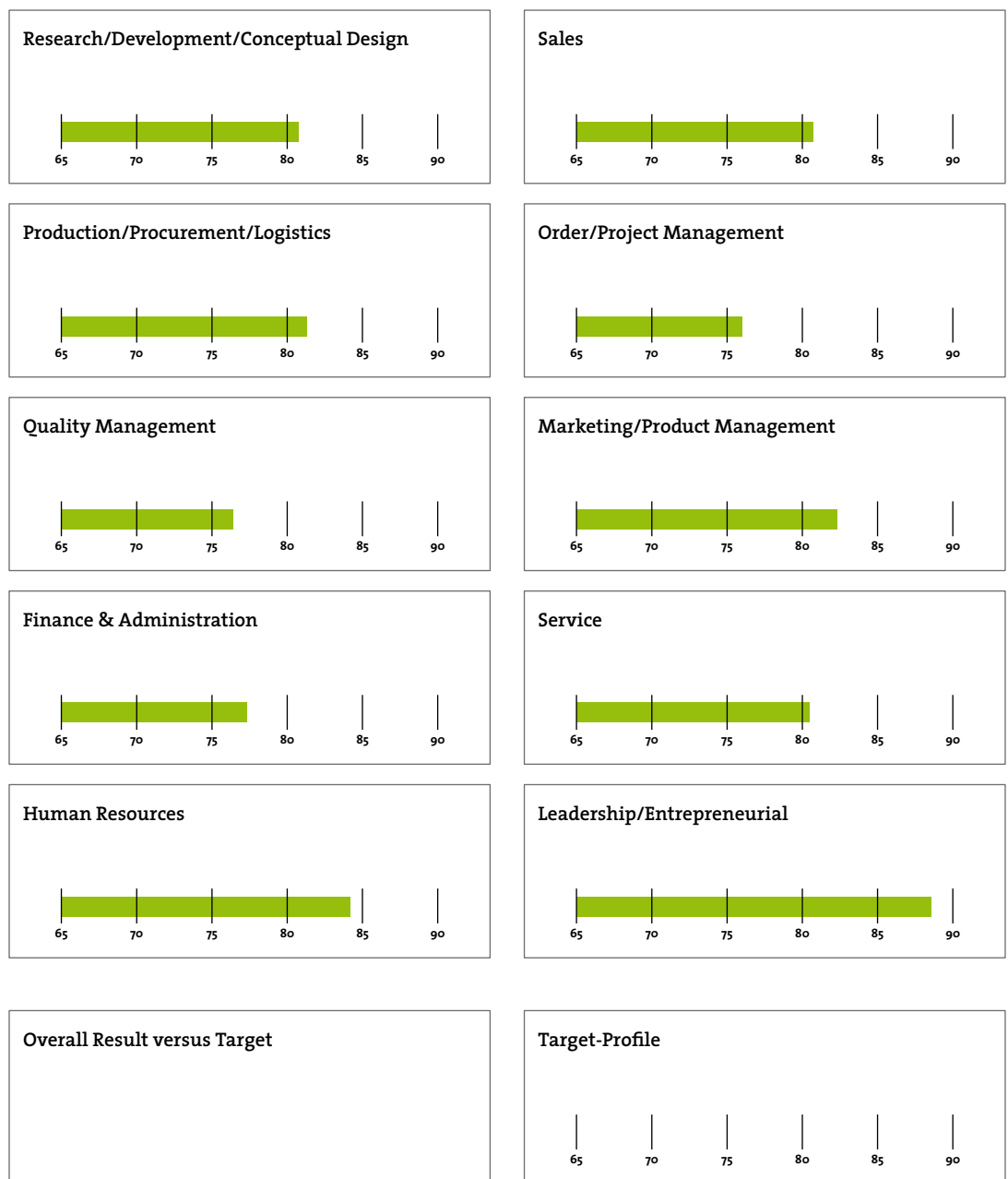
- | | |
|------------------------------|--|
| a) o.k. | m) o.k. |
| b) o.k. | n) Hold yourself in higher esteem |
| c) o.k. | o) o.k. |
| d) More patience with others | p) Discern frustrations, initiate change |
| e) o.k. | q) o.k. |
| f) o.k. | r) o.k. |
| g) o.k. | s) o.k. |
| h) o.k. | t) o.k. |
| i) o.k. | u) o.k. |
| j) o.k. | v) More responsibility could be good |
| k) o.k. | w) o.k. |
| l) o.k. | 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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