

profiling**values**   
*Explore your potential*


**SUMMARY**

**ANONYMOUS ANONYMOUS**

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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.

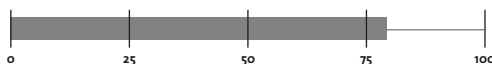


Figure 1



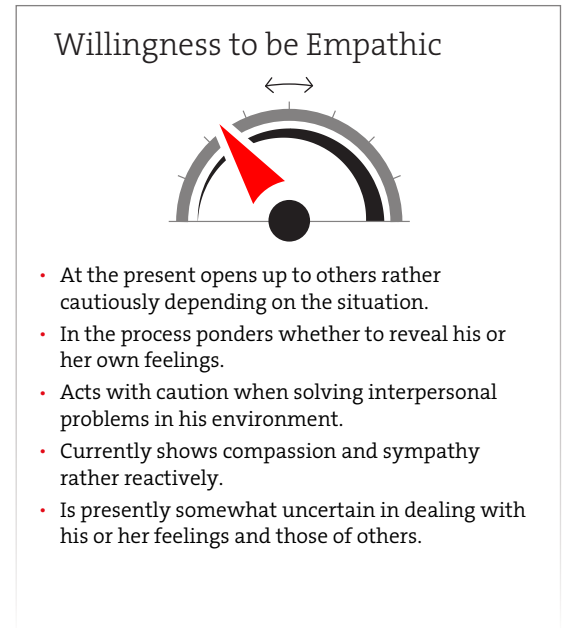
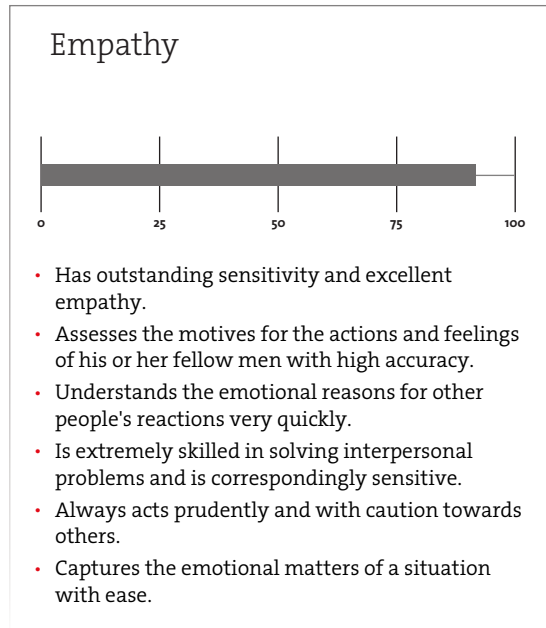
Figure 2

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

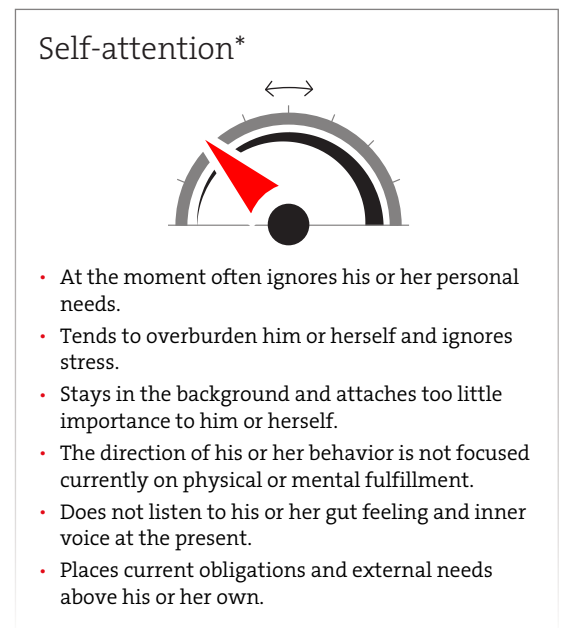
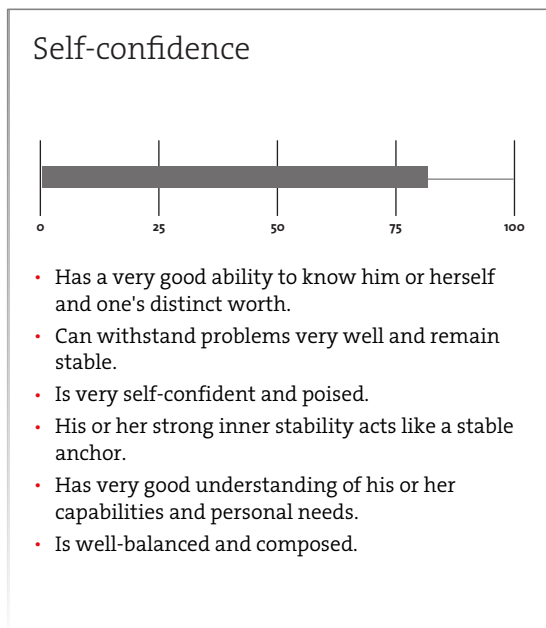
### Outer World: Empathy – The fundamental question: Who is around me?

*[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.]*



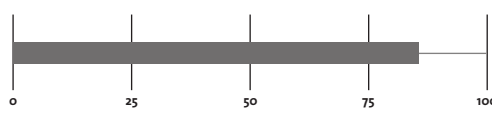
\*As social beings, people are normally more focused on their environment and social obligations than on themselves. Therefore, the average range for self-attention shifts to the left.

## 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 extremely quickly and accurately.
- Has excellent skills in practical implementation.
- Is exceptionally resourceful in solving practical problems.
- Excellent ability to shape things and generally a high level of creative energy mit flexibility in implementation.
- Is very competent in handling complex practical tasks and is highly inventive in finding new alternatives.
- Loves practical tasks and solves them easily.

#### Willingness to Act Operatively

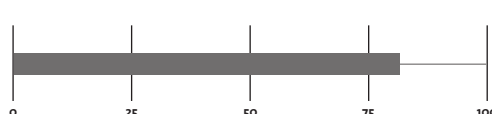


- Currently uses a lot of energy to quickly achieve optimum results.
- Behaves very pushy at the moment and is often impatient.
- Currently runs the risk of being too oriented on the results by pushing towards the realization and thereby neglecting the big picture.
- Has tremendous drive and will to implement things.
- Loves challenges.
- Feels great gratification in putting his or her strong motivation into action.

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

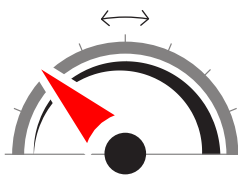
*[Discerning one's own role in society and in the workplace and striving for success and fulfillment. Success Orientation involves an awareness of the fit between the personality and function as well as the satisfaction and motivation which results.]*

#### 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.

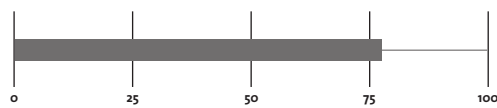
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## 3. Systemic: The formal regulatory value dimension

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

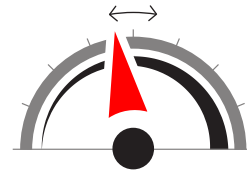
*[Seeing long-term consequences, the basic importance, and systematic aspects behind day-to-day operative needs and taking these into consideration. The cognitive aptitude towards categorical, tactical, complex thinking. The willingness to navigate and align oneself in strategic, political, hierarchical,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

#### Systemic Thinking



- Quickly recognizes the deeper meaning and thinks things through.
- Has good strategic talent and foresight.
- Is very good at evaluating theoretical problems.
- Quickly applies clear classifications and distinctions on the basis of systematic differences.
- Finds his or her bearings easily in complex structures and systems.
- Can address complex situations very well and masters the political, tactical and communication demands.

#### Systems Orientation

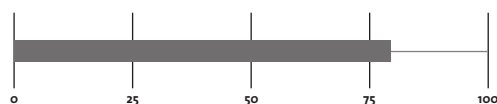


- Has his or her own picture of the prevailing structures and appreciates latitude.
- Nonetheless, he or she can usually integrate.
- Approaches structural problems deliberately.
- Can improve the efficiency of the existing structures and optimize the procedures.
- Has a sense of a broader view of the existing conditions.
- Is relatively flexible in dealing with concepts and processes.

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

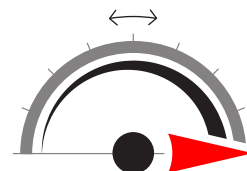
*[The ability to set strategic goals for oneself for discovering and fulfilling a personal concept or life plan. The concentration devoted to making fundamental life choices and their achievement.]*

#### Self-concept



- Is very well capable of setting his or her own long-term goals and pursuing them.
- Sees the possible obstacles to his or her development very clearly and can overcome them.
- Is very capable of making important personal decisions: also has the long-term consequences in mind.
- Is very concentrated and disciplined in pursuing goals.
- Has very well developed principles and personal standards; can use them depending on the situation and adhere to them.
- Has strong 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*