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Explore your potential

V12C

VALUE-BASED 12 COMPETENCIES

REPORT

BASIC-REPORT PATRICK

30.10.2020

presented by:
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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

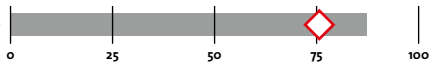
Selected demand profile (optional)

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

Example 1

High Ability and Will

Empathy:
Intuitive attention to others´ views and feelings



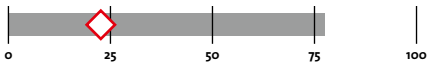
Very keen awareness of people; extremely accurate in reading people; very trustful; as a general rule, shows own feelings openly

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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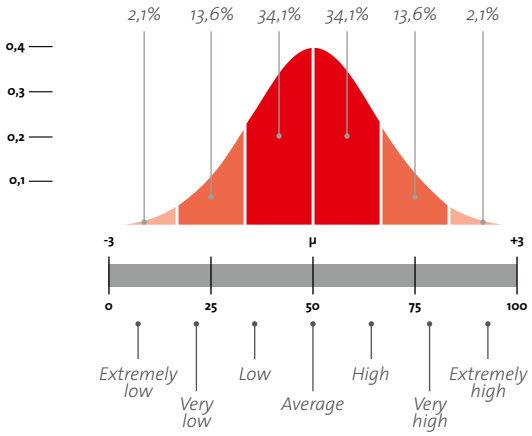

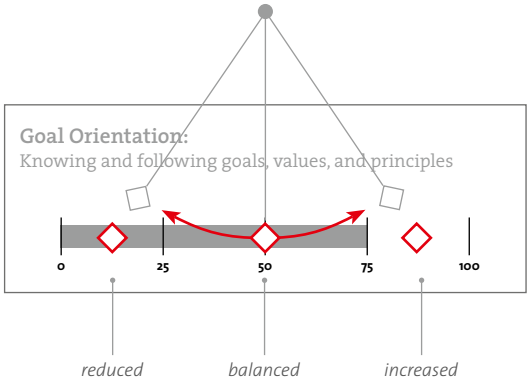

Interpreting the bars

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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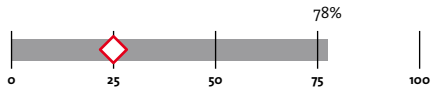
Evaluation of Surroundings:

Evaluation of Oneself:

Human Value Dimension – Question Answered: Who?

Empathy:
Intuitive attention to others´ views and feelings

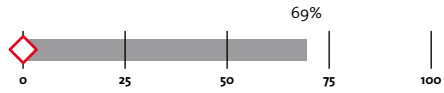


8 15 11/1 60 3 26

Keen awareness of people; very accurate in reading people; emotions are currently shown rather cautiously

Target		Result
Ability	x to y	
Concentration	x to y	

Personal Needs:
Following inner voice and gut feeling



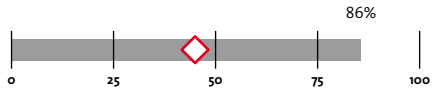
13 15 15/0 30 2

Clear perception of self-worth and one´s own personality; frequently ignores personal needs at the moment

Target		Result
Ability	x to y	
Concentration	x to y	

Practical Value Dimension – Question Answered: What?

Practical Thinking:
Creativity and pragmatism

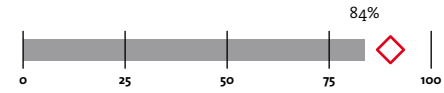


4 50 7/1 45 3 15

Keen-witted practical insight and brilliant solutions; flexible regarding good alternatives

Target		Result
Ability	x to y	
Concentration	x to y	

Success Orientation:
Recognizing and mobilizing strengths



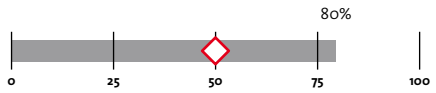
0 70 8/0 70 8

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

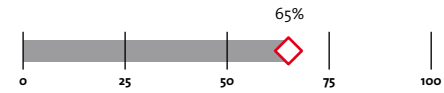


5 70 10/0 30 5 27

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

Target		Result
Ability	x to y	
Concentration	x to y	
17	45 28	45 11

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



7 65 17/0 50 10

Clear self-direction and realistic goal setting; currently good goal tracking

Target		Result
Ability	x to y	
Concentration	x to y	
20	50 40	50 20

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Diamond = Concentration (The Will)

Problem Solving Competencies

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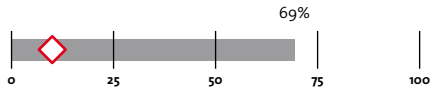
Conflicts throughout Surroundings:

Human Value Dimension – Question Answered: Who?

People Skills:
Interpersonal problem solving



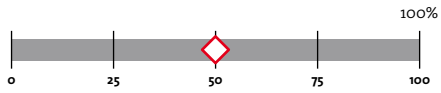
5 1 11

Capable of solving interpersonal problems; at present constrained in dealing with disputes

Target		Result
Ability	x to y	
Concentration	x to y	

Practical Value Dimension – Question Answered: What?

Solution-oriented Attitude:
Solving practical problems



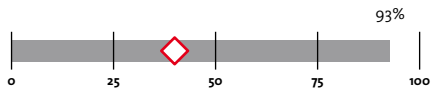
0 0 0

Extremely resourceful and effective; outstanding ability to solve practical problems; approaches practical challenges balanced and deliberately

Target		Result
Ability	x to y	
Concentration	x to y	

Systemic Value Dimension – Question Answered: What For?

Structural Problem Solving:
Initiate and manage change



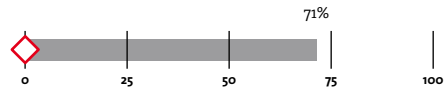
1 0 8

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

Target		Result
Ability	x to y	
Concentration	x to y	
6		1

Inner Conflicts:

Stability/Resilience:
Resisting high pressure

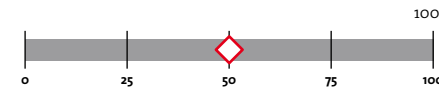


5 0

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		Result
Ability	x to y	
Concentration	x to y	

Responsibility/Assertiveness:
Obtain more impact

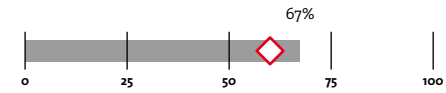


0 0

Excellent competence to act responsibly; appropriate assertiveness depending on role and situations; emphasis on carrying out responsibility in a balanced way; tolerant

Target		Result
Ability	x to y	
Concentration	x to y	

Decisiveness:
Decide and implement



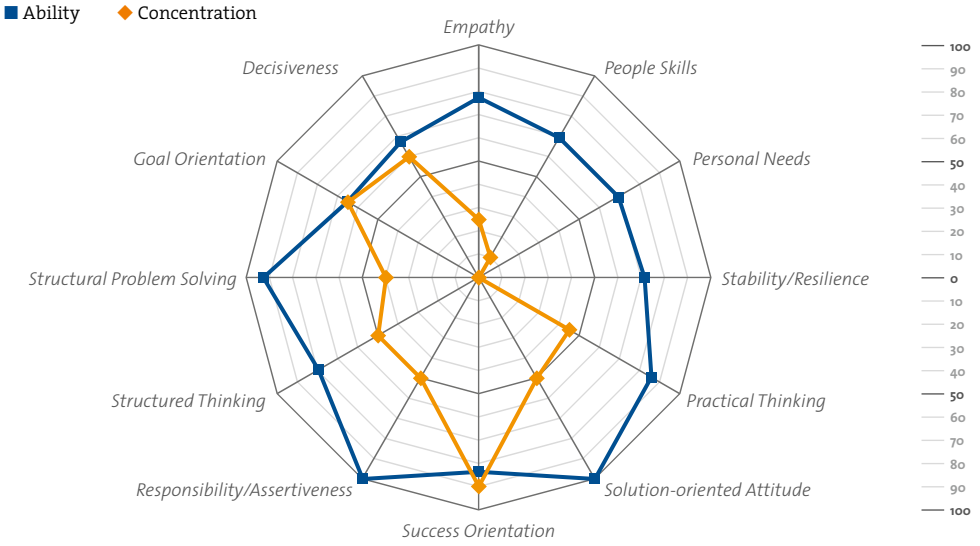
3 4

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

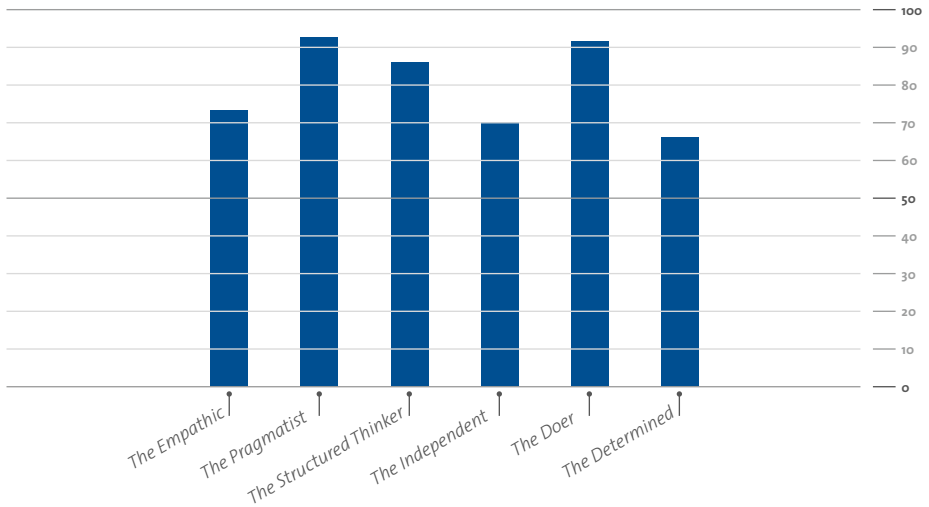
Target		Result
Ability	x to y	
Concentration	x to y	
8		4

Diagrams

Overview:



Personality Type:



Dif	0	28	40	1
Dim	1	5	11	2
DimP	1	18	28	2
Int	0	7	12	1
IntP	2	25	30	2
Dis	2	2	0	0
DI	2	11	9	2

VQ	0	42	14	1
SQ	1	63	23	3
BQr	0	1.50	1.64	1
BQa	0	53	19	2
CQ	0	79	30	1
RQ	1	104	55	0
AI	2	61	50	0

Dif1/2	2	70		
RHO	1	0.907	0.862	1
Y				
Key	19Pi2H9N3WY07			
A	341			
B	1237			

C	288
D	1132
	2998
AC	0.907
BD	0.866

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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) Currently restrained
c) Very perceptive
d) Pragmatic
e) Analytically very good
f) Firm own opinion
g) Good people skills
h) Holds back in social conflicts at present
i) Solves practical problems outstandingly
j) Approaches practical problems deliberately
k) Capable of solving structural problems very well
l) Approaches structural challenges deliberately
m) Knows oneself well
n) Cares not enough for own self currently
o) Knows own success factors
p) Seeks maximum of success
q) Clear goal orientation
r) Good goal tracking
s) Very robust and resilient
t) Minds regeneration not enough
u) Appropriate assertiveness at any time
v) Ready to take responsibility
w) Needs time for decisions
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.
b) Show own feelings earlier
c) o.k.
d) o.k.
e) o.k.
f) o.k.
g) o.k.
h) Care more about others´ problems
i) o.k.
j) o.k.
k) o.k.
l) o.k.
m) Trust your intuition even more
n) Hold yourself in considerably higher regard
o) o.k.
p) o.k.
q) Set more ambitious and clearer goals
r) o.k.
s) o.k.
t) Mind balance and regeneration
u) o.k.
v) o.k.
w) Give decisions more importance
x) o.k.

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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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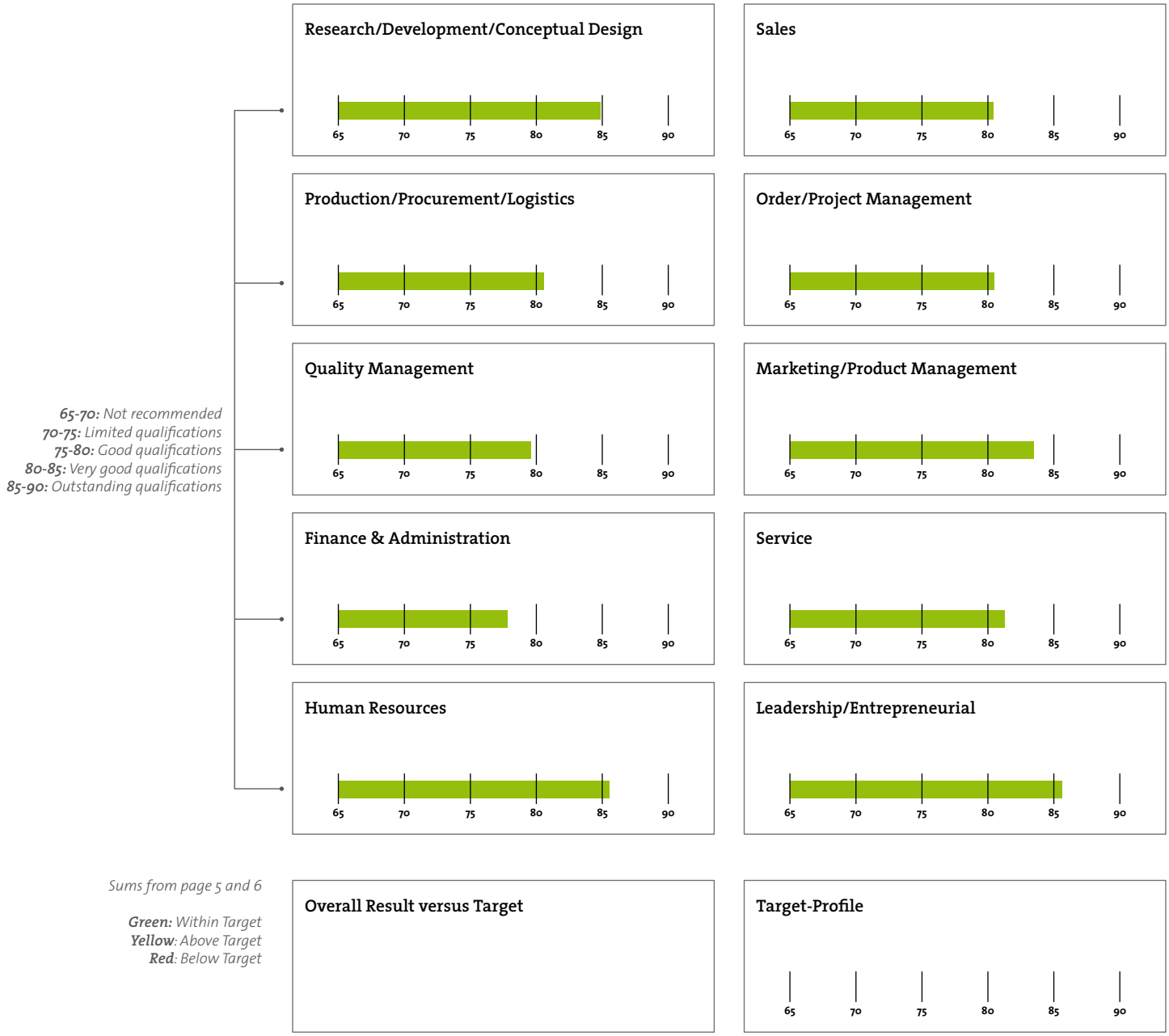

65-70: *Not recommended*
70-75: *Limited qualifications*
75-80: *Good qualifications*
80-85: *Very good qualifications*
85-90: *Outstanding qualifications*

Sums from page 5 and 6

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