

profiling**values**   
*Explore your potential*



**V12C**

VALUE-BASED 12 COMPETENCIES

**REPORT**

**CURD EXAMPLE**

08.06.2015

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@profilingvalues.com](mailto: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](mailto:info@profilingvalues.com)).

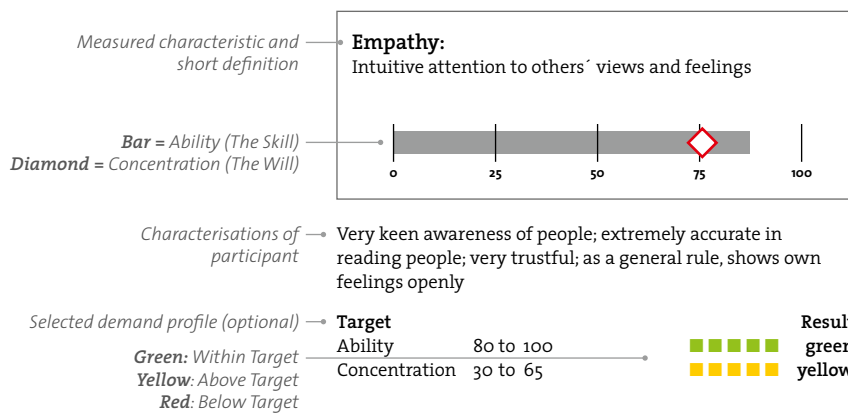
profiling**values** is based on the scientific work of Dr. Robert S. Hartman and was developed by Dr. Ulrich Vogel.

## General instructions to interpret the test results

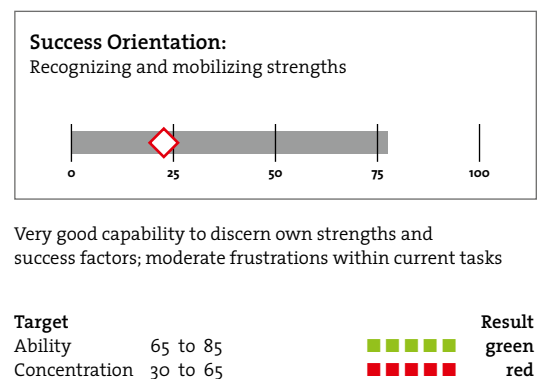
Altogether, 12 character traits in two parameters – the ability as well as the willingness to use the ability – are displayed. Each character trait is displayed in a separate figure. In the back of the report, readers also find a summary page covering all characteristics.

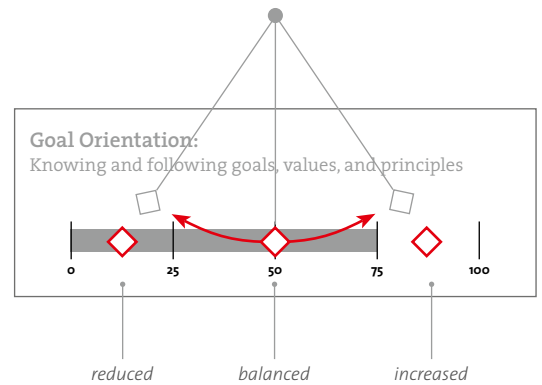
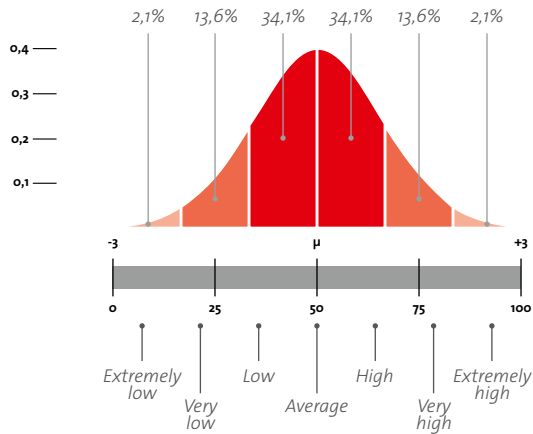
In case you provided us with a job description, all results are in reference to the specific job description. profilingvalues extracts the individual requirements and translates them into a numerical target corridor. You will find these numbers separately below each figure. In case the analysis was done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

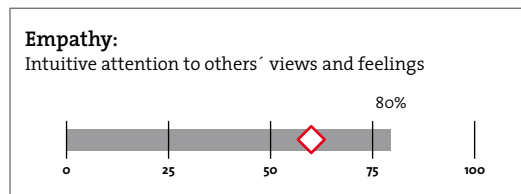
Bar = Ability (The Skill)  
Diamond = Concentration (The Will)

## General Competencies and Personality

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Human Value Dimension –  
Question Answered: Who?

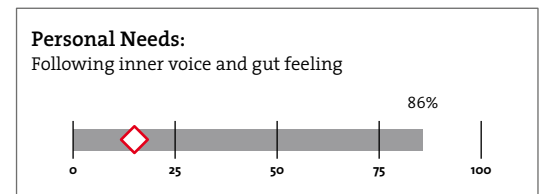
### Evaluation of Surroundings:




4 50 10/0 60 6  
Keen awareness of people; very 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 

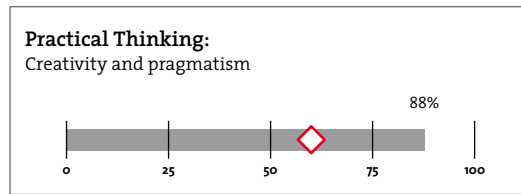
### Evaluation of Oneself:



17 7 30 7/0 35 0  
Outstanding capability to discern one's inner self and worth; frequently neglects personal needs at the moment

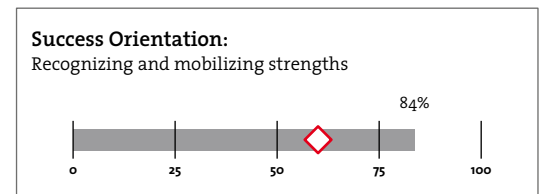
**Target**  
Ability x to y   
Concentration x to y 

Practical Value Dimension –  
Question Answered: What?



2 55 6/0 55 4  
Keen-witted practical insight and brilliant solutions; result oriented; minds action and progress

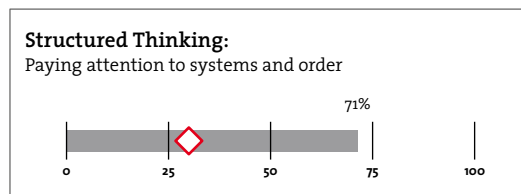
**Target**  
Ability x to y   
Concentration x to y 



14 3 55 8/0 55 5  
Very good capability to discern own strengths and success factors; good success orientation; currently notices that own dedication makes a difference

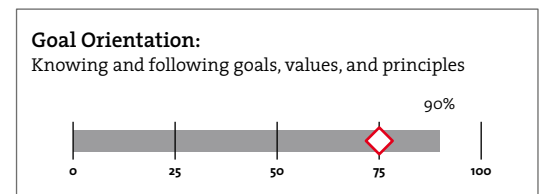
**Target**  
Ability x to y   
Concentration x to y 

Systemic Value Dimension –  
Question Answered: What For?



9 45 14/0 35 5  
Very good analytical capabilities; discerns results in advance; far sighted; creates own systems and processes; inventive

**Target**  
Ability x to y   
Concentration x to y   
15 50 30 50 15



19 0 65 5/0 60 5  
Outstanding self-direction capabilities and excellent goal orientation; currently strong attentiveness regarding own goals and values; very high personal standards

**Target**  
Ability x to y   
Concentration x to y   
10 50 20 50 10

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

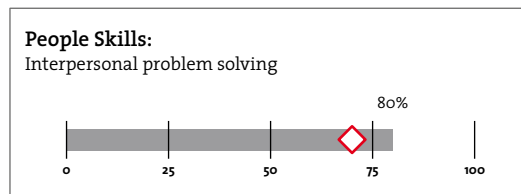
Bar = Ability (The Skill)  
Diamond = Concentration (The Will)

## Problem Solving Competencies

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Human Value Dimension –  
Question Answered: Who?

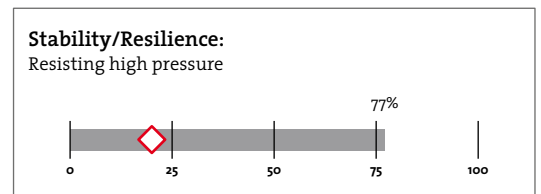
### Conflicts throughout Surroundings:



0 25 50 75 100  
0 2 5 3  
Capable of solving interpersonal problems in a very good way; approaches disputes proactively at present

**Target**  
Ability x to y   
Concentration x to y 

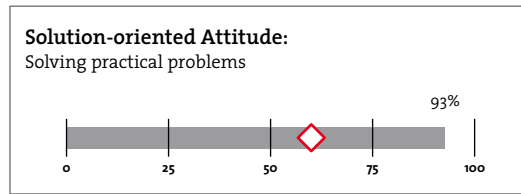
### Inner Conflicts:



0 25 50 75 100  
0 2 5 3  
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

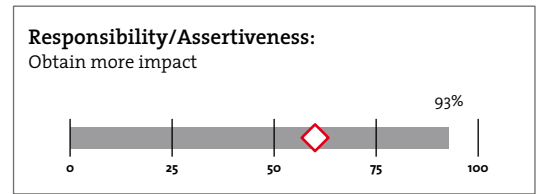
**Target**  
Ability x to y   
Concentration x to y 

Practical Value Dimension –  
Question Answered: What?



0 25 50 75 100  
0 1 2  
Very resourceful and effective in solving practical problems; approaches practical challenges proactively for the time being

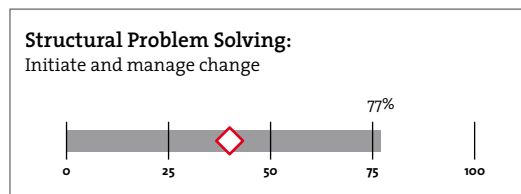
**Target**  
Ability x to y   
Concentration x to y 



0 25 50 75 100  
0 1  
Very good ability to act responsibly; is in the position to assert own authority; currently likes to make a difference based on own competencies

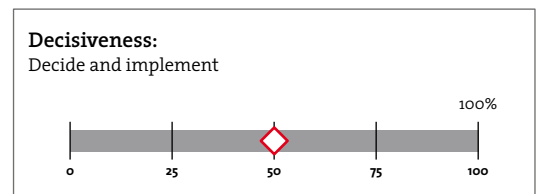
**Target**  
Ability x to y   
Concentration x to y 

Systemic Value Dimension –  
Question Answered: What For?



0 25 50 75 100  
2 1 3  
Very good capabilities to solve structural and process-related problems; judgment of theoretical questions is precise; approaches structural challenges balanced and deliberately

**Target**  
Ability x to y   
Concentration x to y 

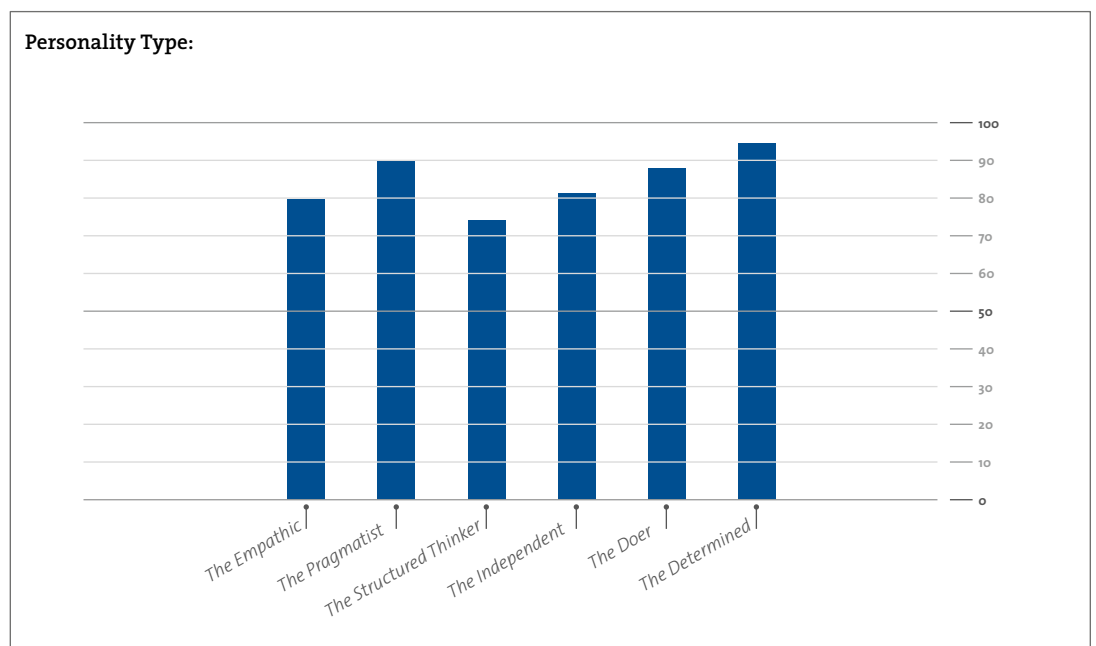
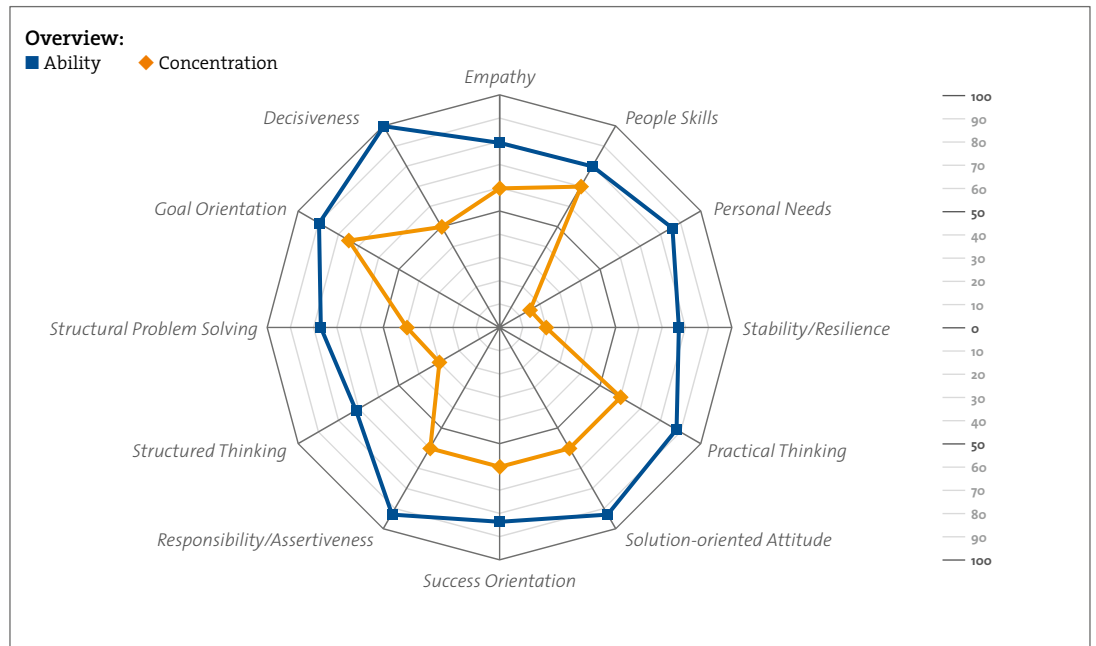


0 25 50 75 100  
3 0  
Outstanding capability to make important decisions and judge normative questions; willingness to implement change

**Target**  
Ability x to y   
Concentration x to y 

Diagrams

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Dif	0	30	20	0	VQ	0	48	18	2	Difi/2	3	67	C	253
Dim	3	12	4	1	SQ	0	28	8	1	RHO	1	0.922 0.955 0	D	376
DimP	3	40	20	1	BQr	x	0.58	0.44	x	Y				112
Int	0	6	4	0	BQa	0	38	13	1	Key	15Puqvztks06			
IntP	1	20	20	1	CQ	0	22	6	0	A	221	AC	0.936	
Dis	0	0	0	0	RQ	0	76	43	0	B	262	BD	0.856	
DI	0	3	5	1	AI	0	50	50	0					