

profiling**values**   
*Explore your potential*



**V12C**

VALUE-BASED 12 COMPETENCIES

**REPORT**

**EXAMPLE REPORT DONALD**

11.11.2015

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. 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](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.

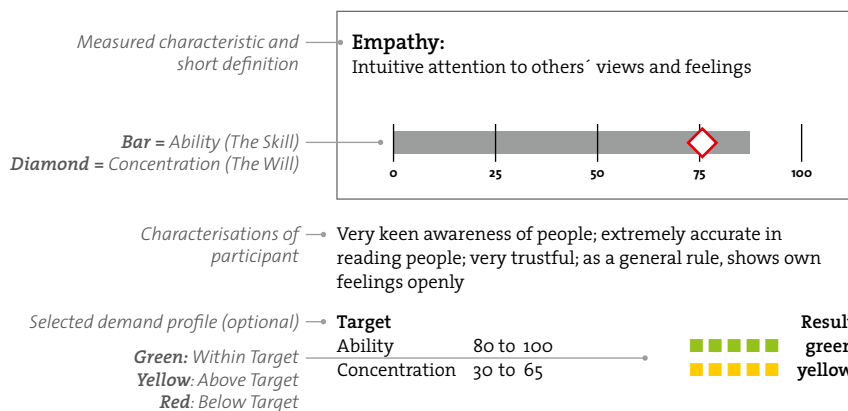
## General instructions to interpret the test results

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.

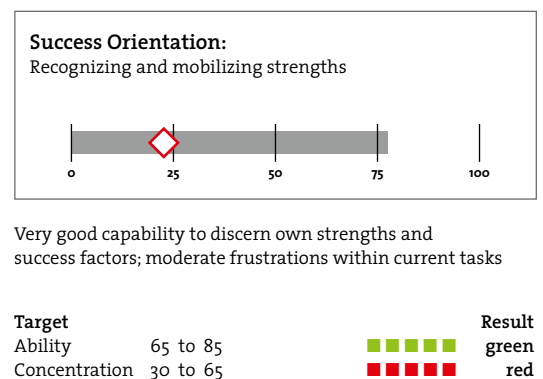
### Example 1

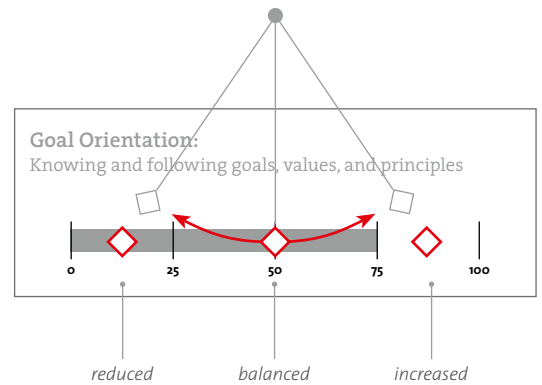
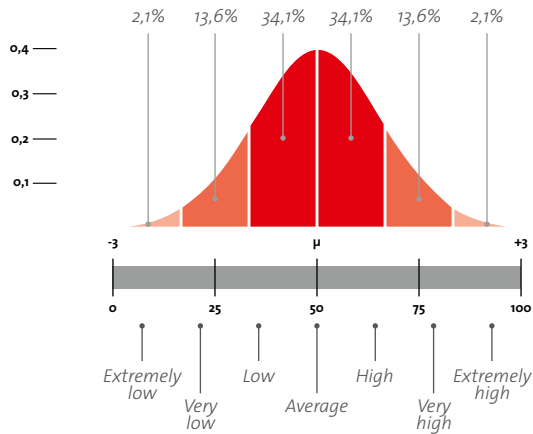
#### High Ability and Will



### 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

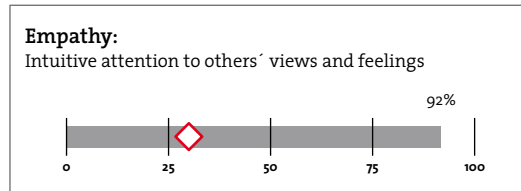
Bar = Ability (The Skill)  
 Diamond = Concentration (The Will)

## General Competencies and Personality


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### Evaluation of Surroundings:

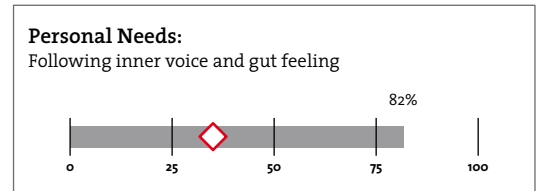
Human Value Dimension –  
 Question Answered: Who?



4 45 4/0 35 0 13  
 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 

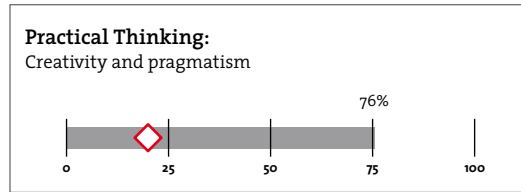
### Evaluation of Oneself:



6 30 9/0 55 3  
 Very good capability to discern one's inner self and worth; currently sound attention to personal needs and self-worth

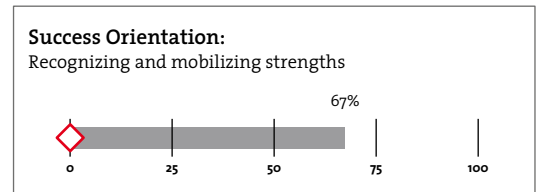
**Target**  
 Ability x to y   
 Concentration x to y 

Practical Value Dimension –  
 Question Answered: What?



9 15 12/2 55 3 28  
 Very practical orientation; at present constrained regarding practicable alternatives

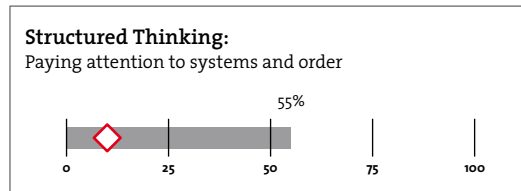
**Target**  
 Ability x to y   
 Concentration x to y 



13 50 16/1 0 3  
 Considerate and intent on functional role; frustrated with current tasks

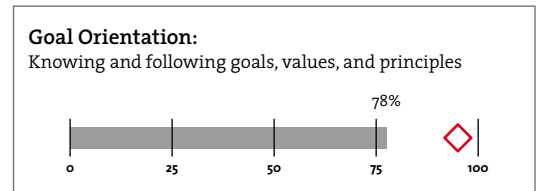
**Target**  
 Ability x to y   
 Concentration x to y 

Systemic Value Dimension –  
 Question Answered: What For?



15 45 22/2 15 7 33  
 Analyzes on one hand; but has clear, particular perception regarding organisation and action on the other hand; imposes own regulations to oneself

**Target**  
 Ability x to y   
 Concentration x to y   
 28 35 38 35 10



1 60 11/1 85 10  
 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   
 20 47 36 47 16

Green: Within Target  
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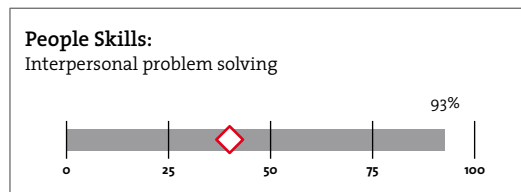
Bar = Ability (The Skill)  
Diamond = Concentration (The Will)

## Problem Solving Competencies

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### Conflicts throughout Surroundings:

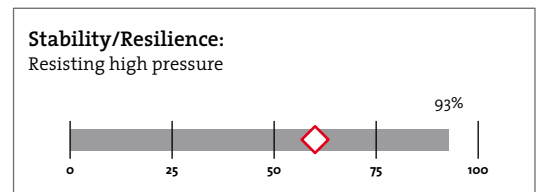
Human Value Dimension – Question Answered: Who?



1 Capable of solving interpersonal problems in a very good way; approaches disputes balanced and deliberately

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

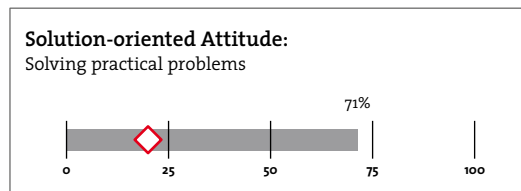
### Inner Conflicts:



2 0 Very good ability to cope with problematic situations and remain stable at the same time; attentive to own stability and resilience

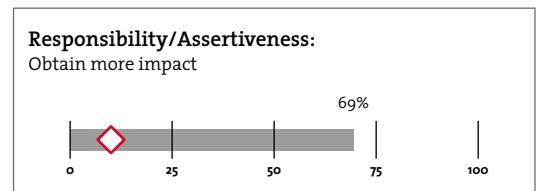
**Target**  
Ability x to y   
Concentration x to y 

Practical Value Dimension – Question Answered: What?



4 Very resourceful and effective in solving practical problems; for the time being hesitant approach to practical challenges

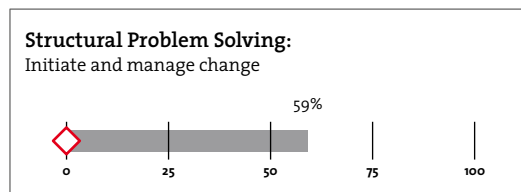
**Target**  
Ability x to y   
Concentration x to y 



11 5 Acts responsibly and is in the position to assert own authority; currently contained regarding take-over of responsibility; less focus on asserting own viewpoints

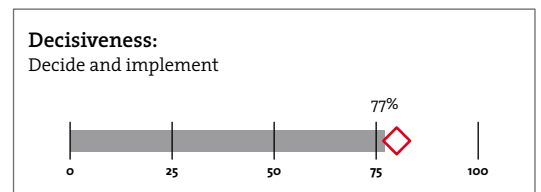
**Target**  
Ability x to y   
Concentration x to y 

Systemic Value Dimension – Question Answered: What For?



9 Good capabilities to solve structural and process-related problems; currently constrained regarding structural challenges

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



14 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 

14

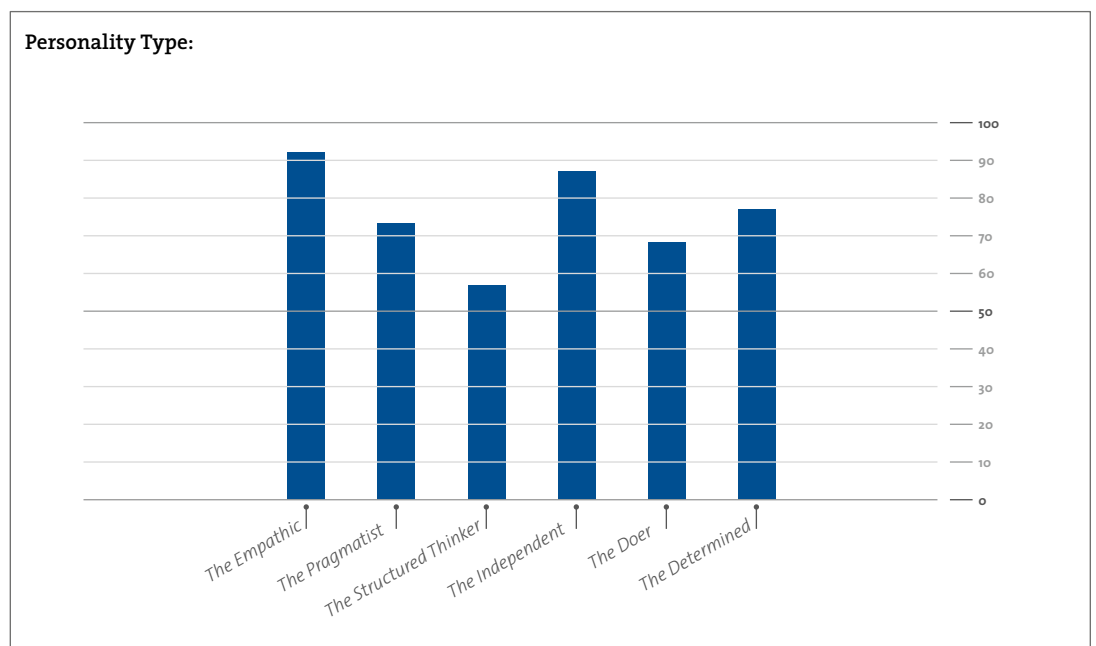
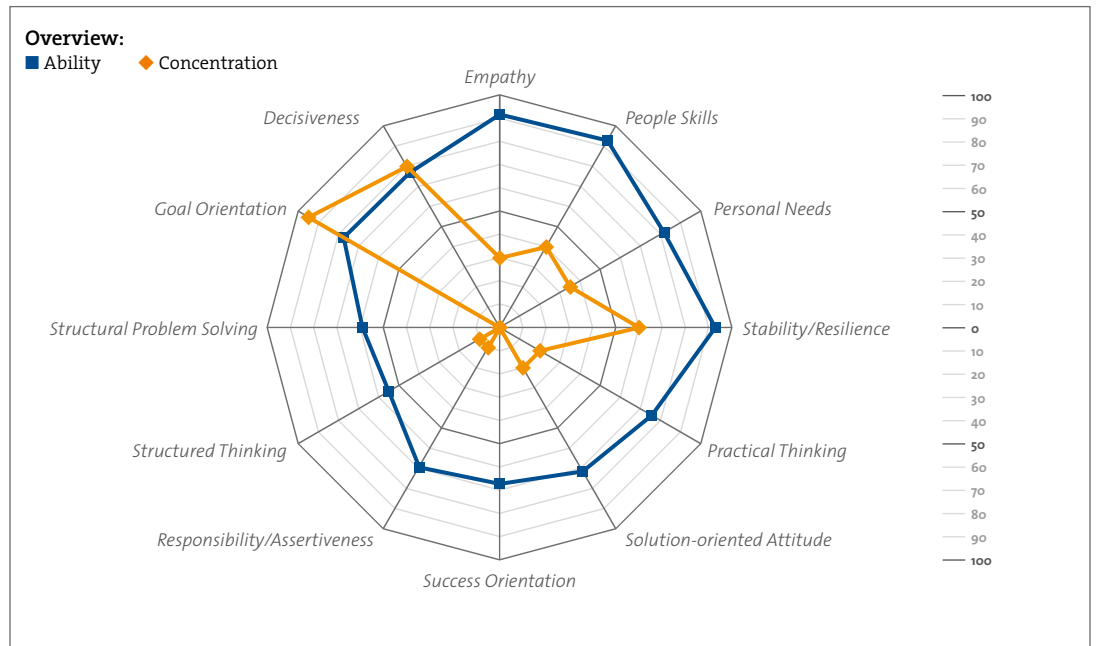
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5

5

Diagrams

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Dif	1	38	36	1	VQ	3	87	49	6	Difi/2	0	95	C	389
Dim	6	28	12	3	SQ	1	60	24	3	RHO	2	0.837 0.884 1	D	202
DimP	6	74	33	3	BQr	x	0.69	0.49	x	Y				1385
Int	2	17	10	1	BQa	2	74	37	5	Key	14PuNQSEmZA12			
IntP	4	45	28	2	CQ	0	51	18	1	A	448	AC	0.804	
Dis	3	4	2	2	RQ	1	90	49	0	B	346	BD	0.802	
DI	4	16	8	2	AI	5	74	56	1					

## 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 highly for own balance                |
| c) Highly practical talent                            | o) Interested in doing well                    |
| d) Currently rather hesitant                          | p) Currently frustrated                        |
| e) Is aware of structures                             | q) Very good goal orientation                  |
| f) Appreciates freedom                                | r) Extremely focussed on goals                 |
| g) Very good people skills                            | s) Very robust and resilient                   |
| h) Approaches people deliberately                     | t) Looks well after own capacity               |
| i) Very resourceful practical problem solver          | u) Appropriate assertiveness at any time       |
| j) Hesitant problem solver at present                 | v) Currently cautious regarding responsibility |
| k) Capable of solving structural problems well        | w) Very good and confident decision-maker      |
| l) Currently cautious regarding structural challenges | 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) o.k.  |
| c) o.k.   | o) Exceed yourself more than others                    |
| d) Take opportunities and venture more                | p) Discern frustrations, initiate change               |
| e) Analyze structures more in in-depth                | q) o.k.  |
| f) Concentrate more on structures                     | r) o.k.  |
| g) o.k.   | s) o.k.  |
| h) o.k.   | t) o.k.  |
| i) o.k.   | u) Appoint yourself/others even more appropriate       |
| j) Show more dedication in solving practical problems | v) Taking responsibility will help you to move forward |
| k) Solve structural problems more sustainably         | w) o.k.  |
| l) Approach structural changes more dynamically       | x) o.k.  |

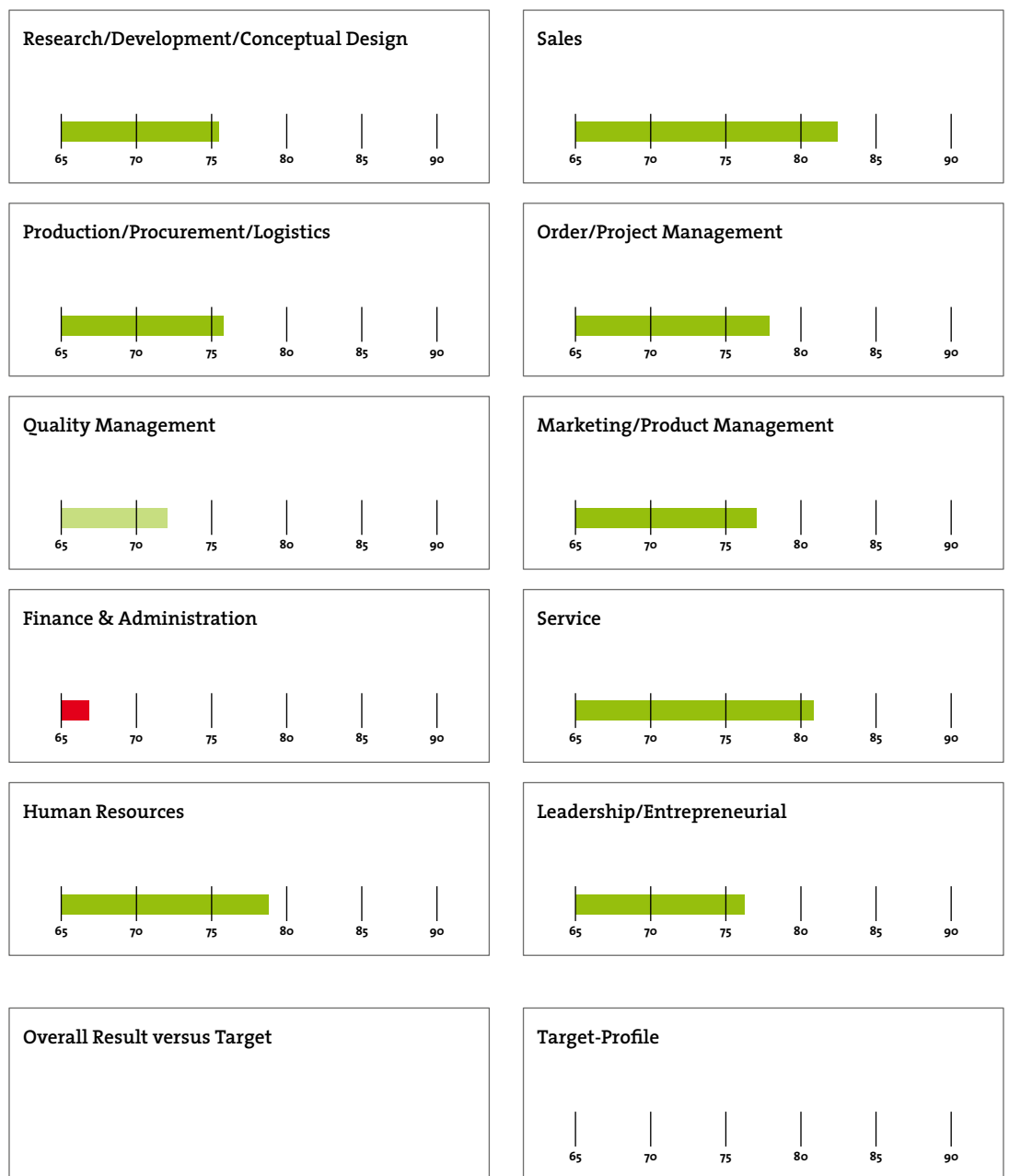


\* actual demand profiles in certain companies could deviate significantly from these "standard profiles"

## 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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Yellow: Above Target  
Red: Below Target