

profiling**values**   
*Explore your potential*



**V12C**

VALUE-BASED 12 COMPETENCIES

**REPORT**

**MICHAEL SAMPLE**

01.01.2017

## 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)).

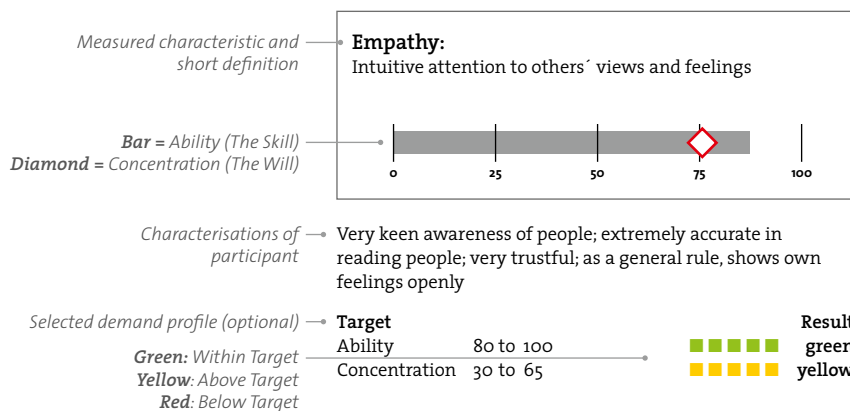
profiling**values** is based on the scientific work of Dr. Robert S. Hartman and was developed by Dr. Ulrich Vogel.

## General instructions to interpret the test results

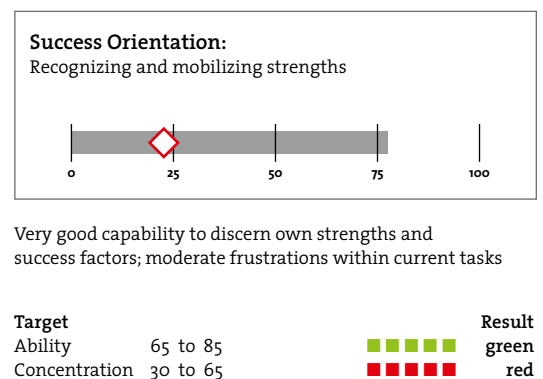
Altogether, 12 character traits in two parameters – the ability as well as the willingness to use the ability – are displayed. Each character trait is displayed in a separate figure. In the back of the report, readers also find a summary page covering all characteristics.

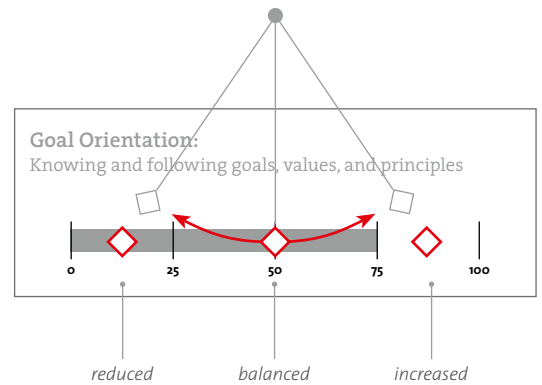
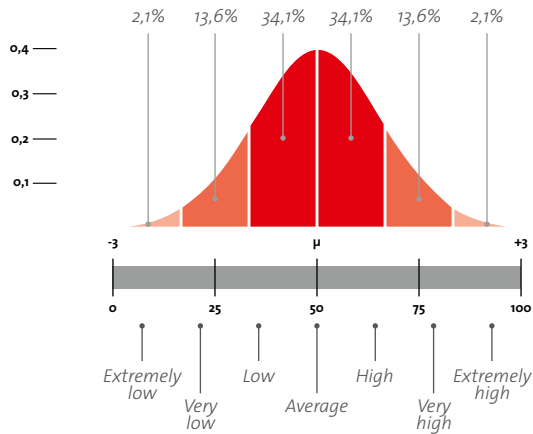
In case you provided us with a job description, all results are in reference to the specific job description. profilingvalues extracts the individual requirements and translates them into a numerical target corridor. You will find these numbers separately below each figure. In case the analysis was done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

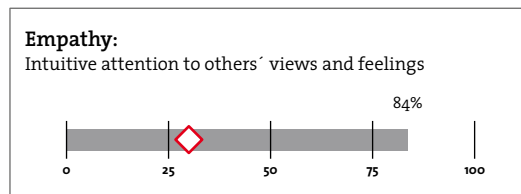
Bar = Ability (The Skill)  
 Diamond = Concentration (The Will)

## General Competencies and Personality



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Human Value Dimension –  
 Question Answered: Who?

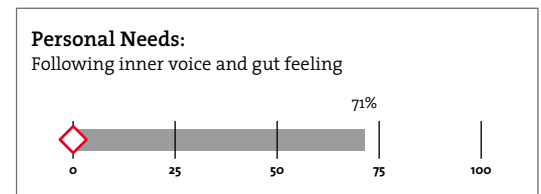
### Evaluation of Surroundings:





6 45 8/0 35 2 22  
 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 56 to 86 (+13)   
 Concentration 25 to 30 (+3)   
**Result**  
 green  
 green

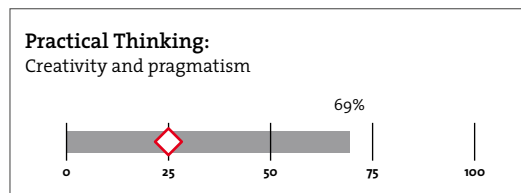
### Evaluation of Oneself:





12 40 14/1 10 2  
 Very good capability to discern one's inner self and worth; frequently ignores personal needs at the moment

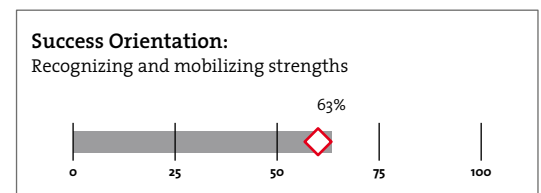
**Target**  
 Ability 52 to 85 (+3)   
 Concentration 45 to 55 (-50)   
**Result**  
 green  
 red

Practical Value Dimension –  
 Question Answered: What?





10 30 15/2 45 5 33  
 Good practical insight and common sense; at present constrained regarding practicable alternatives

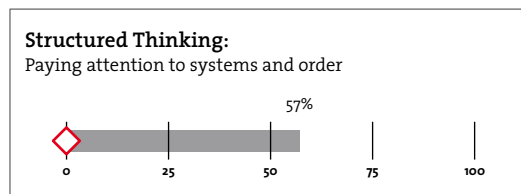
**Target**  
 Ability 56 to 86 (-2)   
 Concentration 43 to 73 (-33)   
**Result**  
 green  
 red





8 75 18/0 35 10  
 Considerate and intent on functional role; good success orientation; currently notices that own dedication makes a difference

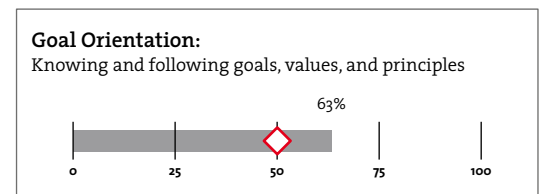
**Target**  
 Ability 60 to 90 (-12)   
 Concentration 45 to 60 (+8)   
**Result**  
 green  
 green

Systemic Value Dimension –  
 Question Answered: What For?





16 25 21/2 20 5 39  
 Good analytical capability and structured thinking power; imposes own regulations to oneself

**Target**  
 Ability 60 to 90 (-18)   
 Concentration 52 to 82 (-67)   
 32 33 44 33 12  
**Result**  
 red  
 red



9 15 18/1 85 9  
 Clear self-direction and realistic goal setting; current balance between ambition and patience

**Target**  
 Ability 68 to 98 (-20)   
 Concentration 64 to 94 (-29)   
 29 43 50 43 21  
**Result**  
 red  
 red

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

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

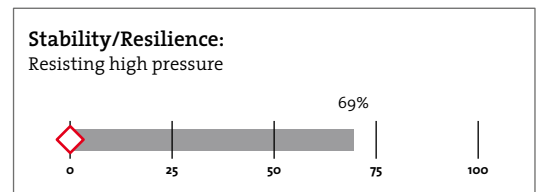
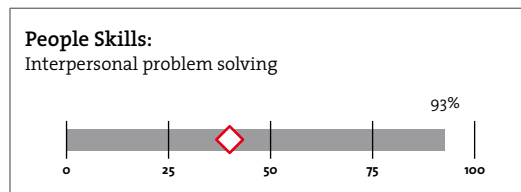
## Problem Solving Competencies

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### Conflicts throughout Surroundings:

### Inner Conflicts:

Human Value Dimension –  
Question Answered: Who?



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

6 Masters problematic and stressful situations well; does not pay enough attention to self-regeneration at the moment

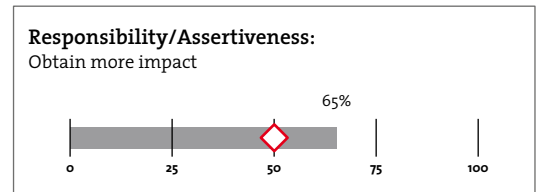
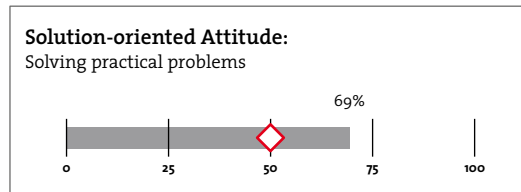
**Target**  
Ability 68 to 98 (+10)  
Concentration 56 to 70 (-23)

**Result**  
green  
red

**Target**  
Ability 64 to 94 (-10)  
Concentration 45 to 70 (-57)

**Result**  
green  
red

Practical Value Dimension –  
Question Answered: What?



3 Good practical problem solving; resourceful; approaches practical challenges balanced and deliberately

14 4 Acts responsibly and is in the position to assert own authority; emphasis on carrying out responsibility in a balanced way; tolerant

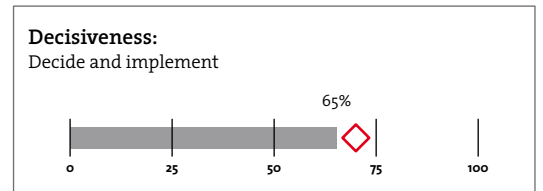
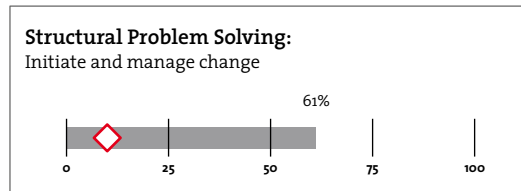
**Target**  
Ability 39 to 69 (+15)  
Concentration 48 to 78 (-13)

**Result**  
yellow  
green

**Target**  
Ability 60 to 90 (-10)  
Concentration 56 to 86 (-21)

**Result**  
green  
red

Systemic Value Dimension –  
Question Answered: What For?



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

18 3 Good ability to make important decisions; at present high focus on implementing change persistently

**Target**  
Ability 52 to 82 (-6)  
Concentration 35 to 65 (-40)

**Result**  
green  
red

**Target**  
Ability 64 to 94 (-14)  
Concentration 52 to 82 (+3)

**Result**  
green  
green

11

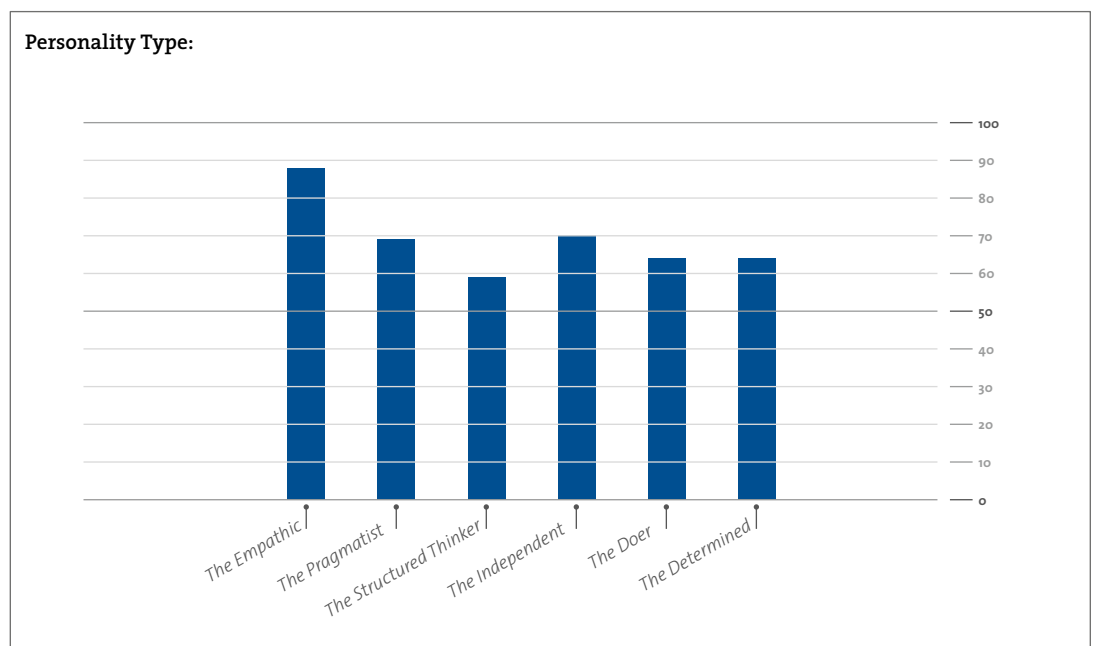
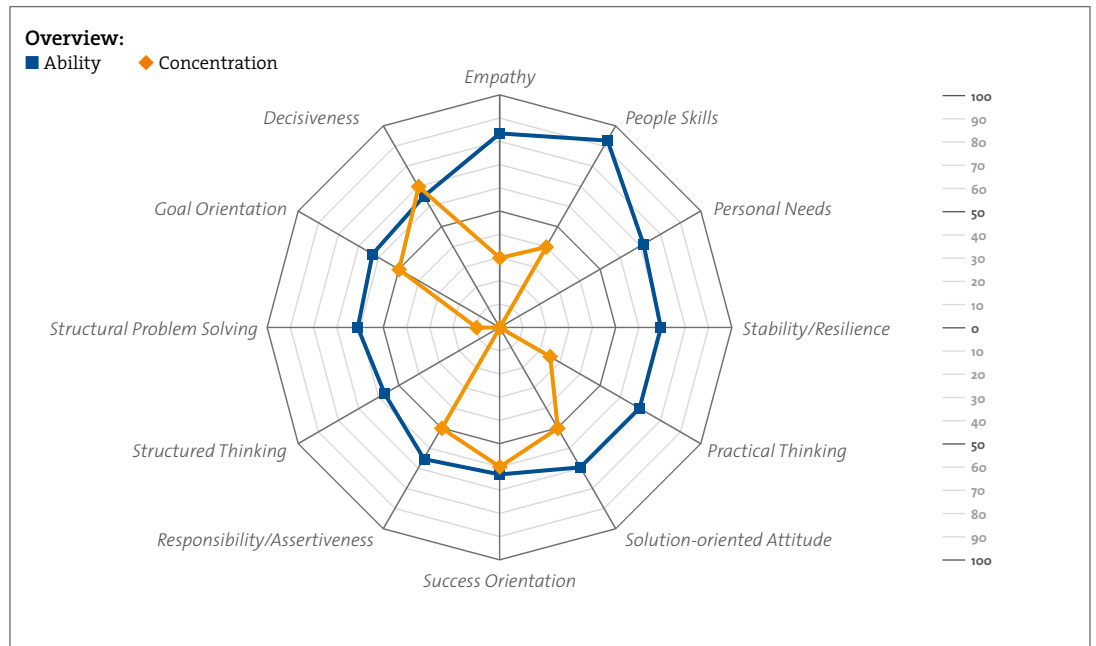
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13

9

Diagrams

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Dif	2	44	50	2	VQ	2	84	40	5	Difi/2	1	88	C	122
Dim	4	19	4	1	SQ	2	78	28	3	RHO	2	0.820 0.769 3	D	157
DimP	4	43	8	0	BQr	0	0.93	0.70	0	Y				740
Int	2	17	22	3	BQa	2	81	34	4	Key	16Prn7qyXDgo2			
IntP	3	39	44	4	CQ	0	75	24	1	A	243	AC	0.818	
Dis	3	4	2	2	RQ	1	103	52	0	B	218	BD	0.610	
DI	3	13	2	0	AI	5	73	58	2					

## 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                                      | m) Very aware of own self                  |
| b) Trustful   | n) Cares not enough for own self currently |
| c) Good practical talent                              | o) Interested in doing well                |
| d) Currently rather hesitant                          | p) Sees currently positive impact          |
| e) Analytically good                                  | q) Clear goal orientation                  |
| f) Appreciates freedom                                | r) Flexible in goal orientation            |
| g) Very good people skills                            | s) Robust and resilient                    |
| h) Approaches people deliberately                     | t) Minds regeneration not enough           |
| i) Full of ideas                                      | u) Appropriate assertiveness at any time   |
| j) Approaches practical problems deliberately         | v) Ready to take responsibility            |
| k) Capable of solving structural problems well        | w) Needs time for decisions                |
| l) Currently cautious regarding structural challenges | 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.   | m) o.k.  |
| b) o.k.   | n) Hold yourself in considerably higher regard   |
| c) Act even more pragmatic                      | o) Exceed yourself more than others              |
| d) Take opportunities and venture more          | p) o.k.  |
| e) Analyze structures even more differentiated  | q) Set more ambitious and clearer goals          |
| f) Concentrate more on structures               | r) Decide on rewarding goals                     |
| g) o.k.   | s) Seek even more stability                      |
| h) o.k.   | t) Mind balance and regeneration                 |
| i) Explore implementation even better           | u) Appoint yourself/others even more appropriate |
| j) o.k.   | v) o.k.  |
| k) Solve structural problems more sustainably   | w) Give decisions more importance                |
| l) Approach structural changes more dynamically | x) o.k.  |

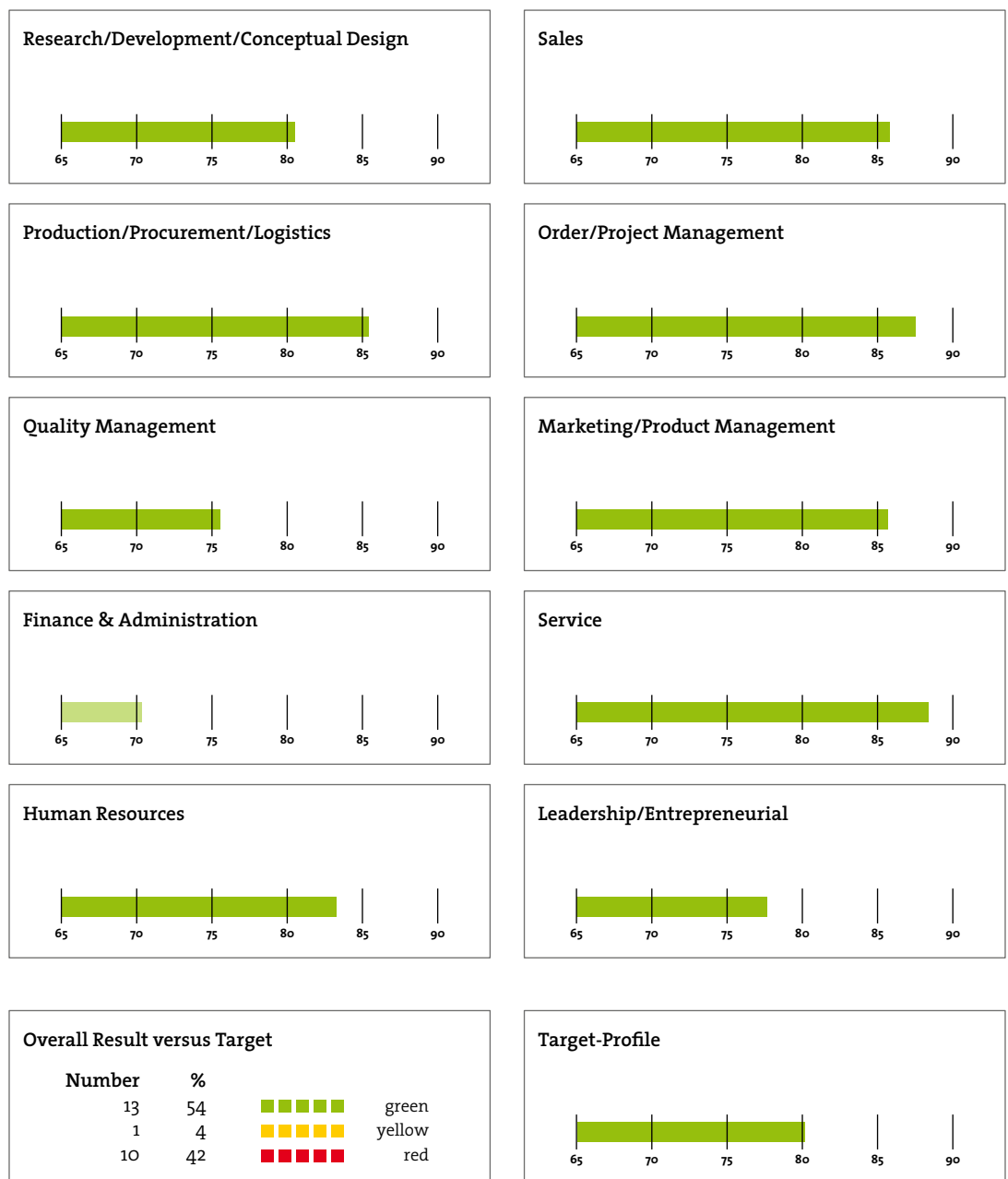


\* actual demand profiles in certain companies could deviate significantly from these "standard profiles"

## 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

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

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