

profiling**values**   
*Explore your potential*



**V12C**

VALUE-BASED 12 COMPETENCIES

**REPORT**

**THOMAS 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. 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)).

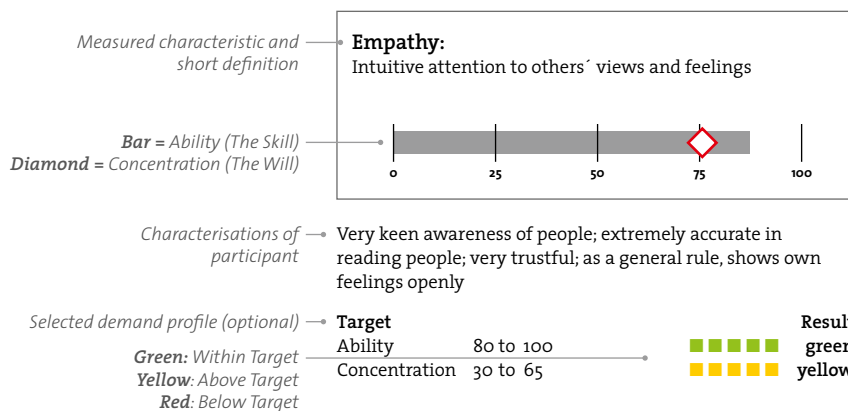
profiling**values** is based on the scientific work of Dr. Robert S. Hartman and was developed by Dr. Ulrich Vogel.

## General instructions to interpret the test results

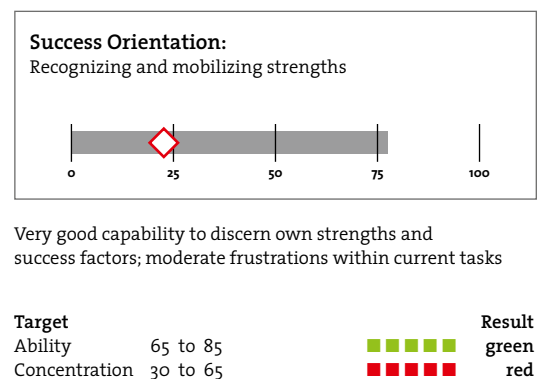
Altogether, 12 character traits in two parameters – the ability as well as the willingness to use the ability – are displayed. Each character trait is displayed in a separate figure. In the back of the report, readers also find a summary page covering all characteristics.

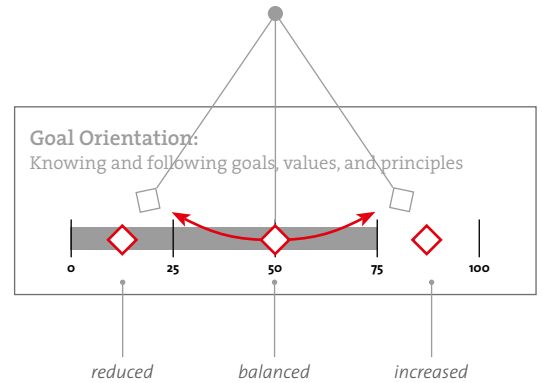
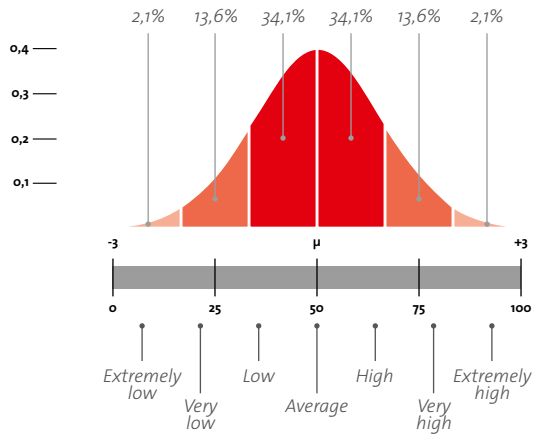
In case you provided us with a job description, all results are in reference to the specific job description. profilingvalues extracts the individual requirements and translates them into a numerical target corridor. You will find these numbers separately below each figure. In case the analysis was done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

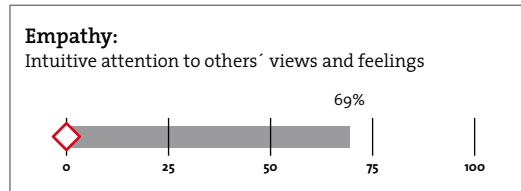
Bar = Ability (The Skill)  
Diamond = Concentration (The Will)

## General Competencies and Personality

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Human Value Dimension –  
Question Answered: Who?

### Evaluation of Surroundings:

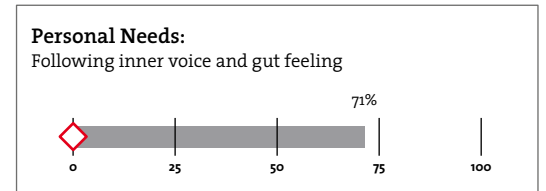


Accurate in reading people, good empathy; emotions are currently shown very cautiously

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

**Result**

### Evaluation of Oneself:

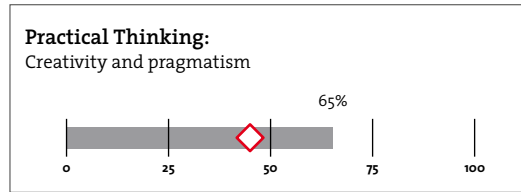


Very good capability to discern one's inner self and worth; frequently ignores personal needs at the moment

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

**Result**

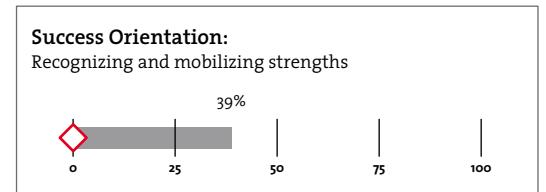
Practical Value Dimension –  
Question Answered: What?



Good practical insight and common sense; flexible regarding good alternatives

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

**Result**

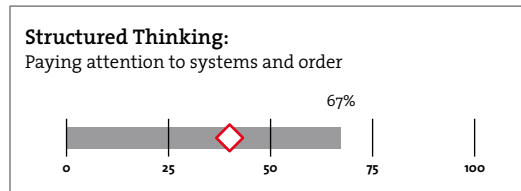


Moderate awareness of personal strengths; does not like to be compared to others; frustrated with current tasks

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

**Result**

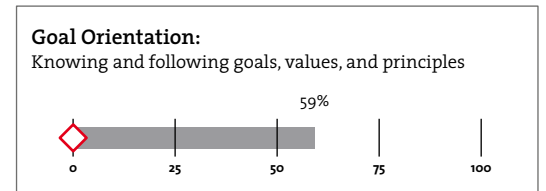
Systemic Value Dimension –  
Question Answered: What For?



Good analytical capability and structured thinking power; creates own systems and processes; inventive

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

**Result**



Clear self-direction and realistic goal setting; presently uncertain and indecisive to set appropriate goals

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

**Result**

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

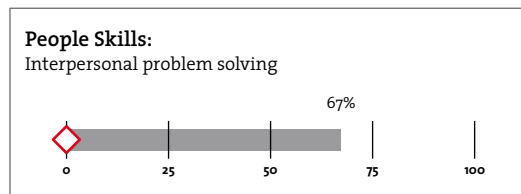
Bar = Ability (The Skill)  
Diamond = Concentration (The Will)

## Problem Solving Competencies

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### Conflicts throughout Surroundings:

Human Value Dimension –  
Question Answered: Who?

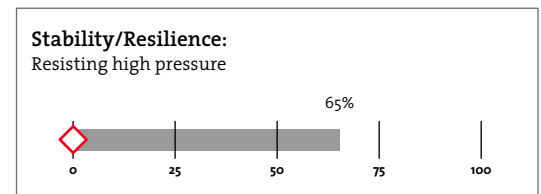


7  
Capable of solving interpersonal problems; at present constrained in dealing with disputes

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



**Result**  
Ability x to y   
Concentration x to y 

### Inner Conflicts:

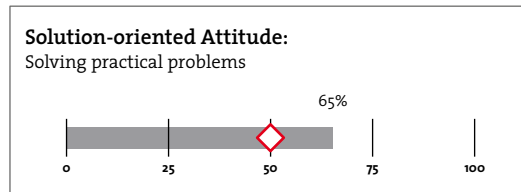


8  
Masters problematic and stressful situations well; does not pay enough attention to self-regeneration at the moment

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



**Result**  
Ability x to y   
Concentration x to y 

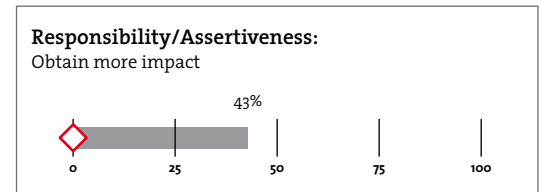
Practical Value Dimension –  
Question Answered: What?



4  
Good practical problem solving; resourceful; approaches practical challenges balanced and deliberately



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

**Result**  
Ability x to y   
Concentration x to y 

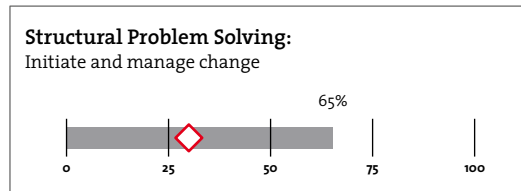


5  
Capable of taking over responsibility and being assertive; currently contained regarding take-over of responsibility; less focus on asserting own viewpoints

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



**Result**  
Ability x to y   
Concentration x to y 

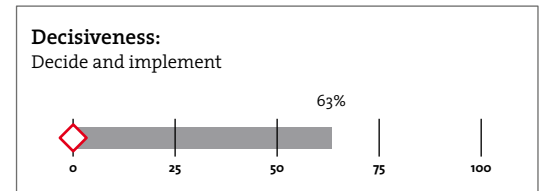
Systemic Value Dimension –  
Question Answered: What For?



5  
Good capabilities to solve structural and process-related problems; approaches structural challenges balanced and deliberately



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

**Result**  
Ability x to y   
Concentration x to y 



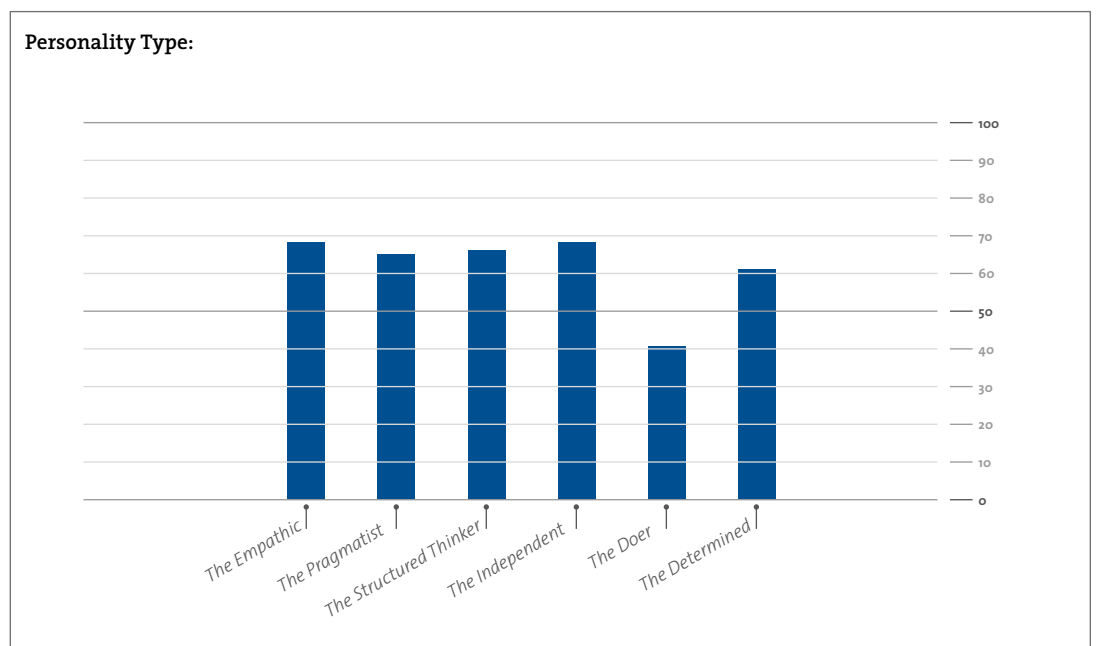
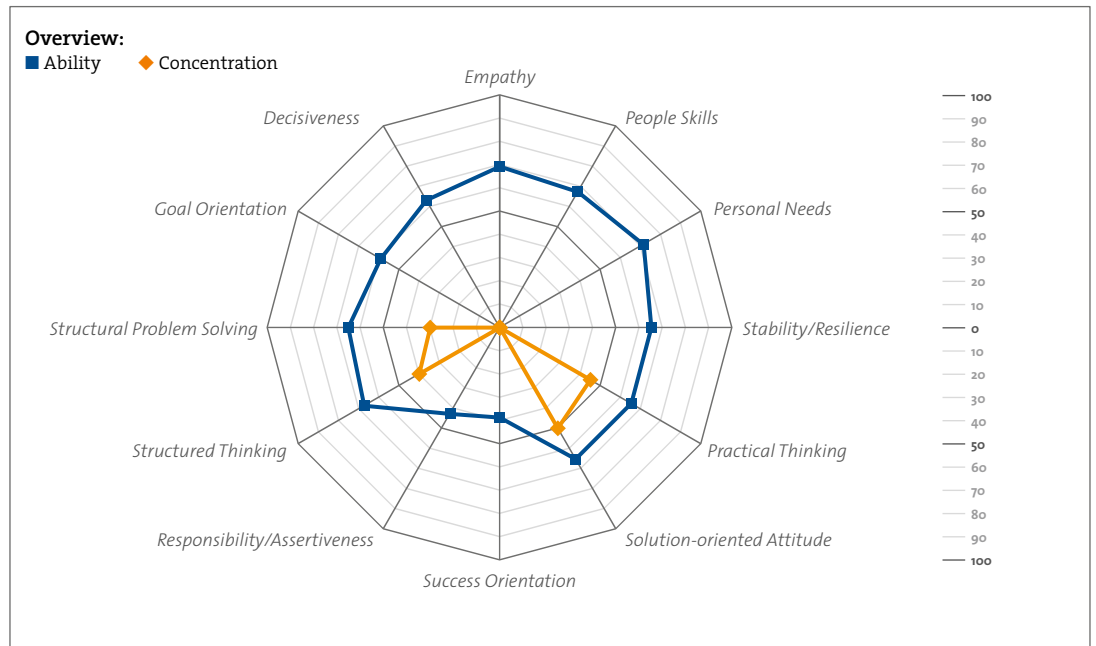
9  
Good ability to make important decisions; at present little focus to act persistently

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

**Result**  
Ability x to y   
Concentration x to y 

Diagrams

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Dif	2	48	64	4	VQ	2	78	30	4	Difi/2	2	75	C	174
Dim	0	3	26	6	SQ	6	132	68	6	RHO	2	0.781 0.624 5	D	499
DimP	0	6	41	3	BQr	1	1.69	2.27	2	Y				1407
Int	3	23	36	5	BQa	4	105	49	6	Key	17P4EZH8cXgo5			
IntP	4	48	56	5	CQ	2	178	111	4	A	326	AC	0.907	
Dis	3	4	6	4	RQ	2	154	96	1	B	408	BD	0.699	
DI	0	1	21	5	AI	3	65	78	6					

## 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) Empathic                                      | m) Very aware of own self                      |
| b) Currently restrained                          | n) Cares not enough for own self currently     |
| c) Good practical talent                         | o) Avoids comparison with others               |
| d) Pragmatic                                     | p) Currently frustrated                        |
| e) Analytically good                             | q) Clear goal orientation                      |
| f) Inventive                                     | r) Currently indecisive and aimless            |
| g) Good people skills                            | s) Robust and resilient                        |
| h) Holds back in social conflicts at present     | t) Minds regeneration not enough               |
| i) Full of ideas                                 | u) Appears and performs deliberately           |
| j) Approaches practical problems deliberately    | v) Currently cautious regarding responsibility |
| k) Capable of solving structural problems well   | w) Needs time for decisions                    |
| l) Approaches structural challenges deliberately | x) Currently little focus on decisiveness      |

### Suggestions for Personal Development

a) to x)  
refer to the corresponding numeration  
from Characteristics, see above.  
o.k.:  
no improvement necessary

- |  |  |
|--|--|
| a) Check mood of others more often                 | m) o.k.  |
| b) Show own feelings earlier                       | n) Hold yourself in considerably higher regard         |
| c) Act even more pragmatic                         | o) Compete more with others' performance               |
| d) o.k.  | p) Discern frustrations, initiate change               |
| e) Analyze structures even more differentiated     | q) Set more ambitious and clearer goals                |
| f) Think through circumstances more systematically | r) Seek challenges                                     |
| g) o.k.  | s) Seek even more stability                            |
| h) Care more about others' problems                | t) Mind balance and regeneration                       |
| i) Explore implementation even better              | u) Represent your own position more firmly             |
| j) o.k.  | v) Taking responsibility will help you to move forward |
| k) Solve structural problems more sustainably      | w) Give decisions more importance                      |
| l) o.k.  | x) Decide and implement more quickly                   |

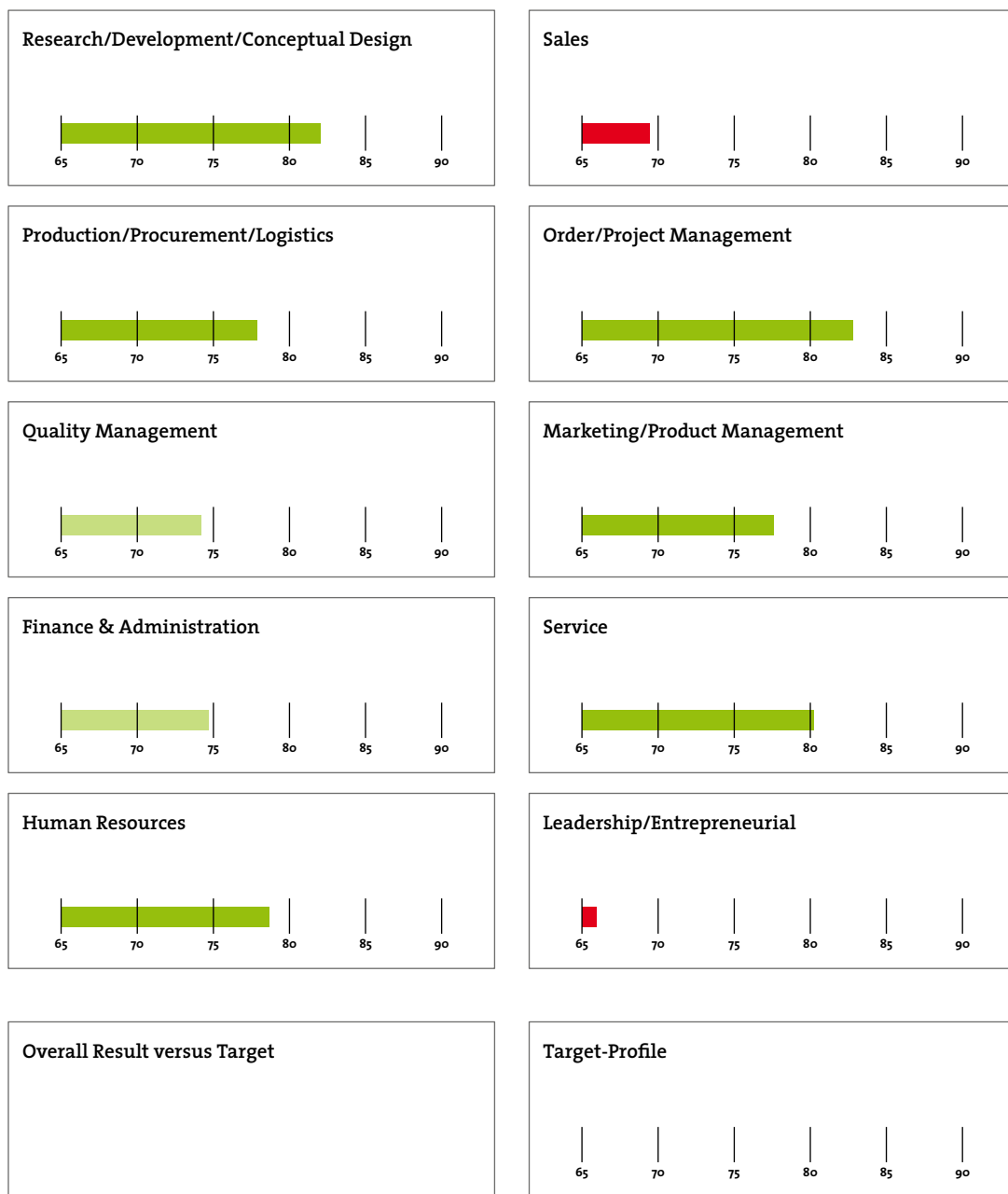


\* actual demand profiles in certain companies could deviate significantly from these "standard profiles"

## 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