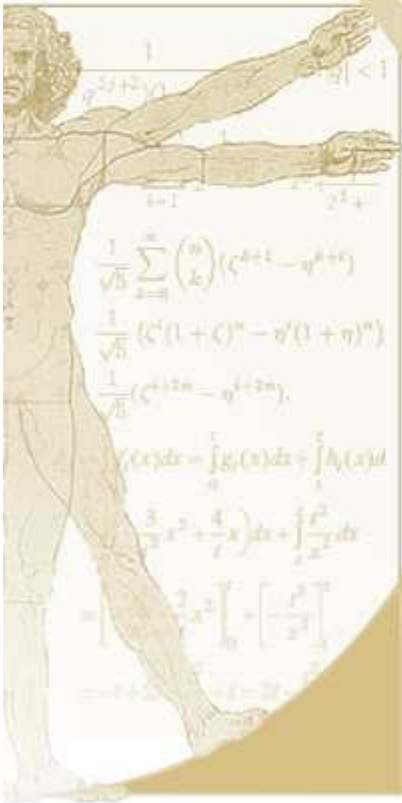


TWprofiling® Report

on 2008-01-01

Mustermann, Alice



Confidential Document

What is TWprofiling® report?



The TWprofiling® report illustrates the personality characteristics measured in TWprofiling®. The TWprofiling® report assists in staffing decisions and provides recommendations for optimum performance and personal balance.

TWprofiling® is a scientific methodology and diagnostic instrument enabling a systematical description of individual potentials (the "can") and the current utilization (the "will") of these capabilities.

It is based on the psychology of human values, the most consistent behavioural pattern according to science. The TWprofiling® is validated in many cases, also against established and worldwide common methodologies like *MMPI*, *Cattell 16 PF*, *CAQ* or *Ellis's Personal Belief Inventory*.

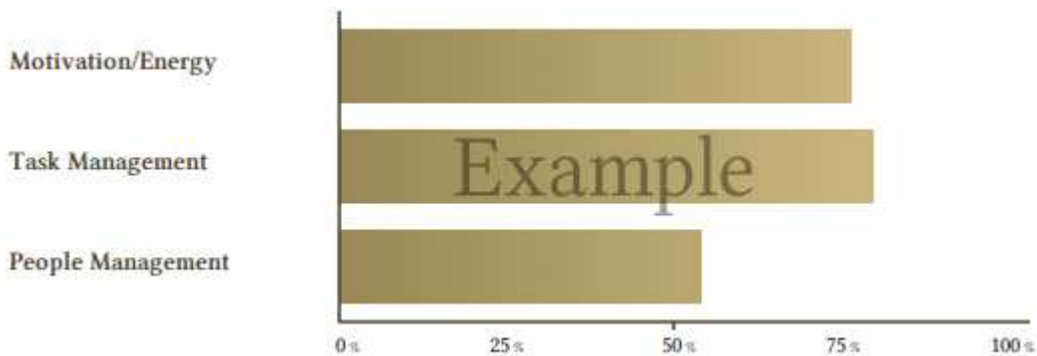
TWprofiling® complies with all necessary scientific criteria for psychometric instruments.

How is the TWprofiling® report to read?

Overview of competences

The TWprofiling® report starts with an overview of the measured competences "motivation/energy", "task management" and "people management".

Example

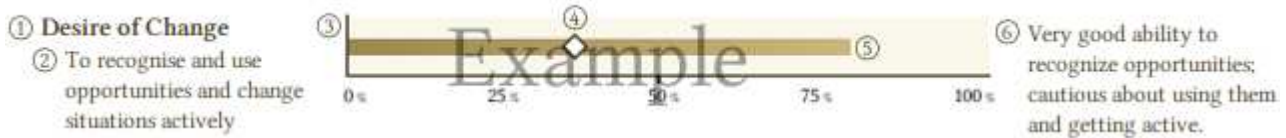


So you can identify the peculiarity of competences at a glance.

The competences

The individual **competences** are shown tripartite.

Example



① The particular competence is shown on the left hand side. ② Beneath a short description of the term. ③ In the middle the measured values are shown in a graph. ④ The rhomb stands for the will. ⑤ The bar stands for the ability. ⑥ The individual characterisation is shown on the right hand side.

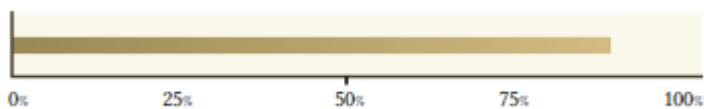
Recommendation

For a fast survey, please read the the characterisation on the right hand column from top to bottom.

The Can and Will

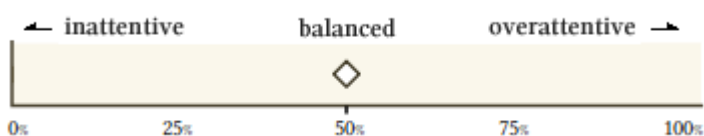
The TWprofiling[®] is not just limited to the question of "the can", but also answers the question of "the will".

Bar = Ability



The further the bar inclines to 100 %, the bigger the ability. So you can compare the individual competences simply with each other.

Rhomb = the will



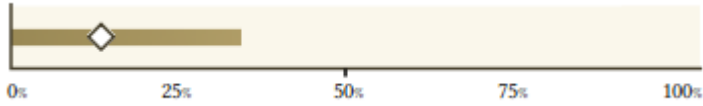
The further the rhomb inclines in direction 100 %, the bigger the desire and the attention to use the individual ability.

The ideal position of the rhomb depends on the occupational image. Example: Emergency doctor versus pastor. Both should be empathetic, but different attentive to be soft.

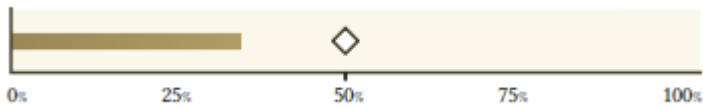
Bar (the can) and rhomb (the will)

Bar and rhomb together explain attitudes and behavioural pattern of a person.

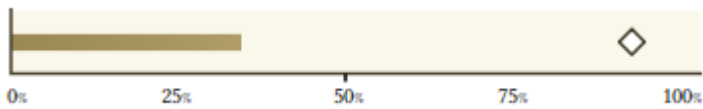
Here some examples of possible constellations:



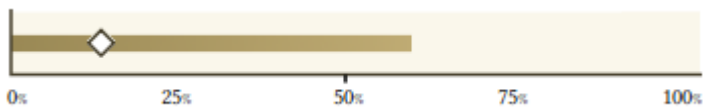
Rather unable (bar) and also unwilling (rhomb).



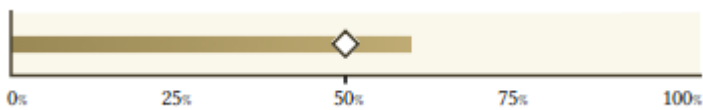
Rather unable (bar), but situational anxious (rhomb).



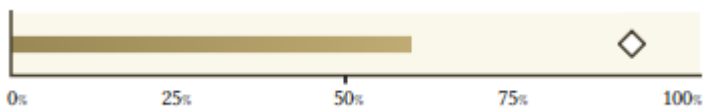
Rather unable (bar), but absolutely wanting; stress (rhomb).



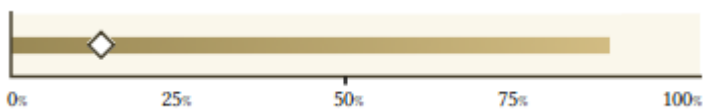
Can (bar), but rather unwilling (rhomb).



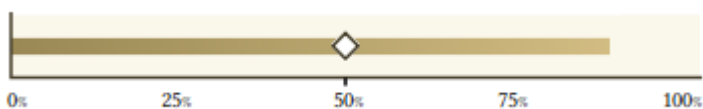
Can (bar) and decides situationally (rhomb).



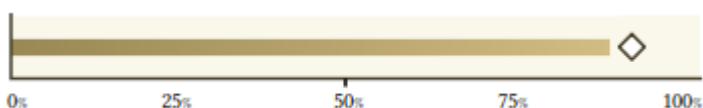
Can (bar) and wants absolutely; stress (rhomb).



Strength (bar), but rather unwilling, cautious (rhomb).

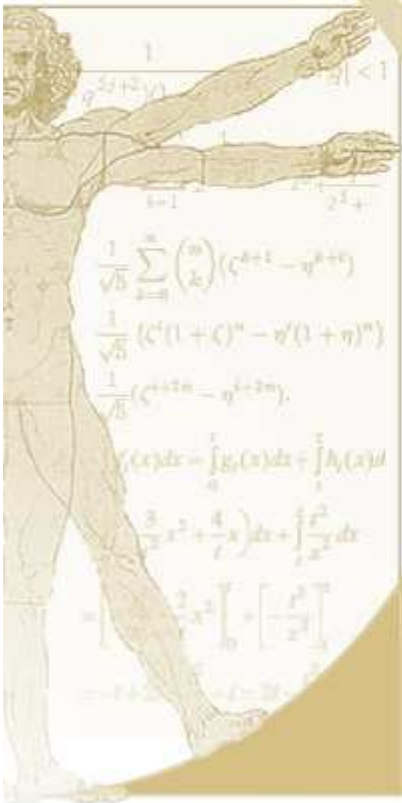


Strength (bar) and decides situational (rhomb).



Strength (bar), absolutely wanting, high passion, stress (rhomb).

Evaluation results

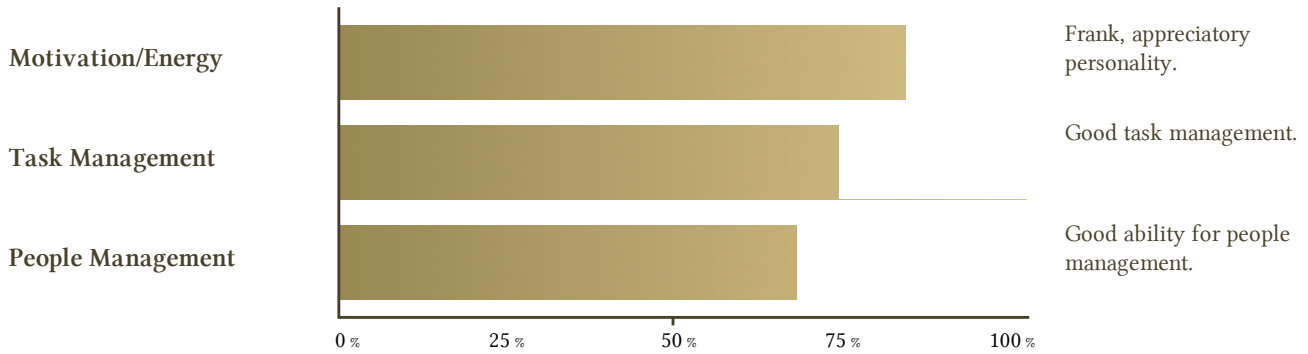


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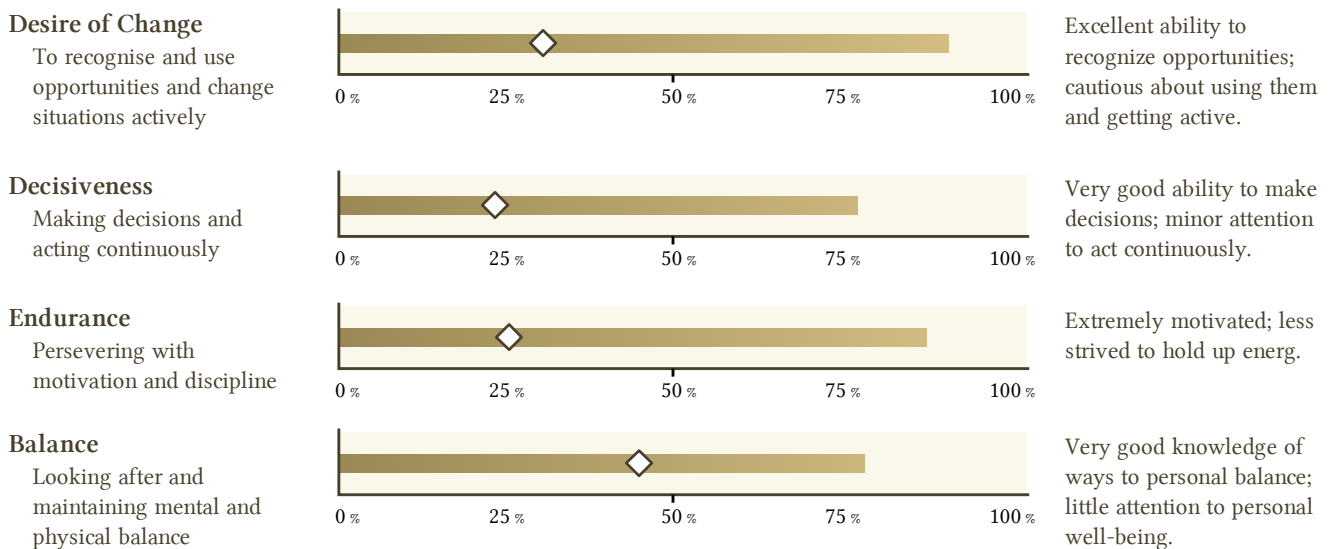
Mustermann, Alice

age group: 1971
phone: 0123 456789
e-mail: alice@mustermann.net

Competence Overview



Motivation/Energy

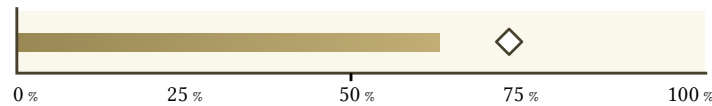


Task Management



Structuring

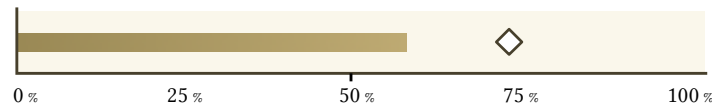
Realising and adhering to structures



Good ability to recognise structures; high attention to respect and adhere to them.

Planning/Organisation

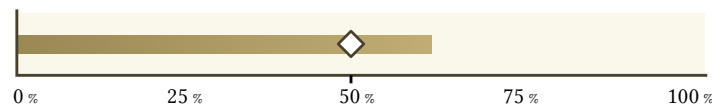
Setting up and adhering to temporal agreements



Good ability to set up temporal agreements; high attention to follow and adhere to them.

Flexibility

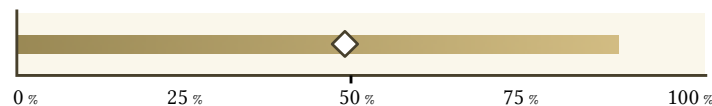
Changing and deviating from plannings



Flexible; ready to deflect from plannings.

Prioritisation

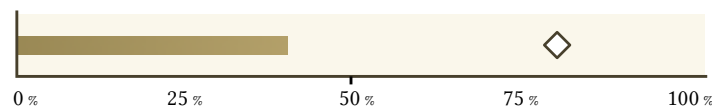
Separating important / unimportant and acting after it



Very precise in distinguishing important from unimportant; but rarely acting accordingly.

Judgement

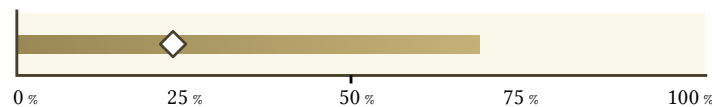
To distinguish and judge between right and wrong



Common ability to distinguish between right/wrong; specifically attentive to judge correctly; fast.

Objective

Seeing results detailed in the future



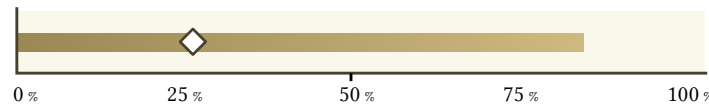
Good ability to see results in detail in advance; thinking mainly in single steps.

People Management



Problem Solving

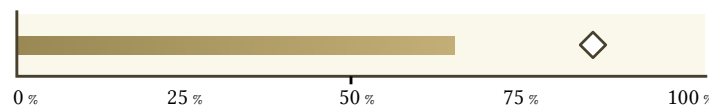
Recognition of correlations between problems, solution oriented thinking and action



Precise ability to recognize correlations between problems, cautious to think and act solution-oriented.

Objectivity

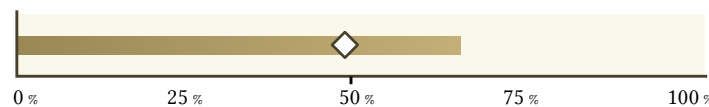
Clear and unaltered perception of correlations



Good capability to perceive correlations unaltered; very high attention to clarity and truth.

Sense of Responsibility

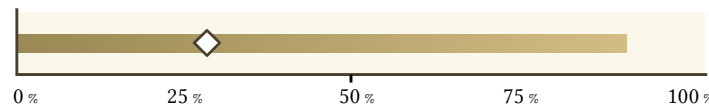
Deciding and acting conscientiously



Clear ability to decide conscientiously; very anxious to behave accordingly.

Creativity

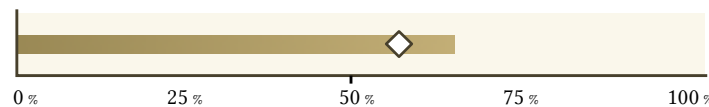
Being open minded for new ways and going them



Outstanding creativity; extremely open minded for new things, interested in going new ways, but needs time to implement them.

Co-operation

Reaching goals together in a team



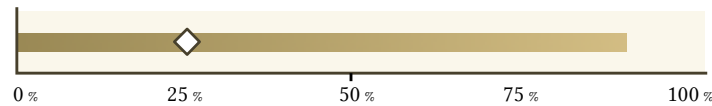
Good ability to teamwork, high interest in being successful in a team.

People Management (Fortsetzung)



Persuasiveness

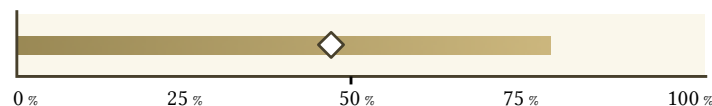
Moving others with arguments



Excellent ability to convince others with arguments; but hardly using this strength.

Delegation

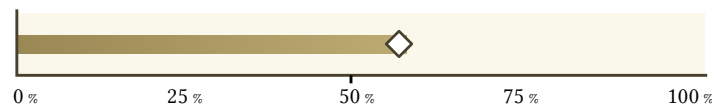
Recognising capabilities of others and delegating tasks



Very clear in recognising the abilities of others; tasks are rarely delegated.

Conflict Management

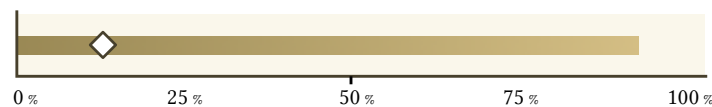
Recognising and solving causes of interpersonal problems



Good ability to recognize the reason of interpersonal problems; ready to solve them.

Empathy

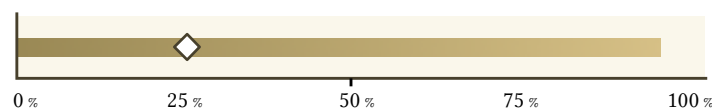
Intuitive attention to the unique views and feelings of others



Intuitive; keen awareness of people; trusting, yet aware enough to be cautious.

Ability to Motivate

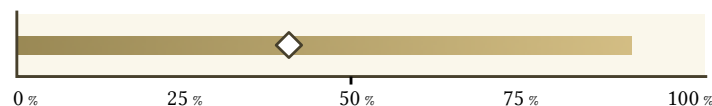
Moving others emotionally



Excellent ability to motivate others; yet using this strength rarely.

Communication

Receiving and sending verbal and nonverbal information



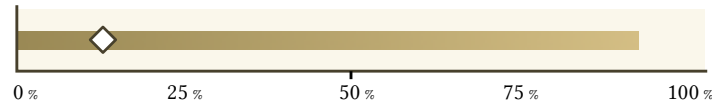
Excellent ability to communicate; active listener.

Personality



Empathy

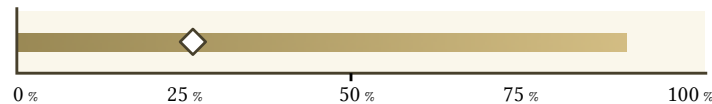
Intuitive attention to the unique views and feelings of others



Intuitive; keen awareness of people; trusting, yet aware enough to be cautious.

Practical Thinking

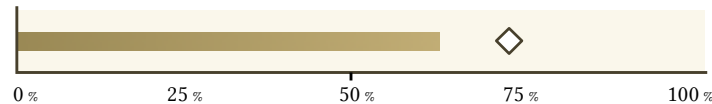
Creative, action oriented shaping of life



Keen practical insight and gut feelings; anticipatory; real-world oriented; impatient.

Structured Thinking

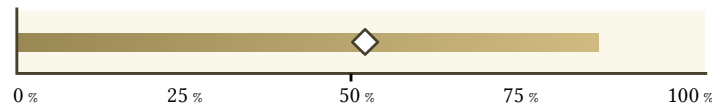
Paying attention to systems, hierarchies and orders



Analytical, structured, proactive, own clear ideas of how the world and others should be.

Self Esteem

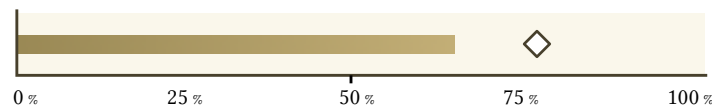
Following your own gut feeling and inner self



Excellent ability to know and to care for one's inner self and feelings.

Role Awareness

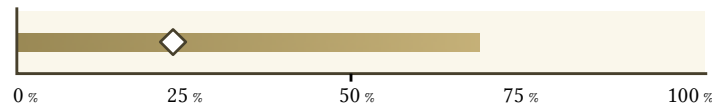
Being aware of your own strengths, passionate and dedicated use of them



Very confident, status focused, competitive, loves to win and have own work recognized.

Self Direction

Knowing and living up to your own goals, values and principles



Moderately clear self directing ability; sense that one's future is uncertain and on hold.