



Personal Profile

«Understanding your own behavior allows you to communicate and negotiate better»



Goals of PersProfile

- ◇ **Provide** a simple, reliable, and efficient Tools, which allows any hiring company to understand the make-up and personality of a candidate.
- ◇ **Improve your candidate selection** and the degree to which the individual will match the profile of the offered position.
- ◇ It allows the hiring manager and the position's manager to **define** the profile for the open position and to ensure the best possible fit.
- ◇ **Utilization of the database tool** to achieve the best possible match between all tested and available candidates and the requirements outlined for the position.
- ◇ **Achieve** an even higher level of professionalism during the hiring process.



Without resorting to an extensive and in-depth psychoanalytical process it is possible to recognize the classical, basic behavioral trends and patterns of the various types of personalities which allows for drawing rather precise conclusions regarding the motivation and expectations of an applicant.

This analysis is also a simple method to compare the predominant behavioral tendencies of a person with those of several pre-defined personality types.

To a large degree, these tendencies have been created and influenced by our **personal and social development**, and also the **social role** we play in **our environment**. Additionally they reflect the **sate of mind** and **current thinking** at the time the analysis is taken.

Being able to identify these tendencies in a person also allows us to recognize basic, innate behavioral and **thinking patterns, expectations, actions and re-actions** in a given situation.



All of us are subject to **eight fundamental behavioral tendencies** at any time.

They can be combined in various ways and thus result in four types of personalities which determine our interactions with our environment.

However, it is rather obvious that it is impossible (nor is it the purpose of this analysis) to slot all human kind into 8 categories!



Behavioral Tendencies

RATIONAL

Knows and understands numbers and facts
Motivation: Reality

DOER

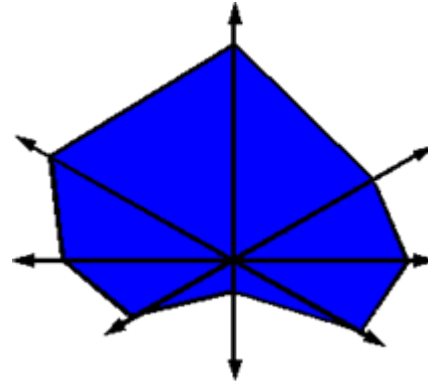
Dominates
Seeks Results
Motivation: Power & Efficiency

PROACTIV

Involved
Not satisfied with status quo
Always seeking new projects
Motivation: Action

ANALYST

Perfectionism
Details, Numbers, Procedures
Motivation: Professionalism, Accuracy



MOTIVATOR

Sociable
Team Spirit
Motivation: Recognition

REACTIVE

Avoid Standards, Rules & Regulations
Motivation: Wait & see, Thinking things through

SUPPORTER

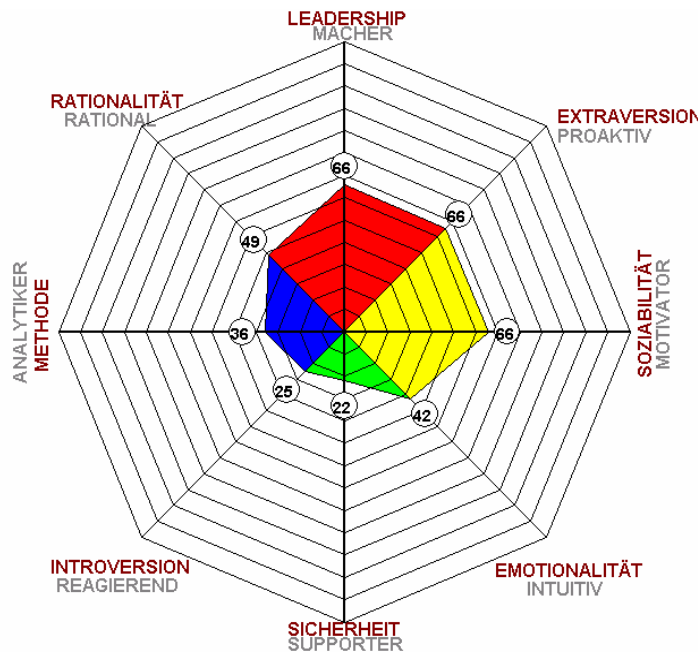
Secure status quo
Efficient in a calm, predictable, plan able environment
Motivation : Security

INTUITIV

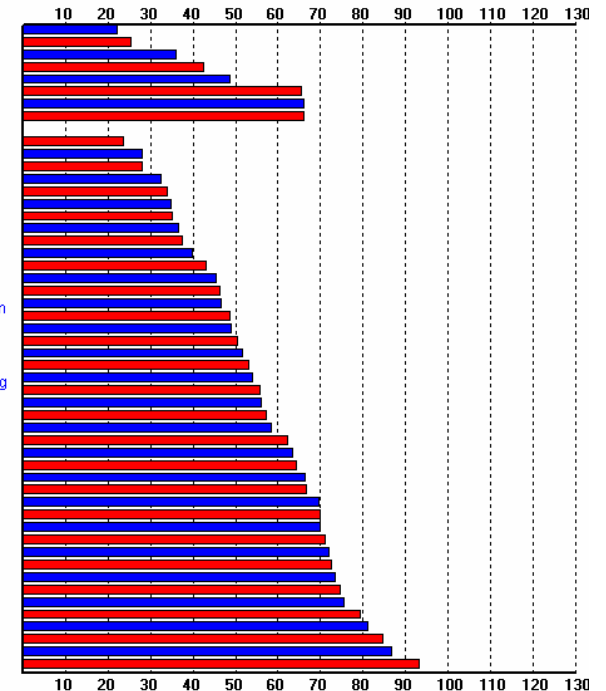
Intuitive, Life Loving, Altruism
Motivation: Emotions and Empathy



The example displayed below will illustrate this concept. The spectrum of colors includes an endless number of nuances, tones, and shades which are all the result of a mixture of only three primary colors. The very same principal is true for human beings. While the individual behavior is highly unique, its tendencies are still rather similar to those of many other persons.



- SICHERHEIT
- INTROVERSION
- METHODE
- EMOTIONALITÄT
- RATIONALITÄT
- EXTRAVERSION
- SOZIALITÄT
- LEADERSHIP
- Zurückhaltend
- Vorsichtig
- Eignung repetitive Arbeiten
- Regelmässigkeit
- Normentreue
- Analysefähigkeit
- Präzision
- Verständnisvoll
- Team-Einordnung
- Einsatzbereitschaft
- Logik
- Anpassungsfähigkeit
- Eignung Kontrollaufgaben
- Erfüllen von Anforderungen
- Organisationsgabe
- Zuverlässigkeit
- Kommunikationsgabe
- Selbstdisziplin
- Beharrlichkeit
- Bedürfnis nach Anerkennung
- Zuhören können
- Geselligkeit
- Kreativität
- Vertrauensbereitschaft
- Delegieren können
- Verhandler
- Diplomatie
- Effizienz
- Herausforderung suchen
- Selbstwertgefühl
- Initiative
- Spontaneität
- Überzeugungskraft
- Energie
- Realitätsbezug
- Ichbezogenheit
- Team anleiten
- Schnelligkeit
- Kampfgeist
- Autorität
- Autonomie
- Ausdrucksfähigkeit
- Stress Resistenz





The levels at which our eight behavioral tendencies interrelate vary strongly from person to person, however, they triggers our behavioral patterns in a rather predictable way.

1. The Doer: (Active - Rational)

Wants results at any cost, seeks power. Dominates events and those that influence them.

2. The Communicator: (Active - Emotional)

Influences the environment, is motivated by recognition. Looks for team spirit.

3. The Supporter: (Re-Active - Emotional)

Seeks security, wants to preserve achieved status quo, cautious and careful regarding changes.

4. The Analyst : (Der Re-Active - Rational)

Guided by precision, detail oriented, looking for technical perfection.

Notes to the comments

These comments describe the general tendencies for each of the profiles. They are neither conclusive nor do they include all nuances and from time to time the may even contain contradictions – very much alike human nature itself.



Behavior Types



The Rational

Common Reactions

Trusts numbers **Clearly defined objectives**
Analyses the facts **Conformist**
Ideology, Insistent **Stubborn**

Specific Reactions



Analyst

- Self confident through technology
- Takes time
- Concentrates on details
- Decides after identifying the best technical solution
- Likes to develop detailed plans
- Values precision
- Is motivated by perfectionism
- *When under stress:* employs strategy



Doer

- Autonomous
- Leader
- Quick and impatient
- Likely aggressive
- Makes decisions on his own. Acts alone and swift
- Individualist
- Seeks challenges
- Motivated by power
- *When under stress:* reacts angry



The Re-Active

Common Reactions

Needs references
Thinks before committing
Logical
Weary of the risks

Reserved
Non committal
Not very trusting
Has hard time making decision

Specific Reactions

Analyst

Supporter

- Self confident through technology
- Takes time
- Concentrates on details
- Decides after identifying the best technical solution
- Likes to develop detailed plans
- Values precision

- Is motivated by perfectionism
- *When under stress*: employs strategy

- Needs security and guarantees
- Procrastinates
- Avoids problems
- Makes decisions only if they do not bear any risks
- Efficient in calm environment

- Is motivated by security
- *When under stress*: retreats



The Doers

Common Reactions

Innovative
Impulsive
Initiative
Seeks solutions

Trusting
Quick
Engaging
The first to ...

Specific Reactions

Doer

- Autonomous
- Leader
- Quick and impatient
- Likely aggressive
- Makes decisions on his own. Acts alone and swift
- Individualist
- Seeks challenges
- Motivated by power
- *When under stress:* reacts angry

Communicator

- Influences the environment
- Considerate
- Sociable
- Makes team decisions or lets the team decide
- Pleasant
- Handles humor well
- Seeks image
- Motivated by recognition
- *When under stress:* disseminating biting humor and seeks alliances



The Emotional

Common Reactions

Intuitive
Creative
Connoisseur

Empathetic
Altruistic
Considerate

Specific Reactions

Supporter

- Needs security and guarantees
- Procrastinates
- Avoids problems
- Makes decisions only if they do not bear any risks
- Efficient in calm environment
- Is motivated by security
- *When under stress*: retreats

Communicator

- Influences the environment
- Considerate
- Sociable
- Makes team decisions or lets the team decide
- Pleasant
- Handles humor well
- Seeks image
- Motivated by recognition
- *When under stress*: disseminating biting humor and seeks alliances



PersProfile Manager - Details

- Test duration 15-20 minutes
- Professional questions
- Multilingual
- Reference profile of the workplace
- Comparison Individual Profile ► Reference Profile
- Comparison of a respondent's evolution





PersProfile Manager – Details (cont'd)

- Summarized and detailed commentaries
- Equilibrium between graphics and commentaries
- Use of Models (Templates) for Results
- Stand-alone, Network, Web, PersProfile Anywhere
- Remote controls for group sessions
- Importation of collaborators' files
- Export ► Excel
- Export ► Other Software Packages





PersProfile Manager – Details (cont'd)

- Ease of use
- Validation in line with APA norms
- Combination with other applications
(Surveys, Knowledge Tests, Language Tests)
- Various types of licenses
(Limited, Unlimited, Leasing)





Our Product and Service Options

1. Individual Analysis (Recruitment, Personnel Development, Conflict Resolution)

We offer on-line analysis for individual current employees and applicants.

2. Group Analysis (Team Composition)

You have the following options:

a) Analyze the behavior and aptitude of all company employees in corporate, branch, and/or departmental positions.

b) Comparative analysis of all company employees in corporate, branch, and/or departmental positions with the goal of detecting group specific patterns.

3. Position Specific Profiles (Reference Profiles)

Prior to hiring a new employee we can establish a position specific reference profile which the test results of any applicant can be compared to.

The findings will be made available to you in MS-Word!