



LINC

LINC PERSONALITY PROFILER

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LINC PERSONALITY PROFILER

YOUR PERSONAL RESULTS REPORT

Maria Musterfrau

Welcome to your
PERSONALITY PROFILER
results report!

To better understand one's
personality, to reflect on and
then apply the newly gained
knowledge and thereby
triggering personal
development and successfully
mastering private and
professional challenges: We
would like to support you in
this way with this results
report!

In this report, you will find
psychologically sound
analyses, significant
informative figures, graphs,
and charts, as well as specific
recommendations that will
give you a comprehensive
picture of your personality.

The personality of a person is
formed by the sum of those
features that characterize his
or her experiences, feelings,
and behavior

The better you know
yourself, and how you affect
others, the more successful
you become in dealing with
others, and the easier it will
be for you to develop your
personality.

We wish you a lot of fun and
many interesting insights
when reading this report!

If you have any questions,
feel free to contact us at any
time.

Your LINC Team

Prof. Dr. Martin Puppatz



Dr. Ronald Franke



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PSYCHOLOGICAL BACKGROUND INFORMATION

THE PSYFACTS

You would like to learn more? Great!

Because we have a lot more for you than would fit in this report. If you want to share in our enthusiasm and fascination for psychology and learn more about the exciting topics in this report, simply look for this symbol in the result texts: **Ψ**.

This is the Greek letter Psi, and it leads you to the so-called Psyfacts by pointing to a specific topic. At www.linc-institute.de/psyfacts, we have compiled background information on each topic with explanations and examples.

We invite you to visit the website and browse for any topics that interest you.

This way, you will gradually learn about the most important and interesting insights into modern personality psychology through the Psyfacts!



WHAT DID WE ASSESS?

THE BUILDING BLOCKS OF YOUR PERSONALITY

Personality represented holistically

Every person has an individual, distinctive personality, formed from a seemingly unmanageable number of different features.

And yet there are ways to structure this alleged chaos. Imagine the facets of your personality as individual building blocks. If we want to depict your personality realistically, we have to capture these building blocks and create a complete picture of the combination of these.

Over the past decades, modern psychological research has been able to demonstrate that personality is made up of the combination of building blocks such as character traits, motives, and competences, with character traits at the core of your personality.

To map this core as accurately as possible, we use by far the best model for explaining personality, the "Big Five" (Ψ). These five basic personality components have been reaffirmed in numerous psychological studies and form the central pillars of your personality.

The Big Five are assessed in the PERSONALITY PROFILER, in addition to your motives and competencies. The diagrams, key figures, and detailed texts of this report will inform you in detail which building blocks characterize your personality in particular.

The results present personality transparently and understandably, allowing you to understand yourself and others better.

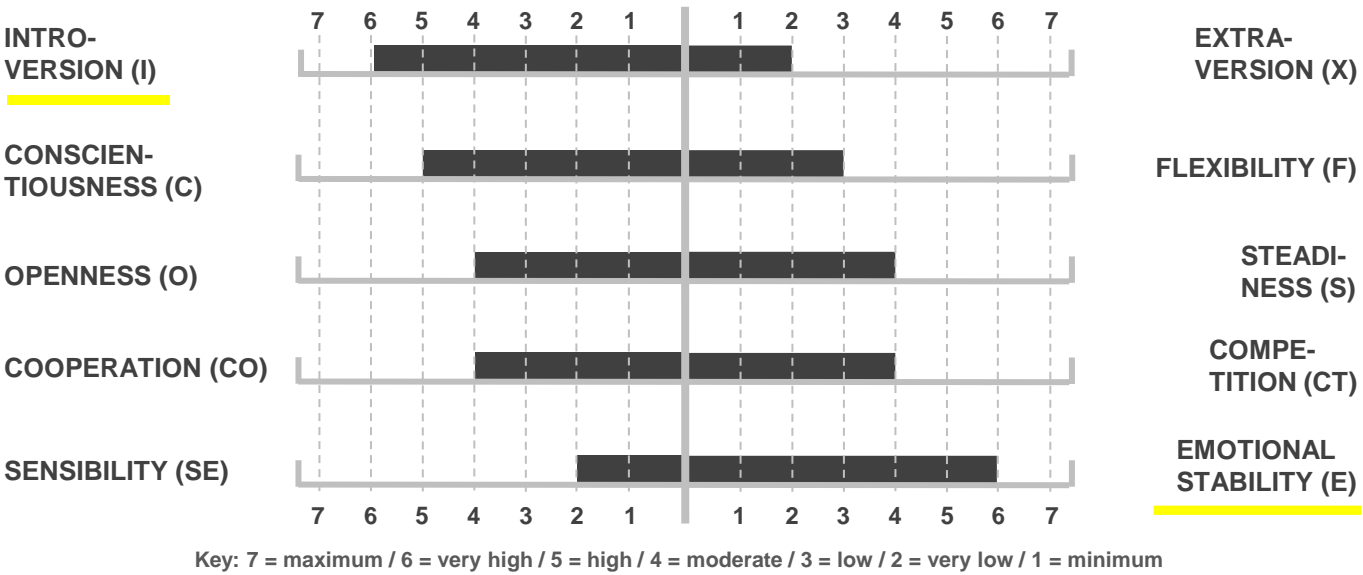


PERSONALITY PROFILER – THE RESULTS AT A GLANCE

YOUR PROFILE - OVERVIEW

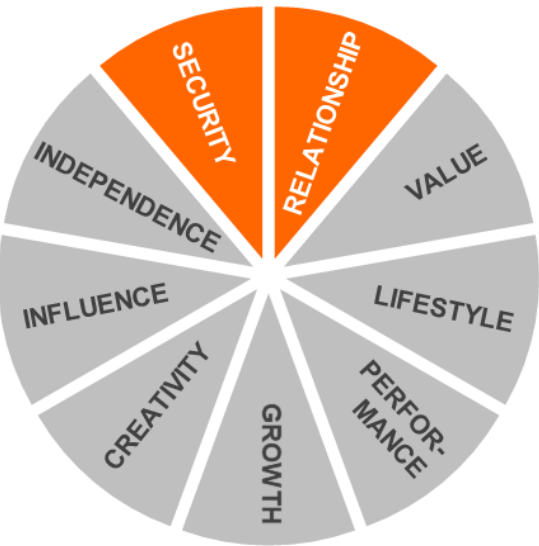
CHARACTER TRAITS – THE BIG FIVE

Character traits determine **how** we act and lead our life....



MOTIVES

...our motives impact **which** goals we strive for in our lives ...



COMPETENCIES

... while the competencies have an influence on **whether** we reach a certain goal.



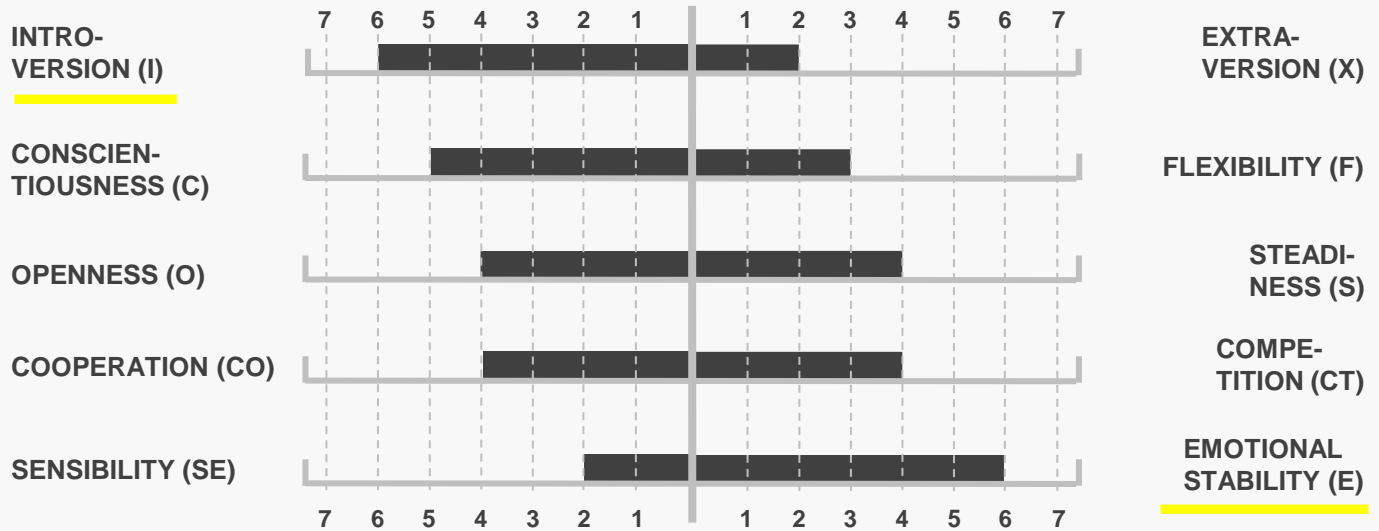
YOUR TOP COMPETENCIES

YOUR PREFERENCES REGARDING THE BIG FIVE DIMENSIONS

CHARACTER TRAITS

Building block 1 of the personality: The five most important characteristics (Big Five) as the base of your individual behavioral tendencies

CHARACTER TRAITS – THE BIG FIVE



Key: 7 = maximum / 6 = very high / 5 = high / 4 = moderate / 3 = low / 2 = very low / 1 = minimum

YOUR PREFERENCES IN DESCENDING ORDER

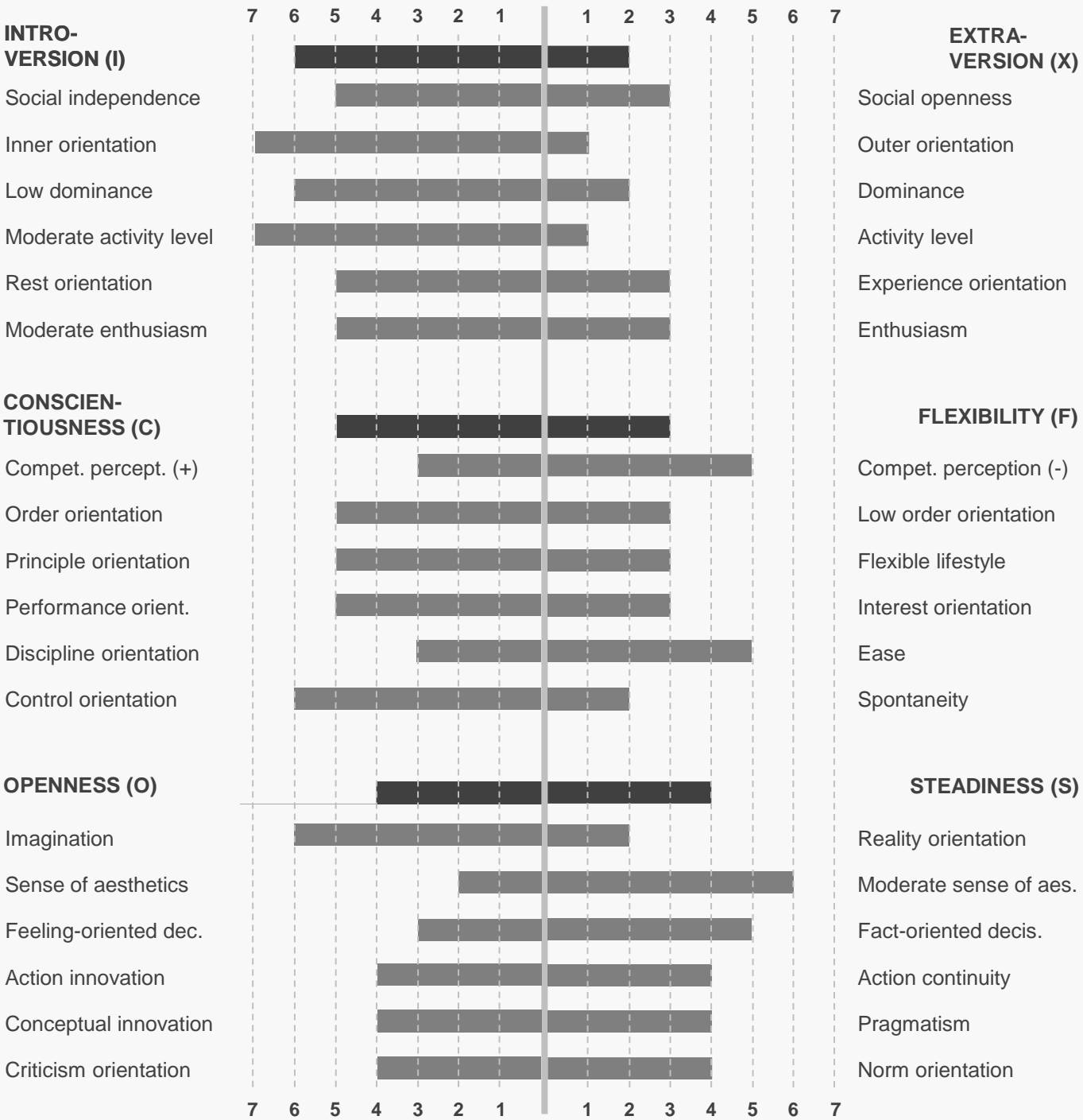
1. INTROVERSION
2. EMOTIONAL STABILITY
3. CONSCIENTIOUSNESS
4. COOPERATION
5. STEADINESS

- Your character traits are presented using the Big Five model, which captures five key character dimensions.
- Each dimension consists of two opposing poles.
- Your pronouncement on these dimensions provides information on your behavioral preferences.
- The two most pronounced dimensions are marked with a yellow underline in the chart (primary dimensions).

YOUR PREFERENCES REGARDING THE BIG FIVE DIMENSIONS

CHARACTER TRAITS

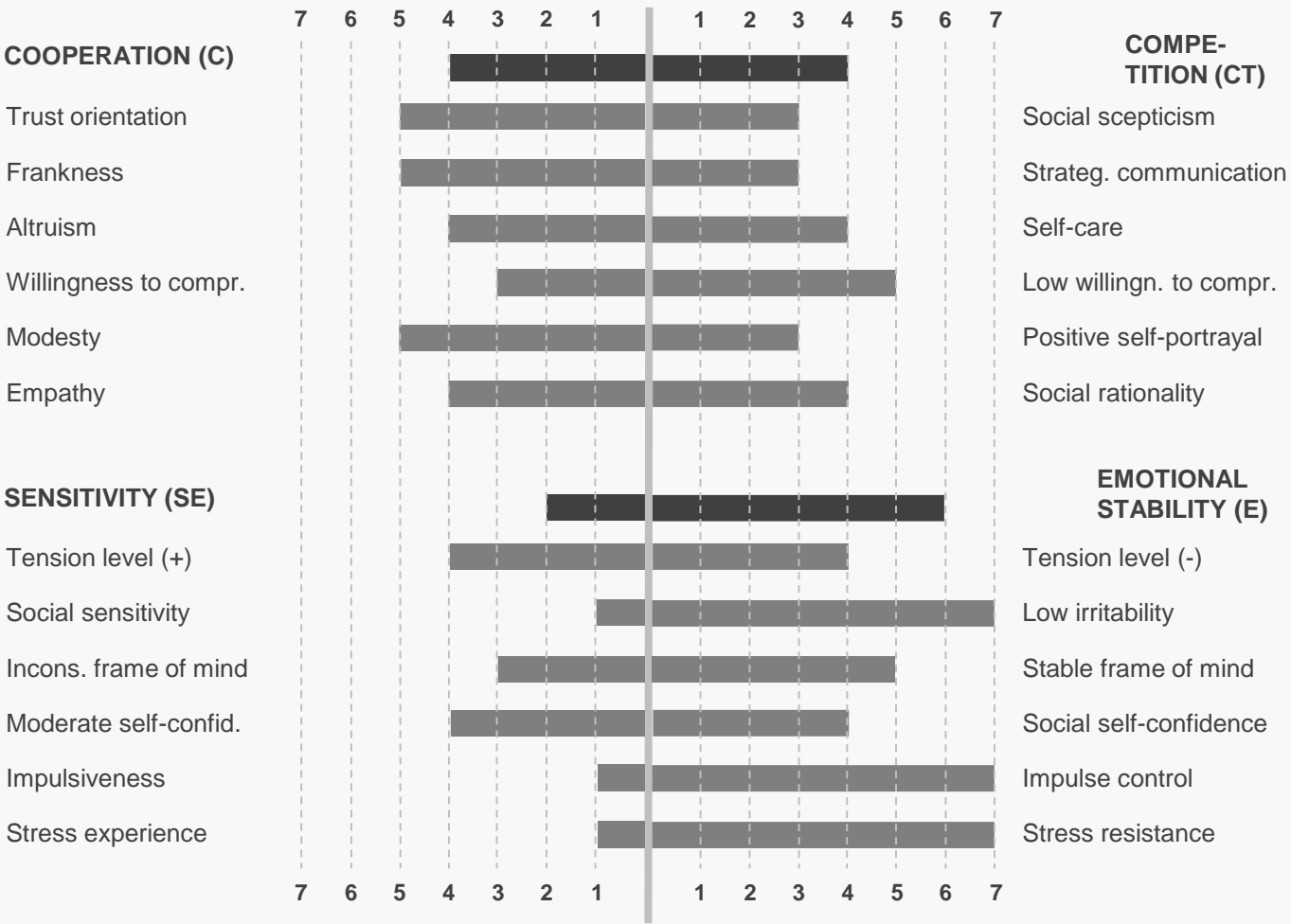
Overview of the Big 5 facets



YOUR PREFERENCES REGARDING THE BIG FIVE DIMENSIONS

CHARACTER TRAITS

Overview of the Big 5 facets



QUESTIONS TO REFLECT UPON

- In which situations did your preferences become particularly visible in the past?
- How do your preferences have an impact on your behavior, e.g. working style, communication style, style of conflict or leadership style?
- Which of your personality preferences have contributed especially to your success?
- In which fields did you change the most over the last few years?
- What are behaviors of others you are less able to deal with? From which preferences do these behaviors usually come?
- In which fields do you want to achieve change in your personal style?

DETAILED DESCRIPTION OF YOUR CENTRAL CHARACTER TRAITS

CHARACTER IN DETAIL (1)

To recharge your battery, you need time for yourself and breaks in which you can process the perceived. Therefore you seek and enjoy moments of rest and relaxation rather than constantly looking for activity. If you don't overexert yourself, then little breaks usually suffice in order to recharge the battery.

As you are not irritated easily at all, you hardly respond to provocations and feel less provoked than others do. All in all, you are a very balanced person, who experiences negative emotions such as anger, frustration and bitterness as a result of the actions and statements of others less intensely than others and very rarely "fly off the handle".

You have greater self-control than most other people. This means that you have impulses and needs, such as the desire for consumer goods or stimulants, which you can control quite well, if this seems necessary to you.

You are far more resistant to stress than many others. Of course, you also experience stress, but assume that you will find ways to cope with it (Ψ self-efficacy). This high resilience means that you do not suffer as much from stress as others in similar situations (Ψ resilience).

Moderate level of activity
(I)

Low irritability (E)

Impulse control (E)

Stress resistance (E)

DETAILED DESCRIPTION OF YOUR CENTRAL CHARACTER TRAITS

CHARACTER IN DETAIL (2)

You are no more unsocial than other people, but you experience the encounters with others through the filter of your own thoughts and feelings, so that contacts with many people within a short period of time are more exhausting than constructing for you. Therefore, you tend to like to be alone and prefer to interact with one or a few people at the same time instead of many.

You barely feel any need for dominance or the desire to lead a group, but seek your place in the social fabric and concentrate on your tasks there.

Aesthetic experiences as in art, design, painting, literature or classical music, don't interest you very much, you prefer practical things such as technology, health and nutrition (cooking) or sports.

It is important for you to be well prepared for all sorts of situations. Your decision-making is usually well-considered, so spontaneity is not necessarily your most prominent feature. You analyze thoroughly and think extensively before deciding and then acting. Situations that seem ambiguous or very unpredictable to you are not for you, as you strive for clarity and unambiguity (Ψ ambiguity tolerance).

Inner orientation (I)

Low need for dominance
(I)

Moderate sense of
aesthetics (S)

Control orientation (C)

ACTION FIELDS

COMMUNICATION

BEHAVIORAL PREFERENCES AND THOUGHT-PROVOKING IMPULSES

You can generally deal with difficult counterparts and can correctly classify criticism as well as praise without getting out of balance.

You are not the kind of person to speak before you think. You can easily resist the impulse, for example, to immediately respond to a flippant remark.

Very rarely do you express your opinion prematurely or get carried away with careless statements that you regret later. Instead, you act prudently and judiciously in communicating with others.

When building your network, do not try to copy very outwardly oriented people. Stay authentic and build a connection the way it feels natural to you.

You are reluctant to tell a lot of things about yourself, especially when it comes to your own achievements or successes. You therefore must be careful not to hide your "light under the bushel" too much.

Your imagination pays off as you build your network. You will find topics for exciting conversations with different people and are often perceived as an interesting person to talk to.

You tend to communicate in a matter-of-fact and quiet way and rarely use exaggerations and superlatives.

Low irritability (E)

Impulse control (E)

Control orientation (C)

Inner orientation (I)

Modesty (CO)

Imagination (O)

Moderate enthusiasm (I)

ACTION FIELDS

WORK STYLE

BEHAVIORAL PREFERENCES AND THOUGHT-PROVOKING IMPULSES

You stabilize the team with your relaxed manner and provide stability at a relationship level, as you, for example, do not take every comment personally, but recognize that these are often due to the stress during the task processing (Ψ attribution).

You approach the task carefully and do not rush. Because you think carefully before you act, your thoughts and actions usually make sense. But also try to develop a sense of when quick action is needed.

In completely new teams you need a certain amount of time to "defrost" and to warm up with the other members in the team.

Be sure to communicate well with your colleagues or team members because communication is the key to the success of any social activity.

You are not a fan of "rush jobs" at work. If colleagues come to you with supposedly great ideas, you then first check whether the whole thing really makes sense and you are also able to identify the potential disadvantages better than others.

You do not settle for hasty solutions, but demand sound, well thought out and well prepared solutions.

Because of your performance orientation and ambitious goals, you can motivate the others in the team, as long as you make sure you get them on board rather than "lose them" along the way. But keep in mind that you can't bring about the success of the team all by yourself. If you try this, it will cause others to simply sit back, relax and let you do the work.

Low irritability (E)

Level of activity (I)

Social independence (I)

Social independence (I)

Control orientation (C)

Order orientation (C)

Performance orientation
(C)

ACTION FIELDS

LEADERSHIP

BEHAVIORAL PREFERENCES AND THOUGHT-PROVOKING IMPULSES

You are more likely to lead with a "steady hand" and are not inclined to overwhelm your employees constantly with new, perhaps even contradictory tasks.

You do not like it when a leader falls into actionism and acts hectically. Instead, you can deal with superiors who are orderly and prudent better.

When you lead, you develop a great deal of imagination for new ideas, processes, products, etc. It is ideal if you then have employees in your team who are strong at implementing something and make something of it.

You expect your employees, regardless of their ability, to have a professional work attitude at all times, order in the workplace and reasonable manners.

From time to time, think about how well your leader knows you and how close your relationship is (Leader-Member Exchange, Ψ). With a manager who is not so close to you, it may well be because of your modesty that they don't even notice what you are doing.

You conduct yourself appropriately and fairly, and make clear targets as to which objectives should be achieved instead of simply giving outrageously motivational speeches.

Your personality does not make it easy for you to interact and communicate with many people. So, if you have larger teams or departments, you should always make sure that you communicate sufficiently.

Level of activity (I)

Level of activity (I)

Imagination (O)

Order orientation (C)

Modesty (CO)

Moderate enthusiasm (I)

Inner orientation (I)

HOW AM I PERCEIVED BY OTHERS?

EXTERNAL PERCEPTION

This is how you are typically perceived by other people

POSITIVE RECEPTION

Your ability to control impulses and not simply give in to them impresses a lot of people who do not have this ability.

Your balanced nature, even in the face of provocation, impresses many people who quickly fly off the handle.

Other people often perceive you as prudent, because you act calmly and without hectic or actionism.

Your rich phantasy and imagination are especially admired by people who are not as imaginative as you.

Almost anyone who has ever worked with you in a team or made a trip is impressed by your thoughtful preparation. Although sometimes there may be some jokes about how meticulously you prepare, secretly everyone knows that you can count on one thing: you will think of everything important.

CRITICAL RECEPTION

Very active people may feel that you lack variety in your life. Such people may perceive you as boring as they find it difficult to believe that you could be satisfied without variety.

In some situations, your pronounced impulse control may seem overcontrolled and / or even compulsive to others.

Your tendency to always have a good grip even in hostile situations can be perceived as provocative to some people (especially if they themselves do not have that kind of sovereignty).

You may initially be perceived as reserved or closed off to others.

It could become problematic if you are perceived by others as the workhorse to whom you can simply give any task, without thinking about when it might become too much for the you.

APPLYING THE RESULTS

DEALING WITH OTHERS

COMMUNICATION AND COOPERATION

Extraversion

Try to provide extraverted people with positive reinforcement, e.g. by praising their work results.

Don't feel "run over" when extraverted team members approach you quickly and directly with private topics, even though you may not know each other so well yet.

Try and comprehend that some colleagues are the center of attention more often. This is not necessarily due to an increased urge for personal recognition, but simply part of the personality structure.

Look for a friendly, communicative environment where even casual comments or jokes are welcome, because extraverts don't feel fully comfortable in very sober, exclusively professional environments, in which work and private life are strictly separated.

Sensibility

Similar to introverts, it is important to send positive signals during communication, e.g. a sympathetic nod, affirmative approval, etc. (Ψ active listening). Praise also your sensitive counterpart whenever it is possible and appropriate.

Do not communicate too directly and don't address everything you think, but first consider whether it might be perceived as a personal attack. Think about what the sore points of the sensitive counterpart could be and be very careful regarding these points.

Apologize as honestly as possible if you have hurt the person.

Avoid pointing fingers because you may reduce the self-confidence of your colleagues permanently (Ψ attribution).

APPLYING THE RESULTS

DEALING WITH OTHERS

LEADERSHIP

Extraversion

Extraverts derive great motivation from positive confirmation. As a leader, you can promote this by celebrating successes and frequently praising extroverted employees, also in public (e.g. in front of the team).

Be aware that Extraverts can handle varied, perhaps even somewhat exciting tasks that involve many different activities and a high level of activity overall. Otherwise you could lose motivation.

Because of their personality structure, extroverted staff will probably get more attention from you than others because they are more eye-catching and the centre of attention more often. Pay close attention that this fact does not spoil your judgment: just because someone is more "visible" than others does not mean that the performance is better (Ψ halo effect).

Sensibility

If you are genuinely interested in their well-being and behave in an appreciative manner, then sensitive employees will feel secure with you, build up trust and perform to the best of their ability.

Sensitive employees don't trust themselves to do as much as other team members. It is therefore important to have an executive who backs them up and gives them security, even if something goes wrong.

You can best empower sensitive team members by giving them more challenging tasks gently and step by step in order for them to grow.

APPLYING THE RESULTS

DEALING WITH OTHERS

ARGUING, NEGOTIATING, AND SELLING

Extraversion

Make an effort to create a warm, open and above all humorous conversation atmosphere so that you can quickly break the ice with your extroverted conversation partner.

Extroverted people like it when they have control over the conversation and can dominate a conversation. It can therefore be effective to withdraw in the conversation and leave the extroverted counterpart a lot of room to speak in order to give him or her a good feeling.

Extraverts are often attracted to eye-catching products. Daring designs, bright colors, etc. are therefore often well received by extraverts.

Extraverts usually respond positively to emotional arguments and are receptive to superlatives. So if you want to sell something, then you should show what is particularly exciting, fantastic and sensational about your offer.

Sensibility

Regarding sensitive counterparts, you should forego tough negotiations. This could be considered as a personal attack, whereupon she or he could react by terminating the negotiation.

Be prepared that negotiations with sensitive people can be very emotional and impulsive. Your counterpart may, for example, become loud and / or personally offensive. In most cases, however, such emotional outbursts are not meant personally.

If you want to sell something to sensitive people or convince them of something, it is wise to create a sense of trust and security. Try to communicate to your counterpart that he or she is making the right decision and isn't making a mistake by accepting your offer.

APPLYING THE RESULTS

LEARNING FROM OTHERS

The strengths of other personality factors

What can you learn from very extraverted people?

Have the courage and the will to take the lead in social situations if you can and should do so (for example, because you have the most expertise in a particular topic).

Become more active and, for example, say "yes" to invitations or agreements more often than before, even if they are activities you have not contemplated doing before.

Influence others even more enthusiastically and inspirationally, if you want to motivate them or really want to convince them of something.

Approach people you do not know open-mindedly, friendly and cordially in order to socialize faster.

Become more confident when in contact with others by engaging more in contact situations - such as small talk in large groups - and thus feel more comfortable in such situations over time.

Get emotionally involved in the intense moments of life even more than before, for example, by pausing for a given occasion and being aware of the particular moment you are experiencing or what a great success you have just achieved.

APPLYING THE RESULTS

LEARNING FROM OTHERS

The strengths of other personality factors

What can you learn from very sensitive people?

Identify potential problem areas and pitfalls in a project or in cooperation with others at an early stage. You often assume that everything will be alright. Generally speaking this is a very useful way of thinking, but be sure to really take potential hurdles and setbacks seriously in order to be prepared for them.

Openly show weaknesses and fears to people, whom you trust, which generally appears very human and sympathetic to others.

Be more aware of your own contribution in the event of conflicts or problems in the team. Since you are a very stable person, you do not tend to be overly self-critical, and this is a good way to protect your self-esteem in the event of problems and conflicts. Of course, like everything else in life, this tendency should not be exaggerated, as you will no longer be able to recognize your own contribution. This prevents further development and can lead to further conflicts (Ψattribution).

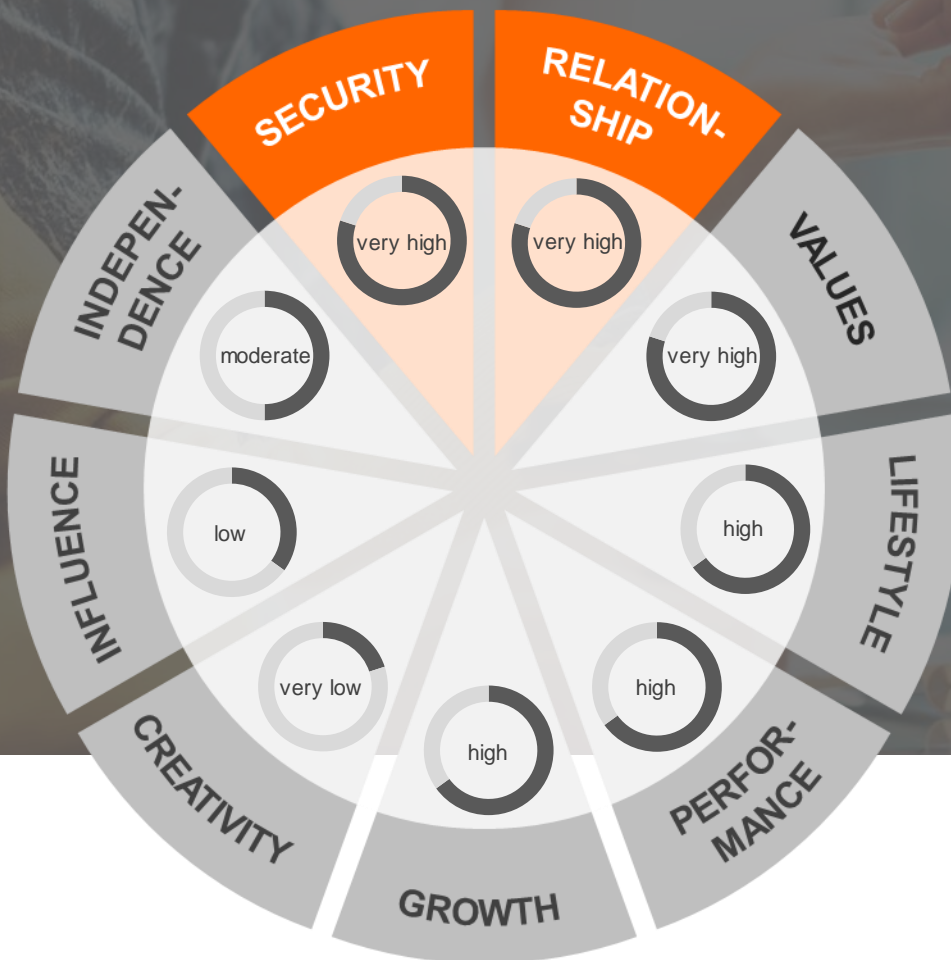
Be one with yourself and listen to your own body as well as your own soul in the sense that you get a feeling of your own limits and your own needs.

Just let go now and then and give in to inner impulses, to be even "crazy" and uncontrolled or to enjoy the finer things in life even more.

WHAT ARE MY DRIVERS?

YOUR MOTIVE STRUCTURE

Building block 2: Your score on the nine central motives



- The graph shows you the nine central motives of human action.
- Motives are the driving forces behind the character traits and competencies that drive us to achieve a specific goal. Thus they are an integral part of the personality.
- Everyone possesses all nine motives. However, the pronunciation of each may differ strongly. Some of the motives control your behavior more than others. Therefore, it is vital to know the personal structure of the nine basic motives.
- Motives can also be seemingly contradictory. This is a sign of "competing" drivers and, in general, a useful starting point for personal reflection.
- On the following pages, we will explain in detail your two most pronounced motives.

WHAT ARE MY DRIVERS?

YOUR MOTIVES

THE SECURITY MOTIVE



The security motive is characterized by the desire for ...

A stable life situation with a solid partnership, as well as long-term and resilient friendships

A secure workplace

A fearless and harmonious working environment with stable relationships with colleagues and supervisors

Avoiding risks of any kind (e.g. gambling, risky investment transactions, affairs, etc.)

Examples of people with a strong security motive:

The official who feels comforted by the social insurance and the security of his job

The accountant, who appreciates, above all, the clear rules and clear procedures in her work

The senior engineer in a family business, who could make more money elsewhere, but appreciates the harmonious and familiar atmosphere in his company

Successful use of your motive: The following tasks and development goals fit your motive

Tasks with clear procedural requirements and achievable goals, which you can use to orientate yourself during the process

Positions that give you control over what - possibly risky - decisions are made in your work environment

A well-defined, stable job that enables you to become really good at what you do instead of constantly having to learn new topics

WHAT ARE MY DRIVERS?

YOUR MOTIVES

THE SECURITY MOTIVE



If you are excessively led by your security motive, this could lead to you ...

- ... being too emotionally dependent on your employer and making a lot of compromises in order not to have to change the job
- ... avoiding promising career options by dodging the risk of trying something new
- ... orientating yourself too rigidly at initially reasonable, but faulty guidelines and specifications, without questioning them
- ... not fully exploiting your creative or entrepreneurial potential due to your security orientation
- ... regretting not having tried interesting things or having stuck to unsatisfactory things (such as a dysfunctional relationship) for too long, at a later stage in your life

Questions to reflect upon

- What characterizes my personal security motive?
- How does my security motive express itself?
- Where does my security motive come from and how did it develop?
- Who or what shaped the security motive?
- Which decisions were security by my influence motive?
- What part does the security motive play in my current professional and private life situation?
- Which of my goals for my professional and private future fit to my security motive?
- Do I want to be more or less guided by my security motive in the future?

WHAT ARE MY DRIVERS?

YOUR MOTIVES

THE RELATIONSHIP MOTIVE

The relationship motive is characterized by the desire for ...

Building, maintaining and restoring relationships, belonging to a social network

Community, sociability and security within a group, friendship and loyalty

Achieving goals together in a group

Examples of people with a strong relationship motive:

The colleague who prefers to move back to the communal office because she was too lonely in her own office

The customer advisor, who has such a good relationship with some of the clients, that they become close friends

The assistant to the management, who has been the 'good soul of the office' for years

Successful use of your motive: The following tasks and development goals fit your motive

Working in (project) teams with clearly defined goals that you can reach together with the other team members and then celebrate

An activity where, through contact with a fixed group of people, you have the opportunity to build long-term and mutually trusting relationships

A task where you can create real win-win situations for yourself and your customers instead of just having to rely on quick success

A communication-intensive task that gives you the opportunity to make new contacts and maintain them



WHAT ARE MY DRIVERS?

YOUR MOTIVES

THE RELATIONSHIP MOTIVE



If you are excessively led by your relationship motive, this could lead to you ...

- ... to become dependent on the mood and success of your team or department
- ... realize that not all people think in a relationship-oriented way like you, which can lead to personal disappointment
- ... put your personal development last for the good of the community
- ... make too many or dangerous decisions based on personal attachment instead of objective evaluation criteria
- ... to be in need of harmony and to avoid conflicts too much

Questions to reflect upon

- What characterizes my personal relationship motive?
- How does my relationship motive express itself?
- Where does my relationship motive come from and how did it develop?
- Who or what shaped the relationship motive?
- Which decisions were influenced by my relationship motive?
- What part does the relationship motive play in my current professional and private life situation?
- Which of my goals for my professional and private future fit to my relationship motive?
- Do I want to be more or less guided by my relationship motive in the future?

COMPETENCE PROFILE

Building block 3 of the personality: Overview of your core competencies

The PERSONALITY PROFILER identifies 25 important competencies that represent a cross-section of leading competence models. For each competence, you will receive two pieces of information:



How likely are you to develop or expand this competence with great ease or difficulty? This information is derived from your results in the PERSONALITY PROFILER.

It is not about whether you actually possess the relevant competence, but if it fits your personality profile. A low level means that people with your profile usually find it harder to develop and expand this competence. A high level means that it is generally easier for people with your profile to do so.



How do you rate yourself on this competence? This information is based on your self-assessment. A high level means that you believe that you really possess this competence.

These two pieces of information do not always have to be consistent. It is entirely possible to develop a competence that is less pronounced, with the appropriate amount of effort. Conversely, it may also be that one hardly uses a competence that one could easily develop.

THE FIVE COMPETENCES THAT FIT PEOPLE WITH A PROFILE LIKE YOURS THE MOST



WHAT ARE MY TALENTS?

YOUR CORE COMPETENCIES

PERSUASION

Strengths

You are able to convince others of an idea or point of view.

You manage to get people on your side due to your personality and convincing arguments.

You leave a positive impression on the vast majority of people. You often manage to convince or inspire people of something they were skeptical about or even hostile to.

Because of your abilities you don't need lazy tricks or lies to convince others.

Recommendations

Trust in your ability to convince others even in difficult and challenging conversations.

Be aware of the fact that you can not convince every person and do not see such moments as personal defeat, but as a completely normal setback on the way to the goal.

Some people may be skeptical of you, as a result of your communicative skills, especially those who lack your skills. Do not take this personally, but try to give those people a sense of security by showing them that there is more to you than just a convincing appearance but also that you have substance and reliability to offer.

Questions to reflect upon

Has this competency always been so pronounced or did you develop it over time?

In which situations does this competency help you most?

How can you use this competency even more for your own success?

Do you want to expand this competency any further?

WHAT ARE MY TALENTS?

YOUR CORE COMPETENCIES

ANALYSING

Strengths

You are able to systematically penetrate complex issues while identifying the core issues of each topic.

You can structure confusing or seemingly disjointed information very well.

You scrutinize claims and theses critically and like to get to the bottom of things.

You aim for an objective and neutral evaluation and assessment of facts. Figures, data and facts are valuable tools for you to make objective decisions.

Recommendations

Take on specific tasks in projects that involve the analysis of complex issues, such as strategy development, controlling or project management.

Explain to less analytical people why decisions based on systematic considerations and objective data benefit everyone.

Be sure to convey critical comments such as there being too few conclusive arguments or logical inconsistencies, in a way that you do not offend others too much. These are often not as keen on direct, objective feedback, so it has to be presented in a very dosed and sensitive way so that it can be accepted.

Questions to reflect upon

Has this competency always been so pronounced or did you develop it over time?

In which situations does this competency help you most?

How can you use this competency even more for your own success?

Do you want to expand this competency any further?

WHAT ARE MY TALENTS?

YOUR CORE COMPETENCIES

PLANNING COMPETENCE

Strengths

You are able to plan complex processes step by step better than others.

You think carefully about how you want to approach a task before you begin to implement it.

You will find the right and sensible order of the individual process steps in the context of a larger process.

You prefer to plan the implementation of already existing ideas or concepts in detail rather than having to create these concepts yourself.

You are extremely conscientious when planning projects and processes.

Recommendations

Try to accept that others are less planning-oriented than you and start with a task without much planning.

Try to explain the benefits of detailed planning for the success of projects to others with examples and facts instead of criticizing them for their 'chaotic' approach. Always be aware of the limitations of planning, given the unpredictable conditions (for example, in other countries or new markets), flexibility is sometimes necessary because a too rigid behavior regarding the developed plan will not succeed.

Above all, try to take on tasks that focus on the planning of a project or process, rather than the design or implementation.

Questions to reflect upon

Has this competency always been so pronounced or did you develop it over time?

In which situations does this competency help you most?

How can you use this competency even more for your own success?

Do you want to expand this competency any further?

WHAT ARE MY TALENTS?

YOUR CORE COMPETENCIES

CREATIVITY

Strengths

You are able to create something new creatively. The areas in which this happens can be very different: art design, technical development, music.

You think freely and transversely, and in doing so can think outside the box, absorbing new impulses from other areas and combining them with the known in a creative way. You break with traditional conventions and thus create new ways for further development.

You enable change and reorientation in situations where new impulses are needed.

You inspire others with your unusual ideas and thus inspire your fellow human beings.

Recommendations

Accept phases or situations where you are less creative, as this is perfectly normal, because creativity comes more in surges for many creatives than in a steady stream.

Although stress and pressure can initially have an activating effect they kill creativity beyond a certain level. Therefore, make sure that these factors do not prevail.

Maintain your openness to new influences, even if you may not always have the opportunity for fascinating conversations, travel or creative ideas.

Pay attention to the issues of feasibility and costs, so that your creative ideas can become reality.

Questions to reflect upon

Has this competency always been so pronounced or did you develop it over time?

In which situations does this competency help you most?

How can you use this competency even more for your own success?

Do you want to expand this competency any further?

WHAT ARE MY TALENTS?

YOUR CORE COMPETENCIES

INNOVATION COMPETENCE

Strengths

You have far more ideas to solve problems and make more novel suggestions than others.

Your thinking is focused on progress, because you do not like a standstill, neither professionally nor in your private life.

You like to deal with new and previously unknown things, that may be technical innovations, new dishes or musical new releases. In contrast to many others, you are able to create real innovations instead of adopting and perhaps optimizing existing ones.

Your ability to break new ground in your field of expertise relies on a broad knowledge base that you acquire based on your curiosity.

Recommendations

Make sure your suggestions and ideas are taken seriously and implemented by your supervisor or your team.

Make sure that your innovations are not simply ideas, but that they are also implemented.

When you're under a lot of stress or pressure you will have fewer ideas. Create an environment that makes ideas possible instead of suppressing them. It often takes more than an innovative person to make real innovations, so be on the look-out for like-minded people and develop the ideas together.

Actively engage in a culture of innovation in your team or department, as this helps you to develop in the best possible way.

Questions to reflect upon

Has this competency always been so pronounced or did you develop it over time?

In which situations does this competency help you most?

How can you use this competency even more for your own success?

Do you want to expand this competency any further?

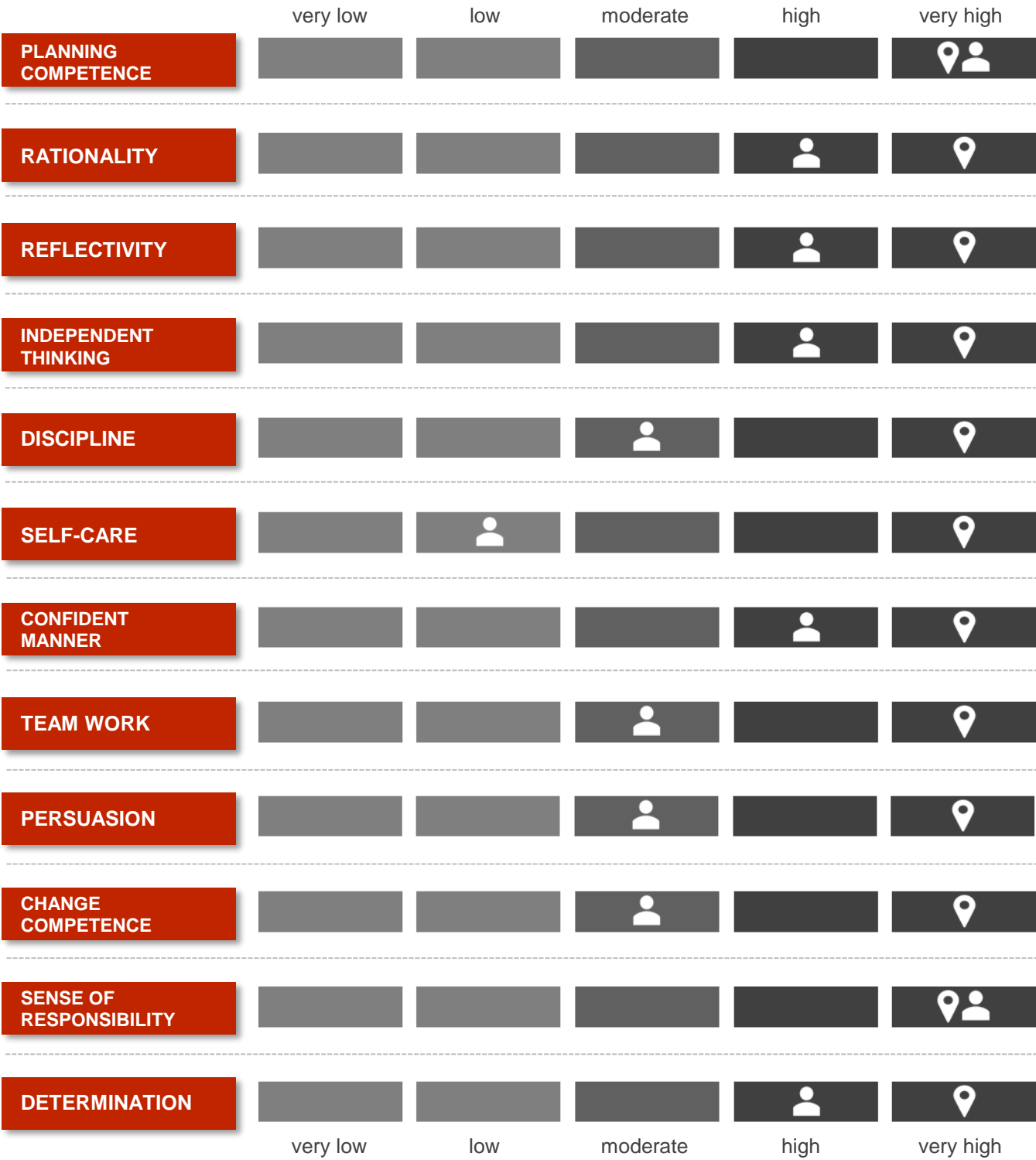
COMPETENCE PROFILE

All 25 competencies – Overview



COMPETENCE PROFILE

All 25 competencies – Overview





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PERSONALITY PROFILER

**YOU HAVE QUESTIONS
OR WANT TO LEARN MORE?**

PLEASE CONTACT US!

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