

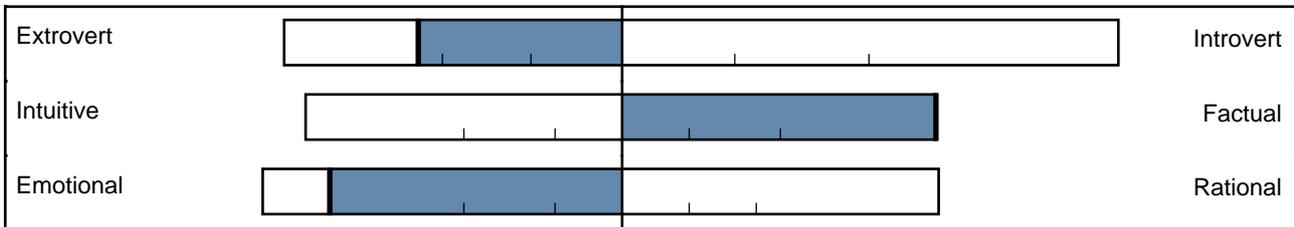
Personal Profile

Overall Profile

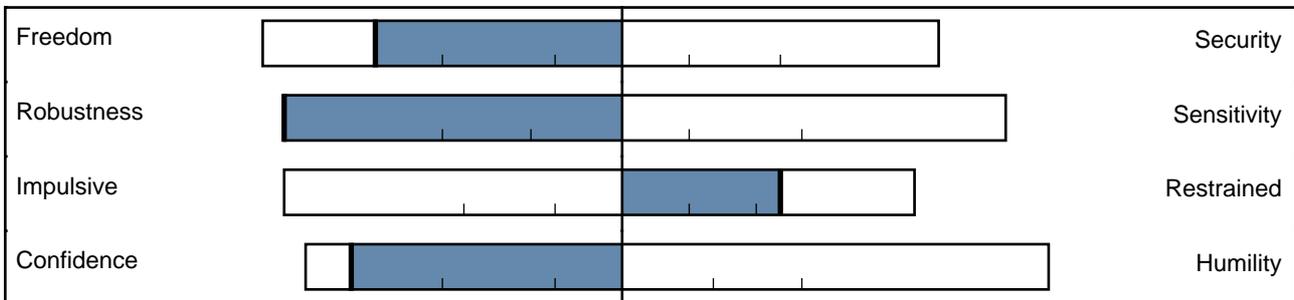
Profile no.: 16101050
Completed 31-12-2016

Owner: Ditte Christiansen
Certification id: 721

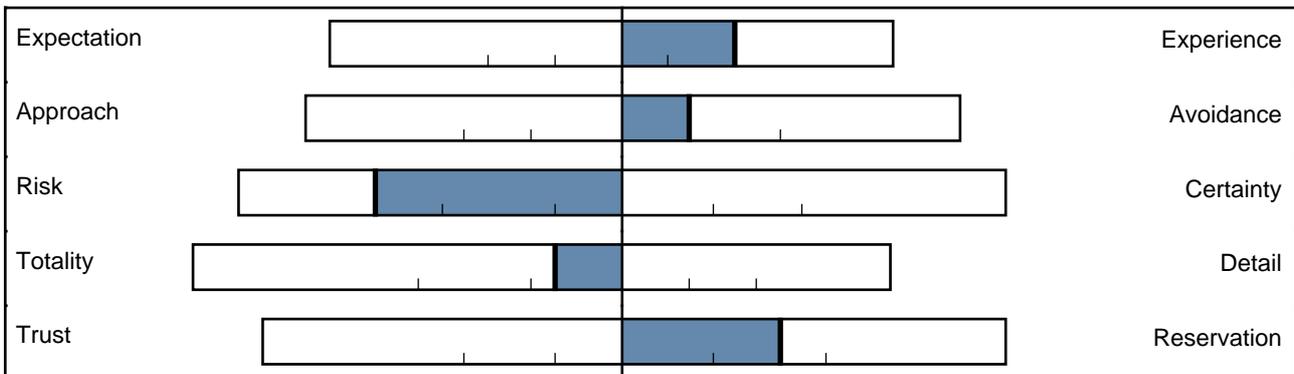
Fundamental factors



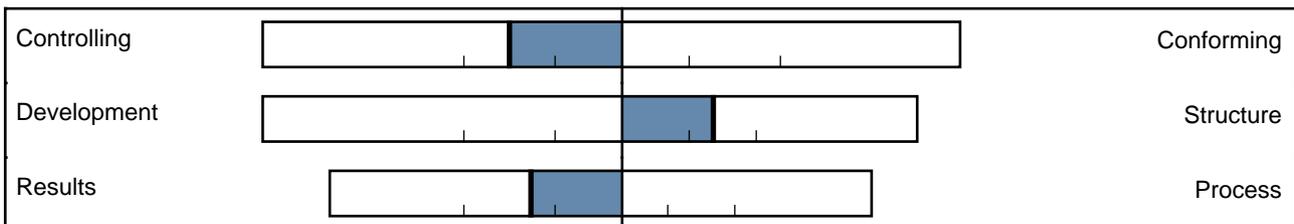
Inner driving forces



Work-related factors



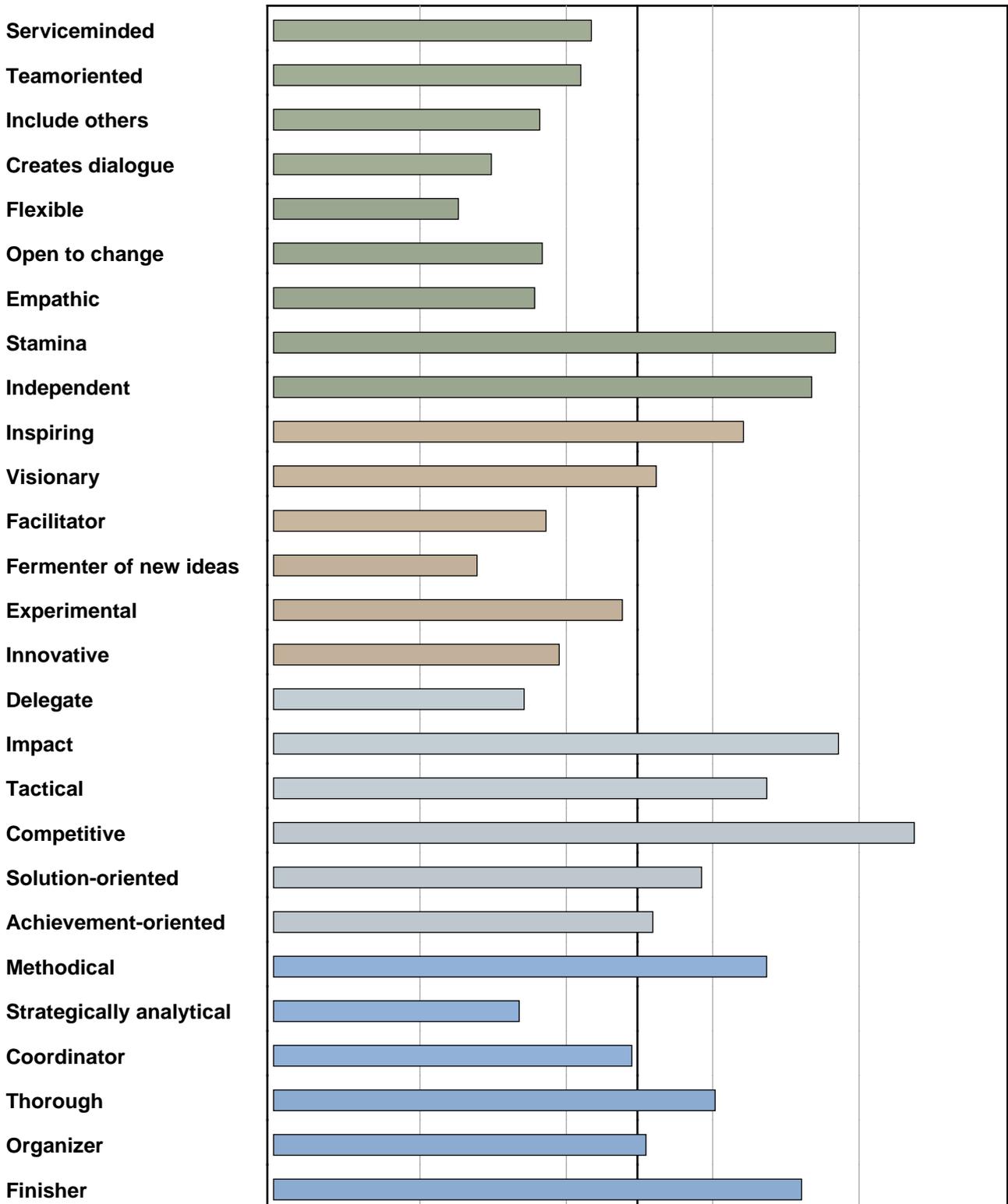
Personal job focus



Personal Profile Competencies

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Personal Profile

Keywords

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Fundamental factors

High Extrovert	The person is significantly extrovert and mainly gets one's energy from the outer world. Is preferably in constant interaction with the surrounding world and communicates energetically. Is actively outreaching in the contact with other people. A person who generally talks a lot and understands through a dialogue. Possible downsides: Interrupts (impulsive), does not listen, superficial communication.
High Factual	The person highly experiences the world factually and in details. Preoccupied with facts and the specific in a situation with a smaller eye for coherences. Primarily accepts facts as an information basis. Depicts information and creates specific solutions. Possible downsides: Slows down ideas, too focused on details, short-term (result).
High Emotional	The person is very emotional in one's way of making a decision. Has a strong personal founded attitude in most situations and may lack objectivity. Acts out of own values and attitudes and seeks meaning. Can appear very passionated. Communicates with great enthusiasm in key issues. Possible downsides: Dreamy, subjective (intuitive), categorical.

Inner driving forces

High Freedom	The person is highly motivated by freedom. Wishes to exceed the limits laid down and go to any lengths. Preferably tries out the unknown and untraditional. Is good at acting without specific rules and norms. Thrives well on frequent or big changes of conditions and seeks personal transformation. Great need for independence. Possible downsides: Restless (intuitive), finds it difficult to adapt, escape from what's established.
High Robustness	The person handles emotional influences with robustness to a pronounced degree. Continues one's course and handles turbulence with a great inner peace. Does not observe and does not get affected by other people's needs and feelings. A person who combats critique and hardship with great persistence. Tolerates and is able to persist personal influences. Possible downsides: Inaccessible, cool (reservation), insensitive.
High Restrained	The person highly reacts controlled with great thoughtfulness and a need for consideration. Rarely or never shows temper. Appears very controlled and slow at responding. May appear as an observer and tough to decode. Possible downsides: Slow, unmoved (robustness), uncommitted.
High Confidence	The person is in every aspect driven by confidence. Seeks the new and challenging things. Meets new and unaccustomed situations with great confidence. Has great confidence in one's own abilities and judgment and may appear unprepared even in important situations. Possible downsides: Blind to one's own weaknesses, cocksure, self-asserting, arrogant (robustness).

Personal Profile

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Work-related factors

Medium Experience	The person is experienced-based and preoccupied with tested angles in one's task solution. Most often uses well-tested solutions. Focuses on improving existing solutions instead of developing new ones. May seem unwilling to try out new things if there is no recognized problem.
Low Avoidance	Most often the person is avoidant in one's approach to disagreements and only sometimes involves oneself actively. Does not see conflicts as a necessity, but takes care of the solution of these wherever necessary. Will seek compromises or if necessary give up one's own interests. May refrain from handling disagreements.
High Risk	The person is very risk orientated in relation to work-related decisions and is able to accept big insecurities. Generally takes chances without thoroughly grundwork. Generally takes a risk in order to gain success and lives with possible mistakes. Deals with the unexpected whenever it arises. Possible downsides: Reckless, makes mistakes (intuitive).
Low Totality	The person is totality-oriented in one's task solution to a certain extend. Prefers a general view of one's tasks, but is also able to work with the details. Finds the work with the details less motivating and would like to delegate or pass on the task. The work with the details is used to confirm the overall picture. Would like to have more tasks in motion. May slide over the details a bit too easily.
Medium Reservation	Most often the person acts with reservation in the meeting with new people. Is examining in one's choice of co-operative relations and is good at estimating other people's motives. The person may appear reserved and is a person who sizes up other people before one invites to co-operate. May seem outdistanced and sceptical.

Personal job focus

Medium Controlling	The person has a somewhat job-related focus on deciding. In groups one focuses on seeking personal influence. Expresses one's opinions even though there is resistance. A person with a need for asserting oneself and taking the lead. May become dominating in the pursuit of influence.
Medium Structure	The person is somewhat focused on structure in the job. Focuses on planning and systematism if new initiatives are to be carried through. Is preoccupied with implementation and is focused on the carrying through of development initiatives. Is accurate and structured in follow-ups. May see limitations more than possibilities.
Medium Results	The person has one's focus on achieving results. Is mainly motivated by tasks which lead to fulfilment of the goal. Hard-working with a more short-sighted perspective in which action and demands are made for the surroundings. Keen on creating results and becomes restless during long-running processes. May seem impatient and forgets to include other people.