

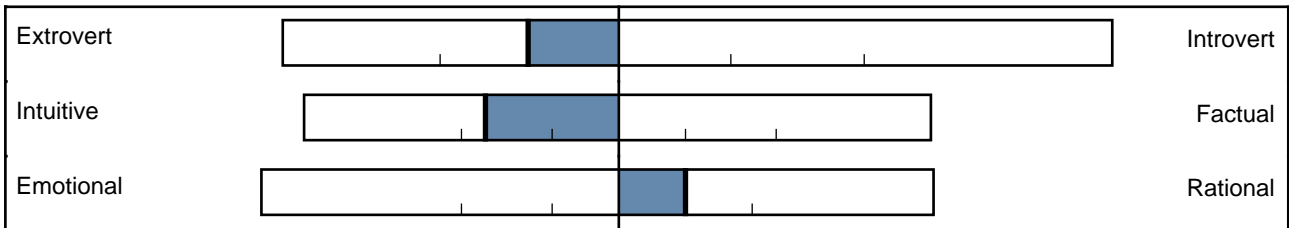
Co-operation Profile

Overall Profile

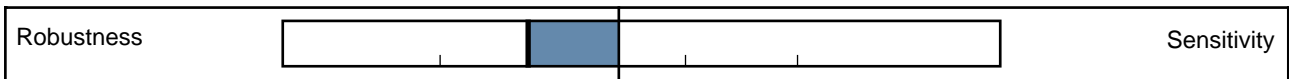
Profile no.: 17040501
 Completed 28-03-2017

Owner: Ditte Christiansen
 Certification id: 721

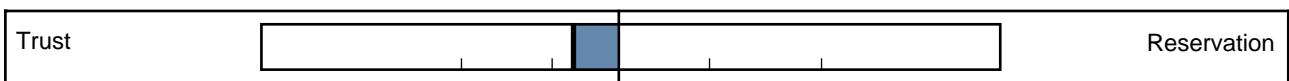
Fundamental factors



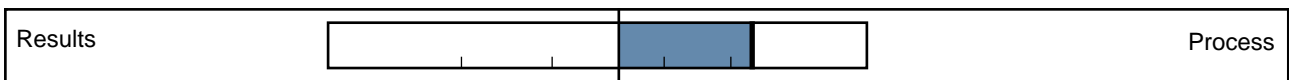
Inner driving forces



Work-related factors



Personal job focus



Co-operation Profile

Team Competences

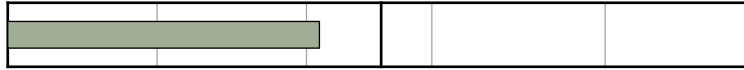
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Low competence

Can seem withdrawn in group brainstorming sessions and critical in regard to other people's efforts. Shows little empathy for other people's situations. Does not often allow themselves to be affected by other people's feelings and can appear 'cold'.

Relationships & Empathy



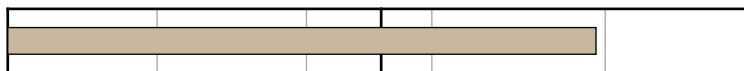
High competence

Is accommodating, friendly and inspires confidence. Takes into account and senses other people's needs and feelings. Is engaged and good at seeing what impact different choices will have on people. Is inclusive and empathic.

Low competence

Communicates selectively and must often be invited into a dialogue. Can experience lengthy dialogues as heavy going. Can get too distracted by the unrealistic aspects of new ideas. Less supportive of collaborative efforts toward shared solutions and can be impatient about reaching the goal.

Ideas & Involvement



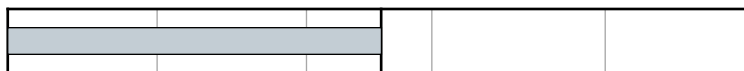
High competence

Creates dialogue and challenges the process. Easily inspired and has many ideas. Sees windows for new opportunities. Sees the potential in human interaction and involves others in the process. Is outgoing and thinks innovatively.

Low competence

Is less focused on direct results and the effect of the solution. Is slowed down by resistance and can lose interest along the way. Makes compromises and can lose momentum and focus on the goal in order to get everyone on board.

Results & Efficiency



High competence

Works analytically and combines the different elements to make long-lasting solutions. Is not stopped by adversity and creates momentum independently. Tenacious, hard-working and pushes both oneself and the group to achieve their goals. Is efficient and proactive.

Low competence

Less reflective and communicates spontaneously – thinks as they talk. Gets caught up in the present and can jump from task to task and potential solutions without a sense of reality. Is quick and can lack a critical element in their assessment of the value of information.

Quality & Realism



High competence

Processes and reviews problems carefully before putting something into action. Is realistic and focuses on actual and practical initiatives. Qualifies and assesses data and information critically and with deliberation. Is evaluative and systematic.

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