



PreScan Edition  
UK441k English

developed by

Identity Compass International GmbH

Profile of  
11.7.2004  
evaluated with interview version  
DE 4.41S

for the  
Identity Compass User  
XY000S\_YYYYYY005

Please understand that for  
data protection reasons  
we are using just your code

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# Identity Compass® Profile

## PreScan Edition for job contexts

The Identity Compass® has surveyed your thinking structures and preferences. As already stated in the interview, there are no good or bad thinking preferences. Each thinking preference has its own advantages or disadvantages according to the context or task. The Identity Compass® has evaluated your preferences. Now you have the option to think them over, which of the other thinking preferences you could use in certain situations.

A compass basically has two tasks:

### 1. Finding position.

It is an important instrument in navigation to find out the actual position. According to our position the needle of the compass will point to a certain direction. The thinking structures, evaluated by the Identity Compass® can differ in different contexts. The frame evaluated here is the professional context. In this sense the Identity Compass® is a kind of inventory and shows how a human prefers to think and act to solve problems or to achieve goals.

### 2. Setting course.

A compass also has the ability to indicate the direction that you are going in now. In this sense the Identity Compass® shows how you can develop your thinking preferences and where your largest growth and your highest potential is.

The kind of thinking preferences which are evaluated here show in a very fundamental way how we think and drive our behaviour. Thus they are relatively stable. In the course of time, however, they can change due to experiences the person may go through in various contexts. Once more we would like to point out that these preferences are absolutely free from judgment and we are not evaluating the human being. The preferences just show the way a person organises his or her thinking. And for us this is the most valuable difference from other profiling systems, which in most cases lead to "thinking in boxes" or "typing". We are absolutely sure that the Identity Compass® respects and reflects the individuality of each human being.

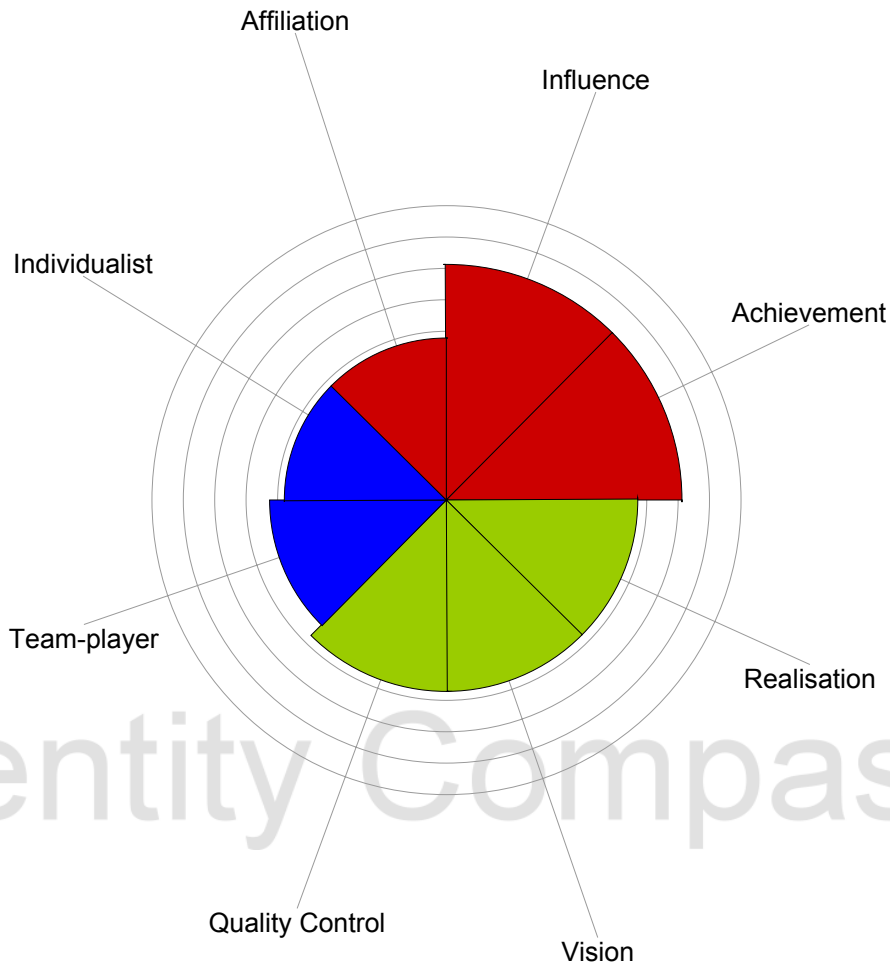
Based on this profile, we can determine which kind of tasks you are best suited for. The indicated values in the profile refer to the use of the respective thinking preference in the situations mentioned in the interview.

In team profiles, a qualified consultant can find out any problems there may be in the area of communication between the members of the team. The consultant can also easily demonstrate to the members of the team how their communication can be improved.

The *PreScan Edition* evaluates 8 of 51 thinking preferences of the *Professional Edition*. The *Professional Edition* also shows Target- and Sustaining Values. The *PreScan Edition* is also available as online version for recruitment purposes in the internet.

The following conclusions are relevant to you considering you gave your answers honestly and spontaneously.

# PreScan



Identity Compass®

## **Influence**

Wants to determin  
Wants to control  
Wants to lead

## **Realisation**

Doer  
Considers **how** things can be done  
Realises plans

## **Quality Control**

Critical  
Analytical  
Likes to ask: **Why?**

## **Individualist**

Self-dependent  
Works faster alone  
Likes to be in control

## **Achievement**

Likes good performance  
Wants to convince by performance  
Likes competition

## **Vision**

Long-term thinking  
Innovative  
Considers **what** can be done

## **Team-player**

Cooperative  
Works faster in a team  
Considerate

## **Affiliation**

Wants to be liked  
Values good relationships  
Is looking for harmony

# MOTIVATION FACTORS

## Motives

The basic cause for any kind of action can be related to three motives: influence, affiliation, and achievement. These motives are closely related to the values of a person. When you know how to motivate yourself you tend to believe and be able to easily motivate other people as well. This is only true with people with the same structure of motives. Knowledge of these thinking patterns increases human knowledge and the ability to motivate yourself and others. The following thinking pattern shows how you can motivate yourself to do certain things e.g., work longer.

**Relevant topics: Motivation, Leadership, Team.**

### Influence

Someone who gets motivated by influence wants to have power over his/her environment. He likes to control the progress and outcome of any situation. He can best be motivated when he understands that he can influence his working environment by for example, working additional hours. In situations in which he wants to have more motivation he probably likes to think about how his actions can create more influence on himself, others or the situation.

### Affiliation

To people with this preference their relations to other people and their approval and acceptance is most important. They want to be appreciated. Their motivation in this example would be to realise how much appreciation they could get from their superiors, colleagues, etc. Thus they think about how your activities could create more affiliation, friendship, love, etc.

### Achievement

People with this preference get their motivation to work harder or longer from the fact that they can demonstrate their performance excellence. They could also pursue other objectives like getting additional time for further projects, which again would demonstrate their performance level. They want to achieve things, reach a target, or solve a problem. To increase their level of motivation they often like to think of how their actions could lead to better achievement, more profit, better performance.

Based on the answers you have given it shows that you are using:



# MOTIVATION PROCESSING

## Success Strategy

This thinking structure gives information about personal preferences with respect to the realisation of a project, i.e., whether someone prefers the vision, the realisation, or the quality control success strategy. Most people normally do one success strategy easily, but have difficulties with the other. In teams it is useful to have team members of each preference, though this also means a certain conflict potential.

**Relevant topics: Area of Job, Communication, Team, Project Management.**

### Vision

People with this thinking preference like to plan new projects. They like to develop new ideas. They prefer the question: "What can we do?". They like to create new things and produce their inner pictures and visions.

### Realisation

People with this preference are mainly interested in the implementation of these projects. They push things forward and make things fly. They are doers and ask the question: "How can we realise it?".

### Quality Control

People with this preference are able to develop improvements and easily discover faults. They like to ask: "Why?". Their job is to analyse, to look for improvements and to correct mistakes.

Based on the answers you have given it shows that you are using:



# INFORMATION PROCESSING

## Working Style

This thinking structure deals with the working style someone prefers. It answers the question whether someone prefers to cooperate in a team or wants to do the job more likely independently and/or by himself/herself.

**Relevant topics: Team, Working Environment.**

### Team-player

People with this preference want to be part of a team and prefer to contribute to the team performance. They like to share the workload and to work together. This is important to them. They care for the other team members and work faster and more efficiently in a team.

### Group-player

This is applicable if the difference between Team-player and Individualist is less than 15%. People with this preference like to have other people around but like to make an individual contribution to the team. They like to be responsible for their own area, where they work alone and make their own decisions but they care about their team members.

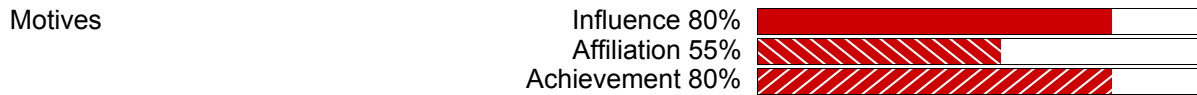
### Individualist

People with this preference work best when they are alone and independent and have full control over the project. They are well suited to finish jobs independently. They prefer to choose their individual working time and location. They want to avoid interference from others on their project. They care less about other team members and tend to work faster when they are left alone.

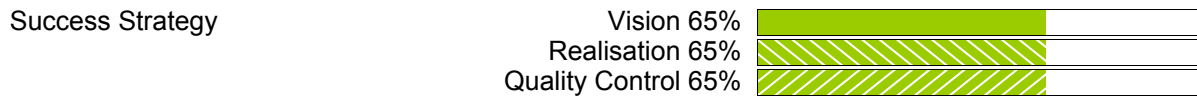
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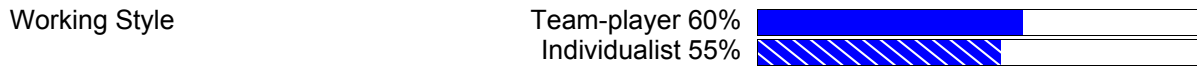
### MOTIVATION FACTORS



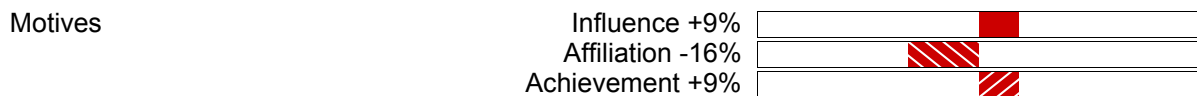
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### INFORMATION PROCESSING



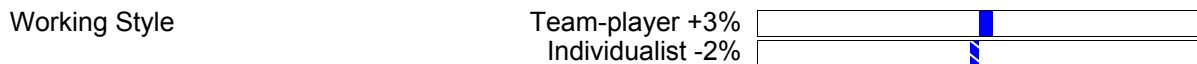
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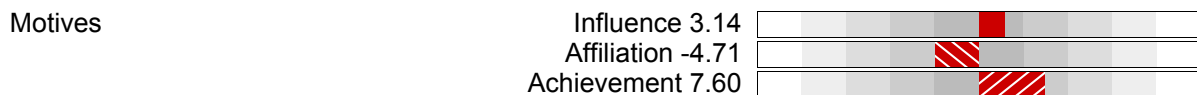
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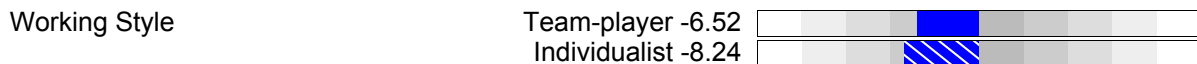
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### MOTIVATION PROCESSING\*\*



### INFORMATION PROCESSING\*\*



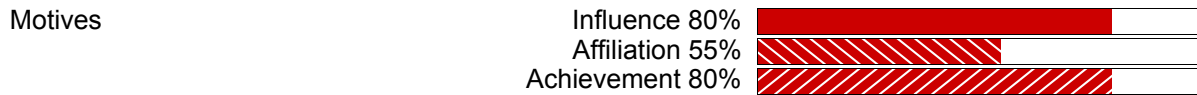
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 Eg. Sensory Channel: Seeing: 90%, Hearing 30%, Feeling 60% makes an average in this Structure of 90+30+60=180/3=60. This would result in Preferences: Seeing +30%, Hearing -30%, Feeling 0%

\*\* Comparison to average of population.  
**Please keep in mind, there is no 'worse' or 'better', but 'different'!**

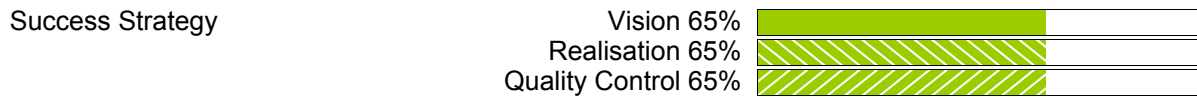
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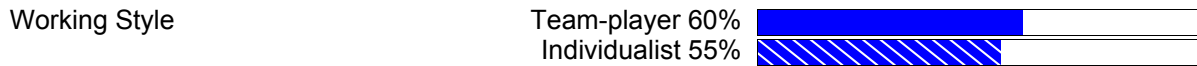
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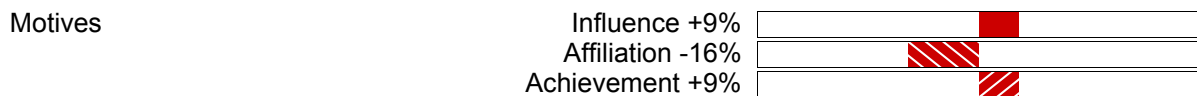
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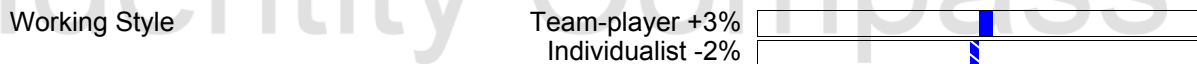
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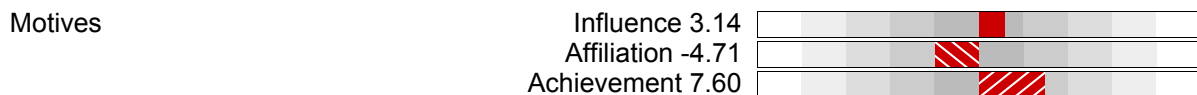
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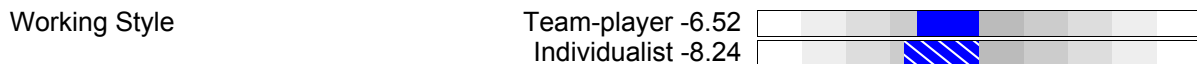
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