



Professional + JobMotivation Edition
UK441k English

developed by
Identity Compass International GmbH

Profile of
22.07.2003
evaluated with interview version
DE 4.41aJP

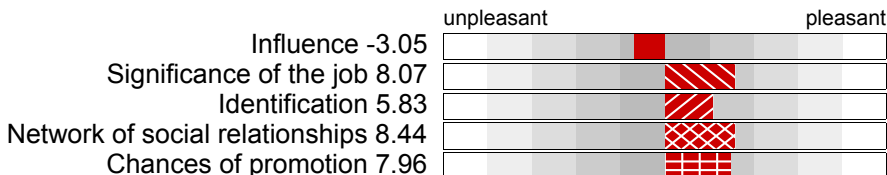
for the
Identity Compass User
XY000JP_YYYYYY007
in the team

We ask for your kind understanding of the fact that for reasons of data protection we only use here the code you have given.

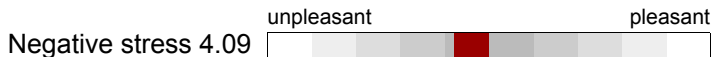
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CH-8330 Pfäffikon ZH
Phone: +41-44-200 5309
Fax: +41-44-200 5336
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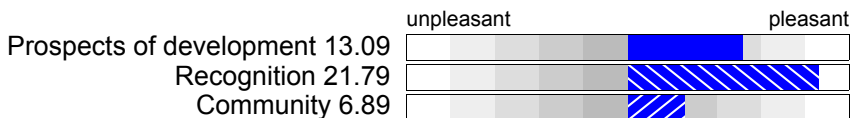
AUTONOMY Team



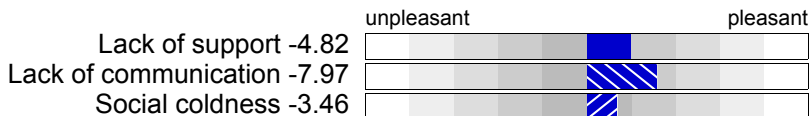
DEPENDENCY Team



SECURITY Team

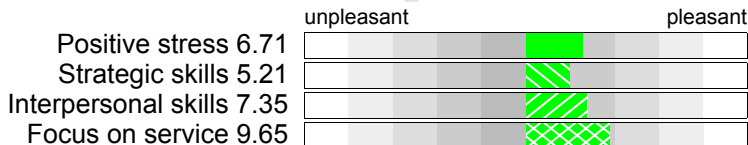


ABSENCE OF PROSPECTS Team



Identity Compass®

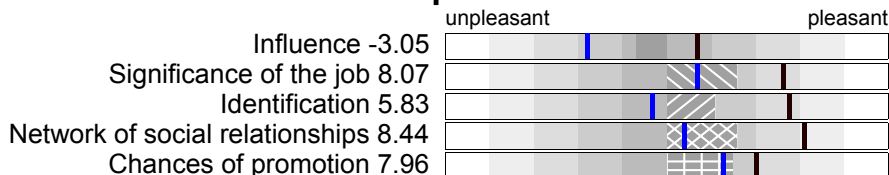
CHALLENGE Team



POINTLESSNESS Team



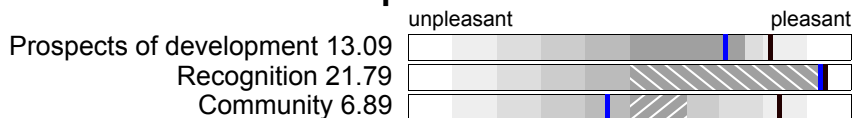
AUTONOMY Team comparison



DEPENDENCY Team comparison



SECURITY Team comparison

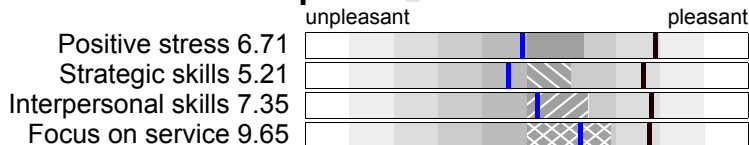


ABSENCE OF PROSPECTS Team comparison



Identity Compass®

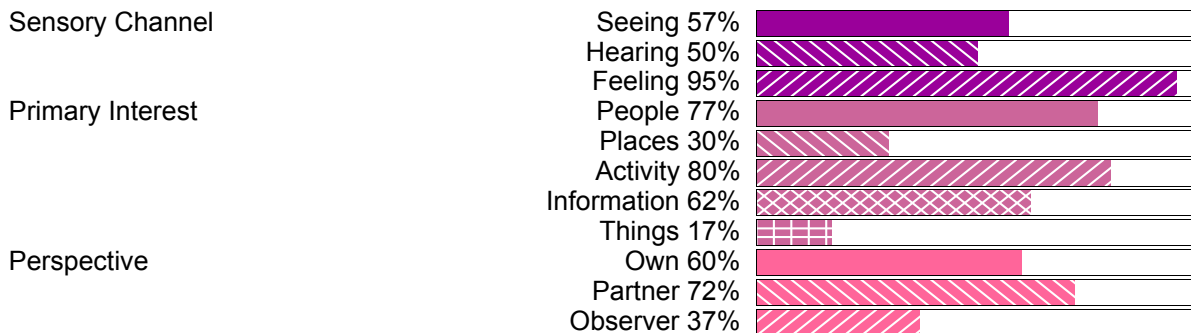
CHALLENGE Team comparison



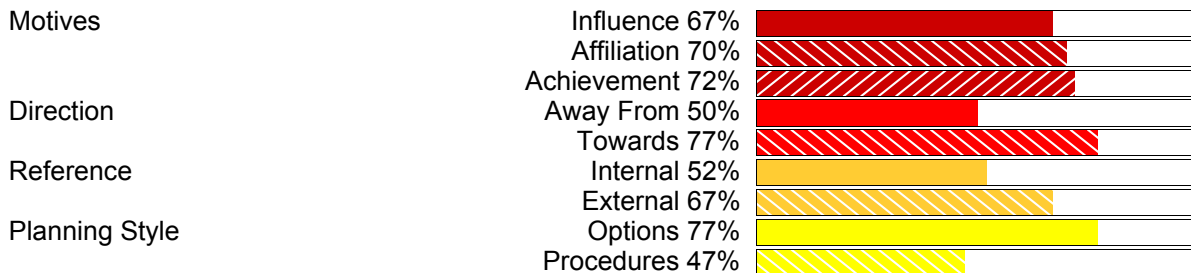
POINTLESSNESS Team comparison



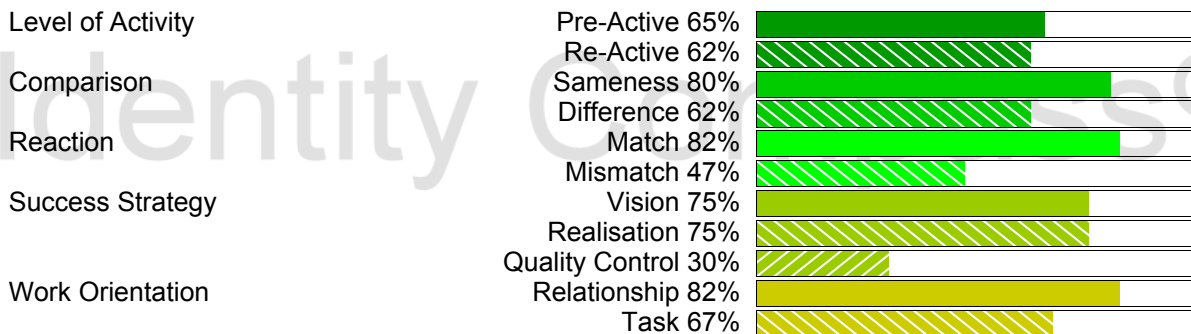
TEAM PERCEPTION



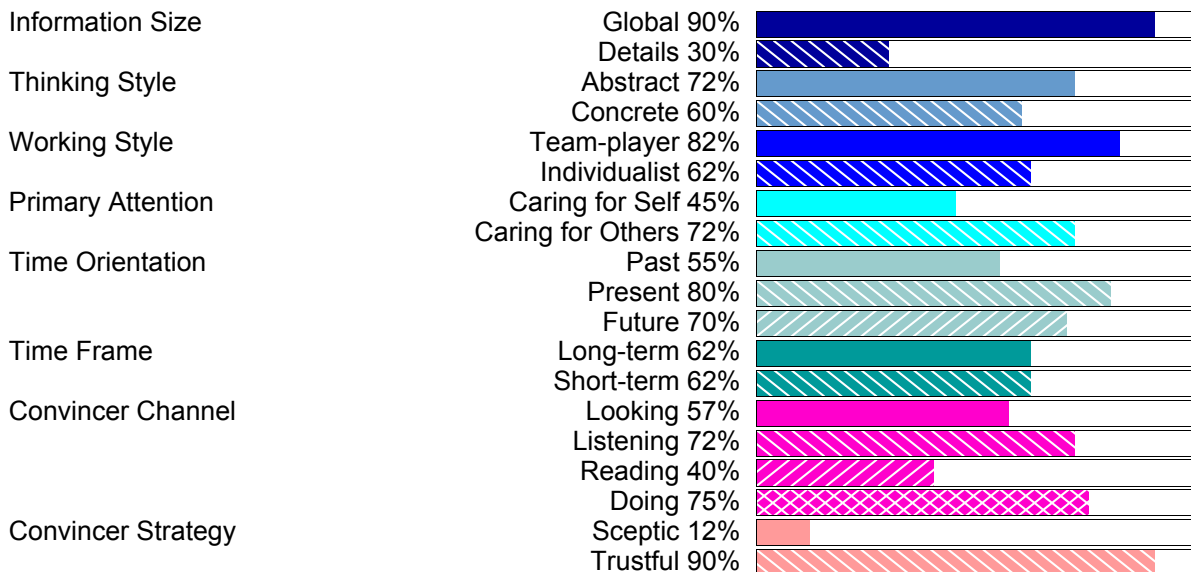
TEAM MOTIVATION FACTORS



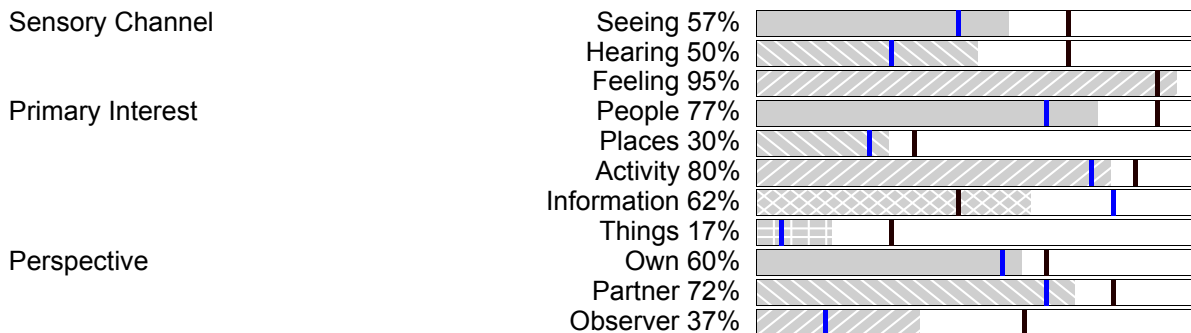
TEAM MOTIVATION PROCESSING



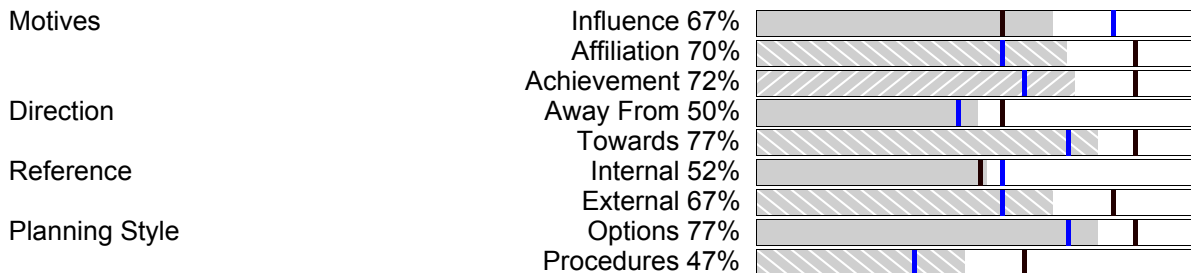
TEAM INFORMATION PROCESSING



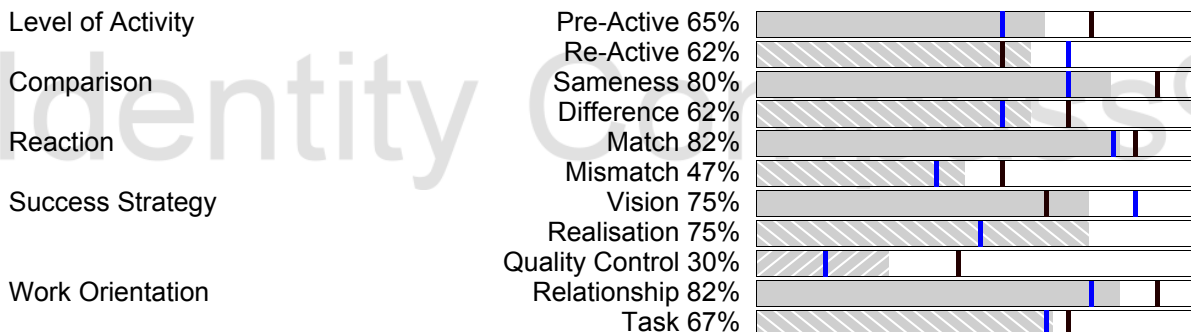
PERCEPTION Team Contrast



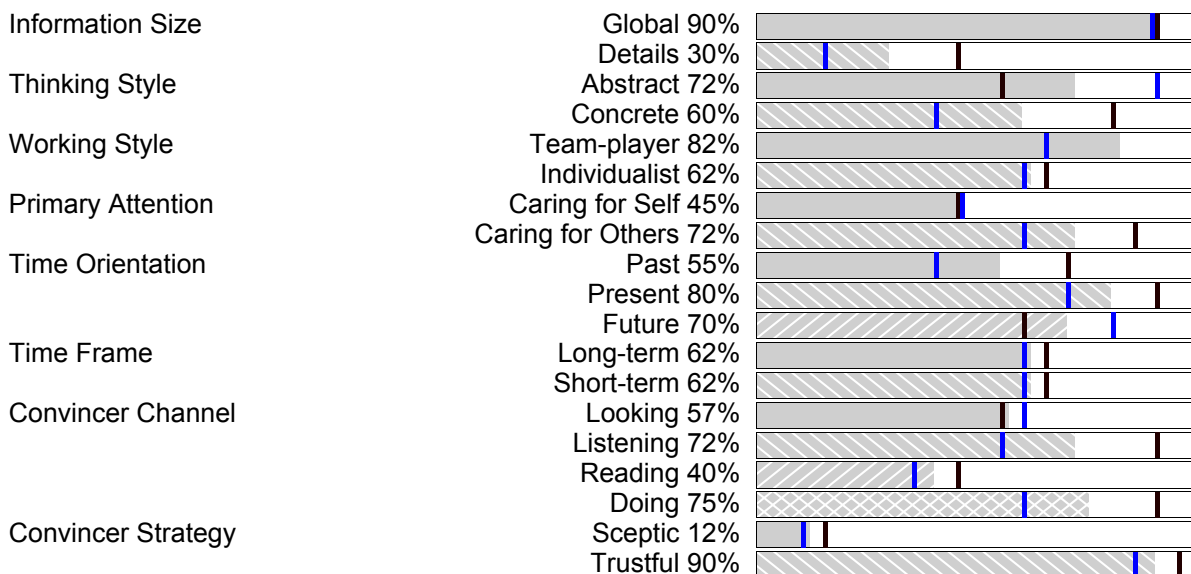
MOTIVATION FACTORS Team Contrast



MOTIVATION PROCESSING Team Contrast



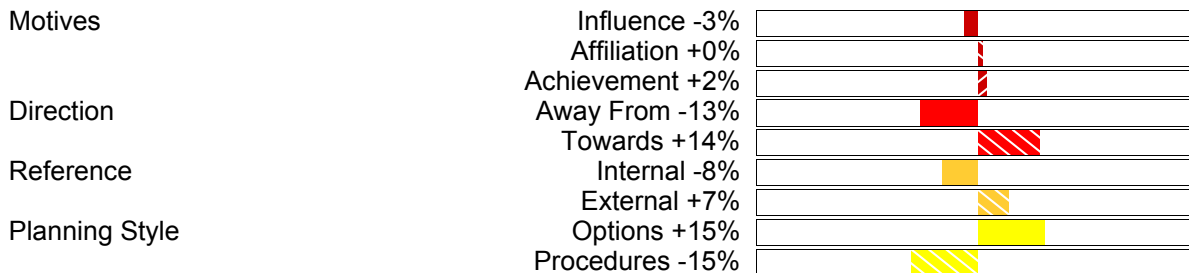
INFORMATION PROCESSING Team Contrast



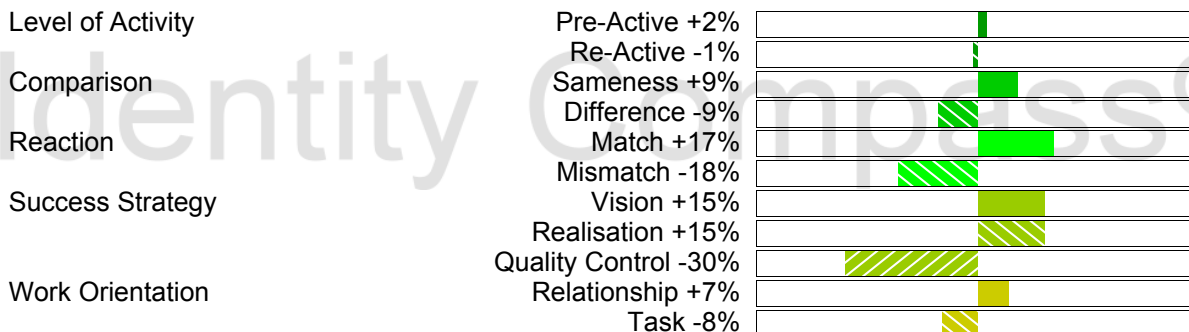
TEAM PERCEPTION Preferences



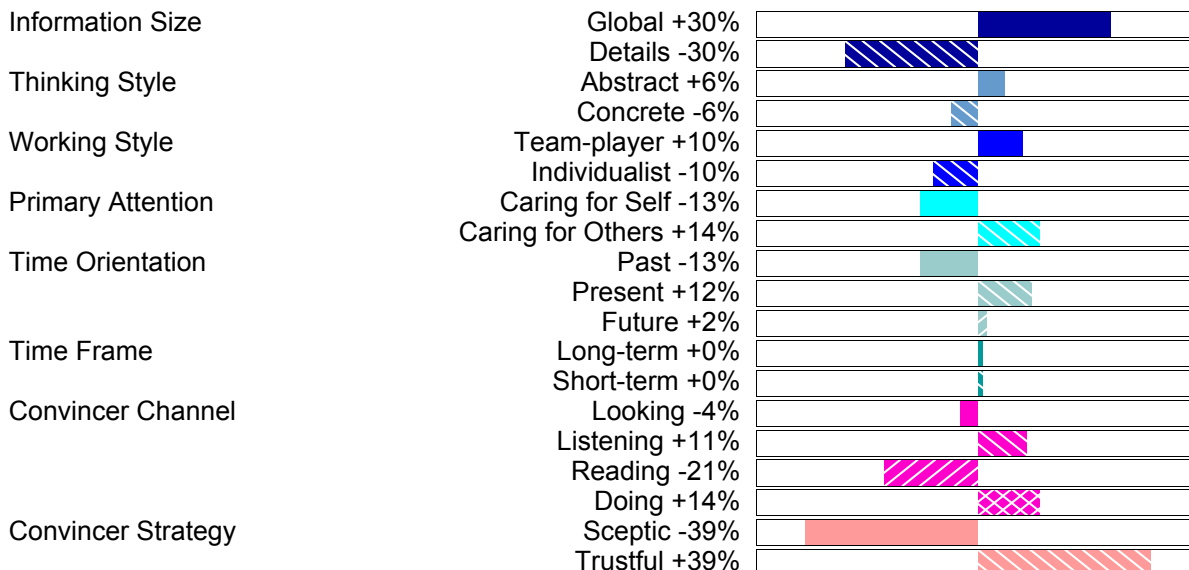
TEAM MOTIVATION FACTORS Preferences



TEAM MOTIVATION PROCESSING Preferences



TEAM INFORMATION PROCESSING Preferences

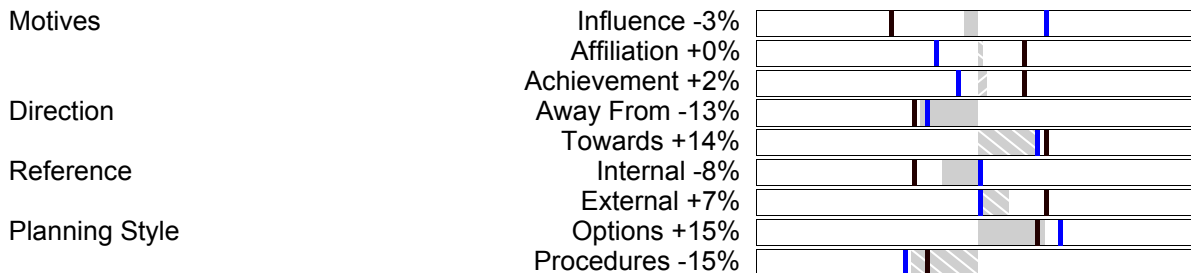


* The Preferences are just statistical values, which show the differences inside of a Thinking Structure.
 Eg. Sensory Channel: Seeing: 90%, Hearing 30%, Feeling 60% makes an average in this Structure of $90+30+60=180/3=60$. This would result in Preferences: Seeing +30%, Hearing -30%, Feeling 0%

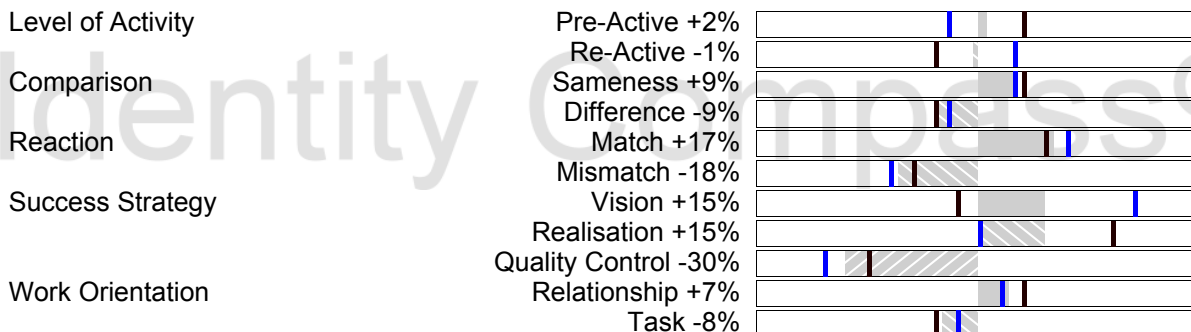
PERCEPTION Preferences Contrast



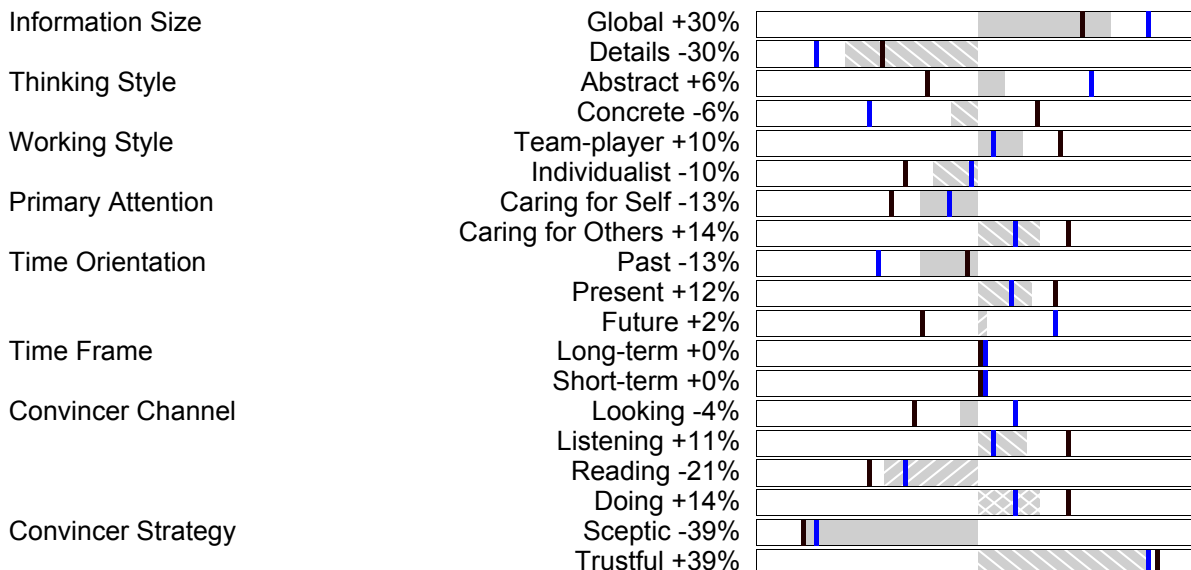
MOTIVATION FACTORS Preferences Contrast



MOTIVATION PROCESSING Preferences Contrast



INFORMATION PROCESSING Preferences Contrast

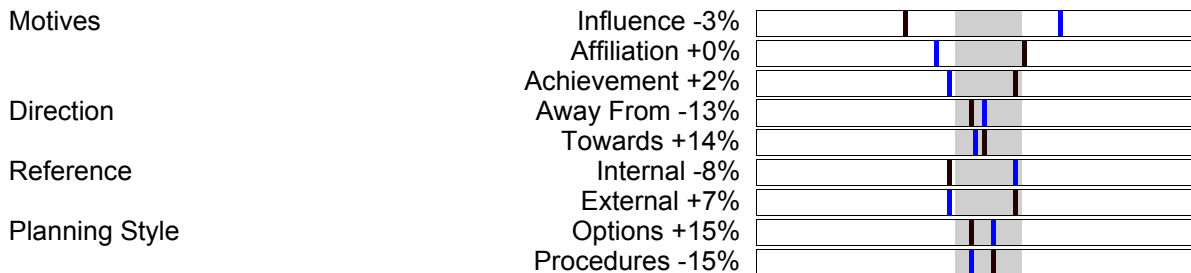


* All team members in comparison to team average.

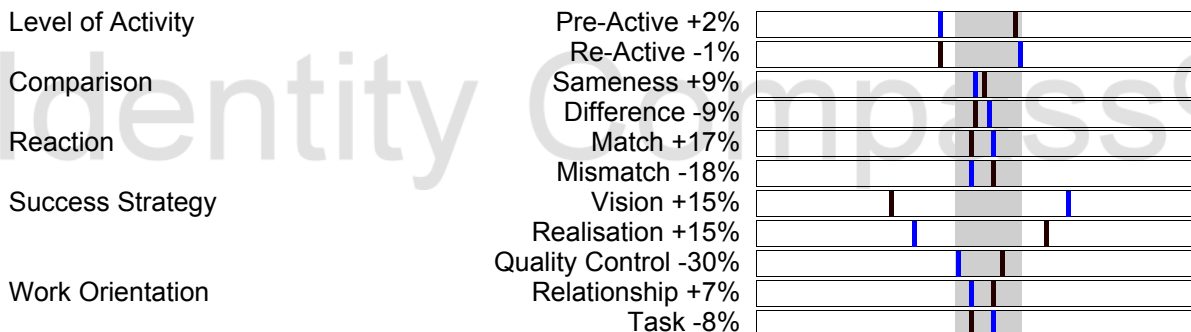
PERCEPTION Team Preferences Contrast 2



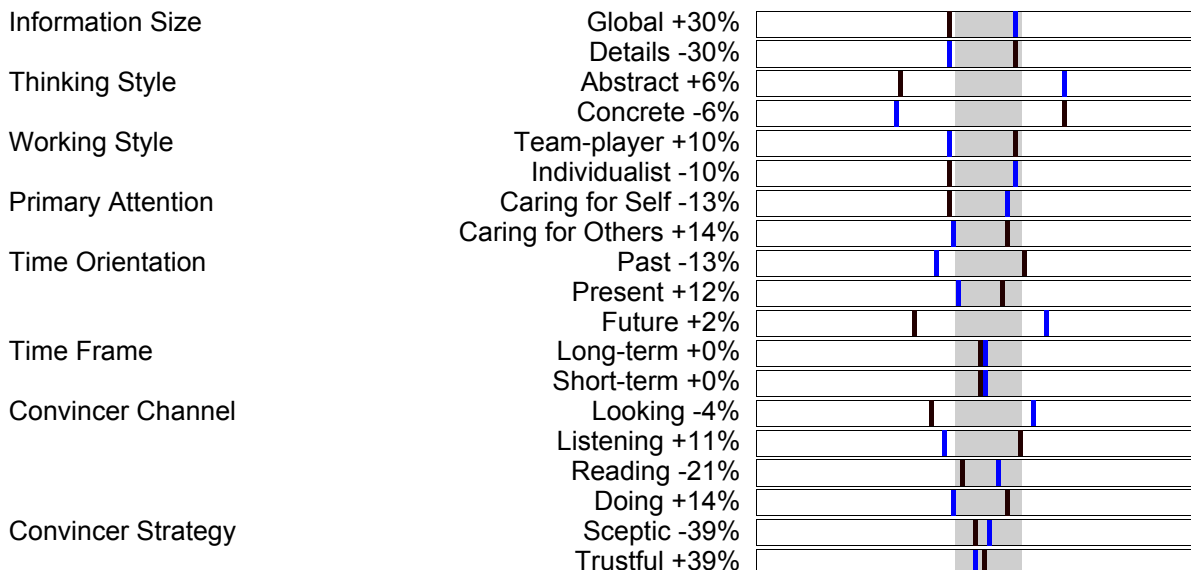
MOTIVATION FACTORS Team Preferences Contrast 2



MOTIVATION PROCESSING Team Preferences Contrast 2

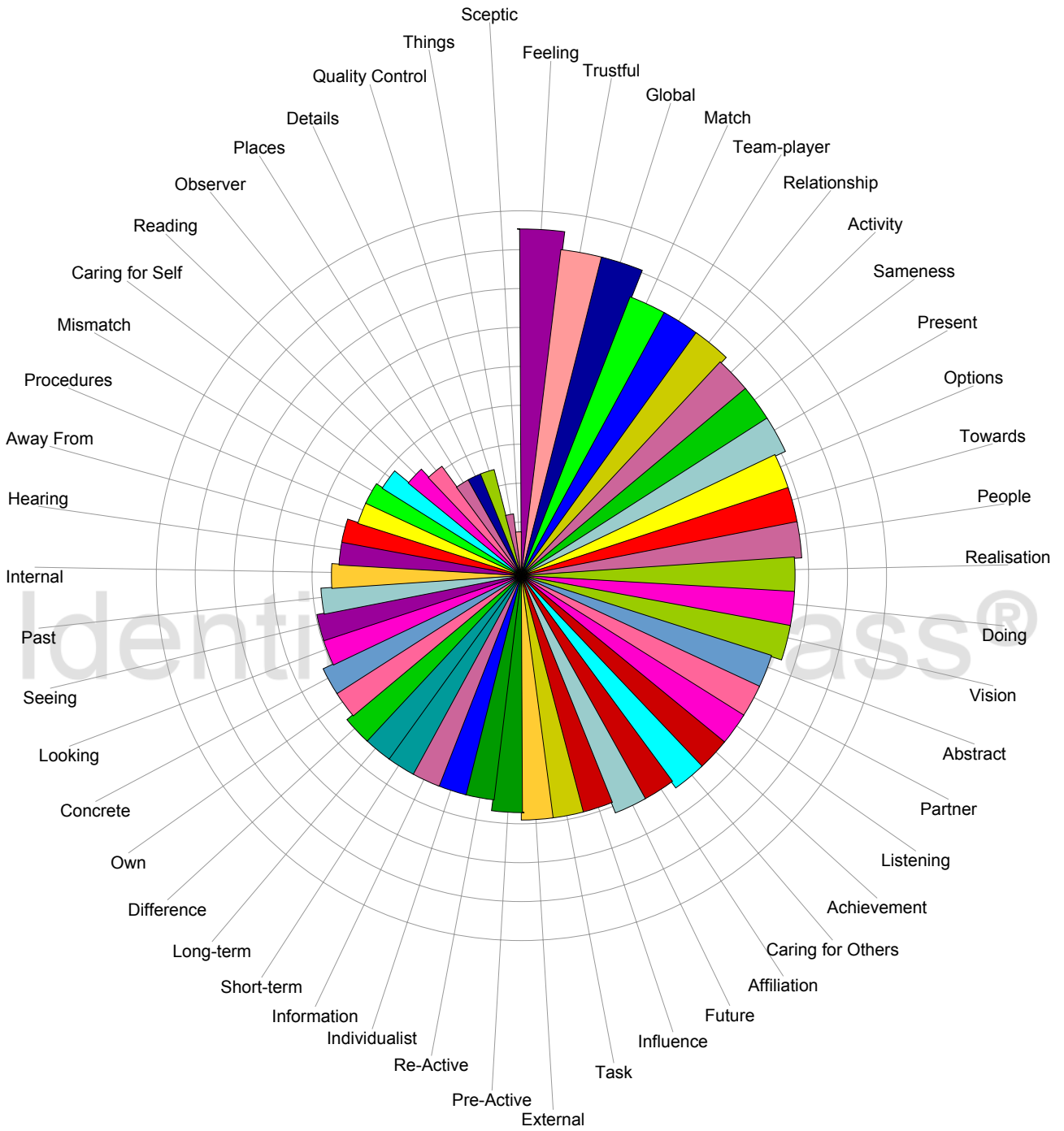


INFORMATION PROCESSING Team Preferences Contrast 2

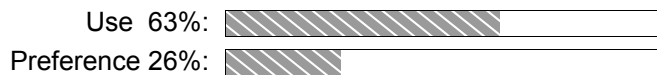


* Each single Team Preference is defined as a team average. Each member of the team is contrasted to this average. The middle gray has a width of 10%. Values within this range are mostly regarded as insignificant deviations.

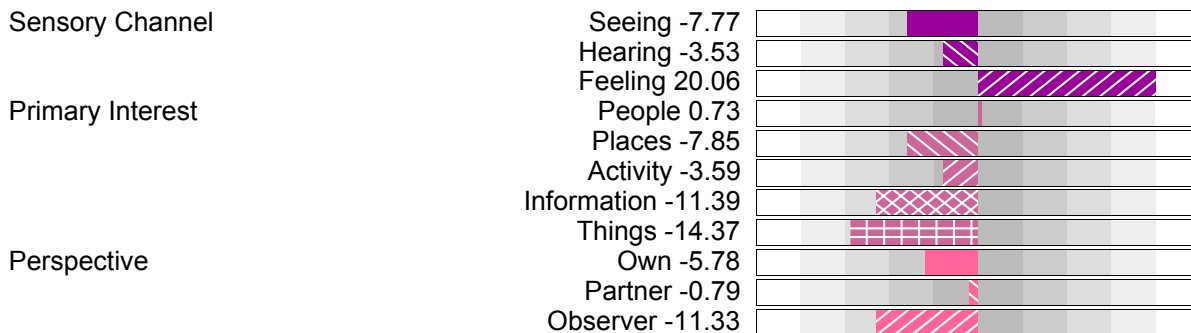
Overview Team



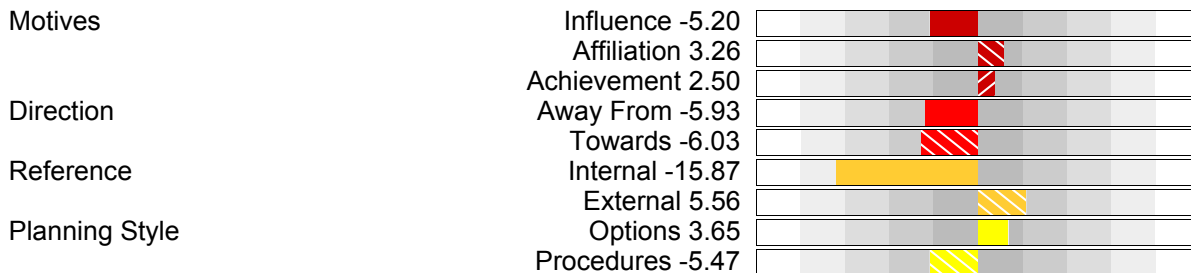
Team Average



PERCEPTION*



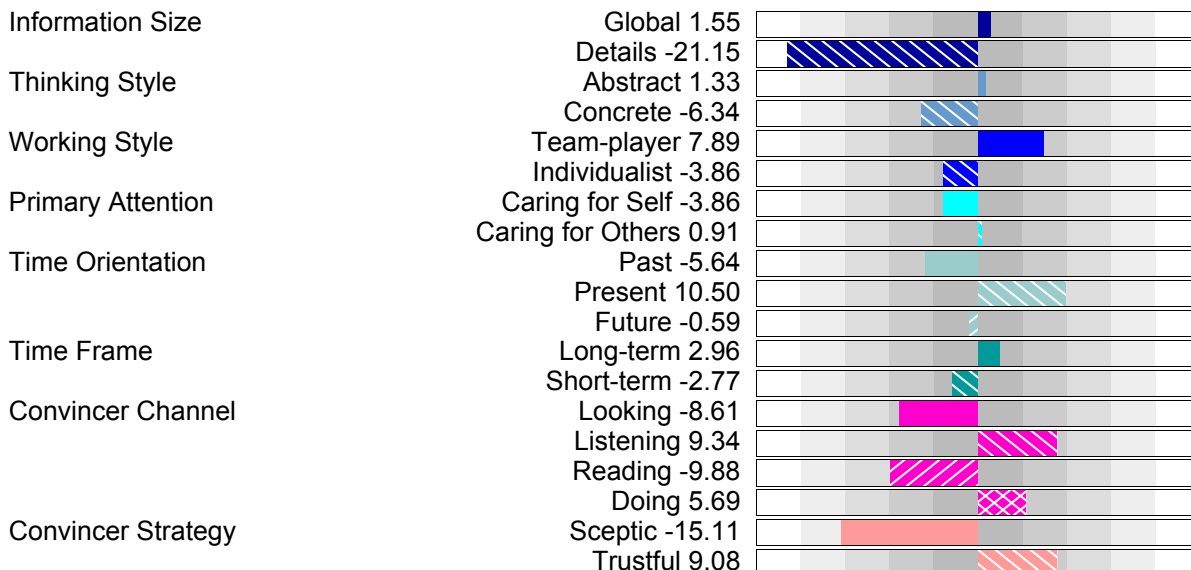
MOTIVATION FACTORS*



MOTIVATION PROCESSING*

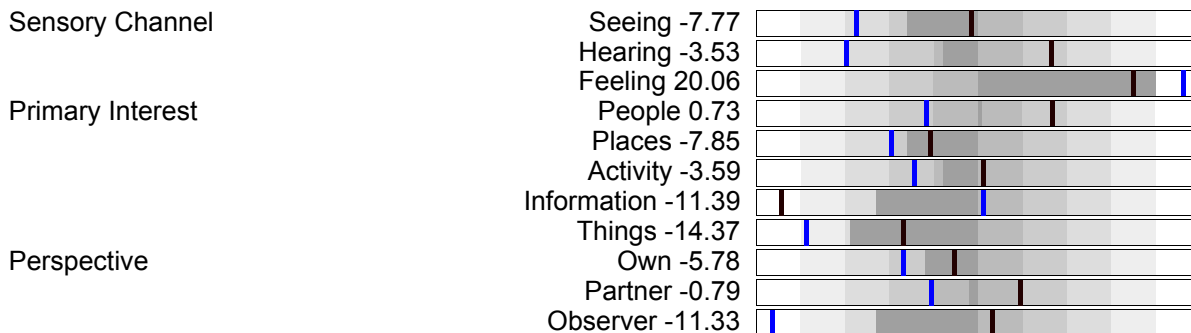


INFORMATION PROCESSING*

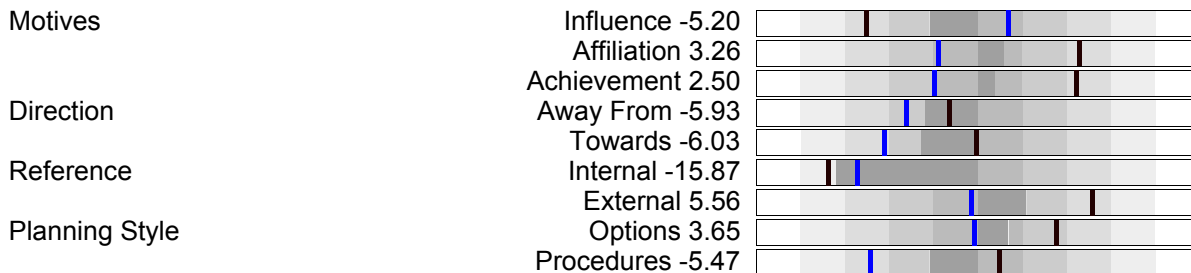


* Comparison of the team to average of population.
Please keep in mind, there is no 'worse' or 'better', but 'different'!

PERCEPTION*



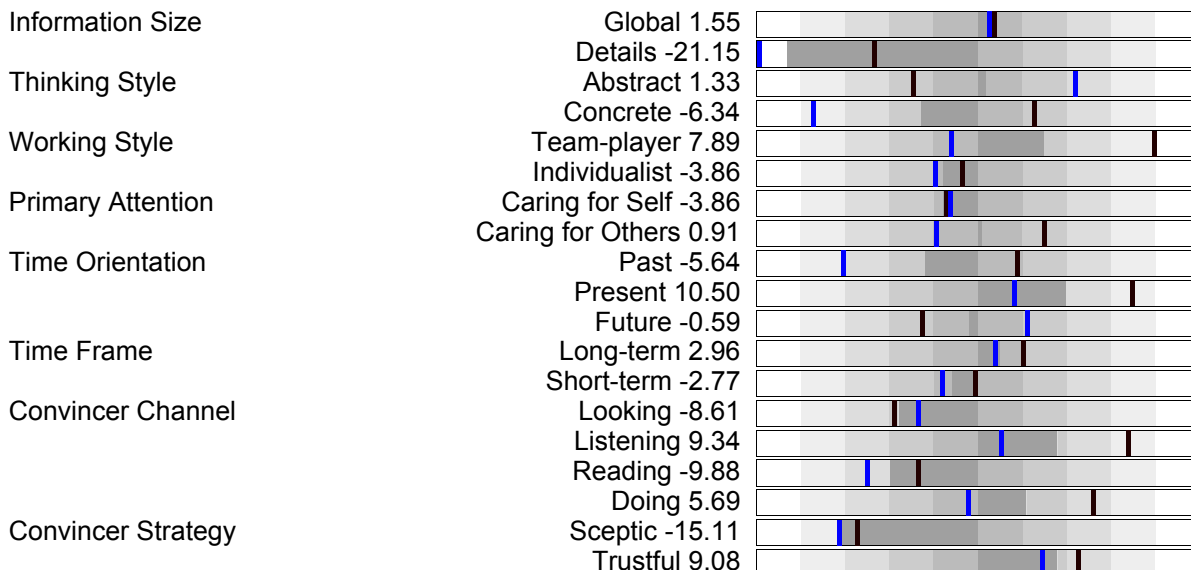
MOTIVATION FACTORS*



MOTIVATION PROCESSING*



INFORMATION PROCESSING*



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

Team Value Contrast

Target Values

1. Fun [38%]
2. Competence [20%]
3. Challenge [19%]
4. Creativity [13%]
5. Cooperation [10%]

Sustaining Values

1. Fairness [26%]
2. Honesty [21%]
3. Openness [21%]
4. Self-Realisation [21%]
5. Acknowledgment [11%]

The Team and their Management Style

XY000JP_YYYYYY007
XY000JP_YYYYYY008

Advising 61%
Managing 59%



Identity Compass®

Team Value Contrast

XY000JP_YYYYYY007

Target Values

1. Fun
2. Acknowledgment
3. Cooperation
4. Honesty
5. Self-Realisation

Sustaining Values

1. Fairness
2. Honesty
3. Acknowledgment
4. Cooperation
5. Consensus

XY000JP_YYYYYY008

Target Values

1. Competence
2. Challenge
3. Creativity
4. Responsibility
5. Motivation

Sustaining Values

1. Openness
2. Self-Realisation
3. Effectiveness / Efficiency
4. Growth Potential
5. Conflict Management

Identity Compass®