



LINC

LINC PERSONALITY PROFILER

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LINC PERSONALITY PROFILER

YOUR PERSONAL RESULTS REPORT

Jane Doe

Welcome to your
PERSONALITY PROFILER
report of results!

For a better understanding of
a person's personality, to
reflect on and then apply the
newly gained knowledge and
thereby trigger personal
development and successfully
mastering private and
professional challenges: we
want to help you with this by
presenting this report of
results to you!

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
understanding of your
personality.

The personality of a person
is formed from the sum of
traits characterising his or
her experiences, feelings,
and behaviour.

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 hope this report will give
you many interesting
insights. Enjoy the read! If
you have any questions, feel
free to contact us at any
time.

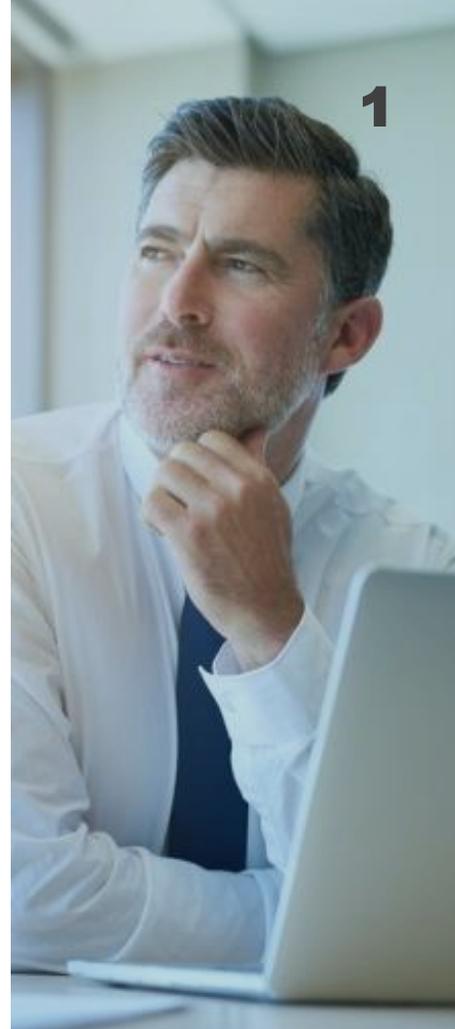
Your LINC Team



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 points you to the so-called Psyfacts by reference to a specific topic.

At www.linc.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 that is 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 human 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 give you information in more detail as to the building blocks that characterise your personality in particular. The results present the personality transparently and in a comprehensive manner, enabling you to understand yourself and others better.

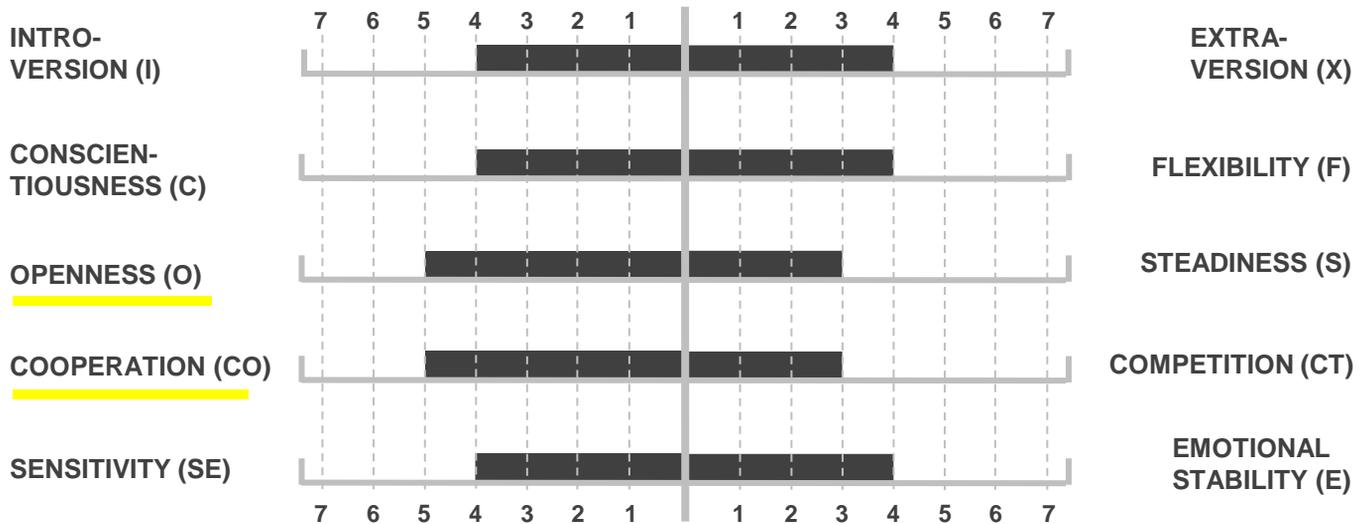


PERSONALITY PROFILER – THE RESULTS AT A GLANCE

YOUR PROFILE - OVERVIEW

CHARACTER TRAITS – THE BIG FIVE

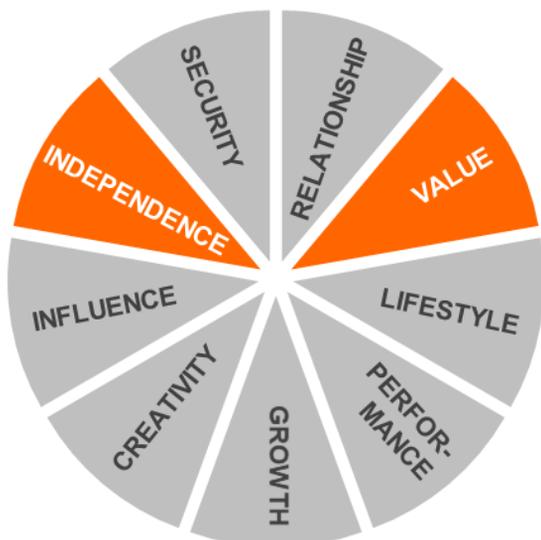
Character traits determine **how** we act and lead our life....



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

MOTIVES

...our motives impact **which** goals we pursue in our lives ...



YOUR CENTRAL MOTIVES
INDEPENDENCE AND VALUE

COMPETENCIES

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

1. PLANNING COMPETENCE

2. TEAM WORK

3. INTERCULTURAL COMPETENCE

4. CHANGE COMPETENCE

5. DISCIPLINE

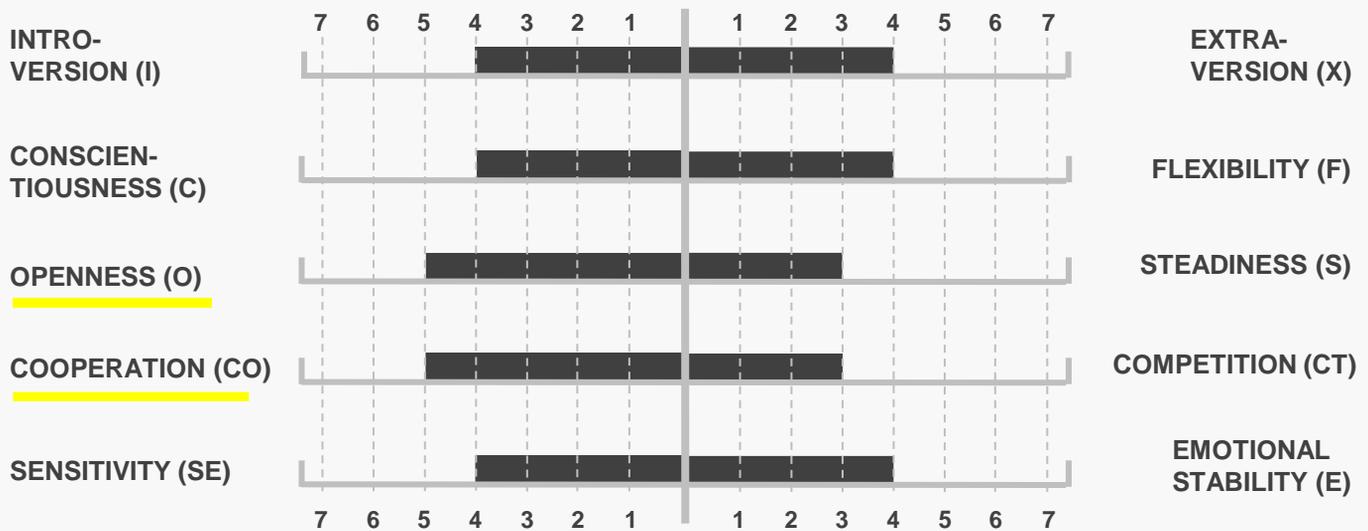
YOUR TOP COMPETENCIES

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 behavioural 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. COOPERATION
2. OPENNESS
3. CONSCIENTIOUSNESS
4. SENSITIVITY
5. INTROVERSION

- Your character traits are presented using the Big Five model, which captures five key character dimensions.
- Each dimension consists of two opposing poles.
- How strongly these dimensions are developed in you provides information as to your behavioural 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

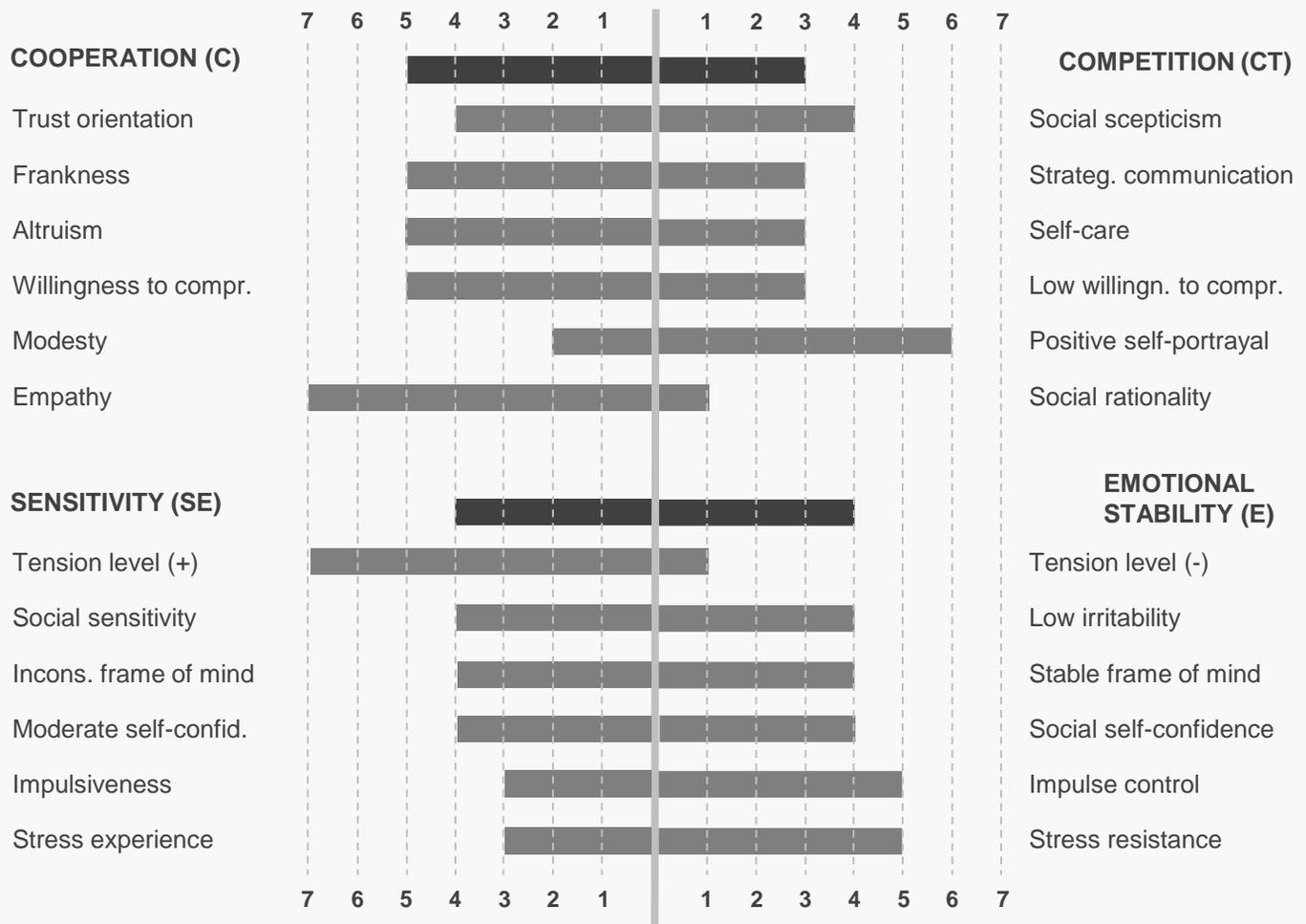
Overview of the Big 5 facets



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 influence your behaviour, e.g. work style, communication style, style of conflict or leadership style?
- Which of your personality preferences have contributed especially to your success?
- In which areas have you changed the most over the last few years?
- What are behaviours of others you are less able to deal with? From which preferences do these behaviours 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)

Overall, you tend to worry about past, present, or future events, and are relatively easily worried and tense. However, because of this tension, you are also less prone to misjudgements, as you usually recognise risks early and have a keen sense of things that might go wrong.

You are frequently very unconventional in your thinking and actions, love variety and always trying out new activities, hobbies, products, food or travel destinations. Even when it comes to solving problems, you like to try out new ways.

You feel highly compassionate for the fate of others. You understand the feelings and the fate of other people and your actions are influenced by this compassion. If in doubt, you definitely assign a higher value to human factors rather than financial or factual issues.

As you are a sociable person, you actively seek the company of others in various situations and deal with interactive situations easily (Ψ Affiliation) due to your strong experience of dealing with other people.

Tension level (SE)

Action innovation (O)

Empathy (CO)

Outer orientation (X)

DETAILED DESCRIPTION OF YOUR CENTRAL CHARACTER TRAITS

CHARACTER IN DETAIL (2)

You do not specifically look for "thrills" and constant intense sensory perceptions. Because of this lesser need for external impressions, you often appear calm and relaxed, and you seldom engage in exciting, risky situations. You may find events with many people to be exhausting quickly because of the variety of impressions and stimuli.

You do not show false modesty when it comes to calling attention to your own qualities, but have a certain tendency to portray yourself in a positive light.

Your openness to theoretical ideas, concepts and discussions characterises you. For example, you are probably interested in the latest scientific or medical knowledge, and you enjoy discussing basic philosophical questions or abstract ideas with like-minded people.

You try to avoid clashes and conflicts as much as possible. Therefore, you show willingness to compromise when dealing with other people. If there are conflicts, you are usually ready to approach your opponent and also back down in order to restore harmony.

Rest orientation (I)

Positive self-portrayal
(CT)

Conceptual innovation (O)

Willingness to
compromise (CO)

ACTION FIELDS

COMMUNICATION

BEHAVIOURAL PREFERENCES AND THOUGHT-PROVOKING IMPULSES

It can happen that you lose someone from your network, who has difficulty handling your sensitive side or who is not considerate enough of it because he/she is lacking empathy or interest.

You can empathise with the feelings of others well and therefore connect with your counterpart quickly. By virtue of your sensitive nature, it can happen that others select you as a conversational partner when it comes to delicate topics.

You want your counterpart to feel comfortable talking to you. You adjust to the other person and are more likely to focus on the similarities than to highlight the differences. This is how you ensure a harmonious conversation.

As you are someone who likes to try new things and has an open mind for ideas (even unconventional ones), many people see you as a versatile conversation partner.

People soon realise from interacting with you that you stand by what you say. If you offer to help someone, for example, you will in fact help and in such a way that it actually benefits the person.

You prefer to communicate with someone face-to-face or at least on the phone, instead of writing many e-mails.

Because you are someone who respects authority, you follow established communication rules and processes. You adhere to "the way of service" and would, e.g. not ignore your superiors in communication.

Tension level (SE)

Empathy (CO)

Empathy (CO)

Action innovation (O)

Principle orientation (C)

Outer orientation (X)

Norm orientation (S)

ACTION FIELDS

WORK STYLE

BEHAVIOURAL PREFERENCES AND THOUGHT-PROVOKING IMPULSES

With your empathic nature, you are very well suited for the moderation of group processes. This is a very important task in teams, as groups without moderation fail more often than groups that are moderated.

It is important to you that the "human aspects" do not fall by the wayside at work. In your opinion, human fates or needs are more important than absolute efficiency. In a work environment that is extremely geared toward performance, you might feel less comfortable.

You are generally good at dealing with changes and therefore better than others in adapting to new tasks. Try to use this trait by helping other colleagues who have a hard time with innovations.

You can identify problematic aspects and risks in a task earlier than others can. Therefore, help avoid weaknesses and mistakes by pointing out these problems at an early stage.

If something does not work a certain way, try other ways instead of giving up. As a result, you usually reach your destination as well.

Absolute reliability at work is very important to you. If you have promised to do a certain job, then you will do everything you can to keep that promise, even if that is for example, working in the evenings or at the weekend.

Rules and regulations in your work environment are acceptable to you if you can understand their benefits and understand how they contribute to your success. Such rules, for example, concern issues such as punctuality, order and cleanliness.

Empathy (CO)

Empathy (CO)

Action innovation (O)

Tension level (SE)

Action innovation (O)

Principle orientation (C)

Order orientation (C)

ACTION FIELDS

LEADERSHIP

BEHAVIOURAL PREFERENCES AND THOUGHT-PROVOKING IMPULSES

You generally have no trouble getting into new things and you like change and innovation. As a leader, you should use this as a strength by actively pursuing change processes within your organisation and leading the way as a "Change Agent" (Ψ).

One of your strengths as a leader is the ability to empathise with the feelings of your employees. You can use this very well to target the individual needs of your team.

As a leader, you struggle with hard personal choices, and always see the human destiny behind them. Look for a work environment in which this human factor is also welcome, otherwise you will often have to make decisions counter to your nature.

You can take advantage of your tendency to take on new things and try them out with interest by approaching your superior and suggesting that you be the first person to cover a given topic. This way, you can secure a competitive edge.

As a leader, you do not have to constantly emphasise who the "boss" is. Instead, you maintain a more collegial leadership style where those reporting to you are involved in decisions.

You tend to give in too often to your superiors and prefer to say "yes" (even though you may not really support it) than to risk a conflict. A clear distinction on your part can sometimes be very helpful.

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

Action innovation (O)

Empathy (CO)

Empathy (CO)

Action innovation (O)

Low need for dominance (I)

Willingness to compromise (CO)

Order orientation (C)

HOW AM I PERCEIVED BY OTHERS?

EXTERNAL PERCEPTION

This is how you are typically perceived by other people

POSITIVE RECEPTION

Other people perceive you as a very versatile, multi-faceted and exciting person with many areas of interest.

Others perceive you as cautious, as you are able to detect problems early on.

Your empathic nature makes you seem extremely human and approachable to others.

Even though you may not actually hear it from others often, when the “going gets tough,” many want to have you by their side because your sense of duty is valued and everyone knows you are not the type to “just walk away.”

Your organised and structured manner make a very good impression on those who threatened to sink into chaos, as they are not as able as you are to systematically approach a difficult task.

CRITICAL RECEPTION

Some rather conservative people might assume you lack constancy because you often try out new things.

Very careless people sometimes perceive you as overly tense and anxious.

Your great empathy makes you appear too "soft" for certain situations or tasks in the eyes of soberly calculating people.

Due to your low need for excitement or even risky situations, you might come across as overly cautious or even a "killjoy" to people who are very adventurous.

People who avoid contacts perceive your sociability as if you find it difficult to be alone and unable to do things by yourself. In individual cases, your sociable nature might also be interpreted as you wanting to steal the limelight.

APPLYING THE RESULTS

DEALING WITH OTHERS

COMMUNICATION AND COOPERATION

Competition

Competitive colleagues love to compete and measure themselves with other people. You can take advantage of this trait by engaging in fair competition with these team members, and pushing each other (fairly) to peak performance.

Competitive people are not inclined to compromise and give in. Instead, they are more likely to react by “fighting back.” Ask yourself if it is worthwhile to start a conflict with these colleagues.

The direct nature of competitive people can make others feel offended. You can help by pointing out which colleagues may need a gentler approach.

Steadiness

Approach steady team members when you need concrete, very pragmatic advice or guidance.

Be sure to explain your decisions properly to the colleague, as making decisions based on instincts is difficult to understand for steady people (Ψ Decision heuristics).

First, seek common grounds with the counterpart, this gives steady people confidence. Then continue step-by-step and see where other similarities can be found.

Try to actively support colleagues when they join a new team, as settling into unfamiliar teams can sometimes be challenging for steady individuals.

APPLYING THE RESULTS

DEALING WITH OTHERS

LEADERSHIP

Competition

Competitive people have no problem criticising their supervisor when it seems appropriate. Therefore, expect that you can be met with resistance from these employees when making unpopular decisions.

Unlike many other people, competitive people are not afraid to make themselves unpopular. As a leader, you can take advantage of this by telling these team members, for example, to go to meetings where it is important to "bang one's fist on the table" and clearly represent your team's point of view.

As a manager, make sure that very competitive employees do not use their elbows too much, but maintain a collegial relationship with the other team members, as otherwise the team climate may suffer too much.

Steadiness

Stable individuals are often sceptical of innovations. Therefore, be careful not to overwhelm these team members with constant changes and new tasks.

As a leader, you should also (cautiously) try to give new impulses to stable team members, so that these people do not "stagnate" in the tasks they are comfortable with and forego any further development.

As a manager, you can support stable employees very well with clear job descriptions and clear areas of responsibility. Unclear, overly open-ended demands, on the other hand, tend to trigger insecurity and discomfort for stable people.

Even routine tasks that others may find rather boring can be delegated very well to stable team members. They appreciate familiar tasks instead of constantly having to adjust to new things.

APPLYING THE RESULTS

DEALING WITH OTHERS

ARGUING, NEGOTIATING, AND SELLING

Competition

Be prepared that negotiating with highly competitive individuals can be very hard. Expect that disagreements can make it uncomfortable (even on a personal level) and prepare yourself for doubting or even unfair traits of your counterpart.

Be prepared to pretend as though you are making numerous concessions to your negotiating partner as if you accept an offer that is unacceptable to you. Try to give your competitive counterpart the feeling that he or she is the winner of the negotiation.

Competitive people are often very skilled, sometimes even manipulative in communication. Especially in negotiation situations, you should therefore be careful and critically question what has been said and, for example, not get caught up in flattery.

Steadiness

For settled people, the practical use of a product plays an important role. So be very specific about the functionality of your product if you want to sell something to a settled person.

Settled people appreciate tried and tested things and are reluctant to experiment. Convince your counterpart by emphasizing that the solution or the product you want to sell does not pose any risks. You can do this, for example, by arguing that your solution or product has been put through its paces, and you and others have already made very positive experiences with it.

Trust and reliability are high values for settled people. It is therefore worth investing a lot of time in a (business) relationship with settled people.

APPLYING THE RESULTS

LEARNING FROM OTHERS

The strengths of other personality factors

What can you learn from very competitive people?

Temporarily abandon your harmony orientation and prevail against others when necessary. Others register very clearly if you seek harmony and compromise in every situation, or if you can also point out boundaries and fight for your goals.

Critically question the motives of others. Of course, people are social beings, but most still have their own needs in mind. Always be aware of this and protect yourself from disappointment and bitterness.

Occasionally, make decisions also based on rational or even selfish considerations. Pay attention to your needs and get involved in decision-making; others will usually not do this for you!

When it is necessary articulate your needs to others unambiguously and clearly.

APPLYING THE RESULTS

LEARNING FROM OTHERS

The strengths of other personality factors

What can you learn from very steady people?

Stick with one thing until it actually becomes a reality, instead of constantly forging new unusual plans before the old ones have been implemented.

Keep the actual feasibility of your ideas and suggestions in mind at all times.

Also pay attention to details, instead of just having the big picture in mind. People like you, who are bubbling with ideas, often have a hard time explaining the concrete details of their ideas, as this is a small-scale task that may be boring to you. However, you should not ignore these because the success of most ideas depends on the details.

Stick to a project reliably and exactly as agreed, even if it turns out to be tedious and time-consuming than initially assumed.

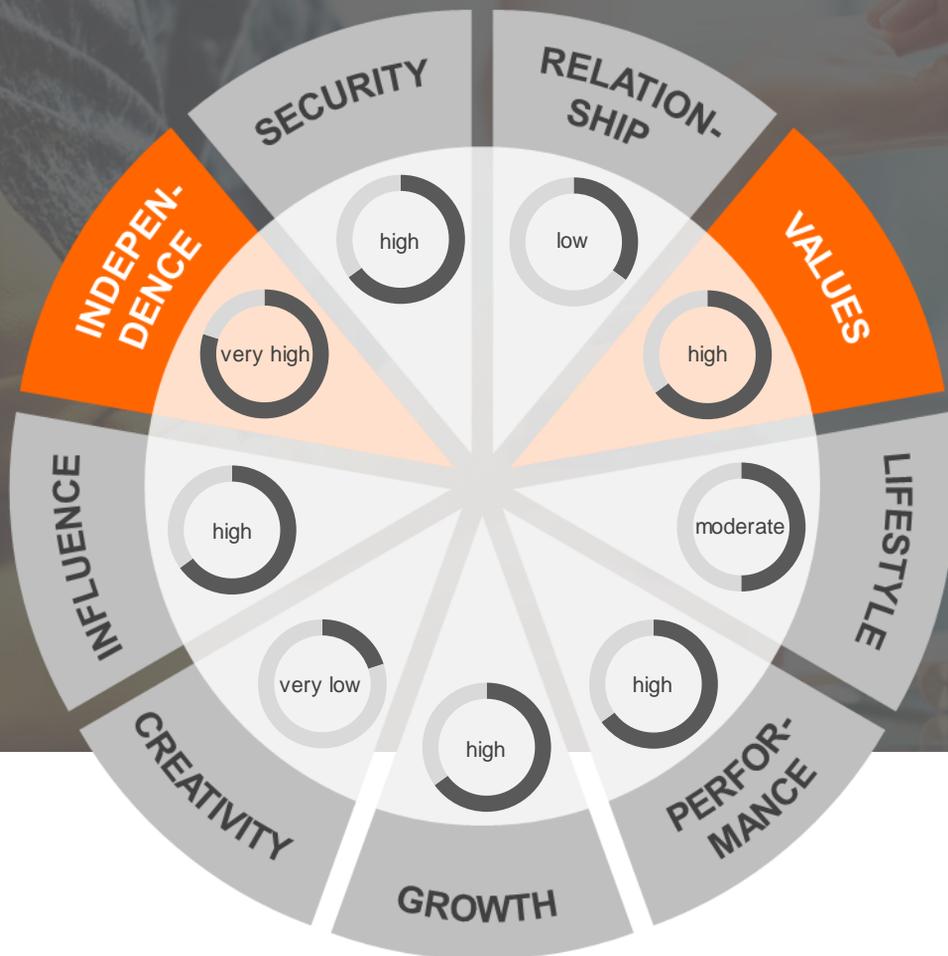
Do not dismiss the practical things in life as uninteresting to you, but also deal with these aspects of life. Then maybe also manual, technical or other completely "analogue" matters can become an enriching experience for you.

Do not make important decisions (only) from your gut, but (also) based on the analysis of all available facts.

WHAT ARE MY DRIVERS?

YOUR MOTIVE STRUCTURE

Building block 2: Your score on the nine central motives



- The graph shows 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 strength of each may differ strongly from one person to the next. Some of the motives control your behaviour 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 INDEPENDENCE MOTIVE

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

Opportunities for free professional development according to personal wishes

A high degree of initiative and autonomy in all important areas of life such as work, family, friendships

The impulse to become self-employed

Examples of people with a strong independence motive:

The professor, who can decide which material she would like to teach because of the freedom of teaching

The daughter, who wants to move out at age 17 to stand on their own two feet as early as possible

The IT-programmer who works completely independent of others in a virtual team and lives in Bali

The development manager, who asks the director for more freedom while developing new products

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

Tasks that you can perform independently and without constant intervention or control of a higher authority

Projects that you can plan and implement yourself instead of just being the executor

Tasks in the context of change processes, that offer a higher degree of freedom due to upheavals than standard processes

All activities within the framework of building one's own existence



WHAT ARE MY DRIVERS?

YOUR MOTIVES

THE INDEPENDENCE MOTIVE

If you are led too much by your independence motive, this might lead to you to...

... taking excessive and potentially unnecessary risks (for example, in self-employment) in the pursuit of independence

... having conflicts with superiors and decision-makers due to your desire for freedom

... forgetting how to successfully work together with others in a team

... trying to take responsibility for projects that you should better address with partners

... attaining your professional freedom at the expense of any social security

... extending your desire for independence too much to friends and partners and at some point, no longer being able to maintain deeper relationships

Questions to reflect upon

What characterises my personal independence motive?

How does my independence motive express itself?

Where does my independence motive come from and how has it emerged?

Who or what shaped the independence motive?

Which decisions were influenced by my independence motive?

What part does the independence motive play in my current professional and private life situation?

Which of my goals for my professional and private future fit the independence motive?

Do I want to be more or less guided by my independence motive in the future?



WHAT ARE MY DRIVERS?

YOUR MOTIVES

THE VALUE MOTIVE

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

An occupation that corresponds to your own values and lets you breathe life into it

An occupation that corresponds to your own values and lets you breathe life into it

An environment or a task in which you do not have to suppress your idealism, where it is accepted and shared

Examples of people with a strong value motive:

The student who chooses her field of study not by the profession in which she can earn the most, but by what she can do to help solve the pressing problems of our time

The IT developer who writes his programs, shares them with the general public and develops them together with others

The plastic surgeon who does not work in a cosmetic surgery clinic but in a department of accident patients in the municipal hospital

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

Working in an owner-managed company that stands for clearly defined values and where people actually practice them by example

An occupation where you can fully identify with the company's products or services

Developing ethical guidelines or at least rules for dealing with each other for your company or department

Any task in which success is not only evaluated by numbers, but also the human factor plays a crucial role



WHAT ARE MY DRIVERS?

YOUR MOTIVES

THE VALUE MOTIVE

If you are led too much by your value motive, this might lead to you to...

... neglecting your professional development due to a purely idealistic orientation

... experience more and more feelings of frustration when other people are always behaving contrary to your values and do not abide by rules of conduct

... find out again and again how much energy it costs to change something for the better in an organization, a company or just a department

... needing to think about how you want to react when others do not act fairly and morally correct towards you, even though you do towards them

... making decisions too fast or deciding against appealing job opportunities, which might have turned out to be a real opportunity on closer inspection

Questions to reflect upon

What characterizes my personal value motive?

How does my value motive express itself?

Where does my value motive come from and how has it emerged?

Who or what shaped the value motive?

Which decisions were influenced by my value motive?

What part does the value motive play in my current professional and private life situation?

Which of my goals for my professional and private future fit the value motive?

Do I want to be more or less guided by my value motive in the future?



COMPETENCY 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 competency, you will receive two pieces of information:



How likely are you to develop or expand this competency 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 competency, 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 competency. A high level means that it is generally easier for people with your profile to do so.



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

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

THE FIVE COMPETENCIES THAT SUIT YOU MOST



WHAT ARE MY TALENTS?

YOUR CORE COMPETENCIES

PLANNING COMPETENCE

Strengths

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

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

TEAM WORK

Strengths

You can successfully work with very different characters in a team.

With the help of your collegial nature you contribute a lot to the success of a group.

When you work in a group, you not only concentrate on your own success, but also and more than others, you focus on the success of the team.

You have the ability to constructively resolve disagreements and conflicts with other team members rather than escalating them.

You tend to be more willing to compromise, as cohesion is an essential part of your professional / private context.

Recommendations

Look for specific tasks in which you can use your ability to work in a team, in other words tasks that only succeed if the whole team pulls together.

At the beginning of the teamwork, make sure that the other team members also have the necessary teamwork skills and motivation.

When others look more at themselves than at the group, do not hold it against them, but try to show them the benefit of team spirit for each individual.

If you find yourself in a selfish team, don't fight for the team by yourself, but at least ensure that in the case of failure it does not fall back on to you.

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

INTERCULTURAL COMPETENCE

Strengths

You are able to avoid or constructively solve intercultural misunderstandings and conflicts when in contact with people from other cultures.

You can successfully communicate and collaborate with people from very different countries.

You are interested in cultural differences and can recognize and respond to them accordingly.

Due to your intercultural understanding, the complex requirements of a stay abroad burden you less than other people.

You are able to adapt your behaviour to the needs of intercultural encounters and respect the diversity of different nationalities.

Recommendations

Try to work in sectors and professions that are internationally oriented, such as aviation, commerce, logistics, engineering, development aid and tourism.

Be prepared to meet people who have less intercultural skills than you. Try not to be frustrated by their behavior and concentrate on the positive encounters.

Be aware that a stay abroad in a country such as India, China or Japan, is also a very big challenge for you and a culture shock can hardly be avoided here. The shock will be less strong for you than for others.

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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

CHANGE COMPETENCE

Strengths

You are able to adapt very quickly to new circumstances and situations.

Because of your generally positive attitude towards new things, you develop fewer aversions and fears in the face of changes in your professional and personal life.

You do not have a hard time letting go of old traditions when a change is meaningful or inevitable.

You have the ability to focus on the positive aspects in a change, rather than focusing on the negative aspects.

You actively initiate changes yourself when necessary and do not spend too much time in the status quo.

Recommendations

Develop an even better sense of when changes are actually needed and when, perhaps, the existing approach should be sustained and made a success.

Change is not a universal remedy, so be careful not to respond to every crisis with a big change, as it would be simply be an escape. The key is to develop a good balance between perseverance and willingness to change. Help people who have more problems than you with change to deal with these changes.

Use your adaptability for example by taking a longer stay abroad.

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

DISCIPLINE

Strengths

You are able to focus your actions on the most important tasks at the moment.

You are less likely to be carried away than others by seemingly more attractive but not conducive activities, for as long as a task is not fully completed.

You can usually forego short-term rewards in favour of greater long-term success.

You work hard for success and pay less attention to certain needs as a result.

You are able to motivate yourself more than others.

Recommendations

Invest in time and effort to define your goals as concretely as possible, because only then can you use your self-discipline meaningfully to actually achieve these goals.

Be aware that for others it is sometimes very difficult to apply your degree of self-discipline.

Also, be aware of the limits of your performance, because despite all discipline there are tasks that are not solvable, as success may not just depend on you alone.

Use your skills in this area to tackle tasks that will eventually cause others to lose motivation or patience and stay on the ball longer to successfully complete such tasks.

Questions to reflect upon

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

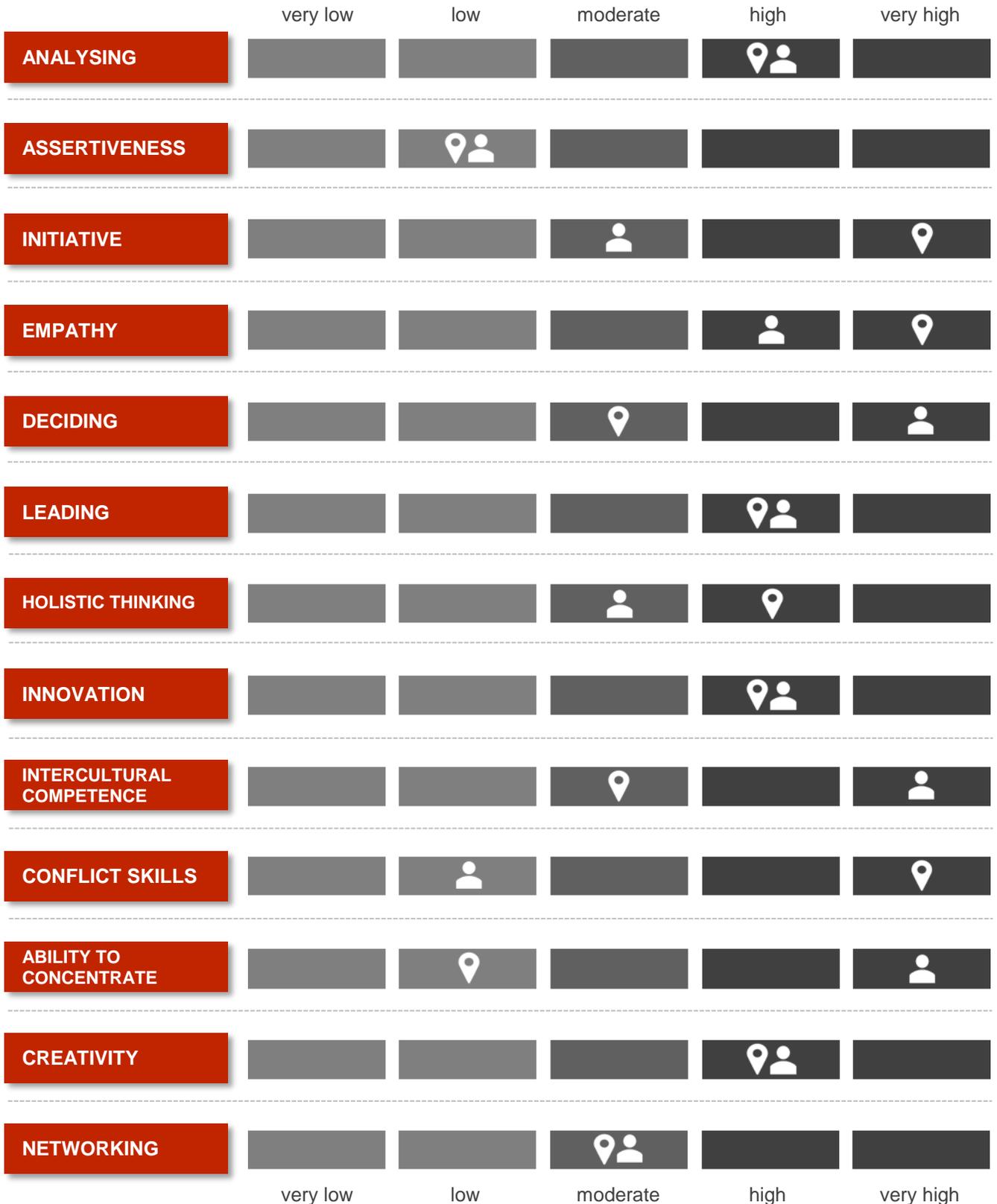
In which situations does this competency help you most?

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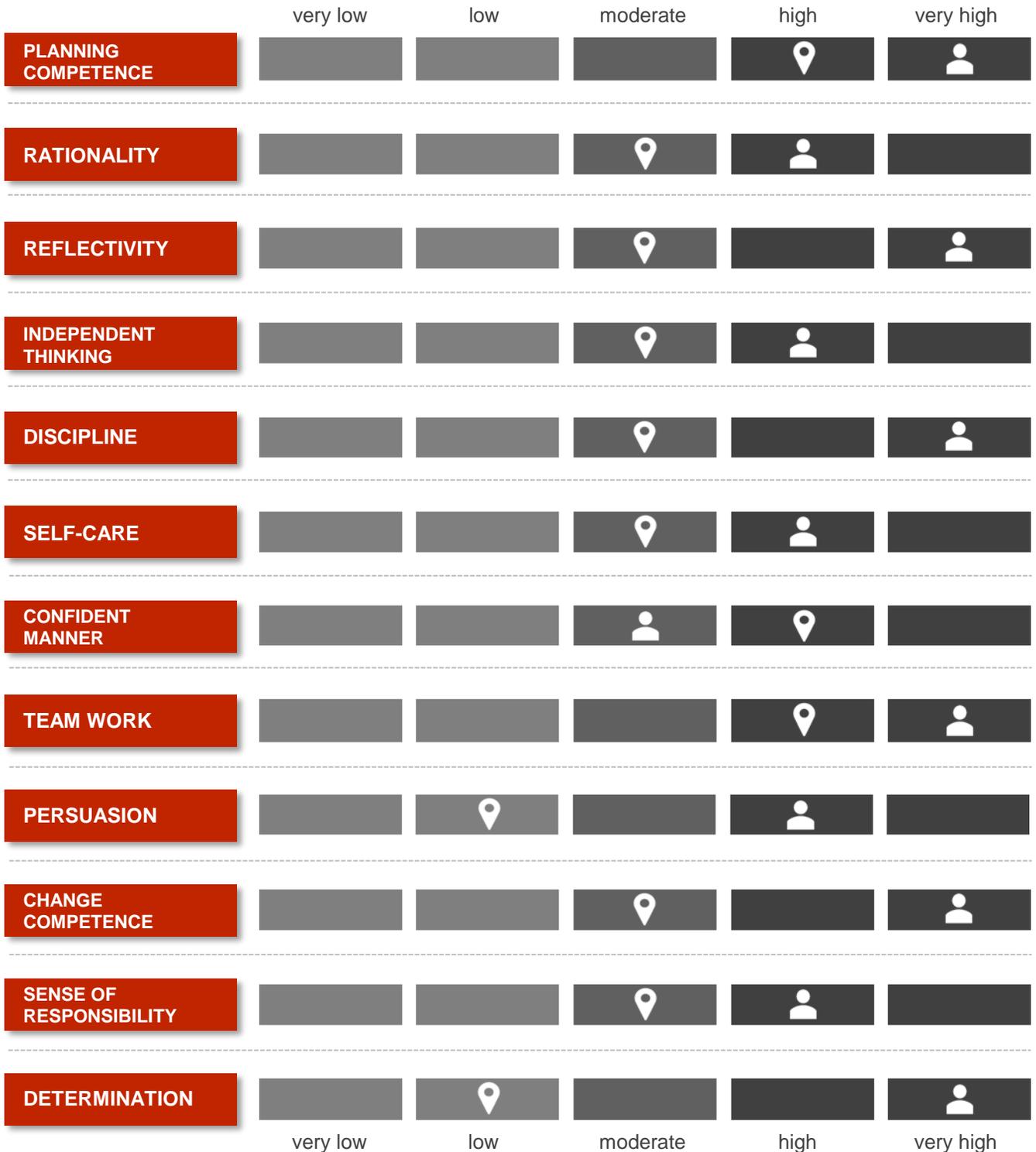
COMPETENCY PROFILE

All 25 competencies – Overview



COMPETENCY PROFILE

All 25 competencies – Overview





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PERSONALITY PROFILER

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

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