Decision Dynamics **Career Model™**
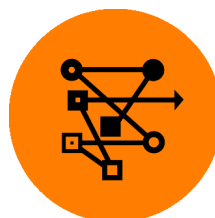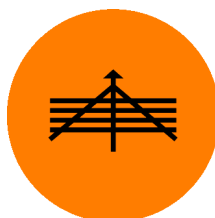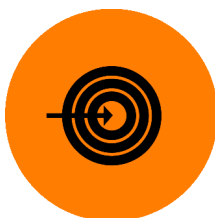
CareerView™ **Job Profiling Results**

08 May 2013

3 Profiles

Decision Dynamics is a leader in methods and tools for strategic human resources development that illuminate and enhance the interplay between people and organizations. Our scientifically based approach is built on more than 40 years of continuous research and practical use in organizations. Our clients have already used our solutions to profile and develop more than one million employees around the world.
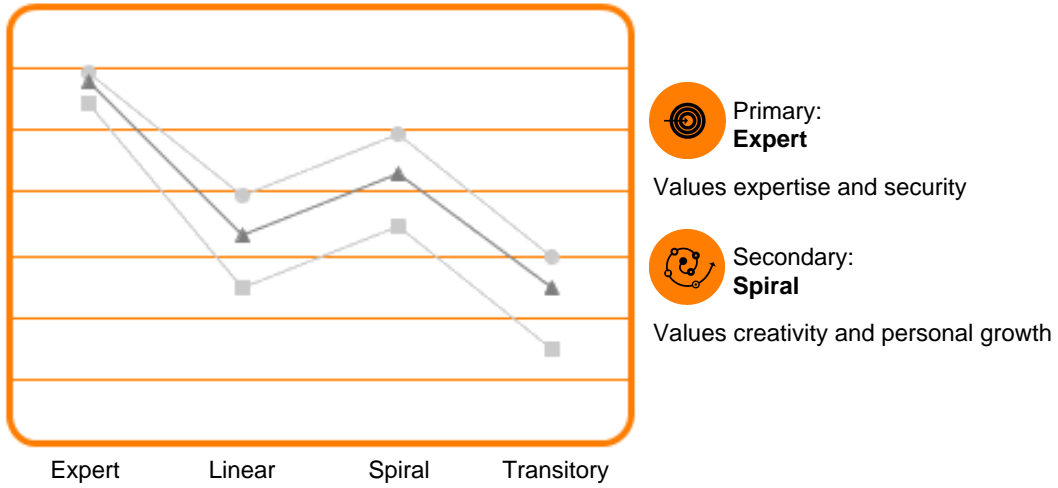
Suggested Job Profile

These are the results of the job profiling based on the answers from the persons you have chosen to profile this role. Max and min are shown in a brighter color. Pay attention to large variations.

Primary:
Expert

Values expertise and security

Secondary:
Spiral

Values creativity and personal growth

Expert
Average: 5.83
Max: 6.0
Min: 5.5

Linear
Average: 3.33
Max: 4.0
Min: 2.5

Spiral
Average: 4.33
Max: 5.0
Min: 3.5

Transitory
Average: 2.5
Max: 3.0
Min: 1.5

Competencies

This is a detailed view of how important this group rates each competency for the job that is being profiled. Max shows the highest given score, Min shows the lowest given score, and Average shows this group's average for each competency.

Expert	**Linear**	**Spiral**	**Transitory**
C1 Establishing Routines Average: 2.67 Max: 3.0 Min: 2.0	**C7 Strengthening Competitiveness** Average: 1.33 Max: 2.0 Min: 1.0	**C13 Broadening Competencies** Average: 2.0 Max: 3.0 Min: 1.0	**C19 Trying New Things** Average: 1.33 Max: 2.0 Min: 1.0
C2 Specializing In-depth Average: 2.67 Max: 3.0 Min: 2.0	**C8 Strengthening Leadership** Average: 1.33 Max: 2.0 Min: 1.0	**C14 Developing Others** Average: 2.67 Max: 3.0 Min: 2.0	**C20 Networking** Average: 1.33 Max: 2.0 Min: 1.0
C3 Being Persistent Average: 2.33 Max: 3.0 Min: 2.0	**C9 Improving Profitability** Average: 2.33 Max: 3.0 Min: 2.0	**C15 Developing Oneself** Average: 2.0 Max: 3.0 Min: 1.0	**C21 Being Mobile** Average: 1.0 Max: 1.0 Min: 1.0
C4 Refining Quality Average: 3.0 Max: 3.0 Min: 3.0	**C10 Increasing Growth** Average: 1.0 Max: 1.0 Min: 1.0	**C16 Developing Teamwork** Average: 1.67 Max: 2.0 Min: 1.0	**C22 Managing Oneself** Average: 2.0 Max: 3.0 Min: 1.0
C5 Acting Long-term Average: 2.33 Max: 3.0 Min: 2.0	**C11 Improving Efficiency** Average: 2.67 Max: 3.0 Min: 2.0	**C17 Renewing** Average: 2.0 Max: 3.0 Min: 1.0	**C23 Learning Quickly** Average: 1.33 Max: 2.0 Min: 1.0
C6 Increasing Professionalism Average: 2.67 Max: 3.0 Min: 2.0	**C12 Driving towards Goals** Average: 2.0 Max: 3.0 Min: 1.0	**C18 Crossing Boundaries** Average: 2.33 Max: 3.0 Min: 1.0	**C24 Speeding Up** Average: 2.0 Max: 3.0 Min: 1.0

40 Years of Research and One Million Satisfied Users

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Decision Dynamics was founded by two industrial and organizational psychologists from Princeton and Yale Universities. The company was soon taken on by demanding and development-intensive clients such as NASA, the Aerospace Corporation, and Rockwell.

Our research and development efforts continues in Decision Dynamics Research and are aimed at advancing the state of art in assessment methods and technologies. Meanwhile you benefit from having immediate access to the very latest, fully developed tools and methods in our portfolio adapted for providing practical usage, measurable results and rapid impact of today's demanding workplace.

The Decision Dynamics approach functions as a catalyst to support organizations' efforts to increase engagement and performance. Together with our global network of partners and resellers we provide profiling tools, training, and consultative services.

Decision Dynamics tools and business solutions are used for:
- Engagement
- Selection and recruitment
- Leadership development
- Talent management and succession planning
- Career development and coaching
- Team development