



Labor Orientation Inventory (LOI)

(Basic Profile)

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Evaluation Date: 16 07:26:16/12/2016

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The Labor Orientation Inventory (LOI) helps to identify a professional individual's preference / inclination towards a particular labor environment, in both qualitative and quantitative terms, and therefore his / her degree of affinity with a determined work field.

The LOI Profile covers four basic orientations, namely:

Direct
Involve
Support
Conceive

These four orientations (D, I, S and C) include the particular way in which a person "positions" him/herself towards matters in general and "faces" the tasks he/she has assumed the responsibility to carry out.

Direct	Involve	Support	Conceive
D	I	S	C
Makes things happen.	Makes people participate in things.	Makes things get done correctly.	Makes things improve.

Quantitative Profile

Labor Orientation													
%	D	I	S	C	D	I	S	C	D	I	S	C	Sg
10		x			x					x			5
20									x				4
40						x							3
20	x			x				x			x		2
10				x			x					x	1
5	19	5	1	2	6	12	10	3	13	-7	-9		
Desired (+)				Under Pressure (-)				Usual (=)					

Besides the orientation configuration, the Quantitative Profile also presents a person's most likely behaviors in "desired" conditions, "under pressure" and in "usual" conditions. The fluctuation between these three profiles makes reference to the stability and readjustment the person makes according to such circumstances.

Below you will find a description of the main traits a person with this profile has:


“INVALID”

In general terms, this Labor-Orientation Profile shows an indefinite perspective (a little confused or conflicted) typical of a professional who is in a transition stage, not yet completed, due to several types of factors (personal/ labor related).

Quantitative Profile

Below you will find a report that complements the information of the previous profile. In it, you can visualize the continuum that each one of the four orientations implies and its polarity (1 – 5) in qualitative terms, as well as the interdependence between the styles, in which the relationship between the most and the least dominant creates other implications between them. The stars indicate your current position in this Qualitative Profile..

	(D)	(I)	(S)	(C)
Very Hight 5	Vigoroso Demandante Dominante Agresivo	Efusivo Carismatico Fascinante Arrollador ★	Posesivo Compulsivo Impasible Inflexible	Perfeccionista Rigido Cauteloso Impositivo
Hight 4	Intrepido Competitivo Desafiante Pro-activo ★	Convincente Animado Incentivador Sociable	Esmerado Conciso Laborioso Organizado	Ingenioso Riguroso Sistematico Focalizado
Average 3	Directo Resuelto Determinado Valeroso	Calido Amigable Ameno Conciliador	Adaptable Relajado Consistente Impecable	Planificador Objetivo Analitico Previsivo
Low 2	Discreto Modesto Cooperador Humilde	Reflexivo Atento Cordial Amable	Voluble Intranquilo Impaciente Cumplido ★	Dubitativo Convencional Intuitivo Informal

Very Low 1	Indeciso Recatado Docil Complaciente	Reservado Indiferente Distante Apatico	Urgido Impetuoso Frenetico Impulsivo	Radical Desinhibido Irreverente Arriesgado 
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