



# **Labor Orientation Inventory (LOI)**

**(Basic Profile)**

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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:

**D**irect  
**I**nvolve  
**S**upport  
**C**onceive

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													5							
20				x			x						4							
40	x	x				x		x	x	x	x	x	3							
20			x		x								2							
10													1							
9				7	5	9	12				6	4	8	-3				1	1	1
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**

## “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	Forceful Demanding Dominant Aggressive	Effusive Charismatic Fascinating Overwhelming	Possessive Compulsive Intransigent Inflexible	Perfectionist Rigid Wary Impositive
Hight 4	Intrepid Competitive Defiant Proactive	Convincing Lively Encouraging Sociable	Careful Concise Laborious Organized	Ingenious Rigorous Systematic Focused
Average 3	Direct Resolute Determined Courageous ★	Warm Friendly Nice Conciliating ★	Adaptive Relaxed Consistent Impeccable ★	Planner Objective Analytical Foward-looking ★
Low 2	Discreet Modest Cooperative Humble	Reflexive Attentive Cordial Kind	Unconsistent Restaless Impatient Unfulfilled	Uncertain Conventional Intuitive Informal
Very Low 1	Undecided Coy Docile Indulgent	Reserved Indifferent Distant Apathetic	Rushed Impetuous Frantic Impulsive	Radical Uninhibited Irreverent Fearless