



# **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								x	4
40	x					x	x	x		x	x		3
20		x							x				2
10					x								1
7	5	9	9	13	5	6	6	-6	0	3	3		
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: **EXPERT**

iol_test.Principales	iol_test.Iniciativa	iol_test.Implicaciones	iol_test.Supervision
<p>People with this profile are perceived as firm, convincing, realistic, impatient and independent. They fight to overcome obstacles and accomplish their established goals at any cost, often in obsessive terms. They prefer to face difficult issues and problems, to solve them with determination, using different tactics. They tend to be competitive and like to manage things their way, which they consider best of all. They're very willing to assume challenging responsibilities and to take decisions independently.</p>	<p>This profile is dominant, incisive, active and very determined. During their daily activity, this person shows a need to initiate actions, exercise authority and produce tangible results in the agreed terms. They tend to be individualistic, a loner who wants and needs power as well as freedom. They function better in fast-paced and highly competitive environments. The more challenging and important the issue to take on, the bigger will be their interest.</p>	<p>The "Initiator" has a much bigger impact on others than they realize. When people don't meet their expectations, they will say so directly and off-handedly. Due to their impatience to get things done, they won't hesitate to do them on their own if necessary. There is a risk they will get impatient and irritable when things don't go according to the terms and standards, which they themselves established unilaterally.</p>	<p>People with this profile function best with a direct and clear supervisor with whom they can negotiate commitments as equals. Due to their desire for variety and difficulty, this profile needs tasks that imply an interesting challenge that appeal to logic and that are of analytical nature. Personal interaction can be improved by increasing their conscience with tasks that surpass their own abilities and technical knowledge.</p>

## 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