



Labor Orientation Inventory (LOI)

(Basic Profile)

**Candidate: XXXX YYYYYY
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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 | x | | | 4 |
| 40 | | | | | | | | | | | | x | 3 |
| 20 | x | | | x | | x | | | | | | | 2 |
| 10 | | | | x | | | x | | | | x | | 1 |
| | | | | | | | | | | | | | |
| 4 | 18 | 5 | 2 | | 0 | 10 | 20 | 1 | 4 | 8 | -15 | 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:

| Main Traist | Leadership Initiative | Main Performance Implications | Required 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) |
|-----------------------------|---|--|---|---|
| <p>Very Hight 5</p> | <p>Vigoroso Demandante Dominante Agresivo</p> | <p>Efusivo Carismatico Fascinante Arrollador</p> | <p>Posesivo Compulsivo Impasible Inflexible</p> | <p>Perfeccionista Rigido Cauteloso Impositivo</p> |

| | | | | |
|---------------|---|---|--|---|
| 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 Desinhbido Irreverente Arriesgado |