

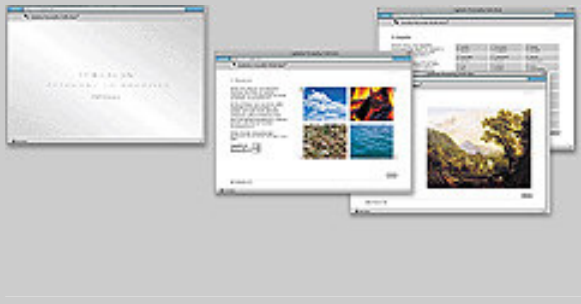

## Symbolon Personality Profile®

The Symbolon Personality Profile® is a new and innovative tool for potential analysis and personality development. Through its layout, it is able to go into the basic principles and the background more deeply than others. The result is therefore real and impossible to manipulate through its symbolic questioning.

There are no similar analyses available on the market. For this reason it is not possible to directly compare this profile with other known instruments. The Symbolon Personality Profile® is not a test and does not evaluate. It acquires the core topics and shows possibilities for development.

### Two Product Types

The SPP® is completed online, and the SPP®-Intensive is completed in written form. The Profiles differ from each other through their implementation, size, time expenditure and depth.

	
<p><b>Size</b> 5 areas</p>	<p><b>Size</b> 17 areas</p>
<p><b>Length</b> about 10 minutes to fill out</p>	<p><b>Length</b> about 30 minutes to fill out</p>
<p><b>Implementation</b> Online</p>	<p><b>Implementation</b> written</p>
<p><b>Evaluation</b> about 30 pages written or as pdf file</p>	<p><b>Evaluation</b> about 90 pages written</p>
<p><b>Consulting</b> about 1 1/2 hours The profile can also be handed over without a consulting in a team process.</p>	<p><b>Consulting</b> about 2 1/2 hours The profile is handed over with a personal consulting.</p>

<p><b>Content</b> integral personality analysis:</p> <p>Basic Constellation Development Possibilities Reflection on Strengths and Weaknesses Potential Development Communication and Work Style Effect of Personal Dynamic on the Work Environment Clear Positioning</p>	<p><b>Content</b> detailed, differentiated personality analysis:</p> <p>The following additional content to the basic profile: Determination of Location Style of Leadership Level and Development Possibilities Relationship to Cycles and Processes Responsibility Principles Emotional Strength and Social Competence Deficits Motivational Factors Self-Perception – Impact on Others</p>
<p><b>Application Areas</b> New Orientation Promotion and Strengthening of Employees Improvement of Communication Increase of Motivation Cultivation of Loyalty Clarification of Development Perspectives</p>	<p><b>Application Areas</b> Development of Leadership High Potential Development In the framework of Assessments Development of Idle Resources Improvement of Conflict Capability Decision-Making Encompassing Personality Development Implementation of Values Career Development Clarification and Extension of Areas of Responsibility Promotion of Creativity and Innovation Strengthening of Authenticity Social Competence Development of Resilience and Crisis Capability</p>
<p><b>Cost</b> 120.– Euro (excl. Consultant Prices)</p>	<p><b>Cost</b> 320.– Euro (excl. Consultant Prices)</p>
<p><b>Process Accompaniment</b> (optional) Consultation is individually customized, about 6 months 1.5 hours/month</p>	<p><b>Process Accompaniment</b> (optional) Consultation is individually customized, about 10 months 2 hours/month</p>
<p><b>Languages</b> German and English; within a short time: French, Spanish, Italian, Russian, Czech, Slovakia</p>	<p><b>Languages</b> German and English</p>

## Method

It is based on pictures and symbols.  
It reflects the inner level and enables key insights.  
Individual consultative discussions take place under confidentiality.  
It shows the inner dynamic with its concrete effect.  
The method is innovative, unique and mostly non-transparent.  
It does not evaluate, it reflects strengths and weaknesses.  
It shows subtle factors that are often neglected.  
It makes a direct connection with the actual work situation and «hard facts».

## Use

Greater openness from the employees in regards to the consultant.  
The work situation is seen as a whole in its inner and outer aspects.  
Employees are strengthened personally and therefore become more efficient.  
Social competence, team capability and leadership quality are increased.  
The investment in the employees is individual and effective.  
Time is saved through direct recognition and showing the core topics.  
Potentials are developed and resources are freed up.  
Sensitization and increase of early recognition.  
Employees feel appreciated and are therefore more motivated and loyal.

## Consultant

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## Information and registration

[www.symbolon.com](http://www.symbolon.com)

