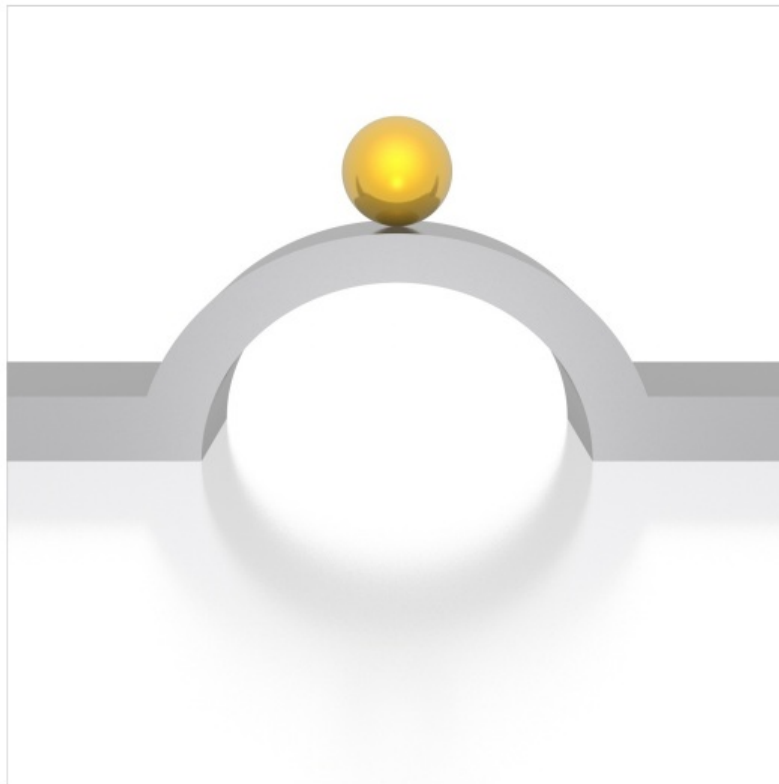


# CAPTain | management

Top Management



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finished: xxx











































A full comparison of the person's self-image and the CAPTain analysis can be found in the section "The CAPTain results in detail". The particularly significant deviations are listed here:

**CAPTain analysis:**

The person wants to achieve something in his/her work. S/he does his/her best to achieve good results with the resources available.

**Self-evaluation:**

The person is very results-oriented. S/he is especially motivated by having a concrete goal. S/he then makes a great effort to achieve it.

**CAPTain analysis:**

The person gets an overview of specialised tasks required, and ensures that they are dealt with. If necessary, s/he deals with certain content-related issues him/herself.

**Self-evaluation:**

The person always gives his/her personal attention to the specialized assignments that need to be handled. It would hardly cross his/her mind to delegate this work to others.

**CAPTain analysis:**

The person shows leadership behaviour in actively working towards the necessary decisions being taken. However, s/he does not want to dominate the group.

**Self-evaluation:**

The person displays strong leadership insofar as s/he makes the important decisions. S/he allows other opinions to be heard, but generally makes the decisions alone, telling the group what direction to take and driving it onwards. S/he expects loyalty.

**CAPTain analysis:**

The person lets him/herself be influenced only by an issue in itself and not by his/her superior as a person. S/he rejects a personal relationship as a subordinate. The person works very much on his/her own responsibility.

**Self-evaluation:**

The person attaches importance to a good personal relationship with his/her superior. S/he does not want to disappoint the superior's expectations.

**CAPTain analysis:**

The person is capable of making the necessary decisions, but s/he takes his/her time and does not rush them.

**Self-evaluation:**

The person makes quick decisions which are also based on the situation. S/he takes risks in the process but is willing to correct decisions later on that turn out to have been less than ideal.

**CAPTain analysis:**

The person is always friendly as far as possible. S/he does not like to show feelings such as displeasure or annoyance.

**Self-evaluation:**

The person normally does not conceal his feelings, but can keep negative feelings to him/herself when necessary.

Sample Report  
CAPTain management

0 - 10 = CAPTain

0 - 10 = Subjective

Oberes Management (om)  
Profile coefficient: 69,70

Positive	Negative	Tolerable	Forbidden												
<b>Definition of strategic goals</b>				0	1	2	3	4	5	6	7	8	9	10	
Openness for new things	relies on established things									7					open towards new things
System	flexible, responds to circumstances			3	4										very systematic
Dynamism	calm				4	5									dynamic
Conceptual thinking	intuitive		2		4										tends to plan
Long-term orientation	acts for the short term, impatient							5	6						acts for the long term, persevering
Own ideas	few own ideas								6		8				plenty of own ideas
Holistic approach	focus on small things							5	6						the bigger picture
<b>Setting structures and general conditions</b>				0	1	2	3	4	5	6	7	8	9	10	
Structured approach	flexible, responds to circumstances			3	4										very structured
Considered action	pragmatic		2		4										very considerate
Attention to detail	not interested in details				4	5									focuses on details
Focus on connections	considers the small things							5	6						the bigger picture
Activity level	calm				4	5									restless
Readiness to take risks	avoids risks							5				8			accepts risks
Reflective planning	guided by experience		2		4										considerate
Focus of target	process-oriented							5				8			goal-oriented
Self-assertiveness	does not assert him/herself								6	7					willing to assert him/herself
<b>Change Management</b>				0	1	2	3	4	5	6	7	8	9	10	
Target-orientation	process-oriented							5				8			goal-oriented
Creativity	few creative inclinations								6			8			very creatively inclined
Power to change	little power to change things							5		7					very committed to change
Openness for new things	relies on established things									7					open towards new things
Personal commitment	benefit-oriented								6	7					high commitment
Personal ambition	not competitive									7					very ambitious, competitive
Long-term orientation	acts for the short term, impatient							5	6						acts for the long term, persevering
Self-confidence	questions him/herself							5	6						very sure of him-/herself
Persistence	does not personally finish things					4			6						always personally completes assignments
Assertiveness	does not want to assert him/herself								6	7					wants to assert him/herself
Self-control	very direct					4				7					very controlled
<b>Winning allies</b>				0	1	2	3	4	5	6	7	8	9	10	
Communicativeness	prefers to be alone									6		8			sociable
Personal level	down-to-earth, factual									6					personal
Relationship-orientation	low sensibility							5			7				attaches importance to a considerate community
Assertiveness	does not assert his/her own position									6	7				wants to assert him/herself
Consensus-orientation	shows little consideration							5			7				high need for consensus
Decisiveness	finds it hard to make decisions							5				8			decides quickly
Openness to contact	withdraws from other people									6		8			has a lot of contact
Spokesman for the group	does not need any attention									6					wants to be the center of attention
Need for co-operation	works alone							5	6						fits in
Emotional binding to group	does not need the community									6					seeks out the community

0 - 10 = CAPTain

0 - 10 = Subjective

Oberes Management (om)  
Profile coefficient: 69,70

Positive	Negative	Tolerable	Forbidden												
<b>Leading executives</b>				0	1	2	3	4	5	6	7	8	9	10	
Identification with the role	acts as a colleague							5		7				takes the leader's role	
Authority as leader	does not lead							5				8		directs a lot	
Intensity of leadership	exerts little influence								6	7				exerts a lot of influence	
Delegation	does not delegate or control									6				delegates and controls	
Taking a stance	does not assert his/her own position								6	7				asserts his/her own position	
Striving for consensus	low consensus-orientation							5		7				pursues a consensus	
Ambitious goals	does not compete									7				high personal ambitions	
<b>Personality</b>				0	1	2	3	4	5	6	7	8	9	10	
Identification with task	benefit-oriented								6	7				highly committed	
Sense of initiative	acts according to guidelines											8		does not want any targets	
Drive	level-headed, thorough					4	5							wants activity and success	
Personal courage	needs a lot of support							5	6					does not need any support	
Interest in details	not interested in details						4	5						focuses on details	
Self-control	very direct						4				7			very controlled	
Self-assurance	questions him/herself								5	6				very sure of him-/herself	
Readiness for conflict	avoids conflicts									6	7			high willingness to engage in conflicts	
(Self) presentation	does not like to present										7			likes to present him/herself and the topic	
Self-confidencence	questions him/herself								5	6				very sure of him-/herself	
Readiness to make a stand	barely yields his/her opinion									6	7			insists upon his/her opinion	
Not dependant of recognition	needs personal appreciation						4	5						barely needs appreciation	

Sample  
CAPTain m