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Core Values

Core Values manifest themselves in all areas of a person's life and determine their choices and decisions.

- Group Identity**
This person's identity is largely shaped by their group affiliation. They experience a strong need to belong and conform. Their sense of self is closely tied to their perception of how others in their group see them. They have a strong sense of responsibility and duty to their group, often putting the needs of the group above their personal interests.
- Social Intuition**
They might rely on social intuition to understand and fit into group norms. They might have a knack for picking up on subtle social cues and adapting their behavior to align with group expectations. They might instinctively know how to behave in different social situations to gain approval and avoid conflict.
- Conformity to norms**
They strictly adhere to the norms, rules, and roles established by their group or society. They believe these norms are universal and tend to judge others by the same standards.
- Reliance on authority**
They rely heavily on outside authority to make decisions and determine what is right or wrong. They respect hierarchy and expect others in their group to do the same.

Meta-Competency

What is your employee's 'superpower'?
Meta-competencies are high-level skills that contribute to the personal and professional development of your candidate/employee and enable them to succeed in new areas of knowledge.

Capacity for Reflection
Your candidate/employee's key meta-skill is the capacity for reflection. They have the ability to deeply contemplate and reconsider past experiences, extracting the most important and valuable lessons to apply to current tasks. They seek causal relationships in the course of events and possess the skill to construct complex logical sequences. In these connections, they find answers to many questions and feel satisfaction when their hypotheses are justified and reinforced by logic. Prone to prolonged observation of processes, they can make concise and considered conclusions from their observations. The capacity for reflection enables them to find meanings that may not be obvious to others.

Growth Area

Nobody is perfect!
Each of us has areas of growth, and by developing these, we become more resilient and effective.
The areas for development show which skills your candidate/employee should cultivate to perform their role more efficiently.

Taking Personal Responsibility
A crucial aspect of this individual's personal development is the ability to take full responsibility for their actions, without attributing them to chance or the actions of others.

Respecting Personal Boundaries
Another significant area for growth is establishing and respecting one's own and others' personal boundaries, as well as distinguishing between areas of responsibility at work and the ability to keep personal and professional relationships separate

Optimal Job Conditions

It can be challenging in practice to provide an employee with the full set of conditions for their optimal self-actualization.
It's worth considering this information to understand the situations in which your candidate/employee will be able to fully realize their qualities, and those in which they might feel constrained, procrastinate, or sabotage work processes.

Teamwork and Support
This candidate/employee feels comfortable in a collective setting and prefers tasks that involve collaborative work and consultations with colleagues. They may find it difficult to organize their activity independently, hence the importance of surrounding themselves with a small group of colleagues for support and guidance. They can achieve maximum results in their professional activities if these meet their need for support and mutual influence among significant team members.

Human Relations and Community
Their professional and personal lives deeply intersect, and they often struggle to separate the two. In colleagues and employees, they value, above all, human qualities and can engage in close and trusting relationships, communicating not just about work matters but also about each other's hobbies and life circumstances.

Mission and Belief in Their Work
Their interest in projects increases if they believe that their activities will benefit someone or solve an important problem. In the professional realm, it is vital for this candidate/employee to be confident that their work has profound meaning. They are willing to invest their knowledge and skills only in what they truly believe in.

Traditions and Rules
Adhering to established norms, traditions, and rules is a decisive factor for this candidate/employee when solving tasks. They are comfortable within familiar collectives but may find it challenging to integrate into new teams and quickly adapt to unfamiliar rules. They value established resources and are reluctant to abandon long-standing, effective approaches in favor of new and untested ones.

Working Under a Leader
The optimal solution for them is working in a small team with well-known people under the guidance of a strong, authoritative leader.

Competency Map

What are your employee's strengths and which skills need development?
The competency map includes key skills significant for knowledge workers. Use this information to define a development track for your candidate/employee.
A score of less than 35% indicates a low level of skill development.
A score between 35% to 65% indicates a moderate level of development.
A score above 65% indicates a high level of skill development.

Team role

Leader, Expert, or Confident Team Player?
The team role of your candidate/employee may differ from their formal role, but it is essential to understand what kind of implementation they truly aspire to within the team.

Attentive Assistant
In the team, your candidate/employee is likely to take on the role of an attentive assistant, capable of assessing the situation, and forecasting outcomes and consequences of actions (both their own and others') in the long term. Their task may involve exploratory work (not necessarily scientific) like searching for and creating new meanings that may not be obvious to others, as well as studying people and situations.

Motivation

Employees are often motivated to work by more than just salary size and financial benefits.
Consider the primary motivation of your candidate/employee to inspire them, and present your company's HR brand, and EVP (Employer Value Proposition).

Guide and Inspire Others
This candidate/employee is inspired by strong leaders capable of guiding and directing; they deeply respect authoritative people with significant experience. An important motivating factor for them is the idea of one day becoming such a leader themselves, to share their approaches, inspire, and guide other people

Result Orientation

Process-driven, result-focused, or balanced?
This metric reveals how your candidate/employee typically behaves when tackling work tasks.

This candidate/employee is more process-oriented than result-oriented. They are captivated by regularly recurring approaches, traditions, and rituals. Their ability to focus on the process enables them to maintain motivation and carry out even the tasks that do not inspire them greatly.



Teamwork

Satisfies personal needs, cares for group interests, or strives to combine both approaches?
This metric indicates your candidate/employee's commitment to either team or personal benefits.

Your candidate/employee is more group-oriented than self-oriented; within the group, they are interested in specific individuals, their traits, and characteristics. Developing relationships, connecting with people, having the opportunity to feel their support, and participating in their lives are some of the most important professional path orientations for this candidate/employee, regardless of their position in the team.



Management Style

How to behave with this employee? Offer freedom of action or control every step?
Consider this information as a guide to building a management style that allows your employee to be most effective in their professional activities.

How This Candidate/Employee Thinks
This individual respects those with significant experience and values their feedback. They place great importance on meeting expectations and pleasing those in higher positions.

How It Manifests
They aim to closely interact with their manager or a strong leader within the team to gain support and approval. They may agree with them on important issues and even change their viewpoint to avoid causing disappointment and distrust.

What the Manager Should Pay Attention To
To properly direct this person's efforts, it is essential to provide them with a guiding figure, such as a leader or an authoritative team member. Such a figure can serve as a role model and example for this candidate/employee, setting clear expectations and tasks.

