

PROFILING

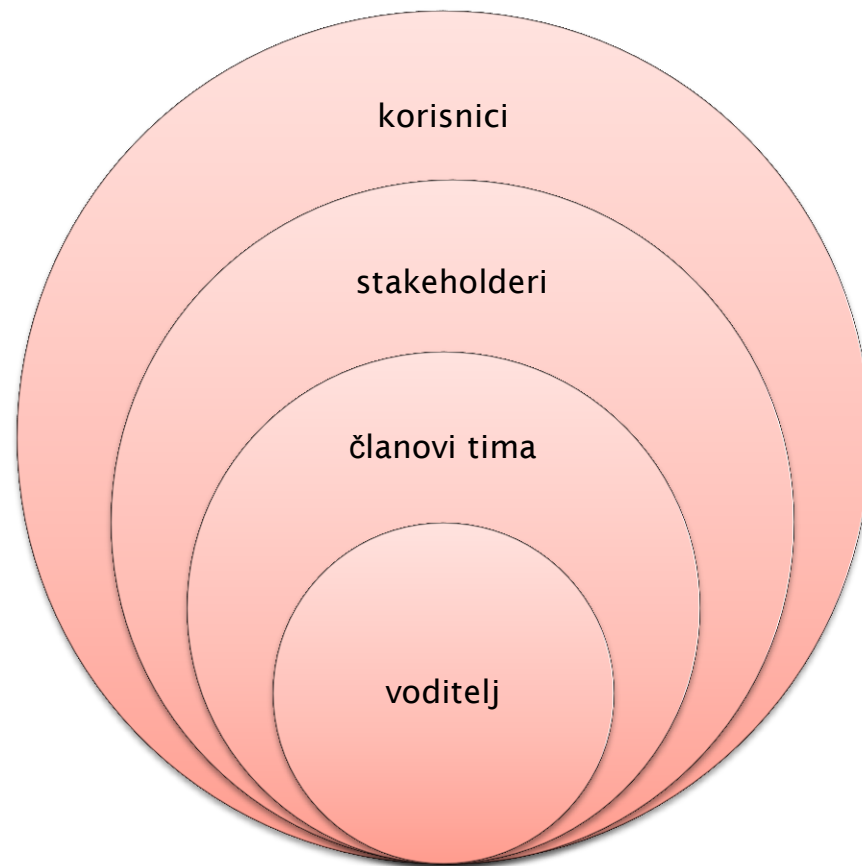
Što je zajedničko kriminalističkim serijama i project managementu?



At its most fundamental, project management is about people getting things done.

Martin Barnes







profiliranje
≠
stereotipiziranje



kognicija



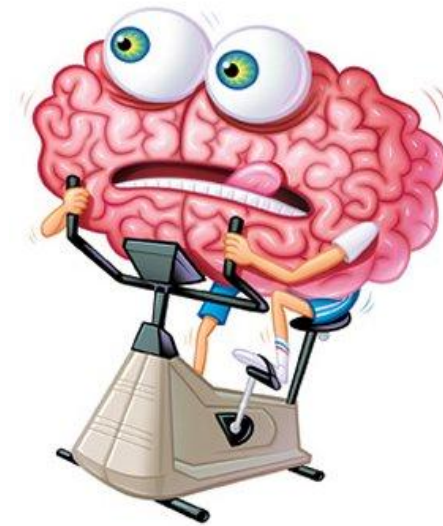
motivacija

ličnost



Kognicija

- Rješavanje problema
- Učenje
- Stavovi
- Inteligencija



Motivacija

- Intrinzična
- Ekstrinzična
- Hijerarhija motiva



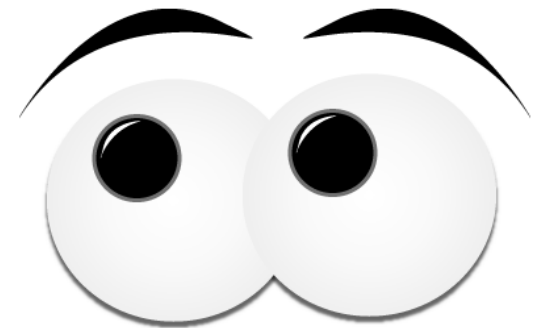
Ličnost

- Introversija vs. ekroversija
- Orijentiranost na detalje
- Analitičnost
- Otpornost na stres
- Agresivnost



Kako do informacija?

- Opažanje:
 - komunikacijskih stilova
 - ponašanja
 - rješavanja problema












Upitnici

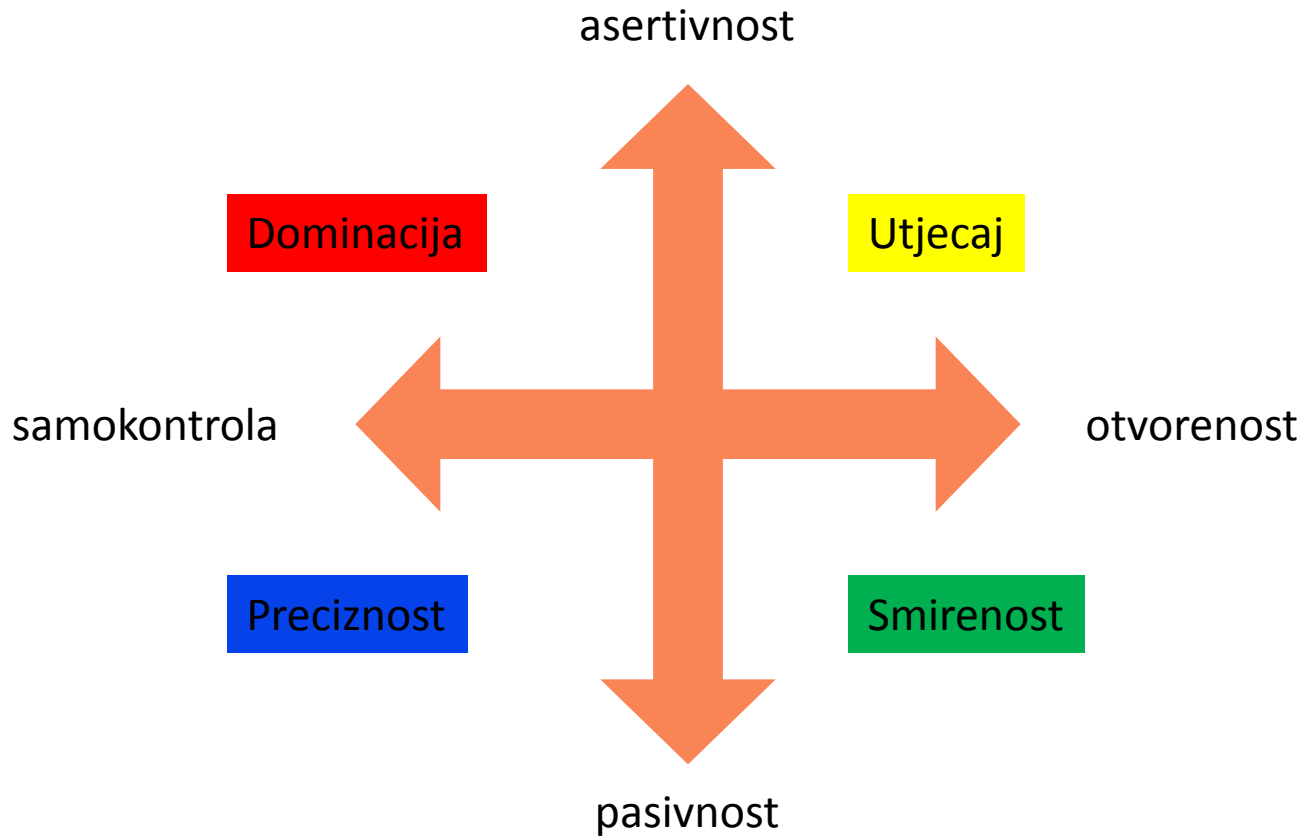
- Belbinov test timskih uloga
- Myers-Briggs Type Indicator (MBTI)
- DISC model osobnosti



Team Role Summary Descriptions

| Team Role | Contribution | Allowable Weaknesses |
|--|--|---|
| Plant  | Creative, imaginative, free-thinking. Generates ideas and solves difficult problems. | Ignores incidentals. Too pre-occupied to communicate effectively. |
| Resource Investigator  | Outgoing, enthusiastic, communicative. Explores opportunities and develops contacts. | Over-optimistic. Loses interest once initial enthusiasm has passed. |
| Co-ordinator  | Mature, confident, identifies talent. Clarifies goals. Delegates effectively. | Can be seen as manipulative. Offloads own share of the work. |
| Shaper  | Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles. | Prone to provocation. Offends people's feelings. |
| Monitor Evaluator  | Sober, strategic and discerning. Sees all options and judges accurately. | Lacks drive and ability to inspire others. Can be overly critical. |
| Teamworker  | Co-operative, perceptive and diplomatic. Listens and averts friction. | Indecisive in crunch situations. Avoids confrontation. |
| Implementer  | Practical, reliable, efficient. Turns ideas into actions and organizes work that needs to be done. | Somewhat inflexible. Slow to respond to new possibilities. |
| Completer Finisher  | Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects. | Inclined to worry unduly. Reluctant to delegate. |
| Specialist  | Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply. | Contributes only on a narrow front. Dwells on technicalities. |

DISC model osobnosti



Vozač

Ova osoba je direktna, zahtjevna, vrlo motivirana i usmjerena cilju te kompetitivna.

Asertivni

Osoba ovog profila je vrlo asertivna, ponekada je vrlo prijateljska i otvorena, a ponekada dosta samokontrolirana.

Komunikator

Ova osoba je prijateljska, lako stvara nova kontakte i osjeća se dobro u društvu nepoznatih.

Samokontrolirani

Osoba ovog profila je vrlo samokontrolirana i rijetko se otvara u smislu davanja informacija o sebi ili svojim idejama. Ovisno o okolnostima može biti asertivna ili pasivna.

Uravnoteženi

Uravnoteženi (ponekad se naziva i neutralni) stil nije moguće definirati. Njihovo ponašanje je kombinacija ponašanje svih drugih stilova.

Otvoreni

Osoba ovog profila je vrlo otvorena i zna se postaviti u socijalnom okruženju. Ovisno o okolnostima može biti asertivna ili pasivna.

Analitičar

Ova osoba slijedi pravila kada god može.

Pasivni

Osoba ovog profila je vrlo pasivna, skromna, nenametljiva i često je neodlučna. Obično ima vrlo ljubazan pristup, no često je i rezervirana i oprezna.

Planer

Ova osoba je strpljiva, postojana, ne voli promjene, voli pažljivo planirati prije nego što krene u akciju.

Ako vam je svega previše...



Uposlite psihologa!



This is my team...

Hvala na pažnji!

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