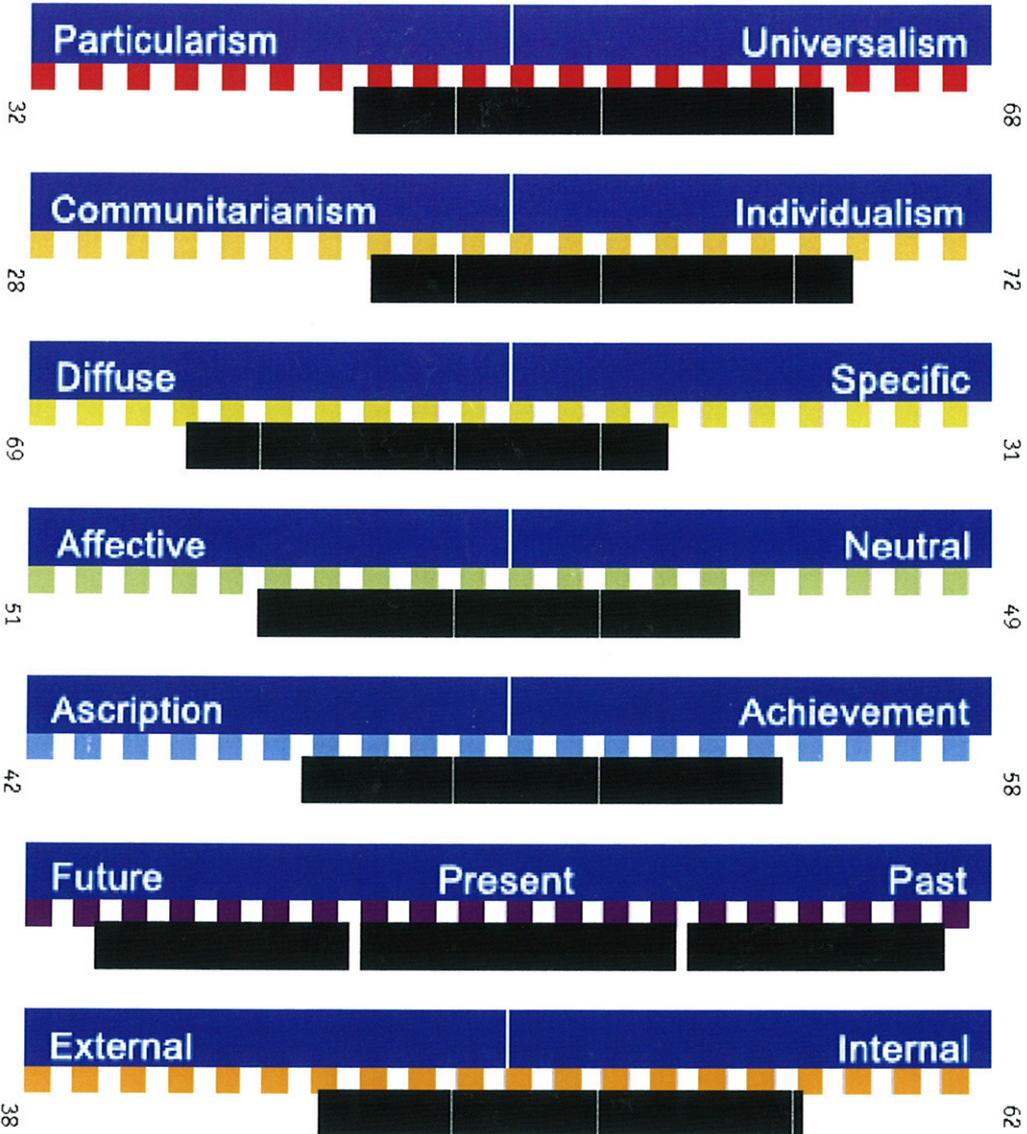




Trompenaars Hampden-Turner
Culture for Business

This profile belongs to
Peterbence Sandor

Profile



7 Dimensions

In order to interpret your scores, please refer to the seven bars. You will find the names of the 7 dimensions at each end of the bars. Your score is positioned to the right of the bar. The closer your score is to one extreme or the other, the more your orientation resembles that extreme of the dimension.

For example: if your score is more towards the bottom of the second dimension bar (individualism-communitarianism), you have a more communitarian orientation. The dimension 'time' consists of three different zones: past, present, future. The bigger the zone, the more important it is to you.

Profile Code

J 2 3 U M 31 38 31 H



This profile belongs to

Peterbenceze Sandor

Your personal profile

Please read the following feedback carefully. The feedback is personally tailored to your score and compares your scores to the average of our database. It is meant to put your profile in context in order to help you to interpret it better and to be able to start using it in your daily life. We strongly suggest to consult the Better Business Guide as well which provides you with more generic information, like the definitions of the dimensions and tips for recognizing differences between and to do business with differently oriented people.

Universalism-Particularism

Your score on this dimension indicates that 33% of the 55,000 managers in our database scored higher than you. You have a significantly higher universalistic orientation than average. People with a universalistic orientation tend to see themselves as consistent. This may be expressed in the value you attach to contracts, standards, adherence to rules without exceptions, and a 'one best way' of managing. Remember that taking universalism to the extreme might lead to rigidity and bureaucracy. Universalists tend to see people with an particularistic orientation as undisciplined or as inclined to apply 'situational ethics'. Remember that these people might consider themselves to be pragmatic and flexible. In their eyes, you (as a universalist) may appear to have a very strict, rigid, and disciplined view of life, which they might find difficult to deal with.

Individualism-Communitarianism

As you score high on this dimension, you have a significantly higher individualistic orientation than the average person in our database. Only a quarter of the respondents are more individualistic than you. Those with an individualistic orientation tend to see themselves as people who show initiative and take responsibility. This may be expressed in the value you attach to individual accountability, expressing your individual opinion, negotiating as an individual, and making decisions on the spot (without consulting superiors). Remember that taking individualism to the extreme might lead to a lack of commitment to common goals and objectives. Individualists tend to see people with a communitarian orientation as conformists without initiative, ambition, and drive. Remember that these people might consider themselves to be loyal to the organization, committed to common goals and objectives, and taking responsibility as a group. Some caution is necessary. People with a group orientation may put a different emphasis on the importance of specific group affiliations. Does "we" refer to the immediate or extended family? Or does it indicate the team collaborating on the business project, who have developed a strong group identity? Or does "we" refer to the company as a whole?

Specific-Diffuse

Your score on this dimension indicates that you have a significantly higher diffuse orientation than the average on our database. Only a quarter of the respondents are more diffuse than you. Those with a diffuse orientation tend to see themselves as people who allow their different life spaces to permeate each other, and want to be personally involved in business relationships. This may be expressed in the value you attach to warm relationships, while at the same time remaining modest and reserved at the beginning of a relationship. Remember that taking diffuseness to the extreme might lead to the impression that you are avoiding contact. People with a diffuse orientation tend to initially see more specific people as superficial and blunt; their directness might make people with a diffuse orientation "lose face". Remember that these people might consider themselves to be direct and open people with whom it is easy to make contact. In their eyes, you may appear to be indirect, closed and evasive, and difficult to make contact with.

Feedback

In the eyes of communitarian people, you may appear to be unreliable and egocentric, only using teams to further your own goals.



This profile belongs to

Peterbencze Sandor

Neutral-Affective	Achievement-Ascription	Past-Present-Future	Internal-External
<p>Your score indicates that you are close to the average of the 55,000 managers in our database. Those with a more neutral orientation than you tend to see themselves as people who are able to control their emotions and who find that showing emotions in a business environment is unprofessional. You might interpret more neutral individuals as people who attach value to not expressing what they think or feel and to showing a face devoid of expression (e.g. during negotiations).</p>	<p>Your score on this dimension indicates that you score close to the average in our database. Those with a higher achievement orientation than you tend to see themselves as people looking only at competence and achievement - regardless of background. People with an achievement orientation tend to see people with a higher ascriptive orientation like you as not challenging the status quo and sustaining a rigid organization. Remember that taking an achievement orientation to the extreme might lead to instability in the organization and judging people based on their last performance.</p> <p>More ascriptive people than you, on the other hand, may think that you ignore differences in personal power, status and authority (e.g. hierarchical status, formal titles, educational background, family background, gender, age). Remember that these people might consider themselves to be fostering stability by showing respect to people who acquired positions of power, status, and authority. In their eyes, your lack of showing respect may appear to threaten the stability of the organization.</p>	<p>From your drawing it seems that you have a dominant present orientation. People with a present orientation tend to see themselves as practical, living for today, and taking control of the present. This may be expressed in your inclination to focus on the present and on current activities.</p> <p>Remember that taking present orientation to the extreme might lead to an attitude of "tomorrow is tomorrow": saying yes to plans but not executing them or delivering on time.</p> <p>People with a present orientation tend to find talking about the past to be fairly irrelevant.</p> <p>Remember that people with a past orientation might consider themselves to be taking a long-term perspective, building the future on the past. They might consider your focus on the present as short-term oriented. People with a present orientation tend to see people with a future orientation as individuals who get done little or nothing done in the present, because their views on making plans for the future.</p> <p>Remember that they might consider themselves to be making long-term plans and setting deadlines to realize a glorious present in the future.</p> <p>They might consider your focus on the present as short-term oriented.</p>	<p>Your score on this dimension is close to the average score in our database. People with a higher internal control orientation than you tend to see themselves as strong and in control of their environment. People with an internal orientation tend to see more outward-directed people as weak and using fate as an excuse for not accomplishing results.</p> <p>Remember that taking an internal control orientation to the extreme might lead to reluctance to accept innovations from outside: the "not invented here" syndrome.</p> <p>Remember that people who are more externally oriented than you might consider themselves to be more adaptive to the environment by waiting for the right moment and taking advantage of existing forces (such as market pull). In their eyes, you may appear to be arrogant and looking for conflict. This may be expressed in their perception that you attach value to taking initiative, being able to persuade others, and to risking conflict in order to improve your bargaining position.</p>

Feedback