

Camilla Blöcher

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Handout

IPA CORE

Integral Personality Analysis

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Taiga Solar A/S



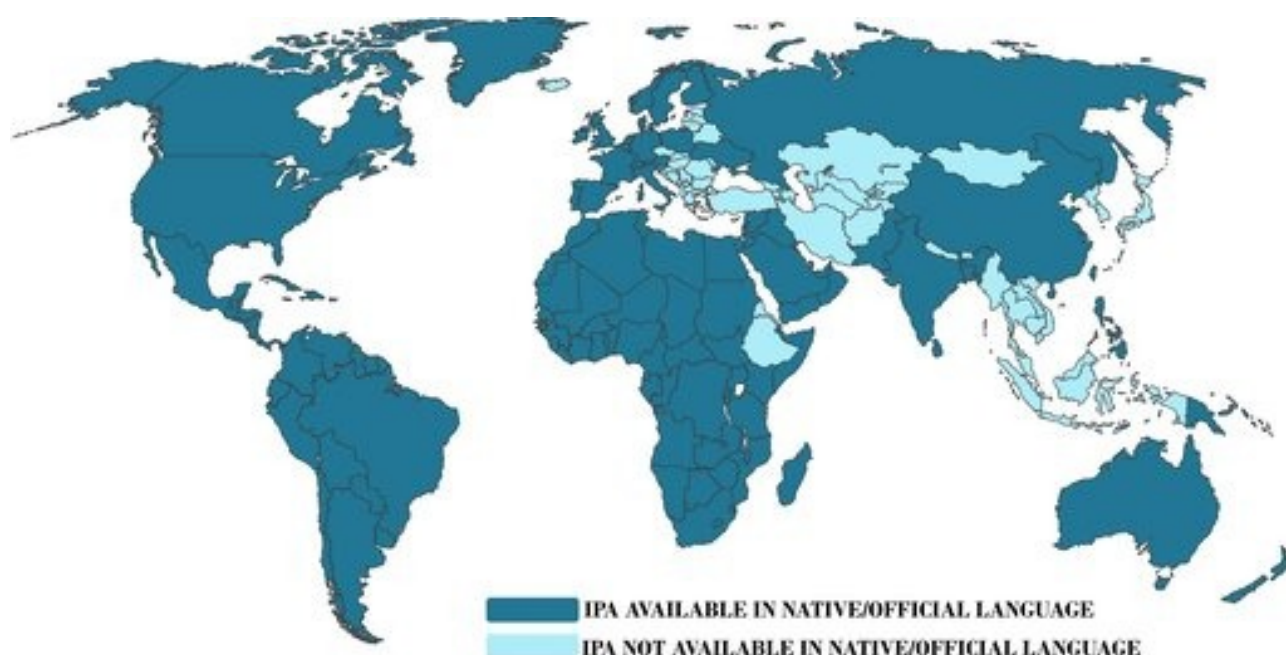
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Integral Personality Analysis

The IPA Analysis is a personality analysis developed in Denmark. The first version was created in 1996, and since then, the analysis has been further developed and adapted to the changes of the world. The current version is from 2016. The IPA Analysis is based on classical trait theory where the results are based on the candidate's answers to a series of statements, divided into 12 personality traits. It is standardized on a large Danish general population, and the result of the IPA Analysis is shown and assessed on each personality trait in relation to this norm.

The IPA Analysis is useful for selecting and developing employees and leaders. Around 20,000 leaders and employees, mainly from the Nordic countries, have taken the IPA Analysis.



The integral idea

The IPA Analysis' 12 personality traits are divided into four main factors, each illustrated by a color. Each main factor should be seen as a mental platform from which people experience and interpret the world. The four main factors are interconnected in the sense that the quality and content of what people learn and develop on one platform is dependent on what they have learned and developed on the other platforms.

As people evolve from one platform to the next, they take the best elements from the old platform with them and then **INTEGRATE** these elements with the new platform. Their previous knowledge now becomes a tool that helps them develop and grow on the new platform. Here, they will set up new goals, new personal standards and a whole new way of experiencing and interpreting themselves. This is the fundamental idea that is the inspiration behind the Integral Personality Analysis.

The ability and willingness to develop and change one's focus in life, from one platform to the next, is something we call **THE LIFE JOURNEY**. The figure below shows the Integral idea illustrated with the 4 Main Factors, the personality traits that define each Main Factor and a description of the preferred behavior in the four mental spaces.

Contents of this report

First, the report focuses on the Main Factor – and therefore the mental platform – where Camilla Blöcher feels most comfortable, has the greatest personal focus, and probably also his/her strongest motivation.

Next, the report turns its attention to the candidate's Core Characteristics. It identifies the core traits where Camilla Blöcher scores significantly high or low on the single traits of his/her score compared to the native norm. Finally, the report puts these scores into a Person-Swot-Analysis to identify the areas where Camilla Blöcher is strong – or weak, as well as the opportunities and challenges Camilla Blöcher is most likely to face in his/her current job and in his/her future work life.

PROFILE

Taiga A/S is a Danish company specialized in the design, development, production and distribution of solar cells, which thanks to its continuous work in this field has developed into an internationally active company.

INDUSTRIAL SOLAR CELLS SINCE 2003

In 2003, the company began designing, developing and selling solar cells tailored to the Scandinavian market. In 2008, Taiga launched a completely new generation of solar cells that broke the perception of solar cells as a heavy and clumsy technology designed for southern Europe. Today, our entire product range consists of solar cells with a modern, simple design, robust housing and high performance, which together provide the highest quality right to the end.

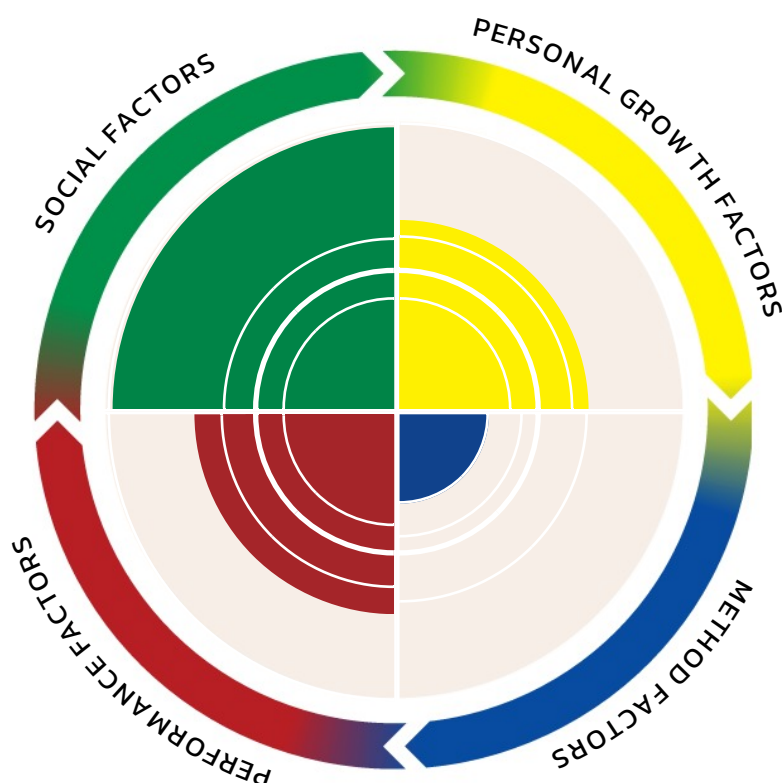
QUALITY ALL THE WAY TO THE END

Danish design and high quality standards are key concepts in our work and in our efforts to find the best solutions for the solar cells of the future. We use only the best materials and the most advanced production technology. To ensure that we always meet the requirements for high quality and reliability, we continuously perform quality tests of the various components.

Translated with DeepL.com (free version)



Where is the primary focus for the candidate?



You feel most at home in the green room.

You show a great interest in the people around you, and you willingly spend a lot of time and energy to get to know and understand the thoughts, feelings and actions of people around you.

You are a socially curious, open and tolerant person, and your focus on emotions and relationships have helped you build up a strong understanding of other people. You are interested in listening to other people, which also means that people approach you with their problems.

As someone who is comfortable in the Green Room, you have a basic trust in most people, and you approach them with an open and positive mindset. You are outgoing and eager to share your thoughts and learn from the world around you through conversation and dialogue.

As someone who feels at home in the Green Room, you have a basic need to create a positive and social atmosphere, and you are very aware and sensitive when it comes to the social and emotional context that you find yourself in.

Your primary motivation and drive is to create deep and intimate relationships with other people. You contribute to your department by using your social flair and your ability to motivate people around you and create meaning.

You are at your best in a work environment where positive personal behaviour, strong social skills and a solid sense of empathy are essential success criteria.

Where is the primary focus for the candidate?

Opportunities

You often use your strong social skills and experiences to help and support people around you.

You have a positive mindset that helps resolve conflicts and you are an important factor in the company's social life.

You are often responsible for building strong relationships in your team – and any work contexts you are involved in.

You are good at developing professional networks and you often become an ambassador for your company, with your inspirational and innovative ideas.

Threats

You tend to be overly invested in other people's feelings and this sometimes makes you forget about other aspects of the relationship.

Sometimes, you tend to talk in circles without reaching a useful conclusion.

Others may perceive your openness as somewhat naïve.

Your constantly positive attitude towards the world around you is sometimes perceived as being slightly exaggerated and strange. You might be too much of a nice guy.

Single factors

Camilla Blöcher has a high score on Intuition

Intuition



Camilla has a fundamentally positive belief in – and expectation of – the future.

She possesses an optimistic conviction that almost anything is possible.

Camilla strongly believes that there is always a way, that she can always think her way out of a seemingly blocked situation.

Camilla uses her innovative ideas to reach her goals. These ideas may be hazy at first, but Camilla always finds a way to make them materialize.

Camilla is always around when new ideas are conceived, and she always helps out when new possibilities and new solutions are needed.

Strengths - Optimistic and innovative

Opportunities

Camilla's energy and enthusiasm has a positive influence on her surroundings.

Camilla is able to let her creativity flourish, creating great ideas and solutions, even in the most critical and blocked situations.

Camilla Blöcher has a high score on Social Understanding**Social Understanding**

Camilla has a great understanding of other people's feelings, experiences and actions.

She likes to have deep conversations about serious issues concerning feelings, relationships, decisions and consequences.

Camilla cares about the inner life of other people as well as what is going on inside herself, and she feels that she learns a lot about herself by reflecting on these issues.

Camilla is a patient listener and people approach her when they need help and support.

Camilla is a tolerant and open-minded person who embraces diversity and who is ready use her own experiences to help other people with their problems.

Strengths - Open-minded and strong social skills*Opportunities*

Camilla likes to engage herself in other people's lives, and through this interest in others, she has gained a great understanding of people and their relationships.

Camilla uses this insight in many of her professional contexts.

Camilla Blöcher has a high score on Confidence

Confidence



She is an open person who will spontaneously share her experiences, feelings and opinions with other people. People perceive Camilla to be an approachable, positive and friendly person who always stands out in a social context.

Camilla often contributes to the good atmosphere and rarely has problems gaining acceptance from those around her.

Camilla uses her friendly and positive manner to establish warm relationships with others, and she performs best in a work environment where friendliness and positivity are seen as being very important qualities.

Strengths - Open and positive*Opportunities*

Camilla often creates a good atmosphere through her open and positive behaviour.

Camilla uses her warmth and positivity to cheer up the team if they have faced some difficult issues.

She is always ready to help people if they have any problems or issues.

Camilla Blöcher has a high score on Extroversion

Extroversion



Camilla likes to share her views and experiences with others, making her very visible and vocal in social settings. In most situations, Camilla is outgoing and sociable, and she engages easily in conversation with others. At the same time, Camilla also shares her thoughts with those around her, and she feels that this kind of interaction is very beneficial for everyone.

Camilla feels that she becomes wiser about herself and the world. Her outgoing behaviour is a way of engaging with the world; a way of seeking answers, whether it's about the big questions or the small ones.

Camilla often spontaneously engages herself in social activities, and she is best in a job environment where people engage in conversations all the time.

Strengths - Socially strong team-player*Opportunities*

Camilla uses open-minded conversations and the social context of the workplace to bring up issues that would not otherwise be talked about.

This could be underlying disagreements and conflicts, and her willingness to discuss these things can lead to a positive exchange of views and ideas.

Camilla will most likely be a positive contribution to the social life of the company.

Camilla Blöcher has a high score on Performance motive

Performance motive



Camilla is driven by a desire to always perform to the best of her ability and this means that she constantly tries to improve herself in order to become more competent, faster and more efficient in relation to her performance in the workplace.

Camilla has a strong drive and energy that helps her achieve her goals.

It is important for Camilla to know exactly how far she has come and which results she has achieved.

Camilla loves a challenge and always gives her everything, and she expects the same from the people around her.

Camilla thrives in a competitive job environment where people are driven by their determination, energy and a desire to reach their goals.

Strengths - Strong personal goal-orientation*Opportunities*

Camilla uses her persistence, energy and goal-orientation to constantly excel in his field.

Camilla strives to meet personal goals while also contributing to the efforts of the team.

Camilla Blöcher has a high score on Independence**Independence**

Camilla feels motivated by the freedom to set her own agenda; to decide how the tasks are solved; and to be responsible for the success of things.

Camilla wants to feel free and independent of others, and she prefers to get things done without outside help.

Camilla prefers to decide when and how others interfere with her work, and she wants to have the space and opportunity needed to pursue her own goals.

Camilla may be sceptical of authorities and she thrives in a work environment with lots of freedom and room for individual expression.

Strengths - Takes on a strong personal responsibility in order to reach the goals*Opportunities*

Camilla may use his or her marked independence as a powerful motivator to kick-start extra energy and determination to achieve goals.

Camilla can take significant personal responsibility for the completion of tasks.

Camilla Blöcher has a low score on Detail orientation

Detail orientation



Camilla can be very impulsive bordering on the foolhardy. Perhaps Camilla lacks patience and the ability to wait for the right moment. Seeks excitement for excitement's sake.

Strengths - Holistic attitude*Opportunities*

Camilla wants to be independent from the established ways of doing things.

Camilla is able to navigate in a dynamic and unpredictable world.

Camilla sees the bigger picture of things and always finds a way to move forward.

Camilla Blöcher has a low score on Secruity briefing

Secruity briefing



Camilla is someone who, in many situations, is a spontaneous and quick decision-maker who prefers to take chances rather than wait too long.

Camilla likes tasks where she does not know in advance the full consequences of her decisions, and she likes to put things into motion without being sure exactly where she will end up.

Camilla enjoys the excitement of unpredictability, and she often feels restless and impatient if things are not dynamic enough.

Camilla often gets bored with tasks that are too slow-paced or lack a constant element of decision-making.

Strengths - Dynamic risk-taker*Opportunities*

Camilla is able to handle risky situations. She has the courage and the willpower to seize any opportunity when it arises.

Camilla always puts herself in the frontline of any battle.

SWOT-Analysis

Name: Camilla Blöcher

Strengths	Points of Attention
<p>Holistic attitude</p> <p>Dynamic risk-taker</p> <p>Strong personal goal-orientation</p> <p>Takes on a strong personal responsibility in order to reach the goals</p> <p>Open-minded and strong social skills</p> <p>Open and positive</p> <p>Socially strong team-player</p> <p>Optimistic and innovative</p>	
<p><i>Opportunities</i></p> <p>Camilla wants to be independent from the established ways of doing things.</p> <p>Camilla is able to navigate in a dynamic and unpredictable world.</p> <p>Camilla sees the bigger picture of things and always finds a way to move forward.</p>	
<p><i>Opportunities</i></p> <p>Camilla is able to handle risky situations. She has the courage and the willpower to seize any opportunity when it arises.</p> <p>Camilla always puts herself in the frontline of any battle.</p>	
<p><i>Opportunities</i></p> <p>Camilla uses her persistence, energy and goal-orientation to constantly excel in his field.</p> <p>Camilla strives to meet personal goals while also contributing to the efforts of the team.</p>	
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<p><i>Opportunities</i></p> <p>Camilla likes to engage herself in other people's lives, and through this interest in others, she has gained a great understanding of people and their relationships.</p> <p>Camilla uses this insight in many of her professional contexts.</p>	
<p><i>Opportunities</i></p> <p>Camilla often creates a good atmosphere through her open and positive behaviour.</p> <p>Camilla uses her warmth and positivity to cheer up the team if they have faced some difficult issues.</p> <p>She is always ready to help people if they have any problems or issues.</p>	

Opportunities

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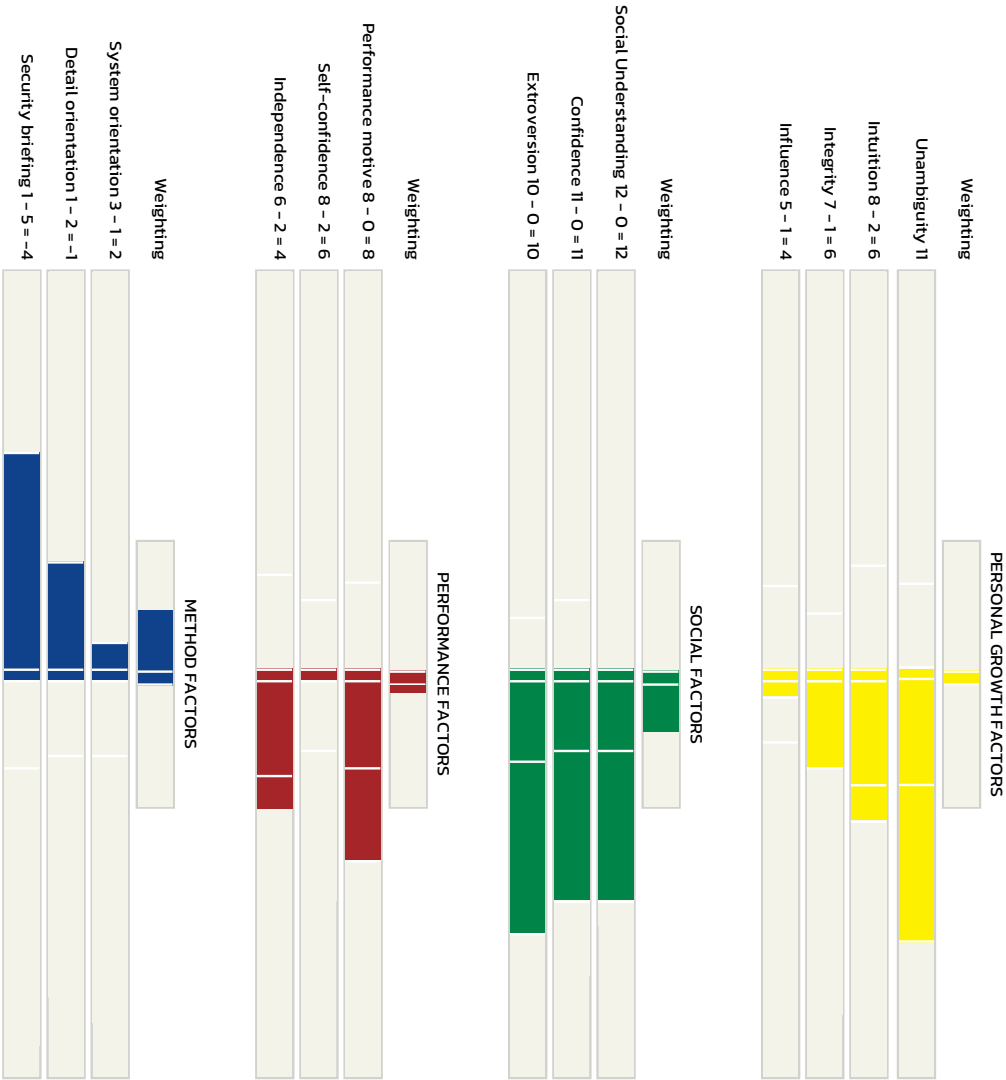
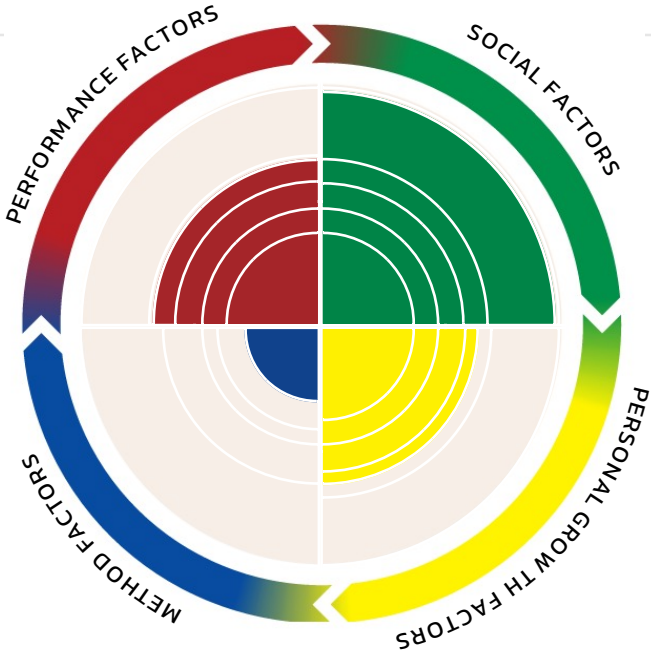
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Opportunities

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IPA CORE





IPA Nordic is world-class Scandinavian research!

IPA Nordic is a world-class Scandinavian research, software and consultancy company. IPA Core analyses are developed by Danish researcher Cand. Phil. Flemming Anders Olsen, who has conducted international research on clarifying behavioural patterns so that they are compatible in work contexts.

As an author, Flemming Anders Olsen has been behind the certification of a personality analysis that achieved the best rating among Nordic providers of analyses. The assessment was carried out by STP, Stiftelsen för tillämpad Psykologi, and the submitted analysis was evaluated in a formal certification process by researchers from several universities in Sweden.

The IPA Core analyses are used internationally and are available in 82% of the world's population, including Arabic and Chinese.

IPA Nordic – Empowering Organisational Balance

In business organisations, as well as public institutions, part of the management task is to develop the organisation. However, this task is a somewhat complex concept, but overall, it is important for the company, or management, to be able to solve the tasks that are necessary for the company's survival and for it to be able to implement its strategy at all times in the world in which it operates.

IPA Nordic gives companies the tools to create an organisation in balance with a focus on 3 core tasks:

- Recruitment & Team composition
- Talent Development & Talent Potential
- Engagement & Wellbeing

IPA Academy

Consultancy, lectures, HR conferences & HR training. Knowledge-rich and practical advice for you and your organisation. IPA Nordic organises the HR conference HR-DAGEN and the HR training programme HR-Heroes.