

SYMBOLON - PROFILE



Making the invisible visible



We strike a new path – together with you.

Personality Development with the Symbolon-Method®

The Combination of Psychology and Art with Business

Whether it is Rembrandt, Monet or Frida Kahlo, the works of renowned artists can make the invisible visible. After several years of research experts from the fields of business, psychology and art developed a worldwide unique type of personality. The Symbolon-Profile is based on the symbolism of artwork. Its objective is to raise the awareness of profound interrelations. Thereby a crucial effect is achieved: It is not possible for the participants to manipulate their answers to the symbolic questions. The Symbolon-Method® allows drawing precise conclusions on a participant's personality and the basic attitudes of a person. Both the business world and science have approved and universities have validated this method.



Where in this picture would you like to be?

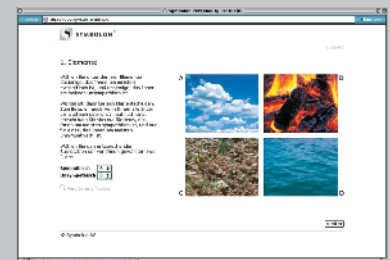
Your self-positioning yields a lot of information; your position in your life and your work, what is important to you and what you would like to achieve.

Symbolon-Profile

The method is simple to use and produces profound results. Using Symbolon-Profile paintings are shown and questions concerning the paintings are asked. While viewing the pictures spontaneous impressions are to be expressed. Pictures with fire and water or pictures with the same motive but in different colours ask for a gut decision of preference or rejection. Also terms are given. One chooses from a pair of words the one that represents ones personality the most. The result of the analysis is real, clear and precise.

The Symbolon-Method® combines understanding with action, conscious knowing with unconscious knowing and business with psychology. Authorised users from the Symbolon-Network are available for the self-reflection and implementation of the results.

Scope	5 areas
Duration	about 10 minutes of filling in
Medium	online
Evaluation	about 30 pages, in writing
Consulting	about 1.5 hours At the personal consulting session the written profile analysis is handed over.
Contents	holistic personality analysis <ul style="list-style-type: none"> • Basic constellation • Potential of development • Reflection on strengths and weaknesses • Optimizing resources and developing potential • Style of communication and work • Implications of the momentum on the environment • Clear positioning
Objectives	<ul style="list-style-type: none"> • Development and strengthening of the employees • Improving communication • Increasing motivation • Improving understanding and loyalty • Clarification of development potentials • Re-structuring and re-alignment



The four elements, the scenery by Bidault or the typology according to C.G. Jung: Your choice of positioning reflects your self-conception and your potential.



Potential for Companies

Important characteristics like motivation, soft skills, team work and also the style of leadership and communication are carved out by the Symbolon-Profile. At the same time strengths and resources can be allocated more precisely. The analysis highlights the inner basic principles which guide us humans – often subconsciously. In doing so the Symbolon analysis does not judge, but points out development potential.

Symbolon AG – Deeply Rooted in the Business World

Symbolon AG is an international enterprise headquartered in Triesen (Liechtenstein) and Vienna. Since entering the market in 1996 Symbolon Corp. has grown significantly. Today people in St. Petersburg and Athens work with the Symbolon-Method® in much the same way as in Zurich, Hamburg and Vienna.

Its concept is unique worldwide and the new benchmark in the field of employee development and corporate development. Thanks to this pioneer work it is now possible to use paintings and symbols to adapt the archetypical level for use in the business world. The reflecting processes make it possible to move from the head level and the cognitive approach down to the inner understanding.

It is and has always been Symbolon's vision to enhance the holistic development of enterprises.

Our References

Daimler Chrysler Corp. Stuttgart (Germany)

«I have been very impressed with Symbolon's work methods and can recommend this process to all innovative managers.»

Michael Müller, Head of Knowledge Management, DaimlerChrysler Corporate University (Mai 2001)



voestalpine Personnel Consulting and -Systems GmbH, Linz (A)

«Symbolon-Profile is a great tool, both sensitive and efficient, to find and harmonise imbalances in deeper levels.»

Mag. Marion Kitzberger, Head of Training Service (November 2002)



Generali Versicherung AG, Wien (A)

«Symbolon with its approach of using pictures as access to the leadership personality has broken very creative and efficient ground for managers.»

Dipl.-Kfm. Dr. Sebastian Schuh, Head of Strategic Personnel Development and Generali Academy (Sept. 2003)



Motorola ZAO, St.Petersburg (RU)

«The participants got to know their own personality and each other better. They recognized the peculiarities of their own behavior and became more tolerant towards the others. Now they are very good at dealing with conflict situations.»

Dmitry Gitin, Facility Business Manager, Software Development (June 2006)



Swiss Federal Railways SBB, Berne (CH)

«Symbolon-Profile has stood the test as a stepping stone into the unfamiliar methodology. The trainer runs this process professionally and sensitively but also with the necessary tenacity. She challenged us in a positive way, as to let deeds follow the words.»

Yvonne Schaller, Head of Personnel of the Unit Energy (August 2006)



We strive for the highest quality possible

We focus on your needs and we work in a tailor-made and goal-oriented way.

It is possible to serve globally operating companies with our international network of Symbolon-certified users and with the availability of our products in various languages.

International Network

Certified trainers who work in the fields of coaching and training and use the Symbolon-Method® are organized in an international network. When choosing our trainers we only settle for the highest quality and excellent qualification. Symbolon offers intensive, ongoing training and continuous supervision for our well trained consultants.