

## What is the STAB-TYPOLOGY?

The STAB-Typology includes four orientations typical of behaviour towards one's environment and other people. These are orientation of structure, loyalty, actions and relationships. The way in which these orientations develop shows how people are likely to react in specific professional situations. Do they react in a dominating, action-oriented way? Do they immerse themselves in upcoming problems in a basically rational way? Do they prefer the relationship aspect of situations and feel comfortable or do they remain cautious and sceptical, relying on past experience?

The STAB-Typology registers tendencies within these four orientations, relative to male and female populations. It also differentiates between one's inner structure and inner self, between what is shown to the outside - the projected picture of oneself - and what is perceived by the outside world.

The STAB-Typology helps to make the following statements: What does a person need to be most productive? How can a person be motivated? What kind of situations will push a person's to his or her limits? How does a person approach a task? Which tasks are suitable for whom and which are not? What role is a person likely to take within a team? How does this person lead and how can he or she be led?

### How is the STAB-Typology carried out?

The test subject's marks whether qualities do or do not apply to him or her on a questionnaire. A simple evaluation, which can be carried out by the test subject, results in a score between 0 and 100. These figures show the development of the four orientation types. Unlike other instruments, the results do not differentiate between "normal" and "abnormal."

### Possible Fields of Application

The STAB-Typology can be used in processes that evaluate potential, such as individual and group self-assessments. The STAB-Typology can complement other systems and contribute as to a basic orientation of a person. The results are usually highly estimated by the test subject.

The tool can therefore be used for educating executives and human resources professionals. In addition to gaining self-understanding, STAB categories can also be applied to co-workers. This can help answer questions about motivation, development and qualification.