



John Example

Career Values

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Introduction

Career values are personal traits that cause you to be motivated by certain jobs. In this report, three categories of career values are covered: your primary and secondary motivators and potential demotivators. Your primary motivators are the most important to you. These are your core motivators. A job needs to have these to keep you motivated. If they are not present in your job, you will likely become demotivated. Your secondary motivators are also important. They give an extra dimension to the type of job you enjoy, but don't energise you as much as the primary motivators. They often indicate conditions. Demotivators are a type of motivator you'd rather not encounter at all. If they do appear in your job, they will often give you trouble rather than energy. As such, you want to avoid these aspects.

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Description of Career values

Work-life balance

Your life-work balance shows that you put a lot of energy into your work. Your work gives you satisfaction and you give up a lot for it. Your private life could suffer because of this, but you may not find that so important.

Primary motivators

- Career** You like to prove yourself at work and want to advance your career. You have a competitive nature, and being better than others gives you a boost. Try not to ascribe too much importance to prestige and status and make sure the substance of your work is fulfilling as well.
- Influencing** Convincing others energises you, and you enjoy influencing others. You are motivated by directing others and making decisions. Try to keep the opinions of others in mind and don't simply force your own solutions on them.
- Developing** You enjoy developing yourself and gaining new skills and knowledge. You're never done learning and you enjoy working in an environment where you're given the opportunity to grow. Try to put the things you learn into practice, and don't rush your search for new challenges in your development.
- Challenging tasks** You like to challenge yourself and enjoy taking on new, difficult tasks. You are not afraid to leave your comfort zone and you enjoy trying new things. You'll likely get bored quickly in an environment that doesn't challenge you enough. Don't always try to look for more difficult tasks, but alternate with tasks you have already mastered.

Secondary motivators

- Useful contribution** As part of your job, it is important to you to contribute meaningfully and to do things for others. You feel at home in an organisation that serves social interests.
- Creative thinking** You enjoy thinking along when it comes to new, original ideas and solutions, and you're not afraid to think outside the box.
- Helping others** Being able to help others as part of your job makes you feel happy. You have a service-oriented attitude and are willing to help others if they ask for this.
- Cooperation** You like collaborating with others and being part of a team. Realising results with others makes you feel good.
- Exposure** When in company, you don't mind taking the spotlight, and you like it when others look up to you.

Demotivating factors

Financial reward Your salary is not your primary concern when it comes to your job, and making as much money as possible is not your main focus. An excessive focus on money is not something you enjoy and does not motivate you professionally.

Security and stability You don't always need to know what's going to happen in advance and you may get bored if your job is too predictable. An environment where not everything is set in stone yet suits you.

Praise and recognition You're less susceptible to the appreciation and recognition of others, and you don't need this as much to stay motivated.

Autonomy It doesn't bother you when others make decisions. You don't mind adhering to rules and regulations and taking responsibility.

Graphic representation of your results

Work-life balance

Private life

Work

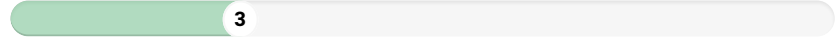


Yields

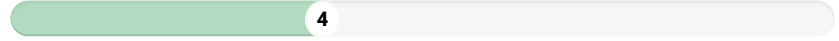
Financial reward



Praise and recognition



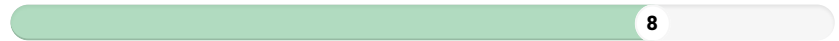
Tangible results



Useful contribution



Career

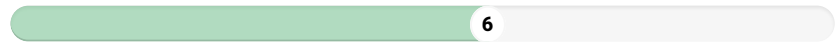


Quality



Activities

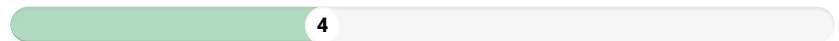
Creative thinking



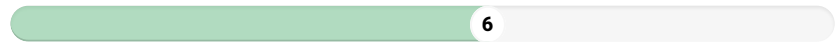
Influencing



Enterprising



Helping others



Analysing



Developing

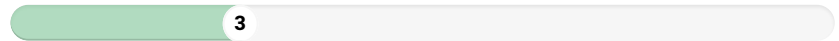


Being physically active

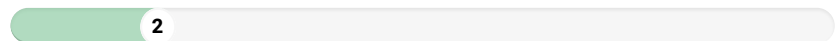


Environment

Autonomy



Security and stability



Challenging tasks



Cooperation



Exposure



Dynamism



Definitions of the Career values

Balance private life – work Indicates the balance between personal life and work; what you want to focus your energy on.

Yields

Being motivated by what the work activities bring you: "what are you doing it for?"

Financial reward Being stimulated by financial rewards and income.

Praise and recognition Liking to be appreciated and to receive recognition from others.

Tangible results Wanting to see results of own work activities, being focused on tangible results.

Useful contribution Providing a contribution that is significant to others.

Career Wanting to accomplish a lot in work, wanting to ascend. Liking to compare achievements with others.

Quality Wanting to provide good quality work, setting high demands on the completed work.

Activities

Career values that describe types of activities: "What do you enjoy doing?"

Creative thinking Being active and innovative, having room to contemplate and develop.

Influencing Influencing processes, people and groups.

Enterprising Initiating actions, projects and enterprises.

Helping others Being able to do something for somebody, providing services.

Analysing Liking to analyse and think about complex problems.

Developing Finding it important to be able to continuously develop yourself, to keep learning in your work.

Being physically active Enjoying physical work and craft work.

Surroundings

Career Values that indicate what someone needs from the surroundings: "What does the environment offer you?"

Autonomy Liking to have the room to determine what you do.

Security and stability Liking to have security and stability.

Challenging tasks Seeking challenges, wanting to complete new or diverse tasks.

Cooperation Associating with people, being part of a social system, a nice atmosphere.

Exposure Liking to be in the spotlights, getting attention.

Dynamism Liking to work hard, wanting to have many things to do, wanting to work in a busy environment.

Interpretation of the scores

In this report we have used several numbers which we would like to clarify. The personality characteristics are graphically expressed in sten scores.

The sten scores represent the following:

| Sten score | Meaning |
|------------|--------------------|
| 1 | Far below average |
| 2 | Well below average |
| 3 | Below average |
| 4 | Just below average |
| 5 | Average |
| 6 | Average |
| 7 | Just above average |
| 8 | Above average |
| 9 | Well above average |
| 10 | Far above average |