



# John Example

Employability Scan

**Client**

ixly ontwikkel/test

**Consultant**

Example Advisor

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# Introduction

**Sustainable employability** stands for making optimal use of talents, taking pleasure in work and working in a healthy way, now and in the future. Working on sustainable employability results in **vital and enthusiastic** employees, who provide added value to the organisation, and experience added value themselves as well.

**This career check** gives you the opportunity of reflecting on your own sustainable employability, and of taking stock. You will examine questions such as “am I an enthusiastic employee?” and “where do I stand with regard to my development?”.

We live in a dynamic world. Both our own ambitions and those of our environment are constantly subject to change. Therefore, it is good to work on your **personal flexibility**, in order to be sustainably employable. Personal flexibility is the ability to deal with big challenges and changes in life. The personality traits that contribute to your personal flexibility are described in this report. These personality traits can usually be influenced. Hence, you can work on your personal flexibility and strengthen this.

Where do you stand regarding your **working life-private life** balance? Optimizing this balance can be very important to a person, in order to remain sustainably employed.

Health is also a theme within the issue of sustainable employability. Mapping your physical health is beyond the scope of this career check. Nevertheless, you will gain insight into your **working ability**, and learn about ways of influencing this in a positive sense.

The goal of this career check is to create a sense of awareness concerning sustainable employability. This report will provide confirmation for some people, and for others it will hopefully provide an insight and help them take further steps in their career!

The report is full of practical **tips and reflective questions** with which you can go to work, and increase your sustainable employability!

## Disclaimer and copyright

In accordance with NIP guidelines, this report is valid for a maximum of two years, as people may change over a period of time.

This automatically generated report describes an individual's personality traits as derived from the answers to the questionnaires. The subjective nature of assessments based on questionnaires should be taken into account when interpreting the results. The test supplier can therefore not accept responsibility for the accuracy of the results and descriptions.

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# 1. Enthusiasm

Enthusiastic people get energy from their work, they are dedicated, committed, and can be completely immersed in their work. Enthusiasm indicates the passion and zeal with which people do their jobs. It is a mental state that someone can experience, not a personality trait that you either possess or not. It is important to realise that enthusiasm is often linked to a task or a specific subject in which someone is very interested. For example, a person may be very enthusiastic when he/she carries out a specific task, and will probably be very passionate when he/she discusses this task or subject with others. The same person may not like a different task, and hate executing this task. The knack is to look for the tasks and themes that make you enthusiastic, and try to let them play the largest possible part in your working life. So, you have quite a lot of influence on your own enthusiasm. There are various methods of getting started with this issue. But it always starts with examining the things that interest you, about which you are passionate.



The results of the questionnaire indicate that you have an average level of enthusiasm. It is important you are (or become) aware of which themes exactly make you enthusiastic. You might enhance your work enjoyment by actively working on this.

In the questionnaire, we asked you with which subjects or tasks you are engaged when you take pleasure in your work. This is what you answered:

Working together with my coworkers.

Please think about whether this theme is sufficiently present in your work. How could you possibly make sure that this theme becomes a bigger part of your work?

## Motivation and satisfaction

Do you still have sufficient challenges in your work, and do you still think your tasks are sufficiently motivating? Satisfaction or dissatisfaction regarding specific components or preconditions of a job play an important part in job satisfaction and work pleasure. For some people, this consciously or subconsciously constitutes as a reason for leaving or staying with an employer. These elements and preconditions are also called push and pull factors. For the low scorers in the graph below, these might be reasons for changing jobs, right away or at some point in the future (push factors). The high scores, on the other hand, provide an insight into the components or preconditions that are very satisfactory to you, and may ensure you will not go looking for a new challenge or job very soon (the pull factors).

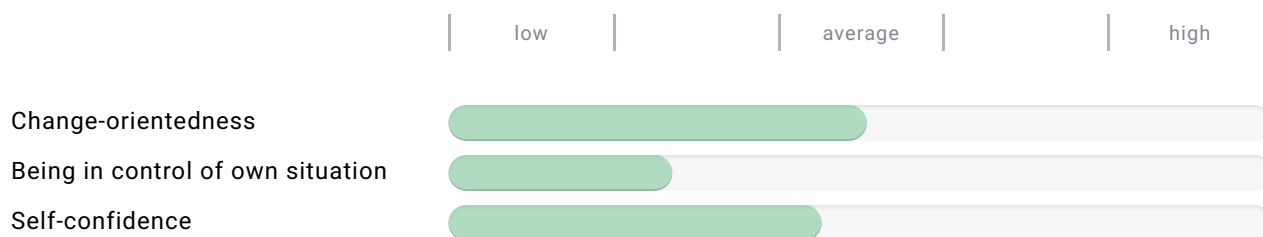


## Commitment



Whether (dis)satisfaction with the subjects in the graph above will indeed influence your enthusiasm, and whether they are push or pull factors, is a highly personal matter. Take a critical look at these scores, and ask yourself what these scores mean to you.

## 2. Personal flexibility



Compared to others, you have an average score on change orientation. You can deal with changes fairly well or well, but in general, you are not inclined to go actively looking for changes. However, some variety once in a while will stimulate you.



Being in control of your own situation indicates the extent to which you feel being capable of influencing your own life. Your answers indicate you are not often confident that you are able to influence the things that happen to you. You sometimes feel you are a victim of circumstances. You not always feel capable of changing things for the better, and sometimes, you feel you are not in control of your life.



The results of the questionnaire indicate that you have an average self-confidence. It appears that you have varying confidence in your own abilities, and not always believe in being capable of bringing tasks to a successful conclusion. You doubt your own capabilities sometimes, and your ability to deal with difficult situations.

### Your personal flexibility

Your personal flexibility can be described as average. You are able to deal with changes as well as any other person. This offers a good enough starting point, but you may want to enhance your personal flexibility a bit more. In this case, you can focus on the personality traits on which you have lower scores.

Strengthening the feeling of being in control of one's own situation sometimes has to do with daring to let go, however contradictory this may sound. The less you feel the need to stay in control of everything that happens to you, the more you will become aware of the factors or circumstances you actually can influence or control.

The feeling of being in control makes you feel more positive about yourself, and your situation. Those who cannot accept that things not always go as planned, or as they would like them to go, will constantly experience a feeling of having little influence on their surroundings. They need to learn to accept that they are not the only people on this planet.

A low score on "being in control of own situation" may also be caused by "learned helplessness". You may lose control of your own situation because others take over from you for longer periods, or make it impossible for you to exert any influence yourself. This can be compared with the situation of an ex-convict. Such a person has had no control over his or her life during their stay in prison. They were told exactly what they should and should not do. When these prisoners are released, they need to learn how to shape their lives, all over again.

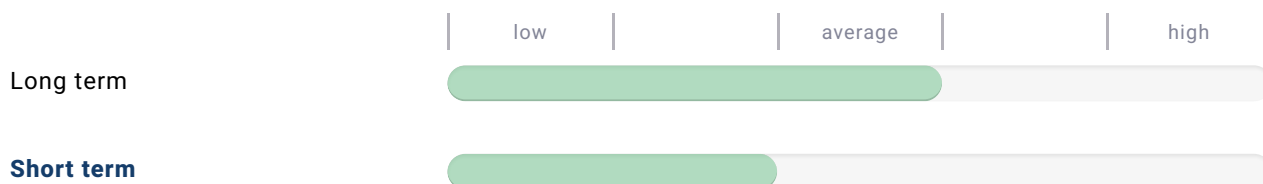
You can increase your ability to direct yourself or increase your control of the situation, by questioning the irrational thoughts regarding the events in your life, and replacing these with rational ideas that involve positive behaviour and feelings. If it rains for the umpteenth time at your holiday destination, you may tell

yourself: "Things never go my way, and apparently I do not deserve to have some fun", be sorry for yourself, and sit in a corner. But you can also tell yourself: "Okay, it's raining again, and I cannot influence the weather, but the way I feel does not depend on the weather". These positive thoughts can provoke you into action, and into doing yourself a favour in some way or other.

### 3. Working ability and balance

The **working ability** indicates to what extent an employee is capable of doing his/her current job, both physically and mentally. You have provided an estimation of your own working ability.

You have indicated that you will be able to do your job until you reach retirement age, but at the same time, you indicate that you expect to have problems doing your job in the short term.



Many factors influence the ability to work, and balance is a recurring factor. For the aspects below, it is important to find the right balance; optimizing this balance will contribute to your ability to work.

#### Balance life-work

Your life-work balance can be described as stable. You want to put as much energy into your work as you do into your private life. Both give you the same amount of satisfaction and energy. You enjoy keeping the relationship between them stable.



You have indicated this is the ideal balance between private life and working life:

If I have enough time for my friends and family

You indicated that the optimal balance differs from your current situation, with regard to the following issues:

I think my work-life balance right now is alright.

#### Balance physical workload

The physical workload has a big impact on a person's ability to work. For instance, people may not be able to fulfill a specific role, due to physical complaints. Therefore, health is a major issue within the theme of sustainable employability. If your physical workload is too heavy, it can quickly impact your physical health. Mapping your physical health is beyond the scope of this indicator. You need to be aware of the effects of a too heavy physical workload for your future wellbeing. It is important to consider whether you already experience some physical complaints at this moment, as a result of the tasks you carry out, and ask yourself whether you will be able to carry out these tasks in the future. This is especially true for professions that require physical effort. You need to be realistic in this respect; if you are honest with yourself and already can see it coming that you will not be able to do your job until you reach the age of retirement, it is a good idea to invest in yourself, for example, by following further training. This is a way of preparing for your future. Physical complaints can also occur in professions that require mainly mental exertion, and may be a result of stress,

for example. By creating suitable working conditions in which you can utilise your talents in the best way, you prevent or reduce stress. This will have a positive effect on your health.

## Balance carrying capacity and load



The metaphor for this balance is often a scale, with the carrying capacity on one side, and the load on the other. The load is determined by the burden of (work) factors, working conditions and work content, but may also be supplemented by taxing personal factors/problems that you experience as obstacles.

Carrying capacity is determined by your talents, competencies, personal flexibility, health, and your personal circumstances, among other things.

The results of the questionnaire indicate that you experience a heavy workload. You experience your current role as quite tough. Examine what makes your job so burdensome at the moment. You can also strengthen your carrying capacity, in order to achieve a better balance. There are many ways of doing this, and you can keep working at it throughout your entire career. It is always possible to call in the help of a professional to help you with this, if you think it necessary at a certain point in your career.





# 4. Development

Broadly speaking, there are three development strategies:

### Stage 1. Reinforcing task competence

Primarily aimed at further development of knowledge, further mastering the profession.

### Stage 2. Broadening and deepening

Aimed at broadening and deepening your current competencies and expertise.

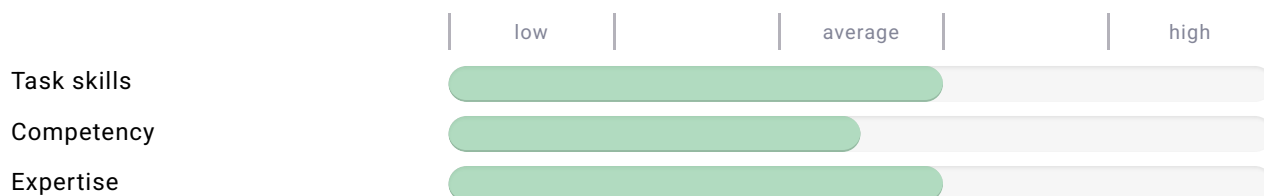
### Stage 3. Further growth or stabilisation

You have broadened and deepened your professional knowledge, competencies and skills in your current role. Stage 3 is aimed at considering further growth, towards other tasks or a different role, or at stabilisation in your current role.

You are in the following development stage:

### Stage 3. Further growth or stabilisation

Generally speaking, you identify the most with Stage 3. In your current role, you have further deepened your knowledge, competencies and skills. Your current role appears to offer you limited challenges, and you experience few opportunities for developing yourself in this role. In fact, you are ready to grow towards other tasks, or even a different role. Although it may also mean that you are satisfied with your role and the level of knowledge and experience you have achieved, and would like to go on working in the same role, in the same way. You might ask yourself this question: Are you satisfied with your current situation or would you like to create new development opportunities in your role, or in another role? The following aspects have contributed to your development stage:



The results of the questionnaire indicate that your work situation has changed in some ways in the past five years. You also indicate that you are open to further education, but not at this moment. Do you have any idea when and under what circumstances you would indeed be open to the idea of further education? Do you have a specific course in mind?

You indicate you would like to grow towards another role. Do you have a clear picture of this role? If yes, which education or training could contribute to get this role?

## 5. Sustainable employability

This career check provides you with insight in various aspects concerning your own sustainable employability. Sustainable employability cannot be expressed in a total score that indicates whether you are sustainably employable or not. Sustainable employability is about making the best of your talents, staying healthy and enjoying your job, currently and in the future; it affects your entire career. Always stay aware of your sustainable employability during your career, and invest in your personal development. You can do this on your own or employ a career coach to help you with this.

We are happy to provide you with tools that help you strengthen your sustainable employability:

Be aware of your own qualities and motivations. Make sure to take full advantage of your talents in your work. You can always keep stimulating yourself in your career, by looking for new challenges and responding to these challenges.

Work on your personal flexibility. People who have much self-confidence, who are change-oriented and feel in control of their own situation, will be better able to cope with changes.

Try to achieve an optimal balance between work and personal life, and openness toward your employer about the optimal balance for you is the first step. There are often more possibilities than you think. Also, work on your carrying capacity, by mastering new competencies, taking a course, and leading a healthy life, for example.

Make sure to properly examine the practical aspects, before taking any decisions. Things are often different from what you think.

In this career check, we have examined your current situation. Your career will last until you reach the age of 67. It makes sense to reflect on your own sustainable employment in the near future, even outside your own framework. What is your dream job? Which steps should you take to work towards this goal?

Finally, you indicated that you would like to say the following things about your own sustainable employability.