



# John Example

WorkXperience Scan

**Client**

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**Consultant**

Example Advisor

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# Introduction

A positive work experience is important for both employer and employee. When you feel good about going to work, your job will be more enjoyable, you will be more productive and you will have more energy. You have answered a series of questions to assess how you feel about your work. This report discusses the results of the test and distinguishes between various aspects of your work experience: job performance, job satisfaction, job enthusiasm and development phase. In each of the following chapters, one of these aspects is covered in greater detail and your results are shown.

## 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 answers are compared to those given by a large group of other people. 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.

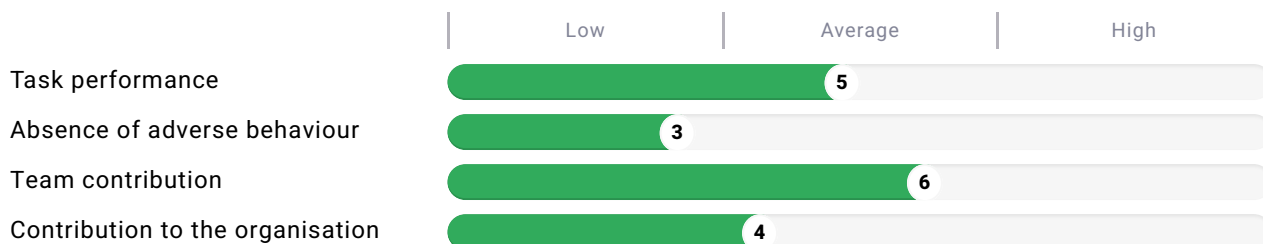
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# Job performance

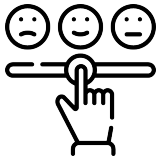


Job performance has to do with your behaviour within the organisation. This is divided into four dimensions, namely: task performance, team contribution, contribution to the organisation and adverse behaviour.

- Task performance is the competence with which tasks are performed. For example, whether you deliver quality work and whether deadlines are met. Note that this concerns behaviour that forms an essential component of the job itself, not behaviour that falls outside your job-related obligations.
- Adverse behaviour is any behaviour that has a negative impact on the organisation. Think of e.g. harming colleagues or the organisation, as well as subtler forms of behaviour such as being (emotionally) withdrawn or exhibiting a negative attitude.
- Team contribution has to do with behaviour designed to help your colleagues. This concerns behaviour in service of other people. Think of e.g. helping colleagues with their activities and offering support when others are struggling.
- Contribution to the organisation refers to any behaviour designed to protect and improve the organisation's image. This means showing loyalty, pride and an interest in the organisation and striving to improve the organisation and protect it against problems.



# Job satisfaction



Job satisfaction has to do with how satisfied you feel about (the different aspects of) your work. Your job satisfaction will depend on a number of factors. This report distinguishes between the following aspects of job satisfaction:

- Supervisor(s): how satisfied you are with your supervisor and how they treat you. Think of e.g. respect, interest and appreciation from your supervisor and whether you can talk to them about any problems you may be having.
- Workload: the balance between the amount of work you have to do and your perceived ability to actually do this work properly. When you have a high workload, you may experience stress and time pressure and feel like you have too many tasks to complete at once.
- Growth opportunities: the extent to which you have the ability to grow and develop within the organisation. Think of e.g. development opportunities, support, attention and training opportunities.
- Job requirements: how you feel about the requirements you have to meet to do your job. Think of e.g. whether you feel able to perform your tasks well and whether you have your work under control.
- Colleagues: how satisfied you are with your colleagues. Think of e.g. your satisfaction with collaboration, the work done by your colleagues and the manner in which they give you feedback.
- Financial compensation: the extent of your satisfaction with your salary and secondary employment conditions.
- Autonomy: the extent of your influence over your own work, e.g. whether you are able to schedule your own tasks.
- Workplace: how satisfied you are with the organisation you work at.
- Meaning: the extent to which you feel your work is meaningful and essential.
- Satisfaction: the extent to which you feel that the work you do serves a purpose and how much satisfaction you derive from your work.

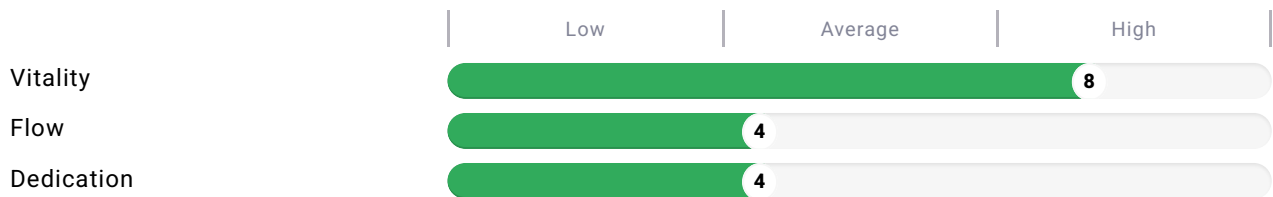


# Job enthusiasm



Job enthusiasm has to do with the feeling of satisfaction you can experience in your work, which consists of:

- **Vitality:** having lots of energy, feeling strong and fit, being able to work tirelessly for a long time. This also has to do with your resilience and perseverance.
- **Flow:** losing yourself entirely in your work in a positive manner, making it seem like time stands still.
- **Dedication:** a strong sense of involvement in your work. You view your work as being useful and meaningful, inspirational and challenging. It makes you feel proud and enthusiastic.



# Development phase



In this chapter, we determine what development phase you are currently in. What phase you are in depends on a number of factors:

- Task motivation: how much satisfaction and enjoyment you get out of your job.
- Task skill: how well you are able to perform your tasks. Think of e.g. your efficiency.
- Substantive expertise: whether you possess the knowledge and qualifications you need for your job.
- Development: what development opportunities are available to you within the organisation.
- Challenge: whether your job is sufficiently challenging.

You can be in one of the following three development phases:

## *Phase 1. Improving task capability*

Primarily focused on further developing your knowledge, further mastering your trade.

## *Phase 2. Expanding and deepening*

Focused on expanding and deepening your existing competences and expertise.

## *Phase 3. Growing further or stabilising*

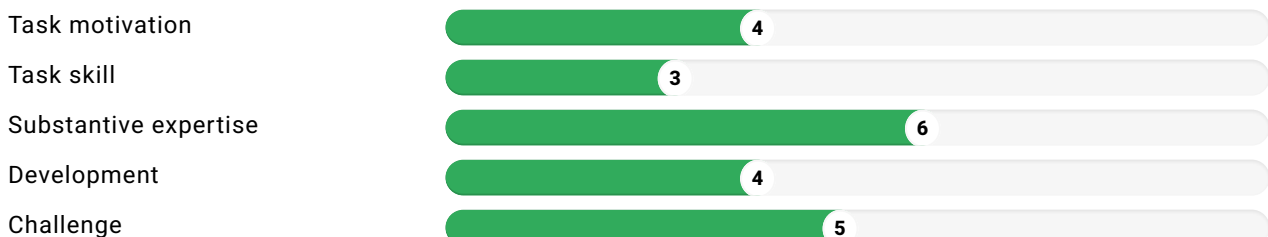
You have expanded and deepened your substantive knowledge, competences and skills. Phase 3 is about considering whether you want to keep growing in order to eventually take on different tasks or move on to a different position or whether you want to stabilise in your current position.

You are now in this development phase:

## **Stage 2. Broadening and deepening**

You identify the most with Stage 2: broadening and deepening. You indicate that in order to do your current job properly, you have already developed most of the professional knowledge and skills. You indicate that you find sufficient motivation and challenges in your current role. You can further develop yourself by broadening and deepening your professional knowledge, competencies, and skills. The following aspects have contributed to your development stage:

Sten scores



# Interpretation of the results

This report includes some numbers which we would like to explain. The scores are categorical and should not be mistaken for report grades.

The meaning of the scores:

<b>Sten</b>	<b>Meaning</b>
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