



John Example

Career Values Inventory Adaptive (ACI)

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Consultant
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Introduction

Career values are personal features that determine whether you find certain jobs motivating. This report deals with four groups of career values: your primary, secondary and neutral motivators as well as potential demotivating factors.

Your primary motivators are the ones that are most important to you. These are the core motivators and they have to be present in your work if you want to feel motivated. If your primary motivators are lacking, you will probably become demotivated, suggesting that your job does not suit your personality.

Your secondary motivators are also important. They add that extra bit of colour to the type of job you like, but provide you with slightly less energy than your primary motivators. They often indicate your more marginal requisites.

The neutral motivators are the non-essential motivators. You can do without these for a long time without becoming demotivated.

Demotivating factors are motivators you would rather avoid. Having to deal with them causes you problems rather than giving you energy and you would therefore prefer to avoid them.

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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

Influencing You find it motivating to be able to influence others. You like seeing your views reflected in decisions and in how things are done. Convincing and motivating others appeals to you. The danger is that you are less receptive to the opinions of others or that you are too dominant.

Exposure You like being in the limelight and in the centre of attention. You like people to look up to you. You would like a job with a certain amount of status. A danger here is that you demand too much of the limelight or do not give others the space they need.

Helping others You find it very satisfying to be of service to others or to offer them concrete help. You are thus very focused on others' well-being. A danger here is that you may go too far and fail to protect your own boundaries.

Career It is important to you to be an achiever, to get ahead in your job. Status and prestige play a role in this. You are quite competitive, with yourself and with others. There is a risk that you focus too much on appearance; make sure that your ambition does not get the better of you and that you can also find intrinsic motivation.

Enterprising You want to be enterprising. You enjoy taking initiatives and making the most of opportunities. You can do this as a private entrepreneur but also within an organisation which offers space for entrepreneurship. A disadvantage of this motivating factor is that you may be overly optimistic and take too many risks.

Autonomy You enjoy autonomy and being able to determine for yourself how you do your work. You find freedom and independence very stimulating. Being monitored closely or told what to do can irritate you. A danger here is that others may find you too independent and stubborn. Being well-embedded in an organisation is important to you. Working completely independently may be an option for you.

Being physically active You like to be physically active. You find physical activity and sports stimulating. This means that you enjoy physical work. Because that is not always possible, you will need to satisfy this need in your private life by, for example, taking up a sport. There is a risk that you may be too restless for an office job.

Secondary motivators

Dynamism You like to be surrounded by action and movement: you find a hectic environment stimulating. You like to keep busy.

Useful contribution You like to make a useful contribution to society or to charities. It is important to you that your work is useful to others. This can be achieved via your job or the

organisation for which you work.

- Cooperation** You find it important to work with others. You enjoy being in direct contact with others and to work together on a common project or towards a common goal.
- Creative thinking** You want to use your creativity, generate ideas and think out of the box. To this end you look for new solutions.
- Challenging tasks** You find challenging tasks which ask a lot of you stimulating. You want to get the best out of yourself.
- Financial reward** You are motivated by a good financial rewards. You are especially stimulated by financial incentives such as targets and variable remuneration. This is just as relevant if you are achieving financial results for your employer or for a contracting agent.

Neutral motivators

- Quality** You are not particularly motivated by quality norms. The demand for high standards does not challenge you.
- Developing** Being able to develop further is not particularly important to you at the moment. You are more likely to want to make use of your present skills and knowledge.
- Security and stability** Security and stability are not that important to you. You do not mind not knowing where you stand.
- Analysing** Intellectual challenges or intricate problems do not motivate you much but you are not put off by them.
- Praise and recognition** Although praise and recognition are nice, they only motivate you to a limited extent. You are probably more sensitive to your own opinion of your actions than to that of others.
- Tangible results** You do not find it necessary to work towards clear or tangible results. You are also happy to be more process-oriented.

Demotivating factors

Your score shows no demotivating factors as every motivator has a very high score.

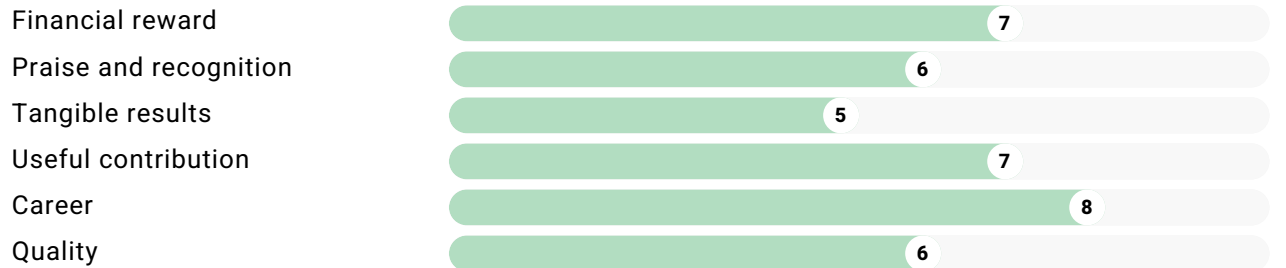
Graphic representation of your results

Work-life balance



Yields

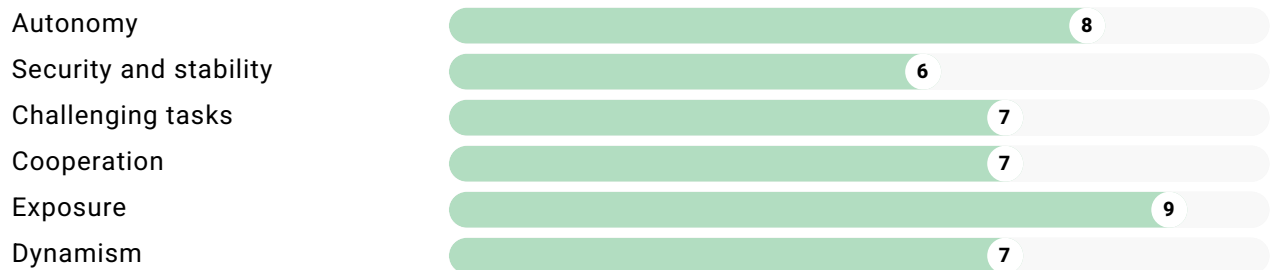
Sten scores



Activities



Environment



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