



John Example

Report Career Scan

Client
ixly ontwikkel/test

Consultant
Example Advisor

Date completed



Introduction

You have in front of you the Career Scan report with the questionnaire results. It may provide you with more self-insight into and offer some ideas for your career development. The report is structured as follows: "Who am I? What do I want? What are my abilities?". With these reflective questions, we want to encourage you to think about the results and draw your own conclusions. We wish you good luck in your future career!

Table of contents

Summary

Part A: Who am I? What do I want? What are my abilities?

A1. Who am I?

A2. What do I want?

A2.1. Your motivators

A2.2. Your interests

A3. What are my abilities?

A3.1. competencies, your talent

A3.2. competencies, your self assessment

Part B: My development

B1. Competence analysis

B1.1. My talent and self assessment

B1.2. My talent and motivators

Definitions and explanatory notes

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.

© 2014-2022 Ixly. The intellectual property rights and copyrights of the tests and reports rest with the test supplier. The commissioning party and clients may copy these for internal use only.

Summary

Below you will find a summary of the most important results of the Career Scan. You should consider this as your personal profile.

Talent

- Perseverance: Focused, on finishing what you have started, even when faced with setbacks.
- Stress resilience: Able to function effectively under stressful circumstances.
- Result orientation: Driven to reach concrete goals and results.
- Willingness to learn: Willing to develop and expand knowledge and skills through learning.
- Ambition: Driven, wanting to achieve more than others.

Your motivators

- Useful contribution
- Quality
- Developing
- Creative thinking
- Career
- Cooperation
- Analysing
- Exposure
- Praise and recognition
- Challenging tasks

Your interest in sectors

- Science
- Organisation and consultancy
- Education
- Media
- Planning/production management

Your interest in tasks

- Planning activities
- Strategic thinking
- Writing
- Setting up projects
- Organising
- Working with computers
- Influencing people
- Counselling people
- Reading
- Teaching

A1. Who am I?

This chapter contains a description of your personality.

Your results

Influence

This personality questionnaire shows that you are someone who attributes average value to your job's social status. You do enjoy a successful career, but you will not let that rule you. The test furthermore shows that you are averagely decisive in a group. You are able to exert influence on others, but you do not feel the need to be in charge. You like to be heard but you can also go along with the opinion of others. You are able to exert more influence if necessary. The test also shows that you are competitive. You are inclined to compare yourself to others. You feel satisfaction when your results are better than those of others. You are willing to invest in that. It makes you unhappy when you achieve less than others. And finally, we are able to conclude that you seek a normal level of limelight, without doing so all too conspicuously. You do not feel a constant need to be the centre of attention, but neither do you shy away from it.

Sociability

You generally enjoy being around other people, but you do not regard being alone as unpleasant. You have an average need for social contact. You do not avoid events where you might meet new people. Once the ice has broken, you feel comfortable around other people. You usually have little trouble talking to strangers. New social situations may cause you some stress, but you do not shy away from them. The questionnaire shows that you are an averagely open person. You talk about your feelings and experiences with people you trust and have no trouble showing your vulnerabilities. With people you do not know very well, your attitude is at first less open. In terms of the trust you feel towards others, we may conclude that you are neither sceptical nor gullible. You believe that most people have good intentions but you would still like to know what kind of person you are dealing with. Your basic attitude towards people is neutral. In terms of friendliness, the test shows that, compared to others, you are generally seen to have a friendly personality. This makes you accessible without making you overly cheerful or spontaneous. And finally, we can establish that you are fairly attentive. You are willing to help others, but you have your limits. You take other people's feelings into account to certain extent and you are tactful.

Enthusiasm

Compared to others, you score average in terms of energy at work. You do your work at a reasonable pace but you also like to take it a little slower at times. You take on extra work when you need to. The test furthermore shows that you have a normal level of personal ambition. You think personal self-development is a good thing. You would like to reach your goals at work in order to improve your qualities. You look for things you know to be challenging. You enjoy learning and gaining more knowledge and skills. In addition, you persevere. You do your best to stick to agreements, even when facing setbacks and carrying out less enjoyable work. This makes you a reliable person. You like taking on responsibilities. Furthermore, we can say that you can easily adjust to new circumstances. You prefer taking on something new or unknown. You enjoy dealing with unexpected situations. You view change as a challenge and actively pursue it. You are brimming with ideas. Very creative thoughts or solutions naturally come to you and you always come up with new ideas. You see yourself as an ideas generator. Lastly, it transpires that you are averagely independent. You are happy to consult with others about how you do your job. This means that you are able to work independently, although you like to know

what is expected of you.

Structure

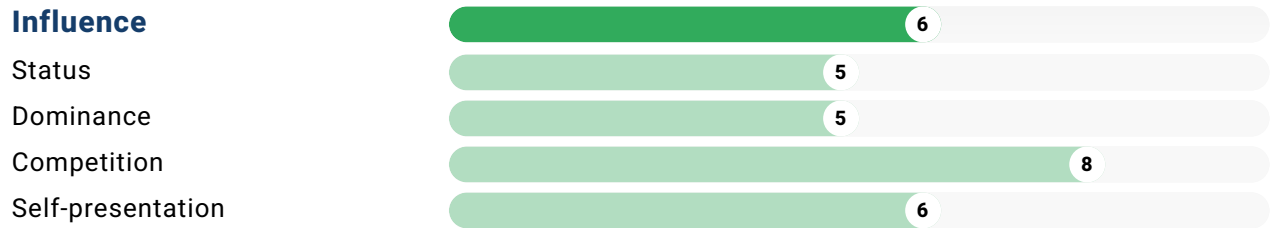
The first thing to stand out is that you are fairly orderly. You usually apply structure to your work without being a perfectionistic. You are inclined to tidy your things. This makes your work reasonably accessible to others. In terms of accuracy, we can say you are quite meticulous. You have reasonable eye for detail which makes you less inclined to make careless mistakes. The questionnaire also shows you enjoy order and stability. You find having rules, procedures and a fixed range of duties pleasant. You do not feel the need for much variety. Furthermore, you have an average level of sensitivity towards and respect for authority. You will usually try to adjust to the group unless you see reasons not to. You tend to accept orders from managers, but you also would like to first understand why the orders are necessary. And finally, we can conclude you think things through carefully before making a decision. You think things through before you act. You like to gather more information before deciding on a course of action. You are self-controlled and cautious rather than impulsive.

Stability

Your answers show that you have self-confidence. You are happy with yourself and you appreciate your own qualities and skills. You feel that you also have less positive characteristics, but you do not dwell on them. We may also conclude that your view of the future is generally realistic. You usually assume that people mean you well. You do not easily feel that others treat you unfairly. You do not easily get annoyed by the mistakes of others. You are careful when you judge others. You easily deal with setbacks; you hardly ever get stressed. You rarely lose your patience. In terms of resilience, we conclude that you handle criticism well. You are not deeply affected by personal setbacks and criticism. You deal with negative experiences in a level-headed way and are not easily put off-balance.

Your personality profile

Influence



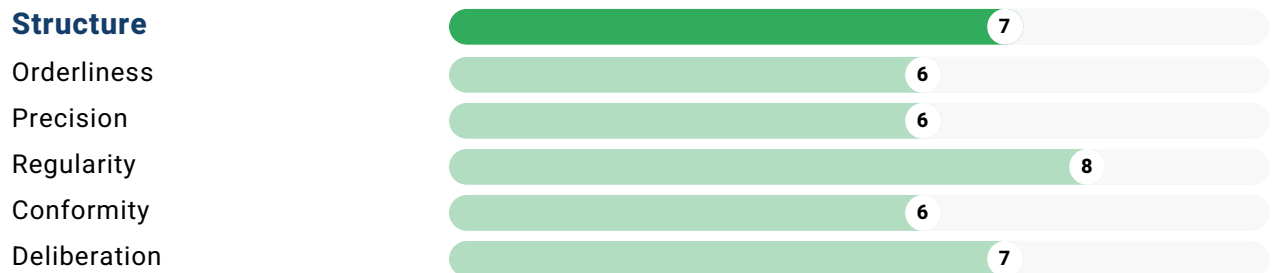
Sociability



Enthusiasm



Structure



Stability



Reflection

Do you recognise yourself in your personality profile? What do you recognise and what not?

Which personality traits do you currently use in your job?

Which personality traits would you like to use more in your work in the future?

Other remarks:

A2. What do I want?

This section consists of two parts: first your motivators are described, then your interests are listed.

A2.1. Your motivators

Career values are personal characteristics that determine whether you regard a certain job as motivating. This report covers four groups of career values: your primary, secondary and neutral motivators and your potential demotivators.

Your primary motivators are the most important to you. They are your core motivators. If you want to be motivated, it is primarily these that have to be present in your work. If they are insufficiently addressed, you will probably become demotivated. If this is the case, you may not be in the job that suits you best.

Your secondary motivators are also important. They provide additional colour to the type of job you like, but provide you with less energy than your primary motivators. They often express your basic prerequisites.

The neutral motivators are not essential. You can function without these motivators for a long time without becoming discouraged.

Demotivators are motivators you would prefer not to deal with. If they are present, they give you more trouble than energy. These are aspects you would therefore prefer to avoid.

First we will discuss your work-life balance. A low score indicates that you would rather spend time doing things in your private life, a high score indicates that you prefer to spend time and energy on your work.

Your results

Work-life balance (6)

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.

Primary motivators

- Useful contribution (7)** 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. There is a danger that you are too idealistic and therefore less realistic or that you put your own interests to one side.
- Quality (7)** You find it stimulating to provide good quality. Good is not always good enough for you, you want to meet to high standards. The danger is that there is not always enough time for that or that others do not meet you very high quality standards.
- Developing (7)** You find it important to develop and gain new knowledge and skills. In your book, standing still is the same as taking a step backwards. You will often also enjoy helping others to develop themselves further. There is a danger that you quickly lose interest in things and want to move on to something new.
- Creative thinking (7)** You want to use your creativity, generate ideas and think out of the box. To this end you look for new solutions. A danger here may be that you have too many ideas to be able to carry them all out, or that your ideas may not always be

practical.

Secondary motivators

- Career (6)** 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.
- Cooperation (6)** 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.
- Analysing (6)** You find analysing and contemplating issues and problems motivating. You enjoy brain teasers and having to think things through.
- Exposure (6)** You like being in the limelight and being the centre of attention. You like people to look up to you.
- Praise and recognition (6)** You are very motivated by praise and recognition. You find compliments and the gratitude of others encouraging and stimulating.
- Challenging tasks (6)** You find challenging tasks which ask a lot of you stimulating. You want to get the best out of yourself.
- Enterprising (6)** 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.

Neutral motivators

- Autonomy (5)** Independence and autonomy in your work do not motivate you very much. You do not mind having to answer to others.
- Influencing (5)** You do not find it very important to be influential: You are happy to be led by others.
- Tangible results (5)** You do not find it necessary to work towards clear or tangible results. You are also happy to be more process-oriented.
- Security and stability (5)** Security and stability are not that important to you. You do not mind not knowing where you stand.
- Financial reward (5)** You appreciate financial rewards but they are not your main interest
- Helping others (4)** Providing others with help does not particularly motivate you. You do not actively look for it.
- Dynamism (4)** You are not particularly motivated by dynamic situations. You prefer to have the time to finish your business and to focus on your work.
- Being physically active (3)** You do not mind physical activity in your work.

Demotivators

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

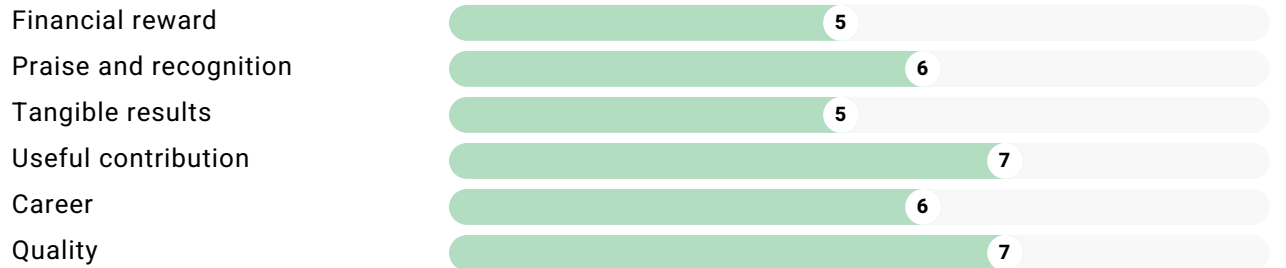
Your motivators profile

Work-life balance



Yields

Sten scores



Activities



Environment



Reflection

Do you recognise yourself in your motivators?

To what extent are your motivators present in your current job?

How would you like your primary and secondary motivators to manifest themselves in your job in the future?

Other remarks:

A2.2. Your interests

This chapter contains a description of your interests. A distinction is made between an interest in particular fields of interest, sectors and tasks.

Your results

Fields of interest

In this paragraph we list your main fields of interest.

The ITS distinguishes 7 different fields of interest: Realistic, Intellectual, IT, Artistic, Social, Enterprising and Conventional.

Listed below are the three fields of interest for which you scored the highest. Should the score on your fourth highest field of interest match that of your third, both fields of interests are shown. A maximum of seven fields of interest are shown. The graph later in this report shows your scores for all fields of interest.

The number in brackets is your score for the relevant field of interest. Your score can be between 1 and 10. What your score means is explained in the paragraph 'Interpretation of the scores' at the end of this report.

- Intellectual (9)** Sees him/herself as precise, analytical and intellectual. Enjoys learning things and analysing problems, for instance in science and research.
- Enterprising (6)** Sees him/herself as energetic, ambitious and social. Enjoys selling things and ideas, and leading and persuading others.
- Artistic (5)** Sees himself/herself as creative, original and independent. Enjoys being creative and expressing himself/herself through various art forms and creative activities.

Interest in sectors

This paragraph gives an indication of which sector you would like to work in. The difference with the results in the fields of interest section is that the fields of interest may contain multiple sectors which are related on a content level. Interest in sectors shows more specifically which sector within a certain field of interest you are interested in. More information about these sectors can be found at www.beroepeenvinder.nl.

Listed below are the ten sectors for which you had the highest score. Should the score for the eleventh highest sector match that of the tenth highest, both sectors are listed. A maximum of fifteen sectors is described. The number shown in brackets is your score for that particular sector. Your score for the sectors can lie between 1 and 10. What this score means is explained in the paragraph 'Interpretation of the scores' at the end of this report.

- Science (10)** Science refers to research and education. This can be in various fields. The collection and analysis of data and literature research make it possible to give advice to, for instance, governments and companies. Newfound knowledge is published in reports, articles and books and passed on by way of education, presentations and during meetings with colleagues. Examples of jobs in this sector are: research assistant and meteorological assistant.
- Organisation and consultancy (10)** The field of organisation and consultancy focusses on organisational and company-related support and consultancy in order to generate more revenue from both an organisation as well as a company's product or service. Examples of jobs in this sector are: quality officer and assistant market researcher.

- Education (10)** This field of occupation is related to the teaching, training and counselling of children and adults. A teacher or carer working with children is also responsible for a degree of upbringing. A teacher in primary education usually teaches all relevant subjects. Teachers in secondary or vocational education are often specialised in one or two subjects. Training and instruction in sports or specific skills (such as driving instructor) are also part of this sector. Examples of jobs are: swimming instructor, classroom assistant, school attendance officer and school technician.
- Media (10)** This sector is concerned with writing, presenting and designing text and images for various communication channels. These include the internet, radio, film, newspapers and magazines. Publishing houses and libraries as well as documentation services are part of this sector. Examples of jobs are: television production assistant, librarian, web designer and illustration artist.
- Planning/production management (9)** Proper work planning and the streamlining of production processes are important factors in working efficiently. Clients must furthermore receive reliable lead times. It is also important to use (expensive) storage spaces as briefly as possible. Examples of jobs in this sector are: work planner, production planner, logistics assistant and schedule maker.
- Public administration (7)** Public administration includes various administrative activities within municipal, regional, provincial and national authorities. These jobs focus on the implementation of and compliance with laws and regulations, as set by political or administrative bodies. Examples of jobs in this sector are: assistant police officer, civil affairs department employee, paralegal or customs officer.
- Environment (7)** This sector focuses on the improvement and conservation of the environment. Activities could be related to the environmental management of landscapes and nature reserves, tracing environmental violations and pest control. Examples of jobs in this sector are: pest control technician, soil research and decontamination assistant, and forestry management foreman.
- Tourism (7)** This sector involves the buying and selling of holidays and the provision of information about travel and accommodation options. This could be in a travel agency, a tourist information office or an equivalent of the Dutch AA (Royal Dutch Touring Club). The work involved is administrative in nature. The reception and guidance of foreign tourists in our country, for instance as a tour guide, are also part of this sector. Knowledge of languages and good communication skills are important in this sector. Examples of jobs are: tourist information assistant, booking agent at a travel agency, tour leader and tour guide.
- Glass, earthenware and ceramics (6)** This sector includes the manufacturing of glass (for instance crockery, windows and lenses), ceramics, and cement, chalk and plaster products,. Working with natural stone and the production of ceramic products, both for construction purposes (bricks, roofing products, tiles and flagstones), and earthenware and porcelain, are all part of this sector. Examples of jobs in this sector are: glassblower, glass etcher, potter and stained-glass artist.
- Leisure (5)** The leisure industry includes activities in nature and recreation parks, amusement parks, zoos and campsites. The activities consist of planning, making reservations, and drawing up and implementing entertainment and recreation programmes. Examples of jobs in this sector are: cashier in a recreation facility, recreation activity assistant and event organisation assistant.
- Personnel, work and career (5)** This occupational field is concerned with putting the right person in the right position. This starts with choices people make at school and when looking for a job. The recruitment and selection of personnel, through job agencies, but also by counselling pupils, students and employees during their school and work careers are part of this. Examples of jobs in this sector are: human resource employee, social employment team leader, and salary administration assistant.
- Animals (5)** This sector is about caring for and breeding animals, for instance on a farm, in a kennel, at a veterinary practice, or in a zoo. The care for laboratory animals is also

part of this sector. Examples of jobs are: veterinary assistant, livestock farming assistant, animal carer, and pig farmer.

Consultancy and information (ICT) (5) Automation technology is aimed at the improvement of computer applications and programmes. Part of this involves giving advice and information about IT architecture and its implementation in a specific organisation. Examples of jobs in this sector are: computer science coach or trainer.

Culture (5) This sector is about music, art and culture. Creating something beautiful, something that moves people or evokes other emotions with the audience. Creativity and the use of creative techniques are important elements in jobs in this sector. Some work as independent artists, but most work on commission for clients. Examples of jobs in this sector are: audio-visual technical assistant, precious metal worker, piano tuner and graphic designer.

Communication (5) This branch includes applied communication in public relations, business communications, and advertising. These forms of communication may be both internal and external. The communication service is often subject-specific, for instance on parenting, new regulations or the use of medicine. Communication flows via various channels such as leaflets, brochures, newsletters, notes and the internet. Examples of jobs in this sector are: communication officer, PR officer, information officer and health education adviser.

Interest in tasks

Besides interest in a certain sector, there are also specific tasks which you like to do. You are likely to find work more pleasurable if you have enjoyable tasks. Listed below are the five tasks for which you had the highest score. Should the score for task number six match that of task number five, both tasks will be listed. A maximum of ten tasks is listed.

The number shown in brackets is your score for that particular task. Your score for the tasks can lie between 1 and 5. What this score means is explained in the paragraph 'Interpretation of the scores' at the end of this report.

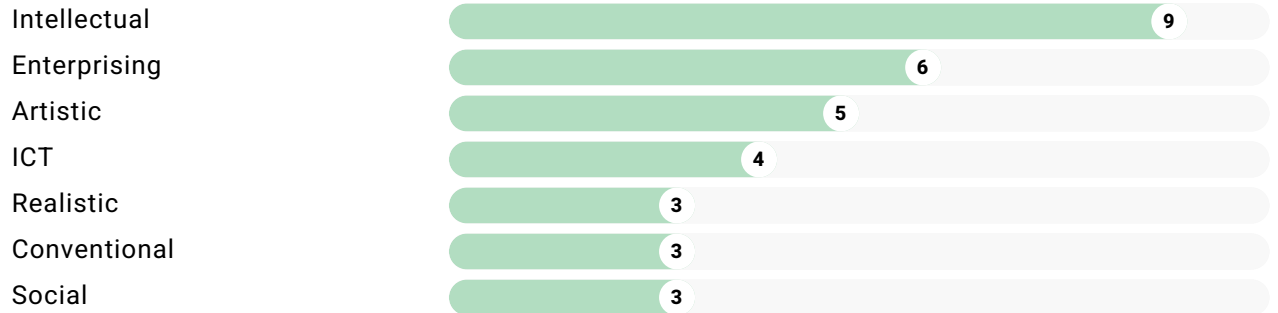
You enjoy the following tasks:

- Planning activities (5)
- Strategic thinking (5)
- Writing (5)
- Setting up projects (5)
- Organising (5)
- Working with computers (5)
- Influencing people (5)
- Counselling people (5)
- Reading (5)
- Teaching (5)

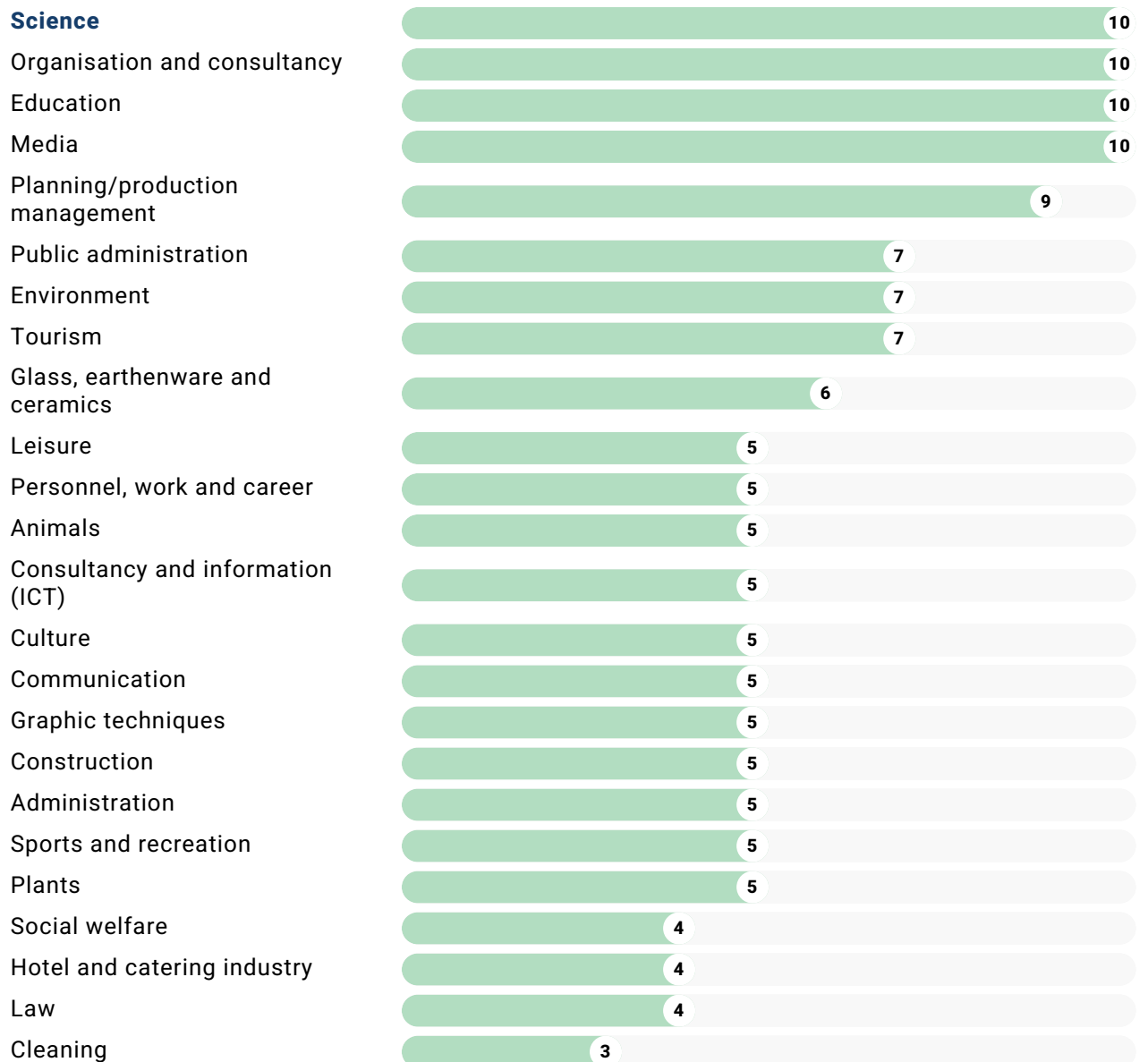
Your interests profile

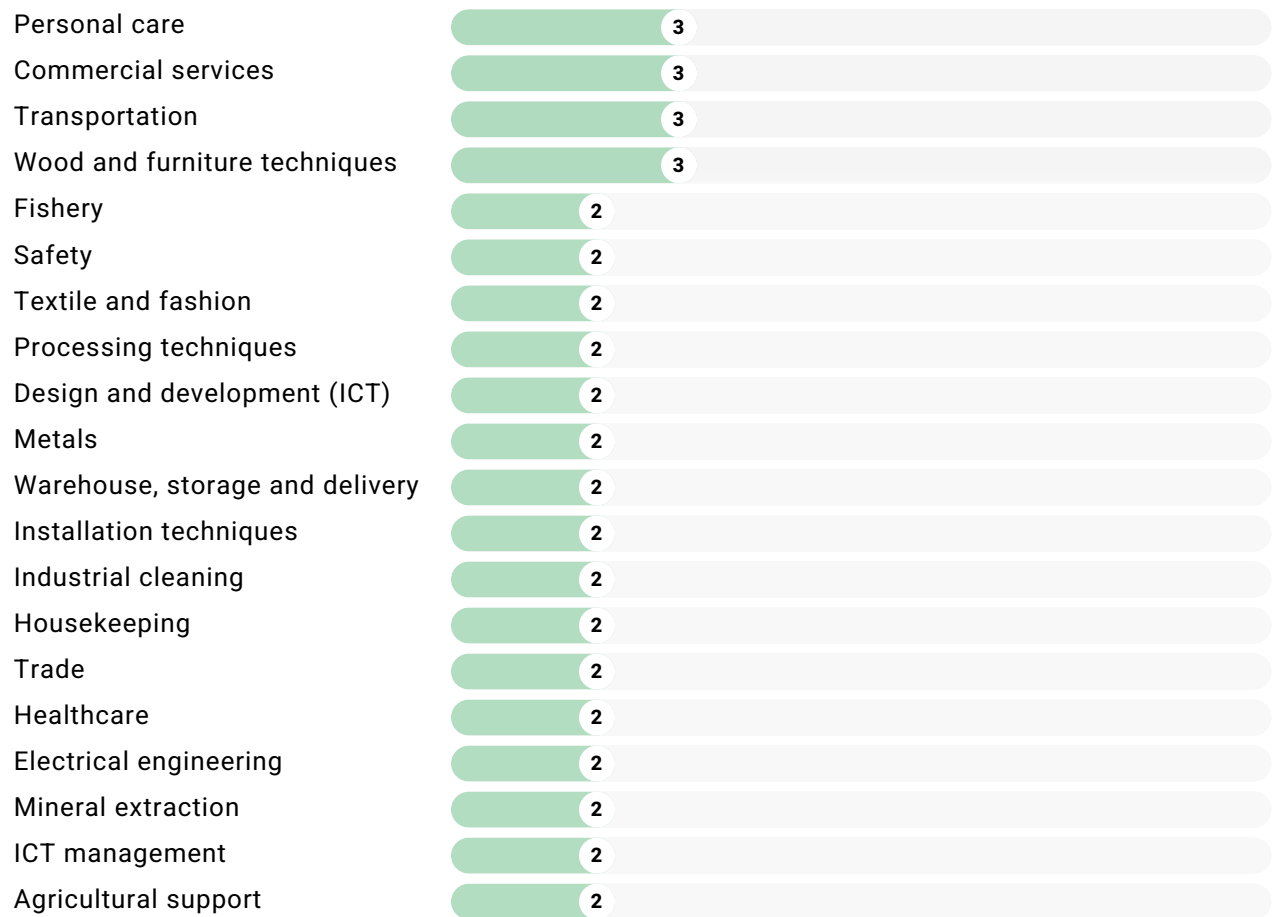
Fields of interest

Sten scores

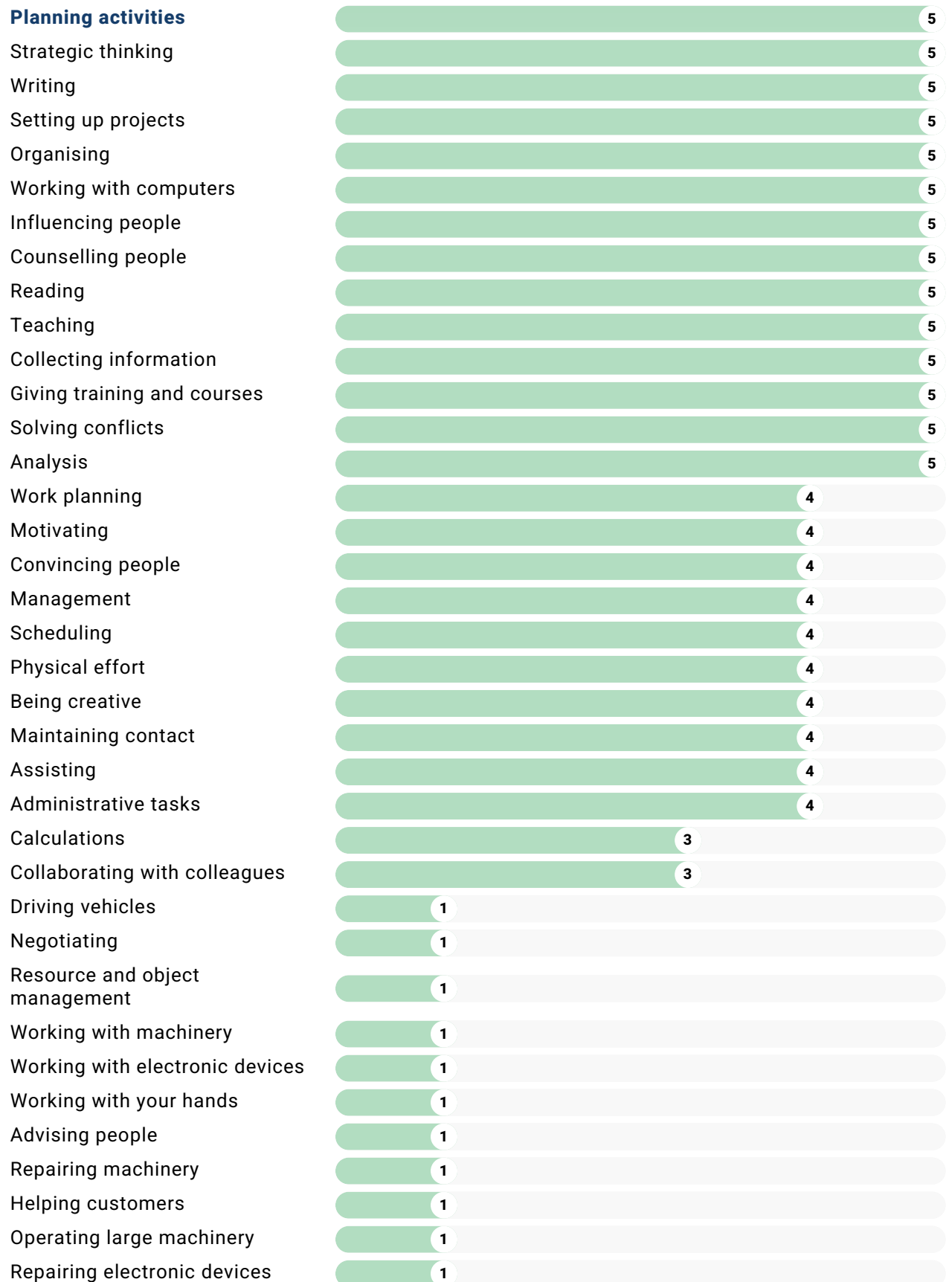


Interest in sectors





Interest in tasks



Reflection

Do you recognise yourself in the interests listed in fields of interest, sectors and tasks?

To what extent are your interests present in your current job?

Which interests would you like to be more present in your work in the future?

Other remarks:

A3. What are my abilities?

Competencies are interpreted as: 'the ability a person has to exhibit effective behaviour in a certain task situation'. This is presented in two different ways. You filled out the Self Assessment competencies questionnaire, in which you assessed your own competencies. In addition, we assessed your talent for certain competencies by looking at whether they match your personality. This offers you the possibility to determine which talents you may be able to develop further and which talents you perhaps already use to their full extent.

A3.1. competencies, your talent

In the results below, we have assessed your talent for various competencies in terms of whether they match your personality.

Your results

Your talent: highest competencies

Listed below are the five to ten competencies for which, based on your personality profile, you show the most talent. In the event of equal scores, multiple competencies are listed.

- Perseverance: Focused, on finishing what you have started, even when faced with setbacks.
- Stress resilience: Able to function effectively under stressful circumstances.
- Result orientation: Driven to reach concrete goals and results.
- Willingness to learn: Willing to develop and expand knowledge and skills through learning.
- Ambition: Driven, wanting to achieve more than others.

Your talent: lowest competencies

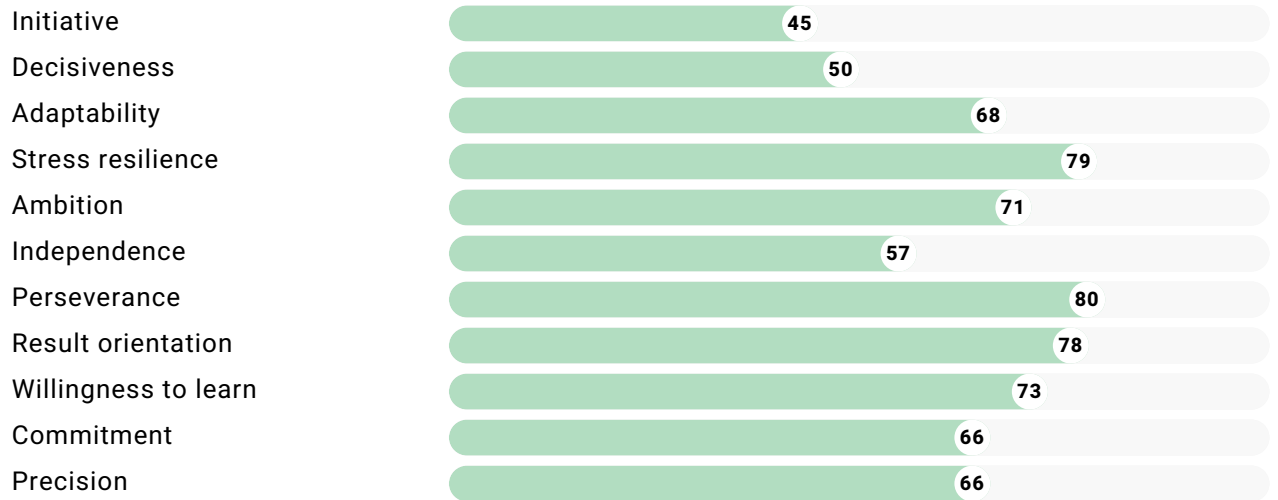
Listed below are five to ten competencies for which, based on your personality profile, you show the least talent. In the event of equal scores, multiple competencies are listed.

- Decisiveness: Able to make decisions quickly and adequately.
- Management of business contacts: Able to constructively form and maintain relationships.
- Cooperation: Reaching joint goals by working constructively with others.
- Manage individuals: Able to supervise an individual.
- Initiative: Able to take initiative, to take efficient action on your own accord.

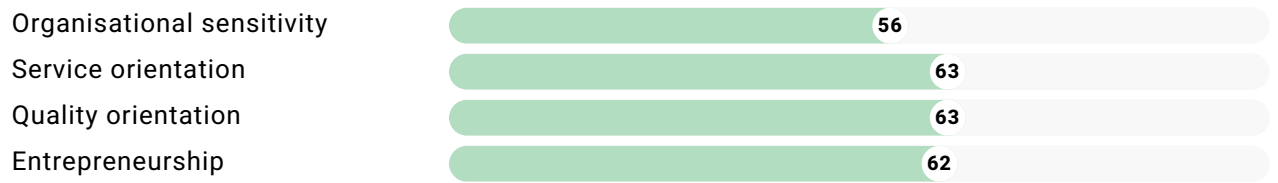
Your competency profile, talent

Percentages

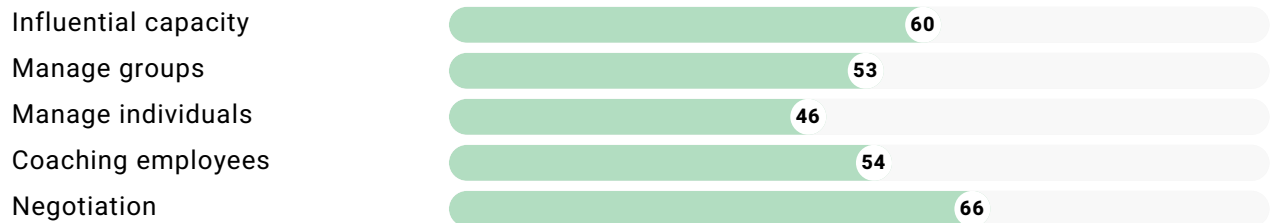
Personal tendencies



Organisational tendencies



Ability to influence



Organisational capacity



Relational ability



A3.2. competencies, self assessment

The results of your own assessment of your competencies made through the Self Assessment Competence questionnaire are given below.

Your results

Your self assessment: highest competencies

Listed below are the five to ten competencies you which indicated you have developed most. In the event of equal scores, multiple competencies are listed.

- Planning and organising: Able to plan and organise activities and duties.
- Cooperation: Reaching joint goals by working constructively with others.
- Progress control: Able to follow up on initiated actions, checking on their progress.
- Delegating: Able to effectively delegate duties to others.
- Quality orientation: Focused on delivering high quality and perfection.
- Precision: Able to work meticulously and have an eye for detail and context.
- Commitment: Able and willing to put in great effort over a longer period of time.

Self-assessment: lowest competencies

Listed below are five to ten competencies which you indicated you have developed the least. In the event of equal scores, multiple competencies are listed.

- Decisiveness: Able to make decisions quickly and adequately.
- Initiative: Able to take initiative, to take efficient action on your own accord.
- Manage individuals: Able to supervise an individual.
- Entrepreneurship: Focused on making a profit by spotting and exploiting business opportunities and being willing to take calculated risks.
- Management of business contacts: Able to constructively form and maintain relationships.
- Perseverance: Focused, on finishing what you have started, even when faced with setbacks.

Your competency profile, self-assessment

Percentages

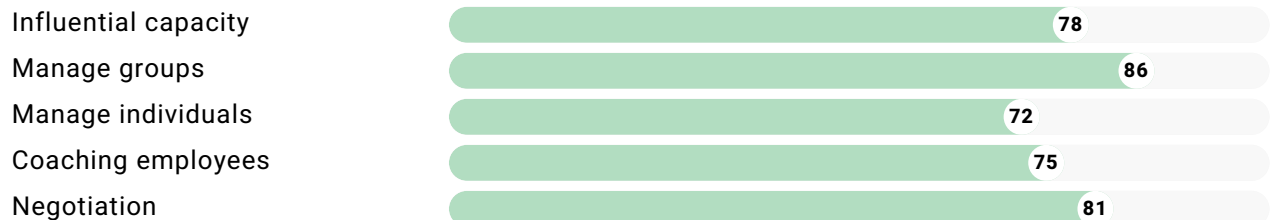
Personal tendencies



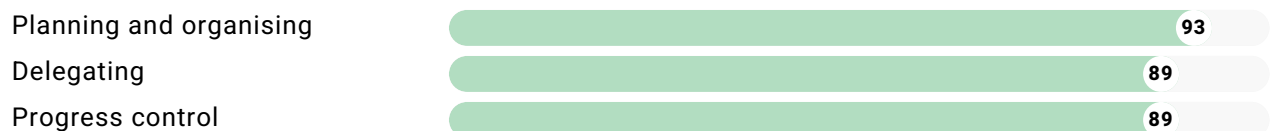
Organisational tendencies



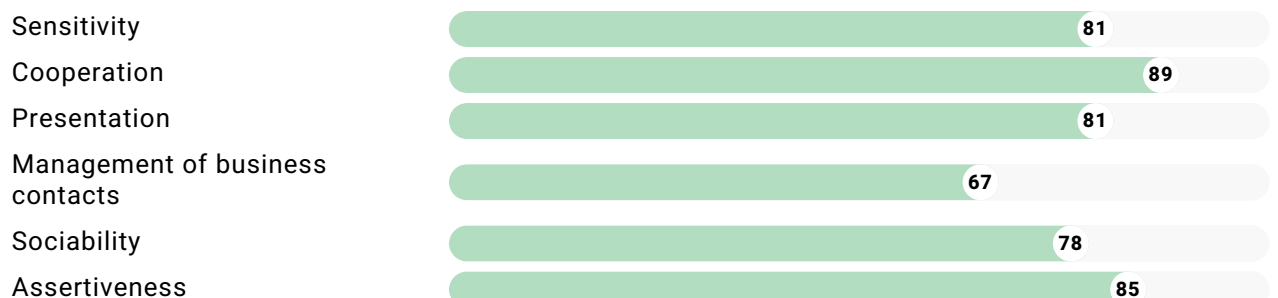
Ability to influence



Organisational capacity



Relational ability



B1. Competence analysis

This section contains an extensive competence analysis. This analysis can, amongst other things, provide you with insight into the competencies you have already developed or which you could develop further in your work. It also indicates which competencies motivate or demotivate you.

B1.1. My talent and self assessment

This chapter analyses and compares your talent for competencies with your self assessment. The figure below shows your talent for competencies based on your personality profile versus your self assessment of these competencies.

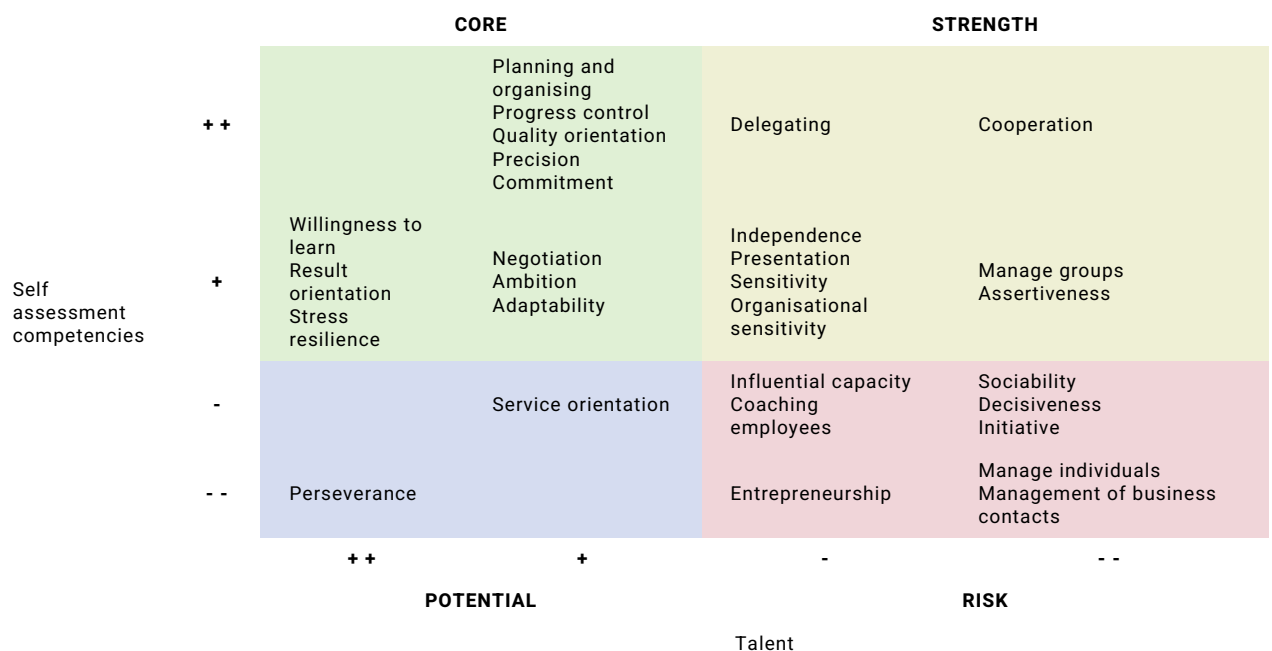
The upper left quadrant shows the competencies which you feel you possess to a large extent and for which you have talent. We call these your **core** competencies. You have developed these competencies well and they suit you.

The lower left quadrant shows the competencies for which you have talent and which you feel you possess to a limited extent. We call this your **potential**. These are the competencies that you will be able to develop.

The upper right quadrant shows the competencies you have less talent for but for which you assess yourself highly. We call these your **strength** competencies, because developing these competencies probably took strength. It took you strength to develop these competencies because you have less talent for them.

The lower right quadrant shows the competencies which you estimate you have less talented for and which you have, indeed shown to have less talent for. These are the competencies which pose a **risk** to you. Should an appeal be made to these competencies, it will cost you a lot of energy and effort to achieve good results.

The position of the competencies within the quadrants is also relevant. The further they are from the centre, the stronger the relationship between your talent and your self-assessment of a competency.



Reflection

Do you recognise yourself in the figure? Write down below which competencies you would have divided differently and explain why.

Look at the upper left quadrant. These are your core competencies. Are these competencies sufficiently present in your current work? How would you like these competencies to manifest themselves even more in your job or career?

Based on the figure, which competencies would you like to develop further (for instance those in the lower left quadrant) and how do you plan to do that? And on which competencies could you or would you like to spend less time?

Other remarks:

B1.2. My talent and motivators

Based on your answers, competencies have emerged which are in line with your motivators. In this chapter we analyse and compare these competencies with your talent for competencies. Below you will see a similar figure to the one in the previous section. This time however, your talent for competencies based on your personality profile is set against your competencies based on your motivators. These are the competencies which motivate you in your work.

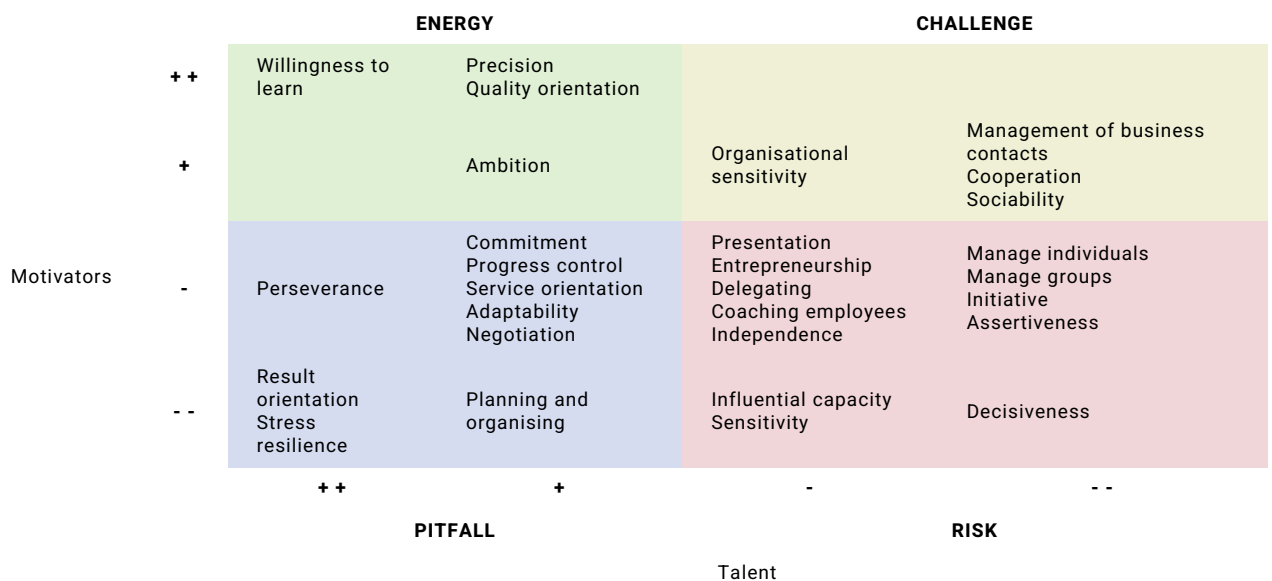
The upper left quadrant shows the competencies which you consider motivating in your work and which you have talent for. These are the competencies which give you **energy** and which should be part of your job if you want to stay motivated.

The lower left quadrant shows the competencies for which you have talent and which suit your motivators less well. These may form a **pitfall**: they are competencies which you can easily carry out, but which do not motivate you in your work. You may experience an appeal to these competencies as unpleasant.

The upper right quadrant shows the competencies you have less talent for and which motivate you in your work. These are the competencies which are a **challenge** to you: these are the competencies that motivate you. Developing these competencies may, however, take a lot of effort, as you have less aptitude for them.

The lower right quadrant shows the competencies you have less talent for and which motivate you less in your work. Herein lies a **risk**. Work which often appeals to these competencies, will cost you a lot of energy and may demotivate you.

Again, the position of the competencies within the quadrants is also relevant. The further they are from the centre, the stronger the relationship between your talent and the competencies you would like to see in your job.



Reflection

Do you recognise yourself in the figure? Which competencies you would have classified differently, and why?

Look at the upper left quadrant. These are the competencies which should be part of your job if you want to stay motivated. Do you actually use these competencies in your job? Could you perhaps apply these competencies in your work even more, and if so, how?

Look at the Energy quadrant and the Potential quadrant (from the figure in chapter B1.1). Write down below the competencies that appear in both quadrants: these are the competencies that motivate you the most and that you will be able to develop well. How would you like to develop these competencies? And are there other competencies you would like to develop further or would like to be more present in your job?

Other remarks:

Definitions

Definition of personality traits

Influence

The extent to which the environment determines his or her actions and how independently he or she acts.

Status Wanting to achieve the best possible. Wanting to get higher up.

Dominance Taking the lead. Playing a decisive role in the collaboration.

Competition Wanting to be better than others.

Self-presentation Like being the centre of attention.

Sociability

Characteristics that determine personal contact with others.

Need for contact Being in need of company.

Socially at ease Feeling relaxed in contact with others.

Self-disclosure Wanting to share one's own feelings with others.

Trust Believing in the good intentions of others.

Friendliness Being nice, happy and cheerful towards others.

Attentiveness Feeling involved with others. Wanting to help others.

Enthusiasm

A person's motivations in their work.

Energy Having the energy to do a lot.

Personal growth Driven to make full use of his or her own qualities.

Perseverance Showing commitment. Taking tasks and agreements seriously and sticking to them.

Need for variety Enjoying change and gaining new experiences.

Originality Coming up with new solutions. Being creative.

Independence Wanting to do business in own way.

Structure

The extent to which someone behaves in a goal-oriented way and organises him or herself.

Orderliness Applying structure.

Precision Working with care, with an eye for detail.

Regularity Needing order and rules.

Conformity Being able to adapt to the applicable standards and values. Respecting authority.

Deliberation Thinking carefully before taking action.

Stability

The degree to which someone is emotionally stable. Self-confidence, resilience. Feeling good in general.

Self-confidence Being self-confident.

Optimism Having a positive outlook on life.

Frustration-tolerance Being tolerant towards others.

Resilience Having adequate ability to deal with criticism and setbacks.

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 scores have an explicit meaning and should not be confused with school marks.

The scores for the personality traits, motivators, fields of interest and interest in sectors mean 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

The scores for the interest in tasks have the following meaning:

Sten score	Meaning
1	Far below average
2	Below average
3	Average
4	Above average
5	Far above average