



John Example

Report Career Values Extensive

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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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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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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

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.

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. There is a danger that you are too idealistic and therefore less realistic or that you put your own interests to one side.

Dynamism You like to be surrounded by action and movement: you find a hectic environment stimulating. You like to keep busy. If things are quiet at work you may slacken and lose concentration.

Quality 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.

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.

Analysing You find analysing and contemplating issues and problems motivating. You enjoy brain teasers and having to think things through. A danger here is that you may over-think things and get stuck into a problem for too long.

Secondary motivators

Tangible results You like to work towards a clear and concrete goal. You find it stimulating to have a clear end result in which your direct contribution is visible.

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.

Praise and recognition You are very motivated by praise and recognition. You find compliments and the gratitude of others encouraging and stimulating.

Developing 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.

Exposure You like being in the limelight and being the centre of attention. You like people to

look up to you.

Security and stability You like security and stability. You like to know where you stand. At work you like to have a clearly defined set of tasks so that you know what is expected of you.

Challenging tasks You find challenging tasks which ask a lot of you stimulating. You want to get the best out of yourself.

Neutral motivators

Autonomy Independence and autonomy in your work do not motivate you very much. You do not mind having to answer to others.

Creative thinking You do not feel the need to be creative or to be a creative thinker in your work.

Financial reward You appreciate financial rewards but they are not your main interest

Influencing You do not find it very important to be influential: You are happy to be led by others.

Career Status and having a career only stimulate you to a limited extent. You are not particularly interested in reaching a senior position.

Demotivating factors

Enterprising You are quite happy leaving the initiative to others. People should not expect you to take the initiative, you find it demotivating.

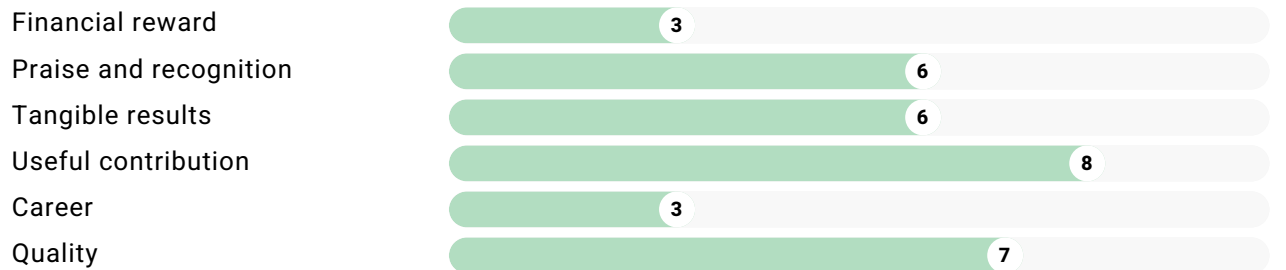
Graphic representation of your results

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