



John Example

Mobility Indicator

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Date completed



Introduction

This mobility questionnaire measures your present job market mobility. Your present job market mobility is the extent to which you are active on the job market. Present job market mobility comes from four factors, namely:

1. Appeal of (other) job; is the appeal of a new job stronger than the attachment to your present job? This question mainly deals with your own experiences and expectations. The appeal is subdivided into four aspects: (I) general satisfaction, (II) range of tasks, (III) cooperation and (IV) salary. When you expect the aspects to be more present in a new job than in your present job, then the appeal of a new job is relatively stronger than the attachment to your present situation.
2. Clarity of objectives; whether you have a clear view of what you would like to do after your present situation.
3. Perceived chance of success: whether you think you stand a real chance of achieving your goal.
4. Job application activities; whether you are indeed actively pursuing your goal.

All four factors together determine, as mentioned before, your present job market mobility score. The higher your present job market mobility score, the higher the chance that you will soon accept a new job.

The two factors 'clarity of objectives' and 'perceived chance of success' together determine your potential mobility: your conviction that, should it be necessary, you will be able to get hold of a suitable job in the short run.

At the end of this report we will provide some conclusions and some pieces of advice. These are of course completely informal. Firstly, it is important to mention that your job market mobility is a temporary indication. In time this will change. Therefore, this report gives a description of the way you experience your present situation. Secondly, it is important to realise that this questionnaire gives an indication of your job market mobility based on your own expectations, which you have expressed in your answers. The questionnaire does not make statements about the job market itself. When we drew up this report we assumed you had a job when you answered the questions. If this is not the case, then it is important that whenever the report mentions your present job, you interpret this as your present situation.

When we drew up this report, your answers were compared with those of a thousand other respondents.

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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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Your results

Appeal

At this moment the appeal of a new job can be considered limited in comparison with the attachment to your present job. You indicate that your present job is suitable for you at the moment and that there are few jobs that appeal more to you now than your present job. You do not feel the need to change jobs yet, but you are open to new opportunities if they should arise.

The following aspects play a role in the relative appeal of a new job.

General satisfaction

You expect a different job will not offer you more satisfaction than your present job does.

Range of tasks

With regard to the range of tasks of a possible new job, you think that your present job could possibly be just as pleasant as a different job, although there might be parts in a different range of tasks which would appeal to you more.

Cooperation

You expect that the cooperation with colleagues in a new job will certainly not be more pleasant than it is now with your present colleagues. You probably enjoy working with your present colleagues and you experience the atmosphere as positive. This aspect contributes to your attachment to your present job.

Salary

You have the idea that your present salary is in line with those in the market, which means you would earn roughly the same with a different employer, or that you might see a small pay rise. Therefore, your salary has a neutral effect on the appeal of a new job.

Remaining factors

Looking at the remaining factors that are important for your job market mobility, the following stands out:

Clarity of objectives

At this moment your clarity of objectives can be considered as average. You have some ideas about what your next step is going to be, but these are not yet very concrete. Before you take the next step, it is advisable to look further into opportunities.

Chance of success

You believe you have an average chance of success on the job market. Just like others, you think you will have to make quite an effort to apply for jobs, but you also think there are enough opportunities to succeed in the end. Support regarding possible job applications might not really be necessary for you, but it could help you to find a new job more quickly.

Job application activities

At the moment you do not show signs of purposeful job application activities. You are not actively looking into

new opportunities for yourself.

Mobility analysis

Present mobility

When we combine all the factors, then your present mobility – the chance that you will change jobs in the short run – can be considered as very low.

Although the appeal of a new job can be considered as average, there are obstacles in the remaining factors which limit your mobility and prevent you from changing jobs for the time being. These obstacles are mainly due to little activity regarding job applications.

Potential mobility

Your potential mobility indicates to what extent you consider yourself capable of changing jobs should you really want to. This is determined by your clarity of objectives and by your perception of being successful and it can be considered as average in your case. This indicates that in general you do not find it very difficult to change jobs should you want to, or when this should be necessary due to circumstances.

Conclusion

At this moment you find your current job more attractive than a new one. You do not feel the need for change and therefore you are not actively applying for jobs. If it will be desirable or necessary to change jobs in due course, you think it will be possible to find a new job. In all probability you are not worried about that at this moment. Right now you already have a rough idea of what you might like to do in the future. You could reinforce that idea by networking or by applying for information at various companies. If you have a more clear-cut idea regarding your career goal, you should actively work towards it. By gaining the right skills and knowledge you may improve your future chances of success even more. We wish you all the best with the continuation of your career!

Graphical representation of the results

