



John Example

Report Talent Development Assessment

Client
ixly ontwikkel/test

Consultant
Example Advisor

Date completed
2-02-2022



Introduction

This is your Talent Development report. Your talents, personality characteristics, learning style and development phase are part of this report. The report contains valuable information for your personal and professional development. It is therefore important that you study this information carefully, think about it, consider whether you recognise its results and discuss it with a coach, manager and/or colleague.

We will start with your talents. Which qualities, pitfalls and competences emerge from your profile? How can you use these qualities better and is there room for improvement? These questions help you form your personal development plan. Under My Characteristics your personality and motives are described. These provide direction to the way you do your job. This has been further specified into team effort, the natural contribution that you bring to a team. How does this influence the way you function in practice? What can you learn from that?

Next, we will pay attention to your learning style. Personal development can occur in various ways. Therefore, it is good to know your own learning style, how you can strengthen it, but also how you can strengthen your learning process.

The Development Strategy questionnaire aims to provide insight into which development strategy best suits your current situation. Does your current position offer room for growth or is it worthwhile to grow towards a next challenge?

In the last part – the action plan – you can list your thoughts and comments to help you make a personal development plan.

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.

Content

1 My talents

- 1.1 Qualities and pitfalls
- 1.2 Competence Indicator
- 1.3 Graphic representation of the indicator
- 1.4 Competence analysis

2 My characteristics

- 2.1 Description of personality traits
- 2.2 Graphic personality trait representation
- 2.3 Career Values
- 2.4 Graphic career values representation
- 2.5 Team contributions

3 My learning style

4 My development strategy

5 Action plan

6 Definitions

Summary

Below you will find a summary of the most important results of the Talent Development Assessment. This can be seen as your personal profile.

Your qualities

- You like variation. If it was up to you, you would do different things every day.
- You are able to deal well with changes in your job. Furthermore, you do not mind constantly changing your working practices.
- You are very honest about your feelings. You also find it easy to talk to others.
- You want to have a good job that others admire you for. You are willing to work hard for this.
- You are able to take decisions quickly and to follow your intuition; even if you do not have all the information.

Your motives

- Exposure
- Quality
- Analysing
- Dynamism
- Creative thinking

Your learning style

Doer – Learning style Accommodating.

Your development phase

Phase 1 – Improving task skills

Your top ten competencies

- **Ambition:** Driven, wanting to achieve more than others.
- **Willingness to learn:** Willing to develop and expand knowledge and skills through learning.
- **Adaptability:** able to act purposefully and effectively under different and changing circumstances by changing behavioural style.
- **Delegating:** Able to effectively delegate duties to others.
- **Result orientation:** Driven to reach concrete goals and results.
- **Manage individuals:** Able to supervise an individual.
- **Presentation:** Making a strong and professional impression on others.
- **Sensitivity:** Able to sense other people's signals and adequately respond to them.
- **Coaching employees:** In a managerial role, to stimulate employees and guide them in their development.
- **Influential capacity:** Able to persuade others to go along with your view, proposal or idea.

My talents

Qualities and pitfalls

The personality questionnaire shows a number of traits and pitfalls that apply to you. Traits are positive qualities that strongly characterise you. A trait might be a pitfall when you take it too far. Your qualities and pitfalls are:

	Quality	Pitfall
Regularity	You like variation. If it was up to you, you would do different things every day.	You are easily bored because of this. You might also find it hard to work according to set rules.
Orderliness	You are able to deal well with changes in your job. Furthermore, you do not mind constantly changing your working practices.	Others might find you a little messy. Make sure your work is clear enough for you colleagues.
Self-disclosure	You are very honest about your feelings. You also find it easy to talk to others.	But this might lead you to tell people too much. Some people are uncomfortable with this.
Status	You want to have a good job that others admire you for. You are willing to work hard for this.	This might lead you to go after jobs that are too difficult for you. Stay true to yourself.
Deliberation	You are able to take decisions quickly and to follow your intuition; even if you do not have all the information.	You can sometimes make mistakes because you take decisions too quickly.

Competence indicator

Competences are interpreted as: 'the ability a person has to exhibit effective behaviour in a certain task situation'. Based on your personality profile we present an expectation about the extent to which you may develop certain competences. It is impossible to indicate whether you have actually developed a certain competence and if so, to what level, since the development of competences also depends on your experience and knowledge. Each competence is dependent on multiple personality traits. Based on your personality profile a picture emerges about the extent to which you may develop 29 competences. Competences which are highly dependent on intellectual capacities are not included. Nor is a personality profile sufficient base to accurately determine the developability of competences that rely on communication skills. Therefore these have not been included in the Competence Indicator.

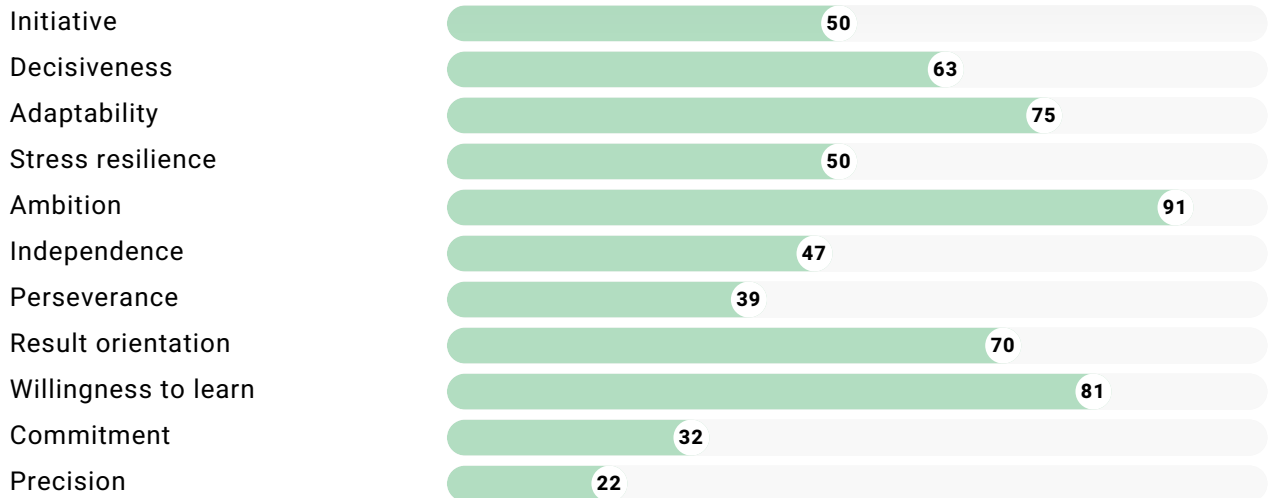
Your top ten competences are:

- Ambition
- Willingness to learn
- Adaptability
- Delegating
- Result orientation
- Manage individuals
- Presentation
- Sensitivity
- Coaching employees
- Influential capacity

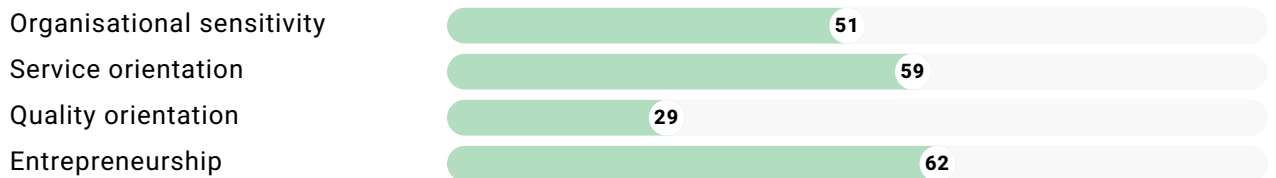
Graphical representation of competences

Percentages

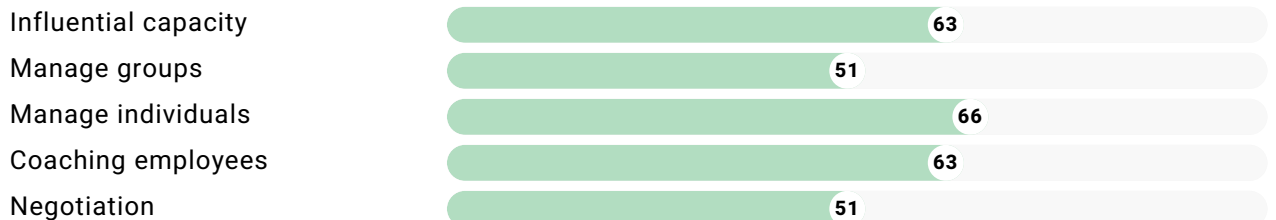
Personal tendencies



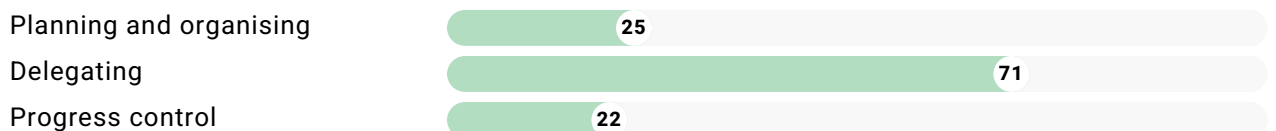
Organisational tendencies



Ability to influence



Organisational capacity



Relational ability



Competence analysis

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

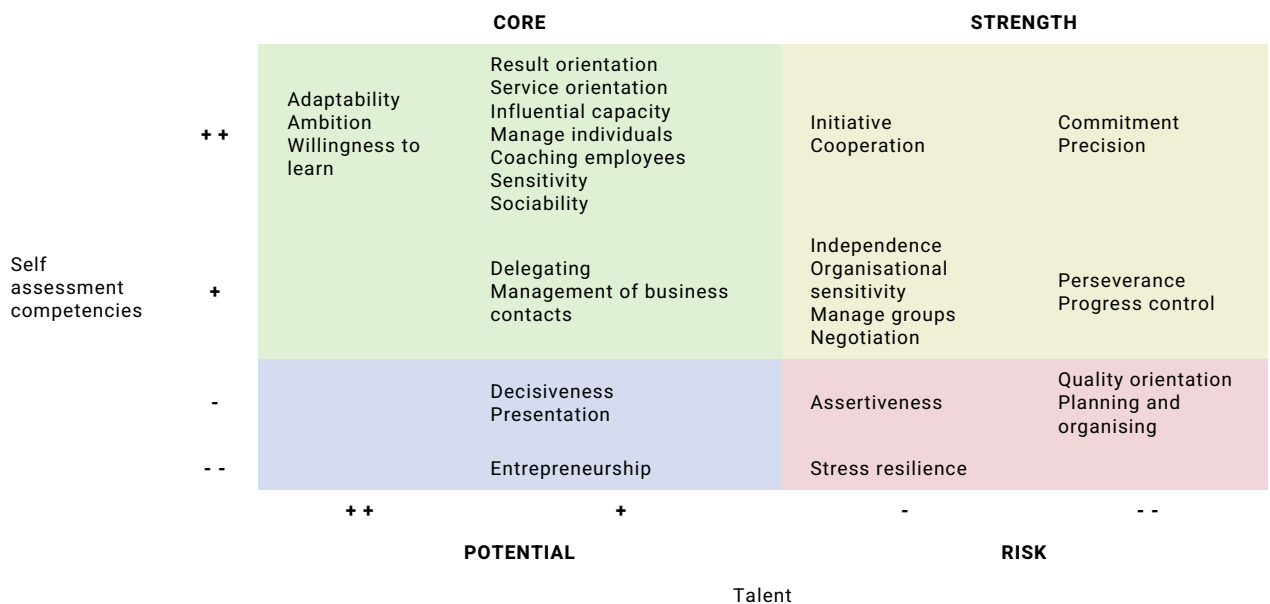
The upper left quadrant shows the competences you estimate yourself to possess to a large extent and which you have shown to have talent for. We call these your **core** competences. You have developed these competences well and they suit you.

The lower left quadrant shows the competences you have talent for and for which you indicated to possess them to a limited extent. We call this your **potential**. These are the competences that you may find easy to develop.

The upper right quadrant shows the competences you have less talent for but for which you assess yourself highly. We call these your **strength** competences, because developing these competences probably took you strength. You have developed these competences on your own, because you have less talent for developing them.

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

The location of the competences within the quadrants are also relevant. The further they are placed from the centre, the stronger the relationship between your talent and the self assessment of a competence.



Reflection questions

Do you recognise yourself in the traits and pitfalls? How does that work for you in practice?

Do you recognise the competences which have become apparent from your competence survey and competence analysis? What does this mean for your work and your personal development?

My characteristics

Description of personal characteristics

Influence

This personality questionnaire shows you to be someone for whom social status is very important. Work should contribute to respect and prestige. Making a career for yourself is very relevant to you. You strive to reach the top in your work and are willing to make sacrifices for this. 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. You may feel inhibited and tense when you come into contact with other people. You do not particularly enjoy contact with strangers, but you do not avoid it either. The survey also shows that you are very open. You talk freely, even about more personal feelings and experiences. You do not mind showing your vulnerabilities. You are seen as an 'open book' by others. In terms of the trust you feel towards others, we may conclude that you trust people's good intentions. You have faith in people. This leads to you sometimes being perceived as too open-minded and naive. In terms of friendliness, the test shows that, compared to others, you are usually seen as positive and cheerful. You come across as friendly. This makes you accessible without making you overly cheerful or spontaneous. And finally, we can establish that you are reasonably attentive. You are willing to help others, but in doing so keep within your own boundaries. You usually react sensitively and tactfully.

Enthusiasm

Compared to others, you score a little lower in terms of energy at work. You prefer a working pace you can keep up with. You prefer to have sufficient time to finish things. The test furthermore shows that you have great personal ambition. You always want to learn more, gain more knowledge and learn new skills. Continual personal improvement is important to you. In your work you like to set yourself challenging goals and improve your performance. Furthermore, your level of perseverance could be a bit better. You usually take your tasks seriously but at times you may show less discipline in dealing with your responsibilities. Your perseverance may be tested at times and you might give up when facing difficulties. This may make people doubt your reliability. Furthermore, we can say that you are able to adjust to new circumstances. You do not mind doing new things. You accept that situations sometimes turn out differently than expected. At the same time you are able to accept things that do not change. 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 feel little need for order and structure. Tidying up and creating order have little priority with you. This means you may lose things. You and your work may therefore seem chaotic and messy. 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 have a great need for variety. You find uniformity in working procedures and regular patterns oppressive and dull. 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 that you make decisions swiftly even when there is no time pressure to do so. You like making difficult decisions. You are willing to take risks. You may be described as spontaneous, but also as impulsive or careless at times.

Stability

Your answers show that you have a normal level of self-confidence. You recognise your own qualities and abilities. You regularly spend time thinking about what you feel are your less positive characteristics. We may also conclude that your view of the future is positive. You are seldom melancholy. You generally assume people mean you well. You are not generally easily annoyed by other people's behaviour or mistakes. You are fairly patient, although not endlessly. When things go wrong you may worry but you are not easily shaken. You may take criticism personally. You sometimes find it hard to react calmly to setbacks. Although you might feel a little bad and unbalanced for a while, you are able to recover from a negative experience rather quickly.

Your personality profile

Influence

Status

Dominance

Competition

Self-presentation

Sociability

Need for contact

Socially at ease

Self-disclosure

Trust

Friendliness

Attentiveness

Enthusiasm

Energy

Personal growth

Perseverance

Need for variety

Originality

Independence

Structure

Orderliness

Precision

Regularity

Conformity

Deliberation

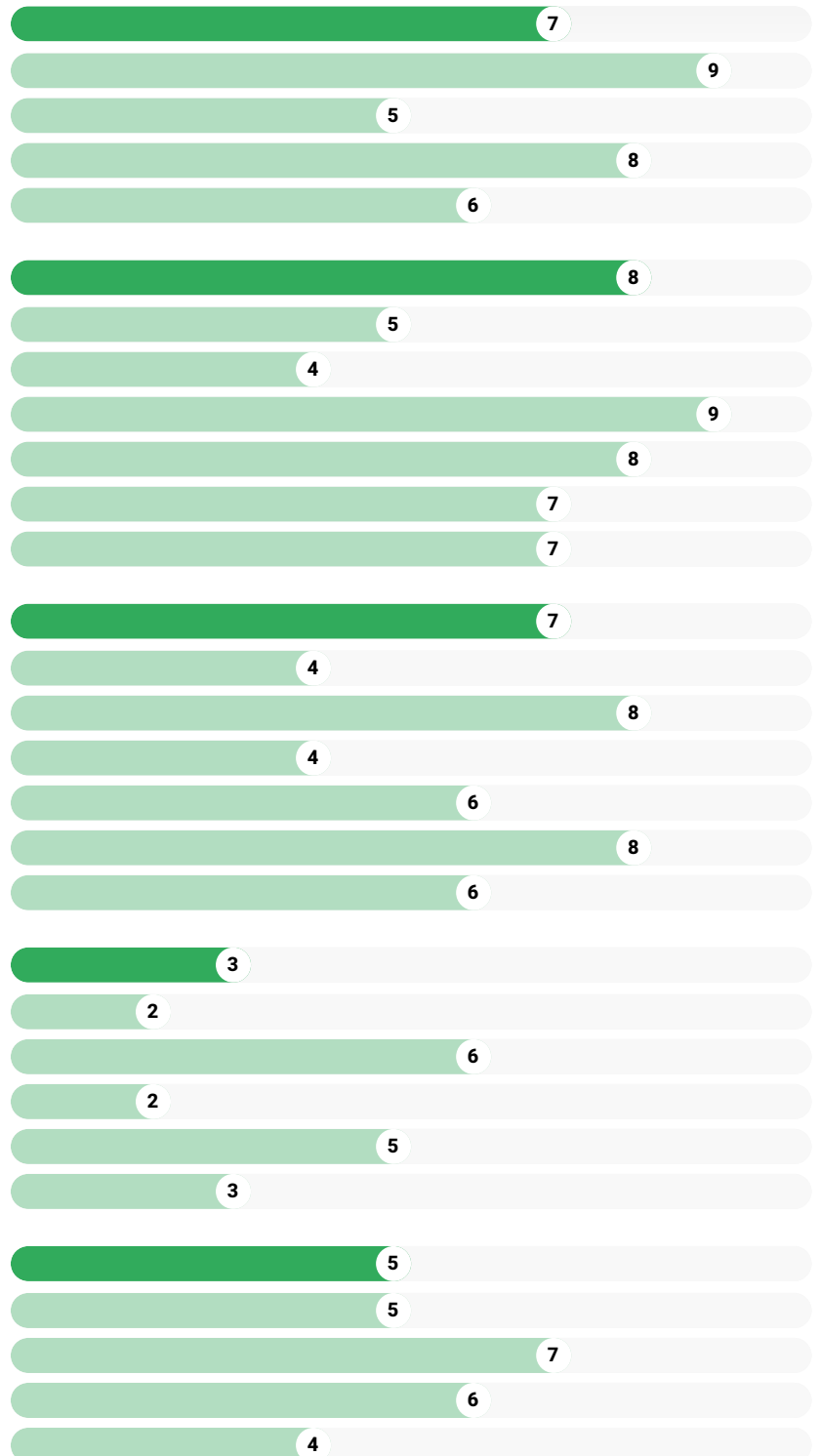
Stability

Self-confidence

Optimism

Frustration-tolerance

Resilience



Career values

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 your potential demotivators.

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 get motivated. If your primary motivators are lacking, you will probably get demotivated. In that case your job does not suit you.

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

The neutral motivators are motivators that are not essential for you. You can go without these for a large amount of time without getting demotivated.

Demotivators are motivators you would rather avoid. When you do have to deal with them they will trouble you rather than give you energy. For that reason, these are aspects you would rather avoid.

Description of the 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

- Exposure (10)** 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.
- Quality (8)** 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.
- Analysing (8)** 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.
- Dynamism (8)** 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.
- Creative thinking (8)** 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

- Challenging tasks (7)** You find challenging tasks which ask a lot of you stimulating. You want to get the best out of yourself.
- Praise and recognition (7)** You are very motivated by praise and recognition. You find compliments and the gratitude of others encouraging and stimulating.
- Career (7)** 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.
- Developing (6)** 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.
- Helping others (6)** 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.
- Tangible results (6)** 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.
- Enterprising (5)** 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.
- Autonomy (5)** You enjoy autonomy and being able to determine for yourself how you do your work. You find freedom and independence very stimulating.

Neutral motivators

- Cooperation (4)** You do not mind having to work with others. You could be a member of a team, but you could also work very well on your own. You do not have the express need to belong somewhere or to work in a team.
- Influencing (4)** You do not find it very important to be influential: You are happy to be led by others.
- Being physically active (3)** You do not mind physical activity in your work.
- Security and stability (3)** Security and stability are not that important to you. You do not mind not knowing where you stand.
- Useful contribution (3)** Making a useful contribution to society does not particularly motivate you. It is not important to you whether or not your work is meaningful to others.

Demotivating factors

- Financial reward (2)** Financial targets can demotivate you. You have no interest whatsoever in financial matters so may feel demotivated if required to deal with them.

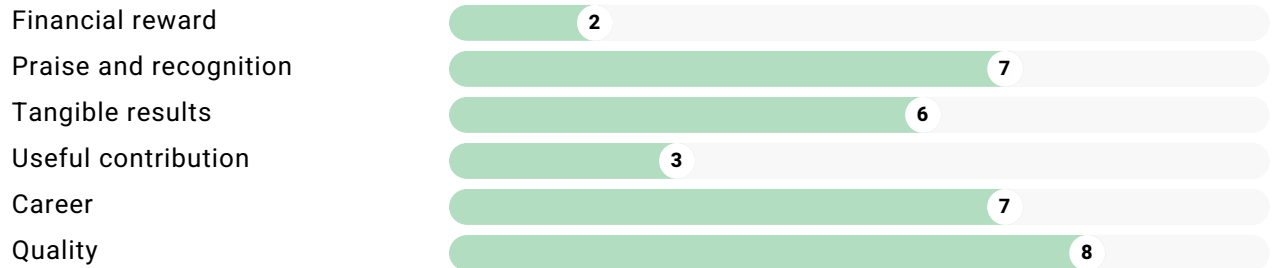
Your career values profile

Work-life balance



Yields

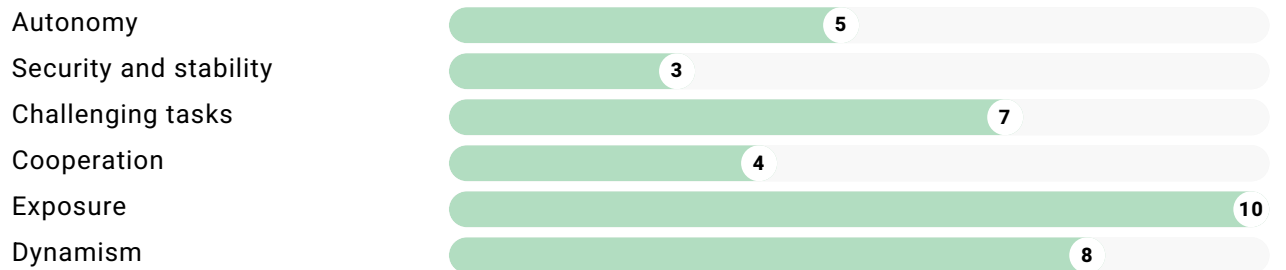
Sten scores



Activities



Environment



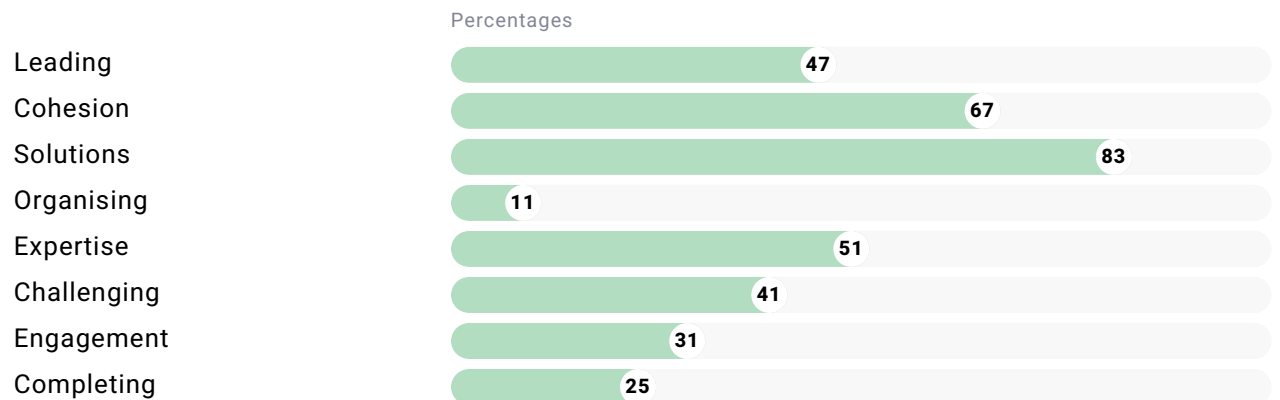
Team contributions

Team members can contribute to team performance in various ways, on various fields and possibly at various times. Based on your personality profile a prognosis can be given about the extent to which you will make certain team contributions. This can be viewed as the talent you have for this contribution.

Your main team contribution is:

Solutions: Offers solutions to problems and has a creative and original contribution to the team.

Your results



Short description of Team contributions

Leading Leads meetings, sets goals and encourages team members to discuss these.

Cohesion Provides coherence and solidarity within the team.

Solutions Offers solutions to problems and has a creative and original contribution to the team.

Organising Organises the duties the team has and is focussed on details.

Expertise Brings specific, specialist knowledge and experience to the team.

Challenging Is not afraid to discuss things or to point out risks.

Engagement Is involved in the team, values its importance and is fully dedicated.

Completing Is focused on completing things, is reliable when it comes to finishing their own tasks and those of others.

Reflection questions

Do you recognise yourself in the description of your personality? Which effect does your personality have on your functioning?

Do you recognise yourself in the description of your motives? What do you recognise and what surprises you? Which effect does your personality have on your functioning?

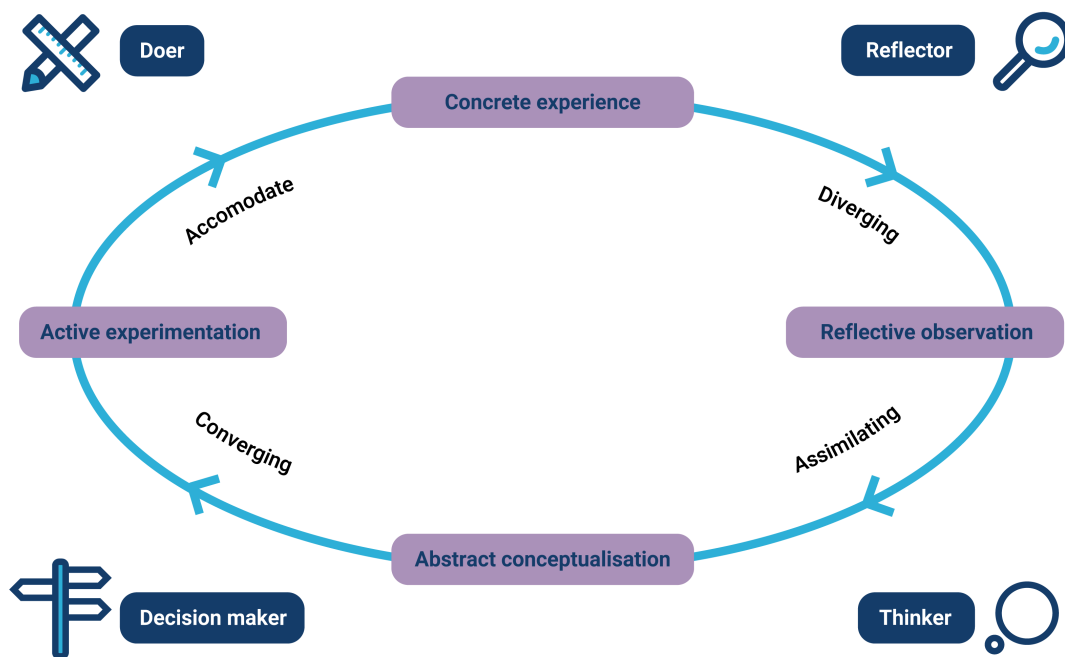
Are there motives which you feel are insufficiently mentioned?

Do you recognise yourself in your team contributions? Which effects are visible in your present team?

My learning style

Four dominant learning styles can be distinguished. People will use one of these learning styles at some point, but everyone also has their own preferred style. It is important to investigate the effect your learning style has on the way you develop yourself. Use the power of that learning style but also try to avoid its limitations by applying other learning styles as well.

The learning style model was invented by Kolb. Your scores on this model have been calculated based on your WPV and Career Values tests. The terms might match those of other models such as "Thinker" in Belbin's Team Role model. However, this specifically refers to a learning style type.



Your learning style

Doer – learning style Accommodating. Quickly taking on new things, finding challenges, being active.

What makes you learn?

You enjoy being thrown in the deep end, learning from your experiences. You want to feel and experience things yourself. Therefore you have to seek challenges, do role-plays, find an activating learning environment with projects that you can take on right away. Long preparations do not suit you very well, you would prefer to take off immediately and try things out. Try to find experiences that although challenging, will not lead to any major damage when you fail. This learning style mainly applies to gaining motor and communicative skills, but is not as suited to complex activities that require a lot of knowledge.

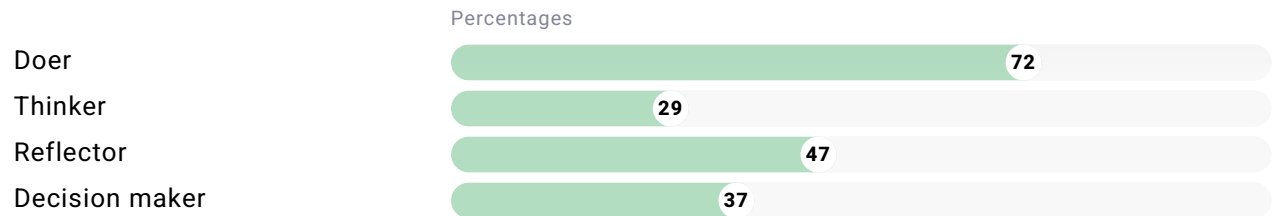
What should you be aware of?

The doer risks taking on too many things at once and gaining experience without actually learning from it. Make sure you stop to think and seek feedback. Name your concrete learning aims to make sure you do not wander off. When you are dealing with complex cases, it is wise to also employ other learning styles.

What do you need with regard to coaching?

Your manager or coach should mainly provide you with chances to experiment, to get to work. Your coach can help you in providing a suitable experimentation environment and by forcing to really think things through and learn from your experiments. He should also warn you against being too reckless in your experiments or taking on adventures to which you are insufficiently prepared.

Your results



Short description of other learning styles

Reflector – Learning style Diverging.

Look before you leap is your motto. You prefer a thorough preparation and sufficient time for activities. You like reflecting your actions. Making decisions under pressure does not suit you very well.

Learns by: Abstract conceptualisation and theory.

Pitfall: Make sure to take action, don't get stuck in your thoughts.

Decision maker – Learning style Converging.

Your primary focus is on applying what you have learned in practice, everything should be practical with clear examples. You want to be able to use it immediately.

Learns by: Active experimentation.

Pitfall: Don't lose sight of the main lines.

Thinker – Learning style Assimilating

The thinker would like to know how things work. To achieve that, you absorb knowledge and observe others. Think first, act later, is your motto.

Learns by: Reflective observation, thinking, thorough preparation.

Pitfall: Come out of your comfort zone, take on experiments.

Reflection questions

Do you recognise yourself in the description of your learning styles? What do you recognise and what surprises you? Can you give an example?

If you look ahead, which development aims would you like to set for yourself?

Which development actions can you execute? (Learning by experimentation, knowledge, reflection, examples)

In which time frame and how would you like to realise that?

My development strategy

This part of the report shows how you feel about your development. This in regard with the position of:

Voorbeeldfunctie

There are three main development strategies:

Phase 1. Improving task skill

Primarily focussed on developing knowledge, further command of the job.

Phase 2. Broadening and deepening

Focussed on broadening and deepening competences and expertise.

Phase 3. Further growth

Growing towards a different position. This can entail a position inside or outside of the company on a higher level, but also a different position at the same level. At times a position at a lower level may prove useful.

You are now in this development phase:

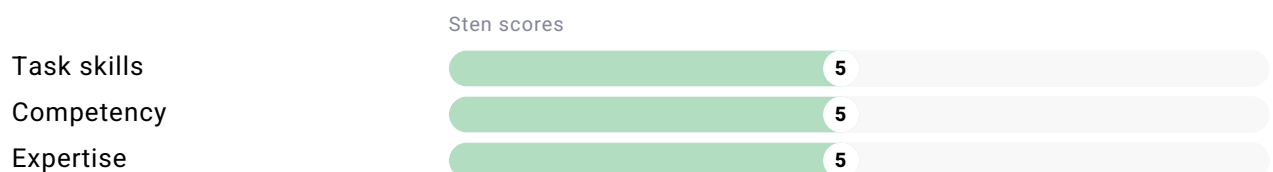
Phase 1. Improving task skill

You recognise yourself best in Phase 1 – Improving task skills. Your development should be primarily focussed on carrying out your job tasks (even) better. You can make the additional step towards mastery.

Perception of your current position



Room for development in your current position



Reflection questions

What **knowledge** would you like to develop? Which **training** would you like to do and to what purpose?_

Which **behavioural competences** would you like to develop? See the chapter *Definitions* for a list of competencies.

Which **task skills** would you like to develop? Are there any remarks you would like to make about the development of your talent?

Do you recognise yourself in the outcomes and is this development phase relevant to you? Or would you rather take a different phase?

Action plan

It is best to complete this part after the session with your coach or manager.

My development strategy for the coming period is:

These are the goals I would like to achieve:

I would like to execute the following development actions and possible training:

I would like to receive the following support from my manager/organisation:

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.

Competence definitions

Personal tendencies

- Initiative** To be able to initiate, to take efficient action on your own accord.
- Decisiveness** To be able to make quick and adequate decisions.
- Flexibility** To be able to act purposefully and effectively under different and changing circumstances by changing behavioural style.
- Stress resilience** Being able to function effectively under stressful circumstances.
- Ambition** Being exuberant, wanting to achieve more than others.
- Independence** Being able to independently do your job, set your goals and give them shape and substance.
- Perseverance** Being focused, even when faced with setbacks, on finishing what you started.
- Result orientation** Being driven to reach concrete goals and results.
- Willingness to learn** Being willing to develop and expand knowledge and skills through learning.
- Commitment** Being able and willing to put in great effort over a longer period of time.
- Precision** Being able to work precisely and have an eye for details and context.

Organisational tendencies

- Organisational sensitivity** Being able to recognise the influence and consequences of your own decisions or activities on other parts of the organisation.
- Service orientation** Being able to empathise with and react to the needs a client has.
- Quality orientation** Being focused on delivering high quality and perfecting matters.
- Entrepreneurship** Being focused on making a profit by spotting and using business opportunities and taking calculated risks.

Influential capacity

- Persuasiveness** Being able to persuade others to share your view, proposal or idea.
- Directing groups** Being able to provide leadership to a group.
- Directing individuals** Being able to give direction to an individual.
- Coaching employees** Being able to stimulate employees in a managing role and guiding them in their development.
- Negotiating** Being able to sense mutual interests and positions and use them to come to an acceptable agreement for all parties.

Organisational capacity

- Planning and Organising** Being able to plan and organise activities and duties.

Delegating Being able to effectively delegate duties to others.

Progress control Being able to follow up on initiated matters, checking their progress.

Relational capacity

Sensitivity Being able to sense other people's signals and adequately respond to them.

Cooperation Reaching joint goals by working constructively together with others.

Presentation Making a strong and professional impression on others.

Maintenance of business contacts Being able to constructively form and maintain relationships.

Sociability Being at ease and enjoying being in groups.

Assertiveness Standing up for your opinions, even under pressure from others.

Definitions of the Career values

Balance private life-work Indicates the balance between personal life and work; where 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 work of a good quality, setting high demands on the completed work.

Activities

Being motivated by what the work activities bring you: "what are you doing it for?"

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 Enjoying to have the room to determine what you do.

Security and stability Liking to have security and stability.

Challenging tasks Seeking challenges, wanting to fulfill new or diverse tasks.

Cooperation Associating with people, being part of a social system, a nice atmosphere.

Exposure Enjoying 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.