

Report for Andrew Jones

Date of completion 19/04/2019



Career Development

REPORT FOR

Andrew Jones

DATE OF COMPLETION

19/04/2019

RELIABILITY - 99.2%Answers were very likely
accurate and truthful**ORGANISATION**

Talent4Performance Ltd



Welcome to Career Development

This report identifies your strong interests, task preferences and work environment preferences in the sections below. It is recommended that you seek employment that makes best use of those strong areas as this will increase your work satisfaction and likelihood of success. This report also outlines your tendencies related to interpersonal interactions, providing key points that are your strong areas as well as key areas that you may wish to develop. The motivation section identifies key issues related to your motivation, enabling you to leverage your motivational strengths as well as identify areas for development. If you plan to be in a decision-making role or leadership role, you can also review these sections to better leverage your strengths and plan for areas of development. For career development it is recommended that you select only one or two areas that you think will have the greatest impact on your career and then explore courses or other means of development related to those areas.

Your Task Preferences

The following are tasks you find enjoyable. It would be beneficial to have a career that involves doing most of these tasks (listed in order of importance):

- Doing something that helps others or society
- Meeting and interacting with new people
- Analysing facts, problems and decisions
- Working with numbers

The following are tasks you tend to dislike. It would be beneficial if your career involves doing little of these tasks (listed according to greatest dislike first):

- Doing tasks that need to be done precisely
- Enforcing rules
- Fixing or repairing something
- Building or making something
- Researching or learning new information
- Doing physical work
- Doing clerical work

Your Interests

The following are interests that are important to you. It could be beneficial to incorporate some of these interests into your career:

- Animals
- Food
- Electronics
- Plants

- Psychology
- Entertainment
- Computer Software
- Computer Hardware

The following are areas in which you lack interest. It would be beneficial to avoid these areas as central aspects of your career:

- Children
- Sports
- Travel
- Writing or Language
- Health or Medicine
- Medical Science

Your Preferred Work Environment

You don't mind the pressure of deadlines and probably even find it stimulating.

You don't mind sitting for long periods.

You may find it rewarding to have a career that involves working with the general public.

It would be best for you to work indoors.

You need to avoid a position that requires standing for long periods.

You need to avoid a position that involves a great deal of repetitive and monotonous tasks.

Your Interpersonal Skills

Generally, you are extremely optimistic and have a positive outlook. This will support your career development. You can be relaxed while working, but you may be experiencing a little tension. Although many people have an even higher level of tension, it would be better for your health to learn to relax more. You are also moderately able to deal with stress when it occurs.

You would work best in a career that involves a lot of interaction with people. You are reasonably forthright or frank. You are very capable of being tactful. Your ability to be tactful and direct at the same time enables you to maintain good communication in your working relationships. This should help your career and enable you to work more effectively with others. You are moderately able to put forward your own needs. You are extremely helpful and conscious of others' needs. This is reasonably balanced and will help you to have positive interactions with others. You are reasonably self-accepting. You have a reasonably strong intention to improve yourself. This is somewhat balanced. You tend to be tolerant of people who are blunt. You are very outgoing. Thus you probably enjoy a career that involves meeting new people. You enjoy trying to influence others. You are extremely empathetic and warm, however you may at times become overly emotional. Your warm-heartedness will enable you to influence others more successfully.

Overall, your interpersonal skills are good and these skills will be an asset in your career.

Your Motivation

You are very self-motivated, you are likely to succeed in almost any career, especially in a career you enjoy. You take a great deal of initiative. You need to have very challenging work, and you are clear and enthusiastic about your goals. You want a great deal of autonomy in your work. You are happy to do tasks that require a great deal of perseverance.

You are highly motivated by (listed in the general order of importance):

- A chance to have decision-making authority
- A chance to take initiative
- Having challenging work
- An opportunity to do something worthwhile for society
- An opportunity to be in a leadership position
- An opportunity to achieve your goals

You will probably be demotivated by (listed in the general order of importance):

- Having to work closely with a supervisor
- Goals unrelated to your own

Your Decision-making

You enjoy analysing facts and decisions, and you are very willing to assume decision-making authority. You are moderately willing to collaborate with others with regard to making decisions. You may be reasonably intuitive and use this intuition for making decisions.

You are very willing to take risks, and you are extremely optimistic about the outcome. You probably spend reasonably little time analysing the potential difficulties of a plan or strategy. This may not be enough for the degree of risk you like to take. You may make decisions based upon hope rather than on an examination of the facts.

You normally approach decisions with an open and reflective mind, but you have reasonably strong opinions. To some degree you prefer making decisions based upon what is tried and tested but you are sometimes willing to try new approaches. You have some interest in planning, but you prefer not to spend much time focusing on details. You may not be very systematic in your approach to plans and decisions. You usually like to make decisions reasonably quickly.

Your Leadership

Your clear goals, combined with your enthusiasm, will probably enable you to articulate a vision that will motivate others. You are very interested in being in a leadership position. You are motivated by challenging goals, and your goals are clear. Also, your optimism could also help you motivate others. Your vision or goal genuinely includes benefiting others or society. In this respect, you are more likely to gain a wider support and acceptance. You have a natural tendency to try to influence others, and you give moderate importance to trying to enlist the cooperation of others. You are comfortable making presentations to groups and this could be an excellent means of facilitating your leadership.

You are very self-motivated. This is a great asset to your leadership. You tend to take a great deal of initiative. Consequently you are more likely to be successful in a career and as a leader. Your determination to reach a goal is a very good asset for a leader. You can be a little disorganised at times. Thus you will need the support of an assistant who is very organised. You will tend to create a reasonably unstructured organisation. You tend to be flexible and adaptable to changes.

Your intention to improve yourself is a good asset as a leader. It allows you to continue to develop yourself as well as set an example for others. You are reasonably self-accepting. This could be a beneficial trait for leadership. You have a good balance between wanting to improve yourself and liking yourself the way you are now.

You have a moderate desire to work for a capable authority, and you want a great deal of autonomy in your work. This is normal for a leader.

In general, you have reasonably good interpersonal skills which will be of assistance to you in a leadership role. Your ability to mix and interact directly with the people working under you will enable you to gain a better perspective of your organisation. You are extremely empathetic and warm which could be beneficial to your leadership. However, you dislike enforcing necessary rules. Consequently you may neglect doing so. Your ability to be direct and tactful at the same time will increase the loyalty and motivation of the people you lead. Your willingness for people to speak truthfully (even if they are a little blunt) will help you to be more informed and to better understand important issues. Your open-mindedness will help you gain respect.