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PARTICIPANT DETAILED

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This report was generated on **17-04-2020**
by **RFirst RLast**.
The underlying data were collected on
23-09-2014.

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ABOUT THIS REPORT

The Career Fitness Profiler is developed with the intent to provide respondents with a validated insight into their career.

This report offers a clear and detailed overview of the values underlying career choices, the manner in which responsibility is assumed in his/her career and the degree to which he/she is challenged in the current job.

These insights allow the respondent to develop a personalised and structured career roadmap. This roadmap can be a support in the decision making process and a tool for active career management.

Background

The Career Fitness model is the result of a 3 year scientific research, conducted by the University of Antwerp and has been subjected to a comprehensive and detailed scientific validation process.

The Career Fitness Profiler reports have been developed by the University of Antwerp, TalentLogiQs™ and Talento® in a unique project of co-creation.

They are generated on the basis of the answers of the respondent to the online Career Fitness Profiler. This assessment results in a validated summary composed out of 20 indicators including values, attitudes, behaviour and personal judgements. Together they create a holistic view of how the respondent manages his/her career.

Model structure

The Career Fitness model is composed out of 3 complementary and detailed frameworks:

1. **Career Values:** Grouped in Motivators & Pitfalls. For example Social Drive, Professional Stability, Job-hopping, Career Isolation.
2. **Career Attitudes:** Adaptability, Self-initiation, Sense of Purpose, Mobility.
3. **Energy - Stress Balance:** Self-efficacy, Resilience, Hope and Optimism.

A detailed description of the Career Fitness model and reports is available.

Report structure

On the basis of the Career Fitness model, several reports - that can either be used as a whole or separately - were developed.

The Participant Report-Details contains:

Your Scores - Overview: (p. 3)

The overview page offers a quick one page summary of the score on the 3 frameworks.

Disclaimer

This report is generated directly out of the results of the online Career Fitness Profiler Questionnaire. Hence, the general subjective nature of judgements based on questionnaires has to be taken into consideration when interpreting these results. TalentLogiQs™ & Talento® NV accept no liability regarding the variation in interpretation whilst judging these results nor for the consequences of the use of this report and the decisions formulated based on this report.

Career Values: (p. 4-6)

Content: Details which Values, Competencies and/or Personal motives have a determining role on the career. This is represented by means of 2 pie diagrams, green for the Motivators and red for the Pitfalls which are ranked in order of importance. On pages 5 & 6 these Values are further detailed and explained.

Scores:

Motivators: The key Values are those scoring higher than average compared to the normgroup.

Pitfalls: These are hypothetical constructs which may hold a potential risk for the career, either because they score high, but have a negative impact, or because they score low but are potentially attractive in a job offering.

Career Management Attitudes: (p. 7-9)

Content: This consists out of 4 sections: Attitudes Overview, Key Development points, Attitudes & Implications and the Career type.

We detail the attitude of the respondent with respect to actively managing his/her career. We hereby recognise 4 key attitudes: Adaptability, Self-initiation, Sense of Purpose and Mobility.

Scores:

They are shown on a human figure indicating the area and highlighted by a colour gradient. These attitudes are also represented by means of bar diagrams on a scale of -5 to +5.

Energy - Stress Balance: (p. 10-11)

Content: The final part of the report contains 2 segments, an overview score and a detailed explanation. The overview score is shown as a barometer graph.

The details describe the balance between 4 key components: Self-Efficacy in achieving objectives, Resilience in relation to performance stress, Hope regarding visualising objectives and finally Optimism.

The results are depicted in a pie chart.

Scores:

Both components are scored in a ten point scale.

How to read this report?

On the basis of the report a comprehensive understanding can be acquired on the respondent's behaviour and disposition with regards to his/her career. Connecting various components of the report will enable the development of hypothesis with respect to the action of the respondent concerning his/her career. The report can be useful as a basis for insight and career coaching.

Interpretation guides: next to the explanations in this report a detailed interpretation guide is available on the platform.

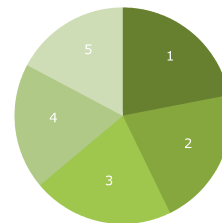
YOUR SCORES - OVERVIEW

This overview offers a summary of your scores on the TalentLogiQs™ questionnaires. The scores in the overview are intended to be indicative; the details and implications are outlined on the following pages.

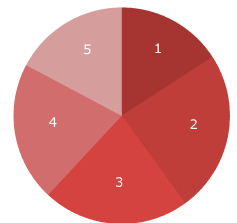
I. CAREER VALUES

The Career Values scores are grouped in Main Motivators and Main Pitfalls. The Motivators indicate which career values are most important to you in your professional career. When considered in your career choices, they are most likely to contribute to a feeling of personal success and satisfaction. Not acknowledging your primary Motivators will most likely result to walking into your Main Pitfalls, leading to a feeling of unhappiness or a lack of job-satisfaction. At this point, reconsidering career decisions may be necessary.

MAIN MOTIVATOR
Need to Contribute



MAIN PITFALL
Closed growth & motivation receptors

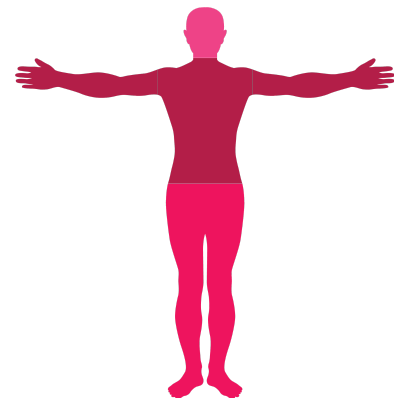


II. CAREER MANAGEMENT ATTITUDES

The Career Management Attitudes indicate your typical disposition towards managing your own career. There are four distinct attitudes; these are represented by a human figure. The head represents the degree of openness towards new situations and people; the body indicates the degree to which you are guided by personal values. The arms show how prepared you are to take charge of your own career, and finally the legs indicate how comfortable you are in changing jobs, industries, companies or even locations and countries. Through the use of colours for each body part we indicate your preference with each type. The combination of your preferences results in a Career Type. This is explained in detail on page 9.

YOUR CAREER TYPE

Go-getter

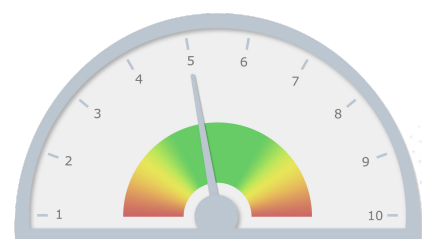


III. ENERGY - STRESS BALANCE

The Energy – Stress balance represents the level of energy you currently have and the extent to which you are stretched. An adequate balance of Energy and Stress has been shown to positively influence engagement, performance and job satisfaction in general. It decreases absenteeism, and, as balanced employees are more productive in difficult circumstances and are valuable change agents, it makes you more valuable for any organisation. In general, being 'in flow' will have a positive impact on your career aspirations.

YOUR SCORE

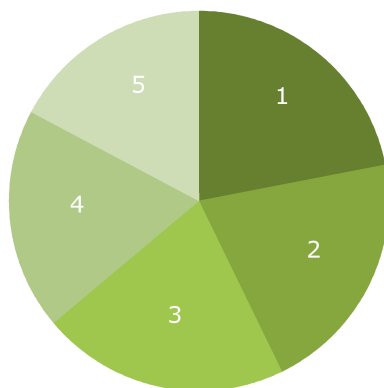
5 - Enthusiastic



I. CAREER VALUES - OVERVIEW

MAIN MOTIVATORS

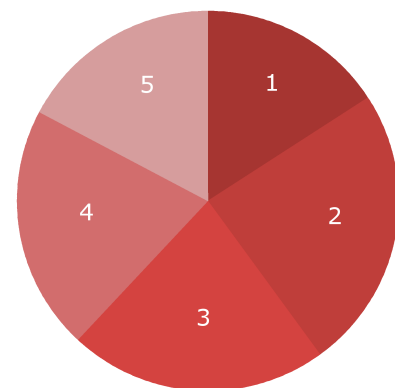
These are the 5 Career Motivators that you scored the highest on and therefore should be taken into consideration in your career decisions. The three most important ones are further explained on the next page. If you manage to combine these Career Motivators in a single career move, you are more likely to have a positive experience. If you are somehow forced to choose, even between the values with a high score, your essential Career Value will be revealed.



- 1** **NEED TO CONTRIBUTE (94.9%)**
Making a contribution to the broader scheme of things.
- 2** **WORK-LIFE BALANCE (90.4%)**
Balance in integrating all aspects of your life.
- 3** **ENTREPRENEURIAL AMBITION (89.1%)**
Starting a firm or creating something of your own.
- 4** **PROFESSIONAL AUTONOMY (82.1%)**
Freedom in the execution of your job.
- 5** **PERSONAL GOAL ATTAINMENT (76.1%)**
Going for the personal goals you have set for yourself.

MAIN PITFALLS

The Pitfalls are high-scored Career Values which might lead to a negative impact on your career progress - that is if certain conditions are not met. They, however, might just be those Values to which you score very low, but which might appear attractive to you nonetheless. This may be because of social desirability or culturally defined preferences. This might urge you to accept them in a job offer, although you probably shouldn't accept them for the benefit of your own career satisfaction.



- 1** **CLOSED GROWTH & MOTIVATION RECEPTORS**
Not being open to development opportunities or things that can motivate you.
- 2** **ONE REFUSAL TOO MANY**
Not striking a balance between doing what you want and looking committed.
- 3** **BEING ANALOGUE IN A WEB 2.0 WORLD**
Becoming redundant by refusing to challenge yourself.
- 4** **PDF.CAREERCOACH.PITFALLS.ERE.5**
pdf.careercoach.pitfalls.desc.ERE.5
- 5** **LOW CAREER APPETITE**
Settling for a career situation that does not stimulate you and dulls your career drive.

I. CAREER VALUES - IMPLICATIONS

MAIN MOTIVATORS

1. NEED TO CONTRIBUTE - 94.9%



People with a high need to contribute are truly motivated by a calling to do something of value with their life and to dedicate themselves to a higher cause. Many claim to care for sustainable goals, but those who indicate this value as a primary motivator really try to walk the talk and actually contribute. For you, this might translate into tangible commitment, sponsorship or membership of a social movement or, more generally, in a strong service orientation to help out people around you. Driven more by how they can help others than by using their talents, 'contributors' can remain motivated in positions below their abilities if they perceive the end result as valuable. They can find an outlet for their passion in work that benefits social or environmental issues, plays a part in saving or improving people's lives, provides an important service to society, or helps provide better products or solutions to serious problems. You should look for job contexts where you can see the impact of your efforts and receive regular feedback to drive your need to contribute.

2. WORK-LIFE BALANCE - 90.4%



People who find work-life balance important value harmony in all aspects of their lives. This means that you require the professional, family, social, and personal domains of your life to support one another. As a result, you put a great deal of expectation on your career to facilitate or support a meaningful life. For example, you may give priority to an ambition in sports or another hobby, to the development of your children in a nurturing family environment, to the career of your spouse, or to maintain a rich and meaningful personal and social life. In order to meet these needs, you may have to sacrifice career opportunities that would interfere with competing priorities and you may take long periods of time off to indulge your passions. Although many people with this value typically have a lower ambition for mobility or climbing the corporate ladder, this value is also found in managers who find that a good balance between professional and private life reinforces performance at work.

3. ENTREPRENEURIAL AMBITION - 89.1%



People with this career value are driven by a desire to start their own enterprise or, quite simply, create something of their own. You are prepared to take on difficult or complex tasks; not necessarily for the challenge, but to show your skills or to express yourself. You do this because it will lead to a tangible result that will lead to appreciation from others and that you can claim as your own. While this value often relates to a specific entrepreneurial intention, it might also be connected to a desire to create new solutions. For example, when what you create is useful to others, it can be brought to market and used in practice. People with a high score on this value often become 'intrapreneurs' who promote innovation within an organisation. Although you might be working for others right now, there is an undeniable urge to create a business of your own. You will not let potential setbacks or failures divert you from the road to entrepreneurial success.

MAIN PITFALLS

1. CLOSED GROWTH & MOTIVATION RECEPTORS



Your low preference for self-development could harm your career in the long-term. Moreover, if you are not very open to a different outlook on your work and your career, this might block your chances to grasp career and work opportunities that could motivate you and give you professional satisfaction.

2. ONE REFUSAL TOO MANY



Promotions are not easy to turn down. It comes with status as well as financial and social benefits. Refusal would be easier for you given your strong sense of purpose. Consider well all propositions and possibilities, even when they seem less interesting at first sight. Accepting a promotion or project might increase your chances of receiving offers in the future that strongly motivate you.

3. BEING ANALOGUE IN A WEB 2.0 WORLD

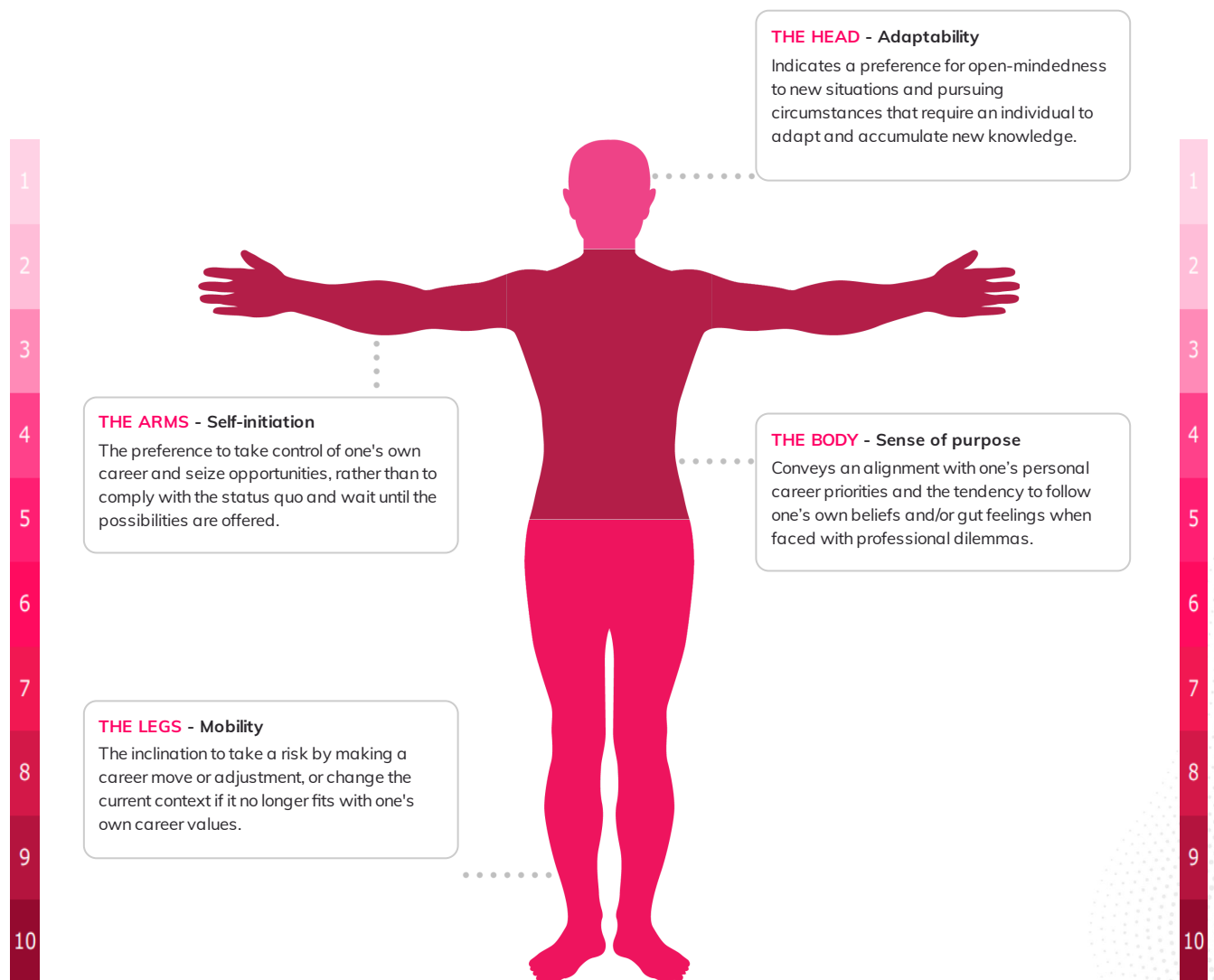


Because of the increasing specialisation in our labour market, we have to deal more and more with new problems for which there is no easy solution. These require a creative approach. Your low preference for challenge might cause you to avoid any assignment where the solution is not obvious. Not only does this limit your employability and value in the labour market, but it will also hinder your self-development in the long run. Do not be afraid to accept new challenges and, consequently, to learn.

II. CAREER MANAGEMENT ATTITUDES

1. ATTITUDES - OVERVIEW

Understanding your career values and thus knowing what you need/expect from a job and career is one thing. It is quite another to create your own career opportunities and make the right things happen for yourself. The Career Management Attitudes offer clear and tangible information on your typical behaviour in personal career management. The four Career Management Attitudes are represented by means of a universal human figure. Your preference is indicated by colour. The darker the colour, the higher your preference.



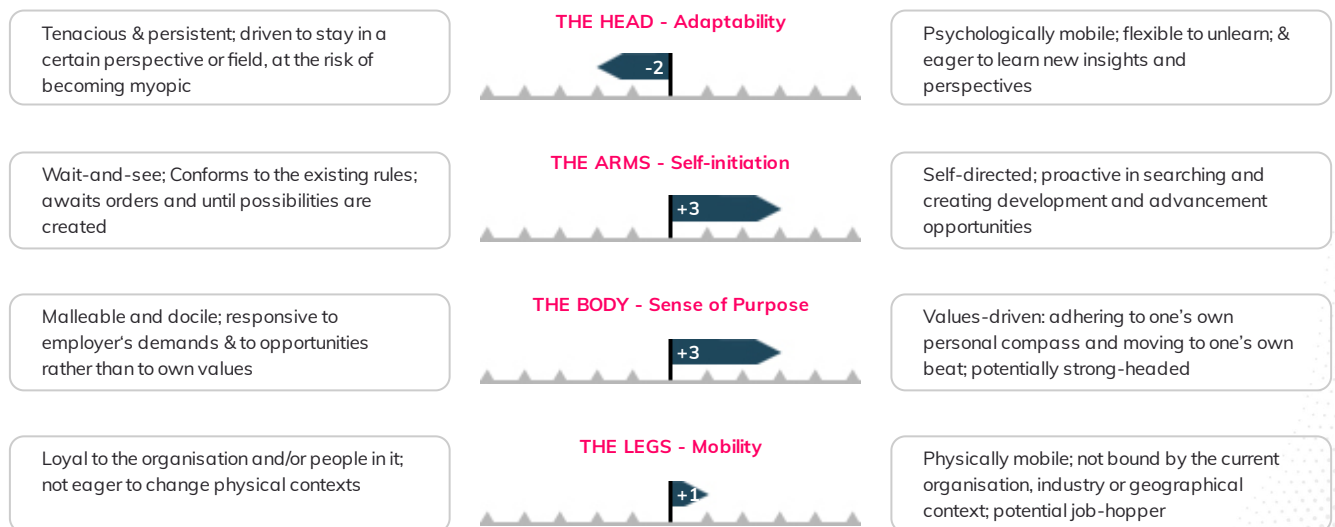
2. KEY DEVELOPMENT POINTS

Overview of the Key Development Points you could focus on:

- Empathise with the views and situations of others. Not only will this enable you to connect more easily, but it will improve your work as well.
- Perseverance and experience to a certain course or field can be useful to get things done fast and efficiently. However, real value is in the eye of the beholder, so continuously ask yourself how projects, communication, etc. will be perceived or experienced by others. In other words, what value do you bring to the receiver?
- Many things are interesting, but be critical towards your undertakings. Biting off more than you can chew will most likely lead to burn out.
- Make sure that you don't define whatever it is that you want too narrowly. Analyse an opportunity in-depth before dismissing it. In some cases, we have to accept a certain task or project we dislike just so we are able to do what we find meaningful afterwards.
- Continue to explore the job market by talking to a large number of people from different sectors about their experiences. That way, you get a better picture of what they, and potentially you, can and want to expect from your employer as well as what you can and want to bring to the relationship.

3. ATTITUDES - IMPLICATIONS

Career Management Attitudes provide information about your typical behaviour in personal career management. The graphic details the four attitude scores and translates them into a preference on the scale. Accordingly each end is described as an extreme position. The arrow indicates your attitudes towards personal career management.



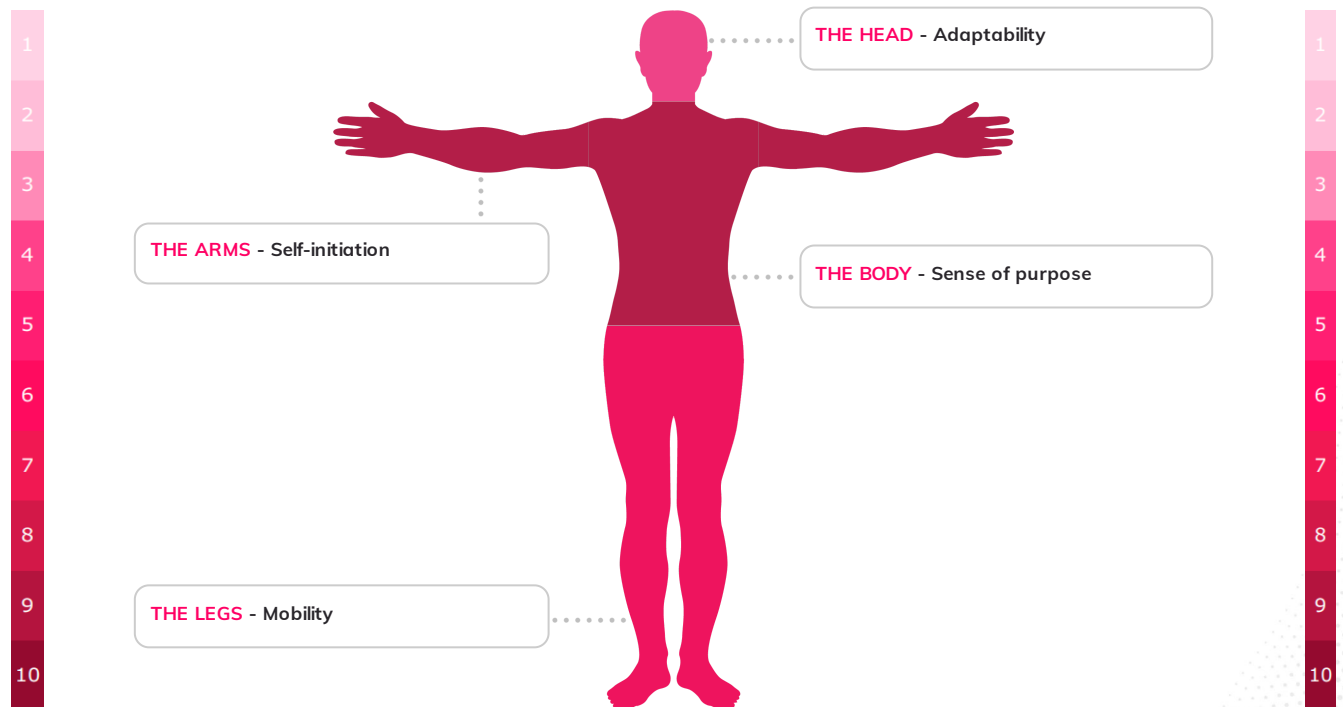
4. CAREER TYPE DESCRIPTION: GO-GETTER

Go-Getters are willing to develop opportunities that fit his or her values and does not see organisational or geographical boundaries as an obstacle. Go-Getters negotiate an autonomy with their employer and offer considerable contributions to the organisation in return. They actively look for difficult and challenging opportunities in which they can excel.

The objective of this career type is to find, maintain, and protect a certain career context. Finding an organisation that aligns with the Go-Getter's values, and where employees are encouraged to act on them, is ideal. If Go-Getters do not feel the organisation can offer them what they want, they will move elsewhere quickly.

The limitation of Go-Getters is that their psychological flexibility across boundaries is not as sophisticated as their ability to be physically mobile. Go-Getters struggle with transforming their experiences into a long-term career vision. As such, the Go-Getter could benefit from opening up to new people, as well as new perspectives and insights, in order to broaden their career horizons.

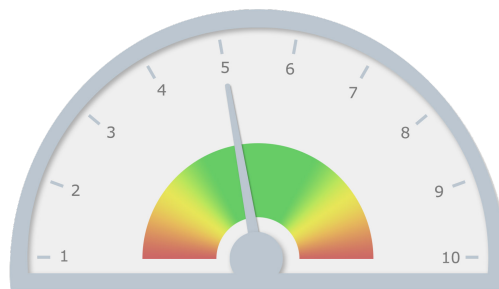
Sometimes failure can trigger one to become more intellectually curious, but successful Go-Getters may be less likely to get help and be curious because failure does not catch up with them as easily. If they do get into contact with a career coach or mentor, it is useful to think together about what they have learned from the previous experiences in their career. They will also benefit from having to function in a group of highly diverse people to broaden their perspectives.



III. ENERGY - STRESS BALANCE

YOUR SCORE: 5 - ENTHUSIASTIC

The Energy - Stress balance score is the sum of one's *self-efficacy, resilience, hope and optimism*. It indicates the extent to which you are stretched in your current situation. This balance is volatile and can change quickly under the influence of negative events like job loss, tense working relationships or positive events, such as working on interesting projects or closing an important deal. The graph provides your overall balance level as well as the corresponding level of engagement or stress. In relation to the perceived pressure from work or other factors, the results can range from one extreme to the other. Monitoring your Energy - Stress balance on a frequent basis is therefore advised.



1-2 On the road to burn-out?

There is a clear need of a drastic career reorientation; the professional coping skills have been stretched beyond their own elasticity.

3-4 Over-/Under-stretched

This is the danger zone; the professional coping skills are being strained beyond what is considered a healthy level of stress.

5-6 YOUR SCORE: Enthusiastic

Your energy-stress balance is at an adequate level, meaning your motivational capacities are sufficient for your current setting. Given that you are being stretched slightly, some motivational attitude development would be beneficial so as to maintain a safe margin from potential burnout. In any case, active management of workload and stress levels is required, as well as some personal reflection on how your career ambitions match your current situation and progress.

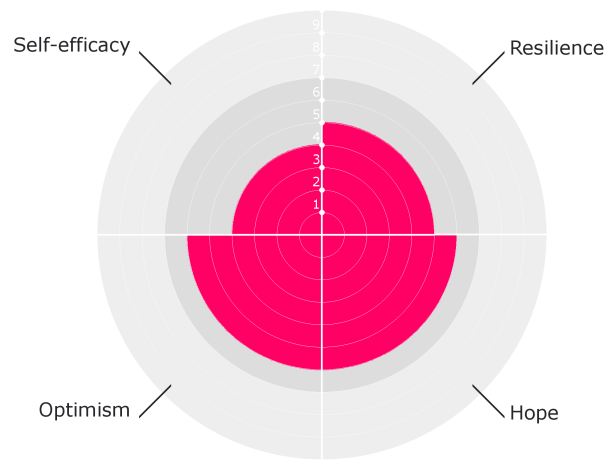
7-8 Highly enthusiastic

The Energy - Stress balance is significantly above average, meaning that they have a more positive inclination towards professional life and a higher capacity to cope with stress than most people.

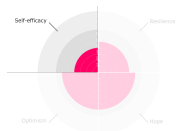
9-10 Hyper enthusiastic or bored?

The Energy - Stress balance ranks very high, which has a positive effect on your own job and career perceptions as well as on objective criteria such as job performance and achievement. Such high scores might also imply being insufficiently challenged.

2. DETAILS



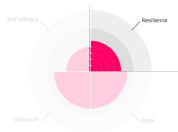
Self-efficacy (4)



Confidence in the cognitive and motivational abilities to achieve one's goals.

Confidence in your ability to take on challenges and effectively put the effort in to complete your tasks is acceptable. You are still moderately energised by challenging tasks and remain motivated to persist. You must actively maintain your energy levels by managing your workload effectively and looking for structure and support when needed, or this confidence will erode.

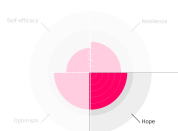
Resilience (5)



The ability to withstand hardship and bounce back from setbacks, failure or adversity.

Your ability to cope with stress and bounce back from adversity is at a moderate level. In situations of major change or ones that are high risk, you have sufficient motivational capacity to stay the course and find your way back again. However, to ensure that such adversities and pressures remain energising learning opportunities, you will need to slow yourself down once in a while. The bow cannot always stand bent and, in your case, it has been strained to a point where it has almost reached maximal elasticity.

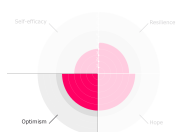
Hope (6)



The positive energy towards one's goals and the sense of seeing steps to achieve them.

You are sufficiently motivated by your end goals. You are determined to set forth in pursuit of your goals and can see ways to achieve them — notwithstanding obstacles along the way. Ride this motivational wave and be open to support from others. Keep a close eye on your goal planning lest it get away on you.

Optimism (6)



The tendency to attribute positive events to yourself and negative events to your environment.

Your level of optimism towards life and career is at a moderate level. Currently, you are able to recognise your own abilities and, when dealing with disappointing results, are more likely to attribute them to environmental factors that you cannot control. Be careful that you do not blame the cause of every failure on the environment, however. After all, your environment is not only an obstacle, but can also offer opportunities. It is crucial to situate temporary setbacks in the context of a greater scheme. The trust that you can overcome these temporary contingencies can help grow the belief in your capabilities and future success.