



REPORT

Employabilityscan

Confidential



Naam Demo kandidaat

Assessment
date xx-xx-xxxx

Name	Demo kandidaat
Organization	Demo bedrijf
Assessment date	xx-xx-xxxx

Purpose and Scope of the Report	<p>This report is automatically generated. It contains personal information and is therefore personal and confidential. The report is intended for the candidate and should be made available to others only after the explicit consent of the candidate.</p> <p>NOA accepts no responsibility for any unintended use. NOA also does not guarantee the correct operation of the software and the results presented in the report.</p> <p>Because people, functions and training requirements change, this report has a limited validity. In general a validity period of 1 to 1.5 years is adhered to.</p>
Privacy	<p>NOA treats personal information with the utmost care and follows the professional ethical guidelines and the General Standard Test Use of the Dutch Institute of Psychologists (NIP). NOA is registered as a data processor with the Dutch Data Protection Authority, notification number M1415344.</p>

Do you dare to move?



Life is movement. Life is about gaining new experiences. You learn and develop from these experiences. The same applies to your career. To be able to accept new challenges in your work you must dare to let go of certain sureties. That takes nerve. If you do not, or cannot, you run the risk of your career coming to a standstill.

Does life just happen to you? Or are you in charge? Ask yourself if you are hesitant to take action and if you prefer to avoid certain challenges. Discuss this with someone who inspires you and who you trust, such as a colleague, supervisor or friend. Now try to discover what you need to activate yourself to grab the opportunities that cross your path. Because the world around you is moving!

+ Strengths	– Weaknesses
	<ul style="list-style-type: none">• You think your work is fine as it is• Your goal is not (yet) completely clear• You do not pay very much attention to the labour market at present• You prefer tried and trusted methods• You need security• You do not think much about yourself• You do not really know what motivates you at present• You do not yet use all opportunities• You discuss little with your supervisor at present• You keep much of yourself hidden at the moment
+ Opportunities	– Threats
<ul style="list-style-type: none">• You work in a stimulating environment• Your work allows you to continue to develop	<ul style="list-style-type: none">• You think you have enough challenges in your work• The organization has come to a standstill and stands in the way of your development• Your environment does not encourage you• You are not encouraged to follow an education programme• You do not have sufficient opportunity to network• Your customers grow, but you have no desire to do so• Your private life stands in the way of your career, but you do not experience this as an obstacle.• You are not stimulated to grow

Special points of attention



- What does the word 'ambition' mean to you? Does it have a negative connotation for you? It would be a pity if this prevented you from excelling or using your talents to their full potential. Do not let this get in the way of your development.
- You appear to be interested mainly in the here and now. You do not have a clear vision of the future at present. If you want to change this, you can start by thinking of what you need to clarify your goals. Thinking about your future can inspire and motivate you in your current work too!
- You do not appear interested in discovering the opportunities for growth in your work for the present. Watch that this does not become an obstacle for development in your career or your motivation for your work. A first step could be to think of how you can ensure that your career remains challenging.
- Describe, using a few keywords, what the word 'challenge' means to you. Does it have a negative connotation for you? Think of what opportunities and chances challenges can offer. What recent challenge did you experience as positive? What role did you play in that challenge? Think again about your position on challenges.
- Is job security important to you? The need for security often arises from the need to stay in control. Consider the worst thing that could happen if you were to lose your job security. How much faith do you have in your own talents to create opportunities for yourself in new situations? It is sometimes said that the only thing that is sure is that everything will change. Security is thus really only an illusion.
- By holding a mirror up to yourself you force yourself to reflect on the qualities you already have and the skills that you can work on. Contemplating on earlier experiences is another way of gaining insight into how you deal with things and when this is effective.
- It appears that you do not have a clear idea of what motivates you in your career at this time. You can ask yourself the following questions to gain more insight into this: How did you end up in your present work? What aspects of your work do you experience as positive? Have these aspects played a role in your life before?
- Opportunities for development within the organization can help you become better in your field and provide more variation in your work. It is a pity to waste these opportunities. If this is the case, think about what prevents you from grabbing these opportunities.
- It appears that you do not talk much to your supervisor about your career. There may be several reasons for this. You may have too little time, you may not know exactly what it is that you want, and/or you may feel insecure. Think about what role your supervisor can play in your career and which subjects you want to discuss. Realize that you need to actively involve your supervisor in your career development if you want their support.
- Do you find it intimidating or overdone to push to the foreground and show your worth? Try to find a way to do this that you feel comfortable with. By informing your colleagues, supervisors and network of your results and professional development you give them an idea of your qualities and successes. This can be useful if you want to involve them in your career development.
- Work that is challenging helps you to use your talents to the full and keeps you motivated. You indicate that you avoid challenges in your work, or that you see challenges as a negative aspect of your work. Why is this? What was the last challenge at work that you found stimulating? What was stimulating about it? How could you experience this more often in your current work?
- Your organization needs to react to new developments. The same applies to you as employee. If you do you will have better job security and you will stay attractive for the labour market. Are you aware of the changes within your organization and the trends and developments in your field? Does your organization motivate you sufficiently in this? Think about which skills you would like to develop and tell this to your organization. If this does not lead to results, you can consider looking for a job that does stimulate you.
- If you get social encouragement from your environment it makes it easier to do your work with enthusiasm, pride and inspiration. How does your personal environment stimulate your career? Do you get enough support? Talk about your ambitions at work with your friends and family.
- You need to learn to keep up to date with your work. You share the responsibility for this with your organization. You indicate that you are not encouraged to follow an education programme to develop yourself. If this is what you want, decide exactly what you want to learn and discuss this with your supervisor. Describe the opportunities you see for development and explain why you think you need this.
- Networking is important, for example to keep up to date with the developments and opportunities in your field. You want to build up and maintain a network, but networking is currently not part of your work. Find out what opportunities there are to change this within your organization. Maybe you could become involved in Customer Relationship Management, or become more involved in the commercial side of your work. Talk about your ambitions with your organization. If there are insufficient opportunities for this in your current position, you can consider looking for another job or position that does stimulate this.
- By continuing to learn and develop your competencies, you improve your ability to react to new developments and so you can provide a better service to your customers. Change that takes place at your customers' organizations also has consequences for you. Your customers cannot afford to ignore developments in the field. As a professional, you cannot either.

- It is important to ensure that your knowledge is up to date and that you stay motivated. You indicate that factors in your private life presently make it impossible for you to achieve your full potential in your work. Can these factors be changed? If they can be changed, do you want to change them? How important is it to you to change them?

Practical employability



- Practical aspects may form an obstacle to your development. Do you want to improve your employability, but you experience practical obstacles? It is important to discover whether there are solutions for these obstacles. It may help to talk about this with others and/or to examine how others deal with these obstacles.

Take charge of your own career!



The results of the Employabilityscan provide handholds for working on your career development. A logical first step is to approach your supervisor about this. You could discuss the results of the scan and include them in a personal development plan.

It is up to you to decide which components of the scan you want to discuss with your supervisor or others. This gives you the chance to reflect on your qualities and the opportunities for you in your work. You could discuss how you could utilize your qualities to grow personally and professionally. You could also reflect on your aspects for development and make concrete plans to work on these.

By actively working on the results of the Employabilityscan you will take charge of your own career!