



REPORT

Career Assessment

Confidential



Naam Demo kandidaat

Assessment
date xx-xx-xxxx

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

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Introduction

When you are orienting yourself on your career or looking for another job, it is important to know what you are good at. It is also important to know what you find important in work and what work you really like. You can then look for work that fits well with this. And therefore suits you well!

This report contains the results of the questionnaires you have completed about:

- Your interests (type of work and work tasks), your career drivers (what you find important in work) and work culture (which work environment suits you)
- Your personal qualities (what type of behavior suits you)
- Your behavior in practice (what do you show in your work)

View the results. Do you recognize yourself in the results? Then use them when looking for alternatives.

Perhaps you do not recognize yourself in all the results. Think about what you do not recognize and how this is possible. You can also discuss this with a career counselor or your manager.

Content and structure of the report

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Personal profile

Favorite occupational sectors



Financial economic services



Legal sector



Logistics

Favorite activities



Researching



Advising



Managing

Most important drives



Wanting to get ahead

Exerting Influence

Challenges

Favorite work culture



Rules culture

Best fitting characteristics



Wanting to achieve a lot

Impress

Precise and goal oriented

Least fitting characteristics



Focused on others

Being open to new things

Stand up for yourself

Most suitable roles



Administrator

Manager

Researcher

Organizer

Educator

Best fitting competences



Perseverance

Analysing

Personal Drive

Planning and Organising

Results Orientation

Least fitting competences



Cooperating

Coaching

Dealing with Diversity

What do I want?

In this section you will see what interests you and what you find important in your work: which professions and which tasks match your interests, what do you want to achieve in your work (motivators) and what type of work environment do you like to work in (work culture).

Interests

This part is about your interest in professional sectors and tasks. What do you like to do? You are compared with the normgroup HBO/Univeristy, Total (Dutch).

These job sectors you like the most:



Financial economic services



Legal sector



Logistics



These job tasks you like the most:



Researching

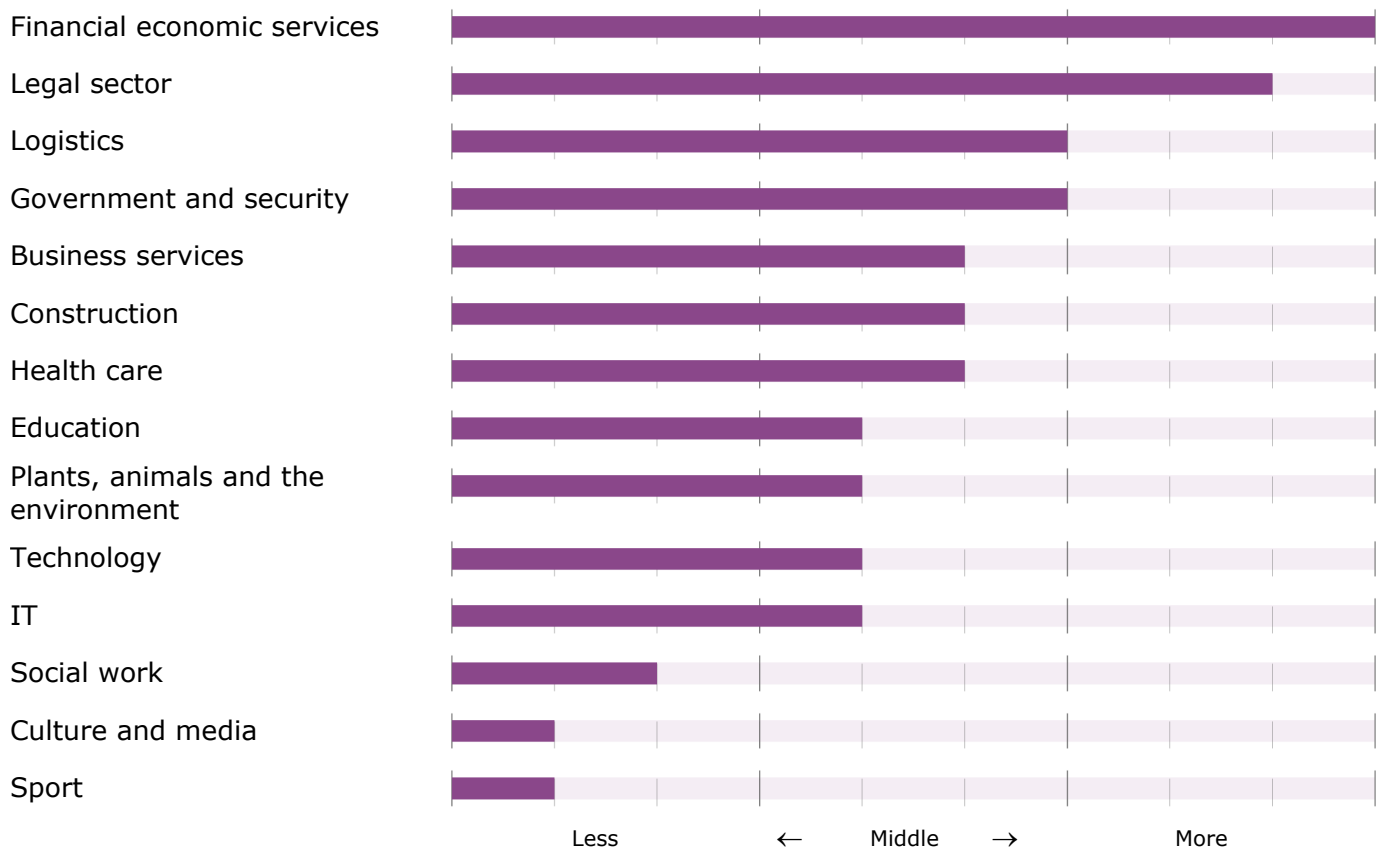


Advising

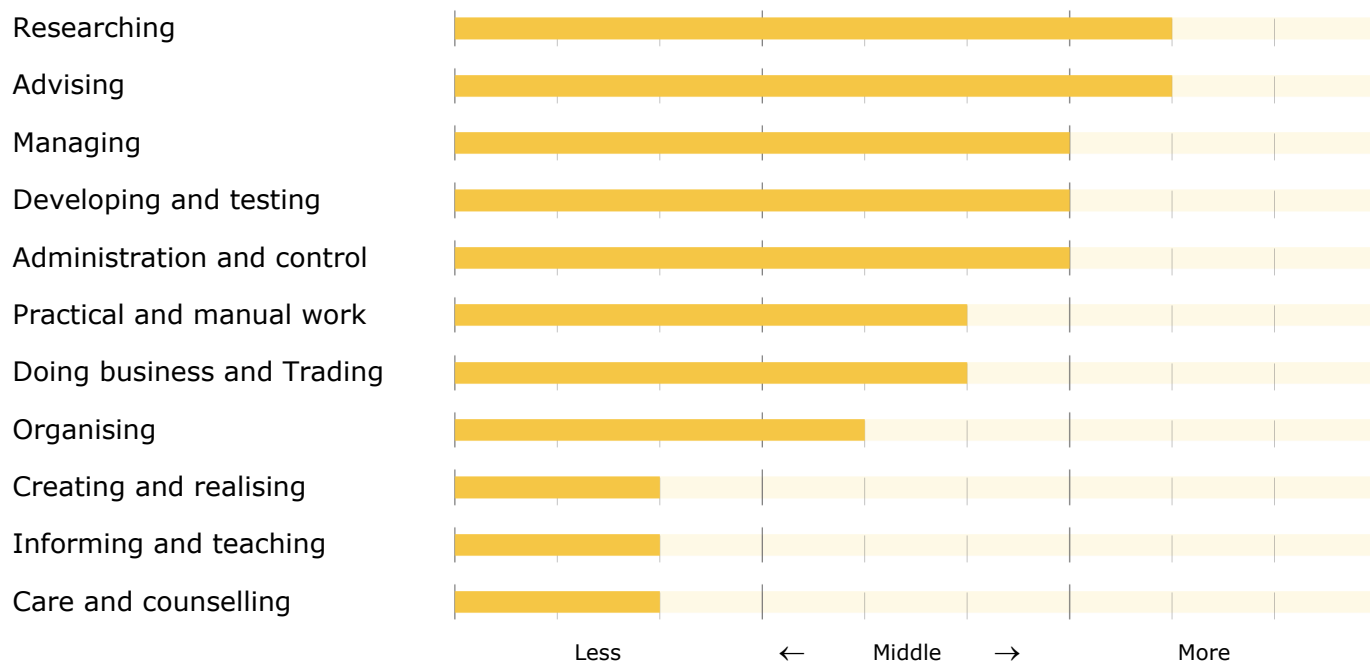


Managing

Job sectors - your results at a glance



Tasks - Your results at a glance



In the attachment all job sectors and tasks are described.

Matrix Work sectors - Tasks

Below you find a matrix of the combination of the worksectors and tasks you have the most interest in. For each combination - if possible - a description of two occupations is given (in Dutch), one occupation on higher professional level (HBO) and one on university level (WO). Below these descriptions you find a link to jobs for this occupation. By clicking [Vacatures](#) these jobs are shown. On the basis of these links (www.nationalevacaturebank.nl) you can orientate further on other jobs and occupations.

Next to the link to jobs you find a link ([Opleiding](http://www.studiekeuze123.nl), www.studiekeuze123.nl) to educations for this occupation. Completely below you will find two general links to educations on higher professional level ([Opleidingen HBO](#)) and on university level ([Opleidingen WO](#)). On the basis of these links you can orientate further on your development opportunities.

	Researching	Advising	Managing
Financial economic services	<p><u>Beleggingsanalist (HBO)</u> Adviseert banken of beleggingsinstellingen over geschikte beleggingen. Doet daarvoor onderzoek naar beleggingsmogelijkheden om geld te verdienen. Voorbeelden van werkzaamheden: verzamelt gegevens (bijvoorbeeld rentestanden, wisselkoersen en verkoopcijfers) uit bijvoorbeeld kranten, statistieken en jaarverslagen, bewerkt en vergelijkt gegevens en schrijft rapporten. Vacatures ; Opleiding</p> <p><u>Wetenschappelijk onderzoeker bedrijfskunde (WO)</u> Verricht wetenschappelijk onderzoek op het gebied van de bedrijfskunde. Dit is gericht op organisaties ontwerpen, beheersen en veranderen. Voorbeelden van werkzaamheden: bestudeert vakliteratuur, formuleert onderzoeksvragen, werkt met wetenschappelijke methodes en modellen om antwoord te krijgen op onderzoeksvragen, schakelt eventueel onderzoeksassistenten in om het onderzoek uit te voeren, overlegt met opdrachtgevers (bijvoorbeeld wetenschappelijke commissies of directies van onderzoeksinstituten), publiceert en presenteert onderzoeksresultaten en schrijft artikelen over het onderzoek en de bevindingen. Vacatures ; Opleiding</p> <p>Opleidingen HBO Opleidingen WO</p>	<p><u>Beleggingsadviseur (HBO)</u> Adviseert particulieren en instellingen over beleggingsmogelijkheden. Voorbeelden van werkzaamheden: gaat na wat cliënten willen bereiken en hoe ze er financieel voor staan, geeft commerciële en economische adviezen en volgt de ontwikkelingen op financiële markten, het verloop van de wereldhandel en de politieke en economische situatie in binnen- en buitenland. Vacatures ; Opleiding</p> <p><u>Registercontroller (WO)</u> Geeft leiding aan een financiële of bedrijfseconomische afdeling die het financiële reilen en zeilen van een bedrijf controleert en stuurt. Geeft de directie financieel-economische adviezen en moet ingeschreven staan bij de Vereniging van Registercontrollers. Voorbeelden van werkzaamheden: is verantwoordelijk voor de opzet en de werking van het financiële informatiesysteem, adviseert de directie over de financieel-economische aspecten van het voorgenomen of uitgevoerde beleid en volgt de ontwikkelingen op het vakgebied. Vacatures ; Opleiding</p> <p>Opleidingen HBO Opleidingen WO</p>	<p><u>Controller (HBO)</u> Geeft leiding aan een financiële of bedrijfseconomische afdeling, die het financiële reilen en zeilen van een bedrijf controleert en stuurt. Geeft de directie financieel-economische adviezen. Voorbeelden van werkzaamheden: toetst investeringsplannen op haalbaarheid, overlegt met de directie, volgt ontwikkelingen op het vakgebied, stelt balansen, winst- en verliesrekeningen, begrotingen, jaarrekeningen en meerjarenplanningen op en analyseert die door met de computer statistieken te maken, schrijft en presenteert rapporten. Vacatures ; Opleiding</p> <p><u>Manager accountantskantoor (WO)</u> Geeft leiding aan een accountantskantoor en geeft fiscale adviezen aan klanten (bedrijven en particulieren). Voorbeelden van werkzaamheden: instrueert, begeleidt en beoordeelt personeel, houdt toezicht op de kwaliteit van het geleverde werk, leest vakliteratuur, onderhoudt contacten met bestaande klanten en werft nieuwe klanten, stelt het vestigingsjaarplan op, signaleert ontwikkelingen in de markt en bij concurrenten, bewaakt de kosten, zet tactisch beleid uit en is verantwoordelijk voor de bedrijfsresultaten. Vacatures ; Opleiding</p> <p>Opleidingen HBO Opleidingen WO</p>
	<p><u>Advocaat-generaal (WO)</u> Werkt als vertegenwoordiger van het Openbaar Ministerie bij het gerechtshof of werkt bij de Hoge Raad als adviseur. Voorbeelden van werkzaamheden: vertegenwoordigt het algemeen belang in zaken die bij het gerechtshof dienen en behandelt zaken in hoger beroep, probeert in strafzaken namens de Staat het strafbare feit te bewijzen en formuleert eisen tegen de verdachte, behandelt bij de Hoge Raad cassatieberoepen (beroepen tegen de beslissing van een lagere rechter), onderzoekt of het recht op de juiste manier is toegepast en adviseert over wat er met een zaak moet gebeuren, assisteert de procureur-generaal bij zijn werkzaamheden en vervangt hem bij afwezigheid. Vacatures ; Opleiding</p> <p>Opleidingen HBO Opleidingen WO</p>	<p><u>Advocaat (WO)</u> Verleent rechtsbijstand aan personen en bedrijven door bijvoorbeeld te adviseren over akten, contracten en overeenkomsten. Verdedigt cliënten die worden beschuldigd van een wetsovertreding of neemt het op voor mensen die het slachtoffer zijn van een strafbaar feit. Voorbeelden van werkzaamheden: geeft cliënten uitleg over juridische maatregelen in geval van een rechtszaak, houdt pleidooien voor de rechter, onderhoudt correspondentie met de tegenpartij en onderhandelt met de wederpartij over schikkingen. Vacatures ; Opleiding</p> <p>Opleidingen HBO Opleidingen WO</p>	<p><u>Juridisch, rechtskundig adviseur (WO)</u> Verstrekt adviezen (bijvoorbeeld over verkeersovertradingen, arbeidscontracten en gebouwen huren en verhuren) en voert beleid voor een afdeling, organisatie of zelfstandig. Voorbeelden van werkzaamheden: overlegt met collega's, geeft juridische adviezen, schrijft rapporten en artikelen, instrueert en begeleidt personeel en bewaakt de kosten. Kan ook leiding geven aan een afdeling of organisatie die juridische adviezen verstrekt. Vacatures ; Opleiding</p> <p>Opleidingen HBO Opleidingen WO</p>
Logistics	<p><u>Transportplanner (HBO)</u> Plant voor een transportbedrijf het transport van goederen over de weg. Organiseert nationaal of internationaal transport, gekoeld transport of vervoer van gevaarlijke stoffen en speciale objecten (druketels, zeejachten). Voorbeelden van werkzaamheden: bepaalt het geschikte vervoermiddel, de belading en de meest economische route, coördineert de werkzaamheden, instrueert en begeleidt de betrokken medewerkers, onderhandelt met opdrachtgevers, vraagt eventuele politiebegeleiding aan en voert transporten en vrachtwagens in op een planbord. Vacatures ; Opleiding</p> <p>Opleidingen HBO Opleidingen WO</p>	<p><u>Adviseur rampenbestrijding brandweer (HBO)</u> Maakt samen met gemeenten draaiboeken, procedures en instructies voor grootschalige rampenbestrijding. Voorbeelden van werkzaamheden: ontwikkelt alarmerings-, inzet- en uitrukprocedures voor rampenbestrijding, werkt de procedures uit tot instructies, draaiboeken en logistieke plannen en houdt die bij, voert overleg met gemeenten over het gebruik van de procedures, organiseert oefeningen en opleidingen, woont oefeningen bij en past draaiboeken, procedures en instructies aan en treedt op afroep repressief op als officier. Vacatures ; Opleiding</p> <p>Opleidingen HBO Opleidingen WO</p>	<p><u>Logistiek manager (HBO / WO)</u> Plant en controleert de goederenstroom in bedrijven en zorgt voor de uitvoering daarvan. Voorbeelden van werkzaamheden: instrueert en begeleidt uitvoerende medewerkers, stelt werkplannen op, houdt toezicht op de uitvoering van werkplannen, zorgt dat de productie-afdelingen op tijd de juiste grondstoffen binnenkrijgen, zorgt dat voorraden op tijd bij de winkels zijn, overlegt met managers van (productie-)afdelingen over de aan- en afvoer van goederen en maakt afspraken over levering met afnemers van eindproducten. Vacatures ; Opleiding</p> <p>Opleidingen HBO Opleidingen WO</p>

Career Drives

People differ in what they want to achieve and what they pursue. Career drives look at what really motivates you and which needs you would like to fulfill in your work. Drives are important when choosing a suitable career and maintaining the fun in your work. They influence your work behavior strongly.

Below is shown:

- how important you find the different drives
- to what extent you find this reflected in your work

The three drives you consider most important are also presented.

Career Advancement

This motive concerns the need for (vertical) career advancement and reaching a high level in an organization. This need has two aspects: the opportunity to advance to a higher position and exerting influence on the way the work is carried out.

Wanting to Get Ahead

Importance



Present in work



Exerting Influence

Importance



Present in work



Certainty

This motive concerns the need for stability and security in a job. This need has two aspects: having job security and working in a stable organization.

Job Security

Importance



Present in work



Stability

Importance



Present in work



Freedom/Autonomy

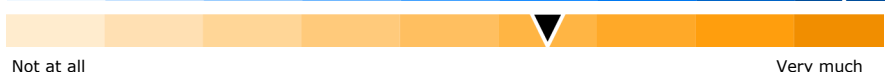
This motive concerns your need for freedom and autonomy. Being independent and being responsible for the way you carry out your duties. This motive consists of one single aspect.

Freedom/Autonomy

Importance



Present in work



Challenges

This motive concerns your need to be challenged and have variation in your tasks and having inspiring work relations. This need has three aspects: challenges in your tasks, variation in your tasks and having inspiring work relations.

Challenges

Importance

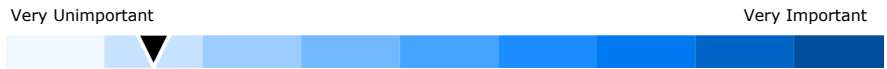


Present in work



Variation

Importance



Present in work



Inspiring Work Relations

Importance



Present in work



Professionalism and Expertise

This motive concerns your need to work on your expertise and keep abreast of developments in your field of work. This need has four aspects: opportunities to develop further in your field, developing general skills, applying expert knowledge in your field and innovation in your field.

Developments in the Field

Importance



Present in work



Developing General Skills

Importance



Present in work



Applying Expert Knowledge

Importance



Present in work



Innovations in the Field

Importance



Present in work



Work-Life Balance

This motive concerns the need for a proper work-life balance. This motive consists of one single aspect.

Work-Life Balance

Importance

Very Unimportant

Very Important

Present in work

Not at all

Very much

Contribution to Society

Importance

Very Unimportant

Very Important

Present in work

Not at all

Very much

Entrepreneurship

This motive concerns your need to build up your own business so that you can market your ideas and products.

Entrepreneurship

Importance

Very Unimportant

Very Important

Present in work

Not at all

Very much

Your Prime Career Drives

- **Wanting to get ahead**
- **Exerting Influence**
- **Challenges**

Drives with a difference

You consider the following motives to be important. However, they do not play a significant role in your work (if at all).

- **Work-Life Balance**
- **Innovations in the Field**
- **Wanting to Get Ahead**
- **Exerting Influence**
- **Freedom/Autonomy**
- **Challenges**

Work culture

Work cultures (also known as corporate cultures) largely determine people's work satisfaction. An organisation's culture is determined by its organisation, objectives, activities and style of management. If you are considering other work, it's important to determine what type of work culture suits you best. Research has shown that employees who fit in with an organisation's culture feel more at home, stay in the job longer and perform better.

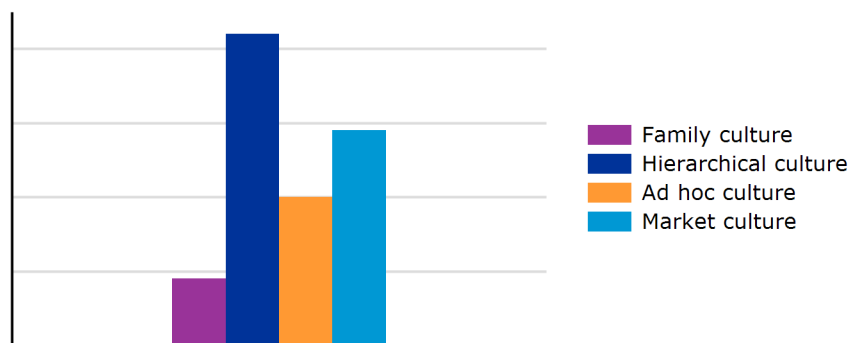
The work culture questionnaire (WCQ) measures four different work cultures and is based on Robert Quinn's organisational culture theory. The table below shows the four different work cultures.

	Flexibility and freedom; Autonomy	Stability and manageability; Control
Internal focus; Coherence	Family culture	Hierarchical culture
External focus; Results-oriented	Ad hoc culture	Market culture

You will first see which work culture suits you best, then an overview of your results in a diagram. Finally the various work cultures are described.

Best match

Hierarchical culture



Family culture

The family culture is characterised by an emphasis on a pleasant working atmosphere, collaboration, personal development and creating a team spirit. Employees are involved in decision-making. Managers are mentors rather than bosses. The long term takes precedence over short-term success. Think of organisations in the social sector or smaller businesses.

Hierarchical culture

The hierarchical culture is characterised by a relatively large distance between managers and employees. These organisations are often well structured, have clear procedures and place a great deal of emphasis on complying with rules and control. This type of organisation functions particularly well in a relatively stable environment. Think of larger public sector organisations.

Ad hoc culture

The ad hoc culture is characterised by dynamism, creativity and rapidly changing circumstances. New things are often being developed, or research is being carried out. Managers give employees a great deal of freedom and expect a lot of autonomy and independence. The work is often project-based and the organisation is flexible. Think of advertising or consultancy agencies.

Market culture

The market culture is characterised by a lot of emphasis on profit and competitiveness. Good results and achievements are very important. Managers are demanding and oriented towards productivity and results. Good performance is often rewarded with a bonus. In contrast with the hierarchical culture, the emphasis is not on the internal organisation but on the external environment. Think of businesses in the mobile telephony sector.

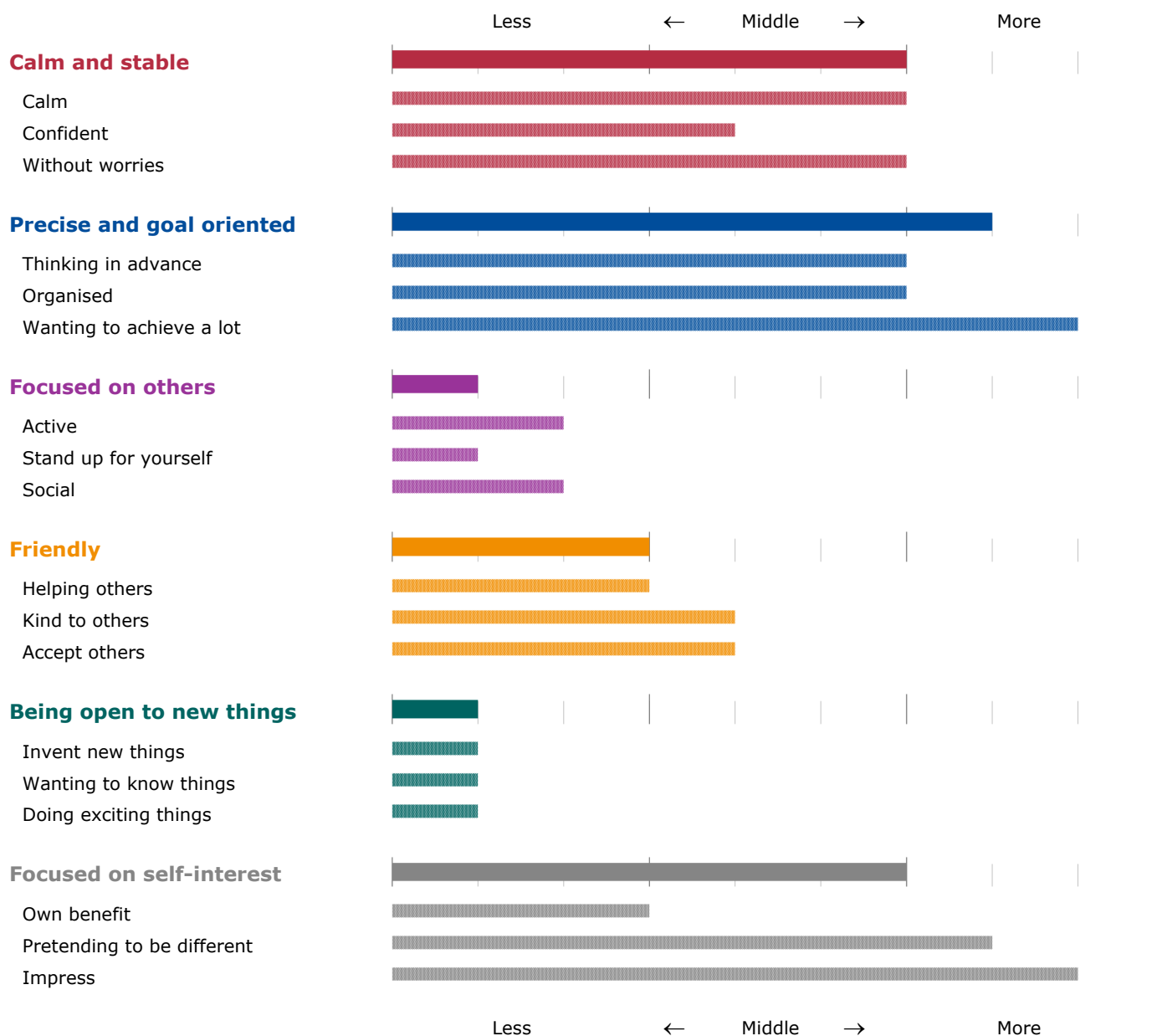
Who am I?

This section is about what suits you best, what you have a talent for: which personal qualities suit you well and which ones do not, what are your most striking characteristics and which roles suit you well and which ones do not.

Personality

Your characteristics (personality) say something about who you are and how you do things. Which characteristics suit you? You are compared to the *General Normgroup*.

Your results





Your most striking features

Most present:

Impress	Money, nice things, status and having others admire you for it are probably important to you.
Wanting to achieve a lot	You are committed to delivering good performance.
Pretending to be different	You often don't show what you are thinking and feeling. You often say things that others want to hear.

Least present:

Stand up for yourself	You may find it difficult to express your own opinion when others disagree with you.
Doing exciting things	You probably don't like change and surprises. You feel less comfortable in unfamiliar situations.
Invent new things	You are probably not creative and your solutions are probably not that innovative.

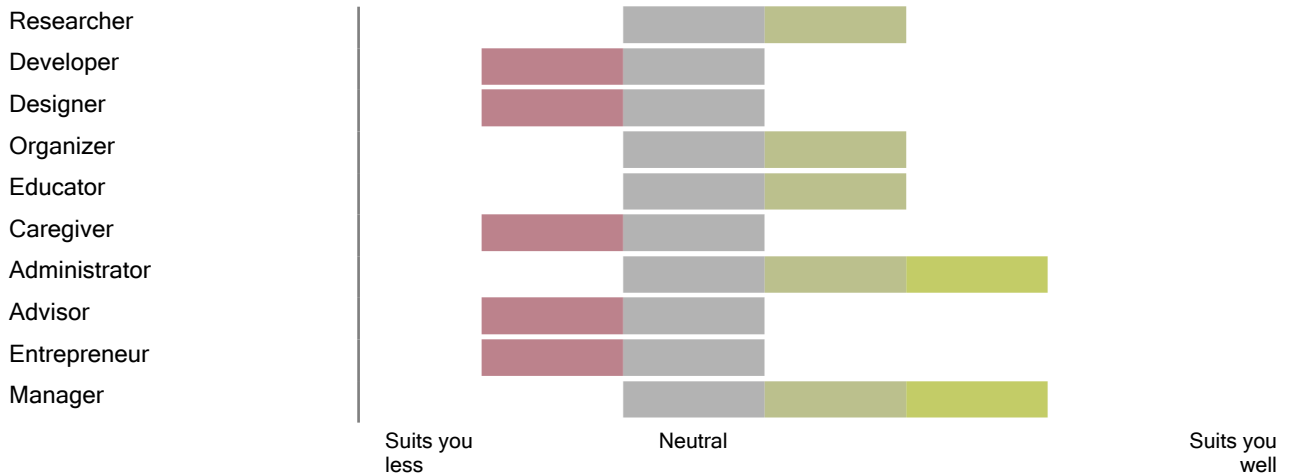
In the attachment you will find a description of all your results.

Suitable roles

Within a company, there are different roles. Each role requires different qualities (competencies). Due to your unique combination of qualities, some roles fit you well and others less well.

Below you can see how well your unique combination of qualities fits a number of roles.

Overview



Highest scores

Below you will find a description of the roles which fit in best with your personality profile.

Administrator	The Administrator role is appropriate for functions that focus on monitoring policy, human behavior, the operation of something, and compliance with regulations. Examples of functions in which this activity plays an important role are IT administrator, environmental inspector, quality expert, bookkeeper, accountant, and education inspector.
Manager	The Managers role involves directing and leading others. Examples of roles in which this activity plays an important role are manager, executor, director, team leader, director, mayor and chairman.
Researcher	The researcher role fits well with functions where the main activity is to collect data to solve a certain problem or to investigate a question in detail. Examples of functions where this activity plays an important role are information scientist, (university) researcher, soil scientist, laboratory technician, cultural anthropologist, labor expert and lawyer.
Organizer	The Organizer role fits well with planning, arranging and tackling things in an orderly and systematic way. Examples of roles in which these activities play an important role are planner, contractor, course coordinator, project manager and event manager.
Educator	The Educator is concerned with transferring knowledge or skills to someone. Examples of functions in which this activity plays an important role are teacher, course leader, practical supervisor, press officer and trainer.

What can I?

This section is about what you can do: which behavior, which competencies, do you often or less often show in your work; which are already well or less well developed.

Competences

This part is about your competencies. A competence is a combination of knowledge, attitude and skills. A competency helps to perform certain tasks. What are you good at?

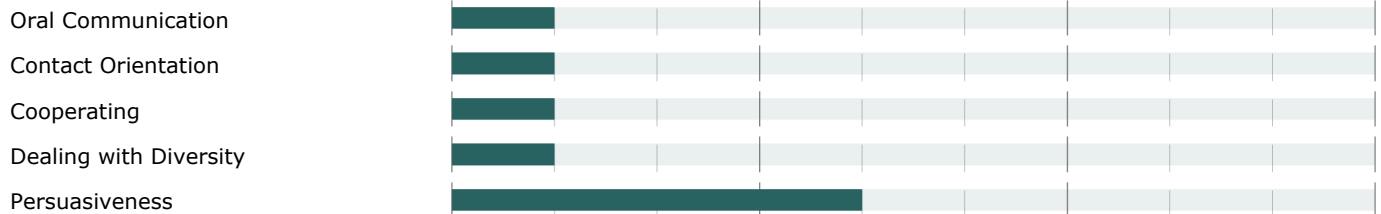
Below an overview of your results, you are compared with the General norm group.

Your results

Analysing and Developing



Communication



Realising



Evaluating



Managing



Personal Competencies



Less ← Middle → More

What are your characteristic competences?

Well developed competences:

- Perseverance Your score on Perseverance is very high. This shows that you carry on until something is finished, even if things are not going your way.

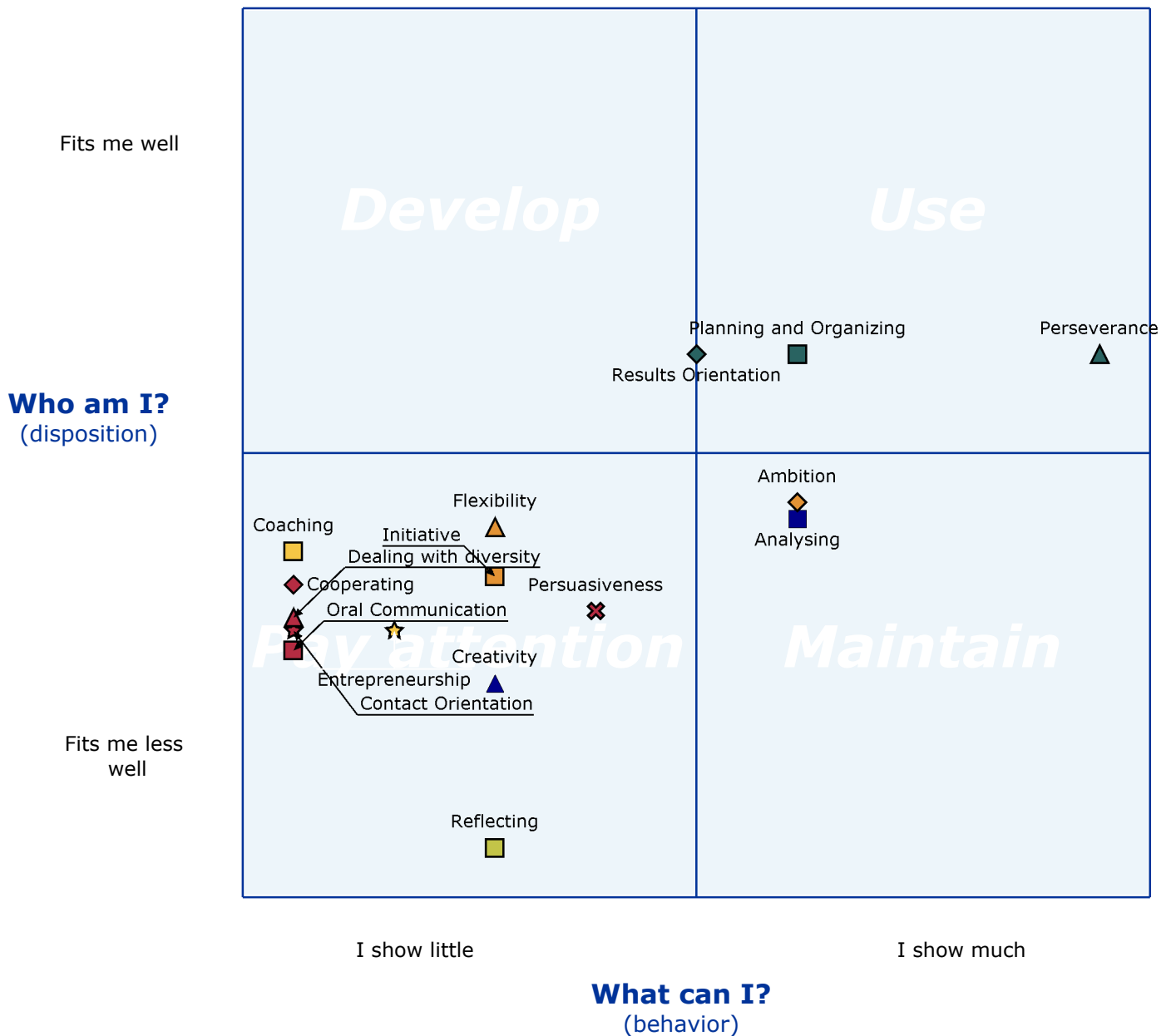
Less developed competences:

- Cooperating A very low score on Cooperating. This score shows that you are not really inclined to work with others on things.
- Coaching A very low score on Coaching. You don't assist or support others very much (if at all).
- Dealing with Diversity A low score on Dealing with Diversity. This shows that you are not very open to people with different ideas or from other cultures.

Development advice

A competence can develop, for example, by experience or training. But how easily you can develop a competency also depends on your personality. If a person's personality is very introvert he or she will not easily be a successful salesperson.

The table below shows the extent to which your personality supports different competencies.



There are four different combinations possible:

Use: You can often and easily display the behavior that belongs to the competence. It suits you well; you have a talent for it. Use this, this is your strength.

Develop: You do not (yet) often display the behavior that belongs to the competence, but it does suit you well. You will be able to develop yourself in this competence quite easily. Use the development tips!

Maintain: You can display the behavior that belongs to the competence. It just does not suit you well; you have learned the behavior. It can cost you more effort and energy to continue displaying the behavior. See which development tips you can apply in your work to be able to maintain the behavior.

Pay attention: You do not often display the behavior that belongs to the competence and it does not suit you well either. Developing this competence can also cost you a lot of effort. If this competence is important, see which development tips can help you find support for this competence. If 'Pay Attention' applies to multiple competencies, then this type of work will be less suitable for you.

Your competencies are described below and if a competency is less present, development tips are given.

Analysing and Developing

Analysing	You score a (high) average on the Analysing competency when compared with the norm group. You are quite capable of making connections and you see which information is relevant and which is not. In case the information is extensive and complex, you may have trouble keeping track of things.
Creativity	You score below average on the Creativity competency when compared with the norm group. You don't try very hard to come up with new and original ideas. You usually apply existing solutions for a problem or you solve a problem in the same way.

Development tips

- Be open to new ideas and think about new ways of approaching a situation.
- Think about several alternative solutions to a problem
- Don't take the easiest approach, but think of alternative ways of approaching a problem.
- Discuss your ideas with colleagues or managers.
- Hold a brainstorming session on a business challenge with colleagues.
- Consider the ideas of colleagues. Ask them about their ideas and learn from this.
- Read about developments in your area of expertise and discuss them.
- Take an occasional break from daily routine so that you can look at the problem from a fresh perspective upon your return.

Communication

Oral Communication	You score very low on the Oral Communication competency when compared with the norm group. You don't orally communicate your ideas clearly. As a result, others often don't understand what you tell them. It may be that you have trouble with language.
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Development tips

- Prepare properly for presentations. Determine clearly in advance what you will talk about and what message you wish to get across.
- Stop talking if you get stuck. Think calmly about the things you want to say before continuing.
- Make sure that your audience can relate to your story.
- Adjust your language and the rate at which you speak to your audience. Use intonation and pauses in your speech.
- Check if the person you are speaking to/your audience has understood your message.
- If someone doesn't understand something, explain it in a different way.
- Be specific and use proper examples to clarify something.
- Give regular presentations or make sure that you get your turn during a meeting. Ask for feedback on your presentations.

Contact Orientation	You score very low on the Contact Orientation competency when compared with the norm group. You don't talk to people you don't know. You don't approach strangers. You have little contact with others.
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Development tips

- Spend time on and pay attention to the social contacts you have at work.
- Observe how others interact and adopt the behaviour that suit you.
- Make it a habit to greet others, wherever you are.
- Approach colleagues and talk to them.
- Ask questions and summarize in your own words what the other person says.
- Ask yourself what beliefs prevent you from making contact and write them down accurately (e.g. "People don't like to be spoken to", or "I've got nothing to say"). Look at them after an hour and try to think of counter-arguments.

Cooperating

You score very low on the Cooperating competency when compared with the norm group. You probably don't actively take part in groups and you probably think that your own goals are more important than the common goal of the group.

Development tips

- Listen to the suggestions or ideas of colleagues and provide input.
- Help your teammates and colleagues.
- Exchange knowledge and information with colleagues.
- Ask the opinion of colleagues. Jointly decide on an approach of which the others also approve.
- Ask yourself with whom you've got a good working relationship. Try to find out why that is.
- Ask others how they feel the collaboration is going.
- Discuss any collaboration problems within the team, respecting the opinions of others. Discuss ways of improving the collaboration.
- If necessary, ask colleagues for assistance.

Dealing with Diversity

You score very low on the Dealing with Diversity competency when compared with the norm group. You prefer to work with people who have the same ideas as you. You are not very open to other people or cultures.

Development tips

- Try not to avoid people from different backgrounds or with different ideas. This can create a negative atmosphere and increase tension.
- Don't jump to conclusions about people from different backgrounds or with different ideas.
- Put yourself in the place of people from different backgrounds or with different ideas in order to understand them better.
- Try to find out what people with different views have in common.
- Determine the benefits of the differences between you and others and write them down.
- Make use of the various skills represented in a team.
- If you find it difficult to put up with a certain difference between another person and yourself, describe the conduct you find difficult to deal with. You may choose to discuss this with someone else.
- Talk about the tensions arising from the differences between people. Focus on the things you have in common (e.g. a common goal) instead of your differences.

Persuasiveness

You score a (low) average on the Persuasiveness competency when compared with the norm group. You usually reach agreement in situations where there is a difference of opinion or where multiple interests are represented. You are able to convince others reasonably well by arguments, whereby you take account of both your own interests and those of others. Both you and the others will be fairly satisfied with the solution that is found.

Development tips

- Think in advance of arguments that support your views.
- Don't give all your arguments at once, but measure them (and your views) out at decisive moments.
- Try to think of arguments that support the opposite view. You will then be better prepared for counter-arguments.
- If you want to convince others, try to identify mutual benefits of your proposal. Stay calm and polite throughout your interactions with the other person.
- Make proposals enthusiastically and avoid less resolute statements, such as "I believe" and "That's what I think".
- Don't talk too much, but say what you have to say in a forceful manner (clearly audible, using short sentences).
- Learn how to make a "solid" impression by observing others and asking them to give feedback on your behaviour.
- Make sure that you know what you're talking about.

Realising

Planning and Organising

You score a (high) average on the Planning and Organizing competency when compared with the norm group. You often prepare a timetable before you start on something and you set priorities in order to achieve your goal. In some cases, you don't adhere to the pre-established timetable, as a result of which your goals are not fully realized or not realized in time.

Perseverance

You score very high on the Perseverance competency when compared with the norm group. The results show that you always carry on until something is finished, even when things are not going your way or when they take a lot of effort. You think it is very important to achieve your goals and you give it all you've got.

You score average on the Results Orientation competency when compared with the norm group. You have shown that you consider achieving results to be quite important. However, your goals are not always clear and concrete.

Evaluating

Reflecting

You score below average on the Reflecting competency when compared with the norm group. You don't think enough about how you approached something. You often don't remember afterwards how you went about something and why you chose this approach. You don't think very much about how you could tackle things differently next time.

Development tips

- Determine what you are good at and how you can benefit from this during your work.
- Think about the qualities you would like to develop further and how you could realize this during your work.
- Describe a situation in your work that now makes you think: "I should never have approached it in that way." What were the main learning points?
- Regularly ask others for feedback on your contribution to problems.
- When someone gives you feedback, express your appreciation of him or her and ask for concrete examples.
- Make a clear plan for improving your performance.
- Regard mistakes as development opportunities.
- Look at yourself realistically. Everyone has good points and less good points.

Managing

Coaching

You score very low on the Coaching competency when compared with the norm group. You don't assist others in their development. You don't give much feedback to others.

Development tips

- Share with colleagues your thoughts about their approach to problems and opportunities for self-development.
- Give concrete and constructive feedback on achievements.
- Ask many questions and restrict yourself to making suggestions for solutions.
- Ask stimulating questions that incite others to think about their own conduct.
- Encourage a colleague to say what (s)he thinks of something.
- Encourage a colleague to achieve his/her goal.
- Take it upon yourself to show a new employee around at the organization. Discuss your experiences with a manager and ask for feedback.

Entrepreneurship

You score low on the Entrepreneurship competency when compared with the norm group. The results show that you don't see many opportunities and possibilities. You don't easily take the initiative to start something new and you find it difficult and not enjoyable to sell things.

Development tips

- Collect information from newspapers, literature and internet regarding trends and market development.
- Identify the knowledge, products or services that are needed in the short term.
- Speak with stakeholders / customers about their satisfaction with your services and find out their needs and requirements.
- Ask colleagues for signals of new services they pick up from their contacts.
- Consider the strengths and weaknesses of the competition.
- Come up with a few new ideas for products or services. Analyze these ideas to see which one is most likely to be successful and use it for your (business) plan.
- Talk to colleagues who identify market opportunities, take note of their ideas.
- Don't be afraid to take acceptable risks.

Personal Competencies

Initiative

You score below average on the Initiative competency when compared with the norm group. You usually don't take the first step to undertake things. You usually wait until someone else has taken the first step. You wait until others tell you exactly what needs to be done.

Development tips

- Ask your colleagues for feedback. In what kind of situations do they expect you to take more initiative?
- Ask yourself what is keeping you from taking initiatives and what would encourage you to take more initiatives.
- Record the initiatives you have taken on a weekly basis. Try to increase this "score".
- Set clear objectives that are sufficiently challenging and attainable.
- Don't sit and wait, but actively look for opportunities and possibilities.
- Make points during team meetings.
- Work with someone who is good at taking initiatives. See what you can learn from this.

Flexibility

You score below average on the Flexibility competency when compared with the norm group. You don't adapt your behavior sufficiently when the situation changes. You usually tackle things in the same way, also when the situation in which you find yourself is changing and therefore requires a different approach. As a result, you may sometimes not achieve your goals.

Development tips

- Be open to new challenges and tasks, even if this means that you have to do something extra for a project.
- Adapt your approach to or implementation of a project to the expectations of your manager or colleagues.
- If you are not able to carry out the project in the usual manner, try a different approach.
- Be open to the arguments or ideas of colleagues.
- Be prepared to give up your own ideas if colleagues have good ideas.
- See if you can use the new ideas of colleagues for your own work.
- If things don't go the way you want them to, try a different approach.
- Ask colleagues to point out if they think that you are not being flexible. Ask for feedback and suggestions.

Personal Drive

You score a (high) average on the Personal Drive competency when compared with the norm group. Your answers show that you are sometimes motivated to perform well. If possible, you want to make progress in your work. You don't avoid challenges.

Next steps

The results of the Career Scan allow you to analyse what (career) development is desirable and feasible.

- Analyze preferably with someone else, e.g. a career counselor or your manager - how to fulfill your needs and preferences as well as possible in your current position. But also consider whether other positions can provide better opportunities.
- Think about how your personality and skills match the requirements of your current position and consider how you can develop specific competencies.
- Make a personal strength / weakness analysis - what am I good at and what am I less good at? Identify opportunities and threats when it comes to development opportunities not only within your current job or organization, but also outside your organization.
- Make concrete and measurable plans for the development of certain skills or competencies and discuss them with your supervisor.
- Consider courses and / or educational programmes that can support you.
- Be aware how well you can develop a specific competence also depends on your personality. If a person's personality is very introvert he will not easily become a successful sales person.
- Remember that many people are not very concerned about their own development and that they therefore miss many opportunities!

Good luck with your future (career) steps!

Attachments

Interesses - beschrijvingen beroepssectoren en taken
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Interests - descriptions job sectors and tasks
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Description job sectors:

- Financial economic services

Work in this sector involves providing services related to financial matters. Examples of professions in this sector are economist, actuary, accountant, controller and investment consultant. Examples of tasks in these professions are: supervising finances, bookkeeping; providing financial/economic advice.

- Legal sector

Work in this sector involves knowledge of the law and the legal system. Examples of professions in this sector are lawyer, legal consultant, public prosecutor, judge and legal advisor. Examples of tasks in these professions are: drawing up deeds, contracts, agreements; defending a party in court.

- Logistics

Work in this sector involves organising traffic in general and transporting goods and people. Examples of professions in this sector are: transport manager, shipping agent, air traffic controller, transport planner and logistics manager. Examples of tasks in these professions are: controlling air traffic at and around airports; planning and controlling the flow of goods.

- Government and security

Work in this sector involves creating and carrying out public policy and improving people's safety. Examples of professions in this sector are political scientist, policy officer, mayor, government manager, chief inspector and fire prevention counsellor. Examples of tasks in these professions are: advising and public relations, field studies or inspections, presenting plans.

- Business services

Work in this sector involves providing services to businesses and other organisations. Examples of professions in this sector are communication specialist, career advisor, interim-manager, trainer and market researcher. Examples of tasks in these professions are: managing a company; developing/organising training/courses.

- Construction

Work in this sector involves designing and constructing buildings. Examples of professions in this sector are: construction physicist, site engineer, architect, building contractor, project manager of constructions. Examples of tasks in these professions are: designing and constructing buildings; supervising work at a construction site.

- Health care

Work in this sector involves physical health issues. Examples of professions in this sector are medical doctor, medical representative, nurse, dental hygienist, head of a hospital ward and nursing teacher. Examples of tasks in these professions are: providing information about a medical procedure, nursing people, handling recipes, cleaning teeth.

- Education

Work in this sector involves transferring knowledge and skills to (young) people. Examples of professions in this sector are educational theorist, teacher, courses coordinator and student counsellor. Examples of tasks in these professions are: teaching a specialist subject, monitoring student progress, contacting students and parents.

- Plants, animals and the environment

Work in this sector involves plants, animals and their natural habitat. Examples of professions in this sector are geologist, plant breeder, veterinary representative, environmental protection manager, landscape architect and environmental information officer. Examples of tasks in these professions are: designing gardens, parks and landscapes; advising about environmental issues, selective plant breeding.

- Technology

Work in this sector involves working with technical installations and electronic equipment. Examples of professions in this sector are mechanical engineer, cold storage engineer, designer of electrical systems, and technology teacher. Examples of tasks in these professions are: research, technology, technical drawing, calculations, measuring.

- IT

Work in this sector involves automation and working with computers. Examples of professions in this sector are computer expert, ICT manager, web designer, information manager and internet consultant. Examples of tasks in these professions are: designing websites; installing/configuring operating systems and network components.

- Social work

Work in this sector involves mental health issues. Examples of professions in this sector are student supervisor, social policy consultant, remedial teacher, cultural worker and welfare officer. Examples of tasks in these professions are: Advising on careers, education (planning); legal advice.

- Culture and media

Work in this sector involves all kinds of art, leisure, amusement and media. Examples of professions in this sector are dramatist, reviewer, publisher, musician, set designer, editor, radio or television presenter. Examples of tasks in these professions are: playing an instrument; writing and editing texts.

- Sport

Work in this sector involves sports activities and sports organisations. Examples of professions in this sector are sports psychologist, sports professional, chair of a sports club, teacher of physical education. Examples of tasks in these professions are: taking part in competitions and events; organising sports activities and coaching.

Description tasks:

- Researching

Researching means gathering data in order to solve a particular problem or to learn more details about a given issue. Examples of professions in which this activity is prevalent are information scientist, researcher at a university, soil scientist, cultural anthropologist, vocational expert and lawyer.

- Advising

Advising is to provide expert advice. Examples of professions in which this activity is prevalent are ICT specialist, consultant, agricultural consultant, financial advisor, student counsellor, social advisor, legal advisor and management consultant.

- Managing

Managing is being responsible for directing other people. Examples of professions in which the activity is prevalent are manager, construction supervisor, director, project manager, producer, mayor and chairman/woman.

- Developing and testing

To create something and studying its qualities is typical for Developing and testing. Examples of professions in which this activity is prevalent are ICT developer, bio technician, process technologist, econometrist, course developer and policy officer.

- Administration and control

Administration and control involves supervising policies, behaviour, that processes function properly, and the rules are observed. Examples of professions in which this activity is prevalent are ICT administrator, environmental inspector, quality controller, bookkeeper, corrector and government inspector.

- Practical and manual work

In practical work the tasks often involve a great deal of physical activity. Examples of professions in which this activity is prevalent are design engineer, veterinarian, dentist, service engineer, actor, activity leader, police detective and sports pro.

- Doing business and Trading

Buying and selling goods and services are involved in the activity Business and Trading. Examples of professions in which the activity is prevalent are real estate agent, account manager, trader, exporter and sales representative.

- Organising

Organising can be described as making matters happen in such a way that the constituent parts become a systematic whole. Examples of professions in which this activity is prevalent are building contractor, manager, course coordinator, head of train operations. Moreover this activity can be crucial in organising events such as exhibitions, conferences and major events.

- Creating and realising

Designing something by reflecting about it and shaping it into something remarkable is the description of the activity Creating and realising. Examples of professions in which this activity is prevalent are multi-media designer, architect, electrical systems designer, fashion designer and advertisement artist.

- Informing and teaching

To make someone aware of something, or to provide someone with the necessary knowledge and skills belong to the activity Informing and teaching. Examples of professions in which this activity is prevalent are teacher, course instructor, practice teacher, public relations officer and trainer.

- Care and counselling

This activity includes taking care of other people who need help and supporting people in carrying out their tasks. Examples of professions in which this activity is prevalent are social worker, nurse, personnel manager and psychologist.

Personality - all results

Calm and stable

Less



Middle



More



Calm

Are you usually calm?

You usually stay calm when something goes wrong. Sometimes you can get emotional.



Shows feelings
Becomes emotional quickly

Stays calm
Seems insensitive

Confident

How confident are you about yourself and how do you deal with criticism?

You sometimes feel insecure. Most of the time you don't doubt your own abilities.



Reflects on own behavior
Is often insecure

Has self-confidence
Thinks being able to do anything

Without worries

How do you deal with stress and problems?

Sometimes you worry. You are usually quite relaxed.



Takes problems seriously
Worries easily

Is relaxed, without worries
Can deny problems

Precise and goal oriented

Less



Middle



More



Thinking in advance

How do you make decisions?

Sometimes you think a little longer before making a decision.



Decides spontaneously and quickly
Decides based on feelings, without thinking it through

Thinks carefully
Hesitates a long time before making a decision

Organised

How precise and organised are you?

You usually work rather neatly and according to a schedule.



Is open to a different way of working
Is often sloppy

Is neat and organised
Has difficulty adapting their own way of working

Wanting to achieve a lot

Do you want to achieve?

You are committed to delivering good performance.



Is satisfied with their own performance
Could achieve more

Works hard to get ahead
Sets too high standards for themselves

Focused on others

Less



Middle



More

Active

Do you often show initiative and do you like to be active?

You can be somewhat passive. You don't often show initiative.



Is calm
Waits and sees

Has a lot of energy, takes initiative
Is restless, busy

Stand up for yourself

Do you stand up for yourself and do you say what you think?

You may find it difficult to express your own opinion when others disagree with you.



Is flexible, goes along with what others
want
Can let others decide too much

Gives their own opinion and takes the lead
Controls too much, does not listen to others

Social

How do you interact with others?

You probably don't make contact with people so quickly. You don't talk with ease to people in a group.



Can be alone well
Does not make contact quickly

Makes contact easily
Finds it difficult to be alone

Friendly

Less



Middle



More

Helping others

Are you someone who likes to help and support others?

Helping people is probably not that important to you. You often let people solve their own problems.



Does not forget their own interests
Is only focused on themselves

Is always willing to help others
Thinks too little about themselves

Kind to others

Do you take other people's feelings into account?

You usually take into account how other people feel.



Dares to be strict with others
Can hurt others

Is kind, prevents conflicts
Is cautious, finds it difficult to be strict

Accept others

Do you trust others and how much do you accept from others?

You usually trust people and you accept that others can make mistakes.



Does not believe and accept everything
Distrust people quickly

Trusts others and forgives mistakes
Trusts people too quickly

Being open to new things

Less



Middle



More

Invent new things

How easy is it for you to come up with new solutions?

You are probably not creative and your solutions are probably not that innovative.

Chooses solutions that have already been used
Finds it difficult to come up with new solutions

Has creative and original ideas
Has ideas that do not always work in practice

Wanting to know things

How curious are you and do you like to learn new things?

Learning and understanding new things is probably not that important to you; you are usually satisfied with what you already know.

Uses information that is already available
Does not find learning new things important

Wants to understand things and keep learning
Searches for new information for too long

Doing exciting things

Do you look for variety and new experiences?

You probably don't like change and surprises. You feel less comfortable in unfamiliar situations.

Is satisfied with how things are going
Does not like changes

Wants to do and discover new things
Gets bored quickly

Focused on self-interest

Less



Middle



More

Own benefit

How far do you go to benefit yourself?

Being honest is very important to you, even if it means it can get you in trouble.

Is honest and considers what is important for others
Sticks to the rules

Pays close attention to their own advantage
Is not always honest

Pretending to be different

What do you do and say in different situations?

You often don't show what you are thinking and feeling. You often say things that others want to hear.

Is always themselves and reliable
Has difficulty adapting behavior, even if it is more convenient

Can show different behavior to get things done
Often shows different behavior, can come across as unreliable

Impress

How important is it for you to receive attention and appreciation?

Money, nice things, status and having others admire you for it are probably important to you.

Is modest
Shows too little of themselves

Presents themselves positively
Demands a lot of attention from others