



# Career Test Adults

## *Report*

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**CAREER TEST** is a tool examining the areas of your competences, motivation for work and the system of values referring to career choices.

The test examines the factors that influence the choice of your career path that concerns your future career path and job satisfaction.

It defines 14 areas incorporated within three components: perceived talents and abilities (areas of competence), basic values and developed motivators and needs.

Each area is a unique predictor which is defined by you, based on internal insight and individual preferences. Determining one's own career indicators enables you to become more aware of your own needs regarding your career path. The predictors become a signpost for your development and the choices that you make.

People with shaped career predictors seek jobs that suit their needs, abilities and values.

The talents and abilities that you perceive within yourself will influence the professional areas in which you may achieve success more often and in which areas you may fail. On this basis you can deduce your strong sides and areas for development.

Noticing your own values has an impact on the compliance with standards and values that you may experience under future work conditions.

The awareness of your motivators and needs then becomes possible, due to the fact that you are evaluating yourself in realistic circumstances, as well as on the basis of feedback received from other people.

As a result of shaping a mature self-image based on the awareness of talents, needs and values, certain predictors begin to dominate, which may have an impact on your contentment, satisfaction and sense of fulfillment in the professional sphere.





**Career Test** is a tool examining your key values and the needs that should be fulfilled in your future job, so that you will be able to thrive in your chosen profession.

Based on your experience so far, you are able to identify your own predictors concerning your future professional career. Getting to know them extensively verifies a wide range of possibilities that are currently offered by the labour market and allows to define the developmental path that is best for you.

Additionally, thanks to the results of the questionnaire, you have the possibility of analysing your needs and matching them to the labour market, determining your career path, diagnosing your motivators and demotivators and identifying possible threats.



Matching the work carried out or the job position occupied to the values that are of significance to you influences your motivation to take action.

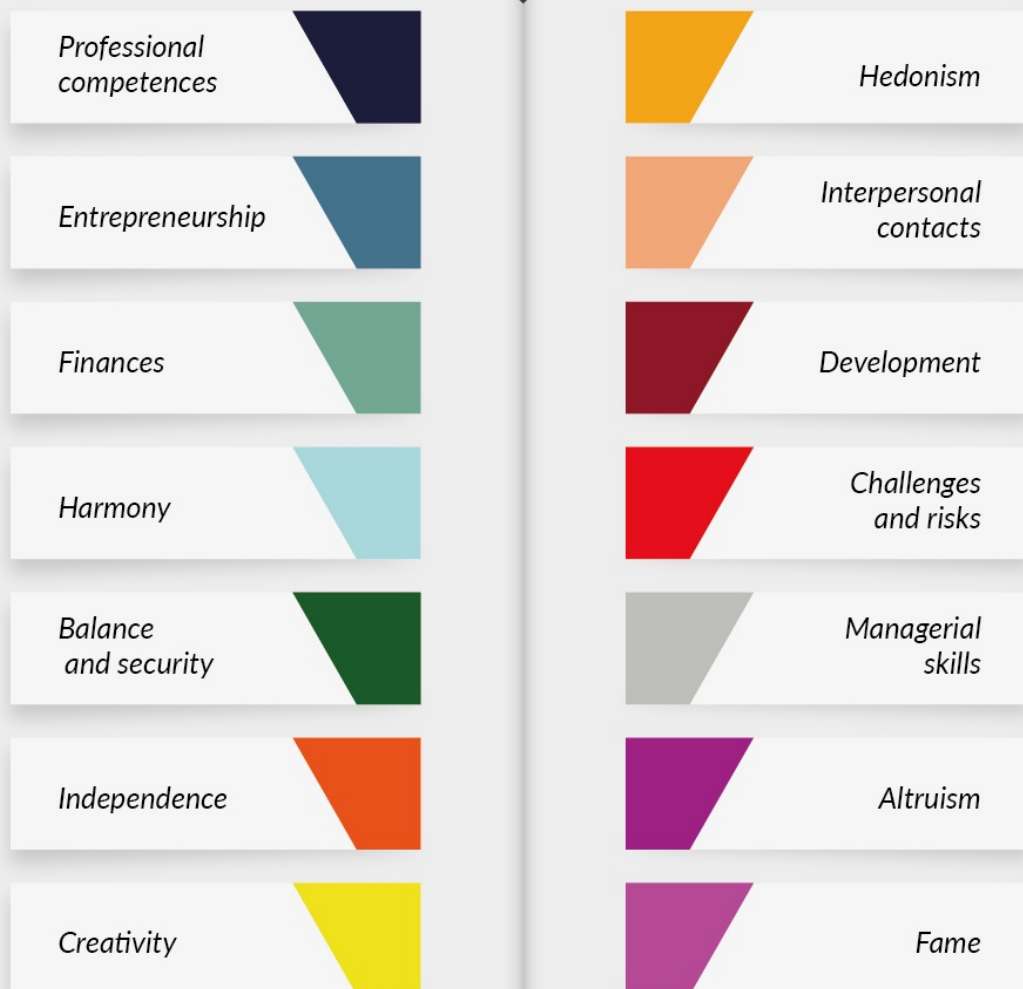
A mismatch can in turn cause an aversion to work and consequently have an impact on burnout.

It is therefore important to be aware of your main predictors of effective action on a professional basis.

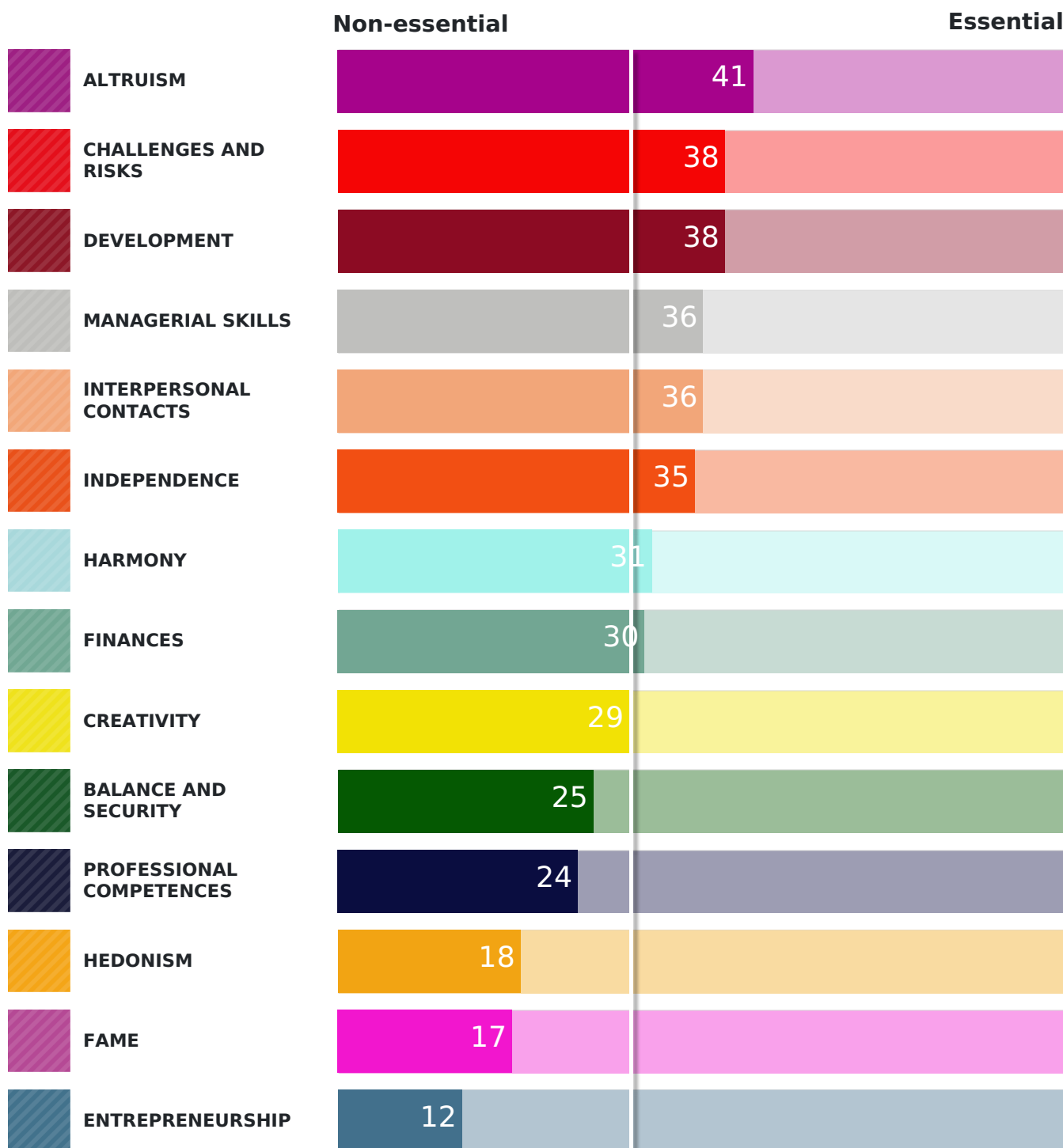
**The predictors examined by the questionnaire provide answers to a range of questions.**



*Career Test enables you to diagnose your career predictors among 14 areas of significance in your professional life:*



## RESULTS - GRAPH





## Altruism



How important is a job that enables devoting yourself to others for you?

When choosing a job, is it important for you to have a social aspect, to actively help people, to be able to show support?

Is caring for the social well-being, helping others at work an important factor of your professional fulfilment?

People for whom altruism is the main motivator of action give their time and energy to helping others, solving social problems or taking care of the development of society in different areas of life. For these people, devotion to the idea is crucial, therefore in the professional area they look for opportunities to fulfil themselves rather than to earn money. They expect fair pay for their work and the support that they provide for others in the organisation. They are willing to become involved in social work and charity events. They often become volunteers in various important projects.

### Your result

***This predictor is dominant for you, which means that you probably belong to a group of people with strongly developed empathy. When choosing and taking up a job you will rather be guided by your desire to help and support the people you work with or collaborate with. This may be related to your position or teamwork. You will most likely strive towards your commitment having a positive impact on others and for it to help and introduce something serious to their lives.***

#### *What should you take care of in your work?*

- Prioritisation - identify what is important to you and what is important to others.
- Accepting people whose priorities include success and results.
- Becoming more involved in your own responsibilities.
- Setting your own boundaries as defence against taking advantage of your desire to help.

#### *What can demotivate you at work?*

- Working without contact with people.
- Working with goals that do not involve the human factor.
- Bureaucracy.

#### *Possible threats*

- Giving up personal goals.
- Expecting gratitude.
- Solving problems for others.
- An excessive sense of responsibility for others.
- No assertiveness.
- Rapid professional burnout.





## Challenges and risks

Do you perceive carrying out your job as an important challenge for you?

How important is it for you to perform tasks at work that require solving difficult and complicated issues?

To what extent are you looking for a job that will be associated with risk, competition and challenges?

People, whose motivation for work are challenges and risks, value situations that require them to put in place specific remedial strategies. Challenges give them a chance to face up to themselves, which brings them satisfaction and gives them additional internal motivation to take action. They look for occupations where they can resist difficulties and face up to intense competition. From their job they expect to be able to compete or fight, where they may gain a lot or lose everything. They treat life as a challenge and work as a place where they can demonstrate above-average skills and knowledge that will enable them to solve very difficult tasks or situations. They value competition and enjoy being evaluated.

### Your result

***If this predictor is dominant for you, it means that the foundation of your actions is overcoming difficulties and taking risks. You may be interested in a job that requires a high dose of adrenaline and uncertainty. A job that requires a lot of effort to achieve the goal. The harder the task is, the greater your commitment to action. Your inner motivation may be a strong desire to resist various difficulties and to solve seemingly unsolvable tasks.***



*What should you take care of in your work?*

- Become involved in tasks with high levels of difficulty and risk.
- Set yourself ambitious goals.
- Use your internal motivation for special tasks.

*What can demotivate you at work?*

- No challenges.
- Repetitive tasks and monotony in action.
- No possibility of comparing your work to other people.

*Possible threats*

- Working under constant stress.
- Disruption of social relations - treating the surroundings as constant rivalry and competition.
- You may be perceived as a person who is more focused on the outcome of work rather than on people.



How important is the possibility  
of personal and professional  
development for you at work?

To what extent is the aspect of professional  
development opportunities offered  
by the company important for you  
when choosing a job/employer?

## Development

People who are set on development in their professional lives look for a job that allows them to acquire new knowledge, skills and competences. A position that requires them to explore issues and broaden their horizons triggers even greater commitment. Often such work becomes their passion in life. For example, they are able to give up bonuses in favour of participating in a training to improve their competences.

### Your result

***This predictor is dominant for you, it means that you derive satisfaction from working in organisations or companies that enable you to develop continuously, both professionally and personally. You prefer a working environment that places emphasis on quality and knowledge as well as on employee training. You feel bad when the tasks that are assigned to you are repetitive activities that do not allow you to expand your knowledge or skills.***

#### *What should you take care of in your work?*

- A job that requires continuous development.
- Tasks that require you to expand your knowledge.
- The opportunity to participate in trainings and conferences.

#### *What can demotivate you at work?*

- Unambitious employees.
- Lack of a possibility of further training and acquiring new knowledge.
- Repetitive tasks.

#### *Possible threats*

- Lack of balance between professional and personal life.
- Continuous improvement of skills and competences without putting them into practice.
- Chasing after continuous development and underestimating the successes so far.



## Managerial competence



How important is it for you  
to be a **leader** at work?

Do you desire success, agility, initiating  
change and competitive advantage?

How important is it for you to manage  
and coordinate the work of others?

How important is it for you to fulfil a function  
that requires decision-making and influences  
the company's position on the market?

People who are focused on managerial competences require authority and the possibility to manage others. They are oriented towards making key decisions. They can be distinguished by their high interpersonal intelligence. They are able to manage others in order to achieve the main organisational objectives. They derive satisfaction from managing a team and like to control their surroundings. It is important for them to increase the scope of power and lead the company towards faster and more effective achievement of goals. For this purpose, they use their skills to motivate and influence others. They often display charisma that attracts others and can inspire trust, thus creating the personality of a leader. They are unlikely to cope in situations requiring submission or to tolerate any kind of insubordination or undermining of their position.

Your result

***This predictor is dominant for you, which means you probably like to increase your responsibility and your sense of influence. You prefer to develop managerial skills and manage a company rather than be an expert in a narrow field. The position of a CEO or Chairman is a position where you should be able to feel fulfilled. You are not afraid of responsibility and making key decisions.***



*What should you take care of in your work?*

- Increasing your managerial skills.
- Learning from other leaders that you admire. Observe them and watch what they do that makes people listen and follow them.
- Develop motivational techniques.
- Remember about human capital management when managing strategically.

*What can demotivate you at work?*

- No impact on reality.
- No visible effects of your work.
- Lack of appreciation.
- Co-workers who cannot make decisions and take responsibility for their work.
- Lack of promotion to managerial positions.

*Possible threats*

- Disregard for others.
- Need for power.
- Not paying attention to the ideas and concepts of co-workers.



## Interpersonal contacts



How important is teamwork for you?

Is working in an independent position without co-operation with other people considered as work to you?

How important is work requiring constant interpersonal contacts for you?

People for whom interpersonal contacts are a motivator for action look for jobs that require frequent social contacts as well as jobs related to working with other entities or groups of people. The ability to work with people propels them toward action as opposed to working in an independent position. Working in a group enables them to achieve common professional goals.

### Your result

***This predictor is dominant for you, it means that you belong to a group of people who do not shy away from others, on the contrary, you are willing to stay in their company while building up professional relations. Interpersonal contacts are a very important aspect in your work. It is from them that you draw external stimulation, which encourages you to take action. You belong to a group of people who are strongly involved in the outside world and activities that require co-operation with others. You are most involved in your work when the set goals are being achieved by a larger group of people, for example by project teams.***

*What should you take care of in your work?*

- Work that requires interpersonal contacts.
- Good relations with colleagues.
- Becoming involved in the work of project teams.

*What can demotivate you at work?*

- Lack of co-operation and building up relations in a team.
- No positive atmosphere.
- Tasks requiring independent work.

*Possible threats*

- Too much involvement in interpersonal relationships at work, which can have a negative impact on the level of work carried out.
- Paying more attention to being in a team than to achieving goals.
- Paying more attention to the atmosphere at work than to the effects of work.



## Independence

How important is freedom and freedom to take action for you at work?

How important to you is flexibility and independence in your job?

People for whom independence takes the lead above all value freedom and freedom of action. They look for a job free of bureaucracy and autocratic management. They value independent positions. They like to act on their own, set their own goals and action plans. They do not need a promotion or managerial positions - they prefer to be independent and the sole contractors of commissioned services. They care about a job in which they can paddle their own canoe.

### Your result

***This predictor is dominant for you, it means that in your career you especially value being an independent person, who decides how, where and when to work. You are rather guided by your own wisdom and reason. You strive to expand the margin of your own freedom and free yourself from constraining ties and limitations of bureaucracy or autocracy. You are probably characterised by a high degree of inner-directedness, which can translate into a sense of responsibility for your life and choices.***



### *What should you take care of in your work?*

- Working in an independent position.
- Expanding your sphere of influence and responsibility.
- Gaining greater trust from your supervisor to secure even more independence in action.

### *What can demotivate you at work?*

- Procedures and bureaucracy.
- Excessive control of your supervisor.
- No impact on the results achieved.
- Collective responsibility for the outcomes at work.

### *Possible threats*

- Difficulties in communicating with the team due to the desire to implement your own ideas.
- Due to the need for independence, you may be perceived as a difficult person to co-operate with.
- Blaming yourself for situations beyond your control.



## Harmony



How important is it for you  
to maintain harmony between  
private and professional life?

Is the professional sphere more important  
to you than the private sphere?

When choosing a job, do you act  
according to the principle  
"Work must not interfere with family life  
or additional activities during leisure time"?

People for whom harmony is the greatest value seek opportunities to ensure a healthy work-life balance. Their work must not interfere with their family life or additional activities during leisure time. They are willing to give up their higher income in favour of spending more time with loved ones. Professional success does not hold first place for them - the success attached to a harmonious lifestyle is of greater value.

### Your result

***This predictor is dominant for you, it means that you will probably be happy at a job that will give you the opportunity to combine it with your private life in a healthy way. In your professional career, you will rather put a clear line between problems at work and a happy family life. Taking your work home can be uncomfortable for you - you may feel your privacy is being violated.***

#### *What should you take care of in your work?*

- When setting your working conditions, make it clear what is important to you, what system of work you expect.
- Be consistent with your values, but also flexible in exceptional situations.

#### *What can demotivate you at work?*

- Workaholism of other people.
- Your employer's expectation that you stay longer at work or take your work home.
- Lack of time to pursue your private interests.

#### *Possible threats*

- Placing your passions and private matters above the outcomes of work.
- Poor organisation of your work and rigid time frames can cause stressful situations and growing backlogs.
- A job that is unsuitable for you can cause conflict between your personal and professional sphere.



## Finances

How important to you are your earnings at work?

Is the financial aspect one of the most important factors that motivates you to work?

People for whom finances are a motivator in their professional careers measure their professional success on the basis of financial criteria, promotions linked to remuneration and personal benefits. They prefer to work in an environment that offers the possibility of making money. The financial aspect is one of the most important factors when choosing a job. They are very concerned about financial issues and material success and their income level is a measure of their self-esteem.

### Your result

***This predictor is dominant for you, it means that you get the greatest satisfaction from working in organisations focused on profitability, commercial success and financial results, where salary, benefits and the possibility of receiving bonuses are clearly emphasised. The financial aspect is the main factor that guides you in making professional commitments. In your career, you tend to focus on financial success: increasing your salary, returns on investments and other ways of earning money.***



#### *What should you take care of in your work?*

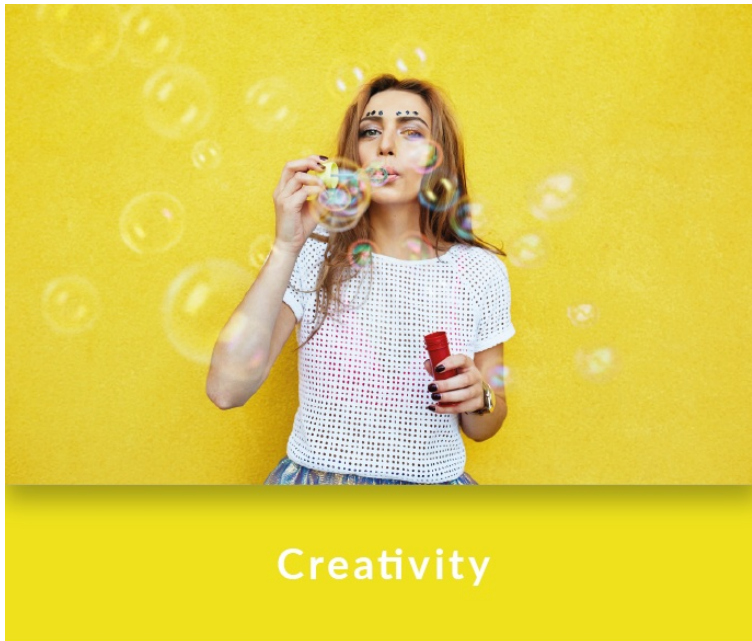
- Pay attention to the needs of others. The financial aspect is not the only motivational factor.
- Take time for personal growth.
- Pay more attention to interpersonal relationships.

#### *What can demotivate you at work?*

- A salary that does not match your workload.
- Lack of promotion, which is associated with a higher salary.
- Lack of prospects for salary growth.

#### *Possible threats*

- Being financially driven, you may be doing work that is not necessarily in line with your skills and interests.
- A strong focus on financial matters can lead to other important ways to motivate co-workers being overlooked, because money is not a source of motivation for everyone.



How important is work requiring  
creative thinking for you?

How important is working in a position  
that requires freely creating  
new concepts for you?

How important is creating new solutions,  
unconventional concepts for you?

People for whom creativity takes the lead are characterised by the pursuit of innovation. They are open to problems and non-standard situations and ready to take risks and change their way of thinking. They value ingenuity in others. They perceive an element of uniqueness in normal phenomena. They are able to use it in their work and translate it into results. Among this group one may find inventors, creative people, people who are focused on looking for new solutions, as well as entrepreneurs setting up new products or services. The creation and organisation of a new quality is the most important to them. These people notice difficulties at work and look for innovative solutions. They have a positive attitude towards the changes introduced and are flexible in relation to changing their work position. They generally believe in their own strength, have a high sense of self-efficiency and are strongly committed to what they create.

Your result

***This predictor is dominant for you, it means that you like to introduce changes and innovations. You see problems and try to find the optimal solution. You are one of those people who are usually mobile and open to different changes. Your ways of taking action are creative. You don't stick to rigid rules and regulations. In your work, you're rather continuously looking for better solutions. Changing your career path is not a problem for you.***

#### *What should you take care of in your work?*

- A space for creative thinking.
- The opportunity to present your ideas.
- The opportunity to combine your ideas with a plan and implementation process.

#### *What can demotivate you at work?*

- Routine
- Lack of opportunity to apply creative thinking.
- Lack of opportunity to prove yourself.
- Non-constructive criticism of ideas.
- Performing repetitive activities based on a scheme.
- Rigid procedures.

#### *Possible threats*

- Completely failing to comply with the standards and rules existing within the organisation.
- Excessive attachment to one's own ideas and concepts.
- Being perceived as a person who has unrealistic, detached ideas.
- Inability to fulfil ideas if there is a lack of a good plan of implementation behind them.



## Balance and safety



How important is a sense of security and stability to you at work?

When choosing a job, how important is the security of employment and a stable salary for you?

How flexible are you in the process of changing jobs or promotion opportunities?

People who are set on seeking **balance and security** in their professional lives choose a job in which they will receive a fixed salary, stable employment and additional social or pension benefits for the future. They are loyal to their employer, trust their decisions and feel a connection with their workplace. They are not interested in promotion combined with changing their workplace. If they are interested in a managerial position, it is usually one that is within a department they know and where they feel safe and secure. For these people, a sense of belonging to the organisation is particularly important. They look for a job in companies with established traditions or stable organisations where the employer puts a lot of emphasis on the employee and takes care of him or her.

### Your result

***This predictor is less important to you than others. This means that feeling secure is not a key factor in choosing your career path. At work you prefer freedom to stability and predictability. Changing your workplace or place of residence is not a problem for you. You are more likely to take on challenges and like to explore new topics and tasks compared to people for whom safety and balance are more significant.***





## Professional competence

How important for you at work is being an **expert** in a particular field?

How much do you care about developing your specialist skills, performing activities in accordance with your occupation or profession and achieving perfection in the job that you do?

People for whom **professional competences** are important at work search for opportunities to develop their specialist skills. They are oriented towards working in one specific direction and aim to be a specialist and a professional in their domain. Over time, these people become masters in their field. To them, a career is all about becoming more and more of an expert and not about trying to reach management positions in the company. They are more interested in horizontal rather than vertical promotion. They expect the possibility to develop their specialist skills and competences from their work and employers. They are highly motivated internally, they strive to affirm their self-worth and aim to prove to themselves that they are able to achieve mastery in a given field.

Your result

***This predictor is less important to you than others. This means that you are probably less interested in improving your qualifications in a particular field. You do not strive to achieve mastery in one specialisation. You are interested in many areas in which you can develop. You would rather advance in the career ladder or manage your own company than become a professional in a narrow field.***



## Hedonism



How important is it for you to combine work with entertainment and fun?

To what extent does the pursuit of fun, pleasure and excitement influence the choice of your job?

How important is a formal or relaxed working environment for you?

People for whom **hedonism** is an important value seek a job that gives them an opportunity for amusement and entertaining others. They pay attention to good company and spending time in an enjoyable way. They strive for pleasure, excitement and diversity. They combine work with a lifestyle focused on fun, good food and entertainment. They prefer work that does not require a formal and rigid atmosphere.

Your result

***This predictor is less important to you than others. This means that when you choose a position, it is most likely that you clearly distinguish between carrying out responsibilities and your job and entertainment and pleasure. At work you value performing tasks and setting and achieving goals more than having fun and enjoying yourself. If entertainment is a value in life for you, you provide it for yourself during private time. You don't really combine social life with duties and commitments towards the company.***



## Fame

How important is fame to you at work?

How much do you like being in the spotlight?

People for whom **fame** is an important factor seek a job that will enable them to be recognised and admired. From their workplace they expect the possibility to be in the centre of attention. They often have great presentation skills. They choose positions that enable them to function in the foreground. They enjoy bringing many people together around them. They desire admiration and appreciation. They tend to promote a work environment where individual achievements are rewarded in front of the group. They become involved in attention-grabbing projects. They enjoy working in organisations that appreciate and praise good achievements and offer the opportunity to stand out.

### Your result

***This predictor is less important to you than others. This means that you probably don't have as much of a need for social approval and recognition. You do not aspire to be a recognisable person in your field. You do not see your success on the scale of popularity in the media or in the organisation you work for. Your success and achievements are your inner satisfaction. You do not need to be in the spotlight and great external recognition to feel motivated to continue working.***



## Entrepreneurship

How important is self-employment,  
responsibility and risk for you?

How important is it for you to be the boss  
in a company that you create yourself?

People for whom **entrepreneurship** takes the lead are characterised by their pursuit of self-employment. It is more important for them to be their own boss than a CEO in someone else's company. They have the ability to take advantage of opportunities, situations and events that can arise at any time on the road to success. They are able to take risks, set themselves goals and confidently pursue them. They are among those people who notice problems and are able to deal with difficult and complicated situations on their own. They are not afraid of challenges, and owe their success to commitment and good organisation. They are characterised by their expansiveness, i.e. they feel a strong need to control and dominate and pursue their goals regardless of life's obstacles. In life they look for challenges that motivate them to take action.

Your result

***This predictor is less important to you than others. This means that self-employment is not your priority. Being a specialist in your chosen field or managing a department or company, e.g. a CEO, is something that will meet your expectations much sooner. You don't have to create and manage your own company to succeed. Working in a group and sharing responsibilities can create a greater sense of security and meet the need of feeling part of the company and team. Being your own boss is not your main goal in your professional career.***