

Profi Competence

Tests for Adults



REPORT MY WORK

Report: Name

Report type: Short

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REPORT TEST

MY WORK

My Work Test is a multidimensional tool used in personality testing in the context of numerous areas of your work. This method allows for an accurate and detailed description of your personality in terms of how you work and function at work, resulting from an individual profile determined by your age, gender and experience. The tool identifies your key predictors of success in your professional career. It examines your level of performance, your attitudes and goals, and the charisma associated with leadership. It gives information about the internal strength needed to function in the working environment. The report you hold in your hand presents your typical ways of behaving, feeling and thinking in a variety of professional and private life situations. The test describes your results in five sub-dimensions:



Reading the report, you will find answers to a number of questions about your needs and your style of functioning at work. You will find out about your reactions, behaviours, attitudes, beliefs, strengths and areas for development. The suggested guidelines refer, among others, to your emotional, social, intellectual and physical development.

This report offers comprehensive knowledge about yourself, which can translate into your goals and decisions in your private and professional life.

HOW TO INTERPRET THE REPORT



When analysing your results, pay attention to the fact that some subdimensions may present your natural traits and other subdimensions may provide information about your learned reactions. It's completely natural. In your everyday functioning, you mostly apply your innate traits, talents and strong sides.

However, sometimes the position that you take or the role that you assume in a team (privately and professionally) requires from you certain behaviours. After some time innate reactions become so obvious that you accept them as your natural reactions.

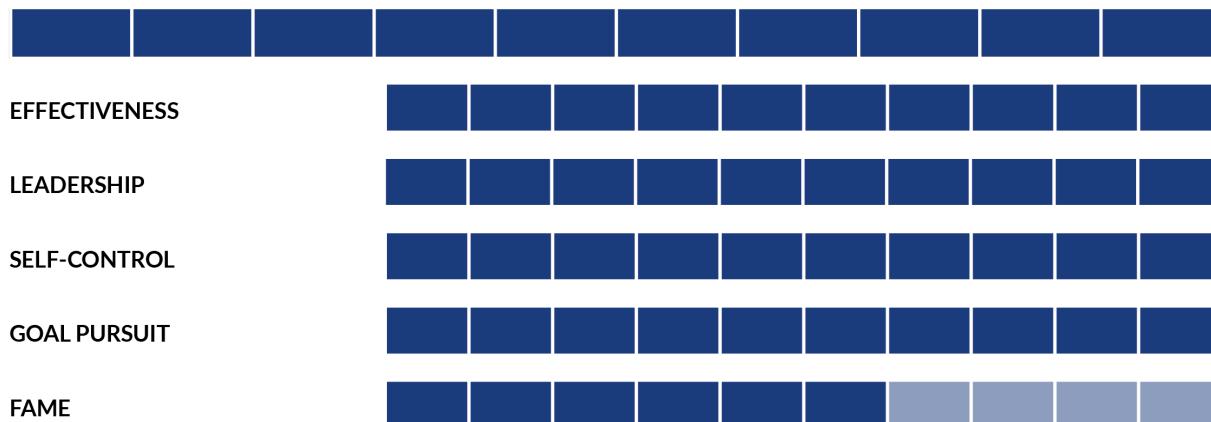
When analysing the results, decide which of the subdimensions show what is innate to you and which ones show a developed way of being. Additionally, decide which traits you would like to keep working on, which ones you would like to start working on and which ones you are fully satisfied with.

Pay attention to the fact that in some of the assessments you may have a generally high result in your overall score, however, particular subdimensions (one or two) may show moderate or low scores.

Example:

The overall assessment score, which is the average of the subdimension results, describes the global image of a person in action, combining the results of all the subdimensions into one general score.

MY WORK



It is possible to receive a high result on the scale of **MY WORK**, and simultaneously receive a low result in the **FAME** subdimension.

We are then dealing with a person who has leadership skills, is effective, manages difficult situations, strives towards reaching set goals, however, they do not need fame or to be praised for what they do and do not aim to be popular.



MY WORK - A

The dimension **My Work** describes a person at work, which roles are assumed, how difficult scenarios are handled. It describes the self-assessment of expertise, abilities and effectiveness in taking action. It demonstrates leadership, authority and management skills considering the establishment of authority at work and the ability to control one's own emotions. It measures the inner desire to achieve set goals and the importance of a professional career to a person.



EFFECTIVENESS

Determines the self-assessment of skills, competences and efficiency in taking action in professional life. It informs to what extent one has faith in their abilities and to what extent they are effective at work as well as how one copes in difficult situations.



LEADERSHIP

Determines leadership abilities and the skill to direct people at work. It shows the way of building up authority and evoking respect among people in professional relations. It measures the level of assertiveness in interpersonal contacts. It determines whether one sets the direction or rather prefers to follow others.



SELF-CONTROL

Determines the level of control of one's own emotions, concentration and stable action. It shows the ability to manage difficult situations. It determines the focal point of one's own resources. It describes the practice of self-control at work. It answers the question, whether the person submits to momentary whims or whether they focus more on the task and aims.



GOAL PURSUIT

It measures the inner desire to reach goals. It reveals aspirations or lack of ambition, perseverance at work or laziness, diligence or carelessness, decisiveness and a sense of the meaning of life. It determines the way in which goals and priorities are set at work. It presents the level of ability to juggle professional and private life and to what extent one desires to climb the career ladder.



FAME

Expresses the level at which social recognition and acceptance within the surroundings are expected. It's one's own self-image, it displays the aspiration for popularity, gaining fame, being admired and liked by other people. Additionally, it shows awareness of being accepted by the surroundings and the role in a team at work.

MY WORK - A



EFFECTIVENESS



LEADERSHIP



SELF-CONTROL



GOAL PURSUIT



FAME





SOCIAL APPROVAL - A

SOCIAL APPROVAL - A



The dimension **Social Approval** describes the tendency to present yourself in a better light to achieve greater social acceptance. It is connected with the willingness to behave in a socially desirable and acceptable manner. The need to win social approval is also demonstrated in the test situations by attributing to yourself positive or commendable behaviour, as well as negating the presence of undesirable attitudes or behaviour within yourself. To some extent it overlaps with conformism and increases the tendency to alter or embellish your own way of behaviour.

Moderate result

Your result on the **Social Approval** scale is on a moderate level in comparison with other people. It means that you are a person who demonstrates a completely genuine and natural need for social acceptance. Your result shows that the level of this parameter that you possess is high enough to understand and follow social norms, yet at the same time low enough to acquire adequate knowledge concerning yourself and other people. You don't need to alter your true self-image to attract better social acceptance.



MY WORK - A

VERY HIGH RESULT

Below you will find overall result for the **MY WORK** dimension
being the average of your subdimensions

Your result on the scale of the **My Work** dimension is very high in comparison with other people. It means that you belong to a group of people, who are very self-aware of their expertise and work skills. You know your strengths and weaknesses. You are a proactive person when undertaking action. You are able to set very ambitious goals, which you achieve step by step. In difficult scenarios you intentionally control your emotions. It is difficult to discompose you. You have strong leadership skills. In a group you are easily able to take control and assume the position of a leader. Organising and managing projects is your strength. You are an independent and confident person. You can establish authority among others. People pay attention to what you say and how you behave. Within a group you are able to speak with confidence. Public speaking is not an issue for you. You are highly aware of your approval among the people that surround you. You enjoy being in the centre of attention. People's lack of interest in you may influence your frame of mind and behaviour – it may cause a drop in your energy level. At work you dislike stagnation. You are always looking for strong sensations. It propels you towards action. You have a task-oriented and non-emotional approach to an issue, you do not avoid it. You are a very determined person, always aiming

towards achieving your set goals. You mainly focus on your professional career which is why sometimes you may lose sight of the boundary between private and professional life. You are prone to workaholism.