

Profi Competence Tests for Adults



REPORT MY WORK

Report: Name

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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 learn about your reactions, behaviours, attitudes, beliefs, strengths and areas for development. The extensive analysis of your results also includes recommendations from specialists in various fields. The proposed 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.

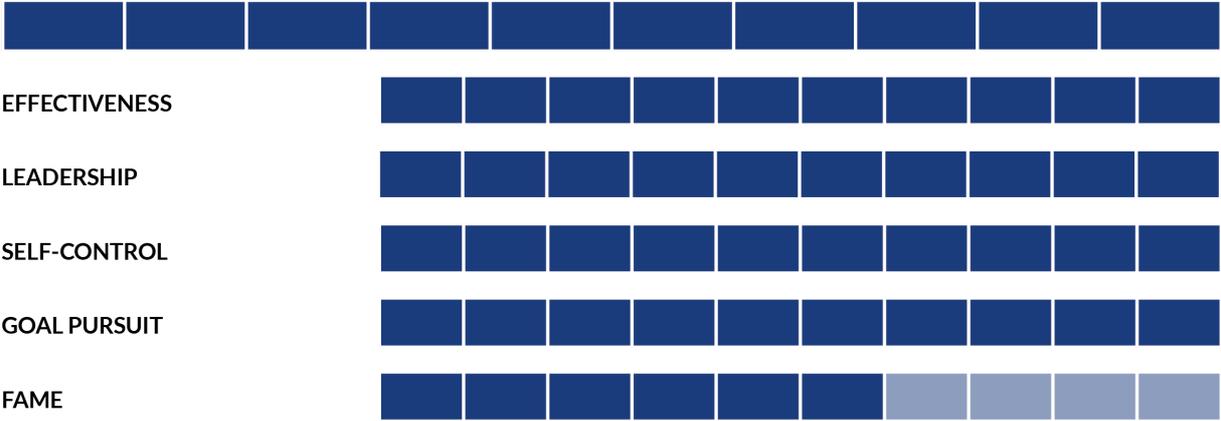
When analysing the results, decide which of the subdimensions show what is innate to you and which ones show a developed way of being. Additionally, decide which traits you would like to keep working on, which ones you would like to start working on and which ones you are fully satisfied with.

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.

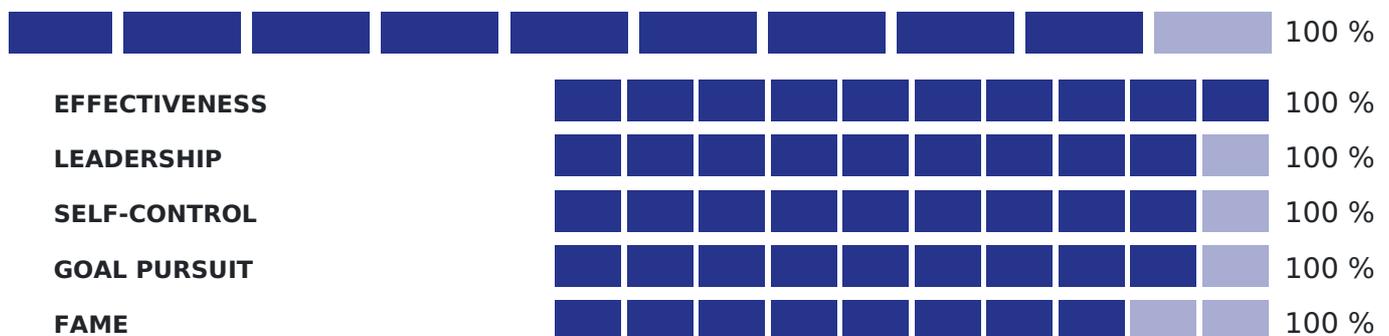
GOAL PURSUIT

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



DIMENSION

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.

DIMENSION

MY WORK - A



SUBDIMENSIONS:



EFFECTIVENESS



LEADERSHIP



SELF-CONTROL



GOAL PURSUIT



FAME

**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.

Now take a close look at the detailed results to find out which of the subdimensions
have the greatest impact on your overall result.

**EFFECTIVENESS**

Your result on the scale of the **Effectiveness** subdimension means that you belong to a group of people who are very aware of their own competences and skills at work. You are highly aware of your abilities and level of intelligence which enables you to achieve high results and climb the career ladder. You belong to a group of people who are very skilled, who easily absorb knowledge, which allows you to gain greater work-related competences and new skills. You manage difficult and demanding situations perfectly, they do not evoke panic and fear in you. In your actions you belong to a group of people who are very effective. You have a large amount of faith in yourself and your skills, thanks to which people view you as a competent person. You are a person who is greatly predisposed towards assuming the role of a leader at work. Your level of effectiveness may build a figure of authority among your co-workers. Your

self-confidence and faith in your own abilities allows you to face difficult tasks. At work you are seen as a very good and effective worker.

REMEMBER: Humility is always necessary. An excessively positive self-assessment of your skills and competences may stop you in your career development or lead to wallowing in your own perfection. Your level of effectiveness may overwhelm weaker people, that is why as a leader or co-worker you should support them in their actions, in order to give them more motivation to work.



LEADERSHIP

Your result on the scale of the **Leadership** subdimension means that you belong to a group of people who are characterised by their highly developed leadership skills. You are a person who builds up authority and respect among others, which allows you to lead the group. You are highly skilled at leading people at work. Your views and opinions in professional, as well as public relations have a large influence on the surroundings. People pay attention to what you say and how you behave. Through your behaviour and attitude you evoke respect, which allows you to build up the role of a leader at work as well as admiration among co-workers. You do not belong to a group of people who enjoy being directed by others. You are the one who directs and manages the tasks. You cope well in difficult and conflict situations, you are able to effectively resolve disputes. You are an independent and confident person, who always knows what they want. Organising and directing enterprises are your strong sides. In teamwork you do not allow others to walk all over you. You are a very assertive person.

REMEMBER: With the role of a leader at work comes great responsibility. Through building up your authority you have a big influence over people. As a leader pay attention not only to the tasks, but also to the human factor. Your high self-confidence may overwhelm people with a low sense of self-worth. Remember, use your leadership competences to motivate and appreciate co-workers, this will allow you to make use of even greater potential within the team.



SELF-CONTROL

Your result on the scale of the **Self-Control** subdimension means that you belong to a group of people who are stable in their actions, who do not give into their emotions. In difficult situations you are able to control your emotions, it is tough to destabilise you. In assigned tasks you are a very persistent type of person. You carry out all the tasks until the end. You are a very disciplined person. You do not succumb to impulses and whims, which can deflect you from your intended goal. Your result indicates that even in difficult moments you do not give up. You always pursue your intended goal and afterwards you set the next one. It's difficult to distract and anger you. You are able to keep your cool. Even when highly stressed, you focus on the task in order to complete it. You have a high level of self-control. You do not show your emotions, even if you strongly feel them. If you do not feel like working, but you know that the task must be completed, you take action and achieve set goals. You are a very self-controlling person. You control your emotions better than others.

REMEMBER: Excessive self-control and suppressing emotions may have a negative influence on your body. Such a strong focus on tasks and goals may cause the failure to notice the human factor. People surrounding you may feel overlooked. Remember that interpersonal relations at work are also very important. As a leader you should manage not only tasks, but also people.



GOAL PURSUIT

Your result on the scale of the **Goal Pursuit** subdimension means that you belong to a group of people who have a high level of aspiration. You are a very proactive person. You can set very ambitious goals which you then consistently accomplish. The higher the goal, the more motivated you are to take action. You are able to work hard to reach your pursuits. You are an ambitious person, meticulous and persistent in striving towards your goal. You aren't afraid of work and tough challenges. Difficult situations cannot stop you from acting. Step by step you pursue your plan. The mere vision of your goal motivates you to work. Your result shows that you are mainly focused on the task and striving towards the goal, which may cause you to overlook the human factor. It means that sometimes you ignore the emotions and feelings of others. You are a person who strongly focuses on their career, to the point where you may lose sight of the line between private and professional life. You have workaholic tendencies.

REMEMBER: Work is very important but take care of maintaining a balance between private and professional life. In a team pay attention to people and not just the tasks. It's the people who help you in accomplishing tasks and reaching select goals. Your result may indicate that you possibly devote yourself too much to your career, which may lead to workaholism.



FAME

Your score on the **Fame** subdimension scale means that you are one of those people who think they are rather popular with the colleagues at work. You have a high level of awareness of being accepted by the people around you. Sometimes you may have a desire to be famous and admired. People like to be in your company, which makes you feel appreciated. At work you like to be the centre of attention. Sometimes the fact that you don't attract interest of others may affect your mood and behaviour. In a new environment you are very confident that new people will get to like you, so you are predisposed to build up numerous interpersonal contacts. You are rather not afraid of being rejected by other people. You feel like a popular and attention-grabbing person in the group. Your attitude allows you to build the role of a leader in the group. You are able to focus attention. When you speak, people listen to you.

Remember: Too much confidence in your popularity can embarrass people with lower scores, and this can disrupt your interpersonal relationships. Sometimes pay attention to other people. Don't let a lack of interest or fame affect your mood and well-being. Being popular has its price.



EFFECTIVENESS

- You have a sense of high effectiveness, skills and competences. Grow in different areas because You are able to achieve more than others.
- Your high level of self-esteem allows you to construct the image of a very self-confident person. Use this in your professional career.
- Remember, humility is always necessary. An excessively positive self-assessment may lead to failing to notice the weaker aspects. Sometimes stop and try to verify your competences.
- You can build up strong authority, that is why you should use this in managing people. Cooperate with people and motivate them to take action. Provide strength for the weaker ones.
- In difficult situations use your skills and high effectiveness. Do not be worried about making risky decisions. A reasonably thought out decision, which may even be risky, may be your path to winning.
- Your strength allows you to take on difficult tasks, more so than others. Set yourself even greater challenges with more responsibility and you will surely be able to face up to them.



LEADERSHIP

- You have highly developed leadership skills. Develop them even further and you will achieve perfection.
- Pay attention not only to the tasks, but also to the people. Your high self-confidence may cause some of the others to feel overwhelmed and less self-confident and sometimes even withdrawn from certain tasks. Use your authority to strengthen them. Remember, you have a large influence over people and their development. Motivate them to work, support and direct them.
- Support new ideas, get your team excited about taking action.
- Learn to delegate tasks. Being a leader doesn't mean that everything has to be done by you.
- Appreciate the people that surround you. Skilful feedback can only motivate, even if it is negative. If you have an issue with this, learn a few techniques and you will see that it isn't so difficult.
- As a leader remember not only about planning, organising and managing. There is also controlling. Always check if the delegated tasks are completed. This will allow you to finalise matters.
- In difficult situations do not be worried about making difficult decisions. Always seek the best solutions for you and your team. That's what a leader is for.



SELF-CONTROL

- Excessive self-control and suppressing emotions may cause you to feel drained. Give way to your emotions and you will feel greater calm and peace of mind. If necessary, show your anger or happiness. Try to be more authentic.
- Besides from greatly focusing on tasks, pay attention to people as well. They are the ones carrying out many kinds of work. The human factor is very important. By overlooking people, you do not build up co-operation and you do not motivate them to take action.
- Allow yourself some slack. Strong self-control can cause a lot of tension. Do something

crazy sometimes. You do not always have to be a proper person. This will allow greater freedom and open you up to new possibilities.

- Learn relaxation techniques. Think about what gives you a lot of pleasure and begin to do that.
- Strong self-control sometimes doesn't allow for unconventional solutions, which may give you greater effects. Sometimes very difficult situations require different solutions. Do not be afraid of behaviours that are unusual for you.
- You always aim for your set goal and later you set yourself another and another, even when you feel fatigue. Additionally you have a high level of self-control. Remember, you have the right to rest. Make use of this right and you will see how good it is to charge your batteries sometimes.



GOAL PURSUIT

- You are able to stubbornly strive towards your goal. This focuses your attention and your energy. Remember that besides from a career-based goal there are also other important areas of your life. Take care of maintaining a balance between professional and private life.
- Set clear and concrete goals in a realistic timeframe.
- At work pay attention to people and not only to the tasks. Take care of interpersonal relations and ensuring a good atmosphere.
- Find time for your own enjoyment and relaxation as well.
- You have large aspirations. Set yourself goals step by step, which can then lead you to the top of your career.
- In teamwork you belong to a group of people who are very strong. That is why in difficult situations you can take a lot of responsibility on your shoulders. You will surely deal with this better than others.
- You are able to work hard in order to achieve your pursuits. You have a lot of internal motivation. That is why you should support your team. Motivate them to take action and accomplish set goals. You can be the strong link in the team and a good leader.
- You have highly developed leadership skills and competences. Develop them even further.
- Be careful, you have high workaholic tendencies.



FAME

- Remember! Too much popularity can embarrass other people, and this can disrupt your interpersonal relationships.
- You have a great influence on others and are a very energetic person, so co-operate with people to motivate them to act and work.
- Do not compete with people. Fame at all costs will not bring positive results.
- Sometimes pay attention to others. Do not just focus on yourself.
- Since you may be reluctant to accept negative feedback, listen to the opinions of those close to you. They know you well enough to give you good advice.
- Don't let the lack of interest in you affect your mood and humour.
- You do not always have to be the centre of attention. Sometimes it is good to stand aside and listen to what others have to say.
- Try not to dominate others too much. Let them also prove themselves.
- Use your skills and competences to develop your leadership skills.