



Career Test Young

Report

REPORT: Name

REPORT TYPE: Medium

ID: 0000

DATE: 2021-02-23



CAREER TEST Young 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 and contentment as well as 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 Young is a tool examining your key values and the needs that should be fulfilled in your 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 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 the current match between a profession and your personal needs and assess whether the direction you have chosen is compatible with your key values in a work environment.



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

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.



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

Professional competences

Entrepreneurship

Finances

Harmony

Balance and security

Independence

Creativity

Hedonism

Interpersonal contacts

Development

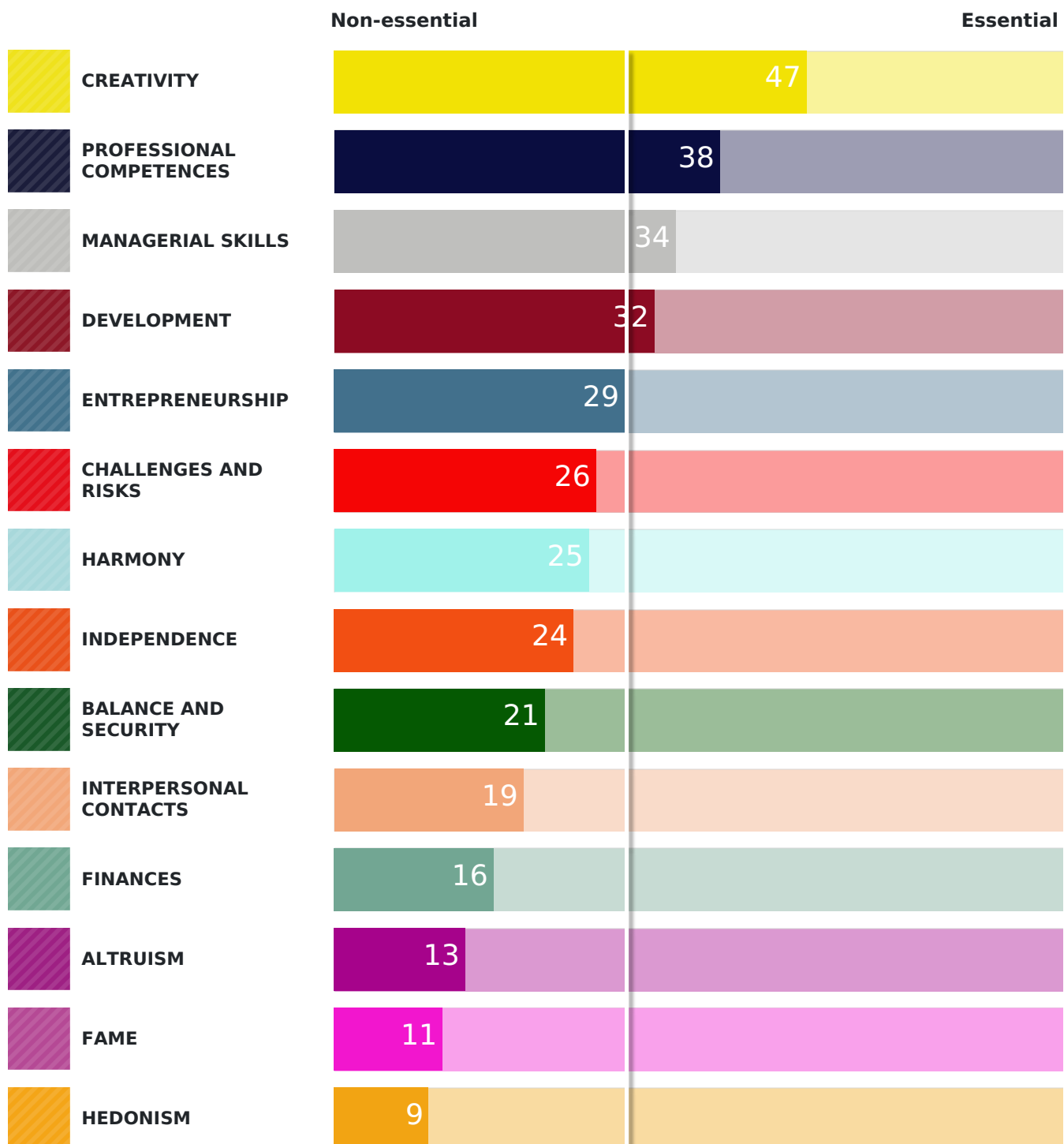
Challenges and risks

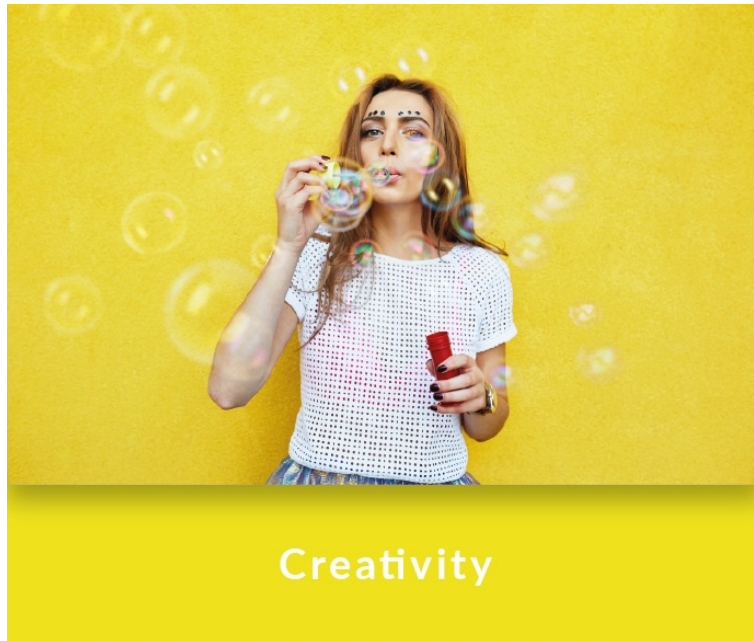
Managerial skills

Altruism

Fame

RESULTS - GRAPH





How important will work requiring creative thinking be for you?

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

How important will creating new solutions, unconventional concepts be for you?

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 future job, you will rather continuously seek better solutions and introduce creative ideas. Changing your career path will not be a problem for you.



Professional competence

How important will it be for you at work to be 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 your future job?

Your result

This predictor is dominant for you, it means that when selecting a job or a major, an important aspect for you will most likely be improving your qualifications in a particular field. You are probably not interested in a managerial position, but rather the position of an expert. It is important for you to have your specialist skills be appreciated by your employer in your future job.



Managerial competence



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

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

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

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

Your result

This predictor is dominant for you, which means that in your job you will probably enjoy increasing your responsibility and your sense of influence. You will 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 rather will not be afraid of responsibility and making key decisions.



Development

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

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

Your result

This predictor is dominant for you, it means that you will 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. In your future job you may feel bad when the tasks that are assigned to you are repetitive activities that do not allow you to expand your knowledge or skills



Entrepreneurship

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

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

Your result

This predictor is dominant for you, it means that you are willing to set yourself ambitious goals and are not afraid of challenges. For you, a job that is of importance is one in which you plan, organise and manage, taking full responsibility for yourself and independently make decisions regarding yourself and your time. Running your own business may be one of the directions that will meet your expectations in your professional career and allow you to fulfil your dreams.



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

How important will it be for you to perform tasks that require solving difficult and complicated issues?

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

Your result

This predictor is less important to you than others. This means that in your job you will probably value the safety and predictability of tasks at work rather than taking risks or facing difficult challenges. A large dose of adrenaline and uncertainty will be rather unlikely to motivate you to work. A job charged with high risk may be stressful for you. You prefer positions that allow you to develop skills and competences within your comfort zone. Your commitment to action will be greater when the level of extreme emotions and risk is lower.



Harmony

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

Will the professional sphere be more important to you than the private sphere?

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

Your result

This predictor is less important to you than others. This means that when you become engaged in future work, you may not pay attention to the line between work and private life. Your career may be so important to you that you will be able to give up on other needs for the sake of work. Taking your work home will not be an invasion of your privacy. Professional success in your life will be very important to you. Be careful so that it won't dominate your private life.



Independence

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

How important will flexibility and independence in your future job be for you?

Your result

This predictor is less important to you than others. This means that independence at work will not be the most important factor for you. Working on your own may not be your priority. At work, you will rather value the existing rules and principles. The goals and procedures set out by your employer may determine your direction of work and your affiliation with the organisation. In teamwork, you will value collective responsibility for the results. You probably belong to a group of people who who can work effectively with others to achieve company goals.



Balance and safety



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

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

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

Your result

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



Interpersonal contacts



How important will teamwork be for you?

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

How important will work requiring constant interpersonal contacts be for you?

Your result

This predictor is less important to you than others. This means that you belong to a group of people for whom interpersonal contacts at work will not be a priority. They may be a less important aspect in your choice of profession and position than other factors. You are rather able to draw external stimulation from many areas, not only from your contacts with other people. You will be able to work on your own as well as engage in teamwork. Lack of co-operation and relations and a good atmosphere with others will not cause any discomfort for you or decrease your motivation to take action. You are unlikely to be one of those people who translate interpersonal contacts into the achievement of goals and tasks.



Finances

How important will your earnings be to you at work?

Will the financial aspect be one of the most important factors that will motivate you to work?

Your result

This predictor is less important to you than others. This means that you belong to a group of people for whom finances will not be the dominant factor in making a professional commitment. The commercial success and financial performance of the organisation you work for will not be your priorities. Satisfaction from your job will be received from other areas, which does not mean that you do not care about achieving financial results or receiving proper remuneration. You will be more likely to take up a job because it is consistent with your skills and interests, rather than just for financial gain.



Altruism



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

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

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

Your result

This predictor is less important to you than others. This means that you will not be guided in your job choices mainly by a desire to help and support people, which does not mean that you have no developed empathy. Your priority may be to achieve your own results and successes and the development of the company you will work for. In your work you can be more focused on goals rather than on the human factor and helping others.



Fame

How important will fame be to you at work?

How much do you like being in the spotlight?

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 will work for. Your success and achievements will become your inner satisfaction. You do not need to be in the spotlight and great external recognition to feel motivated to continue working.



Hedonism

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

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

How important will a formal or relaxed working environment be for you?

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 your future job you will 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 will provide it for yourself during private time. You will rather not combine social life with duties and commitments towards the company.