



Career Test Young

Report

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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



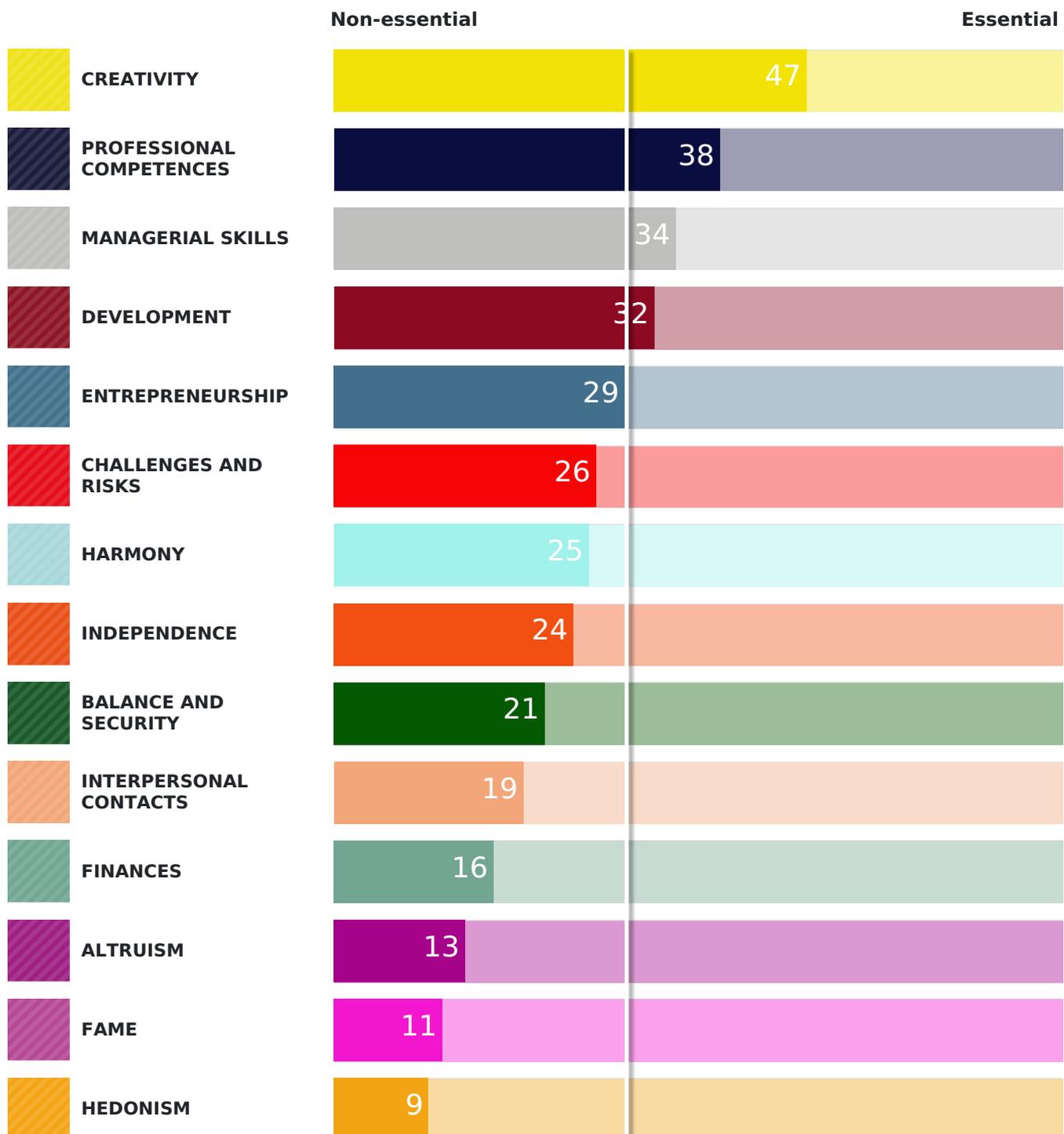
Altruism



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?

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



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?

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 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.

What should you take care of in your work?

- Develop your professional competences and ensure continuous access to knowledge.
- Find a mentor who will guide you to achieve perfection in your work.
- Observe those who are best and learn from them.
- In addition to expertise, develop your social and interpersonal skills.

What can demotivate you at work?

- Lack of opportunities to improve your professional skills.
- Lack of role models - people from whom you can draw specialist knowledge.
- Co-workers who do their work unreliably.
- Lack of a sophisticated level of duties at work - the company's focus on quantity and not quality.

Possible threats

- Perfectionism that prevents you from enjoying the results of your work.
- Excessive demands in relation to other colleagues to whom "work is just work".
- Concentrating too rigidly on one's own goal and failing to see what is going on in the company.
- Weakening of social relations which is connected with a high level of individualism.
- Others may see you as an expert and ask for help. If you are unable to refuse and delegate tasks, you can ultimately do everything by yourself.



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?

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 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.

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.



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?

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 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

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.



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?

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 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.

What should you take care of in your work?

- The opportunity to be independent in your actions.
- Performing important and responsible tasks.
- Using strategic thinking.
- When taking up challenges, focus on a thoroughly done market analysis.

What can demotivate you at work?

- Lack of possibility to influence the development of the company.
- Lack of control.
- Being dependent on other people.
- People with short-term thinking.
- Lack of possibility to develop the company, service or product

Possible threats

- Your ideas may not always be compatible with the vision of others.
- Your strong determination and belief in success does not always reflect the faith and determination of those who will co-operate with you.
- Remember that self-employment involves a lot of responsibility and risk.



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?

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

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"?

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 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?

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 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?

People who are set on seeking 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 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?

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 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?

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 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?

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 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?

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 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?

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 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.