

*Test over mijn profiel, uitgevoerd
door arbeidspsychologen van de universiteit van Gent.
Meer info onderaan dit document.*

Your results.

This is your personal profile.

Work Values - Internal process.

Guiding values in your career:

At their best, careers provide an individual with a sense of meaning and purpose in life. Individuals differ in the goals they want to attain in their work life. On the basis of the completion of this questionnaire, you can best be described as an internal process - type. You like to work in a controlled and structured place. You think it is important that formal procedures govern what people do. You value permanence, stability, and efficiency.

Ideal environments for your career:

The type of work environment where you probably feel best might be described as a "Hierarchy culture". The "Hierarchy culture" has a clear organizational structure, standardized rules and procedures, and well defined responsibilities. The long-term concern is on stability and performance with efficient, smooth operations. The organization's management is concerned with secure employment and predictability. Hierarchy cultures can be found in government agencies and large organizations.

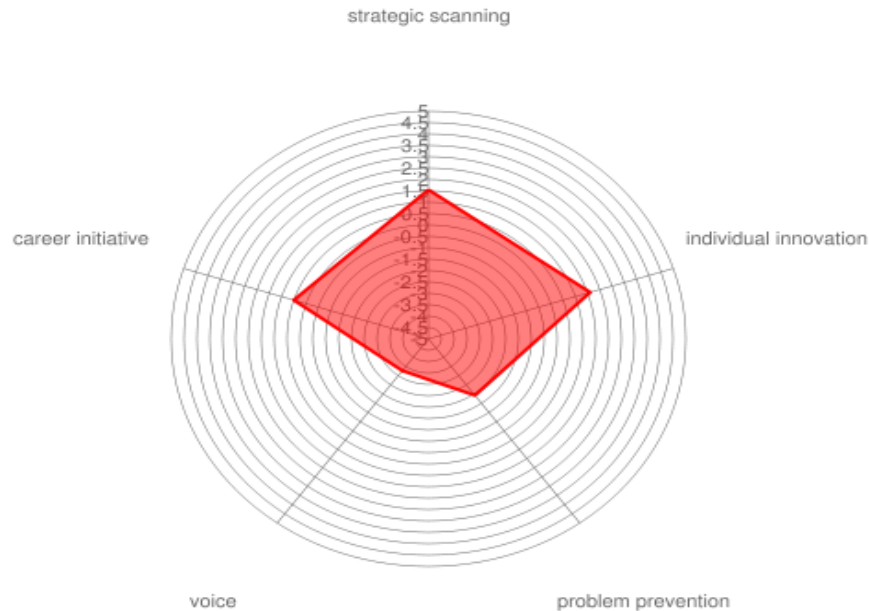
Type of leadership desired:

Over time, you might be interested to take on a leadership position in your career. People may have different leadership styles. On the basis of your profile, *the monitor and coordinator role* might be the most natural leadership styles that are also valued in the work environment described above.

The monitor is a technical expert and well-informed. This person keeps track of all details and contributes expertise. His or her influence is based on information control. The coordinator is dependable and reliable. This person maintains the work flow. His or her influence is based on managing schedules and giving assignments.

Proactive behaviour:

People often do not wait for things happening to them, but instead take initiative, try to anticipate on things that may happen in their lives and try to shape their own future. This self-directed behavior is also called "proactive behavior". Below, you can read how your proactive career behaviors compare to your peers.



Career Initiative:

This strategy concerns you actively attempting to promote your career rather than passively responding to situations, for instance, by planning your career, developing your skills or seeking coaching by senior colleagues. For this strategy, your score is equal to that of your peers.

Strategic Scanning:

This strategy concerns you monitoring the organization's environment to identify ways to ensure a better fit between the organization and its environment, for instance, identifying how the organization might respond to emerging markets or anticipating on future threats and opportunities. For this strategy, your score is higher than that of your peers. This means that you are particularly good at it.

Voice: This strategy concerns you making innovative suggestions for change and recommending modifications to standard procedures even when others disagree.

For this strategy, your score is lower than that of your peers. This means that you could make an effort to use this strategy more to your benefit.

Individual Innovation:

This strategy concerns you creating and implementing new ideas, for instance, by identifying opportunities, new techniques or approaches.

For this strategy, your score is higher than that of your peers.

This means that you are particularly good at it.

Problem Prevention:

This strategy concerns you acting self-directed to prevent the re-occurrence of work problems, for instance, by trying to find the root cause of things that go wrong in the company.

For this strategy, your score is lower than that of your peers. This means that you could make an effort to use this strategy more to your benefit.

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[Test : http://profiletests.dyndns.org/](http://profiletests.dyndns.org/)

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