





Career Profile

Project: JB

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Presented by:
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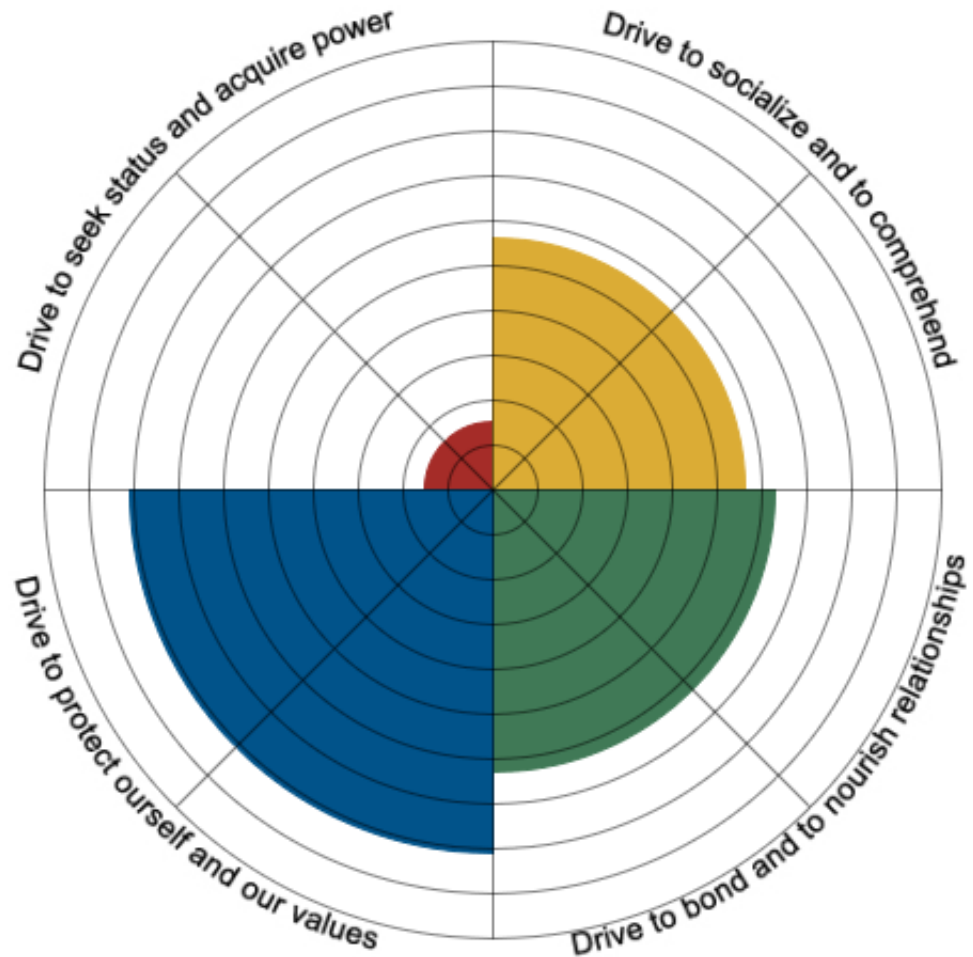
				
Characteristics	<ul style="list-style-type: none"> • Dynamic • Focused • Resourceful 	<ul style="list-style-type: none"> • Outgoing • Innovative • Spontaneous 	<ul style="list-style-type: none"> • People-oriented • Friendly • Loyal 	<ul style="list-style-type: none"> • Organised • Disciplined • Detail-oriented
Focuses on	<ul style="list-style-type: none"> • Pace • Goals • Results 	<ul style="list-style-type: none"> • Ideas • Change • Being on 	<ul style="list-style-type: none"> • Harmony • The group • The human factors 	<ul style="list-style-type: none"> • Quality • Precision • Procedures and rules
Motivational factors	<ul style="list-style-type: none"> • Prestige • Influence • Victories 	<ul style="list-style-type: none"> • Freedom • Variation • Contact with others 	<ul style="list-style-type: none"> • Teamwork • Stability • Secure settings 	<ul style="list-style-type: none"> • Structure • Professionalism • Clear guidelines
Fears	<ul style="list-style-type: none"> • Failing • Appearing weak • Losing influence 	<ul style="list-style-type: none"> • Repetition • Limitations • No attention 	<ul style="list-style-type: none"> • Hurting others • Personal conflicts • Be outside the group 	<ul style="list-style-type: none"> • Being focused on • Making mistakes • Time pressure
Contributions	<ul style="list-style-type: none"> • Pace • Action • Results 	<ul style="list-style-type: none"> • Ideas • Changes • Development 	<ul style="list-style-type: none"> • Humanism • Stability • Cooperation 	<ul style="list-style-type: none"> • Quality • Stability • Precision



Characteristics

The radargraph to the left shows the tendencies in your profile.
The matrix above describes typical characteristics of the four types.

- What behavioural traits do you recognise in relation to your own primary preference?
- And what behavioural traits do you see in relation to your second highest preference?
- Find specific examples



What does the diagram show?

The diagram shows a total outline of the four behavioural tendencies. For each of the four behavioural tendencies, the total score is indicated. The size of the four areas indicates how significant the behavioural tendencies are.

The plus marking

For each of the four areas, the "acquired behaviour" is marked with grey pluses. Marks that are placed further out than the coloured scores indicate that the focus person wishes to strengthen the particular tendency. Marks that are placed closer to the centre than the coloured scores indicate that the focus person wishes to moderate the particular tendency.

Your primary driver & Career navigation

Below is a brief outline of your *primary driver* and your strengths in relation to jobs, careers, and job-related tasks. Consider how you can use your drivers best in your career navigation.

Read the text as inspiration and examples.
Read the text in the context of your professional skills.
All four drivers give you options in relation to all the jobs.

Your highest driver is blue energy

Your highest driver is blue energy.
The abilities to absorb and perfect are some of your greater strengths.
. You are more persevering and more willing to work than most people.
These qualities are important within many occupations/trades.
You are especially good at structuring things, and you have a sense of detail.
You are often seen by other people as a person who is trustful, willing to work, and conscientious.

This matches jobs and tasks with the following characteristics:

A need for focus on quality and details
It is required to have an effort dominated by a willingness to work
A need for stability – ability to make a steady long-term effort
The ability to becoming absorbed in detail and to accept repetition until the results show
Carefulness and punctuality are required

Five focus points

- Jobs with a need of high quality
- Jobs which require carefulness
- Jobs which require precision
- Jobs where you work with details
- Jobs which require persistence

Examples of job types which could match this potential are:

- IT development
- System construction
- Engineer, calculations
- Lawyer
- Quality control
- Office jobs, secretary
- Administrative tasks
- Economic, bookkeeping
- Store/stock control
- Revision, controlling
- Research, analyst
- Captain - airplanes, ships
- Doctor, dentist
- Scientific work
- Medic, laboratory technician



Your supplemental driver

Below you will find your *Second-highest driver* and your strengths in relation to jobs and careers. Consider how your second-highest driver interacts with your primary driver, how it complements your primary driver - and the new opportunities.

You still need to read the text as inspiration and examples and read it in context of your professional skills. Remember to focus on the new opportunities in practice.

Your second highest driver is green energy

Your second highest driver is green energy. The ability to listen to other people and to put yourself in their situation are some of your greater strengths. You can create/build up good personal relations to other people. You are conscientious and good at entering into a cooperation with other people. These qualities are important within many occupations/trades. You are often seen by other people as a person who has an emotional intelligence – and people find it natural and pleasant to ask you about their questions and problems.

This matches jobs and tasks with the following characteristics:

A need for a highly people-oriented approach to things
 A need for a quiet, relaxed, and balanced approach to things
 That you do not focus too much on yourself and your own wishes
 The tasks have to be solved in close collaboration with other people
 It is necessary that you can handle emotions and attention
 A loyal and steady approach to things is required
 Tasks with a high level of human contact

Five focus points

- Jobs with a focus on people
- Jobs which require empathy
- Jobs which require identifying
- Jobs which have a focus on consideration for others
- Jobs which have a focus on good cooperation

Examples of job types which could match this potential are:

- The social area, care, consideration
- People care, nurse
- Children, pedagogy, social education work
- Teaching, teacher
- Adviser, guidance
- Therapeutic work
- Coaching
- Psychology
- Negotiation, conflict solver
- Relation based sale
- Service, support
- Demonstratrice
- Customer service, clerk



Find the strengths in your lowest driver

Below is your *Lowest Driver* - and the strengths in it, in relation to your career. Consider how you handle tasks that motivate you to a lesser extent than others. Remember to look at the forces that hide behind your lowest driver ...

Still read the text as inspiration and examples and see it in the context of your professional skills. Remember to keep focussing on the potentials in your strengths.

Your lowest driver is red energy

Your lowest driver is red energy.

We have decided that the main thing to look at is what a low red score can give in terms of opportunities.

You have a mild accession to other people. You are good at giving space to others and finding solutions via consensus.

You are build up by trust, and you put the people in front of the goal – which means that consideration to others is really important to you.

You are patient and reserved, and do not see your career as the most important thing in the world.

You are peaceful and wait patiently. Other people see you as an inspiring, confident and pleasant person.

This matches jobs and tasks with the following characteristics:

The drive has to be balanced with consideration to the human aspect

A focus on both process and result

Surroundings and employees have to be considered while implementing tasks and decisions

Not only a focus on power, goal, and results

A need for a high level of involving employees

Decisions have to be taken with cooperation

A need for cooperating in groups and teams

Low red energy does not match very well with:

- Jobs which requires a high drive
- Jobs which require high goal-directedness
- Jobs which require a high willing of taking risks
- Jobs which require a high trenchancy
- Jobs which require overspecialised focus on results

But remember to focus on your possibilities – so focus on:

- Jobs which require understanding for each other
- Jobs where work can be consistent with private life
- Jobs where you have a possibility to involve other people
- Jobs with a focus on humanity and safety
- Jobs where you have to make a long-term loyal effort



Other Profile and Analysis Tools

e-stimate aps offer other profile tools targeted at different areas.
Below, you will find a short presentation - see more at www.e-stimate.dk
or contact us at: info@e-stimate.dk

Strength Profile

Based on positive psychology, uncover the greatest personal strengths.
The profile is based on Martin Seligman's definition of the 24 forces.
Adapted to Danish culture and norm group

Five Factor Profile

The Five Factor model, also called Big Five, shows five pillars in personality.
The profile is based on International Personality Item Pool, the NEOAC model.
Adapted to Danish culture and norm group

Compass 360

A flexible tool tailored to 360 degree feedback - fx leadership development.
Quick and easy to use - comprehensive and comprehensible report.

Analyser

A flexible survey tool for fx employee and customer satisfaction.
Quick and easy to use - comprehensive and comprehensible report.

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