CareerPositioning**System**

Predictive Psychometric Profile:
Jane Doe
Jan 14, 2015

Get the most from your Predictive Psychometric Profile

This **Predictive Psychometric Profile** gives a snapshot of your career potential – what you most enjoy doing and the ways in which you are likely to get your best results at work.   It is based on the short surveys you completed, which measured:

Your Career Interests – the work that most attracts you
- Identifying work activities that match your top interests can help increase your enthusiasm and fulfilment at work, and is a great starting point for looking at career options.

Your Competencies – what you are likely to do well
- Understanding what you do best at work, and discovering ways of working that you may not have yet fully developed, can help you identify careers in which you are likely to do well, and can also help increase your success in your current career.

The self-knowledge you will gain from this Predictive Psychometric Profile can help you better understand what work will really fulfill you and how you get your best results at work. Take time to go through all the detail of the feedback and reflect on how it matches your experiences in work, studying and/or volunteering.


N.B.
The information in this Predictive Psychometric Profile is based on the self-report surveys you completed. It does not take into account objective measures of your cognitive ability, competencies, education or training or your personal circumstances - all of which are important factors for your career success and fulfilment.

Your Career Interests

Interests are what attract people to different kinds of work. Understanding your top interests will help you to identify work you will find satisfying and fun.

The pie-chart below shows your balance of Career Interests. The larger the section, the more that type of work attracts you.
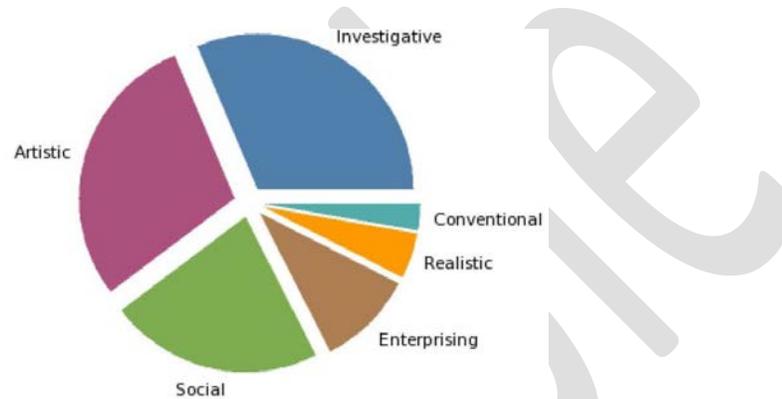
You are probably most interested in work that is:

💚 **Social** – team-focused, coaching, ethical work, with high personal responsibility

💚 **Investigative** – complex, research-based, analytical, and self-reliant work

💚 **Artistic** – highly creative, original, varied and often unstructured work

You are less likely to be interested in work that is:

💔 **Enterprising** – entrepreneurial, deal-focused, calculated risks and hard work

💔 **Realistic** – action-oriented, practical, resilient and cool-headed work

💔 **Conventional** – structured, organized, accurate, efficient and detail-focused work

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Making sense of your Career Interests

Career Interests are the types of work that attract us – the activities we look forward to and enjoy doing. The survey you completed revealed your Career Interests preferences. There are no right or wrong Career Interests, just whatever attracts you personally.

If you are surprised by your Career Interests Profile, take time to reflect. Read carefully through the definitions for each Interest, and try to relate them to real work you have done. Labels can be misleading, but if you find that the definitions describe work you have enjoyed or looked forward to, your Career Interests are likely to be an accurate and useful guide to the type of work you should be searching for to maximize your interest and enjoyment. Often, too, we can be attracted to work that sounds glamorous or exciting or is done by someone we know and admire. The Career Interests Survey was designed to get behind these surface impressions to discover the truth of what you actually like doing.

Career Interests matter most when you are exploring careers or thinking about a job move. They can help you identify careers you'll enjoy, and stop you wasting time pursuing careers where you might have all the right qualifications and background, but the day-to-day activities just aren't what you are looking for. Compare the descriptions of your top Career Interests to what you learn about the actual work involved in careers you are considering. If the descriptions match, you're very likely to enjoy the work. If not, you may want to consider very carefully whether it's the right place for you.

Career Interests can also be useful once you are working in a career. Almost all of us enjoy some parts of our jobs more than others, and we all have a natural tendency to prioritize what we like best. Compare your Career Interests to what you actually do during a typical working week. If you find that some of your Career Interests do not match what you do at work, think about finding opportunities outside work to fulfil these interests, perhaps by volunteering in your community or taking on extra study or professional development activities. Make sure, too, that you are not neglecting the areas of work that do not exactly match your Career Interests. Try to find ways to incorporate your Interests in how you work, and structure your workdays to ensure that you devote time to these less-interesting activities. For some people, getting the less interesting work out of the way in the morning works best, others prefer to set aside time at the end of the day. There's no best way, just whatever works for you.

Remember, too, that Interests are by no means the most important aspect of job fit. They are good predictors of the broad type of work you'll find attractive, but they will rarely show the exact right job for you and they say nothing about the work you'll actually do well. Other parts of your Career Match – your Potential Competencies and your Reasoning Abilities – are far more strongly predictive of success at work.

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Your Competencies

Competencies are the behaviors and personality factors that drive high performance at work. Understanding your Competencies will help you to identify the ways in which you are likely to achieve success, and the ways of working that you may wish to develop further.

The 20 Competencies below, grouped into 8 clusters of complementary behaviors, show your likely strength in terms of the ways of working that are most valued by employers.

- The green bars show the Competencies you see as your top strengths – how you see yourself getting your best results at work
- The orange bars show the Competencies you see as possible strengths – ways in which you think you are moderately likely to get good results
- The red bars show the Competencies you see as less likely strengths – areas in which you are not so confident of your capacity

Nobody has every competency as a top strength, and no job draws on all 20 competencies – different jobs require different combinations of competencies for success. As you consider your Competencies, reality-test this self-report with evidence from people who know you well at work, in your studies, or in community activities. You may not be fully aware of your potential.

Leadership competencies

Taking Initiative
- Taking responsibility for actions, projects and people
- Showing initiative and working well independently
- Being proactive and not afraid to make changes
- Making quick, clear decisions, even when faced with tough choices or serious risks

Unlikely strength ⟷ Likely strength

Managing
- Giving clear directions
- Motivating and empowering others
- Hiring, coaching and developing great performers
- Setting appropriate standards of behavior

Unlikely strength ⟷ Likely strength

Teamwork competencies

Cooperating
- Showing respect for others and their views
- Consulting with others, sharing information and expertise
- Building team spirit through empathy, listening, supporting and caring
- Adapting to others and reconciling conflict

Unlikely strength ⟷ Likely strength

Ethical Responsibility
- Living your values
- Showing real commitment to equal rights
- Building diverse teams
- Encouraging organizations and individuals to act responsibly towards the community and environment

Unlikely strength ⟷ Likely strength

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Influencing competencies

Networking

- Building great relationships with customers and colleagues
- Getting along with everybody
- Building wide and effective networks
- Using appropriate humor to bond with others

Unlikely strength ⟵⟶ Likely strength

Persuading

- Convincing to get agreement and commitment
- Working the politics to get results
- Speaking up for your own and others' ideas
- Making a big personal impact

Unlikely strength ⟵⟶ Likely strength

Presenting

- Being relaxed and confident in front of an audience
- Being clear and convincing, no matter how complex the subject
- Responding quickly to audience needs, reactions and feedback
- Projecting credibility

Unlikely strength ⟵⟶ Likely strength

Analytical competencies

Writing

- Writing convincingly, clearly and to the point
- Skipping the jargon and fussy phrasing
- Being accurate, logical and structured in your communications
- Making your writing easy to read and appropriate for your target audience

Unlikely strength ⟵⟶ Likely strength

Expertise

- Demonstrating expertise and applying it effectively
- Using technology to get better results
- Keeping up to date in your field
- Understanding how the organization works, and applying that knowledge

Unlikely strength ⟵⟶ Likely strength

Logical Thinking

- Analyzing numerical data and other information to identify components, patterns and relationships
- Getting to the root of problems, asking the right questions and thinking through each step
- Making decisions based on logic and careful weighing of evidence
- Showing how a single issue can be part of a larger system

Unlikely strength ⟵⟶ Likely strength

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Creative competencies

Researching

- Rapidly mastering new tasks and information
- Gathering detailed evidence to support decision-making
- Seeking feedback widely and learning from good and bad experiences
- Encouraging others to learn and improve

Unlikely strength ←———→ Likely strength

Innovating

- Constantly coming up with new ideas
- Creating ground-breaking products and designs
- Considering multiple potential solutions to a problem
- Thinking outside the box

Unlikely strength ←———→ Likely strength

Strategizing

- Understanding the big picture and drilling down to achieve organizational goals
- Setting and developing strategies
- Making visions of the organization's future feel real and complete to others
- Producing plans that are focused, detailed and take account of the broader context

Unlikely strength ←———→ Likely strength

Implementation competencies

Organizing

- Setting clear, well-defined objectives
- Planning in advance and changing plans where necessary
- Managing time effectively and always being on top of tasks and responsibilities
- Knowing what you need to get a job done, and how to find those resources

Unlikely strength ←———→ Likely strength

Focusing on Quality

- Making customer satisfaction a priority
- Setting and achieving high standards for quality and efficiency
- Organizing work effectively, breaking it down into tasks and working through them steadily
- Delivering on targets

Unlikely strength ←———→ Likely strength

Following Instructions

- Following instructions without unnecessary questioning
- Keeping to task, being prompt and staying on schedule
- Showing loyalty and commitment to your organization
- Sticking to safety codes and other legal requirements

Unlikely strength ←———→ Likely strength

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Resilience competencies

Adapting
- Adapting effectively when things change and dealing well with the uncertainties
- Getting on board quickly with new ideas or changes in plan
- Flexing your approach to suit the person and the situation
- Readily trying out new things

Unlikely strength ⟷ Likely strength

Managing Pressure
- Being cheerful and positive, even in stressful situations
- Staying calm and focused in pressurized environments
- Keeping cool when criticized and learning from the feedback
- Balancing your work and your personal life

Unlikely strength ⟷ Likely strength

Business competencies

Goal Focus
- Welcoming a challenge, being ambitious and striving to make a difference
- Working hard, putting in long hours if necessary
- Thriving on responsibility
- Taking every opportunity to improve your performance

Unlikely strength ⟷ Likely strength

Entrepreneurial Thinking
- Spotting gaps in the market and finding ways to get better results at work
- Knowing everything that's going on in your workplace, including what's about to change
- Keeping up to date with business competitors, and with what's going on in the industry
- Being comfortable with the financial side of work – cost control and focusing on profit, loss and added value

Unlikely strength ⟷ Likely strength

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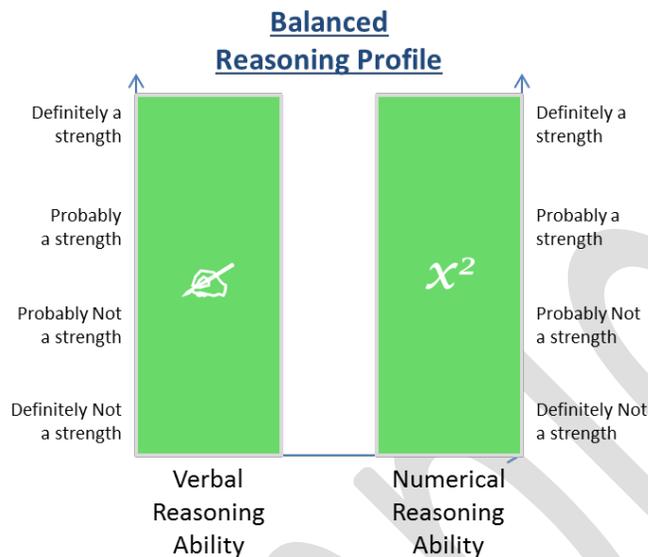# Making sense of your Potential Competencies Profile

Competencies are among the very strongest drivers of high performance at work. If your Competency self-assessment is accurate, the Competency strengths shown in this report are likely to represent accurately the ways in which you will get your best results at work.

Remember, though, that your Competency feedback is a guide, not a verdict. You will probably find it easiest to get great results using the Competencies which you identified as strengths, but you may have not yet realized your potential in every Competency, and it is also possible that you have over-estimated your strength in some areas. Carefully read and reflect on the detailed definitions for each Competency, and compare them to your experiences at work, in your studies, and in volunteering, sports and other activities. If the descriptions fully fit how you have typically worked, that Competency may well be a strength for you, even if you did not rate it highly at first. If you can think of only a few times when you have worked in the ways described, you may have potential to develop that Competency further, even if you initially rated it as Definitely A Strength.

Take time to get deep clarity on exactly what behaviors and ways of thinking the Competencies are describing. Often what people understand by a Competency name is something different from the behaviors and ways of thinking described in the detailed definitions. Even the best labels can be misleading, so look to the detailed definitions to get clarity on what each Competency involves and how your assessment relates to your experiences.

Remember too that Competencies are all relative. No career will demand mastery of all 20 Competencies – in most careers, success is predicted by only a handful of Competencies – and low likelihood of Competency deployment does not matter unless that Competency is a proven driver of success for your chosen career. Realistically, we all have our natural strengths and weaknesses. Career success is largely a matter of finding the right fit between your strengths and the drivers of success in a particular job. Developing Competencies is possible, but often requires significant effort, time and commitment. If you can find a career where your strongest Competencies have been proved to predict high performance, you are likely to have a much smoother and faster path to success.

Your Reasoning Ability

Balanced Reasoning Profile

	Verbal Reasoning Ability	Numerical Reasoning Ability	
Definitely a strength			Definitely a strength
Probably a strength			Probably a strength
	$\mathscr{Q}$	x^2	
Probably Not a strength			Probably Not a strength
Definitely Not a strength			Definitely Not a strength

You see yourself as having balanced Verbal and Numerical Reasoning Abilities.

You do not have a clear preference for working with either written or numerical material, and your self-assessment suggests that you are likely to be equally comfortable with both and able to use them flexibly as the situation requires. You feel you can handle information presented in either verbal or numerical form, and you are likely to be comfortable working from deep detail up to the bigger picture, or the other way around. When analyzing issues and dealing with problems you draw on detailed analysis as well as big-picture oversight, and you probably use both written information and numerical data to put together solutions

If you are confident in the accuracy of your self-assessment, your ability to work flexibly with both verbal and numerical material is one of your strengths. Remember to pay equal attention to both verbal information and numerical data when learning and solving problems.
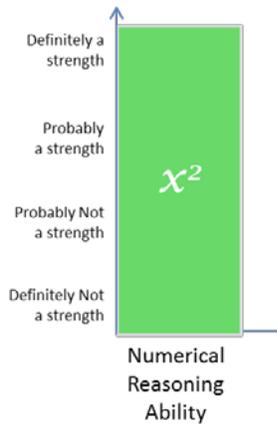
Verbal Reasoning Ability

Verbal Reasoning Ability is your capacity to understand and reason with words. It is important for jobs that involve working with information presented in written form.

You assessed yourself as having outstanding Verbal Reasoning Ability. Assuming your self-assessment is accurate, you have the capacity to meet the reasoning challenges of just about any career, from manual work right up to the most complex problem-solving and information-processing roles.

You may find yourself most attracted to work that demands rapid learning, complex information processing and problem solving

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Numerical Reasoning Ability

Numerical Reasoning Ability is your capacity to understand and reason with numbers and statistics. It is important for jobs that involve working with quantitative information and performing calculations.

You assessed yourself as having outstanding Numerical Reasoning Ability. If your self-assessment is accurate, you have the potential to work effectively in almost any role, from manual work that demands only practical math to expert quantitative roles which demand rapid learning, complex numerical processing and strongly quantitative analysis.

You may find yourself most attracted to highly numerate careers.

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Making sense of your Reasoning Ability Profile

Reasoning Ability is among the strongest and most reliable drivers of high performance at work. Most careers present some type of reasoning challenge: problems to solve, information to make sense of, plans to be made or barriers to success that can only be overcome by thinking.

These thinking challenges fall into two groups: Verbal Reasoning Challenges and Numerical Reasoning Challenges. Verbal Reasoning Ability is your capacity for making sense of complex written information and using it to make accurate judgments, reach informed decisions and put specific pieces of evidence in perspective. Numerical Reasoning Ability focuses on your quantitative skills and looks at how you make sense of numerical or statistical data and use it to form accurate conclusions, support arguments and put numbers and other quantitative data in context. Some careers demand more of one type of Reasoning; some more of another; and some present challenges that require a blend of Verbal and Numerical Reasoning Ability to solve.

Sometimes, people are surprised by their Reasoning Ability Profile. They may have thought their Reasoning Abilities were higher than the assessment showed, or they may have underestimated their capacity for complex reasoning.   Sometimes this is because they were distracted or interrupted during the assessment; if this is the case for you, your Reasoning Ability Profile may not fully represent your capability. Or it could be that for some other reason your performance on the assessments was not typical. To see if this could be the case, look back to your experiences at work and in your studies. If you have regularly achieved success by demonstrating above-average reasoning abilities but scored below-average on the assessment, your score may not fully reflect your potential. Getting more familiar with the type of test can also improve your results. It's important, though, to remember that these assessments have been designed so that half the people who take the assessment will score at or below the 50th percentile on both Verbal and Numerical Reasoning Ability assessments. The assessments therefore measure not your absolute capability to make sense of verbal or quantitative information, but how your capability compares to the population as a whole, represented by the large number of people who have previously taken the assessment.

Also, remember that different careers make different reasoning demands: success in some careers is very largely driven by thinking capability while in others practical skills are more relevant. The fit between your Reasoning Ability and the demands of that career is a very strong predictor of performance, but other factors such as Competency Fit and Work Culture Match contribute significantly too. Most careers do not demand reasoning abilities that are well above average, and you may be surprised at the range of reasoning abilities found among high performers in some very high-profile careers.

When you are looking at choosing a career, make sure you can comfortably meet both the Verbal and Numerical Reasoning requirements. If you embark on a career that demands reasoning performance beyond your capability, you are setting yourself a very tough challenge. Better to choose a career where you can be assured that you comfortably meet the cognitive drivers of high performance.

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What's next?

Use your **Predictive Psychometric Profile** to increase your self-knowledge and as a resource to inform decisions about your career.

- **If you are at the start of your career or having a re-think**, use your Predictive Psychometric Profile to increase your self-knowledge in terms of what most engages you at work, and how you can best contribute. Nobody is a perfect fit for every job. The more you are aware of what is right for you personally, the likelier you are to choose a career where you will find success and fulfillment.
- **If you are looking at new opportunities**, check that your Predictive Psychometric Profile is a good fit with the work, ideally by referring to a Matchpoint Careers CPS Career Match, to find the work where you will be most motivated and successful.
- **If you want to improve your performance at work**, use your Predictive Psychometric Profile in combination with your *CPS Career Match* to understand where you should focus your development efforts, and use the detail of your Predictive Psychometric Profile and Career Match to guide the changes you make.
- **If you want to be happier at work**, reflect on what you have learned about the work that attracts you and/or the kind of work activities that best fit your abilities and potential. If your current job does not meet all of your interests and capabilities, see how you can fulfill them outside work, perhaps in social activities, professional development or sports, or through volunteering.