

HFM TALENTINDEX

Part of the ASSESSIO GROUP



FutureMe

Participant
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Client
HFMtalentindex

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Introduction

You are examining your career options. The FutureMe is designed to help you with these choices. What suits you depends on your interests, your motivations (what gives you energy, what motivates you) and of course what your talents are (your competencies). The information in this report is based on your responses to the questionnaires you have completed.

The FutureMe shows you which work fields suit you best, based on an optimal combination of your interests, motivations and competencies. You will gain insight into the work fields that you have the most potential for, divided into your specific interests, motivations and competencies.

We wish you every success in making your choices and good luck in your future career!



1. Your career profile

To compile your career profile, we looked at your answers to the HFMtalentindex interest test, the HFMtalentindex motivations test and the HFMtalentindex personality measurement. These tests have measured what your interests are, what gives you energy and what suits you, based on your personality. By combining these topics, something can be said about the work fields that suit you.

In the overview below you will find work fields that can suit you well and what your most important interests, motivations and competencies are. The following chapters discuss each of these components in more detail.

Your score overview

Work fields: in what area could you work?

- Writing
- Entertainment
- Marketing

Underlying interests, motivations and competencies

Your two most important areas of interest: what do you like to do?

- Artistic
- Social

Your four most important motivations: what gives you energy?

- Realisation
- Quality
- Efficiency
- Analysing

Your four most important competencies: what are you good at?

- Service-oriented
- Planning
- Devotion to quality
- Sensitivity



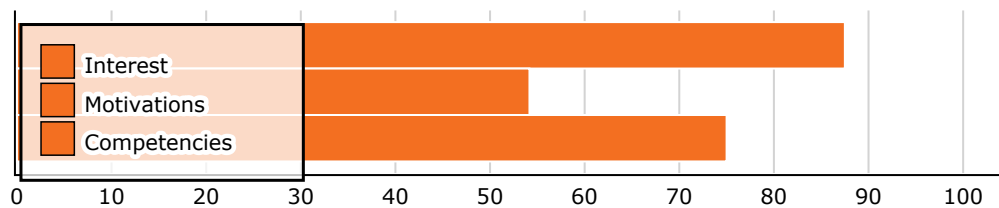
2. Work fields

On the previous page you have seen the three most suitable work fields for you. You can think of a work field as a theme or direction in which you can properly benefit from your ideas, wishes and qualities. Many different professions and types of activities fit within such a theme. Below, each work field is explained in more detail, to help you create an image and challenge you to brainstorm on which professions fit within that work field. You can also see why that work field has been selected for you: how strongly does the work field match your interests, motivations and competencies.

Your work fields

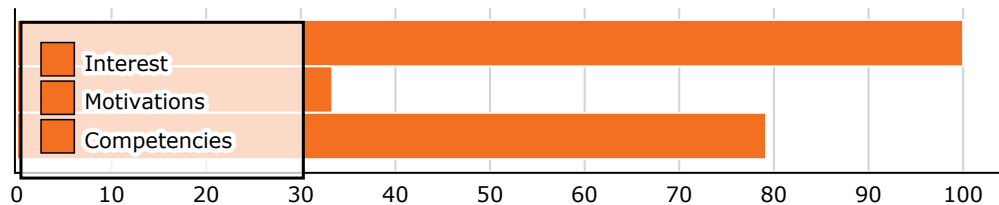
Writing

Think of professions such as: Writer, Editor, Translator



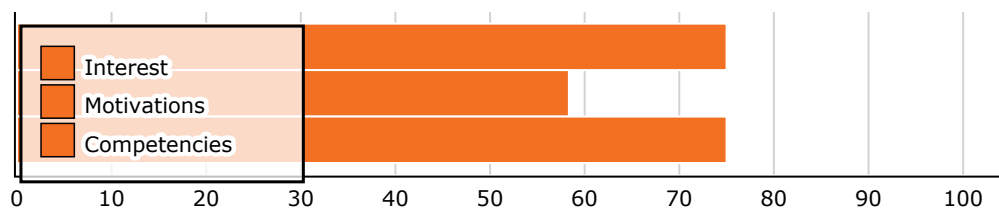
Entertainment

Think of professions such as: Musician, Drama teacher, Actor



Marketing

Think of professions such as: Communications expert, Art director (advertisement), Content manager



3. Interests

If you have a job that satisfies your interests, you will be more enthusiastic about the activities you engage in and will happily take on tasks and responsibilities. In total we differentiate between six types of work-related interests:



Your interests

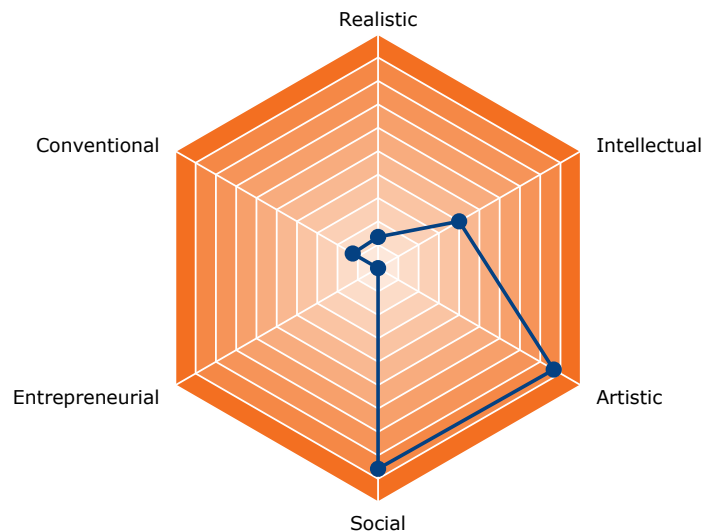
For your two most important work-related interests, you will read why these suit you well. In the graph below, you will also see the relationship with other interests: the better an interest suits you, the further the line goes to the outside of the graph.

Artistic (Expressive, original and intuitive)

You enjoy using your imagination and creativity to come up with new, original ideas. You like to create ideas and solutions that appeal to the imagination and that deviate from the beaten path. You prefer to act intuitively, placing great value on emotions and feelings.

Social (Interactive, helpful and communicative)

You are service-minded by nature. You enjoy activities that allow you to interact with other people. You take other people's feelings and needs into account. Communication and consideration for others come first for you.



4. Motivations

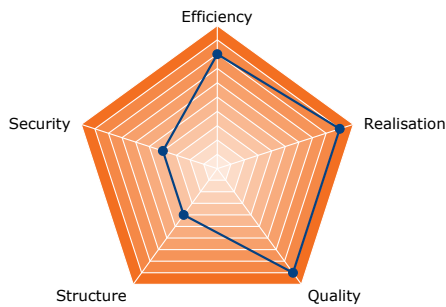
Motivations are goals or motives that people consider important in their work (what gives you energy). For example, some people are driven by the need to come up with new things, whereas others look for certainty. You will gain more satisfaction from your work when it gives you energy and makes you feel comfortable.

There are a total of twenty motivations that are subdivided into four categories: Control, Flexibility, People focus and Performance focus. The graph below show which motivations are most important to you and which are less important. The further the line goes to the outside of the graph, the more important you find this motivation. In the back of this report you will find an appendix with the definitions of all motivations.

Your motivations

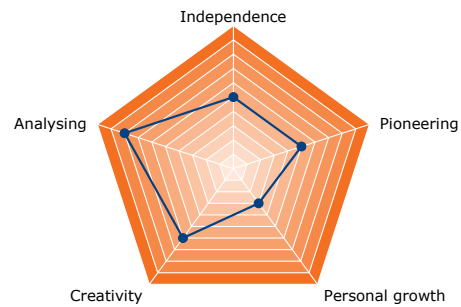
Control

Do you get energy from processes, procedures and certainty?



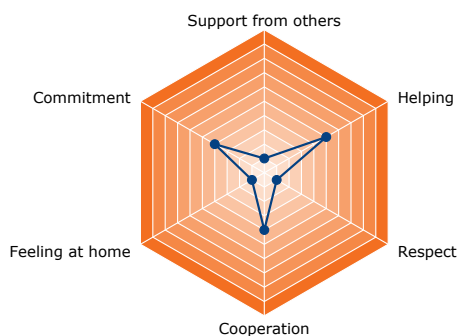
Flexibility

Do you get energy from growth, development and creativity?



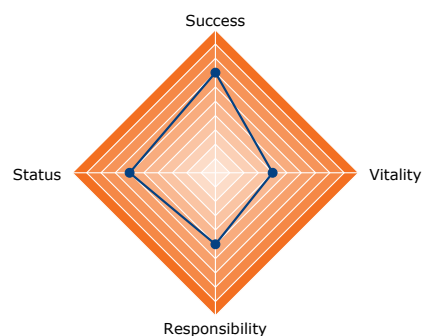
People focus

Do you get energy from interacting with others?



Performance focus

Do you get energy from achieving success?



5. Competencies

Your competencies, or your specific qualities, come from your personality and are an important part of your potential to do certain things well or not. With competencies, an assessment is made of the behaviour that you will show in practice and of the potential you have to develop that subject further. By doing work that you are good at, it is more likely that you are successful and that you get satisfaction from your work.

Below, your strongest competencies are discussed. For each competency it is explained how your personality traits contribute to your qualities in that area. In the back of this report you will find an appendix with the definitions of these competencies.

Your competencies

Service-oriented

John is naturally strongly focused on others' interests, and enjoys helping others in achieving their goals. Although he doesn't mind taking a subservient role occasionally, he does want to exercise influence. In addition, John enjoys maintaining good relationships with others and tries to please others.

Planning

John generally considers things thoroughly before starting something new, giving him time to be able to deal with matters in a methodical manner. As he likes things to be organised carefully and effectively, he is naturally inclined to work in a methodical manner. John considers making clear agreements, and meeting them necessary, and will strongly emphasise this in the planning process.

Devotion to quality

In general, John wants to do everything he does very well and is driven to provide quality. He considers it important to carry out the tasks as agreed and to provide the corresponding quality. He worries rather easily about matters and thus has a strong drive to prevent or repair errors.

Sensitivity

John is able to quickly and adequately interpret others' feelings and emotions. He is able to acknowledge the importance of these feelings in the situation at hand. He empathises with other people's emotions, which will generally make him come across as sensitive. In John's interaction with others, he generally responds in a warm and friendly manner.

Integrity

John prefers being open about his opinion and about how he experiences things. When considered necessary, however, he will sometimes act tactically when providing information. In addition, he considers it important to honour his agreements and to deliver what he has promised. He considers it important to act in a way that merits the approval of others and will probably do his utmost to adjust to prevailing standards and values.



Structuring

John has a certain interest in analysing and examining things, but also finds it important to keep track of the practical aspects. As a result, he will sometimes try to examine the underlying problems when things aren't going well, while at other times he will opt for a pragmatic, ad hoc approach. In addition, he takes a systematic and accurate approach. Consequently, he is naturally inclined to add structure to both his own work and the work of others. John considers it important that both he and others honour the agreements made, which is why he will adhere to the structures he has outlined, and urge others to do the same.

Accuracy

John is an organised person by nature; it is important to him that things are handled accurately and precisely. Although he may take ownership of the tasks he considers important, he won't be as conscientious when the task at hand is less important to him. In addition, it is important to John to prevent mistakes. As such, he will put energy into the error-checking process.

Analysing people's motivations

John feels involved in how other people experience things, and this will motivate him to find out more about other people's perspectives. In addition, he is very interested in intellectually exploring both his own emotions and those of others, and probably consciously identifies such matters. John has a clear set of values, and will probably let it depend on the situation whether or not he finds it important to find out what other people's motivations are.

Motivating

John attempts to stimulate others to take action, but leaves them enough room to act on their own initiative. In addition, he is invested in how others perform in their work, and makes great effort to motivate them. His commitment has a positive impact on others. He is usually friendly in his interaction with others, which can have a positive impact on the degree to which they want to be motivated by him. He has a lot of confidence in his employees, and this is likely to show through. In his motivational methods, John is focused mainly on achieving good results.

Listening skills

John enjoys building meaningful relationships with others, and therefore tends to focus on getting to know people. In addition, as he has a fairly wide range of interests, he can find common points of interest with others without much difficulty. As John feels fairly strongly involved in others' experiences, he is usually easily captivated by what others have to say.



Definitions motivations

Control

Efficiency	Working systematically, completing tasks properly in one go and not wasting time on irrelevant matters.
Quality	Delivering accurate and flawless work.
Realisation	Purposefully working on concrete results.
Structure	Having order and regularity in one's work and working environment.
Security	Working in a stable, fixed, non-threatening environment.

Flexibility

Analysing	Thoroughly researching matters.
Creativity	Creating, or coming up with, original things.
Personal growth	Developing oneself and pushing one's limits.
Pioneering	Approaching new and unknown tasks with an open mind, looking beyond the boundaries of one's own field.
Independence	Independently making decisions, and doing things in your own way, without needing others.

People focus

Commitment	Feeling committed to the organisation and to colleagues.
Helping	Meaning something to others, looking after others.
Respect	Accepting others as they are and treating them as you would like to be treated.
Cooperation	Searching for solutions and working towards common goals with others.
Support from others	Not being alone, being able to ask others for help.
Feeling at home	Feeling at ease and comfortable at work, and building (friendly) relationships with colleagues.

Performance focus

Vitality	Experiencing exciting things, seeking adventure.
Status	To be considered important within the organisation, having a high social status.
Success	Being the best, excelling and being recognised for good performance.
Responsibility	Taking charge and being judged on results.



Definitions competencies

Service-oriented	Being focused on supporting others in achieving their objectives.
Planning	Systematically organising activities; setting time frames and priorities.
Devotion to quality	Demanding a high quality of provided products and services, and acting accordingly.
Sensitivity	Recognising and responding to other people's motives and feelings.
Integrity	Complying with generally accepted standards in activities related to the position.
Structuring	Applying, implementing and maintaining structure in day-to-day business.
Accuracy	Effectively handling detailed information and being consistently attentive to details.
Analysing people's motivations	Finding out other people's perspectives.
Motivating	Stimulating others to display desirable behaviour or perform the desired activities.
Listening skills	Being able to gather important information through verbal communication; obtaining clarification by asking questions.

