

TALENT SCAN

Concrete tools for increasing professionalism



Name: Voorbeeld Rapportage
Date: 12 juli 2019

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1 Introduction

On 12 juli 2019 you completed a digital Talent Scan. This Talent Scan consists of multiple components that identify your talents, opportunities and obstacles with regard to your development, from different perspectives. First, your personality profile and corresponding behavioural patterns are examined. Next, it examines the opportunities and obstacles that you experience for your development. You can use this report to reflect on yourself and to define points for improvement.

The extent to which we develop ourselves depends on a large number of factors, such as our vitality, motivation, our past and our ability to change. The specific points that are important for you to develop are partly dependent on your personality. Everyone has talents and every talent also includes a pitfall, allergy and challenge. The Talent Scan can teach you more about your talents, pitfalls, allergies and challenges. We will also discuss how you are currently experiencing your Success Factors and which topics may require extra attention.

About this report

This report is intended for reflection. The report can contribute to increased self-knowledge and self-awareness. It paints a picture of how behaviour is created and what factors may influence it. This can also help to gain more insight into how others, such as (future) employees, colleagues or managers can perceive you, how you come across and how you might be able to deal with others in a smarter way. The report can be used to reflect on your own behaviour, but also to formulate points for improvement in the context of your own career and personal development.

The reporting is generated automatically by our expert system. It is an interpretation of the answers you gave in the e-assessment. Each section is discussed separately, with a concise explanation of what the section has covered with a graphical and textual representation of the results. The discussion of the different components is followed by a final word.

NB. This report is intended solely for Voorbeeld Rapportage and the person supervising hem in the context of zijn development. As individuals and situations are constantly changing, the report has only a limited lifespan.

2 Personality analysis



Many of our behaviors stem from our primary needs and personal traits, also called personality. It tells something about our preferred behavior and how we tend to deal with certain situations. It is the behavior we show automatically, often without thinking about it. The graph below shows your personality profile. It shows the characteristics that you prefer and which characteristics you prefer less.



2.1 Intrinsic motivation and drivers

The personal characteristics that you have indicated as most representative of your character, illustrate your intrinsic motivation. Using these characteristics provides you with energy rather than resistance. The most striking personal characteristics and your drive are discussed below.

You are driven to take the lead and take the initiative. You are focused on taking care of things and you often find it important to show strength and self-confidence. You are usually able to adopt an assertive attitude and generally you do not allow yourself to be overlooked. You are able to stimulate others and usually you will actively encourage others to make their own contribution or to take their responsibility. You are willing to address others, correct or confront them if necessary, but rarely do you let things run their course. Often you take the lead easily or is it you who takes action, where many others still want to think a little longer. You are usually entrepreneurial and sometimes you take more responsibility than is necessary or desired. You often find it difficult to delay, hold meetings or wait unnecessarily, you prefer to take action and make sure that something gets done. Often you don't have any problem with directing, stimulating or if necessary encouraging others to perform (better). Usually you can stand up well for yourself, radiate your authority and self-confidence and show your courage and decisiveness, sometimes even when this is not really necessary. Sometimes you can also act too quickly, you can surpass others or be perceived as too compelling. Or you might make decisions for others that did not ask for it.

You are driven to perform to your full potential. You are ambitious, diligent and enthusiastic and usually you dedicate yourself passionately to your task, your work or actually to everything you are doing. You often show a great willingness to take action and usually you have an attitude of: there is always room for improvement. Not only are you often ambitious and diligent, you are also often driven to achieve above-average performance. You don't just want to participate or to be in it for fun. No, you want the best or most that you can achieve and often you make the best possible effort to bring out the best in yourself. Giving up is not an option and adjusting your ambitions might be an option for later, but losing is certainly not an option. You certainly don't need encouragement to work hard or to perform well, but you can use a coach or trainer to give shape and meaning to your unbridled efforts, as you usually just do stuff yourself. Often you do more than is necessary and you do everything you can to impress others or to prove that you can really do it.

You are driven to express yourself, to speak up and to convince others. You are eager to articulate messages or opinions and you usually say what you feel or what you think immediately. Most of the time you take or pick a role in the limelight without hesitation and you talk, present, express yourself, discuss or communicate rather easily. Often you show yourself to be enthusiastic, full of flair, inspired and driven and frequently it even requires effort to keep yourself in check or to focus on the desires of the other. Often you are more focused on talking than listening and often you are more inclined to send a message than to receive it. Regularly you talk faster or more directly than you think twice or make good decisions first, and sometimes you are too quick in taking a stance. Often you are well able to communicate and express yourself and you certainly will not avoid a discussion. Often you have a clear opinion or a message, but not always you have the patience to substantiate it or to explain something clearly and sometimes you lack a clear instruction manual. In almost all situations you often succeed in getting enough attention, but regularly others experience you as pedantic or stubborn and sometimes you lose your patience. Discussion is often easier than strategic anticipation and regularly you more or less consciously steer towards confrontation. However, you may not always be able to control the confrontation, which may lead to an inevitable conflict.

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You are driven to profile yourself. You want to be seen and heard and above all be treated with respect. You are usually strongly present and generally you judge yourself and others on results. You are sensitive to positive confirmation and you prefer a favorable assessment and a good reward. You often find it very important that people appreciate you, not only for who you are, but also for what you do, your role or position. You often have no problem whatsoever with being at the center of attention, in fact, it is the place where you feel at home. You are often able to command attention and usually driven to be proud of the things you do. In addition to appreciation, you often also strive for influence and control and often you find it very important that others take you seriously.

2.2 Overview of roles

Below you will find the roles based on your personality profile. The intrinsic motivation is translated into drive and the behavior we will have if we learn to consciously deploy this drive. It also describes the personal challenges that this entails and a brief advice for personal development. On the following pages this is further broken down into core qualities, pitfalls, allergies and challenges. Each of these sections is explained in detail.

Drivers

- You want to win and be the best.
- You are driven to speak up for yourself.
- You want to be yourself, to be seen and heard.
- You want to perform, become successful and build a career.

Skills

- You are often competitive, hardworking and ambitious.
- You often show willpower, willingness to act, passion and expression.
- You often express your opinion loud and clear.
- You are entrepreneurial, professional and performance-oriented.

Challenges

- Sometimes you are a very bad loser.
- You can overwhelm others and be confronting.
- Sometimes you have trouble controlling yourself.
- Sometimes you suffer from self-pity and/or jealousy.

Pitfalls

- You should pay more attention to a good balance between effort and relaxation.
- You should invest in tact, diplomacy and mutual respect.
- You should learn to tolerate negativity, listen better, explore and ask questions.
- You shouldn't make everything into a competition.

2.3 Core qualities



Core qualities are the talents of a person. These originate from our intrinsic motivation and personal character traits. It is our talents that we show automatically, often without thinking about them. As we get older and grow, we can learn to use our talents more consciously and develop them into competencies. Your core qualities are described below.

You are often ambitious and usually you have no problem competing with others. You are focused on winning, success, appreciation and respect. You are aimed at astonishing others, preferably outdo yourself and others and if possible perform above average.

You want to make a good impression, both personally and professionally. Actually you always want to be the best. You often give a lot, if not everything, for this and sometimes the sky is the limit. In your striving for success, you certainly do not want to be thwarted. You also do not like to receive help, but you like to be treated with respect.

You are convinced of what you think, what drives you or what is important to you. Usually you show a strong willingness to take action, express your opinion loud and clear and often you support your message, task and/or mission completely. You rarely wait, find it easy to express yourself, contribute to discussions or leave your mark, and if necessary you confront others to strengthen your goal or opinion.

If you feel the urge of something, you show decisiveness and experience passion, and you certainly take action. Not always will you be sufficiently tactical or diplomatic, often simply because there is a lot of energy, passion and decisiveness in you. The energy and passion you have in yourself need to get out. Holding yourself back or patiently waiting for your turn is out of question.

Your presence is usually strongly felt. You ask for attention, stimulate interest and have no problem giving your opinion. Your thoughts and feelings are easily noticed and you can say what you think without beating around the bush. Often you enter into discussions without hesitation and you get straight to the point.

You know better than anyone how to drive attention for what motivates you or where your interest lies. If you want something, you go for it and usually you will not hold back or wait patiently for your turn. However, you will usually make your point clear and in your enthusiasm you can handle everything. In your approach you are often tenacious and usually you do not let yourself be limited or restrained by formal agreements, the status quo or how things are supposed to be done.

You are driven to success, appreciation and respect. You are focused on winning, good results and/or material gain. Often you want to be perceived as successful, you want to command respect and are proud of who you are and/or what you own. You are competitive and usually you have no trouble to compete.

You especially focus on yourself, your goal or strive for a good result. You are less focused on ambiance, maintaining relationships or social aspects. You focus mainly on strength and action and if necessary you enter discussion or strive for the conflict model, for example to achieve your goal or to clarify your point of view, sometimes without realizing the influence of your attitude and behavior.

2.4 Pitfalls



Even though we have talents and qualities that are very useful to us, these talents are not always convenient or applicable to the situation. However, these are the behaviors we appreciate and to which we are driven. That is why it is sometimes difficult to counteract our drivers. In such situations, our talent is 'too much' present, which causes us to exaggerate and leaves us or others annoyed. That is why a talent always has a pitfall. Below we will discuss the pitfalls based on your personality profile.

You can be so strongly focused on winning and success that you get ahead of yourself. Sometimes you cannot stand your loss, you do not want to know about failure. You may suffer from rivalry, being begrudged or an atmosphere of jealousy. Healthy competition can often be a good thing, but sometimes it can result in envy, powerlessness or fierce battles. Sometimes you have trouble holding yourself back or reacting cleverly, especially if others frustrate your success. This can put pressure on relationships, sometimes at the expense of having good or efficient cooperation.

Sometimes you express your opinion too much, force your point of view or be too decisive. You are more focused on sending, discussing and convincing than on listening to others, doing research, underpinning your own opinion or being instructive.

Others may feel overwhelmed or even intimidated, which can result in a lot of (unnecessary) resistance to your attitude or behavior. This may make your actions less effective, simply because you are too self-righteous. You can also focus too much on organizing your emotions, energy or annoyances, which makes it hard for you to organize matters smartly or tactically.

Sometimes you express your interests, opinions and/or experiences too bluntly or you may be very impatient. In your enthusiasm you can be compelling and often it takes you a lot of energy and effort to contain yourself. Talking is often easier than listening or asking questions and sometimes you are irritable, for example when others do not give you enough attention.

You rarely beat around the bush, you can be very direct or let your feelings and emotions cloud your judgment, so that sometimes you react (too) primarily. Also, you are often more focused on what you think or experience yourself than paying attention to the feelings of others, which might not be immediately visible. Often you're just focused on living your own life, so you don't have enough insight in what is going on with others, your colleagues or relationships. Because of this you sometimes miss the connection with others or you completely miss the point, as you are insufficiently aware that you are (partly) the cause of, for example, mutual incomprehension.

You focus on hard work, making money and having a career, and you have less time or attention for ambiance, relaxation or social interaction. You often adopt a more professional and formal attitude and if necessary, you expect a lot of yourself and others and you put pressure on things.

You can also be too focused on winning, success and material gain. Sometimes you are so sensitive to appreciation and respect, that you can tip the scales and are too busy with your own success and/or advantage. At times, you pick a quarrel (unnecessarily) and turn everything into a competition. Also, there can be insufficient equality or mutual respect, which increases conflicts of interest and develops resistance into conflict or struggle, in which there are often only losers.

2.5 Allergies



Other people also have a preferred way of behaving that stems from their personal needs and character traits. When others take their preferred behavior too far, it can cause us to resist. This is also known as an allergy. Most people experience this allergy particularly when confronted with the opposite behavior of their own preferred behavior. Your allergies are described below.

You feel little connection with others who find participating more important than winning and/or are more focused on feeling good about something than that they are focused on hard work and/or are willing to work to obtain success. You often deal badly with people who start complaining in advance, and people who give up easily or do not even dare to compete.

Often you find it hard to deal with losing and usually you have a lot of trouble with teasing, setbacks and opposition. You prefer not to get help or advice, because that often feels like failure, which is something you can't stand. You prefer to battle or compete and usually you prefer to take care of something yourself, rather than let others do it.

You have a lot of trouble with others who are (too) cautious or afraid to profile themselves or who do not sufficiently represent their opinion. You can be annoyed by people who look the other way and first see which way the wind blows, thinking 'yes but' or in problems and/or not committing to a task or cause for which they are actually responsible. You can be disturbed by people who do not (dare to) make choices, are afraid to miss something or are too worried to be bold, but do want to 'piggyback' on the success of others.

You often have little connection with those who act reserved, do not or hardly express themselves or keep their feelings to themselves. You can have a lot of trouble with others who only give strategic answers, do not tell it as it is or are cautious in their attitude and behavior. You do not know how to act when you are contradicted and sometimes you cope with criticism badly, especially if you are very enthusiastic or convinced to be right.

If you are not given enough space to express or manifest yourself, or if you can't blow off steam, you sometimes get in your own way and things escalate easily. Or at least there is mutual annoyance, wasted energy or frustration, especially when others don't say what they think, feel or mean, but expect you to be honest about your feelings or simply perform well.

You feel little connection with others who are mainly guided by ideals, their feelings or intuition and those who find participation much more important than winning or doing business. You are disturbed by people who are naive and hardly assertive and/or realistic in their attitude and behavior. Sometimes you can be annoyed by people who are mainly idealistic and hardly realistic and who often complain or react disappointed. Or those who give up because things get difficult or disappointing.

You often have trouble with those who try to give a positive twist to everything, even if there is no reason to do so. You think they are fooling themselves by doing so, and they react aggravated or surprised when you say something about it. This could also make them feel like they are treated unreasonably, they blame circumstances or they just quit while feeling insulted. Nor do you feel connected with others who complain, gossip or exonerate themselves quickly, and approach you critically or even blame you if you try to make the best of something with hard work, or a professional attitude.

2.6 Challenges



We tend to exhibit behaviors that we show easily by nature: our primary behavior. These behaviors are not right or wrong, but in one situation the primary behavior is desirable and in another situation less desirable. Our challenges help us to develop functional behavior alongside our primary behavior: behavior that a situation demands.

Actually, you are quite an overachiever. You can benefit from a feeling of competition and you enjoy adding a game element to something. However, your engine is sometimes more powerful than your brakes, your passion stronger than your tact or diplomacy and your drive greater than your patience or your strategic insight.

You should therefore pay special attention to a good balance between effort and relaxation. It is very important that you do not let yourself be baited or challenged by others. Instead of working (even) harder, you should learn to work smarter and take a more strategic approach.

You can benefit from a mentor that you look up to and is a reflection of yourself. He should be allowed to point out your flaws. Most of the time you already know that these flaws exist, but you chose to ignore them in your striving for success. Often it is mainly a matter of nuancing and dosing and exercises to be more tactful and diplomatic. Usually this is a lot of practice, with trial and error and perseverance. You should not give up or give in to feelings of self-pity or irritation. You should also learn to cope with your loss and offer sincere apologies. Without a good outlet, such as sports, exercising and a clear goal in mind, this is often very difficult.

You should focus on listening, collecting and putting things into perspective and sometimes focus more on the perspective of others. You should study what something does to others (impact on people's lives), what drives or slows down others and sometimes you should be more aware of any obstacles, concerns or limiting factors.

You should focus on your personal development and invest in yourself, your deeper motives or what really occupies your motives. Concretely, you should consider contact sports, (learning) to communicate more tactically or smarter and practice yourself in learning to deal with setbacks and losses. You can benefit from a mentor who reflects on your behavior and stimulates you to develop tact and diplomacy and to direct your often great decisiveness and teach you how to cope better with your loss or to tackle 'it' smarter.

You can benefit from developing patience, tact and diplomacy, which is often mainly a matter of practice. You should actively invest in a better balance between sending (talking/doing) and receiving (listening/reflecting) and learn how to deal with your emotions in a more diplomatic or strategic way.

You can benefit from a coach and/or mentor who provocatively reflects on your behavior if necessary and who actively encourages you to (learn to) be more thoughtful, sensible or diplomatic, for example by further developing your (strategic) communication skills or at least 'count to 10' more often.

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You should balance business, material and/or financial interests on the one hand and (mutual) experience and emotional values on the other. Sometimes you are so driven to a good result that you cannot admit your loss. If you get criticism or opposition, you might become angry and annoyed and it doesn't take much for the situation to escalate. You can also suffer from self-pity, jealousy or powerlessness, in which you often have a lot of trouble keeping yourself in line.

You can benefit from a mentor who inspires you. Someone who inspires and challenges you to pay (more) attention to balance effort and relaxation, by which you learn to deal with your energy and decisiveness in a more diplomatic way. Or at least not to turn everything into some kind of competition, but to invest (more) in each other, in friendship, family, your relationship or personal interests. In short, (learn to) relativize your strong drive in favor of (feelings of) appreciation, satisfaction and mutual respect.

3 Success factors



Which behavior we show, and how successful we are in our career, is not only depending on our personality. Our perspective on our past and current situation has a major impact aswell. In this chapter, your personal scores on the eight Success factors are described.



Figure: Success factor scores



A green score depicts a feeling of positivity and trust towards this factor. This generally has a positive influence on your career success;



An orange score is an indication that you are somewhat concerned regarding this factor. This might be a constraint and a source of worry or frustration;



A red score depicts a feeling of negativity towards this factor. This will certainly have a negative influence on your career success.

3.1 Explanation Success factors

Past employment

Past employment is determined by the degree of satisfaction that a person experiences when looking back at the course of his or her career. In addition to the choices that a person has made in this respect, it particularly concerns the opportunities and possibilities that a person feels to have received and the degree of satisfaction that he or she feels with the acquired work experience.

You score positively on past employment.

This score indicates that you look back on your career and work experience with a high degree of satisfaction. You feel satisfied with the choices you have made in your career and the opportunities and possibilities you have been given and/or taken in this regard. You experience no or hardly any feelings of disappointment, causing you to be open and uninhibited, without feelings of mistrust when it comes to new opportunities and possibilities.

Work motivation

Work motivation is characterised by the extent to which a person is willing to make an effort in performing tasks, the preconditions that a person imposes and the desires or expectations that a person has in this respect. It is indicative of the willingness to carry out work or the motivation to look for it.

You score high on work motivation.

This high score indicates that you are very willing to do work. If necessary, you are also willing to carry out work that does not or to a lesser extent meet your desires or expectations. You indicate that you are willing to adapt to meet the set job requirements and to make an effort to find work or to prevent unemployment. If certain tasks have not been agreed upon or do not fit within the agreed task or job description, you will hardly object to this and will be prepared to put in effort to carry them out properly.

Future perspective

The future perspective is characterised by the degree of confidence that a person experiences with regard to job security or employment in general. It is indicative of the degree of confidence a person has in being able to do work and provide himself with an income.

You score low on future perspective.

This low score indicates that you are currently pessimistic about your career perspective. You feel that your current outlook and possibilities do not offer sufficient certainty on employment or corresponding work prospects. You expect that your abilities are not sufficient to secure a job at your current or another employer. You are therefore very worried about your future employment and you are worried about your income opportunities. You know that nothing is certain in life. Sometimes you can be very worried about whether your perspective on life is as positive as you would like it to be. Especially when you think about the efforts you may have to take to achieve a better perspective, without receiving any certainty. This can sometimes evoke a great feeling of powerlessness and force majeure in you, which is difficult for you to deal with.

Vitality

Vitality is characterized by the extent to which a person experiences sufficient energy and resilience. This also encompasses the extent to which a person feels fit, whether or not he or she gets tired quickly, and hopes to be able to persevere in his or her work in the event of setbacks or resistance.

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You score neutrally on vitality.

This score indicates that you usually have enough energy, resilience and zest for work, but sometimes you also feel tired or lethargic. There are times that you find that you want to work harder than you do and you have to put in effort to concentrate in your work. You seem to be able to handle your work at the moment, but investing in your mental and/or physical condition does seem necessary. You sometimes have difficulty in displaying decisiveness and you regularly undergo an increased work pressure and the need to put in extra effort.

Self-confidence

Self-confidence is characterised by the extent to which a person feels confident in his or her work and has a feeling of certainty when carrying out the work. This includes the extent to which a person experiences doing things that he or she excels in or supports.

You score high on self-confidence.

This high score indicates that you usually have a lot of self-confidence and sufficient confidence in your work and in the tasks you have to carry out. You are usually satisfied with yourself and your talents, and you feel that you are mainly occupied with things that you are good at, support or like.

Unrestricted availability

Unrestricted availability is characterised by the extent to which a person feels he or she has to take into account any restrictions, due to his or her personal situation or other circumstances, that may affect his or her functioning.

You score neutrally on unrestricted availability.

This score indicates that you are currently less employable due to (temporary) personal circumstances. You were usually available, but due to circumstances only under the condition of good planning and/or good consultation at this moment. Personal circumstances currently require a good balance between your personal and business responsibilities, which means that you are (temporarily) less flexible in your employability at the moment.

Motivation to learn

Motivation to learn is characterised by the extent to which a person invests in maintaining or expanding his or her knowledge and skills. It is indicative of the extent to which a person feels the need and shows a willingness to acquire knowledge, to educate oneself and to grow.

You score high on motivation to learn.

This score indicates that you are enthusiastic about learning and that you are open to studying and training. You are often highly motivated to develop yourself, to learn new skills and to invest in your personal development. You are usually actively looking for new knowledge and insights and are willing to take (necessary) training and/or courses.

Ability to change

The ability to change is characterised by the extent to which a person is open to different working conditions. It is indicative of the extent to which a person considers himself capable of adapting to changing circumstances or is prepared to allow for uncertainty.

You score high on the ability to change.

This high score indicates that you are open to changes and new developments. You are also willing to allow changes in your working conditions and are also able to anticipate changes. You usually experience changes and developments as pleasant and desirable, and in general you are also capable of allowing uncertainty and adapting yourself to changing circumstances.

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4 Concluding remarks

In this report we have presented the results of your Talent Scan. This gives you an idea of what drives you, where your opportunities and obstacles lie and what is sensible for you to keep in mind. This report gives you the opportunity to re-read the results at a later date. At the same time, we want to encourage you to take a critical look at your behaviour in relation to your talents, pitfalls, allergies and challenges. By (keep) paying attention to your development factors, you will make the most of your career.

Finally, we would like to stress that this document does not make statements about what is 'right or wrong' and should therefore not be regarded as an opinion or a condemnation. It can mainly serve as a tool that allows you to direct your own future!

Good luck!