

Expand your employability

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Your employability

What are you doing now for the future? Are you thinking about your work in the future?

We all want to work well. Now, but also in the future. The questionnaire you have completed gives you more insight into the current state of your work and your employability. This is important because the world around us and the work we do is changing ever more rapidly.

Research shows that you remain employable if you regularly think about your future, learn something new and develop your career. Then you will be ready for that change and you will work with pleasure, now and in the future.

SUMMARY

In this part of the report, we discuss a number of points related to your employability. Below you will read a summary. It briefly states your position on each subject. You can also read how you view entrepreneurship, if you have filled in questions about it. Then we give an extensive explanation of each subject. We conclude with practical tips; steps you can take to increase your employability. This is how you create your personal action plan.



How employable are you now?

Your employability can be improved

Being employable means that you can easily find and keep a job now and in the future. Your employability can improve considerably. That is why it helps to be aware of the future, for example by continuing to develop yourself. See the step-by-step plan for your personal tips.



What helps you advance?

+ You do not mention any circumstances that make it difficult for you to work

What should you pay attention to?

- You find yourself less employable - consider how you can change this
- You have not (yet) worked on your employability - get started on time
- You have not yet made clear career choices - schedule a meeting with yourself
- You are uncertain about your choices - get help to decide together what suits you best
- Your work is not very important to you - changing your work can improve your job satisfaction



How do you improve your employability for the future?

You do not (yet) work much on your employability

You can do a lot to improve your employability. Such as looking at your opportunities, making plans and putting them into action, asking for advice or making use of your network. See the step-by-step plan for your personal tips.



What should you pay attention to?

- You do not think much about your career yet - make time for it
- You do not have a good idea of your opportunities yet - go and explore your opportunities
- You do not yet have a plan for your future - think about your goals and make a plan
- You do not talk about your future plan - plan for it
- You are not consciously working on your network - build a network
- You (still) do little to remain employable - work on your development



Are you/staying fit?

You are fit

Good health and lifestyle make you fit and that helps you do your job well, now and in the future. Being fit means that you currently have good health and/or enough energy to do your job well.



What helps you advance?

- + You live quite healthy
- + Your work brings you energy
- + You feel (physically) good
- + You feel good mentally

What should you pay attention to?

- You do not enjoy your work - look for (more) enjoyable tasks



How does your work environment help you?

You get support from your work environment

To remain employable, you also need support from your work. This means that you get support from people in your organisation, such as colleagues or your employer, and that you get opportunities within your work.

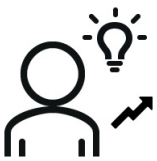


What helps you advance?

- + Your employer helps you with your career
- + there is a good working atmosphere at work
- + You can decide a lot yourself in your work

What should you pay attention to?

- You see few opportunities for your career now - ask for opportunities or go looking for them



Entrepreneurship something for you?

Being an entrepreneur seems to suit you well

If entrepreneurship interests you, it may be useful to explore this idea further. Why does it interest you? What would you like to do? Can you make a plan for it, or have you already done so? What steps can you take?



EXTENSIVE EXPLANATION



How employable are you now?



In order to prepare yourself for the future, it is good to know where you are now. It helps to think about what your work will be like in the future, what choices you want to make and how you can continue to develop yourself.



You have not (yet) worked on your employability

You don't worry so much about the fact that your work will change in the future. But we all know that it will, we can't change that. What we can do is make sure we are ready for it. So don't run away from it, but get to work on it!



You are uncertain about your choices

You have little confidence in yourself when it comes to your career. You feel that you are not capable of making your own choices and decisions about your career.



There are no circumstances that interfere with your work

Sometimes there may be personal circumstances that make it difficult for you to do your job or find other work, such as caring for loved ones or having problems with finances. Fortunately, this does not apply to you.



You find yourself less employable

You expect that it might be difficult to adapt if your job changes, now or in the future. If you were to lose your job, it might be difficult to find other suitable work.



You have not yet made clear career choices

At the moment, you do not (yet) know what you want for your career. Perhaps you have not thought about it yet or you find it difficult to make choices. Knowing what you want helps you to make concrete plans for your career.



Your work is not that important to you

You are not positive about your work. People who do not consider their work important often try less hard to do their job well when it changes. They also often have less job satisfaction.



How do you improve your employability for the future?



You are ready for the future if you have thought about what is important to you in your work, what opportunities there are for you and how you can make the right choices. How is it going? Do you have a plan and what have you already implemented?



You don't think much about your career

Actively thinking about your career helps you to shape your career. By this we mean thinking about what suits you, what you like to do and what you have to offer an employer.



You do not yet have a good idea of your opportunities

Exploring the labour market gives you an idea of your opportunities. If you know where they are, you can find out which choices best suit your career plan.



You have no plan for your future yet

You are not yet thinking about what your next career step might be. People who think little about their future work are often less sure about what they want to achieve and how they can achieve their goals. Planning helps to make better choices and to take action.



You do not talk about your future plan

You aren't asking for advice on your career and development. That's a shame, because people who talk about their plans and ambitions are more likely to have jobs that suit them.



You are not consciously working on your network

If you do not have a strong network, it often means that there are few people in your (working) environment who you can ask for advice on work-related matters. This can make it more difficult to keep or find a job that suits you.



You (still) do little to remain employable

To remain employable, it is important to keep learning and developing yourself. If you do not regularly learn something new, your professional knowledge may become outdated. It is possible that you will be unable to do your job properly in the future, because work is constantly changing. Stagnation' also reduces your chances on the labour market.



Are you/staying fit?



An important condition for doing your job well, now and in the future, is of course that you are healthy and fit. This applies not only to your body, but also to your mind. Do you feel good and able to work? And do you have a healthy lifestyle?



You don't enjoy your work much

If you do not enjoy your work, it often affects your motivation. For example, you give up more quickly.



You feel physically fit to work

You have no physical complaints that would prevent you from doing your job properly. Also, your work is not too demanding. This makes it more likely that you will be able to carry on with your work for a long time.



Your mental health is good

You have indicated that your work is not too mentally demanding and you have no psychological complaints that affect your work. This is positive for your energy balance.



You take good care of yourself

A healthy lifestyle ensures a good energy balance. And that makes you feel vital and helps you deal with stress. So keep your good habits and try to work on something less healthy.



Your work gives you energy

Your work brings you energy. That's good, because if you can replenish your energy at work, it is good for your ability to work and for you to enjoy your work.



How does your work environment help you?



To remain employable, you can do all sorts of things yourself, but the organisation where you work must also make it possible. How is your work organised? Do you get opportunities and support from the people in your organisation, such as your colleagues or your employer?



You see few career opportunities

You see few opportunities for your career in the organisation where you work. There are few or no vacancies or opportunities that match your goals. This makes it more difficult to take steps in your career.



You get support from your employer

At your work, attention is paid to your career. You receive support in making career choices. This helps you to achieve your career goals more quickly and easily.



There is a safe working atmosphere at work

The atmosphere at work is positive. You can be yourself, and you are allowed to make a mistake now and then. This is positive for your development. You are more likely to try something new or different if you know that it will not be a problem if the result is not immediately perfect.



You can often make your own decisions

You have a lot of freedom in your work. Such as the freedom to decide how you carry out your work. So you often have the opportunity to try out new tasks or new ways of working. Trying something new regularly helps to increase your employability.



Entrepreneurship something for you?



Would you like to be an entrepreneur? It is worth considering if you are interested in it and have a few entrepreneurial qualities, such as having lots of ideas, daring to take risks and being able to follow through.



You take an active approach to work and persevere

Entrepreneurs work independently and are action-oriented. They do not stop when things go wrong and quickly look for another way to achieve their goals. If this also applies to you, entrepreneurship suits you well.



Being an entrepreneur seems very interesting to you

Entrepreneurship appeals to you, so it makes sense for you to explore this idea further. Why does it appeal to you? What would you like to do? Can you or have you already made a plan?



You have many entrepreneurs in your environment

You have several family members and/or friends who are self-employed or work for themselves (for example as a freelancer). People who have others around them who are entrepreneurs, often find it easier to start their own business. Who is your example? What would you like to do the same? And what would you do differently?



You dare to take risks

Entrepreneurship brings opportunities, but also uncertainties. That is why, as an entrepreneur, it is important that you are prepared to take some risks and can cope well with uncertain situations. If you let yourself be deterred by the possibility of failure, entrepreneurship may not be the right fit for you.



You have many bright ideas

In order to be an entrepreneur, it is important that you seek out new opportunities and take chances to try them out. If you regularly have bright ideas and invent new ways of working, this fits the profile of entrepreneur.

STEPS YOU CAN TAKE

Below you will find your personal tips, based on your current employability situation. Take a good look at them. Which steps do you find useful and necessary? Which are worthwhile for you? Draw up your personal action plan.

What is standing in your way? What do you have to pay attention to?



You don't enjoy your work - look for more enjoyable tasks

Of course, not everything you do in your job is just fun. But if your job satisfaction is gone, it is wise to think carefully about why that is. Sometimes it is temporary. Sometimes you have to search for fun tasks within your current job and you can do them more often. Perhaps you should or can discuss this with a colleague or manager. If this is not possible or does not work, you might look elsewhere.



You see few opportunities for your career now - ask for opportunities or go looking for them

If you are comfortable in your position, it is not a problem that there are no opportunities for you now. But if you would like to make a move, or if you have been in the same position for a very long time, it is important to look at your options. If you don't see them, ask for them. Sometimes, opportunities only present themselves when you start talking about them. If there are no opportunities, look outside your current workplace.



You have not (yet) worked on your employability - get started on time

You need motivation to set actions in motion. Sometimes it is just a matter of not being able to make the effort. Maybe it helps to do it together: discuss your plans with a friend or colleague, and help each other.



You are uncertain about your choices - seek help to choose what suits you best together

If you are confident in your choices, it will help you to take action. If you are not sure, it may help to ask a colleague or friend to help you think about it. Or you can call an expert, such as a coach.



You do not think much about your career yet - make time for it

It may feel strange, but it often has a motivating effect to stop and think about yourself and your career plans. What do you really want? What are you happy to get out of bed for? How can you achieve that?



You do not have a good idea of your opportunities yet - go and explore your opportunities

You explore your opportunities by examining the opportunities in the labour market in your field and thinking about your study or career choices, within or outside your own field of work.



You do not yet have a plan for your future - think about your goals and make a plan

Time to take action! Ask yourself questions. What are you good at? What do you have to offer an employer? What is important in your work? If you have a clear picture of the work that suits you, you are well prepared for the next step in your career.



You do not talk about your future plan - plan it

When you discuss your plans for the future, you often get help and feedback that helps you to improve your plans. It may feel uncomfortable at times, but it is nice to know what others think of you and also nice to hear why others value you. And when your employer or people in your network know what is important to you, it is good to know what is important to you. voor jou is, kunnen ze je helpen om je doelen te bereiken.



You are not consciously working on your network - build a network

Having a good network is useful. If the people in your network know you and your strengths, they will tell you if they see development opportunities for you or if there is work available somewhere that suits you.



You (still) do little to remain employable - work on your development

You can strengthen your development by having as much variety as possible in your work and by changing your function from time to time. Make sure you can perform other tasks besides your own familiar ones. Find as many tasks as possible that you find interesting, this will increase your job satisfaction.

What can you do differently?



You find yourself less employable - think about how you can change this

What are the reasons why you feel you are not so employable? What can you change about it? If you find it difficult to find out for yourself, ask someone you know well for help. Or call in a career coach. Your employer can sometimes help you too, for example someone from the HR or mobility department.



You have no clear career choices yet - schedule a meeting with yourself

Sometimes you just have to sit down, think and write down your thoughts about your career. Schedule a meeting with yourself and get to work.



Your work is not that important to you - changing your work can improve your job satisfaction

Why are you not positive about your work? What could you or would you like to change about your work? If you do a job that you feel positive about, it increases your job satisfaction. It also gives you a sense of belonging. And when you have a job that you feel positive about, it is often easier to be active in your work and remain employable.

What helps you advance?



You take good care of yourself - keep up the good habits

Everyone knows that it is wise to live a healthy life, and you are doing quite well at the moment. Healthy habits are: not smoking, not drinking alcohol, exercising every day, eating fruit and vegetables every day, sleeping enough. And also get enough rest. This is really important; a lot of scientific research shows that you live and work longer and happier with a healthy lifestyle. So it's good not only to be healthy now, but also to stay healthy in the future.



Your work gives you energy - use your energy

What gives you the most energy in your work? Then make use of it! When taking on new tasks, try to find tasks that give you a lot of energy.



You get support from your employer - make your goals concrete

At work, attention is paid to your career. That is good news because it helps you to move forward. To make optimal use of this, it helps to make your goals and possibilities as concrete as possible. Discuss what is important to you, what exactly you want to achieve and what you need to get there.



There is a safe working atmosphere at work - take action for your career

When the atmosphere at work is good, people generally feel comfortable at work. This makes it easier to learn something new. Make use of this. Make sure you take advantage of opportunities and take the initiative as much as possible to develop new skills, look elsewhere in the organisation or start a new project. Start talking about your future and look for opportunities to achieve your goals.



You can decide a lot yourself - take the space to try things out

A lot of freedom to organise and decide for yourself in your work often leads to more job satisfaction. It also stimulates development. You are the one who has the most influence on your work and future. If you have the freedom, make use of it, for example by trying out new tasks or a different way of working. In this way, you will always learn something new and be able to shape not only your current work but also your future work.

IN CONCLUSION

In this report, you have been able to read how employable you are, what your scores mean and to give you tips on what to do. You now know what you can do to ensure that you are and remain employable, also in the future. What would you like to change and where do you want to start? You can use your tips to create a personal action plan.

Your personal action plan

We recommend that you make an action plan for yourself on the basis of this report. Below is a step-by-step plan. First read the report carefully. It may be useful to mark important parts.

Step 1: Trying to find a solution to what is holding you back

There may be points in the report that stand in your way or that you should pay attention to. For example in the report section called 'Steps you can take'. These are issues that make you less employable - now or in the future - and that we expect you to take more pleasure in working with and improve your chances on the labour market. Read these points critically. Do you recognise them? Are you willing or able to work on them? Make a list of points that you consider important. If you don't think you can solve these issues on your own, get an expert or ask someone at work to help you. Talking about it with someone who knows you well can also help. Do you think you can't solve it? Then it may still make sense to discuss it with an expert. Sometimes a lot more is possible than you think and sometimes there is help available that you don't know about (yet). Are there no points that stand in your way? Then go to step 2.

Step 2: Find out what you can do differently and what helps you move forward

You have (also) received tips about what you can do differently or what can help you move forward. These are points that do not stand in your way, but can improve your job satisfaction and employability in the future. Also read these tips critically. Do you recognise them? Which tips seem fun or interesting to you to get started with? And are there any other tips or points in the report that you would like to work on? Make a list from most to least suitable tips to get to work with. Place at the top what you like to do and what is easy to do. That gives the best chance of a good result!

Step 3: Making your own step-by-step plan

Turn your list into your own step-by-step plan: Choose one tip to start working on immediately. Do you find it difficult to think of how? Then do it as follows: Plan a meeting with yourself to think about a plan, or to talk about it with someone. Plan a follow-up meeting: a moment to carry out your plan. And schedule a closing appointment as well. To look back at whether you succeeded and whether you are satisfied or not. And if so, whether you would like to tackle more points. You can then take the next tip from your list and follow the same step-by-step plan.