

Sam Example



Introduction

What type of work appeals to you? What sort of tasks do you like and which do you like less? What are your interests in terms of the types of work you could undertake? You will get the answers to these questions in this report.

Whether you are at the start of your career or are already well advanced: it helps if you know what work you like to do. That helps you in making your choices. The more the work you do matches your interests, the greater the chance that you will be satisfied.

You can read more about your preferences in this report. The report consists of three parts. We start with a ranked overview of your scores, the types of work that suit you best are at the top.

This is followed by an explanation for each work type. Finally, we also give you your Holland profile. This profile can be used in some search engines to find a profession or job that suits you.

The scoring options are: little interest (1), moderate interest (2), interesting (3) and a lot of interest (4).

The results were achieved by comparing your answers with those of a norm group. A norm group is a large group of people who have completed the same questionnaire under comparable circumstances, for example in the context of career choice.

The norm group used to compare your scores is: **Without norm**.

Top 3 types of work

	Research and Development	Activities that focus on the question of how something works and whether something can be improved or changed.
	Design and Create	Activities aimed at beautifying, inventing and creating new things.
	Leading and Managing	Activities that focus on providing leadership and determining the general strategy.

Overview of all work types

In the overview below you will see your scores ranked from high to low. So you will find the activities you like most at the top. The explanation only describes the types of work for which you are (very) interested. They are described from most to least interesting, you will first read something about the type of work in which you are most interested.

A LOT OF INTEREST



Research and Development

Activities that focus on the question of how something works and whether something can be improved or changed.

A LOT OF INTEREST



Design and Create

Activities aimed at beautifying, inventing and creating new things.

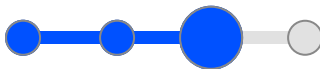
A LOT OF INTEREST



Leading and Managing

Activities that focus on providing leadership and determining the general strategy.

INTERESTING



Arranging and Supporting

Activities that focus on arranging and facilitating matters.

MODERATE



Selling and Advising

Activities aimed at advising and convincing others.

MODERATE



Helping and Caring

Activities aimed at helping and caring for people, healthcare.

LITTLE INTEREST



Learning and Coaching

Activities aimed at teaching and coaching others.

LITTLE INTEREST



Production and Implementation

Activities that focus on concrete 'do-work', making, doing, repairing.

LITTLE INTEREST



Control and Enforcement

Activities aimed at providing protection, supervision, and carrying out checks.

Explanation of scores

Research and Development

This type of work is characteristic of professions in which you work independently, have few rules and regulations that provide you with guidance and that require a good dose of initiative, perseverance, ingenuity and curiosity. You must enjoy working on an issue or problem for a long time and you must have the stamina to investigate something thoroughly. It is also important that you easily come up with solutions on your own, want to try out new things and persevere until you have a result: a solution, a product, an action plan, etc.

Example professions:

- scientific researcher
 - software developer
 - developer of learning materials
 - IT specialist
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Design and Create

The motivation of people who want to 'design and create' is usually that they want to make beautiful things: clothing or jewelry, buildings or bridges, paintings or photos, novels or poems, something with music, theatre or dance, and so on. To design and create you need to have ideas - call it your creativity or artistry. Of course, it is also about craftsmanship. After all, someone who designs and creates must have the professional knowledge, specific skills and experience to be able to implement an idea. Many people who engage in this type of work do not work as an employee but independently. This often means that you are dependent on assignments. Furthermore, it is a type of work that you will find less often in 'nine to five' jobs.

Example professions:

- architect
 - clothing designer
 - technical designer
 - art director advertising
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Leading and Managing

This type of work involves managing others, (co-)deciding on important matters and (co-)charting a course. If you like to influence the people and the course of events in an organisation, then this type of work will most likely appeal to you. Professions in which 'leading and managing' are the core of the work are usually practiced by people with entrepreneurship, a strong sense of responsibility and a great drive for action. They often play an exemplary role in an organisation. Someone who can consider this type of work to be the core of their work has often learned through a combination of training and experience what an effective management style is - in a certain setting and at a certain level in an organisation. In one setting a people-oriented and guiding style is most effective, in the other a task- and results-oriented style. Whether someone can become a successful manager is not only about knowledge and experience, but also about competencies: it is largely about personality and talent.

Example professions:

- team manager
- department head
- company manager

Arranging and Supporting

Selling and Advising

The 'selling and advising' work type is all about the wishes and needs of customers and being able to respond effectively to them. To do this, you need to know, for example, what consumer purchasing behaviour and decision-making look like and how they can be influenced. The fields of Advertising and Public Relations deal with these questions, among other things. Anyone who sells products or services or advises others usually has to make some effort to gain a customer's trust. The offer you make to someone - in the form of a product, service or advice - must then fit in well with what the other person needs. Ultimately, the goal is of course that the customer accepts your offer. This requires a certain amount of persuasiveness. In other words, the 'selling and advising' work type requires a lot of your social skills and your ability to influence. How much depends entirely on the setting in which you work and the level at which you need to be able to demonstrate this type of work. In any case, you can find this type of work just as well in a clothing store, record store or supermarket as in a mortgage shop, pharmacy or consultancy firm. Anyone who wants to do something within this type of work can orientate themselves very broadly.

Helping and Caring

People who work in a profession in which 'helping and caring' is an important work type derive a large part of their job satisfaction from the fact that they can do something for someone else. Helping and caring can relate to, for example, medical care, domestic help, care for sick adults or children, care for people with an intellectual disability, maternity care or elderly care. Anyone who wants to help and care must enjoy dealing with many different people, have a service-oriented attitude, be a good listener and of course know how to tackle things. It is important to realise that this type of work usually requires you to be physically healthy and to be able to withstand being confronted with the pain and unpleasant situations of others. It is also good to know that in many of these professions you will have physical contact with the people you care for.

Learning and Coaching

You show no interest in this type of work.

Production and Implementation

You show no interest in this type of work.

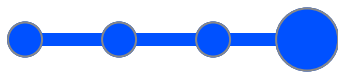
Control and Enforcement

You show no interest in this type of work.

Holland personal profile

Holland profiles are often used for career choice issues. Holland distinguishes six aspects (Realistic, Intellectual, Artistic, Social, Enterprising, Conventional), Assessio Bloom has added a seventh

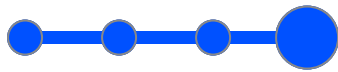
(Leading). Everyone assesses some of these aspects, but the elements that emerge most strongly suit you best. You can often search for these terms from John Holland in vacancy or job search engines.



Investigative (I)

Analysing and structuring

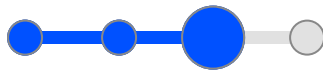
Having an investigative nature, more a thinker than a doer.



Artistic (A)

Innovating and creating

Engaging in inventing and making beautiful things.



Leading

Organising and directing

Setting out the big picture and setting objectives, taking the lead.



Enterprising (E)

Entrepreneurship and sales

Having influence and seeing opportunities to achieve business success.



Social (S)

Guiding and coaching

Enjoy having people around, doing something for others.



Realistic (R)

Craftsmanship and production

Enjoy working on visible results, having a practical attitude.



Conventional (C)

Monitoring and inspecting

Having a proper overview, organising things, being accurate.

In conclusion

Think critically about whether the scores shown in this report correspond with your own ideas about the types of work that do and do not interest you. It can help you to ask others how they see you and whether they recognise you in the test results. This can provide new insights. If a type of work appeals to you, try to answer a few questions for that type of work:

- Can you name what specifically appeals to you about the type of work?
- Do you already have experience in this type of work?
- Is there sufficient connection with your education, or do you need additional training to be able to do something in this type of work?
- Which competencies are desirable or necessary for the type of work and to what extent do you possess these?
- In which companies, organisations, industries, sectors, etc., does this type of work occur?
- What is known about the opportunities on the labour market with regard to this type of work?