



*You are holding in your hands the output of the Work profile questionnaire. It is a basic questionnaire offering a complex view of an individual's work style from both the perspective of main work characteristics and preferences, as well as the perspective of emphasis they place on individual phases of work activity.*

*The questionnaire has no ideal result. No result is positive or negative, better or worse. The result simply represents an individual work profile, points out its specifics and advantages as well as possible problems and risks. It also contains tips for development. Each profile is valid and functional in a specific environment, team, context or position, etc. Therefore, results always need to be interpreted with regards to situation, profession, role and purpose. They are not to be taken dogmatically but as valuable basis for decision-making or for deeper self-awareness, clearer self-image, and as a supporting tool in development.*

## CONTROL SCALES

*The validity of results is to a certain degree dependant on the evaluatee's approach to completing questionnaires - that is why the questionnaire is equipped with control scales which alert to possible distortions of results, especially when the consistency of replies is low and the need to succeed, i.e. to select the socially desirable option, is high.*

|                         |                              |
|-------------------------|------------------------------|
| CONSISTENCY OF REPLIES: | adequate data consistency    |
| NEED TO SUCCEED:        | adequate openness of answers |

**WORK STYLE:**

results with a high degree of distinction are highlighted: ■

The chart below offers information about an individual's work style. It reflects on how the person likes to work, which work style they prefer and at the same time it informs about the person's main virtues and what results we can expect from them. These work characteristics should be relatively stable in time, especially those which are profiled more prominently.

It is natural that most of the population tend towards the average values on each individual scale. More prominent profiles are rather rare. To orient yourself in the extent of profiling see the percentage on axis x of the graph as well as the intensity of the scale background colour (the darker, the more prominently profiled). Once again it applies that neither profiled results nor results around the average are better or worse. Results closer to the population average often go hand in hand with versatility and ability to partially draw on both extremes of the scale. A more prominent profiling entails the risk of single-sidedness, on the other hand that means better pre-requisites in that direction than in people with average results. It is, therefore, essential to compare the resulting profile with the position, requirements, and demands of the particular job.



**OVER-ALL PROFILE**

|                          |         |
|--------------------------|---------|
| THOROUGHNESS             | 90%     |
| RELIABILITY/INDEPENDENCE | NEUTRAL |
| DISCIPLINE/IMPROVISATION | NEUTRAL |
| SITUATIONALITY           | 75%     |
| ANALYSIS                 | 91%     |
| CONVERGENCE/DIVERGENCE   | NEUTRAL |
| EXPERIENCE               | 87%     |
| REALITY/FUTURE           | NEUTRAL |

Note: Values in the chart are shown in percentiles. The percent values at the bottom of the chart show what percentage of population appears / scores in a given column and thus show how distinctive the result is.

In the following parts of the report you will find a verbal interpretation of the profile, summary of main advantages, potential risks and recommendations for further development.

### ADVANTAGES

- focus on quality, effort to think solutions through and perfect them, precision in execution and high quality solutions
- ability to make great endeavor and extraordinary work effort at individual ad-hoc occasions, ability to adapt own performance to deadlines, client requests etc.
- ability of thorough analysis, attention to detail and dissimilarities, ability to get to the depth of a problem and elaborate
- ability to effectively exploit and make use of existing experience, emphasis on effectiveness and practicality of solutions, effort to maintain and improve the well-tried and functional

### POSSIBLE RISKS

- meticulousness at the expense of effectiveness in regards to time and energy, possible tendencies to perfectionism, resulting in slower work pace
- less predictable for people around, alternates between extraordinary results and drops in performance and motivation, swings in effort and energy
- may analyze at the expense of seeing a problem as a whole, in its context and overlaps or at the expense of being able to abstract the essential, generalize the main principles, group pieces of information into a whole
- weaker need to innovate, look for new possibilities, ways of doing things differently, in a new way; may lead to a tendency to linger in well-known tracks, fall into a routine way of doing things

### DEVELOPMENT RECOMMENDATIONS

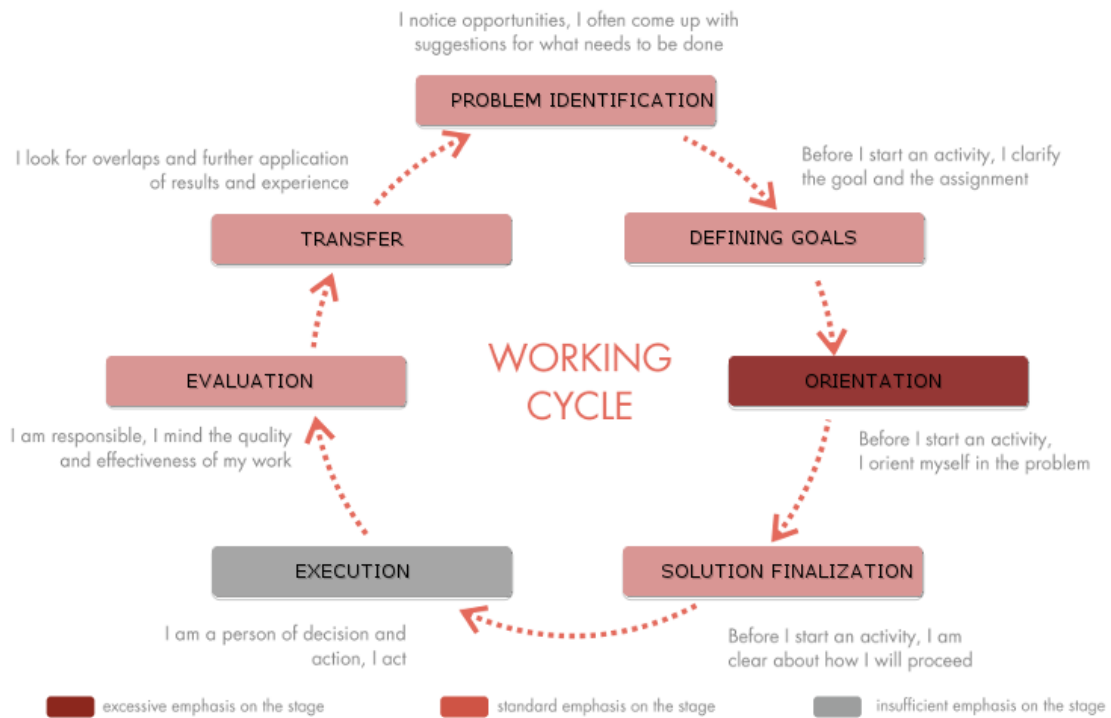
- Consider the recoverability of time and energy invested into things, pay attention to effectiveness and regulate meticulousness and perfectionism accordingly.
- Try to spend energy evenly, actively look for motivation during performance drops.
- See problems in the big picture, look for unifying aspects of a problem and for connections to other areas.
- Consider changing the way things are, think more at the level of "in what new, different way" it can be done.

### WAYS TO BETTER SATISFACTION AND PERFORMANCE

- tasks requiring elaboration, enough time for solution, appreciation of good work
- enough tasks and interesting opportunities, work scope consistent with personal motivation, being needed and kept busy
- tasks requiring profound study and detailed analysis, opportunities to present one's expertise
- possibility to apply one's own experience, well-tried solutions, and methods

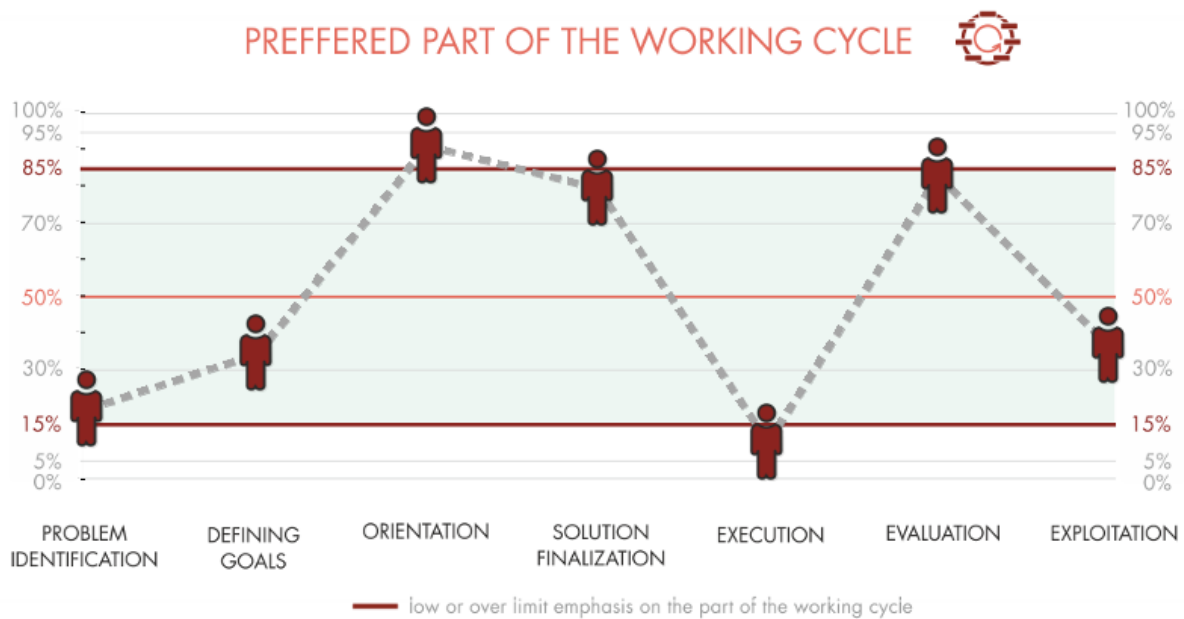
## WORK CYCLE

When solving most work problems or tasks, we should ideally go through the following steps or phases of solution. In practice, however, each of us may accentuate or, conversely, underestimate to the point of completely skipping one or more of the below mentioned phases and thus proceed less effectively. That is why, the chart and diagram below offer information about what is typical for us in regards to work cycle and they can inspire us as to how to take full advantage of our profile, tell us which phases to focus on, and thus improve our effectiveness.



## ACTIVITY PHASES

The chart below offers a more detailed look into the phases of activity. It shows how prominent the emphasis placed on individual steps is in comparison to a population sample (see the percent values on the sides of the chart which represent the percentage of population to appear/score on given line). The blue to green ratio for individual phases of the work cycle represents how creative or methodical an approach the person assumes to this phase.



Note: Values in the chart are shown in percentiles. The risk threshold calls attention to those phases of problem or task-solving, which are overly accentuated or, conversely, underestimated. Both extremes may carry some specific risks.

In the following passages of the report, you will find a verbal interpretation and summary of the main advantages, potential risks and recommendations for meaningful further development.

## OVERLY ACCENTUATED PHASES

### ORIENTATION

This phase represents the effort to orient oneself in the task at hand before commencing any activity or making any decisions. It encompasses acquiring essential information, pondering the problem, potential pitfalls and risks, analysis of materials necessary for the ideal solution. Strong emphasis on this phase shows meticulousness and thoroughness. On the other hand, it may entail lower decisiveness and heightened need for assurance. As a result, it may manifest as postponing of decisions, stagnation in the analysis phase, and constant investigation of further information.

## INSUFFICIENTLY ACCENTUATED PHASES

### EXECUTION

This phase represents the transition to action, it lies in execution and in resolution of a specific problem. Weak emphasis on this phase may be generally related to a low need for action and preference of theoretical considerations, or it may be connected with hesitation and heightened need for certainty about the goal and the course of achieving it. Furthermore, it may have to do with perfectionism and the need to study the problem perfectly beforehand and find out as much information as possible, even such information which is not essential for the solution itself.

## DEVELOPMENT RECOMMENDATIONS

- build up decisiveness and ability to plunge into new activities even when all necessary information is not at hand, improve ability to face a certain level of risk, prioritize when preparing for an activity, consider all information which is key to finding the right solution and only pay attention to it