

Your Career Scout Report



Prepared for:	Betty Penske
Prepared on:	June 6, 2023
Sponsoring Employer:	HR Avatar Data Collection Account

This report provides constructive feedback based on your assessment results, and lists the job types with the highest degree of match to your unique combination of interests, experience, education, and other characteristics. These data are provided in a format intended to help you improve your ability to succeed in your job, as well evaluate potential career directions.

Your Career Scout Report

For: **Betty Penske**
 Email: **bettypenske@yourcompany.org**
 Prepared on: **June 6, 2023**
 Sponsoring Employer: **HR Avatar Data Collection Account**

This report provides information about your abilities, skills, interests, and personality traits. It also uses this information, along with your experience, education, and training to identify different job types that should be a great fit for you. It's based on the following assessment(s):

- Career Scout (Level 3) (Dutch) Completed on June 6, 2023

How should I use this report?

This report is intended to help with two things. First, it provides objective feedback to you regarding your abilities, skills, and personality traits. Keep in mind that this feedback is based on a fairly short assessment and may not be perfectly accurate. However, the feedback can help you set goals for self-improvement that can enhance your career, especially over the long term.

Second, this report is designed to help you determine what jobs you might be best suited for, and therefore what you would enjoy most. Research has shown, time after time, that the more you enjoy your job, the better you will do at it and the more successful your career will be. If you are either starting or changing careers, you can use this report for ideas on types of jobs you should pursue. Most people start by reviewing the summary table of jobs with the highest match. After that, if a particular job catches your interest, you can review the detailed information for each matched job in the following pages.



First, Let's Talk Competencies

As we mentioned, the assessment measured a number of abilities, skills, interests, and personality traits. We'll summarize the results for you here.

		Your Score	Percentile
Analytisch denken	The ability to think in a thoughtful, discerning way, to solve problems, utilize resources, and analyze data.	90	83
Multitasking	Your capacity to rapidly shift focus mentally from one task or issue to another while maintaining quality and attention to detail.	93	85
Oog voor detail	Demonstrates thoroughness, accuracy, and being concerned for all areas involved no matter how insignificant.	87	80

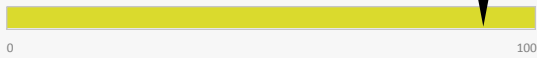
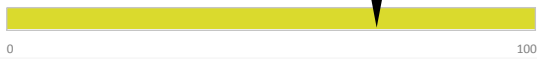
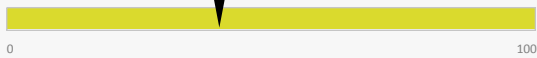

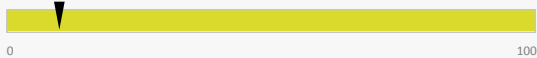

Knowledge and Skills		Your Score	Percentile
Schrijfvaardigheid	Your ability to concisely and succinctly convey ideas and information via written text.	75	69

Personality Characteristics		Your Score
Aanpassingsvermogen	Adaptability	Acceptable (Somewhat above average)
Bedrijfsburgerschap	The degree to which you and your behavior embraces the spirit of your organization's mission, objectives, and strategy.	Risk / Development Area (Far below average)
Behoeftte aan structuur	The degree to which you prefer to work within an ordered environment, with well-defined tasks, activities, rules, processes and expectations.	Risk / Development Area (Far above average)
Competitief	The the degree to which you are driven to impress your leaders, achieve your goals, and exceed your peers.	Good (Above Average)
Expressief en extravert	Your interest and willingness to assert yourself in social settings - either in the workplace or at home.	Acceptable (Somewhat above average)
Geeft blijk van een positieve werkhouding	The degree to which you insist on performing well in your job, when confronted by other priorities you may have in your life, or by workplace policies and decisions you don't agree with.	Good (Above Average)
Innovatief en creatief	The degree to which you consider yourself capable of formulating original approaches to problems and other work challenges.	Good (Above Average)
Lost graag problemen op	Your willingness to deal with complicated problems on a frequent or recurring basis.	Good (Above Average)
Ontwikkelt relaties	Your desire for and commitment to cultivating relationships with co-workers, customers, and others you encounter on the job.	Risk / Development Area (Far above average)
Streeft perfectie na	Where you draw the line on what is 'good enough' when it comes to your work. If you are too much of a perfectionist, you may never complete your assignments. However, if you are too low your organization may have to expend resources correcting your mistakes and omissions.	Risk / Development Area (Far above average)

Emotional Intelligence Capabilities		Your Score	Percentile
Emotioneel zelfbewustzijn	Your ability to recognize your feelings, differentiate between them, and recognize the impact they have on others around you.	Excellent (Far above average)	75
Emotionele zelfbeheersing	The ability to regulate your emotions, thoughts, and most-importantly, your behaviors in the face of temptations and impulses.	Excellent (Far above average)	86
Inlevingsvermogen	The ability to understand and share how someone else is feeling.	Good (Above Average)	72

Past Behavioral History		Your Score
Vragenlijst verleden - Duur van dienstverband	The degree to which your past behaviors predict long tenure in a future job.	Excellent
Vragenlijst verleden - Prestaties	The degree to which your past behaviors predict high job performance in the future.	Excellent

Now, Let's Talk Interests

Theme	Score (0-100)	Level of Interest
Conventioneel	90	
Realistisch	70	
Sociaal	40	
Ondernemend	20	
Onderzoekend	10	
Artistiek	10	

Conventioneel

Your Score: 90

People with **Conventioneel** interests prefer to work with data and like rules and regulations and emphasize self-control. They like structure and order, and dislike unstructured or unclear work and interpersonal situations. They also value power and status.

Realistisch

Your Score: 70

People with **Realistisch** interests like to work with things and are assertive and competitive. They tend to focus on activities requiring motor coordination, skill and strength and prefer to work a problem through by doing something, rather than talking about it, or sitting and thinking about it. They are also drawn to concrete approaches to problem solving, rather than abstract theory and scientific and mechanical areas, rather than aesthetic ones.

Sociaal

Your Score: 40

People with **Sociaal** interests like to work with people and seem to satisfy their needs in teaching or helping situations. They tend to be drawn more to seek close relationships with other people and are less apt to want to be really intellectual or physical.

Ondernemend

Your Score: 20

People with **Ondernemend** interests like to work with people and data. They tend to be good talkers and use this skill to lead or persuade others. They are also drawn to high power situations, valuing power, money and status.

Onderzoekend

Your Score: 10

People with **Onderzoekend** interests prefer to think and observe rather than act, and to organize and understand information rather than to persuade. They are also drawn to working with data and facts over working with people and feelings.

Artistiek

Your Score: 10

People with **Artistiek** interests like to work with ideas and things. They tend to be creative, open, inventive, original, perceptive, sensitive, independent and emotional. They rebel against structure and rules and dislike tasks involving people or physical skills.

No Matches Found.

We're sorry, but we were unable to compute any matches for your unique set of responses. This could happen for a variety of reasons. Perhaps you answered very erratically in your interests survey, for instance, or you selected answers in the middle too often. When that happens, all jobs appear to be a fairly poor match.

We'd like to help you correct this situation. If you would like to attempt the survey again, please email us at support@hravatar.com. Thank you and good luck with your career.



Suggestions Regarding Your Competency Scores

Personality Characteristics		
Name	Score	Developmental Suggestions
Bedrijfsburgerschap	Risk / Development Area (Far below average)	<p>Being a good corporate citizen means placing the needs of your organization above your own needs. This means understanding the spirit and intent of the organization's mission and objectives, and making decisions that are consistent with that intent. Here are some things to think about or do:</p> <ul style="list-style-type: none"> • Ensure you fully understand the company's mission statement, vision, and corporate objectives. If there is a values statement, be sure you read it and understand it. • Volunteer for activities that contribute to the general functioning of the organization. For instance, you can organize the company holiday party, represent the company at a recruiting fair, or plan a town hall meeting or forum to address an issue related to the company mission. • At town hall and other group meetings, ask questions relating to the companies overall mission and objectives, rather than about things that mostly impact you or a small group of employees.
Behoefte aan structuur	Risk / Development Area (Far above average)	<p>It's OK to need structure in your work environment, as long as it doesn't paralyze you when things get a little crazy.</p>

Personality Characteristics

- Be careful to select a job where you can have the level of structure you need.
- Ask for specific instructions when you feel you need them. Don't allow yourself to sit at your desk paralyzed for lack of knowing what to do.

Ontwikkelt relaties	Risk / Development Area (Far above average)	<p>While relationships are a key aspect of any job, it is possible to care so much about how others may feel that your work suffers or critical information doesn't get shared efficiently and in time to make a difference. There's no point in trying to be less of a people person. However, the key is to make sure you are focused enough on the mission of the organization and your role so that your desire to build relationships doesn't interfere with your work. Some things to consider/do:</p> <ul style="list-style-type: none"> • Learn to recognize signs that someone else wants to get back to work. Does their body language suggest they are becoming impatient? Do they keep looking away or towards their desk or computer. Have they gone silent? when you see these signs, be sure to back off quickly. • Limit your socializing time during work hours. Be the first person to 'get back to it' when you have an informal discussion. Don't be the last. • Balance the needs of others with the needs of your job. Sometimes, you have to put your work first, even if it annoys a co-worker. Learn to be diplomatic but firm. Don't be afraid to come back later and apologize, even if it's not really necessary.
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Streeft perfectie na	Risk / Development Area (Far above average)	<p>Being too much of a perfectionist can seriously impact your performance on the job by causing you to take too long to get anything done. We all want to do a good job and no one wants to submit work that has errors in it, but the system works best when everyone finds a balance between meeting deadlines and other time expectations, and making sure there are no errors.</p> <ul style="list-style-type: none"> • Find the line. Know the difference between healthy and neurotic perfectionism. Get a feel for what is "Good Enough." • If you're worried something isn't perfect, just tell the person you pass it on to and offer to review it some more. This way, they know you aren't absolutely sure it's perfect, and you've given them the choice to accept it "as is" or ask for more from you.
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How we created this report

We used your responses to questions in all of the questions in the test, in conjunction with data provided by the U.S. Federal Government Occupational Information Network (O*Net) and the U.S. Department of Labor's Bureau of Labor Statistics. O*Net provides up-to-date information about nearly 1,000 different types of jobs. Data available includes knowledge, skills, abilities, tasks, work styles, and many other features associated with each job, such as experience level and education level requirements. The O*Net database is updated frequently and has become the world's foremost compendium of job descriptive data. We use the Bureau of Labor Statistics (BLS) database for information about the number of actual jobs of various types and average annual wages.

HR Avatar uses the responses to questions in the assessment to calculate your degree of each relevant feature or character trait. We then match these calculated values with values in the O*Net database to determine which jobs have the highest overall match.

Why aren't there any test scores?

There are no right or wrong answers to most of the questions used to generate this report. Therefore, they don't really have scores. However, they are used to estimate your degree of interest in various classes of jobs, such as jobs that require artistic ability or social skills. When an actual pre-employment assessment is used in conjunction with the interest and experience survey, your scores are kept confidential and are only shared with the sponsoring employer.



HR Avatar Use Only

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