

You hold in your hands the results of the Work Style questionnaire. It is a basic questionnaire offering a complex overview of an individual's work style from the perspective of key work characteristics and preferences.

There is no perfect result for this questionnaire. No score or outcome is positive or negative, better or worse. The result simply represents an individual work profile, highlights its specifics and advantages as well as possible downsides and risks. It also contains tips for development. Each profile is legitimate and applicable to a certain environment, team, context or position. Therefore, results always need to be interpreted within the context of the situation, profession, and role. They are not to be taken as an absolute truth but as a valuable basis for decision-making, clearer self-perception, deeper self-awareness, and as a supportive development tool.

VALIDITY 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 validity scales which warn of possible distortions of results, especially when the consistency of replies is low and the social desirability, i.e. the tendency to select the socially desirable option, is high.

INCONSISTENCY OF REPLIES:



adequate data consistency

SOCIAL DESIRABILITY SCALE

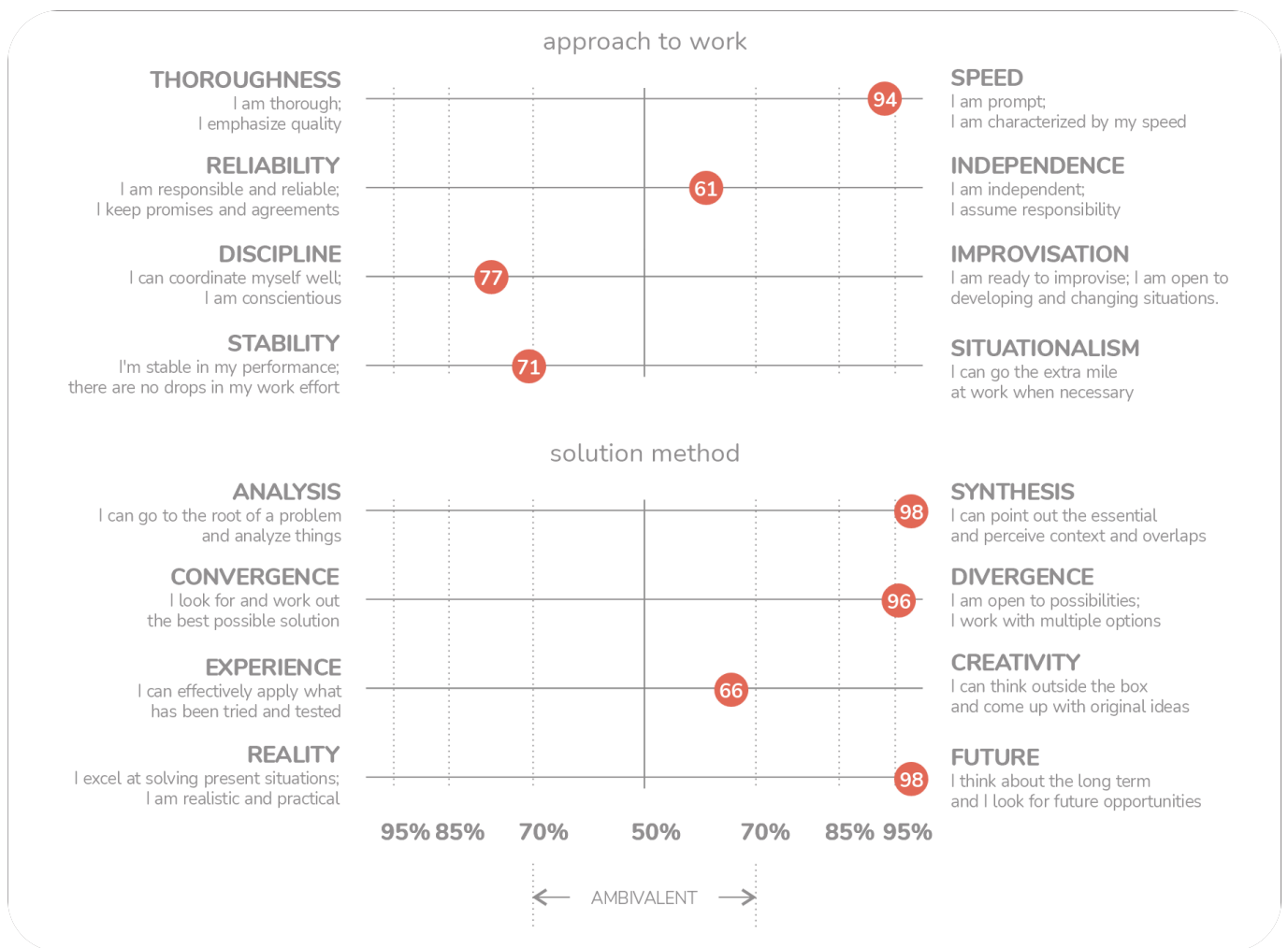


sufficiently honest answers

The chart below offers information about an individual's work style. It reflects how they like to work, which approach they prefer, and provides information about the person's key 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 leans toward the average values on each individual scale. More pronounced profiles are rather rare. Once again it applies that neither pronounced nor average results are better or worse. Results closer to the population average often go hand-in-hand with versatility the ability to partially draw on both extremes of the scale. A more pronounced profiling entails the risk of one-sidedness. On the other hand, that means better pre-requisites in that direction than people with average results. It is, therefore, essential to compare the resulting profile with the position, requirements and demands of the particular job.

WORK STYLE:



Note: The values in the chart are weighted scores. The percentage values at the top of the chart show what percentage of the population appears/scores in the given column and thus they highlight the significance of profiling.

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

ADVANTAGES

- promptness in reactions and task accomplishment; ability to make fast decisions and quickly move from ideas to action; resistance to time pressure
- structuredness; methodicalness; lucidity of actions and procedures; meticulousness and responsibility; ability to plan work effectively, inner discipline
- balanced performance; consistent work effort; predictability of performance; ability to expend energy evenly and use discipline to force oneself to action
- ability to generalize and perceive key aspects and mechanisms of a problem; ability to put things into context, notice similarities, and interconnectedness of the problems and topics in question
- ability to think about options and focus on the development and consideration of alternatives; openness to possibilities and inspiration; consideration of a problem from many angles
- focus on vision, future opportunities, and development; consideration of options and future consequences; ability to suggest ideas leading to new achievements

POSSIBLE RISKS

- acting fast sometimes at the expense of quality solutions A tendency to be hasty and reckless in decision-making may result in mistakes, oversights, or neglect
- less prompt in situations requiring improvisation; in unplanned situations, this may lead to ineffective adherence to structures and plans, resulting in insufficient consideration of how a situation is unfolding
- lower situational adaptability and effectiveness in a dynamic environment; less beneficial strategies for solving creative and innovative tasks which require inspiration rather than discipline
- may tend to overly generalize or look for connections where there are none; vague communication; lack of attention to detail; lower need to go deep into things
- tends to think for too long about possible alternatives even when they are unnecessary; could generate too many options and thus make it harder to choose a procedure and a solution or move towards a uniform logical solution
- sometimes pays less attention to what is happening; not so focused on dealing with the "here and now"; possibly less practical and less able to take current options into account in their plans and visions

DEVELOPMENT RECOMMENDATIONS

- Be more judicious and avoid rashness; consider risks when making decisions; pay attention to checking your work.
- Engage in new, unknown situations and improve the ability to react promptly to the unexpected or to situations as they unfold.
- In tasks requiring a creative solution, consider adequate conditions, including time and space to relax.
- Avoid over-generalization and be specific in communication and problem-solving.
- Effectively manage the tendency to work on various solutions simultaneously; learn to focus on one solution at a time and see it through.
- Do not forget to consider how realistic your visions are, and whether and how exactly they can be accomplished.

WAYS TO BETTER SATISFACTION AND PERFORMANCE

- being in situations that require quick actions and decisions; fast results; having the possibility to look back on a quantity of completed work
- clearly defining procedures and processes; having reliable and consistent superiors and colleagues; giving enough time for preparation
- having a quiet work environment, a consistent workload over extended periods, and enough time to complete given tasks
- being able to see the point of one's job; having tasks that require searching for general principles and connections with other areas
- having enough freedom in the process of finding and choosing a solution; being engaged in tasks that offer many possible solutions; discussing and brainstorming
- having the opportunity to use one's own forecasts and think about long-term development; carrying out tasks with the potential for long-term application