

REPORT
**CAREER CHOICE
TEST**

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Gender:	female
Age:	29
Education level:	university
Reference group:	Working population of the Netherlands
Test date:	4-08-2016

1. Introduction

This report consists of two parts.

It begins with your personality profile. Based on the test, the extent to which the characteristics *Social (S)*, *Conventional (C)*, *Artistic (A)*, *Enterprising (E)*, *Investigative (I)* and *Realistic (R)* apply to you has been determined. The exact meaning of these characteristics will become clear as you read this report. Every person has some of each of these characteristics, but the one you have the most of determines your professional personality.

Your profile has been determined from three perspectives. First, the **activities** that appeal to you most were identified. Next your actual **daily behavior** was assessed. As last, your **work values**, specific things that are important to you in your work environment, were studied. Your total score, which reflects your actual personality profile, was determined based on these three perspectives. Each part is accompanied by an explanation.

The second part of the report summarizes personality profiles and the relevant professions. These examples will help you to better understand how your profile might be in keeping with certain professions. It will certainly help you to understand why one profession appeals to you more than another.

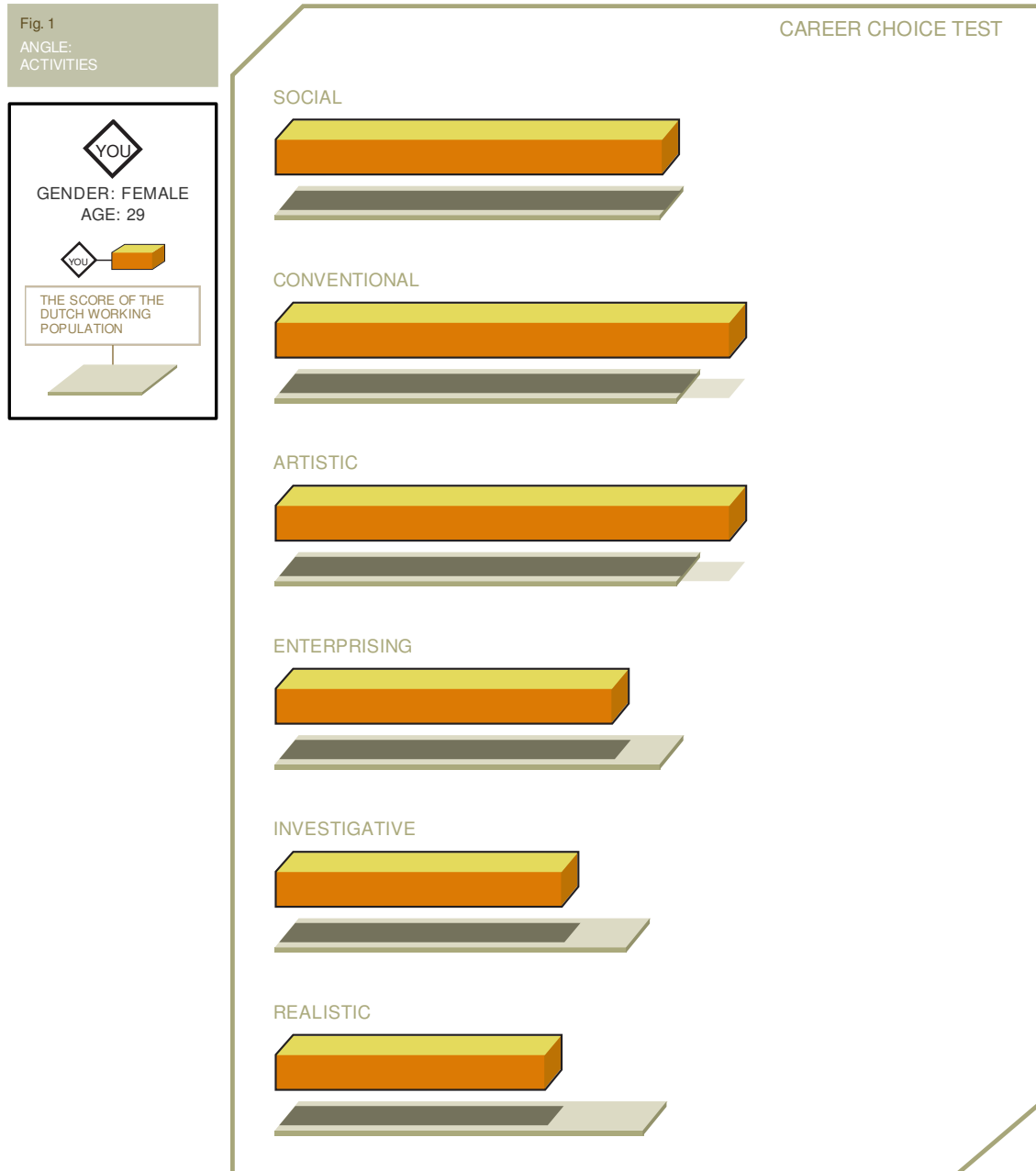
2. Your personality profile

As already indicated, your personality is described in terms of six characteristics: *Social (S)*, *Conventional (C)*, *Artistic (A)*, *Enterprising (E)*, *Investigative (I)* and *Realistic (R)*. Your personality is mapped based on four graphs.

To clarify the degree to which the characteristics apply to you in comparison with others, each graph is explained in detail. Statistical analysis is used to calculate the extent to which your scores differ from the average scores for the working population in the Netherlands. This is the reference group. The scores have no meaning in terms of right or wrong! They merely clarify the parts of your personality. A person with a below-average score for all of the aspects can simply be characterized as a person who has a bit of everything but no outspoken preference.

2.1. Activities

First, the activities that appeal to you most were identified. The graph below reflects your scores for the six characteristics *Social*, *Conventional*, *Artistic*, *Enterprising*, *Investigative* and *Realistic*. Each score is compared to the average scores for the reference group: the working population in the Netherlands.



The six characteristics are explained below in the order of your personal score. The characteristic for which you had the highest score is at the top. The characteristic for which you had the lowest score is at the bottom. The extent to which each characteristic applies to you is indicated. The explanation discusses the extent to which the characteristic applies to you as compared to the reference group.

1. Conventional

In comparison to the reference group you scored just above average on Conventional. You

certainly like to know what to expect, but you need not know every little detail. Nevertheless, you prefer not leaving things to coincidence. You will avoid this by making a checklist, for example, or with proper planning. You probably work better and preferably in a neat environment.

2. Artistic

In comparison to the reference group you scored just above average on Artistic. You are the kind of person who sometimes likes the creative side of work. In either words or images, you are selective. You therefore enjoy some creative activities more than others. As long as your fantasy is stimulated every now and then.

3. Social

In comparison to the reference group you scored average on Social. You are a person who believes it is reasonably important to help others. But not every charity or any organization. You are certainly selective in that respect. You probably devote effort to doing good now and then, but this need not always be a grand gesture. In your view, a personal contribution - no matter how small - will always be meaningful enough.

4. Enterprising

In comparison to the reference group you scored just below average on Enterprising. You are a person who can take the initiative if necessary or desired. Not that you always want to be the boss, hope to direct a large company or want to earn a lot of money. You consider enterprise to be more of a means than an end.

5. Investigative

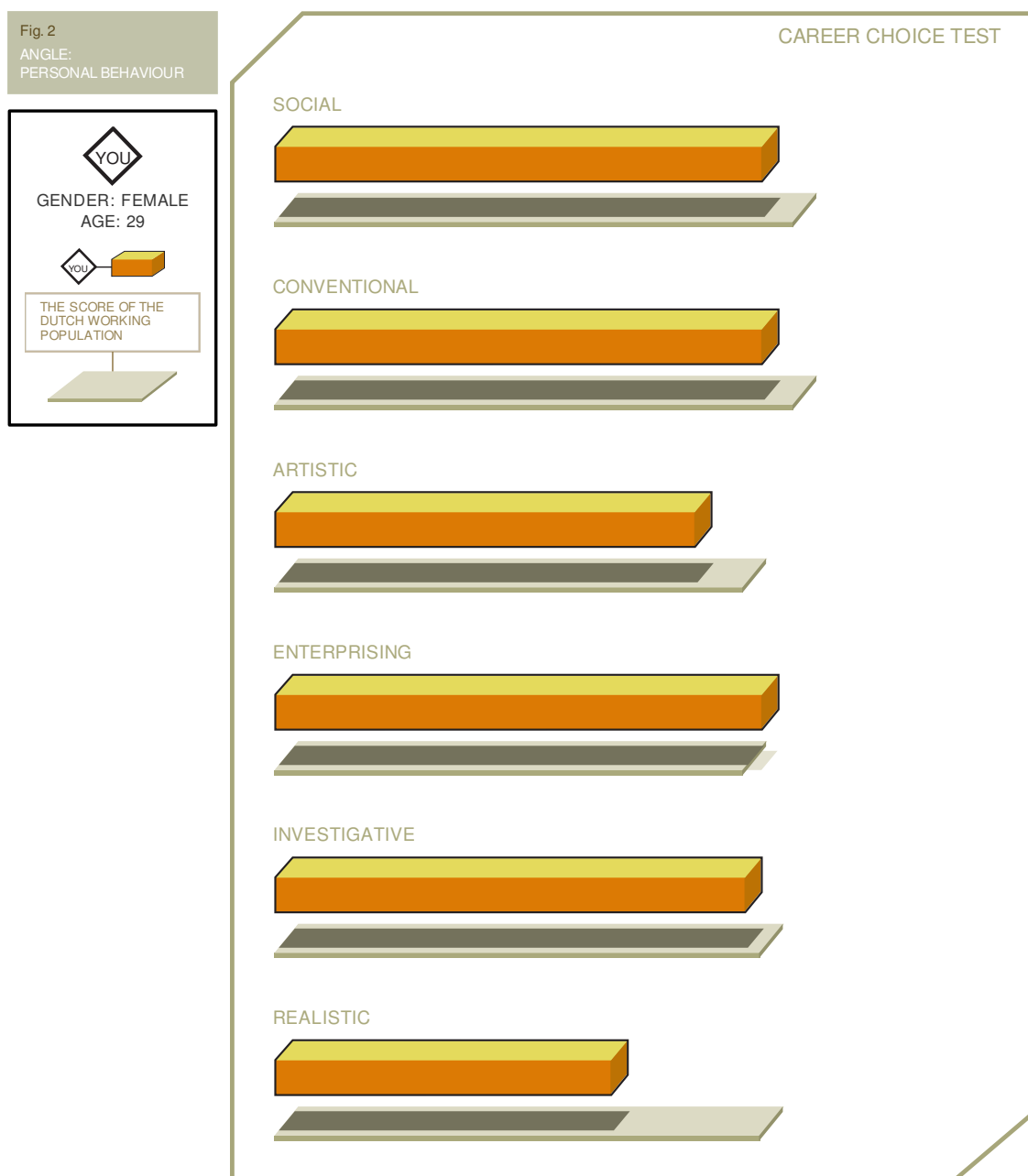
In comparison to the reference group you scored just below average on Investigative. Depending on the subject, you are certainly interested in activities with a certain theoretical or academic content. Not that every theoretical issue or academic analysis will be equally interesting to you. In other words, you will not read every item in the scientific section of the paper, but you will selectively go through it.

6. Realistic

In comparison to the reference group you scored below average on Realistic. You are clearly not a person who prefers activities of a physical nature, outdoors or without too much talking. However, this does not mean that you are not an outdoors person or that you are all thumbs. You simply prefer other activities in your work.

2.2. Personal behavior

The extent to which certain behavior applies to you was determined in the job selection test. This reflects your personal behavior, resulting in the following graph.



1. Conventional

In comparison to the reference group you scored just below average on Conventional. You like having things relatively clear. If possible, you will keep your promises. You can also work accurately and you have a good eye for details, but you do not think this is always necessary. When you work according to the rules, you expect others to do the same. You prefer not to be late for an appointment.

2. Enterprising

In comparison to the reference group you scored average on Enterprising. You can be

enterprising and can take the initiative. Once you know what you want, you can motivate others and you are also goal-oriented. Thus you can be convincing as well. If necessary, you have the organizational capacities, but this does not make you a typical organizer.

3. Social

In comparison to the reference group you scored just below average on Social. You are the kind of person who can be reasonably sensitive to the situation. You often notice other people's suffering, but it does not have central focus. You can easily adapt and are attentive to others. You will avoid treating others unfairly or unnecessarily harshly. You can be extremely helpful and nice for others, but you do not feel the need to do this all the time. It certainly gives you satisfaction when others appreciate your contribution.

4. Investigative

In comparison to the reference group you scored just below average on Investigative. You are the kind of person who tends to think first and act second. Some complicated problems are intellectual challenges, but certainly not all. You can take a relatively critical and rational approach. When you do, you have a few of the characteristics of a scientist.

5. Artistic

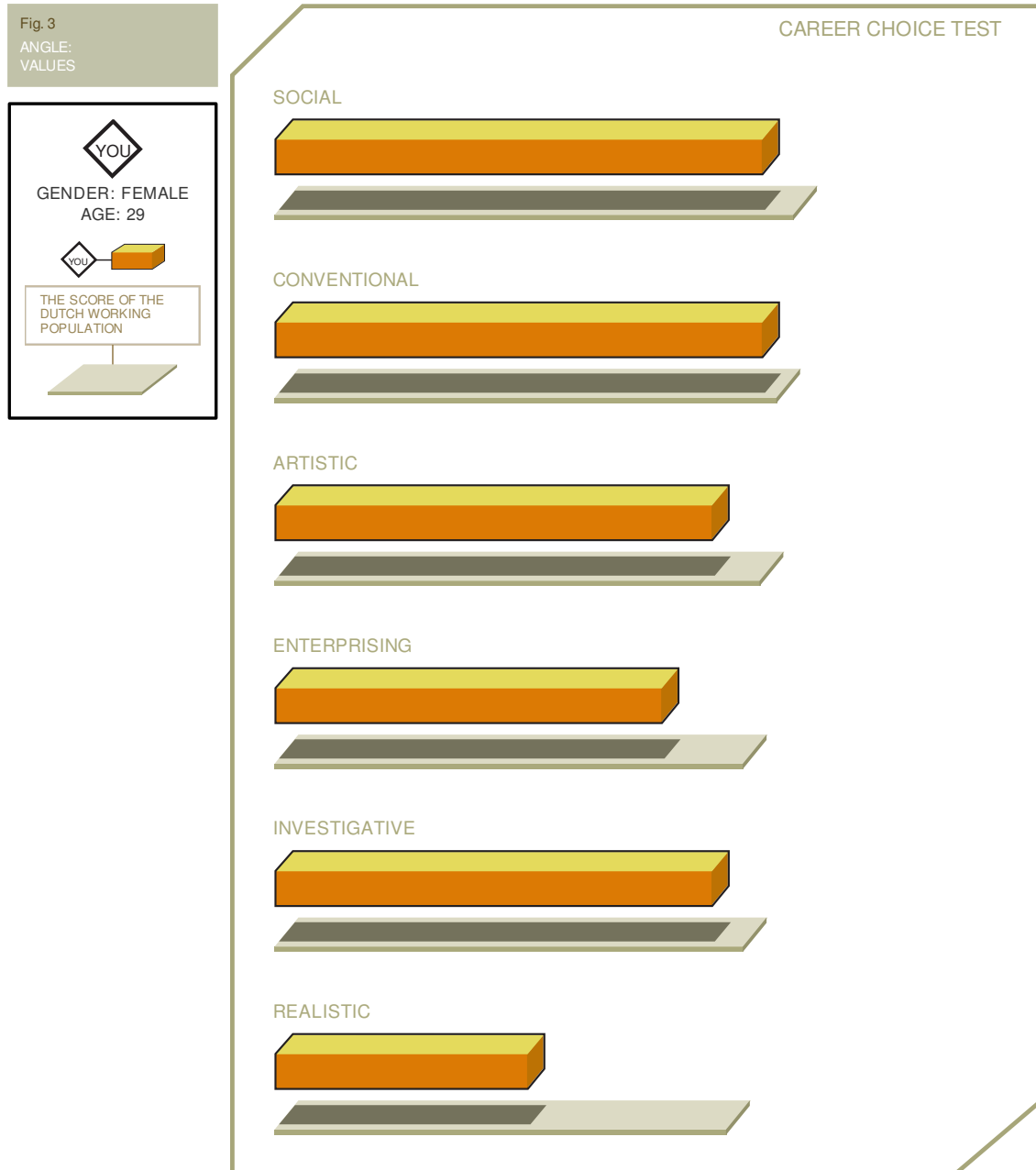
In comparison to the reference group you scored just below average on Artistic. You are the kind of person who can be original when you need to be. You have the necessary imagination, but you do not always use your fantasy. Thus you sometimes have new ideas, but you do not always express yourself in an original manner. You are probably unafraid of being noticed every now and then.

6. Realistic

In comparison to the reference group you scored extremely low on Realistic. Others do not really see you as a person who always needs to be doing something or who is always out and about. You are too much of an indoor person or too restless for that.

2.3. Values

Your score in terms of work values was also determined. This is an indication of the extent to which you find certain work conditions important. In other words: what would or would not be a suitable work environment for you.



1. Conventional

In comparison to the reference group you scored just below average on Conventional. You appreciate clarity and structure to a normal extent. You like knowing what to expect, but need not know the exact details. You believe that clear agreements, structure and neatness do improve the work environment somewhat. Order is not a premise, but it does make the work more enjoyable and easier.

2. Social

In comparison to the reference group you scored below average on Social. You are not looking for a work environment that centers on cooperation or helping others. Values like mutual respect, consultation and protecting interests are less important to you.

3. Artistic

In comparison to the reference group you scored below average on Artistic. Things like personal achievement and design have a low priority in your work environment. Being able to use your imagination or create things are not the key values you are looking for.

4. Investigative

In comparison to the reference group you scored below average on Investigative. A work environment that focuses on reflection and analysis is not your first choice. Feeling and intuition are also important to you. Thus you are not looking for work environment that is characterized by an academic climate. That is not in keeping with your work values.

5. Enterprising

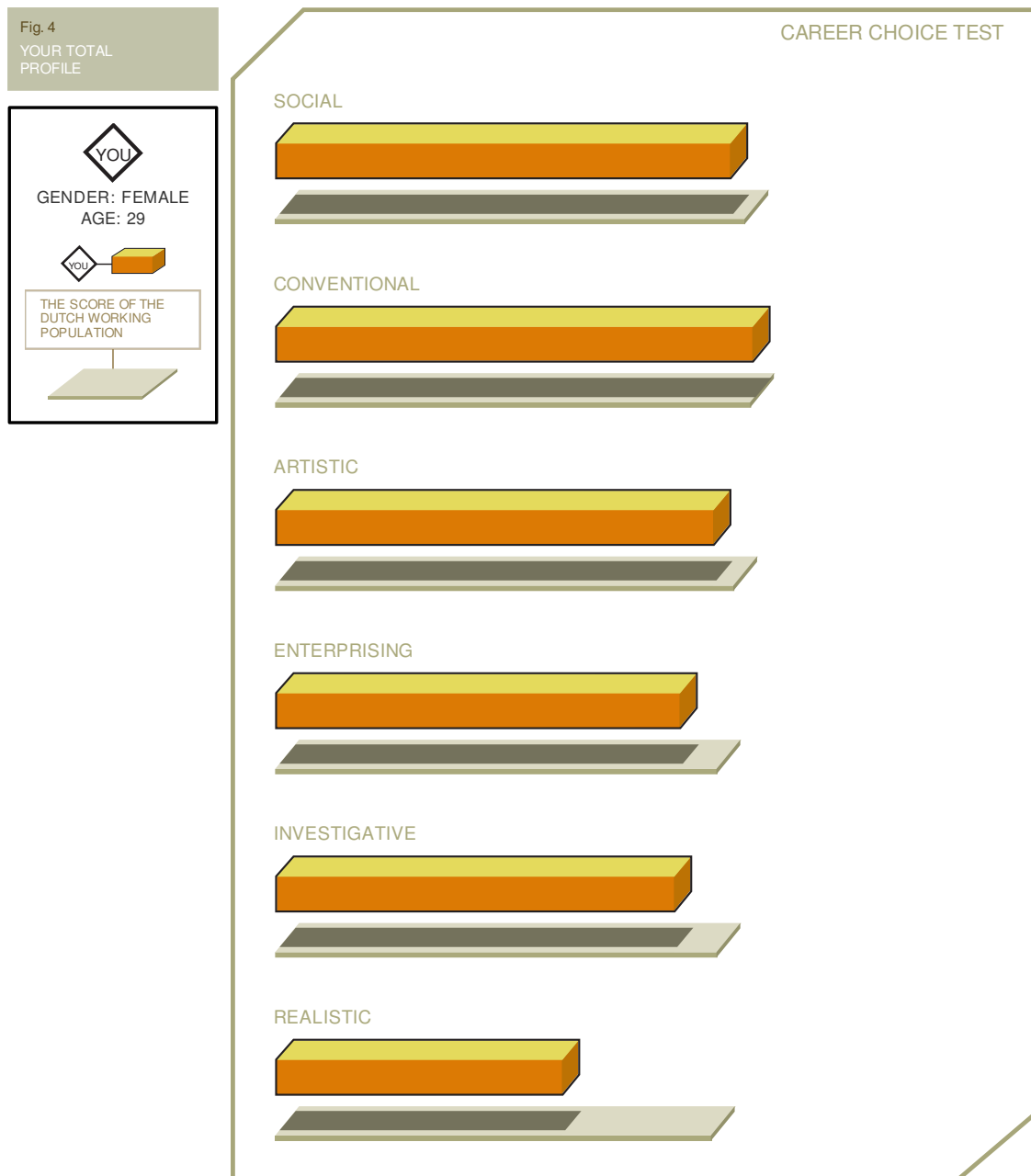
In comparison to the reference group you scored below average on Enterprising. An environment that places importance on ambition, competition and initiative is not appealing to you. That is taking things too far. A work climate in which enterprise has central focus is not in keeping with your work values.

6. Realistic

In comparison to the reference group you scored extremely low on Realistic. Physical labor and outdoor activity is not all that important to you. You also do not expressly prefer a work environment that centers on machines or equipment. Practical usefulness also has a low priority. Other working conditions are more important to you.

2.4. Your total profile

The previous three graphs reflected your scores in terms of favorite activities, personal behavior and work values. Combined, these three determine your total personality profile, as reflected in the following graph. Thus your ideal work environment can be found in this summary.



1. Conventional

In comparison to the reference group you scored average on Conventional. You can be characterized as somewhat conventional. This characterization does not apply to you to an extensive degree, however. You do have a number of traits that conventional people also have. People with high scores for conventionality like order and clarity. They are precise in their work, keep their promises and are known to be neat and structured. Numerous professions are in keeping with these characteristics. Examples include accountant, civil-law notary, secretary, mailman, financial analyst, inspector, documentalist and customs official.

2. Social

In comparison to the reference group you scored just below average on Social. You are neither extremely nor minimally people-minded. You do have a number of traits that can be characterized as people-minded, however. People who have high scores in this area easily empathize with others. People who are social like to devote attention to others. They like other people to feel at ease or to benefit from their advice or presence. They like professions in which social contact is important. Examples include lawyer, travel guide and career consultant. Other social professions can be found in the areas of teaching, nursing, institutional care, family law and secretarial services.

3. Artistic

In comparison to the reference group you scored just below average on Artistic. You can therefore be characterized as somewhat artistic. This characterization does not apply to you to an extensive degree. You do, however, have a number of the traits that people who are artistic also have. People who have high scores in this area often see things in a different way. They can fantasize, do not think in fixed patterns and want to make beautiful things. Creative professions do not always pertain to making beautiful things that are tangible. Examples include journalism and ad design. Other stereotype examples of creative professions are musician, architect or painter.

4. Enterprising

In comparison to the reference group you scored just below average on Enterprising. You can be characterized as somewhat enterprising. This characterization does not apply to you to an extensive degree, however. But you do have a number of the traits that people who are enterprising also have. People with high scores in this area want to have influence and to be in charge. They often do this in order to achieve a certain objective. Enterprising people can deal with numerous matters simultaneously. Stereotype professions include contractor, manager, entrepreneur, real-estate agent, car salesperson and union leader.

5. Investigative

In comparison to the reference group you scored just below average on Investigative. You can be characterized as somewhat investigative. This characterization does not apply to you to an extensive degree. You do, however, have a number of the traits that people who are curious also have. People who have high scores for being investigative get much satisfaction from discovering new things and solving problems. In doing so, they ask critical questions and are accustomed to thinking systematically in search of a solution. As a professor, for example, or physicist or scientific researcher. People characterized as curious are also found in other professions, such as dietician, computer programmer, psychologist, management consultant and insurance expert.

6. Realistic

In comparison to the reference group you scored extremely low on Realistic. This means that you cannot be characterized as a practical or realistic type. Not that you do not have any of the relevant traits. This characterization applies to you to only a limited degree. People who

have high scores for practicality like working with their hands. The things they deal with must be tangible and visible. This may involve nature, for example, or more mechanical things. A stereotype profession for practical people is mechanic with an emergency road service, for example, park ranger or veterinarian.

Naturally, many different combinations can be seen in the entire population. Some will have high Enterprising and Realistic scores, others high Social and Investigative scores.

Your highest score is for Conventional; the same is seen among 23.13 percent of the reference group. Your next-highest score is for Social. The combination of the highest score for Conventional and then for Social is seen among 7.49 percent of the population. Although a characterization based on three traits is taking things a bit far, it is interesting to know how scarce that combination is. Your third-highest score is for Artistic. The combination of Conventional, Social and Artistic in that order is only seen in 1.31 percent of the population.

2.5. Summary

Examples of stereotype professions were given in the descriptions above. These are professions that are in keeping with the profile and that are clearly defined. In actual practice, however, the division is generally more vague. Moreover, various profiles are seen in most professions. A pediatrician, for example, is someone who gets along well with children, and especially likes doing that (social). But a pediatrician must also have a scientific background and interests (investigative). These professionals must also enjoy diversity and be able to work with equipment (realistic). The main point is for you to determine the activities and qualities that are best suited to your preferences and the types of professions and positions that are in keeping with these. If you are a person who likes working with others, you should not be looking for a job that keeps you glued to a desk all day. Unless, of course, your social skills are utilized by telephone and computer, for example by working for a telephone help desk. If you are a person who is highly creative, for example, you should try to find a profession in which originality and creativity are appreciated and stimulated. This does not limit you to the arts. A lot of creativity also goes into designing a campaign, a new product or a new service. Last but not least, many people have various qualities that are only partially reflected in their work. A person who is highly creative, for example, may deliver mail during the day and use his or her time off to paint or take photos. The important thing is being aware of what you like to do and can do. Based on that knowledge, you may decide that you already have things right. Maybe your position could use a few minor adjustments. Or perhaps you need to have some tasks reassigned to others, making room for tasks for which you are better suited. Maybe you should look for a hobby or extra activity that does justice to one of your main traits. However, you could also have a job that is not at all suitable. In any event, finding a new challenge is much easier if you are aware of your qualities and interests.

3. Profiles and professions

In the previous section, examples of stereotype professions were given with your personality profile. Professions that are in keeping with a certain characteristic. But there are an infinite number of professions and types of activities. The following tables give a summary of various professions as additional help.

There are six tables: one for each of the personality traits. Each table consists of five blocks compiled based on the various combinations of that table with each of the other traits. The first table for the Social characteristic, for example, lists the combination with Conventional as SC. A type of profession is then given for this combination. This is a brief description of the type of profession that suits this combination of characteristics. Then a number of stereotype examples are given per combination. These are professions that go well with this combination of characteristics. As last, the professions are listed of people with the same combination who have indicated during studies that they believe that their work is well-suited to who they are.

If your highest score was for Conventional, for example, followed by Realistic, take a look at the combination of C and R. The example professions may seem highly appealing, giving you an idea of what you might like. If you also scored relatively high for Social, try also looking at the combination C and S or R and S. Perhaps you do not have one clearly high score, but scored about equally high for Artistic as for Enterprising. You might then take a look at the combinations A and E or E and A. This gives you an idea of how you can play with the examples in the tables. Base your search on your two or at most three clearest scores. Also take a look at the letter combinations that are the farthest from your personality profile. If your score for Realistic was very low, for example, take a look at the combinations of other traits for which you had a relatively low score and R to see which professions are listed there. This will tell you something about the types of professions and activities that are clearly less suited to your personality.

The stereotype example professions in the tables have been edited based on years of experience in career consultancy and research. The list of example professions of people who have indicated that their profession suits them well was compiled based on large-scale scientific research in the Netherlands and Belgium. These studies involved a total of about 11,000 semi-automatic interviews.

The personality traits are abbreviated in the tables as follows: S for Social, C for Conventional, A for Artistic, E for Enterprising, I for Investigative and R for Realistic.

The six tables are shown below.

SC

Social profession that focuses on helping people combined with organizing, straightening or arranging data, activities or an environment.

Host or Hostess, Travel agent, Natal care worker, Receptionist, Team leader, Legal aid advisor, Personnel & Organization staff member, Help desk staff member

Driving instructor, Project manager, Elementary school teacher, Social pedagogic advisor, Higher vocational school teacher, P&O advisor, Economic Affairs employee, Secretary, Nurse, Homemaker, Waitress, Orderly, Bank employee, Pre-school manager, Residential care staff member

SA

Social profession that focuses on helping people combined with creativity, art, fashion or ingenuity.

Drawing teacher, Clothing salesperson, Museum guide, Arts and Crafts teacher, Activity therapist, Make-up artist

Human Resources manager, Movement technologist, Teacher, Beautician, Group leader, Information assistant, Child care staff member, Staff member Day care for the disabled, Social worker

SI

Social profession that focuses on helping people combined with research, study or analysis.

Doctor's assistant, Consumer surveyor, Secondary school teacher, Pediatrician, Family physician

ICT instructor, Court clerk, Patent researcher, Consultant, Fiscal law specialist, Movement therapist, Psychological advisor, Union consultant, Communication advisor, Social worker, Wife working with husband in own business, Nurse, Group leader for the mentally disabled

SE

Social profession that focuses on helping people combined with enterprise or starting up new commercial activities.

Event planner, Temporary employment agency staff member, Corporate advisor, Child day-care manager, Group leader

Career advisor, Consultant, Temporary employment agency staff member, Financial Advisor, Economics professor, Manager Healthcare, Floor manager, Location director, Account manager, Florist, On-site technician, Bank employee

SR

Social profession that focuses on helping others combined with outdoor work, being outdoors, physical labor, traveling or more adventurous activities.

Military, Animal keeper, Police officer, Golf instructor, Flight attendant, Nurse, Veterinarian,

Midwife, Masseur

Instructor, Business owner animal sector, Group leader mail company, Military, Security staff member, Nurse

CS

Conventional profession focusing on administrative, orderly or regulating activities combined with helping or cooperating with others.

Executive board secretary, Office manager, Public health inspector, Conductor, Social Affairs employee, Receptionist, Building caretaker

Teacher, Media advisor, Work therapy assistant, Municipal staff employee, IT Consultant, Social worker, Hostess, Hairdresser, Reservations staff member, Nurse, Activity therapist, Acrobatics trainer, Project staff member, Secretary, Orderly, Baker, Administrative staff member, Commercial staff member, Chef, Gas station attendant, Sanitation engineer, Travel agency staff member

CA

Conventional profession focusing on administrative, orderly or regulating activities combined with creativity, art, fashion or ingenuity.

Auctioneer, Appraiser, Test developer, Frame maker, Graphic/text corrector

IT Consultant, Elementary school teacher, Child care employee, Desktop publisher, Silkscreen printer, Luxury items buyer, Executive assistant at a museum

CI

Conventional profession focusing on administrative, orderly or regulating activities combined with research, study or analysis.

Analyst, Programmer, Lab assistant, Anesthesiologist, Policy staff member, BA specialist, Auditor

Share analyst, IT science expert, Executive board secretary, Head Financial administration, Employment expert, Insurance advisor, Internist, IT project manager, Sales Support staff member, Functional systems manager, Planner

CE

Conventional profession focusing on administrative, orderly or regulating activities combined with enterprise or starting new or commercial activities.

Civil-law notary, Account manager, Supervisor, Executive secretary, Head of Finance division

Manager, Television producer, Financial consultant, Account manager, Insurance intermediary, Sales manager, Managing director, Head of Administration, Pension advisor, Upper management, Planner, Head of Customer Services, Notarial services staff member, Fiscal assistant, Warehouse manager, Purser, Operational Manager hotel and catering industry, Head of Housekeeping, Structural engineer

CR

Conventional profession focusing on administrative, orderly or regulating activities combined with outdoor work/being outdoors, physical labor or more adventurous activities.

Warehouse manager, Air traffic controller, Site inspector, Customs official, Ship captain, Porter, Detective

Quality consultant, Entrepreneur civil restoration, Service manager, Assembler on a production line, Equipment mechanic, Elevator mechanic, Crane mechanic, Process operator, Servant, Assembly supervisor, Warehouse manager, Sales administrator

AS

Creative profession focusing on originality, art, culture or ingenuity combined with social activities such as helping or cooperating with others.

Portrait photographer, Actor/Actress, Singer, Make-up artist

Media company receptionist, Hairdresser, Manager ad agency, Text writer, Dancer, Branch manager cosmetics company, English teacher, Coach, Copywriter, Press representative, Journalist, Entrepreneur, Free-lance translator, Physiotherapist, Social worker, PR coordinator, Graphic designer

AC

Creative profession that focuses on originality, art, culture or ingenuity combined with organizing, straightening or arranging data, activities or an environment.

Novel author, Crisis manager, Window dresser, Translator/Editor

Graphic artist, Zoning policy advisor, Career advisor, Event manager, Job coach, IT designer, Veterinary assistant, Hairdresser, Radio audio technician

AE

Creative profession that focuses on originality, art, culture or ingenuity combined with enterprise or starting up new commercial activities.

Free-lance photographer, Director, Program producer, Ad designer, Web designer, Editor in Chief, Model

Entrepreneur, Graphic designer, Designer, Web designer, Garden center buyer, Clothing salesperson, Furniture designer, Advisor, Sales staff interior design store, Office manager, Event manager, Product manager

AI

Creative profession that focuses on originality, art, culture or ingenuity combined with research, study or analysis.

Designer, Architect, Industrial designer, Art historian

Graphic designer, Editor, Landscape architect, Managing consultant, Civil engineer with architect company, Music teacher, Communication advisor, Copywriter, DJ, Web developer

AR

Creative profession focusing on originality, art, culture or ingenuity combined with outdoor work/being outdoors, physical labor or more adventurous activities.

Nature documentary maker, Sculptor, Goldsmith, Window dresser, Decor designer

Graphic artist, Arts and Crafts teacher, Graphic designer, Designer of work clothing

ES

Enterprising profession focusing on initiative and organizing commercial or new activities combined with social activities such as helping or cooperating with others.

Career coach, Personal trainer, Event planner, Merchant

Trainer and consultant, Account manager, Purchasing manager, Stock trader, Entrepreneur, Field service manager, Employee hotel and catering industry, Travel advisor, Management assistant, Sales representative, Purser, Team leader

EC

Enterprising profession that focuses on initiative and starting commercial or new activities combined with careful planning, ordering or arranging data, activities or an environment.

Project manager, Interim manager, Tax advisor, Consultant, Administrative services provider

IT Consultant, Entrepreneur, Head Corporate office, Manager, Civil Engineer, Supermarket manager, Manager hotel chain, Account manager, Department head, Business Process

manager, Marketing and Sales manager, Employee hotel and catering industry, Marketer banking company, Logistics staff member, Project coordinator, Operations manager, Sales executive, Representative, Office manager, Planner, System manager, Cashier, Buyer

EA

Enterprising profession that focuses on initiative and organizing commercial or new activities combined with creativity, art, fashion or ingenuity.

Gallery owner, Publisher of art books, Manager ad agency, Owner hairdressing salon, Jeweler, Antiques merchant

Actor and director, Trainer, Communication advisor, Media advisor, Independent organization advisor, Consultant, Executive manger, Free-lance photographer, Advisor in the public sector, Account manager, Marketing professor, Software salesperson, Help Desk team leader

EI

Enterprising profession that focuses on initiative and organizing commercial or new activities combined with research, study or analysis.

Member upper management, Head of product development, Consultant, Head of marketing, Owner research agency

General director, Team leader, Automobile mechanic, Department manager, Real estate agent, System manager, Therapist for the mentally disabled

ER

Enterprising profession focusing on initiative and organizing commercial or new activities combined with outdoor work/being outdoors, physical labor, being out and about, or more adventurous activities.

Zoo manager, Importer, Contractor, Foreman, Merchant

Managing director, Public Works and Water Management auditor, Bicycle courier, Service mechanic motorized vehicles

IS

Investigative profession focusing on reflection, study or learning combined with social activities such as helping or cooperating with others.

Therapist, Internist, Psychologist, Upper-level secondary school teacher, Hospital physician

Ortho-pedagogue, Ergonomics specialist, Scientist, Employment lawyer, Water treatment



advisor, P&O advisor

IC

Investigative profession that focuses on reflection, study or learning combined with organizing, straightening or arranging data, activities or an environment.

Programmer, Researcher, Chemical technician, Data analyst, Technician, Engineer, Fiscal/Legal researcher

Biochemical analyst, Corporate archive researcher, Development engineer, Auditor, Lawyer, Engineer, Technical Services manager, Research analyst, Gas and water equipment technician, Salary administration staff member

IA

Investigative profession that focuses reflection, study or learning combined with creativity, art, fashion or ingenuity.

Game designer, Inventor, Author of historical novels, Technical engineer, Research journalist

Market researcher, Consultant, Organization advisor, Electrician, Dental technician, Web designer

IE

Investigative profession focusing on reflection, study or learning combined with enterprise or starting up new commercial activities.

Organization advisor, Corporate analyst, Product developer, Corporate lawyer, Investor

IT Consultant, Legal advisor, Chemical technician, Automobile mechanic

IR

Investigative profession focusing on reflection, study or learning combined with outdoor work/being outdoors, physical labor, being out and about, or more adventurous activities.

Weatherman, Nature and technology researcher, Environmental expert, Mechanical engineer

Analyst, Computer programmer, Doctor, Tram conductor, Social worker, Natural stone artist, Bricklayer

RS

Practical profession focusing on adventure and/or travel, outdoor work or more physical activities combined with social activities such as helping or cooperating with others.

Dental hygienist, Sports instructor, Motorcycle police officer, Emergency road service, Fireman, Diving instructor, Pilot, Meat market staff member

Navy corporal, Video shop manager, Classic automobile mechanic, Agrarian staff member, Planner, Security official, Female farmer

RC

Practical profession focusing on adventure and/or travel, outdoor work or more physical activities combined with organizing, ordering or arranging things, data, activities or an environment.

Air Force pilot, Landscape supervisor, Mechanic, Typesetter, Restoration specialist, Traditional craftsman

Executive manager, Mechanic, Implementation manager, Operations manager, Chef, Jeweler, Wage farm staff member, Furniture maker, Maintenance technician gaming machines, Gas turbine mechanic, Elevator mechanic, Metal processor, Head automobile technician, Technical service staff member

RA

Practical profession focusing on adventure and/or travel, outdoor work or more physical activities combined with creativity, art, fashion or ingenuity.

Landscape architect, Landscape designer, Classic automobile mechanic, Glass and lead artist, Archeologist, Printer

Developer of technical applications, Machinist, Bartender, Animal keeper, Chef

RE

Practical profession focusing on adventure and/or travel, outdoor work or more physical activities combined with enterprise and starting commercial or new activities.

Pig farmer, Farmer, Golf course operator, Army officer, Grower

Independent physiotherapist, Horse farmer, Skipper, Metal processor, Salesperson for construction company

RI

Practical profession focusing on adventure and/or travel, outdoor work or more physical

activities combined with research, study or analysis.

Dental technician, Archeologist, Structural engineer, Botanist, Technologist

Tree surgeon, Port inspector, Staff member printing company, Gardener, Intensive Care nurse, Supervisor

4. In closing

This test has sketched your personality profile based on six characteristics: Social, Conventional, Artistic, Enterprising, Investigative and Realistic. Certain professions and types of work go with each personality profile to a greater or lesser degree. It was also explained why certain professions and types of are best and worst suited to your personality profile. The test did not provide an answer to the question: What should my profession be? The test has only demonstrated that certain careers or professions are better suited to your personality profile than others. This can help you make decisions related to your career. It can also help you to make these choices with more conviction and to put your choices into words.

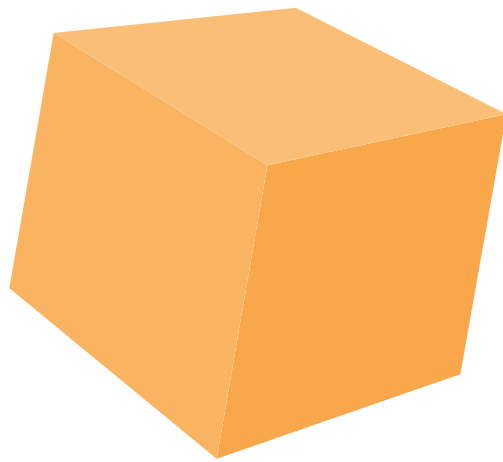
This test should be considered additional information to help you to determine your career and profession. If you want to talk with someone about your career: someone you know, perhaps, or a personnel advisor, this report is an excellent tool for taking the discussion to a higher level. This report will quickly give your partner in conversation more insight into your personality, making it easier for him or her to apply the relevant network and past experience to your situation. You, too, will be better able to explain why a certain profession does or does not appeal to you.

There are also other factors not measured in this test that are highly determinant for your career. Whether or not you are willing to work abroad, for example. Or your family situation. In short, this can help you make decisions related to your career. But it cannot answer all of your questions. A test that can does not exist. You must ultimately determine what you want. It is important to make an informed decision. Now you have some additional information that will help.

Over the course of time, you may change your views on certain things, slightly shifting the accents in your personality profile. It can never hurt to stop and reflect on your career every now and then. Which means that it can never hurt to do this or another test another time. Not to find the answers to your career questions, but as a tool to help you to shape your career based on insight.

Extra tips

- If your profile is the same in all three parts (Activities, Behavior and Values), you are well balanced. However, if differences clearly exist between your profiles for Activities and Behavior, for example, you might consider why your behavior is not in keeping with your interests. Perhaps the next tip will help you find an answer.
- Sometimes it is very difficult to encompass all of your personality traits in a job. It may even be impossible. In that case, it might be wise to make a choice. A person who scores high for Conventional and Artistic might opt for a traditional job in the business sector (Conventional) but also have painting as a hobby (Artistic). In any event, if you are looking for a new hobby, be sure to consider your highest score for activities: the description of your personality in this part will point you in the direction of a fitting hobby.
- If you have an extremely clear profile, with extremely high scores for one or two of the characteristics, for example, it will be easy for you to find a job that truly suits you. If your profile is more level, however, meaning that all of the scores are about the same - irrespective of whether they are high or low - you will have to make a choice. You can then base your choice on arguments other than whether the job suits your personality. Opt for a relatively general job that allows you to easily alternate your activities.



(Jouw bedrijfsnaam hier)

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