

CareerIntelligence

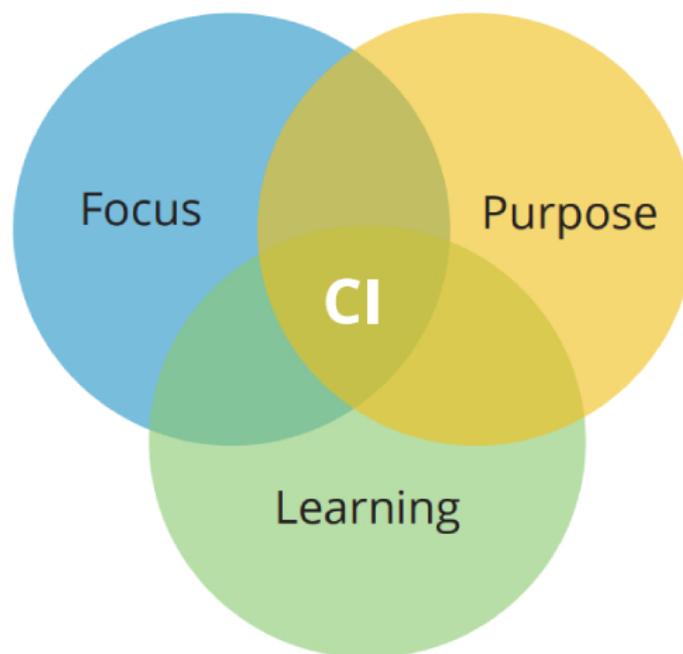
A Self-evaluation designed for Career Planning and Development

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Date: 10/10/2021

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Welcome to your Career Intelligence report. Your reflections on what matters at work and in life, and the evaluation of your skills and personal strengths will provide insights for making informed career decisions. With your results you can be clearer and more confident about making a career change, identifying an 'ideal' work role or career development potential.



Your report reflects an inside-out approach to career development to bring connection to these 3 facets:

- Purpose, to give you career direction and a reason-for-being
- Focus, to align and engage with what interests you
- Learning, to bring intention to your development

Your career coach will work with you to create a career plan or development objectives from this towards a more satisfying career, a more meaningful life!

Introduction to your report

This summary report reflects how you evaluated yourself and your career. It identifies what matters to you and what motivates you. The insights gained will confirm and strengthen what you may have lost touch with along your own career journey. They will update you on how you relate to your work and what you offer now. Your report provides rich information for you and your coach to work with and to set goals and objectives for career sustainability and professional development. It will help you create the change you want in your working life. We call this Career Intelligence.

Important information

This report has been generated from your self-and-career assessment and is a reflection of the information and responses you have supplied. The report should be viewed as your own thoughts and ideas about you. The Career Intelligence © assessment is not a psychometric test.

CareerEQ Limited trained consultants are bound by the ethical standards of the professional body that each consultant using your information belongs to. They must comply with these standards and the following practices need to be observed:

- a. The information will be applied only to career or professional development coaching and used as a framework of self-understanding from which career and development objectives can be identified.
- b. The report will be stored in safe custody or destroyed once its purpose has been fulfilled.
- c. The report will not be released to any third party without prior consultation with and the agreement of the assessment-taker.

The above practices are recommended for the following reasons.

- Self-evaluations have a limited 'life' and are generally carried out to meet a specific purpose.
- People change over time and can frequently redress deficiencies or lose previously held motivations and skills.

Section One - Aligning your Values

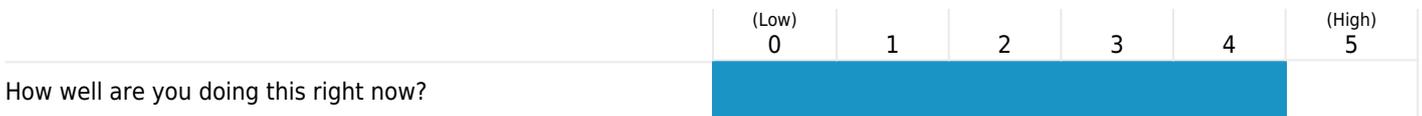
Your values are unique to you and related to your beliefs, principles and ideals. Becoming more aware of your values will help you define who you are, what you want out of life and what type of work and activities you want to be involved with. We separate Life Values from Work Values because they can be very different. Being specific about values that matter in life will help to create the life you want. To align with that, your work values identify how the work you do and the workplace within which you do your work fits congruently.

What matters to you in life brings a sense of purpose

Identifying what matters most to you has taken some careful consideration. From an extensive list of words you have selected 3 words that most reflect how you want to live your life now.

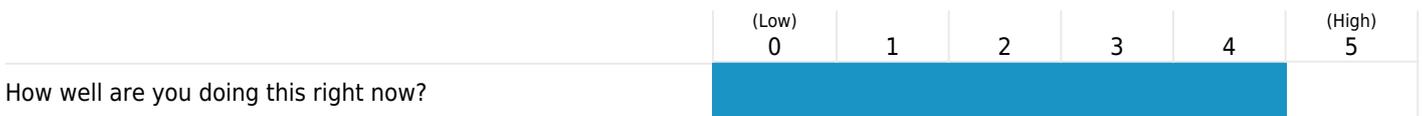
Connection - Why is this important to you

Working with a collaborative team to deliver on projects. Spending time with family and friends. Reaching out to wider groups of interest.



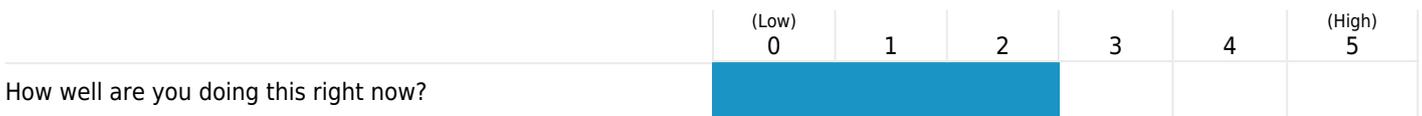
Effectiveness - Why is this important to you

Being organised financially. Researching ideas in order to make good decisions. Creating successful campaigns and projects that have purpose and meaning.



Optimism - Why is this important to you

Planting positive seeds (literally and metaphorically) for the future that will benefit all life.



Notes to self: Write here how you might achieve these Life Values (What do you need to do to live the life you want:

What matters to you at work

The values you resonate with will help you to define the 'guiding' criteria for development and career decisions. They will help you determine "Best Fit" for a role at work; the conditions that will support you to do your best work and what you would like from your team or managers.

Work environment values

A work environment that is most satisfying and engaging for you and how well the current situation is for you.

Purposeful - How do you like this demonstrated in the workplace?

I think business needs to have a strong, healthy purpose that employees believe in. When projects have meaning, work feels worthwhile.

| | (Low) 0 | 1 | 2 | 3 | 4 | (High) 5 |
|--|------------|---|---|---|---|-------------|
| How well does your current situation measure up? | | | | | | |

Sense of community - How do you like this demonstrated in the workplace?

When people are supportive of each other, and are helpful and kind across all departments. Having good interaction and connection toward the common goals.

| | (Low) 0 | 1 | 2 | 3 | 4 | (High) 5 |
|--|------------|---|---|---|---|-------------|
| How well does your current situation measure up? | | | | | | |

Autonomy - How do you like this demonstrated in the workplace?

I like to feel trusted to do my job and given a good amount of flexibility. I do not like to feel micromanaged.

| | (Low) 0 | 1 | 2 | 3 | 4 | (High) 5 |
|--|------------|---|---|---|---|-------------|
| How well does your current situation measure up? | | | | | | |

Work content values

The generic work activities that are most satisfying and engaging for you and how the current role works for you.

Producing - How do you like this demonstrated/included in your work?

I like to create something that has a tangible / physical result this maybe innovative, creative or practical.

| | (Low) 0 | 1 | 2 | 3 | 4 | (High) 5 |
|--|------------|---|---|---|---|-------------|
| How well does your current situation measure up? | | | | | | |

Shaping services - How do you like this demonstrated/included in your work?

I enjoy working with people to build strategy, to do reasearch and analysis in order to build strategic road maps.

| | (Low) 0 | 1 | 2 | 3 | 4 | (High) 5 |
|--|------------|---|---|---|---|-------------|
| How well does your current situation measure up? | █ | | | | | |

Communicating - How do you like this demonstrated/included in your work?

I like to have good relationships that use effective communication.

| | (Low) 0 | 1 | 2 | 3 | 4 | (High) 5 |
|--|------------|---|---|---|---|-------------|
| How well does your current situation measure up? | █ | | | | | |

Work relationship values

How you would like the workplace relationships to be.

Productive and organised - How do you like this demonstrated in the workplace?

Its important to me to be engaged in work, understanding outcomes and having a good plan for what needs to happen.

| | (Low) 0 | 1 | 2 | 3 | 4 | (High) 5 |
|--|------------|---|---|---|---|-------------|
| How well does your current situation measure up? | █ | | | | | |

Open-minded - How do you like this demonstrated in the workplace?

I like my team to be open-minded to new and alternative ideas and opinions. To be resilient and appreciate diversity.

| | (Low) 0 | 1 | 2 | 3 | 4 | (High) 5 |
|--|------------|---|---|---|---|-------------|
| How well does your current situation measure up? | █ | | | | | |

Collaborative - How do you like this demonstrated in the workplace?

Finding the sweet spot of collaboration is masterful. Finding the right mix of talent and working together is very satisfying.

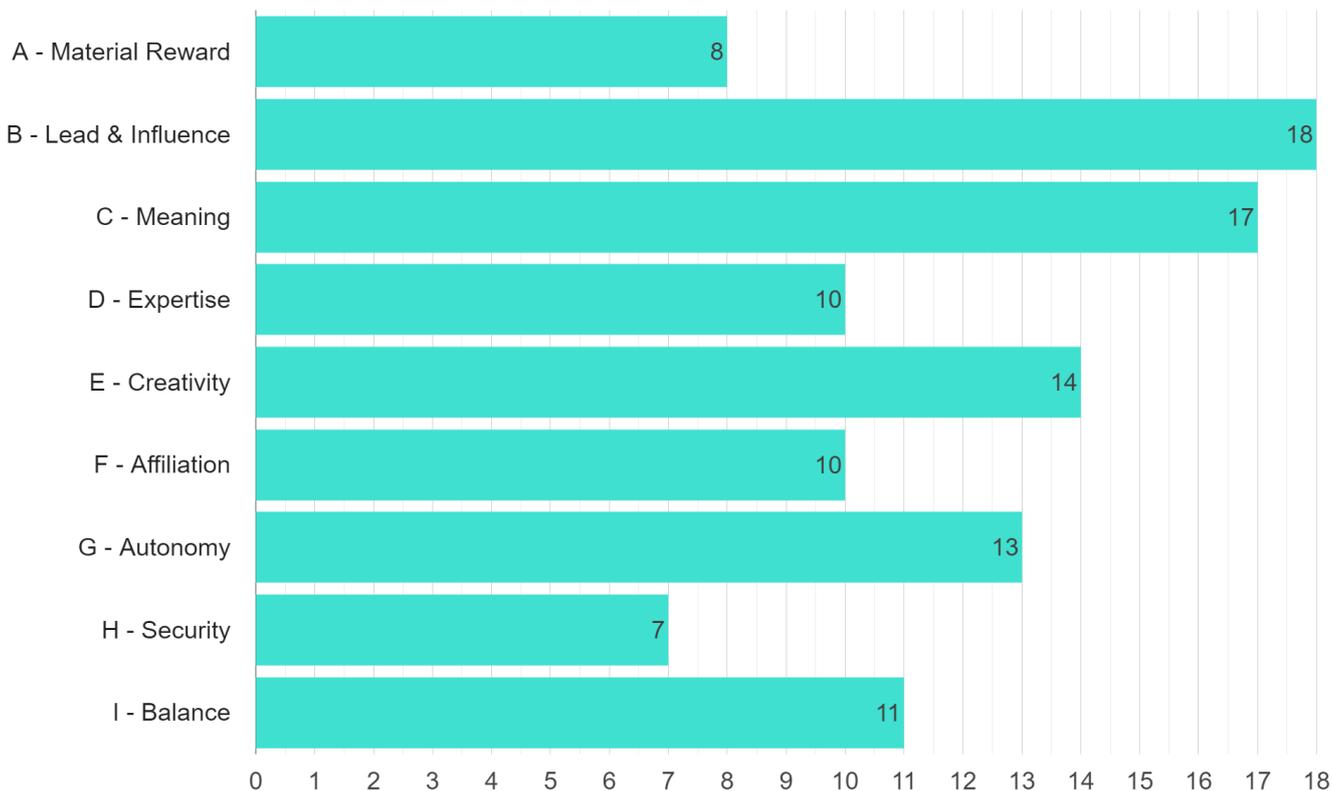
| | (Low) 0 | 1 | 2 | 3 | 4 | (High) 5 |
|--|------------|---|---|---|---|-------------|
| How well does your current situation measure up? | █ | | | | | |

Notes to self: Write here how you might achieve these Work Values (What do you need to do work the way you want:

Section Two - Defining Career Motivators

Your career motivators need to be met in the work you do. If they are not, you are likely to be frustrated, feel constrained, trapped or de-motivated. It is helpful for your manager or managers to know what motivates you and for you to take personal responsibility for making sure you communicate what you need in order to have the working conditions and focus that suits you best. The following graph demonstrates where your motivation is in each of the categories.

Motivation Score



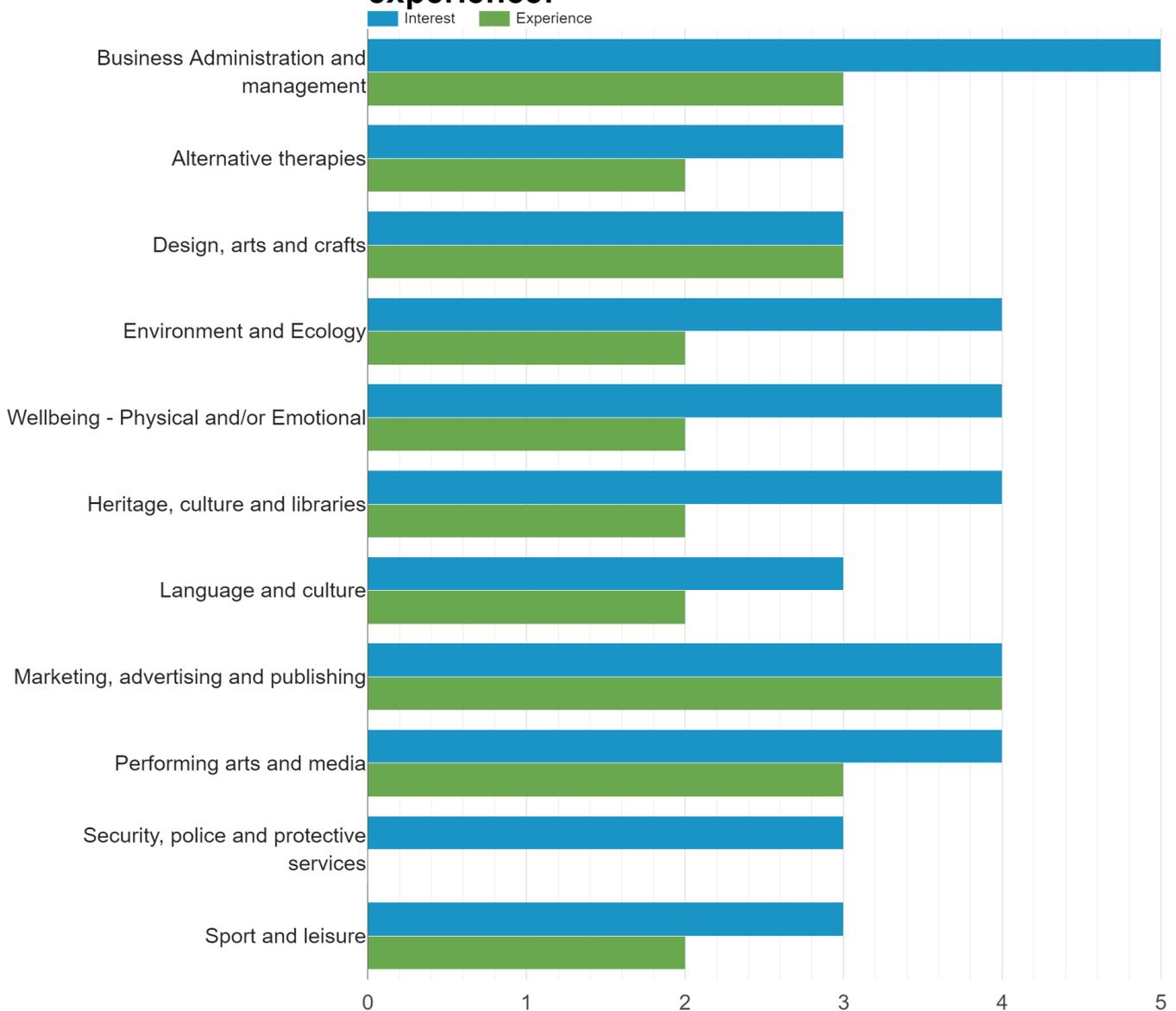
Notes to self: Write here how your motivators are expressed at work and where there needs to be change:

Section Three - Evaluating your Career Interests

This section reports on the career sectors or **Fields** or **Industries** of your interest.

Your work experience counts and can be transferable between industries. The highest fields of interest indicate sectors that will hold your engagement and interest, and therefore will most likely bring you development opportunities.

Fields of work - evaluation of your interest and experience:

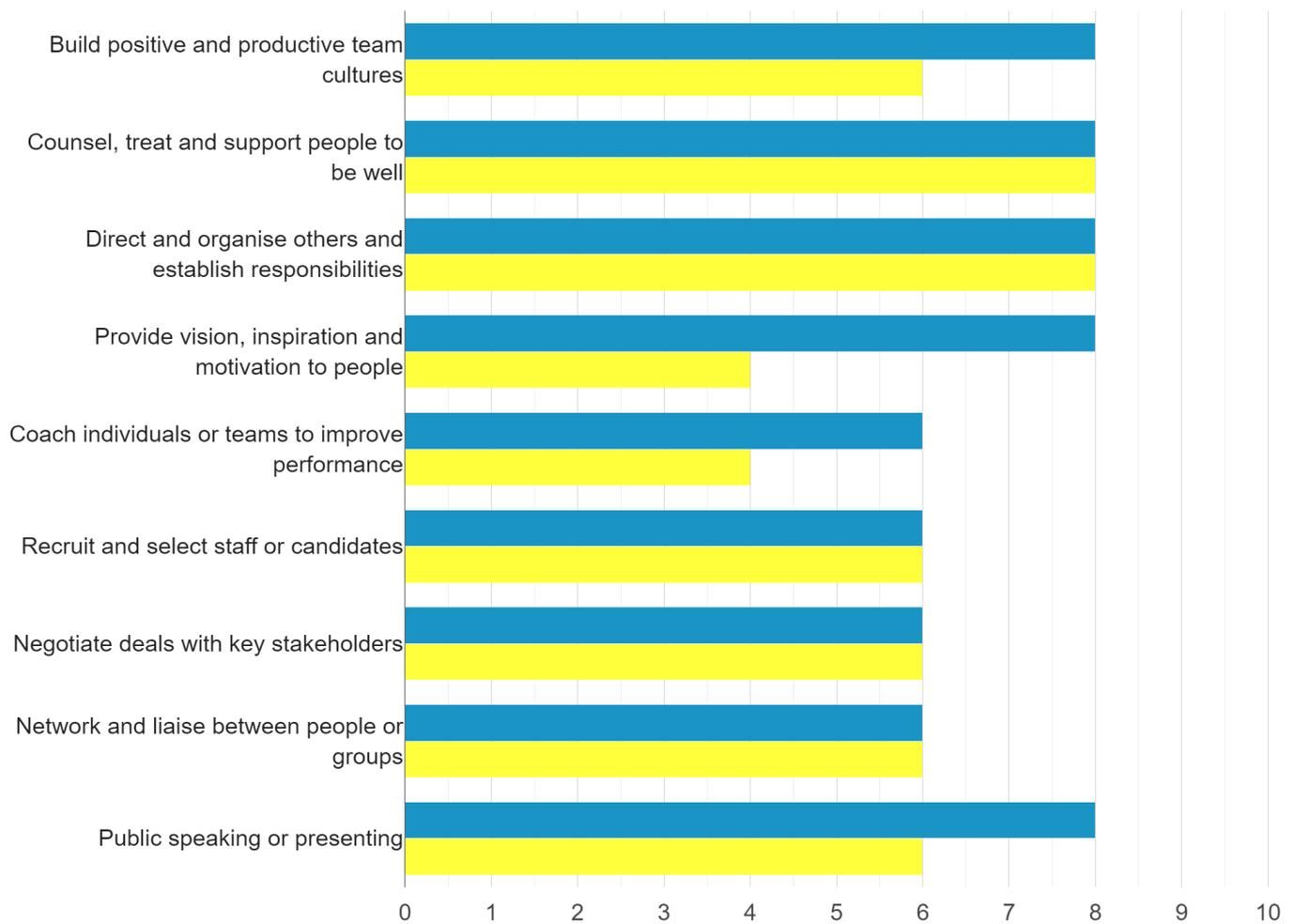


Section Four - Function Interests and Skills

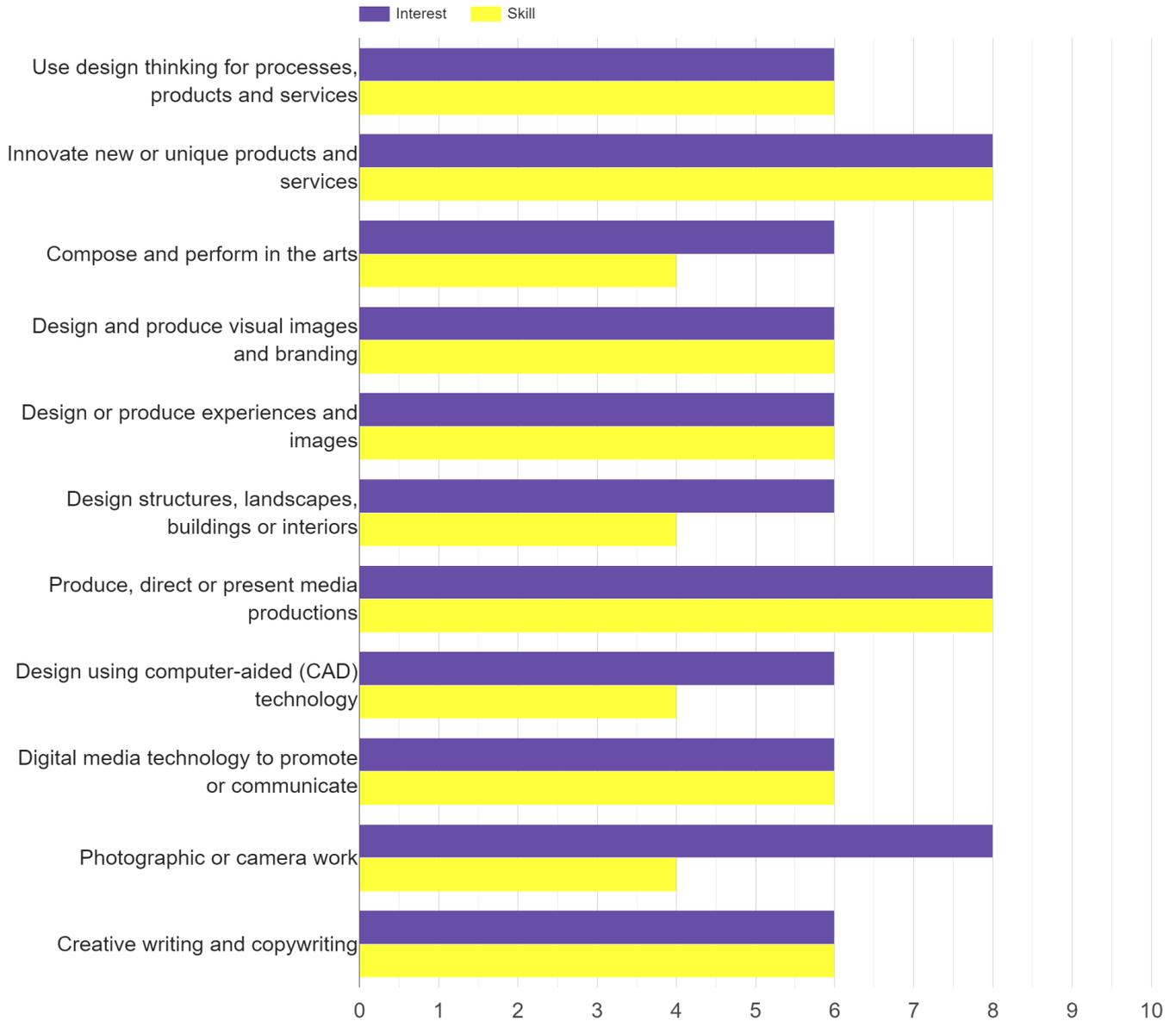
Function Interests and Skills are the work skills you are interested in and developing. Only those Functions Skills you have scored over a 50% interest in will show on this report.

Working With People

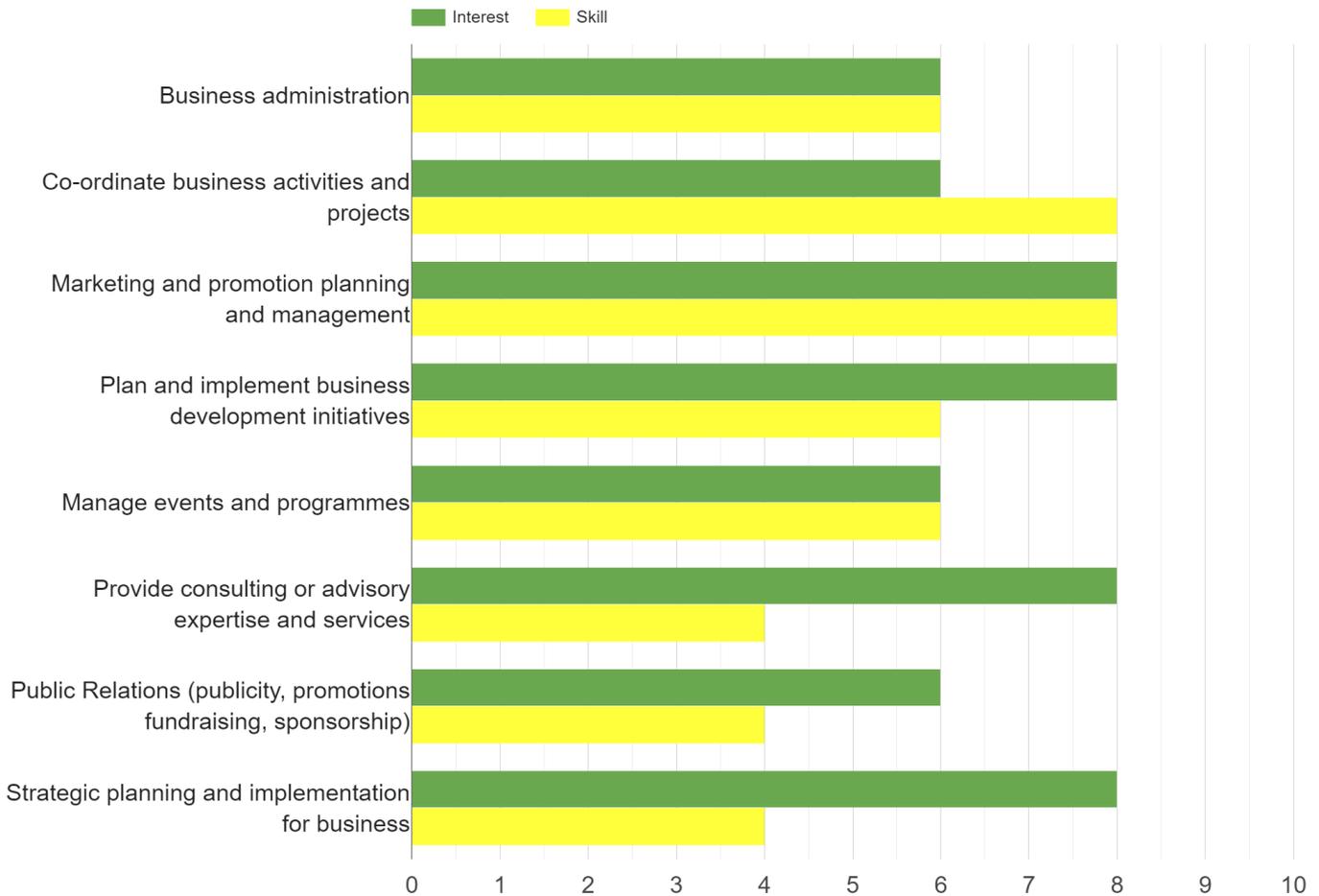
Interest Skill



Working With Ideas



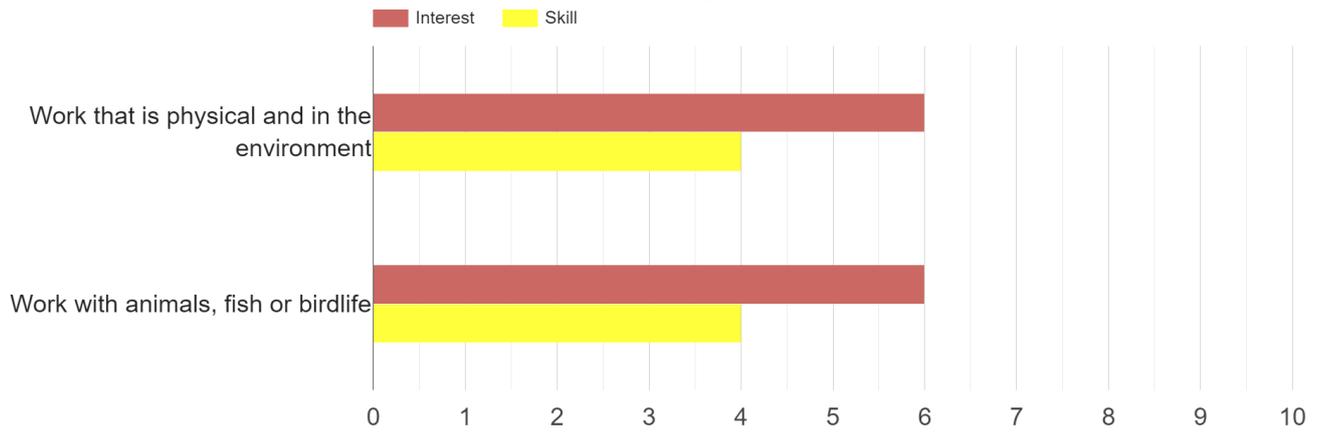
Business Enterprise



Working With Data and Detail

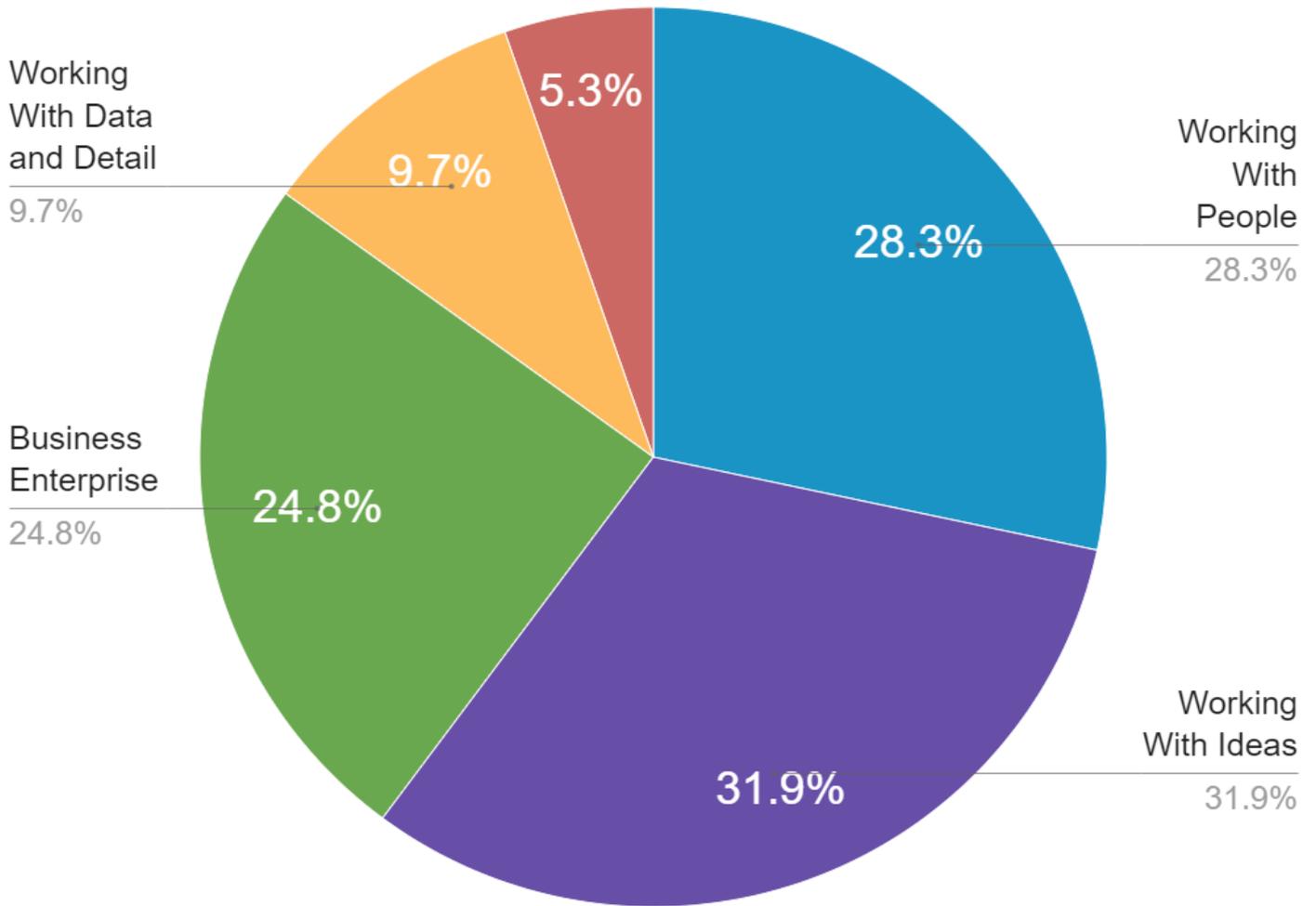


Working With Tangible Objects or Outdoors



How Much Focus You Would Like in Each Functional Area

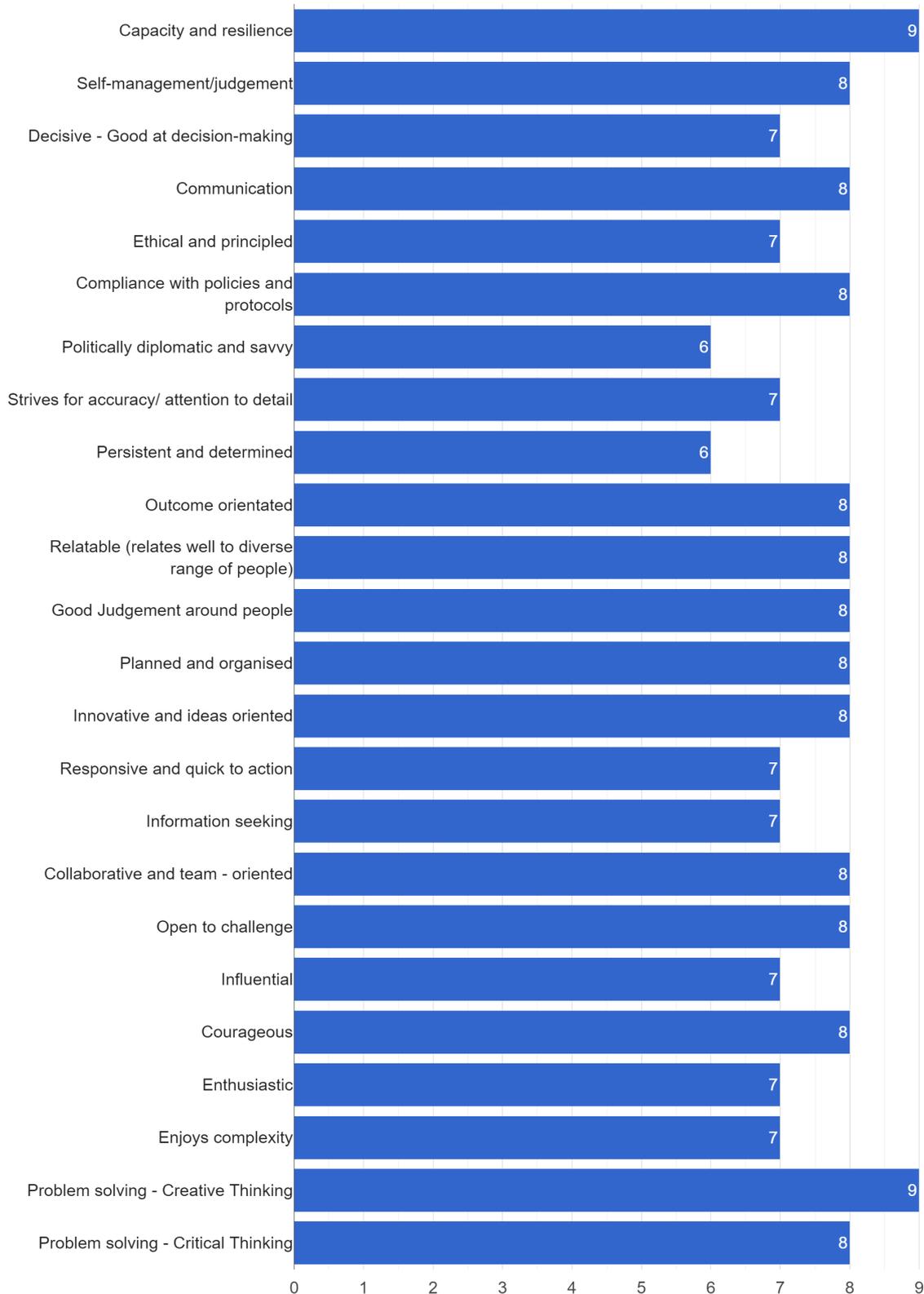
This pie chart represents the function areas you are most interested in working in. It demonstrates and how your ideal role could be apportioned in order for you be well aligned and engaged.



Section Five - Core Competencies

Your core competencies are **personal** traits and abilities that affect your alignment in the workplace and in life. Your self-assessment of these will help you identify which ones are strengths and which you may want to develop.

Your core competencies



Final Words

The Career Intelligence self-and-career evaluation offers an inside-out framework for career development. It identifies:

Purpose; gives you a reason-for-being and indicates how you can align with what matters to you in life and at work.

Focus; helps you to ensure you are following your interests to engage and develop.

Learning; using and developing your natural attributes, skills and competencies will help you to realise your potential or greater job satisfaction.

Use your Career Intelligence results to help you to live and work more authentically, doing the work you enjoy most - in work environments that support you to do your best work. It will enable you to make decisions and to take action towards an improved career or workplace scenario - and a more confident and successful work-life:

Summarise your insights from the assessment here:

My career Purpose is to:

(informed by your values and core motivators)

To align my Focus I could:

(informed by your career interests, functions and skills)

My Learning objectives are:

(informed by your competencies and gaps between your interests and your experience and skills)