



smart. valid. preferred.

views

measurement of interests and motives

participant report

Selma Sample

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Online Assessment



Guidelines for Interpretation

People are the more successful and efficient, the more their working environment harmonizes with their personal values, motives and interests. Decisions on professional career movements therefore need detailed and objective information about the personal fabric of values, motives and interests.

This report summarizes the results of the questionnaire views which you recently completed. It indicates your personal values, professional interests and motives. It is described under which circumstances and in which professional context you can use and develop your maximum potential. Your results have been measured against the results of other people who are in a situation with similar assumptions to your own. On the basis of this comparison a profile is generated indicating under which circumstances and in which professional context you can use and develop your maximum potential.

Your results

When selecting a work place, you should pay attention to

You find it extremely important that work areas are not only functional but are also particularly attractively designed. In your opinion a company should be very aware that design is important in the working environment. Especially also for its self-representation to its own employees and customers. This viewpoint is very typical for people with your conditions.

You consider it to be important that companies have authorities who clearly determine procedures. This is absolutely usual for people who are in a similar professional situation to you with comparable conditions. You feel most comfortable when there is a hierarchical, strict regulation of responsibilities in the company. You therefore feel that threats are a totally appropriate means of achieving objectives.

It is important for you that it is guaranteed that everybody immediately receives all relevant information so that rumors cannot even arise in the first place. This point of view is absolutely typical in comparison with others, but it has a particular significance for you. In an unclear information situation you quickly feel uneasy and therefore you expect open communication.

It is important for you that, whenever possible, employees' weaknesses are taken into account. Although this attitude when compared with others is absolutely typical, it clearly emerges in your value structure. In your opinion care must be taken that people are treated fairly and with respect. Everybody in the company must be given the feeling that they are important

Norm group: Specialists / Experts - commercial

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