

CAREERTESTPRO.COM REPORT

Based on the



theory of Dr. John Holland

CONTENT

1. Participant information	3
2. Introduction	3
3. Skills	5
4. Work values	7
5. Activities	9
6. Personal behavior	11
7. Occupations / Professions	13
8. Total Score	15
9. Artistic Personality Type	17
10. Enterprising Personality Type	19
11. Realistic Personality Type	21
12. Occupation List Highest Scored Personality Type	23
13. Three-Letter Code Occupations	25
14. Conclusion	30
15. What's next?	31

CAREERTESTPRO.COM REPORT

1. Participant information

	Name Ingmar Van Maurik	Age 26	Gender Rather not say	Test Date 25/08/2020
---	----------------------------------	------------------	---------------------------------	--------------------------------

2. Introduction

In this report an analysis is made of your personality profile and the professions that will fit this profile based on the career test questionnaire you just made on Careertestpro.com.

The career test that you took is based on the RIASEC Theory of Dr. John Holland. His philosophy is at the root of many other career tests that are used worldwide. This theory is also the most influential in its field on which more than 500 scientific studies are based.

The RIASEC theory is based on 6 different personality characteristics, being:

- R** Realistic Personality Type - **Doers**;
- I** Investigative Personality Type - **Thinkers**;
- A** Artistic Personality Type - **Creators**;
- S** Social Personal Type - **Helpers**;
- E** Enterprising Personality Type - **Persuaders**;
- C** Conventional Personality Type - **Organizers**.

These 6 personality characteristics will be discussed in depth later on in this report, so you get to know in detail what they stand for. It is often the case that there are multiple personality types that fit one person. Everyone has something of all of these characteristic features in their personality.

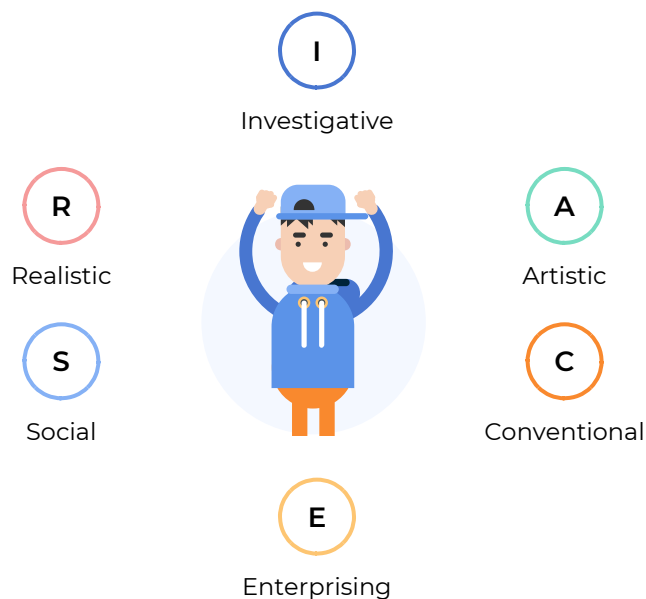
The method used by Careertestpro is based on a combination of a main personality type and two personality subtypes, that also apply to you. The main personality type and the two subtypes are displayed in a three-letter code. This could for instance be RAE as a three-lettercode, meaning a Realistic main personality type with subtypes Artistic and Enterprising. These 6 personality characteristics will be discussed in depth later on in this report, so you get to know in detail what they stand for. It is often the case that there are multiple personality types that fit one person. Everyone has something of all of these characteristic features in their personality.

The better this three-letter code matches three-letter code for a particular profession, the greater chance that you will find success and happiness within this profession. However, one should also take into account the fact that people themselves influence their professional environment, which means they can also find satisfaction in a profession that appealed less to them initially. It is therefore wise to also review and analyze professional occupations that may not directly match your personal three-letter code but have similarities and personal characteristics in common.

This is why at the end of this report, you will find all possible combinations of your three-letter code to make sure you get a glance at other occupations that might also fit your personality. The composition of your profile is based on a number of factors that have been approached from different perspectives during the questionnaire you filled in.

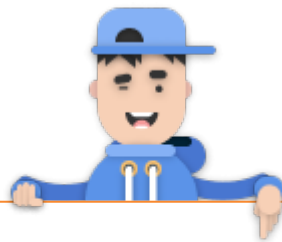
Through analyzing the activities that appeal to you, your personal behavior, work values and skillset, the personality profile in this report has been created.

On the next pages in this report your scores are displayed. Furthermore, the different personality types will be discussed in detail.



3. Skills

Value, (%)



Below you will find a description of the six personality types, which are also ranked arranged lowest to highest, based on your personal score. Also, every score comes with a brief description based on how much the discussed personality type applies to you:

R Realistic Personality Type

You score average on the realistic personality type. You are a relatively practical person who is good at working with things such as tools, machines, materials, plants or animals. You also possess technical aptitude skills and you have no difficulty doing crafts. Your interests are to some extent in occupations where such skills play a role.

A Artistic Personality Type

You score average on the artistic personality type. You're a pretty creative person and have potential in artistic professions. You do not have problems with self-expression and creating things in a professional environment. Unconventionality, aesthetics and originality generally appeal to you. Your interests are to some extent in occupations where these skills play a role.

E Enterprising Personality Type

You score below average on the enterprising personality type. Initiating and organizing stuff is not for you. Showing leadership, convincing people and approaching matters in a commercial way are probably not your strongest traits. Your interests do not really match occupations where these skills play a big role. You probably find other occupations more interesting.

C Conventional Personality Type

You score below average on the conventional personality type. Administrative work, organizational activities and activities that require working with a lot of numbers, do not really suit you. Working with precision, in a systematic and orderly way and under set guidelines are probably not your strongest traits. Your interests do not match occupations where these skills play a big role. You probably find other occupations more interesting.

S Social Personal Type

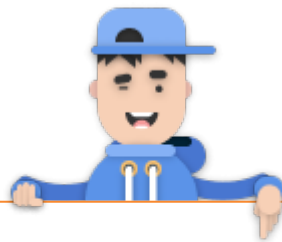
You score below average on the social personality type. Educational, treatment or advisory activities do not really suit you. Talking and interacting with other people about their thoughts and feelings are probably not your strongest personality traits. Your interests and skills do not quite match occupations in social and service work environments. You find other occupations more interesting.

I Investigative Personality Type

You score low on the investigative personality type. Researching and examining natural, biological and/or cultural phenomena are not for you. The scientific analysis of such matters is probably also not one of your strongest skills. Your skills and interests do not match occupations that require those competencies.

4. Work values

Value, (%)



Below you will find a description of the six personality types, which are also ranked arranged lowest to highest, based on your personal score. Also, every score comes with a brief description based on how much the discussed personality type applies to you:

A Artistic Personality Type

You score average on the artistic personality type. To some extent you find self-expression in a professional environment important. You appreciate working with your imagination and like to create things. However, these activities are not specific requirements for you.

E Enterprising Personality Type

You score average on the enterprising personality type. A professional work environment where ambitious behavior is required and taking initiative is appreciated appeals to you to a certain extent. You possess entrepreneurial qualities but don't necessarily strive for a function where these type of qualities are crucial. It's not that important to you to be the leader or have the organizing role within a group even though you have the abilities to be that person.

I Investigative Personality Type

You score below average on the investigative personality type. Continuously analyzing and researching things is not for you. To some extent you also attach importance to feelings and emotions in a work environment and are probably not looking for a workplace where theoretical and academic analysis are the main focus. Your interests do probably not match occupations where these skills and activities play a big role.

R Realistic Personality Type

You score below average on the realistic personality type. Working outside or physical activities do not really appeal to you. Furthermore, you attach little importance to practical value, which is not always necessary in your opinion. You don't have a specific preference to work with machinery or materials either. Your interests and skills do not really match occupations where these skills play a big role.

S Social Personal Type

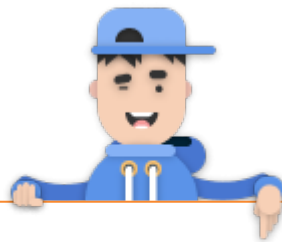
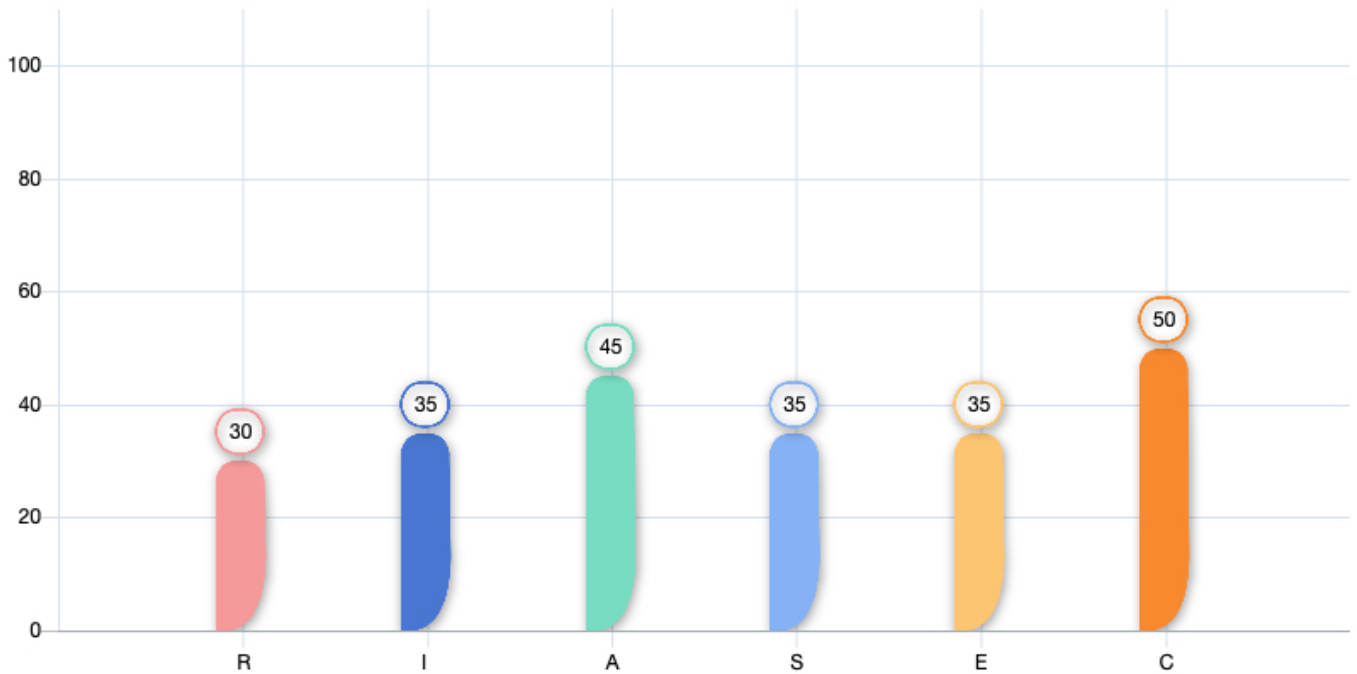
You score below average on the social personality type. A professional work environment where collaboration and social, helpful behavior is crucial, is probably not something you are looking for. However, this does not mean that you do not possess these qualities. Your interests probably do not match occupations where these skills and activities play a big role.

C Conventional Personality Type

You score below average on the conventional personality type. You don't necessarily find it important to have structure, precision and order in a professional environment. Also, it doesn't bother you when unstructured situations occur. You don't let these type of events stress you out. Your interests do not really match occupations where a strict structure, precision and order play a big role and you find other things more important in your ideal professional working environment.

5. Activities

Value, (%)



Below you will find a description of the six personality types, which are also ranked arranged lowest to highest, based on your personal score. Also, every score comes with a brief description based on how much the discussed personality type applies to you:

C Conventional Personality Type

You score average on the conventional personality type. You're organized and efficient and to some extent you like to know in what direction things are heading. However, you don't need everything planned out into detail. Working according to guidelines and set procedures is no problem for you and you're comfortable working in situations in which you know what is expected from you.

A Artistic Personality Type

You score average on the artistic personality type. You appreciate creativity and unstructured activities in your work to some extent, but you find some aspects more appealing than others. These aspects are also not really a must for you in a professional work environment. You would also be perfectly fine in a workplace where these aspects are not present. You enjoy unconventional activities from time to time and like to use your fantasy in these situations.

I Investigative Personality Type

You score below average on the investigative personality type. Scientific and natural phenomena or theoretical and academic frameworks do not directly interest you. These are not things you really look for in a professional work environment. Continuously researching and analyzing things is also not for you. Occupations where conceptual ideas are processed and where you need to read a lot of scientific research reports do not appeal to you that much.

S Social Personal Type

You score below average on the social personality type. A social or service-related work environment in which interpersonal relations play a big role does not really interest you. Therefore, a professional work environment where collaboration and social, helpful behavior is crucial, is not something you are looking for. However, this does not mean that you do not possess these qualities. Your interests do not match occupations where these skills and activities play a big role.

E Enterprising Personality Type

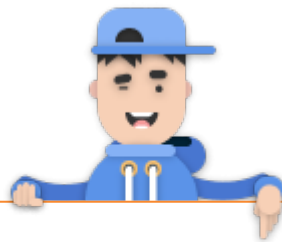
You score below average on the enterprising personality type. Organizing stuff, convincing people and controlling the activities of groups does not really appeal to you. Therefore, occupations in which taking initiative, influencing others and supervising activities are required on a daily basis are probably not for you. You would rather choose a more individual approach instead of convincing and motivating others to work for the achievement of the goals that you set. Success and power are of less importance to you than it is to the enterprising personality.

R Realistic Personality Type

You score below average on the realistic personality type. Working outside and/or physical activities do not really suit you. However, this does not mean that you are not handy or that you are not an outdoors person. You prefer not to work with machines, materials or perform physical activities in a professional work environment. Your interests and skills do not really match occupations where these activities and skills play a big role.

6. Personal behavior

Value, (%)



Below you will find a description of the six personality types, which are also ranked arranged lowest to highest, based on your personal score. Also, every score comes with a brief description based on how much the discussed personality type applies to you:

A Artistic Personality Type

You score average on the artistic personality type. You like to express yourself in a creative way from time to time and can come across as original. However, this is not always the case and a creative and individualistic professional work environment is not something you're necessarily looking for. You have a lot of ideas, but you don't always take action. Furthermore, unstructured activities appeal to you to a certain extent, but you also have other interests.

E Enterprising Personality Type

You score average on the enterprising personality type. You're self-confident, show ambition and you're convinced of your capabilities in fields that interest you. When necessary you're willing to take initiative and convince others into your point of view. However, this is not something you're specifically looking for in a professional work environment. You like to work in a team structure, but sometimes when you've set your goals, you choose a more individual approach.

R Realistic Personality Type

You score average on the realistic personality type. You like to keep busy and you're a relatively practical person. You're well-coordinated and possess reasonable dexterity. A professional work environment in which you sit in the office all day might not be for you. You like being outside and you enjoy working with things, objects and/or animals. An outdoor career could be a solution for you.

I Investigative Personality Type

You score average on the investigative personality type. You're curious and inquisitive and you like to understand and explain scientific phenomena to a certain extent. However, it does not always excite you to constantly research and analyze things and therefore you would also be perfectly fine in a workplace where these aspects are not present. You could manage in occupations in which you have to work with conceptual ideas, but you also have other interests.

S Social Personal Type

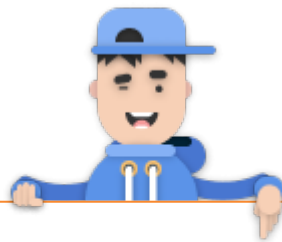
You score average on the social personality type. You're cooperative and insightful concerning the feelings and problems of others. Also, you have a considerable amount of patience and facilitative roles such as those of teachers, mediators, advisors and counselors, appeal to you to a certain extent. However, this is not necessarily what you're looking for and you find other fields of work also interesting. In general you're a social person that easily communicates with others.

C Conventional Personality Type

You score below average on the conventional personality type. You don't really enjoy clerical and/or computational activities performed according to set procedures. Always knowing what's going to come and working on tasks in which you exactly know what is expected from you, does not always appeal to you. You like a little bit more diversity and freedom in your work and a dynamic professional work environment could be something that would suit you better.

7. Occupations / Professions

Value, (%)



Below you will find a description of the six personality types, which are also ranked arranged lowest to highest, based on your personal score. Also, every score comes with a brief description based on how much the discussed personality type applies to you:

A Artistic Personality Type

You score average on the artistic personality type. Unstructured and creative activities appeal to you to a certain extent, but they're not specific requirements that you look for. Every now and then you use your creative inspiration to create new things and express your personality. Furthermore, you appreciate beauty and esthetic qualities.

E Enterprising Personality Type

You score average on the enterprising personality type. You're outgoing and optimistic. Professional work environments in which you're free to organize, direct and control appeal to you to a certain extent, but they're not specific requirements that you look for. You place some value on status, power, money, and material possessions, but these things are not of such great importance that you pursue them as a goal in your career. You have an enterprising side to yourself and occasionally you enjoy taking initiative.

R Realistic Personality Type

You score average on the realistic personality type. You tend to be adventurous, but adventure is not a specific requirement for you in a professional work environment. You're energetic and open to new experiences. Furthermore, you're probably attracted to the outdoor and possess some mechanical and athletic abilities.

C Conventional Personality Type

You score below average on the conventional personality type. Working according to set procedures and guidelines does not really appeal to you. Also, your interests do not match occupations where administrative, organizational and/or analytical skills are required. Furthermore, you don't necessarily want to conform to expected standards and constantly follow the lead of those in positions of authority, in a professional work environment. You appreciate freedom and enjoy more unstructured activities in your ideal workplace.

S Social Personal Type

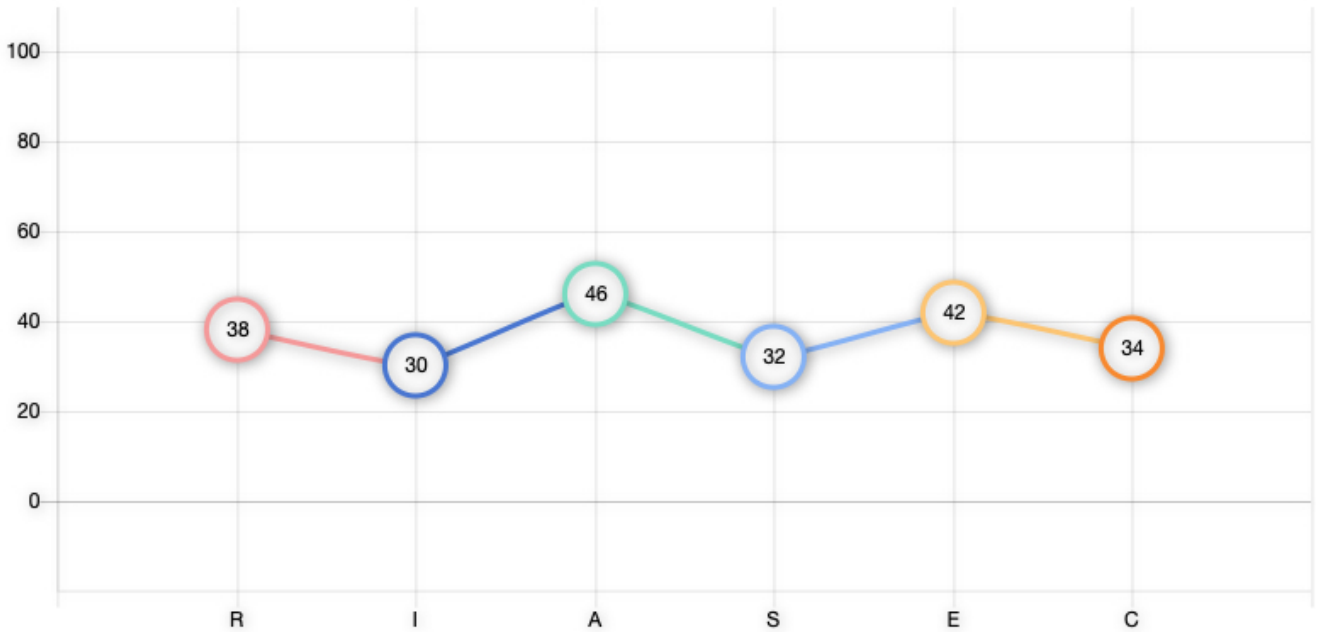
You score below average on the social personality type. A professional work environment in which you need to guide, teach and be tactful in relating to others, does not really appeal to you. Your skills and interests do not match occupations that require those competencies. This does not mean you're not friendly or cooperative. You just don't like to take on facilitative roles such as those of teachers or counselors.

I Investigative Personality Type

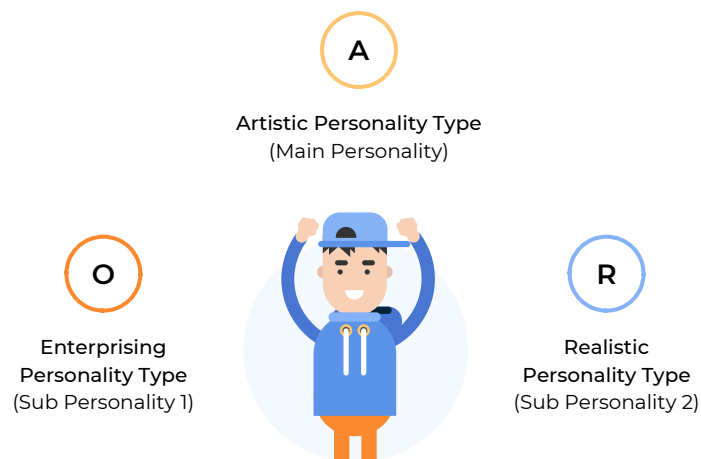
You score below average on the investigative personality type. You don't really feel a need to understand, explain and predict all the things that go on around you. Therefore, a professional work environment in which research and analysis are daily routines, probably doesn't suit you. Your skills and interests do not really match occupations that require those competencies.

8. Total Score

Value, (%)



Based on your scores shown in the graph, your personal three-letter code is:



In the score graph above you can see a pattern. There are several possible conclusions to be drawn based on this pattern graph.

If the graph shows no strong peaks or low points, but is somewhat flatter in shape, it could mean that you may have no strong interests or skills in a particular area in the RIASEC personality type inventory.

If you have a very flat profile this could be due to several causes. A flat profile sometimes occurs if someone answers the questionnaire's questions too quickly without really wondering where their abilities, skills and interest lie or what things are really important for them in a professional environment.

What also may underlie a flat profile is the fact that young and/or inexperienced people have not yet fully developed their personalities. So if the trend line shows a low score, this may indicate that there is not yet a fully developed view of their own identity. However, this does not have to be the case necessarily.

A flat profile could also indicate that you have a stable personality, showing different skills and interests. This is especially the case if there is a high, flattened line shown in the total score graph.

Should all above not apply to you and your graph shows clear peaks in the trend line, this indicates a clear focus on your interests and skills. It is also possible that you will see several peaks in the graph, this indicates that your interests lie in multiple personality types. Based on your scores shown in the graph, your personal three-letter code is:

Three-letter code is based on the three personality types that are most applicable to you. It could occur that you have just as high a score on 2 of 3, or 3 of 3 letters. When this is the case, the order of the letters in the three-letter code does not matter and therefore it can be concluded that each sequence of the three-letter code applies to you in the same amount.

On the next pages the personality types of your three-letter code are described in more detail.

9. Artistic Personality Type

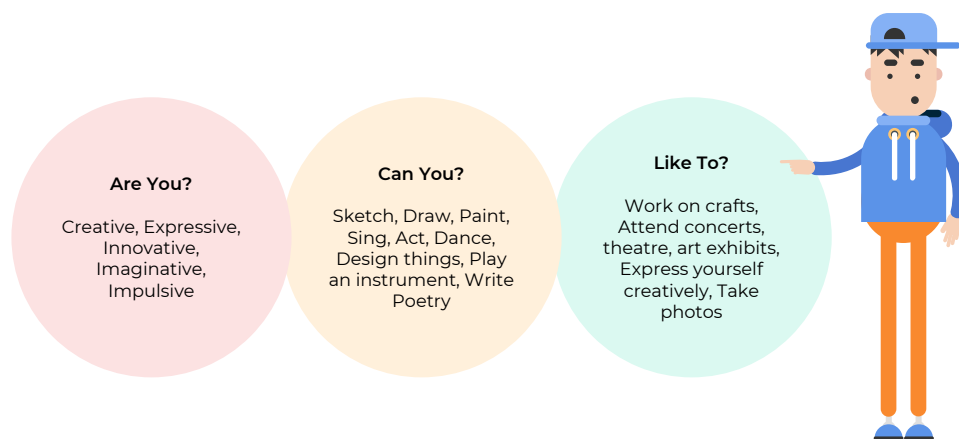


The artistic personality type likes to do unstructured activities in which they can express themselves in a free, independent, creative and artistic way.

They are impulsive and idealistic in outlook.

Self-expression, originality and creating things are coherent with the artistic personality type.

They therefore possess artistic skills like a rich imagination, ability to design, make music, act, dance, paint, draw and write.



In the field of organized and structured working, processing administrative matters or systematic work, the artistic personality type is often less proficient and therefore it is also less likely that they will find satisfaction in occupations that require a lot of those activities.

They find it difficult to function effectively in highly ordered and systematic situations. People who score high on the artistic personality type tend to avoid routines and rules in order to express themselves creatively.

Examples of typical artistic personality occupations are:



Musician, Dancer, Artist, Journalist, Choreographer, Make-up artist, Actor, Writer, Florist, Graphic designer, Copy writer, Art teacher, Drama coach and Photographer.

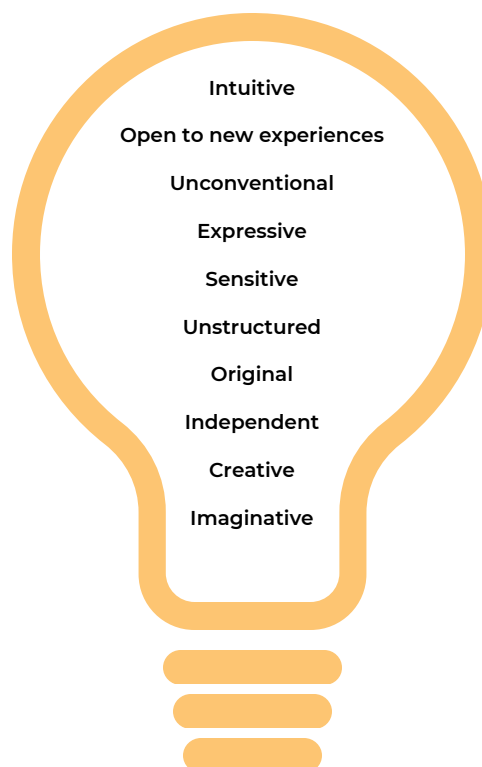
Work Environment

In an artistic working environment people are very creative, original and individualistic. They like to be different and strive to stand out from the crowd.

A creative skill set is of course required. Artistic personalities appreciate unconventionality, aesthetics, use of imagination, originality and prefer abstract tasks and unstructured situations.

Their goal is to deliver artistic products, such as artworks or productions like a play or performance.

Characteristic Traits



Depending on your personal three-letter code, later on in this report occupations that specifically match your code are explained and written out.

10. Enterprising Personality Type

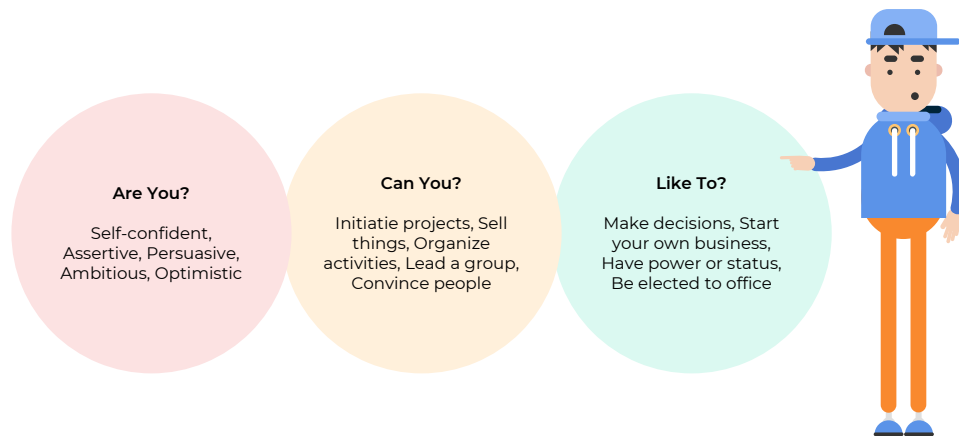


The enterprising personality type likes activities where they can lead, organize or influence others. Therefore they often possess the necessary skills in these fields.

Furthermore, the enterprising personality type aspires to achieve organizational, political or economic goals. They are self-confident, outgoing and optimistic.

Persons who score high on this personality type often possess leadership and commercial skills and are convincing to others. In addition, they perform well in positions in which they can initiate or organize activities.

They place a high value on status, power, money, and material possessions.



The enterprising personality type is generally less skilled in the fields of science, research and other analytical activities. They avoid activities which require attention to detail and adherence to a set routine.

Enterprising personality occupations can be very different in industry, but traits like 'initiating', 'organizing' and 'commercial' are common in these occupations.

Examples of typical enterprising personality occupations are:



Entrepreneur, General manager, Marketer, Consultant, Freelance photographer, Politician, Credit analyst, Sales manager, Stockbroker, Tax accountant, Buyer, (Investment) Banker and Financial planner.

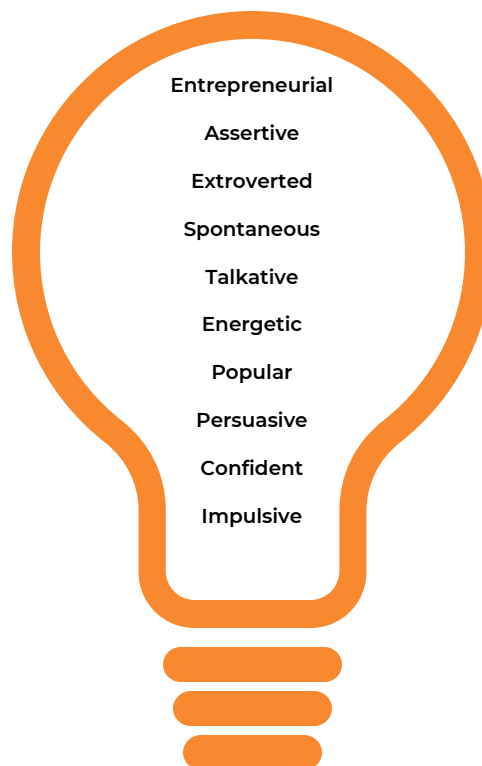
Work Environment

People who score high on the enterprising personality type often find their happiness in professions in which they can use their commercial, political or leadership skills to cooperate with others or to organize activities.

They are enthusiastic and energetic in initiating and supervising the activities in which they engage. Furthermore, they are assertive and verbally persuasive in bringing others around to their point of view.

The enterprising personality type is ambitious and likes to be in positions of authority.

Characteristic Traits



Depending on your personal three-letter code, later on in this report occupations that specifically match your code are explained and written out.

11. Realistic Personality Type

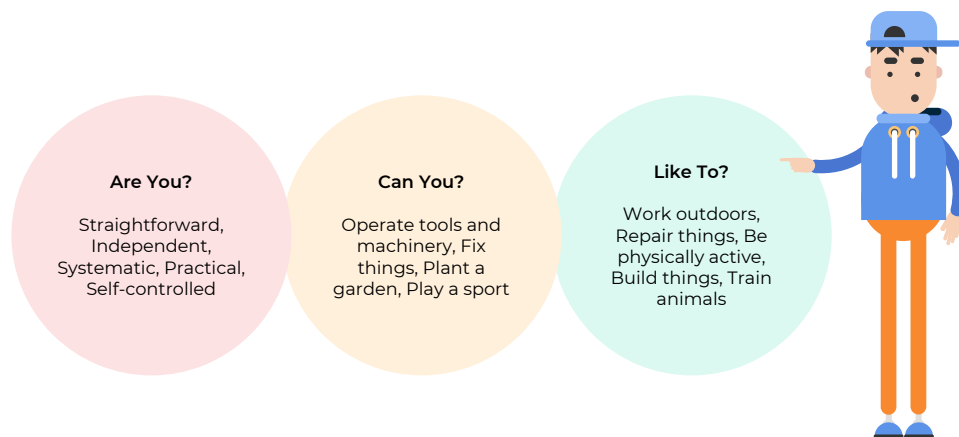


The realistic personality type, also called practical personality type, enjoys activities requiring a hands-on approach to solve problems.

They generally are attracted to working outdoors and are often found in professions working machinery, tools and materials. They therefore have a good technical understanding, are well-coordinated, have good manual dexterity and like to use their physical strength in their work.

These individuals are also found in occupational fields involving working with animals. The realistic personality type appreciates honesty, likes to see tangible results from their efforts and tend to think in terms of absolutes.

They have a straightforward and uncomplicated view of life.



Occupations that require a lot of paperwork and intensive cooperation with other people are often less appealing to the realistic personality type.

They tend to avoid in-depth interaction in their professional working environment. They find it difficult to give emotional expression to their feelings and prefer not to deal with abstract and theoretical issues and problems.

Examples of typical realistic personality occupations are:



Mechanic, Tiler, Electrician, Cook, Construction worker, Farmer, Gardener, Athletic trainer, Dental technician, Software technician, Surveyor, Plumber, Security guard and Carpenter.

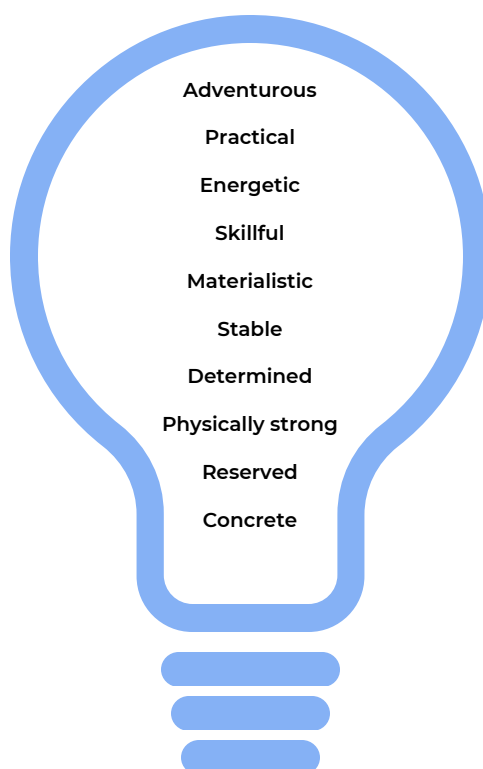
Work Environment

In a realistic working environment people often work with machinery, tools, things, objects, plants and animals. Furthermore, they like working outdoors, have athletic abilities and like to be physical active.

The realistic personality type is looking for adventure and likes challenges in their work, they enjoy traveling and are committed to independence.

The realistic working environment provides room for robustness and practical and productive activities.

Characteristic Traits



Depending on your personal three-letter code, later on in this report occupations that specifically match your code are explained and written out.

12. Occupation List Highest Scored Personality Type

On the next page a list of occupations is shown based on your highest score and the main personality type.

These occupations probably appeal to you and in first instance solely based on your highest score on a specific personality type. This means that your two subtypes have not yet been taken into account.

These subtypes in combination with your main personality type, together your personal three-letter code, are discussed further on in this report. This is done for a specific reason. Occupations solely in your highest score category might not fit your subtypes, causing it not to be mentioned in your specific occupation list (based on your personal three-letter code) even though you just might like it.

The occupation list on the next page consist of typical occupations which could belong to your main personality type. You can check it and find out which of the occupations or industries suits you.

After this general occupation list we will zoom-in on specific occupations belonging to your three-letter code.

List of Occupations:



- ✓ Actor
- ✓ Art Director
- ✓ Broadcast News Analyst
- ✓ Craft Artist
- ✓ Creative Writer
- ✓ Dancer
- ✓ Editor
- ✓ Fashion Designer
- ✓ Film & Audio Editor

- ✓ Floral Designer
- ✓ Graphic Designer
- ✓ Hairdresser / Hairstylist
- ✓ Interpreter / Translator
- ✓ Landscape Architect
- ✓ Makeup Artist
- ✓ Merchandise Displayer
- ✓ Multimedia Artist
- ✓ Music Composer / Arranger

- ✓ Music Director
- ✓ Musician
- ✓ Photographer
- ✓ Poet
- ✓ Radio / Television Announcer
- ✓ Report / Correspondent
- ✓ Set & Exhibit Designer
- ✓ Singer
- ✓ Technical Writer

13. Three-Letter Code Occupations

The occupation list on the next page is based on your personal three-letter code that's reflects the results of the career test you have made on Careertestpro.com. This code will help you to find occupations that match the composition of your personality as detailed as possible.

The database of Careertestpro.com consists of more than 3,000 occupations. All these occupations are classified according to their corresponding three-letter code

On the next page of this report you will find occupations that are aligned with your personal three-letter code, that was extracted from the questionnaire you filled in.

The first three-letter code that you will see on the list of occupations is the one that exactly fitted your personality. Subsequently other occupations are listed who have the same three letters in their code, but in a different order. These occupations are important because it may well be the case that these have similarities with your exact three-letter code and thus might appeal to you.

It's up to you to get inspiration, ideas and motivation from the occupations list below and to examine the ones that appeal to you the most.

Next to the occupations you will find an educational level that indicates on how much education people need to do the work, how much related experience people need to do the work and how much on-the-job training people need to do the work.

Level

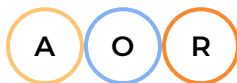
1 Occupations that need little or no preparation;

2 Occupations that need some preparation;

3 Occupations the need medium preparation;

4 Occupations that need considerable preparation;

5 Occupations Occupations that need extensive preparation.



Model	1
Florist	1
Decorator/Designer	3
Fashion designer	3-4
Musician	3-4-5
Industrial designer	3-4-5
Dancer	3-4-5
Illustrator	3
Make-up artist	3
Photographer	3
Sculptor	3
Web designer	3
Audio visual programmer	4-5
Studio Cameraman	3-4-5
Filmmaker	4-5



Chef / Head cook	3-4
Forester	3-4
Florist	
Kitchen design consultant	3-4
Press photographer	3-4
Reportage photographer	3-4
Director film / television / radio / stage	4-5

Sculptor	3
Jeweler	3-4
Photo reporter	3-4
Tailor	3
Electrical lighting technician	3
Art director	4-5
Interior designer	3-4
Floor fitter	3
Sound engineer	3-4
Florist	3
Technical manager	4-5
Confectioner / pastry-cook	3
Joiner	3
Joiner	3
Press photographer	4-5
Landscape architect	4-5
Naval architect	4-5
Glass blower	3
Furniture upholsterer	3
Stone cutter / carver	3
Shipwright	3-4
Fashion designer	3
Blacksmith	3-4



Circus performer	3		
Reserve driver (racecar driving)	3		
Seamstress	3	Antique dealer	3-4-5
Restorer / Renovator	3	Photography trader	
Confectioner	3	Piano trader	3-4
Musical instrument maker/repairer	3-4		
Coppersmith	3		
Tiler	3		
Plasterer / Stucco mason	3		
Shipwright	3-4		
Floriculturist	3-4		



Model	1
Designer	3
Florist	1
Photographer	3
Illustrator	3
Painter	3
Sculptor	3
Fashion designer	3
Tailor	3
Chef cook	3
Graphic designer	4-5
Industrial engineer	4-5
Set builder	3
Window Dresses / Decorator	3
Chef cook restaurant	3-4
Photographic illustrator	3-4
Camerman	3
Set designer	3-4
Shoe designer	3-4

14. Conclusion

Based on the six different personality types, this report has given you insight into your personality profile. To each personality profile certain occupations and activities fit to a greater or lesser extent. This is why career tests in general are not actually tests that give a specific answer to the question: what should I be?

Instead the career test and the resulting personality profile provide a substantiation why certain occupations suit you better than others. These test results can help you make better decisions with regard to your (future) career. The occupations on the specific occupation list based on your personality profile are examples of stereotypical occupations associated with the different personality types.

However, the reality is that in practice, the boundaries between different personality types and three-letter codes are blurred and many occupations actually fit multiple personality types. For example, a surgeon must be able to communicate with people (social personality type), he/she must have an academic background (investigative personality type), like diversity in his/her work environment and needs to know how to operate medical equipment (realistic personality type). This example shows that multiple personality types are present in one occupation.

It is important for you to determine for yourself which of your characteristics, qualities and skills connect to the work areas that you want to be active in. If you are for instance a person who likes to work outside you should not look for work environments in which you work behind a desk all day on a computer. If you are an artistic person then it is advisable to choose an occupation in which personal interpretation, originality and creativity are encouraged and are appreciated.

Furthermore, it can be done in different ways and does not necessarily have to be in an obvious work environment for a creative person like occupations as a writer or actor. Coming up with a new advertising campaign or a new product also requires a lot of creative insight and imagination.

What you should also keep in consideration is the fact that a lot of people do not find all the characteristics, qualities and competencies that they find important in their work environment. For you it is important that you know who you are and know what you like.

Also, you need to figure out where your personal skills, qualities and competencies come into their own. By doing so you can reflect on your work and make the adjustments in your career that you think you should make. This will help you to identify the tasks in your work that fit your personality best and also identify the ones which do not.

Provided that the work environment allows these kind of adjustments, you can create a professional work environment in which your core competences and skills come into their own within your occupational activities.

15. What's next?

It is wise to discuss your test results with family, friends and colleagues in order to validate them. By doing so you can find out what they think about what type of person you are and how they look at your talents, skills and competences.

You can translate these findings back, in combination with your own competence assessment, to occupations that appeal to you and in which you think your competences come into their own the most. Keep in mind, as discussed earlier, it often happens that not all of your personality traits are reflected in a specific occupation.

However, you can make a shortlist of occupations that appeal to you and select one of those to start your career in. When you find the occupation or career field that you want to start your career in you should gather more information about the required background, skills and/or educational level.

What does a regular day on the job look like in this occupation? Or what tasks do they regularly perform? Answering questions like these will give you more insight in that specific occupation. Furthermore, this type of information is easy to find on the internet and will help you in making your career choices.

