

Facet5 Career Motivators

Career Motivators Profile Jim Sample Profile

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Company Facet5 Global Marketing

Project



Introduction

We all have preferences about our work. Some people want to develop a range of skills and build a career. Others want to develop specialised skills, or contribute to society. These are what we call Career Motivators. There are many different patterns of Career Motivators, but research has identified seven that are core.










Many factors influence our work choices but our personality is the main driver. By understanding what will motivate and demotivate us we are better placed to find a role and workplace where we can thrive.

This report looks at your core personality and maps you against each career motivate and provides a score on each.

We rank those scores, with those with the highest scores are the ones likely to appeal to you with the type of workplace you prefer. Those with the lowest scores are the ones that will appeal the least.

The Facet5 Career Motivators are listed below

	General Management	These environments appeal to people with wide ranging interests who aspire to general management and leadership. Driven by the ability to influence things, to have authority and to be able to work with and through a team.
	Classic Career	Such environments offer continuity, structure and organisational support. People will have time to reflect and build their skills. Work is taken seriously and people apply themselves.
	Contributor	Such environments make a positive contribution to the community at large. They are doing something worthwhile and being of service to others. Trying to make the world a better place. The environment is team oriented and builds close relationships.
	Unconstrained	Environments like this appeal to people with a highly creative streak and who will constantly search for innovative solutions. People are encouraged to push the boundaries, to set their own agenda and to innovate.
	Producer	A hard working, production-oriented environment. People want to be given a job and left to get on with it. Success is by measured results and the workplace is organised and driven by practical considerations.
	Adventurer	These environments allow people to invent things, be creative and manage their own workload. They will be recognised for what they achieve. The environment needs to be interesting and freewheeling with a variety of options.
	Entrepreneur	Environments like these attract people that seek clear rewards for the efforts they put in. They are not afraid of hard work but expect it to be recognized. People are ambitious and protect what they have acquired. Roles are clearly defined and the climate is pragmatic and businesslike.

Your Career Motivators Profile

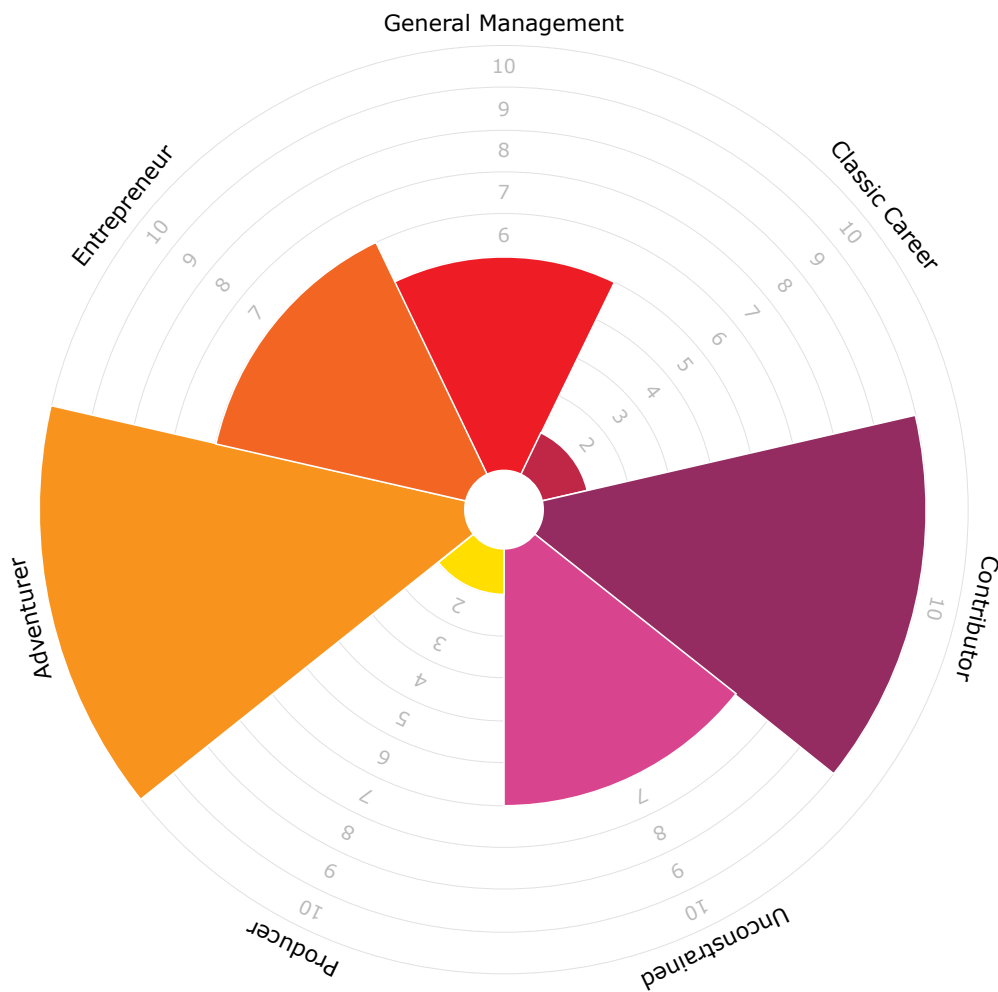
The diagram below outlines your overall mapping to the seven Career Motivators. It provides a picture of how your personality influences the type of career and environment you will be motivated or demotivated by.

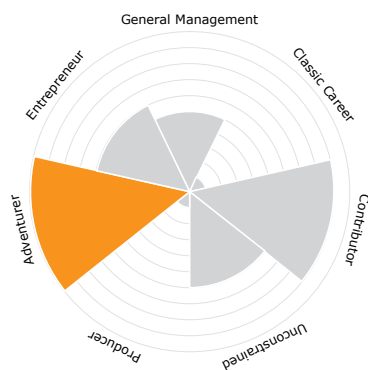
The size of the wedge in each segment shows how aligned you are to that Career Motivator. The table on the right shows your score for each Career Motivator with the closest fit at the top.

Career Motivator Scores

Career Motivator	Career Focus
Adventurer	10
Contributor	9
Entrepreneur	6
Unconstrained	6
General Management	5
Producer	1
Classic Career	1

The following pages detail each Career Motivator. Development suggestions are provided for your top ranking motivator to support you in leveraging your strengths and areas you could benefit from. A list of tailored motivating elements and reflective questions are provided in the attached development guide to support you in your career planning.



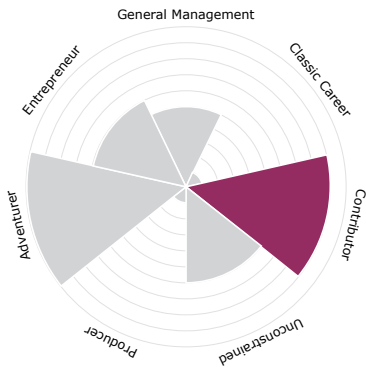


Adventurer

Career Fit Score: 10

These environments allow people to invent things, be creative and manage their own workload. They will be recognised for what they achieve. The environment needs to be interesting and freewheeling with a variety of options.

Key characteristics	Your Fit	You could benefit from...
<p>Consultation and discussion is not seen as a necessary part of the creative process. Once developed, ideas get shared but individuals do not need agreement or approval and will act alone if necessary.</p>	<ul style="list-style-type: none"> • You are much more democratic and open to developing and discussing ideas with others. • Acting without agreement or consensus is likely to be uncomfortable. • You may find you are having to decide and act alone more often than you like or having to accept and go along with ideas you feel are too radical and risky. 	<ul style="list-style-type: none"> • Practice doing more of your thinking independantly, scoping and mapping your ideas on your own and then present them with conviction. • Challenge ideas that you feel are too risky by voicing your concerns and backing them up with examples or evidence.
<p>This is a very free-thinking environment where people interpret rules flexibly and constantly challenge constraints.</p>	<ul style="list-style-type: none"> • Like most people here, you are intuitive and will resist any attempts to stop you from doing things your way. • You are very selective about what rules to follow and will challenge the status quo. 	<ul style="list-style-type: none"> • Recognise the impact that having fewer restraints could have on your performance and on those around you. • Avoid ignoring rules or values that matter to others. • Check your tendency to loose focus or fail to follow through.
<p>Creativity and the ability to develop and push new ideas is very highly valued here. People are confident, assertive, quick to act and rewarded for individual achievement and success.</p>	<ul style="list-style-type: none"> • Your should find ample opportunity to exercise your creative skills and abilities and be rewarded for your efforts. • You have the confidence and determination to drive your ideas through and to ensure you are heard. 	<ul style="list-style-type: none"> • Your strong beliefs may lead you to impose them on others. • You will benefit from creating genuine opportunities for people to ask questions and raise concerns. • Listen and recognise when compromise or co-operation could advance your cause.
<p>Individualism is encouraged here. There are few, if any, restraints and people are expected to organise themselves and their work as they see fit.</p>	<ul style="list-style-type: none"> • This is very much your preferred way of working, and you will welcome the freedom and autonomy it offers. 	<ul style="list-style-type: none"> • Protect your autonomy by planning ahead and being realistic about what you can acheive and ensuring you deliver quality results on time. • Ensure you don't underestimate the complexity of a task and time needed to complete.



Contributor

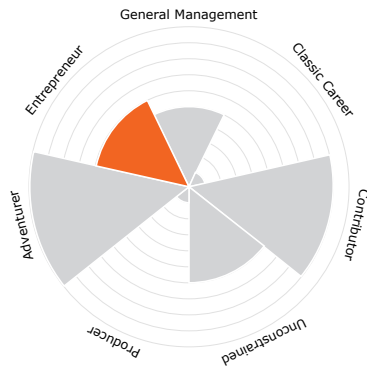
Your Fit

People are supportive and help is freely given. They look for the good in everyone and share an underlying belief that all most people need is a little help and understanding to do a good job.

- You hold similar beliefs and are quick to offer help and support where needed, but are less likely to give unconditional support.
- You make allowances for mistakes but expect people to learn from them and improve.

People are socially conscious, people focussed and compassionate. They have a genuine concern for the well being of others and believe that peoples needs should always be top of mind when deciding policy and making decisions.

- You share many of the values but there will be occasions when you feel frustrated with colleagues who loose sight of what is practical and needs to get done.



Entrepreneur

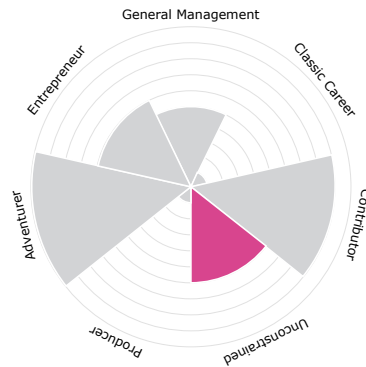
Your Fit

People are tough and unforgiving and very selective about when and to whom they offer help or support. They believe that once people understand what is expected there is no excuse for poor performance.

- People are expected to get on with their work and deliver with minimum support.
- You are much more inclined to help and support others, and could find it overly harsh and critical.

People are very practical and business like here and are rewarded for what they have individually achieved. There is little sympathy for failure to meet targets as goals are clear and results are tangible and measurable.

- You are much less self-interested than the majority of people here.
- You may be frustrated by people here who look after their own interests regardless of the impact this may have on others?



Unconstrained

Your Fit

The majority of people here do not need to have people around them and prefer to work alone.

- You are much more sociable and outgoing and are energised by having people around you.
- You are unlikely to find the level of social interaction you need.

People adopt a quiet, contemplative and unhurried approach here. They reflect and consider carefully before responding or taking action.

- You are far more lively, spontaneous and exuberant.
- It is very doubtful that you will be able to exude or generate the level of enthusiasm you require to keep you motivated and engaged.



General Management

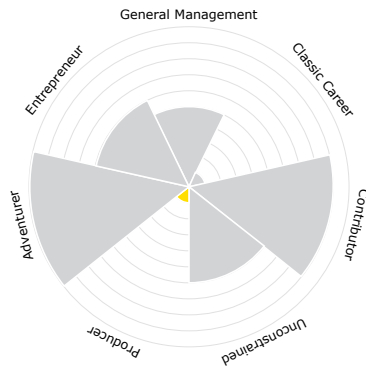
Your Fit

People are very confident and independent here. They may consult but can operate without agreement, consent or permission for their chosen course of action.

- You rarely take an independent stance and prefer to discuss and debate ideas and modify decisions accordingly.
- You may be uncomfortable here where people are willing to act independantly regardless of yours or your teams views.

People have a high regard for tradition and the status quo. Standards are high and there are strict codes of conduct. Adherence to method is considered just as important as end results.

- You are far less conformist in your approach and are very selective about which guidelines and rules you choose to follow.
- You may have to forgo your preference for choosing how you achieve your goals to be succesful here.



Producer

Your Fit

People are very quiet and reserved. They separate their private and social life from their working life and prefer to work alone or in small teams they have had time to get to know.

- You make contacts and friends easily and believe that socialising improves the quality of working relationships.
- You believe in having fun at work and are very likely to miss not having people to talk to and banter with.

People have a strong sense of duty and responsibility and take their work very seriously. They adhere to a strict code of conduct and believe that protocols and rules should always be followed.

- You are far less conformist and compliant.
- You are very selective about which rules or guidelines you choose to follow and the concept that there is a right and wrong way of doing things is alien to you.



Classic Career

Your Fit

People are quite calm and optimistic, and take things in their stride. You are more conscious that things can go wrong. How will you manage and convey your concerns?

- You are less optimistic and more cautious especially when dealing with new and unfamiliar situations.
- You are unlikely to find many colleagues who are as concerned as you about the possibility that things can go wrong.

People enjoy stability of employment and appreciate having a well defined development and career path to follow.

- You are far less conservative, traditional and measured in your approach.
- It is very unlikley to meet your need for variety, interest in the new and different and preference for keeping your options open.

Your Work Preferences

It is clear that people are likely to require different things from their careers. Therefore jobs that provide these elements will prove more interesting and satisfying and as a result motivation and enjoyment is likely to be higher. The following lists those job elements that we would recommend based on your personality.

Your personality preferences suggest that you are best suited to a role which provides the following:

- Promoting an idea with passion and enthusiasm
- Working with fun people
- Taking up a cause or mission
- Persuading on 'big' issues

The following job elements in a role would be key to maintaining your motivation and interest:

- Communicating their own vision
- Having a leadership role
- Constant challenge
- A sense of friendship with colleagues
- Having a chance to develop and encourage others
- Working in a creative and dynamic environment
- A sense of value to others and/or the community
- The chance to work with concepts, rather than detail

Having to spend too much time on the following elements would likely be demotivating for you and lead to frustration:

- An environment where fair play is not respected
- Isolation from colleagues
- A highly formal environment
- Easy work
- Lack of recognition for efforts
- Performing the same tasks every day
- Working in a highly specialised, technical company
- Precise and closed predetermined goals

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Notes
