

Decision Dynamics **Career Model™**

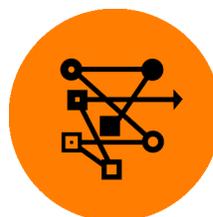
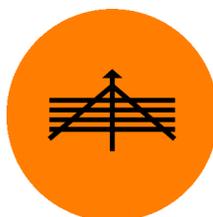
CareerView™ Jobfit Profile

08 May 2013

Jan Sample
Quality Manager Job Profile

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Decision Dynamics is a leader in methods and tools for strategic human resources development that illuminate and enhance the interplay between people and organizations. Our scientifically based approach is built on more than 40 years of continuous research and practical use in organizations. Our clients have already used our solutions to profile and develop more than one million employees around the world.



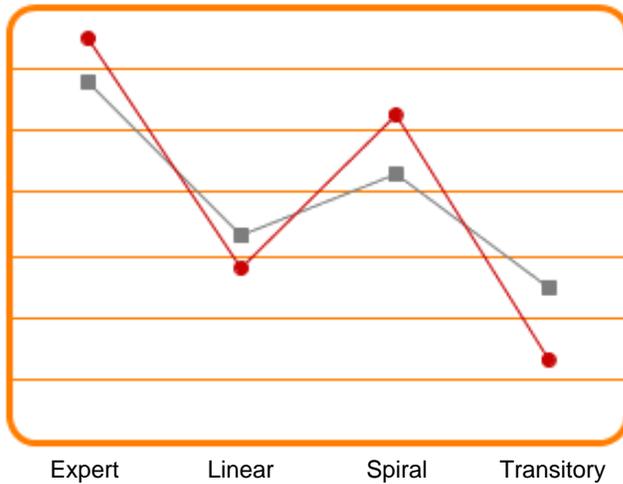
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Fit

Overall Fit: **89 %**



Jan Sample
Expert / Spiral

Quality Manager Job Profile
Expert / Spiral



Expert too low

May not be motivated enough by improving quality and accuracy in operations

Risk:

- not persistent enough
- too willing to make changes to processes
- lacking in expertise

Expert too high

May be overly motivated by improving quality and accuracy in operations

Risk:

- too slow to adapt
- too risk averse
- too detail oriented



Linear too low

May not be motivated enough by operational growth or maximizing efficiency

Risk:

- does not reach targets to the extent required
- not clear enough on communication of expectations
- does not take the lead often enough

Linear too high

May be overly motivated by operational growth or maximizing efficiency

Risk:

- puts too much pressure on others
- too blind sighted to aspects other than bottom-line
- creates too much distance towards others



Spiral too low

May not be motivated enough by diversifying operations or working across boundaries

Risk:

- too slow learner
- too unaware of own impact on others
- not personal enough

Spiral too high

May be overly motivated by diversifying operations or working across boundaries

Risk:

- too infatuated by new ideas
- too accommodating
- slows processes down by being too open to others' participation



Transitory too low

May not be motivated enough by changing operations to new situations or client needs

Risk:

- too slow to learn or defensive
- not enough willing to take risks
- too small a network

Transitory too high

May be overly motivated by changing operations to new situations or client needs

Risk:

- too willing to make exceptions
- confuses others by experimenting
- too short sighted



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Career Motives

The *CareerView™* Jobfit Profile shows a person's motivation in her or his career and working life and compares it with a job profile. Since this is a comparative profile, the career motives have been adjusted against the job profile to reflect the overall fit. Therefore, while the shape remains the same, the intensity of the profile may appear different than in the *CareerView™* Career Profile. The profile is based upon the Decision Dynamics Career Model™ and is best used together with the *CareerView™* Career Profile.



Expert Key motives underlying the Expert career concept are expertise, technical competence and security. People with these motives tend to develop competencies such as:

- > Establishing Routines
- > Specializing In-depth
- > Being Persistent
- > Refining Quality
- > Acting Long-term
- > Increasing Professionalism



Linear Key motives underlying the Linear career concept are power or influence, and achievement. People with these motives tend to develop competencies such as:

- > Strengthening Competitiveness
- > Strengthening Leadership
- > Improving Profitability
- > Increasing Growth
- > Improving Efficiency
- > Driving towards Goals



Spiral Key motives underlying the Spiral career concept are personal growth (expanding one's capabilities), creativity, and an interest in developing other people. People with these motives tend to develop competencies such as:

- > Broadening Competencies
- > Developing Others
- > Developing Oneself
- > Developing Teamwork
- > Renewing
- > Crossing Boundaries



Transitory Key motives underlying the Transitory career concept are novelty or variety, independence, and interpersonal contacts. People with these motives tend to develop competencies such as:

- > Trying New Things
- > Networking
- > Being Mobile
- > Managing Oneself
- > Learning Quickly
- > Speeding Up

For more information about the Decision Dynamics Career Model and assessments including the more than 40 years of research and practice that goes into its development, please visit: www.decisiondynamics.eu.



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40 Years of Research and One Million Satisfied Users

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Decision Dynamics was founded by two industrial and organizational psychologists from Princeton and Yale Universities. The company was soon taken on by demanding and development-intensive clients such as NASA, the Aerospace Corporation, and Rockwell.

Our research and development efforts continues in Decision Dynamics Research and are aimed at advancing the state of art in assessment methods and technologies. Meanwhile you benefit from having immediate access to the very latest, fully developed tools and methods in our portfolio adapted for providing practical usage, measurable results and rapid impact of today's demanding workplace.

The Decision Dynamics approach functions as a catalyst to support organizations' efforts to increase engagement and performance. Together with our global network of partners and resellers we provide profiling tools, training, and consultative services.

Decision Dynamics tools and business solutions are used for:

- > Engagement
- > Selection and recruitment
- > Leadership development
- > Talent management and succession planning
- > Career development and coaching
- > Team development

