

Facet5 Career Motivators

Career Motivators Profile Career Motivator Sample

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Company Facet5 Ltd

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. Choosing a work environment that best suits our natural working style is also important. There are many different patterns of Career Motivators, but research has identified seven that are core.



What drives these Career Motivators? Our personality. By understanding our personality, we can understand what we are driven by. What motivates us. What will frustrate us. This report looks at your core personality and maps you against each career motivate and provides a score on each.

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 least.

What does this report show you?

This report provides you with a ranking of the Career motivators based on how you completed your Facet5 personality questionnaire. The following pages provide:

- A summary of your Career Motivators and Career Fit Ranking
- A detailed outline of each career motivator, ranked from highest score to lowest score, including a description of the role and workplace environment
- A career development guide on how to use this report to support your career planning.

The seven Career Motivators

	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 people are prepared to 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 will allow people to invent things, to be creative and to manage their own work load. 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 looking for a role that provides 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.

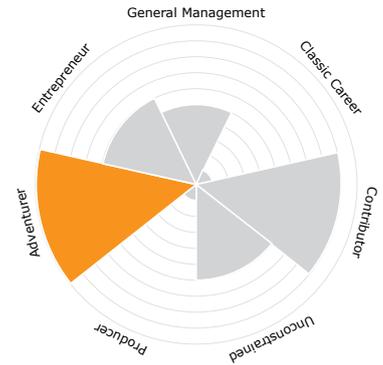
Your Career Motivators Profile

The diagram below outlines your overall mapping to the seven Career Motivators. It provides an easy to read snapshot of how your personality influences the type of role and environment you will be motivated or demotivated by.

The larger the wedge for each segment the greater the alignment to this Career Motivator. The table right ranks the Career Motivators with the closest fit at the top. The Career Fit ranks each Motivator from 1 to 10.

Career Motivator Ranking

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



Adventurer

Career Fit Score: 10

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

You will be able to see the results of your efforts, preferably in measurable ways. There are new ventures and often need to take a business risk. You will need to represent yourself and your ideas to others.

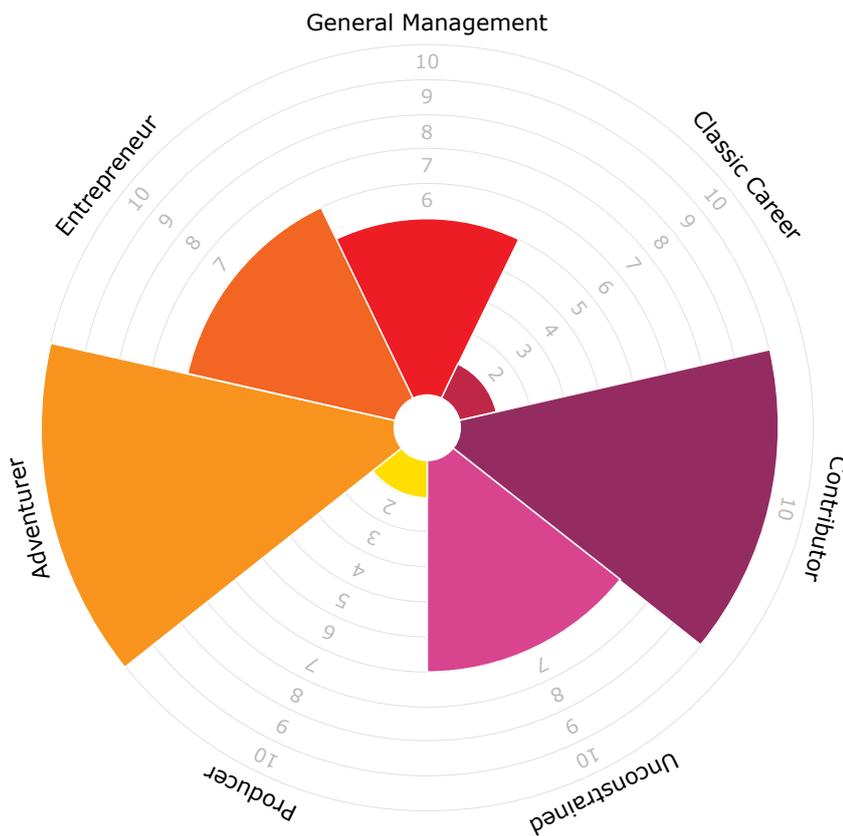
Your Fit

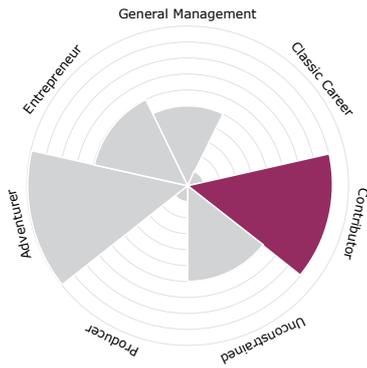
Creativity and the ability to develop and push new ideas is very highly valued here. It offers recognition and reward for inventing new ways of doing things.

You are more open to discussing ideas with others and far less inclined to act without agreement than the majority of people here. You may find yourself having to accept and go along with ideas you feel are too radical and risky.

Individualism is encouraged here. There are few, if any, restraints and people are expected to organise themselves and their work as they see fit.

You have a lot in common with these free-thinking people who challenge constraints and the status quo.





Contributor

Career Fit Score: 9

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.

You may not find fixed hierarchies, preferring a more congenial, team-based climate. You need the organisation to share your vision to value people and to have a broad social conscience.

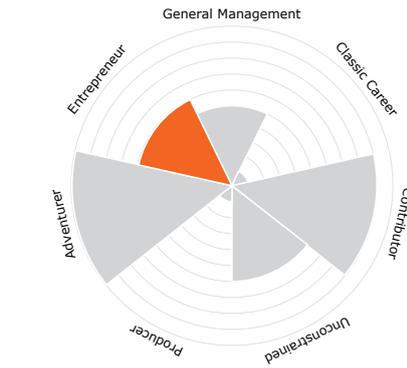
Your Fit

It is democratic and strategy and decisions are discussed and agreed through consensus.

Like most people here, you like to feel you are doing something worthwhile and being of service to others. There will be occasions when you feel people loose sight of what is practical and needs to get done.

People are supportive and responsive to the needs of others. They make allowances for mistakes and will go out of their way to be helpful. How might this impact your work and how responsive you are prepared to be?

Trusting people matters here. You believe that most people can be trusted but will actively look for evidence that your trust is warranted. How might you do this without jeopardising relationships?



Entrepreneur

Career Fit Score: 6

Environments like these attract people looking for a role that provides 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.

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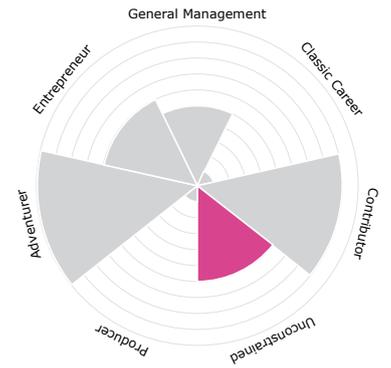
Your Fit

The environment attracts people with a self-competitive nature as it is quite tense and driven with an emphasis on personal achievement.

People have clear goals, tangible and measurable results and are rewarded for their individual contribution. How prepared are you to work with people who look after their own interests regardless of the impact this may have on others?

This is a tough and unforgiving workplace where people are very selective about when and to whom they offer help or support. You agree that people need to earn your support but may find the environment more judgemental and critical than you think is fair.

This is a cynical environment. People question others motives and will take advantage if it serves their own interests. How prepared are you to do the same?



Unconstrained

Career Fit Score: 6

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.

You would work under your own rules and to pursue your own interests. You would be given general objectives and encouraged to focus on specific results. You are more likely to work alone or with a very small team. You might build a portfolio of careers or through a series of activities utilising specialised skills and selecting projects that appeal.

Your Fit

This environment encourages people to devise and drive new and challenging projects and take personal responsibility for delivering results.

People here are quiet, reflective and considered. How might this impact on someone who is as spontaneous, exuberant and enthusiastic as you?

This is a very reserved environment where people work alone and keep themselves to themselves. Are you prepared to put in the time and effort to find people to talk to and share interests with?

This is a relaxed, unstructured environment with few rules and regulations, leaving you free to be creative.



General Management

Career Fit Score: 5

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.

You might find such environments in large organisations with established management development programmes. You would experience a range of roles and through different parts of the organisation to broaden skills and experience.

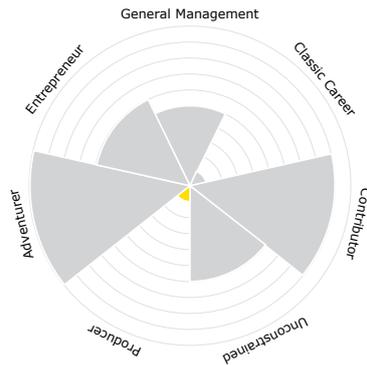
Your Fit

This is a very assertive and decisive environment that gives people the authority to do things their way and to plan and build their career.

People have the courage of their convictions here and can take action without the need for agreement, consent or permission. You may feel this approach is unacceptable when applied to decisions that effect you or the team.

This is a sociable, team oriented environment that encourages networking, discussion and the exchange of information.

This environment is restrained, cautious and respects of tradition and the status quo. If method is seen to be as important as end results how might this impact your preference to choose how you do things?



Producer

Career Fit Score: 1

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.

Your Fit

This environment respects and values decisiveness and consistency. You should find plenty of opportunity to take responsibility and to assert your strong views and opinions.

This is a very reserved environment where people work alone and keep themselves to themselves. As someone who enjoys having other people to talk to and share interests with, how prepared are you to be patient and accept that it will take time to build relationships?

Freedom and the autonomy to choose how you do your work is important to you. This environment values routine and may offer few opportunities to do things differently or show your individuality.

This is a conservative environment with a strong belief in what is right and wrong. You may find little room to bend the rules and even if you achieve results your methods or behaviour may be questioned.



Classic Career

Career Fit Score: 1

Such environments offer continuity, structure and organisational support. People will have time to reflect and build their skills. Work is taken seriously people are prepared to apply themselves. Such organisations are committed to delivering a quality outcome and behave in a professional manner. There is a clear structure, defined goals and a well-defined ladder of development. People are respected for the effort they put in and the quality of results achieved.

Your Fit

This is a quiet, reflective and considered environment. Can you curb your natural exuberance, spontaneity and obvious enthusiasm if required?

People tend to fully develop their ideas before sharing them with others. You much prefer to be involved and to develop ideas with other people. How could you resolve this discrepancy?

This is a highly structured, regulated and planned workplace, which could conflict with your need for freedom and autonomy. Will there be opportunities for you exercise this preference?

There is a long term, well defined development and career path here. Will this meet your need for variety, interest in the new and different and preference for keeping your options open?