

Jordan Westhoff

My Personal Book, May 13, 2014

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Summary

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United States

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Information about your last questionnaire

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1

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My Talents / Improvement Areas



- You unite team members as a leader and you are able to make decisions within the group.
- You are autonomous and are able to work independently.



- You would benefit from paying more attention to the ideas of others and opening up to differing points of view.
- You would benefit from overcoming your shyness and being more confident in public.

Main motivations

- You seek stability. Security in your work is a priority.
- You believe that the prestige of a position or the reputation of a company is important.

Personality

What is Personality?

Personality can be defined as the set of behaviors, attitudes and feelings which characterize individuals. It is shaped throughout your life during your experiences. Each individual is characterized by a certain number of traits which will determine his/her character and lasting impact. We aim to visualize the personality traits which will be sought after in your professional life. We talk about Soft Skills, as opposed to Hard Skills which correspond to technical abilities.

5 main dimensions

Communicate

To be in contact with others, convey something to someone, generally through a form of communication (written or oral).

Manage

To organize, manage something or someone.

Dare

To have the courage, audacity, and boldness to do something.

Adapt

The ability to modify one's attitude, thoughts, behaviors depending on new situations, to adjust.

Excel

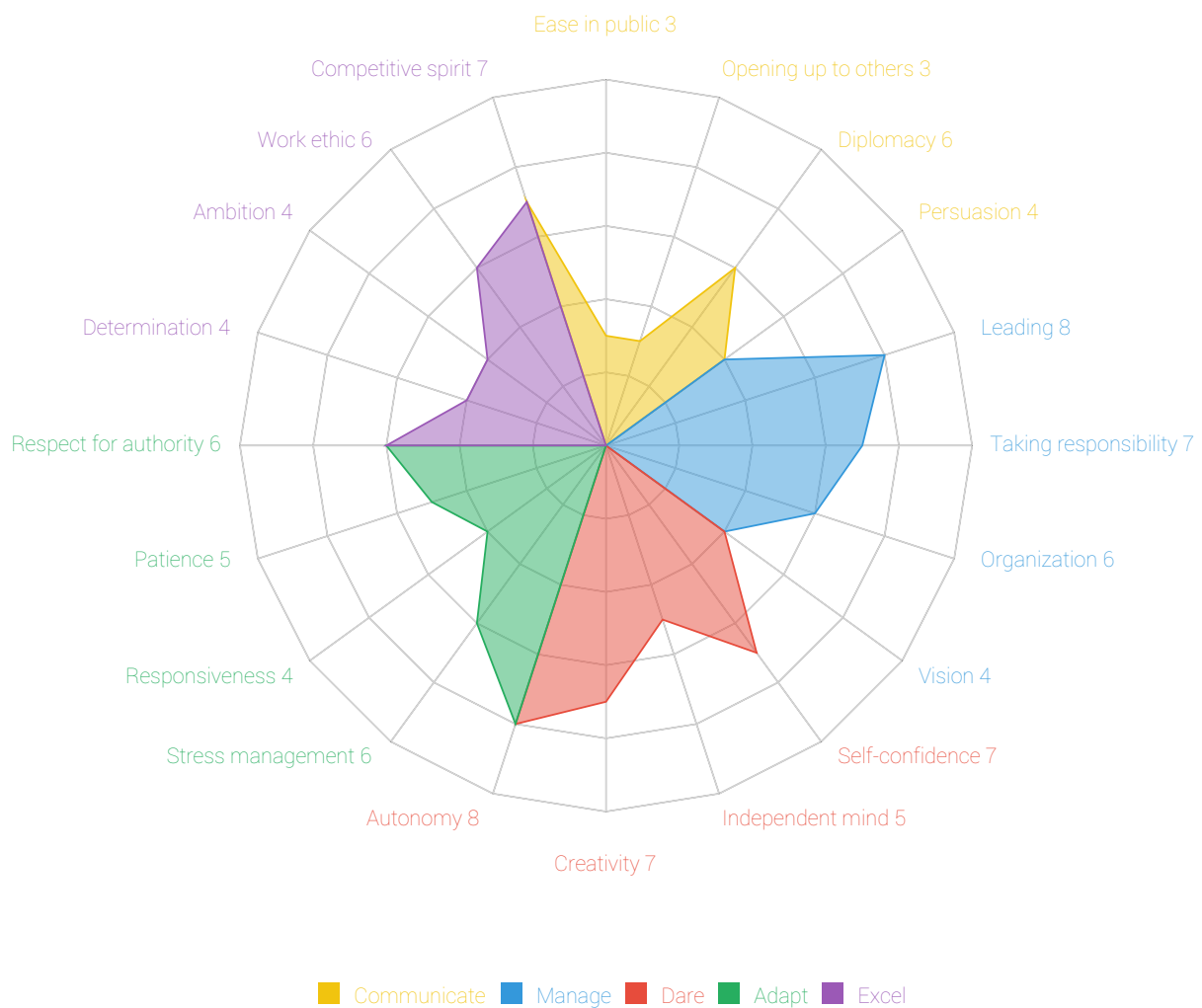
The ability to move beyond a set guide, achieve greater performances than ones previously accomplished.

Personality - Radar chart

How do you read and interpret the Personality Radar?

In this radar you will find a description of the behaviors that you tend to adopt in a professional situation. These features are grouped together in 5 dimensions called Clusters of Criteria: Communicate, Manage, Dare, Adapt, Excel. They establish the large personality fields typically expected by employers.

There is no perfect profile! Of course, it is normal to have high scores on some criteria and lower or more average scores on others, according to the behaviors you have chosen during the test (for more information, please consult the Key Points).



Personality - Clusters of Criteria

What are the Clusters of Criteria?

The clusters of criteria are the five main personality dimensions considered to be essential in the professional world: Communicate, Manage, Dare, Adapt, Excel. For each dimension, Talentoday gives you the opportunity to discover the behaviors you tend to adopt, that is to say the way you prefer to act in the professional realm.

You can definitely use these phrases to prepare for job interviews, especially for common questions that touch base with your strengths and weaknesses.

Communicate



- Not always at ease in public, you do not spontaneously open up to people that you do not know.
- You can be suspicious of other people's ideas, you find it difficult to pay attention to the ideas of others.
- You are able to tactfully express your ideas. You are not taken aback by situations of conflict when they arise.
- You do not naturally want to impose your opinions and persuade others.

Manage



- You are influential and like to make decisions in a group. You find it easy to assume the role as a leader.
- You are committed and conscientious when you are assigned a task even if you do not always seek responsibility.
- You are methodical and organized but are also flexible when faced with unexpected circumstances.
- You have a keen eye for details and like to get down to precise assignments, you can sometimes lack objectivity.

Dare



- You are able to trust your judgement and overcome your doubts when you are not certain about succeeding.
- You do not appreciate criticism and like to trust the opinion of the majority.
- You show originality but without questioning established procedures.
- You like to benefit from a certain amount of independence, you prefer to work autonomously rather than under supervision.

Adapt



- You are able to manage your stress even if you avoid exposing yourself to pressure.
- You like to analyze situations and give yourself the time to make a decision. You may sometimes lack spontaneity.
- You favor actions which enable you to obtain immediate results, you don't like to wait to obtain concrete results.
- You like to maintain a certain independence but you can follow the instructions of your supervisor.

Excel



- You are able to review your objectives in the event of difficulty, you prefer to avoid confrontation with obstacles.
- You wish to progress at your own pace. You do not attempt to climb the professional ladder at all costs.
- You are not afraid of hard work even if you like to keep time for yourself.
- You are not scared of rivalry but you prefer to cooperate rather than compete with others.

Personality - Ratings

What are Ratings?

Ratings are a form of feedback, where you compare yourself to two opposing trends that describe each personality trait assessed. There is no good or bad score. The idea is to show you the type of behavior you are naturally geared towards in relation to the students and young professionals norm.

Read your scores in detail and discover where you stand between two opposing trends.

Communicate

Ease in public

A reserved individual who does not naturally want to speak in public or in front of new people



An individual who likes to be the center of attention, speak in public and who spontaneously meets others

Opening up to others

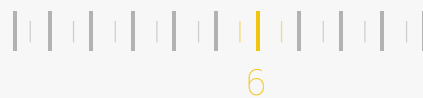
An individual who pays careful attention and distances themselves from the ideas of others



An individual who takes the time to listen, is open-minded and interested in the ideas of others

Diplomacy

An individual who expresses disagreement or opinion directly and is not afraid of conflict



An individual who favors a careful approach and restraint, and avoids situations of conflict

Persuasion

An individual who does not wish to compel others to do, believe or want something; avoids negotiations



An individual who values negotiations and reasoning and has the ability to convince and persuade others

Manage

Leading

An individual who prefers to collaborate and work with others rather than to act as a leader



An individual who adopts a position as leader within a team and likes to make decisions

Taking responsibility

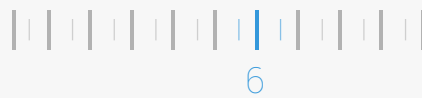
An individual who is careful and shows restraint before making a contribution to a project



An individual who likes to be assigned tasks, assumes responsibility for success and failures

Organization

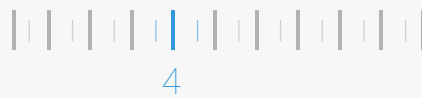
An individual who prefers flexible organization and improvisation



An individual who plans and allocates tasks, values a structured and organized timetable

Vision

An individual who adopts a detailed and meticulous approach to situations

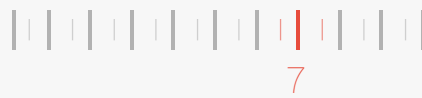


An individual who is objective and approaches situations as a whole

Dare

Self-confidence

An individual who needs to be reassured about his/her potential and abilities



An individual who is self-assured and is aware of his/her ability to succeed

Independent mind

An individual who is sensitive to criticism and stands by the opinion of the group



An individual who is distanced from the opinion of others, favoring his/her own ideas

Creativity

An individual who adopts a conventional approach to tasks, prefers to rely on an already existing approach



An individual who likes to discover new and original solutions for a given problem and finds it easy to be imaginative and creative

Autonomy

An individual who likes to be supervised and have his/her work checked

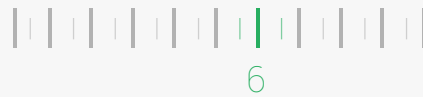


An individual who is keen to act alone, works independently

Adapt

Stress management

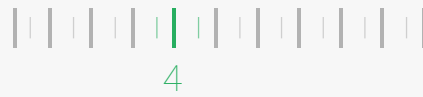
An individual who gets nervous easily, may be disconcerted or even inhibited by stressful situations



An individual who is naturally relaxed, manages pressure, is motivated by stressful situations

Responsiveness

An individual who takes time to make decisions or implement actions, analyzes situations in depth, prefers to plan for the future



An individual who makes and implements decisions quickly, favors action over reflection, reacts spontaneously

Patience

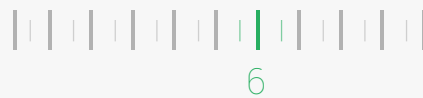
An individual who wishes to obtain immediate results, favors the short term over looking to the future



An individual who opts for a long-term vision, accepts stages and waits for results

Respect for authority

An individual who favors his/her own freedom of action to the detriment of applicable rules and established authority



An individual who accepts authority, complies with the rules of the group, respects customs

Excel

Determination

An individual who readjusts his/her goals when faced with difficulties



An individual who is perseverant and determined to meet his/her goals

Ambition

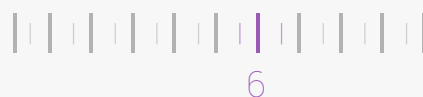
An individual who does not prioritize his/her career and is not focused on professional success



An individual who wants to rapidly progress and believes that professional success is important

Work ethic

An individual who prefers a moderate work pace and who is able to measure his/her efforts



An individual who likes to get through a large amount of work, enjoys periods of intense activity

Competitive spirit

An individual who does not wish to be in competition with others, prefers cooperation to competition



An individual who enjoys being more successful than others, feels the need to be the best, is motivated by rivalry

Motivations

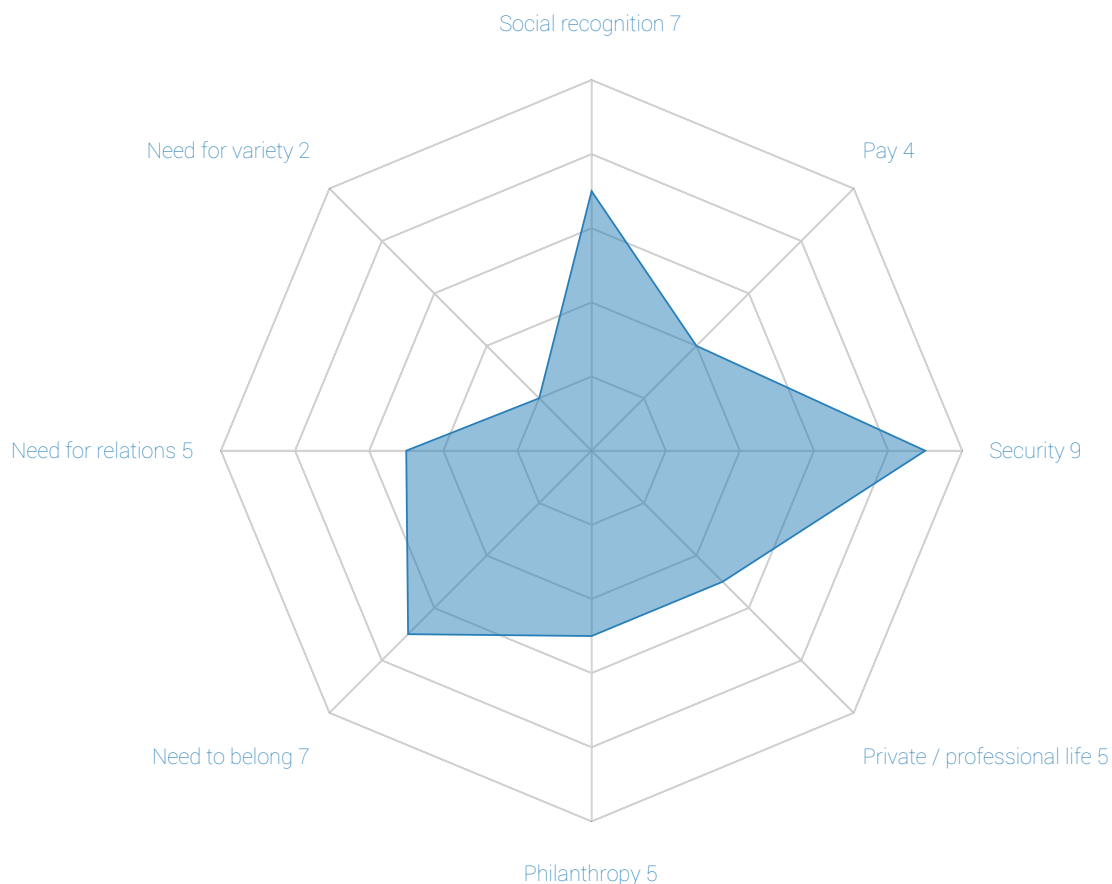
What is Motivation?

Usually motivations refer to all the factors which will lead or direct a person's actions, reasons, interests and elements that push him/her to act. Each person is characterized by his/her own motivational factors or drivers.

Motivations - Radar chart

How do you read and interpret the Motivations Radar?

You can find out below which motivational criteria are relevant to your professional life. You can see the criteria that have (or not) a stimulating effect on you and which may therefore increase your development and performance at work. Start the analysis by looking at the general aspects of the radar, then identify the principal "drivers" of your motivation. Afterwards, dive into the details of your results using the Key Points.



Motivations - Scale

What is the Motivations Scale?

In the chart above you will find a list of different motivational sources in order of preference. Motivations are the reasons, or elements that drive people to act; these have an enormous impact in your professional life. At the top (in blue) you can identify what motivates you the most in your professional life. At the bottom (in yellow) you will find the elements that least motivate you in your career.



Security

You seek stability. Security in your work is a priority.

Social recognition

You believe that the prestige of a position or the reputation of a company is important.

Need to belong

You like to belong to groups or networks. You are aware of their importance but they are not a major concern.

Need for relations

You like to have contact with others even if you are capable of progressing alone.

Private / professional life

You like having free time for your hobbies even if professional activity remains a priority.

Philanthropy

You do not wish to place missions with a humanitarian aim at the heart of your career goals.

Pay

You are not necessarily motivated by the prospect of earning more, money is not a priority.

Need for variety

You are not motivated by having a variety of assignments, you need to focus on one main activity.

Motivations - Ratings

Motivation

Social recognition

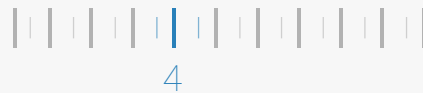
An individual who is not sensitive to the reputation of a position or company



An individual who thinks that the reputation of companies or the prestige of positions are important

Pay

Pay is not a priority, money is not an objective



An individual who is motivated by the prospect of earning more, money symbolizes success

Security

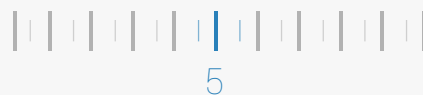
An individual who likes to take risks and is not happy to take the back seat



An individual who seeks stability and security in work

Private / professional life

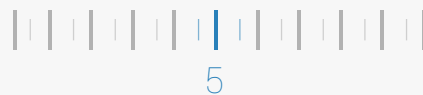
An individual who prioritizes professional activity



An individual who wants a balance between professional and non work-related activity

Philanthropy

An individual who is not motivated by the idea of mixing professional activity and humanitarian or social causes



An individual who likes to give a human meaning to actions and values activities with a social dimension

Need to belong

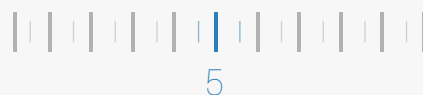
An individual who is not motivated by belonging to a group or network, appreciates independence



An individual motivated by belonging to a group or network

Need for relations

An individual who prefers to work independently and is able to make progress alone



An individual who seeks contact with others, prefers to work as part of a team

Need for variety

An individual who likes to focus on one main activity, prefers repetitive assignments



An individual who thinks that diversity in tasks and assignments is important