

Alessandro Avella

19/11/2023

Detailed feedback from the **FREYA** psychometric questionnaire, the occupational values appraisal.



First of all, bravo!

Well done, you have completed **FREYA**, and you have received this report. That's already halfway there! As you will see, this report is comprehensive, and very rich in useful information. The next few pages will help you make the most of it.

With the help of your answers, you now have your **personal and confidential feedback**. The aim of using a psychometric questionnaire is to obtain concise data to **enhance self-awareness and allow for the exploration of new opportunities in your life's path**.

The main objective of FREYA is to **help to work out your choices of a work environment and, therefore, your professional career path**. It is a basis for thought and discussion, not an absolute truth. It is a tool, and you can decide how useful it is!

More specifically, this report allows you to put into clear and specific terms **the factors which will help you to specify your preferred working environment: Your occupational values**. These represent **the goals** that you would like to achieve through work. They demonstrate **the features which must be provided by your working environment** in order to keep you **motivated**. Your **satisfaction at work** will be achieved if there is a connection between the values that matter to you and those conveyed by your working environment.

Each individual has a tendency **to rank** their occupational values. In other words, from their point of view, some values are more important than others. The ranking of values is crucial because when making a career choice, there can be several competing values (e.g. a well-paid job but with little work-life balance, or a job that doesn't pay well but within a company driven by social factors). **The relative importance of these values, in other words, the values compared to each other, will have an impact on your career choice**.

You are now well-equipped to get to grips with your results.

Read, share, react, and above all, have fun!

Content of your report

In the following pages you will find a wealth of valuable information related to your professional values. Think of this report as a guide that you can refer to regularly to find language and to work on your own development. Here are the different parts of your personalised report:

1 Your results

- **Your profile in brief:** this part allows you to render in one page the value that motivates you the most, as well as the importance of other professional values to you.
- **Your profile in detail:** this part is the heart of the report. It gives you the hierarchical ranking of the five families of values and then the 18 needs that correspond to them, as well as a description for each of them!
- **A summary:** this part summarises your results in a few lines and suggests some avenues for further exploration.

2 The model used

- **An appendix:** this part presents the model used to enable you to identify the hierarchy of your values. A description of each of the 5 main families of values, the type of organisation in line with these families and the associated needs.

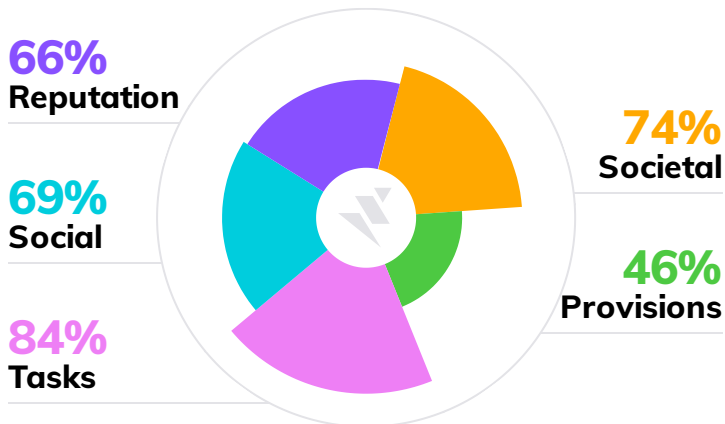
Your results

Below you will find an overview of the main families of professional values that motivate you most at work.

The value which drives me the most at work is:

The jobs, stimulation and self-development

I focus on rising to professional challenges and improving my skills. I attach importance to intellectual creativity and the variety of the tasks which are offered to me. The work environment that I'm attracted to is inspiring and innovative.



Groups of companies that appear to match these criteria:

Small or medium-sized companies, digital start-up companies, consulting firms, etc.

My hierarchy of values

Quite often, when we allude to values, we are making reference to a hierarchical system. In other words, the values that keep us motivated at work are prioritised in relation to each other.

84 % Tasks

Stimulation and self-development

74 % Societal

Social and environmental responsibility

69 % Social

Working together and kindness

66 % Reputation

Social recognition and status

46 % Provisions

Work-life balance and working conditions

These five large families of occupational values each include three or four specific needs. Let's take a closer look at your occupational values and the order of importance of needs.

Rank 1 - Learning

I need to be put on projects where I can learn and increase my skill set

Rank 2 - Career challenges

I need to be constantly challenged in my working environment

Rank 3 - Environmental responsibility

I need to be within an organisation which is attentive to the environment

Rank 4 - Social responsibility

I need to be within an organisation whose main aim is to help other people

Rank 5 - Taking advantage of skills

I need to be put on projects where I can express my intellectual creativity

Rank 6 - Professional support

I need to be within an organisation where I feel supported, listened to

Rank 7 - Working together

I need to work predominantly on tasks that involve team work

Rank 8 - Influence

I need to be placed in powerful positions within my working environment

Rank 9 - Respect and honesty

I need to be within an organisation which promotes trust and transparency between its employees

Rank 10 - High energy

I need to be within a lively organisation which offers various sources of entertainment to its employees

Rank 11 - Social justice

I need to be within an organisation which promotes equal rights

Rank 12 - Independence

I need to be within an organisation which lets me manage my priorities and my work tasks in the way I want

Rank 13 - Reputation

I need to be within a prestigious organisation and one which is renowned nationally or internationally

Rank 14 - Progress and technology

I need to be within an organisation which promotes innovation and which is at the forefront of new technologies

Rank 15 - Friendly and welcoming environment

I need to be within an organisation which maintains a friendly atmosphere within its offices

Rank 16 - Pay

I need to be within an organisation which offers me a significant salary for the work I carry out

Rank 17 - Work-life balance

I need to be within an organisation where my professional life does not impact my personal life

Rank 18 - Pace of work

I need to be within an organisation which lets me adjust my working hours in the way I want

To sum up...

My occupational values are focused on: stimulation and self-development. To be fulfilled, my needs specifically focus on learning, on career challenges , and environmental responsibility .

Look at the progress you've made!

Thanks to my appraisal, I can now put my occupational values into words. That's useful when deciding which companies are a good fit for me, and informing my career choices.

Congratulations! Make sure you continue to reflect upon where you want to go and the variables influencing your choices throughout your professional career.

...to go further

JobTeaser is continuing with its expansion of additional tools to support you all throughout your choice of career.

With your occupational values clearly identified, you are now going to explore the organisations which are a good fit for you. Now start exploring the culture and values of various companies in our companies section www.jobteaser.com/en/companies

If you haven't done it yet, the next step is to identify your professional interests with MARCO. It will allow you to state your preferences for certain types of jobs over others.

At a later stage, find thousands of job vacancies and videos about job roles and companies at www.jobteaser.com !

Now it's your turn!

The example used

The families of values

We have specifically developed this model of ranked occupational values into five large families. It is a model similar to Schwartz's theory of basic human values (2012), but has been adapted to the world of work and is dedicated to the next generation.

Societal Social and environmental responsibility

I focus on the well-being of individuals within the company and the protection of the environment. I attach importance to tolerance, equality for all, and I am keen to work to help others. The work environment which I'm attracted to is active in the community, promotes projects, and is open-minded.

The type of organisation that is consistent with my values:

Non-Governmental Organisations (NGOs), voluntary organisations, healthcare facilities, green tech, etc.

Associated needs:

Responsibility to the environment, responsibility to society and social justice

Social Working together and kindness

I focus on the preservation of employees' well-being in the interactions they have at work. I need to have cooperative working relationships and feel supported. The work environment which I'm attracted to is friendly, welcoming, and management is attentive to its employees.

The type of organisation that is consistent with my values:

Small and medium-sized companies, family businesses, public services, etc.

Associated needs:

Respect and honesty, professional support, working together, and a friendly and welcoming environment

Provisions Work-life balance and working conditions

I focus on the conditions under which I carry out my work and live my personal life. I attach importance to my independence and I ensure my professional life does not encroach on my personal life. The work environment which I'm attracted to is flexible and the management trusts its employees.

The type of organisation that is consistent with my values:

Freelancer, private practices, start-up companies, public services, etc.

Associated needs:

Work-life balance, pace of work, independence, and remuneration

Tasks Stimulation and self-development

I focus on rising to professional challenges and improving my skills. I attach importance to intellectual creativity and the variety of the tasks offered to me. The work environment I'm attracted to is inspiring and innovative.

The type of organisation that is consistent with my values:

Small or medium-sized companies, digital start-up companies, consulting firms, etc.

Associated needs:

Taking advantage of skills, learning, challenges

Reputation Social recognition and status

I focus on the recognition of work as being a tool for success and social success. I attach importance to factors of efficiency and competitiveness. The work environment which I'm attracted to is prestigious and works on innovations in technology.

The type of organisation that is consistent with my values:

Companies listed on the stock market index, digital start-ups, Silicon Valley companies, etc.

Associated needs:

Reputation, influence, high energy, and technological progress



Another way to find your path

Because your professional development is our priority.