



MY Self Premium Report
Sample Candidate

Introduction

The following report is based on your completion of the MY Self questionnaire. It provides an insight into your behavioural effectiveness at work and the career areas to which your own particular strengths are likely to fit.

MY Self Overview

This section of the report presents your relative strengths and limitations rank ordered into four groups. Your first three behavioural effectiveness areas are referred to as 'Signature Strengths' and indexed with four MY symbols. The next three are referred to as 'Supporting Strengths' and indexed with three MY symbols. The next three areas are referred to as 'Lesser Strengths' and indexed with two MY symbols. The final three areas are referred to as 'Challenge Areas' and indexed with one MY symbol.

Signature Strengths

This section of the report covers your top three strengths. 'Know your Strength' explains the special contribution that you bring to the work place. 'Your Culture/Environment Fit' outlines which organisational cultures are likely to align with your values and needs, which in turn should lead to job satisfaction. 'Maximise your Strength' gives you tips on how to deploy your strengths for maximum impact. 'Use your Strength Wisely' provides some caveats and warnings on how heavy reliance on your strengths might become disadvantageous. Finally, 'Competitive Advantage at Interview from your Strength' provides tips on how to prepare for interviews.

Challenge Areas

This section of the report covers your bottom three behavioural effectiveness areas. 'Know your Challenge Area' outlines which behaviours you are likely to find difficult to consistently demonstrate. 'Potentially Unsuitable Cultures/Environments' outlines the working environments you are likely to find stressful, which in turn may reduce your job satisfaction and performance at work. 'Working with your Challenge Area' gives you tips on how to develop this area. 'Turning your Challenge Area into an Asset' provides an alternative, positive angle on your area of challenge.

Career Area Chart

This chart indicates your suitability for 12 broad career areas covering a multitude of roles. It is worth bearing in mind that some specific occupations and jobs may have quite different role requirements.

Career Area Fit

This section of the report presents your top three career areas. For each of the three career fields, your degree of strength is shown for the related behavioural areas.




MY Self Overview

This page provides an overview of your relative strengths, which are grouped into four categories featuring three strengths each. The list of strengths is presented in order from your strongest 'Signature Strength' to the area of greatest challenge for you. The implications for 'Signature Strengths' and 'Challenge Areas' are described in more detail on the pages that follow.




Signature Strengths

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Signature Strength

Structuring Tasks



Know your Strength

Your preference is to have things properly organised and co-ordinated. Your focus on structure in your work means that you will often have an important contribution to make during projects, although you may sometimes be uncomfortable taking control of a project from another colleague if it has not been structured or organised as well as you might like.

Your Culture/Environment Fit

You are likely to be well-suited to cultures where you have the opportunity to organise and structure yours and others' activities. You are likely to find cultures where things are chaotic, last-minute and with little structure more challenging to work in, although your structured approach may actually be particularly valuable in such circumstances.

Maximise your Strength

Taking on larger and more complex projects can be an effective way of developing your organisational skills even further. Volunteering as project manager may be a good way to maximise your strength. You are likely to be particularly valuable in environments where other people struggle to structure tasks so it may be helpful to think about the best opportunities for working alongside such people.

Use your Strength Wisely

Your strength for structuring tasks may help you to gain a reputation for being an effective organiser and lead to you being given opportunities to run increasingly complex projects. However, being a structured person may not always result in success, particularly if you are asked to co-ordinate a large number of people and resources which you have little influence over. Think carefully about the type of tasks which you are required to structure and make sure you attend to those factors which are more difficult to plan or structure. In some contexts where a clear structure is limited, expertise or prior experience may be more important than the ability to organise tasks, so make sure not to neglect this in your planning.

Competitive Advantage at Interview from your Strength

Interviewers will be impressed with the size, scale and complexity of what you have successfully organised in the past. In particular, they are likely to be convinced by any extraordinary steps you took to make sure the project you were working on proved to be successful. It may be helpful to think about how you identified potential problems and steps you took to make sure that these problems were overcome. You may also be able to show where you could have done better and what you would now do differently.

Signature Strength

Evaluating Problems



Know your Strength

Your depth of analytical capability provides you with the opportunity to understand information in greater depth than the majority of other people. This is likely to provide you with a sound platform from which to evaluate problems, argue a point of view based on facts and decide on the most appropriate course of action given a number of alternatives.

Your Culture/Environment Fit

You are likely to enjoy working in cultures where the pursuit of intellectual activities and a factual basis for doing things are considered fundamental to the effective delivery of work, and where those around you can speak knowledgeably about the facts.

Maximise your Strength

There are a number of specific ways in which you might be able to improve your analytical skills even further. You can improve your specialist knowledge of an area, learn from someone who has even stronger analytical capabilities than you or learn from a practitioner in your area about the practical issues that really matter.

Use your Strength Wisely

Your analytical capabilities provide you with an intellectual focus in your work that others will often lack. It is, however, important that you appreciate the difference in approach you have from others. When you communicate with less analytical people you should be aware that they may only want a summary of your analysis and they are less likely to be interested in complexities of all of the issues. Be aware not to let your analysis hold you back from action; consider when it is more important to act rather than spend time analysing. Where the analysis is relatively unimportant to the outcome, think how to minimise the amount of time you spend on analysis to ensure you reach your objective in good time.

Competitive Advantage at Interview from your Strength

Think of a time when the analysis you have conducted had far reaching consequences. In particular, if you can demonstrate some aspect of your analysis that others would have missed, this is likely to be well received by interviewers. Unless asked, do not spend long on the real detail of the analysis, but focus on what you found and what the implications were.

Signature Strength

Showing Resilience



Know your Strength

You are more likely than others to be resilient to those challenges and demands imposed on you as part of your work.

Your Culture/Environment Fit

You need to decide what type of workplace culture suits you, as some people who are more resilient at work favour environments which are more pressured and where there is a high degree of personal accountability. On the other hand, some people with high levels of resilience can cope with pressure but do not enjoy working in an environment where pressure is constant. You will need to spend some time working out which types of pressure you are comfortable with and which you are not.

Maximise your Strength

You are likely to work effectively in more demanding and pressured environments than many other people. Although you are less likely than other people to be adversely affected by pressure, stress does still have the potential to impact negatively on your body and mind. Ensure you build opportunities in your working week to do other activities which you find relaxing, such as exercising or socialising.

Use your Strength Wisely

You should be aware that your tolerance for pressure at work is likely to be higher than many others around you and you should be sensitive to their concerns. You could seem unfeeling or dispassionate to others if you do not have the same level of reaction to pressure as they do. You have the potential to be a calming and balancing influence on others and it is important to realise that in times of pressure that others may benefit from a few words of encouragement or support.

Competitive Advantage at Interview from your Strength

While this is an important area for managing your performance at work, it is one rarely questioned at interview. It is likely to be important that you actively demonstrate this strength by conveying examples of instances where your composure under times of pressure had a reassuring effect on others. It is, however, also important that you make clear how seriously you took an issue, despite remaining calm, as a lack of reaction can sometimes be seen as dismissive.

Challenge Area

Creating Innovation



Know your Challenge Area

You are not likely to focus on the production of new ideas or original suggestions. While you may build on other people's ideas you are unlikely to generally prefer radical new ways of doing things.

Potentially Unsuitable Cultures/Environments

While you may find very creative cultures and people interesting, you may find it difficult to match the innovative input of other people in such an environment. You may also find it frustrating working in environments where generating ideas and innovation dominates over delivering results.

Working with your Challenge Area

The fact that you are less creative than many others may mean that you are more prepared to focus on tried and tested approaches and immediately workable solutions. It is still important, however, that you recognise good ideas and creativity, as well as encouraging and supporting innovation wherever possible. Creative people can be sensitive and it is important to be diplomatic at times when criticising their work.

Turning your Challenge Area into an Asset

Your focus on tried and tested methods can help to ensure that you take some time to consider new ideas and be sure that new suggestions and approaches are likely to be successful before they are implemented. You may also be effective at integrating new items with existing methods, as opposed to more creative people who may be tempted to completely change things and could inadvertently compromise existing and effective processes as a result.

Challenge Area

Communicating Information



Know your Challenge Area

You are unlikely to be as forthright in putting your message across as many others. You tend to allow people freedom to make up their own mind and are unlikely to put forward your views and position as persuasively as others. As a result you may feel at times that insufficient account has been taken of your views.



Potentially Unsuitable Cultures/Environments

You may find it challenging to work in cultures dominated by strong personalities who you need to engage with and influence. You are also unlikely to prefer environments in which you have to personally communicate information to other people, whether internally or externally.



Working with your Challenge Area

You may need to convince people that although you may not be as forceful in putting across your views as others, your views should be taken account of. It is important to identify key opportunities to influence people as sometimes this will be required. It may be that to suit your style you can find ways to influence that do not require you to compete with others to make your voice heard. For example, you may prefer to have individual meetings with important people in order to put your point across about a specific topic.



Turning your Challenge Area into an Asset

Your less forceful style may be effective at influencing people in an informal manner. Try to make time to talk to people and express your views with subtlety. Sometimes a barrage of strong opinions without a factual basis may be less effective than your style. Think what matters to the people you are trying to communicate with and make sure you emphasise these points when discussing issues with them. Think through who it is important to influence and how best to influence them.

Challenge Area

Building Relationships



Know your Challenge Area

You tend to be less inclined to actively establish and develop an extensive range of workplace relationships than many other people. You are likely to find it more natural to take your time in establishing workplace relationships.

Potentially Unsuitable Cultures/Environments

You are likely to find it difficult to work in environments in which you are expected to engage with others and to take on a role which requires you to be the centre of attention. You are also unlikely to be suited to environments in which the establishment and development of a wide network of contacts is crucial for success.

Working with your Challenge Area

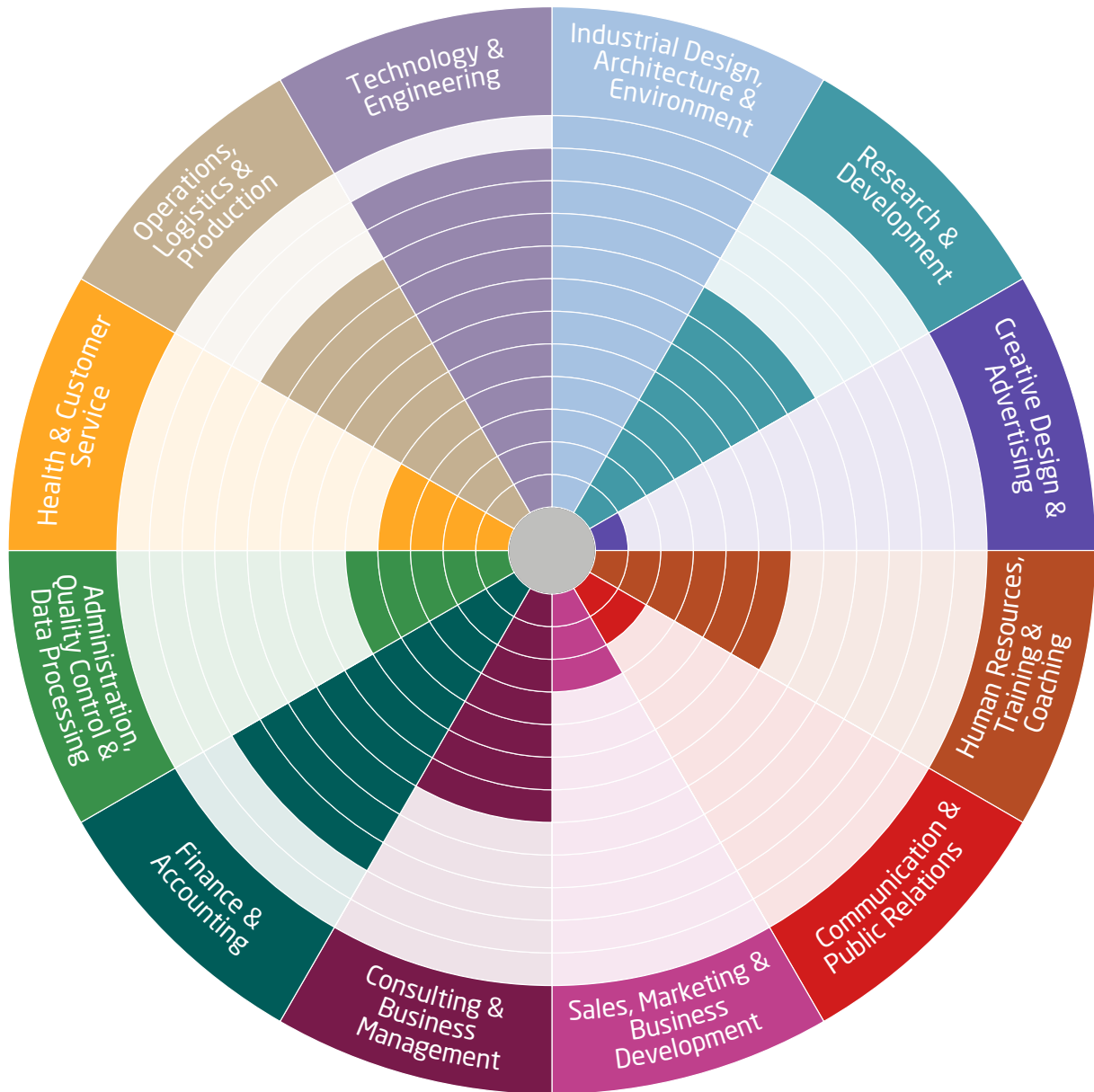
You should be aware that while you may not regularly want to meet lots of new people, there may be beneficial relationships which you should try to establish and develop. It is possible to engage effectively with people in a reserved and low-key way and it may be helpful to spend some time thinking about which relationships are particularly important to your work. Taking time to consider the best way to engage someone, given their own nature and the context of your meeting, can help to make your interactions more effective. Building relationships by engaging with people face-to-face rather than using the phone or email is often seen as more personal and effective.

Turning your Challenge Area into an Asset

Some people who are very practiced and confident at building relationships can appear overbearing or even insincere, so establishing genuine relationships in a more selective way may be desirable in some contexts. Think who your best relationships are at work and invest energy in ensuring that you build these into even stronger, effective workplace relationships.

Career Area Chart

This chart indicates your suitability for 12 broad career areas covering a multitude of roles. It is worth bearing in mind that some specific occupations and jobs may have quite different role requirements.






Career Area Fit

This section of the report presents your top three career areas. It further details the key strengths which underpin each of the three career areas. These strengths are based on typical requirements for jobs in each career area. Your level of strength is indicated against these typical job role requirements.

1 Career Area: Industrial Design, Architecture & Environment

Jobs in this field often require analytical thinking and problem solving abilities. Composure and maturity are often important when operating machinery and equipment or working outdoors. Roles in this field frequently require an insightful yet practical approach, and learning from observation.

Typical Job Role Requirements		Your Strengths
Evaluating Problems		Signature Strength
Showing Resilience		Signature Strength
Investigating Issues		Supporting Strength

2 Career Area: Technology & Engineering

Jobs in this field require a resilient and rational approach to work. Critical thinking and analysis are important for practical problem solving. Attention to detail and adherence to regulations also tend to be important in many roles within this field.

Typical Job Role Requirements		Your Strengths
Showing Resilience		Signature Strength
Evaluating Problems		Signature Strength
Processing Details		Lesser Strength

3 Career Area: Finance & Accounting

Jobs in this field require a methodical, organised and responsible approach to information processing. Striving for achievement, entrepreneurial drive and commitment to excellence support performance in such roles. Finally, the critical analysis of data and documents is also central.

Typical Job Role Requirements		Your Strengths
Structuring Tasks		Signature Strength
Driving Success		Lesser Strength
Evaluating Problems		Signature Strength

About this Report

Your responses have been compared with a group of 1,240 international professionals and managers and then rank ordered.

Disclaimer

It should be remembered that the information contained in this report is potentially sensitive and every effort should be made to ensure that it is stored in a secure place.

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