

The Career Personality Profiler

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Welcome to your career report! There's a lot of information here, so take your time and read through it at your own pace.

Your report is split up into different sections, each of which addresses a different factor in your career search. You'll learn about your interests, your personality, and the jobs and work environments that suit you best. You'll get personalized advice and suggestions for exploring your career options and planning a successful job search.

You can read your report straight through, or you can skip to the sections that interest you most. Remember, your results are saved to your personal account. You can come back and refer to them anytime you need to.

So, let's get started!

Your Career Personality Type

What motivates you? What do you find satisfying? What sorts of tasks and activities could you do every day, without getting bored?

These are key questions to ask when searching for a career. Your ideal career will make the most of your strengths, so that your work feels natural and comfortable to you. It will also tap into your core motivations, so that you have a sense that what you do is important and authentic to who you are. It will also suit you in a practical sense, by asking you to work on the sorts of tasks and activities that you naturally enjoy.

These factors are different for every individual. Some people are motivated by money and fame, while others simply want to know they are making the world a better place. Some people like to use their minds in their work. Others prefer to use their hands. So which type of person are you?

In the following section, we'll look at the broad patterns revealed by your assessment. You'll discover the fundamentals of your personality type and how these key aspects of who you are can point you to a satisfying career.

You're a Persuasive Idealist

You are concerned with being true to your values and living authentically. For you, work is an opportunity to express what is important and meaningful to you. You are deeply in touch with your ideas and emotions, and want a career that allows you to connect with a larger purpose.

You are a naturally empathic person and want a job that allows you to feel that you are contributing to the world in a positive way. You easily sense suffering, and thus you are deeply motivated to bring peace and beauty to the people around you.

You tend to be insightful and introspective. You are interested in exploring complex issues, especially when they have a personal or moral impact. You can easily see how things could be improved, and you are motivated to do your part in making the world a better place.

You are drawn to work that allows you to increase your influence and prominence. You like to persuade others to your point of view and see the impact of your ideas on the world around you. You enjoy being a leader and having others be motivated by your ideas.

How you think and solve problems

The chart below describes how you process information and how you approach the problem-solving process. To read this chart and the other charts in this section, look at the size of each quadrant. A larger area indicates that a particular style is a better fit for you. Smaller areas indicate that the style is not a very good fit.

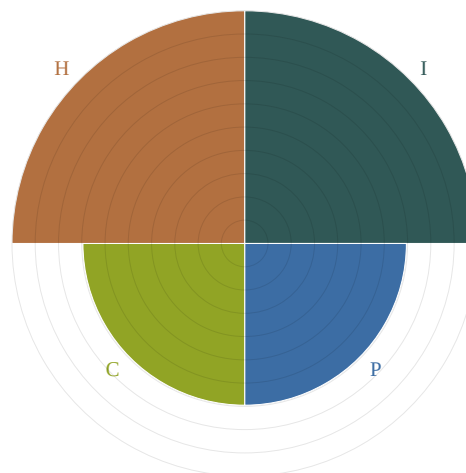
Some of your charts will show a clear preference for one pattern. Others will show a more even spread over two or even three patterns. Where you have nearly equal scores for two or more patterns, you can expect that both patterns may describe you equally well.

HUMANITARIAN

Driven to make the world a better place. Creative and imaginative in coming up with insightful solutions to meaningful problems.

CARETAKER

Wants to be of service to others. Prefers to work within established institutions to find ways to maintain stability and security for both self and others.



INNOVATOR

Likes to solve complex, rational problems. Uses analytical skills to come up with innovative ways to improve logical systems.

PRAGMATIST

Wants to ensure accuracy and efficiency. Enjoys working within structured, logical systems to accomplish practical, real-world goals.

How you get motivated

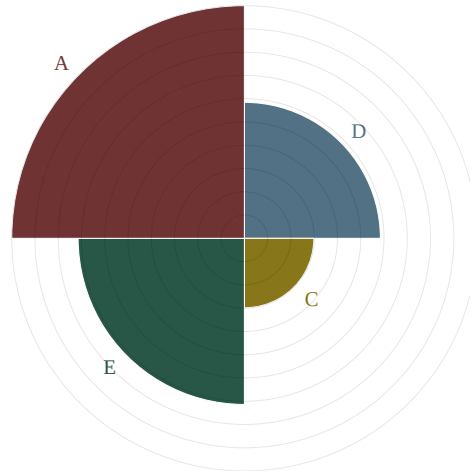
This chart shows how you are motivated in your work, including the factors that drive you to work as well as your overall level of motivation to work.

AMBITIOUS

Desires achievement and willing to work hard to get it. Seeks status and financial rewards. Persistent in working toward success.

EXCITABLE

Motivated by achievement, but easily distracted. Excited by the prospect of success but may have trouble sticking with projects long enough to achieve it.



DUTIFUL

Driven by a sense of duty. Works toward goals out of sense of responsibility. Persistent even when work is unexciting and garners little attention from others.

CASUAL

Has little need for achievement. Prefers to keep life simple and low-key. Prefers work that is easy to accomplish and offers a minimum of stress and hassle.

How you interact with others

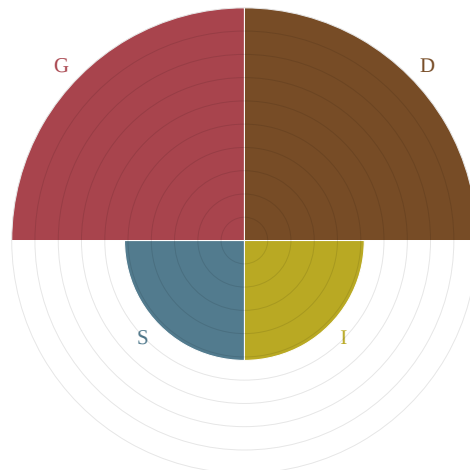
This chart describes your approach in relating to others. It shows what you need from your interpersonal interactions as well as how others may see you.

GREGARIOUS

Is friendly and amiable. Likes to be congenial with coworkers and is often the first to befriend a new colleague. Appreciates social events to build team relationships.

SUPPORTIVE

Gentle and kind. Tends to be quiet and reserved, but appreciates having amicable, supportive relationships with colleagues.



DOMINANT

Blunt and dominant. Enjoys working with others but does not need to be liked. Tends to take command of situations and enjoys competition.

INDEPENDENT

Reserved and aloof. Tends to avoid personal relationships in the office, preferring to focus on the work. Wants to be judged on competence, not popularity.

How you communicate

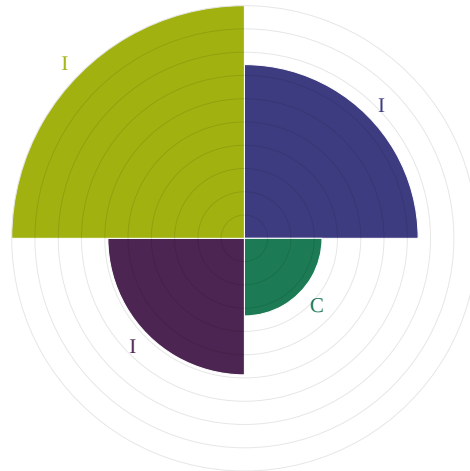
This chart describes how you communicate your thoughts, experiences, and ideas to others. Your pattern reflects the information you choose to communicate as well as your style in doing so.

INSPIRING

Enjoys expressing ideas and vision. Loves to brainstorm and discuss possibilities. Focuses on big-picture ideas and innovative goals for the future.

INSIGHTFUL

Thinks deeply before speaking, then shares carefully considered insights. Interested in theories, patterns, and interpretations.



INFORMATIVE

Likes to communicate regularly to keep everyone informed. Makes sure everyone has all the information they need.

CONCISE

Communicates when necessary to convey specific information. Dislikes chitchat. Prefers fact-based, purposeful discussions that move a project along.

How you contribute to a team

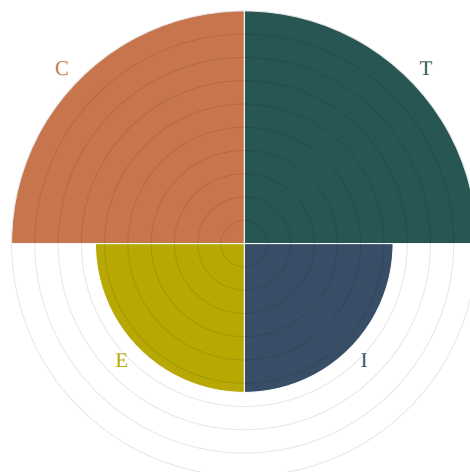
This chart describes your style in working with a team, including the roles you typically take on and your contributions to the team effort.

COOPERATOR

Wants all team members to feel included in working towards a common goal. Works cooperatively to share achievements.

EMPATH

Stays attuned to relationships. Is less focused on the end product; prioritizes an enjoyable and cooperative process.



TASKMASTER

Focused on organization, clarity, and achieving outstanding results. Stays focused on stated goals with minimal attention to relationships.

IMPROVISER

Jumps in to solve logical problems. Focused on useful action and quick results. Acts spontaneously without waiting for others to keep up.

How you manage tasks and projects

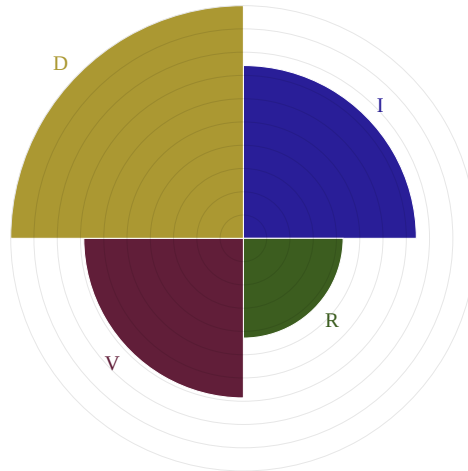
This chart describes your style in approaching tasks and activities. Your pattern shows which type of tasks are most likely to appeal to you and take advantage of your strengths.

DIRECTOR

Has big, complex ideas and formulates plans to put them into action. Persistent and determined. Pursues ambitious goals.

VISIONARY

Most excited when generating possibilities and ideas; less interested in implementation. Likes starting projects more than finishing them.



INSPECTOR

Works in an orderly, systematic manner. Wants clear expectations and standard procedures to follow. Persists until task is done correctly.

RESPONDER

Wants quick results. Prefers clear-cut tasks that can be completed in a short time frame. Dislikes long-term projects.

Making the Most of Your Personality

Everyone has their own set of strengths and weaknesses. Career success does not come from being good at everything; rather, it comes from being aware of what you excel at so that you can take advantage of your strengths when you choose a career. Equally, it's important to be aware of your weak areas so that you can avoid roles that you do not have an aptitude for.

Let's look now at some of the strengths you can capitalize on in your career, as well as some of the weak spots you should be aware of.