



SpotLight SpotLight

Name

Peter Ericson

Nationality	Canadian	Age	18
-------------	----------	-----	----

Subjects:

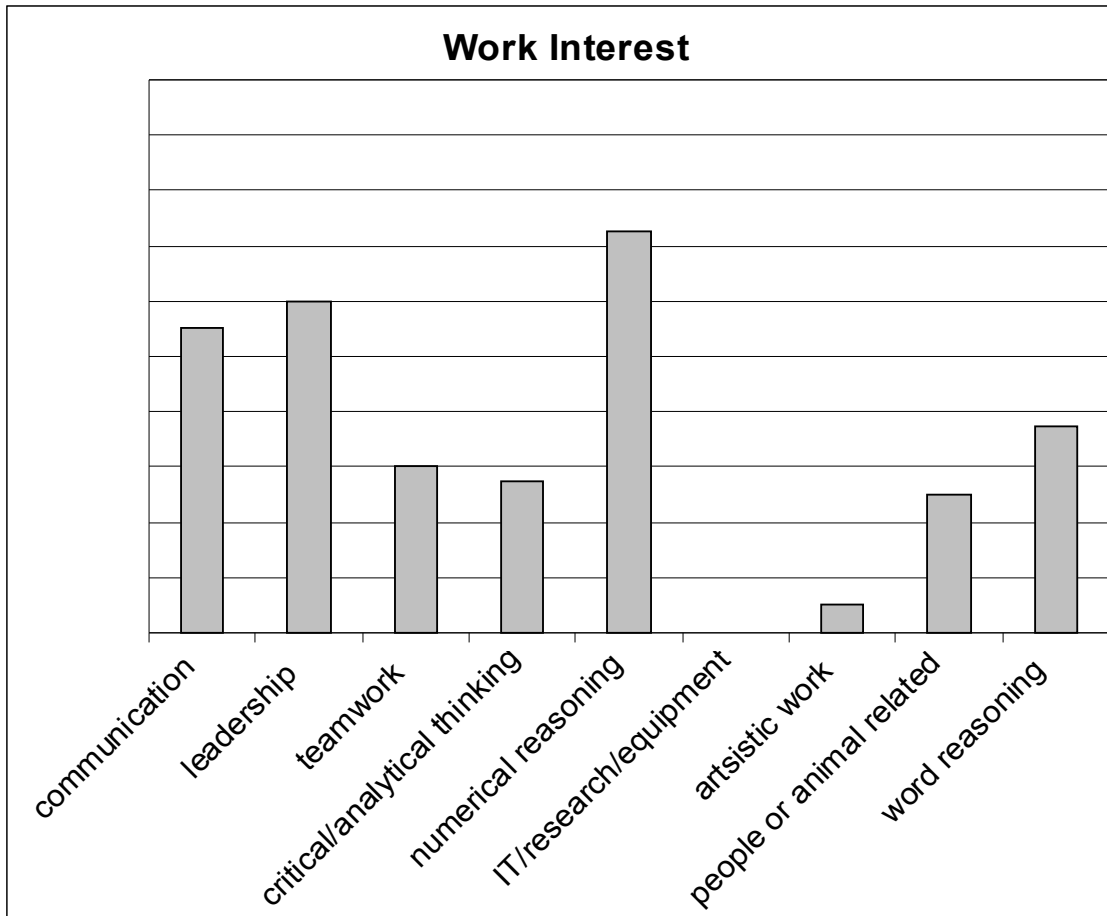
Comments



Work interests

What kind of job would match your interests?

You completed a questionnaire about your work interests. You are not measured against other people but in this report you will only find the results of your own responses. We have divided your work interests in 9 general areas that we consider to be important for people's future job. You might not always be equally strong in these areas but you probably would like these areas to be part of your job. Please look at your 3, 4 or 5 highest scores.



Communication is a skill one uses to give or receive information from somebody else about his or her needs, desires, perceptions, knowledge, etc. Communication may be intentional, may involve conventional or unconventional signals, may take linguistic or nonlinguistic forms, and may occur through spoken or other modes.

People who have a high score in this field are good at explaining their thoughts to others and enjoy having colleagues. Interaction between people is very important in their job.

Some studies in this field are: management and organisation, PR, tourism, political sciences, religious studies, (media) communication, marketing, international relations etc.

Having **leadership** means knowing yourself, having a vision that is well communicated among the group of people you are working with, building trust among colleagues, and taking effective action to realize what you think is the best way ahead. When a superior is not as capable as his or her employees he or she might have a difficulty with authority and respect. People with leadership want to be responsible for the work they are doing or managing.

Some studies in this field are: medical specializations, midwifery, pilot, stage management, , police academy, event coordination, military career etc.

Teamwork means cooperating between groups of people to produce something of mutual interest of which each member has joint responsibility. People in this field prefer discussing issues in order to achieve agreement on controversial matters and to establish the same goal.

Some studies in which teamwork is required are: nursing, accountant, organization and management, surveyor, social work, hospitality, anesthetist, etc.

People with an interest in **critical thinking** like using their intellectual abilities. They will enjoy solving complex (real world) problems, generating multiple or creative solutions to a problem, synthesizing and integrating information, distinguishing between fact and opinion, or estimating potential outcomes. These people do not mind an intellectual challenge. They will be bored with too much routine work.

If your interest here would be low you might be a more practical or hands-on person.

Some studies in this field are: engineering, sociology, sciences, logistics, philosophy, history, geo physics, criminology etc

Numerical work involves people who prefer working with numbers, data, statistics, mathematics etc. They often are logical thinkers and they often prefer working with facts rather than discussing philosophical answers. When they are dealing with information they like to follow certain patterns. It doesn't mean that mathematics is one of their strongest subjects but they enjoy making calculations or working with finance.

Some studies in this field are: finance, commerce, economics, sciences, chemistry, econometrics, entrepreneur, statistics, logistics etc.

People who have a preference for **technical subjects** enjoy hands-on projects as part of their studies or job. They have difficulty sitting behind a desk for a long period of time. They might be good at logical or analytical thinking. Often they have a passion for machines, gadgets, computers and any other kind of technique. They do not always have high grades for physics but might like the subject.

Some studies in this field are: film production, goldsmith, computer sciences, engineering, building and construction, agricultural studies, many medical related studies, earth sciences, chemical technology, astrophysics etc.

People with an interest in **artistic work** have a passion for aesthetic matters. This can be related to music, dance, and fashion, art, and cooking or art history. They possess a good imagination or fantasy and would like to apply this in their future career. They also often are creative thinkers; enjoying to think out of the box.

Studies in this field are: architecture, graphic design, dancing, acting, fine arts, advertising, conservatorium, art history, and fashion or industrial design etc.

Those who indicate to have a high interest in **people or animal related work** will enjoy helping, advising or serving others. They want to understand, nurse or take care of others. They prefer working with people or animals rather than information, materials or equipment.

Studies in this field could be psychology, teaching, psychiatry, psychology, veterinarian studies, animal management, physiotherapy, stewardess, nursing, tourism etc.

People with a high bar in **word reasoning** will prefer most of all learning through reading and writing. They enjoy books and can spend many hours on absorbing words without becoming impatient. They are good at understanding concepts through reading or listening. Often they like comparing articles and writing essays or reports. They have a keen interest in the meaning of words. Studies in this field are: law, languages, political science, philosophy, European or African studies, anthropology, journalism, cultural sciences etc

Eight characteristics and your personal response to these.

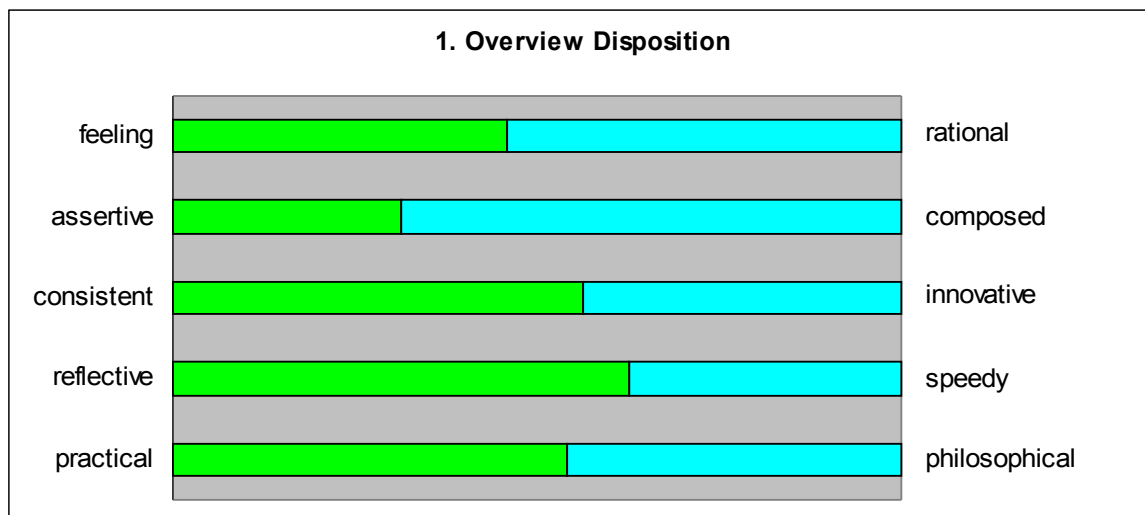
	YES	NO
<p>Patience. In many jobs in which you will be working with people patience is very important but especially when you consider working with children, disabled people, in the medical field or in the service related industry. When you are doing research but also in politics you need to have quite some patience before seeing result.</p>		X
<p>Shyness. When you are a little shy you might not feel comfortable doing presentations or meeting many different people as for example in the world of diplomacy or in hospitality management. You might also find it difficult arguing with somebody, especially a superior. Therefore it will be important to start your career in a pleasant environment. Often people overcome their shyness when they grow older or when they gain more confidence.</p>	X	
<p>Obeying orders. This is very important in the military world, navigation, shipping and airline industry or service related industry but also in many starters' jobs. In branches such as hospitality, leisure or tourist industry or in sales it is expected from you to be client focused or service related. You might be asked to obey an order that you consider unnecessary. Can you do this?</p>	X	
<p>Stress resistant. Stress can help you to get into action; it can result in a new awareness or it can give you an exciting new perspective. It can also result in feelings of distrust, rejection, anger, and depression, which in turn can lead to health problems. You have to find out what you can handle. Situations that require immediate action, improvising or those that have tight deadlines can be stressful. Stress as a result of tension will also occur in conflict situations.</p>	X	
<p>Accuracy. In many science related and medical careers or in art, preciseness is very important to get good results. Whether you are dealing with people, administrative work, finance or engineering etc. it is important that other people can rely on you because it will avoid irritation and mistakes. If you are not very accurate when it comes to dealing with details you probably will feel more at ease with tasks such as initiating, planning and organizing.</p>	X	
<p>Quick decisions. Some careers require the ability of taking decisions on the spot. Surgeons, air traffic controllers, event coordinators, attorneys, sportsmen etc. Are you good at this? Also in a therapeutically or counselling situation you often have to come up immediately with the proper question. Careers where it takes a long time before decisions are made are for example the diplomatic world or in civil service.</p>	X	
<p>Coping with distress. In careers related to the medical field, psychiatry and psychology you will come across problems related to illness, death, suicide, poverty, aggression and a lot of distress. Do you want to deal with these kinds of problems and can you cope with misery?</p>		X
<p>Modest. Some people are very modest by nature. They might experience difficulties when they enter a competitive business or an aggressive environment. They wouldn't enjoy a situation where they need to be blunt either. They might want to learn to cope with these issues in a proper setting. Areas where you strongly need to convince people or careers such as journalism might not entirely be suitable.</p>		X

Disposition and Colour Profiling

This profile is not meant to direct you towards a certain course or occupation; a certain colour does not stand for a specific career but it will give you some personal insights that will help you to find out more about your personal disposition in the world with regards to your way of thinking and acting.

It will explain what will motivate you, how you interact with the world around you, what kind of work environment you probably would enjoy later in life, etc.

The first chart displays a general overall view of your personal disposition. There is no right or wrong; the chart reflects your own responses to the questions.



Colour profiling

In this part we try to identify the basic approach of a person when s/he is interacting with the world around him or her, solving problems, taking decisions, working, studying etc. This is important because it explains why someone would feel more at ease in one situation or work environment and perhaps less happy in the other.

Feeling comfortable in your work is already half your success.

People behave differently in various situations i.e. the way they respond might depend on their mood, confidence, the relationship they have with the people around them, stress etc. There is also a difference between someone's role as a professional and his or her role as part of a social community. We all use a combination of approaches – colours - but most of us have their preferences.

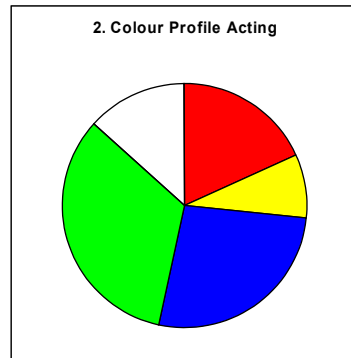
It is not easy to identify someone's personal colours precisely. However, research has shown that each of us has a general personal style when it comes to interacting with people, dealing with information or using technique and that is what we will try to identify in Spotlight.

Each of the 5 main colours underneath stands for a personal approach in life. In the next two charts you will see what your personal style is most of all.

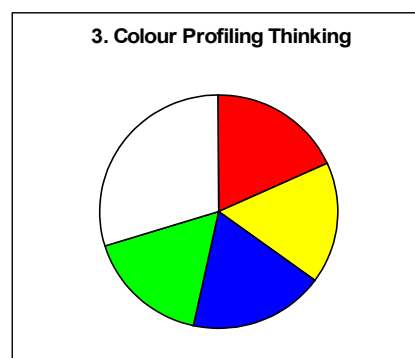
First we focus on the way you 'act' and then we look into the way you 'think'.

Chart number 2 analyses how you probably will **act** in a work situation or **participate** in a discussion or **take decisions** either in a group or as member of a team.

NB When you would have all colours represented more or less equally in this picture you have no particular preference and you can easily adapt to a situation or you might not have discovered your personal way of acting yet.



The third chart is about the way you think, express your thoughts or the way you look upon things.



Sometimes we see that there is a difference between chart 2 and 3 i.e. people think different from the way they act. This makes perfect sense because often people realise what should be the ideal situation, deal, cooperation, move etc at work and how this should be established, but in order to get it really done they use different methods because of reasons that they might or might not be entirely aware off.

We hope that Spotlight will give you some important insights in this in order to help you with your next steps.

On the following pages you will find a description of the characteristics of each of your colours. It will explain what keeps people with a certain colour inspired/motivated (the drive) in their job, how they prefer completing their work and their contribution as part of a group or in a team. Consequently, it might clarify why someone gets along better with one person than another. Altogether it will give you a better understanding of the relationship between people in general.

Once you have looked into your 'prominent colour(s)' you will have a better insight in yourself. This might help you finding a good starting point for your next step, indifferent whether it regards further studies or a (well) paid job.

**In your case you should focus on
Blue and green for the way you act.
White for the way you think.**

In general

People with a blue profile are good at logical thinking. In discussions they will look for proof or evidence as they do not take information for granted. They are people with a logical mind and they prefer working with facts. They are more conservative than progressive. When they do not feel self assured they will look for structure. They are efficient, respectable, calm and well organised and they prefer being objective. They like to be known for being knowledgeable. They are often independent people who prefer being responsible for their own work. In general they do not like an emotional conversation. In that case they rather stay aloof.

Work

People with a lot of blue in their profile are efficient as they approach things methodically. They enjoy analyzing problems.

They prefer to work with tangible facts and concrete information and will constantly try to improve themselves. They appreciate structure and procedures. They double check to avoid making mistakes and have difficulty with inaccurate people.

They rather anticipate on a situation than that they are confronted with something unforeseen. Their work is thorough, independent, accurate and with an eye for detail. They think before they act or speak. They have high personal standards that they apply to others as well. This doesn't always make them very good team workers. Some people may find them inflexible and not open to changes. Most of all people with a blue profile are known for their commitment and interest in problem solving. They are sharp and analytical. They also do not like wasting time, costs or energy.

These people are very valuable within an organisation because they are systematic workers and people to count on. Once they feel confident in a team they will come up with relevant facts and valid information. They are strong in making a strategic analysis but not very fond of brainstorming.

They often become quiet when people start talking about feelings. They do not like vague assignments or situations or a lack of important information. They are well respected because of their reliability.

People with a lot of blue in their profile are good at ranking and researching as well as working with records. They often build on what already exists or the knowledge that they have acquired like medical doctors do. A combination with yellow thinking would indicate that they should be good at finding solutions by combining ideas or constrains of others while using logical thinking. Their studies should be based on concrete information.

With respect to careers they often become medical specialist, behaviourist, system analyst, financial jobs, attorney or public prosecutor, security officer, insurance people, notary, technical jobs for example engineer or scientist, IT specialist, mathematician etc. Many will enjoy some research in their work.

Drive

Achievement and production is what will drive these people most of all as they want to see results. They like intellectual challenges and will not easily say 'no' when their superior is giving them a complicated assignment because they want to rise above others. Becoming well known or even famous can be one of their goals. An environment where they can develop their skills will suit them. A hierarchic company or a bureaucratic setting could suit many of these people.

Traps

They need to be careful not to overlook personal issues since the result of their project is often more important than the people involved. They can be a little rigid. They might have difficulty with thinking out of the box or creative thinking or using their fantasy. Some of them might lack some tact. Careless people will quickly lose their respect.

Keywords

- Anticipating
- Controllable
- Planning
- Research
- Budgeting
- Details
- Penalty
- Results
- Checklist
- Efficiency
- Quality check
- Task

Look before you leap

In general

People with a lot of green in their profile are adventurous and can be described as reflective, open, positive and enthusiastic. They like using their brains or teaching others how to explore new concepts. They experiment with new learning techniques, are open to impulses and are informal. Personal development is very important to them. They have plenty of ideas, are creative, flexible and look at things in their own perspective. Their fantasy is well developed. As a result of their lively mind, they sometimes have difficulty concentrating on one thing at a time.

Work

People with a lot of green in their profile like toying with ideas. Meanwhile they try to keep a good general overview of what needs to be done but they lack interest in details. Their strength is innovative thinking, focused on concepts but not always on results. They like to explain their views and to come up with original improvements. They can inspire others by thinking out of the box.

They do not mind making mistakes because they consider these as a learning curve. They are approachable. They will listen unbiased to suggestions and discuss the pros and cons. In order to look at and to clarify issues they try to find new perspectives. Sometimes they get carried away by their ideas.

They are working with possibilities rather than with certainties. They enjoy giving examples when they explain something or they draw things out. They look upon themselves as visionary, in other words, renewing and being ahead of their time. They are curious, can be philosophical and thinking ahead. They make use of their intuition. Feedback sessions and evaluations are essential for their functioning.

They consider every new situation to be an adventure or an experiment from which they can learn. They enjoy taking courses and practicing new methods. They must be careful not to make changes for the sake of changes. Trial and error is their preferred way of learning. They often have brainwaves. When a team doesn't function well they will look at everybody's particular role i.e. is s/he inspired or is s/he playing the right position rather than looking at new information or techniques or blaming someone. They like to be regarded as inventive and popular. They enjoy giving workshops, doing simulation games, role play, thinking about personal development etc. They have problems with unaccepted leaders, political games or lack of trust.

Studies based on facts only or where there is just one correct answer might not entirely suit them. People with such a profile we often find in careers such as coaching and advising, training sessions, in (hotel)management, education, writing, publishing, journalism, media, architecture, design, marketing and advertisement, Human Resources, sports and artistic careers etc.

Drive

Having excitement and challenges in their work is the drive for these people. They can be thrilled by new ideas and become bored with too much routine. As long as their enthusiasm is appreciated by others they will keep up their motivation. An organisation that is open to renewal or is experimenting with new concepts will suit them nicely.

Traps Keeping deadlines or focusing is not always very easy for them because their mind is constantly looking for alternatives or for improvements. They also might lack an eye for detail. They sometimes do not focus very well or they jump from one subject to another. This can result in not taking any action when required. By showing what they have learned from previous experiences or what they have established others might consider them as being a little pedantic.

Keywords

- | | | |
|------------------|--------------|--------------|
| - Clinic | - Coaching | - Debriefing |
| - Experience | - Evaluation | - Feedback |
| - Learning curve | - Motivation | - Reflecting |
| - Skills | - Teaching | - Training |

Learning from mistakes

Style 5 White thinking

In general

People with a lot of white in their profile are practical and realistic thinkers. They have plenty of energy and humor. They can be driven by something that is important to them. They might have an interest in spiritual matters.

They will not start a task before they feel ready for it and fully understand the need. They rely often on their intuition. A coincidence doesn't exist so they look into whatever crosses their path.

They prefer completing an assignment in which they can put their own identity. They are very responsible people and they prefer making complicated things simple without neglecting anything. They also accept things as they are. They often are self assured, spontaneous and independent.

Work

People with a lot of white in their profile need clarity and an understanding of the purpose of what they are doing. They regard a conflict as an opportunity to make improvements. They will start a dialogue when they have a query. During this dialogue they will try to map the complexity of the problem and look at it holistically. Their next step would be to simplify the problem. They need space and creativity in what they are doing. They could even become a little idealistic, philosophical or spiritual in this respect.

In their work they are not likely to follow a set pattern but they will think of a system that matches their personal style. For these people it is very important to identify their personal goals.

They do not need someone else to tell them what to do as they can motivate themselves.

Even routine work is okay as long as they see why it needs to be done. They enjoy to be challenged and solving complicated problems. They often like to take the initiative in an unpredictable situation. They do not get well along with people who lack courage or energy.

By the end of the day they are happy when they have completed a lot of work. They have a high sense of responsibility and once they have started something they can be so much focused on results that they overlook additional complications or personal issues. That is why others sometimes find them superficial or short sighted. They might come across as not always being very efficient or structured. This is because they do not like following procedures as it blocks their innovative thinking or practical mind. They are parallel thinkers.

They do not like to postpone things. When a company would like to get something done these people will be very valuable. They can become emotional, tense or vulnerable when they are put under too much stress.

They will not enjoy a bureaucratic environment where rules restrict people from being innovative. They can push themselves to the utmost and function best within a result focused or dynamic team.

Their studies should give them the opportunity to express their personal opinion.

People with a white profile are producers and you will find them in the world of entrepreneurs, in commercial areas, media/PR, communication, tourism, contractors, facility management, areas that require creative thinking, business consultants etc.

Drive

Using their energy and creative thinking is what keeps these people motivated. Once there is nothing new, when their work seems boring or when there is no space for innovation, they will lose interest. They prefer a transparent organisation and colleagues with an open mind.

Traps In their comments to other people's functioning they can be direct and sometimes even confronting. They are not the kind of people that put things very diplomatically but they will give the whole story. They sometimes have blinkers on or they start doing something before having thought things through. Being disorganised can be one of their traps.

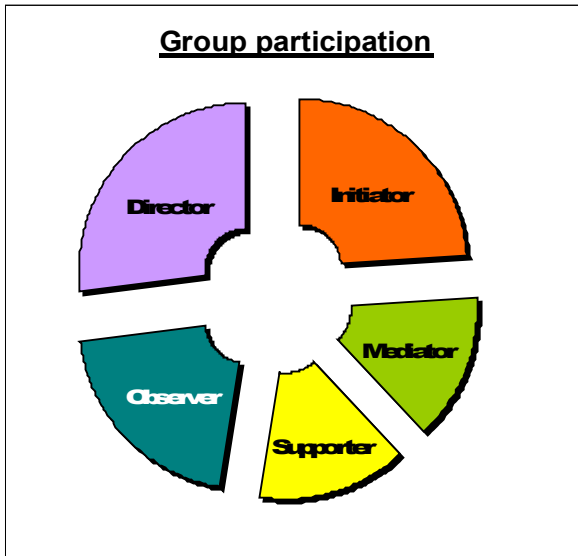
White thinking people like to undertake many things but their colour in acting will indicate how they will achieve their goals.

Keywords

- | | | |
|---------------|--------------|--------------|
| - Adaptive | - Chaos | - Challenge |
| - Coincidence | - Connecting | - Energy |
| - Identity | - Innovation | - Motivation |
| - Nature | - Observing | - Space |

How can we make things more efficient?

In addition



Within a group people can fulfill any role. Sometimes others might have expectations of you because of your position, knowledge, age, gender, background etc.

Please be aware of your role or the role that you want to play before you enter a meeting.

Focus on your highest scores.

Director:

the person who likes to be in charge

Initiator:

the person who comes up with new concepts or fresh ideas and who is not afraid to give himself away

Mediator:

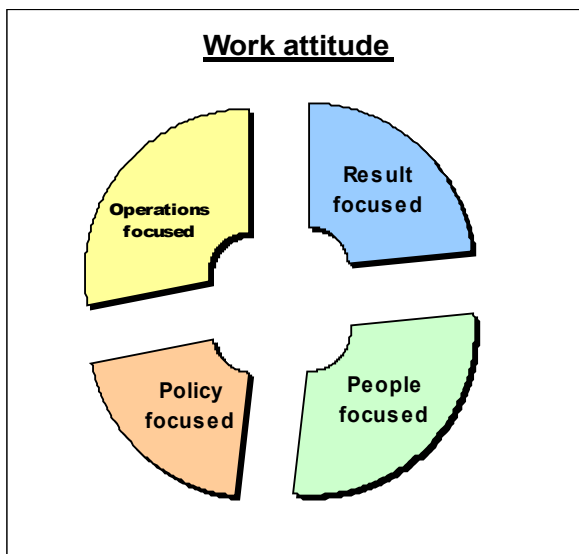
the person who can combine issues and bring people together

Supporter:

the positive participant who, for whatever reason, is backing up others

Observer:

the person who listens carefully and may come up with a good analysis of the situation



People have different fundamental attitudes within a work environment.

It is helpful to recognise your preferences because it may explain why you enjoy one position in a company better than the other.

Focus on your highest scores.

Policy focused:

These people do not mind meetings, discussion or debate. They prefer to take their time in order to make well considered decisions. Good communication skills are important.

People focused:

Those who are always aware of what the impact will be on others within an organisation before a decision will be taken. They can empathise with their colleagues.

Operations focused:

These are people who consider different aspects before making changes or improvements on a business or organisation. They do not mind taking responsibility. They often have vision and leadership skills.

Result focused:

These people are mainly focused on moving a business or organisation forward in the fastest possible way. They are hard workers who do not like losing time because of too many meetings, personal issues or long procedures.

Conclusion: Your ideas usually are realistic and based on facts. You are a hard worker who would prefer planning and structuring first and frequently reflecting to see if you are still on the right track. You will lose interest when your instructions would become vague. An assignment should be adapted and completed in your own efficient style. You also want to learn something from your work and you would become impatient when you wouldn't be able to grow in your job.