



FINAL REPORT



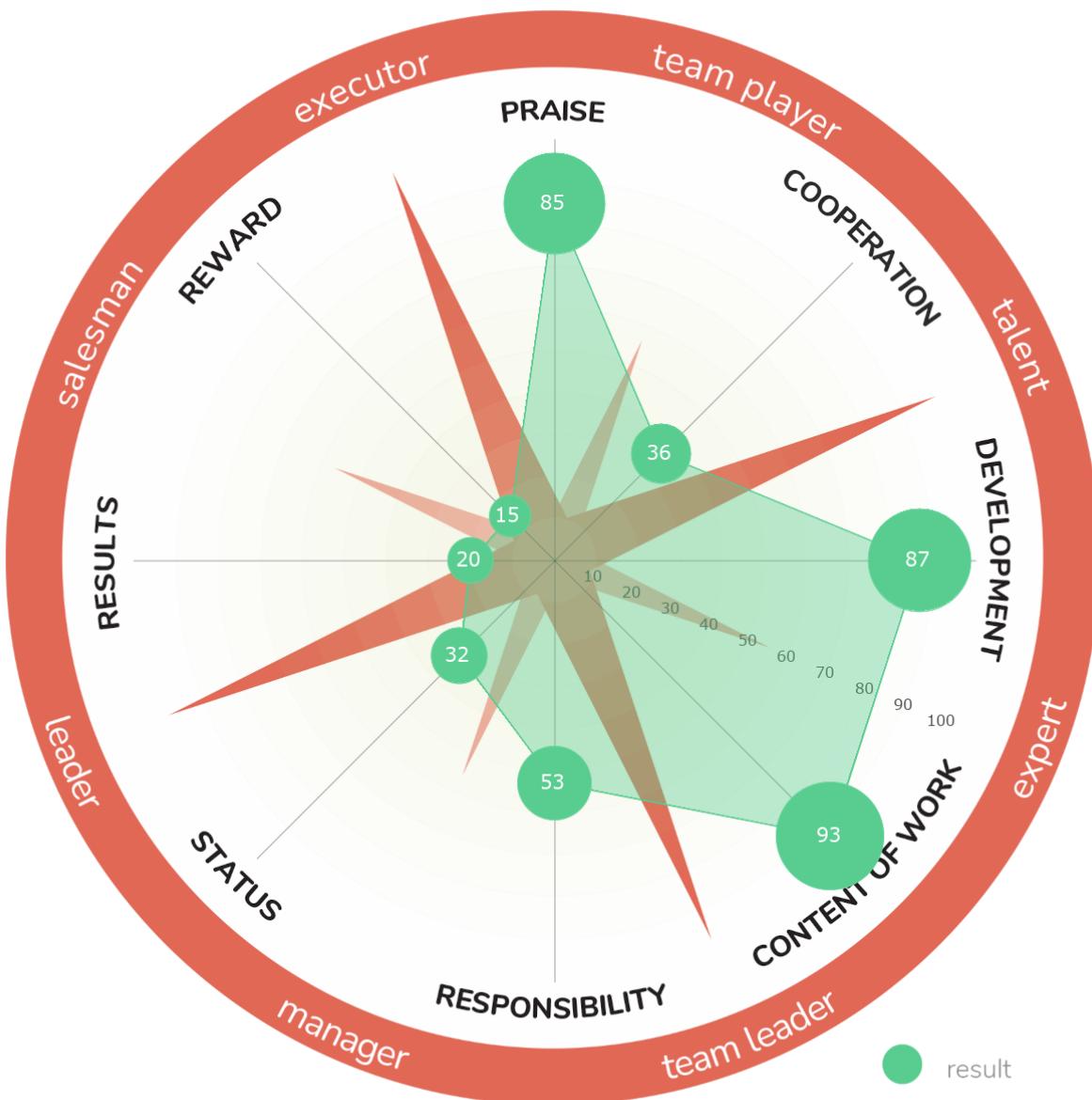
Career Compass
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You now hold in your hands a report from the Career Compass questionnaire. This questionnaire covers eight work motivation factors, and shows the ones that are currently the most important. That makes it a useful aid not only when thinking about planning your career, but also for enhancing performance and work satisfaction.

It is very important to note that all results in this questionnaire are neither positive nor negative; none are better or worse. Moreover, typical motivational factors can change over time, so it is necessary to interpret these results always with consideration of the given situation and experience. Usually those factors that are more important for us tend to score higher. A lower degree of preference for a given factor can mean that we are currently satisfied in this area, so we do not perceive it as an important factor and rather tend to put less emphasis on it.

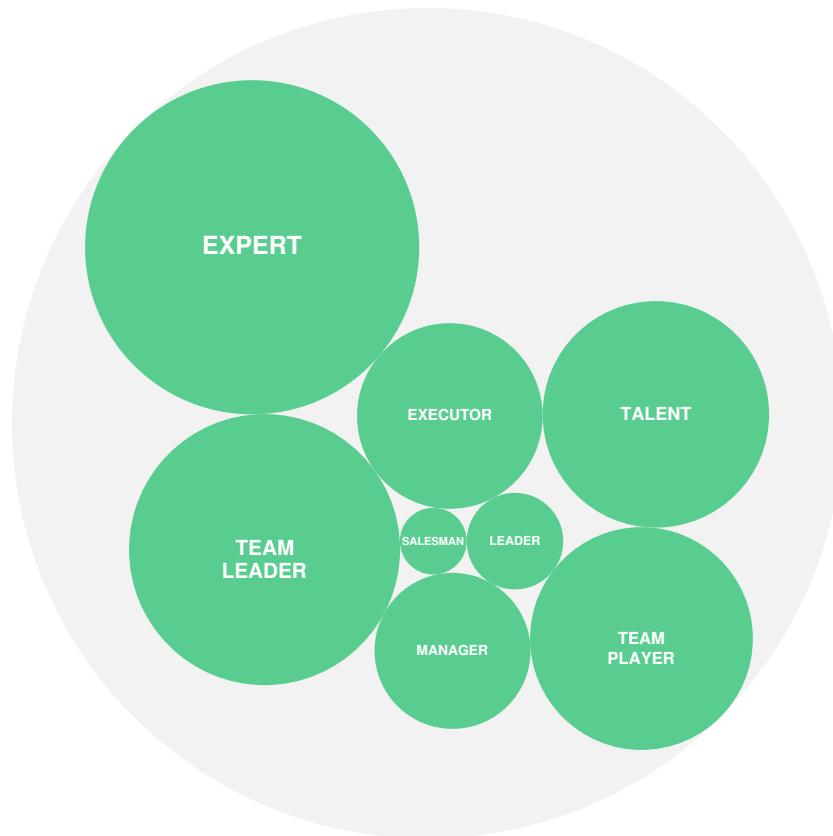
MY MOTIVATION



The results are shown in the chart as percentiles

The basic profiles shown (talent, expert, team leader, manager, leader, salesman, executor) are only tentative and represent eight typical career expectations that can be combined and merged. These profiles serve primarily as guides and do not necessarily mean specific job positions, nor a predetermination for them.

ROLES MATCHING MY MOTIVATION



DRIVERS OF PERFORMANCE AND SATISFACTION	BARRIERS TO PERFORMANCE AND SATISFACTION
<ul style="list-style-type: none"> ■ recognition by the company and manager, praise, thanks for good work, positive feedback and recognition ■ interesting and creative work with space for ideas, involvement in tasks which are meaningful and important for the company ■ opportunity to attend courses, getting new experience and knowledge, personal development opportunities ■ functioning cooperation within the company, management in favor of and supporting cooperation, good relationships and atmosphere of trust in the team 	<ul style="list-style-type: none"> ■ indifference from the company or manager, lack of recognition, too much criticism, disinterest from others ■ boring, repetitive work, formal tasks, too much bureaucracy ■ absence of feedback, lack of personal development opportunities, stagnation in professional knowledge ■ rivalry in the company, unwillingness to cooperate, making excuses, intolerance and conflicts