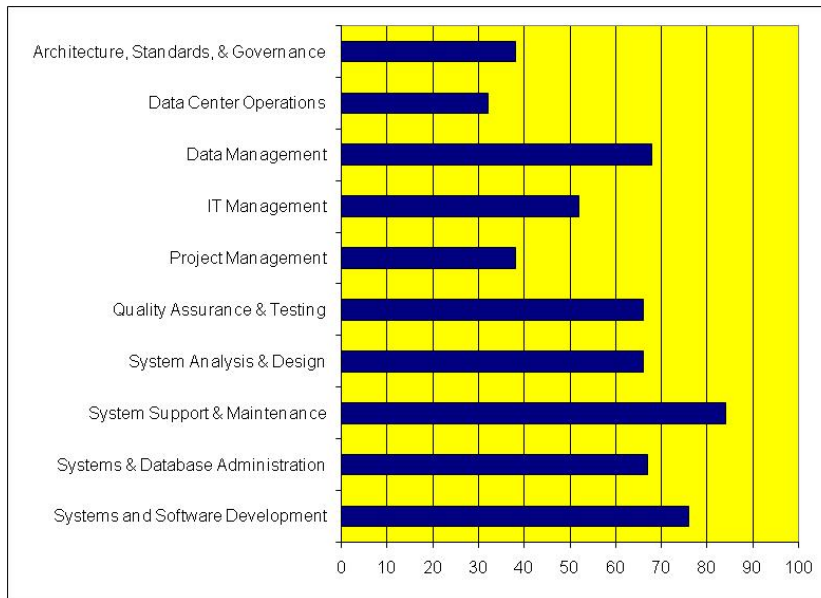


Client Name  
Assessment Comments

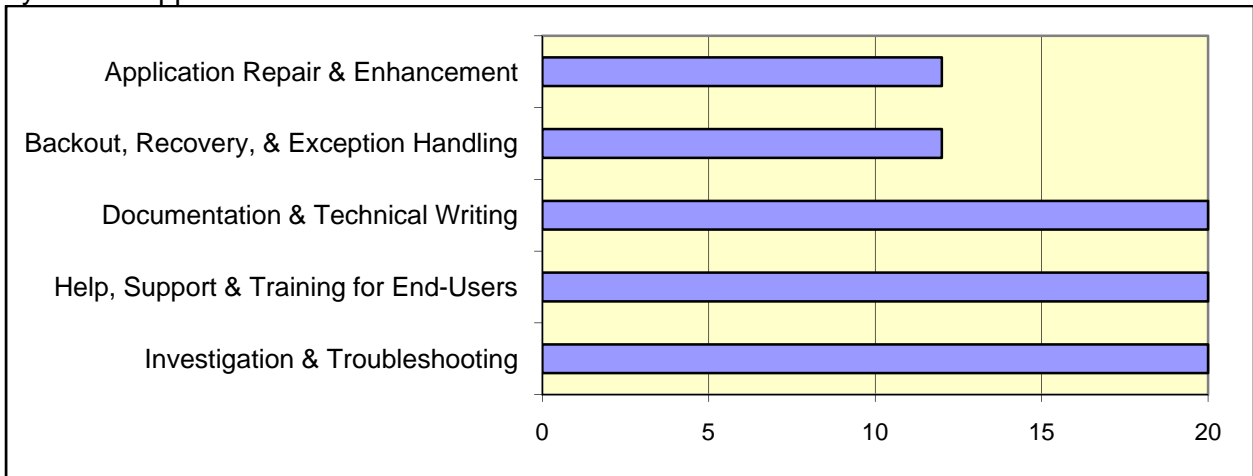
It's not surprising given your current circumstances that job security and compensation are among your top priorities in a job search. And the emphasis on learning is certainly in character. The responses to opportunity motivation assessment show most items as "a plus in my current job." This is significant because you may be challenged to find a next job that offers all of these as strong positive attributes. You would be wise to consider which are most important to you and which you are prepared to give up.

### SKILLS ASSESSMENT

Your skills profile shows a strong bias towards Systems Support and Maintenance. Of the fifty skills rated you gave six of them the highest possible score. Of those six, three of them are in the Systems Support and Maintenance category. Two of the other three are strong secondary skills for Systems Support and Maintenance: software testing and data quality.



### Systems Support and Maintenance



Your second highest score is in Systems and Software Development. This score, however, may be misleading if you don't look at the details. The score is elevated by the very high rating of one element—software testing. As mentioned above software testing is also valuable in Systems Support and Maintenance.

## TALENTS ASSESSMENT

You exhibit an unusually high number of hot spots on the talents profile. These are consistent with your natural curiosity. You have interest in a great many things, thus find many kinds of work engaging without a particularly strong preference or bias toward one thing. Your primary interest is learning, and you're always open to try new things.

## PERSONALITY AND PREFERENCES

Your personality and preferences profile is neutral or somewhat neutral for most of the selections. One of the few statements that is rated strongly says "I am optimistic and willing to try things." This is a recurring theme throughout the entire assessment. You are versatile – open-minded about what you do and the way you do it. This is a defining trait – one that should come across in your resume and whenever you interview.

Two additional strongly rated statements work together: "I decide based on facts and reasoning" and "I prefer compromise over conflict". The unique combination of reasoned decision making and consensus-driven makes you an effective team-player.

## ORGANIZATION AND RESPONSIBILITIES

I was initially surprised to see almost identical scores for each of program, project, and operations responsibilities. On further consideration I realized that this is simply one more manifestation of your versatility. You are flexible about the kind of work as long as you are interested and learning.

## IN CONCLUSION

Your flexibility for place of work, your lack of preference for program, project, or operations responsibilities and your bias toward Systems Support and Maintenance suggest possibilities for future job roles. We can start discussing roles in application support and maintenance, developer support, end-user support, and help desk support.