

SAMPLE RESULTS ONLY. Start your assesment for actual results.



Facticiti Fire

What **inspires** you:

^ **Faithful Follower**

You are highly dependable and work well in jobs that require employees to follow through and get things done.

^ **Self Reliant**

You work well in highly autonomous situations where success or failure depends on you. In addition to working for someone else, you may want to consider starting your own business or organization.

^ **Competitor**

You are highly driven to win and prefer career opportunities where there is a clear winner and loser.

^ **Entrepreneur**

You are opportunistic and see ways to succeed that others do not. These traits are commonly found in people who start their own business.

^ **Organizer**

You enjoy keeping things in order, including sorting and removing clutter. You would work best in a role that requires efficiency and order to do well.



What **disinterests** you:

v **Encourager**

You are self-motivated and expect others to be as well. You may consider people who need constant encouragement as weak or ineffective. You do not enjoy roles where you are regularly required to motivate those around you.

v **Director**

You have a more collaborative than assertive leadership style and do not expect that people will follow your direction without question. You do not enjoy roles where the leadership of the group or team falls solely on you.

v **Fearless Leader**

You are risk averse and avoid taking unnecessary chances. You prefer roles that are more stress free and should avoid entrepreneurial activities.

Leveraging Your Thinking Style in Your Career Search

Timely

A Timely style means that you can gather information and make decisions without undue delays. You don't typically get caught up in analysis paralysis or procrastination. Instead, you are able to actively search out relevant information and work your way through situations in a timely manner that is neither too cursory nor too slow.

You are focused and playful. Timely people can be described as efficient, reliable, and responsive.
How

Your Timely Style Contributes to career search

Your results suggest that you gather information and make career decisions without undue delays; actively search out relevant information and work through potential career roadblocks expediently; move the hiring manager toward a decision and appropriately push for next steps; and have a strong follow up after the interview. These attributes suggest that you will decide quickly which opportunities best fit your needs and you are less likely than most to miss an opportunity because you waited too long.

Advice

- The hiring process usually takes longer than you would like, don't give up on a good job because you did not receive a decision immediately.
- Hiring managers often appreciate follow up and will tolerate an occasional call to get an update on the process. However, if you hound the hiring manager too much you will irritate him or her and reduce your likelihood of being hired.

Where You Landed on the Map

Your social style suggests that you would enjoy an Active/Assertive culture. You enjoy a busy day where progress towards a goal is clear. You are also prone to becoming impatient when you sense that progress is stalled by over analyzing a situation or by including too many people in the decision making progress.

You make friends at work who are equally as ambitious as you and don't mind a little competition. In line with this preference is that you despise organizational or office politics and believe both people and ideas should stand on the results and not based on a relationship with someone in power.

You work best with a supervisor or boss who is gung ho and direct. You don't see much value in a mentoring relationship and prefer to learn by observing your supervisor in action.

Questions you should ask in an interview

- How are decisions made here?
- How long do you think it will take me to get up to speed?
- How will I learn the position?

Rational Reasonable	Active Assertive 
Empathic Affectionate	Passionate Urgent