

# Facet5 Career Motivators

## Career Motivators Profile Indiana Jones

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**Date** 28/02/2022

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**Company** Facet5 Testing

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**Project**

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enthusiastic independent questioning  
critical creative collaborative confident  
goal-focused non-judgemental forthright  
mature **task-oriented** outgoing



# Introduction

When we understand our strengths, how we like to work, what we like to do and where we thrive, we bring conscious choice to our careers. By providing a language and description of our preferred ways of work we can start to build a career that works for us while affirming our personal value and contribution.



While many factors influence our work choices our personality is one of the main drivers. Your Career Motivator report looks at your core personality and supports you with information on four critical areas of career planning:

- Your Strengths,
- How you like to work,
- What role elements motivate you, and
- The type of environment in which you thrive

For any job – or career pathway – it's so important to lay this foundation of understanding. When combined they provide essential elements to build an effective and meaningful career plan.

## The Facet5 Career Motivators are listed below

The following are the seven Facet5 Career Motivators that support you in identifying your ideal environment.

|  |                           |   |
|--|---------------------------|---|
|  | <b>General Management</b> | These environments appeal to people with wide ranging interests who aspire to general management and leadership. Driven by the ability to influence things, to have authority and to be able to work with and through a team.   |
|  | <b>Classic Career</b>     | Such environments offer continuity, structure and organisational support. People will have time to reflect and build their skills. Work is taken seriously and people apply themselves.   |
|  | <b>Contributor</b>        | Such environments make a positive contribution to the community at large. They are doing something worthwhile and being of service to others. Trying to make the world a better place. The environment is team oriented and builds close relationships.   |
|  | <b>Unconstrained</b>      | Environments like this appeal to people with a highly creative streak and who will constantly search for innovative solutions. People are encouraged to push the boundaries, to set their own agenda and to innovate.   |
|  | <b>Producer</b>           | A hard working, production-oriented environment. People want to be given a job and left to get on with it. Success is by measured results and the workplace is organised and driven by practical considerations.  |
|  | <b>Adventurer</b>         | These environments allow people to invent things, be creative and manage their own workload. They will be recognised for what they achieve. The environment needs to be interesting and freewheeling with a variety of options.   |
|  | <b>Entrepreneur</b>       | Environments like these attract people that seek clear rewards for the efforts they put in. They are not afraid of hard work but expect it to be recognized. People are ambitious and protect what they have acquired. Roles are clearly defined and the climate is pragmatic and businesslike. |

## Key Qualities

The table below describes your Key Qualities as shown on the cover page of this report. The statements describe you at your best. The larger the word the more this characteristic stands out in your personality. The smaller the word, no less important, but will be more consistent with others around you. We use all 13 characteristics on a daily basis.

### Making decisions and setting goals

|                     |  |
|---------------------|--|
| <b>Goal Focused</b> | You bring pace, conviction and drive to what you do. You quickly make decisions and set direction, committing to your personal goals with purpose and determination.                   |
| <b>Forthright</b>   | You welcome being challenged and state your case clearly so that you are heard. You quickly confront issues in the moment and promote open and honest debate.                          |
| <b>Independent</b>  | You form your own views and are guided by strong inner principles. You are prepared to go it alone to make progress, not needing others' agreement and being undeterred by opposition. |

### Engaging and collaborating

|                      |   |
|----------------------|---|
| <b>Enthusiastic</b>  | You bring animated energy and dynamism that helps to kick-start new activities. You are excited about what is new and different, seeking out variety and welcoming change.                  |
| <b>Outgoing</b>      | You connect with people easily and spontaneously involve others in your work. You make the most of any chance to collaborate and socialise, keeping things friendly, fun and inclusive.     |
| <b>Collaborative</b> | You actively bring others into your thinking, enjoying how ideas flow and develop through discussion. This helps to explore a breadth of ideas and blend together different points of view. |

### Focusing on the task and people

|                      |  |
|----------------------|--|
| <b>Task oriented</b> | You bring pragmatism and practicality to your work, taking care of yourself and being alert to opportunity and manipulation. You understand the realities of business and protect those who add value. |
| <b>Critical</b>      | You know the value of your individual contribution and don't take on the struggles of others. You bring a natural scepticism, seeing through excuses and pushing people to bring their full efforts.   |
| <b>Questioning</b>   | Your trust needs to be earned. This brings a questioning approach, spotting conflicting information and hidden motives. You recognise when others could take advantage and guard against it.           |

### Managing your work and commitments

|                        |  |
|------------------------|--|
| <b>Creative</b>        | You bring innovation and imagination, having a fresh, big-picture perspective and enjoying change. You give others free reign to be individual and adapt to the situation.                       |
| <b>Non-judgemental</b> | You reinterpret rules and guidelines for each situation, forging your own novel and distinctive path. You resist rigid and restrictive approaches and can deliberately challenge the status quo. |

### Identify risk and managing stress

|                  |   |
|------------------|---|
| <b>Confident</b> | You remain consistent under pressure, accepting things as they are without undue anxiety. You cope well with stress and can be a source of stability and reassurance to others.                                 |
| <b>Mature</b>    | You are realistic about situations and your capabilities, considering potential risks while not feeling the need to over-prepare. This brings a healthy balance between reasonable concern and over-confidence. |

## How you like to work

The information below describes your approach to a range of work-based competencies commonly found in many roles. It supports you in describing your preferred approach to work and where you may need to flex your style to be more effective. You can use this information to build stronger relationships and communicate how you like to work with greater clarity.

### Leadership

*You should expect:*

- ability to communicate
- gives people a chance
- projects a clear vision
- excites and motivates

*You should watch for:*

- can be overbearing and aggressive
- failing to provide guidance to others

### Interpersonal

*You should expect:*

- sociable and approachable
- active at all levels of the organisation
- encourages others to join in
- brings people together socially

*You should watch for:*

- personality clashes with colleagues
- using people who are useful or important

### Communication

*You should expect:*

- speaks confidently - motivates others
- will encourage others to contribute
- presents ideas with verve
- very comfortable face to face

*You should watch for:*

- insensitive to others' feelings
- to be pushing a personal agenda

### Analysis and Decision Making

*You should expect:*

- a confident decision-maker
- willing to take full responsibility
- radical and challenging
- challenges and forces people to think

*You should watch for:*

- can be hasty - too quick to judge
- guilty of not researching fully

### Planning and Organising

*You should expect:*

- sheer energy will carry a long way
- sense of purpose helps to provide focus
- monitors actions which affect own plans
- makes good use of resources available

*You should watch for:*

- easily bored
- careless with detail

### Initiative and Effort

*You should expect:*

- takes charge of a situation
- energetic in the pursuit of goals
- prepared to face challenges to succeed
- works hard for a chance to win

*You should watch for:*

- unable to work alone
- can be a rebel

## Your Work Preferences

It is clear that people are likely to require different things from their careers. Therefore jobs that provide these elements will prove more interesting and satisfying and as a result motivation and enjoyment is likely to be higher. The following lists those job elements that we would recommend based on your personality.

### **This pattern of Drivers suggest that Indiana is best suited by a role which provides the following**

- Working with optimistic, enthusiastic and results orientated people
- A high public profile
- Persuading and influencing others
- Promote new ideas
- Developing opportunities
- Public recognition and praise

### **Research has shown the following job elements to be key to maintaining Indiana's motivation and interest**

- The opportunity to develop and promote new opportunities and ideas
- Leading a team to drive through and deliver on your ideas
- Feeling challenged by the work
- Work that is varied and challenging
- Being publicly recognised and rewarded for your efforts and results
- Working within a dynamic, informal environment
- Networking with people inside and outside the organisation
- Having the chance to be entrepreneurial

### **Having to spend too much time on the following elements has been shown to be demotivating for Indiana and likely to lead to frustration**

- Shared responsibilities and rewards
- Specialised projects requiring lengthy detailed work
- Working remotely or alone for long periods of time
- Knowing you will be performing the same tasks every day
- Tight management from above
- Being constrained by a rigid structure and hierarchy.
- Having to spend a lot of time on people issues
- Work that is too easy and unchallenging

# Your Career Motivators Profile

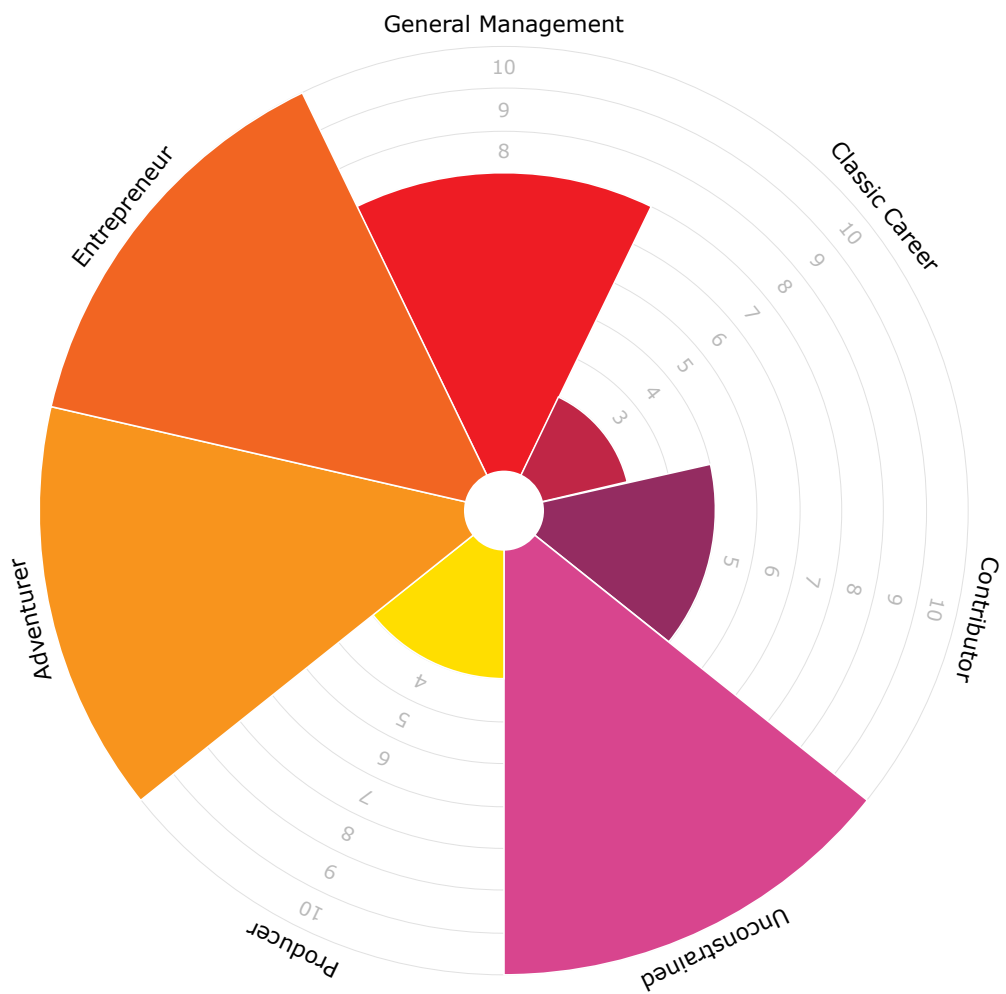
The diagram below outlines your overall mapping to the seven Career Motivators. It provides a picture of how your personality influences the type of career and environment you will be motivated or demotivated by.

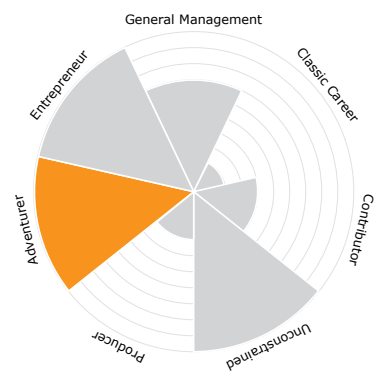
The size of the wedge in each segment shows how aligned you are to that Career Motivator. The table on the right shows your score for each Career Motivator with the closet fit at the top.

## Career Motivator Scores

| Career Motivator   | Career Focus |
|--------------------|--------------|
| Adventurer         | 10           |
| Entrepreneur       | 10           |
| Unconstrained      | 10           |
| General Management | 7            |
| Contributor        | 4            |
| Producer           | 3            |
| Classic Career     | 2            |

The following pages detail each Career Motivator. Development suggestions are provided for your top ranking motivator to support you in leveraging your strengths and areas you could benefit from. A list of tailored motivating elements and reflective questions are provided in the attached development guide to support you in your career planning.



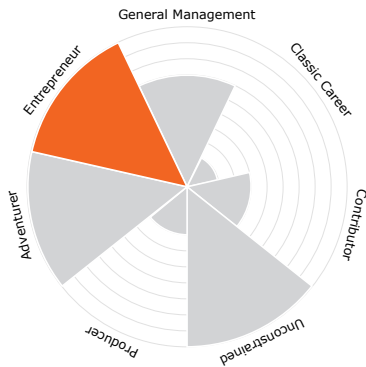


Adventurer

Career Fit Score: 10

These environments allow people to invent things, be creative and manage their own workload. They will be recognised for what they achieve. The environment needs to be interesting and freewheeling with a variety of options.

| Key characteristics  | Your Fit  | You could benefit from...   |
|--|---|---|
| Individualism is encouraged here. There are few, if any, restraints and people are expected to organise themselves and their work as they see fit.   | <ul style="list-style-type: none"><li>• This is very much your preferred way of working, and you will welcome the freedom and autonomy it offers.</li></ul>   | <ul style="list-style-type: none"><li>• Protect your autonomy by planning ahead and being realistic about what you can achieve and ensuring you deliver quality results on time.</li><li>• Ensure you don't underestimate the complexity of a task and time needed to complete.</li></ul>   |
| Creativity and the ability to develop and push new ideas is very highly valued here. People are confident, assertive, quick to act and rewarded for individual achievement and success.                  | <ul style="list-style-type: none"><li>• You should find ample opportunity to exercise your creative skills and abilities and be rewarded for your efforts.</li><li>• You have the confidence and determination to drive your ideas through and to ensure you are heard.</li></ul> | <ul style="list-style-type: none"><li>• Your strong beliefs may lead you to impose them on others.</li><li>• You will benefit from creating genuine opportunities for people to ask questions and raise concerns.</li><li>• Listen and recognise when compromise or co-operation could advance your cause.</li></ul>  |
| This is a very free-thinking environment where people interpret rules flexibly and constantly challenge constraints.   | <ul style="list-style-type: none"><li>• Like most people here, you are intuitive and will resist any attempts to stop you from doing things your way.</li><li>• You are very selective about what rules to follow and will challenge the status quo.</li></ul>                    | <ul style="list-style-type: none"><li>• Recognise the impact that having fewer restraints could have on your performance and on those around you.</li><li>• Avoid ignoring rules or values that matter to others.</li><li>• Check your tendency to loose focus or fail to follow through.</li></ul>   |
| Consultation and discussion is not seen as a necessary part of the creative process. Once developed, ideas get shared but individuals do not need agreement or approval and will act alone if necessary. | <ul style="list-style-type: none"><li>• You share the view that ideas are best developed without input from others and are prepared to go it alone.</li><li>• You will be prepared to act without agreement or approval and act on your convictions.</li></ul>                    | <ul style="list-style-type: none"><li>• Be conscious of the impact your approach could have on productivity and motivation. Try adopting a less autocratic and independent approach.</li><li>• It may be unusual here but it can improve the degree of buy in and thus a smoother and speedier end result.</li><li>• Invite, and consider input and comment from stakeholders and be prepared to clarify and explain your thinking.</li></ul> |



## Entrepreneur

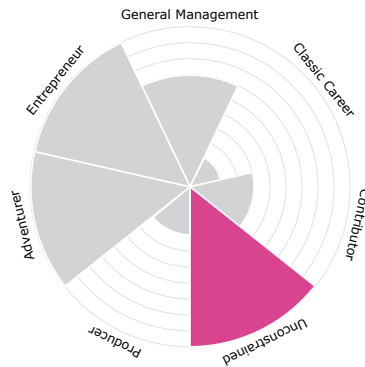
### Your Fit

People are very practical and business like here and are rewarded for what they have individually achieved. There is little sympathy for failure to meet targets as goals are clear and results are tangible and measurable.

- This is very much aligned with your own thinking and approach. There is a strong focus on personal achievement that has a strong business focus.

Trust is a rare commodity here. People are wary and suspicious and questioning intent and motive is common place.

- You can be equally sceptical to most people here.
- Your guarded approach and questioning attitude will ensure that you are not taken advantage of.



## Unconstrained

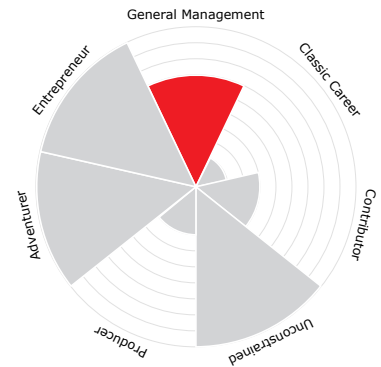
### Your Fit

The majority of people here do not need to have people around them and prefer to work alone.

- You are much more sociable and outgoing and are energised by having people around you.
- You are unlikely to find the level of social interaction you need here.

People adopt a quiet, contemplative and unhurried approach here. They reflect and consider carefully before responding or taking action.

- You are far more lively, spontaneous and exuberant.
- It is very doubtful that you will be able to exude or generate the level of enthusiasm you require to keep you motivated and engaged.



## General Management

### Your Fit

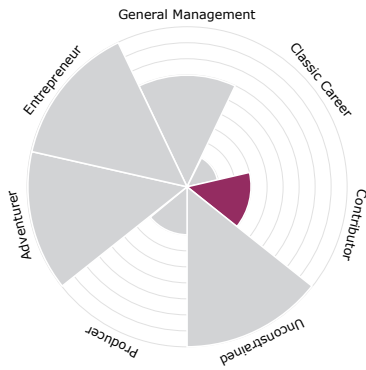
People are very sociable and team oriented. They enjoy networking and developing their ideas through discussion and the exchange of information.

- You are equally sociable and curious and will welcome every opportunity to actively engage in discussion and debate.

This is a very goal focussed and driven environment where assertiveness and decisiveness is rewarded.

- You are decisive and assertive in pursuit of your goals.
- You will respect and value the authority, influence and career opportunities afforded you here.





## Contributor

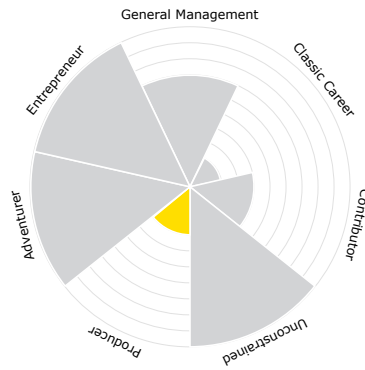
### Your Fit

People are socially conscious, people focussed and compassionate. They have a genuine concern for the well being of others and believe that peoples needs should always be top of mind when deciding policy and making decisions.

- You are far more business focussed and pragmatic and will always put your own needs and those of the business first.
- You will very likely loose patience with people who you believe are too soft and less commercial.

People are open and very accepting of others. They believe that people are fundamentally good and can be trusted. They reveal a lot about themselves and expect the same from others and form working relationships based on mutual trust and understanding.

- Your natural inclination is to remain detached, question people's motives and withhold your trust until people have proved themselves.
- You are very likely to see your colleagues as being too open and naïve.



## Producer

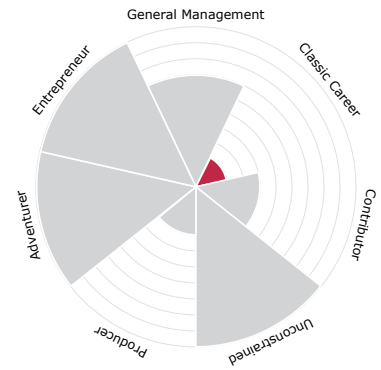
### Your Fit

People are very quiet and reserved. They separate their private and social life from their working life and prefer to work alone or in small teams they have had time to get to know.

- You make contacts and friends easily and believe that socialising improves the quality of working relationships.
- You believe in having fun at work and are very likely to miss not having people to talk to and banter with.

People are conscientious and self-disciplined and pride themselves on delivering exactly what is expected on time and to perfection. They think ahead and are orderly, well planned and consistent in their use of processes and procedures.

- You are far less planned and organised.
- Having the freedom and the autonomy to choose how you do your work is very important to you.
- There will be few, if any, opportunities to do things differently or show your individuality.



## Classic Career

### Your Fit

People are generally positive and optimistic. They usually take things in their stride but react quickly to emergencies or signs that things are not going according to plan.

- You are quite calm and your outlook is similarly positive.
- You will respond and take action when required but your stress levels quickly subside as the situation gets resolved.

People are team oriented and usually seek input from others when problem solving or decision making. Ideas are developed through discussion and debate and teams aim for consensus.

- You like to bounce your ideas off others and will welcome the opportunity to discuss and debate before deciding and acting.
- You like to be involved and are very comfortable with consensus decision making.