SWISS CAREER SURVEY

Personal individual evaluation
## Participant OL12EC8A

EVALUATION NOTE This report provides you with aggregated information about your work-related interests, skills and values. It is important that you view this information as a starting point for your personal reflection, not as an end point of insight. Try to combine a healthy critical distance with an open mind about your career opportunities as you examine the results. We cannot calculate what your ideal path should be, but we can provide you with clues to trigger this insight process within you.

READING INSTRUCTIONS Below you will see three diagrams, each with a grey and a red/orange/yellow field. The red/orange/yellow field represents your interests, competencies and value profile; the grey field the interest profile of the respective comparison group (see respective diagram caption). All data are self-assessments.

Further interpretation support can be found here: to the Support

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Personal interest
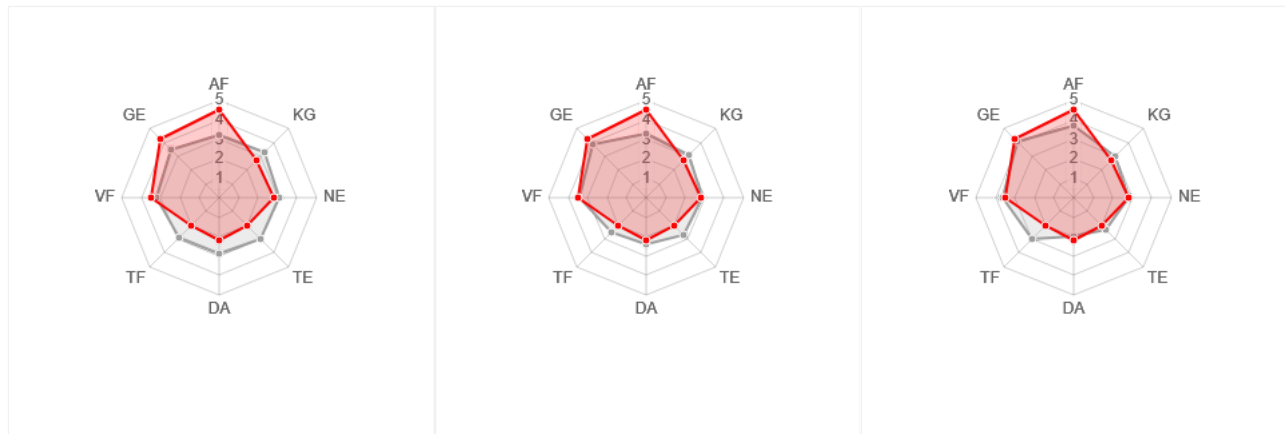
Your interests – self-disclosure (Red) vs average of participants interested in the same industry (Research & Education, grey, n=14)

Your interests – self-disclosure (Red) vs average of participants interested in the same functional area (Projectmanagement, grey, n=19)

Your interests – self-disclosure (Red) vs average of participants in the same study programme (Psychology, grey, n=5)

Legend
AF: Helping others   KG: Being creative   NE: Discovering nature   TE: Technical development   DA: Data-oriented analysis
TF: Focusing on a subject matter   VF: Responsible leadership   GE: Achieving things together

Detail description factors

For the Swiss Career Survey we have simplified the concept of the Personal Globe Inventory (PGI) and operationalized it for the context of students. To learn more about the PGI, check Tracey, Terence .J G. (2002): Personal Globe Inventory Measurement of the spherical model of interests and competence beliefs. In J. Vocational Behaviour 60(1), S. 113-172.

Professional competences
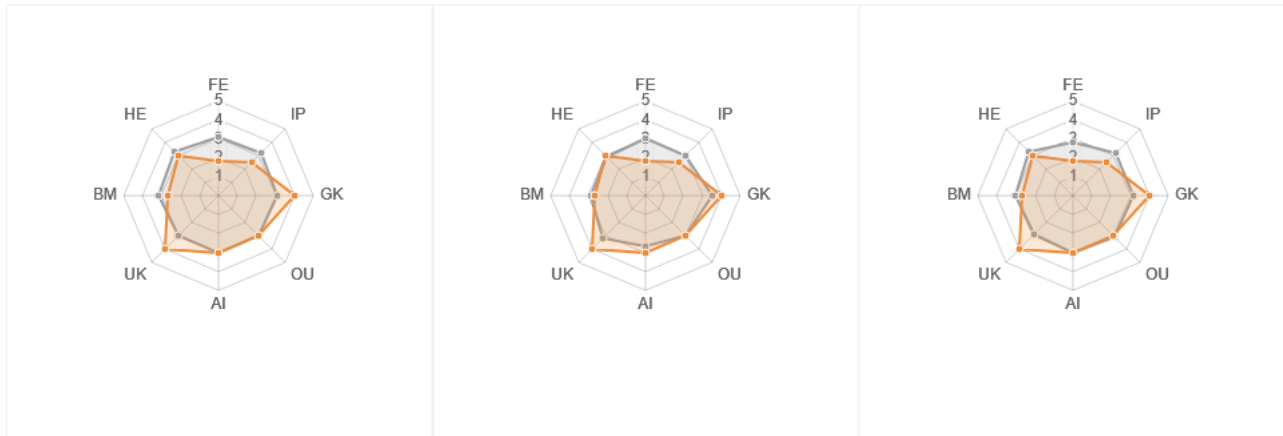
Your competences – self-disclosure (Orange) vs average of participants interested in the same <u>industry</u> (Research & Education, grey, n=14)

Your competences – self-disclosure (Orange) vs average of participants interested in the same <u>functional area</u> (Projectmanagement, grey, n=19)

Your competences – self-disclosure (Orange) vs average of participants in the same <u>study programme</u> (Psychology, grey, n=5)

Legend

FE: Leading and deciding   IP: Interacting and presenting   GK: Creating and conceptualizing   OU: Organizing and executing
AI: Analyzing and interpreting   UK: Supporting and cooperating   BM: Adapting and coping   HE: Enterprising and performing

[Detail descriptin factors](#)

For the Swiss Career Survey we have illustrated the concept of the Great Eight (G8) and operationalized it for the context of students. To learn more about the G8, check Bartram, Dave (2005): The Great Eight Competencies: A Criterion Centric Approach to Validation. In J. Appl. Psychol. 90(6), S. 1185-1203.

Workplace-related values
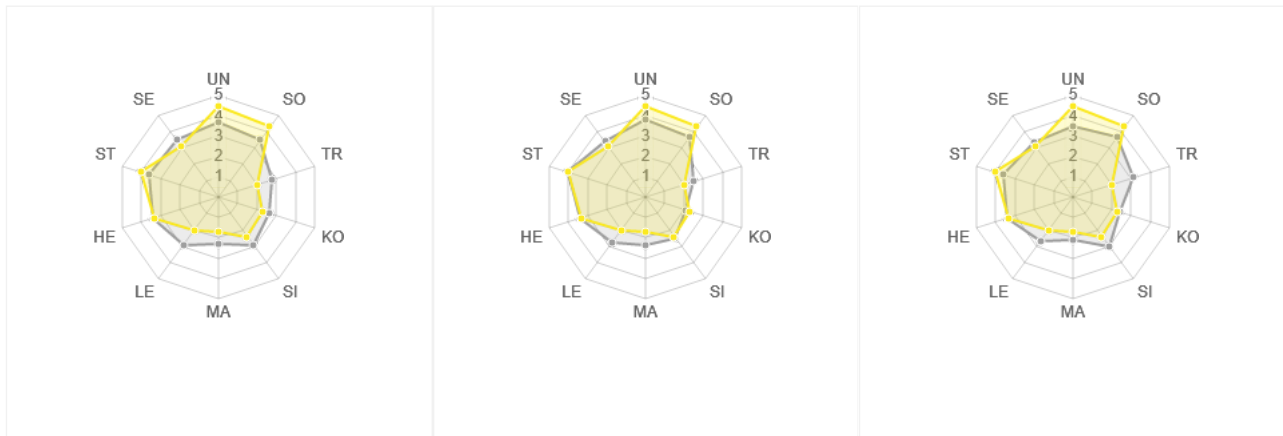
Your values – self-disclosure (Yellow) vs average of participants interested in the same <u>industry</u> (Research & Education, grey, n=14)

Your values – self-disclosure (Yellow) vs average of participants interested in the same <u>functional area</u> (Projectmanagement, grey, n=19)
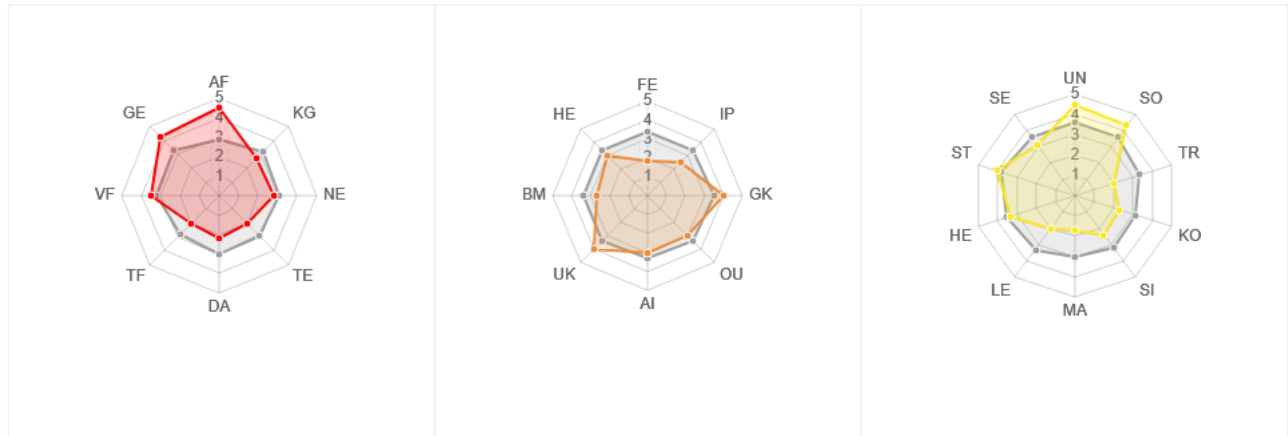
Your values – self-disclosure (Yellow) vs average of participants in the same <u>study programme</u> (Psychology, grey, n=5)

Legend

UN: Universalism   SO: Benevolence   TR: Tradition   KO: Conformity   SI: Security   MA: Power   LE: Achievement   HE: Hedonism
ST: Stimulation   SE: Self-direction

[Detail description factors](#)

For the Swiss Career Survey we have simplified the concept of the Schwartz Value Survey (SVS) and operationalized it for the context of HSG students. To learn more about the SVS, check Schwartz, Shalom H. Cieciuch, Jan Vecchione, Michele Davidov, Eldad Fischer, Ronald Beierlein, Constanze et al (2012): Refining the theory of basic individual values ... 103(4), S. 663-688.

Interests, competences and values compared to all participants

Your <u>interests</u> – self-disclosure (Red) vs average of all participants (grey, n=119)

Your <u>competences</u> – self-disclosure (Orange) vs average of all participants (grey, n=119)

Your <u>values</u> – self-disclosure (Yellow) vs average of all participants (grey, n=119)

Legend

AF: Helping others   KG: Being creative   NE: Discovering nature   TE: Technical development   DA: Data-oriented analysis
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If you have any questions, please do not hesitate to contact the Career Services of your university.

My career preferences

Career stage:
With much experience / far advanced in my professional career

Status of your career development:
I'm happy where I am, but I am open to change.

Next step:
Within 12 months

Your preparation:
Still at the very beginning

Industry of interest:
Research & Education

Other industries:
- Consulting
- Research & Education
- Education and teaching
- Marketing / Communication
- Tourism / Travel / Leisure / Events

Employer
First priority: Schweiz Tourismus
Second priority: Zürich Tourismus
Third priority: Hochschulen/Universitäten

Desired salary:
65'000 - 70'000

Attractive attributes of the employer:
- Varied & manifold work activities
- Demanding & challenging tasks
- Flexible working conditions
- Innovative company culture
- Inspiring Management
- Creative and dynamic working environment
- Team-oriented work

Functional area:
Projectmanagement

Other functional areas:
- Strategy & consulting
- Marketing & Communikation
- Projectmanagement
- Teaching & Education

My application skills

CV:
Rather good

Letter of motivation:
Rather good

Video/telephone interview:
Rather poor

Face-to-face job interview:
Balanced

Negotiations:
Rather poor

Preferred training:
- Individual counselling by career coaches
- Career preparation workshops from Career Service

Preferred information method:
- Circle of friends in the same career status
- Career websites of employers
- Social Media
- Website from Career Services
- On-site visits to companies