

Profile of

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Top Talents

Here are your top 3 Talents.

Your Top Talent!



Execution

The ability to set goals, monitor progress, and take the initiative to improve your work.

You are...

- Able to establish and meet challenging goals, and persevere even when initially unsuccessful.
- Capable of being accurate and attentive to detail, reporting and recordkeeping, creating plans to accomplish work, and monitoring resources.



Persuasion

The ability to convince others of a direction, activity or idea, and influence decision-making.

You are...

- Strong at swaying the thinking and behavior of individuals who initially disagree.
- Exceptional at being tactful and working to find a mutually agreeable solution.



Decision Making

The ability to make high-quality decisions based on limited information.

You are...

- Capable of being thorough, deliberate, and identifying potential problems with a solution.
- Excellent at accepting criticism and feedback, and taking responsibility for decisions.
- Very good at expressing opinions and beliefs and taking control of a situation.

Work Style

Work your way to reach your career goals.

You are...

- Likely to be calm, steady, even-tempered, and composed.
- Self-assured, happy, optimistic, content, secure, and cheerful.
- Likely to be focused on practical and tangible pursuits.
- Focused on conventional and familiar activities.
- Likely to be introverted and reserved.
- Likely to be influential, dominant, persuasive, authoritative, and self-confident.
- Likely to be objective, tough-minded, frank, and direct with others.
- Modest, humble, pleasant, considerate, generous, and cooperative.

Professionally you are...

- Exceptionally well suited to positions where reading others' motivations is less important.
- Well suited to making difficult decisions and producing work without error in situations that are stressful or time sensitive.
- Exceptionally well suited to positions that require soliciting and accepting feedback and criticism, and dealing positively with obstacles and failures.
- Well suited to roles with clearly defined objectives and that require specialized subject knowledge.
- Exceptionally well suited to well-structured workplaces that prioritize regularity and uniformity, such as larger or more mature organizations.
- Well suited to organizations and positions that appreciate good listeners that don't waste time on simple chit-chat.
- Well suited to positions that benefit from a preference and ability to take the lead on tasks and projects.
- Well suited to organizations and positions that appreciate a high level of directness and critical thinking.
- Exceptionally well suited to positions that require working with others and being friendly.

At work you...

- Prefer excitement, and some spontaneity and activity.
- Greatly appreciate who you are as a person and see yourself in a positive light.
- Prefer focusing on practical and tangible pursuits.
- Delight in familiar experiences and routine activities.
- Appreciate working in small teams or alone.
- Like opportunities to express your opinions, give instructions, and welcome attention.
- Prefer being objective, tough-minded, and direct with others.
- Greatly appreciate opportunities to collaborate and cooperate with others.

Work Preferences

Don't just love what you do—love how you do it.

You would be happiest in positions where you will...

- Be able to accomplish objectives without having to worry about managing the underlying motivations or feelings of others.
- Be in a fast paced and exciting environment, because you will likely succeed despite the pressure.
- Be confronted with constant obstacles and have to deal positively with regular feedback and criticism.
- Have defined objectives that are accomplishable with specialized subject knowledge.
- Have an environment/position that provides regularity and routine to your tasks and projects - common in stable, larger, or more mature organizations.
- Have less frequent social interactions with different people, colleagues, prospects, or clients - seek small teams or opportunities to work alone.
- Sometimes lead on tasks and projects.
- Be valued for sometimes being objective, skeptical, and engaged in heated discussions or disagreements.
- Have altruistic goals, tasks, and projects that make people happy.

Questions you should ask about your current or new role

Will the role involve handling lots of criticism and rejection?

You are unusually optimistic, positive, and resilient to criticism and rejection - this is an uncommon and highly valued ability in stressful positions.

Will the role require you to keep continually stepping out of your comfort zone?

You have a great appreciation for routine. You are likely to feel uncomfortable and uncertain if the role is under constant change.

Will the role have you regularly interacting with other people?

You are introverted and reserved. You are likely to feel drained in roles that will have you continually socializing.

Will the role require you to be in the driver seat and to lead projects?

You are highly dominant. You are likely to feel dissatisfied if you are made to feel like a subordinate.

Will the role allow you to be a team player or will you need to be a competitor/adversary to others or the status quo?

You are highly generous, considerate and cooperative. If your team members are also your opponents, you may need to be guarded and will likely feel dissatisfied in the role.