

When can I retake the Discovery Survey?

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 provided with clear and achievable goals.
- Be evaluated mostly on the quantity of work you complete, because quality concerns sometimes feel like nit-picking.
- Usually be able to avoid very stressful or time-sensitive work demands.
- Be confronted with constant obstacles and have to deal positively with regular feedback and criticism.
- Be able to modify tasks and projects regularly - common in fast growing, changing, or new businesses.
- Be valued for sometimes being objective, skeptical, and engaged in heated discussions or disagreements.
- Sometimes have altruistic goals, tasks, and projects that make people happy.

Questions you should ask about your current or new role

Will the role provide you with the kind of goals that would satisfy you?

You prefer to have defined, achievable goals. You are likely to feel frustrated if goals are unclear or unreasonable.

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 sympathize with people or will you need to be skeptical of others?

You are tough-minded and objective. When people's feelings take priority over doing the right thing for a project, then you are likely to feel frustrated.

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.