

Plum Personality Test

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:

- Excellent at understanding new procedures and learning how to get the job done right.
- Strong at establishing and meeting challenging goals, and persevering even when initially unsuccessful.
- Very capable of being accurate and attentive to detail, reporting and recordkeeping, creating plans to accomplish work, and monitoring resources.

Adaptation

The ability to adjust to changes in the workplace while maintaining a positive demeanor.

You are:

- Very good at overcoming obstacles and persisting through ambiguity and change.
- Strong at remaining calm and operating effectively under pressure and multiple demands.

Communication

The ability to convey ideas effectively and identify messages others are attempting to convey.

You are:

- Exceptional at knowing the "right thing" to say to people and understanding how people will react.
- Strong at speaking clearly, conveying positivity, and being sociable.

Work your way to reach your career goals.

You are:

- Excellent at analyzing and answering very complex problems.
- Excellent at navigating the most difficult interpersonal situations and understanding subtle social cues.
- Likely to be perseverant, purposeful, ambitious, and achievement oriented.
- Likely to be thorough, prudent, systematic and methodical.
- Likely to be calm, steady, even-tempered, and composed.
- Likely to be focused on conventional and familiar activities.
- Likely to be outgoing, sociable, excited, and expressive.
- Likely to be easygoing and accommodating.
- Objective, tough-minded, frank, and direct with others.

Professionally you are:

- Exceptionally well suited to positions that require analyzing complex information to choose the best solution.
- Exceptionally well suited to positions that require identifying and understanding the motivations and feelings of others.
- Well suited to organizations and positions that prioritize accomplishing high goals.
- Well suited to positions that place a high value on the quality and precision of work.
- Well suited to making difficult decisions and producing work without error in situations that are stressful or time sensitive.
- Well suited to well-structured workplaces that prioritize regularity and uniformity, such as larger or more mature organizations.
- Well suited to positions that require frequent social interaction and meeting new people.
- Well suited to organizations and positions that appreciate team players that support efforts to meet objectives.
- Exceptionally well suited to organizations and positions that appreciate a high level of directness and critical thinking.
- Well suited to organizations or positions that need someone competitive to push others to perform at their best.

At work you:

- Are exceptionally capable of learning and using reason to overcome difficult obstacles.
- Are exceptionally capable of identifying effective interpersonal strategies, and know the right thing to say to resolve disagreements.
- Like pursuing challenging goals and putting forth effort to attain them.
- Prefer being organized and having a plan.
- Prefer excitement, and some spontaneity and activity.
- Enjoy familiar experiences and routine activities.
- Enjoy interacting with different people and working on larger teams.
- Prefer letting others take the lead.
- Greatly prefer being objective, tough-minded, and direct with others.
- Prefer being competitive, and are dissatisfied with maintaining the status quo or placating others.

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

You would be happiest in positions where you will:

- Routinely encounter and solve exceptionally complicated problems.
- Be able to accomplish objectives by using the ability to observe subtle social cues and your strong understanding of the motivations and feelings of others.
- Be asked to accomplish difficult goals in a short time frame, because you'll enjoy the challenge and often succeed.
- Have the time to complete detailed projects well.
- Be in a fast paced and exciting environment, because you will likely succeed despite the pressure.
- Have an environment/position that provides some regularity and routine to your tasks and projects - common in stable, larger, and more mature organizations.
- Have regular social interactions with different people, colleagues, prospects, or clients.
- Often be able to let others take the lead on tasks and projects.
- Be valued for often being objective, skeptical, and engaged in heated discussions or disagreements.
- Be valued for sometimes pushing others out of their comfort zone to accomplish goals.

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 are highly ambitious. If your goals are not big enough, you are likely to feel dissatisfied.

- **Will the role involve too much or too little excitement?**

You are extremely calm and level-headed. You are likely to enjoy the challenge and excitement provided by unplanned events and unforeseen problems.

- **Will the role have you regularly interacting with other people?**

You are highly outgoing and social. You are likely to feel dissatisfied if you spend a lot of time working alone or in very small groups.

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

You have a preference to let others take the lead. You are likely to feel uncomfortable and exhausted when you are forced to lead projects.

- **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.