

NOTE: Tree structure – 6 possible outcomes

START

If you had to write a movie you would:

- Leave the actors free to improvise based on a plot outline
- Guide them through a detailed script

- PDI

+UAI

-UAI

You are a young secret agent charged with a new mission. You prefer:

- Work closely with your tutor and begin the mission shadowing him
- Go on your own and have periodical rendez vous to monitor the situation

In a talent show you would award the prize to:

- Whoever has passed all the tests according to the jury
- Who has been acclaimed by the audience

What matters more?

- Knowledge
- Experience

(only 1 outcome possible)

Clubhouse

Law Court

University classroom

+IDV

Research lab

+/- IDV

+MAS

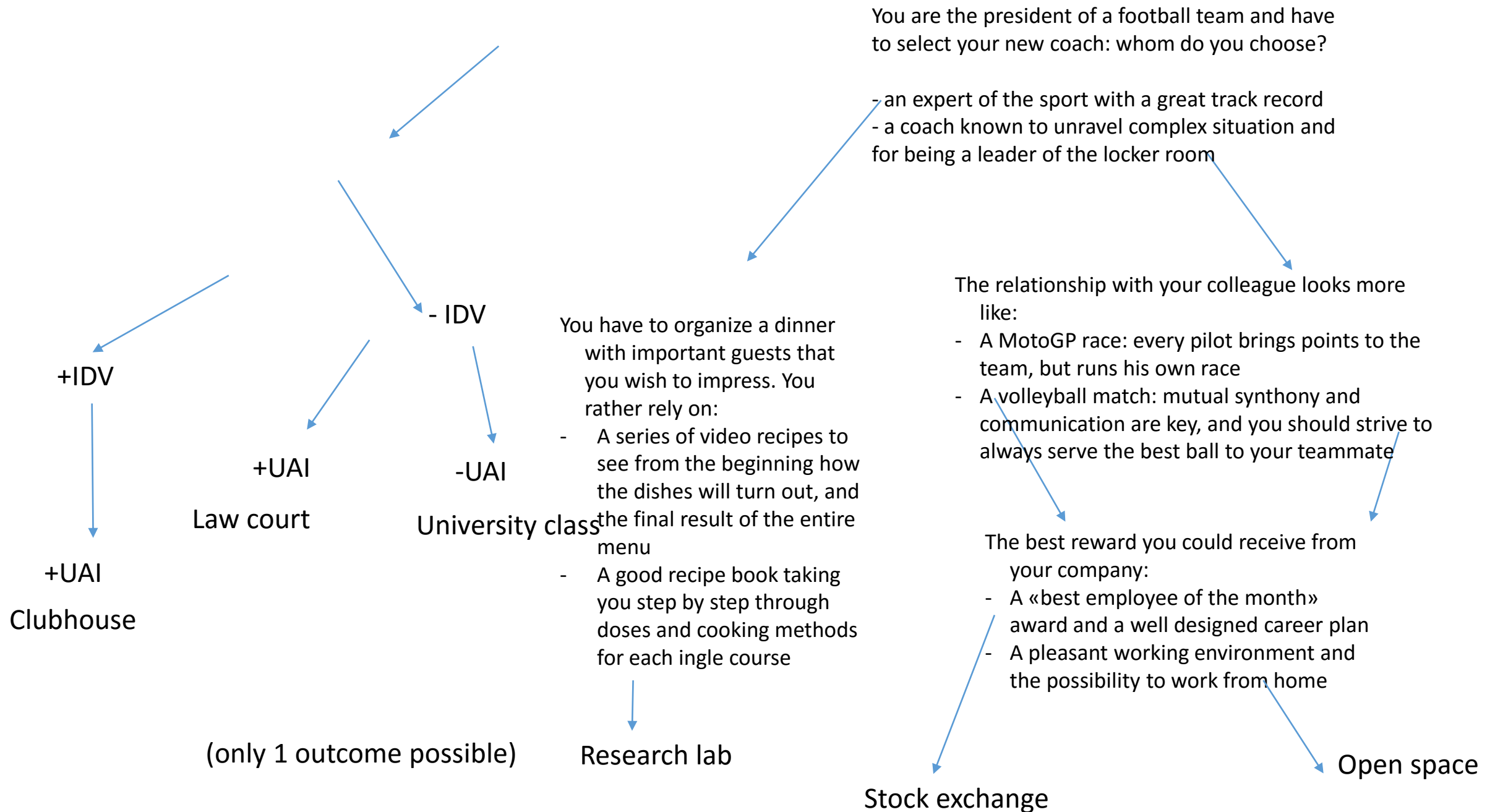
+IDV

Stock Exchange

-MAS

+IDV

Open space



QUESTIONNAIRE OUTPUTS

You are a – Clubhouse Type

[insert image]

- At this stage of your professional life, you prefer working environments whose key features are: harmony and well being. You thrive in organizations in which rules and standards are clear and the boss is clearly visible, while not being too much involved in your job and giving you the autonomy to proceed as you think best, once the objectives are clear. You take pride in your professional skills and doing well to advance your career, but realize it is equally important to dedicate time to politics and relationship building.
- The countries that best match your type are: Belgium, France, Italy, Spain

You are a – Law Court Type

[insert image]

- At this stage of your professional life, you prefer working environments whose key features are: hierarchy, order, procedures and respect. You feel comfortable knowing you can refer to your boss for any issue in your day by day work, and knowing exactly what is expected of you. You enjoy the small rituals of the workplace, appreciate an harmonious relationship with your colleague, and recognize it's important to keep the overall atmosphere by bypassing unpleasant events.
- The countries that best match your type are: Brasil, Chile, Colombia, Greece, Korea, Mexico, Peru, Portugal, Russia, Turkey, Thailand, Venezuela

You are a – University class type [insert image]

- At this stage of your professional life, you prefer working environments whose key features are: hierarchy, harmony and flexibility. You feel comfortable knowing you can refer to your boss for any issue in your day by day work. You can be counted on adopting a very pragmatic attitude in problem solving and in making sure the tasks assigned are completed: nothing that comes up unexpectedly represents a big challenge for you. You appreciate an harmonious relationship with your colleagues, and recognize it's important to keep the overall atmosphere by bypassing unpleasant events. You are loyal to your company or your boss, and will consider following him should he change company.
- The countries that best match your profile are: China, Hong Kong,

You are a – Research Lab Type

[insert image]

- At this stage of your professional life, you prefer working environments whose key features are: structure, autonomy, procedures, expertise. You thrive in situations in which there is a clear plan to be followed and to be checked in its progress, and tend to base your actions and decisions on hard data. Once a decision has been made, you will see that it is implemented to the end and with the utmost respect of the deadlines. You look up to people more knowledgeable to provide the best solution and to set the standards that should be followed.
- The countries that best match your profile are: Austria, Czech Republic, Hungary, Germany, Switzerland

You are a – Stock Exchange Type [insert image]

- At this stage of your professional life, you prefer working environments whose key features are: autonomy, risk taking, results, ambition, innovation. You enjoy a healthy competition with your colleagues, and are stimulated by a dynamic and challenging environment in which to prove yourself. You appreciate a boss who leaves you plenty of room to move after having negotiated together the key objectives, and who appreciates your going the extra mile to achieve them. You thrive in fast-paced industries where the key mantra is finding new ways of doing things and challenging tradition.
- The countries that best match your profile are: Australia, UK, USA, New Zealand, Ireland

You are a – Open Space Type

[insert image]

- At this stage of your professional life, you prefer working environments whose key features are: consensus, cooperation, risk taking, wellbeing, reliability, social ethics. You appreciate a boss who leaves you plenty of room to move after having negotiated together the key objectives, and who appreciates your going the extra mile to achieve them. However, your boss is more of an informal leader, and his opinion does not have more weight in case of disagreement within the team: the best solution is the one that satisfies everybody. Your motto is «work to live, not live to work», and you prefer solutions which allow you to balance your family commitments and to enjoy life outside the office.
- The countries that best match your profile are: Denmark, the Netherlands, Norway, Sweden, Finland.