

Richard Smith

Type 3 (Visionary)

Unique Strengths

- E Empowering
- D Deliberate
- C Communication
- I Independent

What you want out of work:

To dream big and to foster your creativity and knack for innovation.

Your colleagues think of you as:

A creative, abstract thinker who is fun to watch in action.

What you have to offer:

Not only new and better ideas for how things can be improved, but also the courage to pursue them.

How to Navigate Your Report

Your JASPER report is divided into five main sections:

1. Your JASPER Type
2. Your Career Stage
3. Your Strengths
4. Your Preferences
5. Take Action--Utilizing this Knowledge to Advance your Career

Each section has its own highlighted tab at the top of the page. You can move between sections in any order. The tabs allow you to return to any section of the report at any time, and you can print out individual sections or the entire report.

You're about to learn even more about yourself, your job preferences, strengths, and all the potential you have to offer.

Your JASPER type

Richard, your answers indicate that **you are a Visionary** when it comes to your overall work type. Your JASPER type is a combination of your most prominent work traits and is a good indicator of what you're like at work.

How unique are you?

Your combination of strengths is quite unique - only 13% of people are Visionaries.

Knowing Your Colleagues: The Other Work Types

Now that you know a bit about *your* type, you may want to learn about the other kinds of workers out there. After all, you probably work with many of the different JASPER types on a daily basis. Do any of the below descriptions sound familiar to you? Perhaps one of them perfectly describes a coworker. Read on and you'll find tips on how to best interact with these types.

The Other JASPER Types

Type 1: Thinker

19% of people are Thinkers - in fact, this is the most common type.

What Thinkers want:

To quietly do their work in a thoughtful way without rocking the boat too much.

Colleagues find Thinkers to be:

Introspective, somewhat reserved but easy to get along with

Best way to interact with Thinkers:

Respect their tendency to be a little shy and allow them some space. When Thinkers have the freedom to be introspective, they can really show you their stuff.

What Thinkers offer an employer:

A steady worker who excels at thinking things through before acting.

Type 2: Dynamo

8% of people are Dynamos.

What Dynamos want:

To find adventure and excitement from their work and instill some energy into their projects and interactions with others.

Colleagues find Dynamos to be:

Energetic, stimulating, and not afraid of taking some risks.

Best way to interact with Dynamos:

While their energy may seem daunting, just remember that there is no expectation for you to keep up with them. In fact, Dynamos operate best when they can be the one leading the adventure and excitement.

What Dynamos offer an employer:

An infectious energy and a willingness to push the envelope when it makes sense.

Type 4: Motivator

7% of people are Motivators.

What Motivators want:

To foster their motivation and instill inspiration and drive in others.

Colleagues find Motivators to be:

Motivating, inspiring, and energizing.

Best way to interact with Motivators :

Motivators are generally easy to get along with, but some people may find that their expectations are too high. Instead of being intimidated, take their encouragement with a grain of salt and try to make the most of their inspiration.

What Motivators offer an employer:

A talent and zeal for motivating and encouraging their colleagues to achieve their goals and dreams.

Type 5: Advocate

9% of people are Advocates.

What Advocates want:

To promote and empower themselves and their co-workers.

Colleagues find Advocates to be:

Supportive, encouraging, and proactive.

Best way to interact with Advocates :

There is no special trick to getting along with Advocates. Since they have your best interests in mind, you probably feel quite comfortable around them.

What Advocates offer an employer:

A talent for working cross-functionally and a commitment to advocacy not only in continually challenging themselves to be the best they can be but also in doing what they need to do to help others.

Type 6: Organizer

13% of people are Organizers.

What Organizers want:

To effectively and efficiently produce quality work through their highly organized approach.

Colleagues find Organizers to be:

Meticulous, neat, and organized.

Best way to interact with Organizers:

Since Organizers are so committed to doing things in their own highly meticulous way, it's pretty hard to get them to do things differently or in a more relaxed way. If you have a problem with their approach, you may want to step back a little and let them run the show.

What Organizers offer an employer:

Excellent organizational skills that ensure their work is timely, high quality, and as close to perfection as possible.

Type 7: Mentor

10% of people are Mentors.

What Mentors want:

To share their advice and expertise in order to teach and help others in the workplace.

Colleagues find Mentors to be:

Instructive, encouraging, and patient.

Best way to interact with Mentors:

Since Mentors are motivated by a desire to share their knowledge with others, they may not always recognize when their advice is not welcome. If you find yourself in such a situation, graciously thank them and politely state that you are in good shape on your own.

What Mentors offer an employer:

A talent and desire to be a positive guiding force for their colleagues and an ability to use their skills to teach others.

Type 8: Achiever

15% of people are Achievers - this is the second most common work type.

What Achievers want:

To throw themselves into their work so that they can garner a sense of achievement, prestige, and financial success.

Colleagues find Achievers to be:

Motivated, fueled by a desire to gain financial success, and driven to do well.

Best way to interact with Achievers:

You may find it hard to keep up with an Achiever, but try not to feel bothered. Instead, just remember that the Achiever may have different values than you do and that you are each working to pursue your own personal goals.

What Achievers offer an employer:

Unparalleled passion and commitment, and a willingness to do whatever it takes to achieve success.

Type 9: Individualist

6% of people are Individualists - in fact, this is the least common work type.

What Individualists want:

To maintain and further their individuality and uniqueness.

Colleagues find Individualists to be:


Non-conforming, interestingly different, comfortable being themselves and expressing their own ideas.

Best way to interact with Individualists :

Respect their desire to work autonomously, as long as it doesn't jeopardize the work of others or the goals of the company. Also, when trying to solve a problem, it is helpful to ask Individualists for their view of a situation since they tend to have a different perspective on things.

What Individualists offer an employer:

An interesting and unique perspective and the ability to make confident decisions even when taking the road less traveled.

Career Stage	
<p>Seeking</p> <p>You are actively taking many of the necessary steps toward moving into a different job or field. You've made the decision to move on and are now doing what's necessary to get there. While you may not have decided what type of job would be best for you, you are nonetheless taking <i>active</i> steps to find a new one.</p>	
<p>You could be sending out resumes, interviewing, and waiting to see what comes of your efforts. Or, if you have decided to completely change fields, you may be busy filling out applications for advanced training or schooling. Either way, the essential component to this Career Stage is that you are no longer just thinking about something different or feeling settled in your job; instead, you have taken the big and courageous first step to actually embark on something new.</p>	

The Evolution of Careers

The world of work has evolved significantly over the last few decades. In the past, a person would make a vocational choice early in life, get the necessary training to secure a job, and then continue in that occupation for life. This linear path may be similar to what your grandparents or parents experienced. But, as you probably know, the concept of a "lifetime career" is not as common in today's working world.

Nowadays, an average person changes jobs **9 times** throughout their lifetime. Workers now have more freedom to pursue different careers, thanks in large part to employers who accept and often embrace this new reality.

The 3 Career Stages

It is highly likely that you too will have a variety of jobs over your lifetime. Career Stage is a way to understand this reality and determine where you are in this circular process. You will fall into one

Fact

What's the Norm ?

It may seem logical that the majority of people fall into the Committed Stage. After all, this phase is generally the longest, and this is the place to which most people aspire.

Surprisingly, the majority of people are actually in the Exploring Stage.



With the freedom to try out different careers

of three distinct phases: Exploration, Seeking, or Committed. Your movement through these stages is a unique process based on your needs and desires at any given point in your life. There is no right or wrong phase. Rather, the stage you are in is merely an indicator of your current situation and can act as a guide to help you move into the next stage or consider where you currently are.

With the freedom to try out different careers, people can cycle through the Exploring Stage many times throughout their lives.

The Other Career Stages

Since most people will cycle through all three phases at least once in their lifetime, you may also want to learn about the other two stages.

Exploring

An individual in the Exploring Stage has started the mental process of assessing different career options and identifying their potential. Whether it's in the same field or something different. While they might not yet be actively be applying for jobs, this individual is probably not planning on staying in their current job for the long term.

Committed

An individual who is in the Committed Stage feels secure in a job and is interested in staying put where they are. This individual probably feels that they are making a contribution to the chosen field or organization and have no plans to leave. While this stage doesn't necessarily equate to job satisfaction, an individual in the Committed Stage nonetheless feels content and stable.

Leadership Style	<p>Traditional Innovative Empowering Assertive Courageous Diplomatic</p>
<p>Leadership comes in many different forms, even though we often think of it in one particular persona like that of a respected President or a successful CEO. While leadership qualities are oftentimes thought to be born and not bred, this is not always the case. There are many examples of people who have proven to be extremely effective leaders when asked to step up to the challenge.</p>	<p>This section assesses the specific leadership abilities <i>you</i> have in heading up the charge, whether it's with people, projects, or ideas.</p>
<p>You are Empowering in your Leadership Style You are encouraging and motivating, which often means that you're helping others reach their goals and dreams. You see the value in giving your team members the opportunity to achieve, and you try to provide a work environment that will allow them to excel on their own. You are also likely perceived to be a great mentor as a result of your commendable patience and your talent for being instructive.</p>	<p>Fact How Age Affects Leadership Style As a person ages, they are less likely to be a Traditional leader and more likely to be an Empowering leader. The chart below shows you the percentage of people who are of different leadership styles and how they change over time.</p>

While you shine most in your ability to be an Empowering leader, you may still exhibit qualities of other leadership styles. The section below points out the areas in which you also show promise and that you may want to concentrate on developing. What's important to remember is that leadership style is a multi-faceted trait and one that may change and evolve as you advance in your career.

Other leadership styles that you show promise in Innovative

An above-average score in this leadership style indicates that you tend to be innovative in creating new approaches to tasks. If tasked with leading, you bring a sense of confidence to most things you do, which can often motivate others. You are also not afraid to take some risks if it means finding a new and better way.

Diplomatic

An above-average score in this leadership style indicates that you are patient and poised, exuding a sense of calm. As a leader, you have a relaxed disposition that can make others feel assured and safe in your presence. You have the ability to be tactful in your interactions with your team members and take time to listen to their concerns and ideas. These are qualities that can be quite beneficial in many different facets of work.

The Other Leadership Styles

You may encounter people with these leadership styles throughout your career. In fact, you may even start to develop some of these traits yourself as you continue to grow as a leader and work in different settings.

Traditional

People with a Traditional leadership style tend to be cautious and somewhat reserved. This means they don't take unnecessary risks or make impulsive decisions. However, their more conventional style is motivating to others because they can be counted on for a solid and steady approach.

Courageous

Individuals with a Courageous leadership style tend to be dynamic and brave people who convey a sense of adventure, innovation, and excitement. They are comfortable taking risks, but as leaders, they do so with responsibility and steady restraint. Lacking fear, these people tend to be innovative and forward thinking.

Assertive

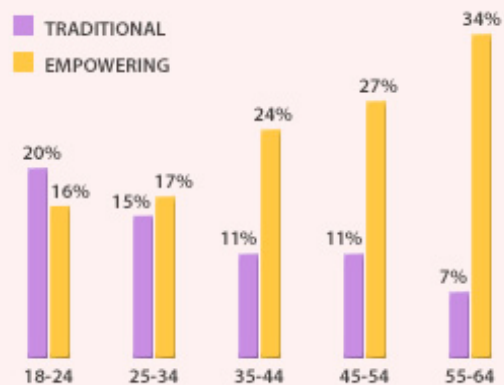
People with an Assertive leadership style tend to be outspoken and vocal and able to convey a sense of authority. When applied to a leadership role, these traits can often be a very effective and efficient way to bring value to the workplace and coworkers.

As we have just highlighted, you have one prominent leadership style and some others that you show promise in. To make sure you are living up to your potential, it may be helpful to think about the following questions:

How can I further apply the strengths of my most prominent leadership style?

Would it be beneficial to try to incorporate some of my promising leadership traits into my primary leadership style? In what ways could that help me at work?

Am I allowing my prominent and promising leadership qualities to fully show themselves in my



As a person grows older, they develop more confidence in themselves and a desire to leave their mark on the world. Thus, people in the later stages of their career usually want to empower and inspire others so their legacy can be carried on through their team members.

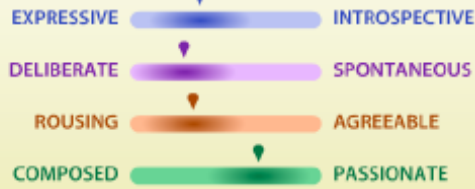
current job? If not, what's holding me back?

Are my coworkers or team members getting the full benefit of my leadership abilities?

Also, you may find it fun to put a "leadership label" on some of the people in your company. For example, does the person you report to perfectly fit the description of an Innovative leader? And if so, what is useful for you to know when working with this type of leader? It will no doubt help you interact with them and improve your own leadership qualities.

Work Personality

While there are many different components to your 'work self', Work Personality measures your unique and distinct personality characteristics as they relate to work, revealing how you interact with and respond to others and how you react to stress in a work environment. Because personality traits are innate, your work personality will be fairly consistent no matter where you work.



In this section of the report, we'll take a look at four different aspects of your personality.

As you can see, each of the different personality areas is represented as opposing ends of a spectrum. Your profile is a reflection of where you fall on each spectrum.

Now that you have seen where you fall on the spectrum, read on to see what it says about you.

Remember that each of the traits is a personal strength and inherently beneficial in many jobs.

Expressive

You are more Expressive than Introspective when it comes to your interpersonal style. This means that you have an energetic aura about you, and you are perceived to be quite gregarious. You are open and outgoing and draw energy from your interactions with others. You probably enjoy working in collaboration with others rather than working alone

Deliberate

You are more Deliberate than Spontaneous when it comes to how you work toward your goals. This means that you are disciplined in your approach to work, taking pains to follow the rules and comply with the company's expectations. This trait is highly valuable in that you can be counted on to be reliable and consistent in all you do.

Rousing

You are more Rousing than Agreeable when it comes to how you interact with others at work. This means that you challenge the status quo, not only in coming up with new ideas but in also calling upon your colleagues to think outside the box. Although you are known to push the envelope, you do so in a manner that is thought-provoking and beneficial to the company. Your animated personality can make those around you feel energized.

Passionate

You are more Passionate than Composed when it comes to your emotional style and how you respond to stress. This means that you have a tendency to get emotionally charged about work issues and bring a high level of energy and intensity to whatever you do. While you may feel excited

Fact

How Unique Is Your Work Personality?

From combining the first letters of the four Personality sub-dimensions on which you scored highest, your Work Personality type is EDRP. 3% of JASPER test takers have the same Work Personality as you.

The ESRC type is the most common, at 18% of test takers, reflecting someone who is Expressive, Spontaneous in working toward goals, Rousing in responding to others and Composed during stressful situations. Does this sound like anyone you know?

on a regular basis, this increased feeling of pressure can be quite motivating and stimulating if you know how to harness it.

Universal Skills

With so many different types of jobs, people have a wide variety of specialized skills and talents specific to the jobs they do. For example, a computer programmer may be well-versed in JAVA code, while a teacher could have excellent child development knowledge. These specialized skills have real value in specific environments but aren't necessarily transferable from one job to another.

Universal Skills, on the other hand, are the abilities or skills that can easily be utilized within any type of work or job environment. They are general abilities that will not be lost when you leave a job and can transfer anywhere you go. While often refined and improved through your work experiences, Universal Skills can also be innate strengths that are core to you and that you possess regardless of whether you are in a work situation.

Based on your answers, you are strongest in Communication Skills

You are likely an articulate person and have received positive feedback from others on your writing ability or your skill speaking to groups. Even if you aren't regularly called on to present ideas to others, you have confidence in your ability to convey thoughts and ideas in a clear and eloquent way. You are not one to get overly nervous when speaking to those in positions of authority. Instead, you get excited and energized when given an opportunity to display your skills.

Remember, this Universal Skill is a talent that you can utilize in all work environments and one that assures your value in most any job you do. You will continue to find that your Communication Skills are highly beneficial in whatever context you choose, not only to you but also to your employer.

The Other Universal Skills

Below are the definitions for the other core Universal Skills. It may be useful to think about how talented you feel in each of these realms and whether it might be time for you to refine them. All three skills are valuable to any type of employer, so it is always a positive thing to showcase the talents you have and boost your abilities elsewhere.

Multi-Tasking Skills

People with strong Multi-tasking Skills are very effective at managing multiple things at once and are talented in quickly producing work. They are generally sharp, tend to be quick learners, and don't get daunted in the face of stress. In fact, they usually are at their best when working concurrently on many different projects.

Organizational Skills

People with strong Organizational Skills tend to be meticulous and planned and have an exceptional ability to keep their work orderly. They are diligent about being thorough in everything they do and are exceptionally good with details and deadlines.

Multi-Tasking

Communication Skills

Organizational Skills

Fact

Gender Differences

When it comes to one's strongest Universal Skill, men are significantly more likely than women to rank their Communication Skills as their top talent, 16% versus 7% respectively. In general, it seems that men are more confident than women to speak in front of others.

Work Style

As an individual, you have a distinct style when it comes to working and interacting with others. Work Style measures the way you work and relate with those around you, either on a team, or individually, or in the face of your coworkers or your boss.

Remember, each Work Style has its own strengths; so no matter what your particular style is, it will no doubt contribute to a well-rounded workforce. The key is to identify how to make your particular style work best for you.

Overall, you show strength in your ability to be an Independent worker and in your Questioning style of interacting with your colleagues.

Your Independent Work Style

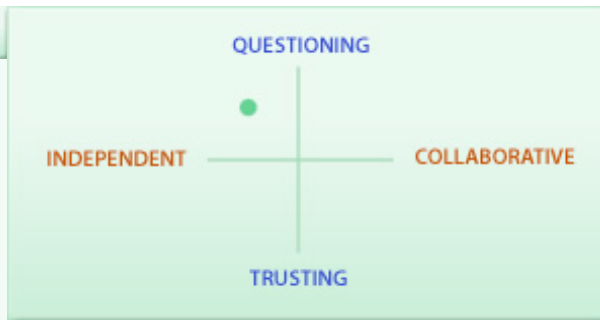
While you can be quite effective working on a team, you feel much more productive when you have the freedom to do things independently. You enjoy working autonomously and feel that you are more effective and productive as an individual than as a team member. You are likely confident in your ability to come up with ideas without the help of others and trust in the quality of your work without feeling the need to have someone else review it.

Even though you prefer autonomous work, it doesn't necessarily mean that you are an introvert or one who likes to be alone. In fact, it may be quite the contrary. What is important to note is that your independent style is reflective of the fact that you believe you do your best work when you have the freedom to work on your own.

Your Questioning Work Style

While you trust the decisions of your superiors, you feel better when you understand the reasons behind certain decisions. You aren't comfortable simply accepting things at face value; rather, you prefer to critically assess others' decisions and offer your own opinions.

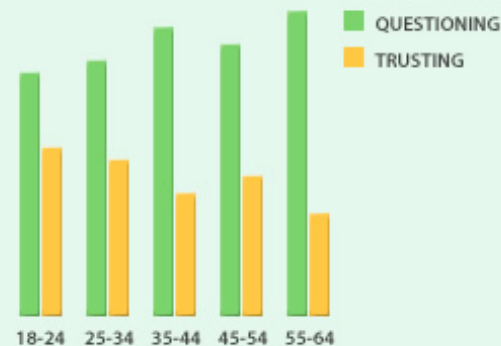
Even though you see the value in questioning the rationale behind organizational decisions, that doesn't necessarily mean you question everything. Instead, you are tactful and speak up only when you believe there could be real benefit from such a challenge. As such, your colleagues and superiors likely appreciate your willingness to put yourself out there on behalf of the organization.



Fact

How Does Age Affect Your Work Style?

Not only does age bring wisdom, but it also makes you more likely to question others. It seems to be that with more experience comes more confidence and a certainty in oneself and one's rationale for challenging a decision. The chart below illustrates the different work styles and the percentage of people who adopt each.



Values

The concept of Values addresses the aspects of a job that are the most important to you. Values can be either tangible or abstract, but they are things from which you derive the most meaning and



motivation.

The graph shows how important each of the six Values is to you.



As you can see, the value most important to you is Personal Growth

For you, work is one of the main ways you identify yourself and experience new and exciting challenges. More than just a job, you believe that work should provide you with the freedom to utilize your talents and be innovative. You seek challenge and responsibility, are not afraid to take some risks, and hold on to the notion that your work will cultivate meaning, as well as define you as a person.

Even if you haven't yet obtained the sense of personal growth that you're looking for, you continue to make work decisions based on your desire to reach this goal. You hope that you will ultimately feel spiritually, mentally, and emotionally fulfilled by your work.

What about the other values? How important are they to you? In the following section, you will find all of JASPER's work values ordered from your most to least important.

Helping Others (8)

Your high score indicates that Helping Others is an important value for you. You have an altruistic outlook and want your work to benefit society in some way. For you, work should serve a greater purpose than just the individual benefit you might gain. Instead, you strive to know that you're somehow helping to make the world a better place.

Security (7)

Your high score indicates that Security is an important value to you. You want work to offer consistency and stability, with few unknowns popping up along the way. You likely make decisions based on the hope that your job will be secure for some time to come.

Achievement (7)

Your high score indicates that Achievement is an important value to you. You are likely driven and determined to achieve as much as you can in whatever you do. Not only do you want success, but you also probably desire the expert-status and admiration that come with it.

Financial Success (6)

Your score indicates that monetary rewards are moderately important to you and somewhat motivating. While you aren't entirely driven by the prospect of financial success, you nonetheless want to be paid adequately and ultimately hope to gain some financial security from your work.

Balance (3)

Your score indicates that Balance is not an important value for you. You are very dedicated to your career and are willing to sacrifice some of your personal life for your job. You recognize that long hours and stress are sometimes par for the course, so it is not too important to you to have a job that affords you time to pursue outside interests and personal relationships.

Fact

How Do You Compare?

Knowing how others score can give you perspective on how your values relate to the rest of the working world.

It might surprise you to learn that people are far more interested in Personal Growth and Helping Others than they are in making money. Here are the percentage of people who ranked each value as a top priority.

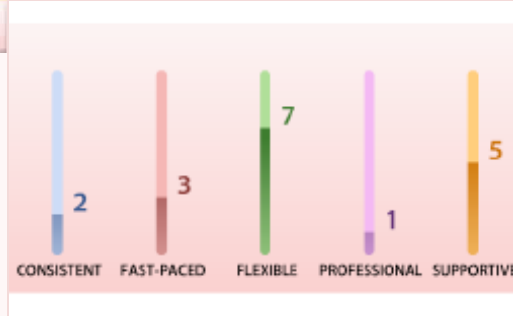


Another interesting piece of information is the discrepancy between men and women when it comes to the value of Achievement. Specifically, 22% of men rank Achievement as their top priority, while just 12% of women do.

It's important to remember that your values change over time and as you enter different phases of life. As you age and grow, what was once important early in your career may be replaced by something completely different. For example, if you have children, you may value Balance more than Achievement.

Environment

There are many different aspects to a workplace that can affect your job satisfaction. Based on your personal experiences in a variety of work settings, you have probably developed preferences for the type of environment you like to work in. Work Environment assesses what's most important to you and those things that simply don't matter much when considering the physical, emotional, and functional aspects of your workplace.



Below you will find your work Environment preferences ordered from your most to least important.

Flexibility (7)

Because of your adaptability, you favor a workplace that fosters a sense of fairness and affability, a place that understands and is willing to accommodate you. This environment is relaxed, feels safe, and most likely exists in a less traditional workplace.

Supportive Atmosphere (5)

You want your workplace to be one that is compassionate, fair, and accommodating of people's personal needs. While you don't expect your employer to cater to every whim, you desire a feeling of safety and support. It is your hope that your workplace will foster open communication and a sense of intimacy.

Fast-paced atmosphere (3)

As someone who most likely favors a consistent and low-stress work routine, you probably don't get energized or excited by the hectic nature of a fast-paced work environment.

Consistency (2)

As someone who doesn't need to have the same routine each day, you don't place much importance on the consistency and stability more traditional work environments usually offer. Instead, you may prefer a more spontaneous and unpredictable environment.

Professional atmosphere (1)

While you may not be opposed to a traditional office environment that requires a certain degree of professional dress and manner, this type of setting simply isn't a top priority for you.

Fact

What Do Other People Want?

For a lot of people, 40% in fact, Flexibility is the top priority. Conversely, the least important workplace value is a Consistent environment - only 5% scored highest in this area.

There are also some interesting gender differences:

18% of men rank a Fast-Paced environment as their top priority, while only 7% of women do.

44% of women prefer a Flexible environment compared to 34% of men. The fact that women are usually the primary caregivers for their families, and thus require some flexibility, could explain this difference.

Tasks

While each job has its own unique set of tasks, most jobs involve one of three general work categories:

IDEAS

Data, Objects, or Ideas. Work Tasks measures the type of work you most enjoy.

You most prefer working with Ideas

You take great pleasure in brainstorming creative ideas and having discussions about abstract concepts, which are activities that often involve collaborating with your colleagues. Not overly concrete, you'd rather be the one who comes up with the ideas than the one to figure out how to implement them. With a preference for creativity and theory, you probably have little desire to work with numbers or data.

Although you may not currently be in an occupation that involves working with ideas, being good at thinking creatively and channeling different theories and concepts into actionable ideas will help you excel in this area. You may want to explore Idea-heavy occupations such as an advertising copywriter, architect, a software developer, or a writer.

Remember, just because you scored highest on one particular Task, doesn't mean that you don't enjoy some components of other types of work. Below, you can read about the other types of Work Tasks.

The Other Work Tasks

Data

People who prefer work tasks that involve data tend to enjoy facts and figures and don't get put off when faced with loads of numbers that need to be computed. They like the concrete aspect of quantitative work and feel comfortable researching and organizing large amounts of data.

Data-people can be found in the following occupations: scientists, psychologists, database managers, or accountants.

Objects

People who prefer work tasks that involve objects tend to enjoy the physical aspects of items such as machines, tools, laboratory equipment, or natural resources. They like working with their hands and enjoy tasks that involve something that can be touched or manipulated. Despite the fact that they favor the concrete aspect of object-based work, they also usually have a knack for creativity and coming up with new ideas for projects.

Object-people can be found in the following occupations: mechanics, surgeons, computer repair, and landscaping.

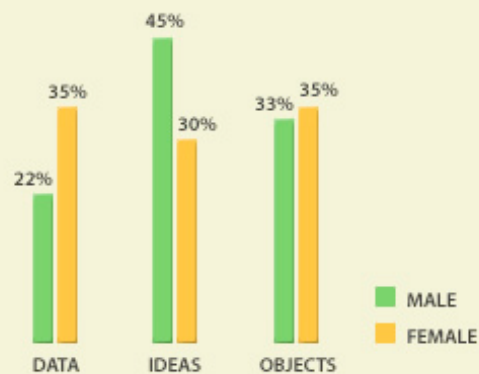


Fact

How do you compare?

We've found that people are equally split between the three types of work tasks.

But what about between the sexes? As you probably suspected, the answer is no. But the data might surprise you. While men are generally stereotyped to be more interested in facts and figures, women actually had significantly higher preferences for jobs involving Data than men.



Utilizing this Knowledge to Advance Your Career

Now that you have a wealth of information about your 'work self', you may be wondering what it can do for you. In the next section, we offer advice and tips on how to use this knowledge to your advantage in the workplace.

This section is divided into three areas, each of which is a springboard from the earlier aspects of the JASPER report.

1. [Applying your Preferences](#)
2. [Promoting your Strengths](#)
3. [Quick Fixes. Using the JASPER report to advance your career](#)

Applying Your Preferences

In this report, your personal preferences fall into three categories: Values, Environment, and Tasks. Each is distinct, yet each probably carries a different weight in contributing to your overall job satisfaction. For example, it may be more important that your current job syncs up with your core values than it is for your work environment to match ideal workplace. Here are useful exercises to help identify which of your preferences really matters the most.

Exercise 1: Weighing Your Preferences

1. Refer back to the "Preferences" section and write down your top one or two results for all the three areas.
Values =
Environment =
Tasks =
2. Now, rank these Preferences from most to least important.
3. Ask yourself: Does your current job mesh with your preferences? If not, is this affecting you in a negative way?
4. If you decide that the discrepancy between your preferences and your current job is indeed affecting you negatively, then it's time to take action. Move on to Exercise 2.

Exercise 2: Implementing Your Preferences

If you have moved on to this second exercise, you have made a decision that your preferences do indeed matter to you. Here are a few ideas for implementing them.

- Ask yourself: Can your preferences be met in your current job or company by simply shifting things around a bit?
 - For example, could you switch departments?
 - Could you perhaps alter your work hours to achieve a more suitable pace?
 - Could you ask to be assigned to different projects that would allow you to focus on your preferred Work Task (i.e. Data)?
- If you decide you need a new job to meet your preferences, try to be very methodical and upfront in your approach to new opportunities.
 - Directly ask your potential new employer whether your preferences will be met; don't just assume they will.
 - Don't let the positive aspects of the new opportunity shadow the reality. For example, if you desire Balance, you may be extremely excited by the prospect of working for a large company while failing to remember that may mean working long hours, something that goes against your desire for Balance.
 - Try this: Create two columns on a sheet of paper and write down every aspect of your potential new job in one column. Then in the other column, answer whether that aspect meets your preferences.
 - Always keep the long-term perspective in mind. Don't be overly accommodating of your preferences just for short-term satisfaction.
 - Remember that your preferences may change over time. Even though you have decided to take action and accommodate them, be cognizant that in a few years time, some of your current preferences may not seem so important.

Promoting Your Strengths

The ability to graciously yet effectively promote your strengths could be considered a science

requiring some mastery. Yet, it is also a skill that can be learned relatively quickly through some practice and thoughtfulness.

So, what can you do to make the most of your strengths? The following ideas can help get you start.

Promoting yourself in your current job

When you are up for a performance review, don't be afraid to point out your strengths.

- And even better, come up with specific examples of how you demonstrated that strength in your current job.
- Ask your supervisor if you can work on projects that could really show off your strengths.
 - For example, if you've learned to have confidence in your Communication Skills through this report, ask to give a presentation on something that your organization would find interesting or beneficial.
 - Or, if your personality typing indicates that you are Composed in responding to stress, see if you could work on some stressful projects to show just how cool you can be under fire.

Promoting yourself when looking for new jobs

- Build a "Strengths Section" into your resume.
 - Too often people bury their strengths at the bottom of their resumes or list references to their strengths in their Experience section. Why not give your strengths their own section?
 - Be cautious of your language; although you certainly want to tout your strengths, you don't want to come off as boastful.
- Identify keywords that reflect your strengths and incorporate them into your resume.
 - Take some time to peruse online job postings in your field and compile a list of keywords employers commonly use.
 - See how those words match up with your strengths.
 - Once you have come up with a list that accurately reflects not only your strengths but also what employers are looking for, add the list into your resume
- When looking at job postings, hone in on the Qualifications section. Tune your eye to be able to recognize jobs that would allow you to use and further develop your strengths.
 - For example, if you have a Courageous leadership style, look for jobs requiring someone with a history of taking risks and being innovative.
 - If you have an Expressive personality type, pay attention to jobs that want someone with great interpersonal skills.
- In preparing for an interview, refine your pitch to incorporate your strengths. Then, of course, practice, practice, practice!
 - Try to come up with soft language that sounds natural and not too prepared or canned.
 - Also, leave some room for flexibility in your pitch. After all, you don't want to be so prepared you can't accommodate questions that are slightly different from those that prepared.
 - Finally, promote strengths that are relevant to the job. People may react negatively if you spout off everything that's great about you.
- After an interview, send a follow-up email or letter succinctly summarizing your strengths and specifically how they could be employed in the job at hand.
 - For example, it could look something like this: Excellent Organizational Skills = I can use these skills to get the department's billing system back on track.

Quick Fixes. Using this report to help you advance your career

If you find yourself in a situation where you are not yet fully committed to actively promoting your

preferences and strengths, there are a couple of quick fixes you can still benefit from.

1. Print out the Short Report and share it with your supervisor. Say something like "I thought you might be interested in seeing what areas I excel in. Just an FYI..."
2. Attach the Short Report to your resume when applying for jobs. It will make you stand out from other candidates.
3. Memorize your JASPER Type and your four core strengths from the Short Report. By internalizing this information, these traits will become even more apparent to those around you.

[Click here to download a printable PDF of your Short Report.](#)