



OUTPUT REPORT

Work Cycle

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You are now receiving the output of the Work Cycle questionnaire. When solving most work problems or tasks, we optimally go through several solution phases. In practice, however, each of us may accentuate or even under-emphasize or skip some of the phases listed below and, as a result, proceed less efficiently. The chart below provides information on what is typical for us in terms of the work cycle and can inspire how to use our profile more efficiently or which phases to focus on more to increase work efficiency.

VALIDITY SCALES

In addition to the main scales measuring the various work phases, the questionnaire also contains a SOCIAL DESIRABILITY scale indicating a possible bias caused by the increased need to speak positively about oneself and to choose socially desirable answers. When the SOCIAL DESIRABILITY scale is above the 85% threshold, the results of the questionnaire are not valid and tell more about the respondent's wish to be perceived.

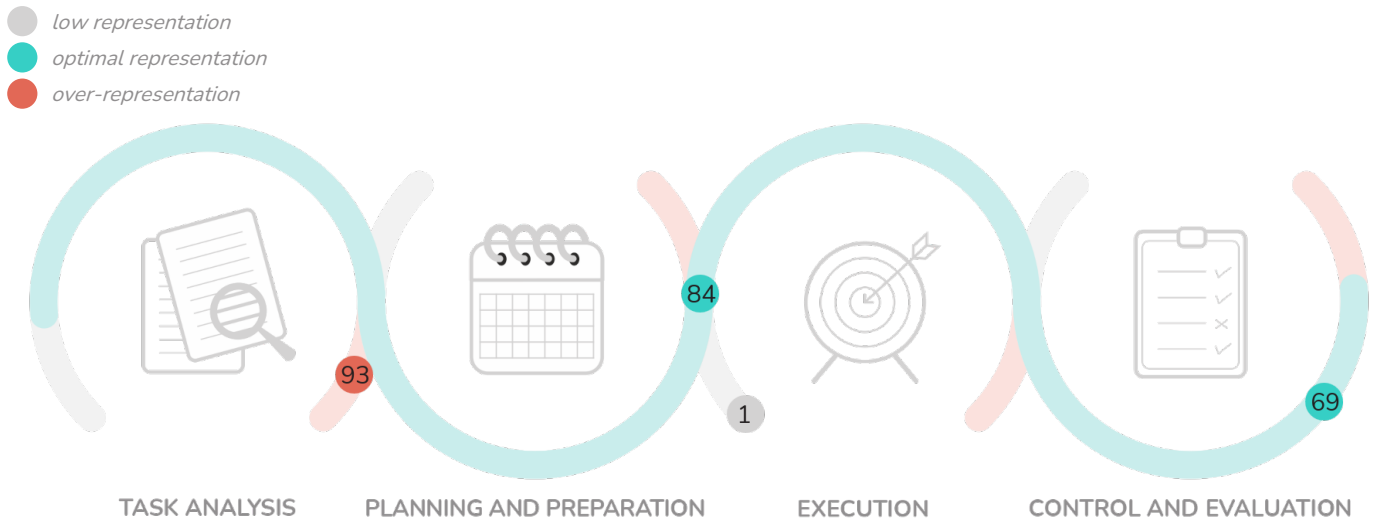


SOCIAL DESIRABILITY

The answers are indicative of reasonable openness.

The results are presented as percentiles. Percentiles tell you what percentage of people in the population appear in a given interval and how the results are weighted. More information on the questionnaire, norms, and population against which the results are compared can be found at <https://www.tcconline.eu/products/psychodiagnostics/>.

WORK CYCLE



TASK ANALYSIS 93



Very high need to be clear about an assignment. Active questioning, finding out details, and paying attention to expectations and the topic itself. Verification of priorities, details, and thorough initial analysis. After clarification of the brief, a transition to preparation and planning.

PLANNING AND PREPARATION 84



Good planning and preparation, consideration of resources and options, and a tendency to schedule solutions over time, including an idea of progress and deadlines. Tendency to cut short or skip the actual implementation after planning and focus on review and evaluation. A high need for constant review for deviation from the plan and a tendency for close scrutiny may lead to caution or passivity in actual implementation.

EXECUTION 1



Low activity and low need for personal involvement in the solution. Tendency to avoid personal activities or to leave solutions to others. High risk of passivity and low added value in activities. Despite less personal involvement, tendency to check that the solution has met the brief, or passivity due to fear of failure or error.

CONTROL AND EVALUATION 69



Reasonable need to evaluate the results, including the process of achieving them in terms of effectiveness.

WHAT I CAN RELY ON

- Ability to go to the root of the problem, trying to capture the essence of the assignment
- Ability to analyze in detail, to look at multiple angles, to proactively try to understand the topic or task
- Tendency not to rush the solution
- Responsibility in the preparatory phase, ability to think through and consider different options
- Ability to plan and ensure in time who/what will be needed and at what stage for implementation
- Ability to create a long-term plan to avoid potential pitfalls

POSSIBLE RISKS

- Tendency to map all the details can lead in the extreme to "freezing" at this stage in an attempt to analyze all the available information
- Excessive need for certainty can lead to passivity or give the impression of a lack of self-awareness or inventiveness
- Lower need for action, even a tendency to postpone the actual implementation
- Tendency to move more in the field of theoretical considerations, hesitancy
- Lower need for personal involvement, tendency to leave activity to others

RECOMMENDATIONS

- Learn to make do in some situations, even with just a framework assignment. Consciously move on to the next phases of the project/task even in situations where the instructions cannot be clearly defined for valid reasons (e.g., the client is under time pressure, the task is not a priority, the assignment may still change slightly, etc.).
- Strengthen your own independence and proactivity in taking the initiative and responsibility for tasks.
- Map out the internal reasons that may hinder implementation (perfectionism, uncertainty, fear of failure, procrastination, etc.) and look for mechanisms and pathways to mitigate them.
- Motivate yourself to move to action, working with a vision of a good outcome. Accept less-than-perfect but feasible and, above all, implemented solutions. Work with the consequences of too much procrastination.
- Ask for help and support early on if you are concerned about a lack of energy, capacity, knowledge, or skills for implementation.