**Personal individual evaluation**  
Participant OL12EC8A

**EVALUATION NOTE** This report provides you with aggregated information about your work-related interests, skills and values. It is important that you view this information as a starting point for your personal reflection, not as an end point of insight. Try to combine a healthy critical distance with an open mind about your career opportunities as you examine the results. We cannot calculate what your ideal path should be, but we can provide you with clues to trigger this insight process within you.

**READING INSTRUCTIONS** Below you will see three diagrams, each with a grey and a red/orange/yellow field. The red/orange/yellow field represents your interests, competencies and value profile; the grey field the interest profile of the respective comparison group (see respective diagram caption). All data are self-assessments.

Further interpretation support can be found here: to the Support.

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**Personal interest**

![Diagram 1: Your interests - self-disclosure (Red) vs average of participants interested in the same industry (Research & Education, grey, n=14)](image1)

![Diagram 2: Your interests - self-disclosure (Red) vs average of participants interested in the same functional area (Project management, grey, n=19)](image2)

![Diagram 3: Your interests - self-disclosure (Red) vs average of participants in the same study programme (Psychology, grey, n=5)](image3)

**Legend**

- AF: Helping others
- KG: Being creative
- NE: Discovering nature
- TF: Focusing on a subject matter
- DA: Data-oriented analysis
- TE: Technical development
- VF: Responsible leadership
- GE: Achieving things together

**Detail description factors**

For the Swiss Career Survey we have simplified the concept of the Personal Globe Inventory (PGI) and operationalized it for the context of students. To learn more about the PGI, check Tracey, Terence J. G. (2002): Personal Globe Inventory Measurement of the spherical model of interests and competence beliefs. In J. Vocational Behaviour 60(3), S. 113-172.
Professional competences

Your competences – self-disclosure (Orange) vs average of participants interested in the same industry (Research & Education, grey, n=14)

Your competences – self-disclosure (Orange) vs average of participants interested in the same functional area (Projectmanagement, grey, n=19)

Your competences – self-disclosure (Orange) vs average of participants in the same study programme (Psychology, grey, n=5)

Legend
FE: Leading and deciding  IP: Interacting and presenting  GK: Creating and conceptualizing  OU: Organizing and executing
AI: Analyzing and interpreting  UK: Supporting and cooperating  BM: Adapting and coping  HE: Enterprising and performing

Detail description factors

For the Swiss Career Survey we have illustrated the concept of the Great Eight (G8) and operationalized it for the context of students. To learn more about the G8, check Bartram, Dave (2005): The Great Eight Competencies: A Criterion Centric Approach to Validation. In J. Appl. Psychol. 90(6), S. 1185-1203.

Workplace-related values

Your values – self-disclosure (Yellow) vs average of participants interested in the same industry (Research & Education, grey, n=14)

Your values – self-disclosure (Yellow) vs average of participants interested in the same functional area (Projectmanagement, grey, n=19)

Your values – self-disclosure (Yellow) vs average of participants in the same study programme (Psychology, grey, n=5)

Legend
ST: Stimulation  SE: Self-direction

Detail description factors

For the Swiss Career Survey we have simplified the concept of the Schwartz Value Survey (SVS) and operationalized it for the context of HSG students. To learn more about the SVS, check Schwartz, Shalom H. Cieciuch, Jan Vecchione, Michele Davidov, Eldad Fischer, Ronald Beierlein, Constanze et al (2012): Refining the theory of basic individual values ... 103(4), S. 663-688.
Interests, competences and values compared to all participants

Legend
AF: Helping others\nKG: Being creative\nNE: Discovering nature\nTE: Technical development\nDA: Data-oriented analysis
TF: Focusing on a subject matter\nVF: Responsible leadership\nGE: Achieving things together
FE: Leading and deciding\nIP: Interacting and presenting\nGK: Creating and conceptualizing\nOU: Organizing and executing
AI: Analyzing and interpreting\nUK: Supporting and cooperating\nBM: Adapting and coping\nHE: Enterprising and performing
UN: Universalism\nSO: Benevolence\nTR: Tradition\nKO: Conformity\nSI: Security\nMA: Power\nLE: Achievement\nHE: Hedonism
ST: Stimulation\nSE: Self-direction

If you have any questions, please do not hesitate to contact the Career Services of your university.
My career preferences

Career stage:  
With much experience / far advanced in my professional career

Status of your career development:  
I’m happy where I am, but I am open to change.

Next step:  
Within 12 months

Your preparation:  
Still at the very beginning

Industry of interest:  
Research & Education

Other industries:  
- Consulting
- Research & Education
- Education and teaching
- Marketing / Communication
- Tourism / Travel / Leisure / Events

Employer

First priority: Schweiz Tourismus
Second priority: Zürich Tourismus
Third priority: Hochschulen/Universitäten

Desired salary:
65’000 - 70’000

Attractive attributes of the employer:
- Varied & manifold work activities
- Demanding & challenging tasks
- Flexible working conditions
- Innovative company culture
- Inspiring Management
- Creative and dynamic working environment
- Team-oriented work

Functional area:
Projectmanagement

Other functional areas:
- Strategy & consulting
- Marketing & Communication
- Projectmanagement
- Teaching & Education

My application skills

CV:
Rather good

Letter of motivation:
Rather good

Video/telephone interview:
Rather poor

Face-to-face job interview:
Balanced

Negotiations:
Rather poor

Preferred training:
- Individual counselling by career coaches
- Career preparation workshops from Career Service

Preferred information method:
- Circle of friends in the same career status
- Career websites of employers
- Social Media
- Website from Career Services
- On-site visits to companies