

We thank you for taking the test and for your support and participation. Your report is presented in multiple sections as given below:

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### The Comments

Description of the factors

### General Profile

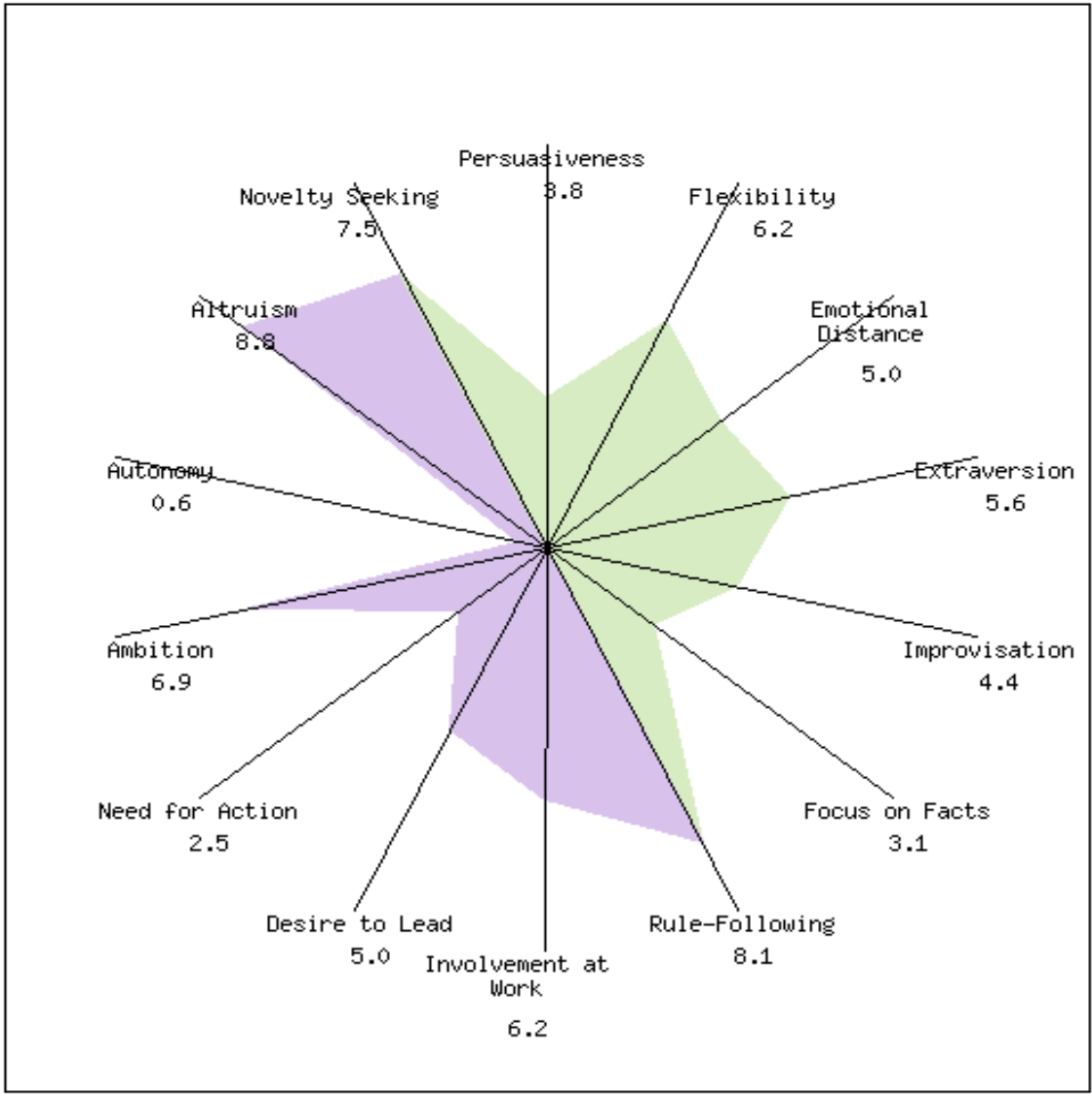
Analysis of the suitability of the profile in relation to various work-personality profile types

### How different professions suit the profile

A complementary analysis for a better assessment of the individual's abilities

## The Graph

Principal results (score out of 10)



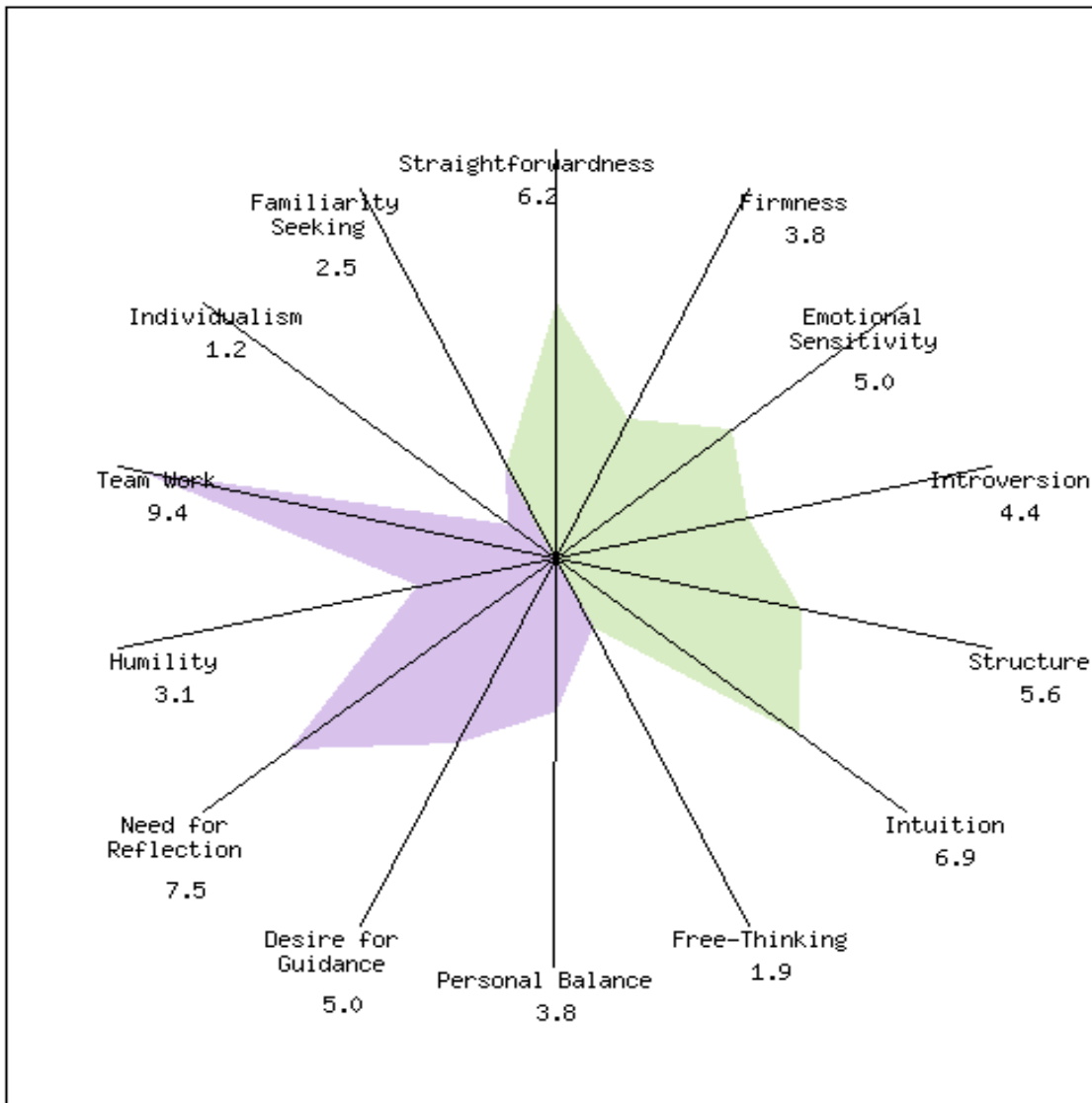
### Legend

- Behaviour and Personality.
- Motivations, Aspirations and Values.

DESAI's profile

## The Inverted Graph

Opposing factors



## Personalized analysis of the report

In this section you will find the traits that stand out the most in the profile of YASH.

A few precautions in interpreting the results:

- Certain personality traits may contradict each other, this is true for human behaviour.
- We recommend to look at the 'The Comments' section of this report for a more personalised description of the profile.

### **Strengths**

- YASH enjoys working in a team, and appreciates solidarity. He strongly values group cohesiveness.
- Selfless by nature, YASH is generous. He is always ready to lend a helping hand and assist others.
- YASH strictly follows rules and regulations. He is best suited for tasks that require following set procedures.
- Rather innovative, YASH explores new ideas and methods. He likes to experiment with existing practices.

### **Weaker points, points to develop :**

- YASH could benefit from being more open to working on his own so as to contribute his unique ideas and not having to rely on others to be productive.
- YASH could benefit from concentrating more on his personal interests and not spend all of his time assisting others.
- Rigid rules and regulations may hinder efficiency. YASH could benefit from being more open to questioning outdated or inefficient rules.

### **Main profile of YASH :**

#### **++++ Devoted**

- Ø Devoted individuals are highly dedicated to their work and feel emotionally attached to their job and organisation. They are passionate and expressive with their feelings about their work, and do not require external motivators to perform. Their identity tends to be linked to their job and organisation. They may sometimes be viewed as sensitive, especially when handling stressful situations.

## The Detailed Table

The following table summarises the candidate's results from the questionnaire. The column on the right describes the main factor. The column on the left describes the opposing factor. The "X" represents where the candidate stands in relation to the dimension.

Therefore the closer the "X" is to the right, the stronger is the tendency for the main factor. The closer the "X" is to the left, the stronger is the tendency for the opposing factor.

OPPOSING FACTOR	A	B	C	D	E	F	G	H	I	J	K	MAIN FACTOR
<b>Straightforwardness</b> Genuine, Needs objectivity, Transparent				X								<b>Persuasiveness</b> Convincing, Influential, Strategic
<b>Firmness</b> Decisive, Resolute, Strong-willed								X				<b>Flexibility</b> Adjusting, Seeks consensus, Open-minded
<b>Emotional Sensitivity</b> Passionate, Emotionally expressive, Reactive						X						<b>Emotional Distance</b> Calm, Self-controlled, Composed
<b>Introversion</b> Reserved, Quiet, Formal							X					<b>Extraversion</b> Outgoing, Social, Interactive
<b>Structure</b> Methodical, Planned, Systematic					X							<b>Improvisation</b> Spontaneous, Adaptable, Comfortable with ambiguity
<b>Intuition</b> Instinctive, Insightful, Perceptive				X								<b>Focus on Facts</b> Rational, Logical, Analytical
<b>Free-Thinking</b> Non-conforming, Defines one's own standards										X		<b>Rule-Following</b> Adheres to standards, Respects rules
<b>Personal Balance</b> Work-life balance, Disconnects after work								X				<b>Involvement at Work</b> Dedicated, Committed, Workaholic
<b>Desire for Guidance</b> Seeks guidance and advice, Appreciates being directed						X						<b>Desire to Lead</b> Takes charge, Authoritative, Responsible
<b>Need for Reflection</b> Patient, Reflective, Likes to conceptualize			X									<b>Need for Action</b> Dynamic, Risk-taker, Acts immediately
<b>Humility</b> Satisfied, Stable, Cautious								X				<b>Ambition</b> Competitive, Success-driven, Achievement-oriented
<b>Team Work</b> Cooperative, Affiliative, Team-oriented	X											<b>Autonomy</b> Autonomous, Prefers independent work
<b>Individualism</b> Practical, Favours personal interests										X		<b>Altruism</b> Helpful, Generous, Service-oriented
<b>Familiarity Seeking</b> Likes routine and established methods, Conventional									X			<b>Novelty Seeking</b> Curious, Imaginative, Experimental
OPPOSING FACTOR	A	B	C	D	E	F	G	H	I	J	K	MAIN FACTOR

## The Comments

### Straightforwardness

### Persuasiveness

Yash is rather frank. He tends not to persuade or influence other and is likely to present information in an objective way. Fairly straightforward, Yash generally says things in a direct manner. However, he may use persuasive arguments on topics that he knows well and considers very important.

Environment and Roles: Suited for organisations where convincing others is only expected in extraordinary cases.

Interaction with others: Generally transparent and does not seek to influence others at all costs.

Strength: Can be counted upon to give an honest opinion.

Potential weakness: May find it difficult when required to persuade others.

"Persuasiveness" is defined as the ease with which an individual is convincing and influencing others by using tact and adapting their speech for an audience, while "Straightforwardness" refers to being authentic and direct in communication, with a need to remain transparent.

### Firmness

### Flexibility

Yash is generally flexible. He is open to the possibility that he might be wrong and tends to find a compromise so that everyone is satisfied. Despite this focus on cooperation, he can be firm during negotiations if proposed concessions have major practical consequences for the business. Yash is likely to take other people's perspectives on board in coming up with solutions during a debate.

Environment and Roles: Suited for positions where finding the middle ground is beneficial.

Interaction with others: Willing to compromise and minimise confrontations.

Strength: Strives to achieve a win-win solution.

Potential weakness: May at times give in to avoid conflict.

"Flexibility" is defined as a willingness to be open to make concessions when dealing with others in order to seek consensus and avoid conflict, while "Firmness" refers to a tendency to defend one's own point of view and remain determined during exchange with others.

## DESAI's profile

### Emotional Sensitivity

### Emotional Distance

Yash is rather sensitive to his surroundings. He is likely to be passionate about things that he considers important. Yash may be affected in stressful situations or when faced with criticism. However, he is likely to delay the expression of feelings in order to prevent a disproportionate reaction.

Environment and Roles: Suited for typically calm roles with occasionally demanding periods.

Interaction with others: Generally takes colleagues' criticism and opinions into account.

Strength: Emotionally expressive.

Potential weakness: May lose composure when under pressure.

"Emotional Distance" is defined as the tendency to stay calm and composed even when faced with stressful or unsettling situations, while "Emotional Sensitivity" refers to the tendency to react to stress, take things to heart and readily express emotions.

### Introversion

### Extraversion

Yash is somewhat sociable and usually prefers talking to listening. He is fairly at ease initiating conversations with strangers but may need to have some alone-time. He tends to prefer friendly relationships with most people and is relatively comfortable in large social gatherings. Yash likes some opportunities for social interaction and is willing to participate in business networking events.

Environment and Roles: Suited for roles that require interacting with unfamiliar people occasionally.

Interaction with others: Generally maintains friendly and warm relationships with co-workers.

Strength: Readily engages people in conversation.

Potential weakness: May find it difficult to work in very quiet environments.

"Extraversion" is defined as the tendency to be outgoing and lively, seeking to develop many friendly contacts, while "Introversion" refers to being reserved and formal, choosing to maintain only a few close relationships.

### Structure

### Improvisation

Yash is somewhat organised and methodical in his approach to work. He prefers planning his schedules in advance and usually tries to stick to them. However, he is likely to adapt when the situation calls for it. Yash can be willing to adjust his plans in urgencies but would generally organise his day to prevent such emergencies.

Environment and Roles: Suited for projects that require planning but need a little flexibility for completion.

Interaction with others: Likely to work well with people who generally stick to schedules.

Strength: Remains organised and is rarely unprepared.

Potential weakness: May be uncomfortable with unexpected situations.

"Improvisation" is defined as being spontaneous and acting without clear planification, being at ease when facing unexpected situations, while "Structure" refers to a preference for being organised, methodical and referring to procedures.

## DESAI's profile

### Intuition

### Focus on Facts

Yash primarily relies on his intuition to make decisions and solve problems. He mostly trusts his first impressions and would usually approach a situation subjectively with little focus on factual data to arrive at a conclusion.

Unlike his more rational colleagues, Yash is likely to pay more attention to gut feelings instead of deliberating on details of a problem. People with a similar score tend to believe that 'the first instinct is the right one'.

**Environment and Roles:** Well suited for positions where intuitive conclusions are profitable.

**Interaction with others:** Likely to encourage team members to listen to and trust their instincts.

**Strength:** Intuitive and takes into account the human aspects of situations.

**Potential weakness:** May be too intuitive in situations that require a more objective and analytical mind-set.

"Focus on Facts" is defined as the tendency to be objective, logical, analytical and rational in evaluating information and making decisions, while "Intuition" refers to the tendency to appraise situations and make choices based on one's personal insights, instincts, impressions and 'gut feeling'.

### Free-Thinking

### Rule-Following

Yash strictly complies with all regulations and policies of a company. People with a similar score generally believe that rules and procedures are not meant to be interpreted and should be followed without exception. Yash tends to comply with established guidelines as his own principles are usually linked to those of the organisation. He is likely to be known throughout the organisation for his dutifulness and quality assurance.

**Environment and Roles:** Best suited for positions that require strict adherence to rules because disregarding guidelines could be dangerous.

**Interaction with others:** Likely to ensure that team members are sticking to the rules.

**Strength:** Enforces regulations for quality, safety or legal reasons.

**Potential weakness:** May fail to question or change outdated or inefficient rules.

"Rule-Following" is the tendency to respect and comply with established guidelines and standards set by the organisation and society, while "Free-Thinking" is the tendency to create or modify rules if existing ones are considered inefficient and impractical.

### Personal Balance

### Involvement at Work

Yash is committed to his job. He is willing to work extra hours and sacrifice some of his leisure time for important projects and activities. However, he also recognises the importance of quality personal time.

**Environment and Roles:** Well suited for jobs that require some extra amount of involvement.

**Interaction with others:** Works best with colleagues who are also likely to go the extra mile when needed.

**Strength:** Recognises the value of completing work projects on time.

**Potential weakness:** May not take time to relax when working on very important projects.

"Involvement at Work" refers to the importance given to work and one's emotional bonding with the organization, while



## DESAI's profile

"Personal Balance" refers to a preference to separate one's personal and professional lives and balancing the two.

### Desire for Guidance

### Desire to Lead

Yash prefers to work in settings where he can count on someone with more experience if necessary. His work benefits from general guidance from managers. However, he may be capable of taking the lead with projects that he feels very competent about.

Environment and Roles: Fairly comfortable in roles characterised by clear instructions and guidance.

Interaction with others: Willing to let others take the lead but can mentor others on a one-to-one basis if required.

Strength: Effective at seeking and implementing feedback received.

Potential weakness: May experience difficulty leading teams.

"Desire to Lead" is defined as the inclination to take charge of situations and to seek roles that require leading people, while "Desire for Guidance" refers to the preference for supervision and regular feedback, as well as for clearly defined directives.

### Need for Reflection

### Need for Action

Yash prefers working on strategic projects that require reflection rather than those that require only immediate actions. He likes to visualise and reflect on long-term implications before making a decision. Yash draws on his patience and vision until ideas come to fruition.

Environment and Roles: Well suited for tasks that need a futuristic perspective.

Interaction with others: Likely to remind team members to look beyond imminent gains.

Strength: Remains motivated on projects that yield results in the long-term.

Potential weakness: May quickly lose interest on non-strategic tasks.

"Need for Action" refers to a tendency to be dynamic and to prefer short term projects that deliver quick and concrete results while "Need for Reflection" refers to a preference for complex, long term projects that yield results in the future and require more strategy, patience and reflection.

### Humility

### Ambition

Yash actively looks to compete with others and challenge himself. He strives to grow in his job and rarely misses any chance that may help him do so. He is driven to succeed and to advance in the organisation. Professional success is very important to him and he is likely to seek opportunities to move up the career ladder.

Environment and Roles: Likely to thrive in competitive environments where performance is rewarded by employee bonuses, commissions and packages.

Interaction with others: Work colleagues are likely to perceive him as ambitious and career-focused.

Strength: Enjoys competition and focused on achieving targets.

Potential weakness: May take too many risks to achieve goals.

## DESAI's profile

"Ambition" is defined as the competitive drive towards success and achievement, setting high and risky goals while "Humility" refers to the tendency to be satisfied with one's current status and be comfortable with professional stability.

### Team Work

### Autonomy

Yash is more team-oriented than most people and at his best when in a group. He enjoys working closely with others and seeks to be involved in projects where he is able to generate ideas through collaboration. Unlike his more autonomous colleagues, Yash thrives on group solidarity and shared progress. People with a similar score tend to follow the philosophy that 'working together makes us stronger'.

Environment and Roles: Thrives in organisations where group work is crucial.

Interaction with others: Dedicated team player and committed to joint success.

Strength: Has a strong team spirit.

Potential weakness: Likely to struggle when working independently.

"Autonomy" is defined as a preference for independence and freedom while working. "Team Work" refers to the tendency to enjoy group work, be cooperative and focus on team cohesiveness.

### Individualism

### Altruism

Highly altruistic, Yash is dedicated to helping others. Generous by nature and always ready to lend a hand, he is sensitive to the needs of those around him and wants to be of value to others. For him, professional achievements need to be based on social and humanistic values. At work, Yash focuses on issues such as staff morale and tends to get involved in projects that are focused on developing these.

Environment and Roles: Likely to thrive in organisations that actively promote social responsibility and people development.

Interacting with others: Very friendly and perceived by peers to be trustworthy and selfless.

Strength: In tune with and responsive to the needs of people.

Potential weakness: People may interpret his helpfulness as interference.

"Altruism" is defined as the inclination to be concerned about people and generous with one's time and resources, wanting to contribute to the greater good while "Individualism" refers to being practical and realistic with a focus on one's personal objectives.

## YASH DESAI's profile

Familiarity Seeking

Novelty Seeking

Yash enjoys change and innovation. He is an inquisitive and creative person who likes to come up with both, ideas and ways of improving established methods. Yash is willing to take risks in order to innovate. He is looking to learn new things and come up with creative solutions.

Environment and Roles: Well suited for changing and diverse settings that encourage originality.

Interaction with others: Likely to motivate colleagues to think outside the box.

Strength: Brings a fresh perspective and innovative ideas to the organisation.

Potential weakness: May change methods that work well for the sake of innovation.

"Novelty Seeking" is defined as being inquisitive with an inclination to explore and experiment with new ways of doing things, while "Familiarity Seeking" refers to being comfortable with what one is accustomed to and follow proven methods over experimental approaches.

## General Profile

This section analyses the extent to which the candidate's profile matches the various work-personality types and also analyses the candidate's position with regard to key potentials related to behavioural skills and attitudes.

A perfect match corresponds to 100%.

Click on 'Details' (only in HTML version of the report) to view the graph superimposed on the ideal graph for that particular potential.

### The profiles

1	Devoted	100%
2	Reflective	70%
3	Cooperative	67%
4	Social	58%
5	Intuitive	52%
6	Conscientious	48%
7	Dynamic	43%
8	Determined	43%
9	Independent	3%

- 1 Devoted** 100%  
 Devoted individuals are highly dedicated to their work and feel emotionally attached to their job and organisation. They are passionate and expressive with their feelings about their work, and do not require external motivators to perform. Their identity tends to be linked to their job and organisation. They may sometimes be viewed as sensitive, especially when handling stressful situations.
- 2 Reflective** 70%  
 Reflective individuals are characterised by patience and poise. They are usually calm and can only come to a decision after having examined all of its possible consequences. As a result, they appear reserved and level headed. They can easily concentrate and focus their thoughts and attention in a particular direction.
- 3 Cooperative** 67%  
 Cooperative individuals are characterised by their tendency to be consensual. They feel the need to find a common ground during discussions and work towards finding solutions to disagreements by understanding the needs of the people they work with. They are altruistic and enjoy being of help to others which may sometimes lead them to disregard their own needs.

## DESAI's profile

- |   |                      |            |
|---|----------------------|------------|
| <b>4</b>  | <b>Social</b>        | <b>58%</b> |
| <p>Social individuals are gregarious by nature and have the need to belong to a group. They enjoy networking and can easily form good professional and personal bonds with others. They enjoy working in teams and tend to spread their enthusiasm to their team-members. As a result, they integrate very easily into different teams.</p>   |                      |            |
| <b>5</b>  | <b>Intuitive</b>     | <b>52%</b> |
| <p>Intuitive individuals tend to rely on their gut feelings and can handle uncertain situations with ease. Holding a flexible attitude, they are open to novelty and do not try to make rational sense of everything. They are creative by nature and believe in exploring things without sticking to conventions. They tend to recollect overall impressions of events instead of focusing on actual facts or details.</p> |                      |            |
| <b>6</b>  | <b>Conscientious</b> | <b>48%</b> |
| <p>Conscientious individuals are meticulous by nature. They stick to set procedures and adhere to rules because they believe that closely following these can contribute to the quality of their work. They prefer using conventional and well established methods that they can count on to be efficient. They also have a keen eye for detail and rely on factual information to make decisions.</p>                      |                      |            |
| <b>7</b>  | <b>Dynamic</b>       | <b>43%</b> |
| <p>Dynamic individuals are characterised by an enthusiastic attitude towards work. They are energetic and work with a lot of vigour. They enjoy working towards obtaining quick results and hence seem more practical than reflective. They are often driven by success and enjoy diversity in their work which may make them seek out different ventures if they feel they are stagnating.</p>                             |                      |            |
| <b>8</b>  | <b>Determined</b>    | <b>43%</b> |
| <p>Determined individuals are generally characterised by strong negotiation skills. They are persistent and can convince others with finesse and firmness. They carry with them a certain aura of authority which works to their advantage during discussions. They take charge of situations and make sure that their needs are met.</p>   |                      |            |
| <b>9</b>  | <b>Independent</b>   | <b>3%</b>  |
| <p>Independent individuals are characterised by a need for autonomy and self-reliance. They prefer working without close supervision and appreciate working alone. They like working with a certain amount of freedom, without having to follow strict rules or rigorous procedures. They prefer working independently rather than in teams, which may make them appear more introverted than outgoing.</p>                 |                      |            |

## Potentials

- |          |                                 |            |
|----------|---------------------------------|------------|
| <b>1</b> | <b>Mentoring</b>                | <b>98%</b> |
| <b>2</b> | <b>Willingness To Learn</b>     | <b>93%</b> |
| <b>3</b> | <b>Team Building</b>            | <b>91%</b> |
| <b>4</b> | <b>Conflict Resolution</b>      | <b>79%</b> |
| <b>5</b> | <b>Quality Oriented</b>         | <b>72%</b> |
| <b>6</b> | <b>Conformity and integrity</b> | <b>70%</b> |
| <b>7</b> | <b>Strategic Planning</b>       | <b>66%</b> |
| <b>8</b> | <b>Organizational Skills</b>    | <b>62%</b> |
| <b>9</b> | <b>Flexibility</b>              | <b>60%</b> |

Taken on 27/08/2015

## DESAI's profile

10	Respecting Instructions	50%
11	Innovation	48%
12	Networking	47%
13	Stress Management	40%
14	Challenge & Competition	37%
15	Team Leadership	36%
16	Business Acumen	35%
17	Influencing Skills	30%
18	Result Oriented	26%
19	Initiative	20%
20	Decision Making	14%

- 1 **Mentoring** 98%  
Mentoring is the ability to believe in people's potential and help them reach it on the basis of recognition, trust and encouragement.
- 2 **Willingness To Learn** 93%  
Willingness To Learn is the tendency to be curious and inquisitive with a strong desire to understand, learn and evolve.
- 3 **Team Building** 91%  
Team Building is the ability to create a healthy work environment and encourage activities that will create harmonious, united & productive teams.
- 4 **Conflict Resolution** 79%  
Conflict Resolution is the ability to actively listen to others and understand their point of view in order to lead them towards a common ground and maintain harmony within the team.
- 5 **Quality Oriented** 72%  
Quality Oriented is the tendency to be detail oriented in order to ensure the highest level of quality and service while meeting expectations.
- 6 **Conformity and integrity** 70%  
This potential reflects the tendency to follow rules and codes of conduct, while being honest and reliable.
- 7 **Strategic Planning** 66%  
Strategic Planning is the ability to anticipate and establish a plan of action with the aim of reaching long term goals.

## DESAI's profile

- |    |   |     |
|----|---|-----|
| 8  | <b>Organizational Skills</b>  | 62% |
|    | Organizational Skills is the tendency to have a structured approach towards work & effectively carry out tasks by planning priorities and actions.                          |     |
| 9  | <b>Flexibility</b>  | 60% |
|    | Flexibility is the tendency to be open minded and adjust one's behaviour and attitude depending on the environment and the people.  |     |
| 10 | <b>Respecting Instructions</b>  | 50% |
|    | Respecting Instructions is the tendency to be content working under a strict hierarchy, following and implementing instructions and sticking to the procedures.             |     |
| 11 | <b>Innovation</b>   | 48% |
|    | Innovation is the tendency to think outside the box and introduce new perspectives in order to engage people in innovative thought.   |     |
| 12 | <b>Networking</b>   | 47% |
|    | Networking is the ability to make contacts and develop a network of influential people for prospective opportunities.   |     |
| 13 | <b>Stress Management</b>  | 40% |
|    | Stress Management is the ability to detach oneself from stressful situations & channelize one's own emotions to stay calm and productive when faced with unexpected events. |     |
| 14 | <b>Challenge &amp; Competition</b>  | 37% |
|    | Challenge & Competition is the tendency to strive for excellence by reaching and even surpassing one's goals and constantly seeking challenges.                             |     |
| 15 | <b>Team Leadership</b>  | 36% |
|    | Team Leadership is the ability to direct and lead a group of people towards a common goal and objective by winning their support and pushing them to surpass themselves.    |     |
| 16 | <b>Business Acumen</b>  | 35% |
|    | Business Acumen is the ability to seize business opportunities and negotiate effectively by being diplomatic and strategic.   |     |
| 17 | <b>Influencing Skills</b>   | 30% |
|    | Influencing Skills is the ability to communicate in an assertive and diplomatic manner in order to influence and convince others.   |     |

## DESAI's profile

- |    |  |     |
|----|--|-----|
| 18 | <b>Result Oriented</b>   | 26% |
|    | Result Oriented is the tendency to focus on results and meet deadlines by taking initiatives and setting priorities in a pragmatic and organized manner. |     |
| 19 | <b>Initiative</b>  | 20% |
|    | Initiative is the ability to move things forward with energy and vivacity and drive projects by taking risks and making decisions alone.                 |     |
| 20 | <b>Decision Making</b>   | 14% |
|    | Decision Making is the ability to focus on facts and logic while making decisions and solving problems.  |     |



## How different professions suit the profile

Given below are 58 general job clusters, representing the majority of internationally recognised careers, analysed with respect to the candidate's profile.

A perfect match corresponds to 100%.

Click on 'Details' (only in HTML version of the report) to view the candidate's graph superimposed on the ideal graph for that particular profile/position.

### MANAGEMENT/ FINANCE/ HUMAN RESOURCES / COMMERCE AND CUSTOMER RELATIONS

1 Career and skills management	85%
2 Project management (construction, city planning)	81%
3 Training	80%
4 Public institution administration and management	78%
5 Human Resources Management	73%
6 Political coordination and administration management	70%
7 Law and financial counselling	69%
8 Pre-sales	67%
9 Commercial tourism careers	62%
10 Client management and support	62%
11 Technical and logistical project management	60%
12 Executive assistance	58%
13 Recruitment consulting	56%
14 Management counselling	55%
15 Consumer counselling, technical solution sales	55%
16 Private company management, store management	54%
17 Business management	50%
18 Art - buying and selling	50%
19 Financial and legal administration	49%
20 Administration and finance	49%
21 Accountancy/Management	48%
22 Financial assessment	47%
23 Client advice and sales	42%
24 Purchasing	40%
25 Commerce and representation	36%
26 Trade: financial/insurance sector	35%

## DESAI's profile

- 1 **Career and skills management** 85%  
*HR development manager, skill management administrator, career management administrator, human resources manager*

These positions optimise the competitiveness of a company. To meet this objective, these professionals reconcile the needs of the company with the available (internal and external) human resources. This sector includes HR executives specialised in career management. They should be capable of anticipating and evaluating what the company needs, and recognising the potential of each employee or job candidate. The ability to listen and observe, good interpersonal skills, and the capacity to analyse and summarise information are all necessary qualities.

- 2 **Project management (construction, city planning)** 81%  
*City planner, project study director, project manager*

Specialising in cities, these professionals create and renew neighborhoods, roads, etc. (urban planners) and undertake their construction (engineers). Knowing how to organise, manage, investigate, construct, and preserve the environment are their major assets.

- 3 **Training** 80%  
*Training director or manager, training consultant, director of instruction*

Whether to meet the needs of an employee or a company, the training director should be able to detect and analyse needs and put them into perspective with company policy and advances in technology. They construct and negotiate the training program, taking into account human, financial, legal, organisational, and pedagogical aspects. They supervise how the training is carried out and evaluate the effects of training investments. They manage relations with institutional and professional partners involved in the training. These positions require an understanding of how the company operates and good interpersonal skills.

- 4 **Public institution administration and management** 78%  
*School principal, hospital director, prison director, director of social/educational organization, director of career services, director of youth and cultural associations*

Those occupying these positions have many responsibilities at various levels. They must take the necessary precautions to ensure the security of those they welcome (professionals and the public) in their establishment. For example, in the educational sector, they coordinate and supervise educational activities, tasks and projects. They also assure adherence to administrative and financial rules and procedures. Directors must be able to manage teams, stay organised and resolve conflict.

## DESAI's profile

- 5 **Human Resources Management** 73%  
*Director of human resources, HR administrator (director of personnel, or director of personnel services and labour relations)*

The director of human resources or director of personnel works at the headquarters of a group, company, large establishment, or subsidiary. They supervise labour relations and HR activities. Their duties are primarily aimed at mobilising and developing the employee resources by managing hiring policy and training services. They define and rank tasks for greater efficiency, handle administrative duties and internal communication. The ability to listen carefully, diplomatic skills, and managerial capabilities are all essential qualities for those working in this profession.

- 6 **Political coordination and administration management** 70%  
*Parliamentary assistant, cabinet director, municipal and regional councillor, local officer*

Professionals in these sectors are elected or appointed. They are in charge of the internal and external development of a community and its well-being, and are involved in the implementation and monitoring of actions. The duties of administration managers depend on the domain in which they work (finance, social, cultural, etc.) and the type of administration (public, healthcare, or territorial). These professions demand flexibility as well as good managerial, diplomatic, and interpersonal skills.

- 7 **Law and financial counselling** 69%  
*Tax advisor, corporate law expert, management consultant, finance*

Whether they work for companies or individuals, these professionals assist their clients in the area of tax regulation: assuring compliance with tax authorities during company operation and for tax declarations. They are crucial to company success and are increasingly involved in the decision-making processes of the executive board. Their primary mission is to defend and protect the interests of their clients. As assisting and advising are their two main functions, these positions require a solid background in law as well as critical thinking and interpersonal skills.

- 8 **Pre-sales** 67%  
*Sales engineer, pre-sales engineer, manufacturers' agent, sales representative, market development manager*

The primary focus of these professionals is to provide technical and non-technical support and services regarding the needs and challenges of their clients. They perform market research and collaborate with sales teams or other staff members to understand customer requirements, promote the sale of company products, and provide sales support. They are in charge of researching and developing client portfolios. Pre-sales professionals negotiate contracts and assure follow-up. Flexibility, people skills, and the ability to work as part of team are all important qualities for jobs in this field.

## DESAI's profile

- 9 **Commercial tourism careers** 62%  
*Package tour creator, booking agent, travel agency director, tour operator, tourism office director*

This sector combines the activities of commerce and tourism. Duties in this sector involve searching for interesting products (tours, cruises, safaris, etc.) and then selecting what the travel agency will offer to customers. To do this, they evaluate products by criteria such as security, quality, and rates and then negotiate conditions with suppliers. A good understanding of the services being offered as well as excellent communication skills are essential in order to establish client relations and better meet client needs. A knowledge of foreign languages is also an important aspect of working in this area.

- 10 **Client management and support** 62%  
*Executive or manager in charge of customer relations or customer service, customer service hotline representative*

Service quality and client satisfaction are the main priorities of any company. Selling a service is not enough; companies must also efficiently manage commercial data, meet specific client/partner demands, and resolve technical problems. These jobs require diplomacy, the ability to listen, and a firm understanding of the practical and technical aspects of products.

- 11 **Technical and logistical project management** 60%  
*Site manager (site foreman, foreman, production manager...), engineer, director of logistics, environmental assessment manager for an industrial site, maintenance manager, quality manager, inventory manager, warehouse manager*

In charge of one or more work sites, these professionals verify the feasibility of projects by detailing all the necessary specifications (desired functionalities) and the budget. Next, they are in charge of supervising the teams and implementing the project (working conditions, organisation, etc.) and training the users. These positions require an interest in technical activities, a good sense of organisation, responsiveness, and the ability to manage teams.

- 12 **Executive assistance** 58%  
*Administrative assistant, executive assistant*

Assistants are responsible for managing a high number of internal and external demands for their immediate superiors. They are in charge of various files, supervising and coordinating department activities, and facilitating the information flow. This profession requires discretion, a strong sense of initiative, as well as good people and organisational skills. The ability to speak one or more foreign languages is often desirable.

## DESAI's profile

- 13 **Recruitment consulting** 56%  
*Recruitment consultant, headhunter, recruitment officer*
- These positions are generally part of a specialised recruiting company (recruitment firm, temp agency, etc.). Consultants, recruitment officers, etc. are appointed by a company's human resources department to hire new personnel. They must analyse company demands in order to define the desired profile, write job positions, and meet and select candidates. They must also be able to "sell" the company which employs them in order to attract the best candidates in the desired sector. These positions require good listening and observational skills, as well as good communication and analytical skills.
- 14 **Management counselling** 55%  
*Management consulting, IT consultant, process development/quality engineer*
- These consultants analyse the existing company environment or certain processes (IT systems, workflow, production, etc.). They help their clients to pinpoint their needs, diagnose current problems, and offer solutions. Consultants often participate in the implementation of the projects which follow from their recommendations. Required qualities: critical thinking and analysis, good listening skills, ability to be persuasive and flexible.
- 15 **Consumer counselling, technical solution sales** 55%  
*Account manager (commercial, bank, company), sales engineer, key account executive*
- Those working in this sector perform duties similar to those of technical sales representatives and customer service managers. Their major role is to identify client needs (individual or company) and to offer products and services accordingly.
- 16 **Private company management, store management** 54%  
*Restaurant manager, hotel manager, store manager, company director, shopkeeper for a franchise, supermarket director*
- Management positions have a lot of responsibility. Managers must supervise personnel and coordinate a large number of roles like suppliers, consultants, customer service representatives, maintenance personnel. Their primary objective is to foster customer loyalty. They must also be able to work under pressure and without a set work schedule. In order to perform these duties, managerial skills are required as well as accounting abilities in order to establish and manage a budget.
- 17 **Business management** 50%  
*Sales manager, sales supervisor, sales marketing director, store manager, department manager, sales administrator, network director, director of operations, regional sales manager*
- These occupations aim to align client satisfaction with company profit. Those who work in this field target new clients (according to their particular sector) and oversee contracts. They are also involved in analysing and managing commercial activity and contributing to strategic development. Finally, they manage teams by defining and facilitating the meeting of their objectives. Performing these duties requires good management abilities, interpersonal skills, persuasiveness, and a good understanding of the market.

## DESAI's profile

- |    |                          |     |
|----|--------------------------|-----|
| 18 | Art - buying and selling | 50% |
|----|--------------------------|-----|
- Art dealer, rare book dealer, antiques dealer, bookseller, auctioneer*

These occupations involve selling the art and antiques of individuals and/or companies. An auctioneer, like an antiques dealer, must be able to recognise an object's origins and estimate its value. All jobs in this field require strong interpersonal skills in order to answer client questions and give advice. This also means having thorough knowledge in a particular domain: art history, literature, etc.

## INFORMATION TECHNOLOGY / MARKETING / COMMUNICATION / ART

- |    |   |     |
|----|---|-----|
| 1  | Preserving heritage                                       | 81% |
| 2  | IT analysis and development                               | 72% |
| 3  | Linguistics professions                                   | 71% |
| 4  | Coordination and preparation of visual communication aids | 65% |
| 5  | Computing and management                                  | 65% |
| 6  | Market research   | 64% |
| 7  | Network and information systems design                    | 64% |
| 8  | On-the-spot journalism                                    | 63% |
| 9  | Network and information systems management                | 62% |
| 10 | Communications  | 62% |
| 11 | Audiovisual Production                                    | 58% |
| 12 | Writing careers   | 58% |
| 13 | Art director  | 57% |
| 14 | Planning and organisation of cultural events              | 57% |
| 15 | Architecture  | 55% |
| 16 | Field marketing   | 55% |
| 17 | Fine arts   | 55% |
| 18 | Computer graphics   | 48% |
| 19 | Audiovisual and technical                                 | 47% |
| 20 | Technical maintenance and user support                    | 41% |

- |   |                     |     |
|---|---------------------|-----|
| 1 | Preserving heritage | 81% |
|---|---------------------|-----|
- Museum curator, museum technician, archivist, heritage conservator, historical monument architect, restorer, historical guide*

Heritage includes many things: from historical monuments to museum collections, libraries and archival services, but also historical sites and buildings which are protected and preserved, rare areas of knowledge, cinema, photography, etc. These jobs involve an understanding of cultural heritage, its transmission and promotion (archivists, representatives, officers), as well as its preservation (conservators, restorers, etc.). Important qualities for these positions include an appreciation of art, organisational skills, and techniques for managing information.

..... | DESAI's profile

## 2 IT analysis and development 72%

*Design engineer, programmer, systems analyst, software designer, developer*

These professionals work in corporate services, banks and companies specialising in computer applications and engineering. They design, modify, develop and direct software system testing and validation procedures, programming, and documentation as well as consulting with customers about software system design and maintenance. These positions require rigour, method and organisation. A desire to work in the technical domain and as a part of team is also necessary. They should also demonstrate creativity in order to design innovative solutions.

## 3 Linguistics professions 71%

*Interpreter, terminologist, translator (audiovisual, literary, expert, technical), proofreader, copywriter*

Unlike literary positions, these linguistic professions do not require as much creativity, but they must meet strict requirements and have excellent communication skills (in both their native language and a foreign language). This requires understanding linguistic subtleties and having excellent spelling, grammar and syntax. Their role involves revising, correcting, rewriting, and translating text and speech. This type of work requires concentration, linguistic knowledge, and an interest in writing.

## 4 Coordination and preparation of visual communication aids 65%

*Desktop publisher, assistant editor, graphic designer/layout artist, head of graphic design department*

These professionals follow the creation of a product (book, brochure, pamphlet, poster, etc.), its production (layout, printing and cost), and control quality. They collaborate with other members of the various sectors of the studio and sales representatives, and stay in contact with clients. Their goal is to meet the requests of their clients by offering quality products at a low price. These positions require good organisational and interpersonal skills, an interest in new technologies, and the ability to handle the unexpected.

## 5 Computing and management 65%

*Computer systems director, project manager, IT manager*

These computer specialists are in charge of the organisation, follow-up and verification of computer developments. They choose and/or supervise the buying of computer equipment (material, software, etc.) for users. They evaluate the needs of the various company departments. They are also involved in managing and guiding computing and telecommunications teams. In addition to their technical skills and knowledge of the latest technology, they should have management abilities, be accessible, and have good organisational and interpersonal skills.



## DESAI's profile

### 6 Market research 64%

*Market research analyst, statistician, marketing/R&D engineer*

Market research professionals carry out studies on current and future products. Both quantitative and qualitative, these studies take into account company activities and client demands as well as technical, commercial, and socio-economic changes. These duties can be carried out directly within a company or in a consulting group. In order to take a complete inventory of existing information and plan future actions, the opinion of clients, the sales and marketing department, and R&D must be taken into account. This type of position requires an ability to organise, and an interest in research and analysis.

### 7 Network and information systems design 64%

*Computer systems and database engineer, network designer, information systems designer, expert computer scientist*

This domain aims to improve and develop existing systems (networks, applications, websites, etc.), or create new ones depending on the needs expressed by the users or clients, with the goal of facilitating access to information. For those in this field, finding solutions is an everyday task. Good analytical skills, rigour, and creativity are all necessary qualities.

### 8 On-the-spot journalism 63%

*Reporter/journalist, international reporter, local correspondent, agency reporter*

These journalists seek and collect information where the action takes place. They verify the information's authenticity and then make it available to the public. They must be both curious and critical. These jobs also require energy and the ability to use certain technical equipment (video cameras, photography equipment, etc.).

### 9 Network and information systems management 62%

*IT analyst/manager, network and computer systems administrator*

These professionals assure the functioning and maintenance of computer equipment so that tasks requiring computer applications may be carried out. They must be versatile even if they specialise in a particular area (network administration, analysis, etc.). Like all computer-related jobs, being rigorous and methodical are essential qualities.

### 10 Communications 62%

*Communications specialist, press officer, public relations specialist, event promotion manager, internal and external information and communications specialist, external relations manager, company journalist, media planner*

These professionals work in companies, public institutions and specialised agencies. They work on creating an image and promoting the institution and its products/activities to different groups: clients (commercial communications), the media (press relations), investors (financial communications), or employees (internal communication). In certain cases, the company may prefer to hire a specialised agency to perform these duties. Jobs in an agency are focused on client relations as well as creative aspects. Whether in a company or an agency, communications specialists are marked by their strong interpersonal skills, energy and enthusiasm, adaptability, and persuasiveness.



## DESAI's profile

- 11 **Audiovisual Production** 58%  
*Cinematographer, director/producer, television producer, stage director*

Producers and stage directors work in control rooms or studios for both theatre and cinema. Their role begins before the actual filming, by studying the script and breaking it up into scenes. They must also arrange for the casting, choose technicians, and supervise rehearsals. They are in charge of coordinating all the professionals involved in order to create a particular ambience and assure the coherence of the production. They direct the actors and specify the details for the decor, costumes, lighting, and sound. In order to work in this field, a highly developed artistic sense is required, but this domain also demands technical skills and managerial qualities.

- 12 **Writing careers** 58%  
*Writer, screen writer, literary critic, art critic, editor, online journalist, freelancer, editorial writer*

Writing is the basis of these professions. Those working in this domain create various texts: novels, scripts, song lyrics, newspaper and magazine articles...

These texts may be intended for publication or for audiovisual production. Inspiration and creativity are crucial to these artists, but they must also respect certain constraints (layout, style, structure, etc.) imposed by media applications and by client demands (editors, producers). People working in this domain should have excellent written abilities, be creative and imaginative, and know how to find the right wording in order to communicate ideas and keep the reader's attention.

- 13 **Art director** 57%  
*Editor in chief, publishing manager, artistic director, radio director*

Working in the press, in communications agencies, advertising, or publishing houses, these professionals collaborate with a team of artists (graphic designers, illustrators, photographers, journalists, etc.). They evaluate the product, direct teams, assure smooth performance of operations, and present the product to the sales team and/or to clients. These jobs require rigour and highly developed artistic sensibilities as well as good interpersonal and communication skills, diplomacy, and leadership to be persuasive and give presentations.

- 14 **Planning and organisation of cultural events** 57%  
*Producer, unit production manager, stage manager, historical guide, curator, cultural events organiser*

These people are in charge of producing and organising cultural events and working on projects involving culture and the arts. They may work on developing shows and events which aim to promote the history or cultural heritage of a city (museums, monuments, etc.) or produce historical/cultural films, etc. They are responsible for managing the budget, technical equipment, and necessary personnel, as well as fostering teamwork. They should have a passion for the arts, but more importantly, they must have good communication and management skills, strong organisational capacities, and lots of energy.

## DESAI's profile

- |           |   |            |
|-----------|---|------------|
| <b>15</b> | <b>Architecture</b>   | <b>55%</b> |
|           | <i>Architect, interior designer, interior decorator, furniture designer, product designer</i> |            |

These professions involve the design of functional, artistic and aesthetic projects and artefacts. The objectives and functional criteria of such projects and artefacts are determined in advance, at the design stage. Those working on the project must then be supervised and coordinated, while assuring that the original concept is maintained. These are artistic professions requiring imagination, creativity, and drawing abilities. Nevertheless, rigour and technical abilities are also a must.

- |           |   |            |
|-----------|---|------------|
| <b>16</b> | <b>Field marketing</b>  | <b>55%</b> |
|           | <i>Head of field marketing, advertising and promotion manager, director of merchandising, direct marketing manager, consumer products manager</i> |            |

The goal of field marketing is to find out how best to sell a product. Those working in this domain try to put themselves in the consumer's shoes in order to understand their needs and how to attract them, and stimulate interest in the products and services they offer. They are in charge of maximising the attractiveness of a company's offers (product presentations, promotional operations, etc.) in order to increase sales. This requires excellent coordination with the other departments (sales, research, etc.) as well as external partners and services. These positions require analysis, negotiation skills, and creativity.

- |           |  |            |
|-----------|--|------------|
| <b>17</b> | <b>Fine arts</b>   | <b>55%</b> |
|           | <i>Craftsman like stone engraver, banker mason, jeweller, goldsmith, watchmaker, ceramicist, painter, sculptor, gilder, art restoration technician, carpenter, instrument maker, basket maker, taxidermist, upholsterer, etc.; fashion and textile careers like embroiderer, seamstress, stylist, tailor, designer, etc.; art and nature careers like landscaper, gardener, florist, etc.; music like composer, instrument maker, etc.; glassmaker/glassblower; photographer</i> |            |

Fine artists find their inspiration in various domains like craftsmanship, fashion, nature, music, etc. and use a wide range of materials such as wood, fabric and glass. These workers are trained by experienced professionals in the same field or by an establishment specialising in the field. Though they have differing areas of specialisation, these activities have two essential points in common: refined skills and a great deal of creativity. A good understanding of trends and manufacturing techniques is also useful.

## OTHER OCCUPATIONS / SPECIFIC FIELDS (tourism, teaching, health ...)

- |          |  |     |
|----------|--|-----|
| <b>1</b> | Teaching   | 77% |
| <b>2</b> | Rehabilitation   | 75% |
| <b>3</b> | Paramedical Professions                                | 73% |
| <b>4</b> | Well-being/therapy                                     | 73% |
| <b>5</b> | Social services, personal and professional development | 70% |
| <b>6</b> | Inspection and administration                          | 67% |
| <b>7</b> | Investigation and security                             | 63% |
| <b>8</b> | Assistants, secretaries, receptionists                 | 63% |
| <b>9</b> | Tourism (Chaperoning and leisure)                      | 56% |

## DESAI's profile

10 Administration: procedural acts	55%
11 Judicial authorities/Magistrates	54%
12 Legal counselling	51%

### 1 Teaching 77%

*Elementary/primary school teacher, secondary school teacher, instructor (foreign languages, etc.)*

Whether they teach multiple subjects or only one, a teacher's mission is to stimulate the capacities of their students and to help them acquire knowledge and skills. They guide them in their work, teach them to be independent and critical, and evaluate their progress. In addition to the time spent teaching, these jobs also require lesson planning and grading.

### 2 Rehabilitation 75%

*Speech therapist, ophthalmologist, optometrist, orthodontist, occupational therapist, physical therapist, psycho-motor therapist*

The major goal of those working in these professions is to help individuals adapt to their environment. Their main task is to rehabilitate certain capacities after an accident or surgical procedure. By encouraging the rehabilitation of motor skills, they foster development and independence in people affected by certain deficits and handicaps. Excellent interpersonal skills and receptiveness are necessary for these positions.

### 3 Paramedical Professions 73%

*Nurse, pediatric nurse, nursing aid, podiatrist*

This sector draws professionals working in hospitals, clinics, or private practices. They contribute to patient well-being by giving care which improves comfort and hygiene. Their role is one of caring and support. They must be attentive to the psychological and physical health of their patients. They must also be attentive to the needs of the patient's family and friends, and ensure the necessary care in collaboration with the rest of the medical team. These professions involve physical stamina, highly developed interpersonal skills, and patience. They should also have manual skills, and know how to adapt to and manage difficult and urgent situations.

### 4 Well-being/therapy 73%

*Clinical psychologist, psychiatrist, nutrition expert, dietician, therapist*

The goal of these professions is to help others feel better physically and/or psychologically. Consultations are required in order to analyse patient needs, diagnose a problems and determine the appropriate treatment. These professionals develop a therapeutic program, and follow up on patient care and support. They often work side by side with medical teams and social workers. Depending on the case, they may also refer patients to other professionals or another area of expertise. Good listening skills and the ability to instil confidence are essential. These duties also require strong analytical skills.

## DESAI's profile

- 5 **Social services, personal and professional development** 70%  
*Social worker, special education teacher, home economist, cultural mediator, career counsellor, guidance counsellor, family and marriage counsellor, etc.*

These professions aim to find solutions to improve individuals' daily lives. Their skills can be applied to a vast number of domains, as they address the personal and professional matters of daily life. They search for solutions to family and educational problems, as well as professional difficulties (finding or developing a career). These jobs require good listening skills, diplomacy, and the ability to motivate others and encourage them to commit themselves to an action or project.

- 6 **Inspection and administration** 67%  
*Tax inspector, work inspector, customs officer, withholding agent, fraud control officer*

The main role of these government officials is to conduct investigations in their field (taxes, customs, etc.) to find out if laws or regulations have been violated. If they have been, these officials have the power to impose fines and/or penalties. These jobs require diplomacy in addition to authority and rigour.

- 7 **Investigation and security** 63%  
*Police detective, superintendent of police, chief constable*

These professionals serve in operations aimed at maintaining order or defending territory. They train, conduct, and provide logistical support for their collaborators. They lead and manage the development of important operations. Their most important qualities include authority, rigour, the ability to respond quickly and effectively, and good relational skills.

- 8 **Assistants, secretaries, receptionists** 63%  
*HR assistant, assistant accountant, teacher's aide, administrative secretary, office clerk, medical secretary, steward/stewardess*

Classic secretarial activities involve handling phone calls and mail, maintaining an agenda, organising meetings and appointments, following up on client projects, administrative work (registration, billing, delivery, inventory, etc.), and writing up administrative and/or technical documents. They are generally the first contact person, so they must be sociable, organised, and conscientious.

- 9 **Tourism (Chaperoning and leisure)** 56%  
*Chaperone, tour guide, museum guide, handling agent, flight attendant, outdoor guide*

The primary aim of those practising these occupations is to guide trips in various settings like museums, neighbourhoods, cities, monuments, or the outdoors. It is therefore necessary to be well-educated and have a solid background in a relevant domain. These people ensure a harmonious group dynamic, but in the case of tour guides, they are also in charge of planning and orchestration. Resourcefulness, the ability to handle stress, and responsiveness are all essential qualities.

## DESAI's profile

### 10 Administration: procedural acts 55%

*Usher, clerk, court reporter, receiver, notary*

These professions demand an in-depth knowledge of the law. They are involved in following up on court decisions, or according to the instructions of lawyers and notaries. Because of their legal knowledge, they can advise about which procedures to follow, or participate in the composition of a file. Nevertheless, these are primarily managers who take care of composing files, writing up acts and court decisions, and verifying documents. Because they often receive clients, they must be good listeners and demonstrate rigour, conscientiousness, and organisation.

### 11 Judicial authorities/Magistrates 54%

*Judge, magistrate, public prosecution official*

Magistrates and judges are public judicial officials who guarantee institutional rules and regulations. They must preside over hearings, listen to evidence, make rulings, and administer justice in courts of law. All of these duties require an excellent knowledge of the law, good analytical skills, and the ability to handle stress.

### 12 Legal counselling 51%

*Lawyer, legal expert, legal adviser, bailiff, notary*

These professionals give advice on problems or actions with legal implications within their area of expertise (labour, family, and corporate law). They use their knowledge about law to serve individuals, companies, and organisations. Their role is to use legislation and regulations to defend the interests of their clients, ensure the correct flow of information and resolve disputes by proposing solutions. Performing these professional duties requires strong critical thinking skills, attentive listening, and persuasiveness.