

Insight Report

for

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The FuelInsight Report helps you review your current employment situation and assess your skills, talents, values and motivators to enable you to take realistic steps towards your career goals. Your career analysis reveals your natural motivations and talent for work. When your job matches your true motivations, work seems easier and is more fulfilling. We have made understanding these key factors in career exploration and strategy easy for you. Using this report in a proactive manner will help you to be more in control of your career and where you are headed. It can also give you more focus and create more satisfaction in your immediate working life.

Introduction

We have made understanding these key factors in career exploration and strategy easy for you. Using this report in a proactive manner will help you to be more in control of your career and where you are headed. It can also give you more focus and create more satisfaction in your immediate working life.

Your career assessment analysis:

- Identifies your unique skill-set (FuelTalents).
- Clarifies skills you can develop for the future (FuelTalents).
- Helps you build an ideal job profile (all exercises).
- Enables you to identify skills and personal values which are important to your career success and happiness (FuelTalents and FuelValues).
- Identifies areas of work that you may like to minimize or avoid in future work opportunities (all exercises).
- provides information to create career strategy (all exercises).

Your use of this report will help you be in more control of your future and help to achieve:

- A challenging and rewarding work-life.
- A sense of achievement through defining your own definition of success.
- Increased self-confidence through an understanding of your strengths, talents and potential contributions.
- An enhanced capacity to become all that you could be.

While you will need to integrate your career analysis with your personal situation and constraints to crystallize your career goals, you will have the foundation for proactively managing your career. There are real payoffs for your employer as well. Through channeling your motivated talents into your work you will gain enhanced personal satisfaction, as well as greater likelihood of enjoying what you are doing and being more productive.

♥ FuelValues

The FuelValues exercise helps you to articulate two key areas. Firstly, your core Personal Values are fundamental beliefs that are well-developed and have probably been part of your character for years. Secondly you have also created a list of your top Career Engagers, which highlight what is most important to you at work right now.

Personal Values

Your top 5 personal values are below. You have effectively prioritized those things that are most important to you in your work and in your life.

When your work, life activities and goals are in sync with your core values, this creates an energy surge that can effortlessly lead you towards greater success and goal accomplishment. Review your chosen values and consider the following:

- Think about activities or tasks you can add to your working day that are a good fit with your values
- Think about where your values are met right now, how you can get more of that?
- What is one small thing you can do tomorrow at work which is in line with your values?

My Top 5 Personal Values

Helpfulness



Acting in a manner which is beneficial to others

Courage




Having the ability to positively face difficulties

Determination



Having a firm or fixed purpose

Kindness



Having a good or thoughtful nature

Individuality



Having a sense of your own person

Career Engagers

By assessing your most important Career Engagers you have created your own definition of success. The items you have identified are your blueprint or set of criteria for what is most important in your career.

My Top Career Engagers

Service




Being involved in helping other people directly

Variety



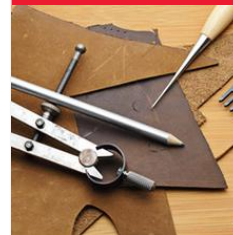
Have plenty of change in work responsibilities and a varied work day

Time Alone



Opportunity to work without interruption from others and with minimal people contact

Quality



Having high standards and a commitment to quality

Career Engager Prioritization

Review how you have prioritized your Career Engagers below. The Very Important Career Engagers are ones to focus on in your career planning and review. However, consider the other areas and reflect on how you categorized these and what contributed to your prioritization. How important an Engager is, can shift as your role and career needs change, so make sure you re-evaluate regularly.

My Top Career Engagers

VERY IMPORTANT

You have chosen these Career Engagers as the ones that are most important to you right now.

Service Variety Time Alone Quality

QUITE IMPORTANT

These values are those which are important, but aren't essential to your career satisfaction right now.

Teamwork Excitement Balance Meaning Reputation Innovation
Appreciation

MODERATELY IMPORTANT

While these values are important, they are not driving your career satisfaction in a strong way.

Results Expertise Competition Achievement Green Influence Freedom
Predictability






NOT IMPORTANT

These Values are not important factors for your career happiness right now.

Fun Clarity Pace and Productivity Accountability Learning Challenge
Advancement

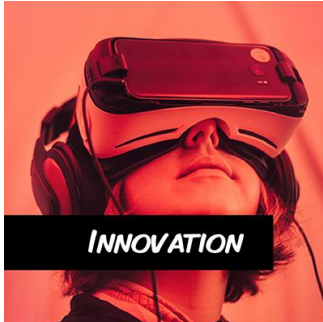
Career Engager Satisfaction

At different times in our career and jobs, our Career Engagers are met in different ways. Evaluate your satisfaction on a regular basis, and create ways in your current role to bring more of your Career Values into play on a day to day basis.

	 Career Engagers	 Create Actions
 VERY SATISFIED	VARIETY TIME ALONE QUALITY	<i>Thinking about the Career Engagers in this area, how can I continue this high level of satisfaction, or take it to a new high?</i>
 SATISFIED		<i>What action will I take to take this value to a higher lever of satisfaction at work?</i>
 NOT SATISFIED	SERVICE	<i>What is getting in the way of this area being satisfied? What steps can I take to increase my satisfaction with this Career Engager?</i>

Values Map

The values mapping exercise you completed helped to identify your current alignment of Personal Values and Career Engagers to those of the organization. Continuing to leverage the positive fit that you have right now, and taking action around your gap areas will further enhance your career satisfaction.



Organization Values

Innovation

MY ALIGNED VALUES

Quality Helpfulness Courage Kindness



Organization Values

Integrity

MY ALIGNED VALUES

Service

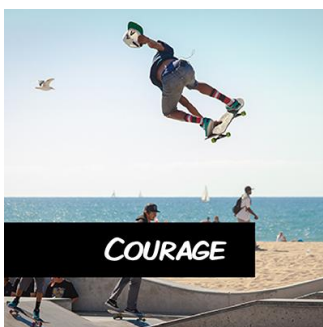


Organization Values

Respect

MY ALIGNED VALUES

Determination



Organization Values

Courage

MY ALIGNED VALUES

Individuality



Organization Values

Teamwork

MY ALIGNED VALUES

No Aligned Values

Last Words on Values

Taking time to clarify our values is one of the most critical things we can do, but how they impact on your career decisions is up to you.

Values affect different people in different ways, so it's for you to decide how important your values are. You might feel so strongly about your values that they help you limit the choices that you have. For instance, you might want to exercise creative values over and above anything else and so narrow your choices to areas you feel would be most in line with these values. However, some people are able to put their values to one side temporarily in order to get the sort of training they need, e.g. delaying having work which is morally fulfilling such as working for a charity, until fully trained in accountancy and finance, thus being better able to make a useful contribution in the long run.

Take Action

Now that you have reviewed your FuelValues, add some actions to your Career Plan to reflect your insights.



What is one action you can take to bring your Personal Values to life in your current work environment?



What is one action you can take to increase your satisfaction in one of your top Career Engagers?



Whatever your walk of life, you have gained a set of Talents that combine in ways that are unique to you individually. No one else will have these Skills and Competencies in quite the same combination as you.

In the FuelTalents analysis you rated your level of ability and your enjoyment for a wide range of Talents associated with many roles. The patterns and preferences will enable you to understand what Talents will be most fulfilling for you to focus on in your current role and future career.

LOVE IT | MOTIVATED TALENTS

You indicated that you enjoy using these Talents.

You will benefit from actively pursuing opportunities to use these in your day to day work and these should be the major focus of your career planning.

DEVELOP IT | MOTIVATED DEVELOPMENT TALENTS

These areas are the ones that you have marked as those that you want to develop.

Some or all of these should be part of your current or future development plan. Focus on the ones that also fall into the Motivated Talents box first – as these are the Talents that you enjoy but also want to get better at.

DO LESS | FATIGUED TALENTS

These are Talents that you want to use less.

Consider how you can reduce the amount of time you spend doing activities that use these Talents; or if that is not possible, how you schedule these activities throughout your day. When new opportunities appear, evaluate how heavily these opportunities rely on these particular talents and choose accordingly.

NEUTRAL


Neutral Talents are ones that you didn't mark as enjoying, wanting to advance or learn.

This may be due to your lack of experience in these areas, or an understanding that while you might not love these Talents, they are critical to your career plan and success.

My Talents

	 <p>I'd like to do this less</p>	 <p>Neutral Talents</p>	 <p>I'd like to advance it</p>	 <p>I enjoy doing this</p>
EXPERT				
EXTENSIVE		Networking Relationship Management Performance Management Planning: Tactical, Strategic Customer Service Management Process Management	Influencing Teamwork Flexibility and Adaptability Business Acumen	Teamwork Decision Making Flexibility and Adaptability Business Acumen
WORKING		Systemic Perspective Problem Solving Interpersonal Relationships Vendor/Supplier Management Resource Management Continuous Transformation	Relationship Building Program Management Performance Development Team Management Coaching Others Customer Focus	Team Management Coaching Others Customer Focus Mentoring Others Business Analytics Process Improvement
BASIC			Conflict Management Web-based Facilities and Tools	Conflict Management Web-based Facilities and Tools

My Skills

	<div> I'd like to do this less</div>	<div> Neutral Skills</div>	<div> I'd like to advance it</div>	<div> I enjoy doing this</div>
EXPERT			Solutions Development	Solutions Development
EXTENSIVE	Prospecting	Sales Tasks and Activities Cross-functional Collaboration Marketing Strategy and Positioning Sales Scoping and Qualification Sales Closing and Agreements	Addressing Customer Needs Product Development Strategy and Influence Sales Forecasting Account Management Sales Proposals and Presentations Cross-Selling	Product Development Strategy and Influence Sales Forecasting Account Management Sales Proposals and Presentations Sales Support and Administration Cross-Selling
WORKING		Marketing Tasks and Activities Digital Selling Value Selling Sales Systems	Market Research Marketing Channels Business Development Lead Generation	Strategic Sales Planning Lead Generation
BASIC			Telesales	Telesales

Reflection Questions

LOVE IT | MOTIVATED TALENTS

- 1 How are you using these Motivated Talents and Experiences in your current role? What percentage of time do you spend using Talents you like?
- 2 Choose one Talent or Experience that you would like to use more actively in your day to day work. Brainstorm how you can do this.

DEVELOP IT | MOTIVATED DEVELOPMENT TALENTS

- 1 Which of these Talents or Experiences benefit both your career and the success of your organization?
- 2 How can you develop one of these Talents or Experiences in your current role? How will you know that you have advanced this area?

DO LESS | FATIGUED TALENTS

- 1 How much is this Talent present in your current role responsibilities?
- 2 How can you minimize time spent using this area? Can you be more efficient, delegate to others or choose the timing of use to better suit your energy levels?

NEUTRAL

- 1 Which of these Talents or Experiences are critical for your current role? How can you develop these on the job right now?
- 2 Which of these Talents or Experiences are you most unclear about? How can you learn more about that particular Talent?

Last Word On Talents

By completing the FuelTalents analysis you now have a valuable tool, which you can use to increase your motivation and satisfaction through three steps.

- Review your Talent fit.
- Build on your Talent.
- Minimize everything else.

The natural place to begin is with your job. Once you are familiar with your Talents profile ask yourself:

- What have you learned about why you do; or don't do certain things at work?
- Which of your responsibilities draw upon your most Motivated Talents?
- Which of your highest rated Skills / Competencies are rarely used?
- Which of your responsibilities call upon your lesser Preferences / Talents? What can you do about this?
- Given your unique skill-set, is there a position in your company that is a better fit than your current one? If so; what do you need to do to prepare for it?
- If you are feeling drained or burned out, which areas are out of alignment?

Take Action



Which of these Talents benefit both your career and the success of the organization?

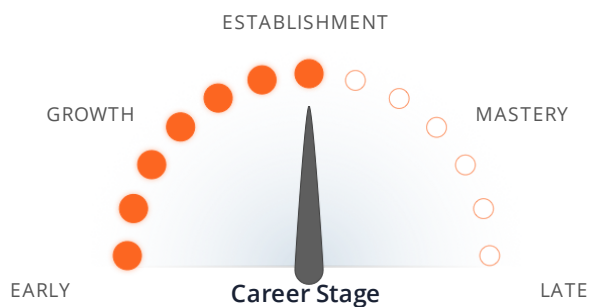


How can you develop one of these Talents in your current role? How will you know that you have advanced this area?

The FuelAgility exercise provides a snapshot of current career wants and needs. The Career Agility Indicator reflects and records preferences in a number of areas. There are no right or wrong answers or results, and higher scores are not any better than lower scores. It merely reflects preferences which will change through various stages of life.

Career Stage

This dimension identifies current career stage which progresses from early career stage, to growth and establishment and then mastery or late stage career phases. This is not necessarily age related as individuals may have significantly changed career focus over their lifetime and may be at an early stage at a later age in life.



Results

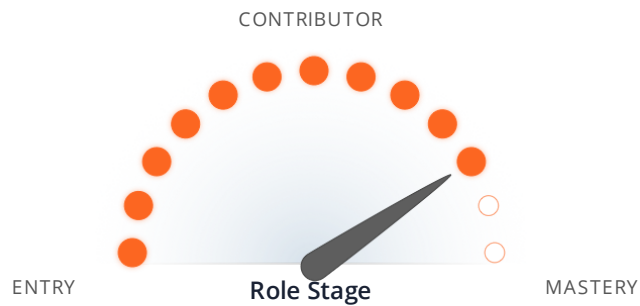
ESTABLISHMENT STAGE

You have profiled as having choices that are consistent with those who have entered a career stage of increased productivity and contribution.

This phase tends to be a great time of potential contribution and "value-add" to the organization as individuals in this phase tend to have mastered the basics, have a good understanding of what is expected of them and know just how to work with others to achieve things. It can be a real period of productivity. This is a great time of your career to ensure your networks of contacts are thriving, and while you may have a mentor yourself, you can also be a useful mentor or "buddy" for those new to the organization. Your reputation and personal brand are developing further, as you start to build a track record of delivery, behaviour and knowledge. Reviewing your current personal brand and if it is working for you could be timely.

Role Stage

This section describes your current role status. While time-related, this stage also takes into consideration role-learning needs and readiness for additional responsibilities.



Results

MASTERY PHASE

Your responses suggest you may have been in your current role for quite some time and have mastered the requirements of your current role.

Your responses suggest you may have been in your current role for quite some time and may be experiencing what we call "career mastery" or the next stage which is a career plateau. If you have scored in this zone, it is important for you to reflect further on what opportunities you want for the future and begin the preparatory tasks associated with next steps. This can include building skills, contacts or knowledge associated with your next target opportunity. Mastery phases of your career can be very useful times to take on additional learning outside of your current career responsibilities as you may be delivering to immediate work tasks with relative ease. It is important in the mastery phase that you take proactive action so that you don't experience a career plateau where you become de-motivated through lack of challenge. People with significant experience can add value in many ways and can ensure they have someone ready and trained to fill their role so that you can extend your contribution to the organization in other ways or new roles.



Career Mobility

Career mobility preferences are recorded here, in terms of flexibility and preference for location, and hours of work.



Results

MODERATE MOBILITY

Your responses to these questions indicate you are moderately flexible in where you would work and may be open to considering locations beyond your current place of work.

Your flexibility around location appears to be dependent on a variety of factors. It may be useful to consider what locations and flexible work patterns may appeal to you, so that you can discuss these with those in the business.

Locations you would consider include:

📍 Australia - Auckland, New Zealand

Your preferences for working remotely include:

- Work 2-3 days per week away from the office

Flexible work patterns that appeal to you include:

- Career break leave (to pursue other interests)
- Job sharing
- Part-time
- Project opportunities



Career Track

This dimension records your current preferences related to career track: between an expert-career pathway or a leadership-career path. This dimension also measures the desire for leadership scope in terms of both seniority and breadth of role.



Results

EXPERT PATH WITH LEADERSHIP

Your results indicate that a Subject Matter Expert role appeals but with some supervisory or leadership responsibilities.

People who score in this range probably enjoy having some technical expertise but also enjoy coaching and leading a small to medium sized team.

Career Pace

This section identifies your current preference for rate of career development and desire for additional career learning and responsibilities.

Results

ACCELERATE

A preference for accelerating your career has been indicated from your responses and you may be keen to participate in activities that will "fast-track" your career.

People with responses similar to yours tend to be prepared to invest additional time and effort into progressing their career. You have profiled as highly motivated, hungry for opportunity and as prepared to invest your own time and effort into growing your career opportunities, rather than sitting back and waiting for opportunities you profile as keen to actively create opportunity.



Your interest in taking on additional learning opportunities in your own time was:

- Very interested

The kinds of learning opportunities that most appeal to you include:

- Internally run formal training programmes
- Job-shadowing
- Peer learning

Finally, what else is important to your "career-life fit"? Tell us in your own words

| “”

Last Word On Agility

Your FuelAgility report is a snapshot, and may change significantly over a relatively short space of time. If you want to compare your results over time (and your responses will vary over time depending on your circumstances) please save a pdf copy and date it for reference purposes. You can complete the Indicator as many times as you wish. You can also review your Agility Report for a more in depth analysis of your results. Ideally, having a discussion with your manager, mentor or coach on a regular basis with your report can be a useful next step.

Next Steps

The agility factors help you to understand your current career wants and needs. These will prompt different actions based on your results, for example, if you are Accelerating, you may wish to talk to your Leader about gaining a stretch project opportunity. If your result was Decelerate, you may wish to work with your Leader on delegating some responsibilities. Review your outputs and record two actions now for areas that stand out for you.



Reflecting on your acceleration needs, what might be an action that can support you with this area?



Considering your role stage, what is an action you can take that supports you to maximise this stage?



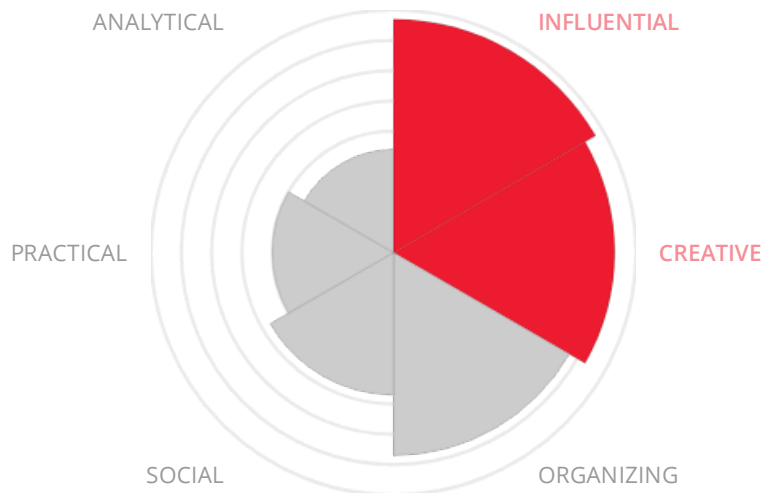
FuelFit

What you like to do plays an important part in your future career satisfaction and success. The FuelFit profiler analyzes your self-reported interests and provides career suggestions for you to explore further.

We have analysed your responses to six primary career areas based on John Holland's research into careers and personality types. You have ranked your career interests from your most to your least favorite areas. From your pattern of responses to our test, we are able to help you define where your preferred work-style may lie.

Your Top Career Interest Areas

Our first step is to identify your top two preferred areas of work. This provides you with an overview of what occupational areas you are most attracted to working in.



Most people have more than one interest area and it is how these interest areas overlap that can provide you with ideas and feedback as to how you can target your career from here. This analysis is based on the work of John Holland who is an influential thinker and researcher in the field of career choice. You will be given information on which are your preferred areas from six possibilities. There are no right or wrong answers and it is your pattern of work-styles that is important not the score.



Results

INFLUENCING CREATIVE

Influencing Creatives are attracted to work that allows them use their creativity at work and to influence others.

Influencing Creatives are attracted to roles that require some creativity and need for ideas generation, but that also provide the opportunity to lead and influence others. These individuals can be great visionaries, inspiring others to action with a natural ability sell their ideas to others. They naturally see possibilities and are often forward thinkers who have the ability to inspire and motivate others with their ideas.

Influencing Creatives would typically prefer work environments that:

- Contain imaginative people focused on human possibilities
- Allow for sociability and flair
- Relish collaborative atmospheres with different people and perspectives
- Offer variety and challenge
- Encourage ideas
- Are flexible, casual and unconstrained
- Mix in action, ideas, fun and social enjoyment

Influencing Creative

COMPETENCIES



Influencing Creatives typically bring the following competencies and attributes to their work:

- Creative thinkers
- New ways of looking at things
- Good written or spoken communicators
- People leaders
- Creative contributions (artistic or otherwise)
- Selling concepts and ideas
- Energize and persuade others through their enthusiasm for new ideas
- Add creativity and imagination to projects

PREFERRED WORK ENVIRONMENTS



Influencing Creatives would typically prefer work environments that:

- Contain imaginative people focused on human possibilities
- Allow for sociability and flair
- Relish collaborative atmospheres with different people and perspectives
- Offer variety and challenge
- Encourage ideas
- Are flexible, casual and unconstrained
- Mix in action, ideas, fun and social enjoyment

LEADERSHIP STYLE



Influencing Creatives typically bring the following qualities to leading others:

- Lead with energy and enthusiasm
- Prefer to take charge of the start-up phase
- Entrepreneurial
- Pay attention to the creative input of the team
- Keen to leverage the talents and creativity of direct reports

BLINDSPOTS OR DERAILERS



Influencing Creatives may have the following possible blindspots or potential career derailers:

- May move on to new ideas or projects without completing those already started
- May not work so well in highly structured environments
- May overlook smaller details
- May become distracted when others around them get enthused with new ideas

Example Roles

Roles that may appeal to Influencing Creatives:

- Account Manager
- Accounting Manager
- Accounts Payable Manager
- Accounts Receivable Manager
- Administration Manager

Work-styles

Influential YOUR WORK-STYLE



Influencing oriented people are often business orientated and generally enjoy influencing others whether it is selling, services, products or ideas. They tend to have an entrepreneurial or commercial approach and like to make the most of every opportunity. They also often enjoy leading and influencing others and may have a strong interest in management positions. These individuals have a commercial work-style and often seek work relating to business management, sales or politics where an element of business acumen and influence are required. Influencers are often described as optimistic, enthusiastic, confident, and energetic. They can be dominant, persuasive, and motivational. People with this work-style enjoy influencing others, being in charge, having a high profile or taking the lead.

Those with an Influencing work-style are described in the research as having all or some of the following characteristics:

- Confident
- Assertive
- Expressive
- Optimistic
- Ambitious
- Persuasive
- Motivational

Those with an Influencing work-style may be interested in investing in developing and growing the following competencies:

- Managing vision and purpose
- Building effective teams
- Relationship management
- Presentation skills
- Leadership skills
- Business acumen
- Political acumen

Creative YOUR WORK-STYLE



Creatives as the name suggests are attracted to work that requires a high level of creative thinking and/or creative ability. Often, but not always artistic, these individuals can demonstrate their interest in creative activities either by active involvement or through support and appreciation of these activities. This area includes performance arts as well as creative writing and the visual arts.

Many of these individuals like to do creative activities like art, drama, crafts, dance, music, or creative writing. Generally they may prefer to avoid highly ordered or repetitive activities, and have a dislike of rules and regulations.

They are described in the research as expressive, original, and independent, as well as creative, intuitive, sensitive, articulate, and expressive. They are unstructured, original, nonconforming, and innovative. They rely on feelings, imagination, and inspiration. They like to work with ideas, abstractions, and concepts. They are also described as spontaneous and open-minded. They tend to use their imagination a lot and like to express their feelings and ideas. They particularly like creating things.

Those with a Creative work-style are described in the research as having all or some of the following characteristics:

- Creative
- Artistic
- Intuitive
- Expressive
- Ideas oriented
- Sensitive

Those with a Creative work-style may be interested in investing in developing and growing the following competencies:

- Creating and conceptualizing
- Creating and innovating
- Process management
- Innovation management
- Dealing with ambiguity
- Ideas presentation
- Stakeholder engagement

Organizing



Organizers prefer work that requires them to be methodical, planned and organized. They often like to work with numbers, data or information in an orderly way. They may appreciate clarity and a lack of ambiguity at work. These individuals can be good at working with written records and numbers in a systematic, orderly way; they may even appreciate routines and clear deadlines. Individuals attracted to organizing work enjoy working with information and often like activities that require close attention to detail. They enjoy dealing with facts and figures, and processes. They often enjoy organizing tasks, processes or projects rather than people. People with a work-style of Organizing often enjoy using their organizational and administrative skills, often, but not always, in a business setting.

These individuals often also value success in business; and would describe themselves as orderly, and good at following a set plan.

They are logical, efficient, orderly, and organized. They are also often thorough and detail-oriented. They value precision and accuracy. They are reliable. They enjoy practical tasks, quantitative measurements, and structured environments.

Those with an Organizing work-style are described in the research as having all or some of the following characteristics:

- Orderly
- Efficient
- Structured
- Organized
- Precise
- Detail-Attentive
- Deadline - conscious

Those with an Organizing work-style may be interested in investing in developing and growing the following competencies:

- Execution management
- Organizing
- Planning
- Business acumen
- Commercial thinking
- Managing and measuring performance
- Process management
- Managing through Systems

Social



Individuals with this work-style like to work with other people and enjoy working with groups. They are likely to enjoy activities that involve caring for people or helping them with their problems. A work-style here may also suggest someone who likes teaching, coaching or developing others to fulfil their potential. Such people often seek work related to service to others in a variety of settings from hospitality and travel through to counselling and therapy or medical situations.

People with a Social work-style are often described as helpful, empathetic, tactful, and friendly. Good at socializing, helping others, and teaching. These people typically enjoy tasks that involve teamwork, social interaction, and relationship building. There are two kinds of people who are attracted to Social roles. The first group are those who enjoy interacting with people, and prefer roles that involve team work, social contact and some even enjoy public contact roles. The second group of people are those that are attracted to "making a difference to others" in a more humanitarian sense. These people want to feel that their work has a positive impact on those around them.

In commercial contexts you will find Social oriented people in a variety of roles from Customer Service, Hospitality through to sales and all kinds of leadership roles. Others bring a "social" focus to their work through being the kind of people who care about their colleagues, who actively contribute to the social aspects of their work and who are probably often found on the teams' social committee.

Those with a Social work-style are described in the research as having all or some of the following characteristics:

- Helpful
- Empathetic
- Tactful
- Friendly
- Sociable
- Service oriented
- Community minded
- Strong social conscience

Those with a Social work-style may be interested in investing in developing and growing the following competencies:

- Relationship management
- Collaboration
- Liaison
- Communicating - written and verbal
- Coaching
- Leading
- Account managing
- Motivating others
- Building effective teams

Practical



People with a work-style of Practical are attracted to work that requires physical activity or that delivers a tangible product, result or outcome. They tend to like working with tools or machines. These individuals often have good skills in working with tools, or things mechanical. They can be good at practical tasks or working with their hands. They tend to value practical things you can see and touch. Individuals who have this work-style typically enjoy more hands-on type of activities such as construction, operating machinery and using their hands or bodies. They generally prefer working with things rather than ideas or concepts and may enjoy outdoor activities involving some physical effort or skills. People with this work-style often seek work relating to nature and the outdoors, mechanics, construction or military service.

Hollands' research describes these individuals as independent, stable, persistent, genuine, practical, and pragmatic. They enjoy tasks that are tactile, physical, athletic, or mechanical.

These people tend to like and be good at activities that require physical skill and co-ordination.

Those with a Practical work-style are described in the research as having all or some of the following characteristics:

- Practical
- Realistic
- Mechanically minded
- Independent
- Persistent
- Genuine
- Physical
- Tactile

Those with a Practical work-style may be interested in investing in developing and growing the following competencies:

- Organizing things
- Execution management
- Planning
- Logistics
- Action orientation
- Project management

Analytical



Analyticals are attracted to work that requires analysis, investigative, problem-solving and research skills. They can often enjoy problem solving of a technical nature, research or science related work. They may enjoy diagnosing problems, analyzing data and trends and applying their thinking skills at work. Generally avoids leading, selling, or persuading people; Individuals who have a work-style of Analyzing tend to enjoy analyzing, testing, investigating and evaluating facts and information. They tend to enjoy using their conceptual thinking and research skills.

People with this work-style often seek work relating to academic research, medical facilities, scientific, computer-related or law enforcement.

They are often good with detail, and describe themselves as precise, scientific, and intellectual. Curious and inquisitive about things, they are often, but not always introverts. They are curious, methodical, rational, analytical, and logical. They like to solve problems, perform experiments, and conduct research. They are often interested in logic and concepts. These people tend to enjoy and be good at abstract thought. They are often interested in science. They also like working with information (abstract ideas and theories)

Those with an Analytical work-style are described in the research as having all or some of the following characteristics:

- Analytical
- Curious
- Rational
- Logical
- Critical-thinkers
- Evaluative
- Precise

Those with an Analytical work-style may be interested in investing in developing and growing the following competencies:

- Analyzing
- Interpreting
- Critical evaluation
- Applying expertise
- Writing and reporting
- Data interpretation
- Data presentation
- Stakeholder engagement

Last Word on Work-style

Identifying your preferred career options requires understanding not just your interests but how you would like to work. So we do not encourage you to focus narrowly on the occupations presented but to use them as a start to your career exploration so that you are able to find the uniquely right opportunity for you.

If you are attracted to areas where you feel you have only limited talent, you need to do two things. First, think about why that area attracts you, and whether or not you could get what you are looking for from something more realistic. For example, many people are attracted to creative activities but are not practically creative. It may be that a role that allows them to be creative without being creative per se, would be appropriate. For example, developing a new product or market.

Interest plays a large part in job satisfaction. If a job meets your interests then you are likely to enjoy it; so, not surprisingly, interests can account for a large part of finding the right occupation for you. Many people, faced with career decisions, find it difficult to focus on particular areas. It's also impossible to learn about every type of work that exists, but at the same time, it is important to know you are not shutting out areas that you might find rewarding and enjoyable. The FuelFit profiler is designed to help target your thinking but should also be a beginning of a journey of exploration not an end point. It is also important to explore other things to identify what you are suited to, how career options fit with your personality and what occupations would fit with your personal values and career path.

Take Action

Now that you have reviewed your FuelFit outputs it is ideal to consider what you need to do next to progress your career.



How are you adding value to your team with your work-style?



What skills / competencies / knowledge / experience can you develop further?

Report Summary

Creating your future career path is a big project. Because you are taking on the challenge, you deserve acknowledgement for beginning even the first steps. Through this process of reflection and evaluation you are undoubtedly closer to achieving your goals and will have already positioned yourself ahead of many of your peers.