



# Personal individual evaluation

## Participant MARKUSZHAW

Study programme: BSc in Betriebsökonomie  
 Semester: In the 1. Semester  
 Year of graduation: I have already completed my studies

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

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

Further interpretation support can be found here: [to the support](#)

You are one of the first participants in the ZHAW Career Profiler. Accordingly, the comparison groups are still small. We recommend that you look at the report again in a few weeks' time.

### Personal interest



Your interests – self-disclosure (Red) vs average of participants interested in the same industry (, grey, n=1)

Your interests – self-disclosure (Red) vs average of participants interested in the same functional area (Administration, grey, n=3)

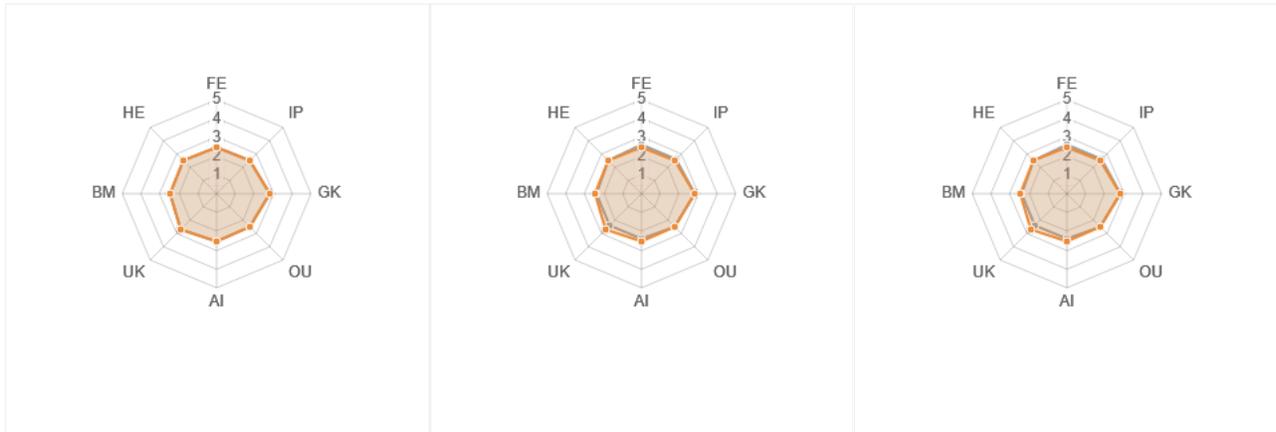
Your interests – self-disclosure (Red) vs average of participants in the same study programme (BSc in Betriebsökonomie, grey, n=3)

**Legend**

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

[Detail description factors](#) For the ZHAW SML Career Profiler we have simplified the concept of the Personal Globe Inventory (PGI) and operationalized it for the context of students. To learn more about the PGI, check Tracey, Terence J.G. (2002): Personal Globe Inventory Measurement of the spherical model of interests and competence beliefs. In J. Vocational Behaviour 60(1), S. 113-172.

# Professional competences



Your competences – self-disclosure (Orange) vs average of participants interested in the same industry, (, grey, n=1)

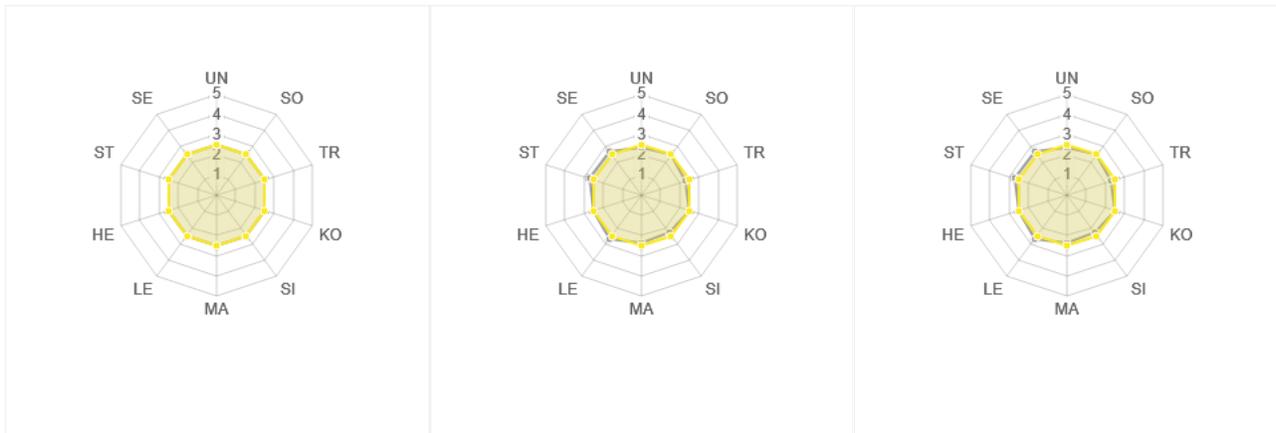
Your competences – self-disclosure (Orange) vs average of participants interested in the same functional area (Administration, grey, n=3)

Your competences – self-disclosure (Orange) vs average of participants in the same study programme (BSc in Betriebsökonomie, grey, n=3)

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

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

# Workplace-related values



Your values – self-disclosure (Yellow) vs average of participants interested in the same industry, (, grey, n=1)

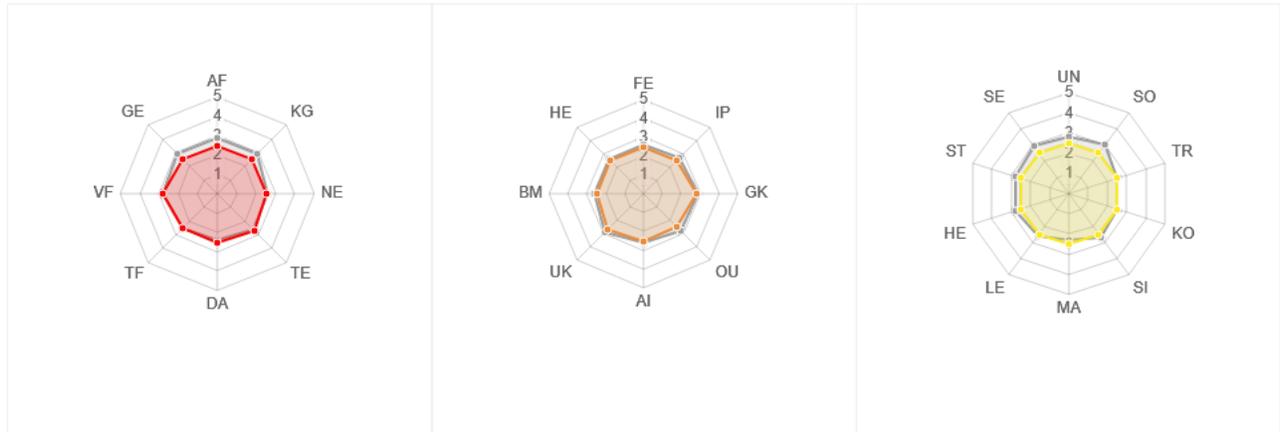
Your values – self-disclosure (Yellow) vs average of participants interested in the same functional area (Administration, grey, n=3)

Your values – self-disclosure (Yellow) vs average of participants in the same study programme (BSc in Betriebsökonomie, grey, n=3)

**Legend**  
 UN: Universalism    SO: Benevolence    TR: Tradition    KO: Conformity    SI: Security    MA: Power    LE: Achievement    HE: Hedonism  
 ST: Stimulation    SE: Self-direction

[Detail description factors](#) For the ZHAW SML Career Profiler we have simplified the concept of the Schwartz Value Survey (SVS) and operationalized it for the context of students. To learn more about the SVS, check Schwartz, Shalom H. Cieciuch, Jan Vecchione, Michele Davidov, Eldad Fischer, Ronald Beierlein, Constanze et al (2012): Refining the theory of basic individual values ... 103(4), S. 663-688.

# Interests, competences and values compared to all participants



Your interests – self-disclosure (Red) vs average of all participants (grey, n=5)

Your competences – self-disclosure (Orange) vs average of all participants (grey, n=5)

Your values – self-disclosure (Yellow) vs average of all participants (grey, n=5)

## Legend

AF: Helping others    KG: Being creative    NE: Discovering nature    TE: Technical development    DA: Data-oriented analysis  
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If you have any questions, please do not hesitate to contact the Career Services [ZHAW SML Career Services](#).

## My career preferences

Career stage:

During studies / before starting my professional career

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Status of your career development:

I am only at the beginning of my professional orientation

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Next step:

As soon as possible

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Your preparation:

Still at the very beginning

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Industry of interest:

Other industries:

- Banking / Financial Services
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Employer

First priority: bla

Second priority: bla

Third priority: bla

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Desired salary:

below 50'000

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Attractive attributes of the employer:

- Varied & manifold work activities
  - Demanding & challenging tasks
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Functional area:

Administration

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Other functional areas:

- Administration
  - Medicine / Psychology
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## My application skills

CV:

Rather poor

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Letter of motivation:

Rather poor

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Video/telephone interview:

Rather poor

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Face-to-face job interview:

Rather poor

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Negotiations:

Rather poor

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Preferred training:

- Individual counselling by career coaches
  - Exchange with friends in the same career status
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Preferred information method:

- Circle of friends in the same career status
  - circle of colleagues with more professional experience
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