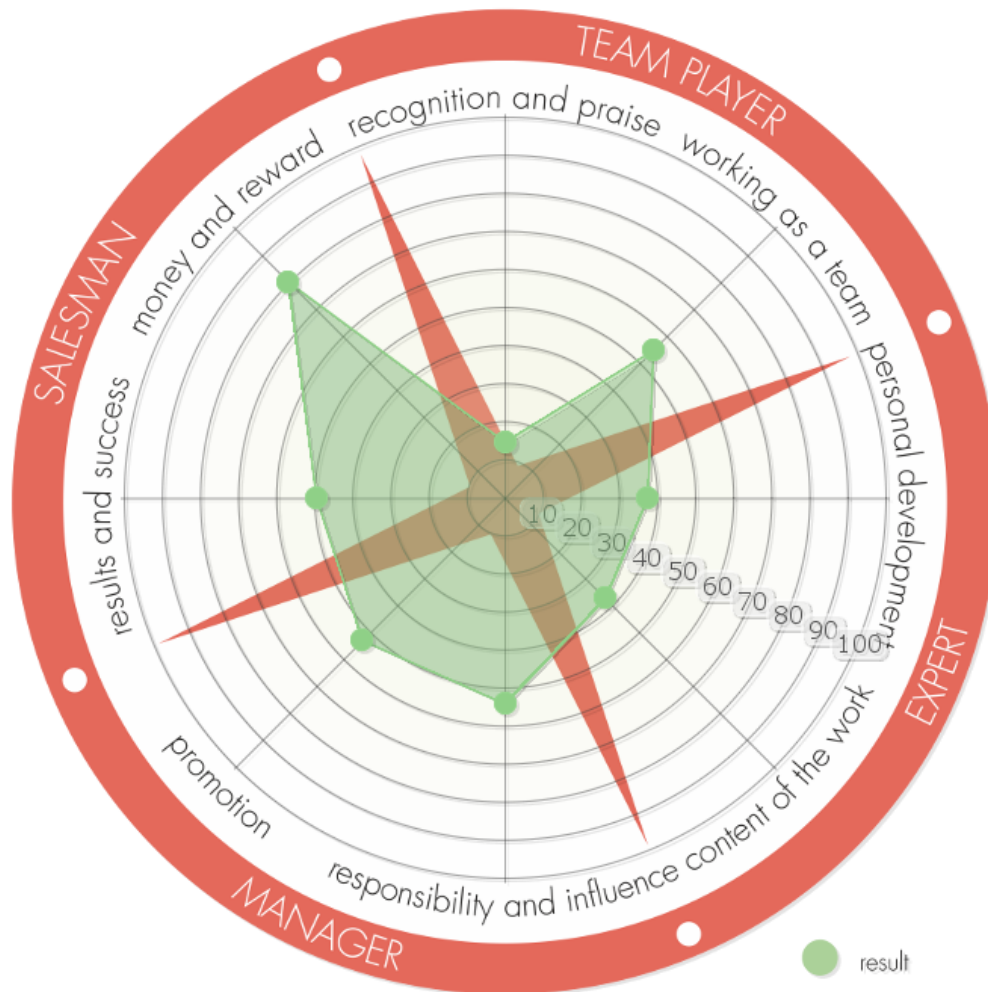


You now hold in your hands a report from Career Compass questionnaire. This questionnaire covers eight work motivation factors, shows the ones that are currently the most important and is therefore a useful aid not only when thinking about planning your career, but also for enhancing performance and work satisfaction.

The four shown basic profiles (manager, salesman, specialist, team player) are only tentative and represent four typical career expectations that can be however mutually combined and merged. Names of those profiles are also rather symbolic and do not necessarily mean specific job positions, nor a predetermination for them.

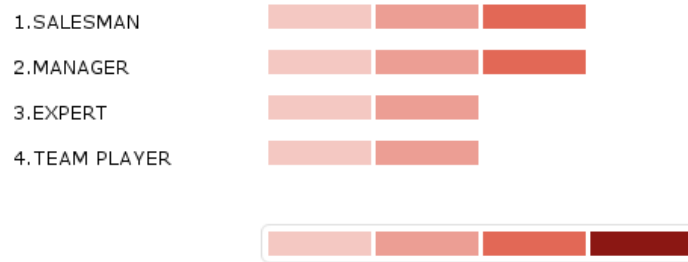
It is very important to mention that all results in this questionnaire are neither positive nor negative, better nor worse. Moreover, typical motivational factors can change in time, so it is necessary to interpret these results always with consideration to the given situation and experience. Usually those factors that are more important for us tend to score higher. A lower degree of preference for a given factor can mean that we are currently satisfied in this area, so we do not perceive it as an important factor and rather tend to put less emphasis on it.

CATEGORY SCALES RESULTS



The results are charted as percentiles

ORDER OF PREFERENCE OF THE BASIC PROFILES



DRIVERS OF PERFORMANCE AND SATISFACTION

- opportunity to share the profits of the company, reward linked to results, good remuneration
- functioning cooperation within the company, management in favour of and supporting cooperation, good relationships and atmosphere of trust in the team
- delegation of competences and powers, having a say in the direction of the company, opportunity to manage and make, within limits, independent decisions
- opportunities of career advancement, opportunities for realizing professional ambitions, attaining prestige and important status in the company

BARRIERS TO PERFORMANCE AND SATISFACTION

- absence of benefits, fixed and stagnant pay, inability to reach bonuses
- rivalry in the company, closeness to cooperation, alibism, intolerance and conflict
- lacking powers, absence of control over the situation, inability to influence anything, lack of autonomy and being dependent on the decisions of others
- absence of a career plan, absence of promotion prospects, inconsequence of the current position