

RIGHT *choice* SYSTEM

CareerView

Points importants

Qu'est-ce que CareerView?

Description

La composante d'évaluation CareerView recueille des renseignements sur les préférences, les motivations, les préoccupations et les attentes d'un candidat en matière de style de travail, afin de permettre aux gestionnaires d'embauche de fournir un aperçu réaliste de la carrière et d'évaluer la compatibilité avec le poste.



Questions de CareerView

Les 46 questions

- ✓ *8 sur les styles de travail traditionnels*
- ✓ *14 sur les facteurs de motivation*
- ✓ *14 sur les préoccupations*
- ✓ *10 sur les attentes*



Exemples de questions sur les facteurs de motivation de CareerView

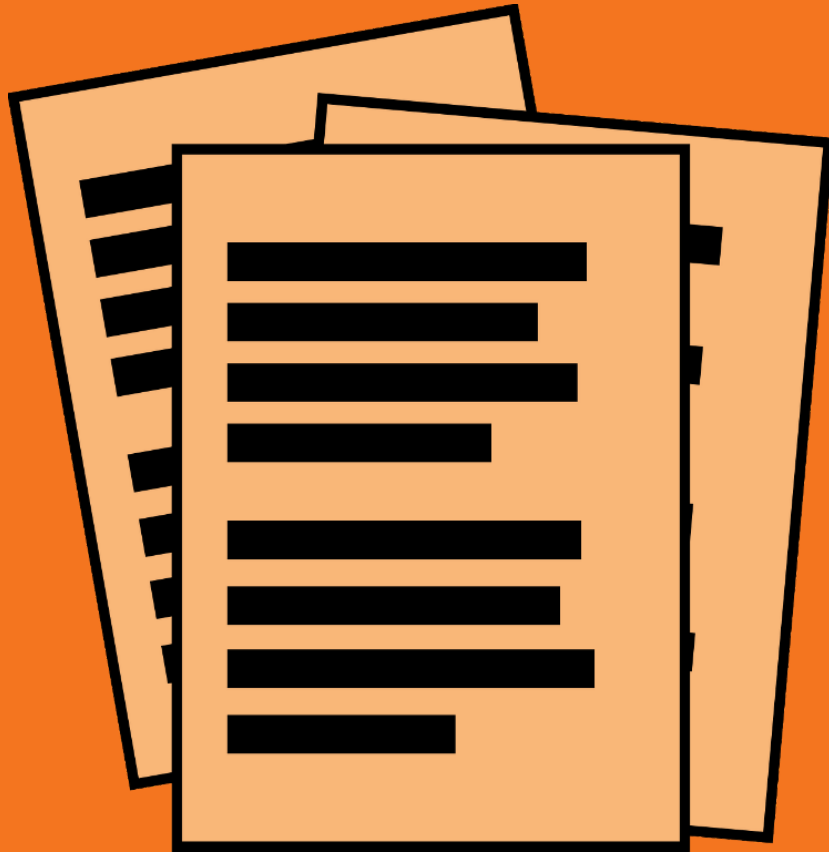
Facteurs de motivation :

De « Pas important » à « Extrêmement important » (1 à 5), cotez l'importance que vous accordez aux éléments suivants :

1. Indépendance – travailler seul
2. Influence – avoir une autorité sur les autres
3. Reconnaissance – obtenir la reconnaissance publique concernant un travail bien fait
4. Temps libre – avoir du temps libre pour faire ce que l'on veut
5. Prestige – être respecté par les autres
6. Argent – votre revenu personnel
7. Équilibre entre le travail et la famille – le temps que vous pouvez passer hors du travail pour vous consacrer à votre famille
8. Sécurité – avoir la certitude que vous ne perdrez pas votre travail tant que vous serez performant
9. Apprentissage continu – avoir la possibilité d'acquérir de nouvelles compétences et connaissances
10. Impact social positif – savoir que le travail que vous faites aide les autres
11. Niveau d'activité élevé – être occupé en permanence
12. Créativité – pouvoir essayer de nouvelles idées
13. Croissance professionnelle – pouvoir gravir les échelons au niveau professionnel
14. Pouvoir décisionnel – planifier votre travail avec peu de supervision



Aperçu du rapport du questionnaire CareerView



Options du rapport

- Gestionnaire d'embauche
- Candidat

Liens du rapport vers des ressources supplémentaires

- Questions d'entrevue sur les styles de travail
- Questions d'entrevue sur les facteurs de motivation
- Questions d'entrevue sur les préoccupations
- Questions d'entrevue sur les attentes

Exemples de rapports CareerView : Facteurs de motivation

Gestionnaire d'embauche

Candidat

CareerView Motivators
Test Candidate
Test Date

These charts help you understand a candidate's **motivators**. See below for their responses.

Motivators Associated with Sales Careers

Motivator	Importance Rating (0-6)
Work/Family Balance	3
Leisure Time	2
Continuous Learning	3
Money	4
Prestige	5
Recognition	3
Independence	2
Positive Impact on the Community	4

This candidate is highly motivated by tangible rewards, tends to value public recognition and enjoys situations where there is a clear "winner." They are focused primarily on personal and professional growth, and may not have a need to obtain positions of authority to feel professionally accomplished. They greatly value time spent on non-work activities with family or friends.

Motivators Associated with Management Careers

Motivator	Importance Rating (0-6)
Advancement	3
Control Over Decisions	4
Security	5
Creativity	3
Influence	2
High Activity Level	4

Take a look at how the candidate rates the importance of each of these motivators. This will give you a sense of the fit between this candidate's goals and the outcomes typically provided by a sales management career. The higher degree of importance they place on the motivator, the higher likelihood of fit with a sales management role.

[Interview Questions to Ask](#)

Questions?

CareerView Motivators
Test Candidate
Test Date

Confidential Personal Feedback Report

This chart helps you understand your **motivators**. See below for how you responded in the two categories.

Motivators Associated with Sales Careers

Motivator	Importance Rating (0-6)
Work/Family Balance	3
Leisure Time	2
Continuous Learning	3
Money	4
Prestige	5
Recognition	3
Independence	2
Positive Impact on the Community	4

Motivators Associated with Management Careers

Motivator	Importance Rating (0-6)
Advancement	3
Control Over Decisions	4
Security	5
Creativity	3
Influence	2
High Activity Level	4

Take a look at how you rated the importance of each of these motivators. Have a conversation with the hiring manager about how these motivators would play out in your new role. This will give you a sense of the fit between your goals and the outcomes typically provided by a sales or management career.

[Interview Questions to Ask](#)

Questions?

Exemples de rapports CareerView : Préoccupations

Gestionnaire d'embauche

Candidat

CareerView Concerns

Test Candidate
Test Date

This chart helps you understand a candidate's **concerns about the position**. See below for their responses.

Concern	Score (0-4)
Being accepted as a trusted advisor	1
Having enough time to spend with family and friends	2
Being rejected by potential clients	3
My ability to perform well enough to meet my own standards	1
Mixing business with pleasure at social events	2
Working long hours	2
Effectively answering in-depth questions about complex financial products	3
My ability to meet management's expectations	3
Using my own money for business expenses	2
Keeping current with industry knowledge	4
Selling in a remote environment	4
Selling enough to make the income I need	3
Using the latest technology	1
Finding enough prospective clients	2
Approaching people I know for business purposes	2

Where are the concerns?

Evaluate the concerns the candidate reported, especially those with a high score. These should be investigated further. It may be beneficial to explain to this candidate ways in which the organization provides support in the areas of concern.

If they reported few concerns, keep in mind that it is unlikely that a candidate will have no concerns regarding a new sales position. Be sure to get a better understanding of their concerns through interview questions, as they progress through the process.

[Interview Questions to Ask](#)

Questions?

CareerView Concerns

Test Candidate
Test Date

Confidential Personal Feedback Report

This chart helps you understand your **concerns about the position**. See below for how you responded.

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Being accepted as a trusted advisor	1
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Selling enough to make the income I need	3
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Review how you rated your level of concern for each of these areas, especially those that you are very concerned about. These are topics you will want clarity on as you learn more about the role. In your conversations with the hiring manager, ask for details around these concerns. This will give you a realistic sense of the role and help you decide if this career is right for you.

Questions?

Exemples de rapports CareerView : Attentes

Gestionnaire d'embauche


CareerView Expectations

Test Candidate
Test Date

This chart helps you understand a candidate's **expectations of this position**. See below for their responses.

Activity	Candidate's Response
Number of hours per week spent contacting people	16 to 20 hours
Number of hours per week spent studying sales presentations/products	11 to 15 hours
Total number of hours worked per week	40 to 44 hours
Number of evenings typically worked per week	3 evenings per week
Number of contacts needed to get one meeting with a prospective client	10 to 14 people
Number of sales presentations needed to make one sale	7 to 9 presentations
Number of sales expected to make during their first year	60 to 99 sales
Money spent per week on out-of-pocket business expenses	\$25 to \$49
Amount expected to earn in their first year	\$40,000 - \$49,999
Amount expected to earn in their third year	\$70,000 - \$79,999


Is it a match?





Evaluate any significant differences between what the candidate responded and what you know about your organization.

It is important that the candidate clearly understands the expectations that are typical of your office.

Candidates may leave an organization after a short period of time if they are contracted with an unrealistic picture of the work they are expected to do.

 [Interview Questions to Ask](#)



 Questions?



Candidat

CareerView Expectations

Test Candidate
Test Date





Confidential Personal Feedback Report

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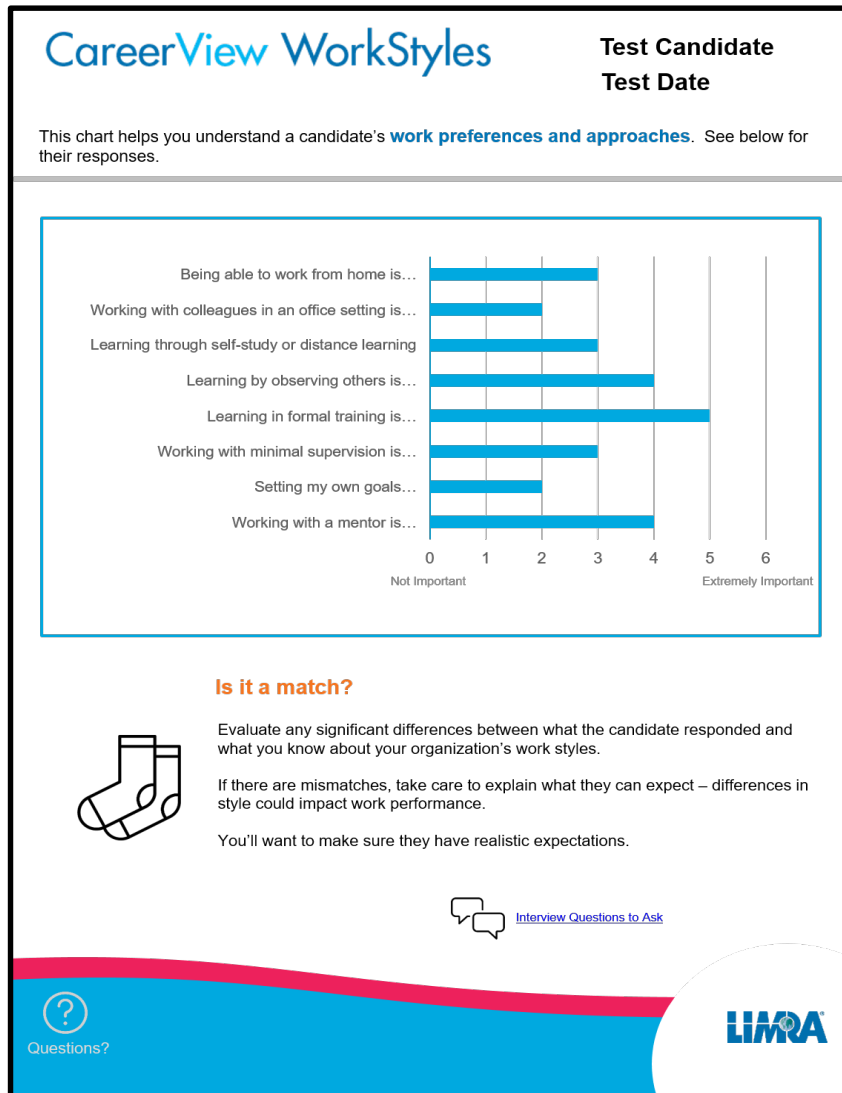
This information will help the hiring manager provide an accurate depiction of the career by comparing your responses to what they know about the role and the organization. Be sure to ask any questions that will help clarify your understanding about what would be expected of you.


 Questions?



Exemples de rapports CareerView : Styles de travail

Gestionnaire d'embauche



Candidat

