

### Important information

The above graph forms the basis for all reports regarding a JMT result. Certified JMT users can interpret and draw conclusions solely from the diagram, while other users are referred to the other reports and feedback from us or another JMT-certified person.

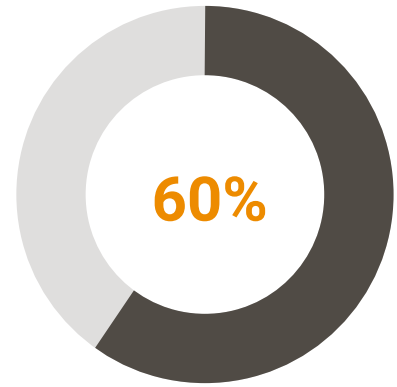
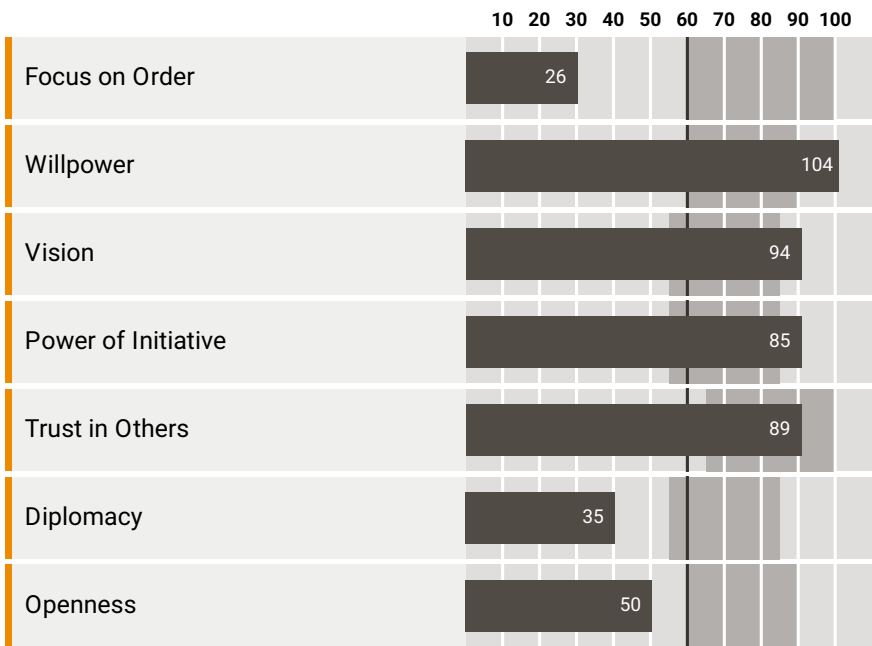
The diagram shows the values connected to the various work-related attributes and provides an overview of the person's work approach and collaboration approach. The scale is between 10 and 110, where 60 is the average value of professionals in Sweden (attributes A-J).

In general, there are not any "good" or "bad" results, since different roles place different demands on people.

In principle, all people possess all attributes, but use and harness them quite differently. The higher the value of an attribute, the less restrictive the test taker uses this attribute. The lower the value of an attribute, the more restrictive the test taker uses this attribute. For a more thorough interpretation, please look in the Interpretation guide and read the report called Personal Work Style.

Key traits	Matching Indicator
------------	--------------------

Requirement profile: Allround Ledarprofil; första linjen

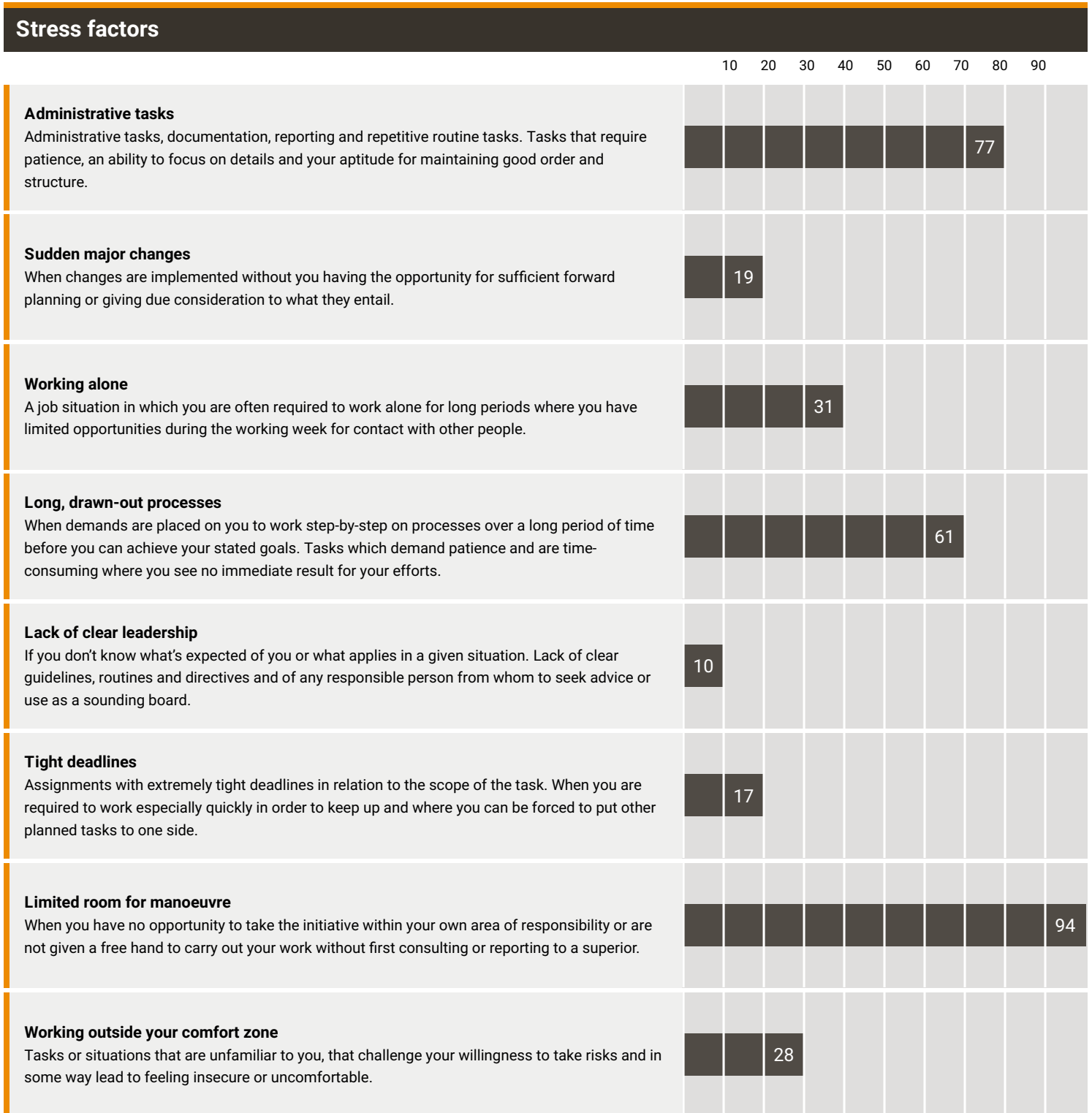


The key properties are based on the selected requirement profile and the shaded field indicates the desired level for each property. The bars show the test taker's scores and the matching indicator indicates the degree to which these match the desired level.

Matches the profile	Development areas	Other
<ul style="list-style-type: none"> <li>○ You thrive when there is plenty to do</li> <li>○ You are happy to contribute ideas and take the initiative</li> <li>○ You are capable of working in an environment where unforeseen events often occur</li> <li>○ It is not a problem for you to focus on your work even in somewhat distracting surroundings</li> <li>○ It is rare that you give up even if things become difficult</li> <li>○ You are happy to take on a key responsibility</li> <li>○ Having confidence in other people comes easily to you</li> <li>○ It appears that you are receptive to how others perceive you</li> <li>○ You are talkative and interested in dialogue and discussion</li> <li>○ It seems likely that you have good self-awareness</li> </ul>	<ul style="list-style-type: none"> <li>○ You don't like needing to double-check that everything is correct</li> <li>○ It is apparent that you have a certain sensitivity to criticism - especially when it is not specific</li> <li>○ There are indications that you may sometimes act without due consideration</li> <li>○ You can pay a great deal of attention to what the future has to offer</li> <li>○ There are indications that you may sometimes be rather careless</li> <li>○ You are not comfortable with high demands on administrative routines</li> <li>○ There is a risk that you may overlook difficulties and problems</li> <li>○ There are indications that you may push your own line regardless of what others think</li> <li>○ You can sometimes adopt a tone that is perceived as critical and questioning</li> <li>○ You become impatient when things go slowly</li> </ul>	<ul style="list-style-type: none"> <li>○ There are signs that you have an onerous and stressful situation that may affect your mood and well-being somewhat</li> <li>○ You seem to be good at bringing up new ideas and suggestions</li> <li>○ Your working method is focused on goals and results</li> <li>○ You can sometimes express yourself somewhat tactlessly, but it is seldom your intention to ramble anyone</li> <li>○ Bear in mind that you can be over-optimistic in your risk assessment</li> <li>○ Stepping up and taking charge of a group is not a problem for you</li> <li>○ Your result shows that you can be innovative and inventive</li> <li>○ You are happy to test your limits</li> </ul>

The bars below show various stress factors and the degree to which these may apply to you in situations where you find yourself under stress. A bar with a value below 50 shows a gradual decrease from moderate to insignificant stressful impact. If, on the other hand, this level is above 50, this indicates a gradual increase from moderate to significant stress factor.

Stress can be experienced in a number of different ways. In this context, we are thinking that one experiences a negative impact on mood or emotions. This may take the form of frustration, dissatisfaction, irritation or harassment. Sometimes you might not feel this stress directly but notice symptoms such as tiredness, boredom or resignation.



Your motivation profile shows the extent to which different areas have a motivating effect on you. The bars in the diagram that are in the vicinity of the 50-line are of no crucial significance to your motivation. It should be emphasised that this profile does not show anything about your work performance within a given area, only the extent to which the various areas motivate and energise you.



This profile provides a picture of which style of leadership comes most naturally to you in a management role. This result can be used both as a source of inspiration for your personal development and during recruitment to see the extent to which you match the leadership style the organisation is looking for.

