

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.

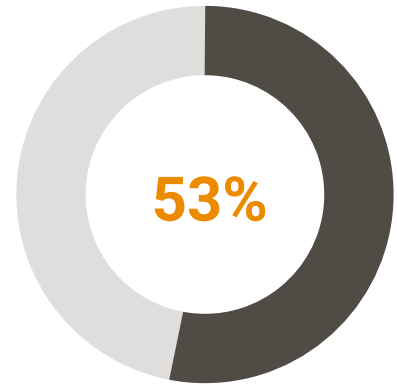
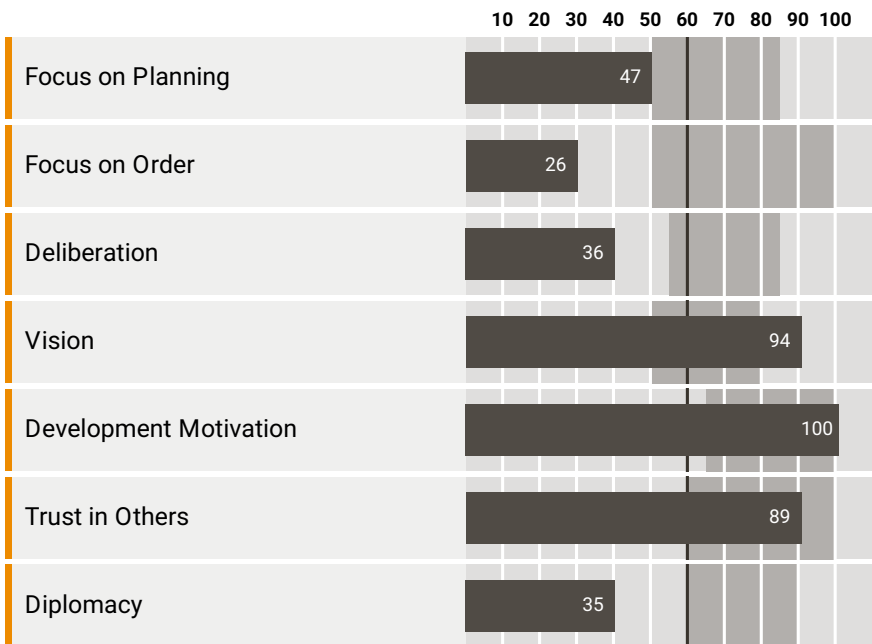
The diagram shows the values connected to the various work-related attributes and provides an overview of the person's work approach and collaboration approach. The scale is between 10 and 110, where 60 is the average value of professionals in Sweden (attributes A-J).

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
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Requirement profile: HR-strategiskt arbete

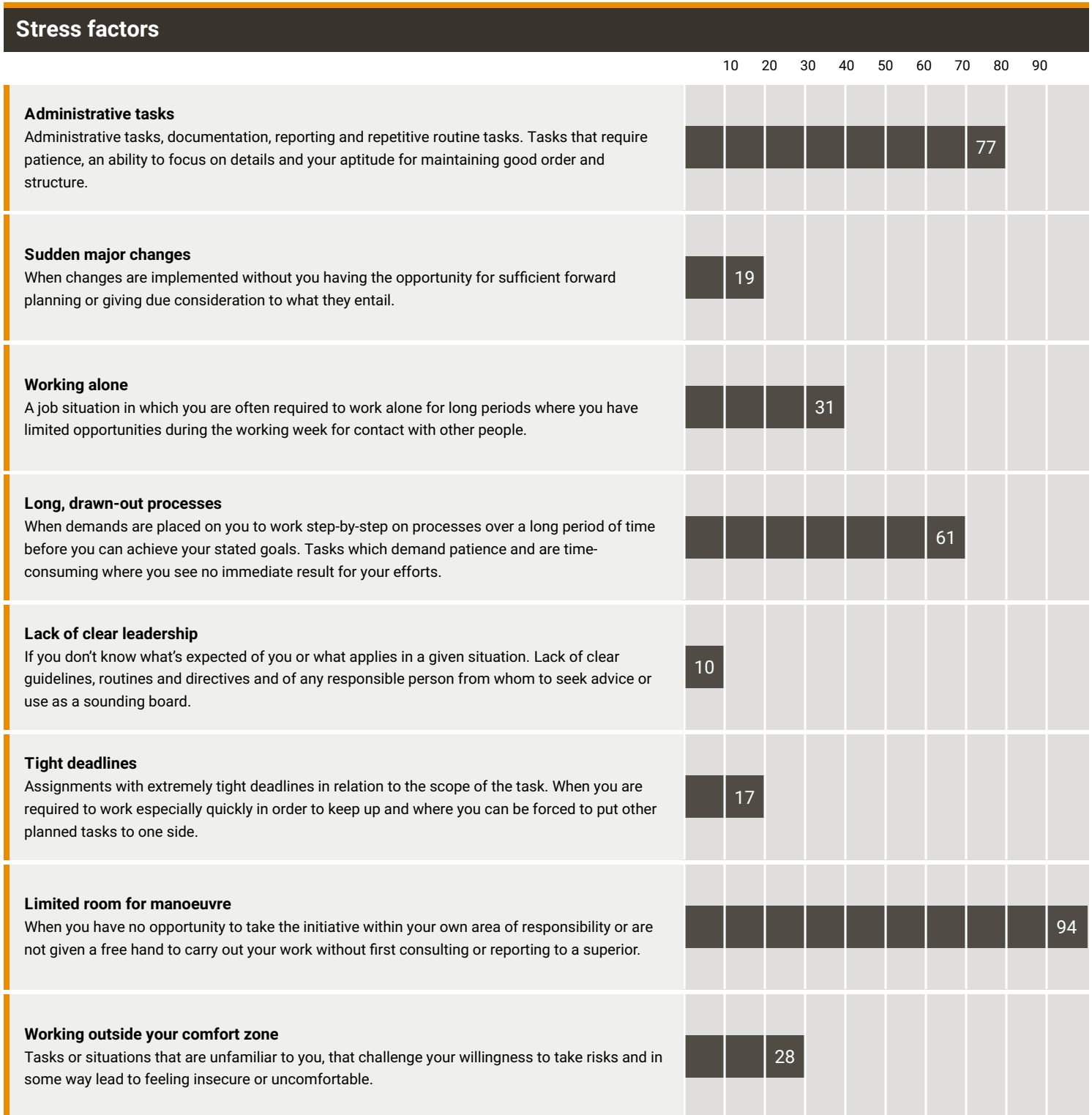


The key properties are based on the selected requirement profile and the shaded field indicates the desired level for each property. The bars show the test taker's scores and the matching indicator indicates the degree to which these match the desired level.

Matches the profile	Development areas	Other
<ul style="list-style-type: none"> ○ You like it when there is plenty to get involved in ○ It is rare that you lose your concentration ○ You usually keep going even when things get a bit tough ○ You want to give everybody a chance ○ You are alert to your own mistakes ○ You are communicative and forthcoming ○ It is obvious that you make an effort not to stagnate ○ It is apparent from your results that you are aware of your limitations ○ You get involved in your job and are alert when you have a position that you enjoy ○ You can adapt quickly to new circumstances 	<ul style="list-style-type: none"> ○ You are selective about what you pay careful attention to ○ You are easily upset by criticism that is not completely objective or if you are misunderstood ○ There are indications that you may sometimes act without due consideration ○ You can sometimes have very high expectations of what the future will bring ○ You can have an inclination to involve yourself in other people's areas of responsibility ○ When it comes to taking risks you can be a bit of a gambler ○ If you have not created routines for your work then there is a risk that things will fall between the cracks ○ There is a risk that you may overlook difficulties and problems ○ There is a risk that you can be more stubborn than is practical ○ Taking things easy can be difficult for you 	<ul style="list-style-type: none"> ○ There are signs that you have an onerous and stressful situation that may affect your mood and well-being somewhat ○ You seem to be good at bringing up new ideas and suggestions ○ Your working method is focused on goals and results ○ You can sometimes express yourself somewhat tactlessly, but it is seldom your intention to rample anyone ○ Bear in mind that you can be over-optimistic in your risk assessment ○ It comes naturally to you to take on the leadership within a group ○ Your result shows that you can be innovative and inventive ○ You are happy to test your limits

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.

