

### 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.

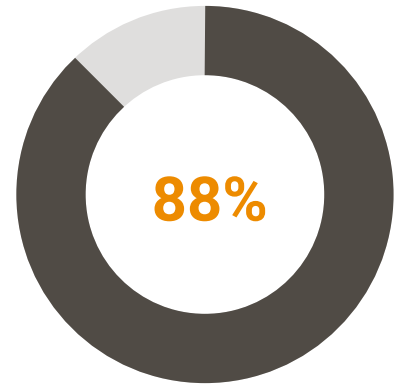
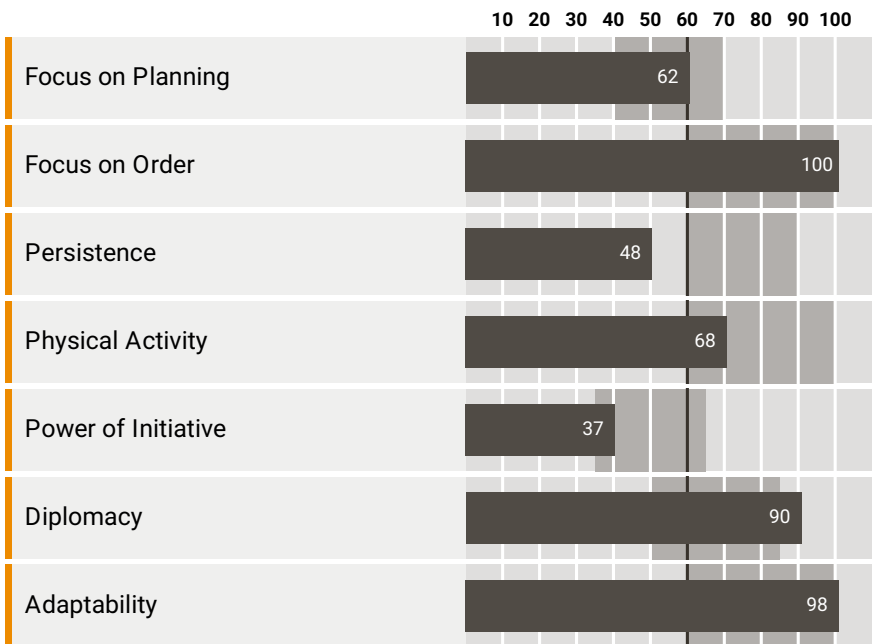
The diagram shows the values connected to the various work-related attributes and provides an overview of the person's work approach and collaboration approach. The scale is between 10 and 110, where 60 is the average value of professionals in Sweden (attributes A-J).

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: Lagerarbete



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>○ Your result suggests that you set up routines for a good working structure</li> <li>○ It takes a lot to put you in a bad mood</li> <li>○ You have a calm and collected demeanour</li> <li>○ The fact that others initiate your work tasks is not something you object to</li> <li>○ You take your own mistakes seriously</li> <li>○ Not getting your own way is something you can cope with</li> <li>○ It is possible for you to feel comfortable in a job with no immediate career prospects</li> <li>○ You are cautious and try to avoid risks</li> <li>○ Generally you are interested in personal development</li> <li>○ You feel no need to expand your role</li> </ul>	<ul style="list-style-type: none"> <li>○ You can have difficulty in letting go of the details and can thus sometimes run the risk of missing the bigger picture</li> <li>○ The things going on around you can easily become a distraction</li> <li>○ You have a calm and methodical working pace, but you see that this type of position requires a higher tempo than you are normally comfortable with</li> <li>○ There is a risk that you may overlook difficulties and problems</li> <li>○ It can be hard to tell how you are feeling - you usually appear unmoved</li> <li>○ In the event of disagreement you can sometimes be so cagey that not everybody understands your meaning</li> <li>○ Your result suggests that you are fairly low-key</li> <li>○ At times you may be more deferential than is appropriate</li> <li>○ Sometimes you have difficulty in speaking up</li> <li>○ You do not initiate conversation particularly often</li> </ul>	<ul style="list-style-type: none"> <li>○ You are very patient</li> <li>○ There is a strong possibility that you will be greatly affected by conflict situations</li> <li>○ You are sometimes unnecessarily hard on yourself</li> <li>○ In order for you to take the lead in group situations the circumstances need to be completely right for you</li> <li>○ You have no wish to throw yourself into anything you can't endorse completely</li> <li>○ You normally keep a cool head - often an advantage - just be sure to react quickly enough when something unforeseen happens</li> <li>○ You have a pronounced empathy for others - but watch out that you don't become too docile and good-natured</li> <li>○ You need to have a job that you see as interesting and stimulating in order to get the most out of your resources in terms of activity and involvement</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.

