

### 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.

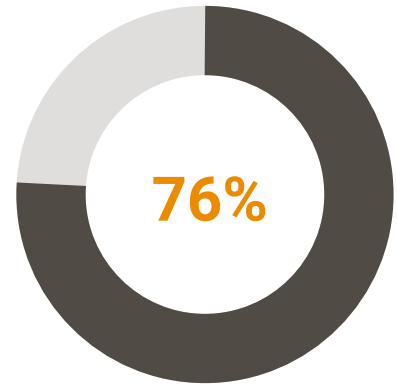
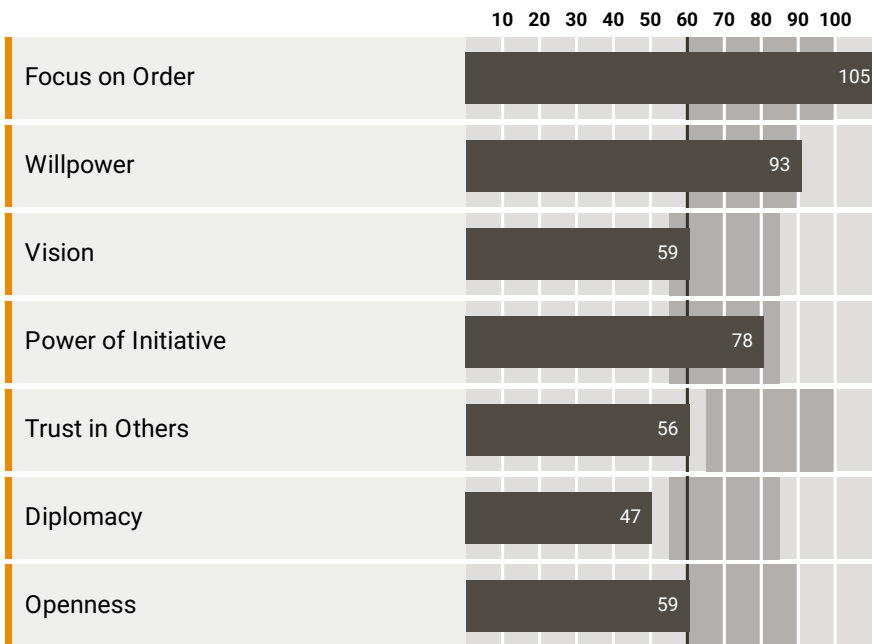
The diagram shows the values connected to the various work-related attributes and provides an overview of the person's work approach and collaboration approach. The scale is between 10 and 110, where 60 is the average value of professionals in Sweden (attributes A-J).

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:** 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>○ It is apparent that you are self-motivated</li> <li>○ You like it when there is plenty to get involved in</li> <li>○ You are alert and act directly</li> <li>○ Those around you find you predictable</li> <li>○ It is seldom that you allow setbacks to affect your mood for any length of time</li> <li>○ It is not a problem for you to focus on your work even in somewhat distracting surroundings</li> <li>○ You have a good capacity for following your own line even if others offer resistance</li> <li>○ You have certain visions and you expect something good from the future - on a realistic level</li> <li>○ Generally speaking you listen to others to the same extent as you speak yourself</li> </ul>	<ul style="list-style-type: none"> <li>○ You dislike not being informed of things in good time</li> <li>○ There is a risk that you may pay more attention to detail than is practical</li> <li>○ There is a risk that you place greater emphasis on order and structure than is necessary</li> <li>○ Sometimes you can be more focused on problems and difficulties than is practical</li> <li>○ It is probable that you won't be comfortable in the long-term when confronted with the demands of a constantly high tempo</li> <li>○ You prefer to have external security factors in place</li> <li>○ You need space to think things through</li> <li>○ In certain situations you refuse to yield</li> <li>○ At times you can sound negative</li> <li>○ It is possible that you may allow your work-related development to stagnate</li> </ul>	<ul style="list-style-type: none"> <li>○ You are seldom impatient or restless</li> <li>○ You believe it is more important to achieve results than to please others</li> <li>○ You sometimes put pressure on others in order to get your own way</li> <li>○ You can often argue and apply pressure in order to get your own way</li> <li>○ Having a well-honed awareness of potential pitfalls leads you to be very cautious</li> <li>○ There is a risk that your attitude may be provocative when you find yourself under pressure</li> <li>○ Stepping up and taking charge of a group is not a problem for you</li> <li>○ You are happy to test your limits</li> <li>○ You can sometimes be offended by non-specific or unfair criticism but you are otherwise not particularly sensitive to criticism</li> <li>○ You may maintain a certain distance from others until a degree of trust has been established</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.

