

**Betreff:** Career Resources Questionnaire - Your results

**Datum:** Freitag, 14. Mai 2021 um 11:14:43 Mitteleuropäische Sommerzeit

**Von:** WorkWell

**An:**

Dear participant

You have completed the Career Resources Questionnaire for employees! You will now find your personal report on your results here. At the end of the report you have the possibility to download an Excel document to get your results additionally in graphical form. In order to make the best use of your career resources, we recommend that you read through with some more detailed information. You can also find this document on the [homepage](#) of the Career Resource Questionnaire.

### Content of the questionnaire

The Career Resources Questionnaire is a scientifically developed self-assessment tool to evaluate critical resources that promote career success. The resources can be divided into four broad domains:

1. Knowledge and Skills;
2. Motivation;
3. Environment; und
4. Activities.

These four broad domains consist of 13 different components that are based on international research as important facilitators of subjective career success (e.g. job satisfaction, career satisfaction) and objective career success (e.g. salary, promotions). It is important to note that these resources are modifiable and can be actively developed (they are not personality traits).

### Overview of the Four Broad Categories

The range of values for each resource lies between 1 and 5. Higher scores indicate that you possess more resources in this specific domain. Lower scores indicate that this resource is less well developed.

#### Knowledge and Skills:

The knowledge and skills career resources include three components: occupational expertise, job market knowledge, and soft skills. Overall, this domain describes aspects of knowledge and skills which are essential for a successful career.

Your result: Value **2** on a scale from 1 bis 5.  
Your resources in this domain are developed on a **rather low** level.

#### Motivation:

The motivational career resources include three components: involvement, confidence, and clarity in relation to one's own career. Overall, this domain describes aspects of the personal motivation that are essential for a successful career.

Your result: Value **3** on a scale from 1 bis 5.  
Your resources in this domain are developed on a **average** level.

#### Environment:

The environmental career resources include four components: career opportunities, organizational support, job challenge, and social support. Overall, the environmental career resources describe resources in the organizational, as well as private context, which are essential for a successful career.

Your result: Value **4** on a scale from 1 bis 5.

Your resources in this domain are developed on a **rather strong** level.

**Activities:**

The activities category includes three components: networking, career information gathering, and continuous learning. Overall, the activities describe behaviors which are essential for a successful career.

Your result: Value **3** on a scale from 1 bis 5.

Your resources in this domain are developed on a **average** level.

## Detailed Results – The 13 Components in Detail

The range of values for each resource lies between 1 and 5. Higher scores indicate that you possess more resources in this specific domain. Lower scores indicate that this resource is less well developed.

### 1. Knowledge and Skills

**Occupational Expertise:**

This resource describes your job specific knowledge and skills. Occupational expertise is important to successfully meet the demands in your current job. Expert knowledge and professional competencies improve work performance and result in stronger feelings of competence at work. Hence, the possession of occupational expertise makes promotions more likely and increases job satisfaction.

Your result: Value **2** on a scale from 1 bis 5.

Your resources in this domain are developed on a **rather low** level.

**Job Market Knowledge:**

This resource describes your general knowledge of the job market and employment trends. Such knowledge allows the identification of occupational opportunities. Additionally, occupational knowledge and competencies can be adapted and developed more successfully if current and future demands in the job market are known and taken into account. Job market knowledge is also important for personal employability and facilitates job search and job transitions.

Your result: Value **2** on a scale from 1 bis 5.

Your resources in this domain are developed on a **rather low** level.

**Soft Skills:**

This resource describes your skills and competencies that are relevant for a broad range of occupations (e.g. analytical capability, social competency, or organization skills). Such multi-professional skills are important for your personal employability and facilitate job search and job transitions.

Your result: Value **2** on a scale from 1 bis 5.

Your resources in this domain are developed on a **rather low** level.

### 2. Motivation

**Involvement:**

This resource describes the degree to which you are emotionally attached to your work and to what extent your job is a central part of your identity. People who are more involved in the working role are normally more motivated at work and more active in the career development process. In addition, they show more work performance and are more satisfied at work and with their career in general.

Your result: Value **3** on a scale from 1 bis 5.

Your resources in this domain are developed on a **average** level.