**MENTORSHIP INDIVIDUAL GUIDANCE USING THE PROFESSIONAL POTENTIAL ASSESSMENT**

***TRAINEES’ PROFESSIONAL GUIDANCE REPORT***

**LAST NAME …………………… FIRST NAME……………………………**

**UNIVERSITY ……………………………………………………………….**

**STUDY PROGRAMME……………………………………………………**

**YEAR OF STUDY…………………**

**GROUP……………………………..**

**E-MAIL……………………………..**

**PHONE ……………………………..**

***This Psycho-Vocational Assessment Report provides for mentorship and coaching purposes a description of a sample of the individual's unique and current behavioural style, motivations, vocational interests and how they interact with the professional environment.***

**1. TYPICAL DIMENSIONS OF PERSONALITY**

**From the evaluation of the personality test, the resulting profile can be: generous, committed, claimant, helpless**

**Recommended jobs**: ....................................................................................................................., with the following specific characteristics:

**1. MENTORING ASSESSMENT BASED ON TRAINEES’ PERSONALITY INTERPRETATION:**

**I. „GENEROUS” TYPE:**

**- willing to get involved, act on behalf of others and solve common problems, as long as his effort and sacrifice are recognized and rewarded.**

**- good ability to influence others, social skills, adaptability by moderately tolerating the changes that occur.**

**-** **he can recognize when he has made a mistake by analysing the actual consequences.**

**- has a strong internal "locus of control": attributes the causality of the unfolding of events and activities mainly to personal resources, ignoring external factors.** **He is aware that due to his effort, he and the other colleagues are enjoying too. He is more demanding of himself than of others, often dissatisfied with his own achievements, having high, unrealistic standards which can lead to underestimation of his self-image and feelings of discomfort: guilt, anxiety, frustration, stress.** **He feels responsible, believes he can anticipate and control what is happening around him, which can create difficulties in managing the risks and uncertainties generated by spontaneous events.**

**-** **it is placed towards the ALTRUIST pole, centered on others (to give/offer): disposition to offer, help, intervene in order to solve common problems. He can manage good interpersonal relationships, he needs group valorisation by asserting himself in front of others. Good team spirit, builds friendship relations, communication skills.**

**- he is self-motivated and focused on achieving the goals he has set for himself, he has a good potential as a leader focused more on solving work tasks than on human issues.**

**RECOMMENDED JOBS**

Maritime Officer, Naval and Port Engineer, Military leader, Top manager, Political leader, Project manager, Expert, Engineer, Team leader

**II. „COMMITTED” TYPE:**

**- he acts, gets involved in causes that are not his own, negotiates, solves common problems of the group he belongs to and helps others without expecting anything in return, without having the feeling of a special effort or sacrifice.**

**- has an increased socio-relational potential, is funny and sociable, friendly, adapts by easily tolerating changes.**

**- has a moderate external "locus of control": attributes the causality of events and activities mainly to external, random factors: chance, luck, chance, authority, fate...** **It tends to think that everything that happens to a person, the problems or opportunities that arise, depend more on chance, the actions of others in a social position of strength and prestige, or on other external forces. He tends to blame others, not to take responsibility, being more tolerant of himself and demanding of others. Applying different evaluation standards for others and for oneself can lead to overestimation of self-image and feelings of psychological discomfort: frustration, anxiety, stress.** **Sometimes he tends to give up when things don't go the way he wants because he has the belief that he doesn't have the power to change anything.**

**- it is placed towards the ALTRUIST pole, centered on others (to give/offer): disposition to offer, help, intervene in order to solve common problems. Can build good interpersonal relationships, based on collaboration, helping others and pro-social behaviours, needs group valorization. Good team spirit and social skills useful in conflict management, communication skills.**

**- good leadership potential, often charismatic, focused more on human issues than on solving work tasks.**

**RECOMMENDED JOBS:**

Maritime Officer, Naval and Port Engineer, Teacher, Planning officer, Psychologist/Sociologist, Events manager, Social/Charity manager, Entrepreneur

**III. „CLAIMANT” TYPE:**

**- good observer, analytical spirit, notices immediately any dysfunction of the social system of which he is a part (family, group, organization) or any violation of his rights, reacting immediately and having the courage to express his position in front of colleagues, teachers, bosses.**

**- has a strong external "locus of control": attributes the causality of the unfolding of events and activities mainly to external, random factors: chance, luck, chance, authority, fate. Tends to think that everything that happens to a person, the problems or opportunities that they appear, depending rather on chance, the actions of others in positions of statutory power and prestige, or on other external forces. He tends to blame others, not to take responsibility, being more tolerant of himself and demanding of others. Applying different evaluation standards for others and for oneself can lead to overestimation of self-image and feelings of psychological discomfort: frustration, anxiety, stress.**

**- time management skills respecting to deadlines.**

**-** **less conformist, has good communication skills although he shows frankness in telling the truth, often disturbing or hurting those around him.**

**- feels that others or the system are responsible for the malfunction and must do something to remedy the situation by displaying a competitive and redeeming spirit. Sometimes he tends to give up when things don't go the way he wants because he has the belief that he doesn't have the power to change anything.**

**- is placed towards the SELFISH pole, self-centered (to ask/request): disposition to be sensitive to situations that suppose the infringement of personal rights and advantages and to ask, to request the remedy of such situations for personal advantage.**

**- leader potential oriented both on the accomplishment of work tasks and on human issues.**

**RECOMMENDED JOBS:**

Maritime officer, Naval and Port Engineer, Teacher, History/Biology/Chemistry Expert, Teacher/Researcher, IT/data manager/programmer, Technical Expert, Administrator/Logistician, Artist.

**IV. „HELPLESS” TYPE:**

**- sensitive to the problems of others and of the system, easily perceives what the problems are and what should be done but, although aware that he is part of the problem, lacks the courage to campaign to remedy the situation, nor the energy, confidence and determination to act.**

**- engages in activities that help to increase performance: understanding and assimilation of new, useful knowledge and information, developing skills and competencies necessary to achieve positive results.**

**-** **persistent and patient, does not like surprises, motivated by a clearly defined goal.**

**- has a moderate internal "locus of control": attributes the causality of the unfolding of events and activities mainly to personal resources, ignoring external factors. He is aware that the success enjoyed by other colleagues depends on him and his effort, but he has the feeling that he is not able to do it.** **He is more demanding of himself than of others, often dissatisfied with his own achievements, having unrealistic standards which can lead to underestimation of his self-image and feelings of psychological discomfort: guilt, anxiety, frustration, stress...**

**He feels responsible, believes he can anticipate and control what is happening around him. He easily accepts spontaneous situations that he cannot control and manage effectively.**

**- has good social and communication skills, easily integrates into a group where he feels secure, supported, valued, developing strong feelings of belonging to the norms, beliefs and values ​​of the work team.**

**-is placed towards the SELFISH pole, self-centered (demanding): disposition to be sensitive to dysfunctional situations, waiting fearfully, tensely and guiltily for someone to act to join the collective effort, showing team spirit and tendency to conform.**

**- delegative leader potential, oscillating in making decisions and taking initiative, encouraging positive, harmonious interpersonal relationships in the work group.**

**RECOMMENDED JOBS:**

Economist/Statistician, Project team member, Maintenance Operations Expert, Industrial Designer, IT/data manager/programmer, Technical Expert, Administrator/Logistician.

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**2. MENTORING ASSESSMENT BASED ON THE TRAINEES’ VOCATIONAL MOTIVATION**

**As a result of the interpretation of the test of motivation and vocational and occupational interests intended to evaluate preferences for a certain activity or for certain fields of knowledge, the following vocational similarity profile emerged:**

**- expert professional profile based on personal achievements, informal leader, conformist, performant, competitive and focused on the effective achievement of professional goals /**

**- professional communicator profile based on relationships, collectivist spirit, innovative leader, focused on image and positioning in the group, focused on the success of the group /**

**- ambitious, innovative, influential, self-centered and power-oriented leadership profile and for permanent assurance of a superior professional status /**

**- execution profile with a high degree of conformity, in professional expectation, with little initiative, constant, conservative and oriented towards strategies to strengthen the professional position.**

**INTERPRETATION:**

**I. MANAGEMENT/LEADERSHIP (Need for power):**

**- the desire to influence those around him by mobilizing them towards success or manipulating them toward a personal interest;**

**- ambitious, with very high levels of aspiration, having the desire to become an important person, channels his energy to achieve this goal, often neglecting affective and relaxation aspects;**

**- combative, full of resources, effective, ​​valuable efficient with high propensity towards professional self-fulfilment. Many times, they perceive themselves becoming a professional, conceiving as being in a competition where the best must win, always aiming a higher social status, a higher income and a more prestigious job;**

**- like being a manager/leader, leading or not depending on others;**

**- tend to achieve a decisional independence.**

**II. EXPERTISE (Need for achievements):**

**- the tendency or desire to excel in the activities in which they engage, seeking to be considered an expert, a professional;**

**- has solid principles regarding the professional values, loves his work in which he likes to be fully engages, considering it the way in which he can express his skills,**

**- aiming to be professionally recognized by others, being satisfied only when he had managed to reach the level of a professional authority;**

**- sometimes he can be considered a ”perfectionist” type, being critical and dissatisfied with his own achievements, imposing very high standards of quality;**

**- preference for being the "shadow man" influencing the decision making process, with a higher critical thinking availability;**

**- aiming for highest professional expertise as ultimate satisfaction.**

**III. RELATIONSHIP AND NETWORKING (affiliation requirements):**

**- embedded by the perception that the individual should establish and show friendship relations, networking with others, the satisfaction coming from the group affiliation feeling;**

**- seeking to position him/herself in a collective perspective, having the desire to work with pleasure in a harmonious group within a positive climate, surrounded by understanding and kind people, always claiming for the need of a genuine group communication;**

**- very good interpersonal skills, confident in people, with a easy ability to relate with others, considering the mutual respect as the foundation of any relationship;**

**- in addition to his/her work, greatly appreciates recreational activities, good relations with family, informal interactions in the groups of friends;**

**- always in keen to build harmonious relationships, oriented toward the team functionality.**

**IV. SURVIVAL AND SUBSISTENCE (Existence survival needs):**

**- the person's concern for the basic needs of existence (physical rest, emotional stability, money and food stabile sourcing, security and other individual factors to be provided as living rationales);**

**- the individual values refer to a stable, calm and predictable life, in harmony with themselves and with the surrounding people**

**- highly praises the activities that allows him/her the express the creativity and the individual talents, even not financially rewarded or if only strictly necessary income will be earned;**

**- the level of aspiration is always slightly below the individual potential of the momentum, but oriented toward the affectional perspective, on the level of psycho-socio-cultural perceptions as ultimate satisfaction.**