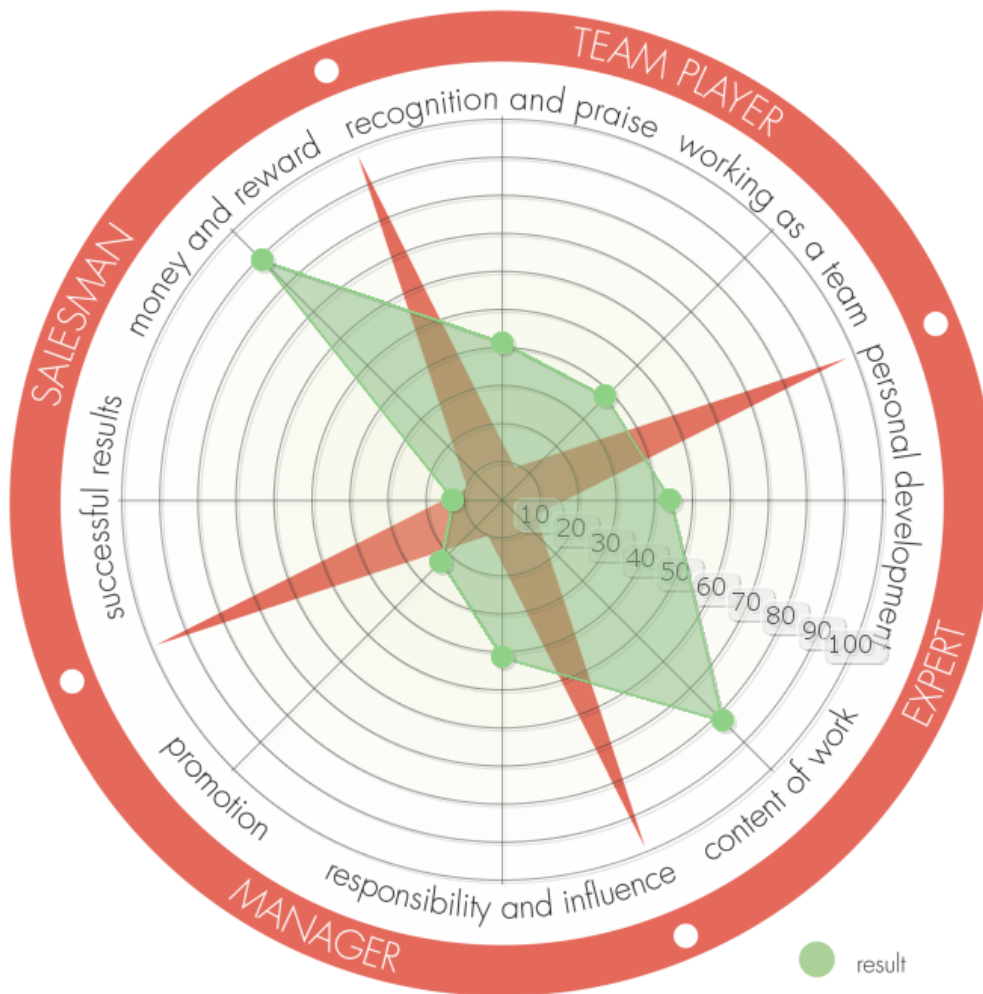


You now hold in your hands a report from Career Compass questionnaire. This questionnaire covers eight work motivation factors, shows the ones that are currently the most important and is therefore a useful aid not only when thinking about planning your career, but also for enhancing performance and work satisfaction.",

The four basic profiles shown (manager, salesman, specialist, team player) are only tentative and represent four typical career expectations that can be however mutually combined and merged. Those profiles serve primarily as guides and do not necessarily mean specific job positions, nor a predetermination for them.

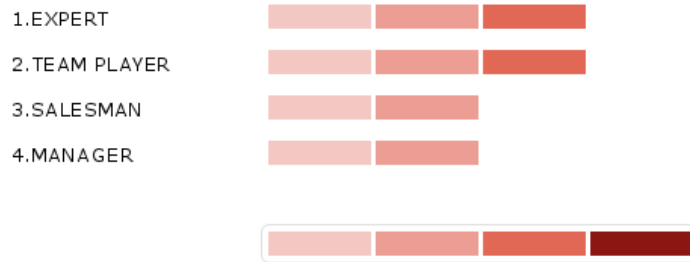
It is very important to note that all results in this questionnaire are neither positive nor negative, better nor worse. Moreover, typical motivational factors can change over time, so it is necessary to interpret these results always with consideration of the given situation and experience. Usually those factors that are more important for us tend to score higher. A lower degree of preference for a given factor can mean that we are currently satisfied in this area, so we do not perceive it as an important factor and rather tend to put less emphasis on it.

RESULTS FOR INDIVIDUAL SCALES



The results are shown in the chart as percentiles

ORDER OF PREFERENCE OF THE BASIC PROFILES



DRIVERS OF PERFORMANCE AND SATISFACTION

- opportunity for profit-sharing, rewards linked to results, good remuneration
- interesting and creative work with space for using own ideas, involvement in tasks which are meaningful and important for the company
- opportunity to attend courses, getting new experience and knowledge, personal development opportunities
- recognition by the company and manager, praise, thanks for good work, positive feedback and recognition

BARRIERS TO PERFORMANCE AND SATISFACTION

- absence of benefits, fixed and stagnant pay, inability to reach bonuses and rewards
- boring, repetitive work, formal tasks, too much bureaucracy
- absence of feedback, lack of personal development opportunities, professional knowledge stagnation
- indifference from the company or manager, lack of recognition, too much criticism, disinterest from others