

Jane Position/Role Report



Example candidate

16-07-2021

Best suitable positions/roles and organizations

Over the years, Jane® has gained a tremendous amount of experience in practice with matching talents to a certain position or role in a company or organization. After all, a function / role always revolves around the following three questions:

- **What** should be done (which tasks should be performed)?
- **How** should it be done ((how should work be done)?
- **Where** should it be done (in which environment or context)?

When determining when someone is doing well in a certain position or role, it is important to determine what behavior is needed. Does someone need to respond quickly to questions and follow certain routines? Is it perhaps also important that someone can empathize with someone else in order to be good in that specific role? And to what extent should someone enjoy being in the foreground when representing his / her department, for example? These are all questions about behavior. Talent produces behavior and by looking at talents we can actually predict what behavior someone will display. And therefore also to what extent a certain position / role will suit someone well.

Jane® positions/roles and talentprofiles

Jane® has compiled 27 different talent profiles of types of functions / roles that occur in practice by mapping and describing the desired behavior for the successful performance in that position/role. These talent profiles can be used in a very targeted manner to determine which position / roles, in the professional field, may be of interest to you. Based on your unique talent combination, we can make a match with those positions / roles that we know fit with who you are, what you want and what you are naturally capable of.

There are three categories that are used to characterize the types of positions / roles, namely operational positions, project positions and change positions.

Jane® types of organizations

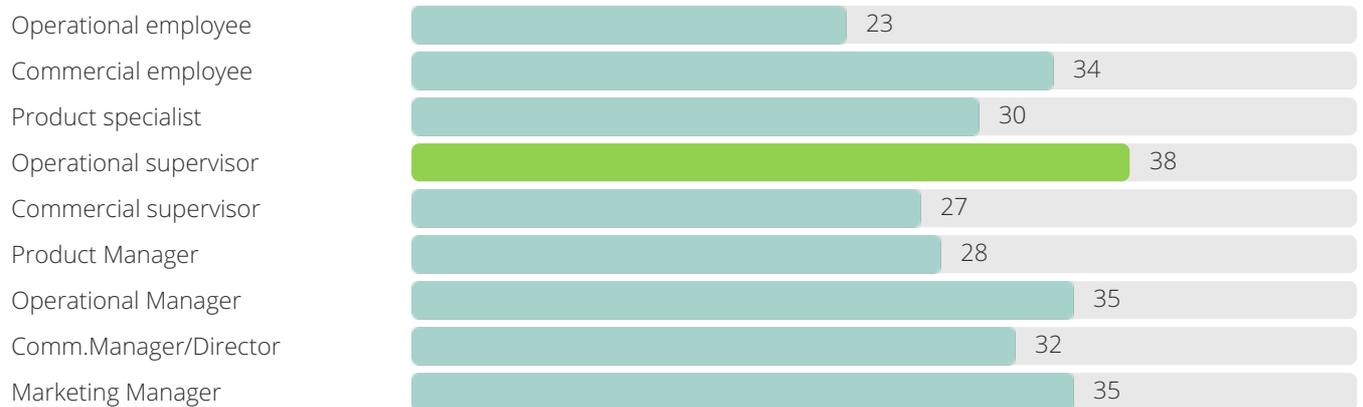
Based on the same experience in matching talents with positions / roles, Jane® also describes different types of organization types. Nine types have been described based on the talents that Jane® thinks and sees in practice that characterize what an organization actually does.

Just as you can identify for a person what characterizes him / her, you can also do this for an organization. Every organization has a vision, a mission and a strategy that is executed in a certain way. And of course, this is where talents come into play as a basis for motivation and behavior. The types of organizations are intended as a guide and guideline in determining which environment may be of interest to you.

My operational roles Example candidate

Operational roles are positions with a focus on the here and now and guarantee the continuity of a process or service. The emphasis within these positions is on performing tasks and achieving fixed goals. Often there is worked in a team with regular colleagues.

With a score of 36 points or higher, there is a match between the function and your combination of talents. This does not mean that other functions are not doable. You score on the following line functions:



Operational supervisor

The term 'Operational supervisor' is a collective name for positions in which you lead a team of employees in the production, warehouse, transport, (financial) administration, automation, etc. This does not include commercial departments and marketing - or policy departments.

My project roles Example candidate

Project roles are positions with a focus on improving, among other things, a process or service, aimed at the medium term. The emphasis within these positions is on having a responsibility to achieve changing goals with changing teams.

With a score of 36 points or higher, there is a match between the function and your combination of talents. This does not mean that other functions are not doable. You score on the following line functions:



Troubleshooter

The term 'Troubleshooter' is a collective term for functions in which acute problems lead to a quick solution, whatever the problem. Examples include a fault engineer in a factory, a roadside assistance engineer, a computer specialist at a helpdesk for sudden computer problems, specialized nurses or specialists at, for example, a first aid post.

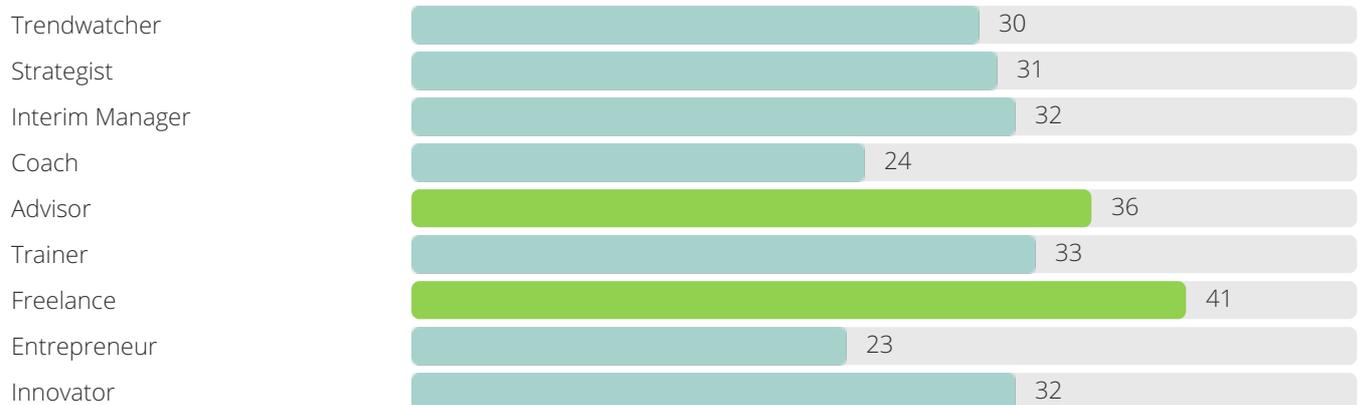
Process Consultant

The term 'Process Consultant' is a collective name for functions in which you ensure that your internal business processes such as production and logistics function better and better in order to achieve and maintain maximum efficiency. Understand 'lean' is central to this type of function. Lean means that you allow a production and logistics process to function optimally. It is a learning process in which the employees of the Process Consultant learn to make their business processes run as efficiently and smoothly as possible so that the flow is always optimal. And where in practice everyone's (unique) contribution and value become as visible as possible. Not only for employees but also as a supplier to the customer.

My change roles Example candidate

Change roles are positions with a focus on change and the emphasis is on the role that you have in this. "Change goals" can be varied and are particularly focused on the long term. There is a large diversity of discussion partners in the form of individuals, groups, teams, etc.

With a score of 36 points or higher, there is a match between the function and your combination of talents. This does not mean that other functions are not doable. You score on the following line functions:



Advisor (36)

The 'Advisor' is a collective name for positions such as Consultant, Organization Advisor, Management Consultant, Advisor, etc. It is a varied function in which you hold conversations with all kinds of people on a weekly basis with the aim of ultimately creating the best possible organizational form and structure form that can be recommended and advised to your customers.

Freelance (41)

A freelancer does not work in paid employment and does not employ people. He almost always works from certain expertise, such as an independent doctor, a broker who starts for himself, a hairdresser who starts for himself, etc. From this expertise, the freelancer offers to help as many people as possible.

Some freelancers sooner or later hire people and become 'Entrepreneur'.

The role of 'Entrepreneur' is different from that of a freelancer and also requires other talents.

My type of organization Example candidate

Jane® characterizes 9 organizations based on the core process (s) of an organization. The idea that a talent meets the needs of your environment through your talents, albeit in the form of a function, also applies to an organization. The core of the product, process or service provided by the organization meets the (latent) need of its environment, and for this purpose, a combination of talents is used.

"I agree with this type of organization": <ul style="list-style-type: none">• Research & Science (31)• Education & Development (31)• Non-profit organizations (31)	"I feel at home in this type of organization": <ul style="list-style-type: none">• Consultancy (34)• Media & Communication (36)• Authorities, banks, sports (35)• Profession-oriented organizations (34)• Innovative organizations (37)
"I don't feel at home in this type of organization":	"I do want a different type of organization than this": <ul style="list-style-type: none">• Sales-oriented organizations (25)

With a score of 33 points or more, there is a match between the type of organization and your unique combination of talents. In a match, you will feel 'at home' in this organization and the core of the way it meets the needs of the environment (read: the market).

Score	Match
30-32	"I agree with this type of organization"
25-29	"I do want a different type of organization than this"
≤24	"I do not feel at home in this type of organization"