

Assessment Results

Profile Report: **Manny Gunthrie**

The Yenza platform has been developed by leading technologists, educators, psychometrists and engineers. We analyse over 250 data points across interests, personality and ability to match against a very sophisticated careers and skills framework to deliver recommendations.

PLEASE NOTE

When using this report, remember this is a static summary of what has been presented to you on our website. We suggest you use this report in conjunction with using our various explorer tools and career information to make the right choices for you.





Table of Contents

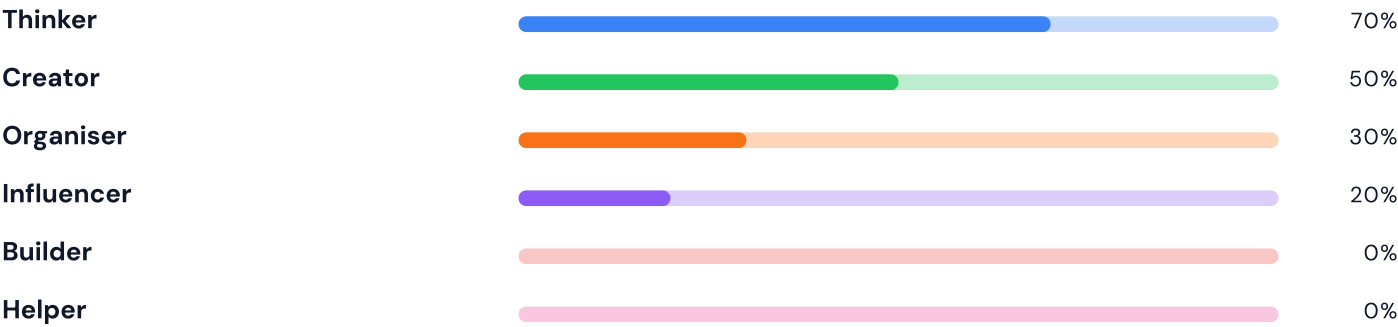
Your Worker Type	2
Entrepreneurial Intent	4
Personality Traits	5
Learning Styles	6
Your Endorsement of Values	8
Emotional Intelligence	9
Cognitive Ability Report	10



Your Worker Type

The Worker Type assessment is based on vocational/career choice theory called The Holland Code. This assessment helps you identify your best suited career work type, preferences, characteristics, qualities and strengths. There are 6 Worker Types, and individuals are scored across their Primary, Secondary and Tertiary types.

Your Results



Your Archetype: The Inventor

In the heart of a community, a person who embodies the Inventor archetype is always dreaming beyond the ordinary. Where others see challenges, they see opportunities to push the boundaries of imagination. In a world hungry for fresh ideas and bold visions, they defy expectations and showcase the importance of embracing creativity in shaping the future.

The Story of Your Archetype

The Inventor archetype describes someone who is both deeply thoughtful and creative. They love to immerse themselves in the realm of ideas, exploring and analysing various concepts and theories. Yet, they are also driven to turn these ideas into reality through inventive projects and creations. With a mind that's both logical and imaginative, they excel in fields that require innovation and problem-solving, making them well-suited for roles in research, design, and engineering.

Superpowers

Your combination of creativity and analytical prowess is a tremendous asset. Your ability to think deeply about concepts and then apply them in imaginative ways is a recipe for innovation. You thrive in environments where you can experiment, create, and solve problems, constantly pushing the boundaries of what's possible. Your skill set allows you to bridge the gap between theoretical ideas and practical applications, leading to groundbreaking work.

Potential Pitfalls

While your inventive spirit and love of learning are invaluable, be mindful of the potential for becoming too isolated in your work or overly focused on perfecting your projects. Successful innovation usually involves teamwork, so it's important to be open to feedback and willing to adapt ideas based on real-world input. Balancing your visionary pursuits with effective communication and collaboration will maximise your impact and lead to more fulfilling and sustainable achievements.



Your Worker Types Explained

Primary Worker Type: Thinker

Thinkers generally have preferences for analytical, intellectual, and scholarly environments and tasks. They are likely to be naturally curious and inquisitive people who enjoy studying and understanding their environment, as well as researching facts to solve problems. They have a natural tendency towards investigating, and generally prefer not to work with large groups of people or being in positions where they are required to lead, persuade or sell to others. These individuals use their problem-solving abilities to meet their goals, rather than leveraging off their relationships with others.

Preferences

- Learning
- Independence
- Theorising
- Problem Solving

Strengths

- Independent
- Continuous Learner
- Problem Solver
- Critical Thinker

Characteristics

- Introspective
- Curious
- Rational
- Analytical
- Methodical

Secondary Worker Type: Creator

Creators generally have preferences for creative, expressive, and unstructured environments and tasks. These individuals at their core are creative thinkers and doers who use their imagination and/or their hands to craft something new. Creators are most likely to be open-minded, original, non-traditional, and generally dislike rules and resist conformity. They can also be characterised as emotional, sensitive and unstructured, with a tendency to avoid a rigid or overly repetitive environment where they cannot take independent action. They enjoy working in groups and teams where they have the freedom to contribute ideas and express their creativity. They can also work independently as they often will have their own ways, ideas or approaches to solving problems.

Preferences

- Creativity
- Beauty
- Newness
- Originality

Strengths

- Expressive
- Original
- Independent
- Flexible

Characteristics

- Inventive
- Imaginative
- Spontaneous
- Intuitive
- Adaptable



Entrepreneurial Intent

The Entrepreneurial Intent report gives you an indicator for entrepreneurial suitability and/or intent towards wanting to become an entrepreneur.

High  85%

You showed high intent in pursuing a career as an entrepreneur. Entrepreneurs are individuals who have a keen interest in business and strongly value their own independence. By nature, you have a strength to see opportunities, solve problems, and act fast. Entrepreneurs are comfortable taking calculated risks and can operate effectively in constantly changing environments. A natural-born leader, you may have a wide social circle and are comfortable interacting with people from all walks of life. With a strong desire to be your own boss and build your own future, you are unlikely to thrive in an environment characterised by too many rules, guidelines, and routines.

Common Traits of an Entrepreneur

Preferences

- Independence
- Autonomy
- Variety
- Generating Ideas
- Solving Problems
- Testing New Methods
- Risk Taking

Preferred Tasks

- Creating
- Innovating
- Networking
- Managing
- Forecasting
- Testing
- Problem solving

Characteristics

- Driven
- Decisive
- Persistent
- Resilient
- Self-disciplined
- Perceptive
- Dynamic

Strengths

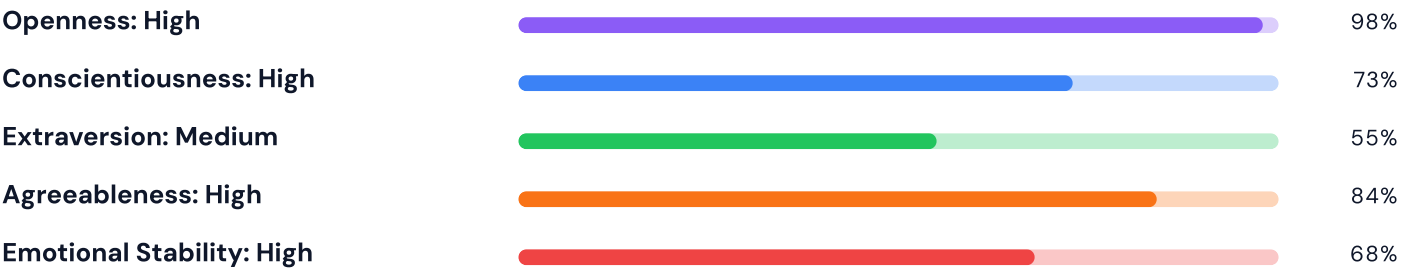
- Creative
- Passionate
- Knowledgeable
- Decisive
- Open Minded
- Independent
- Social



Personality Traits

When talking about Personality, this refers to a person's patterns of behaviour which are consistent over time. The five dimensions of Personality or 'Big 5' is the most scientific framework to understand personality.

Your Results



Your Traits Explained

Openness: High

You scored high on openness, which means you are imaginative, curious, and full of ideas. You enjoy exploring new concepts, trying out creative activities, and discovering different perspectives. You are likely to be drawn to novelty and adventure, and you feel energised by the opportunity to experiment and think in abstract ways.

Conscientiousness: High

You scored high on conscientiousness, which means you are organised, reliable, and motivated to achieve your goals. You like planning ahead, paying attention to detail, and taking pride in working hard. People can count on you to follow through on commitments, and you gain satisfaction from meeting challenges through discipline and determination.

Extraversion: Medium

You scored in the middle range on extraversion, which means you enjoy spending time with others but also value quiet moments to yourself. You are comfortable in groups and can be social when the occasion calls for it, but you also appreciate time alone to reflect and recharge. This balance allows you to navigate both lively and calm environments with ease.

Agreeableness: High

You scored high on agreeableness, which means you are cooperative, compassionate, and caring towards others. You value harmony and try to make sure people around you feel supported and understood. You enjoy working in teams, helping out when you can, and contributing to positive relationships.

Emotional Stability: High

You scored high on emotional stability, which means you are calm, resilient, and able to handle stress well. You usually stay level-headed in difficult situations and can recover quickly from setbacks. Others see you as steady and dependable, especially when things become challenging.



Learning Styles

Learning Styles help you identify your best modes of learning. This assessment is based on the Felder–Silverman learning styles model which measures learning across diametrically opposed dimensions of Sensing–Intuitive, Visual–Verbal, Active–Reflective, and Sequential–Global.

Your Results



Your Learning Styles Explained

Perception: Highly Conceptual

'Conceptual' learners prefer to work with abstract, visual, and metaphorical information and make connections between ideas or concepts.

Strategies

- Engage in Conceptual Discussions
- Practice Visual Thinking
- Record and Review
- Use Flashcards
- Schedule Focused Study Blocks

Tips

- Conduct Regular Reviews
- Minimise Distractions
- Explore Interdisciplinary Connections
- Connect the Dots
- Use Narrative Techniques

Cautions

- Overlooking Details
- Frustration with Rote Memorisation
- Ineffective Verbal Communication
- Disorganisation
- Avoidance of Structured Learning

Input: Optic

'Optic' learners retain information best when it is represented in images or a visual representation (e.g. a graph).

Strategies

- Use Visual Aids
- Colour Code Your Notes
- Watch Educational Videos
- Create Visual Summaries
- Practice Visualisation

Tips

- View Things Critically
- Use Symbolic Representations
- Use Interactive Software

Cautions

- Overlooking Written Details
- Misinterpreting Visuals
- Excessive Simplification
- Ignoring Verbal Instructions

Processing: Thinking

'Thinking' learners prefer to go through the detail and analyse information before taking any action.

Strategies

- Break Down Information
- Use Analytical and Critical Thinking Exercises
- Create Detailed Outlines and Maps
- Reflect and Journal
- Engage in Discussion and Debate

Cautions

- Analysis Paralysis
- Fear of Mistakes
- Avoiding Collaboration
- Ignoring Time Management
- Resistance to Adaptation

Tips

- Set Action-Oriented Goals
- Start with Small Actions
- Be adaptable
- Be Comfortable with Uncertainty
- Engage in Collaborative Projects

Understanding: Highly Fluid

'Fluid' learners prefer to process information in a flexible and spontaneous manner.

Strategies

- Embrace a Flexible Study Environment
- Use Concentration Techniques
- Practice Mindfulness and Adaptability
- Keep an Idea Journal
- Conduct Regular Check-ins

Cautions

- Disengagement in Structure
- Overwhelming Possibilities
- Procrastination Risks
- Group Work Challenges
- Ignoring Deadlines

Tips

- Utilise Diverse Learning Resources
- Set Flexible Goals
- Make Your Goals Adjustable
- Use Interactive Techniques
- Engage in Open-Ended Projects



Your Endorsement of Values

Our values are our guiding principles that have a major influence on the choices we make. Our values lie close to our hearts, they motivate us to take action and are the “why” behind the things we do.

Values are the principles we stand by, even in the face of obstacles or challenges. Becoming more aware of your values has the tremendous benefit of helping you understand what motivates you.

The Yenza Values Assessment outlines 10 universal values and shows you what you value most. Aligning your life and career with your core values will bring you fulfilment so use this information as your north star for future decision-making.

Your Results



Your Values Explained

Independence – Action

If you value independent action, you are probably motivated by a desire to forge your own path in life. You are likely to seek out situations and experiences that allow you to take charge of your actions and make your own decisions.

Personal Safety

If you value personal safety and stability, you are probably motivated by a desire to feel safe. You are likely to seek out situations and experiences that make you feel protected and secure and actively avoid situations that could be harmful or dangerous.

Independence – Thought

If you value independent thought, you are probably motivated by a desire to develop your own unique ways of thinking. You are likely to seek out situations in which you can develop your own ideas, think critically and creatively, and engage in self-reflection.

Justice

If you value justice, you are probably motivated to create environments where all people are treated fairly. You are likely to seek out situations and experiences where you can make a positive difference in the world by standing up against injustices.

Diversity

If you value diversity, you are probably motivated to cultivate mutual respect amongst people with varying opinions, ideas, and worldviews. You are likely to seek out situations and experiences that expose you to a wide range of different people.



Emotional Intelligence

Emotional Intelligence can be defined as an individual's awareness and understanding of their own emotions as well as the emotions of others. The Emotional Intelligence (EQ) assessment measures the ability to correctly perceive emotions, understand the emotions of others, and manage emotional reactions to situations.

Having good EQ is beneficial for just about every career. That is why it's good to know where you are currently at. The good news is that everyone has the ability to develop their EQ, so no matter what your score currently is, you will be able to improve. Developing your EQ will benefit your career as well as all other aspects of your life.

Your Results



Your Results Explained

Perceiving Emotion: Excellent

You demonstrated an excellent score on the Perceiving Emotions assessment. This assessment indicates someone's ability to perceive the correct emotions from different facial expressions. Being able to perceive emotions is very important in fostering interpersonal relationships.

Understanding Emotion: Above Average

You demonstrated an above average score on the Understanding Emotions assessment. This assessment indicates someone's ability to have empathy and understanding for others as well as for oneself. Being able to understand emotions is critical when it comes to developing relationships and responding appropriately to situations.

Managing Emotion: Low

You demonstrated a low score on the Managing Emotions assessment. This assessment indicates someone's ability to respond appropriately in heightened situations to produce optimal outcomes and reduce conflict. Being able to manage emotions is critical when it comes to being an effective manager and/or leader. You are able to develop this emotional ability, and we provide courses that will assist you in your development.



Cognitive Ability Report

The cognitive ability assessments test for what is called Fluid Intelligence. In these assessments we specifically look at memory, abstract reasoning and problem-solving. These abilities are called metacognitions and they are necessary to be able to carry out a wide variety of tasks.

It is important to note that there are many different kinds of intelligence. We are only currently measuring a small subset of IQ with these assessments, so if you did not score highly here, that does not mean you are not intelligent. We firmly believe everyone has strengths, and this may not be an area of strength for you.

We also want to make it clear that these results should not in any way form the basis for subject and tertiary decisions. There are many other factors involved in those decisions and generally speaking, you should speak with a counsellor or career guide when going through this report and deciding on your future.

Your Results

Maze (Abstract Reasoning)		100%
Rock, Paper, Scissors (Working Memory)		85%

Maze (Abstract Reasoning): Excellent

You demonstrated an excellent score on the Maze assessment. This assessment indicates someone's ability to reason through visual information and/or solve problems. Being an effective problem solver is one of the most important transferable skills to have for any career.

01:08 / 15:00

17

15

Speed

Time taken compared to total time available.

Swaps

Number of times you moved the maze blocks. This measures how many actions you took to get to the right answer.

Velocity

Number of swaps per minute which indicates your problem solving style.

Rock, Paper, Scissors (Working Memory): High

You demonstrated a high score on the Rock, Paper, Scissors assessment. This assessment indicates someone's ability to process information, have a strong memory as well as analyse situations with speed. These skills are critical to being effective in a wide variety of careers or disciplines.

03:10 / 15:00

Speed

Time taken compared to total time available.