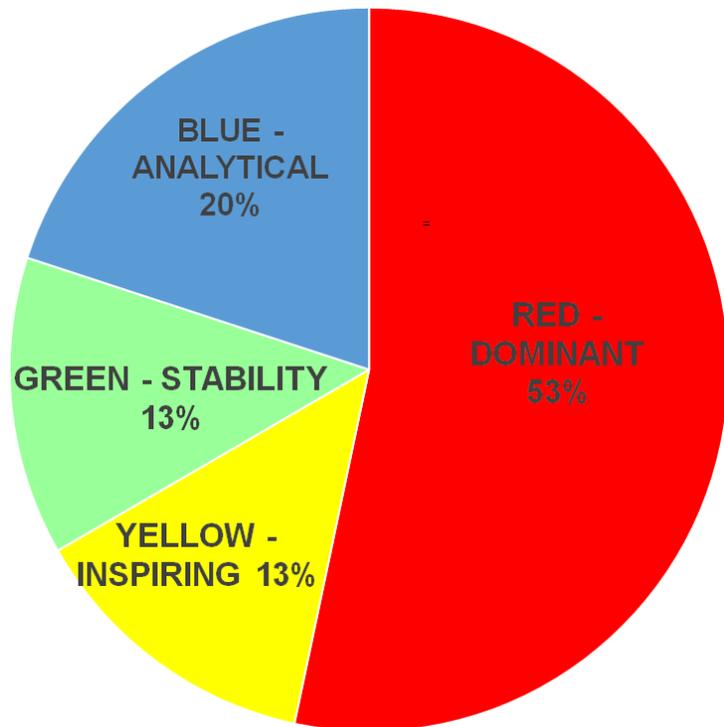


NANCY KING'S CHOICE FOR THE FUTURE

Nancy is a young lady who, like many other youngsters, must choose which further education she will pursue. That is not that easy, because there are many possible choices and it is not really clear to her which choice to make and what the various education offers will lead to. In fact, she would like to be self-employed, because she already works as a cleaning lady. Not through a large cleaning company, but through her own self-founded company.



Nancy may be a bit introverted and shy, but she is certainly decisive enough to take matters into her own hands. Through an acquaintance she found out that you can easily take a test to find out how you come across to other people: DISC.

Although Nancy scores all four colors, she still scores a lot of red.

This stands for: Driving, Ambitious, Strong-willed, Goal-conscious, Problem-solving, Decisive, Competitive, Powerful, Curious, Direct Initiative, Determined, Impatient, Stubborn

WHAT ACTUALLY ARE NANCY'S TALENTS?

Yes, that's actually the question Nancy asks herself.

A university student tells her that there is an app that allows you to map your own creative talent.

This test, Your Creativity Mapped, may provide more insight.

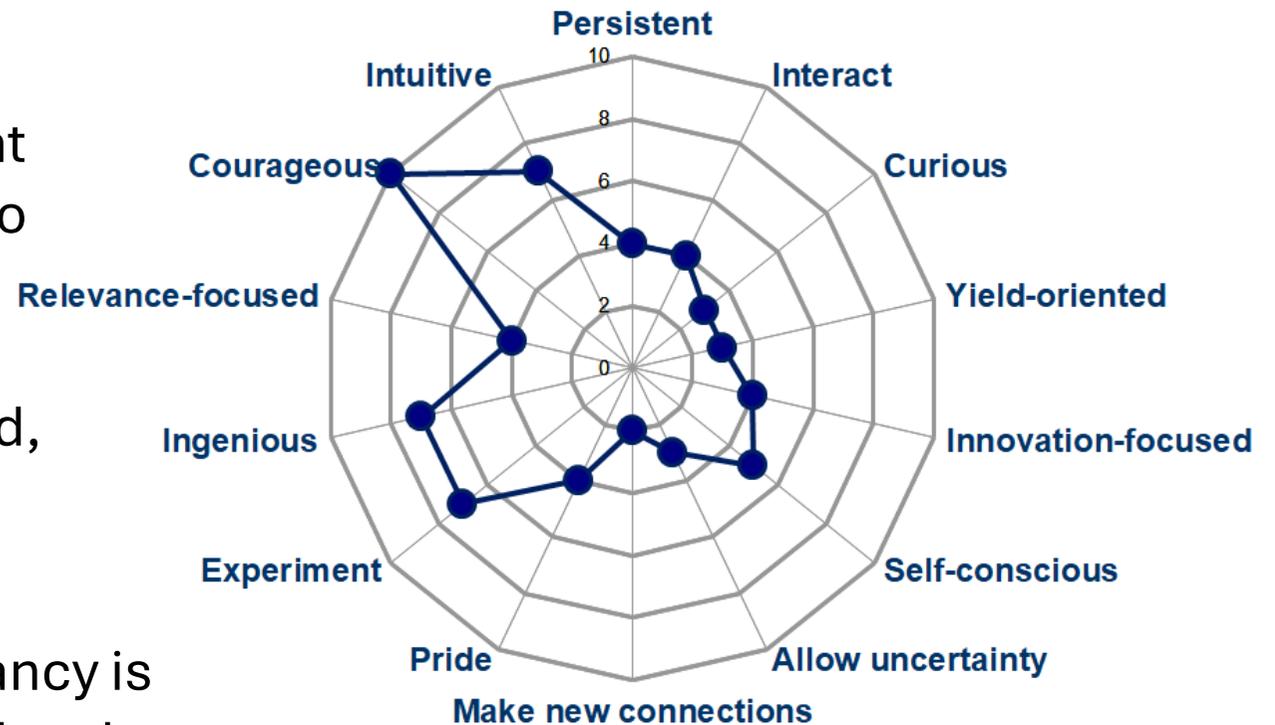
Nancy decides to test herself.

According to the test results, Nancy is certainly very courageous and she also scores fairly high on Inventive, Intuitive and Experimenting.

What is also striking about the results of this test is the low score on yield-orientation, making new connections and curiosity. Could that have something to do with the fact that Nancy is a bit shy and introverted?

And how easy would it be, for example, to learn yield orientation during an entrepreneurship course?

YOUR CREATIVITY MAPPED



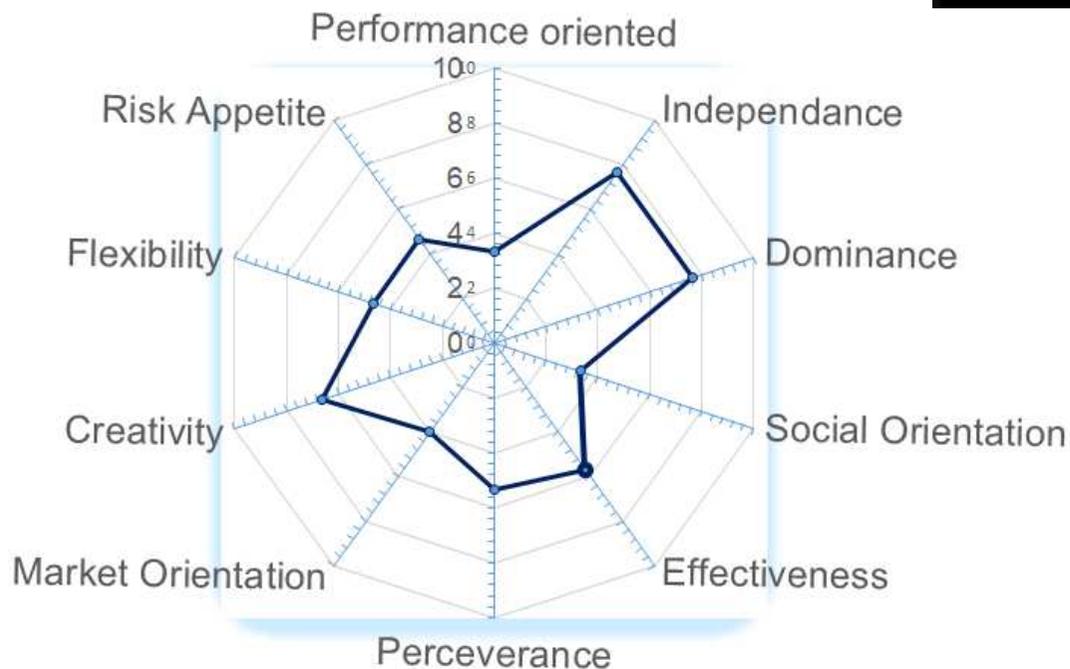
TESTING FOR ENTREPRENEURSHIP?

Nancy finds the e-scan on the internet.

This test is often used to test candidates who apply for an entrepreneurial training course.

Nancy decides to go through this test.

Below you will find the result.



The screenshot shows a website titled 'HOE ONDERNEMEND BEN JIJ? DOE DE MINI E-SCAN'. It features a navigation menu at the top, a central graphic of a person's head with various traits labeled, and a table of scores for different traits. The text on the page includes: 'Een paar vragen en een kort resultaat.', 'De uitgebreide E-Scan is enkel verkrijgbaar via coaches en docenten. De Mini E-Scan is gratis.', and a prominent green button that says 'DOE DE MINI E-SCAN'.

Nancy scores an 8 on Independence, an 8 on Dominance and a 7 on Creativity. But also a 3 on Performance Oriented, a 3 on Social Orientation and a 4 on Market Orientation.

Is Nancy unsuitable for entrepreneurship?

But she believes that she really is suitable! And that is why she wants to take the entrepreneurial training course!

Is testing really giving the right answer?

NANCY IS DEFINITELY RIGHT AND TESTING GAVE THE WRONG ANSWER!

Yes, indeed, there is something wrong with that testing.

Personality assessments used to be used by industrial psychologists. The result of this type of testing was then used by a client to make a decision whether he/she would hire the candidate for a particular position. A 'snapshot' was taken of the candidate's personality and competencies using a personality test, with which the psychologist substantiated the advice.

In recent decades, HR organizations, training institutes and coaches have also started using these types of assessments for the personal development of people.

But they really missed a turn. A person's development lies in the future and 'a snapshot' of today's situation does not say much about the development potential of a person in the short and long term! On what do these types of supporting organizations actually base their opinion about that future prospect? And, aren't you doing an injustice to the person you are testing?

It is actually very strange if you test someone before a training course! Unless you take another measurement afterwards to verify that the person has benefited from that training. But is that training also about practical experience?

Unfortunately, we must conclude that there is only one system in the entire world that looks at the candidate's future, The LD Toolbox.

This instrument was originally developed within the Capgemini consultancy company (more than 350,000 consultants around the world). Thousands of leaders and professionals have been able to accelerate their career development with this tool.

THE SIMULATION MODULE OF THE LD TOOLBOX

Below we look at the growth scenario for Nancy. The Quick-Wins scenario consists of 3 small changes to her behavioural preferences:

More Democratic, More Rational and More Perseverant.

And for the longer term, we suggest 7 other changes:

Simulation of changed behavioural preferences

Nancy King

Simulation 2

The LDT Simulation Module helps us to see what happens if you would change certain behavioural preferences.

You can, by changing some of your behavioural preferences, develop a stronger profile and broader style portfolio, which enables you to handle and manage a larger variety of situations.

Simulation 1

more Democratic (from 3 -->7)

more Data Rational (from 2 -->7)

more Conscientious (from 1 -->7)

more Persuasive (from 5 -->7)

more Controlling (from 5 -->7)

more Outspoken (from 5 -->7)

more Democratic (from 3 -->7)

more Caring (from 3 -->7)

more Data Rational (from 2 -->7)

more Evaluative (from 4 -->7)

more Conscientious (from 1 -->7)

more Trusting (from 3 -->7)

more Competitive (from 4 -->7)

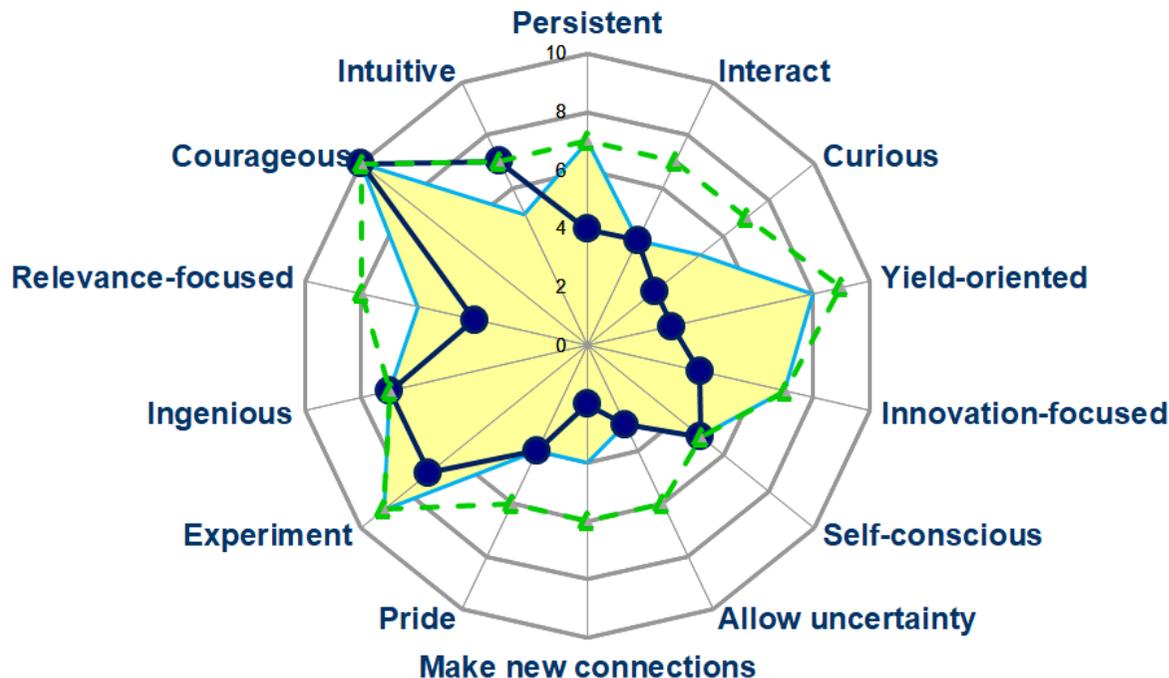
NANCY'S CREATIVITY

The 3 small behavioral preference adjustments that we advised Nancy (more democratic, more rational and more persistent) worked out perfectly for Nancy:

See the yellow field in the graph: among other things, a large growth in yield-orientation and a focus on innovation.

How did that happen?

Simulation 1	
more Democratic	(from 3 -->7)
more Data Rational	(from 2 -->7)
more Conscientious	(from 1 -->7)



*Yield-oriented
From 3 to 8
through rational
and persistent*

*Focused on
innovation
From 4 to 7
through
perseverance*

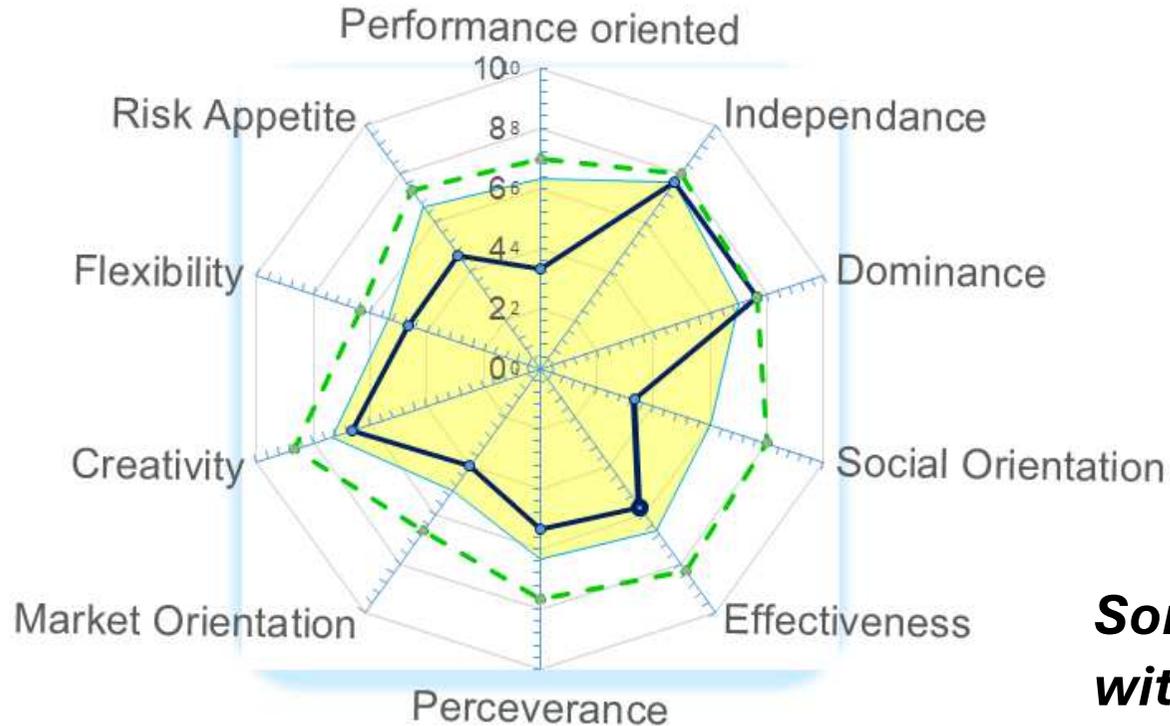
4 Yield-oriented	
3	You want to establish a product
n	Controlling (5)
---	Data Rational (2)
----	Conscientious (1)
+	Achieving (7)

5 Innovation-focused	
4	You make original products
+++	Independent Minded (9)
n	Conventional (5)
-	Innovative (4)
----	Conscientious (1)

NANCY'S E-SCAN

The 3 small behavioral preference adjustments that we advised Nancy (more democratic, more rational and more persistent) also worked out perfectly for Nancy:

See the yellow field in the graph: major growth in Performance Orientation, Social Orientation and Risk Appetite, among other things.



CONCLUSION

We now come to the conclusion that Nancy has considerable growth potential and that with the help of the entrepreneurial training she will be well able to start an entrepreneurial career.

Something that is not seen at all with a 'snapshot'-like assessment.