

revealing talent expectations in the **future of work**

the **kazi** expectations scan





1

Kazi Tests

2

Data

3

Set, Go

Work Values

Team Roles

Work Values

Choose the statement that best matches your expectation.

In my ideal job I perform my tasks at fixed intervals and in a fixed order.

In my ideal job I can decide to a certain extent when and in what order I perform my tasks.

In my ideal job I can decide to a large extent when and in what order I perform my tasks.

In my ideal job I decide autonomously when and in what order I perform my tasks.

< Previous step

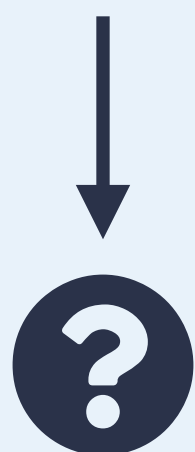
Next step >

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STC 1.1.1 is a Kazi application. Built with ❤️ in Antwerp.



talents fill in



talent
expectations scan

61 easy multiple-choice
questions

10 minutes



talent job
expectations

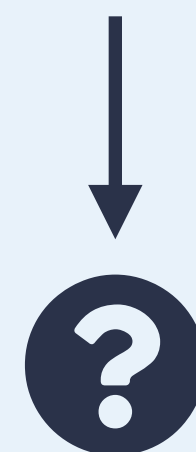
job content and role
expectations



personal
job offer



talent professionals fill in



job content
& team role scan

29 easy multiple-
choice questions

5 minutes



job
aspects

job content and
roles offered

for **personalised talent recruiting, development** and **retention**





instant access
to job content
and team role expectations
for talent & talent professionals



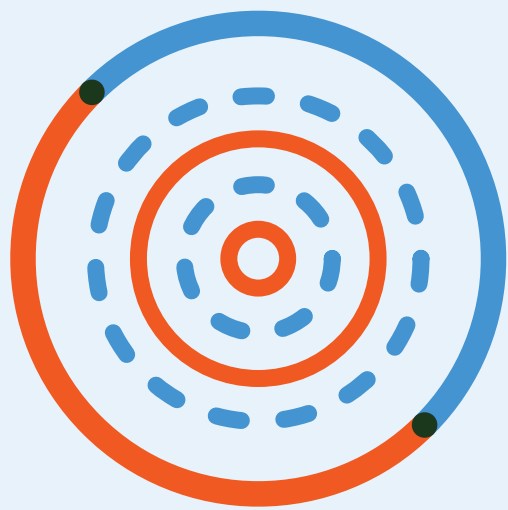
access
to data insights
as a result of **talent & job**
tagging according
to **expectations**

the kazi language - **6 work value** tags identify key job content expectations



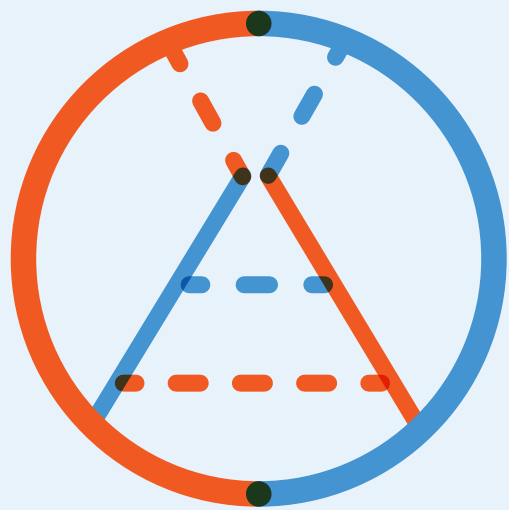
Harmonious

Clear rules, procedures and methods are important. Expectations are clear with regular feedback. You enjoy an informal atmosphere.



Accurate

Accuracy and procedures are central in most day-to-day tasks. Ideally you are not easily distracted, you work precisely and with care for detail.



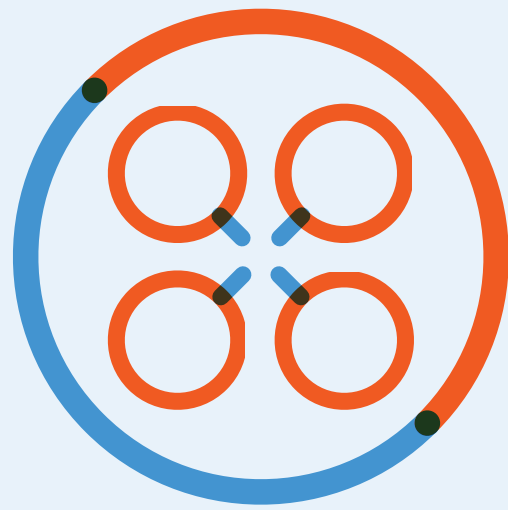
Ambitious

You enjoy a considerable liberty in executing tasks and the opportunity to self-develop. Ideally you decide to a large extent on the agenda and planning yourself.



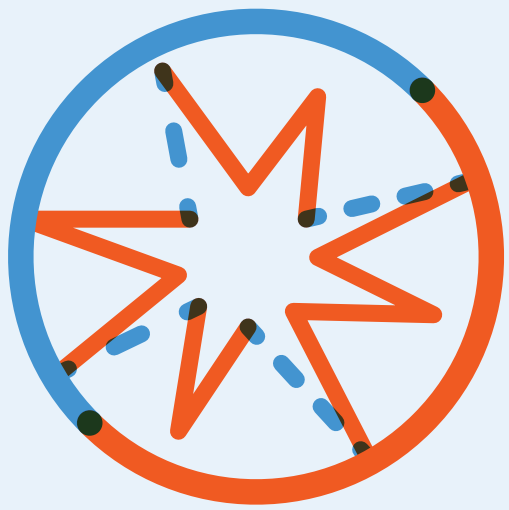
Results-driven

How something done is less important as long as the objective is achieved. Ideally you share in the responsibility for the end product.



People-oriented

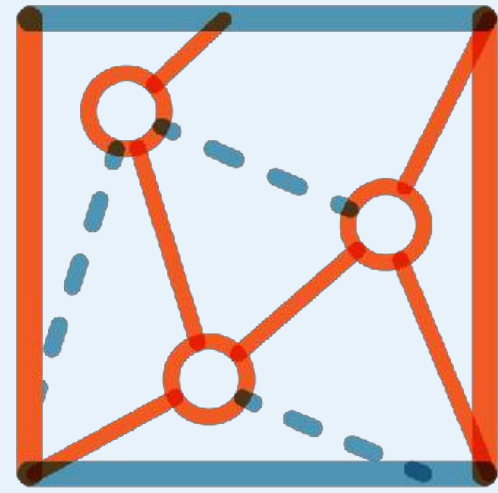
A lot of contact with people inside and outside the organization. You empathize with others and are inclined to contribute to their happiness and well-being.



Innovative

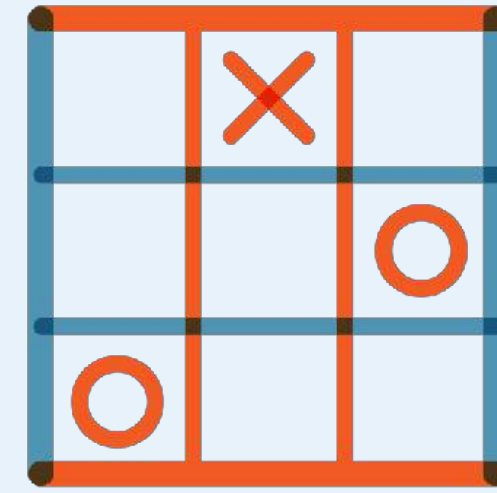
Entrepreneurship, creativity and the innovation of products and processes are key. You enjoy a dynamic and evolving environment.

the kazi language - **8 team role** tags reveal key role expectations



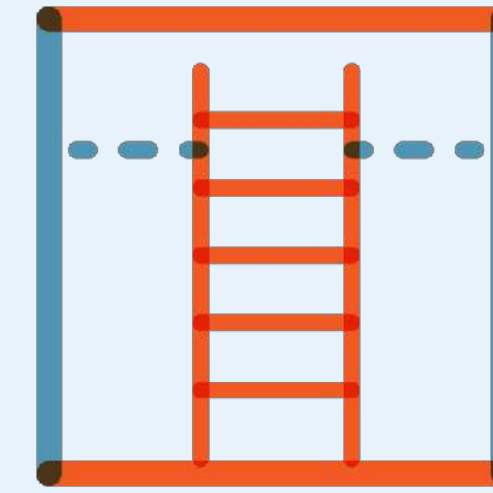
Networker

You easily get in touch with others, representing your team. Quick to get to know other people, with a good sense of their interests and competencies.



Visionary/strategist

Clear vision of the future direction in which he/she/the team must follow. Focuses on strategic aspects, with an eye towards the longer term.



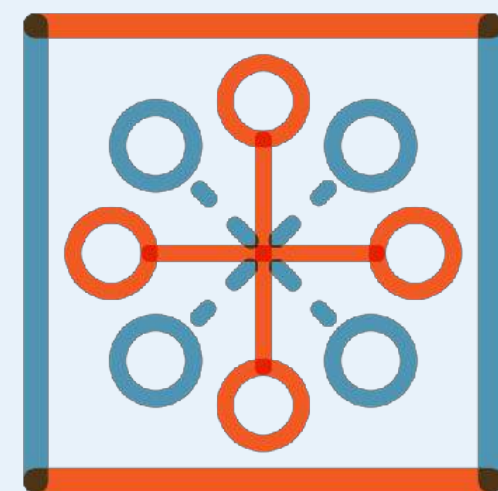
Challenger

Maximizes the potential of every cooperation and partnership. Challenges people to grow. Motivates and inspires.



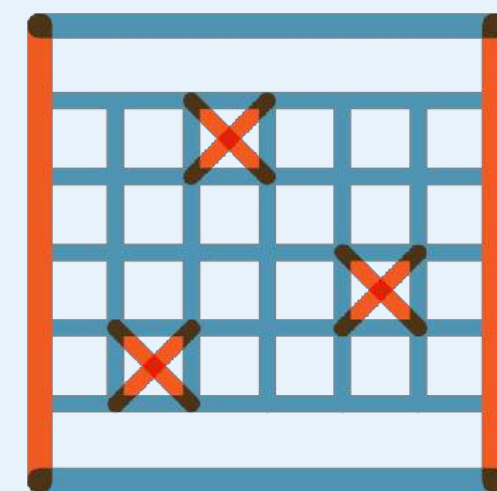
Helicopter

Maintains the overview in long term planning as well as the quickest road to success. Attention to timing and structure beyond the short term.



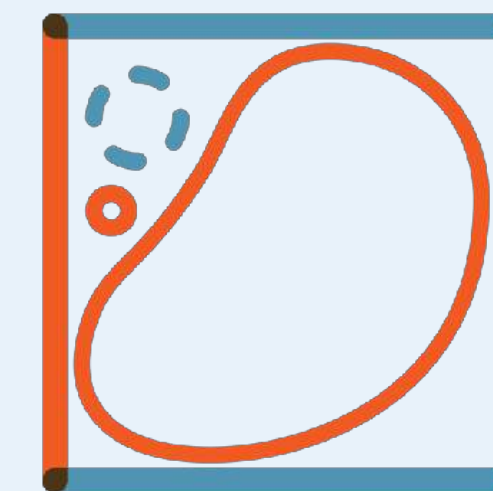
Team Player

Enjoys and enhances a positive working environment. Genuinely interested in how team members feel. Raises mutual confidence.



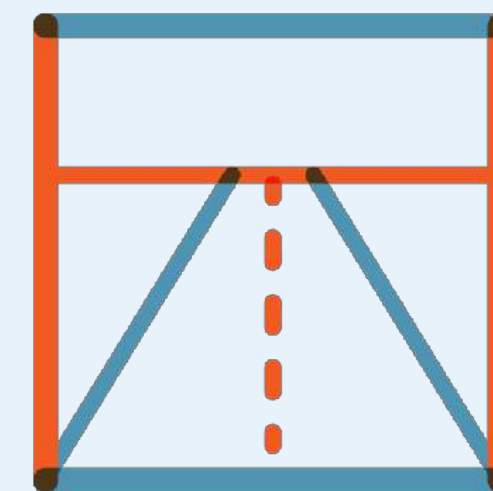
Planner

Works effectively and efficiently to achieve short-term goals. Helps the team to focus, offers structure in planning.



Creative


Thinks outside the box and comes with creative solutions to existing problems. Likes to innovate and experiment.




Executor

Finds solutions, achieves objectives. A 'doer' that enjoys action. Looks for practically feasible solutions. Is task-oriented.

let's connect


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