

Facets analysis



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Task 1: Analysis

In the sphere of modern businesses, the key to success is to develop entrepreneurial and creative skills. There are certain key competencies and skills which one has to grow in order to enhance the degree of the potential of one's creativity and entrepreneurial mindset. There are certain diagnostic tools that can help an individual in ascertaining his/her degree of competence in this respect. The FACETS framework is among such analytic tools that can pave the way for an individual to determine his/her skills in terms of developing into a creative and entrepreneurial performer.

The FACETS analysis has made me understand my strengths and weaknesses in terms of being a creative and entrepreneurial being. I have understood that being an individual who is always target-focused, I have the capability of completing tasks within the given deadline (Plaskett, 2017). Though I have to develop myself more in terms of becoming a product champion, being a good judge of what is important and what is not, I always provide myself the opportunity to bring about self-development. This is a part of my entrepreneurial skills. I am a visionary who has the skill to determine what present resources can be actually used for in the future appropriately to accomplish objectives and goals, and my patience adds to my skill level in this respect (NASSCOM, 2014). I am an achiever who never relies on others for task-completion. My organizational skills have made me a time-oriented individual who is almost always capable of meeting deadlines. This is yet another of my entrepreneurial skills and this is because; being a time-oriented individual I always set examples for others (Lewis, 2016).

Conducting the FACETS analysis I have also realized that I have a

professional mindset which allows me to sustain my work/life balance, making me more capable of handling my jobs without excessive stress. I also think that I have the entrepreneurial skill of spotting opportunities and picking the same at the right time. This skill has helped me in enhancing my creative skills constituting the skill of generating fruitful ideas and developing solutions for resolving problems that may act as barriers to my success. Moreover, being a less egoistic person (and more empathetic individual) I have emerged into a good team player, who, apart from being professional, is also amicable and social. And these skills have also helped me in enhancing my entrepreneurial skills. Moreover, my GET Test score of 78% has made me understand that I am a person with strong creative tendencies that I like to express through innovative and inventive activities (Lumsdaine & Binks, 2007). I have also understood, by analyzing and interpreting the result, that, though I am not highly enterprising till date, I have got good chances of becoming so primarily because I have high creative tendencies (“ Occasionally enterprising”, n. d.), and creativity paves the way for innovation, and innovation helps an individual to develop entrepreneurial skills. Also, my high calculative risk-taking tendency has allowed me to become a more decisive individual who is able to capable of acting on incomplete information and providing good judgment when incomplete information suffice the action plan (“ Occasionally enterprising”, n. d.). I have also understood that I have analytical skills, and these skills have made me good at “ evaluating the likely benefits against the likely costs of actions” (“ Occasionally enterprising”, n. d.). Furthermore, in the GET Test I have scored high on internal locus of control, and that means that I am opportunistic and have ample self-confidence (“ Occasionally

enterprising”, n. d.). It is my self-confidence which helps me in being proactive and taking personal responsibility in terms of navigating problems that arise in the course of achieving success on my terms (Matthynssens, 2017). Moreover, my entrepreneurial skills audit result also shows that I have a greater chance of becoming a good entrepreneur in the future due to having certain traits that are essential for becoming an entrepreneur. Also, quite interestingly, the brain dominance test revealed that my left brain is dominant (“ Brain Dominance Test (Online-Test)”, n. d.). This means that I am logical, strategic, and rational (Hodgekiss, 2014), and these traits are essential to becoming a creative entrepreneur.

Also, I must confess that the analysis of my personality traits has also confirmed my chances of emerging as a creative entrepreneur (as reflected by the result of the FACETS analysis). The Jung Typology test has revealed that my personality should be described as ENTJ (Extravert, Intuitive, Thinking, Judging). The test result showed that I am 72% extravert, 19% intuitive, 1% thinking, and 53% judging (“ Humanmetrics Jung Typology Test”, n. d.), and such test score indicates that I am on the right track of becoming a creative entrepreneur in the long run. Moreover, considering the result of the Belbin Team Roles Test, I must say that, as a team member, I must be appropriately described as Resource Investigator (Mind Tools, n. d.). Several of my other trait-related tests have proved that I am an extrovert individual, and extroversion is a characteristic trait of a team member who is Resource Investigator and who has an entrepreneurial mindset (Lee, 2016). Also, fitting to the concerned team role, I am enthusiastic, communicative, opportunistic, and social. All the aforesaid traits have helped me in emerging

as a good team player who knows how to work in a team and with the team in the course of accomplishing organizational objectives and goals.

In conclusion, the FACETS analysis has made me understand my strengths and weaknesses in terms of being a creative and entrepreneurial being. I have understood that being an individual who is always target-focused, I have the capability of completing tasks within the given deadline.

Conducting the FACETS analysis I have also realized that I have a professional mindset which allows me to sustain my work/life balance, making me more capable of handling my jobs without excessive stress. I also think that I have the entrepreneurial skill of spotting opportunities and picking the same at the right time. Moreover, my organizational skills have made me a time-oriented individual who is almost always capable of meeting deadlines. This is yet another of my entrepreneurial skills and this is because; being a time-oriented individual I always set examples for others.

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Appendix A

GET Test(Result Score 78%) (Retrieved from <http://get2test.net/test/index.htm>)

1) I would not mind routine unchallenging work if the pay and pension prospects were good.

Tend to Agree

Tend to Disagree

2) I like to test boundaries and get into areas where few have worked before.

Tend to Agree

Tend to Disagree

3) I tend not to like to stand out or be unconventional.

Tend to Agree

Tend to Disagree

4) Capable people who fail to become successful have not usually taken chances when they have occurred.

Tend to Agree

Tend to Disagree

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5) I rarelyday dream.

Tend to Agree

Tend to Disagree

6) I find it difficult to switch off from workcompletely.

Tend to Agree

Tend to Disagree

7) You are either naturally good at something or you are not, effort makes no difference.

Tend to Agree

Tend to Disagree

8) Sometimes people find my ideas unusual.

Tend to Agree

Tend to Disagree

9) I would rather buy a lottery ticket than enter a competition.

Tend to Agree

Tend to Disagree

10) I like challenges that stretch my abilities and get bored with things I can do quite easily.

Tend to Agree

Tend to Disagree

11) I would prefer to have a moderate income in a secure job rather than a high income in a job that depended on my performance.

Tend to Agree

Tend to Disagree

12) At work, I often take over projects and steer them my way without worrying about what other people think.

Tend to Agree

Tend to Disagree

13) Many of the bad times that people experience are due to bad luck.

Tend to Agree

Tend to Disagree

14) Sometimes I think about information almost obsessively until I come up with new ideas and solutions.

Tend to Agree

Tend to Disagree

15) If I am having problems with a task I leave it, forget it and move on to something else.

Tend to Agree

Tend to Disagree

16) When I make plans I nearly always achieve them.

Tend to Agree

Tend to Disagree

17) I do not like unexpected changes to my weekly routines.

Tend to Agree

Tend to Disagree

18) If I wanted to achieve something and the chances of success were 50/50 I would take the risk.

Tend to Agree

Tend to Disagree

19) I think more of the present and past than of the future.

Tend to Agree

Tend to Disagree

20) If I had a good idea for making some money, I would be willing to invest my time and borrow money to enable me to do it.

Tend to Agree

Tend to Disagree

21) I like a lot of guidance to be really clear about what to do in work.

Tend to Agree

Tend to Disagree

22) People generally get what they deserve.

Tend to Agree

Tend to Disagree

23) I am wary of new ideas, gadgets and technologies.

Tend to Agree

Tend to Disagree

24) It is more important to do a job well than to try to please people.

Tend to Agree

Tend to Disagree

25) I try to accept that things happen to me in life for a reason.

Tend to Agree

Tend to Disagree

26) Other people think that I'm always making changes and trying out new ideas.

Tend to Agree

Tend to Disagree

27) If there is a chance of failure I would rather not do it.

Tend to Agree

Tend to Disagree

28) I get annoyed if people are not on time for meetings.

Tend to Agree

Tend to Disagree

29) Before I make a decision I like to have all the facts no matter how long it takes.

Tend to Agree

Tend to Disagree

30) I rarely need or want any assistance and like to put my own stamp on work that I do.

Tend to Agree

Tend to Disagree

31) You are not likely to be successful unless you are in the right place at the right time.

Tend to Agree

Tend to Disagree

32) I prefer to be quite good at several things rather than very good at one thing.

Tend to Agree

Tend to Disagree

33) I would rather work with a person I liked who was not good at the job, rather than work with someone I did not like even if they were good at the job.

Tend to Agree

Tend to Disagree

34) Being successful is a result of working hard, luck has little to do with it.

Tend to Agree

Tend to Disagree

35) I prefer doing things in the usual way rather than trying out new methods.

Tend to Agree

Tend to Disagree

36) Before making an important decision I prefer to weigh up the pro's and con's fairly quickly rather than spending a long time thinking about it.

Tend to Agree

Tend to Disagree

37) I would rather work on a task as part of a team rather than take responsibility for it myself.

Tend to Agree

Tend to Disagree

38) I would rather take an opportunity that might lead to even better things than have an experience that I am sure to enjoy.

Tend to Agree

Tend to Disagree

39) I usually do what is expected of me and follow instructions carefully.

Tend to Agree

Tend to Disagree

40) For me, getting what I want is a just reward for my efforts.

Tend to Agree

Tend to Disagree

41) I like to have my lifeorganisedso that it runs smoothly and to plan.

Tend to Agree

Tend to Disagree

42) When I am faced with a challenge I think more about the results of succeeding than the effects of failing.

Tend to Agree

Tend to Disagree

43) I believe that destiny determines what happens to me in life.

Tend to Agree

Tend to Disagree

44) I like to spend time with people who have different ways of thinking.

Tend to Agree

Tend to Disagree

45) I find it difficult to ask forfavoursfrom other people.

Tend to Agree

Tend to Disagree

46) I get up early, stay late or skip meals if I have a deadline for some work that needs to be done.

Tend to Agree

Tend to Disagree

47) What we are used to is usually better than what is unfamiliar.

Tend to Agree

Tend to Disagree

48) I get annoyed if superiors or colleagues take credit for my work.

Tend to Agree

Tend to Disagree

49) People's failures are rarely the result of their poor judgement.

Tend to Agree

Tend to Disagree

50) Sometimes I have so many ideas that I feel pressurised.

Tend to Agree

Tend to Disagree

51) I find it easy to relax on holiday and forget about work.

Tend to Agree

Tend to Disagree

52) I get what I want from life because I work hard to make it happen.

Tend to Agree

Tend to Disagree

53) It is harder for me to adapt to change than keep to a routine.

Tend to Agree

Tend to Disagree

54) I like to start interesting projects even if there is no guaranteed payback for the money or time I have to put in.

Tend to Agree

Disagree

Appendix C

Entrepreneurial Skills Audit (Retrieved from <http://wrdf.org/wp-content/uploads/Entrepreneur-Self-Assessment-Survey.pdf>)

_(3)___1. I am willing to work 50 hours or more per week regularly.

_(5)___2. My family will support my going into business.

_(5)___3. I am willing to accept both financial and career risks when necessary.

_(5)___4. I don't need all the fringe benefits provided by conventional employment.

_(5)___5. I would like to take full responsibility for the successes and failures of my business.

_(5)___6. I would experience more financial success by operating my own business.

_(5)___7. I feel a great deal of pride when I complete a project successfully.

_(5)___8. I have a high energy level that can be maintained over a long time.

_(5)___9. I enjoy controlling my own work assignments & making all decisions affecting my work.

_(5)___10. I believe that I am primarily responsible for my own successes and failures.

_(5)___11. I have a strong desire to achieve positive results even when it requires a great deal of additional effort.

_(5)___12. I have a good understanding of how to manage a business.

_(5)___13. I can function in ambiguous situations.

_(1)___14. One or both of my parents were entrepreneurs.

_(4)___15. I believe that my abilities and skills are greater than those of most of my coworkers.

_(5)___16. People trust me and consider me honest and reliable.

_(5)___17. I always try to complete every project I start, regardless of obstacles and difficulties.

_(5)___18. I am willing to do something even when other people laugh or belittle me for doing it.

_(5)___19. I can make decisions quickly.

_(5)___20. I have a good network of friends, professionals, and business acquaintances.

TOTAL: _(93)___

Appendix D

Brain Dominance Test

Are you objective in your opinions? Do you look at the facts, before you make a decision?

Yes

Do you often have hunches and follow your intuition?

Yes

Are you interested in psychology and holistic healing?

Yes

Do you sometimes feel, that you have seen or experienced something before, like in a former lifetime?

Yes

Are you a daydreamer, and are your dreams vivid and exciting?

No

Are you interested in technology and technical solutions?

Yes

Do you learn easier from observation and doing it?

Yes

Do you often judge based on feelings alone?

No

Do you think logically most of the time, and recognize, why people behave in a certain manner?

Yes

Do many think your workplace is messy?

No

Do you always want things in a certain order and the right sequence?

No

Do you cry easily and/or are you easily hurt in your feelings?

No

Do you often think of the past?

No

Do you prefer numbers and facts in a logical sequence?

Yes

Do you prefer a clean desk and working environment?

Yes

Do you like puzzles and word games?

Yes

Do you often act spontaneously? Are you sometimes premature with your conclusions?

Yes

Do you never have enough time?

No

Can you always find the right words to describe your feelings?

Yes

Do you speak a few words of a foreign language?

No

Are you visual? Do you remember places because of their colors?

Yes

Do you have patience, and approach a task from different angles, until you find a solution?

Yes

Are you interested in music, painting, dance and other artistic expressions?

Yes

Is it easy for you to categorize and put away files?

Yes

Do you lack a good sense of time?

No

Do you try to find meaning in something, that doesn't seem to have a meaning?

Yes

Do you have the ability to plan in rough sketches and describe it?

Yes

Are you romantic and/or is beauty and luxury important to you?

Yes

Result: Left Brain Dominant

Appendix E

Jung Typology Test

1. You are almost never late for your appointments

YES yes uncertain no NO

2. You like to be engaged in an active and fast-paced job

YES yes uncertain no NO

3. You enjoy having a wide circle of acquaintances

YES yes uncertain no NO

4. You feel involved when watching TV soaps

YES yes uncertain no NO

5. You are usually the first to react to a sudden event: the telephone ringing
or unexpected question

YES yes uncertain no NO

6. You feel that the world is founded on compassion

YES yes uncertain no NO

7. You think that everything in the world is relative

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YES yes uncertain no NO

8. Strict observance of the established rules is likely to prevent attaining a good outcome

YES yes uncertain no NO

9. It is difficult to get you excited

YES yes uncertain no NO

10. When making a decision, you rely more on your feelings than on analysis of the situation

YES yes uncertain no NO

11. You often think about humankind and its destiny

YES yes uncertain no NO

12. You believe the best decision is one which can be easily changed

YES yes uncertain no NO

13. You often ponder the root cause of phenomena and things

YES yes uncertain no NO

14. You prefer to act immediately rather than speculate about various options

YES yes uncertain no NO

15. You trust reason rather than feelings

YES yes uncertain no NO

16. You are inclined to rely more on improvisation than on prior planning

YES yes uncertain no NO

17. You spend your leisure time actively socializing with a group of people, attending parties, shopping, etc.

YES yes uncertain no NO

18. You usually plan your actions in advance

YES yes uncertain no