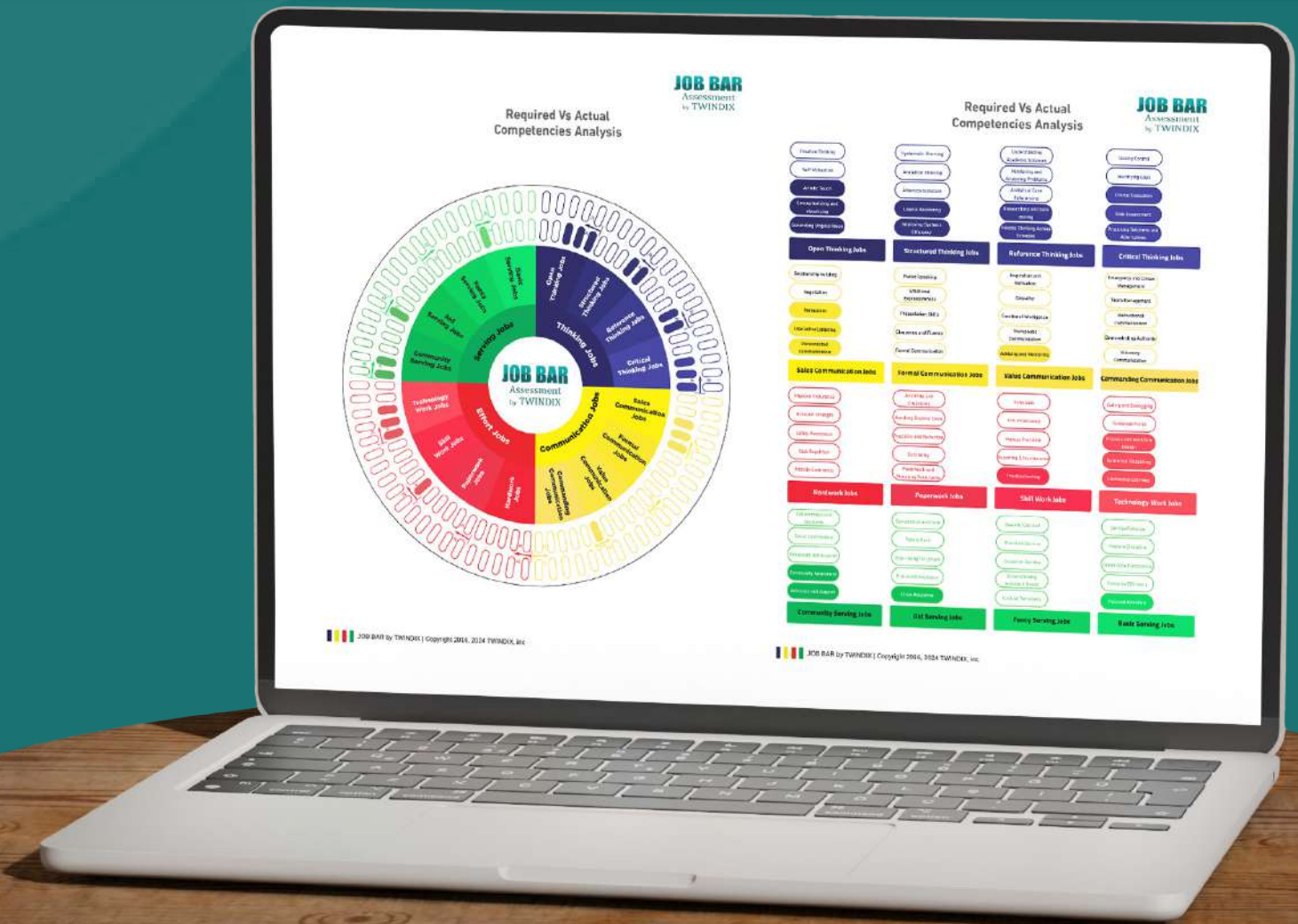


How to Read and Benefit from Your Job Bar Report



Introduction to :

Twindex is a British research institution specialized in management consulting and organizational performance. After more than 8 years of scientific research, the team analyzed over 12,000 jobs across more than 217 industries and +1,400 work environments globally.

From this, Twindex launched two groundbreaking assessments in August 2024: Twindex Executives (for business executives) and Job Bar (for job and environment fit).

Job Bar is the first and only benchmarked job and environment fitting assessment worldwide. It measures whether an individual's natural skills align with the exact requirements of specific job roles, and whether they can thrive in particular work environments.

+8 years research

2024

12000 jobs

1400 environments

217 industries

assessments launched in 2024:

- Twindex Executives
- Job Bar

Why Job Bar Matters?

Performance excellence only happens when natural ability matches job requirements.

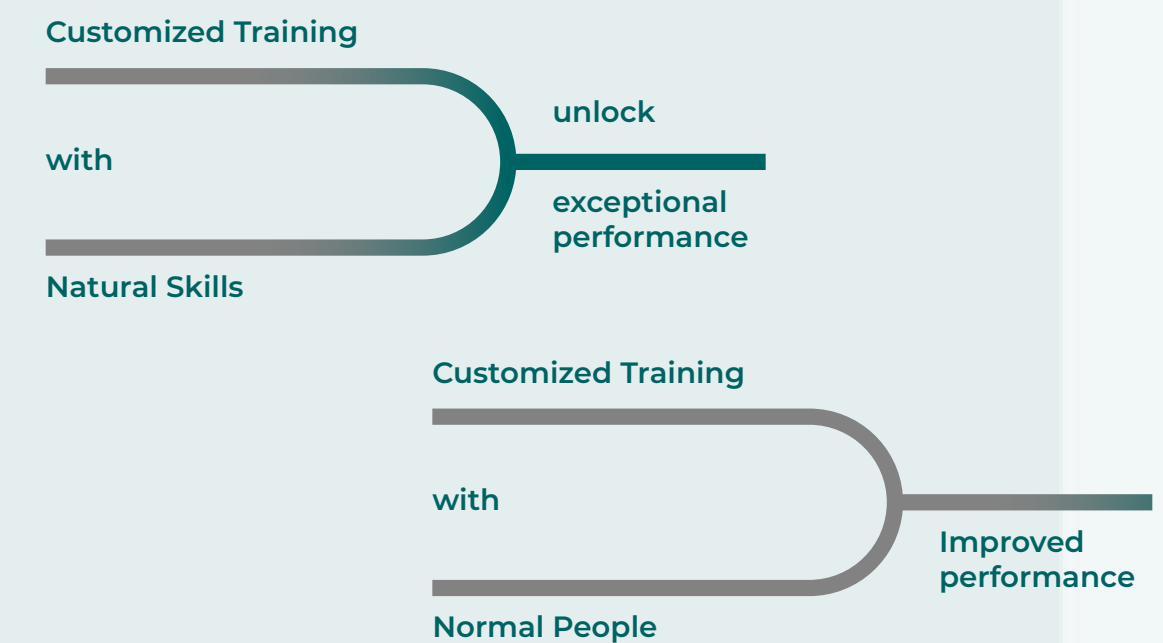
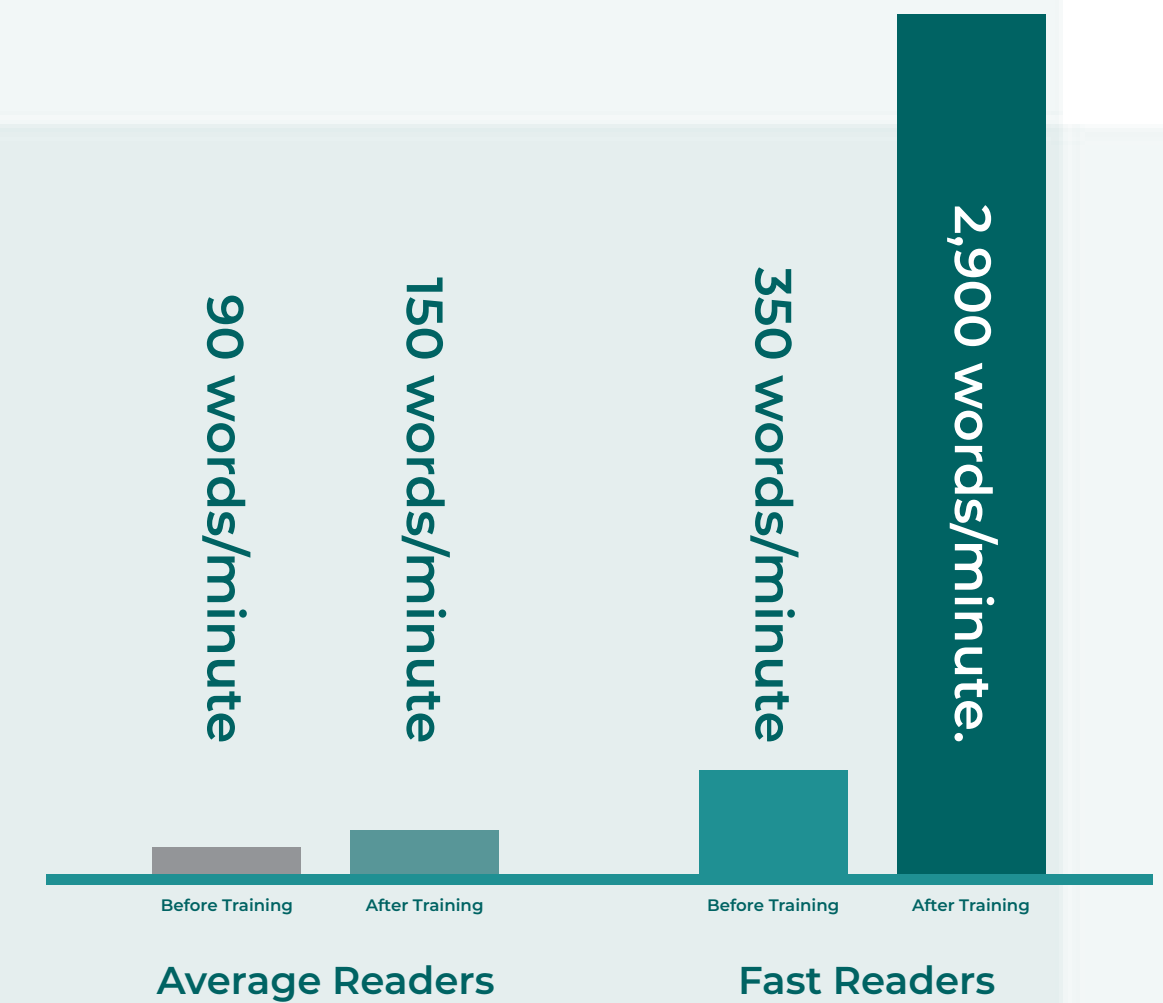
The Nebraska Speed Reading Study:

The University of Nebraska study, which evaluated 6,000 samples, revealed striking differences in reading speed improvements based on natural talent. While average readers showed modest gains from 90 to 150 words per minute, naturally gifted readers leapt from 350 to 2,900—a staggering 800% improvement. This study offered early empirical evidence of the exponential

impact of developing individuals' natural strengths versus focusing solely on average growth. Its implications extend far beyond academia, serving as a powerful insight for today's HR leaders. It underscores the strategic importance of aligning inherent competencies with role-specific demands. Organizations that prioritize hiring candidates whose natural abilities match the behavioral and functional needs of a role can significantly boost performance, minimize onboarding and training costs, and foster a more engaged, agile, and high-performing workforce. The message is clear: investing in talent-role alignment is not just beneficial—it is essential for long-term organizational success.

The conclusion:

natural ability determines the ceiling of potential. Training can boost performance, but exceptional performance only occurs when natural strengths are aligned with the task.



This is the philosophy of Job Bar: matching natural skills + job requirements to unlock exceptional performance.

Uses of Job Bar:

For Individuals:



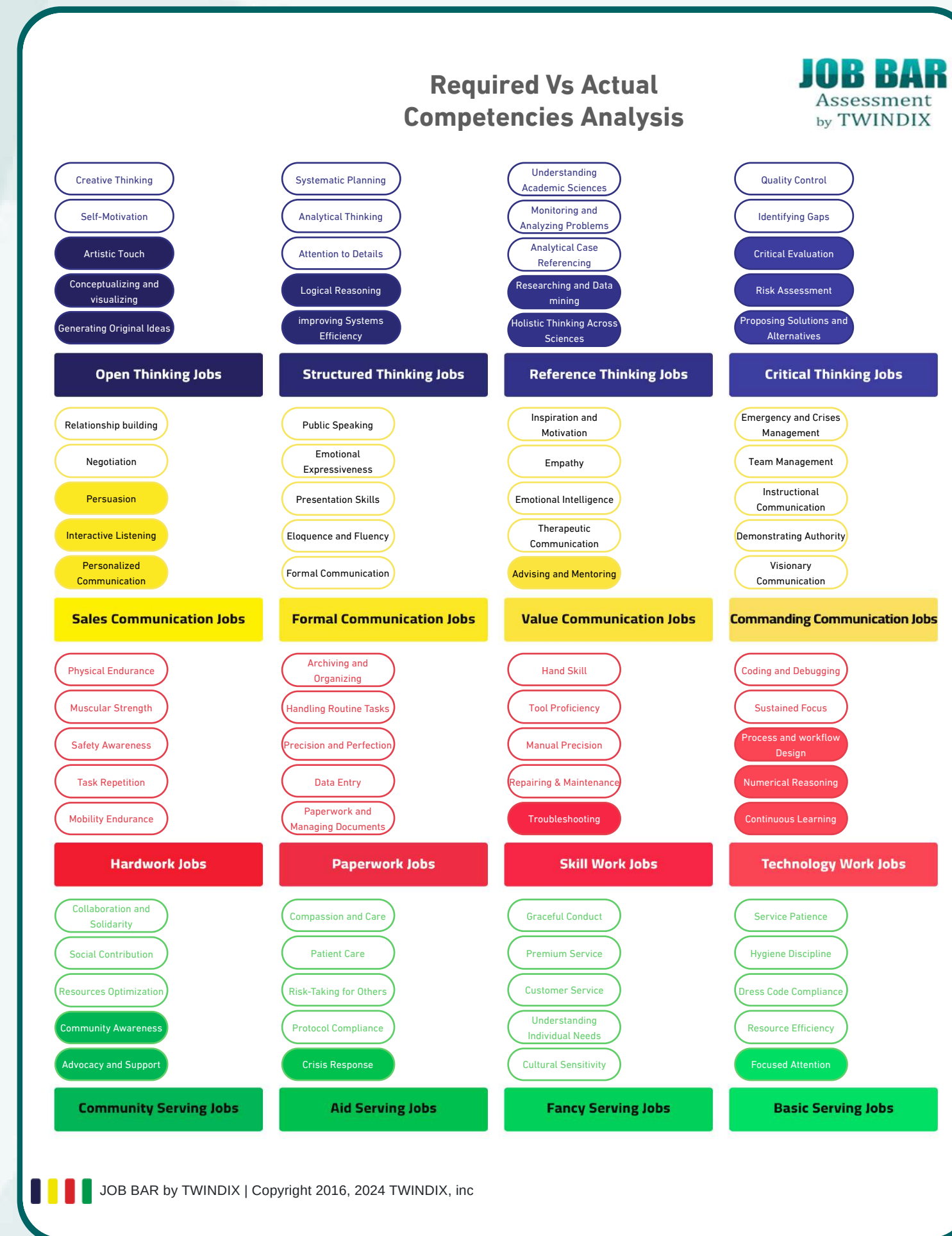
- **High school graduates:** Discover which study direction matches natural talents.



- **University graduates:** Identify which jobs align with personal strengths.



- **Career shifters:** Understand which industries and roles are most suitable.
- **Professionals:** Gain insight into natural skills to enhance career development.



Assessing individual skills to determine which jobs are most suitable.

For Organizations:



- **Recruitment:** Benchmark job requirements in just 6–7 minutes. Candidate results are compared directly against this benchmark in one unified report.



- **Training Needs Analysis (TNA):** Identify skill gaps with precision.



- **Internal mobility:** Place employees in roles that fit their strengths, improving performance.
- **Succession planning & coaching:** Support career growth and avoid mismatches.



Assessing individual skills to determine the suitability for the applied job.

Four Job Clusters and 16 Subtypes:

Twindex research showed that every job can be mapped into 4 main clusters, each with 4 subtypes = 16 job subtypes.



Four Job Clusters and 16 Subtypes:

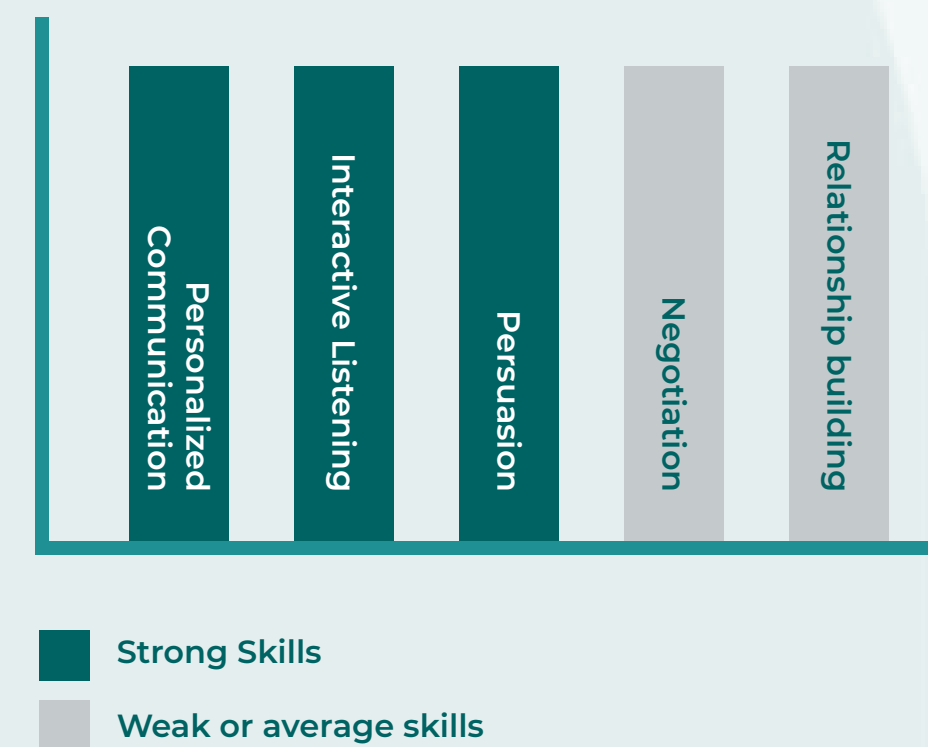
| Thinking Jobs | Communication Jobs | Effort Jobs | Service Jobs |
|--|---|---|--|
| Open Thinking Jobs – unlimited creativity (writers, designers, directors). | Sales Communication Jobs – persuasion & negotiation (sales reps, account managers). | Hardwork Jobs – physical labor (construction, transport). | Community Serving Jobs – NGOs, advocacy, social causes. |
| Organized Thinking Jobs – structured innovation (engineers, programmers). | Formal Communication Jobs – public-facing (news anchors, spokespersons). | Paperwork Jobs – administrative documentation (clerks, secretaries). | Aid Serving Jobs – healthcare, emergency, rescue. |
| Referential Thinking Jobs – decisions based on sciences or laws (doctors, lawyers). | Educational Communication Jobs – teaching & mentoring (teachers, trainers, psychologists). | Skill Work Jobs – high manual craftsmanship (jewelers, artisans). | Fancy Serving Jobs – luxury service roles (airline crew, luxury hospitality). |
| Critical Thinking Jobs – analyzing weaknesses (auditors, investigators). | Commanding Communication Jobs – leading teams (managers, military officers). | Technology Work Jobs – technical + physical (server maintenance, factory operators). | Basic Serving Jobs – everyday services (cleaners, supermarket staff). |

Skills per Job Type:

Example: Sales Communication Jobs require:

- Negotiation
- Persuasion
- Interactive Listening
- Relationship Building
- Personalized Communication

If a candidate has 3 or more, the role is a natural fit. If fewer than 3, those skills act only as supportive skills.




| Open Thinking Jobs | Struct |
|---|----------------|
| Relationship building <input checked="" type="checkbox"/> Required | Public Sp |
| Negotiation <input checked="" type="checkbox"/> Required | Emoti Express |
| Persuasion <input checked="" type="checkbox"/> Required | Presentat |
| Interactive Listening <input checked="" type="checkbox"/> Required | Eloquence a |
| Personalized Communication <input checked="" type="checkbox"/> Required | Formal Com |
| Sales Communication Jobs | Formal |
| Physical Endurance <input checked="" type="checkbox"/> Required | Archivir Organ |
| Muscular Strength <input type="checkbox"/> | Handling Re |

How to Read the Report

From page 5 to page 20, the report provides detailed breakdowns for all 16 subtypes:

- A skill bar showing the individual's level in that subtype.
- A text description of strengths and weaknesses.
- A list of common tasks for this jobs.
- Examples of job roles that match these traits.

Key Job Characteristics



Skills Level

| | | | | | | | | | |
|----------|---|---|---|---|---|---|---|---|---|
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Actual | | | | | | | | | |
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Required | | | | | | | | | |

Open Thinking Jobs
Subtype

Thinking Jobs
Main Type

Traits of individuals less suitable for these jobs

- may prefer structured and clear tasks over open and undefined ones
- He may avoid risks and prefer tried-and-true methods
- Following established guidelines instead of following different methods
- Relying on known paths to solve problems instead of attempting to change conventional methods
- He may face difficulty dealing with tasks that lack guidance or have unclear expectations

Skills of the individuals most suited for these jobs

- Generating new ideas, either by developing existing ideas or creating original ones
- Converting abstract ideas into practical, actionable concepts
- Exploring unconventional ways to solve problems
- Creative and Artistic Enhancements that Add Beauty to Things
- Creating and envisioning new concepts that achieve unprecedented results


Key tasks required

| | | | |
|---|---------------------------------|---|--------------------------|
| Thinking outside the box | Anticipating potential outcomes | Exploring different approaches | Generating new ideas |
| Creating models or frameworks | Designing creative solutions | Trial and error to discover solutions | Developing concepts |
| Improving existing processes or methods | Innovating strategies | Participating in brainstorming sessions | Solving complex problems |

Key common jobs

| | | | |
|-------------------|---------------------|--------------|----------------------|
| Conceptual Artist | Composer | Art Director | Advertising Designer |
| Fashion Designer | Video Game Designer | Painter | Novelist |
| Film Director | Poet | Free Thinker | Graphic Designer |

Matching Job Roles

 JOB BAR by TWINDIX | Copyright 2016, 2024 TWINDIX, inc

Work Environment Analysis



Restricted vs. Flexible Environment

In a restricted environment, work is defined by fixed hours, locations, and clear regulations — typical of traditional office jobs.

In contrast, a flexible environment focuses on results rather than schedules. Employees can work anytime and anywhere, as long as the job gets done effectively.



Stable vs. Dynamic Environment

The stable environment involves repetitive tasks and a predictable routine. The dynamic environment, on the other hand, is fast-paced and ever-changing, with new challenges every day.

Twindex identified 10 core environments, each with two extremes.

The environment here does not refer to the company, but rather to all the surrounding conditions related to the nature of the job itself.



Procedural vs. Innovative Environment

Procedural environments follow strict steps and established rules with little room for personal input — such as administrative or accounting roles.

Innovative environments encourage creativity, experimentation, and thinking outside the box — such as design, marketing, or research roles.



Structured vs. Free Environment

Structured environments operate under strict policies and standards where compliance is key.

Free environments allow greater autonomy and flexibility in how tasks are approached and decisions are made.



Collaborative vs. Competitive Environment

In a collaborative environment, success depends on teamwork, shared goals, and mutual support.

A competitive environment, however, values individual achievement and the drive to outperform others.



Task-Oriented vs. Goal-Oriented Environment

In a task-oriented setting, employees are evaluated by the tasks they complete.

In a goal-oriented one, what matters most is achieving the final results — regardless of how many or what kind of tasks were completed.



Office-Based vs. Manual Work Environment

Office-based work relies on intellectual and analytical skills, often involving data and documentation.

Manual work environments, however, require hands-on or technical skills — such as maintenance, repairs, or craftsmanship.



Relaxed vs. Pressured Environment

A relaxed environment allows sufficient time and space to complete tasks calmly, focusing on quality.

A pressured environment, by contrast, operates under tight deadlines and high expectations, often with little margin for error.



Supervised vs. Independent Environment

Some people thrive under close supervision, where a manager guides their every step. Others prefer independence — being trusted to complete their work with minimal oversight.



Individual vs. Team-Based Environment

Certain individuals perform best when working alone in quiet settings, while others excel in group settings where collaboration and idea-sharing drive success.

Required vs Actual Work Environment Preferences Analysis



| | | | | |
|---|-----------------------------|-----------------------------------|-----------------------------|---|
| <p>A flexible work environment that allows employees to work at different times or from various locations, offering greater freedom in how tasks are completed</p> | <p>Flexible</p> | <p>Actual Required</p> | <p>Restricted</p> | <p>A structured work environment with clear boundaries, including fixed working hours, defined workspaces, and well-organized task stages</p> |
| <p>A fast-paced work environment where tasks and responsibilities constantly shift, requiring employees to adapt quickly and respond to change with agility</p> | <p>Dynamic</p> | <p>Actual Required</p> | <p>Fixed</p> | <p>A stable and predictable work environment where employees follow a consistent routine and rarely encounter changes in their tasks</p> |
| <p>A work environment that values creativity and innovation, where employees are encouraged to think outside the box and complete tasks in unconventional ways</p> | <p>Innovative</p> | <p>Actual Required</p> | <p>Procedural</p> | <p>A work environment that requires strict adherence to a set of guidelines and instructions, leaving little room for creativity or deviation from established procedures</p> |
| <p>A competitive work environment where individuals or teams strive to achieve top results, driven by challenge and motivated by the opportunity to outperform others in exchange for greater rewards</p> | <p>Competitive</p> | <p>Actual Required</p> | <p>Cooperative</p> | <p>A collaborative work environment where teamwork is essential to achieving goals through shared tasks and mutual support</p> |
| <p>A free-form work environment with no rigid rules or predefined paths for task execution — where the sky is the limit for achievement and creativity</p> | <p>Freeform</p> | <p>Required Actual</p> | <p>Regulated</p> | <p>A rule-driven work environment where regulations define the operational procedures for task execution, leaving minimal room for deviation from established protocols</p> |
| <p>A goal-driven work environment focused on achieving specific targets, such as sales quotas or project deadlines, with clear metrics for measuring productivity</p> | <p>Goal-oriented</p> | <p>Actual Required</p> | <p>Task-Oriented</p> | <p>A task-oriented work environment where success is defined solely by adherence to established procedures, with performance measured by compliance rather than creativity</p> |
| <p>A hands-on work environment that involves manual labor and skilled craftsmanship, often requiring greater physical effort and typically based in industrial, agricultural, or production areas</p> | <p>Hands-On</p> | <p>Actual Required</p> | <p>Desk-Based</p> | <p>An office-based work environment that involves performing administrative, technical, or other tasks within a formal workspace, either inside or outside the organization</p> |
| <p>A high-pressure work environment where performance and deadlines are closely monitored, expectations are clearly defined, and there is little room for error</p> | <p>Stressful</p> | <p>Actual Required</p> | <p>Relaxed</p> | <p>Work environments with low stress levels, flexible deadlines, and a calm approach to task management allow employees to work at a comfortable pace</p> |
| <p>A work environment that allows employees to operate independently with minimal supervision, offering freedom in decision-making and task execution</p> | <p>Independence</p> | <p>Actual Required</p> | <p>Supervised</p> | <p>Work environments that require close supervision and regular guidance from managers or team leaders to ensure employees follow a defined path in completing their tasks</p> |
| <p>A team-oriented work environment that requires collaboration and frequent communication with others to coordinate tasks and ensure smooth workflow progression</p> | <p>Teamwork</p> | <p>Required Actual</p> | <p>Solo</p> | <p>Work environments where employees complete tasks independently, without relying on others, requiring individual focus and strong self-management</p> |

Evaluation Result Template for Organizations

Required vs Actual Work Environment Preferences Analysis



| | | | | |
|---|-----------------------------|----------------------|-----------------------------|---|
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Evaluation Result Template for Individuals

Your report highlights your preferred environments with the word “Actual”. This indicates where you are most comfortable—not that you cannot work in others, but that these environments will bring out your best.

Conclusion

The Job Bar Report is not just a test—it is a career roadmap. It helps you:

- Identify natural strengths.
- Align them with job roles.
- Understand your ideal work environments.
- Make smarter decisions for hiring, training, or career shifts



**THANK
YOU**

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JOB BAR
Assessment
by TWINDIX

TWINDIX
EXECUTIVES ASSESSMENT