



Nova Polis

ASSESSMENT REPORT

Participant B

School: Pilot partner school

Grade: 10 · 16 years old

Session: First Nova Polis game

Session date: 11.07.2026

Facilitator: Certified YTAA facilitator

Generated: 12.08.2026

GAME PROFILE

Executor–Strategist

Game hypothesis

EXPERT COMMENTARY

1. The main signal of the profile

Equally strong **Executor** and **Strategist** vectors, with a full match of self- and expert assessment across all key competencies. This is a rare combination: the participant can both generate and critically evaluate ideas and stay oriented toward concrete results. **Initiative** (5 from all sources) is the core strength – the participant does not wait for instructions and takes responsibility for moving things forward.

2. What to develop

Critical thinking is worth applying more deliberately in project work: case analysis, research papers, debates. **Self-control** is an "underestimated strength": the participant rates it at 2, while the facilitator observes it at 5. Reflection practices and stress-management techniques will help close the gap between high activity and emotional stability.

3. Directions for study and university

The profile fits fields that combine analytics with practical realisation: **engineering, project management, applied mathematics** and **economics**. Interdisciplinary programmes at the junction of technology and business will be an especially good fit, as will tracks leading toward **team management** and **strategic planning**.

MAIN STRENGTH

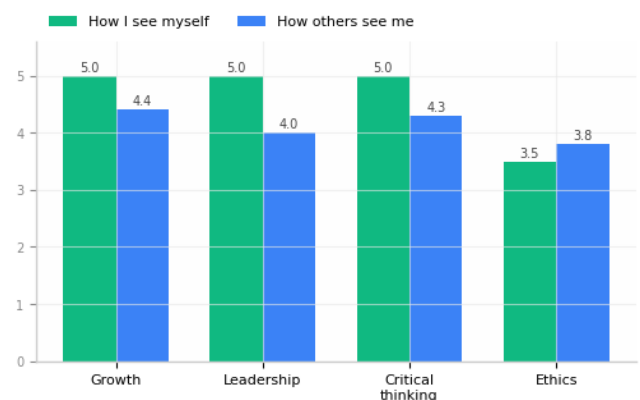
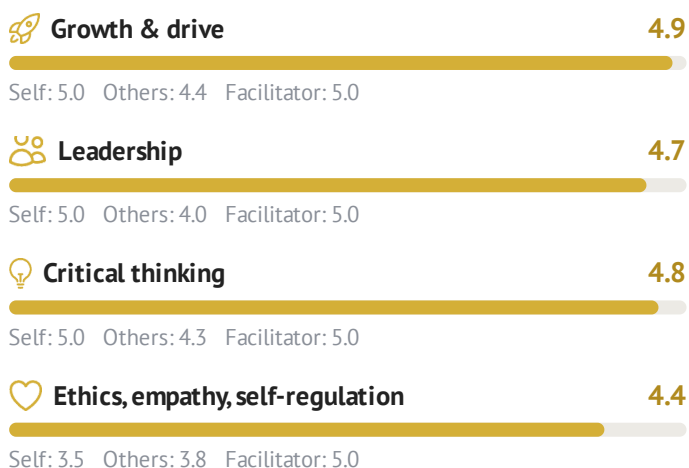
Initiative

MAIN GROWTH ZONE

Self-control

NOVA-LEAD COMPETENCY MODEL

The strongest index is **Growth & drive** (4.9). This is the key area of your profile.



The Nova-Lead competency model groups the 12 game competencies into four indices that reflect different facets of how the player shows up in a team.

Growth & drive

Readiness to learn, accept feedback and use strengths.

Leadership

Empathy, coaching and the ability to move a team.



Critical thinking

Analysis of situations, risk management and long-term planning.



Ethics, empathy, self-regulation

Ethics, empathy, self-control and stability under pressure.

PROFESSIONAL VECTORS

The level shows how strongly each direction was expressed in scores.

The profile shows close vectors – the direction may become clearer after further observations.



Executor

Brings ideas to life, delivers results and is not afraid of routine work.

BRIGHTLY EXPRESSED

4.9



Strategist

Generates ideas, thinks critically and looks for non-standard solutions.

BRIGHTLY EXPRESSED

4.9



Partner

Supports harmony in the team, cares for atmosphere and environment.

BRIGHTLY EXPRESSED

4.8



Leader

Builds connections, brings people together and agrees on joint work.

BRIGHTLY EXPRESSED

4.8



Expert

Controls quality, defends the team's interests and watches the rules.

BRIGHTLY EXPRESSED

4.6

THE PERCEPTION GAP

Where your view of yourself matches the observations of others – and where it diverges.



STRENGTHS

High scores from all sources. These are your reliable strengths.

- Initiative
- Growth through feedback
- Drive to win
- Cooperation & negotiation
- Critical thinking



GROWTH ZONE

Competencies with low scores. Priority directions for development.

- Self-control



FACILITATOR'S OBSERVATION

The facilitator sees potential in these competencies.

- Self-control



HOW I SEE MYSELF

You rate yourself higher than others rate you. Worth checking where the difference comes from.

- Working with feedback



HOW OTHERS SEE ME

Peers or the facilitator see these competencies more strongly than you do. This is your hidden potential.

- Working with feedback
- Team-building & mentoring



COMMON PATTERN

Your view of yourself matches external observations. These are stable zones.

- Growth through feedback
- Drive to win
- Initiative
- Empathy & active listening
- Cooperation & negotiation
- Critical thinking
- Context, strategy & decisions
- Risk & hypothesis assessment
- Self-control
- Ethics & safe dialogue

DETAILED SCORES

Competency	Self	Others	Facilitator	Gap
Growth through feedback	5.0	4.5	5.0	0.5
Drive to win	5.0	4.5	5.0	0.5
Working with feedback	5.0	3.5	5.0	1.5
Initiative	5.0	5.0	5.0	0.0
Empathy & active listening	5.0	4.0	5.0	1.0
Team-building & mentoring	5.0	3.5	5.0	1.5
Cooperation & negotiation	5.0	4.5	5.0	0.5
Critical thinking	5.0	4.5	5.0	0.5
Context, strategy & decisions	5.0	4.5	5.0	0.5
Risk & hypothesis assessment	5.0	4.0	5.0	1.0
Self-control	2.0	3.0	5.0	-1.0
Ethics & safe dialogue	5.0	4.5	5.0	0.5

THE NEXT STEP – YTAA PATHWAY

Every Nova Polis report continues in the association's development ecosystem.



DEVELOPMENT TRACK

Recommended projects, cases and mentors matched to the growth zones above.



UNIVERSITY PATHWAYS

Verified bachelor programmes linked to the professions in the career map.



RECOGNITION

Evidence-based feedback and, where justified, recommendations that record growth.

NOTE. Recommendations expand options – they are not a diagnosis, an admission decision or a job guarantee.

MY IDENTITY

LIFE DRIVERS



MANAGEMENT 9.6

For these people, orientation toward integrating other people's efforts, full responsibility for the final result and connecting different organisational functions matter most.

- Life balance **8.8**
- Independence **8.6**
- Competition **8.6**
- Expertise **8.0**
- Career stability **8.0**
- Service **6.0**
- Entrepreneurship **5.8**
- Stability (place of residence) **5.0**

INTELLIGENCES



MUSICAL 39

Musical intelligence is the ability to perceive rhythms and melodies, and to recognise, interpret and create musical patterns. It helps a person feel the structure of sound and express emotions through music.

Work fields: composer, conductor, performer, music editor, DJ, music critic, music teacher, pianist, drummer, singer, sound engineer, arranger, artist.

- Logical-mathematical **38**
- Visual-spatial **37**
- Intrapersonal **37**
- Interpersonal **37**
- Linguistic **36**
- Bodily-kinaesthetic **33**
- Naturalistic **20**

CHARACTER STRENGTHS (VIA)

I. WISDOM & KNOWLEDGE

- Critical thinking **23.0**
- Creativity **18.0**
- Perspective **18.0**
- Curiosity **17.0**
- Love of learning **16.0**

II. COURAGE

- Honesty **18.0**
- Bravery **17.0**
- Perseverance **14.0**
- Zest **13.0**

III. HUMANITY

- Love **23.0**
- Kindness **16.0**
- Social intelligence **14.0**

IV. JUSTICE

- Leadership **17.0**
- Teamwork **16.0**
- Fairness **16.0**

V. TEMPERANCE

- Prudence **16.0**
- Humility **13.0**
- Forgiveness **9.0**
- Self-regulation **8.0**

VI. TRANSCENDENCE

- Appreciation of beauty **19.0**
- Humour **18.0**
- Gratitude **16.0**
- Hope/Optimism **14.0**
- Spirituality **9.0**



Career Map

Your strengths and opportunities

Your strongest skills are **Project management, Working under uncertainty, Systems thinking, Working with people and Critical thinking**. Best-fit directions: **Business-continuity specialist, Security-management specialist, Strategic consultant, Business-transformation manager, Distributed tunnelling-crew coordinator**.

KEY SKILLS



Project management

98

Leadership, prioritisation and assembling the right team are no longer the prerogative of managers – more and more specialists need them.



Working under uncertainty

83

Making decisions and reacting to change quickly, allocating resources and managing time with incomplete information while keeping self-control.



Systems thinking

81

Understanding how complex systems work: seeing connections, finding causes, quickly grasping new processes and translating ideas for colleagues from other fields.



Working with people

80

Communicating productively in joint activities, taking others' positions into account and resolving conflicts effectively – so far, only humans can do this.



Critical thinking

80

There is more and more information, and not all of it is reliable. To avoid manipulation, even authoritative sources must be checked and facts confirmed.



Cross-industry communication

76

Advanced products are born at the junction of industries: IT and medicine, construction and nanotechnology, science and art. This skill is understanding the technologies, processes and markets of adjacent fields.



Lean production

76

An approach based on constantly eliminating all kinds of losses: every employee takes part in optimising processes, and the business is maximally consumer-oriented.



Emotional intelligence

71

Recognising emotions – your own and others', empathising, finding common ground and creating a comfortable atmosphere. In a world of technology, the demand for humanity only grows.



Client focus

70

Understanding a client's request precisely and offering the ideally fitting solution. Competition for consumers is growing, so employers especially value this skill.



Attention management

70

There is an aggressive fight for our attention. This skill is singling out what matters from the information flow – and concentrating equally well on work and on rest.



Programming / robotics / AI

61

Setting up robots and AI systems for human tasks. At minimum – a basic level of programming: standard computer literacy will soon not be enough.



Mindfulness

60

Understanding and being aware of what you are doing at every moment: "What am I doing now? What for?" When you understand where you are looking, choosing a direction becomes easier.



Creative arts skills

56

Demand is growing for personalised products and non-standard solutions. Employers value creative thinking and developed aesthetic taste.



Multilingualism & multiculturalism

53

Working in international teams: fluent English, understanding partners' national and cultural context and the specifics of your industry in other countries.



Ecological thinking

42

Careful use of natural resources and waste reduction – from lowering energy consumption to recycling materials. Responsibility for the place we live in.

READY DIRECTIONS

You already have a base for these professions.

Business-continuity specialist

83
MATCH

Industry: Security

Demand: growing

SKILLS

Systems thinking Project management
Working under uncertainty Critical thinking

A business-continuity specialist applies professional expertise to practical tasks in digital and organisational security. The work combines systems thinking and project management to prevent threats and increase the resilience of systems.

Match 82.6 out of 100. Base: Systems thinking, Project management, Working under uncertainty, Critical thinking.

Security-management specialist

82
MATCH

Industry: Security

Demand: growing

SKILLS

Systems thinking Project management
Working under uncertainty Working with people

A security-management specialist is responsible for protecting people, information and physical assets using various technologies and methods. The profession emerged from the need to protect data, infrastructure and people from threats such as cyberattacks, terrorism and crime.

Match 82.4 out of 100. Base: Systems thinking, Project management, Working under uncertainty, Working with people.

Strategic consultant

82
MATCH

Industry: Management

Demand: growing

SKILLS

Systems thinking Project management
Working under uncertainty Cross-industry communication

A strategic consultant develops and implements strategies for the development of companies and organisations. The profession emerged from the need to plan and optimise business processes so that companies can compete in the market and grow successfully.

Match 81.5 out of 100. Base: Systems thinking, Project management, Working under uncertainty, Cross-industry communication.

Business-transformation manager

82
MATCH

Industry: Management

Demand: growing

SKILLS

Project management Systems thinking
Cross-industry communication Working under uncertainty

A business-transformation manager organises people, resources and processes around results in management and organisational development. The work combines project management and systems thinking to help organisations change sustainably and achieve their goals.

Match 81.5 out of 100. Base: Project management, Systems thinking, Cross-industry communication, Working under uncertainty.

Distributed tunnelling-crew coordinator

81
MATCH

Industry: Mining & processing

Demand: stable

SKILLS

Systems thinking Project management Lean production
Working with people

A distributed tunnelling-crew coordinator manages groups of specialists who carry out inspections and checks at mining and processing enterprises. The profession emerged from the need to ensure safety and compliance at sites that may be remote from one another, requiring effective management and coordination between teams.

Match 80.8 out of 100. Base: Systems thinking, Project management, Lean production, Working with people.

Personal pension-plan designer

81
MATCH

Industry: Financial sector

Demand: stable

SKILLS

Systems thinking Project management Client focus

A personal pension-plan designer creates individual savings and payout schemes so that a person has a stable income in old age. The profession emerged because people increasingly seek personal financial strategies amid pension-system changes and rising life expectancy.

Space-mission management engineer

80
MATCH

Industry: Space

Demand: growing

SKILLS

Systems thinking Project management
Working under uncertainty

A space-mission management engineer designs, implements and verifies technological solutions in space systems and remote-sensing data. The work combines systems thinking and project management to turn space technology into reliable applied solutions.

Social-services designer

80
MATCH

Industry: Social sector

Demand: growing

SKILLS

Working with people Project management Systems thinking
Attention management Emotional intelligence

A social-services designer develops and implements professional solutions in social and inclusive practices. The work combines working with people and project management to expand people's access to services, education and participation in society.

Gerontology-programs specialist

80
MATCH

Industry: Social sector

Demand: growing

SKILLS

Working with people Emotional intelligence
Project management

A gerontology-programs specialist applies professional expertise to practical tasks in social and inclusive practices. The work combines working with people and emotional intelligence to expand people's access to services, education and participation in society.

Sports-communities architect

79
MATCH

Industry: Sport

Demand: stable

SKILLS

Systems thinking Project management Client focus
Working with people

A sports-communities architect designs and organises infrastructure for sports events and training. The profession emerged from the need for specialists who can ensure comfort and safety for athletes and spectators at sports venues.

Telemetry-data interpreter engineer

79
MATCH

Industry: Mining & processing

Demand: stable

SKILLS

Systems thinking Working under uncertainty

A telemetry-data interpreter engineer analyses and processes large volumes of data received from equipment in mining and processing, to determine its condition, efficiency and possible problems. The profession emerged from rapid technology development and the need to manage and optimise industrial processes with big data.

Athletics coach for mature clients

79
MATCH

Industry: Sport

Demand: stable

SKILLS

Project management Client focus Working with people

An athletics coach for mature clients trains older adults in exercise and physical conditioning, and helps them lead a healthy lifestyle. The profession emerged from older people's growing interest in an active lifestyle and maintaining physical health.

NEAREST GROWTH ZONE

One or two steps — and the direction opens.

Arctic-navigation specialist

76
MATCH

Industry: Water transport

Demand: stable

SKILLS

Systems thinking Project management

Working under uncertainty

TO DEVELOP

Multilingualism & multiculturalism

An Arctic-navigation specialist is responsible for the safe movement of vessels in a region with harsh climatic conditions and hidden threats such as ice. The profession arose from growing interest in developing Arctic natural resources and the need to ensure shipping safety in this hard-to-reach zone.

To open this direction, close: Multilingualism & multiculturalism · 53, Systems thinking · 81

Interactive-book publisher

76
MATCH

Industry: Culture & art

Demand: stable

SKILLS

Systems thinking Project management Working with people

TO DEVELOP

Multilingualism & multiculturalism

An interactive-book publisher works on creating and releasing books in which the reader takes part in the plot, making choices and influencing the outcome of the story. The profession emerged with the development of technology and the rise of interactive content, allowing teenagers to participate more actively in reading and develop critical thinking.

To open this direction, close: Multilingualism & multiculturalism · 53, Working with people · 80

Corporate venture-fund portfolio manager

75
MATCH

Industry: Management

Demand: stable

SKILLS

Systems thinking Cross-industry communication

Project management Working with people

TO DEVELOP

Multilingualism & multiculturalism

A corporate venture-fund portfolio manager manages investments in new, promising companies and projects that may bring profit in the future. The profession emerged from the need to support and develop innovative ideas that can lead to economic success and growth.

To open this direction, close: Multilingualism & multiculturalism · 53, Cross-industry communication · 76

Sports ombudsman

75
MATCH

Industry: Sport

Demand: stable

SKILLS

Cross-industry communication Project management

Working with people Working under uncertainty

TO DEVELOP

Multilingualism & multiculturalism

A sports ombudsman protects the rights and interests of athletes and resolves disputes and conflicts in sports organisations. The profession emerged to ensure fairness and transparency in sports processes, prevent violations and maintain ethics in sport.

To open this direction, close: Multilingualism & multiculturalism · 53, Cross-industry communication · 76

Government-communication platform moderator

Industry: Social sector

Demand: stable

SKILLS

Project management Working with people

TO DEVELOP

Multilingualism & multiculturalism

A government-communication platform moderator controls and moderates user communication, ensuring the safety and adequacy of discussions. The profession emerged from the need to keep communication between citizens and government bodies lawful and orderly in the social sphere.

To open this direction, close: Multilingualism & multiculturalism · 53, Working with people · 80

74
MATCH

WHAT TO DEVELOP NEXT

For the direction **Arctic-navigation specialist**, develop: Multilingualism & multiculturalism.

For the direction **Interactive-book publisher**, develop: Multilingualism & multiculturalism.

For the direction **Corporate venture-fund portfolio manager**, develop: Multilingualism & multiculturalism.

IN-DEMAND SKILLS 2025–2030

According to the World Economic Forum (Future of Jobs 2025), demand is growing fastest for AI and big-data skills, cybersecurity, and creative and analytical thinking. Several of these skills are already present in your profile – develop them deliberately.



CAREER MAP ONLINE



Scan to see where the interactive career map and research live
<https://ytaa-83d85.web.app/research>

Anonymisation note. In the original report this page contains a QR code linking to the participant's personal interactive career map. That link is removed in this sample. All scores, texts and recommendations are reproduced unchanged; the participant's name, school, session and facilitator have been replaced. Recommendations expand options – they are not a diagnosis, an admission decision or a job guarantee.

Nova Polis · Youth Talent Assessment Association – The Hague, Netherlands