



THE CAREER EDGE TEST

Find out what work fits you — and where your edge lies.

A free self-check made by

INSIDE EDGE

24 statements • about 10 minutes • 6 work types

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About This Test

The Career Edge Test is a simple self-check made by Inside Edge to help you understand what kind of work genuinely fits you — the tasks, environments, and problems that bring out your best. It's based on well-known ideas about work interests and values, and made for working professionals, not career counsellors or clinicians.

There are no right or wrong answers. Most people are a mix of two or three work types, and that mix can guide real decisions — a role change, a new direction, or just understanding why some work feels easy and other work feels like a grind.

How to take it

- Read each statement and answer honestly, based on how you actually behave — not how you'd like to behave.
- Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree).
- Answer quickly, with your first thought — this isn't a test to overthink.
- Takes about 10 minutes.

Rating scale

1	2	3	4	5
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

Write your score (1–5) directly in the box next to each statement. When you finish, turn to the Scoring Key to find your result.

The Statements

Rate how much each statement sounds like you at work, from 1 (Strongly Disagree) to 5 (Strongly Agree).

#	Statement	Score (1–5)
1	I'd rather work with my hands or with tools than sit through another meeting.	
2	I enjoy digging into a problem until I really understand it.	
3	I like coming up with original ideas, not just following a format.	
4	I find it satisfying to help someone solve a personal or work problem.	
5	I enjoy convincing people to see things my way.	
6	I like having a clear system for how work gets done.	
7	I like seeing a physical or practical result from my work.	
8	I like asking “why” more than most people around me.	
9	I get bored doing the same thing the same way every time.	
10	I'm drawn to work that clearly helps other people.	
11	I like taking the lead on a new idea or project.	
12	I feel satisfied when everything is filed, tracked, and in order.	
13	I enjoy fixing or building things more than talking about them.	
14	I'm drawn to data, research, or evidence before I form an opinion.	
15	I express myself through writing, design, or some other creative outlet.	
16	I enjoy teaching or explaining something until someone else gets it.	
17	I'm comfortable with risk if the potential payoff is worth it.	
18	I prefer clear instructions over figuring it out as I go.	
19	I prefer clear, practical tasks over abstract discussions.	
20	I'd rather work out a solution myself than be handed one.	
21	I like work that gives me room to experiment.	
22	I notice when someone on my team needs support.	
23	I enjoy negotiating — for myself or for others.	
24	I double-check details that other people tend to skip.	

Scoring Key

For each style below, add up the scores you gave to the listed statements. Write the total in the last column. Your highest total is your Main Style. Your second-highest total is your Second Style — together, they show how you actually show up day to day.

Style	Add up your scores for statement numbers...	Your Total
The Builder	1, 7, 13, 19	
The Thinker	2, 8, 14, 20	
The Creator	3, 9, 15, 21	
The Helper	4, 10, 16, 22	
The Persuader	5, 11, 17, 23	
The Organizer	6, 12, 18, 24	

If your top two totals are close, think of both as your style — most people lead with a mix of two.

Your Result: The Six Work Types

Find your Main Type below (and your Second Type too, if it's close). Most satisfying careers sit at the overlap of two types.

The Builder — Hands-on and practical

You want to see real, practical results from your work.

Strengths

- Reliable, hands-on problem solving
- Comfortable with tools, systems, or processes
- Gets things working, not just talked about

Watch-outs

- Can get impatient with long discussions or planning
- May undervalue the “soft” side of a role
- Prefers doing to explaining, which can look like disengagement

Best-fit situations: Operations, engineering, logistics, technical or hands-on trades, product/process roles.

Your growth edge: Practice explaining your reasoning out loud — it helps others follow your usually-sound instincts.

The Thinker — Curious and analytical

You want to understand something fully before you act on it.

Strengths

- Strong problem-solving and research instincts
- Makes evidence-based decisions
- Comfortable with complexity

Watch-outs

- Can overanalyze instead of deciding
- May come across as detached in people-focused moments
- Can take longer than others expect to reach a conclusion

Best-fit situations: Research, analysis, strategy, data, engineering, specialist or expert roles.

Your growth edge: Set yourself a decision deadline — “good enough evidence” is sometimes the right call.

The Creator — Original and expressive

You want work that lets you make something original.

Strengths

- Generates fresh ideas others wouldn't think of
- Comfortable with ambiguity and open-ended problems
- Brings personality and originality to your work

Watch-outs

- Can resist structure or process that feels limiting

- May lose interest once the “new” part is done
- Can be hard to pin down on timelines

Best-fit situations: Design, content, marketing, product innovation, any role that rewards originality.

Your growth edge: Pair with someone who's strong on follow-through, so your ideas actually ship.

The Helper — People-focused and supportive

You want work that visibly makes someone else's life better.

Strengths

- Builds trust and rapport naturally
- Genuinely invested in others' growth
- Creates a supportive environment around you

Watch-outs

- Can take on too much of other people's problems
- May avoid necessary conflict to keep things comfortable
- Your own needs can come last

Best-fit situations: HR, L&D, teaching, healthcare, coaching, customer success.

Your growth edge: Practice saying no to one request that isn't yours to carry.

The Persuader — Bold and influence-driven

You want to lead, influence, and make things happen.

Strengths

- Confident taking the lead on new ideas
- Comfortable with risk and negotiation
- Naturally rallies people around a goal

Watch-outs

- Can move ahead before the details are fully worked out
- May steamroll quieter voices in the room
- Can chase the next big thing before finishing the current one

Best-fit situations: Sales, business development, entrepreneurship, leadership roles.

Your growth edge: Build in one “what could go wrong” check before committing to a big move.

The Organizer — Structured and precise

You want structure, order, and things done right.

Strengths

- Extremely reliable with details and follow-through
- Creates order out of chaos
- People trust your accuracy

Watch-outs

- Can be uncomfortable with sudden change or ambiguity

- May focus on process over the bigger picture
- Can be overly critical of less-organized colleagues

Best-fit situations: Finance, operations, compliance, project coordination, admin-heavy roles.

Your growth edge: Practice tolerating one “good enough” outcome instead of pushing for perfect.

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Want to Go Deeper?

This test gives you a starting point. If you'd like to explore what this means for an actual career decision — a move, a pivot, or getting unstuck — Inside Edge offers one-on-one career coaching and guidance built for exactly this.

Reach out to discuss what would help most for you.



This test is an original tool made by Inside Edge to help with personal and career growth.

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