



Detailed Report

Career Direct® Complete Guidance System Report

Educational Decision Making

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Career Direct® Global Edition

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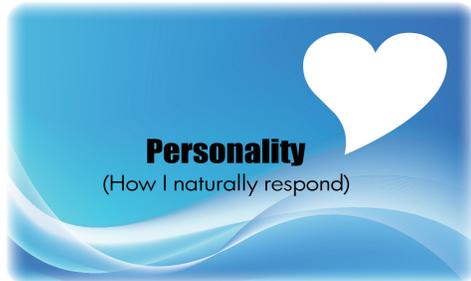
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CAREER DIRECT GUIDANCE SYSTEM REPORT

USING THIS REPORT FOR CAREER PLANNING

Jason, the underlying principle for using this report is that people who match their work with their personalities, interests, skills and values generally enjoy and succeed in their work. Thus, your feedback in the four areas shown below will provide valuable information for your career planning. All of these areas should be considered before making your career decisions.



Your results will not spell out one specific occupation for you. Rather, you will be given key information that will help you understand your unique makeup and the type of work that would be a good match for you. The general approach is much better, because usually there will be several similar occupations that match a person's interests and talents. By using the **Career Direct® Application** segment of the guidance system, you will be able to refine your options into a good choice for a career field. The process of using your talents and interests to make career decisions will serve you well both now and in your future career management.

GETTING THE MOST FROM YOUR REPORT

There is a lot of information in this report, so you will want to read it through several times. It also can be very beneficial to have someone, such as a friend, spouse, or mentor, read through your report with you. Usually someone who is different from you in personality can be especially helpful in picking up on concepts you might miss. If you decide to see a guidance counselor for more specific help with your career planning, this report would be especially helpful in providing insights into your unique career potential. As mentioned earlier, the most important step you can take to gain full benefit from this report is to work through the **Action Plan** in your **CAREER DIRECT GUIDANCE SYSTEM**.

CAREER DIRECT GUIDANCE SYSTEM REPORT

ORGANIZATION OF THE REPORT

The report is organized into four major areas: Personality, General Interests, Skills, and Values. Each of these areas provides key insights into your unique makeup. Definitions of all groups in the report may be found in the Job Sampler that is contained in your CAREER DIRECT GUIDANCE SYSTEM.

- 1. Personality.** The report begins with the personality section, in which you will find an analysis of six personality factors in your Personality Highlights, your Typical Strengths and Non-Strengths, and your Career Environment based on your unique personality profile.
- 2. General Interests.** In this section you will see a ranking of your interest in 21 General Interest Career Groups and descriptions of your highest career groups. These broad career groupings are derived from the Vocational Interests section of the Inventory. Your scores reflect your level of interest in the 21 Career Groups. There also is a chart that lists the components that make up your top eight interests: the Activities, Occupations, and Subject Groups.
- 3. Skills and Abilities.** Here you will see a ranking of your skills in 14 areas and descriptions of your strongest skills and abilities.
- 4. Values.** This section has three parts: Work Environment, Work Expectations, and Life Values. Your top four priorities in each area will be highlighted.

UNDERSTANDING THE SCALES AND SCORES

The scales for all of the sections are based on standardized scores that were derived from the responses of a large population of people who are successfully employed in various occupations. The scales provide a way for you to visually compare your scores to the scores of other typical workers. The scales also make it easy to spot trends. A sample of the scale used is shown below.



The range of standard scores is from 20 to 80 and the average score is 50. For each factor, roughly one third of the population will score between 20 and 44, one third between 45 and 55, and one third between 56 and 80. Interpret the scores on the scale as shown below.

You will notice on the sample scale above that scores between 20 and 44 are interpreted as LOW. Scores between 45 and 55 are considered MIDRANGE and scores between 56 and 80 HIGH.

These scores do not indicate achievement or "good" or "bad" scores. They represent your relative standing, based on your responses, with other persons in the adult or youth categories.

1. Personality

THE CONCEPT OF PERSONALITY

Jason, in this section, the term personality describes the way a person is naturally motivated to act. For example, some people are naturally motivated to be very organized and precise, and some are more spontaneous and casual. Likewise, some are risk takers, and some are naturally cautious.

Experience and observation confirm that there is no best personality style. All styles are valid. All are needed in society and in the workplace. All have strengths and non-strengths.

It is very important to consider your personality style when making career decisions. The goal is to identify occupations that are a good match for your natural tendencies, as well as your interests, skills and values. Just as coaches need athletes of varying size and speed to play different positions, employers need a variety of personality styles to build successful teams.

1.1 SIX FACTORS OF PERSONALITY

COMPLIANT	<-----Mid-Range----->	DOMINANT
INTROVERTED	<-----Mid-Range----->	EXTROVERTED
DETACHED	<-----Mid-Range----->	COMPASSIONATE
UNSTRUCTURED	<-----Mid-Range----->	CONSCIENTIOUS
CAUTIOUS	<-----Mid-Range----->	ADVENTUROUS
CONVENTIONAL	<-----Mid-Range----->	INNOVATIVE

Again when it comes to personality, it is not better to be one or the other (e.g. Extroverted or Introverted). One must use the strengths associate with your unique personality.

This personality survey covers six major factors of personality:

DOMINANCE
EXTROVERSION

COMPASSION
CONSCIENTIOUSNESS

ADVENTUROUSNESS
INNOVATION

These factors were derived through extensive research, and they are consistent with other established measurements of normal personality traits.

Each factor is associated with a range of behaviors. For example, those who score in the extroverted direction will naturally have a totally different response toward meeting strangers than those who score in the introverted direction. Those who fall in the mid-range typically exhibit a mix of behaviors. As you read this section, keep in mind that all points on the scale have strengths and nonstrengths.

CONFIRMING YOUR PERSONALITY FEEDBACK

This section of your report, as well as the rest of the report, has been developed from the responses you provided and reflects profiles that are typical of people who scored like you. The reports are usually quite accurate, but every insight may not apply to you. You will need to confirm the information presented. Consider the report based on your knowledge of yourself, and have the other person you ask to assist you to check your feedback also. Concentrate on the portions that accurately describe you.

YOUR PERSONALITY HIGHLIGHTS

Jason, the next three pages list your six personality factors. They are listed in order from most extreme to least extreme.

1.2 PERSONALITY: HIGHLIGHTS

1 - Adventurousness (Cautious)

Cautious and prefer a steady, low risk environment since you are more of a cooperater than a competitor.



Career Implications

Your score on the **ADVENTUROUSNESS** factor indicates that you generally prefer to operate in a cautious and conservative style. As you consider different occupations, look for positions that have:

- * low risk
- * security
- * supportive teams
- * cooperation instead of competition
- * proven procedures
- * regular duties.

Your score on the ADVENTUROUSNESS scale indicates that you prefer a steady, low-risk environment, in which you can concentrate on one task at a time. To minimize risks, you typically go about your work cautiously, using procedures that have been tested and proved.

One of your key strengths is in carrying out established methods and guidelines. For this reason, you are likely to be most comfortable around people and activities that are familiar.

Another strength is found in your ability to function as a team player. It is typical for you to yield some of your personal ambitions for the sake of the group's agenda. This type of servant attitude is a cherished commodity and can be a real asset.

Jason, since you have a natural tendency toward being cautious, take care not to overdo it. Opportunities may slip by as you ponder their risk and value. Calculated risks do not have to be your enemy. Merits can be extracted even from failures in life. In fact, most successful people become successful by learning from mistakes. One strategy you may find helpful is to practice stepping more boldly into low risk situations. Successes in these areas will build your confidence for more ambitious steps later.

2 - Dominance (Dominant)

Bold, self-reliant, results oriented and naturally want to take the lead.



Career Implications

To satisfy your drive for **DOMINANCE**, look for opportunities to:

- * be in charge
- * plan for the future
- * speak directly
- * push new ideas
- * influence others
- * make decisions.

Jason, your score on the DOMINANCE scale indicates that you are naturally motivated to be in control of your environment. This drive for dominance is probably expressed in many ways in your life. Whether it's driving the car, planning a vacation, or setting priorities at work, you naturally trust yourself more than anyone else and want to be in charge. You probably have noticed that you tend to avoid situations in which you are restricted by someone else's agenda.

Your confident, decisive nature, makes you well suited for leadership roles. You have a natural desire to influence others, and this can contribute to your success in politics, sales, and similar occupations. Most people who score high in DOMINANCE tend to operate from a "big picture" perspective. This gives you a unique ability to anticipate changes and conceptualize new ideas for operating in the future. This "visionary" gift is one of your key strengths.

You may have a strong drive for independence and probably have your own ideas about how things should be done. It's natural for you to speak out about your ideas and opinions.

There are some typical weaknesses shared by those who have a take-charge nature. Because of your desire to be in control, you may find yourself working on being involved in areas of work without having sufficient expertise or facts. Also, keep in mind that you may tend to discount or overlook the amount of detail work needed to bring your big-picture ideas to fruition. In general, a more cautious approach and listening to the sound advice of someone opposite from you in personality would be helpful.

1.2 PERSONALITY: HIGHLIGHTS

3 - Conscientiousness (Unstructured)

Spontaneous and prefer to operate without a lot of details or restrictions.



Career Implications

Your score on the **CONSCIENTIOUS** scale indicates that you should be wary of occupations that are:

- * highly structured
- * very serious
- * closely supervised
- * precision-oriented
- * very detailed
- * very predictable.

Your score on the CONSCIENTIOUSNESS scale indicates a strong drive to live in an unstructured manner. In many areas you probably prefer to establish your own standards and set your own priorities, rather than having them set for you by others. You typically believe that you can figure out a way to solve any new problem that arises. In fact, you probably like new problems because they offer a challenge for you to improvise and act on the spot.

One of your key strengths is your ability to see things in a new and different light, apart from the normal operating procedures. This gives you an opportunity to offer "breakthrough" insights that can enable a new and better way of operation or lead to an entirely new product.

Another strength typical of those with your score is the ability to focus on the big picture and avoid getting bogged down in anything that resembles busywork.

Your strengths listed above can lead to negative consequences when overdone. Keep in mind that everyone has to follow some rules, and we can all benefit by the experience and wisdom of others. Inconsistency may also be a problem, so develop good habits for day-to-day living. Finally, we all have to master some types of detailed work in order to survive and succeed. By balancing your drive for autonomy with wisdom and self discipline, you will be in the best position to achieve your full potential.

4 - Innovation (Conventional)

Able to operate from a practical and conventional perspective and are good at carrying out established procedures.



Career Implications

Your score on the **INNOVATION** scale indicates that your strength is in operating the tried and tested. In your work look for:

- * practical applications
- * working at your own pace
- * hands-on experiences
- * a regular work routine
- * learning by doing
- * training for new responsibilities.

Jason, your score on the INNOVATION scale indicates that you tend to be conventional in your thinking. The associated strengths would be that you excel as a practical, down-to-earth individual, whose focus is set on proven methods. Grounded in a realistic approach to life, your preference is to work with familiar, reliable procedures, rather than waste time attempting to reinvent the wheel.

Your key strengths include the ability to master a work process and remain on course with it, rather than succumb to distractions or tangents, and you have a comfort range working within established parameters.

Although you have found comfort and reliability in following established habits and procedures, be aware that new ideas may help you to function more efficiently and effectively. The world is experiencing incredible changes in technology. To some degree, we all need to keep abreast of these changes and the possibilities for innovation that they bring.

1.2 PERSONALITY: HIGHLIGHTS

5 - Compassion (Compassionate)

Compassionate, sensitive, and a good listener; patient, loyal, and good at supporting and encouraging others.



Career Implications

Your score on the **COMPASSION** factor is relatively high. Look for occupations that will allow you to support people in a friendly environment and try to steer clear of those that require you to confront others or deal with strife or rejection on a regular basis. In your ideal work environment look for jobs that include:

- * kindness
- * stability
- * tolerance
- * harmony
- * a high level of trust
- * the opportunity to help others.

Your score on the COMPASSION scale indicates that you are a person of compassion and understanding. Your sensitivity enables you to be attuned to the hurts and struggles of those around you. As a patient, nonjudgmental listener, you can have a very profound influence on others, especially in one-on-one situations.

Because people sense your sincere concern and caring attitude, they will naturally want to share with you. At these times you will find it natural to encourage and counsel with them.

Your agreeable personality will make it easy for you to get along in almost any setting, as long as there is harmony. Conflict can be stressful for you, so you will want to check carefully any organizations and work teams you are considering before you join them.

6 - Extroversion (Mid-Range)

Engaging and pleasant with others when approached, but you enjoy solitude also.



Career Implications

Your mid-range score on the **EXTROVERSION** factor indicates that you would be most comfortable in a varied social environment at work. Look for a balance in:

- * time alone to prepare
- * time to relate to others
- * time to listen
- * time to talk
- * time to be serious
- * time to entertain.

You scored in the mid-range on the EXTROVERSION scale. This means that you probably enjoy a combination of time with others and time alone. You have good verbal skills and are comfortable in meeting others. However, if you are among friends you're likely to be more open and conversational. You probably have a ready smile, wear well with others, and find it easy to fit in with various groups.

You should plan to have some people interaction each day. On the other hand, you may feel stressed if you have to encounter strangers or large numbers of people on a regular basis. To process your feelings and perceptions, you should balance your time between people activities and time to work alone. Your strength with people is the ability to provide practical, caring assistance.

Overall, your ability to be flexible around people and to easily adapt to changing situations, will give you the advantage of being comfortable in a broad range of environments.

1.3 TYPICAL PERSONALITY STRENGTHS

Jason, shown below are strengths that are typical of people who score like you. Look for occupations that will allow you to highlight these strong points. The more you are able to use these strengths at work, the more likely your success and satisfaction. As mentioned earlier, you will need to check with someone who knows you well to confirm whether all items apply to you.

- * Straightforward and direct; bold in adversity.
- * Can respond on the spot without extensive preparation.
- * Good at maintaining routines and traditions.
- * Supportive of others; a steady performer.
- * Compassionate and sympathetic toward others.
- * Cautious and tends to avoid risks.
- * Leadership oriented; naturally likes to influence others and be in charge.
- * Operates from a generalist perspective.
- * Flexible; willing to adjust for the situation.

1.4 TYPICAL PERSONALITY NON-STRENGTHS

Shown below are non-strengths that are typical of people who score like you. Improvement in these areas will enhance your performance. On the other hand, try to minimize your exposure in areas that are not your strong points. As mentioned earlier, you will need to check with someone who knows you well to confirm whether all items apply to you.

- * Forgets that everyone is not comfortable being direct.
- * Can lack focus; tends to go from one thing or subject to another.
- * Tends to rely too much on established procedures.
- * Can be complacent and slow to initiate.
- * Can be too trusting, allowing others to take advantage of the situation.
- * Can be fearful of change and overprotective of self and others.
- * Can be too pushy in trying to get results.
- * May overlook important facts; jump to conclusions too quickly.
- * Can lack commitment toward goals.

1.5 CRITICAL LIFE ISSUES

This section provides insights that will be helpful in choosing a career whose environment matches your personality strengths.

	20	Low	45	Mid-Range	55	High	80
Stress					55		
		Relaxed					Stressed
Indebtedness			44				
		Little/No Debt					High Debt
Financial Management					53		
		Sound					Unsound

Stress

Your score on the STRESS scale indicates that your level of stress is about the same as is experienced by the average person in society. Keep in mind that this instrument is not designed to identify or treat psychological problems. If you feel that you do need help in some area, contact an appropriate professional for further diagnostic assessment.

Indebtedness

Your scores indicate that indebtedness is not a problem for you. Congratulations on being able to live within your income.

Financial Management

Your financial management scores indicate that you have average habits in the area of spending, saving, and investing. We encourage you to become debt-free through budgeting and planned saving.

2: GENERAL INTERESTS

Jason, discovering your general interests is a critical step in the career planning process for one simple reason: People tend to excel when they are interested in the work they do! What may appear as a tedious task to one person may be easy and enjoyable to another who is naturally motivated toward that type of work. In general, work that interests you will be fun even when it involves tasks that, under other circumstances, would be difficult or boring.

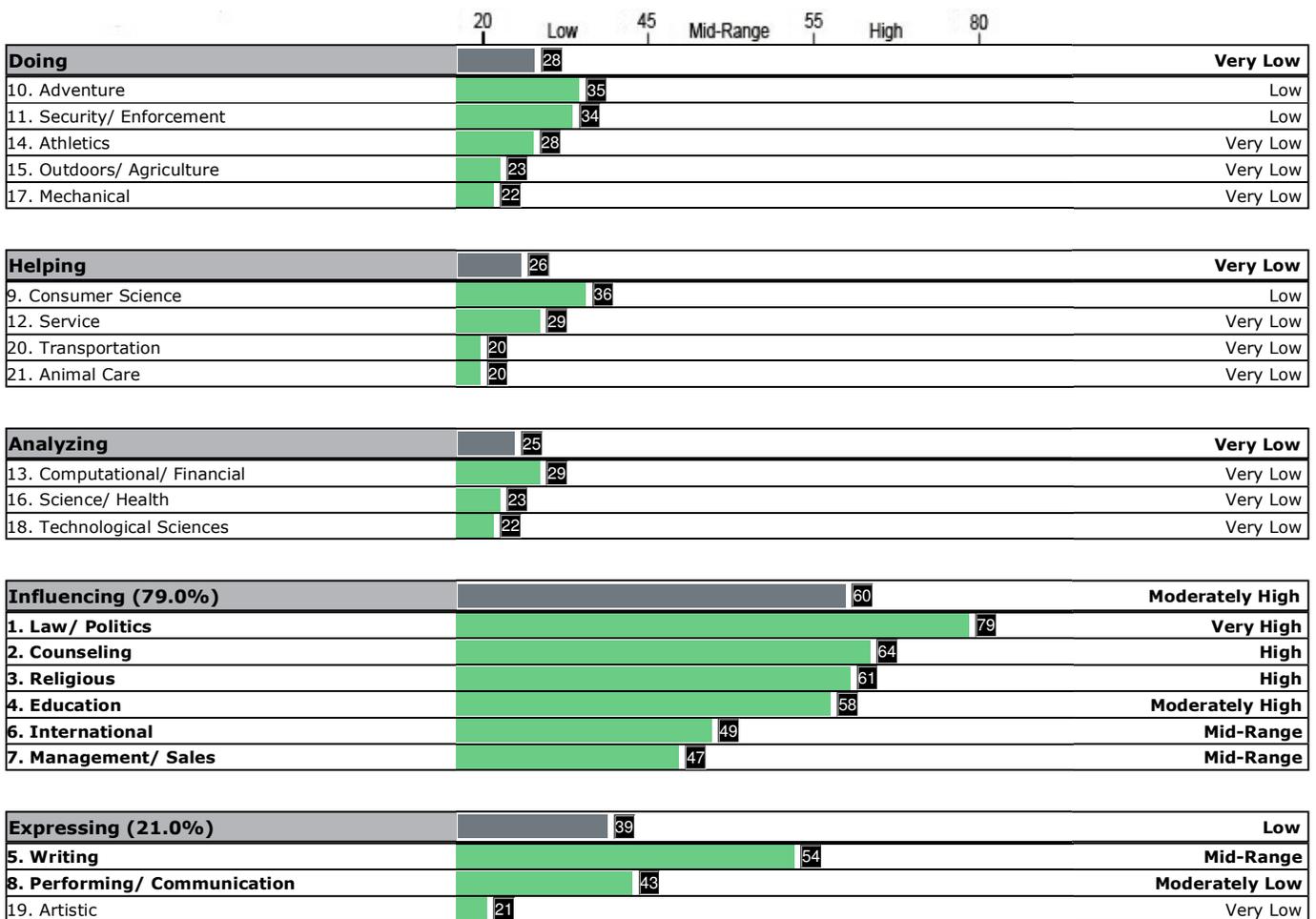
Because of the very nature of your interests, your leisure pursuits may have influenced your General Interest scores. This means you will have to use some discretion when interpreting your General Interest section of the report.

For instance, if you enjoy physical fitness and sports, "Athletics" may surface as a high general interest group. However, since so few individuals become professional athletes, recognize the high score for what it likely is: something you will do for fun and leisure but not for a career.

On the other hand, Jason, the more you can relate your work to areas that excite you, the more likely you are to be successful. One person who loved shooting a bow and arrow became the top sales person for a leading archery company by pursuing strong interests in archery and the outdoors. Likewise, many people develop successful businesses from their hobbies. Keep in mind, the more you enjoy what you are doing, the more likely you will be satisfied with your work, and the lower your work stress will be.

There are a number of ways to categorize career interest. This report uses 21 Career Groups arrayed within five major Career Interest Areas, as shown below.

Five Major General Interests Areas



2.1: GENERAL INTERESTS: TOP CAREER GROUPS

Three components, Activities, Occupations, and Educational Subjects, determine your General Interest career group scores. These interests may be either work or leisure related, or they may be leisure or hobby avocations that you use as the basis for a career. Since the General Interests career groups are made up of several parts, you may find that one Activity group may be very important to you, but other components of the group may not be important to you. Consequently, your top interest is not high on the list of General Interests. For example, you may enjoy math but not care for finance, so your score on the General Interest career group, Computational/Financial, is not high.

The following gives you detailed feedback on the makeup of your career group scores. For each interest category, your scores in the Activities, Occupations, and Subjects components are given.

Note: All groups have Activities, but not all contain both Occupations and Subjects groups

		20	Low	45	Mid-Range	55	High	80		
1. Law/ Politics									79	Very High
Activity	Political Communication								77	Very High
Occupations	Law/Politics								80	Very High

Those attracted to this career group have a strong desire to influence the thoughts and opinions of others. They typically like to campaign for political candidates, speak publicly on issues at meetings and hold press conferences, represent clients in litigation, and hold political office. The following are a small sample of occupations in this area:

- | | | |
|--------------|--------------------|-----------------------------|
| * Attorney | * Paralegal | * Political scientist |
| * Arbitrator | * Legislator | * Judge |
| * Senator | * Campaign manager | * Political science teacher |

Attention to detail, a competitive nature, and resistance to criticism are important to success in these occupations. Advanced education is also needed for many of these positions. (See Job Sampler, Law/ Politics, for additional occupations with links to [O*NET](#).)

		20	Low	45	Mid-Range	55	High	80		
2. Counseling									64	High
Activity	Counseling								62	High
Occupations	Counseling								65	High

Work in this group relates to influencing others for the purpose of self-improvement and problem-solving. Typical activities include counseling, testing, listening, and advising others. Occupations include the following:

- | | | |
|-----------------------------|-----------------------------|----------------------|
| * School/ college counselor | * Marriage/family therapist | * Psychologist |
| * Social worker | * Rehabilitation counselor | * Psychiatrist |
| * Minister/priest/rabbi | * Employment counselor | * Pastoral counselor |

A college degree and certification are usually prerequisites for entry into this career field. Many of these occupations require a master's degree or higher for certification. (See Job Sampler, Counseling, for additional occupations in this career field with links to [O*NET](#).)

		20	Low	45	Mid-Range	55	High	80		
3. Religious									61	High
Activity	Religious								57	Moderately High
Subject	Religion								65	High

This career group centers on activities like providing spiritual or religious guidance and listening to others personal problems. Encouraging participation in religious services, talking to others about spiritual issues, and conducting worship services are also part of the typical activities of those in this field. Many people with high interest in this field volunteer their time rather than working in a full-time position. Occupations include the following:

- | | | |
|----------------------|----------------|----------------------|
| * Religious educator | * Pastor | * Pastoral counselor |
| * Missionary | * Rabbi | * Priest |
| * Evangelist | * Youth pastor | * Chaplain |

In most situations, an educational background in religious and counseling studies is required. (See Job Sampler, Religious, for more occupations in this field with links to [O*NET](#).)

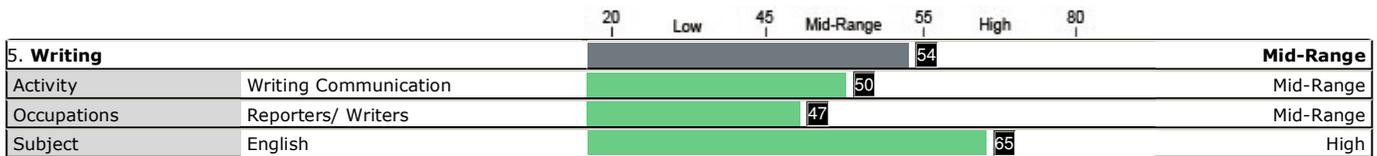
2.1: GENERAL INTERESTS: TOP CAREER GROUPS



People who are interested in this career group enjoy working with people and helping others learn new skills or master new ideas. Continuing education, developing lesson plans, and record keeping also are part of the daily workload for those employed in these fields. The following are examples of the many jobs in this area:

- | | | |
|-----------------------------------|---------------------------------------|--|
| * Teacher | * Instructional coordinator | * School principal/ administrator |
| * Tutor | * Vocational education teacher | * Adult education teacher |
| * Speech education teacher | * Professor | * Special education teacher |

Most jobs in this occupational category require a college degree, with some needing further education, such as a master's degree. For more jobs in this occupational field, see Education in the Job Sampler with links to [O*NET](#).



Work in this group relates to communicating ideas through written materials, such as writing news stories and articles, television scripts, and movie reviews. Composing copy for advertisements and speech writing are also examples of tasks performed by people attracted to this type of work. Occupations include the following:

- | | | |
|----------------------------|----------------------------------|---------------------------|
| * Journalist | * Web content editor | * Technical writer |
| * Desktop publisher | * Editor | * Writer |
| * Creative writer | * Advertising copy writer | * Reporter |

A sound educational background in English composition, literature, creative writing, and grammar is important for success in this field. (See Job Sampler, Writing, for additional occupations in this career field with links to [O*NET](#).)



This career group involves a strong desire to travel or work in a foreign country, interact with people from other cultures, and communicate in more than one language. The following occupations are common to this group:

- | | | |
|---|-----------------------------------|------------------------------------|
| * Foreign correspondent | * Foreign language teacher | * Translator |
| * Foreign missionary | * Diplomat | * Overseas travel guide |
| * International business executive | * Interpreter | * Foreign service executive |

A strong educational background in foreign studies and languages is a must for anyone entering this field. (See Job Sampler, International, for more occupations in this area with links to [O*NET](#).)

2.1: GENERAL INTERESTS: TOP CAREER GROUPS

		20	Low	45	Mid-Range	55	High	80	
7. Management/ Sales		47						Mid-Range	
Activity	Sales Communication	38						Low	
	Management	54						Mid-Range	
	Self-employment	42						Moderately Low	
Occupations	Sales/ Management	27						Very Low	
	Business Leaders	57						Moderately High	
Subject	Business/ Mgmt.	65						High	

This career group centers on business-related activities, such as managing, selling, developing marketing strategies, as well as starting and operating a business. Occupations might include the following:

- | | | |
|----------------------------|------------------------|----------------------|
| * Marketing representative | * Buyer | * Business executive |
| * Real estate agent | * Retail store manager | * Travel agent |
| * Insurance sales agent | * Stockbroker | * Manager |

Educational courses to prepare for these career fields focus in the area of business administration, management, marketing, human resource management, and finance. (See Job Sampler, Management/Sales, for additional occupations in this career field with links to [O*NET](#).)

		20	Low	45	Mid-Range	55	High	80	
8. Performing/ Communication		43						Moderately Low	
Activity	Communicate Lrg Grps	68						High	
	Musical	32						Low	
	Entertainment	31						Low	
Occupations	Performers	42						Moderately Low	
Subject	Music	20						Very Low	
	Public Performing	65						High	

People who are interested in this career group enjoy entertaining or communicating through presentations of artistic talent and/or public speaking. Occupations include the following:

- | | | |
|-----------------------|----------------------|----------------------|
| * Professional singer | * Radio/TV Announcer | * Producer/director |
| * Training specialist | * Talent director | * Reporter |
| * Announcer | * Actor/actress | * Musician Conductor |

Positions in these fields are very competitive and may be difficult to secure. A back-up job is frequently necessary to provide income while gaining experience. Areas of study related to these fields are music classes (vocal, instrumental), public speaking, theater, and broadcasting. (See Job Sampler, Performing/ Communication, for additional occupations in this career field with links to [O*NET](#).)

2.2: GENERAL INTERESTS: COMBINED SCORES

The tables below contain your actual standardized score on the Activities, Occupations, and Subjects groups. These are the categories that make up the General Interest areas that have been presented on the last few pages. These scores are on the same scale as on the graphs (low = 20 to 44, mid-range = 45 to 55, and high = 55 to 80). Keep in mind that these are interest scores and **do not** take into account your experience or abilities.

Activity	20	Low	45	Mid-Range	55	High	80
1. Political Communication							77
2. Communicate Lrg Grps							68
3. International							62
4. Counseling							62
5. Education							60
6. Religious							57
7. Management							54
8. Writing Communication							50
9. Security							48
10. Food							44
11. Styling							42
12. Self-employment							42
13. Customer Service							40
14. Sales Communication							38
15. Math							35
16. Landscaping							35
17. Science Research							33
18. Musical							32
19. Hotel/ Restaurant Service							32
20. Financial							32
21. Entertainment							31
22. Clerical							29
23. Risky Activities							26
24. Provide Medical Care							25
25. Civil Design							25
26. Hand Construction							24
27. Athletic							24
28. Electronics/ Machines							22
29. Transportation							20
30. Research Nature							20
31. Research Medical							20
32. Health Service/ Support							20
33. Farming							20
34. Factory/ Assembly							20
35. Artistic							20
36. Animal							20

Occupations	20	Low	45	Mid-Range	55	High	80
1. Law/Politics							80
2. Education							65
3. Counseling							65
4. Business Leaders							57
5. Languages							50
6. Reporters/ Writers							47
7. Adventure							44
8. Performers							42
9. Customer Service							35
10. Home Economics							32
11. Fashion							29
12. Sales/ Management							27
13. Financial/ Mathematics							25
14. Athletic							25
15. Skilled Technician							22
16. Medical							22
17. Artist							22
18. Security							20
19. Science							20
20. Professional Outdoors							20
21. Drivers							20
22. Animal							20

Subjects	20	Low	45	Mid-Range	55	High	80
1. Social Studies							80
2. Religion							65
3. Public Performing							65
4. English							65
5. Business/ Mgmt.							65
6. Education							50
7. Physical Educ/ Training							35
8. Mathematics							35
9. Home Ec/ Domes.							35
10. Foreign Language							35
11. Vocational Shop							20
12. Technological Studies							20
13. Science							20
14. Music							20
15. Finance							20
16. Clerical							20
17. Art							20
18. Agriculture							20

2.3: GENERAL INTERESTS: POTENTIAL OCCUPATIONS IN YOUR TOP GROUPS

Jason, your top eight Career Groups described on the previous pages provide general definitions for broad groups of occupations in which you have the highest level of interest. Some of the descriptions and occupations in the groups may not appeal to you. That's fine; just make note of what you don't like and use it as a criterion to narrow your career interest. Of course the information in the other sections of this report and the accompanying **Career Direct® Application** and **Career Direct® Resources** sections will help you in this process.

Detailed listings of occupations in these and other groups are shown in the *Job Sampler* that accompanies the *Career Direct®* assessment. Listed in the *Job Sampler* are more than 1,600 occupations, grouped into five major General Interest Areas (Doing, Helping, Influencing, Analyzing, and Expressing). These broad career categories are organized into 21 General Interest Career Groups, as in your report, and numerous career clusters.

TAKE NOTE OF YOUR LOWEST INTEREST GROUPS

It's important for you to take note of your four lowest interest groups. They are listed in the chart below. Areas of low scores can reveal some insights about your career interests.

4. Technological Sciences		22	Very Low
Design a building, bridge, airport, or road; supervise engineering or construction projects.			
3. Artistic		21	Very Low
Draw, use graphic software programs, design, paint, sculpt, create sound or sight effects, use photography, write poetry.			
2. Transportation		20	Very Low
Drive various vehicles, provide public or private transportation.			
1. Animal Care		20	Very Low
Treat sick or injured animals, train animals, care for animals, study to understand animal behavior.			

Note: Vocational/General Interests are not the same as skills. They reflect your motivation toward a career field but not your ability to work in that field. Most people have abilities that support their interests. If not, they usually try to develop their skills further or look at a secondary career area. For instance, someone who loves sports but does not have the skills to pursue an athletic career may decide to become an athletic trainer or a sports referee.

3: SKILLS AND ABILITIES

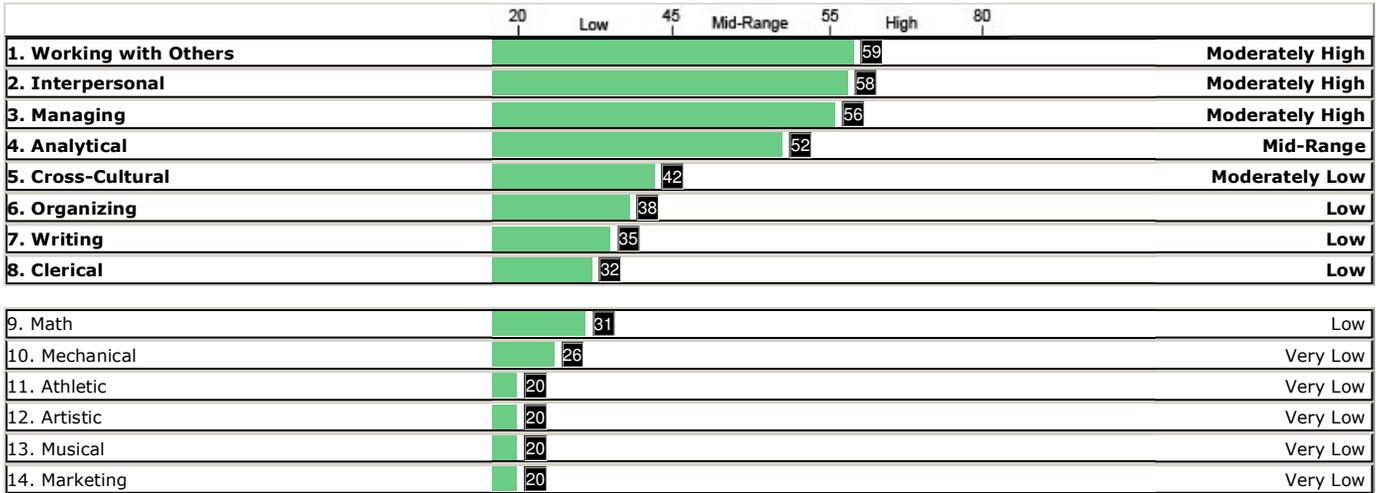
SKILLS ARE A KEY CRITERIA FOR CHOOSING AN OCCUPATION

Jason, an understanding of your skills will be important as you evaluate potential and occupations. It is very critical that you match your work to career fields your best skills in order to gain the personal joy of doing something that comes naturally.

There are two key reasons for building on your natural strengths. First, doing so will help you to maximize your potential. Working in your natural strengths starts you at a higher baseline, helps you learn faster, and achieves more from the same amount of effort. For example, some people could practice singing for years but never have the ability to be successful as a singer because they simply lack the natural skills to excel.

Second, working in your natural strengths is just more fun. It's true that people experience less job stress when they are using skills with which they naturally excel. It also seems logical that you enjoy using these skills because they have been recognized, valued, and rewarded by others in the past. Your confidence will continue to grow as you use your natural skills, thus leading to even more success and joy in the future.

The bottom line is that you are most likely to excel when you use the skills that come naturally and bring joy in their use. Although you do need to be mindful of your weaknesses, it is generally unproductive to make them the primary focus for your work. In the area of skills then, try to swim with the current, not against it.



Note: This section's skill scores are from your self-assessment, not an achievement test. Research indicates that self-assessment can give an accurate overview of a person's skills.

3.1: SKILLS AND ABILITIES: TOP 4 AREAS

1. Working with Others

59

Moderately High

Socializing with people comes naturally to you since you love to work with others. You enjoy working with the public and will probably do well in careers where you can capitalize on your natural ease in meeting people and making them feel welcome.

2. Interpersonal

58

Moderately High

If you scored high in this category you are strong in people skills. You probably will do well in careers in which you are required to interact with people on a regular basis. Your ability to communicate effectively and your strong interest in people will naturally generate opportunities for you to counsel, teach, or explain as part of your work. Make sure your work includes extensive involvement with people, as well as opportunities to communicate with others.

3. Managing

56

Moderately High

This skill area focuses on an ability to excel when coordinating the activities of others. A high score usually indicates an ability to persuade and motivate others. People readily respond to your convincing leadership. You likely are adept at delegating work and making decisions. To maximize the use of these skills, you should consider occupations that include management, promoting, delegating, and leading others.

4. Analytical

52

Mid-Range

People who score high in this category respond well to intellectual challenges and are comfortable with work activities such as researching, analyzing facts and figures, and solving abstract problems. They enjoy working with ideas and using critical thinking skills to analyze problems and evaluate solutions. They often generate new ideas or approaches to problems. These skills are useful in science, business, and research, as well as many other occupational fields.

3.2: SKILLS AND ABILITIES: EVALUATE YOUR SKILLS

Carefully examine your highest ranked skills and analyze the relationship among them. How much overlap is there? Is there a common theme to your skills? Do any of your skills relate more to areas that you would use as a hobby than as a basis for your occupation? If so, are there ways that these hobby skills could transfer to your work? The Action Plan that accompanies your report will guide you through these and other questions. Completing this analysis will be key to gaining full benefit from your report.

DEVELOP YOUR SKILLS

Exploiting your natural strengths does not in any way mean that training, education, hard work, and dedication are not required to further develop your skills. On the contrary, most successful people become so by working diligently at what they do. Think of the professional golfer who develops natural athletic skills by hitting hundreds of balls every day. Likewise, consider a pianist who spends hours practicing in order to fully develop natural music skills.

MINIMIZE YOUR EXPOSURE OF YOUR LOW-SCORING SKILLS

Jason, as with interests, please take note of the skill areas in which you scored the lowest. They are the ones listed at the bottom of the chart on the previous page. Areas with low scores can reveal some insights about your career interest. It could be that these are not natural strengths, or perhaps you never have had the opportunity to develop them. In either case, it would be best not to pursue occupations that require heavy use of your low scoring skills, unless you pursue more training first.

YOUR LOWEST FOUR SKILL AREAS

	20	Low	45	Mid-Range	55	High	80	
4. Athletic	20							Very Low
3. Artistic	20							Very Low
2. Musical	20							Very Low
1. Marketing	20							Very Low

4: VALUES

VALUES ARE IMPORTANT TO CAREER DECISIONS

Jason, you can be in a career field that is a good match for your vocational interests, skills, and personality strengths and still experience job dissatisfaction and stress if your work does not match your values. For example, many people value working outdoors and will never feel totally comfortable working in the confines of a building. Others may need to know that they are helping people directly in their work and will not be satisfied working alone or with machines.

Many people think that they can be happy doing most anything if it makes them successful in the material sense. All too often, they find themselves unfulfilled and burned out a few years into their careers. Using values as a criteria for career choices can preclude much of the disappointment and career stress present in today's workplace. As you review your priorities to see if you are being consistent, compare them to the way you are actually operating. This three-part section on values is designed to help you define the priorities and values that will guide your life and work.

Expect your values to change; these are your priorities and you can change them any time you want. Most people will find that they do change some of their priorities as they age and as their family situations change. It is a good idea to save this report for future reference. A periodic review will enable you to make updates and see how well you are sticking with your priorities.

4.1: VALUES: WORK ENVIRONMENT

YOUR PRIORITIES FOR THE 12 ELEMENTS THAT RELATE TO WORK ENVIRONMENT

1. Equality

5. Flexible Hours
9. Variety

2. Challenge

6. Harmony
10. Travel

3. Well-Organized

7. Stability
11. Adventure/ Risks

4. Clean Environment

8. Independence
12. Outdoors

CONSIDER THE TOP 4 AS IMPORTANT CRITERIA FOR EVALUATING POTENTIAL OCCUPATIONS AND POSITIONS

1. Equality

You enjoy working in a career in which people are treated fairly without regard to race, gender, creed, religion, or national origin. Look for career opportunities in which workers are paid equally at the same competency level and all work opportunities are pursued without prejudice.

2. Challenge

You need the opportunity to solve tough problems and work make-or-break issues. Look for difficult assignments and obstacles to overcome. Controversy is not a problem, because you enjoy restoring order where there was chaos.

3. Well-Organized

You value a highly structured and organized work environment. Seek careers in which the work environment promotes order, neatness, and systematic processes.

4. Clean Environment

In your work, look for occupations that do not require you to get dirty or be exposed to strong odors. You enjoy a clean, orderly, and sanitary work environment. Your ideal work situation is one in which the environment and job duties allow you to stay neat and clean all day.

4.2: VALUES: WORK OUTCOME

Although most people have a number of expected rewards from their work, it is important to decide what is most important. For instance, more education and higher income typically go together, but beyond a certain level continuing education may not correlate with a higher income. Likewise, having a leadership position does not always enhance one's security. Whether we think about it or not, most of us have to make tough choices in this area.

It's very important that you recognize that your priorities are an individual matter. Allowing someone else to exert too much influence over work values is one of the biggest mistakes people make in choosing a career field. This is your opportunity to think through this critical area and make sure you know what is really important to you.

HERE ARE YOUR PRIORITIES FOR THE 8 OUTCOMES THAT YOU EXPECT FROM WORK

1. Helping Others

5. Intellectual Stimulation

2. Leadership

6. Security

3. Continuing Education

7. High Income

4. Career Progression

8. Recognition

THESE OUTCOMES ARE THE MOST IMPORTANT TO YOU

1. Helping Others

Contributing to the welfare and growth of others is important to you and should be an integral part of your work. This could be carried out through training, teaching, counseling, encouraging, and the provision of financial resources. Your occupational choice should afford the opportunity to express your concern for others.

2. Leadership

You feel comfortable in positions that include responsibility for people and resources. You are comfortable taking charge, telling others what to do, and making decisions for the group. Your work should include the opportunity to lead a team toward common goals.

3. Continuing Education

You enjoy growing and developing as a professional in your career field. Having the opportunity to take development courses, workshops, or formal education is important to you. Look for job opportunities that promote personal growth through continued education of some kind.

4. Career Progression

You are interested in occupations that offer a well-defined progression of career positions. You enjoy moving up in the organization by increasing your responsibility and authority at work. Look for job settings that offer a chance to grow and develop as a professional.

4.3: VALUES: LIFE

This area is important to career planning because many people find it difficult to align the way they live and work with their life values. The fast pace of life, the strains of financial overcommitment, and the complexity of life in this time cause many to feel like it's all they can do just to hang on each day.

Experience shows, however, that people who thoughtfully decide on a life purpose and then make career choices that contribute to that goal have a unique peace and sense of fulfillment about their work. Your top four items that relate to life purpose are listed on the next page.

YOU PRIORITIZED 9 ITEMS THAT RELATE TO LIFE PURPOSE

1. Serve God

4. Friends

7. Leisure

2. Serve Others

5. Integrity

8. Make Money

3. Family

6. Achievement

9. Aesthetics

LISTED BELOW ARE YOUR TOP 4 PRIORITIES

1. Serve God

You have indicated that your life mission involves serving God in everything you do. It will be very important for you to see how your work is contributing to that goal. Remember that all occupations offer the opportunity to serve Him. Kindness and a commitment to excellence can be an attractive light for others in the workplace.

2. Serve Others

As a part of fulfilling your life purpose, you believe it is important to serve others. You should be sure that your work contributes to the well-being of others.

3. Family

Your family has a high value for you and you want to be able to care for them whenever they need you. You consider it important to be available and involved in their activities. Having a lot of quality time with your family is important to you and should be a consideration in the occupational choices you make.

4. Friends

Making and keeping friendships is an important part of your life. You enjoy spending time with close friends, helping them when they need you, and building and developing new friendships. You value a lifestyle that allows time to get away from responsibilities and to enjoy time with close friends and acquaintances.

4.4: VALUES: CONCLUSION

FIND THE RIGHT BALANCE IN YOUR VALUES

No one is perfect, Superman and Wonder woman do not exist, and you will never be able to do everything to the level you would like. Everyone must work out a balance in life. By considering your priorities, you will be able to find a comfortable balance in the use of your time, energy, an financial resources. Referring to your priority lists will help you to meet your stated life purpose values.

EXPECT YOUR VALUES TO CHANGE

These are your priorities and you can change them any time you want. Most people will find that they do change some of their priorities as they age and their family situations change. It is a good idea to save this report for future reference. A periodic review will enable you to make update and see how well you are sticking with your priorities.

WHAT DO I DO NOW?

Compare the stages of your career development to driving cross country on a family vacation. There are two distinct stages. Stage one consists of conducting all the necessary research and planning to make the vacation enjoyable. Stage two consists of actually getting into the car, backing out of the driveway, and starting out.

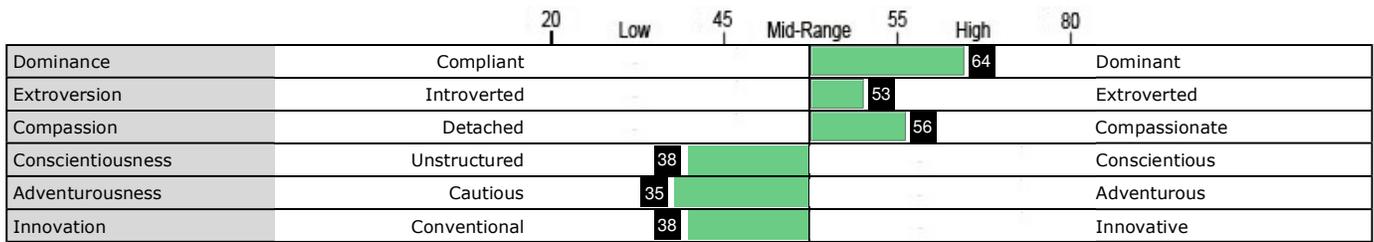
Reading through your CAREER DIRECT report is comparable to studying a road atlas in the first stage of planning the trip. It offers you a broad overview of the general directions to your destination, along with some alternative routes to get you there. However, just reading the report will not solve your career dilemma any more than simply reading a road map will actually get you to your vacation destination.

You now find yourself at stage two. It is time for you to climb into the driver's seat and begin your career journey. Your first step is to assimilate your information into plans and decisions that will get you started. To assist you in this key step, we have provided the Action Plan, a guide to interpreting and acting on what you have learned about your pattern for work. It is extremely important that you process through it completely. I will help you to match your pattern with various occupations and educational training programs.

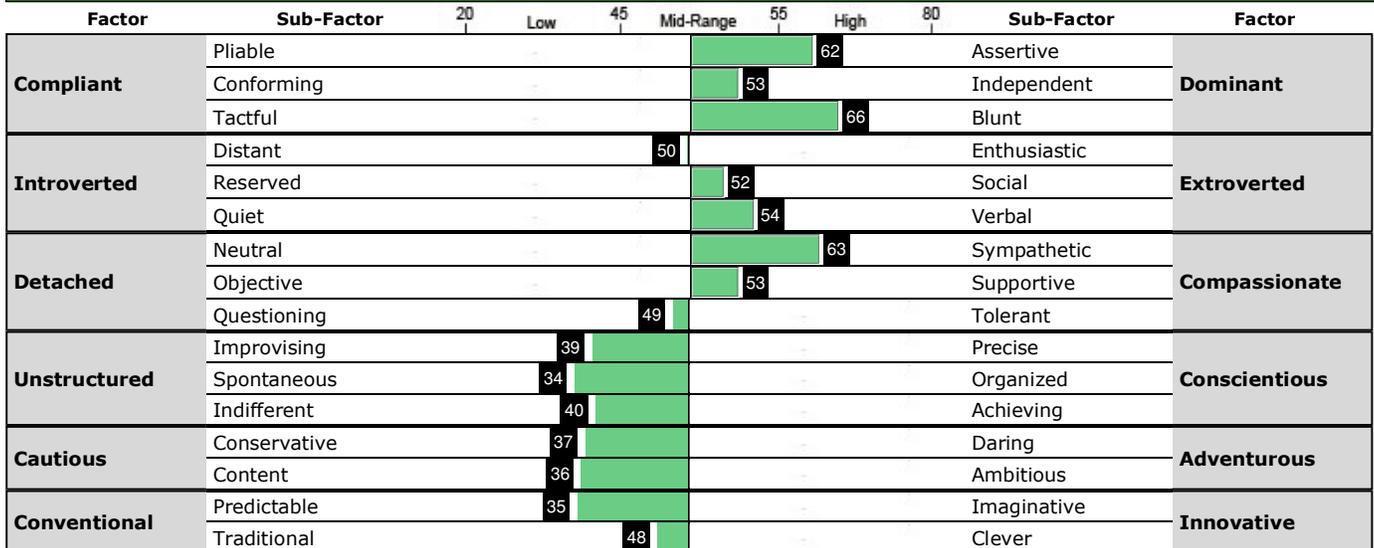
Above all else, don't forget that the basic goal in career planning is to match your talents and interests to the requirements of your work. In doing so, you will have the highest likelihood of reaching your destination and career that fits you.

SUMMARY GRAPHS

1.1 PERSONALITY FACTOR



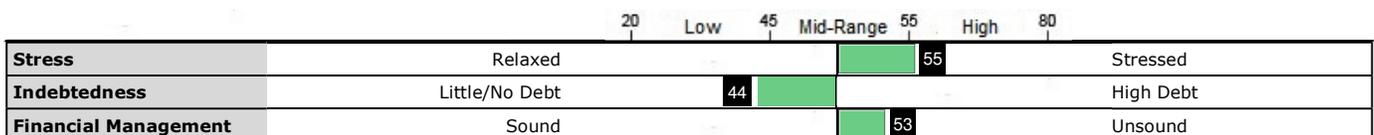
1.2 PERSONALITY SUBFACTOR



1.3 PERSONALITY SUMMARY

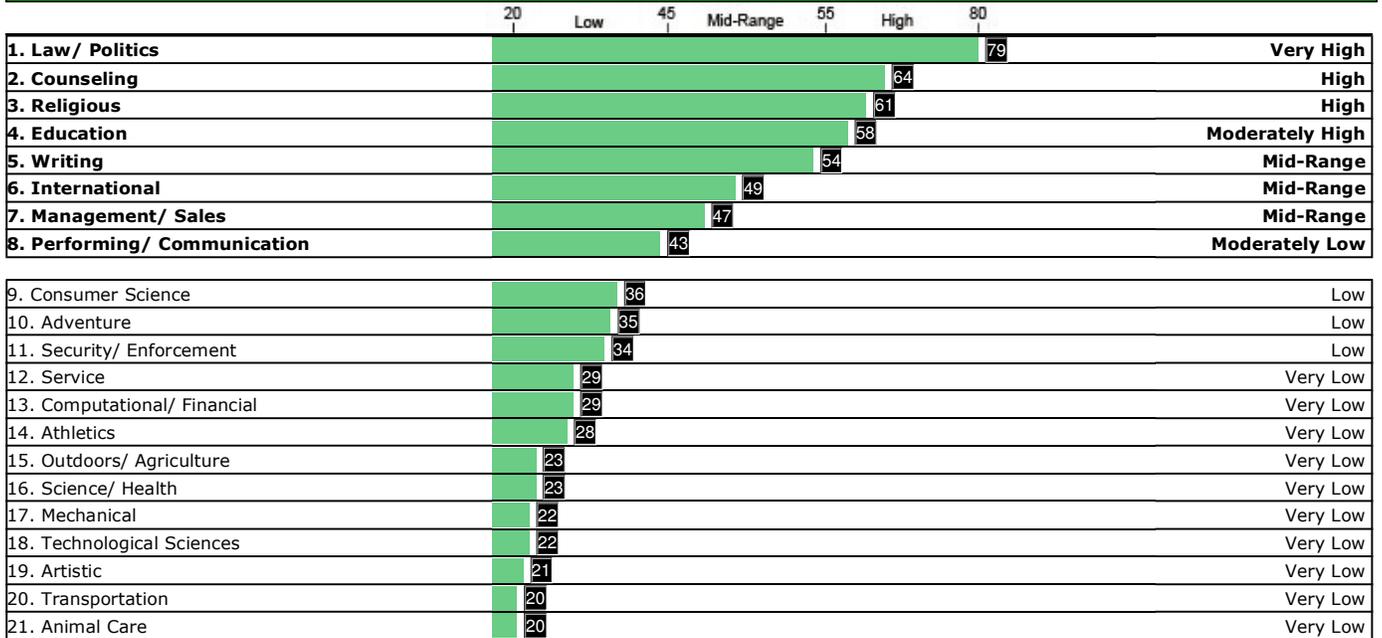
Cautious	Cautious and prefer a steady, low risk environment since you are more of a cooperater than a competitor.
Dominant	Bold, self-reliant, results oriented and naturally want to take the lead.
Unstructured	Spontaneous and prefer to operate without a lot of details or restrictions.
Conventional	Able to operate from a practical and conventional perspective and are good at carrying out established procedures.
Compassionate	Compassionate, sensitive, and a good listener; patient, loyal, and good at supporting and encouraging others.
Extroverted / Introverted	Mid-Range - engaging and pleasant with others when approached, but you enjoy solitude also.

1.4 CRITICAL LIFE ISSUES

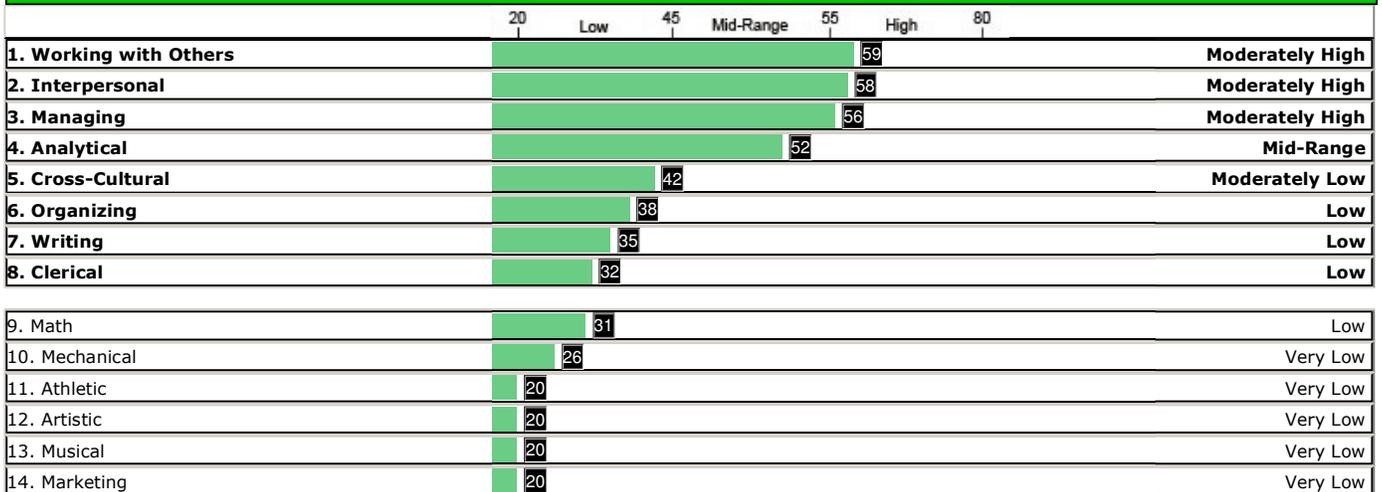


SUMMARY GRAPHS

2 GENERAL INTEREST CAREER GROUPS



3 SKILLS



SUMMARY GRAPHS

4.1 VALUES: WORK ENVIRONMENT

1. Equality

5. Flexible Hours
9. Variety

2. Challenge

6. Harmony
10. Travel

3. Well-Organized

7. Stability
11. Adventure/ Risks

4. Clean Environment

8. Independence
12. Outdoors

4.2 VALUES: WORK OUTCOMES

1. Helping Others

5. Intellectual Stimulation

2. Leadership

6. Security

3. Continuing Education

7. High Income

4. Career Progression

8. Recognition

4.3 VALUES: LIFE VALUES

1. Serve God**4. Friends**

7. Leisure

2. Serve Others

5. Integrity
8. Make Money

3. Family

6. Achievement
9. Aesthetics