

The Career Profile

“The only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle.” *Steve Jobs, Apple Corporation*

SAMPLE REPORT

CONTEXT

The information contained in this report is private and confidential; please store securely.

Please do not make any changes to the contents of the report.

While *the Career Profile* model is based on career theory and research, the accuracy of

The information provided is dependent on the level of insight of the person completing the questionnaire into his or her values, interests, preferences and behaviours.

As such, it should be interpreted with due caution, taking into account:

- (i) The integrity of the administration procedures;
- (ii) The respondent's state of mind, level of self-insight and attention to the questions when completing the questionnaire;
- (iii) Any other factors that might have affected the respondent's ability to provide a true and accurate description of his or her values, interests, preferences and behaviours.

Given these limits to the information provided in the report, Psychometrix offers no claims that the report is a psychological profile of the person, nor takes responsibility for any advice given or action taken or not taken on the basis of the information contained in the report. The respondent is encouraged to take professional advice on the information provided in the report from a Career Guidance Counsellor, Career Coach, Psychologist or other suitably qualified professional, and the professional to recognise its limits as a self-report.

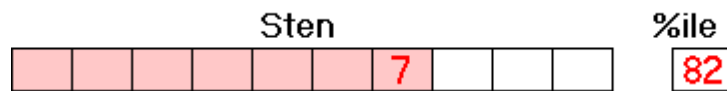
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PROFILE SUMMARY

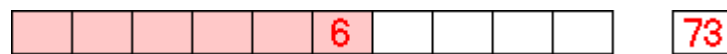
	Sten	%ile
ENERGY		
Motivation	7	82
Stress Management	6	73
SOCIABILITY		
Leadership	8	95
Working with others	9	98
Persuading others	7	86
PRODUCTIVITY		
Diligence And Quality	6	73
Time Management	4	38
Innovation	9	96
Adaptability	8	96
CAREER ANCHORS		
People	9	98
Interest	7	86
Creativity	9	96
Status	8	93
Order/Routine	2	4
Money	6	69
Power	8	95
CAREER THEMES		
Realistic - Technical	5	50
Realistic - Manual	7	86
Investigative	4	24
Artistic	9	96
Social	9	98
Enterprising	7	88
Conventional	2	4

Motivation



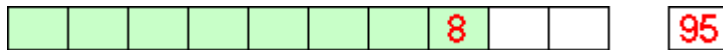
High scorers on this scale are ambitious and driven, with a strong desire to succeed at whatever they do. Low scorers tend to take life as it comes and to live more for the present moment than for future rewards. Your score on this scale is above average, indicating a moderate to high level of ambition to get to the top of a profession or career.

Stress Management



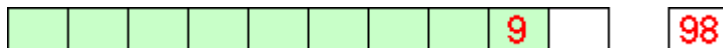
High scorers on this scale tend to have a positive attitude towards life, a belief that things work out well most of the time and a high level of ability to deal with stress in general. Low scorers tend to have a more pessimistic attitude to life and may find it more difficult to cope with stress. Your score on this scale is average, indicating a moderate level of optimism and ability to cope with stress.

Leadership



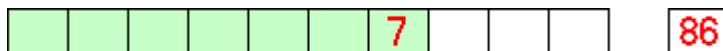
High scorers on this scale tend to be persuasive, assertive and enjoy being in charge. Low scorers prefer to let others make the decisions and provide direction, and are likely to be less difficult to manage as subordinates. Your score on this scale is above average, indicating a moderate to high level of interest in leading people and taking charge of situations.

Working with others



High scorers on this scale tend to relate well to other people, work well in group and team situations and support others in their work. Low scorers tend to focus more on getting the job done and are less likely to focus on the needs of others or go out of their way to support others. Your score on this scale is above average, indicating a moderate to high level of interest in working with and supporting others in work situations.

Persuading others



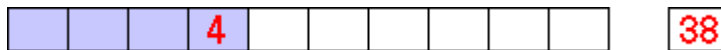
High scorers on this scale tend to have a strong capacity to influence and persuade others. Low scorers tend to keep their ideas more to themselves. Your score on this scale is above average, indicating a moderate to high level of interest in influencing and persuading others.

Diligence And Quality



High scorers on this scale are very conscientious and have a strong commitment to detail and task completion. Low scorers tend to be less conscientious about detail and more willing to cut corners and bend the rules to get a job done. Your score on this scale is average, indicating a moderate level of commitment to getting the job done while diligently following correct procedures.

Time Management



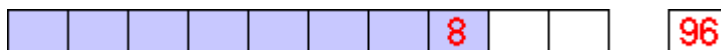
High scorers on this scale tend to be good at forward planning and at organising their work. Low scorers tend to be less well-organised and often find themselves under pressure to complete projects at the last minute. Your score on this scale is below average, indicating a low to moderate level of interest in planning and organising your time.

Innovation



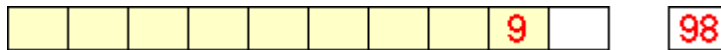
High scorers on this scale tend to be very creative and have a strong ability to generate new ideas. Low scorers prefer to focus more on what is obvious, tangible and immediate rather than on what could be. Your score on this scale is well above average, indicating a high level of capability to generate new ideas and novel solutions.

Adaptability



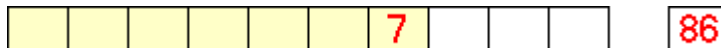
High scorers on this scale find it easy to adapt to change and to cope well with uncertainty and ambiguity. Low scorers tend to prefer stable, routine environments and set procedures. Your score on this scale is above average, indicating a moderate to high level of flexibility in coping with changes in work practices or the work environment.

People



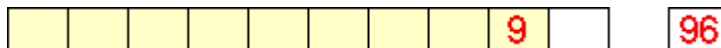
High scorers on this scale tend to prefer careers where they can work closely with other people. Low scorers place less emphasis on this aspect of a career. Your score on this scale is above average, indicating that this anchor is likely to have a moderate to high level of influence on your choice of work or career.

Interest



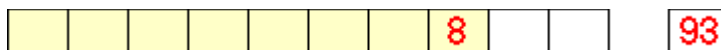
High scorers on this scale indicate that having a keen interest in the work involved is an important factor influencing career choice. Low scorers are less concerned with how interesting the work is. Your score on this scale is above average, indicating that this anchor is likely to have a moderate to high level of influence on your choice of work or career.

Creativity



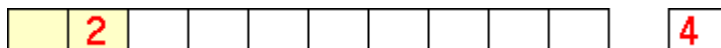
High scorers on this scale prefer to work in careers that allow them to express themselves and communicate with others. Low scorers are likely to see this aspect of a job as less important. Your score on this scale is well above average, indicating that this anchor is likely to have a high level of influence on your choice of work or career.

Status



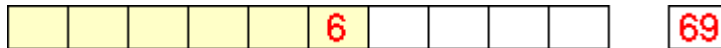
High scorers on this scale tend to be quite concerned with what others think about the work they do. Low scorers are unconcerned about the status of their position. Your score on this scale is above average, indicating that this anchor is likely to have a moderate to high level of influence on your choice of work or career.

Order/Routine



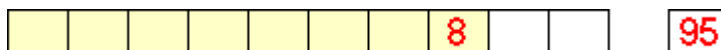
High scorers on this scale prefer work environments where there are clear procedures and a high level of routine. Low scorers are likely to prefer more flexibility and variety and may tend to be more open to changes in work practices. Your score on this scale is well below average, indicating that this anchor is likely to have a low level of influence on your choice of work or career.

Money



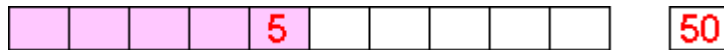
High scorers on this scale tend to be very motivated by the financial rewards attached to a job or career. Low scorers are less concerned about financial reward. Your score on this scale is average, indicating that this anchor is likely to have a moderate level of influence on your choice of work or career.

Power



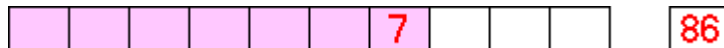
High scorers on this scale prefer careers that provide them with opportunities to take charge and lead others. Low scorers prefer careers where direction is provided by others. Your score on this scale is above average, indicating that this anchor is likely to have a moderate to high level of influence on your choice of work or career.

Realistic - Technical



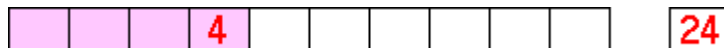
High scorers on this dimension prefer practical work of a mechanical/technical nature such as working with machinery or electrical equipment. They tend not to be interested in work that focuses on people, abstract ideas or administrative tasks. Your score on this scale is average, indicating a moderate level of interest in technical work.

Realistic - Manual



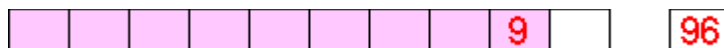
High scorers on this dimension prefer work of a physical or manual nature such as building, carpentry, farming and working outdoors. They tend not to be interested in work that focuses on people, abstract ideas or administrative tasks. Your score on this scale is above average indicating a moderate to high level of interest in work of a realistic nature.

Investigative



High scorers on this dimension enjoy finding out how things work. They like to do research, tackle theoretical problems and formulate new solutions. Your score on this scale is below average, indicating a low to moderate level of interest in work of an investigative nature.

Artistic



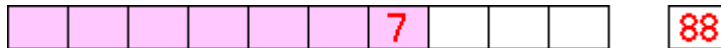
High scorers on this dimension prefer creative, imaginative work such as design, craft and fine art. They tend not to be interested in administrative and investigative work but can also be interested in people and enjoy practical activities. Your score on this scale is well above average, indicating a high of interest in work of an artistic nature.

Social



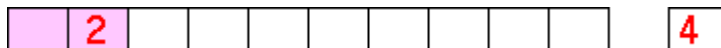
High scorers on this scale tend to be interested in working with people in a caring, helping or developing capacity. Low scorers tend to be more interested in working with objects, data and ideas than with people. Your score on this scale is above average, indicating a moderate to high level of interest in careers that directly involve caring for or helping others.

Enterprising



High scorers on this dimension prefer work that involves starting new ventures, co-ordinating resources and managing projects. In the world of business, they like to analyse trends, make decisions and persuade people. Your score on this scale is above average, indicating a moderate to high level of interest in work of an enterprising nature.

Conventional



High scorers on this dimension prefer work that is structured and routine. They enjoy working with fine detail in the context of well-defined procedures and rules. Your score on this scale is well below average, indicating a low level of interest in work of a conventional or administrative nature.

These are the occupations associated with your dominant career themes according to Holland's 6 career categories. Under each theme, occupational titles are divided by educational requirements - LEAVING CERT, VOCATIONAL TRAINING and DEGREE/POST GRAD

Career Theme - ARTISTIC

LEAVING CERT	VOCATIONAL TRAINING	DEGREE/POST GRAD
Musician Tailor	Multimedia Writer Media Executive Radio Broadcaster Television Presenter Actor/Actress Animator Copywriter Dancer Display Artist Display Dresser Fashion Designer Graphic Designer Interior Designer Painter (Artist)/Printmaker Professional Photographer Camera/Lighting Floor Manager Line Producer Make-up Artist Model Maker Researcher	Journalist Art Director Public Relations

Career Theme - SOCIAL

LEAVING CERT	VOCATIONAL TRAINING	DEGREE/POST GRAD
Beauty Therapist Crèche Assistant Tour Company Representative Waiter/Waitress Sports Coach	Image/Beauty Consultant Care Worker Homeopath Travel Consultant Teaching English as a Foreign Language	Guidance Counsellor Industrial Relations Officer Doctor - General Practitioner Nurse Occupational Therapist Paediatrician Physiotherapist Psychiatrist Psychologist Speech and Language Therapist Personnel Management Teacher - Primary School Science Teacher Teacher - Secondary School Exercise and Fitness Instructor Exercise and Health Instructor Teacher - Physical Education

Career Theme - ENTERPRISING

LEAVING CERT	VOCATIONAL TRAINING	DEGREE/POST GRAD
Sales Representative Shop/Retail Assistant	Telesales/Telemarketing Executive Retail Training Manager Sales Manager Stock/Warehouse Manager	Auctioneer/Estate Agent/Valuer

Career Themes - Combined Scores

The following list of occupational titles is derived by combining the respondent's scores on each of the RIASEC scales. Based on research, each occupation has been weighted on each RIASEC scale according to the level of that characteristic most people in the occupation possess (e.g. Investigative, Realistic, etc).

LEAVING CERT	VOCATIONAL TRAINING	DEGREE/POST GRAD
Beauty Therapist Air Hostess/Steward Musician Tour Company Representative Hospitality Assistant Florist Crèche Assistant Bartender Waiter/Waitress Funeral Director Set Craft Sports Coach Security Officer Store Detective Hospital Porter Hotel Porter Insurance Official Golf Professional Jockey Baker/Confectioner Landscape Gardener Sales Representative	Radio Broadcaster Television Presenter Model Actor/Actress Multimedia Designer Animator Image/Beauty Consultant Fashion Designer Dancer Copywriter Interior Designer Professional Photographer Costume Designer Teaching English as a Foreign Language Care Worker Advertising Account Executive Advertising Executive Graphic Designer Painter (Artist)/Printmaker Display Dresser Display Artist Sculptor	Public Relations Art Director Linguist Guidance Counsellor Occupational Therapist Teacher - Secondary School Exercise and Fitness Instructor Teacher - Primary School Financial Advisor Science Teacher Teacher - Physical Education Hospital Manager Translator/Interpreter Psychologist Personnel Management Industrial Relations Officer Journalist Chiropodist Speech and Language Therapist Nurse Exercise and Health Instructor Architect

CAREER ACTION PLAN – WHAT TO DO NEXT?

ABOUT MAKING CAREER DECISIONS

- Career decision-making is not magic.
- No one else can make the decision for you.
- You must be actively involved in the process.
- It is never too late to start.
- There may not be just one occupation for you. There may be several occupations that
- will give you the satisfaction you want from work.
- In all likelihood you will have several occupations during your working lifetime.
- The career decision you are making now is not a lifetime decision.

STEP 1. Reflect on your Career Profile Results

to identify your key personality characteristics, career interests and career values.

STEP 2: Research Your Occupations of Most Interest

in keeping with your personality, interests and values.

STEP 3: Identify Your Education and Training Needs

in order to plan how to achieve your career objectives.

STEP 4. Review Your Personal Circumstances

including your resources, finances, health, location and any other personal challenges you face in carrying out your career action plan.

STEP 5. Take Effective Career Actions

to reach your career goals.

STEP 1: Reflect On Your Career Profile Results

Use your Career Profile results to identify your key personality characteristics, career interests and career values. You can draw on the lists of occupations at the end of the report - keep in mind that this is not a definitive list but rather indicates the kinds of occupational areas you have expressed most interest in . For the profile to be of benefit, you first of all need to be happy that the picture it presents is a reasonably accurate one and to reflect on how to related it to career planning. Use the chart below to help you do this.

	<i>Your Top 3 Personality Traits, Career Themes and Career Values</i>			<i>How This Describe s You?</i>	<i>Relevant Occupations</i>
Personality Traits With The Highest Scores	Factor	Sten	Meaning		
Career Themes With The Highest Scores	Factor	Sten	Meaning		
Career Anchors With The Highest Scores	Factor	Sten	Meaning		

STEP 2: Research Your Occupations of Most Interest

Research the occupations of most interest to you in order to make an informed career decision, using a resources such as:

- Careers Portal - <http://www.careersportal.ie>
- Qualifax - <http://www.qualifax.ie>
- Solas - <http://www1.solas.ie>
- O*NET - <http://online.onetcenter.org>
- Your local library, career centre
- People you know in the occupations you are most attracted to
- Arrange a worksite visit, or explore industry websites.

Now, considering the information in the table in Step 1,
List your 5 preferred occupations here:

Job, career and occupational sector	Personal characteristics needed	Skills, education, experience needed
<u>1.</u>		
<u>2.</u>		
<u>3.</u>		
<u>4.</u>		
<u>5.</u>		

STEP 3: Identify Your Education and Training Needs

In this section, consider:

- a) The occupational titles from the lists above that most interest you
- b) What specific education/training you need to pursue such a career
- c) What you have to do to attain the educational qualifications necessary to pursue such a career (e.g., points required, colleges to apply to, etc.)

Occupations you are most interested in	Qualifications needed	Education or training courses	Actions to be taken

STEP 4: Review Your Personal Circumstances

Considering your present circumstances, use the headings in the table below to list both your resources as well as any limitations you can think of in pursuing your career path.

	Resources	Limitations
Education/training		
Experience		
Health		
Finances		
Location		
Personal circumstances		
Other		

STEP 5: Take Effective Career Actions

Create an action plan develop an action plan to achieve her identified career goals using the framework below:

Objective to accomplish	Resources you will need to achieve it	Timelines for achieving objectives	How you will measure results
1.			
2.			
3.			
4.			
5.			
6.			
7.			

NOTES