

DETAILED REPORT



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THE PURPOSE OF THIS INSTRUMENT IS SELF-DISCOVERY. IT IS DESIGNED TO HELP PEOPLE IDENTIFY THEIR NATURAL PERSONALITY STRENGTHS, AND THEIR POTENTIAL VOCATIONAL INTERESTS, SKILLS, AND VALUES. THE CAREER DIRECT SURVEY SHOULD NOT BE USED TO IDENTIFY, DIAGNOSE, OR TREAT PSYCHOLOGICAL, MENTAL HEALTH, AND/OR MEDICAL PROBLEMS. THE USER ASSUMES SOLE RESPONSIBILITY FOR ANY ACTIONS OR DECISIONS THAT ARE MADE AS A RESULT OF USING THIS AID TO SELF-DISCOVERY. BY USING THE CAREER DIRECT ONLINE ASSESSMENT, YOU EXPRESSLY WAIVE AND RELINQUISH ANY AND ALL CLAIMS OF ANY NATURE AGAINST CROWN FINANCIAL MINISTRIES, ANY AFFILIATED COMPANIES OR SCHOOLS, AND/OR THEIR EMPLOYEES AND/OR THEIR CONSULTANTS ARISING OUT OF OR IN CONNECTION WITH THE USE OF THIS ASSESSMENT.

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Table of Contents

Part 1 Personality

Concept of Personality

- 1.1 Six Factors of Personality
- 1.2 Personality Highlights
- 1.3 Typical Strengths
- 1.4 Typical Non-Strengths
- 1.5 Critical Life Issues

Part 2 General Interests

Five Major General Interests Areas

- 2.1 Top Eight Career Groups
- 2.2 Combined Scores
- 2.3 Potential Occupations In Your Top Groups

Part 3 Skills and Abilities

Skills Are a Key Criteria for Choosing an Occupation

- 3.1 Top 4 Areas
- 3.2 Evaluate Your Skills

Part 4 Values

Values Are Important To Career Decisions

- 4.1 Work Environment
- 4.2 Work Outcome
- 4.3 Life Values
- 4.4 Conclusion

Summary

Summary Charts

Personality, Interests, Skills, and Values

Part 5 Career Direct – Next Steps

Career Direct – Next Steps

Part 6 Resources

Resources

Using this report for Career Planning



Jacob, 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® Next Steps segment of the guidance system, you will be able to refine your options into a good choice for a career field. This includes the Next Steps section (Section 5), in particular Job Detail Links (O*Net) and the Action Plan, and Section 6 (Resources). Choose those that are appropriate for you. The process of using your talents and interests to make career decisions that also align with your personality and values 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 knows you well, yet is different from you in personality can be especially helpful in picking up on concepts you might miss. If you decide to enlist a Career Direct Consultant 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 meet with a Consultant and to work through the **Action Plan** in your **CAREER DIRECT GUIDANCE SYSTEM**.

Career Direct® Complete Guidance System Report

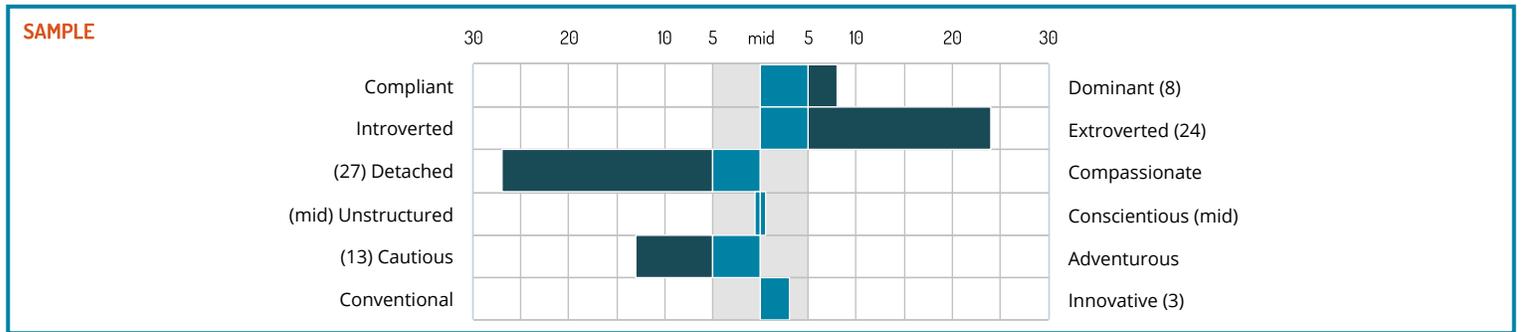
ORGANIZATION OF THE REPORT

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.

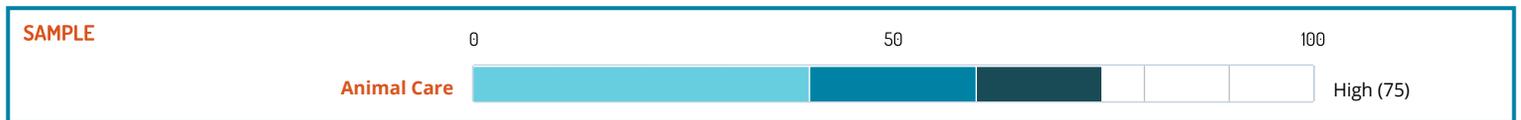
1. **Personality.** The report begins with the personality section, in which you will find an analysis of six personality factors in your Personality Highlights, your Typical Strengths and Non-Strengths, and your Career Environment based on your unique personality profile.
2. **General Interests.** In this section you will see a ranking of your interests in 21 General Interests Career Groups and descriptions of your highest career groups. These broad career groupings are derived from the Vocational Interests section of the Assessment. Your scores reflect your level of interest in each of 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 scales used are shown below.



On the example split bar graph above, different ranges of personality are displayed. The range of standard scores on the graph is from +30 (left) to 0 (mid) to +30 (right) (60 point range) and the average score is 0 (mid range). For each factor, roughly one third of the population will score to the right (+6 to +30), one third will score mid-range (+5 left to 0 to +5 right), and one third to the left (+6 to +30). Below is an example of the scales and scores that is used for both the Interests and Skills and Abilities sections.



The sample graph above shows low interest (left), moderate interest (mid-range), and high interest (right) ranges. (This specific example shows a high interest in the Activity Interest of Animal Care). 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.

Part 1: Personality

Concept of Personality

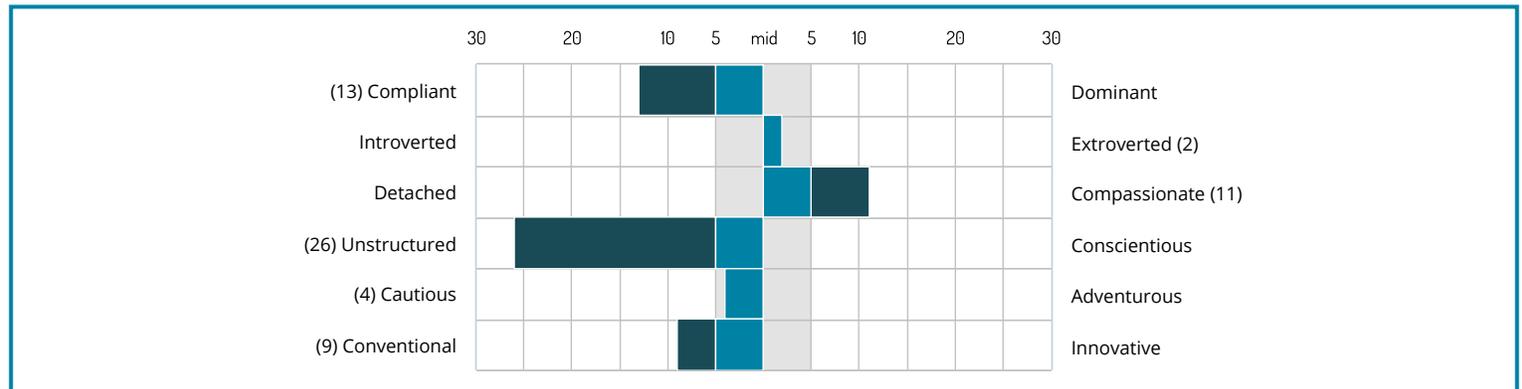
Jacob, in this section, the term personality describes the way a person is naturally motivated to act. For example, some people are naturally motivated to be very organized and precise, and some are more spontaneous and casual. Likewise, some are risk takers, and some are naturally cautious.

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

This survey covers six major factors of your unique personality:



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 associated with your unique personality.

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 non-strengths.

CONFIRMING YOUR PERSONALITY FEEDBACK

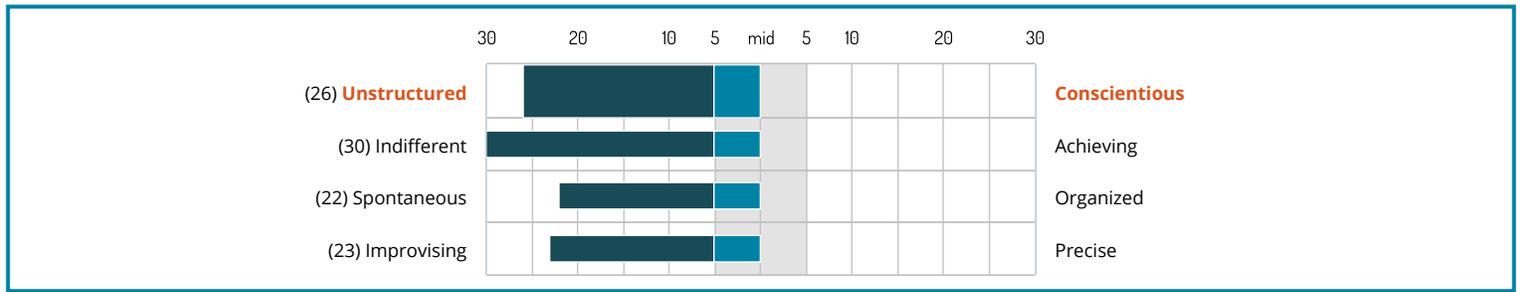
This section of your report, as well as the rest of the report, has been developed from the responses you provided and reflects profiles that are typical of people who scored like you. The reports are usually quite accurate, but every insight may not apply to you, so you will need to confirm the information 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.

1.2 YOUR PERSONALITY FACTORS AND SUB-FACTORS

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

1. Unstructured

spontaneous and prefer to operate without a lot of details or restrictions



Career Implications

Your score on the UNSTRUCTURED/CONSCIENTIOUS factor indicates that you should look for occupations that are:

- ✓ Loosely structured
- ✓ Independent
- ✓ Inexact
- ✓ Casual
- ✓ Broadly oriented
- ✓ Unpredictable

Your score on the UNSTRUCTURED/CONSCIENTIOUS 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.

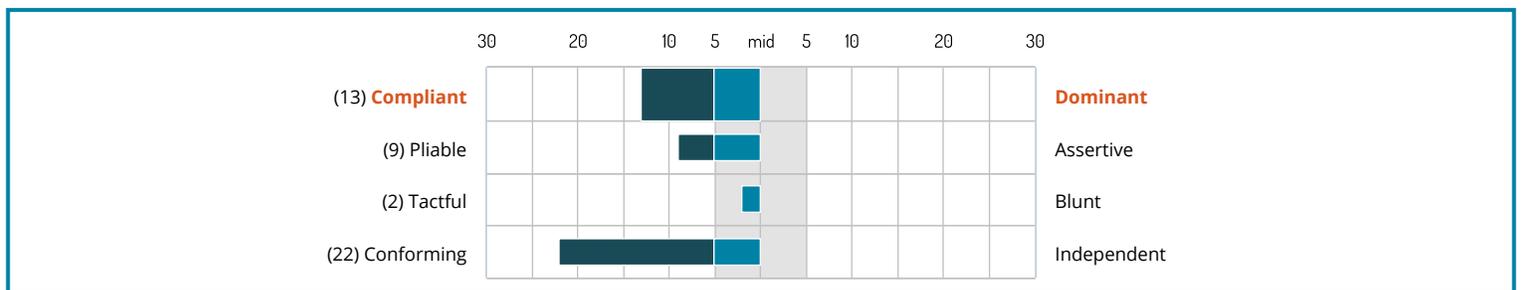
One of your key strengths is your ability to see things in a new and different light, apart from the normal operating procedures. This gives you an opportunity to offer "breakthrough" insights that can enable a new and better way of operation or lead to an entirely new product.

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.

2. Compliant

naturally cooperative with others to get the job done and tend to lead by setting the example rather than by taking charge



Career Implications

Based on your score on the COMPLIANT/DOMINANT factor, in your work situation you should look for:

- ✓ Caring leadership
- ✓ A harmonious work team
- ✓ A clearly defined mission
- ✓ Minimum rejection
- ✓ Opportunities to cooperate
- ✓ Non-confrontational situations

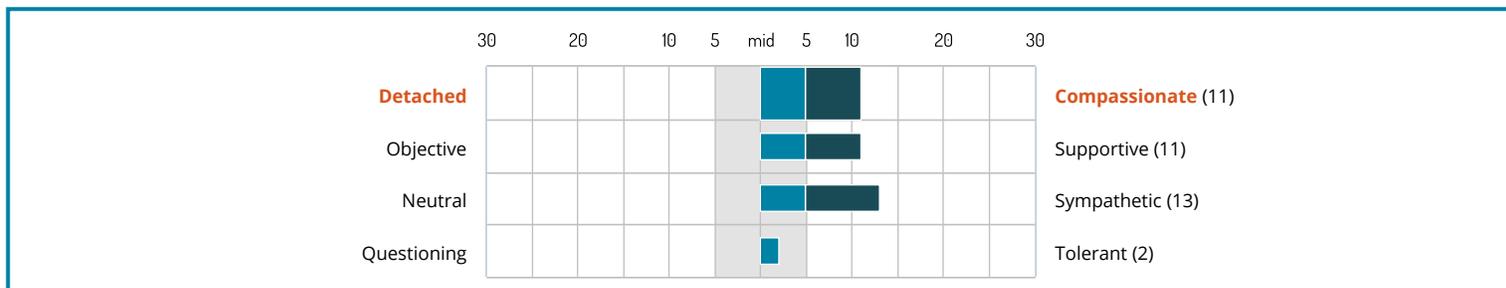
Jacob, your score on the COMPLIANT/DOMINANT scale indicates that you naturally cooperate with others to get the job done. Your tendency is to be a team player who can be depended on to support organization goals. Others respect you for your loyalty. You probably find that you are more concerned about just getting the job done than who's going to be in charge. Your strengths focus on your tactful demeanor, the way you support others, and your ability to promote harmony in the group.

The most common weakness you may face involves hesitancy to take action or speak out. To become more effective, you may need to project yourself into a more outspoken role in certain situations. Doing this will help you overcome a lack of confidence or shyness.

When you hold back, some of your best ideas never get heard, and there may be times when you need to act. Practice being more assertive and you probably will be surprised at the respect others have for your abilities. By opening up and sharing your talents, you will make even greater contributions in every area of your life.

3. Compassionate

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



Career Implications

With your score on the DETACHED/COMPASSIONATE factor, 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

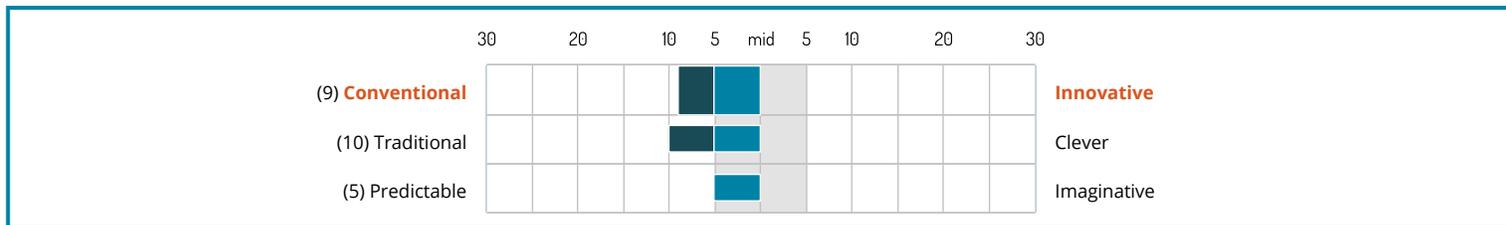
Your score on the DETACHED/COMPASSIONATE scale indicates that you are a person of compassion and understanding. Your sensitivity enables you to be attuned to the hurts and struggles of those around you. As a patient, nonjudgmental listener, you can have a very profound influence on others, especially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

4. Conventional

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



Career Implications

Your score on the CONVENTIONAL/INNOVATIVE factor 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

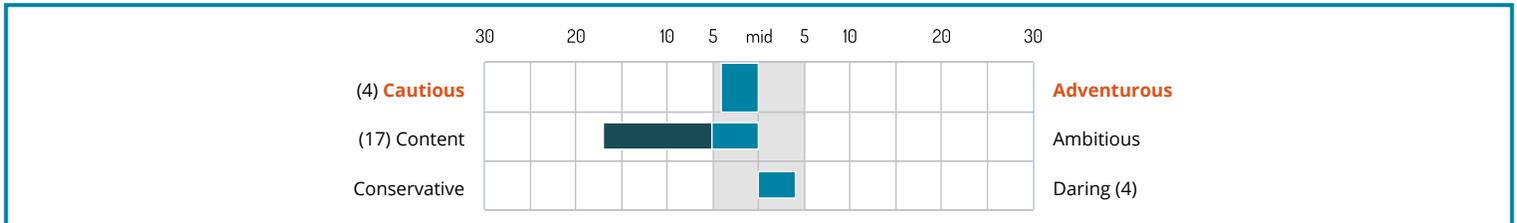
Jacob, your score on the CONVENTIONAL/INNOVATIVE scale indicates that you tend to be conventional in your thinking. The associated strengths would be that you excel as a practical, down-to-earth individual, whose focus is set on proven methods. Grounded in a realistic approach to life, your preference 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.

5. Cautious / Adventurous (Mid-Range)

moderate in your drive and spirit of adventure, and not a high risk taker



Career Implications

Your mid-range score on the CAUTIOUS/ADVENTUROUS factor indicates that you have a need for both adventure and security in your work. In your work look for a moderate level of:

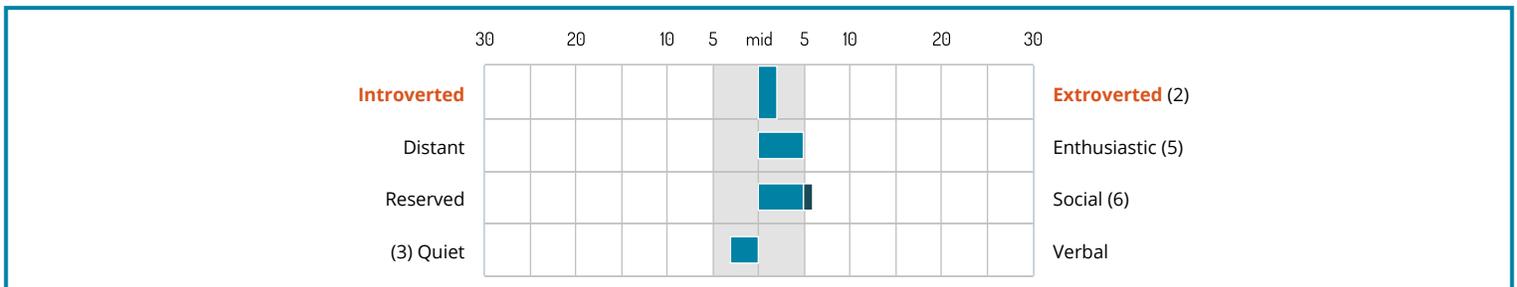
- ✓ Challenge
- ✓ New undertakings
- ✓ Competition
- ✓ Clear results
- ✓ Risk taking
- ✓ The unusual

Your score on the CAUTIOUS/ADVENTUROUS scale reflects a balance between boldness and caution. You do not hesitate to step out into new areas when appropriate, but you probably like to do your homework to know what the risks are. You may find it relatively easy to adapt to changes, but you probably do not live on the cutting edge either.

Likewise, you are motivated to achieve--but not at the expense of all other priorities. You probably do a good job of balancing your ambitions with time, energy, money, and your real-life situation.

6. Introverted / Extroverted (Mid-Range)

engaging and pleasant with others when approached, but enjoy solitude also



Career Implications

Your mid-range score on the INTROVERTED/EXTROVERTED 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 listen
- ✓ Time to be serious
- ✓ Time to relate to others
- ✓ Time to talk
- ✓ Time to entertain

You scored in the mid-range on the INTROVERTED/EXTROVERTED 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, are pleasant to be around, 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 Strengths

Jacob, 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.

- Helpful to others.
- Good team player.
- Outgoing, good mixer; energized by meeting new people.
- Good at encouraging others.
- Compassionate and sympathetic toward others.
- Flexible; willing to adjust for the situation.
- Can respond on the spot without extensive preparation.
- Operates from a generalist perspective.
- Supportive of others; a steady performer.
- Very practical and good at following routines.

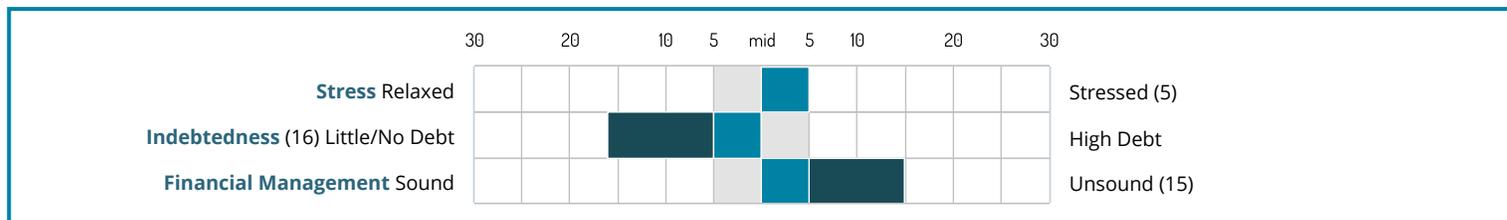
1.4 Typical Non-Strengths

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.

- Easily intimidated by others; tends to underestimate self.
- Hesitant in making decisions.
- May have a problem with time management and keeping conversations focused.
- Has a hard time saying "No" to others.
- Can be too trusting, allowing others to take advantage of the situation.
- Can lack commitment toward goals.
- Can lack focus; tends to go from one thing or subject to another.
- May overlook important facts; jump to conclusions too quickly.
- Can be complacent and slow to initiate.
- May underestimate personal abilities.

1.5 Critical Life Issues

This section provides insights that may be helpful in choosing a career. Your stress level, risk of debt, and handling of money can all be factors that influence your career choices. Being aware of these areas can help in decision making.



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 scores indicate you may be having a struggle trying to live within your income and to set aside reserves for the contingencies and emergencies that arise in every family.

Thousands of people have been able to gain control of their finances by using Crown Financial Ministries materials.

Five Major General Interests Areas

Jacob, 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.

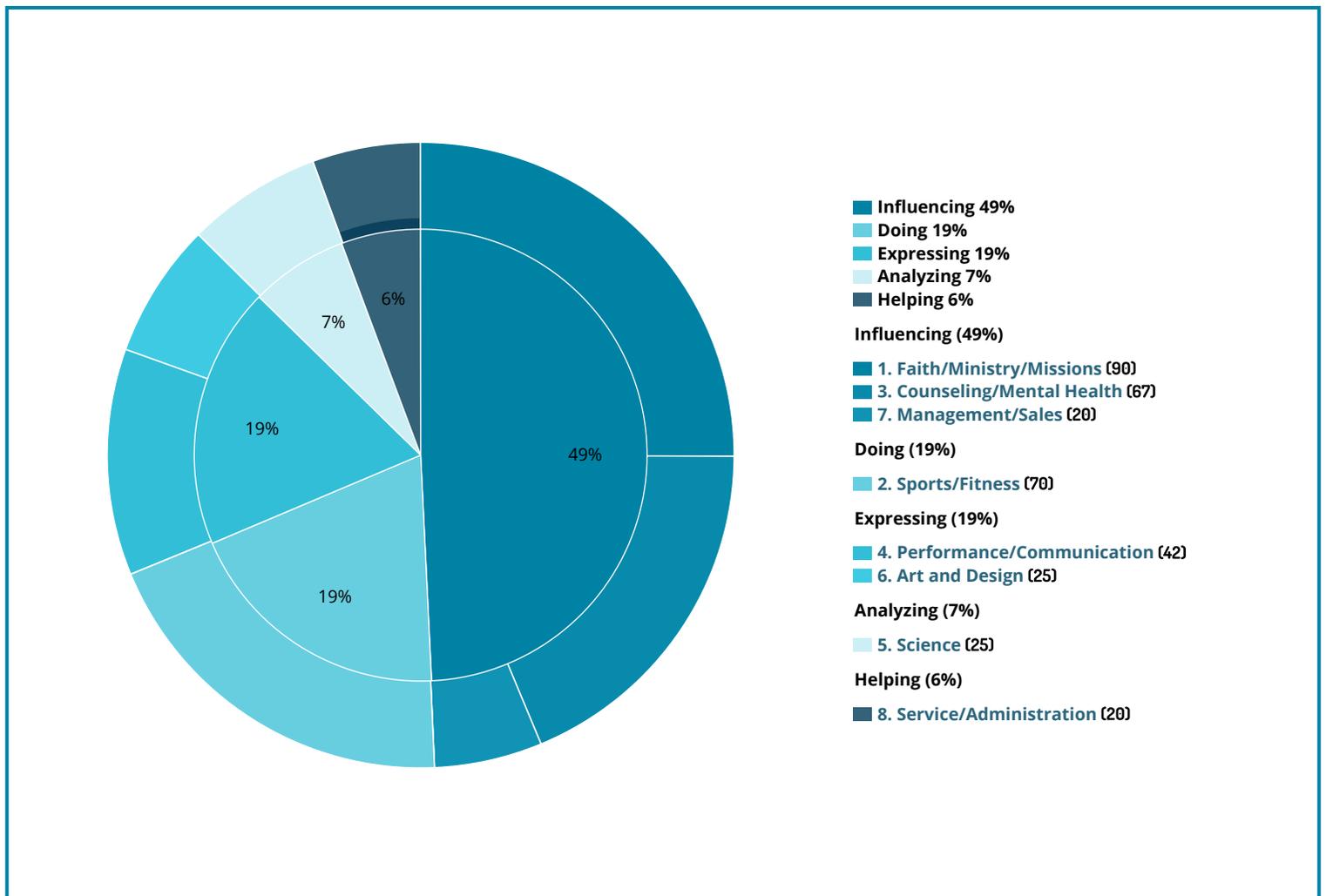
Because of the very nature of your interests, your leisure pursuits may have influenced your General Interest scores. This means you will have to use some discretion when interpreting your General Interest section of the report.

For instance, if you enjoy physical fitness and sports, "Sports and Fitness" may surface as a high Career 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, Jacob, 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.

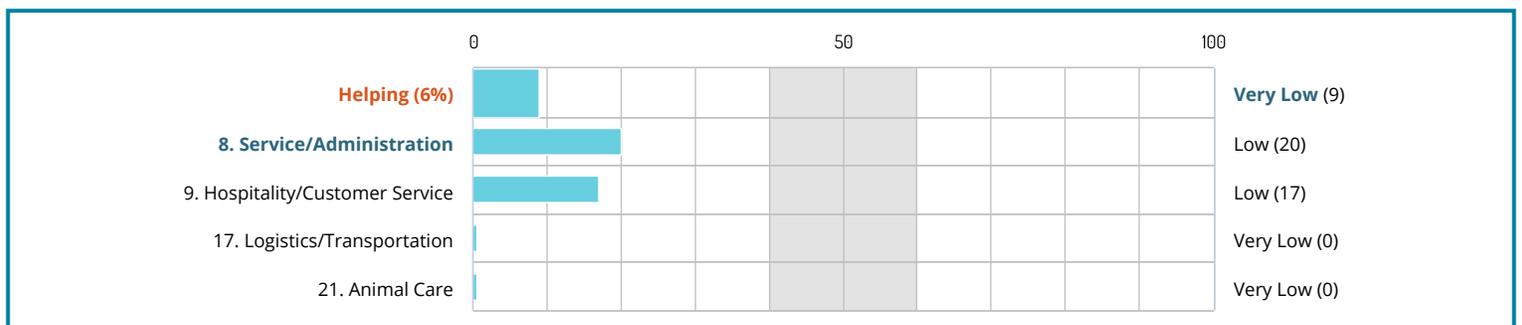
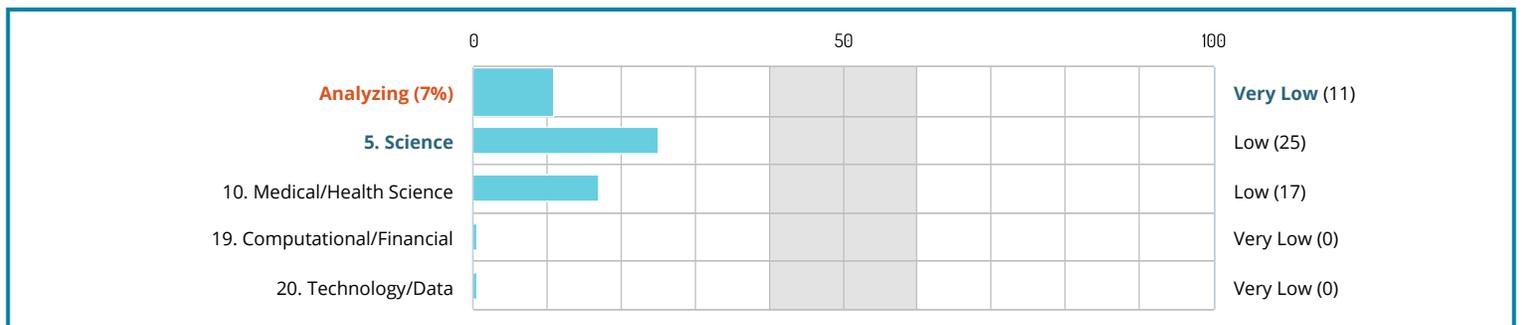
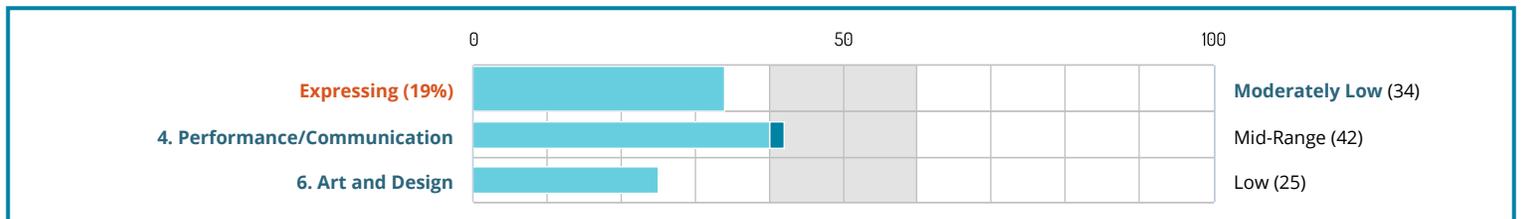
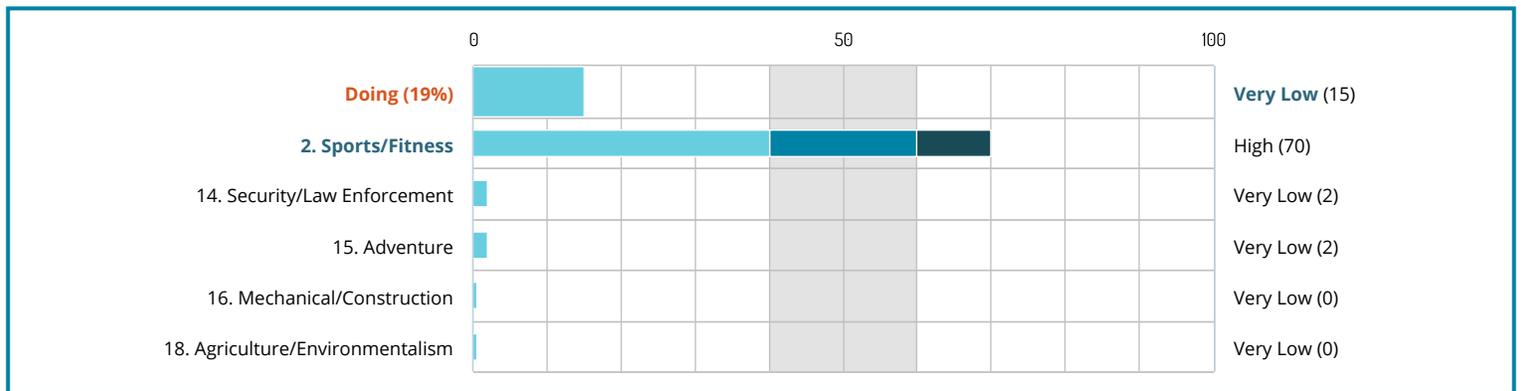
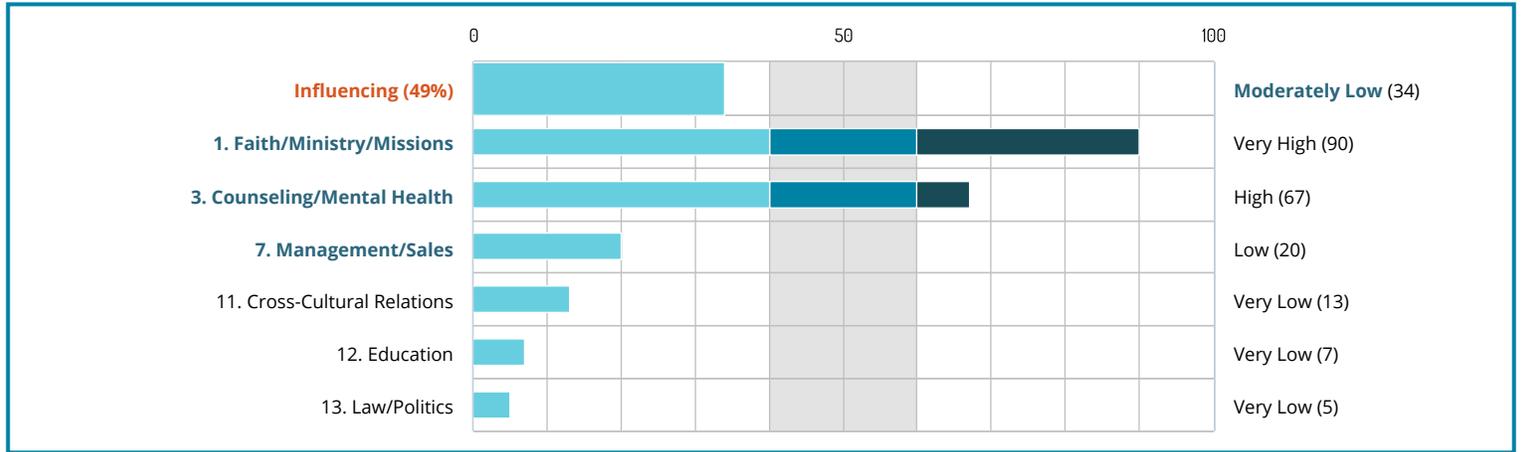
There are a number of ways to categorize career interest. This report uses 21 Career Interest Groups arrayed within five major Career Interest Areas. Those five major Career Interest Areas are displayed in the circle graph below, denoting how your Top 8 Career Interest Groups fall within them. If you have fewer than five major Career Interest Areas, it means that none of your top 8 Career Interest Groups fall within that area. More details on the breakdown within those five major areas can be found on the following pages.

Major Interest Areas and Career Groups



Five Major General Interests Areas

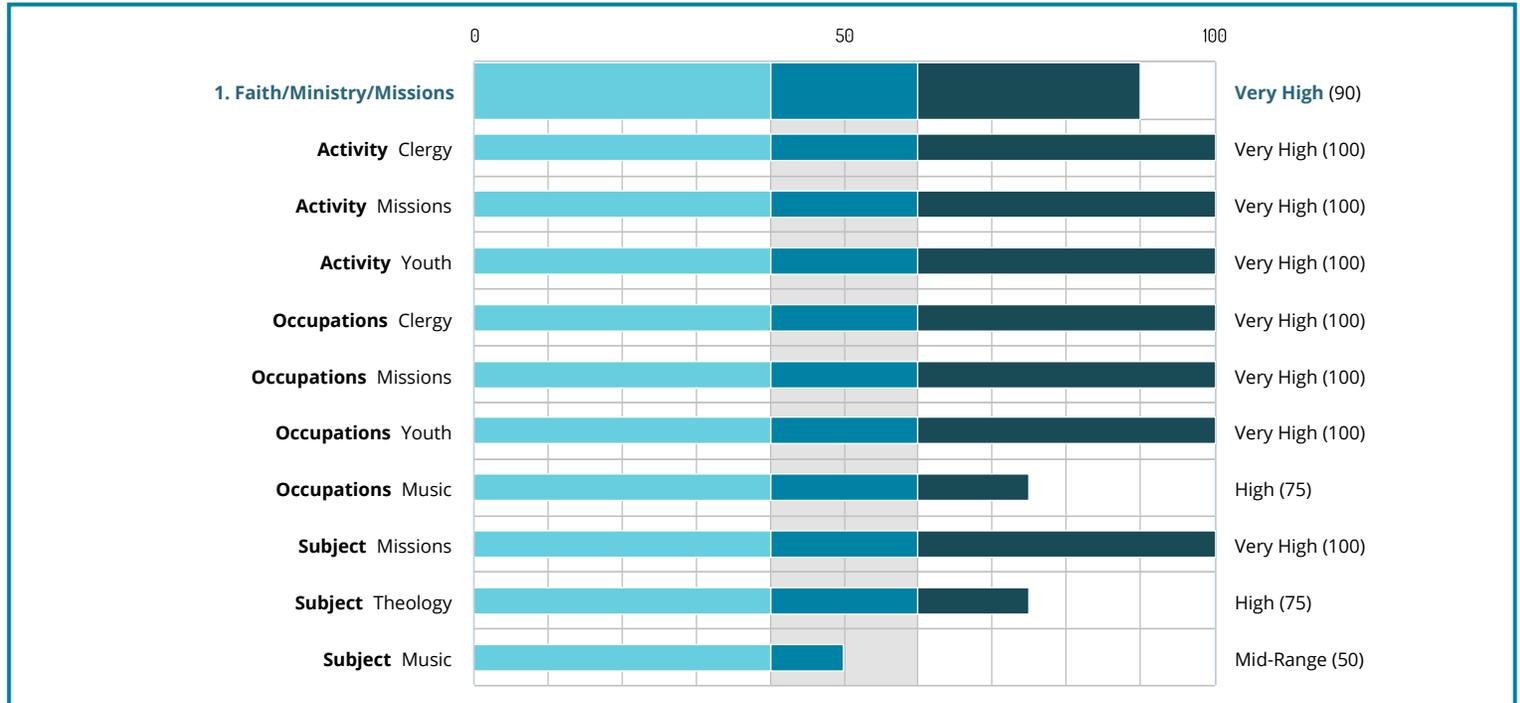
In the graphs below, if you have any areas showing 0%, it is because none of your Top 8 Career Interest Groups fall within those Major Interest Areas. However, you will still have interest data showing there.



2.1 Top Eight Career Groups

Three components, Activities, Occupations, and Educational Subjects, determine your Career Group 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 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 Career Groups. For example, you may enjoy math but not care for finance, so your score on the Career Groups, Computational/Financial, is not high.

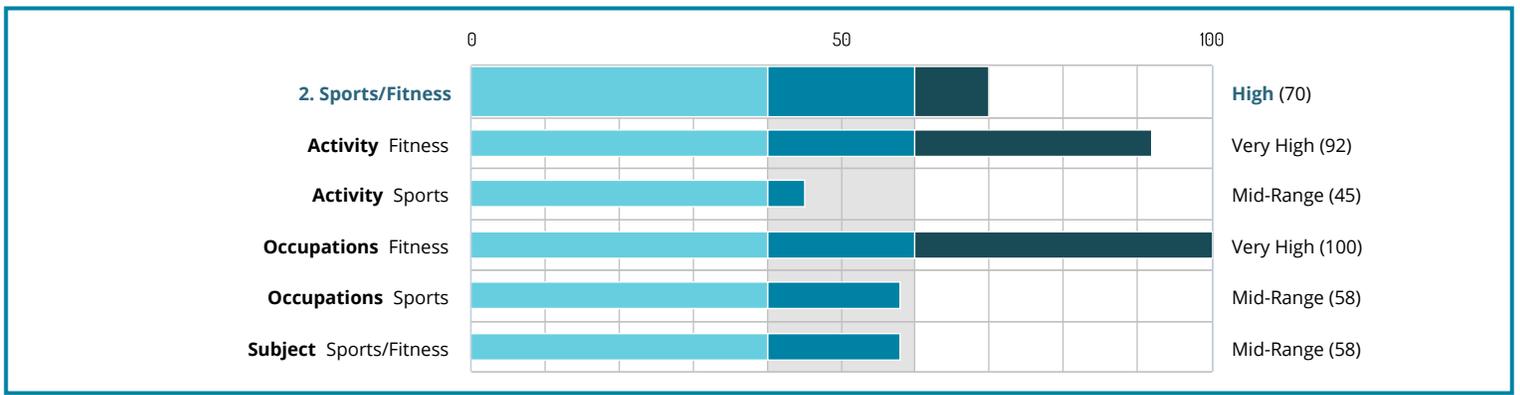
The following gives you detailed feedback on the makeup of your career group scores. For each interest category, your scores in the Activities, Occupations, and Subjects components are given.



This career group involves providing spiritual or religious guidance, whether in a church, on the mission field, or as part of a lifestyle. This field includes activities such as encouraging participation in spiritual disciplines, leading/facilitating spiritual activity, talking to others about spiritual or religious issues or personal problems, or leading worship services. Many people with high interest in this field volunteer their time rather than work in a full-time position. Typical occupations associated with this career group include the following:

- ✓ Religious Educator
- ✓ Youth Pastor/Director
- ✓ Clergy (Missionary, Priest, Pastor, Rabbi)
- ✓ Worship Leader
- ✓ Missionary (Foreign or Domestic)
- ✓ Chaplain (Military, Corporate, Prison, Hospital)
- ✓ Children's Minister/Director
- ✓ Evangelist
- ✓ Religious Text Translator/Commentator/Publisher

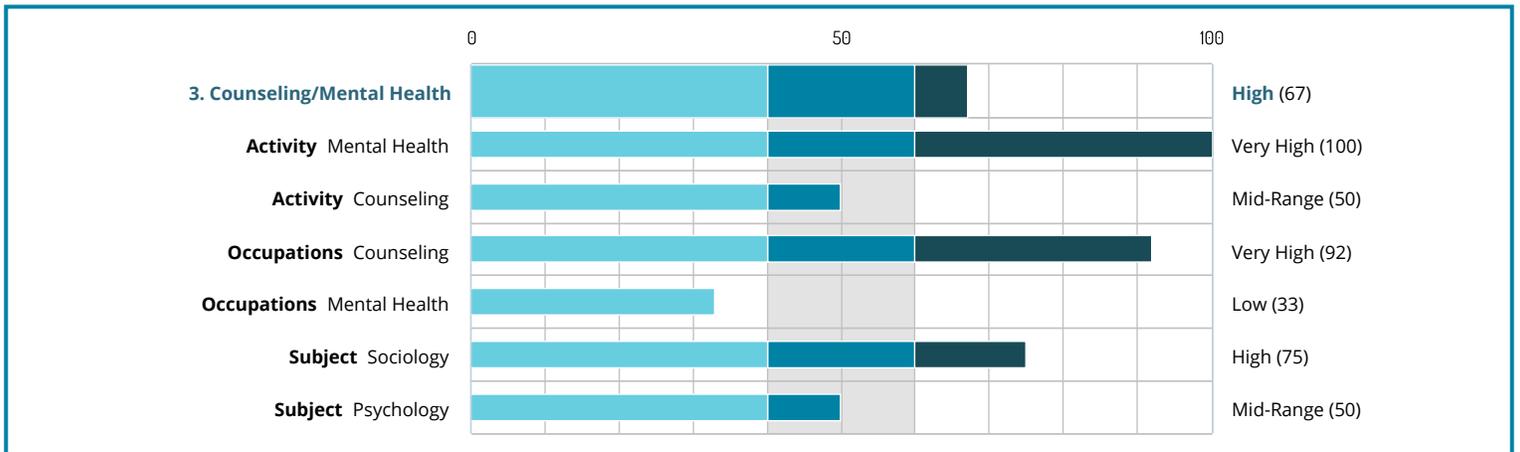
Education in this field may include religion, theology, philosophy, missions, and/or counseling studies.



This career group involves a strong interest in athletic pursuits, whether sports or fitness related, for health and/or recreational purposes. This field includes activities such as competing in athletic events, participating in a team or individual sport, coaching, instructing or training in athletics and/or fitness, or organizing and teaching sports activities. Typical occupations associated with this career group include the following:

- ✓ Athletic Trainer
- ✓ Athletic Coach
- ✓ Fitness Instructor/Trainer
- ✓ Umpire/Official
- ✓ Professional Athlete
- ✓ Fitness and Wellness Coordinator
- ✓ Professional Scout
- ✓ Physical Education Teacher
- ✓ Sports Team Manager

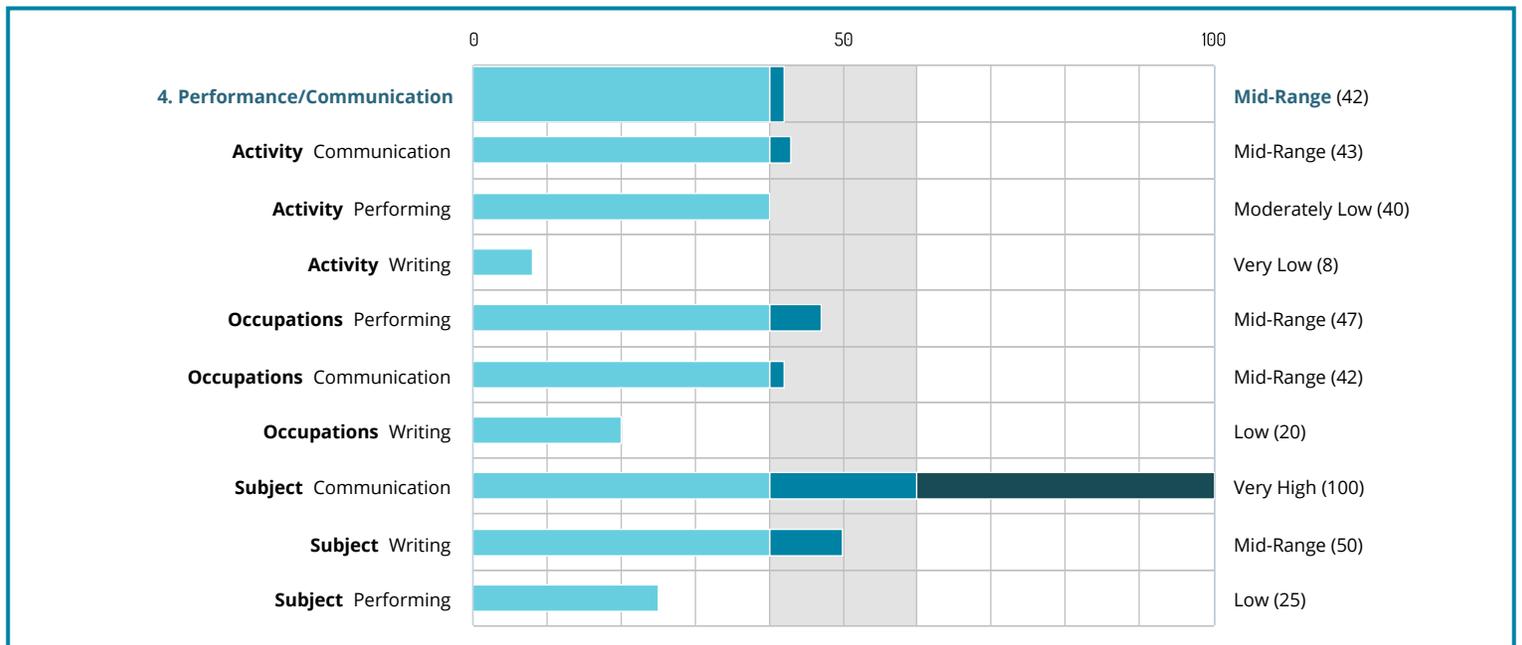
Education in this field may include physical education, exercise physiology, health and nutrition, or other related subjects.



This career group involves influencing others for the purpose of personal growth and/or problem-solving and managing mental health. This field includes activities such as counseling, life coaching, testing, listening, and advising others. Typical occupations associated with this career group include the following:

- ✓ School/College Counselor
- ✓ Social worker
- ✓ Psychiatric Technician
- ✓ Marriage/Family Therapist
- ✓ Rehabilitation/Addiction Counselor
- ✓ Life/Career Coach
- ✓ Psychologist/Psychiatrist
- ✓ Mental Health Counselor
- ✓ Behavior Analyst

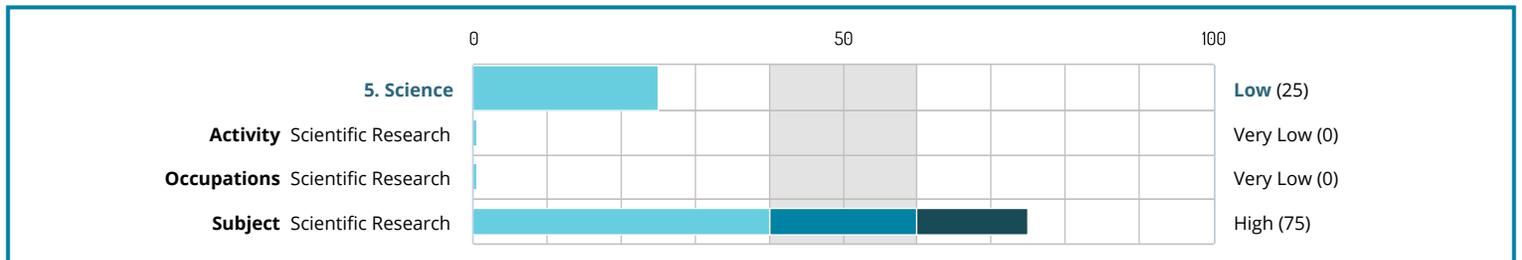
Education in this field generally requires a college degree and/or certifications. Many of these occupations require a master's degree or higher for certification.



This career group involves entertaining and/or communicating through presentations of artistic talent and/or through written or verbal communication for information, inspiration, or entertainment. Typical occupations associated with this career group include the following:

- ✓ Professional Singer/Dancer/Model
- ✓ Musician/Music Conductor
- ✓ Camera Operators, Television, Video, and Film
- ✓ Radio/TV/Podcast Host
- ✓ Audio/Video Technicians
- ✓ News Analysts, Reporters, and Journalists
- ✓ Producer/Director
- ✓ Actor/Actress/Comedian
- ✓ Author/Writer (book, blog, web content, social media)

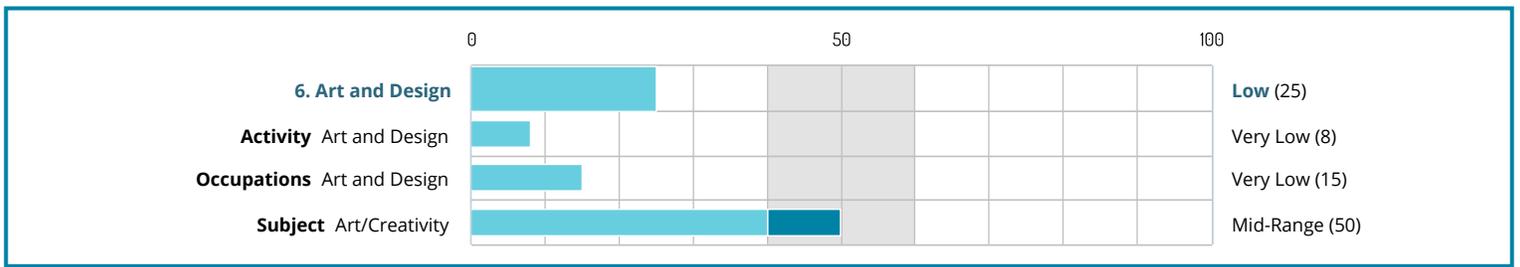
Education in this field may include writing and communication, music, dance, fine arts, and/or design.



This career group involves performing scientific research, and developing and analyzing scientific data. This field includes activities that are detail-oriented, analytical, precise, and accurate. Typical occupations associated with this career group include the following:

- ✓ Biologist
- ✓ Research Scientist
- ✓ Chemist
- ✓ Laboratory Technician
- ✓ Psychologist
- ✓ Physicist
- ✓ Meteorologist
- ✓ Archeologist
- ✓ Scientific Researcher

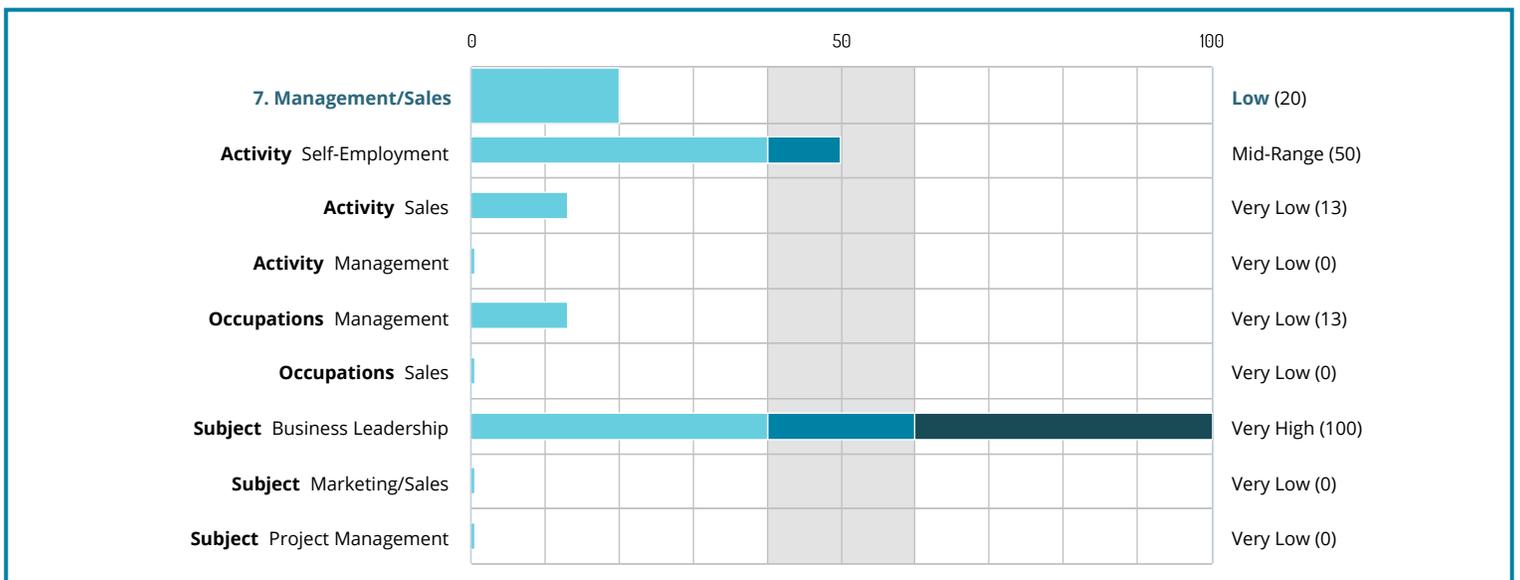
Education in this field may include studies in life sciences, such as biology, botany, zoology, microbiology, physiology, biochemistry, or in physical sciences, such as chemistry, physics, and astronomy.



This career group involves expressing ideas through the creation of original art work. This field includes activities such as drawing, designing objects with graphical art, planning and designing interior environments, sculpting, designing theater sets, and designing visual effects. Typical occupations associated with this career group include the following:

- ✓ **Graphic Designer**
- ✓ **Digital Content Designer**
- ✓ **Landscape Architect**
- ✓ **Fashion Designer**
- ✓ **Interior Designer**
- ✓ **Artist**
- ✓ **Sculptor/Jeweler**
- ✓ **Theater Set Designer**
- ✓ **Photographer**

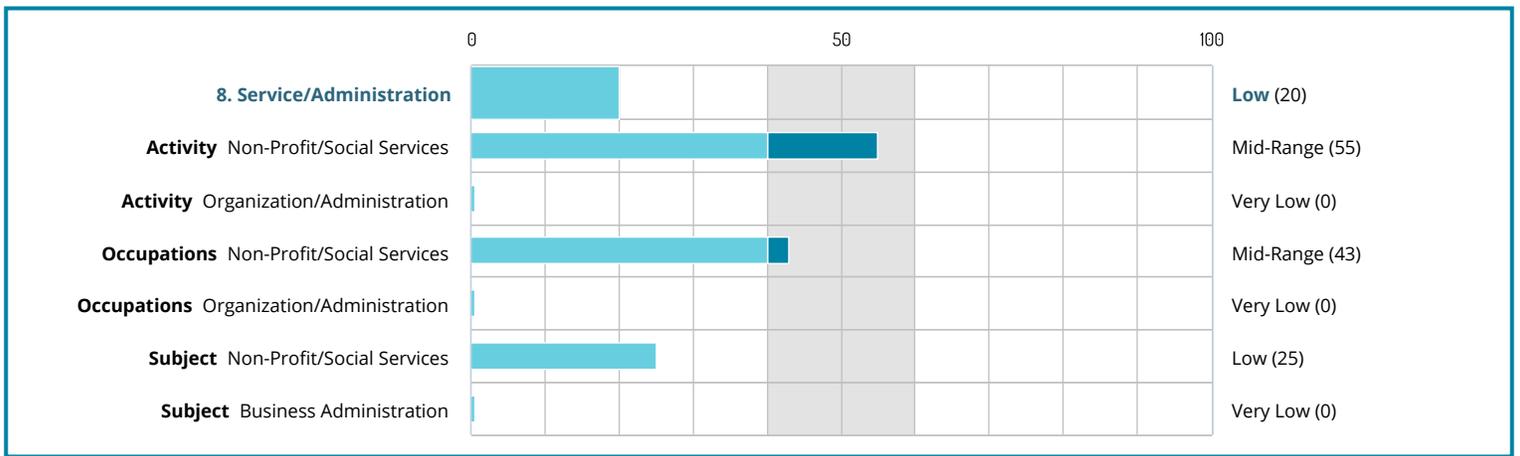
Education in this field, may include courses in art, drawing, art history, computerized graphic art, interior design, sculpture, or photography.



This career group involves business-related activities such as managing, selling, and operating a business. This field includes activities such as developing and implementing marketing strategies, selling a product or service, raising money for non-profit businesses and charities, and recruiting. Typical occupations associated with this career group include the following:

- ✓ **Fundraiser/Development Officer**
- ✓ **Chief Executive Office (CEO)**
- ✓ **Real Estate Agent/Realtor**
- ✓ **Product /Brand Manager**
- ✓ **Business Owner/Entrepreneur**
- ✓ **Independent Consultant**
- ✓ **Sales Agent/Marketing Manager**
- ✓ **Manager - Retail Store/Hotel/Restaurant/Manufacturing**
- ✓ **Marketing Representative, including Social Media Marketing**

Education in this field may include business courses such as sales and marketing, database administration, fundraising and development, human resources, and finance.



This career group involves business-related activities such as managing projects and/or people, as well as owning or operating a business. This field includes activities such as analyzing operations and creating systems, delegating, interacting with people, coordinating projects, operating office equipment, or serving non-profit organizations by raising money or caring for the community. Typical occupations associated with this career group include the following:

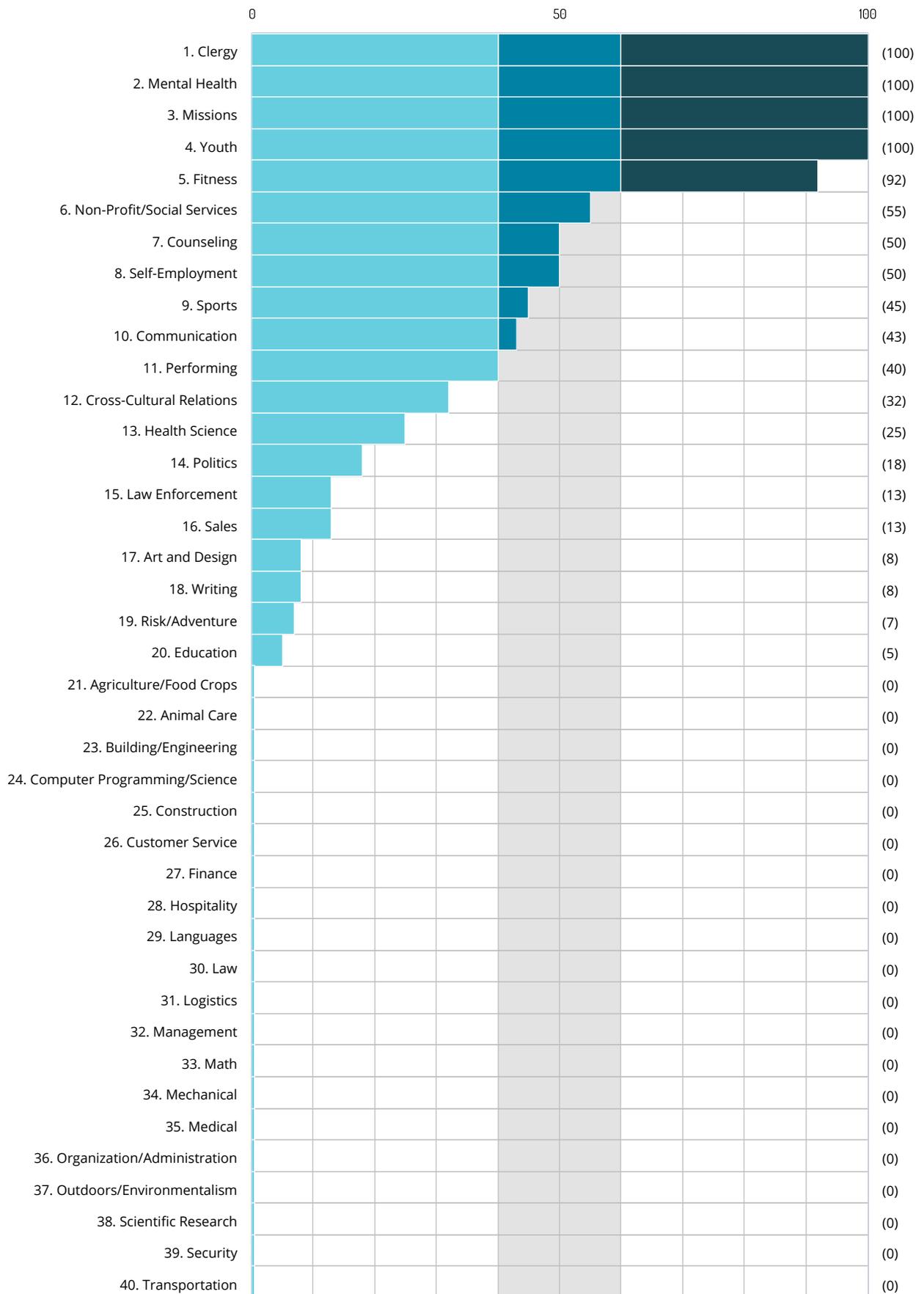
- ✓ Bank Teller
- ✓ Executive Assistant
- ✓ Office Manager
- ✓ Retail Sales Associate
- ✓ Help desk analyst
- ✓ Charitable Non-Profit/Non Governmental (NGO) Advocate
- ✓ Administrative Assistant
- ✓ Program or Project Coordinator
- ✓ Front Desk Receptionist (greet and direct guests, schedule appointments, answer phones)

Education in this field may include business management, administration, communication, and human resources.

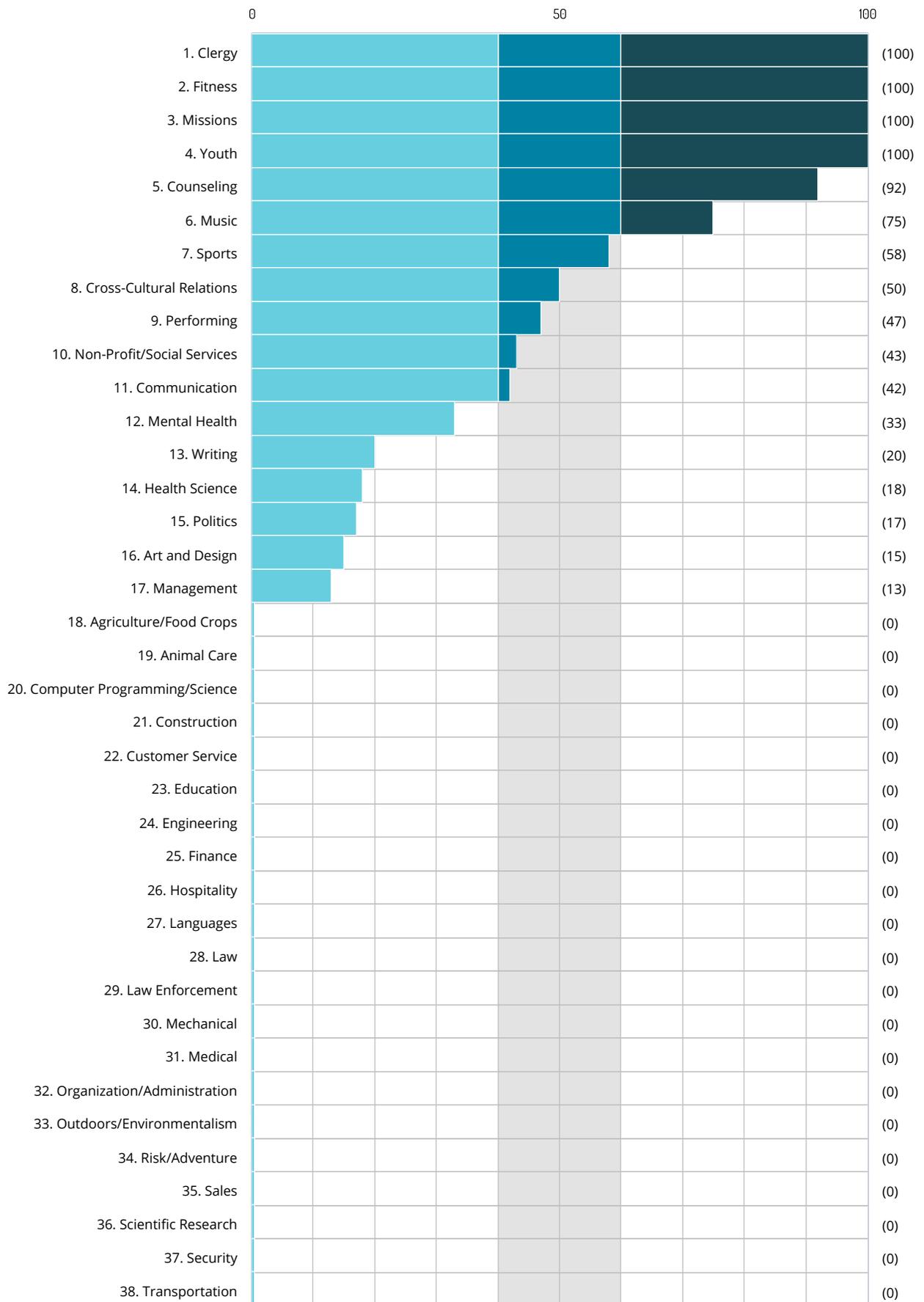
2.2 Combined Scores

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. The graph indicates a low interest (left), a moderate interest (mid-range), and high interest (right). Keep in mind that these are interest scores and **do not** take into account your experience or abilities.

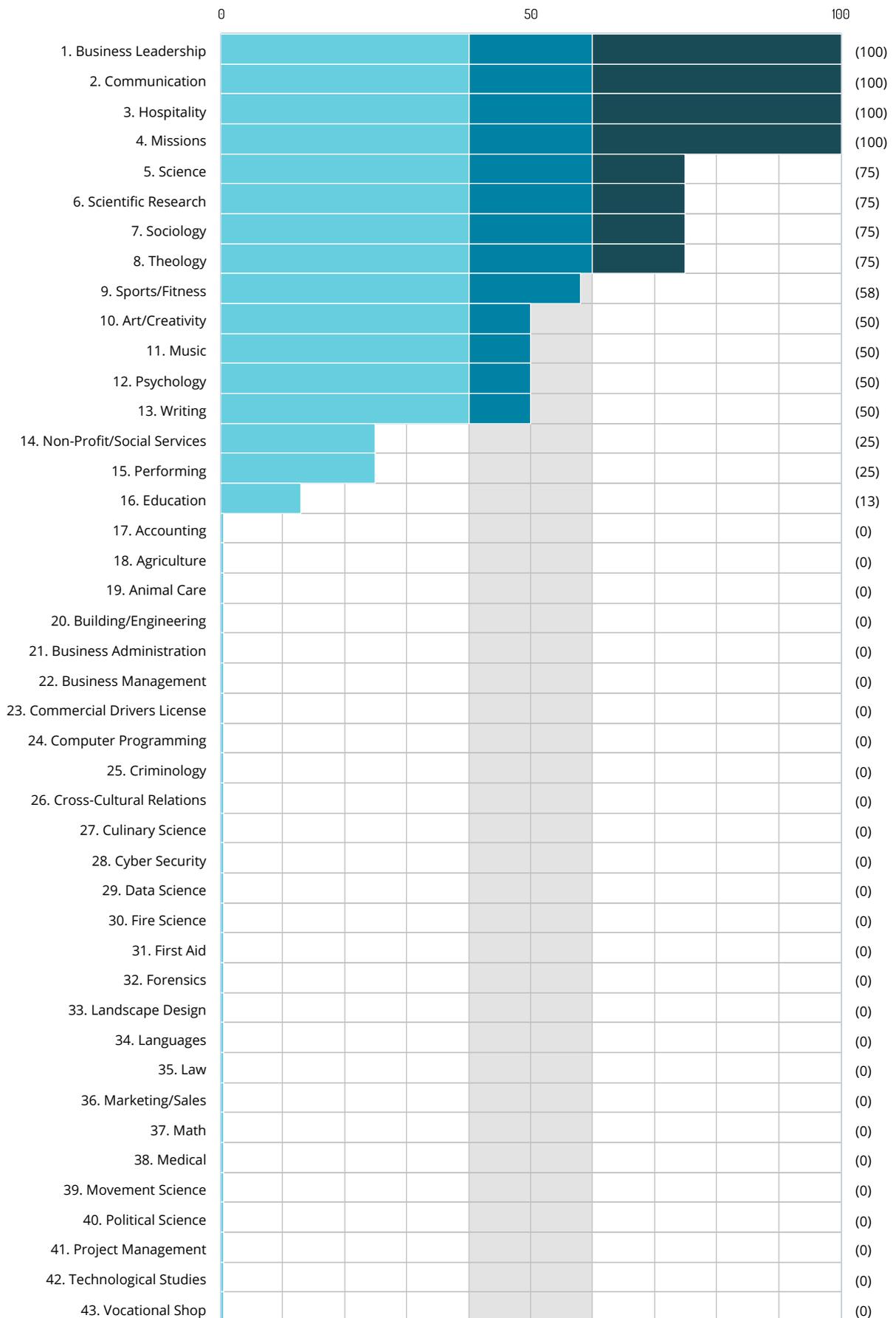
Activity Groups



Occupation Groups



Subject Groups



2.3 Potential Occupations In Your Top Groups

Jacob, 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® Next Steps** and **Career Direct® Resources** sections will help you in this process.

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.



Raise crops, livestock, install and maintain landscaping, study and protect the environment.



Solve complex problems using mathematical/financial formulas, concepts and software.



Work with technology, analyze data, program computers, develop technological applications, design and engineer in a particular area.



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.

Skills Are a Key Criteria for Choosing an Occupation

Skills Are a Key Criteria for Choosing an Occupation

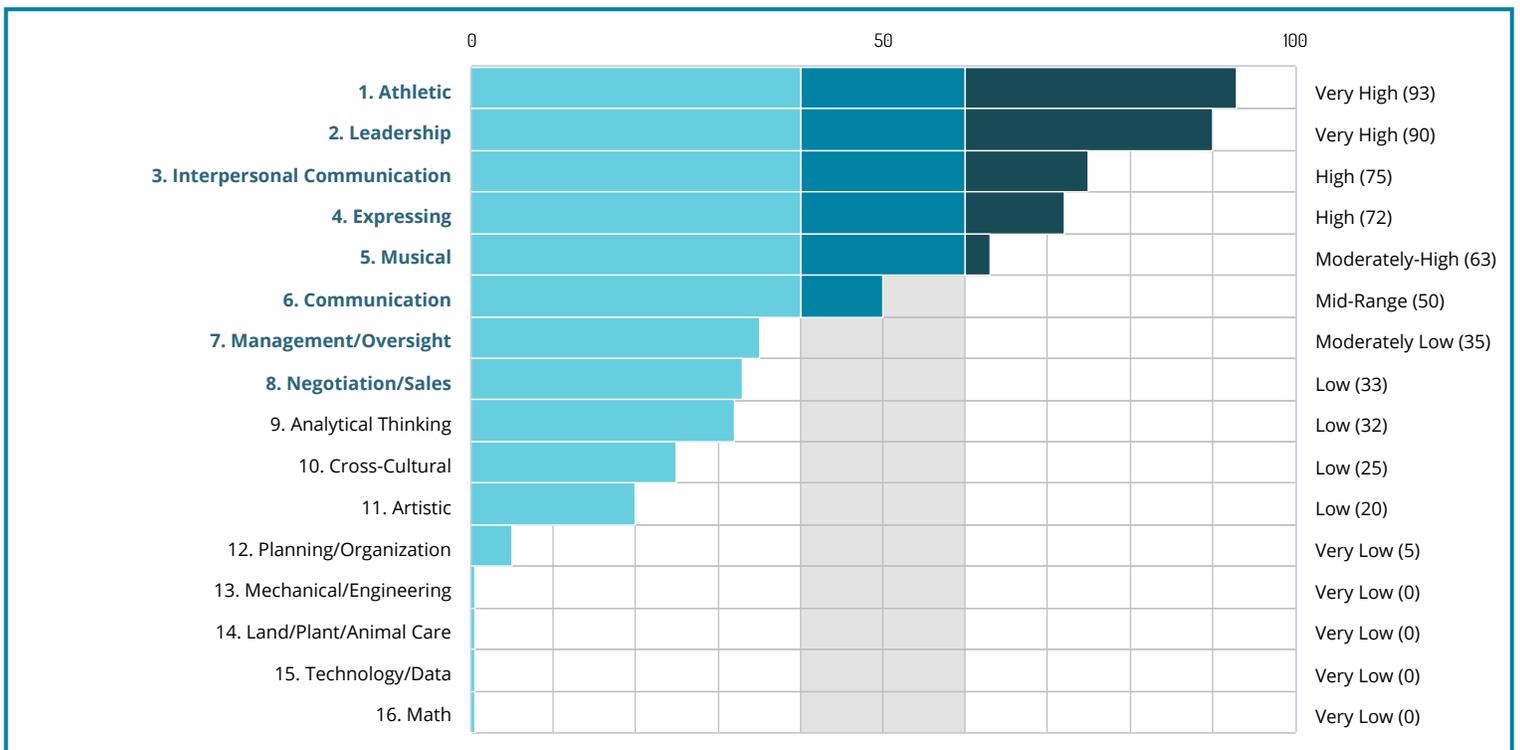
Jacob, an understanding of your skills will be important as you evaluate potential occupations. It is very critical that you match your work to career fields that utilize your best skills in order to gain the personal joy of doing something that comes naturally.

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.

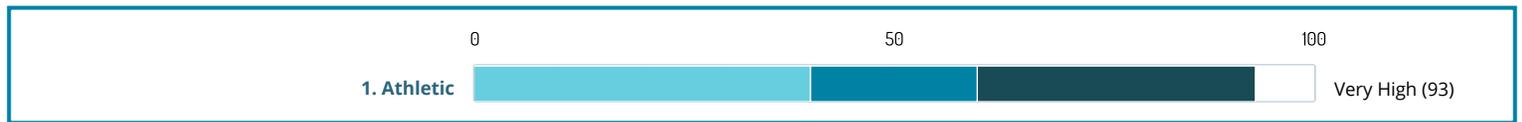
The bottom line is that you are most likely to excel when you use the skills that come naturally and bring joy in their use. Although you do need to be mindful of your weaknesses, it is generally unproductive to make them the primary focus for your work. In the area of skills, try to swim with the current,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

Skills and Abilities

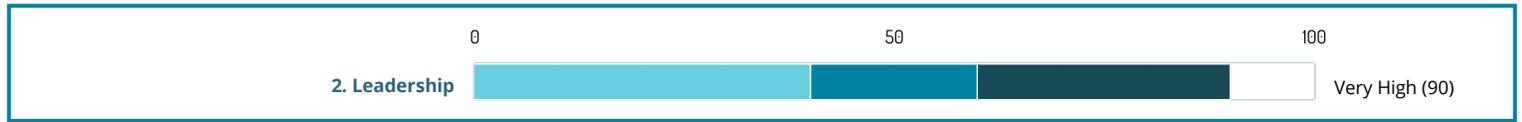


Note: This section's skill scores are from your self-assessment, not an achievement or an aptitude test. Research indicates that self-assessment can give an accurate overview of a person's skills.

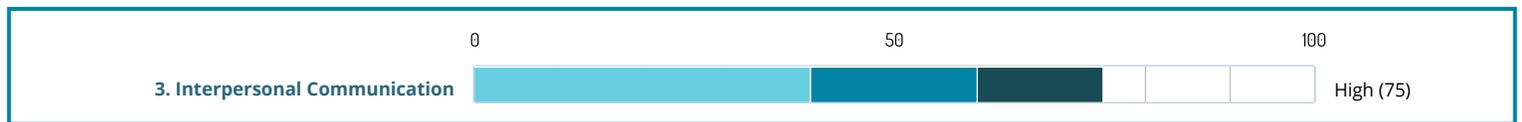
3.1 Skills and Abilities: Top 4 Areas



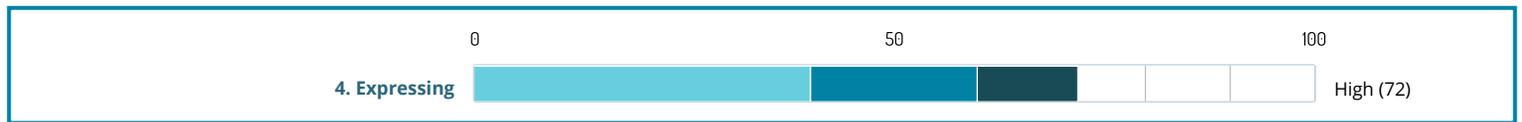
Because you scored high in this category, it is likely that you have a high level of physical fitness, athletic skills, hand-eye coordination, and a deep desire to improve and/or compete. In addition, you may be highly motivated to see people push their physical potential to the limit through discipline, training, healthy dietary habits, rigorous exercise, and adherence to athletic ideals. You may pursue training in the medical sciences, nutrition, or fitness to further your knowledge of the human body, fitness, and rehabilitation procedures.



If you excel in leadership, you likely have an elevated sense of initiative fueled by concern for or connection to others. You may be visionary or idealistic and willing to assert your influence over others. You could be positioned at the head of a group, or leading from among and working alongside the individuals you serve. Either way, you are respected for your integrity and dependability. Pursue opportunities that empower you to teach and mentor as a component of relationship building.



Socializing comes easily to you due to your relatability and genuine interest in others (both familiar and new), which undergirds your ability to connect with a variety of people. Because of this natural capacity, you will probably do well in careers where you interact with people on a regular basis and can capitalize on your ability to communicate effectively by pursuing opportunities for you to counsel, teach, or explain as part of your work. To maximize the use of these skills, be sure your work involves serving others as an element of your regular duties.



You have heightened abilities to interpret and express emotions or ideas instrumentally, vocally or physically. Due to your strong self-discipline and time spent in rehearsal, you have developed poise, confidence, and an engaging presence before an audience in the areas of music, dance, or theater. You probably have fine motor eye-hand coordination and dexterity, and willingly undergo long hours of training and practice to refine your skills. Choose an occupation that allows you to use your expressive skills to interpret, reinterpret or create content.

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.

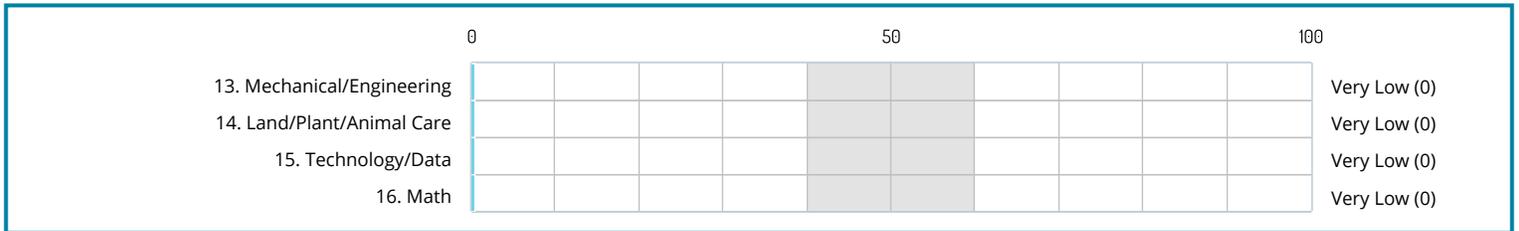
DEVELOP YOUR SKILLS

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

Jacob, 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



Values Are Important To Career Decisions

Values Are Important To Career Decisions

Jacob, 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 after only 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.

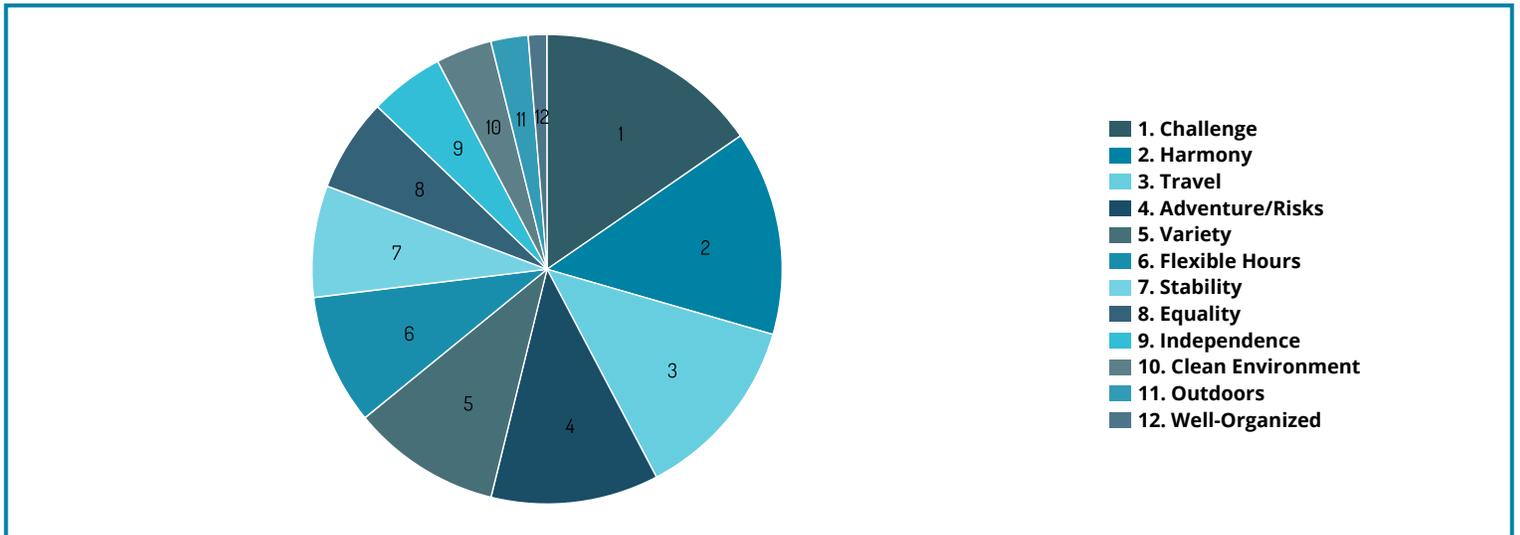
Expect your values to change; these are your priorities and you can change them any time you want. Most people will find that they do change some of their priorities as they age and as their family situations change. It is a good idea to save this report for future reference. A periodic review will enable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

4.1 Values: Work Environment

Different people prefer or even require different kinds of environments in their workplace in order to function at their best. The kind of conditions they want when they go to work, such as in their physical surroundings, their schedules, or the workplace atmosphere, all contribute to their work environment. For example, some people can only thrive when their surroundings are very well-organized, while others may not be bothered by some degree of disorganization.

It is important for you to be able to identify the kind of environment you desire, or even need, in order to function to your greatest potential. Understanding this can help you as you evaluate various career opportunities that come your way.

YOUR PRIORITIES FOR THE 12 VALUES THAT RELATE TO WORK ENVIRONMENT



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

1. 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.

2. Harmony

You enjoy a harmonious, agreeable work environment. Look for occupations in which you can work with little confrontation, in harmony with your coworkers and boss and with a considerate team of individuals.

3. Travel

Look for occupations in which you are able to travel and see different parts of the world. You enjoy meeting new people, taking frequent trips, and having responsibilities away from the office.

4. Adventure/Risks

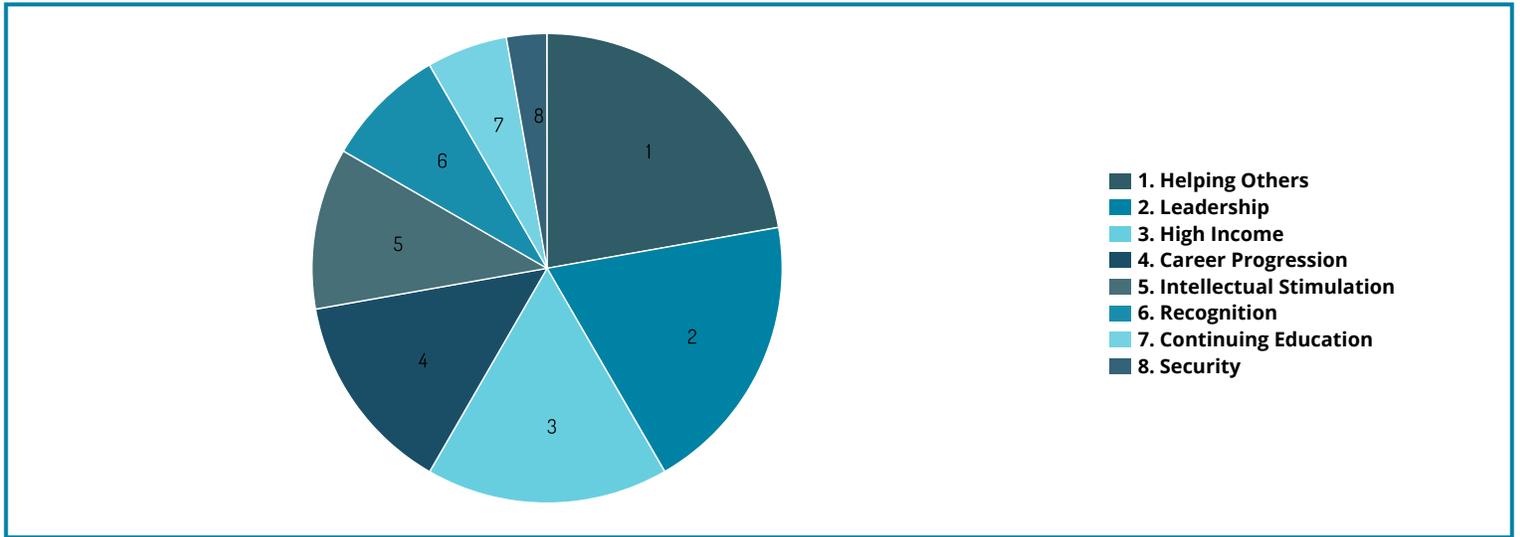
You like to be where the action is, even when it is somewhat risky. Experiencing adventure and working with the unknown and unexpected will keep you motivated in your work.

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.

YOUR PRIORITIES FOR THE 8 OUTCOME VALUES THAT YOU EXPECT FROM YOUR WORK



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. High Income

You value being highly rewarded financially for your efforts at work. To feel successful in your work, you believe a high-income level is a necessary factor.

4. Career Progression

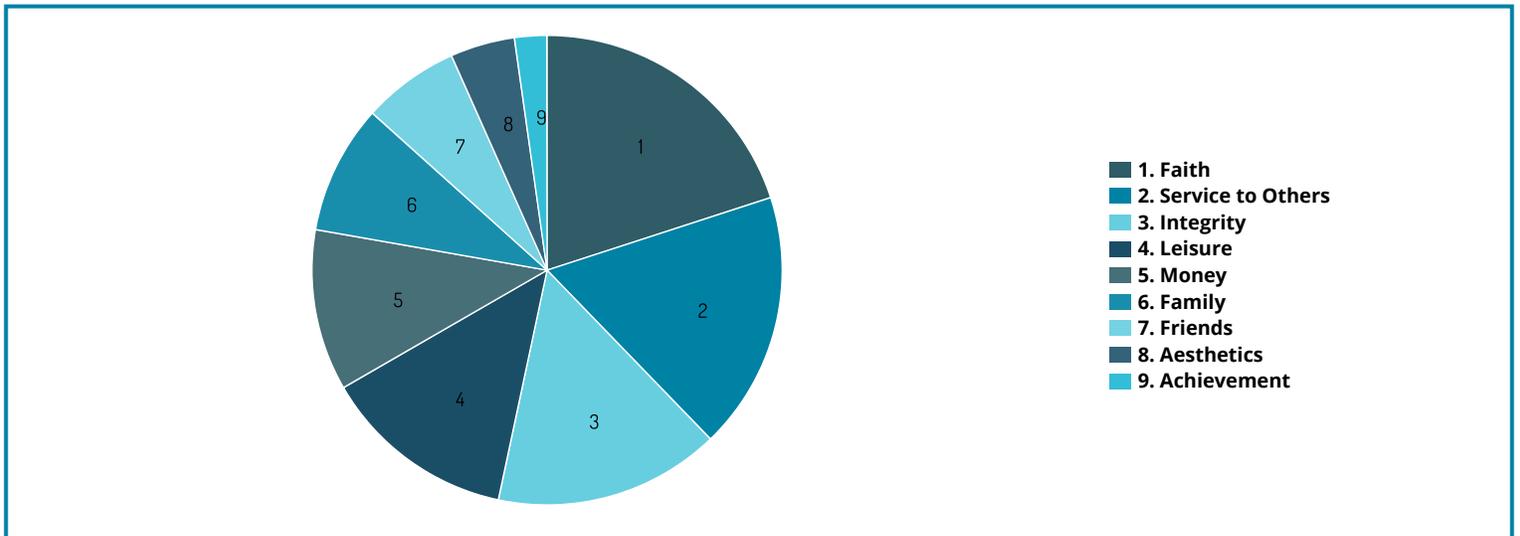
You are interested in occupations that offer a well-defined progression of career positions. You enjoy moving up in the organization by increasing your responsibility and authority at work. Look for job settings that offer a chance to grow and develop as a professional.

4.3 Values: Life Values

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 below.

YOU PRIORITIZED 9 VALUES THAT RELATE TO LIFE PURPOSE



LISTED BELOW ARE YOUR TOP 4 LIFE PRIORITIES

1. Faith

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. Service to 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. Integrity

Honesty in every area of life is a key value for you. You make every effort to keep your commitments and live by the highest standard of fairness and truth. To be sure you will not be asked to compromise your integrity, carefully evaluate the work environment and the leadership, as well as products and services of any organization you are considering for employment.

4. Leisure

Having time for entertainment and recreation are important values in your life. You enjoy a career setting in which you have time away from work to pursue other interests or hobbies. Look for career opportunities that allow you time to enjoy other pursuits and give you adequate time to relax and enjoy life.

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, and 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.

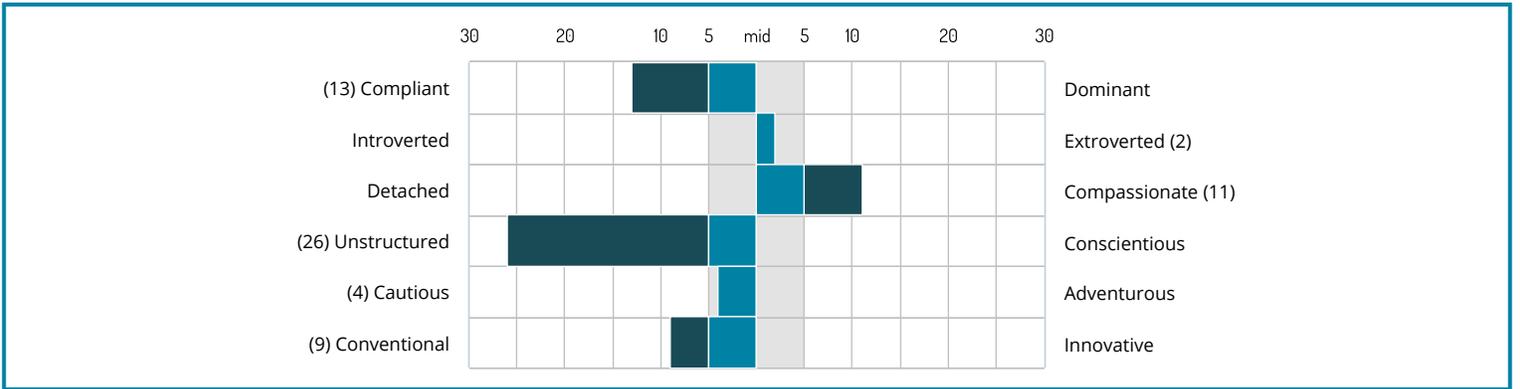
Reading through your CAREER DIRECT report is comparable to studying a road atlas in the first stage of planning the trip. It offers you a broad overview of the general directions to your destination, along with some alternative routes to get you there. However, just reading the report will not solve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

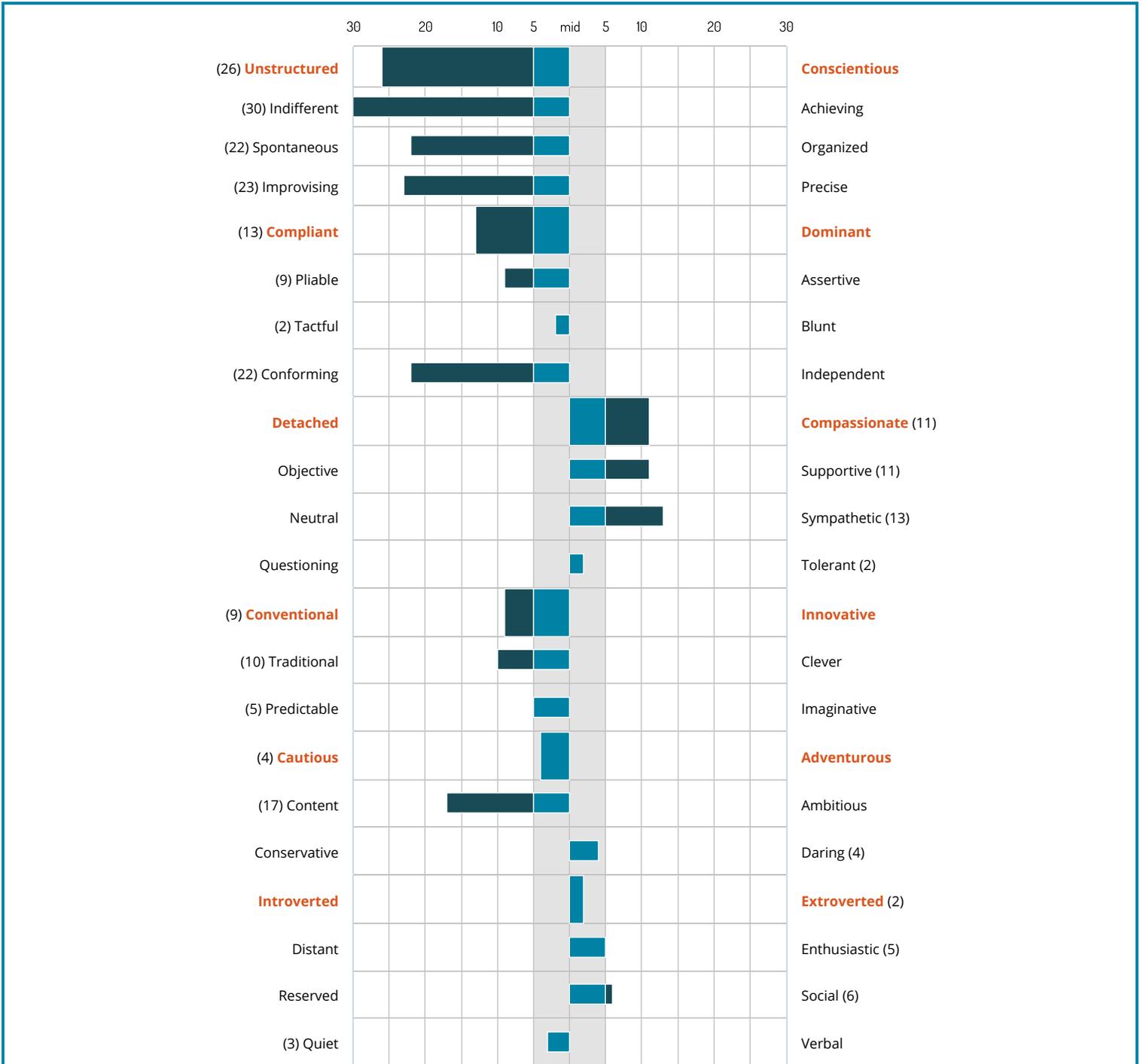
Above all else, don't forget that the basic goal in career planning is to match your talents and interests to the requirements of your work. In doing so, you will have the highest likelihood of reaching your destination and career that fits you.

Summary Charts

1.1 Six Factors of Personality



1.2 YOUR PERSONALITY FACTORS AND SUB-FACTORS



1.3 PERSONALITY SUMMARY

Unstructured - spontaneous and prefer to operate without a lot of details or restrictions

Compliant - naturally cooperative with others to get the job done and tend to lead by setting the example rather than by taking charge

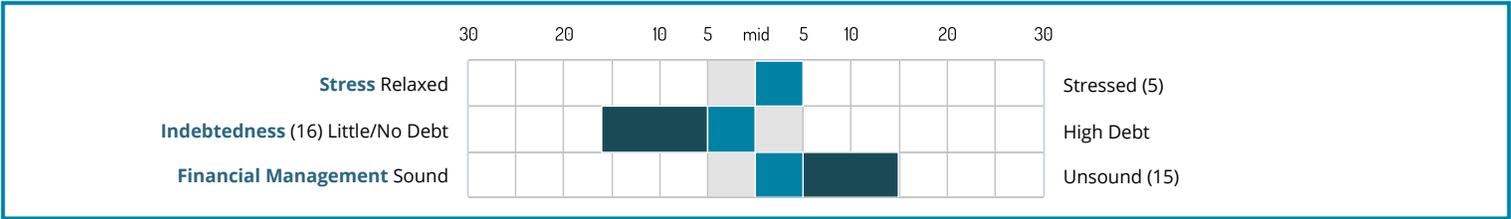
Compassionate - caring, sensitive, and a good listener; patient, loyal, and good at supporting and encouraging others

Conventional - able to operate from a practical and conventional perspective and are good at carrying out established procedures

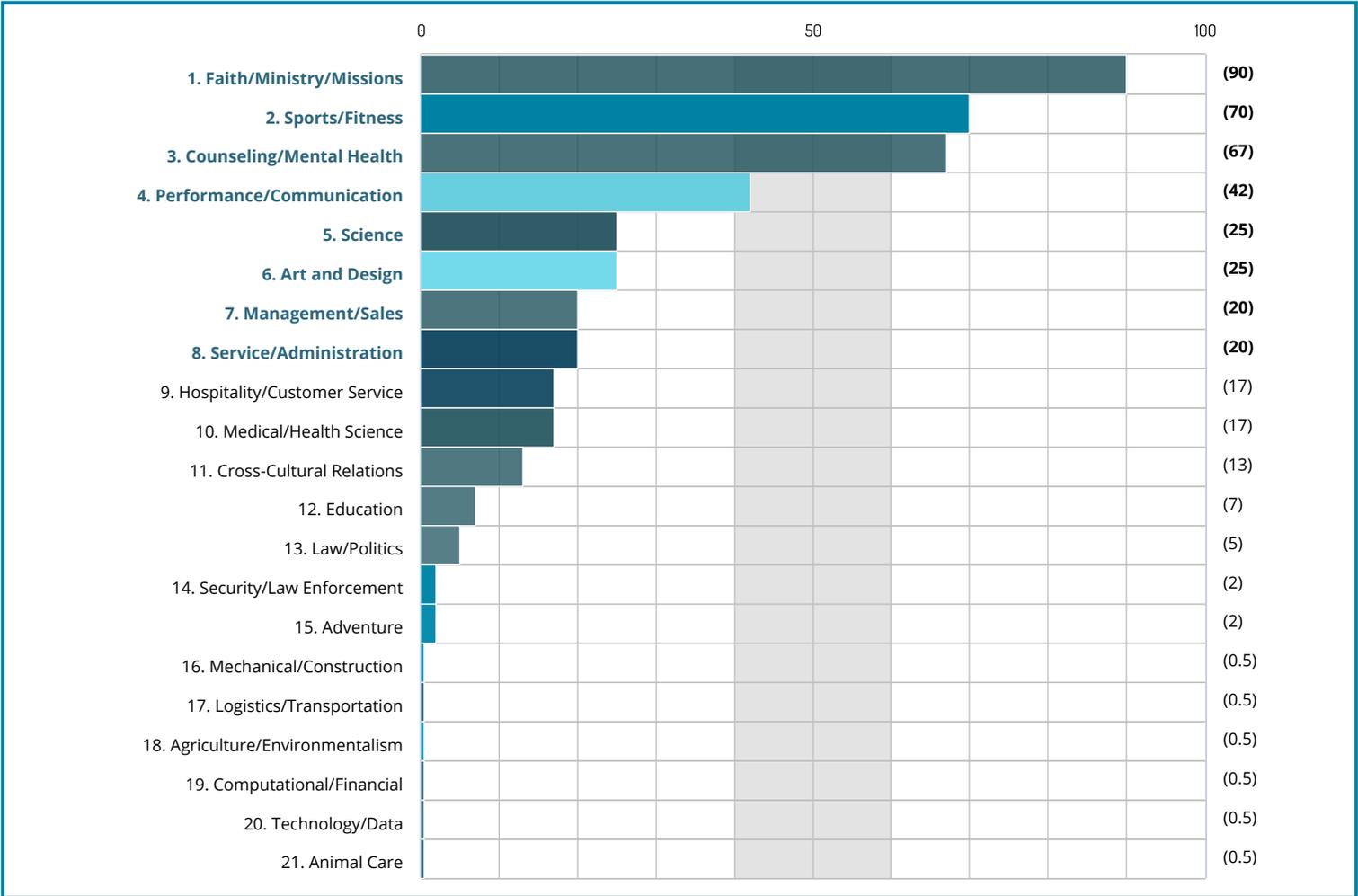
Cautious / Adventurous (Mid-Range) - moderate in your drive and spirit of adventure, and not a high risk taker

Introverted / Extroverted (Mid-Range) - engaging and pleasant with others when approached, but enjoy solitude also

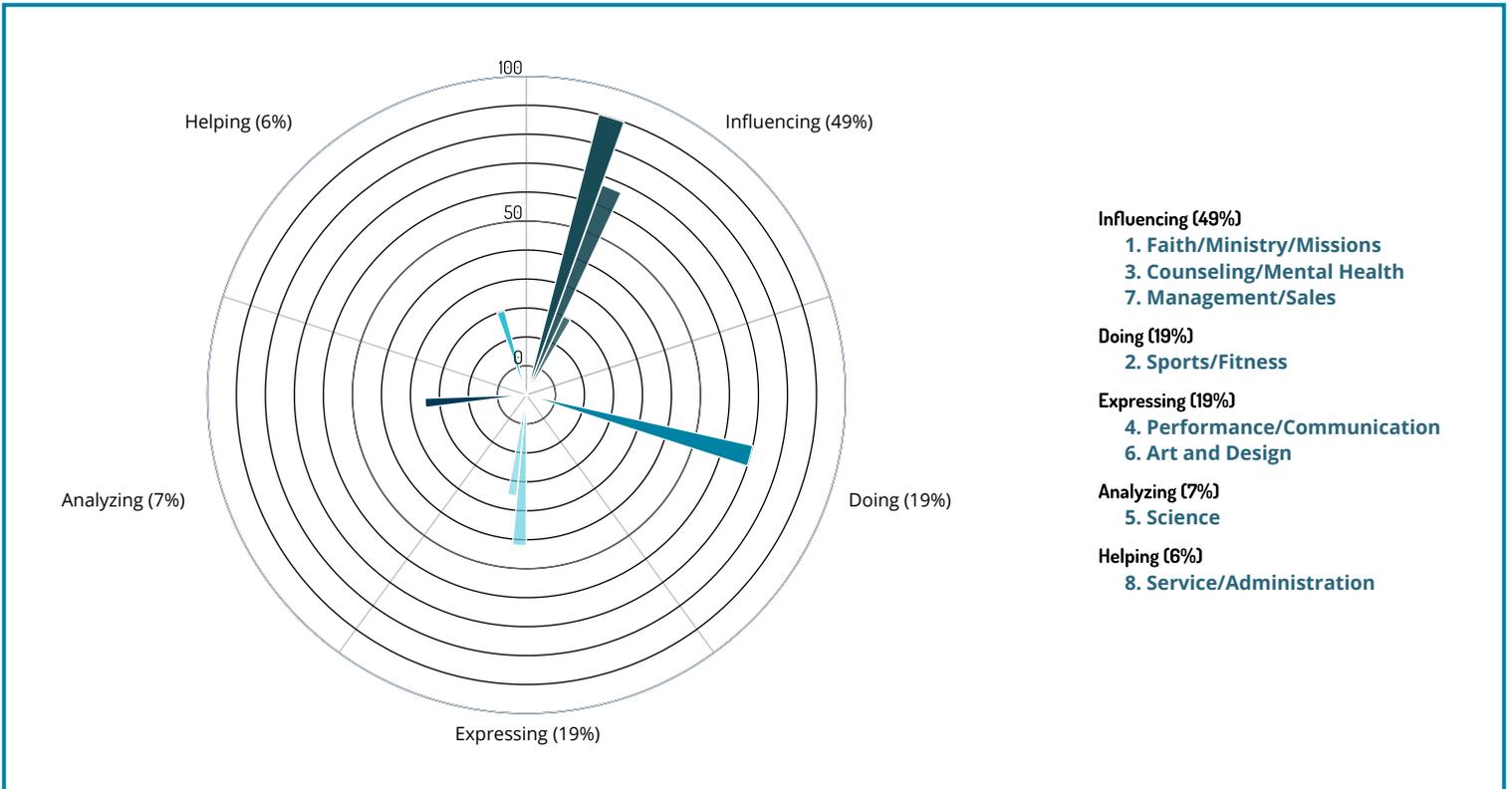
1.4 Critical Life Issues



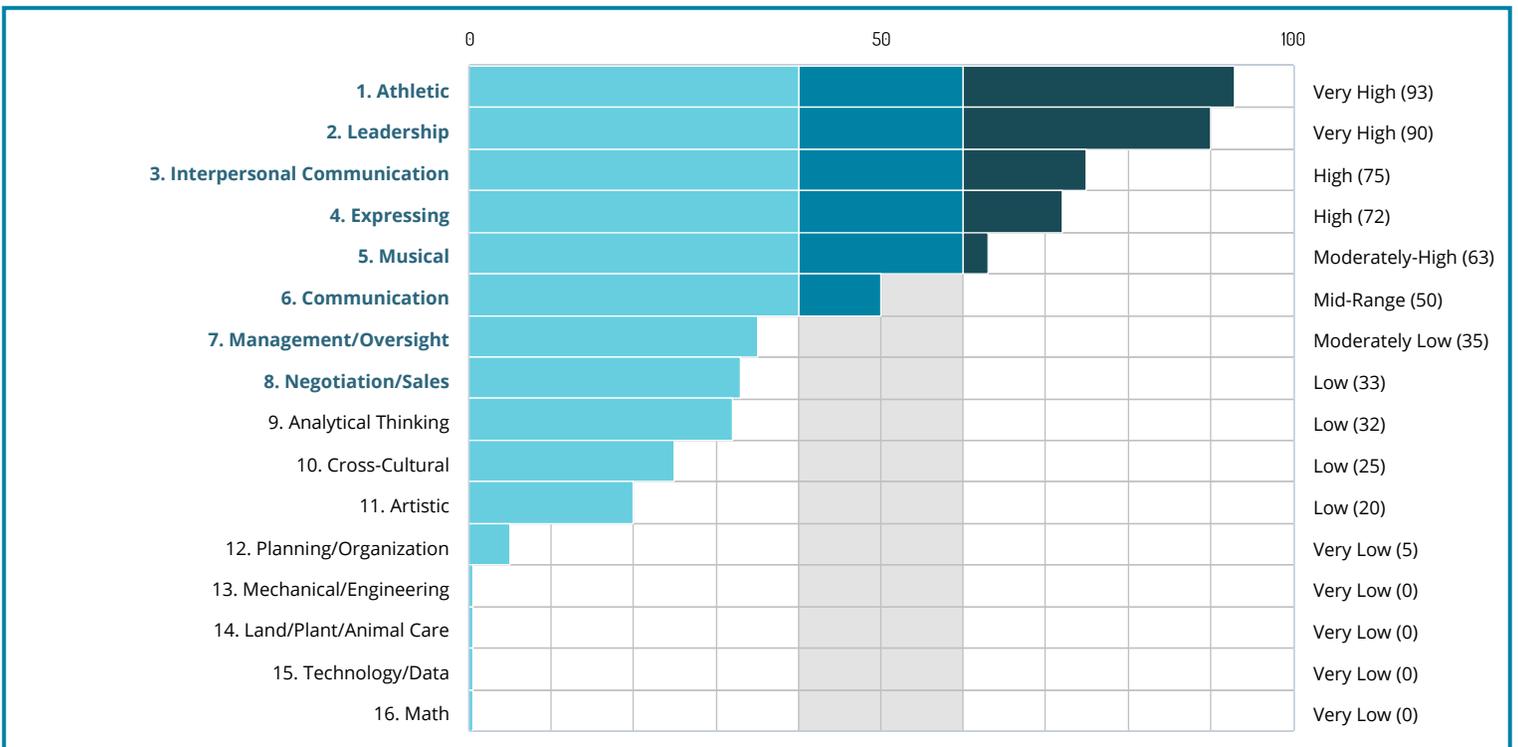
2.1 General Interests



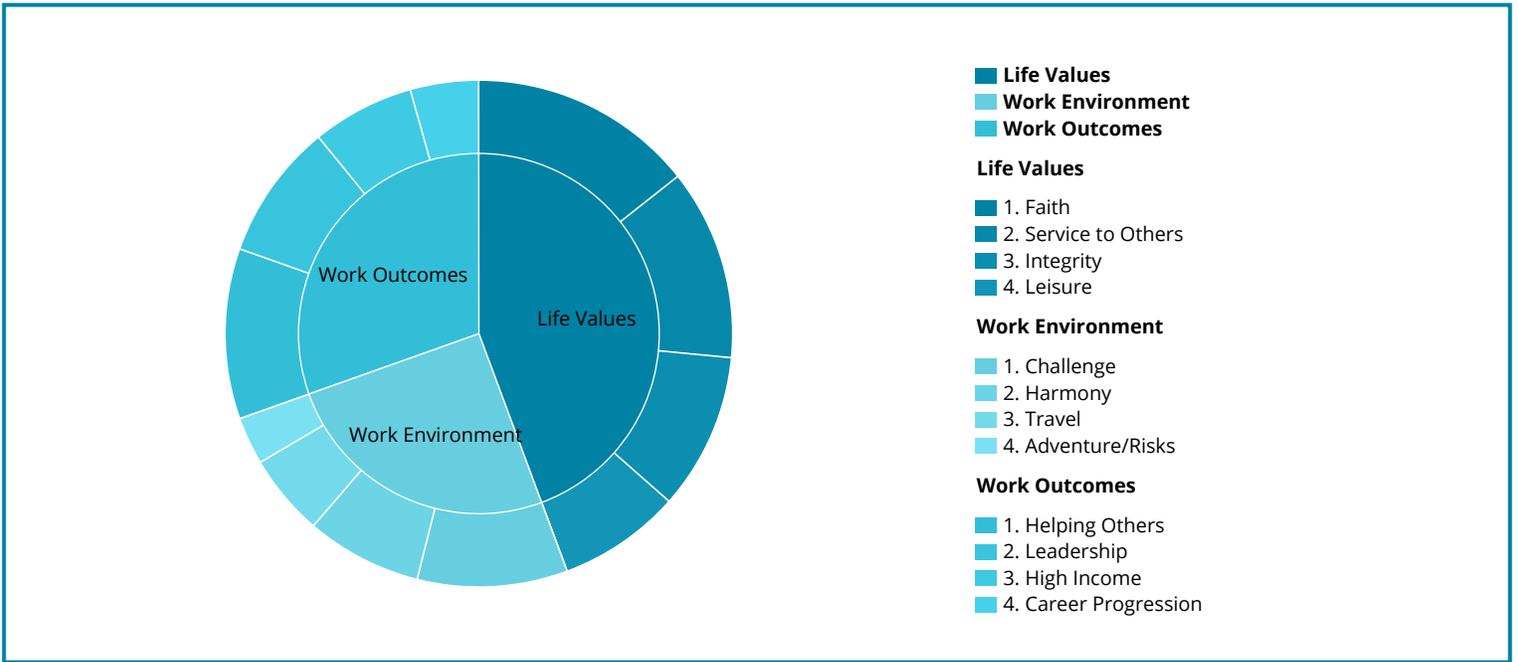
2.2 Top 8 Career Groups by Interest Area



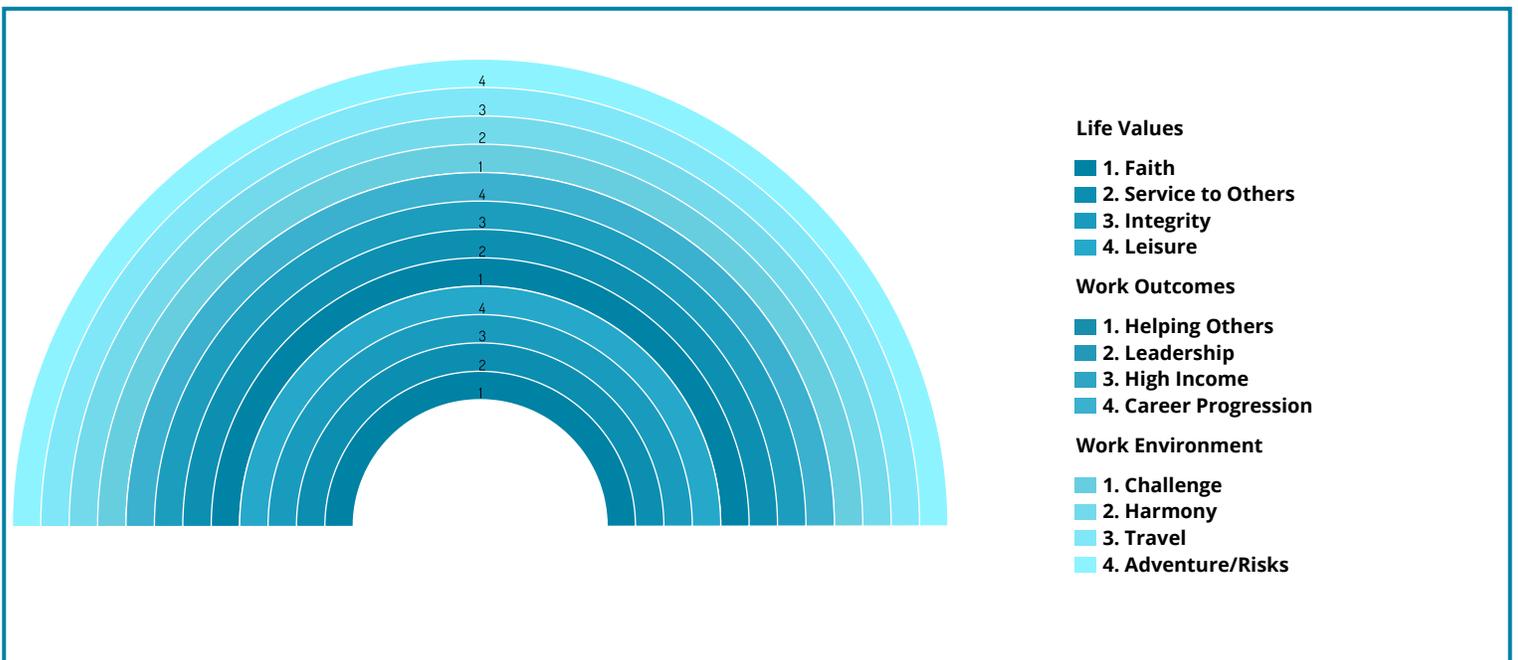
3.1 Skills and Abilities



Top 4 Integrated Value Priorities



Core Life Planning Values



Career Direct – Next Steps

Congratulations on completing your Career Direct assessment and working through your Detailed Report!

Here are a few foundational principles to understand. Before proceeding with the Next Steps, please study each of them carefully and discuss them with someone you trust.

- You have a unique design that can't be ignored. Embracing your design is critical to discovering your life assignment. Ignoring your unique wiring can cause severe frustration, poor decision-making and ultimately damaged relationships.
- Your life work is an unfolding relational journey, not just a series of transactional events. Be sensitive and open to receive counsel and guidance in your research and decision-making.
- Aligning your design with your career is a life-long responsibility. As your life changes, a time often comes when you may feel disconnected from relationships, work, and life. This usually indicates it is time to re-evaluate and repeat the Career Direct process.
- Success in your journey will require hard work, faithfulness and tenacity. Studying your own report and doing research about possible career choices are required steps. Volunteering in a field that aligns with your design may be beneficial.
- You are about to make a crucial career decision. A solid foundation is critical to avoid disaster. The only foundation for a wise career choice is:
 - Making sure your decision aligns with your design.
 - Making a decision that honors your Creator.
 - Avoid the following false foundations AT ALL COSTS!
 - Taking the easiest or first job offered
 - Money as the prime motivator
 - Job title or prestige
 - Security, power and control
 - Following friends
 - Seeking "Hot Jobs" category
 - Following in a parent's footsteps and/or fulfilling their dreams
 - Taking a job just because you can do it

Now that you have a solid understanding of the foundational principles necessary for making wise career decisions, let's begin with the Next Steps:

STEP 1:

- If you do not have a Career Direct Consultant, ideally, you want to connect with one! Alternatively, you can enlist the aid of a coach or mentor who will review your assessment with you and pray regularly regarding your future direction. If you are ready to choose the best option, [connect now with a Career Direct Consultant!](#)

STEP 2:

- Review your assessment results in the *Career Direct*® Detailed Report AGAIN.
- Note information in your report that may not apply to you. If you disagree with something, ask your consultant or coach to confirm your thoughts. Once confirmed, mark out the items that do not apply.
- Highlight or underline the key points you and/or your consultant focused on in the report.
- Write down the top career recommendations from your consultant. If you did not have a Career Direct consultation, you will not have these recommendations.

STEP 3:

- Click on the desired or recommended career links below in your top 8 Interest Groups and continue doing research to help you match potential career fields with your Personality, Interests, Skills and Values.
- Every career requires a specific configuration of Personality, Interests, Skills and Values to be successful. Please remember that the career you choose must align with ALL FOUR dimensions of your design. You will find the necessary information regarding personality, interests, skills and values by clicking on the Job Detail Links on the next page(s).

Top Eight Interest Groups Job Detail Links

1. Faith/Ministry/Missions

<p>Religious Educator</p> <p>Youth Pastor/Director</p> <p>Clergy (Missionary, Priest, Pastor, Rabbi)</p>	<p>Worship Leader</p> <p>Missionary (Foreign or Domestic)</p> <p>Chaplain (Military, Corporate, Prison, Hospital)</p>	<p>Children's Minister/Director</p> <p>Evangelist</p> <p>Religious Text Translator/Commentator/Publisher</p>
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2. Sports/Fitness

<p>Athletic Trainer</p> <p>Athletic Coach</p> <p>Fitness Instructor/Trainer</p>	<p>Umpire/Official</p> <p>Professional Athlete</p> <p>Fitness and Wellness Coordinator</p>	<p>Professional Scout</p> <p>Physical Education Teacher</p> <p>Sports Team Manager</p>
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3. Counseling/Mental Health

<p>School/College Counselor</p> <p>Social worker</p> <p>Psychiatric Technician</p>	<p>Marriage/Family Therapist</p> <p>Rehabilitation/Addiction Counselor</p> <p>Life/Career Coach</p>	<p>Psychologist/Psychiatrist</p> <p>Mental Health Counselor</p> <p>Behavior Analyst</p>
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4. Performance/Communication

<p>Professional Singer/Dancer/Model</p> <p>Musician/Music Conductor</p> <p>Camera Operators, Television, Video, and Film</p>	<p>Radio/TV/Podcast Host</p> <p>Audio/Video Technicians</p> <p>News Analysts, Reporters, and Journalists</p>	<p>Producer/Director</p> <p>Actor/Actress/Comedian</p> <p>Author/Writer (book, blog, web content, social media)</p>
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5. Science

<p>Biologist</p> <p>Research Scientist</p> <p>Chemist</p>	<p>Laboratory Technician</p> <p>Psychologist</p> <p>Physicist</p>	<p>Meteorologist</p> <p>Archeologist</p> <p>Scientific Researcher</p>
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6. Art and Design

<p>Graphic Designer</p> <p>Fashion Designer</p> <p>Sculptor/Jeweler</p>	<p>Digital Content Designer</p> <p>Interior Designer</p> <p>Theater Set Designer</p>	<p>Landscape Architect</p> <p>Artist</p> <p>Photographer</p>
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7. Management/Sales

<p>Fundraiser/Development Officer</p> <p>Product /Brand Manager</p> <p>Sales Agent/Marketing Manager</p>	<p>Chief Executive Office (CEO)</p> <p>Business Owner/Entrepreneur</p> <p>Manager - Retail Store/Hotel/Restaurant/Manufacturing</p>	<p>Real Estate Agent/Realtor</p> <p>Independent Consultant</p> <p>Marketing Representative, including Social Media Marketing</p>
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8. Service/Administration

Bank Teller

Executive Assistant

Office Manager

Retail Sales Associate

Help desk analyst

**Charitable Non-Profit/Non Governmental
(NGO) Advocate**

Administrative Assistant

Program or Project Coordinator

**Front Desk Receptionist (greet and direct
guests, schedule appointments, answer
phones)**

STEP 4:

- Fill out the [Action Plan Worksheet](#) using the key information found in your Detailed Report and your research. This step is critical to complete Next Steps!
- Keep the following questions in your mind as you work through the Action Plan:
 - What are your unique strengths and motivations that will enable you to excel in the workplace?
 - What is your pattern of God-given, work-related characteristics?
 - What are the career fields and specific occupations in which you are most interested?
 - What are important requirements and characteristics of these occupations according to your research?
 - Which career fields and occupations best match your unique design?
 - What will you do to pursue those occupational opportunities that are good matches for you?
 - Job Shadowing?
 - Volunteering?
 - Becoming an Intern?
 - Talk to people in the particular career?

STEP 5:

- Throughout the process, always be praying while seeking godly counsel, speaking to people in the fields that match your design, and seeking current opportunities in these fields.

Resources

This section provides helpful resources and online links to resources and services that will help you along your path to career fulfillment.

- [Guide to College Majors and Career Choices e-book](#)
The *Guide to College Majors and Career Choices* reference book gives practical advice on exploring possible major courses of study, and the *Choosing a College/Technical School Major* document in the online resources helps to match your interests with a college/technical school major.
- [Choosing a College or Technical School Major](#)
This document includes a process for relating your top occupations and career fields (identified through the Action Plan) with college and technical school majors.
- [Job Sampler](#)
- [O*Net Online](#)
O*Net Online is a database of detailed information about specific occupations from the Bureau of Labor Statistics. This online resource contains information on all of the occupations found in the *Job Sampler*, including skills required, knowledge and education needed, job responsibilities, work activities, level of competence, average pay, and much more.
- [Occupational Outlook Handbook](#)
The Occupational Outlook Handbook database is also maintained by the Bureau of Labor Statistics and gives detailed descriptions of the top 260 occupations that represent about 90 percent of all occupations held by Americans.
- [Crown Financial Ministries](#)
Crown Financial Ministries is the parent organization that developed the *Career Direct® Complete Guidance System*. It is an international, non-denominational ministry that provides materials for churches and individuals, seminars, 4 national radio programs, an award-winning Internet Web site, Budget Coaching, and career resources that teach people true financial freedom. Visit us online for more information about this dynamic ministry. While there, check out our Resource Store.
- [Pongo™ Resume Service](#)
In today's competitive job market, a well-written resume is the single most important factor in getting your foot in the door and on your way to landing the perfect position. Resume **BUILDER** and **PUBLISHER** give you the tools to create, print, e-mail, and fax your resume quickly and easily, all in one convenient location - online! (Please note that this link is to a third party web site.)
- [Career Personal Inventory \(for adults\)](#)
This questionnaire will help you sort through some important career issues before completing the steps below. You can type and print your information on the PDF, but it will not save your information.
- [Career and Education Planning Personal Inventory \(for students\)](#)
Completing this short questionnaire on your computer screen will help you prepare to address important career issues.

Audio Files:

Audio Message #1 – "Principles of Career Fulfillment" (28 minutes)

This message provides encouragement and wisdom for being truly successful in your life and career.

- Session One: • The origin of work is from God • All work has meaning and dignity
- Session Two: • Your Calling – God's plan for your life • Work is a platform for ministry and witness
- Session Three: • Excellence in the workplace • God is our final authority

Audio Message #2 – "How to Get the Best Results from Career Direct®" (36 minutes)

This message gives specific instructions on getting the best results from your Career Direct® assessment.

- Session One: • Changes in the Workplace in the Last Generation
- Session Two: • Ten Trends in Today's Work Environment
- Session Three: • Matching Your Pattern to Related Occupations
- Session Four: • Benefits of a Biblical Perspective to Career Selection

Audio Message #3 – "Understanding Your God-Given Design/Interpreting Your Career Direct Report" (55 minutes)

This message outlines the basis for our unique design created by God. He has given us special talents and skills necessary to achieve our potential. The Career Direct report provides insight into your unique pattern.

- Session One: • Good and bad approaches to selecting career
- Session Two: • Reviewing your report – Personality Section
- Session Three: • Reviewing your report – Personality Highlights
- Session Four: • Reviewing your report – Personality Strengths/Non-Strengths and Personality Career Implications
- Session Five: • Reviewing your report – Interests, General Career groups, understanding your scores
- Session Six: • Reviewing your report – Skills and Abilities
- Session Seven: • Reviewing your report – Values: Work Environment, Work Expectations, Life Values
- Session Eight: • High or Low scores in Interests section

Audio Message #4 – "Action Plan for the Future" (9 minutes)

This message gives specific instructions for completing your personalized action plan for the future.

- Session One: • How to complete the Action Plan and use it for career direction

Audio Files for Students

"Action Plan for the Future - Educational" (17 minutes)

This message gives specific instructions for completing your personalized action plan for the future.

- Session One: • How to complete the Action Plan and use it for career direction
- Session Two: • Choosing a college major or career path

"A Message for Parents" (18 minutes)

Note: Father and Mothers – You should listen to this section in order to guide your children in the best possible way.

- Session One: • Stewardship is more than money
- Session Two: • Your role as your student's career coach