

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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Career Direct – Next Steps

Using this report for Career Planning



Lori, 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

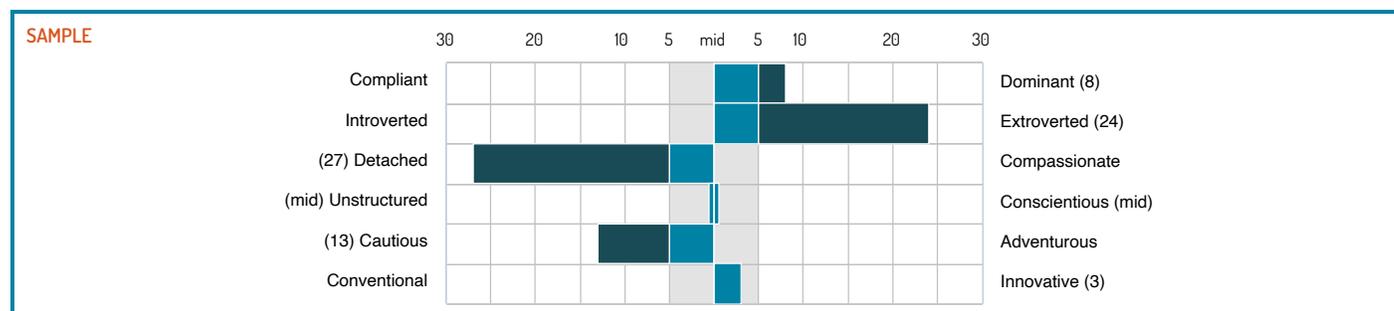
ORGANIZATION OF THE REPORT

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

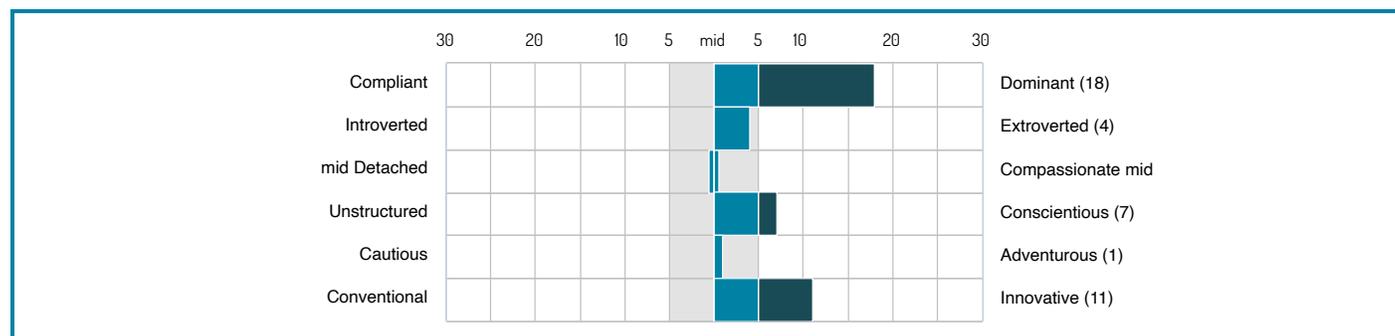
Lori, in this section, the term personality describes the way a person is naturally motivated to act. For example, some people are naturally motivated to be very organized and precise, and some are more spontaneous and casual. Likewise, some are risk takers, and some are naturally cautious.

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

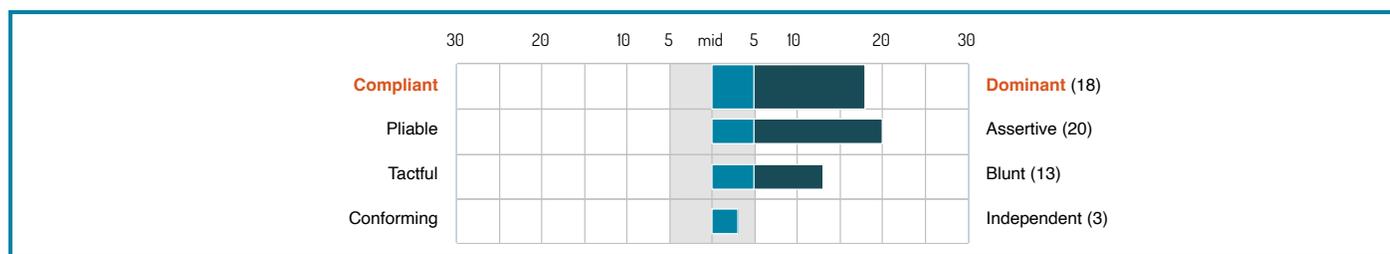
This section of your report, as well as the rest of the report, has been developed from the responses you provided and reflects profiles that are typical of people who scored like you. The reports are usually quite accurate, but every insight may not apply to you, so you will need to confirm the information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

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

1. Dominant

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



Career Implications

To satisfy your drive in the COMPLIANT/DOMINANT factor, look for opportunities to:

- ✓ Be in charge
- ✓ Plan for the future
- ✓ Speak directly
- ✓ Push new ideas
- ✓ Influence others
- ✓ Make decisions

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

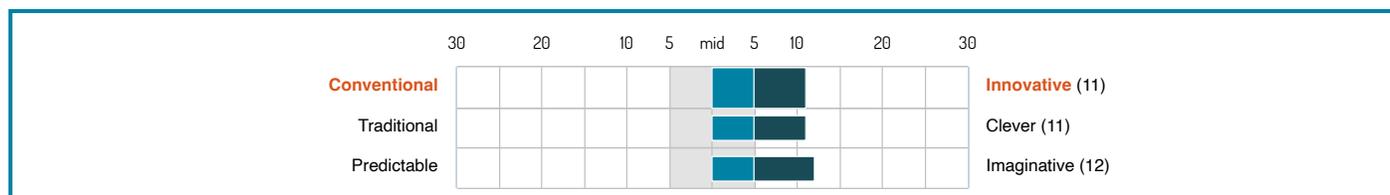
Your confident, decisive nature, makes you well suited for leadership roles. You have a natural desire to influence others, and this can contribute to your success in politics, sales, and similar occupations. Most people who score high in DOMINANCE tend to operate from a "big picture" perspective. This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

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

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

2. Innovative

very creative; like to generate and express new ideas and seek mental challenges



Career Implications

Considering your score on the CONVENTIONAL/INNOVATIVE factor, look for opportunities in your work for:

- ✓ Freedom to be creative
- ✓ Intellectual challenge
- ✓ Problem solving
- ✓ Time to think
- ✓ Abstract thinking
- ✓ Artistic expression

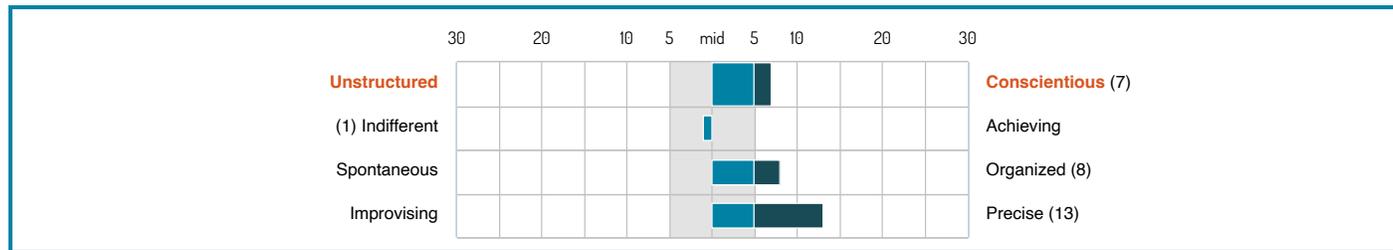
Lori, your score on the CONVENTIONAL/INNOVATIVE scale indicates that you are a very creative person. You excel at generating new solutions and ideas, even though they may sound a bit unusual to others. You may catch yourself daydreaming or playfully considering an idea from various angles. You may express your creativity in a variety of ways, including logical problem solving, working with your hands, or more artistic ventures, such as writing, music, drama, or visual arts.

You also may have a bent for being clever and quick minded. It may be natural for you to seek mental challenges. You enjoy thinking, almost as an entertainment, and you find that it is easy for your mind to analyze subjects both in depth and breadth.

While creativity and imagination are strong assets in many situations, they can be overdone if practical steps are not taken to implement new ideas. You may struggle with keeping focus and with follow-through on projects you start. You may be forgetful of daily, practical matters. Keeping a list, imposing the discipline of deadlines, and a strong commitment to accountability may improve your effectiveness.

3. Conscientious

accurate, organized, and prepared; naturally follow rules since you like structure and predictability



Career Implications

With your high score on the UNSTRUCTURED/CONSCIENTIOUS factor, you will want to be sure the organizations you join offer a quality product and provide services that are practical and ethical. Also, to use your strengths in your work, consider positions that require you to be

- ✓ Well-organized
- ✓ Orderly
- ✓ Detailed
- ✓ Productive
- ✓ Exact
- ✓ Systematic

Your score on the UNSTRUCTURED/CONSCIENTIOUS scale indicates that you are very committed to being accurate, organized, and productive in your life. You have a strong drive to be precise, so it's natural for you to want to control the quality of your work by maintaining high standards. Your concern for integrity is closely related to your desire to be conscientious and is a key strength. It's very important to you to do what is right, fair, and upholds established procedures.

Lori, with your high degree of discipline you find it easy to follow the rules. In fact, you may prefer environments that are structured because of the predictability and consistency they offer.

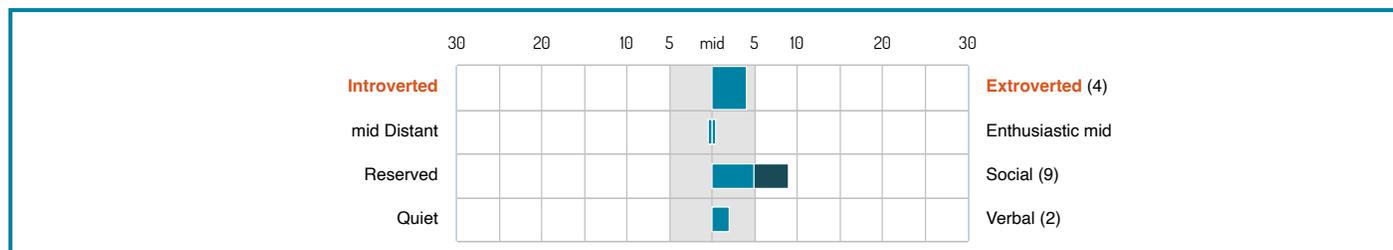
You also are determined to do an excellent job of everything you undertake. You approach your assignments seriously and keep your focus on working out logical, practical solutions. Your desire to be economical will be an asset to your family and employer.

Those who are highly conscientious are prime candidates for perfectionism so, remember, everything does not have to be done to a perfect standard.

At times you may find yourself procrastinating with decisions for fear of making a wrong choice. You also may delay, waiting for the perfect opportunity. Work at being more flexible, knowing that sometimes it is necessary to start action before all the particulars are known.

4. 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

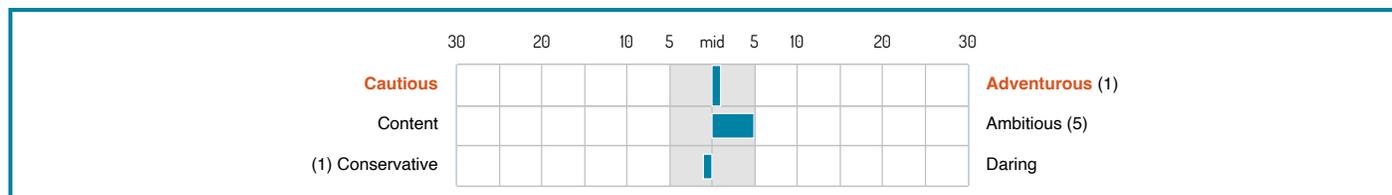
You scored in the mid-range on the INTROVERTED/EXTROVERTED scale. This means that you probably enjoy a combination of time with others and time alone. You have good verbal skills and are comfortable in meeting others. However, if you are among friends, you're likely to be more open and conversational. 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.

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:

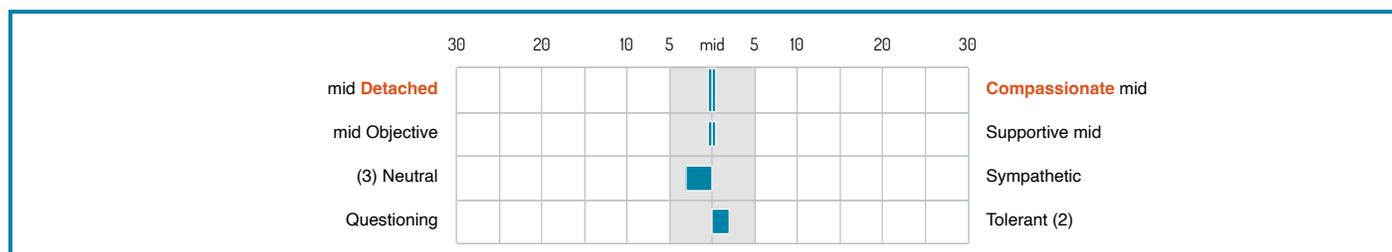
- ✓ Challenge
- ✓ New undertakings
- ✓ Competition
- ✓ Clear results
- ✓ Risk taking
- ✓ The unusual

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. Detached / Compassionate (Mid-Range)

capable of being objective about people and situations, yet agreeable and supportive



Career Implications

Your mid-range score on the DETACHED/COMPASSIONATE factor indicates a good balance of compassion and toughness in your personality. You should be quite comfortable in most work environments.

However, for the ideal work environment, you'll want to avoid the extremes. For instance, a cold-call selling environment with frequent rejection may be stressful for you. On the other hand, you may become frustrated trying to help people who don't seem to put forth a good effort to help themselves. Balance is the key for you in this area.

Your mid-range score on the DETACHED/COMPASSIONATE scale indicates that you have a sensitivity to people, but you also find it natural to back away and make a more objective assessment when appropriate. This ability to adapt your response to others, depending on the situation, should be an asset in most work settings. Your even-handed approach toward people should engender respect for you as someone who is both fair and tough.

1.3 Typical Strengths

Lori, 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.

- Leadership oriented; naturally likes to influence others and be in charge.
- Straightforward and direct; bold in adversity.
- Outgoing, good mixer; energized by meeting new people.
- Organized; likes to follow a plan or schedule.
- Likes to be thorough and precise; good with details.
- Quick minded; able to grasp abstract concepts.
- Clever in crafting solutions and responses to problems.
- Creative, imaginative, and original; good at coming up with new ideas.

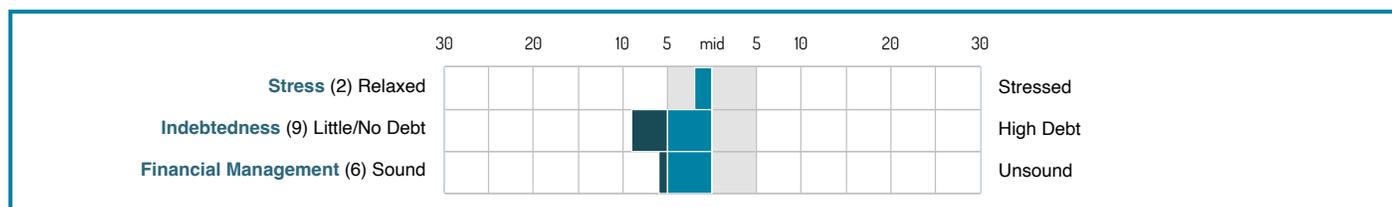
1.4 Typical Non-Strengths

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.

- Can be too pushy in trying to get results.
- Forgets that not everyone is comfortable with direct communications.
- May have a problem with time management and keeping conversations focused.
- Slow to change; can be inflexible.
- Can have unreasonable expectations for self and others.
- May have an attitude of superiority.
- Easily bored with established procedures.

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

You seem to be living by a sound financial plan. You probably control spending through a budget and you also have a regular savings program, as well as an investment plan to cover future contingencies.

Part 2: General Interests

Five Major General Interests Areas

Lori, 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.

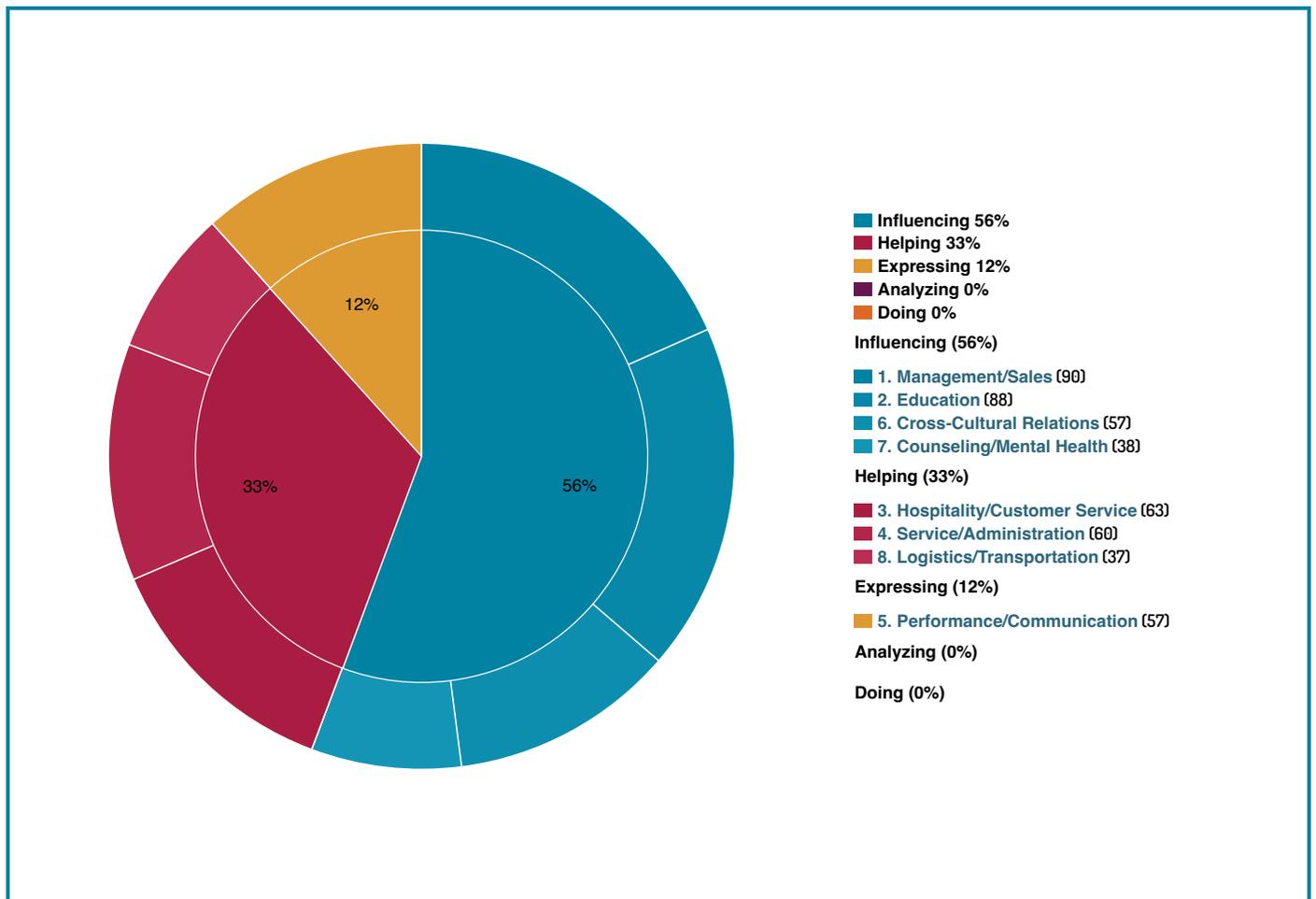
Because of the very nature of your interests, your leisure pursuits may have influenced your General Interest scores. This means you will have to use some discretion when interpreting your General Interest section of the report.

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, Lori, 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.

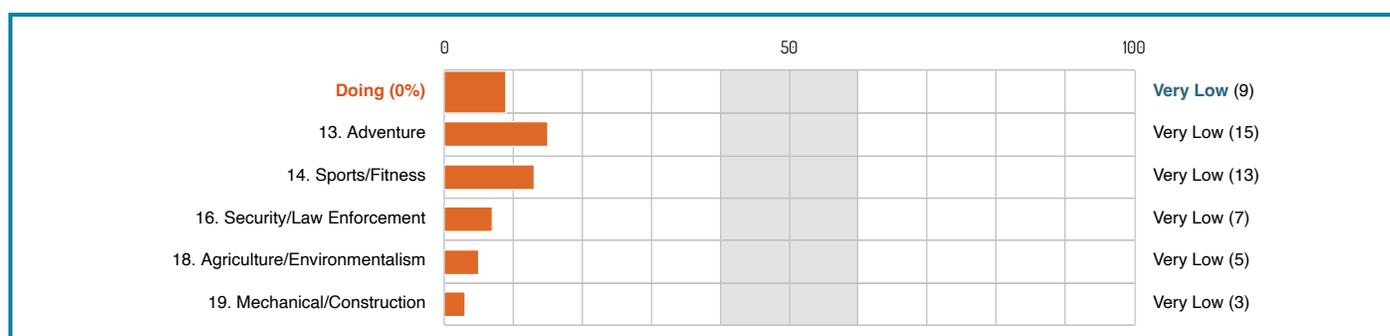
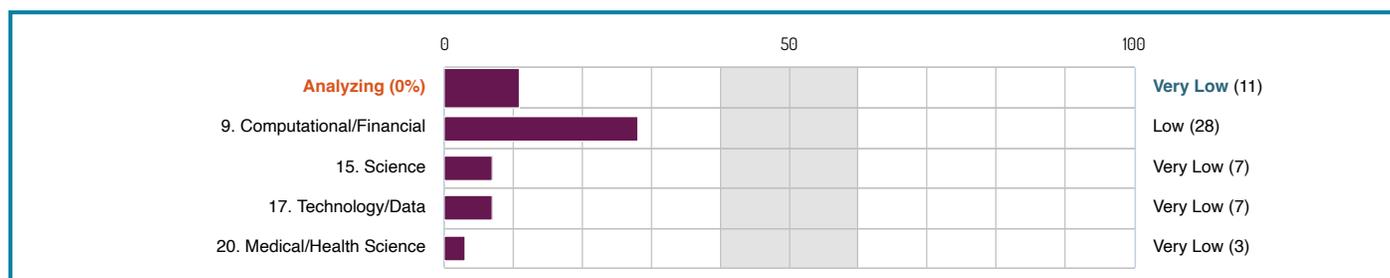
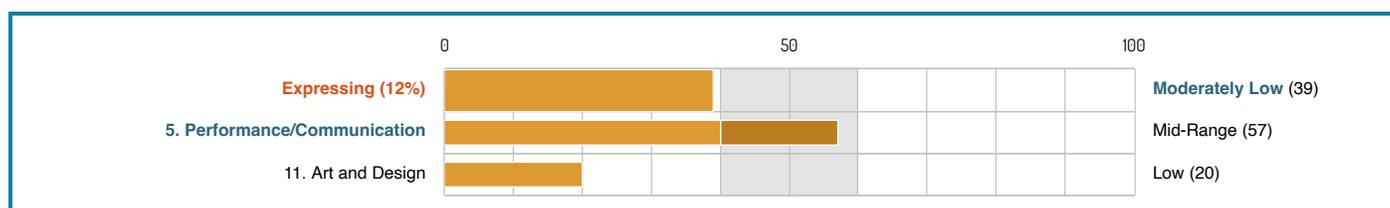
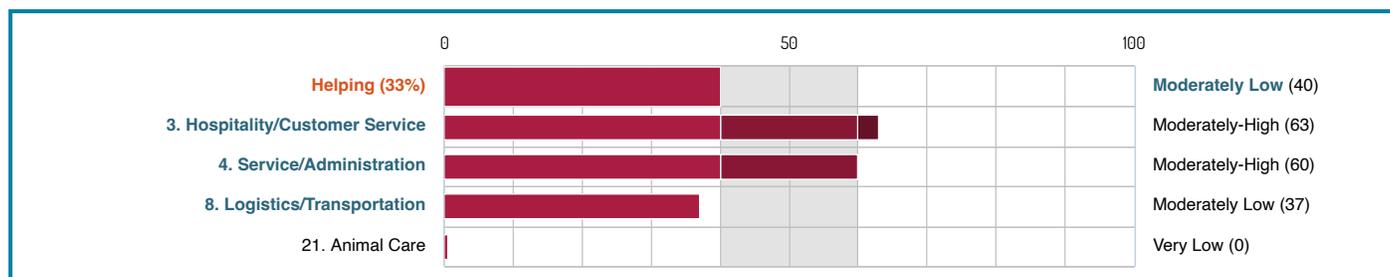
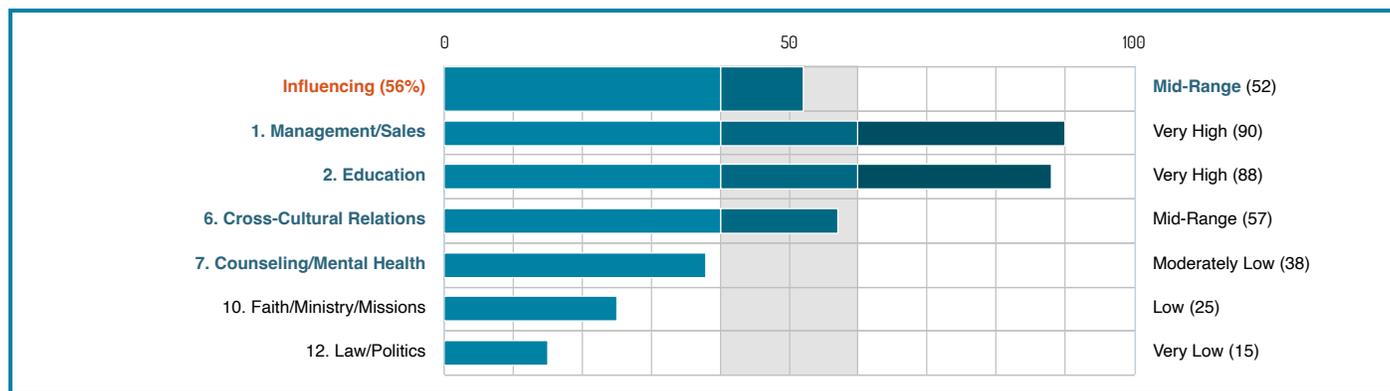
There are a number of ways to categorize career interest. This report uses 21 Career Interest Groups arrayed within five major Career Interest Areas. Those five major Career Interest Areas are displayed in the circle graph below, denoting how your Top 8 Career Interest Groups fall within them. If you 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.

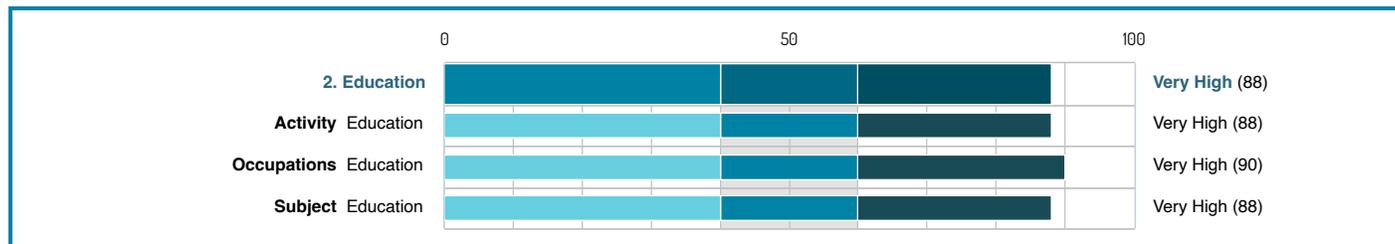
The following gives you detailed feedback on the makeup of your career group scores. For each interest category, your scores in the Activities, Occupations, and Subjects components are given.



This career group involves 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

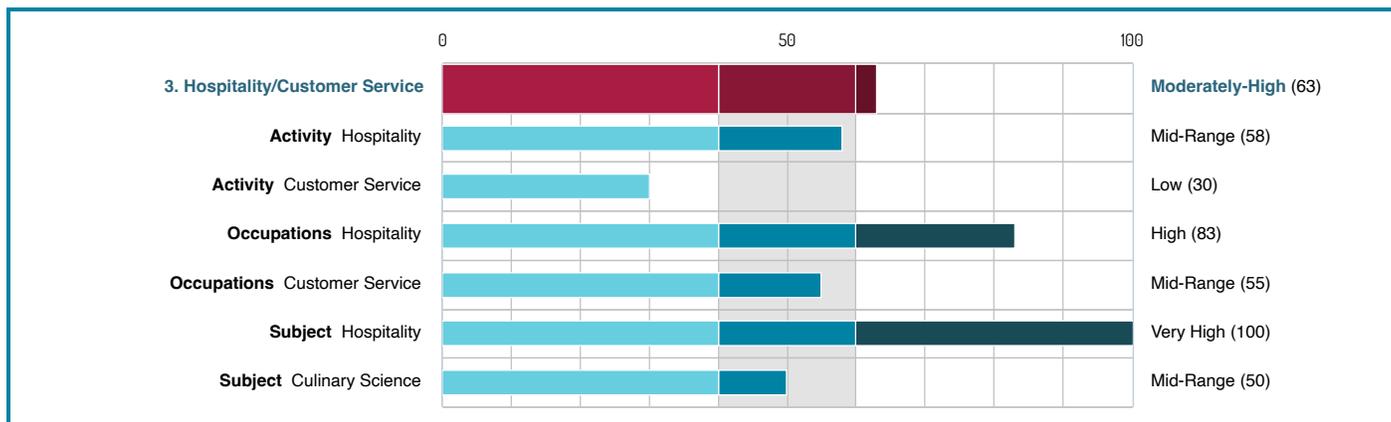
Education in this field may include business courses such as sales and marketing, database administration, fundraising and development, human resources, and finance.



This career group involves working with people and helping others learn new skills or master new ideas. This field include activities such as providing instruction in various subject areas, directing educational activities, developing and/or preparing educational material (including lesson plans), testing, or overseeing the administration of a school. Typical occupations associated with this career group include the following:

- Trade Instructor
- Corporate Trainer
- School Principal
- Higher Education Administrator
- Professor
- Education Specialist
- Teaching Assistant/Classroom Aid
- Online Curriculum Designer (online or in class)
- Academic Teacher/Tutor (Public, Private, Homeschool)

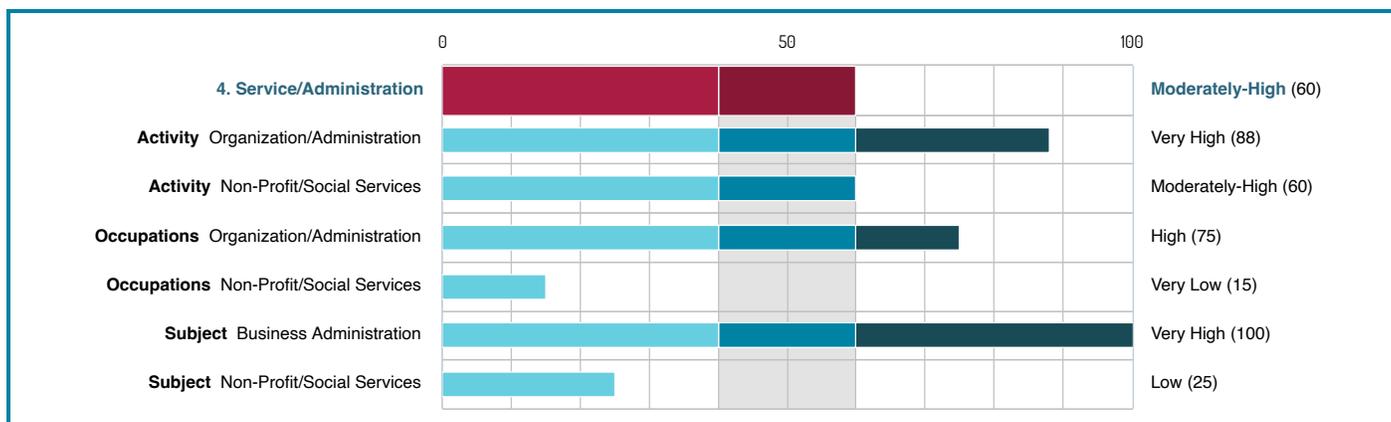
Education in this field often requires a college degree, with some needing further education, such as a master's degree in elementary, secondary, or higher education.



This career group involves serving others in hospitality industries, such as hotels and restaurants. This field includes activities such as providing customer service, menu planning, catering, hair styling, personal care, or home management. Typical occupations associated with this career group include the following:

- ✓ Cashier
- ✓ Customer Service/Concierge
- ✓ Housekeeper (hotel, commercial, residential)
- ✓ Hair or Make-up stylist
- ✓ Tailor/Seamstress
- ✓ Chef/Caterer/Food Service Manager
- ✓ Event Planner
- ✓ Childcare Provider
- ✓ Elder care (Nursing Home, Rehabilitation, Home Health)

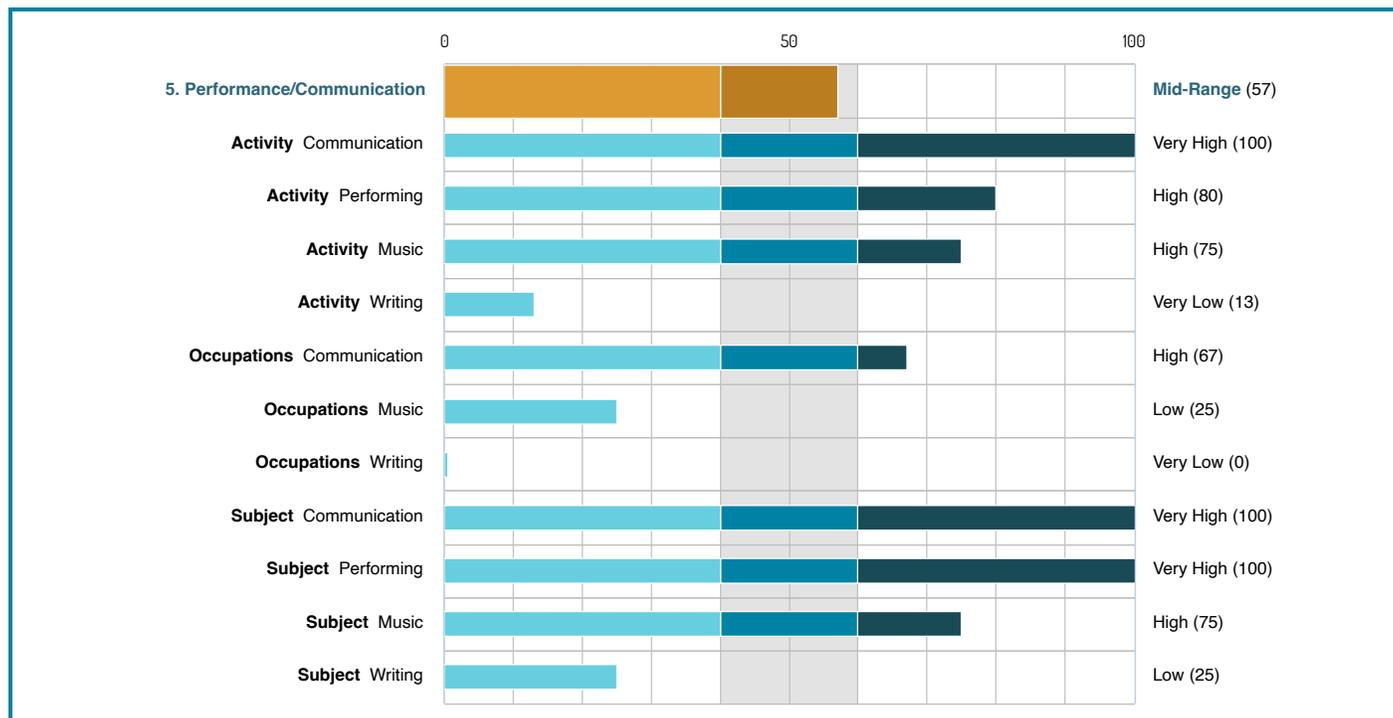
Education in this field may include family, child care, consumer, and food sciences, cosmetology, and customer service.



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)

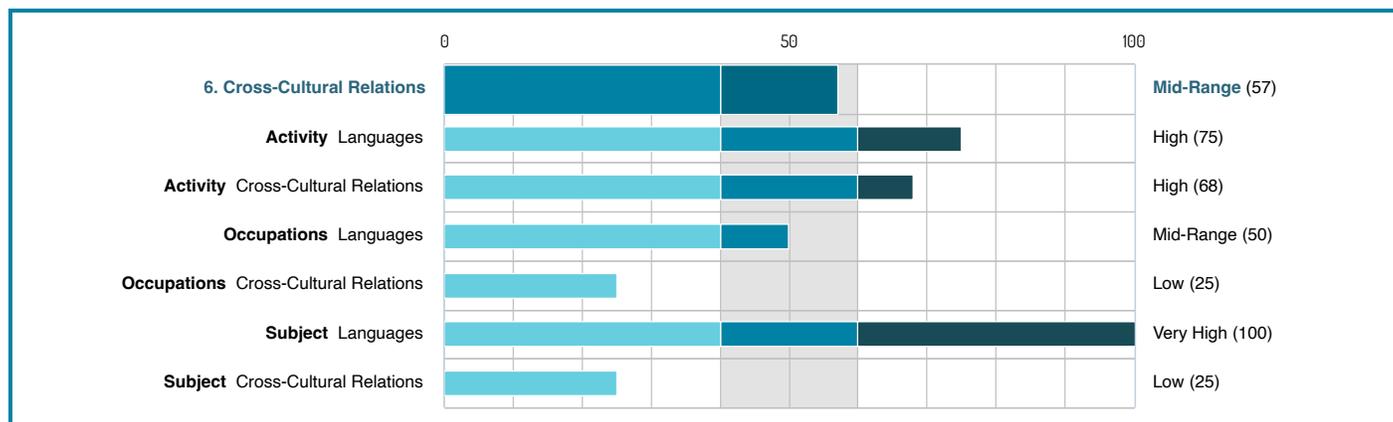
Education in this field may include business management, administration, communication, and human resources.



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)

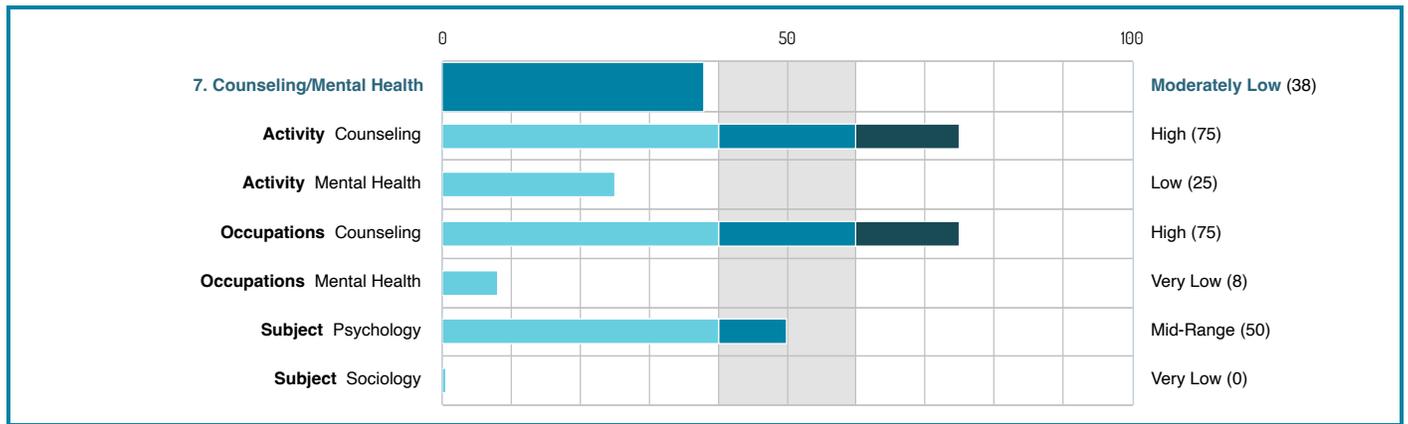
Education in this field may include writing and communication, music, dance, fine arts, and/or design.



This career group involves a strong desire to travel or work in a foreign country, understand and interact with people from other cultures, and/or communicate in more than one language. This field includes activities such as working to create an inclusive and diverse environment, collaborating and working with people from different cultures, or teaching a foreign language. Typical occupations associated with this career group include the following:

- ✓ Foreign Service Agent
- ✓ Flight Attendant
- ✓ International Business Executive
- ✓ Foreign Language Teacher
- ✓ Diplomat/Ambassador
- ✓ United Nations Officer
- ✓ Translator/Interpreter
- ✓ Travel Guide/Travel Agent
- ✓ Overseas Journalist/Foreign Correspondent

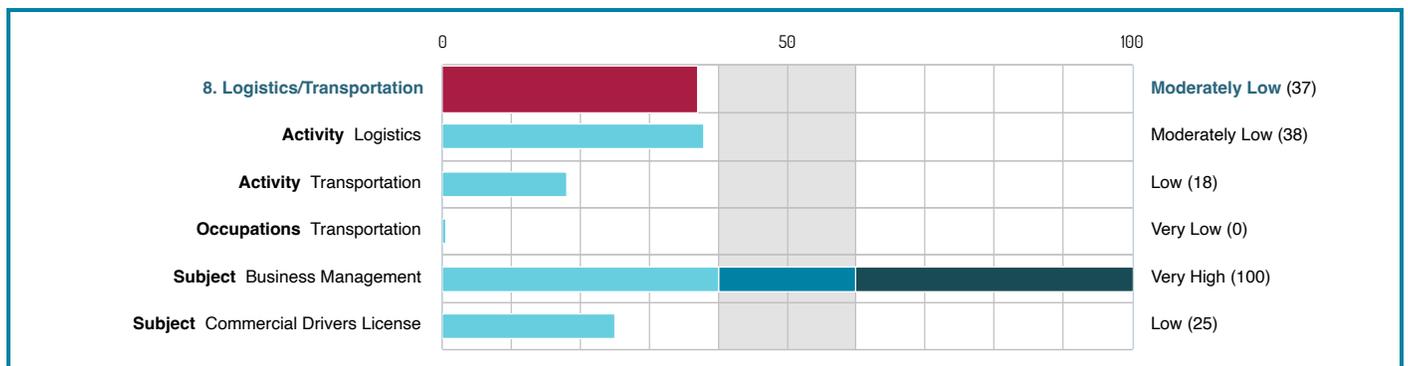
Education in this field may include cross-cultural studies, anthropology, sociology, psychology, economics, political science, and/or languages.



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
- ✓ Marriage/Family Therapist
- ✓ Psychologist/Psychiatrist
- ✓ Social worker
- ✓ Rehabilitation/Addiction Counselor
- ✓ Mental Health Counselor
- ✓ Psychiatric Technician
- ✓ Life/Career Coach
- ✓ 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 manufacturing products and/or coordinating complex operations involving many people, facilities, or supplies. This field include activities such as transportation, distribution, working in a factory, driving a tractor-trailer truck or a locomotive, chauffeuring, or delivering products. Typical occupations associated with this career group include the following:

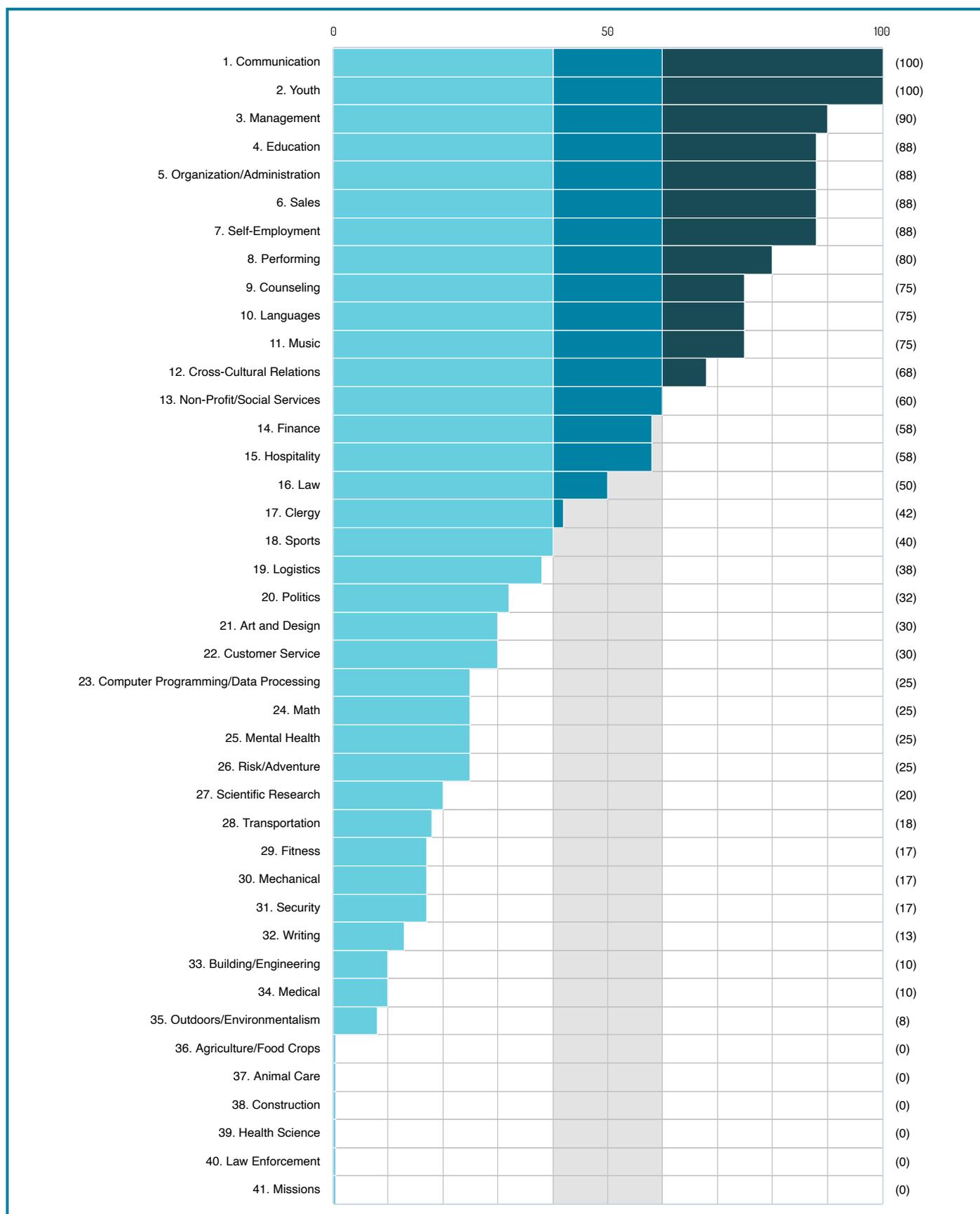
- ✓ Pilot (plane or helicopter)
- ✓ Delivery (UPS, FedEx, USPS)
- ✓ Logistics Analyst
- ✓ Supply Chain Manager
- ✓ Courier
- ✓ Personal Driver (Taxi, Uber, Lyft)
- ✓ Dispatcher (Fleet, Emergency Services, 911)
- ✓ Truck Driver (Commercial Driver License)
- ✓ Subway/Rapid Transit/Locomotive/Bus Operator

Education in this field may include training in manufacturing, packaging, distribution, commercial driving, logistics, and safety compliance.

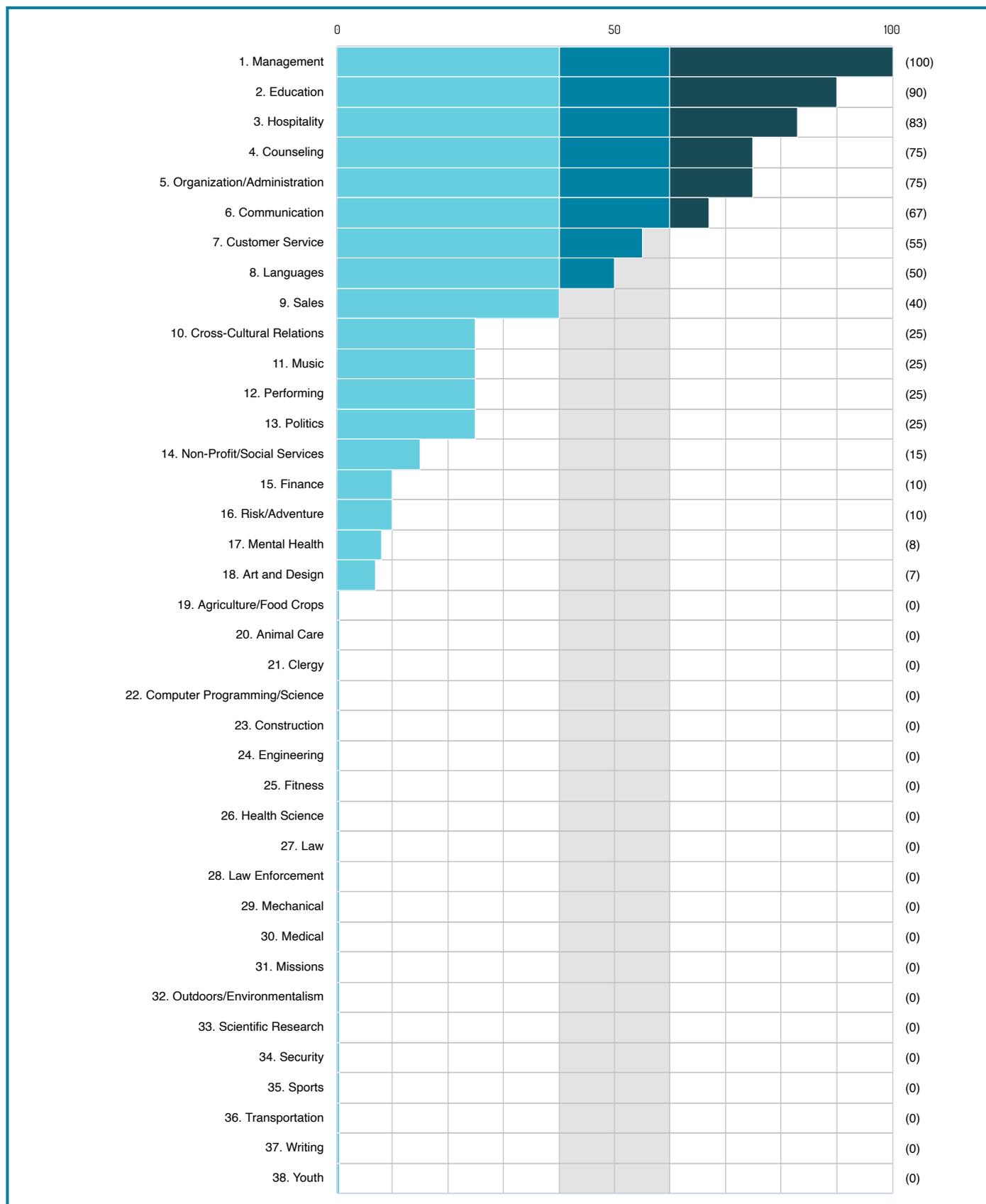
2.2 Combined Scores

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.

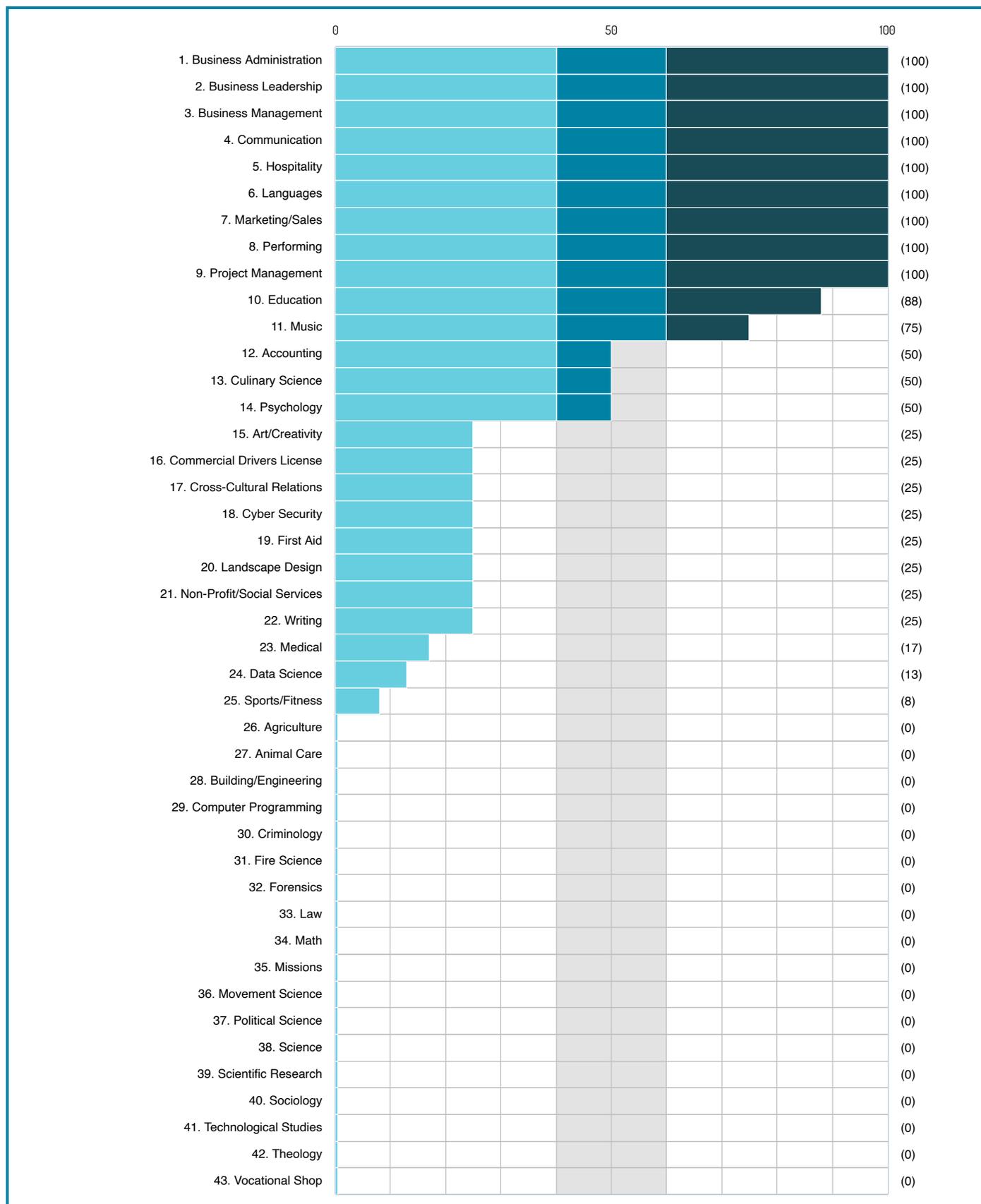
Activity Groups



Occupation Groups



Subject Groups



2.3 Potential Occupations In Your Top Groups

Lori, 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.



Install, repair, work with hand tools, build, operate machines, diagnose mechanical problems.



Conduct medical research, diagnose and/or treat diseases, health-related therapy or care, record-keeping.



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.

Part 3: Skills and Abilities

Skills Are a Key Criteria for Choosing an Occupation

Skills Are a Key Criteria for Choosing an Occupation

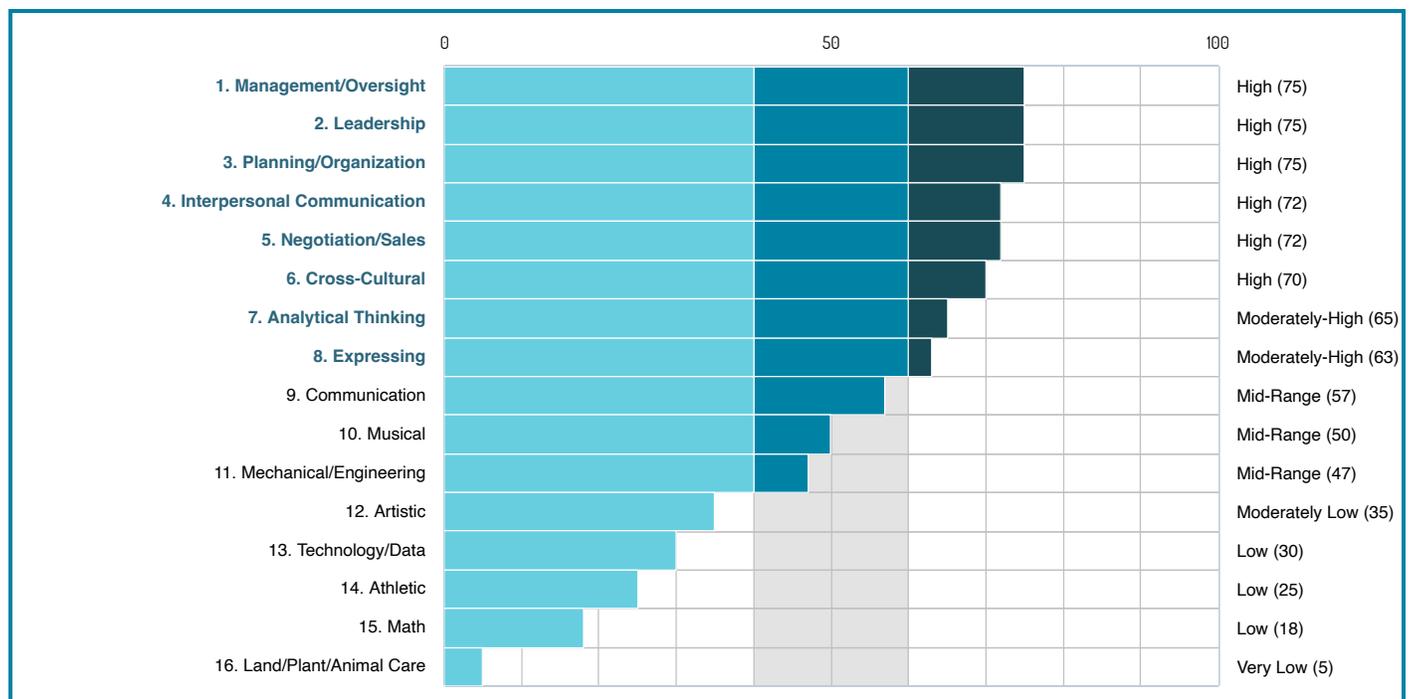
Lori, an understanding of your skills will be important as you evaluate potential occupations. It is very critical that you match your work to career fields that utilize your best skills in order to gain the personal joy of doing something that comes naturally.

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



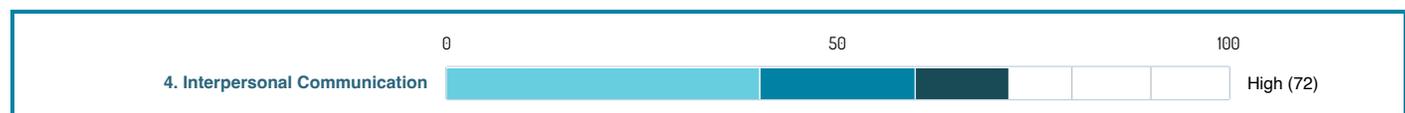
It is likely that you excel when coordinating the activities of others. You delegate tasks, motivate others to work collaboratively, and successfully meet deadlines because people readily respond to your guidance. You are adept at project management and can anticipate and then navigate each stage of work needed to complete a complex task. You manage a high degree of urgency with your ability to be flexible and make adjustments in the moment. By quickly assessing the situational options, you adapt to fast-paced, changing environments. To maximize the use of these skills, you should consider occupations that involve launching a business, supervising others, and/or overseeing operations.



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.



You naturally perceive how detailed procedures and materials should be kept accurately and in good order to maximize efficiency. You are methodical, neat, and systematic in your approach to a task and you typically excel at administrative duties that involve sorting and retrieving information and supplies in an orderly fashion to run the day-to-day operations of an office or customer-facing business. Planning and scheduling, along with performing routine tasks, repetitive fine-motor skills, and quality control, are activities that you do seamlessly while multitasking. Maximize your strengths by pursuing careers that involve accurate data/inventory management, quick basic math, clear communication, administrative support or customer service, and proficiency in the use of office machines or specialized tools.



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.

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.

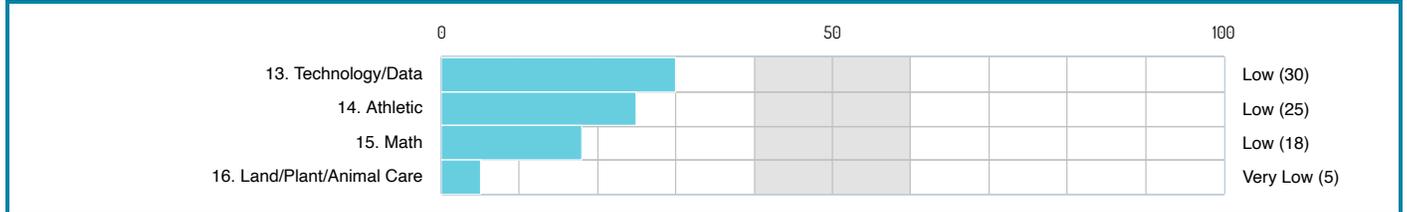
DEVELOP YOUR SKILLS

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

Lori, 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



Part 4: Values

Values Are Important To Career Decisions

Values Are Important To Career Decisions

Lori, 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.

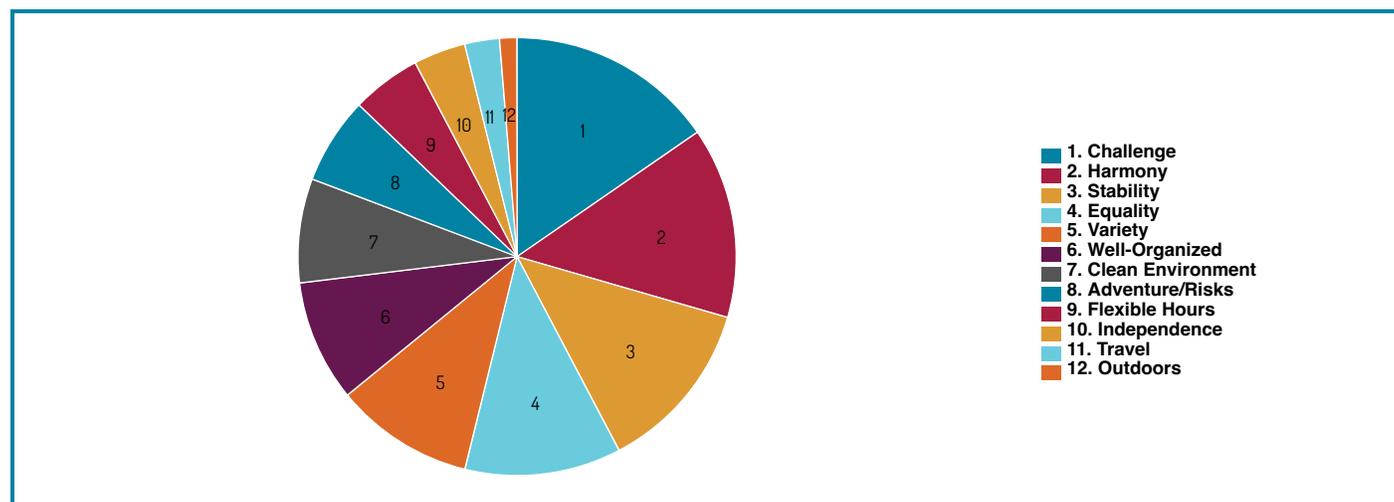
Expect your values to change; these are your priorities and you can change them any time you want. Most people will find that they do change some of their priorities as they age and as their family situations change. It is a good idea to save this report for future reference. A periodic review will enable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

You enjoy working in an environment of consistency, an established routine, and no surprises. You value regular hours, steady salary, and a schedule that does not change.

4. Equality

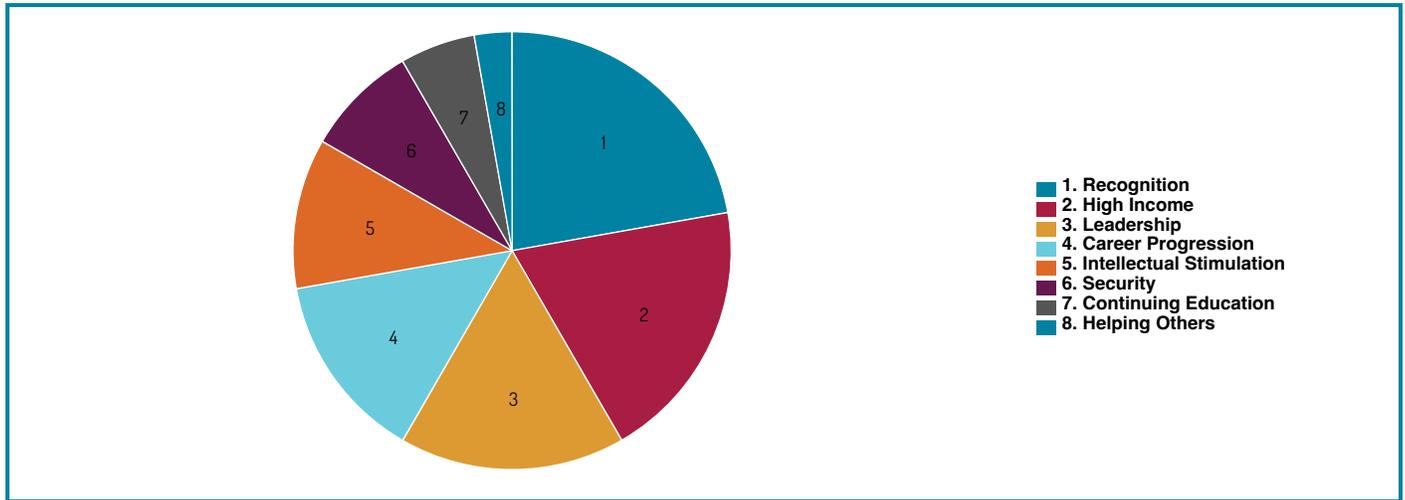
You enjoy working in a career in which people are treated fairly without regard to race, gender, creed, religion, or national origin. Look for career opportunities in which workers are paid equally at the same competency level and all work opportunities are pursued without prejudice.

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. Recognition

You are willing to work hard in order to be known as someone who has made his or her mark. Recognition of accomplishment is a big motivator for you, so analyze potential occupational choices carefully to be sure that a clearly defined rewards system is present.

2. 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.

3. 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.

4. Career Progression

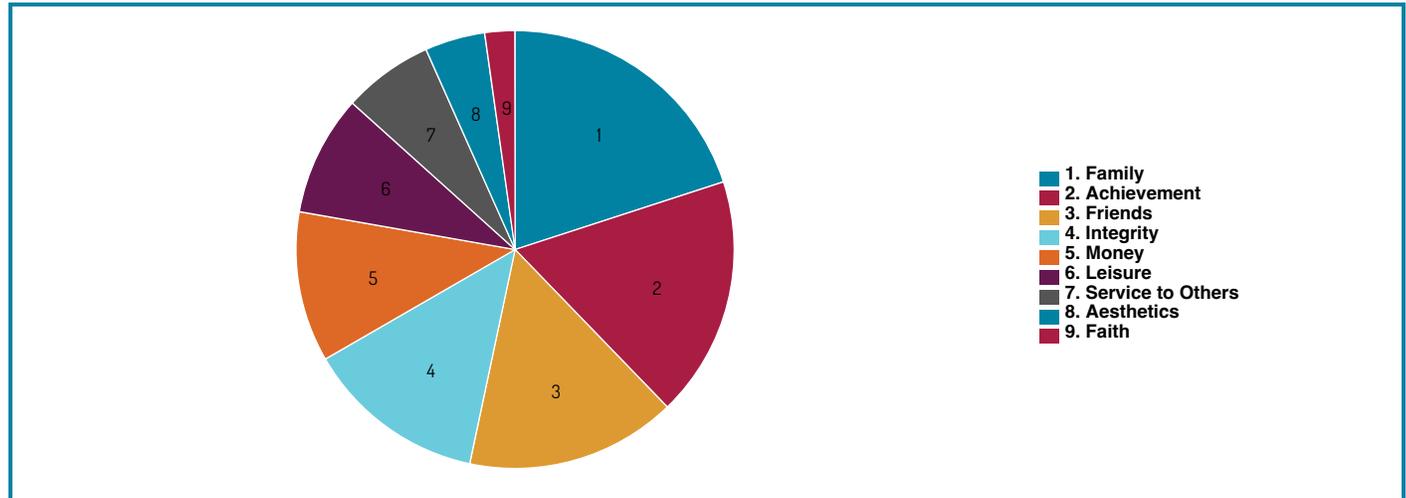
You are interested in occupations that offer a well-defined progression of career positions. You enjoy moving up in the organization by increasing your responsibility and authority at work. Look for job settings that offer a chance to grow and develop as a professional.

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. Family

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

2. Achievement

You set lofty goals and strive for excellence in all you do. Achieving your full potential in work is extremely important to you. Look for career opportunities in which you are able to set high goals and see the results from your efforts.

3. Friends

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

4. 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.

4.4: Values: Conclusion

FIND THE RIGHT BALANCE IN YOUR VALUES

No one is perfect; Superman and Wonder Woman do not exist, and you will never be able to do everything to the level you would like. Everyone must work out a balance in life. By considering your priorities, you will be able to find a comfortable balance in the use of your time, energy, 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.

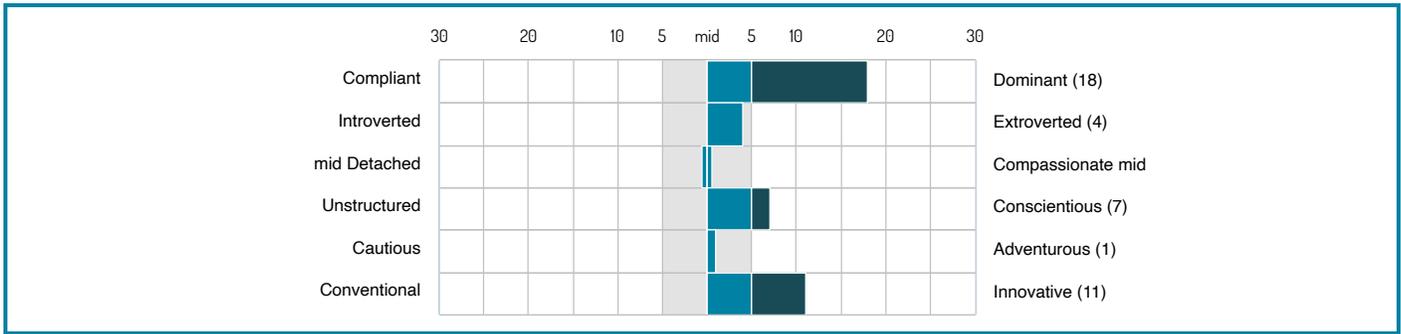
Reading through your CAREER DIRECT report is comparable to studying a road atlas in the first stage of planning the trip. It offers you a broad overview of the general directions to your destination, along with some alternative routes to get you there. However, just reading the report will not solve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

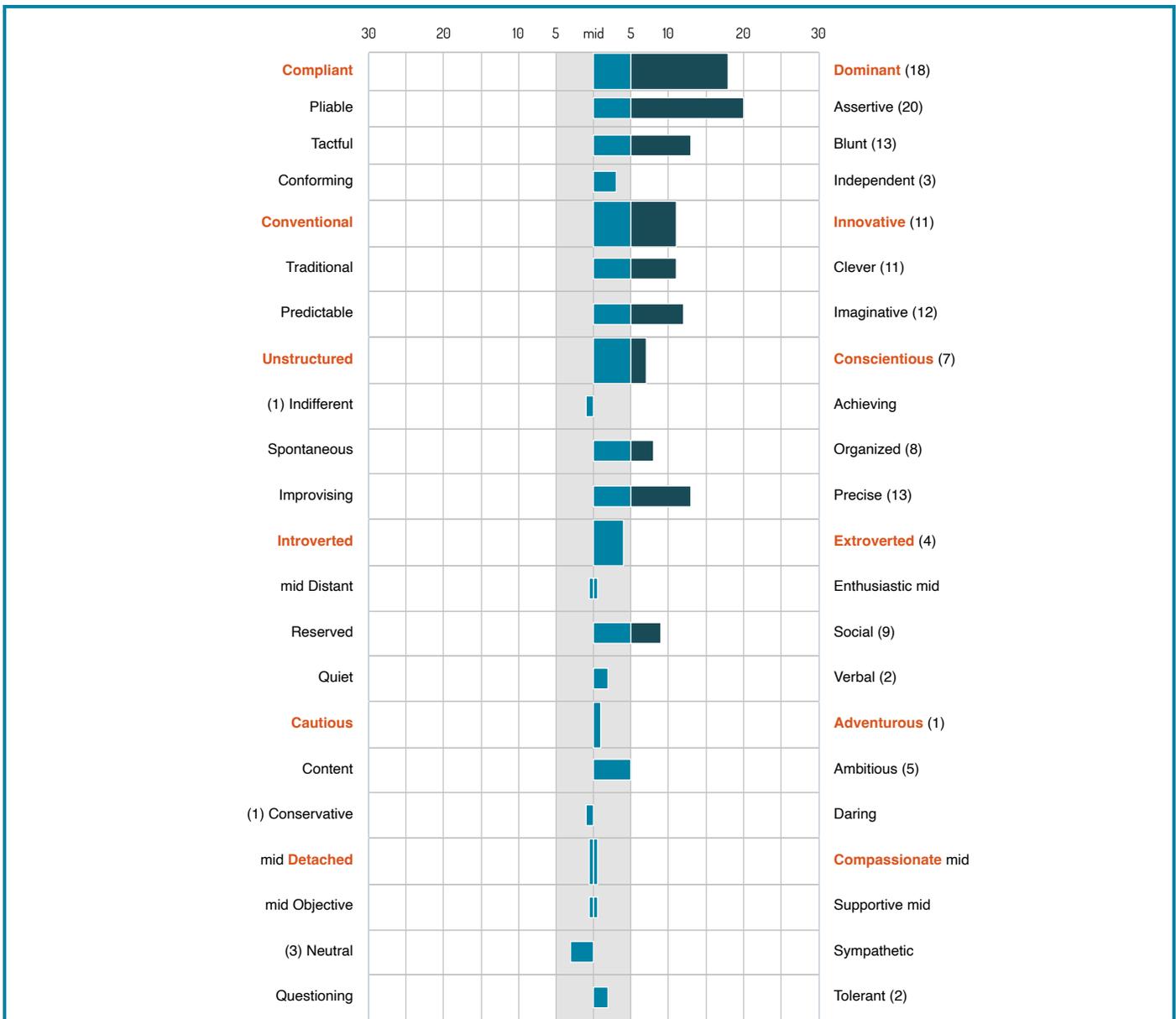
Above all else, don't forget that the basic goal in career planning is to match your talents and interests to the requirements of your work. In doing so, you will have the highest likelihood of reaching your destination and career that fits you.

Summary Charts

1.1 Six Factors of Personality



1.2 YOUR PERSONALITY FACTORS AND SUB-FACTORS



1.3 PERSONALITY SUMMARY

Dominant - bold, self-reliant, results oriented and naturally want to take the lead

Innovative - very creative; like to generate and express new ideas and seek mental challenges

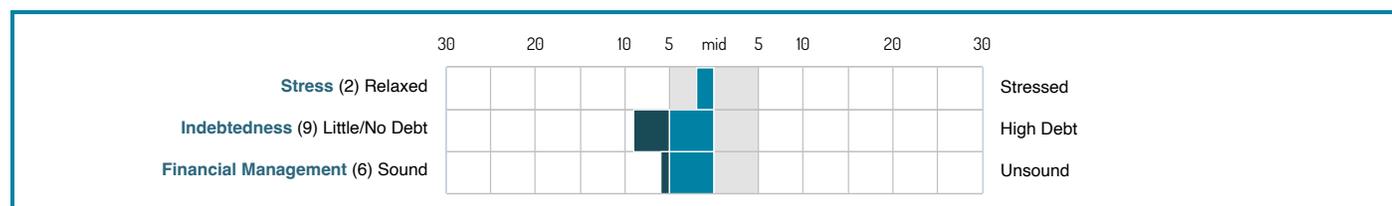
Conscientious - accurate, organized, and prepared; naturally follow rules since you like structure and predictability

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

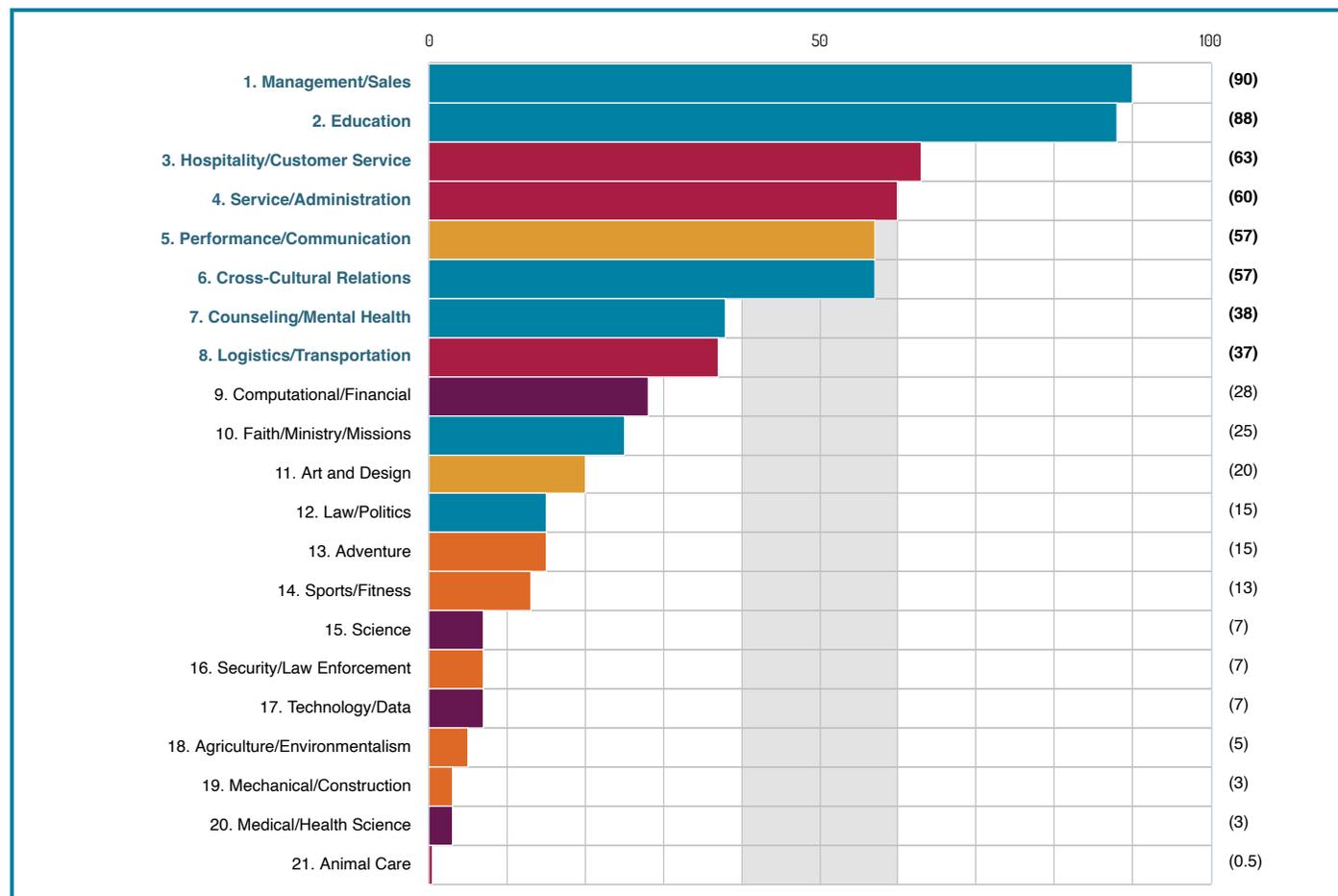
Cautious / Adventurous (Mid-Range) - moderate in your drive and spirit of adventure, and not a high risk taker

Detached / Compassionate (Mid-Range) - capable of being objective about people and situations, yet agreeable and supportive

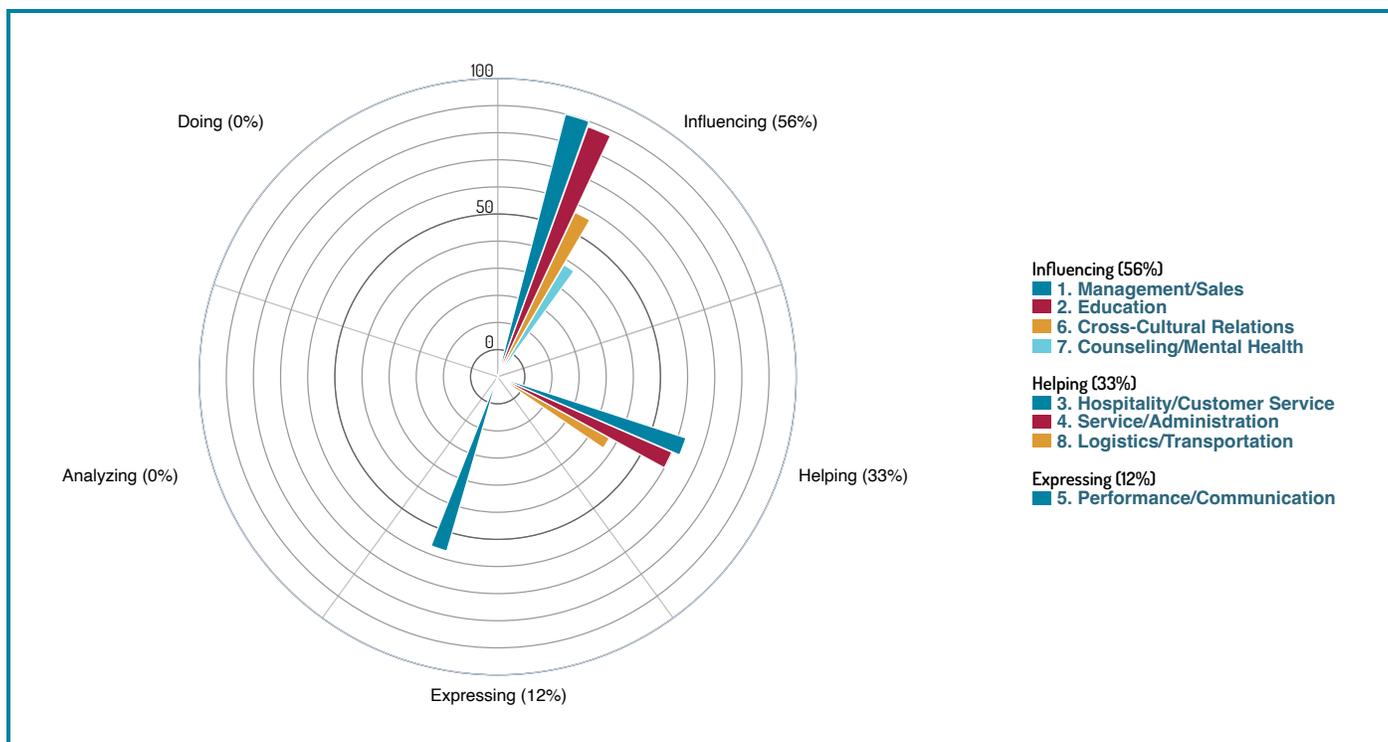
1.4 Critical Life Issues



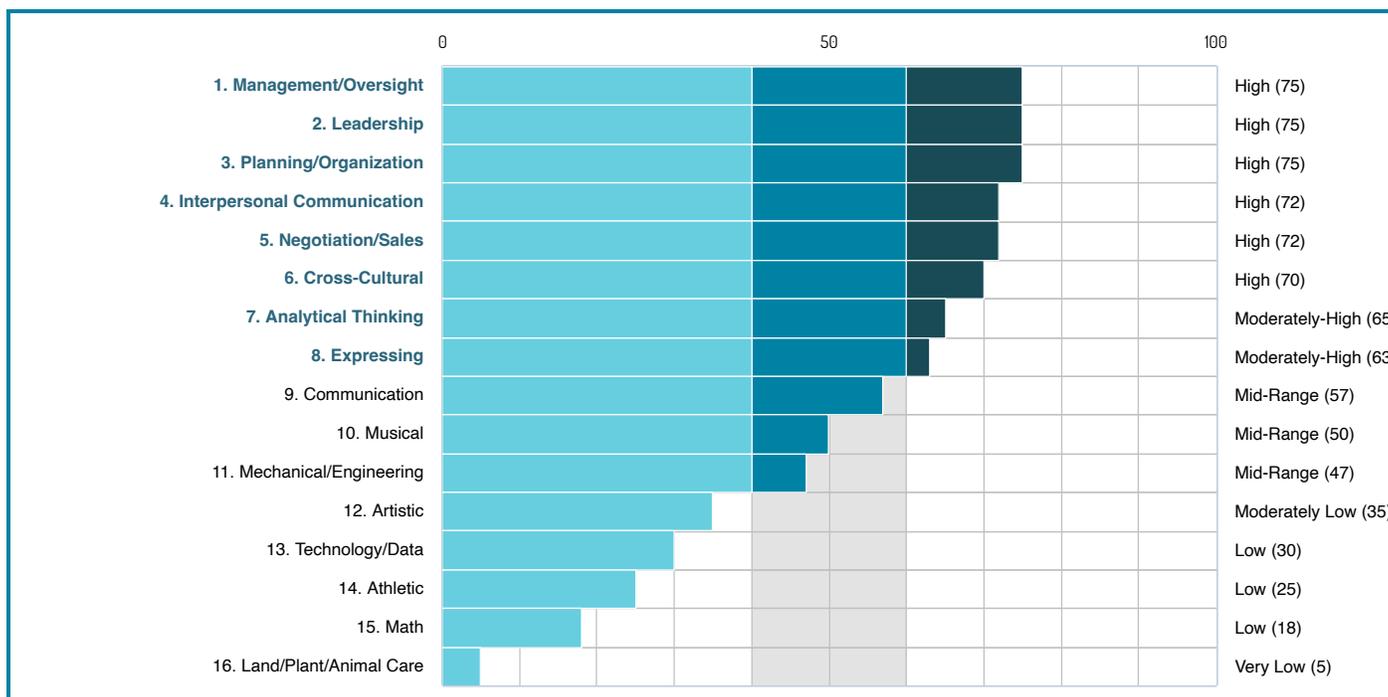
2.1 General Interests



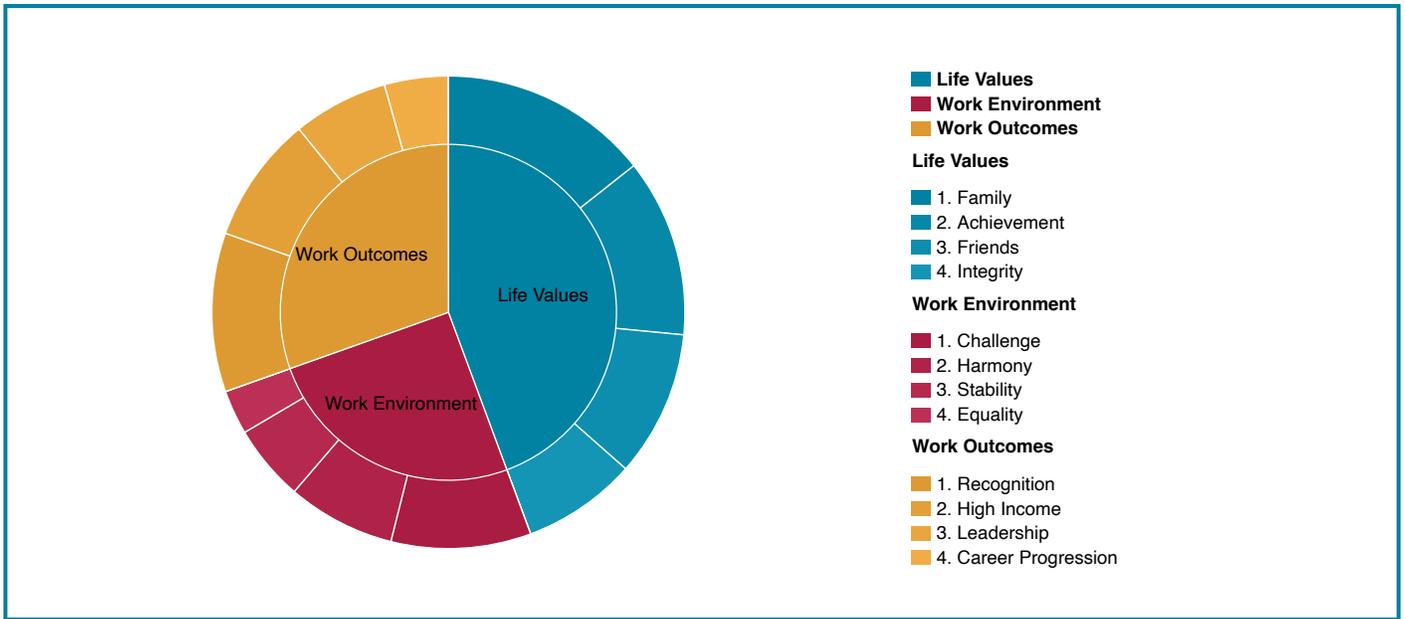
2.2 Top 8 Career Groups by Interest Area



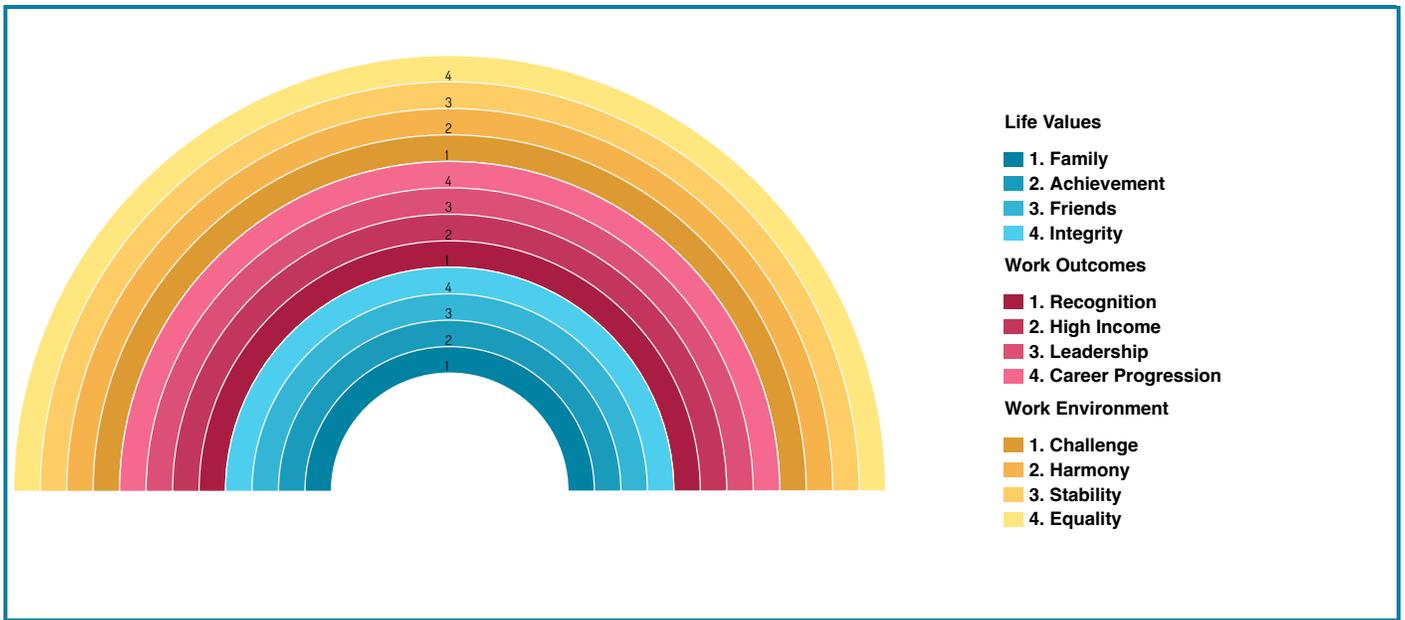
3.1 Skills and Abilities



Top 4 Integrated Value Priorities



Core Life Planning Values



Part 5: Career Direct – Next Steps

Career Direct – Next Steps

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

Foundational Principles Necessary for Wise Decision Making

- Aligning your design with your career is a life-long responsibility enabling work to be an unfolding, relational journey. Don't look at your life work as a series of transactional events, such as only working for the paycheck. There is so much more to work than that!
- Your unique design is meant to be fully embraced, and understanding it is critical to discovering your life assignment. It will lead to success, fulfillment, wise decision making, and even healthier relationships!
- Invest faithfulness and tenacity as you study your Detailed Report further.
- Research possible career choices.
- Remember, the only foundation for a wise career choice is the one that honors your design and aligns with it.
 - Make sure your chosen career has that four-out-of-four design fit (Personality, Interests, Skills and Values).
 - Make a decision that honors and respects your individuality.
 - You can easily get off track if you choose a job solely or primarily for one of these reasons:
 - It's the easiest or first job offered.
 - It will make you the money you want to make.
 - It will give you the job title or prestige you seek.
 - It offers security, power and control.
 - You'll get to work with your friends.
 - It's in the "Hot Jobs" category.
 - You can follow in a parent's footsteps and/or fulfill their dreams.
 - You have the ability to do it (but you really don't like it much).

None of these should be a primary reason for choosing one job or career over another. Remember, you want to choose the option that aligns with all four of your dimensions of design. Every other consideration is secondary.

STEP 1:

- If you do not have a Career Direct Consultant, ideally, you want to connect with one! Yes, you can enlist the aid of a coach or mentor to review your Detailed Report with you. However, their knowledge to utilize the full beauty of this report is limited. They can easily miss themes, balancers, and connections, and are not trained in our specialized synthesis process. You are worth investing in! Meeting with a Consultant will enable you to get the most out of the report. They can show you how to make this a lifelong tool. 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 (and again and again).
- Note any information in your report that does not seem to 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 and review 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. (Note: In addition to doing research online, there are other ways to get information to help you know if you should pursue an occupational opportunity.) Check out other careers as well; you aren't just tied to the ones that have links below. Remember, you want to match potential career fields with your Personality, Interests, Skills/Abilities and Values. That's right; you want to align with ALL FOUR dimensions of your design. Check out other careers as well; you aren't just tied to the ones that have links below. Just remember, every career requires a specific configuration of personality, interests, skills and values to be successful. For success and satisfaction, the career you choose must align with ALL FOUR dimensions of your design. One way to begin to find the necessary information regarding personality, interests, skills and values as it relates to different careers is by clicking on the Job Detail Links on the next page(s).

Top Eight Interest Groups Job Detail Links

1. Management/Sales

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

2. Education

Trade Instructor	Corporate Trainer	School Principal
Higher Education Administrator	Professor	Education Specialist
Teaching Assistant/Classroom Aid	Online Curriculum Designer (online or in class)	Academic Teacher/Tutor (Public, Private, Homeschool)

3. Hospitality/Customer Service

Cashier	Hair or Make-up stylist	Event Planner
Customer Service/Concierge	Tailor/Seamstress	Childcare Provider
Housekeeper (hotel, commercial, residential)	Chef/Caterer/Food Service Manager	Elder care (Nursing Home, Rehabilitation, Home Health)

4. Service/Administration

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

5. Performance/Communication

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

6. Cross-Cultural Relations

Foreign Service Agent	Foreign Language Teacher	Translator/Interpreter
Flight Attendant	Diplomat/Ambassador	Travel Guide/Travel Agent
International Business Executive	United Nations Officer	Overseas Journalist/Foreign Correspondent

7. Counseling/Mental Health

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

8. Logistics/Transportation

[Pilot \(plane or helicopter\)](#)[Delivery \(UPS, FedEx, USPS\)](#)[Logistics Analyst](#)[Supply Chain Manager](#)[Courier](#)[Personal Driver \(Taxi, Uber, Lyft\)](#)[Dispatcher \(Fleet, Emergency Services, 911\)](#)[Truck Driver \(Commercial Driver License\)](#)[Subway/Rapid Transit/Locomotive/Bus Operator](#)

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! If you have enlisted the help of a Crown-trained Career Direct Consultant, go to your Profile to access your personalized Interactive Action Plan. (This is another great reason to [connect with a Consultant!](#))
- 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 individual, work-related characteristics?
 - What are the career fields and specific occupations in which you are most interested?
 - According to your research, what are important requirements and characteristics of those occupations?
 - 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, seek wise counsel from trusted, experienced individuals. Speaking to people in the fields that match your design is invaluable. Seek opportunities only in those areas that align with your distinct combination of personality, interests, skills/abilities and values.

Your career journey will not be stagnant. In the future, you may experience success and satisfaction, or just the opposite. You may have exciting opportunities open up for you. Or maybe they are scary, in a stretching, growing kind of way. No matter the case, periodically review your Detailed Report, reminding yourself of your amazing design. This will assist you in evaluating how well your current or prospective work situation aligns with who you are and what you are meant to do with your life. It is the best way to bring insight and wisdom, and lead to a fulfilling life.

