

Intro: How did you experience to do assessment?

Do you think there are any shifts from Career Direct previously done?

Tell me about your teaching - what subjects + grades?
And studies after school?



**Discovering Your
Extraordinary Self!**

Did you consider other careers as well?

What do you enjoy about teaching?

What other things do you enjoy most to do?

Pray

Detailed Report

Johan du Toit

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Self-discovery

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 PRIORITIES. THE YES! 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 YES! 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.

Yes! will help you discover more about yourself. You can use this information for making decisions about (1) your education; (2) your activities: school, church, sports, or community; (3) your relationships; (4) your work; and, finally, (5) your career.

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Understanding Personality helps you know more about yourself - and others!

Personality reflects the way a person is naturally motivated to act. There are so many different personality traits in gazillions of combinations. They're as different as noses and ears. All personality traits are gifts, equal and valuable. No traits are right or wrong, or any better or worse than the others.

Learning to identify and appreciate each person's special combination of personality traits is enlightening. Understanding how these work together to make each person unique helps you embrace and appreciate these differences. You can understand yourself - and others - at a deeper level, which is a big help in building relationships. We could all use a little more of that!

Appreciate your unique design! Comparing yourself to others or trying to be someone you are not can result in unnecessary problems. Take advantage of your personality strengths. Be aware of potential struggles too.

In the Personality section of this report, you'll learn what a special individual you are, created with differences that make you, YOU!



“ Be unique and memorable, confident and proud. Be Your Extraordinary Self!

Six Traits of Personality



Johan, this survey covers six major trait pairs, measured and displayed in graphs. Each trait is associated with a range of behaviors, strengths, and potential struggles. Remember, when it comes to personality, it is not better to be one way or the other. What is important is that you understand - and embrace - your unique personality.

This section of your report comes from your assessment responses. It reflects profiles typical of people who scored like you. Confirm or challenge the information based on your knowledge of yourself. Have someone who knows you well weigh in on the conversation too. Concentrate on the portions that describe you well.

Confirm Your Personality Feedback

The following pages review your six personality traits, listed in order from most extreme to least extreme.

Before flipping to your scores, use the list below to review the personality trait pairs. How well do you know yourself? Take a guess! Use the ovals right next to the pictures and fill in the oval on the side you think you lean toward. If you think you can easily go either way at times, put an X in the middle of the center arrow to note this. You can have someone who knows you well share their guesses as well using the outer ovals (or a different symbol in the middle of the center arrow if they think you can go either way).

*Choose the 3 Personality traits that you like most
Number them from 1-3*

<input type="radio"/>	<input type="radio"/>		Unstructured		Conscientious		<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>		Careful		Adventurous		<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>		Factual		Compassionate		<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>		Cooperative		Authoritative		<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>		Reserved		Outgoing		<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>		Traditional		Creative		<input type="radio"/>	<input type="radio"/>



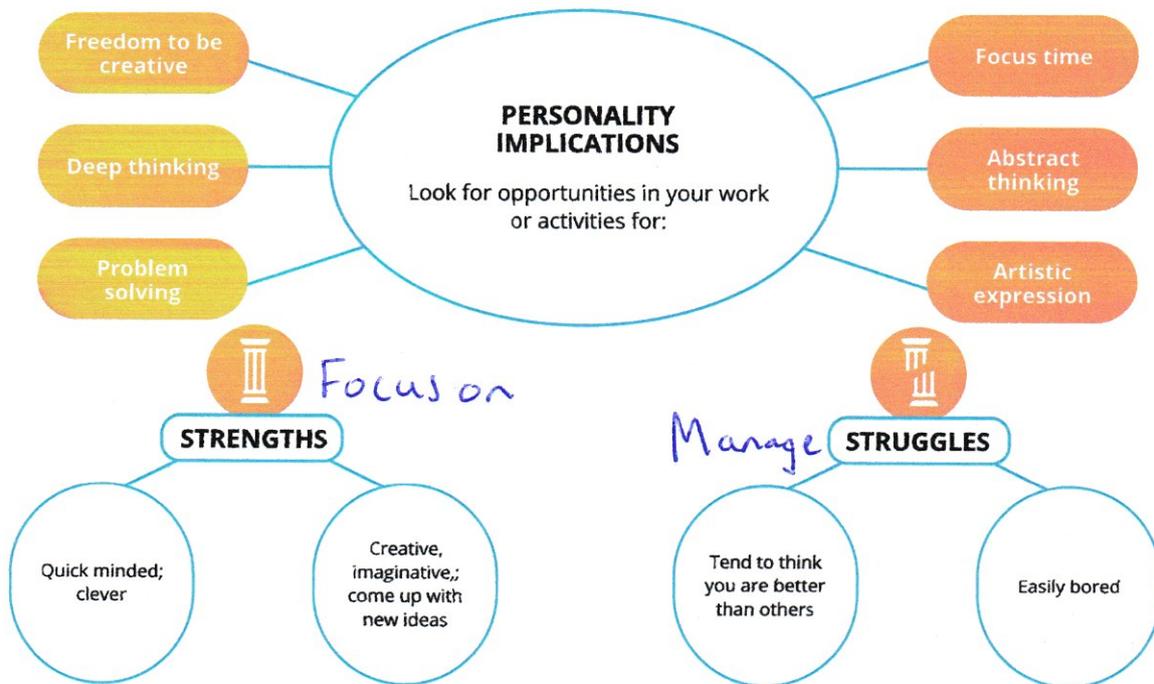
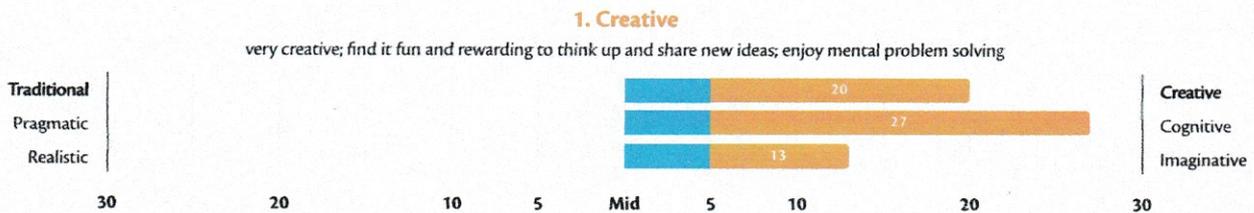
1 Your CREATIVE Personality Trait and Subtraits



Your score shows that you are super creative. You are clever and quick minded, great at coming up with new ideas and answers to problems, even odd or unusual ones. You like to daydream or think about things from different angles, sometimes just for the fun of it.

You may express your creativity in a bunch of different ways, including problem solving, working with your hands, or being artistically creative (i.e., in writing, music, drama, or visual arts.)

Every upside can have a downside if you overdo it. If you don't consider the practical steps needed to make your ideas work, you can create problems that aren't fun to solve. Lack of focus may make you a great starter, but not a great finisher. You may forget important practical matters. To be more effective, don't hesitate to use lists, set (and keep) deadlines, and have someone check in on your progress.



Do you sometimes find yourself daydreaming?
What things are you then thinking about?

Johan du Toit

Choose 2 strongest traits - write on funnel

Creative + reserved synthesis:

Cognitive: good at solving problems, clever

Superpower!

Aloof: Rely on facts more than feelings

+ Reserved → Thus observe, listen, ability to see things that others don't, what needs to be done in a situation



2 Your RESERVED Personality Trait and Subtraits

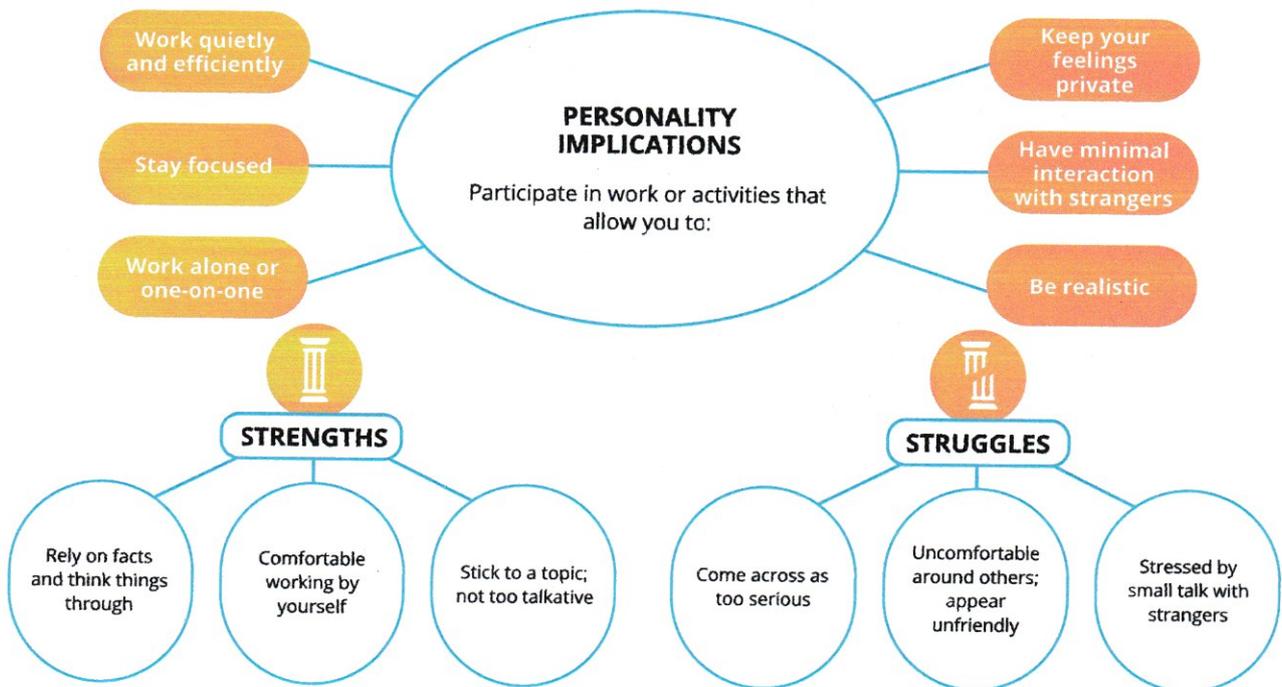


Your score shows that you tend to be a reserved person, preferring to spend with a few close friends or familiar people. In group situations, you want to be quietly supportive and helpful. You probably prefer to work with your hands, information, or ideas, rather than people.

You are a careful listener - and a careful responder - and may enjoy people watching more than socializing. When you speak, people listen, because you give practical responses and what you say matters.

You're great at being task-oriented, focused, and at using your time well. You see situations as they are and don't get carried away with gossip or caught up in relationship drama.

Keep in mind that a strength overdone can become a weakness. If you don't share your good ideas, others miss out. And a lot of life requires working as a team, so it's important to be able to relate to people and communicate well. Don't be afraid to stretch yourself in this area.



How did you experience your first day of teaching, of meeting your class?



3 Your CONSCIENTIOUS Personality Trait and Subtraits



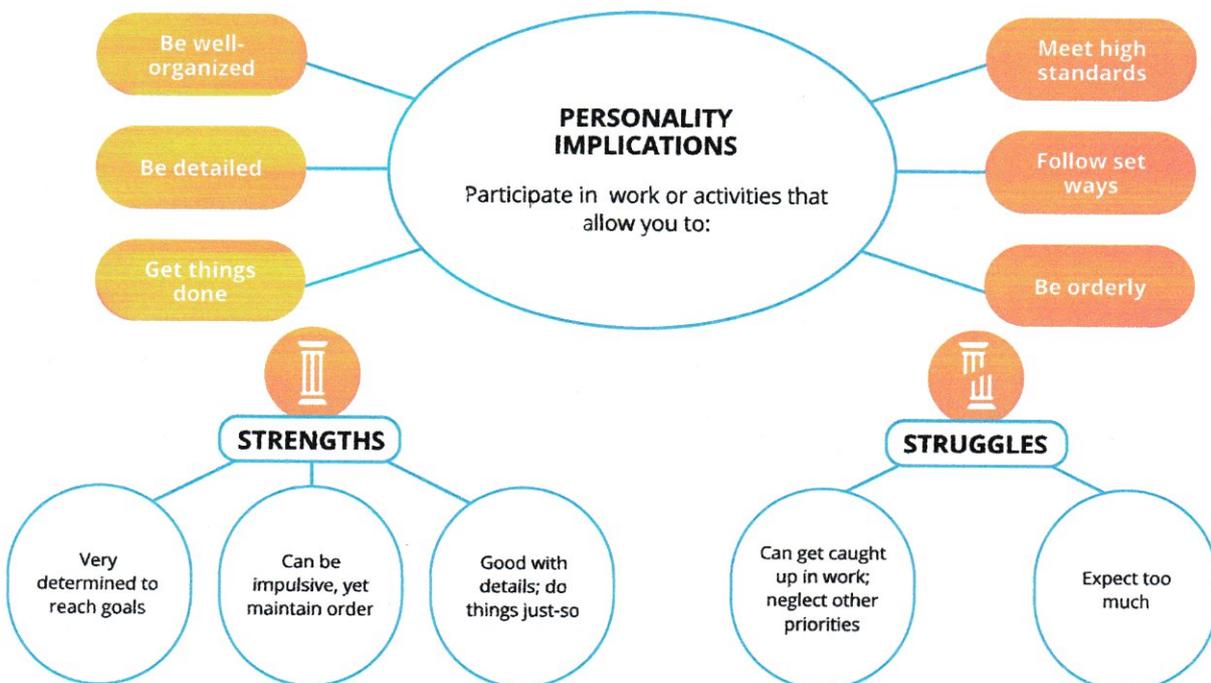
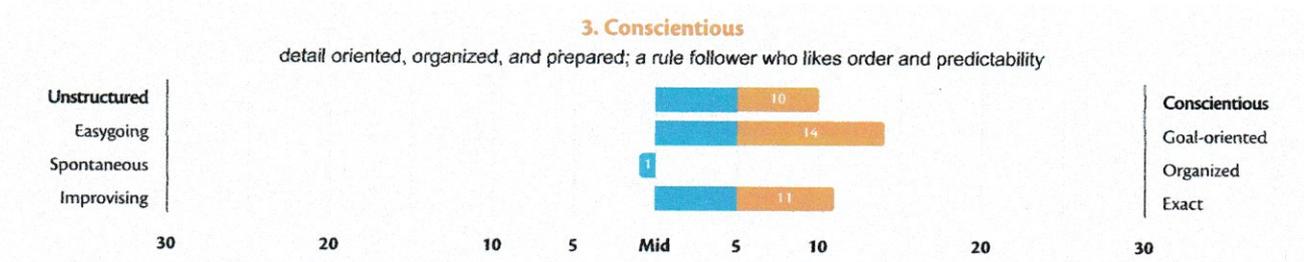
Your score shows that like to be organized and get things done. You are driven to be exact and honest, and hold high standards to do worthwhile things well. You like to stick with what works, doing what is right and fair.

You have a high degree of integrity, self-control and restraint, making it easy to follow the rules. The greater the structure, the happier you are because it helps you know what to expect. Taking your assignments seriously, you focus on reasonable,

cost-effective, practical solutions.

Keep in mind that a strength overdone can become a weakness. You might fall into the trap of being a perfectionist. Not everything has to be exact. Sometimes done is better than flawless, and progress better than perfection.

Don't put off something waiting for the ideal opportunity. And don't let fear paralyze you. Flexibility can be your friend and provide balance.



Creative, Reserved Synthesis with Compassionate, also with Questioning + lenient - get along with others + say when there's a problem
 Strength thus applied to people: Can observe, listen, understand people + their situations + problems + help them find solutions



4 Your FACTUAL/COMPASSIONATE Personality Trait and Subtraits

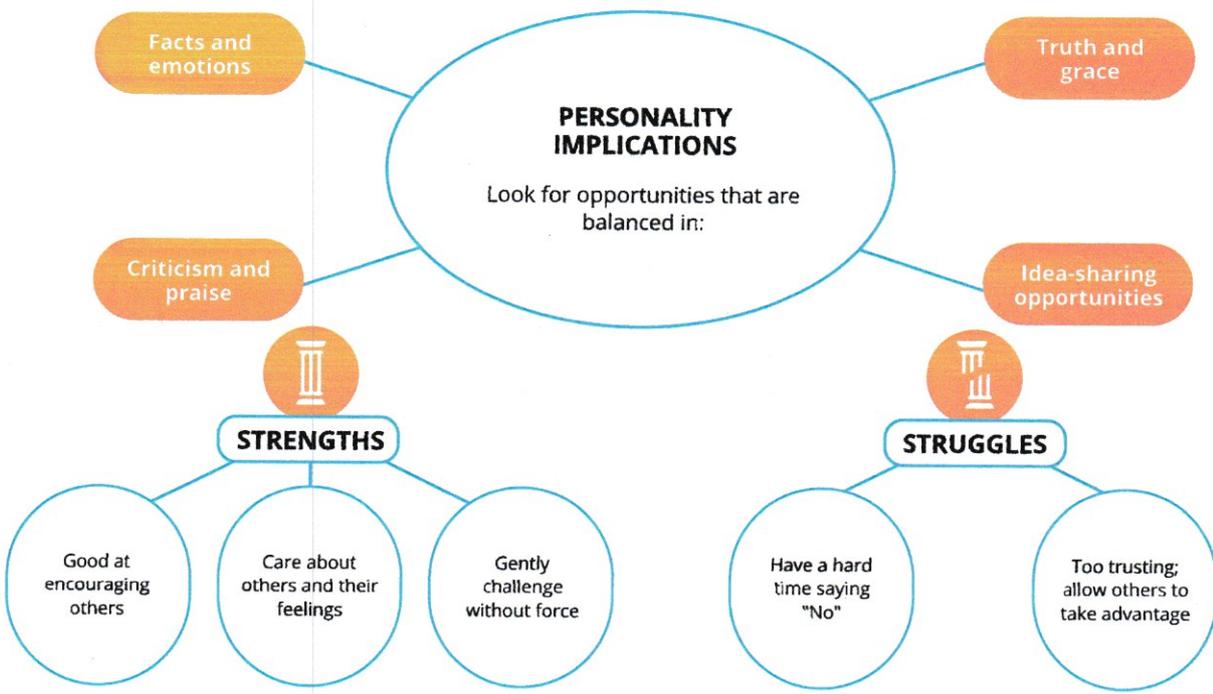
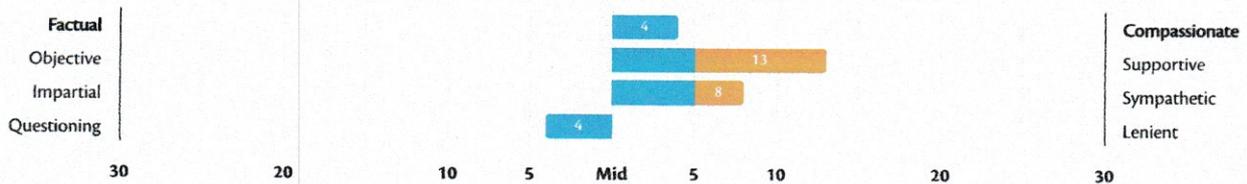


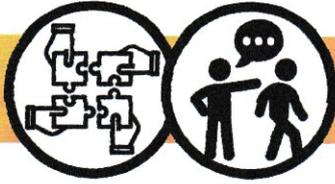
Your score shows that you have a good balance of compassion and toughness, and will be comfortable in many circumstances. You can be sensitive to people while viewing a situation uninfluenced by emotions. If someone needs your sympathy, you're supportive. On the other hand, you don't shy away from sharing a different point of view.

People view you as being even-handed and fair, and as someone who does not shy away from hard or difficult things. Your flexibility between sensitivity and objectivity is a strength, allowing you to get along with many kinds of people in different settings.

4. Factual/Compassionate (Mid-Range)

agreeable and helpful, yet can be fact oriented about people and situations





5 Your COOPERATIVE/AUTHORITATIVE Personality Trait and Subtraits

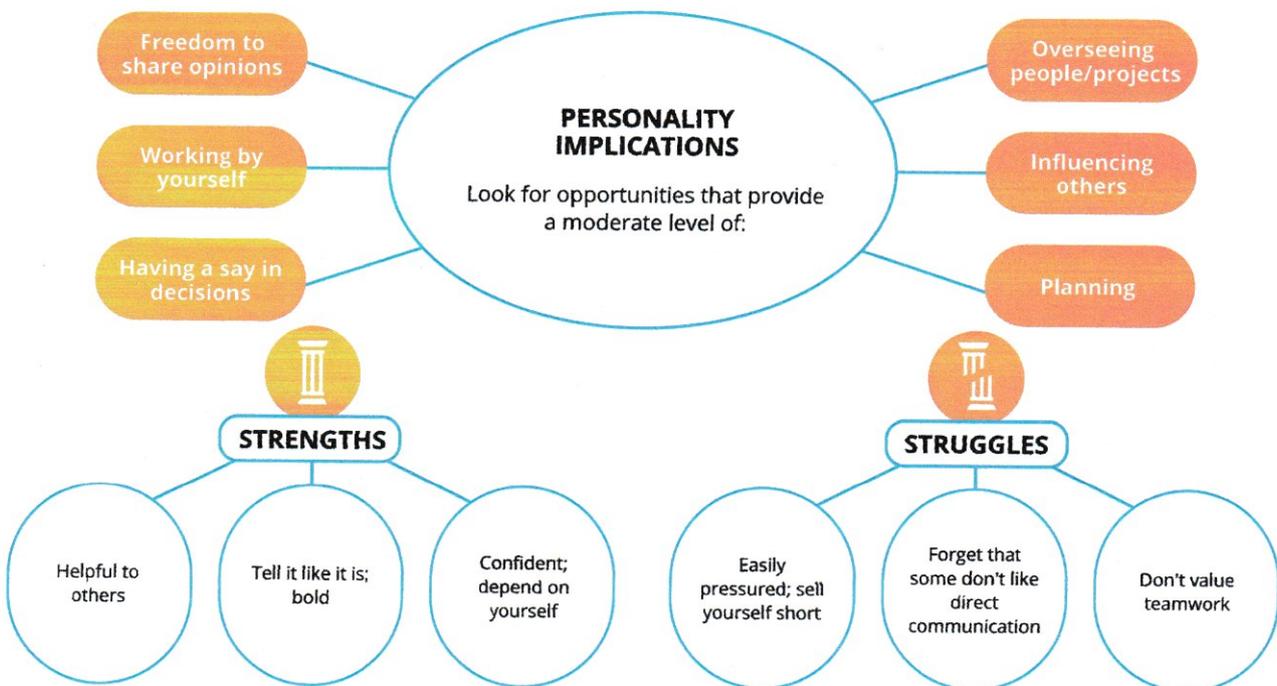
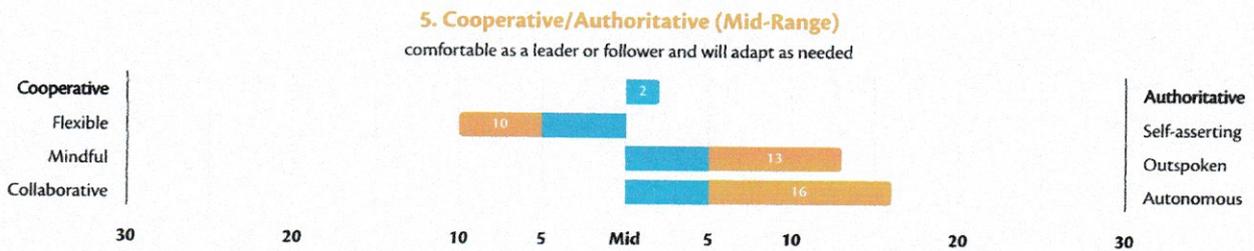


Your score shows you have a balance in your drive to lead and to follow. You may check out a setting and then act in the best way for the situation. If there's a good leader in place, you are happy to do what is needed and serve. However, if there isn't a clear leader, and you are familiar with the people, topic or situation, you're okay to move into the leadership role, at least for a time.

follower, depending on the situation, is a key strength. You can serve in whatever role is the most useful for the situation and do a good job.

The challenge you might face is deciding what your best role is so that you can fill it. Be smart in reading the situation so you can figure whether you need to be supportive or be in charge.

The fact that you can be both a leader and a



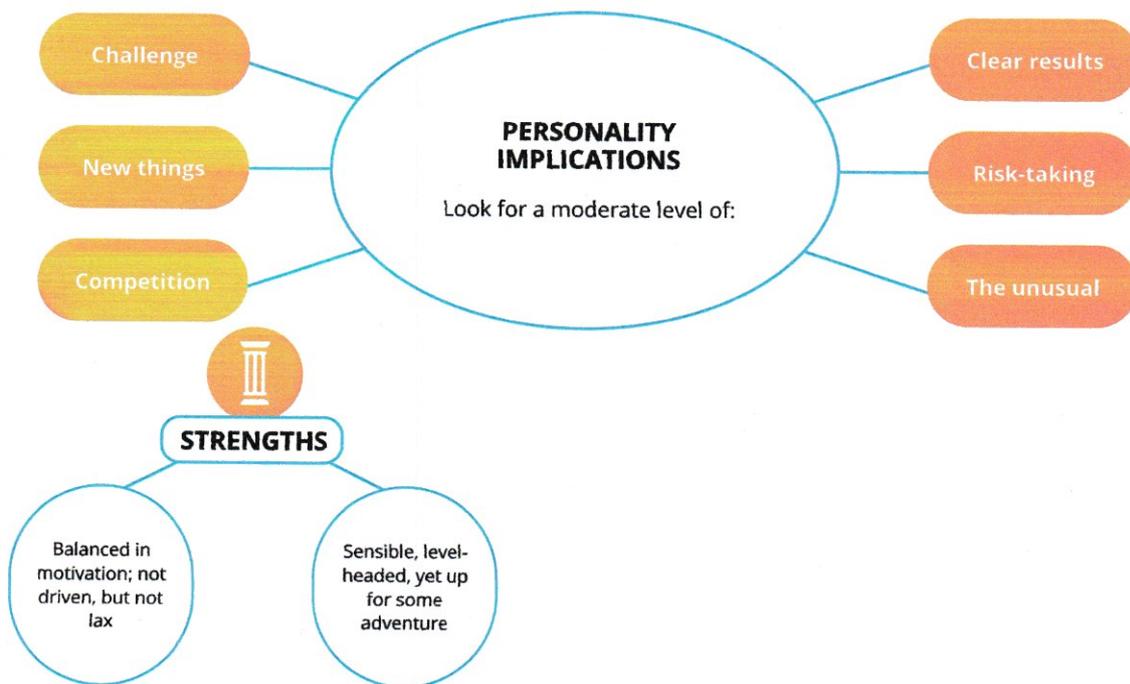


6 Your CAREFUL/ADVENTUROUS Personality Trait and Subtraits



Your score shows that you are balanced when it comes to being bold or cautious. You like some adventure and some security in your life. You will step out into new areas when it makes sense, but probably prefer to do a little homework on possible risks. You're open to change if it is reasonable, but you probably do not thrive on uncertainty.

Also, you like to have good reason to do the things you do and can set priorities wisely. You probably have a good balance between your desires and the amount of time, energy, and money that you spend to get them.



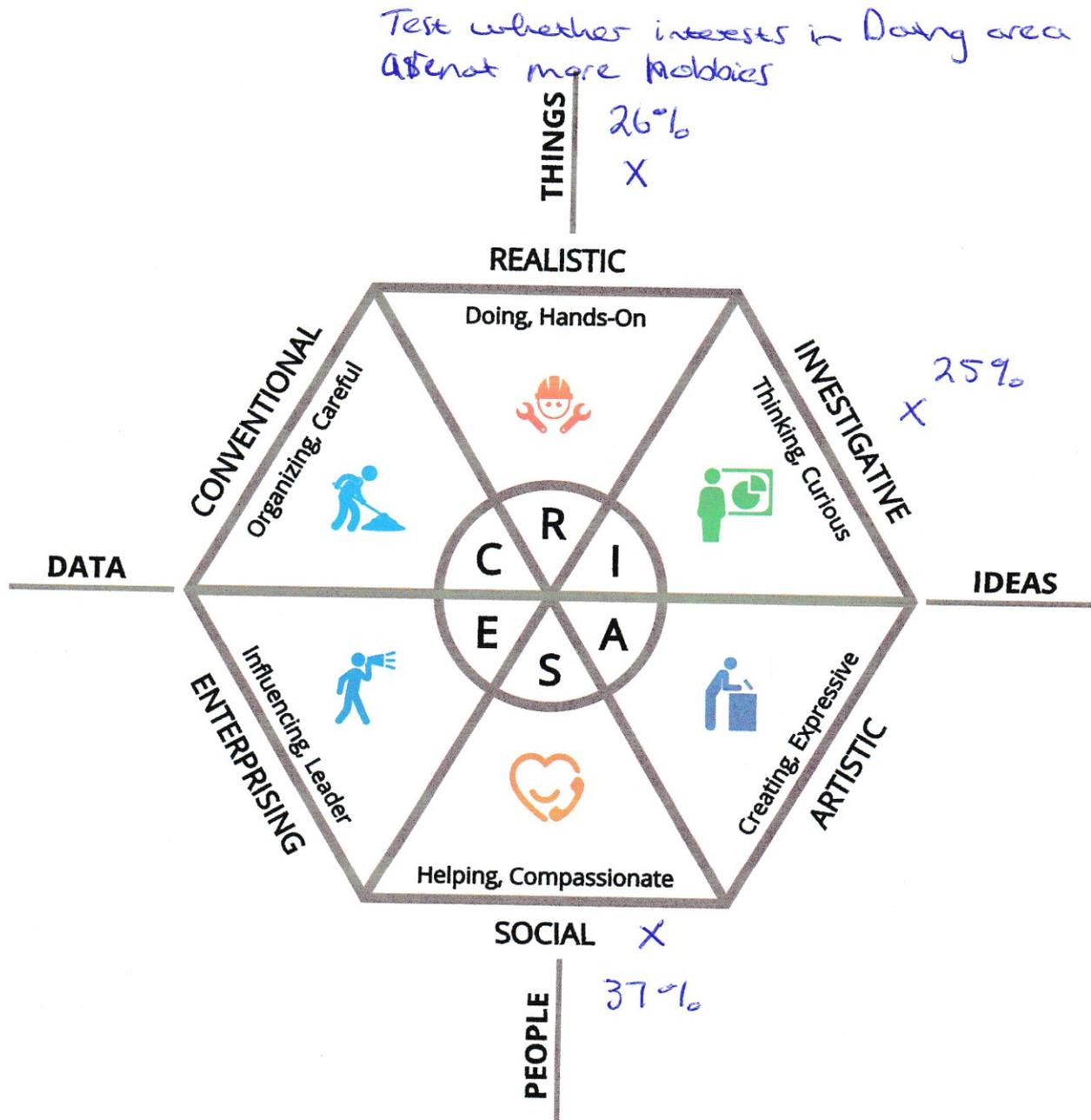
Do: Ready, Steady, Go

Part 2: Concept of Interests



In everyday life you'll find that you'll get to do things you like and things you don't like. This section highlights some of the activities, occupations and subjects which interest you most. It may reveal particular areas in which you may want to focus. Let's go exploring!

Study the diagram below to help you understand the six General Interest Areas of the Holland code. Then turn the page to see your personal results.



Do Interest Pathways

Six General Interest Areas

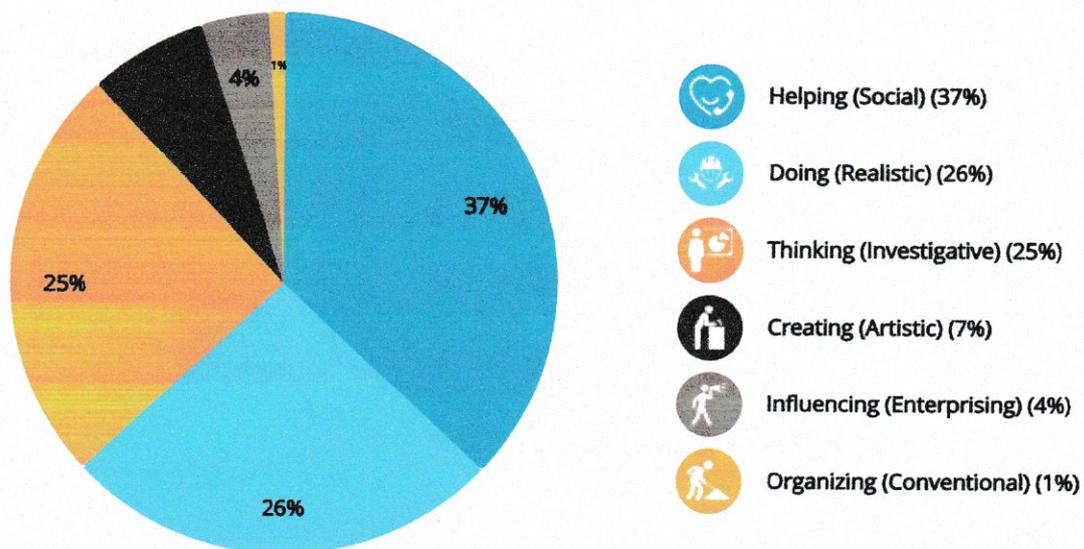


Johan, discovering your general interests is super important. People tend to excel when they are interested in what they do! Different people are interested in different things. When you can be involved in areas that interest you, it adds fun to the mix, even with difficult or otherwise boring tasks.

The more you can participate in areas that excite you due to a high interest level, the more likely you are to be happy -- which lowers your stress too. There are several ways to categorize career interest.

There are 6 main General Interest Areas. 31,000+ occupations can all be divided into these six areas. WOW!

Below, the graph to the left and the list to the right below help you see where your interests fall within the six General Interest Areas. Keeping these in mind can help you make the best decisions for the highest level of joy and satisfaction in what you do.



Note: These result numbers were rounded.

Questions

1. In what ways/areas do you like to be involved in practical doing things?
2. Do you agree with the order of your interest areas or would you like to change anything?
3. How do you see being creative applied in your life?

Themes

This is about THINGS

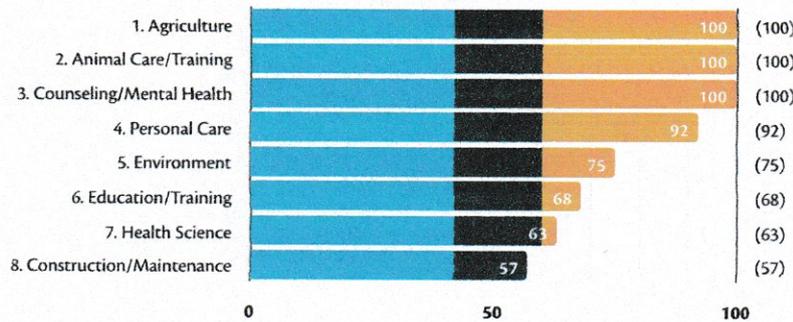
1. Agriculture, Animal Care/Training, Construction/Maintenance, Engineering → align with Reserved - work alone + focus on task
 Conscientious - Goal-orientated
 Cognitive - Problem-solving

Combined Interest Scores

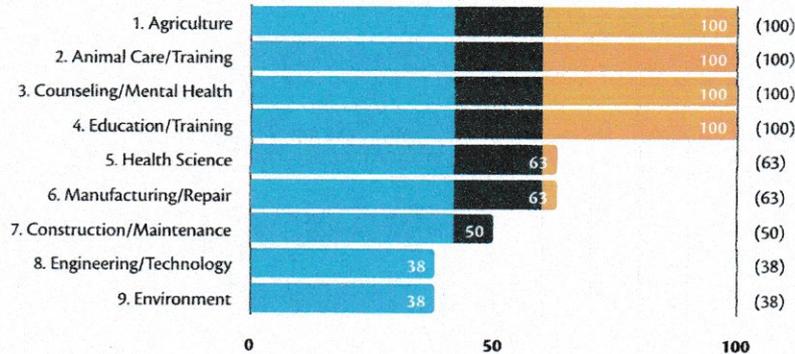


The following tables below show your highest scores on the Activities, Occupations, and Subjects groups. They do not take into account your experiences or skills -- only your interests. You may begin to see some themes as you review these three tables.

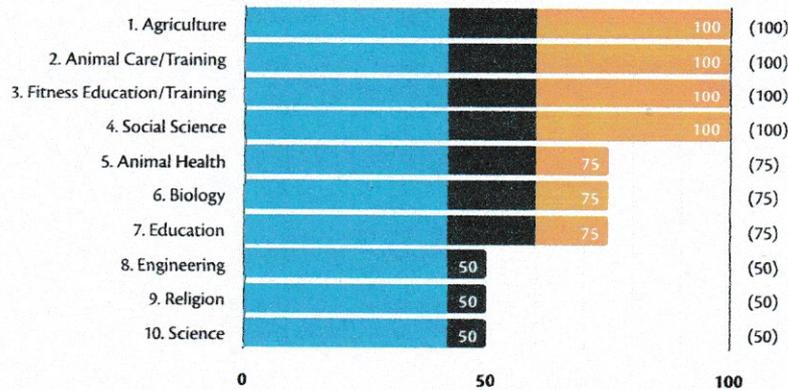
Activity Groups



Occupation Groups



Subject Groups



2. Counseling/Mental Health, Health Science, Education/Training, Social Science → Align with
 13 Compassionate, Supportive, Sympathetic, thus people
 Also with Cognitive + flexible, thus problem-solving
 This is about PEOPLE

Johan du Toit

Question: Do you agree with the order of the skills?
 Anything in the lowest skills that you need to give attention to?

Part 3: Concept of Skills and Abilities

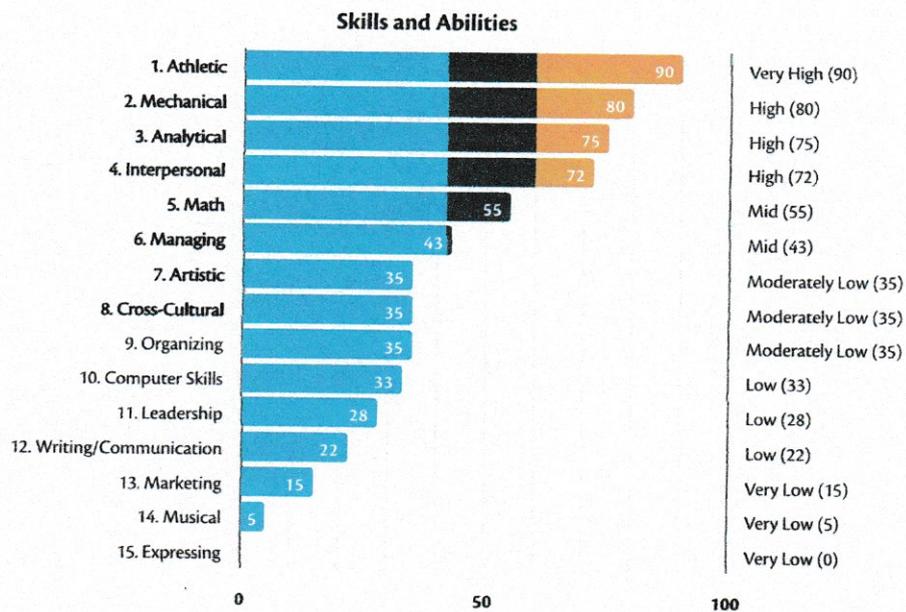


Johan, an understanding of your skills will be important as you decide where to invest your time and energy - and eventually your career choice. For best results, match these to areas that utilize your best skill. Doing something that comes naturally invites joy!

Match these skills to activities that best use them to maximize your potential. First of all, you'll start at a higher baseline, learn faster, and achieve more than if you didn't have a natural skill in that area. For example, some people could study music and practice singing for years. If they lack the natural skills to excel, they'll never find real satisfaction, success, and joy trying to be a professional singer.

Second, working in your natural strengths is just more fun. People experience less stress using skills in which they naturally excel. Usually these skills have been recognized, valued, and rewarded by others. Confidence grows as you use your natural skills, leading to even more success and joy.

The bottom line? You are most likely to excel when you use the skills that come naturally and bring joy. Be mindful of your lower skill areas, but understand that it is generally unproductive to make them a primary focus. In the area of skills, try to swim with the current, not against it.



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

Themes

Mechanical
 Analytical
 Math

align with

Construction/Maintenance
 Mechanical/Repair
 Engineering/Technology
 Agriculture/Animalcare

align with

Reserved
 Conscientious
 Cognitive

Analytical
 Interpersonal
 Managing
 Cross-Cultural

align with

Counseling/Mental Health
 Health Science
 Education/Training

align with

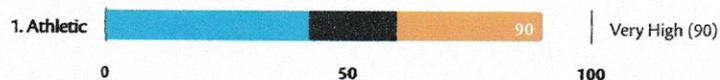
Compassionate
 Supportive
 Sympathetic
 Johan du Toit
 Cognitive
 Flexible



Develop Your Skills and Abilities

Even natural skills require training, education, hard work, and dedication to maintain and further develop them. Most successful people work diligently to use and improve their natural strengths. A professional golfer hits hundreds of balls every day and a concert pianist spends hours practicing in order to fully develop their natural athletic and musical abilities.

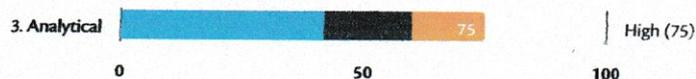
Study your highest-ranked skills. Analyze any relationship among them. Is there overlap? A common theme? Do any relate more to areas that you would use just for fun rather than as a basis for something greater? Are there ways that hobby skills could transfer to your other responsibilities?



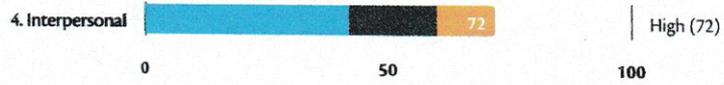
People high in this skill group typically have a high level of hand-eye coordination, strength, speed, power, mental resilience, aerobic and anerobic capacity, balance, coordination, agility, stabiity, and flexibility in motion, along with a deep desire to compete. They also pursue discipline, training, healthy dietary habits, rigorous exercise, and adherence to athletic ideals. Training in the medical sciences may be needed to acquire further knowledge of the human body, muscle groups, and rehabilitation procedures.



People skilled in mechanics and engineering are good at problem solving, paying attention to details, being innovative, and quickly grasping how and why things work. They may enjoy working with their hands and have natural technical skills such as working with tools and/or machinery. They may be able to invent, design, build, and/or repair things, and bring mechanical and practical applications to daily life. They may work in teams and/or have project management skills. People with this skill will need a strong foundation in subjects such as science, engineering, technology, and mathematics, along with industry knowledge in their area of specialty.



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



Individuals high in this skill group typically have a strong interest in people and are able to interact and communicate naturally, effectively, and meaningfully with others through both verbal and non-verbal messaging. They are often skilled at actively listening, being open, and projecting empathy. They will do well in careers in which they can have extensive involvement with people and in which they can counsel, teach, or explain as part of their work.



Understanding your Priorities can open your eyes to the importance of really knowing what's most important to you. If you have your priorities down, everything else seems to fall into place.

Priorities will direct you to classes you take, activities to participate in, and even to your future career decisions. They affect your whole life! You might think that's a no-brainer. But a lot of folks get hung up in doing stuff that is low on their own priority list. It steals their time. It steals their productivity. It can even steal their joy.

Understanding and using these priorities will bring meaning and purpose to what you do in your classes, your extra-curricular activities, and even the selection of your future career. The more your priorities line up with your reality, the better you will do and the more content you will be!

Johan, you can be involved in something that is a good match for your interests, skills, and personality strengths. However, you can still experience dissatisfaction and stress if it does not match your priorities. For example, many people value working outdoors and will never feel totally comfortable if they are stuck inside. Others may need to know that they are helping people directly, and will not be satisfied *working alone or with machines*.

Some people only look for success in the material sense thinking it will be satisfying as well. All too often, they end up unfulfilled and burned out. Using priorities in making important decisions helps one avoid such disappointment and stress. Review your priorities to see if you are being consistent. Compare them to the way you are actually operating. This three-part section on priorities can help to guide your life and work.

Expect your priorities to change; these are yours and you can modify them whenever you want. Often they shift with age, experience, and changing family situations. Save this report for future reference. A periodic review of your priorities will enable you to see how well you are sticking to them and if adjusting any of them makes sense.

Priorities: Surroundings (living/work environment)



Listed from the most important to the least, these items show what you want in your surroundings or environment.

If you have the higher priority items in the settings in which you find yourself, you will be more satisfied.

1. Self-Governance I want to do things my way (make decisions, try new things) without someone looking over my shoulder.	<i>Because Autonomans</i>
2. Variety I like talking to different people and doing different tasks every day.	<i>Because Creative</i>
3. Challenge I want to solve tough problems and restore order where there is chaos.	<i>Because Cognitive, Goal-orientated</i>
4. Fairness I like it when everyone is treated fairly regardless of who they are.	
5. Harmony I function best when everyone is considerate and gets along well, with little or no conflict.	
6. Adventure/Risks I like to be where the action is and work with the unknown and unexpected.	
7. Clean Environment I like to work around very little mess or bad smells, and where I can keep myself fairly well-kept.	
8. Flexible Hours I want control over my schedule, to adjust it when I want to.	
9. Being Outdoors I enjoy being outdoors (contact with nature, fresh air) when doing most anything.	<i>Would expect this to be higher with interest in Agriculture, Animal Care</i>
10. Steadfastness I like to have an established routine and avoid surprises.	
11. Travel Opportunities I enjoy taking trips to new and different places and I enjoy meeting new people.	
12. Organization I like having structure, systems, order, and neatness around me.	

Questions

Do you agree with this order or anything you want to change?

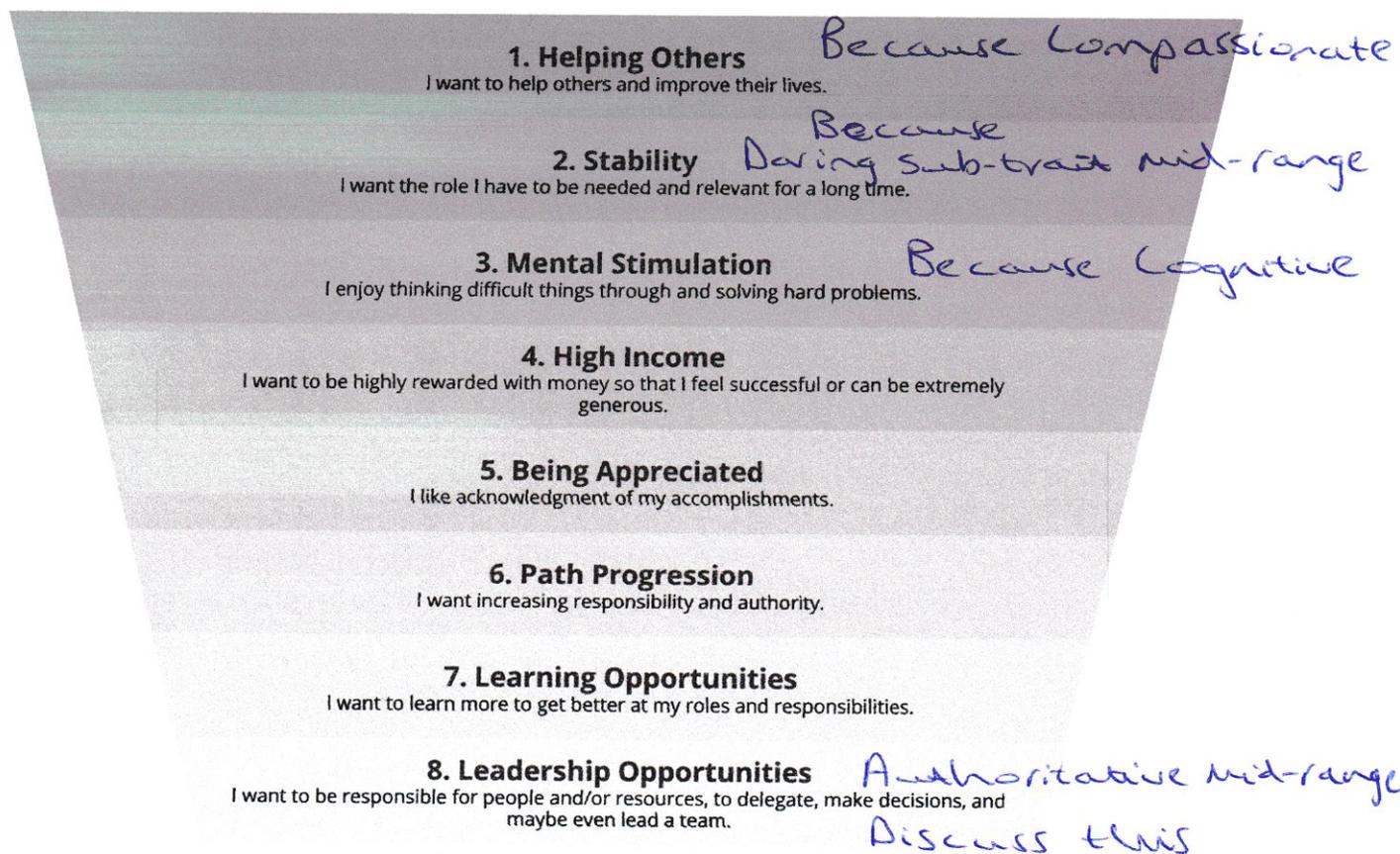
Are there any of the lower priorities that you want to talk about?

Priorities: Results (outcomes of life/work)



These are the results you really want and expect from the activities and jobs you do.

Remember, none of these priorities are bad in and of themselves. The ones you choose represent what's important to YOU!



Question

What do you have in your mind regarding helping others?

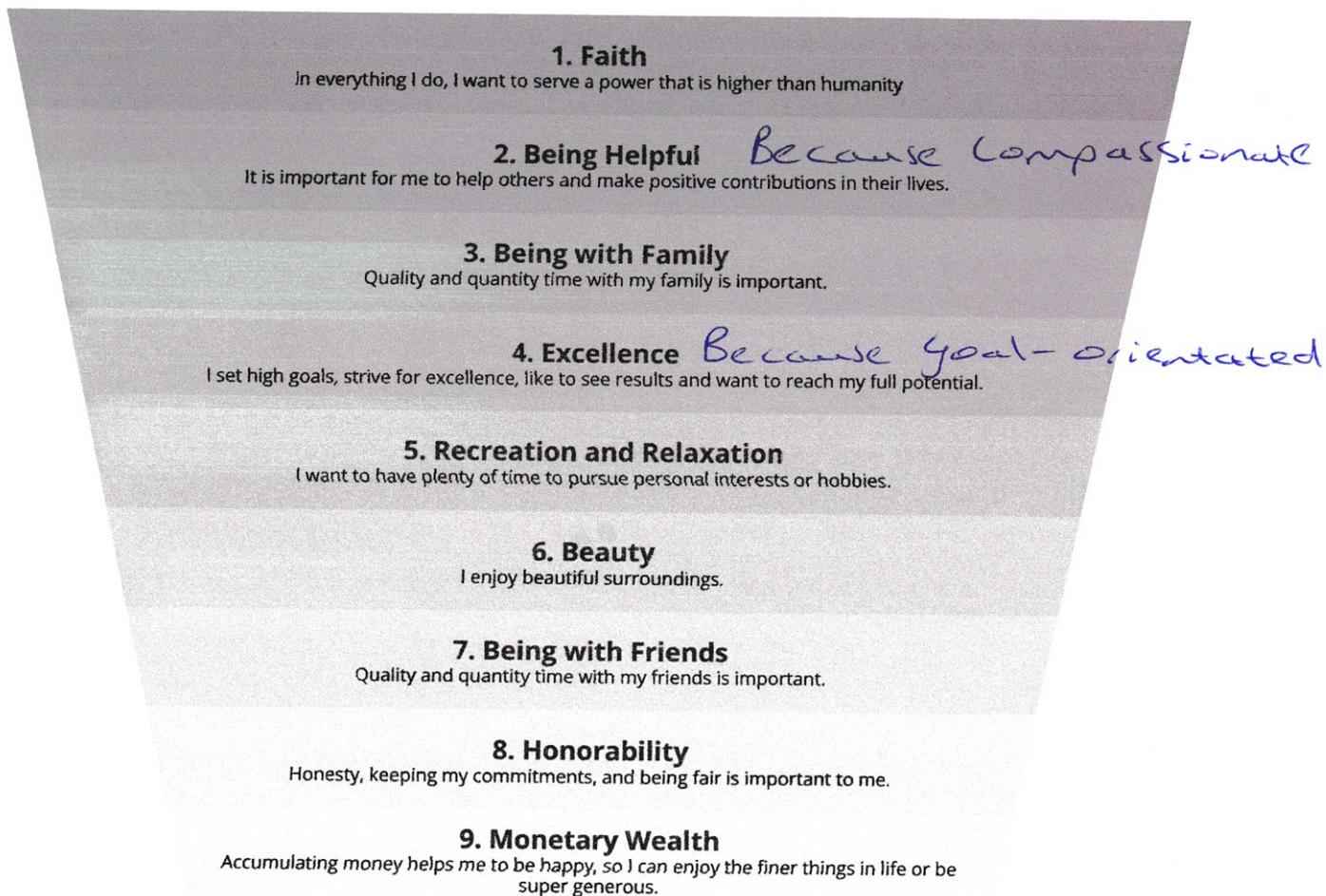
Question: Tell me about your faith and how it motivates what you do

Priorities: Life Purpose (the "why" of life/work)



Why you do what you do is important and can help you determine your Life Purpose.

Experience shows 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.



Helping others, being Helpful + Faith are top priorities
This lead to his choice for PEOPLE as a
Career focus and not THINGS (described earlier)