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Personality

1. Innovative

Measures the tendency of a person to quickly envision new ideas.

You view events and information from a free-flowing perspective.

You are able to conceptualize innovative solutions and new ideas.

You have confidence in thinking in new ways.

You receive frequent recognition for your expressed creativity.

You express 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 have a bent for being clever and quick minded.

You tend to analyze subjects both in depth and breadth.

Traditional/Clever (Mid)

- Adhering to tradition, or to a particular way of doing things; upholding established, conventional, standard, fixed, usual, customary, or long-established ways.	- Quick to understand, learn, and devise or apply ideas; intelligent; mentally quick.
- Very practical and good at following routines.	- Quick minded; able to grasp abstract concepts. Creative or inventive in crafting solutions and responses to problems.
- May underestimate personal abilities.	- May underestimate personal abilities.

Imaginative

- Having or showing creativity or inventiveness.
- Tending to indulge in the fanciful or in make-believe.
- Creative, imaginative, and original; good at coming up with new ideas.
- Easily bored with established procedures.

2. Extro

Measures a person's motivation to interact with others and defines the drive to be outgoing and talkative. Where energy comes from – outside factors/internally recharged.

Distant/Enthusiastic (mid)

- Not intimate; cool or reserved; remote in manner; aloof.	- Having or showing great excitement, interest or approval.
- Relies on logic more than emotions and enthusiasm.	- Energetic, positive, and zealous; likes involvement in many activities.
- Can come across as being too serious and unenthusiastic.	- Can be too optimistic about

Social

- Inclined to seek out or enjoy the company of others, both individuals and groups; tend to form cooperative and interdependent relationships with others.
- Outgoing, good mixer; energized by meeting new people.
- May have a problem with time management and keeping conversations focused.

Verbal

- Inclined to be talkative; chatty.

- May have a tendency to think out loud.
- Strong verbal skills, persuasive, and motivating; can inspire an audience.
- May dominate conversations; not always sensitive to the needs of listeners.

3. Unstructured

Measures the motivation of a person to be accurate, structured and thorough.

- You have a strong drive to live in a non-traditional manner.
- You prefer to establish your own standards and set your own priorities, rather than having them set by others.
- You can devise a way to solve any new problem that arises.
- You like new problems because of the challenge to improvise and act on the spot.
- You have the ability to see things in a new and different light, apart from the normal operating procedures.
- You may offer “breakthrough” insights that can enable a new and better way of operation or lead to an entirely new product.
- You have the ability to focus on the “big picture” and avoid getting bogged down in anything that resembles busywork.

Indifferent

- Having no particular interest or sympathy; unconcerned. Having no marked feeling for or against.
- Flexible; willing to adjust for the situation.
- Can lack commitment toward goals. (and because cautious, may give up goals all together to conform to group goals)

Spontaneous

- Having an open, natural, and uninhibited manner.
- Can respond on the spot without extensive preparation.
- Can lack focus; tends to go from one thing or subject to another.

Improvising/precise (mid)

- To produce something from whatever is available. To invent, compose, or perform with little or no preparation.	- Exact, accurate, and careful about details. - Conforming strictly to rule.
- Operates from a generalist perspective.	- Likes to be thorough and precise; good with details.
- May overlook important facts; jump to conclusions too quickly.	- Can have unreasonable expectations for self and others.

4. Complaint/dominant (mid)

Measures an individual’s motivation to be in control of situations and people in their environment.

Pliable/Assertive(mid)

- Receptive to change; adaptable. - Easily influenced, persuaded, or swayed.	- Confident and direct in stating one’s rights or putting forward one’s views. Having or showing a confident and forceful personality.
- Helpful to others.	- Leadership oriented; naturally likes to influence others and be in charge
- Easily intimidated by others; tends to underestimate self.	- Can be too pushy in trying to get results.

Blunt

- Forthright, straightforward and uncomplicated, unreserved.
- Straightforward and direct; bold in adversity.
- Forgets that not everyone is comfortable with direct communication.

Conforming/Independent (mid)

- Willing to mold oneself to the will of another or to a certain situation.	- Self-governing; free from outside influence, guidance, or control; not dependent on another's authority; self-reliant.
- Easy to work with; good team player.	- Self-reliant; confident in own abilities.
- Hesitant in making decisions.	- Forgets that success may, at times, require a team effort

5. Detached/Compassionate (mid)

Measures the tendency of a person to be caring, understanding, and accepting.

- You tend to be quite objective and direct in dealings with other people.
- You are considered to be somewhat task-focused.
- You have a strong concern for getting the job done.
- You have the ability to operate in a hostile or non-supportive environment.
- You are not easily intimidated by rejection or conflict.
- You may have a significant advantage in many fields, such as sales, management, law enforcement, or litigation.

Objective/Supportive (mid)

- Not influenced by emotions or personal prejudices; factual.	- Offering support or assistance; helpful, encouraging, understanding, and reassuring.
- Strong task orientation; will drive toward getting results.	- Good at encouraging others.
- Impatient; generally not a good listener.	- Has a hard time saying - "No" to others

Neutral/Sympathetic (mid)

- Not aligned with, supporting, or favoring either one side or another in a controversy.	- Expressing, feeling, or showing empathy, approval or agreement. - Favorably inclined.
- Able to make tough decisions and hold people accountable.	- Compassionate and sympathetic toward others.
- Can be insensitive to the needs of others.	- Can be too trusting, allowing others to take advantage of the situation.

Questioning

- Using inquiry to invite a response or reaction.
- Open to controversy.
- Able to confront when there is a problem.
- May tend to be overly critical.

6. Cautious/Adventurous

Measures the tendency of an individual to be pioneering and competitive.

Ambitious

- Eager; having or showing a strong desire and determination to succeed; willing to put forth much effort to meet a challenge.
- Strong drive to achieve and succeed; sees an opportunity and pursues it.
- Tends to be overly focused on personal goals and may sacrifice family for success

Conservative/Daring (mid)

- Favoring traditional views and values; tending to oppose change. - Restrained; moderate; cautious.	- Willing to take or seek out risks; bold and venturesome. - Courageous in taking risks.
- Cautious and tends to avoid risks.	- Pioneering; enjoys taking a calculated risk. - Calm and confident in the face of adversity.
- Can be fearful of change and overprotective of self and others.	- May take unnecessary risks.

Critical Life Issues (High)

The Stress dimension is designed to help you recognize that stress often accompanies transitions or can add to the difficulty in making a career decision.

If you have a high score, you are encouraged to get counsel or help to deal with your stress.

Indebtedness and Financial Management (Low scores – sound)

Inability to manage money will usually prevent you from making career decisions based on the four important dimensions of personality, interests, skills/abilities and values.

Instead, you will tend to make them largely based on financial needs.

Good financial management and a lack of indebtedness are needed in order to have the freedom to make good career choices.

If you can't manage your money, it can affect your ability to optimally manage your career.

Your job choice may be driven much more by income generation than by what is a good fit for your design.

Recommendations

Core Themes and Challenges:

- Passion for Nature and Activism: This is the driving force.
- Diverse Interests and Skills: You have a wide range, which can be both a strength and a challenge.
- High Stress Levels: This needs to be actively managed in any chosen path.
- Balancing Structure and Spontaneity: Finding a career that allows for both will be key.

Career Options:

1. Environmental Activist/Advocate (Self-Employed or NGO-Based):
 - o Strengths: Directly addresses your core dreams, utilizes communication, leadership, and negotiation skills.
 - o Roles: Leading campaigns, lobbying, public speaking, organizing protests, working with communities.
 - o Stress Management: Requires strong self-care practices, setting boundaries, and building a supportive network.

- o How it fits: Directly in line with the dream of protecting wildlife, and fighting deforestation.
- 2. Environmental Consultant/Restoration Specialist:
 - o Strengths: Combines science, land/plant/animal care, and management skills.
 - o Roles: Developing restoration plans, conducting environmental impact assessments, working with landowners and government agencies.
 - o How it fits: Can be used to directly help restore damaged environments.
- 3. Wildlife Rehabilitation/Conservation Manager:
 - o Strengths: Blends animal care, management, and outdoor work.
 - o Roles: Overseeing wildlife rehabilitation centers, managing conservation projects, conducting research.
 - o How it fits: Direct contact with wildlife, and the ability to help animals thrive.
- 4. Environmental Educator/Outdoor Guide:
 - o Strengths: Utilizes communication, interpersonal, and outdoor skills.
 - o Roles: Leading nature tours, teaching environmental education programs, developing curriculum.
 - o How it fits: Provides connection to nature, and the ability to educate others about the importance of conservation.
- 5. Sustainable Agriculture/Permaculture Specialist:
 - o Strengths: Combines agriculture, land/plant care, and environmentalism.
 - o Roles: Designing and implementing sustainable farming systems, consulting with farmers, teaching permaculture principles.
 - o How it fits: Addresses the dream of transforming landscapes and promoting sustainable practices.
- 6. Ecological Clergy/Environmental Chaplain:
 - o Strengths: Integrates theology, environmentalism, and counseling.
 - o Roles: Providing spiritual guidance in nature settings, advocating for environmental justice, leading eco-spiritual retreats.
 - o How it fits: Allows for a unique blend of spiritual and environmental work.
- 7. Environmental Law/Policy Advocate:
 - o Strengths: Utilizes communication, negotiation, and analytical skills.
 - o Roles: Working for environmental NGOs, government agencies, or law firms, advocating for stronger environmental laws.
 - o How it fits: Provides a platform for influencing policy and protecting natural resources.
- 8. Documentary Filmmaker/Environmental Journalist:
 - o Strengths: Combines communication, writing, art/design, and risk/adventure.
 - o Roles: Creating documentaries or articles about environmental issues, raising awareness, and inspiring action.
 - o How it fits: Allows for creative expression and impactful storytelling.

Stress Management Strategies:

- Mindfulness and Meditation: Regular practice can help manage stress and anxiety.
- Time Management and Prioritization: Learning to delegate and set realistic goals.
- Physical Activity: Spending time in nature, hiking, or other outdoor activities.
- Creative Outlets: Engaging in art, music, or writing.
- Support System: Building strong relationships with friends, family, or support groups.
- Professional Counseling: Seeking help from a therapist or counselor.

Key Considerations:

- **Combine Interests:** Don't feel limited to one path. Explore how you can integrate your diverse skills and interests.
- **Start Small:** Begin with volunteer work or part-time projects to gain experience and build your network.
- **Embrace Self-Employment:** Your entrepreneurial spirit can be a valuable asset.
- **Prioritize Self-Care:** Managing stress is essential for long-term success.

By carefully considering your strengths, interests, and needs, you can create a fulfilling and impactful career that aligns with your dreams.