

# 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



Dzino, 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

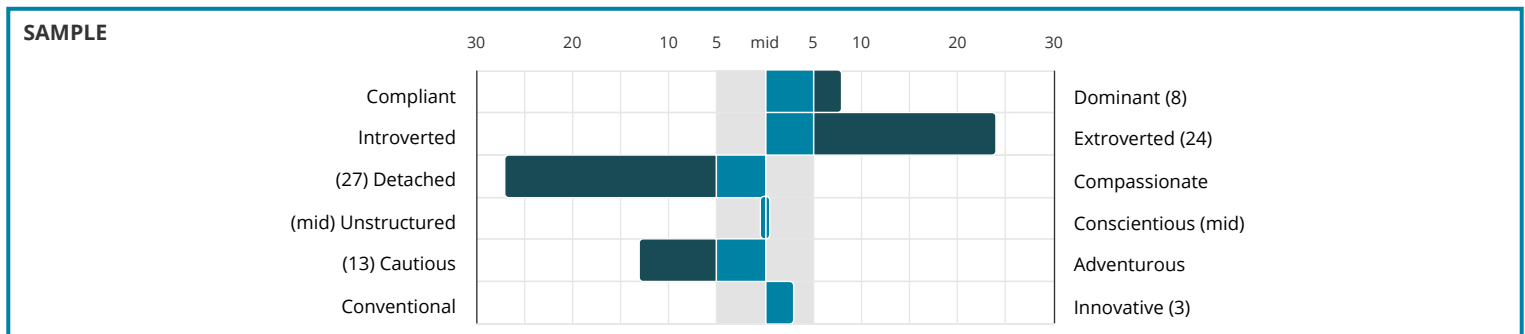
## ORGANIZATION OF THE REPORT

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.

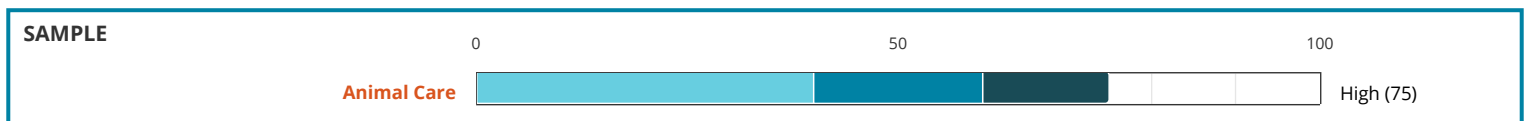
1. **Personality.** The report begins with the personality section, in which you will find an analysis of six personality factors in your Personality Highlights, your Typical Strengths and Non-Strengths, and your Career Environment based on your unique personality profile.
2. **General Interests.** In 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.

## Concept of Personality

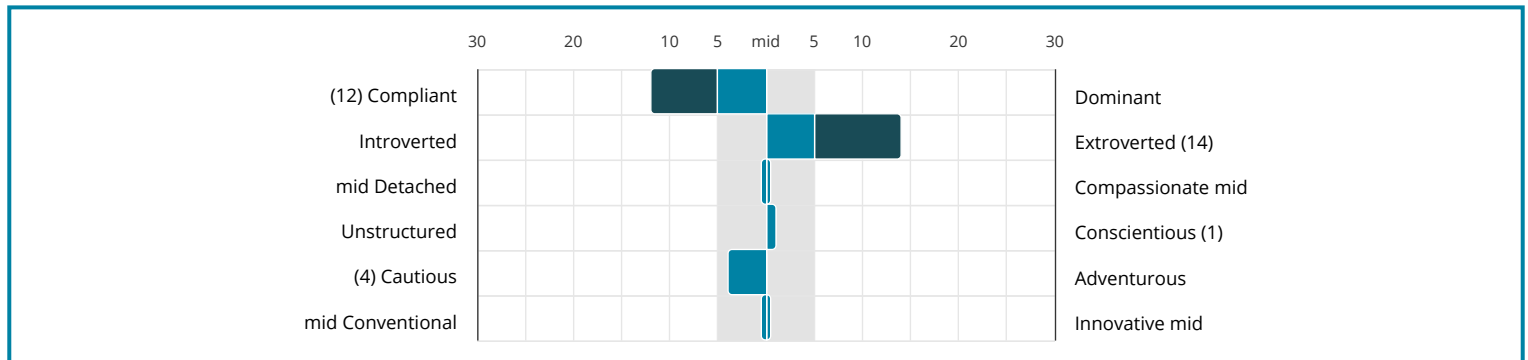
Dzino, in this section, the term personality describes the way a person is naturally motivated to act. For example, some people are naturally motivated to be very organized and precise, and some are more spontaneous and casual. Likewise, some are risk takers, and some are naturally cautious.

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

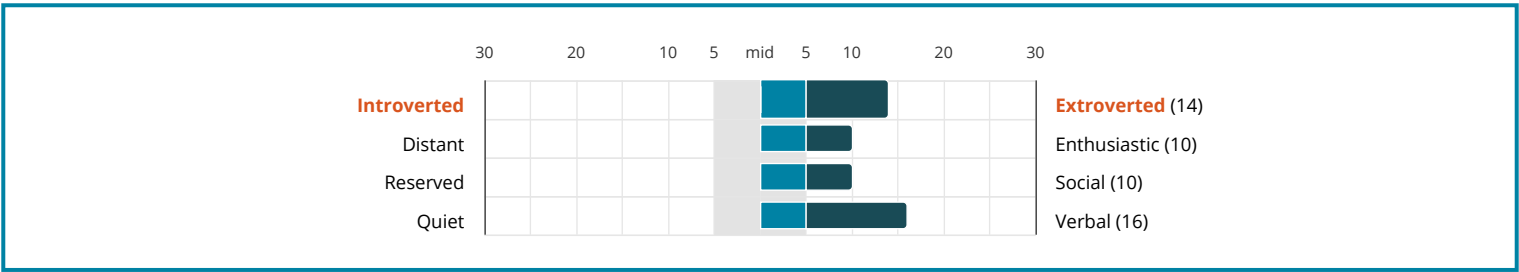
This section of your report, as well as the rest of the report, has been developed from the responses you provided and reflects profiles that are typical of people who scored like you. The reports are usually quite accurate, but every insight may not apply to you, so you will need to confirm the information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

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

1. Extroverted

outgoing and a natural people person who likes meeting strangers; enthusiastic and good at networking



Career Implications

Based on your score on the INTROVERTED/EXTROVERTED factor, you will be best suited for people-oriented occupations. Look for a work environment that will allow you to relate to people in a friendly way and provide you the opportunity to:

- ✓ Talk/explain
- ✓ Promote
- ✓ Encourage
- ✓ Perform
- ✓ Network
- ✓ Use humor

Your score on the INTROVERTED/EXTROVERTED scale is typical of those who seek frequent interaction with people and have strong verbal skills. Your high energy level probably is quite obvious from your gestures, enthusiastic conversation, and frequent smiles as you communicate with others. You are challenged by opportunities to be persuasive and convincing, and you make a positive impression on large groups.

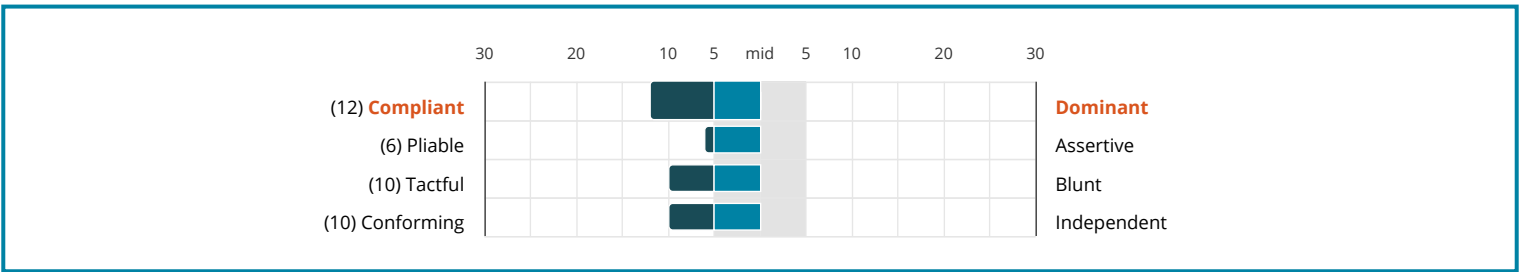
As a people person, you probably look forward with great excitement to the networking opportunities that come with events such as conventions, reunions, meetings, parties, and similar social activities.

Another area of strength is your spontaneous and uninhibited style. You are not bashful and you likely have a knack for getting more reserved people involved in group activities. You probably are energized by the opportunity to speak or perform before an audience.

Dzino, keep in mind that a strength overdone becomes a weakness. Your verbal strengths are a real asset, but there is wisdom in knowing when to be quiet and listen. More awareness of how others are receiving your conversation will help you be more considerate of their interests and conversation needs. For maximum effectiveness consider others around you and adapt your behavior to fit the situation.

2. Compliant

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



Career Implications

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

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

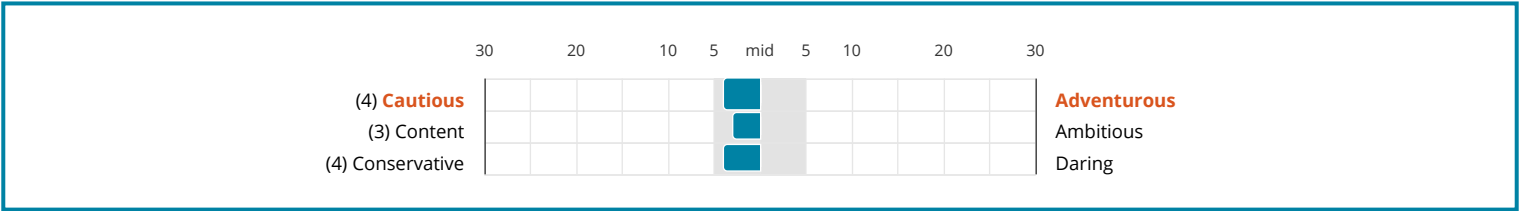
Dzino, your score on the COMPLIANT/DOMINANT scale indicates that you naturally cooperate with others to get the job done. Your tendency is to be a team player who can be depended on to support organization goals. Others respect you for your loyalty. You probably find that you are more concerned about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

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

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

3. 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:

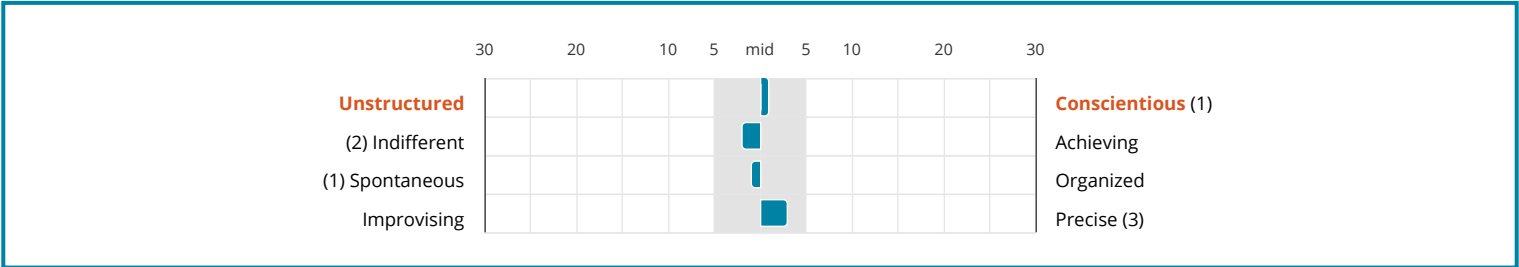
- ✓ Challenge
- ✓ New undertakings
- ✓ Competition
- ✓ Clear results
- ✓ Risk taking
- ✓ The unusual

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.

4. Unstructured / Conscientious (Mid-Range)

structured in some areas and operate spontaneously in others



Career Implications

Your mid-range score on the UNSTRUCTURED/CONSCIENTIOUS factor indicates that you enjoy some structure, but you also like some spontaneity. You like to be prepared, but you also may be comfortable with an on-the-spot response when necessary. In considering various career fields, look for occupations that offer a balance and can be described as:

- ✓ structured but not too rigid
- ✓ consistent but with some variety
- ✓ predictable but with some opportunities to be spontaneous
- ✓ detailed but with an opportunity to work broader issues

Your mid-range score on the UNSTRUCTURED/CONSCIENTIOUS scale indicates that you have the capacity to be both precise and carefree. As you examine your lifestyle and work habits you likely will discover some areas where you are very organized, thorough, and accurate. You may even rigidly defend some of your methods and ideas and find compromise distasteful.

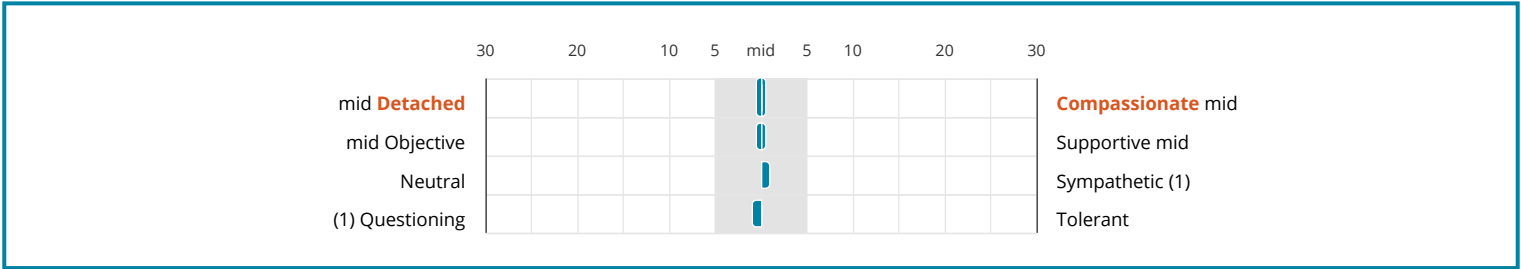
In other areas, however, you may be carefree, loose, and even non attentive to detail. You may discover yourself resisting structure, rules, and established procedures in order to launch out in a new direction.

Because of your balance in this dimension, variety may best describe the level of conscientiousness in your life. Your surges of spontaneity and curiosity may be offset by caution and tentativeness. The reason is simple: In your view, some spheres of activity warrant more attention and care than others.

Your flexibility, combined with a persistent commitment to excellence, can produce remarkable results, especially when you write out your goals and develop a well-thought-out plan to make them happen.

5. Detached / Compassionate (Mid-Range)

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



Career Implications

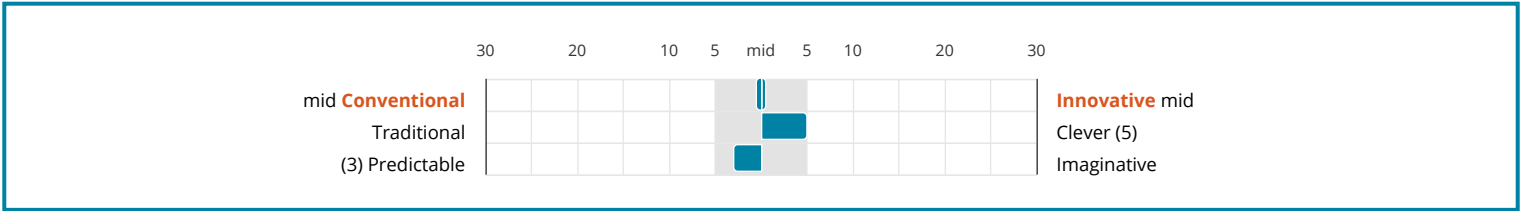
Your mid-range score on the DETACHED/COMPASSIONATE factor indicates a good balance of compassion and toughness in your personality. You should be quite comfortable in most work environments.

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.

6. Conventional / Innovative (Mid-Range)

willing to initiate new ideas when there is an obvious need but can also take a traditional perspective



Career Implications

With your mid-range score on the CONVENTIONAL/INNOVATIVE factor, you should look for an opportunity to moderately express creativity in your work. This likely will not be the main thrust of your work, but to meet your needs you should have some opportunity to exercise:

- ✓ Creativity
- ✓ Problem solving
- ✓ Mental quickness
- ✓ Originality
- ✓ Resourcefulness
- ✓ Inventiveness

Your mid-range score on the CONVENTIONAL/INNOVATIVE scale indicates that you desire a moderate amount of creative expression in your life and work. There are times when you initiate changes and new ideas for the sake of improvement. At other times you may find yourself quite content with the status quo. A constant diet of either extreme, however, eventually may lead to stress.

For this reason, you'll want to carefully evaluate and focus on specific areas in which you seem to be the most creative, productive, and effective. Likewise, try to pinpoint the areas of your life in which you are most resistant to change. Knowing these areas in advance will help you to capitalize on your strengths while minimizing your weaknesses. Planning for some variety in your schedule and life's work will also help you to maximize your strengths in this area.



1.3 Typical Strengths

Dzino, shown below are strengths that are typical of people who score like you. Look for occupations that will allow you to highlight these strong points. The more you are able to use these strengths at work, the more likely your success and satisfaction. As mentioned earlier, you will need to check with someone who knows you well to confirm whether all items apply to you.

- Helpful to others.
- Diplomatic in relating to others.
- Good team player.
- Energetic, positive, and enthusiastic; likes involvement in many activities.
- Outgoing, good mixer; energized by meeting new people.
- Strong verbal skills, persuasive, and motivating; can inspire an audience.

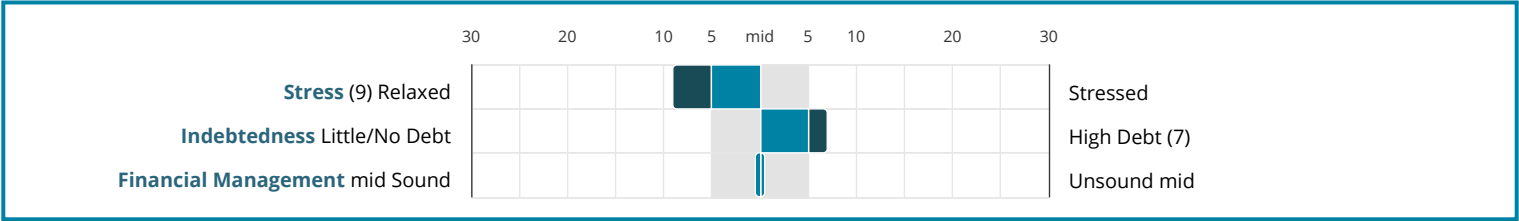
1.4 Typical Non-Strengths

Shown below are non-strengths that are typical of people who score like you. Improvement in these areas will enhance your performance. On the other hand, try to minimize your exposure in areas that are not your strong points. As mentioned earlier, you will need to check with someone who knows you well to confirm whether all items apply to you.

- Easily intimidated by others; tends to underestimate self.
- May withhold true opinions.
- Hesitant in making decisions.
- Can be too optimistic about outcomes and people.
- May have a problem with time management and keeping conversations focused.
- May dominate conversations; not always sensitive to the needs of listeners.

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 you are generally quite content and have adapted effective ways of coping with the stresses of life. You typically take things in stride and appear to be the kind of person who remains calm and even-tempered in demanding situations. This may indicate your typical behavior or may indicate that you have no major stressors in your life at present. Occasionally, very low scores can indicate a tendency to deny difficulties. Discussing your results with a family member or trusted friend can help you determine your particular situation.

Indebtedness

Your responses indicate that you have an above-average level of indebtedness. Living on a budget and planning your spending and saving, based on your income, would help your situation. Experience shows that most people can pay off their consumer debt (everything but the mortgage) in less than five years, if they will make a commitment to do so.

Financial Management

Your financial management scores indicate that you have average habits in the area of spending, saving, and investing. We encourage you to become debt-free through budgeting and planned saving.

# Five Major General Interests Areas

Dzino, 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.

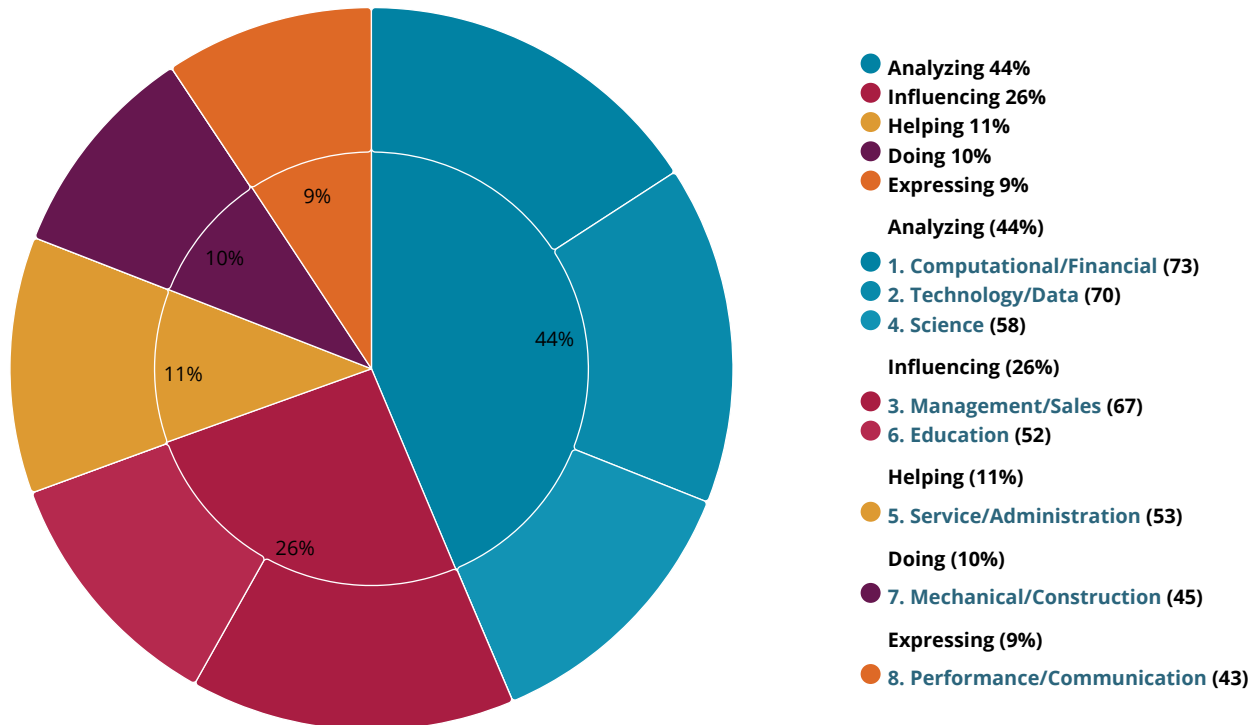
Because of the very nature of your interests, your leisure pursuits may have influenced your General Interest scores. This means you will have to use some discretion when interpreting your General Interest section of the report.

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, Dzino, 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.

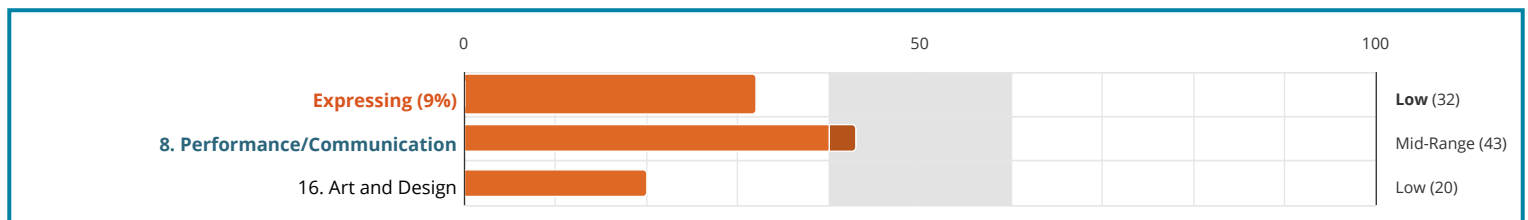
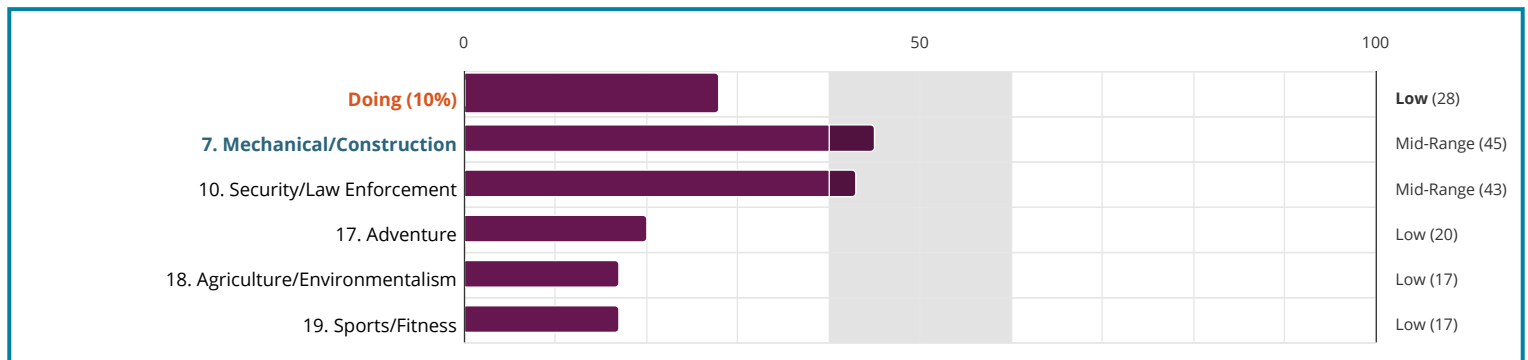
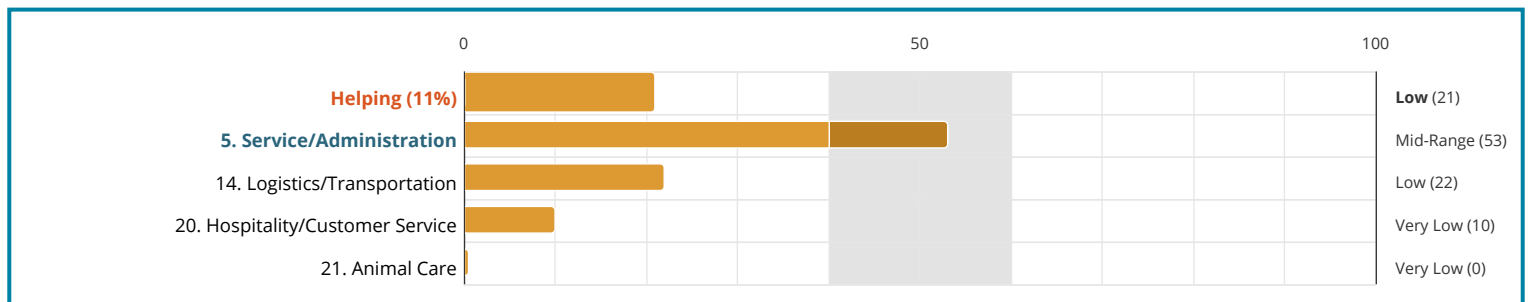
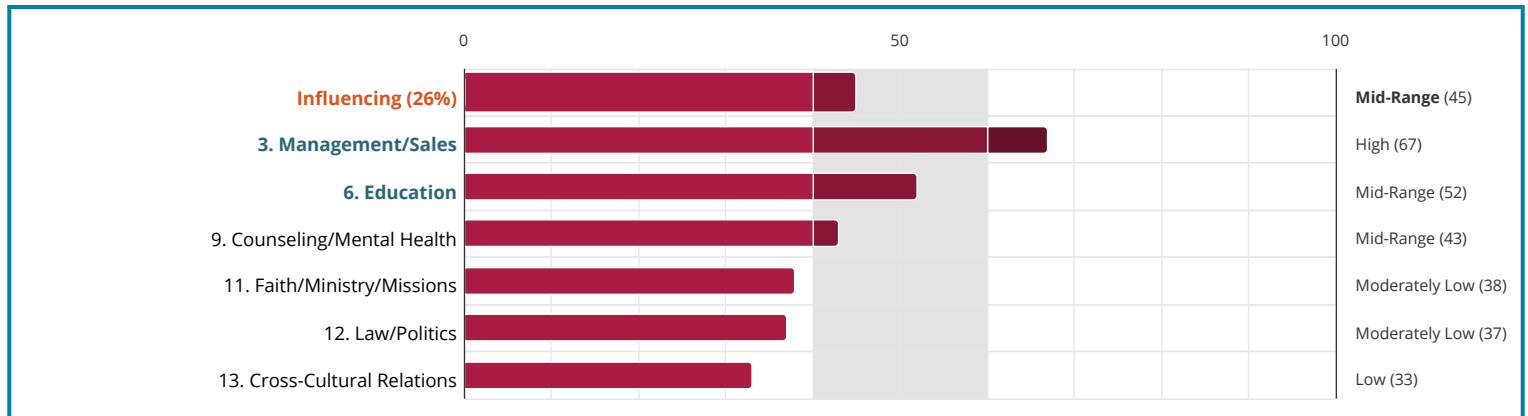
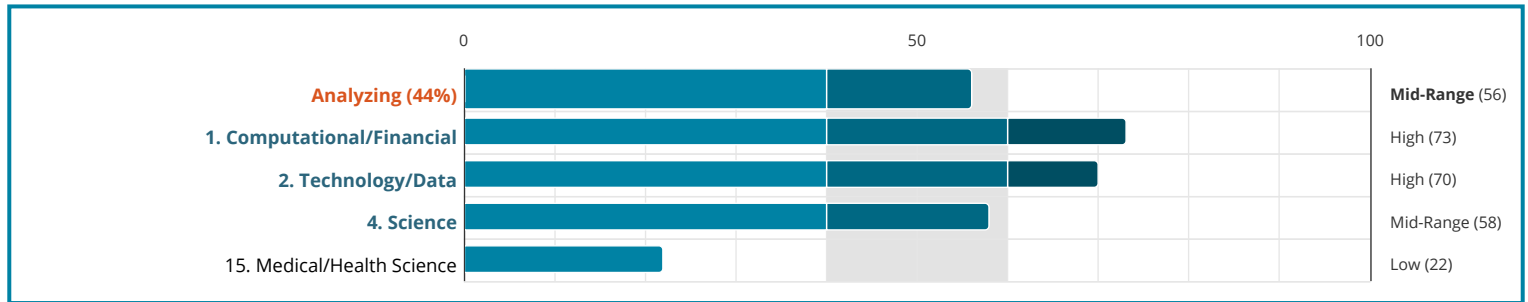
There are a number of ways to categorize career interest. This report uses 21 Career Interest Groups arrayed within five major Career Interest Areas. Those five major Career Interest Areas are displayed in the circle graph below, denoting how your Top 8 Career Interest Groups fall within them. If you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

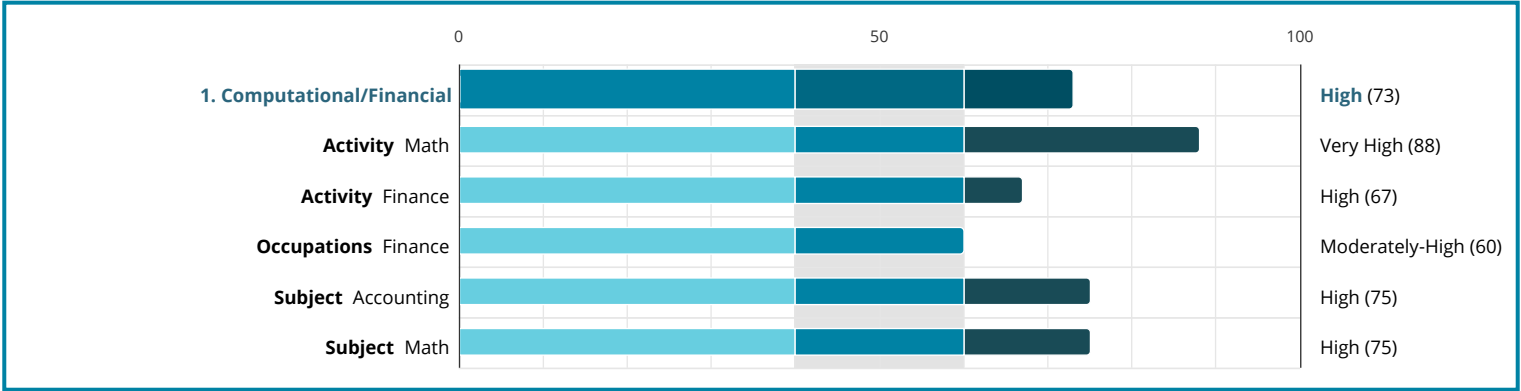
In the graphs below, if you have any areas showing 0%, it is because none of your Top 8 Career Interest Groups fall within those Major Interest Areas. However, you will still have interest data showing there.



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.

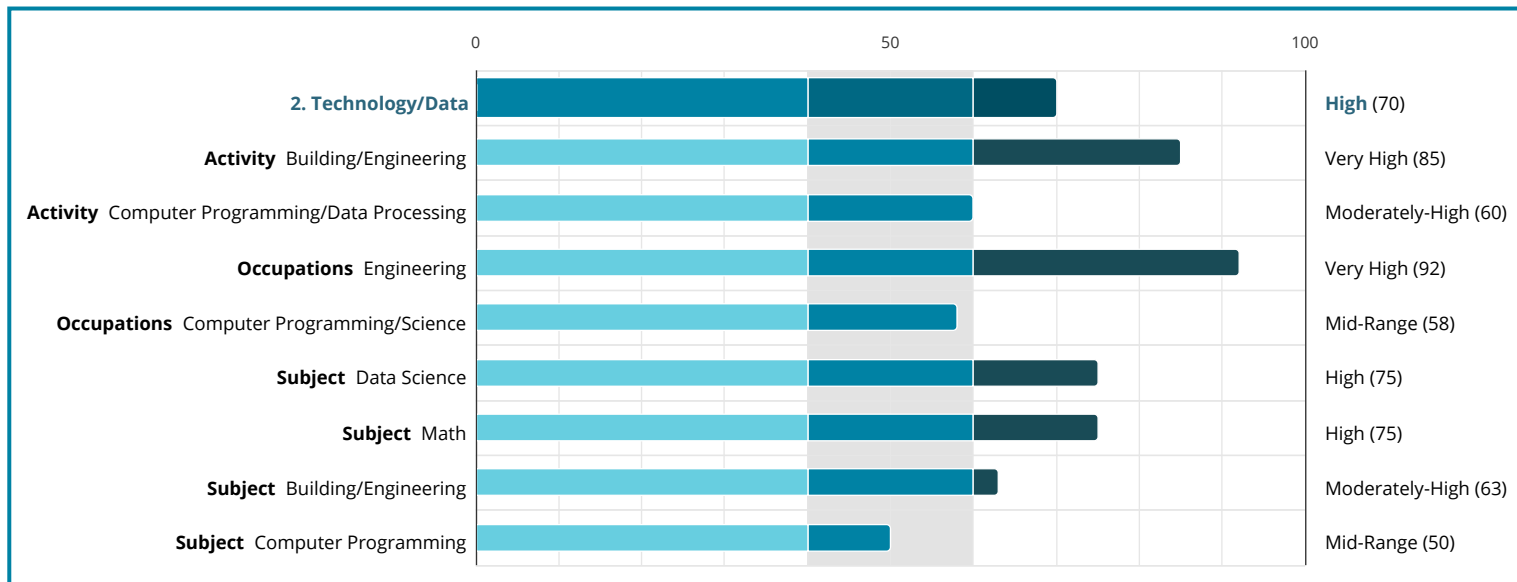
The following gives you detailed feedback on the makeup of your career group scores. For each interest category, your scores in the Activities, Occupations, and Subjects components are given.



This career group focuses on solving complex problems by using mathematical or financial formulas, concepts, and software. This field includes activities such as preparing tax returns for clients, analyzing mathematical formulas, creating and balancing budgets, or using statistics. Typical occupations associated with this career group include the following:

- |                                |                             |                         |
|--------------------------------|-----------------------------|-------------------------|
| ✓ Computer Software Programmer | ✓ Economist                 | ✓ Accountant            |
| ✓ Banker/Loan Officer          | ✓ Statistician              | ✓ Data Analyst          |
| ✓ Financial/Investment Analyst | ✓ Financial Planner/Advisor | ✓ Controller/Bookkeeper |

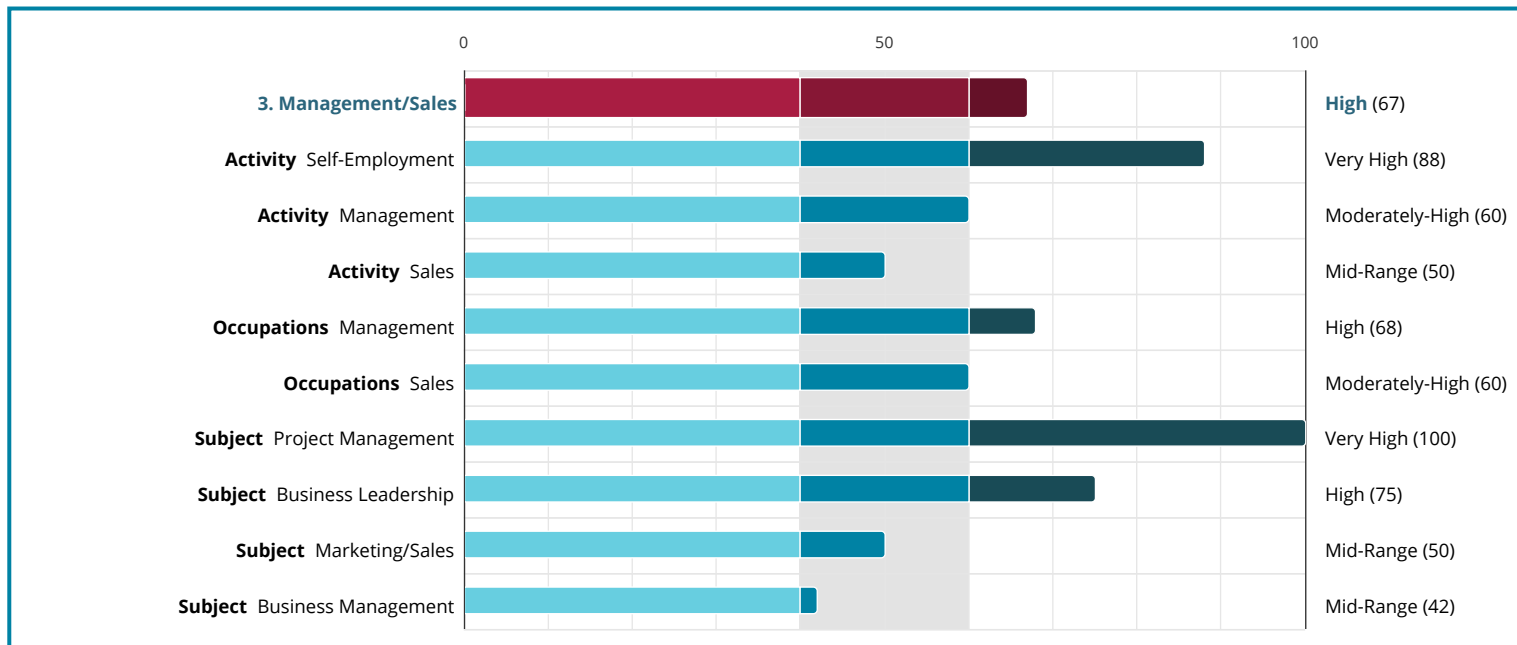
Education in this field may include accounting, finance, statistics, mathematics, computer science, or economics.



This career group involves working with technology, analyzing data, programming computers, and developing technological applications. This field includes activities such as using or programming technology, working with numbers, designing, and engineering. People who enjoy work in this career group are usually detail-oriented, analytical, precise, and accurate. Typical occupations associated with this career group include the following:

- ✓ Informatics Specialist
- ✓ App Designer
- ✓ Cybersecurity Expert
- ✓ Video Game Designer
- ✓ Data Scientist
- ✓ Computer Software Engineer
- ✓ Architect
- ✓ Robotics
- ✓ Engineer (civil, electrical, mechanical)

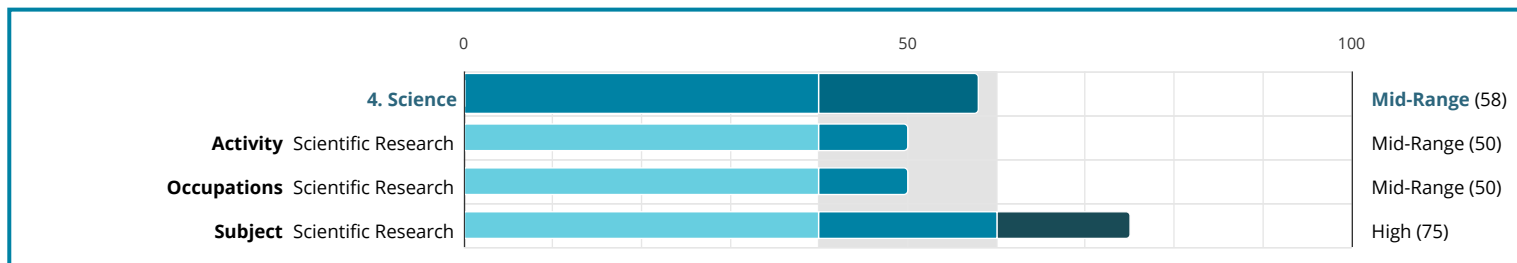
Education in this field may include information technology, computers and programming, engineering, architecture, drafting, or mechanical drawing.



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

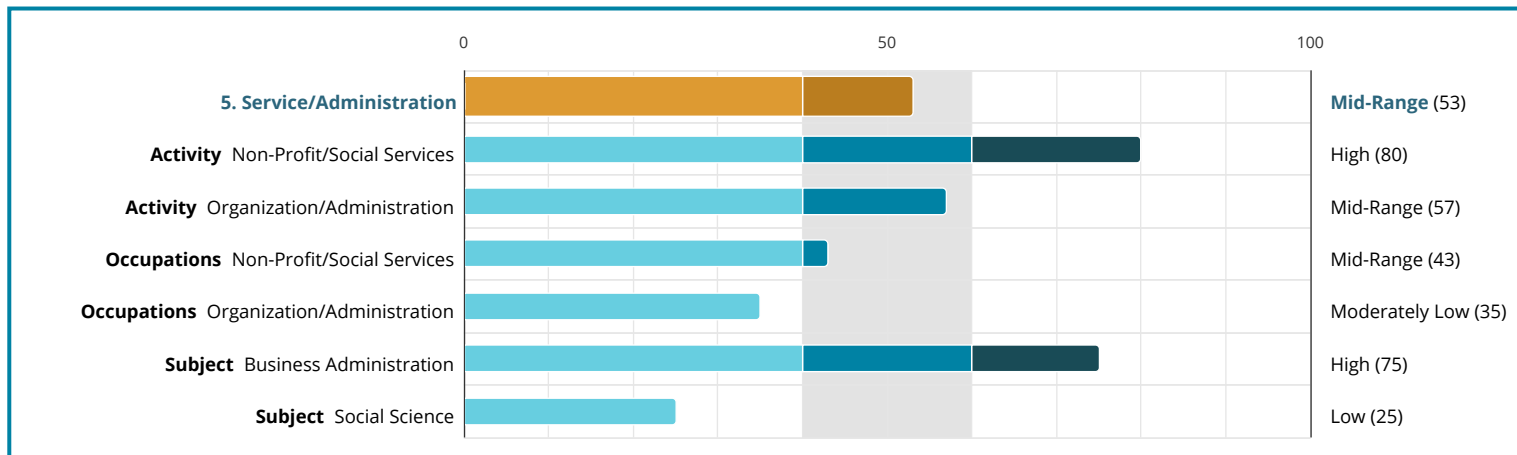
Education in this field may include business courses such as sales and marketing, database administration, fundraising and development, human resources, and finance.



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

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

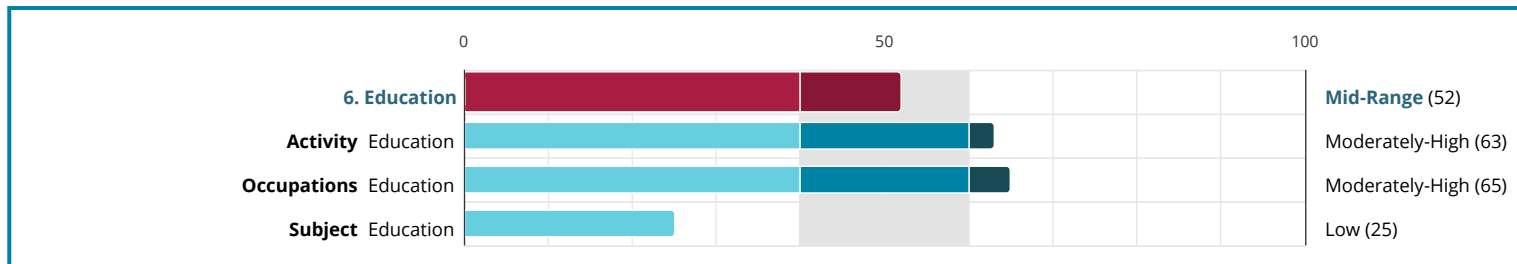
Education in this field may include studies in life sciences, such as biology, botany, zoology, microbiology, physiology, biochemistry, or in physical sciences, such as chemistry, physics, and astronomy.



This career group involves 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)

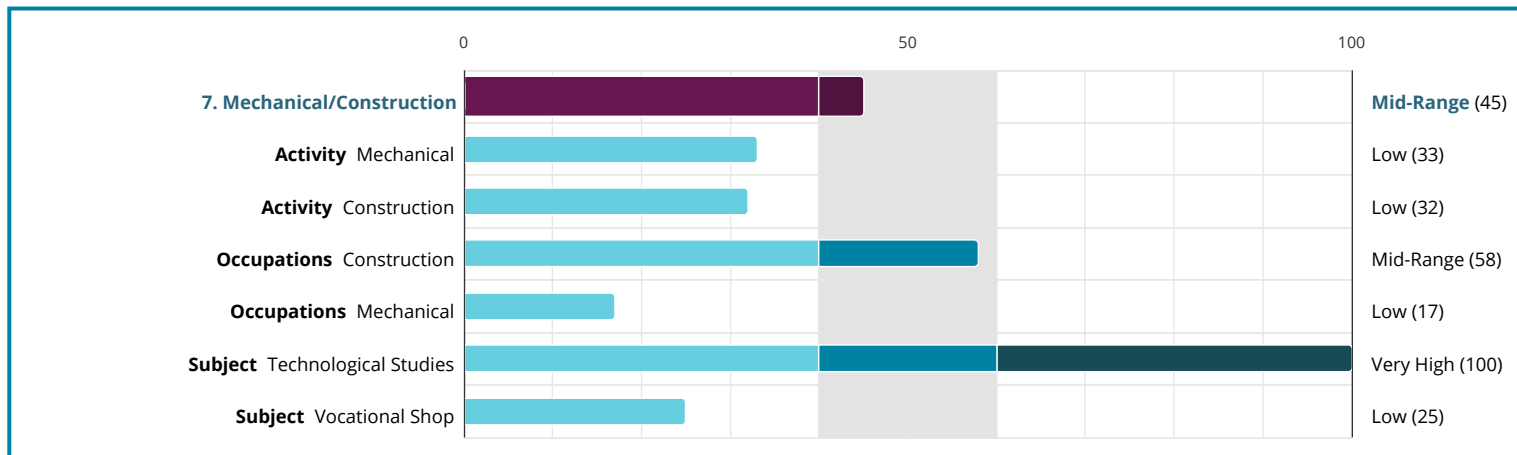
Education in this field may include business management, administration, communication, and human resources.



This career group involves 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
- ✓ Higher Education Administrator
- ✓ Teaching Assistant/Classroom Aid
- ✓ Corporate Trainer
- ✓ Professor
- ✓ Online Curriculum Designer (online or in class)
- ✓ School Principal
- ✓ Education Specialist
- ✓ 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.

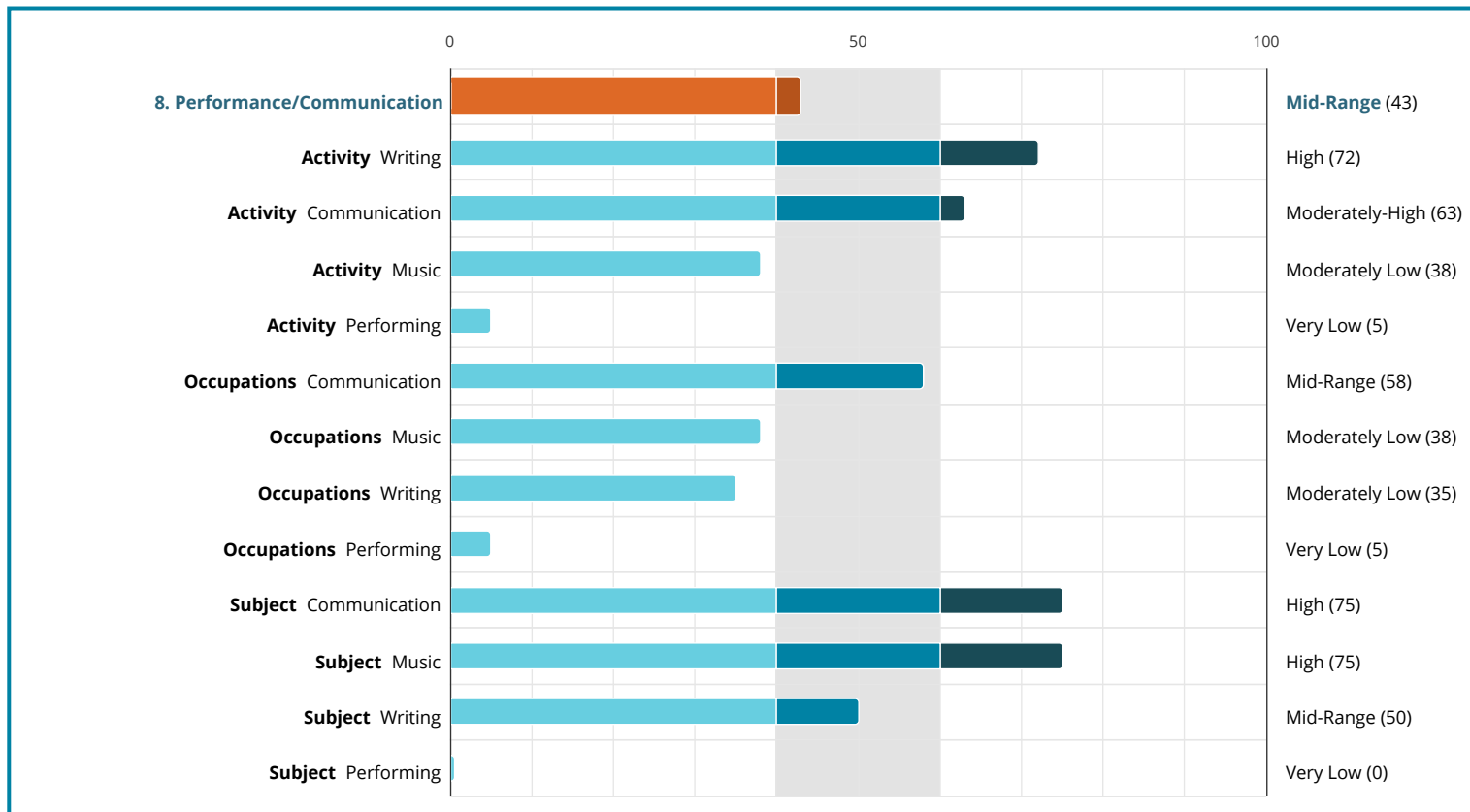


This career group involves solving mechanical problems, building or constructing objects, or operating machinery. This field includes activities such as working with hand tools, or diagnosing and repairing engines, machinery, or appliances. Those who are successful in this field usually are precise, organized, analytical, and like to see tangible results from their efforts. Typical occupations associated with this career group include the following:

- ✓ Electrician
- ✓ Heating/AC Technician
- ✓ Interior/Exterior Painter
- ✓ Aircraft Technician
- ✓ Building/General Contractor
- ✓ Carpenter/Woodworker
- ✓ Mechanic
- ✓ Plumber
- ✓ Construction Worker, including bricklayer

Education in this field may include electronic, mechanical, or automotive technology, vocational or industrial shop, cabinet making and woodworking, or other courses related to specific industries.





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:

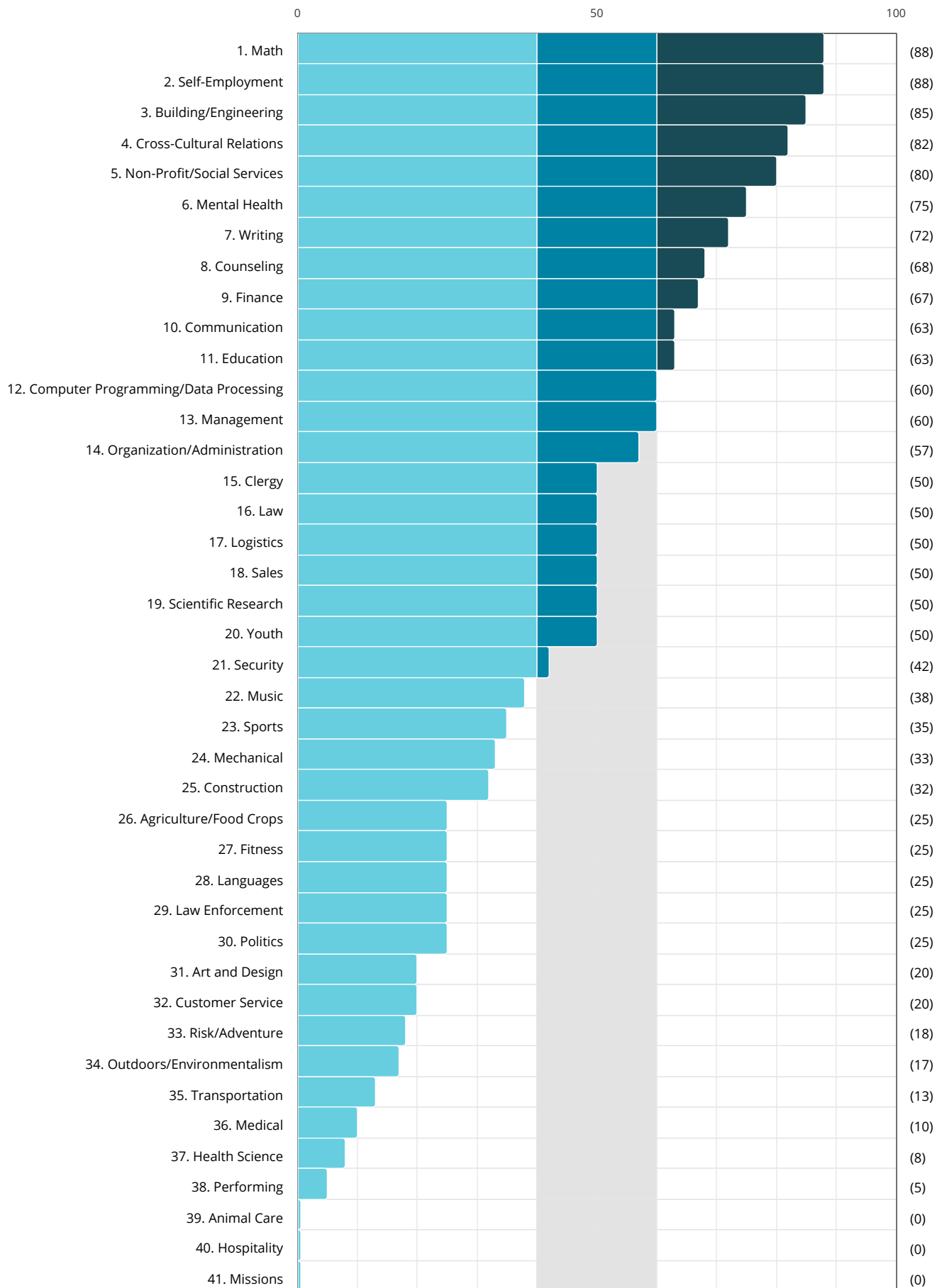
- ✓ Professional Singer/Dancer/Model
- ✓ Radio/TV/Podcast Host
- ✓ Producer/Director
- ✓ Musician/Music Conductor
- ✓ Audio/Video Technicians
- ✓ Actor/Actress/Comedian
- ✓ Camera Operators, Television, Video, and Film
- ✓ News Analysts, Reporters, and Journalists
- ✓ Author/Writer (book, blog, web content,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

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

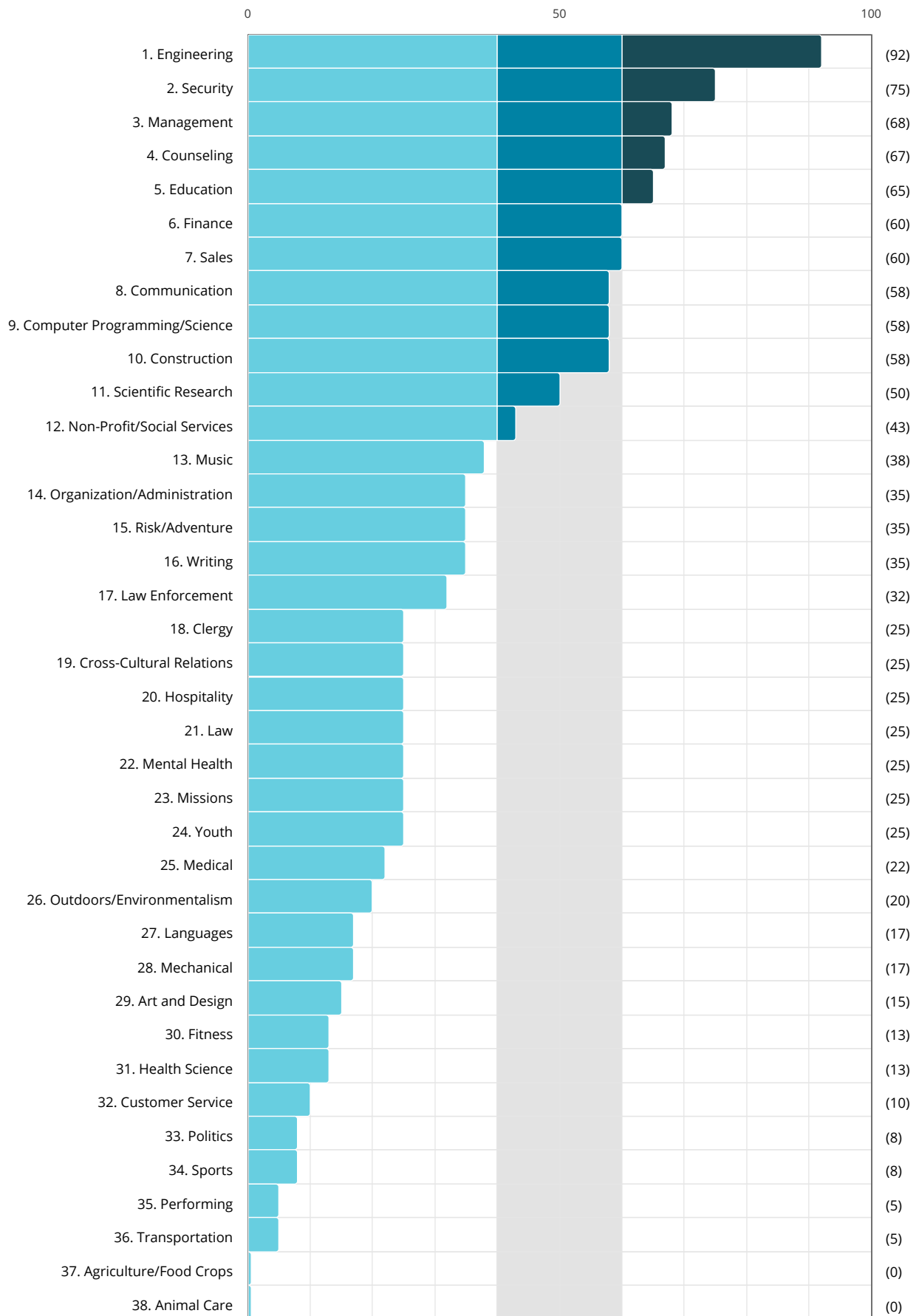
## 2.2 Combined Scores

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.

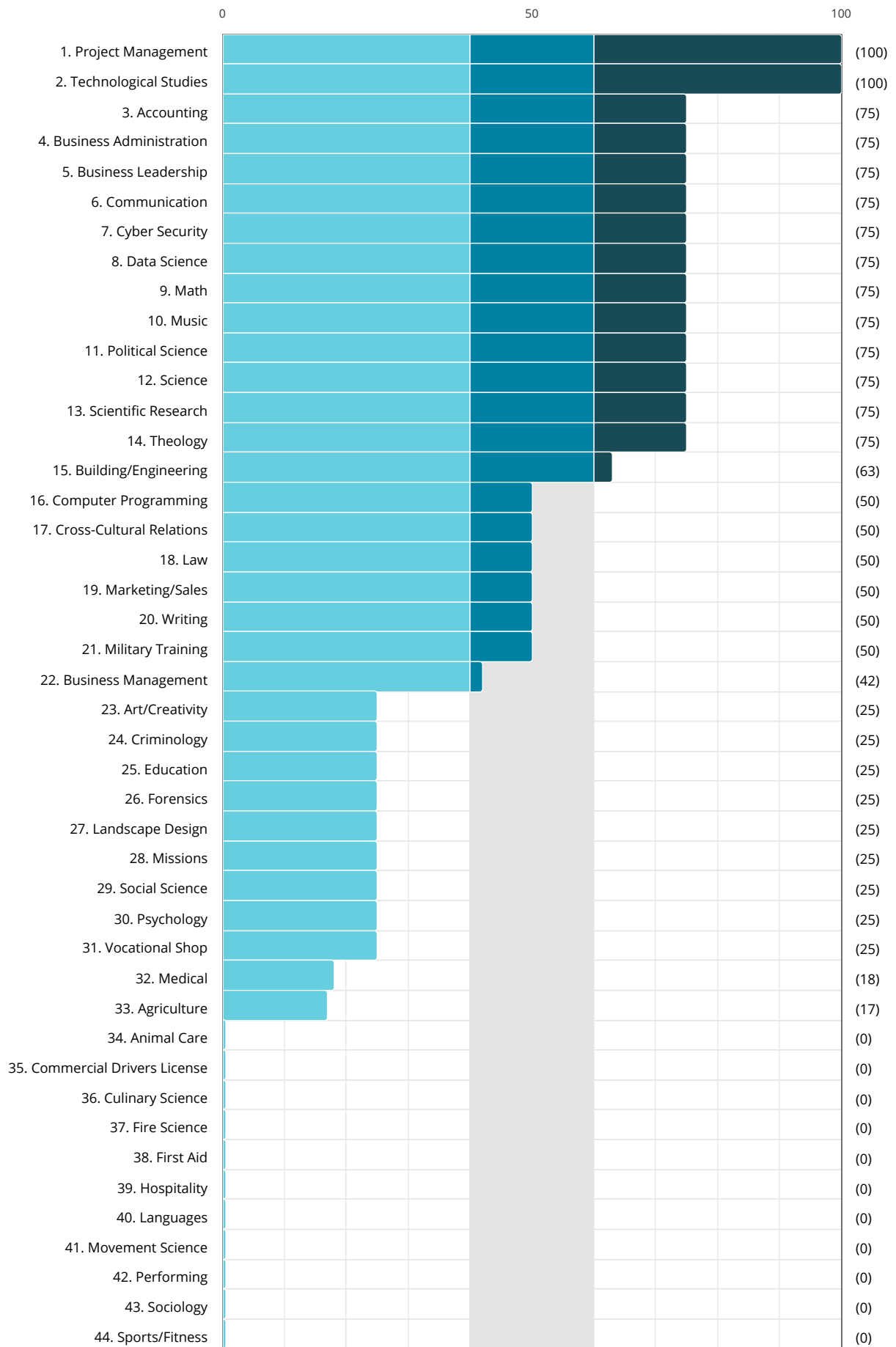
## Activity Groups



## Occupation Groups



## Subject Groups

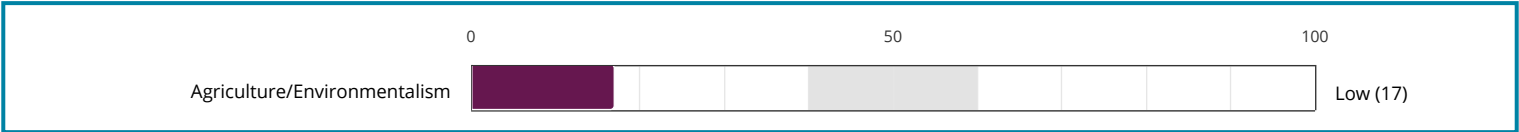


2.3 Potential Occupations In Your Top Groups

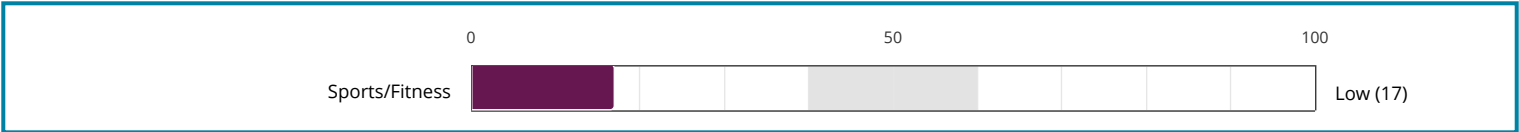
Dzino, your top eight Career Groups described on the previous pages provide general definitions for broad groups of occupations in which you have the highest level of interest. Some of the descriptions and occupations in the groups may not appeal to you. That's fine; just make note of what you don't 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

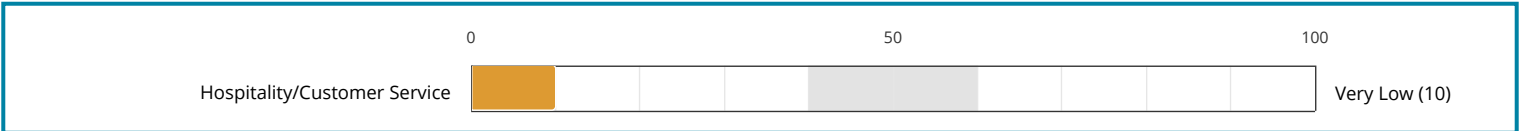
It's important for you to take note of your four lowest interest groups. They are listed in the chart below. Areas of low scores can reveal some insights about your career interests.



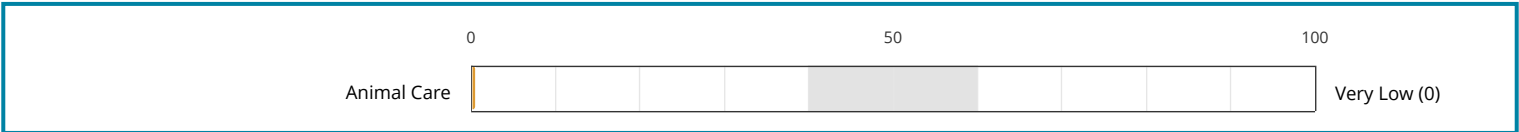
Raise crops, livestock, install and maintain landscaping, study and protect the environment.



Compete in athletic events, participate in a team or individual sport, coach, instruct, or training in athletics and/or fitness, or organize and teach sports activities.



Plan menus, cater, work in a restaurant or hotel, provide customer service or personal care, or specialize in home management.



Treat sick or injured animals, train animals, care for animals, study to understand animal behavior.

Note: Vocational/General Interests are not the same as skills. They reflect your motivation toward a career field but not your ability to work in that field. Most people have abilities that support their interests. If not, they usually try to develop their skills further or look at a secondary career area. For instance, someone who loves sports but does not have the skills to pursue an athletic career may decide to become an athletic trainer or a sports referee.

# Skills Are Key Criteria for Choosing an Occupation

## Skills Are Key Criteria for Choosing an Occupation

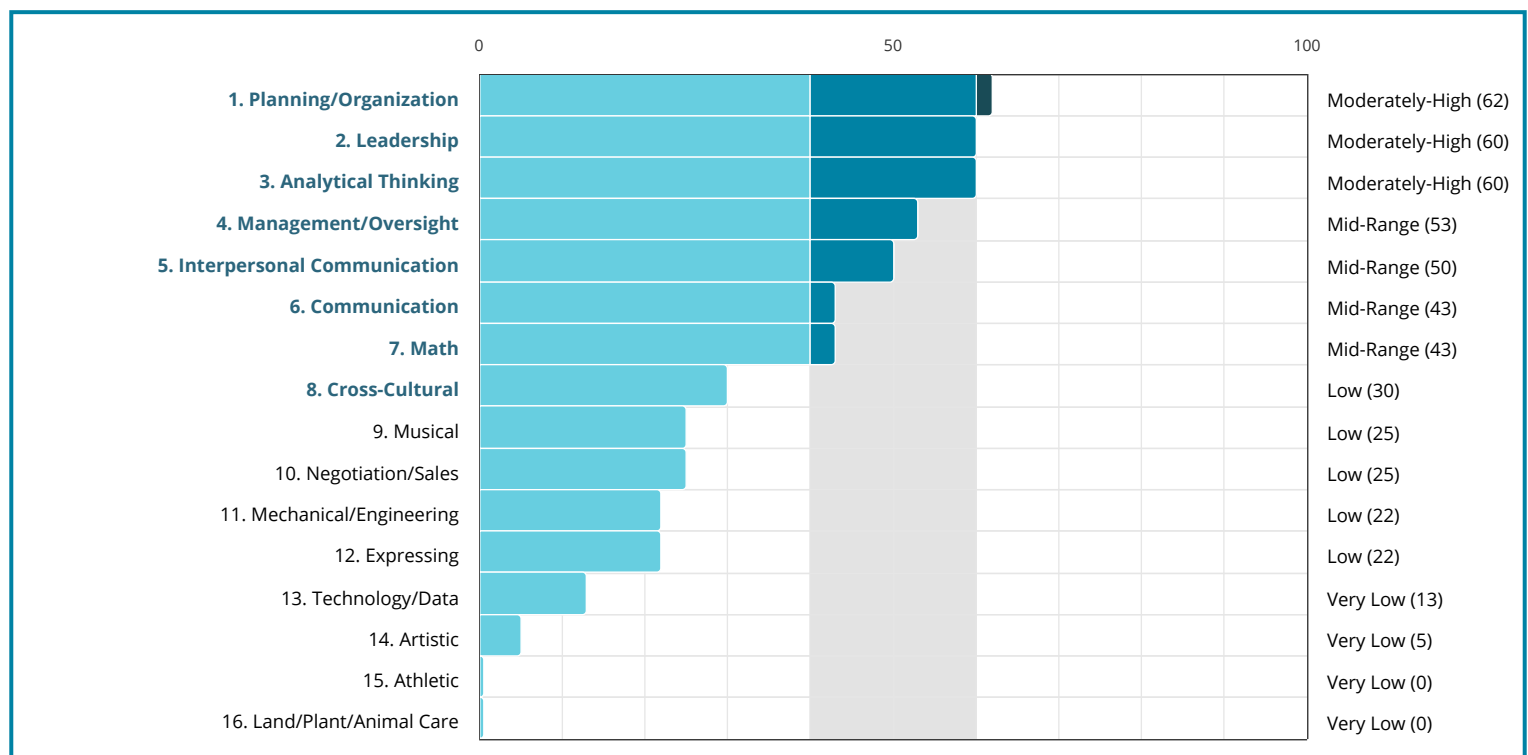
Dzino, an understanding of your skills will be important as you evaluate potential occupations. It is very critical that you match your work to career fields that utilize your best skills in order to gain the personal joy of doing something that comes naturally.

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.

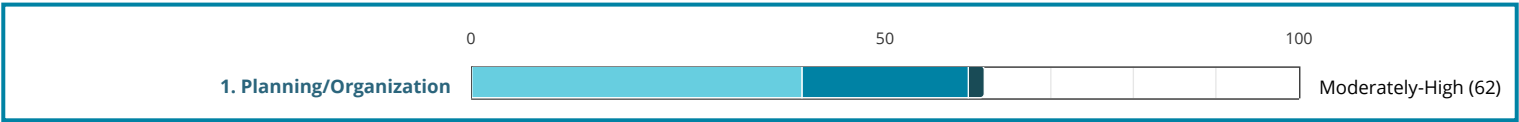
The bottom line is that you are most likely to excel when you use the skills that come naturally and bring joy in their use. Although you do need to be mindful of your weaknesses, it is generally unproductive to make them the primary focus for your work. In the area of skills, try to swim with the current,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

### Skills and Abilities

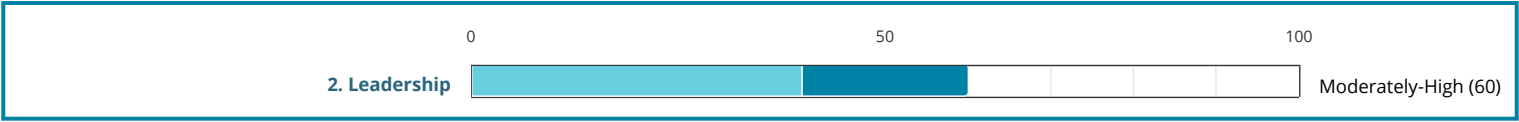


Note: This section's skill scores are from your self-assessment, not an achievement or an aptitude test. Research indicates that self-assessment can give an accurate overview of a person's skills.

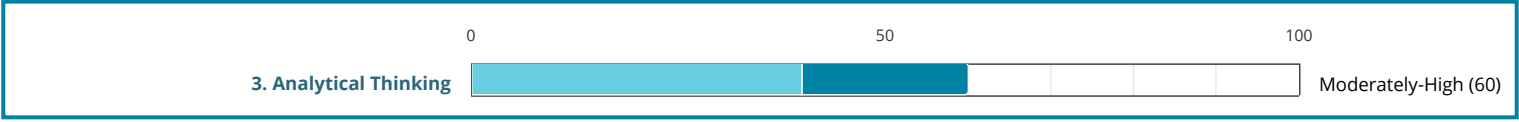
3.1 Skills and Abilities: Top 4 Areas



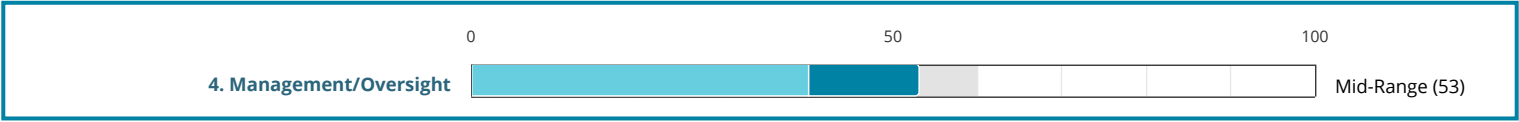
You naturally perceive how detailed procedures and materials should be kept accurately and in good order to maximize efficiency. You are methodical, neat, and systematic in your approach to a task and you typically excel at administrative duties that involve sorting and retrieving information and supplies 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.



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.



Because of your analytical skills, you respond well to intellectual challenges and are comfortable with work activities that involve researching, evaluating information, making inferences, diagnosing issues, and solving abstract problems while being precise in your reasoning. You enjoy working with real-world issues and using critical thinking to forecast possible results, often generating new ideas or approaches to problems. You will thrive in opportunities to work with information that can be measured, validated, and explained by numerical data (such as in finance or financial planning), or where your insights can directly improve the lives of others through scientific discoveries, as well as in many other occupational fields, including medicine.



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.

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.

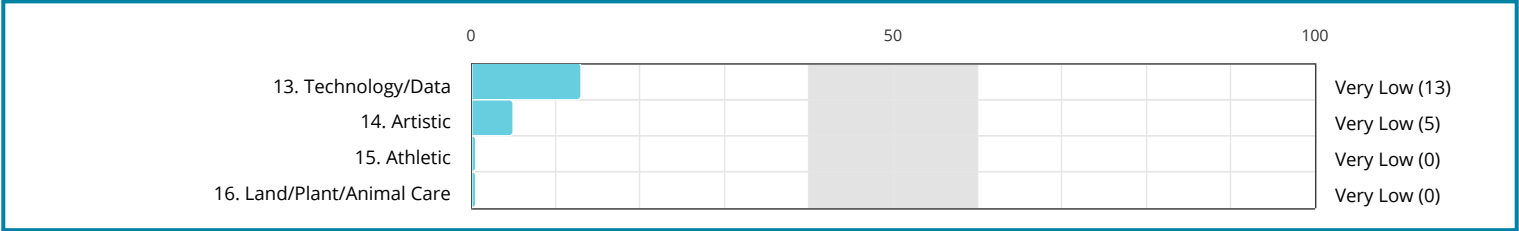
DEVELOP YOUR SKILLS

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

Dzino, 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 Skills and Abilities graph. Areas with low scores can reveal some insights about your career interest. It could be that these are not natural strengths, or perhaps you never have had the opportunity to develop them. In either case, it would be best not to pursue occupations that require heavy use of your low-scoring skills, unless you pursue more training first.

YOUR LOWEST FOUR SKILL AREAS





# Values Are Important To Career Decisions

## Values Are Important To Career Decisions

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Dzino, 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.

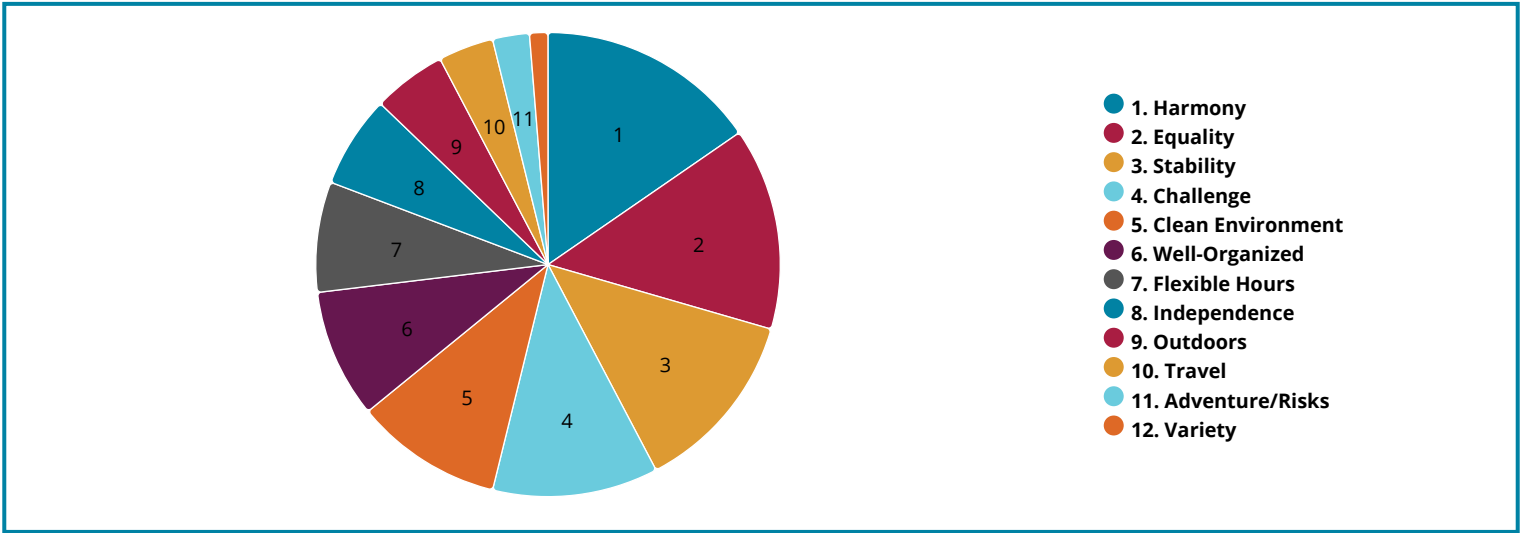
Expect your values to change; these are your priorities and you can change them any time you want. Most people will find that they do change some of their priorities as they age and as their family situations change. It is a good idea to save this report for future reference. A periodic review will enable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

##### 2. 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.

##### 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. Challenge

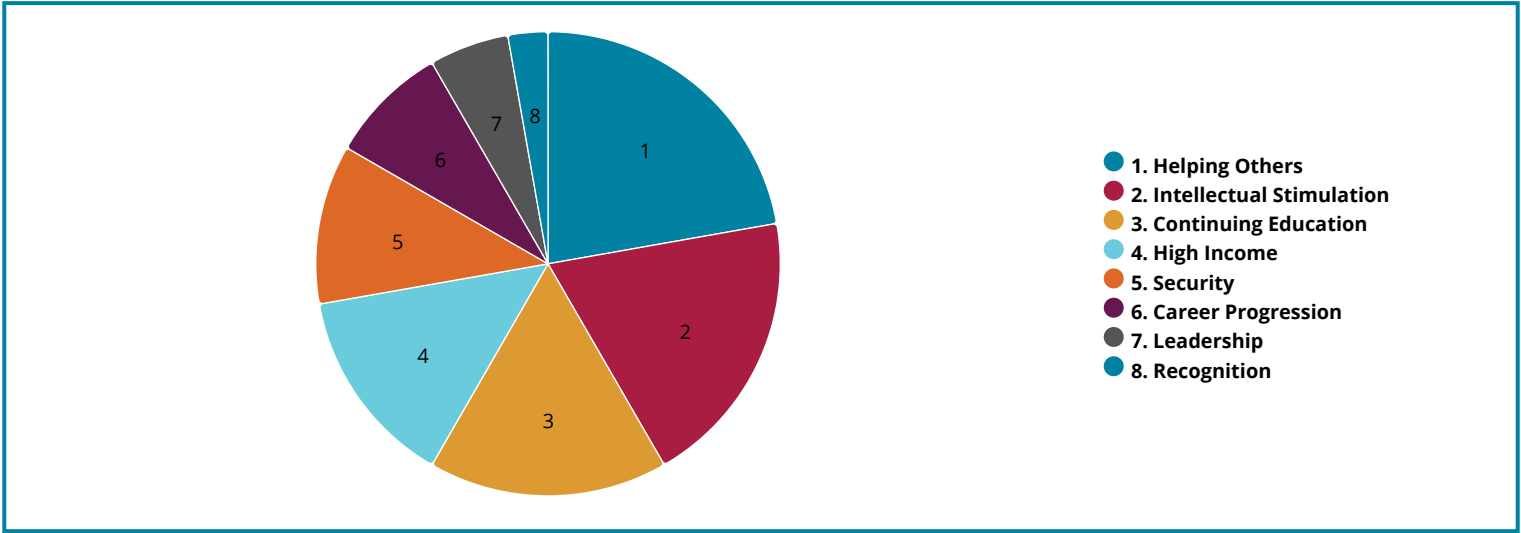
You need the opportunity to solve tough problems and work make-or-break issues. Look for difficult assignments and obstacles to overcome. Controversy is not a problem, because you enjoy restoring order where there was chaos.

4.2 Values: Work Outcome

Although most people have a number of expected rewards from their work, it is important to decide what is most important. For instance, more education and higher income typically go together, but beyond a certain level continuing education may not correlate with a higher income. Likewise, having a leadership position does not always enhance one's security. Whether we think about it or not, most of us have to make tough choices in this area.

It's very important that you recognize that your priorities are an individual matter. Allowing someone else to exert too much influence over work values is one of the biggest mistakes people make in choosing a career field. This is your opportunity to think through this critical area and make sure you know what is really important to you.

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



THESE OUTCOMES ARE THE MOST IMPORTANT TO YOU

1. Helping Others

Contributing to the welfare and growth of others is important to you and should be an integral part of your work. This could be carried out through training, teaching, counseling, encouraging, and the provision of financial resources. Your occupational choice should afford the opportunity to express your concern for others.

2. Intellectual Stimulation

You enjoy thinking through complex issues and applying reasoning skills to solve problems. The opportunity to acquire new information and think at an intellectual level should be part of your career choice criteria.

3. Continuing Education

You enjoy growing and developing as a professional in your career field. Having the opportunity to take development courses, workshops, or formal education is important to you. Look for job opportunities that promote personal growth through continued education of some kind.

4. High Income

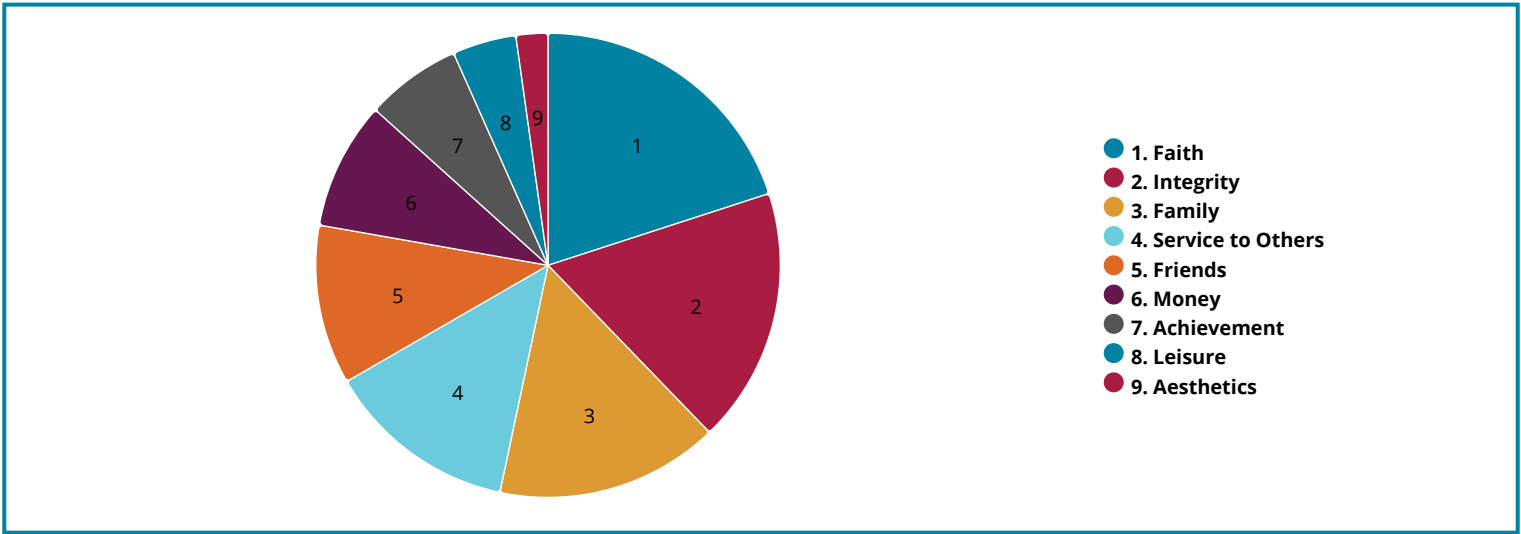
You value being highly rewarded financially for your efforts at work. To feel successful in your work, you believe a high-income level is a necessary factor.

4.3 Values: Life Values

This area is important to career planning because many people find it difficult to align the way they live and work with their life values. The fast pace of life, the strains of financial overcommitment, and the complexity of life in this time cause many to feel like it's all they can do just to hang on each day.

Experience shows, however, that people who thoughtfully decide on a life purpose and then make career choices that contribute to that goal have a unique peace and sense of fulfillment about their work. Your top four items that relate to life purpose are listed below.

YOU PRIORITIZED 9 VALUES THAT RELATE TO LIFE PURPOSE



LISTED BELOW ARE YOUR TOP 4 LIFE PRIORITIES

- 1. Faith**  
You have indicated that your life mission involves serving God in everything you do. It will be very important for you to see how your work is contributing to that goal. Remember that all occupations offer the opportunity to serve Him. Kindness and a commitment to excellence can be an attractive light for others in the workplace.
- 2. 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.
- 3. 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.
- 4. Service to Others**  
As a part of fulfilling your life purpose, you believe it is important to serve others. You should be sure that your work contributes to the well-being of others.

### 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.

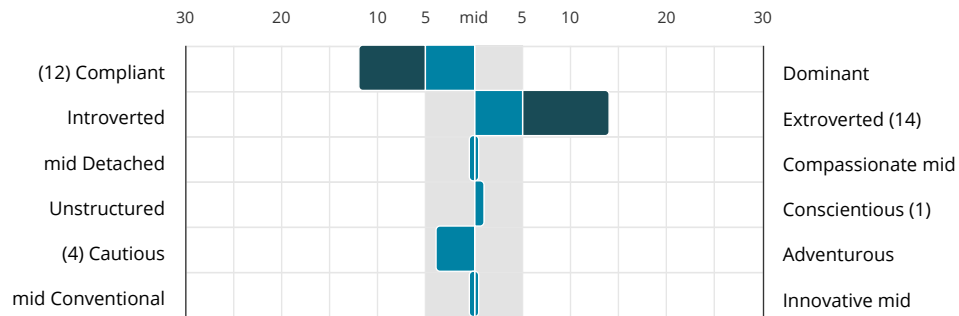
Reading through your CAREER DIRECT report is comparable to studying a road atlas in the first stage of planning the trip. It offers you a broad overview of the general directions to your destination, along with some alternative routes to get you there. However, just reading the report will not solve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

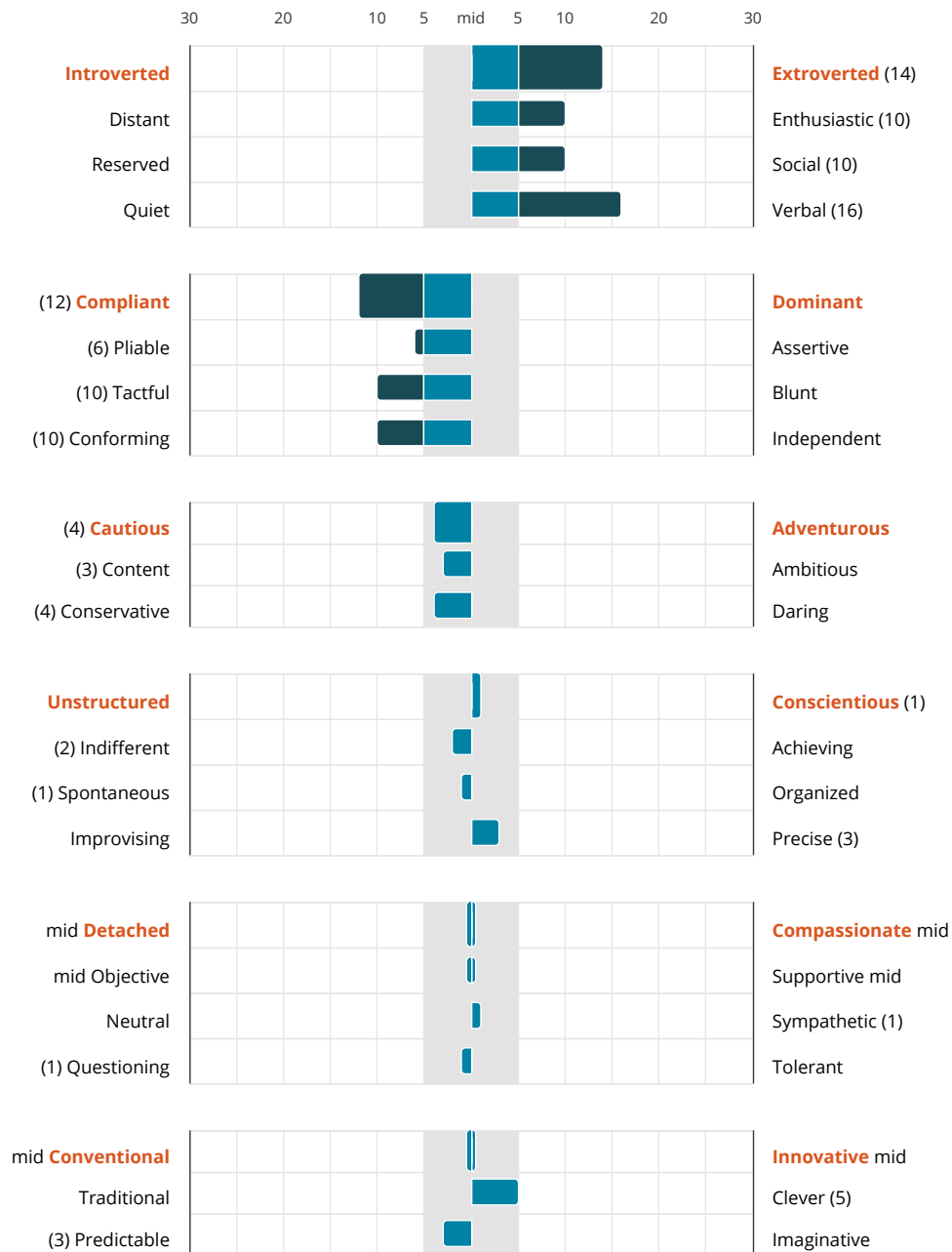
Above all else, don't forget that the basic goal in career planning is to match your talents and interests to the requirements of your work. In doing so, you will have the highest likelihood of reaching your destination and career that fits you.

# Summary Charts

## 1.1 Six Factors of Personality



## 1.2 YOUR PERSONALITY FACTORS AND SUB-FACTORS



### 1.3 PERSONALITY SUMMARY

**Extroverted** - outgoing and a natural people person who likes meeting strangers; enthusiastic and good at networking

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

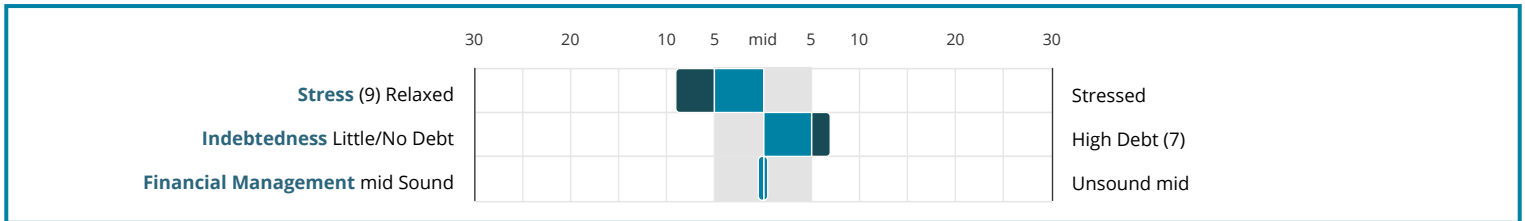
**Cautious / Adventurous (Mid-Range)** - moderate in your drive and spirit of adventure, and not a high risk taker

**Unstructured / Conscientious (Mid-Range)** - structured in some areas and operate spontaneously in others

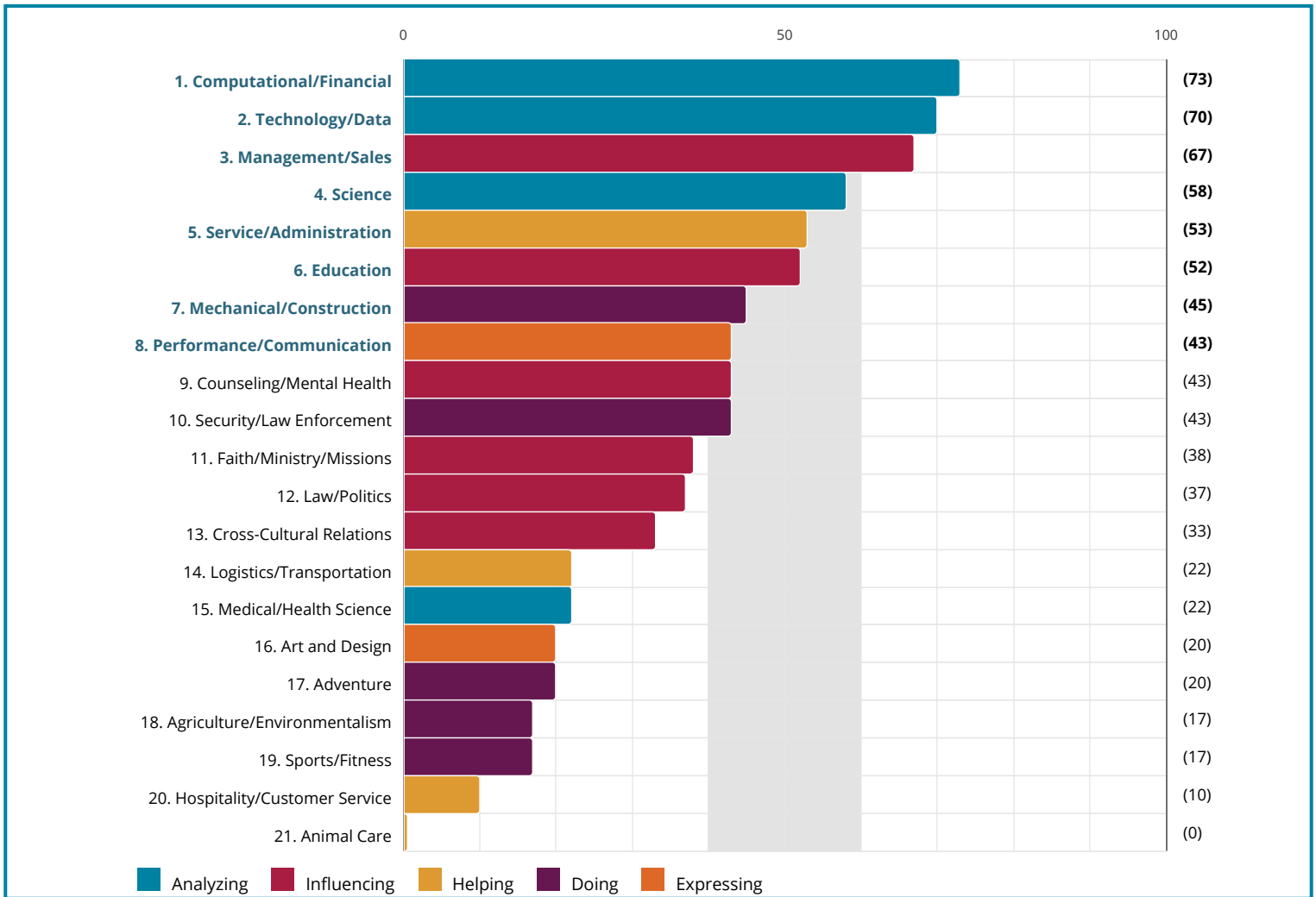
**Detached / Compassionate (Mid-Range)** - capable of being objective about people and situations, yet agreeable and supportive

**Conventional / Innovative (Mid-Range)** - willing to initiate new ideas when there is an obvious need but can also take a traditional perspective

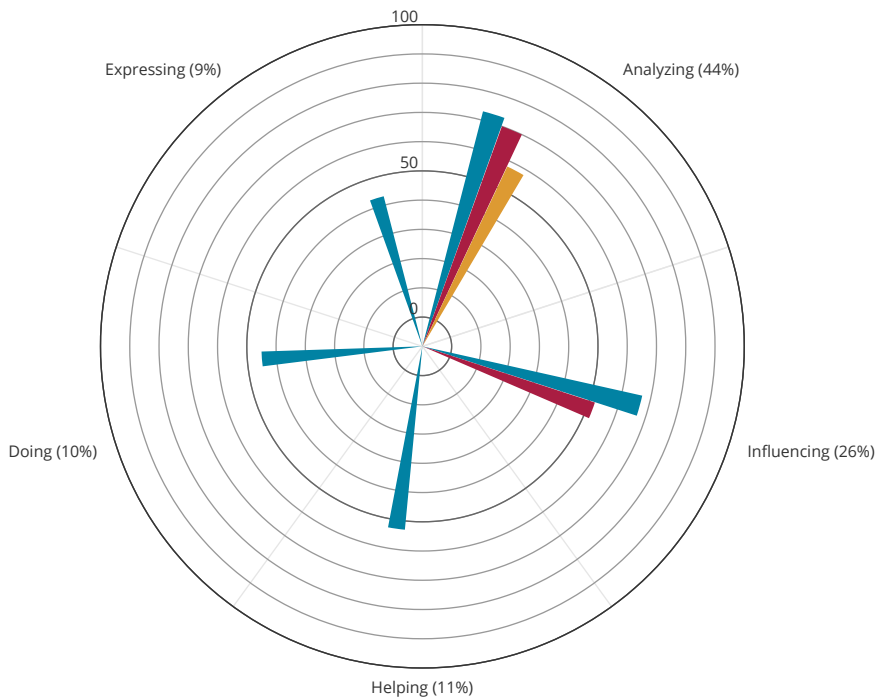
### 1.4 Critical Life Issues



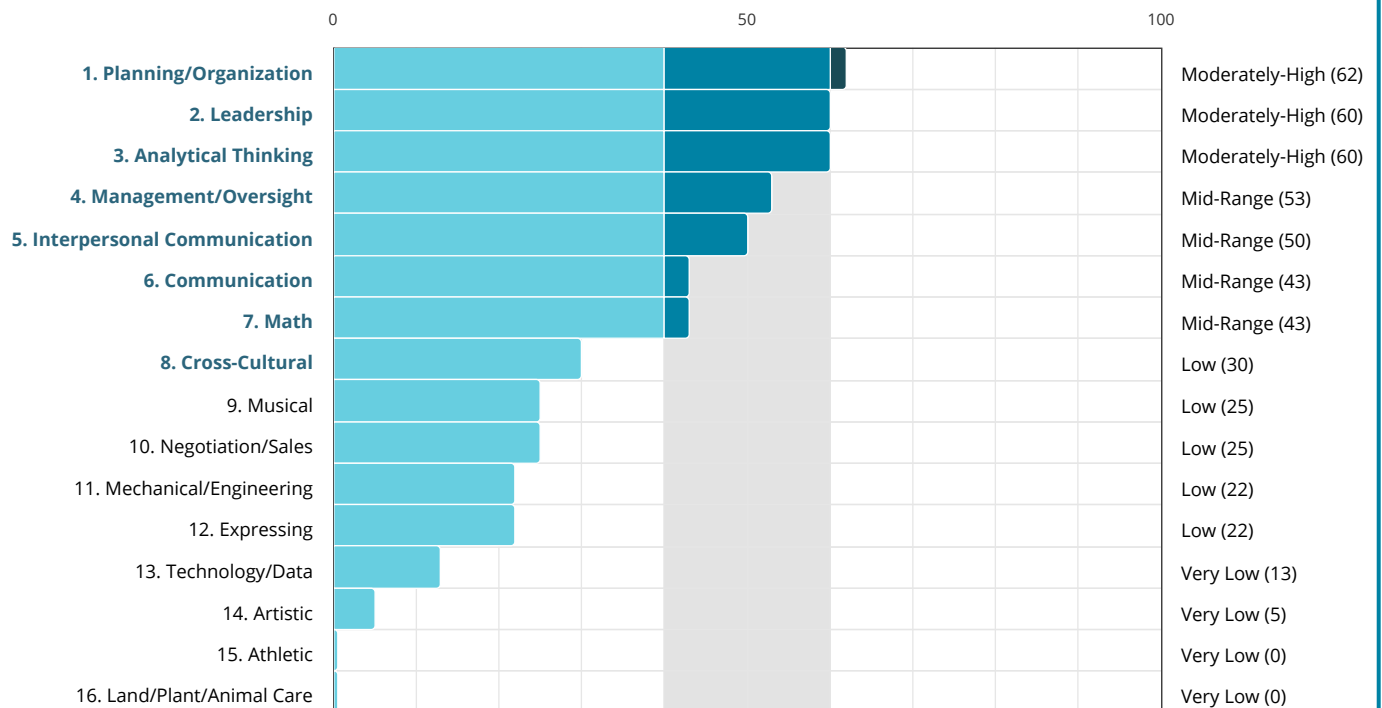
### 2.1 General Interests



## 2.2 Top 8 Career Groups by Interest Area

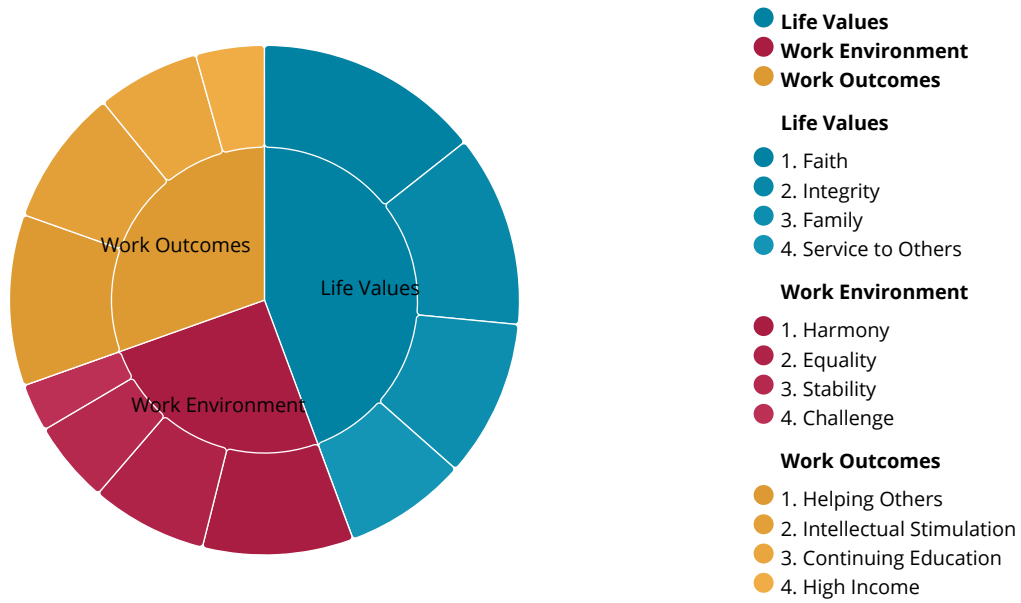


## 3.1 Skills and Abilities

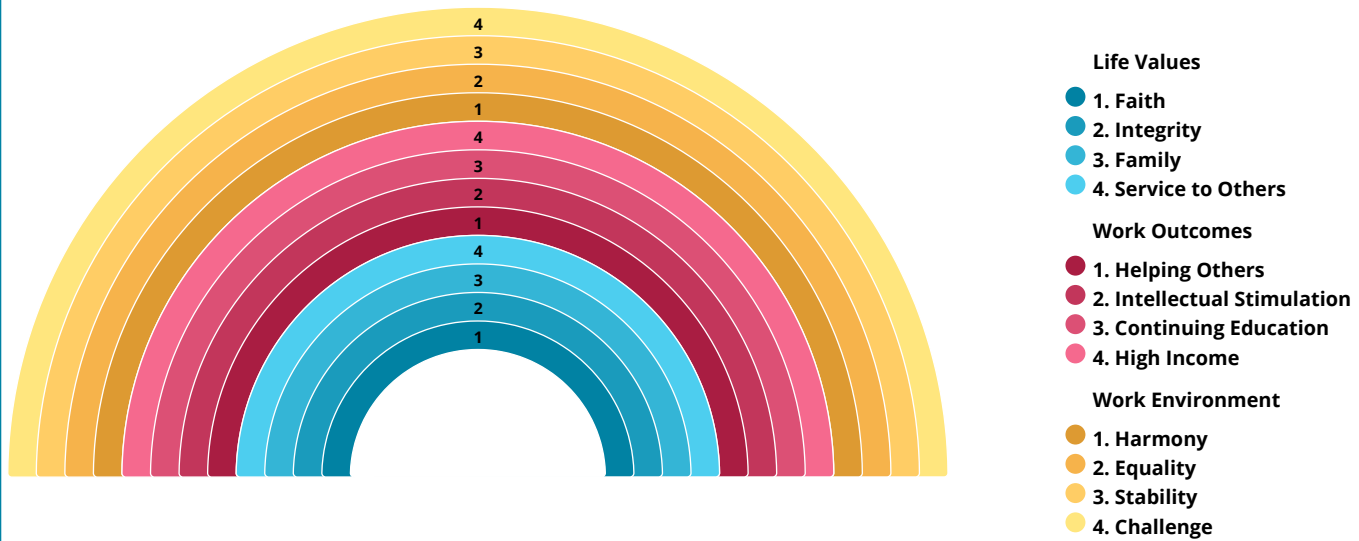




## Top 4 Integrated Value Priorities



## Core Life Planning Values



## Career Direct – Next Steps

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

### 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. 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. Computational/Financial

[Computer Software Programmer](#)  
[Banker/Loan Officer](#)  
[Financial/Investment Analyst](#)

[Economist](#)  
[Statistician](#)  
[Financial Planner/Advisor](#)

[Accountant](#)  
[Data Analyst](#)  
[Controller/Bookkeeper](#)

### 2. Technology/Data

[Informatics Specialist](#)  
[App Designer](#)  
[Cybersecurity Expert](#)

[Video Game Designer](#)  
[Data Scientist](#)  
[Computer Software Engineer](#)

[Architect](#)  
[Robotics](#)  
[Engineer \(civil, electrical, mechanical\)](#)

### 3. Management/Sales

[Fundraiser/Development Officer](#)  
[Product /Brand Manager](#)  
[Sales Agent/Marketing Manager](#)

[Chief Executive Office \(CEO\)](#)  
[Business Owner/Entrepreneur](#)  
[Manager - Retail Store/Hotel/Restaurant/Manufacturing](#)

[Real Estate Agent/Realtor](#)  
[Independent Consultant](#)  
[Marketing Representative, including Social Media Marketing](#)

### 4. Science

[Biologist](#)  
[Research Scientist](#)  
[Chemist](#)

[Laboratory Technician](#)  
[Psychologist](#)  
[Physicist](#)

[Meteorologist](#)  
[Archeologist](#)  
[Scientific Researcher](#)

### 5. Service/Administration

[Bank Teller](#)  
[Executive Assistant](#)  
[Office Manager](#)

[Retail Sales Associate](#)  
[Help desk analyst](#)  
[Charitable Non-Profit/Non Governmental \(NGO\) Advocate](#)

[Administrative Assistant](#)  
[Program or Project Coordinator](#)  
[Front Desk Receptionist \(greet and direct guests, schedule appointments, answer phones\)](#)

### 6. Education

[Trade Instructor](#)  
[Higher Education Administrator](#)  
[Teaching Assistant/Classroom Aid](#)

[Corporate Trainer](#)  
[Professor](#)  
[Online Curriculum Designer \(online or in class\)](#)

[School Principal](#)  
[Education Specialist](#)  
[Academic Teacher/Tutor \(Public, Private, Homeschool\)](#)

### 7. Mechanical/Construction

[Electrician](#)  
[Heating/AC Technician](#)  
[Interior/Exterior Painter](#)

[Aircraft Technician](#)  
[Building/General Contractor](#)  
[Carpenter/Woodworker](#)

[Mechanic](#)  
[Plumber](#)  
[Construction Worker, including bricklayer](#)

## 8. 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) |

### 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.