

CASE STUDY: THE CLIENT- CHANTE ARMOED

Background: Study the complete Career Direct Assessment report and background information, and prepare yourself by presenting the following information to Mario Denton

- 1. Work through the entire document.**
- 2. How would you describe the client's overall personality? Think about all the traits and sub-traits. What connections do you notice? Consider which traits complement each other to form a theme and which ones help create balance.**

The client has a very balanced and adaptable personality. She does not sit on the extremes of personality, and she should be able to adapt and adjust to different situations and people.

There are a few slightly stronger traits, namely detached, spontaneous, indifferent, conforming and blunt) that give her a realistic, straightforward, and flexible edge, but none of these overpowers her design.

When I look at how her traits work together, and complement each other:

- Detached + Objective + Questioning = She will be able to look at situations from a distance without getting too emotional. She should be able to form her own opinions without being pressured by a group. She thinks for herself.
- Conforming + Blunt = Although she respects rules and traditions she is not afraid to speak her mind. She is honest and straightforward, but her words may appear a bit sharp if not softened with empathy.
- Balanced adventurous and cautious = She will take a chance when it is worth it but will not rush into large risk situations.
- Balanced introvert and extrovert = She is socially flexible. She enjoys being with people but also enjoys her own space.

When looking at the balance of being detached, objective and questioning with being spontaneous and indifferent, it seems like she will be a good problem

solver. Her conforming side balances out her spontaneity – She is not a rebel, but also not rigid.

Her bluntness brings honesty, but her mid-range introversion/ extroversion avoids her from coming across as cold or outspoken.

Chanté's overall personality is balanced, adaptable and realistic. She can handle structure and change. She is objective and questioning, which makes her a fair decision-maker, while her spontaneous side helps her stay flexible.

She is not the loudest voice in the room, but when she speaks, it is most likely to the point.

She is honest, straightforward, fair and steady.

3. Based on the client's Interests, including the breakdown of the top Activity, Occupation, and Subject Interests, skills, abilities and values, what questions would you ask the client?

- I see that you listed faith as one of your strongest values. How would you like your career to reflect your faith?
- What would success look like if you could balance faith, achievement and leisure?
- What does a high income look like to you in rand?
- If you had to choose between a job that gives you a high income, and a job where you could help people deeply, which would you choose first and why?
- Your favorite subjects are English and Physical training. How do you imagine using this in a career?
- You value continuous education – what do you wish to learn after school?
- If you could stay anywhere in the world, where would you go?
- You value travel, variety and challenge. What excites you the most about travelling for work?
- Do you imagine yourself working more with people (counselling) or ideas and planning (management).
- What would an ideal workday look like for you?

4. Do you see any connections between the client's personality and interests, and skills?

Yes, there are quite a few connections:

- She has a detached personality, and she is objective and questioning. This matches her interest in counselling and leadership. She can step back, listen and evaluate situations fairly. It also works well with her problem-solving skills; she won't just follow her feelings she can analyze clearly.
- She has a balanced introvert/ extrovert personality. This supports her interest in sales, counselling and management. She can work with people but also complete tasks. She can connect well with others without being drained too easily.
- She is spontaneous, flexible and slightly indifferent. This links with her interest in travel, variety and self-employment, she can adapt and explore. She does not need everything planned out before moving forward and can adapt quite easily.
- Her conforming and blunt personality connects to her interest in business leadership and management. She can respect rules but also speaks the truth directly. She can be honest and straightforward, which is a plus for sales.
- Her balanced cautious and adventurous personality links with her interest in self-employment. She is not reckless but will take calculated risks.

Chanté is a balanced and adaptable person who can combine fair thinking, people skills and flexibility in her career. Her personality allows her to stay objective and grounded while her interests push her towards helping others, and her skills gives her the ability to communicate, solve problems and adapt to change.

5. Considering the client's personality, Interests, activities, occupation, subject, Skills and values, what typical occupations fit the client exceptionally well? Give me three options and the rationale behind them.

Typical careers that will suit her:

- Helping others (counselling, social worker, school counsellor). This links to her interest in counselling, her objective and supportive personality and her value in helping others. Her background will also help her as she understands community struggles. This also aligns with her faith and interest in religious studies)
- Leading or influencing (Entrepreneur, HR practitioner, Project manager). This links to her interest in self-employment and her flexible and adaptable personality. HR combines leadership, counselling and communication skills. Project Management may allow her to travel.
- Sales and Communication (Sales consultant, Public relations officer, Language coach). This combines people's skills and her interest in helping others. It will work well with her balanced extrovert/ introvert personality and her interest in languages and communication.
- Education and training (English Teacher, Sport coach). This matches her subject interests and values to help others. Teaching may open doors for her to travel and teach in other countries.

6. Considering the client's personality, Interests, activities, occupation, subject, Skills and values, what advice will you give the client to sustain her strengths and to work on his non-strengths?

Here is how she can sustain her strengths (based on what she marked in her interactive action plan):

- She is a good team player, and this will strengthen by leaning into group activities, sports and youth groups. This will strengthen her

collaboration skills and keep her adaptability sharp. A practical thing that she can do is to take on a leadership role in school or church.

- Tasks orientated and accountable: By selling products or coaching and tutoring younger kids or any projects where she has to deliver results.
- Able to confront problems: To develop practical and healthy conflict solutions is a must.
- Quick thinker: Make use of opportunities like debating or public speaking.

Work on non-strengths:

- Direct but sometimes insensitive: A short course or book in communication skills will help. A practical tip will be to start with a positive thing first when saying something.
- Lacks focus and commitment: Setting 1 or 2 goals at a time and celebrate small wins. Choose one or two small projects a month and make sure to complete it, then celebrate the completion.

7. Considering the client's personality, Interests, activities, occupation, subject, Skills and values, what would be the degree/diploma/certificate study field, and short courses that this person should tackle after completing high school, plus the rationale behind it?

1. Counselling/ Social work/ Mentoring

- Degree/ diploma/ certificate options:
Diploma in counselling
Bachelor of Social Work
Coaching Certificate
- Rationale:
Matches her interest in counselling and helping others.
Leverages her objective, questioning personality and her ability to make tough decisions and hold people accountable.

Ties in with her faith value and desire to live with purpose.

2. Business Management / Entrepreneurship

- Degree/ diploma/ certificate options:
Diploma in entrepreneurship/ small business management
Certificate in project management
- Rationale:
Supports her desire for self-employment and business leadership.
Works well with her strengths in accountability, task orientation and quick decision making.
Provides skills to build financial stability.

3. Human Resource/ Training and Development

- Degree/ diploma/ certificate options:
HR Diploma
BA Industrial Psychology
Diploma in Training and Development
- Rationale:
Combines her interest in leadership and counselling.
Uses her skills as a team player, communicator and problem-solver.
Fulfil her values in helping others while progressing in a career.

4. Education and Training

- Degree/ diploma/ certificate options:
Bachelor of Education with majors in English, Social Studies and Life Orientation.
Diploma in training and facilitation
Coaching certificate
- Rationale:
This aligns well with her subject interests.
Provides structure and stability.
Offers opportunity for travel.

8. Take a moment to reflect on the client's profile, namely work environment values, desired outcomes, and life values. Do any of these seem to conflict with one another?

Yes, I found the following to be in conflict:

- Travel & Variety vs Well Organised
Travel may imply moving parts and shifting schedules while being well organised involves clear planning and predictability. It will help to aim for structured fieldwork in a well-run organisation where there are project plans while the fieldwork gives variety.
- High income & Career progression vs Helping others.
Pure counselling and social services can pay less early on. It will help to choose impact roles in paying environments like HR, Learning and Development etc.
- Career Progression & Continuous Education vs Leisure
Climbing and studying takes a lot of time in evenings and weekends which leaves less time for leisure.
- Self-employment vs Desire for order
Start-ups are messy. It might be a good idea to have a structured job while starting a side-Hussle.

9. Considering the client's personality, Interests, activities, occupation, subject, Skills and values, what would be the person's calling, purpose and destiny in life?

Chanté's calling is to use her voice and influence and uplift others. She is wired to bring direction and honesty into people's lives, whether through counselling, leadership or communication. She is a truth-teller and encourager.

Her purpose is to combine faith, achievement and helping others into a meaningful path that gives impact and stability. Her purpose is not just to make money but to make a difference in people's lives while building a strong future for her and her family.

Her destiny is to create opportunities for herself and others through leadership and counselling where she can leave impact and influence.

10. Considering the client's personality, Interests, activities, occupation, subject, Skills and values, what overall message do you have for the client that you can use as a summary to motivate the client?

Chanté, you are a balanced, adaptable and people focused person with the gift of being both straight forward and flexible. You have a unique ability to see things clearly, make tough decisions and hold others accountable, yet bring warmth as a team-player who wants the best for other people.

You value faith, growth, achievement, stability and helping others which means your future will be most fulfilling when you combine purpose with progress and making a difference in lives while building a strong future for yourself.

You are called to lead with honesty, serve with faith and create with courage.