

Report for Chante Armoed:

How would you describe her overall personality?

Chante scores highest as DETACHED. She is task focused that can be objective in dealings with others. She is fast moving and gets the job done. This type can sometimes be very impatient. Another strength is her ability to deal with conflict or rejection. She might be insensitive to the needs of others and can come across as abrasive, demanding and intolerant.

Her second pair is mid-range in UNSTRUCTURED AND CONSCIENTIOUS. She can be precise and carefree. In some areas she can be organised and in some areas not. She might be more rigid in certain areas. The challenge will be to find those activities that warrant more attention and care than others. What are those activities that focus your attention?

Her third pair is mid-range in CONVENTIONAL AND INNOVATIVE. She thrives in an environment that will enable her to moderately express her creativity. Sometimes she will like to initiate new ideas. She can be content with a structured work environment. She needs to avoid extremes of work environments that are too creative or too practical. It can cause unnecessary stress. Try to plan for a variety in your work schedule. Tip: Try to find the area you are most creative in and which area are you the most resistant to change?

Her fourth pair is mid-range in COMPLIANT AND DOMINANT. She can be a leader or a follower. If no leader emerges then she is comfortable to take over. She needs opportunities to express her opinions and opportunities to influence. Her high score as being BLUNT means that she is straightforward and bold in adversity. She must be aware that not everyone is comfortable with people speaking out bluntly. She must also be careful not to misread situations before speaking out.

Her fifth pair is mid-range in CAUTIOUS AND ADVENTUROUS. She needs a balance of adventure and security. She will thrive in situations with moderate challenges or moderate risks. (There needs to be a balance) She can be bold and step out, but she will probably do her homework first. She can adapt well, but be careful to not be too adventurous. She can be good at balancing her ambitions with time, energy and money.

Her sixth pair is mid-range in INTROVERTED AND EXTROVERTED. Chante can engage with people, but she also likes solitude. She has verbal skills, likes to communicate and can be comfortable to meet new people. She does need a balance. Too much time with too many new groups of people can create stress. Working alone most of the time can also cause stress. Balance is the key.

What connections do I notice?

If I look at all the factor pairs then I see that Chante can be task orientated and make creative plans to quickly solve problems, but she is extremely SELECTIVE. The same daily routine, the same rituals can cause tremendous frustration in her life. Certain tasks she sees as frustrating and uninteresting. A variety in her schedule will cause her to be more productive. Her personality is well suited as a leader or follower. It is extremely interesting for me that she scores mid-range in 5x personality factors. It is a clear indication that she needs a lot of balance in her life. To avoid compounded stress in her life she will need to avoid extremes e.g. not too adventurous, not working continuously with new groups of people or not too creative or too practical.

Questions to ask regarding her interests:

Your highest interest score is in athletics. Do you excel in a certain sport? Can you do it professionally? Do you like coaching? Have you coached before? Can you see yourself as a personal fitness trainer? Will you have enough focused discipline to pursue this as a career?

Your second highest interest score is in counselling. Can you listen well to the concerns of others? Can you display a sense of compassion and sensitivity to the needs of others? Can you see yourself as a full time social worker?

Your third highest interest score is in religious activities. If you pursue a career as a youth pastor, can you see yourself working with young people all the time? Once again, will you be able to have enough compassion to counsel and disciple others? Have you considered a hobby as a sports' chaplain?

Your fourth highest score is in management/sales. Would you like to work for yourself? What type of business interests you the most? Can you see yourself working your way up in a sports chain? (like Sportsman's Warehouse)

Your fifth highest score is in writing. I see in your profile that you like reading and that English is one of your favourite subjects. Do you think you maybe just score high here because you like English as a subject? Do you like to write in your free time? (as a hobby)

International: I notice that you do not have a foreign language as a subject at school. Do you like foreign languages? Are you willing to study hard to learn a new language? Did you just score high in this because you like tourism?

Law/politics: What type of interest do you have in law and politics? Do you think you are academically qualified to study in this direction?

Adventure: Do any of the adventurous occupations appeal to you? Do you agree that you cannot pursue this type of interest if it is too risky?

Connections between personality, interests and skills:

Her highest interest group is ATHLETICS. Her personality requires lots of variety and balance. Her detached personality helps her to focus on motivating and structuring an athlete's growth. This can be connected with 2 of her top 4 skills in MANAGING AND WORKING WITH OTHERS. As an athletic coach or fitness trainer she can balance these skills.

Her second highest interest group is COUNSELLING. She does not have a very compassionate personality, but her detached nature can help her deal with harsh and abusive family challenges. Her mid-range as introvert/extrovert will help her to communicate and listen well. As mid-range compliant/dominant she can take the lead and be straightforward when the situation calls for it. All 4 of her top 4 skills can be incorporated in counselling. Very good fit.

Her third highest interest group is RELIGIOUS. Her best skills in this field will be working with others and analytical thinking. She does not have the typical personality of a youth pastor/pastor. She will be best suited where she can work one on one, smaller groups or demanding/abusive family situations. A social worker can be a good fit.

Her fourth highest interest group is MANAGEMENT/SALES. This will incorporate most of her top 4 skills. Her personality is well suited for business as long as the work environment is balanced. Not too adventurous, not too creative, not constantly working with new groups of people. She needs

variety and flexibility. Look for a big chain store where she can grow and move to different departments.

Typical occupations:

Firstly, I want to comment that I have 3 good options for her, but her value system does not always add up.

My best option for her is a social worker. It does not require very high academic achievement. You can do a college diploma. She does not have good enough marks for a university degree. I can see her dealing with sensitive, abusive family challenges because of her high score as a detached person. There is a fair bit of variety dealing with different social issues. She can think creatively and intuitively when needed. Her work outcome values will be met as a CHALLENGE and a certain degree of being WELL ORGANIZED. The travel and variety need can be met in smaller measures.

Unfortunately, the HIGH INCOME will not be met! What I will encourage her with is to excel and grow as a social worker. She can later consider doing online diploma's in counselling. Her experience as a social worker can evolve into something like a family therapist where she can earn more money and eventually work for herself.

My second choice for her will depend on her athletic ability. It seems like she loves sport and that she loves the subject of PE. Athletics is her highest interest. How can she make a living out of athletics? She can consider doing different diplomas in athletic coaching. With her balance as an introvert/extrovert I will recommend a track and field coach in e.g. sprinting. She can work in smaller groups and one on one settings. If she eventually works with a top international athlete, it will give her the opportunity to travel and to spend more time in leisure. (flexi schedule)

My third option for her is to work herself up as a manager in a big sports chain like Sportman's warehouse. This type of occupation will satisfy her skills in managing, clerical work, working with others and sometimes thinking in an analytical way. It will also allow her to work in a sporty environment. Her personality is well suited for business. The challenge will be to find variety and not to get too bored with a 9-5 type of schedule. The company might have opportunities for further education and career progression. If she excels and grows in this business, then she can maybe start her own gym?

What advice?

One of her greatest strengths is to be tough and deal with conflict and rejection. She is also not afraid to speak out and share her opinion. She likes to be heard. In that regard I will advise her to look for work opportunities where she can practice this, like social work or some forms of counselling. On the opposite side be careful not to speak before you think. Consider the situation you are in. (read the room) Will your opinion sound insensitive or harsh? You can end up hurting lots of people with your words if you are not careful.

Another great strength is that she is flexible and adaptable. She likes to explore new ideas or try new challenges, but balance is key for her. My advice to her will be to look for opportunities that constantly present new challenges. Try and find those interests that really excites you. It seems like the world of sport is a passion of yours. Avoid opportunities where you will be stuck in an office doing the same task repetitively.

Qualifications to pursue:

Chante's academic marks are not very high. She will not qualify for a university degree. I would recommend a college diploma or online courses. Her profile indicates that only her mother works. She will have to consider a study loan. Another solution is to find a job in a sport shop and do part time online courses in business management. She can also consider short courses in athletics coaching and fitness. Two of her work outcome values are career progression and continuing education. Her personality indicates that she needs variety and can get bored with a repetitive routine. I will encourage her to push hard to qualify herself. With her limited finances and her low academic marks, the best option is to probably try and work while studying online. But that will take a lot of discipline from her side.

Conflicting values:

Her 3'd choice in work environment values is CHALLENGE. Her mid-range score as conventional and innovative indicates that she needs moderation when it comes to mental challenges. A working environment where you constantly have to solve complex challenges will eventually frustrate her.

Her 4'th choice in work environment values is WELL ORGANISED. Her mid-range score as unstructured and conscientious indicates that she will struggle with being organised. If she can find a work that stimulates her passion, she might find it easier to be more organised.

The most conflicting values that I struggle to put together is TRAVEL, HIGH INCOME, MAKE MONEY AND LEISURE. It seems like this is a dream for many teenagers that want to get out of their small world with limited finances. To find a job that have all these values is extremely difficult. How much is her number for a high income? How can she qualify herself and find the discipline to make big amounts of money? To achieve a lifestyle with her choice of values will take extreme amounts of effort and discipline. Her personality indicates that it will be very challenging for her. I believe her value system will drastically change when she gets older and more mature.

Calling, purpose and destiny:

Chante is designed by God to deal with conflict and rejection. She is a tough lady. She is a well-balanced person that will thrive in moderate work environments. Extremes of any sort will eventually cause her stress. She has the ability to lead or follow and does not have a problem to share her feelings. She can be sociable and she can also be by herself and still be happy. Chante is a big dreamer and if she puts her mind to it, anything is possible.

Overall message:

My advice to you is to find those activities that excite you. Also try and see what are those activities that frustrate you. Find that passion and try and focus your time and energy on it. Your personality needs variety and balance. Too much of the same, repetitive routine will cause you stress. It seems like the world of sport excites you. There are a number of options that you can pursue in this world. My advice will be to do short courses in fitness training and even coaching training in e.g. athletics.

You seem to have a big passion for travel and the subject of tourism. If you want to pursue this field, you will have to work very hard to teach yourself other skills e.g. foreign languages. You will need to be very disciplined to work your way up in this competitive industry.

If you pursue social work, you can gain experience in this field and qualify yourself more in this area. You can earn enough to eventually qualify yourself more in e.g. psychology. This will enable you to work for yourself and become a counsellor for marriage or families.

Finally: Your mother is a domestic worker and your dad can not work. You live in a small community with many social and financial challenges. Do not allow your environment to determine your God given destiny. You can rise out of those circumstances if you are willing to work hard.