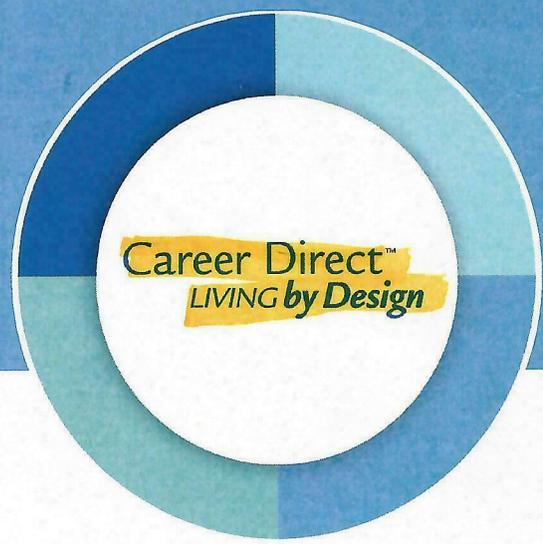


SEND SUE my link

# DETAILED REPORT



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**Completed:** Thursday, March 7, 2024  
**Date of Birth:** Thursday, June 16, 1960  
**City:** Mount Airy  
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confirm

Client Read

plural over times & seasons of life

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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what this is not "Single/sole Answer"

It is a Process of discovery - How did God Design - Done

+ wisdom & wisdom to make wise choices in careers

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2hrs

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1 hour

for Sue  
Very short review  
of topic

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Career Direct - Next Steps

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( Summary Charts  
are for quick glances  
on later reviews )

} Next  
Session

# Introduction

## The Biblical Basis For Work

Sue, the work we do, the career we pursue, and how we nurture and develop the gifts and talents we possess are often vital interests to God. Since we spend more time in our work than in almost any other endeavor, it **must** come under the Lordship of Christ.

1 Corinthians 4:2 says, "Moreover, it is required in a steward that a man be found faithful." **Stewardship** is the wise and prudent management of resources that have been entrusted to us. Biblical stewardship includes using well the work-related gifts, skills, and strengths entrusted to us by God.

**The Career Direct® Guidance System is based on six foundational principles.**

**Principle 1:** The Origin of Work is God. "In the beginning God created the heavens and the earth" (Genesis 1:1 NIV). Part of being "in His image" means that we are workers, like God Himself. Most major figures mentioned in the Bible were known for their work and vocations.

**Principle 2:** All work has meaning and dignity. Colossians 3:17 says, "Whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him" (NIV). Socially, the Reformation struck at society's dualistic view of work. Just as they saw the church comprised of all people, not just the clergy, so the reformer saw all work – sacred and secular – both intellectual and manual as a way of serving God.

**Principle 3:** God has a plan for each person's life. "For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you a hope for a future" (Jeremiah 29:11 NIV). The entire Career Direct Guidance System is rooted in the belief that we are not created randomly. "We are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do" (Ephesians 2:10 NIV).

**Principle 4:** Our work is a stage for ministry and witness. We need to understand the vital fact that our work is a platform for ministry. Matthew 28:19 says, "Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit" (NIV). Matthew 5:16 says, "Let your light shine before men, that they may see your good deeds and praise your Father in heaven" (NIV).

**Principle 5:** Christians are to be excellent in their work in order to glorify God. God wants us to rise above mediocrity in our vocation. Excellence comes from development of our God-given talents. Psalms 16:3 refers "to the saints that are in the earth, and to the excellent, in whom is all my delight" (KJV). God will use our excellence to His glory. Proverbs 22:29 says, "Do you see a man skilled in his work? He will serve before kings; he will not serve before obscure men" (NIV). No matter what we are doing, we want to learn and train ourselves to be the best that we can be for God and His kingdom.

**Principle 6:** God is the final authority on our work, so we need to dedicate our work to God and depend on Him to give us the strength and resources to do each job. Matthew 6:19-21 warns us, "Do not store up for yourselves treasures on earth, where moth and rust destroy, and where thieves break in and steal. But store up for yourselves treasures in heaven, where moth and rust do not destroy, and where thieves do not break in and steal. For where your treasure is, there your heart will be also" (NIV).

At Crown Financial Ministries, we believe that identifying your strengths, natural abilities, and values can help you discover God's path for your life. We believe that the Career Direct Guidance System can be an invaluable resource in helping you do this.

# Using this report for Career Planning



Sue, 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**.

Want to be overwhelmed

# Career Direct® Complete Guidance System Report

31,000+ Jobs ~~per~~ <sup>definition/choice</sup>

## ORGANIZATION OF THE REPORT

In Govt site 31K - How do we narrow

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.

SAMPLE - SAMPLE - SAMPLE

- 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. *USE this system*
- 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. *will be a conversation about what you've learned & what you've learned*
- 4. Values.** This section has three parts: Work Environment, Work Expectations, and Life Values. Your top four priorities in each area will be highlighted. *NO ONE says there are 31K possibilities*

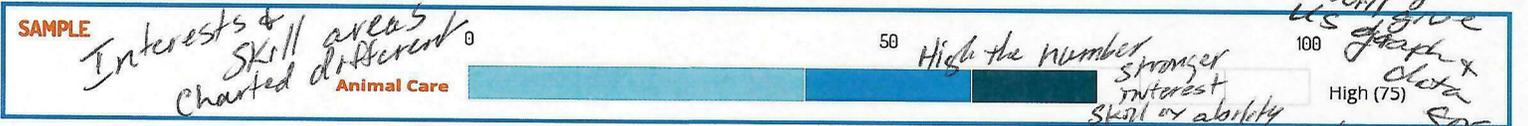
(Not gotten to yours yet this is from knowledge 1st!)

### 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. *your answers*



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.

out of the population of over all scores & you self assessed answers to the array of question the graph show us your relative scores in the interest and then similarly in the skills

You Have not seen your report so out of the 6 Personality Factor Pair the strongest trait is or largest score what do you think largest best

# Concept of Personality

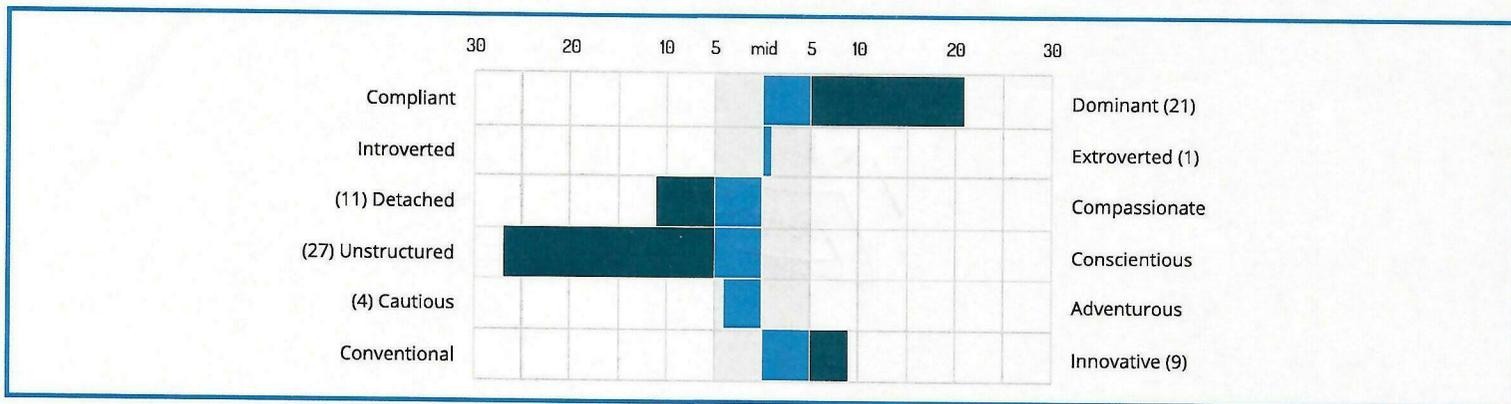
Sue, in this section, the term personality describes the way a person is naturally motivated to act. For example, some people are naturally motivated to be very organized and precise, and some are more spontaneous and casual. Likewise, some are risk takers, and some are naturally cautious.

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

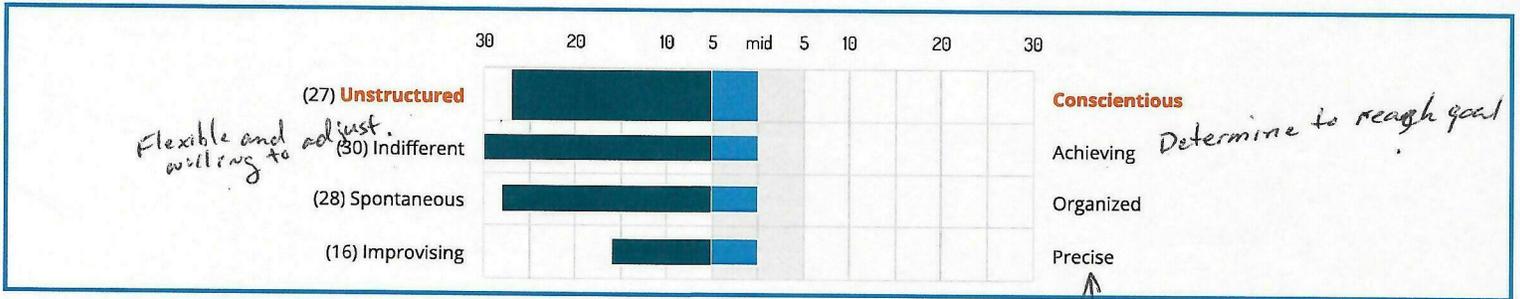
This section of your report, as well as the rest of the report, has been developed from the responses you provided and reflects profiles that are typical of people who scored like you. The reports are usually quite accurate, but every insight may not apply to you, so you will need to confirm the information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

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

## 1. Unstructured

\*spontaneous and prefer to operate without a lot of details or restrictions



*Flexible and willing to adjust.*

*Determine to reach goal*

### Career Implications

Your score on the UNSTRUCTURED/CONSCIENTIOUS factor indicates that you should look for occupations that are:

- ✓ Loosely structured
- ✓ Casual
- ✓ Independent
- ✓ Broadly oriented
- ✓ Inexact
- ✓ Unpredictable

*What does that look like for you*

*How detailed do you expect your work to be or do you take a good enough to most on approach*

Your score on the UNSTRUCTURED/CONSCIENTIOUS scale indicates a strong drive to live in an unstructured manner. In many areas you probably prefer to establish your own standards and set your own priorities, rather than having them set for you by others. You typically believe that you can figure out a way to solve any new problem that arises. In fact, you probably like new problems because they offer a challenge for you to improvise and act on the spot.

One of your key strengths is your ability to see things in a new and different light, apart from the normal operating procedures. This gives you an opportunity to offer "breakthrough" insights that can enable a new and better way of operation or lead to an entirely new product.

*ANNYED*

Another strength typical of those with your score is the ability to focus on the big picture and avoid getting bogged down in anything that resembles busywork.

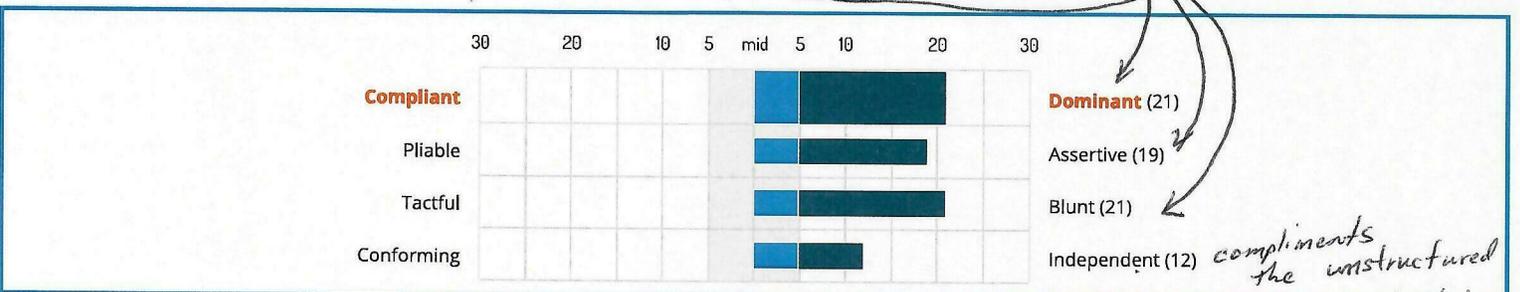
*are their busywork elements in your current or past work that would validate this*

Your strengths listed above can lead to negative consequences when overdone. Keep in mind that everyone has to follow some rules, and we can all benefit by the experience and wisdom of others. Inconsistency may also be a problem, so develop good habits for day-to-day living. Finally, we all have to master some types of detailed work in order to survive and succeed. By balancing your drive for autonomy with wisdom and self discipline, you will be in the best position to achieve your full potential.

*Realize - Not*

## 2. Dominant

\*bold, self-reliant, results oriented and naturally want to take the lead



*compliments the unstructured trait and establish your own standards & set priorities*

### Career Implications

To satisfy your drive in the COMPLIANT/DOMINANT factor, look for opportunities to:

- ✓ Be in charge
- ✓ Plan for the future
- ✓ Influence others
- ✓ Speak directly
- ✓ Push new ideas
- ✓ Make decisions

*goes with the spontaneous*

*reading & teaching*

*Blunt (not bad)*

wired

Sue, your score on the COMPLIANT/DOMINANT scale indicates that you are naturally motivated to be in control of your environment. This drive for dominance is probably expressed in many ways in your life. Whether it's driving the car, planning a vacation, or setting priorities at work, you naturally trust yourself more than anyone else and want to be in charge. You probably have noticed that you tend to avoid situations in which you are restricted by someone else's agenda.

How do you work through this with your spouse's writing

Your confident, decisive nature, makes you well suited for leadership roles. You have a natural desire to influence others, and this can contribute to your success in politics, sales, and similar occupations. Most people who score high in DOMINANCE tend to operate from a "big picture" perspective. This gives you a unique ability to anticipate changes and conceptualize new ideas for operating in the future. This "visionary" gift is one of your key strengths. This with improvising + spontaneous really allow to react to situation + people

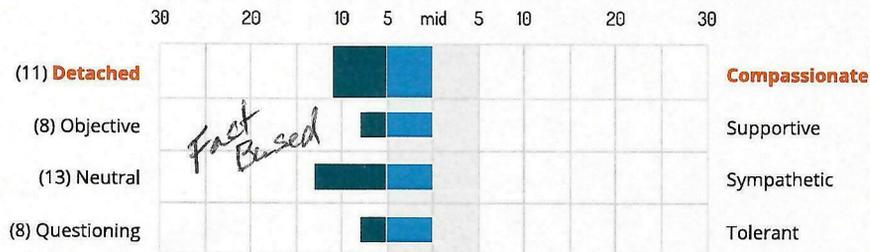
You may have a strong drive for independence and probably have your own ideas about how things should be done. It's natural for you to speak out about your ideas and opinions. 2 places, here speaks to natural

There are some typical weaknesses shared by those who have a take-charge nature. Because of your desire to be in control, you may find yourself working on being involved in areas of work without having sufficient expertise or facts. Also, keep in mind that you may tend to discount or overlook the amount of detail work needed to bring your big-picture ideas to fruition. In general, a more cautious approach and listening to the sound advice of someone opposite from you in personality would be helpful.

We talk about your circle is that present or allowed to speak in your life How has this maybe played out in your past experience

3. Detached tough minded and good at making objective decisions, sometimes impatient, and like to keep things moving

side question - like talk about work (actual) but how is this in your writing play out in care giving (and unpaid)



### Career Implications

With your score on the DETACHED/COMPASSIONATE factor, you will want to look for occupations that will enable you to be:

- ✓ Task oriented
- ✓ Objective
- ✓ Fast moving
- ✓ Thick skinned
- ✓ Detached
- ✓ Steady in conflict

Agenda has to make sense

Your score on the DETACHED/COMPASSIONATE scale indicates that you tend to be quite objective and direct in your dealings with other people. Others probably see you as being somewhat task-focused, with a strong concern for getting the job done.

One of your key strengths is your ability to operate in a hostile or nonsupportive environment. You are not easily intimidated by rejection or conflict, and this would be a significant advantage in many fields, such as sales, management, law enforcement, or litigation.

The weakness faced by most people with your personality is a tendency to be unaware or insensitive to the needs and feelings of others. It is possible that you may come across as being abrasive and even be unaware of it. Also, your natural assertiveness and desire to do things your way makes it easy for you to be demanding and intolerant of others who may not be operating at your pace or standards. A softer, more gracious, and more patient approach toward others will enhance your effectiveness.

true early but not self aware

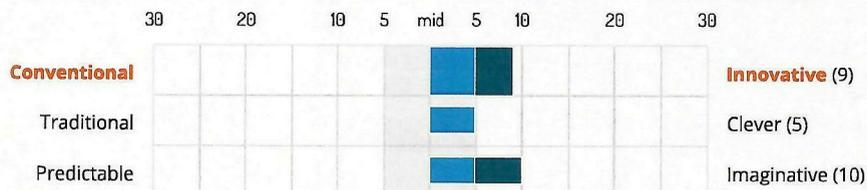
Fact

No Drama

Learner

#### 4. Innovative

very creative; like to generate and express new ideas and seek mental challenges



#### Career Implications

Considering your score on the CONVENTIONAL/INNOVATIVE factor, look for opportunities in your work for:

- ✓ Freedom to be creative**
- ✓ Intellectual challenge**
- ✓ Problem solving**
- ✓ Time to think**
- ✓ Abstract thinking**
- ✓ Artistic expression**

Sue, your score on the CONVENTIONAL/INNOVATIVE scale indicates that you are a very creative person. You excel at generating new solutions and ideas, even though they may sound a bit unusual to others. You may catch yourself daydreaming or playfully considering an idea from various angles. You may express your creativity in a variety of ways, including logical problem solving, working with your hands, or more artistic ventures, such as writing, music, drama, or visual arts.

You also may have a bent for being clever and quick minded. It may be natural for you to seek mental challenges. You enjoy thinking, almost as an entertainment, and you find that it is easy for your mind to analyze subjects both in depth and breadth.

While creativity and imagination are strong assets in many situations, they can be overdone if practical steps are not taken to implement new ideas. You may struggle with keeping focus and with follow-through on projects you start. You may be forgetful of daily, practical matters. Keeping a list, imposing the discipline of deadlines, and a strong commitment to accountability may improve your effectiveness.

#### 5. Cautious / Adventurous (Mid-Range)

moderate in your drive and spirit of adventure, and not a high risk taker

*mid range*



*moder or want more or less than*

#### 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:

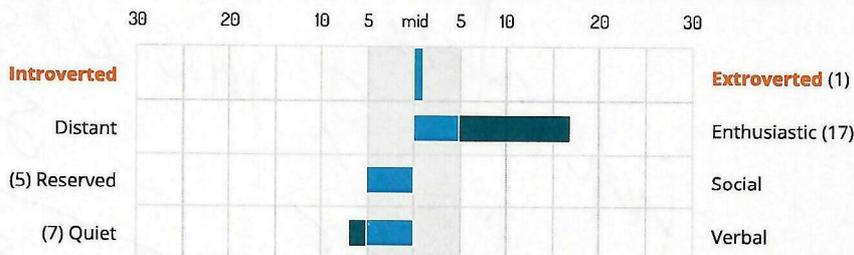
- ✓ Challenge**
- ✓ New undertakings**
- ✓ Competition**
- ✓ Clear results**
- ✓ Risk taking**
- ✓ The unusual**

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.

## 6. Introverted / Extroverted (Mid-Range)

engaging and pleasant with others when approached, but enjoy solitude also



### Career Implications

Your mid-range score on the INTROVERTED/EXTROVERTED factor indicates that you would be most comfortable in a varied social environment at work. Look for a balance in:

- ✓ Time alone to prepare
- ✓ Time to listen
- ✓ Time to be serious
- ✓ Time to relate to others
- ✓ Time to talk
- ✓ Time to entertain

*Equal →*

You scored in the mid-range on the INTROVERTED/EXTROVERTED scale. This means that you probably enjoy a combination of time with others and time alone. You have good verbal skills and are comfortable in meeting others. However, if you are among friends, you're likely to be more open and conversational. You probably have a ready smile, are pleasant to be around, and find it easy to fit in with various groups.

You should plan to have some people interaction each day. On the other hand, you may feel stressed if you have to encounter strangers or large numbers of people on a regular basis. To process your feelings and perceptions, you should balance your time between people activities and time to work alone. Your strength with people is the ability to provide practical, caring assistance.

Overall, your ability to be flexible around people and to easily adapt to changing situations will give you the advantage of being comfortable in a broad range of environments.

### 1.3 Typical Strengths

*Here is something Career Direct consultants often call the money page why you ask*

Sue, 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.

- Leadership oriented; naturally likes to influence others and be in charge.
- Straightforward and direct; bold in adversity.
- Self-reliant; confident in own abilities.
- Energetic, positive, and enthusiastic; likes involvement in many activities.
- Focused and succinct in speaking.
- Strong task orientation; will drive toward getting results.
- Able to make tough decisions and hold people accountable.
- Able to confront when there is a problem.
- Flexible; willing to adjust for the situation.
- Can respond on the spot without extensive preparation.
- Operates from a generalist perspective.
- Supportive of others; a steady performer.
- Creative, imaginative, and original; good at coming up with new ideas.

*Hopefully it is one you will value & use as a quick reference & tool & maybe a reference*

*\* questionnaire #1 your current occupation stated ~~no~~ said "Yes" to opportunities*

*Remember this is not a one & done this can help as a reminder in good times & in struggles a litus test also if you are consider a career change, quick task in ready reevaluation job description But more important interview prep.*

## 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.

- Can be too pushy in trying to get results.
- Forgets that not everyone is comfortable with direct communications.
- Forgets that success may, at times, require a team effort.
- Can be too optimistic about outcomes and people.
- Stressed by having to make small talk with strangers.
- Impatient; generally not a good listener.
- Can be insensitive to the needs of others.
- May tend to be overly critical.
- Can lack commitment toward goals.
- Can lack focus; tends to go from one thing or subject to another.
- May overlook important facts; jump to conclusions too quickly.
- Can be complacent and slow to initiate.
- Easily bored with established procedures.

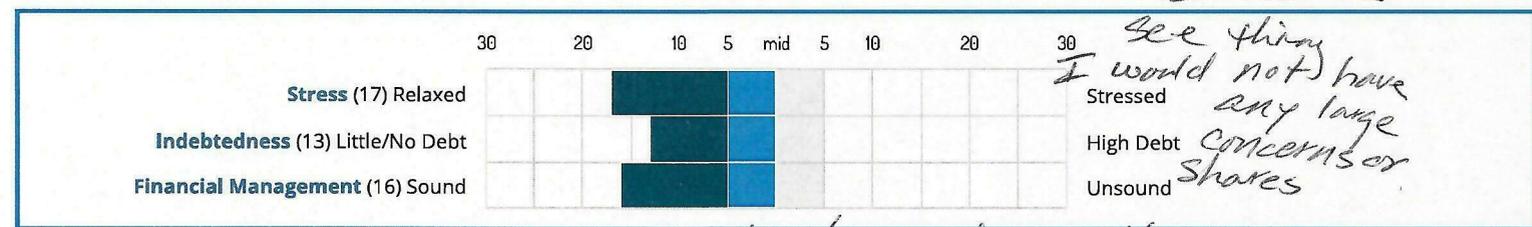
*These are checks for potential asking why am I stressing or frustrated*

- Something is out of aligned
- Something I need to check up on
- Something I need to discern in an interview or offer by asking question

## 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.

*on your report we will not camp here much as when we*



### Stress

*I will give you an opportunity to share after we go through what the bars represent.*

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.

*That said sometimes individual can be good at masking challenges. Do you feel this 17 represents a true picture?*

### Indebtedness

Your scores indicate that indebtedness is not a problem for you. Congratulations on being able to live within your income.

*IF there anything you want to share or is sense you are living within your income*

### Financial Management

You seem to be living by a sound financial plan. You probably control spending through a budget and you also have a regular savings program, as well as an investment plan to cover future contingencies.

*prompting you to need to discuss with trusted family or friend*

*you and/or your spouse probably have just the right methods & disciplines in place to maintain a relative peace in financial matters*

*let them move on...*

*Hard stop*

# Five Major General Interests Areas

Sue, 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.

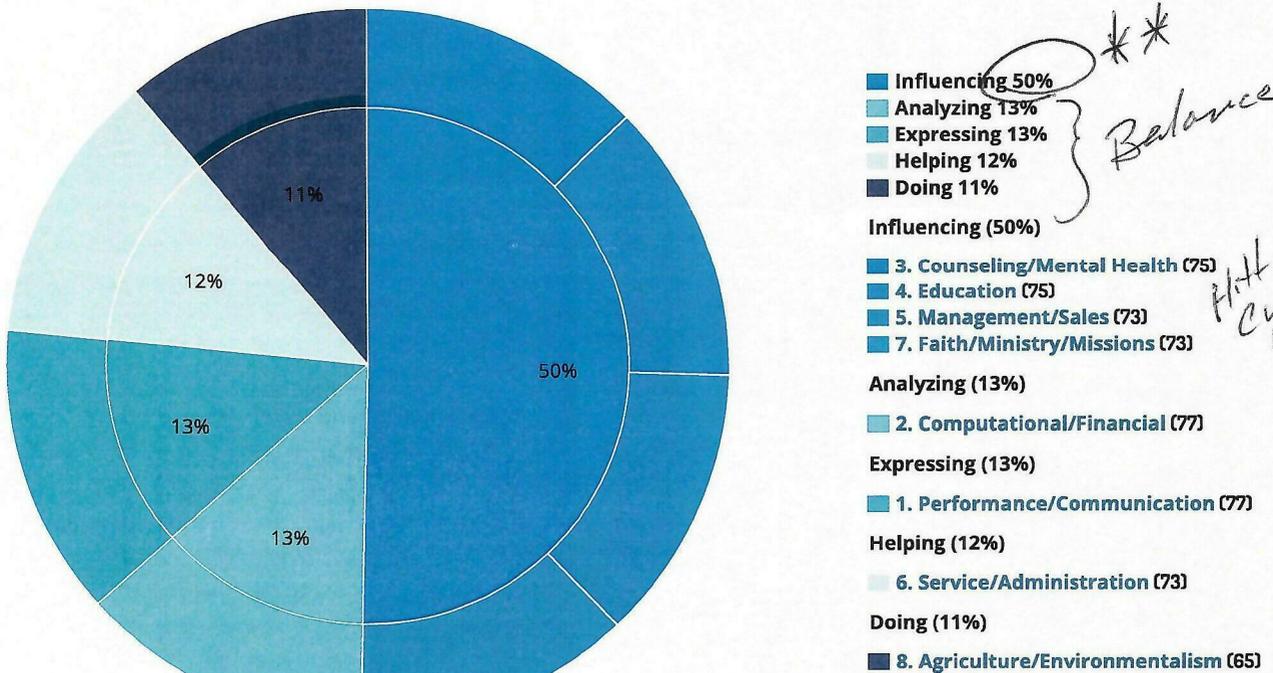
Because of the very nature of your interests, your leisure pursuits may have influenced your General Interest scores. This means you will have to use some discretion when interpreting your General Interest section of the report.

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, Sue, 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

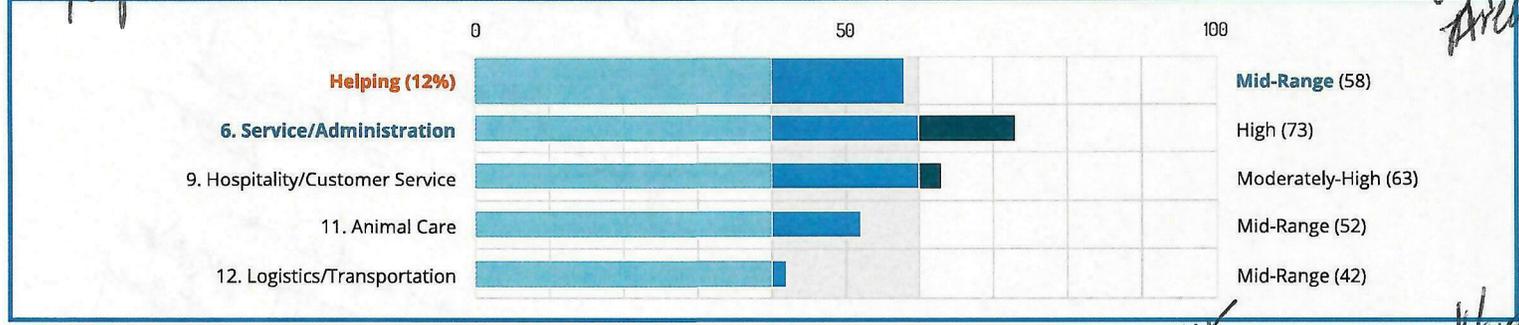
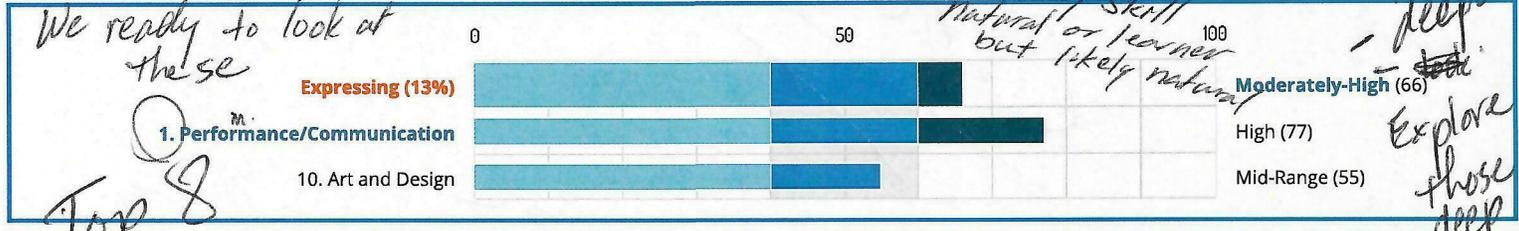
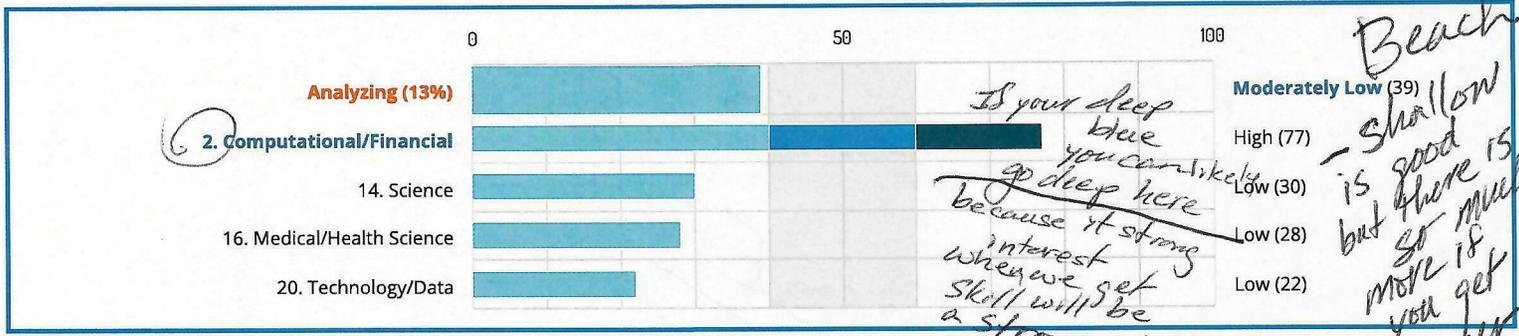
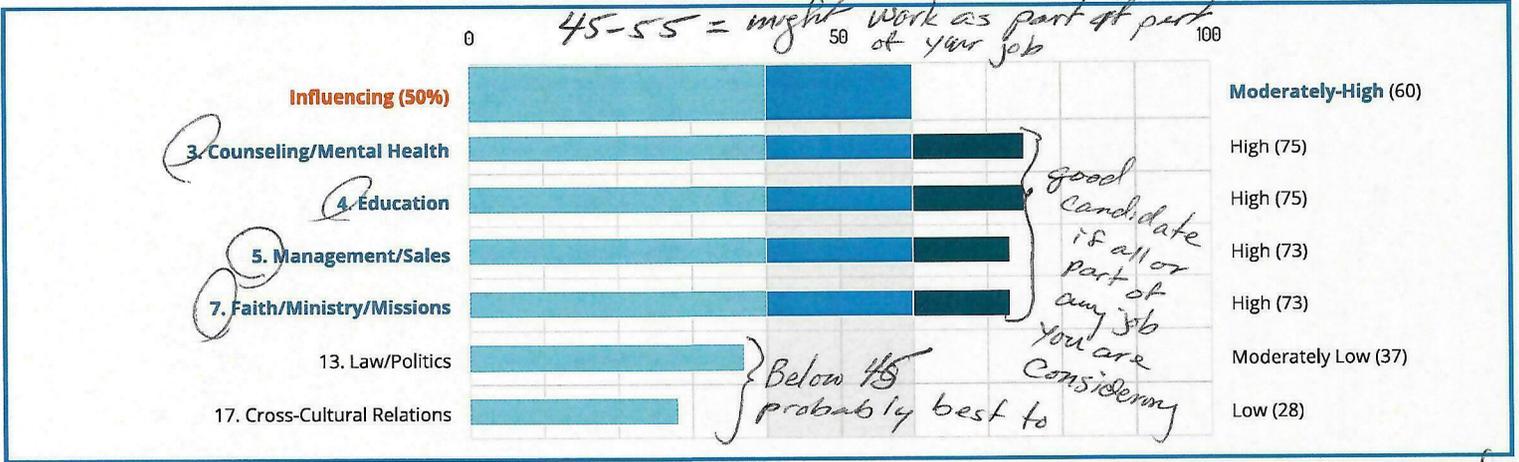


Seem like Long time since started

**Five Major General Interests Areas**

So larger number & graph = stronger interest

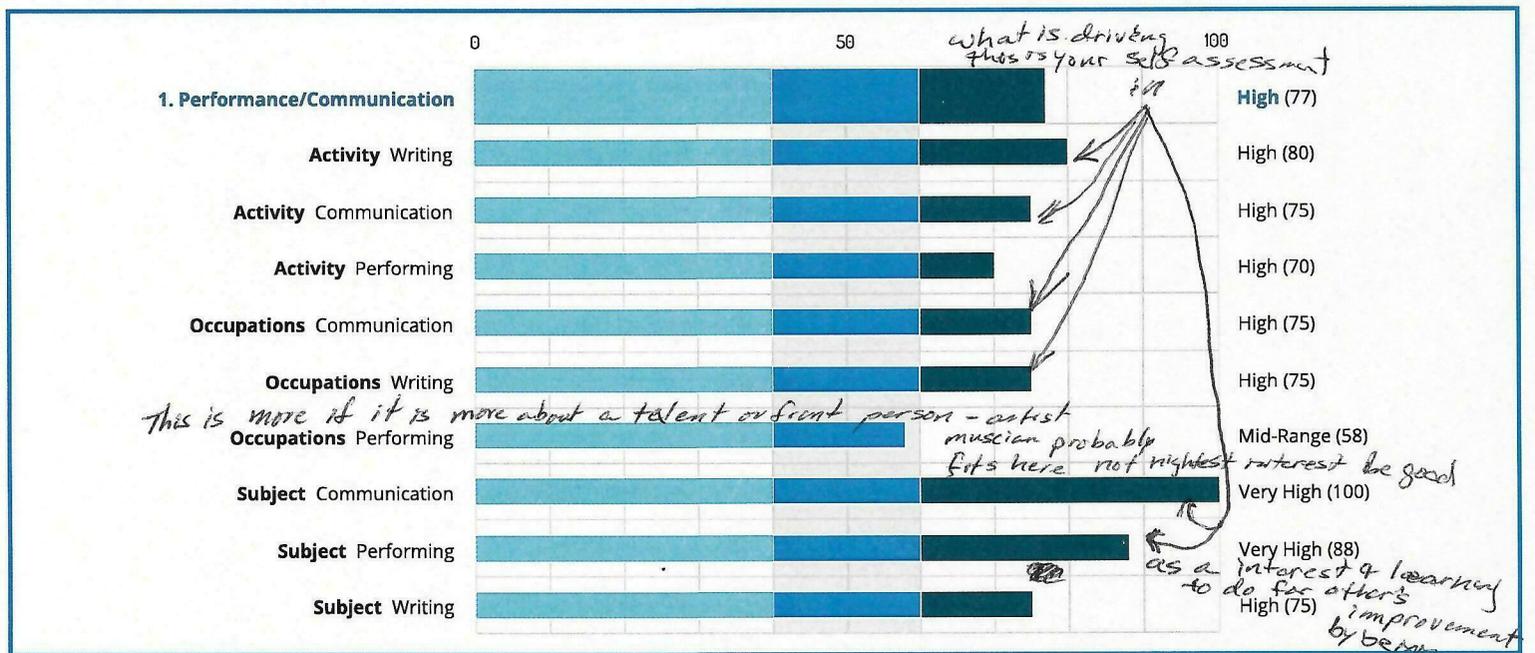
In the graphs below, if you have any areas showing 0%, it is because none of your Top 8 Career Interest Groups fall within those Major Interest Areas. However, you will still have interest data showing there.



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

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

*Your question air*

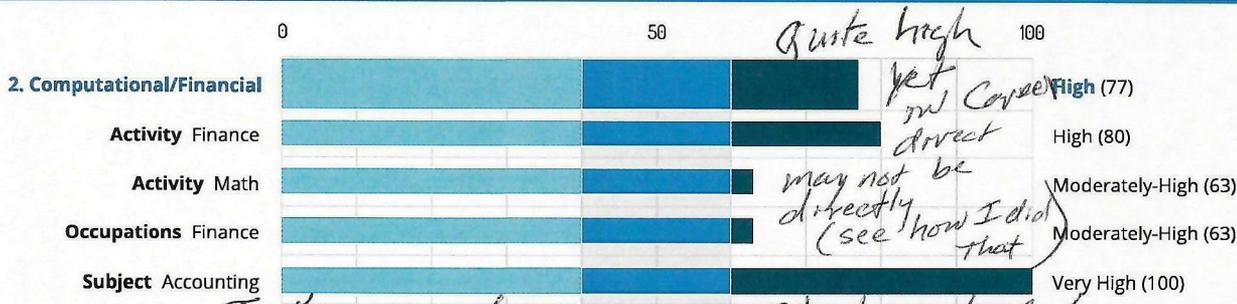
*point more to your interest & current work of*

*writing as a form of communication and teaching/sharing in consultation*

*why you are content & joyful at what you are doing vocationally*

*Feeding your Hunger to Communicate idea & wisdom & knowledge*

*Do you see the correlation - can you verbalize this as a match at #1?*

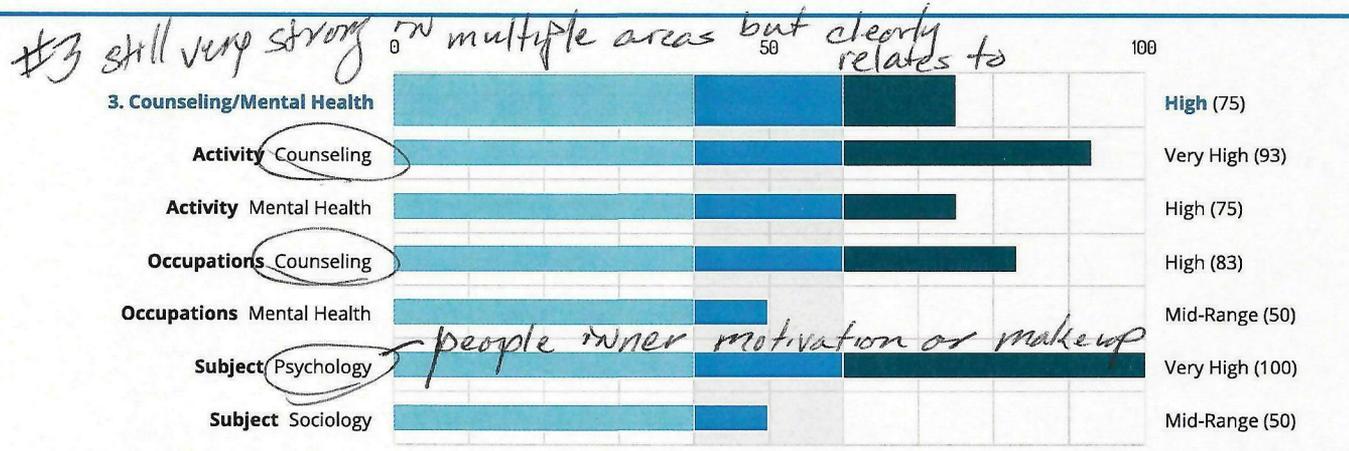


*Is this more because you start on budget coaching or is there something I am not*

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
- Banker/Loan Officer
- Financial/Investment Analyst
- Economist
- Statistician
- Financial Planner/Advisor
- Accountant
- Data Analyst
- Controller/Bookkeeper

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



*#3 still very strong on multiple areas but clearly relates to*

*people inner motivation or makeup*

This career group involves influencing others for the purpose of personal growth and/or problem-solving and managing mental health. This field includes activities such as counseling, life coaching, testing, listening, and advising others. Typical occupations associated with this career group include the following:

- School/College Counselor
- Social worker
- Psychiatric Technician
- Marriage/Family Therapist
- Rehabilitation/Addiction Counselor
- Life/Career Coach
- Psychologist/Psychiatrist
- Mental Health Counselor
- Behavior Analyst

*people & spiritual healing*

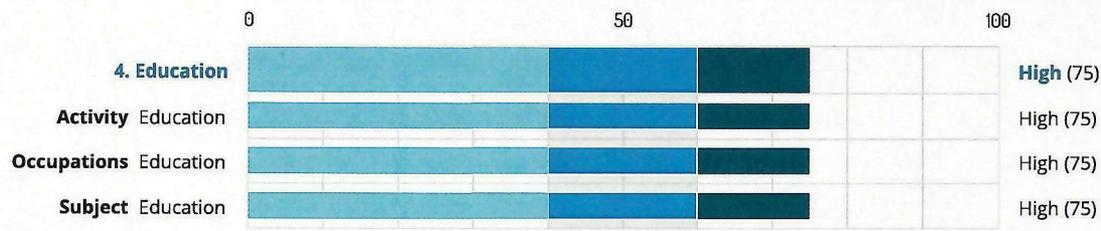
Education in this field generally requires a college degree and/or certifications. Many of these occupations require a master's degree or higher for certification.

*Does things resonate with what you are doing & satisfy your interests*

*Frustrated or weary people overwhelmed people*

*teaching communicating tools to help them*

*of the 3 so far which is the one that most resonate your passion?*



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)

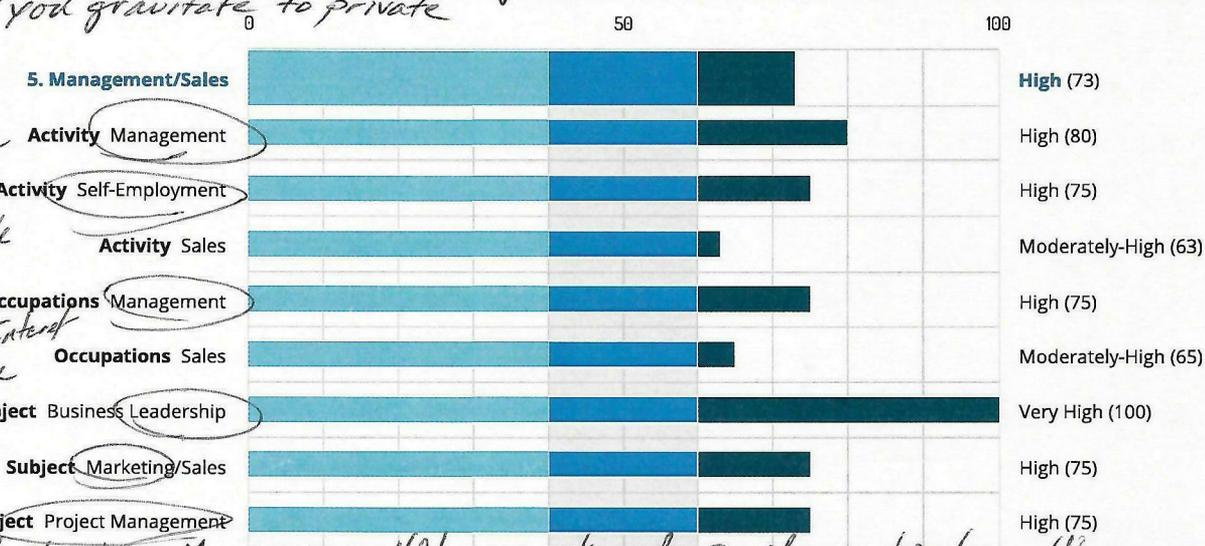
*This seems to go with side by side with*

*responsibility*

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.

*Spoke about in your questionnaire you worked in public & private systems share a bit about your likes & dislike & why you gravitate to private*

*communicating ideas concepts to help other*



*This bucket in sales yet it appears the management of people & process is the strongest interest across the board*

*The tasks/activity - the career 40hr a week side & the subject matter strongest*

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

*Not just owner but taking ownership*

*strongest factors is also feeding this*

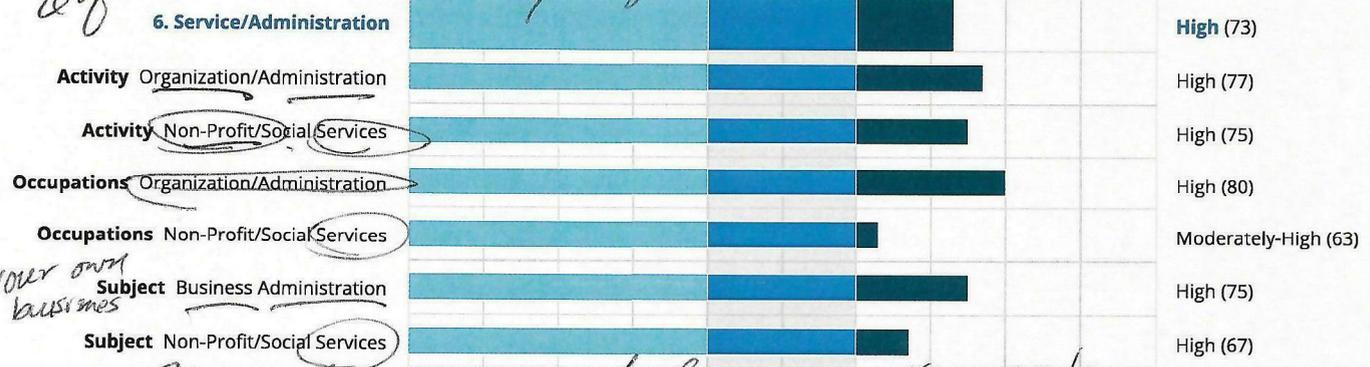
Education in this field may include business courses such as sales and marketing, database administration, fundraising and development, human resources, and finance.

*Ed was our asst manager stage in life not wanting small manager role nor ownership but His demeanor & character made him the person if I was a way I knew things were under control like it was his - he was a true steward before I know what that meant*

*Steward striving - manager of the project today you are manager of the effort*

Remember leaf 21 still in top 1/3

Very high interests <sup>50</sup>



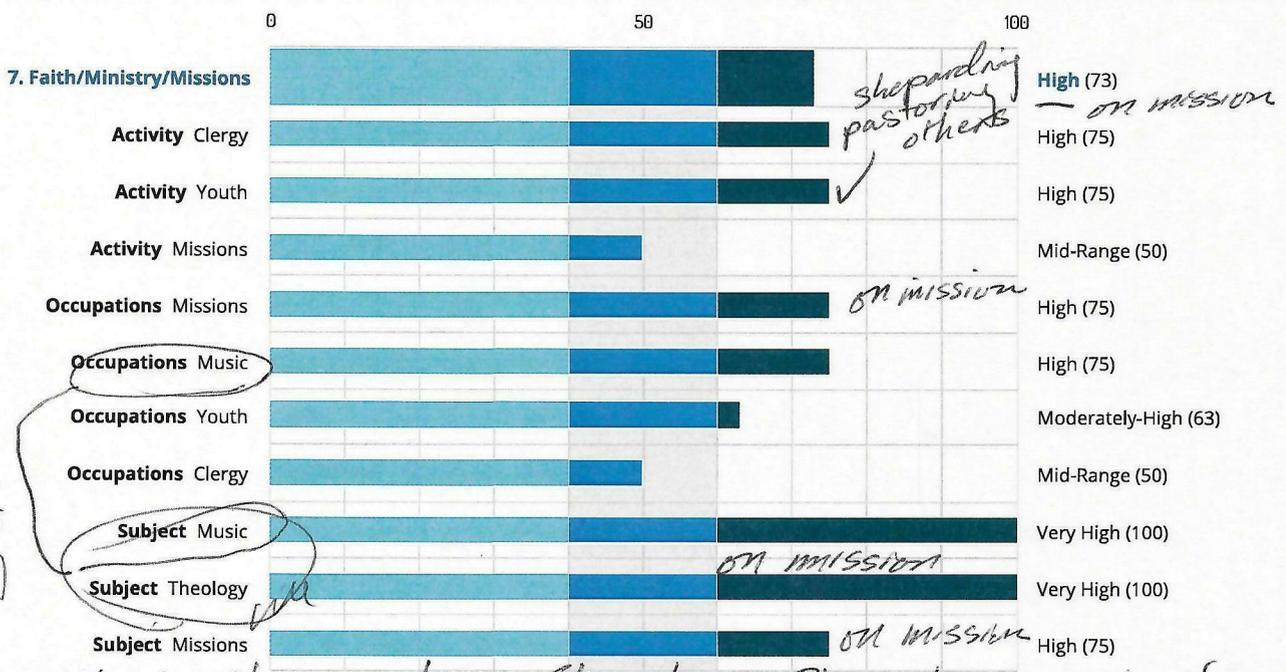
Since these are so high across all aspects

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)

But in your future are there things that create challenges for you here and why?

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



These are so strong

shepherding pastoring others

ON MISSION

ON MISSION

ON MISSION

Since music is shown up here strongly - please how music play a part in your life - balance, unresolved passions

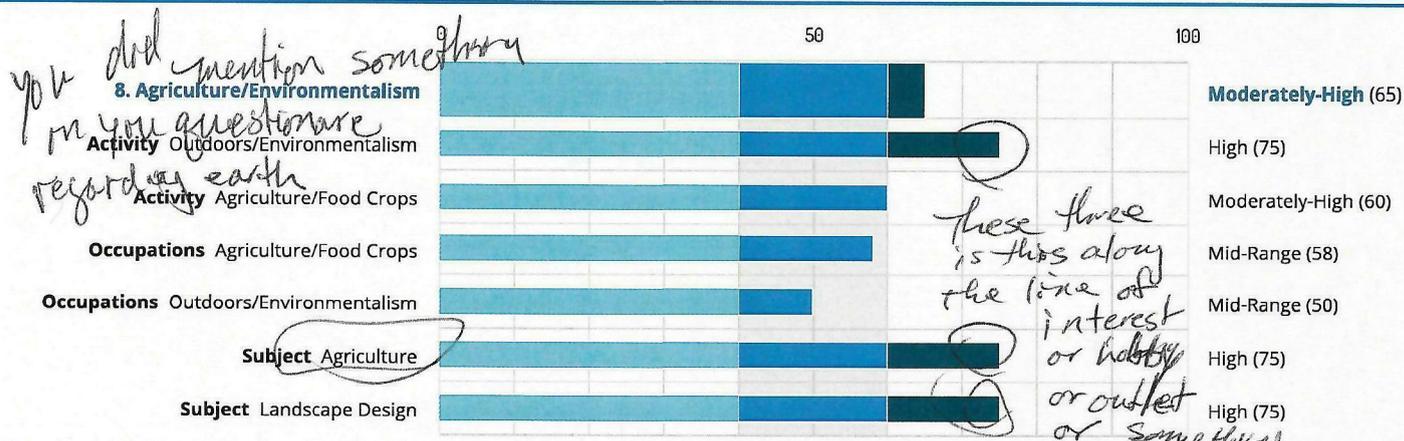
This career group involves providing spiritual or religious guidance, whether in a church, on the mission field, or as part of a lifestyle. This field includes activities such as encouraging participation in spiritual disciplines, leading/facilitating spiritual activity, talking to others about spiritual or religious issues or personal problems, or leading worship services. Many people with high interest in this field volunteer their time rather than work in a full-time position. Typical occupations associated with this career group include the following:

- Religious Educator
- Youth Pastor/Director
- Clergy (Missionary, Priest, Pastor, Rabbi)?
- Worship Leader
- Missionary (Foreign or Domestic)
- Chaplain (Military, Corporate, Prison, Hospital)
- Children's Minister/Director
- Evangelist
- Religious Text Translator/Commentator/Publisher

is this pastor/teacher in your interest - coming out through subject matter & theology

what about this one

Education in this field may include religion, theology, philosophy, missions, and/or counseling studies.



This career group involves outdoor and agricultural activities, such as farming, brewing or winemaking, raising livestock, commercial fishing, installing and/or maintaining landscaping (including hardscaping), and studying, protecting and preserving the environment. People who enjoy work in this group are often concerned about nature, interested in animals, livestock or plants, and enjoy working outdoors. Typical occupations associated with this career group include the following:

- Greenskeeper/Landscaping
- Agricultural Technician
- Horticulturist
- Commercial Fisherman
- Winemaker/Brewer
- Forest Service Agent/Park Ranger
- Farmer - Food Crops
- Conservationists/Agronomist/Forester
- Farmer/Rancher (Animals, Livestock)

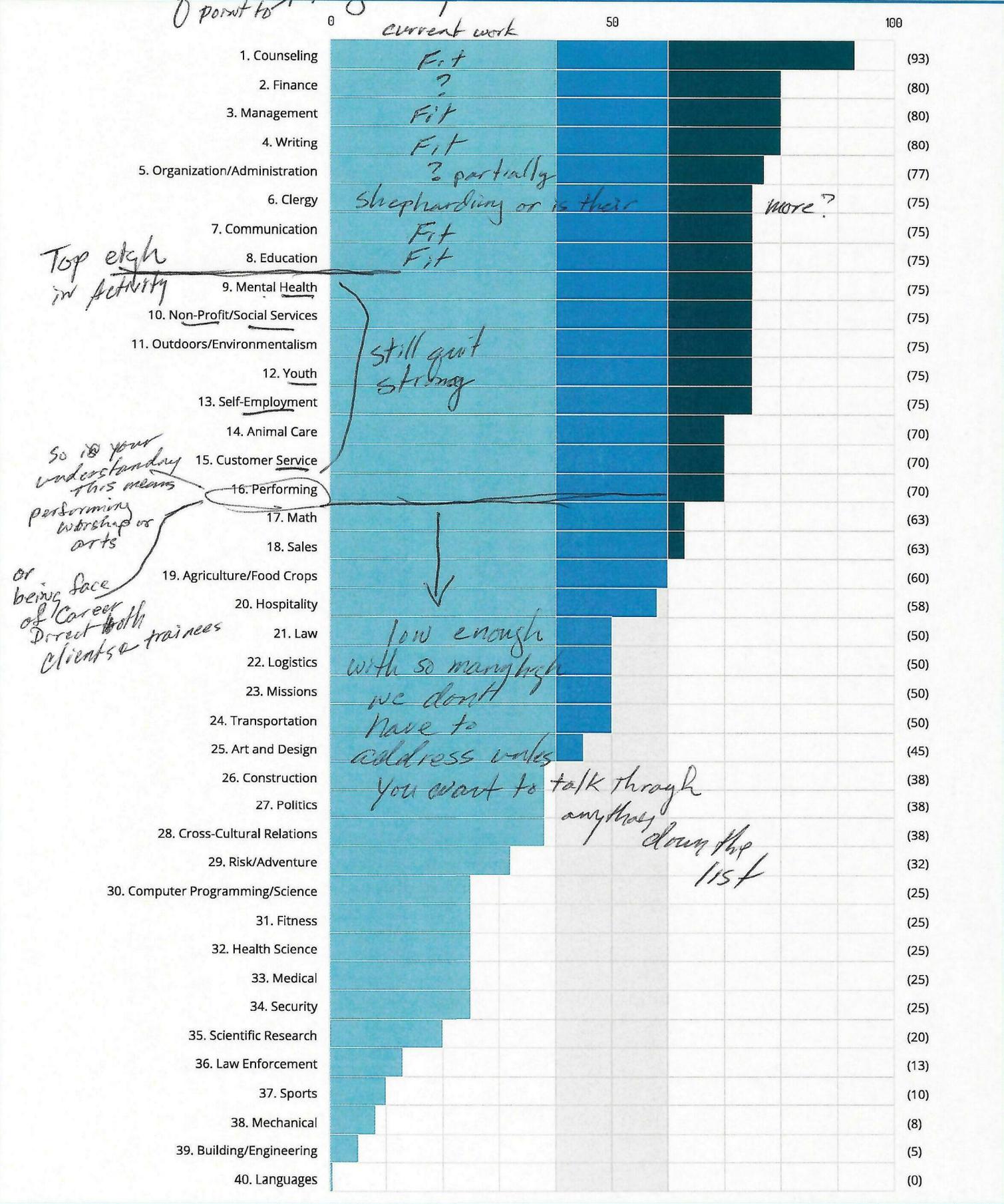
Education in this field may include courses in agriculture, forestry and wildlife services, horticulture, or landscaping.

## 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

Assessment question *point to* *Thing Doing for Work*



Top etc in activity

So is your understanding this means performing workshop or arts or being face of career direct both clients & trainees

still quit strong

low enough with so many high we don't have to address unless you want to talk through anything down the list

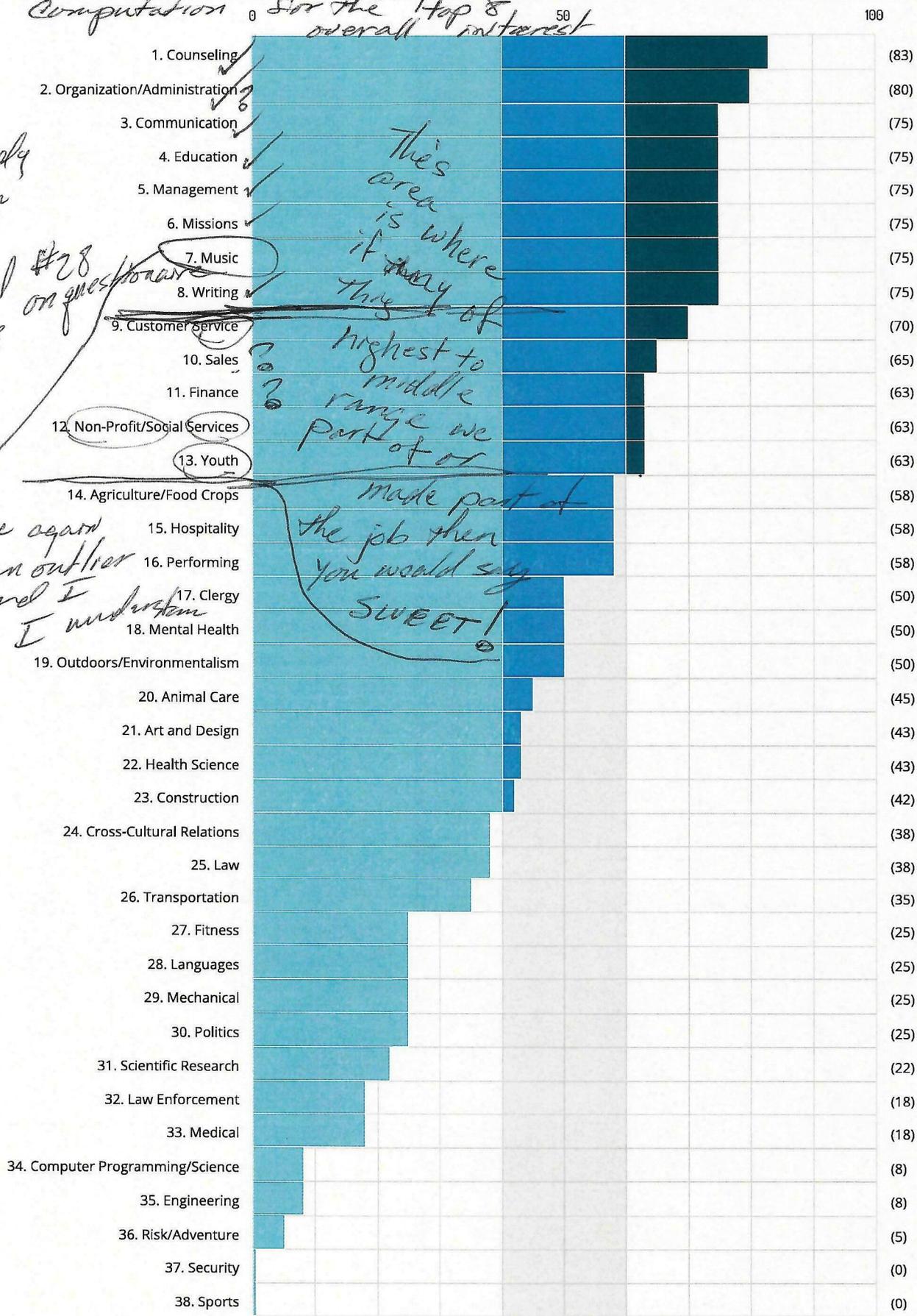
# Occupation Groups

This area is measure and goes into the computation for the top 8 overall interest

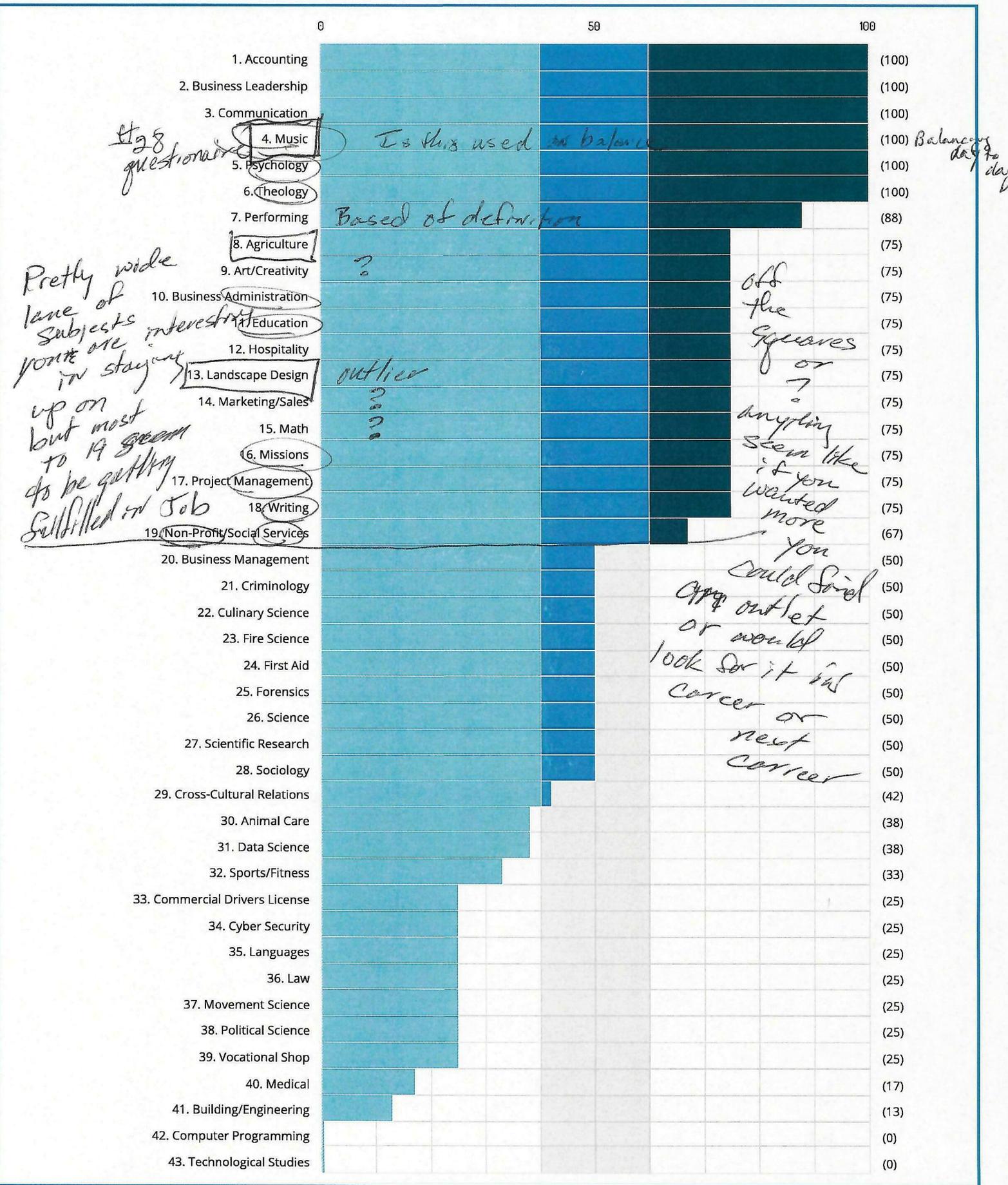
most already align and we discussed during top 8

music again is an outlier and I think I understand

This area is where it may be of highest to middle range we part of or made part of the job then you would say SWEET!



# Subject Groups

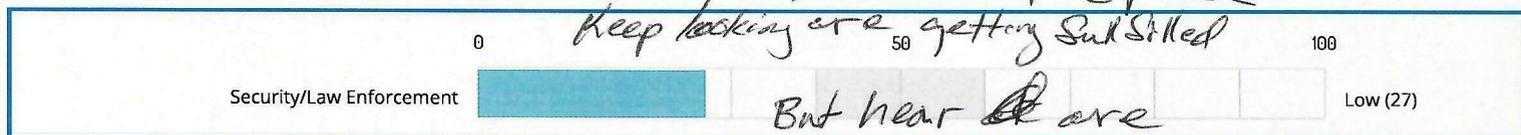


## 2.3 Potential Occupations In Your Top Groups

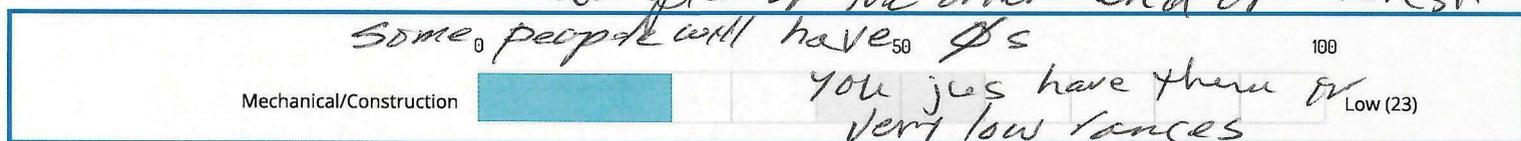
Sue, your top eight Career Groups described on the previous pages provide general definitions for broad groups of occupations in which you have the highest level of interest. Some of the descriptions and occupations in the groups may not appeal to you. That's fine; just make note of what you don't like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

*just a short narrative page 14*  
**TAKE NOTE OF YOUR LOWEST INTEREST GROUPS** *sect*

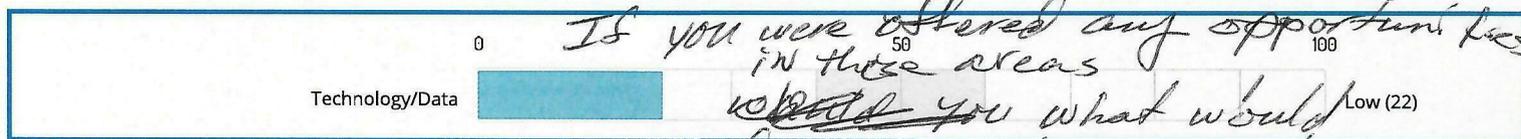
It's important for you to take note of your four lowest interest groups. They are listed in the chart below. Areas of low scores can reveal some insights about your career interests.



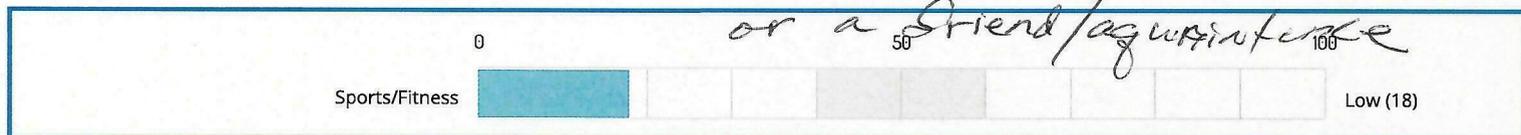
Investigate and prevent crimes (including cyber crimes), apprehend criminals, conduct surveillance, and respond to alarms or emergency alerts.



Install, repair, work with hand tools, build, operate machines, diagnose mechanical problems.



Work with technology, analyze data, program computers, develop technological applications, design and engineer in a particular area.



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.

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 a Key Criteria for Choosing an Occupation

*Interests are different from Skill/abilities but related*

## Skills Are a Key Criteria for Choosing an Occupation

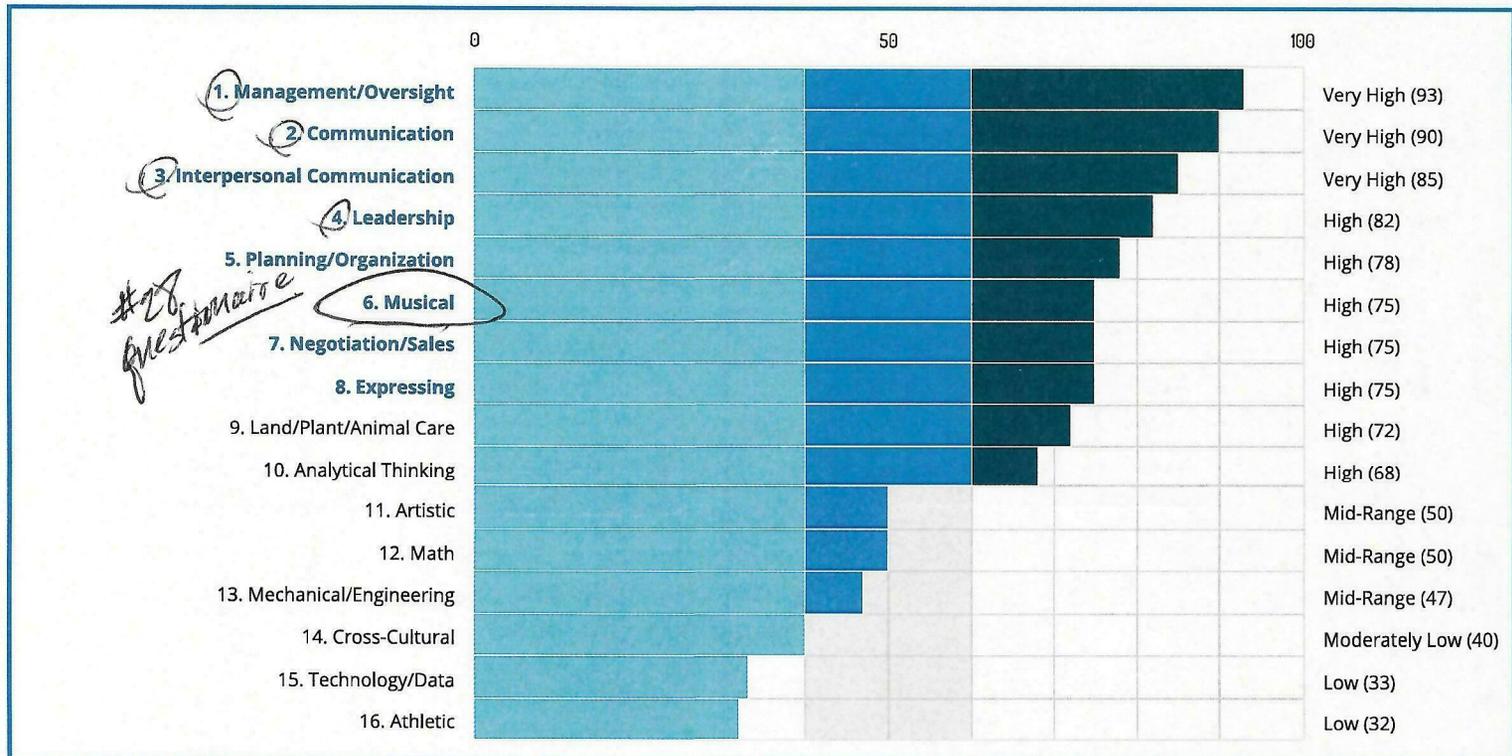
Sue, an understanding of your skills will be important as you evaluate potential occupations. It is very critical that you match your work to career fields that utilize your best skills in order to gain the personal joy of doing something that comes naturally. *May see common items & themes between to two*

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. *Focus on the assessment*

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.

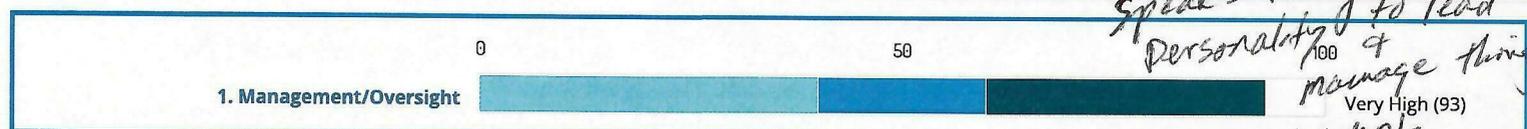
The bottom line is that you are most likely to excel when you use the skills that come naturally and bring joy in their use. Although you do need to be mindful of your weaknesses, it is generally unproductive to make them the primary focus for your work. In the area of skills, try to swim with the current,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

### Skills and Abilities

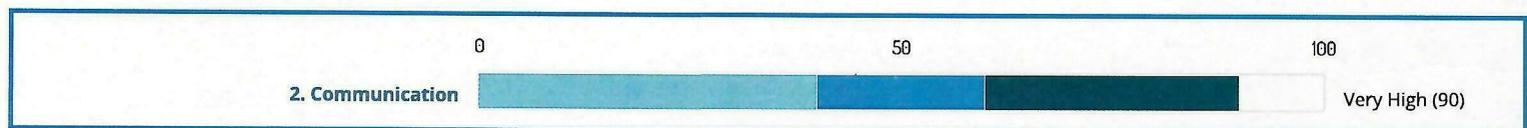


Note: This section's skill scores are from your self-assessment, not an achievement or an aptitude test. Research indicates that self-assessment can give an accurate overview of a person's skills.

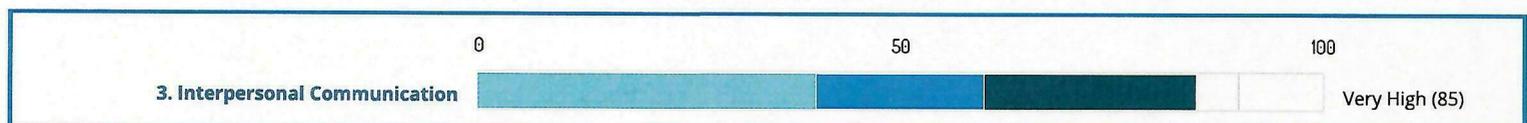
### 3.1 Skills and Abilities: Top 4 Areas



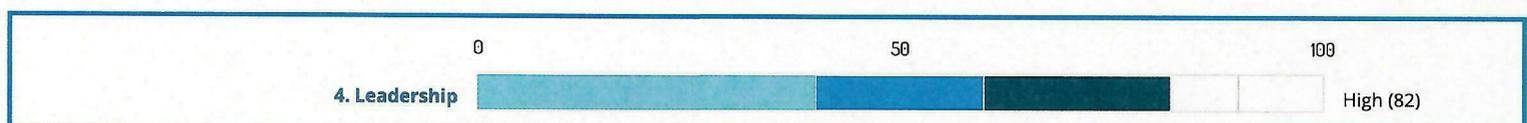
It is likely that you excel when coordinating the activities of others. You delegate tasks, motivate others to work collaboratively, and successfully meet deadlines because people readily respond to your guidance. You are adept at project management and can anticipate, then navigate each stage of work 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.



You are able to effectively communicate ideas through writing or speaking, using your ability to synthesize information and present key points logically and concisely. Whether you're composing emails, memos, social media posts, blogs, or executive summaries, you thrive when crafting intentional messages for specific audiences. Similarly, in speaking opportunities, you are in-tune with how the audience will receive your message and you tailor your content and delivery accordingly. To apply your skills, you may produce your own or improve someone else's writing by applying your solid foundation in grammar and dialects. Enhance your skills by learning web-based skills such as search engine optimization or podcasting technology which will expand your vocational opportunities.



Socializing comes easily to you due to your relatability and genuine interest in others (both familiar and new), which undergirds your ability to connect with a variety of people. Because of this natural capacity, you will probably do well in careers where you interact with people on a regular basis and can capitalize on your ability to communicate effectively by pursuing opportunities for you to counsel, teach, or explain as part of your work. To maximize the use of these skills, be sure your work involves serving others as an element of your regular duties.



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.

### 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.

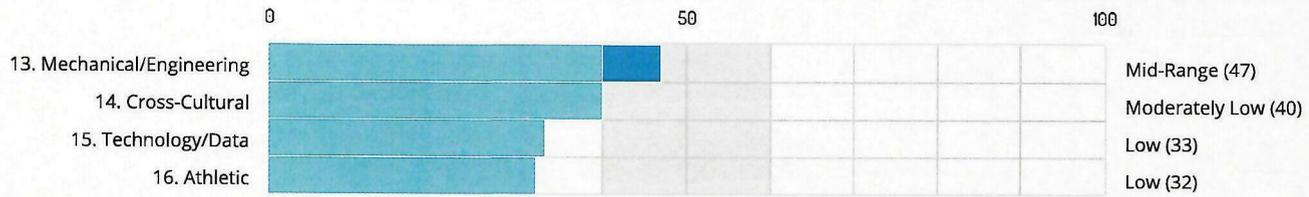
### DEVELOP YOUR SKILLS

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

Sue, 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 previous page. 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

Sue, 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.

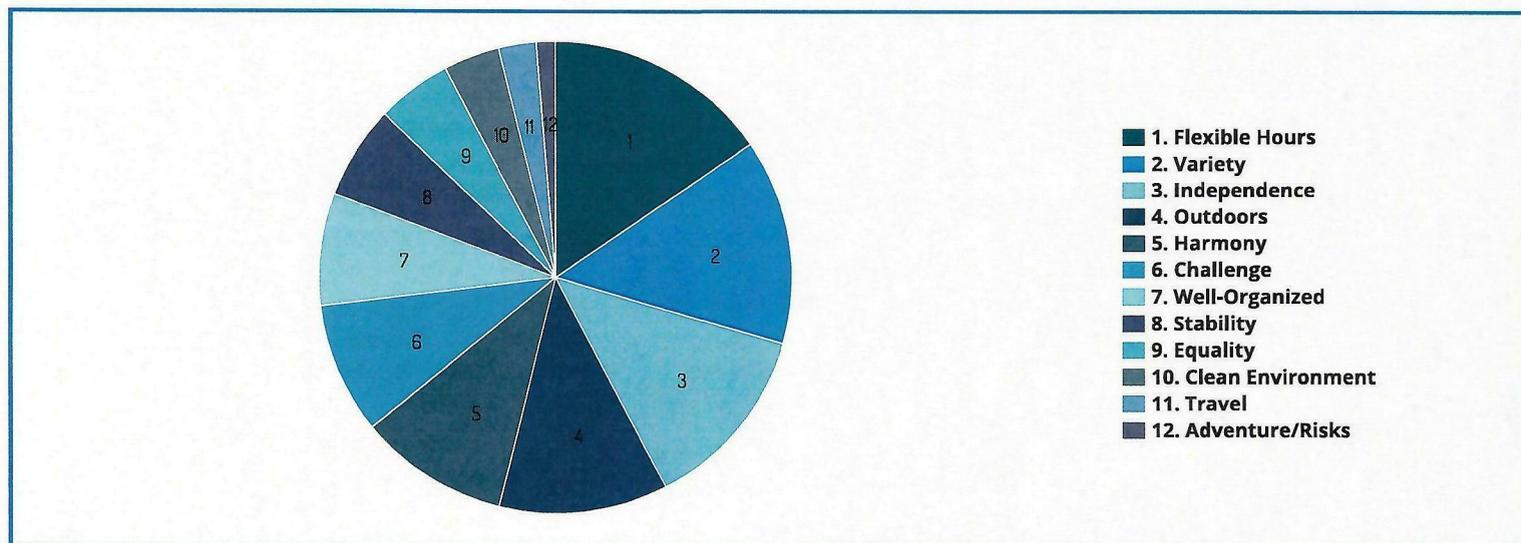
Expect your values to change; these are your priorities and you can change them any time you want. Most people will find that they do change some of their priorities as they age and as their family situations change. It is a good idea to save this report for future reference. A periodic review will enable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

Being able to set your work schedule around other activities is highly regarded by you. Look for career opportunities in which you have some control over the hours of your work and in which you will have a flexible schedule.

#### 2. Variety

Look for occupations that will involve you in a variety of tasks. Frequent changes in activity will help keep you from getting bored at work. In general, you probably will be more motivated to work with different problems and different people on a daily basis.

#### 3. Independence

You will want to make decisions for yourself, so look for considerable job autonomy. It is important that you be able to do things the way you want to do them. Everyone has to have guidelines, but it is important that you are able to experiment with your own ideas and work without someone looking over your shoulder.

#### 4. Outdoors

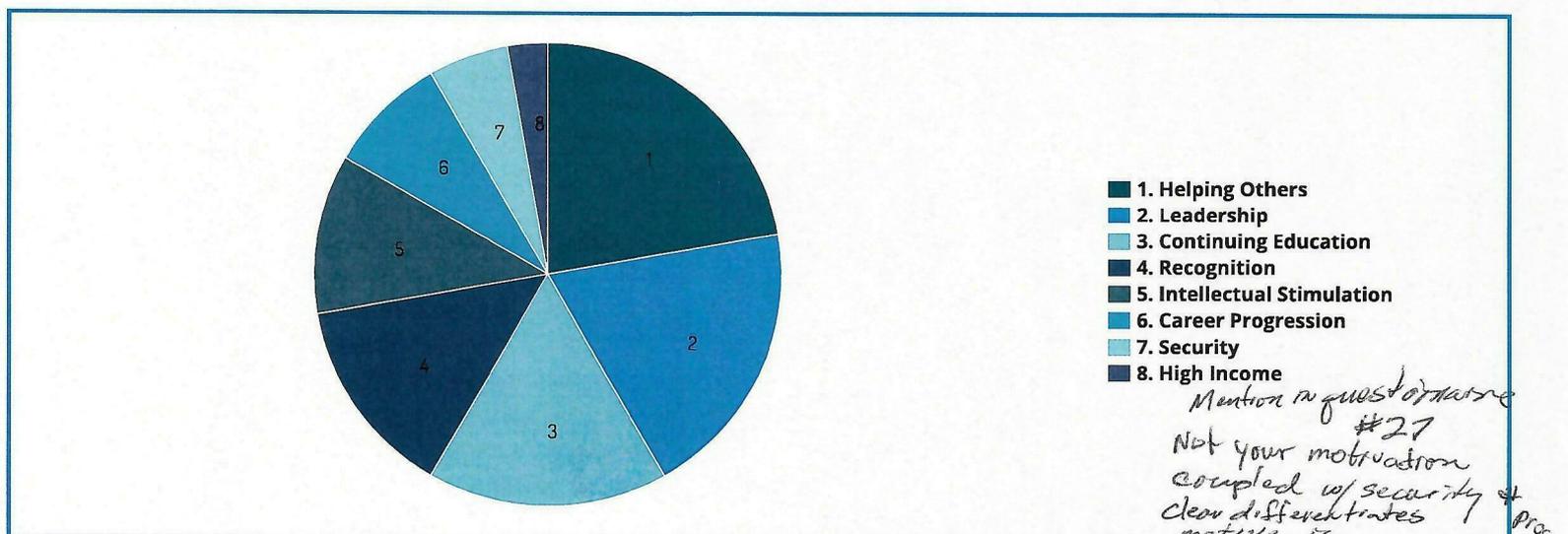
You enjoy working primarily outdoors rather than staying inside during your work day. Look for opportunities to work in contact with nature and fresh air, even if it means working in the heat, cold, and severe weather.

## 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. Leadership

You feel comfortable in positions that include responsibility for people and resources. You are comfortable taking charge, telling others what to do, and making decisions for the group. Your work should include the opportunity to lead a team toward common goals.

#### 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. Recognition

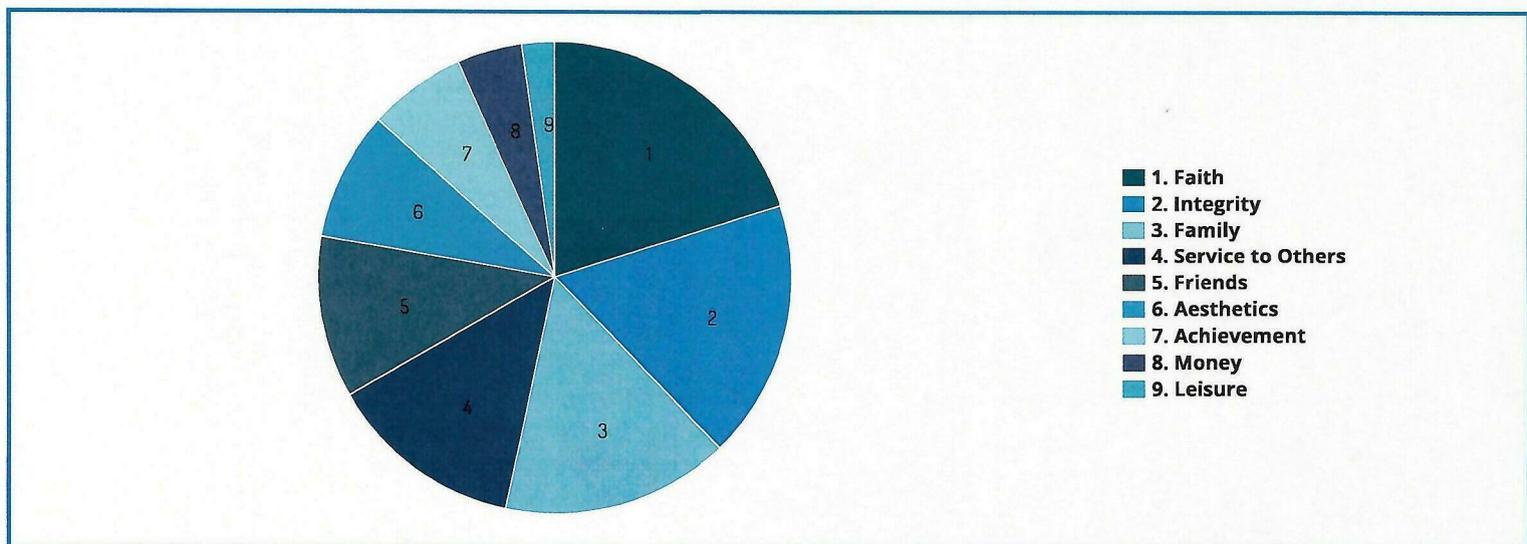
You are willing to work hard in order to be known as someone who has made his or her mark. Recognition of accomplishment is a big motivator for you, so analyze potential occupational choices carefully to be sure that a clearly defined rewards system is present.

#### 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.