

CASE STUDY: THE CLIENT- CHANTE ARMOED

1. I studied and worked through Chante Armoed's Detailed Report and Educational Questionnaire.
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.

Answer:

Chante's Personality:

Traits / Factors and Sub-traits / Sub factors:

Detached: Tough minded and good at making objective decisions, sometimes impatient, and like to keep things moving. (Sub factors: Neutral, Objective and Questioning)

Unstructured / Conscientious (mid-range): Structured in some areas and operate spontaneously in others. (Sub factors: Mid Improvising / Precise, Spontaneous and Indifferent)

Conventional / Innovative (mid-range): Willing to initiate new ideas when there is an obvious need but can also take a traditional perspective. (Sub factors: Predictable and Clever)

Compliant / Dominant (mid-range): Comfortable as a leader or follower and will adapt to the needs of the situation. (Sub factors: Mid Assertive / Pliable, leaning towards being Assertive, Conforming and Blunt)

Cautious / Adventurous (mid-range): Moderate in your drive and spirit of adventure, and not a high-risk taker. (Sub factors: Daring and Content)

Introverted / Extroverted (mid-range): Engaging and pleasant with others when approached but enjoys solitude also. (Sub factors: Distant, Reserved and Verbal)

Connections:

Chante is detached and a neutral, objective and questioning individual. Her neutral and objective nature aligns with her being content (sub factor – mid range cautious / adventurous) and indifferent (sub factor of unstructured / conscientious mid-range).

She also leans towards being dominant (although mid-range dominant / compliant), leaning towards being assertive and blunt, that aligns with her being verbal (sub factor – introvert / extrovert mid-range) and quick-minded (clever - sub factor of conventional / innovative factor).

She is conventional (predictable sub factor) that aligns with her being conforming (sub factor of compliant / dominant factor), and content (sub factor) and cautious (sub factor).

Personality traits that bring balance:

Being a bit more conventional and conforming balances out her unstructured nature.

Being conforming and reserved and mid-range pliable / assertive, balances out her being blunt and verbal.

Being spontaneous and a little bit daring balances out her being predictable.

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?

Answer:

Possible Questions (to mention a few):

Do you think that your athletics interest is a lifestyle activity or vocational?

Do you think that counselling is a supporting activity or vocational?

Do you think your religious interest is supporting, vocational or a lifestyle activity?

Is Management / Sales a possible vocational option?

Would you like to travel internationally, and do you want to learn an international language or is it part of traveling perhaps, vocationally, lifestyle or a supporting activity?

Do you think managing your own business is a possible occupation or sales / management?

Do you think that Physical education or training is vocational, supporting or a lifestyle interest?

You scored high in Management skills, do you think it is in line with your interests and personality?

Your work environment values shows that you want to travel – do you think it is lifestyle or vocational?

Your highest work outcome value is high income? (also shows in Life Values – make money). Do you possibly mean, you want to earn enough to be comfortable or actually a six-figure income?

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

Answer:

Connection between her personality and interests and skills:

The client shows high interest in Business Leadership, Counselling and Sales / Management also self-employment.

This aligns with her Skills in Managing, Clerical, working with others, also skills in being analytical, interpersonal skills and organizing.

These skills and interests align with her personality that is detached (neutral, objective and questioning), also conventional and mid-range dominant / compliant, leaning towards being dominant (blunt) and mid-range introvert / extrovert, being verbal. All these personality traits and sub traits align beautifully with being in a managing or supervisory position possibly in sales / management or clerical or even possibly running her own small business in the future.

This could even be paired with her strong athletic interest and faith / ministry and wanting to travel, seeking a challenge and variety.

Her strong Athletic interest (Physical Education) also aligns with her personality, being blunt, verbal, not afraid of taking the lead, being conventional, detached (objective), mid-range in various personality factors, having the ability to lead, be objective, willing to speak up when necessary etc.

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.**

Answer:

- **Management / Sales Position (Marketing Representative):** The client shows high interest in Business Leadership, Counselling and Sales / Management also self-employment. This aligns with her Skills in Managing, Clerical, working with others, also skills in being analytical, interpersonal skills and organizing. These skills and interests align with her personality that is detached (neutral, objective and questioning), also conventional and mid-range dominant / compliant, leaning towards being dominant (blunt) and mid-range introvert / extrovert, being verbal. All these personality traits and sub traits align beautifully with being in a managing or supervisory position possibly in sales / management
- **Athletic Trainer or Fitness Instructor:** Her strong interest in Athletics and leading, counselling others that could be supporting that aligns with her personality that is detached (neutral, objective and questioning), also conventional and mid-range dominant / compliant, leaning towards being dominant (blunt) and mid-range introvert / extrovert, being verbal.
- **Physical Education Teacher:** Same reasoning as for an Athletic Trainer, yet in her Educational Questionnaire she pointed out that Physical education was a favourite subject that she excelled in. Her personality also aligns well with being a Physical Education Teacher.

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

Answer:

It would be highly advisable to work within her interests, skills and values that aligns with her personality.

She would need to always think before she speak or respond (as she can be blunt), always considering her responses to be uplifting and positive.

She also would need to consider to "seek first to understand, before being understood" as Stephen Covey mentions in his book – 'Seven Habits of Highly Effective People' and consider the needs of others as she scored low in being compassionate.

She would need to make sure to allow for enough alone time as well as enough time with others as she is mid-range introvert / extrovert.

It would be good to be part of a team and possibly lead a team as well to allow her to live out her natural giftings and talents and personality traits and also so strengthen her non-strengths.

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?**

Answer:

Physical Education Teaching degree (If she opts to become a Physical Education Teacher)

Fitness Instructor Diploma, Certificate or possible degree (If she opts to become a Fitness or Athletic Instructor).

Sales and Marketing degree, diploma or certificate (if she decides to follow a career in sales or management)

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?**

Answer:

She scores high in Work outcome value as High Income as well as a Life value of Making Money as also scored highest in Faith. This does not necessarily mean a conflict however a faith journey does not always mean a high income or making money. God will always provide in all of our needs however it might not mean making a lot of money or a six-figure income.

She might have scored high in making money and high income – meaning that she would like to have sufficient income to make a good living, providing in all of her needs, rather than a six-figure income possibly.

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?**

Answer:

Her calling, purpose and destiny in life is firstly to understand her divine design, by taking in consideration all 4 of the dimensions; her Personality, Interests, Skills and Abilities and Values, submit it prayerfully to God after completing the Career Direct Assessment and the Consultation process and Synthesis process.

I believe, considering all 4 Dimensions, in her Detailed Report and as well as her Educational Questionnaire, and once filtered through the Synthesis Process and having a detailed discussion and session/s with the client, that her calling, purpose and destiny is in Fitness Training/Physical Education

or in Sales / Management. A Combination of Fitness, Physical Education, Sales, Management and even Faith could produce possible options to live out her calling, purpose and destiny.

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?

Answer:

I believe that you have a wonderful future ahead of you, when looking at your personality, interests, skills and abilities and values. You have wonderful gifts and talents that I believe that God wants you to use for His glory.

Build and develop your strengths and consider your non-strengths by growing your character as you grow in your relationship with God.

Remember God has created you uniquely and for a specific purpose and calling. You have a divine design.

Remember to follow the Next Steps/Action Plan and the Synthesis Process and pray for guidance and wisdom that God will reveal and confirm what your specific career path is that you need to follow now, as well as the specific course/s that you need to do now or in the near future.