

## Part 1: Personality

# Concept of Personality

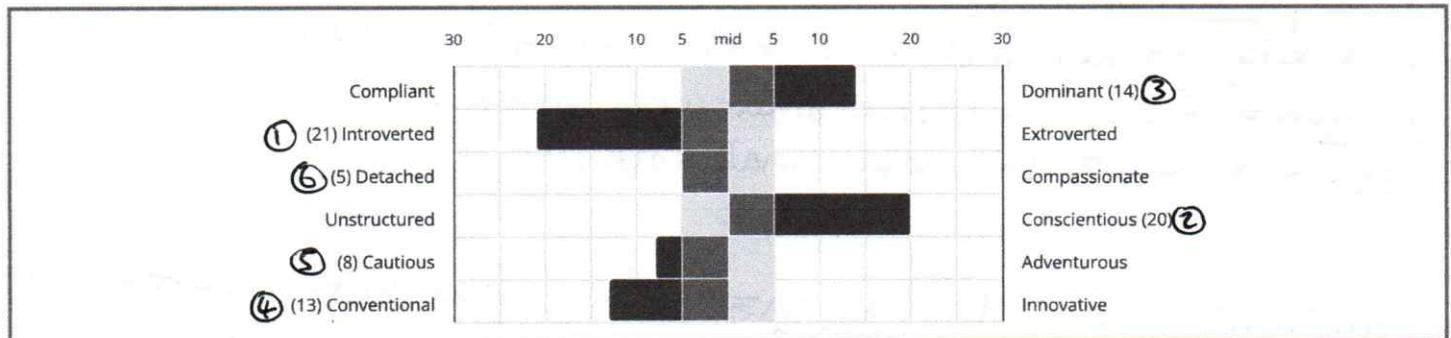
Andre, in this section, the term personality describes the way a person is naturally motivated to act. For example, some people are naturally motivated to be very organized and precise, and some are more spontaneous and casual. Likewise, some are risk takers, and some are naturally cautious.

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.

- Factor
- ① Intro/Extro PAIR = Solitude or Social groups (Social) (Introvert)
  - ② Unstr./Consc. = How accurate/structured/thorough are you? (Consc.)
  - ③ Compl./Dominant = How motivated are you to be in control? (Dominant)
  - ④ Conv./Innov. = Creative side. How do you envision new ideas? (Conv.)
  - ⑤ Cautious/Advent. = How competitive or pioneering are you? (Cautious)
  - ⑥ Detached/Comp. = How much do you care/understand/accept? (More Comp.)

What do parents think?

- Parents picked:
- 1) introvert
  - 2) conscientious
  - 3) dominant
  - 4) conventional
  - 5) cautious
  - 6) more compassionate

## ① Introverted

- You prefer being ALONE. You can interact/be social but ~~not~~ more with your friends. (SOKKIE)
- High DISTANT = - Not intimate (will not show lots of emotion)
  - Cool + reserved
  - Remote in manner

strength = Relies on logic more than emotions.  
weak = Too serious?

RESERVED = - Slow to reveal emotion or opinions

(\* PARENTS - Allow him time to express himself.)

Strength = Comfortable to operate alone

weakness = Uncomfortable in group/social activities

## Quiet/Verbal (mid)

Not a big talker, but will chat when spoken to.

Strength = focused + think when you speak.

Weak. = stressed to make small talk.

## ② Conscientious Definition = Doing your work WELL + thorough.

Committed to being accurate/organized and productive!

- Methodical - A drive to live structured and disciplined.

Achieving = - a desire to perform well.

- want to be successful.

- motivated to overcome obstacles.

strength = Very determined to reach goals.

weak. = Get too caught up in work and neglect health/family + needs of others.

Organized = able to work within a formal/controlled structure.

strength = Organised. Likes to follow a plan or schedule.

weak. = Slow to change. Can be inflexible.

Precise = Exact/accurate + careful about details.  
(Stick to the RULES!)

strength = likes to be thorough + precise. Good with details.

Weak. = Can have unreasonable expectations for self + others.

\* Parents - How do you handle such a personality?

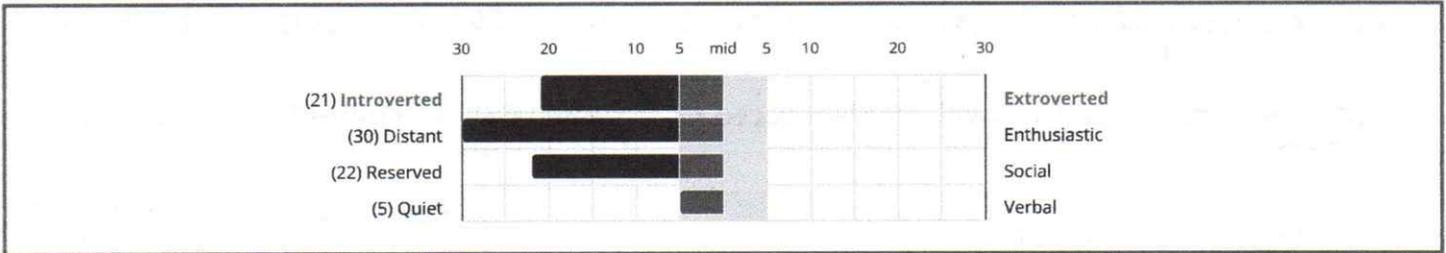
## 1.2 YOUR PERSONALITY FACTORS AND SUB-FACTORS

\* Explain Factor + SUB Factor

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

### 1. Introverted

\* you enjoy solitude over social interaction \*



#### Career Implications

Based on your score on the INTROVERTED/EXTROVERTED factor, you will be best suited for task-oriented occupations in which you can stay focused in one area. You likely will realize more satisfaction from working with things, data, or ideas, rather than people.

Look for a work environment that will give you the opportunity to:

TRUE or FALSE

- ✓ Work quietly and efficiently T
- ✓ Minimize emotions T

- ✓ Stay focused T
- ✓ Minimize social expectations T

- ✓ Work alone or one-on-one T
- ✓ Be factual T

Your score on the INTROVERTED/EXTROVERTED scale indicates that you tend to be a reserved individual. You may prefer socializing with a few close friends rather than attending an event where you would have to make small talk with strangers. In a group, you probably come across as being quiet and reserved rather than loud and uninhibited. You may see your role in a group setting as being supportive and helpful to the leaders.

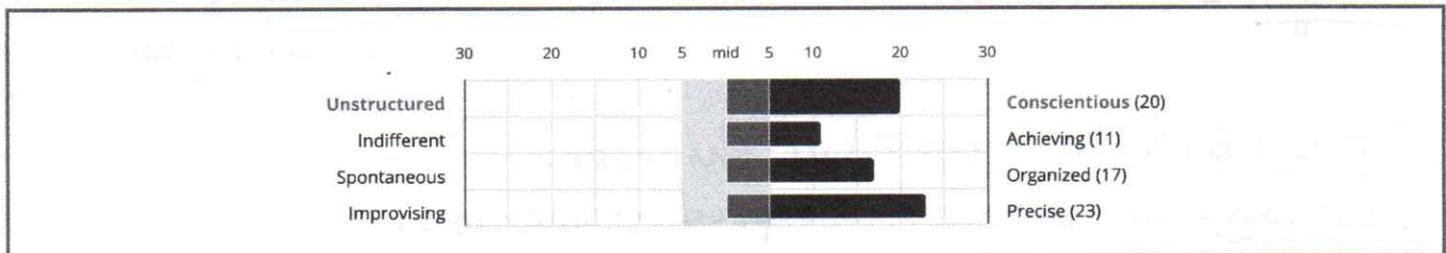
One of your key strengths is your ability to keep a clear focus on the issue at hand. You tend to reserve your efforts for the important tasks rather than waste them trying to go in many directions at once. You may spend much of your energy observing, thinking, and listening so that when you do speak your comments have real substance.

As a careful listener, others value your ability to hear what is being said and respond in a practical way. You tend to take a realistic view of people and events, rather than getting caught up in the hype that often motivates others to make emotional, spontaneous decisions.

Andre, keep in mind that a strength overdone usually becomes a weakness. Your reserved nature can be a tremendous strength because it will enable you to work in a highly focused and efficient manner. On the other hand, most of us are part of a team—at work and at home. The ability to relate and even socialize is crucial to good communications and success in whatever we do. Unless your good ideas are shared, they may not be used. Look for times when it would be beneficial to yourself and to others to be more outgoing; then push yourself to get involved.

### 2. Conscientious

\* accurate, organized, and prepared; naturally follow rules since you like structure and predictability \*



TRUE or FALSE

#### Career Implications

With your high score on the UNSTRUCTURED/CONSCIENTIOUS factor, you will want to be sure the organizations you join offer a quality product and provide services that are practical and ethical. Also, to use your strengths in your work, consider positions that require you to be

- ✓ Well-organized T
- ✓ Productive T

- ✓ Orderly T
- ✓ Exact T

- ✓ Detailed T
- ✓ Systematic T

Your score on the UNSTRUCTURED/CONSCIENTIOUS scale indicates that you are very committed to being accurate, organized, and productive in your life. You have a strong drive to be precise, so it's natural for you to want to control the quality of your work by maintaining high standards. Your concern for integrity is closely related to your desire to be conscientious and is a key strength. It's very important to you to do what is right, fair, and upholds established procedures.

### ③ Dominant

- Naturally take command.
- Like to be independent. (not comfortable operating on someone else's agenda)
- Can be impatient thus causing them to be straightforward.

Assertive = Confident and direct putting forward your views.

\* Nie baie 'n leier gewees nie.

Strength = Leadership orientated / naturally likes to influence others + be in charge.  
weak = Can be too pushy in trying to get results.

Blunt = \* Not negative if you look through God's eyes!

- Straightforward and uncomplicated. (Say it as it is!)

Strength = Speaking your mind. Bold in adversity.

weak = forgets that not everyone is comfortable with direct communication.

Independent = Self-reliant.

Free from outside influence / guidance / control.

Strength = Confident in own abilities. Weak = May forget that some successes require team effort.

### ④ Conventional = Practical thinkers.

Definition = adhering to accepted standards.

CLEVER = Quick to understand. Intelligent + mentally quick.

Predictable = Behaving in a way that is expected. (No surprises!)  
(very high!)

Strength = Good at maintaining routines/traditions.  
weak = Tend to rely too much on est. procedures.

Andre, with your high degree of discipline you find it easy to follow the rules. In fact, you may prefer environments that are structured because of the predictability and consistency they offer.

You also are determined to do an excellent job of everything you undertake. You approach your assignments seriously and keep your focus on working out logical, practical solutions. Your desire to be economical will be an asset to your family and employer.

Those who are highly conscientious are prime candidates for perfectionism so, remember, everything does not have to be done to a perfect standard.

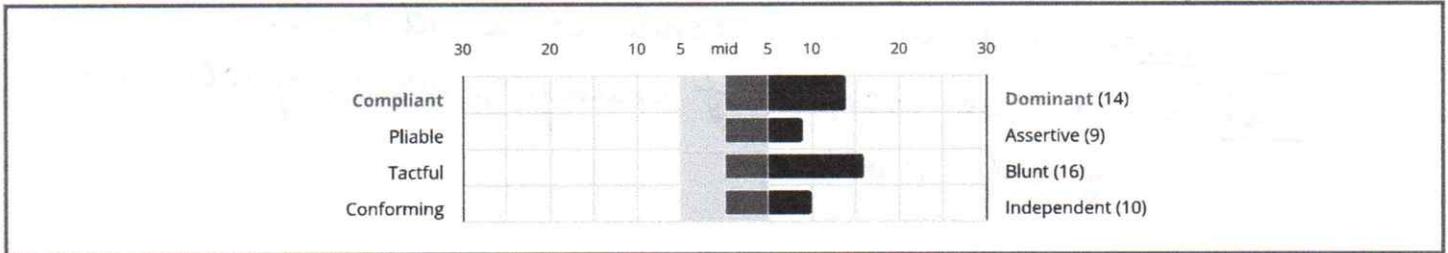
*— sy stel uit!*

At times you may find yourself procrastinating with decisions for fear of making a wrong choice. You also may delay, waiting for the perfect opportunity. Work at being more flexible, knowing that sometimes it is necessary to start action before all the particulars are known.

*AB*

### 3. Dominant

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



#### Career Implications

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

**TRUE or FALSE**

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

Andre, 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. *other people make mistakes.*

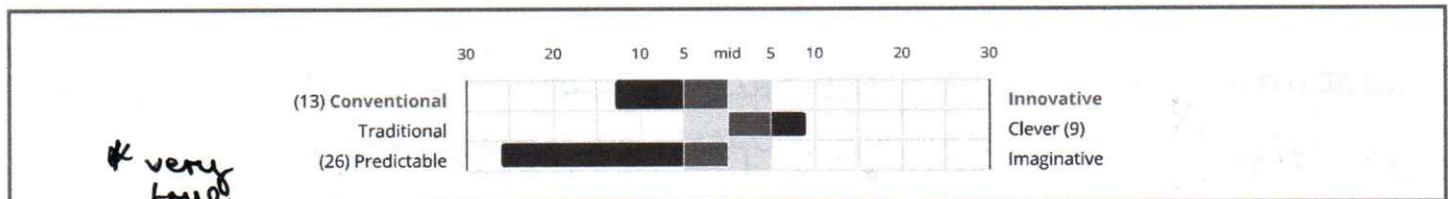
Your confident, decisive nature, makes you well suited for leadership roles. You have a natural desire to influence others, and this can contribute to your success in politics, sales, and similar occupations. Most people who score high in DOMINANCE tend to operate from a "big picture" perspective. This 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.

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. **True**

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.

### 4. Conventional

able to operate from a practical and conventional perspective and are good at carrying out established procedures



*\* very true*

#### Career Implications

Your score on the CONVENTIONAL/INNOVATIVE factor indicates that your strength is in operating the tried and tested. In your work look for:

- ✓ Practical applications
- ✓ Hands-on experiences
- ✓ Learning by doing
- ✓ Working at your own pace
- ✓ A regular work routine
- ✓ Training for new responsibilities

- ⑤ Cautious = Steadily / low risk environment.  
- Like to concentrate on one task at a time.  
- Function well as a team player.

Ambitious = Strong desire to succeed. Willing to put in effort to meet goals.  
(Low score)

Conservative = Favouring traditional views + values.

Strength = Cautious and tends to avoid risks.

Weak = Can be fearful of change and overprotective of self + others.

⑥ Detached / Compassionate (Mid-Range) Balance

- Can be task-focused
- Can be sensitive to needs of others.

Supportive = Helpful / encouraging / understanding

Strength = good at encouraging others.

Weak = Has a hard time saying "NO" to others.

Not Him

Neutral = Doesn't like to pick sides.  
(Low score)

Strength = able to make tough decisions and hold people accountable.

Weak = Can be insensitive to the needs of others.

Questioning = Using questions (inquiry) to invite a response or reaction. Open to controversy!  
(Very High!)

Strength = Able to confront when there is a problem.

Weak = May tend to be overly critical.

\* Be careful with this! \*

\* PARENTS - Allow him to ask questions!

Andre, your score on the CONVENTIONAL/INNOVATIVE scale indicates that you tend to be conventional in your thinking. The associated strengths would be that you excel as a practical, down-to-earth individual, whose focus is set on proven methods. Grounded in a realistic approach to life, your preference is to work with familiar, reliable procedures, rather than waste time attempting to reinvent the wheel.

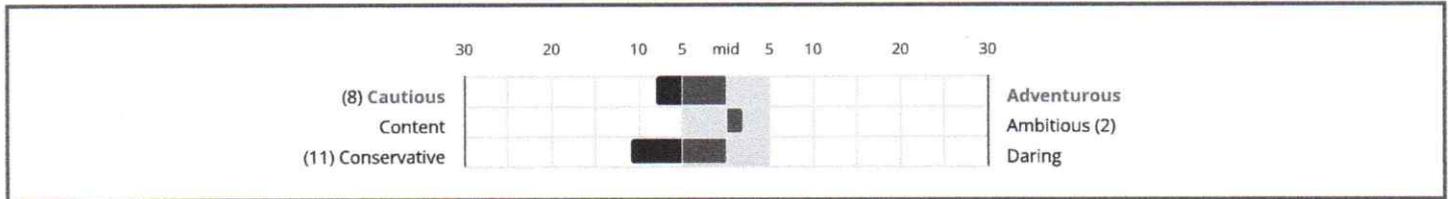
Your key strengths include the ability to master a work process and remain on course with it, rather than succumb to distractions or tangents, and you have a comfort range working within established parameters.

Although you have found comfort and reliability in following established habits and procedures, be aware that new ideas may help you to function more efficiently and effectively. The world is experiencing incredible changes in technology. To some degree, we all need to keep abreast of these changes and the possibilities for innovation that they bring.

*He likes new technology.*

### 5. Cautious

*careful and prefer a steady, low risk environment; more of a cooperater than a competitor*



#### Career Implications

Your score on the CAUTIOUS/ADVENTUROUS factor indicates that you generally prefer to operate in a cautious and conservative style. As you consider different occupations, look for positions that have:

- Low risk
- Security
- Supportive teams
- Cooperation instead of competition
- Proven procedures
- Regular duties

Your score on the CAUTIOUS/ADVENTUROUS scale indicates that you prefer a steady, low-risk environment, in which you can concentrate on one task at a time. To minimize risks, you typically go about your work cautiously, using procedures that have been tested and proved.

One of your key strengths is in carrying out established methods and guidelines. For this reason, you are likely to be most comfortable around people and activities that are familiar.

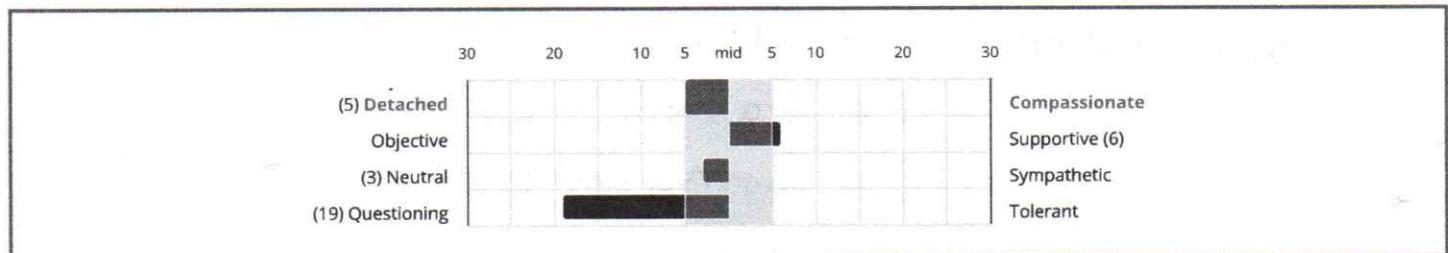
*if you have same idea + agenda.*

Another strength is found in your ability to function as a team player. It is typical for you to yield some of your personal ambitions for the sake of the group's agenda. This type of servant attitude is a cherished commodity and can be a real asset. *must fit my agenda.*

Andre, since you have a natural tendency toward being cautious, take care not to overdo it. Opportunities may slip by as you ponder their risk and value. Calculated risks do not have to be your enemy. Merits can be extracted even from failures in life. In fact, most successful people become successful by learning from mistakes. One strategy you may find helpful is to practice stepping more boldly into low risk situations. Successes in these areas will build your confidence for more ambitious steps later.

### 6. Detached / Compassionate (Mid-Range)

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



#### Career Implications

Your mid-range score on the DETACHED/COMPASSIONATE factor indicates that you are able to balance objectivity with emotional sensitivity in the workplace. You can offer support while maintaining perspective and make fair decisions without becoming overly involved. This balance enables you to relate well to others without being overwhelmed by their emotions. Careers that involve both interpersonal connection and logical problem-solving may be especially satisfying for you. Look for work environments that allow for a balance of:

- Empathy and objectivity
- Helping others and holding them accountable
- Emotional connection and emotional distance
- Tolerance and discernment
- Sympathy and fairness
- Compassion and critical thinking

Your mid-range score on the DETACHED/COMPASSIONATE scale indicates that you have a sensitivity to people, but you also find it natural to back away and make a more objective assessment when appropriate. This ability to adapt your response to others,

The enemy wants you to focus on your weaknesses. God wants you to focus on the strengths He has given you.

### Money Page:

Can mark    T = True  
                  F = False  
                  S = Sometimes

\* Write your top 4 strengths + non-strengths down. (Homework)

depending on the situation, should be an asset in most work settings. Your even-handed approach toward people should engender respect for you as someone who is both fair and tough.

### 1.3 Typical Strengths

## \* Involve PARENTS \*

Andre, 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. T
- Straightforward and direct; bold in adversity. T
- Self-reliant; confident in own abilities. T
- Relies on logic more than emotions and enthusiasm. T
- Comfortable operating alone rather than depending on group support. T
- Good at encouraging others. T (with friends)
- Able to confront when there is a problem. S
- Very determined to reach goals. T
- Organized; likes to follow a plan or schedule. T
- Likes to be thorough and precise; good with details. T
- Cautious and tends to avoid risks. T
- Quick minded; able to grasp abstract concepts. S
- Clever in crafting solutions and responses to problems. S
- Good at maintaining routines and traditions. T

T = True  
F = False  
S = Sometimes

### Note on his leadership:

He is not interested to lead if it does not suite his agenda. He will lead on his terms.

### 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. T
- Forgets that not everyone is comfortable with direct communications. T
- Forgets that success may, at times, require a team effort. S
- Can come across as being too serious and unenthusiastic. T
- Uncomfortable in group social activities; can appear unfriendly. S
- Has a hard time saying "No" to others. S
- May tend to be overly critical. T
- Can get caught up in work and neglect health and family and needs of others. S
- Slow to change; can be inflexible. T
- Can have unreasonable expectations for self and others. T
- Can be fearful of change and overprotective of self and others. T
- May have an attitude of superiority. F
- Tends to rely too much on established procedures. T

He is not like this, but he does not like others to be superior. (He hates bullies)

André is a very precise person. He would prefer not to get involved in a situation if it doesn't suite his "perfectionist" personality.

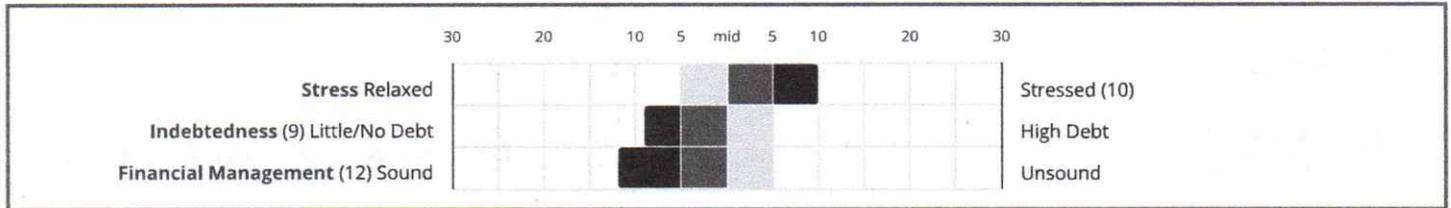
## Stress for André

- waiting for results to come!
- He wants to get clarity and seeking quick answer.
- Do I have enough time to study?
- Stress when school does not plan exam structures correctly.
- Writing 2 subjects on one day.
- 

He gets anxious when he plans something, submits that plan into action and then the results or answers take too long to come.

## 1.5 Critical Life Issues

This section provides insights that may be helpful in choosing a career. Your stress level, risk of debt, and handling of money can all be factors that influence your career choices. Being aware of these areas can help in decision making.



### Stress

Your score on the STRESS scale indicates that you are presently experiencing some tension and stress in your life. Typical emotions you might be feeling vary from a simple feeling of uneasiness or discouragement over some temporary setback, such as unemployment, to a serious bout of depression.

Keep in mind that this instrument only provides a general indication of stress and is not suitable for diagnosing or prescribing treatment of psychological problems.

We encourage you to discuss your results with a family friend or a close confidant who could help you determine the depth of the issues and whether you need professional assistance to deal with them. If there is any doubt, we recommend you contact a professional who can provide you with a more thorough assessment and counseling and can assist you in dealing with these emotions.

### Indebtedness

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

Why are you feeling stressed? Exams? Your future?

You are very good at setting goals. Do not be too hard on yourself if you do not rapidly see results.

Ecd. 3 talks about seasons.

Ecd. 3:11 "He has made everything beautiful in its time."

You are not a failure if you did not succeed the first time.

Thomas Edison failed more than 1000 times to eventually invent the light bulb.

- |                                    |     |     |                          |
|------------------------------------|-----|-----|--------------------------|
| ① <u>Analyzing</u> interest groups |     | 37% | } pretty even,           |
| ② <u>Influencing</u> " "           | " " | 30% |                          |
| ③ <u>Doing</u> " "                 | " " | 25% |                          |
| ④ <u>Helping</u> " "               | " " | 9%  | (Because of your faith?) |
| ⑤ <u>Expressing</u> = 0%           |     |     |                          |

\*BRING IN FUNNEL + DONUT\*

± 31 000 jobs registered. we want to eliminate jobs that will not suite you.

# FUNNEL

for André Kirschstein

## Personality

- 1) Introvert
- 2) Conscientious

- 3) Dominant
- 4) Conventional

## Interests

- 1) Technology/Data ✓
- 2) Mechanical/Construction ✓

- 3) Management/Sales <sup>More this</sup> ~~this~~ <sup>Less</sup>
- 4) Computational ✓

## Skills

- 1) Mechanical/Engineering ✓
- 2) Planning/Organization ✓
- \* 5) Math ✓

- 3) Technology/Data ✓
- 4) Analytical thinking ✓

## Values

Work environment:

- 1) Well organized ✓
- 2) Independence ✓
- 3) Flexible hours ✓
- 4) Variety ✓

Work outcome:

- 1) Career progression ✓
- 2) High income ✓
- 3) Security ✓
- 4) Intellectual Stimulation ✓

Life (legacy) values:

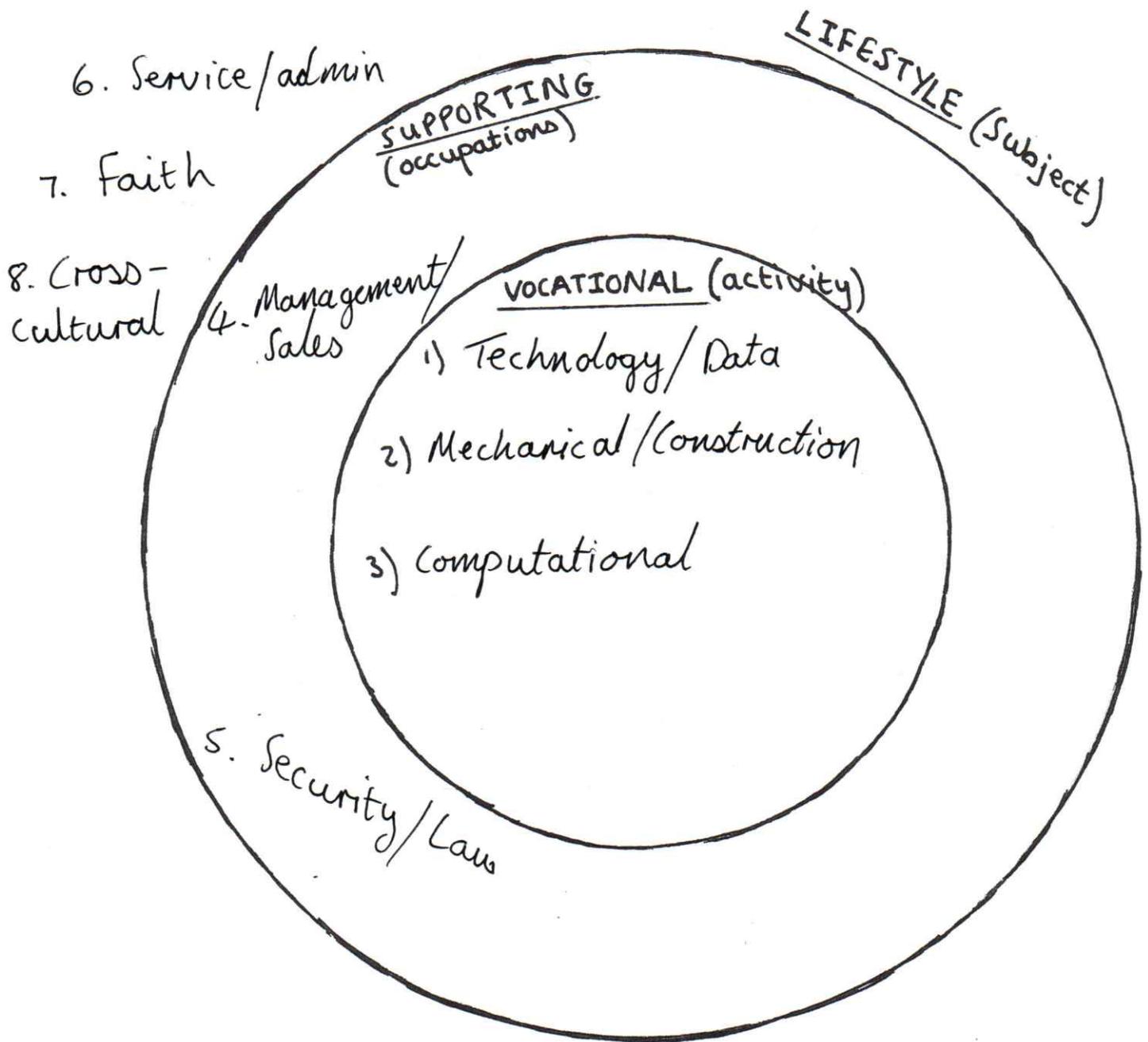
- 1) Faith ✓
- 2) Integrity ✓
- 3) Friends ✓
- 4) Family ✓

Best Fit = Mechanical engineer  
Computer programming

# DONUT GRAPH

André Kirschstein

## TOP 8 CAREER GROUPS



① Technology/Data - Strong desire to plan + design buildings/infrastructure/computers/machines/equipment or software that require high level of technology. (They may enjoy collecting, analyzing and creating reports with data.) Jobs = engineer/architect/data scientist

② Mechanical/Construction - Solving mechanical problems/building or constructing objects or operating machinery. Typically enjoy working with your hands. Precise + organised. Jobs = electrician/auto mechanic/industrial maintenance supervisor/carpenter/automotive technology.

\* Ask - Because of your dad?

③ Management/Sales - Business related activities. Managing/selling + developing marketing strategies. Jobs = marketing/manager/insurance agent/stockbroker/entrepreneur.

④ Computational/Financial - Solving complex problems. Detail orientated/analytical and precise. Jobs = computer systems analyst/mathematician/accounting/economist/statistician/investment planner.

⑤ Security/Law - Strong desire to protect people and property. (Can involve cyber security) Jobs = Security analyst/IT technician and police/military etc.

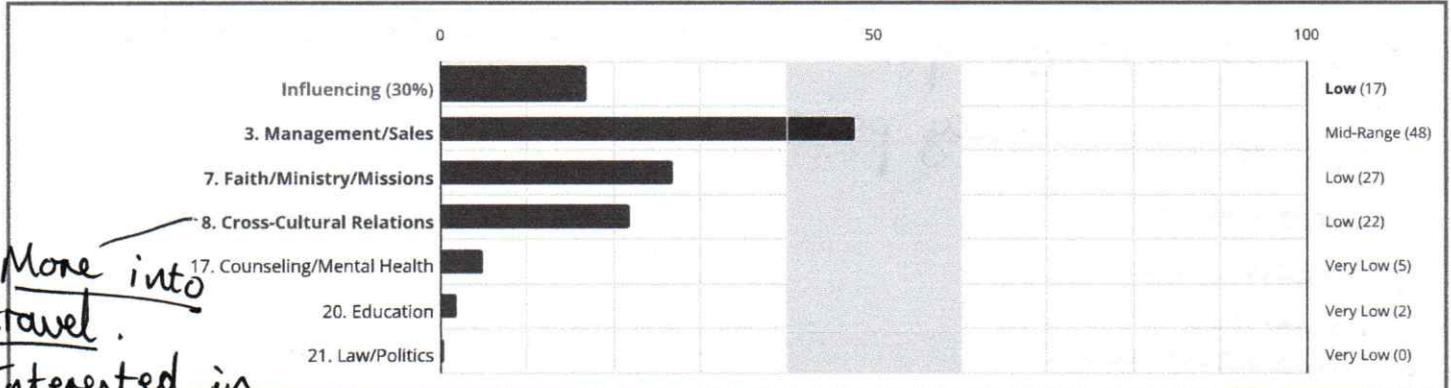
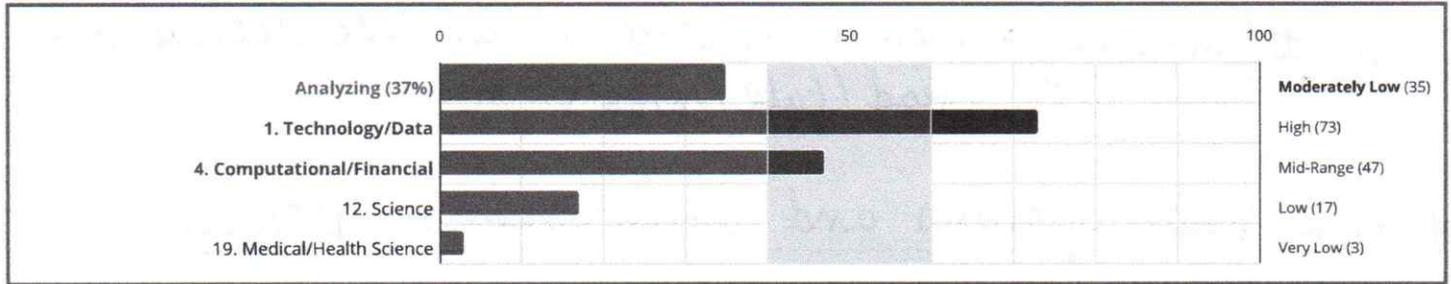
⑥ Service/Admin. = Centers on activities that assist/help or provide service to others. Jobs = customer service/cashier/receptionist/secretary/waiter/factory worker.

⑦ Faith/Ministry/Missions - Providing spiritual guidance. Listening to others' personal problems. Jobs = Pastor/evangelist/missionary/pastoral counselor.

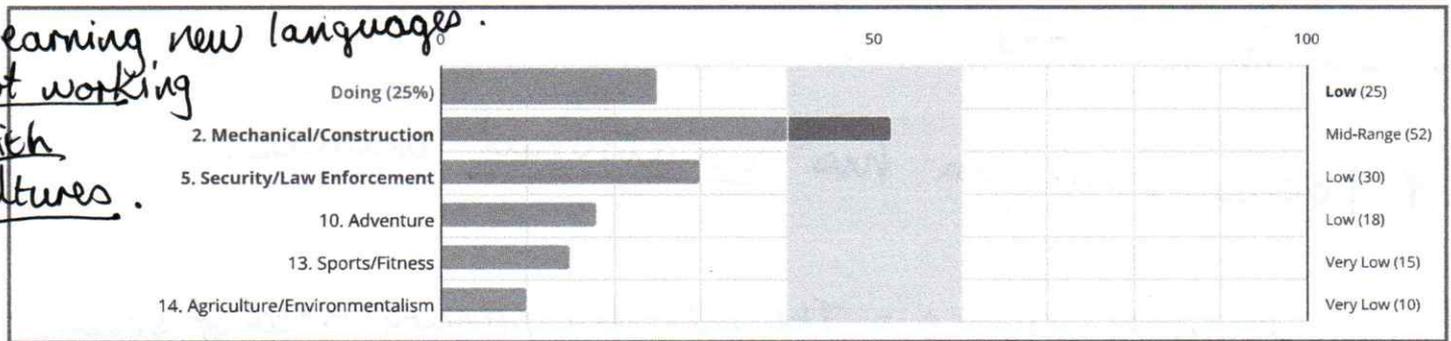
⑧ Cross-Cultural - Strong desire to travel or work in foreign country. Interact with people from other cultures. Jobs = Interpreter/translator/diplomat \* You do not like languages \*

## Five Major General Interests Areas

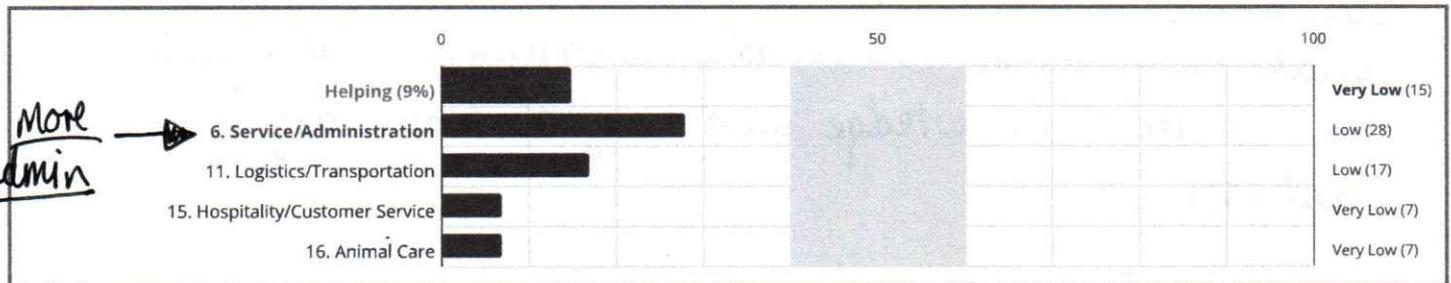
In the graphs below, if you have any areas showing 0%, it is because none of your Top 8 Career Interest Groups fall within those Major Interest Areas. However, you will still have interest data showing there.



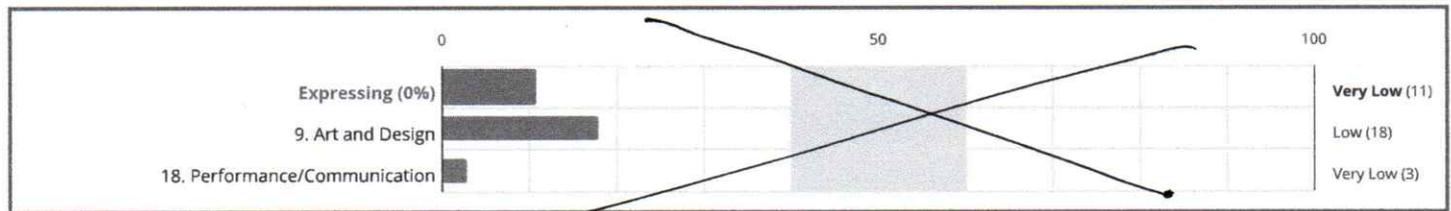
*More into travel. Interested in*



*learning new languages. Not working with cultures.*



*More admin*



*As an introvert, André is not interested to interact with other cultures. He (on an intellectual level) is just interested in foreign languages.*

*Service/admin = He likes to organize and to structure systems.*

<sup>(vocational)</sup>  
Activity = how interested are you in DOING something?

<sup>(supporting)</sup>  
Occupations = how interested are you in that chosen category?

Subject (lifestyle) = more interested in an intellectual level.  
(read/talk/think)

\* Pick best options and write them in DONUT.

\* His VOCATIONAL options you can check with his top 4 personality pairs.

- 1) Introverted
- 2) Conscientious
- 3) Dominant
- 4) Conventional

\* Is it a good fit?

\* Focus more on his vocational choices.

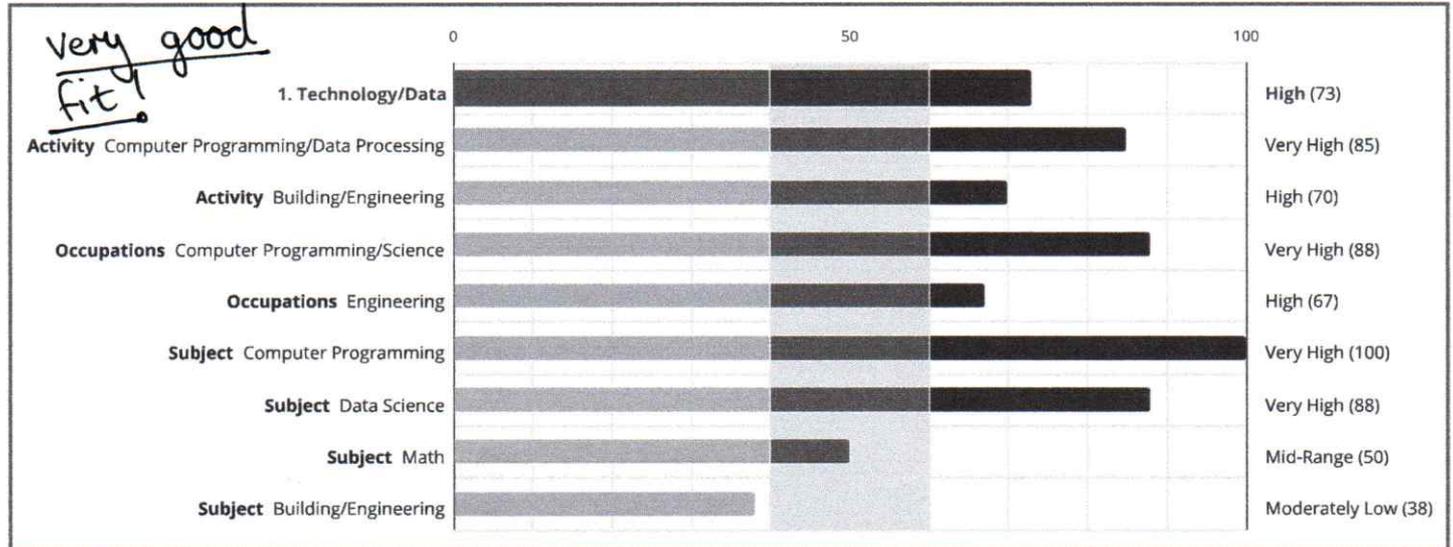
Def. of DATA science = The interdisciplinary field of study that uses scientific methods, algorithms and systems to extract knowledge and insights from large datasets.

## 2.1 Top Eight Career Groups

V = vocational  
 S = supporting or MEANS  
 L = lifestyle (hobby)

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.

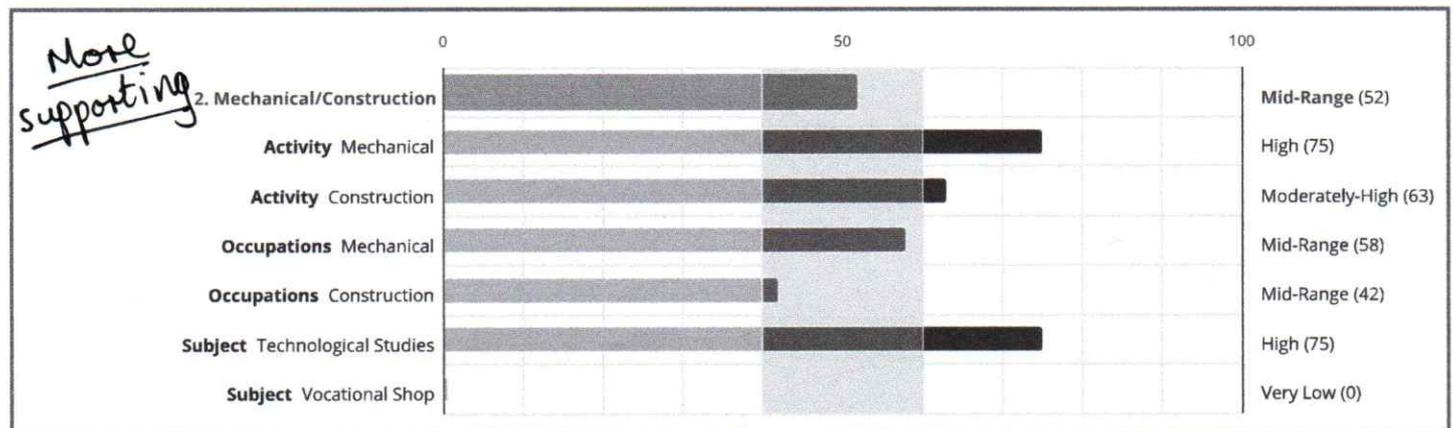
The following gives you detailed feedback on the makeup of your career group scores. For each interest category, your scores in the Activities, Occupations, and Subjects components are given.



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

- which one suits u best*
- ✓ Informatics Specialist ✓
  - ✓ App Designer ✓
  - ✓ Cybersecurity Expert ✓
  - ✓ Video Game Designer X
  - ✓ Data Scientist S
  - ✓ Computer Software Engineer ✓
  - ✓ Architect S
  - ✓ Robotics ✓
  - ✓ Engineer (civil, electrical, mechanical) ✓

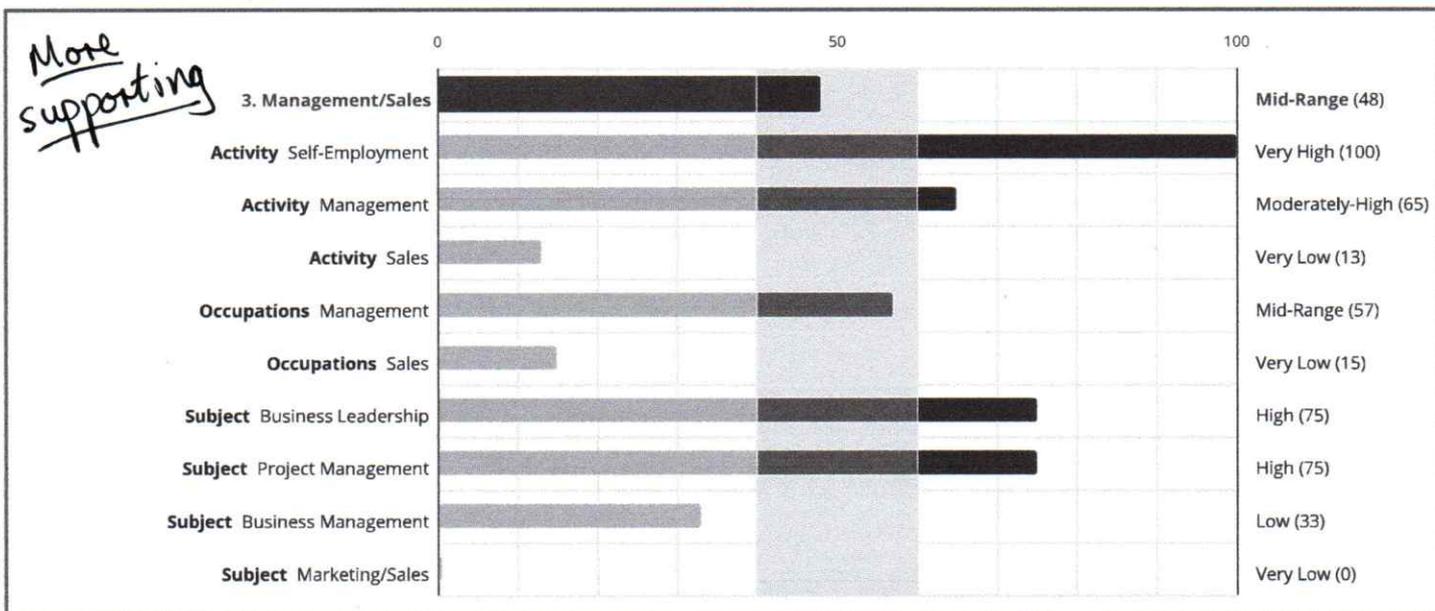
Education in this field may include information technology, computers and programming, engineering, architecture, drafting, or mechanical drawing.



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

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

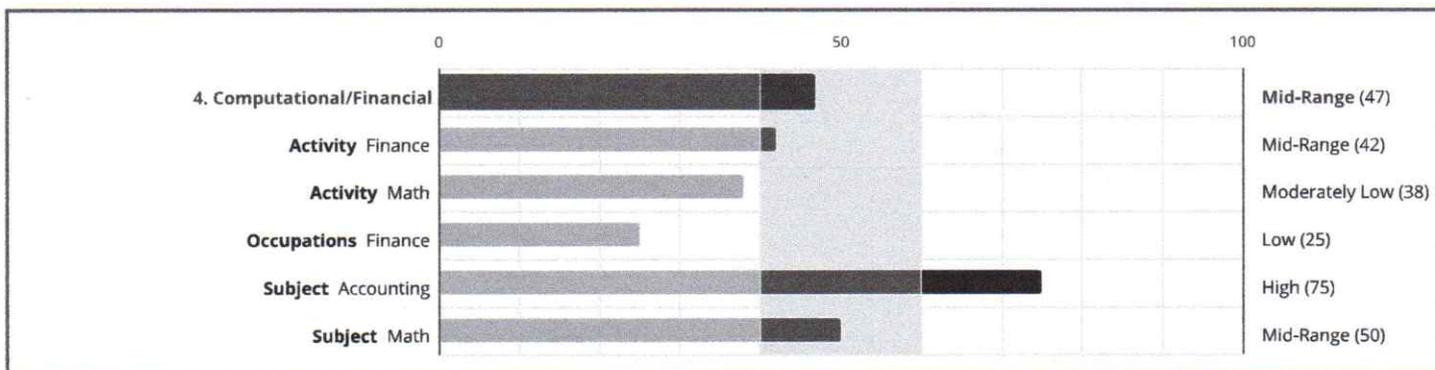
Education in this field may include electronic, mechanical, or automotive technology, vocational or industrial shop, cabinet making and woodworking, or other courses related to specific industries.



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

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

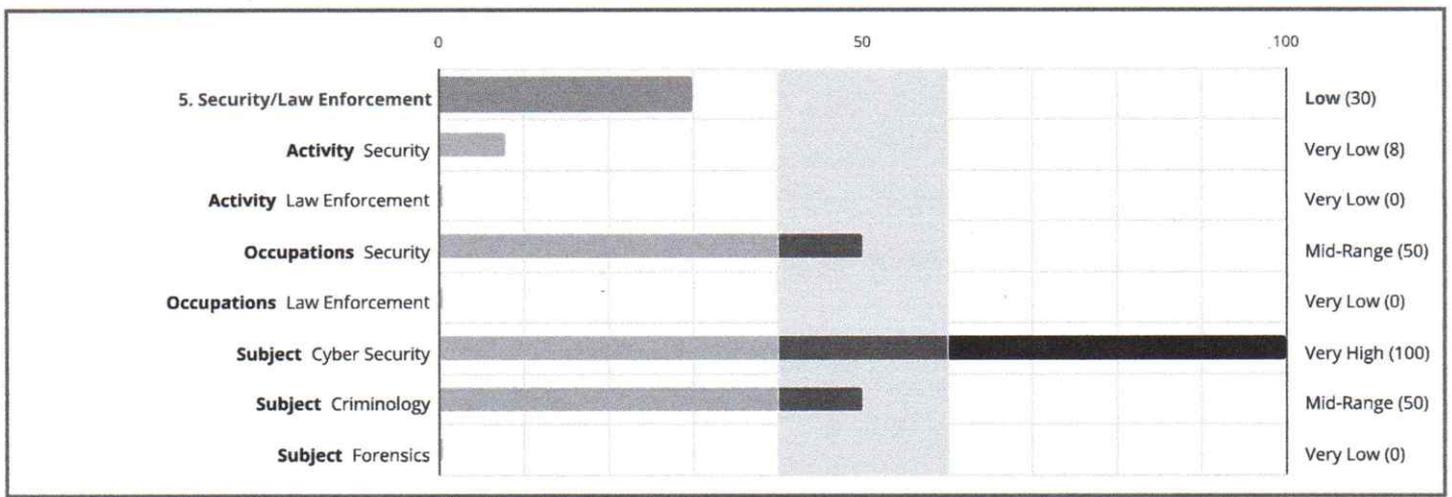


This career group focuses on solving complex problems by using mathematical or financial formulas, concepts, and software. This field includes activities such as preparing tax returns for clients, analyzing mathematical formulas, creating and balancing budgets, or using statistics. Typical occupations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

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

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

*Very interested as a computer programmer.*

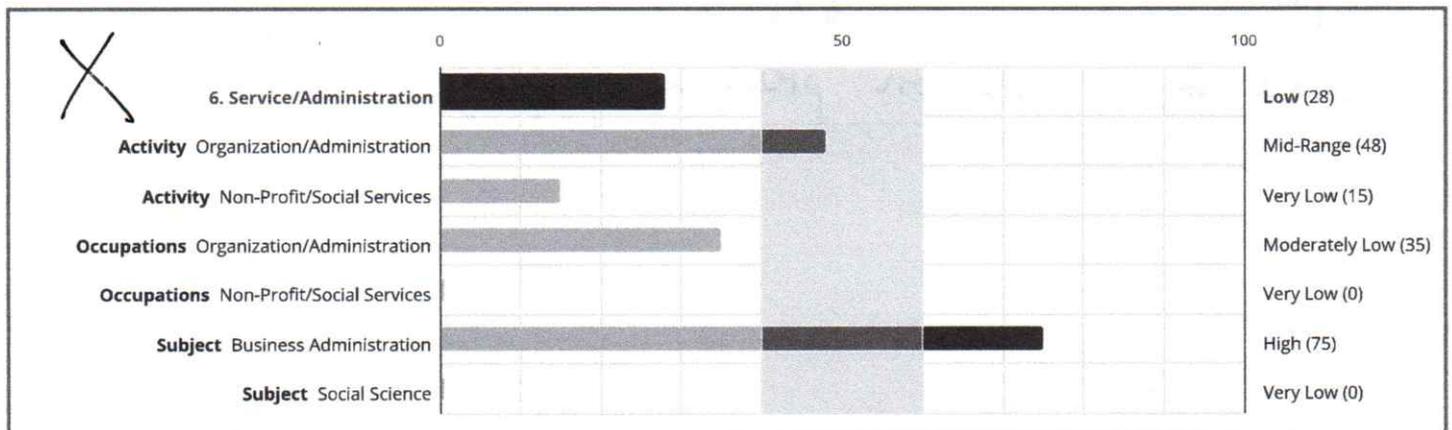


This career group involves a strong desire to protect people and property and uphold justice, and may involve personal risk. This field includes activities such as investigating crimes, apprehending criminals, patrolling areas to prevent crimes (including cyber crimes), conducting surveillance, and responding to alarms or emergency alerts. Typical occupations associated with this career group include the following:

*More interested in cyber security (computing)*

- Police/State Patrol Officer ~~X~~
- Fraud Investigator ~~X~~
- Security Guard ~~X~~
- Cybersecurity
- Fish/Game Warden ~~X~~
- Intelligence Analyst ~~X~~
- Private Detective/Police Detective ~~X~~
- Forensic Expert (including digital forensics)
- Probation Officer/Corrections Officer ~~X~~

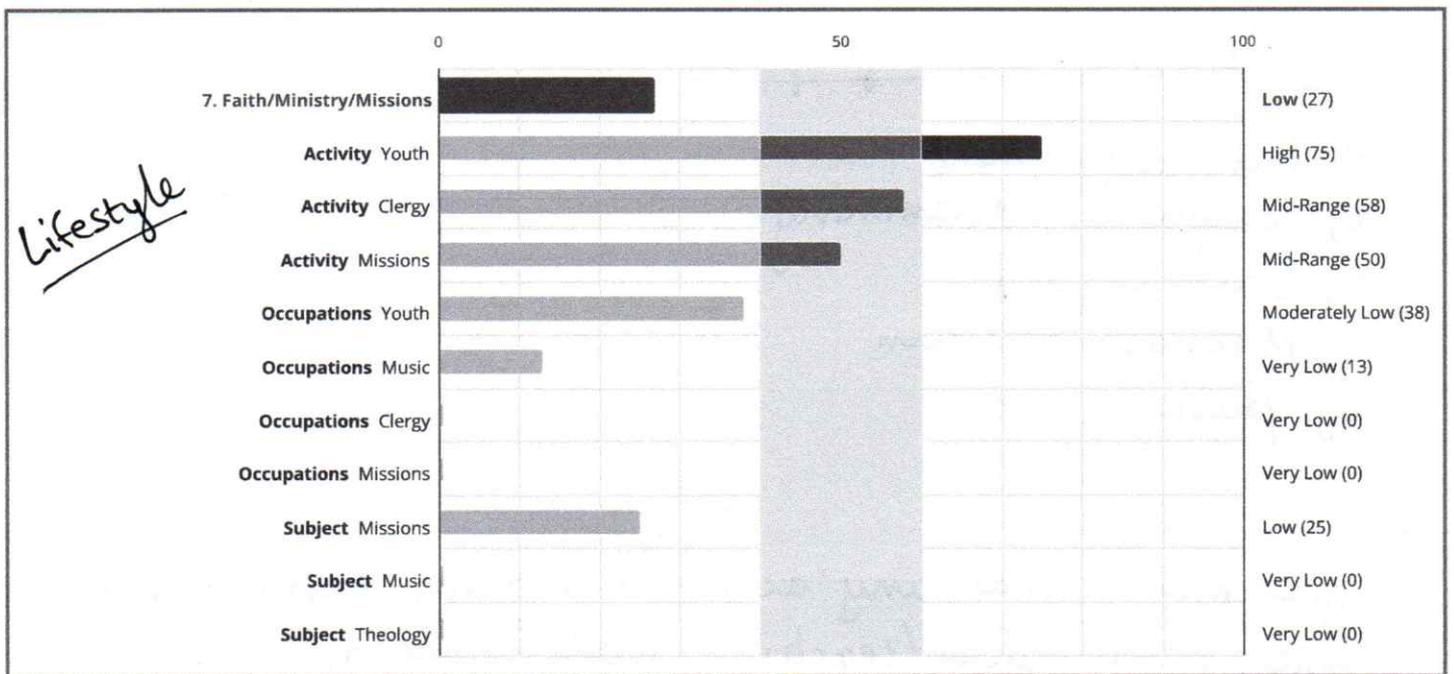
Education in this field may include law, security and/or law enforcement.



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 ~~X~~
- Retail Sales Associate ~~X~~
- Administrative Assistant ~~X~~
- Executive Assistant ~~X~~
- Help desk analyst ~~X~~
- Program or Project Coordinator  S
- Office Manager ~~X~~
- Charitable Non-Profit/Non Governmental (NGO) Advocate ~~X~~
- Front Desk Receptionist (greet and direct guests, schedule appointments, answer phones) ~~X~~

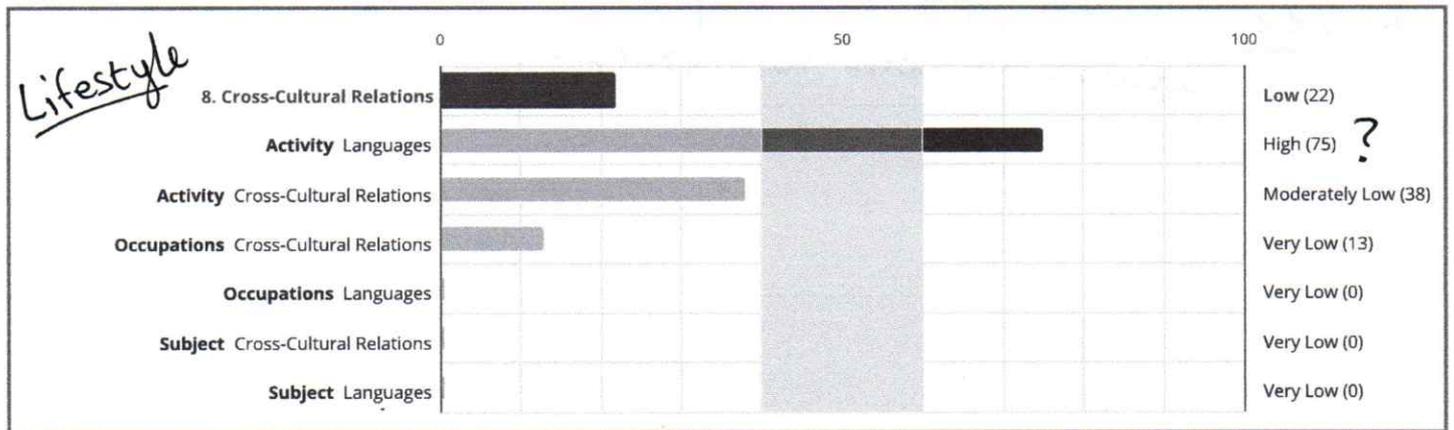
Education in this field may include business management, administration, communication, and human resources.



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

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



This career group involves a strong desire to travel or work in a foreign country, understand and interact with people from other cultures, and/or communicate in more than one language. This field includes activities such as working to create an inclusive and diverse environment, collaborating and working with people from different cultures, or teaching a foreign language. Typical occupations associated with this career group include the following:

- Foreign Service Agent X
- Foreign Language Teacher X
- Translator/Interpreter X
- Flight Attendant X
- Diplomat/Ambassador X
- Travel Guide/Travel Agent X
- International Business Executive S
- United Nations Officer X
- Overseas Journalist/Foreign Correspondent X

Education in this field may include cross-cultural studies, anthropology, sociology, psychology, economics, political science, and/or languages.

## 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.

## Top 5 Activity groups:

- 1) Self-employment
- 2) Computer programming
- 3) Languages
- 4) Mechanical } even
- 5) Youth

Youth = may include any activity working/serving younger people. (counselling/teaching/sports/mentoring etc.)

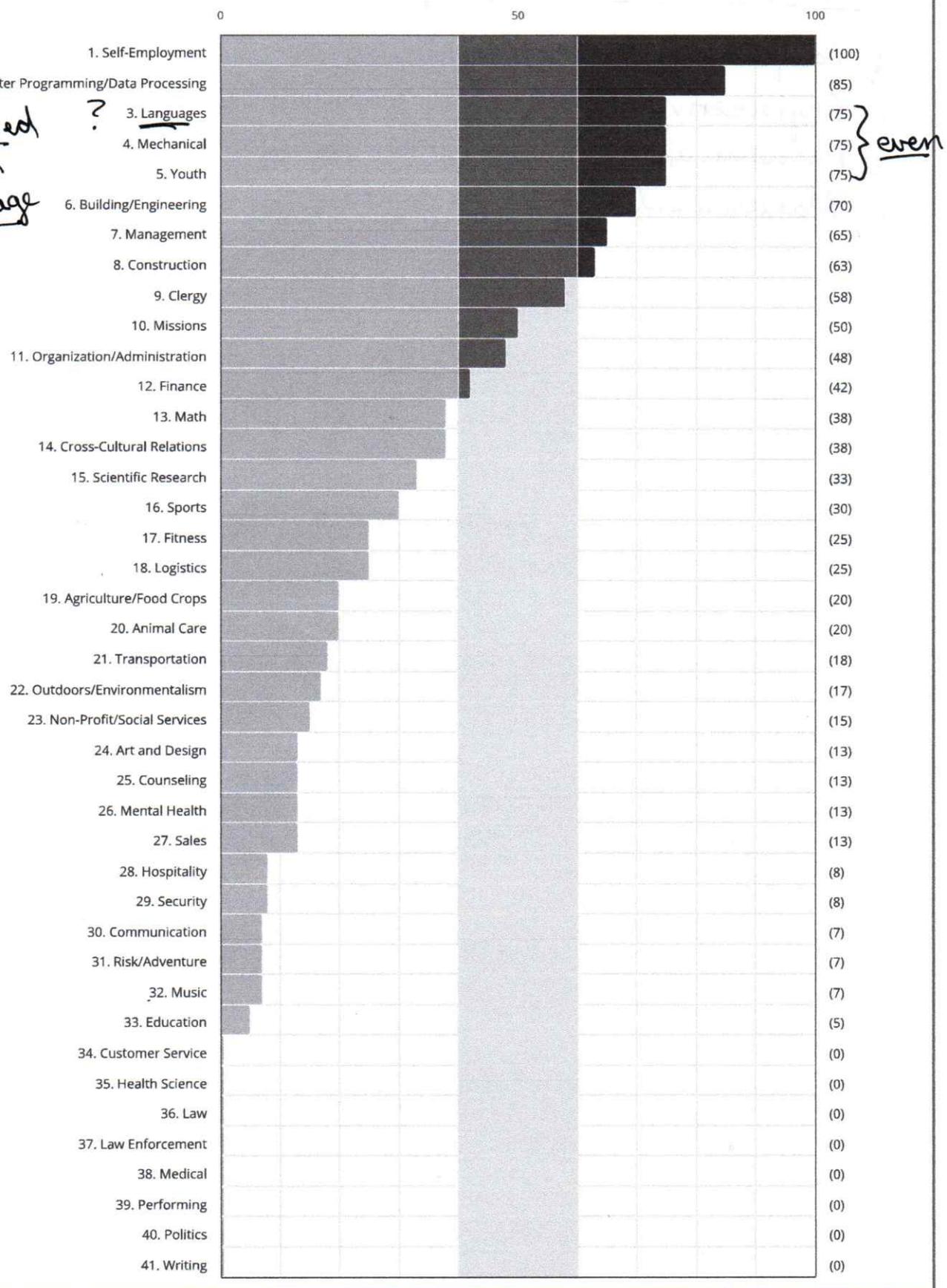
Languages = Learning and using foreign languages.  
(for communication/interpretation/translation)

\* Note: When you gain experience in engineering, you can eventually work for yourself.

Look @ top 5. Miss anything?  
Activity Groups

192 items that describe work activities. They factor into 41 work activity groups.

Interested to learn a language

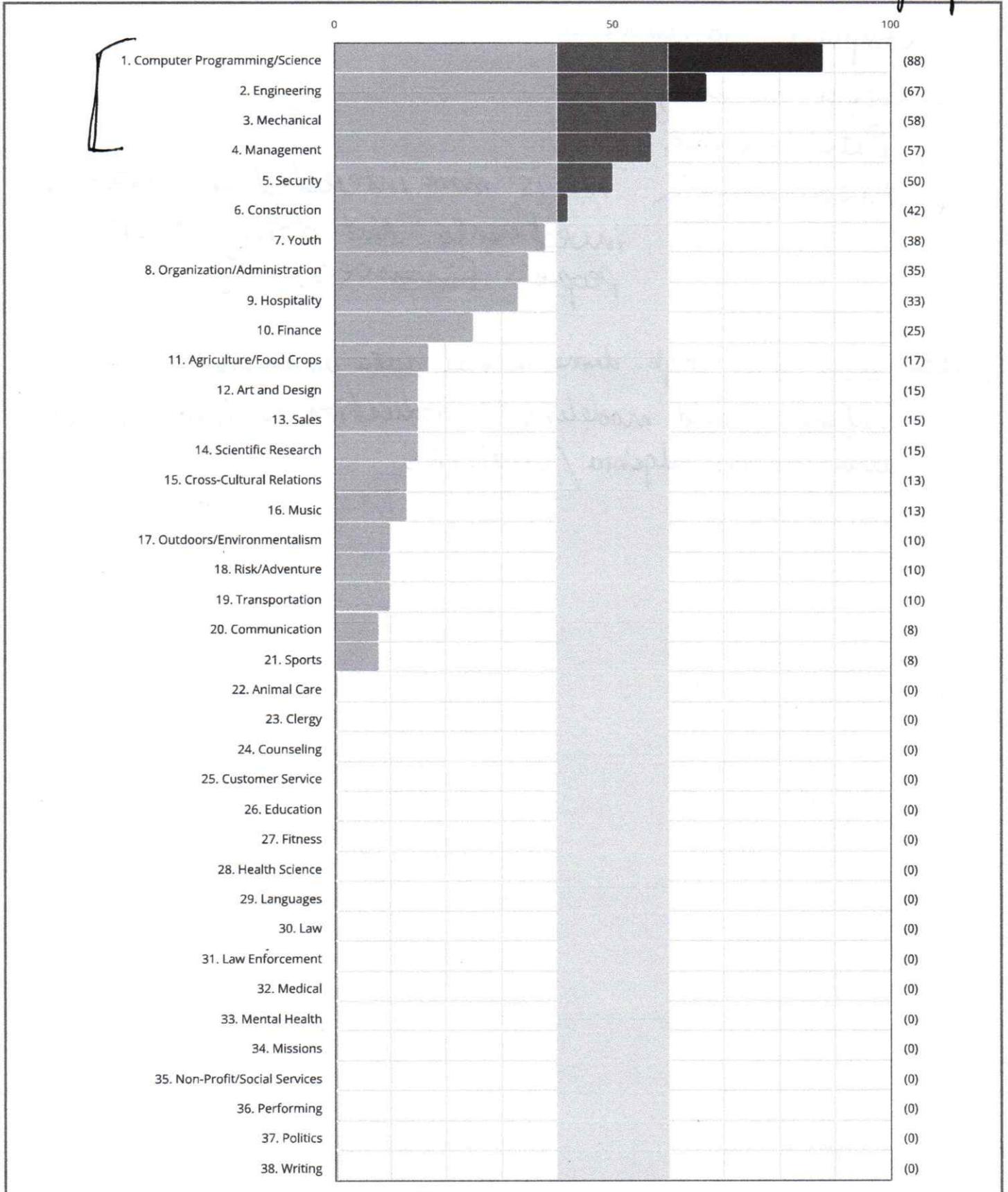


## Top 4 Occupation groups

- 1) Computer programming
- 2) Engineering
- 3) Mechanical
- 4) Management

Occupation Groups

116 occupations factor into 38 occupational groups.



## Top 4 Subject groups

- 1) Computer programming
- 2) Cyber security
- 3) Data science
- 4) Accounting X

He is more interested in personal investments. Not doing other people's finances.

Data science = High dimensional data analysis / statistical inference and modeling / introduction to linear models and matrix algebra / statistics

Courses that you can study.

Subject Groups

Consists of 43 school subject areas.

