Recording of the Consultation for Susanna Schaer

Here is the recording https://drive.google.com/file/d/1ky3NDrZukX1U3XTlGPxGFrXtxcA3a2OK/view?usp=sharing

Here is the Document I have shown on the screen together with the report

Recommendations for Susanna Schaer

Email Address:**susis@jemburtigny.ch**

Age::**61 Female**

Marital Status:**Single (never married)**

- Country:**CH**
- Postal Code:**1268**
- Educational Level:**Masters degree**
- Occupational Title:**school leader, coach, mentor, teacher,**
- Occupational Type:**Communication Studies**

Career Analysis Questionnaire

1. List in chronological order all schools/university attended, beginning with high school

Name of School:

Different school in YWAM (DTS, IBS, SCF, APC, SBS,

City & Region:

Switzerland

Attended From: **1988-09-01** Attended To: **2025-11-03**

Graduation Date: **2015-07-01**

Degree Earned (ex. High School Diploma or B.S. Psychology):

Master in spiritual formation and Disicpleship with the UofN

List your grades: **A in my MA**

2. What is your basic reason/motivation for doing the CareerDIRECT GE © assessment?

it is a great discipleship tool

3. Are you:Currently working full timeEntering the workforceRe-entering the workforce

Re-entering the workforce after time away, how long:

I plan to study, then enter the workforceOther

4. What is your current or most recent occupational field? (ex. banking, non-profit, education, mechanic, etc.)

CD training, mentoring people, teaching with the UofN

5. What are (were) your job responsibilities?

teaching, following up people, discipling people,

6. How did you get this job?

It is my vocation as I am with YWAM since 1988,

7. Why did you choose this occupation?

already as a nurse I had the desire to go to Mission

8. Please indicate on the following scale the level of your satisfaction at your current job.1Absolutely Unsatisfied2345678910Absolutely Satisfied

9. What do (did) you like best about your job?

variety, independent, helping others, serving the Lord, traveling

10. What do (did) you like least about your job?

problems which can not be solved

11. How would your employer evaluate your job performance?

very satifsfied

12. How would your fellow workers evaluate it?

very thankful

13. Do you have any additional jobs? (Briefly describe)

I am responsable for the elders in my church

14. Please list jobs or functions you performed in previous occupations at which you excelled.

Befor coming to YWAM, I worked as an old people nurse

15. If you could plan and develop your career over again, what would you do differently? Why?

doing more training

16. What are your plans for the next five to ten years regarding your career?

continuing to train Career Direct consultants and YES consultants as well mentoring people

17. If you are married, how does your spouse feel about your situation? What is his or her counsel?

I am not married

18. Are you willing and able to relocate for the "right" opportunity?

I relocated 2 years ago

19. Which of the following will affect your career decisions?Proximity to familyAccess to education/trainingCurrent financial conditionEffect on children

Other (briefly explain):

20. How would you describe your spiritual life?

I continue to grow daily in my relationship with the Lord

21. Are there any underlying, non-career issues that are causing you concern at this time?

no

22. How would such issues affect a career change or occupation decision?

RAS

23. How is your overall financial situation (i.e., gaining, just making ends meet, falling behind, or in debt and going under)? How much of your desire for a change in occupation is motivated by a desire to increase your income?

I am living by support since many years and trusting God for finances

24. What are your strongest talents? (Briefly explain)

teaching, communication, discipleship, serving,

25. What are your weak areas? (Briefly explain)

26. What would be the criteria for your ideal job situation (i.e., what are the key elements your are looking for in a job)?

I am very happy with where I am at

27. What job did you dream about when you were a child?

become a doctor or flight assistant

28. What are your hobbies? What do you prefer doing in your free time?

cooking, being creative, knitting, being outside for walks

29. What have you done or are you doing to prepare for a future occupation or career?

I just want to make sure that I can serve people best in my giftings

30. Would you need additional schooling/training to prepare you for your ideal situation?

no I do not think so

31. To meet your ideal career situation would you be willing to continue your education whether traditionally (college/tech school) or informally (certificate, etc.)?

getting more training is always fun

32. Who are the primary persons with whom you discuss job, career, and schooling issues?

my sisters

Tell me what were you doing in ministry in more detail?

Which of those activities were most enjoyable?

Leading Schools in Ch in Africa in US Australia,

Helping develop leadership skills for Shools

Pioneering in different languages

Teching was fund

Teaching DTS in comuunications Schools

Mentoring

Master trainer for CD

Translaton for french

Are you retired? Not yet

If you going to work are you open to find a job outside of ministry?

Support open for employment

If no what kind of roles you thing are still available

Teaching, mentoring younger generation, active int the church. Discipleship opportunities.

What should be on the purpose of our coaching session

Evaluation where I am something to change.

Ideas for people who are interested in animals

Vocation	Dominant	Ekstrawert	Compassion	Conciensiousness	Adventure	Innovation	Ranking
Veterinarian	+/-	-	+	-	+	-	---
Animal Trainer	-	-	+	+	+	+	3
Farmer	+/-	-	+	+	+	+	2
Stable	+	+	+	+	+	+	1

Subjective assessment

	Dominance	Extrovertism	Compassion	Conciensiousness	Adventure	Innovation
Susanna	10	4	-5	7	10	12
CD report	14	-2	-6	16	15	17
Discrepancy	=	=	=	=	=	=

<u>My observations</u>

Innovative 17

Imagination 21 on the artistic level.

If your skill would developed you could create unique works.

Was that talent discovered and developed?

Cleverness 8 good for being CD consultant.

Conscientious 16

Are you using this in your current job?

Precision 13 you could be an accountant in ministry

Organized 16 very useful trait for ministry

Achevement 11 You are getting things done on time.

Adventurous 15

Daring 16 you are very brave! Easily you can start something new and be thrilled.

Ambition 5

Dominant 14

You are Leadership oriented person

Very Assertive 19

Independent 9

Tactful and Blunt -2 = sometimes Tactful sometimes Blunt

Detached -6

Neutral-9 = low on empathy

Balance Objective Supportive 0 Sometimes you stay objective, sometimes you behave as supportive

Questioning -8 Very good in quality control

Introverted / Extroverted -2

Distant and Enthisiastic -2 = sometimes distant sometimes Enthusiastic

Reserved -5 much more often reserved than Social

Sometimes Quiet sometimes Verbal 3

Your need balance between meeting with people and working alone

Critical Life Issues

No problem with those areas. Congratulations!

Analysis of Interests

Interests grouped into three dimensions;

Exerting influence 59% You have capacity int that are because you are dominant

Helping 32%

Expressing 9% In that area only Performing Communication

Religious

Missionary

Missions Director

Leader in Christian organization

Counceling

Low probability of success int that area due to Detachment. Low on Empathy and highly Questioning.

International

Foreign Missionary

Education

(Christian School Director)-

(Chairmian of the Board of Educational foundation or private School)

Teach the teachers within YWAM

Consumer Science

Is it Vocational or recreational interest? Hobby

Transportation

(Overseeing Evangelistic bus project)

Service

Overseeing charity which is helping elderly people

(Chiristian Conference center Manager)

Performing/Communication

(Overseeing Christian Online TV or radio)

Public Speaking shool

Skills Analysis

Cross-Cultural – pointing toward mission work

Organizing – points toward overseeing Christian work

Managing – pointing toward Managing Christian ministry

Analytical – Will help with Career Direct

Interpersonal - useful with mission work

WORK ENVIRONMENT

1. **Challenge**
2. **Flexible Hours**
3. **Travel**
4. **Equality**

Overseeing part of missionary work

Outcome

1. **Helping Others**
2. **Continuing Education**
3. **Leadership**
4. **Intellectual Stimulation**

Points toward serving the Lord in Leadership roles

LIFE PURPOSE

1. Faith

2. Service to Others

3. Integrity

4. Family

Points toward Ministry

Selected Recommendations:

Recomendations for final selection:

Missionary

Foreign Missionary

Overseeing charity which is helping elderly people

Mentoring

Reserve:

Missions Director

Leader in Christian organization

Chairmian of the Board of Educational foundation or private School

Evaluated by Interaction Action Plan: Foreign missionary result 81%