

# DETAILED REPORT



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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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### Career Direct – Next Steps

# Using this report for Career Planning



Joshua, 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**.

# Career Direct® Complete Guidance System Report

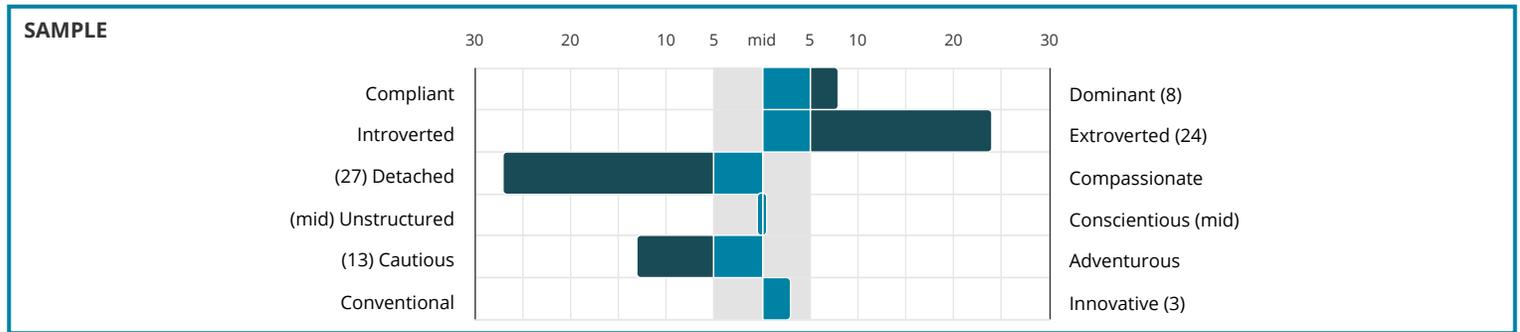
## ORGANIZATION OF THE REPORT

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.

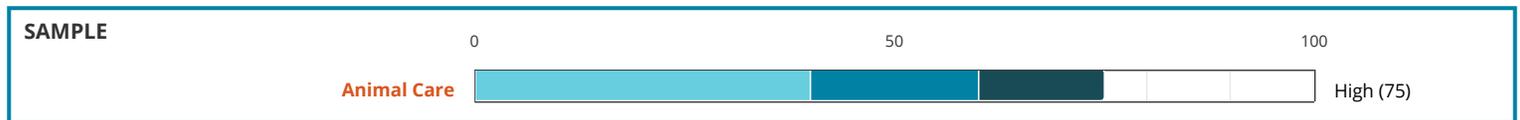
1. **Personality.** The report begins with the personality section, in which you will find an analysis of six personality factors in your Personality Highlights, your Typical Strengths and Non-Strengths, and your Career Environment based on your unique personality profile.
2. **General Interests.** In 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.
4. **Values.** This section has three parts: Work Environment, Work Expectations, and Life Values. Your top four priorities in each area will be highlighted.

### 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.



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.

## Part 1: Personality

# Concept of Personality

Joshua, 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

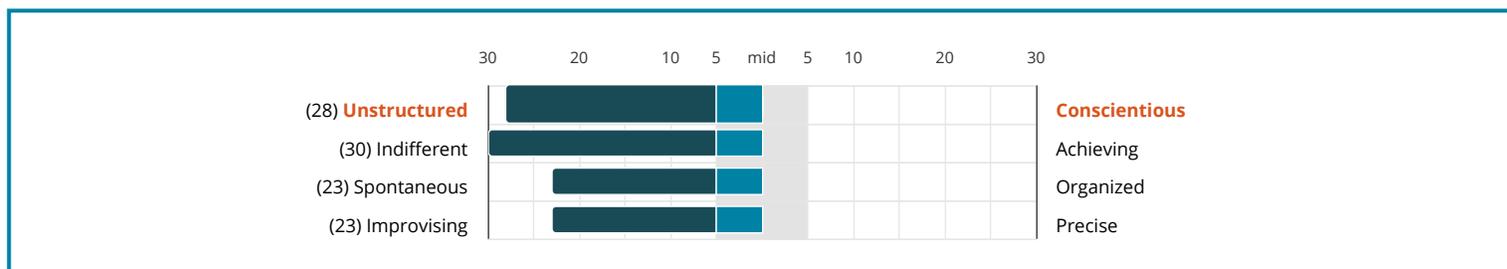
This section of your report, as well as the rest of the report, has been developed from the responses you provided and reflects profiles that are typical of people who scored like you. The reports are usually quite accurate, but every insight may not apply to you, so you will need to confirm the information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

Joshua, 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



### Career Implications

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

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

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.

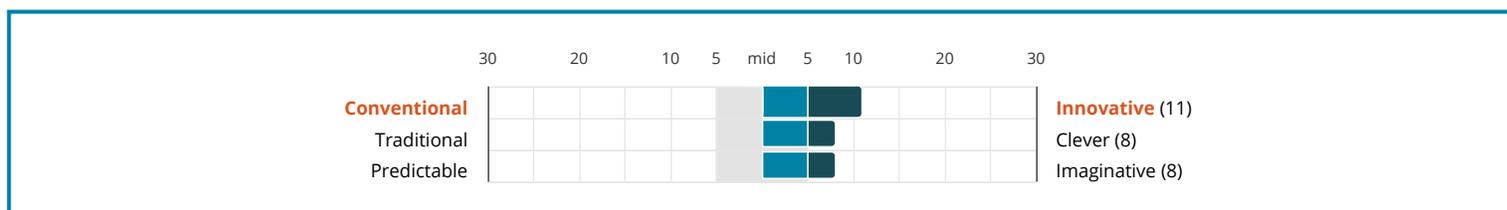
One of your key strengths is your ability to see things in a new and different light, apart from the normal operating procedures. This gives you an opportunity to offer "breakthrough" insights that can enable a new and better way of operation or lead to an entirely new product.

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.

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.

### 2. 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

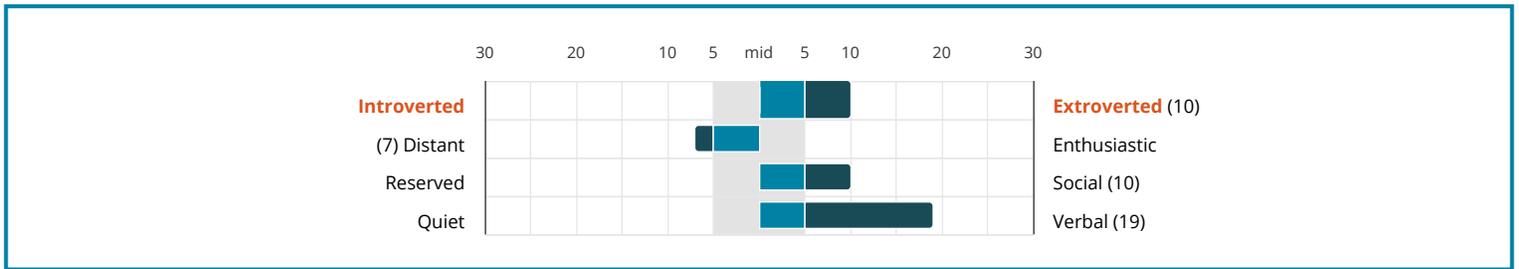
Joshua, your score on the CONVENTIONAL/INNOVATIVE scale indicates that you are a very creative person. You excel at generating new solutions and ideas, even though they may sound a bit unusual to others. You may catch yourself daydreaming or playfully considering an idea from various angles. You may 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.

### 3. Extroverted

outgoing and a natural people person who likes meeting strangers; enthusiastic and good at networking



#### Career Implications

Based on your score on the INTROVERTED/EXTROVERTED factor, you will be best suited for people-oriented occupations. Look for a work environment that will allow you to relate to people in a friendly way and provide you the opportunity to:

- ✓ Talk/explain
- ✓ Promote
- ✓ Encourage
- ✓ Perform
- ✓ Network
- ✓ Use humor

Your score on the INTROVERTED/EXTROVERTED scale is typical of those who seek frequent interaction with people and have strong verbal skills. Your high energy level probably is quite obvious from your gestures, enthusiastic conversation, and frequent smiles as you communicate with others. You are challenged by opportunities to be persuasive and convincing, and you make a positive impression on large groups.

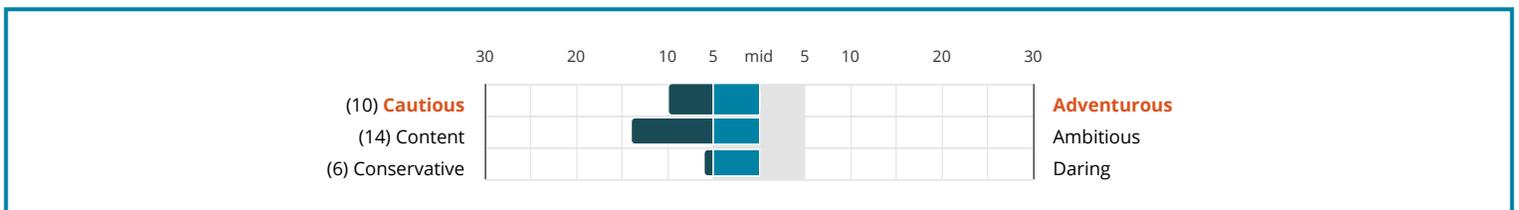
As a people person, you probably look forward with great excitement to the networking opportunities that come with events such as conventions, reunions, meetings, parties, and similar social activities.

Another area of strength is your spontaneous and uninhibited style. You are not bashful and you likely have a knack for getting more reserved people involved in group activities. You probably are energized by the opportunity to speak or perform before an audience.

Joshua, keep in mind that a strength overdone becomes a weakness. Your verbal strengths are a real asset, but there is wisdom in knowing when to be quiet and listen. More awareness of how others are receiving your conversation will help you be more considerate of their interests and conversation needs. For maximum effectiveness consider others around you and adapt your behavior to fit the situation.

### 4. Cautious

careful and prefer a steady, low risk environment; more of a cooperator 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.

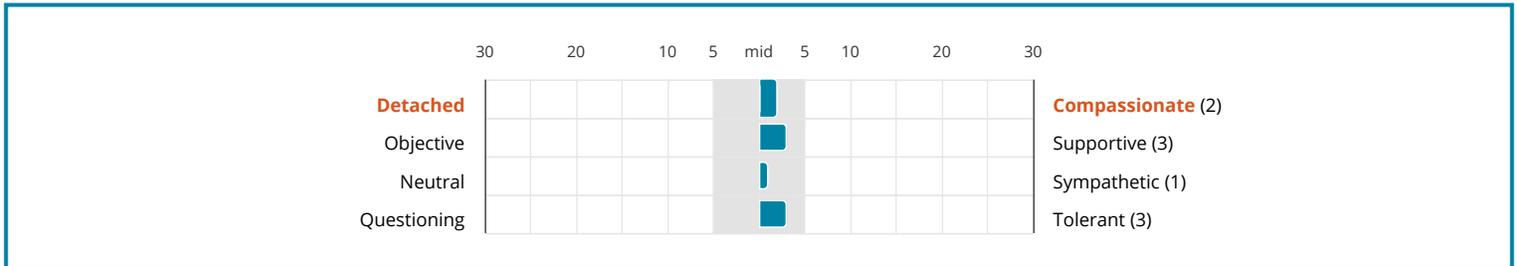
One of your key strengths is in carrying out established methods and guidelines. For this reason, you are likely to be most comfortable around people and activities that are familiar.

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.

Joshua, 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.

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

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



#### Career Implications

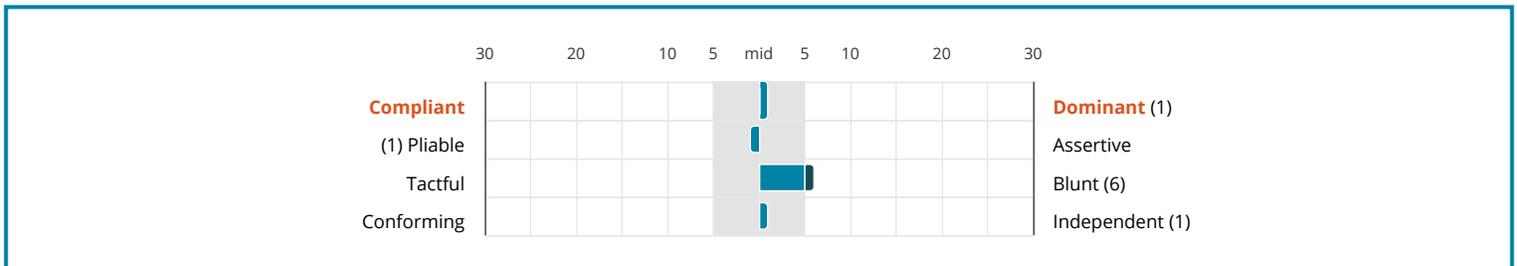
Your mid-range score on the DETACHED/COMPASSIONATE factor indicates that you are able to balance objectivity with emotional sensitivity in the workplace. You can offer support while maintaining perspective and make fair decisions without becoming overly involved. This balance enables you to relate well 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, 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.

### 6. Compliant / Dominant (Mid-Range)

comfortable as a leader or follower and will adapt to the needs of the situation



#### Career Implications

Based on your mid-range level of COMPLIANT/DOMINANT, you will want the opportunity to provide guidance in areas that are familiar and in which you have established expertise. Additionally, look for a moderate level of:

- ✓ Freedom to express opinions**
- ✓ Independence**
- ✓ Decision-making authority**
- ✓ Management opportunities**
- ✓ Opportunity to influence**
- ✓ Input into long-range plans**

Joshua, your score on the COMPLIANT/DOMINANT scale indicates a balance in your drive to lead and to follow. Typically, individuals with scores similar to yours simply read the setting they are in and respond accordingly. If someone steps forward to provide strong, quality leadership for the group, you are content to fall in and serve. However, if no clear leader emerges, you are comfortable moving into the leadership role.

This versatility - the capacity to be both leader and follower at different times - is a key strength. Some people prefer to be under the authority of someone else; others seem to be naturally driven to be in charge. God has blessed you with an attitude and a measure of ability and motivation that will allow you to do well in either situation.

The weakness for you to consider is not correctly assessing the situation, or perhaps transferring the conditions of one situation into another that is quite different. By wisely reading the situation, you will be able to determine your role.

### 1.3 Typical Strengths

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Joshua, 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.

- Straightforward and direct; bold in adversity.
- Relies on logic more than emotions and enthusiasm.
- Outgoing, good mixer; energized by meeting new people.
- Strong verbal skills, persuasive, and motivating; can inspire an audience.
- 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.
- Cautious and tends to avoid risks.
- Quick minded; able to grasp abstract concepts.
- Clever in crafting solutions and responses to problems.
- Creative, imaginative, and original; good at coming up with new ideas.

### 1.4 Typical Non-Strengths

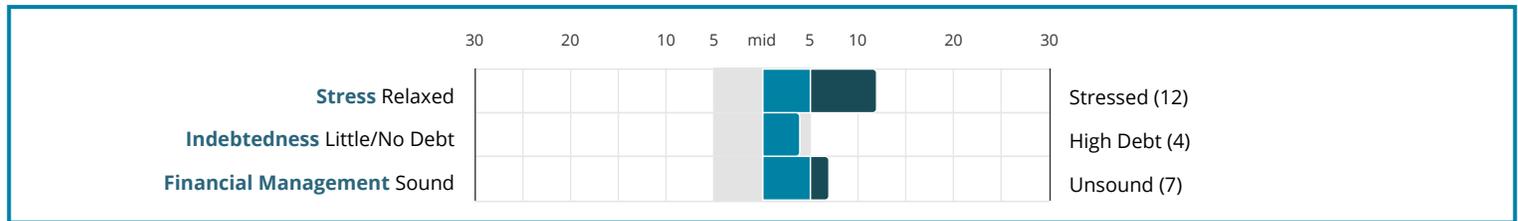
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Shown below are non-strengths that are typical of people who score like you. Improvement in these areas will enhance your performance. On the other hand, try to minimize your exposure in areas that are not your strong points. As mentioned earlier, you will need to check with someone who knows you well to confirm whether all items apply to you.

- Forgets that not everyone is comfortable with direct communications.
- Can come across as being too serious and unenthusiastic.
- May have a problem with time management and keeping conversations focused.
- May dominate conversations; not always sensitive to the needs of listeners.
- 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.
- Can be fearful of change and overprotective of self and others.
- May have an attitude of superiority.
- Easily bored with established procedures.

## 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 on the INDEBTEDNESS factor indicate that you have debt habits similar to the average person in our society. Our experience indicates that most people can pay off all consumer debt (everything but the mortgage) in less than five years, if they will make a commitment to do so.

### Financial Management

Your scores indicate you may be having a struggle trying to live within your income and to set aside reserves for the contingencies and emergencies that arise in every family.

Thousands of people have been able to gain control of their finances by using Crown Financial Ministries materials.

## Five Major General Interests Areas

Joshua, 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.

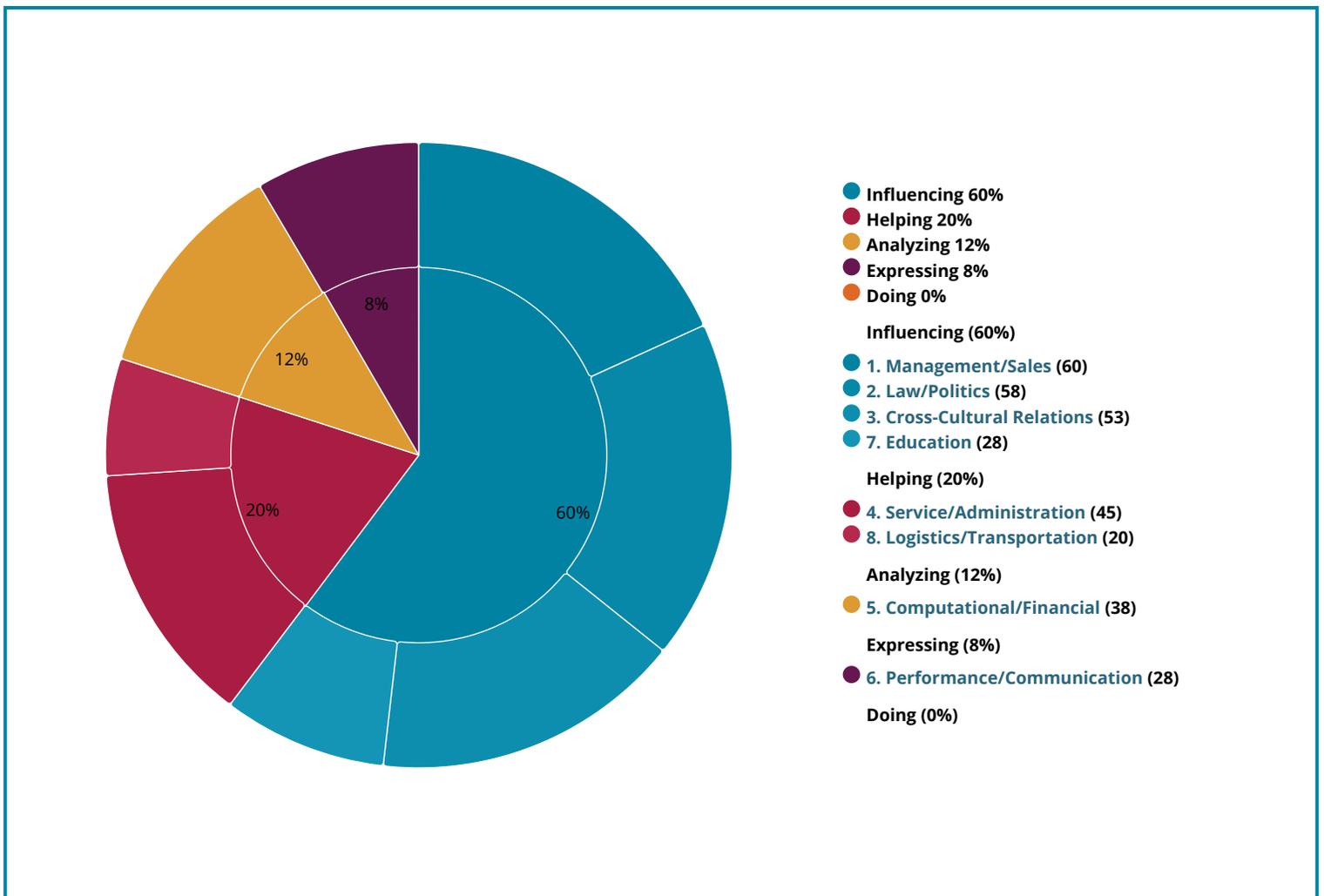
Because of the very nature of your interests, your leisure pursuits may have influenced your General Interest scores. This means you will have to use some discretion when interpreting your General Interest section of the report.

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, Joshua, 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.

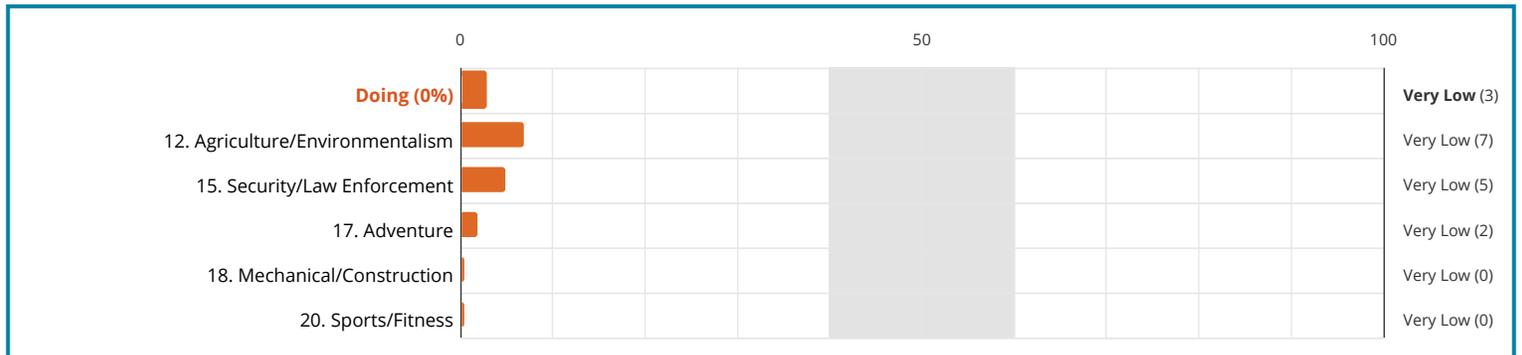
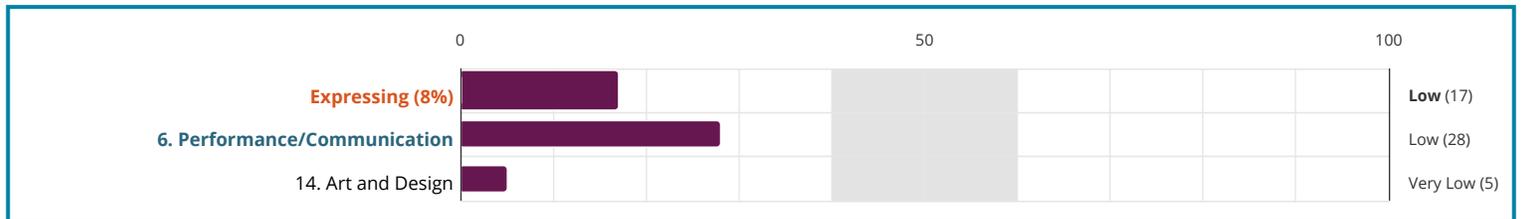
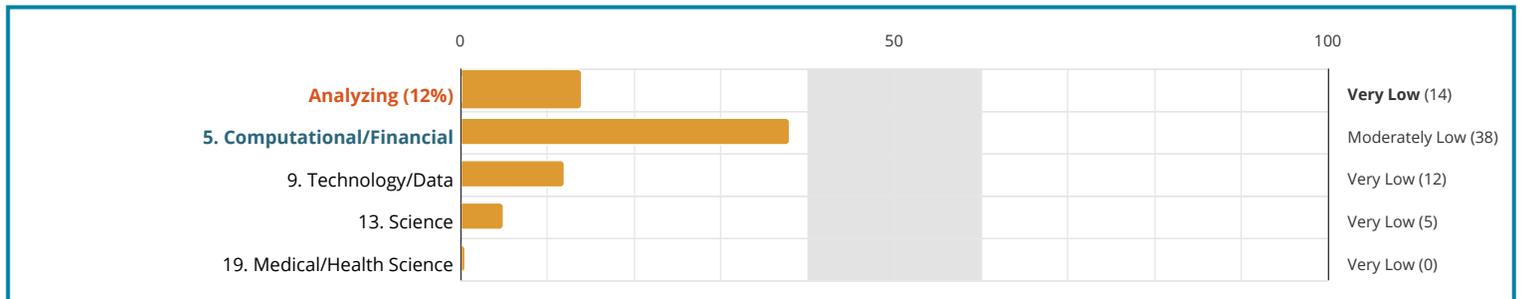
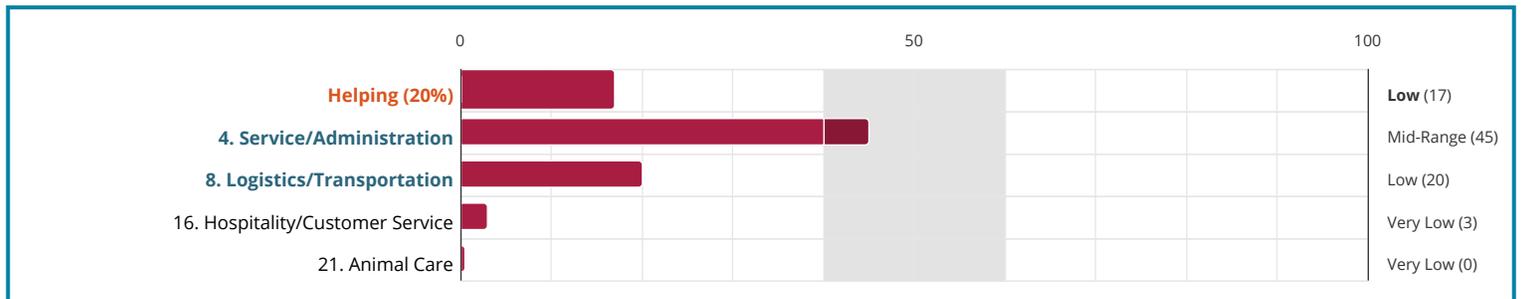
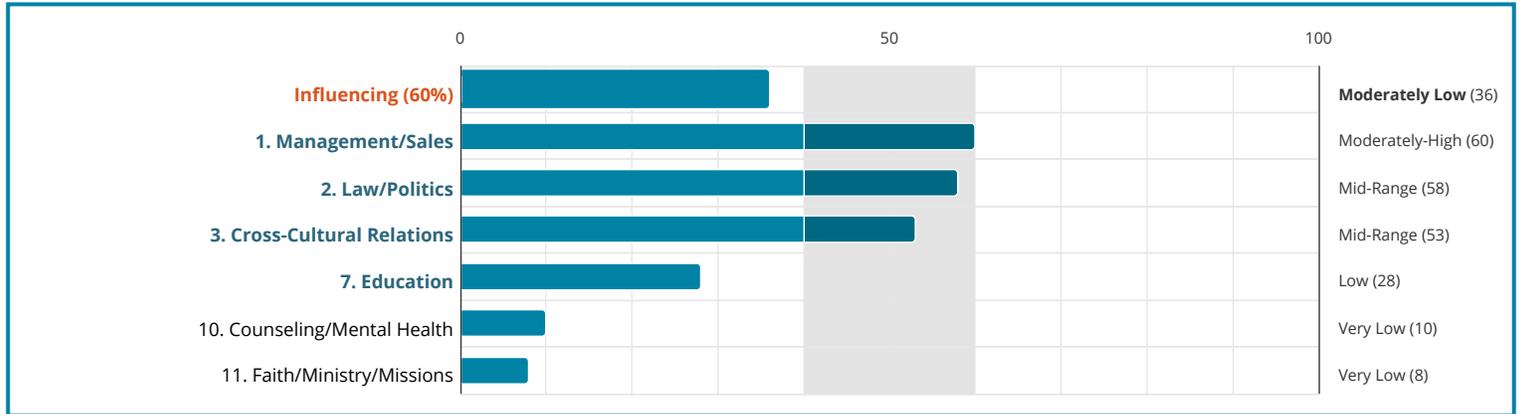
There are a number of ways to categorize career interest. This report uses 21 Career Interest Groups arrayed within five major Career Interest Areas. Those five major Career Interest Areas are displayed in the circle graph below, denoting how your Top 8 Career Interest Groups fall within them. If you 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



## Five Major General Interests Areas

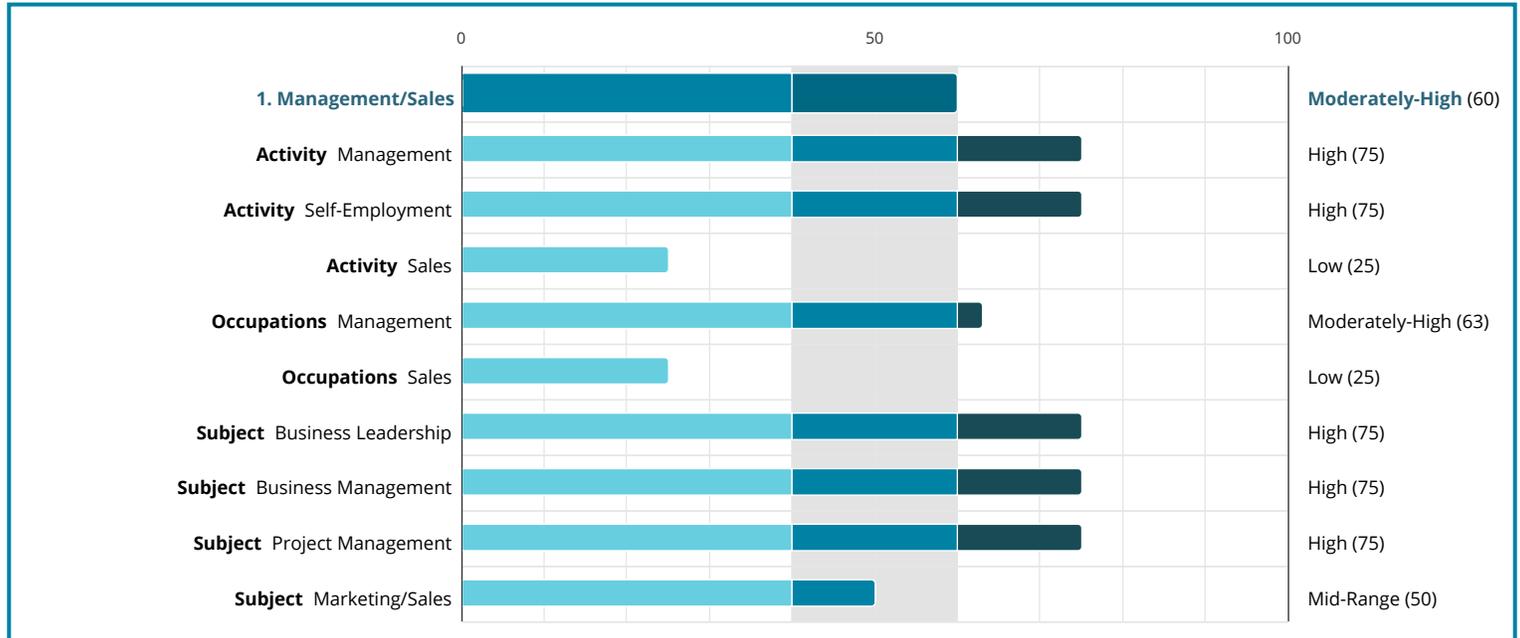
In the graphs below, if you have any areas showing 0%, it is because none of your Top 8 Career Interest Groups fall within those Major Interest Areas. However, you will still have interest data showing there.



## 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.

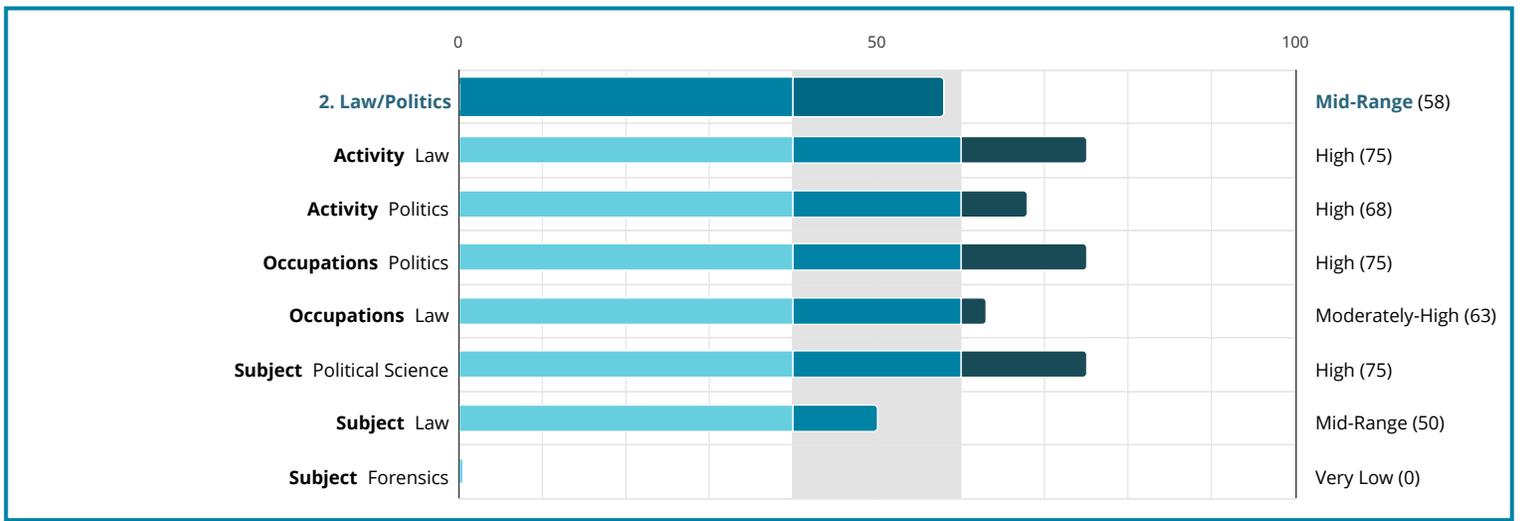
The following gives you detailed feedback on the makeup of your career group scores. For each interest category, your scores in the Activities, Occupations, and Subjects components are given.



This career group involves 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

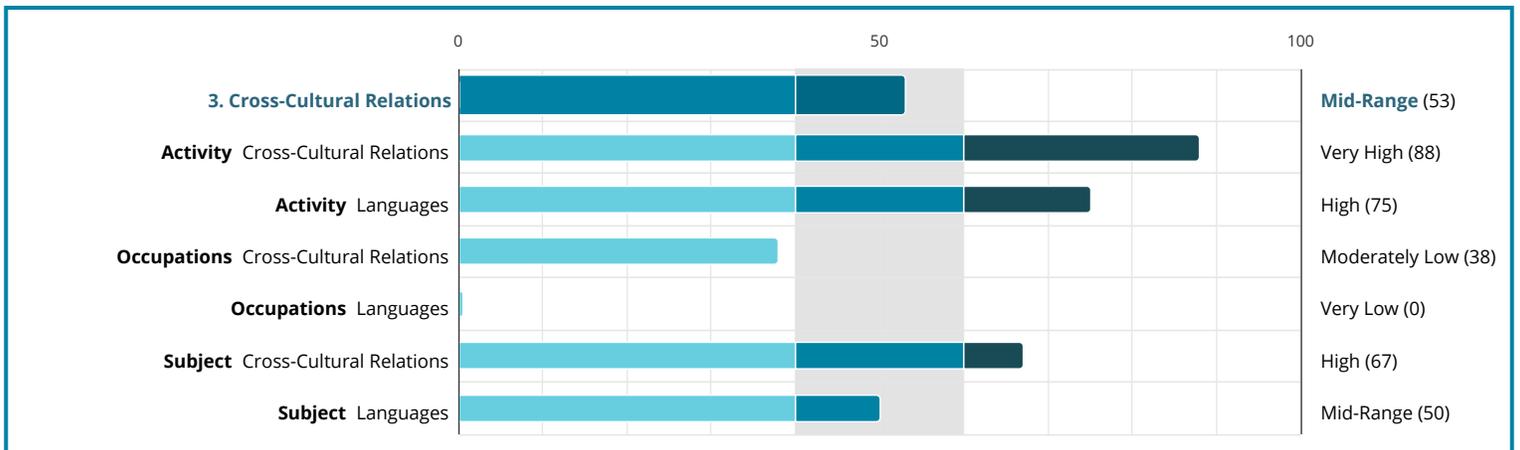
Education in this field may include business courses such as sales and marketing, database administration, fundraising and development, human resources, and finance.



This career group involves a strong desire to study and understand the law and influence the thoughts and opinions of others through legislation and uphold the law through the judicial system. This field includes activities such as being involved in political campaigns, speaking or writing publicly on political issues, representing clients in litigation, drafting legal documents, creating legislation, and/or holding political office. Typical occupations associated with this career group include the following:

- ✓ Attorney
- ✓ Legal Analyst
- ✓ Political Research Analyst
- ✓ Arbitrator/Mediator/Conciliator
- ✓ Legislator (Federal, State, Regional)
- ✓ Judge
- ✓ Senator/Congressperson
- ✓ Political Affairs Specialist
- ✓ Paralegal/Legal Assistant/Law Clerk

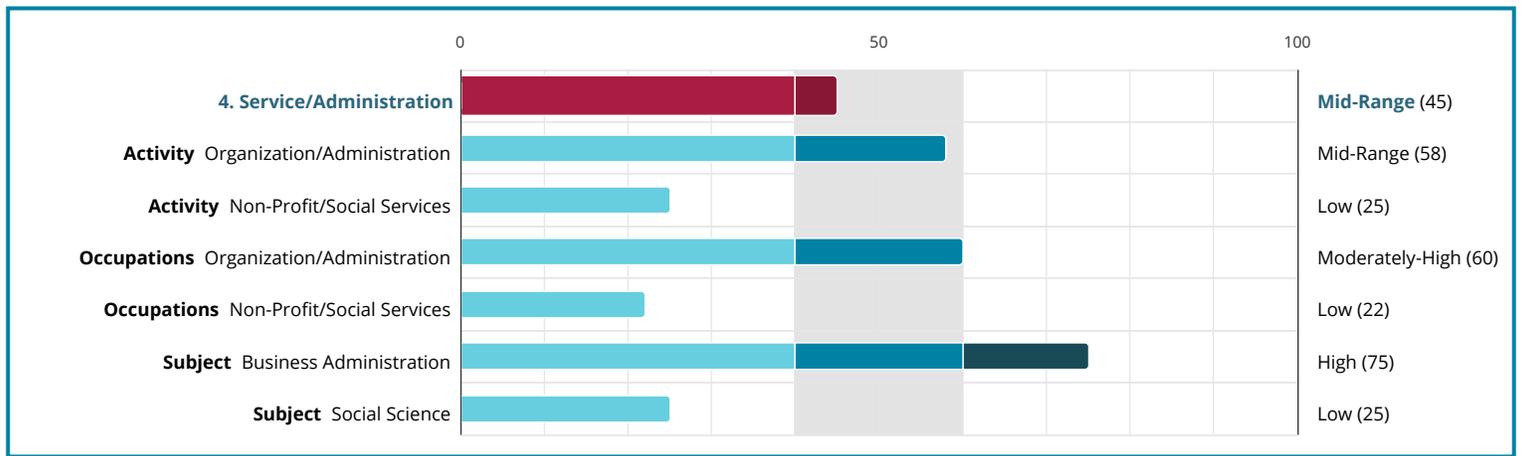
Education in this field include advanced education in the area of law and/or politics.



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

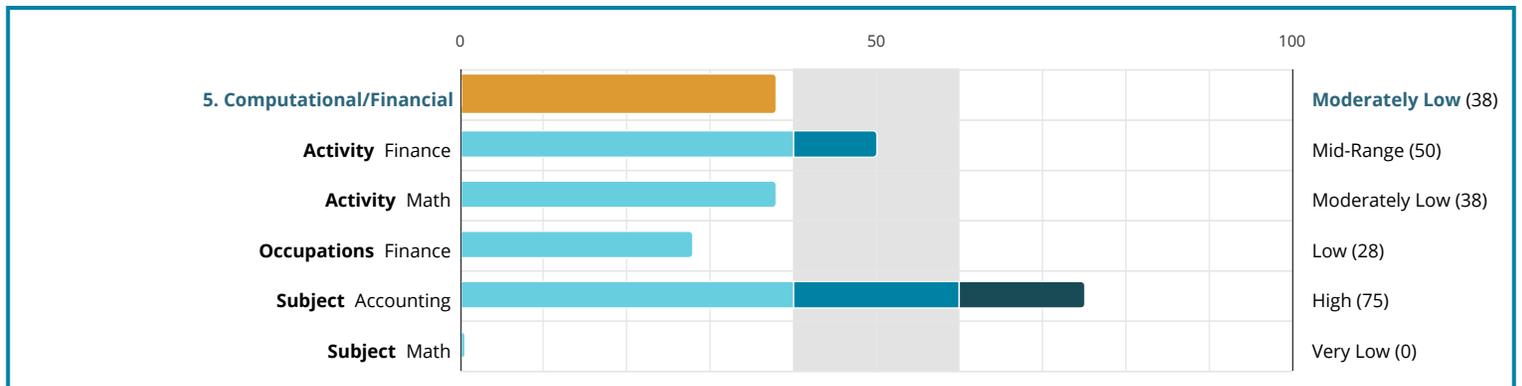
Education in this field may include cross-cultural studies, anthropology, sociology, psychology, economics, political science, and/or languages.



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

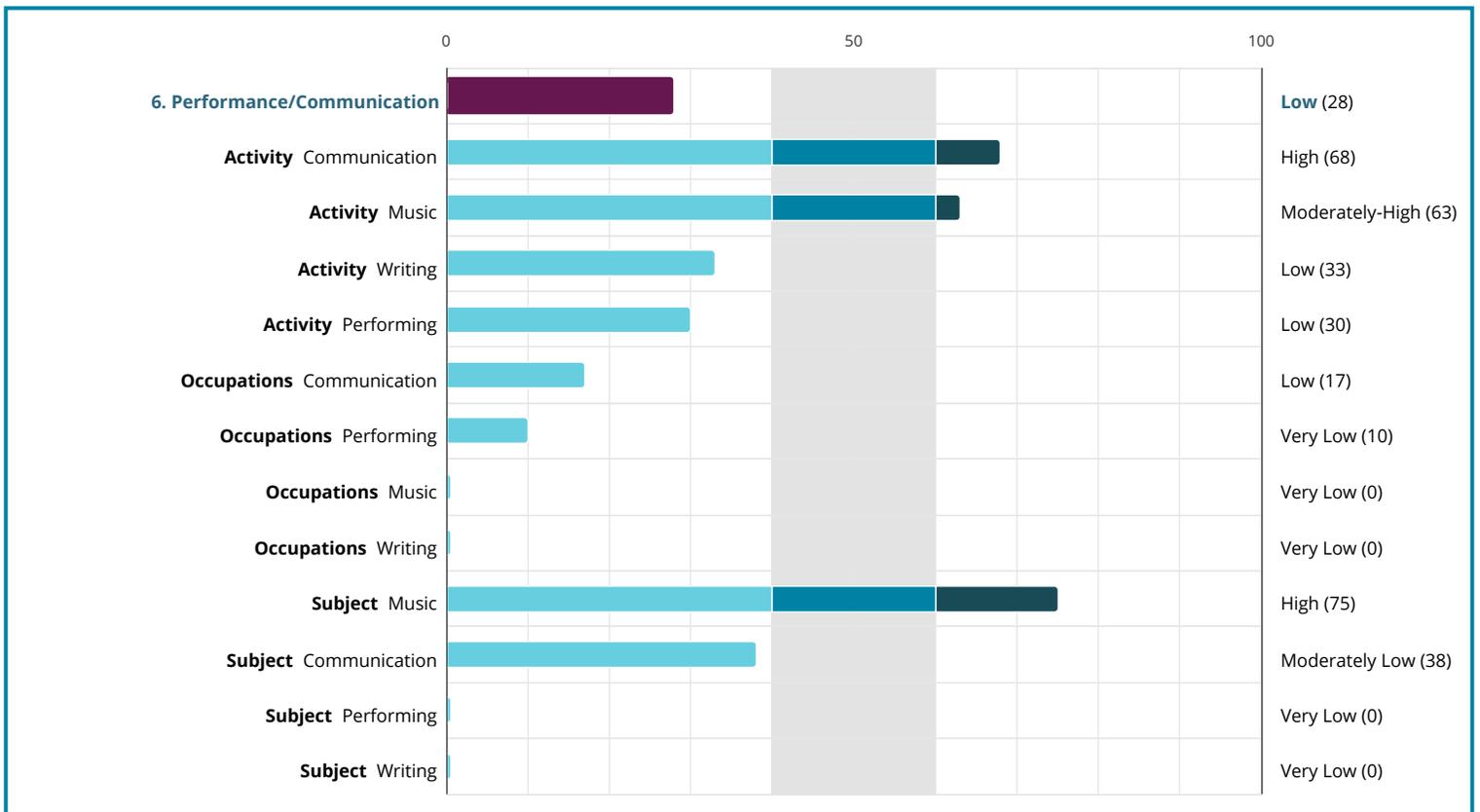
Education in this field may include business management, administration, communication, and human resources.



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

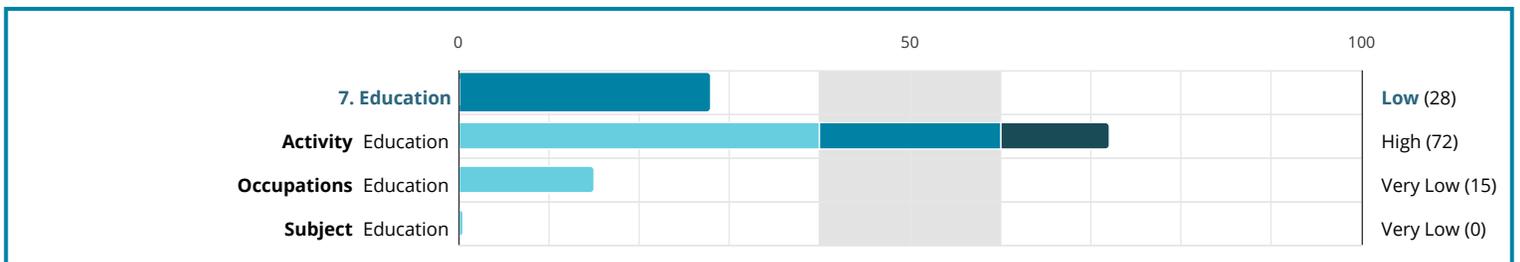
Education in this field may include accounting, finance, statistics, mathematics, computer science, or economics.



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)

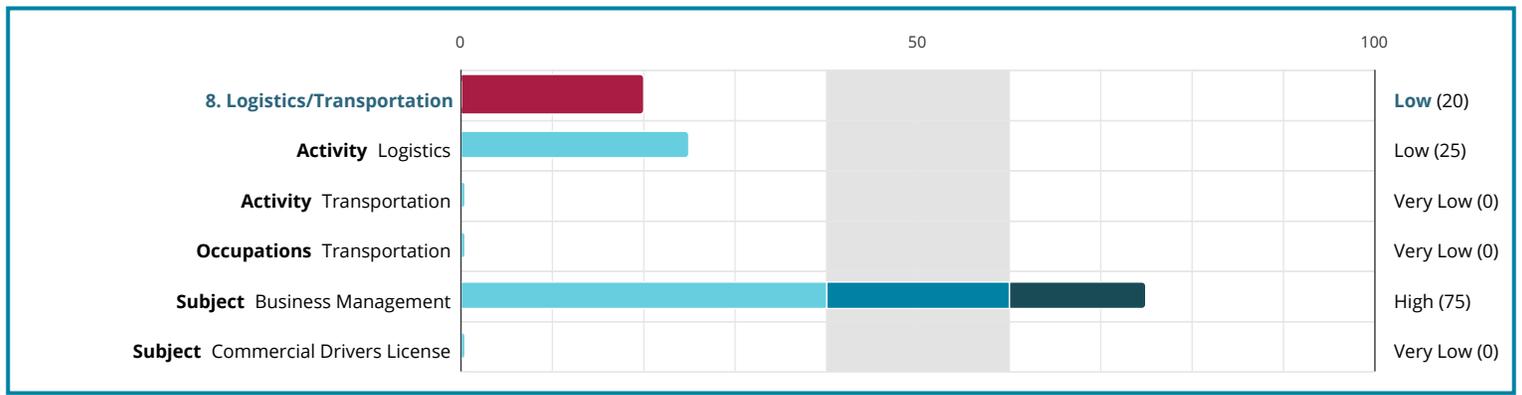
Education in this field may include writing and communication, music, dance, fine arts, and/or design.



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)

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.



This career group involves manufacturing products and/or coordinating complex operations involving many people, facilities, or supplies. This field include activities such as transportation, distribution, working in a factory, driving a tractor-trailer truck or a locomotive, chauffeuring, or delivering products. Typical occupations associated with this career group include the following:

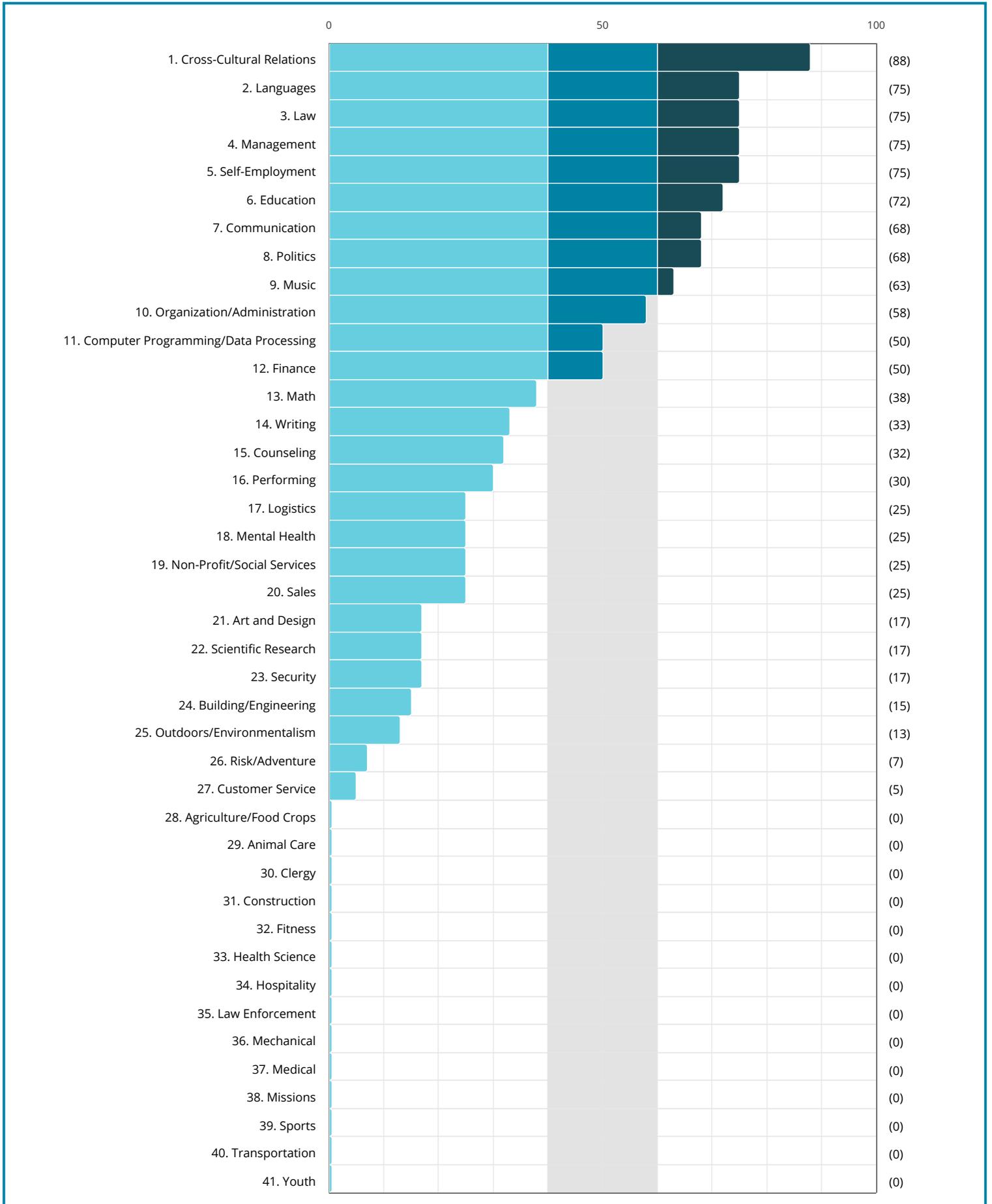
- ✓ Pilot (plane or helicopter)
- ✓ Supply Chain Manager
- ✓ Dispatcher (Fleet, Emergency Services, 911)
- ✓ Delivery (UPS, FedEx, USPS)
- ✓ Courier
- ✓ Truck Driver (Commercial Driver License)
- ✓ Logistics Analyst
- ✓ Personal Driver (Taxi, Uber, Lyft)
- ✓ Subway/Rapid Transit/Locomotive/Bus Operator

Education in this field may include training in manufacturing, packaging, distribution, commercial driving, logistics, and safety compliance.

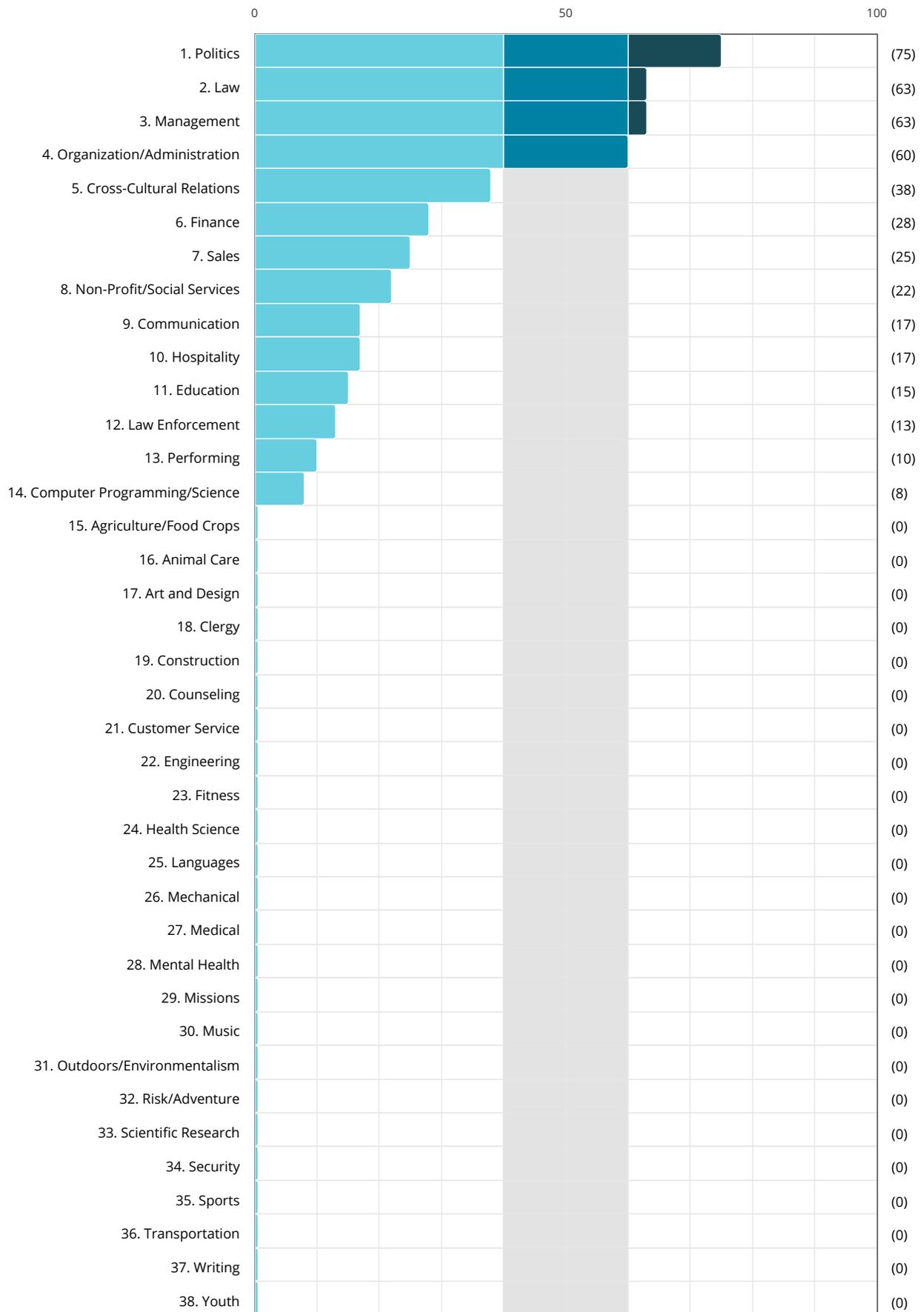
## 2.2 Combined Scores

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.

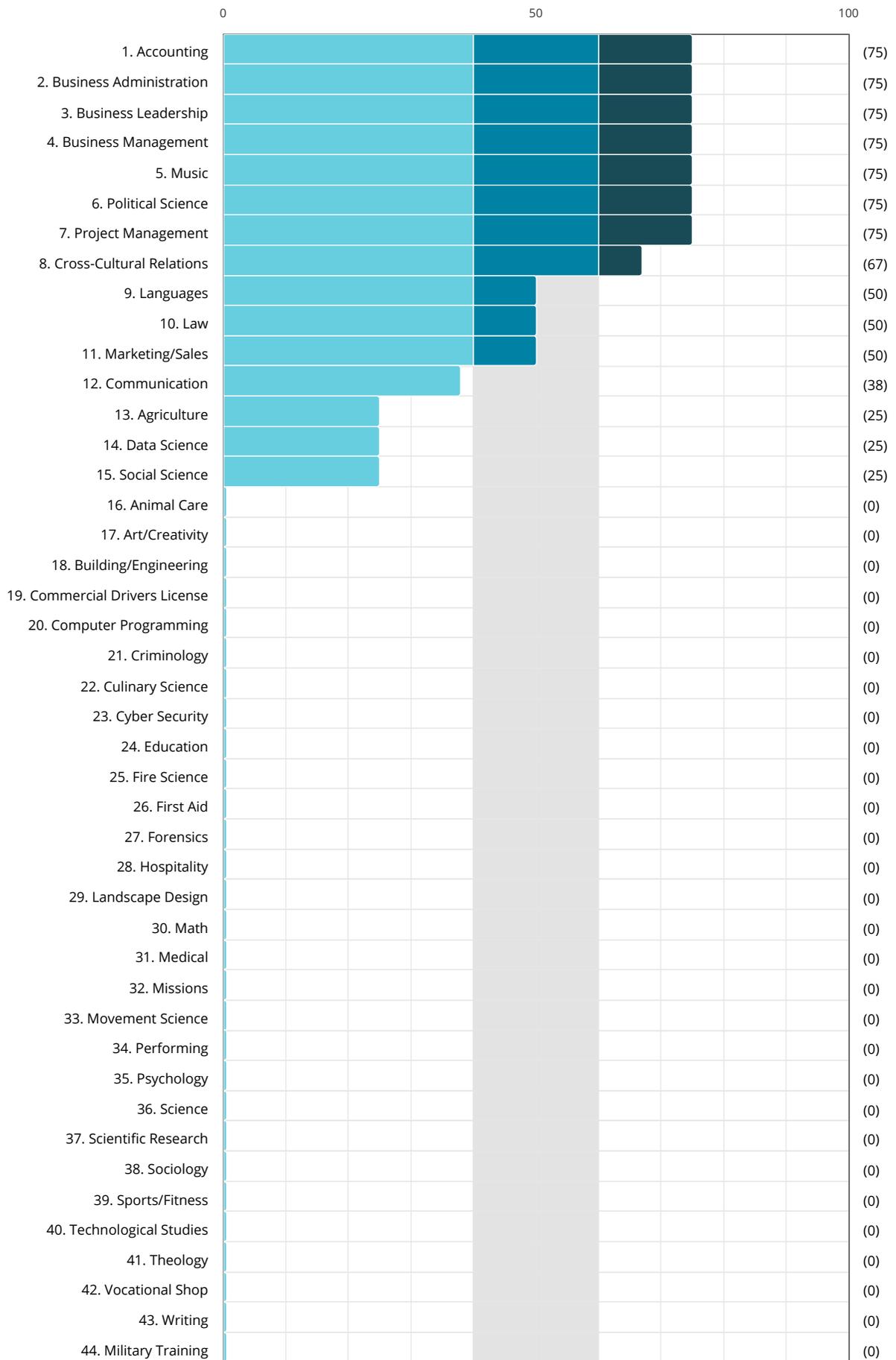
## Activity Groups



## Occupation Groups



## Subject Groups

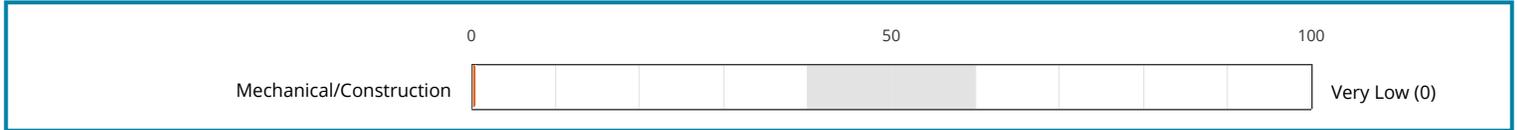


## 2.3 Potential Occupations In Your Top Groups

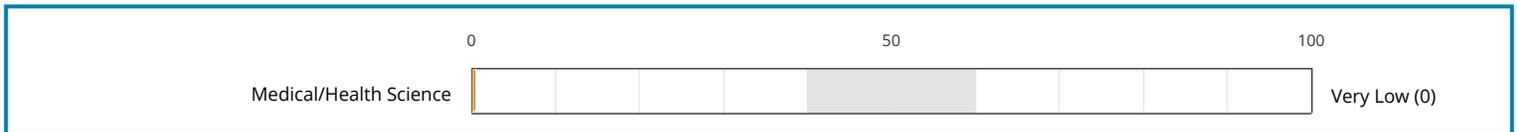
Joshua, your top eight Career Groups described on the previous pages provide general definitions for broad groups of occupations in which you have the highest level of interest. Some of the descriptions and occupations in the groups may not appeal to you. That's fine; just make note of what you don't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

### TAKE NOTE OF YOUR LOWEST INTEREST GROUPS

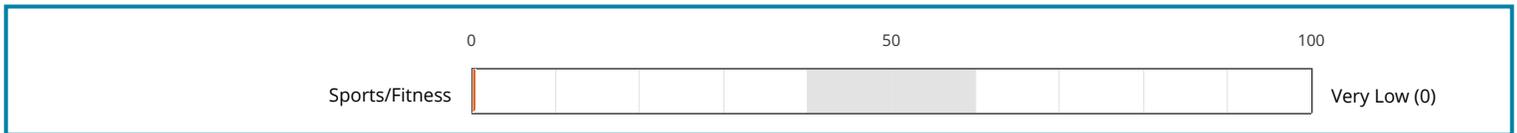
It's important for you to take note of your four lowest interest groups. They are listed in the chart below. Areas of low scores can reveal some insights about your career interests.



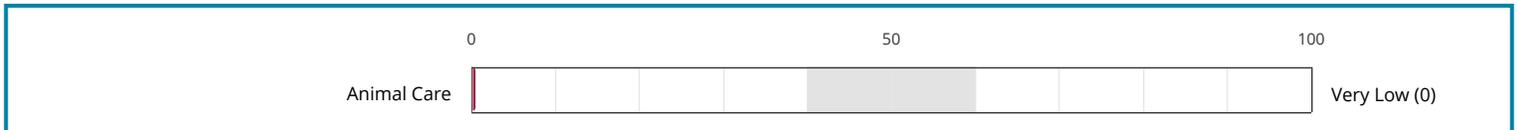
Install, repair, work with hand tools, build, operate machines, diagnose mechanical problems.



Conduct medical research, diagnose and/or treat diseases, health-related therapy or care, record-keeping.



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.



Treat sick or injured animals, train animals, care for animals, study to understand animal behavior.

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 Key Criteria for Choosing an Occupation

## Skills Are Key Criteria for Choosing an Occupation

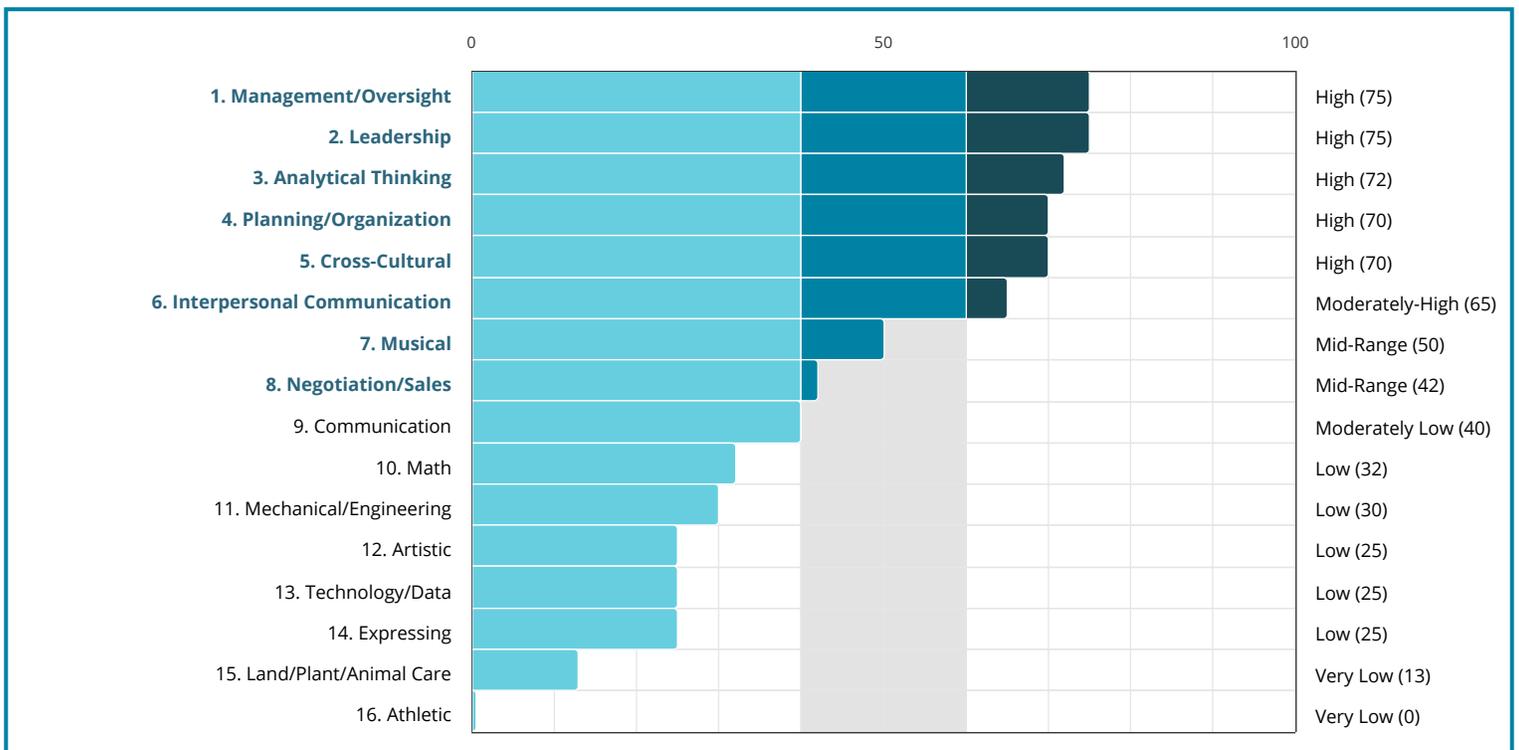
Joshua, an understanding of your skills will be important as you evaluate potential occupations. It is very critical that you match your work to career fields that utilize your best skills in order to gain the personal joy of doing something that comes naturally.

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.

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.

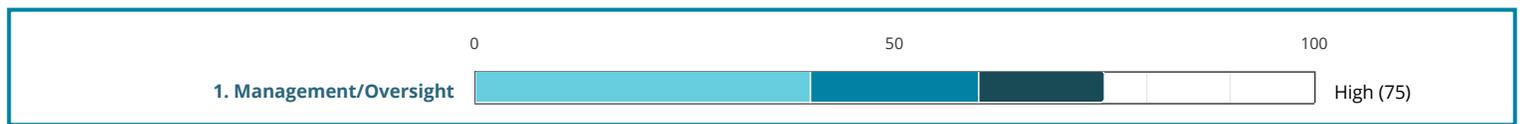
The bottom line is that you are most likely to excel when you use the skills that come naturally and bring joy in their use. Although you do need to be mindful of your weaknesses, it is generally unproductive to make them the primary focus for your work. In the area of skills, try to swim with the current,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

### Skills and Abilities

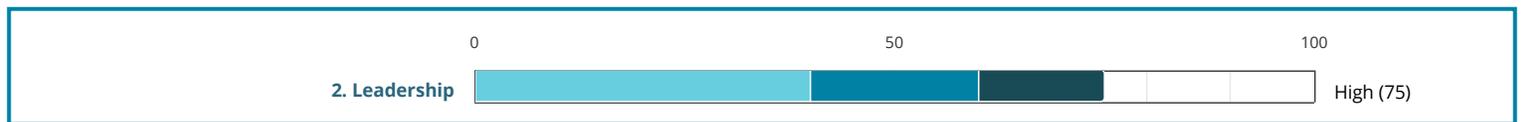


Note: This section's skill scores are from your self-assessment, not an achievement or an aptitude test. Research indicates that self-assessment can give an accurate overview of a person's skills.

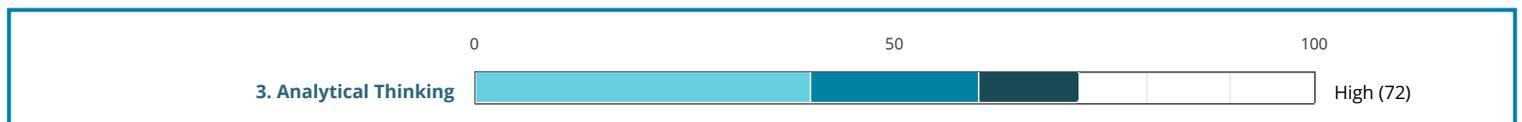
### 3.1 Skills and Abilities: Top 4 Areas



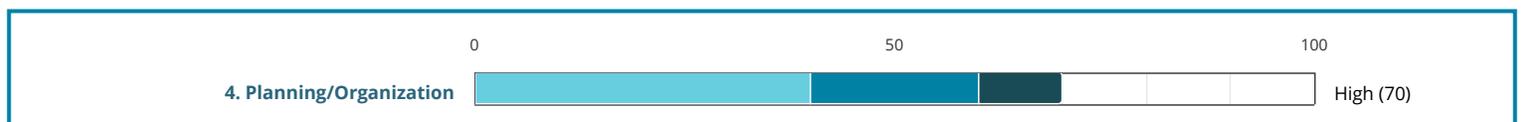
It is likely that you excel when coordinating the activities of others. You delegate tasks, motivate others to work collaboratively, and successfully meet deadlines because people readily respond to your guidance. You are adept at project management and can anticipate and then navigate each stage of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



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.



Because of your analytical skills, you respond well to intellectual challenges and are comfortable with work activities that involve researching, evaluating information, making inferences, diagnosing issues, and solving abstract problems while being precise in your reasoning. You enjoy working with real-world issues and using critical thinking to forecast possible results, often generating new ideas or approaches to problems. You will thrive in opportunities to work with information that can be measured, validated, and explained by numerical data (such as in finance or financial planning), or where your insights can directly improve the lives of others through scientific discoveries, as well as in many other occupational fields, including medicine.



You naturally perceive how detailed procedures and materials should be kept accurately and in good order to maximize efficiency. You are methodical, neat, and systematic in your approach to a task and you typically excel at administrative duties that involve sorting and retrieving information and supplies in an orderly fashion to run the day-to-day operations of an office or customer-facing business. Planning and scheduling, along with performing routine tasks, repetitive fine-motor skills, and quality control, are activities that you do seamlessly while multitasking. Maximize your strengths by pursuing careers that involve accurate data/inventory management, quick basic math, clear communication, administrative support or customer service, and proficiency in the use of office machines or specialized tools.

### 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.

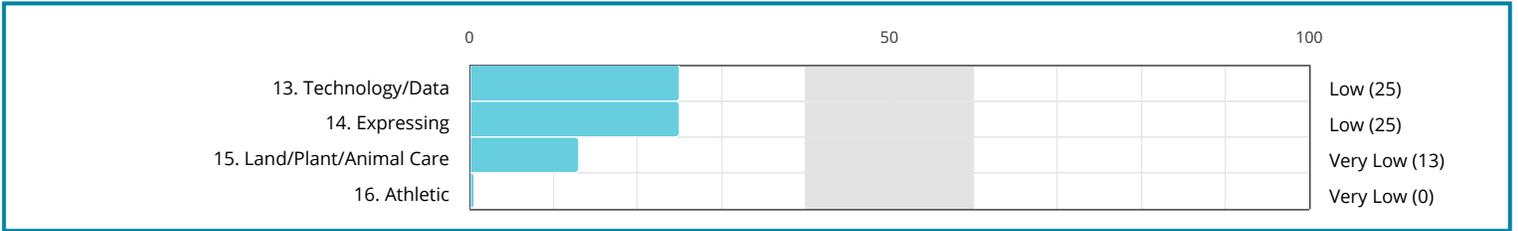
### DEVELOP YOUR SKILLS

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

Joshua, 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 Skills and Abilities graph. 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

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Joshua, 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.

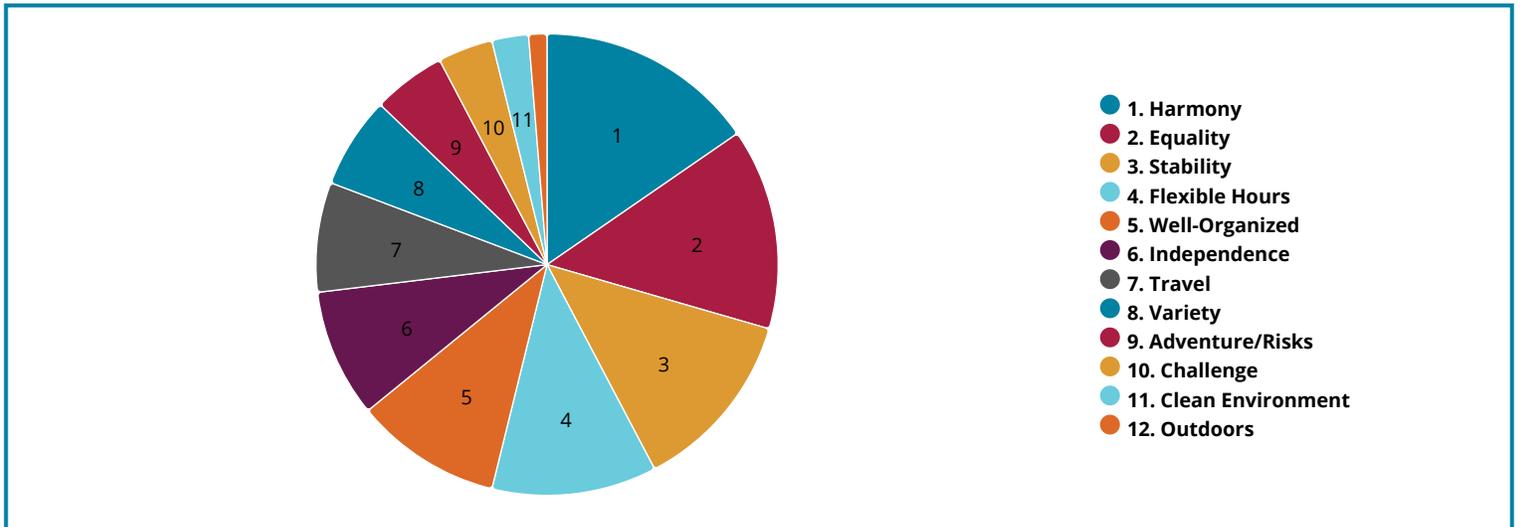
Expect your values to change; these are your priorities and you can change them any time you want. Most people will find that they do change some of their priorities as they age and as their family situations change. It is a good idea to save this report for future reference. A periodic review will enable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

You enjoy a harmonious, agreeable work environment. Look for occupations in which you can work with little confrontation, in harmony with your coworkers and boss and with a considerate team of individuals.

#### 2. Equality

You enjoy working in a career in which people are treated fairly without regard to race, gender, creed, religion, or national origin. Look for career opportunities in which workers are paid equally at the same competency level and all work opportunities are pursued without prejudice.

#### 3. Stability

You enjoy working in an environment of consistency, an established routine, and no surprises. You value regular hours, steady salary, and a schedule that does not change.

#### 4. Flexible Hours

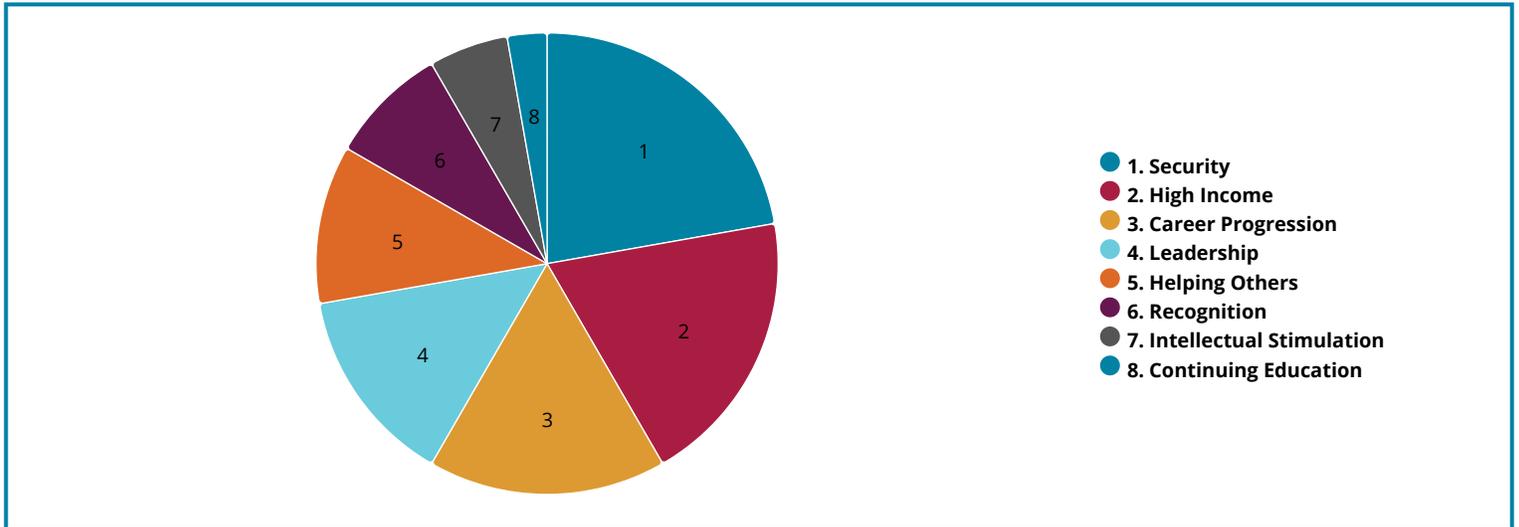
Being able to set your work schedule around other activities is highly regarded by you. Look for career opportunities in which you have some control over the hours of your work and in which you will have a flexible schedule.

## 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. Security

You prefer to have the assurance that you have a job that will be around for a long period of time. Some career opportunities still have a measure of security; however, keep in mind that they are on the decline. Job security is now much more dependent on your ability to continually develop your skills to meet the changing workplace.

#### 2. High Income

You value being highly rewarded financially for your efforts at work. To feel successful in your work, you believe a high-income level is a necessary factor.

#### 3. Career Progression

You are interested in occupations that offer a well-defined progression of career positions. You enjoy moving up in the organization by increasing your responsibility and authority at work. Look for job settings that offer a chance to grow and develop as a professional.

#### 4. Leadership

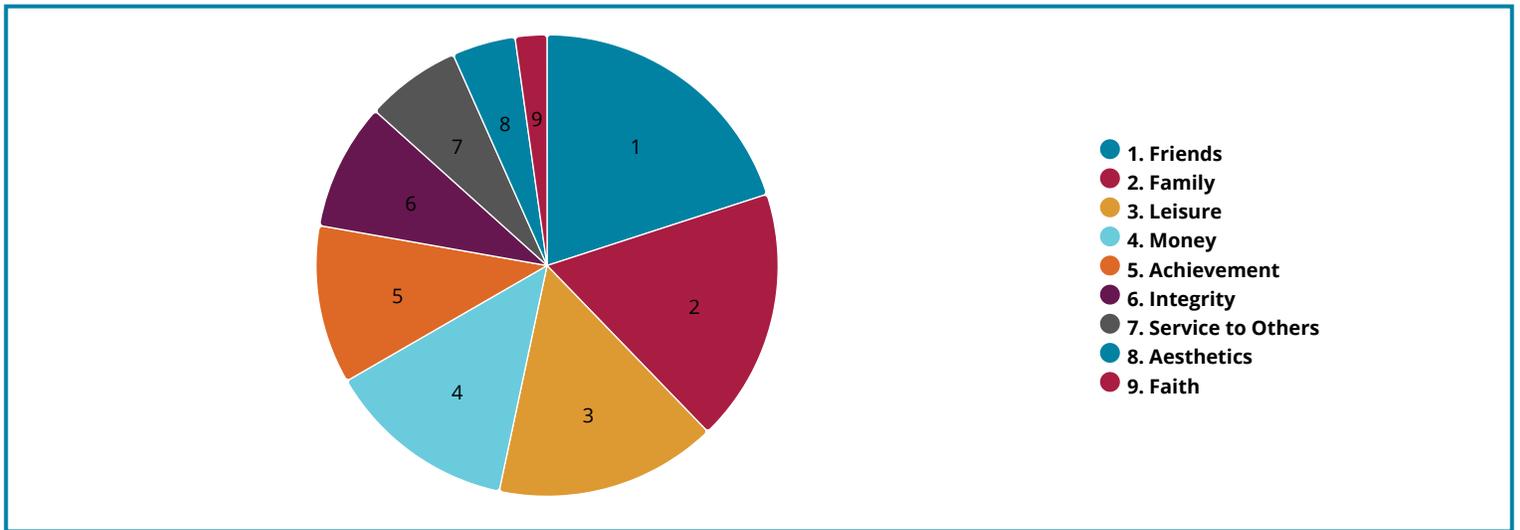
You feel comfortable in positions that include responsibility for people and resources. You are comfortable taking charge, telling others what to do, and making decisions for the group. Your work should include the opportunity to lead a team toward common goals.

### 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. Friends

Making and keeping friendships is an important part of your life. You enjoy spending time with close friends, helping them when they need you, and building and developing new friendships. You value a lifestyle that allows time to get away from responsibilities and to enjoy time with close friends and acquaintances.

##### 2. 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.

##### 3. Leisure

Having time for entertainment and recreation are important values in your life. You enjoy a career setting in which you have time away from work to pursue other interests or hobbies. Look for career opportunities that allow you time to enjoy other pursuits and give you adequate time to relax and enjoy life.

##### 4. Money

You believe accumulating wealth is an essential part of your happiness. You probably value a lifestyle in which you are able to have frequent vacations, live in a nice home, and drive nice automobiles, or perhaps you want to be a very generous provider to others and to charitable causes you support.

### FIND THE RIGHT BALANCE IN YOUR VALUES

No one is perfect; Superman and Wonder Woman do not exist, and you will never be able to do everything to the level you would like. Everyone must work out a balance in life. By considering your priorities, you will be able to find a comfortable balance in the use of your time, energy, and financial resources. Referring to your priority lists will help you to meet your stated life purpose values.

### 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 their family situations change. It is a good idea to save this report for future reference. A periodic review will enable you to make update and see how well you are sticking with your priorities.

### WHAT DO I DO NOW?

Compare the stages of your career development to driving cross-country on a family vacation. There are two distinct stages. Stage one consists of conducting all the necessary research and planning to make the vacation enjoyable. Stage two consists of actually getting into the car, backing out of the driveway, and starting out.

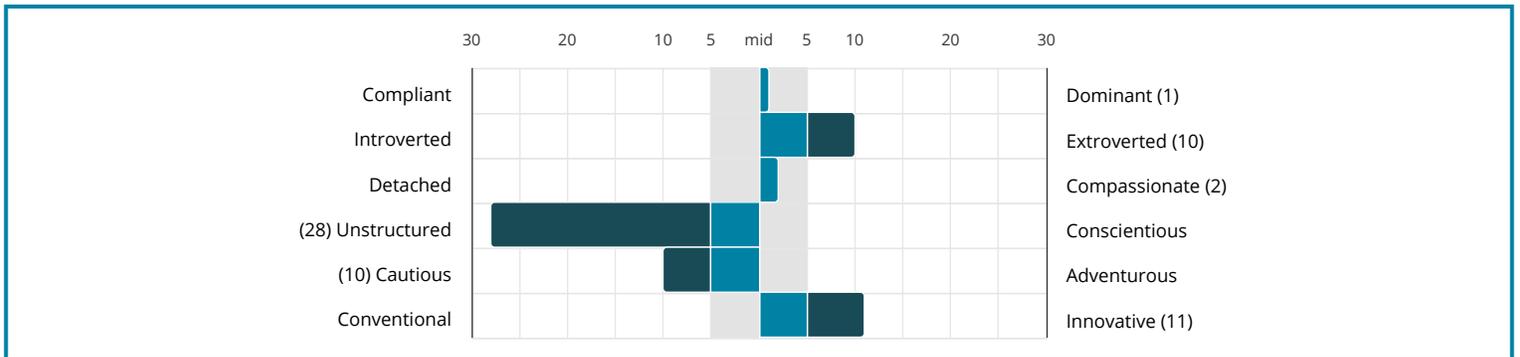
Reading through your CAREER DIRECT report is comparable to studying a road atlas in the first stage of planning the trip. It offers you a broad overview of the general directions to your destination, along with some alternative routes to get you there. However, just reading the report will not solve your career dilemma any more than simply reading a road map will actually get you to your vacation destination.

You now find yourself at stage two. It is time for you to climb into the driver's seat and begin your career journey. Your first step is to assimilate your information into plans and decisions that will get you started. To assist you in this key step, we have provided the Action Plan, a guide to interpreting and acting on what you have learned about your pattern for work. It is extremely important that you process through it completely. I will help you to match your pattern with various occupations and educational training programs.

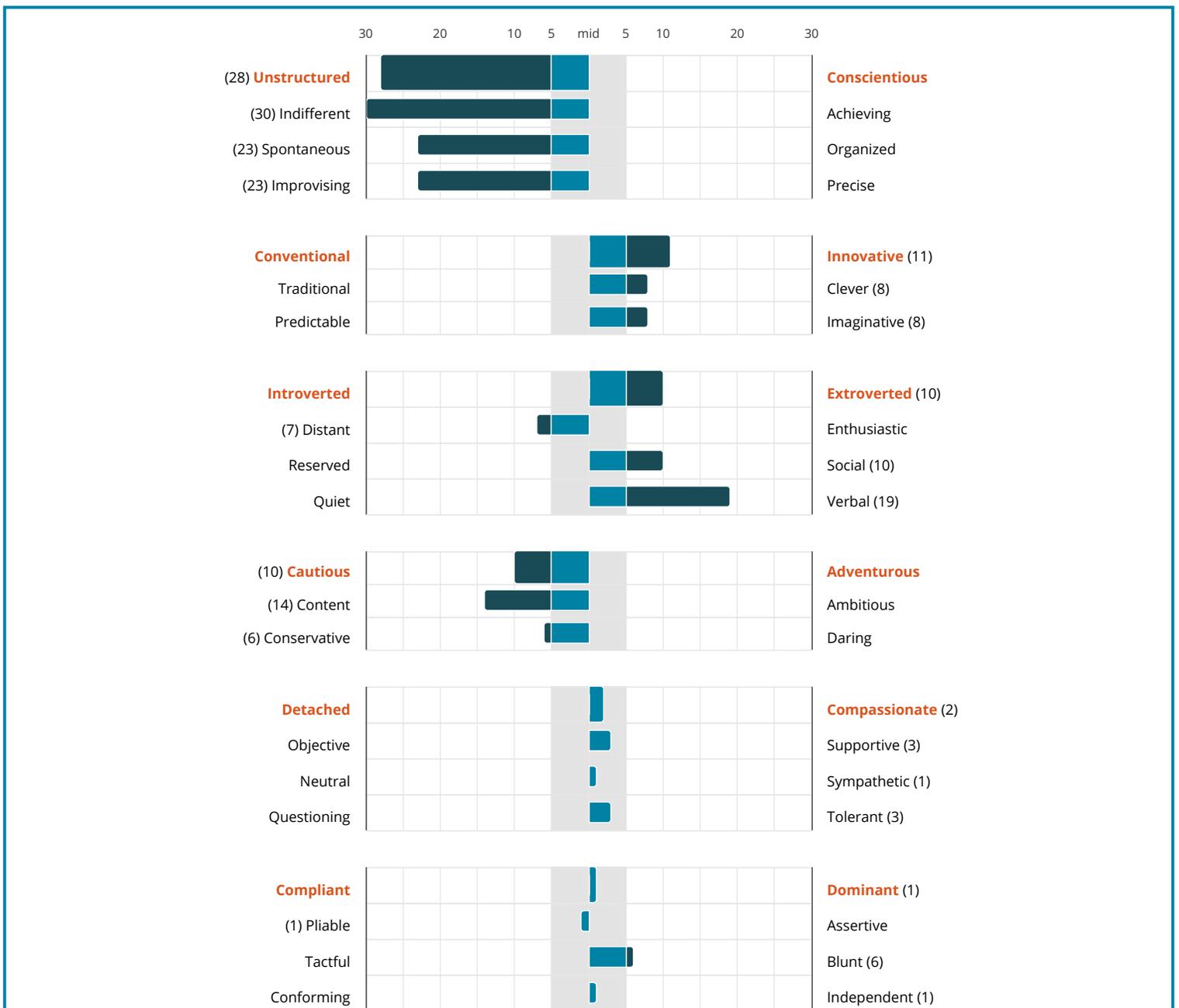
Above all else, don't forget that the basic goal in career planning is to match your talents and interests to the requirements of your work. In doing so, you will have the highest likelihood of reaching your destination and career that fits you.

# Summary Charts

## 1.1 Six Factors of Personality



## 1.2 YOUR PERSONALITY FACTORS AND SUB-FACTORS



### 1.3 PERSONALITY SUMMARY

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

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

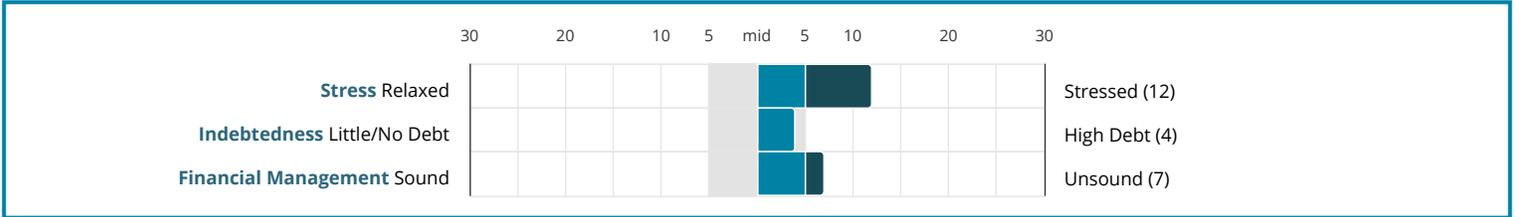
**Extroverted** - outgoing and a natural people person who likes meeting strangers; enthusiastic and good at networking

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

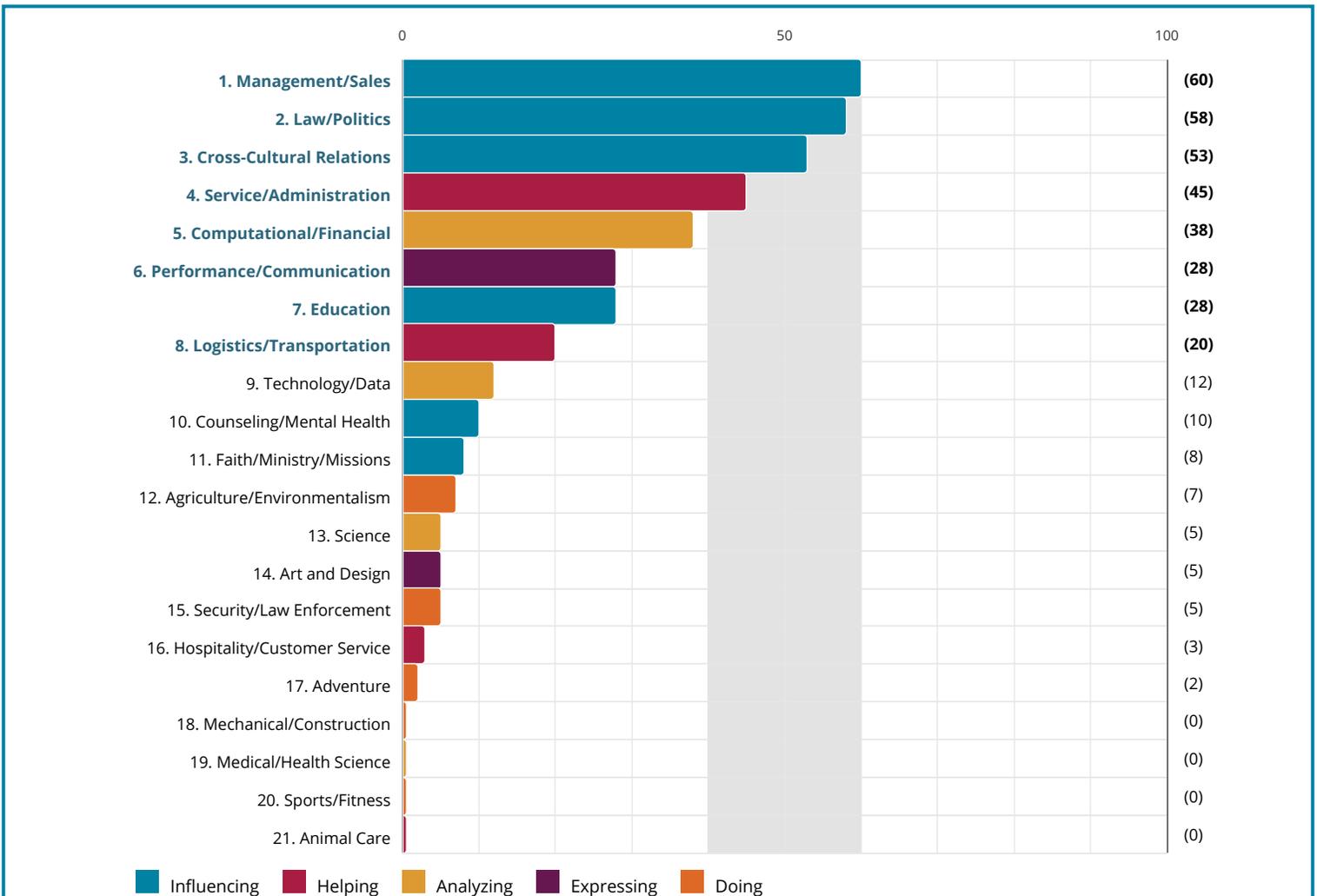
**Detached / Compassionate (Mid-Range)** - capable of being objective about people and situations, yet agreeable and supportive

**Compliant / Dominant (Mid-Range)** - comfortable as a leader or follower and will adapt to the needs of the situation

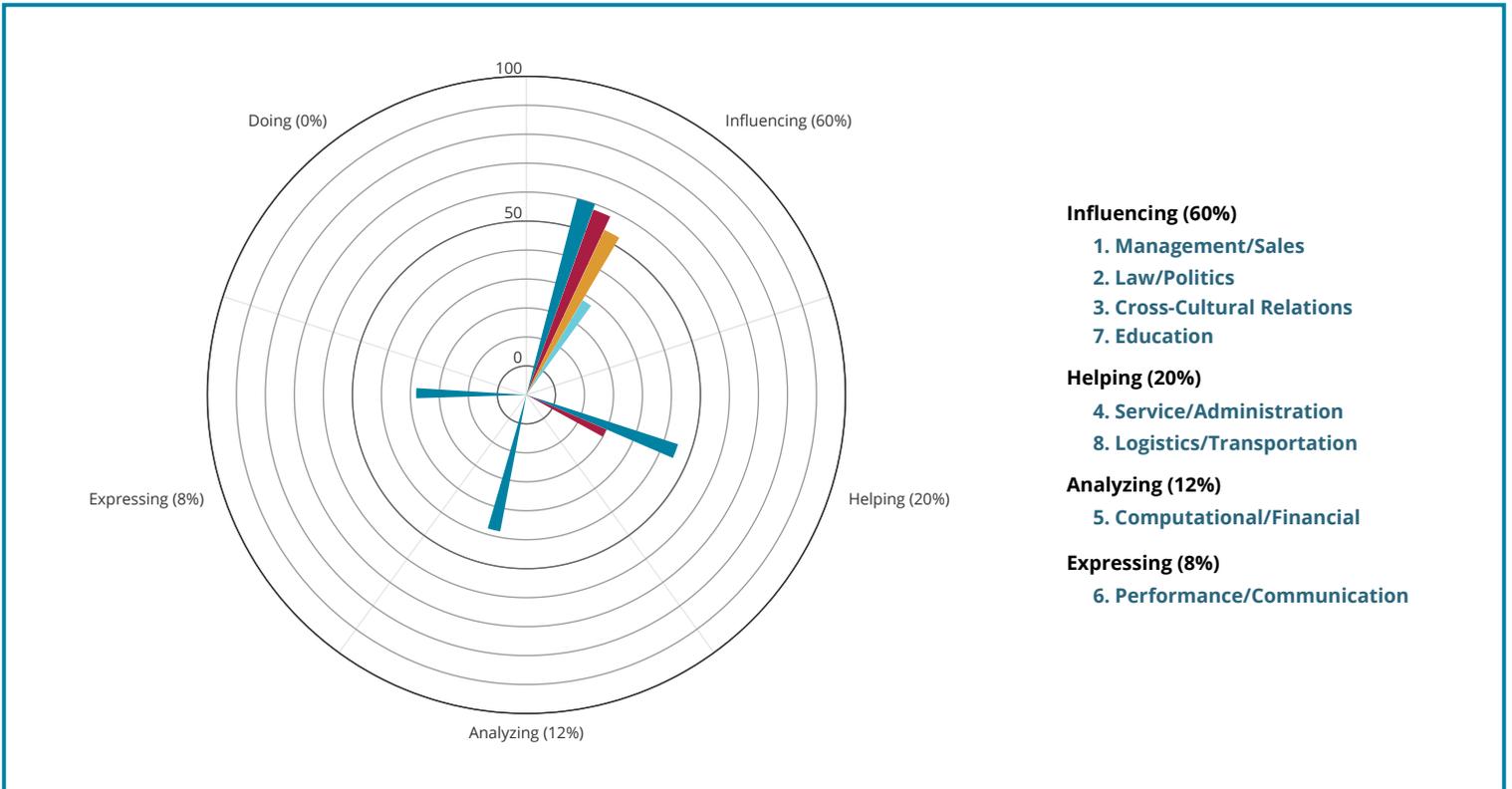
### 1.4 Critical Life Issues



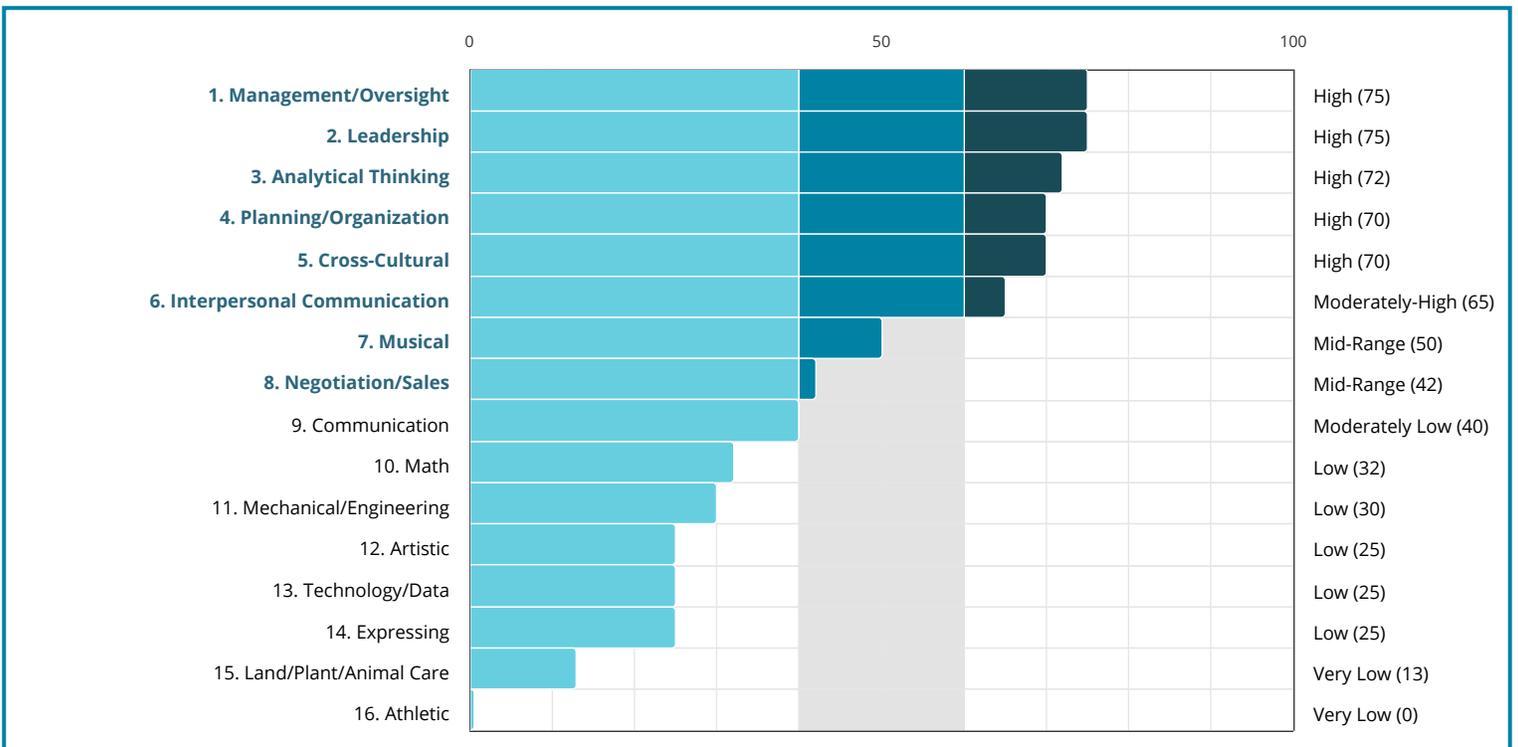
### 2.1 General Interests



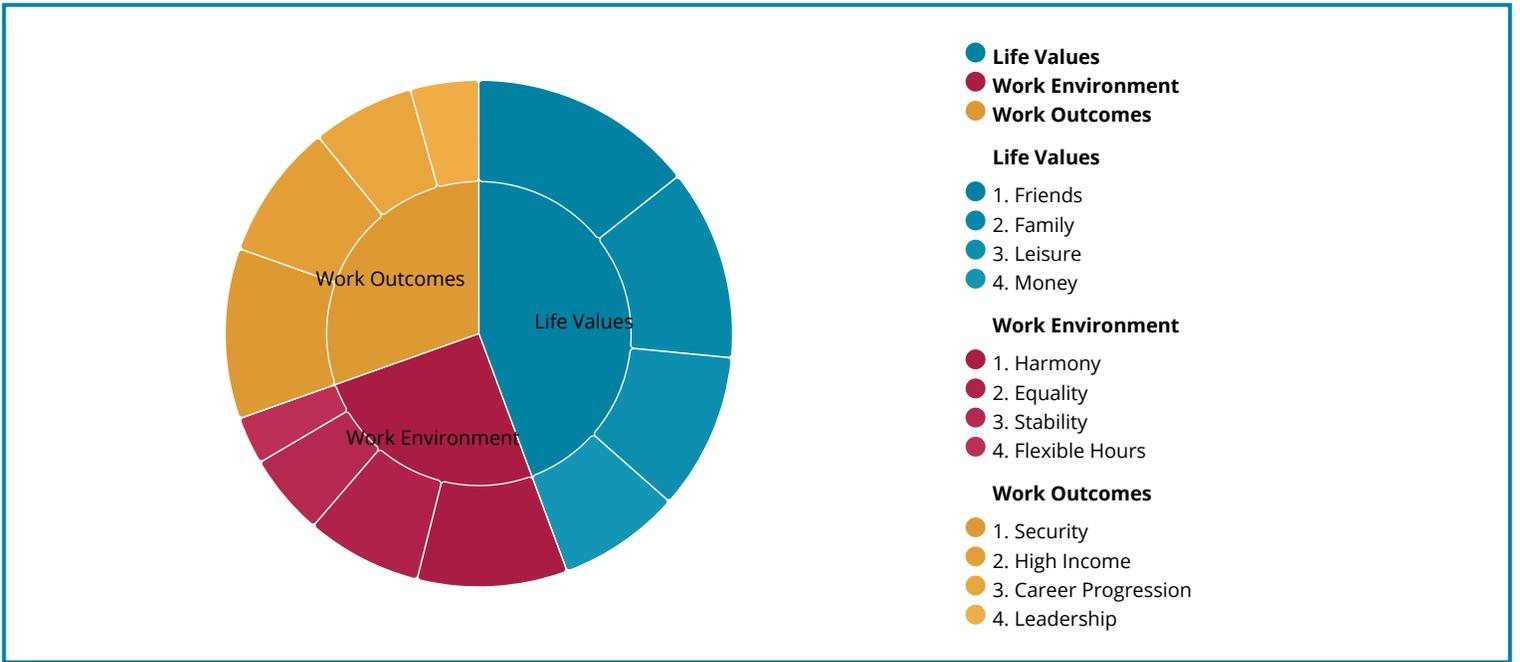
## 2.2 Top 8 Career Groups by Interest Area



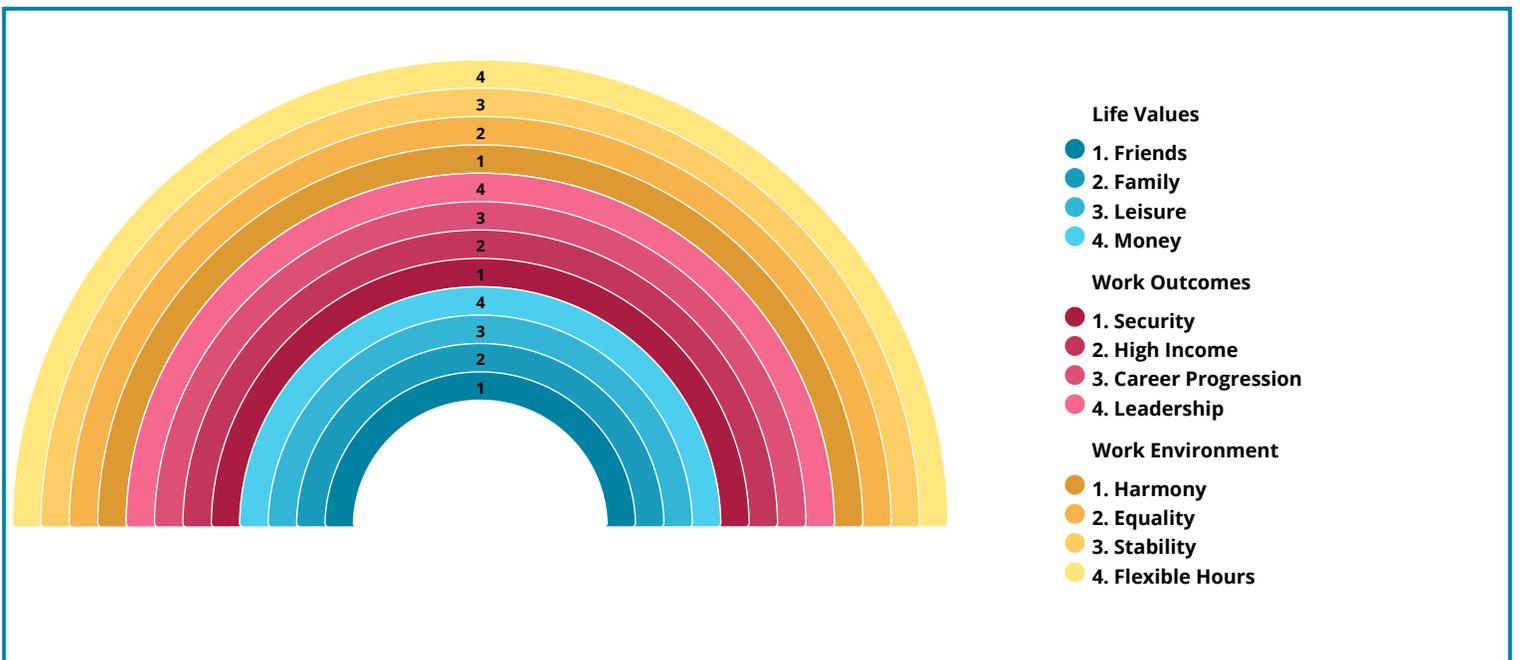
## 3.1 Skills and Abilities



## Top 4 Integrated Value Priorities



## Core Life Planning Values



## Career Direct – Next Steps

Congratulations on completing your Career Direct assessment and working through your Detailed Report!

### Foundational Principles Necessary for Wise Decision Making

- Aligning your design with your career is a life-long responsibility enabling work to be an unfolding, relational journey. Don't look at your life work as a series of transactional events, such as only working for the paycheck. There is so much more to work than that!
- Your unique design is meant to be fully embraced, and understanding it is critical to discovering your life assignment. It will lead to success, fulfillment, wise decision making, and even healthier relationships!
- Invest faithfulness and tenacity as you study your Detailed Report further.
- Research possible career choices.
- Remember, the only foundation for a wise career choice is the one that honors your design and aligns with it.
  - Make sure your chosen career has that four-out-of-four design fit (Personality, Interests, Skills and Values).
  - Make a decision that honors and respects your individuality.
    - You can easily get off track if you choose a job solely or primarily for one of these reasons:
      - It's the easiest or first job offered.
      - It will make you the money you want to make.
      - It will give you the job title or prestige you seek.
      - It offers security, power and control.
      - You'll get to work with your friends.
      - It's in the "Hot Jobs" category.
      - You can follow in a parent's footsteps and/or fulfill their dreams.
      - You have the ability to do it (but you really don't like it much).

**None of these should be a primary reason for choosing one job or career over another. Remember, you want to choose the option that aligns with all four of your dimensions of design. Every other consideration is secondary.**

#### STEP 1:

- If you do not have a Career Direct Consultant, ideally, you want to connect with one! Yes, you can enlist the aid of a coach or mentor to review your Detailed Report with you. However, their knowledge to utilize the full beauty of this report is limited. They can easily miss themes, balancers, and connections, and are not trained in our specialized synthesis process. You are worth investing in! Meeting with a Consultant will enable you to get the most out of the report. They can show you how to make this a lifelong tool. If you are ready to choose the best option, [connect now with a Career Direct Consultant!](#)

#### STEP 2:

- Review your assessment results in the *Career Direct*® Detailed Report AGAIN (and again and again).
- Note any information in your report that does not seem to apply to you. If you disagree with something, ask your consultant or coach to confirm your thoughts. Once confirmed, mark out the items that do not apply.
- Highlight or underline the key points you and/or your consultant focused on in the report.
- Write down and review the top career recommendations from your consultant. If you did not have a Career Direct consultation, you will not have these recommendations.

#### STEP 3:

- Click on the desired or recommended career links below in your top 8 Interest Groups and continue doing research. (Note: In addition to doing research online, there are other ways to get information to help you know if you should pursue an occupational opportunity.) Check out other careers as well; you aren't just tied to the ones that have links below. Just remember, every career requires a specific configuration of personality, interests, skills and values to be successful. For success and satisfaction, the career you choose must align with ALL FOUR dimensions of your design. One way to begin to find the necessary information regarding personality, interests, skills and values as it relates to different careers is by clicking on the Job Detail Links on the next page(s).

## Top Eight Interest Groups Job Detail Links

### 1. Management/Sales

<p><a href="#">Fundraiser/Development Officer</a></p> <p><a href="#">Product /Brand Manager</a></p> <p><a href="#">Sales Agent/Marketing Manager</a></p>	<p><a href="#">Chief Executive Office (CEO)</a></p> <p><a href="#">Business Owner/Entrepreneur</a></p> <p><a href="#">Manager - Retail Store/Hotel/Restaurant/Manufacturing</a></p>	<p><a href="#">Real Estate Agent/Realtor</a></p> <p><a href="#">Independent Consultant</a></p> <p><a href="#">Marketing Representative, including Social Media Marketing</a></p>
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### 2. Law/Politics

<p><a href="#">Attorney</a></p> <p><a href="#">Arbitrator/Mediator/Conciliator</a></p> <p><a href="#">Senator/Congressperson</a></p>	<p><a href="#">Legal Analyst</a></p> <p><a href="#">Legislator (Federal, State, Regional)</a></p> <p><a href="#">Political Affairs Specialist</a></p>	<p><a href="#">Political Research Analyst</a></p> <p><a href="#">Judge</a></p> <p><a href="#">Paralegal/Legal Assistant/Law Clerk</a></p>
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### 3. Cross-Cultural Relations

<p><a href="#">Foreign Service Agent</a></p> <p><a href="#">Flight Attendant</a></p> <p><a href="#">International Business Executive</a></p>	<p><a href="#">Foreign Language Teacher</a></p> <p><a href="#">Diplomat/Ambassador</a></p> <p><a href="#">United Nations Officer</a></p>	<p><a href="#">Translator/Interpreter</a></p> <p><a href="#">Travel Guide/Travel Agent</a></p> <p><a href="#">Overseas Journalist/Foreign Correspondent</a></p>
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### 4. Service/Administration

<p><a href="#">Bank Teller</a></p> <p><a href="#">Executive Assistant</a></p> <p><a href="#">Office Manager</a></p>	<p><a href="#">Retail Sales Associate</a></p> <p><a href="#">Help desk analyst</a></p> <p><a href="#">Charitable Non-Profit/Non Governmental (NGO) Advocate</a></p>	<p><a href="#">Administrative Assistant</a></p> <p><a href="#">Program or Project Coordinator</a></p> <p><a href="#">Front Desk Receptionist (greet and direct guests, schedule appointments, answer phones)</a></p>
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### 5. Computational/Financial

<p><a href="#">Computer Software Programmer</a></p> <p><a href="#">Banker/Loan Officer</a></p> <p><a href="#">Financial/Investment Analyst</a></p>	<p><a href="#">Economist</a></p> <p><a href="#">Statistician</a></p> <p><a href="#">Financial Planner/Advisor</a></p>	<p><a href="#">Accountant</a></p> <p><a href="#">Data Analyst</a></p> <p><a href="#">Controller/Bookkeeper</a></p>
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### 6. Performance/Communication

<p><a href="#">Professional Singer/Dancer/Model</a></p> <p><a href="#">Musician/Music Conductor</a></p> <p><a href="#">Camera Operators, Television, Video, and Film</a></p>	<p><a href="#">Radio/TV/Podcast Host</a></p> <p><a href="#">Audio/Video Technicians</a></p> <p><a href="#">News Analysts, Reporters, and Journalists</a></p>	<p><a href="#">Producer/Director</a></p> <p><a href="#">Actor/Actress/Comedian</a></p> <p><a href="#">Author/Writer (book, blog, web content, social media)</a></p>
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### 7. Education

<p><a href="#">Trade Instructor</a></p> <p><a href="#">Higher Education Administrator</a></p> <p><a href="#">Teaching Assistant/Classroom Aid</a></p>	<p><a href="#">Corporate Trainer</a></p> <p><a href="#">Professor</a></p> <p><a href="#">Online Curriculum Designer (online or in class)</a></p>	<p><a href="#">School Principal</a></p> <p><a href="#">Education Specialist</a></p> <p><a href="#">Academic Teacher/Tutor (Public, Private, Homeschool)</a></p>
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## 8. Logistics/Transportation

<a href="#">Pilot (plane or helicopter)</a>	<a href="#">Delivery (UPS, FedEx, USPS)</a>	<a href="#">Logistics Analyst</a>
<a href="#">Supply Chain Manager</a>	<a href="#">Courier</a>	<a href="#">Personal Driver (Taxi, Uber, Lyft)</a>
<a href="#">Dispatcher (Fleet, Emergency Services, 911)</a>	<a href="#">Truck Driver (Commercial Driver License)</a>	<a href="#">Subway/Rapid Transit/Locomotive/Bus Operator</a>

### STEP 4:

- Fill out the [Action Plan Worksheet](#) using the key information found in your Detailed Report and your research. This step is critical to complete Next Steps! If you have enlisted the help of a Crown-trained Career Direct Consultant, go to your Profile to access your personalized Interactive Action Plan. (This is another great reason to [connect with a Consultant!](#))
- Keep the following questions in your mind as you work through the Action Plan:
  - What are your unique strengths and motivations that will enable you to excel in the workplace?
  - What is your pattern of individual, work-related characteristics?
  - What are the career fields and specific occupations in which you are most interested?
  - According to your research, what are important requirements and characteristics of those occupations?
  - Which career fields and occupations best match your unique design?
  - What will you do to pursue those occupational opportunities that are good matches for you?
    - Job Shadowing?
    - Volunteering?
    - Becoming an Intern?
    - Talk to people in the particular career?

### STEP 5:

- Throughout the process, seek wise counsel from trusted, experienced individuals. Speaking to people in the fields that match your design is invaluable. Seek opportunities only in those areas that align with your distinct combination of personality, interests, skills/abilities and values.

Your career journey will not be stagnant. In the future, you may experience success and satisfaction, or just the opposite. You may have exciting opportunities open up for you. Or maybe they are scary, in a stretching, growing kind of way. No matter the case, periodically review your Detailed Report, reminding yourself of your amazing design. This will assist you in evaluating how well your current or prospective work situation aligns with who you are and what you are meant to do with your life. It is the best way to bring insight and wisdom, and lead to a fulfilling life.