

# Recording of the Consultation for Susanna Schaer

Here is the recording

<https://drive.google.com/file/d/1ky3NDrZukX1U3XTIGPxGFrXtxcA3a2OK/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 Discipleship with the UofN**

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

2. What is your basic reason/motivation for doing the CareerDIRECT GE<sup>®</sup> assessment?

**it is a great discipleship tool**

3. Are you: Currently working full time Entering the workforce Re-entering the workforce

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

I plan to study, then enter the workforce Other

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. 1 Absolutely Unsatisfied 2 3 4 5 6 7 8 9 10 Absolutely 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 satisfied**

12. How would your fellow workers evaluate it?

**very thankful**

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

**I am responsible for the elders in my church**

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

**Before 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 family  
Access to education/training  
Current financial condition  
Effect 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 you 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	Conscientiousness	Adventure	Innovation	Ranking
Veterinarian	+/-	-	+	-	+	-	---
Animal Trainer	-	-	+	+	+	+	3
Farmer	+/-	-	+	+	+	+	2
Stable	+	+	+	+	+	+	1

## Subjective assessment

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

## My observations

### **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 Enthusiastic -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

## **Counseling**

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

## **International**

Foreign Missionary

## **Education**

(Christian School Director)-

(Chairman 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

(Christian Conference center Manager)

## **Performing/Communication**

(Overseeing Christian Online TV or radio)

Public Speaking school

## **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

Chairman of the Board of Educational foundation or private School

**Evaluated by Interaction Action Plan: Foreign missionary** result 81%