

Dioni Kwan: [Detail Report](#)

Create a Funnel for Dioni based on what you can observe from the PDF of her Detailed Report:

PERSONALITY:

- What do you see in Dioni’s personality that is cause for celebration? (Strengths, balancing factors/sub-factors, etc.)
- What non-strengths are listed that may not be an issue for her based on another personality factor/sub-factor that she has?
- What questions do you have for Dioni based on what you see in her unique personality design?

INTERESTS:

- What is your educated guess as to which of her Top 8 Career Interest Groups might be Vocational Interests?
- What is your educated guess as to which of her Top 8 Career Interest Groups might be Supporting Interests?
- What is your educated guess as to which of her Top 8 Career Interest Groups might be Lifestyle Interests?

Note: While there is not necessarily a right/wrong answer, be prepared to explain the reasoning behind your choices to your trainer.

SKILLS:

- How many skills will you include in Dioni’s funnel and why?
- Will you make any special notations on any of them, and if so, why?
- Do you have any questions or concerns based on what came up as her highest/lowest skills?

VALUES:

- Which values do you need to ask Dioni to clarify? (Example: #3 of WE values is Flexible hours. By this, does she mean the capability to go in early if she needs to get off early, to completely set her own hours, or something in between?)
- Do any of Dioni’s values seem to be inconsistent with what you see in the rest of her report, particularly her personality?
- Do you have any other questions/concerns based on her values, including those that did not make her “top 4”?

Are there any other questions/comments/observations/concerns you have based on the data provided?

PERSONALITY

- **What do you see in Dioni's personality that is cause for celebration? (Strengths, balancing factors/sub-factors, etc.)**

Dioni's personality traits reveal that she is a conscientious young woman which would indicate that she would supply quality and exceptional work in the endeavor she chooses as a vocation. You can count on her to be very organized in her work and systematic, as well as precise. Because she is a high achiever, this would indicate she is self-motivated and will continue to aspire in her work. Dioni also scored high on the spectrum of Cautious. She will not take unnecessary risks in order to accomplish a task. Instead, you can count on Dioni to follow protocol. She is a good team player and cooperative. Dioni will prefer to concentrate on one task at a time and see it through to completion. A job in which this is provided would be best suited for her. An asset of Dioni's personality is her compassion toward others. She would be the one to provide a listening ear to coworkers, and they in turn would not feel judged by her. Those who work with her will feel supported and accepted. Dioni shows she is innovative---not only is she clever, but imaginative as well. She is able to come up with new solutions and think outside the box. Creativity and intellectual challenge will be important aspects to incorporate into her career. Dioni is an introvert. She prefers to work either one-on-one or by herself. She is able to stay focused on the task at hand. Her introvert personality is balanced with her people skills of managing and working and relating interpersonally with others. Dioni is also compliant. She is willing to be a team player, but as mentioned above, she is also an introvert who likes to work alone. She is capable of doing both well. Because of her compliant personality, you can trust her to be tactful when talking with others and sensitive to their needs. Others respect her loyalty. She also displays independence which goes hand in hand with her creative side. All in all, Dioni would be a great employee to have in her God-given field of work. (Ephesians 2:8-10: For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.)

- **What non-strengths are listed that may not be an issue for her based on another personality factor/sub-factor that she has?**

Dioni has non-strengths that are countered by another personality factor or sub-factor. Because of Dioni's strong Innovative Personality Factor, she may have a tendency to not follow through on projects she starts if she were not balanced with a highly Conscientious Personality. The two Personality Factors attribute to a strong personality---not only can she be innovative (creative and clever) in her work as she comes up with new ideas, she will also be able to execute these new ideas with excellence. As mentioned in the last question, one of Dioni's Personality Factors is being an Introvert. Because she is also compassionate, she is able to connect with people through a sympathetic, non-judgmental ear. Being Innovative relies on being able to speak her ideas. Her Introvert Personality may inhibit this, but her Compliant and Tactful demeanor will help her get her point across without sounding pushy or demanding. These are great qualities to have bundled in one person.

- **What questions do you have for Dioni based on what you see in her unique personality design?**

Based on your unique personality design, Dioni, most Personality Factors, when overdone, can result in a weakness. Under the Personality Factor of Conscientious, do you find that you desire to do things perfectly? Do you find you procrastinate with decisions for fear of making a wrong choice? What is the worse that can happen to you?

Do you have a tendency to be overly cautious at times? Do not let opportunities pass you by because you are afraid to move forward. Has there been a time when you had a great idea to share and then decided not to share it? Tell me about it. Be willing to share what God has placed on your heart.

INTERESTS

- **What is your educated guess as to which of her Top 8 Career Interest Groups might be Vocational Interests?**

Since I watched the video already, I do agree that Education would be in Dioni's Vocational Interests category. I would have thought that Artistic would have been one of her Vocational Interests vs. Writing, as writing was in the moderately high range while Artistic was in the high range. Artistic was also rated number 2 in the Top 8 Career Groups, while Writing was number 7. There were 3 jobs she circled under Artistic, and only 1 job under Writing. Counseling was another good choice for her because of her compassionate, sympathetic personality and being able to tactfully talk with people. Her Introvert Personality would lend to a career in this as well, since she would be a good listener. I wondered about Consumer Science. Although it was not shown as a possible career, being a Home Economics teacher may possibly be a good fit. However, she did seem to prefer younger children vs. older. **I would have chosen the top 4 listed in her Top 8 Career Interest Groups: Education, Artist, Counseling, and Consumer Science.**

- **What is your educated guess as to which of her Top 8 Career Interest Groups might be Supporting Interests?**

For Dioni's Supporting Interests group, I would have chosen Writing. Writing is a supporting interest that can be supported in most career endeavors. Again, as mentioned above, she circled only one career job under this category. It was also listed as Moderately-High. The other Supporting Interest I would have chosen is Service. Service scored in the Mid-Range area. As an occupation, she chose only one career, Administrative Assistant. Most of the jobs under this category required frequent interface with people as a public servant to the community. As an Introvert, this could at times be intimidating if faced with conflict situations. **In summary, the two Supporting Interests would be Writing and Service.**

- **What is your educated guess as to which of her Top 8 Career Interest Groups might be Lifestyle Interests?**

I would put Religious as a Lifestyle Interest. She scored in the high range both as an activity and subject. Occupation did not show up in the bar graph for Religious. Performing/Communication would also be another choice for Lifestyle. She scored in the Moderately-High range. Her choice as a vocation was Professional Singer. Because of her Introvert Personality Factor, this may be challenging. She did score in the High range for Public Performing. Evidently, she has sung in front of people. I wonder if she sang with a group or solo. This would be an interesting question to ask her. **So, the two I would classify as Lifestyle Interests would be Religious and Performing/Communication.**

SKILLS

- **How many skills will you include in Dioni's funnel and why?**

I would choose Dioni's top 5 skills for her funnel because for skills 3. Managing, 4. Clerical, and 5. Working with Others, she had Moderately-High scores all equaling 60.

- **Organizing: Very High (100)**
 - **Analytical: High (78)**
 - **Managing: Moderately-High (60)**
 - **Clerical: Moderately-High (60)**
 - **Working with Others: Moderately-High (60)**
- **Will you make any special notations on any of them, and if so, why?**

As I mentioned, I watched the video and then answered the questions. I am appreciative, Lynda, that you pointed out that Skill Sets: Managing, Working with Others, and Interpersonal were all People Skills. The first two were in the moderately-High range at (60), while Interpersonal was in the Mid-Range (50). It did show that even though Dioni is an Introvert, she still had good people skills that would benefit her in her chosen career.

Another facet you mentioned under skills, was Dioni's skill set for music which was listed as number 9---scoring in the Mid-Range of 42. You mentioned that it was good that she listed Performing/Communication as a Hobby/Lifestyle vs. a Supporting/Mean or Vocational Interest. I agree. It was helpful to me to observe how you worked through the report connecting pieces of information together.

- **Do you have any questions or concerns based on what came up as her highest/lowest skills?**

I would ask Dioni if she felt this was accurate. The Organizational and Clerical Skills fit the Personality Factor of Conscientious and Cautious. The Analytical Skill fits well with the Personality Factor of Innovative. Managing and Working with Others could be associated with the Personality Factor of Compassion and Compliant in the sense that she is Tactful. Perhaps, Innovative works well with these two Skill sets as well, since she would need to share her innovative ideas and get people on board to help her execute them. The lowest 4 Skills do not surprise me: Mechanical, Math, Athletic, and Marketing, especially the marketing factor since she is an Introvert.

VALUES

- **Which values do you need to ask Dioni to clarify? (Example: #3 of WE values is Flexible hours. By this, does she mean the capability to go in early if she needs to get off early, to completely set her own hours, or something in between?)**

Dioni's top 4 Work Environment Values are

- Harmony
- Equality
- Well-Organized
- Flexible Hours

Although Dioni is considering Education as a vocation, she was wondering about the flexible hours. I think from the conversation you had with her, she really was

considering flexible hours---when she would come into work and when she would leave. Teaching in a public or private elementary school would require stricter hours. However, as you mentioned, she would get vacations during the school year, plus summer vacation. It is good to ask clarification concerning the flexible hours. I am wondering at her current job if she has flexible hours due to her school schedule. This would be interesting to ask her. Also, there are different types of teaching careers that do allow for flexible hours. As you mentioned at your son's school, the professor will only come in on the days that he teaches.

Dioni's top 4 Work Outcome Values are

- Helping Others
- Intellectual Stimulation
- Security
- Continuing Education

The Intellectual Stimulation Value and Continuing Education Value stand out to me. This relates to her Innovative Personality Factor. These all fit her personality.

Dioni's top 4 Life Values are

- Family
- Serve God
- Integrity
- Leisure

These Values also seemed appropriate to Dioni. I was thankful that she had some questions about Serve God and just needed clarification. I was wondering how you were going to ask her about this. Also, I would like her to clarify Leisure, mainly for my own benefit to understand what people, like Dioni, enjoy doing in their leisure time. This would be a good future reference for me.

- **Do you have any other questions/concerns based on her values, including those that did not make her "top 4"?**

Dioni seemed satisfied with her top 4 choices in each value area. It was good to ask her to re-evaluate if these values were her final choices. Other possible choices under Work Environment are Stability and Clean Environment that would fit her personality. For Work Outcome, Dioni's choices fit well. The same was true for her Life Values.

- **Are there any other questions/comments/observations/concerns you have based on the data provided?**

I was wondering about the Vocational Interests. As she was going through each of the 8 Interests, Writing did not seem as strong to me as Artistic. Is it important to have at least 3 items listed under Vocational Interests? How can you tactfully ask her to re-evaluate one interest that she may put under Means or Lifestyle that could possible be a vocation to consider? Both Writing and Artistic showed up under the Skills and Abilities graph as being in the Mid-Range.

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