



Name: Joe Sample Gender: Male Language: English Institution: UWC

INTRODUCTION

This report has been designed to give you feedback on the assessment that you took using the Career Direction Finder. It is quite short yet should give you enough information to assist you in the choice of a career. Depending on the parts of the assessment that were selected, it will report on temperament, interest and your ability to process mathematics, logic and the English language.

Before we begin with the actual report contents, let's pause for a moment and consider what career counselling actually means and, more importantly, the role that a counsellor plays in this process. You are presumably approaching the end of your high school studies or you have recently completed this phase of your development. For whatever reason, you chose a set of high school subjects that you supposed would set you in a position to take your education and apply it in the world of work. Or did you? Perhaps you chose subjects that would be easy for you and minimise the effort you would have to apply. Perhaps you had no choice or these choices were made for you. Whatever the case, you have an education that has to be applied in some way to make you a living. It is probably agreed that without further education or training the picture is often fairly bleak so you are interested in finding out what is possible with your current education.

As a start, it is useful to get a clear picture of you as a person. During the course of your life, experience has changed and moulded you into the person that you are and you have learned a

way of dealing with the world that is totally unique to you because no other person has had your experiences. Your approach to the world is what makes you an individual as much as your finger print. Along the way, some of your experiences have been good and enjoyable while others have been less so and, out of this, you have developed an attraction to certain things while you have learned to avoid others. In most people this is far from simple and it is not uncommon for people to be relatively unaware of the things that they avoid because they do it unconsciously. To make this simpler to understand, many theories have been developed that look at certain aspects of people and group them on these grounds. While this loses a bit of their individuality, it saves a lot of time and the trade off is usually worth it. This first analysis can tell us what type of work environment will be the most pleasant for you and can even predict the type of work that will give you the most satisfaction.

In a very similar way, you find some things interesting while others are experienced as boring. This difference is often very closely tied to the picture of you as a person because you learned it in the same way. The information we need here as a second level of analysis, is, however, a bit different and we need another way of getting to it. Again, theories have been developed over the years that categorise people's interests and make it simpler to make people aware of this aspect in themselves. Because we need this level to be much more specific if it is to be useful, we got you to decide between actual job descriptions. This second level gives a clear picture of your work interest because we can use it to extract a list of possible jobs that you can explore further.

The last two levels of analysis we have used here are related to your actual ability and are much more practical. If you are planning to study further, we would have to know if you are able to cope with what you would be expected to do. If you have difficulty understanding the study material, this would set you back a long way and you would possibly feel very bad about yourself. So, part of this assessment tests your ability to use and understand English. Secondly, if you are interested in studying a technical or scientific subject, mathematics and the use of logical reasoning are going to play an important and significant part in it. If you have had little experience in these or find them very difficult, we would have to recommend either that you do bridging

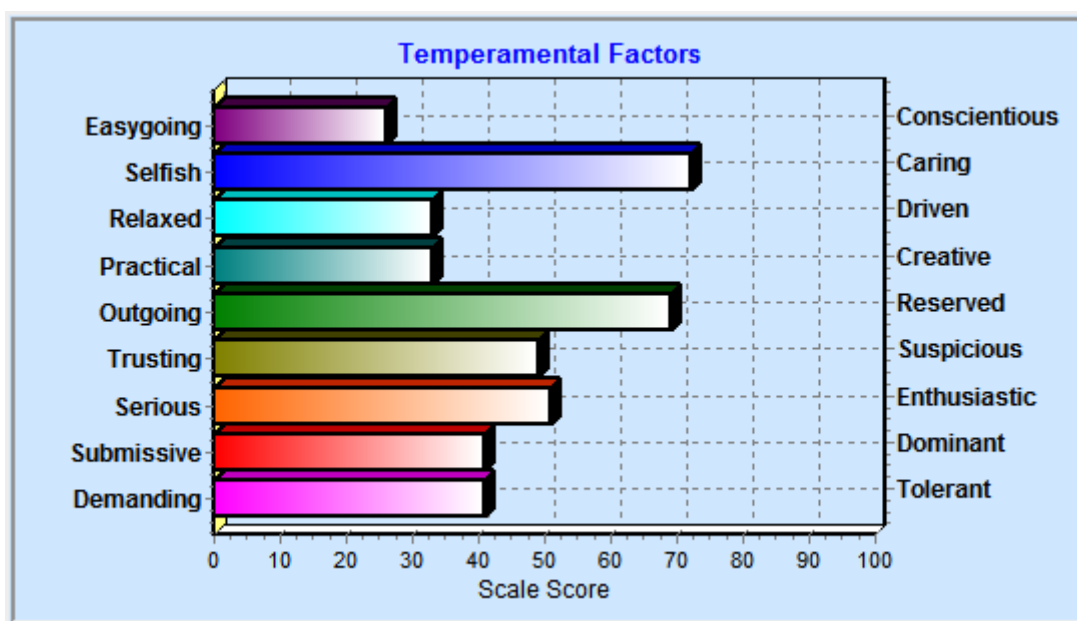
education or avoid these areas of study. Again, this is done to help you and not to make fun of you.

It is now the counsellor's job to help you put all this information together and make a decision. He or she cannot make the decision for you and can only advise you. It is your life and you will have to live with the results of this choice so make it carefully. We suggest that you read through this report very carefully and make notes on what you are learning about yourself. If there are areas that you do not agree with, please make a special note of these and discuss it with your counsellor. The process is not entirely fool-proof although it usually gets it right if you understood the questions and was able to respond to them truthfully.

TEMPERAMENTAL CONSIDERATIONS

This first section deals with your temperamental profile. Temperament (or personality as it is also called) describes the way you approach the world, what you notice most and how you react to people, places and events. It is really about you as a person with your likes and dislikes, preferences and avoidances. It is important in this context because it gives you an idea of what will give you the most satisfaction at work. Take for example a person who is not all that happy with crowds and likes to be either alone or with a few people at a time. If they try to work in an environment where there is a lot of required human interaction, they will tend to dislike their job. If, however, they are able to work alone quite a lot of the time, they will tend to feel more satisfied.

We have used a well established model of personality called the Enneagram which describes nine basic approaches to life and the world. We have adopted the use on the two top points on your Enneagram profile in order to describe your personal approach which, it is found, is usually adequate in describing the factors that will bring you the most work satisfaction.





NURTURING SUPPORT

You appear to like to be helpful and of service to others in order to gain a sense of self-worth. This means you have a deep need to be appreciated and approved by others. This leads to your appearing "selfless" and willing to give up your own needs in favour of those of other people, be they friends, family or clients. In fact, you are willing to give up an enormous amount of your time in the pursuit of other people's happiness and comfort. You are sympathetic and kind to a fault, having warm relationships so that you feel acknowledged and valued. Underlying this behaviour, however, is a feeling that if you are not being helpful, you will be deserted. This is a source of fear so you are very careful to avoid criticism. This may result in your being manipulative and clinging in your relationships to ensure that other people realise how useful you are. When you feel unnoticed or left out, you may become angry and critical and will tend to demand attention which may, unfortunately, push some people away from you.

Since you may tend to be out of touch with your own real needs, you will sometimes feel dissatisfied and depressed without really knowing why. You have a need to be loved and to have your other emotional needs recognised by others. This suggests the need for a relationship with a caring person who, while being dependent on you for what you offer, will often show his or her appreciation of you as a person. Ironically, this may, at times, make you feel quite uncomfortable even though you will appreciate it at a deep level.

You are ideally suited to the service industry where your need to be of assistance to others is met.

This need is also met in roles where you are the "right hand" of managers or leaders where you can anticipate their needs and become apparently indispensable. In both these examples your need for relationships in the workplace is obvious as you use them to gain the approval which you so badly need. You can be relied on to organise and plan with great effectiveness and work very hard as long as your sense of importance to others is regularly reinforced.

On the down side, you find it difficult to work in environments which fail to meet your need for approval and tasks which involve little human interaction are likely to be uncomfortable and thus avoided. It is also quite likely that you will become resentful and outwardly critical of people who use you too much even though you may seem to encourage them to do so. At this point you may even come to realise that your own needs require attention and simply abandon the perceived over-user in favour of these. This realisation may be quite unexpected and disruptive because you may have worked yourself into a situation that without your input an entire office or section can come to a standstill.



Because you prefer to avoid direct contact with too many people, finding it exhausting and excessively emotional, you will tend to be helpful from the sidelines either by some form of abstract assistance (sending money or driving service agencies) or developing a front line of others whom you control from relative seclusion. Alternatively, you will seek work which allows you to do background research which leads to others being made more comfortable. Medical research, various fields of design and working with animals all fall within this scope.

MOTIVATORS

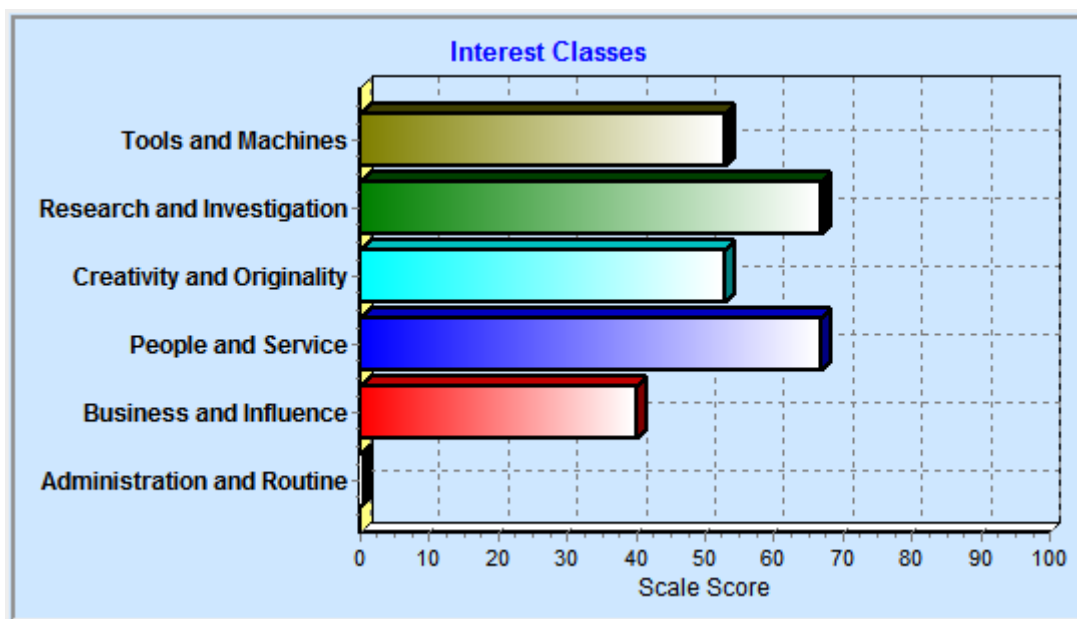
- Being visibly of service to other people
- An obviously important job
- Regular public appreciation
- Working for a "worthwhile" person or cause
- A predictable, safe work environment
- Strong focus on abstract decision-making
- Reduced contact with strangers

CHALLENGES

- Criticism, even if it is well-meant
- Feeling left out at work
- Having to work alone for extended periods
- The presence of conflict or intrusion
- Insincere flattery or complements
- The need for spontaneity

INTEREST CONSIDERATIONS

The second part of this report deals with your interest profile. This is a very important aspect of selecting the work that you are going to train to do because if you are interested in something, it is easy to work at it in a motivated way. We have used a well established theory of work interest to explain your interests that works with six basic interest classes. These are machines and technical equipment, investigations of some sort, art and creativity, service and education, business and commerce and, lastly, administration and office work. Your two top scoring interest classes will be described and a list of possible occupations that relate to these will be appended to the end of the report. Look through these and investigate these potential occupations further. Remember that the counsellor will be able to help you decide but finding out about possible occupations is up to you.



This type of occupation is characterised by work which involves the observation of objects and

events, the investigation of phenomena and the solving of problems using careful thinking and a scientific approach. It may imply an interest in intellectual pursuits with a strong focus on research but may also suggest occupations which have a strong diagnostic slant such as the medical profession and technical fault finding which rely on a quick association of what is observed to possible causes. Many of these occupations require extensive training in both technique and the nature of the phenomena under investigation and success is often based on the ability to apply logic or linear thinking in diverse situations. Perhaps the best example in this class is a criminal detective who has to take clues and other scraps of information and synthesise these into a theory of what occurred in a situation.



A secondary social interest suggests that that which is highlighted in the primary interest is done in the service of people, helping them or educating them in some way. This need to be of assistance is, however, less significant than your primary interest. For example, a primary investigative interest would suggest that you would find social research or perhaps police investigation interesting and rewarding. Similarly, a conventional primary interest suggests that serving others in an administrative capacity such as a call centre would be rewarding to you. Various medical technologists also fall in this secondary class because, while their primary expertise and associated interest is in the technology they use, they apply it in helping people by assisting in diagnosis of their medical conditions.

The list of potential occupations, already mentioned, is based on this pair of interest classes. Try to consider what this combination means to you. How do you understand it? Does it make sense to you? As an exercise you could make a list of actual work tasks that fall within the combination class that you would find stimulating. This will greatly assist the counsellor in narrowing the field of occupations. The table contains a number of occupations with these as the first two codes. Columns show the potential occupations with the possible remaining last codes.

COGNITIVE CONSIDERATIONS

This section deals with the ability section of the assessment which was broadly divided into a mathematical and logical section and a language and general knowledge section. These two aspects combine to give a measure of general intelligence which predicts your ability to study further at a tertiary institution. It must be made clear from the outset that these aspects rest entirely on your education to date and, if this is lacking or inadequate, will make it rather difficult for you to cope with the demands that will be made on you in higher education. In a way, it is actually unfair to expect you to cope if you are inadequately educated and this must be addressed before you can continue with further studies.

The language aspect rests on English comprehension and, if you are not a first language English speaker, you will be immediately disadvantaged in this assessment. Because higher education rests so strongly on the use of English we make no excuse for this but suggest that you consider increasing your English vocabulary and comprehension through further training and reading if the assessment suggests under-education in this area.

If you have performed adequately on the short quiz, it cannot really be taken as an accurate measure of your intelligence because the items used in the assessment are actually quite elementary and should be easy for any person with a completed high-school education with English as part of your curriculum. It merely suggests an adequate education and exposure to educated people while you were growing up. In short, it simply confirms your general academic ability and that you will probably be able to study further without poor intellect getting in the way of success. If you want to assess your ability relative to the broader national population, more formal aptitude testing will be required because this assessment is not meant to replace it. Discuss this with your counsellor if it is important to you.



You appear to have considerable difficulty with mathematical calculations and solving problems which involve logic. It is possible that you found the format of the test difficult to understand and this should be discussed with your counsellor. The quality and extent of the education you have received will also have a large effect on this assessment and it is possible that you will require extensive further training if you are to work in any area that requires you to perform calculations or apply logic. As it stands, it is recommended that you avoid courses of study which rely heavily on maths or linear logic.



According to our assessment you have a moderate language ability suggesting an adequate education which is augmented by a moderately good general knowledge. Even so, you may want to improve this before embarking on further studies as, at this moderate level, it is still quite likely to be something of a hindrance. The possibility of additional language training should be carefully considered and discussed with your counsellor because this will not only remove a possible barrier to communication but enhance your success in further training in just about any discipline by adding to your examination performance.

SUMMARY

- ▶ Because you have a need to be recognised for what you do for other people, your ideal work will involve being in a supportive position where your actions directly assist others in some way. You will also show a remarkable dedication and devotion to your chosen work and the greatest reward you can probably achieve is the satisfaction that you have changed somebody else's circumstances for the better. This focus may well render you somewhat selfless which could result in frustration at your own unmet needs from time to time.
- ▶ You are also not all that inclined to work in situations where there is a constant bustle of human activity, preferring to be apart from other people from time to time so that you can collect yourself. This also suggests that you are deep thinking and need time to reflect on your work, further suggesting that you will do best without a boss breathing down your neck or undue time pressure.
- ▶ As an mentally alert and enquiring type of person, you are primarily interested in occupations that require investigations or research of some kind. You will probably enjoy taking seemingly unrelated observations and finding the factors that tie them together into meaningful conclusions.
- ▶ You appear to be interested in applying this in providing some kind of service to others be this through education or training, a medical application, or some other avenue that meets people's needs.
- ▶ You appear to be challenged by numerical and logical reasoning which may suggest that you avoid occupations that rely heavily on this.
- ▶ Your moderate English ability suggests that you are able to communicate adequately in the language and, with some effort of your part, succeed in studies at an English medium institution.

POTENTIAL OCCUPATIONS

This table of prospective occupations is selected on the basis of the top pair of Holland interest codes derived from the evaluation and each of the columns contains the occupations that conform to those two codes with each of the available third codes.

Primary interest: Investigative

Secondary interest: Social

REALISTIC **	ARTISTIC	ENTERPRISING	CONVENTIONAL
Acupressurists (acupuncturists)	Addiction Psychiatrists	Actuaries	Linguists
Audiologists	Anaesthesiologist Assistants	Allergists	Dialysis Technicians
Cardiac Sonographers	Child Psychiatrists	Anaesthetists, Nurse	Haemodialysis Technicians
Cardiology Technologists	Clinical Laboratory Technicians (medical technologists)	Coroners	Marketing Researchers
Cardiovascular Technologists	Clinical Laboratory Technologists	Customs Agriculture Specialists	Microbiologists, Public Health
Chiropractors	Consultation-Liaison Psychiatrists	Customs Import Specialists	Microbiologists, Public Health
Circulating Technologists	Forensic Psychiatrists	Doctors of Optometry	Nephrology Technicians
Circulation Technologists	Geriatric Psychiatrists	Endodontists (dentists)	Nephrology Technologists
Coal Petrologists	Medical Laboratory Technicians (technologists)	Eye Doctors	Public Health Microbiologists
Dentists	Medical Technologists	Immunologists	Public Health Microbiologists

Dermatologists	Nurse Practitioners	Medical Examiners	Renal Dialysis Technicians
Dermatologists, Paediatric	Physician Assistants	Neonatologists	Researchers, Marketing
Dermatopathologists	Practitioners, Nurse	Nurse Anaesthetists	Translators (interpreters)
Dieticians, Research	Psychiatrists	Optometrists	
Doctors of Chiropractic	Psychiatrists, Addiction	Paediatricians	
Doctors of Osteopathy	Psychiatrists, Child	Perfumers (cosmetics industry)	
Engineers, Pipeline (gas & oil distribution)	Psychiatrists, Consultation-Liaison	Physicians, Sports Team	
Engineers, Safety (professionals)	Psychiatrists, Forensic	Sports Team Physicians	
Engineers, Transportation	Psychiatrists, Geriatric		
Food Science Technicians (food scientists)	Psychiatrists, Psychosomatic		
Food Scientists	Psychoanalysts		
Food Scientists (biotechnologists)	Psychosomatic Psychiatrists		
Food Scientists (canning & preserving)	Psychotherapists		
Home Health Nurses (registered professional)			
Immunodermatologists			
Laboratory Animal Caretakers			
Mineralogists (geologists)			

Nurses, Home Health
(registered professional)

Ophthalmologists

Organic Petrologists

Osteopathic Physicians

Palaeontologists

Paediatric Dermatologists

Perfusionists

Petrographers

Petrologists

Physicians, Osteopathic

Pipeline Engineers (gas & oil
distribution)

Private Duty Nurses
(registered professional)

Research Dieticians

Safety Engineers
(professionals)

Cleaners and Sanitary
Workers

Scientists, Food

Scientists, Food
(biotechnologists)

Scientists, Food (canning & preserving)

Scrubs

Scrub Technologists

Surgical Assistants

Surgical Technologists

Transportation Engineers

Vascular Sonographers

Vascular Technologists

Veterinary Assistants
(animal caretakers)

Veterinary Technicians

Veterinary Technologists
