



Coaching Report

Career Direct® Complete Guidance System Report

for Educational Decision Making

02-06-2006

Jason Doe

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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 ARISING OUT OF OR IN CONNECTION WITH THE USE OF THIS ASSESSMENT.

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Using the Coaching Report

This coaching version of the **Career Direct®** report is designed to give you, the coach, counselor, or interested friend/family member additional scoring information and tools to assist in understanding and interpreting the client report. It contains the same summary charts for personality, interests, skills, and values as the main report. Additionally, it contains career implications based on personality style, detailed subfactor scores for the general interest career group factors, and administrative indices for both the personality and interests sections. These indices provide feedback on response sets, differentiation (unusual item response patterns), and reliability (consistent response to similar pairs of items). These sections may provide valuable information and additional insight that will help to identify top career groups and to complete the **Action Plan** especially for the clients whose results may seem unclear.

Jason, on this page you will find a summary chart of your PERSONALTY scores. On the next page you will find a summary chart of your INTERESTS, SKILLS and VALUES scores. These summary charts give visual pictures of the areas surveyed in your *Career Direct®* Report. A more detailed breakdown of these areas is contained in Parts 1 through 4 of your report.

PERSONALITY Summary Chart

FACTOR

A **factor** is a trait that goes into making up the total picture of your personality. This **Career Direct®** assessment uses a personality pattern that is based on six of these factors. The six are listed in the chart below.

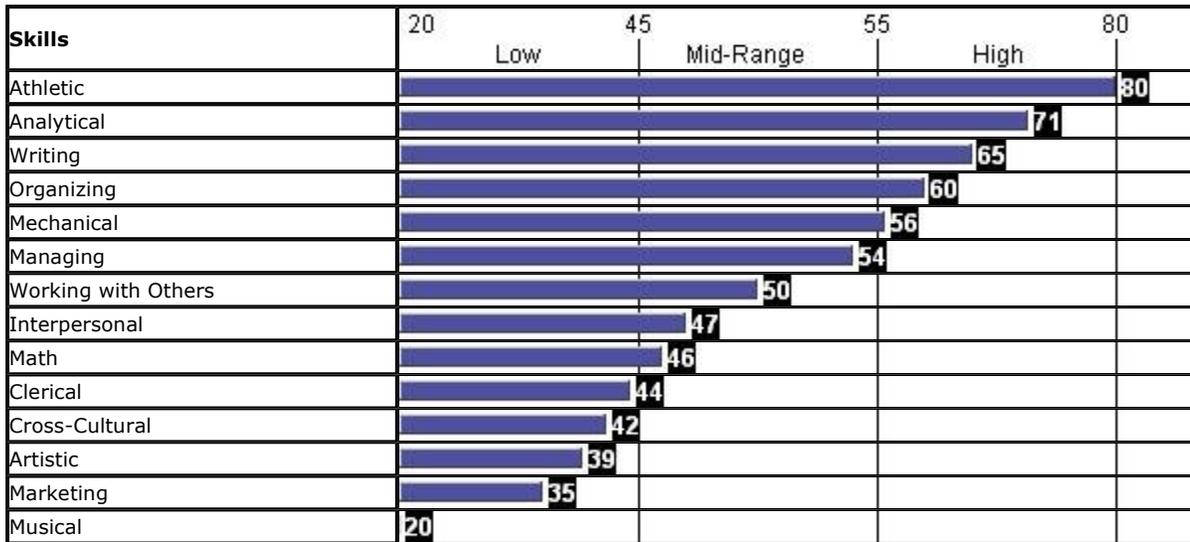
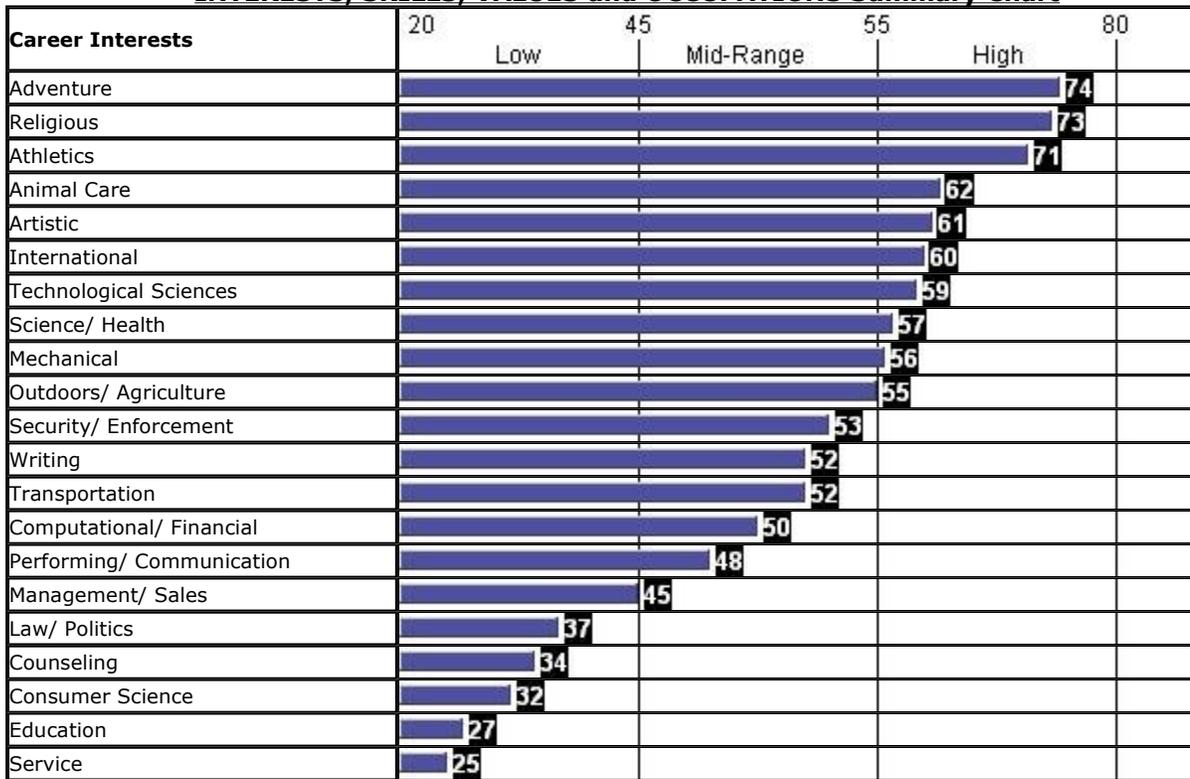
Factor	20	←	45	Mid-Range	55	→	80	Factor
Compliant							54	Dominant
Introverted							47	Extroverted
Detached							51	Compassionate
Unstructured							43	Conscientious
Cautious							70	Adventurous
Conventional							64	Innovative

SUBFACTOR

A **subfactor** is a more specific trait that goes into making up a factor. The six personality factors of this **Career Direct®** assessment break down into sixteen subfactors. The subfactors provide a more in-depth look at the behaviors that make up the different factors. The sixteen subfactors are listed in the chart below.

Factor	Sub-Factor	20	←	45	Mid-Range	55	→	80	Sub-Factor	Factor
Compliant	Pliable							55	Assertive	Dominant
	Conforming							56	Independent	
	Tactful							45	Blunt	
Introverted	Distant							60	Enthusiastic	Extroverted
	Reserved							35	Social	
	Quiet							49	Verbal	
Detached	Neutral							56	Sympathetic	Compassionate
	Objective							48	Supportive	
	Questioning							49	Tolerant	
Unstructured	Improvising							36	Precise	Conscientious
	Spontaneous							43	Organized	
	Indifferent							67	Achieving	
Cautious	Conservative							65	Daring	Adventurous
	Content							71	Ambitious	
Conventional	Predictable							55	Imaginative	Innovative
	Traditional							72	Clever	

INTERESTS, SKILLS, VALUES and OCCUPATIONS Summary Chart



Values - Work Environment	Values - Work Outcomes	Values - Life Values
(1) Independence	(1) Intellectual Stimulation	(1) Serve God
(2) Stability	(2) Security	(2) Achievement
(3) Challenge	(3) Leadership	(3) Serve Others
(4) Adventure/ Risks	(4) Recognition	(4) Integrity
(5) Flexible Hours	(5) High Income	(5) Family
(6) Variety	(6) Helping Others	(6) Friends
(7) Travel	(7) Continuing Education	(7) Leisure
(8) Outdoors	(8) Career Progression	(8) Make Money
(9) Well-Organized		(9) Aesthetics
(10) Harmony		
(11) Equality		
(12) Clean Environment		

1. Personality

TYPICAL PERSONALITY STRENGTHS

Jason, 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.

- * **Quick minded; able to grasp abstract concepts.**
 - * **Clever in crafting solutions and responses to problems.**
- * **Ambitious and opportunistic; strong drive to achieve and succeed.**
- * **Very determined to reach goals.**
- * **Comfortable operating alone rather than depending on group support.**
- * **Pioneering; enjoys taking a calculated risk.**
 - * **Calm and confident in the face of adversity.**
- * **Operates from a generalist perspective.**
- * **Energetic, positive, and enthusiastic; likes involvement in many activities.**
- * **Can respond on the spot without extensive preparation.**
- * **Self-reliant; confident in own abilities.**
- * **Compassionate and sympathetic toward others.**

TYPICAL PERSONALITY NON-STRENGTHS

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.

- * **May have an attitude of superiority.**
- * **Tends to be overly focused on personal goals and may sacrifice family for success.**
- * **Can get caught up in work and neglect health and family and needs of others.**
- * **Uncomfortable in group social activities; can appear unfriendly.**
- * **May take unnecessary risks.**
- * **May overlook important facts; jump to conclusions too quickly.**
- * **Can be too optimistic about outcomes and people.**
- * **Can lack focus; tends to go from one thing or subject to another.**
- * **Forgets that success is usually a team effort.**
- * **Can be too trusting, allowing others to take advantage of the situation.**

Critical Life Issues

LIFE ISSUES

Factor	20	←	45	Mid-Range	55	→	80	Factor
Compliant								Stressed
Little/No Debt								High Debt
Sound								Unsound

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.

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 and volunteer Money Map coaches.

If you would like help in this area, contact the Money Map coaching network by e-mail at coaches@crowns.org. Free budgeting and payment calculators are available in the 'Tools' section at www.crowns.org.

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.

Crown Financial Ministries offers free budgeting tools and free budget coaching. If you would like help, contact the Money Map coaching network by e-mail at coaches@crowns.org. Free budgeting and payment calculators are available in the 'Tools' section at www.crowns.org.

Personality Career Implications

This section provides insights that will be helpful in choosing a career whose environment matches your personality strengths.

With your high score on the **ADVENTUROUSNESS** scale, your work should include the opportunity to:

- * pioneer
- * achieve high goals
- * take risks
- * be adventurous
- * compete
- * start new projects.

Considering your score on the **INNOVATION** factor, look for opportunities in your work for:

- * freedom to be creative
- * time to think
- * intellectual challenge
- * abstract concepts
- * work with ideas
- * artistic expression.

Your score on the **CONSCIENTIOUS** scale indicates that you should be wary of occupations that are:

- * highly structured
- * very serious
- * closely supervised
- * precision-oriented
- * very detailed
- * very predictable.

Based on your mid-range level of **DOMINANCE**, 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
- * management opportunities
- * independence
- * opportunity to influence
- * decision-making authority
- * input into long-range plans.

Your mid-range score on the **EXTROVERSION** factor indicates that you would be most comfortable in a varied social environment at work. Look for a balance in:

- * time alone to prepare
- * time to relate to others
- * time to listen
- * time to talk
- * time to be serious
- * time to entertain.

Your mid-range score on the **COMPASSION** dimension indicates a good balance of compassion and toughness in your personality. You should be quite comfortable in most work environments.

However, for the ideal work environment, you'll want to avoid the extremes. For instance, a cold-call selling environment with frequent rejection may be stressful for you. On the other hand, you may become frustrated trying to help people who don't seem to put forth a good effort to help themselves. Balance is the key for you in this area.

2. GENERAL INTERESTS

TOP EIGHT CAREER GROUP COMPONENTS

Three components, Activities, Occupations, and Educational Subject determine your General Interests Career 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 General Interest Career Groups are made up of several parts, you may find that one component of the career may be very important to you but other components of the career group may not be important to you. Consequently, your top interest is not high on the list of General Interests. For example, you may enjoy math but not care for finance, so your score on Interest Career Group, Computational/Financial, is not high.

The following gives you detailed feedback on the makeup of your Career Group scores. For each interest groups have Activities but not all contain both Occupations and Subjects groups due to the nature of the statistical analysis that was used to compile the factors.

CAREER COMPONENTS	20	45	55	80
Top 3	Low	Mid-Range	High	
Adventure				74
Activ. - Risky Activities				74
Occup. - Adventure				74
Religious				73
Subj. - Religion				80
Activ. - Religious				65
Athletics				71
Subj. - Physical Educ/ Training				80
Activ. - Athletic				74
Occup. - Athletic				60

TOP EIGHT CAREER GROUP COMPONENTS - continued

CAREER COMPONENTS Number 4 through 8	20	45	55	80
	Low	Mid-Range	High	
Animal Care	62			
Activ. - Animal	69			
Occup. - Animal	55			
Artistic	61			
Activ. - Artistic	61			
Subj. - Art	65			
Occup. - Artist	56			
International	60			
Subj. - Foreign Language	65			
Activ. - International	74			
Occup. - Languages	42			
Technological Sciences	59			
Activ. - Civil Design	65			
Subj. - Technological Studies	65			
Occup. - Skilled Technician	46			
Science/ Health	57			
Activ. - Research Medical	65			
Occup. - Medical	35			
Activ. - Provide Medical Care	57			
Activ. - Health Service/ Support	20			
Occup. - Science	71			
Subj. - Science	80			
Activ. - Science Research	69			

If you find that you have strong interest in only part of a general interest scale, look for jobs in the **Job Sampler** that deal only with that aspect. For instance, if you love to play a musical instrument (Musical Activity) but do not like to perform, look for a way to use that interest in a more individualized way, like teaching private lessons rather than performing with an orchestra or teaching in public school. Another example may be a person whose passion is now writing but whose General Interest Career Group, Writing, is artificially low because of an unpleasant experience in an English class.

ACTIVITIES, OCCUPATIONS, AND SUBJECT 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. These scores are on the same scale as on the graphs (low = 20 to 44, mid-range = 45 to 55, and high = 55 to 80). Keep in mind that these are interest scores and **do not** take into account your experience or abilities.

Activity Scores	Occupation Scores	Subject Scores
76 - Research Nature	74 - Adventure	80 - Social Studies
74 - Risky Activities	71 - Science	80 - Science
74 - International	65 - Business Leaders	80 - Religion
74 - Athletic	60 - Athletic	80 - Physical Educ/ Training
72 - Self-employment	56 - Artist	65 - Vocational Shop
69 - Science Research	55 - Animal	65 - Technological Studies
69 - Animal	50 - Drivers	65 - Public Performing
65 - Research Medical	47 - Professional Outdoors	65 - Foreign Language
65 - Religious	46 - Skilled Technician	65 - Finance
65 - Civil Design	45 - Performers	65 - English
61 - Security	44 - Security	65 - Art
61 - Artistic	42 - Languages	50 - Music
60 - Math	40 - Financial/ Mathematics	50 - Mathematics
57 - Provide Medical Care	38 - Reporters/ Writers	50 - Agriculture
57 - Landscaping	38 - Law/Politics	35 - Home Ec/ Domes.
57 - Hand Construction	38 - Home Economics	20 - Education
54 - Writing Communication	35 - Medical	20 - Clerical
53 - Transportation	35 - Fashion	20 - Business/ Mgmt.
53 - Communicate Lrg Grps	35 - Education	
52 - Management	33 - Sales/ Management	
47 - Farming	30 - Counseling	
46 - Entertainment	20 - Customer Service	
46 - Electronics/ Machines		
38 - Counseling		
35 - Political Communication		
35 - Financial		
29 - Sales Communication		
29 - Hotel/ Restaurant Service		
27 - Styling		
27 - Education		
27 - Customer Service		
26 - Musical		
26 - Food		
26 - Factory/ Assembly		
26 - Clerical		
20 - Health Service/ Support		

Personality and Interests Administrative Indices

There are three administrative indices associated with the Personality Section and the Interests Section of this *Career Direct*® Assessment: the Response Set Index, the Differentiation Index, and the Reliability Index. These indices should be checked to see if they are all equal to 50. If not, the validity of this individual's results may be affected somewhat. Review each index below for an explanation of the scales.

Assessment	20	←	45	Mid-Range	55	→	80	Index
Personality			50					Response Set
			50					Differentiation
			50					Reliability
Interests			50		60			Response Set
			50					Differentiation
			50					Reliability

Personality Response Set Index

Graph = 50 - The Personality Profile represents a normal profile with no discernable set in the high, mid-range, or low range of scores.

Personality Differentiation Index

Graph = 50 - Appropriate use of all responses. Normal pattern of responses.

Personality Reliability Index

Score = 50 - No pairs or only one pair of highly correlated words had responses with differences of three or more.

Interest Response Set Index

Graph = 60 - A "high" response set indicates a high proportion of 3's, 4's, and 5's for the interest items. This pattern of responses indicates that the individual has a very wide range of interests and likes to be involved in many areas. However, because the person may find it difficult to gain a career focus, it is important for he or she to begin to discriminate more in his or her career interest. To assist in refining and focusing the person's interests, have him or her look at all of the high interests and choose those areas which are most appealing and look at the jobs listed in those categories in the **Job Sampler**. From these select the top four for closer examination in the **Action Plan**.

Interest Differentiation Index

Graph = 50 - Appropriate use of all responses. Normal pattern of responses.

Interest Reliability Index

Score = 50 - No pairs or only one pair of highly correlated items had responses with differences of three or more.