



Coaching Report

Career Direct® Complete Guidance System Report

for Career Maximization

02-06-2006

John Doe

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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.

John, 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	[Bar from 20 to 51]							51	Dominant
Introverted	[Bar from 20 to 54]							54	Extroverted
Detached	[Bar from 20 to 43]							43	Compassionate
Unstructured	[Bar from 20 to 60]							60	Conscientious
Cautious	[Bar from 20 to 53]							53	Adventurous
Conventional	[Bar from 20 to 46]							46	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	[Bar from 20 to 59]							59	Assertive	Dominant
	Conforming	[Bar from 20 to 40]							40	Independent	
	Tactful	[Bar from 20 to 48]							48	Blunt	
Introverted	Distant	[Bar from 20 to 50]							50	Enthusiastic	Extroverted
	Reserved	[Bar from 20 to 51]							51	Social	
	Quiet	[Bar from 20 to 60]							60	Verbal	
Detached	Neutral	[Bar from 20 to 51]							51	Sympathetic	Compassionate
	Objective	[Bar from 20 to 42]							42	Supportive	
	Questioning	[Bar from 20 to 35]							35	Tolerant	
Unstructured	Improvising	[Bar from 20 to 63]							63	Precise	Conscientious
	Spontaneous	[Bar from 20 to 55]							55	Organized	
	Indifferent	[Bar from 20 to 58]							58	Achieving	
Cautious	Conservative	[Bar from 20 to 52]							52	Daring	Adventurous
	Content	[Bar from 20 to 52]							52	Ambitious	
Conventional	Predictable	[Bar from 20 to 41]							41	Imaginative	Innovative
	Traditional	[Bar from 20 to 58]							58	Clever	

INTERESTS, SKILLS, VALUES and OCCUPATIONS Summary Chart

Career Interests	20	45	55	80
	Low	Mid-Range	High	
Computational/ Financial	71			
Education	50			
Athletics	50			
Animal Care	48			
Religious	48			
Management/ Sales	43			
Writing	43			
Performing/ Communication	41			
Science/ Health	40			
Artistic	40			
Technological Sciences	39			
Service	36			
Mechanical	35			
Adventure	34			
Security/ Enforcement	33			
Outdoors/ Agriculture	32			
International	29			
Law/ Politics	25			
Consumer Science	25			
Counseling	24			
Transportation	23			

Skills	20	45	55	80
	Low	Mid-Range	High	
Athletic	65			
Math	61			
Organizing	53			
Managing	50			
Analytical	48			
Writing	45			
Marketing	42			
Clerical	41			
Interpersonal	40			
Working with Others	38			
Artistic	35			
Musical	30			
Mechanical	29			
Cross-Cultural	27			

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

1. Personality

TYPICAL PERSONALITY STRENGTHS

John, 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.

- * **Able to confront when there is a problem.**
- * **Likes to be thorough and precise; good with details.**
- * **Strong verbal skills, persuasive, and motivating; can inspire an audience.**
- * **Easy to work with.**
- * **Leadership oriented; naturally likes to influence others and be in charge.**
- * **Good at maintaining routines and traditions.**
- * **Very determined to reach goals.**
- * **Quick minded; able to grasp abstract concepts.**
 - * **Clever in crafting solutions and responses to problems.**
- * **Strong task orientation; will drive toward getting results.**

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 tend to be overly critical.**
- * **Can have unreasonable expectations for self and others.**
- * **May dominate conversations; not always sensitive to the needs of listeners.**
- * **Hesitant in making decisions.**
- * **Can be too pushy in trying to get results.**
- * **Tends to rely too much on established procedures.**
- * **Can get caught up in work and neglect health and family and needs of others.**
- * **May have an attitude of superiority.**
- * **Impatient; generally not a good listener.**

Critical Life Issues

LIFE ISSUES

Factor	20	←	45	Mid-Range	55	→	80	Factor	
Compliant						64			Stressed
Little/No Debt						60			High Debt
Sound						57			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 responses indicate that you have an above-average level of indebtedness. Living on a budget and planning your spending and saving, based on your income, probably would help your situation. Experience shows that most people can pay off their 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 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.

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 **CONSCIENTIOUS** scale, you will want to be sure the organizations you join offer a quality product and provide services that are practical and ethical. Also, to use your strengths in your work, consider positions that require you to be:

- | | | |
|------------------|-----------|---------------|
| * well-organized | * orderly | * detailed |
| * productive | * exact | * systematic. |

With your low score on the **COMPASSION** scale, you will want to look for occupations that will enable you to be:

- | | | |
|-----------------|-----------------|----------------------------------|
| * task-oriented | * fast moving | * detached |
| * objective | * thick-skinned | * able to work well in conflict. |

With your mid-range score on the **INNOVATION** factor, you should look for an opportunity to express creativity in your work. This likely will not be the main thrust of your work, but to meet your needs you should have the opportunity to express:

- | | | |
|-------------------|--------------------|-------------------|
| * creativity | * mental quickness | * resourcefulness |
| * problem solving | * originality | * inventiveness. |

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 listen | * time to be serious |
| * time to relate to others | * time to talk | * time to entertain. |

Your mid-range score on the **ADVENTUROUSNESS** factor indicates that you have a need for both adventure and security in your work. In your work look for a moderate level of:

- | | | |
|-----------------|--------------------|----------------|
| * challenge | * new undertakings | * competition |
| * clear results | * risk taking | * the unusual. |

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 | * independence | * decision-making authority |
| * management opportunities | * opportunity to influence | * input into long-range plans. |

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	
Computational/ Financial	71			
Activ. - Financial	68			
Activ. - Math	70			
Subj. - Finance	80			
Subj. - Mathematics	80			
Occup. - Financial/ Mathematics	57			
Education	50			
Activ. - Education	50			
Subj. - Education	50			
Occup. - Education	50			
Athletics	50			
Subj. - Physical Educ/ Training	50			
Activ. - Athletic	50			
Occup. - Athletic	50			

TOP EIGHT CAREER GROUP COMPONENTS - continued

CAREER COMPONENTS Number 4 through 8	20	45	55	80
	Low	Mid-Range	High	
Animal Care				
Activ. - Animal				
Occup. - Animal				
Religious				
Subj. - Religion				
Activ. - Religious				
Management/ Sales				
Activ. - Management				
Activ. - Sales Communication				
Occup. - Sales/ Management				
Subj. - Business/ Mgmt.				
Activ. - Self-employment				
Occup. - Business Leaders				
Writing				
Subj. - English				
Activ. - Writing Communication				
Occup. - Reporters/ Writers				
Performing/ Communication				
Activ. - Entertainment				
Activ. - Musical				
Occup. - Performers				
Subj. - Music				
Subj. - Public Performing				
Activ. - Communicate Lrg Grps				

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
70 - Math	57 - Financial/ Mathematics	80 - Mathematics
68 - Financial	52 - Medical	80 - Finance
52 - Management	50 - Education	65 - Clerical
50 - Self-employment	50 - Business Leaders	50 - Religion
50 - Education	50 - Athletic	50 - Public Performing
50 - Athletic	45 - Animal	50 - Physical Educ/ Training
50 - Animal	37 - Skilled Technician	50 - Music
46 - Clerical	35 - Science	50 - English
45 - Religious	35 - Reporters/ Writers	50 - Education
45 - Civil Design	35 - Professional Outdoors	50 - Business/ Mgmt.
44 - Writing Communication	35 - Performers	50 - Art
42 - Research Medical	35 - Customer Service	35 - Vocational Shop
42 - Entertainment	35 - Artist	35 - Technological Studies
41 - Science Research	35 - Adventure	35 - Social Studies
40 - Provide Medical Care	29 - Security	35 - Science
40 - Communicate Lrg Grps	27 - Sales/ Management	35 - Home Ec/ Domes.
39 - Hand Construction	23 - Law/Politics	35 - Foreign Language
37 - Security	23 - Home Economics	35 - Agriculture
35 - Research Nature	22 - Fashion	
35 - Health Service/ Support	20 - Languages	
35 - Artistic	20 - Drivers	
32 - Risky Activities	20 - Counseling	
32 - International		
31 - Landscaping		
31 - Electronics/ Machines		
29 - Sales Communication		
29 - Musical		
27 - Counseling		
26 - Political Communication		
26 - Farming		
25 - Transportation		
25 - Customer Service		
23 - Food		
23 - Factory/ Assembly		
20 - Styling		
20 - Hotel/ Restaurant Service		

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	30			50				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 = 30 - A "low" response set indicates a high proportion of 1's, 2's, or 3's in the responses to the items in the interests section. This results in a report that gives a high proportion of interests in the low range. This may mean that the person has a fairly clear understanding of his or her likes and dislikes and has eliminated many of the choices. It can also mean that the person does not know enough about occupations and needs to do more research. Another possibility is that the person is in a period of general discouragement and is not interested in any careers at the time. If any of these situations are present, it is recommended that the person look at the top ten, and pick out the four that are most interesting. Examine the jobs in these categories in the Job Sampler and use that information 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.