



Coaching Report

Career Direct® Complete Guidance System Report

for Educational Decision Making

02-06-2006

Meghan 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.

Meghan, on this page you will find a summary chart of your PERSONALITY 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.

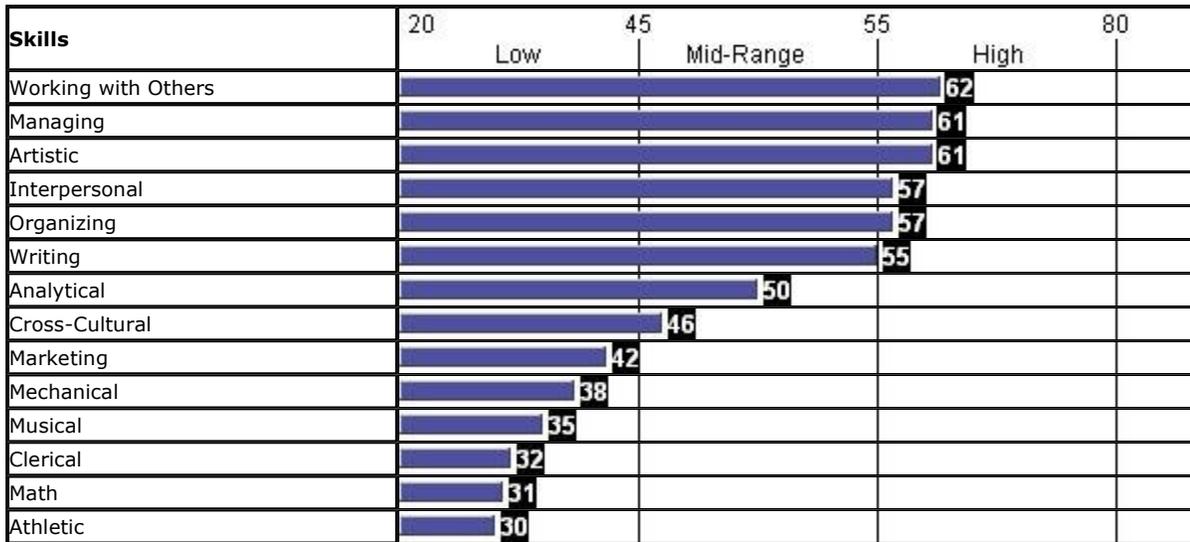
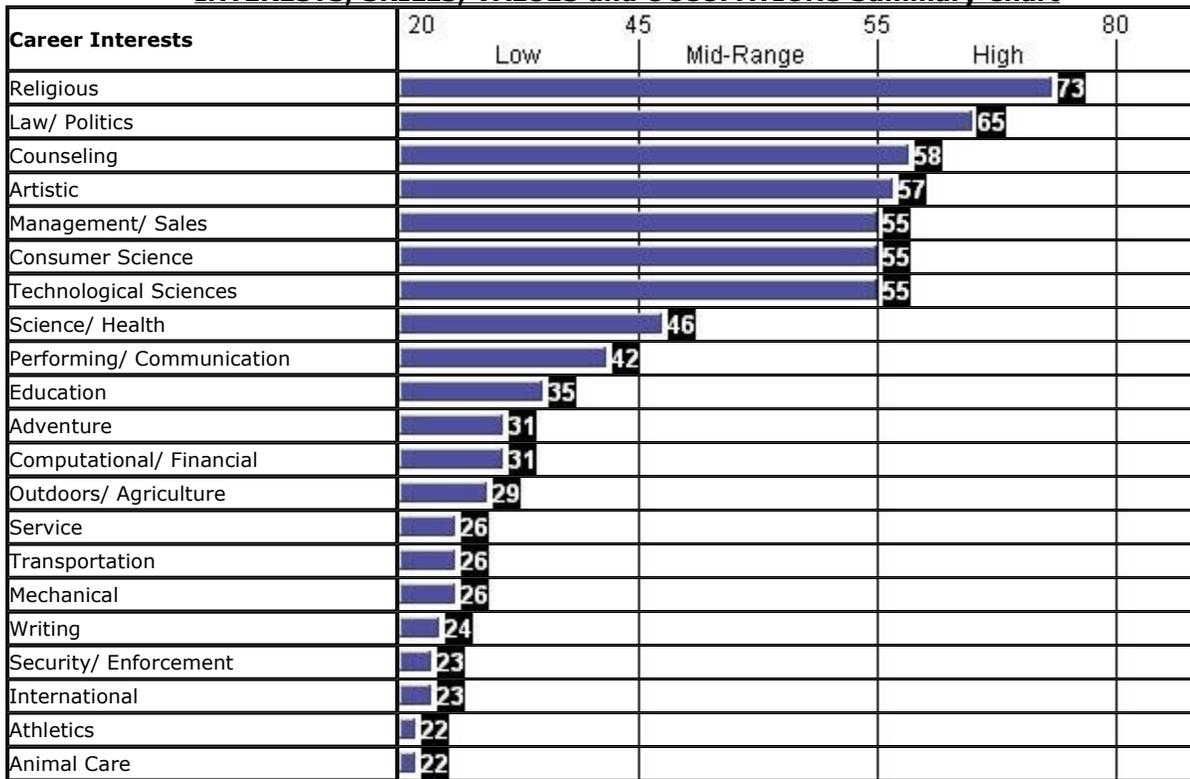
| Factor | 20 | ← | 45 | Mid-Range | 55 | → | 80 | Factor |
|--------------|----|---|----|-----------|----|---|---------------|--------|
| Compliant | | | | | | | Dominant | |
| Introverted | | | | | | | Extroverted | |
| Detached | | | | | | | Compassionate | |
| Unstructured | | | | | | | Conscientious | |
| Cautious | | | | | | | Adventurous | |
| Conventional | | | | | | | 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 | | | | | | | Assertive | Dominant | |
| | Conforming | | | | | | | Independent | | |
| | Tactful | | | | | | | Blunt | | |
| Introverted | Distant | | | | | | | Enthusiastic | Extroverted | |
| | Reserved | | | | | | | Social | | |
| | Quiet | | | | | | | Verbal | | |
| Detached | Neutral | | | | | | | Sympathetic | Compassionate | |
| | Objective | | | | | | | Supportive | | |
| | Questioning | | | | | | | Tolerant | | |
| Unstructured | Improvising | | | | | | | Precise | Conscientious | |
| | Spontaneous | | | | | | | Organized | | |
| | Indifferent | | | | | | | Achieving | | |
| Cautious | Conservative | | | | | | | Daring | Adventurous | |
| | Content | | | | | | | Ambitious | | |
| Conventional | Predictable | | | | | | | Imaginative | Innovative | |
| | Traditional | | | | | | | Clever | | |

INTERESTS, SKILLS, VALUES and OCCUPATIONS Summary Chart



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

1. Personality

TYPICAL PERSONALITY STRENGTHS

Meghan, 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.

- * **Flexible; willing to adjust for the situation.**
- * **Straightforward and direct; bold in adversity.**
- * **Supportive of others; a steady performer.**
- * **Very practical and good at following routines.**
- * **Leadership oriented; naturally likes to influence others and be in charge.**
- * **Operates from a generalist perspective.**
- * **Outgoing, good mixer; energized by meeting new people.**

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.

- * **Can lack commitment toward goals.**
- * **Forgets that everyone is not comfortable being direct.**
- * **Can be complacent and slow to initiate.**
- * **May underestimate personal abilities.**
- * **Can be too pushy in trying to get results.**
- * **May overlook important facts; jump to conclusions too quickly.**
- * **May have a problem with time management and keeping conversations focused.**

Critical Life Issues

LIFE ISSUES

| Factor | 20 | ← | 45 | Mid-Range | 55 | → | 80 | Factor |
|----------------|----|---|----|-----------|----|---|----|-----------|
| Compliant | | | | | | | 61 | Stressed |
| Little/No Debt | | | 49 | | | | | High Debt |
| Sound | | | | | 56 | | | 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.

Your score on the **INNOVATION** scale indicates that your strength is in operating the tried and tested. In your work look for:

- * practical applications
- * working at your own pace
- * hands-on experiences
- * a regular work routine
- * learning by doing
- * training for new responsibilities.

Your score on the **ADVENTUROUSNESS** factor indicates that you generally prefer to operate in a cautious and conservative style. As you consider different occupations, look for positions that have:

- * low risk
- * cooperation instead of competition
- * security
- * proven procedures
- * supportive teams
- * regular duties.

To satisfy your drive for **DOMINANCE**, look for opportunities to:

- * be in charge
- * push new ideas
- * plan for the future
- * influence others
- * speak directly
- * make decisions.

Your mid-range score on the **CONSCIENTIOUS** factor indicates that you enjoy some structure, but you also like some spontaneity. You like to be prepared, but you also may be comfortable with an on-the-spot response when necessary. In considering various career fields, look for occupations that offer a balance and can be described as:

- * structured but not too rigid
- * predictable but with some opportunities to be spontaneous
- * consistent but with some variety
- * detailed but with an opportunity to work broader issues.

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 | |
| Religious | 73 | | | |
| Subj. - Religion | 80 | | | |
| Activ. - Religious | 65 | | | |
| Law/ Politics | 65 | | | |
| Activ. - Political Communication | 65 | | | |
| Occup. - Law/Politics | 65 | | | |
| Counseling | 58 | | | |
| Activ. - Counseling | 60 | | | |
| Occup. - Counseling | 55 | | | |

TOP EIGHT CAREER GROUP COMPONENTS - continued

| CAREER COMPONENTS Number 4 through 8 | 20 | 45 | 55 | 80 |
|---|-----|-----------|------|----|
| | Low | Mid-Range | High | |
| Artistic | | | 57 | |
| Activ. - Artistic | | | 57 | |
| Subj. - Art | | | | 80 |
| Occup. - Artist | 35 | | | |
| Management/ Sales | | | 55 | |
| Activ. - Management | | | 61 | |
| Activ. - Sales Communication | | | 53 | |
| Occup. - Sales/ Management | 41 | | | |
| Subj. - Business/ Mgmt. | | | | 65 |
| Activ. - Self-employment | | | 57 | |
| Occup. - Business Leaders | | 50 | | |
| Consumer Science | | | 55 | |
| Subj. - Home Ec/ Domes. | | | | 80 |
| Occup. - Home Economics | | 44 | | |
| Activ. - Food | | 44 | | |
| Occup. - Fashion | | | 59 | |
| Activ. - Styling | | 50 | | |
| Technological Sciences | | | 55 | |
| Activ. - Civil Design | | | | 70 |
| Subj. - Technological Studies | | | | 65 |
| Occup. - Skilled Technician | 31 | | | |
| Science/ Health | | 46 | | |
| Activ. - Research Medical | | | 57 | |
| Occup. - Medical | 35 | | | |
| Activ. - Provide Medical Care | | | 60 | |
| Activ. - Health Service/ Support | 32 | | | |
| Occup. - Science | 29 | | | |
| Subj. - Science | | | | 65 |
| Activ. - Science Research | | 41 | | |

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 - Civil Design | 65 - Law/Politics | 80 - Religion |
| 65 - Religious | 59 - Fashion | 80 - Home Ec/ Domes. |
| 65 - Political Communication | 55 - Counseling | 80 - Art |
| 61 - Management | 50 - Business Leaders | 65 - Technological Studies |
| 60 - Provide Medical Care | 44 - Home Economics | 65 - Social Studies |
| 60 - Counseling | 41 - Sales/ Management | 65 - Science |
| 57 - Self-employment | 38 - Performers | 65 - Public Performing |
| 57 - Research Medical | 35 - Medical | 65 - Business/ Mgmt. |
| 57 - Artistic | 35 - Education | 50 - Mathematics |
| 53 - Sales Communication | 35 - Customer Service | 35 - Education |
| 53 - Communicate Lrg Grps | 35 - Artist | 20 - Vocational Shop |
| 50 - Styling | 32 - Adventure | 20 - Physical Educ/ Training |
| 50 - Entertainment | 31 - Skilled Technician | 20 - Music |
| 44 - Food | 29 - Science | 20 - Foreign Language |
| 42 - Landscaping | 24 - Drivers | 20 - Finance |
| 41 - Science Research | 20 - Security | 20 - English |
| 41 - Financial | 20 - Reporters/ Writers | 20 - Clerical |
| 38 - Farming | 20 - Professional Outdoors | 20 - Agriculture |
| 35 - Hand Construction | 20 - Languages | |
| 35 - Education | 20 - Financial/ Mathematics | |
| 32 - Health Service/ Support | 20 - Athletic | |
| 32 - Customer Service | 20 - Animal | |
| 31 - Writing Communication | | |
| 29 - Risky Activities | | |
| 29 - International | | |
| 27 - Transportation | | |
| 26 - Security | | |
| 26 - Clerical | | |
| 26 - Athletic | | |
| 25 - Math | | |
| 24 - Research Nature | | |
| 24 - Electronics/ Machines | | |
| 24 - Animal | | |
| 23 - Musical | | |
| 23 - Factory/ Assembly | | |
| 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 |
| | | | 45 | | | | | 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 = 45 - Two pairs of highly correlated items had responses with differences of three or more. Individual may have had different operational definitions of the interest items, or may have simply had variable response.