



Detailed Report

Career Direct® Complete Guidance System Report

for Occupational Decision Making

Date Completed - 1/22/2001 12:00:00 AM

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This Career Direct® assessment was completed via the online version of Career Direct® at CareerDirectOnline.org.

Jane Doe

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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Jane, the complete results of your Career Direct® assessment are included in this report. Pages two and three are a summary of your assessment results and provide an overview of your God-given design. A more detailed breakdown of these areas is contained in Parts 1 through 4 of your report. To fully experience the benefit of the guidance system, you will want to go through the entire Career Direct® process --especially the *Action Plan*. Part 1 below is a summary of your personality.

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	21							Dominant
Introverted			40					Extroverted
Detached							68	Compassionate
Unstructured					55			Conscientious
Cautious	28							Adventurous
Conventional			42					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.

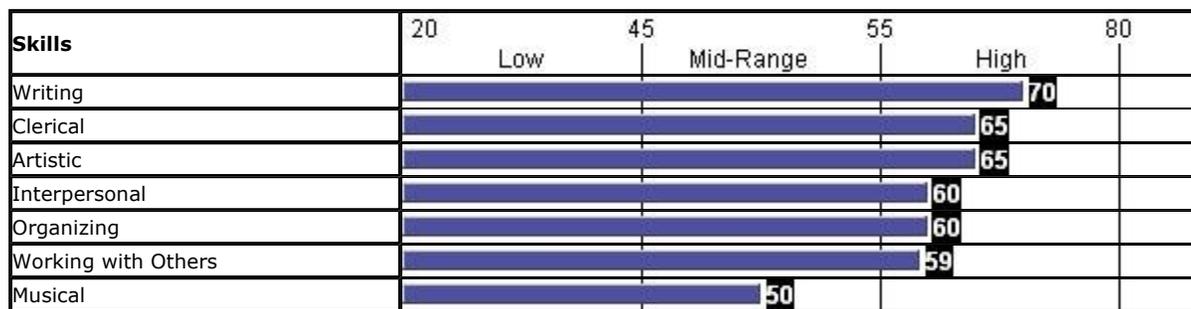
Factor	Sub-Factor	20	←	45	Mid-Range	55	→	80	Sub-Factor	Factor
Compliant	Pliable	26							Assertive	Dominant
	Conforming	32							Independent	
	Tactful	29							Blunt	
Introverted	Distant	33							Enthusiastic	Extroverted
	Reserved	34							Social	
	Quiet					53			Verbal	
Detached	Neutral							64	Sympathetic	Compassionate
	Objective							63	Supportive	
	Questioning							71	Tolerant	
Unstructured	Improvising							61	Precise	Conscientious
	Spontaneous					57			Organized	
	Indifferent			41					Achieving	
Cautious	Conservative	29							Daring	Adventurous
	Content	33							Ambitious	
Conventional	Predictable			45					Imaginative	Innovative
	Traditional			36					Clever	

INTERESTS, SKILLS, VALUES, and OCCUPATIONS Summary Chart

Jane, here are your top ten Career Group **Interests**. The more you can relate your work to areas that excite you, the more likely you are to succeed. Make sure and complete your Action Plan to integrate your interests with the other components of Career Direct®. Part 2 of your report contains a complete list of your Interests.



Here are your top seven **Skills**. In addition to having an interest in an area, matching your best skills and abilities to your education or work will give you an even better chance of being successful. Again, use your *Action Plan* to find the best match for your skills. Part 3 of your report contains a complete list of your skills.



Here are your top four **Values** in each Value category. You will probably experience job dissatisfaction, stress, and possible burnout if your work does not match these priorities. To find out more about job satisfaction, thoroughly review Part 4 of your report which contains a complete list and discussion of the values.

Values - Work Environment	Values - Work Outcomes	Values - Life Values
(1) Harmony	(1) Helping Others	(1) Serve God
(2) Stability	(2) Security	(2) Family
(3) Clean Environment	(3) Continuing Education	(3) Friends
(4) Well-Organized	(4) Intellectual Stimulation	(4) Serve Others

Here are four sample **Occupations** that match your top four Interest groups. It is highly recommended that you use your *Action Plan* to determine your personal match for these occupations or the many others in each group. For a more extensive list, click on the *Job Sampler* at www.CareerDirectOnline.org.

Interest	Sample Occupations
Artistic	Graphic designer, Art director, Multi-media artist, Commercial illustrator
Consumer Science	Chef, Interior decorator, Catering manager, Fashion designer
Education	Teacher, Instructional coordinator, School principal/ administrator, Tutor
Counseling	School/ college counselor, Marriage/family therapist, Psychologist, Social worker

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INTRODUCTION: THE BIBLICAL BASIS FOR WORK

Jane, the work we do, the career we pursue, and how we nurture and develop the gifts and talents we possess are often vital interests to God. Since we spend more time in our work than in almost any other endeavor, it **must** come under the Lordship of Christ.

1 Corinthians 4:2 says, *"Moreover, it is required in a steward that a man be found faithful."* **Stewardship** is the wise and prudent management of resources that have been entrusted to us. So biblical stewardship includes the work-related gifts, skills, and strengths entrusted to us by God.

The Career Direct® *Guidance System* is based on six foundational principles.

Principle 1. The Origin of Work is God. *"In the beginning God created the heavens and the earth"* (Genesis 1:1 NIV). Part of being "in His image" means that we are *workers*, like God Himself. Most major figures mentioned in the Bible were known for their work and vocations.

Principle 2. All work has meaning and dignity. Colossians 3:17 says, *"Whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him"* (NIV). Socially, the Reformation struck at society's dualistic view of work. Just as they saw the church comprised of all people, not just the clergy, so the reformer saw all work -- sacred and secular -- both intellectual and manual as a way of serving God.

Principle 3. God has a plan for each person's life. *"For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you a hope for a future"* (Jeremiah 29:11 NIV). The entire Career Direct® *Guidance System* is rooted in the belief that we are not created randomly. *"We are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do"* (Ephesians 2:10 NIV).

Principle 4. Our work is a stage for ministry and witness. We need to understand the vital fact that our work is a platform for *ministry*. Matthew 28:19 says, *"Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit"* (NIV). Matthew 5:16 says, *"Let your light shine before men, that they may see your good deeds and praise your Father in heaven"* (NIV).

Principle 5. Christians are to be excellent in their work in order to glorify God. God wants us to rise above mediocrity in our vocation. Excellence comes from development of our God-given talents. Psalms 16:3 refers "to the saints that are in the earth, and to the excellent, in whom is all my delight" (KJV). God will use our excellence to His glory. Proverbs 22:29 says, *"Do you see a man skilled in his work? He will serve before kings; he will not serve before obscure men"* (NIV). No matter what we are doing, we want to learn and train ourselves to be the best that we can be for God and His kingdom.

Principle 6. God is the final authority on our work so we need to dedicate our work to God and depend on Him to give us the strength and resources to do each job. Matthew 6:19-21 warns us, *"Do not store up for yourselves treasures on earth, where moth and rust destroy, and where thieves break in and steal. But store up for yourselves treasures in heaven, where moth and rust do not destroy, and where thieves do not break in and steal. For where your treasure is, there your heart will be also"* (NIV).

At Crown Financial Ministries®, we believe that identifying your strengths, natural abilities, and values can help you discover God's path for your life. We believe that the Career Direct® *Guidance System* can be an invaluable resource in helping you do this.

USING THIS REPORT FOR CAREER PLANNING

Jane, the underlying principle for using this report is that people who match their work with their personalities, interests, skills and values generally enjoy and succeed in their work. Thus, your feedback in the four areas shown below will provide valuable information for your career planning. All of these areas should be considered before making your career decisions.

1. **Personality** - How I am naturally motivated to act. The report begins with the personality section, in which you will find an analysis of six personality factors in your Personality Highlights, your Typical Strengths and Non-Strengths, and your Career Environment based on your unique personality profile.

2. **General Interests** - What I am interested in doing. In this section you will see a ranking of your interest in 21 General Interest Career Groups and descriptions of your highest career groups. These broad career groupings are derived from the Vocational Interests section of the Inventory. Your scores reflect your level of interest in the 21 Career Groups. There also is a chart that lists the components that make up your top eight interests: the Activities, Occupations, and Subject Groups.

3. **Skills and Abilities** - What I naturally do well. Here you will see a ranking of your skills in 14 areas and descriptions of your strongest skills and abilities.

4. **Values** - What I consider most important in my life and work. This section has three parts: Work Environment, Work Expectations, and Life Values. Your top four priorities in each area will be highlighted.

Your results will not spell out one specific occupation for you. Rather, you will be given key information that will help you understand your unique makeup and the type of work that would be a good match for you. The general approach is much better, because usually there will be several similar occupations that match a person's interests and talents. By using the **Career Direct® Application** segment of the guidance system, you will be able to refine your options into a good choice for a career field. The process of using your talents and interests to make career decisions will serve you well both now and in your future career management.

The **Career Direct® Resources** segment also will be invaluable to you in understanding your assessment report.

GETTING THE MOST FROM YOUR REPORT

There is a lot of information in this report, so you will want to read it through several times. It also can be very beneficial to have someone, such as a friend, spouse, or mentor, read through your report with you. Usually someone who is different from you in personality can be especially helpful in picking up on concepts you might miss. If you decide to see a guidance counselor for more specific help with your career planning, this report would be especially helpful in providing insights into your unique career potential. As mentioned earlier, the most important step you can take to gain full benefit from this report is to work through the **Action Plan** in your **Career Direct® Complete Guidance System**.

1. Personality

CONCEPT OF PERSONALITY

Jane, in this section, the term personality describes the way a person is naturally motivated to act. For example, some people are naturally motivated to be very organized and precise, and some are more spontaneous and casual. Likewise, some are risk takers, and some are naturally cautious.

Experience and observation confirm that there is no best personality style. All styles are valid. All are needed in society and in the workplace. All have strengths and non-strengths.

It is very important to consider your personality style when making career decisions. The goal is to identify occupations that are a good match for your natural tendencies, as well as your interests, skills and values. Just as coaches need athletes of varying size and speed to play different positions, employers need a variety of personality styles to build successful teams.

SIX FACTORS OF PERSONALITY

This personality survey covers six major factors of personality:

**DOMINANCE
EXTROVERSION**

**COMPASSION
CONSCIENTIOUSNESS**

**ADVENTUROUSNESS
INNOVATION**

These factors were derived through extensive research, and they are consistent with other established measurements of normal personality traits.

Each factor is associated with a range of behaviors. For example, those who score in the extroverted direction will naturally have a totally different response toward meeting strangers than those who score in the introverted direction. Those who fall in the mid-range typically exhibit a mix of behaviors. As you read this section, keep in mind that all points on the scale have strengths and nonstrengths.

COMPLIANT	<-----Mid-Range----->	DOMINANT
INTROVERTED	<-----Mid-Range----->	EXTROVERTED
DETACHED	<-----Mid-Range----->	COMPASSIONATE
UNSTRUCTURED	<-----Mid-Range----->	CONSCIENTIOUS
CAUTIOUS	<-----Mid-Range----->	ADVENTUROUS
CONVENTIONAL	<-----Mid-Range----->	INNOVATIVE

YOUR PERSONALITY HIGHLIGHTS

Jane, the next three pages list your six strongest personality factors. They are listed in order of significance (greatest to least deviation from the mid-point of 50).

Dominance

Jane, your score on the DOMINANCE scale indicates that you naturally cooperate with others to get the job done. Your tendency is to be a team player who can be depended on to support organization goals. Others respect you for your loyalty. You probably find that you are more concerned about just getting the job done than who's going to be in charge. Your strengths focus on your tactful demeanor, the way you support others, and your ability to promote harmony in the group.

The most common weakness you may face involves hesitancy to take action or speak out. To become more effective, you may need to project yourself into a more outspoken role in certain situations. Doing this will help you overcome a lack of confidence or shyness.

When you hold back, some of your best ideas never get heard, and there may be times when you need to act. Practice being more assertive and you probably will be surprised at the respect others have for your abilities. By opening up and sharing your talents, you will make even greater contributions in every area of your life.

Adventurousness

Your score on the ADVENTUROUSNESS scale indicates that you prefer a steady, low-risk environment, in which you can concentrate on one task at a time. To minimize risks, you typically go about your work cautiously, using procedures that have been tested and proved.

One of your key strengths is in carrying out established methods and guidelines. For this reason, you are likely to be most comfortable around people and activities that are familiar.

Another strength is found in your ability to function as a team player. It is typical for you to yield some of your personal ambitions for the sake of the group's agenda. This type of servant attitude is a cherished commodity and can be a real asset.

Jane, since you have a natural tendency toward being cautious, take care not to overdo it. Opportunities may slip by as you ponder their risk and value. Calculated risks do not have to be your enemy. Merits can be extracted even from failures in life. In fact, most successful people become successful by learning from mistakes. One strategy you may find helpful is to practice stepping more boldly into low risk situations. Successes in these areas will build your confidence for more ambitious steps later.

Compassion

Your score on the COMPASSION scale indicates that you are a person of compassion and understanding. Your sensitivity enables you to be attuned to the hurts and struggles of those around you. As a patient, nonjudgmental listener, you can have a very profound influence on others, especially in one-on-one situations.

Because people sense your sincere concern and caring attitude, they will naturally want to share with you. At these times you will find it natural to encourage and counsel with them.

Your agreeable personality will make it easy for you to get along in almost any setting, as long as there is harmony. Conflict can be stressful for you, so you will want to check carefully any organizations and work teams you are considering before you join them.

Extroversion

Your score on the EXTROVERSION scale indicates that you tend to be a reserved individual. You may prefer socializing with a few close friends rather than attending an event where you would have to make small talk with strangers. In a group, you probably would come across as being quiet and reserved, rather than loud and uninhibited. You may see your role in a group setting as being supportive and helpful to the leaders.

One of your key strengths is your ability to keep a clear focus on the issue at hand. You tend to reserve your efforts for the important tasks rather than waste them trying to go in many directions at once. You may spend much of your energy observing, thinking, and listening so that when you do speak your comments have real substance.

As a careful listener, others value your ability to hear what is being said and respond in a practical way. You tend to take a realistic view of people and events, rather than getting caught up in the hype that often motivates others to make emotional, spontaneous decisions.

Jane, keep in mind that a strength overdone usually becomes a weakness. Your reserved nature can be a tremendous strength because it will enable you to work in a highly focused and efficient manner. On the other hand, most of us are part of a team--at work and at home. The ability to relate and even socialize is crucial to good communications and success in whatever we do. Unless your good ideas are shared, they may not be used. Look for times when it would be beneficial to yourself and to others to be more outgoing; then push yourself to get involved.

Innovation

Jane, your score on the INNOVATION scale indicates that you tend to be conventional in your thinking. The associated strengths would be that you excel as a practical, down-to-earth individual, whose focus is set on proven methods. Grounded in a realistic approach to life, your preference is to work with familiar, reliable procedures, rather than waste time attempting to reinvent the wheel.

Your key strengths include the ability to master a work process and remain on course with it, rather than succumb to distractions or tangents, and you have a comfort range working within established parameters.

Although you have found comfort and reliability in following established habits and procedures, be aware that new ideas may help you to function more efficiently and effectively. The world is experiencing incredible changes in technology. To some degree, we all need to keep abreast of these changes and the possibilities for innovation that they bring.

Conscientiousness

Your mid-range score on the CONSCIENTIOUSNESS scale indicates that you have the capacity to be both precise and carefree. As you examine your lifestyle and work habits you likely will discover some areas where you are very organized, thorough, and accurate. You may even rigidly defend some of your methods and ideas and find compromise distasteful.

In other areas, however, you may be carefree, loose, and even non attentive to detail. You may discover yourself resisting structure, rules, and established procedures in order to launch out in a new direction.

Because of your balance in this dimension, variety may best describe the level of conscientiousness in your life. Your surges of spontaneity and curiosity may be offset by caution and tentativeness. The reason is simple: In your view, some spheres of activity warrant more attention and care than others.

Your flexibility, combined with a persistent commitment to excellence, can produce remarkable results, especially when you write out your goals and develop a well-thought-out plan to make them happen.

TYPICAL PERSONALITY STRENGTHS

Jane, 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.

- * **Helpful to others.**
- * **Cautious and tends to avoid risks.**
- * **Diplomatic in relating to others.**
- * **Agreeable and gets along well with others.**
- * **Easy to work with.**
- * **Relies on logic more than emotions and enthusiasm.**
- * **Supportive of others; a steady performer.**
- * **Comfortable operating alone rather than depending on group support.**
- * **Very practical and good at following routines.**
- * **Compassionate and sympathetic toward others.**
- * **Good at encouraging others.**
- * **Likes to be thorough and precise; good with details.**
- * **Flexible; willing to adjust for the situation.**
- * **Organized; likes to follow a plan or schedule.**

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.

- * **Easily intimidated by others; tends to underestimate self.**
- * **Can be fearful of change and overprotective of self and others.**
- * **May withhold true opinions.**
- * **Can be stressed by conflict and does not like confrontation.**
- * **Hesitant in making decisions.**
- * **Can come across as being too serious and unenthusiastic.**
- * **Can be complacent and slow to initiate.**
- * **Uncomfortable in group social activities; can appear unfriendly.**
- * **May underestimate personal abilities.**
- * **Can be too trusting, allowing others to take advantage of the situation.**
- * **Has a hard time saying "No" to others.**
- * **Can have unreasonable expectations for self and others.**
- * **Can lack commitment toward goals.**
- * **Slow to change; can be inflexible.**

Personality Career Implications

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

Based on your score on the **DOMINANCE** scale, in your work situation you should look for:

- * caring leadership
- * a harmonious work team
- * a clearly defined mission
- * minimum rejection
- * opportunities to cooperate
- * nonconfrontational situations.

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

Your score on the **COMPASSION** factor is relatively high. Look for occupations that will allow you to support people in a friendly environment and try to steer clear of those that require you to confront others or deal with strife or rejection on a regular basis. In your ideal work environment look for jobs that include:

- * kindness
- * tolerance
- * a high level of trust
- * stability
- * harmony
- * the opportunity to help others.

Based on your score on the **EXTROVERSION** factor, you will be best suited for task-oriented occupations in which you can stay focused in one area. You likely will realize more satisfaction from working with things, data, or ideas, rather than people. Look for a work environment that will give you the opportunity to:

- * work quietly and efficiently
- * stay focused
- * work alone or one on one
- * minimize emotions
- * have minimum social expectations
- * be factual.

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

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

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
- * consistent but with some variety
- * predictable but with some opportunities to be spontaneous
- * detailed but with an opportunity to work broader issues.

Critical Life Issues**LIFE ISSUES**

Factor	20	←	45	Mid-Range	55	→	80	Factor
Compliant								Stressed
Little/No Debt			39					High Debt
Sound			36					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

You seem to be living by a sound financial plan. You probably control spending through a budget and you also have a regular savings program, as well as an investment plan to cover future contingencies.

You may want to consider becoming a volunteer Money Map coach and/or instructor for Crown Financial Ministries. If so, go to [www.crown.org/ Store/ Church and Coaching Resources/ Money Map Coaching Training Course](http://www.crown.org/Store/Church%20and%20Coaching%20Resources/Money%20Map%20Coaching%20Training%20Course).

Indebtedness

Your scores indicate that indebtedness is not a problem for you. Congratulations on being able to live within your income.

Part 2 - General Interests

Jane, discovering your general interests is a critical step in the career planning process for one simple reason: People tend to excel when they are interested in the work they do! What may appear as a tedious task to one person may be easy and enjoyable to another who is naturally motivated toward that type of work. In general, work that interests you will be fun even when it involves tasks that, under other circumstances, would be difficult or boring.

Because of the very nature of your interests, your leisure pursuits may have influenced your General Interest scores. This means you will have to use some discretion when interpreting your General Interest section of the report.

For instance, if you enjoy physical fitness and sports, "Athletics" may surface as a high general interest group. However, since so few individuals become professional athletes, recognize the high score for what it likely is: something you will do for fun and leisure but not for a career.

On the other hand, Jane, the more you can relate your work to areas that excite you, the more likely you are to be successful. One person who loved shooting a bow and arrow became the top sales person for a leading archery company by pursuing strong interests in archery and the outdoors. Likewise, many people develop successful businesses from their hobbies. Keep in mind, the more you enjoy what you are doing, the more likely you will be satisfied with your work, and the lower your work stress will be.

There are a number of ways to categorize career interest. This report uses 21 Career Groups arrayed within five major Career Interest Areas, as shown below.

Five Major General Interests Areas

DOING	HELPING	ANALYZING	INFLUENCING	EXPRESSING
* Mechanical	* Service	* Science / Health	* Management / Sales	* Performing / Communication
* Outdoors / Agriculture	* Transportation Services	* Computational/ Financial	* Law / Politics	* Writing
* Security / Enforcement	* Animal Care	* Technological Sciences	* Education	* Artistic
* Athletics	* Consumer Science		* Counseling	
* Adventure			* International	
			* Religious	

YOUR INTEREST CAREER GROUPS

Jane, your vocational interests were measured in the five major General Interest Areas/21 Career Groups shown on the preceding page of the **Career Direct®** assessment: Work Activities, School Subjects, and Occupations. Your scores shown below were determined by the level of interest you expressed for the items in these three areas.

Career Interest	20	45	55	80
	Low	Mid-Range	High	
Artistic				
Consumer Science				
Education				
Counseling				
Writing				
International				
Religious				
Animal Care				
Service				
Performing/ Communication				
Science/ Health				
Management/ Sales				
Outdoors/ Agriculture				
Technological Sciences				
Computational/ Financial				
Mechanical				
Law/ Politics				
Athletics				
Transportation				
Adventure				
Security/ Enforcement				

YOUR TOP EIGHT CAREER GROUPS

1. Artistic

Those attracted to this group enjoy expressing ideas through the creation of original art work. Typical activities include drawing, designing objects with graphical art, planning and designing interior environments, sculpting, designing theater sets, design/repair, and photography. Occupations include the following:

- | | | |
|---------------------------------|-------------------------------|-----------------------------|
| * Graphic designer | * Art director | * Multi-media artist |
| * Commercial illustrator | * Cartoonist | * Artist |
| * Camera operator | * Theater set designer | * Photographer |

Educational courses in art, drawing, art history, computerized graphic art, interior design, sculpture, or photography may enhance natural talents. (See Job Sampler, Artistic, for additional occupations with links to O*NET.)

2. Consumer Science

This career group centers around activities like menu planning, catering, decorating, hair styling, and personal care. The following are typical occupations:

- | | | |
|---------------------------|-------------------------------|---------------------------|
| * Chef | * Interior decorator | * Catering manager |
| * Fashion designer | * Food service manager | * Home health aide |
| * Beautician | * Dietitian | * Florist |

Areas of study to prepare for these fields include family, consumer, and food science, restaurant management, interior and fashion design, clothing, child care, and cosmetology. (See Job Sampler, Consumer Science, for additional occupations in this career field with links to O*NET.)

3. Education

People who are interested in this career group enjoy working with people and helping others learn new skills or master new ideas. Continuing education, developing lesson plans, and record keeping also are part of the daily workload for those employed in these fields. The following are examples of the many jobs in this area:

- | | | |
|-----------------------------------|---------------------------------------|--|
| * Teacher | * Instructional coordinator | * School principal/
administrator |
| * Tutor | * Vocational education teacher | * Adult education teacher |
| * Speech education teacher | * Professor | * Special education teacher |

Most jobs in this occupational category require a college degree, with some needing further education, such as a master's degree. For more jobs in this occupational field, see Education in the Job Sampler with links to O*NET.

4. Counseling

Work in this group relates to influencing others for the purpose of self-improvement and problem-solving. Typical activities include counseling, testing, listening, and advising others. Occupations include the following:

- | | | |
|------------------------------------|------------------------------------|-----------------------------|
| * School/ college counselor | * Marriage/family therapist | * Psychologist |
| * Social worker | * Rehabilitation counselor | * Psychiatrist |
| * Minister/priest/rabbi | * Employment counselor | * Pastoral counselor |

A college degree and certification are usually prerequisites for entry into this career field. Many of these occupations require a master's degree or higher for certification. (See Job Sampler, Counseling, for additional occupations in this career field with links to O*NET.)

5. Writing

Work in this group relates to communicating ideas through written materials, such as writing news stories and articles, television scripts, and movie reviews. Composing copy for advertisements and speech writing are also examples of tasks performed by people attracted to this type of work. Occupations include the following:

- | | | |
|----------------------------|----------------------------------|---------------------------|
| * Journalist | * Web content editor | * Technical writer |
| * Desktop publisher | * Editor | * Writer |
| * Creative writer | * Advertising copy writer | * Reporter |

A sound educational background in English composition, literature, creative writing, and grammar is important for success in this field. (See Job Sampler, Writing, for additional occupations in this career field with links to O*NET.)

6. International

This career group involves a strong desire to travel or work in a foreign country, interact with people from other cultures, and communicate in more than one language. The following occupations are common to this group:

- | | | |
|---|-----------------------------------|------------------------------------|
| * Foreign correspondent | * Foreign language teacher | * Translator |
| * Foreign missionary | * Diplomat | * Overseas travel guide |
| * International business executive | * Interpreter | * Foreign service executive |

A strong educational background in foreign studies and languages is a must for anyone entering this field. (See Job Sampler, International, for more occupations in this area with links to O*NET.)

7. Religious

This career group centers on activities like providing spiritual or religious guidance and listening to others' personal problems. Encouraging participation in religious services, talking to others about spiritual issues, and conducting worship services are also part of the typical activities of those in this field. Many people with high interest in this field volunteer their time rather than working in a full-time position. Occupations include the following:

- | | | |
|-----------------------------|-----------------------|-----------------------------|
| * Religious educator | * Pastor | * Pastoral counselor |
| * Missionary | * Rabbi | * Priest |
| * Evangelist | * Youth pastor | * Chaplain |

In most situations, an educational background in religious and counseling studies is required. (See Job Sampler, Religious, for more occupations in this field with links to O*NET.)

8. Animal Care

This career or interest group relates to activities of all kinds involving animals. These activities include treating sick or injured animals, caring for them in a kennel or lab, training animals, and understanding animal behavior. A high interest in this area may also indicate that animals are an important part of one's life, but not necessarily the focus of one's career. The following are examples of possible occupations for those that choose to work in this career group:

- | | | |
|-----------------------------|-------------------------------|-------------------------|
| * Veterinarian | * Animal trainer | * Zookeeper |
| * Wildlife biologist | * Veterinary assistant | * Groomer |
| * Race horse trainer | * Kennel supervisor | * Animal breeder |

(See Job Sampler, Animal Care, for additional occupations.)

INVESTIGATE POTENTIAL OCCUPATIONS IN YOUR TOP GROUPS

Jane, your top eight Career Groups described on the previous pages provide general definitions for broad groups of occupations in which you have the highest level of interest. Some of the descriptions and occupations in the groups may not appeal to you. That's fine; just make note of what you don't like and use it as a criterion to narrow your career interest. Of course the information in the other sections of this report and the accompanying **Career Direct® Application** and **Career Direct® Resources** sections will help you in this process.

Detailed listings of occupations in these and other groups are shown in the *Job Sampler* that accompanies the *Career Direct®* assessment. Listed in the *Job Sampler* are more than 1,600 occupations, grouped into five major General Interest Areas (Doing, Helping, Influencing, Analyzing, and Expressing). These broad career categories are organized into 21 General Interest Career Groups, as in your report, and numerous career clusters.

Take Note of your Lowest Career Groups

It's important for you to take note of your four lowest interest groups. They are listed in the chart below. Areas of low scores can reveal some insights about your career interests.

Security/ Enforcement

Carry out investigations, conduct surveillance, protect people and property, respond to alarms, prosecute law breakers.

Adventure

Participate in risky activities, drive in competition, fly combat or remote flights, put out forest fires, transport explosives.

Transportation

Drive various vehicles, provide public or private transportation.

Athletics

Compete in athletic events, coach, lead recreational activities, train in physical fitness, officiate/referee, act as a sports scout.

Note: Vocational/General Interests are not the same as skills. They reflect your motivation toward a career field but not your ability to work in that field. Most people have abilities that support their interests. If not, they usually try to develop their skills further or look at a secondary career area. For instance, someone who loves sports but does not have the skills to pursue an athletic career may decide to become an athletic trainer or a sports referee.

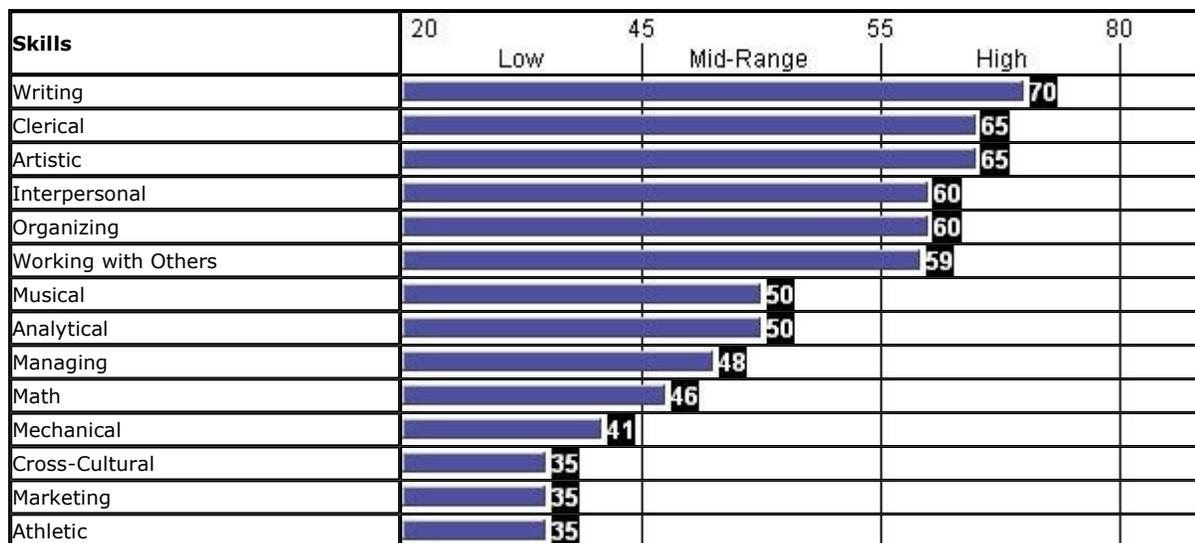
3. SKILLS AND ABILITIES

SKILLS ARE A KEY CRITERIA FOR CHOOSING A CAREER

Jane, an understanding of your skills will be important as you evaluate potential career fields and occupations. It is very critical that you match your work to your best skills in order to gain the personal joy of doing something that comes naturally.

There are two key reasons for building on your natural strengths. First, doing so will help you to maximize your potential. Working in your natural strengths starts you at a higher baseline, helps you learn faster, and achieves more from the same amount of effort. For example, some people could practice singing for years but never have the ability to be successful as a singer because they simply lack the natural skills to excel.

Carefully examine your highest ranked skills and analyze the relationships among them. How much overlap is there? Is there a common theme to your skills? Do any of your skills relate more to areas that you would use as a hobby than as a basis for your occupation? If so, are there ways that these hobby skills could transfer to your work? The **Action Plan** will guide you through these and other questions. Completing this analysis will be key to gaining full benefit from your report.



Note: This section's skill scores are from your self-assessment, not an achievement test. Research indicates that self-assessment can give an accurate overview of a person's skills.

YOUR TOP FOUR SKILL AREAS

1. Writing

People who score high on writing skills typically are able to clearly communicate their thoughts and ideas through writing. Writing also requires the ability to synthesize information and present key points logically and concisely in reports, letters, or summaries. Individuals high in this skill area enjoy putting their thoughts down on paper and may enjoy creating original stories, novels, or poems.

2. Clerical

Persons scoring high in the clerical category typically have mastered the most efficient methods of running the day-to-day operations of an office. Strengths include accurate record keeping, filing, word processing, copying, knowledge of office procedures, basic math skills, clear communications, knowledge of telephone systems, and proficiency in the use of office machines, including computers. This skill area also requires attention to detail, neatness, speed, and organizational abilities.

3. Artistic

Persons who score high in the artistic category are skilled in expressing ideas through the creation of original artwork. To excel, one must develop the ability to be perceptive, creative, interpretive, and expressive. Artists usually have the ability to visualize what a completed project or task will look like prior to beginning work. Typically, fine motor eye/hand coordination and dexterity, plus long hours of training and practice, are required to sufficiently refine one's skills.

4. Interpersonal

If you scored high in this category you are strong in people skills. You probably will do well in careers in which you are required to interact with people on a regular basis. Your ability to communicate effectively and your strong interest in people will naturally generate opportunities for you to counsel, teach, or explain as part of your work. Make sure your work includes extensive involvement with people, as well as opportunities to communicate with others.

MINIMIZE YOUR EXPOSURE OF YOUR LOW-SCORING SKILLS

Jane, as with interests, please take note of the skill areas in which you scored the lowest. They are the ones listed at the bottom of the chart on the previous page. Areas with low scores can reveal some insights about your career interest. It could be that these are not natural strengths, or perhaps you never have had the opportunity to develop them. In either case, it would be best not to pursue occupations that require heavy use of your low scoring skills, unless you pursue more training first.

4. VALUES

Jane, you can be in a career field that is a good match for your vocational interests, skills, and personality strengths and still experience job dissatisfaction and stress if your work does not match your values. For example, many people value working outdoors and will never feel totally comfortable working in the confines of a building. Others may need to know that they are helping people directly in their work and will not be satisfied working alone or with machines.

Many people think that they can be happy doing most anything if it makes them successful in the material sense. All too often, they find themselves unfulfilled and burned out a few years into their careers. Using values as a criteria for career choices can preclude much of the disappointment and career stress present in today's workplace. As you review your priorities to see if you are being consistent, compare them to the way you are actually operating. This three-part section on values is designed to help you define the priorities and values that will guide your life and work.

Expect your values to change; these are your priorities and you can change them any time you want. Most people will find that they do change some of their priorities as they age and as their family situations change. It is a good idea to save this report for future reference. A periodic review will enable you to make updates and see how well you are sticking with your priorities.

Work Environment Values

Below are listed your four top priorities that relate to work environment. Consider these as important for evaluating potential occupations and positions.

Harmony

You enjoy a harmonious, agreeable work environment. Look for occupations in which you can work with little confrontation, in harmony with your coworkers and boss and with a considerate team of individuals.

Stability

You enjoy working in an environment of consistency, an established routine, and no surprises. You value regular hours, steady salary, and a schedule that does not change.

Clean Environment

In your work, look for occupations that do not require you to get dirty or be exposed to strong odors. You enjoy a clean, orderly, and sanitary work environment. Your ideal work situation is one in which the environment and job duties allow you to stay neat and clean all day.

Well-Organized

You value a highly structured and organized work environment. Seek careers in which the work environment promotes order, neatness, and systematic processes.

Work Outcome Values

Although most people have a number of expected rewards from their work, it is important to decide what is most important. For instance, more education and higher income typically go together, but beyond a certain level continuing education may not correlate with a higher income. Likewise, having a leadership position does not always enhance one's security. Whether we think about it or not, most of us have to make tough choices in this area.

It's very important that you recognize that your priorities are an individual matter. Allowing someone else to exert too much influence over work values is one of the biggest mistakes people make in choosing a career field. This is your opportunity to think through this critical area and make sure you know what is really important to you.

Below is a list of the top four outcomes that you expect from your work. Consider these outcomes as being most important to you.

Helping Others

Contributing to the welfare and growth of others is important to you and should be an integral part of your work. This could be carried out through training, teaching, counseling, encouraging, and the provision of financial resources. Your occupational choice should afford the opportunity to express your concern for others.

Security

You prefer to have the assurance that you have a job that will be around for a long period of time. Some career opportunities still have a measure of security; however, keep in mind that they are on the decline. Job security is now much more dependent on your ability to continually develop your skills to meet the changing workplace.

Continuing Education

You enjoy growing and developing as a professional in your career field. Having the opportunity to take development courses, workshops, or formal education is important to you. Look for job opportunities that promote personal growth through continued education of some kind.

Intellectual Stimulation

You enjoy thinking through complex issues and applying reasoning skills to solve problems. The opportunity to acquire new information and think at an intellectual level should be part of your career choice criteria.

Life Values

This area is important to career planning because many people find it difficult to align the way they live and work with their life values. The fast pace of life, the strains of financial overcommitment, and the complexity of life in this time cause many to feel like it's all they can do just to hang on each day.

Experience shows, however, that people who thoughtfully decide on a life purpose and then make career choices that contribute to that goal have a unique peace and sense of fulfillment about their work. Your top four items that relate to life purpose are listed on the next page.

Serve God

You have indicated that your life mission involves serving God in everything you do. It will be very important for you to see how your work is contributing to that goal. Remember that all occupations offer the opportunity to serve Him. Kindness and a commitment to excellence can be an attractive light for others in the workplace.

Family

Your family has a high value for you and you want to be able to care for them whenever they need you. You consider it important to be available and involved in their activities. Having a lot of quality time with your family is important to you and should be a consideration in the occupational choices you make.

Friends

Making and keeping friendships is an important part of your life. You enjoy spending time with close friends, helping them when they need you, and building and developing new friendships. You value a lifestyle that allows time to get away from responsibilities and to enjoy time with close friends and acquaintances.

Serve Others

As a part of fulfilling your life purpose, you believe it is important to serve others. You should be sure that your work contributes to the well-being of others.

CONCLUSION

What do I do now?

Jane, we know that this *Career Direct*® report has given you a lot of information to digest. But the information contained in your report is the foundation on which to build a successful *Career Management Portfolio* (plan).

Think of it as if you are building a house. The most important part of the process is the blueprint -- the plan of how the structure is going to be built. In the same way, a faulty career blueprint will result in faulty career decisions. A sound career blueprint will result in sound career decisions and, consequently, a sound structure.

Matthew 7:24-27 says, "*Therefore everyone who hears these words of Mine and acts on them, may be compared to a wise man who built his house on the rock. And the rain fell, and the floods came, and the winds blew and slammed against that house; and yet it did not fall, for it had been founded on the rock. Everyone who hears these words of Mine and does not act on them, will be like a foolish man who built his house on the sand. The rain fell, and the floods came, and the winds blew and slammed against that house; and it fell--and great was its fall*" (NASB).

The most important thing you can do to continue building that strong career structure is to complete the **Action Plan**. This process takes the information from your report and puts it into action. It leads you through a step-by-step decision making process and helps you determine whether a particular education or career track is a match for you. Here are the *Action Plan* steps:

1. Complete My Pattern of Career Attributes

- * Click on the **Action Plan** icon and work through the process. It is user friendly and easy to complete.
- * Print out a copy of your *Pattern* to study and use. Create a *Career Portfolio* folder and file your *Pattern*.

2. Learn how to interpret your Career Direct® report and use it in the career decision-making process.

- * Refer to *Career Direct*® *Application* and *Career Direct*® *Resources* by clicking on those topics.
- * Review the interpretation process and learn how your *Pattern of Career Attributes* can be used to guide you to career fields and occupations that are the most compatible with your unique design.

3. Evaluate specific vocations and compare the requirements and characteristics of particular occupations with your Pattern of Career Attributes

- * Go to the **Job Sampler** section and click on the icon. Select the occupations you would like to evaluate. Then, investigate these occupations through Web resources or personal contacts.
- * This will enable you to identify occupations and career fields through which you can fully employ your career attributes, interests, and strengths.

4. Conduct your job search

- * Click on **Career Direct**® **Resources** for materials and resources to complete this section.

By not completing the *Action Plan*, you may miss the full benefit of Career Direct®! You could spend a significant amount of time, money, and resources determining the right education or career through the trial-and-error method, rather than by the much easier and cost-effective method of determining a match through the Career Direct® process.

The information contained in this report also can be used to determine school courses to take, extra curricular activities in which to become involved, or even part-time jobs that match your unique combination of interests, skills, personality, and values.

Above all else, don't forget that the basic goal of this Career Direct® report is to help you best match your education and career goals with your unique makeup. By doing so, you will have the highest likelihood of reaching your destination--an education and career that gives you the best possible chance for success and satisfaction.

Jane, may God richly bless your education and career journey!

Scripture quotations are from these versions: King James Version, New American Standard Bible, Holy Bible: New International Version, The Amplified New Testament, The Living Bible. Used with permission.