



Detailed Report

Career Direct® Complete Guidance System Report

for Career Maximization

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

John 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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John, 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	51							Dominant
Introverted	54							Extroverted
Detached	43							Compassionate
Unstructured	60							Conscientious
Cautious	53							Adventurous
Conventional	46							Innovative

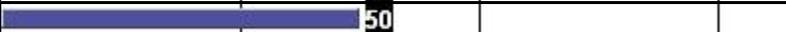
SUBFACTOR

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

INTERESTS, SKILLS, VALUES, and OCCUPATIONS Summary Chart

John, 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.

Career Interest	20	45	55	80
	Low	Mid-Range	High	
Computational/ Financial				
Education				
Athletics				
Animal Care				
Religious				
Management/ Sales				
Writing				
Performing/ Communication				
Science/ Health				
Artistic				

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.

Skills	20	45	55	80
	Low	Mid-Range	High	
Athletic				
Math				
Organizing				
Managing				
Analytical				
Writing				
Marketing				

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) 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

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
Computational/ Financial	Computer systems analyst, Economist, Accountant, Banker/ Loan officer
Education	Teacher, Instructional coordinator, School principal/ administrator, Tutor
Athletics	Athletic trainer, Umpire/official, Professional scout, Athletic agent
Animal Care	Veterinarian, Animal trainer, Zookeeper, Wildlife biologist

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INTRODUCTION: THE BIBLICAL BASIS FOR WORK

John, 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

John, 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

John, 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

John, 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).

Conscientiousness

Your score on the CONSCIENTIOUSNESS scale indicates that you are very committed to being accurate, organized, and productive in your life. You have a strong drive to be precise, so it's natural for you to want to control the quality of your work by maintaining high standards. Your concern for integrity is closely related to your desire to be conscientious and is a key strength. It's very important to you to do what is right, fair, and upholds established procedures.

John, with your high degree of discipline you find it easy to follow the rules. In fact, you may prefer environments that are structured because of the predictability and consistency they offer.

You also are determined to do an excellent job of everything you undertake. You approach your assignments seriously and keep your focus on working out logical, practical solutions. Your desire to be economical will be an asset to your family and employer.

Those who are highly conscientious are prime candidates for perfectionism so, remember, everything does not have to be done to a perfect standard.

At times you may find yourself procrastinating with decisions for fear of making a wrong choice. You also may delay, waiting for the perfect opportunity. Work at being more flexible, knowing that sometimes it is necessary to start action before all the particulars are known.

Compassion

Your score on the COMPASSION scale indicates that you tend to be quite objective and direct in your dealings with other people. Others probably see you as being somewhat task-focused, with a strong concern for getting the job done.

One of your key strengths is your ability to operate in a hostile or nonsupportive environment. You are not easily intimidated by rejection or conflict, and this would be a significant advantage in many fields, such as sales, management, law enforcement, or litigation.

The weakness faced by most people with your personality is a tendency to be unaware or insensitive to the needs and feelings of others. It is possible that you may come across as being abrasive and even be unaware of it. Also, your natural aggressiveness and desire to do things your way makes it easy for you to be demanding and intolerant of others who may not be operating at your pace or standards. A softer, more gracious, and more patient approach toward others will enhance your effectiveness.

Innovation

Your mid-range score on the INNOVATION scale indicates that you desire a moderate amount of creative expression in your life and work. There are times when you initiate changes and new ideas for the sake of improvement. At other times you may find yourself quite content with the status quo. A constant diet of either extreme, however, eventually may lead to stress.

For this reason, you'll want to carefully evaluate and focus on specific areas in which you seem to be the most creative, productive, and effective. Likewise, try to pinpoint the areas of your life in which you are most resistant to change. Knowing these areas in advance will help you to capitalize on your strengths while minimizing your weaknesses. Planning for some variety in your schedule and life's work will also help you to maximize your strengths in this area.

Extroversion

You scored in the mid-range on the EXTROVERSION scale. This means that you probably enjoy a combination of time with others and time alone. You have good verbal skills and are comfortable in meeting others. However, if you are among friends you're likely to be more open and conversational. You probably have a ready smile, wear well with others, and find it easy to fit in with various groups.

You should plan to have some people interaction each day. On the other hand, you may feel stressed if you have to encounter strangers or large numbers of people on a regular basis. To process your feelings and perceptions, you should balance your time between people activities and time to work alone. Your strength with people is the ability to provide practical, caring assistance.

Overall, your ability to be flexible around people and to easily adapt to changing situations, will give you the advantage of being comfortable in a broad range of environments.

Adventurousness

Your score on the ADVENTUROUSNESS scale reflects a balance between boldness and caution. You do not hesitate to step out into new areas when appropriate, but you probably like to do your homework to know what the risks are. You may find it relatively easy to adapt to changes, but you probably do not live on the cutting edge either.

Likewise, you are motivated to achieve--but not at the expense of all other priorities. You probably do a good job of balancing your ambitions with time, energy, money, and your real life situation.

Dominance

John, your score on the DOMINANCE scale indicates a balance in your drive to lead and to follow. Typically, individuals with scores similar to yours simply read the setting they are in and respond accordingly. If someone steps forward to provide strong, quality leadership for the group, you are content to fall in and serve. However, if no clear leader emerges, you are comfortable moving into the leadership role.

This versatility, the capacity to be both leader and follower at different times, is a key strength. Some people prefer to be under the authority of someone else; others seem to be naturally driven to be in charge. God has blessed you with an attitude and a measure of ability and motivation that will allow you to do well in either situation.

The weakness for you to consider is not correctly assessing the situation--or perhaps transferring the conditions of one situation into another that is quite different. By wisely reading the situation, you will be able to determine your role.

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.**

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. |

Critical Life Issues

LIFE ISSUES

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

Stress

Your score on the STRESS scale indicates that you are presently experiencing some tension and stress in your life. Typical emotions you might be feeling vary from a simple feeling of uneasiness or discouragement over some temporary setback, such as unemployment, to a serious bout of depression.

Keep in mind that this instrument only provides a general indication of stress and is not suitable for diagnosing or prescribing treatment of psychological problems.

We encourage you to discuss your results with a family friend or a close confidant who could help you determine the depth of the issues and whether you need professional assistance to deal with them. If there is any doubt, we recommend you contact a professional who can provide you with a more thorough assessment and counseling and can assist you in dealing with these emotions.

Financial Management

Your scores indicate you may be having a struggle trying to live within your income and to set aside reserves for the contingencies and emergencies that arise in every family.

Thousands of people have been able to gain control of their finances by using Crown Financial Ministries materials and volunteer Money Map coaches.

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

Part 2 - General Interests

John, 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, John, 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.

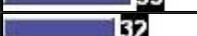
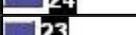
There are a number of ways to categorize career interest. This report uses 21 Career Groups arrayed within five major Career Interest Areas, as shown below.

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

John, 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	
Computational/ Financial				
Education				
Athletics				
Animal Care				
Religious				
Management/ Sales				
Writing				
Performing/ Communication				
Science/ Health				
Artistic				
Technological Sciences				
Service				
Mechanical				
Adventure				
Security/ Enforcement				
Outdoors/ Agriculture				
International				
Law/ Politics				
Consumer Science				
Counseling				
Transportation				

YOUR TOP EIGHT CAREER GROUPS

1. Computational/ Financial

This career group focuses on solving complex problems by using mathematical or financial formulas and concepts. Activities often associated with this group include preparing tax returns for clients, analyzing mathematical formulas, or using statistics to predict future outcomes. People who enjoy work in this career field are usually detail-oriented, analytical, precise, and accurate. The following are typical occupations:

- | | | |
|-----------------------------------|----------------------------|---------------------------------|
| * Computer systems analyst | * Economist | * Accountant |
| * Banker/ Loan officer | * Statistician | * Database Administrator |
| * Actuary | * Financial advisor | * Comptroller |

Education and training may vary but could include accounting, finance, statistics, mathematics, computer science, or economics. (See Job Sampler, Computational/ Financial, for additional occupations in this career field with links to O*NET.)

2. 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.

3. Athletics

People who are attracted to this career group often have a strong interest in athletic pursuits, either as an occupation or as a leisure activity. Activities often associated with this field include competing in athletic events, participating with a team, coaching or instructing athletics, training in physical fitness, or teaching sports activities. People who are successful in this career group usually are competitive, possess a natural talent for athletics, display a high level of physical coordination, and are disciplined in their training. Occupations include the following:

- | | | |
|-----------------------------|-------------------------------|-------------------------------------|
| * Athletic trainer | * Umpire/official | * Professional scout |
| * Athletic agent | * Professional athlete | * Parks/recreation manager |
| * Fitness instructor | * Athletic coach | * Physical education teacher |

School subjects that are common in this area are physical education, exercise physiology, health and nutrition, or other related subjects. (See Job Sampler, Athletics, for additional occupations in this career field with links to O*NET.)

4. 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.)

5. 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.)

6. Management/ Sales

This career group centers on business-related activities, such as managing, selling, developing marketing strategies, as well as starting and operating a business. Occupations might include the following:

- | | | |
|-----------------------------------|-------------------------------|-----------------------------|
| * Marketing representative | * Buyer | * Business executive |
| * Real estate agent | * Retail store manager | * Travel agent |
| * Insurance sales agent | * Stockbroker | * Manager |

Educational courses to prepare for these career fields focus in the area of business administration, management, marketing, human resource management, and finance. (See Job Sampler, Management/Sales, for additional occupations in this career field with links to O*NET.)

7. 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.)

8. Performing/ Communication

People who are interested in this career group enjoy entertaining or communicating through presentations of artistic talent and/or public speaking. Occupations include the following:

- | | | |
|------------------------------|-----------------------------|-----------------------------|
| * Professional singer | * Radio/TV Announcer | * Producer/director |
| * Training specialist | * Talent director | * Reporter |
| * Announcer | * Actor/actress | * Musician Conductor |

Positions in these fields are very competitive and may be difficult to secure. A back-up job is frequently necessary to provide income while gaining experience. Areas of study related to these fields are music classes (vocal, instrumental), public speaking, theater, and broadcasting. (See Job Sampler, Performing/ Communication, for additional occupations in this career field with links to O*NET.)

INVESTIGATE POTENTIAL OCCUPATIONS IN YOUR TOP GROUPS

John, 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.

Transportation

Drive various vehicles, provide public or private transportation.

Counseling

Counsel, administer tests, provide emotional therapy, help people cope with problems.

Consumer Science

Plan menus, cater, manage a restaurant, design new fashions, style hair, decorate, specialize in home management.

Law/ Politics

Manage a political campaign, hold public office, represent clients in court, conduct press conferences, speak persuasively.

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

John, 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.

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			

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. Athletic

Because you scored high in this category, it is likely that you have a high level of physical coordination, athletic skills, hand-eye coordination, and a deep desire to compete. In addition, you may be highly motivated to see people push their physical potentials to the limit through discipline, training, healthy dietary habits, rigorous exercise, and adherence to athletic ideals. Developing this skill may involve further training in medical, rehabilitation, or athletic areas.

2. Math

People who score high in this category are comfortable working with numbers and data. They are precise in calculations and thrive on opportunities to work with information that can be measured, validated, or explained by numerical data. Mathematical skills can be utilized in many different fields, including accounting, engineering, economics, and computer science.

3. Organizing

Since you scored high in the organizing section, you typically excel at assembling, storing, and retrieving information, data, and items in a systematic fashion. You naturally perceive how to maximize efficiency by maintaining information and details accurately and in good order. You are likely methodical, neat, and systematic in your approach to a task. Planning, prioritizing tasks, goal setting, performing routine tasks, and quality control are activities that come naturally to you.

4. Managing

This skill area focuses on an ability to excel when coordinating the activities of others. A high score usually indicates an ability to persuade and motivate others. People readily respond to your convincing leadership. You likely are adept at delegating work and making decisions. To maximize the use of these skills, you should consider occupations that include management, promoting, delegating, and leading others.

MINIMIZE YOUR EXPOSURE OF YOUR LOW-SCORING SKILLS

John, 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

John, 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.

Challenge

You need the opportunity to solve tough problems and work make-or-break issues. Look for difficult assignments and obstacles to overcome. Controversy is not a problem, because you enjoy restoring order where there was chaos.

Well-Organized

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

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.

Equality

You enjoy working in a career in which people are treated fairly without regard to race, gender, creed, religion, or national origin. Look for career opportunities in which workers are paid equally at the same competency level and all work opportunities are pursued without prejudice.

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.

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.

Recognition

You are willing to work hard in order to be known as someone who has made his or her mark. Recognition of accomplishment is a big motivator for you, so analyze potential occupational choices carefully to be sure that a clearly defined rewards system is present.

High Income

You value being highly rewarded financially for your efforts at work. To feel successful in your work, you believe a high income level is a necessary factor.

Career Progression

You are interested in occupations that offer a well-defined progression of career positions. You enjoy moving up in the organization by increasing your responsibility and authority at work. Look for job settings that offer a chance to grow and develop as a professional.

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.

Integrity

Honesty in every area of life is a key value for you. You make every effort to keep your commitments and live by the highest standards of fairness and truth. To be sure you will not be asked to compromise your integrity, carefully evaluate the work environment and leadership, as well as the products and services of any organization you are considering for employment.

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.

CONCLUSION

What do I do now?

John, 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.

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

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