



Detailed Report

Career Direct® Complete Guidance System Report

for Educational Decision Making

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

Meghan 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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Meghan, 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							58	Dominant
Introverted							52	Extroverted
Detached							48	Compassionate
Unstructured							46	Conscientious
Cautious							42	Adventurous
Conventional							41	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							46	Independent	
	Tactful							63	Blunt	
Introverted	Distant							47	Enthusiastic	Extroverted
	Reserved							56	Social	
	Quiet							50	Verbal	
Detached	Neutral							47	Sympathetic	Compassionate
	Objective							53	Supportive	
	Questioning							45	Tolerant	
Unstructured	Improvising							43	Precise	Conscientious
	Spontaneous							54	Organized	
	Indifferent							37	Achieving	
Cautious	Conservative							45	Daring	Adventurous
	Content							39	Ambitious	
Conventional	Predictable							48	Imaginative	Innovative
	Traditional							40	Clever	

INTERESTS, SKILLS, VALUES, and OCCUPATIONS Summary Chart

Meghan, 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	
Religious				
Law/ Politics				
Counseling				
Artistic				
Management/ Sales				
Consumer Science				
Technological Sciences				
Science/ Health				
Performing/ Communication				
Education				

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	
Working with Others				
Managing				
Artistic				
Interpersonal				
Organizing				
Writing				
Analytical				

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) Clean Environment	(1) High Income	(1) Serve God
(2) Independence	(2) Career Progression	(2) Family
(3) Flexible Hours	(3) Leadership	(3) Friends
(4) Well-Organized	(4) Helping Others	(4) Make Money

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
Religious	Religious educator, Pastor, Pastoral counselor, Missionary
Law/ Politics	Attorney, Paralegal, Political scientist, Arbitrator
Counseling	School/ college counselor, Marriage/family therapist, Psychologist, Social worker
Artistic	Graphic designer, Art director, Multi-media artist, Commercial illustrator

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INTRODUCTION: THE BIBLICAL BASIS FOR WORK

Meghan, 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

Meghan, 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

Meghan, 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

Meghan, 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).

Innovation



Meghan, 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.

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.

Meghan, 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.

Dominance



Meghan, your score on the DOMINANCE scale indicates that you are naturally motivated to be in control of your environment. This drive for dominance is probably expressed in many ways in your life. Whether it's driving the car, planning a vacation, or setting priorities at work, you naturally trust yourself more than anyone else and want to be in charge. You probably have noticed that you tend to avoid situations in which you are restricted by someone else's agenda.

Your confident, decisive nature, makes you well suited for leadership roles. You have a natural desire to influence others, and this can contribute to your success in politics, sales, and similar occupations. Most people who score high in DOMINANCE tend to operate from a "big picture" perspective. This gives you a unique ability to anticipate changes and conceptualize new ideas for operating in the future. This "visionary" gift is one of your key strengths.

You may have a strong drive for independence and probably have your own ideas about how things should be done. It's natural for you to speak out about your ideas and opinions.

There are some typical weaknesses shared by those who have a take-charge nature. Because of your desire to be in control, you may find yourself working on being involved in areas of work without having sufficient expertise or facts. Also, keep in mind that you may tend to discount or overlook the amount of detail work needed to bring your big-picture ideas to fruition. In general, a more cautious approach and listening to the sound advice of someone opposite from you in personality would be helpful.

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.

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.

Compassion



Your mid-range score on the COMPASSION scale indicates that you have a sensitivity to people, but you also find it natural to back away and make a more objective assessment when appropriate. This ability to adapt your response to others, depending on the situation, should be an asset in most work settings. Your even-handed approach toward people should engender respect for you as someone who is both fair and tough.

TYPICAL PERSONALITY STRENGTHS

Meghan, shown below are strengths that are typical of people who score like you. Look for occupations that will allow you to highlight these strong points. The more you are able to use these strengths at work, the more likely your success and satisfaction. As mentioned earlier, you will need to check with someone who knows you well to confirm whether all items apply to you.

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

TYPICAL PERSONALITY NON-STRENGTHS

Shown below are non-strengths that are typical of people who score like you. Improvement in these areas will enhance your performance. On the other hand, try to minimize your exposure in areas that are not your strong points. As mentioned earlier, you will need to check with someone who knows you well to confirm whether all items apply to you.

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

Personality Career Implications

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

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

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

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

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

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

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

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

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

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

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

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

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

Critical Life Issues

LIFE ISSUES

Factor	20	←	45	Mid-Range	55	→	80	Factor
Compliant	[Blue bar from 20 to 45]				[Blue bar from 55 to 80]			Stressed
Little/No Debt	[Blue bar from 20 to 45]			49	[Blue bar from 55 to 80]			High Debt
Sound	[Blue bar from 20 to 45]				[Blue bar from 55 to 80]			Unsound

Stress

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

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

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

Financial Management

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

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

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

Indebtedness

Your scores on the INDEBTEDNESS factor indicate that you have debt habits similar to the average person in our society. Our experience indicates that most people can pay off all consumer debt (everything but the mortgage) in less than five years, if they will make a commitment to do so.

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

Part 2 - General Interests

Meghan, 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, Meghan, 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

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

YOUR TOP EIGHT CAREER GROUPS

1. 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.)

2. Law/ Politics

Those attracted to this career group have a strong desire to influence the thoughts and opinions of others. They typically like to campaign for political candidates, speak publicly on issues at meetings and hold press conferences, represent clients in litigation, and hold political office. The following are a small sample of occupations in this area:

- | | | |
|---------------------|---------------------------|------------------------------------|
| * Attorney | * Paralegal | * Political scientist |
| * Arbitrator | * Legislator | * Judge |
| * Senator | * Campaign manager | * Political science teacher |

Attention to detail, a competitive nature, and resistance to criticism are important to success in these occupations. Advanced education is also needed for many of these positions. (See Job Sampler, Law/ Politics, for additional occupations with links to O*NET.)

3. 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.)

4. 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.)

5. 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.)

6. 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.)

7. Technological Sciences

Those attracted to this career field have a strong desire to plan, design, and be involved in the construction of buildings, roads, airports, and other structures and/or the design of machines, equipment, or software that requires a high level of technology. The following are typical occupations in this group:

- | | | |
|----------------------------------|----------------------------------|-------------------------------------|
| * Engineer | * Cellular phone engineer | * Architect |
| * Environmental scientist | * Civil engineer | * Electrical engineer |
| * Aerospace engineer | * Mechanic engineer | * Computer software engineer |

A sound educational background in engineering, architecture, drafting, or mechanical drawing would be essential for success in these types of careers. (See Job Sampler, Technological Sciences, for additional occupations with links to O*NET.)

8. Science/ Health

Work in this career group often centers around researching complex issues, diagnosing diseases, helping others in health-related areas, or studying scientific material. Related activities may include dispensing prescription drugs, providing health care or therapy to patients, and writing detailed reports. The following are typical occupations:

- | | | |
|---------------------|-----------------------------|----------------------|
| * Pharmacist | * Biochemist | * Nurse |
| * Dentist | * Chiropractor | * Optometrist |
| * Physician | * Physical therapist | * Biologist |

Educational training is usually extensive and may include classes in pharmacy, chemistry, dental hygiene, biology, or other science/medical related subjects. People who are successful in these fields pay close attention to detail; they have compassion for others and good learning and memorization skills. (See Job Sampler, Science/ Health, for more occupations in this career field with links to O*NET.)

INVESTIGATE POTENTIAL OCCUPATIONS IN YOUR TOP GROUPS

Meghan, 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.

Animal Care

Treat sick or injured animals, train animals, care for animals, study to understand animal behavior.

Athletics

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

International

Work in a foreign country, interact with people of various cultures, communicate in foreign language, study foreign cultures.

Security/ Enforcement

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

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.

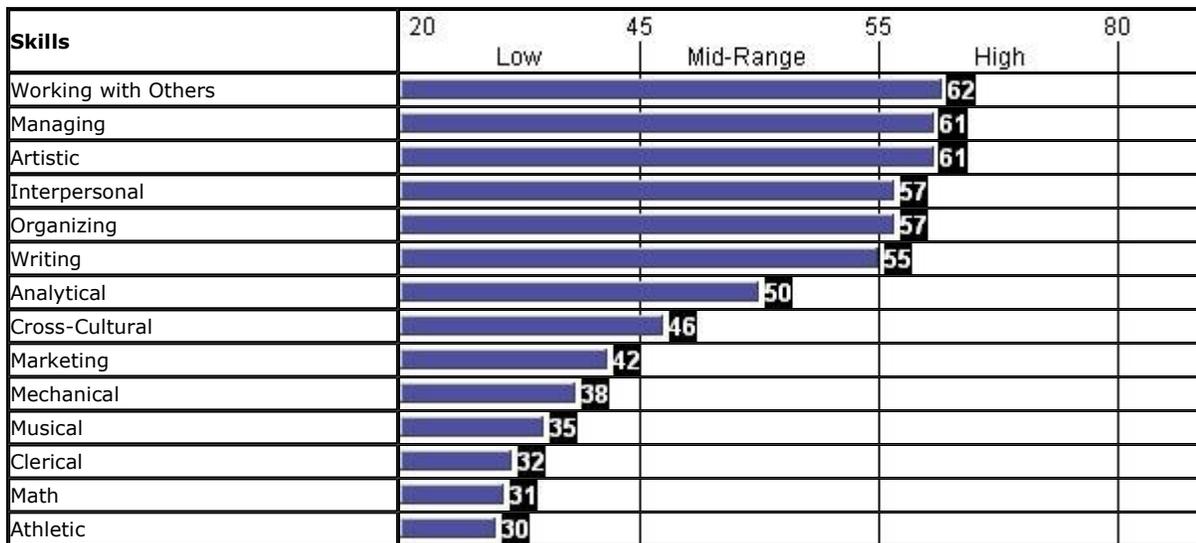
3. SKILLS AND ABILITIES

SKILLS ARE A KEY CRITERIA FOR CHOOSING A CAREER

Meghan, 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. Working with Others

Socializing with people comes naturally to you since you love to work with others. You enjoy working with the public and will probably do well in careers where you can capitalize on your natural ease in meeting people and making them feel welcome.

2. 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.

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

Meghan, 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

Meghan, 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.

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.

Independence

You will want to make decisions for yourself, so look for considerable job autonomy. It is important that you be able to do things the way you want to do them. Everyone has to have guidelines, but it is important that you are able to experiment with your own ideas and work without someone looking over your shoulder.

Flexible Hours

Being able to set your work schedule around other activities is highly regarded by you. Look for career opportunities in which you have some control over the hours of your work and in which you will have a flexible schedule.

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.

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.

Leadership

You feel comfortable in positions that include responsibility for people and resources. You are comfortable taking charge, telling others what to do, and making decisions for the group. Your work should include the opportunity to lead a team toward common goals.

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.

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.

Make Money

You believe accumulating wealth is an essential part of your happiness. You probably value a lifestyle in which you are able to have frequent vacations, live in a nice home, and drive nice automobiles, or perhaps you want to be a very generous provider to others and to charitable causes you support.

CONCLUSION

What do I do now?

Meghan, 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.

Meghan, 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.