



SAMPLE

“There is only one success – to be able to spend your life in your own way.”

The Career Profile Coaching Report

The information contained in this report is private and confidential; please store securely. Please do not make any changes to the contents of the report. While *the Career Profile* model is based on psychological theory and research, the accuracy of the information provided in this report is dependent on the level of insight of the person completing the questionnaire into his or her values, interests, preferences and behaviours. As such, it should be interpreted with due caution, taking into account:

- (i) The integrity of the administration procedures;
- (ii) The respondent's state of mind, level of self-insight and attention to the questions when completing the questionnaire;
- (iii) Any other factors that might have affected the respondent's ability to provide a true and accurate description of his or her values, interests, preferences and behaviours.

Given these limits to the information provided in the report, Psychometrrix offers no warranty as to the accuracy of the report as a psychological profile of the person, nor takes responsibility for any advice given or action taken or not taken on the basis of the information contained in the report. The respondent is encouraged to take professional advice on the information provided in the report from a Career Guidance Practitioner, Counsellor, Coach, Psychologist or other suitably qualified person.

REPORT SUMMARY

Personality Styles

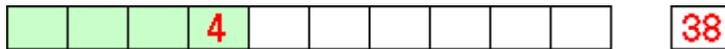
- Energy
- Sociability
- Productivity

Career Drivers

- Holland's Career Themes (RIASEC)
- Occupational Titles Linked to RIASEC Scores
- Career Planning & Development

	Sten	%ile
<u>Career Profiles</u>		
ENERGY		
Motivation	2	5
Stress Management	5	42
SOCIABILITY		
Leadership	4	38
Working with others	5	50
Persuading others	5	58
PRODUCTIVITY		
Diligence And Quality	3	18
Time Management	3	18
Innovation	6	69
Adaptability	6	73
CAREER ANCHORS		
People	5	50
Interest	6	66
Creativity	6	69
Status	2	8
Order/Routine	4	27
Money	2	8
Power	4	38
CAREER THEMES		
Realistic - Technical	5	42
Realistic - Manual	6	73
Investigative	7	79
Artistic	6	69
Social	5	50
Enterprising	5	54
Conventional	4	27

Leadership



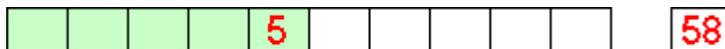
High scorers on this scale tend to be persuasive, assertive and enjoy being in charge. Low scorers prefer to let others make the decisions and provide direction, and are likely to be less difficult to manage as subordinates. Your score on this scale is below average, indicating a low to moderate level of interest in leading people and taking charge of situations.

Working with others



High scorers on this scale tend to relate well to other people, work well in group and team situations and support others in their work. Low scorers tend to focus more on getting the job done and are less likely to focus on the needs of others or go out of their way to support others. Your score on this scale is average, indicating a moderate level of interest in working with and supporting others in work situations.

Persuading others



High scorers on this scale tend to have a strong capacity to influence and persuade others. Low scorers tend to keep their ideas more to themselves. Your score on this scale is average, indicating a moderate level of interest in influencing and persuading others.

Diligence And Quality



High scorers on this scale are very conscientious and have a strong commitment to detail and task completion. Low scorers tend to be less conscientious about detail and more willing to cut corners and bend the rules to get a job done. Your score on this scale is below average, indicating a low to moderate level of commitment to getting the job done while diligently following correct procedures.

Time Management



High scorers on this scale tend to be good at forward planning and at organising their work. Low scorers tend to be less well-organised and often find themselves under pressure to complete projects at the last minute. Your score on this scale is below average, indicating a low to moderate level of interest in planning and organising your time.

Innovation



High scorers on this scale tend to be very creative and have a strong ability to generate new ideas. Low scorers prefer to focus more on what is obvious, tangible and immediate rather than on what could be. Your score on this scale is average, indicating a moderate level of capability to generate new ideas and novel solutions.

Adaptability



High scorers on this scale find it easy to adapt to change and to cope well with uncertainty and ambiguity. Low scorers tend to prefer stable, routine environments and set procedures. Your score on this scale is average, indicating a moderate level of flexibility in coping with changes in work practices or the work environment.

Diligence And Quality

Your pattern of answers suggests that, compared to most people, you tend not to be overly concerned about the finer detail of your work and may be happy to cut corners and not follow laid down procedures to get the job done rather than ensuring that it is done to a high level of quality. While this strategy may work in some circumstances, it may be a distinct disadvantage in careers that require close attention to detail such as accountancy, technical work, IT, engineering, or any of the exact sciences.

- √ **Do you like your work?** Are there situations in which you are very conscientious and one in which you are not. Perhaps this score reflects a dissatisfaction or disinterest in some or all of the work you do, as we usually do what we like to the best of our ability.

- √ **How is your time management?** Do you find yourself procrastinating, avoiding certain tasks or missing deadlines? If so, perhaps you need to look at your time management skills – see the section below.

- √ **Do you have adequate training?** Perhaps you do not pay attention to the finer detail because have not been trained as extensively as you would like – if so, consider if you can get more in-depth training.

- √ **How is your concentration?** If you find that you ignore the detail because you find yourself unable to concentrate for long, consider concentration training. Alternately, work overload may be affecting you – you have so much to do that you skip the details so that you can get on to one of your other many tasks.

Time Management

Your pattern of answers suggests that, compared to most people, you tend to take a relaxed attitude to meeting deadlines and completing work on time. You may find yourself making excuses not to do things you perceive as difficult, putting things off until a later time and finding yourself doing things at the last moment. This may lead to periods of intense pressure as you race to meet your commitments, or indeed not meeting your commitments, perhaps with negative consequences for you. In study, work and career good time management is important, as everyone depends on everyone else to deliver on time so that work is done effectively and an efficient service provided.

- √ **Review Your Activities.** It may be useful to make out a list of all the things you do each part of the day, each day, each week and even each month. The Time Planner at the end of this report can help you do this.

- √ **Review Your Time Schedule.** Look at all of the blocks of hours you have each day/week and how you now spend them (at school; eating; sleeping; doing homework; watching TV; playing; exercising; etc.). Write down each daily activity and the total at the end of the week to get an overall picture of how you spend your time. Are spending too much time on one activity? Do you get regular exercise every week?

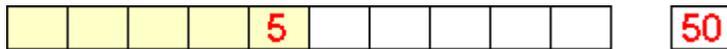
- √ **Prioritise your activities.** Look at all of the things in your schedule that you have to do each day/week, and decide what is most important to you. Ensure to make adequate time in your schedule for that activity, but also leave room for other activities.

- √ **Balance work/life demands.** Balance the demands of your work with rest and relaxation to ensure that you don't spend all of your time under pressure. Think about what you enjoy doing, what really makes you feel good, and ensure to make some time for that in your weekly schedule.

- √ **Decrease demands/commitments.** If you find you have too many commitments examine what's on your daily or weekly list and see what you can cut out. Sometimes this may mean talking to others (parents, supervisors/teachers, friends) to reduce or re-arrange your workload. If you have a daily/weekly schedule on paper this can be useful in showing people just what you have to do.

- √ **Is there something on your mind?** If something is really getting you down, make a commitment to sorting it out. Think of who can best help you, someone you think you can trust, and go talk to them about it. Try to devise a plan to change the things in your life that you don't like. Every difficulty, no matter how hard it may seem, can be overcome, either by changing it or changing the way we look at it. Sometimes it takes time, patience and a little help from others. In the meantime, concentrate on the things you enjoy doing, and make the most of them.

People



High scorers on this scale tend to prefer careers where they can work closely with other people. Low scorers place less emphasis on this aspect of a career. Your score on this scale is average, indicating that this anchor is likely to have a moderate level of influence on your choice of work or career.

Interest



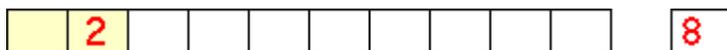
High scorers on this scale indicate that having a keen interest in the work involved is an important factor influencing career choice. Low scorers are less concerned with how interesting the work is. Your score on this scale is average, indicating that this anchor is likely to have a moderate level of influence on your choice of work or career.

Creativity



High scorers on this scale prefer to work in careers that allow them to express themselves and communicate with others. Low scorers are likely to see this aspect of a job as less important. Your score on this scale is average, indicating that this anchor is likely to have a moderate level of influence on your choice of work or career.

Status



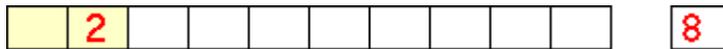
High scorers on this scale tend to be quite concerned with what others think about the work they do. Low scorers are unconcerned about the status of their position. Your score on this scale is well below average, indicating that this anchor is likely to have a low level of influence on your choice of work or career.

Order/Routine



High scorers on this scale prefer work environments where there are clear procedures and a high level of routine. Low scorers are likely to prefer more flexibility and variety and may tend to be more open to changes in work practices. Your score on this scale is below average, indicating that this anchor is likely to have a low to moderate level of influence on your choice of work or career.

Money



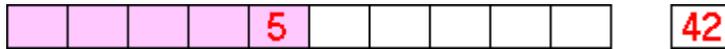
High scorers on this scale tend to be very motivated by the financial rewards attached to a job or career. Low scorers are less concerned about financial reward. Your score on this scale is well below average, indicating that this anchor is likely to have a low level of influence on your choice of work or career.

Power



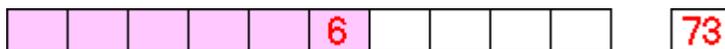
High scorers on this scale prefer careers that provide them with opportunities to take charge and lead others. Low scorers prefer careers where direction is provided by others. Your score on this scale is below average, indicating that this anchor is likely to have a low to moderate level of influence on your choice of work or career.

Realistic - Technical



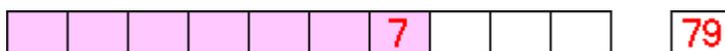
High scorers on this dimension prefer practical work of a mechanical/technical nature such as working with machinery or electrical equipment. They tend not to be interested in work that focuses on people, abstract ideas or administrative tasks. Your score on this scale is average, indicating a moderate level of interest in technical work.

Realistic - Manual



High scorers on this dimension prefer work of a physical or manual nature such as building, carpentry, farming and working outdoors. They tend not to be interested in work that focuses on people, abstract ideas or administrative tasks. Your score on this scale is average indicating a moderate level of interest in work of a realistic nature.

Investigative



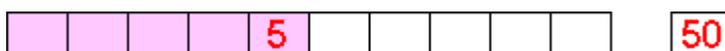
High scorers on this dimension enjoy finding out how things work. They like to do research, tackle theoretical problems and formulate new solutions. Your score on this scale is above average, indicating a moderate to high level of interest in work of an investigative nature.

Artistic



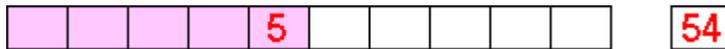
High scorers on this dimension prefer creative, imaginative work such as design, craft and fine art. They tend not to be interested in administrative and investigative work but can also be interested in people and enjoy practical activities. Your score on this scale is average, indicating a moderate of interest in work of an artistic nature.

Social



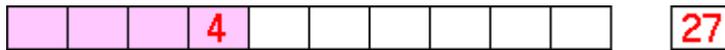
High scorers on this scale tend to be interested in working with people in a caring, helping or developing capacity. Low scorers tend to be more interested in working with objects, data and ideas than with people. Your score on this scale is average, indicating a moderate level of interest in careers that directly involve caring for or helping others.

Enterprising



High scorers on this dimension prefer work that involves starting new ventures, coordinating resources and managing projects. In the world of business, they like to analyse trends, make decisions and persuade people. Your score on this scale is average, indicating a moderate level of interest in work of an enterprising nature.

Conventional



High scorers on this dimension prefer work that is structured and routine. They enjoy working with fine detail in the context of well-defined procedures and rules. Your score on this scale is below average, indicating a low to moderate level of interest in work of a conventional or administrative nature.

These are the occupations associated with your dominant career themes according to Holland's 6 career categories. Under each theme, occupational titles are divided by educational requirements - LEAVING CERT, VOCATIONAL TRAINING and DEGREE/POST GRAD

Career Theme - INVESTIGATIVE

LEAVING CERT	VOCATIONAL TRAINING	DEGREE/POST GRAD
	Dental Nurse Architectural Technician Draughtsperson - Construction Civil Engineering Technician Electronics Technician Agricultural Mechanic	Mathematician Statistician Archaeologist Astronomer Biochemist Biologist Chemist Food Scientist Forensic Scientist Laboratory Technician Microbiologist Pathologist Pharmacologist Physicist Physiologist Science Technician Dietician/Nutritionist Anaesthetist Chiropodist Dental Hygienist Dental Technician

Career Theme - ARTISTIC

LEAVING CERT	VOCATIONAL TRAINING	DEGREE/POST GRAD
Musician Tailor	Multimedia Writer Media Executive Radio Broadcaster Television Presenter Actor/Actress Animator Copywriter Dancer Display Artist Display Dresser Fashion Designer Graphic Designer Interior Designer Painter (Artist)/Printmaker Professional Photographer Camera/Lighting Floor Manager Line Producer Make-up Artist Model Maker Researcher	Journalist Art Director Public Relations

Career Theme - ENTERPRISING

LEAVING CERT	VOCATIONAL TRAINING	DEGREE/POST GRAD
Sales Representative Shop/Retail Assistant	Telesales/Telemarketing Executive Retail Training Manager Sales Manager Stock/Warehouse Manager	Auctioneer/Estate Agent/Valuer

Career Themes - Combined Scores

The following list of occupational titles is derived by combining the respondent's scores on each of the RIASEC scales. Based on research, each occupation has been weighted on each RIASEC scale according to the level of that characteristic most people in the occupation possess (e.g. Investigative, Realistic, etc).

LEAVING CERT	VOCATIONAL TRAINING	DEGREE/POST GRAD
Musician Landscape Gardener Set Craft Florist Crèche Assistant Air Hostess/Steward Forestry Worker Beauty Therapist Greenkeeper Tailor IT Call Centre Agent Golf Professional Jockey Farm Operator Assistant Hairdresser Farrier Bank Official Brick/Stonemason Hospitality Assistant Tour Company Representative Fish Farming Stable Groom	Multimedia Writer Technical Writer Researcher Teaching English as a Foreign Language Homeopath Painter (Artist)/Printmaker Court Reporter Actor/Actress Radio Broadcaster Television Presenter Copywriter Market Researcher Interior Designer Fashion Designer Dancer Advertising Executive Advertising Account Executive Sculptor Multimedia Designer Animator Graphic Designer Professional Photographer	Psychiatrist Journalist Sociologist Linguist Town Planner Veterinary Surgeon Architect Pathologist Gynaecologist Paediatrician Doctor - General Practitioner Archaeologist Dentist Psychologist Pharmacologist Mathematician Optician/Optomist Physiologist Translator/Interpreter Biologist Speech and Language Therapist Zoologist

CAREER ACTION PLAN – WHAT TO DO NEXT?

ABOUT MAKING CAREER DECISIONS

- Career decision-making is not magic.
- No one else can make the decision for you.
- You must be actively involved in the process.
- It is never too late to start.
- There may not be just one occupation for you. There may be several occupations that
- will give you the satisfaction you want from work.
- In all likelihood you will have several occupations during your working lifetime.
- The career decision you are making now is not a lifetime decision.

STEP 1. Reflect on your Career Profile Results

to identify your key personality characteristics, career interests and career values.

STEP 2: Research Your Occupations of Most Interest

in keeping with your personality, interests and values.

STEP 3: Identify Your Education and Training Needs

in order to plan how to achieve your career objectives.

STEP 4. Review Your Personal Circumstances

including your resources, finances, health, location and any other personal challenges you face in carrying out your career action plan.

STEP 5. Take Effective Career Actions

to reach your career goals.

STEP 1: Reflect On Your Career Profile Results

Use your Career Profile results to identify your key personality characteristics, career interests and career values. You can draw on the lists of occupations at the end of the report - keep in mind that this is not a definitive list but rather indicates the kinds of occupational areas you have expressed most interest in . For the profile to be of benefit, you first of all need to be happy that the picture it presents is a reasonably accurate one and to reflect on how to related it to career planning. Use the chart below to help you do this.

	<i>Your Top 3 Personality Traits, Career Themes and Career Values</i>			<i>How This Describe s You?</i>	<i>Relevant Occupations</i>
Personality Traits With The Highest Scores	Factor	Sten	Meaning		
Career Themes With The Highest Scores	Factor	Sten	Meaning		
Career Anchors With The Highest Scores	Factor	Sten	Meaning		

STEP 2: Research Your Occupations of Most Interest

Research the occupations of most interest to you in order to make an informed career decision, using a resources such as:

- Careers Portal - <http://www.careersportal.ie>
- Qualifax - <http://www.qualifax.ie>
- Solas - <http://www1.solas.ie>
- O*NET - <http://online.onetcenter.org>
- Your local library, career centre
- People you know in the occupations you are most attracted to
- Arrange a worksite visit, or explore industry websites.

Now, considering the information in the table in Step 1,
List your 5 preferred occupations here:

Job, career and occupational sector	Personal characteristics needed	Skills, education, experience needed
<u>1.</u>		
<u>2.</u>		
<u>3.</u>		
<u>4.</u>		
<u>5.</u>		

STEP 3: Identify Your Education and Training Needs

In this section, consider:

- a) The occupational titles from the lists above that most interest you
- b) What specific education/training you need to pursue such a career
- c) What you have to do to attain the educational qualifications necessary to pursue such a career (e.g., points required, colleges to apply to, etc.)

Occupations you are most interested in	Qualifications needed	Education or training courses	Actions to be taken

STEP 4: Review Your Personal Circumstances

Considering your present circumstances, use the headings in the table below to list both your resources as well as any limitations you can think of in pursuing your career path.

	Resources	Limitations
Education/training		
Experience		
Health		
Finances		
Location		
Personal circumstances		
Other		

STEP 5: Take Effective Career Actions

Create an action plan develop an action plan to achieve her identified career goals using the framework below:

Objective to accomplish	Resources you will need to achieve it	Timelines for achieving objectives	How you will measure results
1.			
2.			
3.			
4.			
5.			
6.			
7.			

NOTES