



Careering Ahead Report

The purpose of the assessment has been to provide further information to assist with the career development of:

Mr. Sam Sample

On: Friday, 30th January 2009

for



PSYCH PRESS
Talent Management Psychologists

Prepared by

Psych Press - Talent Management Psychologists

Psych Press, Level 1, 224 Queen Street Melbourne VIC 3000 AUSTRALIA
Telephone 1300 308 076 or +61 3 9670 0590 - Facsimile +61 3 9642 3577
Email: info@psychpress.com.au Website: www.psychpress.com

Introduction

The following '**Careering Ahead**' report has been prepared to provide tailored vocational suggestions based on your responses to the vocational interests, values and skills questionnaires.

- The **vocational interest report** outlines your level of interest in seven different general work categories.
- The **vocational values report** highlights the vocational values that you most strongly and least strongly identify with.
- The **vocational skills report** identifies the types of vocational skills which are most suited to you.

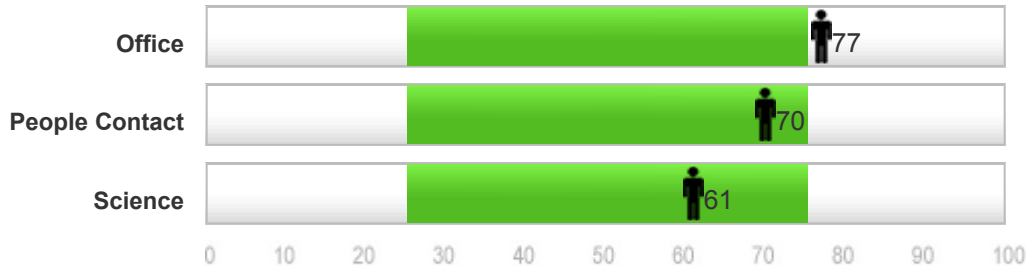
This report will:

- Aid you to identify your interests, values and skills related to a work environment.
- Provide clarity in the vocational choices most suited to you, and
- Suggest a range of suitable career options tailored to your needs.

In the final section of this report there is a printed list of job titles suited to you results from the vocational interest inventory.

Summary

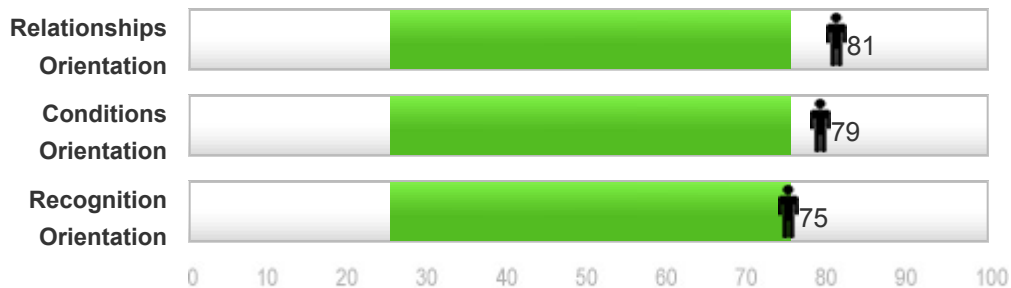
Vocational Interest Report



Your interests lie in the areas of 'Office', 'People Contact', and 'Science'. An interest in the 'Office' area shows that you enjoy working indoors and undertaking clerical, computer or finance-related tasks, while an interest in People Contact indicates that you prefer to interact with other people as opposed to working individually or with machinery. Additionally, an interest in Science suggests that you favour investigating, researching, analyzing and experimenting.

Compared to the general population your interest in 'Office' is high, 'People Contact' is average and 'Science' is average.

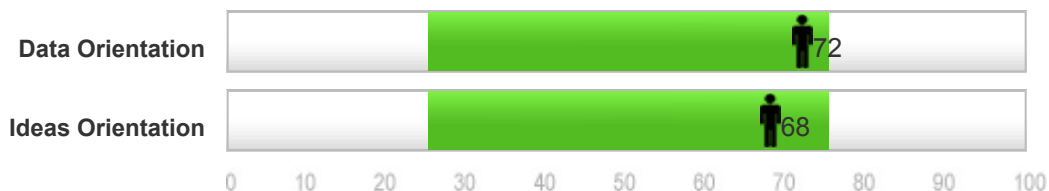
Vocational Values Report



You exhibit a preference for the values of 'Relationships', 'Conditions' and 'Recognition'. Valuing 'Relationships' shows that quality workplace relationships are important to you, while a preference for 'Conditions' highlights that workplace conditions such as compensation, variety, position security are valuable to you. Valuing 'Recognition' suggests that you favour recognition such as advancement opportunities or public recognition for your workplace accomplishments are important to you.

Compared to the general population your values preference of 'Relationships' is high, 'Conditions' is high and 'Recognition' is average.

Vocational Skills Report



You have shown the highest suitability for the skill areas of 'Data' and 'Ideas'. Suitability in the skill area of 'Data' shows that you are

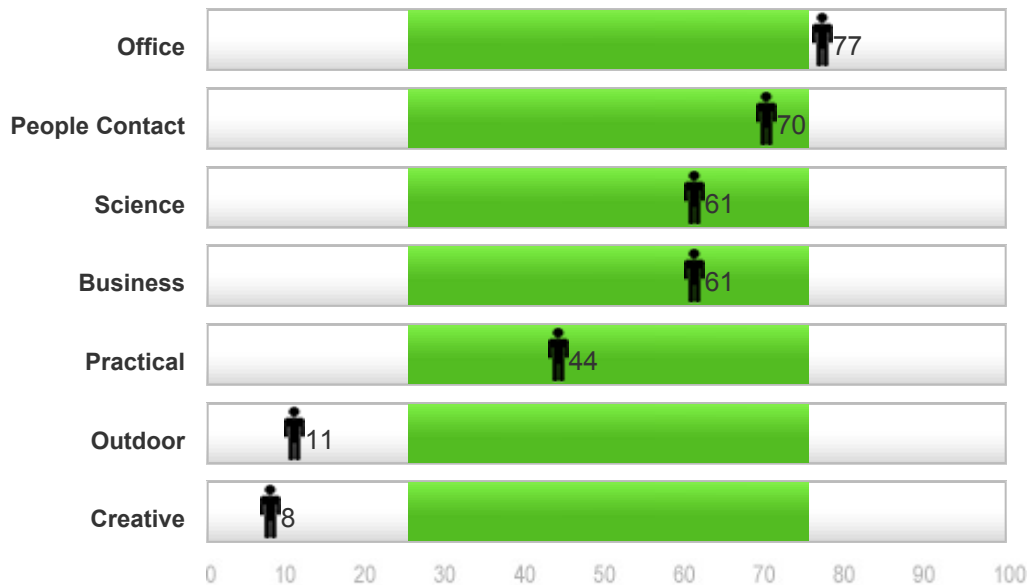
skilled at collecting, checking, organising, transforming, storing or retrieving information, or developing and overseeing plans, procedures, or regulations, while suitability in the area of 'Ideas' highlights that understanding and investigating complex information, pursuing knowledge and thinking creatively and innovatively in the work environment are suitable to your skill level.

Compared to the general population your skill suitability of 'Data' is average, while your skill suitability of 'Ideas' is average.

Vocational Interest Report

The graph and chart below displays your interest within seven vocational categories from most preferred to least preferred. Your scores are based on a comparison to the general population. The highest scores show the type of activities you like best. More than one high score indicates a combination of interests. The lowest scores indicate which activities you are least interested at this stage.

The green areas show where most people score.



In the chart below read the descriptions within each category to give you an understanding of the different types of work interests. The occupations named in each category provide examples as opposed to extensive lists of skills.

Use your two highest scores to help you find jobs that match your interests. Scores are between 20 and 100. Your highest interest categories are **Office** and **People Contact**.

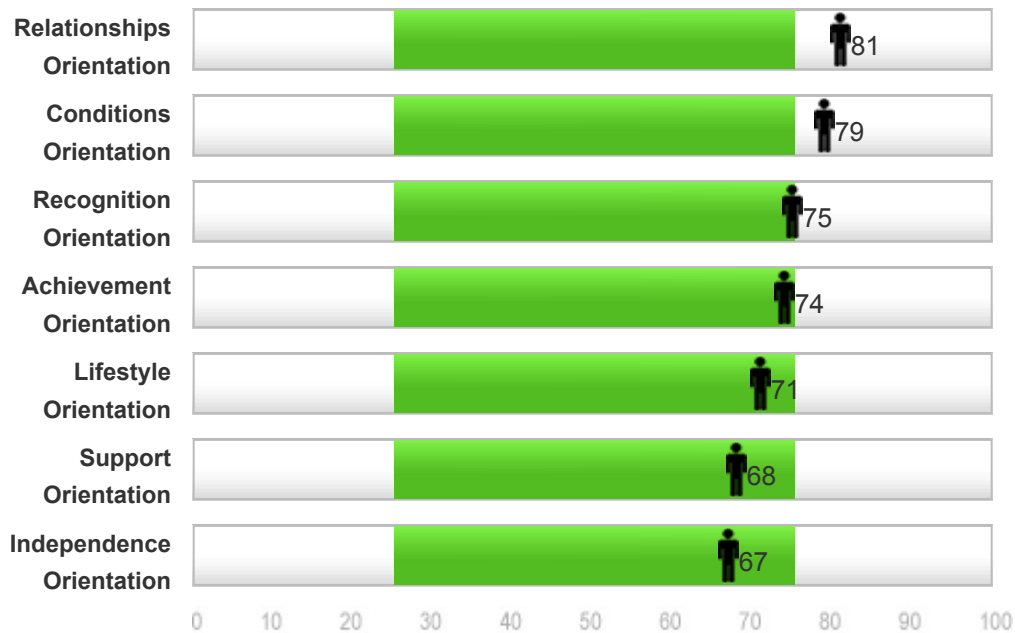
CATEGORY	YOUR SCORE %	DESCRIPTION
Office	77	Individuals scoring highly on the Office interest category enjoy working indoors and undertaking clerical, computer or finance-related tasks. Those who demonstrate Office - related interests are likely to enjoy work roles such as cost analyst, accountant, librarian, auditor or court reporter.
People Contact	70	Individuals scoring highly on the People Contact interest category enjoy interacting with others and working in roles that involve helping other people. Those who exhibit People Contact interests often like to work in fields such as teaching, social work or psychology.
Science	61	Individuals scoring highly on the Scientific interest category enjoy investigating, researching, analysing and experimenting. They often enjoy working within the fields of medicine and health. People who exhibit Scientific interests often work well in work roles such as doctors, nutritionists, anthropologists, economists.

<p>Business</p>	<p>61</p>	<p>Individuals scoring highly on the Business interest category enjoy working with people in terms of leading, discussing ideas and inspiring others into action. People who are Business oriented are likely to enjoy working within areas such as business management, public relations or politics.</p>
<p>Practical</p>	<p>44</p>	<p>Individuals scoring highly on the Practical interest category enjoy working with tools, equipment or machinery. They often enjoy manipulating equipment, physically making products and operating or repairing machinery. It also involves the application of scientific principles to design or develop structures, machines, apparatus, or manufacturing processes. People with a Practical interest usually enjoy jobs such as engineering, mechanics, aviation operation and computer-related and technical work.</p>
<p>Outdoor</p>	<p>11</p>	<p>Individuals scoring highly on the Outdoor interest category generally enjoy working outside or in active roles as opposed to spending time indoors or behind a desk. This may involve travelling in or driving vehicles. They often have an interest in areas such as animal care, athletics, gardening, landscaping, farming, horticulture or surveying.</p>
<p>Creative</p>	<p>8</p>	<p>Individuals scoring highly on the Creative interest category enjoy communicating creatively, and considering and implementing innovative solutions. People who demonstrate Creative interest enjoy roles in artistic, creative and literary occupations. Preferred roles include artistry, photography, dance, music composition and interior design.</p>

Vocational Values Report

The graph and chart below displays your values within seven vocational categories from strongest to least strong. Your scores are based on a comparison to the general population. The scores below show how much you value certain parts of a work environment. The higher the score, the more you value that particular area. The lower the score, the less importance you place on that particular area. More than one high score indicates a combination of values. The lowest scores indicate the type of values and associated vocational roles which least interest you at this stage. High or low scores are not 'good' or 'bad', they only indicate how strongly you feel about a certain value category.

The green areas show where most people score.



In the chart below read the descriptions within each category to give you an understanding of the different types of work value areas. The occupations named in each category provide examples as opposed to extensive lists of skills.

CATEGORY	YOUR SCORE %	DESCRIPTION
Relationships Orientation	81	The Relationships Orientation scale describes how important it is to you to have good relationships with those around you. This encompasses relationships with co-workers and the general public, and your knowledge, experience, and expression of moral and cultural or religious beliefs. If you scored high for Relationships Orientation , it means that being of service to others, getting along with others, and having a clean conscience are most important to you in an ideal job. Examples of occupations that satisfy people with a high Relationships work value are health educators, counselling psychologists, therapists, teachers, librarians, hairdressers, beauticians, concierges, customer service and representatives.
		The Conditions Orientation scale describes how important the conditions of your

<p>Conditions Orientation</p>	<p>79</p>	<p>workplace are to you. This encompasses the level of activity, independence, variety, compensation, security of the position, and the actual working environment of your workplace. If you scored high for Conditions Orientation, it means that pay, job security, physical working conditions, and work that suit your temperament are most important to you in an ideal job. Examples of occupations that satisfy people with a high Conditions work value are computer and IS managers, chief executive officers, judges, psychiatrists, marketing managers, organisational/industrial psychologists, optometrists, PR managers, telecommunications equipment installers/repairers, elevator and lift installers and plumbers.</p>
<p>Recognition Orientation</p>	<p>75</p>	<p>The Recognition Orientation scale describes how important it is to you to feel recognised for your accomplishments in the workplace. This encompasses advancement opportunities, public recognition, your level of authority, and your status within the workplace. If you scored high for Recognition Orientation, it means that advancement, recognition, and respect are most important to you in an ideal job. Examples of occupations that satisfy people with a high Recognition work value are chief executive officers, surgeons, physicists, doctors, obstetricians, gynaecologists, psychiatrists, lawyers, judges, pilots, police, chefs and fire-fighters.</p>
<p>Achievement Orientation</p>	<p>74</p>	<p>The Achievement Orientation scale describes how important it is for you to feel that you achieve something from your work, both on the completion of a task, and the methods and resources you used to get there. If you scored high for Achievement Orientation, it means that using your best skills, abilities, and knowledge, and feeling a sense of accomplishment is most important to you in an ideal job. Examples of occupations that satisfy people with a high Achievement work value are veterinarians, surgeons, judges, obstetricians, gynaecologists, doctors, psychiatrists, real estate agents, sales agents, electricians and construction/building inspectors.</p>
<p>Lifestyle Orientation</p>	<p>71</p>	<p>The Lifestyle Orientation scale describes how important it is to you to be provided with an enjoyable way of life through your workplace. This encompasses the similarities between the home and work environments, the balance between work and non-work activities, and the level of active participation in family life. If you scored highly for Lifestyle Orientation, it means that the provision of an enjoyable way of life is most important to you in an ideal job. Examples of occupations that satisfy people with a high Lifestyle work value are those that allow a greater flexibility in hours and a greater diversity in work environments.</p>
<p>Support Orientation</p>	<p>68</p>	<p>The Support Orientation scale describes how important it is to you to have some support from others within the workplace. This includes fairness, supervision and management, and skill development prospects within the workplace. If you scored high for Support Orientation, it means that having bosses who are both competent and considerate is most important to you in an ideal job. Examples of occupations that satisfy people with a high Support work value are commercial pilots, explosives workers, radiation therapists, nuclear power reactor operators, hazardous materials removal workers, systems analysts and flight attendants.</p>

**Independence
Orientation**

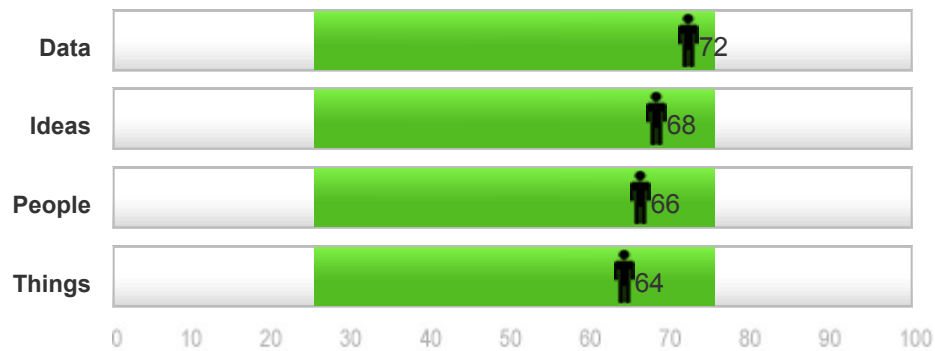
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The **Independence Orientation** scale describes how important it is to you to have your own sense of independence within the workplace. This encompasses opportunities for creativity, responsibility, autonomy, stimulation, and purpose. If you scored high for **Independence Orientation**, it means that being able to exercise initiative and make decisions by yourself are most important to you in an ideal job. Examples of occupations that satisfy people with a high Independence work value are judges, magistrates, chief executive officers, directors – movies, plays, orthodontist, pilots, chiropractors, electricians, sales agents, animal trainers, hunters and trappers.

Vocational Skills Report

The graph and chart below displays your skills from strongest to least strong in the work environment. Your scores are based on a comparison to the general population. The scores below indicate your perceived level of skills in each area. The higher the score, the more you believe you are skilled in that particular area. The lower the score, the less you believe you are skilled in that particular area. More than one high score indicates a combination of high skill areas. High or low scores are not 'good' or 'bad', they only indicate how strongly you feel about a certain skill category.

The green areas show where most people score.



In the chart below read the descriptions within each category to give you an understanding of the different types of vocational skill areas. The occupations named in each category provide examples as opposed to extensive lists of skills.


CATEGORY	YOUR SCORE %	DESCRIPTION
Data	72	These skills relate to working with procedures, records, and rules and regulations. People who are skilled in the 'data' category are likely to be skilled at collecting, checking, organising, transforming, storing or retrieving information, or developing and overseeing plans, procedures, or regulations. People with these skills generally prefer conventional, structured and clearly defined work with definite lines of responsibility and standardised work procedures. These skills are useful in vocational areas such as administration, project and office management, government/public sector regulators, finance, banking, accounting, and computing.
Ideas	68	These skills relate to thoughts, ideas, and concepts. People who are highly skilled in creative thinking may also be skilled at visual or performance art, music, written word, scientific theories, complex equations, work strategies, or making judgements. People with these skills usually prefer unstructured work environments which are often considered conducive to free and full expression of ideas and emotions. 'Ideas' people often work well understanding and investigating complex information, pursuing knowledge and thinking creatively and innovatively. These skills may be useful for visual, performing and written arts, natural and social sciences, research, mathematics, business, and law.
		These skills relate to interpersonal skills and working with others. People who are skilled in interacting well with others are often skilled in the areas of caring, guiding, teaching,

People	66	persuading and leading. Strong 'people' employees usually prefer to work and socialise with others in small or large groups. Occupations which utilise strengths in communication include education, sales, customer service, marketing, advertising, politics, management, business (entrepreneurship), and medicine.
Things	64	<p>These skills relate to operating/using machines, equipment and tools. People who are skilled in this area are often working in activities such as building, making/fixing things, operating machines, harvesting and tending crops or plants, or handling animals. People with strong skills in this area generally prefer hands-on practical work which is active, involved with vehicles, the outdoors, workshops, studios, or factory environments.</p> <p>Vocational roles linked to these skills may include producing, operating, fixing, and/or handling. These skills are also useful for police, fire, rescue, defence personnel, or sports and music professionals. They are useful for manufacturing, agriculture, horticulture, forestry, farming, distribution, engineering, mining, construction, and transport roles.</p>

Recommendations

Based on your interests and values, some careers that you may wish to consider are listed below. These jobs are generated based on a statistical analysis of your responses, compared to responses of people who work in these jobs. The jobs listed are ordered from your closest to least close match in terms of your results from your 'Careering Ahead' assessment results. This is not a full list of jobs that you could pursue; rather it is a selection of possible option to consider. It is advised that you also take into account your results from the skills questionnaires while investigating these options.

Whilst most of the jobs listed below match your interests, values, skills and level of education (i.e. your job zone), we also listed some which require a slightly different level of education to yours.

JOB TITLE	JOB INTEREST AREAS	JOB ZONE 	
Librarians	- Office, People Contact	5	Job details »
Actuaries	- Office, Science	5	Job details »
Counselling Psychologists	- People Contact, Science	5	Job details »
Mental Health Counsellors	- People Contact, Science	5	Job details »
Medical and Public Health Social Workers	- People Contact, Science	5	Job details »
Mental Health and Substance Abuse Social Workers	- People Contact, Science	5	Job details »
Agricultural Sciences Teachers, Postsecondary	- People Contact, Science	5	Job details »
Biological Science Teachers, Postsecondary	- People Contact, Science	5	Job details »
Forestry and Conservation Science Teachers, Postsecondary	- People Contact, Science	5	Job details »
Chemistry Teachers, Postsecondary	- People Contact, Science	5	Job details »
Physics Teachers, Postsecondary	- People Contact, Science	5	Job details »
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	- People Contact, Science	5	Job details »
Health Specialties Teachers, Postsecondary	- People Contact, Science	5	Job details »
Nursing Instructors and Teachers, Postsecondary	- People Contact, Science	5	Job details »
Social Work Teachers, Postsecondary	- People Contact, Science	5	Job details »

Home Economics Teachers, Postsecondary	- People Contact, Science	5	Job details »
Physician Assistants	- People Contact, Science	5	Job details »
Occupational Therapists	- People Contact, Science	5	Job details »
Physical Therapists	- People Contact, Science	5	Job details »
Speech-Language Pathologists	- People Contact, Science	5	Job details »

