



SAMPLE REPORT A

“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

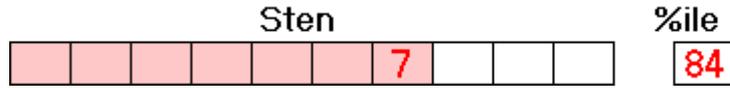
Career Drivers

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

	Sten	%ile
<u>Career Profiles</u>		
ENERGY		
Motivation	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #f8d7da;"><div style="width: 70%;"></div></div> 7	84
Stress Management	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #f8d7da;"><div style="width: 70%;"></div></div> 7	86
SOCIABILITY		
Leadership	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #d4edda;"><div style="width: 60%;"></div></div> 6	76
Working with others	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #d4edda;"><div style="width: 60%;"></div></div> 6	73
Persuading others	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #d4edda;"><div style="width: 90%;"></div></div> 9	98
PRODUCTIVITY		
Diligence And Quality	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #d1ecf1;"><div style="width: 90%;"></div></div> 9	97
Time Management	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #d1ecf1;"><div style="width: 80%;"></div></div> 8	95
Innovation	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #d1ecf1;"><div style="width: 70%;"></div></div> 7	86
Adaptability	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #d1ecf1;"><div style="width: 30%;"></div></div> 3	14
CAREER ANCHORS		
People	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #fff3cd;"><div style="width: 60%;"></div></div> 6	73
Interest	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #fff3cd;"><div style="width: 40%;"></div></div> 4	24
Creativity	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #fff3cd;"><div style="width: 70%;"></div></div> 7	86
Status	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #fff3cd;"><div style="width: 50%;"></div></div> 5	54
Order/Routine	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #fff3cd;"><div style="width: 70%;"></div></div> 7	88
Money	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #fff3cd;"><div style="width: 40%;"></div></div> 4	38
Power	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #fff3cd;"><div style="width: 60%;"></div></div> 6	76
CAREER THEMES		
Realistic - Technical	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #f8d7da;"><div style="width: 80%;"></div></div> 8	96
Realistic - Manual	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #f8d7da;"><div style="width: 70%;"></div></div> 7	79
Investigative	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #f8d7da;"><div style="width: 90%;"></div></div> 9	99
Artistic	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #f8d7da;"><div style="width: 70%;"></div></div> 7	86
Social	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #f8d7da;"><div style="width: 60%;"></div></div> 6	73
Enterprising	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #f8d7da;"><div style="width: 50%;"></div></div> 5	42
Conventional	<div style="display: flex; justify-content: space-between; width: 100px; height: 15px; background-color: #f8d7da;"><div style="width: 70%;"></div></div> 7	88

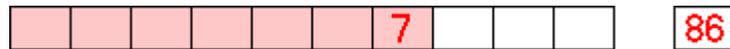
ASSESSMENT REPORT

Motivation



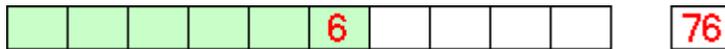
High scorers on this scale are ambitious and driven, with a strong desire to succeed at whatever they do. Low scorers tend to take life as it comes and to live more for the present moment than for future rewards. Your score on this scale is above average, indicating a moderate to high level of ambition to get to the top of a profession or career.

Stress Management



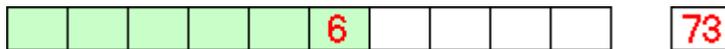
High scorers on this scale tend to have a positive attitude towards life, a belief that things work out well most of the time and a high level of ability to deal with stress in general. Low scorers tend to have a more pessimistic attitude to life and may find it more difficult to cope with stress. Your score on this scale is above average, indicating a moderate to high level of optimism and ability to cope with stress.

Leadership



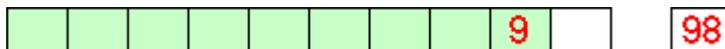
High scorers on this scale tend to be persuasive, assertive and enjoy being in charge. Low scorers prefer to let others make the decisions and provide direction, and are likely to be less difficult to manage as subordinates. Your score on this scale is average, indicating a moderate level of interest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

Working with others



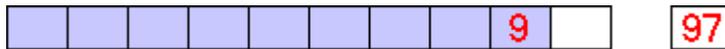
High scorers on this scale tend to relate well to other people, work well in group and team situations and support others in their work. Low scorers tend to focus more on getting the job done and are less likely to focus on the needs of others or go out of their way to support others. Your score on this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

Persuading others



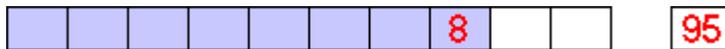
High scorers on this scale tend to have a strong capacity to influence and persuade others. Low scorers tend to keep their ideas more to themselves. Your score on this scale is above average, indicating a moderate to high level of interest in influencing and persuading others.

Diligence And Quality



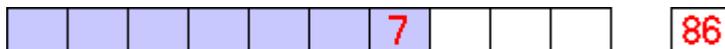
High scorers on this scale are very conscientious and have a strong commitment to detail and task completion. Low scorers tend to be less conscientious about detail and more willing to cut corners and bend the rules to get a job done. Your score on this scale is well above average, indicating a high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

Time Management



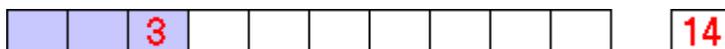
High scorers on this scale tend to be good at forward planning and at organising their work. Low scorers tend to be less well-organised and often find themselves under pressure to complete projects at the last minute. Your score on this scale is above average, indicating a moderate to high level of interest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

Adaptability

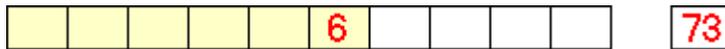
The ability to adapt to change can be essential for certain careers, where work practices change on an hourly basis, and each day brings new and unfamiliar tasks to tackle. Some individuals prefer work environments where there is a steady and predictable routine, with clear task descriptions and set procedures to follow to accomplish each task. Adaptability refers to an individual's capacity to deal effectively with changes in work practices, whether from hour to hour, day to day, or week to week.

- √ **Establish goals and procedures** Even fluid work environments contain objectives that must be reached and procedures for reaching these objectives. Try to clarify what the goals are, how long there is to reach them, what procedures should be used, and what resources are available. Is there any way to prepare for the challenges ahead?

- √ **Brainstorm and apply existing experience and skill** Brainstorming in teams can be a powerful way of anticipating change and deciding who is going to deal with what aspects of the challenge, and consider how can past experiences can be applied to tackling new problems.

- √ **Ensure that adequate support and rewards are provided** If employers expect you to do a good job in difficult circumstances they must supply the training and resources to allow you to function effectively. Ensure that you are properly equipped for the challenges at hand, and that the rewards reflect the pressure you may be under to perform.

People



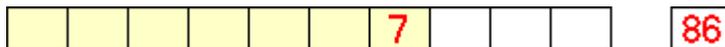
High scorers on this scale tend to prefer careers where they can work closely with other people. Low scorers place less emphasis on this aspect of a career. Your score on this scale is average, indicating that this anchor is likely to have a moderate level of influence on your choice of work or career.

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 below average, indicating that this anchor is likely to have a low to moderate level of influence on your choice of work or career.

Creativity



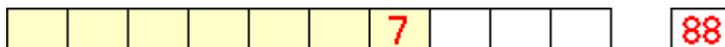
High scorers on this scale prefer to work in careers that allow them to express themselves and communicate with others. Low scorers are likely to see this aspect of a job as less important. Your score on this scale is above average, indicating that this anchor is likely to have a moderate to high level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

Status



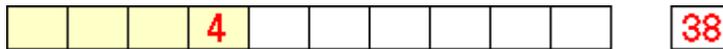
High scorers on this scale tend to be quite concerned with what others think about the work they do. Low scorers are unconcerned about the status of their position. Your score on this scale is average, indicating that this anchor is likely to have a moderate level of influence on your choice of work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

Money



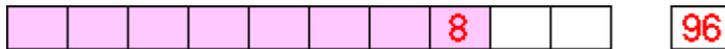
High scorers on this scale tend to be very motivated by the financial rewards attached to a job or career. Low scorers are less concerned about financial reward. Your score on this scale is below average, indicating that this anchor is likely to have a low to moderate level of influence on your choice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

Power



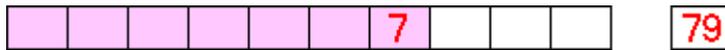
High scorers on this scale prefer careers that provide them with opportunities to take charge and lead others. Low scorers prefer careers where direction is provided by others. Your score on this scale is average, indicating that this anchor is likely to have a moderate level of influence on your choice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

Realistic - Technical



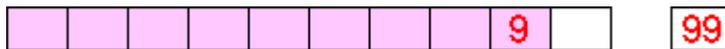
High scorers on this dimension prefer practical work of a mechanical/technical nature such as working with machinery or electrical equipment. They tend not to be interested in work that focuses on people, abstract ideas or administrative tasks. Your score on this scale is above average, indicating a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

Realistic - Manual



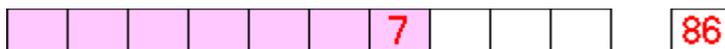
High scorers on this dimension prefer work of a physical or manual nature such as building, carpentry, farming and working outdoors. They tend not to be interested in work that focuses on people, abstract ideas or administrative tasks. Your score on this scale is above average indicating a moderate to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



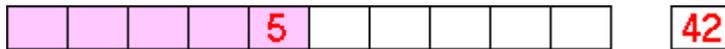
High scorers on this dimension prefer creative, imaginative work such as design, craft and fine art. They tend not to be interested in administrative and investigative work but can also be interested in people and enjoy practical activities. Your score on this scale is above average, indicating a moderate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

Social



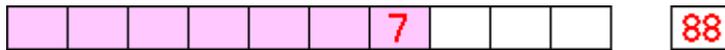
High scorers on this scale tend to be interested in working with people in a caring, helping or developing capacity. Low scorers tend to be more interested in working with objects, data and ideas than with people. Your score on this scale is average, indicating a moderate level of interest in careers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

Enterprising



High scorers on this dimension prefer work that involves starting new ventures, co-ordinating 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 above average, indicating a moderate to high 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 - REALISTIC

LEAVING CERT	VOCATIONAL TRAINING	DEGREE/POST GRAD
Florist IT Call Centre Agent Air Hostess/Steward Funeral Director Leisure Centre Attendant Courier Driving Instructor Garda Prison Officer Security Officer Store Detective Traffic Warden Landscape Gardener Brick/Stonemason/Mason Electronics/Electrical Assembler Train Driver Woodmachinist Army Recruit Baker/Confectioner Bartender Bus Driver	Technical Writer Multimedia Designer Potter Distribution Transport Manager Probation and Welfare Officer Dairy Industry Domestic Appliance Service Engineer Heavy Goods Vehicle Mechanic Motor Mechanic Originator Refrigeration Craftsperson Watch and Clock Technician Air Corps. Apprentice Aircraft Mechanic Army Apprentice Bookbinder Cabinetmaker Carpenter/Joiner Chef Construction Plant Fitter Electrician	Computer Programmer Multimedia Localisation Multimedia Programmer Multimedia Software Engineer Software Localisation Jeweller Systems Analyst Air Corps Cadet Army Cadet Naval Service Cadet Farm Manager Software Engineer Electrical/Electronic Engineering Brewer

Career Theme - CONVENTIONAL

LEAVING CERT	VOCATIONAL TRAINING	DEGREE/POST GRAD
Bank Official Clerk-Building Society Clerk - General Court Clerk Insurance Official Telephone Operator	Administrator Bilingual Secretary Law Clerk/Legal Executive Legal Secretary Medical Secretary Receptionist Secretary Typist Information Officer Court Reporter Purchasing Officer/Materials Manager Hotel Manager Multimedia Project Manager Restaurant/Catering Manager Retail Manager	Accounting Technician Actuary Auditor Certified Public Accountant Chartered Accountant CIMA Management Accountant Economist Stockbroker Librarian Library Assistant Linguist Translator/Interpreter Barrister Business Analyst Financial Advisor Solicitor Taxation Consultant Sociologist Bank Manager Hospital Manager

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
Naval Apprentice Fish Farming Stable Groom Forestry Worker IT Call Centre Agent Electronics/Electrical Assembler Landscape Gardener Woodmachinist Greenkeeper Army Recruit Naval Recruit Train Driver Sewing Machinist Crane Operator Sheet Metalworker Assistant Hairdresser Depot Person Packer Slater/Rooftiler Farrier Driving Instructor Brick/Stonelayer/Mason	Computer Aided Designer Civil Engineering Technician Architectural Technician Draughtsperson - Construction Electronics Technician Air Corps. Apprentice Army Apprentice Dairy Industry Aircraft Mechanic Electrician Instrument Craftsperson Toolmaker Originator Construction Plant Fitter Fitter Bookbinder Heavy Goods Vehicle Mechanic Cabinetmaker Upholsterer Agricultural Mechanic Motor Mechanic Metal Fabricator	Multimedia Localisation Astronomer Chemist Physicist Biologist Minerals Surveyor Geologist Software Localisation Science Technician Laboratory Technician Biochemist Microbiologist Zoologist Physiologist Meteorologist Oceanographer Aeronautical Engineer Environmental Health Officer Environmentalist Archaeologist Civil Engineer Structural Engineer

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