



# OCCUPATIONAL DECISION MAKING

## BASIC REPORT

CAREER DIRECT MEASURES 4 KEY AREAS AND PROVIDES INVALUABLE INSIGHTS INTO YOUR UNIQUE DESIGN – PERSONALITY, INTERESTS, SKILLS, AND VALUES.

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<b>City</b>	Cary

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 AND OR THEIR CONSULTANTS ARISING OUT OF OR IN CONNECTION WITH THE USE OF THIS ASSESSMENT.

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# TABLE OF CONTENTS

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## INTRODUCTION

### PART 1

Personality

### PART 2

General Interests

### PART 3

Skills and Abilities

### PART 4

Values

## APPENDIX

Understanding The Scales And Scores  
The Biblical Basis For Work  
Report Feature Comparison

# INTRODUCTION

Jane, 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.<sup>1</sup> 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.

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.

## LEARN EVEN MORE WITH YOUR DETAILED REPORT

Your Basic Report gets you started on the right path, but you can get the most out of your Career Direct Assessment by upgrading your results to a Detailed or a Premium Report.

Both options include a Detailed Report, an action plan, and additional resources, but your Premium Report offers you 1 on 1 career consulting to take you through your results and help you determine what it means for your future!

[UPGRADE MY RESULTS](#)

1. Holland, J. (1959). A Theory of Vocational Choice. *Journal of Counseling Psychology*, 6(1), 35-45.



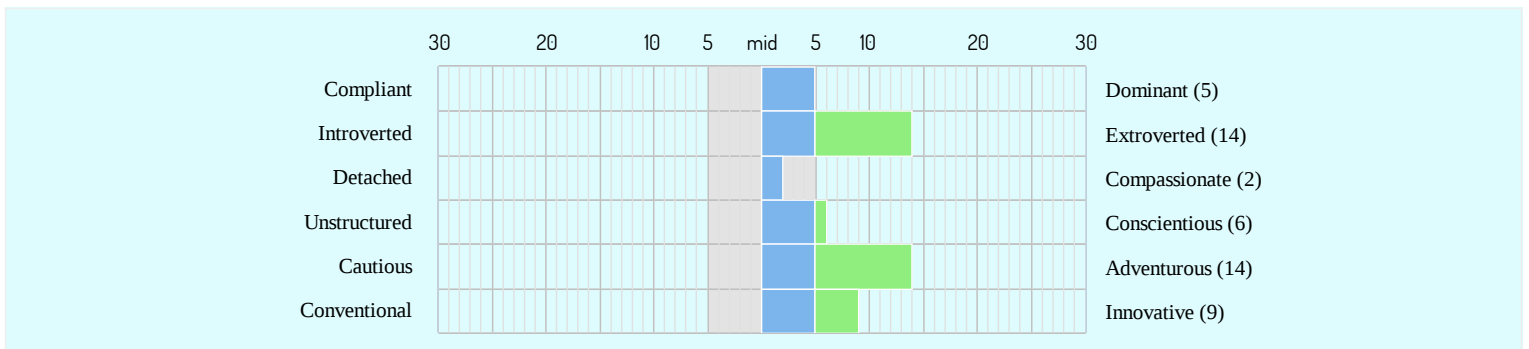
# PERSONALITY

Jane, 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.

Listed below are your six personality factors listed in order from most extreme to least extreme.

- 1. Adventurous**  
adventurous, ambitious, and competitive and you are attracted by a challenge.
- 2. Extroverted**  
outgoing and a natural people person who likes meeting strangers; you are enthusiastic and good at networking.
- 3. Innovative**  
very creative. You especially like to generate and express new ideas and seek mental challenges.
- 4. Conscientious**  
accurate, organized, and prepared. You naturally follow rules since you like structure and predictability.
- 5. Compliant / Dominant (Mid-Range)**  
comfortable as a leader or follower and will adapt to the needs of the situation.
- 6. Detached / Compassionate (Mid-Range)**  
agreeable and supportive but capable of being objective about people and situations.

## SIX FACTORS OF PERSONALITY





# GENERAL INTERESTS

Jane, INTERESTS are the most important factors in finding career areas that fit your design. Top areas for you to consider are:

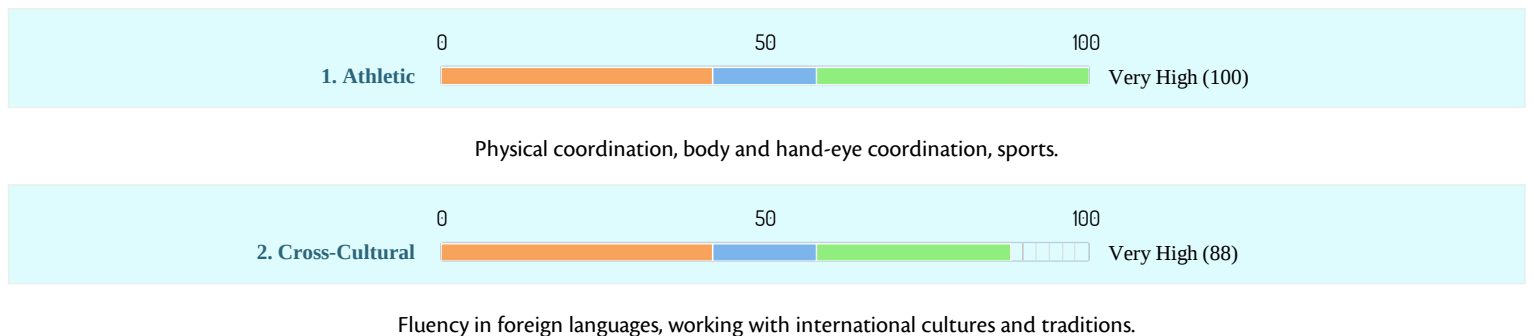
1. **Management/Sales**  
This career group centers on business-related activities, such as managing, selling, developing marketing strategies, as well as starting and operating a business.
2. **Athletics**  
People who are attracted to this career group often have a strong interest in athletic pursuits, either as an occupation or as a leisure activity.
3. **International**  
This career group involves a strong desire to travel or work in a foreign country, interact with people from other cultures, and communicate in more than one language.
4. **Law/ Politics**  
Those attracted to this career group have a strong desire to influence the thoughts and opinions of others.

INTEREST	SAMPLE OCCUPATIONS
Management/Sales	Marketing Representative, Buyer, Business executive, Real Estate Agent/Realtor
Athletics	Athletic trainer, Umpire/official, Professional scout, Athletic agent
International	Foreign correspondent, Foreign Language Teacher, Translator, Foreign missionary
Law/ Politics	Attorney, Paralegal, Political scientist, Arbitrator



# SKILLS AND ABILITIES

Jane, an understanding of your skills will be important as you evaluate potential occupations. It is very critical that you match your work to career fields that utilize your best skills in order to gain the personal joy of doing something that comes naturally.





# VALUES

In selecting your particular job or position within a career, keep in mind the following VALUES in WORK ENVIRONMENTS.

**1. Stability**

You enjoy working in an environment of consistency, an established routine, and no surprises. You value regular hours, steady salary, and a schedule that does not change.

**2. Challenge**

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

You will want a job situation that offers these OUTCOMES.

**1. 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.

**2. 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.

Overall, your LIFE VALUES must be considered in any position you accept.

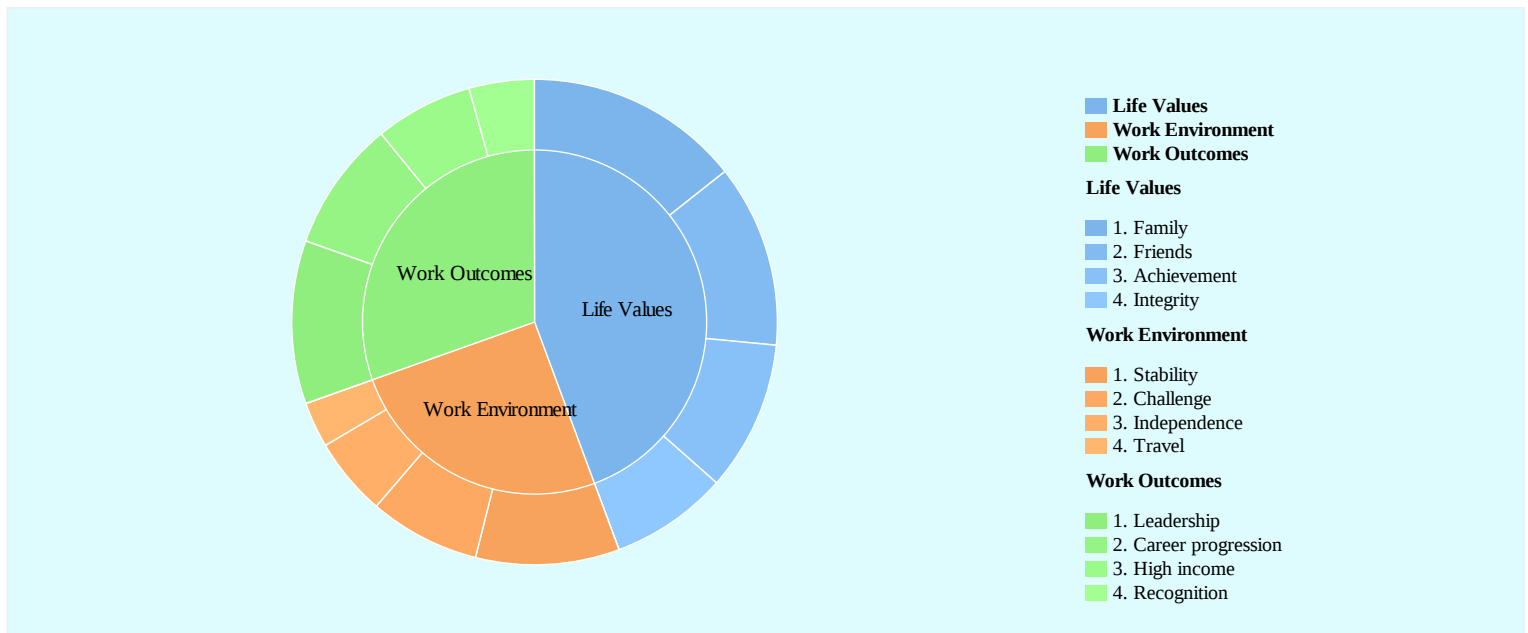
**1. Family**

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 an consideration to the occupational choices you make.

**2. 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.

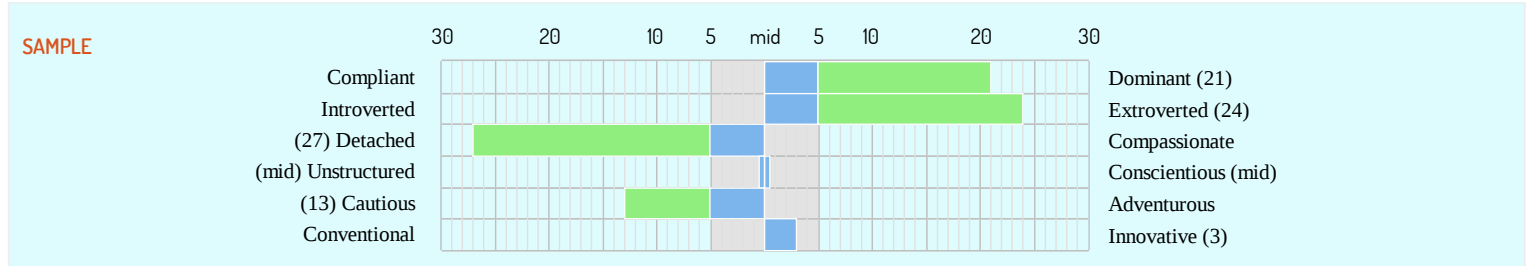
## TOP 4 INTEGRATED VALUE PRIORITIES



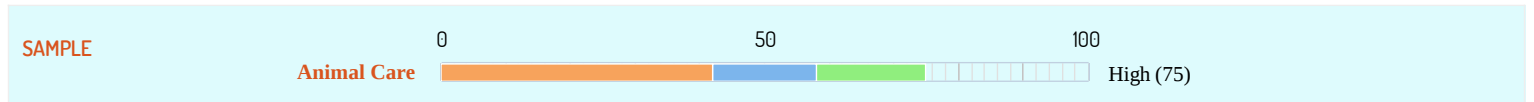


# UNDERSTANDING THE SCALES AND SCORES

The scales for all of the sections are based on standardized scores that were derived from the responses of a large population of people who are successfully employed in various occupations. The scales provide a way for you to visually compare your scores to the scores of other typical workers. The scales also make it easy to spot trends. A sample of the scales used are shown below.



On the example split bar graph above, different ranges of personality are displayed. The range of standard scores on the graph is from +30 (left) to 0 (mid) to +30 (right) (60 point range) and the average score is 0 (mid range). For each factor, roughly one third of the population will score to the right (+6 to +30), one third will score mid-range (+5 left to 0 to +5 right), and one third to the left (+6 to +30). Interpret the scores on the scale as shown below.



On the example bar graph above, the scores displayed are for Interests and Skills/Abilities. The graph indicates a low interest (left), a moderate interest (mid-range), and high interest (right). These scores do not indicate achievement or "good" or "bad" scores. They represent your relative standing, based on your responses, with other persons in the adult or youth categories."



# THE BIBLICAL BASIS FOR WORK

Jane, 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<sup>®</sup> *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.





## Basic vs. Detailed Report

You're reading your Basic Report. Check out the chart and see what you are missing if you don't upgrade for the life changing Detailed Report.

✓ Included in report

# Attributes displayed

		Basic Report	Detailed Report
<b>Introduction</b>	Understanding Scales/Scores	✓	✓
<b>Part 1: Personality</b>	Factors of Personality	6	6
	Sub Factors of Personality		✓
	Personality Highlights		✓
	Typical Strengths		✓
	Typical Non-Strengths		✓
	Critical Life Issues		✓
	<b>Part 2: General Interests</b>	Potential Occupations	✓
	Top Career Interest Groups	4	8
	Combined Scores: Activity, Occupation, & Subject		✓
	Five Major General Interests Areas		✓
<b>Part 3: Skills &amp; Abilities</b>	Occupational Skills & Abilities	✓	✓
	Top Skill Areas	2	4
	Evaluate Your Skills		✓
	Low Skill Score Exposure		✓
<b>Part 4: Values</b>	Work Environment	2	12
	Work Outcomes	2	8
	Life Values	2	9
	Conclusion		✓
<b>Summary Charts</b>	Six Factors of Personality		✓
	Sub Factors of Personality		✓
	Personality Summary		✓
	General Interests		✓
	Skills and Abilities		✓
	Top 4 Integrated Values		✓
	Critical Life Issues		✓
	Top 8 Career Groups by Interest Area		✓
	Core Life Planning Values		✓

<b>Part 5: Next Steps</b>	Career Direct – Next Steps		✓
	Top 8 Interest Groups: Job Detail Links		✓
<b>Part 6: Resources</b>	Resources		✓
	Audio File Download Links		✓
	Biblical Basis for Work	✓	✓

SEE UPGRADE RESULTS

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