



# 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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**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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# INTRODUCTION

Meggan, 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.

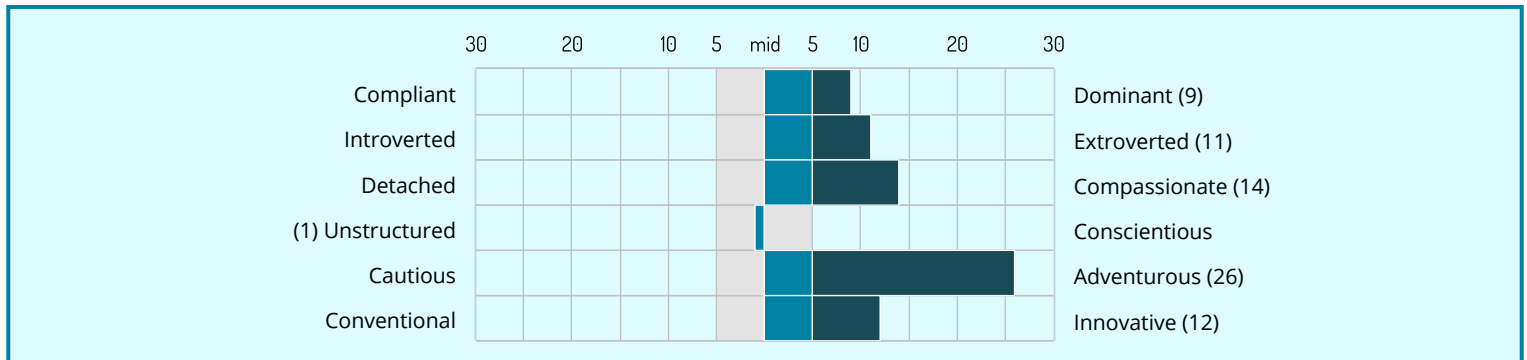
# PERSONALITY

Meggan, 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**  
venturesome, ambitious, and competitive and are attracted by a challenge
- 2. Compassionate**  
caring, sensitive, and a good listener; patient, loyal, and good at supporting and encouraging others
- 3. Innovative**  
very creative; like to generate and express new ideas and seek mental challenges
- 4. Extroverted**  
outgoing and a natural people person who likes meeting strangers; enthusiastic and good at networking
- 5. Dominant**  
bold, self-reliant, results oriented and naturally want to take the lead
- 6. Unstructured / Conscientious (Mid-Range)**  
structured in some areas and operate spontaneously in others

## SIX FACTORS OF PERSONALITY



# GENERAL INTERESTS

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

**1. Cross-Cultural Relations**

People who are interested in this career group enjoy traveling or working in a foreign country, interacting with people from other cultures, and/or communicating in more than one language.

**2. Art and Design**

People who are interested in this career group enjoy the creation of original art work including drawing, graphical design, interior design, sculpting, theater set design, and photography.

**3. Law/Politics**

People who are interested in this career group enjoy influencing the thoughts and opinions of others and understanding law and government.

**4. Faith/Ministry/Missions**

People who are interested in this career group enjoy activities like providing spiritual or religious guidance, listening to others personal problems, or lifting others up with sermons or music.

INTEREST	SAMPLE OCCUPATIONS
Cross-Cultural Relations	Foreign Service Agent, Foreign Language Teacher, Translator/Interpreter, Flight Attendant
Art and Design	Graphic Designer, Digital Content Designer, Landscape Architect, Fashion Designer
Law/Politics	Attorney, Legal Analyst, Political Research Analyst, Arbitrator/Mediator/Conciliator
Faith/Ministry/Missions	Religious Educator, Worship Leader, Children's Minister/Director, Youth Pastor/Director

# SKILLS AND ABILITIES

Meggan, 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.



People who score high in Leadership are skilled at innovating, building relationships, and seeing potential in others. They are intuitive and able to inspire people with their vision of the future.



People who score high in Cross-Cultural are adept at utilizing and developing fluency in foreign languages and/or advocating for diversity, equity, and inclusion. They respect and appreciate international cultures and traditions.

# VALUES

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

## 1. 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.

## 2. Adventure/Risks

You like to be where the action is, even when it is somewhat risky. Experiencing adventure and working with the unknown and unexpected will keep you motivated in your work.

You will want a job situation that offers these **OUTCOMES**.

## 1. Recognition

You are willing to work hard in order to be known as someone who has made his or her mark. Recognition of accomplishment is a big motivator for you, so analyze potential occupational choices carefully to be sure that a clearly defined rewards system is present.

## 2. 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.

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

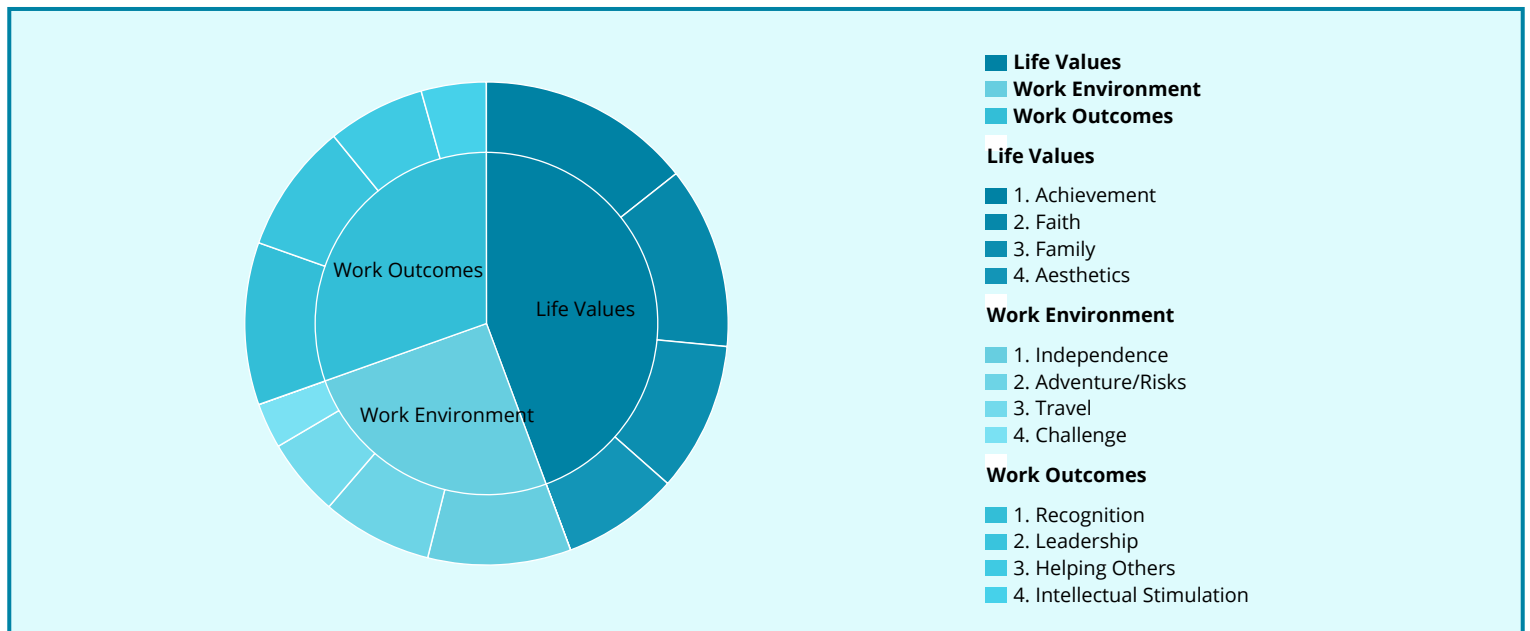
## 1. Achievement

You set lofty goals and strive for excellence in all you do. Achieving your full potential in work is extremely important to you. Look for career opportunities in which you are able to set high goals and see the results from your efforts.

## 2. Faith

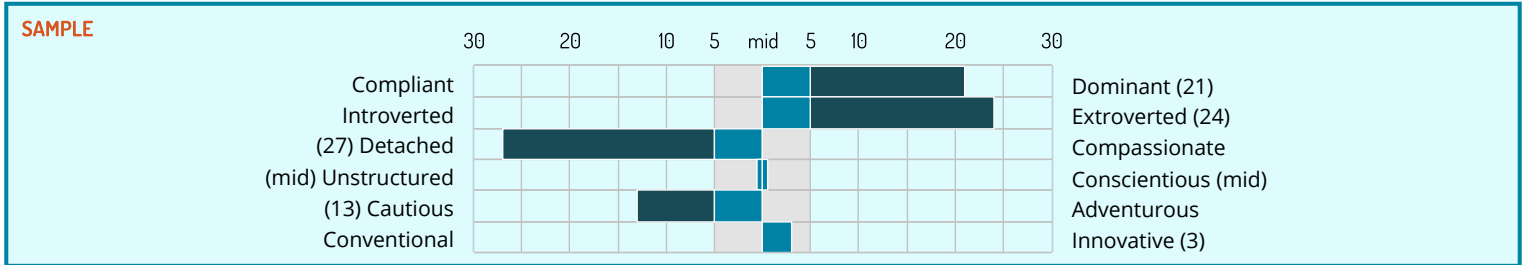
You have indicated that your life mission involves serving God in everything you do. It will be very important for you to see how your work is contributing to that goal. Remember that all occupations offer the opportunity to serve Him. Kindness and a commitment to excellence can be an attractive light for others in the workplace.

## 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). Below is an example of the scales and scores that is used for both the Interests and Skills and Abilities sections.



The sample graph above shows low interest (left), moderate interest (mid-range), and high interest (right) ranges. (This specific example shows a high interest in the Activity Interest of Animal Care). 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.

## 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		✓



		Basic Report	Detailed Report
<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	✓	✓

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