



OCCUPATIONAL DECISION MAKING

BASIC REPORT

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

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TABLE OF CONTENTS

INTRODUCTION

PART 1

Personality

PART 2

General Interests

PART 3

Skills and Abilities

PART 4

Values

APPENDIX

Understanding The Scales And Scores
Report Feature Comparison

INTRODUCTION

Meggan, the underlying principle for using this report is that people who match their work with their personalities, interests, skills and values, enjoy and succeed in their work.¹ 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.¹

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.

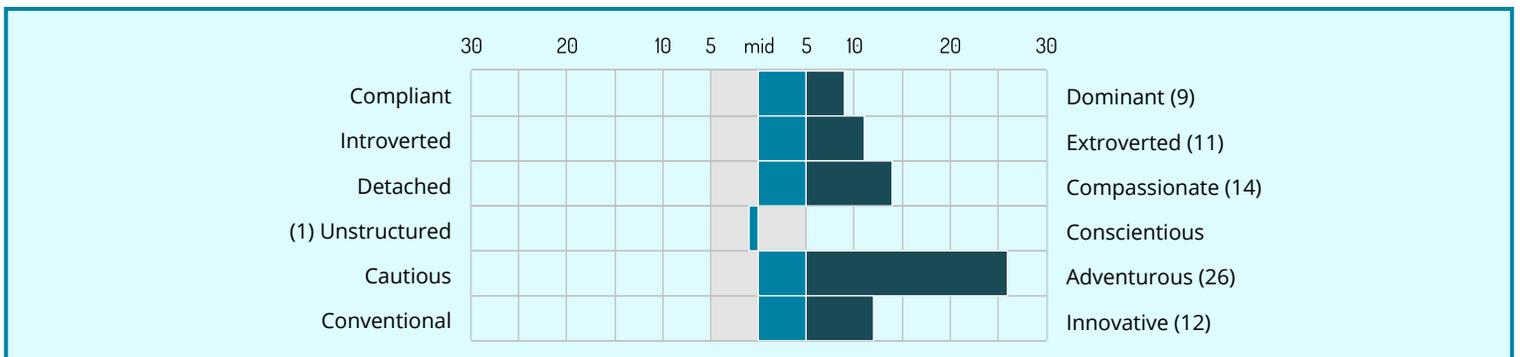
PERSONALITY

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 organised 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; 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; especially 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 and 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, and 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 and Politics	Attorney, Legal Analyst, Political Research Analyst, Arbitrator/Mediator/Conciliator
Faith, Ministry, and 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 and occupations. It is critical that you match your work to career fields at which you excel 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 be able to experiment with your 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 to be known as someone who has made his or her mark. Recognition of accomplishment is a big motivator for you, so analyse potential occupational choices carefully to be sure that a clear 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.

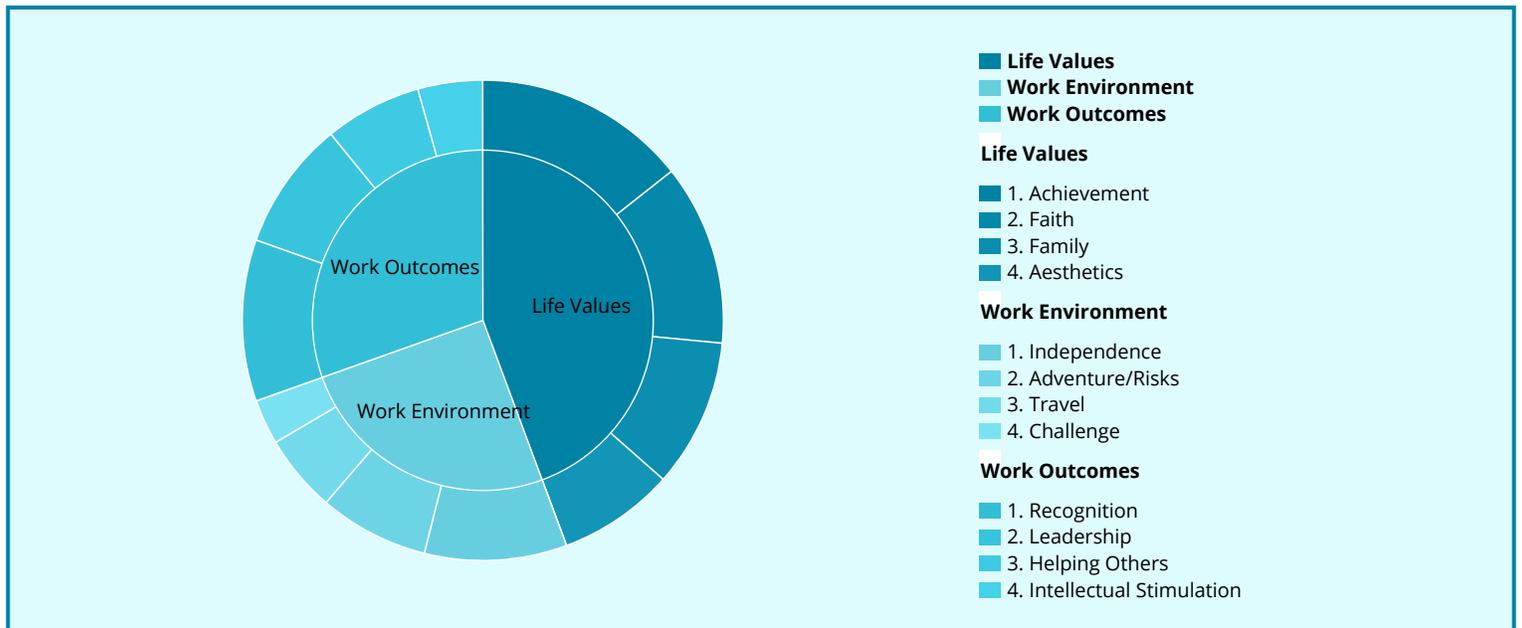
1. Achievement

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 can set high goals and see the results from your efforts.

2. Serve God

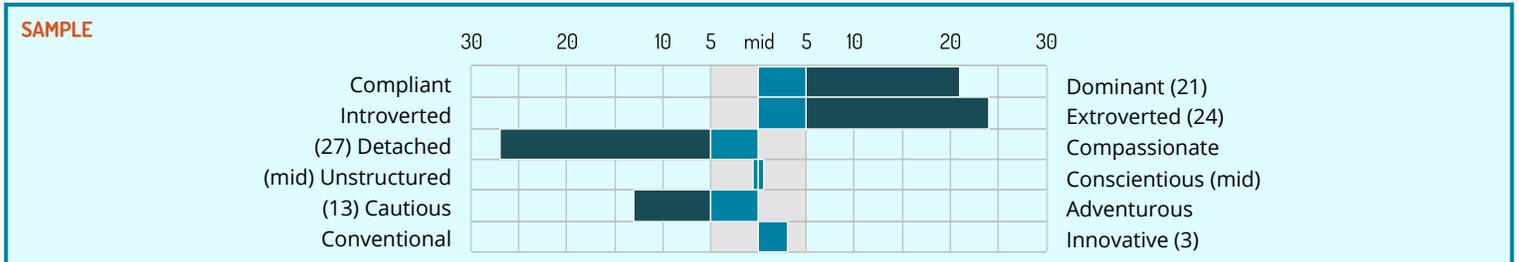
You have indicated that your life mission involves serving God in everything you do. It will be very important for you to see how your work is contributing to that goal. Remember that all occupations offer the opportunity to serve Him. Kindness and a commitment to excellence can be an attractive light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

TOP 4 INTEGRATED VALUE PRIORITIE

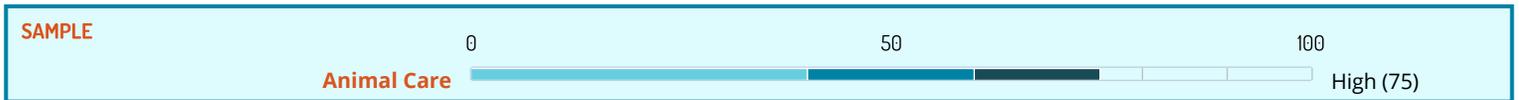


UNDERSTANDING THE SCALES AND SCORES

The scales for all of the sections are based on standardised 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 scale used is shown below.



The range of standard scores is from 0 to +30, and the average score is 0. For each factor, roughly one-third of the population will score between +5 and +30 on the right, one-third between +5 on the left and +5 on the right, and one-third between +5 and +30 on the left. Interpret the scores on the scale as shown below.



You will notice on the sample scale above, those scores between +5 and +30 on the right and the left are interpreted as high. Scores between +5 on the right and +5 on the left are considered MIDRANGE. These scores do not indicate achievement or "good" or "bad" scores. They represent your measured standing, indicating your natural behaviour. The more you tend to go left or right, the more evident your behaviour would be towards that specific dimension. 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 are reading your Basic Report. Check out the chart and see what you are missing if you do not upgrade to the life-changing Detailed Report.

✓ Included in report

Attributes displayed

		Basic Report	Detailed Report
Introduction	Understanding Scales/Scores	✓	✓
Part 1: Personality	Factors of Personality	6	6
	Sub Factors of Personality		✓
	Personality Highlights		✓
	Typical Strengths		✓
	Typical Non-Strengths		✓
	Critical Life Issues		✓
Part 2: General Interests	Potential Occupations	✓	✓
	Top Career Interest Groups	4	8
	Combined Scores: Activity, Occupation, & Subject		✓
	Five Major General Interests Areas		✓
Part 3: Skills & Abilities	Occupational Skills & Abilities	✓	✓
	Top Skill Areas	2	4
	Evaluate Your Skills		✓
	Low Skill Score Exposure		✓
Part 4: Values	Work Environment	2	12
	Work Outcomes	2	8
	Life Values	2	9
	Conclusion		✓
Summary Charts	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
Part 5: Next Steps	Career Direct – Next Steps		✓
	Top 8 Interest Groups: Job Detail Links		✓
Part 6: Resources	Resources		✓
	Audio File Download Links		✓
	Biblical Basis for Work	✓	✓

[SEE UPGRADE RESULTS](#)

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