

CareerManagementPro™

Full Report

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CMP# 12345 for Demo on February 1, 2015

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I. General Recommendations

An Overview of your Professional Profile

Your overall profile resembles the profiles of people who prefer to take advantage of their existing strengths while developing new ones. You would find your best success and satisfaction as an individual contributor in a team environment or in support/service role where your contribution will be recognized. Look for a well organized opportunity that provides consistent feedback and the opportunity for you to exercise your individual initiative while working towards long term goals. In any career move, talk to others in that career path before making your commitment.

Your Most Effective Self Management Style

You are most assertive and determined when placed in well defined situations. You are very responsive and most comfortable in familiar environments. You are viewed as agreeable and considerate in situations that are unfamiliar. When your expectations are clearly established and a well designed plan is in place, you would be depended upon to work diligently towards the goal.

Your Preferred Social Interaction Style

You are generally sociable, friendly and outgoing and should have little difficulty consulting with clients and building relationships with users, clients and peers.

Your Technical/Practical Orientation

You are quite analytical and practical. You enjoy a certain amount of problem solving as part of your work and pay attention to quality. Your analytical nature is consistent with many information technology positions if combined with the appropriate background and skill set.

Your Motivational Structure

You would be described as relaxed, loyal, dependable and client oriented. You are very comfortable working towards your long term goals.. You would be able to perform most effectively in a familiar, well-defined role that allowed you to take advantage of your expertise and ability to pay attention to client/user needs.

Your Preferred Approach to Being a Team Member or Team Leader

You integrate well with team environments and organizations that have clear guidelines and processes. You would be an effective team member where there is clear leadership and well designed procedures, systems and structure.

Your Feelings about Self Determination and Managing Stress

You have healthy self confidence, which allows you to feel that able to handle most situations through your own efforts. You accept responsibility for your own performance and expect to succeed in most things that you attempt.

You handle pressure, deadlines, criticism and most other stressful situations quite adequately. Your approach to stress will be neither a particular strength nor a weakness.

II. What to Seek & Avoid in Your Career Path

Career Path Characteristics to Seek

- ✓ Look for a career within a well-structured organization, which provides consistent feedback. A role in client service or support that makes use of your existing technical strengths and allows for growth is desirable.
- ✓ Seek career situations that take advantage of your technical knowledge and provide you with the opportunity to be creative. Look for career opportunities that will provide training to develop your strengths as well as technical specialists who can deal with issues beyond your current level of expertise.
- ✓ Look for a team environment that is focused on delivering quality products and services. You will enjoy the feeling of being a productive member of a team.
- ✓ Look for an environment where there is a balance between working on technical issues and regular contact with clients, users and your peer group.
- ✓ Seek a career that has a heavy emphasis on social value and provides you with opportunities to provide a meaningful product or service. Seek a stable part of the company which provides interesting challenges, recognition of your achievements, financial stability and a solid future.

Career Path Characteristics to Avoid

- ✗ Avoid a role that is filled with unfamiliar tasks and does not take advantage of your talents and skills. Avoid unstructured situations where you are responsible for planning your own activity. Avoid high pressure environments.
- ✗ Avoid careers where there is not much opportunity for technical growth. Avoid roles that do not provide much variety or opportunity for creativity.
- ✗ Avoid career paths that do not provide guidelines or do not allow you to work as part of a team. Avoid highly unstructured career paths that require you to create your own systems and structure.
- ✗ Avoid career paths where the primary focus of the career is meeting with others and developing new relationships over a short period of time.
- ✗ Avoid career paths that do not focus on people and service. You feel good about treating other people well and will be most comfortable in a career that provides a sense of social value. Avoid highly intense 'bottom-line' driven situations.

III. Summary of Strengths/Developmental Suggestions

Self Management

People would see you as being occasionally assertive, determined and goal oriented within well defined situations. More often, you would appear to be generally accepting, agreeable, considerate, mild mannered and cautious in any less clearly defined work or personal situation. Given a requirement or objective and a plan of how to reach the objective, you could be depended upon to work diligently to achieve the stated goals. Your talents would probably find their best utilization in the service or support aspects of a company.

Developmental Suggestions

- Look for well documented roles that provide lots of feedback.
- Make a habit of planning your daily activity and reviewing it at the end of the day.
- Take your previous experience in a familiar situation and apply those things that worked well to your new environment.
- Look for situations that are similar to your previous experience and will allow you to use that experience and build upon it.
- Look for a project leader or manager who will provide you with enough information to do your work effectively.
- Reward yourself for effort not just results.

Motivational Profile

You are concerned primarily about the well-being and needs of others and only secondarily are comfortable working towards your own goals. You would be described as relaxed, loyal, co-operative, dependable and service oriented. You would be able to perform most effectively in a familiar, well-defined role that allowed you to take advantage of your expertise and ability to pay attention to customer needs. You would be most satisfied in a career in which you contributed significantly to delivering a product or service which has a real societal value.

Developmental Suggestions

- Outline your long term goals and identify the things you need to achieve regularly in order to meet them.
- Treat all customer issues and your own goals with a sense of urgency by making a note of them and reminding yourself of their status on a daily basis.
- List the little things that need to be done to meet your goals and refer to the list as you complete the items.
- Focus on what you are able to accomplish on a daily basis and make certain that you do those things consistently.
- Make a commitment to your daily goals and if you find that you are not meeting them on a regular basis, evaluate whether your goals should be revised or whether you have been doing all that you can to achieve them.
- Record your activities each day so that you will have a real basis for review when meeting with your project leader or manager.

III. Summary of Strengths/Developmental Suggestions

Environmental Fit

You would work best and with the greatest satisfaction in a group of people who are like you in their strong commitment to the 'team'. You would enjoy the kind of technical, intellectual and personal interactions that come with working in a close-knit team. You would accept supervision but would also enjoy co-directing the group on some projects or in some parts of the job. You would be very well suited to a fairly structured environment where you can develop your skills and use them in clearly defined roles.

Developmental Suggestions

- Look for well organized situations that will provide you with clear guidelines.
- Take advantage of your team orientation by making a regular contribution to meeting team goals.
- Challenge yourself by reviewing the systems around you and developing ways that they could be improved.
- Build your versatility by learning other functions and skills needed by the organization.

Comfort with Conflict

You tend to avoid situations where there is conflict or potential for it. You would be perceived as very agreeable and would be best suited in an environment where conflict is minimal.

Developmental Suggestions

- When faced with a situation where there is conflict, maintain your composure and do not allow yourself to be upset by others, even if they are being unreasonable.
- Investigate such issues as assertiveness training and conflict resolution strategies that will allow you to feel more comfortable with conflict.

IV. Communication Style

Social Orientation

You are generally sociable, friendly and outgoing and should have little difficulty consulting with clients and building relationships. You are comfortable with other people but do not usually seek new acquaintances. You would work best in an environment where there is balance between making regular contact with a well established client base and dealing with their needs.

Developmental Suggestions

- Evaluate and build upon your strengths as a listener. Make certain that, as a rule, you let people explain themselves thoroughly before offering your views.
- Evaluate your performance as both a listener and a contributor at meetings with users, clients and peers. Do you respond to others or follow your own agenda?
- Avoid the appearance of disinterest or impatience.
- Some career opportunities require strength as a public speaker. You can develop this skill in yourself by taking part in community service groups, coaching and other similar opportunities.
- When making a presentation, work on such skills as timing, breaking the ice with humorous remarks and speaking directly to members of the audience.

Analytical Orientation

You would be described as logical and practical. You are comfortable with both technical and non-technical issues and would enjoy a certain amount of problem solving as part of your work. You are generally comfortable with detail. Careers that offered the opportunity to learn and use new concepts and innovations would be of interest to you.

Developmental Suggestions

- Look for careers which will allow you to make effective use of your analytical skills and attention to detail.
- Take advantage of your technical orientation when solving problems by asking open ended questions that will allow the customer or client to share in the solution.
- When consulting with others, give technical detail only when asked for specifics.
- Look for feedback when presenting your suggestions on project planning and other issues such as your personal development.
- Make certain that your personal development strategy matches organizational needs.

V. Self Confidence & Lifestyle Management

Self Confidence

You have healthy self confidence, which allows you to feel that able to handle most situations through your own efforts. You accept responsibility for your own performance and expect to succeed in most things that you attempt.

Developmental Suggestions

- Build on your self confidence and continue to feel good about yourself.
- Continue to feel responsible for your performance because you can make an impact.
- Commit to achieving agreed-upon job performance goals.
- Confidence is good but be careful to avoid the appearance of arrogance.

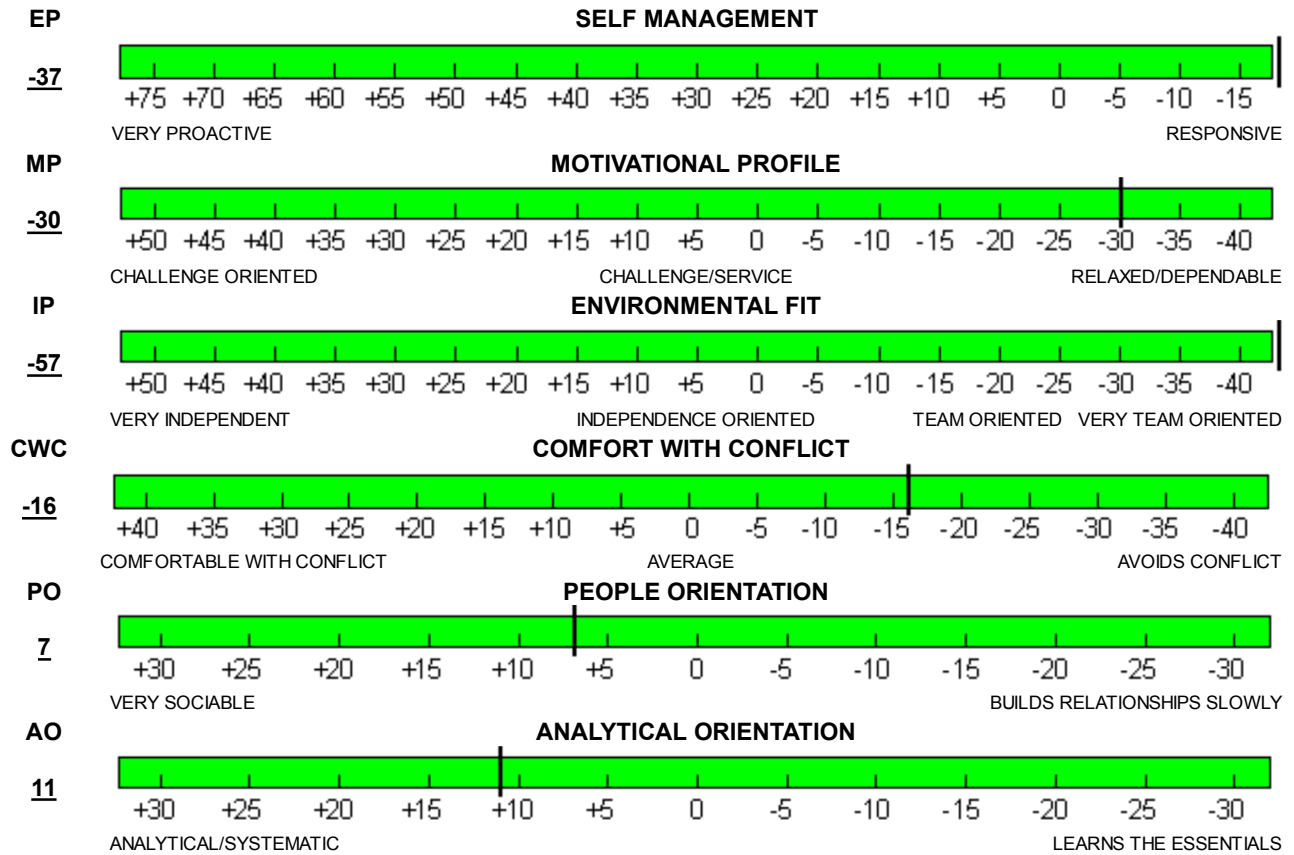
Lifestyle Management

You handle pressure, deadlines, criticism and most other stressful situations quite adequately. Your approach to stress will be neither a particular strength nor a weakness.

Developmental Suggestions

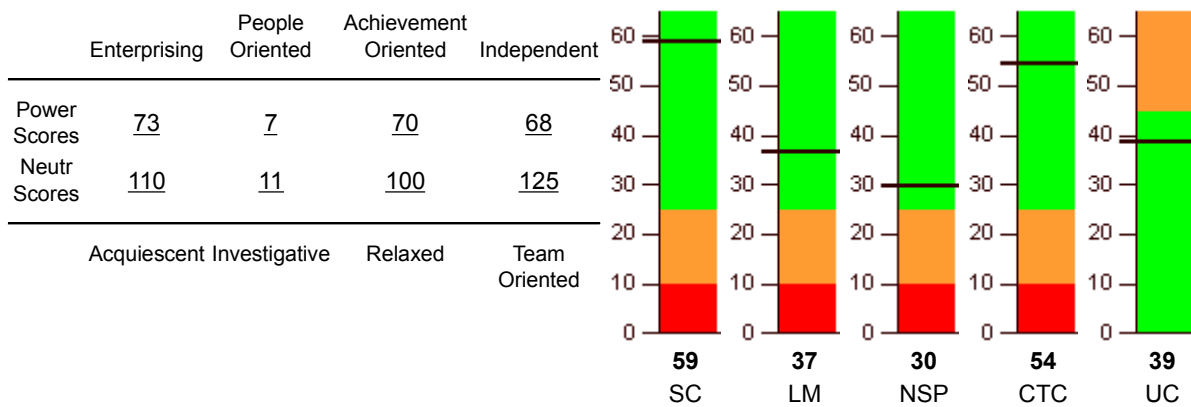
- Identify and understand your own stress coping techniques so you can use them in other situations.
- Identify negative habits/thought patterns and replace them with more positive ones.
- View stressful situations as challenges that you can meet.
- Seek stress coping strategies from the library, public health units, the internet and the popular media.
- When facing greater than normal levels of stress, change your goals to make them more practical.

VI. Summary of Scores



PAGE 1 SCORES

PAGE 2 SCORES



VII. Career Management

The goal for this interactive career management page is to open up the comprehensive world of careers and career planning. Career management is a lifetime journey that involves a number of smaller trips or jobs along the way. You will notice some overlaps in the career paths and jobs as many organizations require integrated solutions and operating processes across several departments and disciplines.

Many career paths are based on a specific set of skills (such as writing skills) or an extensive base of knowledge (such as engineering) that can be utilized or beneficial in many sectors or career paths. For example, writing skills are a fundamental skill for journalists, novelists, screenplay writers, technical journal writers or for writing training materials. Engineers can be sales managers, project managers, trainers or small business owners. The key is education. Education is your admission ticket to enter an exciting career path that will allow you to continually grow and achieve success within your selected path.

We have all heard the story of the president of a company that started in the mailroom or the plumber who started as an apprentice and is now a large plumbing supply franchisor with hundreds of locations.

The jobs listed in each of the career paths are a limited sample of the many jobs currently available in the marketplace. The lists will continue to evolve and grow all the time. The key is to select your career path and find an entry point (job) to enter the career path.

"Once you find a career you enjoy, you will never work another day in your life".

Follow your interests and passions to explore the many career paths and jobs highlighted below.

ADMINISTRATION

- ▶ Business and Office (Fit = 4.0)
- ▶ Corporate Logistics (Fit = 4.0)
- ▶ Customer Service (Fit = 5.0)
- ▶ Human Resources (Fit = 4.0)
- ▶ Internal Communications/Public Relations (Fit = 4.0)

APPLIED TECHNOLOGY

- ▶ Distribution/Logistics (Fit = 4.0)
- ▶ Engineering and Technicians (Fit = 4.5)
- ▶ Fulfillment/Production (Fit = 4.0)
- ▶ Procurement (Fit = 2.0)
- ▶ Research and Development (Fit = 5.0)

ARTS AND ENTERTAINMENT

- ▶ Art and Design (Fit = 4.0)
- ▶ Media (Fit = 1.0)
- ▶ Performing Arts and Entertainment (Fit = 1.0)
- ▶ Production (Fit = 4.0)
- ▶ Professions/Professional Support (Fit = 2.5)
- ▶ Writing and Communications (Fit = 4.0)

COMMUNITY AND GOVERNMENT SERVICES

- ▶ Civil Service (Fit = 3.5)
- ▶ Education and Instruction (Fit = 4.0)
- ▶ Fitness and Recreation (Fit = 3.0)
- ▶ General Services (Fit = 5.0)
- ▶ Health Services (Fit = 3.5)
- ▶ Law and Order (Fit = 2.0)
- ▶ National Security (Fit = 2.5)
- ▶ Social and Family Services (Fit = 4.0)

ENTREPRENEURIAL/SELF EMPLOYMENT

- ▶ Agent/Distributor (Fit = 3.0)
- ▶ Franchise (Fit = 5.0)
- ▶ Independent Contractor/Consultant (Fit = 1.5)
- ▶ Small Business (Fit = 3.0)

HOSPITALITY AND TOURISM

- ▶ Culinary/Food Services (Fit = 3.5)
- ▶ Hotel (Fit = 3.5)
- ▶ Relocation Services (Fit = 2.5)
- ▶ Resort/Leisure and Recreation (Fit = 3.5)
- ▶ Travel (Fit = 4.0)

INFORMATION TECHNOLOGY

- ▶ Database Management (Fit = 3.5)
- ▶ Hardware (Fit = 5.0)
- ▶ IT Architecture and Design (Fit = 3.0)
- ▶ IT Services/Support (Fit = 5.0)
- ▶ Internet and Web (Fit = 5.0)
- ▶ Project Management (Fit = 1.5)
- ▶ Software (Fit = 5.0)

MARKETING AND SALES

- ▶ Advertising/Marketing/Promotions (Fit = 3.0)
- ▶ Competitive Sales (Fit = 1.0)
- ▶ Marketing/Merchandising (Fit = 4.0)
- ▶ Point of Purchase Sales (Fit = 2.5)
- ▶ Relationship Sales (Fit = 3.0)
- ▶ Sales/Service (Fit = 5.0)

PROFESSIONS AND PROFESSIONAL SERVICES

- ▶ Agricultural and Environmental (Fit = 5.0)
- ▶ Architecture and Fine Arts (Fit = 5.0)
- ▶ Business (Fit = 2.0)
- ▶ Engineer (Fit = 5.0)
- ▶ Finance (Fit = 4.0)
- ▶ Legal (Fit = 4.5)
- ▶ Medical and Health Care (Fit = 5.0)
- ▶ Social Services (Fit = 4.0)

SKILLED TRADES

- ▶ Air Conditioning, Heating and Plumbing (Fit = 4.5)
- ▶ Automotive/Transportation (Fit = 5.0)
- ▶ Aviation (Fit = 5.0)
- ▶ Building and Construction (Fit = 4.5)
- ▶ Carpentry and Woodworking (Fit = 5.0)
- ▶ Cosmetology and Therapy (Fit = 4.5)
- ▶ General Industrial (Fit = 3.0)
- ▶ Marine (Fit = 5.0)
- ▶ Mining and Energy (Fit = 5.0)
- ▶ Miscellaneous Professions (Fit = 5.0)
- ▶ Telecommunications (Fit = 4.0)

VIII. Responses from Opinions Section

1=Don't Agree At All	2=Agree A Little	3=Somewhat Agree	4=Moderately Agree	5=Definitely Agree
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- 1. Effort gets results (5)
- 2. I thrive under pressure (4)
- 3. I have chosen a career with a great future (4)
- 4. I often discuss my career goals with friends (5)
- 5. I am often influenced by others (3)
- 6. I would have difficulty integrating a demanding career into my lifestyle (3)
- 7. I have never told a lie (2)
- 8. I would not like to be a sales person (3)
- 9. Most mistakes can be avoided (5)
- 10. I am comfortable with changes in technology (4)
- 11. Most people support my career goals (4)
- 12. I avoid actions that might make people dislike me (5)
- 13. People's good qualities are seldom recognized (1)
- 14. I sometimes lack the energy to perform important tasks (1)
- 15. My career choice is not interesting (2)
- 16. It is important that people approve of me (5)
- 17. I am good at most things that I try to do (5)
- 18. I stay focused on my priorities (5)
- 19. Teachers did little to help me (1)
- 20. Sales people have a positive public image (3)
- 21. Success is mostly luck (1)
- 22. I often allow my attitude to affect my performance negatively (2)
- 23. All my habits are good and desirable ones (3)
- 24. I am comfortable when people do not agree with me (3)
- 25. People get the respect that they deserve (4)
- 26. I generally have a positive attitude (4)
- 27. I never envy others their good luck (4)
- 28. I am persistent in getting others to agree with my point of view (4)
- 29. It is impossible to get people to change their minds (1)
- 30. I find it difficult to manage all my demands (3)
- 31. Demanding situations bring out the best in people (3)
- 32. I find it easy to make new acquaintances (4)
- 33. Hard work brings success (5)
- 34. I excel in a dynamic environment (4)
- 35. My friends and family respect my career choices (5)
- 36. I am comfortable promoting my ideas to friends and associates (5)
- 37. Plans never work out (1)
- 38. I often avoid difficult tasks (1)
- 39. I have never been late for work or for an appointment (2)
- 40. In a group, I feel uncomfortable if a person does not like me (3)
- 41. I create opportunities (4)
- 42. I take care of myself with good daily habits (3)
- 43. I find a lot of people very annoying (1)
- 44. I have been successful in developing a large network of people (4)
- 45. Compliments make me uncomfortable (1)
- 46. I have difficulty coping with daily job challenges (1)
- 47. I have never boasted or bragged (3)
- 48. I adapt to what others expect of me (4)

- 49. A good plan can avoid mistakes (5)
- 50. Stress improves my performance (3)
- 51. I intend to be successful in my career (5)
- 52. I often refer people to my family and friends (2)
- 53. Hard work does not always get results (1)
- 54. To be effective on the job, I need more energy (3)
- 55. I enjoy working with demanding clients (1)
- 56. Informal social events are a good source of business contacts (1)
- 57. I find it easy to talk about myself (3)
- 58. Regular habits are an important part of my success (2)
- 59. I have never said anything unkind about anyone else (2)
- 60. I have met very few people whom I did not like (3)
- 61. I am distracted easily (1)
- 62. School demands often interfere with my lifestyle (1)
- 63. I am uncertain about my choice of careers (2)
- 64. I get upset when sales people call me at home (1)
- 65. I am a confident person (2)
- 66. I can concentrate on my work for long periods of time (4)
- 67. I do not have much choice about my career (1)
- 68. To be successful in my career, I must change my image (3)
- 69. My performance depends on the situation (1)
- 70. To be effective, I need to make several lifestyle changes (2)
- 71. No one is ever rude to me (2)
- 72. I would rather talk to a client on the telephone than in person (1)
- 73. I am successful in most aspects of my life (5)
- 74. Work does not get me down (5)
- 75. My skills will always be in demand (5)
- 76. Most people would prefer not to deal with salespeople any more than necessary (1)
- 77. I am reluctant to make decisions (2)
- 78. Lifestyle demands have interfered with my career success (1)
- 79. I always admit my own mistakes (5)
- 80. To perform up to my potential, I must have total belief in my job (3)
- 81. I take time to reflect on my accomplishments (4)
- 82. I enjoy pressure on the job (3)
- 83. I am a good role model (5)
- 84. I have bought a product or service mainly because of the salesperson (4)
- 85. I let others define my educational needs (3)
- 86. People do not understand the pressures I face (3)
- 87. The career I have selected has limited potential (1)
- 88. My business contacts are a good source of future sales (5)
- 89. Effort is entirely my responsibility (4)
- 90. I manage stress effectively (3)
- 91. I have difficulty explaining my career plans (3)
- 92. To be a successful salesperson, it is necessary to get potential buyers to like me (5)
- 93. Others have interfered with my success (1)
- 94. It is difficult to establish job priorities (2)
- 95. People seldom ask for my advice (1)
- 96. I feel comfortable promoting myself and my company at social gatherings (5)