



# Career Success Report

*Unique insights for college students*

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**CONFIDENTIAL**

## Introduction

Congratulations on taking the first step toward a successful career! This confidential report uses your responses to the 16pf® Questionnaire to identify your personal strengths and challenges, occupational interests and work style. This information is then used to match career areas to your core personality to help you choose appropriate study options and a career path.

Each of the three report sections are designed to stimulate selfawareness that will guide your college and career direction.

### Section 1: Personality-based Strengths & Challenges

People who effectively direct the course and growth of their careers draw from personal strengths in the areas of behavior explored in this section of the report:

- Learning and Problem Solving
- Coping with Stress
- Interpersonal Style
- Work Style
- Maximizing Personal Effectiveness

The information about your unique personal strengths provides a practical reality-check about what you believe and value most about your life, and what you want it to include in the future.

### Section 2: Prospective Occupations

This section explores in detail the career areas that are most and least likely to interest you based on your personality. Seven career areas are explored within this report:

- Influencing
- Organizing
- Helping
- Creating
- Analyzing
- Producing
- Adventuring

Jobs falling within each of these seven areas are included along with an Interest Level score for each area.

### Section 3: Next Steps

By exploring the information in this report and using the accompanying workbook, you can identify areas for further career exploration.

## Section 1: Personality-based Strengths & Challenges

### Learning and Problem-Solving

**This section describes your unique problemsolving resources:**

- What are your overall strengths for solving most problems?
- What approach do you usually take to resolve problems that confront you?
- Does this suit you, or would you like to change how you learn and solve problems?

From your 16pf questionnaire results, it appears that you:

- are more at ease working on problems of a practical nature than those that require a quick grasp of abstract concepts and relationships. It may be that you work best when you can take enough time to think about the issues involved and are able to understand their meaning.
- learn best by doing from practical, first-hand experience. You also seem to prefer short courses or training programs when you want to achieve a specific goal or skill. It is likely that you are usually most comfortable working on problems that relate directly to your base of experience and training.
- you do not show much similarity, however, to people who prefer and enjoy the kind of activities that formal academic training offers. Perhaps, you may have interest in more practical educational situations.
- take an approach to tasks which is usually balanced between getting things done fairly efficiently and having an awareness of the impact of those actions upon others.
- may expect to be unlucky in some instances, and so are likely to strive to make carefully considered decisions, all in an effort to be serious and play-it-safe.
- are usually quite slow in making decisions about important matters. Your decisions may typically be aimed at low risk and low gain outcomes.
- usually strive to stick mostly to practical and realistic ways of doing things as you deal with life and its problems. You usually pay attention to the everyday aspects and requirements of situations.

### Coping with Stress

**This section describes the ways that you usually try to cope with stress and pressure:**

- How do you tend to react to emotionally charged events?
- What are you likely to do when faced with conflict or opposition from others?
- Are there other strategies that you could use to identify and manage stress in your life?
- Where could you learn more about those strategies?

From your 16pf questionnaire results, it appears that you:

- seem to be going through a normal amount of tension at the moment. You are likely to react to worry or pressure much the same as other people.

### Interpersonal Style

**This section covers the way that you tend to relate and communicate with others:**

- How do you meet people and interact with them?
- What are your major sources of satisfaction when building relationships with others?
- How could your style affect the first impression that others have when meeting you?

From your 16pf questionnaire results, it appears that you:

- tend to give about equal amounts of time and attention to time with others and time alone.

- usually strive to balance your desire to be somewhat dominant in relationships, with a sensible display of humility and modesty when it is important to do so.

## Work Style

**This section describes your unique style for taking leader or follower roles in an organization or group; it also looks at your preferences for different characteristics you might like to see in a workplace:**

What leadership style do you call upon when working with others?

How do others react to you?

In what type of work setting or work environment might you feel most comfortable and productive?

From your 16pf questionnaire results, it appears that you:

- prefer a role of leadership and is likely to accept such a role with a group of friends or co-workers if provided the opportunity.
- however, you may not be strongly interested in efforts to push for appointment to such a role. You are probably not very comfortable taking charge of others. You generally prefer to do the job rather than to direct others.
- nevertheless, you are likely to lead more by example than by giving directions. Even so, most group members may accept your way of doing things.
- seem quite able to do well in both structured work settings and those that are relaxed and flexible. However, you prefer some fixed guidelines for what you do. But, at the same time, you like work that allows you to have a voice in setting goals and making plans about how things should be done.
- seem to place value on being in situations that are familiar and predictable. You are quite appreciative of time-tested values and ways of doing things.
- should work best on assignments that are practical and in which most of the procedures can be followed easily.
- are more of a doer and implementer than a long-range planner. You give more attention to what is happening presently than you give to probable long-range consequences of what is being done.

## Maximizing Personal Effectiveness

**This section of the report covers a summary of your personal effectiveness in different situations, your potential areas for self-improvement, and a summary of the kind of life that you are likely to enjoy:**

What are the characteristics of your basic personality patterns?

Which of your preferences should you focus on to help you achieve the most success, personally and in the workplace?

Are there one or two things that you'd like to change about how you learn, cope, mix with others, or do your work?

From your 16pf questionnaire results, it appears that you:

- show a balance between a desire to have control over many personal and work-related situations and your willingness to adapt to the particular circumstances in which you find yourself. Nonetheless, you also generally prefer to have some freedom of choice regarding what things to do and how to proceed.
- are fairly independent and self-directed; however, you may not feel as comfortable when you are asked to do a job in which you must rely mostly on your own judgments and decisions as you might on assignments where others are present to lend approval and support to you.
- show about equal preference for personal and work-related activities that involve interaction with people and those that require you to work alone.
- would most likely function with greater personal effectiveness, both on-the-job and in other personal-career situations, if you would try to be aware of and work consciously to guard against the impact of:
  - your tendency to sometimes overlook the need to give enough thought to yourself or to take enough time for quiet, deep thinking about things that are important to you;

- taking on activities that require abstract, distant reasoning or difficult analysis of concepts or relationships, since your strengths seem to indicate that you are much more effective doing tasks that are more step-by-step routine, and in line with your practical experience.

## Section 2: Prospective Occupations

**Your career activity interests are an important part of your personal strengths and your general personality. The purpose of this section is to provide information which may either support your present career and study choices or will help you to explore, consider, and plan for another career/vocational direction.**

### Career Orientation Areas

This report examines general career areas that are most likely to appeal to you based on your personality. These are taken from the seven Orientation Scales identified in research by Dr. David Campbell\*. The seven career orientation areas are listed in the chart below along with their corresponding interest scores. These interest scores come from research comparing your personality to people with an interest in these areas. The scores range from 1-10 with a score of 10 being the highest. In addition, a brief description of each career orientation area is provided.

Career Area	Score	Description
<b>Influencing</b>	<b>3</b>	Convincing, directing, or persuading others—like to influence people and exercise control over important matters. Drawn to fields such as sales, marketing, management, law or politics.
<b>Organizing</b>	<b>5</b>	Initiating procedures, managing projects and supervising the work of others—enjoy handling organizational details. Drawn to office work, supervision and financial services.
<b>Helping</b>	<b>4</b>	Solving problems through discussions and encouraging relationships between people. Enjoy careers where concern is shown to people—i.e. health care, religious, social service, educational professions.
<b>Creating</b>	<b>5</b>	Expressing oneself creatively through art, literature or innovative products and services. Find satisfaction working in the artistic, literary, drama, musical and performing arts fields.
<b>Analyzing</b>	<b>5</b>	Investigating, observing and solving problems of a business, cultural, scientific or social nature. Enjoy working in laboratory and research settings—mathematics, engineering, medical and social science.
<b>Producing</b>	<b>5</b>	Enjoy orderly, systematic tasks that involve machines, materials, objects or tools. Enjoy fields such as construction, farming and skilled trades. Typically prefer outdoor work.
<b>Adventuring</b>	<b>4</b>	Drawn to tasks requiring physical endurance, competing with others, and some degree of risk taking. Enjoy working in military and/or law enforcement positions.

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## Occupational Interests

The following pages list the seven career orientation areas in order of likely interest to you. At the top of each page you will find a description of the career orientation area and what types of work related activities they are likely to involve. In the graphs that follow you will find occupations associated with each career orientation and interest level scores for each based on your personality profile. Scores range from 1-10 with a score of 10 being the highest.

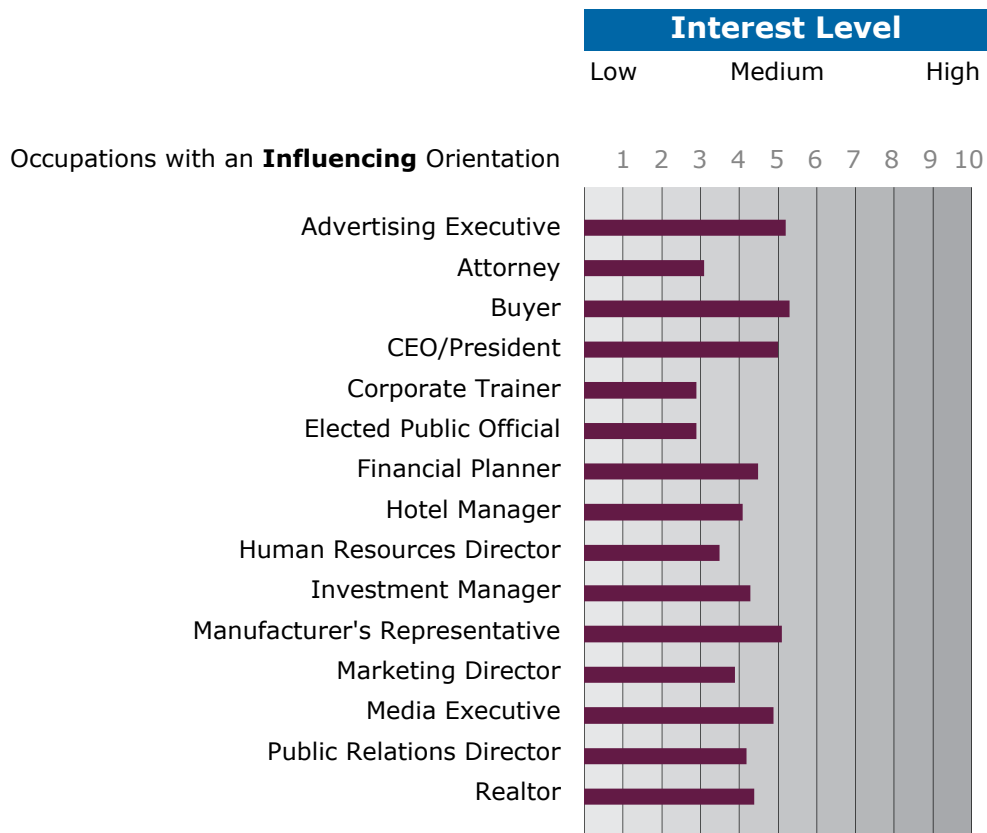
The information presented in this section should not be treated as recommended career/vocational choices. Some may not appeal to you. Others may not relate well to your intended training, experience or interests. Since the career interests listed in this report are derived from one set of results from one questionnaire (and in-depth research to back them up), there is merit in giving them careful thought to see if you agree. You may also consider consulting a trained career guidance professional or faculty member who may suggest other alternatives which could lead to even more appealing and meaningful life planning.

You should remember that every individual has a mix of personality characteristics, and that even jobs that look different on the surface might have some demands in common. Thus, it is unlikely that your predicted interest scores will be limited to only a few occupations. You may also notice that some jobs appear to be very different but have similar interest scores. In these cases it might be worth considering what these jobs have in common.

\* Campbell, D., Hyne, S. A., & Nilsen, D. L. (1992). Campbell Interest and Skill Survey. Minneapolis, MN: National Computer Systems.

## Career Orientation: Influencing

**Influencing:** This involves convincing, directing or persuading others to achieve organizational goals and/or financial gain. People with this career interest enjoy working on the sales, marketing, and management aspects of business, or in the professions of consulting, law and politics. They usually enjoy having the opportunity to exercise control over matters important to them, like to have some degree of influence over people, and to work in situations where they can make decisions and persuade others to their viewpoints in efforts to get things accomplished.



## Interpreting Your Results

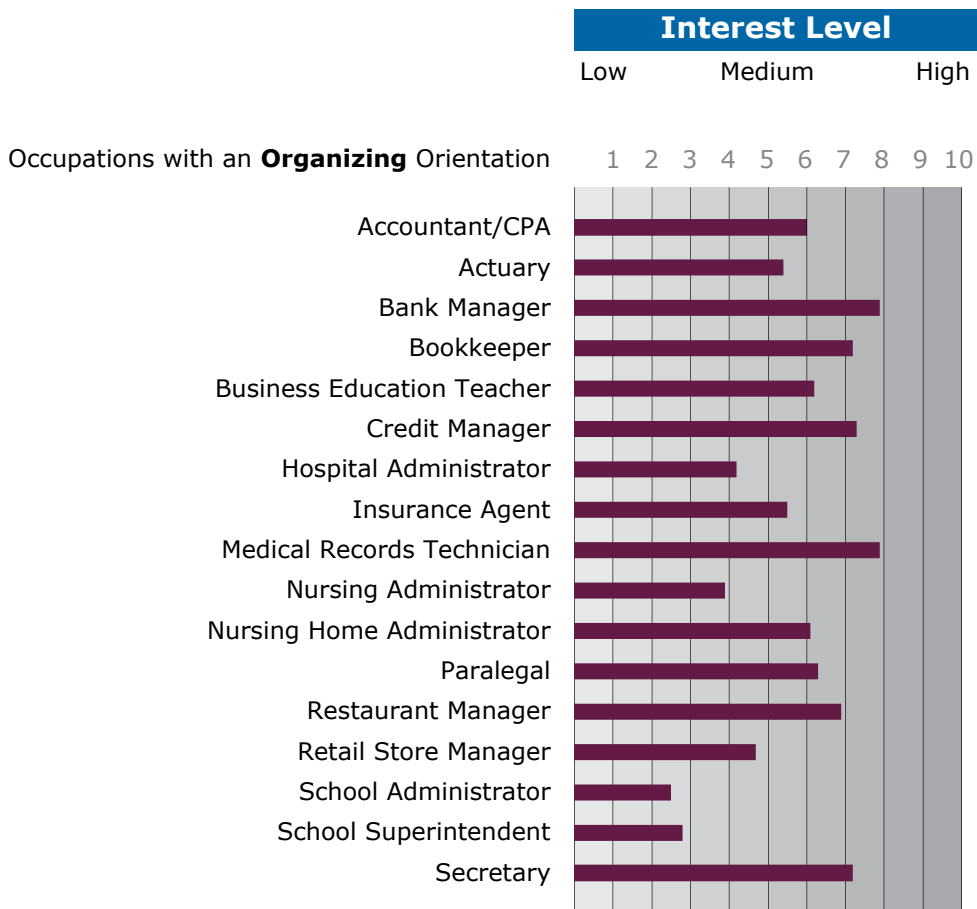
These scores reflect your similarity in personality to people who say that they are interested in these occupations. High scores (to the right) indicate a high degree of similarity, and lower scores (to the left) indicate that you are less similar in personality to people who express an interest in these occupations.

Please note that the scores DO NOT PREDICT your suitability for the occupations. The report is based on personality but it has no relation to your abilities, training, or work-related experiences; there has not been a direct measurement of what might suit or interest you. You may notice jobs that look different, but both show high scores; in this case, it is worth considering what they have in common: think about what you like about each one and what you don't like.



## Career Orientation: Organizing

**Organizing:** This involves initiating procedures, managing projects and directly supervising the work of others. People with this career interest enjoy working in situations where they can handle the details of organizational productivity, data systems, and accuracy of information processing. They usually find satisfaction in solving day-to-day problems to bring orderliness to situations, planning budgets and cash flow, and handling investments.



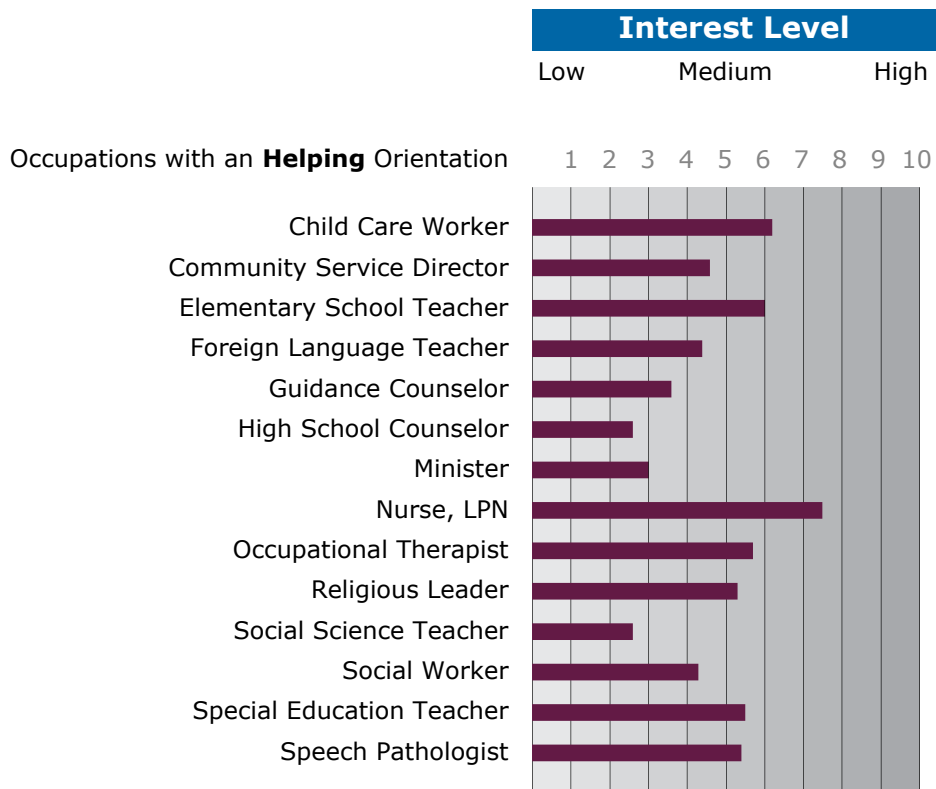
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## Career Orientation: Helping

**Helping:** This involves solving problems through discussions with others, and encouraging relationships between people so as to help and develop others to live a full, satisfying life. People with this career interest enjoy working in the health care, religious, social service, or educational professions. They usually enjoy working in groups, sharing responsibilities, and opportunities whereby they can be helpful, nurturing and caring for others, especially if people require some sort of assistance, training or education.



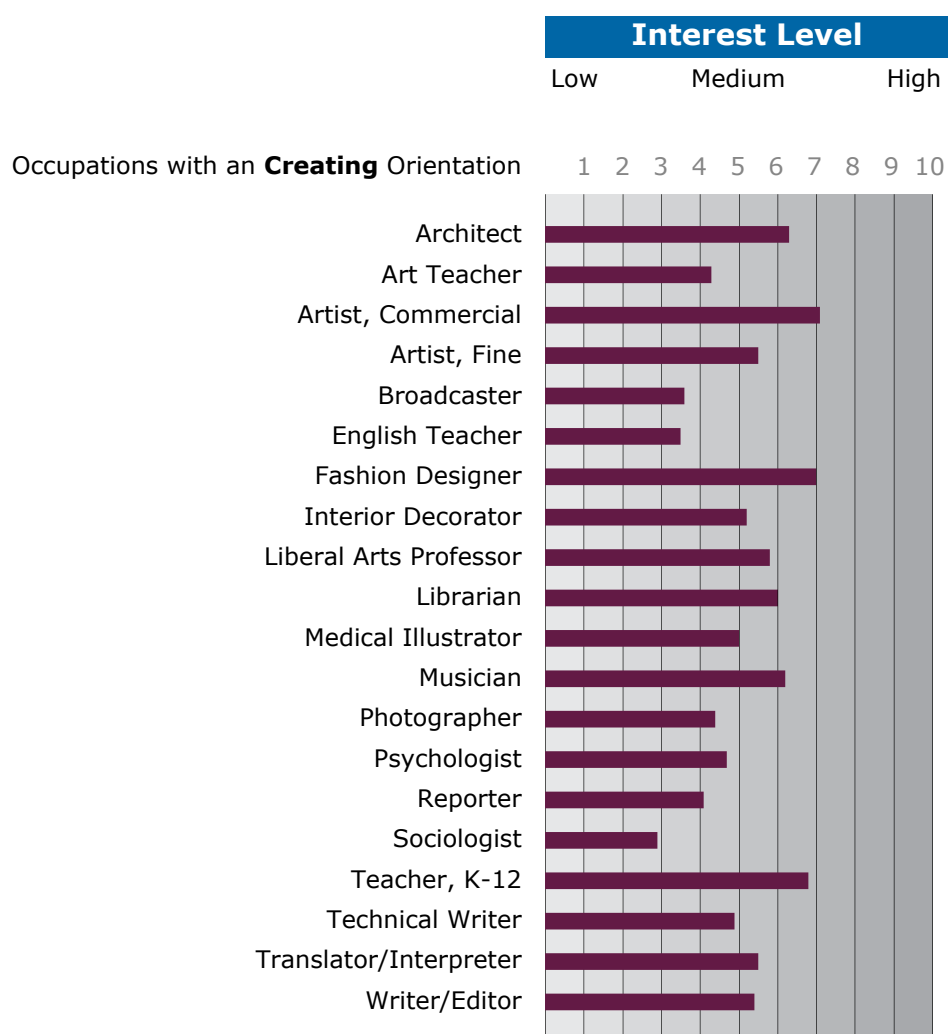
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## Career Orientation: Creating

**Creating:** This involves bringing creative self-expression into art forms, literature or innovative products and services. People with this career interest enjoy working in the artistic, literary, drama, musical and performing arts fields. They usually value activities that enable them to express their abilities, ideas and talents, especially those which bear the imprint of their efforts.



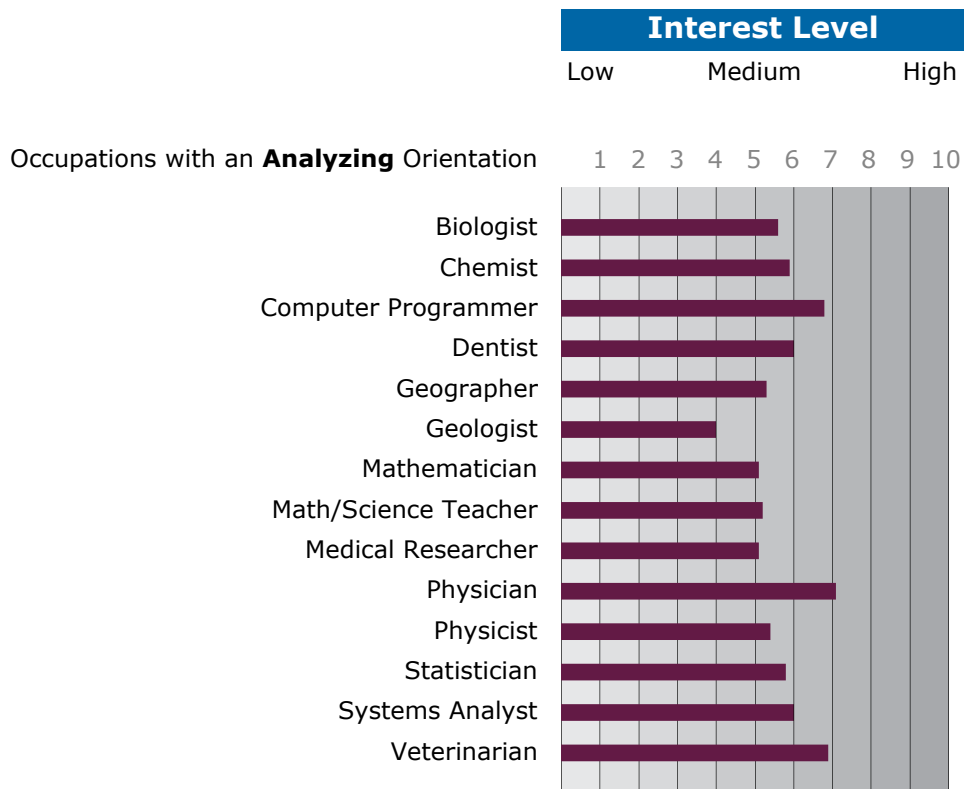
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## Career Orientation: Analyzing

**Analyzing:** This involves investigating, observing and solving problems of a business, cultural, scientific or social nature that requires the use of ideas, words and symbols to uncover new facts or theories. People with this career interest enjoy working in laboratory and research settings, the mathematics field, and the life science, medical science, physical science, and social science professions. They usually find greater satisfaction being involved with the challenge of work that requires conceptual thinking and analysis of quantitative problems than work requiring extensive interaction with people in group projects.



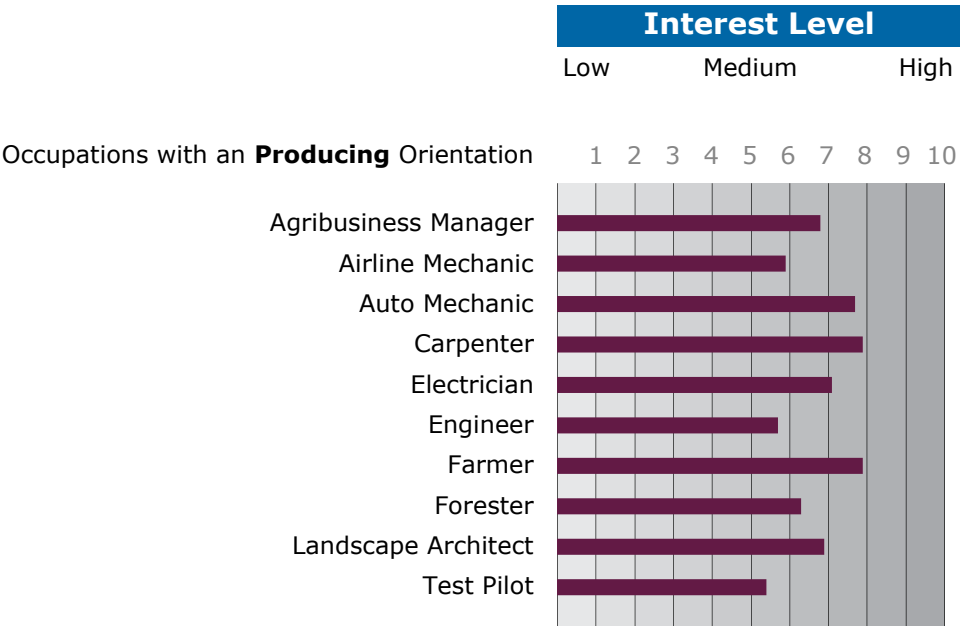
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## Career Orientation: Producing

**Producing:** This involves accomplishing tasks of an orderly and systematic nature through the use of machines, materials, objects or tools. People with this career interest enjoy working in the construction, farming, and the manual/skilled trades. They usually prefer situations where they can work with their hands, be outdoors, and see the visible results of their efforts.



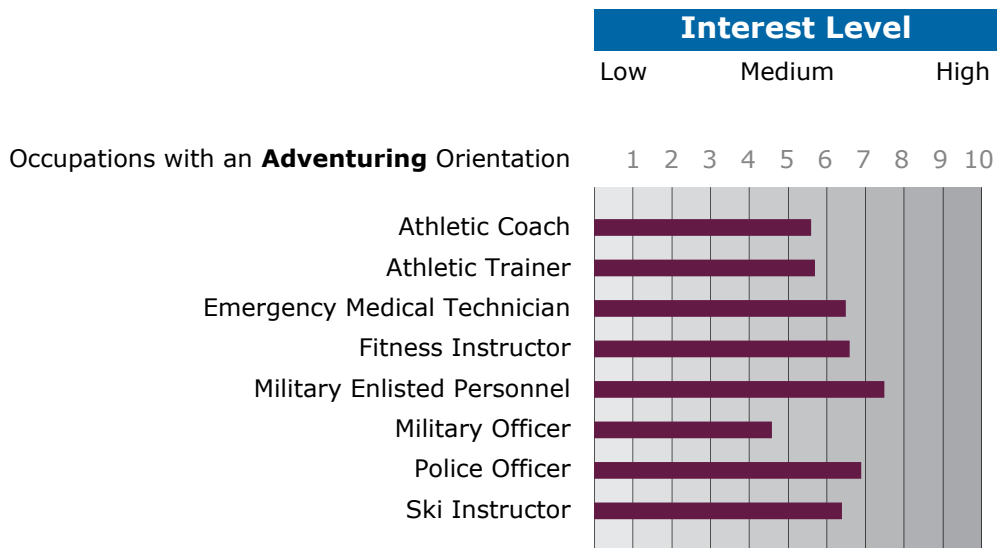
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## Career Orientation: Adventuring

**Adventuring:** This involves being involved in situations and tasks that require physical endurance, competing with others, and some degree of risk-taking. People with this career interest enjoy involvement in athletics, working in the military/law enforcement professions and participating in risky and adventurous events. They usually get satisfaction from competing with others where they have opportunities to win and/or win by working with others on a team. They often seek out excitement and are generally quite confident of their physical abilities and skills.



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## Section 3: Next Steps

### Understanding Your Personality

The *16pf Career Success Report* uses your unique personality information to help you better understand yourself in the context of career exploration. The report information will help you focus on your strengths, interests and areas for growth and development. Whether choosing a major or embarking on your first job search, this selfknowledge can help you make informed decisions about your future.

Read this report several times and look for statements that you believe are accurate and fit with your self-perception. Which statements fit with your own beliefs? Which descriptions align with what others have said about you? Highlight the statements that ring true for you.

Then circle the statements that surprise you or do not fit with how you view yourself. You may want to check with others that know you well to see if they believe these statements or descriptions to be true of you. If these statements then seem to fit, how does this change the direction you were heading with respect to college majors or careers?

A useful next step is to schedule a conversation with faculty members who are familiar with your career interest areas. They will be able to provide you with insights into what the course of study involves and what people do in that field.

Another possibility is to ask someone who works in your field of interest for an appointment to learn more about what originally interested them in the occupation, what they do, and what they like and dislike about their chosen career. They may be able to tell you about college courses that they wish they had completed and about helpful learning experiences that they had.

You can also talk about this report with a skilled counselor or trained professional.

### Develop an Action Plan

Now that you've reviewed your strengths, interests and development needs, it's time to take the next step and develop an action plan. The accompanying workbook will help you organize your thoughts as you focus on the careers you wish to explore by asking probing questions such as:

- What majors might be recommended for this career path?
- Does this career path fit with what you've learned about your work environment preferences?
- What other issues might be important to consider such as job growth outlook, expected earnings, etc.?

If you haven't chosen a major yet, you can use this list of occupations to identify the departments in your school or prospective school that offer courses or degree programs which most closely match your interests. You may also wish to explore specific occupations in greater detail. One useful online resource is O\*NET ([www.onetonline.org](http://www.onetonline.org)). This free U.S. government website offers up-to-date information about the education requirements, duties, knowledge, and skills necessary for many jobs. The site also provides employment projections and typical salaries for the United States and by individual state.

Once you complete these activities, you are on your way. Your strength is anchored to your knowledge about yourself and what you want to achieve. Frequent self-assessment and review of your preferences will help you maintain and achieve the career path you desire.



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