



## **VoSCA-R (Vocational Style & Career Assessment- Revised)**

**Report for: Stacy Jamieson - Sample**

**Completed on: February 22, 2015 at 11:54 pm**

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## Introduction

Now more than ever, people are defining themselves by their work. With 40 plus hours a week of work becoming the norm for many, it has become increasingly important that people find jobs with which they are compatible, and ultimately enjoy doing. A career mismatch can lead to a great deal of frustration and unhappiness. Across all jobs and careers, it is clear that people who enjoy their work tend to be better at what they do. We take this principle as the premise of this Career Path & Aptitude Assessment. Aiming to measure particular aspects of Stacy's values and preferences and match her with jobs that she would likely excel at, this assessment can help broaden her understanding of the available jobs out there.

The results for the assessment will be structured in the following manner: First you will receive a description of Stacy's career interests. These will also be ranked from most to least important. Second, you will receive information about Stacy's intelligence types, which are the areas that she is either most naturally skilled in or the areas in which she has best developed her abilities. These will be ordered from her most skilled areas to her least skilled areas. Thirdly, you will find Stacy's values and work styles. These include information about what she considers important to accomplish in her career and what drives her, and a description of the type of employee she would be. In the last section, Stacy's career picks identified by the test will be listed, along with a description of what the job entails, and information about salary and job requirements. The job titles, descriptions and basic information provided are taken from the O\*NET database, created by the U.S. Department of Labor. You can find more information about the recommended careers at the online O\*NET Resource Center

In terms of the careers to which this assessment matched Stacy, it is important that she try to picture actually doing each job that she is matched with. Questions she may want to ask herself are:

- "Where could I live if I had this job?"
- "What would my day-to-day duties consist of?"
- "Would I be proud to tell my friends or family that this is how I make a living?"
- "Do I see myself doing this job well?"
- "Do I see myself being happy while doing this job?"
- "Would it satisfy my intellectual needs, financial needs, and mesh with my values?"
- "For how long could I imagine myself working at each of these jobs? Could I enjoy this for a year, 5 years, 10 years, or my entire working life?"

Stacy may not be able to answer some of the questions listed above depending on how much she knows about each career. We recommend that she conduct some of her own research on the careers and fields that interest her. Even if she thinks she has a good idea of what a particular job means on a day-to-day basis, she might want to check again - duties often change with the times and technology, and the definition of what it means to hold that job might have changed significantly. In terms of long-term job satisfaction, it is essential to have a clear idea about what her day-to-day duties will include should she choose that occupation.

# Graphs

## Interests

### **Creative and/or Artistic**

*The Creators*



### **Social**

*The Helpers*



### **Enterprising**

*The Persuaders*



### **Conventional**

*The Organizers*



### **Investigative**

*The Analyzers*



### **Realistic**

*The Doers*



## Intelligence Types

### **Interpersonal**

*People-person skills*



### **Intrapersonal**

*Self-understanding*



### **Linguistic**

*Language skills*



### **Existential**

*Reflects on the meaning and higher purpose of life*



### **Spatial**

*Thinking in pictures*



### **Logical**

*Ability to reason well*



### **Musical**

*Musically talented*



### **Mathematical**

*Number and formula skills*



### **Naturalistic**

*Understanding of nature*



### **Bodily-Kinesthetic**

*Motor skills*



## Work Orientation

### The Entrepreneur

Potential to start a business one day



### The Generalist vs. Specialist

Desire to try careers in many fields or just one field



## Work Styles

### The Steadfast Worker

Dependable and hard-working



### The Master of Details

Having a good eye for fine details



### The Stoic Rock

Good under pressure



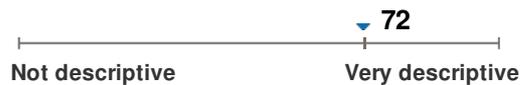
### The Adapter

Easily adapts to change



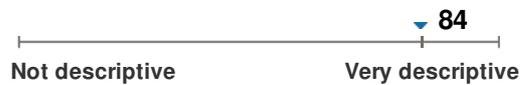
### The Innovator

Inventive and creative



### The Initiator

Makes things happen



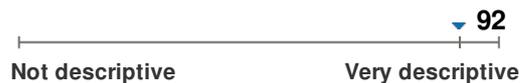
### The Achiever

Ambitious and goal-oriented



### The Leader

Likes taking charge



## Values

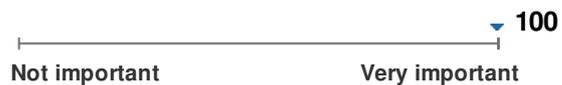
### Achievement

Driven by desire to push oneself



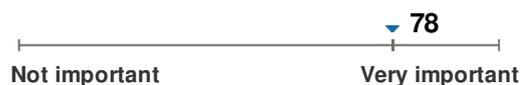
### Recognition

Driven by praise and encouragement



### Independence

Driven by desire to be self-sufficient



### Teamwork

Driven by desire to work with others



### Altruism

Driven by desire to help others



## Career Matches

### Stacy's Matches

Here are the list of careers our system has matched Stacy with based on her career interests, values, and intelligence types. Make sure to take note of two things:

**Recommended Careers:** If, based on Stacy's personality, values, interests, and intelligence types, she is matched with a career in which she is underqualified (her current education is not sufficient to fit the job requirements), you will see a red graduation cap below the graphs. If she is overqualified (her education is above and beyond what is needed for the job), you will see a yellow graduation cap. A green graduation cap will appear if Stacy has the needed education level (e.g. Bachelor), but her degree must be relevant to the field. If this isn't the case, in order to meet the requirements for the job, she will need to attain a degree in one of the areas that will be listed.

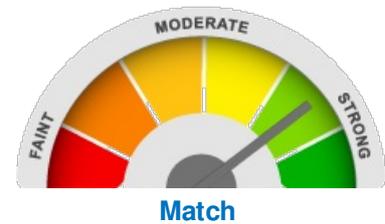
**Education Percentages:** In the description for each job, you will see a graph under the Education title, followed by a percentage, and a type of degree. The percentages indicate the number of people in that particular job that possess the listed degree (i.e. a degree that is relevant to the field). This is important information. If Stacy is interested in a job in which most people possess a higher degree than she does, it may be more difficult for her to "get her foot in the door." In such cases, she should consider whether obtaining a higher education would be in her best interest.

## Recommended Careers

### #1 Counseling Psychologists

#### Description

Assess and evaluate individuals' problems through the use of case history, interview, and observation and provide individual or group counseling services to assist individuals in achieving more effective personal, social, educational, and vocational development and adjustment.



#### Education



Based on Stacy's interests, this is a good job match for her. If the degree she currently has is in the same field, no further education will be required. If, however, the degree she possesses is not in this field, she will need a relevant major.

#### Tasks

- Collect information about individuals or clients, using interviews, case histories, observational techniques, and other assessment methods.
- Document patient information including session notes, progress notes, recommendations, and treatment plans.
- Counsel individuals, groups, or families to help them understand problems, deal with crisis situations, define goals, and develop realistic action plans.
- Develop therapeutic and treatment plans based on clients' interests, abilities, and needs.
- Supervise interns, clinicians in training, and other counselors.
- Advise clients on how they could be helped by counseling.
- Analyze data such as interview notes, test results, and reference manuals to identify symptoms and to diagnose the nature of clients' problems.
- Consult with other professionals, agencies, or universities to discuss therapies, treatments, counseling resources or techniques, and to share occupational information.
- Evaluate the results of counseling methods to determine the reliability and validity of treatments.
- Refer clients to specialists or to other institutions for noncounseling treatment of problems.
- Provide consulting services, including educational programs, outreach programs, and prevention talks to schools, social service agencies, businesses, and the general public.
- Select, administer, and interpret psychological tests to assess intelligence, aptitudes, abilities, or interests.
- Conduct research to develop or improve diagnostic or therapeutic counseling techniques.

## Knowledge & Subjects

- Therapy and Counseling
- Psychology
- Customer and Personal Service
- Sociology and Anthropology
- English Language
- Education and Training
- Clerical
- Philosophy and Theology
- Computers and Electronics
- Law and Government

## Related Careers

19-3031.02 Clinical Psychologists  
25-9031.00 Instructional Coordinators  
29-1066.00 Psychiatrists  
29-1127.00 Speech-Language Pathologists  
29-9092.00 Genetic Counselors

## Wages & Employment Trends

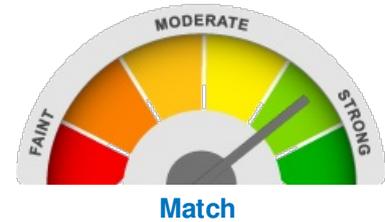
**\* Disclaimer: The following data applies only to the US nationally, and will be different for other countries.**

Median wages (2011)	\$32.64 US hourly, \$67,880.00 US annual
Employment (2010)	100,850
Projected growth (2010-2020)	Faster than average (20% to 28%)
Projected job openings (2010-2020)	82,300
Top industries (2011)	Educational Services Health Care and Social Assistance

## #2 Arbitrators, Mediators, and Conciliators

### Description

Facilitate negotiation and conflict resolution through dialogue. Resolve conflicts outside of the court system by mutual consent of parties involved.



### Education



Based on Stacy's interests, this is a good job match for her. If the degree she currently has is in the same field, no further education will be required. If, however, the degree she possesses is not in this field, she will need a relevant major.

### Tasks

- Use mediation techniques to facilitate communication between disputants, to further parties' understanding of different perspectives, and to guide parties toward mutual agreement.
- Confer with disputants to clarify issues, identify underlying concerns, and develop an understanding of their respective needs and interests.
- Conduct hearings to obtain information or evidence relative to disposition of claims.
- Rule on exceptions, motions, or admissibility of evidence.
- Prepare settlement agreements for disputants to sign.
- Set up appointments for parties to meet for mediation.
- Prepare written opinions or decisions regarding cases.
- Interview claimants, agents, or witnesses to obtain information about disputed issues.
- Apply relevant laws, regulations, policies, or precedents to reach conclusions.
- Conduct initial meetings with disputants to outline the arbitration process, settle procedural matters such as fees, or determine details such as witness numbers or time requirements.
- Determine extent of liability according to evidence, laws, or administrative or judicial precedents.
- Evaluate information from documents such as claim applications, birth or death certificates, or physician or employer records.
- Issue subpoenas or administer oaths to prepare for formal hearings.
- Research laws, regulations, policies, or precedent decisions to prepare for hearings.
- Recommend acceptance or rejection of compromise settlement offers.

### Knowledge & Subjects

- English Language
- Psychology

- Law and Government
- Customer and Personal Service
- Sociology and Anthropology
- Personnel and Human Resources
- Clerical
- Administration and Management

### Related Careers

11-9031.00 Education Administrators, Preschool and Childcare Center/Program  
11-9032.00 Education Administrators, Elementary and Secondary School  
11-9151.00 Social and Community Service Managers  
21-1013.00 Marriage and Family Therapists  
21-1091.00 Health Educators  
25-2022.00 Middle School Teachers, Except Special and Career/Technical Education  
25-9031.00 Instructional Coordinators  
27-3021.00 Broadcast News Analysts

### Wages & Employment Trends

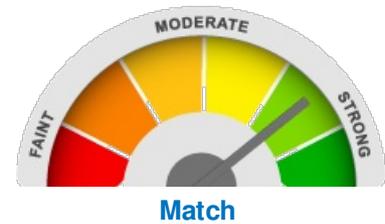
**\* Disclaimer: The following data applies only to the US nationally, and will be different for other countries.**

Median wages (2011)	\$29.06 US hourly, \$60,440.00 US annual
Employment (2010)	6,880
Projected growth (2010-2020)	Average (10% to 19%)
Projected job openings (2010-2020)	3,200
Top industries (2011)	Federal, State, and Local Government (excluding state and local schools and hospitals) Professional, Scientific, and Technical Services

## #3 Mental Health Counselors

### Description

Counsel with emphasis on prevention. Work with individuals and groups to promote optimum mental and emotional health. May help individuals deal with issues associated with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; and aging.



### Education



Based on Stacy's interests, this is a good job match for her. If the degree she currently has is in the same field, no further education will be required. If, however, the degree she possesses is not in this field, she will need a relevant major.

### Tasks

- Maintain confidentiality of records relating to clients' treatment.
- Assess patients for risk of suicide attempts.
- Encourage clients to express their feelings and discuss what is happening in their lives, helping them to develop insight into themselves or their relationships.
- Collect information about clients through interviews, observation, or tests.
- Counsel clients or patients, individually or in group sessions, to assist in overcoming dependencies, adjusting to life, or making changes.
- Guide clients in the development of skills or strategies for dealing with their problems.
- Develop and implement treatment plans based on clinical experience and knowledge.
- Fill out and maintain client-related paperwork, including federal- and state-mandated forms, client diagnostic records, and progress notes.
- Prepare and maintain all required treatment records and reports.
- Evaluate clients' physical or mental condition, based on review of client information.
- Collaborate with other staff members to perform clinical assessments or develop treatment plans.
- Refer patients, clients, or family members to community resources or to specialists as necessary.
- Act as client advocates to coordinate required services or to resolve emergency problems in crisis situations.
- Modify treatment activities or approaches as needed to comply with changes in clients' status.
- Counsel family members to assist them in understanding, dealing with, or supporting clients or patients.
- Discuss with individual patients their plans for life after leaving therapy.
- Evaluate the effectiveness of counseling programs on clients' progress in resolving identified problems and moving towards defined objectives.
- Meet with families, probation officers, police, or other interested parties to exchange necessary information during the treatment process.

- Plan, organize, or lead structured programs of counseling, work, study, recreation, or social activities for clients.
- Plan or conduct programs to prevent substance abuse or improve community health or counseling services.

### Knowledge & Subjects

- Psychology
- Therapy and Counseling
- Sociology and Anthropology
- Customer and Personal Service
- English Language
- Education and Training
- Philosophy and Theology
- Clerical
- Medicine and Dentistry
- Administration and Management
- Personnel and Human Resources
- Law and Government
- Computers and Electronics
- Public Safety and Security

### Related Careers

19-3031.01 School Psychologists  
19-3031.02 Clinical Psychologists  
21-1022.00 Healthcare Social Workers  
25-2053.00 Special Education Teachers, Middle School  
25-2054.00 Special Education Teachers, Secondary School  
25-9031.00 Instructional Coordinators  
29-1127.00 Speech-Language Pathologists  
29-9092.00 Genetic Counselors

### Wages & Employment Trends

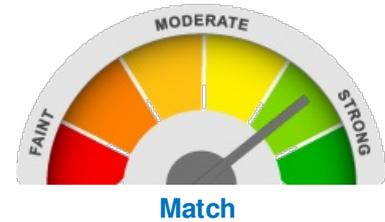
**\* Disclaimer: The following data applies only to the US nationally, and will be different for other countries.**

Median wages (2011)	\$18.84 US hourly, \$39,190.00 US annual
Employment (2010)	114,180
Projected growth (2010-2020)	Much faster than average (29% or higher)
Projected job openings (2010-2020)	69,400
Top industries (2011)	Health Care and Social Assistance

## #4 Mental Health and Substance Abuse Social Workers

### Description

Assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.



### Education



Based on Stacy's interests, this is a good job match for her. If the degree she currently has is in the same field, no further education will be required. If, however, the degree she possesses is not in this field, she will need a relevant major.

### Tasks

- Counsel clients in individual or group sessions to assist them in dealing with substance abuse, mental or physical illness, poverty, unemployment, or physical abuse.
- Interview clients, review records, conduct assessments, or confer with other professionals to evaluate the mental or physical condition of clients or patients.
- Collaborate with counselors, physicians, or nurses to plan or coordinate treatment, drawing on social work experience and patient needs.
- Monitor, evaluate, and record client progress with respect to treatment goals.
- Educate clients or community members about mental or physical illness, abuse, medication, or available community resources.
- Assist clients in adhering to treatment plans, such as setting up appointments, arranging for transportation to appointments, or providing support.
- Refer patient, client, or family to community resources for housing or treatment to assist in recovery from mental or physical illness, following through to ensure service efficacy.
- Modify treatment plans according to changes in client status.
- Counsel or aid family members to assist them in understanding, dealing with, or supporting the client or patient.
- Supervise or direct other workers who provide services to clients or patients.
- Increase social work knowledge by reviewing current literature, conducting social research, or attending seminars, training workshops, or classes.
- Plan or conduct programs to prevent substance abuse, combat social problems, or improve health or counseling services in community.
- Develop or advise on social policy or assist in community development.

## Knowledge & Subjects

- Therapy and Counseling
- Psychology
- Customer and Personal Service
- Sociology and Anthropology
- English Language
- Education and Training
- Philosophy and Theology
- Law and Government
- Clerical
- Computers and Electronics

## Related Careers

13-1151.00 Training and Development Specialists  
25-2021.00 Elementary School Teachers, Except Special Education  
25-2022.00 Middle School Teachers, Except Special and Career/Technical Education  
25-2023.00 Career/Technical Education Teachers, Middle School  
25-2031.00 Secondary School Teachers, Except Special and Career/Technical Education  
25-2053.00 Special Education Teachers, Middle School  
25-2054.00 Special Education Teachers, Secondary School  
25-3011.00 Adult Basic and Secondary Education and Literacy Teachers and Instructors  
29-1127.00 Speech-Language Pathologists  
29-9092.00 Genetic Counselors

## Wages & Employment Trends

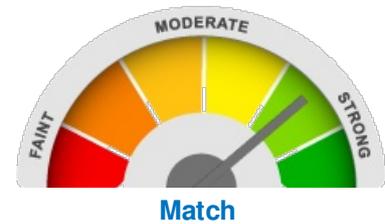
**\* Disclaimer: The following data applies only to the US nationally, and will be different for other countries.**

Median wages (2011)	\$18.86 US hourly, \$39,230.00 US annual
Employment (2010)	115,390
Projected growth (2010-2020)	Much faster than average (29% or higher)
Projected job openings (2010-2020)	69,400
Top industries (2011)	Health Care and Social Assistance

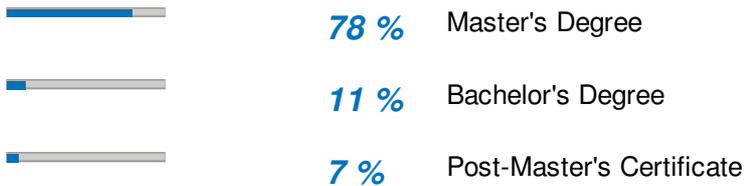
## #5 Healthcare Social Workers

### Description

Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family care givers, providing patient education and counseling, and making referrals for other services. May also provide care and case management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.



### Education



Based on Stacy's interests, this is a good job match for her. If the degree she currently has is in the same field, no further education will be required. If, however, the degree she possesses is not in this field, she will need a relevant major.

### Tasks

- Investigate child abuse or neglect cases and take authorized protective action when necessary.
- Advocate for clients or patients to resolve crises.
- Collaborate with other professionals to evaluate patients' medical or physical condition and to assess client needs.
- Refer patient, client, or family to community resources to assist in recovery from mental or physical illness and to provide access to services such as financial assistance, legal aid, housing, job placement or education.
- Counsel clients and patients in individual and group sessions to help them overcome dependencies, recover from illness, and adjust to life.
- Utilize consultation data and social work experience to plan and coordinate client or patient care and rehabilitation, following through to ensure service efficacy.
- Organize support groups or counsel family members to assist them in understanding, dealing with, and supporting the client or patient.
- Plan discharge from care facility to home or other care facility.
- Modify treatment plans to comply with changes in clients' status.
- Monitor, evaluate, and record client progress according to measurable goals described in treatment and care plan.
- Identify environmental impediments to client or patient progress through interviews and review of patient records.
- Supervise and direct other workers providing services to clients or patients.
- Oversee Medicaid- and Medicare-related paperwork and recordkeeping in hospitals.
- Plan and conduct programs to combat social problems, prevent substance abuse, or improve community health and counseling services.
- Develop or advise on social policy and assist in community development.

- Conduct social research to advance knowledge in the social work field.

### Knowledge & Subjects

- Therapy and Counseling
- Psychology
- Sociology and Anthropology
- Customer and Personal Service
- English Language
- Medicine and Dentistry
- Education and Training
- Law and Government
- Philosophy and Theology
- Administration and Management
- Clerical
- Personnel and Human Resources
- Computers and Electronics

### Related Careers

21-1015.00 Rehabilitation Counselors  
25-2021.00 Elementary School Teachers, Except Special Education  
25-2031.00 Secondary School Teachers, Except Special and Career/Technical Education  
25-2053.00 Special Education Teachers, Middle School  
25-2054.00 Special Education Teachers, Secondary School  
29-1122.00 Occupational Therapists  
29-1127.00 Speech-Language Pathologists  
29-1141.02 Advanced Practice Psychiatric Nurses  
29-1161.00 Nurse Midwives

### Wages & Employment Trends

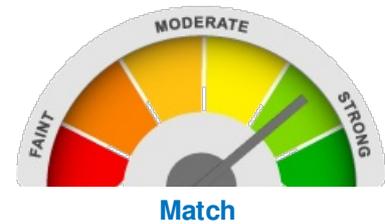
**\* Disclaimer: The following data applies only to the US nationally, and will be different for other countries.**

Median wages (2011)	\$23.37 US hourly, \$48,620.00 US annual
Employment (2010)	133,890
Projected growth (2010-2020)	Much faster than average (29% or higher)
Projected job openings (2010-2020)	87,400
Top industries (2011)	Health Care and Social Assistance

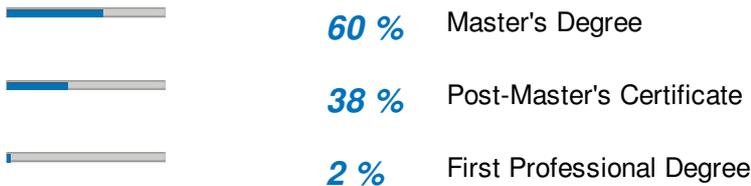
## #6 Marriage and Family Therapists

### Description

Diagnose and treat mental and emotional disorders, whether cognitive, affective, or behavioral, within the context of marriage and family systems. Apply psychotherapeutic and family systems theories and techniques in the delivery of services to individuals, couples, and families for the purpose of treating such diagnosed nervous and mental disorders.



### Education



Based on Stacy's interests, this is a good job match for her. If the degree she currently has is in the same field, no further education will be required. If, however, the degree she possesses is not in this field, she will need a relevant major.

### Tasks

- Ask questions that will help clients identify their feelings and behaviors.
- Counsel clients on concerns, such as unsatisfactory relationships, divorce and separation, child rearing, home management, and financial difficulties.
- Encourage individuals and family members to develop and use skills and strategies for confronting their problems in a constructive manner.
- Maintain case files that include activities, progress notes, evaluations, and recommendations.
- Develop and implement individualized treatment plans addressing family relationship problems, destructive patterns of behavior, and other personal issues.
- Collect information about clients, using techniques such as testing, interviewing, discussion, and observation.
- Confer with clients to develop plans for posttreatment activities.
- Confer with other counselors, doctors, and professionals to analyze individual cases and to coordinate counseling services.
- Determine whether clients should be counseled or referred to other specialists in such fields as medicine, psychiatry, and legal aid.
- Supervise other counselors, social service staff, and assistants.
- Follow up on results of counseling programs and clients' adjustments to determine effectiveness of programs.
- Write evaluations of parents and children for use by courts deciding divorce and custody cases, testifying in court if necessary.
- Provide instructions to clients on how to obtain help with legal, financial, and other personal issues.
- Provide public education and consultation to other professionals or groups regarding counseling services, issues, and methods.
- Provide family counseling and treatment services to inmates participating in substance abuse programs.
- Gather information from doctors, schools, social workers, juvenile counselors, law enforcement personnel, and others to make recommendations to courts for resolution of child custody or visitation disputes.

## Knowledge & Subjects

- Therapy and Counseling
- Psychology
- Customer and Personal Service
- English Language
- Sociology and Anthropology
- Philosophy and Theology
- Medicine and Dentistry
- Education and Training
- Clerical
- Personnel and Human Resources

## Related Careers

21-1022.00 Healthcare Social Workers

23-1022.00 Arbitrators, Mediators, and Conciliators

25-2021.00 Elementary School Teachers, Except Special Education

25-2022.00 Middle School Teachers, Except Special and Career/Technical Education

25-2054.00 Special Education Teachers, Secondary School

25-9031.00 Instructional Coordinators

29-1127.00 Speech-Language Pathologists

## Wages & Employment Trends

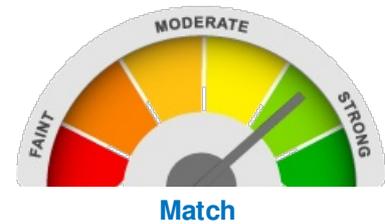
**\* Disclaimer: The following data applies only to the US nationally, and will be different for other countries.**

Median wages (2011)	\$22.23 US hourly, \$46,240.00 US annual
Employment (2010)	33,990
Projected growth (2010-2020)	Much faster than average (29% or higher)
Projected job openings (2010-2020)	22,600
Top industries (2011)	Health Care and Social Assistance

## #7 Survey Researchers

### Description

Plan, develop, or conduct surveys. May analyze and interpret the meaning of survey data, determine survey objectives, or suggest or test question wording. Includes social scientists who primarily design questionnaires or supervise survey teams.



### Education



**48 %** Master's Degree



**37 %** Bachelor's Degree



**11 %** Doctoral Degree



Based on Stacy's interests, this is a good job match for her. If the degree she currently has is in the same field, no further education will be required. If, however, the degree she possesses is not in this field, she will need a relevant major.

### Tasks

- Support, plan, and coordinate operations for single or multiple surveys.
- Review, classify, and record survey data in preparation for computer analysis.
- Determine and specify details of survey projects, including sources of information, procedures to be used, and the design of survey instruments and materials.
- Prepare and present summaries and analyses of survey data, including tables, graphs, and fact sheets that describe survey techniques and results.
- Conduct research to gather information about survey topics.
- Analyze data from surveys, old records, or case studies, using statistical software.
- Produce documentation of the questionnaire development process, data collection methods, sampling designs, and decisions related to sample statistical weighting.
- Write training manuals to be used by survey interviewers.
- Hire and train recruiters and data collectors.
- Collaborate with other researchers in the planning, implementation, and evaluation of surveys.
- Consult with clients to identify survey needs and specific requirements, such as special samples.
- Conduct surveys and collect data, using methods such as interviews, questionnaires, focus groups, market analysis surveys, public opinion polls, literature reviews, and file reviews.
- Direct and review the work of staff members, including survey support staff and interviewers who gather survey data.
- Direct updates and changes in survey implementation and methods.
- Monitor and evaluate survey progress and performance, using sample disposition reports and response rate calculations.

## Knowledge & Subjects

- English Language
- Mathematics
- Customer and Personal Service
- Administration and Management
- Sociology and Anthropology
- Computers and Electronics
- Psychology
- Personnel and Human Resources
- Communications and Media
- Sales and Marketing
- Education and Training

## Related Careers

- 11-9121.01 Clinical Research Coordinators
- 13-1081.02 Logistics Analysts
- 13-2011.02 Auditors
- 13-2051.00 Financial Analysts
- 13-2061.00 Financial Examiners
- 13-2099.02 Risk Management Specialists
- 13-2099.04 Fraud Examiners, Investigators and Analysts
- 19-3051.00 Urban and Regional Planners
- 19-3099.01 Transportation Planners
- 25-4011.00 Archivists

## Wages & Employment Trends

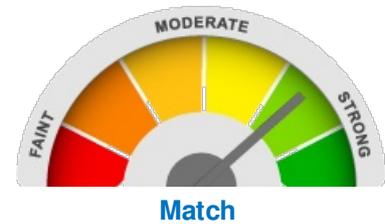
**\* Disclaimer: The following data applies only to the US nationally, and will be different for other countries.**

Median wages (2011)	\$19.30 US hourly, \$40,150.00 US annual
Employment (2010)	17,060
Projected growth (2010-2020)	Faster than average (20% to 28%)
Projected job openings (2010-2020)	9,900
Top industries (2011)	Professional, Scientific, and Technical Services

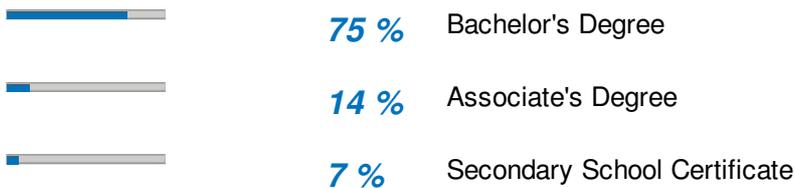
## #8 Broadcast News Analysts

### Description

Analyze, interpret, and broadcast news received from various sources.



### Education



Stacy's interests are a good match for this job. Keep in mind that if the degree she currently has is in the same field, she may be considered over-qualified for the job. If, however, the degree she possesses is not in this field, she may be required to obtain a relevant major.

### Tasks

- Analyze and interpret news and information received from various sources in order to be able to broadcast the information.
- Write commentaries, columns, or scripts, using computers.
- Examine news items of local, national, and international significance in order to determine topics to address, or obtain assignments from editorial staff members.
- Coordinate and serve as an anchor on news broadcast programs.
- Edit news material to ensure that it fits within available time or space.
- Select material most pertinent to presentation, and organize this material into appropriate formats.
- Gather information and develop perspectives about news subjects through research, interviews, observation, and experience.
- Present news stories, and introduce in-depth videotaped segments or live transmissions from on-the-scene reporters.

### Knowledge & Subjects

- Communications and Media
- English Language
- Computers and Electronics
- Telecommunications
- Administration and Management
- Law and Government
- Psychology
- History and Archeology
- Geography

- Clerical
- Customer and Personal Service
- Mathematics
- Sociology and Anthropology

### Related Careers

11-2031.00 Public Relations and Fundraising Managers  
11-3131.00 Training and Development Managers  
13-1151.00 Training and Development Specialists  
23-1022.00 Arbitrators, Mediators, and Conciliators  
25-2031.00 Secondary School Teachers, Except Special and Career/Technical Education  
25-2054.00 Special Education Teachers, Secondary School  
25-9031.00 Instructional Coordinators

### Wages & Employment Trends

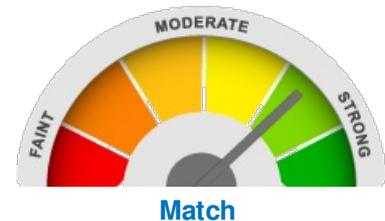
**\* Disclaimer: The following data applies only to the US nationally, and will be different for other countries.**

Median wages (2011)	\$26.79 US hourly, \$55,720.00 US annual
Employment (2010)	5,200
Projected growth (2010-2020)	Average (10% to 19%)
Projected job openings (2010-2020)	3,000
Top industries (2011)	Information

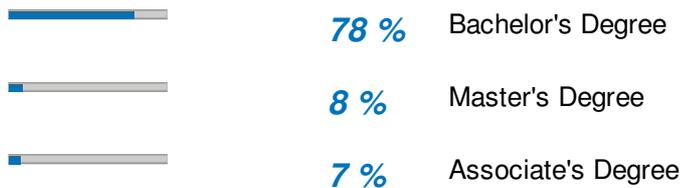
## #9 Public Relations and Fundraising Managers

### Description

Plan, direct, or coordinate activities designed to create or maintain a favorable public image or raise issue awareness for their organization or client; or if engaged in fundraising, plan, direct, or coordinate activities to solicit and maintain funds for special projects or nonprofit organizations.



### Education



Stacy's interests are a good match for this job. Keep in mind that if the degree she currently has is in the same field, she may be considered over-qualified for the job. If, however, the degree she possesses is not in this field, she may be required to obtain a relevant major.

### Tasks

- Establish and maintain effective working relationships with clients, government officials, and media representatives and use these relationships to develop new business opportunities.
- Write interesting and effective press releases, prepare information for media kits and develop and maintain company internet or intranet web pages.
- Identify main client groups and audiences, determine the best way to communicate publicity information to them, and develop and implement a communication plan.
- Assign, supervise and review the activities of public relations staff.
- Develop and maintain the company's corporate image and identity, which includes the use of logos and signage.
- Respond to requests for information about employers' activities or status.
- Manage communications budgets.
- Direct activities of external agencies, establishments and departments that develop and implement communication strategies and information programs.
- Draft speeches for company executives, and arrange interviews and other forms of contact for them.
- Evaluate advertising and promotion programs for compatibility with public relations efforts.
- Manage special events such as sponsorship of races, parties introducing new products, or other activities the firm supports to gain public attention through the media without advertising directly.
- Facilitate consumer relations, or the relationship between parts of the company such as the managers and employees, or different branch offices.
- Formulate policies and procedures related to public information programs, working with public relations executives.
- Produce films and other video products, regulate their distribution, and operate film library.
- Confer with labor relations managers to develop internal communications that keep employees informed of company activities.
- Observe and report on social, economic and political trends that might affect employers.

- Maintain company archives.
- Manage in-house communication courses.

### Knowledge & Subjects

- English Language
- Customer and Personal Service
- Communications and Media
- Sales and Marketing
- Administration and Management
- Personnel and Human Resources
- Clerical
- Computers and Electronics
- Economics and Accounting
- Education and Training

### Related Careers

11-2011.00 Advertising and Promotions Managers  
11-3131.00 Training and Development Managers  
11-9111.00 Medical and Health Services Managers  
11-9151.00 Social and Community Service Managers  
27-2012.01 Producers  
27-3031.00 Public Relations Specialists  
41-3011.00 Advertising Sales Agents  
41-3031.02 Sales Agents, Financial Services

### Wages & Employment Trends

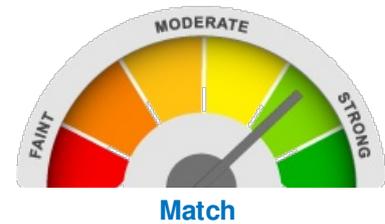
**\* Disclaimer: The following data applies only to the US nationally, and will be different for other countries.**

Median wages (2011)	\$44.86 US hourly, \$93,310.00 US annual
Employment (2010)	53,200
Projected growth (2010-2020)	Average (10% to 19%)
Projected job openings (2010-2020)	27,900
Top industries (2011)	Other Services (except Federal, State, and Local Government) Educational Services Professional, Scientific, and Technical Services

## #10 Social and Human Service Assistants

### Description

Assist in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care.



### Education



Stacy's interests are a good match for this job. Keep in mind that if the degree she currently has is in the same field, she may be considered over-qualified for the job. If, however, the degree she possesses is not in this field, she may be required to obtain a relevant major.

### Tasks

- Keep records or prepare reports for owner or management concerning visits with clients.
- Oversee day-to-day group activities of residents in institution.
- Submit reports and review reports or problems with superior.
- Visit individuals in homes or attend group meetings to provide information on agency services, requirements, or procedures.
- Interview individuals or family members to compile information on social, educational, criminal, institutional, or drug history.
- Meet with youth groups to acquaint them with consequences of delinquent acts.
- Provide information or refer individuals to public or private agencies or community services for assistance.
- Consult with supervisor concerning programs for individual families.
- Transport and accompany clients to shopping areas or to appointments, using automobile.
- Advise clients regarding food stamps, child care, food, money management, sanitation, or housekeeping.
- Assist in locating housing for displaced individuals.
- Observe clients' food selections and recommend alternate economical and nutritional food choices.
- Explain rules established by owner or management, such as sanitation or maintenance requirements or parking regulations.
- Care for children in client's home during client's appointments.
- Assist clients with preparation of forms, such as tax or rent forms.

### Knowledge & Subjects

- Customer and Personal Service
- Therapy and Counseling

- Psychology
- Administration and Management
- Clerical
- English Language
- Public Safety and Security
- Education and Training
- Sociology and Anthropology
- Law and Government
- Philosophy and Theology

### Related Careers

13-1041.02 Licensing Examiners and Inspectors  
29-9012.00 Occupational Health and Safety Technicians  
31-1013.00 Psychiatric Aides  
31-9092.00 Medical Assistants  
39-1021.00 First-Line Supervisors of Personal Service Workers  
39-4031.00 Morticians, Undertakers, and Funeral Directors  
43-4051.03 Patient Representatives  
43-4061.00 Eligibility Interviewers, Government Programs  
43-5031.00 Police, Fire, and Ambulance Dispatchers

### Wages & Employment Trends

**\* Disclaimer: The following data applies only to the US nationally, and will be different for other countries.**

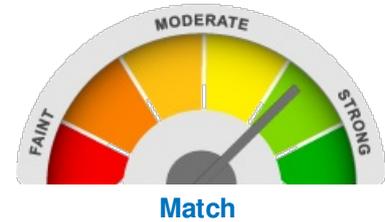
Median wages (2011)	\$13.82 US hourly, \$28,740.00 US annual
Employment (2010)	359,860
Projected growth (2010-2020)	Faster than average (20% to 28%)
Projected job openings (2010-2020)	189,100
Top industries (2011)	Health Care and Social Assistance

## Additional matches

### #11 Radio and Television Announcers

Speak or read from scripted materials, such as news reports or commercial messages, on radio or television. May announce artist or title of performance, identify station, or interview guests.

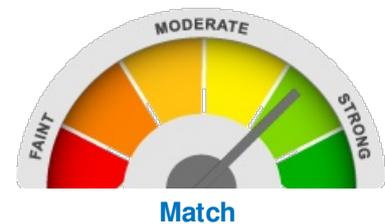
More info: <http://www.onetonline.org/link/summary/27-3011.00>



### #12 Clinical Psychologists

Diagnose or evaluate mental and emotional disorders of individuals through observation, interview, and psychological tests, and formulate and administer programs of treatment.

More info: <http://www.onetonline.org/link/summary/19-3031.02>



### #13 Human Resources Specialists

Perform activities in the human resource area. Includes employment specialists who screen, recruit, interview, and place workers.

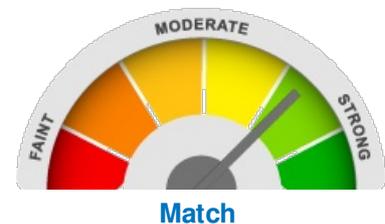
More info: <http://www.onetonline.org/link/summary/13-1071.00>



### #14 Editors

Plan, coordinate, or edit content of material for publication. May review proposals and drafts for possible publication. Includes technical editors.

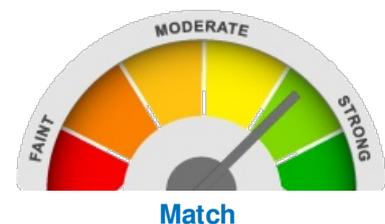
More info: <http://www.onetonline.org/link/summary/27-3041.00>



### #15 Clergy

Conduct religious worship and perform other spiritual functions associated with beliefs and practices of religious faith or denomination. Provide spiritual and moral guidance and assistance to members.

More info: <http://www.onetonline.org/link/summary/21-2011.00>



## #16 Social and Community Service Managers

Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization's budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.

More info: <http://www.onetonline.org/link/summary/11-9151.00>



Match

## #17 Residential Advisors

Coordinate activities in residential facilities in secondary and college dormitories, group homes, or similar establishments. Order supplies and determine need for maintenance, repairs, and furnishings. May maintain household records and assign rooms. May assist residents with problem solving or refer them to counseling resources.

More info: <http://www.onetonline.org/link/summary/39-9041.00>



Match

## #18 Human Resources Managers

Plan, direct, or coordinate human resources activities and staff of an organization.

More info: <http://www.onetonline.org/link/summary/11-3121.00>



Match

## #19 Poets, Lyricists and Creative Writers

Create original written works, such as scripts, essays, prose, poetry or song lyrics, for publication or performance.

More info: <http://www.onetonline.org/link/summary/27-3043.05>



Match

## #20 Advertising and Promotions Managers

Plan, direct, or coordinate advertising policies and programs or produce collateral materials, such as posters, contests, coupons, or give-aways, to create extra interest in the purchase of a product or service for a department, an entire organization, or on an account basis.

More info: <http://www.onetonline.org/link/summary/11-2011.00>



Match

## #21 First-Line Supervisors of Office and Administrative Support Workers

Directly supervise and coordinate the activities of clerical and administrative support workers.

More info: <http://www.onetonline.org/link/summary/43-1011.00>



Match

## #22 Child, Family, and School Social Workers

Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers.

More info: <http://www.onetonline.org/link/summary/21-1021.00>



Match

## #23 Public Relations Specialists

Engage in promoting or creating an intended public image for individuals, groups, or organizations. May write or select material for release to various communications media.

More info: <http://www.onetonline.org/link/summary/27-3031.00>



Match

## #24 Tour Guides

Escort individuals or groups on sightseeing tours or through places of interest, such as industrial establishments, public buildings, and art galleries.

More info: <http://www.onetonline.org/link/summary/39-7011.00>



Match

## #25 Sociologists

Study human society and social behavior by examining the groups and social institutions that people form, as well as various social, religious, political, and business organizations. May study the behavior and interaction of groups, trace their origin and growth, and analyze the influence of group activities on individual members.

More info: <http://www.onetonline.org/link/summary/19-3041.00>



Match

## #26 First-Line Supervisors of Non-Retail Sales Workers

Directly supervise and coordinate activities of sales workers other than retail sales workers. May perform duties such as budgeting, accounting, and personnel work, in addition to supervisory duties.

More info: <http://www.onetonline.org/link/summary/41-1012.00>



Match

## #27 Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products

Sell goods for wholesalers or manufacturers to businesses or groups of individuals. Work requires substantial knowledge of items sold.

More info: <http://www.onetonline.org/link/summary/41-4012.00>



Match

## #28 Interpreters and Translators

Interpret oral or sign language, or translate written text from one language into another.

More info: <http://www.onetonline.org/link/summary/27-3091.00>



Match

## #29 Talent Directors

Audition and interview performers to select most appropriate talent for parts in stage, television, radio, or motion picture productions.

More info: <http://www.onetonline.org/link/summary/27-2012.04>



Match

## #30 Insurance Sales Agents

Sell life, property, casualty, health, automotive, or other types of insurance. May refer clients to independent brokers, work as an independent broker, or be employed by an insurance company.

More info: <http://www.onetonline.org/link/summary/41-3021.00>



Match

## Details

In this section, you will find detailed information about Stacy's career interests, intelligence types, values, and work styles.

## Career Interests

Below are Stacy's results on the Career Interests. Her career interests are the type of tasks that she would enjoy doing on daily basis or, to put it more broadly, the general "theme" of a typical work day. These interests are known as the "Holland Codes".

### Primary Interest

#### Creative and/or Artistic

Those with a Creative and/or Artistic personality are considered the "creators". These are people who are constantly coming up with new ideas, and prefer to work in an environment that is unstructured and where they can express themselves creatively. Artists prefer to throw the proverbial rule book out and tackle tasks in their own way.

##### Typical Characteristics:

- Innovative
- Unconventional
- Unsystematic
- Idealistic
- Emotional
- Expressive

### Secondary Interest

#### Social

Those with a Social personality are considered the "helpers". These are people who find great joy and pride in working with and assisting others, and are likely to feel isolated in jobs with little social contact. As people-persons, they seem to have an uncanny knack for connecting with others, networking, and understanding human nature.

##### Typical Characteristics:

- Friendly
- Nurturing
- Patient
- Sociable
- Empathetic
- Cooperative

### Influencing Interests

## Conventional

Those with a Conventional personality are considered the "organizers". These are people who thrive on structure, and can create order out of chaos. Organizers tackle everything in life in a step-by-step manner, and tend to be masters at tasks that require an eye for detail and absolute precision. They are often known to have a knack for clerical tasks.

### Typical Characteristics:

- Methodical
- Conscientious
- Detail-oriented
- Efficient
- Conforming
- Persistent

## Enterprising

Those with an Enterprising personality are considered the "persuaders". These are people who enjoy working with others, but more so in the form of leading. They are more likely to be the ones taking charge and making the decisions, and enjoy power and status. If they're not already the ones running a company, chances are that it will be among the list of their many goals.

### Typical Characteristics:

- Persuasive
- Assertive
- Charismatic
- Ambitious
- Confident
- Driven

## Investigative

Those with an Investigative personality are considered the "thinkers". These are people who enjoy solving problems, analyzing information, exploring, and conducting experiments. They thrive on mind-boggling, complex challenges and putting their intellectual skills to the test. Investigators are on a constant learning curve, continuously adding to their well of knowledge.

### Typical Characteristics:

- Inquisitive
- Analytical
- Observant
- Logical
- Intellectual
- Meticulous

## Intelligence Types

Below are Stacy's results on the Intelligence Types section. When investigating different jobs, she should consider the benefit of focusing on those that take advantage of her strengths. Evidently, she is more likely to excel in a career in which the type of intelligence she possesses is an advantage.

### Primary Intelligence Type

#### Interpersonal

Interpersonal intelligence is the capacity to understand and interact effectively with others. This intelligence involves the ability to discern the moods, temperaments, dispositions, motivations, and desires of other people and respond appropriately. This is the "people-person" intelligence. It involves skills such as effective communication, working together with others towards a common goal, and noticing distinctions among individuals. People with this intelligence tend to have a talent for interpreting and understanding the feelings of others. They learn best when involved in team activities and cooperative ventures.

##### Common capacities and strengths, or interests:

- Extroverted, cooperative
- Sought out by others for advice and counseling
- Good communication and social skills
- Empathy/sensitivity to others' feelings, moods, motivations (social insight)
- Leadership ability
- Negotiating skills
- Socializing
- Group activities, brainstorming
- Social sciences, teaching, training, coaching, politics, social work
- Talking over problems with someone else rather than alone

##### Famous people with Interpersonal Intelligence:

- Oprah Winfrey (talk show host, actress, entrepreneur)
- Winston Churchill (politician, writer, historian)
- Florence Nightingale (nurse and health-care reformer)
- Erich Fromm (Sociologist)
- John F. Kennedy (politician)
- Mother Teresa (humanitarian)

### Secondary Intelligence Type

#### Intrapersonal

Intrapersonal intelligence is the capacity to detect and discern among one's own feelings (self-knowledge) and the ability to use that knowledge for personal understanding. Individuals with this kind of intelligence are able to construct an accurate perception of themselves and use such knowledge in planning and directing their life. This is the essentially private intelligence that does not need the interaction of others to realize its aspirations and goals. People with this intelligence have a strong sense of their own independent worth and exhibit certain intuitive skills. This deep sense of self-reliance means that they do especially well on their own and are self-starters who learn best when left to their own devices.

##### Common capacities and strengths, or interests:

- Strong-willed and independent

##### Famous people with Intrapersonal Intelligence:

- Sigmund Freud (psychologist)

- Lean towards being a loner (introspective)
- Higher-order thinking and reasoning
- High level of concentration/focus; self-motivated
- Rich inner life
- Good intuition
- Choose projects with personal meaning/importance.
- Working alone
- Learning about yourself
- Reflection
- Independent activities
- Psychology, philosophy, theology
- Complex ideas and problems, critical analysis, deconstructing arguments
- Confucius (Chinese philosopher)
- Emily Dickinson (poet)
- Helen Keller (author and humanitarian)
- Aristotle (Greek philosopher)
- Eleanor Roosevelt (politician, activist, author)

## Influencing Intelligence Types

### Linguistic

Individuals with linguistic intelligence have a highly developed capacity to use words effectively in writing or in speech, as well as the ability to persuade, remember information, and explain. They possess excellent writing skills, are good at expressing themselves, and may have a knack for learning languages. They understand things best when they are put into words, and probably read more than most people. At a young age, they probably picked up vocabulary quickly and learned to read quite easily.

#### **Common capacities and strengths, or interests:**

- Advanced vocabulary
- Writing
- Spelling
- Playing with words
- Public speaking, Journalism
- Convincing others
- Teaching, explaining
- Debating
- Languages
- Good memory for quotes, people's names, etc.
- Telling jokes and stories
- Reading, story-telling
- Word games, puns
- Crossword puzzles or games such as Scrabble ®

#### **Famous people with Linguistic Intelligence:**

- William Shakespeare (playwright)
- Barbara Walters (broadcast journalist)
- Martin Luther King Jr. (activist, clergyman)
- Robert Frost (poet)
- Jerry Seinfeld (actor, comedian)
- Abraham Lincoln (16th President of the United States)

### Existential

Existential intelligence refers to the ability to master a set of diffuse and abstract theories about life and existence. People with this intelligence type are able to situate themselves within the time and space of the universe - they enjoy pondering the significance of life, the meaning of death and the experience of love. This intelligence includes people who are able to connect the dots to reveal a bigger picture. Some people with this intelligence may be gifted

with psychic ability.

### **Common capacities and strengths, or interests:**

- Meditation
- Spiritualism
- Metaphysics
- Awareness of, and deep connection to, the universe
- Fine-tuned intuition

### **Famous people with Existential Intelligence:**

- Socrates (philosopher)
- Buddha (teacher and founder of Buddhism)
- Dalai Lama (spiritual leader of the Tibetan people)
- Jean-Paul Sartre (existentialist philosopher, writer)
- Mahatma Gandhi (spiritual/political leader)
- Fred Alan Wolf (physicist, writer)

## Spatial

Visual-Spatial intelligence refers to a highly developed capacity to perceive the visual world accurately and to transform, manipulate, and recreate mental images. People with this intelligence have the capacity to think in two and three-dimensional ways - they "think in pictures". This ability is relevant in everyday activities and problems, from spatial orientation (reading maps, orienting oneself in a strange environment) to practical tasks (re-arranging furniture, maximizing closet space, parking a car). There is a strong likelihood that many people with this intelligence type could draw well at an early age, preferring to show an idea on paper rather than explain it verbally.

### **Common capacities and strengths, or interests:**

- Drawing or doodling
- Strong sense of color
- Easily form a mental image from a description
- Can imagine easily how objects look from different angles
- Patterns/designs, graphical skills
- Painting
- Designing
- Sculpting
- Interior decorating
- Good visual memory and hand-eye coordination
- Watching movies and looking at/taking photos
- Doing mazes or other visual type puzzles; noticing details in patterns and images
- Visual arts, Geometry
- Thinking in 3D
- Work related to navigation and spatial orientation (flying, sailing, architecture, truck driving)

### **Famous people with Spatial Intelligence:**

- Pablo Picasso (artist)
- Irving Penn (photographer)
- Frank Lloyd Wright (architect)
- Leonardo Da Vinci (inventor, engineer, artist)
- Matt Groening (cartoonist)
- Amelia Earhart (pilot)

## Logical

Individuals with logical intelligence tend to possess excellent reasoning skills. They can easily recognize and solve problems using logical patterns to categorize, infer, make generalizations, and test hypotheses. This intelligence is most often associated with scientific thinking. People with this intelligence type enjoy playing with abstract and logical ideas. They learn best by approaching each problem as a puzzle to be solved.

**Common capacities and strengths, or interests:**

- Good sense of cause and effect
- Abstract pattern recognition; symbolic thought
- Inductive reasoning, deductive reasoning, sequential reasoning
- Finding relationships and connections
- Scientific reasoning; proposing and testing hypotheses
- Logical thinking
- Deciphering codes, solving mysteries, strategy games
- Problem-solving
- Keeping things in order
- Curious about how things work
- Logic puzzles, games of strategy (e.g. chess)
- Solving scientific/technological problems
- IT-related stuff, science

**Famous people with Logical Intelligence:**

- Albert Einstein (physicist)
- Bill Gates (computer tycoon)
- Mae Jamison (female astronaut, chemical engineer, and medical doctor)
- Galileo Galilei (physicist, astronomer)
- Thomas Edison (inventor)
- Sherlock Holmes (famous detective character created by Sir Arthur Conan Doyle)

## Musical

Musical intelligence encompasses the ability to compose and perform musical patterns, and recognize pitches, tones, and rhythms. This type of intelligence is most easily recognized in an environment in which music is important, instruments are readily available, or with activities that require rhythm, like singing or dancing. People with this intelligence have a knack for distinguishing a musical note and could match it if asked to do so. Playing an instrument is probably (or would be) easier for these people than most. They are particularly sensitive to sounds within the environment, from running water to a bird's song.

**Common capacities and strengths, or interests:**

- Can tell when music is off-key
- Playing an instrument
- Singing
- Sensitivity to sounds
- Ability to reproduce melody/rhythm; good auditory memory
- Know tunes to many songs
- Rhythmic way of speaking/moving
- Musical composition ability
- Ability to recognize tonal patterns
- Humming and singing
- Listening to different kinds of music
- May be quite good at logic and math
- Good at learning/discerning accents in foreign languages

**Famous people with Musical Intelligence:**

- Wolfgang Amadeus Mozart (composer)
- Michael Jackson (singer, songwriter, dancer)
- Simon Cowell (music executive)
- Eric Clapton (guitarist)
- Eminem (rapper)
- Celine Dion (singer)

## Work Orientation

Below are Stacy's results on the Work Orientation section. Her orientation forms the basis of her job preferences; in essence, it provides a general overview as to the type of career path that best suits her preferences and strengths.

### The Entrepreneur

This assessment identified that Stacy has the makings of an entrepreneur. She seems to have what it takes to carve out her own niche in the world and to make a living by starting her own business.

Entrepreneurs are special kind of people who have a special kind of job. In order to succeed as an entrepreneur, Stacy has to be skilled and talented in multiple disciplines and have the willingness to work long hours. In addition to needing people skills, business sense, a strong work ethic, and good ideas, entrepreneurs also must be willing to take calculated risks. Inherent in this risk-taking is the possibility of losing everything and having to start over again. On the flip side, entrepreneurs have the highest potential for earnings and monetary success.

Keep in mind that having the makings of an entrepreneur does not necessarily mean that Stacy is ready to drop everything and start up a business. There is no foolproof manual or higher-up to guide her progress and make decisions for her. She will need to learn as she goes, make mistakes, and learn from them. That being said, it's essential she does her homework prior to starting a project or business. There is no guarantee of success, regardless of the brilliance of the idea, the people she have working for her, or the strength of the market. The risk involved in starting a business is precisely what makes the thought of being an entrepreneur so terrifying to some, and so exciting to others.

In addition, simply having entrepreneurial potential does not mean that Stacy has to become one. There are many people happily employed by others who would make excellent entrepreneurs, but choose not to take that path for any number of reasons. It is worth noting that being an entrepreneur does not have to be a full time job - there are ways Stacy can act as a mini-entrepreneur. One such example is people who are known as freelancers. Instead of starting a business around a product, freelancers are essentially their own business, their product either being their time, talents, ideas, or skills. If Stacy doesn't feel completely comfortable with the risk factors of owning her own business, or if she doesn't think she has a strong enough concept to create a business around, she can always freelance her talents. Many people are employed part time and freelance their work part-time. There is no magic formula to going it alone; everyone has different security needs and different ideas of what makes them happy.

The following is a list of the pros and cons of working as an entrepreneur:

#### **Pros:**

- Freedom to make own decisions
- Ability to make own schedule
- Potential for great financial payoff
- A sense of ownership over career
- A good outlet for personal creativity and ingenuity
- A good opportunity to dabble in a number of different aspects of business
- Working for self rather than for an organization

#### **Cons:**

- Financially risky to start a business; many start-ups fail
- Having to endure hardship while in the initial, difficult start-up phase
- No source of steady income
- In some countries, will have to pay for medical insurance if not employed
- Long hours and few vacations
- Uncertainty about the future
- Having to rely on self, no one else to take responsibility in tough times
- Dealing with isolation if working alone

## The Generalist vs. Specialist

According to Stacy's answers, she seems to fall in between the Generalist and the Specialist type career path. She may want to focus on one or two areas, but does not want to box herself in too much at this point. Both Generalists (people who like to try out a number of different positions during their career and who wish to develop a variety of skill areas) and Specialists (people who like to develop their career in a particular job and become experts in that field) have their positive and negative aspects. See below for more information.

### Pros of Generalist career path:

- Offers more variety and adventure than the typical, more linear career path
- Allows for the development of a variety of skill sets
- Less likely to get into a career rut
- Takes advantage of different aspects of intelligence and interests
- Allows people to become more flexible and develop learning techniques

### Pros of Specialist career path:

- A linear career path makes it easier to climb the career ladder
- Allows for a person to become a real expert in his or her field
- Employers often value employees who devote themselves to one job
- Loyalty is often rewarded financially

### Cons of Generalist career path:

- May at times prevent people from climbing the ranks in any one organization
- CVs can look scattered to potential employers
- Might appear to lack commitment
- Prevents development of expertise in any one particular area
- Starting over in a new career or company can be stressful

### Cons of Specialist career path:

- May at times lead to boredom if the person is not in the right field
- CVs can appear to lack depth and variety
- Development of expertise can be overly focused in one particular area
- Can make it difficult to adjust to forced changes, i.e., job losses, changes in technologies, etc.

## Work Styles

Below are Stacy's results on the Work Styles section. They characterize the type of employee she would be - namely, what would drive her and the type of assets she would bring to a company. In essence, her work style can be considered her "professional identity".

### Primary Work Style

#### The Leader

Those with a Leader work style naturally gravitate toward positions of authority, and will often be the ones who will "step up to the plate" when someone needs to take charge. They know how to handle groups of people with finesse - people just seem to want to follow their guidance. When they're at the head of the pack, they provide an example for the individuals they lead, and set the tone for the way work is carried out. While it may be a lot of weight to carry for some, those with strong leadership potential appear to be inherently well-equipped to deal with the responsibility of bringing out the best in others.

### Secondary Work Style

#### The Achiever

People with an achievement-oriented work style are driven by a sense of satisfaction at reaching goals or rising up to meet challenges at work. What those challenges are depends specifically on each individual - they could range from making a big sale to successfully managing a team or designing a new product. They are typically energized by the opportunity to move up or advance in their career in some way, and enjoy excelling at their chosen endeavor. Goals, either their own personal objectives or those set by the company they're working for, give them the fuel they need to progress. As for character traits, person with this motivator likely have high self-confidence, an on-going desire to better themselves, a proactive approach, and a positive outlook. They possess true devotion to goals and want to stick things through.

### Influencing Work Styles

#### The Steadfast Worker

Steadfast workers are always there when needed. They are highly dependable, and will be the go-to people when someone is in a pinch - these are people who can be trusted to get a job done to the best of their abilities. They are loyal, hardworking people who strive to put in a steady effort, and may even go above and beyond the call of duty on some occasions. Steadfast workers often become the solid foundation beneath the success of many companies, thanks to their unwavering effort, dependability, and dedication.

#### The Initiator

People with an Initiative work style don't wait around for opportunities, projects, or tasks to fall onto their lap - they are self-starters. They are driven at work, often taking proactive steps to increase their own productivity. Those with an Initiative work style are the ones coming up with new ideas and projects, demonstrating their ambition and willingness to kick off new and exciting opportunities. When something needs to be done, these workers won't wait until someone nudges them into action. They will often volunteer for tasks, even when it may not be entirely their responsibility. Initiative-type workers could be an asset in times of crisis, as they act rather than react.

#### The Master of Details

As their name implies, people with this work style are incredibly meticulous. Tasks and projects that require painstaking, precise work or simply have a lot of small but important details to cover are perfect for these sharp-eyed workers. Although their meticulous tendencies could sometimes border on perfectionism, or occasionally cause them to lose sight of the big picture, these are workers who would excel in jobs that require strict quality control.

### **The Innovator**

Those with an Innovator work style frequently turn old ideas on their ear and come up with a creative, new approach to a tired old problem. Their remarkable insight allows them to perceive opportunities that others might miss. Their innovative attitude can not only inspire creativity, but also helps in the problem-solving process. Innovators tend to be creative, open to new ideas, and can approach projects and problems in an inventive manner, which is essential in dynamic job fields where staying fresh and new is crucial to success.

### **The Adapter**

Individuals with this work style can assimilate into any situation. They thrive in unpredictable work environments and are willing to cooperate with others. This doesn't mean that they will not assert themselves or will bend over backwards to accommodate others - they are more of a "go with the flow" type, which allows them to be open to and at least mentally ready for unexpected situations. Work environments and projects that are dynamic tend to be their strength. If Adapters are not the ones initiating a change in their environment, they are most likely the ones who will deal with such changes with greater ease than others.

### **The Stoic Rock**

There is little that can make people with this work style crumble. They are the pillars of poise and strength during situations in which most people would lose control of their emotions. These are individuals who can handle the most challenging situations or people with a seemingly unlimited level of tolerance. Stoic Rocks are an asset in high-stress, high-pressure situations, as they will be able to keep a cool, sensible head on their shoulders, and potentially lighten the atmosphere for others.

## Values

Below are Stacy's results on the Values section. Her values define what is important to her to achieve in her career and the type of characteristics that she might look for in a company.

### Primary Value

#### Recognition

Individuals motivated by Recognition want to feel valued and see the visible signs that others are grateful for their work. This does not necessarily mean any public recognition, but involves acknowledgment at a root-level of the organization - they want encouragement from their boss, co-workers, clients or anyone else their work might affect directly. Essentially, they are driven by the positive feelings they get from the knowledge that they are making a valuable, recognized contribution to the company. While they don't need their praises sung daily, a more regular form of appreciation would keep them energized.

#### **Things that can hinder or sidetrack recognition-oriented people:**

- Unfairness, credit-hoggers.
- Managers who only give negative feedback (or no feedback at all), and don't praise for a job well done.
- Disapproval and criticism.
- A high need for approval, dependency issues, and selective attention to negative feedback.

### Secondary Value

#### Achievement

People with high Achievement values are driven by a sense of satisfaction at reaching goals or rising up to meet challenges at work. What those challenges are depends specifically on each individual - they could range from making a big sale to successfully managing a team or designing a new product. They are typically energized by the opportunity to move up or advance in their career in some way, and enjoy excelling at their chosen endeavor. Goals, either their own personal objectives or those set by the company they're working for, give them the fuel they need to progress. As for character traits, person with this motivator likely have high self-confidence, an on-going desire to better themselves, a proactive approach, and a positive outlook. They possess true devotion to goals and want to stick things through.

#### **Things that can hinder or sidetrack achievement-oriented people:**

- Not knowing what is expected of them.
- Lack of alignment between organizational goals and personal goals.
- Lack of opportunities to improve their skills.
- Stagnation.
- Lack of feedback about their performance.
- Lack of recognition.
- Colleagues who are too laidback and not pulling their weight. Sharing credit with slackers when it comes to teamwork.

### Influencing Values

## Altruism

People who are motivated by Altruism are ready to give their all on the job for the satisfaction of knowing they have helped others. They could carry out this wish by being a good team player and helping others at work, or by working directly with people who they wish to affect (the sick, the homeless, etc.). Whatever their approach, they are energized by the idea of contributing to the others in a positive way, be it on an individual or societal basis. In a nutshell, they need to see that their actions are doing some good for someone, somewhere.

### **Things that can hinder or sidetrack altruistic-oriented people:**

- Colleagues, managers, or companies that are complacent, cynical, or dishonest.
- Companies that don't enforce ethical practices.
- Companies that don't "give back" or contribute to society in a positive way.
- Meaningless tasks.

## Independence

People motivated by Independence need to have a sense of freedom in their jobs to make important decisions, work on their own schedule and choose their own approach to projects. Essentially, they desire a high level of autonomy and flexibility. They are typically independent thinkers. This is not to say that they cannot work well with others or are "rebels" of any kind - in fact, their independence is often a valuable asset. They generally take complete personal responsibility for what they do and exhibit high levels of internal motivation. They want to mold their work life into the shape they want it to take, whether working within the framework of a company or their own business. This normally requires a high level of self-confidence and persistence that is conducive to success.

### **Things that can hinder or sidetrack independence-oriented people:**

- Micromanagement.
- Lack of authority. Their worst-case scenario is when the manager delegates the responsibilities to them, but not the authority to make decisions and to control the process.
- Inflexible schedules.
- Detailed timesheets.
- Ambiguity and unclear goals.
- Desire to work independently on projects, without guidance or SPECS, could result in going off on their own tangent, or expanding the project far beyond its original scope.

## Teamwork

People motivated by Teamwork Factors want their work to satisfy their need for contact with other people, and they enjoy the feeling that they are part of a group or community. They are energized by social interaction and interested in the intricacies of human nature - at least in a practical, day-to-day sense. Individuals with this profile work well with others. In the workplace, employees motivated by Teamwork can be useful for building relations with clients, selling, networking or whatever "social" aspects pertain to the industry. Essentially, they will be motivated by work that allows them to remain in touch with other humans in some meaningful way.

### **Things that can hinder or sidetrack teamwork-oriented people:**

- Bullying and unfriendliness.
- Social isolation and solitary work.
- Lack of social activities.
- Staff full of introverts.

