



# **Jamie's Custom Career Guide**

June 26, 2023

# Your Custom Career Guide

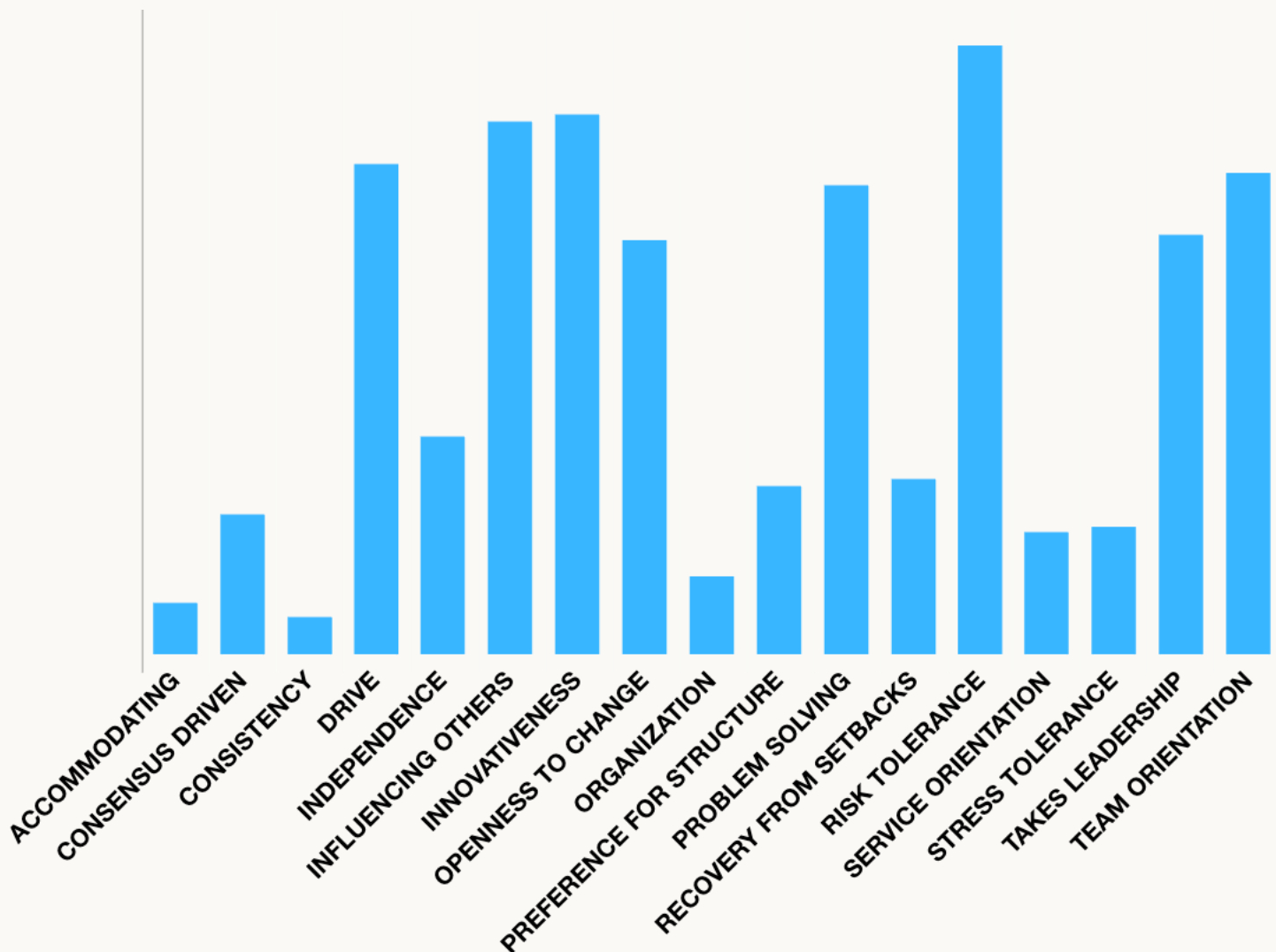
Jamie, please keep in mind that the following report on you is based on all the responses from your assessment. This report is intended to help you understand more about yourself and your career options.

Although based on an objective, detailed assessment, no single report can sum up your full, distinctive character.

The goal here is to provide you with valuable and unique insight into yourself and the careers that best suit your motivations, interests and personality traits.

# Your Personal Traits Overview

The following is a high level view of all your traits and how they compare based on their relative strength. You can see definitions of all the traits at the end of this report.



# Your Top 5 Traits

Here are your highest scoring traits. Those that most strongly stand out for you and where you will find your best fit.

5

★ **RISK TOLERANCE**

You are comfortable taking risks in order to reach your goals.

★ **INNOVATIVENESS**

You have an innate ability to think outside the box in new and innovative ways to solve problems.

★ **INFLUENCING OTHERS**

You have a natural ability to influence the opinions and actions of others in a variety of situations.

★ **DRIVE**

You are a self-starter who is very driven to achieve results.

★ **TEAM ORIENTATION**

Being part of a team and collaborating with others is very important to you.



# Trait Definitions

Area	Trait	Definition
Work with others	Service Orientation	A natural desire to help others.
	Leadership	Seeks Opportunities to lead in a wide variety of situations.
	Team Orientation	The desire to collaborate with others in a team.
	Consensus Driven	Takes into consideration the impact of decision on others.
	Independence	Preference to think and work independently.
	Influencing Others	The natural aptitude to influence the opinions and actions of others.
Manages Self	Consistency	The ability to concentrate on the same task for extended periods of time.
	Stress Tolerance	The ability to maintain performance and energy levels even under stress.
	Recovery From Setbacks	How quickly one bounces back from negative situations or news.
	Openness to Change	How easily one adapts when things change or are unclear.
	Accommodating	The preference to deliver as requested and meet deadlines.
Manages Work	Problem Solving	The natural ability to gather information quickly and use it to solve problems and tackle obstacles.
	Innovativeness	The desire to develop new ideas and new ways of thinking.
	Organization	How naturally and consistently one is able to stay organized in all areas.
Work Motivation	Drive	Inner motivation to achieve results.
	Preference for Structure	Preference for working with clear objectives, rules, and reporting structures.
	Risk Tolerance	Willingness to risk failure for a chance of greater success.

# About You

Based on your profile, there are a number of insights which outline your tendencies at work.

## Overall the following comments can be made about your profile:

- ✓ You have a good balance between taking the lead and also collaborating with the team. As a leader you'll ensure that your team is operating well.
- ✓ You love to be part of a collaborative team, and really dislike working alone. You want to work through problems with others, and the idea of working alone is not appealing.
- ✓ You are very driven to meet your goals. You often will have to be reminded to engage people after you have made decisions to get them to the same place.
- ✓ You thrive on solving problems in new and innovative ways. This is one of your favourite things to do; you'll often brainstorm new ways of coming at problems. You are an ideas person.
- ✓ You unfortunately may often underestimate how long things will take. You have a tendency to over extend Yourself and not say no when you are overwhelmed. You have good intentions, but will sometimes find yourself with too many deadlines and not enough time to get it all done.
- ✓ You love to solve problems and come up with new ways of doing things. This may not be exactly what is asked of you, but your creativity may solve problems in ways never imagined.
- ✓ You will often try new approaches and take risks to reach your goals, but you will have a tendency to be very disappointed if your risks don't pay off.
- ✓ You are easily distracted by other projects, and often will take longer than expected to complete a project. You have good intentions, but your approach can sometimes have you concentrating on the wrong priorities.

# Some Insights About You

Based on your profile here are some insights about what you prefer and don't prefer to do.



## What You prefer to do

- You show strength in innovation. You seek creative outcomes, often thinking outside the box, and not concerning yourself with failure. You act boldly to find new ways of doing things.
- You have a strong ability to influence others; you likely build trust, read others' concerns, and anticipate reactions in advance.
- You are willing to take risks in order to achieve the rewards. You have a bias towards action, and have an innate ability to assess the possibilities of success and failure.

## Some Insights About You

Based on your profile here are some insights about what you prefer and don't prefer to do.



### What You prefer not to do

- You, while wanting to please others by agreeing to requests, may miss deadlines due to lack of planning. You often misjudge the time required to get the job done.
- You find it challenging to concentrate on the same task for extended periods of time. You get distracted easily by other priorities.
- You are not naturally organized. You are a big picture person who concentrates less on the small details. You are often impatient with the planning process, and may need support from others to execute work.

## Coping with the Demands of Work

Your approach to day-to-day stressors such as time pressure, difficult working conditions and heavy work loads is typical of most people. These routine, ongoing stressors do not cause you great difficulty although the occasional high levels of stress may be difficult for you and you will look for help from your boss or from others around you. In most cases, however, you have the self-confidence and optimism to cope with the usual range of ongoing stressors reasonably well. Your approach to work reflects a typical ability to recover from setbacks and sustain consistent work performance under the usual range of stressful conditions. You are able to control emotional reactions reasonably well in the face of disappointing results that would discourage some others. You are usually optimistic and confident about performing well except where significant unexpected problems arise. Major setbacks can be very discouraging to you especially if they are unexpected or involve the people you work with. In these types of situations you find encouragement from others to be very helpful. You approach change at work like most people in that you are willing to accept and support most typical, minor changes at work. However, for more significant changes, it is also important to you that you understand why change is important before you are willing to give it your full support. You are not one of those people who support every change just because somebody asked you to. While you are not skeptical of change itself, you do want to know how it will benefit you and your work.

## Working with Others

Your work style is very well suited to working in teams. in highly interactively groups and in one-on-one relationships. You find it easy to cooperate and share accountability with others and enjoy working in the company of others. Where there are significant differences between group members, you are capable of adapting where necessary to avoid conflict. You do not seem to have a strong preference for working with others or for working independently. You are independent and self-assured enough to work effectively as an individual contributor and, yet, you have the interpersonal skills and openness to work effectively in team or group settings. Your preference for one or the other is likely to depend on the particular circumstances. Like many people, you demonstrate the skills necessary to work effectively in most types of service relationships that do not demand high levels of resilience against difficult situations. In most cases, you are comfortable cooperating with others and are willing to make some effort to see others' points of view. In difficult service relationships, however, negative outcomes may discourage you because you can't always control the reactions of other people.



## Getting Things Done

You have an intense drive to achieve results and be successful. This is fueled by a willingness to be assertive and by a high activity level. Beyond that, you are willing to take risks in order to get large rewards and you have the self confidence to persist in spite of obstacles. You enjoy a challenging problem or objective and certainly have the determination to find successful solutions. You are a "big picture" person, not a "detail" person. You would rather spend time and effort on the big issues in your work rather than on careful, detailed planning and organizing. You prefer work where you can focus on the overall direction and purpose of a project than the details necessary to actually get the work done. You prefer to let others do the detailed work of actually getting specific tasks completed. You understand that work success requires the ability to recognize and solve problems as they arise. Based partly on experience, you have developed the ability to identify and solve the typical problems that get in the way of progress. But you have also learned from experience that it is wise to bring in experts for especially complex problems.

## Leading and Influencing

Your style is not overly aggressive and you don't always seek out leadership roles. However, you have the confidence and desire to succeed that occasionally result in you taking on a leadership role where it is a good fit for you. You are usually successful in selective leadership roles, in part, because you are open to feedback from others in most cases and seek opportunities to learn about the issues at hand. You have shown a mix of attributes relating to the consideration you show others at work. This consideration of others is an important aspect of your leadership effectiveness. You have shown that you are open to understanding others' perspectives and needs but you are not always willing to place the collective interests of others above your own. Also, you sometimes are willing to miss commitments you have made to others if you have to choose between those commitments and other responsibilities that are more important to you. Even if not in a leadership role, you have the subtle skills needed to successfully influence others. These include the unusual combination of being strong minded and willing to be assertive while also being adaptable and willing to change approaches, if necessary. You are optimistic about being able to influence people and are willing to take some risk to accomplish that.



## Growth and Workplace Citizenship

You have a very pragmatic approach to your own behavior at work. Your view of your own performance at work is that the first responsibility belongs to your supervisors and leaders to provide the direction and resources necessary for you to be successful. Similarly, you view an employee's growth and development as being the responsibility of the organization, primarily, because it is the organization that will benefit most. At the core of this perspective is your view that the organization has the greatest accountability for the contributions and growth of its employees. This style will serve you well in work environments where organizations emphasize that employees should do exactly what they are asked and expected to do. Part of your balanced approach to work is that you do not feel the need to adhere to higher standards of work place behavior than you observe in others around you. Your style is to follow rules and guidelines and to look out for the interests of others to the same extent as others do. There might even be occasions where you bend or ignore the rules in order to accomplish some desired personal result if you see that same behavior among others. This perspective will serve you well in work environments where people are expected to make their own success. Your balanced outlook leads you to be willing to help others and spend effort on behalf of co-workers, unless this is not in your best interests. When this type of effort is not rewarded, you are likely to spend less time and effort helping others. You see the importance of helpfulness in the work place but don't want to be the one who sacrifices more than anyone else for this type of effort. This balanced work style will serve you well in work settings where the organization doesn't really reward helpfulness in any meaningful way.

## **Creativity (Creative Stimulator v. Conventional Accomplisher)**

Your work style reflects a strong preference for and disposition toward creative and innovative work activities. Consistent with that, you demonstrate a real enthusiasm for work that requires new, innovative solutions in order to be successful. You are quite comfortable in the world of new ideas and ways of doing things. You are very comfortable working with little structure or established order and procedures. You are well suited to this type of challenging, uncharted work that requires insight and creativity more than consistency and reliability. You are far more interested in novel and provocative work than routine and steady work. You enjoy the stimulation and excitement of taking risks to find new and unexpected solutions. Although not prone to reckless actions, you will seek out stimulating topics and objectives as a way of maintaining a high level of enthusiasm and interest in work.

## Work Style

You have a flexible work style. You enjoy working in jobs that are not highly structured but with enough to ensure that the direction and available resources are sufficient to be successful. At the same time, you are willing to work closely with others or independently as the work may require. You would likely not enjoy extreme work conditions where there is no structure or very rigid structure. Your personal rewards and satisfaction appear to come from a variety of sources including belonging to a supportive organization and performing work that is intrinsically interesting regardless of whether it is with others or not.

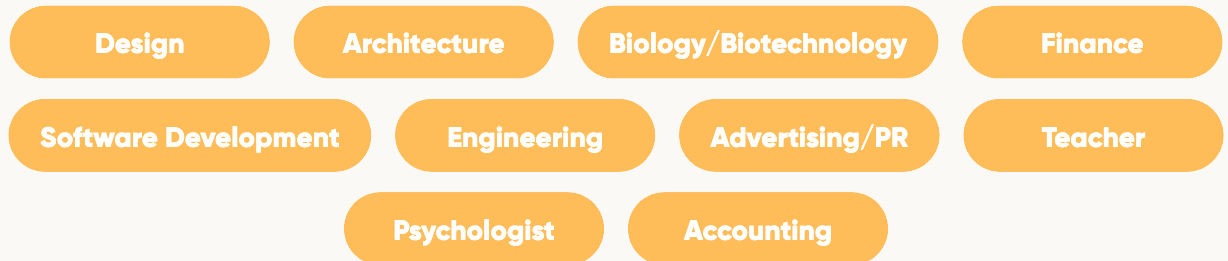
# Your Career Matches

The following are potential career directions bucketed in order by your top, medium and bottom matches.

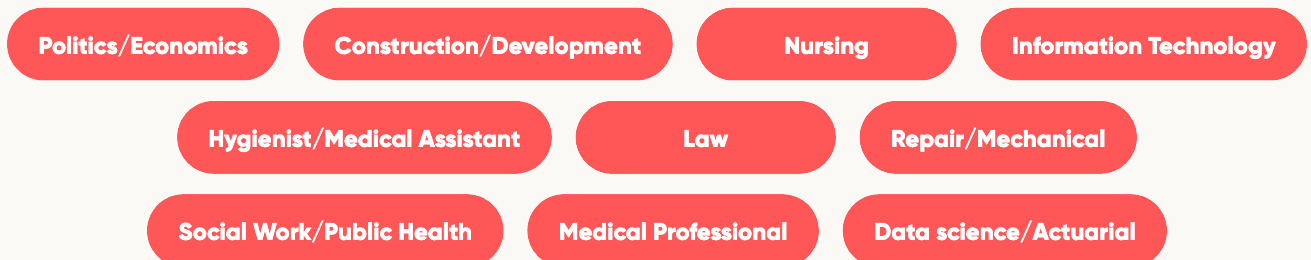
## Top 5 Career Directions for you



## Middle 10 Career Directions for you



## Bottom 10 Career Directions for you



# My Top Career Directions

We recommend you write down up to 3 of your top career directions below.

1.

2.

3.



## Now What?

As a next step, based on your narrowed down list above, take a little time to research some of the job responsibilities, the education or degree that is required as well as any skill requirements for each career direction.

For example, you can Google:

"What degree do I need to become an architect?"

"What are the job responsibilities for an architect?"

"What skills are required to become an architect?"

Now write some of the answers you find in the tables below:

CAREER DIRECTION 1:	
Job Responsibilities	
Education or Degree	
Skills Required	

# Top Career Directions Continued

CAREER DIRECTION 2:	
Job Responsibilities	
Education or Degree	
Skills Required	

CAREER DIRECTION 3:	
Job Responsibilities	
Education or Degree	
Skills Required	

As you're reviewing the requirements for each Career Direction, think about whether these are things you would be willing to do and learn. If you are, then you know it would be a great possible Career path for you. Put a check mark in the box.

If you don't think you want to learn the skills required then note an X in the box, and then explore other careers that have similar characteristics that also align with your top traits.

## Plan for the Next Step

Congratulations, narrowing down your career directions is the hardest part of this process. Now you can focus on the careers you put a checkmark beside. See which Colleges or Universities offer a program for the education or degree that is required for your starred career directions.

From there, each school's program description will note which high school class prerequisites, application requirements and the grades you'll need to apply.

Here are some additional things to consider that may help you learn and prepare for the career directions that are your best matches:

▶ **Is there someone you or your parents know that is already in the same career? Could you set up some time to chat with them about their experience or advice?**

▶ **Are there volunteer opportunities with a local organization that would give you some experience, or help you develop any of the required skills you don't have yet.**

▶ **Are there internship opportunities near that you could apply for, that would help boost your chances of getting into your desired program or school?**

*If you're feeling overwhelmed, or confused by your report, we also offer detailed 1-on-1 consultations with a career expert who will review your report with you and answer your questions.*





**Thank you, Jamie.**  
**We hope you've found this helpful.**

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