



**validity
group.**

Career Management POP™

It's *your* career. Don't waste it, own it.

Selecting a career is not an easy task. Whether at the start of your career or whether you are re-examining your options. The basic question remains – **What will suit me best?**

To support you through your selection process is our **CareerManagementPOP™**. This is designed to support you through your own selection process. It will help you identify what are the most suitable career options you should pursue.

There are many benefits that you will enjoy including:

- Choosing your ideal career path
- Choosing the best educational program
- Choosing the right industry sector
- Determining your career goals
- Confirming your strengths as an individual

- Identifying opportunities for growth and development
- Expanding your career options
- Ensuring your career success

The **CareerManagementPOP™** is a unique tool that will help you focus on “what you can do” rather than on “what you can’t do”. It will help leverage your strengths into a productive and satisfying lifestyle and career choice.



CareerManagementPOP™ is a unique tool that will help you focus on “*what you can do*” rather than on “*what you can’t do*”.

What to seek and what to avoid.

Our assessment will support you as you plan your career, no matter what stage you are at. Too many people will plan a holiday and give insufficient thought to planning their career. It’s time for you to focus on your career and plan it properly.

As part of our assessment, you will have your own personal tool – the Career Pathing Model (CPM), designed to help with your career management process.

Planning a career is much like planning a trip down a multi-lane highway with each lane representing a job within a certain career path. The highway leads to your professional desires (**wants**) and away from the things you do not want (**avoids**). Knowing your inherent character traits, communication style, attitudes and career goals will help you to understand the career path best for you.

Career Path Characteristics to Seek (Wants)

Based on your traits and attributes, our assessment provides you insight into the characteristics you should look for in any career path you might pursue. This self-knowledge allows you to seek management styles, processes, structures and social situations that are well suited to you and that you will feel comfortable with.

Career Path Characteristics to Avoid

Similarly, it will provide you some insights into the characteristics you should avoid when evaluating your career choices. Based on your traits and attributes, careers that do not provide the right type of management, opportunity, processes etc. will force you to become frustrated, uncomfortable or even unproductive. It is wise to know and understand these things so you can pursue a career that leads away from those “avoids”.



Career Management POP™ will help you leverage your strengths into a productive and satisfying lifestyle.

Your personal CareerManagementPOP™ report contains 7 sections:

1. General Recommendations

Suggestions regarding the type of career you would naturally be suited for based on your inherent personality traits:

- Self-Management Style
- Social Interaction Style
- Technical/Practical Orientation
- Motivational Structure
- Team Member vs Team Leader
- Self Determination
- Stress Management Style

2. What to Seek & Avoid in Your Career Path

It will provide you several insights to consider when determining your career path. Each section provides a description of your key strengths and developmental suggestions.

3. Summary or Strengths/Developmental Suggestions

Your strength and developmental suggestions are based off the four key character traits, Self-Management, Motivation Profile, Environmental Fit and Comfort with Conflict.

4. Communication Style

Communication style scales of Social Orientation and Analytical Orientation.

5. Self Confidence & Lifestyle Management

A description of your score on the Self Confidence and Lifestyle Management scales.

6. Summary of Scores

A visual representation of all the scales and your score on each of the scales.

7. Career Management

In your report, you will receive your own career management guide based on your natural abilities to succeed in various career paths.



As simple as 4 steps:

Step 1:

Define what you want.

Step 2:

Define what you don't want.

Step 3:

Define your career path (highway).

Step 4:

Define the job on the career path highway that appeals to you.

The 4 steps in more detail:

Step 1: Define what you want.

Identify your employment desires, both quantitatively and qualitatively. Quantitative components include salary levels, working hours, and vacation allowances. Qualitative desires include working conditions, career prospects and where you are situated in the chain of command.

Step 2: Define what you don't want.

These are independent issues, and not always the opposite of what you do want. It may be important that you have your own office, but this may not exclude a desire to work with others.

Step 3: Define your career path (highway)

A career path is a group of jobs all heading in the same direction.

Example: The education/training field is a career path. The jobs (lanes) along this highway include teacher, principal, trainer, professor, seminar leader, lecturer, etc.

Step 4: Define the job on the career highway that appeals to you.

If you are new to the workforce, choose a career path and then find a job that lets you enter the highway.

Career Management POP™
helps you determine what
actions to take in order to
achieve success.



PRACTICAL SOLUTIONS FOR A DIGITAL WORLD

Driving business results.

Our high-impact solutions ensure that you are on the cutting edge and that your investments are aligned to the expectations of a mobile digital world.

Since 2006, we have constantly helped clients drive their business results by development their people, let's start growing your organisation's success today.

We enable people and businesses to grow and excel

Proudly supporting businesses everywhere.

View our powerful solution portfolio online or contact us for more information.

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