



## CareerManagementPOP™

### Full Report

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## **General Recommendations**

### **An Overview of your Professional Profile**

Your overall profile indicates that you are relatively self managing and able to be effective within most environments including relatively unstructured ones where you may need to create your own. You should seek a career that you can self manage and will allow you to achieve your own goals while meeting those of the organization. You will be well suited to a career that rewards individual initiative and productivity.

### **Your Most Effective Self Management Style**

You are generally very assertive, competitive, self directed, goal oriented and aggressive. You initiate activity on your own authority rather than responding to others. When working towards your goals you are able to motivate yourself. You are self-directed, self-evaluating and need minimal feedback to be effective. You can be very critical of your own performance. This is a strength that will help you succeed in most careers. Be a strong 'self-manager' by planning your own activities, managing your time effectively, focusing your effort and evaluating your progress.

### **Your Preferred Social Interaction Style**

You are generally quite sociable, friendly and outgoing. You build relationships quickly and are generally comfortable with other people. You should be able to work well in an environment where there is regular contact with new customers or clients.

### **Your Technical/Practical Orientation**

You are comfortable in situations that combine both non-technical and technical issues. You would enjoy a certain amount of analysis and problem solving in your work but not exclusively. You may prefer to form work teams where your technical strengths are complemented by other team members.

### **Your Motivational Structure**

Your motivation is a balance between meeting long and short term goals and you are most effective in situations that offer both. You would enjoy working in an environment where you would have the opportunity to meet short term targets which lead to longer term objectives. You like to balance meeting the needs of other people, developing good products, providing quality service and your own goals.

### **Your Preferred Approach to Being a Team Member or Team Leader**

You are a highly independent person who will often ignore the structure and guidelines of a team and use your own experience and instincts to create your own procedures. You prefer to work independently or lead in the implementation of change.

### **Your Feelings about Self Determination and Managing Stress**

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

You appear to manage your energy and deal with stress quite well. You will be able to work to deadlines and manage difficult situations and demanding users without suffering the negative effects of stress. Pressure and the ability to cope with stress effectively should even enhance your performance in challenging situations.

### **What to Seek & Avoid in Your Career Path**

#### **Career Path Characteristics to Seek**

- ✔ Look for career paths that provide you with the opportunity to use your own initiative and allow you to plan and execute your own activity. A management system that facilitates and provides coaching would be best for you. You can expect to succeed in most career paths so choose the one that interest you most.
- ✔ Look for situations that balance learning and technical expertise with your other competencies in the 'soft skills'. Look for situations that require you to identify client/user needs, deal with routine or familiar problems and provide appropriate specialists to deal with highly technical issues.
- ✔ Look for a career that allows you considerable independence and the choice of creating your own personal systems and structure.
- ✔ You should look for an environment where there is regular contact with clients, users and your peer group as well as the opportunity to work independently.
- ✔ Look for a career path that balances servicing the needs of clients and customers with meeting your own goals. Seek a career that provides mixture of long term goals with real social value and short term performance goals so that you will be able to achieve on a regular basis as you work toward your longer term goals.

#### **Career Path Characteristics to Avoid**

- ✘ Avoid 'hands-on' management and other overly structured situations with rigid guidelines. Avoid situations where you cannot plan your own activities.
- ✘ Avoid careers where your role would focus primarily on highly technical issues or the development of very complex products and systems. Avoid roles that do not provide any variety or opportunity for creativity.
- ✘ Avoid highly structured or very team oriented environments that require adherence to procedures and existing systems.
- ✘ Avoid situations that do not provide opportunities to interact with others on a regular basis. Avoid career paths that are strictly public relations or image building.
- ✘ Avoid careers that are do not have a certain amount of challenge but also avoid those that are strictly 'bottom line' oriented and without social value.

### **Summary of Strengths/Developmental Suggestions**

#### **Self Management**

You would be described as very competitive, enterprising, assertive, tough minded, determined and goal oriented. You may display new and creative ways to reach your personal and work objectives and you will be self-evaluative and sometimes critical of your own performance. Given an aim, objective or requirement, you would be able to develop your own plan, manage your time and focus your effort on a daily basis to reach your goals. Being a self-manager should come very naturally to you and these skills should be refined through formal training and/or on-the-job experience. You have the potential to become a very strong self manager who is able to work with limited guidance and direction. You are able to motivate yourself without frequent input from the management and should work well with a manager who coaches and consults rather than directs. You have the potential to be effective in a variety of situations including unfamiliar ones.

\* Strong self managers can be too strong for some cultures and management styles so try to match yourself with a strong manager who will be a good fit for you.

#### **Developmental Suggestions**

- You will respond best to a coach or manager who provides an outline of organizational goals and provides you with feedback when you seek it.
- A coach who, consults and facilitates will be best for you.
- Seek situations where you will be able to use your own initiative rather than having to respond to the needs of others all the time.
- Look for projects and environments which will reward your initiative and consistent effort.
- Your self management potential is a strength to be developed to its fullest. Plan your day and follow your plan, rewarding yourself only if you have done everything that you have committed to doing.

#### **Motivational Profile**

Your motivation is balanced between your concern for the needs of other people and meeting the long and short term goals you have set for yourself. You are most comfortable in situations that offer the opportunity to do both. You would enjoy working in an environment where you are able to meet short term targets which lead to your longer term objectives.

#### **Developmental Suggestions**

- Make certain that you have clearly defined goals and if they are not, define your own.
- Focus on what you are able to accomplish on a daily basis and make certain that you do those things consistently.
- Challenge yourself to meet similar standards each day.
- Make a commitment to your daily goals and if you find that you are not meeting them on a regular basis, evaluate whether your goals should be revised or whether you have been doing all that you can to achieve them.
- If you are meeting your daily goals consistently, you will achieve greater satisfaction by increasing your goals slightly and meeting them as well.
- Record your accomplishments each day so that you will be able to report your progress more effectively to your management.

## **Summary of Strengths/Developmental Suggestions**

### **Environmental Fit**

You would be described as extremely independent, strong minded and stubborn. You would seek responsibility and dislike constant supervision. Your result indicates that you are an individual interested in developing your own skills, and innovative in developing your own procedures or methods of approaching business, perhaps even to the extent of conflicting with existing company procedures. In a team situation you would be most likely to move as quickly as possible into a team leadership role if you decided to participate in the team at all. This aspect of your character would be a strength where there are minimal guidelines and you are empowered to do what is necessary to solve a problem or resolve an issue. However, your independence could make things difficult for you in very structured environments where you were unable to implement change.

### **Developmental Suggestions**

- Seek an environment that is not highly structured and will allow you to develop systems and structure that will help enhance the environment.
- Look for situations that will allow you to innovate.
- Avoid criticizing existing procedures and organizational structure unless you have a superior alternative. Even when you feel your solution is better, be careful that your audience is interested in change.
- Test your alternative hypotheses very thoroughly before presenting them.
- When you are working in a team environment avoid challenging the project goals unless you have examined your alternative hypothesis very thoroughly.

### **Comfort with Conflict**

You tend to be quite comfortable in situations where there is potential for conflict. Occasionally, you may even create conflict to further your own goals. Comfort with conflict can be a strength and is often found in strong managers but it can also be a trait that is difficult for some managers to handle.

### **Developmental Suggestions**

- Being comfortable in situations where there is conflict will allow you to mediate.
- Investigate conflict resolution strategies that will help you develop your strengths as a mediator.

## **Communication Style**

### **Social Orientation**

You are generally quite sociable, friendly and outgoing. You have little difficulty in building relationships and are generally comfortable with other people. You should be able to work well in an environment where there is regular contact with new customers or with a well established client base.

### **Developmental Suggestions**

- Review your performance as both a listener and a contributor at meetings with users, clients and peers. Do you respond to others or follow your own agenda?
- Some career opportunities require strength as a public speaker. You can develop this skill in yourself by taking part in community service groups, coaching and other similar opportunities.
- When making a presentation, work on such skills as timing, breaking the ice with humorous remarks and speaking directly to members of the audience.
- Always look for feedback when addressing others.
- Be a good listener as well as a good talker.

### **Analytical Orientation**

You are comfortable in situations that combine both technical and non-technical issues. You would enjoy a certain amount of analysis and problem solving in your work but not exclusively. You would prefer to attend training sessions only if they would help you to perform your job more effectively but you would not necessarily regard extra training as an incentive. You may prefer to work in partnerships with others whose technical strengths complement your own.

### **Developmental Suggestions**

- Look for projects that will make use of your existing knowledge and provide associates whose knowledge will complement your own.
- Seek projects that make use of your existing technical strengths while you develop a strategy to improve yourself in the areas of critical importance to the organization.
- Make certain that you are familiar with the key competencies you will need to grow with the industry.
- Review your technical development strategy with an experienced mentor.

## **Self Confidence & Lifestyle Management**

### **Self Confidence**

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

### **Developmental Suggestions**

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

### **Lifestyle Management**

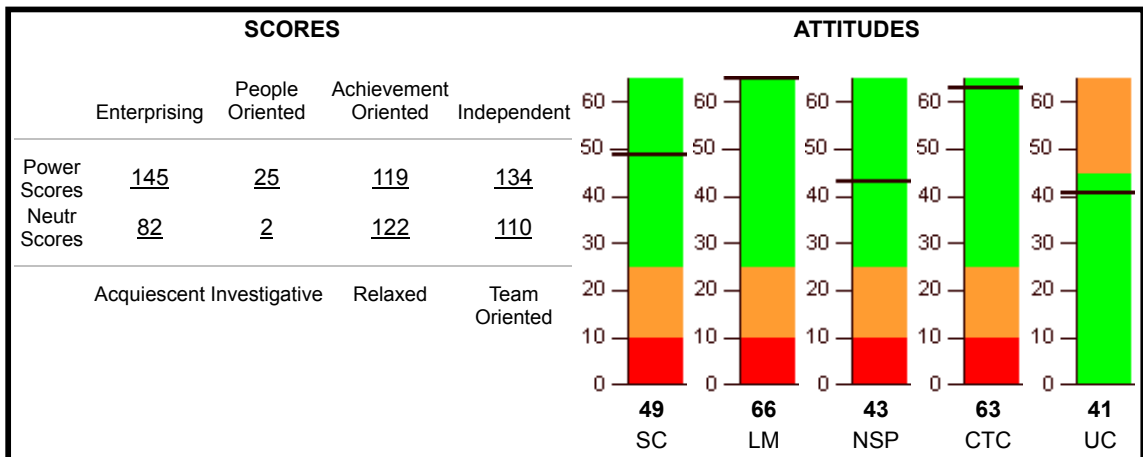
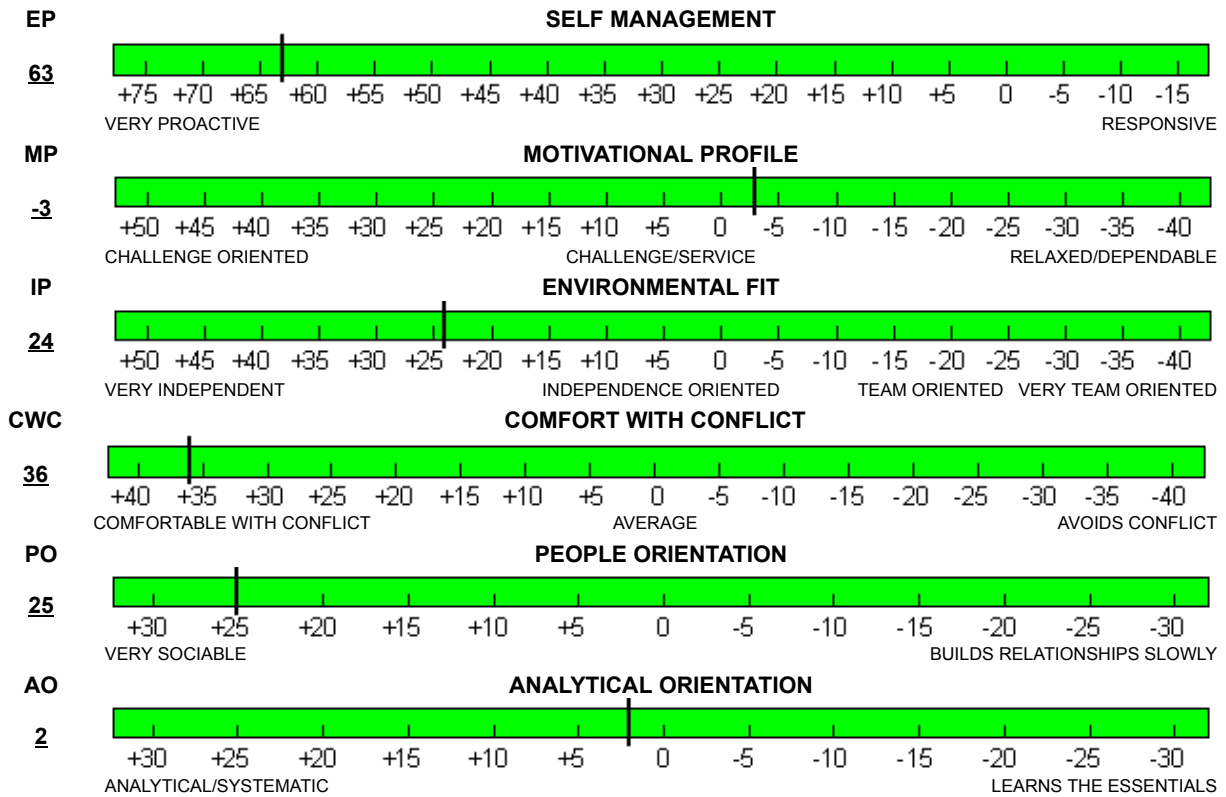
You appear to manage your energy and deal with stress quite well. You will be able to work to deadlines and manage difficult situations and demanding users without suffering the negative effects of stress. Pressure and the ability to cope with stress effectively should even enhance your performance in challenging situations.

\* The ability to adapt and cope effectively with stress can be a large asset in any business environment, particularly one filled with demanding users and clients. You may become helpful as a resource to help others learn stress coping strategies.

### **Developmental Suggestions**

- Identify and understand your own stress coping techniques so you can use them in other situations.
- Continue to manage stressful situations as challenges that you can meet.
- Share your stress coping strategies with others if they ask.
- Good diet and exercise strategies will help you continue to manage your energy effectively.

**Summary of Scores**





## Career Management

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

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

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

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

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

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

### **Administration**

- ▶ Business and Office (Fit = 3.5)
- ▶ Corporate Logistics (Fit = 5.0)
- ▶ Customer Service (Fit = 4.5)
- ▶ Human Resources (Fit = 5.0)
- ▶ Internal Communications/Public Relations (Fit = 5.0)

### **Applied Technology**

- ▶ Distribution/Logistics (Fit = 3.5)
- ▶ Engineering and Technicians (Fit = 3.0)
- ▶ Fulfillment/Production (Fit = 5.0)
- ▶ Procurement (Fit = 5.0)
- ▶ Research and Development (Fit = 2.0)

### **Arts and Entertainment**

- ▶ Art and Design (Fit = 3.0)
- ▶ Media (Fit = 5.0)
- ▶ Performing Arts and Entertainment (Fit = 4.5)
- ▶ Production (Fit = 4.0)
- ▶ Professions/Professional Support (Fit = 5.0)
- ▶ Writing and Communications (Fit = 4.0)

### **Community and Government Services**

- ▶ Civil Service (Fit = 4.0)
- ▶ Education and Instruction (Fit = 3.5)
- ▶ Fitness and Recreation (Fit = 5.0)
- ▶ General Services (Fit = 4.0)
- ▶ Health Services (Fit = 3.5)
- ▶ Law and Order (Fit = 4.5)
- ▶ National Security (Fit = 4.0)
- ▶ Social and Family Services (Fit = 4.0)

### **Entrepreneurial/Self Employment**

- ▶ Agent/Distributor (Fit = 5.0)
- ▶ Franchise (Fit = 4.5)
- ▶ Independent Contractor/Consultant (Fit = 5.0)
- ▶ Small Business (Fit = 4.5)

### **Hospitality and Tourism**

- ▶ Culinary/Food Services (Fit = 5.0)
- ▶ Hotel (Fit = 2.5)
- ▶ Relocation Services (Fit = 5.0)
- ▶ Resort/Leisure and Recreation (Fit = 4.5)
- ▶ Travel (Fit = 5.0)

### **Information Technology**

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

### **Marketing and Sales**

- ▶ Advertising/Marketing/Promotions (Fit = 5.0)
- ▶ Competitive Sales (Fit = 4.5)
- ▶ Marketing/Merchandising (Fit = 5.0)
- ▶ Point of Purchase Sales (Fit = 5.0)
- ▶ Relationship Sales (Fit = 5.0)
- ▶ Sales/Marketing Assistant (Fit = 1.5)

### **Professions and Professional Services**

- ▶ Agricultural and Environmental (Fit = 3.0)
- ▶ Architecture and Fine Arts (Fit = 3.0)
- ▶ Business (Fit = 5.0)
- ▶ Engineer (Fit = 3.0)
- ▶ Finance (Fit = 3.5)
- ▶ Legal (Fit = 5.0)
- ▶ Medical and Health Care (Fit = 3.0)
- ▶ Social Services (Fit = 3.0)

### **Skilled Trades**

- ▶ Air Conditioning, Heating and Plumbing (Fit = 4.5)
- ▶ Automotive/Transportation (Fit = 3.5)
- ▶ Aviation (Fit = 3.5)
- ▶ Building and Construction (Fit = 3.5)
- ▶ Carpentry and Woodworking (Fit = 3.0)
- ▶ Cosmetology and Therapy (Fit = 5.0)
- ▶ General Industrial (Fit = 3.0)
- ▶ Marine (Fit = 3.5)
- ▶ Mining and Energy (Fit = 5.0)
- ▶ Miscellaneous Professions (Fit = 5.0)
- ▶ Telecommunications (Fit = 3.5)

**Responses from Opinions Section**

1=Don't Agree At All	2=Agree A Little	3=Somewhat Agree	4=Moderately Agree	5=Definitely Agree
1. Effort gets results (5)				49. A good plan can avoid mistakes (5)
2. I thrive under pressure (5)				50. Stress improves my performance (5)
3. I have chosen a career with a great future (4)				51. I intend to be successful in my career (5)
4. I often discuss my career goals with friends (2)				52. I often refer people to my family and friends (2)
5. I am often influenced by others (3)				53. Hard work does not always get results (4)
6. I would have difficulty integrating a demanding career into my lifestyle (1)				54. To be effective on the job, I need more energy (2)
7. I have never told a lie (1)				55. I enjoy working with demanding clients (5)
8. I would not like to be a sales person (1)				56. Informal social events are a good source of business contacts (3)
9. Most mistakes can be avoided (5)				57. I find it easy to talk about myself (4)
10. I am comfortable with changes in technology (5)				58. Regular habits are an important part of my success (4)
11. Most people support my career goals (5)				59. I have never said anything unkind about anyone else (2)
12. I avoid actions that might make people dislike me (2)				60. I have met very few people whom I did not like (5)
13. People's good qualities are seldom recognized (4)				61. I am distracted easily (2)
14. I sometimes lack the energy to perform important tasks (1)				62. School demands often interfere with my lifestyle (1)
15. My career choice is not interesting (1)				63. I am uncertain about my choice of careers (1)
16. It is important that people approve of me (1)				64. I get upset when sales people call me at home (5)
17. I am good at most things that I try to do (5)				65. I am a confident person (5)
18. I stay focused on my priorities (5)				66. I can concentrate on my work for long periods of time (5)
19. Teachers did little to help me (5)				67. I do not have much choice about my career (1)
20. Sales people have a positive public image (4)				68. To be successful in my career, I must change my image (1)
21. Success is mostly luck (4)				69. My performance depends on the situation (5)
22. I often allow my attitude to affect my performance negatively (2)				70. To be effective, I need to make several lifestyle changes (1)
23. All my habits are good and desirable ones (5)				71. No one is ever rude to me (4)
24. I am comfortable when people do not agree with me (5)				72. I would rather talk to a client on the telephone than in person (3)
25. People get the respect that they deserve (5)				73. I am successful in most aspects of my life (5)
26. I generally have a positive attitude (5)				74. Work does not get me down (5)
27. I never envy others their good luck (4)				75. My skills will always be in demand (5)
28. I am persistent in getting others to agree with my point of view (5)				76. Most people would prefer not to deal with salespeople any more than necessary (5)
29. It is impossible to get people to change their minds (2)				77. I am reluctant to make decisions (1)
30. I find it difficult to manage all my demands (1)				78. Lifestyle demands have interfered with my career success (4)
31. Demanding situations bring out the best in people (5)				79. I always admit my own mistakes (4)
32. I find it easy to make new acquaintances (5)				80. To perform up to my potential, I must have total belief in my job (5)
33. Hard work brings success (5)				81. I take time to reflect on my accomplishments (5)
34. I excel in a dynamic environment (4)				82. I enjoy pressure on the job (5)
35. My friends and family respect my career choices (5)				83. I am a good role model (5)
36. I am comfortable promoting my ideas to friends and associates (5)				84. I have bought a product or service mainly because of the salesperson (5)
37. Plans never work out (1)				85. I let others define my educational needs (1)
38. I often avoid difficult tasks (1)				86. People do not understand the pressures I face (4)
39. I have never been late for work or for an appointment (1)				87. The career I have selected has limited potential (1)
40. In a group, I feel uncomfortable if a person does not like me (2)				88. My business contacts are a good source of future sales (5)
41. I create opportunities (5)				89. Effort is entirely my responsibility (5)
42. I take care of myself with good daily habits (4)				90. I manage stress effectively (5)
43. I find a lot of people very annoying (4)				91. I have difficulty explaining my career plans (1)
44. I have been successful in developing a large network of people (5)				92. To be a successful salesperson, it is necessary to get potential buyers to like me (5)
45. Compliments make me uncomfortable (4)				93. Others have interfered with my success (2)
46. I have difficulty coping with daily job challenges (1)				94. It is difficult to establish job priorities (1)
47. I have never boasted or bragged (1)				95. People seldom ask for my advice (1)
48. I adapt to what others expect of me (4)				96. I feel comfortable promoting myself and my company at social gatherings (4)