

identity
the self-perception questionnaire

Career Focus Report

Rachel Respondent

Date: 05 November 2008

Career Focus Report

Introduction

The Career Focus Report can help you gain an insight into your preferences, style of learning and which vocations may be best suited to your interests. The results are intended to help guide you towards careers, occupations or educational programmes that you might enjoy rather than indicating what you should be doing.

This report has been generated based upon your responses to the 'identity' questionnaire i.e. it is a 'self-perception' report. It is important to keep in mind that the report measures your preferences, not your skills or abilities.

There are 4 sections to the report, which are as follows:

Personal Characteristics - providing comprehensive feedback on your reported preferences and typical ways of behaving whilst in a workplace setting. This section also looks at potential strengths and development areas based on your responses, which may be more or less applicable to you.

Learning Orientation - identifying how you prefer to learn and how you can make best use of your style.

Career Focus - providing information on how your reported work preferences relate to six career / vocational interest areas.

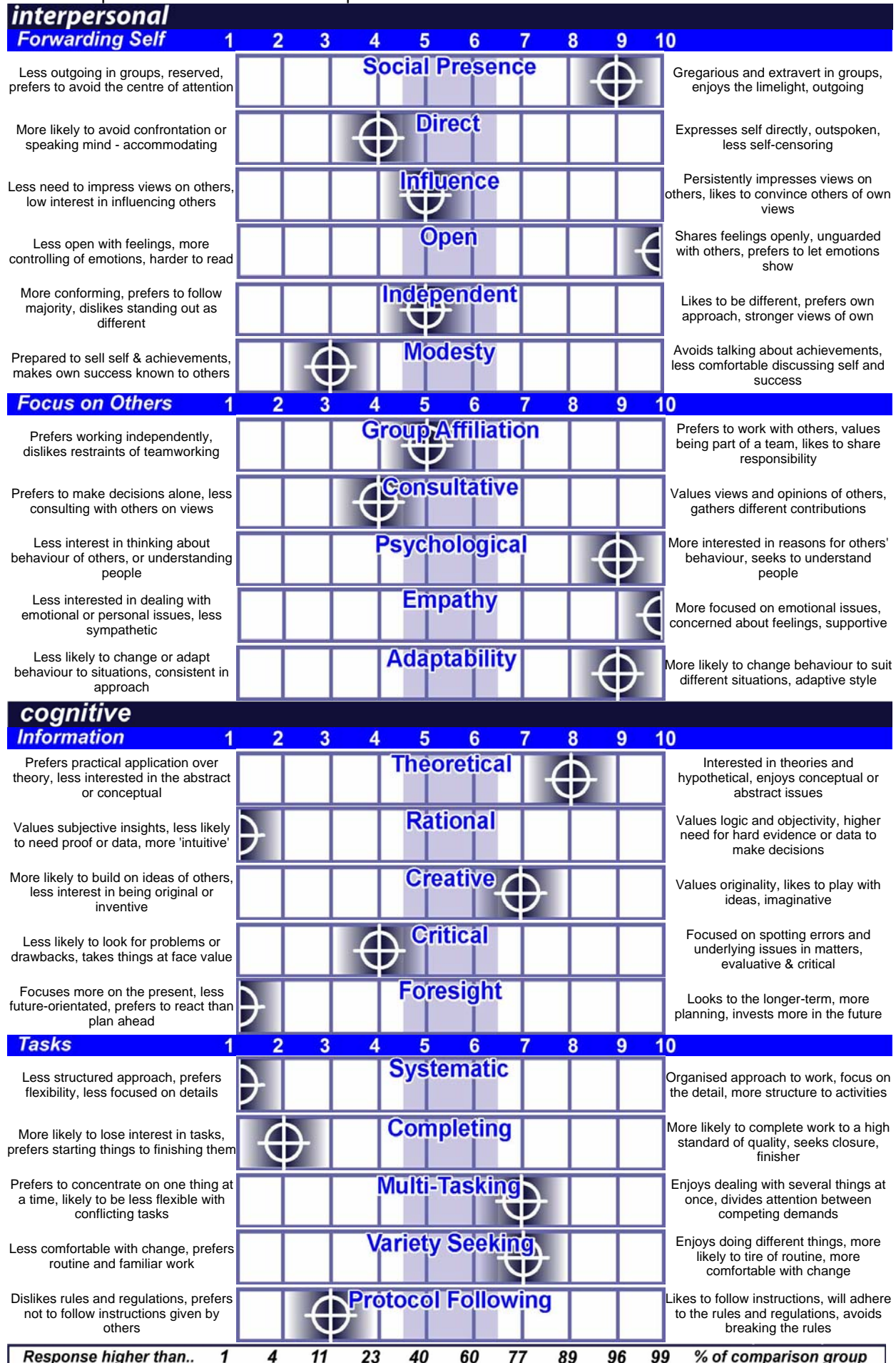
Suggested Vocations - looking at which occupations may be suited to your preferred Career Focus.

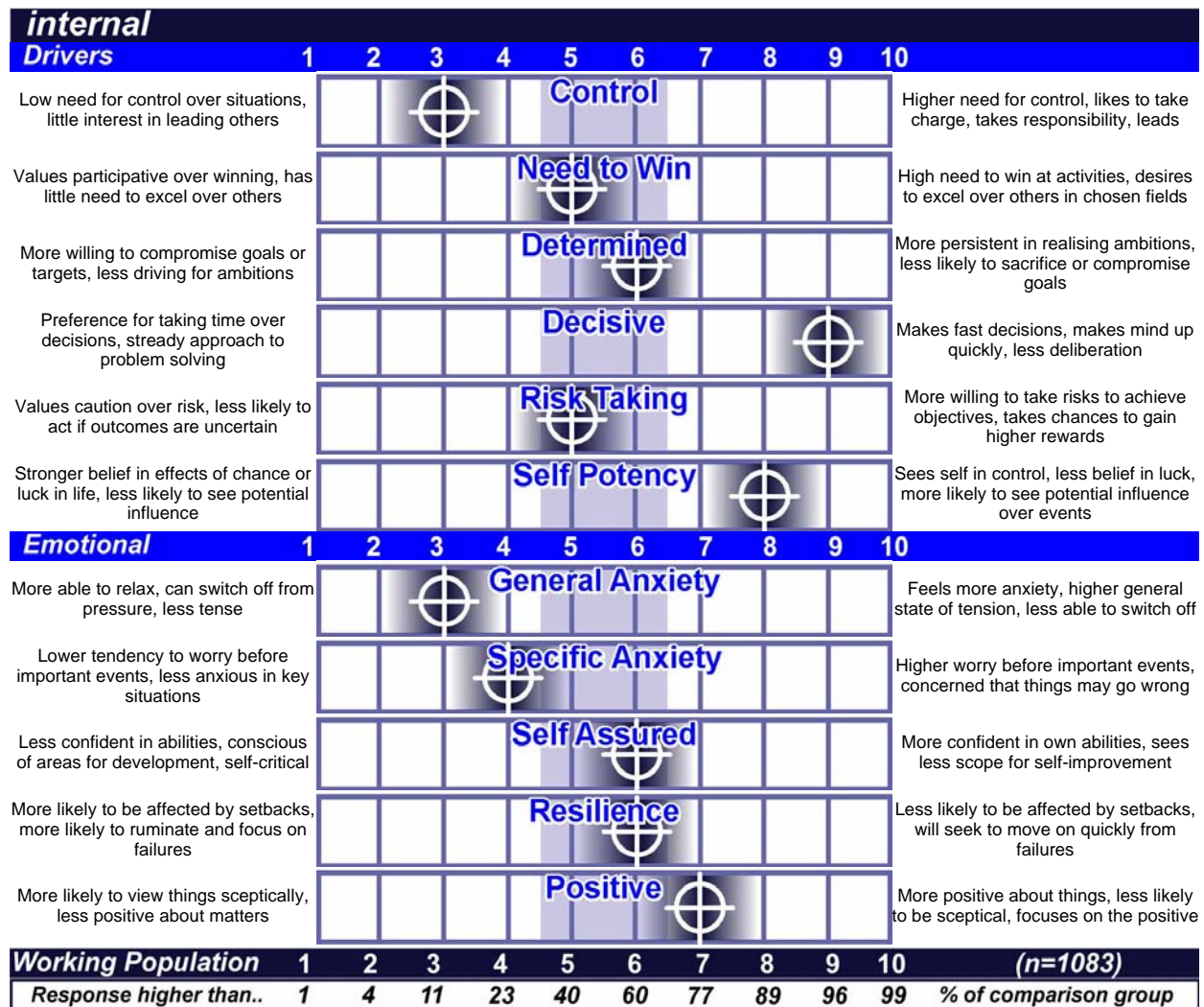
The report can be used to facilitate a discussion with a Careers Advisor on which vocations to explore and how to focus your development. The results should be used to support other relevant information and you may also find it useful to review your feedback with people who know you well.

This report contains information which is confidential to the respondent and remains their property. The contents should not be divulged without their express permission. We can accept no liability for the consequences of the use of this report and this includes liability of every kind (including negligence) for its contents or how it is used.

The identity questionnaire has been developed by Quest Partnership Ltd. professional Business Psychologists and members of the British Psychological Society.

Profile-Respondent Name: Rachel Respondent





Self-Perception Information - Points to Bear in Mind:

- not a definitive statement about how you behave - just an indicator
- about style and preference, NOT about ability without support from further evidence
- a comparative measure of how you see yourself in relation to the rest of the professional working population
- although broad patterns are likely to be consistent through time, your profile can change with experience and role
- this profile should not be interpreted by anyone who is not trained or professionally supported to do so
- where a reported preference is outside of the average band (5 or 6), the stronger the characteristic is likely to be

Personal Characteristics

Interpersonal

The identity model looks firstly at areas of interpersonal behaviour. The different elements are grouped into two subareas that measure your preferences for forwarding yourself and your preferences for focusing on those around you.

Forwarding Self

Your responses to the questionnaire indicate that you tend to be much more outgoing and confident in groups than most. You are likely to migrate towards the centre of attention and enjoy building relationships with different contacts. Whilst more forward than most in this respect, you do report to be less direct than most and to often self-censor your contributions, maybe to avoid confrontation or causing offence to others. In terms of influencing, you present yourself as inclined as most to seek influence over others, having a typical level of desire to impress your point of view on others.

With regards to expressing how you feel inside, others will probably find it very easy to read you and what is on your mind, as you report to be much more open and expressive of your feelings than most people. Another aspect of how you forward yourself is in terms of independence. Your responses to the questionnaire suggest that you are likely to demonstrate a fairly typical degree of independence, in the sense that you are no more or less likely to take a view that challenges the majority. You probably take the middle ground between being different and conforming to the majority in order to gain agreement.

You report to be more comfortable selling yourself and your achievements, making your successes known to others. Your profile suggests that you are less modest than most.

Potential Strengths of Your Style

- * You are likely to be confident, expressive and will have a higher profile in groups?
- * You may be seen as accommodating and sensitive to avoiding offending others. You are likely to have a non-threatening style?
- * Others will find you relatively easy to read and probably see you as more expressive and open in sharing your feelings?
- * By sharing your successes, you are likely to maximise your profile and gain recognition? You can forward yourself and will gain a feeling of pride about your achievements?

Potential Drawbacks of Your Style

- * There may be times you over-compromise your valid views to avoid what you perceive as confrontation or offence?
- * Being less likely to inhibit your feelings, might you sometimes express emotions when

this is less appropriate? Perhaps when a more detached, or dispassionate approach may be suitable?

* Whilst proud of your achievements, might you sometimes convey a degree of self-promotion?

* More outgoing and gregarious yourself, do you sometimes dominate group discussions and inhibit quieter individuals from contributing?

Focus on Others

Your responses to the questionnaire suggest that you have a typical degree of preference towards the sharing of responsibility within a team and working in conjunction with others. As such, you are likely to enjoy working in a team based environment to an average extent. You probably prefer to take decisions more autonomously, and will tend to consult with others less than most. You may tend to act more on your own judgement, and be more conscious of wasting time by involving others.

With regards to thinking about other people, it is likely that you are much more orientated towards understanding and predicting the behaviour of others. You will probably have a greater insight into different individuals' outlooks and what motivates them. In terms of dealing with others' emotional issues, you will probably be much more interested and aware of how others are feeling. More empathic in this respect, you are likely to be highly supportive and considerate towards other people.

The final scale in this section of the profile looks at the extent to which you adapt your behaviour towards different situations or people. You would appear to have a stronger orientation towards changing your behaviour to suit different situations. You are likely to use a broader repertoire of styles and approaches in different settings, valuing flexibility over consistency.

Potential Strengths of Your Style

* You will probably be more able to make decisions alone without needing to refer to others, or spending time canvassing views?

* Your insight into others is likely to enhance your understanding of people and improve your interactions? You should be more mindful of the agendas or perspectives of other parties when seeking influence?

* You will be seen as supportive and empathic towards others?

* You are likely to be more flexible and adaptive to different situations and demands? This may make you more effective in conveying the right message to different audiences?

Potential Drawbacks of Your Style

* If you sometimes do not consult with others about decisions that may affect them, you may be seen as overconfident in the breadth of your judgement or perhaps be seen as autocratic by others?

- * Generally showing an interest in others is a strength. However depending on strength of your preference here, might there be occasions when you focus overly on others' perspectives when a more results-orientated approach might be more suitable?
- * You may become immersed in the emotional level of matters when a more objective or professionally-distant approach is more appropriate?
- * Although adaptive to different people and able to draw from a wider range of behaviours, at times you may need to be cautious not to be seen as inconsistent in your treatment of different individuals?

Cognitive

'Cognitive' is a broad term that refers to the 'act of thinking'. Here it refers to your preferences in the two areas of using information and approaching tasks.

Information

Your profile suggests firstly that you are focused on the more conceptual or theoretical side of things. This probably means that you are more likely to look at possibilities and hypotheticals than most. The type of information that you prefer to use when making judgements will be much more intuitive and subjective, as you would rather use your overall feel for a situation. You may have less need to logically analyse or quantify things, although you may be competent to do so if the situation demands this approach. You will also tend to take your impressions more at face value, rather than critically assessing matters for underlying problems or flaws. Your profile suggests that you will be less critical than most in this respect. You may tend to run with ideas, rather than becoming immersed in protracted analysis.

In terms of creativity and making unusual links between different sources of information, you have reported to be more orientated in this area than most people, seeing yourself as imaginative and valuing originality. You should enjoy working in a more creative role which provides you with the opportunity to explore new ideas and possibilities.

The extent to which you look to the future and plan ahead is also measured by the questionnaire. When compared with the working population, your responses suggest that you will do this much less than most. This probably indicates that you have less inclination to take a longer-term view on matters and will probably be responsive to events as they arise. You will probably make decisions based on more immediate needs as they emerge.

Potential Strengths of Your Approach

- * You are likely to have a strong intellectual curiosity in theory and abstract concepts?
- * You are able to make decisions in more ambiguous areas, when less objective evidence such as opinions and feelings exist to support action?
- * You are more likely to produce creative and unusual ideas?
- * You can run with things without getting immersed in analysis?
- * You are likely to be focused on meeting current demands and be more responsive to immediate issues?

Potential Drawbacks of Your Approach

- * You may miss the practical issues or become immersed at times in interesting theories that may have less relevance?
- * You may over-estimate the value of your subjective impressions at times, when gathering more objective evidence could help support your decisions in some

situations?

* You may at times get over-absorbed in your own creative thoughts and ideas rather than the issue at hand?

* You may be too accepting of proposed ideas at times, when a more critical analysis could help you identify potential problems or ways to improve?

* If you are very reactive to events, there may be scope to reduce future problems by looking ahead and planning more over the longer term?

Tasks

Your profile suggests that you have a less organised approach towards structuring your work. Less systematic in your focus, you will probably be happier to jump into activities and get started without needing to attend to the details or structure of the task. In terms of finishing pieces of work, you are likely to be much less focused than most in this respect. You much prefer the stimulation of starting projects, but will be less driven towards closure or focusing on quality issues. This tendency may also mean that you can be more open to new requirements and demonstrate higher flexibility, dropping work quickly as these demands change. When managing work, you probably prefer to have a number of different assignments to juggle, enjoying the challenge of prioritising and allocating attention. You are more likely to thrive in a busy, demanding environment.

With regards to your need for change, you appear to have a stronger motivation than most to develop your new skills by exposing yourself to different work areas. You are more likely to enjoy experimenting with different approaches and be drawn towards variety rather than routine. Similarly, you are likely to have less patience than most with rules and regulations, being more averse than most to following instructions provided by others.

Potential Strengths of Your Style

* Your less systematic approach may mean you can be more flexible and see the wider issues?

* You are likely to be more responsive to fast changing demands and enjoy getting new activities started?

* You will be effective and energetic in managing a lot of work?

* You will be more open to change and more experimental in outlook?

* You may tend to show more initiative and make your own rules, rather than looking to precedent?

Potential Drawbacks of Your Style

* Are there ways of becoming more organised and systematic in your approach to work? You may be missing opportunities to better attend to important details or produce plans?

- * You may tend to put things down as quickly as you pick them up? Do you ensure you see projects through to completion?
- * Whilst effective at juggling different demands, do you always give each assignment the due attention and focus it needs for a high quality end-result?
- * You will probably be less suited to a routine role and may get bored more easily than most?
- * You may be more easily stifled by rules and regulations within organisations?

Internal

This part of the profile looks at the more internal aspects of your temperament. The questionnaire measures elements of drive and also relevant emotional indicators.

Drivers

This section looks firstly at your need for control over situations. Your responses suggest that you are probably less inclined than most to assume responsibility for the work of a team or group. You will be comfortable with others taking charge, and feel less need to lead yourself. In terms of competitiveness and needing to excel over others, you are likely to be typical in this respect and as such, you will probably show a sound level of focus on co-operation and drive for group goals.

Your responses to this section of the questionnaire indicate a typical level of determination to achieve goals. This indicates that you will probably seek a balance between stretching yourself to attain demanding targets and ensuring that goals are realistic.

The 'Decisive' scale looks at how quickly you like to decide on action. Your responses suggest that you are much less concerned than most with deliberating over information, preferring to act quickly. You are likely to be more comfortable responding rapidly and will jump into decisions quickly. Your responses to the 'Risk-Taking' scale suggest that you are likely to demonstrate an average degree of risk-taking behaviour, being as comfortable as the next person to act when outcomes or consequences are less clear.

People differ in how much influence they perceive they have over what happens to them and the extent of control that external forces, e.g. luck, have over them. This is measured by the 'Self-Potency' scale. Your responses suggest that you see yourself as being more able to influence events around you. This may mean that you can be more aware of the potential impact you can have over your work and environment. You see your actions as more important in determining your life than do most people.

Potential Strengths of Your Style

- * You probably have less need to take charge yourself, perhaps indicating you are a more collaborative team member?
- * You will be more able to think on your feet and act speedily?
- * You may be more proactive in seeking to influence events around you?

Potential Drawbacks of Your Style

- * You are indicating a lower desire to take charge of the work of others at this time, indicating you may be less interested in general management roles?
- * Sometimes you may jump into action without sufficiently thinking through the consequences?
- * You may feel a burden of personal responsibility for events, increasing your stress?

Emotional

In terms of your general levels of anxiety, you report to have less general tension and stresses than most people. You are more focused on relaxing and switching off from pressure. You also report lower levels of anxiety related to specific events. This indicates that you are likely to worry less than most and to suffer fewer nerves.

In terms of learning for the future, you probably see an average amount of self-improvement possible in your approach. You report to be as self-assured in your abilities as the next person.

You report to be typically sensitive to setbacks or problems. You are probably no more or less likely to ruminate over, or dwell on failures. With regards to your general outlook, you report to be more positive than most and tend to look to the benefits or value in situations, being less likely to be seen as sceptical. You are probably more optimistic and trusting than most.

Potential Strengths of Your Style

- * You are easy-going and able to switch off from pressures?
- * You are cool and level-headed before important situations?
- * You will have a positive and encouraging perspective on matters?

Potential Drawbacks of Your Style

- * There may be times when you appear less concerned about matters or laid back?
- * You may not always consider the things that might potentially go wrong or could be improved?
- * You may not always balance your views with a sufficiently challenging focus on the downsides?

Style Scales

The style scales provide an indication of some factors that may have influenced the accuracy of your profile:

You responded in a more open and objective fashion about your feelings.

Your response style seemed to reflect a typical need to present yourself in a positive manner.

You report a higher degree of self-reviewing behaviour, which indicates that you should be more self-aware of how you come across to others.

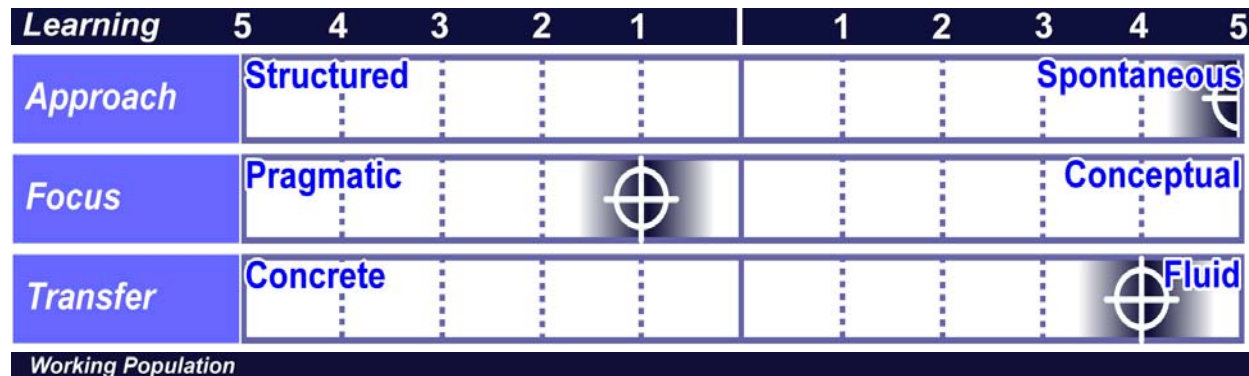
Your typical need for formulating clear and strong opinions means that you have probably reflected on the items to a typical degree of depth.

Learning Orientation

Rachel Respondent

Individuals learn best in different ways. Knowing what your Learning Orientation is will help you to focus on activities that best fit your preferred style and help accelerate your learning.

Learning Orientation Profile

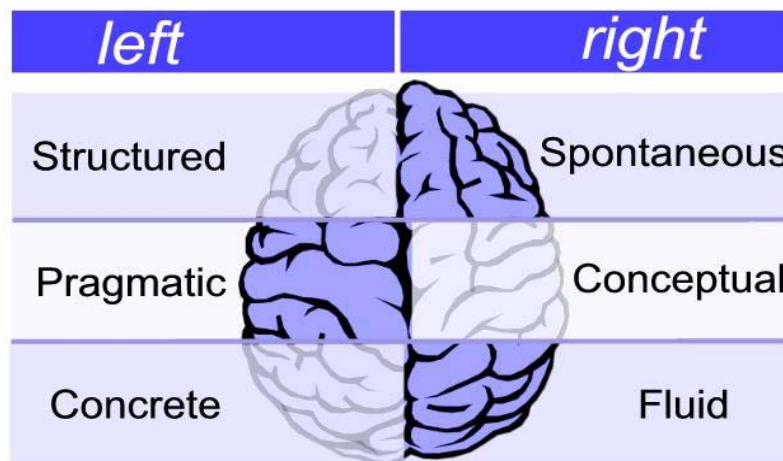


Learning Orientation Map

The 'Learning Orientation Map' Diagram below presents preferences in a different way. It is a simpler way of presenting where preferences are, and shows which side of the brain you prefer to use when processing information. In general the left and right sides of the brain process information in different ways. We tend to process information using our dominant side although some individuals are more balanced and adept at using both sides.

The **left side** of the brain is associated with logical, sequential and linear (part to whole) processing of information.

The **right side** of the brain is associated with intuitive, random and holistic (whole to part) processing of information.



Exploring Your Reported Preferences

The model explores three key areas, highlighting how you may prefer to go about learning things or doing new things:

.. **Approach** to learning: To what extent do you need structure and organisation during learning?

.. **Focus** on learning : How interested are you in the underlying concepts and workings?

.. **Transfer** of learning: Do you focus on a specific problem, or transfer learning across situations?

Approach: Spontaneous

Your response here indicates a strong preference for a more Spontaneous style.

Spontaneous learners get the best out of learning when they are allowed to get stuck in quickly and try things for themselves. They are liable to become impatient and bored if the learning environment is too structured or does not have sufficient 'hands-on activities'. Their attention may also tend to wander and they are likely to need interesting things to keep them focused.

Spontaneous learners are more likely to:

- learn through trial-and-error.
- be happy with less structured approaches to learning.
- be content with 'loose' and brief guidelines and they will be happy to get on with their assignments with minimal guidance.
- need lots of variety in their day-to-day activities and may get bored with routine or repetitive tasks.
- be comfortable to get started on a task without needing to plan it out first; can be impatient with instructions or briefings.
- enjoy spontaneity and are not worried if they do not know what is coming up next.

Focus: Pragmatic

Your response here indicates a slight preference for a more Pragmatic style, although in practice you may not show a marked approach in this area.

Pragmatic learners are focused on the practical, tangible and more immediate benefits of learning things. 'What can I use this information for?' will be a question often in their mind. They are more 'hands-on' and are likely to make their minds up about things quickly as they prefer to keep things simple and easy-to-understand. They may also get bored learning about theories or concepts that are complex or less relevant - as all they want to do is get on with things practically.

Pragmatic learners are more likely to:

- focus on practical aspects e.g. how can they apply the learnt skills to something useful?
- be focused on concrete, more immediate benefits of learning.
- not necessarily see the point of understanding the theory or spending time on

conceptual discussions.

- believe in keeping things neat and simple.
- make their minds up quickly and think on their feet.
- prefer hands-on practical jobs.
- be more focused with the task at hand and not likely to be side-tracked by conceptual details.
- be seen as 'down-to-earth', having 'common-sense' and be good at getting things done.

Transfer: Fluid

Your response here indicates a strong preference for a more Fluid style.

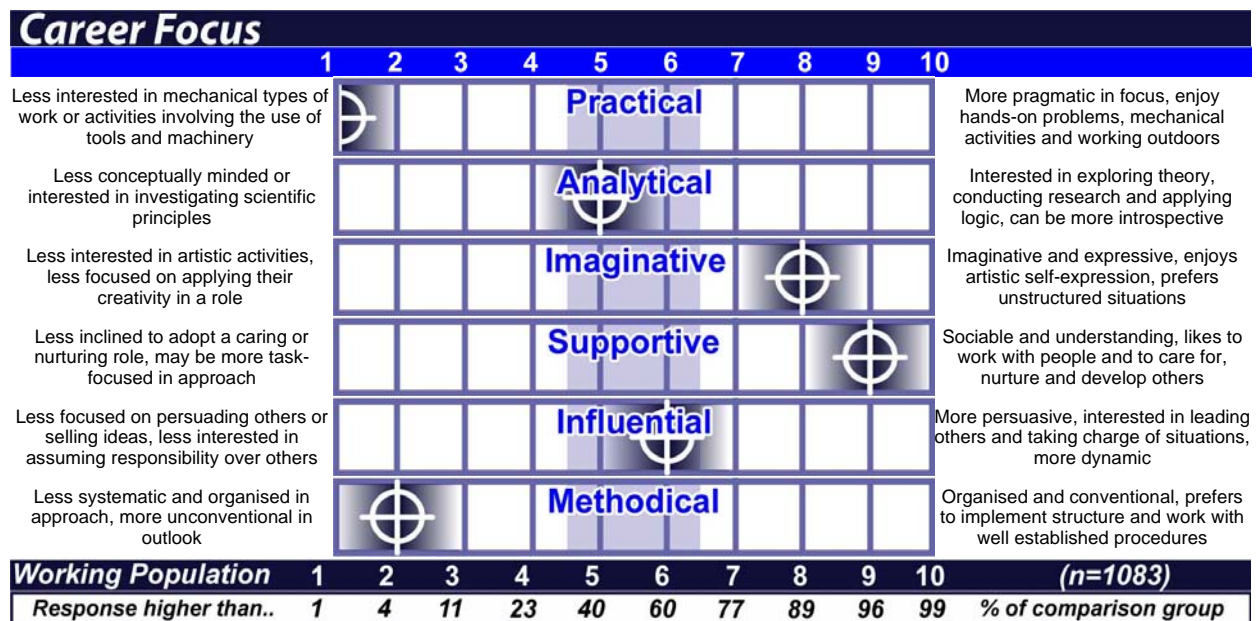
Fluid learners have a facility to apply their learning across a wider range of new situations and experiences. They may feel frustrated in having to follow step-by-step instructions and are happier in environments that allow them to apply their creativity. They like to have opportunities to apply their new found skills and develop new ones. They are therefore more able to adapt and deal with changing circumstances.

Fluid learners may be more likely to:

- enjoy tackling several things at the same time.
- like exploring the links or connections between things.
- automatically consider widening the original application after learning - 'what else can I do with this knowledge?'
- see if it is possible to transfer and adapt learning from one situation to other very different situations.
- boost their learning by drawing on their own previous experiences, perhaps from totally different areas.
- be more able to adapt to changing situations.

Career Focus

Rachel Respondent



Your highest Career Focus preference(s) are reported below. Please note that it is possible to score highly in more than one Career Focus area and some aspects described may be more or less applicable to you.

Preferred Career Focus:

Supportive

Supportive individuals prefer to work in groups of people and have good verbal and interpersonal skills. They can be described as responsible, humanistic and sympathetic individuals who are focused on the welfare of others. High scorers will communicate in a warm and tactful manner and are likely to be drawn to activities which allow them to care for, train and develop others. They are highly focused on their relationships with other people and should enjoy solving interpersonal problems. Their preferred work environment would allow significant interaction with other people and opportunities for teamworking and collaborative problem solving.

Imaginative

High scorers are inventive and creative individuals with an interest in activities that allow them to express themselves artistically. Imaginative people are likely to be impulsive and emotional individuals who tend to communicate in an open manner. They value aesthetics and tend to be averse to convention and conformity. Their preferred work environment encourages original and novel thinking in a flexible, unstructured setting. They are likely to feel stifled in roles which involve routine work and where they are unable to apply their creativity.

Vocational Suggestions

The following vocational suggestions are based on your highest scoring Career Focus preference(s). It is not intended to be an exhaustive list but rather to provide some ideas for further exploration:

Supportive

Moderate Skill / Training

- Air Steward
- Cardiac Tech
- Careers Advisor
- Child Care Coordinator / Worker
- Coach, Umpire, or Referee
- Customer Service Officer
- Dietician
- Emergency Medical Technician
- Fitness Worker
- Guide Dog Instructor
- Health Promotion Officer
- Home Health Aide
- HR Assistant
- Instructional Coordinator
- Massage Therapist
- Music Therapist
- Nursing or Psychiatric Aide
- Police Community Support Officer
- Probation Officer
- Recreational Therapist / Worker
- Teacher Assistant
- Voluntary Aid Worker
- Welfare Worker
- Youth Worker

Moderate to Higher Skill / Training

- Ambulance Officer
- College Tutor
- Counselling Psychologist
- Counsellor
- HR Advisor
- Interpreter
- Medical Assistant
- Medical Practitioner
- Occupational Therapist
- Physical Therapist / Assistant
- Physical Education Teacher
- Physician
- Police Officer
- Psychologist
- Radiologic (X-ray) Technologist
- Rehabilitation Counsellor
- Respiratory Therapist
- School Counsellor
- Social Worker
- Special Education Teacher
- Speech Therapist
- Sports Coach / Instructor
- Surgical Technologist
- Teacher
- Translator

Imaginative

Moderate Skill / Training

- Announcer
- Choral Director
- Craftsman
- Copywriter
- Dancer
- Disc Jockey
- Floral Designer
- Hair Stylist
- Inventor
- Jeweller
- Photographer
- Radio and Television Announcer
- Recreation Officer
- Singer
- Window Dresser
- Writer

Moderate to Higher Skill / Training

- Actor / Actress
- Architect
- Art Gallery Curator
- Art Teacher
- Artist
- Arts Administrator
- Chef
- Choreographer
- Commercial or Industrial Designer
- Composer
- Concept Creator
- Designer
- Director
- Editorial Writer
- Fashion Designer
- Film and Television Editor
- Graphic Designer
- Illustrator
- Interior Designer
- Landscape Gardener
- Marketing Manager
- Musician
- Painter
- Playwright
- Poet
- Potterer / Ceramicist
- Sculptor
- Studio Producer
- Television / Video Camera Operator
- Theatre Manager
- Web Designer

What to do next?

- After reviewing the vocational suggestions highlight any occupations that you are interested in for further exploration. Some vocations listed will provide a greater match to your interests and work preferences than others.
- The key to a successful career decision is to find out as much as you can about each of the vocations that interest you - via research on the internet, attending recruitment fairs, by discussing options with careers counsellors and speaking with people who work in the job etc. Try to do some fact-finding on the following:
 - Key tasks and responsibilities, work environment, specific job requirements?
 - Required experience, qualifications and training?
 - What is the typical career path? What are the job prospects and opportunities?
- Think about how your personal characteristics relate to your preferred career focus. Consider what is important to you in your desired work environment. How well do different occupations meet your interests and preferences at work?
- Reflect on your preferred Learning Orientation. What conditions or activities may help you to learn more effectively?
- Everyone has strength and development areas - consider how yours relate to your preferred occupation(s). What activities may help you to build on your strengths and focus your development?
- Once you have identified a preferred career, put together a plan of how you will achieve your aspiration with specific goals, milestones, timescales and ways of measuring progress.
- Keep in mind that successful career planning is not about making one decision but a series of decisions over the course of your lifetime.