

**CAREER  
PLANNING  
REPORT**

**Prepared For**

**Sample Report**

Chosen Industry - Information Technology

## Introduction

Hi **Sample Report**,

We are as excited as you to see your fitment results.

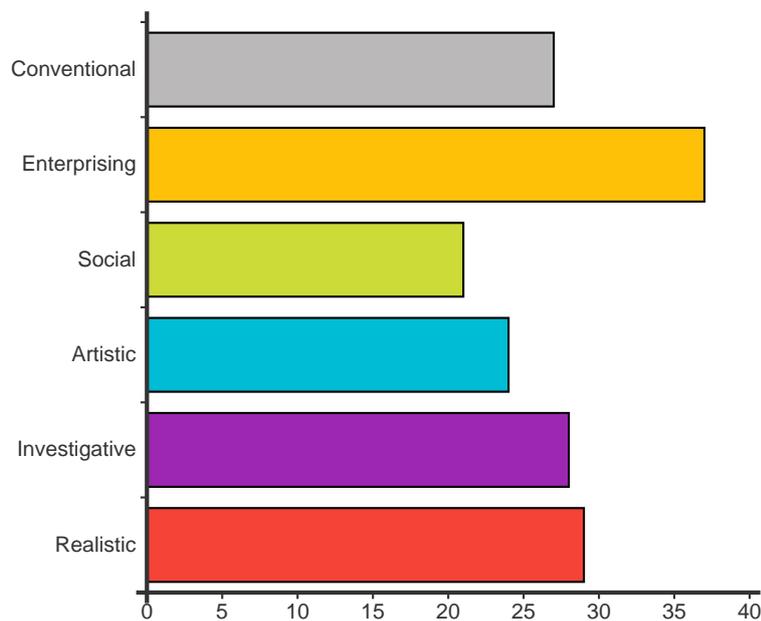
We have based our results on the assessment of the following traits and preferences

- **Interest** Based on the popular and widely used Holland theory which assesses individuals and careers from among six types; the recommendations are based on a Person to Environment fit.
- **Work Style & Personality** Based on personality traits that are critical for work and are identified in various personality tests like Five Factor Model/Big 5, Hogan, CPI etc.
- **Work Values** Based on the Theory of Work Adjustment we assess relative importance of activities and work environment features that determine the satisfaction and tenure of the individual.
- **Abilities** Focuses on self assessment of a wide array of cognitive, psychomotor and physical abilities which helps an individual accomplish a wide range of career tasks effectively.
- **Knowledge** Are organized set of principles and are gained through education and experience. Knowing your desired levels helps to compare with requirements in different roles/occupations.
- **Skills** Are established procedures that lay the foundation to work with knowledge. Knowing your desired levels helps to compare with requirements in different roles/occupations.
- **Work Activities** Work Activities are an aggregation of similar work activities or behaviors for the accomplishment of major work functions. Knowing your desired levels helps to compare with requirements in different roles/occupations.
- **Work Context** Work Context determines the social psychological and physical conditions under which work is performed. Knowing your desired levels helps to compare with requirements in different roles/occupations.

Your assessment results and career fitment details are presented further in this report.

## Interest Assessment

The assessment of interests is based on Hollands theory. The theory states that people and the environments they operate in (careers) can be classified into a combination of six interest or vocational personality types and a congruence with the environment leads to satisfaction, persistence and success. The six types identified are Realistic, Investigative, Artistic, Social, Enterprising and Conventional and these are also called RIASEC in short and the results from your assessment are mentioned below.



Your Scores on the different Interest Types are described above, given below are your Top3 Interest themes from above -

- **Enterprising**
- **Realistic**
- **Investigative**

Given below the characteristics of the six interest types

Holland Type	Interests & Abilities	Typical Traits
<b>R</b> - Realistic	<ul style="list-style-type: none"> <li>• Like outdoor activities</li> <li>• Building things, operating machines , tools and computers</li> <li>• Working with animal and plants</li> <li>• Good at jobs requiring mechanical and athletic abilities.</li> </ul>	<ul style="list-style-type: none"> <li>• Practical, frank, focused, persistent and action oriented.</li> <li>• Asocial, traditional, uninvolved and inflexible.</li> </ul>
<b>I</b> - Investigative	<ul style="list-style-type: none"> <li>• Like to watch, learn, analyze, design and solve problems.</li> <li>• Good at math, science, research and data analysis jobs.</li> <li>• Like working alone, are thinkers</li> <li>• Thrive on creating and investigating new things</li> </ul>	<ul style="list-style-type: none"> <li>• Curious, analytical, independent, unconventional and rational</li> </ul>
<b>A</b> - Artistic	<ul style="list-style-type: none"> <li>• Like to work in unstructured situations and come up creative solutions</li> <li>• Have good communication skills</li> <li>• Are innovative and work well under pressure</li> <li>• Enjoy language/literature, performing (theater or music) and visual arts</li> </ul>	<ul style="list-style-type: none"> <li>• Imaginative, expressive, original and sensitive</li> <li>• Disorderly, impulsive and non conforming</li> </ul>
<b>S</b> - Social	<ul style="list-style-type: none"> <li>• Like to work with people and are interested in helping others</li> <li>• Enjoy training, instructing, facilitating, counseling or curing others.</li> <li>• Good public speakers and empathetic personalities</li> <li>• Interests in religion and community service.</li> </ul>	<ul style="list-style-type: none"> <li>• Trustworthy, cooperative, outgoing and sensitive</li> <li>• Idealistic</li> </ul>
<b>E</b> - Enterprising	<ul style="list-style-type: none"> <li>• Like to work with other people</li> <li>• Enjoy influencing, leading, motivating, persuading and performing.</li> <li>• Tend to be assertive and enthusiastic</li> </ul>	<ul style="list-style-type: none"> <li>• Ambitious, adventurous, optimistic, social and self confident</li> <li>• Domineering and talkative</li> </ul>
<b>C</b> - Conventional	<ul style="list-style-type: none"> <li>• Like to work with data and in structured situations</li> <li>• Good organizational and numerical abilities</li> <li>• Good at designing new processes and following rules and procedures</li> </ul>	<ul style="list-style-type: none"> <li>• Careful, efficient, systematic and diligent</li> <li>• Thrifty</li> </ul>

## Work Values Assessment Results

Work Values are relative importance of activities and work environment characteristics for an individual and since they are fairly stable across context and time are important traits to match when considering career options. Your results on the 6 broad dimensions are presented below .

**Achievement:** Individual gives importance of using ones best abilities and a sense of accomplishment is important in his/her ideal job.

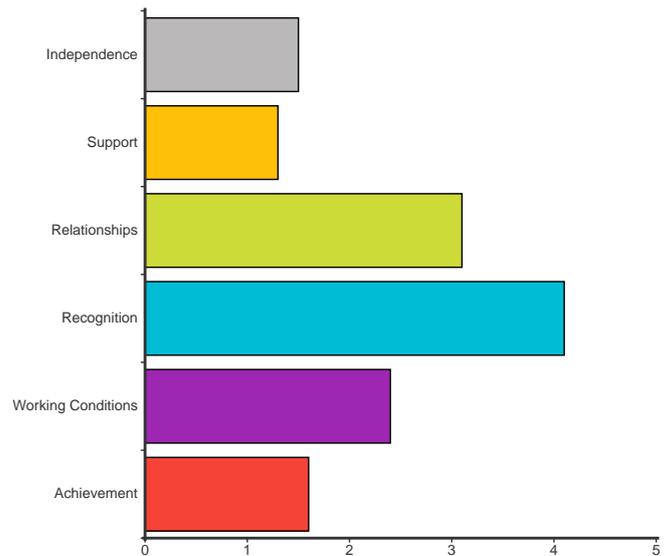
**Working Conditions:** Individual gives importance to salary, job security, physical working conditions and doing work that suits his/her temperament in his/her ideal job.

**Recognition:** Individual gives importance to advancement, recognition and respect from his/her ideal job.

**Relationships:**Individual gives importance to being of service for others, getting along with others and having a clean conscience from his/her ideal job.

**Support:** Individual gives importance to having superiors / seniors who are both competent and considerate in his/her ideal job.

**Independence:** Individual gives importance to having the ability to exercise initiative and make decisions by oneself in his/her ideal job.



## Abilities Assessment Results

Abilities are enduring capabilities to accomplish a wide range of tasks effectively and thus are critical to determine a persons capability match to a career and keep the employer satisfied.

**Verbal Ability :** Individuals ability to understand the meaning of words and use them effectively in good communication while speaking, listening or writing.

**Idea Generation and Reasoning :** Individuals ability to come up with original ideas, fluency of ideas, problem recognition, reasoning abilities, information ordering, processing and effective problem solving.

**Quantitative Abilities :** Individuals ability to use math skills and logical thinking to solve problems in everyday situations. Also indicates ability to gather, sort and make sense of all information related to a problem and then being able to explain ones decision.

**Memory :** Individuals ability to remember information such as words, numbers, pictures, and procedures.

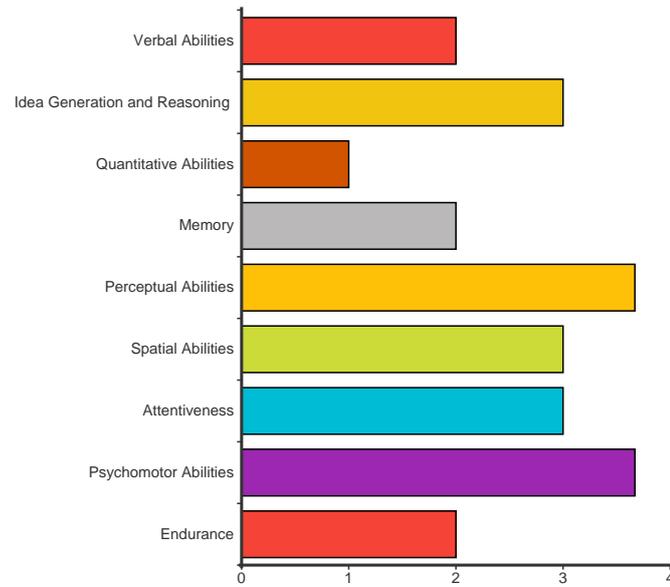
**Perception Speed :** Individuals ability to acquire and organize visual information for objects , pictures and drawing. Also indicates ability to quickly identify patterns and accurately compare similarities and differences among sets of letters, numbers, objects, pictures, or patterns.

**Spatial Ability :** Individuals ability to form pictures of objects in ones mind. It also involves easily understanding how drawings represent real objects and correctly imagining how parts fit together.

**Attentiveness :** Individuals ability to concentrate on a task over a period of time without being distracted and to be able to shift back and forth between two or more activities or sources of information (such as speech, sounds, touch, or other sources).

**Motor Coordination :** Individuals ability to quickly and accurately coordinate eyes with hands or fingers when making precise hand movements.

**Endurance / Stamina :** Individuals ability to exert oneself physically over long periods of time without getting winded or out of breath.



## Work Style Assessment Results

Work Style represents personality, temperament and cognitive factors that influence an individual's work-related aspects and as personality-related research has shown it as a core human value with an application and validity across cultures. The work style measures are built utilizing constructs from multiple personality assessment models like Five Factor Model, Big 5, Hogan etc. Your results on the 7 broad dimensions are presented below.

**Achievement Orientation :** Indicates the level of personal goal setting, trying to succeed at the goals set, and striving to be competent in one's work and other endeavors.

**Social Influence :** Indicates the level of an individual's impact on others and level of energy and leadership in their work and other situations.

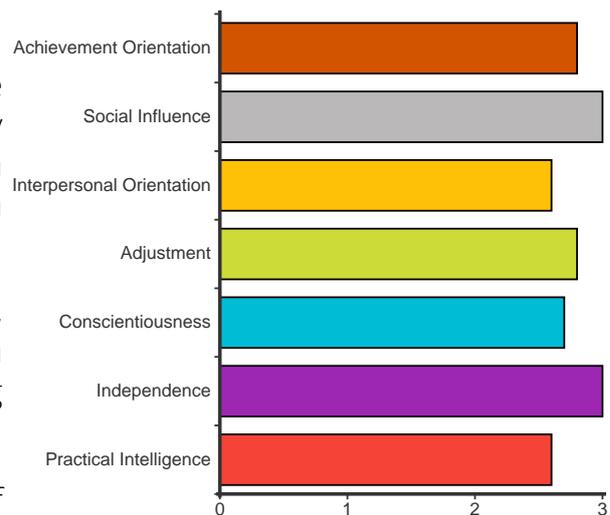
**Interpersonal Orientation :** Indicates the level of pleasantness, cooperation, sensitivity and ease to get along with others and a preference for associating and working with others.

**Adjustment :** Indicates the level of maturity, poise, flexibility and restraint to cope with pressure, stress, criticism, setbacks in handling personal and work-related problems etc.

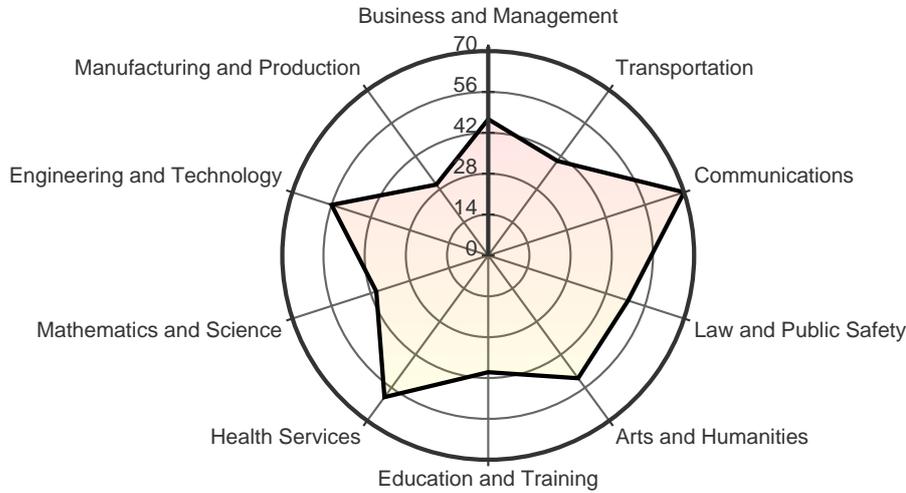
**Conscientiousness :** Indicates the level of dependability, commitment in doing a job correctly and carefully and being trustworthy, accountable and attentive to details.

**Independence :** Indicates the level of independence and autonomous working, an own way of doing things, guiding oneself with little or no supervision and depending mainly on oneself to get a job done.

**Practical Intelligence :** Indicates the level of capability to generate new ideas and thinking through things logically.



Knowledge are organized set of principles and are gained through education and experience. Your results on the desired levels on the various dimensions are presented below.



### Business and Management

Knowledge of principles and facts related to business administration and accounting, human and material resource management in organizations, sales and marketing, economics, and office information and organizing systems.

### Manufacturing and Production

Knowledge of principles and facts related to the production, processing, storage, and distribution of manufactured and agricultural goods.

### Engineering and Technology

Knowledge of the design, development, and application of technology for specific purposes.

### Mathematics and Science

Knowledge of the history, theories, methods, and applications of the physical, biological, social, mathematical, and geography.

### Health Services

Knowledge of principles and facts regarding diagnosing, curing, and preventing disease, and improving and preserving physical and mental health and well-being.

### Education and Training

Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

### Arts and Humanities

Knowledge of facts and principles related to the branches of learning concerned with human thought, language, and the arts.

### Law and Public Safety

Knowledge of regulations and methods for maintaining people and property free from danger, injury, or damage; the rules of public conduct established and enforced by legislation, and the political process establishing such rules.

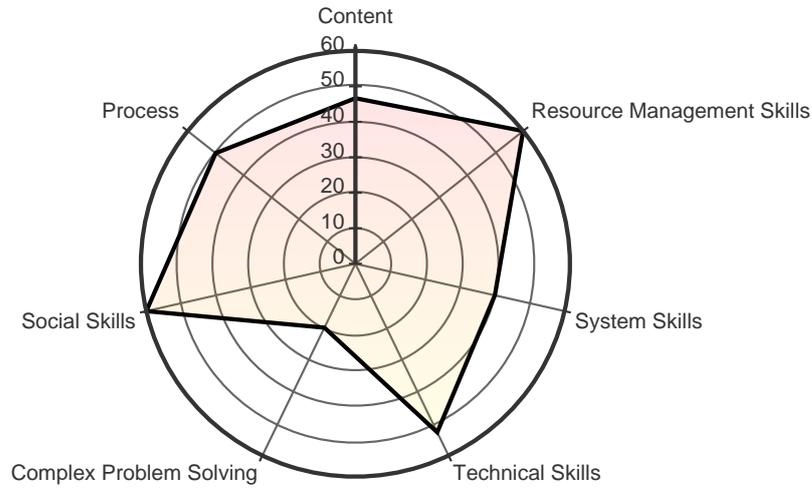
### Communications

Knowledge of the science and art of delivering information.

### Transportation

Knowledge of principles, methods for moving people or goods by air, rail, sea, or road, including relative costs & benefits.

Skills are established procedures that lay the foundation to work with knowledge. Your results on the desired levels on the various dimensions are presented below.



### Content

Background structures needed to work with and acquire more specific skills in a variety of different domains.

### Process

Procedures that contribute to the more rapid acquisition of knowledge and skill across a variety of domains.

### Social Skills

Developed capacities used to work with people to achieve goals.

### Complex Problem Solving Skills

Developed capacities used to solve novel, ill-defined problems in complex, real-world settings.

### Technical Skills

Developed capacities used to design, set-up, operate, and correct malfunctions involving application of machines or technological systems.

### Systems Skills

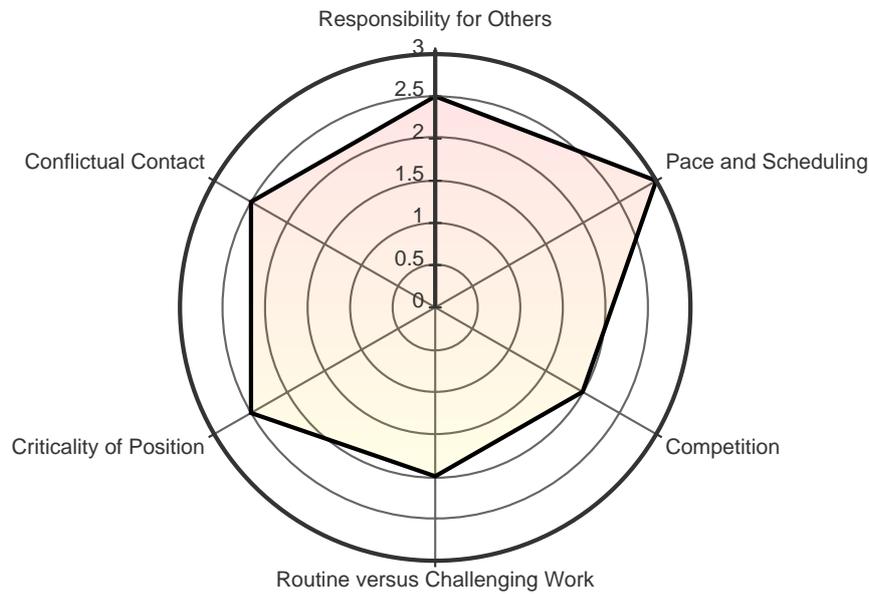
Developed capacities used to understand, monitor, and improve socio-technical systems.

### Resource Management Skills

Developed capacities used to allocate resources efficiently.

# Work Context Results

Knowledge are organized set of principles and are gained through education and experience. Your results on the desired levels on the various dimensions are presented below.



### Responsibility for Others

Amount of responsibility the worker prefers having for other workers as a part of this job.

### Conflictual Contact

Amount of conflict that the worker has readiness to encounter as part of this job

### Criticality of Position

Amount of impact the worker prefers to have on final products and their outcomes.

### Routine versus Challenging Work

The relative amounts of routine versus challenging work the worker prefers while performing this job.

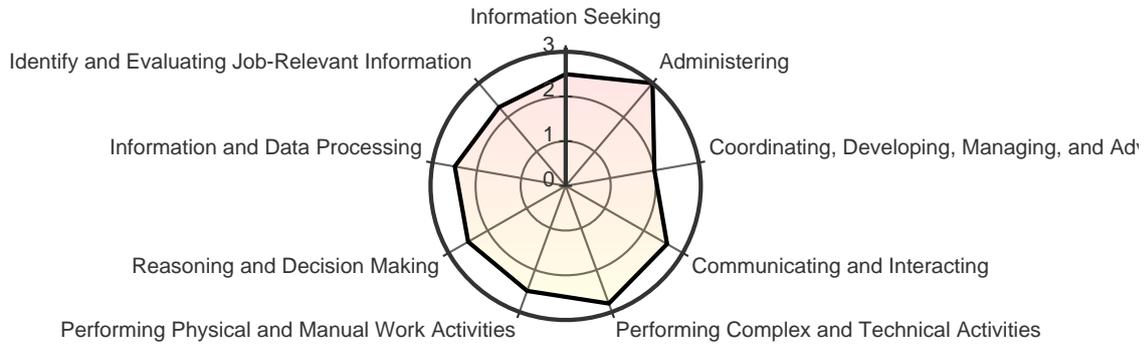
### Pace and Scheduling

Description of the role that time plays in the way the worker prefers to perform the tasks required by this job.

### Competition

.Amount of competition that the worker prefers to face as part of his job.

Knowledge are organized set of principles and are gained through education and experience. Your results on the desired levels on the various dimensions are presented below.



### Information Seeking

Preference for information seeking activities to perform the job.

### Identify and Evaluating Job-Relevant Information

Preference for information interpretation activities to perform the job.

### Information and Data Processing

Preference for information and data processing activities to perform the job.

### Reasoning and Decision Making

Preference for decision making and problems solving activities to perform the job.

### Performing Physical and Manual Work Activities

Preference for physical activities using the body and hands to perform the job..

### Performing Complex and Technical Activities

Preference for skilled activities to perform the job.

### Communicating and Interacting

Preference for interactions with other people to perform the job.

### Coordinating, Developing, Managing, and Advising

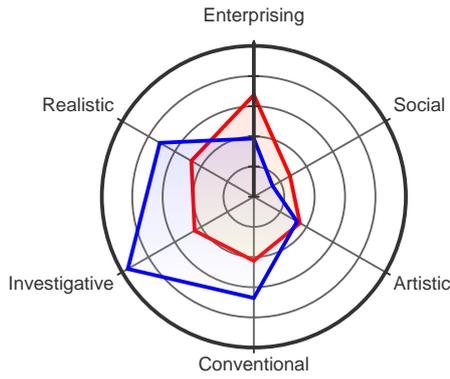
Preference for coordinating, managerial, or advisory activities to perform the job.

### Administering

Preference for administrative, staffing, monitoring, or controlling activities to perform the job.

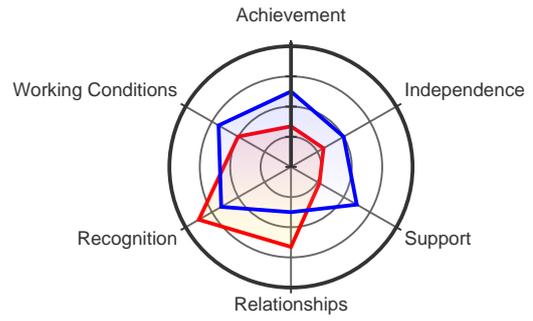
## Software Applications Specialist ( Current Job Role )

Interest Fitment



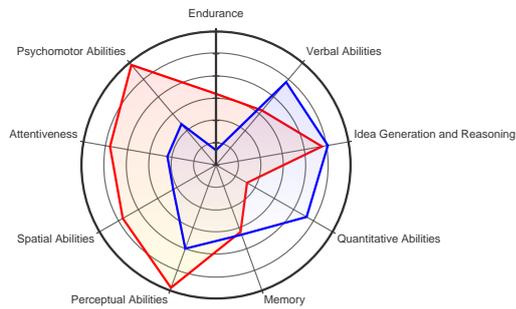
Fitment by Interest Medium

Work Values Fitment



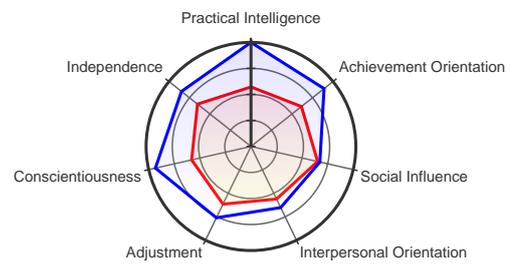
Fitment by Work Values Medium

Abilities Fitment



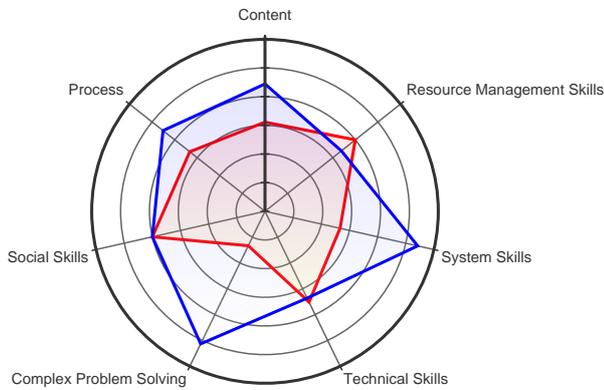
Fitment by Abilities Low

Work Style Fitment



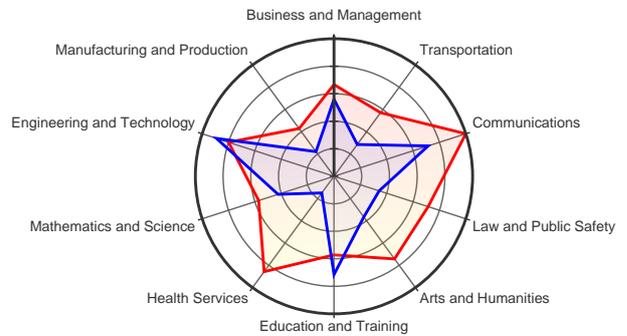
Fitment by Work Style Medium

Skills Fitment



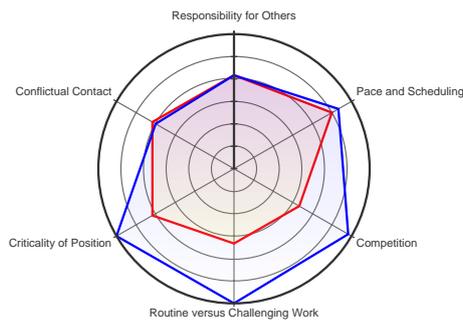
Fitment by Skill Low

Knowledge Fitment



Fitment by Knowledge Medium

Work Context Fitment



Fitment by Work Context High

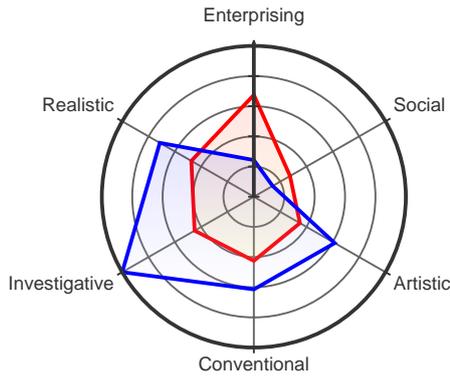
Work Activities Fitment



Fitment by Work Activity High

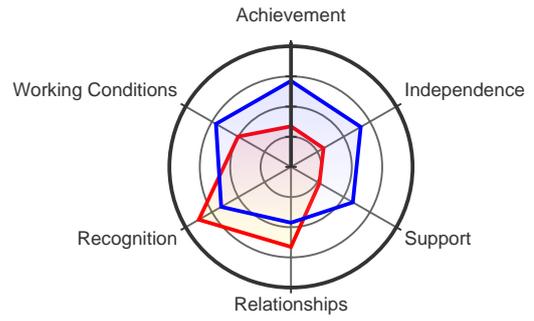
## Data Scientist ( Desired Job Role )

Interest Fitment



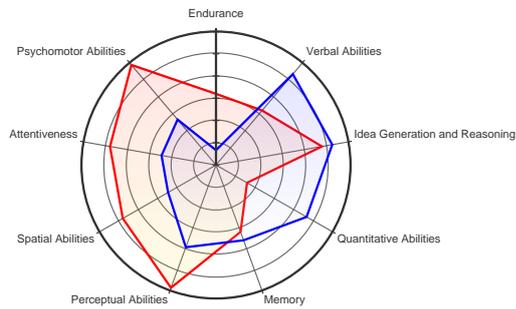
Fitment by Interest Medium

Work Values Fitment



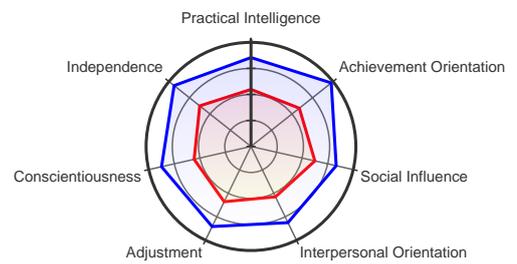
Fitment by Work Values Low

Abilities Fitment



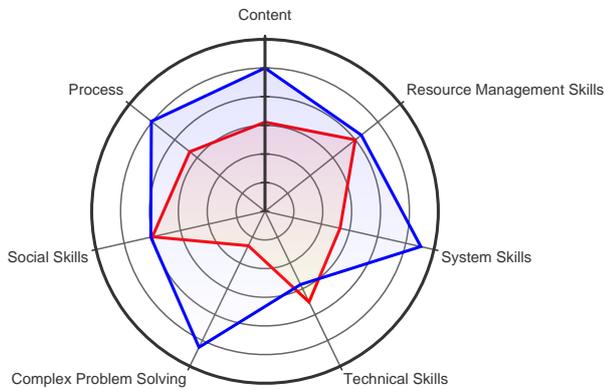
Fitment by Abilities Low

Work Style Fitment



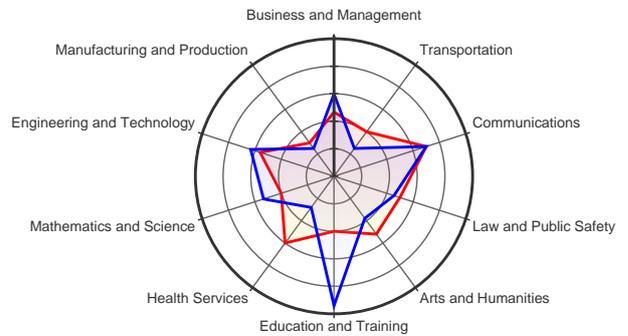
Fitment by Work Style Medium

Skills Fitment



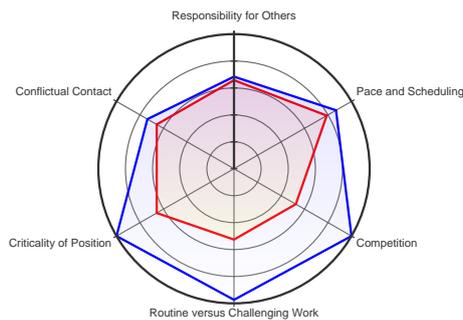
Fitment by Skill Low

Knowledge Fitment



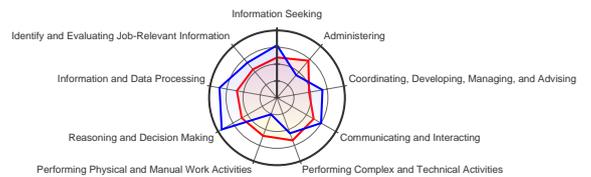
Fitment by Knowledge Medium

Work Context Fitment



Fitment by Work Context High

Work Activities Fitment



Fitment by Work Activity High

## Top 10 Specific Recommendations

Given below your top role matches in the industry you have chosen. The roles are ranked as per your fitment scores .

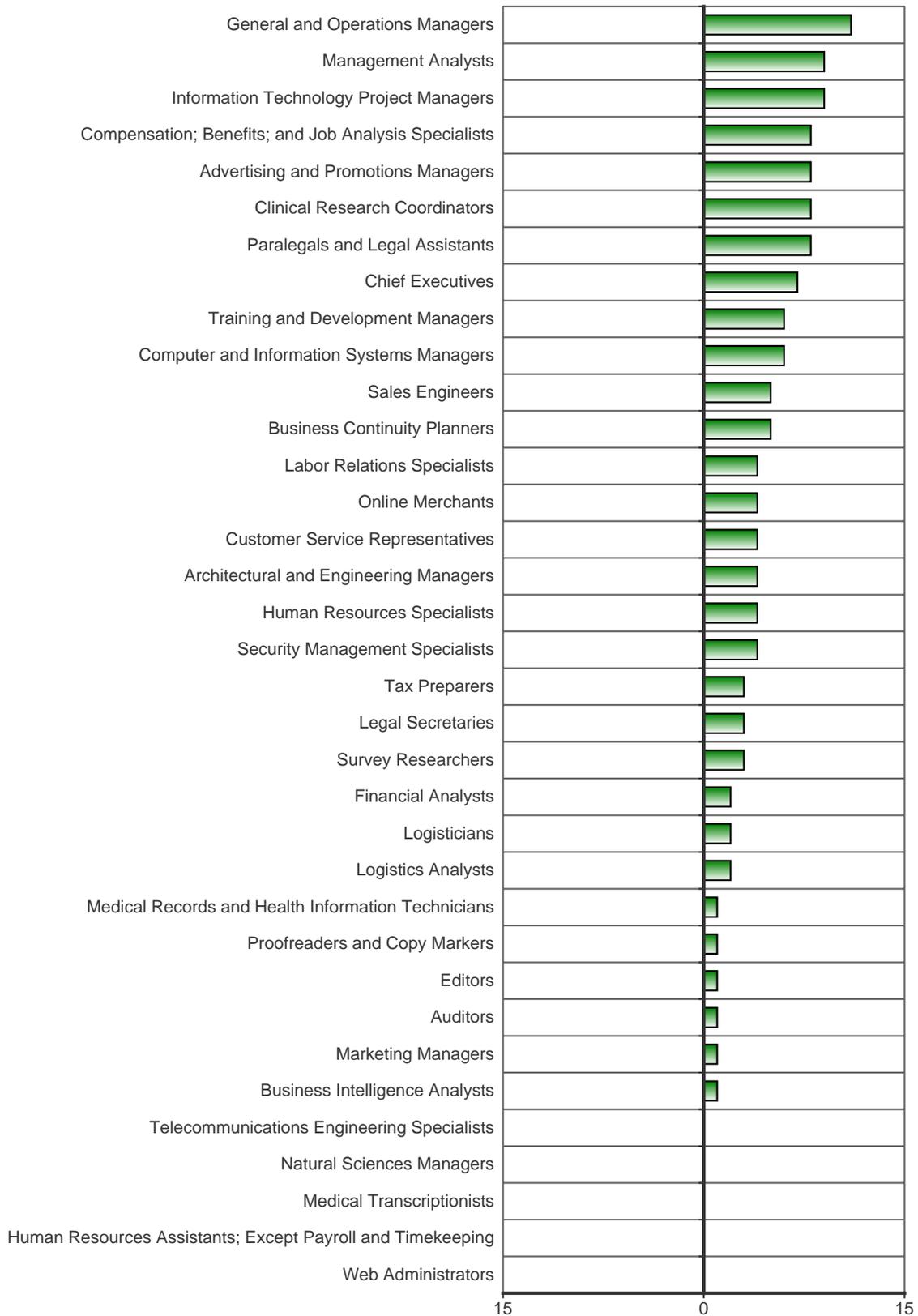
Rank	Job Title ( Click to Explore )	Fitment, Score	Job Family
1	<a href="#">Management Analysts</a>	Medium, Score = 55	Business and Financial Operations
2	<a href="#">Information Technology Project Managers</a>	Medium, Score = 55	Computer and Mathematical
3	<a href="#">Compensation, Benefits, and Job Analysis Specialists</a>	Medium, Score = 54	Business and Financial Operations
4	<a href="#">Advertising and Promotions Managers</a>	Medium, Score = 54	Management
5	<a href="#">Clinical Research Coordinators</a>	Medium, Score = 54	Management
6	<a href="#">Chief Executives</a>	Medium, Score = 54	Management
7	<a href="#">Training and Development Managers</a>	Medium, Score = 53	Management
8	<a href="#">Computer and Information Systems Managers</a>	Medium, Score = 53	Management
9	<a href="#">Sales Engineers</a>	Medium, Score = 53	Sales and Related
10	<a href="#">Business Continuity Planners</a>	Medium, Score = 53	Business and Financial Operations

Following are recommended jobs from a lower job zone (requires lesser formal education). You may decide to consider these further, only if these are appropriate in your social context -

- [General and Operations Managers](#)
- [Paralegals and Legal Assistants](#)

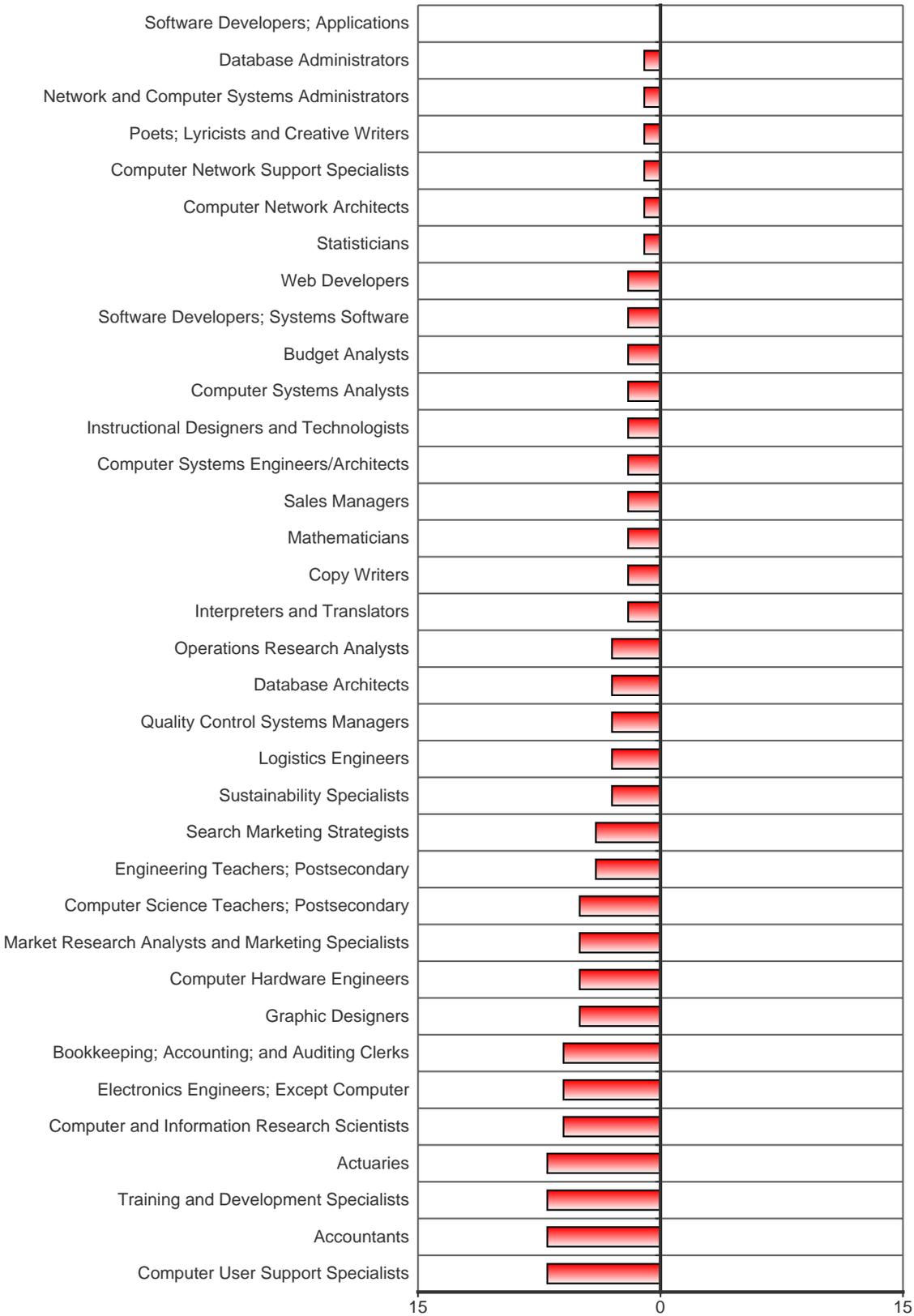
## Fitment by Careers

Given below the fitment as per different careers . Size of bars indicate extent of fitment (+ve fitment in green and -ve or lack of fitment in red)



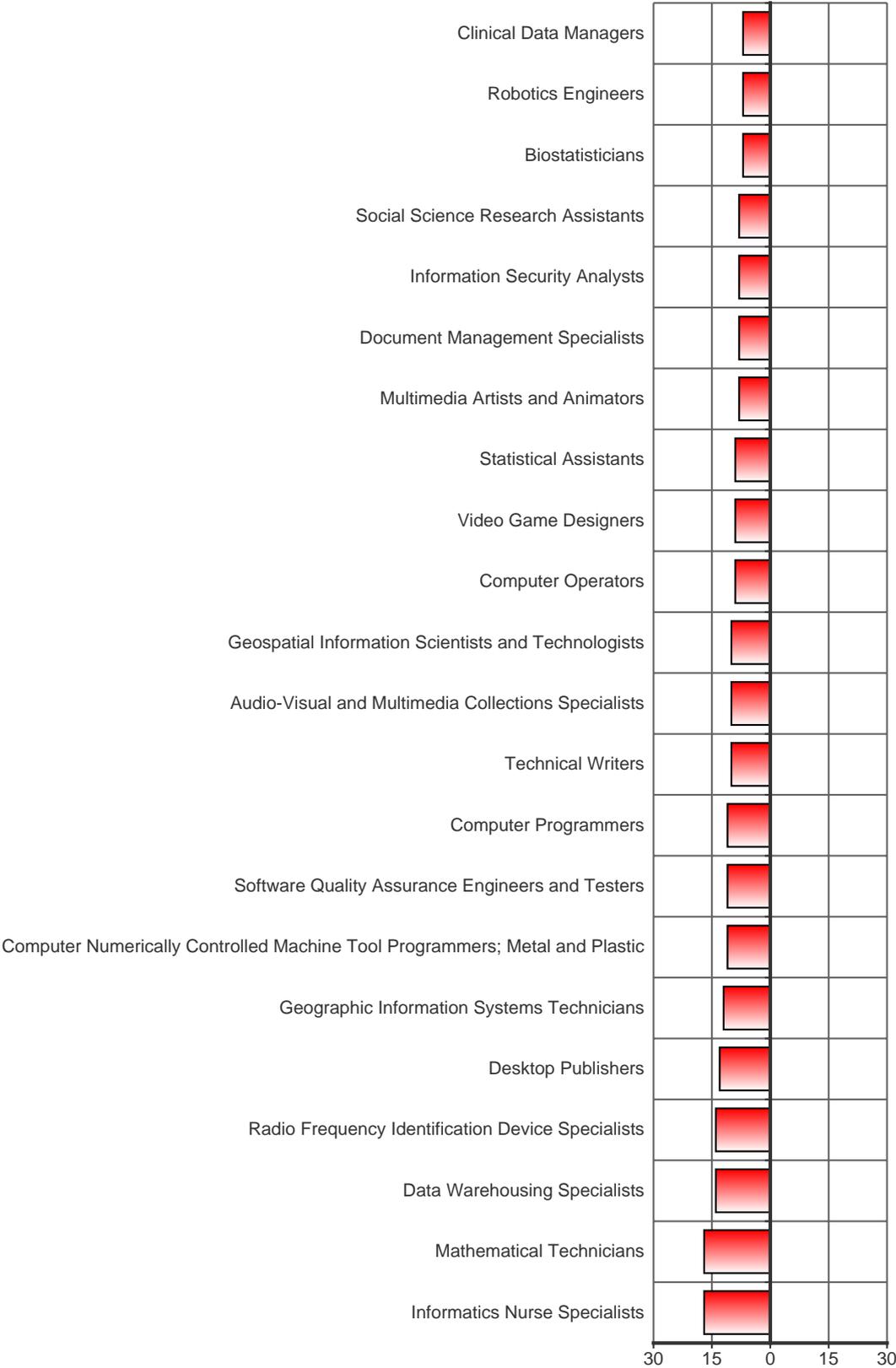
Fitment across Careers

# Fitment across Different Careers Contd..



Fitment across Careers

# Fitment across Different Careers Contd..



Fitment across Careers