

Consulting Psychology Group
CAREER COUNSELING REPORT



test, refine, discover your career.

CONSULTING
PSYCHOLOGY GROUP

Report prepared for

Mr. Sample

July 16, 2012

Interpreted by

Dr. Dan Whitenack





Problem-Solving Skills

Strengths

- ❑ Mr. Sample has excellent analytical thinking and problem solving capabilities. His logic and reasoning skills are much stronger than what we would typically see relative to general management norms. His test scores are far above average compared to general population norms. As a result, he is able to understand problems that are much more challenging or complex.
- ❑ Although he views math as a weakness, he still scored in the above-average range when it comes to his quantitative capabilities. So, he has a good foundational aptitude to understand higher-level financial/mathematical concepts.
- ❑ The testing shows him to be much more creative in his thinking style than usual. He is a very innovative thinker. He is best suited for roles where he can creatively solve problems that he faces. His analytical skills allow him to understand/ diagnose problems, and his innovative thinking allows him to think “outside the box” to develop unique solutions to solve the problem.
- ❑ He likes roles where he is challenged. He likes roles where he can learn, grow and develop. There is an intellectual curiosity to him in many respects.
- ❑ He has good educational credentials. He has a Bachelor of Arts degree in Philosophy, which he received from ABC College in 2009.
- ❑ He is a little more intuitive than usual. As a result, he is willing to make decisions based upon his instincts or the feel of a situation.
- ❑ He operates best at the more macro level. He is more of a big picture thinker and problem solver. So, he tends to be conceptual in nature, and thus functions well at a strategic level.

Weaknesses

- ❑ Mr. Sample tends to get bored easily. This is because he is bright, creative, and likes to learn new things. So, he is not well suited for roles where the work is more routine or repetitive.
- ❑ Creative ideas, by definition, are not always going to be very practical. So, some of his innovative ideas may not make good pragmatic sense.
- ❑ Also, because he operates at a big picture level, he may need to dig into the details a bit more in problem solving roles. This is not to say that he cannot be detailed. But, his more natural default is to operate at more of a conceptual level.

Interpersonal Skills

Strengths

- ❑ Mr. Sample is moderately comfortable meeting and talking to people. He is able to establish rapport with people, and can get people to know/like him in a short period of time.
- ❑ On a typical daily basis, he is in between introversion and extroversion. As a result, he likes to have balance in terms of the amount of time he spends around other people vs. the amount of time he spends on his own. He carries himself in an informal fashion (vs. a formal fashion). He is more down-to-earth. There is a casual nature about him. He is comfortable in one-on-one settings or smaller group settings than he would be in larger group endeavors.
- ❑ He is a nice guy. He has an easygoing personality. As a result, he is able to interact well with a good range of people or personality styles.
- ❑ His confidence level is in the average to above-average range. He is reasonably self-assured. He is reasonably optimistic about himself or his capabilities.
- ❑ He has a softhearted nature as well. As a result, he enjoys roles where he can help people solve problems. He would enjoy roles where he can teach, coach, guide or mentor other people. Training roles would come more naturally to him than usual.
- ❑ His oral communications skills are fine. He has an open and honest communications style. He tends to be efficient and concise. He gets to the point of what he wants to say and is not a long-winded or loquacious speaker.
- ❑ His written communications skills are better than average. He writes in a crisp, clear, easy to follow fashion. He adopts a professional tone in his writing and is able to avoid making any spelling or grammatical errors.

Weaknesses

- ❑ Mr. Sample may need to be more assertive at times. If anything, he can err on the side of being too nice. So, he may need to speak up and voice a dissenting opinion if he has one. He may need to confront people or problems more quickly or directly.
- ❑ The testing shows more emotionality with him than usual. So, others may view him as being a bit more moody than usual. He may have good days or bad days. He may be more approachable in some instances than in other instances. So, he is not as even-keeled as we would ideally like to see. Additionally, the testing shows that he needs to be more patient at times as well. He is a little more stress prone than usual.

Work Style Skills

Strengths

- ❑ Mr. Sample functions well independently. He does not need a lot of guidance or direction from other people. He has a fairly strong independent streak. So, he likes roles where he can function more autonomously, without people telling him what to do.
- ❑ He also likes roles where there is a wide range of things to do on a regular basis. He likes roles where there are a variety of things to get accomplished. He prefers broader-based roles vs. jobs that are more narrow and restrictive in nature. He likes to juggle a lot of things at the same time.
- ❑ He is comfortable in dynamic, changing work environments where plans and priorities are frequently shifting. He is able to adjust to those changes better than usual. He likes spontaneous environments.
- ❑ He is able to show good persistence or stamina when he is particularly interested in a topic or subject area. So, he has a good deal of perseverance to pursue and understand something if it is a topic that is of interest to him.
- ❑ He is able to challenge the status quo more often than usual. He functions well as a change agent. He can question why we do things the way we do things.
- ❑ He is best suited for entrepreneurial organizations that tend to be more progressive, forward thinking, cutting edge, etc. He is more of a risk-taker than usual. He is more adventurous than usual as well.

- ❑ **Organizationally, he is able to keep many of the things that he needs to get accomplished “in his head.” So, he does not need to write many things down because of his memory. He uses that memory to keep track of the things that need to be accomplished.**

Weaknesses

- ❑ **Like many creative individuals, Mr. Sample has some non-conformity in his personality. As a result, he does not like to have his hands tied by a lot of rules, processes or procedures. He prefers more of a flexible, freewheeling type of work environment. He tends to bend rules or can challenge rules more often than usual, which can be frustrating to his manager/leader.**
- ❑ **He is not going to be well suited for certain types of organizations. Specifically, he would not enjoy (or be a good match for) organizations that tend to be very traditional or conservative. He is not going to enjoy working for organizations that tend to be more strict or authoritarian. He is better suited for entrepreneurial organizations than he would be for larger corporate entities.**
- ❑ **He needs to be more disciplined as well. He procrastinates on things that he does not want to do. His overall work efforts tend to be streaky or inconsistent. If he likes a task or subject, he can get fully immersed into that subject or task and complete it with great diligence. But if there is something that he is disinterested in, then he puts forth minimal effort and, thus, his performance reflects that. So, he needs to be more consistent in his work efforts and not let his interest level affect how well or how quickly he gets something done.**
- ❑ **As alluded to above, sometimes he needs to be more detail oriented.**
- ❑ **Also, he tends to get bored easily. He needs to be challenged. He may not remain content in any one job or role for an extended period of time.**
- ❑ **He also needs to be more organized. He can improve his organizational skills in different ways. From a physical standpoint, he is not very neat, tidy or orderly. From a planning standpoint, it would help him to write things down to approach his day in a systematic way. He would be more productive if he had a specific agenda for what he wanted to get accomplished each day. In general, he would benefit by being more administratively oriented.**

section two interests



- Writing/Mass Communication
- Teaching/Education
- Social Sciences
- Politics
- Athletics

section three other considerations



Income

He would prefer to make at least \$24K/year in income.

Pace

Prefers a setting where he has time to think/reflect (vs. fast-paced setting)

Education

He is willing to go back to school if needed.

Prefers a more hands-on instructional setting (vs. traditional, classroom settings)

Others

- He would prefer a more flexible work schedule (vs. traditional M-F schedule)
- He would prefer a more entrepreneurial work setting/environment

- ❑ Is currently considering a career in a non-profit, communications role, author or teacher
- ❑ He would prefer a role where he is around people for much of the day.

section
four

recommended occupations to research



Art Oriented

- ❑ Artist
<http://www.onetonline.org/link/summary/27-1013.00>
- ❑ Art Director
<http://www.onetonline.org/link/summary/27-1011.00>
- ❑ Web Designer
<http://www.onetonline.org/link/summary/15-1134.00>
- ❑ Graphic Designer
<http://www.onetonline.org/link/summary/27-1024.00>
- ❑ Photographer
<http://www.onetonline.org/link/summary/27-4021.00>
- ❑ Interior Designer
<http://www.onetonline.org/link/summary/27-1025.00>
- ❑ Architect
<http://www.onetonline.org/link/summary/17-1011.00>
- ❑ Commercial and Industrial Designer
<http://www.onetonline.org/link/summary/27-1021.00>
- ❑ Craft Artist
<http://www.onetonline.org/link/summary/27-1012.00>
- ❑ Multimedia Artist and/or Animator
<http://www.onetonline.org/link/summary/27-1014.00>
- ❑ Set and Exhibit Designer
<http://www.onetonline.org/link/summary/27-1027.00>
- ❑ Music Composer and/or Arranger
<http://www.onetonline.org/link/summary/27-2041.04>
- ❑ Instrumental Musician
<http://www.onetonline.org/link/summary/27-2042.02>
- ❑ Camera Operator—television, video and/or motion picture
<http://www.onetonline.org/link/summary/27-4031.00>

- ❑ Film and Video Editor
<http://www.onetonline.org/link/summary/27-4032.00>
- ❑ Sound Engineering Technician
<http://www.onetonline.org/link/summary/27-4014.00>
- ❑ Landscape Architect
<http://www.onetonline.org/link/summary/17-1012.00>
- ❑ Marine Architect
<http://www.onetonline.org/link/summary/17-2121.02>
- ❑ Video Game Designer
<http://www.onetonline.org/link/summary/15-1199.11>

Counseling Oriented

- ❑ School Counselor
<http://www.onetonline.org/link/summary/21-1012.00>
- ❑ Recreation Therapist
<http://www.onetonline.org/link/summary/29-1125.00>
- ❑ Religious/Spiritual Leader
<http://www.onetonline.org/link/summary/21-2021.00>
- ❑ Speech Pathologist
<http://www.onetonline.org/link/summary/29-1127.00>

Writer/Author

- ❑ Writer
<http://www.onetonline.org/link/summary/27-3043.00>
- ❑ Editor
<http://www.onetonline.org/link/summary/27-3041.00>
- ❑ Journalist/Reporter/Correspondent
<http://www.onetonline.org/link/summary/27-3022.00>
- ❑ Public Relations Specialist/Director
<http://www.onetonline.org/link/summary/27-3031.00>
- ❑ Broadcast News Analyst
<http://www.onetonline.org/link/summary/27-3021.00>
- ❑ Copywriter
<http://www.onetonline.org/link/summary/27-3043.04>
- ❑ Poet/Lyricist
<http://www.onetonline.org/link/summary/27-3043.05>

Professor/Teacher/Instructor

- ❑ Creative Writing/English/Literature
<http://www.onetonline.org/link/summary/25-1123.00>
- ❑ Art
<http://www.onetonline.org/link/summary/25-1121.00>
- ❑ Philosophy
<http://www.onetonline.org/link/summary/25-1126.00>

- ❑ Sociologist
<http://www.onetonline.org/link/summary/25-1067.00>
- ❑ Anthropologist
<http://www.onetonline.org/link/summary/25-1061.00>
- ❑ Communication
<http://www.onetonline.org/link/summary/25-1122.00>
- ❑ Political Science
<http://www.onetonline.org/link/summary/25-1065.00>

Business Oriented

- ❑ Advertising and Promotions Manager
<http://www.onetonline.org/link/summary/11-2011.00>
- ❑ Advertising Account Manager
<http://www.onetonline.org/link/summary/41-3011.00> Advertising Sales Agent
- ❑ Marketing Manager
<http://www.onetonline.org/link/summary/11-2021.00>

Service Oriented

- ❑ Chef
<http://www.onetonline.org/link/summary/35-1011.00>
- ❑ Bartender
<http://www.onetonline.org/link/summary/35-3011.00>
- ❑ Gaming Dealer/Supervisor
<http://www.onetonline.org/link/summary/39-3011.00> Gaming Dealer

Other

- ❑ Lawyer/Attorney
<http://www.onetonline.org/link/summary/23-1011.00>
- ❑ Cartographer and Photogrammetrist
<http://www.onetonline.org/link/summary/17-1021.00>

 section
five resources

Action Steps

As you consider the occupations suggested by Dr. Whitenack, think about how each one fits with your interests and personality, and then follow the steps below:

- ❑ Examine the occupations suggested by Dr. Whitenack, using the websites shown above.
- ❑ Narrow down the list to about 5 occupations
- ❑ Using the links below, as well as your own Internet searches, research the list of 5 occupations.
- ❑ Note any questions, comments, or concerns your search leaves you with to discuss with Dr. Whitenack.
- ❑ Schedule a follow-up appointment with him in about two weeks where you/he can review your findings and discuss next steps.

Occupational Information

The **Department of Labor's Bureau of Labor Statistics** website is a great place to start your search. You will find an abundance of information about various occupations and their associated, wages, educational requirements, working conditions, and industry expectations. We have listed several sites below to get you started.

Occupational Outlook Handbook:

<http://www.bls.gov/search/ooah.asp?ct=OOH>

O*NET Online is also a great source for occupational information, providing a greater breakdown into individual job titles. The reports generated here will provide you with more detailed information on the tasks performed on the job and the knowledge, skills, and abilities you will need to be successful in that particular position.

<http://online.onetcenter.org/find/>