

Career Profile



ProfileSoft

Getting the most from your human capital

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Foreword

Information contained herein is for guidance only. Examples of jobs are presented in terms of measured patterns and workable leads and should never be used to set "limits".

This report is drawn from the findings of the ProfileSoft questionnaire which is a potential assessment tool designed to measure automatic responses and significant characteristics with regards to work performance. It is neither an orientation tool, nor a psychological test and is not designed to replace professional or psychological guidance or consultation.

Key behaviours

Your answers to the ProfileSoft questionnaire are significantly off the norms. You belong to the 1% of the population having the most extreme answers. Consequently, we must take into account a greater uncertainty in the interpretation of your results.



Entrepreneurship (Approach to undertaking projects, activities)

You compete to achieve your own standards of performance. You can occasionally evaluate yourself. You are determined to achieve imposed objectives. To be productive, you require at least a basic structure in your work. You are positive and enterprising in specific situations. You use traditional means to achieve your objectives.



Motivation (Criteria, motivator factors)

You are an obstinate, relentless and determined worker. You work constantly to obtain better results. You want to achieve your goals. You seek challenging situations where the emphasis is on financial reward and the importance of your image. A short-term environment suits you.



Leadership (Tendency to act alone or in a team)

You develop practical alternatives for reaching your goals. You need responsibilities to perform. You are determined and demanding. Detailed work bores you.



Interaction style (Approach to maintaining contacts with others)

You appreciate personal interaction and personal contact. You are pleasant, kind, sincere and very lively. You like to highlight your own self-image and the image of your organization. You prefer achieving your objectives via friends and relations. A public relations environment is ideal for you.



Technical orientation (Interest in theory or practice)

You are stimulated by practical aspects of the work. You are more at ease with concrete notions and prefer practical instruction. You prefer dealing with practical problems or applications with your colleagues, rather than theoretical ones. You are not stimulated by detailed or conceptual work.

Ideal environment

- A work situation that offers opportunities for the gradual development of your planning skills in relation to time and activities. You like an environment where talents are highly valued.
- A work environment with challenging opportunities where financial reward is commensurate with the effort required to succeed. You prefer an environment that will call upon your abilities to achieve short-term goals.
- A job where supervision is such that it allows you to acquire and develop your autonomy. You prefer work with performance responsibilities.
- You seek work where you develop many contacts. You prefer working conditions that expect and require that tasks be performed with other people. An environment that provides constant feedback through others' reactions.
- You need a work environment where training is practical. A job with few intellectual demands suits you best.

Career perspective

The following conditions could foster your long-term performance :

- ▶ In a competitive environment, you are good at finding new business and developing existing clients. You can develop your management and planning potential through formal training.
- ▶ You need a stimulating work environment that offers challenges, recognition and financial rewards. You require a position where productivity is the key to success. Such stimuli are most appropriate to your self-motivation.
- ▶ A job with minimal supervision, especially at the beginning of your career, is ideal. You are more at ease with people that are like you. You are flexible with team members.
- ▶ Work involving a lot of contact with new people stimulates you. You use persuasion rather than your technical knowledge to manage people on an individual basis.

Job examples

Here is a small sample of positions and careers that offer an environment matching your profile. For some fields of employment, however, our sample list may not include appropriate examples.

The following abbreviations and symbols represent required or desirable training for each position.

- (CG) = College graduation**
- (UG) = University graduation**
- (+) = Need for extra technical or professional training**
- (++) = Need for more experience**
- (+++)= Even more requirements**

■ Business, management and sales cluster

Promotional Jobs and Competitive Selling

Real estate/insurance sales (CG++)
Freight/transportation sales (CG+)
Director of franchising (UG)
Computer salesperson (UG)
Fashion model (CG+)

Business and Management Functions

Property manager (CG+)
Athletic director (UG)
Small business entrepreneur (CG+)
Treasurer (UG)

Sales Support Services

No appropriate example

■ Business, support functions cluster

Senior Administrative and Secretarial Jobs

Client service officer (CG+++ or UG)

Financial and Book-keeping Roles

Mortgage claims examiner (UG)
Loan officer (CG++ or UG)

Business Machines Operating Jobs

No appropriate example

Warehousing and Transportation Jobs

No appropriate example

Job examples (cont'd)

■ Natural and social sciences cluster

Jobs in Natural Sciences/Mathematics

No appropriate example

Social Sciences and Legal Services

Criminologist (UG)

Litigation lawyer (UG++)

Research psychologist (UG++)

Criminal lawyer (UG++)

Professor of psychology (UG+++)

■ Crafts and trades cluster

Human Services/Crafts/Trades Jobs

Gourmet cooking trainer (UG)

Jobs Operating/Repairing Machinery

No appropriate example

Job examples (cont'd)

■ New and applied technologies cluster

Engineering and Technical Positions

Patent agent (UG++)

Broadcast technician (CG+++)

Engineering technician (CG+++)

■ Health services and sciences cluster

Human Oriented Technical Positions

Podiatrist (UG)

Nutritionist (UG)

Audiologist (CG+++ or UG)

Dietetician (UG)

Medical laboratory worker (CG+++)

Surgeon (UG+++)

Jobs in Nursing and Individual Care

No appropriate example

Job examples (cont'd)

■ Creative and applied arts cluster

Jobs in the Creative Arts

Speech-hearing clinician (UG+)
Song writer (CG++ or UG)
Sculptor (CG++ or UG)
Concert musician (UG+)

Jobs in the Written or Verbal Arts

Editorial assistant (CG+++ or UG)
Editor (UG+)
Advertising copywriter (UG)

Jobs in the Visual Arts

Advertising layout artist (UG+)
Set designer (CG+++ or UG++)
Commercial artist (UG+)
Art director (UG++)
Interior designer (UG++)
Technical illustrator (CG+++)

Entertainment Industry Jobs

Radio/TV announcer (CG+++ or UG)

■ Social and personal services cluster

Jobs in Education and Social Services

No appropriate example

Law Enforcement/Protection Services

Detective (CG+++ or UG)
Investigator - financial crimes (UG)

Wellness, Career and Development

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