

Steven Saunders and Associates Ltd Career Report

This analysis is based on the responses given in the Personal Analysis Questionnaire which you completed online. The purpose of this report is to provide supporting information to help you make better choices with the "next steps" with your education or career.

Sam Example

Organisation:

FinxS

Date:

20.06.2013



Steven Saunders
& ASSOCIATES LTD



Section A: Your Profile

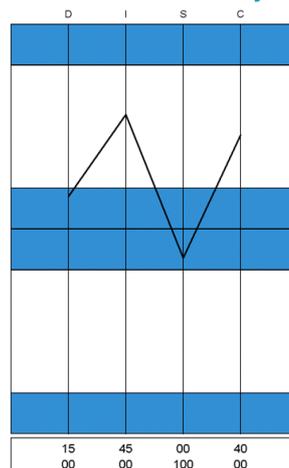
The following profile is a visual representation of your behavioural style. It is based on your responses to the online questionnaire and has been tabulated by your "most" and "least" selections into a frequency distribution of each behavioural style D, I, S and C.

There are no right or wrong answers, nor good or bad answers - just different answers.

This profile is your natural style (unconscious behaviour) and remains fairly stable, but not rigid, over your lifetime. It is the style that is most comfortable to you and requires the least energy and effort.

If you make educational or career choices that are a good fit to your natural behavioural style then you will find that those choices you make will be more rewarding and less stressful.

Profile II - Natural Style



First a brief explanation of the four main styles in this Extended DISC Report:

D Style:

Competitive, aggressive, decisive and results-oriented, but can also be impatient, overbearing and even rude.

I Style:

Talkative, sociable, optimistic and lively, but can also be inattentive to detail, overly talkative and emotional.

S Style:

Calm, helpful, patient, modest and laid back, but can also need stability and security and therefore, need help with change.

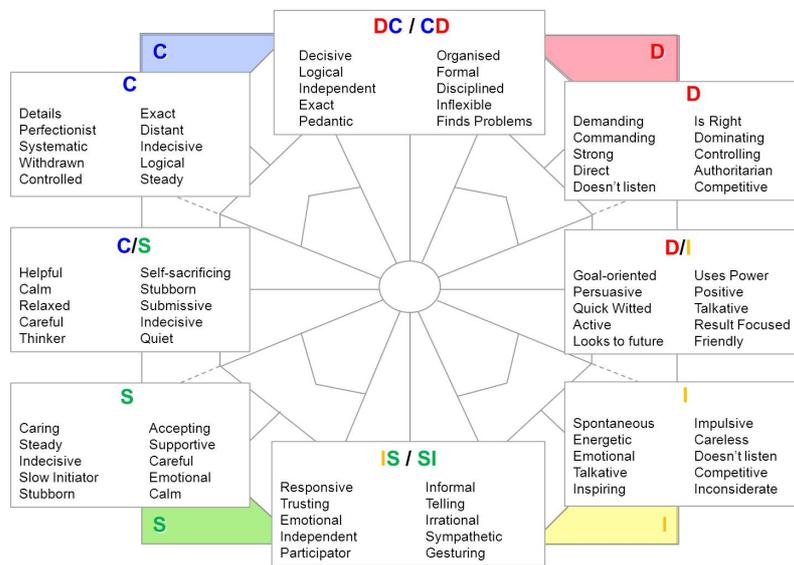
C Style:

Precise, logical, matter-of-fact, analytical and careful, but can also focus too much on details becoming pedantic, slow and lose the big picture.

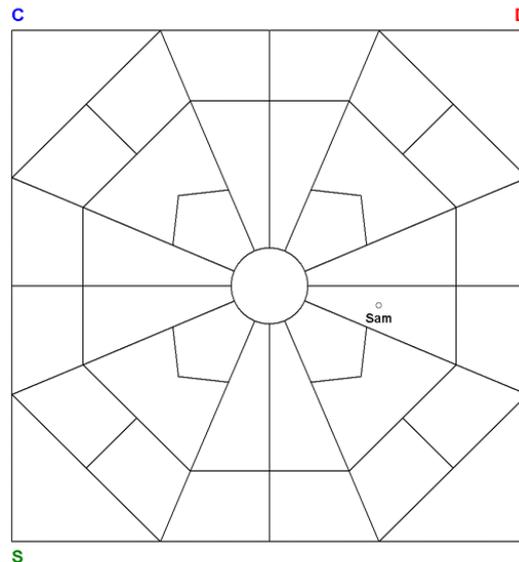


How do I read my graphics?

The higher the point above the mid line on your graph the more pronounced that behavioural trait will be. As the point moves down the trait becomes less pronounced. The graphic below is a guide to the 8 main behavioural styles and their associated traits, although the system recognises and reports on 160 separate behavioural styles.



Diamond





Section B: How others may see me

This section will help you to identify those characteristics that best describe your natural behaviour and their effect on your daily life.

My main attributes are:

Extroverted, sociable, social, decisive, hard-headed, active, restless, busy, alert, seeks instructions, communicative, open, cheerful.

My Communication style:

He has no problems with going to the people and telling them about something. He likes practical topics but is able to discuss general things as well. He avoids arguing but can take part in reasonable discussions. He has a talent for describing boring and detailed things in a colourful, inspiring way.

I try to avoid:

This type of person tries to avoid smaller working units if Sam does not derive enough motivation from the atmosphere or develop good relations with his clients. In a bigger unit, he has an opportunity to communicate with many different people. Sam tries to avoid repetitive tasks that demand accuracy because he tends to become careless and make mistakes after awhile.

When I make decisions I like to:

Although he is eager to discuss, he does not like to carry responsibility nor express his opinion about things that cause a negative reaction. He also spends time on large financial decisions that deserve a lot of deliberation.



I am motivated in an environment characterised by:

- Good people relations
- Social network
- Varying work responsibilities and environment
- Positive, successful experiences
- Changes
- Moving, freedom and life opening up
- Being part of an organised whole
- Manage without taking risks
- Deliberate decision making
- People-oriented behaviour
- Avoiding mistakes
- Friendly people

From the list above choose three statements that motivate you the most:

Situations which reduce my motivation include:

- A need to be too careful
- Being overlooked
- Slow people
- Pressure in making decisions
- Working with pure facts
- Having to be impolite
- Lack of feeling challenged
- Inability to experience or learn new
- Disappearing from people's minds
- Inability to introduce own ideas
- Bored organisation
- End of open communication

From the list above choose three statements that demotivate you the most:



My natural strengths are:

- Can be happy
- Presents one's case diversely
- Gets involved easily
- Is open to new ideas
- Likes analysing
- Brings forward one's own opinion
- Wants to promote things
- Is able to see the details too
- Follows rules but not strictly
- Gets people into a good mood
- Does many things simultaneously
- Keeps up a positive pace

From the list above choose three of your greatest strengths:

Areas in which I need to develop include:

- Spends the important time talking
- Is restless and impatient
- Is not direct; wants to please
- Has no long-range approach
- Doesn't listen
- Takes too long to finish things
- Is overly positive
- Cannot be alone
- Cannot wait
- Wants to change something all the time
- Spends all the time discussing and thinking
- Lives in idealism

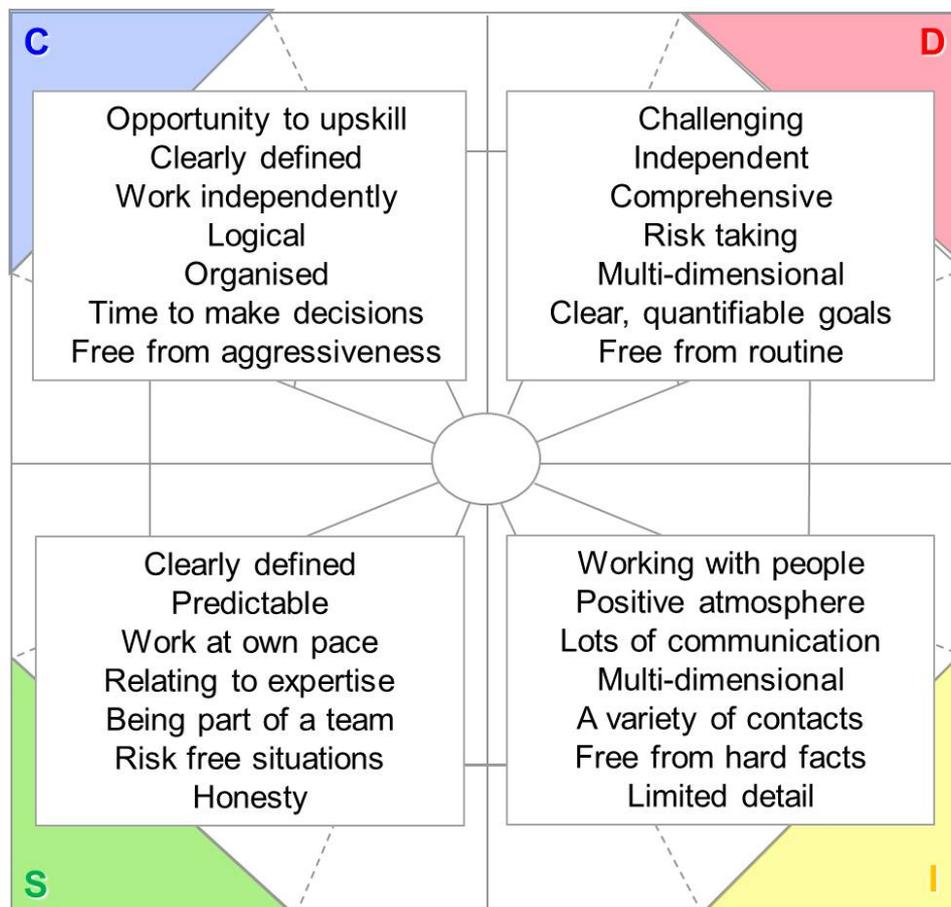
From the list above choose three of your most important development areas:



Section C: Looking forward

What courses of study or career should I choose to maximise my motivation ensuring best fit to my natural behavioural style, likes and dislikes, and basic preferences.

Your preferred Job Environment is likely to be:



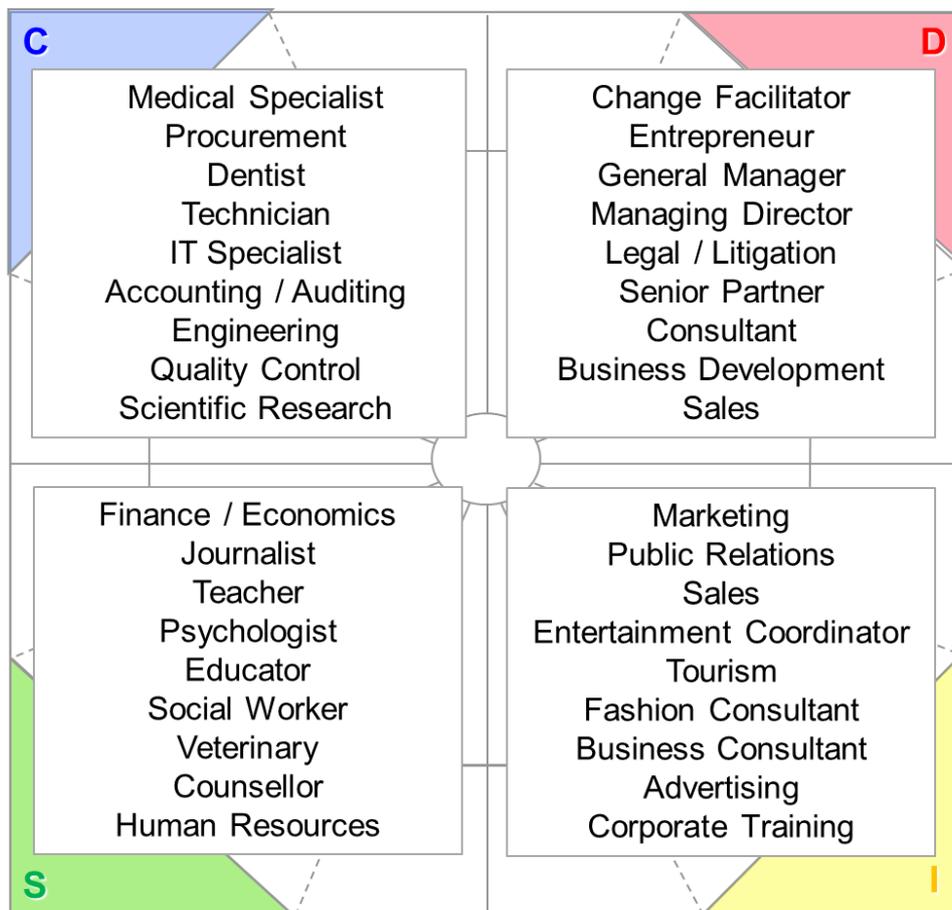
How to read this table:

If you are a high D then your best fit job environment is described in the D corner. If you are high on two (or more) of the behavioural traits e.g. DI, SC or IC then look at both (or all) of those traits that apply to your preferred job environment.



Jobs or careers that may prove to be the most rewarding include:

For a complete extension of these suggestions please talk to your careers advisor.



How to read this table

As with your preferred job environment pay particular attention to those career choices that fit with the high points of your Natural Style (Profile II). If you are high on two or more of the behavioural traits then of course the possibilities of you finding a "best fit" job or career increase.

Also you need to consider the level of education or training you are willing to undertake in order to achieve your best fit job or career. The benefit of undertaking this profile is that you can start now by make good choices.



Select 2 to 3 career fields that are of interest to you and write them down in the space below. Make sure to be specific. For example: customer service, business to business sales, retail sales, leadership, specialist, teaching, healthcare etc. Define the industry as well if possible.

Consider what would motivate you in each job and how your natural strengths and development areas would fit.

Career 1:

My motivation:

My development areas:

Career 2:

My motivation:

My strengths:

My development areas:



Career 3:

My motivation:

My strengths:

My development areas:

Conclusion:

As a conclusion of the previous exercise, I am most interested in the following career options:

Option 1:

Arguments:

Option 2:

Arguments:



Goal setters are goal getters:

- Set ambitious goals. Specify what you want in life and break your goals into small and achievable steps. Small steps are much easier for your brain to think about and get to work on (procrastination is often caused by the thought of having to accomplish a big and difficult task which will require a lot of energy)
- Set timelines for achieving each step and monitor your progress
- Make a plan. Check that it is realistic and achievable and then surrender to "the process"
- Celebrate success, reward yourself for achieving progress
- Create your personal "picture of success". Visualise in your mind's eye the things that you do want in life
- Avoid thinking about things that you don't want. Focusing on negative things saps energy and steals your motivation.



Always put your best foot forward:

- You will never get a second chance to make a first impression
- People who present themselves well get more opportunities in life
- Be aware of your dress sense and your body language
- Remember that around 70% of the impact in your communication with others relates directly to how you communicate (body language). Think eye contact, voice tone, smile body posture/gestures and so on
- A smile, a twinkle in the eye and a spring in your step will take you a long way toward getting along with others
- Prepare your CV using simple language and support your track record with facts, figures and achievements
- Be careful what you put on your facebook page. Many prospective employers will check you out on facebook and if they don't like what they see that may well be your opportunity gone.

Inspirational Quote from George Bernard Shaw

"The people who get on in this world look for the circumstances they want. If they cannot find them, they make them."

Thank you for completing the Steven Saunders & Associates Ltd vocational report.