



powered by PAN

# Career Success Report (European)

**Unique insights for students**

**Sample Tester**

**1 May 2017**

**CONFIDENTIAL**

## Introduction

Congratulations on taking the first step towards a successful career! This confidential report uses your responses to the 16pf® questionnaire to identify your unique personality characteristics, and describe the behaviours you are likely to exhibit in a range of different settings. This information is then used to highlight career areas that may be of interest to you, and which you might wish to explore further when considering study options and your future career path.

The following chart outlines the process we suggest you follow when using this report.



### Section 1: Your Personality and Career Orientation Summary

This section provides a one page overview of your personality characteristics and career orientation.

### Section 2: How You Apply Your Personality

People who manage the course and growth of their careers effectively draw from personal strengths in the areas explored in this section of the report:

- Learning and Problem-Solving
- Coping with Stress
- Interpersonal Style
- Work Style
- Maximising Personal Effectiveness

The information about your unique personal strengths provides a practical reality-check about what you believe and value most about your life, and what you want it to include in the future.

### Section 3: Your Career Interests

This section explores in detail the career areas that are most and least likely to interest you, based on your personality. Seven career areas are explored within this report:

- Influencing
- Organising
- Helping
- Creating
- Analysing
- Producing
- Adventuring

Occupations falling within each of these seven areas are included, along with an Interest Level score for each area.

### Section 4: Your Next Steps

By exploring the information in this report, you can identify areas for further career exploration.



## Section 1: Your Personality and Career Orientation Summary

### Summary of Your Personality

- You exhibit a level of extraversion that is typical of many people. You are interested in social participation, but are likely to balance activities involving social contact with those of a more solitary nature.
- Your lifestyle is balanced between the need to exert your will and control your environment versus a willingness to accommodate others' wishes and adapt to your environment.
- Your personality is characterised by a tendency towards an unemotional focus and a preference for familiar as opposed to new experiences. Tasks and problems are approached with emphasis upon objectivity and getting things done; emotional considerations may be overlooked. You may exhibit a strong tendency to adhere to your current way of thinking.
- You will sometimes show the self-discipline and conscientiousness needed to meet your responsibilities. On other occasions you may be less restrained and more inclined to follow your own wishes.
- At the present time, you describe yourself as no more or no less anxious than most people.

### Summary of Your Career Orientation



If you would like to read more about your career orientation, refer to Section 3: Your Career Interests.

### Your Top Career Orientations

Your responses to the questionnaire suggest that you might be interested in working in roles that involve:

**Adventuring** - Drawn to tasks requiring physical endurance, competing with others, and some degree of risk taking. Enjoy working in military and/or law enforcement positions.

**Producing** - Enjoy orderly, systematic tasks that involve machines, materials, objects or tools. Enjoy fields such as construction, farming and skilled trades. Typically prefer outdoor work.

**Organising** - Initiating procedures, managing projects and supervising the work of others—enjoy handling organisational details. Drawn to office work, supervision and financial services.



## Section 2: How You Apply Your Personality

### Learning and Problem-Solving

#### **This section describes your unique problem-solving style:**

What are your overall strengths for solving most problems?

What approach do you usually take to resolve problems that confront you?

Does this suit you, or would you like to change how you learn and solve problems?

From your 16pf questionnaire results, it appears that you:

- are more at ease working on problems of a practical nature than those that require a quick grasp of abstract concepts and relationships. It may be that you work best when you can take enough time to think about the issues involved and are able to understand their meaning.
- Summary of Your Career Orientation
- appear to be fairly similar to people who have an interest for work involving physical and mechanical tasks. You seem to prefer doing active work rather than things that require abstract thinking and reasoning.
- you do not show much similarity, however, to people who prefer and enjoy the kind of activities that formal academic training offers. Perhaps, you may have interest in more practical educational situations.
- generally react rather matter-of-factly and impersonally to most problems and situations. You are alert and ready to take on most projects; but in some instances, you may become so focused on issues that appear obvious and practical to you, that you may overlook the impact of your actions on others.
- are usually quite slow in making decisions about important matters. Your decisions may typically be aimed at low risk and low gain outcomes.
- tend to be a rather cautious person who relies heavily on tried-and-trusted methods when working on important problems. You appear inclined to place confidence in what you have learned. You are generally supportive of established beliefs and ways of doing things.



## Coping with Stress

**This section describes the ways that you usually try to cope with stress and pressure:**

How do you tend to react to emotionally charged events?

What are you likely to do when faced with conflict or opposition from others?

Are there other strategies that you could use to identify and manage stress in your life?

Where could you learn more about those strategies?

From your 16pf questionnaire results, it appears that you:

- seem to be going through a normal amount of tension at the moment. You are likely to react to worry or pressure much the same as other people.



## Interpersonal Style

**This section covers the way that you tend to relate to and communicate with others:**

How do you meet people and interact with them?

What are your major sources of satisfaction when building relationships with others?

How could your style affect the first impression that others have when meeting you?

From your 16pf questionnaire results, it appears that you:

- tend to give about equal amounts of time and attention to time with others and time alone.
- usually strive to balance your desire to be somewhat dominant in relationships, with a sensible display of humility and modesty when it is important to do so.
- try to be accepting of people since you tend to be trusting and accepting of yourself and what you do in life.



## Work Style

**This section describes your unique style for taking leader or follower roles in an organisation or group; it also looks at what different characteristics you might like to see in a workplace:**

What leadership style do you use when working with others?

How do others react to you?

In what type of work setting or work environment might you feel most comfortable and productive?

From your 16pf questionnaire results, it appears that you:

- prefer a role of leadership and is likely to accept such a role with a group of friends or co-workers if provided the opportunity.
- however, you may not be strongly interested in efforts to push for appointment to such a role. You are probably not very comfortable taking charge of others. You generally prefer to do the job rather than to direct others.
- nevertheless, you are likely to lead more by example than by giving directions. Even so, most group members may accept your way of doing things.
- would probably strive in a leadership role to administer duties by focusing attention on the conditions that foster or hinder performance of subordinates rather than on personnel problems. Being solution-seeking, you will probably strive to remove personality and power struggles from the work situation.
- generally prefer to build feelings of mutual respect and interdependence among people. You like to share with others whatever power may be necessary to accomplish the work at hand. You appear to value objective working relationships between superiors and subordinates.
- strive to be realistic and tough-minded when faced with problem situations on-the-job. You like to put forth your views to others in a sensible, no-nonsense manner.
- usually do your best to promote harmony among others so as to reduce the possibility of conflicts between people. You also strive to do a job well regardless of the situation.
- usually feel most comfortable when you are able to follow the directions and guidance of your superiors. You appear to like approval for what you do or do not do.
- generally feel at your best doing things that require dependability and rather precise attention to what is done. You like to work within a rather structured framework where what is expected and how it will be done are fairly well spelled out.
- seem to place value on being in situations that are familiar and predictable. You are quite appreciative of time-tested values and ways of doing things.



## Maximising Personal Effectiveness

**This section of the report covers a summary of your personal effectiveness in different situations, your potential areas for self-improvement, and a summary of the kind of life that you are likely to enjoy:**

What are the characteristics of your basic personality patterns?

Which of your preferences should you focus on to help you achieve the most success, personally and in the workplace?

Are there one or two things that you'd like to change about how you learn, cope, mix with others, or do your work?

From your 16pf questionnaire results, it appears that you:

- show a balance between a desire to have control over many personal and work-related situations and your willingness to adapt to the particular circumstances in which you find yourself. Nonetheless, you also generally prefer to have some freedom of choice regarding what things to do and how to proceed.
- are fairly independent and self-directed; however, you may not feel as comfortable when you are asked to do a job in which you must rely mostly on your own judgments and decisions as you might on assignments where others are present to lend approval and support to you.
- show about equal preference for personal and work-related activities that involve interaction with people and those that require you to work alone.
- would most likely function with greater personal effectiveness, both on-the-job and in other personal-career situations, if you would try to be aware of and work consciously to guard against the impact of:
  - your tendency to sometimes overlook the need to give enough thought to yourself or to take enough time for quiet, deep thinking about things that are important to you;
  - taking on activities that require abstract, distant reasoning or difficult analysis of concepts or relationships, since your strengths seem to indicate that you are much more effective doing tasks that are more step-by-step routine, and in line with your practical experience.





## Section 3: Your Career Interests

Your career interests are an important part of your personal strengths and your general personality. The purpose of this section is to provide information that may either support your present career and study choices, or will help you to explore, consider, and plan for another career/vocational direction.

There are three tables in this section. The first table indicates your interest level in each of seven broad career orientation areas. The second table expands on this to provide information on your likely interest level in each of 27 more specific career fields. Expanding on this, the third table shows your predicted interest level for some example occupations, based on your personality profile.

### Career Orientation Areas

This part of the report examines general career areas that are most likely to appeal to you, based on your personality. These are taken from the seven Orientation Scales identified in research by Dr David Campbell\*. The seven career orientation areas are listed in the table below, along with their corresponding interest level to you. These interest levels come from research comparing your personality to that of people with an interest in these areas. In addition, a brief description of each career orientation area is provided.

Career Orientation Area	Interest Level	Description
Influencing	Medium	Convincing, directing, or persuading others - like to influence people and exercise control over important matters.
Organising	Medium	Initiating procedures, managing projects and supervising the work of others - enjoy handling organisational details.
Helping	Medium	Solving problems through discussions and encouraging relationships between people. Enjoy careers where concern is shown to people.
Creating	Low	Expressing oneself creatively through art, literature or innovative products and services.
Analysing	Medium	Investigating, observing and solving problems of a business, cultural, scientific or social nature. Enjoy working in laboratory and research settings.
Producing	Medium	Enjoy orderly, systematic tasks that involve machines, materials, objects or tools. Typically prefer outdoor work.
Adventuring	Medium	Drawn to tasks requiring physical endurance, competing with others, and some degree of risk taking.

\* Campbell, D., Hyne, S. A., & Nilsen, D. L. (1992). *Campbell Interest and Skill Survey*. Minneapolis, MN: National Computer Systems.



## Career Fields

To give you more detail on the types of career that you might enjoy, each Career Orientation Area is divided up into a number of Career Fields. These reflect the broad areas of career or vocational interests found throughout the world of work. Again, your interest level ratings come from research comparing your personality to that of people with an interest in these fields. A high interest level means that you are likely to be quite similar in personality to people interested in that field, and a low interest level means that you are likely to be quite different. Once again, your interest levels do not reflect your ability, training or experience in these roles.

Career Orientation Area	Career Field	Interest Level	Activities in these types of role
<b>Influencing</b>	Advertising/Marketing	<b>Medium</b>	Developing marketing strategies, designing advertising campaigns
	Law/Politics	<b>Medium</b>	Debating issues, being politically active, negotiating
	Management	<b>Medium</b>	Acquiring resources, inspiring others to high performance
	Public Speaking	<b>Medium</b>	Giving interviews to the media, delivering speeches, conducting training
	Sales	<b>Medium</b>	Making sales calls, persuading others to purchase goods and services
<b>Organising</b>	Office Practice	<b>Medium</b>	Performing secretarial and administrative duties; handling schedules, supplies and files
	Supervision	<b>Medium</b>	Managing others, planning budgets, scheduling work



Career Orientation Area	Career Field	Interest Level	Activities in these types of role
<b>Creating</b>	Art	Low	Creating artworks, enjoying or collecting art
	Fashion	Low	Designing fashions, buying and selling clothes and jewellery
	Music/Dramatics	Low	Participating in performances, watching others perform, enjoying a range of musical/dramatic activities
	Writing	Low	Communicating in writing, creative writing, technical writing, editing
<b>Helping</b>	Child Development	Low	Teaching classes, playing with children, telling stories
	Counselling	Low	Counselling, helping, advising or supporting people
	Religious Activities	Medium	Taking part in spiritual or religious activities, especially through organised activities
	Social Service	Medium	Working with and helping people, in a humanistic, altruistic way
	Teaching	Medium	Teaching children/young people, student-teacher interactions in small groups



Career Orientation Area	Career Field	Interest Level	Activities in these types of role
Analysing	Data Management	Medium	Processing and handling data and information; managing financial, statistical, mathematical or actuarial data to provide assessments or decisions
	Mathematics/ Computing	Medium	Writing computer programmes, analysing data, teaching mathematics
	Science	Medium	Performing laboratory research, working with scientific concepts and equipment
Producing	Agriculture	Medium	Farming, active physical labour in an outdoor environment
	Mechanical Crafts	High	Working with cars, machines and electrical systems
	Woodworking	Medium	Carpentry, building furniture, decking etc.
Adventuring	Athletics	Medium	Participation or indirect involvement in sporting and athletic activities
	Military/Law Enforcement	Medium	Using military strategies in challenging or dangerous situations



## Occupational Interests

The following pages list the seven career orientation areas, and several example occupations associated with each. Your predicted interest level for each occupation is presented alongside, based on your personality profile.

You should not treat the information presented in this section as a set of recommended occupational choices. Some may not appeal to you, or may not fit well with your training, experience or interests. However, since the interest level predictions are based on in-depth research and are derived from how you responded to the personality questionnaire, you should give them careful consideration to see if you agree. You may also consider consulting a trained career guidance professional or faculty member, who may suggest other alternatives that may appeal to you.

You might notice that you have similar interest level scores for occupations that appear to be very different. It is worth remembering that even occupations that look different on the surface may have some things in common. For this reason, it is also unlikely that your predicted interest scores will be limited to only a few occupations. In these cases, it might be worth thinking about and exploring what these occupations have in common.

Career Orientation Area	Example Jobs	Interest Level
Influencing	Advertising Executive	
	Lawyer	
	Buyer	
	CEO/MD	
	Corporate Trainer	
	Politician	
	Financial Planner	
	Hotel Manager	
	Human Resources Director	
	Investment Manager	
	Manufacturer's Representative	
	Marketing Director	
	Media Executive	
	Public Relations Director	
	Estate Agent	



Career Orientation Area	Example Jobs	Interest Level
Organising	Accountant	100%
	Actuary	80%
	Bank Manager	90%
	Bookkeeper	100%
	Business Studies Teacher	80%
	Credit Manager	90%
	Hospital Administrator	50%
	Insurance Agent	60%
	Medical Records Administrator	80%
	Nursing Administrator	50%
	Nursing Home Manager	80%
	Legal Research Assistant	50%
	Restaurant Manager	40%
	Shop Manager	50%
	School Administrator	50%
	District Education Officer	50%
	Secretary	50%



Career Orientation Area	Example Jobs	Interest Level
<b>Creating</b>	Architect	
	Art Teacher	
	Artist, Commercial	
	Artist, Fine	
	Broadcaster	
	English Teacher	
	Fashion Designer	
	Interior Decorator	
	Humanities Professor	
	Librarian	
	Medical Illustrator	
	Musician	
	Photographer	
	Psychologist	
	Reporter	
	Sociologist	
	School Teacher	
	Technical Writer	
Translator/Interpreter		
Writer/Editor		



Career Orientation Area	Example Jobs	Interest Level
Helping	Child Care Worker	███████████ ██████████
	Social Services Director	███████████ ██████████
	Primary School Teacher	███████████ ██████████
	Foreign Language Teacher	███████ ███████████
	Guidance Counsellor	███████ ███████████
	Secondary School Counsellor	███████ ███████████
	Clergyman/woman	███████ ███████████
	Nurse	███████████ ███████
	Occupational Therapist	███████████ ███████
	Religious Leader	███████████ ███████
	Social Sciences Teacher	███████ ███████████
	Social Worker	███████ ███████████
	Special Education Teacher	███████ ███████████
	Speech Therapist	███████ ███████████





Career Orientation Area	Example Jobs	Interest Level
Analysing	Biologist	███████████ ███████████
	Chemist	███████████ ███████████
	Computer Programmer	███████████ ███████████
	Dentist	███████████ ███████████
	Geographer	███████████ ███████████
	Geologist	███████████ ███████████
	Mathematician	███████████ ███████████
	Maths/Science Teacher	███████████ ███████████
	Medical Researcher	███████████ ███████████
	Doctor	███████████ ███████████
	Physicist	███████████ ███████████
	Statistician	███████████ ███████████
	Systems Analyst	███████████ ███████████
	Veterinary Surgeon	███████████ ███████████
Producing	Agricultural Manager	███████████ ███████████
	Aeroplane Mechanic	███████████ ███████████
	Car Mechanic	███████████ ███████████
	Carpenter	███████████ ███████████
	Electrician	███████████ ███████████
	Engineer	███████████ ███████████
	Farmer	███████████ ███████████
	Forestry Worker	███████████ ███████████
	Landscape Architect	███████████ ███████████
	Test Pilot	███████████ ███████████



Career Orientation Area	Example Jobs	Interest Level
Adventuring	Athletic Coach	
	Athletic Trainer	
	Paramedic	
	Fitness Instructor	
	Armed Forces Personnel	
	Armed Forces Officer	
	Police Officer	
	Ski Instructor	

### Interpreting Your Results

These scores reflect your similarity in personality to people who say that they are interested in these occupations. High scores (to the right) indicate a high degree of similarity, and lower scores (to the left) indicate that you are less similar in personality to people who express an interest in these occupations.

Please note that the scores DO NOT PREDICT your suitability for the occupations. The report is based on personality, but it has no relation to your abilities, training, or work-related experiences; there has not been a direct measurement of what might suit or interest you personally. You may notice jobs that look different, but both show high scores. In this case, it is worth considering what they have in common: think about what you like about each one, and what you don't like.



## Section 4: Your Next Steps

### Understanding Your Personality

The *16pf Career Success Report (European)* uses your unique personality information to help you better understand yourself in the context of career exploration. The report information will help you focus on your strengths, interests and areas for growth and development. Whether choosing a college course or embarking on your first job search, this self-knowledge can help you make informed decisions about your future.

Read this report several times and look for statements that you believe are accurate and fit with your self-perception. Which statements fit with your own beliefs? Which descriptions align with what others have said about you? Note the statements that ring true for you in the box below.

Then make a note of the statements that surprise you or do not fit with how you view yourself. You may want to check with others who know you well to see if they believe these statements or descriptions to be true of you. If these statements then seem to fit, how does this change the direction you were heading in with respect to college courses or careers?



A useful next step is to schedule a conversation with teachers or lecturers who are familiar with your career interest areas. They will be able to provide you with insights into what the course of study involves and what people do in that field.

Another possibility is to ask someone who works in your field of interest for an appointment to learn more about what originally interested them in the occupation, what they do, and what they like and dislike about their chosen career. They may be able to tell you about college courses that they wish they had completed and about helpful learning experiences that they had.

You can also talk about this report with a skilled counsellor or trained professional.

## Develop an Action Plan

Now that you've reviewed your strengths, interests and development needs, it's time to take the next step and develop an action plan. You can organise your thoughts as you focus on the careers you wish to explore by asking yourself probing questions such as:

- What courses might be recommended for this career path?

- Does this career path fit with what you've learned about your work environment preferences?

- What other issues might be important to consider such as job growth outlook, expected earnings, etc?

If you haven't chosen a course yet, you can use this list of occupations to identify the departments in your school, college or university offering courses or degree programmes that most closely match your interests. You may also wish to explore specific occupations in greater detail.

Once you have completed these activities, you will be on your way. Your strength is anchored to your knowledge about yourself and what you want to achieve. Frequent self-assessment and review of your preferences will help you maintain and achieve the career path you desire.



Performance Assessment Network, Inc. (PAN)  
www.16pf.com

For UK, Europe and rest of the world:  
Clarendon House  
52 Cornmarket Street  
Oxford OX1 3JH UK

t +44 (0)1865-304053  
f +44 (0)1865-304001  
custservGlobal@panpowered.com

For North America:  
11590 N. Meridian Street, Suite 200  
Carmel, IN 46032 USA

t 317-814-8800  
t 877-449-TEST  
f 317-814-8888  
custserv@panpowered.com

© Copyright 1995-98, 2000, 2012, 2016 Institute for Personality and Ability Testing, Inc. (IPAT), USA. All rights reserved. Other than for the purposes of using IPAT's electronic assessment service, no portion of this publication may be translated or reproduced in whole or in part, stored in a retrieval system, or transmitted in any form or by any means (electronic, mechanical, photocopying, recording or otherwise) without the prior written permission of the copyright owner. This publication may not be resold, rented, lent, leased, exchanged, given or otherwise disposed of to third parties. Neither the purchaser nor any individual test user employed by or otherwise contracted to the purchaser may act as agent, distribution channel or stockist for this publication.

® 16pf and the 16pf logo are trademarks and registered trademarks of the Institute for Personality and Ability Testing, Inc. (IPAT) in the USA, the European Community and other countries. IPAT is a subsidiary of Performance Assessment Network, Inc. (PAN).

® PAN is a registered trademark of Performance Assessment Network, Inc. (PAN) in the USA and the European Community. ™ The PAN logo is a trademark of PAN.