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ADVISORS REPORT

Sample Report

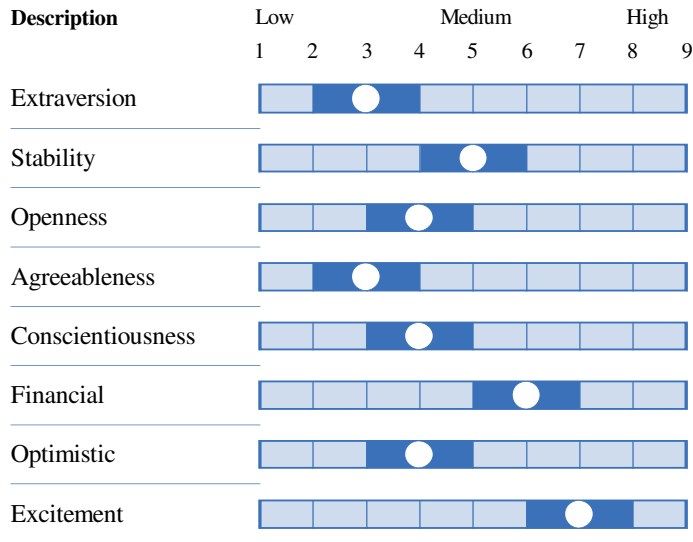
Career Decisions

5/5/2006

This report contains information which is confidential to Peter Smith and should be disclosed to others only with Peter Smith's permission. The report information remains the property of Peter Smith. The report does not try to tell Peter Smith what he should do, but instead tries to encourage him to think about what he might enjoy doing. It attempts to highlight Peter Smith's main areas of interest and his strengths and weaknesses. It suggests how these may affect his career and training choice's and tries to encourage him to think about his interests in relation to work. This report can be used to facilitate guidance and development discussions and should be used in conjunction with additional relevant information.

PERSONAL WORK NEEDS PROFILE CHART

Below is a chart of Peter's personal work needs. Most people will be about medium in their needs and Peter's high and low needs are those which set him apart from others around him. The meaning of the chart is explained in the narrative following the chart.



PERSONAL QUALITIES

HOW Peter DEAL WITH PEOPLE

His responses suggest that he is a fairly quiet person and may prefer to keep himself to himself. Consequently, it may take him a while to get to know new people. He is unlikely to have a strong need for continual contact with others, and he may do his best work when he can concentrate without distractions. He may enjoy spending time by himself and feel little need to be the centre of attention. As such, he probably prefers to work alone rather than work as part of a team and he may tend to slip into the background in meetings and discussions. Being a little reserved, he may be disinclined to make the first move when getting to know someone new. As a result, he may prefer to avoid jobs that involve meeting new people on a regular basis.

He does not view himself as a particularly assertive person and, as such, may try to avoid confronting others unless it is really necessary to do so. Fairly understanding and considerate, he appears to be sensitive to other people's feelings and will take their opinions into account when making decisions. As a rule, he dislikes conflict and may wish to avoid disagreements and arguments with people. If someone has made a mistake, he may avoid mentioning it rather than highlighting it and risk upsetting the other person. When faced with people who are arguing and disagreeing with each other, he may wish to smooth things over and seek a compromise. As a result, He may find it difficult to get his own way, when dealing with particularly difficult or strong-willed individuals. Preferring to avoid confrontation, he may feel uncomfortable if required to push other people to complete tasks which they are reluctant to do. For this reason, managerial roles may not appeal to him. With time however, he may gain confidence in dealing with such situations and managerial roles may become of greater interest.

Peter's THINKING STYLE

While he characterises himself as someone who has a slight preference for acting in a spontaneous and flexible manner, he may not be averse to planning his actions. Although he may occasionally act on the spur of the moment, his actions are unlikely to be impulsive or ill-considered. As a result, no one would call he hasty or rash. As he is a little less likely than many to feel a strong sense of duty and responsibility, he may experience some difficulty seeing particularly boring, repetitive tasks through to the end. On occasion, people may consider him to be a little careless of fine detail. Nonetheless, he is likely to recognise the importance of doing things correctly.

Slightly more realistic and down to earth than most people, he may appear as someone who generally has his feet on the ground. he is likely to enjoy working with his hands; making, mending or repairing things. While he may be inclined to approach problems in fairly concrete, pragmatic ways, He will not reject abstract, theoretical approaches out of hand. Although he may not have a great interest in intellectual pursuits for their own sake, there may be some fields that might appeal to him. While he is likely to view very abstract, theoretical debate as being somewhat removed from day-to-day realities, he may nonetheless acknowledge that analytical approaches to problems have their value. However roles that

strongly emphasise abstract theoretical approaches, to the exclusion of real world considerations, may not appeal greatly. This would suggest that he is more likely to be drawn to Engineering and applied Science than pure Science.

He describes himself as someone who is not averse to taking risks, and he may be prepared to do something that has an element of danger if it strongly appeals to him. Other people may see him as a fairly bold, relatively adventurous person, who is prepared to take calculated risks. However, in doing so, he is likely to balance the potential risks with the likely rewards. Given his moderate sense of adventure and his need for variety and excitement, he may become a little bored with jobs that are very predictable. As a result he may wish to consider roles that offer sufficient variety and change to provide the stimulation that he needs.

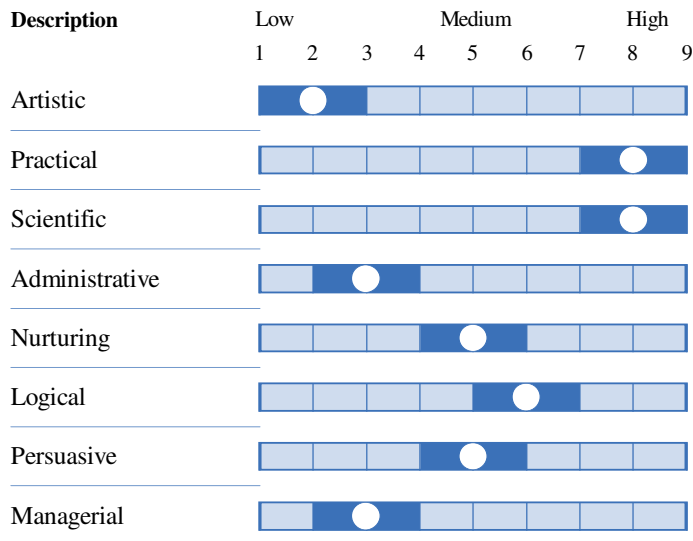
Peter's COPING STYLE

He does not present himself as a particularly touchy or moody person although, like most people, he may feel stressed when under pressure. Being fairly secure and self-confident, he is no more inclined to worry about day-to-day events than most. He should be able to cope with the normal pressures and demands of life reasonably effectively, but may not enjoy working under constant pressure in particularly stressful environments. Like most people, he may experience some feelings of apprehension when faced with major life decisions. However, once the stress has passed, he should be able to recover his composure and "recharge his batteries".

Not inclined towards undue pessimism, his approach when faced with problems will generally be quite positive and constructive. However, repeated failures and set-backs may at times take their toll on his self-confidence. When everything is working well, he is likely to be as optimistic as most people. When things go repeatedly wrong however, he may be disinclined to persevere, considering it better to devote his energies elsewhere. He may find roles in which he is required to persevere in the face of repeated set-backs demotivating.

Peter's CAREER INTEREST PROFILE CHART

Below is a chart of Peter's career interests. Most people have scores around the middle so it is the high and the low interests which tells us about how Peter differs from the 'average' person.



- Artistic** Activities involving creative/artistic skills
- Practical** Activities involving engineering, machine tools, the use of machinery
- Scientific** Activities involving the understanding of natural and physical sciences
- Administrative** Activities involving administration and well established procedures
- Nurturing** Activities centred on helping and caring for others
- Logical** Activities involving problem solving and analytical skills
- Persuasive** Activities involving persuasive skills and interaction with customers
- Managerial** Activities involving management and the control of others

PRIMARY OCCUPATIONAL INTERESTS

The following is based on Peter's top two occupational interests.

PRACTICAL/MECHANICAL

Activities involving engineering, machine tools, the use of machinery and other practical occupations.

Peter appears to be very interested in how things work and is likely to enjoy mending machinery, repairing domestic appliances, office equipment, etc. As such, he may wish to consider all such mechanical and practical jobs. Achieving a sense of satisfaction from making things, he may wish to consider roles in the building trade and jobs in the construction industry; particularly if the idea of working out of doors appeals to him. He is likely to be attracted to roles in production, manufacturing or engineering and at a higher level he may be interested in professional engineering roles such as civil or structural engineering. He is likely to be very interested in practical and mechanical occupations and, depending upon his physical aptitudes and abilities, may be attracted to work that requires manual dexterity, physical strength or stamina. He is likely to enjoy jobs where he can see the products of his labour, obtaining a sense of satisfaction from making or producing things. As such he may wish to consider craft based occupations.

SCIENTIFIC

Activities involving the understanding of natural and physical sciences

Peter has a strong interest in science and technology and is likely to be interested in working in a scientific or technical role. These may include laboratory work, pure or applied scientific research work (in a natural or life science), or any one of a number of areas that involve the application of scientific knowledge to solve day-to-day problems (e.g. geology, metallurgy, etc.). However, Peter should be aware that most occupations in this field require high level technical skills and knowledge, with many requiring advanced academic study. Therefore, when considering scientific occupations it is worth exploring the professional training that the role requires and the entry requirements for embarking on such training. However, even if he decides not to become a professional scientist, he may enjoy working as a scientific technician, or in a support or ancillary role. Depending upon his other occupational interests he may also wish to consider other occupations that have a scientific component to them, such as selling or marketing scientific or technical equipment, editing scientific books or journals, etc.

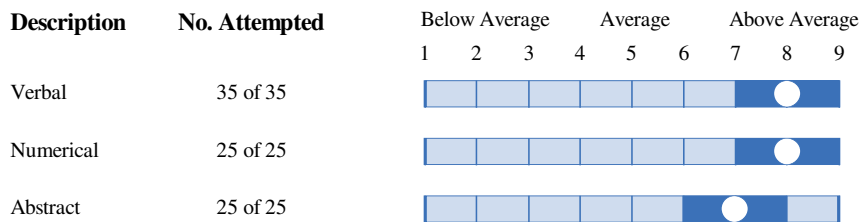
FINANCIAL MOTIVATION

Placing a little more value on economic success than some, money may be a motivating factor for him. While acknowledging that money cannot buy happiness, he is nonetheless likely to appreciate the things that money can buy. As a result, when considering a career he may wish to balance the likely financial rewards with the intrinsic value of his work.

Peter's REASONING ASSESSMENTS

The Aptitude Tests assess the candidate's ability to think logically using words, numbers and abstract concepts. They assess the ability to both understand and develop logical arguments and solve complex logical problems.

GRT2 PROFILE CHART



Norms used:

- Verbal: 236 Australian Young People (Under 19).
- Numerical: 236 Australian Young People (Under 19).
- Abstract: 236 Australian Young People (Under 19).

AR2: Abstract Reasoning

The Abstract Reasoning Test assesses the ability to understand complex concepts and assimilate new information beyond previous experience. The test consists of items which require the recognition of patterns and similarities between shapes and figures. As a measure of reasoning it is independent of attainment and can be used to provide an indication of intellectual potential. Assessing the ability to quickly understand and assimilate new information it is likely to predict how responsive to training the person will be.

Peter's score on the Abstract Reasoning Test shows that he has performed just above the average level when compared to the reference group. This indicates a relatively high level of natural or fluid ability. This should enable him to grasp new and complex concepts outside of his previous experience with a degree of ease. With a greater capacity to learn than many he should respond well to training and put instruction to good use.

NR2: Numerical Reasoning

The Numerical Reasoning Test assesses a person's ability to use numbers in a logical and rational way. The test consists of items which assess the candidate's understanding of such things as number series, numerical transformations, the relationships between numbers and their ability to perform numerical computations.

Peter's performance on the Numerical Reasoning Test puts him in the top 15% when compared to the reference group. This demonstrates a good grasp of numerical concepts and an ability to work with numbers in a logical and rational way. Such a level of numerical ability would be expected among particularly numerate members of the population and suggests that he will have little difficulty coping with the demands of jobs which are numerically based.

VR2: Verbal Reasoning

The Verbal Reasoning Test assesses a person's ability to use words in a logical way. Consisting of items which involve an understanding of vocabulary, class membership and the relationships between words, this test measures the ability to perceive and understand concepts and ideas expressed verbally. While this test is a measure of reasoning ability rather than educational achievement, it is nonetheless generally recognised that verbal reasoning test scores are sensitive to educational factors.

Peter's performance on the Verbal Reasoning Test indicates that, compared to the reference group, he has a well above average ability to understand verbal concepts and ideas. Achieving a score which places him in the top 15% of the population suggests that his verbal reasoning ability is well in excess of that of most people. Having a good grasp of verbal concepts he will be able to understand the logic of subtle arguments and use words in a very rational and reasoned way. Consequently he should have very little difficulty understanding instructions and explaining complex ideas to others.

SUGGESTIONS FOR VOCATIONAL EXPLORATION

Below is a list of careers which are linked to Peter's career interests and ability. If Peter looks at all the jobs listed there should be at least some which he will wish to follow up, and find out more about.

This list is based on Peter's highest career interest:

High Skill Requirement

Civil Engineer
Mechanical Engineer (Graduate)
Metallurgist\Material Scientist
Production (Chartered) Engineer
Geologist
Mining Engineer

This list is based on a combination of Peter's top two interests:

High Skill Requirement

Surgeon
Dentist
Veterinary Surgeon
Metallurgist
Civil Engineer
Mechanical Engineer (Graduate)
Chemical Engineer
Electronic Engineer (Graduate)

This list is based on Peter's second highest interest:

High Skill Requirement

Teacher (Science subjects)
Research Scientist
Chemist
Forensic Scientist
Pathologist
Microbiologist
Medical Physicist
Environmental Scientist
Ecologist
Veterinary Scientist
Pharmacist
Meteorologist
Geologist
Oceanographer

Job Rankings - TOP 20

best fit
average
worst fit

Below are suggestions for areas that Peter may wish to consider for employment objectives. They may not be identical to those listed above as they take other factors into account. The suggestions are based on ability and interest. Consequently some of the suggestions may not correspond directly with his expressed interests, but may be closely matched to his ability.

0.91	17-2081.00	Environmental Engineers	Design, plan, or perform engineering duties in the prevention, control, and remediation of environmental health hazards utilizing various engineering disciplines. Work may include waste treatment, site remediation, or pollution control technology.
0.90	17-2121.00	Marine Engineers and Naval Architects	Design, develop, and evaluate the operation of marine vessels, ship machinery, and related equipment, such as power supply and propulsion systems.
0.88	19-4041.00	Geological and Petroleum Technicians	Assist scientists in the use of electrical, sonic, or nuclear measuring instruments in both laboratory and production activities to obtain data indicating potential sources of metallic ore, gas, or petroleum. Analyze mud and drill cuttings. Chart pressure
0.81	19-1013.01	Plant Scientists	Conduct research in breeding, production, and yield of plants or crops, and control of pests.
0.80	19-1013.02	Soil Scientists	Research or study soil characteristics, map soil types, and investigate responses of soils to known management practices to determine use capabilities of soils and effects of alternative practices on soil productivity.
0.80	17-2061.00	Computer Hardware Engineers	Research, design, develop, and test computer or computer-related equipment for commercial, industrial, military, or scientific use. May supervise the manufacturing and installation of computer or computer-related equipment and components.
0.79	17-2021.00	Agricultural Engineers	Apply knowledge of engineering technology and biological science to agricultural problems concerned with power and machinery, electrification, structures, soil and water conservation, and processing of agricultural products.
0.78	17-2051.00	Civil Engineers	Perform engineering duties in planning, designing, and overseeing construction and maintenance of building structures, and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, water

0.77	17-2141.00	Mechanical Engineers	Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of such equipment as centralized heat, gas, water, and steam systems.
0.75	17-2041.00	Chemical Engineers	Design chemical plant equipment and devise processes for manufacturing chemicals and products, such as gasoline, synthetic rubber, plastics, detergents, cement, paper, and pulp, by applying principles and technology of chemistry, physics, and engineering.
0.74	19-4031.00	Chemical Technicians	Conduct chemical and physical laboratory tests to assist scientists in making qualitative and quantitative analyses of solids, liquids, and gaseous materials for purposes, such as research and development of new products or processes, quality control, mai
0.73	53-7062.00	Laborers and Freight, Stock, and Material Movers, Hand	Manually move freight, stock, or other materials or perform other unskilled general labor. Includes all unskilled manual laborers not elsewhere classified.
0.71	19-2043.00	Hydrologists	Research the distribution, circulation, and physical properties of underground and surface waters; study the form and intensity of precipitation, its rate of infiltration into the soil, movement through the earth, and its return to the ocean and atmospher
0.71	19-2042.01	Geologists	Study composition, structure, and history of the earth's crust; examine rocks, minerals, and fossil remains to identify and determine the sequence of processes affecting the development of the earth; apply knowledge of chemistry, physics, biology, and mat
0.70	17-2151.00	Mining and Geological Engineers, Including Mining Safety Engineers	Determine the location and plan the extraction of coal, metallic ores, nonmetallic minerals, and building materials, such as stone and gravel. Work involves conducting preliminary surveys of deposits or undeveloped mines and planning their development; ex
0.69	19-4051.00	Nuclear Technicians	Assist scientists in both laboratory and production activities by performing technical tasks involving nuclear physics, primarily in operation, maintenance, production, and quality control support activities.
0.62	17-2071.00	Electrical Engineers	Design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use.

0.62	17-3021.00	Aerospace Engineering and Operations Technicians	Operate, install, calibrate, and maintain integrated computer/communications systems consoles, simulators, and other data acquisition, test, and measurement instruments and equipment to launch, track, position, and evaluate air and space vehicles. May rec
0.60	51-4121.00	Welders, Cutters, Solderers, and Brazers	Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.
0.59	29-9011.00	Occupational Health and Safety Specialists	Review, evaluate, and analyze work environments and design programs and procedures to control, eliminate, and prevent disease or injury caused by chemical, physical, and biological agents or ergonomic factors. May conduct inspections and enforce adherenc

