

# Gened+

## ADVISORS REPORT

### Sample Report

---

### Career Decisions

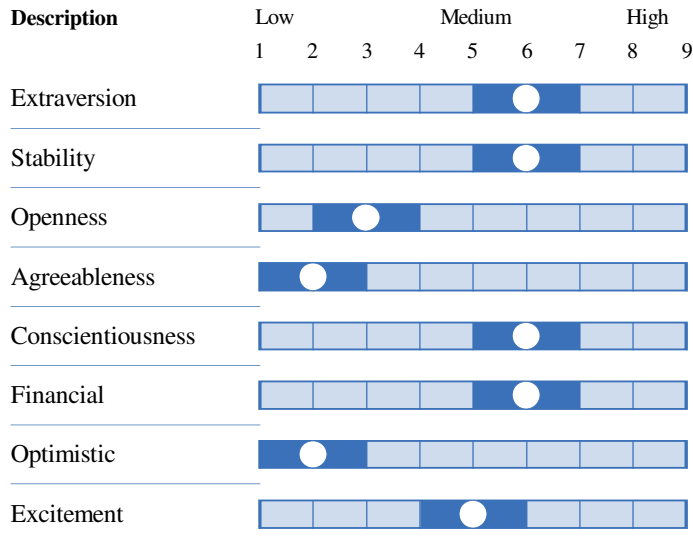
---

**7/1/2005**

*This report contains information which is confidential to David Jones and should be disclosed to others only with David Jones's permission. The report information remains the property of David Jones. The report does not try to tell David Jones what he should do, but instead tries to encourage him to think about what he might enjoy doing. It attempts to highlight David Jones'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 David's personal work needs. Most people will be about medium in their needs and David'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 below the chart.



## PERSONAL QUALITIES

---

### HOW David DEAL WITH PEOPLE

His score suggests that he is a little more sociable and outgoing than most people and on balance he may prefer to work with other people rather than work on his own. Even so, occasionally he may prefer to concentrate on his work without the distraction of other people. In social situations, he is likely to feel fairly comfortable and at ease. Whilst enjoying parties and social events, he is unlikely to actively seek the limelight. While not averse to giving presentations or communicating to groups of people, he may not feel totally at ease in roles that primarily involve persuading others of the merits of a particular point of view, product or service. Nevertheless, he will generally be quite happy to talk to strangers and, if presented with the choice, he is likely to prefer to work with other people rather than be on his own. He may wish to take this into account when choosing a career.

He views himself as being as assertive as most people and, while he generally knows his own mind, he is unlikely to force his views onto other people. He is likely to seek a balance between his desire to get things done and his wish to be sensitive to other people's feelings. In general, he will not want to upset people but he can be direct and let people know his views when necessary. If people are being obstructive, he should be capable of standing his ground. Although he is generally not challenging of others, he will not hold back from expressing his views when appropriate. While he may not be strongly interested in management as a career path in itself, he may be happy managing others if he is in an area of work that interests him. Therefore, he may wish to consider roles which involve managing other people, if the career path is of interest to him.

### David's THINKING STYLE

He presents himself as a little more conscientious and detail-conscious than most. Believing that it is fairly important to have some self-discipline and self-control, he may be happy doing a job that requires adhering to established systems and procedures. Appreciating the value of forward planning, he will be disinclined to act in an ill-considered, spontaneous manner. Feeling some sense of duty and responsibility, he will see the importance of persevering with tasks even if they are a little boring or repetitive. As a result he is likely to be seen as a fairly good finisher. Not averse to jobs that involve working in a methodical and systematic way, he may wish to avoid jobs that do not offer any scope for flexibility and spontaneity in his working routine.

A fairly realistic, down to earth person, he may be seen by others as someone who has his feet on the ground. He is likely to enjoy working with his hands; making, mending or repairing things. Being orientated towards real world issues, he may not have a great interest in intellectual pursuits; particularly those that are more abstract and conceptual. Generally approaching problems in a concrete, pragmatic way, he may be disinclined to theorise. Unless they have obvious use, he may be inclined to reject abstract, theoretical ideas. Therefore, he may consider some academic debate to be a waste of time. As a result, he may find roles where he can see the tangible outcomes of his efforts more rewarding.

He appears to be as cautious as most people, having achieved a balance between avoiding

needless risks yet perceiving the value of decisive action. As a result, it is likely that he will be prepared to take calculated risks where the odds of success are favourable. However, it is unlikely that he would be seen as a person who greatly enjoys danger or tolerates unacceptable risk. Having as much need for stability and constancy in his life as most people, he may nonetheless on occasion find himself seeking some adventure and excitement. As a result, unstable careers which involve considerable risk-taking while not ideal, could be considered if the area of interest particularly appeals to him.

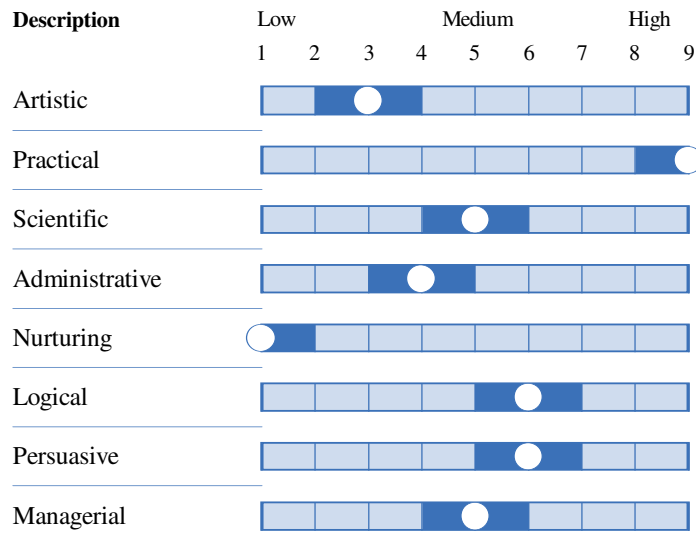
### David's COPING STYLE

He appears a little more calm and in control of his emotions than many people and are not particularly touchy or moody. He views life in a relatively stable, realistic manner and are not inclined to worry excessively about the future. In general, he faces most day-to-day demands in a fairly composed fashion. However, when confronted with repeated failures he may become disheartened and direct his energies to more productive pursuits. He is unlikely to have emotional outbursts or experience large mood swings without due cause. As a result, he should generally be able to accept constructive criticism in the spirit in which it was intended. He is not particularly likely to suffer from stress and tension. Therefore he should be able to take most things in his stride and deal fairly effectively with the pressures of work.

Not a particularly optimistic person he may be prone to feelings of pessimism and despondency when things go wrong. At times, he may be inclined to view life as something of a gamble, that is determined by fate or chance. As a result, others may see him as a little fatalistic and inclined to give up prematurely. A working environment that routinely provides encouragement and support will allow him to fulfil his potential. He may find roles which involve him facing repeated set-backs and failures dispiriting, and may have some difficulty summoning the enthusiasm to persevere in such environments.

## David's CAREER INTEREST PROFILE CHART

Below is a chart of David's career interests. Most people have scores around the middle so it is the high and the low interests which tells us about how David 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 David's top two occupational interests.

### **PRACTICAL/MECHANICAL**

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

David has a strong interest in machinery and how things work. As such he is likely to enjoy mending machinery, repairing domestic appliances, office equipment, etc., and should consider all such mechanical and practical jobs. Achieving a great sense of satisfaction from making things, he may wish to consider roles in the building trade and jobs in the construction industry; particularly if he likes the idea of working out of doors. He is likely to be attracted to roles in production, manufacturing or engineering and at a higher level he is likely to be interested in professional engineering roles, such as civil or structural engineering. He is likely to have a strong interest in practical and mechanical occupations and, depending upon his physical aptitudes and abilities, he may be attracted to work that requires manual dexterity, physical strength or stamina. He is most 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 should consider craft based occupations.

### **PERSUASIVE**

**Activities involving persuasive skills and the control of others**

Being a little more interested than most people in work which involves convincing others of the benefits of a particular product or service, he may be attracted to sales positions. In particular, he may wish to combine any interests he has in other occupational areas, with roles that have a sales component to them. For example, if he has an interest in clerical or administrative roles, he may be attracted to working as a travel agent, or estate agent. Similarly, if he has a strong interest in finance, he may be attracted to working as an insurance broker. When considering roles that are primarily sales based, he may prefer work that does not involve cold calling, such as canvassing, telesales, etc. Thus, he may prefer working as a sales representative, or giving professional advice that is aimed at helping clients choose the right product or service for them, rather than be responsible for generating sales leads. Moreover, he might wish to consider combining his recreational interests and leisure pursuits into a sales role. For example, if he is interested in cars, he might be interested in working as a car salesperson, or if he has an interest in fashion he might consider working in fashion retail.

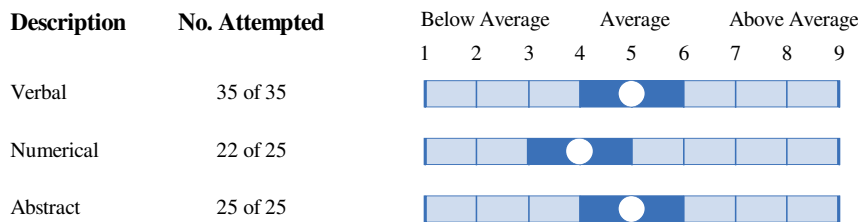
### **FINANCIAL MOTIVATION**

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.

## David'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.

David's score on the Abstract Reasoning Test shows that he has performed at an average level when compared to the reference group. This indicates a typical level of natural or fluid ability. This should enable him to grasp new and relatively complex concepts outside of his previous experience as quickly as most. With an average capacity to learn he should benefit as much as most from training and instruction.

## **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.

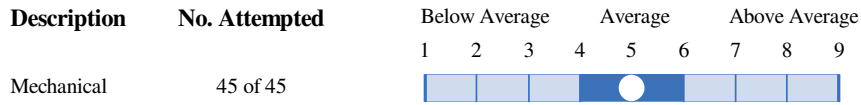
David's performance on the Numerical Reasoning Test places him just below average when compared to the reference group. This suggests that David will find it a little harder than some to understand numerical concepts and that it may take him a little time to fully appreciate complex numerical problems. He should however be able to cope with day-to-day numerical work and has sufficient numerical ability to benefit from further training and development.

## **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.

David's performance on the Verbal Reasoning Test places him within the middle band when compared to the reference group. His score is typical of the comparison group suggesting that his verbal reasoning ability is as strong as most other people's. While he will be able to understand instructions and explanations without too much difficulty it may take him a little time to fully appreciate the logic underlying complex arguments. As able as most to use words in a logical, rational way he should be able to explain concepts he is familiar with with a fair degree of clarity.

## MRT2 PROFILE CHART



*Norms based on a sample of 100 Trainees.*

### MECHANICAL REASONING

The Mechanical Reasoning Test measures a broad ability to understand mechanical principles. Items have been selected to represent physical principles from a wide range of areas, including optics, electrics, fluids and mechanics.

David's score on the Mechanical Reasoning Test shows that he has performed at an average level.

## SUGGESTIONS FOR VOCATIONAL EXPLORATION

---

Below is a list of careers which are linked to David's career interests and ability. If David 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 David's highest career interest:*

### **Moderate Skill Requirement**

Carpenter  
Plumber  
Auto Mechanic/Motorcycle Mechanic  
Baker  
Heating and Ventilation Engineer  
Engineering Craft Machinist  
Printer  
Tailor/Dressmaker  
Leather Technologist  
Textile Technician

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

### **Moderate Skill Requirement**

Sales Representative (some product areas)  
Service Engineer  
Construction Site Manager  
Driving Instructor  
Factory Supervisor

*This list is based on David's second highest interest:*

### **Moderate Skill Requirement**

Retail Manager  
Public Relations Assistant  
Human Resource Assistant  
Sales Assistant  
Retail Assistant  
Store Demonstrator  
Telesales Operative  
Human Resource Consultant/Interviewer  
Tour Courier/Site Representative  
Publican/Bar Tender

# Job Rankings - TOP 20

best fit   
 average   
 worst fit 

Below are suggestions for areas that David 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.

0.89	49-9021.00	<b>Heating, Air Conditioning, and Refrigeration Mechanics and Installers</b>	Install or repair heating, central air conditioning, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves.
0.86	49-2011.00	<b>Computer, Automated Teller, and Office Machine Repairers</b>	Repair, maintain, or install computers, word processing systems, automated teller machines, and electronic office machines, such as duplicating and fax machines.
0.86	51-6031.00	<b>Sewing Machine Operators</b>	Operate or tend sewing machines to join, reinforce, decorate, or perform related sewing operations in the manufacture of garment or nongarment products.
0.84	49-3021.00	<b>Automotive Body and Related Repairers</b>	Repair and refinish automotive vehicle bodies and straighten vehicle frames.
0.81	51-6011.00	<b>Laundry and Dry-Cleaning Workers</b>	Operate or tend washing or dry-cleaning machines to wash or dry-clean industrial or household articles, such as cloth garments, suede, leather, furs, blankets, draperies, fine linens, rugs, and carpets.
0.81	53-5031.00	<b>Ship Engineers</b>	Supervise and coordinate activities of crew engaged in operating and maintaining engines, boilers, deck machinery, and electrical, sanitary, and refrigeration equipment aboard ship.
0.81	49-9041.00	<b>Industrial Machinery Mechanics</b>	Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems.
0.80	47-2073.00	<b>Operating Engineers and Other Construction Equipment Operators</b>	Operate one or several types of power construction equipment, such as motor graders, bulldozers, scrapers, compressors, pumps, derricks, shovels, tractors, or front-end loaders to excavate, move, and grade earth, erect structures, or pour concrete or other

0.80	51-4121.00	<b>Welders, Cutters, Solderers, and Brazers</b>	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.
0.80	53-7062.00	<b>Laborers and Freight, Stock, and Material Movers, Hand</b>	Manually move freight, stock, or other materials or perform other unskilled general labor. Includes all unskilled manual laborers not elsewhere classified.
0.80	49-9042.00	<b>Maintenance and Repair Workers, General</b>	Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. Duties may involve pipe fitting; boiler making; insulating; welding; machining; carpe
0.79	51-8013.00	<b>Power Plant Operators</b>	Control, operate, or maintain machinery to generate electric power. Includes auxiliary equipment operators.
0.79	51-9041.00	<b>Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders</b>	Set up, operate, or tend machines, such as glass forming machines, plodder machines, and tuber machines, to shape and form products, such as glassware, food, rubber, soap, brick, tile, clay, wax, tobacco, or cosmetics.
0.79	51-7042.00	<b>Woodworking Machine Setters, Operators, and Tenders</b>	Set up, operate, or tend woodworking machines, such as drill presses, lathes, shapers, routers, sanders, planers, and wood nailing machines.
0.78	47-2031.00	<b>Carpenters</b>	Construct, erect, install, or repair structures and fixtures made of wood, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; wood stairways, window and door frames, and hardwood floors. May also install cabi
0.77	47-2152.02	<b>Plumbers</b>	Assemble, install, and repair pipes, fittings, and fixtures of heating, water, and drainage systems, according to specifications and plumbing codes.
0.77	51-9011.00	<b>Chemical Equipment Operators and Tenders</b>	Operate or tend equipment to control chemical changes or reactions in the processing of industrial or consumer products. Equipment used includes devulcanizers, steam-jacketed kettles, and reactor vessels.

0.77	51-8092.00	<b>Gas Plant Operators</b>	Distribute or process gas for utility companies and others by controlling compressors to maintain specified pressures on main pipelines.
0.77	47-2111.00	<b>Electricians</b>	Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems.
0.76	53-4021.01	<b>Train Crew Members</b>	Inspect couplings, airhoses, journal boxes, and handbrakes on trains to ensure that they function properly.

