

OIP+

OCCUPATIONAL
INTEREST PROFILE

Sample Report

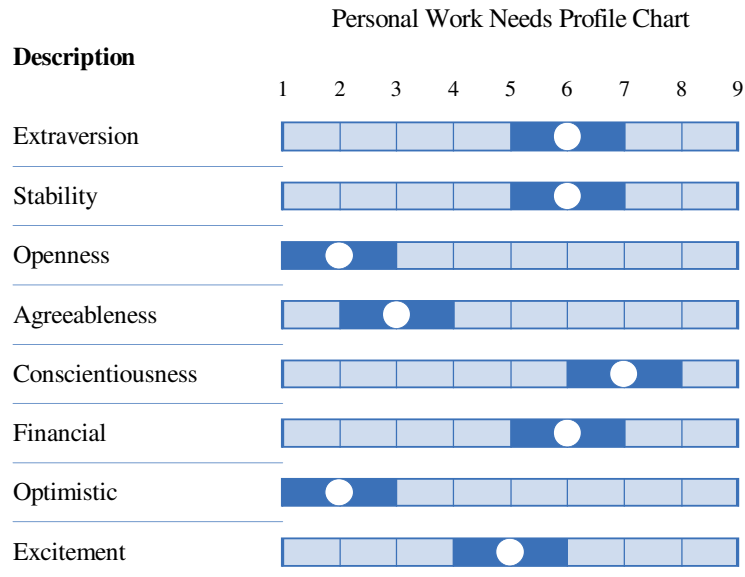
Career Decisions

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 DEALS 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.

Having a slightly suspicious nature he may not instinctively be inclined to accept people at face value. He may at times question others' motives, asking himself what they might really want. As a result, he may be a little cautious in his dealings with other people. Having a relatively cynical perspective on human nature, he may not always give others the benefit of the doubt. Not being naturally philanthropic or benevolent by nature, he may be inclined to think that it is important that "people stand on their own two feet". As a result he may be suited to roles that require a sceptical appraisal of human nature and a preparedness to question others' motives. Roles that strongly emphasise placing trust in, and depending on colleagues may not come naturally to him.

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 fairly conscientious person who thinks it important to follow rules and procedures. He does not usually like to act on the spur of the moment, preferring to plan well ahead. He is inclined to carefully think through all the options before he makes up his mind. His preference may be to work in a step-by-step manner, with clearly set guidelines and rules to follow. He seems to have a fairly strong sense of duty and may be reluctant to give up on a task, even if it is a bit repetitive. As a result, he may be seen as someone that attends to details and can be relied upon to finish tasks. Jobs that involve working in a fairly methodical and detailed way may be of interest to him.

A realistic, down to earth person, he is motivated to approach problems in a concrete, pragmatic way. he is likely to enjoy working with his hands; making, mending or repairing things. Being disinclined to theorise, he may reject abstract, theoretical ideas, unless they have an obvious utility. He is likely to be more interested in knowing whether things work, rather than understanding how and why they work. Therefore, he may be inclined to think that much academic debate is a waste of time. Being focused on real world issues, he may have little interest in intellectual pursuits for their own sake. He is likely to find roles where he can see the tangible outcomes of his efforts rewarding, particularly if the products of his labour have some practical use.

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.

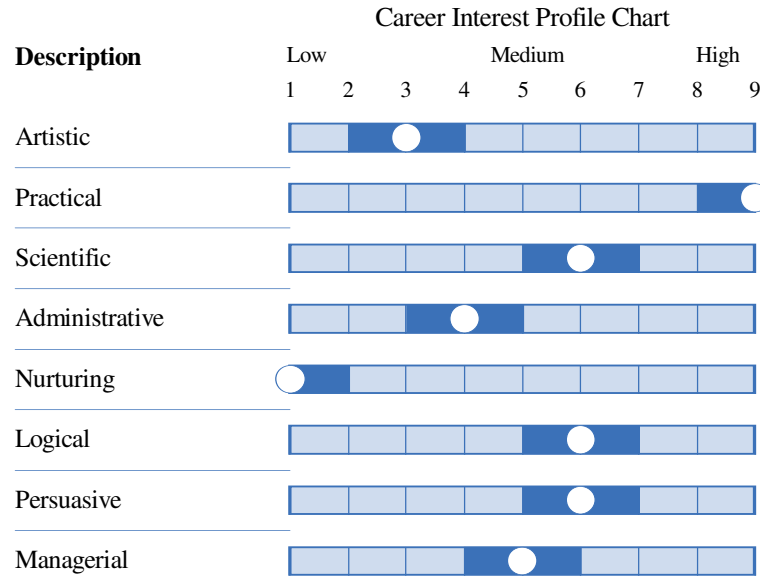
David's COPING STYLE

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.

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:

High Skill Requirement

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

Moderate-High Skill Requirement

Engineering Technician
Aircraft Engineer
Geological Technician
Civil Engineering
Technician
Leather Technologist
Textile Technician

Moderate Skill Requirement

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

Low-Moderate Skill Requirement

Building Trades (e.g. Bricklayer, Plasterer etc.)
Baker
Vehicle Body Builder/Repairer
Engineering Machine Operator
Painter Leather/Textile Craft Worker
Wood Machinist
Assembler/Packer (Light Industry)
Sheet Metal Worker/Welder
Production Line Worker

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

High Skill Requirement

Newspaper Reporter (some areas)
Marketing Manager
Production Engineer (Chartered)
Factory Manager
Sales Manager (some areas)

Moderate-High Skill Requirement

Restaurant/Catering Manager
Sales Representative (some product areas)
Production Manager
Retail Manager (some areas)
Construction Site Manager
Driving Instructor
Trading Standards Officer
HM Factory Inspector

Moderate Skill Requirement

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

Low-Moderate Skill Requirement

Hairstylist
Shop Assistant (some areas)
Bus Driver
Taxi Driver

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

High Skill Requirement

Barrister
Legal Executive
Recruitment Consultant
Sales Executive
Media Executive (advertising)
Retail Manager
Public Relations Executive
Personnel Executive
Hotel Manager
Publican/Bar Manager

Moderate-High Skill Requirement

Sales Manager
Account Executive (advertising)
Retail Manager
Public Relations Assistant
Executive Recruitment Consultant
Hotel Manager
Insurance Broker
Sales Assistant
Publican/Bar Manager

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

Low-Moderate Skill Requirement

Human Resource Assistant
Sales Assistant
Retail Assistant
Store Demonstrator
Telesales
Human Resource Assistant/Interviewer
Shelf Stacker
Bus Driver
Tour Courier/Site Representative
Bar Tender