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OCCUPATIONAL INTEREST PROFILE

Sarah Sample

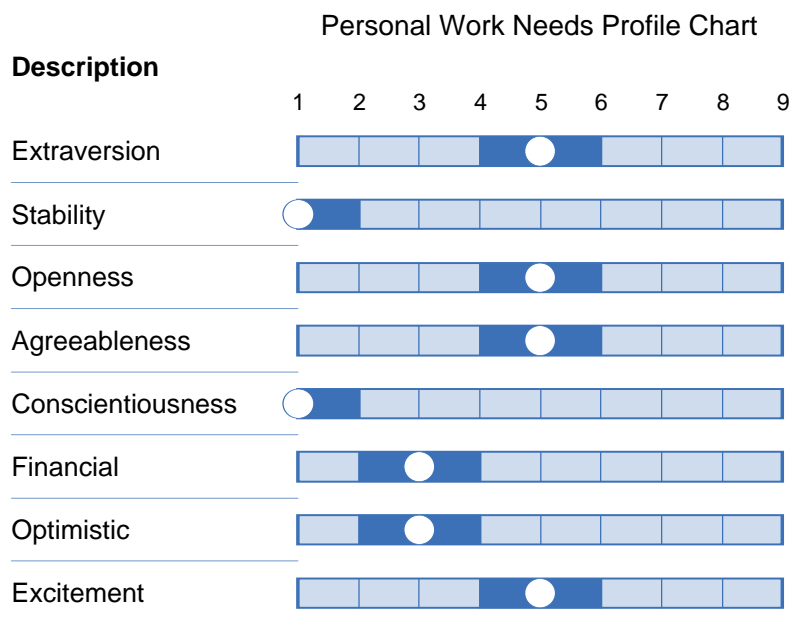
**Arabian Assessment &
Development Centre**

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

PERSONAL WORK NEEDS PROFILE CHART

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



PERSONAL QUALITIES

HOW Sarah DEALS WITH PEOPLE

Her score suggests that she is as sociable and outgoing as most people. It is likely that she will be as happy to work with other people as she is to work on her own. While she may enjoy the opportunity to discuss a problem with other people, at times, she may prefer to focus on her work away from the distraction of others. However, viewing herself as an effective communicator, she will be confident that she can persuade others of her point of view. When the opportunity to express her opinions arises, she is unlikely to shrink from being the centre of attention. Her score is typical of someone who is neither a loner nor particularly dependent upon others. As a result, although she tends to enjoy being in the company of her friends or colleagues, there may also be occasions when she chooses to spend time by herself. Whilst she would be unlikely to enjoy a job which involves continually meeting new people, she may prefer work which allows her to be with others, rather than having to work on her own all the time. However, given the active communicator that she is, she may wish to seek out roles that involve opportunities to persuade others of the merits of a particular point of view, product or service.

As trusting as most people, she is however aware that people cannot always be taken at face value. Consequently, like most people, she recognises the need to be relatively circumspect when dealing with people she does not know well. Not unduly suspicious or sceptical, she has a realistic view of human nature; being neither too cynical nor too trusting and credulous in her relations with others. While she may be fairly willing initially to give people the benefit of the doubt, she may quickly withdraw this if she comes to recognise that they are taking advantage of her. She may be suited to roles which require placing trust in others, while retaining a degree of scepticism so as to avoid being taken advantage of.

She describes herself as a little less assertive than many and may be disinclined to overtly push her views on others. By contrast, however, if there is something that she strongly believes in, she is likely to be able to speak her mind. Generally happy to listen to what they have to say, she will wish to take other people's opinions into account when making decisions. As a result, she may find it difficult to persuade others to do what she wants them to do, particularly if they are unhelpful or disagree with what she is suggesting. As a general rule, she tends to avoid confronting other people, but she may be prepared to do this if she considers it really important. If she has to manage other people she is likely to want to avoid conflict and disagreement. As a result, she may feel a little uncomfortable pushing other people into action against their will. Thus, she may prefer to avoid roles that routinely require dealing with conflict and disagreement. However she may be happy managing others if she is in an area of work that particularly interests her and may wish to consider such roles if the career path interests her.

Sarah's THINKING STYLE

She characterises herself as someone who is very spontaneous and flexible in their approach to work. She may act on the spur of the moment rather than plan ahead. She may often be inclined to do things her own way and disregard rules and set procedures. She may have difficulty focussing on the detailed requirements of a task, preferring instead to focus on the broader picture. As a result, she may be inclined to make careless mistakes when attending to details and have difficulty seeing boring or repetitive tasks through to the end. Since she may be fairly easily upset, there is a chance that she might experience some difficulty staying focused on one thing, particularly when she is distracted. Her more self-disciplined colleagues are likely to view her as rather impulsive and on occasion rash. She is likely to enjoy roles that require strategic thinking and find jobs that involve following set systems and procedures challenging.

Being as pragmatic and down-to-earth in her approach to problems as most people, she is likely to try to achieve a balance between attending to real world matters and taking theoretical considerations into account. As interested in intellectual pursuits as most, she is unlikely to reject abstract, theoretical ideas out of hand. While recognising the value of analytical approaches to problems, she may wish to retain some focus on day to day realities. This would suggest that she is as likely to be interested in Engineering and applied Science as pure Science.

She 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 she will be prepared to take calculated risks where the odds of success are favourable. However, it is unlikely that she would be seen as a person who greatly enjoys danger or tolerates unacceptable risk. Having as much need for stability and constancy in her life as most people, she may nonetheless on occasion find herself 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 her.

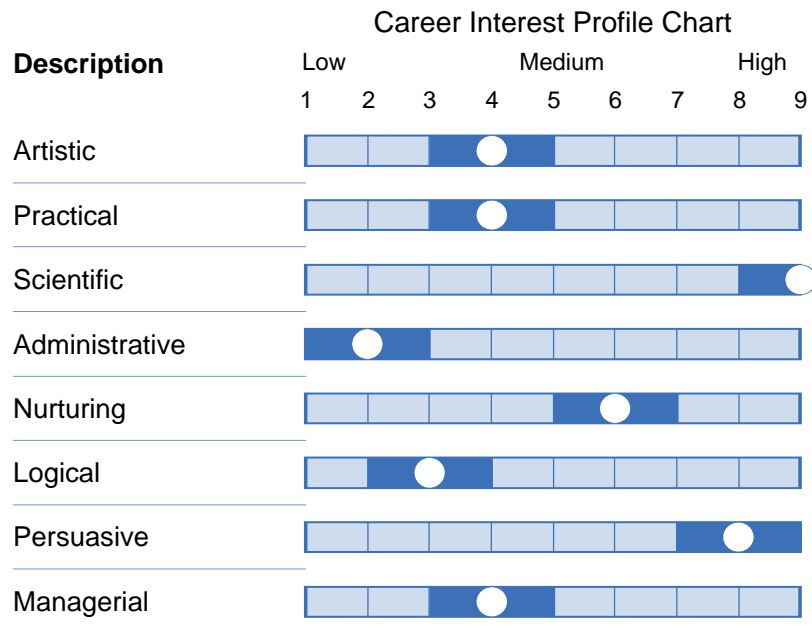
Sarah's COPING STYLE

She characterises herself as being more sensitive and easily upset than most people. As a result, she may easily take offence at the things other people say or do, even if they did not intend to upset her. Others may see her as being emotional and somewhat temperamental. Prone to worry, she has a natural tendency to anticipate the potential dangers and pitfalls that may lie ahead. Rather lacking in self-confidence, she may often find herself brooding over past setbacks and failures and she may have difficulty forgetting about them and leaving them behind her. Her strong concern to avoid failure is likely to motivate her to produce work of a high standard. As she is inclined to be her own worst critic, she is likely to find herself working most effectively in supportive environments in which she is not placed under pressure. Her capacity to cope with pressure is likely to increase as she becomes more familiar with the job demands.

While not unduly inclined towards pessimism, failures and setbacks may nonetheless undermine her expectations of success. When everything is going well, she is likely to take as optimistic as most in her approach to life. However, when things go wrong, she may be inclined to admit defeat a little more quickly than some. As she may on occasion be inclined to view setbacks as obstacles, rather than as challenges to be overcome, a working environment which offers encouragement and support will bring the best out of her. As a result, she may find roles which require perseverance in the face of setbacks to be somewhat dispiriting.

Sarah's CAREER INTEREST PROFILE CHART

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

SCIENTIFIC

Activities involving the understanding of natural and physical sciences

Sarah has a very strong interest in science and technology and as such is likely to enjoy 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 roles that involve the application of scientific knowledge to solve day-to-day problems (e.g. geology, metallurgy, etc.). However, Sarah 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 she decides not to become a professional scientist, she may enjoy working as a scientific technician, or in a support or ancillary role. Depending upon her other occupational interests she 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.

PERSUASIVE

Activities involving persuasive skills and the control of others

Being interested in roles that involve convincing others of the benefits of a particular product or service, sales positions are likely to have appeal to her. This might include direct selling, such as canvassing or telesales, as well as working in retail or as a sales representative. In addition, it is worth Sarah considering other roles that, while not being primarily sales-orientated, nonetheless have a strong sales component to them. For example, she may be attracted to working as a travel agent, or estate agent. Roles that involve demonstrating products to the public, or giving professional advice that is aimed at helping clients choose the product or service that best meets their needs, are also likely to appeal to her. Given the wide range of sales roles that are available, when choosing a career she may wish to consider any other strong occupational interests she may have. For example, if she has a strong interest in finance, she may be attracted to working as an insurance broker, or selling other financial services and products. Moreover, she may be able to combine her recreational interests and leisure pursuits into a sales role. For example, if she is interested in cars, she might consider working as a car salesperson, or if she has an interest in fashion she might consider working in fashion retail.

FINANCIAL MOTIVATION

Not placing great value on economic status, and not greatly prizing the trappings of material wealth, she may not see much point in pursuing financial gain for its own sake. Not excessively materialistic, she is unlikely to be overly concerned by the mere accumulation of wealth. She may be more motivated by the intrinsic value of a job than by the financial rewards it offers. As a result, when considering a career she may wish to balance the likely financial rewards with the intrinsic value of her work.

Sarah Sample's REASONING ASSESSMENTS EXPLORATION

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: 430 Arabic First Language Speakers.

Numerical: 425 Arabic First Language Speakers.

Abstract: 927 Arabic First Language Speakers.

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.

Sarah's score on the Abstract Reasoning Test is particularly poor when compared to the reference group. As a consequence she is likely to have significant difficulty fully appreciating new, abstract concepts which are outside of her previous experience. She is likely to require a highly structured approach to learning if she is to benefit 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.

Sarah's performance on the Numerical Reasoning Test indicates that she has a particularly poor level of numerical ability and may have great difficulty understanding numerical concepts. This suggests that Sarah will not be particularly good at working with numbers and may not be able to fully grasp subtle numerical ideas. Consequently, she may have difficulty learning new numerical skills, even if these are taught in a very focussed, structured way.

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.

Compared to the reference group, Sarah's performance on the Verbal Reasoning Test places her in the 'well below average' range. This demonstrates a clear weakness in her ability to understand complex verbal concepts and arguments. Consequently, while she should be able to understand ideas of a day-to-day nature it may take her some time to understand complicated explanations and instructions and she may never fully appreciate the logic which underlies such arguments.

Job Rankings - TOP 20

best fit
average
worst fit

0.59	35-3031.00	Waiters and Waitresses	Take orders and serve food and beverages to patrons at tables in dining establishment.
0.57	53-7081.00	Refuse and Recyclable Material Collectors	Collect and dump refuse or recyclable materials from containers into truck. May drive truck.
0.56	45-2021.00	Animal Breeders	Breed animals, including cattle, goats, horses, sheep, swine, poultry, dogs, cats, or pet birds. Select and breed animals according to their genealogy, characteristics, and offspring. May require a knowledge of artificial insemination techniques and equip
0.53	19-1031.03	Park Naturalists	Plan, develop, and conduct programs to inform public of historical, natural, and scientific features of national, state, or local park.
0.49	29-9091.00	Athletic Trainers	Evaluate, advise, and treat athletes to assist recovery from injury, avoid injury, or maintain peak physical fitness.
0.46	39-6021.00	Tour Guides and Escorts	Escort individuals or groups on sightseeing tours or through places of interest, such as industrial establishments, public buildings, and art galleries.
0.41	27-2031.00	Dancers	Perform dances. May also sing or act.
0.39	19-4021.00	Biological Technicians	Assist biological and medical scientists in laboratories. Set up, operate, and maintain laboratory instruments and equipment, monitor experiments, make observations, and calculate and record results. May analyze organic substances, such as blood, food, an

0.37	17-2031.00	Biomedical Engineers	Apply knowledge of engineering, biology, and biomechanical principles to the design, development, and evaluation of biological and health systems and products, such as artificial organs, prostheses, instrumentation, medical information systems, and health
0.36	51-9198.01	Production Laborers	Perform variety of routine tasks to assist in production activities.
0.36	27-2011.00	Actors	Play parts in stage, television, radio, video, or motion picture productions for entertainment, information, or instruction. Interpret serious or comic role by speech, gesture, and body movement to entertain or inform audience. May dance and sing.
0.35	53-6031.00	Service Station Attendants	Service automobiles, buses, trucks, boats, and other automotive or marine vehicles with fuel, lubricants, and accessories. Collect payment for services and supplies. May lubricate vehicle, change motor oil, install antifreeze, or replace lights or other a
0.35	31-9096.00	Veterinary Assistants and Laboratory Animal Caretakers	Feed, water, and examine pets and other nonfarm animals for signs of illness, disease, or injury in laboratories and animal hospitals and clinics. Clean and disinfect cages and work areas, and sterilize laboratory and surgical equipment. May provide routi
0.34	39-5011.00	Barbers	Provide barbering services, such as cutting, trimming, shampooing, and styling hair, trimming beards, or giving shaves.
0.34	29-2081.00	Opticians, Dispensing	Design, measure, fit, and adapt lenses and frames for client according to written optical prescription or specification. Assist client with selecting frames. Measure customer for size of eyeglasses and coordinate frames with facial and eye measurements an
0.34	51-9141.00	Semiconductor Processors	Perform any or all of the following functions in the manufacture of electronic semiconductors: load semiconductor material into furnace; saw formed ingots into segments; load individual segment into crystal growing chamber and monitor controls; locate cry
0.34	37-3011.00	Landscaping and Groundskeeping Workers	Landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, ra

	0.33	53-6021.00	Parking Lot Attendants	Park automobiles or issue tickets for customers in a parking lot or garage. May collect fee.
	0.33	51-9131.04	Film Laboratory Technicians	Evaluate motion picture film to determine characteristics, such as sensitivity to light, density, and exposure time required for printing.
	0.33	51-9195.07	Molding and Casting Workers	Perform a variety of duties such as mixing materials, assembling mold parts, filling molds, and stacking molds to mold and cast a wide range of products.

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