

OIP+

OCCUPATIONAL INTEREST PROFILE

Sarah Sample

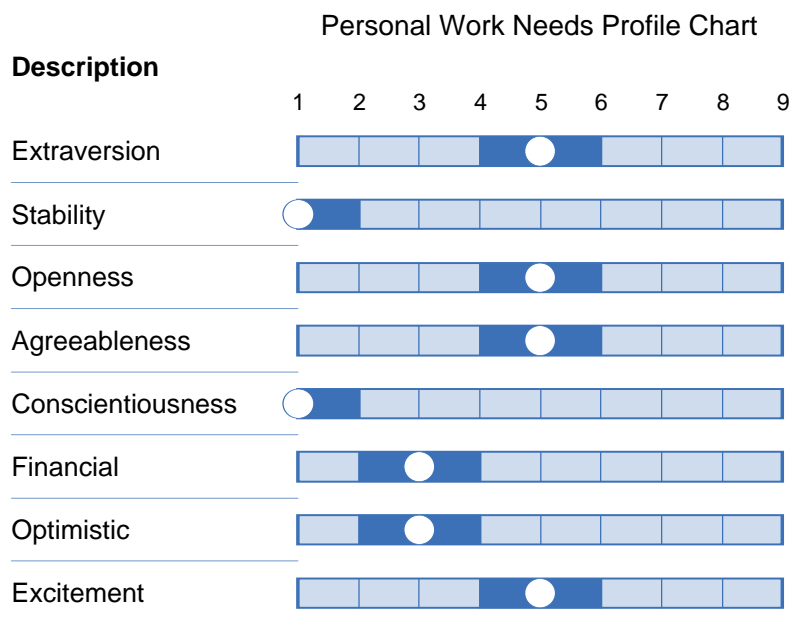
**Arabian Assessment &
Development Centre**

12/07/2009

This report contains information which is 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 in conjunction 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.

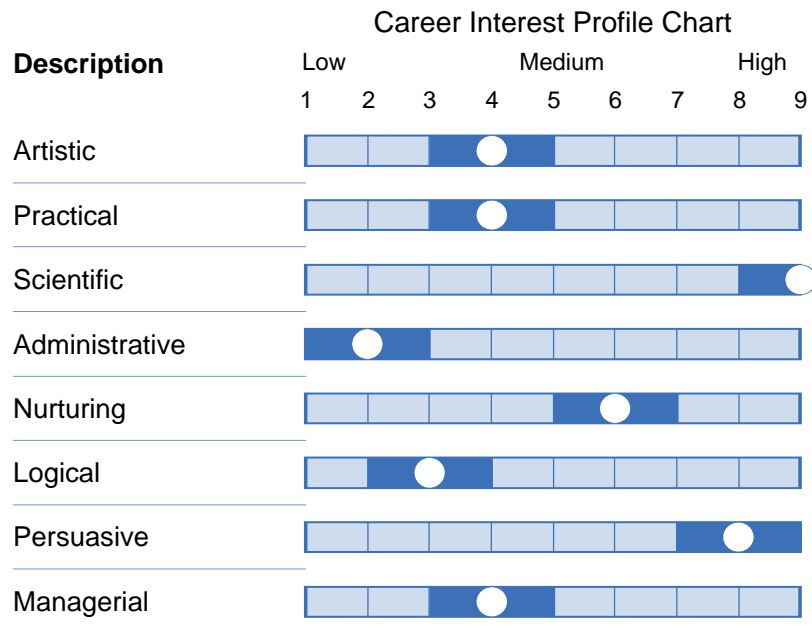
Sarah's COPING STYLE

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/INVESTIGATIVE

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/INFLUENTIAL

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.

SUGGESTIONS FOR VOCATIONAL EXPLORATION

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

This list is based on Sarah's highest career 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

Moderate-High Skill Requirement

Scientific Officer (Civil Service)
Microbiologist
Medical Physicist
Laboratory Technician
Environmental Scientist
Public Health Officer
Physiotherapist
Nutritionist
Teacher (Science subjects)
Laboratory Technician
Medical Physics Technician
Radiographer

Moderate Skill Requirement

Laboratory technician
Medical Physics Technician
Radiographer

Low-Moderate Skill Requirement

Sarah has expressed an interest in careers in the Scientific/Analytical area. However, this field requires specialised aptitudes which have not been measured. However, subject to compatible aptitudes, the following suggestions may be considered:

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

High Skill Requirement

Teaching (Science Subjects)
Conservation scientist
Medical Representative

Moderate-High Skill Requirement

Medical Representative
Technical Sales Representative

Moderate Skill Requirement

Medical Representative
Technical Sales Representative

Low-Moderate Skill Requirement

N/A

This list is based on Sarah'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