

AN INITIATIVE BY "SIKH CAREER GROWTH"

Aptitude & Personality Evaluation

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CAREER
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MENTORING | SKILL UPGRADATION | JOB ASSISTANCE

Overview

A career aptitude & personality evaluation test was a short, objective career explorer questionnaire that includes several multiple choice questions.

It's a simple but powerful way to dig deep enough to find out your personality and interests, and then use that data to find out a list of careers that would be the best match.

The following analysis is only indicative to know the Personality and Aptitude of a person. It no longer guarantees any permanent and concise results.

However, the efforts put in by SCG are done in good faith, intentions and benefit of the person in their career mentorship.

KNOWING ONE'S SELF IS THE FIRST STEP

*exploration about one self
and tuning our energies
constructively towards
your inherent potential is
path to success*

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career

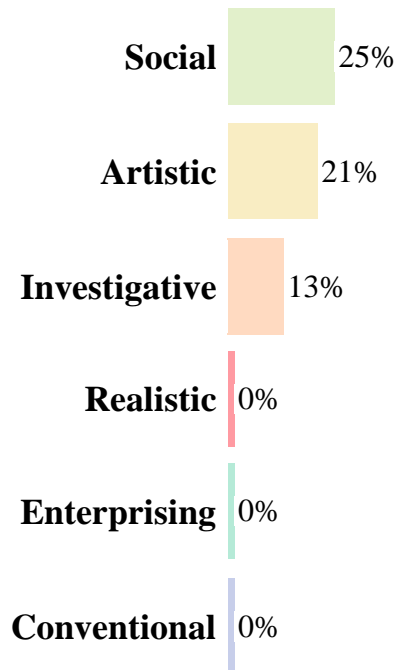
"A fulfilling career can only be achieved when one harness ones hidden potential and craft it with the help of experienced mentor"

APTITUDE ANALYSIS

Based on your current competencies that you represented in your questionnaire, this section shows your top career interest areas.

There are a total of 6 such interest areas, each one having its own set of unique work tasks, roles, skills, and values. Some of these interest areas will appeal to you, while others will be less attractive.

Making sure that you choose the right career option is vital as it will make sure that you enjoy daily work and get satisfaction out of your accomplishments.



Your primary traits are Social and Artistic.

SIX INTEREST AREAS

There are a total of 6 such interest areas, each one having its own set of unique work tasks, roles, skills, and values. Some of these interest areas will appeal to you, while others will be less attractive.

Each of these six interest areas describes a group of related functions and work tasks. These traits and preferences are common for people who are drawn to similar interest areas.

Building

Building jobs include the use of tools, equipments, machines, or physical skill. Builders enjoy working with their hands and bodies, working with plants and animals, and working outdoors.

Thinking

Thinking jobs include theory, research, and intellectual inquiry. Thinkers enjoy working with ideas and concepts, and love science, technology, and academia.

Creating

Creating jobs include creativity, design, language, and self-expression. Creators enjoy working in creative environments and producing something unique.

Helping

Helping jobs include assisting, teaching, coaching, and serving others. Helpers enjoy working in cooperative environments to improve the lives of people.

Persuading

Persuading jobs include leading, motivating, and influencing others. Persuaders enjoy working in positions of power to make important business decisions and carry out projects.

Organizing

Organizing jobs include the managing of data, information, and data processes. Organizers enjoy working in structured environments to complete tasks with precision and planning.

CAREERS FOR YOU

Your primary interest area is also called your primary career type.

Your career type describes the kind of job tasks and activities you enjoy doing, as well as what motivates and satisfies you at work. Certain personality behaviors and traits are linked with each career type.

Based on the information you've shared in our career quiz, here's a list of the career types that fit your personality, along with a representative set of jobs that are more likely to retain your interest and enthusiasm over a longer period.

Social (25%)

You're a Helper

Helpers love to volunteer and help others or organize workshops or events to help others in some capacity. Your humanistic tendency makes you a very warm person to be around. Because of your friendly nature you usually tend to have highly developed communication skills as well. This combination of friendliness, communication skills, and the desire to help other people tends to be the most identifiable part of you. So now that we've nailed your career type, let's list down some careers that fall in this category.

- Archivist
- Financial Planner
- Clergy
- Community Organizer
- Community Health Workers
- Counselors / Advisers
- Guidance / School Counselors, Academic Advisors, Career Counselors
- Customer service
- Dentist
- Dietitian / Nutritionist
- Doctor
- Economics major
- Educational administration
- Entrepreneur
- Epidemiology

- Financial Planner
- Fire Officer
- Fitness Trainer and Aerobics Teacher
- Foreign Service / Diplomacy
- Human Resources
- Lawyer
- Nurse
- Park Naturalist
- Pharmacist
- Physical therapy
- Psychology / Psychologist
- Social Advocate
- Sociology
- Social Work
- Surgeon
- Teacher
- Trainer (business)
- Translator
- Tutor
- Veterinarian


Artistic (21%)

You're also a Creator

As a Creator, your primary drive is to use your creative talents and express yourself artistically through your work. You have a strong aesthetic sense and seek work that allows you to connect with experiences that stimulate these senses. You enjoy art, music, drama, dance, architecture, and literature, and enjoy work that exposes you to various art forms which allows you to communicate your own vision among them. Creators like their work the most when they can be free of rules and regulations, and follow their inspiration to

create something original. As a Creator, your primary career objective will be to decide on the best outlet for your artistic talent and creative expression, and then to create a plan for channeling your inspiration into a profitable career. Alright, now that we know which career type suits you let's look at some interesting careers that you could read up on.

- Architect
- Broadcast journalism
- Clergy
- Counselors / Advisers
- Guidance / School Counselors, Academic Advisors, Career Counselors, and Educational Consultants / IEC
- Culinary arts
- Entrepreneur
- Fashion design
- Graphic designer
- Modelling
- Musician
- Poets, Lyricists and Creative Writers
- Psychology / Psychologist
- Art therapist / Dance therapy / Drama therapy / Music therapy / Culinary therapy
- Public relations
- Photographer
- Teacher
- Technical writer, Proofreader, Copy Editor
- Trainer (business)
- Translator
- Web developer



Appearances make impressions,

but it is the personality which makes an impact.

PERSONALITY ANALYSIS

According to Carl G. Jung's theory of psychological types [Jung, 1971], people can be characterized by their preference of general attitude:

The first criterion, **Extraversion – Introversion**, signifies the source and direction of a person's energy expression. An extravert's source and direction of energy expression is mainly in the external world, while an introvert has a source of energy mainly in their own internal world.

The second criterion, **Sensing – Intuition**, represents the method by which someone perceives information. Sensing means that a person mainly believes information he or she receives directly from the external world. Intuition means that a person believes mainly information he or she receives from the internal or imaginative world.

The third criterion, **Thinking – Feeling**, represents how a person processes information. Thinking means that a person makes a decision mainly through logic. Feeling means that, as a rule, he or she makes a decision based on emotion, i.e. based on what they feel they should do.

The fourth criterion, **Judging – Perceiving**, reflects how a person implements the information he or she has processed. Judging means that a person organizes all of his life events and, as a rule, sticks to his plans. Perceiving means that he or she is inclined to improvise and explore alternative options.

YOUR TYPE PREFERENCES - ISFJ

Introvert(22%) Sensing(6%) Feeling(6%) Judging(20%)

You have slight preference of Introversion over Extraversion (22%)

You have slight preference of Sensing over Intuition (6%)

You have slight preference of Feeling over Thinking (6%)

You have slight preference of Judging over Perceiving (20%)

ISFJ

Introverted Sensing Feeling Judging

ISFJs are characterized above all by their desire to serve others, their "need to be needed." In extreme cases, this need is so strong that standard give-and-take relationships are deeply unsatisfying to them; however, most ISFJs find more than enough with which to occupy themselves within the framework of a normal life. (Since ISFJs, like all SJs, are very much bound by the prevailing social conventions, their form of "service" is likely to exclude any elements of moral or political controversy; they specialize in the local, the personal, and the practical.)

ISFJs are often unappreciated, at work, home, and play. Ironically, because they prove over and over that they can be relied on for their loyalty and unstinting, high-quality work, those around them often take them for granted--even take advantage of them. Admittedly, the problem is sometimes aggravated by the ISFJs themselves; for instance, they are notoriously bad at delegating ("If you want it done right, do it yourself"). And although they're hurt by being treated like doormats, they are often unwilling to toot their own horns about their accomplishments because they feel that although they deserve more credit than they're getting, it's somehow wrong to want any sort of reward for doing work (which is supposed to be a virtue in itself). (And as low-profile Is, their actions don't call attention to themselves as with charismatic Es.) Because of all of this, ISFJs are often overworked, and as a result may suffer from psychosomatic illnesses.

In the workplace, ISFJs are methodical and accurate workers, often with very good memories and unexpected analytic abilities; they are also good with people in small-group or one-on-one situations because of their patient and genuinely sympathetic approach to dealing with others. ISFJs make pleasant and reliable co-workers and exemplary employees, but tend to be harried and uncomfortable in supervisory roles. They are capable of forming strong loyalties, but these are personal rather than institutional loyalties; if someone they've bonded with in this way leaves the company, the ISFJ will leave with them, if given the option. Traditional careers for an ISFJ include: teaching, social work, most religious work, nursing, medicine (general practice only), clerical and secretarial work of any kind, and some kinds of administrative careers.

While their work ethic is high on the ISFJ priority list, their families are the centers of their lives. ISFJs are extremely warm and demonstrative within the family circle--and often possessive of their loved ones, as well. When these include Es who want to socialize with the rest of the world, or self-contained ITs, the ISFJ must learn to adjust to these behaviors and not interpret them as rejection. Being SJs, they place a strong emphasis on conventional behavior (although, unlike STJs, they are usually as concerned with being "nice" as with strict propriety); if any of their nearest and dearest depart from the straight-and-narrow, it causes the ISFJ major embarrassment: the closer the relationship and the more public the act, the more intense the embarrassment (a fact which many of their teenage children take gleeful advantage of). Over time, however, ISFJs usually mellow, and learn to regard the culprits as harmless eccentrics :-). Needless to say, ISFJs take infinite trouble over meals,

gifts, celebrations, etc., for their loved ones--although strong Js may tend to focus more on what the recipient should want rather than what they do want.

Like most Is, ISFJs have a few, close friends. They are extremely loyal to these, and are ready to provide emotional and practical support at a moment's notice. (However, like most Fs they hate confrontation; if you get into a fight, don't expect them to jump in after you. You can count on them, however, run and get the nearest authority figure.) Unlike with EPs, the older the friendship is, the more an ISFJ will value it. One ISFJ trait that is easily misunderstood by those who haven't known them long is that they are often unable to either hide or articulate any distress they may be feeling. For instance, an ISFJ child may be reproved for "sulking," the actual cause of which is a combination of physical illness plus misguided "good manners." An adult ISFJ may drive a (later ashamed) friend or SO into a fit of temper over the ISFJ's unexplained moodiness, only afterwards to explain about a death in the family they "didn't want to burden anyone with." Those close to ISFJs should learn to watch for the warning signs in these situations and take the initiative themselves to uncover the problem.

ISFJS LEARNING STYLE

In ISFJs, interest in learning a subject is related to the question, "Will this help me in my work?" The more positive the answer to this question, the greater their interest in the topic and the greater their desire to engage in it and apply what they learn.

Their interest studying something is driven by the possibility of applying what they learn to practical work.

ISFJs easily take in material when a significant part is devoted to how it can be practically used for people and if it is presented using practical examples. Whether or not there is logical flow in the presentation of the material is of little importance to an ISFJ. They are capable of independently assimilating material, but mostly that of a concrete nature. They can easily take in a significant volume of information lacking substantial conceptual connections. They are able to accurately reproduce received information, especially if they associate it with any feeling. As a rule, mechanical memorization is highly precise in ISFJs.

ISFJs are capable of actively applying new material when they understand its details and nuances. They are able to proficiently apply it in concrete tasks. Working with material they have learned, understood, and internalized brings them a sense of fulfillment.

ISFJs have a high degree of tolerance to high levels of learning related stress. However, they prefer to evenly distribute their efforts when studying new material.

An ISFJ's learning is improved when:

The subject engages their feelings and emotions

Learning is systematic (e.g., an organized degree or certification program)

There is a connection between the material being taught and the general interests of people

Material is delivered at a moderate pace

The same material is repeatedly presented (significantly improves retention)

Lecture material is available (generally improves exam preparation)

An ISFJ's learning is hindered when:

Material is overly conceptual

Material lacks practical application (strongly reduces interest)

Material being taught does not appeal to their feelings and emotions

ISFJ CAREER CHOICES

Introvert(22%) Sensing(6%) Feeling(6%) Judging(20%)

ISFJs often find themselves in occupations that either involve a lot of interactions with other people and/or require meticulousness and diligence. They work in organizations of various sizes and in industries, where, as a rule, they work with people. Very often ISFJs realize their potential in health care (nurses, patient care and medical services, as well as administrative jobs) and various community care organizations. Other favored areas of occupation include social work and service-oriented professions.

Social Services

Social Work

Religious Education

Education

Counseling

Health Care

Health Care Administration

Medical and Dental Assistance

Nursing

Radiology Technician

Arts

Translator

Computer Science and Software Engineering

Graphics Design and Multimedia

Interior Design

Engineering

Customer Service

Accounting and Bookkeeping

Management

Paralegal

FAMOUS ISFJ

St. Teresa of Avila (Teresa de Jesus)

Louisa May Alcott

Alfred, Lord Tennyson

Queen Elizabeth II of England

Robert E. Lee

Queen Mary I ("Bloody Mary") of England

U.S. Presidents:

William Howard Taft

Johnny Carson, comedian

Robin Roberts (Good Morning America)

Kristi Yamaguchi, US Olympic figure skater

Ed Bradley, journalist

SOME USEFUL LINKS (MUST VISIT):

- ISFJ Personality Type - Traits, Strengths, Weaknesses & Relationships
<https://www.youtube.com/watch?v=YU56OuhO1Wk>
- The Best Careers For The ISFJ Personality Type
https://www.youtube.com/watch?v=GVH_qV_Gmsw

HOW TO USE THIS REPORT

This report is recommended for academic and self-awareness purposes. Be aware of the limitations of such online tools unless it is supplemented with the additional counselling and mentorship on key decisions like current market conditions, personal aspirations and family economic conditions. Do not take any important career decisions based entirely on a single input source such as this report. Get in touch with a professional counselor or a mentor who can evaluate your profile in greater detail and suggest appropriate career options.

QUESTIONS TO ASK YOURSELF

Other than interests what else I value in my life? For instance, money, work-life balance, job stability, remote working capability, flexible work hours etc.

What are the current & upcoming opportunities in the market for this career? If you are targeting an extremely niche field you need to evaluate the options that will be available when you will be stepping into it.

How competitive is the domestic & global market for your chosen career? How it will be for the next decade? Think yourself as a global citizen & evaluate the options in different geographies.

What is the earning potential? Will it be sufficient to help me live the lifestyle I want?

What are the opportunities for growth? Will it allow you to learn new skills over time to stay relevant in the game?

WHAT YOU CAN DO NEXT

Talk to people with experience and people who are willing to share their knowledge and information with you. This is the best way to get the most accurate, relevant and up-to-date information about careers that interest you. These include people working in the field or human resource, professionals, career or academic counselors, teachers, family or friends.

Learn the requirements needed for the Job. Research certification, education, and training requirements in your area.

Try out job shadowing i.e. go to work for a day with someone who works in the field.

Get some experience in the field. Apply or volunteer for a position within the same field.

RESOURCES AND CREDITS:

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2. Briggs Myers, I. (1980, 1995) Gifts Differing: Understanding Personality Type
3. U.S. Department of Labor, Employment & Training Administration
4. Sites : mynextmove, careerizma, 16personalities, humanmetrics, aptitude-test
5. YouTube Channels – Personality Theory, Uber Mind, Shane Hummus