PROFILE ANALYSIS OVERVIEW
GLORIA THOMAS

01.
COMPREHENSIVE PROFILE OVERVIEW

Personal Background

Name:
Gloria Thomas

Gender:
Female

Marital status:
Not updated

Age:
28 years

Residence:
Kozhikode

Background Information

- **Family Background:** Gloria lives with her parents. Her sister is a nurse in Dubai, and her father is a farmer.
- **Education:** Holds a B.Tech in Civil Engineering from Trivandrum Engineering College, graduated in 2017.
- **Language Proficiency:** Proficient in Malayalam and has decent English-speaking skills.

Professional Journey

- **Early Career:** After graduating, she joined Accenture as an Associate Software Engineer through a college placement and worked there for one and a half years.
- **Current Role:** Working as a Billing Engineer in the Civil department for PVS Builders in Kozhikode for the last six months, overseeing projects and handling invoice processing.

SWOT Analysis

Strengths:

1. Diversified Skill Set:

- Having experience in both software and civil engineering allows her to explore roles in diverse domains.

2. Willingness to Learn:

- Openness to undergoing training and learning new skills makes her adaptable to different roles and responsibilities.

3. Logical Thinking:

- Strong logical thinking ability can aid in problem-solving and analytical tasks.

4. Introverted Nature:

- Her preference for less interaction can be a strength in roles requiring deep focus and individual contribution.

Weaknesses:

1. Lack of Clear Career Direction:

- The absence of a clear passion or preference in her field of study may lead to challenges in finding a fulfilling career path.

2. Need for Training in IT:

- Even though open to IT-related work, she might need training in software development as her previous role did not involve software development tasks.

3. Lack of Systematic Planning:

- Her admission to not being very organized and not planning much can be a drawback in roles requiring meticulous planning and organization.

Opportunities:

1. Exploration of Niche Fields:

- Given her interest in animal care, there are opportunities to explore roles in niche fields like pet grooming and animal welfare.

2. Interdisciplinary Roles:

- Her varied interests and experiences open doors to interdisciplinary roles, leveraging her diverse skill set.

3. Enhanced Skills through Training:

- By undergoing training in areas like IT and animal care, she can broaden her skill set and enhance her employability.

Threats:

1. Market Competition:

- Given her varied interests and lack of specialization, she might face stiff competition from specialists in respective fields.

2. Uncertain Interest Alignment:

- The uncertainty and lack of clarity in her career interests might lead to challenges in aligning with roles that suit her best.

3. Potential for Unfulfilling Roles:

- Without clear career direction and passion, there is a risk of ending up in roles that may not be fulfilling or aligned with her intrinsic interests.

Areas for Development

- Systematic Planning: Needs to develop a more organized and planned approach to her tasks and goals.
- Exploration of Interests: There is a need for a deeper exploration of her interests in fields like animal care and agriculture.

Recommendations and Opportunities

- Exploration of Diverse Roles: Gloria should explore diverse roles within her areas of interest, including unconventional ones like animal care.

- Skill Development: Given her openness to IT-related work, she should consider enhancing her skills in software development and other IT domains.

- Enhanced Planning: Developing and adhering to a structured plan for career goals can aid in better realization and achievement of her aspirations.

- Exploration of Niche Fields: Given her varied interests, exploring niche fields like pet grooming and animal care could open up unconventional career paths for her.

- Leverage Support Services: Utilizing the support services and training opportunities provided by KKEM can aid in skill enhancement and better job alignment.

Potential Opportunities

- **Civil Engineering Domains:** Given her background, roles in design, quality control, and assurance can be explored further.

- **IT Sector Roles:** With her experience in software, roles like web developer or software developer can be suitable.

- **Animal Care Services:** With her interest in animals, roles in pet grooming or animal welfare organizations can be considered.

Conclusion

Gloria Elizabeth presents a blend of technical proficiency and varied interests. Her journey reflects adaptability and a willingness to learn, coupled with a need for better organizational skills. With a supportive environment and targeted skill development, Gloria can explore a range of career paths aligning with her interests and professional background.

2.
CAREER STRATEGY & SKILL AUGMENTATION

Career Advice

1. Clarify Career Goals:

- Explore Interests: Gloria needs to explore her interests further to identify her passion and align her career path accordingly.

- Career Counseling: Further sessions might help in solidifying her career goals and finding a path that aligns with her interests and skills.

2. Leverage Existing Skills:

- Civil Engineering: There are ample opportunities in civil engineering, especially in design and project management.

- IT/Software: Her experience in the software domain can be leveraged in roles that combine IT and civil engineering, such as Building Information Modeling (BIM) roles.

3. Explore Emerging Fields:

- Animal Care: With her interest in animal care, exploring careers in veterinary assistance, animal welfare, or pet grooming could be rewarding.

- Sustainability and Environment: Given the rising importance of sustainability, exploring roles related to environmental engineering or sustainability consulting could be beneficial.

4. Seek Multidisciplinary Roles:

- Given her diverse set of interests, Gloria should explore roles that allow her to leverage her multidisciplinary skills, such as roles at the intersection of IT and civil engineering or roles that combine her analytical and creative skills.

Skilling Advice

1. Upgrade Technical Skills:

- Advanced Design Tools: Learning advanced design software and tools can enhance her proficiency in civil engineering design roles.

- Software Development: Considering her background in software, exploring coding languages and software development methodologies could open up more opportunities in IT.

2. Develop Soft Skills:

- Communication Skills: While she has good communication skills, enhancing them further can aid in her overall professional development.
- Teamwork and Collaboration: Engaging in activities and projects that require teamwork can help in honing her interpersonal and collaboration skills.

3. Enhance Management Skills:

- Project Management Certifications: Acquiring certifications like PMP can validate her project management skills and open up more opportunities in this domain.
- Time Management and Organization: Learning and implementing time management techniques and organizational tools can help in enhancing her productivity.

4. Engage in Lifelong Learning:

- Online Courses: Platforms like Coursera and LinkedIn Learning offer numerous courses in various domains that can help Gloria in exploring new fields and upgrading her skills.
- Workshops and Seminars: Attending workshops and seminars can provide insights into the latest industry trends and offer networking opportunities.

Envisioning Opportunities and Future of Work

1. Remote and Flexible Work:

- Given the rise of remote work, Gloria should be open to opportunities that allow for remote and flexible working arrangements, leveraging technology and digital platforms.

2. Sustainable and Green Technologies:

- With the emphasis on sustainable development, focusing on green technologies and sustainable practices in civil engineering can be a lucrative and rewarding path.

3. Digital Transformation:

- Embracing digital tools and technologies and staying updated on the latest digital trends can help Gloria in adapting to the evolving work environment.

4. Entrepreneurial Ventures:

- Given her diverse interests, Gloria could explore entrepreneurial ventures in areas like animal care or sustainable solutions, leveraging her innovative thinking and analytical skills.

Final Takeaway:

Gloria has a diverse skill set and varied interests. By focusing on her passions, upgrading her skills, and adapting to the future of work, she can carve a fulfilling and rewarding career path. The emphasis should be on continuous learning, adaptability, and leveraging her multidisciplinary background to explore innovative solutions and opportunities in the evolving professional landscape.

3.
COUNSELING INSIGHTS & KEY TAKEAWAYS

Personal Background

Name: Gloria Thomas

Gender: Female

Marital status: Not updated

Age: 28 years

Residence: Kozhikode

Career Interests and Preferences

- Primary Interest: Open to opportunities within Civil Engineering and IT sectors.
- Additional Interests: Has a budding interest in animal care and pet grooming services.
- Career Approach: Appears to be adaptable, open to learning new skills, and willing to undergo training as needed. However, she seems less inclined towards competitive exams, sales, and administrative roles.

Insights

- Adaptability and Teamwork: Gloria has experience working in teams and is adaptable to changing circumstances.
- Logical Thinking: Displays a strong inclination towards logical thinking and has a liking for music.
- Interpersonal Interaction: Prefers less interaction and values her solitude, indicating a more introverted nature.
- Organizational Skills: Seems to lack systematic planning and organization in her approach to tasks.
- Interest in Nature and Agriculture: Has no particular interest in plants but expresses a subtle interest in agriculture.

Key Takeaways

1. Varied Interests:

- Gloria possesses interests in multiple fields, including software, civil engineering, and animal care. This could be leveraged to explore interdisciplinary roles.

2. Lack of Direction:

- There seems to be a lack of clear career direction, with Gloria expressing no strong preference or passion towards her chosen field of study, civil engineering.

3. Open to Learning:

- She appears to be open to learning and exploring different fields and has expressed willingness to undergo training if needed, especially in IT-related work.

4. Introverted and Independent:

- Gloria prefers less interaction and enjoys spending time alone, which suggests that she might excel in roles that offer a degree of independence.

5. Potential in Niche Fields:

- Her interest in animal care suggests potential in exploring niche fields, which might offer unique and fulfilling opportunities.

4.

CANDIDATE-CENTRIC INSIGHTS & SUGGESTIONS FOR KKEM

Recommendations and Insights for KKEM

1. Diverse Academic and Professional Background:

- Insights: Gloria has a mix of bio-science education, civil engineering qualifications, and software experience. This presents both a challenge and an opportunity in channeling her into a specific career path.
- Suggestions: • Cross-domain Workshops: Organize sessions that highlight the interplay between civil engineering, biology, and IT, showcasing unique career opportunities.
  • Tailored Training: Offer courses that combine her knowledge in bio-science and civil engineering, exploring fields like bioinformatics or environmental engineering.

2. Interest in Animal Care and Welfare:

- Insights: Gloria has shown a keen interest in animal care, especially grooming and well-being, despite her engineering background.
- Suggestions: • Animal Welfare Courses: Introduce courses or workshops focusing on animal care, grooming techniques, and animal welfare management. • Collaborations: Partner with established pet care centers for internships or workshops, giving practical exposure to interested candidates.

3. Lack of Clear Direction in Civil Engineering:

- Insights: While Gloria has a degree in civil engineering, her interest in the field seems lukewarm, indicating a potential mismatch between her qualifications and passions.
- Suggestions: • Career Exploration Workshops: Organize sessions where professionals from various fields within civil engineering share their experiences, helping candidates find their niche. • Mentorship Programs: Connect candidates with mentors in their field of study to provide guidance and insights into real-world applications of their degree.

4. Interest in Software and IT:

- Insights: Gloria has worked in the software domain but needs further training to pursue a development role.
- Suggestions: • IT Training Programs: Offer refresher courses tailored to those who've been out of the IT domain for some time. • Placement Assistance: Collaborate with IT firms for internships or placements, especially those that value diverse educational backgrounds.

5. Lack of Systematic Planning:

- Insights: Gloria doesn't seem to plan things systematically, which can hinder her job search and professional growth.
- Suggestions: • Planning Workshops: Introduce workshops focusing on systematic planning, goal setting, and time management. • Career Roadmap Sessions: Help candidates map out potential career paths, breaking them into short-term and long-term goals.

6. Preference for Lesser Interaction:

- Insights: Gloria prefers roles with lesser interpersonal interaction, which can guide her towards specific job roles.
- Suggestions: • Remote Job Opportunities: Given the global shift towards remote work, guide her towards job roles that allow for more independent work. • Personalized Counseling: Offer one-on-one sessions to better understand her preferences and recommend roles accordingly.

7. Hesitation towards New Domains:

- Insights: Gloria seems unsure about domains she hasn't experienced, such as quality control in civil engineering.
- Suggestions: • Introductory Workshops: Organize basic workshops to introduce candidates to new domains, making them more comfortable with unfamiliar fields. • Job Shadowing: Allow candidates to shadow professionals in fields they're curious about, giving them a practical look into the domain.

8. Openness to Non-traditional Careers:

- Insights: Gloria has expressed interest in areas like animal care, indicating a willingness to explore unconventional career paths.
- Suggestions: • Alternative Career Fairs: Organize events focusing on non-traditional careers, from animal care to art and design. • Skill Diversification: Offer courses that allow candidates to diversify their skills, making them suitable for a broader range of job roles.

9. Holistic Personal and Professional Growth:

- Insight: Gloria's varied interests, from drawing in her free time to her love for music, highlight the need for a balanced personal and professional life.
- Suggestions for Long-Term Preparation: • Hobby-based Workshops: Organize workshops that allow candidates to explore their hobbies, bridging the gap between personal interests and potential career opportunities. • Work-Life Balance Seminars: Introduce seminars focusing on maintaining a healthy work-life balance, ensuring candidates' well-being in the knowledge economy.

In-Depth Insights

- Gloria has a diverse set of skills and interests, ranging from civil engineering to animal care. This diversity can be an asset in multidisciplinary environments.
- Her willingness to learn and adapt is notable and aligns with the values of KKEM, which focuses on inclusivity and adaptability.
- There is a noticeable lack of clear career direction, and there seems to be a need for career counseling to align her skills and interests with suitable career paths.
- Her strengths in problem solving, logical thinking, and innovative thinking are significant and can be leveraged in roles requiring analytical and creative skills.
- There is a need to enhance her planning and organizational skills, as she mentioned a lack of systematic planning in her approach to tasks and goals.

Conclusion

By focusing on personalized skill enhancement, inclusive opportunities, continuous support, and exposure to varied fields, KKEM can significantly empower Gloria and similarly situated candidates. This multi-pronged approach not only aids in the holistic development of the individual but also contributes to building a diverse and inclusive knowledge economy.