



# CAREER EXPLORATION (CLASS 8TH - 12TH)

# Client Details

|               |                               |
|---------------|-------------------------------|
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| Gender        | Male                          |
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# Counsellor Details

|            |                          |
|------------|--------------------------|
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**Disclaimer:** The results of this report are purely based on the responses provided by the client for the constituent assessments. The analysis and recommendations provided are based on ongoing scientific research and are meant to provide a reference for the client. The decision to follow any recommendations or suggestions solely lies with the client and client shall be solely responsible for the consequences of the same. Please note that the report can be best interpreted along with certified analyst.

# Career Excellence Model



|                  |  |
|------------------|--|
| Career Situation | Current state of self & career awareness             |
| Abilities        | Critical abilities for satisfactory work performance |
| Interests        | What you like  |
| Personality      | How you deal with data and people                    |
| Values           | What you cherish most                                |
| Learning Style   | You preferred methods of acquiring information       |

## Career Excellence Process

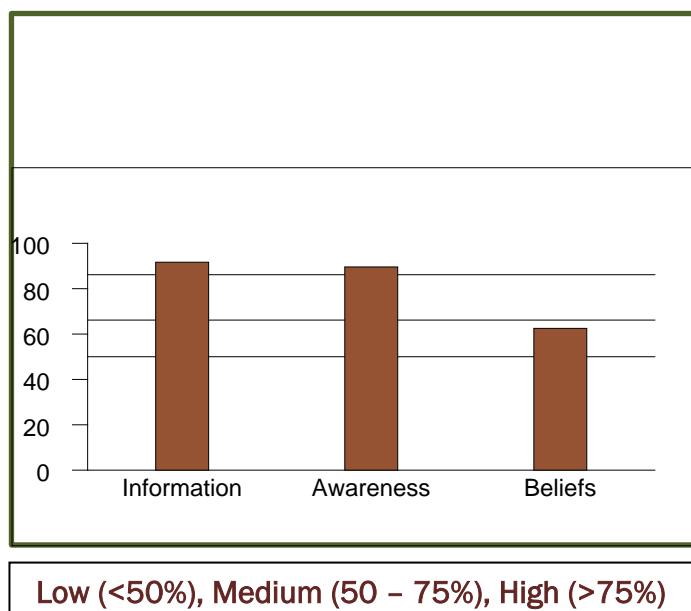


# Career Situation Analysis

This represents your current state of your beliefs, self-awareness and information relevant to make career decisions.

|                                     |   |
|-------------------------------------|---|
| Healthy Beliefs                     | Self-enabling or self-limiting beliefs of the student about his or her own capacity to make sound career decisions. If the individual has a lot of self-limiting beliefs, these prevent him/her to make career decisions about confidently and freely. This is counsellors' responsibility to work on these as a first step of the counselling process after rapport building.  |
| Adequate self-awareness             | This is an indication of the awareness of the individual about various parameters related to self, that play important role in identification of suitable careers. This assessment analyzes the same for the individual. It is counsellors' responsibility to explain various parameters in the report to individual, making him/her adequately self-aware to make reasonable career decisions.                         |
| Relevant career related information | This is an indication of the individual's awareness about career landscape – available job roles, their activities, courses required to become eligible for the same and colleges that can help him/her complete those courses. Once the counsellor has worked on the beliefs of the student and has explained the report, individual should engage with counsellor on this, to finalize final plan-A & plan-B careers. |

## Your career situation



### Observations & Suggestions

**Beliefs** You have moderate confidence about your career decision making abilities. Some of your beliefs need to be relooked to be more helpful

**Self-awareness** – You are aware of your career relevant characteristics. You also have an idea of the occupations that you want to pursue. The next step is to validate your assumptions for accuracy and work on the path forward.

**Career-information** – You seem to be well-equipped with information about various careers and opportunities

# Work Interests

## REALISTIC (R)

Being “Hands-on” - Working with machines, tools and things.

## INVESTIGATIVE (I)

Preference to understand, analyze and predict.

## ARTISTIC (A)

Preference for literature, music or other artistic and creative activities.

## SOCIAL (S)

Preference to help, facilitate or guide.

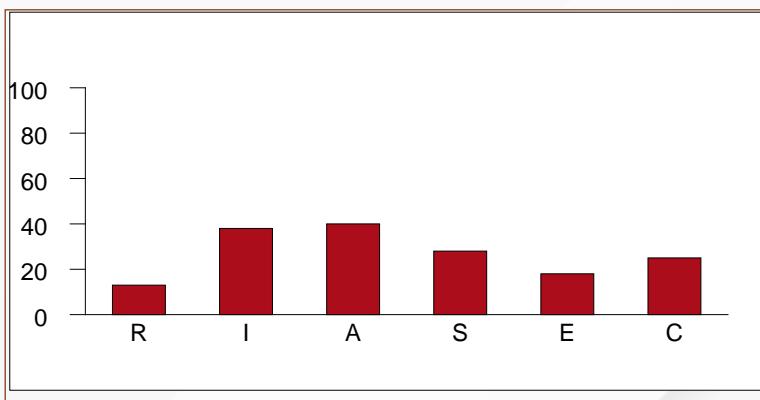
## ENTERPRISING (E)

Preference to influence - to sell or to persuade.

## CONVENTIONAL (C)

Preference to create and maintain orderliness.

# Your Work Interests



## DOMAIN CODE:

A(Artistic)

I(Investigative)

S(Social)

## 1. Realistic

### Preference

- Working with things, tools or equipment
- Tasks involving practical, hands-on activities
- Application of physical skills
- Working with tangible, concrete elements
- Outdoor or mechanical activities



### Possibilities

- Skilled trades
- Defence
- Agriculture
- Emergency Services
- Automotive-mechanical-robotics-manufacturing
- Surveying-geotechnical-Construction
- Industrial-urban design

## 2. Investigative

### Preference

- Natural curiosity
- Thinking
- Analysing
- Problem Solving
- Exploring new information
- Discovering, Inventing



### Possibilities

- Scientist
- Engineer
- Data analyst
- Computer programmer
- Forensic analyst
- Includes physicists
- Biologists
- Professor
- Epidemiologists
- Clinical psychologists
- Market researcher
- Lawyers

## 3. Artistic

### Preference

- Express themselves through creative and artistic activities.
- Produce original works in various forms of art
- They appreciate sense of aesthetics
- Occupations include roles in the arts and creative industries



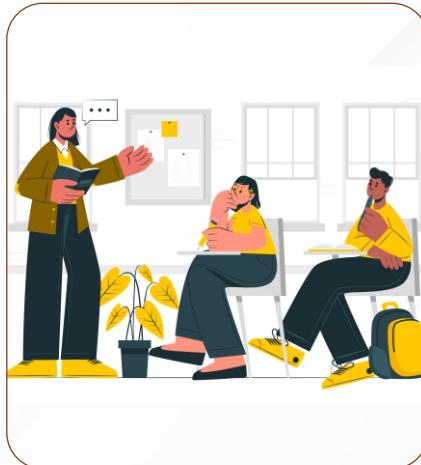
### Possibilities

- Creative professionals
- Visual Artist
- Musician
- Actor
- Writer and designer
- Interior designer
- Event planner
- Video editor
- Director
- Copy writer
- Game designer
- Illustrator
- Photo journalist

## 4. Social

### Preference

- Helping
- Facilitating
- Supporting
- Volunteering
- Positively impacting others



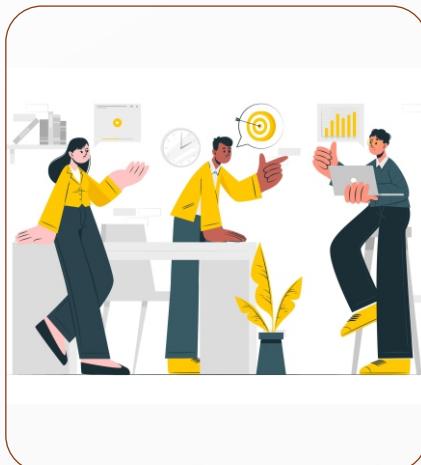
### Possibilities

- Teacher and a overall counsellor
- Nurse, therapist including physiotherapist or occupational therapist
- Community social worker
- HR specialist, customer service manager
- Civil servants such as IAS or IPS officer

## 5. Enterprising

### Preference

- Influencing
- Leading
- Persuading
- Making decisions
- Pursuing entrepreneurial ventures



### Possibilities

- Business owners
- Sales managers
- Entrepreneurs
- Politicians
- Public administrators
- Financial advisors
- Public relations managers
- HR managers
- Management consultants

## 6. Conventional

### Preference

- Attention to details
- Organizing things
- Working with data
- Precision & orderliness
- Structured working
- Accuracy & efficiency



### Possibilities

- CA
- Financial analysts
- Data analysts
- Insurance underwriters
- Paralegal professionals
- Quality assurance professionals
- Project manager
- Office manager

# Work Values

An individual's work personality is determined by his or her needs and abilities. Similarly, ability requirement and possible reinforcement are important characteristics of a work environment. Job satisfaction of an individual depends on alignment of her needs to the reinforcement offered by the work environment. We identify 21 needs, grouped into 6 work values.

## ACHIEVEMENT:

Using your best abilities, feeling a sense of accomplishment.

## WORKING CONDITION:

Pay, job security, physical working condition, work that suits temperament.

## RECOGNITION:

Advancement, recognition, respect.

## RELATIONSHIP:

Service to others, getting along with others, having a clean conscience.

## SUPPORT:

Competent & considerate management.

## INDEPENDENCE:

Competent & considerate management.

## Your Top Needs

1. Responsibility - I could make decisions on my own
2. Advancement - the job would provide an opportunity for advancement
3. Ability utilization - I make use of my abilities
4. Compensation - My pay would be at par with other workers
5. Social service - I could do things for other people

| Motivator Category | Motivator           | Description   |
|--------------------|---------------------|---|
| Achievement        | Ability utilization | Opportunity to apply skills & capabilities  |
| Achievement        | Achievement         | Opportunity for personal accomplishment – opportunities to excel, set & accomplish challenging goals                    |
| Working conditions | Activity            | Opportunity to remain busy & engaged in tasks   |
| Recognition        | Advancement         | Opportunity for progress & growth - promotions  |
| Recognition        | Authority           | Opportunity to control or influence others – giving orders & directing  |
| Support            | Company policies    | Opportunity to experience fair treatment – ethics, safety, compliance with legal framework                              |
| Working conditions | Compensation        | Opportunity to receive get financial & non-financial benefits, at least at par with others                              |
| Relationship       | Co-workers          | Opportunity to experience co-operation and getting along easily with coworkers  |
| Independence       | Creativity          | Opportunity to generate and implement original ideas, innovative thinking,  |
| Working conditions | Independence        | Opportunity to work without constant supervision or collaboration – taking ownership, accomplishing tasks independently |
| Relationship       | Moral Values        | Opportunity to adhere to personal sense of right and wrong – ability to resist pressure to compromise personal ethics   |

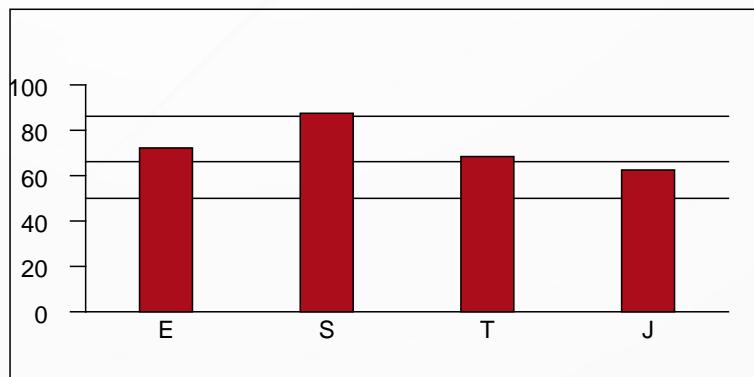
| Motivator Category | Motivator                     | Description  |
|--------------------|-------------------------------|--|
| Recognition        | Recognition                   | Opportunity to receive recognition and rewards for their contribution – positive feedback, awards, promotions          |
| Independence       | Responsibility                | Opportunity to make own decisions, including tasks & deadlines – discretion and control over their tasks               |
| Working conditions | Security                      | Opportunity to experience job security and stability – lower risk of layoffs or unpredictable work patterns            |
| Relationship       | Social service                | Opportunity to help or assist others – empathetic collaboration, positive impact on well-being of others               |
| Recognition        | Social status                 | Opportunity to receive acknowledgement and respect from others – social standing, influence in their domain            |
| Support            | Supervision (Human relations) | To receive support from superiors when required, advocacy for them by superiors in front of senior management          |
| Support            | Supervision (Technical)       | For training and handholding on subject-matter and assignment completion   |
| Working conditions | Variety                       | Opportunity to experience diversity and novelty in tasks – range of experience   |
| Working conditions | Working conditions            | To experience good working conditions – safety, comfort and overall well-being   |
| Independence       | Autonomy                      | Opportunity to plan, organize, and manage tasks independently – initiating and completing without constant supervision |

# Personality

Personality type indicators are used to identify one of the sixteen personality types that an individual belongs to. The type influences identification of careers where the person is expected to contribute most as well as where she can find fulfilment. None of the types is superior or inferior to any other type. Below are the components of the 16 personality types.



## Your type indicator -



**ESTJ**

E - Extraversion

S - Sensing

T - Thinking

J - Judging

## Inference

E-I Dimension - Your natural preference is Extraversion, You are Open, Accessible, Energetic, Enthusiastic, Outgoing

S-N Dimension - Your natural preference is Sensing, You are Practical, Matter of fact, Observant, Realistic, Preference for actualities over possibilities

T-F Dimension - Your natural preference is Thinking, You are Logical, Objective, Impersonal decision making

J-P Dimension - Your natural preference is Judging, You are Dutiful, Methodical, Organized, Determined, Preference on coming to conclusions and complete tasks at hand

# Type Indicators

| Trait   | Impacts                        | Dichotomy  |
|---|--------------------------------|--|
| <b>Extraversion (E)</b><br>Energy through people  | <b>Energy</b>                  | <b>Intraversion (I)</b><br>Energy through Self-reflection                |
| <b>Sensing</b><br>Through 5 senses<br>(Observing) | <b>Information Processing</b>  | <b>Intuiting</b><br>Understanding Meaning & Pattern                      |
| <b>Thinking</b><br>Based on logics & Facts        | <b>Decision Making</b>         | <b>Feeling</b><br>Based on Empathy                                       |
| <b>Judging</b><br>Organizing and seeking closure  | <b>Managing External World</b> | <b>Perceiving</b><br>Flexibility, Spontaneity and Openness to experience |



## Extroverts:

### Description



- Talkative & Expressive ● Energized by socializing ● Engaged with external world
- Enjoy interacting with others ● Comfortable in parties, gatherings & meetings ● Enjoy fast-paced lifestyle
- Seek new experiences ● Open & approachable

### Possibilities

- Sales ● Marketing ● Public Relations ● Politics
- HR Management ● Accounts Management ● Public Administration

May be uncomfortable in careers requiring working in isolation with minimal social interaction



## Introverts

### Description



- Talkative & Expressive ● Energized by socializing ● Engaged with external world
- Enjoy interacting with others ● Comfortable in parties, gatherings & meetings ● Enjoy fast-paced lifestyle
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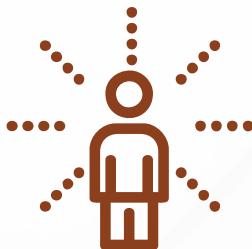
## Possibilities

- Sales ● Marketing ● Public Relations ● Politics ● HR Management
- Accounts Management ● Public Administration

May be uncomfortable in careers requiring a lot of public-facing



### Sensing



#### Description

- Focus on directly observable and measurable information
- Focus on immediate realities ● Provide information in step-by-step manner ● Pay close attention to details and practical problem solving
- Focus on real-world information

## Possibilities

- Skilled trade professionals ● Medical technologists ● Engineers
- Logistics managers ● Quality inspectors ● Crime scene investigators

May be uncomfortable in careers requiring highly abstract, theoretical roles, roles with ambiguity or highly creative roles.



### Intuiting



#### Description

- Imaginative, future-oriented, and focused on possibilities.
- Focus on big picture ● Comfortable with uncertainty and ambiguity
- Open to change and adaptable

## Possibilities

- Graphic design ● Filmmaking ● R&D roles in tech-industries
- Strategic planning ● Marketing ● Advertising

May be uncomfortable in careers requiring highly routine or roles with repetitive work.



## Thinking



### Description

- Preference for Facts and rational analysis when making decisions
- Try to see cause-effect relationship
- Prefer concise and logical explanation
- Prefer direct and straight-forward communication

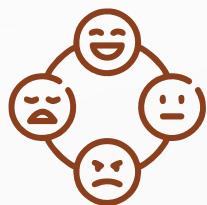
### Possibilities

- Engineering
- Software development
- Legal professions
- Finance-accounting-economics
- Operations management
- Medicine

May be uncomfortable in careers requiring high emotional or empathy-based decision making.



## Feeling



### Description

- Decisions based on personal values and beliefs
- Focus on well-being of others while making decisions
- Give high value to relationships
- Prioritize the emotional tone of their communication

### Possibilities

- Counselling-Therapy
- Social work
- Teaching
- Political leader
- HR
- Nursing

May be uncomfortable in careers requiring highly competitive roles, technical roles with limited human interaction or roles requiring strictly rule-based decision making.



## Judging



### Description

- Value order, clarity and closure ● Follows planned and scheduled guidelines
- Willing to settle matters ● Maintain to-do lists ● Work towards specific outcomes ● Feel comfortable in an ordered, predictable environment
- Organize information in a structured manner

### Possibilities

- Project management ● Operations management ● Event planning
- Financial planning

May be uncomfortable in careers requiring an unpredictable, unstructured work environments



## Perceiving



### Description

- Adaptable and comfortable with ambiguity ● Keep options open and may delay decisions ● Enjoy the process of discovery ● Open to adjusting plans ● Improvisational approach ● Procrastinating decisions

### Possibilities

- Creative arts & design ● Entertainment & media ● Marketing
- Advertisement ● Counselling

May be uncomfortable in careers requiring highly structured or rule-driven environment.

# Learning Preferences

MB type indicators are used to identify one of the sixteen personality types that an individual belongs to. The type influences identification of careers where the person is expected to contribute most as well as where she can find fulfilment. None of the types is superior or inferior to any other type. Below are the components of the 16 personality types.

## Visual (V)



- Preference towards Graphical information - maps, charts, graphs, flow charts, labelled diagrams and symbols representation of words.
- Use of designs, patterns and shapes to convey information.
- Does not include still pictures or photographs that do not convey information or patterns.

- Preference for learning by hearing & speaking
- Lectures, group discussions, radio, telephone calls, web-chats and talking things through
- Talking out loud and talking to self.

## Auditory (A)



## Read/ Write (R)



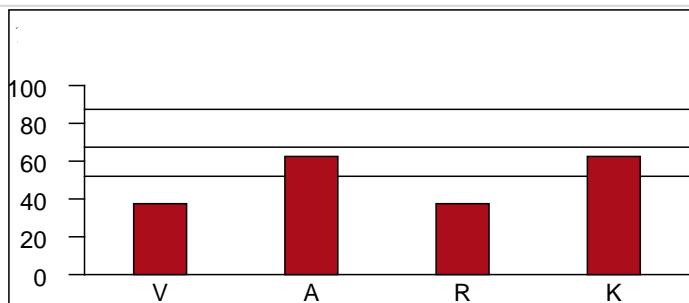
- Preference for information displayed in words
- Emphasis on text-based inputs
- Manuals, reports, essays, books, assignments, text dominant internet research

- Preference for concrete personal experiences
- Learning by grasping, holding, feeling, doing
- Learning through demonstrations, simulations, videos

## Kinesthetic (K)



# Your learning preference(s)



The graph shows the proportion of responses where you displayed a particular learning preference. This is an indicator of the mode you generally prefer in real life.

# Cognitive Abilities

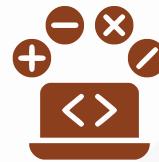
| Ability                    | Description  | Your Assessment |
|----------------------------|--|-----------------|
| <b>NUMERICAL ABILITY</b>   | Ability to understand and work with quantitative concepts    | Low             |
| <b>VERBAL REASONING</b>    | Ability to understand concepts framed in words               | Low             |
| <b>Spatial Ability</b>     | Ability to 3D visualization from 2D representations          | Low             |
| <b>Computations</b>        | Facility with numbers  | Low             |
| <b>CLERICAL PERCEPTION</b> | Quickly recognizing information presented in letters & words | Low             |
| <b>FORM PERCEPTION</b>     | Quick recognition of visual information                      | Low             |



# Critical Workplace Abilities

| Ability                           | Description   | Your Self-assessment Score |
|-----------------------------------|---|----------------------------|
| <b>LEADING &amp; INFLUENCING</b>  | Leading, Coordinating, Negotiating, Influencing, Social management, External environment management                     | High                       |
| <b>HELPING &amp; FACILITATING</b> | Social perceptiveness, Active listening   | High                       |
| <b>ORGANIZING AND CLOSING</b>     | Task structuring, Planning, Being methodical, Doing repetitive activities, Working with deadlines, Punctuality, Closure | Very High                  |

## 1. Arithmetic Reasoning



### Description

- Application of mathematical concepts & operations to solve real-world problems
- Analysis and interpretation of numerical information within a specific context
- Part of general cognitive ability     ● Goes beyond simple calculations

### Assessment

- Word problems     ● Mathematical operation scenarios     ● Formula application
- Multi-step problem solving     ● Graphical interpretation     ● Real-world problems

### Possibilities

|             |             |               |
|-------------|-------------|---------------|
| Mathematics | Sciences    | Engineering   |
| Finance     | Programming | Data Analysis |

## 2. Verbal Reasoning



### Description

- Use and understanding of language     ● Encompasses comprehension & expression of information orally or textually     ● Involves reading comprehension, oral comprehension, oral expression and textual expression     ● Requires logical, analogical and inferential reasoning     ● Essential in academics, professional environment and daily life.

### Assessment

- Vocabulary     ● Reading comprehension     ● Sentence completion     ● Grammar
- Summarization     ● Real-world problems

### Possibilities

|                   |                       |         |             |
|-------------------|-----------------------|---------|-------------|
| Legal professions | Psychologists         | Lawyers | Director    |
| HR specialists    | Marketing specialists | Teacher | Journalists |

### 3. Visualization



#### Description

- Mentally create, manipulate, and interpret visual images in our minds
- Includes mental imagery, visual pattern recognition
- Also includes navigation skills, as well as visualizing processes

#### Assessment

- Visual pattern recognition
- Memorability
- Charts
- Spatial reasoning
- Graphs

#### Possibilities

|                            |                   |                    |                     |
|----------------------------|-------------------|--------------------|---------------------|
| Architects                 | Graphic designers | Artists            | AR-VR professionals |
| Computer graphic designers |                   | Interior designers | Photographers       |

### 4. Number Facility



#### Description

- Ease and proficiency in working with numerical information
- Perform mathematical operations
- Key components include basic arithmetic operations
- Quick and accurate mental calculations
- Numerical memory

#### Assessment

- Mathematical operations
- Algebraic equations

#### Possibilities

|                     |                |
|---------------------|----------------|
| Software developers | Mathematicians |
| Data analysts       | Statisticians  |

## 5. Perceptual Speed with Written Text



### Description

- Quick & accurate comprehension of written material – text, words,
- Quick reading for identifying key information
- Quick grasping of main idea of written text

### Assessment

- Speed reading exercises ● Text scanning tasks

### Possibilities

|                   |                  |                  |
|-------------------|------------------|------------------|
| Journalism        | Content creation | Law              |
| Academic research |                  | Public relations |

## 6. Perceptual Speed with Objects



### Description

- Quick & accurate processing of visual information – objects
- Capacity to rapidly recognize and interpret visual stimuli

### Assessment

- Identifying and matching objects ● Completing visual puzzles
- Discerning patterns

### Possibilities

|                        |                           |
|------------------------|---------------------------|
| Architectural drafting | Animation and game design |
| Technical illustration | Museum-exhibit designing  |
| Forensic science       | Data analysis             |

# Cluster Mapping

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0 0

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# Stream Mapping

# Career Cluster Mapping

| Stream   | Good Choices | Optional Choices |
|--|--------------|------------------|
| Agriculture, Food & Natural Resources          | 0            | 0                |
| Architecture & Construction                    | 0            | 0                |
| Arts, Audio/Video Technology & Communications  | 0            | 0                |
| Business Management & Administration           | 0            | 0                |
| Education & Training                           | 0            | 0                |
| Finance  | 0            | 0                |
| Government & Public Administration             | 0            | 0                |
| Health Science                                 | 0            | 0                |
| Hospitality & Tourism                          | 0            | 0                |
| Human Services                                 | 0            | 0                |
| Information Technology                         | 0            | 0                |
| Law, Public Safety, Corrections & Security     | 0            | 0                |
| Manufacturing                                  | 0            | 0                |
| Marketing                                      | 0            | 0                |
| Science, Technology, Engineering & Mathematics | 0            | 0                |
| Transportation, Distribution & Logistics       | 0            | 0                |

# Career Suggestions

| Profession Name | Cluster | 11Th / 12Th | Higher Education | Career Compatibility |
|-----------------|---------|-------------|------------------|----------------------|
|-----------------|---------|-------------|------------------|----------------------|

## Counsellor / Mentor Remarks

Date:

Signature



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