CAREER
EXPLORATION
(CLASS 8TH – 12TH)

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Career excellence model

ABSTRACT REASONING

ABILITIES

INTERESTS

VALUES

JOB PERFORMANCE = CAREER GROWTH

WORK PERSONALITY = CAREER ADJUSTMENT

JOB MOTIVATION = CAREER SATISFACTION

CAREER EXCELLENCE

SELF-AWARENESS
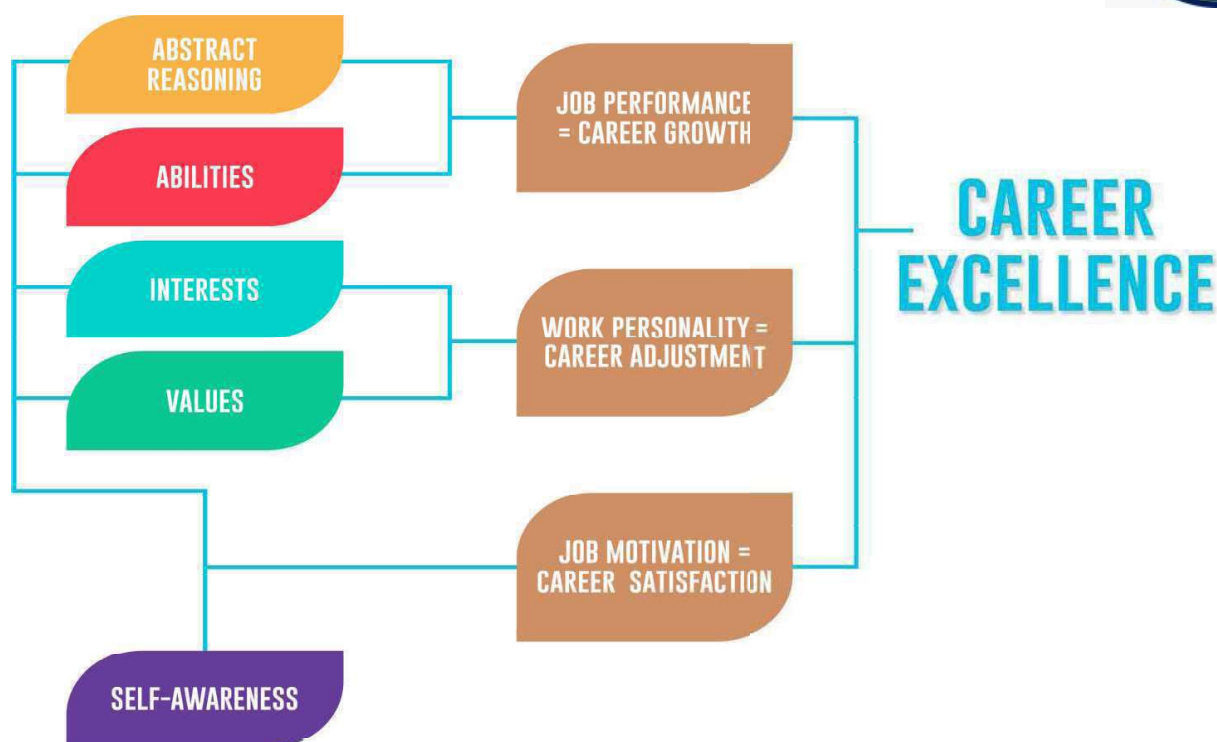
Work interests :	What you like
Work personality :	How you deal with data and people
Abstract reasoning :	Abstract reasoning
Abilities :	Critical abilities for satisfactory work performance
Learning styles :	Your preferred methods of acquiring information

Career Exploration Process

03
CAREER READINESS
• 11/12th stream
• UG/PG Courses

02
CAREER AWARENESS
• Career clusters
• Career paths
• Professions & roles

01
SELF-AWARENESS

Career decision making situation

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

Beliefs — These are self-limiting beliefs about your own capability to make sound career decisions. These prevent you to undertake career decisions freely and with confidence.
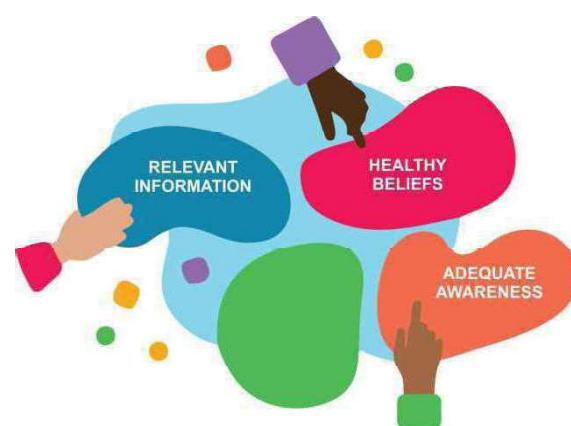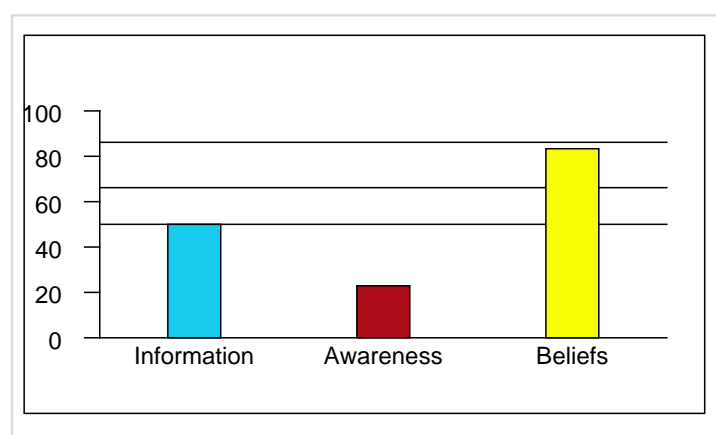
Self-awareness — This is an indication of your own awareness that is relevant in making healthy career decisions.

Information — This is an indication of presence or absence of relevant information required to make healthy career decisions.

Your career decision making situation

Chart values (approximate):
- Information: 50
- Awareness: 22
- Beliefs: 84

Legend:
- <50% Low
- 50–75% Moderate
- >75% High

Observations & suggestions

Beliefs	You are quite confident of your career decision making abilities independently
Awareness	Your need more awareness of your career relevant characteristics and the preferred occupations. You should utilize this systematic assessment process as a way to become self-aware.
Information	You have some information about careers. It would help you to become more aware of career relation information

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.

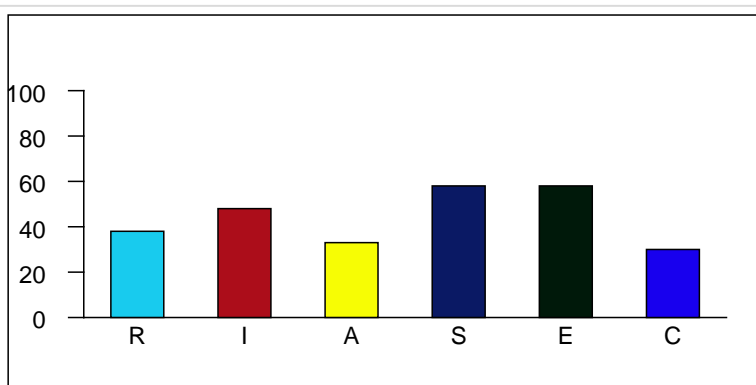## SOCIAL (S)
Preference to help, facilitate or guide.

ENTERPRISING (E)
Preference to influence - to sell or to persuade.

CONVENTIONAL (C)
Preference to create and maintain orderliness.

Your Work Interests

DOMAIN CODE :

- E(Enterprising)
- S(Social)
- I(Investigative)

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 CONDITIONS :
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 :
Creativity, Responsibility, Autonomy

Your Top Needs

1. Autonomy - I could plan my work without much supervision
2. Achievement - the work could give me a feeling of accomplishment
3. Activity - I could be busy all the time
4. Advancement - the job would provide an opportunity for advancement
5. Authority - I could give directions to others

Type Indicators

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.

Energy	Extraversion (E) Energy through people	Intraversion (I) Energy through Self-reflection
Information processing	**Sensing** Through 5 senses (observing)	**Intuiting** Understanding meaning & pattern
Decision making	**Thinking** Based on logics & facts	**Feeling** Based on empathy
Managing external world	**Judging** organizing and seeking closure	**Perceiving** Flexibility, spontaneity and openness to experience

Your type indicator – ESTP

E - Extraversion

S - Sensing

T - Thinking

P - Perceiving
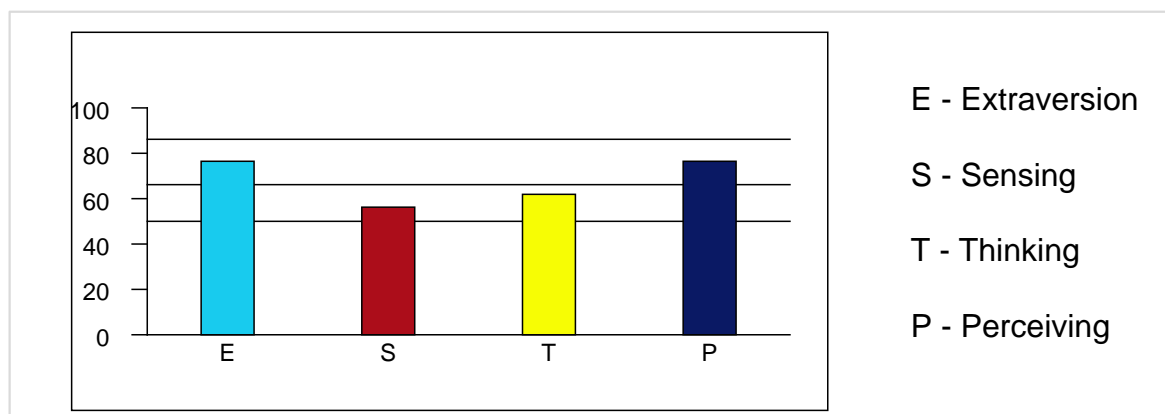
PCI

E	S	T	P
High	Medium	Medium	High

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 Perceiving, You are Adaptable, Spontaneous, Flexible, Gathering as much information as possible before deciding,preference to experience over organizat

Inference of PCI

% High

You make real-life choices in accordance to your natural preferences. This may or may not always be most appropriate to manage the current situation. However, this saves you from putting additional efforts in exercising a choice that you are not comfortable with.

You inconsistently make real-life choices in accordance to your natural preferences. At times, you make choices that are not aligned to your natural preferences. This may be when you consider doing so more appropriate to manage the situation

Medium

% Low

You have not been able to clearly identify your preference or you are making a lot of make real-life choices opposite to your natural preferences. This may be possibly because your learnings about how to effectively manage a situation differ from your natural preference.

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 patters.

Auditory (A)
- 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.

Read/ Write (R)
- Preference for information displayed in words
- Emphasis on text-based inputs
- Manuals, reports, essays, books, assignments, text dominant internet research

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

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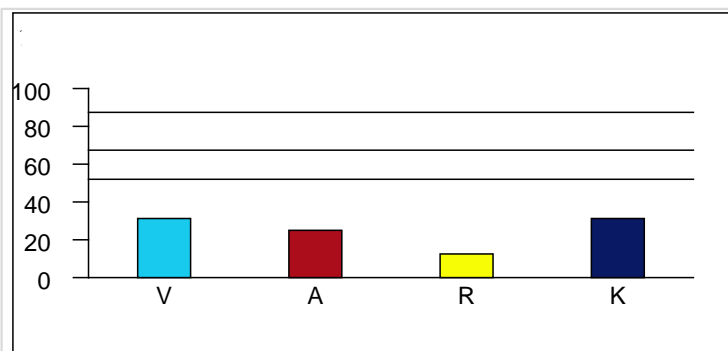
The graph shows the proportion of responses where you displayed a particular learning preference. This is an indicator of the mode you generally prefer in real life.

Cognitive abilities

Ability	Description	Your assessment
Numerical ability	Ability to understand and work with quantitative concepts	Low
Verbal reasoning	Ability to understand concepts framed in words	Low
Spatial ability	Ability of 3D visualization from 2D representation	Low
Computations	Facility with numbers	Low
Clerical Perception	Quickly recognizing information presented in letters & words	Low
Form Perception	Quick recognition of visual information	Low

Critical workplace abilities

Ability	Description	Your self-assessment score
Leading & Influencing	Leading, Coordinating, Negotiating, Influencing, Social management, External environment management	Medium
Helping & facilitating	Social perceptiveness, Active listening	Medium
Organizing and closing	Task structuring, Planning, Being methodical, Doing repetitive activities, Working with deadlines, Punctuality, Closure	Very High

Your Top Career Clusters

Business Management & Administration
In this cluster, you shall be focussing on administrative support, business & information management, operations management, human resource management or general management. Professions include executive assistants, information systems managers, operations managers in various specialised domains such as hydroelectric systems, event managers, purchase managers, human resource managers, training & development managers and service delivery managers

Education & Training
In this cluster, you shall work in teaching or training, education administration as well as professional support services. Professions include elementary, middle or primary teachers, lecturers or professors, special education teachers, school or college administrators, librarians, interpreters or translators

Health Science
While working in this cluster, you shall be involved in providing support Services, therapeutic Services, biotechnology research and development
diagnostic Services as well as health informatics. It includes professions such as medical doctors, nurses and medical technicians.

Your Top Streams

Any stream

PCB

Career Suggestions

Profession Name	Cluster	11Th / 12Th	Higher Education	Recommendation
Loss Prevention Managers	Business Management & Administration	Any stream	Any Stream+Graduation in Any Stream+Exam to AppearStaff Selection Commission (SSC) CGL exam	Explore
Supply Chain Managers	Business Management & Administration	Any stream	Any Stream+B.Com in Supply Chain Management/Any Stream+BBA inLogistics &Supply Chain Management/Any Stream+BBA in Business Analytics	Explore
Supply Chain Managers	Business Management & Administration	Any stream	Any Stream+B.Com in Supply Chain Management/Any Stream+BBA inLogistics &Supply Chain Management/Any Stream+BBA in Business Analytics	Explore
General and Operations Managers	Business Management & Administration	Any stream	Science with Physics Maths+Diploma in Web Designing+B.Sc in Computer Science+M.Sc in Computer Science/Science Physics &Maths+BCA+MCA+Certification Course in Web Development/Science with Physics &Maths+Diploma in Web Development+B.Tech in Computer Science	Explore
Supply Chain Managers	Business Management & Administration	Any stream	Any Stream+Bachelor's degree in Supply Chain Management+Post Graduate Diploma in Supply Chain Management/Any Stream+Diploma in Supply Chain Management+BBA in General Management+MBA in General Management	Explore
Supply Chain Managers	Business Management & Administration	Any stream	Any Stream+Bachelor's degree in Supply Chain Management+Post Graduate Diploma in Supply Chain Management/Any Stream+Diploma in Supply Chain Management+BBA in General Management+MBA in General Management	Explore

Profession Name	Cluster	11Th / 12Th	Higher Education	Recommendation
Compensation and Benefits Managers	Business Management & Administration	Any stream	Any Stream+BBA+Post Graduate Diploma in Human Resource/Any Stream+BBA+MBA in Human Resource	Explore
Computer and Information Systems Managers	Business Management & Administration	PCM	Science+B.Sc. Computer Science+M.Sc in Computer Science/Science+B.Tech Computer Science+M.Tech In Computer Science/Science+Bachelor Of Computer Application+Master In Computer Application	Explore
Anthropology and Archeology Teachers, Postsecondary	Education & Training	PCB	Science+B.Sc in Archaeology/ Anthropology+M.Sc Archaeology/ Anthropology+PhD. in Archaeology/ Anthropology+UGC NET, State Level Eligibility Test(Appeared After Master Level)/Any Stream+BA in Archaeology/ Anthropology+MA in Archaeology/ Anthropology+PhD.Archaeology/ Anthropology+UGC NET, State Level Eligibility Test(Appeared After Master Level)	Explore
Economics Teachers, Postsecondary	Education & Training	Humanities	Science+B.Sc. Economics+M.Sc in Economics+PhD.in Economics+UGC NET, State Level Eligibility Test(Appeared After Master Level)/Any Stream+B.A in Economics+M.A in Economics+PhD. In Economics+UGC NET, State Level Eligibility Test(Appeared After Master Level)	Explore
Physics Teachers, Postsecondary	Education & Training	PCM	Science+B.Sc in Physics+M.Sc in Physics+PHd. in Physics+UGC NET, State Level Eligibility Test(Appeared After Master Level)	Explore

Profession Name	Cluster	11Th / 12Th	Higher Education	Recommendation
Environmental Science Teachers, Postsecondary	Education & Training	PCB	Science+B.Sc in Environmental Science+B.Sc in Environmental Science+PhD. Environmental Science+UGC NET, State Level Eligibility Test(Appeared After Master Level)	Explore
Engineering Teachers, Postsecondary	Education & Training	PCM	Science+B.Tech in Any Field Of Engineering+M.Tech In Any Field Of Engineering+PhD. Field Of Engineering+UGC NET, State Level Eligibility Test(Appeared After Master Level)	Explore
Mathematical Science Teachers, Postsecondary	Education & Training	PCM	Science+B.Sc in Mathematics/ Statistics+M.Sc in Mathematics/ Statistics+PhD.Mathematics/ Statistics+UGC NET, State Level Eligibility Test(Appeared After Master Level)/Science+B.Sc in Actuarial Science+M.Sc in Actuarial Science+PHD.Actuarial Science+UGC NET, State Level Eligibility Test(Appeared After Master Level)	Explore
Foreign Language and Literature Teachers, Postsecondary	Education & Training	Any stream	Any Stream+BA in Foreign Language(German/ French/ Spanish)+MA in Foreign Language(German/French/Spanish)+PhD in Foreign Language(German/French/Spanish)+UGC NET, State Level Eligibility Test(Appeared After Master Level)	Explore
Urologists	Health Science	PCB	Science with Chemistry, Biology+MBBS+MS Urology+M.Ch In Urology for further specialization	Explore

Profession Name	Cluster	11Th / 12Th	Higher Education	Recommendation
Exercise Physiologists	Health Science	PCB	Science+Bachelor in Sports Psychology+Master degree in Sports Psychology+Doctorate Degree in Sports Psychology.	Explore
Oral and Maxillofacial Surgeons	Health Science	PCB	Science+Bachelor Of Dental Surgery(BDS)+Master in Dental Surgery(MDS) in Oral & Maxillofacial Surgery+PhD. in Oral & Maxillofacial Surgery/Science+BDS (Bachelor Of Dental Surgery)+Certificate in Oral Surgery/Science+B.D.S+Post Graduate Diploma in Oral And Maxillofacial Surgery	Explore
Allergists and Immunologists	Health Science	PCB	Science+MBBS+MD in Allergy and Immunology+PHD in Immunology/Science+MBBS+Post Graduate Diploma in Allergy And Immunology	Explore
Anesthesiologists	Health Science	PCB	Science+MBBS+Doctor of Medicine (MD) in Anesthesia/Doctor of Medicine (MD) in Anesthesiology/Science+MBBS+Post Graduate Diploma in Anesthesia:/Science+Diploma in Anesthesia+B.Sc. Anaesthesia Technology/B.Sc. Operation Theatre and Anaesthesia Technology/B.Sc. Anaesthesia and Operation Theatre Techniques+Post Graduate Diploma in Anesthesia	Explore