



CAREER EXPLORATION (CLASS 8TH - 12TH)

Client 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

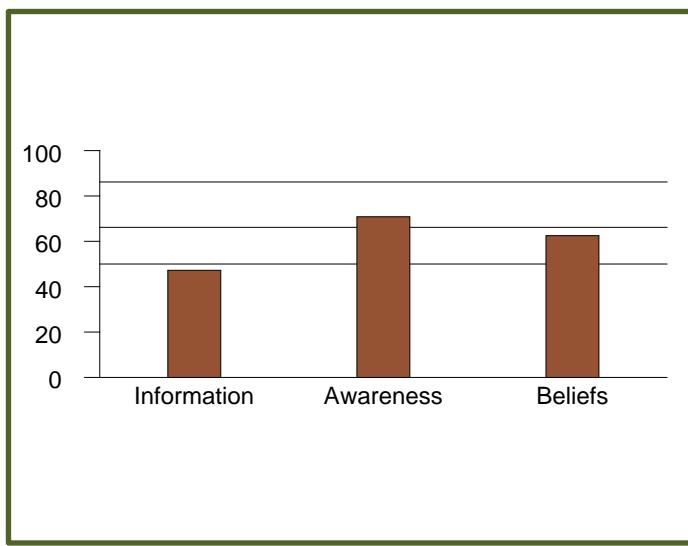


Career Situation Analysis

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



Low (<50%), Medium (50 – 75%), High (>75%)

Observations & Suggestions

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

Self-awareness – You have some awareness of your career relevant characteristics as well a preferred occupations. You need to become thoroughly aware before you commit yourself to any occupation.

Career-information – You need to get information about various careers and opportunities to make informed choices that shall suit you.

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.

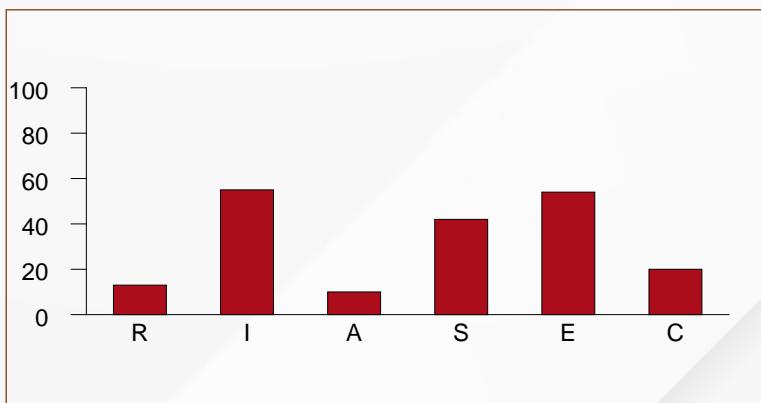
ENTERPRISING (E)

Preference to influence - to sell or to persuade.

CONVENTIONAL (C)

Preference to create and maintain orderliness.

Your Work Interests



DOMAIN CODE:

I(Investigative)

E(Enterprising)

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



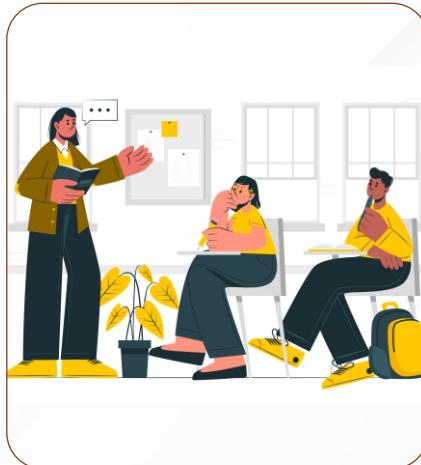
Possibilities

- 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



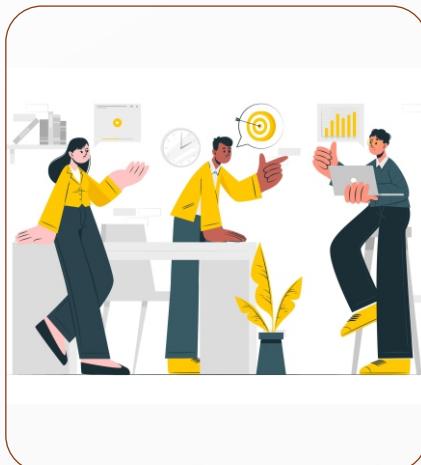
Possibilities

- 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. Variety - I could do something different every day
3. Independence - I could work alone
4. Creativity - I could try out my own ideas
5. Working conditions - The job would have good work-conditions

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

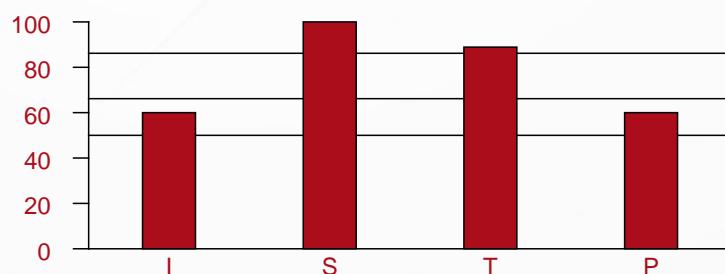
Motivator Category	Motivator	Description
Recognition	Recognition	Opportunity to receive recognition and rewards for their contribution – positive feedback, awards, promotions
Independence	Responsibility	Opportunity to make own decisions, including tasks & deadlines – discretion and control over their 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 -



ISTP

I - Introversion

S - Sensing

T - Thinking

P - Perceiving

Inference

E-I Dimension - Your natural preference is Introversion, You are Silent, Reserved, Introspective, Slow to open-up, Primarily focussed on their own business

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 organization

Type Indicators

Trait	Impacts	Dichotomy
Extraversion (E) Energy through people	Energy	Intraversion (I) Energy through Self-reflection
Sensing Through 5 senses (Observing)	Information Processing	Intuiting Understanding Meaning & Pattern
Thinking Based on logics & Facts	Decision Making	Feeling Based on Empathy
Judging Organizing and seeking closure	Managing External World	Perceiving 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
- Seek new experiences ● Open & approachable

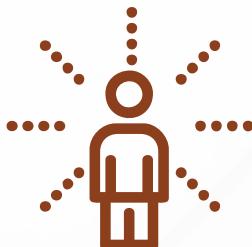
Possibilities

- 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

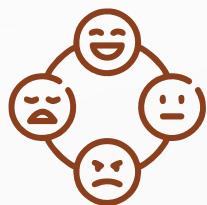
Possibilities

- 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

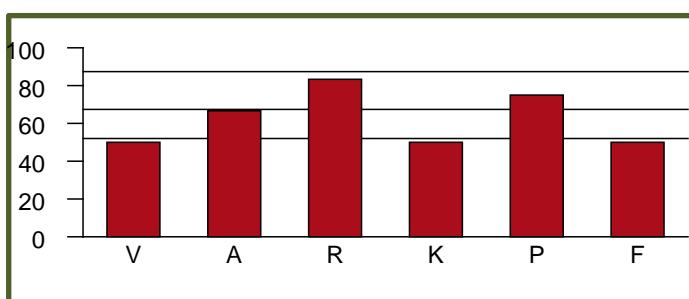
May be uncomfortable in careers requiring highly structured or rule-driven environment.

Learning Preferences

Learning preferences focus on preference of people for the modes in which they would prefer information to come to them. If that happens, there are higher chances for them to learn from the information.

	<ul style="list-style-type: none"> Preference towards graphical information – maps, charts, graphs, flow charts, labelled diagrams and symbolic representations 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
<ul style="list-style-type: none"> Preference for learning by hearing & speaking Lectures, group discussions, radio, telephone calls, web-charts & talking things through Talking out aloud & talking to self 	
	<ul style="list-style-type: none"> Preference for information displayed in words Emphasis on text-based inputs Manual reports, essays, books, assignments, text dominants internet research
<ul style="list-style-type: none"> Preference for concrete personal experience Learning by grasping, holding, feeling and doing Learning through demonstrations, simulations and videos 	

Your learning preferences



<25% – In less than in 1 out of 4 situations, you prefer this mode
25 <= 50% - In 1 to 2 out of 4 situations, you prefer this mode
>50% - More than 2 out of 4 situations, you prefer this mode



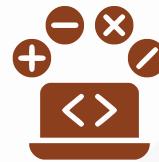
Cognitive Abilities

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 to 3D visualization from 2D representations	Low
COMPUTATIONS	Facility with numbers	Low
CLERICAL PERCEPTIONS	Quickly recognizing information presented in letters & words	Low
FORM PERCEPTION	Quickly recognizing of visual information	High

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	Low

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

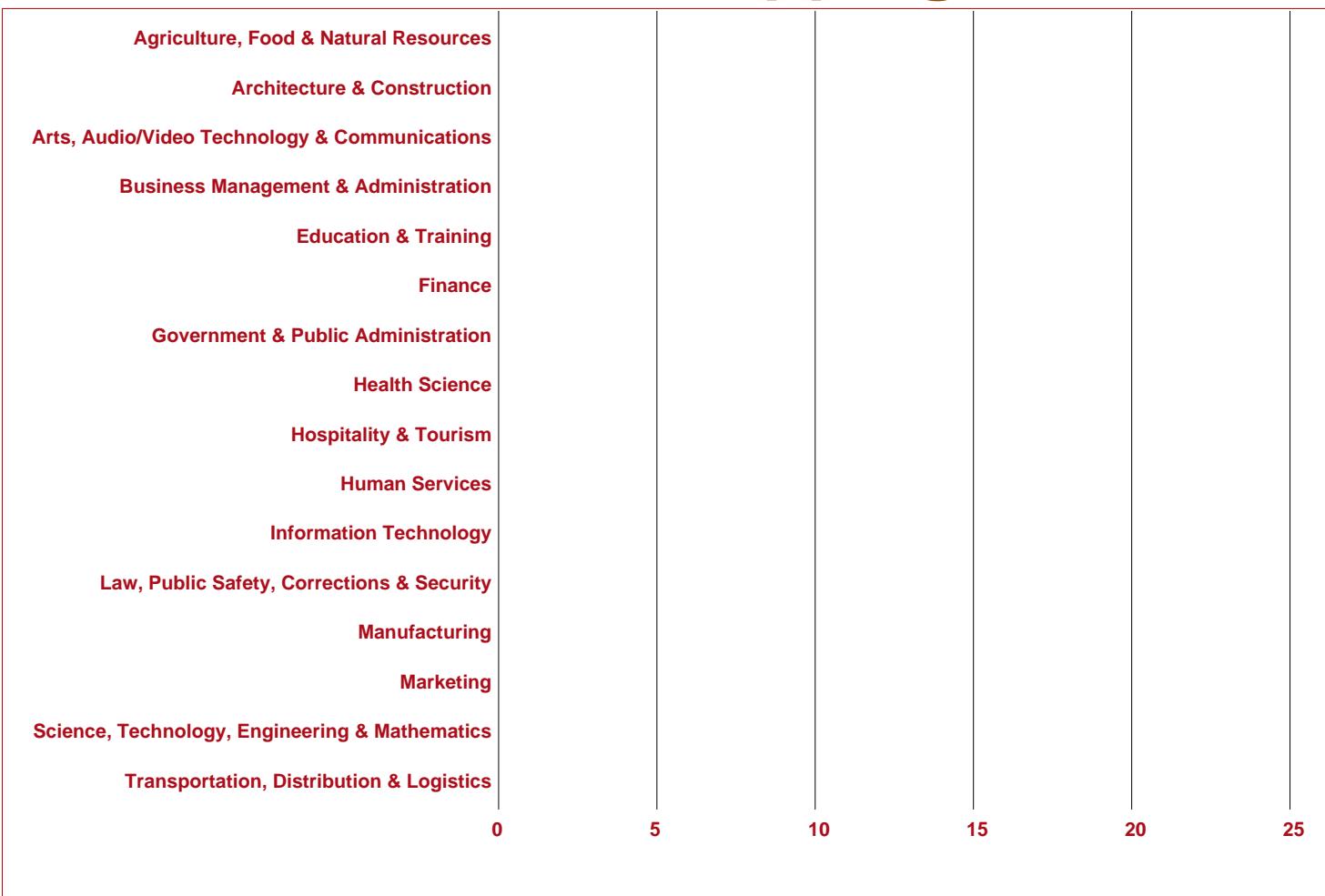
Assessment

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

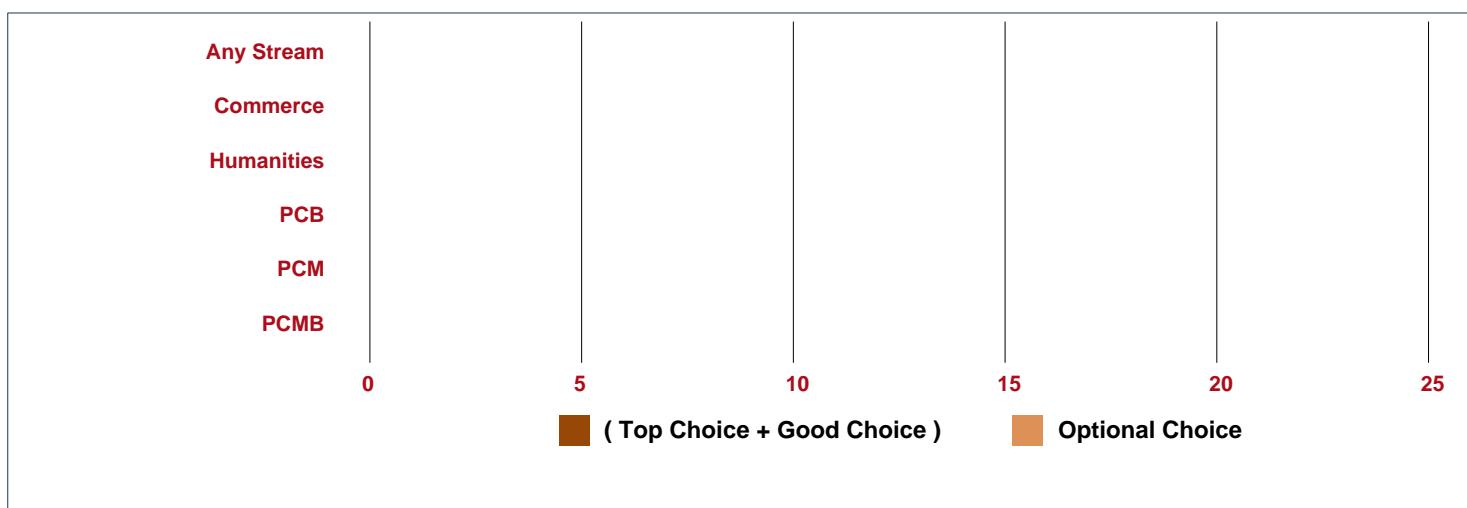
Possibilities

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

Cluster Mapping



Stream Mapping



Career Suggestions

Profession Name	Cluster	11Th / 12Th	Higher Education	Career Compatibility
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Counsellor/Mentor Remarks

Date

Signature

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