



CAREER EXPLORATION (CLASS 8TH – 12TH)

Client Details

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Career excellence model



| | |
|----------------------|--|
| 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



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.

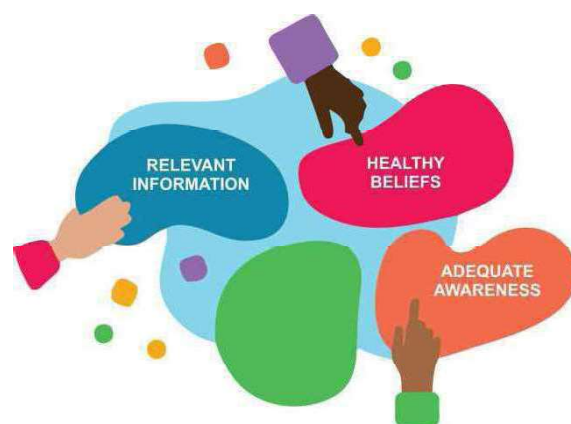
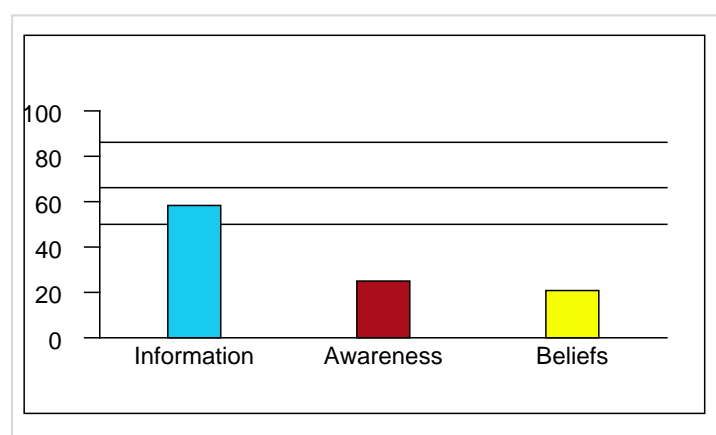
Self-awareness

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



<50%

Low

50 – 75%

Moderate

>75%

High

Observations & suggestions

Beliefs

You need to relook your beliefs as they do not display enough confidence.

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.

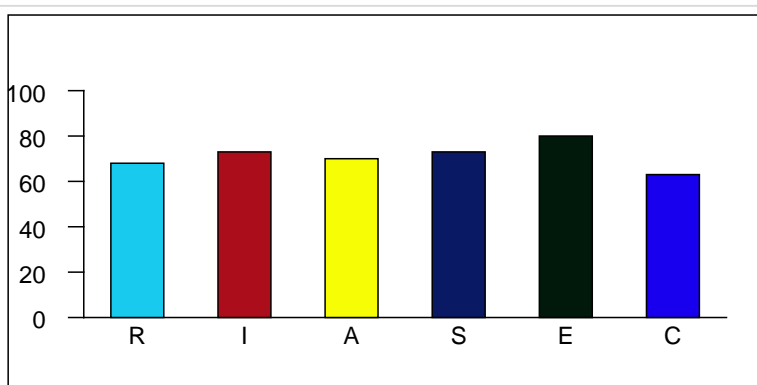
ENTERPRISING (E)

Preference to influence - to sell or to persuade.

CONVENTIONAL (C)

Preference to create and maintain orderliness.

Your Work Interests



DOMAIN CODE :

E(Enterprising)

I(Investigative)

S(Social)

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.



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

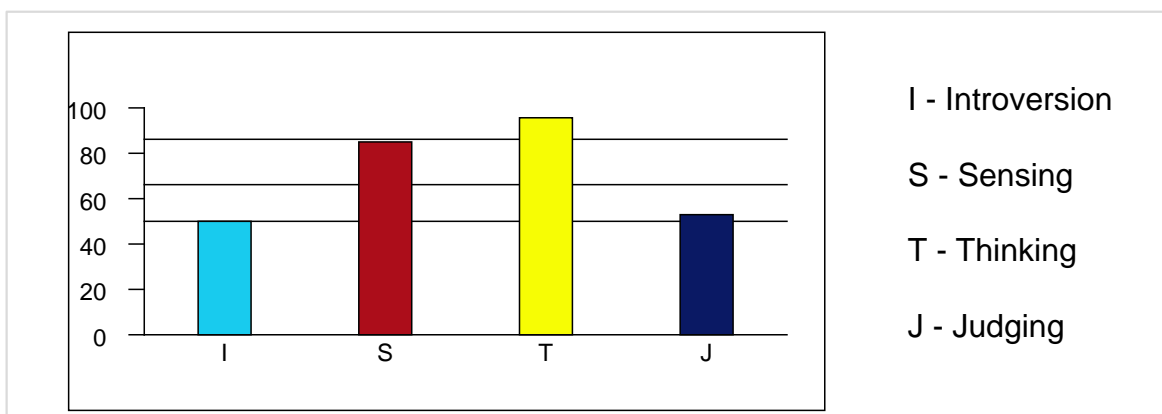
Type Indicators

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 – ISTJ



PCI

| | | | |
|--------|------|------|--------|
| I | S | T | J |
| Medium | High | High | Medium |

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 Judging, You are Dutiful, Methodical, Organized, Determined, Preference on coming to conclusions and complete tasks at hand

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

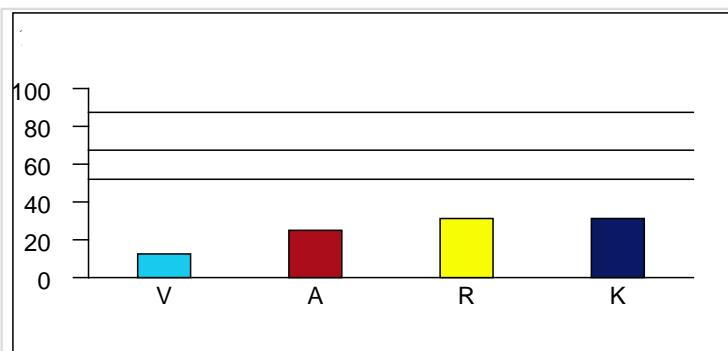
You have not been able to clearly identify your preference or you are making a lot of make real-life choices opposite to your natural preferences. This may be possibly because your learnings about how to effectively manage a situation differ from your natural preference.

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)  | <ul style="list-style-type: none"> • 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. |
| <ul style="list-style-type: none"> • 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)  | <ul style="list-style-type: none"> • Preference for information displayed in words • Emphasis on text-based inputs • Manuals, reports, essays, books, assignments, text dominant internet research |
| <ul style="list-style-type: none"> • 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 |
|---------------------|--|-----------------|
| 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 | High |
| Organizing and closing | Task structuring, Planning, Being methodical, Doing repetitive activities, Working with deadlines, Punctuality, Closure | Low |

Stream Mapping

| Stream | Good Choices | Optional Choices |
|------------|--------------|------------------|
| Any Stream | 0 | 0 |
| Commerce | 0 | 0 |
| Humanities | 0 | 0 |
| PCM | 0 | 0 |
| PCB | 0 | 0 |
| PCMB | 0 | 0 |

Understanding Stream Selection

Students can choose from a variety of options after 10th. Commerce stream is focused on business and finance for careers in accounting, marketing, and more. PCM includes physics, chemistry, and math leading to careers in science, engineering and technology. PCB students study biology, chemistry, and physics. They explore careers in medical and life sciences careers. PCMB combines these subjects for versatile science, tech, and healthcare pathways. Humanities has diverse branches - including history, polity, social sciences, arts, literature, and philosophy. Students of humanities may become psychologists, artists, lawyers and more. Every stream gives student an opportunity to explore her passion and excel in some careers.

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 | Recommendation |
|-----------------|---------|-------------|------------------|----------------|
|-----------------|---------|-------------|------------------|----------------|

Counsellor / Mentor Remarks

Date:

Signature

Signature

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