CAREER
EXPLORATION
(CLASS 8TH – 12TH)

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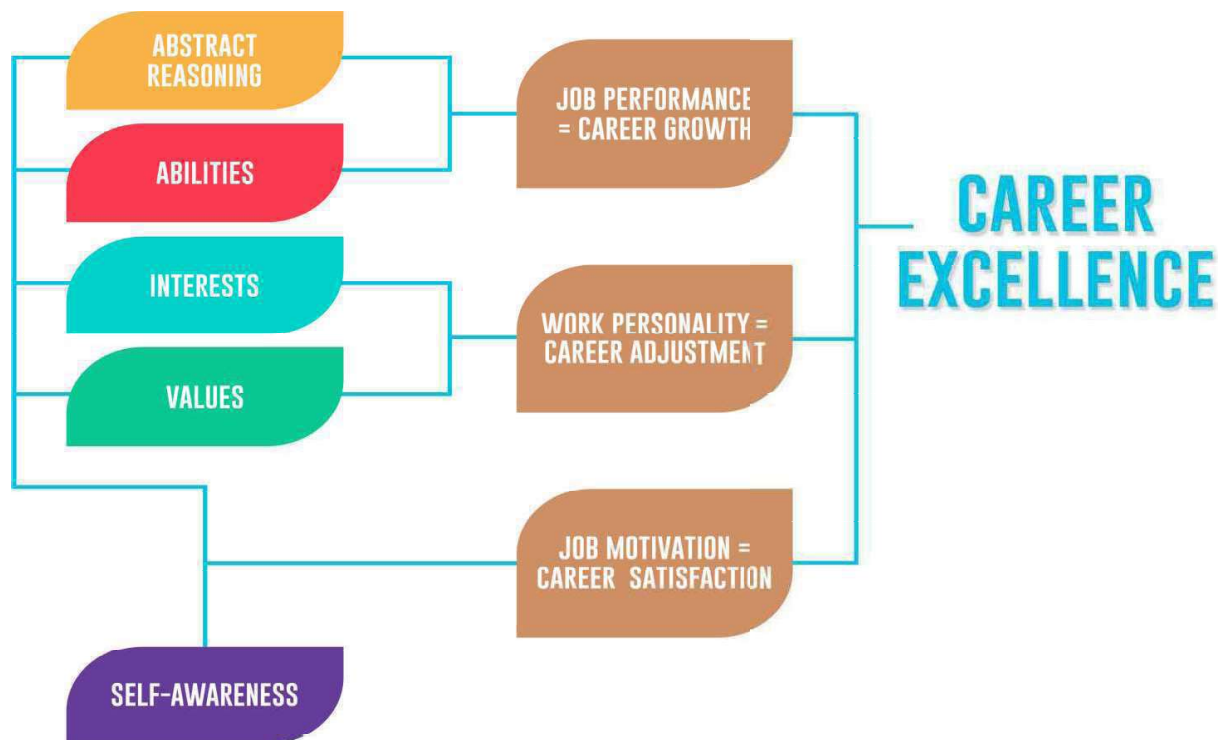|		
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Disclaimer: The results of this report are purely based on the responses provided by the clientfor the constituent assessments. The analysis and recommendations provided are based onongoing scientific research and are meant to provide a reference for the client. The decision tofollow 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

ABSTRACT REASONING	JOB PERFORMANCE = CAREER GROWTH	
ABILITIES		CAREER EXCELLENCE
INTERESTS	WORK PERSONALITY = CAREER ADJUSTMENT	
VALUES		
	JOB MOTIVATION = CAREER SATISFACTION	
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

01 SELF-AWARENESS

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

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

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.
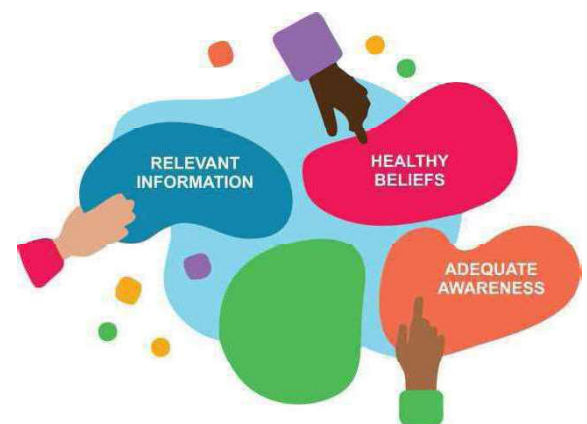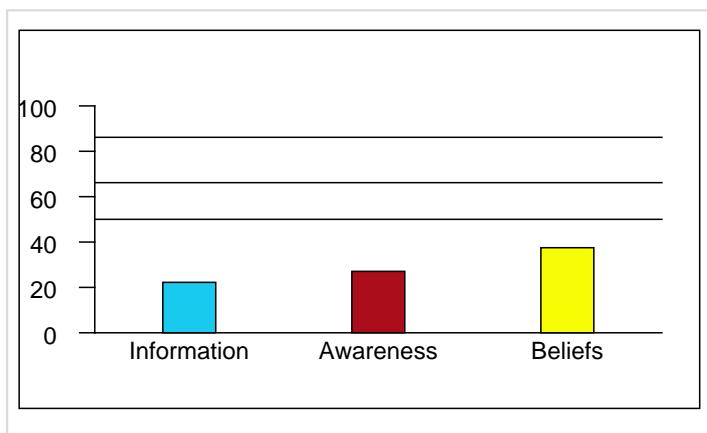
Self-awareness — This is an indication of your own awareness that is relevant in making healthy career decisions.

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

Your career decision making situation

100		
80		
60		
40		
20		
0		
Information	Awareness	Beliefs

RELEVANT INFORMATION **HEALTHY BELIEFS** **ADEQUATE AWARENESS**

<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 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.

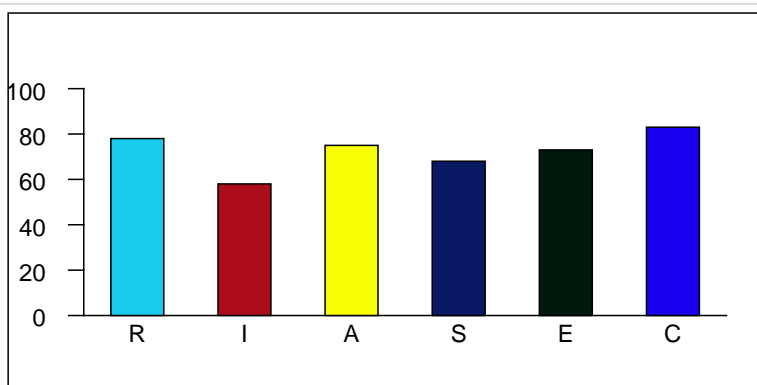## SOCIAL (S)
Preference to help, facilitate or guide.

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

CONVENTIONAL (C)
Preference to create and maintain orderliness.

Your Work Interests

DOMAIN CODE :

C(Conventional)

R(Realistic)

A(Artistic)

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. Co-workers - my co-workers would be easy to get along with
2. Supervision (Technical) - I would have supervisors who train me well
3. Autonomy - I could plan my work without much supervision
4. Social service - I could do things for other people
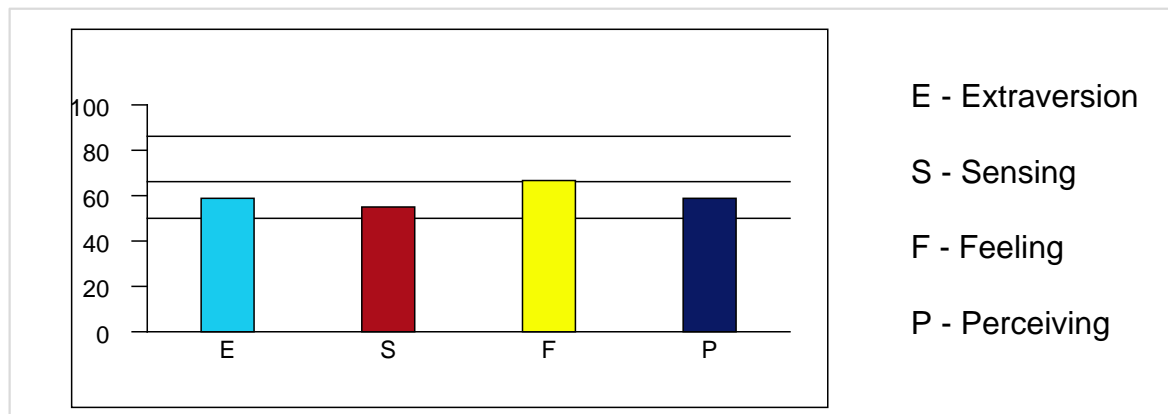5. Authority - I could give directions to others

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 – ESFP

E - Extraversion

S - Sensing

F - Feeling

P - Perceiving

PCI

E	S	F	P
Medium	Medium	Medium	Medium

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 Feeling, You are Supportive,Compassionate,Friendly,Harmonious,Warmth & sympathy towards people

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.

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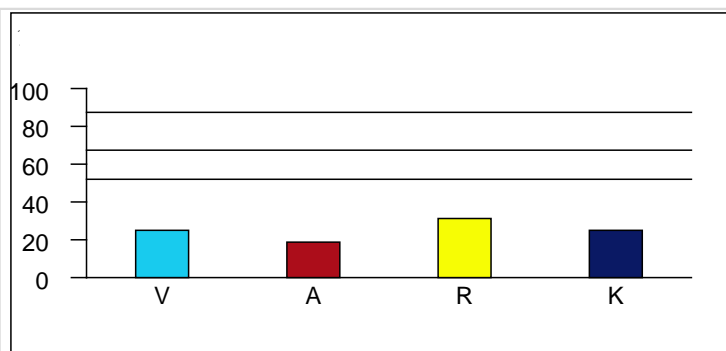
% Low — You have not been able to clearly identify your preference or you are making a lot of make real-life choices opposite to your natural preferences. This may be possibly because your learnings about how to effectively manage a situation differ from your natural preference.

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	Medium
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	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

Science, Technology, Engineering & Mathematics
In this cluster, you shall be working in either science & maths domain or engineering & technology domains. Professions include anthropolists, physicists, political scientists, biostatisticians, geologists, soil & water conservationists, city & regional planners, and engineers in various specializations (electronics, electrical, automobile, civil, marine, etc)

Information Technology
This cluster includes information support services, network management services, software development as well as web administration. Professions include cloud engineers, programmers, business analysts, database administrators, information security managers, data scientists and system analysts

Your Top Streams

 PCM

 Any stream

Career Suggestions

Profession Name	Cluster	11Th / 12Th	Higher Education	Recommendation
Training and Development Specialists	Business Management & Administration	Any stream	Any stream+BBA in Human Resource Management+MBA in Human Resource Management/Any Stream+Graduation In Any Stream+Post Graduate Diploma in Human Resource Management	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
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
Medical Scientists, Except Epidemiologists	Health Science	PCB	Science with Biology+MBBS+Doctor Of Medicine+PHD in Medicine/Science with Biology+B.Sc in Clinical Research+M.Sc in Clinical Research+PhD. in Clinical Research	Explore

Profession Name	Cluster	11Th / 12Th	Higher Education	Recommendation
Surgical Technologists	Health Science	PCB	Science with Physics Chemistry &Biology+B.Sc Surgical Technology+M.Sc in medical Lab Technology/Science +Diploma in Surgical Endoscopic Techniques+B.Sc in Operation Theatre Technology+M.Ch in Surgical Gastroenterology	Explore
Network and Computer Systems Administrators	Information Technology	PCM	Bachelor in Computer Application (BCA)+Master in Computer Application/Science+B.Tech in Computer Science+M.Tech in Computer Science/Science+Bachelor Of Science in Statistics & Computer Application+Master of Science in Statistics and Computer Applications+Certified Network Security/ RPA Developer/Digital Circuits	Explore
Computer Systems Engineers/Architects	Information Technology	PCM	Science with Physics Chemistry Biology+B.Sc in Zoology/Botany/Chemistry/Fishery Science+M.Sc in oceanography/Marine Biology+PHD in oceanography/Science, physics , Chemistry +B.Tech in Environmental/ Civil Engineering+M.Tech in Ocean Engineering/Ocean Technology	Explore
Database Administrators	Information Technology	PCM	PCM/Btech (Computer science/ IT), BCA + MCA	Explore
Web Developers	Information Technology	PCM	Science+B.Sc in Graphic &Web Design+M.Sc in Graphic &Web Design/Science+Diploma in Web Desgning+B.Sc in Computer Science+M.Sc in Computer Science/Science +Diploma in Web Designing & Software Development+BCA+Certificate Course in Web Designing	Explore

Profession Name	Cluster	11Th / 12Th	Higher Education	Recommendation
Transportation Planners	Science, Technology, Engineering & Mathematics	PCM	Science+B.Tech in Civil Engineering+M.Tech Civil Engineering/M.Tech Transportation Systems Engineering Dual Degree/Science+B.Sc in Geography/ Economics+M.Sc in Geography/ Economics/Any Stream+Bachelor of Planning in Urban and Regional Planning+Master Of Urban & Regional Planning	Explore
Environmental Scientists and Specialists, Including Health	Science, Technology, Engineering & Mathematics	Science with Math is best suited	Science+B.Sc.Environmental Science+M.Sc in Environmental Science+Phd.in Environmental Science/Science+B.Tech Environmental Engineering+M.Tech in Environmental Engineering+PhD. in Environmental Science	Explore
Astronomers	Science, Technology, Engineering & Mathematics	PCM	Science+B.Sc in Astrophysics/B.Sc in Astronomy+M.Sc Astro Physics/ M.Sc in Astronomy+PhD. in Astronomy and Astrophysics/Science+B.Tech Computer Science+M.Tech/M.Sc. in Astrophysics+PhD. Astronomy	Explore
Computer Hardware Engineers	Science, Technology, Engineering & Mathematics	PCM	Science with Physics Maths+B.Tech in Computer Science+Certificate in Computer Hardware Network	Explore
Bioinformatics Scientists	Science, Technology, Engineering & Mathematics	PCB	Science with Biology+B.Tech. Biotechnology/M.Tech in Genetic Engineering/B.Tech in bioinformatics+M.Tech Biotechnology/M.Tech in Genetic Engineering/M.Tech in Bioinformatics/Science with Biology+B.Sc. Biology /B.Sc. Biochemistry+M.Sc Biology/M.Sc. Biochemistry	Explore

Profession Name	Cluster	11Th / 12Th	Higher Education	Recommendation
Logistics Engineers	Transportation, Distribution & Logistics	PCM	TBD	Explore
Airline Pilots, Copilots, and Flight Engineers	Transportation, Distribution & Logistics	Any stream	Science with Physics Chemistry Maths+B.Tech in Mechanical/Electrical/ Aeronautical Engineering+Certification For Flight Engineer/Science ,Physics&Maths+B.Sc Maths/ Physics+M.Sc Maths/Physics+Certification for Flight Engineer	Explore