

Dear Student,

You are doing an important activity of shortlisting and prioritizing occupations. This note will help you to do that in a systematic way.

The occupations you have shortlisted are color coded. The square box represents interest fitment and the circle represents the abilities fitment.







The interests here refer to the interest test scores that you have obtained on the Career Guidance Test assessment. The word fitment means suitability. A good interest fitment indicates that you would enjoy working as a professional in that job. In turn, this means greater likelihood of success. Hence it is strongly recommended to prioritize and choose your occupations based on the interest fitment (square box) first.

The abilities here refer to the cognitive abilities such as Verbal, Analytical, Numerical, Spatial and Mechanical which are required to perform well at work. Lodestar assessment assess the students on these different abilities that are required to perform a given job role. Every occupation that you see as part of the Lodestar product is mapped to abilities and your fitment for each occupation is arrived at. These abilities can be enhanced over time through practice.


So, it is strongly recommended that you choose and prioritize your occupations based on the interest fitment (square) first and then by the abilities fitment (circle).

Some pointers to understand the fitment color code:

The best fitment for an occupation is when both interest and ability code is green. We recommend that you prioritize an occupation with such a fitment. This fitment is highly recommended as it has been seen to ensure job success and job satisfaction. In case, where such an occupation choice isn't possible, then consider the following tips:

- a)  An occupation with the interest color code green and yellow for the ability
- b)  The occupations with green color code for interest with any colored fitment for abilities would be the next best fitment, as abilities can be enhanced through practice
- c)  An occupation with yellow color code for both interest and abilities
- d)  Occupations with yellow color code for interests and any colored fitment for abilities
- e)  The next suitable fitment would be an occupation with an amber color code for both interests and abilities
- f)  Occupations with amber color code for interest and any colored code for abilities

Please avoid choosing the occupations that have red as the interest color code. This will be a complete mismatch with your job interest area, as indicated by your scores in the assessment.

 If a majority or all the occupations in your shortlist have a red interest fitment (square), then please consult your GS before prioritizing.

If two/three of your occupations have the same interest and ability code then you can prioritize based on the inputs you have got after reading the occupations report. Eg: You may like work responsibility or the working environment of one of the occupations and prioritize that over the others

Please discuss with your GS if you none of the above tips can be applied to your list of occupations.