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Name \_\_\_\_\_

# LODESTAR

## Career Guidance

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### CAREER FITMENT TEST REPORT



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# Your Test Results

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Your Vocational Personality Code:



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Characteristics:

## Aptitude Test Results

Your aptitude test covered 5 very important areas like Verbal ability, Numerical Ability, Logical Reasoning, Spatial Ability and Mechanical Ability. Apart from your knowledge in different subjects these aptitudes are very important for success in your future career and studies.

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Ability	Low	Score	High

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# Career Fitment Recommendations

Based on your Vocational Personality and Aptitude the **Lodestar Career Decision System** has matched your three chosen careers and your fitment is given below

## Your Fitment for the 3 Chosen Careers.

SL No.	Career Name	Personality Fitment	Aptitude Fitment
1	Mechanical Engineer	Excellent	High
2	Fashion Designer	Medium	Medium
3	Graphic Designer	Low	Low

Personality & Aptitude Fitment Scale    Excellent    High    Medium    Low

## What does this Fitment mean?

### Personality Fitment

This is the most important factor to be considered. An Excellent or High fitment on this means that the “work environment” of this career is suitable to your personality. This means that you will be able to enjoy and adjust to this work environment and the tasks involved in this career. Hence you will be able to succeed in this Career.

This example will help you understand it better:

SL No.	Career Name	Personality Code Required	Fitment Explanation
1	Mechanical Engineer	RIC	To be a good Mechanical Engineer the key Personality trait required is “R” – Realistic. This means that work which involves practical and physical things. Work which has a lot of action/activity i.e. doing tasks as compared to “thinking”. So in your 3-letter code if you have an “R” then you will be better suited to the tasks/activities involved in the role of a Mechanical Engineer.
2	Fashion Designer	AES	To be a good Fashion the key Personality trait required is “A” – Artistic. This means that the work involves creativity, where the work process is less structured and has flexibility and freedom. The work environment is not monotonous. So in your 3-letter code if you have an “A” then you will be better suited to the tasks/activities involved in the role of a Fashion Designer.

If for any of the chosen careers the Personality match is “Low” – then you should ideally avoid taking up this career because in the long-term you will not enjoy the type of work involved in this career.

*This Personality-Career Match is based on Prof. John Holland's famous and well recognized theory of Vocational Interest - also called the Holland's code or the RIASEC. This internationally validated and widely used theory states that – “People will be most successful in jobs in which their Vocational Personality matches with the Personality required for that Job” If this does not match then you will not be happy doing the type of tasks required for of that job.*

## The Monday Morning Rule

To be successful in your chosen Career you should like going to work on a “Monday morning”. That is, after a long weekend you should be motivated to go back to work. If you are not happy or adjusted to the work environment or key tasks then you will not like doing them and hence cannot put in passion and effort into the job - day on day and year on year. Without hard work and passion you cannot succeed in your job.

Your Personality is “Core” to you – you are like this. Because of this Prof. Holland has given high priority to the Vocational Personality Match.

In your personality Score there are 3 letters these are three traits which are most dominant out of the 6 traits we tested you for. Among these three traits the sequence of the letters is also important. The first letter is the most important and then the second and so on.

## Aptitude Fitment

For every job there are certain Aptitudes which are important for a person to successfully do that job. An "Excellent" or a "High" fitment means that you have the necessary aptitudes to do this job.

The Aptitudes “Required” for your three chosen careers are

SL No.	Career Name	Required Aptitudes
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Check your test score on page 1 for these "Required" aptitudes to see your strength and weakness.

If you have a low aptitude fitment for any career - then it is not a very big worry as Aptitudes can be improved by working at it or by taking up activities to improve them. Click on this to find out how you can improve your aptitudes and succeed in that job.

**Skills & knowledge:** Jobs also require some skills or knowledge eg. to become a software developer you need to learn to coding, or to become a doctor your need to learn about biology or to become a CA you need to learn accounting.

### Aptitudes, Skills, Knowledge can be Improved

Aptitudes and Skills & Knowledge are not "Core" to you. You are not born with these, you learn them. These can be learnt i.e. you can be trained in these. However a Low aptitude will mean that you need to put in more effort to be good at that job as compared to people who have a high aptitude. There are many examples where people who have the right personality and the passion for a job, but not a high level of aptitude or skills, learn the required aptitude and skill by putting in effort as they are interested in that job.

## Decision Chart

The table below will help you to interpret the Result and take a decision on your career. For each of your 3 chosen careers read the Personality and Aptitude Fitment in the "Career Fitment Recommendations" table on page 2 and compare that fitment with the table below to understand what decision you can take for that career.

Personality Fitment	Aptitude Fitment	Decision	Decision Explanation
Excellent	Excellent	Go For It	This career is a Perfect Match
Excellent	High	Go For It	This career is a Very Good Match
High	Excellent	Go For It	This career is a Very Good Match
High	High	Go For It	This career is a Good Match
Excellent	Medium	Go For It	This career is a Good Match
High	Medium	Think About It	Take this up if you are really passionate to do this. You will need to work on both adjusting to the job as well as improving your aptitudes.
Medium	Excellent	Think About It	Take this up if you are really passionate to do this. Your high aptitude match will help you to adjust to the work environment.
Medium	High	Think About It	Consult a career counselor, read up enough about this job or meet somebody in this job to find more about the tasks and work environment before taking this up.

Personality & Aptitude Fitment Scale    Excellent    High    Medium    Low

## Decision Chart (continued)

Personality Fitment	Aptitude Fitment	Decision	Decision Explanation
Medium	Medium	Think About It	Consult a career counselor, read up enough about this job or meet somebody in this job to find more about the tasks and work environment before taking this up.
Excellent	Low	Think About It	Take this up if you are really passionate to do this. Work diligently to improve your aptitudes. With low aptitudes it may be difficult to pass the entrance exams - consult a career counselor to understand how you can do it.
High	Low	Advisable to Avoid This	Take this up if you are really passionate to do this. Work diligently to improve your aptitudes. With low aptitudes it may be difficult to pass the entrance exams - consult a career counselor to understand how you can do it.
Medium	Low	Advisable to Avoid This	Look for other options. This really does not suit both your Personality and Aptitude. There are 100s of other careers for you. Consult a Career counselor to know more.
Low	Excellent	Advisable to Avoid This	Take this up only if you are really passionate about this job. Find out a lot more about the job and work before you decide.
Low	High	Advisable to Avoid This	Take this up only if you are really passionate about this job. Find out a lot more about the job and work before you decide.
Medium	Low	Advisable to Avoid This	Look for other options. This really does not suit both your Personality and Aptitude. There are 100s of other careers for you. Consult a Career counselor to know more.
Low	Low	Advisable to Avoid This	Look for other options. This really does not suit both your Personality and Aptitude. There are 100s of other careers for you. Consult a Career counselor to know more.

Personality & Aptitude Fitment Scale    **Excellent**    **High**    **Medium**    **Low**

# Education Recommendation for your Matched Careers

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SL No.	Career Name	Important Exams to Take	Degree
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## Exam Explainer

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SL No.	Exam	Description
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# Activities for **Personality Match**

To improve your Personality Fitment from Low to Medium to High - for your chosen careers you can try and involve yourself in the following activities.

These activities will help you to get more familiar with the type of activities that are required for that career. By doing that you will get more understanding of the required personality and your suitability to it. This exposure will enable you to improve your fitment to that career.

SL No.	Activity
1	Participate in group projects or team-based assignments.

# Career Guidance Test

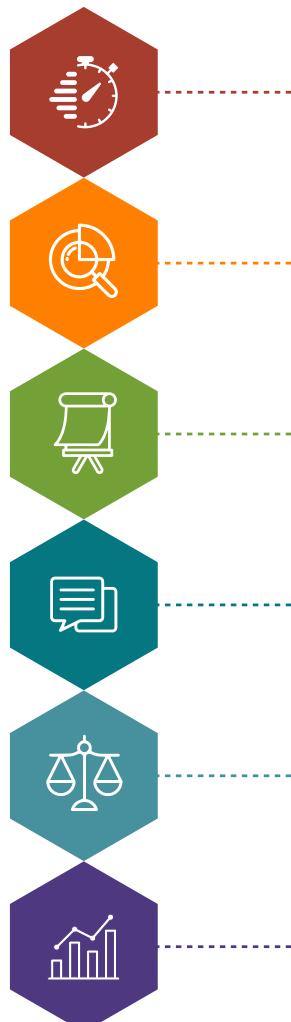
## The Science Behind

### RIASEC Test - Vocational Personality Test

This test is based on the internationally approved Holland's theory of Vocational Personalities in Work Environments (RIASEC), commonly known as Holland Codes theory. The RIASEC model maintains that in choosing a career, people search for environments that will let them use their skills and abilities, and express their attitudes and values, while taking on enjoyable problems and roles. The Holland Code is the key, or at least one of the keys, to finding a compatible career.

Holland theory is based on the premise that there are 6 work environments and 6 vocational areas. A good match between the employee's interests and the vocational area will lead to job success and job satisfaction.

### The six Vocational Personality types in the RIASEC model are:



#### **Realistic** Stable, Assertive, Practical

Sample Careers

Robotics Technician, Microbiologist, Electronic Engineer

#### **Investigative** Reserved, Independent, Analytical

Sample Careers

Mathematician, Psychiatrist, Geneticist

#### **Artistic** Intuitive, Creative, Expressive

Sample Careers

UX Designer, Art Director, Choreographer

#### **Social** Humanistic, Verbal, Interpersonal

Sample Careers

Special Educator, Psychologist, Addiction Medicine Specialist

#### **Enterprising** Persuasive, Confident, Leadership Skills

Sample Careers

Marketing Professional, Corporate Lawyer, Investment Banker

#### **Conventional** Conscientious, Efficient, Orderly

Sample Careers

Biostatistician, Finance Manager, Data Analyst

# An In-depth look into RIASEC

## The Science Behind



### Investigative

A person with this Occupational Interest tends to focus on ideas. They enjoy collecting and analyzing data and information. They are curious and tend to be creative and original. Investigative types are task oriented, and tend to prefer loosely structured situations with minimal rules or regulations, although some structure contributes to their creativity.

#### Characteristics

**Reserved, Independent, Analytical**

### Realistic

A person with this Occupational Interest likes to work with their hands, focus on things in the physical world and use physical skills. They like to explore places and things and frequently have a desire for adventure. They like to repair and make things with their hands, tools, and machines. They prefer outdoor work.

#### Characteristics

**Stable, Assertive, Practical**



# An In-depth look into RIASEC

## The Science Behind



### Artistic

A person with this Occupational Interest is the most creative of all the types and tend to focus on self-expression through various forms/mediums: images, materials, music, words, movement, as well as systems and programs. They are able to see possibilities in various settings and are not afraid to experiment with their ideas. They like variety and tend to feel cramped in structured situations.

#### Characteristics

**Intuitive, Creative, Expressive**

### Social

A person with this Occupational Interest is concerned with people and their welfare. Social types make friends easily and tend to have well developed communications skills. They enjoy working with groups or individuals, using empathy and an ability to identify and solve problems, and tend to be high achievers and good leaders.

#### Characteristics

**Humanistic, Verbal, Interpersonal**



# An In-depth look into RIASEC

## The Science Behind



### Enterprising

A person with this Occupational Interest is goal-oriented and desires to see results. They work with and through people, providing leadership and delegating responsibilities for organisational and/or financial gains. These people tend to function with a high degree of energy. They prefer business settings, and often want social events to have a purpose beyond socialising.

#### Characteristics

**Persuasive, Confident, Leadership Skills**

### Conventional

A person with this Occupational Interest is oriented towards completing tasks initiated by others. They pay attention to detail, and prefer to work with data, particularly in the numerical, statistical, and record-keeping realm. They have a high sense of responsibility, follow the rules, and want to know precisely what is expected of them.

#### Characteristics

**Conscientious, Efficient, Orderly**



# The Aptitude Test

## The Science Behind

**Abilities** - Abilities found to be important across job roles and occupations are assessed by Lodestar to provide a fitment between interests and abilities. Each ability is rated on a High, Medium or Low scale to enable the student to fully understand where he or she stands in terms of those abilities.

Abilities are also called aptitudes and can always be improved upon by putting time and effort into them. These are crucial for success in jobs and careers.



### Verbal Ability

This ability is typically assessed to measure the student's ability to quickly process verbal information which may impact decision making. This has questions related to how language is understood (comprehension), rules of the language (grammar) and usage of words. Many careers require the ability to communicate clearly like Reporter & Correspondent, Lawyer and Editor. Verbal ability scores can be improved by doing crossword puzzles, reading story books and journaling. Apps like Grammarly and Duolingo can help improve verbal ability.

### Reasoning Ability

This ability is typically assessed to measure the student's lateral thinking skills or fluid intelligence - the ability to quickly identify patterns, logical rules and trends in new data, integrate this information, and apply it to solve problems. This area has questions like what comes next in the series (deductive reasoning), how two things are correlated (analogies) and what conclusion you can reach for a problem (inferences). This ability is very important to work in fields with high uncertainties like Doctor, IAS officer and Forex trader. Reasoning ability can be improved by doing Sudoku, crossword puzzles and lateral thinking questions. TED ED has some great reasoning puzzles that students can look at online.



# The Aptitude Test

## The Science Behind



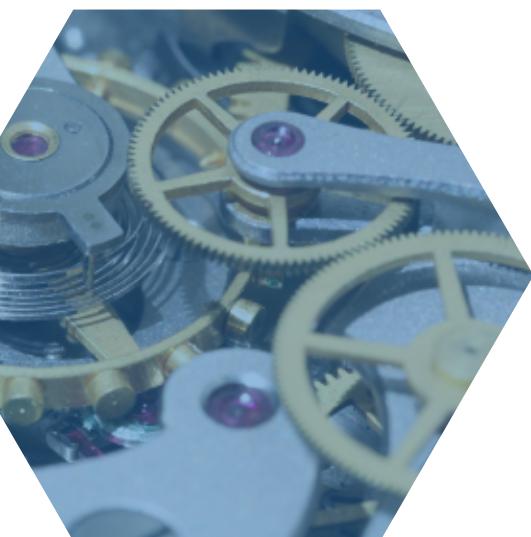
### Numerical Ability

This ability is typically assessed to measure the mathematical reasoning of the student. This area consists of arithmetic, algebra and geometry related questions. Questions related to Interest calculations, Discount, Profit and Loss are also included. Numerical ability is very important in commercial and scientific areas. A high score in Numerical ability also demonstrates a higher chance of cracking the calculations in competitive exams. Careers requiring high numerical ability are Chartered Accountant, Structural Engineer and Investment Banker. This ability can be improved by practicing and solving mathematical problems whether online or offline.



### Spatial Ability

This measures the ability to mentally manipulate 2-dimensional, 3-dimensional and 4-dimensional figures. Spatial ability maps the visualisation skills and imaginative capability of the student. Typical questions include mirror images, symmetry, and shape matching. A high spatial ability is needed in careers like Architect, Surgeon and Chef. Spatial ability can be improved by doing jigsaw puzzles, rubik's cube and building blocks. Online games like Minecraft can also help hone these skills.



### Mechanical Ability

This ability is typically assessed to measure the student's ability to understand and apply mechanical concepts and principles to solve problems. This section has questions on pulleys, levers and gears. Doing well in this area means a student will do well in technical and engineering related areas – for eg., Mechanical Engineers, Automobile Engineers or Aeronautical Engineers. Building real life working models or repairing things is a great way to improve mechanical ability. Some of the classic online games like Angry Birds and Cut the rope are also ways to improve your mechanical ability.

# Need more help to Make a Final decision?

It's good to know about your Vocational Personality and Aptitude and match it to various career options of your choice. If your match is good, then go ahead and pursue that career! It is possible that some of these careers are not fully suitable or some improvement is recommended in Aptitudes. You may also want to understand more details of the education path before finalising your decision.

Decisions on your education path like which degree to pursue, which tuition class to join, which entrance exam to write are very crucial decisions for a student. You need to have specific information on eligibility criteria, exam patterns, exam schedules and colleges details to finalise your decision.

For all this you can enroll in our in-depth Career Guidance program where expert counselors will help you to make the best final decision.

## Personalized Guidance by Expert Counselor

- ✓ Counseling by Career Expert - 2 Sessions
- ✓ Access To Online Career Library - 300+ Careers to explore
- ✓ Top 2 Career Finalization
- ✓ Detailed Education Path Planning - Finalisation of Degree, College, Exams, Tuitions, Stream for finalised career option
- ✓ Counseling period 3 weeks

# About Lodestar

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Lodestar is India's first scientific Career Guidance program that uses authentic data and advanced decision methodologies to enable students to make Smart Decisions with respect to career, college, exams and tutorial. Over 40000 students from **150 leading schools from across India** have made a Smart Decision with this so far.



students feel that they made the **right Career & Education decision after the program.**



felt that Lodestar had successfully **answered all their Career and Education related questions.**