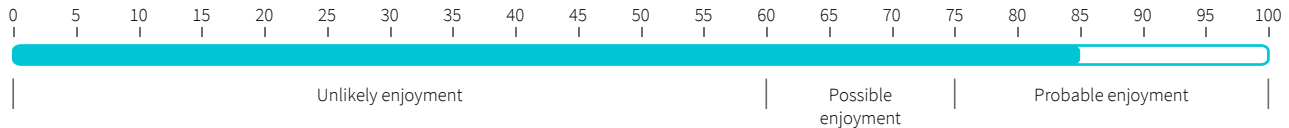


Overall percentage of enjoyment = 84.7%



This report compares your preferences and interests to the tasks and interests related to work satisfaction and success for typical jobs within the career called Accountant/Bookkeeper – All functions. Keep in mind that while there is a good general reflection of the career, there may be specific jobs under this career name which emphasise somewhat different tasks and interests, and thus your score is not necessarily reflective of all jobs within this career title.

This report is divided into three sections: Key factors related to your enjoyment, Other factors that could hinder your enjoyment, and Potential derailers.

Summary of this career

Full-time management of a group of athletes. Collect fees, commissions or other payments, according to contract terms. Confer with athletes to develop strategies for their careers, and to explain actions taken on their behalf. Develop contacts with individuals and organizations, and apply effective strategies and techniques to ensure athletes' success. Negotiate with managers, promoters, union officials and other persons, regarding athletes' contractual rights and obligations.

Possible educational requirements

- Year 12 or Equivalent
- Licences / VET Certificate I to III
- VET Certificate IV / Diploma / Advanced Diploma
- Bachelor's Degree

Areas of knowledge

- Customer and Personal Service
- Sales and Marketing
- Communications and Media
- Administration and Management
- Clerical
- Fine Arts
- Economics and Accounting
- Personnel and Human Resources

CUSTOMER AND PERSONAL SERVICE

Knowledge of principles and processes for providing customer and personal services, including customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction

SALES AND MARKETING

Knowledge of principles and methods for showing, promoting and selling products or services, including

marketing strategy and tactics, product demonstration, sales techniques, and sales control systems

COMMUNICATIONS AND MEDIA

Knowledge of media production, communication, and dissemination techniques and methods including alternative ways to inform and entertain via written, oral, and visual media

ADMINISTRATION AND MANAGEMENT

Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources

CLERICAL

Knowledge of administrative and clerical procedures and systems such as word processing, managing files and records, stenography and transcription, designing forms, and other office procedures and terminology

FINE ARTS

Knowledge of theory and techniques required to produce, compose, and perform works of music, dance, visual arts, drama, and sculpture

ECONOMICS AND ACCOUNTING

Knowledge of economic and accounting principles and practices, the financial markets, banking, and the analysis and reporting of financial data

PERSONNEL AND HUMAN RESOURCES

Knowledge of principles and procedures for personnel recruitment, selection, training, compensation and benefits, labor relations and negotiation, and personnel information systems

The system checks to see if you were paying sufficient attention and answering honestly when completing the questionnaire. Analysis of your answers indicates there is a high likelihood that you were truthful, accurately self-aware, and able to concentrate on the questionnaire.

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Disclaimer: This report is based on more than 20 years of research and applied application in more than 60 countries. Although the algorithms that derive the information have proven to be accurate, every statement is not necessarily correct. Harrison Assessments Int'l, and its associated companies do NOT accept any liability of any kind including negligence related to the accuracy or the use of this information.

Key factors related to your enjoyment

These factors relate to areas in which a strong interest or enjoyment level is likely to help your enjoyment and success in this career, and a low level of interest or enjoyment is likely to hinder your enjoyment and success.

	Your Score	Strongly dislike	Dislike	Somewhat dislike	Occasionally enjoys	Moderate enjoyment	Some enjoyment	Substantial enjoyment	Strong enjoyment	Very strong enjoyment
Sports - The interest in work that involves sports You are very interested in work that involves sports. Your interest in work that involves sports will probably have a moderate positive impact on job satisfaction and/or performance.	9.0									
Takes Initiative - The tendency to perceive what is necessary to be accomplished and to proceed on one's own You frequently tend to take a great deal of initiative. This initiative will help you to achieve objectives. It is very important that the employer provides opportunities for initiative and guidelines regarding the type of initiative that can be taken. Otherwise, the initiative could be contrary to expectations. Your initiative will probably have a substantial positive impact on job satisfaction and/or performance.	10.0									
Analytical - The tendency to logically examine facts and situations (not necessarily analytical ability) You tend to frequently logically analyse difficulties, facts, and situations and greatly enjoy it. Your tendency to analyse will probably have a moderate positive impact on job satisfaction and/or performance.	9.6									
Finance / business - The interest in commerce or fiscal management You are very interested in business or finance. Your interest in business or finance will probably have a slight positive impact on job satisfaction and/or performance.	9.0									
Negotiating - The tendency to bargain in order to reach a beneficial agreement Your interpersonal preferences and tendencies probably enable you to have good negotiating skills. Your negotiating skills will probably have a slight positive impact on job satisfaction and/or performance.	8.4									
Persistent - The tendency to be tenacious despite encountering significant obstacles You may tend to be only moderately persistent and prefer to avoid occupying a position which requires the overcoming of many obstacles. Your dislike of having to overcome obstacles will probably have a slight negative impact on job satisfaction and/or performance.	4.6									
Wants Challenge - The willingness to attempt difficult tasks or goals You may tend to hesitate to attempt challenging tasks or projects and probably prefer to avoid tasks or projects you are not sure you can achieve. Your lack of drive to achieve challenging objectives will probably have a moderate negative impact on job satisfaction and/or performance.	3.6									
Enthusiastic - The tendency to be eager and excited toward one's own goals You tend to be enthusiastic about your goals. If your goals are in alignment with the organization's objectives, you will probably have a drive to achieve those objectives. Your degree of enthusiasm for your goals is sufficient.	7.8									

Key factors related to your enjoyment

These factors relate to areas in which a strong interest or enjoyment level is likely to help your enjoyment and success in this career, and a low level of interest or enjoyment is likely to hinder your enjoyment and success.

	Your Score	Strongly dislike	Dislike	Somewhat dislike	Occasionally enjoys	Moderate enjoyment	Some enjoyment	Substantial enjoyment	Strong enjoyment	Very strong enjoyment
Helpful - The tendency to respond to others' needs and assist or support others to achieve their goals You tend to be helpful and conscious of others' needs. Your helpfulness will probably have a slight positive impact on job satisfaction and/or performance.	8.4									
Influencing - The tendency to try to persuade others You have a moderate tendency to persuade or influence others. Although you may not shy away from trying to influence subordinates and clients, it is probably not your first choice in activities. Your degree of influencing is sufficient.	6.0									
Planning - The tendency to formulate ideas related to the steps and process of accomplishing an objective You enjoy planning and probably tend to do it reasonably often. Your degree of planning is sufficient.	6.9									
Selling - The interest in convincing or influencing others to purchase a product or service You are quite interested in at least some aspects of selling. Your level of interest in some aspects of selling is sufficient.	8.0									

Less important factors that could hinder your enjoyment

These factors relate to areas in which a low interest or enjoyment level could hinder your enjoyment or success in this career, however, a high level of enjoyment or interest is not necessary.

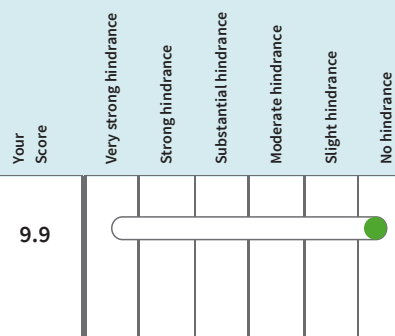
	Your Score	Very strong hindrance	Strong hindrance	Substantial hindrance	Moderate hindrance	Slight hindrance	No hindrance
Analyses Pitfalls - The tendency to scrutinise potential difficulties related to a plan or strategy You have a very strong tendency to analyse the potential difficulties of plans and strategies. Therefore, you are likely to be extremely mindful when it comes to making strategic decisions. Your degree of analysing potential difficulties is sufficient.	9.5						
Collaborative - The tendency to collaborate with others when making decisions You moderately enjoy collaboration and probably give moderate importance to collaborating with others in the decision-making process. Your degree of collaboration is sufficient.	5.6						
Diplomatic - The tendency to state things in a tactful manner You are extremely capable of being tactful and tend to state things in a very diplomatic manner. Your degree of diplomacy is sufficient.	9.5						
Optimistic - The tendency to believe the future will be positive You tend to be generally optimistic and cheerful. Your positive attitude will be somewhat beneficial when dealing with subordinates, co-workers, or clients. Your degree of optimism is sufficient.	7.2						
Pressure Tolerance - The level of comfort related to working under deadlines and busy schedules You are reasonably likely to work well under the pressure of deadlines and tight schedules. Your degree of tolerance of pressure is sufficient.	6.8						
Warmth / empathy - The tendency to express positive feelings and affinity towards others You may moderately express warmth and empathy. Your degree of expressing warmth and empathy is sufficient.	5.7						
Enlists Cooperation - The tendency to invite others to participate in or join an effort You only moderately enjoy enlisting the co-operation of others. Your degree of enlisting the co-operation of others is sufficient.	4.7						
Research / learning - The enjoyment of gathering and comprehending new information You very much enjoy researching and learning new information. Your degree of enjoyment of researching and learning new information is sufficient.	8.5						
Outgoing - The tendency to be socially extroverted and the enjoyment of meeting new people You generally enjoy meeting new people and are probably somewhat outgoing. Your degree of enjoyment of meeting new people is sufficient.	6.7						
Systematic - The enjoyment of tasks that require carefully or methodically thinking through steps. You enjoy work that requires being systematic and tend to be systematic. Your degree of being systematic is sufficient.	7.8						

Less important factors that could hinder your enjoyment

These factors relate to areas in which a low interest or enjoyment level could hinder your enjoyment or success in this career, however, a high level of enjoyment or interest is not necessary.

Authoritative - The desire for decision-making authority and the willingness to accept decision-making responsibility

You have a very strong desire to have decision-making authority and are extremely willing to accept decision-making responsibility. Your degree of comfort with decision-making authority is sufficient.



Potential derailers

These factors relate to areas in which a strong behavioural tendency could hinder your enjoyment and success for this career.

	Your Score	Very strong hindrance	Strong hindrance	Substantial hindrance	Moderate hindrance	Slight hindrance	No hindrance
Defensive - The tendency to be self-accepting without sufficiently intending to improve You probably do not have a significant degree of defensiveness. Your lack of defensiveness will support job satisfaction and will not hinder performance.	0.0						
Blunt - The tendency to be frank or direct without being sufficiently tactful or diplomatic You probably do not have a significant degree of being blunt. Your lack of being blunt will support job satisfaction and will not hinder performance.	0.0						
Dogmatic - The tendency to be certain of opinions without sufficiently being open to different ideas You probably have slight tendency to be dogmatic. Your lack of being dogmatic will support job satisfaction and will not hinder performance.	3.0						
Harsh - The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic You probably have an extremely slight tendency to be harsh or overly strict. Your lack of harshness will support job satisfaction and will not hinder performance.	1.4						
Blindly Optimistic - The tendency to grasp the possible benefits of a plan or strategy without sufficiently analysing the potential difficulties or pitfalls You probably do not have a significant degree of being blindly optimistic. Your lack of being blindly optimistic will support job satisfaction and will not hinder performance.	0.0						
Impulsive - The tendency to take risks without sufficient analysis of the potential difficulties You probably do not have a significant degree of being impulsive with risks. Your lack of being impulsive when making decisions will support job satisfaction and will not hinder performance.	0.0						
Sceptical - The tendency to focus on the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits You probably have only a slight tendency to give greater consideration to potential problems than potential benefits. Your lack of being sceptical will support job satisfaction and will not hinder performance.	2.3						
Authoritarian - The tendency to make decisions independently without sufficiently collaborating with others You probably have a moderate tendency to control decisions without sufficiently collaborating. You may minimise buy-in and participation from others as well as reduce the effectiveness of your decisions as a result of insufficiently collaborating with others. Your lack of being authoritarian when making decisions will support job satisfaction and will not hinder performance.	4.3						

Potential derailers

These factors relate to areas in which a strong behavioural tendency could hinder your enjoyment and success for this career.

Dominating - The tendency to be assertive of one's needs without sufficiently being helpful to others

You probably do not have a significant degree of being dominating. Your lack of being dominating will support job satisfaction and will not hinder performance.

Your
Score

0.0

Very strong hindrance

Strong hindrance

Substantial hindrance

Moderate hindrance

Slight hindrance

No hindrance

Key factors potentially underutilised in this career

These factors show areas of your strong passion and ability that are unlikely to be put to full use, and so could hinder your enjoyment and success for this career.

Writing / language - The interest in work that involves formulating words to convey meaning (i.e., journalism or translator)

Because this job is unlikely to allow use of this trait very often, it can create a moderate hindrance in your job satisfaction and/or performance.

