



THE TALENT ENTERPRISE



Thriving Index

Career
Pro Series

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Introduction to the Thriving Index® Career Report

The Thriving Index® (TI) Career report is powerful self-report tool that helps you better understand the most suitable career pathways based on an in-depth understanding of your personal strengths and motivators. It helps you identify those careers in which you're most likely to thrive.

Whether you are currently exploring future education opportunities, starting out in your career, or considering a career transition, you will benefit from the insights and recommendations provided in this report. The Thriving Index® (TI) Career report can help you identify potential options and begin a career exploration and planning process.

Key Considerations

- This self-reflection tool maps your career suitability across 24 Career Clusters, a 100+ Career Sub-Clusters and 750+ Job Roles, based on The Talent Enterprise's 'world of employment' research focusing on 21st century careers and skills. While this report provides an overview of possible options, it does not include an exhaustive list of all careers and jobs that exist (or will exist) in the future.
- Keep in mind that this report provides recommendations based on the strengths profile from your own self-report assessment and it is not a measure of your ability, skills or aptitude. Your final decision on which career to pursue will need to consider other factors such as your skills, ability, job conditions, wages, availability of jobs, work conditions, educational qualifications and so on.
- Finally, and importantly, do note that in case there are certain careers that you're extremely interested in or passionate about, which have received a lower rating than you expected, it does not mean that you could or should not pursue those careers. This is an exploratory tool for you to better understand and appreciate your strengths and possibilities, so you can prepare for those career(s) through a structured career exploration, planning and developmental process.

Sections of the Thriving Index® Career Report

Section 1

Your interest in the
Career Clusters
A brief self reflection activity

Section 2

Your suitability mapping to
the Career Clusters
Based on your strengths

Section 3

Your top five
Career Clusters
And detailed career guides

Section 4

Your career development
plan
For career planning

Understanding Your Report

The career suitability is provided on a 5 point 'star' rating.

One or Two Stars



Those careers that are least suitable for you based on your strengths profile. You would need further development and focus in order to pursue them

Three Stars



Those careers that are moderately suitable for you based on your strengths profile

Four or Five Stars



Your career development plan
For career planning

The strengths assessment is provided on a 3 point 'developmental' rating.

Developmental Strength

This is a developmental strength of yours and most others demonstrate a higher level of this strength. Find ways to further develop this strength.

Potential Strength

This is a potential strength of yours and others may demonstrate a higher level of this strength. Find ways to further build this strength.

Signature Strength

This is a unique strength of yours as compared to others. Find as many opportunities to enhance and nurture this strength.

Section 1: Awareness And Interest Across The 24 Career Clusters



Prior to moving on to the next section, we would like you to take the time to reflect on your awareness and interest in the Career Clusters provided below. You may choose as few or as many careers in each column.

	Aware Of	Interested In		Aware Of	Interested In
	ADMINISTRATION, CONTRACTING AND PROCUREMENT	<input type="checkbox"/> <input type="checkbox"/>		ARMED FORCES, SECURITY AND PROTECTIVE SERVICES	<input type="checkbox"/> <input type="checkbox"/>
	CONSULTING, BUSINESS MANAGEMENT AND PROFESSIONAL SERVICES	<input type="checkbox"/> <input type="checkbox"/>		CREATIVE ARTS AND DESIGN	<input type="checkbox"/> <input type="checkbox"/>
	CUSTOMER SERVICE	<input type="checkbox"/> <input type="checkbox"/>		EDUCATION	<input type="checkbox"/> <input type="checkbox"/>
	ENGINEERING AND TECHNICAL	<input type="checkbox"/> <input type="checkbox"/>		ENTREPRENEURSHIP	<input type="checkbox"/> <input type="checkbox"/>
	ENVIRONMENTAL AND LIFE SCIENCES	<input type="checkbox"/> <input type="checkbox"/>		FINANCE, ACCOUNTING AND INVESTMENTS	<input type="checkbox"/> <input type="checkbox"/>
	HEALTHCARE AND ALLIED SERVICES	<input type="checkbox"/> <input type="checkbox"/>		HUMAN RESOURCES AND TRAINING	<input type="checkbox"/> <input type="checkbox"/>
	INDUSTRIAL DESIGN AND ARCHITECTURE	<input type="checkbox"/> <input type="checkbox"/>		INFORMATION TECHNOLOGY, ROBOTICS AND ARTIFICIAL INTELLIGENCE	<input type="checkbox"/> <input type="checkbox"/>
	LEISURE, TOURISM AND SPORTS	<input type="checkbox"/> <input type="checkbox"/>		MARKETING, ADVERTISING AND PUBLIC RELATIONS	<input type="checkbox"/> <input type="checkbox"/>
	MEDIA AND BROADCASTING	<input type="checkbox"/> <input type="checkbox"/>		OPERATIONS, LOGISTICS AND TRANSPORTATION	<input type="checkbox"/> <input type="checkbox"/>
	PUBLIC POLICY, GOVERNANCE AND LAW	<input type="checkbox"/> <input type="checkbox"/>		QUALITY CONTROL AND DATA PROCESSING	<input type="checkbox"/> <input type="checkbox"/>
	RESEARCH AND DEVELOPMENT	<input type="checkbox"/> <input type="checkbox"/>		SALES AND BUSINESS DEVELOPMENT	<input type="checkbox"/> <input type="checkbox"/>
	SOCIAL CARE AND THE THIRD SECTOR	<input type="checkbox"/> <input type="checkbox"/>		SOCIAL SCIENCES	<input type="checkbox"/> <input type="checkbox"/>

Based on your own responses to the Thriving Index® assessment, the table below provides a career suitability rating based on a 5 point scale. Please note that this rating is based on your own assessment and it is not a measure of your ability, skills or aptitude. In case there are careers where your rating may be lower than you hoped for, do remember that you may still pursue those careers, however, you would need to define a clear career plan and develop your skills and competencies to be successful in your chosen career path.

 ADMINISTRATION, CONTRACTING AND PROCUREMENT	★★★★★	 ARMED FORCES, SECURITY AND PROTECTIVE SERVICES	★★★★★
 CONSULTING, BUSINESS MANAGEMENT AND PROFESSIONAL SERVICES	★★★★★	 CREATIVE ARTS AND DESIGN	★★★★★
 CUSTOMER SERVICE	★★★★★	 EDUCATION	★★★★★
 ENGINEERING AND TECHNICAL	★★★★★	 ENTREPRENEURSHIP	★★★★★
 ENVIRONMENTAL AND LIFE SCIENCES	★★★★★	 FINANCE, ACCOUNTING AND INVESTMENTS	★★★★★
 HEALTHCARE AND ALLIED SERVICES	★★★★★	 HUMAN RESOURCES AND TRAINING	★★★★★
 INDUSTRIAL DESIGN AND ARCHITECTURE	★★★★★	 INFORMATION TECHNOLOGY, ROBOTICS AND ARTIFICIAL INTELLIGENCE	★★★★★
 LEISURE, TOURISM AND SPORTS	★★★★★	 MARKETING, ADVERTISING AND PUBLIC RELATIONS	★★★★★
 MEDIA AND BROADCASTING	★★★★★	 OPERATIONS, LOGISTICS AND TRANSPORTATION	★★★★★
 PUBLIC POLICY, GOVERNANCE AND LAW	★★★★★	 QUALITY CONTROL AND DATA PROCESSING	★★★★★
 RESEARCH AND DEVELOPMENT	★★★★★	 SALES AND BUSINESS DEVELOPMENT	★★★★★
 SOCIAL CARE AND THE THIRD SECTOR	★★★★★	 SOCIAL SCIENCES	★★★★★

This section of the report provides information of your Top 5 careers, based on your own responses to the Thriving Index® assessment. These have been listed in rank order, with 1 being your most recommended career, 2 being your next most recommended career and so on.

We encourage you to explore more about these careers through additional reading, engaging with professionals already working in these careers, actively pursuing work opportunities, such as internships, job rotations, work study etc.

1. ADMINISTRATION, CONTRACTING AND PROCUREMENT

Administration, contracting and procurement roles involve helping organisations plan, source and organise key activities, resources and materials. They often require on-going and extensive management of internal and external stakeholders, an in-depth understanding of policies and processes, and delivering value keeping in mind the company's best interests.

2. INDUSTRIAL DESIGN AND ARCHITECTURE

Careers in industrial design and architecture comprise designing, planning, developing and creating detailed plans for buildings, structures and equipment. Industrial Designers and Architects draw plans and options to meet client specifications, with understanding and awareness of building and design regulations and principles such as building codes, laws and other technical specifications.

3. ARMED FORCES, SECURITY AND PROTECTIVE SERVICES

A career in armed forces, security and protective services consists of ensuring the safety and security of others. It involves participating in missions by air, land or sea during combat or peacekeeping on the behalf of sovereign nations or government groups including police services, army, navy and air force or other special intelligence and security forces.

4. OPERATIONS, LOGISTICS AND TRANSPORTATION

Operations, logistics and supply chain professionals ensure the timely and effective operation and delivery of goods, products and services. Operations roles are evident across all industries and organisations, and are often responsible for planning, directing and controlling the end-to-end supply chain and distribution of their own supplies or that of external clients.

5. RESEARCH AND DEVELOPMENT

Research and development professionals are typically at the forefront of the latest scientific advances, focusing both on theoretical knowledge and real-world application. They develop and test existing and new concepts by gathering and analysing information and data in detail to get insight, draw conclusions and develop new products and solutions.

ADMINISTRATION, CONTRACTING AND PROCUREMENT

Your Suitability



These roles involve helping plan, source and organise key activities, resources and materials. They often require on-going and extensive management of internal and external stakeholders, an in-depth understanding of policies and processes, and delivering value keeping in mind the organisation's best interests.

Administration roles specifically involve planning, coordinating or undertaking administrative activities, such as records and information management, communication management, planning and scheduling, and providing other critical office support services. Contracting and procurement professionals typically work with external partners to source products and services for the company. They proactively identify opportunities to reduce costs and maximise value. They put in place necessary policies and processes to ensure that vendors are identified, assessed and selected effectively and objectively, negotiating and confirming contract terms and conditions.

Essential skills include a high degree of stakeholder management, negotiation and conflict management, commercial and financial acumen, as well as monitoring and review of the quality of services and products purchased. A key emerging theme for professionals in these careers is to leverage technology, robotics and data analytics.

POTENTIAL AREAS OF STUDY

- Business Administration
- Supply Chain
- Finance and Accounting
- Project Management

WORK ENVIRONMENT

- Fixed Working Hours
- Process Driven
- Fixed Working Hours
- Onsite Working
- Process Driven
- High Need for Communication and Collaboration
- Moderate Levels of Stress and Pressure

CAREER SUB-TRACKS

Administrative Service

Conduct critical administrative tasks across a wide variety of contexts to ensure the effective operation of the organisation. Will involve communicating, coordinating, planning and supporting other employees and teams with a range of business activities.

Procurement

Arrange the purchase of products and services based on the organisation's current and future business needs. Seeks best-in-class partners at the best terms to ensure that the organisation gets the best return on investment.

Contract Management

Manages the legal contracts, terms and conditions between an organisation and other partners providing products and services. Manages contract negotiation, monitoring and maintenance to ensure all contract terms continue to be met.

Business Excellence

Leverages technology, data mining and analytics, automation and robotics to drive performance improvement of products and services, by re-designing processes and policies. Is aware of external trends and developments that impact the organisation.

CAREER STRENGTHS AND YOUR RESULTS

Autonomy

Developmental Strength

Being independent and self-sufficient, without the constant need for direction from others.

Resourcefulness

Potential Strength

Getting the job done, making the best use of the information, assets and support available.

Discipline

Developmental Strength

Approaching your life and work through self-control, sacrifice and restraint.



ADMINISTRATION, CONTRACTING AND PROCUREMENT

Your Suitability



Below is a list of potential job roles for each of the career tracks. Remember this list is indicative only, and not exhaustive. Do note that roles in *italics* require higher levels of education and / or experience.

Administrative Service

- Administrative Assistant (ONet 43-6014.00) ▪ Executive Assistant (ONet 43-6011.00) ▪ Office Administrator
- Receptionist (ONet 43-4171.00) ▪ Virtual Assistant ▪ Administrative Services Manager (ONet 11-3011.00) ▪ Office Manager
- Legal / Human Resource / Marketing / Events Administrator ▪ Data Entry Specialist (ONet 43-9021.00) ▪ Facilities Manager
- Project / Program Manager ▪ Board Secretary ▪ *Chief Administrative Officer*

Procurement

- Procurement Specialist ▪ Procurement Operations Analyst ▪ Bill and Accounts Collector (ONet 43-3011.00)
- Buyer (ONet 13-1023.00) ▪ Procurement Consultant (ONet 43-3061.00) ▪ Sourcing Manager
- Global Supply Chain Manager (ONet 11-9199.04) ▪ Materials Manager ▪ Purchasing Manager (ONet 11-3061.00)
- *Director of Strategic Sourcing* ▪ *Director of Supplier Diversity*

Contract Management

- Contracts Coordinator ▪ Contracts Administrator ▪ Contracts Specialist ▪ Contracts Analyst ▪ Document Controller (ONet 15-1199.12)
- Bid and Proposal Manager ▪ Contracts Compliance Manager (ONet 11-9199.02) ▪ *Director of Contacts Management*

Business Excellence

- Business Analyst (ONet 15-1199.08) ▪ Business Excellence Specialist ▪ Performance Improvement Specialist
- Automation Specialist ▪ Business Process Consultant ▪ Lean Six Sigma Consultant ▪ Continuous Improvement Manager
- *Director of Business Excellence*



INDUSTRIAL DESIGN AND ARCHITECTURE

Your Suitability



These careers comprise designing, planning, developing and creating detailed plans for buildings, structures and equipment.

Industrial designers and architects draw plans and options to meet client specifications, with understanding and awareness of building and design regulations and principles such as building codes, laws and other technical specifications. Designs often balance functionality and aesthetics, in order to produce practical and attractive spaces or products. They work with other professionals such as engineers and builders to draft detailed plans that enable these professionals to construct and assemble their designs.

A career in urban planning and landscape design work on larger scale planning of townships, communities and outdoor spaces, whilst interior designers work on creating comfortable homes, functional workplaces and beautiful public spaces which serve both form and function.

POTENTIAL AREAS OF STUDY

- Design and Architecture
- Geography
- Civil Engineering
- Building and Construction
- Interior Design
- Mathematics and Physics
- Project Management
- Technology

CAREER SUB-TRACKS

Architecture

Architects design commercial and private spaces including houses, offices, housing complexes, shops and commercial premises and other buildings. They work closely with civil engineers to plan over infrastructure development.

Landscape Architecture, Town and Urban Planning

Landscape architects design outdoor areas including private gardens, public areas, parks and landmarks. Urban planners develop plans and programs for use of land and space by communities such as towns, cities, counties and metropolitan areas.

WORK ENVIRONMENT

- Flexible and Shift Working Hours
- Onsite Working
- Process and Idea Driven
- High Need for Communication and Collaboration
- Moderate Levels of Stress and Pressure

Interior Design

Interior designer is all about how we experience spaces - how we live, work, play, and even heal. Interior designers work on creating comfortable homes, functional workplaces and beautiful public spaces which serve both form and function.

Real Estate and Construction

Plan and manage the construction of buildings, sites, facilities and infrastructure such as highways, buildings, dams, bridges and airports. Typical hierarchies in real estate include consultants and developers, contractors and sub-contractors.



CAREER STRENGTHS AND YOUR RESULTS

Awareness

Developmental Strength

Keeping up-to-date with external trends, information and influences, being curious.

Venturesome

Developmental Strength

Actively seeking new experiences and challenges, being open and adventurous.

Agility

Developmental Strength

Demonstrating a willingness to adapt to new situations and changes, being flexible.



INDUSTRIAL DESIGN AND ARCHITECTURE

Your Suitability



Below is a list of potential job roles for each of the career tracks. Remember this list is indicative only, and not exhaustive. Do note that roles in italics require higher levels of education and / or experience.

Architecture

- Architectural Technician ▪ Architectural Drafter (ONet 17-3011.01) ▪ Architect in Training ▪ Estimator (ONet 13-1051.00)
- Technical Architect ▪ Design Architect ▪ CAD Technician ▪ Architectural Technologist ▪ 3D Designer ▪ 3D Printing Technician
- BIM Manager ▪ Augmented Reality Architect ▪ Specification Writer (ONet 27-3042.00) ▪ Project Manager ▪ *Chief Architect*

Landscape Architecture, Town and Urban Planning

- Town Planner ▪ Environmental Analyst ▪ Urban Engineer ▪ Urban Designer (ONet 19-3051.00) ▪ Urban Agriculturist
- Conservation Officer ▪ Drafter or Modeler ▪ Landscaper (ONet 37-3011.00) ▪ Planning Commission Officer
- Historic Buildings Inspector ▪ Building Surveyor ▪ Landscape Designer (ONet 17-1012.00)
- Sustainability Consultant (ONet 13-1199.05) ▪ Smart Building Specialist ▪ *Head of Smart Cities*

Interior Design

- Interior Designer (ONet 27-1025.00) ▪ Interior Decorator ▪ Space Planner ▪ Personal Organiser ▪ Set Designer (ONet 27-1027.00)
- Exhibition Designer (ONet 25-4013.00) ▪ Accessories and Furniture Designer ▪ Home / Commercial Space Stager
- Design Specialist ▪ Design Manager ▪ 3D Designer ▪ Ergonomist (ONet 17-2112.01)

Real Estate and Construction

- Civil Engineer (ONet 17-2051.00) ▪ Structural Engineer ▪ Building Service Engineer ▪ Building Surveyor ▪ Contracts Manager
- Quantity Surveyor ▪ Cost Estimator ▪ Site Engineer ▪ Construction Manager (ONet 11-9021.00) ▪ CAD Technician
- Estimator (ONet 13-1051.00) ▪ Planner ▪ Site Manager ▪ Project Manager
- Technicians, Skilled Trades and Construction Workers (Electrician, Plumber, Equipment Operator etc.) (ONet 49-9098.00)
- HVAC Technician



ARMED FORCES, SECURITY AND PROTECTIVE SERVICES

Your Suitability



These careers consist of being involved in operations to ensure the safety and security of others and their property. Such activities might include defense and security operations by air, land or sea, involving peacekeeping, counterterrorism, monitoring, search and rescue or maintaining deployment readiness.

Forces may be required to be specialised in defensive tactics, survival strategies, emergency situations and medicine, foreign languages and intelligence. Duties and activities might include directing tactical operations and evaluating intelligence information, recruiting, training and equipping friendly forces, training personnel to execute various missions and contingency plans and operating sophisticated communication tools and equipment. Counterterrorism, intelligence and cybersecurity are growing aspects of these careers.

POTENTIAL AREAS OF STUDY

- Armed Forces / Special Forces
- Public Safety and Security
- International Relations
- Law and Government
- Criminology or Criminal Justice
- Engineering and Computer Science
- Foreign Language or Linguistics
- Geographic Information Systems, Navigation and Remote Sensing
- Mathematics or Applied Mathematical Sciences

WORK ENVIRONMENT

- Flexible Working Hours
- Onsite Working
- Process Driven
- High Need for Communication and Collaboration
- High Levels of Stress and Pressure

CAREER SUB-TRACKS

Military and Special Forces

Military forces participate in air, naval and ground operations. Formulate and engage in military strategy plans for peace-keeping, defensive and emergency scenarios. Special forces conduct special high-risk security and defense operations often under extreme physical and mental conditions.

Protective Services

Ensure the safety of the public and the environment such as the fire protection service or service and coast guard.

Electronic and Cyber Security

Include the use of electronic and cyber warfare and tactics to cripple adversaries through information systems and the internet. Involves building cyber intelligence to prevent any attacks on the digital assets of a country or government.

Police Force and Security

Enforce laws, provide security, maintain order and respond to emergencies. Includes conducting criminal investigations to prevent crime and solve cases. Ensure the security and safety of people and property.

Intelligence Services

A career in intelligence services typically involves carrying out and supporting top secret work to counteract threats of terrorism, cyber-attacks, foreign espionage, and the proliferation of nuclear, biological and chemical weapons.

Counter-Terrorism

Those with a career in counterterrorism examine and assess terrorist groups and their sponsors. It requires the efficient coordination of vast amounts of resources and information, and making use of intelligence information in extremely high pressure, complex scenarios.



CAREER STRENGTHS AND YOUR RESULTS

Courage

Developmental Strength

Overcoming your fears, challenges and barriers, daring to be bold and brave.

Compliance

Developmental Strength

Conforming to established rules, policies, procedures and the guidance of others.

Teamwork

Developmental Strength

Being motivated by working with others and being part of a team.



ARMED FORCES, SECURITY AND PROTECTIVE SERVICES

Your Suitability



Below is a list of potential job roles for each of the career tracks. Remember this list is indicative only, and not exhaustive. Do note that roles in *italics* require higher levels of education and / or experience.

Military and Special Forces

- Cadet Officer ▪ First Officer (ONet 53-2011.00) ▪ Lieutenant (ONet 33-1011.00) ▪ Captain ▪ *Colonel* ▪ *Major General* ▪ *Brigadier*

Police Force and Security

- Police Officer ▪ Surveillance Officer (ONet 33-9021.00) ▪ Patrol Officer (ONet 33-3051.01) ▪ Security Officer (ONet 33-9032.00)
- Bomb Disposal Technician ▪ Police Detective (ONet 33-3021.01) ▪ Criminal Investigator ▪ Special Investigator (ONet 33-9021.00)
- Information Security Analyst (ONet 15-1122.00)

Protective Services

- Coast Guard Officer ▪ Fire Fighter (ONet 33-2011.00) ▪ Emergency Management Officer (ONet 11-9161.00)
- Correctional Officer (ONet 33-3012.00) ▪ Helicopter Pilot (ONet 53-2012.00) ▪ Rescue Swimmer / Lifeguard (ONet 33-9092.00)
- Marine Science Technician ▪ Maritime Enforcement Specialist ▪ Border Patrol Agent ▪ Immigration Officer (ONet 33-3021.05)

Intelligence Services

- Special Agent (ONet 33-3021.03) ▪ Intelligence Officer (ONet 33-3021.06) ▪ Economic Analyst (ONet 19-3011.00)
- Political Analyst (ONet 19-3094.00) ▪ Physical and Technical Security Officer (ONet 13-1199.02)
- Science, Technology and Weapons Analyst ▪ Protective Agent ▪ Foreign Language Specialist
- Sign Language Interpreter (ONet 27-3091.00)

Electronic and Cyber Security

- Cyber Security Analyst ▪ Cyber Exploitation Officer ▪ Cyber Operations Officer ▪ Digital Forensics Engineer
- Cryptographer (ONet 15-2021.00) ▪ Ethical Hacker

Counter-Terrorism

- Counterterrorism Analyst ▪ Fusion Center Analyst ▪ Foreign Language Specialist ▪ Crypto-Linguist



OPERATIONS, LOGISTICS AND TRANSPORTATION

Your Suitability



Operations, logistics, distribution and transportation professionals ensure the timely and effective processing and delivery of goods, products and services. Operations roles are evident across all industries and organisations, and are often responsible for planning, directing and controlling the end-to-end supply chain and distribution of their own supplies or that of external clients.

Operations roles are often responsible for planning, directing and controlling all activities to ensure the smooth and effective day-to-day operation of the company. They are often required to coordinate activities, resources and people between groups as well as preparing and managing schedules and budgets for an operation.

Supply chain and distribution professionals focus on the effective movement of goods and services to ensure minimal cost to the company and timely distribution to customers. Work activities range from maintaining databases, preparing reports on performance measures, monitoring forecasts in order to identify changes to designing and implementing improved supply chain processes, managing activities related to strategic purchasing and warehousing planning.



POTENTIAL AREAS OF STUDY

- Management
- Finance
- Supply Chain Management
- Project Management
- Engineering



WORK ENVIRONMENT

- Fixed Working Hours
- Onsite Working
- Process Driven
- Moderate Need for Communication and Collaboration
- Moderate Levels of Stress and Pressure



CAREER SUB-TRACKS

Operations, Distribution and Supply Chain

Managing the ongoing operations of an organisation to ensure the smooth execution of business activities. Directing or coordinating production, storage distribution and of goods to minimise cost and maintain operations.

Transportation and Logistics

Careers in transportation and logistics are wide and varied and include professionals working to support the mobilisation of people, goods and products through land, sea and air, including railways and metro, shipping as well as aviation.

Business Excellence

Leverages technology, data mining and analytics, automation and robotics to drive performance improvement of products and services, by re-designing processes and policies. Is aware of external trends and developments that impact the organisation.



CAREER STRENGTHS AND YOUR RESULTS

Achievement

Developmental Strength

Being motivated by delivering results and avoiding failure, being goal-focussed.

Discipline

Developmental Strength

Approaching your life and work through self-control, sacrifice and restraint.

Teamwork

Developmental Strength

Being motivated by working with others and being part of a team.

OPERATIONS, LOGISTICS AND TRANSPORTATION

Your Suitability



Below is a list of potential job roles for each of the career tracks. Remember this list is indicative only, and not exhaustive. Do note that roles in italics require higher levels of education and / or experience.

Operations, Distribution and Supply Chain

- Warehouse Officer (ONet 43-5081.03) ▪ Shipping and Receiving Officer (ONet 43-5071.00) ▪ Traffic Clerk (ONet 43-5071.00)
- Cargo Agent (ONet 43-5011.00) ▪ Packers and Package Handler (ONet 53-7064.00) ▪ Ship Operator ▪ Operations Specialist
- Freight Forwarder (ONet 43-5011.01) ▪ Cargo Specialist ▪ Cargo Agent (ONet 43-5011.00) ▪ Freight Specialist
- Freight Forwarder (ONet 43-5011.01) ▪ Supply Chain Specialist ▪ Supply Chain Manager ▪ *Head of Supply Chain*
- *Head of Distribution*

Transportation and Logistics

- Air Traffic Controller (ONet 53-2021.00) ▪ Cadet Pilot ▪ First Officer (ONet 53-2011.00) ▪ Second Officer
- Flight Engineer (ONet 53-2011.00) ▪ Navigation Officer ▪ Electro Technical Officer ▪ Merchant Navy Officer
- Train Dispatcher (ONet 43-5032.00) ▪ Locomotive Electrician ▪ Signal Maintainer (ONet 49-9097.00)
- Brake Operator (ONet 53-4021.00) ▪ *Railroad Engineer / Engine Driver (ONet 53-4013.00)* ▪ *Pilot / Captain (ONet 53-2011.00)*
- *Cruise Ship Captain (ONet 53-5021.01)*

Business Excellence

- Business Analyst (ONet 15-1199.08) ▪ Business Excellence Specialist ▪ Performance Improvement Specialist
- Automation Specialist ▪ Business Process Consultant ▪ Lean Six Sigma Consultant ▪ Continuous Improvement Manager
- *Director of Business Excellence*



RESEARCH AND DEVELOPMENT

Your Suitability



Research and development professionals are typically at the forefront of the latest scientific advances, focusing both on theoretical knowledge and real-world application. They develop and test existing and new concepts by gathering and analysing information and data in detail to obtain insights, draw conclusions and develop new products and solutions.

The most fundamental division of the scientific research and development services industry is that between R&D in the physical, engineering, and life sciences and R&D in the social sciences and humanities. Important areas of research and development in the physical, engineering, and life sciences fields include biotechnology, nanotechnology, pharmaceutical, chemical and materials science, electronics, aerospace and automotive. Important fields of research and development in the social sciences and humanities include economics, sociology, anthropology and psychology.

A career in R&D typically requires a deep interest in science and mathematics. Emerging fields include inter-disciplinary or multi-disciplinary careers which are at the inter-section of science, technology, engineering and mathematics. Scientific research has made increasing use of integrated 'big science' approaches, relying on large collaborative, multi-disciplinary and interdisciplinary research teams – often working across borders and across sectors – to address the big societal questions.



POTENTIAL AREAS OF STUDY

- Science
- Engineering
- Technology
- Finance, Mathematics, Statistics
- Management
- Social Science



CAREER SUB-TRACKS

Academic and Scientific Research

Scientific researchers gather information and generate knowledge using both theoretical and experimental means. This work is often focused on pure research, which is at the forefront of scientific advances.

Applied Research and Product Development

Applied research and development bridges the gap between science and business relevance and application. It aims to solve a problem or meet an existing or future customer demand. Most development is done by private industry and is generally oriented toward manufacturing or the development of new products.



WORK ENVIRONMENT

- Fixed Working Hours
- Onsite Working
- Process and Data Driven
- High Need for Communication and Collaboration
- Moderate Levels of Stress and Pressure

Market Research and Consumer Behaviour

Market researchers conduct research on product markets and consumer behaviour in order to provide information to companies. They often conduct interviews, focus groups and questionnaires to better understand potential markets and provide information on the size and nature of the market opportunity for a company's product or services.



CAREER STRENGTHS AND YOUR RESULTS

Insightful

Developmental Strength

Making sense out of complex information, data and patterns, connecting the dots.

Mastery

Developmental Strength

Achieving continuous improvement, excellence and expertise in your area of specialisation.

Venturesome

Developmental Strength

Actively seeking new experiences and challenges, being open and adventurous.



RESEARCH AND DEVELOPMENT

Your Suitability



Below is a list of potential job roles for each of the career tracks. Remember this list is indicative only, and not exhaustive. Do note that roles in italics require higher levels of education and / or experience.

Academic and Scientific Research

- Research Assistant (ONet 19-4061.00) ▪ Research Scientist ▪ PhD Student / Teaching Assistant (ONet 25-1191.00)
- Postdoctoral Researcher / Fellow ▪ Lab Technician ▪ Clinical Trial Specialist ▪ Medical Writing Specialist
- Biotechnology R&D Specialist ▪ Bioinformatician ▪ Nanotechnology R&D Specialist (ONet 17-3029.11)
- Pharmaceutical R&D Specialist ▪ Biological Scientist ▪ Medical Scientist (ONet 19-1042.00)
- Chemists and Materials Scientist (ONet 19-2032.00) ▪ *Physicist (ONet 19-2012.00)* ▪ *Astrophysicist* ▪ *Astronaut*
- *Nuclear Scientist (ONet 17-2161.00)*

Applied Research and Product Development

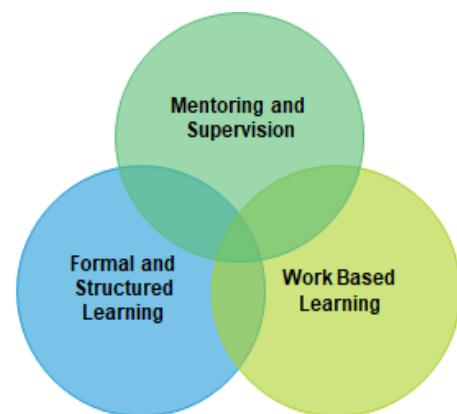
- Statistician (ONet 15-2041.00) ▪ Product Designer ▪ R&D Technician ▪ Product Development Specialist
- Product Development Engineer ▪ Product Support Scientist ▪ Product Sales Specialist ▪ Quality Assurance Specialist
- *Head of Product and Innovation*

Market Research and Consumer Behaviour

- Market Research Analyst (ONet 13-1161.00) ▪ Customer Research Analyst ▪ Research Associate ▪ User Experience Researcher
- Consumer Scientist ▪ Economist (ONet 19-3011.00) ▪ Behavioural Economist ▪ Sociologist (ONet 19-3041.00)
- Anthropologist (ONet 19-3091.01) ▪ Psychologist (ONet 19-3031.03) ▪ Data Scientist ▪ Data Modeler

Outlined below is an example of a Career Learning and Development Plan. In collaboration with your career counsellor, educator or family member – follow a diverse learning approach, which provides a progressive journey combining classroom, formal or structured learning, work based or on-the job learning as well as mentoring and supervision as part of your Plan. Think about steps that you can take to improve your skills and learn more about the careers you're most interested in.

- Please note that the list below does not include all development pathways. Additional development pathways may be considered based on your individual goals, career aspirations and recommendations from your career counsellor or educator.
- Please consider the development tips below, when finalising your career development plan.



Development Pathways	Development Recommendations
 Soft Skills Development	<ul style="list-style-type: none"> ✓ Identify the soft skills required for the career(s) or role(s) you are most interested in. For example, does your desired role require excellent communication skills? ✓ Find a skills development or employability program. ✓ Take part in extra-curricular activities that will develop your employability and leadership skills.
 Technical Skills Development	<ul style="list-style-type: none"> ✓ What technical skills are required for this role? How can you develop these skills? ✓ Shadow someone who is currently employed in your desired area of specialisation. ✓ Find additional courses and certifications which provide these technical skills.
 Academic and Education Qualifications	<ul style="list-style-type: none"> ✓ What academic qualification is required for this role? Does the role need any additional certifications? ✓ Search on job sites to find out what qualifications and certifications employers are looking for.
 Mentoring and Supervision	<ul style="list-style-type: none"> ✓ Speak to your career counsellor, supervisor, mentor or coach about how you can develop your skills and increase your knowledge. ✓ Ask your career counsellor, alumni or family to connect you to someone in your area of interest. ✓ Attend networking and social events to meet up with others interested in the same career(s) and role(s)
 Peer to Peer Learning	<ul style="list-style-type: none"> ✓ Ask your friends and peers about their work experience. ✓ Conduct joint projects and assignments together. ✓ Reach out to others for advice and knowledge sharing.
 On-the-Job Learning	<ul style="list-style-type: none"> ✓ Find job opportunities, internships or work experience in the field you're interested in. ✓ Shadow a family member or someone you know. ✓ Volunteer your time in the career(s) and role(s) you're interested in
 Self-Learning / eLearning	<ul style="list-style-type: none"> ✓ Identify an online or e-learning course in your area of interest. ✓ Explore journals and articles to learn more about the subject area.

Please identify specific commitments necessary to implement your Career Learning and Development Plan, including actions that you personally need to take, as well as support from your family, school, university or employer

Who	Key Actions & Priorities	Timelines and Key Success Indicators
 Myself What actions will I personally take?		
 Family, Friends or Peers How can my family, friends or peers support my plan?		
 Educator or Employer How can my mentor, supervisor or employer support my plan?		

