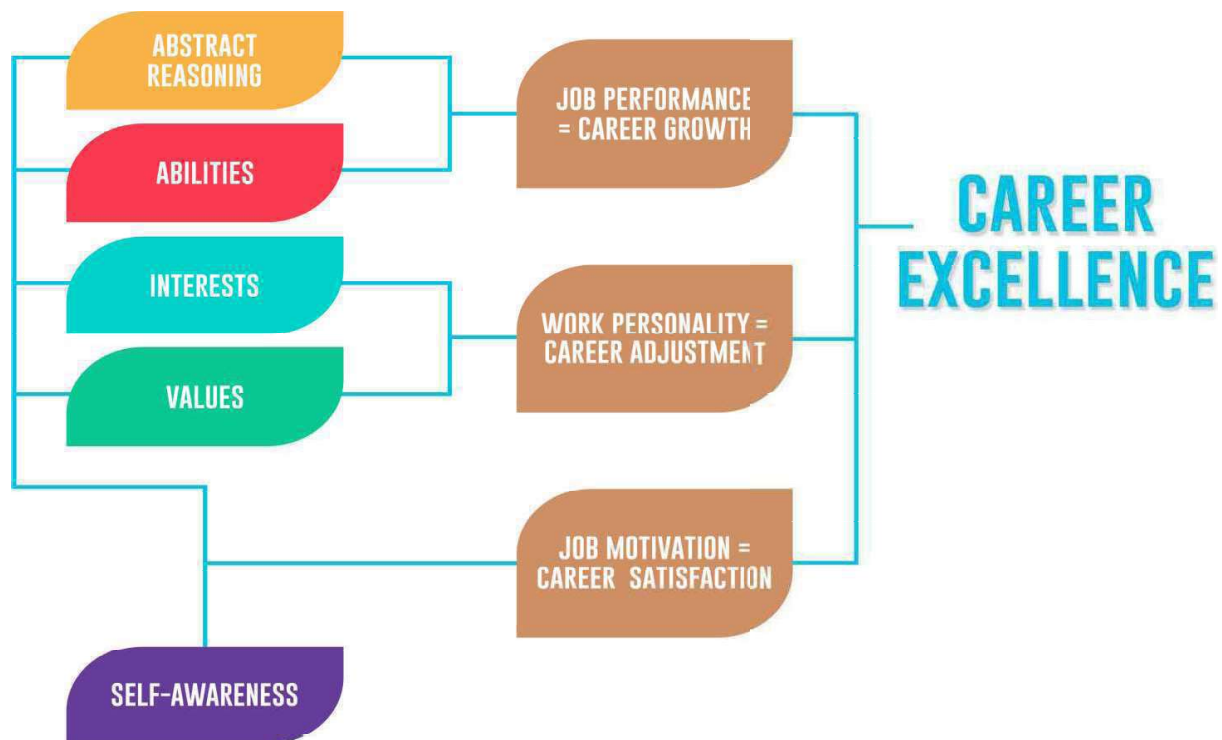




CAREER EXPLORATION (CLASS 8TH – 12TH)

Career excellence model



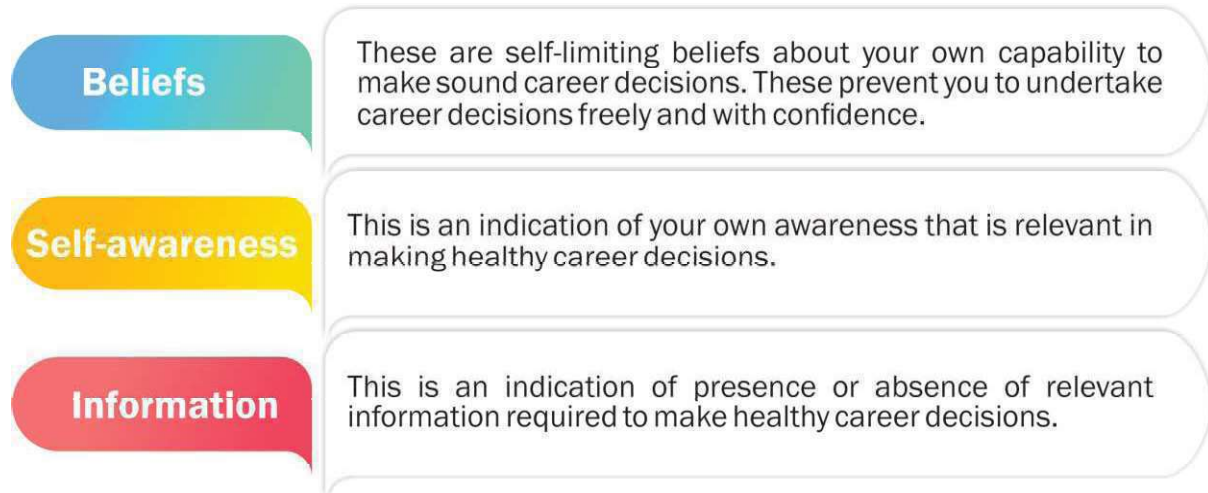
Work interests :	What you like
Work personality :	How you deal with data and people
Abstract reasoning :	Abstract reasoning
Abilities :	Critical abilities for satisfactory work performance
Learning styles :	Your preferred methods of acquiring information

Career Exploration Process

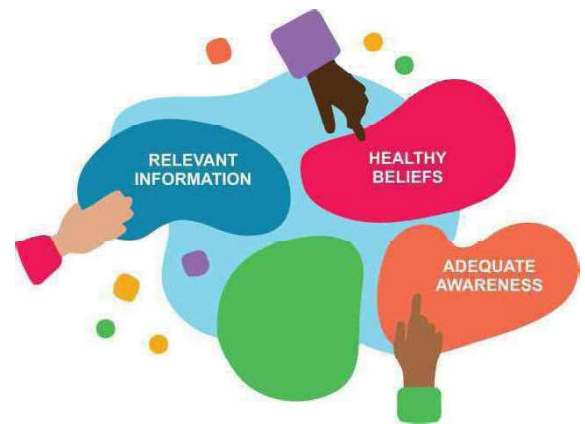


Career decision making situation

This represents your current state of your beliefs, self-awareness and information relevant to make career decisions.



Your career decision making situation



Observations & suggestions



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 :

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

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 –

PCI



Inference



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.

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

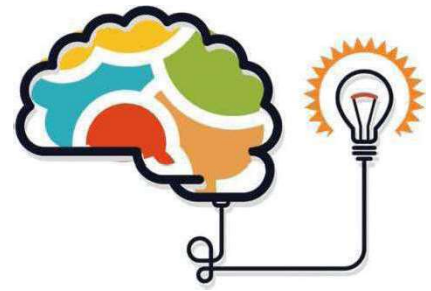

Medium


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.

General intelligence

It is our ability to observe, think clearly, extract meaning and accordingly solve problems is crucial for both gaining knowledge as well as performing in several jobs. Critical abilities include



Ability to forge new insights	Ability to discern meaning in confusion
Ability to perceive	Ability to identify relationships

Influencing factors

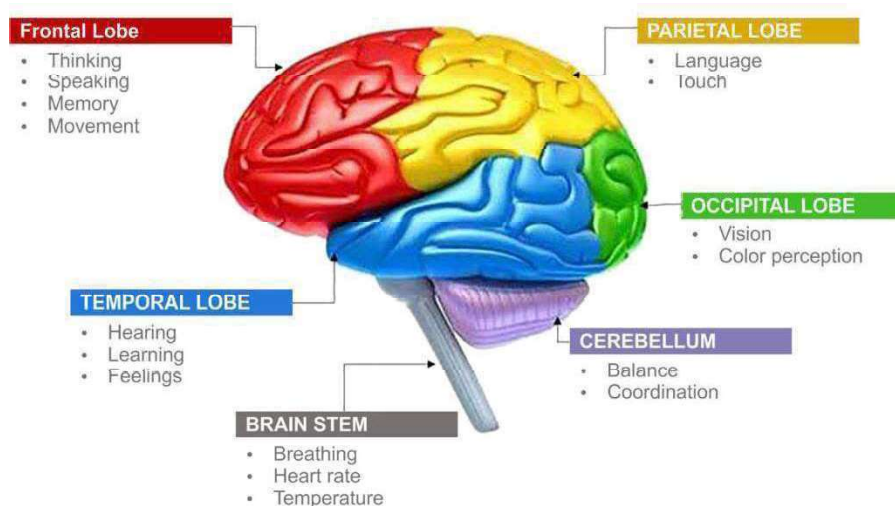
Nature	Different individuals have different abilities at birth
Nurture	Different aspects of environment



Score interpretation

Percentile	Description
<25th percentile	Definitely below average
25th to <50th percentile	Average and below median
50th to < 75th percentile	Average and above median
75th percentile and above	Definitely above average

Your percentile score -







Cognitive abilities

Ability	Description	Your assessment
Numerical ability	Ability to understand and work with quantitative concepts	
Verbal reasoning	Ability to understand concepts framed in words	
Spatial ability	Ability of 3D visualization from 2D representation	
Computations	Facility with numbers	
Clerical Perception	Quickly recognizing information presented in letters & words	
Form Perception	Quick recognition of visual information	



Learning Preferences

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Visual (V) 	<ul style="list-style-type: none">• 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 patterns.
<ul style="list-style-type: none">• 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.	Auditory (A) 
Read/ Write (R) 	<ul style="list-style-type: none">• Preference for information displayed in words• Emphasis on text-based inputs• Manuals, reports, essays, books, assignments, text dominant internet research
<ul style="list-style-type: none">• Preference for concrete personal experiences• Learning by grasping, holding, feeling, doing• Learning through demonstrations, simulations, videos	Kinesthetic (K) 

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.

Understanding your scores (Scales)

>70%

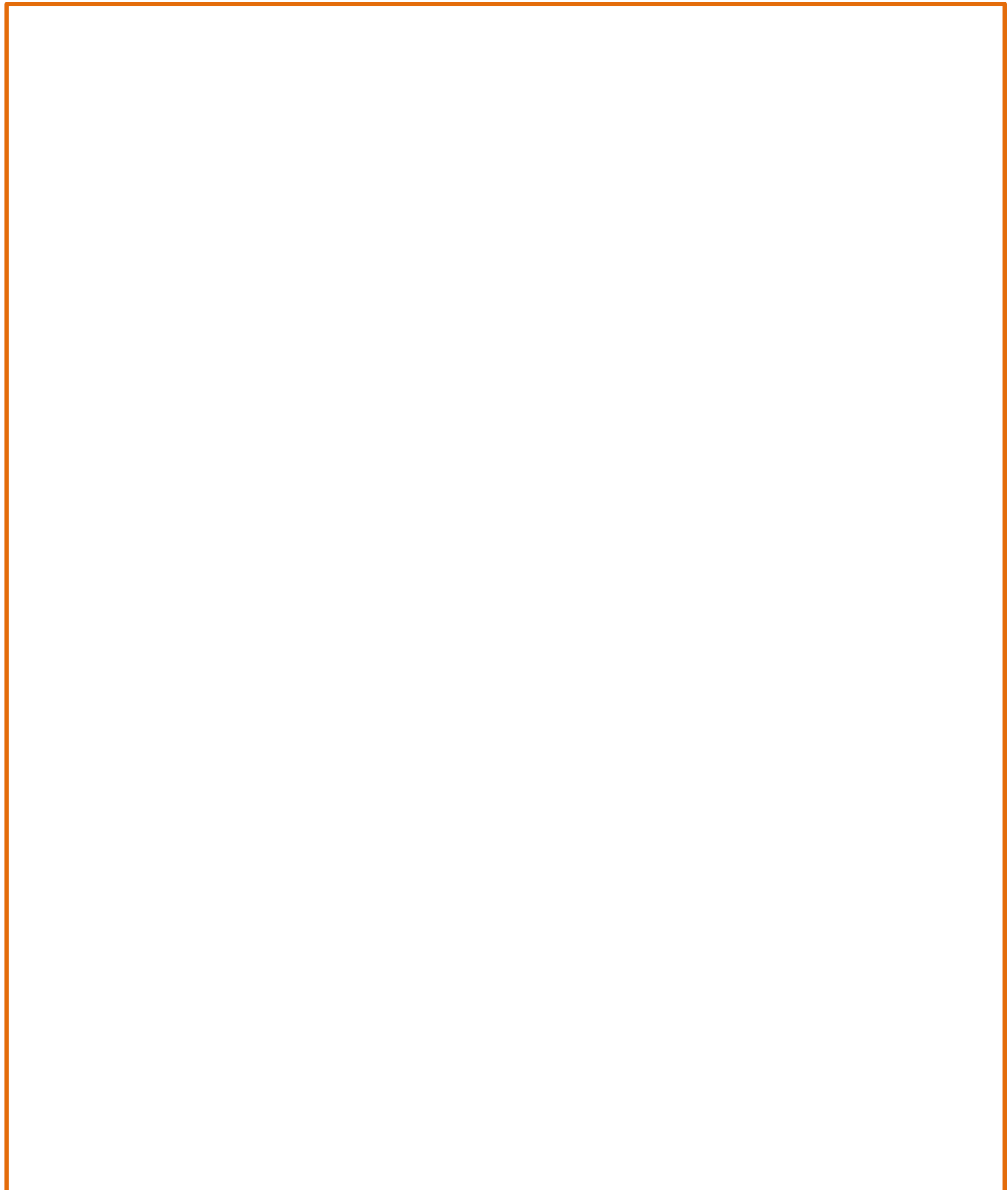
Strong and consistent preference

35–70%

Less consistent yet moderately utilized,

<35%

Low consistency preference, utilized in specific situations only



Career recommendations