

# **JOB** **READINESS** **B**

**ASSESSMENT AND PREPARATION PROGRAM**





# Extraversion vs Introversion

Extraverts derive their energy from people. They are involved in outer world of people. Introverts derive their energy through self-reflection. They are interested in inner world of concepts & ideas. E-I preference starts appearing from a very early age (3-4 years), like left & right-handedness. Understanding and respecting these preferences and exploring careers accordingly helps a healthy work adjustment.



## Signs of E-I

Extraversion	Introversion
You are publicly vocal.	You are generally silent.
You are generally full of energy.	You seem more reserved.
You show enthusiasm.	You are slow to open-up.
You are open and accessible.	You are introspective.
You enjoy social gatherings.	You "mind your own business"
You focus more on breadth of interests than on depth of interests.	You get drained by or get irritable in social gatherings.
	You are more comfortable alone or in a small group of familiar people.
	You are less distracted by environmental stimuli.

### Aptitude Score

Score	Percentile
$\leq 17$	$\leq 25$
17 - 22	25 - 50
22 - 27	50 - 75
$> 27$	$> 75$

## Definitely above average (Above 75 percentile)

Cluster	Extraverted	Introverted
Agriculture, Food & Natural Resources		Agricultural Engineers
Architecture & Construction		Architects, Civil engineers, Transportation, engineers
Arts, Audio/Video Technology & Communications	Chief Executives	Operations Research Analysts
Education & Training	Post-secondary teachers (Arts, Drama & Music)	Post-secondary teachers (Science, Engineering, Law)
Finance	Sales Agents (Securities and Commodities)	Actuaries, Credit analysts, Financial managers
Government & Public Administration		Urban and Regional Planners
Health Science		Epidemiologists, Neurologists, Surgeons, Neuropsychologists,
Information Technology		Geographic Information Systems Technicians
Law, Public Safety, Corrections & Security		Probation Officers and Correctional Treatment Specialists
Manufacturing		Industrial Engineering Technologists, Manufacturing Engineering Technologists
Science, Technology, Engineering & Mathematics		Engineers, Archeologists, Scientists, Biostatisticians, Chemists, Historians, Mathematicians, Economists

## Definite above average (50 – 75 percentile)

Cluster	Extraverted	Introverted
Agriculture, Food & Natural Resources		Animal Scientists, Biological technicians, Food scientists & technologists, Soil & Plant scientists, Zoologists & Wildlife biologists
Architecture & Construction		Cost Estimators, Interior designers, Landscape architects, Surveyors
Arts, Audio/Video Technology & Communications	Agents and Business Managers of Artists, Performers, and Athletes, Choreographers, Producers, Reporters & correspondents	Art directors, Commercial & Industrial designers, Film & Video editors, Music directors, Musicians, Poets, Lyricists & creative writers
Business Management & Administration	Chief Sustainability Officers, Compensation & benefit managers, General & operations managers, Human resource managers, Labour relations managers, Meeting- convention-event planners, Purchasing managers	Biofuels Production Managers, Business continuity planners, Computer & information systems managers, Industrial production managers, Management analysts, Regulatory affairs managers, Security managers
Education & Training	Education administrators, Coaches & scouts	Adapted Physical Education Specialists, Distance learning coordinators, Post-secondary teachers (science streams)
Finance	Sales agents	Accountants, Auditors, Budget analysts, Financial analysts, Insurance examiners, Risk management specialists, Treasurers & controllers
Government & Public Administration	Equal Opportunity Representatives and Officers	Appraisers, Real Estate, Compliance officers, Regulatory affairs specialists, Statistical assistants,
Health Science	Athletic trainers, Dieticians & nutritionists, Medical & health service managers	Audiologists, Anesthesiologists, Genetic counsellor, Low vision therapist, Medical scientist, Radiologist

Cluster	Extraverted	Introverted
Human Services	Industrial-Organizational Psychologists, Social and Community Service Managers, Healthcare social worker	Counseling Psychologists, School psychologist
Information Technology		Business Intelligence Analysts, Computer network architects, Computer programmers, Database administrators, Information security analysts
Law, Public Safety, Corrections & Security	Administrative Law Judges, Adjudicators, and Hearing Officers, Arbitrators, Mediators, and Conciliators	Intelligence analysts, Forensic science technicians
Manufacturing	Purchasing agents	Engineers & technologists
Marketing	Advertising and Promotions Managers, Energy brokers, Marketing managers, Public relations officers and fund managers	Market Research Analysts and Marketing Specialists
Science, Technology, Engineering & Mathematics		Anthropologists, Climate change analysts, Economists, Engineers, Geographers
Transportation, Distribution & Logistics		Pilots, Flight engineers, Logistic engineers, Transportation managers

## Typical careers for people with similar aptitude scores

Cluster	Extraverted	Introverted
Cluster	Extraverted	Introverted
Agriculture, Food & Natural Resources	Buyers and Purchasing Agents, Farm Products	
Arts, Audio/Video Technology & Communications	Broadcast News Analysts	Copy Writers, Editors, Proofreaders
Business Management & Administration	Fundraisers, Human resource managers, Training & development managers	Compliance Managers
Education & Training	Fitness and Wellness Coordinators, Post-secondary teachers	Archivists, Librarians, Instructional designers & technologists
Finance		Claims Examiners, Property and Casualty Insurance
		Fraud Examiners, Investigators and Analysts
Health Science		Acupuncturists, Midwives, Music-art-recreational therapists
Hospitality & Tourism	Lodging Managers, Recreational workers	
Human Services	Child, Family, and School Social Workers, Clergy, Community health worker, Health educators	Mental health counsellors, Rehabilitation counsellors
Information Technology		Document Management Specialists
Law, Public Safety, Corrections & Security	Fish and Game Wardens	
Marketing	Public Relations Specialists, Sales representatives (non-technical products)	
Science, Technology, Engineering & Mathematics		City and Regional Planning Aides, Park Naturalists

## Work Skills

Associated with successful task completion & corporate citizenship

Dimension	Description	Status
Quality management	Attention to details, maintaining accuracy, Inspecting & Monitoring, Self-monitoring	
Task closure	Goal setting, Time Management, Administration	
Working with information	Monitoring, information gathering, evaluation and processing.	
Communication (Foundation)	Reading comprehension, Translating or explaining, Writing skills, Working with emails	
Initiative & Effort	Establishing challenging goals, actively attacking problems, putting efforts and displaying perseverance	

### Focus Areas