



Profiles
Career
Keys

Your career choice made easy



**Profiles Career Keys (PCK)
Assessment Report**

for

**Zhupin Sio
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LG 102 OMM-Citra Bldg., 39 San Miguel Avenue, Ortigas Center, Pasig City, Metro Manila, Philippines 1605
Tel No. (632) 8-637-8760 / Fax No. (632) 8-637-8769
wwwProfilesAsiaPacific.com



Profiles Career Keys (PCK) Assessment Report

Your Profiles Career Keys (PCK) Assessment report follows. It employs 21st century technology in what is known as a “whole person” or “total person” assessment.

There are four sections that make up this report:



SECTION 1 - PERSONAL INTEREST PROFILE

This section provides an overview of what you like – your occupational interests. It is based on your responses to the questions on the Personal Interest Profile portion of the *Profiles Career Keys (PCK)*. People who have interests that are congruent with their occupations are happier, more productive, and are likely to stay on the job.



SECTION 2 - WORK IMPORTANCE PROFILER

This section provides an overview of what is important to you – your work values. It is based on your responses to the questions on the Work Importance Profiler portion of the *Profiles Career Keys (PCK)*. People who hold work values that are supported by their work situation are happier, more productive, and are likely to stay on the job.



SECTION 3 - CAREER ABILITY PROFILER

This section provides an overview of what you know and can do – your abilities. It is based on your responses to the questions on the Career Ability Profiler portion of the *Profiles Career Keys (PCK)*. People who can do and have the skills needed by their jobs are happier, more productive, and are likely to stay on the job.



SECTION 4 - SUGGESTED CAREER CHOICES

This section of the *Profiles Career Keys (PCK)* Report compares your results to a variety of occupations listed on the O*NET (Occupational Information Network). The percentages indicated in the Job Match Pattern (JMP) show the degree to which your results match each of the listed occupations. It also provides suggested career courses in order to prepare you for jobs suggested in this section.

Getting the Most from your Profiles Career Keys (PCK) Assessment Report

Three test batteries comprise the PCK. Each battery measures six (6) personal traits across three major foci of career development. These major foci are occupational interests, work importance values, and ability measures.

You are encouraged to explore the results in each section and discover & understand your natural strengths and areas of development.

Section 1 - Am I willing to do the job?

First, look at careers which involve tasks you find interesting. If the job (task) interests you, then you will be happy spending time doing it. There is nothing more likely to cause frustration or de-motivate you, than having to continuously do tasks which do not interest you.

Section 2 - How will I do the job?

Second, look at careers which suit your personality and values.

Section 3 - Can I do the job?

Finally, consider only those careers where your natural abilities will be important. Not everyone has the ability to win a Nobel Prize, but then few jobs need that ability either!

Section 4 - Square Peg in Round Holes, Finding the Perfect Fit

For a more guided career exploration, you may find the summary of the results in this section most helpful. This section shows you with which fields or professions you have a good "Job Fit" or are most likely to succeed. In particular, occupations that most match your profile in the three major foci of development are listed.

To know more about how your PCK report can help you in your career exploration, please download the user's guide from <https://pck.peopledynamics.live/>.

"Career Exploration: How to use your Career Keys Assessment".



SECTION 1 - PERSONAL INTEREST PROFILE

Your Personal Interest Profile scores are shown as "Ranked Scores" ranging from 0-40. Your results will help you learn more about your work-related interests. Below are six broad areas of interest.

R

Realistic (sometimes referred to as Mechanical career cluster).

Interest in working with tools, instruments, and mechanical or electrical equipment. Activities include designing, building, repairing machinery, and raising crops/animals.

I

Investigative (sometimes referred to as Technical, or Science and Technology career cluster).

Interest in investigating and attempting to understand phenomena in the natural sciences through reading, research, and inference.

A

Artistic (sometimes referred to as Creative or Arts career cluster).

Interest in activities such as painting, designing, singing, dancing, and writing; appreciation of various forms of art.

S

Social (sometimes referred to as People Service or Social Service career cluster).

Interest in helping, enlightening, or serving others through activities such as teaching, counseling, working in service-oriented organizations, engaging in social/political studies.

E

Enterprising (sometimes referred to as Sales career cluster).

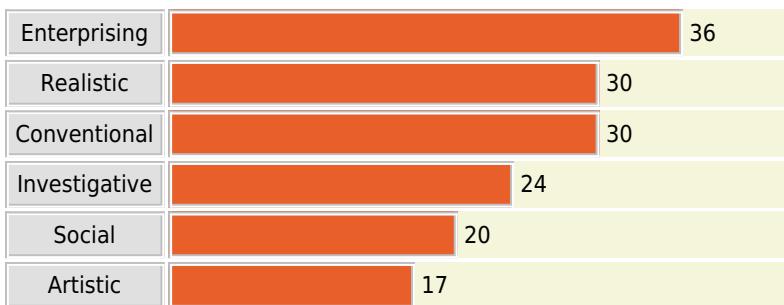
Interest in persuading, influencing, directing, or motivating others through activities such as sales, supervision, and some aspects of business management.

C

Conventional (sometimes referred to as Business, Administrative or Financial career cluster).

Interest in developing and/or maintaining accurate and orderly files, records or accounts; designing and/or following systematic procedures for performing business activities.

These classifications are more fully described in the downloadable user's guide. You can use your results to explore occupations that satisfy your interests, naturally focusing on those occupations which you are likely to find most interesting.

Table 1: Your Personal Interest Profile Results - Scores

Your top occupational interests are shown below:

	Interest/s
E Primary Interest/s	Enterprising: You like work activities that have to do with starting up and carrying out projects, especially business ventures. You like persuading and leading people and making decisions. You like taking risks for profit. You prefer action rather than thought.
R Secondary Interest/s	Realistic: You like work activities that include practical, hands-on problems and solutions. You enjoy dealing with plants, animals, and real-world materials, like wood, tools, and machinery. You enjoy outside work. You do not like occupations that mainly involve doing paperwork or working closely with others.
C	Conventional: You like work activities that follow set procedures and routines. You prefer working with data and detail more than with ideas. You prefer work in which there are precise standards rather than work in which you have to judge things by yourself. You like working where the lines of authority are clear.

Naturally you should focus your career exploration on occupations which include your primary (and secondary/tertiary) interests as a major part of the job.



SECTION 2 - WORK IMPORTANCE PROFILER

Your Work Importance Profiler (WIP) results will help you identify your work values. It will tell you what is important to you in a job and what needs when met will lead to work place satisfaction.



Independence

The need to: try out your own ideas, to give directions and instructions to others, to make your own decisions and to work with little supervision. Where you can do things on your own initiative and decide for yourself.



Relationships

The need to: have co-workers who are easy to get along with, to do things that agree with your sense of right and wrong, to do things for other people, where your co-workers are friendly, let you be of service to others and do not make you do anything that goes against your sense of right and wrong.



Achievement

The need to: use your individual abilities or strengths and to obtain a feeling of accomplishment, where you see the results of your efforts.



Recognition

The need to: have opportunities for advancement, to give directions and instructions to others, to receive recognition for the work you do and to be looked up to by others in the company and community, with good possibilities for advancement with prestige and the potential for leadership.



Support

The need to: be treated fairly by the company and supervisors who back up their workers management and train their workers well. Where the company stands behind its workers and the workers are comfortable with management's style of supervision.



Working Conditions

The need to: be busy all the time, to be well paid in comparison to other workers, to work alone, to have steady employment, have something different to do every day and to have good working conditions. Suit your work style, require you to be busy all the time, involve working alone and have many different things to do.

Work values are important to consider because you probably will find that occupations that meet your work values will be more satisfying and rewarding for you. You can think of work values as aspects of a job that are important to you.

These classifications are discussed extensively in the downloadable user's guide. Knowing your work values profile will help you explore only those occupations which are likely to satisfy you longer.

Your top work importance values are:

	Work Values
Primary Value/s	Support: A sampling of jobs for people who value good SUPPORT includes: Title Examiners and Abstractors, Tool and Die Makers, Aviation Inspectors, Boilermakers, Credit Analysts, Electro-Mechanical Technicians, Loan Counselors, Personnel Recruiters, Petroleum Refinery and Control Panel Operators, Power Distributors and Dispatchers.
Secondary Value/s	Relationships: A sampling of jobs for people who value RELATIONSHIPS includes: Registered Nurses, Roofers, Surgical Technologists, Travel Agents, Housekeeping, Supervisors, Occupational Therapists, Physician Assistants, Plasterers, Stucco Masons, Recreation Workers and Agricultural Sciences Teachers.
Tertiary Value/s	Independence: A sampling of jobs where people who value their INDEPENDENCE includes: Sales Representatives, Transportation Managers, Agricultural Engineers, Appraisers, Real Estate, Chefs and Head Cooks, Clinical Psychologists, Computer Systems Analysts, Directors - Stage, Motion Pictures, Television and Radio and Foresters.

Naturally you should focus your career exploration on occupations which include your most significant work values as material to the job.



SECTION 3 - CAREER ABILITY PROFILER

Your Career Ability Profiler (CAP) results are shown as “Percentile Scores” ranging from 1-99. Percentiles show how your abilities compare to the general populations of students in your age group. Many people will score around 50% for some of their results. This is the score of an “average” person. A score of 60 would mean that you scored the same as or higher than 60% of the candidates who were in the national sample.

The Career Ability Profiler shows your strongest and weakest aptitudes. This makes it easy for you to aim for jobs that will maximize the use of your strengths and proceed with caution when aiming for jobs which do not suit your natural talents.

You may still aim for jobs that are not congruent with your strengths by further developing weaker areas through education and/or training.

You must realize by now that jobs that are along the line of your strengths will give you the highest chance of having a rewarding career.

You determine your strengths and weaknesses which show your potential and limitations either as a student or as a worker. With the help of relevant and up-to-date labor market information, you will be guided into sectors, industries or occupations which have demand for people with your abilities.

Arithmetic Reasoning


 AR

The ability to use several math skills and logical thinking to solve problems in everyday situations. It involves gathering and sorting through all information related to a problem, making educated guesses about how best to solve the problem, picking a likely way to solve it, and then explaining your decisions. This ability is important in such fields as engineering, construction, finance, sales, mathematics, science, and technology.

Verbal Ability


 VA

The ability to understand the meaning of words and use them effectively in good communication when you listen, speak or write. This ability is important in fields such as communications, education, law, literary arts, and sales.

Spatial Ability


 SA

The ability to form pictures of objects in your mind. It involves easily understanding how drawings represent real objects and correctly imagining how parts fit together. This ability is important in such fields as architecture, carpentry, engineering technology, the visual arts, interior design and clothing design.

Computation


 CM

The ability to use arithmetic operations of addition, subtraction, multiplication, and division to solve everyday problems involving numbers. This ability is important in such fields as engineering, finance, mathematics, science, and technology.

Clerical Perception

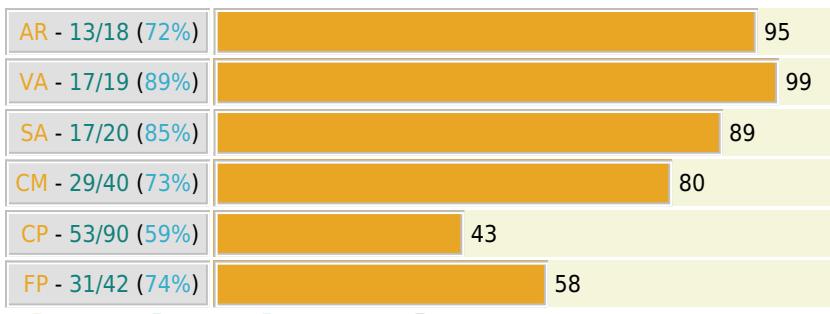

 CP

The ability to quickly and accurately see differences in detail in printed material. It involves noticing if there are mistakes in the text and numbers, or if there are careless errors in working math problems. This ability measures “speed of perception”, which is required in many industrial jobs, even when these jobs do not have verbal or numerical content. This ability is important in such fields as administration, claims processing, library services, office machine operation, packaging, and word processing.

Form Perception


 FP

The ability to quickly and accurately see details in objects, pictures, or drawings. It involves noticing little differences in shapes of figures, shading, lengths and widths of lines. This ability is important in such fields as craft arts, craft technology, jewelry making, production technology, production work, and quality control.

Table 3: Your Career Ability Profiler Results - Percentiles

● Abilities ● Scores ● Percentage ● Percentiles

Cognitive



You can readily understand mathematical concepts and rapidly solve numerical problems.



You are adept in interpreting and analyzing written information. Such proficiency suggests exquisite reasoning and interpretation skills. You are likely to perform well in positions requiring information gathering and verbal expression.



You are highly capable of spatial recognition and can generate, retain, retrieve and transform well-structured visual images with ease. You demonstrate mastery in finding spatial relations among objects and in visual manipulation.



You are well-suited to jobs requiring accurate use of mathematical methods or procedures in order to solve problems and make decisions.



You can spot errors in written texts and/or careless errors in basic math calculations.



You display an average ability to distinguish different shapes and objects. Making comparisons and discriminations in different sets of figures is an easy task.

Descriptions

Your ability profile results were compared to the profile of hundreds of occupations contained in the Occupational Information Network or ONET.

It is possible to produce a report based on your ability profile alone, but this would be lacking the other important traits – particularly your interests and other factors of importance to you at work. Hence the need for the full “total person” assessment report.



SECTION 4 - SUGGESTED CAREER CHOICES

On the following pages are some suggested career choices. These are occupations that match and can make the best use of your interests, abilities and work values.

Remember, occupations within a "Job Zone" require about the same level of education and training.

The list is meant as a starting place, so follow the steps discussed in the downloadable user's guide to begin your career exploration, whilst thinking of your "future" job zone... where you will be after finishing your education or training program.

Job Zone Definitions

The following are Job Zone definitions:

Job Zone 1: Little or No Preparation Needed

Overall Experience: No previous work-related skill, knowledge, or experience is needed for these occupations. For example, a person can become a general office clerk even if he/she has never worked in an office before.

Education: These occupations may require a high school diploma or GED certificate. Some may require a formal training course to obtain a license.

Job Training: Employees in these occupations need anywhere from a few days to a few months of training. Usually, an experienced worker could show you how to do the job.

Examples: These occupations involve following instructions and helping others. Examples include bus drivers, forest and conservation workers, general office clerks, home health aides, and waiters/waitresses.

Job Zone 2: Some Preparation Needed

Overall Experience: Some previous work-related skill, knowledge, or experience may be helpful in these occupations, but usually is not needed. For example, a drywall installer might benefit from experience installing drywall, but an inexperienced person could still learn to be an installer with little difficulty.

Education: These occupations usually require a high school diploma and may require some vocational training or job-related course work. In some cases, an associate's or bachelor's degree could be needed.

Job Training: Employees in these occupations need anywhere from a few months to one year of working with experienced employees.

Examples: These occupations often involve using your knowledge and skills to help others. Examples include drywall installers, fire inspectors, flight attendants, pharmacy technicians, retail salespersons, and tellers.

Job Zone 3: Medium Preparation Needed

Overall Experience: Previous work-related skill, knowledge, or experience is required for these occupations. For example, an electrician must have completed three or four years of apprenticeship or several years of vocational training, and often must have passed a licensing exam, in order to perform the job.

Education: Most occupations in this zone require training in vocational schools, related on-the-job experience, or an associate's degree. Some may require a bachelor's degree.

Job Training: Employees in these occupations usually need one or two years of training involving both on-the-job experience and informal training with experienced workers.

Examples: These occupations usually involve using communication and organizational skills to coordinate, supervise, manage, or train others to accomplish goals. Examples include dental assistants, electricians, fish and game wardens, legal secretaries, personnel recruiters, and recreation workers.

Job Zone 4: Considerable Preparation Needed

Overall Experience: A minimum of two to four years of work-related skill, knowledge, or experience is needed for these occupations. For example, an accountant must complete four years of college and work for several years in accounting to be considered qualified.

Education: Most of these occupations require a four-year bachelor's degree, but some do not.

Job Training: Employees in these occupations usually need several years of work-related experience, on-the-job training, and/or vocational training.

Examples: Many of these occupations involve coordinating, supervising, managing, or training others. Examples include accountants, chefs and head cooks, computer programmers, historians, and police detectives.

Job Zone 5: Extensive Preparation Needed

Overall Experience: Extensive skill, knowledge, and experience are needed for these occupations. Many require more than five years of experience. For example, surgeons must complete four years of college and an additional five to seven years of specialized medical training to be able to do their job.

Education: A bachelor's degree is the minimum formal education required for these occupations. However, many also require graduate school. For example, they may require a master's degree, and some require a Ph.D., M.D., or J.D. (law degree).

Job Training: Employees may need some on-the-job training, but most of these occupations assume that the person will already have the required skills, knowledge, work-related experience, and/or training.

Examples: These occupations often involve coordinating, training, supervising, or managing the activities of others to accomplish goals. Very advanced communication and organizational skills are required. Examples include lawyers, instrumental musicians, physicists, counseling psychologists, and surgeons.

Note:

The information you gain from this *Profiles Career Keys (PCK) Assessment Report* is related to job expectations and classifications in the workplace. An employer may have their own specific requirements. The *Profiles Career Keys (PCK) Assessment Report* provides information for your personal use and is not to be used as a hiring tool.

Job Matches per Job Zone

Selected Job Zone 4 Occupations (Considerable Preparation Needed)						
O*NET-SOC #	O*NET-SOC Title	PIP	WIP	CAP	Wt. Avg.	
33-1011.00	First-Line Supervisors of Correctional Officers	95%	75%	94%	89%	
11-9161.00	Emergency Management Directors	95%	65%	97%	87%	
13-1075.00	Labor Relations Specialists	95%	65%	97%	87%	
19-4043.00	Geological Technicians, Except Hydrologic Technicians	70%	95%	93%	87%	
33-3012.00	Correctional Officers and Jailers	70%	95%	94%	87%	
21-1092.00	Probation Officers and Correctional Treatment Specialists	70%	90%	94%	86%	
29-2055.00	Surgical Technologists	70%	90%	95%	86%	
41-1011.00	First-Line Supervisors of Retail Sales Workers	95%	65%	96%	86%	
17-3026.00	Industrial Engineering Technologists and Technicians	70%	80%	97%	84%	
17-3021.00	Aerospace Engineering and Operations Technologists and Technicians	70%	75%	95%	82%	

PIP = Personal Interest Profile WIP = Work Importance Profiler CAP = Career Ability Profiler

Selected Job Zone 5 Occupations (Extensive Preparation Needed)					
O*NET-SOC #	O*NET-SOC TITLE	PIP	WIP	CAP	Wt. Avg.
29-1071.01	Anesthesiologist Assistants	70%	90%	95%	86%
23-1023.00	Judges, Magistrate Judges, and Magistrates	95%	65%	92%	85%
23-1011.00	Lawyers	95%	45%	95%	80%
23-1022.00	Arbitrators, Mediators, and Conciliators	95%	45%	94%	80%
15-1221.00	Computer and Information Research Scientists	70%	45%	97%	73%
15-2021.00	Mathematicians	70%	45%	97%	73%
19-1029.03	Geneticists	70%	45%	97%	73%
19-1029.04	Biologists	70%	45%	97%	73%
29-1224.00	Radiologists	70%	45%	95%	73%

PIP = Personal Interest Profile WIP = Work Importance Profiler CAP = Career Ability Profiler

Job Matches per Industry/Cluster

Career Clusters No. & Title (Job Zone No., ONET Code & Title)	PIP	WIP	CAP	Wt. Avg.
10 - Biotechnology Research & Development				
[5] 19-1029.03 - Geneticists	70%	45%	97%	73%
[5] 19-1029.04 - Biologists	70%	45%	97%	73%
18 - Data Science & AI				
[5] 15-1221.00 - Computer and Information Research Scientists	70%	45%	97%	73%
[5] 15-2021.00 - Mathematicians	70%	45%	97%	73%
21 - Ecological Research & Development				
[4] 19-4043.00 - Geological Technicians, Except Hydrologic Technicians	70%	95%	93%	87%
23 - Emergency Response				
[4] 11-9161.00 - Emergency Management Directors	95%	65%	97%	87%
36 - Judicial Systems				
[5] 23-1023.00 - Judges, Magistrate Judges, and Magistrates	95%	65%	92%	85%
[5] 23-1011.00 - Lawyers	95%	45%	95%	80%
[5] 23-1022.00 - Arbitrators, Mediators, and Conciliators	95%	45%	94%	80%
37 - Leadership & Operations				
[4] 13-1075.00 - Labor Relations Specialists	95%	65%	97%	87%
49 - Physical Health				
[4] 29-2055.00 - Surgical Technologists	70%	90%	95%	86%
[5] 29-1071.01 - Anesthesiologist Assistants	70%	90%	95%	86%
[5] 29-1224.00 - Radiologists	70%	45%	95%	73%
52 - Production & Automation				
[4] 17-3026.00 - Industrial Engineering Technologists and Technicians	70%	80%	97%	84%
[4] 17-3021.00 - Aerospace Engineering and Operations Technologists and Technicians	70%	75%	95%	82%
53 - Public Safety				
[4] 33-1011.00 - First-Line Supervisors of Correctional Officers	95%	75%	94%	89%
[4] 33-3012.00 - Correctional Officers and Jailers	70%	95%	94%	87%
[4] 21-1092.00 - Probation Officers and Correctional Treatment Specialists	70%	90%	94%	86%
58 - Retail & Customer Experience				
[4] 41-1011.00 - First-Line Supervisors of Retail Sales Workers	95%	65%	96%	86%

PIP = Personal Interest Profile WIP = Work Importance Profiler CAP = Career Ability Profiler

Career Cluster	[Job Zone] ONET Code - Job Title	PIP	WIP	CAP	Wt. Avg.
Public Safety	[4] 33-1011.00 - First-Line Supervisors of Correctional Officers	95%	75%	94%	89%
Emergency Response	[4] 11-9161.00 - Emergency Management Directors	95%	65%	97%	87%
Leadership & Operations	[4] 13-1075.00 - Labor Relations Specialists	95%	65%	97%	87%
Ecological Research & Development	[4] 19-4043.00 - Geological Technicians, Except Hydrologic Technicians	70%	95%	93%	87%
Public Safety	[4] 33-3012.00 - Correctional Officers and Jailers	70%	95%	94%	87%
Public Safety	[4] 21-1092.00 - Probation Officers and Correctional Treatment Specialists	70%	90%	94%	86%
Physical Health	[4] 29-2055.00 - Surgical Technologists	70%	90%	95%	86%
Retail & Customer Experience	[4] 41-1011.00 - First-Line Supervisors of Retail Sales Workers	95%	65%	96%	86%
Physical Health	[5] 29-1071.01 - Anesthesiologist Assistants	70%	90%	95%	86%
Judicial Systems	[5] 23-1023.00 - Judges, Magistrate Judges, and Magistrates	95%	65%	92%	85%
Production & Automation	[4] 17-3026.00 - Industrial Engineering Technologists and Technicians	70%	80%	97%	84%
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Data Science & AI	[5] 15-2021.00 - Mathematicians	70%	45%	97%	73%
Biotechnology Research & Development	[5] 19-1029.03 - Geneticists	70%	45%	97%	73%
Biotechnology Research & Development	[5] 19-1029.04 - Biologists	70%	45%	97%	73%
Physical Health	[5] 29-1224.00 - Radiologists	70%	45%	95%	73%

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