

Sam Sample
02 Dec 2013

EXPERT

EXTENDED REPORT

OCCUPATIONAL INTEREST PROFILE





REPORT STRUCTURE

The Extended Report presents Sam Sample's profile results in the following sections:

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DISCLAIMER

This is a strictly confidential assessment report on Sam which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Sam Sample.

This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, personality preferences, values, motives, interests, abilities and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.



GUIDE TO USING THIS REPORT

INTRODUCTION

The Occupational Interest Profile (OIP) is a test developed for career guidance situations. The OIP is partially based on the pioneering work of John Holland in the area of general career themes. In addition the OIP also includes personality characteristics, which assesses how well suited individuals are to different environments. Thus, Personal Qualities and Career Interests are presented in this assessment.



Career guidance requires advisors and respondents to investigate three areas which may affect career choices; these are work needs, career interests and skills. The results of the OIP can be combined with some form of reasoning assessment such as the General Reasoning Test to provide an insight into the respondent's abilities.



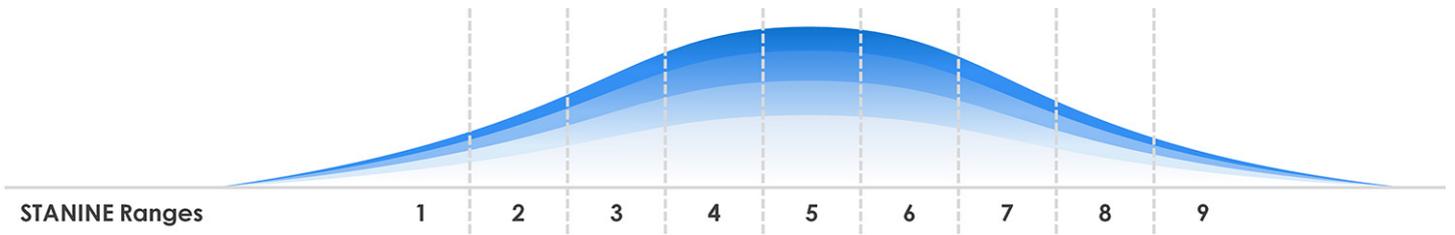
THE EXTENDED REPORT

This report provides career-relevant information for the respondent in three main areas: personal work needs, career interests and suggestions for vocational exploration.



REFERENCE GROUP (NORM) USED

A reference group is used to evaluate Sam's results. His results are presented as standardised STANINE scores with Mean=5 and SD=2 as demonstrated in the following chart.



The following norm was used to generate this report:

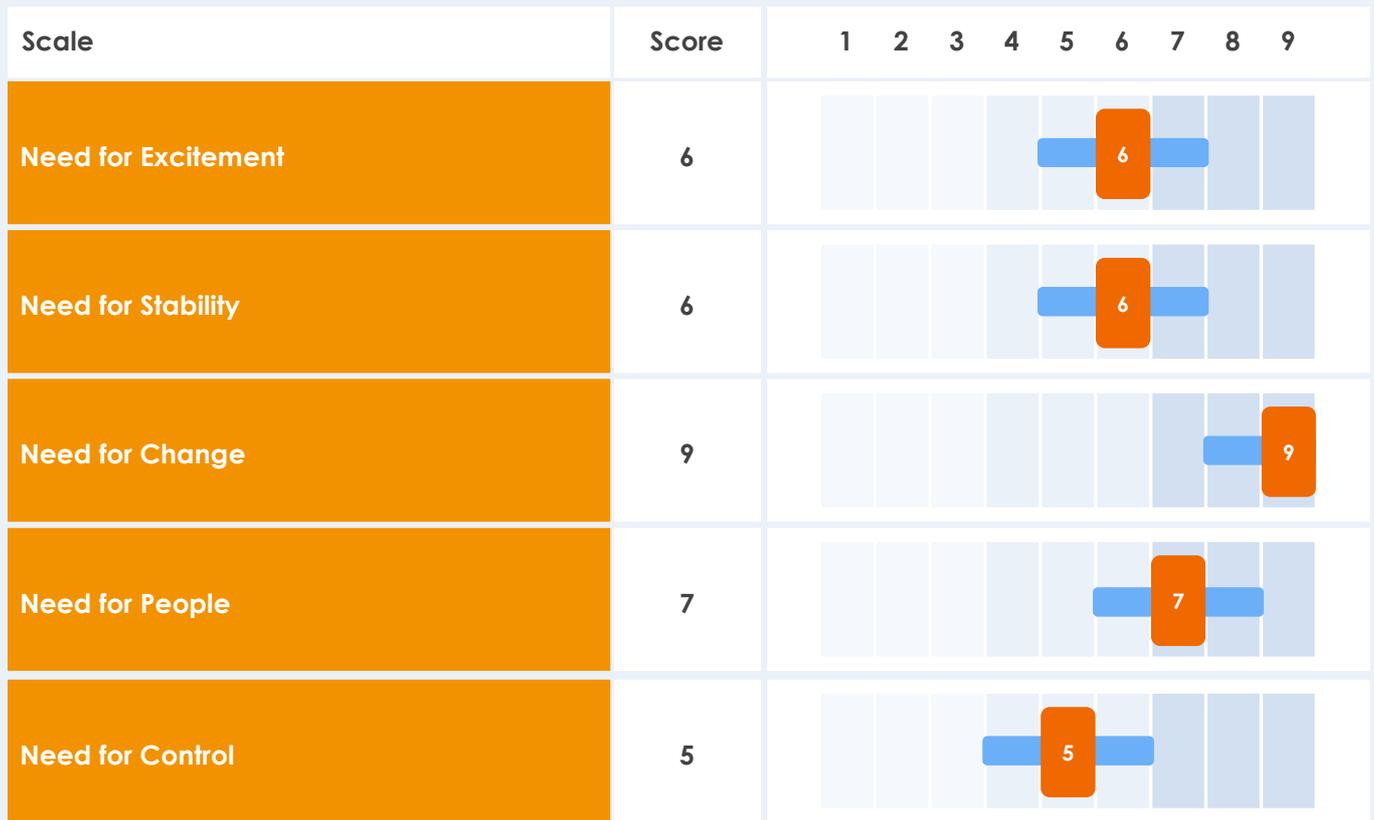
Test	Norm Used	Sample Size
Occupational Interest Profile (OIP)	General Population	850



PERSONAL WORK NEEDS

Below is a chart of Sam's personal work needs. Most people will be about medium in their needs and your high and low needs are those which set you apart from others around you. The meaning of the chart is explained in words below the chart.

PERSONAL WORK NEEDS PROFILE CHART





PERSONAL QUALITIES

INTERPERSONAL STYLE

You are as assertive as most people and while you generally know your own mind you are unlikely to force your views onto other people. You try to balance getting things done and at the same time be sensitive to other people's feelings. In general, you will not want to upset other people and you will try to avoid conflicts and disagreements when possible. If people are getting in your way however, you may say what you think in order to get your own way. You will generally try to avoid criticising other people, but you will criticise their work if you think it is necessary. While you may not be very interested in management, you should be happy to manage others if you are in an area of work which interests you. As a result, you may not want to look for a job which gives you management responsibilities, but you should not avoid a job you are interested in simply because it involves managing other people.

You are a fairly sociable, friendly person who enjoys working with other people. When working on a problem, you will do your best work when surrounded by people you can swap ideas with. You like meeting new people and you are a fairly talkative person. As a result, you are likely to want a job which gives you a chance to work with other people. . You like to be surrounded by people and you are not likely to enjoy a job where you have to work on your own for long periods of time. You enjoy talking to others, and have a fairly large circle of friends .

THINKING STYLE

You are very likely to act on the spur of the moment and you may often not think ahead and consider the consequences of your actions before you do or say something. You do not like planning ahead and you do not usually think about all the options before you make your mind up, as you think this takes the fun out of things. You dislike attending to detail and as a result you are likely to make careless mistakes when you have to work with detail. You do not have a very strong sense of duty and you may not enjoy jobs which require carefully following set procedures and rules. In fact, you will tend to question set procedures or rules if they do not seem to make sense to you. You are inclined to question authority far more than most people of your age and you strongly believe that respect has to be earned. You are not very self-controlled or self-disciplined and you are not likely to see boring or repetitive jobs through to the end.

You are a little more likely than most people to take a risk or decide to do something which is dangerous. Despite this, nobody would describe you as a person who greatly enjoys danger or as someone who takes unacceptable risks. If you think there is a good chance of success or if there is something that you want to do you will however be prepared to take a risk. While you may find the thought of safe, stable careers a little boring, you do not have a sufficiently great sense of adventure to be attracted to a job simply because it offers excitement and adventure. You may not be too concerned if the area of work you are interested in does not offer a lot of safety and security, as interest is of more importance to you.

COPING STYLE

You are a little more calm and in control of your emotions than most people and you are not a particularly touchy or moody person. You have quite a stable, realistic approach to life and you are not inclined to worry too much about the future. In general you face day to day demands in a realistic and mature way. You are not likely to have emotional outbursts or large mood swings and you should be able to accept constructive criticism in the spirit in which it was intended. You are not particularly likely to suffer from feelings of anxiety. As a result you should be able to take most things in your stride and deal fairly well with the pressures of work.



CAREER INTERESTS

Below is a chart of your career interests. Most people have scores around the middle so it is the high and the low interests which tells us about how you differ from the 'average' person.

CAREER INTERESTS PROFILE CHART

Scale	Score	1	2	3	4	5	6	7	8	9
ARTISTIC Activities involving creative/artistic skills.	6						6			
PRACTICAL Activities involving engineering, machine tools, the use of machinery.	28					5				
SCIENTIFIC Activities involving the understanding of natural and physical sciences.	27					5				
ADMINISTRATIVE Activities involving administration and well established procedures.	24					5				
NURTURING Activities centred on helping and caring for others.	38							7		
LOGICAL Activities involving problem solving and analytical skills.	39							6		
PERSUASIVE Activities involving persuasive skills and interaction with customers.	34							7		



OCCUPATIONAL INTERESTS

Artistic/Creative

Activities involving creative/artistic skills.

Most people have a degree of creative/artistic talent but not all are artists and musicians etc. Creative and/or artistic skills play a part in a wide range of occupations apart from the obvious areas such as, music, design, sign writing, photography, architecture, floristry and computer aided design etc. Some of the more technical areas in this field require higher levels of education, i.e. degree level or recognised arts foundation courses. Other occupations which require a degree of creative/artistic flair are hairdressing (creating new styles), beauty therapy/make-up artist, bakery (hand decorator of cakes etc), dress-making, carpentry, window dressing etc. Some of the occupations listed in this category have a great deal of personal contact with others and a fairly high level of personal skills may be required.

Being moderately interested in creative, artistic activities you may possibly have some interest in art, drama and other cultural pursuits. Having an artistic sense which is no more or less than most you will probably appreciate art and good design, and have a good sense of artistic taste. You may be motivated to use this interest in a career, but should bear in mind that ability as well as interest is critical for success in this area of work. However, as your level of interest in artistic/creative activities is of an average level it may be possible that the artistic content of other less directly related occupations would interest you. It may be possible that you have not considered the more practical applications of potential creative talent within occupations outside of art and design. In today's modern office, workers using facilities such as desk top publishing have scope for creativity in their work.

Practical/Mechanical

Activities involving engineering, machine tools, the use of machinery and other practical occupations.

Being moderately interested in practical and mechanical types of work, you may possibly have some interest working with your hands. You may show some interest in how things work but you are unlikely to enjoy mending household electrical appliances, bicycles etc. This of course implies that you may not be interested in crafts, trades in the building industry or engineering. A large number of less directly related occupations have practical elements, i.e. hairdressing. You may wish to consider whether your moderate level of interest is more associated with construction/engineering, or whether your this level of interest would apply to other less manual or physically demanding jobs which may require working with your hands. This area may be worth considering as you have expressed some interest in working with your hands otherwise your interest score would possibly have been lower.

Scientific/Investigative

Activities involving the understanding of natural and physical sciences.

You show a moderate level of interest in scientific careers and may not be very interested to learn about physics, chemistry or biology based topics. Because of your moderate interest in the natural sciences you are fairly unlikely to consider laboratory work, chemical engineering, metallurgy, medicine etc. when looking for a career. You may possibly not show a great deal of enthusiasm for science in general.

Administrative/Clerical

Activities involving administration and well established procedures.

You show a moderate level of interest in clerical/administrative work and you possibly may not enjoy a job which involves a lot of office work. As a result such jobs as bank clerk, librarian, secretary, typist etc. may not be of interest to you. You may not enjoy working at a desk for long periods and you will possibly want to avoid long



periods of repetitive work of a paper and pencil or keyboard kind. Because of an average level of interest it may be worth considering the administrative content of jobs in your areas of high interest. A large number of jobs have some clerical duties attached to them but you are likely to be quite happy to carry out these minor tasks if they are connected to your interests.

Nurturing/Caring

Activities centred on helping and caring for others.

There are a wide range of occupations within this area. Most are employed directly or indirectly, by the National Health Service (NHS). The Department of Health and Social Security (DHSS) is responsible for the overall control of the NHS. District Health Authorities are appointed by each region to provide and arrange the provision of comprehensive health services. Privately owned nursing homes and Charity status homes/organisations also employ people in this area, but most are accountable in some way to the DHSS. There are entry requirements for a large number of the medical professions but jobs in care and community are varied. Large numbers are employed as care assistants for the elderly, hospital porters, dental assistants, home helps for the elderly or infirm, ambulance drivers, nursing auxiliaries and playgroup assistants. Care and community work is demanding and calls for a great deal of personal commitment. Some areas of work can be physically hard and could involve some heavy lifting. Hours of work may be unsociable and may be on a shift basis. Good communication skills are important for dealings with people. Tact, patience, sensitivity and resilience are also important traits.

Being sensitive to the needs of others is equally as important in many other occupations apart from the direct 'caring' roles. Hairdressers, Beauty Therapists, Counsellors, to name but a few have a large amount of personal contact with others and a Nurturing/Caring approach is of equal importance.

Higher level occupations in this category, i.e. Dentists, Doctors, Surgeons Midwives, Clinical Psychologists, Veterinary Surgeons etc., require 1st, and possibly 2nd degree levels of education and a large number require an appropriate PhD (Doctorate). Because of the extensive research carried out in these fields there is almost a requirement for continual education.

Your profile suggests a strong interest in careers which involve looking after people. You appear to react more positively than most people to jobs which require helping other people and being personally committed to looking after other's interests. Typical jobs include social work, teaching, nursing and working in the voluntary or public service sector. If you have high interests in other areas it may be possible to combine these interests in the field of teaching or industrial nursing.

Logical/Computational

Activities involving problem solving and analytical skills.

Jobs involving handling numerical data, computing and information technology require an appropriate level of interest and skill in this area. Computing and Information Technology is a fast growing industry and the variety of work available in this area is vast. Visual Display Unit (VDU) Operators and data preparation clerks have the responsibility for data input and data output from the computer, on a daily basis. A vast number of organisations use word processors and clerical and secretarial staff are often required to use these packages to produce office documents. Desk-top publishing facilities now available on the office computer allow scope for the production of high quality work, i.e. newsletters, leaflets, advertising material etc., which integrate text and images.

Work involving research, design and development of programs for commercial, industrial, leisure and scientific use is the domain of software programmers/designers. The area of software and program design requires fairly high levels of literacy and numeracy skills in addition to interest and logical thought. The software programmer or systems analyst is constantly faced with real world information processing problems which can be solved by writing a software program.

Service and maintenance engineers need analytical minds in order to successfully identify faults and to rectify them. Managerial staff are constantly faced with short and long term problems which require logical thought in



order to arrive at effective solutions. Consultants in various fields are employed or contracted by organisations to analyse production processes, systems and procedures in order to improve productivity and services. Architects, Draughtsmen/women and Design Artists also require these skills and a large number use Computer Aided Design facilities. Clear thought processes and a flair for dealing with numerical data are important attributes.

You show a moderate interest in careers which involve working with numbers. This is no more than most people. It is likely that mathematics and computer studies may hold some limited appeal for you although this may not be sufficient to maintain your interest as a primary area at work. Many occupations require some analytical and logical interests and consequently these should be considered alongside others. Such work might include accounting and accounts clerk, engineering, technical sales, consultancy.

Persuasive/Influential

Activities involving persuasive skills and the control of others.

Persuasive skills are important in most supervisory and management positions and are vital in most direct or indirect selling situations. Education levels and/or experience may be important in supervisory and management positions including senior sales positions. Although managerial and supervisory staff may be required to have specialist product knowledge they will also need to possess the necessary personal skills. Taking responsibility for and co-ordinating a team of fellow workers requires the appropriate level of persuasiveness in order to successfully maximise productivity. For a large number of positions in the retail and distribution area, personality and presentation are important factors. Most of the large retail organisations and some smaller ones offer a variety of intensive training programmes for all levels. Persuasiveness is a vital component of most business dealings.

In selling situations, persuasiveness applied appropriately will increase the chance of obtaining a successful outcome. Individuals with low persuasive skills tend to become disheartened when faced with refusals, either in telephone or face-to-face sales situations. A good example of effective persuasive skills is the market trader who attracts large crowds with his/her unique sales banter. Another example is the extremely smooth and polished car salesperson with his/her highly technical sales skills. The sales and marketing world can involve long hours, including evening and weekend work. A great amount of time may be spent travelling, or away from home. Sales representatives are usually judged on results and salaries are often linked to targets and deadlines.

Being interested in work which involves selling and convincing individuals or groups of the benefits of your particular product or service, you should probably consider this occupational area. As such, you are unlikely to experience difficulty in persuading and convincing others of the benefits of your point of view. Occupations which primarily involve selling may appeal to you and are worth exploring in more detail. Such jobs may include: direct selling, canvassing, retail work, telesales, marketing etc.



SUGGESTIONS FOR VOCATIONAL EXPLORATION

The following lists are based on Sam's top occupational interests. He may wish to consider some of these jobs and find out more about them.

Job recommendations for highest career interest area:

Nurturing/Caring Jobs

Jobs which have a high skill requirement:

- Doctor (GP)
- Social Worker
- Psychologist
- Speech Therapist
- Probation Officer
- Primary School Teacher

Jobs which have a moderate-high skill requirement:

- Primary School Teacher
- Youth and Community Worker
- Nurse
- Social Worker
- Occupational Therapist
- Guidance Counsellor
- Speech Therapist
- Probation Officer
- Careers Officer

Jobs which have a moderate-low skill requirement:

- Nursery Nurse
- Residential Social Worker
- Nurse
- Field Social Worker
- Teacher's Aide
- Youth and Community Worker

Jobs which have a low skill requirement:

- Care Assistant
- Residential Social Worker
- Hospital Porter
- Ambulance Man/Woman



Job recommendations for second highest career interest area: Persuasive/Influential Jobs

Jobs which have a high skill requirement:

- Operational Researcher
- Computer Programmer
- Systems Analyst
- Statistician
- Economist
- Accountant
- Insurance Underwriter
- Stock Broker
- Investment Analyst
- Actuary

Jobs which have a moderate-high skill requirement:

- Computer Programmer
- Accountant
- Insurance Underwriter
- Stock Broker
- Surveyor
- Loss Adjuster
- Cartographer

Jobs which have a moderate-low skill requirement:

- Loss Adjuster
- Accounting Technician
- Loss Adjuster
- Bank/Building Society Clerk/Cashier
- Surveyor
- Cartographer
- Data Preparation Clerk

Jobs which have a low skill requirement:

- Accounts Clerk
- Bookkeeper
- Bank/Building Society Clerk/Cashier
- Cash Till Operator
- Data Preparation Clerk



Job recommendations based on a combination of top two interest areas: Nurturing/Caring Jobs

Jobs which have a high skill requirement:

- Newspaper Reporter (some areas)
- Marketing Manager
- Production Engineer (Chartered)
- Factory Manager
- Sales Manager (some areas)

Jobs which have a moderate-high skill requirement:

- Restaurant/Catering Manager
- Sales Representative (some product areas)
- Production Manager
- Retail Manager (some areas)
- Construction Site Manager
- Driving Instructor
- Trading Standards Officer
- HM Factory Inspector

Jobs which have a moderate-low skill requirement:

- Sales Representative (some product areas)
- Service Engineer
- Construction Site Manager
- Driving Instructor
- Factory Foreman

Jobs which have a low skill requirement:

- Barber/Hairstylist
- Shop Assistant (some areas)
- Bus Driver
- Taxi Driver