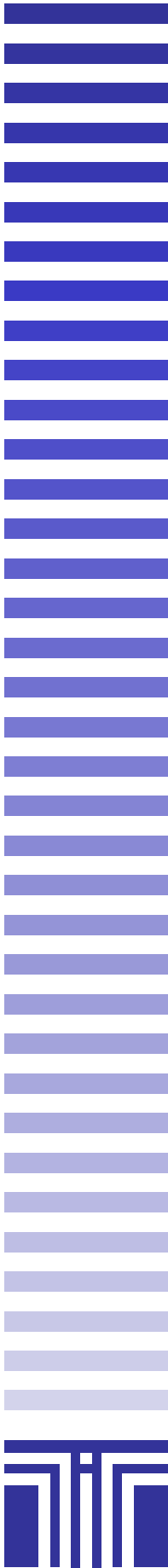


# SUCCESSFUL CAREER PLANNING™

*"He who knows others is learned.  
He who knows himself is wise."  
—Lao Tse*

Jane Doe



**Paragon Resources, Inc.**

*Training and Consulting Firm  
Focusing on ROP...Return on People  
Accelerating Team Performance to Maximize Client Relationships*  
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# INTRODUCTION

Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behavior.

In this report we are measuring four dimensions of normal behavior. They are:

- how you respond to problems and challenges.
- how you influence others to your point of view.
- how you respond to the pace of the environment.
- how you respond to rules and procedures set by others.

This report analyzes behavioral style; that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements from areas of behavior in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.

*"All people exhibit all four behavioral factors in varying degrees of intensity."  
—W.M. Marston*

# PERSONAL CHARACTERISTICS

*Based on Jane's responses, the report has selected general statements to provide you with a broad understanding of her work style. These statements identify the basic natural behavior that she brings to the job. That is, if left on her own, these statements identify HOW SHE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of Jane's natural behavior.*

Jane likes to work behind the scene and be seen as someone who is organized and has her life in order. While she may not be a perfectionist with all things, she has certain activities that will always be done with the same high standards in mind. She is a real stickler for quality and systems; to ensure quality. She prefers that things be orderly and she will approach work in a systematic manner. Accuracy is important to her. Rules and procedures provide security for her job performance. Jane can devote all her energy to the job, and that offers security to her work situation. She can overanalyze a problem which tends to slow down the decision-making process. She wants to be seen as a responsible person and will avoid behavior that could be seen by others as irresponsible. To some people, Jane may appear to be analytical. Becoming acquainted with her can be difficult since she tends to withhold her emotions. She may appear to be cool and distant. When Jane sees something that is wrong she wants to fix it. She is oriented toward achieving practical results. She would rather be cautious than brash, conventional than bold.

Jane usually judges others by the quality of their work. She may find it difficult to recognize others' strengths, if their work does not meet her high standards. Because she knows that she can rely on the "tried and true," Jane places high value on tradition and traditional things. She tends to postpone the decision-making process until she has all the facts. She is the type of person who will accept challenges, and accept them seriously. Jane is a critical and systematic thinker, and this strength may not be easily recognized by others. She tends to become bogged down in

# PERSONAL CHARACTERISTICS

details. She may accumulate so much data that the details overwhelm her. She has an acute awareness of social, economic and political implications of her decisions. She is skilled at observing and collecting data on different subjects. If she has a real passion for a given subject, she will read and listen to all the available information on the subject.

Jane is usually soft-spoken, but her demeanor may be deceptive to those who work with her. She may possess strong and unwavering convictions that are not always apparent to others. She prefers meetings that start and finish on time. She may get upset with people who do not adhere to rules and how things "should be done." She enjoys analyzing the motives of others. This allows her to develop her intuitive skills. People who show up early or late for appointments may upset her, since her work plans are disrupted. Jane makes an agenda and prefers that others not change it. Jane is patient and persistent in her approach to achieving goals. She responds to challenges in a cooperative manner and wants the "team" to win without the need of a perceived "shining star." When Jane is deeply involved in thinking through a project, she may appear to be cool and distant. Jane's logical, methodical way of gathering data is demonstrated by her ability to ask the right questions at the right time. She likes to know what is expected of her in a working relationship, and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues.

# PERSONAL STRENGTHS

*This section of the report identifies the specific talents and behavior Jane brings to the job. By looking at these statements, one can identify her role in the organization. By identifying Jane's talent, the organization can develop a system to capitalize on her particular value to the organization and make her an integral part of the team.*

- Patient and empathetic.
- Works for a leader and a cause.
- Service-oriented.
- Builds good relationships.
- Good listener.
- Objective--"The anchor of reality."
- Comprehensive in problem solving.

## **BASIC NEEDS**

*In this section are some needs which must be met in order for Jane to perform at an optimum level. Some needs can be met by herself, while management must provide for others. It is very difficult for a person to enter a motivational environment when that person's basic management needs have not been fulfilled. Jane and her counselor should go over the list and identify 3 or 4 statements that are most important to her. This allows Jane to participate in forming her own personal management plan.*

Jane needs:

- Reassurances that she is doing the job right.
- Recognition for what she accomplished.
- More confidence in her ability to perform new activities.
- Rewards in terms of tangible things, not just flattery and praise.
- Equipment that will allow her to perform up to her high standards.
- Conditioning prior to change.
- Shortcut methods that don't affect quality of the work.
- A manager who prefers quality over quantity.
- Complete instructions on her assignments.
- Capable associates with which to work.
- Support in making high-risk decisions.

## ADAPTED STYLE

*This section gives general information on behavior that Jane deems necessary to be successful on the job. One should read this section and determine if the behavior described is job related. If the behavior is not job-related, Jane does not understand the behavior required to be successful in the job.*

- Diplomatic cooperation in team interaction.
- Limited contact with people.
- Calculation of risks before taking action.
- Sensitivity to existing rules and regulations.
- Compliance to high standards.
- Freedom from confrontation.
- Task focus over people focus.
- Maintaining a clean and organized work station.
- Adherence to established guidelines and procedures.
- Logical solutions.
- Precedence of quality over efficiency.
- Using a disciplined approach.

# PRESENT WANTS

*This section of the report was produced by analyzing Jane's wants. People are motivated by the things they want, thus: wants that are satisfied no longer motivate. Analyze each statement produced in this section and highlight those that are present "wants."*

Jane wants:

- Identification with fellow workers.
- Activities that don't infringe on family life.
- Precision work to perform.
- Constant appreciation, and a feeling of security on the team.
- Logical reasons for change.
- Safety and security of the situation.
- Traditional products and procedures.
- Instructions so she can do the job right the first time.
- Specific questions--not general or open-ended.
- To be part of a quality-oriented work group.
- Activities she can start and finish.
- Reassurance she is doing the job right.
- To be a member of a small team.



# IDEAL ENVIRONMENT

*This section identifies the ideal work environment based on Jane's basic style. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. A person with flexibility uses intelligence to modify their behavior and can be comfortable in many environments. Use this section to identify specific duties and responsibilities that Jane enjoys and also those that create frustration.*

- An environment that allows time to change.
- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- Close relationship with a small group of associates.
- A stable and predictable environment.
- Needs personal attention from her manager and compliments for each assignment well done.
- Familiar work environment with a predictable pattern.
- An environment where she can use her intuitive thinking skills.
- An environment dictated by logic rather than emotion.

# CHECKLIST FOR COMMUNICATING

*Most people are aware of and sensitive to the ways with which they like to be communicated. Many people find this section to be extremely accurate and important. Read each statement and identify 3 or 4 statements that are most important. Make a list of these and practice using them in your everyday management of Jane.*

Do:

- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Give her time to be thorough, when appropriate.
- Patiently draw out personal goals and work with her to help her achieve those goals; listen and be responsive.
- Prepare your "case" in advance.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure her that there won't be surprises.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Make an organized contribution to her efforts, present specifics and do what you say you can do.
- Provide solid, tangible, practical evidence.
- Define clearly (preferably in writing) individual contributions.
- Look for hurt feelings or personal reasons if you disagree.

# STRENGTHS AND WEAKNESSES

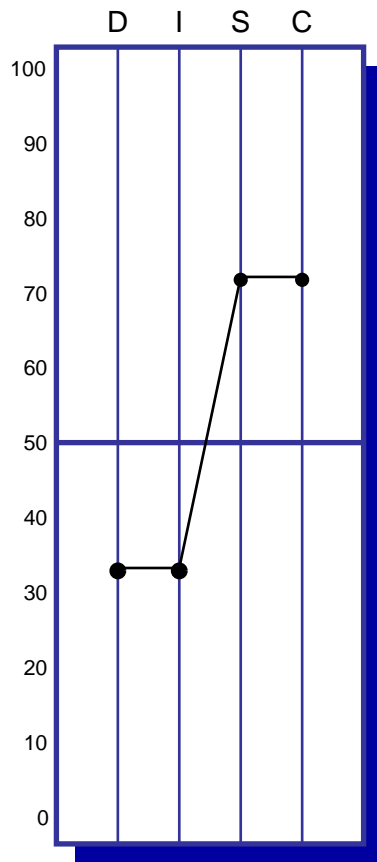
*In this area of the report is a listing of strengths and weaknesses without regard to a specific job. Cross out those weaknesses that do not apply. Highlight 1 to 3 weaknesses that are hindering performance and develop an action plan to eliminate or reduce this hindrance.*

- STRENGTH - Good at calculating risk. POTENTIAL WEAKNESS - May resist changes because of the risk involved with changes.
- STRENGTH - Very intuitive. POTENTIAL WEAKNESS - Fails to share ideas and feeling until after the fact.
- STRENGTH - Places high value on details. POTENTIAL WEAKNESS - May get bogged down in details or use details to protect her position.
- STRENGTH - Places high value on quality workmanship. POTENTIAL WEAKNESS - May be bound by her own set of procedures and methods that she fails to look for more efficient ones.
- STRENGTH - Will follow instructions. POTENTIAL WEAKNESS - May lean on supervisors for information and direction.
- STRENGTH - Task-oriented and security driven. POTENTIAL WEAKNESS - May yield position to avoid controversy and insure security.

# STYLE ANALYSIS™ GRAPHS

Jane Doe

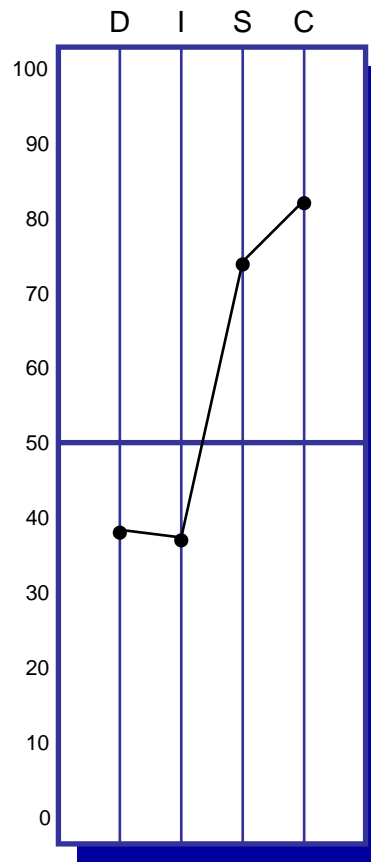
MOST  
Graph I  
Adapted Style



Score  
%

3	2	8	6
34	34	72	72

LEAST  
Graph II  
Natural Style



8	6	3	2
39	38	74	82

# THE SUCCESS INSIGHTS® WHEEL

The Success Insights® Wheel is a powerful tool popularized in Europe. In addition to the text you have received about your behavioral style, the Wheel adds a visual representation that allows you to:

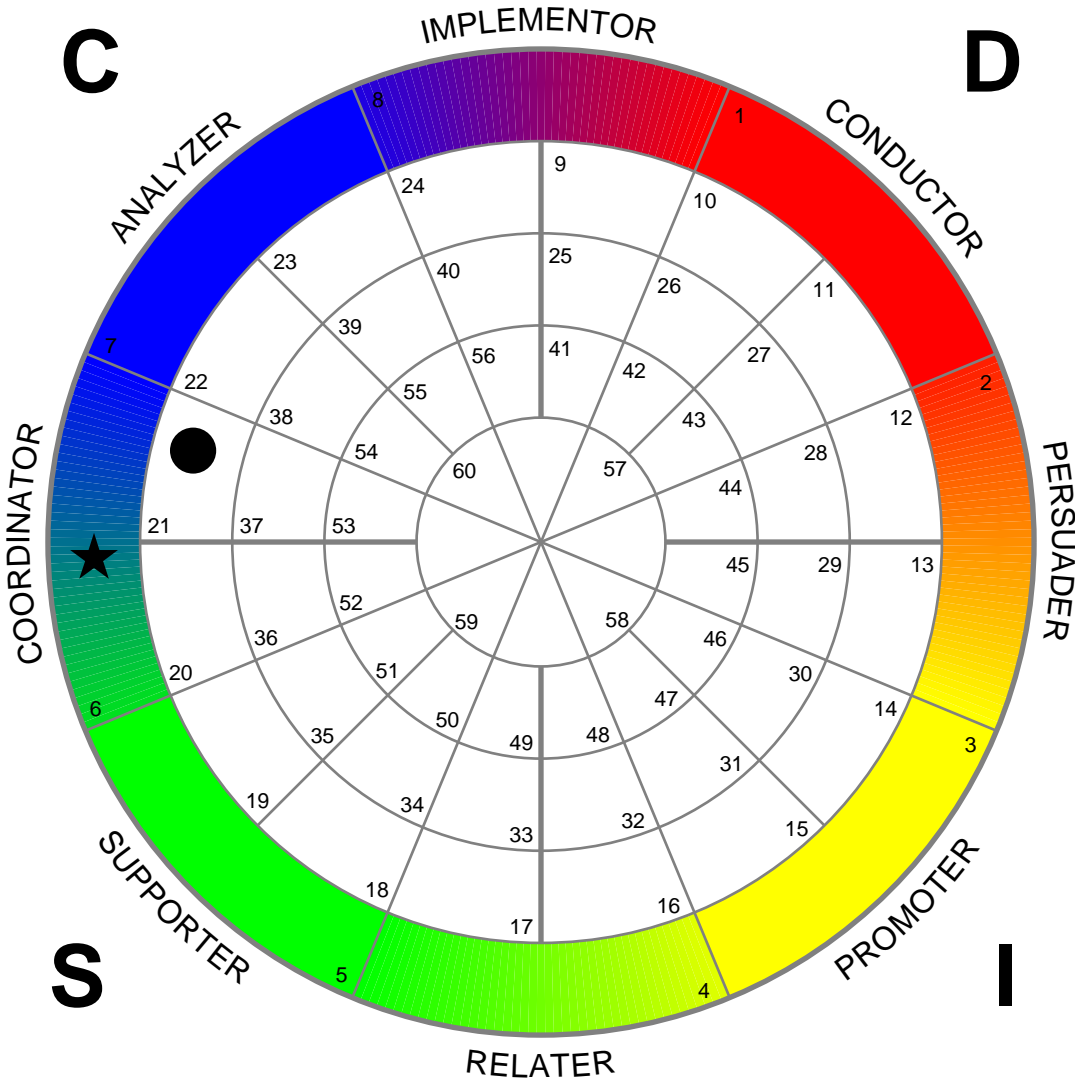
- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.

# THE SUCCESS INSIGHTS® WHEEL

Jane Doe



Adapted: ★ (6) COORDINATOR  
 Natural: ● (21) ANALYZING COORDINATOR

# WORK ENVIRONMENT

Jane Doe

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# INTRODUCTION

This report compares your ideal and present job. If the ideal job and present job are the same on a factor, only one list of statements will appear. A side by side listing will be printed when they are different. Read, discuss, and clarify to identify the type of behavior you want to use on the job.



# DOMINANCE - CHALLENGE

*This page of the report lists how the job requires a person to respond to problems and challenges. Scope of authority, power and decisiveness may be key areas. Analyze carefully.*

"Present" job behavioral demands are:

1. Calculating the use of power and authority.
2. Responding to problems and challenges.
3. A drive to succeed.
4. Clarification of authority and parameters.
5. Challenging assignments.
6. Independent thinking.
7. Freedom from much detail work.
8. Flexibility.
9. Ability to solve problems and meet challenges.
10. Taking an idea and moving with it, but not beyond the scope of authority.
11. Supporting change.
12. Participating in decision making.

"Ideal" job behavioral demands are:

1. Some rules and procedures to follow.
2. More emphasis on quality than on efficiency.
3. Adaptability.
4. Leadership by example.
5. Limited scope of activities.
6. Analysis of data before making a decision.
7. Patience.

# INFLUENCE - CONTACTS

*This page of the report lists how the job requires a person to influence others to a way of thinking or doing. Trust, openness, facts and data (oral or written), discussion, and communication are key areas. Analyze carefully.*

"Present" job behavioral demands are:

1. Many social interactions.
2. Very high trust level.
3. Optimistic outlook towards all activities.
4. Skillful use of vocabulary to generate enthusiasm.
5. Highly persuasive communication.
6. High contact with people.
7. Enthusiastic acceptance of new ideas.
8. Ability to move from one activity to another quickly.
9. Selling the sizzle as well as the steak.
10. A flexible use of time.
11. Outgoing personality.
12. New and innovative ways of solving problems.
13. Democratic relationships with others.
14. Working with people more than working with things.
15. A team environment.
16. Ability to project self-confidence.
17. Getting things done through people.
18. Freedom from detail and control.

"Ideal" job behavioral demands are:

1. Many hours working alone.
2. Trust based on performance and quality.
3. Critical appraisal of ideas not supported by logic.
4. Strong time management skills.
5. Decisions based on logic and facts, not emotion.
6. Limited contact with people.
7. Skeptical analysis of new ideas.
8. Limited activities with time for follow through.
9. Objective analysis of facts and data.
10. Time to think and analyze before making decisions.
11. Limited delegation of important responsibilities.

# STEADINESS - CONSISTENCY

*This page of the report lists how the job requires a person to deal with activity levels. Change, persistence, consistency, and listening skills are key areas. Analyze carefully.*

"Present" job behavioral demands are:

1. Juggling several balls at the same time.
2. Openness in communication.
3. Alertness and sensitivity to problems.
4. Ability to work on more than one project.
5. Flexibility.
6. Adaptability to change.
7. Support system to help with detail.
8. Questioning procedures.

"Ideal" job behavioral demands are:

1. Patience and persistence.
2. Good listening skills.
3. Showing loyalty.
4. Ability to concentrate on task.
5. Follow-through on assigned task.
6. Following established procedures.
7. Identification with team.
8. Security of work situation.
9. Job description in writing.
10. Steady work pace-limited change.
11. Ranking of work tasks.
12. Friendly work atmosphere.
13. Shared information when requested.
14. Organizational chart for clarification of authority.
15. Complete demonstration of task to be completed.
16. Freedom from conflict and confrontation.

# COMPLIANCE - CONSTRAINTS

*This page of the report lists how the job requires a person to respond to rules and regulations set by other people. Key areas to consider are rules required to maintain quality, accuracy, and precision. Analyze carefully.*

"Present" job behavioral demands are:

1. Few rules and procedures to follow.
2. Individualistic approach.
3. Persistent approach to winning.
4. Bottom line analysis of results.
5. Challenging work.
6. Power and authority.
7. Very little routine work.
8. Pioneering risk taker.
9. Decisiveness.
10. Criticizing the status quo.
11. Original thinking.
12. Try the impossible.

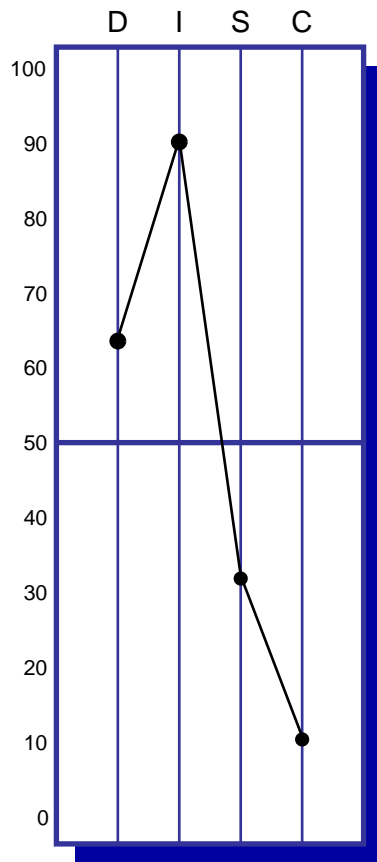
"Ideal" job behavioral demands are:

1. Rules and procedures.
2. High quality control standards.
3. Systematic approach.
4. Work done accurately the first time.
5. Analysis of facts and data.
6. Clarification of responsibility and authority.
7. Clean, tidy and organized work station.
8. Time to perform quality work.
9. Balanced judgment.
10. Analysis of outcomes before initiating change.
11. Few mistakes.
12. Well defined job description and expectations.
13. Complete instructions.

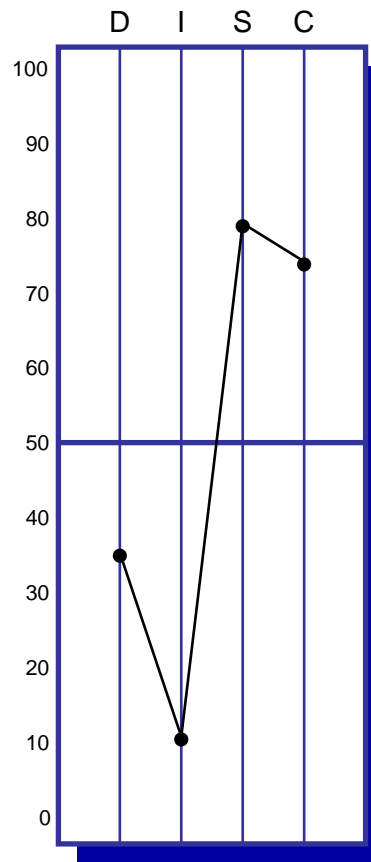
# WORK ENVIRONMENT™

Jane Doe

Work Environment  
PRESENT  
Jane Doe



Work Environment  
IDEAL  
Jane Doe



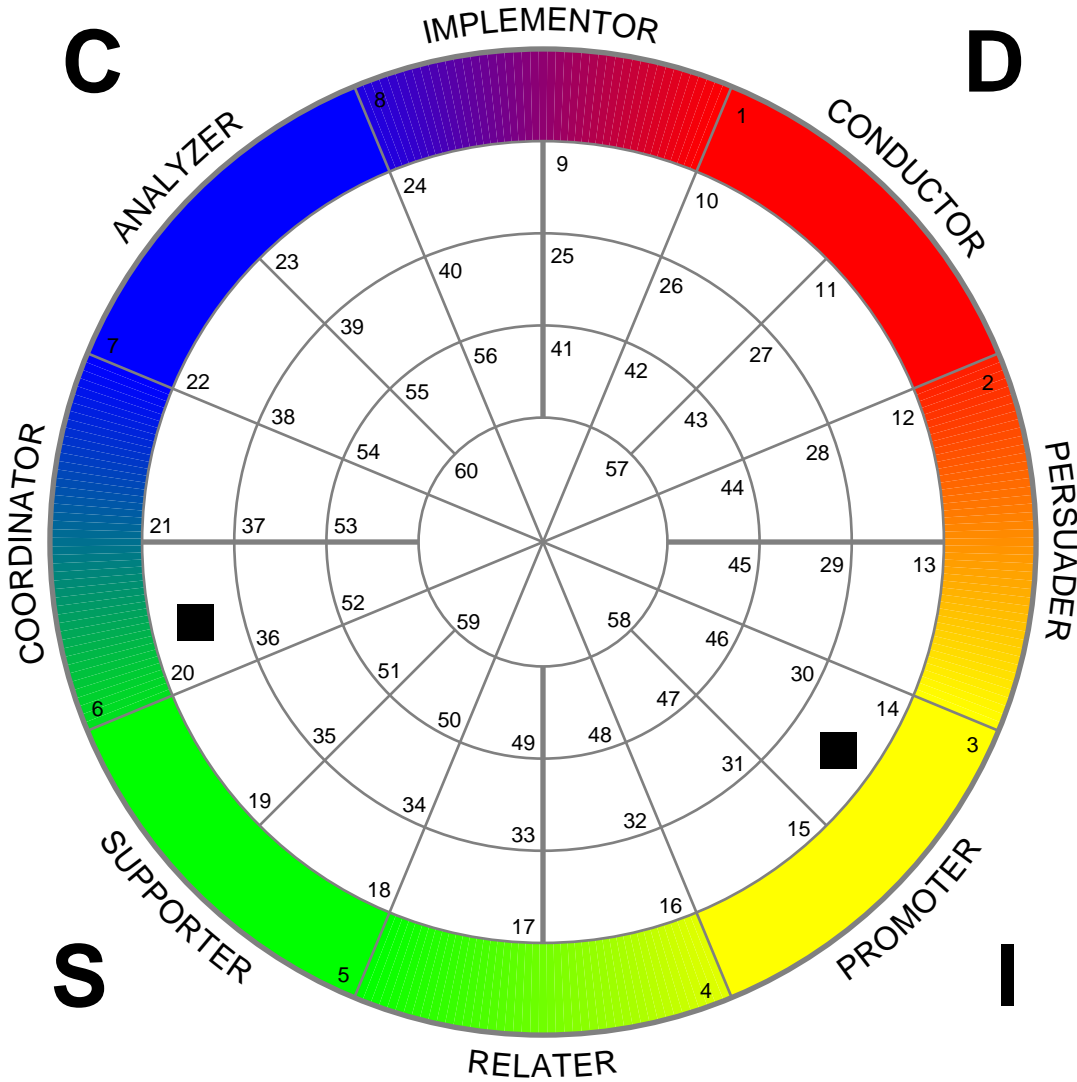
Score  
%

29	18	42	51
64	90	33	12

41	51	23	25
36	12	79	74

# THE SUCCESS INSIGHTS® WHEEL

Jane Doe



Present Work Environment: ■ (14) PERSUADING PROMOTER  
 Ideal Work Environment: ■ (20) SUPPORTING COORDINATOR

# JOB INDICATOR

Jane Doe

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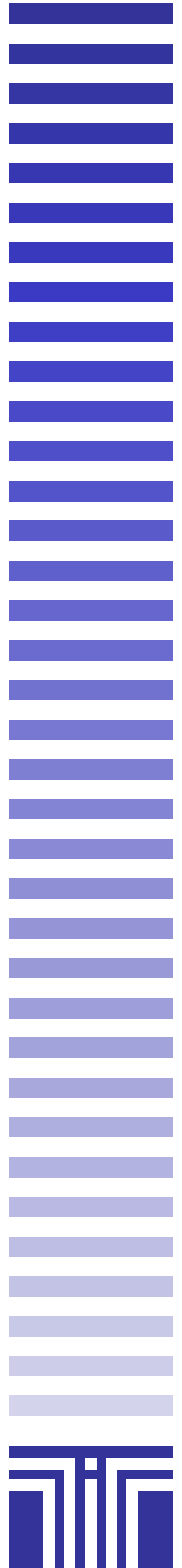
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# INTRODUCTION

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Given these realities, it becomes more important than ever for people to be prepared to make informed career decisions based on a solid understanding of their own behavioral styles and your natural talents. With increased understanding of the talents you bring to the workplace, you can maximize your ability to succeed and achieve career satisfaction in a changing environment.

The following Job Indicator section has been designed to stretch your imagination and give you ideas. The message is: "Your options are many." This section will present a listing of jobs that can provide a suitable match to your natural behavioral style, as identified earlier in this report. Review these potential jobs and decide which of them appeal to your individual preferences, values and lifestyle. Remember, they are designed to stretch your imagination and give you ideas!

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NAME : Jane Doe

EDUCATION : High School

<u>CODE</u>	<u>OCCUPATION</u>
27-4011.00	Audio and Video Equipment Technicians
49-3021.00	Automotive Body and Related Repairers
39-5011.00	Barbers
35-3011.00	Bartenders
43-3011.00	Bill and Account Collectors
43-3021.02	Billing, Cost, and Rate Clerks
53-3021.00	Bus Drivers, Transit and Intercity
51-3021.00	Butchers and Meat Cutters
47-2031.03	Carpenter Assemblers and Repairers
27-1013.03	Cartoonists
47-2051.00	Cement Masons and Concrete Finishers
39-9011.00	Child Care Workers
35-3021.00	Combined Food Preparation and Serving Workers, Including Fast Food
49-2022.03	Communication Equipment Mechanics, Installers, and Repairers
35-2014.00	Cooks, Restaurant
33-3012.00	Correctional Officers and Jailers
43-4021.00	Correspondence Clerks
43-5021.00	Couriers and Messengers
27-1012.00	Craft Artists
43-4041.02	Credit Checkers
27-2031.00	Dancers
43-9021.00	Data Entry Keyers
41-9011.00	Demonstrators and Product Promoters
43-5032.00	Dispatchers, Except Police, Fire, and Ambulance
53-3031.00	Driver/Sales Workers
29-2041.00	Emergency Medical Technicians and Paramedics
11-9012.00	Farmers and Ranchers
43-4071.00	File Clerks
27-1013.00	Fine Artists, Painters, Sculptors, and Illustrators
47-1011.01	First-Line Supervisors and Manager/Supervisors- Construction Trades Workers
39-9031.00	Fitness Trainers and Aerobics Instructors
39-6031.00	Flight Attendants
27-1023.00	Floral Designers
51-4022.00	Forging Machine Setters, Operators, and Tenders, Metal and Plastic
53-7062.03	Freight, Stock, and Material Movers, Hand
53-7071.01	Gas Pumping Station Operators
47-5081.00	Helpers--Extraction Workers
43-4081.00	Hotel, Motel, and Resort Desk Clerks
43-4161.00	Human Resources Assistants, Except Payroll and Timekeeping
33-3021.05	Immigration and Customs Inspectors
53-7051.00	Industrial Truck and Tractor Operators
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
37-3011.00	Landscaping and Groundskeeping Workers
51-6011.03	Laundry and Drycleaning Machine Operators and Tenders, Except Pressing
43-4121.00	Library Assistants, Clerical
49-9094.00	Locksmiths and Safe Repairers
43-9051.02	Mail Clerks, Except Mail Machine Operators and Postal Service

NAME : Jane Doe

EDUCATION : High School

<u>CODE</u>	<u>OCCUPATION</u>
27-2042.00	Musicians and Singers
51-4011.01	Numerical Control Machine Tool Operators and Tenders, Metal and Plastic
53-7064.00	Packers and Packagers, Hand
41-2022.00	Parts Salespersons
43-3051.00	Payroll and Timekeeping Clerks
37-2021.00	Pest Control Workers
47-2152.02	Plumbers
33-3051.01	Police Patrol Officers
43-5052.00	Postal Service Mail Carriers
51-4052.00	Pourers and Casters, Metal
43-3061.00	Procurement Clerks
51-9061.05	Production Inspectors, Testers, Graders, Sorters, Samplers, Weighers
51-9199.99	Production Workers, All Other
53-4099.99	Rail Transportation Workers, All Other
41-9022.00	Real Estate Sales Agents
43-4171.00	Receptionists and Information Clerks
43-4181.02	Reservation and Transportation Ticket Agents
47-2181.00	Roofers
43-6014.00	Secretaries, Except Legal, Medical, and Executive
33-9032.00	Security Guards
53-6031.00	Service Station Attendants
51-6031.02	Sewing Machine Operators, Non-Garment
47-2211.00	Sheet Metal Workers
43-5071.00	Shipping, Receiving, and Traffic Clerks
21-1093.00	Social and Human Service Assistants
43-5081.03	Stock Clerks- Stockroom, Warehouse, or Storage Yard
47-2221.00	Structural Iron and Steel Workers
43-2011.00	Switchboard Operators, Including Answering Service
49-9052.00	Telecommunications Line Installers and Repairers
43-3071.00	Tellers
53-3032.02	Tractor-Trailer Truck Drivers
43-4181.01	Travel Clerks
37-3013.00	Tree Trimmers and Pruners
53-3032.01	Truck Drivers, Heavy
53-3033.00	Truck Drivers, Light or Delivery Services
35-3031.00	Waiters and Waitresses
51-4121.02	Welders and Cutters
43-9022.00	Word Processors and Typists
27-3043.00	Writers and Authors

# JOB INDICATOR

Jane Doe

**Paragon Resources, Inc.**

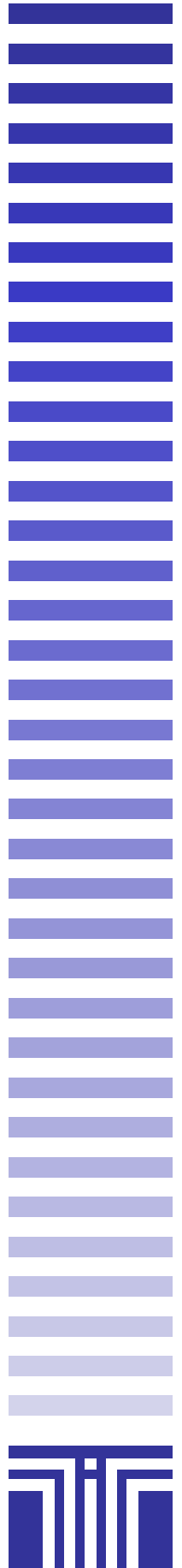
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NAME : Jane Doe

EDUCATION : A.A. or B.A.

<u>CODE</u>	<u>OCCUPATION</u>
15-2011.00	Actuaries
25-3011.00	Adult Literacy, Remedial Education, and GED Teachers and Instructors
17-3021.00	Aerospace Engineering and Operations Technicians
17-2011.00	Aerospace Engineers
53-2021.00	Air Traffic Controllers
53-2011.00	Airline Pilots, Copilots, and Flight Engineers
19-1011.00	Animal Scientists
19-3091.01	Anthropologists
17-1011.00	Architects, Except Landscape and Naval
17-3011.01	Architectural Drafters
27-1011.00	Art Directors
19-2011.00	Astronomers
19-2021.00	Atmospheric and Space Scientists
27-4011.00	Audio and Video Equipment Technicians
25-9011.00	Audio-Visual Collections Specialists
49-3021.00	Automotive Body and Related Repairers
39-5011.00	Barbers
19-1021.01	Biochemists
19-1020.01	Biologists
43-3031.00	Bookkeeping, Accounting, and Auditing Clerks
27-4012.00	Broadcast Technicians
49-3031.00	Bus and Truck Mechanics and Diesel Engine Specialists
17-3023.02	Calibration and Instrumentation Technicians
29-2031.00	Cardiovascular Technologists and Technicians
27-1013.03	Cartoonists
19-4031.00	Chemical Technicians
19-2031.00	Chemists
21-1021.00	Child, Family, and School Social Workers
27-2032.00	Choreographers
17-2051.00	Civil Engineers
51-4081.01	Combination Machine Tool Setters and Set-Up Operators, Metal and Plastic
27-1021.00	Commercial and Industrial Designers
53-2012.00	Commercial Pilots
49-2022.03	Communication Equipment Mechanics, Installers, and Repairers
13-1072.00	Compensation, Benefits, and Job Analysis Specialists
27-2041.03	Composers
43-9011.00	Computer Operators
15-1021.00	Computer Programmers
15-1051.00	Computer Systems Analysts
27-3043.04	Copy Writers
13-1051.00	Cost Estimators
23-2091.00	Court Reporters
27-1012.00	Craft Artists
27-3043.02	Creative Writers
25-4012.00	Curators
27-2031.00	Dancers
31-9091.00	Dental Assistants

NAME : Jane Doe

EDUCATION : A.A. or B.A.

<u>CODE</u>	<u>OCCUPATION</u>
27-1029.99	Designers
29-1031.00	Dietitians and Nutritionists
27-2012.02	Directors-Stage, Motion Picture, Television, and Radio
51-2022.00	Electrical and Electronic Equipment Assemblers
49-2094.00	Electrical and Electronics Repairers, Commercial and Industrial Equipment
51-4193.01	Electrolytic Plating and Coating Machine Setters and Set-Up Operators, Metal and Plastic
49-2097.00	Electronic Home Entertainment Equipment Installers and Repairers
17-2072.00	Electronics Engineers, Except Computer
25-2021.00	Elementary School Teachers, Except Special Education
39-4011.00	Embalmers
29-2041.00	Emergency Medical Technicians and Paramedics
27-1027.02	Exhibit Designers
27-1022.00	Fashion Designers
27-4032.00	Film and Video Editors
27-1013.00	Fine Artists, Painters, Sculptors, and Illustrators
47-1011.01	First-Line Supervisors and Manager/Supervisors- Construction Trades Workers
49-1011.00	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
33-3031.00	Fish and Game Wardens
39-9031.00	Fitness Trainers and Aerobics Instructors
27-1023.00	Floral Designers
19-3092.00	Geographers
27-1024.00	Graphic Designers
39-5012.00	Hairdressers, Hairstylists, and Cosmetologists
49-9021.01	Heating and Air Conditioning Mechanics
19-3093.00	Historians
35-9031.00	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
17-3026.00	Industrial Engineering Technicians
17-2111.01	Industrial Safety and Health Engineers
13-1031.02	Insurance Adjusters, Examiners, and Investigators
27-1025.00	Interior Designers
27-3091.00	Interpreters and Translators
43-4111.00	Interviewers, Except Eligibility and Loan
17-1012.00	Landscape Architects
25-4021.00	Librarians
29-2061.00	Licensed Practical and Licensed Vocational Nurses
19-4099.99	Life, Physical, and Social Science Technicians, All Other
53-4011.00	Locomotive Engineers
51-4041.00	Machinists
49-9042.00	Maintenance and Repair Workers, General
19-3021.00	Market Research Analysts
15-2021.00	Mathematicians
17-3013.00	Mechanical Drafters
17-3027.00	Mechanical Engineering Technicians
17-2141.00	Mechanical Engineers
27-3099.99	Media and Communication Workers
29-2011.00	Medical and Clinical Laboratory Technologists
31-9092.00	Medical Assistants

NAME : Jane Doe

EDUCATION : A.A. or B.A.

<u>CODE</u>	<u>OCCUPATION</u>
29-2071.00	Medical Records and Health Information Technicians
19-1042.00	Medical Scientists, Except Epidemiologists
43-6013.00	Medical Secretaries
31-9094.00	Medical Transcriptionists
21-1023.00	Mental Health and Substance Abuse Social Workers
49-9044.00	Millwrights
17-2151.00	Mining and Geological Engineers, Including Mining Safety Engineers
27-1014.00	Multi-Media Artists and Animators
27-2041.02	Music Arrangers and Orchestrators
27-2042.00	Musicians and Singers
11-9121.00	Natural Sciences Managers
19-4051.01	Nuclear Equipment Operation Technicians
19-4051.02	Nuclear Monitoring Technicians
29-1122.00	Occupational Therapists
43-9199.99	Office and Administrative Support Workers, All Other
49-2011.03	Office Machine and Cash Register Servicers
51-5023.02	Offset Lithographic Press Setters and Set-Up Operators
47-2073.02	Operating Engineers
15-2031.00	Operations Research Analysts
49-3053.00	Outdoor Power Equipment and Other Small Engine Mechanics
27-1013.01	Painters and Illustrators
41-2022.00	Parts Salespersons
39-9099.99	Personal Care and Service Workers, All Other
13-1071.02	Personnel Recruiters
51-8093.02	Petroleum Refinery and Control Panel Operators
29-1123.00	Physical Therapists
29-1071.00	Physician Assistants
47-2152.01	Pipe Fitters
33-3051.01	Police Patrol Officers
11-9131.00	Postmasters and Mail Superintendents
51-8013.01	Power Generating Plant Operators, Except Auxiliary Equipment Operators
43-9081.00	Proofreaders and Copy Markers
49-2021.00	Radio Mechanics
41-9022.00	Real Estate Sales Agents
29-1125.00	Recreational Therapists
29-1111.00	Registered Nurses
41-3031.01	Sales Agents, Securities and Commodities
41-9031.00	Sales Engineers
25-3021.00	Self-Enrichment Education Teachers
21-1093.00	Social and Human Service Assistants
19-3041.00	Sociologists
19-1031.01	Soil Conservationists
27-4014.00	Sound Engineering Technicians
15-2041.00	Statisticians
29-2055.00	Surgical Technologists
25-9041.00	Teacher Assistants
43-3071.00	Tellers

NAME : Jane Doe

EDUCATION : A.A. or B.A.

<u>CODE</u>	<u>OCCUPATION</u>
51-4111.00	Tool and Die Makers
19-3051.00	Urban and Regional Planners
49-9064.00	Watch Repairers
51-4121.02	Welders and Cutters
27-3043.00	Writers and Authors



# JOB INDICATOR

Jane Doe

**Paragon Resources, Inc.**

*Training and Consulting Firm*

*Focusing on ROP...Return on People*

*Accelerating Team Performance to Maximize Client Relationships*

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# INTRODUCTION

Today's workplace is in constant change and careers are evolving to keep pace. It will not be unusual for people to change careers 4-5 times during their working lives. Furthermore, research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so are neither fully motivated nor satisfied with their work.

Given these realities, it becomes more important than ever for people to be prepared to make informed career decisions based on a solid understanding of their own behavioral styles and your natural talents. With increased understanding of the talents you bring to the workplace, you can maximize your ability to succeed and achieve career satisfaction in a changing environment.

The following Job Indicator section has been designed to stretch your imagination and give you ideas. The message is: "Your options are many." This section will present a listing of jobs that can provide a suitable match to your natural behavioral style, as identified earlier in this report. Review these potential jobs and decide which of them appeal to your individual preferences, values and lifestyle. Remember, they are designed to stretch your imagination and give you ideas!

The career listings presented in this section are derived from the latest issue of The Occupational Information Network (O\*NET) database, developed for the US Department of Labor by the National O\*NET Consortium. You will find a wealth of related career information for your continued research at the following websites: <http://online.onetcenter.org> and the US Dept. of Labor, Employment & Training Administration: <http://www.doleta.gov/programs/onet>.

NAME : Jane Doe

EDUCATION : B.A. Plus

<u>CODE</u>	<u>OCCUPATION</u>
15-2011.00	Actuaries
17-2011.00	Aerospace Engineers
53-2021.00	Air Traffic Controllers
53-2011.00	Airline Pilots, Copilots, and Flight Engineers
19-1011.00	Animal Scientists
19-3091.01	Anthropologists
17-1011.00	Architects, Except Landscape and Naval
27-1011.00	Art Directors
19-2011.00	Astronomers
19-2021.00	Atmospheric and Space Scientists
19-1021.01	Biochemists
19-1020.01	Biologists
43-3031.00	Bookkeeping, Accounting, and Auditing Clerks
27-4012.00	Broadcast Technicians
25-1011.00	Business Teachers, Postsecondary
21-1021.00	Child, Family, and School Social Workers
29-1011.00	Chiropractors
27-2032.00	Choreographers
17-2051.00	Civil Engineers
19-3031.02	Clinical Psychologists
27-1021.00	Commercial and Industrial Designers
27-2041.03	Composers
15-1021.00	Computer Programmers
15-1051.00	Computer Systems Analysts
27-3043.04	Copy Writers
27-1012.00	Craft Artists
29-1021.00	Dentists, General
27-1029.99	Designers
27-2012.02	Directors-Stage, Motion Picture, Television, and Radio
19-3011.00	Economists
17-2071.00	Electrical Engineers
17-2072.00	Electronics Engineers, Except Computer
17-3029.99	Engineering Technicians, Except Drafters, All Other
17-2081.00	Environmental Engineers
29-1062.00	Family and General Practitioners
27-1022.00	Fashion Designers
27-4032.00	Film and Video Editors
27-1013.00	Fine Artists, Painters, Sculptors, and Illustrators
49-1011.00	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
19-2042.01	Geologists
27-1024.00	Graphic Designers
17-2112.00	Industrial Engineers
19-3032.00	Industrial-Organizational Psychologists
27-3091.00	Interpreters and Translators
17-1012.00	Landscape Architects
23-1011.00	Lawyers
17-2131.00	Materials Engineers

NAME : Jane Doe

EDUCATION : B.A. Plus

<u>CODE</u>	<u>OCCUPATION</u>
15-2021.00	Mathematicians
17-3027.00	Mechanical Engineering Technicians
17-2141.00	Mechanical Engineers
27-3099.99	Media and Communication Workers
19-1042.00	Medical Scientists, Except Epidemiologists
19-1022.00	Microbiologists
49-9044.00	Millwrights
27-1014.00	Multi-Media Artists and Animators
27-2041.02	Music Arrangers and Orchestrators
27-2042.00	Musicians and Singers
11-9121.00	Natural Sciences Managers
29-9011.00	Occupational Health and Safety Specialists
43-9199.99	Office and Administrative Support Workers, All Other
29-1041.00	Optometrists
17-2171.00	Petroleum Engineers
29-1051.00	Pharmacists
29-1069.99	Physicians and Surgeons, All Other
19-2012.00	Physicists
53-5021.03	Pilots, Ship
19-1013.01	Plant Scientists
29-1081.00	Podiatrists
19-3094.00	Political Scientists
29-1066.00	Psychiatrists
19-3039.99	Psychologists, All Other
41-9022.00	Real Estate Sales Agents
21-1015.00	Rehabilitation Counselors
41-3031.01	Sales Agents, Securities and Commodities
41-9031.00	Sales Engineers
27-1027.01	Set Designers
53-5031.00	Ship Engineers
27-4014.00	Sound Engineering Technicians
29-1067.00	Surgeons
29-1131.00	Veterinarians
27-3043.00	Writers and Authors
19-1023.00	Zoologists and Wildlife Biologists