

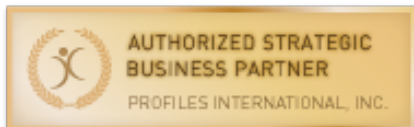
Report designed for

Sally Sample

Assessment Taken: 08/15/2012

Printed: 08/17/2012

CONFIDENTIAL



Profiles International, Inc.
Profiles Office Park
5205 Lake Shore Dr.
Waco, Texas 76710

Profiles  International
imagine great people®

Your Pathway Planner Report

This Pathway Planner report is an important link between you and the occupation that best fits who you really are. Research has shown that when someone is a good fit to their occupation, the probability of their success and satisfaction with their career goes up dramatically! Whether you're looking for your first job or you're making a career change you will find this to be true. This suggests the effort you have used in taking this assessment will really pay off for you. Congratulations!

Your report is organized into four main sections:

- **Your Results** - This section provides an overview of your characteristics based on your responses to the questions on the Pathway Planner.
- **Job Match** - Your results have been compared to a variety of career fields provided by the Occupational Information Network (O*NET). Your overall match with these occupations is presented in this section.
- **Understanding & Using the O*Net** - The O*NET is a comprehensive database of employee attributes and job characteristics developed by the United States Department of Labor. You may access it on the Internet at www.onetonline.org. This section includes instructions for using the O*NET system.
- **Researching Your Career Choices** - Good decisions are based on good information. Your Pathway Planner report provides unique information relating to you, but you should do additional research to learn more about your career possibilities and opportunities. This section will help you reach that goal.

Please note that the information you gain from Pathway Planner is related to job expectations and classifications in the workplace. The only difference would be the specific requirements of certain employers. The Pathway Planner provides information for your personal use and is not to be used as a hiring tool.

Now, let's get started learning about career opportunities that are best suited for you.

Your Results

Later in your Pathway Planner report you will see a list of jobs presented in the order with which they fit your characteristics. These characteristics include your Thinking Style, Interests, and Behavioral Traits as well as your educational plans and/or military experience. Your results have been compared to the characteristics of those individuals who have been successful in the occupations listed. The Pathway Planner report helps you narrow your search and identify careers that may suit you best.

This section is divided into three major areas that are briefly described below.

Thinking Style

Listed first are your results for Numerical Ability, Numerical Reasoning, Verbal Skill, Verbal Reasoning, and an overall Learning Index. This is not a test of intelligence, but it does suggest how efficiently you assimilate and utilize various forms of information.

Interests

The Interests section reflects your top three areas of interest based upon your preference for various activities. When people can include their preferred activities in their work, they almost always perform better and are more satisfied with their job.

Behavioral Traits

Everyone can be defined partially by their behavioral traits. These are measured by the responses to the Pathway Planner assessment. This profile reflects how you approach working with others and your work activities.

Understanding your characteristics can help you to find the jobs for which you may be best suited.

Thinking Style

Learning Index

An index of expected learning, reasoning, and problem solving potential.

- Upon completing a new training program, you appear capable of picking up new concepts without direct support.
- Overall, you can be expected to complete a new training program with success.
- Your overall learning capacity is good; you should demonstrate an understanding of the requirements of a new job.

Verbal Skill

A measure of verbal skill through vocabulary.

- You should be able to more quickly and accurately carry out communications as applied to the job with training and experience.
- You may take your time in analyzing verbal and written information.

Verbal Reasoning

Using words as a basis in reasoning and problem solving.

- You are proficient in the use of words and language.
- You do not typically have any difficulty in effectively communicating thoughts and ideas to others.
- You probably assimilate verbal information as easily as most others do.

Numerical Ability

A measure of numeric calculation ability.

- You should be comfortable analyzing basic numerical material and performing some mathematical functions without relying on a calculator.
- You should be able to grasp common mathematical principles that apply to the job.
- You should be capable of learning to apply everyday mathematical principles to new, more complex problems as necessary.

Numeric Reasoning

Using numbers as a basis in reasoning and problem solving.

- You demonstrate a relatively strong ability to solve problems of a numerical nature.
- You grasp numerical concepts readily.
- You work well with numbers and numerical concepts.

Interests

The Pathway Planner measures six areas of interest which relate to activities that help keep you motivated on the job. These six interest areas are:

- **Enterprising:** Indicates interest in activities associated with persuading others, sales, and presenting ideas.
- **Financial/Administrative:** Indicates interest in activities such as organizing information or business procedures.
- **People Service:** Indicates interest in activities such as helping people and promoting the welfare of others.
- **Technical:** Indicates interest in scientific activities, technical data, and research.
- **Mechanical:** Indicates interest in working with tools, equipment, and machinery.
- **Creative:** Indicates interest in activities using imagination, creativity, and original sales ideas.

From your results, the system selects your top three areas of interest and explains how these might affect your choice of a career path. When you are able to be involved in those activities that interest you the most on the job, your productivity and satisfaction are typically greatly enhanced.

Your Interest Results

You scored highest in the Creative, Enterprising and People Service themes on the inventory. You are attracted to positions in which you can use your creative side in a business environment that allows for a high degree of contact with people. You appear to be drawn toward opportunities to solve problems in an innovative way. The chance to serve the needs of customers and the public in general also relates to this interest pattern.

With Enterprising as your primary area of interest, you are likely to seek out activities that involve entrepreneurial pursuits and leadership. Your focus, above all other areas of interest, lies in pursuing objectives in the lively world of business. These kinds of activities motivate you most effectively.

Secondly, you are motivated by the interaction with others that comes with service to an interpersonal cause as demonstrated by your interest in People Service activities. Helping others or providing them with services may help to energize you in what you do at work.

Finally, your interest in Creative activities rounds out your profile of interests. It promotes a concentration in creative expression, trying novel approaches and appreciating the process of innovation. Although this interest area is not as crucial to overall job satisfaction as your stronger interests, it does play a role.

Behavioral Traits

Energy Level

Tendency to display endurance and capacity for a fast pace.

- You can be relied on to complete assignments in a timely manner.
- Your typical work pace should be consistently productive.
- You can act with a sense of urgency, even under pressure.

Assertiveness

Tendency to take charge of people and situations. Leads more than follows.

- You can make decisions, enforce company policies and act with authority. You are quite capable of making unpopular decisions when necessary.
- You express a strong need to be in charge, to be the leader.
- You can be highly motivated by situations where you are held accountable for results. You're strongly motivated by power and authority.
- You have a preference for making the hard decisions, to determine outcomes.

Sociability

Tendency to be outgoing, people-oriented, and participate with others.

- Your sociability is moderately compatible with establishing a network of contacts.
- You experience limited enjoyment of public contact work.
- You prefer direct and to the point communication and may avoid spending time on small talk and social amenities.

Manageability

Tendency to follow policies, accept external controls and supervision, and work within the rules.

- You are friendly, accommodating and should be easy to work with.
- You typically are willing to accept guidance and suggestions from others.
- You demonstrate a willingness to conform to company policies without feeling the loss of personal freedom.
- You have a moderately positive attitude concerning organizational constraints and restrictions.

Attitude

Tendency to have a positive attitude regarding people and outcomes.

- You may be inclined to become skeptical or suspicious of risk and change.
- It can be a challenge for you to not become critical of yourself and others.
- You may feel uncomfortable with changes in policies and guidelines.
- You prefer to avoid risk, change and unexpected challenges.

Decisiveness

Uses available information to make decisions quickly.

- You are decisive, quick to act and likely to enjoy positions which require immediate action.
- You are capable of responding to an emergency and resolving problems.
- You are inclined to take decisive action, to move decisions forward.
- You can stand firm on decisions and may not be inclined to back down once a decision is made.

Accommodating

Tendency to be friendly, cooperative, agreeable. To be a team person.

- Potentially, you can become defensive whenever someone tries to take advantage of you.
- You do not back away from important arguments, disagreements and/or conflict.
- For the most part, you tend to be agreeable, cooperative, good-natured and fairly easy to please.
- You tend to use a positive, informal approach and generally demonstrate a willingness to listen.

Independence

Tendency to be self-reliant, self-directed, to take independent action, and make own decisions.

- You take on new developments independently, bringing in co-workers only when absolutely necessary.
- You are an independent worker who prefers minimal guidance and coaching.
- You are highly independent, functioning well on your own, but could benefit by making room for the advice of others.
- You likely prefer to run your own show and may quietly resist being restricted. You can become impatient with the traditionalist view that "we've been doing this for the last ten years, so why should we change?"

Objective Judgment

The ability to think clearly and be objective in decision-making.

- You have a tendency to be a subjective thinker and to easily trust your personal opinions.
- Your judgment has a strong tendency to become subjective when pressured.
- You may prefer to pass critical independent decision making responsibilities onto others.
- Your thinking can be effective, but you need to be aware of how personal biases and opinions might replace sound judgment.

Job Match

The Pathway Planner report compares the results of your assessment with a variety of career fields described in the Department of Labor's Occupational Information Network (O*NET). Your fit to these occupations is presented in the table below. This is accomplished by comparing your characteristics with the characteristics typical of successful individuals in each of the listed occupations. Remember, these results reflect suitability only in terms of Thinking Style, Interests, and Behavioral Traits. Other important components, such as specific skills and experience, should also be taken into account when examining career options.

Also provided is the O*NET SOC Code that may be used to research each occupation. To do so you go to www.onetonline.org, select "Find Occupations," and enter the appropriate SOC Code from the list below. Detailed instructions are given in the next section of this report. If you are viewing this document electronically, you can simply click the O*NET code. You will be taken directly to the description of this occupation.

This list of careers is based on your responses to the questions regarding your educational plans and military experience. The occupations are listed in descending order based on how well your characteristics fit with each occupation.

| O*NET SOC Code | Occupation |
|----------------------------|--|
| 13-1022.00 | Wholesale & Retail Buyers |
| 33-2011.00 | Fire Fighter |
| 33-3021.05 | Immigration/Customs Inspector |
| 27-4021.00 | Photographer |
| 27-3031.00 | Public Relations Specialist |
| 47-2111.00 | Electrician |
| 27-1025.00 | Interior Designer |
| 33-9021.00 | Private Detective/Investigator |
| 51-1011.00 | Quality Assurance Supervisor |
| 27-3011.00 | Radio & Television Announcers |
| 41-2031.00 | Sales Associate |
| 41-4011.00 | Sales Representative - Wholesale Manu. Technical |

| O*NET SOC Code | Occupation |
|----------------------------|--|
| 41-4011.00 | Sales Representative, Electrical/Electronic |
| 47-2031.01 | Carpenter, Finish |
| 35-1011.00 | Chef |
| 47-2051.00 | Concrete Mason |
| 53-3033.00 | Driver, Sales Route |
| 29-2041.00 | Emergency Medical Technician |
| 27-3031.00 | Lobbyist |
| 33-3021.01 | Police Detective |
| 27-3022.00 | Reporter/Correspondent |
| 41-4011.00 | Sales Representative - Mechanical Equip/Supplies |
| 41-4011.00 | Sales Representative, Agricultural |
| 41-4011.00 | Sales Representative, Chemical/Pharmaceutical |
| 41-4012.00 | Sales Representative, Wholesale/Manufacturing |
| 11-9151.00 | Social And Community Service Manager |
| 43-1011.00 | Business Manager |
| 27-4032.00 | Film Editor |
| 11-1021.00 | General And Operations Manager |
| 11-2021.00 | Marketing Manager |
| 33-3051.01 | Police And Patrol Officer |
| 43-3061.00 | Procurement Clerk |
| 41-4012.00 | Sales, Commissioned |
| 41-3031.00 | Securities/Commodities/Financial Services Sales |
| 33-3051.03 | Sheriff Or Deputy Sheriff |
| 49-3023.02 | Automotive Technician |
| 47-2031.02 | Carpenter, Rough |
| 27-2032.00 | Choreographer/Dance Instructor |
| 33-3012.00 | Correction Officer |
| 27-1022.00 | Fashion Designer |

| O*NET SOC Code | Occupation |
|-----------------------------------|--|
| <u>33-2021.01</u> | Fire Inspector |
| <u>33-3031.00</u> | Fish & Game Warden |
| <u>33-3021.03</u> | Insurance Fraud Investigator |
| <u>11-9111.00</u> | Medical And Health Services Manager |
| <u>33-1012.00</u> | Police Chief |
| <u>41-9022.00</u> | Real Estate Agent |
| <u>11-2022.00</u> | Sales Manager |
| <u>43-4011.00</u> | Securities Trader |
| <u>41-1012.00</u> | Supervisor, Non-Retail Sales |
| <u>41-1011.00</u> | Supervisor, Retail Sales |
| <u>39-1021.00</u> | Supervisor/Manager: Personal Service Workers |
| <u>51-4111.00</u> | Tool and Die Makers |
| <u>11-2011.00</u> | Advertising And Promotions Manager |
| <u>33-9011.00</u> | Animal Control Workers |
| <u>27-4031.00</u> | Camera Operator, TV & Motion Pictures |
| <u>35-1011.00</u> | Chef/Head Cook |
| <u>11-3021.00</u> | Computer And Information Systems Manager |
| <u>13-2041.00</u> | Credit Analyst |
| <u>33-2021.02</u> | Fire Investigator |
| <u>27-1024.00</u> | Graphics Designer |
| <u>43-5061.00</u> | Inventory Control Manager |
| <u>37-1011.02</u> | Maintenance Superintendent |
| <u>13-1121.00</u> | Meeting/Convention Planner |
| <u>27-1011.00</u> | Multimedia Producer |
| <u>13-1021.00</u> | Purchasing Agent/Buyer, Farm Products |
| <u>41-3011.00</u> | Sales Agent, Advertising |
| <u>13-2081.00</u> | Tax Examiner/Collector |
| <u>41-3031.01</u> | Trader/Stockbroker |

| O*NET SOC Code | Occupation |
|----------------------------|---|
| 29-2071.00 | Medical Records/Health Information Technician |
| 47-2073.00 | Heavy Equipment Operator |
| 45-2031.00 | Farm Labor Contractors |
| 19-1012.00 | Food Scientist/Technologist |
| 17-2061.00 | Computer Hardware Engineer |
| 31-1012.00 | Certified Nurse Assistant |
| 19-2041.00 | Environmental/Health Scientist/Specialist |

You indicated a specific level of education as your objective. However, by furthering your education or training, you would also be suited for a variety of other careers. To give you an idea of how obtaining the next level of education would expand your opportunities, here are a few positions where you would be a good fit with additional education or training:

| O*NET SOC Code | Occupation |
|----------------------------|------------------------------|
| 17-1012.00 | Landscape Architect |
| 33-1021.01 | Fire Chief |
| 13-2011.01 | Senior Accountant |
| 15-2011.00 | Actuary |
| 13-2011.02 | Auditor |
| 11-3031.02 | Bank President |
| 11-3031.01 | Controller |
| 21-1013.00 | Marriage/Family Therapist |
| 11-3021.00 | Software Manager |
| 21-1012.00 | Vocational Counselor |
| 29-1031.00 | Dietician, Chief |
| 17-2111.02 | Fire Prevention Engineer |
| 29-1041.00 | Optometrist |
| 25-1194.00 | Vocational Education Teacher |
| 27-3041.00 | Book Editor |

| O*NET SOC Code | Occupation |
|-----------------------------------|--------------------------------|
| <u>11-9031.00</u> | Secondary School Principal |
| <u>13-2072.00</u> | Senior Bank Loan Officer |
| <u>11-3042.00</u> | Training & Development Manager |
| <u>17-1011.00</u> | Architect |
| <u>29-1011.00</u> | Chiropractor |

Understanding & Using the O*NET

So what is the O*NET? What can it do for you? The O*NET is an online application that was produced for the US Department of Labor by the National O*NET Consortium. It gives you a comprehensive list of careers and occupational information. The Pathway Planner has provided you with a list of careers and their associated O*NET codes. This list of careers is custom fit specifically for you.

You can access the O*NET using this URL:

www.onetonline.org

Once you get to the site you can enter the O*NET code from your list in this report and find a wealth of information. You will find information to help you understand various aspects of a particular job. These descriptions help build your understanding of the job just as the Pathway Planner helps build your understanding of your work-related behaviors.

Each O*NET Occupational Summary provides extensive data. This data is organized into several groupings such as:

- **Tasks**
- **Knowledge**
- **Skills**
- **Abilities**
- **Work Activities**
- **Work Context**
- **Job Zone**
- **Education**
- **Interests**
- **Work Styles**
- **Work Values**
- **Related Occupations**
- **Wages & Employment Trends**

At the bottom of each page you can select the state in which you are searching to find additional information. You will be sent to a page with state-specific information for this occupation like career videos, state and national wages, along with state and national trends.

The videos you'll find on these pages are very helpful. You'll actually see what each career has to offer and hear someone describe the different aspects of the job. This is a great place to start deciding which of the career paths you would prefer. Each video quickly summarizes each career helping you expedite your research in selecting your next career. To view a sample of the information you will gain from watching these videos go to:

www.careerinfonet.org/videos/info

Here are some specific instructions for using O*NET.

1. Go to the O*NET Online website at www.onetonline.org.
2. Enter the SOC code for a job listed in this Pathway Planner report in the Occupational Quick Search in the upper right hand corner of the screen.
3. You will then be transferred to a page showing the SOC code and job title in which you are interested.
4. Click on the job title.
5. You will then be transferred to a page showing the Summary Report and a tab you can click to get a more detailed report.
6. Your Summary Report will show many things including job titles related to the one you chose.
7. At the bottom of the Summary page you may select your state and find relevant information about this job in your state. You may select different view options at the bottom of the page as well.
8. The state sections provide information such as:
 - A video showing various aspects of the job and real people doing the work
 - A wage table comparing state and national wage ranges for the job you chose
 - State and national trends in the demand for this job

Researching Your Career Choices

There are professional counselors who can provide you with additional help in career selection and related services. They have various occupational titles such as Academic Counselor, Career Placement Services Counselor, Employment Counselor, Guidance Counselor, and Vocational Advisor.

Gathering Additional Information about Careers

Preparing for a career requires a commitment of time and expense. You want to make your career choice carefully.

This is a good time to explore different possibilities using all available resources. There are many sources of career information available to guide your own independent research.

For example:

- Research occupations through various industry websites
- Consult business publications and journals to learn about trends in specific fields
- Look for trends where opportunities in the job or profession you choose are expanding
- Consult State Workforce Boards
- Obtain information from State Chambers of Commerce
- Look up colleges, universities, and technical schools

These resources may be easily accessed through O*NET Online or your state's main government homepage. To find your state's government homepage, use a search engine such as Google or Yahoo.

Next, think about your personal interests. What do you like to do for hobbies and what types of activities motivate you? Chances are whatever they are someone else is doing the same thing in an occupation. For example, there are many people who love to play golf. While they might never become a pro golfer, they might enjoy working in a related occupation. Golf careers include everything from greens-keeper to caddy. Other hobbies and recreations offer similar related occupational opportunities.

Expand your thinking and widen your opportunity. Talk with friends and family about career possibilities, but don't be overly influenced by them. Use your Pathway Planner report to get as much information as you can about the occupations that interest you. Talk to professionals in the career path in which you're interested.

When you're accessing these resources be prepared to gain answers from a basic set of questions. This will help you compare career paths equally. Some of these questions will give you information needed to make a selection. Some of these questions you'll need to ask yourself. Some of the questions you might ask are:

- What schooling/training is required for this career?
- How long will it take me to acquire the schooling/training required?
- How much money will I need to prepare for this career?
- How can I get the money needed?
- Am I willing and able to devote the time and expense required to prepare for this career?
- What type of benefits should I expect to receive from this career?
- Am I willing to do what it takes to be successful in this career?
- What are some other jobs I might be suited for?

This process will help you refine your choices. With your Pathway Planner report and the resources listed here you have an excellent set of tools to find a career that is right for you. This can be an exciting journey! Ralph Waldo Emerson once said "Nothing great was ever achieved without enthusiasm."