



# **Career Preferences Profiler**

## **Personality and Occupational Interests**

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# Career Preferences Profiler

## Personality and Occupational Interests

Each person is unique. We all have our own ways of seeing the world, other people, and how we like to go about doing things.

These preferences are a combination of things we inherited from our parents and our experiences of life through growing up, our education and things that have happened to us. This combination of genes and life experiences often means that we will have typical ways of behaving. It does not mean that we cannot experiment with new ways of doing things, but most people will be fairly consistent: they will have “characteristic” ways of interacting with other people, approaching school, college or tasks at work.

The CPP that you have completed is a way of exploring your preferences and how these might fit with particular jobs.

The first part of your report, headed Personality Preferences, explains what you said about yourself in terms of whether you might be:

### **Gregarious**

Directs energy towards the outside world. Energised by social contact.

### **Concrete**

Focuses more on the here-and-now than the future. Likes detail and things that are tangible rather than ideas.

### **Logical**

Takes decisions based on logic and critical analysis. Focuses on objectivity rather than people considerations.

### **Structured**

Prefers structure, organisation and planning. Likes closure.

**Or**

**Or**

**Or**

**Or**

### **Reserved**

Directs energy towards the inner world. Quiet and reserved. Finds social interaction tiring.

### **Imaginative**

Focuses more on the big picture than details. Interested in future possibilities more than the here-and-now.

### **Empathetic**

Takes decisions based on personal values. Considers the impact upon people.

### **Adaptable**

Prefers spontaneity and likes to keep options open. Less organised and structured.

For your 4 strongest preferences (for example – Gregarious, Concrete, Empathetic, Structured), your report will make suggestions about how you like to interact with people, how you approach tasks, the special contribution you make to team efforts, things you might want to work on, the best way for you to learn new things and finally, some jobs people with your preferences might enjoy.



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## Personality and Occupational Interests

The second part of your report, headed Occupational Preferences, also looks at preferences, but this time directed towards very specific types of work and working environments.

A useful way of thinking about these preferences is that most of us will have differing levels of interest in:

### **Realistic Occupations**

Dealing with things; practical work

### **Investigative Occupations**

Dealing with things and ideas; analysing, studying

### **Artistic Occupations**

Dealing with ideas and people; being creative

### **Social Occupations**

Dealing with people; helping others

### **Enterprising Occupations**

Dealing with data and people; persuading others, taking risks

### **Conventional Occupations**

Dealing with data and things; being structured and orderly

The report tells you what your three strongest work preferences were and provides some suggestions about jobs that might match your preferences.

The jobs fit into groups depending on the level of education required:

General education – typically 3 or more GCSEs.

Advanced education – 2 or more A levels or equivalent.

Higher education – Diploma, Degree or Postgraduate qualification.

This report deals only with your preferences. In exploring your job opportunities further, think about whether you might need additional education or training – your learning style can help you with this.

Finally, you might find that there are statements in the report that do not apply to you. This is perfectly normal since as we said earlier, each of us is unique. Where there are differences, ask yourself why this might be – in particular, your behaviour might be affected by particular situations or particular people that you are working with.



# Career Preferences Profiler

## Personality and Occupational Interests

### GCES

#### Your preferences:

##### **Gregarious**

Directs energy towards the outside world. Energised by social contact.

##### **Concrete**

Focuses more on the here-and-now than the future. Likes detail and things that are tangible rather than ideas.

##### **Empathetic**

Takes decisions based on personal values. Considers the impact upon people.

##### **Structured**

Prefers structure, organisation and planning. Likes closure.

*The description that follows explores the learning and working environments that might be best for you, your approach to people and tasks and your areas for development. Remember, however, each person is unique: this report does not lock you into a particular category or box.*

#### **Approach to People**

GCESs are people people. They are very interested in others and want to like them. They are psychologically tuned in and can spot others' needs, feelings and motives. These insights help others to like them in turn. They feel understood and appreciated, and the GCES will do whatever he/she can to bring out the best in people.

Their drive to take others' feelings into account, and their desire for harmony, may sometimes cause them to place too much emphasis on what other people want, and not enough on their own needs and values.

GCESs are empathetic and tactful, appearing to be able to read people accurately and know exactly the right thing to say at the right time. They look for similar characteristics in other people and can experience feelings of hurt when they meet with indifference or a lack of interest in their ideas or as an individual.

#### **Approach to Task**

GCESs are energised by activity and people – they are unlikely to be satisfied just sitting at a desk, preferring to get out and about and walk the job. Similarly, they are not much attracted by theory or abstract thinking: they like structured environments and tangible results.

They're traditional and prefer to do things by the book rather than straying into uncharted territory. They have a respect for established rules and authority and expect that others will share these values.



# Career Preferences Profiler

## Personality and Occupational Interests

They see problems with clarity and will delegate appropriately, showing interest and concern for how their colleagues are performing.

GCESs are often to be found in executive positions, or in training, medical, sales or service roles. ``

### Contribution to the Team

GCESs have a strong sense of loyalty and commitment to the team. They like to be in charge, and are good organisers, but are equally strong champions of the team's cause. They will sell the team's strengths to the outside world.

They use their warmth and friendliness to support other team members, creating and maintaining effective relationships.

They bring enthusiasm and a practical, down-to-earth approach to problems. Their traditional style will help to preserve a sense of stability and security.

### Developmental Hints

GCESs need so much stimulation from talking with others that it may be difficult for them to recognise that they may overwhelm some individuals on occasions. They must not assume that someone who is not talking has nothing to say - they may just need more time to get around to saying it.

### Learning Style

As a **Gregarious** person, you will learn best if:

- You can discuss information with others in class
- You can ask questions
- You have experiences such as laboratory work or field trips
- You talk rather than write

As a **Concrete** person, you will learn best if:

- You can learn and memorise facts
- You can see practical outcomes
- You start with specifics then work out to the general
- You can work with concrete, practical problems



# Career Preferences Profiler

## Personality and Occupational Interests

As an **Empathetic** person, you will learn best if:

- You feel part of the group/learning environment
- You can express your personal feelings
- You work on topics that involve people, their feelings and values
- You feel that your teacher cares about you personally

As a **Structured** person, you will learn best if:

- You can finish off one task before starting another
- You can start on something well before the deadline
- You are able to stick to the point rather than jumping around
- Your teacher remains focused on the subject

### Occupational Choices

GCES people are attracted to many careers including:  
Education, Social Work, Charity, Humanitarian, Health, Psychology, Chemist's shop, Speech therapy, Optics, Management, Sales, Administration, Public relations, Restoration, Biological Sciences, Theatre, Applied Arts.



# Career Preferences Profiler

## Occupational Interests

### Your three strongest career interests are:

Enterprising - Enterprising types prefer to deal with Data and People.

A person with an Enterprising Personality tends to be persuasive, energetic, sociable, adventurous, ambitious, and risk-taking.

Examples of Enterprising Abilities include leading, managing, and organising.

Examples of Enterprising Careers include manager, entrepreneur, lawyer, producer and business executive.

Social - Social types prefer to deal with People.

A person with a Social Personality tends to be helpful, informative, educational, inspirational, counselling, and serving.

Examples of Social Abilities include interacting with people and being concerned with the welfare of others.

Examples of Social Careers include teacher, nurse, religious clergy, therapist, counsellor, coach and sociologist.

Investigative - Investigative types prefer to deal with Things and Ideas.

A person with an Investigative Personality tends to be studious, intellectual, analytical, and independently minded.

Examples of Investigative Abilities include dealing with abstract ideas or intellectual problems.

Examples of Investigative Careers include chemist, mathematician, biologist, historian, researcher and doctor.

### Possible occupations associated with your strongest interests:

#### Enterprising

##### General education

Flight attendant

Retail sales

Manufacturing supervisor

Private detective

Construction supervisor

##### Advanced education

Wholesale sales

Accommodation Manager

Catering Manager

Marketing assistant

Legal assistant

##### Higher education

Purchasing Manager

Human Resources Manager

Operations Manager

Engineering Manager

Lawyer



# Career Preferences Profiler

## Occupational Interests

### Social

#### General education

Teaching assistant  
Fitness trainer  
Home help/care assistant  
Tour guide  
Waiter/waitress

#### Advanced education

Dietetic assistant  
Dental hygienist  
Welfare worker  
Paramedic  
Bailiff

#### Higher education

Learning and development specialist  
Teacher  
Personal financial advisor  
Registered nurse  
Social worker

### Investigative

#### General education

Not applicable

#### Advanced education

Computer support technician  
Forensic science technician  
Industrial engineering technician  
Environmental health technician

#### Higher education

Archivist  
Chiropractor  
Psychologist  
Computer programmer  
Environmental scientist





# Career Preferences Profiler

## Occupational Interests

### Specific occupations that appeal to ESIs include:

Computer Operator (ESI)  
Medical Technician (ESI)  
Food Service Manager (ESI)  
Stockbroker (ESI)  
Town Planner (ESI)



# Career Preferences Profiler Personal Profile

Rob Sample

05/06/2020



# Career Preferences Profiler Personal Profile

## Introduction to the CPP Profile

This profile chart provides graphical and narrative representations of:

- \* Strength of preferences relating to career and occupational choice
- \* Possible occupations associated with the three strongest preferences

## Feedback Guidelines

When exploring the profile with the respondent:

- \* Emphasise that CPP is a self-report questionnaire
- \* Remind them it is not about ability but preferences - there are no rights or wrongs
- \* Explain that no questionnaire is infallible - it is alright to disagree
- \* Encourage a full, open two-way dialogue



# Career Preferences Profiler Occupational Interests

1 2 3 4 5 6 7 8 9 10

Dislikes practical or physical tasks.	•	◆	•	•	•	•	•	•	•	•	•	Realistic Prefers working with things rather than people or ideas. Interests relate to nature and the outdoors, mechanics, skilled trades, construction or military service.
Not interested in analysis, science or problem solving.	•	•	◆	•	•	•	•	•	•	•	•	Investigative Likes to think through problems and enjoys challenges. Interested in science, maths, academic research, medical facilities, health or computing.
Little interest in artistic or media related occupations.	•	◆	•	•	•	•	•	•	•	•	•	Artistic Interested in art, music, drama, writing, cooking, library science and museum work.
Little interest in working with people in a caring environment.	•	•	◆	•	•	•	•	•	•	•	•	Social Enjoys working in groups, sharing and communicating with others. Occupational choice may include education, healthcare psychology, social work and counselling.
Less attracted to influencing, selling or managing others.	•	•	•	•	•	◆	•	•	•	•	•	Enterprising Interested in leadership and managing people. A liking for business management, sales or politics, management or law.
Dislikes conventional environments and occupations requiring precision such as office work.	•	•	◆	•	•	•	•	•	•	•	•	Conventional Comfortable with hierarchies. Likes tasks relating to financial institutions, accounting, data management or clerical work.