



THE CAREER GUIDE
SUCCESS THROUGH GUIDANCE

Report

VOCATION

DESAI

Test taken on the 22nd of July 2018 in 14 min 19 sec

powered by
CENTRAL TEST

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1 - INTRODUCTION

What is VOCATION?

This report presents an analysis of the results obtained in Central Test's professional interests assessment, **VOCATION**.

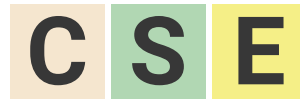
VOCATION is an evaluation tool designed to analyse the professional preferences of individuals. Based on the theory of John Holland's vocational choice model (RIASEC), **VOCATION** measures the interests and values of a person, as well as their potential capabilities, learning style, and preferred working environment.

Some precautions to be taken when reading this report:

- Use of this report requires a complete understanding of the objectives of the test and of the precise meanings of the dimensions measured, in order to interpret the results accurately.
- The profile must be analysed in accordance with the requirements of the job position and the working environment in which the person will evolve.
- This report should be used as only one source of information about the individual being evaluated. In this respect, a final decision should be based on an active interview exchange with the evaluated person.
- It is advisable to complete this evaluation by using other tests as well (for example a reasoning or personality questionnaire), in order to have an overall overview of the candidate's potentialities.
- This report is confidential and is intended for use by professionals who have sufficient knowledge of psychometric testing. The report should not be released to a third party without the explicit consent of the person being evaluated.

2 - RIASEC PROFILE

Profile derived from the combination of the three highest interests



- ★★★★☆ Conventional
- ★★★★☆ Social
- ★★★★☆ Enterprising

Description:

DESAI's main interest appears to be in activities that involve methodical procedures or working with data and numbers. Tasks that involve high attention to detail, as well as organisation and structure, are likely to be of high importance to him in finding his ideal profession.

DESAI is also likely to have an inclination towards activities that involve communicating and working with other people. Tasks that involve social interaction are therefore also likely to be of great interest to him.

On top of this, DESAI appears to enjoy enterprising activities that involve risk-taking and influencing others. As a result, tasks that require him to lead people or projects, and to put ideas into action may also be of appeal to him in his occupation.

Appropriate trades include:

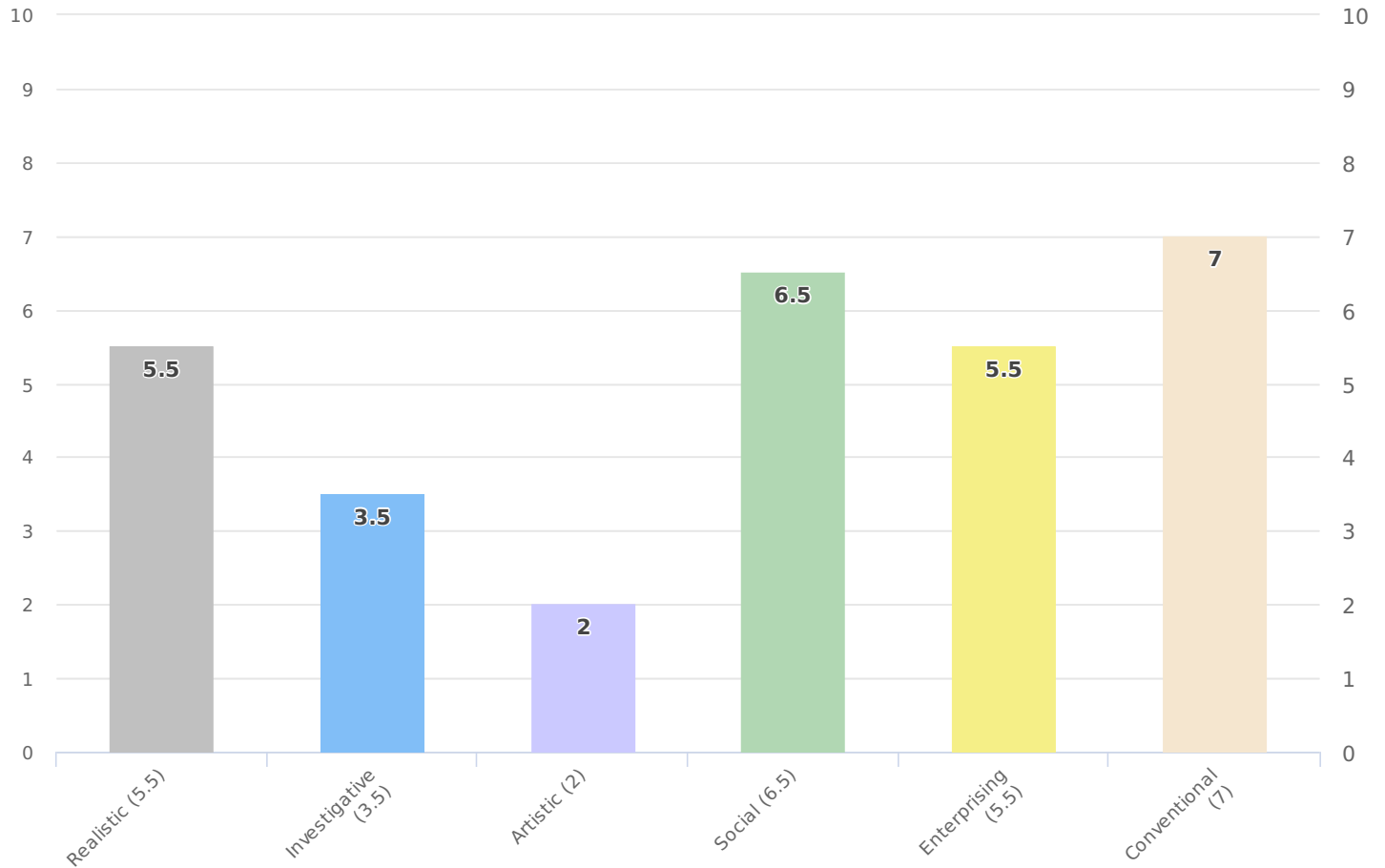
- Client support and account management: sales executive, customer services, consulting, etc.
- Front office executive, cabin crew, personnel recruiter.
- Librarians and library technicians.
- Education: teacher, etc.
- Social sectors: social worker, social services, etc.
- Counselling: family counsellor, vocational counsellor, etc.
- Legal secretary, administrative assistant.

3 - THE GRAPHS

Results on the factors (Score out of 10)

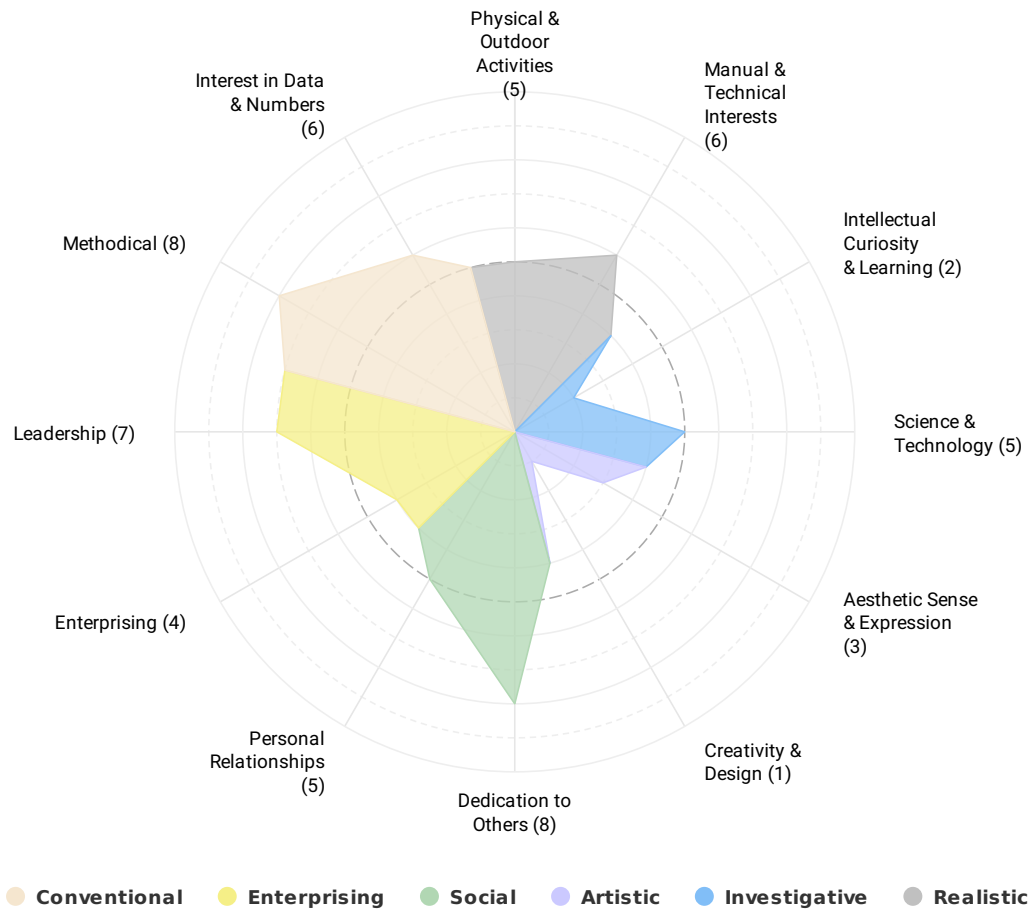
RIASEC Factors Graph

The histogram below presents the results of each factor of the RIASEC model. The combination of the three highest factors determines the RIASEC profile.



RIASEC sub-factors graph

The following graph gives a more detailed view of each factor of the model.



4 - PERSONALISED ANALYSIS

Interests that are specific to the profile

Below is a brief description of . DESAI's main professional interests.

We recommend to look at the '**Factor Definitions**' section of this report for a more in-depth description of the profile.

Dominant Interests

Dedication to Others

DESAI's responses indicate a strong interest in giving advice to and helping other people. It is likely that he has a preference for activities that involve an aspect of training or listening to others, where he is able to be helpful to the community and contribute to other people's well-being.

Methodical

DESAI's responses indicate a strong interest in activities that require being methodical. It is likely that he enjoys tasks that involve a lot of attention to detail and strong organisation and may prefer focusing on structure and following procedures, at the detriment of flexibility.

Leadership

DESAI's responses indicate a strong interest in leadership. It is likely that he enjoys motivating others, delegating tasks and managing team conflicts. As a result, he has a preference for managerial roles that allow him to be in charge and responsible for a team.

Lack of interest

Creativity & Design

DESAI's responses do not seem to indicate an interest in activities involving creativity and design. He is not drawn towards innovation and it is not likely that he has a preference for activities that involve conceiving or imagining new concepts or ideas.

Intellectual Curiosity & Learning

DESAI's responses do not seem to indicate an interest in activities that involve investigating theories or critically examining academic topics. He is not likely to have a preference for tasks that require him to gain an in-depth understanding of certain subjects, or to evaluate existing concepts.

Aesthetic Sense & Expression

DESAI's responses do not seem to indicate an interest in artistic work that requires aesthetic sense. It is not likely that he would enjoy activities that require artistic sensitivity and that involve expressing feelings or ideas through artistic means.

5 - THE COMMENTS

An interpretation of the score on each factor

REALISTIC

Score
5.5

0

10

Definition

Description

Individuals with "realistic" interests tend to like physical and/or manual activities. Driven by concrete results, they are drawn to tasks that require great dexterity and physical endurance, and as a result are likely to enjoy outdoor activities or those that involve working manually with the hands, such as fixing and assembling objects. This factor is divided into R1 and R2, as below:

(R1) Physical & Outdoor Activities: Refers to the desire to engage in physical activities and work outside of an office space and/or confined area.

(R2) Manual & Technical Interests: Refers to the desire to make concrete objects, and to engage in activities that involve manual work and/or the use of machinery.

Personality - Tough, genuine, and practical.

Values - Common sense, pragmatism and effort.

Potential aptitudes - Dexterity, comfortable with technical tasks, mechanical intelligence and physical stamina.

Learning style - A concrete and practical approach, where information is learnt through applying examples.

Environment - Most comfortable in environments which allow them to obtain concrete results, to use technical equipment or to work on-site. They tend to dislike being confined to indoor areas such as an office.

Physical and Outdoor Activities

Score
5

0

10

. DESAI's responses indicate an interest in physical and outdoor activities. It is likely that he enjoys being outside and/or involving himself in active projects, yet does not have a preference for occupations that are focused solely on outdoor, physical tasks.

Manual and Technical interests

Score
6

0

10

. DESAI's responses indicate an interest in manual and technical activities. It is likely that he enjoys using his hands and tools to test and repair equipment, and as a result may have a preference for an occupation that is not solely focused on working with concrete objects or machinery.

INVESTIGATIVE

Score
3.5

0

10

Definition

Description

This factor corresponds to individuals that enjoy investigating theoretical knowledge. They like to solve problems, conduct surveys and research information in order to better understand a subject or the environment around them. This factor encompasses both I1 and I2, as shown below:

(I1) Intellectual Curiosity & Learning: Refers to the preference for activities that require critical thinking and the desire to gain knowledge.

(I2) Science & Technology: Refers to an interest towards science and new technologies, as well as the desire to investigate and research such topics.

Personality - Curious about everything, and constantly seeking to learn about and understand their environment. They are often precise, intellectual and have a scientific mind-set.

Values - Intellectual curiosity, critical thinking and logic.

Potential aptitudes - Research, logical reasoning, learning and analytical capabilities.

Learning style - Best suited to an approach that uses theoretical and systematic research.

Environment - Most comfortable in thought-oriented environments that favour expertise over productivity.

Intellectual Curiosity and Learning

Score
2

0

10

DESAI's responses do not seem to indicate an interest in activities that involve investigating theories or critically examining academic topics. He is not likely to have a preference for tasks that require him to gain an in-depth understanding of certain subjects, or to evaluate existing concepts.

Science and Technology

Score
5

0

10

DESAI's responses indicate an interest in the examination of scientific or technology-focused topics. He is likely to enjoy activities that involve researching scientific theories or technological methods, yet may prefer an occupation that is not solely focused on scientific investigation and research.

ARTISTIC

Score
2

0

10

Definition

Description

Those with an interest in "artistic" activities, are likely to want to express themselves through creative means such as music, drawing and art. They may feel the need to express their ideas and feelings in this way, and want the independence to do so. They tend to be interested in activities that permit them to be intuitive and imaginative, and may not have a desire to be a part of projects that are too conventional, with strict methods that allow for little improvisation. This factor is divided into A1 and A2, as below:

(A1) Aesthetic Sense & Expression: Refers to an interest in activities that require artistic sensitivity and expressing one's emotions in different forms.

(A2) Creativity & Design: Refers to a preference to conceive, imagine and innovate.

Personality - Intuitive, creative, idealistic and independent. Sensitive and attuned to art and aesthetics.

Values - An eye for beauty, originality, imagination and freedom.

Potential aptitudes - Originality, imagination and the ability to 'think outside of the box'/innovate.

Learning style - Best suited to a method that involves creativity, intuition, communicating through art, words, speech and visualising/ conceptualising ideas.

Environment - Comfortable in environments that promote the expression of ideas and creativity, and where methods are not overly defined or structured.

Aesthetic Sense and Expression

Score
3

0

10

DESAI's responses indicate a very low interest in artistic work that requires aesthetic sense. It is not likely that he would enjoy activities that require artistic sensitivity and that involve expressing feelings or ideas through artistic means.

Creativity and Design

Score
1

0

10

DESAI's responses do not seem to indicate an interest in activities involving creativity and design. He is not drawn towards innovation and it is not likely that he has a preference for activities that involve conceiving or imagining new concepts or ideas.

SOCIAL

Score
6.5

0

10

Definition

Description

Individuals with an interest in "social" activities like to be around people, communicating with and/or helping them wherever possible. They may have a preference for meeting new people, as well as feeling a sense of co-operation or being part of a group. Furthermore, they are likely to want to be able to express themselves, as well as patiently listen to, and be attentive to, the needs of others. This factor encompasses both S1 and S2, as below:

(S1) Dedication to Others: Refers to a desire to help others, listen, inform, train, give advice and be helpful to the community.

(S2) Personal Relationships: Refers to a preference to be in contact with other people, explain, counsel and communicate with clients or co-workers.

Personality - Patient, understanding and attentive to others. They also tend to be kind, warm and welcoming.

Values - Altruism, cooperation and generosity.

Potential aptitudes - Empathy, listening and communication.

Learning style - Learn by sharing with others and by working as a team.

Environment - Comfortable in social environments that encourage personal contact, collaboration and communication.

Dedication to others

Score
8

0

10

DESAI's responses indicate a strong interest in giving advice to and helping other people. It is likely that he has a preference for activities that involve an aspect of training or listening to others, where he is able to be helpful to the community and contribute to other people's well-being.

Personal relationships

Score
5

0

10

DESAI's responses indicate an interest in activities that require interaction and communication. It is likely that he enjoys being in contact with other people, and managing client relationships. However, he may prefer an occupation that is not solely focused on social interaction, but instead incorporates a level of it in daily activities.

ENTERPRISING

Score
5.5

0

10

Definition

Description

Individuals with an interest in "enterprising" activities tend to enjoy tasks that involve an aspect of risk-taking and influencing others. They may enjoy selling and persuading others of their ideas and/or leading or managing others. They are also likely to enjoy communicating with others and taking initiatives. This factor is divided into E1 and E2, as below:

(E1) Enterprising: Refers to an inclination to develop new activities, materialise ideas or projects, take risks and manage difficult situations.

(E2) Leadership: Refers to the desire to encourage, motivate and manage or lead a team/other people.

Personality - Open, dynamic, assertive and entrepreneurial.

Values - Taking risks, status and competition.

Potential aptitudes - Take initiatives, lead and motivate others.

Learning style - Learn by doing and physically taking part in the type of situation that they are learning about.

Environment - Comfortable in competitive environments where they can take risks and push themselves out of their comfort zone in order to move up quickly.

Enterprising

Score
4

0

10

. DESAI's responses indicate a low interest in enterprising activities. It is not likely that he has a preference for tasks that involve risk-taking or developing and implementing new ideas, yet may occasionally enjoy projects that require a degree of initiative and entrepreneurship.

Leadership

Score
7

0

10

DESAI's responses indicate an interest in leadership. It is likely that he enjoys motivating others, delegating tasks and managing team conflicts. As a result, he has a preference for managerial roles that allow him to be in charge and responsible for a team.

CONVENTIONAL

Score
7

0

10

Definition

Description

Individuals with an interest in "conventional" activities have a preference for conducting work in an orderly and meticulous fashion. They are likely to want to stick to a certain structure in the tasks that they undertake, to be organised and efficient with their time. They may as a result pay attention to small details, and be inclined towards projects involving numerical aspects, which would require such a precise approach. This factor is divided into C1 and C2, as below:

(C1) Methodical: Refers to the preference to organise, plan tasks, rigorously apply methods or rules, and control quality or structure.

(C2) Interest in Data and Numbers: Refers to the interest that an individual has to reason with numbers, analyse statistical data and informatics, as well as understand the laws of mathematics.

Personality - Meticulous, self-controlled, careful and stable.

Values - Accuracy, stability and efficiency.

Potential aptitudes - Organisation, data analysis, attention to detail and ability to work with numbers.

Learning style - Learn by following rules, instructions and established procedures.

Environment - Comfortable in structured and hierarchical environments where rules and procedures are clearly defined.

Methodical

Score
8

0

10

DESAI's responses indicate a strong interest in activities that require being methodical. It is likely that he enjoys tasks that involve a lot of attention to detail and strong organisation and may prefer focusing on structure and following procedures, at the detriment of flexibility.

Interest in Data and Numbers

Score
6

0

10

DESAI's responses indicate an interest in activities that involve data and numbers. It is likely that he enjoys analysing or understanding data sets, however, he may prefer being involved in tasks that do not solely focus on numbers and leave room for other areas.

6 - HOW DIFFERENT PROFESSIONS SUIT THE PROFILE


















Suitability of the candidate's interests for the job profile/position

Given below are the jobs that suit the candidate's profile.











A perfect match corresponds to a rate of 100%.

Click on '**Details**' (only in HTML version of the report) to view the graph superimposed on the ideal graph for that particular job.

Administration, finance, accounting and legal

| | | | |
|----|---|--|-----|
| 1 | Admin Assistant |  | 83% |
| 2 | Bank Employee (customer-facing) |  | 78% |
| 3 | Accounting and Financial Auditor |  | 71% |
| 4 | Bank / Finance / Assurance Client Relations Officer |  | 69% |
| 5 | Chief Financial Officer |  | 68% |
| 6 | Magistrate/Judge |  | 67% |
| 7 | Accountant |  | 66% |
| 8 | Lawyer (in-house) |  | 66% |
| 9 | Legal Administrator |  | 65% |
| 10 | General Insurance Agent |  | 65% |
| 11 | Tax Inspector |  | 63% |
| 12 | Financial Analyst |  | 62% |
| 13 | Lawyer |  | 60% |
| 14 | Notary |  | 59% |
| 15 | Asset Management Consultant |  | 58% |
| 16 | Tax Lawyer |  | 56% |
| 17 | Stock market specialist |  | 48% |





























HR and Business Management

| | | | |
|----|------------------------------------|--|-----|
| 1 | HR Assistant |  | 93% |
| 2 | Office Manager |  | 87% |
| 3 | Executive Assistant |  | 80% |
| 4 | Head of Administration and Payroll |  | 77% |
| 5 | Human Resources Consultant |  | 77% |
| 6 | Career Management Officer |  | 76% |
| 7 | Head of Human Resources |  | 71% |
| 8 | Consultant |  | 63% |
| 9 | CEO (Chief Executive Officer) |  | 60% |
| 10 | Recruitment Officer |  | 60% |

Commercial sales, communication and marketing

| | | | |
|----|---------------------------------|--|-----|
| 1 | Flight Attendant | | 82% |
| 2 | Customer Service Representative | | 78% |
| 3 | Shop Department Manager | | 75% |
| 4 | Shop Manager | | 70% |
| 5 | Travel Agent | | 67% |
| 6 | Telemarketer | | 66% |
| 7 | Community Manager | | 66% |
| 8 | Purchasing Manager | | 65% |
| 9 | Restaurant Manager | | 63% |
| 10 | Shop Assistant | | 62% |
| 11 | Artisanal Shopkeeper | | 60% |
| 12 | Sales Manager | | 59% |
| 13 | Commercial Engineer | | 59% |
| 14 | Sales team leader | | 59% |
| 15 | Business Development Manager | | 58% |
| 16 | Real Estate Agent | | 57% |
| 17 | Medical Sales Representative | | 57% |
| 18 | E-Commerce Manager | | 57% |
| 19 | Product Manager | | 55% |
| 20 | Travelling Salesperson | | 55% |
| 21 | Public Relations Officer | | 54% |
| 22 | Market Research Officer | | 52% |
| 23 | Talent Manager | | 46% |
| 24 | Auctioneer | | 43% |
| 25 | Communications Assistant | | 42% |
| 26 | Head of Advertising | | 40% |
| 27 | Marketing Project Manager | | 37% |
| 28 | Communications Officer | | 34% |
| 29 | Journalist | | 21% |
| 30 | Marketing Assistant | | 17% |

Logistics, IT, production and safety

| | | | |
|----|---------------------------------|--|-----|
| 1 | Police Commissioner/Lieutenant |  | 80% |
| 2 | Police Officer |  | 77% |
| 3 | Industrial Technician |  | 74% |
| 4 | Quality Controller |  | 74% |
| 5 | Logistics Specialist |  | 73% |
| 6 | Site Manager/Foreperson |  | 73% |
| 7 | Passenger Transport Driver |  | 72% |
| 8 | IT Technician |  | 70% |
| 9 | Network Administrator |  | 70% |
| 10 | Industrial engineer |  | 69% |
| 11 | Military Personnel |  | 69% |
| 12 | Security Specialist |  | 68% |
| 13 | Building Craftsperson |  | 67% |
| 14 | Merchandise Transport Driver |  | 66% |
| 15 | Programmer Analyst |  | 65% |
| 16 | Director of Information Systems |  | 65% |
| 17 | Army Officer |  | 63% |
| 18 | Head Chef |  | 63% |
| 19 | IT Project Manager |  | 63% |
| 20 | Civil Engineer |  | 61% |
| 21 | Airline Pilot |  | 60% |
| 22 | Horticulturalist |  | 58% |
| 23 | Farmer/Agricultural Worker |  | 58% |
| 24 | Air Traffic Controller |  | 53% |
| 25 | Research Engineer |  | 52% |
| 26 | Industrial Designer |  | 43% |
| 27 | Webmaster/Website Administrator |  | 36% |
| 28 | Multimedia Designer |  | 31% |

Science, health and environment

| | | | |
|----|--|--|-----|
| 1 | Health/Social Care Facility Manager | | 82% |
| 2 | Surgical Assistant | | 78% |
| 3 | Nurse | | 77% |
| 4 | Pharmacist | | 75% |
| 5 | Medical Technician | | 70% |
| 6 | Medical Services Coordinator | | 69% |
| 7 | Social Worker | | 68% |
| 8 | Research Technician (scientific or medical) | | 67% |
| 9 | Veterinarian (Vet) | | 65% |
| 10 | Physiotherapist/Osteopath/Acupuncturist/Chiropractor | | 65% |
| 11 | Therapist (sensory re-education) | | 63% |
| 12 | General Practitioner (GP) | | 61% |
| 13 | Nutritionist/Naturopath/Homeopath | | 61% |
| 14 | Dentist | | 59% |
| 15 | Emergency Doctor | | 59% |
| 16 | Surgeon | | 58% |
| 17 | Ambulance Driver | | 58% |
| 18 | Environmental Consultant | | 57% |
| 19 | Scientific Researcher | | 56% |
| 20 | Consultant (medicine)/Attending Physician | | 53% |
| 21 | Prosthetist/Orthotist (audio, visual, dental, etc.) | | 52% |
| 22 | Clinical Psychologist/Psychotherapist | | 49% |

Social, education, art, sports and leisure

| | | | |
|----|---|--|-----|
| 1 | Headteacher/School Principal | | 79% |
| 2 | Social Worker | | 68% |
| 3 | PE/Sports Teacher | | 63% |
| 4 | Teacher (vocational courses) | | 63% |
| 5 | Heritage curator | | 62% |
| 6 | Aid Worker/Humanitarian Worker | | 61% |
| 7 | Documentalist | | 61% |
| 8 | Event Organiser | | 61% |
| 9 | Outdoor Adventure Guide | | 60% |
| 10 | Primary/Elementary School Teacher | | 59% |
| 11 | Business Trainer | | 57% |
| 12 | Interpreter | | 55% |
| 13 | Occupational Psychologist | | 54% |
| 14 | Secondary/High School Teacher | | 53% |
| 15 | Careers Adviser | | 53% |
| 16 | Researcher in the Humanities and Social Sciences | | 48% |
| 17 | Politician | | 46% |
| 18 | Translator | | 46% |
| 19 | Radio/Television Presenter | | 41% |
| 20 | Performance Artist | | 41% |
| 21 | Interior Designer | | 40% |
| 22 | Hairdresser/Make Up Artist/Beautician | | 40% |
| 23 | Architect | | 39% |
| 24 | Chief Creative Officer | | 38% |
| 25 | Web Designer | | 37% |
| 26 | Lecturer/Researcher | | 35% |
| 27 | Artisan | | 34% |
| 28 | Graphic Designer | | 33% |
| 29 | Creative/Interpretive Artist | | 32% |
| 30 | Fashion Designer | | 32% |
| 31 | Copywriter | | 18% |
| 32 | Non-technical Writer (author, screenwriter, etc.) | | 17% |

