

## Career Profile



# ProfileSoft

Getting the most from your human capital

**First Name Name**

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## Key behaviours

Your answers to Questionnaire 1 « Profile » are compatible with those of the population and your results are valid according to the established norms.



### **Entrepreneurship** (Approach to undertaking projects, activities)

You are daring and determined. You are self-confident and overly competitive. You work with so much energy to reach your objectives that you are sometimes rude and hardened. You are guided only by the attainment of your objectives. You exhibit creativity in achieving these objectives. You criticize and self-evaluate your performance. You are very effective in a non-structured environment. You like to create your own work structures.



### **Motivation** (Criteria, motivator factors)

As a worker, you are untiring, dynamic, obstinate and very willing. You perform well in a constantly changing environment. You are results-oriented. You undertake demanding activities and expect to obtain a reward. You are anxious to attain your objectives. Short-term objectives motivate you. You can be disagreeable and resistant.



### **Leadership** (Tendency to act alone or in a team)

You are extremely self-sufficient, obstinate and demanding. You constantly and regularly create your own work methods. You must not be limited in your initiatives. You constantly ask for new responsibilities. You do not like to be supervised. You want to develop your own abilities.



### **Interaction style** (Approach to maintaining contacts with others)

You appreciate personal interaction and personal contact. You are pleasant, kind, sincere and very lively. You like to highlight your own self-image and the image of your organization. You prefer achieving your objectives via friends and relations. A public relations environment is ideal for you.



### **Technical orientation** (Interest in theory or practice)

You are prudent and realistic. You are attracted to intellectual challenges if they are concretely useful. You can occasionally become a 'technical expert'. You are more attracted to practical aspects of the work than by abstract notions.

## Ideal environment

- You seek work situations where there is no structure, where you can create your own work structures and develop planning and organizational skills. You seek a work environment demanding intense efforts.
- You seek a work environment involving exceptional opportunities to meet challenges while under very substantial pressure. You prefer creative and demanding tasks rewarded by performance rather than attendance. A short-term project environment.
- You seek a work environment where freedom of action is the norm; a job that lets you use your creativity to the maximum and gives you freedom. An environment where supervision is almost non-existent suits you best.
- You seek work where you develop many contacts. You prefer working conditions that expect and require that tasks be performed with other people. An environment that provides constant feedback through others' reactions.
- You seek working conditions that require a minimum of technical training. You prefer work requiring technical knowledge but with practical applications.

## Career perspective

The following conditions could foster your long-term performance :

- ▶ Your ability to perform in a competitive environment is very high. There have to be many opportunities to develop new business. Your potential as a supervisor or administrator is excellent. Emphasis should be placed on developing your planning and organizational skills.
- ▶ You are at ease in a position that emphasizes profit and the attainment of short-term objectives. You need high financial incentives and very challenging objectives to perform. Stimuli motivate you and allow you to perform.
- ▶ You perform best in a job without supervision. In fact, you feel that the people you supervises should be autonomous. In your opinion, each person should function alone and independently.
- ▶ Work involving a lot of contact with new people stimulates you. You use persuasion rather than your technical knowledge to manage people on an individual basis.

## Job examples

Here is a small sample of positions and careers that offer an environment matching your profile. For some fields of employment, however, our sample list may not include appropriate examples.

The following abbreviations and symbols represent required or desirable training for each position.

**(CG) = College graduation**  
**(UG) = University graduation**  
**(+) = Need for extra technical or professional training**  
**(++) = Need for more experience**  
**(+++)= Even more requirements**

### ■ Business, management and sales cluster

#### **Promotional Jobs and Competitive Selling**

Investment consultant (UG)  
Freight/transportation sales (CG+)  
Technographics salesperson (CG+++)  
Travel agent (CG)  
Hi-tech equipment sales (UG++)  
Timeshare vacation sales (CG++)  
Director of franchising (UG)  
Executive search recruiter (UG)  
Real estate/insurance sales (CG++)  
Computer salesperson (UG)  
Fashion model (CG+)  
Auto aftermarket route sales (CG)

#### **Business and Management Functions**

Import - export agent (CG+)  
Athletic director (UG)  
Property manager (CG+)  
Small business entrepreneur (CG+)  
Treasurer (UG)

#### **Sales Support Services**

No appropriate example

### ■ Business, support functions cluster

#### **Senior Administrative and Secretarial Jobs**

Client service officer (CG+++ or UG)

#### **Financial and Book-keeping Roles**

No appropriate example

#### **Business Machines Operating Jobs**

No appropriate example

#### **Warehousing and Transportation Jobs**

No appropriate example



## Job examples (cont'd)

### ■ Natural and social sciences cluster

#### **Jobs in Natural Sciences/Mathematics**

No appropriate example

#### **Social Sciences and Legal Services**

Litigation lawyer (UG++)

Criminologist (UG)

Research psychologist (UG++)

Criminal lawyer (UG++)

Professor of psychology (UG+++)

### ■ Crafts and trades cluster

#### **Human Services/Crafts/Trades Jobs**

Gourmet cooking trainer (UG)

#### **Jobs Operating/Repairing Machinery**

No appropriate example



## Job examples (cont'd)

### ■ New and applied technologies cluster

#### **Engineering and Technical Positions**

Patent agent (UG++)  
Electrical designer (UG)  
Local area network designer (UG++)  
System software maintainer (UG+)

### ■ Health services and sciences cluster

#### **Human Oriented Technical Positions**

Dietician (UG)  
Nutritionist (UG)  
Audiologist (CG+++ or UG)  
Medical laboratory worker (CG+++)  
Medical doctor (UG++)  
Surgeon (UG+++)

#### **Jobs in Nursing and Individual Care**

No appropriate example

## Job examples (cont'd)

### ■ Creative and applied arts cluster

#### **Jobs in the Creative Arts**

Speech-hearing clinician (UG+)  
Song writer (CG++ or UG)  
Sculptor (CG++ or UG)  
Dancer (CG+++ or UG)  
Concert musician (UG+)

#### **Jobs in the Written or Verbal Arts**

Sponsoring editor (UG+++)  
Author/playwright (UG++)  
Advertising copywriter (UG)

#### **Jobs in the Visual Arts**

Interior designer (UG++)  
Book critic (UG++)  
Cameraman (CG+++ or UG)  
Advertising layout artist (UG+)  
Technical illustrator (CG+++)  
Commercial artist (UG+)

#### **Entertainment Industry Jobs**

Comedian (CG++ or UG)  
Associate director - radio TV (UG)  
Special effects producer (CG+++)  
Radio/TV announcer (CG+++ or UG)

### ■ Social and personal services cluster

#### **Jobs in Education and Social Services**

No appropriate example

#### **Law Enforcement/Protection Services**

Investigator - financial crimes (UG)  
Detective (CG+++ or UG)

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