

CareerLeader Sample Detailed Report

CareerLeader Detailed Results

Assessment Information

The following sections provide highlights of your business interests, work reward values, business abilities, and the business career paths that these three components match up well with for your particular profile.

Name: Client

Email: sample@sample.com

CORE BUSINESS INTERESTS

Scale Value and Range: Compares you with other business people. 50 is an average score, 55 or more is High, 45 or less is Low.

Personal High: Those core business interests of special significance for you.

57 HIGH range	Personal High	Application of Technology: High scorers are intrigued by the inner workings of things and like to find better ways to use technology to solve business problems. They enjoy work that involves planning and analyzing production and operations systems and redesigning business processes.
51 AVERAGE range		Quantitative Analysis: High scorers gravitate toward and excel at "running the numbers" to figure out business solutions. They might also enjoy building computer models to do things like determine optimal production scheduling or perform accounting procedures.
54 AVERAGE range	Personal High	Theory Development and Conceptual Thinking: High scorers love to think and talk about ideas and the "why" (rather than the "how") of strategy. They may have been drawn to an academic career and may enjoy building business models explaining things like industry competition or market trends.
53 AVERAGE range	Personal High	Creative Production: High scorers like brainstorming or inventing unconventional solutions and relish the early stages of projects. They enjoy making something out of nothing, whether it's a product or process. High scorers thrive on newness.
39 LOW range		Counseling and Mentoring: High scorers love to help employees, peers, or clients grow and improve. They may also be drawn to organizations that provide products or services that you see as having high social value. High scorers derive satisfaction from helping others succeed, and you enjoy feeling needed.
35 LOW range		Managing People and Relationships: High scorers enjoy working with and through people on a day-to-day basis to accomplish the goals of the business, whether it's building a product, making a sale, or winning a new customer. They may gravitate toward line-management positions or sales careers.
44 LOW range		Enterprise Control: High scorers love running things, having ultimate decision authority, and making things happen. They find great satisfaction in determining the

CareerLeader Sample Detailed Report

46 AVERAGE range	direction taken by a work team, a business unit, a company division, or an entire organization.
	Influence Through Language and Ideas: High scorers love persuading, negotiating, and storytelling and feel most fulfilled when you are writing or speaking. Effective communication is their passion, and they enjoy thinking about the best way to address and persuade readers or listeners

WORK REWARD VALUES

Relative Strength: Prioritizes your work rewards against each other (but not with other people). 10 or more is Very High, 7 or more is High, 3 or less is Low.

Value Inclusion: Whether or not the work reward has *any* importance to you.

6	YES	Affiliation: The position offers a setting with enjoyable colleagues with whom I feel a sense of belonging.
5	YES	Altruism: The position offers the satisfaction of regularly helping others with their individual or business concerns.
11	YES	Autonomy: The position offers considerable autonomy and independence.
7	YES	Financial Gain: The position provides opportunity for exceptional financial reward.
12	YES	Intellectual Challenge: The position offers consistent intellectual challenge.
1	NO	Lifestyle: The position allows ample time to pursue other important aspects of my lifestyle (family, leisure activities, etc.).
1	NO	Managing People: The position offers the opportunity to manage and direct other people.
9	YES	Positioning: The position offers experience and access to people and opportunities that will position me well for my next career move.
8	YES	Power and Influence: The position offers the opportunity to exercise power and influence (to be an influential decision maker).
5	NO	Prestige: The position is with an organization that is prestigious in its field.
3	YES	Recognition: The position is in an environment where individual accomplishments are recognized and honored by peers and superiors.
2	NO	Security: The position offers a great deal of security in terms of predictable salary, benefits, and future employment.
8	YES	Variety: The position offers a great deal of variety in the nature of the work performed.

CareerLeader Sample Detailed Report

BUSINESS ABILITIES

Relative Strength: Prioritizes your work rewards against each other (but not with other people). 10 or more is Very High, 7 or more is High, 3 or less is Low.

Peer Comparison: How you rate yourself compared to your peers. 4 means that ability compares very favorably and is a key strength of yours; a 3 ability compares well; a 2 might need some strengthening; and a 1 could definitely use strengthening.

Problem Solving

9	4	Creativity: The capacity to generate new ideas and approaches to issues and recognize new opportunities.
11	4	Critical Thinking: The capacity to define a problem and determine the information needed to solve it; to form and test hypotheses; to understand unspoken assumptions; and to judge the validity of conclusions.
8	3	Quantitative Analysis: The capacity to apply quantitative analysis to the understanding of business issues.
12	4	Quick Thinking: The capacity to pick up new information and ideas easily and "think on your feet."

Taking Initiative

2	3	Action-orientation: The capacity to make decisions and then see to it that they are implemented.
1	2	Leveraging: The capacity to leverage one's time well (e.g., set priorities and keep to them, and delegate when appropriate).
9	3	Multi-focus: The capacity to juggle many ideas, responsibilities, and projects at once.
0	3	Power-orientation: The capacity to use power effectively, take risks, and assert oneself.

Interpersonal Effectiveness

7	3	Communication: The ability to listen well and write and speak to individuals and groups in a clear and effective manner.
4	3	Confidence: The ability to feel and project self-confidence and be persuasive even in uncertain and difficult situations.
7	3	Leading/Managing: The ability to lead, motivate, and directly manage other people effectively.
3	3	Sociability: The ability to be socially venturesome and self-assured, and to form and maintain relationships easily.
5	3	Teamwork: The ability to be team player, cooperate with others, and work well as part of a group.

CareerLeader Sample Detailed Report

STRENGTHENING YOUR WEAKNESSES

You've indicated that the abilities listed below are not your strongest. You may want to try to strengthen those abilities, or direct your career path to avoid positions which rely heavily on these abilities.

Leveraging

YOUR CULTURE

Social Assertiveness: A culture characterized by more aggressive give-and-take in daily activity, and by a high level of interpersonal activity overall. Your score is **Middle** range.

Structure and Attention to Detail: A culture that places a high value on a structured approach to work, on disciplined attention to detail, and on getting it right (not the 80-20 rule). Your score is **High** range.

Openness and Imagination: A culture that is willing to risk mistakes in favor of possible innovations, and that encourages trying new approaches: if it isn't broken, break it and see if you can put it back together better than it was before. Your score is **Low** range.

Cooperation and Harmony: A culture that emphasizes cooperation, interpersonal sensitivity, minimizing conflict and internal competition, and decisions by consensus (when possible). Your score is **Low** range.

BUSINESS CAREER PATHS

Here is how you match up with the major business career paths. For your high matches, details show how you match up with the key elements for success and satisfaction in that career.

Accounting	Low Match
Advertising Account Management	Medium Match
Commercial Banking	Low Match
Entrepreneurship	Medium Match
Finance in Corporate Settings	Medium Match
Financial Planning and Stock Brokerage	Low Match
General Management	Low Match
Human Resources Management	Low Match
Information Systems Management	High Match

Key Elements for Information Systems Management

The most important factor to career success and satisfaction for a positive match with Information Systems Management is an interest in Application of Technology.

CareerLeader Sample Detailed Report

Positive Indicators

A high interest in Application of Technology is a very good match for Information Systems Management. Your interest is **high** and this factor is a **good match** for you.

Institutional Securities Sales

Low Match

Internet Business Development

Medium Match

Internet Marketing and Product Management

Medium Match

Internet New Media Development/Web Design

High Match

Key Elements for Internet New Media Development/Web Design

The most important factors to career success and satisfaction for a positive match with Internet New Media Development/Web Design are an interest in Creative Production and Application of Technology and ability in Creativity.

Positive Indicators

A high interest in Creative Production is a good match for Internet New Media Development/Web Design. Your interest is **high** and this factor is a **good match** for you.

A high interest in Application of Technology is a good match for Internet New Media Development/Web Design. Your interest is **high** and this factor is a **good match** for you.

A strong ability in Creativity is a good match for Internet New Media Development/Web Design. Your ability is **strong** and this factor is a **good match** for you.

Investment Banking

Medium Match

Investment Management (Portfolio Management and Securities Analysis)

Medium Match

Management Consulting

Medium Match

Managers in Science/Engineering

High Match

Key Elements for Managers in Science/Engineering

The most important factors to career success and satisfaction for a positive match with Managers in Science/Engineering are an interest in Application of Technology and Theory Development and Conceptual Thinking and ability in Critical Thinking and Quantitative Analysis.

Positive Indicators

A high interest in Application of Technology is a good match for Managers in Science/Engineering. Your interest is **high** and this factor is a **good match** for you.

A high or very high interest in Theory Development and Conceptual Thinking is a good match for Managers in Science/Engineering. Your interest is **high** and this factor is a **good match** for you.

A high work reward value in Intellectual Challenge is a good match for Managers in Science/Engineering. Your work reward value is **high** and this factor is a **good match** for you.

A strong ability in Critical Thinking is a good match for Managers in Science/Engineering. Your ability is **strong** and this factor is a **good match** for you.

CareerLeader Sample Detailed Report

Marketing and Marketing Management	Medium Match
Non-Profits (Administrators in Higher Education, Government and Human Services)	Low Match
Private Equity Investment (Including Venture Capital and Leveraged Buy-Out)	Low Match
Production and Operations Management	Low Match
Public Relations and Communications	Medium Match
Research and Development Management and New Product Development	High Match

Key Elements for Research and Development Management and New Product Development

The most important factors to career success and satisfaction for a positive match with Research and Development Management and New Product Development are an interest in Application of Technology, Theory Development and Conceptual Thinking, and Enterprise Control.

Positive Indicators

A high or very high interest in Application of Technology is a good match for Research and Development Management and New Product Development. Your interest is **high** and this factor is **a good match** for you.

A high or very high interest in Theory Development and Conceptual Thinking is a good match for Research and Development Management and New Product Development. Your interest is **high** and this factor is **a good match** for you.

Sales and Sales Management	Low Match
Securities Trading	Low Match
Strategic Planning and Business Development	Medium Match
Training and Organizational Development	Low Match