



## Career Management POP

Full Report for Varun Joshi

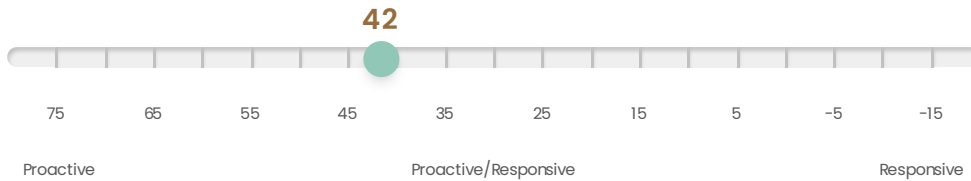
January 22, 2024

### Contents

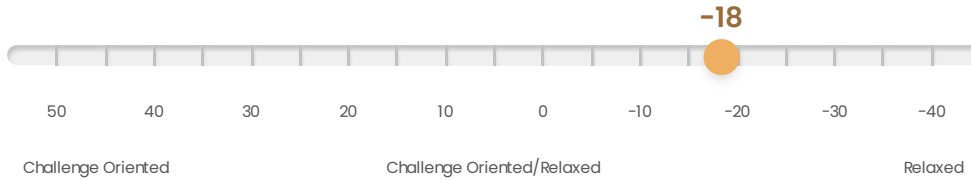
Summary of Scores	2
Career Paths	4
Strengths & Development	7
Seek & Avoid	10

# Summary of Scores

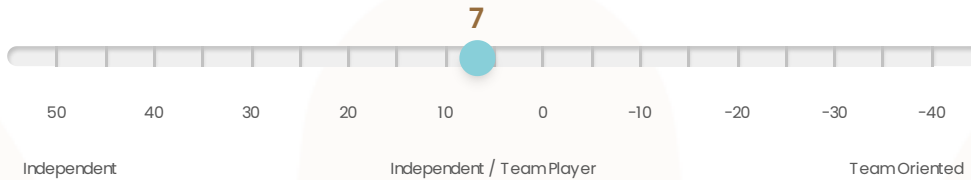
## Self Management



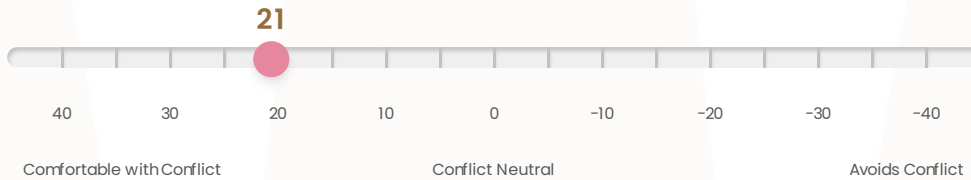
## Motivational Profile



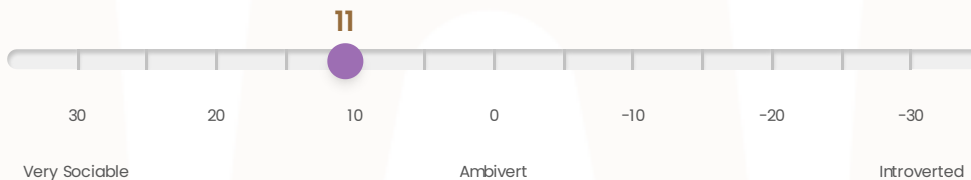
## Environmental Fit



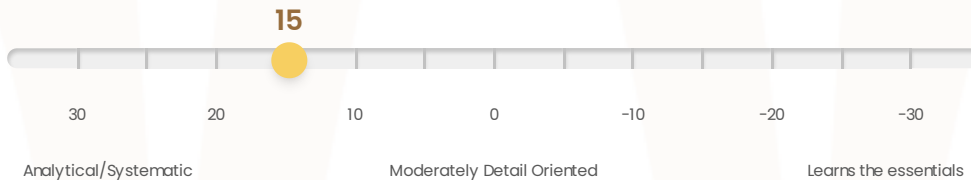
## Comfort with Conflict



## Social Orientation



## Analytical Orientation



# Your Professional Profile Overview

Your overall profile shows that you would be well suited to a career that balances planned work objectives with your own goals. You would prefer a well-defined career path that provides you with the opportunity to manage and monitor your own progress within it. Your best fit would be in a modestly structured organization that provides suitable feedback and a clear path to more senior roles. Working towards well defined project goals as an individual within a team or working within a support organization could be good fits for you. Explore the possibilities within any new career direction with someone already in that career.



## General Recommendations



### Your Most Effective Self Management Style

You tend to balance initiating your own activity with responding to the needs of others. You have the potential to become a good self manager with some coaching on such issues as planning and executing your daily activity, self evaluation and developing the ability to motivate yourself consistently.



### Your Preferred Social Interaction Style

You are generally sociable, friendly and outgoing. You build relationships easily and are generally quite comfortable in a role that requires a fair amount of interaction with other people and relationship building.



### Your Technical/Practical Orientation

You are quite analytical and practical. You enjoy a certain amount of problem solving as part of your work and pay attention to quality. Your analytical nature is consistent with many information technology positions if combined with the appropriate background and skill set.



### Your Motivational Structure

You are motivated by a balance of meeting the needs of others, building a solid career and achieving a mixture of long and short term goals. You would enjoy working in an environment where you would have the opportunity to meet short term targets which lead to longer term objectives. You are concerned about providing quality service and products.



### Your Approach to Being a Team Member or Team Leader

You are an independent person who follows team guidelines and procedures only when they are helping you accomplish things more effectively. In many cases, you may simply follow your own experience and instincts or develop new procedures for getting things done. Your preference is to work independently or lead in the implementation of change.

# Career Paths

A few of your top matches



Advertising /  
Marketing /  
Promotions



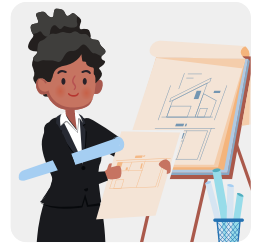
Agent /  
Distributor



Agricultural and  
Environmental

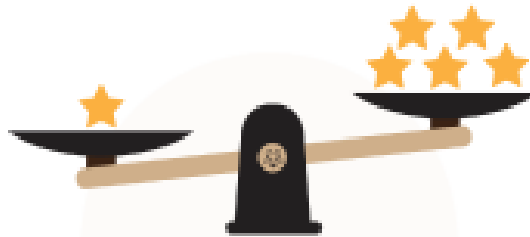


Air Conditioning,  
Heating and  
Plumbing



Architecture and  
Fine Arts

## Career Paths by Fit Score



Your fit score determines the career paths that you would excel in versus those that may be difficult for you based on your personality.

Advertising / Marketing / Promotions

Agricultural and Environmental

Architecture and Fine Arts

Automotive / Transportation

Building and Construction

Carpentry and Woodworking

Corporate Logistics

Culinary / Food Services

Education and Instruction

Finance

Hardware

Human Resources

Internet and Web

IT Services / Support

Legal

Marketing / Merchandising

Mining and Energy

National Security

Procurement

Professions / Professional Support

Relationship Sales

Resort / Leisure and Recreation

Social Services

Telecommunications

Writing and Communications

Agent / Distributor

Air Conditioning, Heating and Plumbing

Art and Design

Aviation

Business

Civil Service

Cosmetology and Therapy

Customer Service

Engineer

General Services

Health Services

Internal Communications / Public Relations

IT Architecture and Design

Law and Order

Marine

Medical and Health Care

Miscellaneous Professions

Point of Purchase Sales

Production

Project Management

Relocation Services

Social and Family Services

Software

Travel

4.5 Star Fit ★★★★★

Database Management

Distribution / Logistics

Engineering and Technicians

Franchise

Fulfillment / Production

Media

Small Business

4 Star Fit ★★★★★

Competitive Sales

Independent Contractor / Consultant

Performing Arts and Entertainment

Sales / Marketing Assistant

3.5 Star Fit ★★★★★

Business and Office

Fitness and Recreation

Hotel

Research and Development

3 Star Fit ★★★★★

General Industrial

# Summary of Strengths & Development Suggestions

## Self Management

You would be described as competitive, enterprising, assertive and goal oriented. At times you may find new and different ways to reach your personal and work objectives and you can be self-evaluative of your performance. With appropriate training, you would find that for many aims, objectives or requirements, you would be able to develop your own plan, manage your time and focus your effort on a daily basis to reach those goals. You have the potential to become a good self manager. Build your strengths in such issues as self evaluation, developing the ability to self motivate and directing your own activities more effectively. You would be well suited to most environments that balance responsiveness to internal or external customer and organizational needs combined with the need to plan and execute other tasks and activities. You will likely work well with a manager or project leader who provides clear guidance and coaches without being overly directive.

### Developmental Suggestions

- Use your initiative to get ahead of your plan when you have completed all of your work.
- Make a habit of planning your daily activity and reviewing it on a daily basis.
- Demonstrate your ability to work effectively on your own so that you can make effective use of time spent with management. (Managers like to coach effort rather than monitor activity)
- Review your weekly goals before committing to them but remember that you must live up to your commitments.
- If you find your workload is too heavy, either discuss it with your management and provide alternative targets which you can meet or try to view it as a challenge which will help with your organizational skills.

## Motivational Profile

People would see you as motivated by a mixture of concern for the needs of others and meeting your own long and short term goals. You would be most comfortable in a career that offers both. You would enjoy working in an environment where you would have the opportunity to provide a meaningful service to others while you meet your short term targets which lead to your longer term objectives.

### Developmental Suggestions

- Challenge yourself to meet similar goals each day.
- Once meeting daily targets on a consistent basis, increase them slightly. A feeling of regular achievement is very satisfying.
- Focus on what you are able to accomplish on a daily basis and make certain that you do those things consistently.
- Make a commitment to your daily goals and if you find that you are not meeting them on a regular basis, evaluate whether your goals should be revised or whether you have been doing all that you can to achieve them.
- If you are meeting your daily goals consistently, you will achieve greater satisfaction by increasing your goals slightly and meeting them as well.
- Record your accomplishments each day so that you will be able to report your progress more effectively to your management.

## Environmental Fit

You would be described as quite independent. You would be innovative when it is necessary to achieve your objectives and you tend to seek some additional responsibilities in your job and personal life. You would accept minimal supervision but it would be difficult for a supervisor to guide or closely supervise you over an extended period of time. You will follow existing systems and procedures unless they seem to be holding you back rather than helping you to do your job properly. You could follow your own instincts to satisfy an internal or external customer when the existing procedures do not do so. This approach could be a strength in areas where there are few guidelines and individual initiative is an important aspect of satisfying a client. You would be most comfortable in an environment where you are able to implement change.

### Developmental Suggestions

- Seek an environment that is not too highly structured for you.
- If in a structured environment, look for ways to simplify structure so that you can meet its requirements with less non-productive effort.
- Develop simple systems and procedures that will enhance your work environment for both you and your peers.
- Look for situations that will allow you to innovate.
- Avoid criticizing existing procedures and organizational structure unless you have a superior alternative. Even when you feel your solution is better, be careful that your audience is interested in change.
- Test your alternative hypotheses very thoroughly before presenting them.
- When you are working in a team environment avoid challenging the project goals unless you have examined your alternative hypothesis very thoroughly.

## Comfort with Conflict

You are relatively comfortable in situations where there is conflict or the potential for it. You are able to deal with it but do not necessarily seek it out.

### Developmental Suggestions

- Being comfortable with conflict will help you mediate in situations where there is conflict.
- Develop your conflict resolution strategies to become a better mediator.



## Social Orientation

You are generally sociable, friendly and outgoing. You have little difficulty in building relationships and are generally comfortable with other people. You should be able to work well in an environment where there is regular contact with new customers or with a well established client base.

### Developmental Suggestions

- Evaluate your strengths as a listener. Make certain that, as a rule, you let people explain themselves thoroughly before offering your views.
- Evaluate your performance as both a listener and a contributor at meetings with users, clients and peers. Do you respond to others or follow your own agenda?
- Some career opportunities require strength as a public speaker. You can develop this skill in yourself by taking part in community service groups, coaching and other similar opportunities.
- When making a presentation, work on such skills as timing, breaking the ice with humorous remarks and speaking directly to members of the audience.

## Analytical Orientation

You would be described as logical and practical. You are comfortable with both technical and non-technical issues and would enjoy a certain amount of problem solving as part of your work. You are generally comfortable with detail. Careers that offered the opportunity to learn and use new concepts and innovations would be of interest to you.

### Developmental Suggestions

- Look for careers which will allow you to make effective use of your analytical skills and attention to detail.
- Take advantage of your technical orientation when solving problems by asking open ended questions that will allow the customer or client to share in the solution.
- When consulting with others, give technical detail only when asked for specifics.
- Look for feedback when presenting your suggestions on project planning and other issues such as your personal development.
- Make certain that your personal development strategy matches organizational needs.

# What to Seek & Avoid in your Career Path

## Career Path Characteristics to Seek

- ✔ Look for projects and career paths that provide you with the opportunity to use your own initiative. Situations that allow you to plan and execute your own activity and manage your own career are best for you. A management system that facilitates and provides coaching would suit you.
- ✔ Seek career situations that take advantage of your technical knowledge and provide you with the opportunity to be creative. Look for career opportunities that will provide training to develop your strengths as well as technical specialists who can deal with issues beyond your current level of expertise.
- ✔ Look for a career that allows you considerable independence and the choice of creating your own personal systems and structure as needed.
- ✔ Look for an environment which balances regular contact with clients, users and your peer group while giving you the opportunity to work on technical or support issues as well.
- ✔ Seek a career that will acknowledge your contribution and balance providing a meaningful product or service with meeting your personal needs and goals. Seek a stable part of the company which provides interesting challenges, recognition of your achievements, financial stability and a solid future.



## Career Path Characteristics to Avoid

- ✘ Avoid career situations with very 'hands-on' types of management or those that are overly structured. Avoid situations where you cannot plan your own activities.
- ✘ Avoid careers where there is not much opportunity for technical growth. Avoid roles that do not provide much variety or opportunity for creativity.
- ✘ Avoid environments that emphasise being a team player and require your adherence to procedures and existing systems.
- ✘ Avoid situations that do not provide opportunities to interact with others on a regular basis. Avoid career paths that are primarily public relations.
- ✘ Avoid careers that you feel do not have much social value or impact on the quality of life. Avoid those which are too driven by the 'bottom line'.

