



CareerPositioningSystem

Career Match: Alex West

Feb 14, 2015

Contents

Introduction	2
Summary Career Match	3
Detailed Target Career Match: Accountant.....	4
What's next?	11
Appendix A: Making sense of your Career Match	12

EXAMPLE

Introduction

What's in this Career Match

A Career Match compares your potential to the drivers of high performance in the career. It takes into account the assessments you completed and focuses on the following areas:

- **Interests:** your likely interest in the typical work activities
- **Competencies:** how the ways in which you naturally work match the competencies that have been proven to drive success in this type of work
- **Reasoning:** your level of comfort with the cognitive demands of the work
- **Similar careers:** your match against comparable jobs in the same broad career area

Getting the most from a Career Match

Each Career Match will reveal how you are likely to perform in terms of the most important demands of the job, and what you may have to work on or compensate for to ensure success. Maximize the impact of these insights in your career planning by doing the following:

- **Take time to absorb everything.** Some of the findings may come as a surprise to you, others may appear confusing or even unwelcome. In each section, you'll find guidance on making sense of your Career Match.
- **Remember that this Career Match is based on the strongest and most reliable predictors of work performance.** No prediction is ever perfect, but the messages you'll get from a Career Match about your potential in that career are more likely to be accurate than most other advice or information you may receive.
- **Use each Career Match for career choice or for development.** If you are thinking about whether a career is right for you, use your Career Match as a guide in exploring this work and its fit with your talents. Nobody's ever a perfect match for any career, and only you can decide what you might be willing to work on to bridge any gaps between your talents and needs and the reality of the work. If you are already working in a career, use your Career Match to help you understand what's working in your career and what isn't, and to identify the best ways to improve your performance.

N.B.

Career Matches do not take account of any qualifications, skills or experience that may be necessary or highly advantageous for specific careers. For any career you are seriously considering, research these requirements as well as taking into account the information contained in the Career Match.

Summary Career Match

Target Career Match: Accountant

Feb 14, 2015

Overall Match: Possible

You may be a good match for a career as an Accountant. Here's why:



Interests: Less likely match

- the typical work of an Accountant may not interest you.



Competencies: Strong match

- we found four very likely and one possible match between your potential and the Competencies that drive success as an Accountant, as well as two areas where your natural ways of working may not be such a good fit with the career demands.



Reasoning: Strong match

- your Verbal and Numerical Reasoning Abilities are very likely to match the demands of this career

Detailed Target Career Match: Accountant

Feb 14, 2015

Interests – Less Likely Match

We found a less likely match between your Interests and the work you would typically do as an Accountant:



Very likely to meet your **Investigative interests**

You'll find complex analytical work in this career, requiring self-motivation, determination and independence.



Less likely to meet your **Social Interests**

In this career, you are unlikely to find extensive team-working or coaching opportunities, and you are unlikely to need to bring high levels of personal responsibility and ethics to your work.



Less likely to meet your **Artistic interests**

Work in this career is unlikely to be highly creative, to require original thinking or independent work, or to be varied or unstructured.

Your Interests Match in detail

You are likely to enjoy some of the work you'll do as an Accountant, but significant parts of the work may not interest you.



Accountant work you will enjoy

You're very likely to encounter work as an Accountant that fulfils only your **Investigative interests**. In typical Accountant jobs, you'll be expected to work on complex problems and undertake a fair amount of research and analysis, which will draw on your self-motivation, determination and independence – characteristics you probably recognize in yourself and which you are comfortable bringing to your work.



Types of work you may miss as an Accountant

You're less likely to find that working as an Accountant meets your **Social and Artistic interests**. The typical day to day activities are rarely highly creative. There is unlikely to be much need for original thinking or self-motivation, and the work tends to be highly structured and standardized, which you may find frustrating. Your interest in working closely with and supporting others is also unlikely to be met in this career, and there are likely to be few opportunities for teamworking or coaching. You are unlikely to need to draw on your high levels of personal responsibility and ethics.



Other Accountant work

Accountant work often appeals instead to **Enterprising** and **Conventional Interests**, which you rated as of lower interest to you. As an Accountant, your work will be entrepreneurial and business-focused, involving deal-making and influencing others, and will require hard work, ambition and calculated risk-taking. The work is also likely to be very structured and well-organized. Your focus will be on accuracy and efficiency, and you will need to demonstrate persistence and great attention to detail. This type of work may not attract you, and you could end up feeling disengaged or unfulfilled at work.

EXAMPLE

Competencies – Strong Match

The match between your Potential Competencies and the Predictive Competencies of a career is a strong predictor of success. We found a strong match between your potential and the Competencies that drive success as an Accountant. You are very likely to work in the ways which lead to high performance in this career.

Likely strengths as an Accountant

You have a strong competency match with four of the drivers of success for an Accountant:



You are very likely to do well at **Logical Thinking, an essential driver of success as an Accountant.**

You have probably already developed the ability to get to the root of problems, ask the right questions, think through each step and show how a single issue can be part of a larger system.

You are likely to be comfortable analyzing numerical data and other sources of information to identify component parts, patterns and relationships

When it comes to decision-making, you probably base your decisions on logic and careful weighing of evidence.

This competency is a real strength for you, and an essential driver of performance in this career. Developing your mastery further could increase your success as an Accountant.



You are very likely to do well at **Innovating, a contributing factor to success as an Accountant.**

Since **Innovating** is such a strength for you, and working as an Accountant makes only minor Innovating demands, you are very likely to meet or exceed the requirements for career success.

All you need to demonstrate is that you take an outside-the-box approach to solving problems, and come up with more than one solution. If possible, contribute to product creation and design, and make improvements in your workplace.



You are very likely to do well at **Presenting, a contributing factor to success as an Accountant.**

You are highly likely to project credibility and appear relaxed and confident in front of others. You probably express yourself clearly and convincingly, even when it comes to complex subjects. When it comes to responding to an audience, you most likely gauge and adapt rapidly to their needs, reactions and feedback.

Presenting is likely to be a real strength for you, and you are very likely to comfortably meet the career demands in this area.



You are likely to do well at **Persuading, a contributing factor to success as an Accountant.**

You probably find you can convince, negotiate and persuade effectively, and you have likely seen results in terms of agreement to your suggestions and success in managing organizational politics and your own personal impact.

You could perhaps develop **Persuading** further, but it is very likely that you already meet the needs of Accountant work.

Possible strengths as an Accountant

You also have a possible competency match with one additional driver of Accountant performance:



Taking Initiative may be a relative strength for you, but since it is an essential driver of success as an Accountant, you may need to increase your mastery.

Taking Initiative is an essential driver of success in this career, so even though you may feel comfortable directing projects of people, and making decisions with clarity and speed, you may need to develop this competency further to maximize your success as an Accountant

To develop this competency, focus on taking more responsibility, and working independently and proactively. Don't be afraid to make changes and ensure you act with clarity and speed, even when faced with tough choices or serious risks. Recognize the aspects of **Taking Initiative** that you have already developed, and build on that success.

Potential development areas as an Accountant

There are two competency areas where you may find a mismatch between your natural abilities and the demands of working as an Accountant:



You are likely to need to increase your mastery of **Organizing, an essential driver of success as an Accountant.**

Since **Organizing** is such an important driver of success in this career and is less likely to be among your strengths, you almost certainly need to manage your time more effectively and stay on top of tasks and responsibilities.

Practice setting clear, well-defined objectives. Make detailed plans in advance, and revise them regularly to take account of developments. Use checklists and other task-management approaches to ensure you know what you need to get a job done, and think through and document how to get the necessary resources.

The more you are in control of your schedule, your responsibilities and your targets, the more successful you are likely to be as an Accountant.



You are likely to need to increase your mastery of **Focusing on Quality**, an essential driver of success as an Accountant.

You may not yet have fully developed **Focusing on Quality**, but since it is an essential driver of success in this career, it makes sense to develop it.

Find ways in which you can more fully meet the needs of your customers and people who depend on you to succeed in their jobs. Take steps to organize your work effectively, breaking it down into tasks and working through them steadily to ensure that you deliver on targets. Always look for new ways to deliver better value and raise standards.

The more you prioritize quality, the more successful you are likely to be as an Accountant

EXAMPLE

Reasoning – Strong Match

The match between your abilities and the verbal and numerical reasoning demands of a career is a strong predictor of success. We found a strong match between both your Verbal and Numerical Reasoning Abilities and the demands of working as an Accountant:



Verbal Reasoning: Strong Match

We found a strong match between your Verbal Reasoning Ability and the reasoning demands of working as an Accountant. This is a powerful predictor of your future performance in this career.

Learning, reasoning and information processing are important drivers of success in this career and your very high Verbal Reasoning Ability is likely to meet or exceed requirements and be a major strength for you in this career.



Numerical Reasoning: Strong Match

We found a strong match between your Numerical Reasoning Ability and the quantitative reasoning demands of working as an Accountant. This is a powerful predictor of your future performance.

Strong performers are typically highly numerate and skilled in mathematical logic, statistical processing and quantitative reasoning. Your very strong quantitative abilities are likely to meet or exceed these requirements, and you are likely to thrive on the intellectual challenges of this work.

Similar Careers

As well as looking at a career as an Accountant, you might want to consider similar careers. Here is your match with some example careers in the same broad career area:

	<u>Interests</u> <u>Match</u>	<u>Competency</u> <u>Match</u>	<u>Verbal</u> <u>Match</u>	<u>Numerical</u> <u>Match</u>
Budget Analyst	 Possible	 Strong	 Strong	$x^2 x^2 x^2$ Strong
Credit Analyst	 Less Likely	 Strong	 Strong	$x^2 x^2 x^2$ Strong
Financial Analyst	 Possible	 Strong	 Strong	$x^2 x^2 x^2$ Strong
Personal Financial Advisor	 Possible	 Strong	 Strong	$x^2 x^2 x^2$ Strong
Insurance Underwriter	 Possible	 Strong	 Strong	$x^2 x^2 x^2$ Strong
Financial Examiner	 Less Likely	 Strong	 Strong	$x^2 x^2 x^2$ Strong
Credit Counselor	 Possible	 Strong	 Strong	$x^2 x^2 x^2$ Strong
Tax Examiner or Revenue Agent	 Less Likely	 Strong	 Strong	$x^2 x^2 x^2$ Strong
Tax Preparer	 Less Likely	 Strong	 Strong	$x^2 x^2 x^2$ Strong
Risk Management Specialist	 Possible	 Strong	 Strong	$x^2 x^2 x^2$ Strong

To find out more about these careers, go to O*Net (www.onetonline.org) where you will find detailed and reliable information about the work involved; the education or training you'll need; state and national data on salaries and employment levels and prospects for growth in each career area.

What's next?

Use your Career Match to help you find and succeed in the right career.

- **Take time to consider your Career Match.** Think about the balance between what attracts you about these careers and your potential for high performance. Probably there are areas that are a less than perfect match. Think about how you could improve your fit, or whether another career might be better for you. Nobody's ever a perfect fit, but the closer your natural preferences and ways of working match the type of work and the drivers of high performance in that career, the more likely you are to be happy and successful.
- **Find out about entry requirements and other practical issues.** Some careers have requirements for entry in terms of qualifications, skills, experience or other factors. For any career you are seriously considering, research these requirements and ensure that you can – or can see a way – to meet them.
- **Make a development plan.** Look through your Career Matches and identify areas of strength you can use more fully, and things you could work on. Check out the specifics of the definitions and compare them to what you do now. Think about what you might need to do to make the way you work fit the definitions more closely. Come up with no more than three specific actions, and set timetables and concrete goals for each. Then put your plan into action.
- **Find out more about specific jobs that attract you.** <http://www.onetonline.org/> (produced for the US market but relevant worldwide) is a great place to start. Search the site for a career or job name and you will find everything from regional pay scales to entry requirements to necessary skills to what you will actually do in the job. If what you learn from O*Net and other sources appeals, start networking with people connected to the job, or who work in relevant industries or organizations.
- **Review your Career Matches regularly.** There's no limit to your potential, and with effort people can surpass even the most accurate predictions. The more regularly you compare your match to what you are actually doing in the workplace, and take practical steps to strengthen the match, the more likely you are to be successful and fulfilled at work.

Appendix A: Making sense of your Career Match

Interests

Interests are the types of work that attract us – the activities we look forward to and enjoy doing. The survey you completed revealed your Interest preferences, which we compared to the types of work typically found in the career. The result is your Interests Match – how interesting you are likely to find the typical work of the career.

Why your Interests Match matters

Interests predict how attracted you will be by the work, but not how well you are likely to perform in the career (that's predicted by Competencies and Reasoning Ability). Interests are most valuable in the early stages of career exploration, where you are looking for careers that attract you, and where you will find the work engaging. If you are currently in a career, you can use your Interests Match as a guide to doing more of what attracts you, in and outside work.

Sometimes, people are surprised by their Interests Match. If you cannot immediately relate it to your experience and to your impressions of the work involved in this career, follow the steps below to get clarity:

Reality-check your Interests Match

Start by forgetting the labels and think about what you have enjoyed doing at work, or in your studies or in volunteering. If most of the examples you come up with fit the descriptions in your Match Results of the work you are likely to enjoy, your interests are very likely to have been accurately profiled and you will probably not enjoy working in that role.

Look more widely at your Interests

Think too about your experiences with the work in a career that does not match your profiled Interests. Check back with the descriptions in your Match Results and compare them to your experiences at work, in your studies or in volunteering or other community activities. If you find that you have been repeatedly drawn to these kinds of work, you will probably find working in the career more interesting than the Match Results suggest.

Competencies

Sometimes, people are surprised by their Competency Match. Competencies they had always counted on are revealed as less likely strengths in a career, while Competencies they have never thought of are shown as likely strengths. Follow the steps below to get clarity about what your Competencies Match is showing, and how you can use it to increase your success in this career.

Competencies and Competency Potential

Your Competency Match compares the Competencies proven to drive high performance in a career with your natural potential to develop those Competencies, as measured by the assessment you completed.

The resulting Competency Match is a guide, not a verdict. You will probably find it easiest to get great results using the Competencies which are shown as natural strengths for you, but you may find that you have not yet realized your potential in every Competency, and/or you may already have developed and mastered Competencies beyond your inherent abilities.

Use your Competency Match and the guidelines below to decide whether a career is right for you; to understand your strengths in this career; and to set development goals to maximize your success. The closer the match between how you work and the Competencies which drive success in that career, the more successful you are likely to be.

Reality-check your Match

Start by forgetting the labels and thinking about what you have done well at work, or in your studies or in volunteering. Try to think of examples of the ways of working described in your Competencies Match, all of which are critical for success in the career. If the descriptions fully fit how you have worked in the past, you are probably deploying that Competency fully, perhaps even beyond your natural potential. If you can think of only a few times when you have worked in these ways, you probably can leverage the competency further to increase your success.

Decide what you want to work on

If when you reality-tested your Competency Match you saw gaps between some of the Competencies that drive high performance and the Competencies you have developed, decide what you want to do about it.

If there are significant gaps between your natural and developed abilities and the Competencies which drive success in this career – you may decide that the career is not for you. Embarking on a career where you will have to work in ways that are far from your natural potential is likely to be very challenging. Finding a career where your natural talents fit more closely to the drivers of high performance is a much easier, and more likely, path to success. If you have more than one Career Match, you will see careers where you are more likely to become a high performer.

You may, however, decide that you really want to succeed in this career. If so, you will greatly increase your chances of success by developing the Competencies that have been proven to lead to high performance. Use the guidelines throughout this report to help focus your efforts.

Reasoning Ability

Sometimes, people are surprised by their Reasoning Ability Match. They may have thought their Reasoning Abilities were sufficient for a career only to find a less likely match, or they may have assumed that their Reasoning Abilities would not be sufficient for high performance only to find a strong match with the career requirements. Use the guidance below to make sense of your Reasoning Match with a career.

Why your Reasoning Match matters

Reasoning Ability is one of the strongest predictors of work performance. Most careers present reasoning challenges: problems to solve, information to make sense of, challenges that can only be solved by thinking. Different careers make different reasoning demands: success in some careers is very largely driven by thinking capability while in others practical skills are more relevant.

Your Reasoning Ability match takes account of the reasoning demands of your selected career, and of your assessment results. If reasoning ability has been shown by research to be crucially important for success in a career, only those with highly developed reasoning abilities will achieve high performance. If reasoning ability is not so crucial, success in this career depends highly on other factors, and high performers will have a range of reasoning abilities.

EXAMPLE