

REPORT

VOCATION

Jean Dupont

Test taken on the 21st of August 2017 in 0 min 1 sec

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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



★★★★☆ Social
★★★★☆ Enterprising
★★★★☆ Realistic

Description:

Jean Dupont's main interest appears to be in activities that involve communicating and working with other people. Tasks that involve social interaction are likely to be of high importance to him in finding his ideal profession.

Jean Dupont is also likely to have an inclination towards enterprising activities that involve risk-taking and influencing others. Tasks that require him to lead people or projects and to put ideas into action are therefore also likely to be of great interest to him.

On top of this, Jean Dupont appears to enjoy activities that take place outdoors, or that involve a physical aspect. As a result, concrete tasks that produce tangible results may also be of appeal to him in his occupation.

Appropriate trades include:

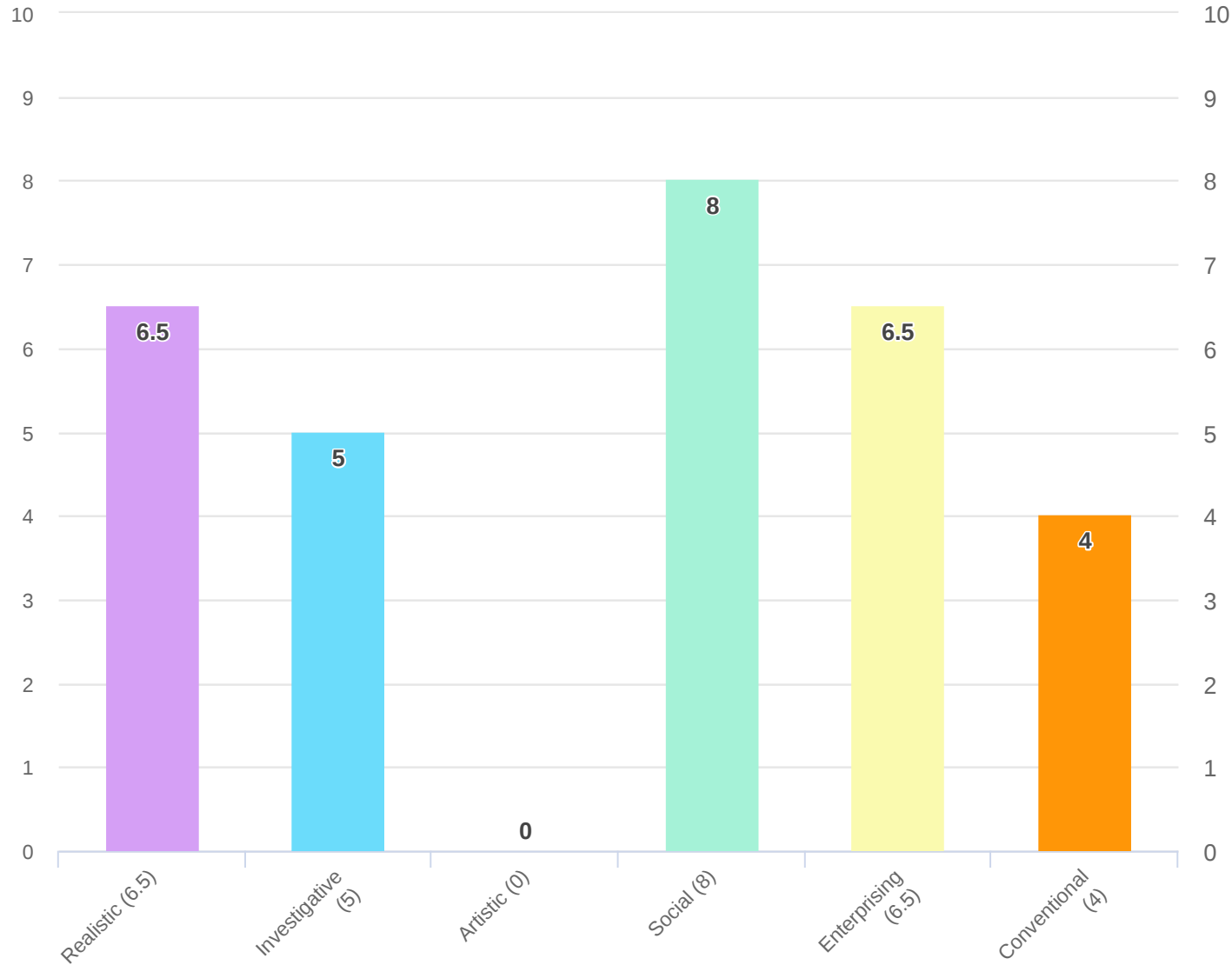
- Hospitality: restaurant, bar, hotel, etc.
- Chef.
- Real estate agent / developer.
- Police force, firefighter, army, navy, etc.
- Beautician, hair stylist, etc.
- Construction.
- Management roles in the above fields.

3 – THE GRAPHS

Results on the factors (Score out of 10)

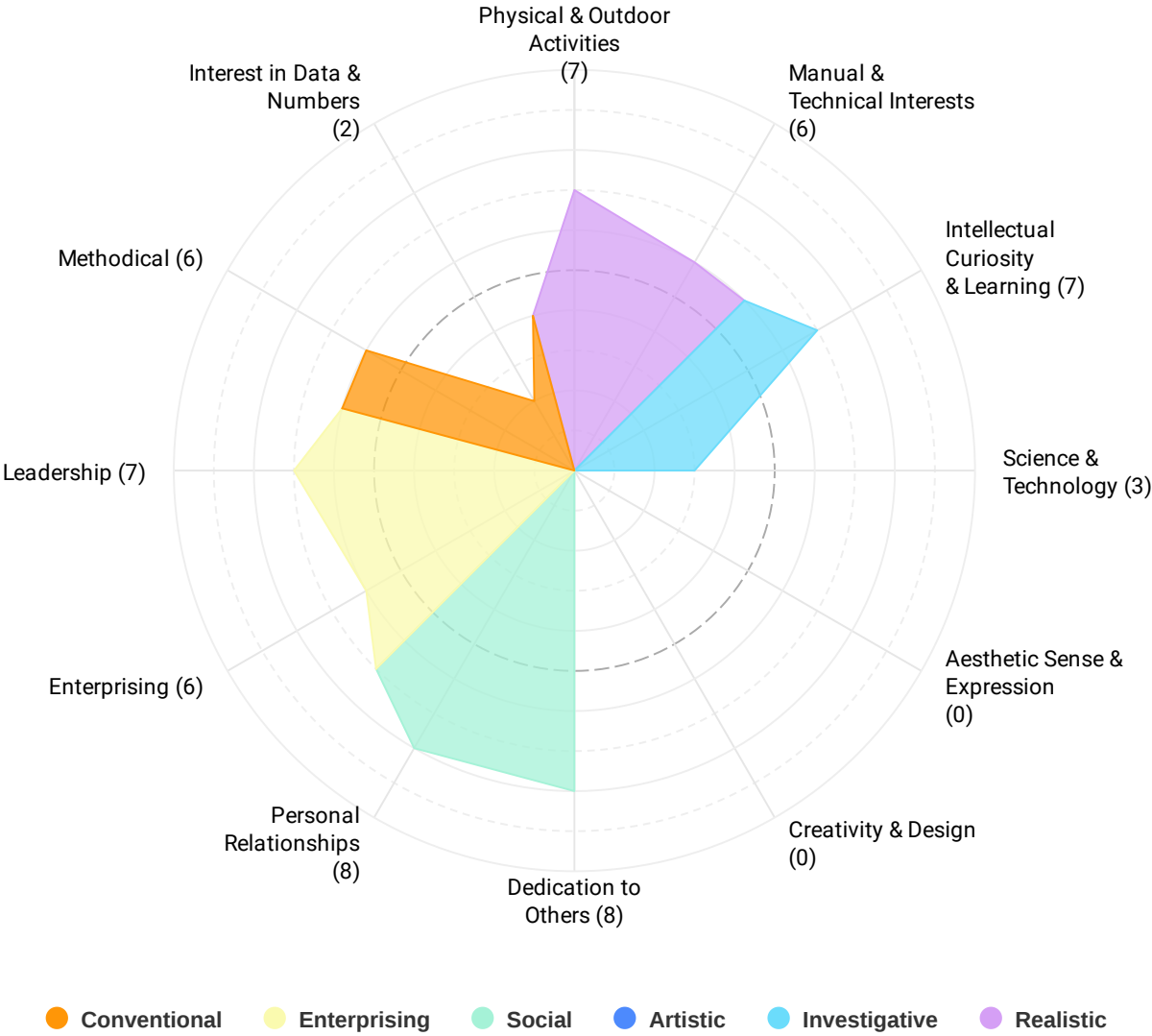
RIASEC Factors Graph

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 Jean Dupont's main professional interests.

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

Dominant Interests

Personal Relationships

Jean Dupont's responses indicate a strong interest in activities that require interaction and communication. It is likely that he enjoys being in contact with other people on a daily basis, and would most likely be very interested in activities that require building and maintaining relationships with clients and colleagues.

Dedication to Others

Jean Dupont'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.

Leadership

Jean Dupont'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

Jean Dupont'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.

Aesthetic Sense & Expression

Jean Dupont'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.

Interest in Data & Numbers

Jean Dupont's responses do not seem to indicate an interest for activities that involve data and numbers. He is not likely to have a preference for tasks that involve reasoning with numbers or working with statistical data, and may not enjoy analysing or understanding data sets.

5 – FACTOR DEFINITIONS

The scores on each factor

REALISTIC

Score
6.5

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
7

0

10

Jean Dupont's responses indicate an interest in physical and outdoor activities. He is likely to enjoy projects which require physical effort, and/or are nature-related, as well as occupations that require working outside most of the time.

Manual and Technical interests

Score
6

0

10

Jean Dupont'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
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
7

0

10

Jean Dupont's responses indicate an interest in activities that involve investigating theories and/or critically examining academic topics. He is likely to enjoy gaining an in-depth understanding of the projects that he is working on, and may have a preference for occupations that require reflection and research.

Science and Technology

Score
3

0

10

Jean Dupont's responses indicate a very low interest in the examination of scientific or technology-focused topics. It is not likely that he has a preference for occupations that involve researching or investigating scientific theories or technological methods.

ARTISTIC

Score
0

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
0

0

10

Jean Dupont'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.

Creativity and Design

Score
0

0

10

Jean Dupont'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
8

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

Jean Dupont'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
8

0

10

Jean Dupont's responses indicate a strong interest in activities that require interaction and communication. It is likely that he enjoys being in contact with other people on a daily basis, and would most likely be very interested in activities that require building and maintaining relationships with clients and colleagues.

ENTERPRISING

Score
6.5

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
6

0

10

Jean Dupont's responses indicate an interest in enterprising activities. It is likely that he enjoys tasks that involve an aspect of initiative-taking and developing and implementing new ideas. However, he is unlikely to enjoy projects that require too much risk-taking.

Leadership

Score
7

0

10

Jean Dupont'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
4

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
6

0

10

Jean Dupont's responses indicate an interest in activities that require being methodical. It is likely that he enjoys tasks that involve attention to detail and organisation. However, he also enjoys a certain degree of flexibility, and may prefer being involved in tasks that do not always ask for very high levels of structure.

Interest in Data and Numbers

Score
2



Jean Dupont's responses do not seem to indicate an interest for activities that involve data and numbers. He is not likely to have a preference for tasks that involve reasoning with numbers or working with statistical data, and may not enjoy analysing or understanding data sets.

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%.

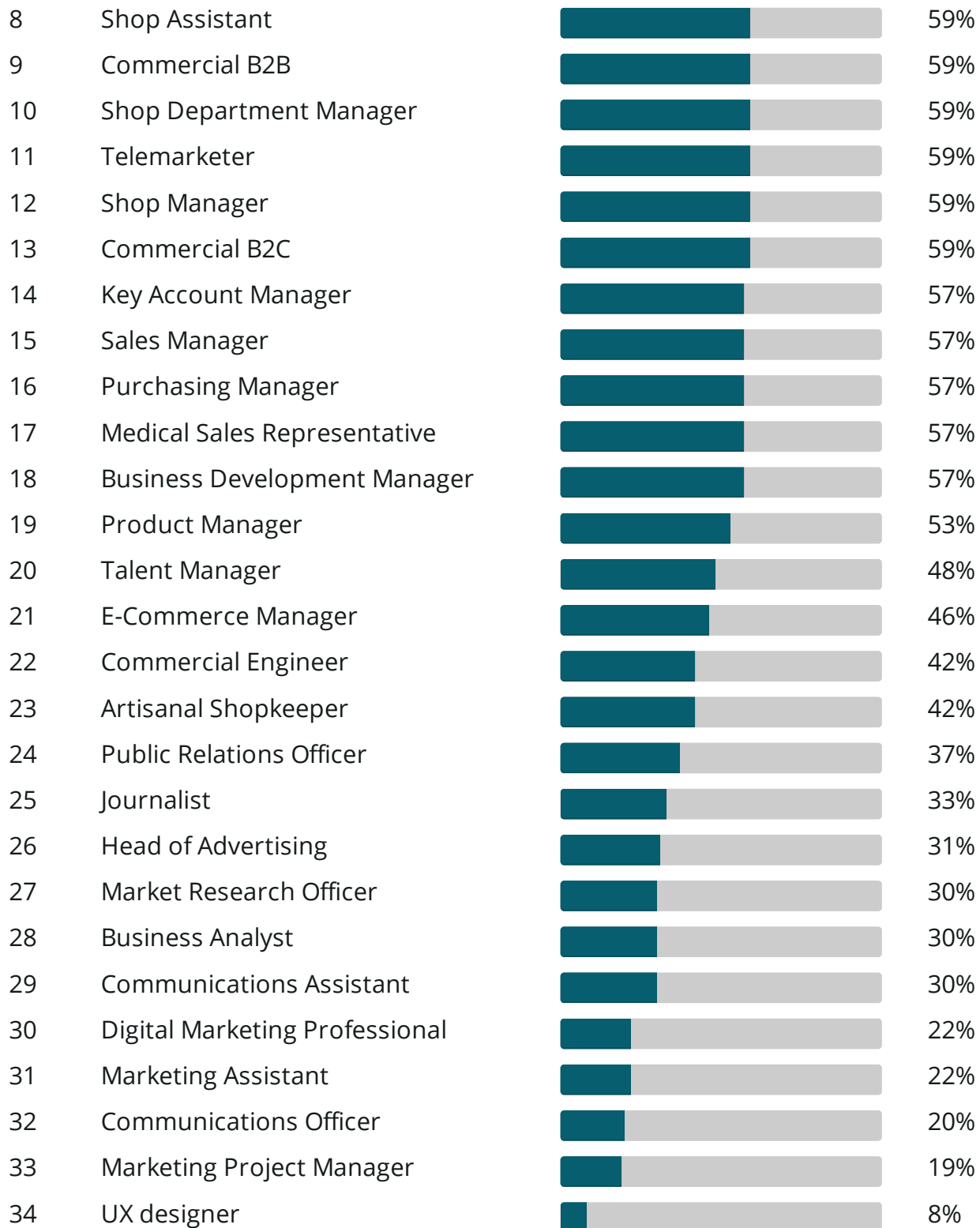
Click on '**Details**' (only in HTML version of the report) to view the graph superimposed on the ideal graph for that particular job.

Administration, finance, accounting and legal

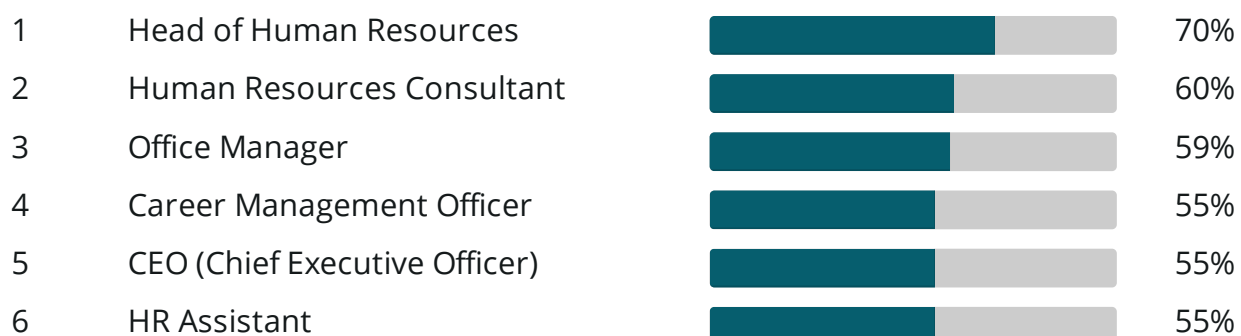
1	Bank Employee (customer-facing)		66%
2	General Insurance Agent		60%
3	Magistrate/Judge		55%
4	Admin Assistant		53%
5	Chief Financial Officer		53%
6	Lawyer		51%
7	Tax Inspector		46%
8	Stock Market Specialist		46%
9	Tax Lawyer		44%
10	Lawyer (in-house)		44%
11	Notary		44%
12	Actuary		40%
13	Legal Administrator		39%
14	Asset Management Consultant		39%
15	Accountant		37%
16	Accounting and Financial Auditor		35%
17	Financial Analyst		22%

Commercial sales, communication and marketing

1	Restaurant Manager		68%
2	Customer Service Representative		64%
3	Flight Attendant		64%
4	Travelling Salesperson		62%
5	Sales Team Leader		60%
6	Real Estate Agent		60%
7	Travel Agent		60%

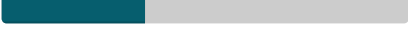
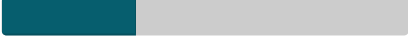


HR and Business Management



7	Recruitment Officer		55%
8	Head of Administration and Payroll		51%
9	Executive Assistant		48%
10	CSR Manager		44%
11	Project Manager		42%
12	Consultant		35%

Logistics, IT, production and safety

1	Security Specialist		66%
2	Police Commissioner/Lieutenant		66%
3	Police Officer		64%
4	Passenger Transport Driver		60%
5	Horticulturalist		59%
6	Site Manager/Foreperson		57%
7	Head Chef		55%
8	Farmer/Agricultural Worker		53%
9	Building Craftperson		53%
10	Merchandise Transport Driver		51%
11	Airline Pilot		48%
12	Logistics Specialist		44%
13	Industrial Technician		42%
14	Director of Information Systems		42%
15	Air Traffic Controller		40%
16	IT Project Manager		40%
17	Network Administrator		39%
18	IT Technician		39%
19	Cybersecurity consultant		37%
20	Research Engineer		35%
21	Webmaster/Website Administrator		35%
22	Lead Developer		35%
23	Civil Engineer		35%
24	Full stack developer		33%
25	Quality Controller		33%
26	Industrial engineer		33%
27	DevOps Engineer		26%

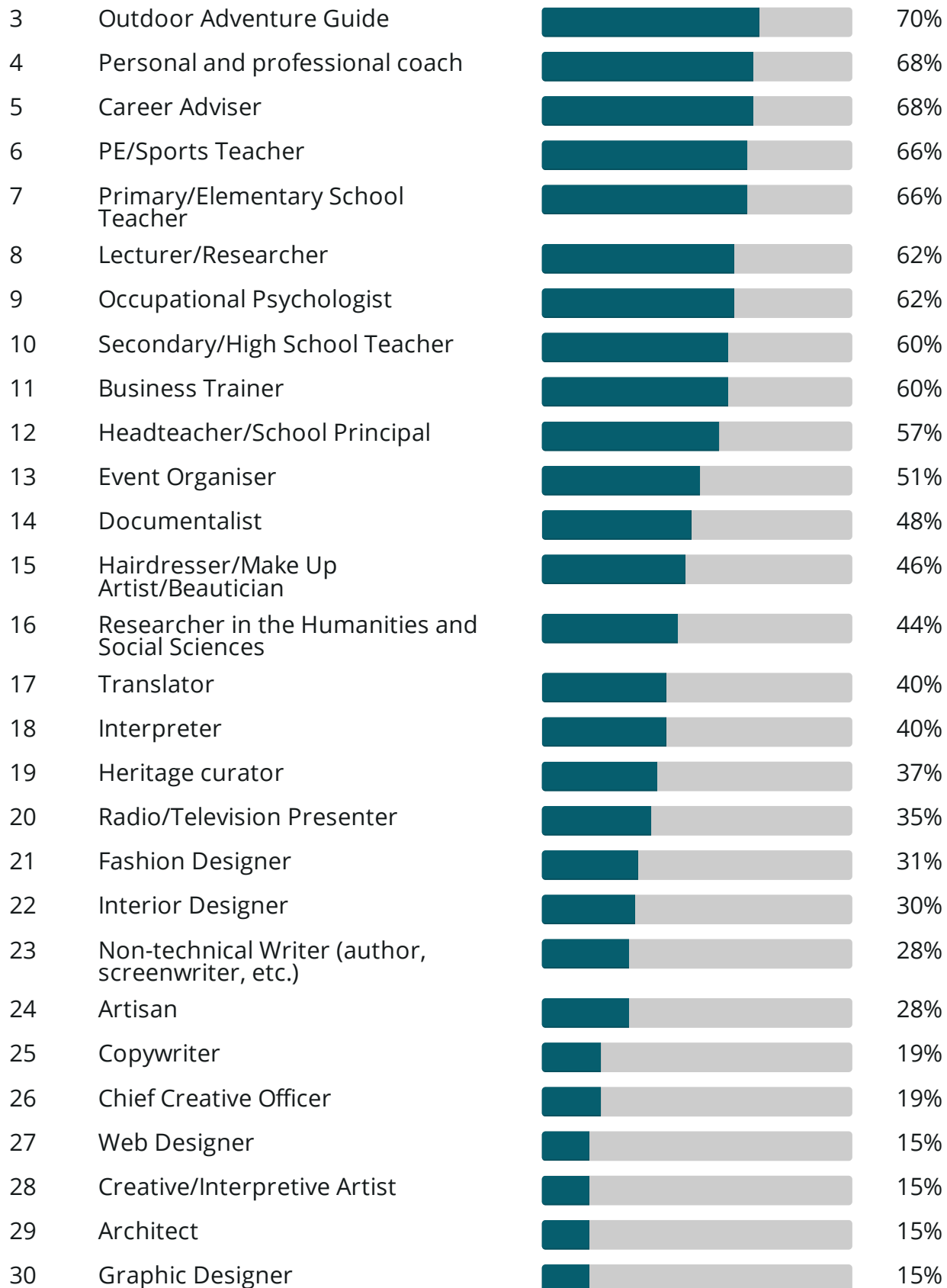
28	Data scientist		26%
29	Multimedia Designer		26%
30	Programmer Analyst		26%
31	Industrial Designer		22%

Science, health and environment

1	Ambulance Driver		66%
2	Clinical Psychologist/Psychotherapist		64%
3	Pharmacist		60%
4	Therapist (sensory re-education)		60%
5	Physiotherapist/Osteopath/Acupunctur		60%
6	Nutritionist/Naturopath/Homeopath		60%
7	Health Care Support Staff		59%
8	Consultant (medicine)/Attending Physician		59%
9	Emergency Doctor		57%
10	Surgical Assistant		57%
11	General Practitioner (GP)		53%
12	Nurse		53%
13	Health/Social Care Facility Manager		53%
14	Medical Services Coordinator		53%
15	Surgeon		53%
16	Prosthetist/Orthotist (audio, visual, dental, etc.)		51%
17	Environmental Consultant		50%
18	Medical Technician		48%
19	Dentist		48%
20	Research Technician (scientific or medical)		46%
21	Veterinarian (Vet)		44%
22	Scientific Researcher		35%
23	Biotechnology engineer		31%
24	R&D engineer		30%

Social, education, art, sports and leisure

1	Social Worker		77%
2	Teacher (vocational courses)		71%



7 – WORKPLACE COMPETENCIES

Suitability of the candidate's personality in relation to the competencies

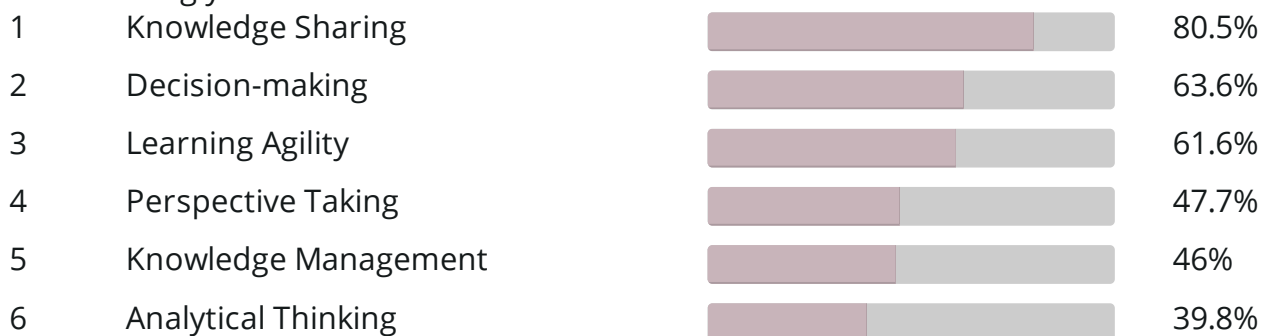
This section analyses the candidate's position with regard to key competencies. The suitability (on a scale from 0 to 100%) is derived from the RIASEC interests. They are based on statistical studies and theoretical models.

A perfect match corresponds to 100%.

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

Analysis & Expertise

Gathering, evaluating, and using relevant information to understand the environment and act accordingly.



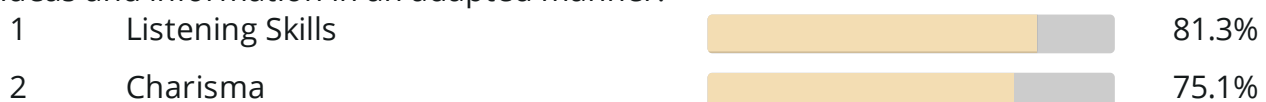
Commercial Skills

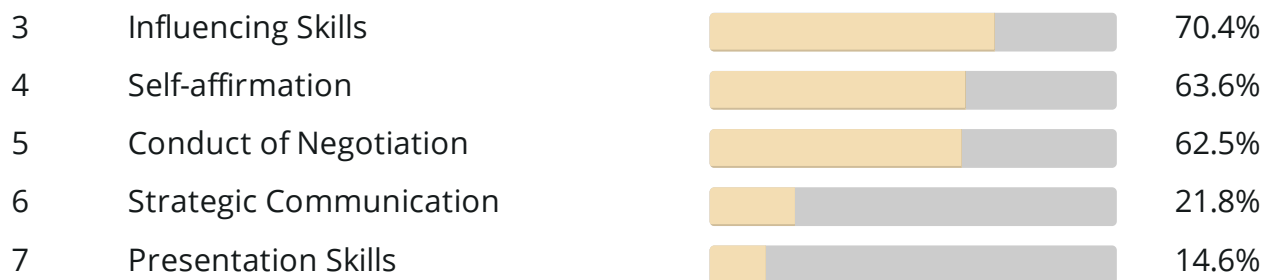
Achieving sales goals by convincing clients, maintaining sales pressure and identifying business opportunities



Communication & Influence

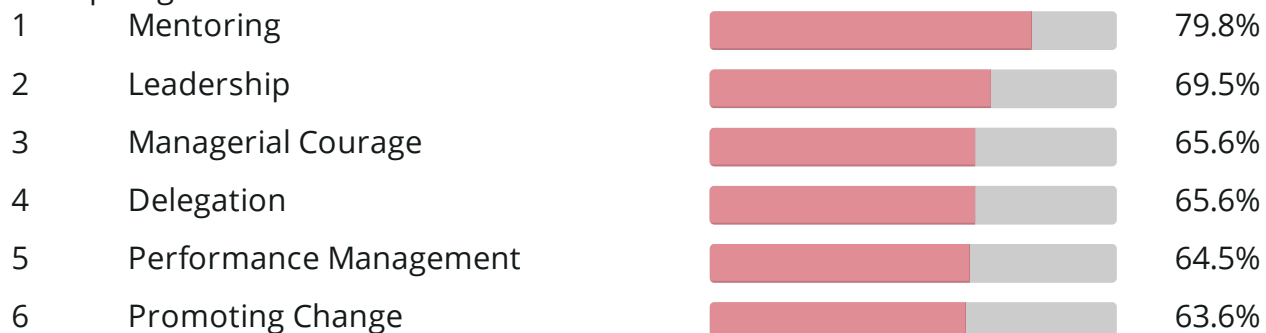
Understanding and being understood by others by actively listening to others and sharing ideas and information in an adapted manner.





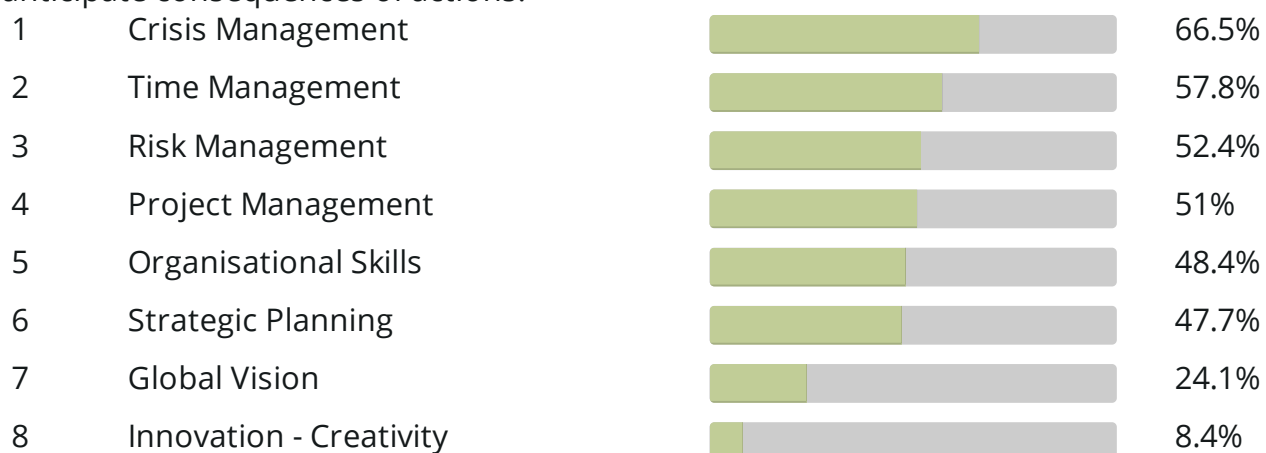
Management

Leading a team, knowing how to delegate and evaluate performance, and communicating in an inspiring manner.



Planning & Vision

Assessing the environment in order to think creatively, organise work effectively, and anticipate consequences of actions.



Practical Skills

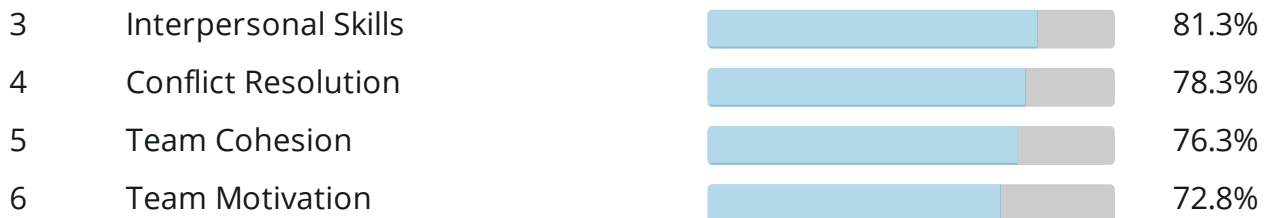
Executing tasks that involve concrete results, whether this is working outdoors, with objects or with technical equipment.



Relationship management

Interacting effectively with others, promoting cooperation, minimising conflict and enabling people to work towards common goals.





Self-Management & Self-Knowledge

Questioning one's thoughts and actions in a deliberate and pertinent manner and knowing how to manage them appropriately.



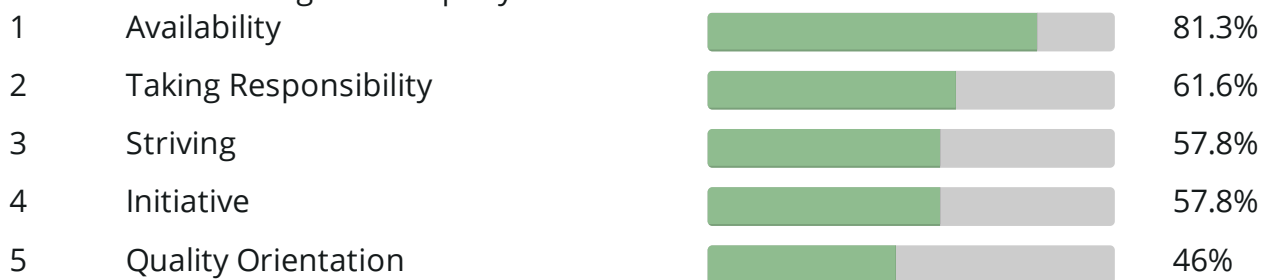
Values & Integrity

Following principles and standards of ethical behaviour and thereby helping to create and maintain a positive work environment.



Work commitment

Demonstrating sincere commitment to, and adhering to, the company's goals, with the overall aim of moving the company forward.



Notes

