

Report for
Andrew Jones

Date of completion 20/04/2024



Your Greatest Strengths
Career Options
Career Development
Career Enjoyment Analysis

This introduction enables you to better understand how to get the most from your Harrison Reports. The highlighted items are key terms and phrases.

Your Role, Interactions, and Current Issues

Before reviewing your Harrison Reports, reflect on the following and write down some brief answers:

Your Role: What are your key responsibilities? (For example: Managing others' performance, formulating strategies, innovating, implementing, or selling).

Your Interactions: What types of interactions do you have with others? (For example: brainstorming, holding others' accountable, influencing ideas, making collaborative decisions, providing clarity around objectives or priorities, or responding to others' needs).

Current Issues: Which of your responsibilities do you think are going well? What aspects of your job do you find most challenging? What do you want to improve?

The above issues provide a context for better understanding your reports.

What Harrison Measures

Harrison measures **behavioral tendencies, interests, and preferences**. We don't put people in boxes with labels like general personality assessments do. The purpose is to help you navigate your career by identifying your **key strengths, best roles, and ways to further your success**.

Enjoyment Performance Theory



When we enjoy a task or behavior, we tend to do it more often and get better at it.

This elicits positive feedback or a sense of satisfaction, which reinforces enjoyment and tendency. The cycle repeats.

When we don't enjoy a task or behavior, we tend to avoid it and we don't get better at it.

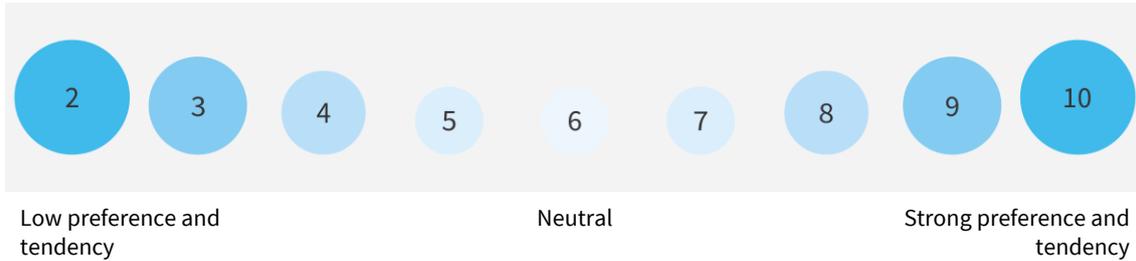
This elicits negative feedback or a sense of dissatisfaction, which reinforces dislike and avoidance. The cycle repeats.

Focus on Trait Definitions

Trait names appearing on the reports have a definition next to it. Focus on the definition because the meaning can often be **misinterpreted**. What is measured is the definition, not the trait name. For example, Harrison's definition for Assertive is "the tendency to put forth one's own wants and needs". It does not mean being pushy or aggressive.

The Harrison Measurement Scale

Traits are measured on a 2 to 10 scale with your strongest preference and tendency being 10 and your lowest preference and tendency being 2. A score of 6 is the midpoint in which you neither like or dislike that factor. The intensity of the preference/tendency starts from 6 (the midpoint) and accelerates in both directions. A score above 9 indicates an extremely strong preference/tendency and a score below 3 indicates an extremely strong preference not to do it.



Reliability

How do we know your answers on the questionnaire are reliable? The Harrison technology compares your answers to determine reliability. Your reliability percentage is 99.2 indicating that your answers were truthful, self-aware, and you were paying attention.

Highlighted Traits Relate to Your Job

On some reports, factors have highlights indicating a specific job was selected when running the report. If the trait has a green highlight, a high score (the higher the better) is likely to contribute to job satisfaction and success for that job. If the trait has a blue highlight, a lack of that trait (a score of less than 5) could hinder your satisfaction and success for that job.

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RELIABILITY - 99.2%

Answers were very likely accurate and truthful

ORGANIZATION

Victor Kwok Team



Understanding Your Greatest Strengths Report

This report identifies and describes key strengths, which when leveraged, can enable you to accelerate your career. There are two different types of strengths measured; those that are specific to an individual trait which may only apply to an explicit situation or job/role, and those that are paradoxical. Paradoxical strengths have a unique advantage in that they enable you to respond effectively to any situation in your work or personal life. They consist of a pair of traits that seem to be contradictory, but are in fact complementary or synergistic. You have a genuine strength if you are strong on both traits of a paradoxical pair. For example, being both direct and to the point, while also being respectful is more likely to achieve the goal of getting one's communication across.

Job Seekers

If you are currently a job seeker, being able to clearly verbalize your strengths can help you to get the job you are seeking. Consequently, we recommend that you reflect on the strengths below as well as your achievements that were a result of applying these strengths. This will enable employers to better understand how your unique strengths can create value for their organizations.

Currently Employed

If you are currently employed, look for ways you can further apply these strengths in your current job. The more you can apply your strengths, the more likely you will achieve high levels of job satisfaction and career success.

Making Thoughtful Conclusions

You enjoy reflecting on different ideas and opinions and you are generally open-minded. You are likely to be good at brainstorming.

You are usually confident in your opinions, yet you continue to explore different viewpoints and adjust your opinions when appropriate. Even though you are reasonably certain of your opinions, you consider different ideas before coming to a conclusion. As a result, your conclusions are thoughtful and well considered. Although you are reasonably certain, you are quick to change your opinion if a better idea is presented. Even though you are open to the ideas of others, you are usually not swayed by their opinions unless they have a better idea.

Logically Solving Problems

Even though you tend to be analytical, you also generally tend to be intuitive. As a result, you are probably reasonably good at problem solving. Your tendency to use both left and right brain functions enables you to sense the important factors while at the same time arrive at logical conclusions. This usually gives you a good insight into situations and problems.

Continuously Improving

Your interest in self-improvement combined with a reasonable level of self-acceptance reflects a reasonably healthy self-esteem. You are usually open to corrective feedback and willing to change when necessary. By being reasonably comfortable within yourself, you tend to make others more comfortable with you.

Striving for Achievement

When working on a project you like to work at a quick pace which can enable you to be productive.

You can work very well on your own without much supervision.

You have a clear idea about what you want and you are motivated by a job that helps you to achieve those goals.

Building Affinity And Accountability

You tend to frequently express warmth and empathy.

You are very outgoing and enjoy meeting and interacting with people. This can put others at ease and provide you with many opportunities for networking that can benefit your career.

You enjoy persuading others toward your viewpoint. This can be useful for selling your ideas or managing others.

Communicating Considerately And Truthfully

Your reasonable level of frankness combined with your very high level of diplomacy helps you to maintain good communication with your co-workers. This communication skill helps you to communicate diplomatically and straightforwardly at the same time. In addition, you can be either diplomatic or frank as the situation requires. Most people appreciate your authenticity and respectfulness.

You accept others telling you what is on their mind even if they are somewhat blunt. This helps you to learn things from others and facilitates better teamwork.

Achieving Innovation

You tend to be very determined and persevering with a task despite many obstacles.

Your very high level of persistence enables you to drive projects to completion with unusual determination.

Engaging In Participative Management

Your strong willingness to accept decision-making authority enables you to take charge and accept full responsibility for decisions that need to be made.

You are very willing to undertake leadership responsibility.

Looking for Win-win Solutions

You tend to be extremely helpful and conscious of others' needs.

By being extremely helpful, you tend to establish good working relationships with your co-workers.

You very much want your work to provide a meaningful contribution to the world. When there is alignment with your organization's objectives, you will feel strong loyalty and motivation. Your benevolent intentions are very likely to inspire others.

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Welcome to Career Options

Your career choice is one of the most important decisions you will make in your life. The Career Options report is a valuable tool for starting, changing, and developing your career. It measures 175 factors including your task preferences, motivations, work environment preferences, interests, and interpersonal preferences. The system compares your preferences to the requirements of 726 career options to determine the careers you are most likely to enjoy. Please note this is an assessment of Suitability (how likely you are to enjoy a particular career). It is not an assessment of your education, experience, or ability to perform specific tasks. You will need to consider these factors separately.

Instructions

The Career Options report is designed to provide you with more information so you can make more informed decisions about your future. Use the information below to help you validate your initial thoughts and investigate career options you may not have previously considered.

Your careers are listed in order of your career satisfaction or suitability. The Career Satisfaction scores are to the right of each career in percentages. The highest possible score is 100%. A score of 80 or greater indicates this career is likely a good match for your preferences and that it is worth investigating further. However, don't decide on a career just because it has a high score. You also need to review job descriptions, educational requirements, future prospects for employment and other relevant details to see if it meets your requirements.

It is a good idea to short list the careers that you want to learn more about. You can then generate a Career Enjoyment Analysis report to look into the specific tasks and traits required for that career to get a deeper understanding of what you will and will not enjoy about it.

Success & Happiness

Our research has shown that people who enjoy at least 75% of the main tasks of their job are three times more likely to be successful in that job. Performance Enjoyment Theory states very simply that the more we enjoy a task, the more we perform it and consequently the better we get at it. When you think about your career choice in this way you realize that enjoying your career is not only important for your happiness, it is vitally important for your success.

Career scores

The scores related to each career are intended to point you in the right direction while exploring your career choices. A high score doesn't mean that you should select that career. Rather, it means you would probably enjoy most of the tasks, subjects, and interactions that are typically related to that career. However, there may be specific jobs within a career that are somewhat different and thus, in some cases, you might find a job that you like within a career that scores low, or you might not prefer a specific job within a career where you score high. However, by understanding your preferences related to a career, you are in a better position to ask the right questions related to a specific job.

Next steps

Career suitability is a good starting place to explore your career but you also need to consider other factors such as educational requirements, likelihood of being selected, career development opportunities, and pay scales.

Get as much information about your short-listed careers as possible. You can speak with a Career Counsellor or School Guidance Counsellor in addition to looking up the career and reading about it on the internet. If you know someone who works in that career, call them and ask if they wouldn't mind discussing it with you. Most people will be more than happy to help you. You could also contact a related professional organization or call employers who have advertised job openings for this career.

Remember only you know what truly appeals to you. The Career Navigator can provide valuable insight and information, but as always the final decision is yours. Good luck!

Further Information

For further information about salaries, availability, training and career descriptions, use an internet search engine to discover more careers in your country. For example, you can find the United States government publication of the Occupational Outlook Handbook online at <http://www.bls.gov/ooh> or you can explore the home site on <http://www.bls.gov>. You can also find the Occupational Outlook Handbook at your local library.

Disclaimer: This report is based on more than 20 years of research and applied application in more than 60 countries. Although the algorithms that derive the information have proven to be accurate, every statement is not necessarily correct. Harrison Assessments Int'l, and its associated companies do NOT accept any liability of any kind including negligence related to the accuracy or the use of this information.

Displays careers that could require a Bachelor's degree

| Customer Service and Hospitality | |
|---|---------------------------|
| Career Name | Career Satisfaction Level |
| <p>Hotel Desk Clerk: Greet, register, and assign rooms to guests of hotels or motels and issue room keys. Post charges, such as those for food, liquor, or telephone calls. Compute bills, collect payments, and make changes for guests. Perform bookkeeping activities, such as balancing accounts and conducting nightly audits. Contact housekeeping or maintenance staff when guests report problems.</p> | 74.8% |

| Healthcare | |
|---|---------------------------|
| Career Name | Career Satisfaction Level |
| <p>Social Worker: Counsel and aid individuals and families with problems relating to personal and family adjustments, finances, employment, food, clothing, housing or other human needs and conditions. Interview individuals to assess social and emotional capabilities, physical and mental impairments, and financial needs. Lead group counselling sessions to provide support in such areas as grief, stress or chemical dependency. Serve as liaison between student, home, school, family service agencies, child guidance clinics, courts, protective services, doctors and clergy members. Maintain case history records and prepares reports.</p> | 87.2% |
| <p>Vocational Rehabilitation Specialist: Develop proposals for rehabilitation programs to provide needed services, utilizing knowledge of program funding sources and government regulations. Consult with community groups and personnel from rehabilitation agencies to identify need for new or modified vocational rehabilitation programs. Collect and analyze data to define and resolve rehabilitation problems, utilizing knowledge of vocational rehabilitation theory and practice. Monitor program operations and recommend additional measures to ensure programs meet defined needs. Plan and provide training for vocational rehabilitation staff.</p> | 84.8% |
| <p>Marriage and Family Counsellor: Ask questions that will help clients identify their feelings and understand their behaviors and interactions. Counsel clients on concerns, such as unsatisfactory relationships, divorce and separation, as well as the implications for children of the relationship. Encourage couples to develop and use skills and strategies for confronting their problems in a constructive manner. Maintain case files that include activities, progress notes, evaluations and recommendations.</p> | 82.1% |
| <p>Psychiatric/Medical Social Worker: Counsel clients and patients, individually and in group sessions, to assist in overcoming dependencies, adjusting to life and making changes. Interview clients, review records and confer with other professionals to evaluate mental or physical condition of client or patient. Formulate or coordinate program plan for treatment, care and rehabilitation of client or patient, based on social work experience and knowledge. Monitor, evaluate and record client progress, according to measurable goals described in treatment and care plan.</p> | 77.4% |
| <p>Clinical Informatics Specialist: Support physicians, clinicians, health care workers, affiliates and partners by providing continuous support, troubleshooting and identifying opportunities for clinical information system improvements. Promoting future and present system functionality by designing, building and testing clinical information systems. Support hospitals by driving the evolution of customer-oriented, cost-effective and integrated health information management systems.</p> | 67.6% |

Healthcare

| Career Name | Career Satisfaction Level |
|--|---------------------------|
| Psychiatric Nurse: Provide nursing care to mentally ill, emotionally disturbed or mentally challenged patients. Participate in rehabilitation and treatment programs, and help with personal hygiene. Administer oral medications and hypodermic injections, following physician's prescriptions and hospital procedures. Monitor patient's physical and emotional well-being and report to medical staff. Take and record measures of patient's general physical condition, such as pulse, temperature and respiration, to provide daily information. Lead prescribed individual or group-therapy sessions as part of specific therapeutic procedures. | 67.1% |

Human Resources

| Career Name | Career Satisfaction Level |
|---|---------------------------|
| Employee Coaching or Counselling Specialist: Coach employees to increase performance. Help employees with personal problems. Interact with managers to help them coach more effectively. | 67.6% |

Office and Administrative Support

| Career Name | Career Satisfaction Level |
|--|---------------------------|
| Receptionist: Receive or greet visitors, patients or clients. Answer telephone calls. This role involves minimal administrative responsibilities. | 75.8% |

Sales, Marketing and Retail

| Career Name | Career Satisfaction Level |
|---|---------------------------|
| Salesperson with Closing Emphasis: Initiate contact with customers and interact with them to discover their needs. Persuade customers to purchase something that meets their needs. | 86.6% |
| Salesperson with Prospecting and Closing Emphasis: Find new customers through calling, networking or other means. Initiating contact with prospects and try to establish their interest in the product. Persuade the customer to purchase. | 83.2% |
| Public Relations with Media Focus Specialist: Conduct public relations through media such as television or radio. Respond to requests for information from the media or designate an appropriate spokesperson or information source. Study the objectives, promotional policies, or needs of organizations to develop public relations strategies that will influence public opinion or promote ideas, products, or services. Plan or direct development or communication of informational programs to maintain favorable public or stockholder perceptions of an organization's accomplishments or agenda. Establish or maintain cooperative relationships with representatives of community, consumer, employee, or public interest groups. Prepare or edit organizational publications for internal and external audiences, including employee newsletters and stockholders' reports. | 69.9% |

Sales, Marketing and Retail

| Career Name | Career Satisfaction Level |
|--|---------------------------|
| <p>Marketing Research Interview Specialist: Interview persons face-to-face or by phone, or conduct surveys by mail, following a prescribed questionnaire. Explain the purpose of the interview and obtain consent to conduct them. Clarify misunderstandings with a view to obtaining more accurate information. Record responses and classify, as per given instructions. Analyze data obtained or write reports, detailing both quantitative and qualitative information.</p> | 68.5% |

Services - Broadcasting & Entertainment

| Career Name | Career Satisfaction Level |
|---|---------------------------|
| <p>Motion Picture Camera Operator: Operate television, video or motion picture cameras to record scenes for television broadcasts, advertising or motion pictures. Compose and frame each shot with attention to light, lenses, film, filters and camera settings to achieve specific effects. Edit video for broadcast productions, including non-linear editing. Confer with directors and other crew members to determine filming sequences and desired effects.</p> | 83.4% |
| <p>Producer: Plan and coordinate various aspects of radio, television, stage or motion picture production, such as selecting script, coordinating writing, directing and editing and arranging financing. Conduct meetings with staff to discuss production progress and to ensure production objectives are attained. Select and hire cast and staff members, and arbitrate personnel disputes. Establish management policies, production schedules and operating budgets for production. Review film, recordings or rehearsals, to ensure conformance to production and broadcast standards.</p> | 81.9% |
| <p>Film/Television Director: Interpret scripts, conduct rehearsals and direct the activities of cast and technical crew for stage, motion pictures, television or radio programs. Supervise and coordinate the work of camera, lighting, design and sound crewmembers. Plan details such as framing, composition, camera movement, sound and actor movement for each shot or scene. Confer with technical directors, managers, crew members and writers, to discuss details of production, such as photography, script, music, sets and costumes.</p> | 80.5% |
| <p>Sound Equipment Technician: Install, maintain and repair sound and intercommunication systems, multiple antenna systems, closed circuit TV systems and associated apparatus. Test and repair equipment, using hand tools, soldering irons and electronic test meters. Test installations to verify their proper function, by listening to sound and testing outputs. Drive a sound truck.</p> | 79.5% |
| <p>Lighting Technician: Set up and operate lighting equipment in television and in film, liaise with the director and/or other staff to interpret their creative vision into the lighting design. Establish lighting requirements, coordinate equipment as required. Assemble all the lighting and filter equipment needed, ensure all lighting equipment is in working order and organize any necessary scaffolding and cranes. Program and operate lighting consoles.</p> | 75.8% |
| <p>Multimedia Production Specialist: Create special effects, animation or other visual images using film, video, computers or other electronic tools and media, for use in products or creations, such as computer games, movies, music videos and commercials. Create two-dimensional and three-dimensional images depicting objects in motion or illustrating a process, using computer animation or modelling programs. Develop briefings, brochures, multimedia presentations, web pages, promotional products, technical illustrations and computer artwork, for use in products, technical manuals, literature, newsletters and slide shows.</p> | 74.4% |

Services - Broadcasting & Entertainment

| Career Name | Career Satisfaction Level |
|---|---------------------------|
| Film Editor: Organize and string together raw footage into a continuous whole. Trim film segments to specified lengths, and reassemble segments in sequences that present stories with maximum effect. Using editing equipment, edit films and videotapes to insert music, dialogue, and sound effects. Verify key numbers and time codes on materials; mark frames for beginning or ending. | 74.4% |
| Musician: Play one or more musical instruments in recital, in accompaniment, or as members of an orchestra, band or other musical group. Practice musical instrument performances. Perform before live audiences and promote music by participating in media interviews and other activities. Audition for orchestras, bands or other musical groups. | 69.1% |

Services - Personal & Home

| Career Name | Career Satisfaction Level |
|--|---------------------------|
| Human Services Worker: Assist in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation or dependent care. Keep records or prepare reports for owner or management concerning visits with clients. | 97.1% |
| Career Counselor: Advise youth to assist them in developing their educational and vocational objectives, as well as helping them understand and overcome personal and social problems. Collect and evaluate information about youths' abilities, interests and personality characteristics, using records, tests and interviews. Compile and study occupational, educational and economic information to assist youth in making and carrying out vocational and educational objectives. | 95.0% |
| Director of Religious Activities: Plan, direct, or coordinate programs designed to promote the religious education or activities of a denominational group. Provide counseling and guidance relative to marital, health, financial and religious problems. Identify and recruit potential volunteer workers. Train and supervise religious education instructional staff. | 86.1% |
| Youth Worker: Work with young people to encourage their growth and development. Select appropriate curricula or class structures for educational programs. Implement program plans. Collaborate with various others to develop ways to encourage program participation. | 82.4% |
| Religious Leader: Conduct religious worship and perform other spiritual functions associated with beliefs and practices of religious faith or denomination. Provide spiritual and moral guidance and assistance to members. Prepare and deliver sermons or other talks. Visit people in homes, hospitals or prisons to provide them with comfort and support. | 74.7% |
| Veterinarian Assistant: Assist veterinarians in variety of animal health-care duties, including injections, venipunctures and wound dressings. Prepare examination or treatment room, prepare patients, medications, equipment, and hold or restrain animals during procedures. Assist veterinarians during surgical procedures, passing instruments and materials in accordance with oral instructions. Complete routine laboratory tests and care for and feed laboratory animals. | 67.8% |

Technology - Hardware Manufacturing

| Career Name | Career Satisfaction Level |
|---|---------------------------|
| Printed Circuit Board Engineer: Map out PCB (Printed Circuit Board) circuits. Draft PCB circuit diagrams. Conduct electromagnetic interference inspections. Plan PCB testing schedules. Resolve circuit problems. | 72.8% |
| RF Communications Engineer: Set up and oversee the communication base station. Support telecommunications tasks and maintain the base station equipment. Manage data related to telecommunications research and development. | 67.1% |

Technology - Software & Services

| Career Name | Career Satisfaction Level |
|---|---------------------------|
| Computer Support Specialist: Provide technical assistance to computer users. Answer user inquiries regarding computer software or hardware operation to resolve problems. Read technical manuals, confer with users or conduct computer diagnostics to investigate and resolve problems, or to provide technical assistance and support. Install and perform minor repairs to hardware, software or peripheral equipment following design or installation specifications. Prepare evaluations of software or hardware, and recommend improvements or upgrades. | 74.9% |

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RELIABILITY - 99.2%

Answers were very likely accurate and truthful

ORGANIZATION

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Welcome to Career Development

This report identifies your strong interests, task preferences and work environment preferences in the sections below. It is recommended that you seek employment that makes best use of those strong areas as this will increase your work satisfaction and likelihood of success. This report also outlines your tendencies related to interpersonal interactions, providing key points that are your strong areas as well as key areas that you may wish to develop. The motivation section identifies key issues related to your motivation, enabling you to leverage your motivational strengths as well as identify areas for development. If you plan to be in a decision-making role or leadership role, you can also review these sections to better leverage your strengths and plan for areas of development. For career development it is recommended that you select only one or two areas that you think will have the greatest impact on your career and then explore courses or other means of development related to those areas.

Your Task Preferences

The following are tasks you find enjoyable. It would be beneficial to have a career that involves doing most of these tasks (listed in order of importance):

- Doing something that helps others or society
- Meeting and interacting with new people
- Analyzing facts, problems and decisions
- Working with numbers

The following are tasks you tend to dislike. It would be beneficial if your career involves doing little of these tasks (listed according to greatest dislike first):

- Doing tasks that need to be done precisely
- Enforcing rules
- Fixing or repairing something
- Building or making something
- Researching or learning new information
- Doing physical work
- Doing clerical work

Your Interests

The following are interests that are important to you. It could be beneficial to incorporate some of these interests into your career:

- Animals
- Food
- Electronics

- Plants
- Psychology
- Entertainment
- Computer Software
- Computer Hardware

The following are areas in which you lack interest. It would be beneficial to avoid these areas as central aspects of your career:

- Children
- Sports
- Travel
- Writing or Language
- Health or Medicine
- Medical Science

Your Preferred Work Environment

You don't mind the pressure of deadlines and probably even find it stimulating.

You don't mind sitting for long periods.

You may find it rewarding to have a career that involves working with the general public.

It would be best for you to work indoors.

You need to avoid a position that requires standing for long periods.

You need to avoid a position that involves a great deal of repetitive and monotonous tasks.

Your Interpersonal Skills

Generally, you are extremely optimistic and have a positive outlook. This will support your career development. You can be relaxed while working, but you may be experiencing a little tension. Although many people have an even higher level of tension, it would be better for your health to learn to relax more. You are also moderately able to deal with stress when it occurs.

You would work best in a career that involves a lot of interaction with people. You are reasonably forthright or frank. You are very capable of being tactful. Your ability to be tactful and direct at the same time enables you to maintain good communication in your working relationships. This should help your career and enable you to work more effectively with others. You are moderately able to put forward your own needs. You are extremely helpful and conscious of others' needs. This is reasonably balanced and will help you to have positive interactions with others. You are reasonably self-accepting. You have a reasonably strong intention to improve yourself. This is somewhat balanced. You tend to be tolerant of people who are blunt. You are very outgoing. Thus you probably enjoy a career that involves meeting new people. You enjoy trying to influence others. You are extremely empathetic and warm, however you may at times become overly emotional. Your warm-heartedness will enable you to influence others more successfully.

Overall, your interpersonal skills are good and these skills will be an asset in your career.

Your Motivation

You are very self-motivated, you are likely to succeed in almost any career, especially in a career you enjoy. You take a great deal of initiative. You need to have very challenging work, and you are clear and enthusiastic about your goals. You want a great deal of autonomy in your work. You are happy to do tasks that require a great deal of perseverance.

You are highly motivated by (listed in the general order of importance):

- A chance to have decision-making authority
- A chance to take initiative
- Having challenging work
- An opportunity to do something worthwhile for society
- An opportunity to be in a leadership position
- An opportunity to achieve your goals

You will probably be demotivated by (listed in the general order of importance):

- Having to work closely with a supervisor
- Goals unrelated to your own

Your Decision-making

You enjoy analyzing facts and decisions, and you are very willing to assume decision-making authority. You are moderately willing to collaborate with others with regard to making decisions. You may be reasonably intuitive and use this intuition for making decisions.

You are very willing to take risks, and you are extremely optimistic about the outcome. You probably spend reasonably little time analyzing the potential difficulties of a plan or strategy. This may not be enough for the degree of risk you like to take. You may make decisions based upon hope rather than on an examination of the facts.

You normally approach decisions with an open and reflective mind, but you have reasonably strong opinions. To some degree you prefer making decisions based upon what is tried and tested but you are sometimes willing to try new approaches. You have some interest in planning, but you prefer not to spend much time focusing on details. You may not be very systematic in your approach to plans and decisions. You usually like to make decisions reasonably quickly.

Your Leadership

Your clear goals, combined with your enthusiasm, will probably enable you to articulate a vision that will motivate others. You are very interested in being in a leadership position. You are motivated by challenging goals, and your goals are clear. Also, your optimism could also help you motivate others. Your vision or goal genuinely includes benefiting others or society. In this respect, you are more likely to gain a wider support and acceptance. You have a natural tendency to try to influence others, and you give moderate importance to trying to enlist the cooperation of others. You are comfortable making presentations to groups and this could be an excellent means of facilitating your leadership.

You are very self-motivated. This is a great asset to your leadership. You tend to take a great deal of initiative. Consequently you are more likely to be successful in a career and as a leader. Your determination to reach a goal is a very good asset for a leader. You can be a little disorganized at times. Thus you will need the support of an assistant

who is very organized. You will tend to create a reasonably adaptable organization. You tend to be flexible and adaptable to changes.

Your intention to improve yourself is a good asset as a leader. It allows you to continue to develop yourself as well as set an example for others. You are reasonably self-accepting. This could be a beneficial trait for leadership. You have a good balance between wanting to improve yourself and liking yourself the way you are now.

You have a moderate desire to work for a capable authority, and you want a great deal of autonomy in your work. This is normal for a leader.

In general, you have reasonably good interpersonal skills which will be of assistance to you in a leadership role. Your ability to mix and interact directly with the people working under you will enable you to gain a better perspective of your organization. You are extremely empathetic and warm which could be beneficial to your leadership. However, you dislike enforcing necessary rules. Consequently you may neglect doing so. Your ability to be direct and tactful at the same time will increase the loyalty and motivation of the people you lead. Your willingness for people to speak truthfully (even if they are a little blunt) will help you to be more informed and to better understand important issues. Your open-mindedness will help you gain respect.

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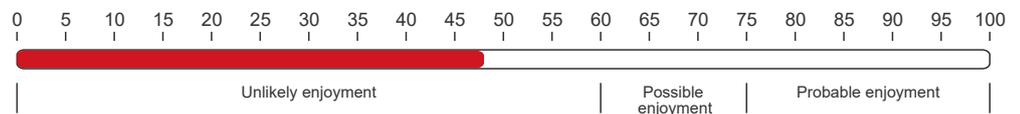


Welcome to Career Enjoyment Analysis

This report compares your preferences and interests to the tasks and interests related to work satisfaction and success for typical jobs within the career called Accountant/Bookkeeper. Keep in mind that while there is a good general reflection of the career, there may be specific jobs under this career name which emphasize somewhat different tasks and interests, and thus your score is not necessarily reflective of all jobs within this career title.

This report is divided into three sections: Key factors related to your enjoyment, Lesser Factors which could hinder your enjoyment, and Potential derailers.

Overall percentage of enjoyment = 48%



Summary of this career

Maintain financial records for the company including accounts payable, accounts receivable, payroll and tax records. Accurately determine the amounts. Accurately maintain records.

Possible educational requirements

- Trade School or 6-18 months of training
- 2 years of college or 18-36 months of training
- Bachelor's Degree
- Master's Degree

Areas of knowledge

CLERICAL

Knowledge of administrative and clerical procedures including systems such as word processing, managing files and records, stenography and transcription, designing forms, and other office procedures and terminology

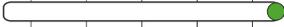
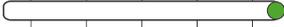
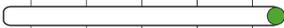
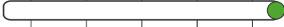
COMPUTER SOFTWARE

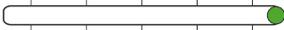
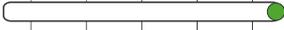
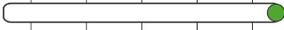
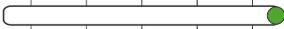
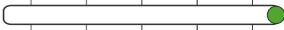
Knowledge of specialized software programs

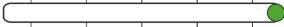
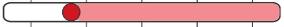
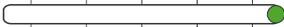
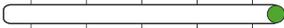
MATHEMATICS

Knowledge and application of methods such as arithmetic, algebra, geometry, statistics or calculus

| Key factors related to your enjoyment <i>These factors relate to areas in which a strong interest or enjoyment level is likely to help your enjoyment and success in this career, and a low level of interest or enjoyment is likely to hinder your enjoyment and success.</i> | Your Score | Strongly dislike | Dislike | Somewhat dislike | Occasionally enjoys | Moderate enjoyment | Some enjoyment | Substantial enjoyment | Strong enjoyment | Very strong enjoyment | |
|--|------------|--|---------|------------------|---------------------|--------------------|----------------|-----------------------|------------------|-----------------------|--|
| Precise: <i>The enjoyment of work that requires being exact and the tendency to be detail oriented</i> Narrative: You strongly dislike having to do precision tasks. You strongly prefer not to do work that requires a significant amount of time to be spent on precision tasks and may be severely lacking in attention to detail. Your dislike of precision tasks will probably have a strong negative impact on job satisfaction and/or performance. | 2.3 |  | | | | | | | | | |
| Finance / business: <i>The interest in commerce or fiscal management</i> Narrative: You are reasonably interested in business or finance. Your level of interest in business or finance is sufficient. | 7.0 |  | | | | | | | | | |
| Numerical: <i>The enjoyment of counting, calculating, or analyzing quantities using mathematics</i> Narrative: You enjoy working with numbers. Your enjoyment of working with numbers will probably have a slight positive impact on job satisfaction and/or performance. | 8.0 |  | | | | | | | | | |
| Organized: <i>The tendency to place and maintain order in an environment or situation</i> Narrative: You probably prefer not to do much organizing. You may do the minimum amount of organizing necessary and may occasionally lose efficiency without the support of others to help you organize. Your degree of being organized will probably have a substantial negative impact on job satisfaction and/or performance. | 3.9 |  | | | | | | | | | |
| Takes Initiative: <i>The tendency to perceive what is necessary to be accomplished and to proceed on one's own</i> Narrative: You very often tend to take initiative. This initiative will help you to achieve objectives. It is very important that the employer provides opportunities for initiative and guidelines regarding the type of initiative that can be taken. Otherwise, the initiative could be contrary to expectations. Your initiative will probably have a moderate positive impact on job satisfaction and/or performance. | 8.7 |  | | | | | | | | | |
| Analytical: <i>The tendency to logically examine facts and situations (not necessarily analytical ability)</i> Narrative: You tend to analyze difficulties, facts, and situations and enjoy it. Your degree of analysis is sufficient. | 7.5 |  | | | | | | | | | |

| <h2>Key factors related to your enjoyment</h2> <p><i>These factors relate to areas in which a strong interest or enjoyment level is likely to help your enjoyment and success in this career, and a low level of interest or enjoyment is likely to hinder your enjoyment and success.</i></p> | Your Score | Strongly dislike | Dislike | Somewhat dislike | Occasionally enjoys | Moderate enjoyment | Some enjoyment | Substantial enjoyment | Strong enjoyment | Very strong enjoyment |
|--|------------|--|------------------|-----------------------|---------------------|--------------------|----------------|-----------------------|------------------|-----------------------|
| Clerical: <i>The enjoyment of tasks such as typing or filing or organizing information</i> Narrative: You dislike clerical work and probably tend to avoid it. Your degree of enjoyment of clerical work will probably have a moderate negative impact on job satisfaction and/or performance. | 2.5 |  | | | | | | | | |
| <h2>Less important factors that could hinder your enjoyment</h2> | Your Score | Very strong hindrance | Strong hindrance | Substantial hindrance | Moderate hindrance | Slight hindrance | No hindrance | | | |
| Computers: <i>The enjoyment of working with electronic machines that calculate, store, or analyze information</i> Narrative: You generally enjoy working with computers. Your degree of enjoyment of working with computers is sufficient. | 6.6 |  | | | | | | | | |
| Open / reflective: <i>The tendency to reflect on many different viewpoints</i> Narrative: You enjoy reflecting on different ideas and opinions and are generally open-minded. You are likely to be good at brainstorming. Your degree of enjoyment when reflecting on different ideas and opinions is sufficient. | 8.2 |  | | | | | | | | |
| Optimistic: <i>The tendency to believe the future will be positive</i> Narrative: You tend to be extremely optimistic and cheerful. Your positive attitude will be very beneficial when dealing with subordinates, co-workers, or clients. Your degree of optimism is sufficient. | 9.5 |  | | | | | | | | |
| Self-Improvement: <i>The tendency to attempt to develop or better oneself</i> Narrative: You have an intention to improve yourself. Your level of interest in self-improvement is sufficient. | 6.6 |  | | | | | | | | |
| Systematic: <i>The enjoyment of tasks that require carefully or methodically thinking through steps</i> Narrative: You usually prefer not to have to do work that requires being systematic. Your degree of being systematic is sufficient. | 4.1 |  | | | | | | | | |

| Less important factors that could hinder your enjoyment | Your Score | Very strong hindrance | Strong hindrance | Substantial hindrance | Moderate hindrance | Slight hindrance | No hindrance |
|---|------------|--|------------------|-----------------------|--------------------|------------------|--------------|
| Warmth / empathy: <i>The tendency to express positive feelings and affinity toward others</i> Narrative: You frequently express warmth and empathy. Your degree of expressing warmth and empathy is sufficient. | 9.9 |  | | | | | |
| Tolerance Of Structure: <i>The tolerance of following rules, schedules, and procedures created by someone else</i> Narrative: You may dislike having to follow extensive rules and procedures set by someone else and thus may sometimes neglect to follow them. Your degree of tolerance for structure is sufficient. | 3.3 |  | | | | | |
| Diplomatic: <i>The tendency to state things in a tactful manner</i> Narrative: You are very capable of being tactful and tend to state things in a very diplomatic manner. Your degree of diplomacy is sufficient. | 8.6 |  | | | | | |
| Helpful: <i>The tendency to respond to others' needs and assist or support others to achieve their goals</i> Narrative: You tend to be extremely helpful and conscious of others' needs. Your degree of helpfulness is sufficient. | 9.9 |  | | | | | |
| Wants Challenge: <i>The willingness to attempt difficult tasks or goals</i> Narrative: You are very motivated by challenging tasks or projects and need challenging work. You strongly prefer an employer who is able to offer challenging work. Your strong drive for achievement will probably be a good example for others. Your degree of drive to achieve challenging objectives is sufficient. | 9.4 |  | | | | | |
| Analyzes Pitfalls: <i>The tendency to scrutinize potential difficulties related to a plan or strategy</i> Narrative: You usually do not enjoy analyzing the potential difficulties of plans and strategies, and may sometimes neglect to do so. Therefore, it would be best if you were to receive other input before making important strategic decisions. Your degree of analyzing potential difficulties is sufficient. | 3.8 |  | | | | | |

| Potential derailers | Your Score | Very strong hindrance | Strong hindrance | Substantial hindrance | Moderate hindrance | Slight hindrance | No hindrance |
|---|------------|--|------------------|-----------------------|--------------------|------------------|--------------|
| <p>Pay Minus Motivation: <i>The tendency to have a desire for money that is greater than the personal drive necessary to earn it</i></p> <p>Narrative: You probably do not have a significant degree of having a desire for high pay that is greater than your level of motivation. Your level of motivation as compared to your desire for high pay will support job satisfaction and will not hinder performance.</p> | 0.0 |  | | | | | |
| <p>Fast But Imprecise: <i>The tendency to work quickly without sufficient attention to detail or accuracy</i></p> <p>Narrative: You probably have an extremely strong tendency to be fast but imprecise. You may create problems with quality of output unless monitoring is applied. Your tendency to be fast but imprecise will probably have a strong negative impact on job satisfaction and/or performance.</p> | 7.9 |  | | | | | |
| <p>Defensive: <i>The tendency to be self-accepting without sufficiently intending to improve</i></p> <p>Narrative: You probably do not have a significant degree of defensiveness. Your lack of defensiveness will support job satisfaction and will not hinder performance.</p> | 0.3 |  | | | | | |
| <p>Dogmatic: <i>The tendency to be certain of opinions without sufficiently being open to different ideas</i></p> <p>Narrative: You probably do not have a significant degree of being dogmatic. Your lack of being dogmatic will support job satisfaction and will not hinder performance.</p> | 0.0 |  | | | | | |
| <p>Blunt: <i>The tendency to be frank or direct without being sufficiently tactful or diplomatic</i></p> <p>Narrative: You probably do not have a significant degree of being blunt. Your lack of being blunt will support job satisfaction and will not hinder performance.</p> | 0.0 |  | | | | | |
| <p>Harsh: <i>The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic</i></p> <p>Narrative: You probably do not have a significant tendency to be harsh or overly strict. Your lack of harshness will support job satisfaction and will not hinder performance.</p> | 0.0 |  | | | | | |