

Evaluation Date:

2020-08-18

20/20 CAREER Individual Psychometric Report:

This report is confidential. All measures must therefore be taken to preserve the confidentiality of the data presented herein. Only authorized persons should have access to the content of the report.

The potential of

John Participant





Participant: Participant, John Date: 2020-08-18





Introduction

People who enjoy their jobs are happier, more productive and more successful than others. Making the right career choice is one of the most important decisions you will ever make. As a result, it is crucial to have all of the necessary information for you to make an informed decision. The "20/20 Career" report allows you to meet these goals by telling you how well your profile is suited to various existing professions. We suggest you take a structured approach in order to make good use of this information.

1. [Know Yourself Better]

Better understand your areas of interest, your abilities and your personal qualities. What are your strengths and your limitations? The better you know yourself, the better choices you will make. Carefully review the results presented in the different sections of the report. This will help you to see where you stand in relation to a norm based on a group of several thousand people.

2. [Look at Your Options]

Identify jobs that fit your personal qualities. What are the related tasks and duties? What is the working environment for people with those jobs? What are the minimum requirements in terms of experience and education? How interested are you in those jobs and how much effort should you put into getting them? Sections 2 and 3 of this report present, in order of preference, the professions that are the best match for your areas of interest. The NOC codes associated with each of the jobs listed refer to the Canadian National Occupational Classification. You can search for the NOC code on the Government of Canada website to find a wealth of information about the jobs you are interested in. Read through the "job factsheets" by clicking on the corresponding hyperlinks. Familiarize yourself with the requisite core competencies and activities, as well as the necessary conditions for getting hired and doing the work. This information will help you to identify the professions that inspire you the most.

3. [Prepare an Action Plan]

Identify the steps you need to take in order to attain your career goals you have set for yourself. Are there any differentials in terms of your education and experience? Do you need to improve some of your competencies? How do your strengths help you to stand out? What concrete steps could you take immediately (network of contacts, site visits, etc.)?

4. [Identify Jobs That Match Your Areas of Interest]

Based on the job banks available online, identify positions that match your professional areas of interests, your abilities and your personal qualities.

Click here to consult the job banks on the WEB



Section A - Areas of Interest

Conventional

Possesses good administrative skills and enjoys working with data or performing tasks that demand precision or following established procedures.

Enjoys organizing, managing data or systems, implementing procedures or developing software. Is comfortable in structured environments.

Methodical, conscientious, efficient, conformist and practical.

9 / 10

Realist

Possesses good physical abilities and enjoys working with objects, machines, computers, tools, plants or animals, and working outdoors.

Enjoys being physically active, fixing things, operating equipment, reading plans and playing sports.

Practical, pragmatic, conventional, stable, reserved and in control.

7 / 10

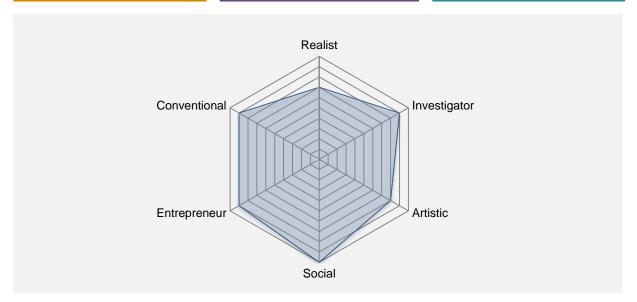
Investigator

Enjoys solving all types of problems.
Thinks scientifically and enjoys
working with ideas, concepts and
data

Enjoys working in research environments or in sectors associated with science, medicine or mathematics.

Analytical, cautious, independent, curious, precise and logical.

9 / 10



Entrepreneur

Possesses strong entrepreneurial abilities. Enjoys working with people, leading them or influencing them in order to meet organizational or economic objectives.

Enjoys persuading others in the fields of politics, sales or business. Values risk-taking, competition and influence.

Confident, energetic, persuasive, ambitious, extroverted and adventurous.

9 / 10

Social

Possesses strong interpersonal skills and enjoys working with people in order to inform, assist, train or help them.

Enjoys discussing with others and working as part of group, teaching or collaborating on projects with social implications.

Friendly, helpful, idealistic, understanding, patient and cooperative.

10 / 10

Artistic

Possesses strong artistic abilities.
Enjoys innovating, following intuition
and working in unstructured
environments that foster imagination
and creativity.

Enjoys artistic creation and selfexpression through visual means, music, dance, writing or any other means of communication.

Creative, innovative, emotional, expressive, original and idealistic.

8 / 10



Section B - Jobs Triggering Your Interest

[S]

"Social" Jobs

Friendly - Helpful - Idealistic - Understanding - Patient - Cooperative

Codes	Jobs	Very Low	Low	Moderate	High	Very High	Level of Interest
4021	College Instructor						Very High
3132	Dietitians & Nutritionist						Very High
3413	Nurse Aide					1 = = 1	Very High
4311	Police Officer			1 - 1			Very High
14	Hospital Director			11			Very High
413	Policy Director						Very High
3143	Occupational Therapist					1	Very High
3142	Physiotherapist					1	Very High
4215	Instructors / Persons with Disabilities					1 💻	Very High
3231	Optician			1 - 1		1	Very High
3214	Respiratory Therapist					1	Very High
3222	Dental Hygienist			1 - 1		1 1	High
5231	Broadcaster			1 - 1		1 1	High
12	Senior Government Manager			1 - 1		1 1	High
5254	Sport Instructor					1 1	High

[E]

"Entrepreneur" Jobs

Confident - Energetic - Persuasive - Ambitious - Extroverted - Adventurous

Codes	Jobs	Very Low	Low	Moderate	High	Very High	Level of Interest
6531	Tour & Travel Guide						Very High
6411	Sales & Account Representative						Very High
6562	Esthetician						Very High
6551	Customer Services Representative						Very High
124	Public Relations Manager						Very High
311	Managers / Health Care						Very High
1123	Advertising Professionnal						Very High
6521	Travel Counsellor						Very High
651	Manager Customer Services						Very High
4112	Lawyer & Notary						Very High
1122	Business Consultant						Very High
601	Sales Manager						Very High
631	Restaurant & Food Service Manager						Very High
6513	Food & Beverage Server						Very High
4163	Business Development Officer						Very High



Section B - Jobs Triggering Your Interest (continued)

 $[\]$

"Investigator" Jobs

Analytical - Cautious - Independent - Curious - Precise - Logical

Codes	Jobs	Very Low Moderate High Very High Interest
3131	Pharmacist	
3121	Optometrist	
3233	Nurse	
3113	Dentist	
1121	Human Resources Professional	
3114	Veterinarian	
2263	Public Health Inspector	
1113	Investment Broker	
3111	Surgeon	
4011	University Professor	
2131	Civil Engineer	
2148	Agricultural Engineer	
213	Computer & Information Systems Manager	
2161	Statistician	
2114	Meteorologist	

[C]

"Conventional" Jobs

Methodical - Conscientious - Efficient - Conformist - Practical

Codes	Jobs	Very Low	Low	Moderate	High	Very High	Level of Interest
1226	Conference & Event Planner						Very High
1223	Human Resources & Recruitment Officer						Very High
114	Administrative Services Manager						Very High
1452	Proofreader						Very High
1112	Financial and Investment Analyst						Very High
113	Purchasing Manager					1 1	High
2264	Construction Inspector					T I	High
2174	Computer Programmer					1 1	High
1111	Accountant					1 1	High
1525	Dispatcher					1 1	High
1114	Financial Director					1 1	High
1243	Medical Administrative Assistant					1 1	High
1211	Personnel Clerks Supervisor					1 1	High
1221	Administrative Officer					1 1	High
9619	Packer					1 1	Moderate



Section B - Jobs Triggering Your Interest (continued)

[R]

"Realist" Jobs

Practical - Pragmatic - Conventional - Stable - Reserved - In control

Codes	Jobs	Very Low	Low	Moderate	High	Very High	Level of Interest
2273	Ship's Captain						Very High
5252	Coach / Sports					1 1	High
3234	Paramedic					1 1	High
9226	Shipyard Foreman					1 1	High
5225	Audio & Video Technician					1 1	High
2271	Air Pilot					1 1	High
6322	Cook					1 1	High
7511	Transport Truck Driver				ı	1 1	Moderate
7294	Painter				1	I I	Moderate
2122	Forestry Professional				1	1 1	Moderate
7451	Dock Worker				1	1 1	Moderate
2231	Civil Engineer				1	1 1	Moderate
2141	Industrial Engineer					1 1	Moderate
2224	Conservation & Fishery Officer				l	1 1	Moderate
7251	Plumber				l	1 1	Moderate

[A]

"Artistic" Jobs

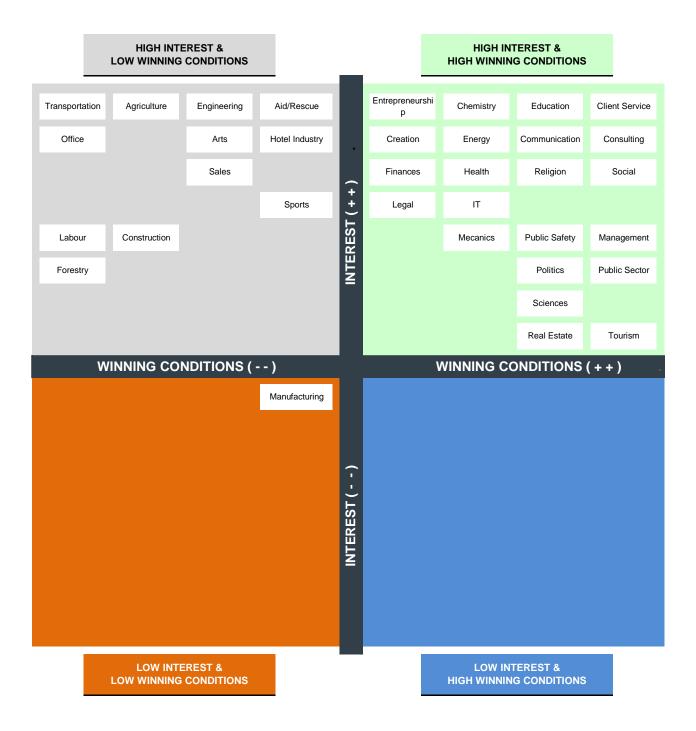
Creative - Innovative - Emotional - Expressive - Original - Idealistic

Codes	Jobs	Very Low	Low	Moderate	High	Very High	Level of Interest
5221	Photographer						Very High
5232	Fashion Model						Very High
5123	Editor						Very High
5223	Graphic arts technician					=	Very High
5243	Fashion Designer						Very High
6421	Retail salespersons						Very High
512	Manager Publishing					1 1	High
5242	Interior Designer					1 1	High
5212	Museums Specialist					1 1	High
5112	Museum Conservator					1 1	High
5134	Dancer					1 1	High
5135	Actor					1 1	High
2151	Architect					1 1	High
2252	Industrial Designer					1 1	High
5113	Archivist					1 1	Moderate



Section C - Interests and Conditions for Access to Employment

20/20 Career identifies your interest in different fields of work. The table below lists several of those fields, rated in terms of how much you would enjoy working in them. Additionally, in view of your areas of interest, your abilities, your personality and your learning style, you may find accessing these types of jobs to be easier or more difficult. The table is divided into four parts, showing your **level of interest** and the prevalence of **winning conditions**. Note that data regarding winning conditions is provided for informational purposes only and that it is entirely possible to achieve established career goals despite an initial outlook that is less than encouraging.





Section D - Preferred Work Environment

Regardless of career choice, everyone wants to work in an environment that meets their needs. These preferences relate to the type of work performed, the nature of the organization, the stress level, and a number of other decisive factors that can affect job satisfaction and engagement. This section presents your preferences in relation to several aspects that can have an impact on the work environment.

PREFERRED WORK TYPE & ENVIRONMENT

The types of jobs you are most interested in involve:



You prefer working for a:





You prefer:



PREFERRED WORK DYNAMIC

You prefer:





You prefer a work environment with:





You prefer your work to involve:





You prefer a work environment with:





You prefer a work environment with:





You prefer a work environment with:





LEGEND



Higher Preference For This Option

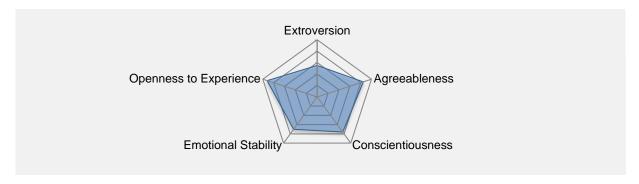


Lower Interest For This Option



Section E - Your Strengths - Your Personal Style

We each have our own personal style that can help us fit in the workplace. In some cases, that style may be a great fit, while in others it may pose a challenge. As a result, it is important to position ourselves properly before embarking on a career development process. A job that allows us to use our preferred approaches will be a better fit and more satisfying. This section describes your personal style and gives some suggestions about it.



1. [Extroversion]

5,5 / 10

You display a moderate level of extroversion. You will easily adapt to a career in which you lead people and persuade them to do things. You will also tend to be tactful and diplomatic and will avoid becoming emotional in your interactions.

2. [Agreeableness]

8,5 / 10

Your level of agreeableness is above average, so you will tend to choose a career in which you can help people and be empathetic. You prefer interacting with a team and having social relationships with your co-workers.

3. [Conscientiousness]

7,6 / 10

Your level of conscientiousness is about average. You show great attention to detail, work is very important to you, and you consider following the set rules to be essential. However, you are not always very organized.

4. [Emotional Stability]

7,0 / 10

You have average emotional stability. You show great self-confidence and do not tend to feel anxious about your work. You do not hesitate to make decisions without consulting others. However, you do not particularly enjoy stressful situations.

5. Openness to Experience 1

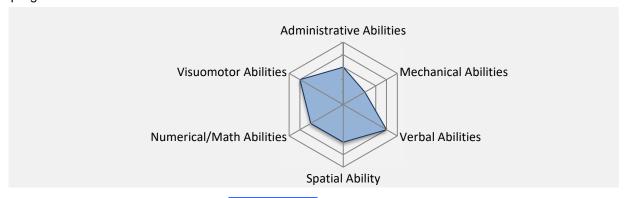
9,2 / 10

Your level of openness to experience is above average. Not only are you open to different ideas, but you are also very tolerant of people whose ideas and methods are different from your own. You are creative and readily show initiative.



Section F - Your Strengths - Your Core Abilities

Achieving our career goals depends on our interests and our abilities. Therefore, it is important to assess our chances of success before embarking on a career development process. The following overview summarizes your assessment of your abilities. Based on this, we can draw some conclusions that should be considered when making your career choices or enrolling in a course of study or training program.



1. [Administrative Abilities]

6,0 / 10

According to your self-assessment, your administrative abilities are average. You are relatively organized and meticulous, although you occasionally make mistakes when checking, copying or filing documents.

2. [Mechanical Abilities]

4,0 / 10

Your assessment of your mechanical abilities indicates that you lack skill in this area and that you can only perform minor maintenance on a mechanical system. You have a limited understanding of how machines and mechanical parts work.

3. [Visuomotor Abilities]

8,0 / 10

You consider your reflexes to be slightly better than those of most people and indicate that you can easily coordinate your movements, even when playing a sport or engaging in intense physical activity.

4. [Verbal Abilities]

8,0 / 10

In your opinion, your verbal abilities are slightly above average. You express yourself very easily, both orally and in writing. You are able to write in-depth texts on a wide variety of subjects. You have no trouble adapting your speech to your audience.

5. Numerical/Math Abilities

6,0 / 10

Your personal assessment of your math skills indicates that you can easily perform mathematical operations, including mental calculations. You can understand and apply common mathematical formulas.

6. [Spatial Ability]

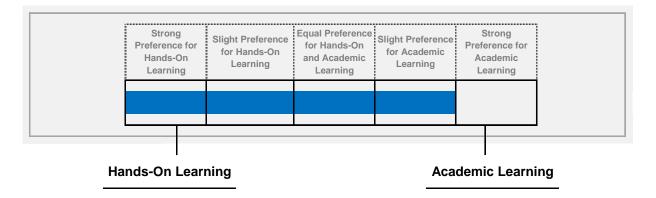
6,0 / 10

You consider your spatial ability to be about average. You can mentally visualize objects and shapes in space. However, you cannot rotate them virtually in your mind. It is easy for you to form a mental picture of a room.



Section G - Your Learning Style

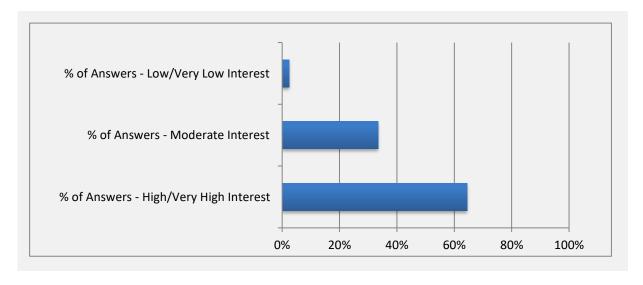
To achieve our career goals, it is often necessary to get training or earn a degree. Depending on the job and the work context, training may be short and hands-on or may involve a long and complicated academic program. As a result, it is vital to correctly assess your learning style in order to determine your chances of success in the academic courses or training programs required for the job.



You prefer a somewhat academic learning style. You would readily participate in a training program that could last a very long period of time and entail acquiring complex knowledge. However, if needed, you can also learn to use a more hands-on approach.

Section H - Your Range of Interests

Your answers to the questionnaire make it possible to evaluate the range of your areas of interest. Some people are interested in a very wide variety of fields, while others have very specific preferences for certain types of jobs. The following table provides a breakdown of your answers.



You show a lot of interest in a large number of activities and fields.



Section I - The TOP 20

Codes	Job Title	Level of Interest
6531	Tour & Travel Guide	Very High
1226	Conference & Event Planner	Very High
6411	Sales & Account Representative	Very High
3131	Pharmacist	Very High
3121	Optometrist	Very High
6562	Esthetician	Very High
6551	Customer Services Representative	Very High
124	Public Relations Manager	Very High
311	Managers / Health Care	Very High
1123	Advertising Professionnal	Very High
5221	Photographer	Very High
4021	College Instructor	Very High
1223	Human Resources & Recruitment Officer	Very High
6521	Travel Counsellor	Very High
3132	Dietitians & Nutritionist	Very High
651	Manager Customer Services	Very High
4112	Lawyer & Notary	Very High
1122	Business Consultant	Very High
114	Administrative Services Manager	Very High
601	Sales Manager	Very High

Section J - The Lowest 5

Codes	Job Title	Level of Interest
7312 Heavy-Duty Equipment Mechanic		Low
7271 Carpenter		Low
9442 Weaver & Knitter		Low
5133 Musician		Low
2262 Motor Vehicule Inspector		Low

12