

my career

name and surname: **Jo Williams**

id number: **000000 0123 456**

gender: **Female**

place: **Alberton High**

country: **South Africa**

current highest education at south
african nqf levels: **Grade 11 or equivalent**

latest endorsement/ result level: **Currently in Grade 10 or 11**

report date: **23 March 2021**

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introduction

Congratulations Jo on successfully completing the CEApp assessment. You are now well on your way to take the first few steps towards taking charge of your own future studies and working career. As a matter of fact, the fact that you have decided to take on this process is already a good start! This report will aim to give you a clearer picture about who you are and make you more self-aware when it comes to what you like, dislike and find important.

Jo, some of us have a clear idea about what we want to do with our future – be that studies or career. However, sometimes it is possible that we may not be aware of certain blind-spots (unknown aspects) about ourselves which may hamper the satisfaction we may get from our studies, jobs or careers. It is therefore important that you get as much knowledge about yourself as possible, to enable you to make the best informed choices and decisions. We encourage you to actively participate in the whole process of investigating possible study and career opportunities. When you receive feedback from us, make sure that you ask as many questions as possible that may help you in the decision-making process. But take note! Do not feel pressured to make immediate choices. We will provide you with a workbook to guide you through the investigation process about what to study or what career you should aim for. Take your time and make the decision when you are completely sure about what direction you want to go into.

Jo, this report will contain the results for the following assessments: Career Adapt Ability Scales, Values, Personality and Interest as well as the Enneagram Profile. We will provide you with results on each assessment and then provide you with suggested job/career choices, followed by questions you should ask yourself to determine whether or not a certain job/ career or study choice will provide you with the job satisfaction which you may have.

We hope that you will find the results very insightful and helpful.



your academic performance



Jo, as you know there is a level of importance to the subjects you take as well as how well you perform in those subjects at school. Linking to how well you perform in a subject is your endorsement level which you receive upon completion of your Matric exam. Jo, there are currently the following National Senior Certificate endorsement levels in South Africa:

1. NSC Pass Endorsement – This indicates that you pass matric, but that you are not at a level suitable for intensive higher education and training. The best possible scenario for you is to start off at a certificate level course and then work your way up from there.
2. Higher Certificate Pass Endorsement – This indicates that you passed matric, but that the highest level of higher education and training level you can enter into, is a Higher Certificate course level. If you pass this level at a college or university, you can move up to the next level which is a Diploma, or Bachelor Degree if that is the next course in the succession line.
3. Diploma Endorsement Pass - This indicates that you passed matric, but that the highest level of higher education and training level you can enter into, is a Diploma course level. You are permitted into Certificate, Higher Certificate and Diploma courses. If you pass this level at a college or university, you can progress up to the next level which is a Bachelor Degree.
4. Bachelor Endorsement Pass – This indicates that you passed matric and that you are permitted into a Certificate, Higher Certificate, Diploma and Bachelor degree course. Once you complete the Bachelor degree, you can then move up to Honours level as a next natural progression from what you have done.

In South Africa we also have Vocational Certificate levels, but to be allowed into certain universities and colleges, it is advised that you consult them directly as each institution has its own regulations and admissions with regards to how they deal with these certificates.

Jo, below we list your subjects and how you performed. We will give you an estimated endorsement level based on how you currently perform and continue to perform at the same level.

school: Alberton High
last grade completed: Grade 11 or equivalent

<u>subject</u>	<u>mark</u>
English	40
isiZulu	64
Life Orientation	40
Mathematical Literacy	30
Geography	40
History	30
Visual Arts	55

Based on your marks, you receive an endorsement level which will allow you into certain institutions and courses. Below we list either your confirmed endorsement level (via matric certificate), or generate an estimated endorsement level based on your current school performance. This endorsement level is the one you may receive if you maintain or weaken your academic performance.

**Your estimated endorsement level,
based on your current results:**

Jo, your academic endorsement indicated a possible fail mark due to insufficient academic performance as per departmental guidelines. Your academics must be drastically sharpen up, but also keep a realistic mind to your career choice matching your academic performance.

how well you manage your current and future career challenges



Jo, today in order for you to keep abreast of technological changes, you will have to become a lifelong learner, receive ongoing training and acquire the skill to adapt to changing career environments and deal with repeated changes. You will need to master cutting-edge technological skills in order to remain relevant in a highly competitive job market. "Multiskilling", for example, is very important. Put differently, career adaptability has become important for people like yourself who must deal with constant and ever-increasing change and its effects on your lives. At the same time you must also work through repeated changes in your environment to help you make a successful live for yourself. The future world of work will demand that you have many skills and able to do many jobs well - not just one.

Career adaptability explains the ability you have to be able to adapt to changes in your current and future career. Jo, we have assessed each one at this will give you an indication where you are at the moment and what your focus should be in terms of development and growth in order for you to deal with the job markets and needs ahead.

Career Concern (Do I Have a Future?)

83%

Jo, you have indicated that you are very positive about your future career aspirations. You seem very optimistic about your future and are able to environ it in detail. Try to reinforce positive attitudes towards planning your future and continuously look at the relationships between your available plans and your desired future career.

Career Control (Can I Control My Future?)

90%

With regards to career control, you have indicated that you feel in control over your future. It seems that you can take responsibility for your own actions and that you are capable to make your own decisions with regards to your future career.

Career Curiosity (Am I Willing to Explore and Take Action?)

83%

To add, you have chosen a lower interest in exploring different options available to you and to take action towards your desired goal. Here, development in dealing with the uncertainty that you are experiencing about your future career can be looked at and exploring your values that you have to add could be beneficial to you to do. Have a look at your career report and see where your strengths lie in order to better make decisions about your future.

Career Confidence (Can I Do It?)

90%

Lastly, it seems that you strongly believe that you have the capabilities needed to reach your dream career. It is very important here keep your supportive environment and continuously surround yourself with people that believe in you. Additional coping strategies include self-acceptance, and a higher self-regard. Talk to your facilitator to find further ways in which you can pin point your strengths. Also have a look at the career report to see where your development areas are and where your skills lie.



your work values



Jo, when you are wondering “what job should I do?” or “what career is right for me?” you might be surprised to find out that all the answers are already within you. All of us have career and work values – the characteristics of your work that you find most important. Every one of us approach our work with specific priorities and things that are important to us. Jo, values are an important part in your career decision-making process. It is important to select career options, which best fit your values.

Often, people choose a career for all the wrong reasons, and find their reactions to the workplace are incompatible with their true values. This may bring up feelings of unrest, discontent and a loss of productivity. Also, employers like to see certain work values in employees and will not hire people who don't show their actual true values at work.

Work values include talents, motives, values and attitudes which provide stability and direction for your chosen career. Jo, by identifying your career values you can answer the following questions:

- What job should I do?
- What career should I choose?
- What kind of work will I find satisfying?
- What job fits my personality?
- What work environment will best fit me?

The answer to these questions is: one that contains most, or all of the elements that you find important. This is key to being more successful and happy in your work. For example, some people are content with monotonous jobs, while others thrive on action and excitement. Jo, people tend to stay attached to one area for a while, which their careers also mirror in one way or another.

However, Jo, you should note that your work values may change over time as you mature, grow older and is exposed to various work situations, experiences and knowledge. It is therefore important that you regularly evaluate your work values to determine whether or not your values and current career situations are in step with each other to avoid the disillusion we discussed earlier.

Jo, we are going to look at the following areas of work-values: 1) the values that are important to you in your life, which you can consider to be your non-negotiable values; 2) what you find important in work environments; 3) what type of people-interactions you value the most; and finally, 4) the work activities that you value the most. Let us look at what you indicated:

Your Core Values

Jo, your values assessment results indicate that your core life values are that of "Honesty" and "Respect". The former suggests that you value telling the truth and knowing that others are telling the truth as well while the latter indicates that you value the care and trust that you get from yourself and others. It appears that you value "Power" the least. "Power" relates to how much you value being in control over others.

Your Valued Work Environments

We all have certain things in the workplace that we place a lot of importance on. Jo, your profile shows that you place the most emphasis on "Learning". This means that you place a high premium value on work that is intellectually challenging to you, and which offers you lots of opportunities for gaining new knowledge and experiences. Your second highest value is that of "Structure", which suggests that you work where it is organized through various set rules, regulations and predictable steps as well as specific set times. It appears that you do not place much value on "Low Disruptibility", which suggests that you value work where there are few disruptions or noise throughout the day.

Your Valued Work Interactions

You have heard people saying that they enjoy their work because of the people they have to work with. This is because the people dynamics in the workplace support their socialisation values. Jo, it appears that you value "Teamwork" the most. This shows us that you value work where working as a team is of importance. It seems that you also place a high degree of importance on "Trust" which shows that you value work where you can count on other people with important issues and tasks. You appear to value work where you are allowed to compete with others, the least.

Your Valued Work Activities

With regards to the actual activities involved in your daily job, you indicated that you would value a career or job which involves a lot of "Variety" and "Research". The former refers to work where many different tasks or activities are done during the day, while the latter talks about work that requires one to do research and search new information. Your least valued job activity involves lots of "Risk Taking", which implies that you value work that may contain a degree of danger or risk, very little.

	core values	environment	interactions	activities
highest	Honesty	Learning	Teamwork	Variety
second	Respect	Structure	Trust	Research
least	Power	Low Disruptibility	Competition	Risk Taking

your personality profile (ocean profile)



Jo, in the following section we will look at your personality. The first section will look at your personality according to the five greater areas of personality, called the big five, or OCEAN which stands for the following:

O - Openness to Experience: Your range of interests and fascination with novelty. Extremely open people are creative, curious and artistically sensitive. Those on the other end of the scale are conventional and find comfort with the familiar.

C - Conscientiousness: Measures reliability. Highly conscientious people are responsible, organised, dependable and persistent. Lower scorers are easily distracted, disorganised and considered to be less reliable.

E - Extraversion: Your comfort level with relationships. Extraverts tend to be more gregarious, assertive and sociable. Introverts tend to be more reserved, timid and quiet.

A - Agreeableness: Your tendency to comply with others. High scores on this dimension are cold, disagreeable and antagonistic. Low scorers in this dimension tend to be cooperative, warm and trusting.

N - aNxiety: Your ability to withstand stress. People with a high score in this dimension tend to be calm, self-confident and secure. Those which score lower in this dimension, tend to be more nervous, anxious, depressed and insecure. *These five areas will be broken into three broad discussion areas: How you interact with people; how you think; and finally how you generally cope with life.*

How you Interact with People



score

6

6



How you Think



5

6



How you Cope



3



Every aspect of your personality also point to an intrinsic need. In this case **Extraversion** will point to a need for **people**, **Agreeableness** to a need for **control**, **Openness** to the need for **excitement** **Conscientiousness** to the need for **risk** and finally, **Anxiety** to a need for **stability**.

How you Interact with People: extraversion

You come across as sociable and outgoing as most people you are being compared to. You will work equally as well alone as you will be with other people. Sometime you may enjoy discussing a problem with others, but from time to time, you may prefer to focus on your work away from the interruptions of others. Although you are not quiet or shy, you may sometimes 'slip into the background'. You do not like to suddenly become the focus of attention as it may make you feel uncomfortable. Generally, you see yourself as confident in social situations and as someone who can communicate in such a way to get others to see your point of view. Sometimes you like to be with other people, but sometimes you like to be on your own. While you may not enjoy a job where you consistently have to meet new people, you may prefer a job which allows you to be with others, rather than having to work on your own.



How you Interact with People: agreeableness

A little more assertive than most people, you should be capable of taking the lead in most situations if you have to. While you will generally try to balance your wish to get things done with the need to be sensitive to other people's feelings, there may be times when you feel it is necessary to be a little forceful and to the point in order to get things done. You are not too concerned about upsetting other people, so you will criticise their work if you have to. You will tend to focus on getting things done and you may at times be a little pushy, confronting people in order to get your own way. Despite this, you will generally be sensitive to others people's feelings and you will listen to what they have to say. You may wish to think about a career which provides management opportunities but this is unlikely to be the most important thing that you are looking for in a job.

How you Think: openness

You are as cautious as most people where you try to reach a balance between avoiding unnecessary risks and recognising the value of decisive action. You will be prepared to take calculated risks where the chances of success are good. It is unlikely that you would be seen as someone who enjoys danger or accepts unacceptable risk. Having as much need for stability and constancy in your life as most people, you may even so on occasion find yourself looking for some adventure and excitement. Unstable careers which involve lots of risk-taking, while not ideal, could be considered if the area of interest particularly appeals to you.



How you Think: conscientiousness

You appear as slightly more conscientious and detail orientated than most. It seems that you believe it is fairly important to have some self-discipline and self-control, and that you will be happy doing a job where you have to strictly stick to set rules, regulations and procedures. You appreciate the value of planning ahead and will be hesitant to act in a manner which is not properly thought through. It seems that you feel some sense of duty and responsibility and you will see the importance of persistence with tasks even if it is boring or repetitive. You will generally be seen as a good finisher. Although you can do jobs which require you to follow strict systems and rules, you may want to do a job which also offers you some level of flexibility and spontaneity in your working routine, such as office work, accounts or roles in the financial sector.

How you Cope: anxiety

Your assessment shows that you can be a fairly moody person who can sometimes get easily upset and take offense over small things. It seems that you can be more temperamental than most and that it can be hard for others to predict your reactions to situations. You may sometimes get easily upset by other people's 'helpful' comments and suggestions and may find it hard to deal with criticism. You tend to worry and can sometimes find it difficult to concentrate, especially in noisy places. Being somewhat anxious and tense, you sometimes may worry whether your work is up to standard. It is possible that you may find it hard to cope with new work pressures and demands. Jobs vary in terms of pressure. It may be beneficial for you to consider jobs which are not too stressful or pressurised.



your enneagram personality profile

profile number: 6

also called: The Loyalist

broad characteristics: Engaging, responsible, defensive

6



Jo, everyone has one core Enneagram type with which they can most identify, once they learn about the key differences between all the types. However, most people can see some of themselves in most of the Enneagram types. This makes sense since each of us is multidimensional and ultimately have free will to grow and change if we so choose. Jo, although you can change your personality characteristics if you so choose, the Enneagram system states that you cannot change your core Enneagram type at any point during your lifetime. Enneagram theory states that your core Enneagram type is inborn (you are born with it) and as soon as you are old enough to have sufficiently developed a conscious sense of self (usually age 3-5) separate from the environment, you begin to perceive reality through the lens of your personality type. Of course, your parents, childhood environment, experiences, genetic predispositions, etc. all affect the uniqueness of who you are, but the Enneagram is one powerful structure for understanding how you, as Jo, are very similar to other people of your same core type because of similar subconscious beliefs and perceptions of reality.

Each Enneagram type is universal. That means the Enneagram system applies to all people throughout the world regardless of gender, religion, race, nationality, culture, sexual orientation, etc. It is also important to remember that there are no "better than" or "worse than" types and the numbering of the types is completely random. Jo, every type has inherent strengths and weaknesses. Some Enneagram types can seem to have an easier time fitting into the culture of their country. But that does not make them a better type, just more socially rewarded for their strengths. The gifts of every type are valuable and necessary. Jo, due to the width and breadth of the Enneagram, we will only discuss your Enneagram type in this report and how it relates to other people.

Short description of a healthy Loyalist, or Type 6

Healthy Enneagram Type Sixes are trustworthy, responsible, dependable, loyal and sympathetic to underdog causes. You're engaging, friendly, endearing and genuinely likeable people. You are able to create camaraderie with people because you enjoy making pleasant and harmonious connections. You like creating strong personal bonds of friendship with others and having a sense of belonging. Trust is extremely important to you. That's because of your unconscious fear of being abandoned or left without support. Even you question people and your motives to make sure that you are trustworthy. Your alert and vigilant mentality allows you to be intuitive and insightful about people. You are warm, personable and even playful once you can trust someone, but that trust is not given blindly. Once you've earned your trust, however, you will be the best friend you've ever had – truly committed, compassionate, supportive and reliable. You are the bedrock and foundation of any society. You work well with people, treat everyone as equals and believe in cooperation. You are extremely hard working for common goals and like to provide, as well as have, stability, security and loyalty in all areas of your life, especially home, relationships, job, community, etc. You are honourable and conscientious. You are also meticulous, good with details and have an eye for seeing potential problems before you arise. Your self-discipline enables you to organize people and resources, prioritise tasks to be done and see projects through to completion. You are persevering and can be counted on to be right by your side when difficulties or even calamities occur. You, while having occasional self-doubts, generally are able to trust yourself and your decisions. In short, You are deeply devoted and committed to the well-being of your family, friends, and community.

Unconscious fear of Type 6: Of being unable to survive on their own; of being abandoned; having no support

To compensate for their unconscious fear an unconscious desire arises. The unconscious desire for Type 6: To have safety and security; to have support

Core Coping Strategies for Type 6: (where Type 6 focus their attention because of their subconscious beliefs)

- Looking for something and/or someone outside the self to believe in and put loyalty into
- Vigilance and alertness; looking for hidden agendas
- Doubt/mistrust others; Test other's loyalty
- Question others' intentions; Question authority
- Cope with fear by acting strong (or smart) to win support and/or by acting sexy or coquettish to attract support
- Being dutiful and aligning with others to feel safe
- Being prepared emotionally for worst case situations
- Being warm/pleasing to disarm potential hostility
- Fitting in to society and working for common goals

Summary

What a healthy Type 6 looks like:

You are trustworthy, responsible, insightful, loyal, compassionate, and sympathetic to underdog causes.

What an unhealthy Type 6 looks like:

You can be hypervigilant, indecisive, defensive, testy, self-defeating, paranoid, and preoccupied with worst-case scenarios.

Jo, in the next section we will consider your career interests from both the perspective of the interest profile that you completed, as well as the personality profiles. After the interest profiles, we will provide you with various possible jobs that you can consider. Finally, we will discuss what you should consider to reach a degree of job satisfaction with the career that you choose.

your interest profile

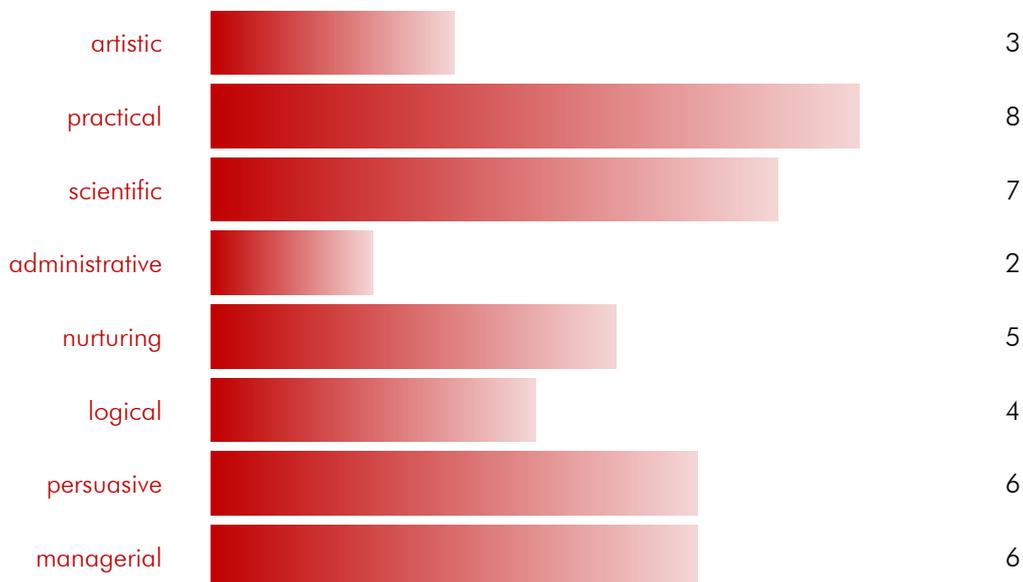


Jo, every one of us have an interest in certain types of jobs or careers. Some of us have very specific interests, while some of us have very wide interests. It can be quite confusing if you feel that everything is interesting and that you cannot decide what you should go for, or what will make you happy. Here we will narrow your interests down for you to your top two interest fields which are then followed by suggested careers and jobs which are covered by those areas of interest. Also, keep in mind that you should also look at your work values and personality, to determine what types of things will most probably make you happy in your career. Jo, it is important that you also remember that people grow and change as they mature. What we list below is what you appear to be interested in - right now. As you grow older and are exposed to various experiences, knowledge and social situations, your interests may shift a little - so this profile is not cast in stone. It is advisable that you re-look the growth and development of your career every few years to see if you are still on track or not. However, this is a good guide of what your career can go into. Some of the jobs that you may one day fill, may not even exist yet which makes this merely a starting point of your future career.

We consider the following Interest areas:

artistic	Activities involving creative/ artistic skills
practical	Activities involving engineering, machine tools, the use of machinery
scientific	Activities involving the understanding of natural and physical sciences
administrative	Activities involving administration and well established procedures
nurturing	Activities centred on helping and caring for others
logical	Activities involving problem solving and analytical skills
persuasive	Activities involving persuasive skills and interaction with customers
managerial	Activities involving management and the control of others

Interest Scores



Most people have scores around the moderate interest area, so it is the high and the low interests which tells us about how you differ from most other people.

You showed the most interest for the Practical field of work which means the following:



You may have a strong interest in machinery and how things work. As such you may be more likely to enjoy mending machinery, repairing domestic appliances, office equipment, etc., and should consider all such mechanical and practical jobs. Achieving a great sense of satisfaction from making things, you may wish to consider roles in the building trade and jobs in the construction industry; particularly if you enjoy the idea of working outdoors. You are further likely to be attracted to roles in Production, Manufacturing, or Engineering and at a higher level you may be prone to be interested in professional Engineering roles, such as Civil or Structural Engineering. To add, you have displayed a strong interest in practical and mechanical occupations and, depending upon your physical aptitudes and abilities, you may be attracted to work that requires manual handiness, physical strength and/or stamina. You are thus most likely to enjoy jobs where you can see the products of your labour, obtaining a sense of satisfaction from making or producing things. As such you should consider craft based occupations.

Please consider the following job choices that your occupational interest profile has highlighted. We have grouped the jobs into the various faculties. We have furthermore included some subjects that are required for access into these faculties at the major public universities. Remember that private universities and colleges may not be as strict on entrance and subject requirements.

ENGINEERING & CONSTRUCTION

JOB: Chemical Engineer; Civil Engineer; Electric and Electronic Engineer; Mechanical Engineer; Mechatronics; Industrial Engineer; Aircraft Engineer; Auto Mechanic; Engineering Machine Operator; Geological Technician; Heating and Ventilation Engineer; Mining Engineer; Biomedical Engineering; Regional Planning; Vehicle Body Rebuilder; Vehicle Designer; Aeronautic Engineering; Architect; Interior Architect; General Technician; Surveyor, Sound Engineer; Audio Engineer

SUBJECT CHOICES: Mathematics and/or Physical Sciences (Depending on the choice of programme), English HL or 1st Add Language

Your second highest interest was for that of the Scientific field of work which means:



The links between science and industry, between theory and its application to technology and the manufacturing industries are evident in most occupations encompassing Biology, Chemistry, Mathematics, Physics, Geology, Psychology, etc. Scientists and those working in science/research departments are employed in the following areas; Research and Development (discovery, problem solving and the development of new products); Analysis and Investigation (the formulation and testing of ideas through controlled experiments); Production (the cost effectiveness of practical application, efficiency and quality); and Technical Sales and Servicing (the specialist knowledge required in the sale and use of complex scientific equipment). The academic entry requirement for scientific and technical work is high and dependent upon the chosen field. A good mathematical ability is a necessity and ongoing learning/study is usually a requirement. Clear and logical thought processes are necessary with an ability to implement practical experiments and techniques that can be understood and repeated by others. You are very interested in science, both as an academic subject and as a career. You should almost certainly consider working in this area assuming you are studying appropriate subjects or have the appropriate aptitudes/qualifications. This would include areas such as Medical and Veterinary work, Metallurgy, Pharmacy, Laboratory work, Environmental Health etc.

Please consider the following job choices that your occupational interest profile has highlighted. We have grouped the jobs into the various faculties. We have furthermore included some subjects that are required for access into these faculties at the major public universities. Remember that private universities and colleges may not be as strict on entrance and subject requirements.

MEDICINE AND HEALTH SCIENCES

JOB: Medical Doctor; Dietician; Physiotherapist; Occupational Therapist; Speech-language Therapist; Surgeon; Psychiatrist; Chemist; Dietician; Pathologist; Pharmacist; Physiotherapist; Veterinary Scientist, Nurse; Paramedic; Dentist; Clinical Psychologist; Research Psychologist

SUBJECT CHOICES: Mathematics; Physical Sciences and Life Sciences; English HL or 1st Add Language

job word clouds for your two highest career field interests

Highest Interest: Practical



Second Highest Interest: Scientific



the best suited jobs for you, according to your enneagram type 6 profile

You are natural trouble-shooters, investigators and detectives. You have a natural alertness to hazards and danger. You are concerned about security, safety and justice so it will come as no surprise that many of you go into careers related to law, law enforcement, public safety, protective service, corrections and the military. You like to learn and think about things. You are often attracted to systems of knowledge that are well-established and have a hierarchical structure with clearly defined rules, parameters and lines of authority. You are especially attracted to intellectually stimulating fields of work that involve careful analysis such as science, information technology, engineering, computer science, mathematics and research and development. You are drawn to education because school systems are usually well-established and offer relatively good job stability and security. You also allow yourself to work in collaboration with others and to feel good about yourself because you are contributing to the growth and development of young, impressionable minds.

Jo, compare your Enneagram Type 6 profile jobs, with the interest questionnaire jobs to see how they compare and correlate with each other.

job satisfaction

Now, Jo, it is also important to consider what will also make you happy and give you career satisfaction. Career satisfaction, considering your Enneagram and values profiles, means doing work that...

1. Allows you to work with other conscientious, reliable, trustworthy, hardworking people as part of a collaborative team or on your own with a minimum of stress and competition.
2. Allows you to work with a boss who is patient, supportive, dependable, predictable and doesn't take advantage of your loyalty, dedication and hard-work ethic by asking you to work overtime too much (so that you can have a personal life). Or, allows you to work for yourself with no authority to worry about.
3. Offers clearly defined structure and guidelines to follow as well as a clear hierarchy of authority (if not self-employed).
4. Allows you time to do good, detail-oriented work at your own pace without pressuring you to make instantaneous decisions or work under pressure to tight deadlines.
5. Makes use of your innate ability to foresee potential problems before they arise. You are a natural trouble-shooter.
6. Offers job security and stability.
7. Allows you to protect, serve, support or ensure the safety of others in some capacity.
8. Makes use of your aptitude for research, investigation and detailed analysis. In short, any field that involves digging beneath the surface to uncover the hidden elements you are good at.
9. Allows you to work carefully and methodically. You like to plan, organise and stay on top of things.
10. Rewards healthy questioning and scepticism as well as an inquiring mind.
11. Allows you to be doing your work truthfully and also to know that others will also be truthful in their work.
12. Allows you to gain respect, care and trust from other people, through the work that you do.

summary



Jo, this summary of results are for the career/ study assessment that you did on 13 August 2020. Here we considered aspects such as your career adapt ability, values, personality and interests. The main aim here is to provide you with enough self-awareness and information that will assist you with the career and study choices that you will have to make and which will bring you a degree of satisfaction with your choices.

Jo, with regards to career adaptability on average, it appears that you have a strong sense of security and surety with regards to what you want out of your future career and studies. Jo, you scored highly in all of the assessed career adaptability areas, which suggests that you should be able to cope with the various changes that you may face in your future career or studies

You indicated that your core values are that of "Honesty" and "Respect". It seems that you place a high premium on work environments which support your need for Learning and Structure, and where you can have Variety and Research as part of your daily activities. With regards to your social values, it seems that you place a high level of importance on "Teamwork" and "Trust".

Jo, your personality profile indicates that when you interact with people, your personality profile indicates that you have both introverted and extraverted traits, which suggests that you would both work well alone as well as in team-based situations. Jo, you present with a moderate degree of assertiveness. You seemingly adjust your behaviour according to the situation you find yourself in. Consequently you may sometimes come across as more assertive in certain situations and lesser so in others. It seems that you apply a reasonable degree of tact and diplomacy as well.

When it comes to how you think and go about tasks, it appears that you approach tasks and situations with a moderate degree of conservativeness. You would therefore probably be more open to new and untested ways in some instances, and tried-and tested methods on others. Depending on the situation, Jo, you may be willing to take calculated risks. When you perform your tasks Jo, you appear to have a balanced approach between following rules and procedures to get things done in a thorough and high quality manner, and acting in an expedient manner. Depending on the situation, you may be quite detailed and planful and in other situations more spontaneous.

It appears that when you find yourself in a pressurised situations, you are likely to find it more challenging to deal effectively with such situations. Jo, you are more inclined to experience anxiety very quickly and to bottle up your emotions and concerns. As a consequence, you may from time to time come across as someone who is quite moody and/or extremely emotional. Jo, it seems that when you are faced with criticism from others, you may tend to take it very personal and repeatedly let your mind wander about what has been said. You are urged to seek assistance to help you deal with stress and anxiety.

Jo, your Enneagram profile indicated that you are currently functioning as a Type 6 (also called "The Loyalist"). This suggests that you are most likely to show traits of strength such as you being responsible, engaging; conscientious, loyal to your friends and beliefs, hardworking; and being the champion of the underdog. You can apply these strengths to your advantage in various situations such as your career, work and relationships. On the other hand, you should be aware of possible traits that may hold you back. These are you being doubting, anxious and cautious, constantly seeking reassurance, indecisiveness and pessimism, complaining; being suspicious or cynical and finding it hard to accept praise.

Jo, it is important that you should consider what aspects of your personality and values fit into your career or job. On page 14 we provided you with a possible set of questions you should ask yourself in order to find a job, career and/or study direction which is compatible with who you are as an individual.

Jo, your academic endorsement indicated a possible fail mark due to insufficient academic performance as per departmental guidelines. Your academics must be drastically sharpen up, but also keep a realistic mind to your career choice matching your academic performance.



Career search tips: Next few steps...

Due to the fact that today's jobs, job requirements and careers are changing so quickly, you will have to take full responsibility for managing your own studies, job search and career development. The next part in this report is to help your job or career search by outlining some useful activities to get you started.

Step One: Information gathering

Take the time to learn more about the different careers that have been profiled in this report and decide whether or not they fit with your interests. To accomplish this, consider the following suggestions:

Jo, set up as many information-gathering interviews you can with people who currently work in the job areas of interest to you. What day-to-day tasks do they perform? What specific skills or training do they have? What other experience do they have?

Take some time to buddy-up with someone who works in an area of interest to you. This is one of the best ways to get a 'feel' for what a job might involve.

Develop a relationship with as many recruitment consultants who work in your area of interest as you can. Jo, what opportunities exist for you? What are employers typically looking for in a candidate?

Keep an eye on the employment section of your local newspaper or job websites to gather information on your job areas of interest. Keep a summary of the sorts of knowledge, skills, and abilities that employers seek. Many organisations now also have their own careers section on their website.

Check the internet or employment section of your newspaper for any upcoming career fairs. This is an excellent way of meeting organisational representatives and to learn more about any potential job openings.

Step Two: Developing your skills profile

Jo, you can expect to have negative feelings during a long career, study and job search and it may seem difficult to remain positive. Keep your spirits up by setting time aside to relax, do exercise, spend time with friends, and enjoy hobbies.

List all the people you know who can help you with your career and job search activity and help 'open doors' to get some added experience. Jo, be clear on what you are looking for and the various ways in which your network can help.

Due to the nature of modern-day work, you will have to be open to the idea that your career will mostly consist out of two or three part-time jobs or contract work. Accept that the world of work has changed and don't shut yourself off from opportunities.

One of the main reasons people don't achieve their career objective is that they give up too early. Career, study and job searching is hard work, but remember, every 'no' does take you one step closer to a 'yes'.

Step Two: Identify jobs of interest

List any jobs mentioned in this report, that appear to link up with your own work preferences identified in Step 1. Also list any additional jobs/ careers that you may think you may be interested in exploring further:

Job	Links with work preferences
Teacher	<i>I like to work with people</i>

Step Three: Research career/ job of interest

To make an informed career decisions, research your career/ job of interest using a range of resources, such as: the internet, library, career centre, talk to people in the specific job arrange a worksite visit, or explore industry websites.

Job: _____

1. What do people in this job they basically do?, what are their less obvious tasks and other responsibilities?

e.g. Counselling Psychologist

Individual and group therapy, Must do lots of report writing, Must be highly ethical and do social research

2. What knowledge, resources, or specialised training is required to do this job (e.g. qualifications, skills)?

Understand psychological theory, Must have empathy, Must have Masters Degree in Psychology - MA(Psych)

3. Consider the work environment (e.g. shift work, travel)

Lots of rules that must be followed, late nights, unpredictable work hours

4. Considering what you know about the typical pay. Does the job/ career fulfil your requirements (e.g. salary, hours of work, location)?

Pay varies - when in private practice, long hours, lots of 'competition' in main cities - less so in small towns

5. List the positives and negatives of this job

Positives	Negatives
<i>Get to help people</i>	<i>Unpredictable income</i>

Jo's Action Plan

Step Four: Create an action plan



Develop an action plan to achieve your identified career goals using the framework on the next page:

Objectives	Resources	Target Date	Measurable Results
What do I want to accomplish?	How will I achieve the objective and what resources do I need?	When will I achieve this objective?	How will I know when I have achieved the objective?
I want to be a school science teacher	Obtain a Diploma of Teaching by enrolling at teachers college	December 20XX	I will have secured a job as a science teacher

final notes from the CEApp team



This is a personal message to the candidate, when and where applicable.

This report is compiled by:

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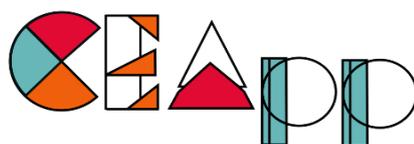
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