THE OXFORD PROGRAM
The ultimate career guidance program

2009

Oxford Career Aptitudes Program (CAP)

Report For

Mark Green

Career Aptitudes Program (CAP) Report

Dear Mark:

Below are some interpretations/observations from looking at your results. Some of the content is similar to the information you may have read, but there's a lot of new information. **It is important that you take a moment to reflect on the importance of knowing all of this information for your life in general.**

You should have read over your computer-generated report by now.

The goal of this report is to help you understand your "nature" and what a "natural vocation" for you would be. The road to discovering a career you love comes from understanding the big picture about who you are and what you want.

NOTE: The full interpretation of your scores comes during and after a 2 hour feedback call with a trained Oxford coach.

This report contains 3 sections:

- Ability Report
- Ideal Job Checklist
- Career Report

I highly encourage you to do 3 things:

1. Use a highlighter and **highlight statements** that you feel are most worthy of remembering.
2. **Bring your results to work** and think about the things you do each day and how your abilities (or lack thereof) affect your satisfaction.
3. **Discuss your results** with a loved one (if possible). Often it's the people around us that can see our abilities at work (or playing havoc) more than we can!

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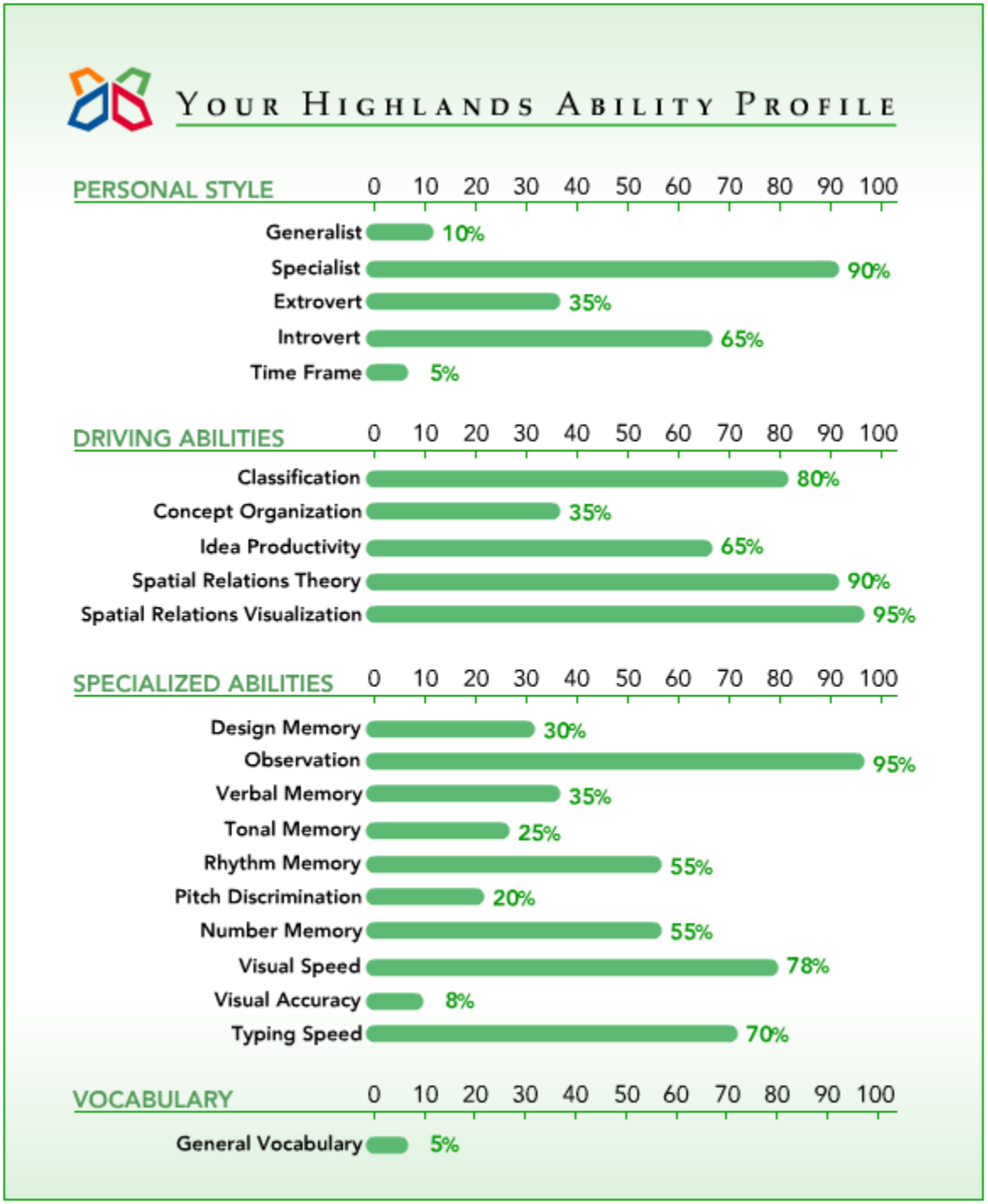

Your scores are given as percentiles. Each percentile compares your score to the scores of all persons who have taken the same worksample.

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Abilities Report

This material is based on your results from the Highlands Ability Battery. It may be helpful to have your HAB bar chart handy when reading through this material.

Generalist/Specialist

Your Score: **Specialist**

Very Important

Important

Not Important

General Information

The purpose of the Specialist/Generalist worksample is to assess your orientation toward thinking about and performing tasks, i.e., with a shared vision and language, or, with a unique vision and language.

It indicates whether you have a natural need or inclination to work as a team member, or rather as a individual contributor.

Generalists generally make up about 75% of the population and Specialists make up the other 25%.

Generalists are people who tend to respond in similar ways and to be intuitive about how others react. For these reasons, they are generally very team-oriented. Specialists, on the other hand, like to be individual contributors. They tend to look at situations through their own perspectives. As a result, they may have less concern for their impact on the team.

Bottom Line

You need to be a specialist in your career. You need an environment where you can work essentially for yourself with a lot of autonomy and control. It also should allow you the opportunity to develop an expertise and be recognized as an expert. You need the respect that an expert gets and the freedom that an expert gets.

The subject you're working within should be one you care a lot about. A specialist in a generalist role may be frustrated because the job will seem broad and ill-defined.

Implication of Ranges

Generalist/ Specialist	*Specialist Range*	*Generalist Range*
Characteristics	• Works for self • Has unique point of view • Will have a different way of seeing almost any issue • Sees work as extension of self • Works best when can feel some sense of ownership and possession about work • Intense, passionate	• Works well on a team • Understands intuitively how others react and feel at work • Moves easily from job to job as needed • If Extrovert, good leader • Can have deep interest or passion about work, but keeps team in mind

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		• Team Player
Challenges	• Difficult to understand how others feel at work • Difficult to move from task to task • Often does not take criticism well Identifies self and work	• Works best in groups and on teams - and is frustrated if it is not clear how work affects the team best with consensus

More Details

Generalist/ Specialist	***Specialist Range***	***Generalist Range***
Characteristics	• Comprise 25% of the population. • Have a unique, individual way of looking at the world. • Need to ensure that their work provides the opportunity to become subject matter experts in their fields. • Pursue goals and solve problems best by working independently. • Need more independence and autonomy in their work. • Focus more narrowly on their areas of expertise. • May find it difficult to focus on multiple jobs at once. • Does not need consensus for decision making. • Work primarily for themselves, developing personal expertise. • Succeed by means of their own skills or knowledge. • Prefer to function and contribute as experts in their fields. • Tend to be personally invested in and closely identified with their work ("wear their work like their skin"). • Have personal competence as their goal. • Work best at going into a subject in depth. • Can be described as an inch wide and a mile deep in relation to their work. • Have a need to do task	• Comprise 75% of the population. • Share a way of looking at the world, and consequently intuitively understand how others react and feel at work. • Need to insure that their work is diverse and includes people. • Pursue goals and solve problems best by working in groups. • Work best as team players. Can have deep interest or passion about work, but keep team in mind. • Focus broadly on the overall operations and goals of the group or organization. • Can move from job to job as long as the group goals are being pursued. • Usually do not like to go into great depth in any specific area of their work, preferring to know something about many areas. • Can be described as "a mile wide and an inch deep" in relation to their work. • Tend to be more able than the Specialist to detach from their work, regardless of how passionate about and committed to it they are. • Work best with consensus. • Can submerge their own needs for those of the group or

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	themselves (to learn it in more depth and to get it done their way). • Prefer work that is both personally significant and valuable in its own right. • Have a singleness of vision and purpose. • Often find bureaucratic organizations difficult. • Often considered a maverick, genius, or original thinker. • Likely to resist regulations, routines, and jobs that require marching lock-step with others; prefer marching to a "different drummer." • May impose their own standards on others and put their own unique interpretations on common expressions and ordinary words. • Study best by gathering information and solving problems independently. • Need to concentrate their training and education early to develop a specialization	organization. • Succeed by means of teamwork and interpersonal competence. • Are able to work well within organizations, preferring to work with groups. • Find it easy to delegate and be delegated to. • Are willing to take responsibility for the work of others. • Work best at developing subordinates and bringing team together. • Study best by gathering information and solving problems in groups. • Can benefit from a broad-based education, beginning with a liberal arts or humanities curriculum
Medium Range	• Often referred to as the "glue" in organizations as they participate in and understand both ends of this scale. • Need to consider themselves as Specialists and first develop an area of expertise then use it in a people-oriented field.	

Generalist/ Specialist	***Specialist Range***	***Generalist Range***
Problem Solving/ Decision Making	Makes a contribution from an expert or particular point of view; prefers to work as an individual; tend to take an in-depth intensive approach and find it difficult to consider the problem from the team perspective	Enjoys problem solving with a team; relatively easy to reach consensus when making decisions or solving problems

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Generalist/ Specialist	*Specialist Range*	*Generalist Range*
Communication Style	Unique language and perspective	Common language and perspective

Generalist/ Specialist	*Specialist Range*	*Generalist Range*
Preferred Tasks	• Independent and separate tasks • Narrow focus in field of interest tasks • Problem solving alone tasks	• Team or group oriented tasks • Relational oriented tasks • Variety of tasks during a work day • Problem solving tasks within a group context • Building consensus tasks • Managerial tasks • Sales and group influencing tasks • Developing rapport

Introversion/Extroversion

Your Score: **Introversion**

Very Important

Important

Not Important

General Information

The purpose of this worksample is to assess the interpersonal environment you have a natural inclination to work in: either working with people and getting energy from being with people versus working alone and get energy from alone time.

Introverts tend to work best when their given time to be by themselves, have some structure to relationships and interactions, and will feel drained of energy if too much time is spent interacting with others.

Extroverts need free social interaction during the work day. They will feel stressed if they're required to work alone and prefer to "think out loud" when trying to make a decision.

Note: Because this worksample is based on your self-report of your preferences, the measure or the degree of preference is based on how you see yourself at the time of the test.

Bottom Line

Your career must provide you with a significant amount of time to work alone with little interruptions. This does not mean you need constant isolation, however.

Implication of Ranges

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Introversion/ Extroversion	*Introvert Range*	*Extrovert Range*
Characteristics	• Likes some structure to relationships and interactions • Works best when understands purpose of interactions • Works well alone • Works best when has some time to self	• Likes and needs free social interaction during work day • Interacting with others is a rewarding end in itself • Will feel stress if required to work alone, or if interactions are structured and stereotyped • Has natural feel for initiating and sustaining interactions

More Details

Introversion/ Extroversion	*Introvert Range*	*Extrovert Range*
Characteristics	• Gather energy from internal thoughts, feelings, and reflections. • Are drained of energy by needing to participate in the external world--regardless of how skilled they are at it. • Prefer to relax alone, reading a book, gardening, looking at television, using the Internet, etc. • Need time to reflect before responding. • Prefer to have time to think before acting. • Like to develop their ideas by reflecting. • Often prefer to communicate by writing. • Tend to be more private and contained. • Like structure to relationships and interactions—prefer having a reason to interact. • Like quiet for concentration. • Learn best by pausing to think, and prefer to study individually. • Prefer classes where faculty gives clear lectures, as opposed to interactive group discussion.	• Gather energy from external events, experiences, and interactions. • Are drained of energy if required to work or study alone. • Prefer to relax with others, in group gatherings, on the telephone, etc. • Tend to speak first, reflect later. • Often act before thinking. • Develop their ideas by discussing them with others. • Often prefer to communicate by talking. • Tend to be sociable and expressive and enjoy initiating and sustaining interactions. • Like unstructured social interactions, and do not need a special reason to interact. • Like variety and action. • Learn best by interaction and prefer to study with others. • Like classes where faculty encourages discussion. • Tend to become impatient with long, slow jobs or projects, particularly if they do not include

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	• Tend to be able to work on a jobs or projects for long periods without interruptions. • Are interested in the facts and ideas behind their work.	interaction with others. • Are interested in the activities of their work and in how other people perform these activities.
Medium Range	• Have the flexibility of participating in the characteristics of both extroversion and introversion. • Can enjoy working or studying with others and be able to do work that requires solitary effort. • In order to keep their energy levels up, need to balance their interpersonal environment to get both time alone and time with others.	

Introversion/ Extroversion	***Introvert Range***	***Extrovert Range***
Ideal Work Environment	Prefers a work or academic environment in which a person can work in solitude. 1. In organizations and groups where there is also private space and protection from constant contact with others. For example, planning in an organization is often a solitary task. 2. Management situations in which most interactions are one-on-one, or in small groups or meetings. 3. Writing that requires limited or structured contact with people, for example as a journalist, free-lance writer, or advertising copy-writer. 4. Artistic, creative work that requires solitary practice and work. 5. Legal, medical, or other professional work that requires limited interaction with people. Works well alone maintaining energy level; likes quiet for concentration; needs length of time to work on projects without interruptions	Prefers a work or academic environment in which a person can work in the presence of others. 1. In organizations, teams, and any kinds of groups. 2. Sales, marketing, advertising, public relations, teaching, politics, and any kind of face-to-face persuasion 3. Management in various fields. 4. Performing and presenting before groups of people. 5. Any legal, medical, or other profession that includes interaction with people. Resonates in and gathers energy from external events, experiences, and interaction; likes environments with variety and action; interactions with others important

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Introversion/ Extroversion	*Introvert Range*	*Extrovert Range*
Problem Solving/ Decision Making	Arrives at a solution by processing alone	Arrives at a solution by thinking with others and processing out loud

Introversion/ Extroversion	*Introvert Range*	*Extrovert Range*
Communication Style	Rather read and write; tendency to processes internally; likes some structure to relationships and interactions	Rather speak and listen; tendency to processes out loud; can initiate and sustain interactions; interacting with others is a rewarding end in itself; tendency to speak first and reflect later

Introversion/ Extroversion	*Introvert Range*	*Extrovert Range*
Preferred Tasks	• Work for a considerable length of time alone doing work related tasks • Communicate by writing tasks • Structured, interactional and relational tasks	• Lengthy interactional tasks with others • Idea generation with others tasks • Variety of tasks • Action oriented tasks • Oral communication tasks • Full day training, teaching tasks

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Time Frame Orientation

Your Score: **LOW Range**

General Information

The purpose of this test was to assess the span of time you take into account when considering the future. Time Frame orientation indicates how clearly a person can envision a distant goal and understand the consequences of present actions on future plans.

Timeframe orientation deals with your most natural frame of reference for making plans, thinking about your future, or considering the impact of what you are doing now in your life. It reflects an orientation toward planning, goal setting, and accomplishing tasks.

Bottom Line

Your career should provide you with goals that can be satisfied in less than a year.

Implication of Ranges

Time Frame Orientation	*Characteristics*	*Challenges*
Short (1-12 months)	• Enables movement from project to project easily • Helpful in jobs demanding immediate closure or completion (for example: sales, public speaking, accounting)	• Hunger for immediate results may undercut ability to achieve over long haul • Needs to set intermediate goals • Needs to apply self-discipline to plan and reach long-term goals
Mid (1-5 yr)	• Helpful in jobs demanding relationship-building • Able to put off instant gratification for longer-range goals	• Needs to apply structure and discipline to complete immediate goals or achieve long-range goals
Long (> 5 yrs)	• Able to keep eye focused on a distant target or goal • Endures work without immediate rewards in order to reap larger rewards later	• May fixate on future or distant course of action even when it's no longer reasonable or appropriate • May experience difficulty in focusing on bringing closure to immediate tasks

Immediate or Low Time Frame Orientation (< 35)

- Naturally envisions goals in the immediate present to-one-year time frame.
- Enables one to move from project to project easily without being encumbered by a fixed, long-term

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view of things.

- Helpful in jobs which demand closure or completion, such as sales, public speaking, newspaper reporting, and accounting.
- Hunger for immediate results or gratification can undercut the ability to achieve over time.
- Extremely important to carefully research, define, and set definite career goals.
- Can benefit from input of those with longer range focus for help in career planning.
- Key is inspiration: Generalist gets it from the world, Specialist from within.
- Can be helpful to set intermediate rather than long-range goals because they are easier to visualize.
- Application of self-discipline is important to reach long-range goals.
- Can benefit by asking the question "What are the implications of this for five or ten years from now?"

Intermediate or Mid-Range Time Frame Orientation (36-64)

- Naturally envisions goals within a one-to-five-year time frame.
- More likely to go into "relationship" sales where building rapport is more important than a "one shot" success.
- Able to put off instant gratification for longer-range goal, but not TOO far out.
- Can have difficulty finding new direction after achieving important goals.
- Important to integrate specific goals into overall life plan to avoid stagnation following goal completion.

Long Range Time Frame Orientation (> 65)

- Naturally envisions goals within a five-to-twenty-year time frame.
- Able to plan and work toward goals that may take many years to develop or come to fruition.
- Able to keep eye focused on distant target.
- Able to endure efforts that are largely not rewarded to reap a larger reward later, (for example in creative careers in music, graphics, and the performing arts.)
- Helpful in jobs which require strategic planning, trend analysis, extended negotiations.
- Relates to having a professional degree and to having a degree beyond the Bachelor's degree.
- Helpful for medical doctors, lawyers, certified public accountants, and for people who develop and then run their own businesses.
- Drawbacks include becoming fixated on the future; following a course of action which may no longer be appropriate; and experiencing difficulty bringing closure to current tasks. Checking goals occasionally to make sure they are still worth pursuing, and consulting others who can help produce and meet short term deadlines can help compensate for these drawbacks.

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Classification

Your Score: **HIGH Range**

General Information

Classification is the non-logical, intuitive problem-solving ability; the ability to see the relationship between seemingly unrelated objects or information, to go from the specific to the more general.
This is a type of problem solving that is very fast, not logical, and not verbal. It feels intuitive to others, although it would be more accurately described as holistic. Often people who use this ability describe the process of Classification in some way that indicates that an answer to a problem just comes to them almost instantaneously when the problem is presented.

It is the diagnostic, evaluative ability and is fundamental in investigative fields such as medicine, counseling, research, and law.

Bottom Line

Your career should contain lots of challenges and problem-solving. Boredom is likely consequence if there are not enough new challenges and/or if there is a need to slow down long enough for follow-through or learning process.

Your career should also provide you with a lot of autonomy in solving the problems the way that you think fit. You also need a very, very limited amount of structure, rules, and bureaucracy.

Implication of Ranges

Classification	*Low Range*	*High Range*
Characteristics	• Gathers information • Curious, accepting, decisive • Uses experience to make decisions • Listens well • More patient with process • More comfortable with • structure • Receptive • Perseveres long enough to learn new information	• Quick, seat-of-the-pants problem solving • Diagnostically insightful • Understands others quickly • Restless • Answer seems obvious • Likes fast pace and variety • Pointed, incisive • “Cut to the Chase”
Challenges	• Needs time to make decisions • Needs time to gather information and experience needed • Checks gut reaction • Can be slower in crisis • Can get overwhelmed by data, change	• Must wait for others (particularly if high idea) • Must deal with boredom • Must force self to use logical planning • Has difficulty with follow through • Has difficulty with slowing

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	• Can be experienced as indecisive or caught up in sensitivity to process	down to learn a process • Will create problems to solve if not stimulated • Can be experienced as critical

More Details

Classification	*Low Range*	*High Range*
Characteristics	• Makes decisions best by review of experience and knowledge. • Works best with tried-and-true procedures and within a structure. • Often uncomfortable with new work situations and happy when new routine is learned and mastered. • Finds it relatively easy to become proficient in acquiring knowledge and experience. • Needs time for decision making based on new information, but can be decisive and take action. (Can be rapidly decisive in areas of expertise and experience.) • Not comfortable with crisis situations where decisions need to be made rapidly with little information. • Can be curious, accepting, and good listeners. • Ability to be patient with process is an asset for executives, managers, and anyone whose job is team building and individual development. • Lack of problem orientation or critical faculty can be an advantage for artists. • Easier to manage than high CL. If more rapid problem solving is needed, can consult with someone with high CL as a sounding board, or can work a little harder.	• Needs intellectual challenge, learning something new. • Likes fast-paced and even chaotic situations. • Has a need to rapidly figure things out and solve problems. • Able to quickly sum up a set of points or "get the big picture." • Has a knack for quickly seeing a common element among ostensibly discrete ideas or pieces of evidence. • Can lead to boredom if not challenged. • Can see pros and cons in any situation and is an asset for critics in any field. • Can see the problems in a plan or program quickly and easily, and unless exercising self-discipline, can be indecisive as a manager or decision-maker. • Can be a liability for managers because they are likely to be focused on solving problems of their own rather those of the group. • Can create restlessness and dissatisfaction when not in use. • May focus on trivial things and turn to worry, frustration and criticism of others if not constructively directed. • Prefers to go beyond facts to hypothetical situations. • Doesn't like to be bothered learning the details of any subject: can usually gather

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		enough information to get by or wing it. • Must use education and self-discipline to channel properly: Just because something is learned quickly does not mean it has been learned well. • Must find a steady means of channeling this thinking ability. • Often delays decision making and may need to set artificial deadlines to avoid procrastination. • When combined with low vocabulary, can be a problem because person can think quickly and well, but doesn't have enough information about which to think. Imperative to pursue knowledge and raise vocabulary to support CL
Classification	***Low Range***	***High Range***
Problem Solving/ Decision Making	Needs time to solve problems; prefer working with procedures already formulated by the company or department explaining what is to be done when certain problems arise	Represents a "need" to figure things out and solve problems; quick, intuitive, inductive, diagnostic, evaluative ability; always curious and looking for answers; is used to move from the specific to the general; for generalizing, seeing relationships, and grasping patterns; able to quickly sum up a set of points or "get the big picture"; must be educated or trained in field of diagnosing

Classification	***Low Range***	***High Range***
Communication Style	Listens well, patient with the process, no press to rush another, generally not so critical of others	Aids grasping the meaning of oral information; makes connections quickly; tendency to want to move on; frustrated by long lengthy heavily detailed monologues of others; tendency to focus on problems; may be experienced as critical; pointed, incisive, "cut to the Chase"

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Classification	*Low Range*	*High Range*
Preferred Tasks	• Structured tasks • Routine tasks • Process oriented tasks • Managerial tasks • Focus oriented tasks • Tasks that need follow through	• Rapid, challenging problem solving tasks • Investigative tasks • Diagnosing tasks • Critiquing tasks • Trouble shooting tasks • Appraisal tasks

Concept Organization

Your Score: **LOW Range**

Very Important

Important

Not Important

General Information

Concept Organization is the logical and linear type of problem solving that uses mainly the left side of the brain (also the language hemisphere of the brain). It is the kind of problem solving that starts with known facts, sees logical connections between them, and arrives at a logical conclusion.

Concept Organization controls not only how you solve problems, but also how you communicate your solutions.

Bottom Line

Because your score is in the low range, you do not have to worry about finding a career that provides an outlet for Concept Organization.

Implication of Ranges

Concept Organization	*Low Range*	*High Range*
Characteristics	• Can be decisive • Can cut through layers of logic to a conclusion • Does not necessarily need to see every step of a solution	• Logical in planning, writing, explaining of ideas • Draws logical conclusions • Organizes and plans quickly and well • Keeps organization in head • Logical

More Details

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Concept Organization	*Low Range*	*High Range*
Characteristics	• Does not mean unable to organize, just do not need to be continually involved in this type of activity. • Can use external techniques for organizing, i.e. calendars, day timers, lists, computer programs, etc. • Should not channel energies into tasks requiring constant planning and organization. • Generally most comfortable in situations that have already been structured. • Asset to executives and managers who need to pay close attention to and make logical decisions based on their own experience. • Advantageous in situations requiring quick, decisive actions in areas of knowledge and experience; can rapidly get to the "bottom line."	• Can mentally organize quickly and well. • Should find work with recurring need to organize materials or information. • Able to internally organize and can therefore often appear messy. • Have a need to go through <u>all</u> the steps in communications or task performance before finishing. • May find decision-making ponderous because need to have <u>all</u> the relevant information before deciding. • Able to rapidly organize and express their thoughts to others. • Good at organizing routines, structures, systems, and schedules for self and others. • An advantage in at any kind of academic task that requires analytic thinking (i.e. literature, history, research).
Medium Range	• Useful but does not demand job outlet. • Will usually be used enough to prevent pressure in almost any job. • Can easily be used in everyday life.	

Concept Organization	*Low Range*	*High Range*
Problem Solving/ Decision Making	Can be decisive when problem solving by cutting through layers of logic; doesn't need to see every step.	Logical, linear, analytical, deductive analysis of data; able to project into future logical consequences and outcomes aids with decision making: aids in fitting all the pieces of a project together into a coherent whole.

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Concept Organization	*Low Range*	*High Range*
Communication Style	May be difficult to organize thoughts spontaneously; take time, outline or write out important points you want to make	Aids in organizing thoughts and information for the purpose of speaking or writing; can create a train of logic that others can follow; aids in explaining ideas and solutions; tendency to add too many details and be ponderous**;** helps with the process of making decisions

Concept Organization		*High Range*
Preferred Tasks		• Writing tasks • Think on feet speaking / teaching tasks • Analytical thinking tasks • Planning & organizing material, projects, and information tasks • Developing material, projects, tasks • Organizing routines, structures, procedures, policy, systems, & schedules • Creating plans to solve diagnosed problems • Office manager tasks • Content oriented informational tasks • Moving materials and products through time and space task • Campaign planning tasks • Computer programming tasks • Working with previously developed materials • Analyzing systems tasks • Ordering material tasks • Event planning tasks • Detail oriented tasks

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Idea Productivity

Your Score: **MEDIUM Range**

General Information

Idea Productivity is the measure of the number of ideas that come into a person's head during any particular period of time – the quantity of ideas, not the quality. In the workplace, it is typically evidence during group brainstorming tasks.

Very Important

Important

Not Important

Bottom Line

Because your Idea Productivity score is above the "press point" of 35, you should not be performing repetitive, rote tasks that require concentration/focus. You'd prefer a stimulating, rich environment with a lot of opportunities for brainstorming. A career which requires brainstorming or creativity would satisfy your Idea Productivity more.

Implication of Ranges

Idea Productivity	*Low Range*	*High Range*
Characteristics	• Able to concentrate on one thing at a time • Able to start a task and see it through to a conclusion • Able to work in a complex environment and keep consistently on task	• Good at brainstorming, persuading, selling • Likes a stimulating, rich environment • Can generate a wide variety of ideas about problems
Challenges	• Give self time to think up and think through ideas • May have trouble coming up with examples, new ways of doing things	• In a stimulating environment, can be hard to concentrate on any task • Difficult to stay with one task to conclusion • Can generate ideas faster than can think them through

More Details

Idea Productivity	*Low Range*	*High Range*
Characteristics	• Can be an asset in management and executive leadership positions. • A clear advantage in many career fields that need concentration on	• Demands use. If not used on the job, should have some outlet. • Likely to cause boredom and frustration in low Idea Productivity tasks.

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	one problem at a time. Can prevent going off in too many directions and generating too many possibilities at once. • Is less of a distraction to concentration and focus. • Can be an advantage to following through to completion on the details of projects. • Strength is following a few ideas to completion as opposed to brainstorming many new ideas. • Should look for occupations that require concentration rather than rapid, prolific, flow of ideas. • Will often be trying to operate at uncomfortable mental pace in high idea productivity jobs.	• Can make it difficult to hold focus and follow through, especially on another person's ideas or on ideas that are not personally interesting. • Often benefits by working on projects in short bursts, in order to hold focus. • Needs work environments where ideas can be expressed and implemented. • Often more difficult to place in corporate environments, and easier to place in creative fields. • Needs work environments with a lot of action and change of routine. • Should avoid tasks and careers that emphasize routine, extended focus and concentration, and/or follow through and attention to detail. • Can benefit by developing awareness, discipline, and editing to deal with volume of ideas.
Medium Range	• Has some advantages of both high and low scores; can generate plenty of ideas and also be able to concentrate, focus, and follow through on details. • Can work in environments which are at times stable and at times rapidly changing.	

Idea Productivity	***Low Range***	***High Range***
Problem Solving/ Decision Making	Able to give a problem full focus and attention.	Able to generate many options and ideas about solving problems

Idea Productivity	***Low Range***	***High Range***
Communication Style	Can concentrate on others communication to you for the purpose of truly "hearing" what they are saying	Aids in coming up with different angles, examples, and diverse topics; good at brainstorming and idea generation; helps with persuasion and sales; may present problems of staying on track in conversations

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Spatial Relations Theory

Your Score: **LOW Range**

General Information

Very Important

Important

Not Important

Spatial Relations Theory is the ability to conceptualize and to consider relationships – whether these relationships are between abstractions (like ideas, principles, and theories) or between concrete, physical, tangible objects. The test assesses the ability to understand relationships in the workings of the universe and of human institutions, e.g., gravity and atomic energy as well as government and business organizations. There are strong indicators that this ability is the foundation to grasping inter-personal relationships.

This is the ability to theorize, to consider things hypothetically.

Implication of Ranges

Spatial Relations Theory	*Low Range*	*High Range*
Characteristics	• Not particularly interested in abstract mathematics, physics, cosmology, etc.	• Able to conceptualize interacting systems of independent elements (i.e. corporate, mechanical systems)
Challenges	• Can be difficult to visualize systems and models of interactional systems	• Can visualize how something works without actually being able to do it, unless Spatial Relations Visualization also high • Can come across too theoretical

More Details

Spatial Relations Theory	*Low Range*	*High Range*
Characteristics	• Indicates little understanding of or curiosity about mechanical things and hypothetical situations. • Indicates an ability to focus on direct contact with people and mechanical things, and to function practically and in the present.	• Naturally understands theoretical areas of knowledge such as astronomy, physics, statistics, electromagnetics, pure mathematics, and dynamics. • Enables the understanding and designing of imaginary and real systems such as nuclear and astronomical constellations, artistic creations, computers, and buildings, but it does not enable

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		their construction. • Readily see things from another person's or group's point of view and easily understand the dynamics in interpersonal systems such as families, organizations, corporations, and nations.
Medium Range	• Indicates some understanding of and curiosity about machinery and interpersonal systems. • Indicates some need for work having some direct contact with people and things and for developing theories and explanations about how they work and interact.	

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Spatial Relations Visualization

Your Score: **HIGH Range**

General Information

Spatial Relations Visualization is the ability to "see" and follow in three dimensions what is represented in two dimensions. It is related to the need for hands-on experience and work.

The test assesses your ability to manipulate mentally concrete, physical objects.

If a person is strong in Spatial Relations Visualization, they're what we call a structural person. If a person is low in Spatial Relations Visualization, they're what we call an "abstract" person.

Bottom Line

You need opportunities to work hands on in a structural field with concrete objects, facts, machinery, tools, products, buildings, or equipment that yield tangible results. Seeing results is the keyword! In other words, you need the sense of having seen and/or touched the end result.

Implication of Ranges

Spatial Relations Visualization	*Low Range*	*High Range*
Characteristics	• Able and satisfied to work with abstractions like ideas, relationships, feelings, numbers, laws, plans	• Usually prefers to work with and think about real things such as tools, products, machinery, or buildings • Wants to see real results from their work.
Challenges	• Can work with abstractions so easily that can forget the connection with the real world in what they do Hands-on reality	• Will be dissatisfied eventually by any job that is completely abstract • Nothing seems real unless have seen it and touched it • Sometimes difficult to deal with others' feelings or own feelings

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More Details

Spatial Relations Visualization	*Low Range*	*High Range*
Characteristics	• Indicates the abstract thinker who is most comfortable in the world of words, ideas, concepts, principles, values, emotions, people and relationships. • Relates to occupations in the legal fields (lawyers and judges), in literary, visual, and musical performing arts, in law enforcement, accounting, general sales, counseling, social research, and in oral communications, i.e. teachers (non-technical), politicians, ministers, presenters, etc.	• Can easily visualize an object in three dimensions when given only two. • Can easily think about and work in the physical world of three-dimensional concrete forms. • Enables one to visualize and mentally manipulate solid objects and space and is related to the practical, “hands-on”, ability and drive to deal with the real world of three-dimensional objects and space. • Relates to working with one's hands and enjoying the touch and feel of tangible, concrete objects in such hands on occupations as dentistry, building construction, car mechanics, and the practice of medicine. • Enables experimentation with different options, arrangements of space, or possibilities of systems without having to actually see them. • Relates to working with scientific, technical, mathematical, and mechanical information. • Indicates a desire to see the results of actions and work in a concrete, tangible, and immediate way.
Medium Range	• Sometimes difficult to interpret. People may have some spatial abilities and participate in both abstract and structural worlds, i.e. develop and sell educational software. • Pulls toward the structural, concrete world more in middle age.	

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Spatial Relations Visualization	*Low Range*	*High Range*
Problem Solving/ Decision Making	Prefers abstract solutions such as law, psychology, numbers, plans, relationships etc.	Prefers technical, engineering, biological, architectural, construction, medical etc. solutions

Spatial Relations Visualization	*Low Range*	*High Range*
Communication Style	Draws person into the world of words, people, relationships, feelings and ideas, conversations may be more about abstract theoretical information	Tendency to focus on hands on tasks, might be more task oriented than people oriented, conversations may be more about concrete structural information

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Summary Information

True Professional:

This is what we call people who are specialist introverts. (e.g., researcher, academician, lawyer, chemist, design engineer, physicist, novelist, artist, composer)

Multi-Ability:

When we deal with the driving abilities, we need to talk about two extremes: people who are strong in most of the driving abilities and people who are low in most or all. People who are at the strong end of the continuum on at least three of the driving abilities represent what we call a multi-ability profile. The more drivers you have in the strong range, the more outlets you need to create, or activities you need to participate in, in order to feel satisfied.

If you have three or more driving abilities in the strong range, this means you have to pay particular attention to creating a variety of outlets, some of which may not be available on your job. Most jobs require one or two driving abilities on a consistent basis, but usually not more than that. So if you have three or more driving abilities that are in the strong range, y our challenge will be either to find outlets for them off the job, or to understand that you will want to seek out other opportunities on a pretty regular basis. At work, you want to seek assignments where you can expand your knowledge and responsibilities within the job. For example, a multi-abilities person in sales might also take on roles that involve teaching or writing for new sales representatives, or may get involved in product development as well as sales.

High Theory and Visualization:

High scores in both Spatial Relations Visualization and Spatial Relations Theory indicate a truly structural person; able to both theoretically understand and practically and concretely work with the real world of three-dimensional objects and space. This person could understand the workings of a car engine, possibly design a car engine, AND be able to work on and even build a car engine. High scores on both scales also indicates that one belongs in fields that contain known facts, black-and-white answers to problems, concrete objects, tangible products, and scientific principles.

Diagnostic Problem Solver:

Able to quickly see relationships and common threads among seemingly disparate pieces of a problem, leading to hunches about solutions that are usually accurate. Prone to be very sure of workability of proposed solutions, and sometimes impatient with others who do not get it Self-confidence can motivate others to persist in implementation. Enjoy the challenge and excitement of identifying and proposing solutions to new problems much more than seeing an old one through from start to finish. Find it tedious and boring to dot I's and cross t's.

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Ideal Job Checklist

The checklist below describes an environment that you are most “hard-wired” for. If you were a duck, this would describe your “pond.”

These items best tell you what needs you have and what your “natural vocation” looks like. You should view these as requirements of a career for you. Ask yourself, how much of this am I currently getting in my work? You can typically find the sources of your job dissatisfaction within your abilities, and in the following bullets.

- [ ] Your ideal job is practical, physical and hands on.

  You are naturally motivated by physical, practical, hands on careers that are outdoors. You prefer to do, not think it out on paper. You need to have some work with objects, machines, tools, plants or animals.

- [ ] An environment where you can work essentially for yourself with a lot of autonomy and control. It also should allow you the opportunity to develop an expertise and be recognized as an expert. You need the respect that an expert gets and the freedom that an expert gets.

  The subject you're working within should be one you care a lot about. A specialist in a generalist role may be frustrated because the job will seem broad and ill-defined.

- [ ] You need a lot of time to be alone with little interruptions. This does not mean you need constant isolation, however!

- [ ] You'd prefer a fast-paced environment with a lot of challenges and problems to solve. You'll also need a lot of autonomy in solving the problems the way that you think fit.

  You also need a very, very limited amount of structure, rules, and bureaucracy. Boredom is likely consequence if there are not enough new challenges and/or if there is a need to slow down long enough for follow-through or learning process

- [ ] You value a stimulating, rich environment with a lot of opportunities for brainstorming. At a minimum, you should not be performing repetitive, rote tasks that require concentration/focus. May prefer to work on several projects at one time.

- [ ] You need opportunities to work hands on in a structural field with concrete objects, facts, machinery, tools, products, buildings, or equipment that yield tangible results. Seeing results is the keyword! In other words, you need the sense of having seen and/or touched the end result.

- [ ] Most comfortable working with others with similarly high intelligence/vocabulary levels.

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Careers Report

Top Careers That Match Your Interests - Your Holland Code: A-S-I

1. Forensic Animator
2. Art/Antique Restorer
3. Home Stager
4. Feng Shui Consultant
5. Biomedical Engineer
6. Oceanographer
7. Orthopedic Surgeon
8. Corporate Coach
9. Educational Toy Designer
10. Public Relations Specialists
11. Fashion Marketer
12. Brew Master

Top Careers That Match Your Natural Abilities

1. Microbiologist
2. Art Director
3. Marketing Manager
4. Biomedical Engineer
5. Oceanographer
6. Home Stager
7. Commercial and Industrial Designers
8. Environmental Engineer
9. Public Relations Specialists
10. Corporate Coach
11. Vulcanologist
12. Orthopedic Surgeon

Top Careers That Match Your Interests AND Your Natural Abilities

1. Biomedical Engineer
2. Oceanographer
3. Home Stager
4. Corporate Coach

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Best matches in your existing field (Business and Financial Operations)

- Agents and Business Managers of Artists, Performers, and Athletes
- Training and Development Specialists
- Personal Financial Advisors
- Appraisers, Real Estate
- Meeting and Convention Planners

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Next Steps:

I suggest you follow the next steps to help you narrow down your possible careers and make the best possible decision:

1. Document your top 20 career options
2. Compare those careers to your Ideal Job Checklist and cut your list down to the top 10 you feel best fit the checklist.
3. Use the Compare Caparison Exercise to determine your Top 1-3 careers.

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Top 20 Careers

STEP 1: Use the table below to document up to 20 different career possibilities you are considering. You can use careers recommended in this report, as well as others you have in mind. The more the better.

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STEP 2: Compare your list of careers against the Ideal Job Checklist and remove enough careers so that you only have the **top 10** careers that, based on your research, you feel best fit your Ideal Job Checklist.

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Career Comparison Exercise

Now you're going to rank your career options based on the most important elements from your Requirements and Wants Lists. The career conditions go vertically along the first column. Your career alternatives go horizontally along the first row. Again, rank how well that career satisfies the requirement on a scale of **5, 3 OR 1** (5 is strong match, 3 is middle, 1 is bad match). ***Remove the example data, of course.***

	CAREER ALTERNATIVES				
CAREER REQUIREMENTS	*Technical Trainer*	*Nurse*	*Support analyst*	*Start landscaping business*	*Current job*
Allows casual dress					
Provides for autonomy					
Requires less than 2 years of part-time schooling					
Fast-paced environment					
Easy to get into					
Lots of job opps in my geographical area					
I can see my results at the end of the day					
Pays well					
Lets me interact with people each day					
LOTS of variety each week					
Totals					

After you have ranked your list, which scored the highest? Are there some you realize you should remove?
Are there are a lot that seem to be tied? Try the next grid to help clarify which is/are better than the others.
The next form is just for you to be able to jot down some general pros-and-cons about the career to help you uncover all information that is worth considering.

CAREER	**What you love about it**	**Pros**	**Cons**
Technical Trainer			

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Top 3 Careers

Pick the top 3 scoring careers from the Career Comparison Grid:

1.
2.
3.

Steve Bohler, MS, JCTC
The Oxford Program Founder/Head Career Coach

Life is short. Love your work!

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