

**Lyall Bay  
9 June 2017**

**EXPERT**

# EXTENDED REPORT

**OCCUPATIONAL INTERESTS PROFILE PLUS**





# GUIDE TO USING THIS REPORT

## INTRODUCTION

The Occupational Interests Profile Plus (OIP+) is a test developed for career guidance situations. The OIP+ is partially based on the pioneering work of John Holland in the area of general career themes, though also includes personality characteristics, which assesses how well suited individuals are to different environments. Thus, Personal qualities and career interests are presented in this questionnaire.

CAREER INTERESTS	WORK NEEDS (PERSONAL QUALITIES)
<ul style="list-style-type: none"> <li>▪ Persuasive</li> <li>▪ Practical</li> <li>▪ Artistic</li> <li>▪ Scientific</li> <li>▪ Administrative</li> <li>▪ Logical</li> <li>▪ Nurturing</li> <li>▪ Managerial</li> </ul>	<ul style="list-style-type: none"> <li>▪ Excitement</li> <li>▪ Optimism</li> <li>▪ Stability</li> <li>▪ Openness</li> <li>▪ Conscientiousness</li> <li>▪ Financial</li> <li>▪ Agreeableness</li> <li>▪ Extraversion</li> </ul>

Career guidance requires advisors and respondents to investigate four areas which may affect career choices; these are work needs, career interests, motivation and skills. The results of the OIP+ can be combined with some brief form of reasoning assessment such as the General Reasoning Test or the Technical Test Battery to provide an insight into the respondent's abilities.

## REFERENCE GROUP (NORM) USED

The following norm was used to generate this report:

Test	Norm Used	Lyallple Size
Occupational Interests Profile Plus (OIP+)	Adult Respondents	3904

## DISCLAIMER

This is a strictly confidential assessment report on Lyall which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Lyall.

This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, personality preferences, values, motives, interests, abilities and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.



# PERSONAL WORK NEEDS

Below is a chart of Lyall's personal work needs. Most people will be about medium in their needs and Lyall's high and low needs are those which set him apart from others around him. The meaning of the chart is explained in the Personal Qualities section of this report.

## PERSONAL WORK NEEDS PROFILE CHART

Scale	Description	Raw	1	2	3	4	5	6	7	8	9	%ile
PE	<b>EXTRAVERSION</b> need for social contact, a dislike for being on their own.	19					5					53
ST	<b>STABILITY</b> ability to respond to situations in a calm and composed manner and accept criticism in a good-natured way.	19					5					46
OP	<b>OPENNESS</b> need for change, interest in intellectual pursuits and openness to possibilities.	14			3							15
AG	<b>AGREEABLENESS</b> need for trust, inclination to give people the benefit of the doubt.	17					5					49
CN	<b>CONSCIENTIOUSNESS</b> need for control, organisation and attention to detail.	10	1									3
RS	<b>OPTIMISM</b> ability to adopt an optimistic approach to set-backs, a belief that their actions shape outcomes.	20						6				58
EX	<b>EXCITEMENT</b> need for excitement, interest in seeking new and exciting activities.	25							7			82



## PERSONAL QUALITIES

### INTERPERSONAL STYLE

His score suggests that Lyall should be as sociable and outgoing as most people and should be equally happy working with others as he is working on his own. While he may enjoy the opportunity to discuss a problem with colleagues, Lyall may also appreciate some time to work without distraction. Viewing himself as an effective communicator, he should be confident persuading others to adopt his point of view. When there is an opportunity to express his opinion, he is unlikely to shy away from being the centre of attention. His score is typical of someone who is neither a loner nor particularly dependent upon others. While he may not enjoy a job which involves continually meeting new people, he should appreciate some social contact. Given the active communicator that he is, Lyall may seek out roles that involve persuading others of a particular point of view, product, or service.

As trusting as most people, Lyall is however aware that people cannot always be taken at face value. Consequently, he should recognise the need to be relatively circumspect when dealing with people he does not know well. Not unduly suspicious or sceptical, he should have a realistic view of human nature; being neither too cynical nor too trusting in his relations. While he may be initially willing to give people the benefit of the doubt, Lyall may quickly withdraw this trust if people take advantage of his good nature. On the basis of these results, Lyall may be suited to roles that require placing trust in others, while still retaining a degree of caution.

Lyall describes himself as an assertive person who likes to take control of things. Quite forceful and direct, he appears to be sure of his own mind and is unlikely to take 'no for an answer'. Inclined to challenge other people's opinions, he may push his views onto others even if it means upsetting them. As a result, he may sometimes need to be more diplomatic and tactful if he is to get the best from his relationship with colleagues. On the basis of these results, Lyall may be suited to jobs that involve managing and co-ordinating other people. Since there are fewer careers which provide early management opportunities (e.g. retailing and the hotel and catering industries) he may wish to explore what managerial experience he could gain in more junior (non-managerial) positions.

### THINKING STYLE

Lyall characterises himself as someone who is very spontaneous and flexible in his approach to work. In line with this, he may act on the spur of the moment rather than plan ahead, and like to do things his own way, rather than follow set procedures. Given the choice, Lyall may prefer to focus on the bigger picture, rather than attend to the detailed requirements of a task. On the downside, he may make careless mistakes when attending to details and have difficulty seeing boring or repetitive tasks through to the end. He is likely to enjoy roles that require strategic thinking and find jobs that involve following set systems and procedures a challenge.

A fairly realistic, down to earth person, Lyall may be seen as someone who has his feet on the ground. Being orientated towards operational, real world issues, he may not have an interest in intellectual pursuits; particularly those that are more abstract and conceptual. As a result, he may express his artistic interests in more concrete, practical ways. Unless they have obvious use, Lyall may also consider academic debate to be a waste of time. As a result, he is likely to appreciate a role where he can see a tangible outcome for his efforts.

Lyall describes himself as someone who is not averse to taking risks, and may be prepared to do something that has an element of danger if it strongly appeals. In line with this, other people may see him as a fairly bold, relatively adventurous person, who is prepared to take a calculated risk. In line with his need for some variety and excitement, Lyall may become a little bored with jobs that are excessively predictable.

### COPING STYLE

Lyall does not present himself as a particularly touchy or moody person although, like most people, he may feel stressed when under pressure. Being fairly secure and self-confident, he should be able to cope with the normal pressures and demands of life, but may not enjoy working under constant pressure. Like most people,



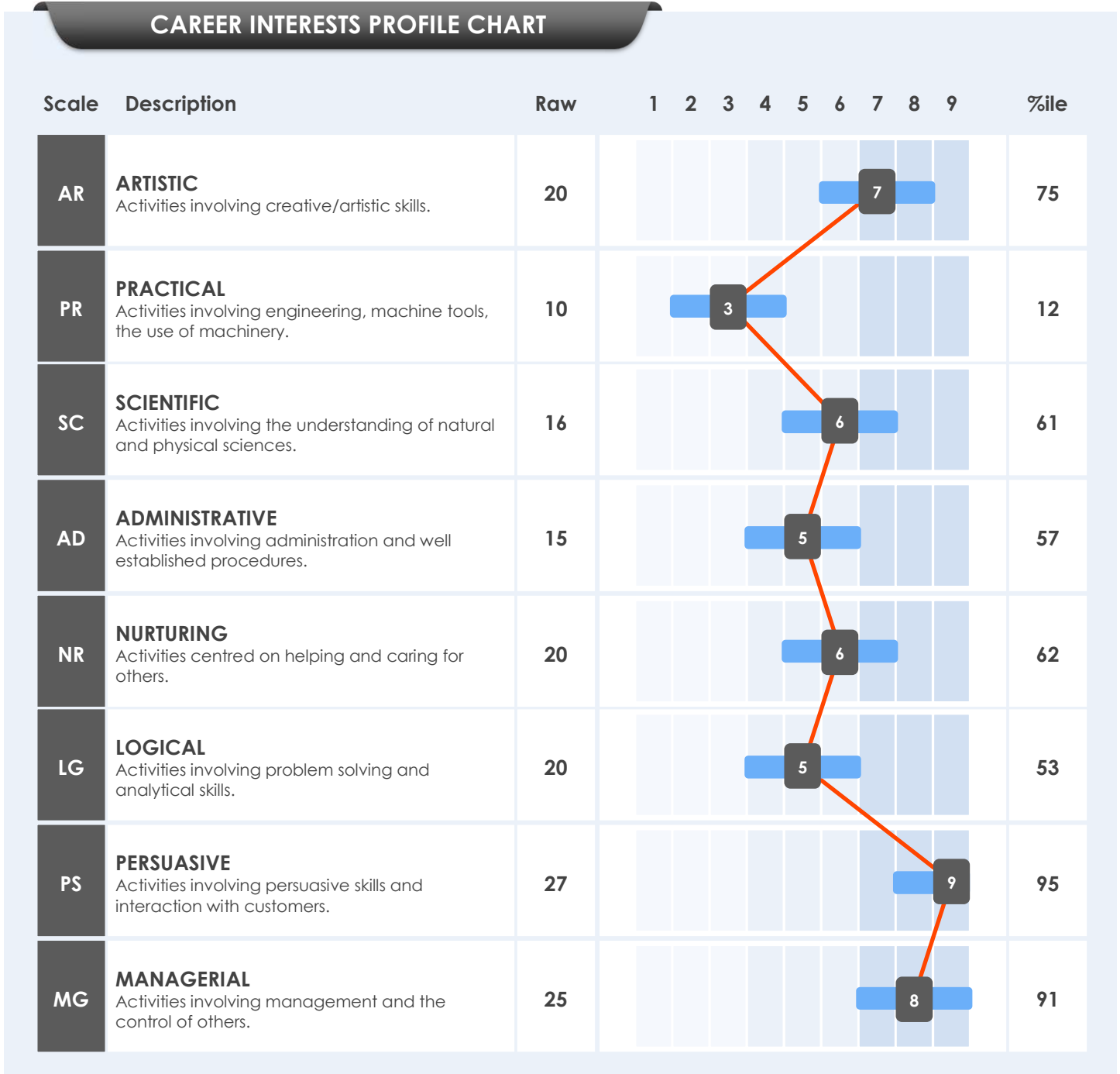
Lyall may experience some apprehension when faced with major life decisions. However, once the stress has passed, he should be able to recover his composure and 'recharge his batteries'.

Somewhat more optimistic than most, Lyall should anticipate success when setting out on a course of action. Having confidence in his ability, he is likely to view setbacks as a challenge to overcome. In spite of his optimism, however, Lyall should be sufficiently realistic about the dangers of continuing with a problem when confronted with repeated setbacks. As a consequence, he is likely to enjoy roles which present an attainable goal to work towards.



# CAREER INTERESTS

Below is a chart of Lyall's career interests. Most people have scores around the middle so it is the high and the low interests which tells us about how Lyall differs from the 'average' person.





## PRIMARY OCCUPATIONAL INTERESTS

The following list is based on Lyall's top occupational interests.

### PERSUASIVE/INFLUENTIAL

*Activities involving persuasive skills and the control of others.*

Lyall profiles as being very interested in a role that involves convincing others of the benefits of a particular product or service. As a result, he might consider a direct selling role, such as canvassing or telesales, as well as working in retail or as a sales representative. In addition, it might be worthwhile considering other roles that, while not strongly sales-orientated, still have a strong sales component. For example, he might be attracted to working as a travel agent, or real estate agent. Roles that involve demonstrating products to the public, or giving professional advice that is aimed at helping clients choose the product or service that best meets their needs are also likely to appeal.

Given the wide range of sales roles that are available, he might keep in mind any other strong occupational interests he has. For example, if he has a strong interest in finance, he might be attracted to working as an insurance broker, or selling other financial services and products. If he is interested in cars, he might consider working as a car salesperson, or with an interest in fashion he might consider retail as a career option.

### MANAGERIAL

*Activities involving management and the control of others.*

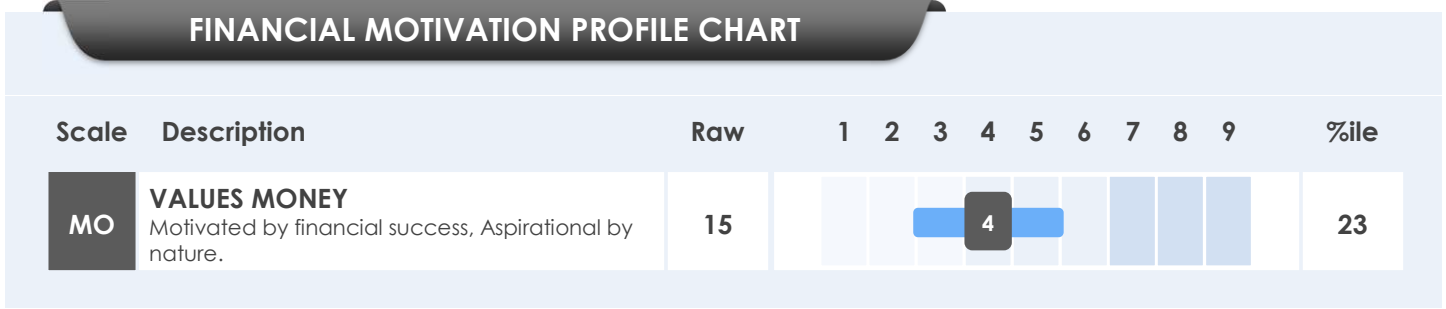
Lyall appears to be very interested in pursuing a career in a leadership role that involves managing, directing, and coordinating resources and/or people. It is important to realise that success as a leader is dependent on more than just an interest, and typically, the most successful leaders have already proven their technical competence within a discipline or functional area over many years, and have well developed people skills. Most people who excel in leadership roles also possess other characteristics such as the aptitude to pick up new learning at speed, the ability to think at a more abstract, conceptual level, and a high level of resilience and tolerance for pressure.

Depending on his other interests and specific skill areas, there are multiple opportunities for pursuing a leadership role in both the public and private sector. This might include working for a small organisation to multi-national corporation, and in a paid or voluntary capacity.



# FINANCIAL MOTIVATION

Financial motivation is an additional personal work need that moderates individuals' career choices. Below is a chart of Lyall's financial motivation. Most people will be about medium in their needs and Lyall's high and low needs are those which set him apart from others around him. The meaning of the chart is also explained in this section.



## WHAT MOTIVATES LYALL?

Placing a little less value on economic success than some people, money may not be the only motivating factor for Lyall. While he should acknowledge that money cannot buy happiness, he should still appreciate some of the things that money can buy. As a result, he might need to balance the likely financial rewards of any career with the intrinsic value of his work.





## SUGGESTIONS FOR VOCATIONAL EXPLORATION

The following list is based on Lyall's top occupational interests. He may wish to consider some of these jobs and find out more about them.

### VOCATIONAL SUGGESTIONS FOR LYALL'S HIGHEST CAREER INTEREST AREA: PERSUASIVE/INFLUENTIAL JOBS

#### Jobs which have a high skill requirement:

- Sales Manager
- Lawyer
- Media/Advertising Manager
- Retail Store Manager
- Public Relations Manager
- Hotel Manager

#### Jobs which have a moderate-high skill requirement:

- Sales Executive
- Advertising Executive
- Marketing Assistant
- Retail Store Manager
- Public Relations Executive
- Recruitment Consultant
- Insurance Broker
- Bar Manager
- Executive Assistant

#### Jobs which have a moderate-low skill requirement:

- Sales Assistant
- Public Relations Assistant
- Human Resource Assistant
- Sales Assistant
- Retail Assistant
- Telesales Operator

#### Jobs which have a low skill requirement:

- Store Demonstrator
- Telephone Salesperson
- Bus Driver
- Bartender



## VOCATIONAL SUGGESTIONS FOR LYALL'S SECOND HIGHEST CAREER INTEREST AREA:

### MANAGERIAL JOBS

#### Jobs which have a high skill requirement:

- Call centre manager
- Retail manager
- Hotel manager
- Correctional facilities manager

#### Jobs which have a moderate-high skill requirement:

- Restaurant manager
- Farm manager
- Customer service team leader

#### Jobs which have a moderate-low skill requirement:

- Retail team leader
- Hospitality shift supervisor

#### Jobs which have a low skill requirement:

- As there are no managerial positions which require a low-moderate skill level, Lyall may need to explore what managerial experience he can gain in more junior (non-managerial) positions.



## CAREER SEARCH TIPS: NEXT STEPS

In today's rapidly moving workforce, people must take responsibility for managing their own career. This next section is intended to help Lyall's job or career search by outlining some useful activity to get him started.

### STEP ONE: INFORMATION GATHERING

Guide Lyall through the different careers that have been profiled in this report and decide whether or not they fit with his interests. To accomplish this, consider the following suggestions:

- Ask Lyall to set up as many information-gathering interviews he can with people who currently work in the job areas of interest to him. What day-to-day tasks do they perform? What specific skills or training do they have? What other experience do they have?
- Encourage him to take some time to buddy-up with someone who works in an area of interest to him. This is one of the best ways to get a 'feel' for what a job might involve.
- Encourage Lyall to develop a relationship with as many recruitment consultants who work in your area of interest as he can. Explore with him the opportunities exist for him and what employers typically are looking for in a candidate.
- Remind him to keep an eye on the employment section of local newspapers or job websites to gather information on job areas of interest to him. Ask him to 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.
- Remind him to check the internet or employment section of newspapers for any upcoming job fairs. This is an excellent way of meeting organisational representatives and to learn more about any potential job openings.

An excellent online source for job information is O\*NET which Lyall can visit at <http://online.onetcenter.org>. O\*NET is an excellent source of occupational information, including the skills, knowledge, and abilities required for literally hundreds of roles.

### STEP TWO: DEVELOPING SKILLS

Work with Lyall to take the time to list all the relevant skills he has, as well as those that he may need to develop further. Once the list is compiled, he might:

- Ask him to talk to his current manager about additional projects, committees or teams he could join to help develop his skills in specific areas.
- Have him consider any professional courses, training, or workshops he could do either through his current work, local College, or over the internet.
- Encourage him to volunteer his services for a community group in order to learn new skills.
- Encourage him to identify and work with a mentor or dedicated coach.



## STEP THREE: KEEPING AHEAD OF JOB SEARCH ACTIVITY

- Remind Lyall that he can expect to sometimes have negative emotions during a long job search and it may seem difficult to remain positive. In such situations it is important to keep his spirits up by setting time aside to relax, do exercise, spend time with friends, and enjoy hobbies.
- Ask him to list all the people in his personal and professional network who can help him with his job search activity and help 'open doors'. Have him be clear on what he is looking for and the various ways in which his network can help.
- Remind him to be open to the possibility that his next job might be two or three part-time jobs or contract work. He will need to accept that the world of work has changed and not to shut himself off from opportunities.
- One of the main reasons people don't achieve their career objective is that they give up too early. Remind him that job searching is hard work, and every 'no' does take him one step closer to a 'yes'.
- Encourage him to explore and pursue every job lead, but to focus his time and efforts on quality leads.
- Help him work out a job search routine and stick to it. It will help him to stay motivated and focused. If he is unemployed he may find it helpful to structure his day by: developing a schedule and sticking to it, setting his alarm clock to get up, dressing like he would for work and concluding each day by planning the next.
- Remind him to be consistent in the amount of time he spends each week looking for a job. Regular effort is more likely to bring positive rewards.



# OCCUPATIONAL EXPLORATION GUIDE

This report aims to help Lyall identify satisfying occupations, by providing an overview of his work preferences and occupational interests. The steps below will guide Lyall through the occupational exploration process:

## STEP ONE: EXPLORE PERSONAL WORK PREFERENCES

Consider Lyall's personal work preferences, and list those which he may derive satisfaction from (e.g. working as part of a team, working outdoors)

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Identify elements of previous roles that have been particularly satisfying for Lyall

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## STEP TWO: IDENTIFY OCCUPATIONS OF INTEREST

List any occupations suggested within this report that appear to be in alignment with Lyall's work preferences identified in Step 1. Also list any additional occupations that he may be interested in exploring further.

Occupation	Alignment with work preferences



## STEP THREE: RESEARCH OCCUPATIONS OF INTEREST (PHOTOCOPY AS REQUIRED)

To make an informed career decision, research the occupations of interest using a range of resources, such as: O\*NET (<http://online.onetcenter.org>), library, career centre, talk to people in the occupation, arrange a worksite visit, or explore industry websites.

Occupation

1. What are the key tasks, activities and responsibilities required?

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

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

4. Does the job fulfil your requirements? (e.g. salary, hours of work, location)

5. List the pros and cons of this occupation.

Pros	Cons



## STEP FOUR: CREATE AN ACTION PLAN

Help Lyall develop an action plan to achieve his identified career goals using the framework below:

<b>Objectives</b> What does he want to accomplish?	<b>Resources</b> How will he achieve the objective and what resources does he need?	<b>Target Date</b> When does he plan to achieve this objective?	<b>Measurable Results</b> How will his accomplishments be measured? (frequency and quality)

**Example:**

**Objective:** I want to be a school science teacher

**Resources:** Obtain a Diploma of Teaching by enrolling at teachers college

**Target Date:** January 2012

**Measurable Results:** I will have secured a job as a science teacher