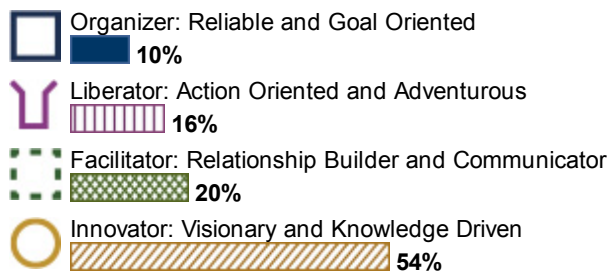




Elevations Report for
Career Seeker
Date Completed: 01/25/2007

The Elevations Personality Themes:

Elevations presents your work related strengths in the context of four personality styles. You have the capacity to operate in each of the styles, but it is likely that one or two are more dominant. Your style preference percentages are reflected in the bar graph below. If you want to read detailed descriptions for all four personalities [Click Here](#).



The strength of your preferences across the four themes are reflected above. Your dominant preferences are:

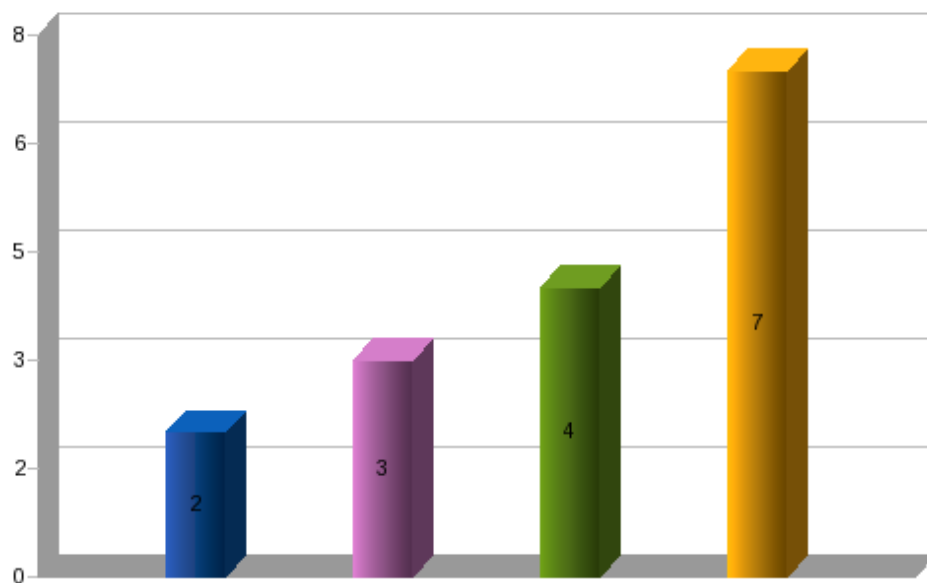


These individuals are true visionaries. They are often several steps ahead of their contemporaries. They will often bring this foresight to humanitarian or global causes. They are frequently interested in international relations, world politics and organizational endeavors that require great commitment and insight. The Innovator/Facilitator brings analytical skills to program development and organizational problem solving. They are also capable of running a small business, as long as they have staff to manage the details. Some Innovator/Facilitators use their free time and community-based activities to fulfill the full range of their creative and contributive urges.

Values are sources of fulfillment. The chart below lists your Highest, Moderate and Lowest Values selections. Here are some ways you can make use of this information:

- When researching career options, look for the evidence that your values will be supported in the new opportunity.
- Notice how your values impact your everyday life. Once you understand your values, you can make better choices in both your relationships and career-related decisions.
- Interview people in the career or position that interests you. Check to see that your Highest Values will be met and your Lowest Values will not be a major focus of the job.
- Count how many of your Highest Values are currently being met in your career. Think of ways you can increase your satisfaction by focusing on what you enjoy and what gives you energy.
- Develop your vision for your future based on a deep fulfillment of your values.
- When you are reading your Elevations Personality Theme (in the following pages), notice how your values are reflected in your communication, leadership and team member functioning.

Preferred Values



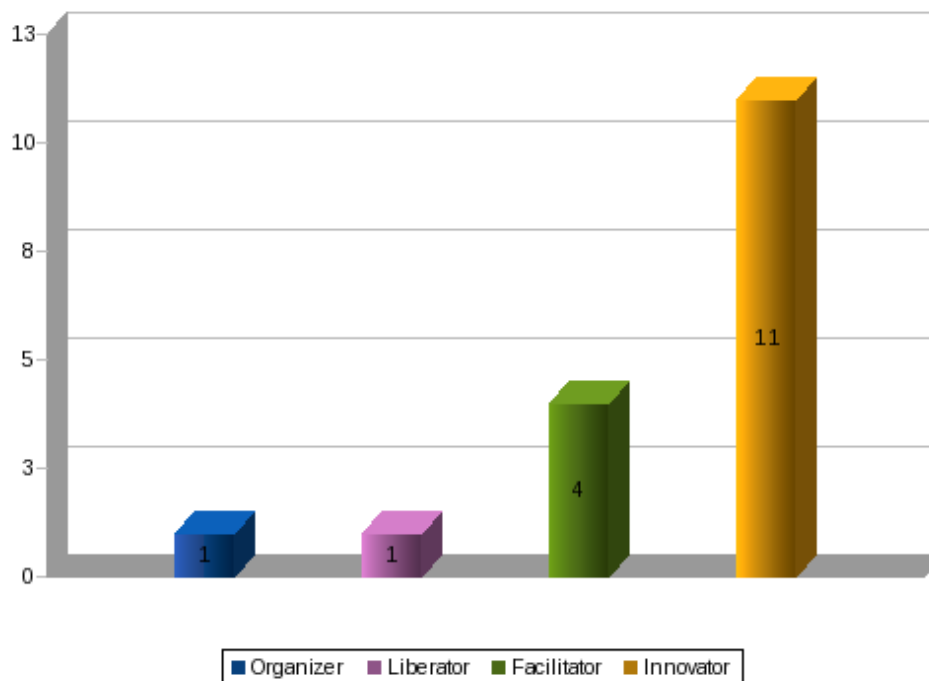
■ Organizer
 ■ Liberator
 ■ Facilitator
 ■ Innovator

- Complex Tasks
- Contribute Ideas
- Cutting Edge
- Excellence
- Innovation
- Leadership
- Strategic Thinking
- Fairness
- Punctuality
- Y Fun
- Y Hands-on
- Y Variety
- Balance
- Meaningful Work
- Supporting Others
- Team Work

Skills refer to tasks, duties or competencies. You can gain Skills in your personal life, through sports, in community events or on-the-job. The chart below lists your Highest, Moderate and Lowest skills selections. Here are some ways you can make use of this information:

- When researching career options, look for evidence that your skill preferences will be supported in the new opportunity.
- Notice that you may have skills in your "Lowest" column that you are very good at, but do not enjoy. These are your "burn-out" skills. Avoid career options that focus too much in these areas.
- Interview people in the career or position that interests you. Check to see that your highest skills will be utilized and your lowest skills will not be a major focus of the job.
- Count how many of your highest skills are currently being met in your career. Think of ways you can increase your satisfaction by focusing on what you enjoy and what gives you energy.
- Make a list of the skills you would like to develop. seek out books, courses or shadowing opportunities.

Preferred Skills

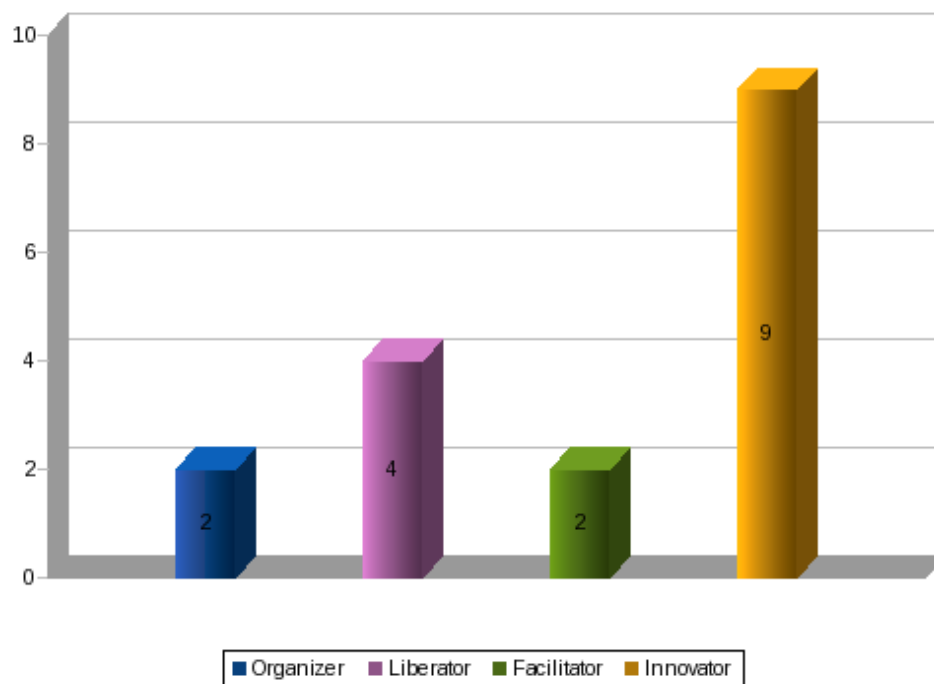


- Analyze
- Brainstorm
- Consult
- Demonstrate Confidence
- Design Systems
- Explore New Concepts
- Invent
- Investigate
- Manage Projects
- Use Logic
- Visualize/Forecast
- Organize Projects
- ⌋ Troubleshoot
- ⋯ Collaborate
- ⋯ Lead Teams
- ⋯ Listen
- ⋯ Teach/Instruct

Career Interests reflect subjects, industries or topical areas that keep your attention or fascinate you. The chart below lists your Highest, Moderate and Lowest Career Interests selections. Here are some ways you can make use of this information:

- Visit web sites that will help you learn more about your Career Interests. Visit the [Explore a Career](#) research tool for quick access to websites that provide information about your career interests.
- Combine several of you "Highest" Career Interests as you select an academic major or decide on your next career move.

Career Related Interests



Highest Interest Selections

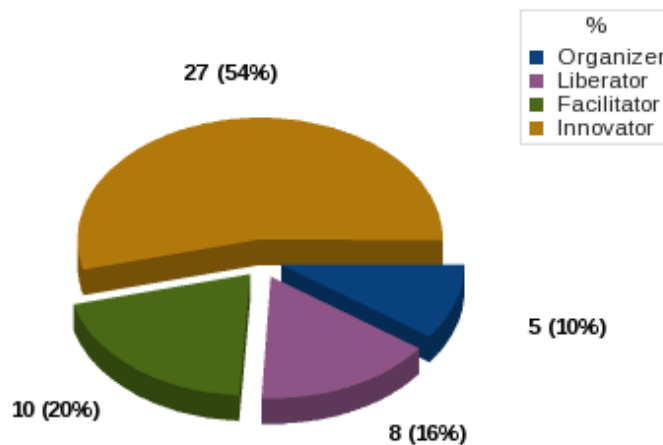
- Dentist
- Film Director
- Forester
- Nutritionist/Dietitian
- Organizational Development Consultant
- Research Scientist
- Technical Consultant
- Veterinarian
- Website Designer
- Home Inspector
- Paralegal
- ∩ Computer Network Architect
- ∩ Emergency Services Technician
- ∩ Venture Capitalist
- ∩ Wildlife Biologist
- ⋯ Career Counselor
- ⋯ Public Relations Specialist

Additional Careers to Consider

- Social Scientist
- University Instructor
- Psychologist
- Editor or reporter
- Small Business Consultant
- Health Teacher
- Employment Development Specialist
- Nurse Educator
- Medical Technologist
- Human Resources Consultant
- Drama teacher
- College Admissions Counselor
- Librarian/curator
- Special Education Teacher
- Archivist

[Click here](#) for additional career ideas.

Your Personality Theme Highlight



Innovator Personality Theme



For an Innovator, the front end of the project is always the best part. Innovators enjoy developing new ideas, mastering concepts, and challenging accepted ways of thinking. Innovators are independent and curious. They enjoy working with individuals who are intellectually stimulating and high achieving. As leaders, they enjoy developing the capabilities of others. Innovators can often be perfectionists and hard drivers. They have natural visionary capabilities and like to focus on the long-term impacts of their decisions. They can get bored with routine and overly detailed tasks. They prefer working on projects that have high levels of responsibility and complexity associated with them. They value logical, rational, well-researched perspectives.

Innovators are committed to being competent, gaining new knowledge, demonstrating self-control, and clarity of purpose. They have strong convictions and are natural nonconformists. Innovators require freedom and variety and will avoid assignments that are predictable.

Innovator Communication Style

Innovators appreciate intelligent conversations and prefer logic to emotion. They enjoy considering a variety of perspectives, keeping the conversation lively. Often their goal is to learn why things work the way they do or why a particular approach was taken. New information is generally welcome and the innovator may ask many questions to explore the full breadth of the subject. The innovator is quick to move to problem solving in communication. They enjoy applying their keen analytical skills to narrowing down the best options. They respect an objective, thorough exchange that drills down to the root cause of a problem. This can intimidate or overwhelm others or appear to be an interrogation rather than an exchange. The Innovator learns to pace his or her questioning and will balance curiosity with good listening skills over time.

Innovator Leadership/Management Tendencies

Innovators have a self-confident, decisive approach that inspires confidence. They are able to create a vision that can mobilize the troops. They give their employees choices and expect high levels of self-initiative. Innovators have little patience for excuses. They expect as much from their team members as they are willing to give themselves. This can be overwhelming and intimidating for some employees. Innovators will deal with problems using logic rather than empathy or emotion. They will follow their intuition and it may be unclear to some how they came to their conclusions. Yet, they are generally proven to have great insight and to provide original solutions to problems.

Innovator Team Member Tendencies

Innovators will enter a team looking forward to all the possibilities and excited about what they will learn. They may pull the team off-track occasionally with a stream of new ideas or suggestions. They may not wait for the more structured members of the team to get clarity on their roles and responsibilities. It is important not to let the Innovator overwhelm the other members. The Innovator needs little direction before setting off on a path. The Innovator may need to be challenged to temporarily solve specific problems that do not require collaboration with other team members. This will allow them to get an immediate sense of accomplishment. Then they can be integrated into team efforts as the team becomes more productive.

Most-Like-Me and Secondary Innovator Profiles

Innovator/Organizer

Individuals with this personality combination bring order to the road less traveled. They are "drivers" in organizations, seeking leadership opportunities. They see what needs to be done almost immediately and are fast to implement solutions. They will remove obstacles with tenacity. They must be moving forward or they may become cynical and depressed. They become frustrated with organizations that are rule-bound or slow to change. These individuals usually rise in organizations quickly and generally learn to be more patient and accepting as they mature. They are important contributors in organizations seeking high levels of productivity in adverse circumstances.

Innovator/Facilitator

These individuals are true visionaries. They are often several steps ahead of their contemporaries. They will often bring this foresight to humanitarian or global causes. They are frequently interested in international relations, world politics and organizational endeavors that require great commitment and insight. The Innovator/Facilitator brings analytical skills to program development and organizational problem solving. They are also capable of running a small business, as long as they have staff to manage the details. Some Innovator/Facilitators use their free time and community-based activities to fulfill the full range of their creative and contributive urges.

Innovator/Liberator

There is little structure in the daily life of individuals with this combination of preferences. Solving a problem is a sequence of choices and alternatives. The Innovator/Liberator sees all the possible relationships between various alternatives almost immediately. They are resourceful, creative and unbound by convention. These individuals are rarely "cube dwellers," enjoying fieldwork and dynamic working environments. They are best suited to highly flexible organizations offering opportunities for creativity and innovation.

Career Development Tips for the Innovator

If you have a clear preference for the Innovator theme, it is likely that you have been frustrated by your wide range of interests. You probably envy people who seem to know exactly what they want to do. Meanwhile you meander through the vast array of career possibilities, seeking an occupation that will hold your interest.

Your need for variety cannot be ignored. However, you cannot let the sea of possibilities overwhelm you either. The pathway to your career is going to be achieved by engaging both your imagination and your strategic analytical strengths. You need to trust what you know to be true about yourself and stop allowing obstacles to slow you down or stand in your way.

The solution for you is to first review your Elevations results and remind yourself of your values, skills and career interests. Then take several pieces of paper and set out to write about your "fantasy career." Allow your imagination to run wild.

Answer the following questions in the context of your "fantasy career":

- Where would you be working?
- What type of projects would you be working on?
- With whom would you be working?
- How is everyone dressed?
- How much money are you making?
- How do people treat each other in this place?
- What is the physical work environment like?
- Are you indoors or outdoors?
- How do you know you're doing a good job?
- What type of supervision or leadership supports your activities?
- Who is your mentor or hero?

Fill in as many details as possible. Do not worry about spelling or whether it would make sense to anyone else. Let the first few paragraphs lead you to the next ones. Make it outrageous, funny and creative. Find out what is inside of you and let it pour out. When you are done, walk away from it for a while. It is likely that you will already have some new ideas but may need some distance to get the full benefits of the exercise.

Some time later, come back to your fantasy career and highlight the parts that provide direction for you. Pay attention to what you are saying to yourself as you read over your fantasy career. Are you saying, "Oh, this is silly, I could never do this!"? Alternatively, are you open-minded and looking for the gems of insight that are sure to be there?

Take the career ideas you have gained and plan to do some informational interviews to learn more about those possibilities. You may also want to read some books or visit websites where you can learn more about your career interests. Your ability to visualize your future is truly one of your greatest strengths.

Research

This section of Elevations is like a mini-workbook. There is information about research and action planning, Use this information and the exercises that follow below to narrow your options and decide what the next chapter of your career will be.

How to Approach Research

There are two types of research, primary and secondary. Primary research is talking directly with the persons doing the career or function in which you are interested. Secondary research is gathering information from books, Internet sites or directories. When you are assessing your options and preparing for your next career opportunity, it is better to start with secondary research.

Secondary Research Resources

If you want to learn about labor market trends and average salaries for the careers that interest you, start with the O'NET (Occupational Information Network) at <http://online.onetcenter.org>. This resource will help you determine if the fields that interest you are growing or declining and if they match your values, skills and personality preferences.

Other resources include:

- [The Elevations Career Directory](#). This is a directory of all the careers found in the Elevations career assessment with website research links.
- www.indeed.com. This website lists job vacancies from many sources. It can be used as a career research tool and as a job hunting resource.
- www.linkedin.com is an online professional networking site. Create a powerful profile, join groups that match your career interests and present your strengths to potential employers. You can research career fields, generate contacts for informational interviews and follow trends.

Primary Research and Informational Interviews

Whether you are considering enriching your current job situation or are embarking on a total career overhaul, one of the most important steps you will take is to conduct face-to-face interviews to learn more about careers.

Finding People to Contact

- Ask friends and family if they know anyone in the careers or positions that interest you.
- Network with colleagues and coworkers, or call your college alumni association for contacts.
- Reference your local Chamber of Commerce directory.
- Ask your pastor, minister or rabbi to suggest members in your spiritual community.
- Take a class to meet other people who have similar interests.
- Visit a professional association meeting in your local area that will attract individuals in the career you are researching.
- Meet people "virtually" through chat rooms or open bulletin boards on the web.
- Visit a human resource representative or manager in your company who could direct you to coworkers in positions you find interesting.

How to Conduct an Informational Interview

- **If a Friend, Relative or Coworker Referred You:** First ask the person providing the contact to pave the way. Have them call ahead and introduce you. Then you can follow up with your phone call and are likely to get a warm reception.
- **If You Are Attending a Meeting and Won't Know Anyone:** You might consider investing in some business cards that identify your career objective (not what you've been doing, but rather, what you think you want to do.) Then commit to meeting at least five people before you leave the event. If you have an outgoing personality, you may want to set higher goals. If you are an introvert, push yourself to meet three to five people. The payoff will be worth the effort!
- **If You Are Calling a Total Stranger:** Have a positive attitude and have your opening statement prepared. Write down a simple script:
"Hi, my name is Jim JobChanger. I am calling to gain some insights on (fill in the career option you are learning about). I am considering making a career change/move and want to understand more about the field. Would you be available to talk with me for 15 to 20 minutes?"

Remember, be patient and polite. Some people will not be able to talk to you right away. Make arrangements that work for the person you are interviewing, and let them know you appreciate the gift they are giving you.

Sample Questions to Ask in an Informational Interview

- How did you get into this field?
- What are the key skills you need to be successful?
- What is required in terms of education and training?
- If you could do it all over again, would you go into this field? Why or why not?
- What are the physical requirements of the job?
- What are the stressors of the job?
- Is the field growing? What do you see emerging in the next five to ten years?
- What are average salaries for this region?
- Describe a typical day.
- What companies/organizations are great to work for with a background in your field?
- How much travel is involved?
- What are the technical skill requirements?
- Will I need to relocate to get ahead?
- How do people generally get jobs in your field (networking, recruiters or want-ads)?
- Whom else should I contact?
- May I stay in touch with you?

Be sure to listen carefully and take notes. Follow up with a "thank you" note and always be looking for opportunities to give something back to the people with whom you network. Sending a relevant article or a lead on a great book can be a way to show your gratitude.

Consider Your Career Options

The next step in your career discovery process is the creation of a list of career options that you are considering for your future.

Option	Career Title
1	Computer Network Architect
2	Website Designer
3	Career Counselor
4	Venture Capitalist
5	Home Inspector
6	Computer Network Architect
7	Emergency Services Technician
8	Paralegal
9	Wildlife Biologist
10	Forester

Careers you picked as highest:

Career Counselor
 Computer Network Architect
 Dentist
 Emergency Services Technician
 Film Director
 Forester
 Home Inspector
 Nutritionist/Dietitian
 Organizational Development Consultant
 Paralegal
 Public Relations Specialist
 Research Scientist
 Technical Consultant
 Venture Capitalist
 Veterinarian
 Website Designer
 Wildlife Biologist

Prioritize What Is Important to You

Each career option and job opportunity will present pros and cons. As you proceed with your research you will need to consider what is important to you. Then, when you reach a decision point, such as choosing a college major or accepting a job transfer, you will be able to analyze if the step you are taking will match your personal and professional priorities.

Your Top Values

Select up to six of your highest values.

Rank	Values
1	Hands-on
2	Meaningful Work
3	Fun
4	Complex Tasks
5	Team Work
6	Contribute Ideas

Values you picked as highest:

Balance
Complex Tasks
Contribute Ideas
Cutting Edge
Excellence
Fairness
Fun
Hands-on
Innovation
Leadership
Meaningful Work
Punctuality
Strategic Thinking
Supporting Others
Team Work
Variety

Your Top Skills

Now select up to six of the highest skills.

Rank	Skills
1	Consult
2	Collaborate
3	Brainstorm
4	Manage Projects
5	Teach/Instruct
6	Troubleshoot

Skills you picked as highest:

Analyze
Brainstorm
Collaborate
Consult
Demonstrate Confidence
Design Systems
Explore New Concepts
Invent
Investigate
Lead Teams
Listen
Manage Projects
Organize Projects
Teach/Instruct
Troubleshoot
Use Logic
Visualize/Forecast

Rank Your Career Options Against Your Priorities

The chart below helps you determine which career best meets your top values and skills. Using a scale of 1(low) to 5(high), rate how well you think each career will meet your priorities. Refer to the sample chart below for an example.

Career Options	#1 priority Hands-on	#2 priority Meaningful Work	#3 priority Fun	#4 priority Consult	#5 priority Collaborate	#6 priority Brainstorm	Total Score
Computer Network Architect	1	2	2	1	4	5	15
Website Designer	4	2	3	4	5	3	21
Career Counselor	4	5	4	3	2	5	23
Venture Capitalist	4	5	4	5	4	5	27
Home Inspector	3	4	3	4	3	4	21
Computer Network Architect	3	2	4	2	3	4	18
Emergency Services Technician	2	3	2	4	3	3	17
Paralegal	2	5	5	5	5	5	27
Wildlife Biologist	2	3	2	3	2	3	15
Forester	3	4	3	4	3	4	21
Sample							
Career Options	#1 priority Teach/ Instruct (Skill)	#2 priority Meaningful Work (Value)	#3 priority Inclusion (Value)	#4 priority Counsel (Skill)	#5 priority Balance (Value)	#6 priority Manage Projects (Skill)	Total Score
High School Teacher	4	4	3	3	2	1	17
Dog Walker	1	2	1	1	3	1	9

Overcome Barriers

On a personal level, you are now faced with how hard you are willing to work to get where you want to go. The options you are considering may stretch you, expanding your perception of yourself. Fear of failure, or even fear of success, could cause you to avoid the most exciting career alternatives. Take a moment to reflect on your self-confidence and your ability to manage risk.

Questions to Consider

1. What messages are you receiving now (or did you receive) from your family about your potential?
2. Do you allow other people's perceptions of you to limit your career options? If so, how will this impact your career choices?
3. How much does your need for security impact the choices you make?
4. How do you manage risk?
5. How have you overcome fears in the past?
6. Who else will be impacted by your career decisions? How do you plan to include them?
7. How will you get support during your transition?
8. Do you know how to network? Do you have a network? Who are your role models? Who or what is the source of your inspiration?
9. Are you considering both short-term and long-term goals?
10. How will you define manageable steps that will enable you to achieve your maximum potential?

List potential barriers to your success, along with actions you can take to overcome those barriers in the chart below.

Barrier	Steps to Overcome
Cost	Start Saving Monday
No Childcare	Ask for help, partner with other Mothers
Afraid of Science, too hard	Take some basic courses

Action Planning

- Enter your career goal in the space provided or an important step towards your goal like going to school or researching your options.
- In the second column, enter the steps that you will need to take to achieve your goal.
- Use the Priority Level column to rank their importance.
- Enter the resources that will be needed.
- Set completion dates for each action step. Be sure to make them realistic and achievable.
- Check off items as you get them done. This will help you feel that you are making progress.

Action Plan

Name: Career Seeker

Today's Date: 6/20/16

Career Goal: Dental Hygenist

Priority Level	Action Steps	Resources Needed	Date to Achieve
1	Take a science course	School Registration	End Summer
2	Set up a savings account	Bank	Now
2	Read a motivational book	Book	Now

Congratulations on Completing Elevations!

The Importance of Your Elevations Report for Lifelong Career Satisfaction and Success

By completing Elevations you have uncovered the self-knowledge and insight you will need to make good career decisions. In the future, you can review your Elevations Report whenever you experience job dissatisfaction or feel that you need additional challenges or satisfiers in your career. Your Elevations Report gives you the building blocks for a lifetime of professional and personal satisfaction.

Use Your Report and Action Plan to Advance Your Career

The first step is to share your Elevations results with people who can provide you with valuable feedback and alternate perspectives. Start with your close friends, coworkers, school advisors, spouse or partner. Ask them how they can see the information being useful in your career decision-making. Ask them to co-create a vision for your next steps and invite them to support your career endeavors.

What Do You Do If You Still Don't Know What You Want To Do?

Focus carefully on the key elements you are looking for in your career and what is standing in your way. It is likely that you would be able to make a choice, but you feel that your career interests are unrealistic or unattainable. The answer is to get started with your Action Plan and take small steps.

Career Coaching Can Help

You've taken the first step in your own career development. At this point you may feel you have the answers you've been looking for and are ready with a plan to move forward. If you're feeling less certain about what your Elevations Report means and how you can use it to take the next step, consider enlisting the services of a career coach. The journey you've begun is not just about today's destination. Career development is a lifelong process, and you may feel the need for some guidance in that journey from time to time.