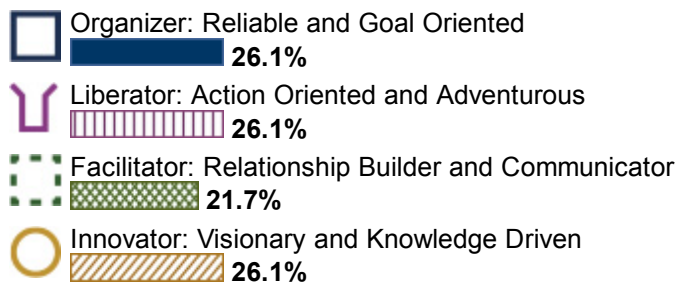




Elevations Report for  
Sample Student  
Date Completed: 08/13/2016

## 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:



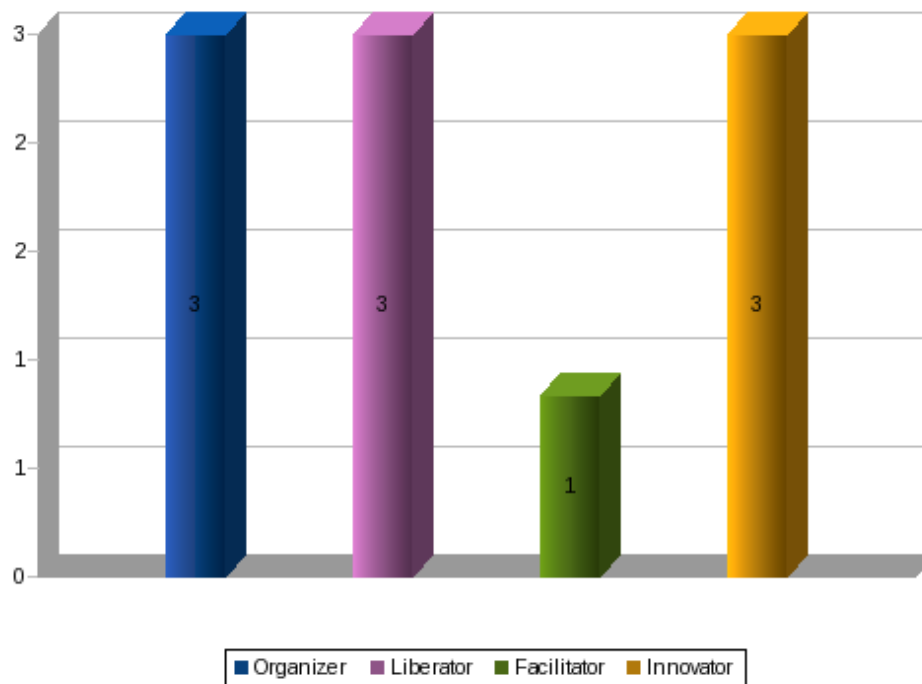
These students are strong minded, logical and focused on solving problems. They are likely to have a wide range of interests and can get bored if the learning (or working) environment is not challenging. Typical areas of career interest include math and science, research, healthcare and the law. Upon entering their career, they are drivers in organizations seeking rapid growth and opportunities to stretch their capabilities. 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 unhappy. They typically become frustrated with organizations that are rule-bound or poorly managed. They are important contributors in organizations seeking high levels of productivity in difficult circumstances.

Values are sources of fulfillment. Here are some ways you can make use of this information:

- When researching career options, look for evidence that your values will be supported.
- Seek out internships or work-experience opportunities that match your highest values.
- Interview people in the career or position that interests you.

## Values Summary

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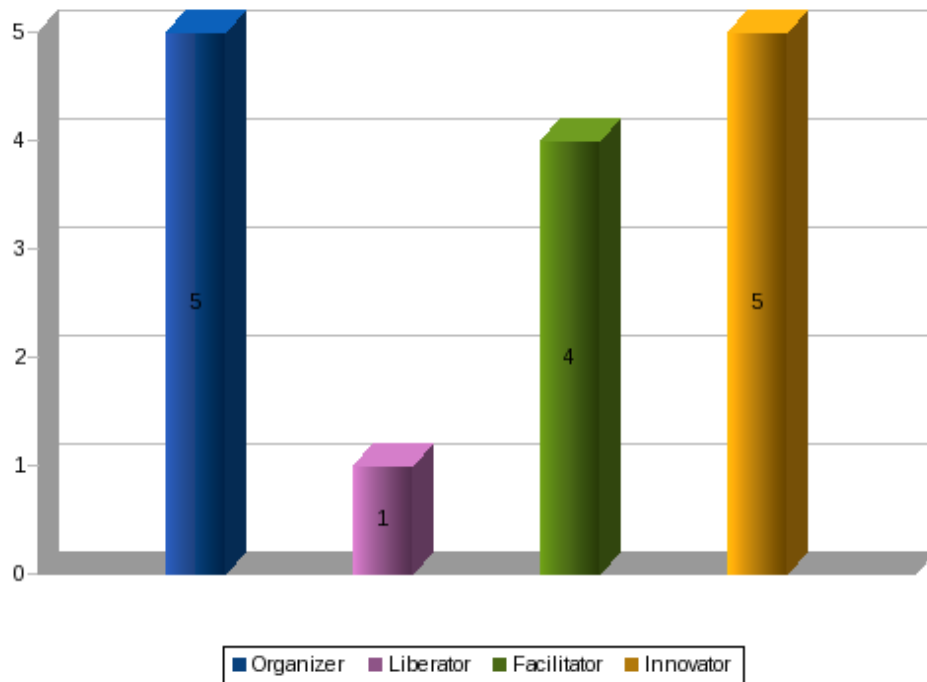


- Excellence
- Goal Achievement
- Learning
- Dependability
- Order
- Security
- Y Flexible Schedule
- Y Fun
- Y Independence
- Work Environment

You can gain skills in your personal life, through sports, in community events or on-the-job. Here are some ways you can make use of this information:

- Check to see that your highest skills will be utilized and your lowest skills will not be a major focus of the job.
- Ask friends and family if they agree with your highest skill selections. Have they seen you enjoying those skills?
- Make a list of the skills you would like to develop. Seek out books, courses or shadowing opportunities so you can gain these skills.

## Skills Summary

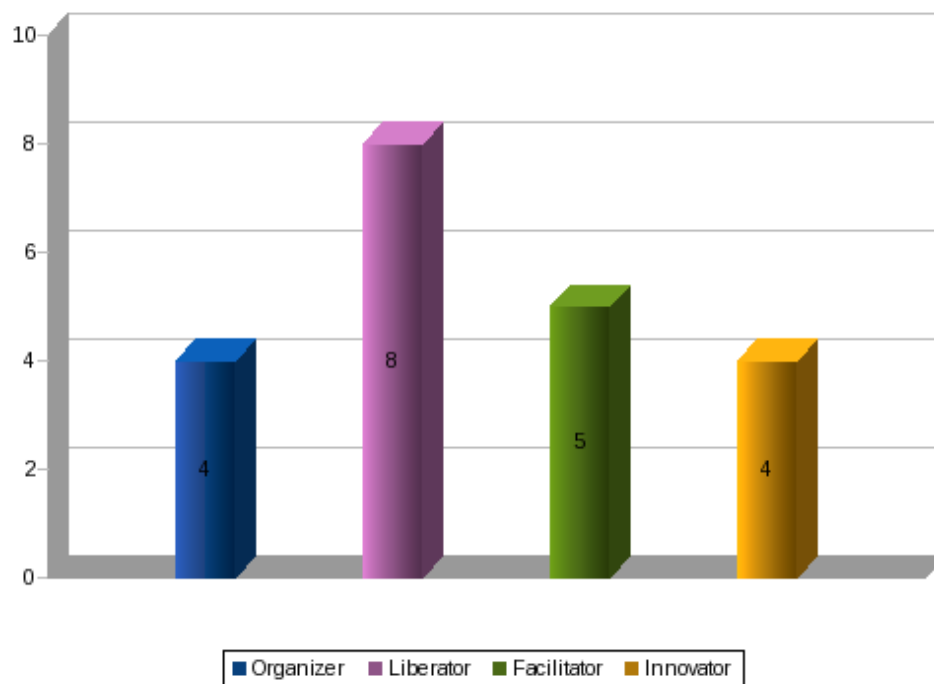


- Advise
- Analyze
- Brainstorm
- Manage Projects
- Self Confidence
- Calculate
- Categorize
- Edit Reports/Stories
- Remember Details
- Use Space
- Y Physical Dexterity
- Lead Teams
- Serve Customers
- Teach/Instruct
- Use Color

Career interests are activities or types of work that keep your attention. Here are some ways you can make use of this information:

- Ask your guidance counselor or career center counselor to help you brainstorm additional options based on your highest career interest selections.
- Find out what kind of education you would need to enter the career fields that interest you.
- Try out careers that interest you through internships or part-time jobs.

## Career Interest Summary



### Highest Interest Selections

- Electrician
- Research Scientist
- Systems Analyst
- Website Designer
- Elementary School Teacher
- Project Manager
- Purchasing Agent
- Stock Clerk
- ∩ Airline Pilot
- ∩ Broadcast News Reporter
- ∩ FBI Agent
- ∩ Fire Fighter
- ∩ Flight Attendant
- ∩ Greenhouse Worker
- ∩ Land Surveyor
- ∩ Marketing Specialist
- ⋮ Career Counselor
- ⋮ Culinary Artist
- ⋮ Employee Trainer
- ⋮ Graphic Artist

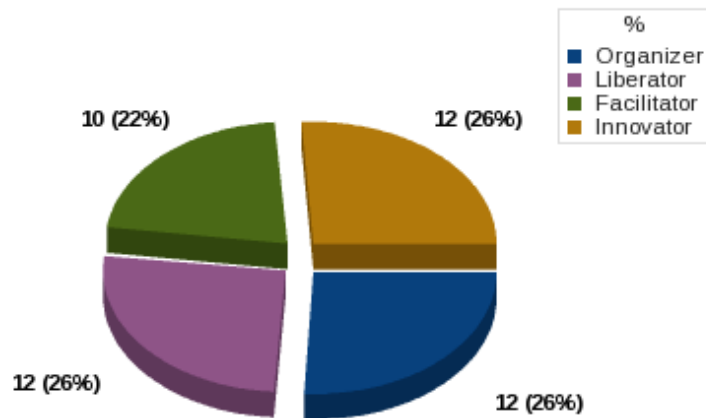
### Additional Careers to Consider

- Chemist
- Landscape Designer/Consultant
- School Administrator
- Auditor
- Musician/Composer
- Credit Investigator
- Mortgage Broker
- Aeronautical Engineer
- Education Consultant
- Nursing Administrator
- Franchise Owner/Operator
- Respiratory Therapist
- Dietician
- Insurance Agent
- Public Health Advisor

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



## Your Personality Theme Highlight



## Innovator Personality Theme



For an innovator, the beginning of the project is always the best part. Innovators enjoy developing new ideas, learning new things, and challenging accepted ways of thinking. Innovators are independent and curious. They enjoy working with individuals who work as hard and fast as they do. As leaders, they enjoy developing the capabilities of others. Innovators can often be perfectionists and hard drivers. They like to understand why something is being done. They may ask many questions to make sure the solution is the best one. 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 will often take the road less traveled. Innovators require freedom and variety and will avoid assignments that are predictable. But, this independent streak does not need to limit their success. They will pursue the education and experience needed to reach their goals, even if the process can be slow and frustrating at times.

### 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 fully explore 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 and pointing out possible flaws. They respect an objective, thorough exchange that drills down to the root cause of a problem. This enthusiastic exploration can sometimes be misunderstood by others. Participants in the conversation may feel like their ideas are being challenged or criticized. It is important for the innovator to pace his or her questioning. Over time the innovator will balance curiosity with good listening skills.

### Innovator Leadership Potential

Innovators have a self-confident, decisive approach that inspires confidence. They create a vision that can mobilize a team or a movement. 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 others how they came to their conclusions. Over time innovator leaders gain the skills to draw out others and be more patient. They lead with great insight and are able 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 innovators overwhelm the other members. Innovators need little direction before setting off on a path. While they are generally independent, they do enjoy collaborating to get the best possible result. Over time, they come to appreciate the team members that keep things on track while the innovator keeps driving for bigger and better solutions.

## **Career Development Tips for the Innovator**

If you have a clear preference for the innovator theme, it is likely that you have a wide range of interests. Your natural curiosity requires that you find a career that is rich with challenges and new things to learn. Your thirst for knowledge is well suited to the current labor market. You will be able to adapt as the organizations you work for keep striving to solve complex problem or outpace their competition.

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.

Sometime 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

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This section of Elevations is your interactive workbook that will help you plan your future. There is information about research and action planning. Use this information and the exercises that follow below to narrow your options and decide what steps you will take to reach your goals.

### 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 it is best to start with secondary research.

### Secondary Research Resources

If you want to learn about labor market trends and average salaries, 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. It also provides a complete list of technical, vocational and college level educational programs.

Other resources include:

- [The Elevations Career Directory](#). This is a website directory for all the careers found in the Elevations assessment.
- [www.indeed.com](http://www.indeed.com). This website lists job vacancies, drawing from many sources. It can be used as a career research tool if you enter key words from your assessment results.
- Books and directories about careers can be found at your local bookstore or purchased online.
- [LinkedIn for Students](#) is an online professional networking site. You can develop your own profile as you complete your education and begin to acquire work experience. Join groups that match your career interests. This is a great source of secondary research that is very up to date.
- [www.CollegeBoard.org](http://www.collegeboard.org) is a powerful educational and research site if you are considering going to college.

### Primary Research and Informational Interviews

Once you have done your homework on careers you find interesting, it is time to meet with people who know about your career options first hand. This is primary research.

There are many benefits to conducting informational interviews. It is a first step towards developing relationships with people who can help you make good decisions. It is also a great confidence booster. It is brave for you to reach out and ask for help from people you do not know. You will soon find out that people like to be helpful. These interviews will give you an opportunity to ask questions and make sure you are headed in the right direction.

### Finding People to Contact

- Ask friends and family if they know anyone in the careers or positions that interest you.
- Ask your teachers or your guidance counselor.
- Ask your pastor, minister or rabbi to suggest people you can talk to.
- Ask your co-workers at your part-time job or internship.
- Use LinkedIn for Students or other high quality social media tools.

## How to Conduct an Informational Interview

- **If a Friend or Family Member 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 Calling a Total Stranger:** Have a positive attitude and plan what you are going to say. Write down a simple script:  
"Hi, my name is Sam Student. I am calling to learn about (fill in the career option you are learning about). I am researching career options 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 time 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 do people generally get jobs in your field (networking, recruiters or online job sites)?
- 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. Let them know how things turn out for you. They may become a source of an internship or a first job if you stay connected.

## 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	Graphic Artist
2	Culinary Artist
3	Career Counselor
4	Fire Fighter
5	Culinary Artist
6	Greenhouse Worker
7	Electrician
8	Elementary School Teacher
9	Salesperson
10	Systems Analyst

### Careers you picked as highest:

Airline Pilot  
 Broadcast News Reporter  
 Career Counselor  
 Culinary Artist  
 Electrician  
 Elementary School Teacher  
 Employee Trainer  
 FBI Agent  
 Fire Fighter  
 Flight Attendant  
 Graphic Artist  
 Greenhouse Worker  
 Land Surveyor  
 Marketing Specialist  
 Project Manager  
 Purchasing Agent  
 Research Scientist  
 Salesperson  
 Stock Clerk  
 Systems Analyst  
 Website Designer

## 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	Dependability
2	Excellence
3	Goal Achievement
4	Fun
5	Learning
6	Independence

#### Values you picked as highest:

Dependability  
Excellence  
Flexible Schedule  
Fun  
Goal Achievement  
Independence  
Learning  
Order  
Security  
Work Environment

### Your Top Skills

Now select up to six of the highest skills.

Rank	Skills
1	Manage Projects
2	Brainstorm
3	Remember Details
4	Physical Dexterity
5	Teach/Instruct
6	Use Color

#### Skills you picked as highest:

Advise  
Analyze  
Brainstorm  
Calculate  
Categorize  
Edit Reports/Stories  
Lead Teams  
Manage Projects  
Physical Dexterity  
Remember Details  
Self Confidence  
Serve Customers  
Teach/Instruct  
Use Color  
Use Space

## 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 Dependability	#2 priority Excellence	#3 priority Goal Achievement	#4 priority Manage Projects	#5 priority Brainstorm	#6 priority Remember Details	Total Score
Graphic Artist	3	4	5	4	4	2	22
Culinary Artist	3	4	5	4	5	2	23
Career Counselor	2	2	2	2	2	2	12
Fire Fighter	3	3	3	3	3	3	18
Culinary Artist	3	3	3	5	5	5	24
Greenhouse Worker	4	5	5	4	5	3	26
Electrician	5	5	5	3	3	4	25
Elementary School Teacher	2	2	2	2	2	2	12
Salesperson	4	4	4	5	5	4	26
Systems Analyst	3	2	4	4	5	3	21
<b>Sample</b>							
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

Making decisions about school and your future career can be challenging. It is normal for you to feel a bit anxious as you move forward. Perhaps you are not sure what you want to study or how long you want to stay in school. Maybe you will need to work part-time to earn extra money. These are common challenges students face.

Beyond money obstacles, you may also be unsure about your strengths. Maybe you have some self-doubt. That's perfectly natural. As you consider your options, it is important to evaluate any obstacles you face. This allows you to confront any limitations or barriers head on.

### Questions to Consider

1. What messages are you receiving now (or did you receive) from your family about your potential?
2. Do your interests differ from your parent's expectations?
3. Is it tempting to follow along with what your friends are doing rather than strike out on your own unique path?
4. Are you limiting your choices because you are not sure you can succeed?
5. How can you stay positive and open minded?
6. How have you overcome fears in the past?
7. Who are the people in your life who are encouraging? Can you ask them for input and support as you evaluate your career options?
8. 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 might take to overcome those barriers in the chart below. Refer to this list when you are completing your Elevations Action Plan (the last exercise in this section).

Barrier	Steps to Overcome
need more money	get a part time job to pay for school
internship	research internships in culinary arts
graphic arts classes	affordable programs for graphic arts

## Action Planning

- Enter your academic and career goal in the space provided. If you are not sure, enter a more general goal that will help you move forward.
- 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 (money, time, information, etc.).
- Set completion dates for each action step.
- Check off items as you get them done. This will help you feel that you are making progress.

### Action Plan for Sample Student - 08/13/2016

#### Career Goal: Graphic arts

Priority Level	Action Steps	Resources Needed	Date to Achieve
1	look into internships	internet search	9-1-16
2	part time job to pay for classes	search job listings	9-10-16
3	review the resources in the Elevations assessment	use the resources in the Elevations assessment	8-25-16
4	call up local graphic arts companies	make a list of local companies	9-15-16
6	reach out to friends for connections	use Facebook to find graphic art connections	9-12-16



## **Congratulations on Completing Elevations!**

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### **The Importance of Your Elevations Report**

Your Elevations report contains information that will help you make good choices about your education and, eventually, your career. Put your report in a safe place. Refer to it as you gain work experience and life experience. Your Elevations report is your foundation for a lifetime of professional and personal satisfaction.

### **Get Input from Other People**

Share your Elevations results with people who can provide you with valuable feedback and ideas on how to get some entry-level experience. Start with your close friends, family, teachers and school advisors. Ask them how they can see the information being useful in your career decision-making.

### **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 impossible to attain. 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 by completing the Elevations assessment. At this point you may feel you have the answers you've been looking for and are ready to move forward. Congratulations!

If you are not sure what your Elevations report means and how you can use it to take the next step, consider meeting with a career/guidance counselor. Bring your report with you. Ask them to help you read your results and gain a new direction. Career planning is a lifelong process and you may feel the need for some guidance in that journey from time to time.

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