

Thank you for taking the test. We hope it meets the purpose.
Your report is presented in multiple sections as given below:

Menu

Snapshot report

Your synthesized profile (strengths / weaker points)

The Graph

Your results on major dimensions

The Comments

Interpretation of your score on each factor with personalised comments

General Profile

Where you stand with respect to standard behavioral dimensions

How different professions suit your profile

Complementary analysis for better assessing your abilities

Snapshot report

Lindsay , an analysis of your answers shows the following trends in your profile.

Your main assets or areas of interest are:

SOCIAL DEDICATION

Assist other people, serve, listen to, inform, train, encourage each person to progress, advise and orient, be useful to society.

LITERARY

Write, summarize, enhance and express ideas clearly and appropriately.

Caution: your main weak points or areas of lesser interest are:

METHODS

Organise, plan tasks precisely, put methods and rules of management to practice, control quality, establish a hierarchical structure and classify information.

MATHEMATICAL

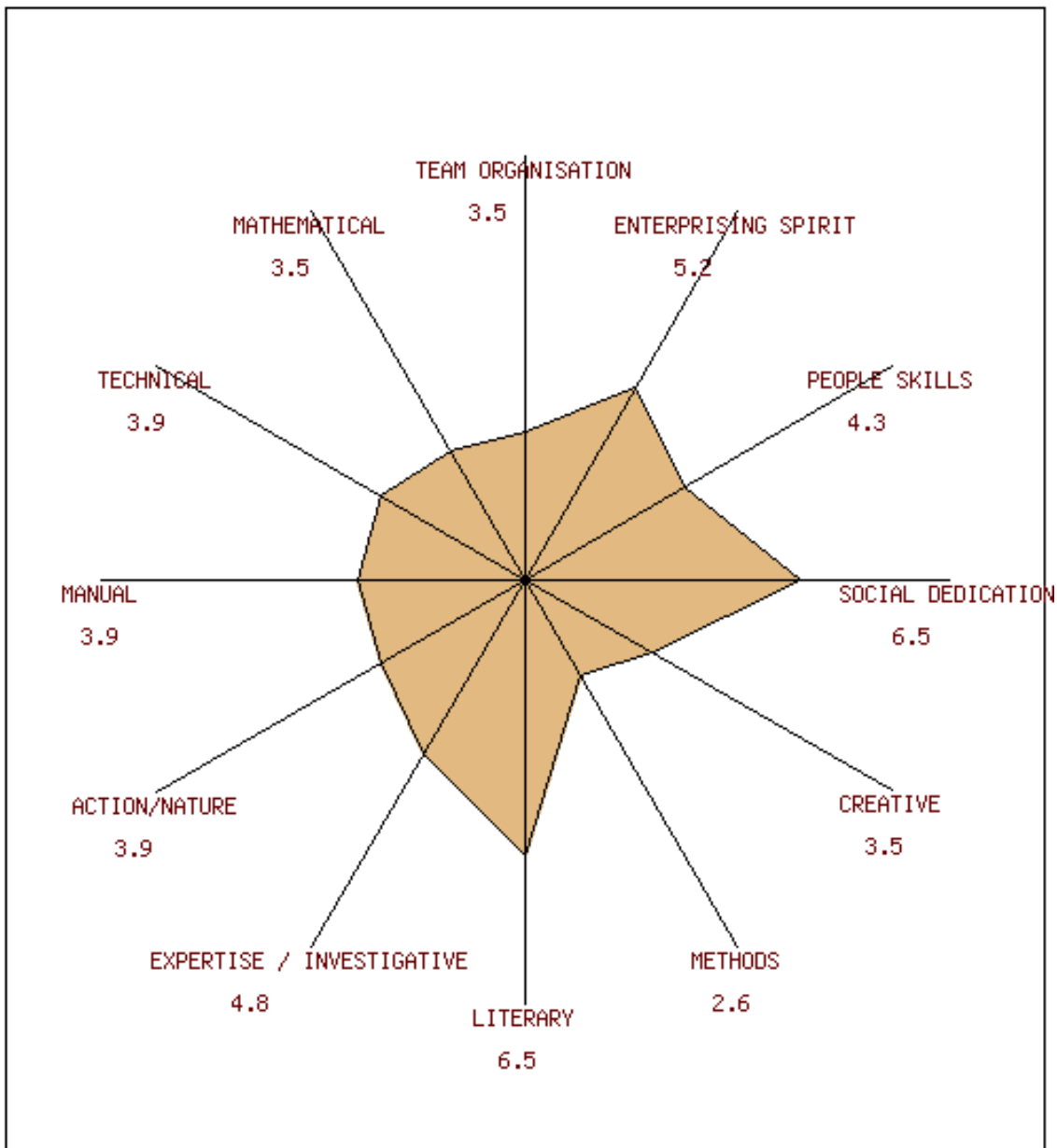
Indicates an ease with figures and the ability to rely on mathematical reasoning capabilities, very much in demand in finance, for example. It implies a capacity for abstract reasoning and for handling quantitative and statistical data.

CREATIVE

Design, write, reason through analogy, draw, produce, imagine, perceive, innovate, discuss, and question conventions.

The Graph

Your principal results (score out of 10)



The Comments

SOCIAL DEDICATION

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You appreciate the solidarity of a group and seek a certain personal harmony. You are particularly altruistic by nature and do not hesitate to help those around you whenever you feel it necessary. Choose a sector that will enable you to make use of your "interpersonal" skills.

LITERARY

++Showing an interest in literature, you place a lot of importance on the richness of language. You appreciate its subtleties and the diversity of words. You have a natural inclination towards reading and writing.

The literary factor analyzes the interest you have in reading and writing as well as written documents and researching and summarizing information.

ENTERPRISING SPIRIT

You are not afraid of forging ahead and know how to be enterprising in areas under your control. You like to work with dynamic co-workers in an environment that values taking initiative.

EXPERTISE / INVESTIGATIVE

You would do best to choose a job that would allow you to make the most of your technical skills but still give you the opportunity to explore new sectors of activity.

PEOPLE SKILLS

You enjoy meeting new people, and have a knack for discussions and negotiation. However, you lose your spontaneity when contact is too superficial. Therefore, when choosing a job, you should rely more on your other qualities than your "people" skills.

TECHNICAL

Judging from your answers, you show moderate interest in machines and technical areas/aspects. The technical factor analyzes your understanding of machines. Being at ease with technical areas/aspects implies that you would be good working on a production line, as an installer, a repair person or an administrator (IT, computer networks, etc.).

MANUAL

Your responses indicate a certain interest in manual activities. Manual dexterity refers to the desire to carry out tasks and the aptitude to create products, work with your hands, or use manual tools and techniques. It suggests a willingness to go beyond the "idea" and purely conceptual phase and really be involved in actual production.

ACTION/NATURE

Your answers indicate that a job requiring physical activity or contact with nature has moderate appeal to you.

The action/nature factor refers to the need to be physically involved in your work: the preference for working in a removed office or being outside in direct contact with nature.

TEAM ORGANISATION

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Leading a team is not your main interest at the moment; you are more concerned with how effective/efficient your own work is. Generally speaking, you do not like to impose on others. You might benefit from choosing a job where you are not directly responsible for organizing the work of a group.

MATHEMATICAL

--Your answers reveal that you are only slightly interested in mathematics, which makes it unlikely that you will work with quantitative or abstract data. The mathematical factor indicates your ease with numbers and mathematical reasoning, as well as your capacity for abstract reasoning and ability to manipulate quantitative and statistical data.

CREATIVE

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Managing your own productivity, you are more likely to apply recognized conventions than try to show off your own ingenuity. You may not be imaginative but you know how to find concrete solutions to everyday problems.

METHODS

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Even if you are not precise by nature, you know how to manage your projects methodically when necessary. You rely, to a large degree, on your capacity to improvise and therefore do not always plan for the unexpected. You should avoid a position that requires rigid procedures.

General Profile

Analysis of your general profile, from the perspective of the Holland typology, used throughout the world in orientation and resource evaluation.

A perfect correlation corresponds to a rate of 100%.

At the end of this part, you will find the three combined profiles that best suit you (for example Social/Conventional or Investigative/Artistic, etc.).

Holland typology

1	SOCIAL	72%
2	INVESTIGATIVE	61%
3	ENTERPRISING	51%
4	ARTISTIC	51%
5	REALISTIC	37%
6	CONVENTIONAL	26%

1 **SOCIAL** 72%

A « SOCIAL » person has good relational and communication skills. They help others with their actions and are patient, understanding and attentive to their problems.

This dimension correlates to the following Career Orientation Test factors: Social/Dedication, Relational and Team leader.

2 **INVESTIGATIVE** 61%

“INVESTIGATIVE” corresponds to a need to solve problems, to investigate, to research information and to understand better one’s environment. An INVESTIGATIVE person would therefore be attracted to intellectually related activities (journalism, law, etc.) or scientific ones (medicine, research, etc.).

This dimension correlates to the following Career Orientation Test factors: Expertise/Investigative, Mathematical and Literary.

3 **ENTERPRISING** 51%

The term ENTERPRISING refers to the need for adventure and risk-taking, the desire to persuade, to influence, to dominate others, etc. An enterprising person is drawn mostly toward sales trades or other trades where initiative is a driving force, as it is with lawyers, journalists or farmers, etc.

This dimension correlates to the following Career Orientation Test factors: Enterprising Spirit, Team leader, Relational and Action/Nature.

Lindsay MILLER's profile

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|---|---------------------|------------|
| 4 | ARTISTIC | 51% |
| <p>The term ARTISTIC refers to artistic activities (music, drawing, art, dance, etc.) but also in a more general way, to a need to express ideas, feelings and to be creative in one's work.</p> <p>This dimension correlates to the following Career Orientation Test factors: Creativity, Literary and Manual.</p> | | |
| 5 | REALISTIC | 37% |
| <p>A « REALISTIC » person likes physical and/or manual activities exert concrete actions and carry out experiments. He/she is somebody rather patient, meticulous, constant and enduring.</p> <p>This dimension correlates to the following Career Orientation Test factors: Action/Nature, Manual, Technical and Mathematical.</p> | | |
| 6 | CONVENTIONAL | 26% |
| <p>The term CONVENTIONAL corresponds to the desire for work that is neat and tidy; putting into practice established principles and rules. As far as trades go, accounting, for instance, demands a conventional approach. A CONVENTIONAL manager would know how to supervise a team and make sure that procedures are followed, rather than initiate projects or handle critical situations.</p> <p>This dimension is related to the following following Career Orientation Test factors: Methodical and Mathematical.</p> | | |

Your combined Holland Profile

- | | | |
|----------|---|------------|
| 1 | IS (SI) (Investigative / Social) | 79% |
| 2 | SE (ES) (Social / Enterprising) | 64% |
| 3 | AS (SA) (Artistic / Social) | 61% |

- | | | |
|---|---|------------|
| 1 | IS (SI) (Investigative / Social) | 79% |
| <p><i>Doctor, psychologist, speech therapist, teacher, instructor, head of clientele...</i></p> | | |

You enjoy human contact but not competition. You like areas where you can put your optimism and skill to serve others. For you, human behaviour is more interesting than theories, thus you do not waste time in huge discussions. You do well in areas where human relations play a role such as in medicine, research in social sciences, or even education.

Appropriate trades include:

- Medical and paramedical fields: generalist or specialist, pharmacist, psychologist, speech therapist, occupational therapist, etc.
- Education: teacher, professor (in social sciences,) instructor, etc.
- Research in human sciences: archaeologist, anthropologist, historian, sociologist, etc.
- Information/research-related fields: librarian, research assistant, bookseller
- Customer consulting: customer account representative, insurance consultant, sales engineer, etc.
- Customer support, customer services, etc.

Lindsay MILLER's profile

2 SE (ES) (Social / Enterprising)

64%

Sales engineer, boutique manager, restaurant manager, Personnel manager...

You are a person who needs human contact. You are pretty convincing in defending your own cause or that of the group to which you belong. You have definite leadership qualities.

You also know how to "be there" for your team co-members and are always available to help. You prefer relaxed and friendly atmospheres (which you strive to create and maintain yourself) to extremely competitive situations.

Appropriate trades include:

- Sales: client relation management, sales engineer (services), stores salesperson, shop manager, etc.
- Human resources: Human Resource manager, Personnel manager, head of continuing education, etc.
- Hotel and restaurant industry: headwaiter, chef, restaurant manager, etc.
- Tourism industry: tourist guide, travel agent, etc.
- Community and public service fields: head of development, civil service executive, social service executive, etc.

3 AS (SA) (Artistic / Social)

61%

Teacher, instructor, association leader, journalist, photographer, head of development...

Generosity and selflessness are your dominant qualities. Your motivating force gets its strength from helping others, and you would like to combine this sort of social activism with your constant desire to create and concretize your action.

You are sceptical of trades that handle money, therefore many fields that touch on sales are clearly not an option. You prefer to contribute to collective well-being.

Appropriate trades include:

- In the field of training and education: teacher, professor, private tutor
- Humanitarian-related and community service fields
- Journalism and publishing: journalist, photo reporter, etc.
- Marketing: sales or marketing assistant, head of development, etc.

How different professions suit your profile

Below, 80 general job clusters, representing the majority of internationally recognized careers, are analyzed with respect to your profile.

A perfect correlation corresponds to a rate of 100%.

Adequacies generally fall somewhere between 60 and 100%.

To visualize the reference grid of the profession, click on "details" (html version of your report).

MANAGEMENT/ FINANCE/ HUMAN RESOURCES / COMMERCE AND CUSTOMER RELATIONS

1 Career and skills management	63%
2 Training	62%
3 Political coordination and administration management	62%
4 Human Resources Management	61%
5 Executive assistance	58%
6 Art - buying and selling	56%
7 Client advice and sales	56%
8 Recruitment consulting	56%
9 Public institution administration and management	55%
10 Client management and support	55%
11 Pre-sales	54%
12 Law and financial counseling	53%
13 Commercial tourism careers	53%
14 Consumer counseling, technical solution sales	53%
15 Trade : financial/insurance sector	52%
16 Commerce and representation	51%
17 Financial and legal administration	49%
18 Accountancy/Management	48%
19 Financial assessment	47%
20 Business management	46%
21 Private company management, store manager	45%
22 Administration and finance	43%
23 Purchasing	40%
24 Management consulting	39%
25 Technical and logistic project management	38%
26 Project management (construction, city planning)	37%

Lindsay MILLER's profile

- 1 **Career and skills management** 63%
HR development manager, skill management administrator, career management administrator, human resources manager

These positions optimize the competitiveness of a company. To meet this objective, these professionals reconcile the needs of the company with the available (internal and external) human resources. This sector includes HR executives specialized in career management. They should be capable of anticipating and evaluating what the company needs, and recognizing the potential of each employee or job candidate. The ability to listen and observe, good interpersonal skills, and the capacity to analyze and summarize information are all necessary qualities.

- 2 **Training** 62%
Training director or manager, training consultant, director of instruction

Whether to meet the needs of an employee or a company, the training director should be able to detect and analyze needs and put them into perspective with company policy and advances in technology. They construct and negotiate the training program, taking into account human, financial, legal, organizational, and pedagogical aspects. They supervise how the training is carried out and evaluate the effects of training investments. They manage relations with institutional and professional partners involved in the training. These positions require an understanding of how the company operates and good interpersonal skills.

- 3 **Political coordination and administration management** 62%
Parliamentary assistant, cabinet director, municipal and regional councilor, local officer

Professionals in these sectors are elected or appointed. They are in charge of the internal and external development of a community and its well-being, and are involved in the implementation and monitoring of actions. The duties of administration managers depend on the domain in which they work (finance, social, cultural...) and the type of administration (public, healthcare, or territorial). These professions demand flexibility as well as good managerial, diplomatic, and interpersonal skills.

- 4 **Human Resources Management** 61%
Director of human resources, HR administrator (director of personnel, or director of personnel services and labor relations)

The director of human resources or director of personnel works at the headquarters of a group, company, large establishment, or subsidiary. They supervise labor relations and HR activities. Their duties are primarily aimed at mobilizing and developing the employee resources by managing hiring policy and training services. They define and rank tasks for greater efficiency, handle administrative duties and internal communication. The ability to listen carefully, diplomatic skills, and managerial capabilities are all essential qualities for those working in this profession.

INFORMATION TECHNOLOGY / MARKETING / COMMUNICATION / ART

1	Linguistics professions	74%
2	Writing careers	74%
3	Documentation	63%
4	On-the-spot journalism	62%
5	Art director	62%
6	Performing arts	61%
7	Communications	59%
8	Investigation and handling of news sources	58%
9	Market research	55%
10	Planning and organization of cultural events	53%
11	Audiovisual Production	53%
12	Preserving heritage	52%
13	Technical maintenance and user support	51%
14	Field marketing	50%
15	Computer graphics	48%
16	Audiovisual and technical	47%
17	IT analysis and development	46%
18	Fine arts	45%
19	Network and information systems design	45%
20	Coordination and preparation of visual communication aids	43%
21	Network and information systems management	43%
22	Computing and management	40%
23	Architecture	36%

1	Linguistics professions	74%
	<i>Interpreter, terminologist, translator (audiovisual, literary, expert, technical), proofreader, copywriter</i>	

Unlike literary positions, these linguistic professions do not require as much creativity, but they must meet strict requirements and have excellent communication skills (in both their native language and a foreign language). This requires knowing the linguistic subtleties of a language and having excellent spelling, grammar, and syntax. Their role involves revising, correcting, rewriting, and translating text and speech. This type of work requires concentration, linguistic knowledge, and an interest in writing.

Lindsay MILLER's profile

- 2 **Writing careers** 74%
Writer, screen writer, literary critic, art critic, editor, online journalist, freelancer, editorial writer

Writing is the basis of these professions. Those working in this domain create various texts: novels, scripts, song lyrics, newspaper and magazine articles...

These texts may be intended for publication or for audiovisual production. Inspiration and creativity are crucial to these artists, but they must also respect certain constraints (layout, style, structure...) imposed by media applications and by client demands (editors, producers...). People working in this domain should have excellent written abilities, be creative and imaginative, and know how to find the right wording in order to communicate ideas and keep the reader's attention.

- 3 **Documentation** 63%
Archivist, librarian, keeper of records, director of information retrieval

These jobs may be found in various settings: public or specialized libraries, resource or information centers, archival services etc. Generally, work in this field involves searching for, indexing, collecting, and classifying information and documents according to pre-established themes. These professionals may also be asked to summarize files according to the demands of their employers, or to transmit information to the public. Required assets include general knowledge in a wide area of subjects and good computer skills.

- 4 **On-the-spot journalism** 62%
Reporter/journalist, international reporter, local correspondent, agency reporter

Onsite professionals, these journalists seek and collect information where the action takes place. They verify the information's authenticity and then make it available to the public. They must be both curious and critical. These jobs also require energy and the ability to use certain technical equipment (video cameras, photography equipment...).

- 5 **Art director** 62%
Editor in chief, publishing manager, artistic director, radio director

Working in the press, in communications agencies, advertising, or publishing houses, these professionals collaborate with a team of artists (graphic designers, illustrators, photographers, journalists...). They evaluate the product, direct teams, assure smooth performance of operations, and present the product to the sales team and/or to clients. These jobs require rigor and highly developed artistic sensibilities as well as good interpersonal and communication skills, diplomacy, and leadership to be persuasive and give presentations.

Lindsay MILLER's profile

6 Performing arts 61%
Singer, actor, choreographer, dancer, musician, conductor...

Performing artists seek to express emotions and convey them to their audience by using their voice, through musical instruments, by dancing or by acting. Training can improve these talents. In addition to artistic abilities, those in this area must love being in the spotlight and be able to manage their emotions. They should have knowledge of the theory and techniques required to compose, produce, and perform works of music, dance, visual arts, drama, and sculpture.

OTHER OCCUPATIONS / SPECIFIC FIELDS (tourism, teaching, health ...)

1 Well being/therapy	72%
2 Teaching: secondary school - arts and literature	72%
3 Administration: procedural acts	66%
4 Social services, personal and professional development	65%
5 Assistants, secretaries, receptionists	63%
6 Judicial authorities/Magistrates	63%
7 Legal counseling	63%
8 Teaching: preschool and primary school	62%
9 Client services: hotels and restaurants	62%
10 Medical consultation	60%
11 Social science research	60%
12 Animal training	59%
13 Tourism (Chaperoning and leisure)	59%
14 Paramedical Professions	58%
15 Rehabilitation	57%
16 Security and rescue	57%
17 Beauty care	56%
18 Animal care	54%
19 Environmental protection	54%
20 Inspection and administration	54%
21 Transport: persons and merchandise	51%
22 Investigation and security	51%
23 Surgical medicine	50%
24 Production/Use of medical equipment	49%
25 Industry technician	47%
26 Agricultural production: exploitation and management	47%
27 Research and development (science and environment)	47%
28 Teaching: secondary school - sciences	45%
29 Food-related jobs	42%
30 Teaching – technology and athletics	42%
31 Construction work	37%

Taken on 04/03/2009

Lindsay MILLER's profile

1 Well being/therapy 72%

Clinical psychologist, psychiatrist, nutrition expert, dietician, therapist

The goal of these professions is to help others feel better physically and/or psychologically. Consultations are required in order to analyze patient needs, diagnose a "problem" and determine the appropriate treatment. These professionals develop a therapeutic program, and follow up on patient care and support. They often work side by side with medical teams and/or social workers. Depending on the case, they may also refer patients to other professionals or another area of expertise. Good listening skills and the ability to instill confidence are essential. These duties also require strong analytical skills.

2 Teaching: secondary school - arts and literature 72%

High school or middle school (secondary school) teacher in English, foreign languages, art...

A teacher's mission is to stimulate the capacities of their students, and help them acquire knowledge and skills. They are involved in developing and carrying out educational projects with the rest of the teaching staff. These professions require a great deal of preparation and grading in addition to teaching classes, guiding the students in their work, and tracking progress. They should be patient, physically and psychologically resilient, and capable of finding ways to motivate and interest their students in a particular subject. In addition to these qualities, artistic skills and knowledge are required (literature, fine arts, philosophy)

3 Administration: procedural acts 66%

Usher, clerk, court reporter, receiver, notary

These professions demand an in-depth knowledge of the law. They are involved in following up on court decisions, or according to the instructions of lawyers and notaries. Because of their legal knowledge, they can advise about which procedures to follow, or participate in the composition of a file. Nevertheless, these are primarily managers who take care of composing files, writing up acts and court decisions, and verifying documents. Because they often receive clients, they must be good listeners and demonstrate rigor, conscientiousness, and organization.

4 Social services, personal and professional development 65%

Social worker, special education teacher, home economist, cultural mediator, career counselor, guidance counselor, family and marriage counselor

These professions aim to find out solutions to improve individuals' daily lives. Their skills can be applied to a vast number of domains, as they address the personal and professional matters of daily life. They search for solutions to family and educational problems, as well as professional difficulties (finding or developing a career). These jobs require good listening skills, diplomacy, and the ability to motivate others and encourage them to commit themselves to an action or project.

Lindsay MILLER's profile

- 5 Assistants, secretaries, receptionists 63%
HR assistant, assistant accountant, teacher's aide, administrative secretary, office clerk, medical secretary, steward/stewardess

Classic secretarial activities involve handling phone calls and mail, maintaining an agenda, organizing meetings and appointments, following up on client projects, administrative work (registration, billing, delivery, inventory), and writing up administrative and/or technical documents. They are generally the first contact person, so they must be sociable, organized, and conscientious.

- 6 Judicial authorities/Magistrates 63%
Assistant public prosecutor, judge, magistrate

Magistrates and judges are public judicial officials who guarantee institutional rules and regulations. Nevertheless, magistrates on the bench (judges) are distinguished from those on the floor (prosecutors and deputy prosecutors). They must all examine the facts, evidence of infractions, and witness testimonies. Certain judges perform duties at different times during proceedings, or in a particular domain (examining magistrate, administrative law judge, family justice...). No matter the context, judges pronounce the verdict, unlike magistrates and prosecutors. Nevertheless, even if they do not pass judgment, they must consider and examine the facts in order to decide what to do with the case (dismiss, pursue, launch an investigation...). All of these duties require an excellent knowledge of the law, good analytical skills, and the ability to handle stress.

- 7 Legal counseling 63%
Lawyer, legal expert, legal advisor, bailiff, notary

These professionals give advice on problems or actions with legal implications within their area of expertise (labor, family, corporate law). They use their knowledge about law to serve individuals, companies, and organizations. Their role is to use legislation and regulations to defend the interests of their clients, ensure the correct flow of information and resolve disputes by proposing solutions. Performing these professional duties requires strong critical thinking skills, attentive listening, and persuasiveness.

- 8 Teaching: preschool and primary school 62%
Elementary/primary school teacher, childcare worker

The aim of teachers in preschools and primary schools is to stimulate curiosity in children and transmit knowledge and basic skills. They are involved in developing and carrying out educational projects with the rest of the teaching staff. These professions require a great deal of preparation in addition to teaching classes, correcting exercises, guiding the children in their work, and tracking progress. They must be versatile and creative in order to make lessons interesting, be resilient, patient, and capable of bringing a classroom to life and motivating students.

Lindsay MILLER's profile

- 9 **Client services: hotels and restaurants** 62%
Maître d', waiter, bartender, wine steward, receptionist, host(ess), housekeeper, etc.

These workers are in charge of welcoming clients and assuring their comfort and satisfaction. Their role involves making a meal or a stay as enjoyable as possible. They should be particularly good at listening and responding to client expectations and advising them if necessary. These occupations require friendliness, energy, and being readily available. Interpersonal skills, manners, and personality are thus highly important. As they are in constant contact with diverse clients, knowing one or more foreign languages may be desirable.

- 10 **Medical consultation** 60%
General practitioner, dermatologist, gynecologist

Medical practitioners or specialists in a particular area (cardiology, dermatology...), doctors treat and care for individuals in order to help them maintain or regain health. Before beginning treatment, prescribing medications or additional examinations, they listen to patients, examine them, and try to find a diagnosis. In certain cases they may also teach, conduct research, or direct a health service department. These professions require strong analytical skills, good interpersonal skills, and a great deal of patience.

- 11 **Social science research** 60%
Archeologist, sociologist, anthropologist, geographer, historian

The social sciences study humans: their history, culture, achievements, and behavior. Differing substantially from the natural or hard sciences, they include a number of disciplines: anthropology, sociology, ethnology, history, archeology, psychology etc. The professions stemming from these domains assume an attraction to advanced study, theoretical knowledge, and the desire to develop them through research and investigation. Researchers may also teach or be university professors. Perseverance, data processing, and analytical skills are necessary for this field.