



athleteassessments.com  
proven sports profiling for athletes, coaches & professionals

performance through people

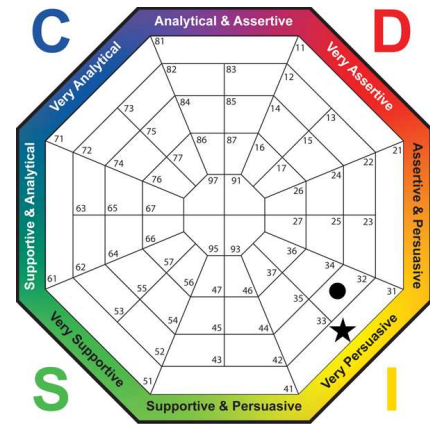
# DISC Career Management Report

## An Evaluation of Behavioral Styles & Careers

### Allen Sample

DISC Style: I/Id

16/05/2016



## Introduction to the DISC Career Management Report

**Congratulations on being proactive about your career planning and management.** This report, in combination with your AthleteDISC, CoachDISC or Sports ManagerDISC Profile Report (referred to from here as your DISC Profile Report), is here to assist you and contribute to your future career success.

Finding your career direction begins in defining a critical element – your behavioral style. Research suggests that specific behavioral styles are attracted to specific jobs and careers. Understanding your career choices and applying this knowledge for job satisfaction consists of three basic steps:

1. **Knowing your natural behavioral tendencies,**
2. **Determining the behavioral demands of the job,**
3. **Understanding the results of adapting your natural style to “fit” the job’s needs OR select the career or jobs that require your natural style, or both.**

We start with your DISC Profile Report to provide significant insight into your behavioral style and tendencies. **Then, this DISC Career Management Report helps you make and plan your career decisions.** This report **clarifies the job expectations, discovers the reasons for any inner conflict, and helps in the understanding of the stressors experienced in your past job(s) or present workplace.** In addition, it provides a **list of occupations** and the **O\*NET (Job) Codes** that utilize the behaviors that is the closest match to your natural behavioral style.

This report is as much prescriptive (tips and tools for interpersonal career management) as it is descriptive (getting you to understand and appreciate your own behavioral style from this report and your DISC Profile Report).

Today’s workplace is in constant change and careers are evolving to keep pace. It will not be unusual for **people to change career 4-5 times during their working lives.** Furthermore, research indicates that more than 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied with their work. Research suggests that **50-80% of all employed adults are in the wrong job or career.**

Given these realities, it becomes more important than ever for you to be prepared to make informed career decisions based on a solid understanding of your behavioral style and your natural traits. With increased understanding of the behaviors you prefer to bring to the workplace, you can maximize your ability to succeed and achieve career satisfaction in an ever-changing environment.

Career satisfaction, happiness, and success are possible – if you know how to make it happen! With your personalized and comprehensive DISC Profile Report and this report, you have tools to help you understand how behavioral styles gravitate to certain jobs and how you can become more effective in making informed decisions for your career management.

This report does not assign personal values, interests, aptitude, IQ or work history. Instead, it concentrates on your behavior and helps you to recognize the preferences and strengths you bring to a job. Establishing the best career path is a result of learning what jobs require the “real you” for that natural “job fit.”

It has been said that people spend more time planning their vacations than they invest in planning or managing their own careers. Your participation in this career management process demonstrates your active interest in your own professional success.

Please ensure to also refer to your accompanying DISC Profile Report, alongside with this report.

## Making Career Decisions and Planning Your Career Path


This DISC Career Management Report is designed to assist you in choosing a career path. This tailored report matches your DISC behavioral style to a range of potential career paths and jobs, which require your unique behavioral set. Using DISC profiling to match “job and behavioral fit” is a key method recruiters and corporate organizations have used for many years (in some cases) to find employees who are going to best contribute to their organizations and just as importantly, feel fulfilled in their career.

In addition, this report has a list of occupations (job titles) and **O\*NET (Job) Codes** for jobs that are the **closest match to your unique DISC behavioral style**.

The **Job Indicator Section** (which follows) has been designed to give you a guide as to suitable jobs which theoretically meet your unique DISC behavioral style. Be aware that when looking at these jobs, a quality “job fit” usually occurs when 75% of the job behaviors and tasks match your DISC behavioral style. The other 25% of the job behaviors or task requirements represent opportunities to adapt. This is important as there are few jobs that are a 100% perfect fit for people. Most learn that every job requires us to adapt our behaviors to deliver the best outcomes for the organization and fulfillment for the person doing the job.

**Allen, knowing that this section presents a listing of jobs that are a suitable match to your natural style of Id you will want to review these potential jobs and decide which of them also appeals to your individual skills, values, job zone (education level), personal criteria and lifestyle.**

Remember, the list of possible careers is designed to promote thoughts about jobs that perhaps you had not considered before, give you realistic ideas, and help you make informed decisions after gathering the additional information available to you within the O\*NET site, which you will be directed to on the next page. It is worth noting that you will find additional job titles related to the specific jobs on your list during your information-gathering process through the “Crosswalk” options.

Within the O\*NET site, you will notice that some jobs have the following symbol:  The symbol indicates jobs with a **Bright Outlook**.

**Each “Bright Outlook” occupation matches at least one of the following criteria:**

- *Projected to grow much faster than average through 2024*
- *Projected to have 100,000 or more job openings through 2024*
- *Designated as a new and emerging occupation in a high growth industry*

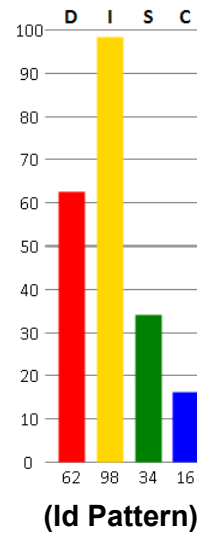
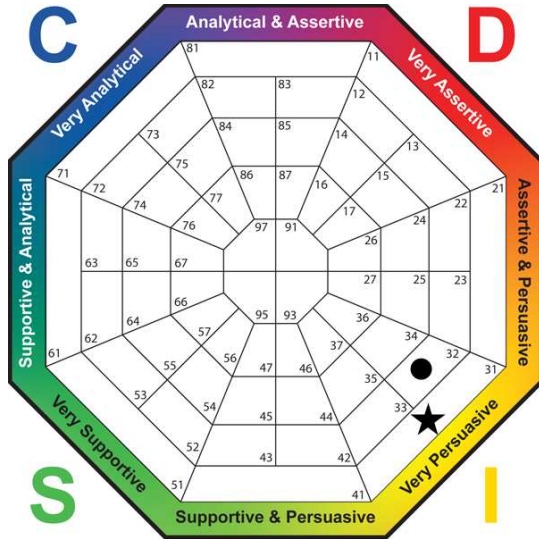
Your career listing on the following pages will have “Job Zone” indicators, defined below:

<b>O*NET Job Zone Definition</b>	
<i>Each occupations has a Job Zone Number (1, 2, 3, 4, or 5)</i>	
The table below lists the five zones and its assigned experience, education, and on-the-job training.	
<b>JOB ZONE</b>	<b>EDUCATION, EXPERIENCE, ON-THE-JOB TRAINING ASSIGNED TO ZONES</b>
1	May require high school diploma or GED
2	High school diploma; may require some vocational training or job-related course work
3	Training in vocational schools, related on-the-job experience, or associate’s degree
4	Four-year bachelor’s degree, 2-4 years of work experience, or both
5	Bachelor’s degree, graduate school, or both, plus experience

*Research has identified 322 jobs that employ more than 95% of the workforce. Out of these 322 jobs, 71 jobs require a high school education only; and 251 require two or more years of higher education.*

## Job Indicator Section

The career listing presented in this section are among the best-matched jobs to **YOUR Natural Communication Preferences and Behavioral Strengths (DISC Style)** and are derived from the latest issue of the *Occupational Information Network*. (O\*NET database developed for the US Department of Labor by the National O\*NET Consortium.)



### BPV Natural Segment # 32 ●

Broadly speaking, the basic DISC styles gravitate toward specific career categories. Realizing that you are a **blend of styles, actual job titles** begin on the next page.

#### Task

Factual, Works with projects, things and plans, Guarded, Non-expressive of feelings, Efficient

<b>Slower-Paced</b> Diplomatic Patient Co-operative Reserved Likes to sit and stay	<b>C</b> Accounting/Auditing Engineering Research and Development Quality Assurance/Safety Architecture Computer Programming	Entrepreneurs Sales – Full Commission Sales Management Legal/Litigation Operations Management Executive Administration <b>D</b>	<b>Faster-Paced</b> Outgoing Candid Voices opinions Shows confidence Likes to go and do
	<b>S</b> Teaching/Education Finance/Economics Human Resources Administration/Support Services Retail – Customer Service Manufacturing	Advertising/Marketing Public Relations Training/Public Speaking Sales/Promotions Hospitality/Tourism Retail – Sales <b>I</b>	

#### People

Emotionally open, Animated, Non-structured, Apt to use facial expressions

## Next Step to Your Job Selection Process

Find a wealth of related career information as you investigate your results at the following website:  
<http://online.onetcenter.org>

**Notice the O\*NET Codes from your job title listing** (on the follow pages) and enter the O\*NET Codes for each job into the "Occupation Quick Search" window at <http://online.onetcenter.org>.



### Important Note:

After the search displays the page with your job title information, pay particular attention to the **Alternate Job Titles** for more possibilities. In addition to learning the job description and additional details for the job titles, increase your options by scrolling to the bottom of that section and use the **Related Occupations Section**.

### Career Information for Allen Sample

Job Zone	ONET CODE	Job Title
1	33-9091.00	Crossing Guards
1	35-3031.00	Waiters and Waitresses
2	39-4021.00	Funeral Attendants
2	39-3093.00	Locker Room, Coatroom, and Dressing Room Attendants
2	27-3012.00	Public Address System and Other Announcers
3	39-6012.00	Concierges
3	29-2053.00	Psychiatric Technicians
3	39-9041.00	Residential Advisors
3	39-7011.00	Tour Guides and Escorts
4	21-1021.00	Child, Family, and School Social Workers
4	11-9031.00	Education Administrators, Preschool and Childcare Center/Program
4	11-9161.00	Emergency Management Directors
4	13-1041.03	Equal Opportunity Representatives and Officers
4	21-1091.00	Health Educators
4	43-4051.03	Patient Representatives
4	21-1092.00	Probation Officers and Correctional Treatment Specialists
4	39-9032.00	Recreation Workers
5	23-1022.00	Arbitrators, Mediators, and Conciliators
5	25-1011.00	Business Teachers, Postsecondary
5	21-2011.00	Clergy
5	25-1065.00	Political Science Teachers, Postsecondary



## Taking Ownership of Your Future

Many people try to imagine what would have happened had they successfully applied these principles and practices years ago... or even just one year ago. How many people could have eliminated the process of a “trial and error” education? How many people could have eliminated the process of “trial and error” jobs? How many people could have reduced having stress in the workplace? How many people could have achieved career satisfaction sooner?

The reality is, there are many people who have used these principles and experienced dramatic improvements in their career management process and in their professional and personal relationships. People have had more satisfaction in their interactions with everyone (even with family and friends) and in their educational planning and job satisfaction. These principles help people in gaining a greater awareness of their strengths with an understanding of their needs for personal development and recognizing potential weaknesses.

**People report they no longer feel like a “square peg in a round hole.”  
They feel, behave and are treated like a person with confidence  
and on a mission toward success.**

Remember that people with similar preferences gravitate to similar jobs and it is just as important to realize that people having different communication preferences and behavioral styles can be appreciated for the strengths they bring to the environment.

**“Different” doesn’t necessarily mean “wrong!”**

For you to also share in the pleasure from experiencing these benefits, you can get started this very minute. First, think about your professional development plans and what you wish to improve within the next year... the next month... the next week... even by the end of today!

**Develop a plan to meet those goals.**

### **Accept the Challenge**

This first step requires your personal commitment to this challenge and putting it to work for you. Of course, any adaptations to your communication style takes practice and you cannot realistically expect to put all of these ideas into effect immediately. However, the minute you start to better understand yourself and your environmental demands, you will start to see improvement. Refer back to your DISC Profile Report and now knowing this information, how can you further improve your current work relationships?

### **Commit to Growth**

“Change is inevitable... growth is optional.” You have the option to make a life-changing decision. Decide to keep learning about yourself, your strengths and potential weaknesses, how you make decisions, how you come across to other people, and how your behavioral style is important to your career satisfaction. Decide to learn more about the DISC styles and how to apply your knowledge in other areas beyond your career management, such as with leadership, relationships with your peers, colleagues, children, spouse and family.



## Next Steps

You've now had the opportunity to thoroughly review your DISC Profile Report and this DISC Career Management Report. Ensure to have these reports printed into a hard copy form and keep with you. Digest the information slowly and review it often. There is a lot of information here and it is not meant to be digested in just one sitting. Let it sink in.

From your DISC Profile Report, ensure that you have completed your Summary Page on page 17. This is useful as an exercise for you to review that report content and is also useful to share as a one-page summary with others. Also, make notes about this report on the dedicated page. Focus on what most appeals to you, what grabs your attention, ideas and strategies you can use to make the most of this exercise.

There are also valuable resources available to you through your personal login. For example, you may also like to consider getting feedback from others as your 'Observers'. This is included in your DISC Profile Report and is completely optional and at your control.

***Allen, the information in your reports have enormous application. It can be used for your total career management and continued personal and professional development:***

- ✓ Showcase Interpersonal Strengths in Résumés and Cover Letters
- ✓ Interview Preparation and Skills
- ✓ Interview Portfolio Content
- ✓ Interview "Leave-Behinds"
- ✓ Personal Branding
- ✓ Professional Bio (Social Networking)
- ✓ Job Search Strategy and Campaigns
- ✓ Time Management
- ✓ Career Transition
- ✓ Educational Planning
- ✓ Sales and Leadership Training
- ✓ Organizational Development
- ✓ Harmony in the Work Place
- ✓ Team Building
- ✓ Relationship Strategies
- ✓ Hiring / Selection / Placement Strategic Positioning and More!

***Here's to your success!***



athleteassessments.com  
proven sports profiling for athletes, coaches & professionals  
performance through people



## Disclaimer

There are no warranties, express or implied, regarding the Athlete Assessments' online DISC assessments, including the AthleteDISC, CoachDISC, Sports ManagerDISC and DISC Career Management (the DISC Assessments). You assume full responsibility, and Athlete Assessments, Business Opportunity Group Pty Ltd, Alessandra & Associates, Inc., Assessment Business Center, Platinum Rule Group LLC, Boden Hanson and Dr. Tony Alessandra (The Group) shall not be liable for, (i) your use and application of DISC Assessments, (ii) the adequacy, accuracy, interpretation or usefulness of the DISC Assessments, and (iii) the results or information developed from your use or application of the DISC Assessments.

You waive any claim or rights of recourse on account of claims against The Group either in your own right or on account of claims against The Group by third parties. You shall indemnify and hold The Group harmless against any claims, liabilities, demands or suits of third parties.

The foregoing waiver and indemnity shall apply to any claims, rights of recourse, liability, demand or suit for personal injury, property damage, or any other damage, loss or liability, directly or indirectly arising out of, resulting from or in any way connected with the DISC Assessments, or the use, application, adequacy, accuracy, interpretation, usefulness, or management of the DISC Assessments, or the results or information developed from any use or application of the DISC Assessments, and whether based on contract obligation, tort liability (including negligence) or otherwise.

In no event, will The Group be liable for any lost profits or other consequential damages, or for any claim against you by a third party, even if one or more of The Group has been advised of the possibility of such damages.