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Horizons Develop

Pat Participant

September 2019



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Introduction

This Assessment

Horizons is based on one of the most widely accepted models of career themes today; namely, the 'Holland' model of general career themes. Summarised by the mnemonic RIASEC, Horizons measures Realistic, Investigative, Artistic, Social, Enterprising and Conventional career themes. It does so by comparing an individual's preferences relative to each other to determine their top interests. Horizons supports development and career guidance for young people, school leavers, recent graduates or general level staff.

Horizons' scales are detailed below.





This Report

The purpose of this report is to give information about the aspects of work that will most likely interest Pat. The report identifies his top career themes and provides self-reflection questions to help counsellors or coaches explore his career interests and the types of industries and professions that are most likely to motivate him.

The contents of this report can be used to support Pat's career decisions.

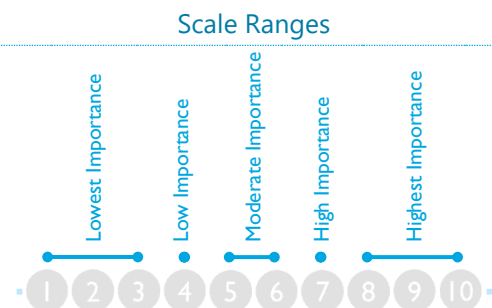
This is a confidential assessment report. It was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).

Horizons is an indicator of preference only. The publishers, therefore, accept no responsibility for decisions made using this assessment and cannot be held responsible for the consequences of doing so.



Rating Scale

Scales in this report are described in terms of their relative importance to the participant and are represented on a 10-point scales. As a guide, scores of 1 to 3 are considered of lowest importance, while scores of 5 to 6 are of moderate importance, and scores of 8 to 10 are considered of highest importance.



Career Interest Themes Profile

Pat's scores on each of the Career Interest Themes are presented below. The themes with the highest scores represent the type of work you are most likely to enjoy, and your theme code combines the first letters from your highest interest themes.



Pat's highest themes are:



Pat's theme code is : **ESRA**

Top Career Themes

The following section presents descriptions of Pat's top career themes along with typical work activities and academic or industry paths associated with each career theme. While some job recommendations may not be aligned with all of his career interest themes, there is still value in considering jobs that match some of his interests.



Enterprising

Highest Importance Band

Attracted to activities that involve taking action, Pat is likely to be motivated to choose a career that will enable him to make decisions and demonstrate leadership. He may also wish to consider careers that involve influencing others in one way or another. This could include professions such as sales, law or even politics. In addition to this, he can combine this interest area with others. For example, if he also has an interest in artistic work areas, then he might be interested in jobs such as talent management or media production.

Typical Activities

- Selling
- Managing
- Persuading
- Marketing

Typical Paths

- Business and Management
- Journalism
- Law
- Marketing and Advertising

High Skills Suggestions

- Chief Executive
- Sales or Marketing Manager
- Public Relations Manager
- Advertising or Promotions Manager
- Purchasing Manager
- Lawyer, Arbitrator or Mediator
- Judge, Magistrate Judge, and Magistrate
- Program or Talent Director
- Coach and Scout
- Supervisor/Manager of Retail Sales Workers
- Politician

Moderate Skills Suggestions

- Insurance Sales Agent
- Sales Representative
- Food Service Manager
- Gaming Manager
- Property or Real Estate Agent
- Purchasing Agent or Buyer
- Meeting or Convention Planner
- Reporter or Correspondent
- Public Relation Specialist
- Advertising Sales Agent
- Travel Agent
- Demonstrator or Product Promoter



Social

High Importance Band

Pat's profile suggests that he has a strong interest in people and their welfare. As a result, he is likely to be interested in jobs that offer opportunities to work with groups or individuals in jobs such as counselling, health care, public service or education may be of interest to him. In addition to this, he can combine this interest area with others. For example, if he also has an interest in biology and science, then he might be interested in jobs in the medical profession.

Typical Activities

- Teaching
- Caring for people
- Supporting people
- Counselling
- Mediating
- Training

High Skills Suggestions

- Human Resources Manager
- Family Doctor
- Medical and Health Services Manager
- Counselling Psychologist or Clinical Psychologist
- Dentist or Orthodontist
- Dietician or Nutritionist
- Optometrist
- Occupational Therapist
- Rehabilitation Therapist
- Genetic Counsellor

Typical Paths

- Health and Rehabilitation
- Medicine
- Politics and International Relations
- Psychology
- Public and Human Services
- Social Policy, Sociology and Social Research

Moderate Skills Suggestions

- Child, Family, School or Health Social Worker
- Social and Human Service Assistant
- Teacher or Teacher Assistant
- Registered Nurse or Therapist
- Concierge, Tour Guide or Flight Attendant
- Nanny, Child Care Worker Home Care Aide
- Fitness Trainers
- Customer Service Representative



Moderate Importance Band

Pat shows some interest in practical, realistic, and hands-on activities. He is likely to be fairly motivated by doing things or making things, and he may value practical things he can see, touch and use. As such, he may wish to choose a career that will enable him to work with his hands, tools, or machines. Jobs that allow him to work outdoors may also be of interest to him and, depending on his physical strength and abilities, he may be attracted to work that requires physical challenge or endurance.

Typical Activities

- Operating equipment
- Using tools
- Building
- Repairing

Typical Paths

- Engineering and Technology
- Food, Agricultural, and Environmental Sciences
- Military Sciences
- Vocational Training

High Skills Suggestions

- Industrial Production Manager
- Aqua-cultural Manager
- Construction or Engineering Manager
- Chemical, Civil, Electrical or Mechanical Engineer
- Mining and Geological Engineer, Including Mining Safety Engineer
- Nuclear or Energy Engineer
- Food Scientist and Technologist
- Soil and Plant Scientist
- Range Manager

Moderate Skills Suggestions

- Nursery or Greenhouse Manager
- Farmer or Rancher
- Electrical or Mechanical Drafter
- Civil, Electrical or Mechanical Engineering Technician
- Surveying or Mapping Technician
- Fire Inspector or Fighter
- Fisheries Worker Supervisor
- Mason or Carpenter
- Rail Yard Engineer
- Sailor and Marine Oiler



Moderate Importance Band

Relatively attracted to creative, design, or artistic activities, Pat may wish to choose a career that will enable him to creatively express himself. Careers that involve the Arts in some way, such as Arts administration. He may also be attracted to roles that provide an opportunity for creativity though are not directly related to the Arts, such as marketing or advertising. He may also wish to consider roles that are less creative but may nonetheless provide room for creative expression, such as desktop publishing, editing, etc.

Typical Activities

- Composing
- Performing
- Writing
- Creating visual art
- Designing (Artistic)

Typical Paths

- Arts and Communication
- Culture and Language
- Design and Architecture
- Education and Teaching
- History and Human Studies
- Marketing and Advertising
- Vocational Training

High Skills Suggestions







- Art, Drama, Communications or Music Teacher
- Art Director
- Set or Exhibit Designer
- Film or Stage Producer
- Director (Stage, Motion Pictures, Television, and Radio)
- Music Director (Stage, Motion Pictures, Television, and Radio)
- Editor (Stage, Motion Pictures, Television, and Radio)
- Editor (Book, Magazine or Newspaper)

Moderate Skills Suggestions

- Artist (Including Painter, Sculptor or Photographer)
- Commercial and Industrial Designer
- Interior or Fashion Designer
- Graphic Designer, Illustrator, Multi-media Artist or Animator
- Choreographer or Dancer
- Music Composer or Arranger
- Poet, Lyricist or Creative Writer
- Photographer or Camera Operator (Television, Video, and Motion Picture)
- Jewellery Designer
- Makeup Artist
- Actor
- Singer
- Dancer

Exploring Horizons

Use the following questions to help determine which aspects of each career theme interest Pat.

	What aspects of the typical work activities appeal to him?	What aspects of the typical paths appeal to him?	Based on the activities and paths you identified, what does he want to look for in a career?
 Realistic			
 Investigative			
 Artistic			
 Social			
 Enterprising			
 Conventional			