



**Servay Tahker**

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Understanding Your Career Guide

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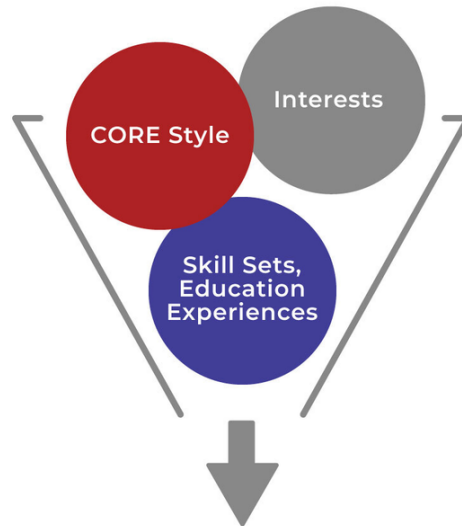


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# Understanding Your Career Guide

## Welcome Servay Tahker!

While this isn't a one-time magic wand to identify a single 'perfect' career, this foundational career report offers you informative descriptions that match your CORE personality. A satisfying career match is a process that often spans your entire working life. With this report you can begin exploring your optimal and most Natural Career Matches. Then you can explore and obtain the necessary skill sets, educational credentials and work experiences that will lead you towards your most satisfying career.



**Modified by your Current Life Needs:  
Social, Emotional, Intellectual, Financial**

## Discovering Your Best-Match Career

### 1. Define your personal interests.

If you haven't narrowed your interest areas, consider an assessment such as the Holland Self Directed Search to help narrow this field. Career Development Centers at schools and private coaches administer and offer special assistance in applying these assessments to your life needs.

### 2. Use myCORE Career Guide as your personality assessment.

- In each section your personality style descriptions are listed. Please check the items that reflect your interests.
- Towards the end of this report there is a special section on discovering how to apply your CORE personality to your field of interest or educational studies focus to refine your career search.

### 3. Begin to identify the skills, education and work experiences you need.

Career counselors are helpful in this step to identify what you already have or need to acquire.

If you already possess the skills, education and/or experience, begin to promote these on your resume and in your job search.

# Your Career Natural Strengths

The key to 50-70% of your CORE personality comes from your primary Natural Style traits (in color, left and right side). The secondary "grayed-out" traits are not discussed in this Guide, as they may not be as predictable as your primary traits.

For more information on your strengths, please contact your Certified CORE or PREP Coach. They are trained in deeper insights to your Natural Style Traits and personal resiliency.



## Controlling Individual Strengths

- Risk-takers
- Taking initiative
- Success oriented
- Decisive
- Action oriented
- Competent
- Self-confident
- Ring leaders
- Forceful
- Often confronting to clarify
- Resentful of close supervision
- Intolerant of incompetence
- Intense when headed for a goal
- Interested in ends, not means

## generalizing Individual Strengths

- Concerned with the whole, not necessarily the parts
- Good at laughing at themselves
- Productive brainstormers
- Free thinkers
- Outspoken
- Inventive
- Not bound to the past

## Servay's Natural Career Strengths

Your personality traits will be career strengths in some situations and in your "least preferred" environments, your career style may not match well. Look for activities and work that will support and allow you to be involved in the following CORE natural career strengths.

- Decision Making
- Being in-Charge
- Supervision
- Autonomous decision-making
- Quantifiable results through tangible data, things
- Independent Project Work
- Start-up or "New" activities

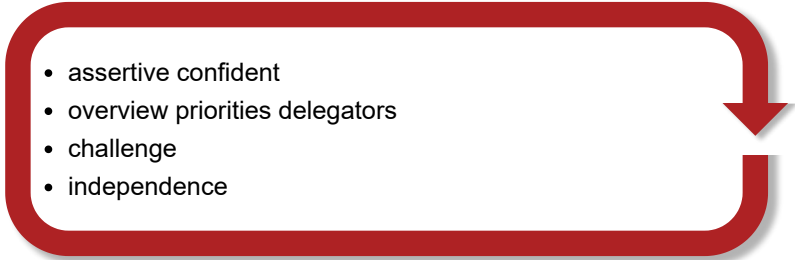
## Servay's myCORE Career Natural Skills

From your primary personality style, you are probably naturally talented in some or all of the following activities. Check your strongest areas. Add more! Focus on developing these natural skill sets through course work and experience.

- Setting and meeting goals efficiently and timely
- Troubleshooting or critical problem-solving
- Focusing on measurable, objective and tangible goals or outcomes
- Analyzing objective data from a novel perspective and application
- Scanning or editing for exceptions, misfitting objects, information
- Viewing the bigger picture
- Brainstorming and broad picture planning
- Being a catalyst for trying new approaches
- Developing or creating tangible products
- Taking physical risk and exploring new territories
- Working on own, without hindering structure or rules
- Developing long-term relationship and projects
- Investigating, delving behind the obvious to find a more expedient path or solution


## Servay's Natural Work Style

The following reflect your natural preferences for where you work, how you work, and how you participate in activities. In choosing academic coursework or a career field that supports your natural work strengths and style, you may want to focus on environments or situations with these characteristics.

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- assertive confident
  - overview priorities delegators
  - challenge
  - independence

## Servay's Work Environment to Avoid

Sometimes it is easier to select a best-match career by knowing what doesn't work for you. The following work situations may not be well-matched with your personality strengths. Before selecting an education focus or career, it can be helpful to get some work experience to quickly identify mis-matched work environments. If you are considering an education focus or a career where the following work environments are prevalent, you might wish to talk to your advisor or career counselor for alternate education directions and careers.



**Too Many Bosses**  
**Indecision**  
**Bureaucracy**  
**Micromanagement**

## Education/Career Strengths Summary

The following summarizes how your personality strengths can be reinforced through coursework and general educational focus. Keep in mind that most people have three to five distinctive careers over the course of their working lives. Having a versatile educational background may enhance your overall career preparation. The degree to which you can specialize in a chosen career is usually dependent on the level of education and certification you are able to accomplish.

- Your personality indicates strengths in the areas of entrepreneuring, decision-making, independence and innovation.
- You may find it natural to study on your own, or to do independent projects. You may find a casual study group with your more studious friends helpful, especially for key projects and final exams. Using organizing software or hand-held technology is often natural for your style to help you organize bigger projects.
- Besides taking courses in your interest areas, your style learns well by doing; consider a paid internship to gain practical skills and experience, or more practical, a part time job or start a summer independent company or contractor business in either an area you could earn good wages or in your area of interest. Staying in school long enough to achieve the highest level of education might be the temptation if you are not required to have a specific degree or certification as an entry to a career. Your style is very hands-on and usually strongly self-motivated to "get out there and get started".
- Consider taking also some basic presentation skills, communication or psychology might help you develop your influencing and persuasion skills -- something that may not be quite as natural as "making your point." Tedious or repetitious detail or highly technical analysis might be frustrating, but helpful in the long run. Keep your focus on the long-term credentials you need to earn, so those annoying detail-classes do not become a barrier for achieving your best-match career!
- Studies in project management, business, marketing, finance, small business management and marketing may provide you with a foundation that will reinforce your natural interests and prepare you for an entrepreneurial or leadership position a group, team or project.

## Tips on Selecting a Best-match Major or Field of Interest

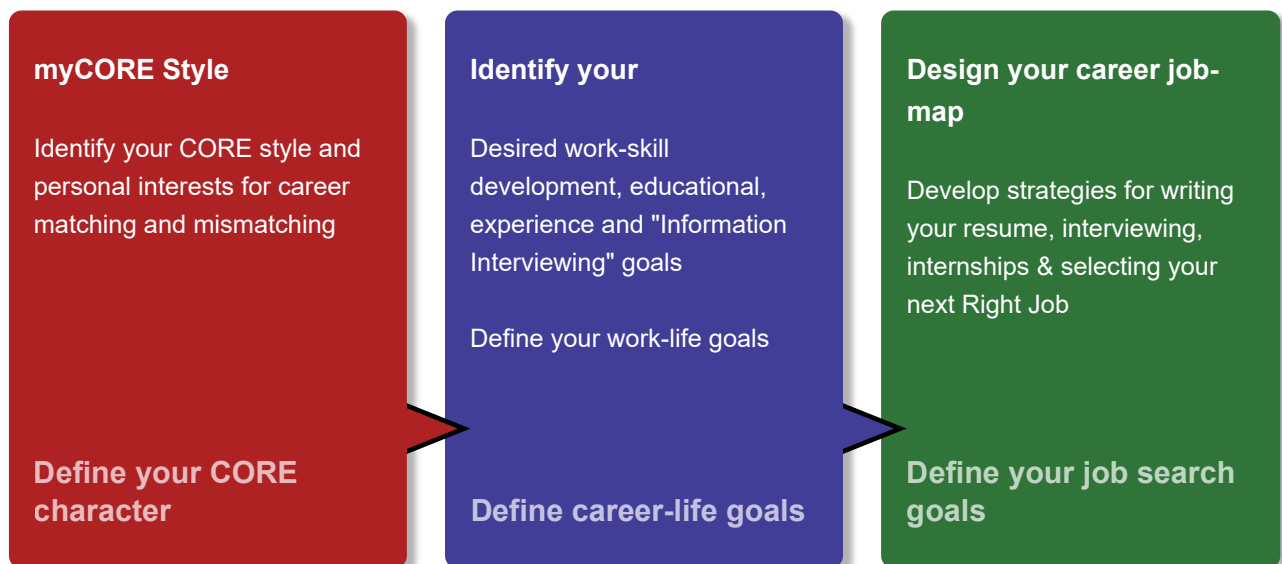
When considering your academic major or educational emphasis, ask yourself if the specific careers and opportunities you are exploring match your temperament or personality strengths. Typically, it is easier to study areas that are natural for you because you remain motivated for the number of years (or months) needed to complete your education, and thereafter as you continue in your career.

Some individuals choose to major in a field that will provide specific skills that challenge basic personality preferences. (It is often easier to discipline yourself and stay motivated while you are in school. A lot of strategic career planning goes into selecting a major!

Look for an internship or work that gives you practical experience using your natural career and personality strengths. Sometimes these work experiences require volunteering or less pay, but any investment in your career credibility and marketability is important to future employers! Career Placement offices and state employment offices often have lists of internship offerings. Don't be shy to proactively ask employers for a short term internship in areas where you have special interest. Most employers will try to help those who are clear and passionate about their career interests.

When evaluating which major area to study, or during an internship, if you consistently feel de-motivated by the work environment, coursework or the types of colleagues in that field, that may be a clear signal to explore another field. You will perform better in situations where you are naturally motivated, from your own interests, as opposed to choosing a major or career to fulfill someone else's expectations and "good ideas" they have for you!

If you already possess the skills, education and/or experience, begin to promote these on your resume and in your job search.



## Servay's Natural Career Position Matches

The following are probable, natural career position matches based on your personality. Some may be in your areas of interest and others may not. Consider them from the standpoint of their general characteristics. By exploring these potential careers, you may discover other related, more interesting careers. Write those down, as well!



If you have not yet decided on your specific interest area or field, the following suggestions come from others with similar personality style to yours, who have succeeded in their careers. Depending on your education level, there are several positions within each field. Please check with your Career Coach for more personalized ideas and insights for exploring Career Position matches

## Servay's Additional Career Considerations

Others with your personality combination of Controlling and generalizing traits usually enjoy leading, initiating projects and activities, being in the decision-maker role. Specifically, you should seek out careers that offer entrepreneurial opportunities to try out your ideas, run a group, project or give you creative outlets that:

- emphasize the beginning phases or starting action
- allow you to lead a team or group
- offer you an opportunity to direct or manage a project or activity and accomplish goals
- be in charge of your timeframe and risks to accomplish assigned tasks or activities
- allow you freedom from bureaucracy, or highly structured situations
- challenge yourself and be rewarded directly for your accomplishment
- Focus on starting projects, with others to finish the details.



## Applying myCORE Career Guide

The career exploration process is one you will continually refine, as long as you are working. The more you learn about different careers, the more certain you'll be of your career path. Sometimes that means you will discover careers you do NOT want. Sometimes you will discover the types of people with whom you want to work, or the types of equipment or travel that is "you" Keep a log or notebook as you discover your optimal career path. The following are additional suggestions that may help you apply myCORE Career Guide more effectively.

1. The suggestions in this report are based on studies in career areas and feedback from others with your style. The myCORE™ Career Guide is designed to be used with the myCORE™ Self Report to understand your most satisfying career match for your personality, and the type of job or position and work setting. Your Certified CORE Career Coach can personally support and turn your deeper insights into action.
2. Since the career journey is very personal and you are the ultimate authority on your satisfaction and interest, use the guides as a springboard to discovering more about the type of career you would like to have.
3. Evaluate job environments, education and special skill sets needed for various positions. Do they match? Explore and focus where you feel most natural and happy. Also, evaluate your current and potential economic, educational and personal situations, as they will modify your career and job search. Invest today to align for tomorrow's career. Begin writing down your career action plans.
4. Once you have some initial careers you'd like to explore, begin the information interviewing process. Contact people who enjoy their work in the field you are exploring ask them if they can spare 20 minutes of their time to share their insights about the career, such as what it takes to be successful and how you might prepare for it. Most people are quite willing to offer advice in areas of careers<sup>2</sup>especially when they love what they do! If the first person you talk to doesn't like their career, find someone else who does. Be sure to ask questions that will uncover work environment mis-matches.
5. If you are changing careers, assess your current work environment. If you are in a situation that is not rewarding to you, make a list of what you enjoy and what you would rather not be doing. Prioritize these and explore how you might develop a more satisfying career path that will better match your needs and personality.
6. If you have a career coach or counselor, continue your exploration with them. They can probably expand on this Guide and help you discover even more careers to explore and personalize your career search process.

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## Improve your Relationships...

Share your report with peers, co-workers and relatives to improve understanding and communication.

- Who are you similar to?
- Could some of your differences be due to misunderstanding your basic personality?

## Say what you mean to say...

When interacting with others, keep in mind that each of us speaks in the language of our own personalities. The more we respect each other's "language" and meet on common ground, the more effective our communications.

- Are you in difficult situations that don't match your personality?
- Could you approach someone important in your life differently if you knew their personality style and what motivates them?

## Get and stay "unstuck"...

Assess your personal best-environment needs to balance each of your personality traits.

- Are you happy?
- How rewarding are your work, studies and overall relationships?
- Are there ways to better align your daily life with your personality?

## Advance your Career...

Discover and develop your career with insights that will guide your life-long career path.

- What are my most natural career matches?
- What work environments are best for me?
- What career-related subjects should I study?

## Thrive with life changes...

Career transitions are intense. Your Certified PREP Coach has training to support and optimize your personal resiliency during your transitions. If there are change and stresses you currently are experiencing, you may wish to explore the PREP professional reports with your Certified PREP Coach. These reports have analytics to support your understanding and insights in balancing work-life activities during career transitions.

## Thanks for using PREP Advanced Insights' Reports!

PREP Advanced Insights, Inc. has been offering remarkable, highly researched, cross-culturally neutral and validated surveys with an aligned system of applied CORE and Personal Resilience Insights since 1984, throughout the US, Canada, Europe, Middle East and Asia. The assessment and programs were developed by JoAn Mann, MBA-GPHR; Platform development by Josh Chavez of Bluefire Interactive, UX Design by Chris Minney; early web development support from Jack Menendez, Dr. Bjoern Kesper and Norm Orio. Statistical Research support is gratefully acknowledged from Drs Samuel Robert Houston, Shaun Pichler and Stephen Mann.



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