

# **CAREER GUIDANCE**



**by Dr Mario Denton**



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Dr Mario Denton

Thank you for doing the assessment I am sure that you will find it indispensable experience.

THE PURPOSE OF THIS INSTRUMENT IS SELF-DISCOVERY. IT IS DESIGNED TO HELP PEOPLE GUIDING THEM IN THEIR CAREER AND TO IDENTIFY THEIR NATURAL STRENGTHS, AND THEIR POTENTIAL GROWTH AND DEVELOPMENTAL AREAS BEFORE THEY CHOOSE A CAREER OR SUBJECTS AT SCHOOL. THIS SURVEY SHOULD NOT BE USED TO IDENTIFY, DIAGNOSE, OR TREAT PSYCHOLOGICAL, MENTAL HEALTH, AND/OR MEDICAL PROBLEMS. THE USER ASSUMES SOLE RESPONSIBILITY FOR ANY ACTIONS OR DECISIONS THAT ARE MADE AS A RESULT OF USING THIS AID TO SELF-DISCOVERY. BY USING THE SURVEY YOU EXPRESSLY WAIVE AND RELINQUISH ANY AND ALL CLAIMS OF ANY NATURE AGAINST STRONG MESSAGE OR ANY AFFILIATED ORGANISATIONS ARISING OUT OF OR IN CONNECTION WITH THE USE OF THIS SURVEY

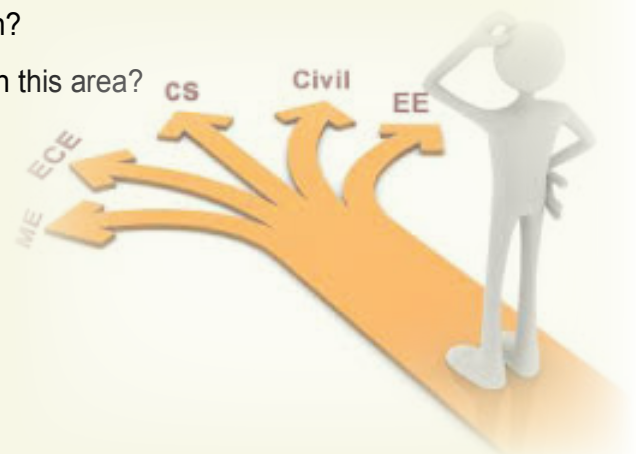
The following section outlines the results of your assessment. These results are based on your scores as individuals. Take time to read each section and discuss the feedback with one your mentor.

## Reflect on the following questions before and after you have read your report

- How are you feeling about the assessment?
- What was your experience in taking the assessment?: Were you alone, did you do it at the beginning of the day, end of the day; do you recall any items that you had difficulty with or that were not clear to you?
- Is there anything significant going on in your life that may have affected how you responded to the items?
- How did you find the items themselves? Anything you found odd or curious?
- What is your first impression of this profile?
- What surprises you?
- Where would you like to focus first?
- What questions do you have about your results?
- What areas stand out for you as things you'd like to focus on?
- How satisfied are you with the results?
- What concerns do you have with your current results?
- Why do you think that is so?
- What gets in your way of success? Why is that so frustrating?
- How do you see that contributing to your success?
- How do you see that holding you back?
- Do these areas interfere with achieving your goals in any way?
- What is the ideal situation for the future?
- If you had a choice, what would you do?
- What kind of support would be helpful?
- If you were going to work on one or two areas, which one(s) would you choose? What benefits would you like to achieve by improving in those areas?
- What is one thing you can do to further develop your relationship?
- How would you like to move forward?
- How committed are you to your development plan?
- How will you remain accountable for developing in this area?
- What outstanding questions do you have?

## Basic Interpretation

- **Focus on each aspect**
- **Look at your strengths first**
- **Again the purpose is there to give feedback**
- **Reflect on the discussion questions**
- **Encourage and affirm yourself**



# 1. Why is choosing a career such an important choice?

Your Comments:

- Who is responsible for your career?
- What do I want to do with the rest of my life?
- How do I choose a career?

## 2. Gathering information about myself

Your comments:

- What am I interested in most?
- What am I good at?
- What do I like and dislike?
- What is important to me in life?
- What kind of work environment would be important to me one day?
- What is my Temperament? Do I like to work under stress? Specialize or generalist?
- Pay, work hours, working conditions?



### 3. Hobbies and special Interest and dreams

Your comments:

What are your hobbies and special interests?

What are your dreams for the future? Refer specifically to your career

Lifestyle and work style preferences & values

- How do I want to live and work for the rest of my life?
- What is important to me?
- What makes me happy / gives me satisfaction?

List 5 jobs that you can see yourself doing in the future

Reflection, time-out and discussion



## 4. Follow up Questions: Emotional Intelligence

### Self-Regard

1	What do you believe are your strengths?
2	What are you willing to do to improve your skills, abilities, habits and attitudes?
	Ask for feedback from trusted friends, family, other students, or teachers; what do they see as your strengths and limitations? These could be related to academics or your personal life.

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### Self-Actualization

1	What are some of your interests outside of school?
2	What new activities or interests would you like to explore?
3	How do you make time to do things you truly enjoy?
	Seek out groups on school/campus who support a particular cause that inspires you. How could you contribute to this cause?

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### Emotional Self-Awareness

1	What things do you feel really happy about? Sad? Angry?
	When you face conflict, practice being attentive to your emotions. • What are you feeling, and why? What are some potential solutions? Politely, step away for fresh air if you need to reflect during a conflict with a peer group.

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### Emotional Expression

1	What does being happy look like to you? Being angry? Being frustrated?
2	How do you express what you are feeling? Give examples?
3	In general, do you find yourself bottling up emotions? How does this affect your ability to get your work done?
	The next time you work on a group project, pause and take a breath when the other person speaks. Use this moment to truly hear what he/ she just said and put aside your inner dialogue.

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### Assertiveness

1	Describe a scenario in which you behaved assertively. What specifically did you do or say that was assertive?
2	How would you react if your friend consistently failed to pull his/her weight?
3	What is the difference between assertive and aggressive behaviour? Have you ever been perceived as being aggressive? How do you know?
	Think about your message the next time you share your thoughts with classmates.

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### Independence

1	Describe your typical style for making decisions.
2	To what extent do you involve others in the decisions you make?
	The transition to college/university pushes you to become independent. But make note of times when you are less independent than you wish to be. For instance, have you ever taken a trip with friends despite a tight deadline on a class project? Determine what pressures cause you to conform. Try reducing at least one pressure, by putting in place rules so you can stand your ground.

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### Interpersonal Relationships

1	Describe a time when you had to mediate a conflict between two people. Describe a time when you had to deal with an interpersonal conflict with others.
2	What efforts do you put in to maintaining healthy and effective relationships between your friends? How do you know when a working relationship is effective?
3	Describe what types of social situations make you feel uncomfortable. What is your typical response in these situations?

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### Empathy

1	Tell me about a time when it was really important that you were able to understand the way someone else felt. How did you convey this understanding? How did you ensure you understood them?
2	Describe a situation where you were not as sensitive to someone's feelings as you should have been. Why do you think this was the case? What could you have done differently?
3	How do you ensure you have really understood how another person is feeling?



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### **Social Responsibility**

1	What have you done recently to help those in need?
2	Describe a situation where you have placed others' needs/interests over your own.
3	What social issues are of particular concern to you? How do you contribute to these causes?

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### **Problem Solving**

1	What was one of the most challenging problems you have ever had to solve? Describe the problem-solving process you used to arrive at the solution
2	Tell me about a time when you made a rash decision. What caused this to happen and how did it affect others?

### **Reality Testing**

1	Would you describe yourself as a realist or an idealist?
2	Describe a time where you incorrectly sized up a situation. What information did you misjudge and what was the impact?

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### Impulse Control

1	Tell me about a time when you had to exercise patience and control over your behaviour.
2	Describe a situation where you were impatient and reacted hastily. How did this impact the end result?
3	Describe a situation where it was beneficial for you to act quickly. How did this make you feel?
4	Has your impulsiveness ever created problems for you? How do you think others view your behaviour in these instances?

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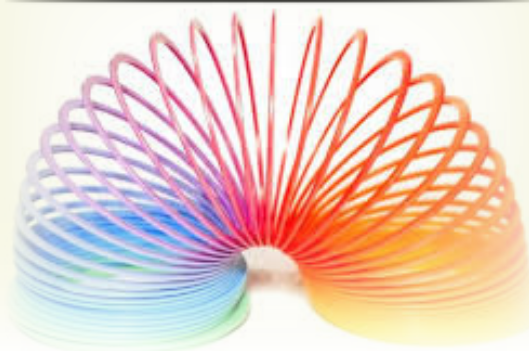
### Flexibility

1	Would others say that you are flexible and open to change or rigid and set in your ways?
4	Do you prefer your work to be predictable and stable, or do you enjoy conditions that require you to change what you do?

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## Learning Flexibility



### **Stress Tolerance**

1	How do you tackle stressful circumstances?
2	What circumstances are stressful for you? How do you proactively manage these circumstances in order to reduce the stress you experience?
3	How does stress manifest itself in the way you feel (i.e., emotionally, physically) or act?

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### **Optimism**

1	Would you describe yourself as having positive or negative expectations about how things will turn out?
2	Describe a project/task where you experienced several setbacks. What was your approach to overcoming these difficulties?
3	What are some resources or strategies you draw upon in order to stay positive about the future?

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**Source and full acknowledgement EQ Baron Coaching Dr Contact Mario Denton for more detail on the EQ assessment**



## 5. Talents and Abilities

**YOUR COMMENTS:**

What I am really good at:

What I am not good at:

## What do you truly value?

**YOUR COMMENTS:**

1. What do you fill your space with (home and office)?
2. How do you spend your time?
3. What energises you the most?
4. What do you spend your money on?
5. Where are you most organised?
6. Where are you most disciplined and reliable?
7. What do you think about or focus on most?
8. What do you envision or dream about most?
9. What do you internally dialogue about most?
10. What do you externally dialogue about most?
11. What are you inspired about most?
12. What do you set goals towards most?
13. What do you love to study or read about most?

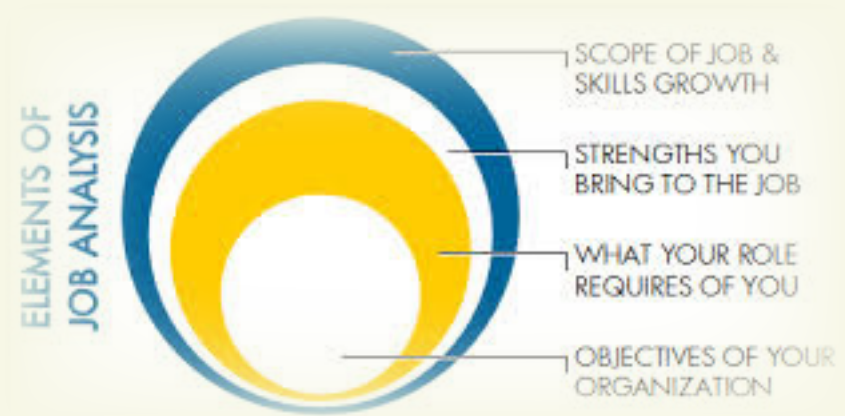
## COMMITMENT

1 Not important; 3 somewhat important and 5 very important

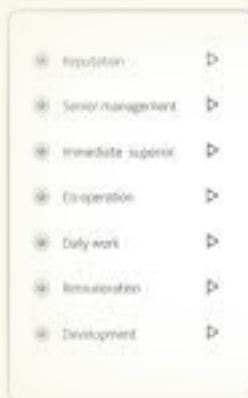
		1	2	3	4	5
	<b>HOW DO YOU VALUE THE FOLLOWING ELEMENTS OF A JOB?</b>					
1	Want to see results from your work and what you have achieved					
2	Like to work step by step and in a systematic way					
3	Use results from previous experience to solve current problems					
4	Prefer to do a job on your own					
5	Like precision where little can go wrong					
6	Like to carry on with traditions – do things as they have always been done					
	<b>Total score:</b>					

<b>HOW DO YOU VALUE THE FOLLOWING ELEMENTS OF A JOB?</b>	<b>VERY IMPORTANT = 2 POINTS</b>	<b>SOMEWHAT IMPORTANT = 1 POINT</b>	<b>NOT IMPORTANT = 0 POINTS</b>
<b>FINANCIAL AND ADMINISTRATIVE ELEMENTS</b>			
Prefer regular work hours			
Prefer to work according to procedures and rules and to know what is required from you			
Want to contribute your skills to the company			
Prefer clearly outlined tasks and responsibilities			
Prefer secure employment and stability			
Prefer work that requires the exact use of information			
<b>Total score:</b>			

HOW DO YOU VALUE THE FOLLOWING ELEMENTS OF A JOB?	VERY IMPORTANT = 2 POINTS	SOMEWHAT IMPORTANT = 1 POINT	NOT IMPORTANT = 0 POINTS
<b>OUTDOOR AND ENVIRONMENTAL ELEMENTS</b>			
Concerned about the environment and what people do to it			
Prefer physical activity and to move around frequently			
Prefer to dress casually and be yourself			
Prefer to work outdoors			
Like to do hard or physically challenging work			
Like to be in environments where you can observe and take physical action			
<b>Total score:</b>			



HOW DO YOU VALUE THE FOLLOWING ELEMENTS OF A JOB?	VERY IMPORTANT = 2 POINTS	SOMEWHAT IMPORTANT = 1 POINT	NOT IMPORTANT = 0 POINTS
<b>SCIENTIFIC INVESTIGATION AND MATHS</b>			
Have work responsibilities that allow considerable investigation and analysis on your own			
Expand your knowledge and seek to understand new things			
Have freedom to make decisions in your work			
Contribute to scientific findings			
Come up with new ideas and thoughts after breaking facts into smaller parts			
Solving complex mathematical problems			
<b>Total score:</b>			



DRIVERS



EFFECTS

HOW DO YOU VALUE THE FOLLOWING ELEMENTS OF A JOB?	VERY IMPORTANT = 2 POINTS	SOMEWHAT IMPORTANT = 1 POINT	NOT IMPORTANT = 0 POINTS
<b>ARTISTIC AND CREATIVE ELEMENTS</b>			
Want to create something beautiful			
Want to express your uniqueness			
Allow your imagination to flow freely			
Reach others through your creations			
Want to set your own pace and lifestyle			
Want a workplace that reflects your lifestyle and interests			
<b>Total score:</b>			





HOW DO YOU VALUE THE FOLLOWING ELEMENTS OF A JOB?	VERY IMPORTANT = 2 POINTS	SOMEWHAT IMPORTANT = 1 POINT	NOT IMPORTANT = 0 POINTS
<b>SERVICE AND SOCIAL ELEMENTS</b>			
Want to make a difference to people's lives			
Like to have time to develop personal relationships			
Want to experience personal growth			
Give support, advice and guidance to people			
Receive personal gratitude from others for your work			
Work with others toward a common goal			
<b>Total score:</b>			



HOW DO YOU VALUE THE FOLLOWING ELEMENTS OF A JOB?	VERY IMPORTANT = 2 POINTS	SOMEWHAT IMPORTANT = 1 POINT	NOT IMPORTANT = 0 POINTS
<b>ENTREPRENEURIAL AND LEADERSHIP ELEMENTS</b>			
Like to compete with others			
Like a job with challenges and opportunities where you can take a risk			
Would like economic security and a good salary			
Want to earn respect and a good image or status			
Would like to influence people			
Would like to be a leader and take charge of situations			
<b>Total score:</b>			

As a result of me completing the assessment/career direct I plan to:

**Stop** doing the following

**Start** doing the following

**Choose** the following subjects

**Keep** on doing the following

**COME, JOIN THE RANKS AND LET THE REST OF YOUR LIFE BE THE BEST PART OF YOUR LIFE**

*Contact us for further information on these life-giving fundamental principles.*

**See also:** <http://viaafrika.com/via-afrika-careercompass-app-launched/>



## QUALIFICATIONS

MBA, MECon, PhD

## INDUSTRIAL PSYCHOLOGIST

Married to his first love Mariene since 1979 and has three sons

\* see below

### RADIO AND COMMUNITY INVOLVEMENT

250 Radio Talks on  
Wisdom that Works and involved in  
Character -based principles and  
Sound Governance

**AUTHOR and PUBLISHER  
OF VARIOUS BOOKS x 15 and  
60 x SHORT COACHING BOOKLETS**  
Study leader for 160 completed  
MBA research projects

### INVOLVEMENT IN AFRICA

Training in Cairo, Egypt, Namibia, Ghana,  
Uganda, Nigeria, Malawi, Zambia,  
Kenya, Liberia, Tanzania  
and Mauritius

### INTERNATIONAL FACILITATION

Lecturing in France, Antwerpen,  
Dortmund, Denmark, Austria, Indonesia,  
Oklahoma, Maui, Frankfurt, Thailand,  
Bangalore, Australia, England,  
India, Leipzig, Canada  
Marseilles, China &  
Singapore

### CORPORATE EXPERIENCE

17 Years experience in  
Human Resource and  
Executive Management

### BUSINESS SCHOOL ACADEMIC

Teaching in Organizational  
Behaviour and also International  
Human Resource Management, People and  
Change Management, High Impact  
Leadership, Management  
Consulting and  
Emotional  
Intelligence

### BUSINESS CONSULTANT

Very experienced business consultant  
both in private and public sector.  
Impact player in organizational effectiveness  
and renewal and have been involved  
in several major strategic and  
corporate initiatives.



\* Complete CV  
available  
on Request

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