

WORK PERSONALITY
 **INDEX**
CAREER

John Sample

About this Report

This report provides a summary of your responses to the Work Personality Index[®] (WPI) assessment. The WPI describes key features of your personal style that influence your approach to tasks, ways of interacting with people, and the types of activities that you will find enjoyable. The Work Personality Index Career Report is designed to provide information and advice that is useful for people involved in career exploration or change. When looking at your career development, it is important for you to take time to reflect upon what you are good at, and what you like to do, and then develop clear goals of what you want to achieve.

Inside this report are descriptions of your personal characteristics, strengths, and interests in the following areas: Working with Others, Energy and Drive, Work Style, Problem Solving Style, Dealing with Pressure and Stress, and Identifying and Managing Change.



Your report also contains suggestions for managing your career and exercises that will guide you through the process of gathering information and developing a career action plan. Planning your career and future should take into account information about you that this report does not provide, such as your abilities, education, skills, previous work and leisure experiences, and your family situation. Your results on the WPI scales are presented as Sten Scores, which range from 1 to 10. These scores compare your responses on the WPI items to those of a large sample of working adults. The number in the middle of the circle indicates your score on the scale. The range of scores is shown below.



Your Profile

Working with Others



Outgoing



Teamwork



Concern for Others



Democratic

Energy and Drive



Energy



Ambition



Leadership



Social Confidence



Persuasion



Multi-Tasking

Work Style



Dependability



Persistence



Rule-Following



Attention to Detail



Planning

Problem Solving Style



Innovation



Analytical Thinking

Dealing with Pressure and Stress



Self-Control



Stress Tolerance

Identifying and Managing Change



Initiative



Flexibility

Working with Others

Every career involves some interaction with people. Your personal characteristics strongly impact the way you work with others, as well as how you manage career changes. Some individuals are outgoing and warm, while others adopt a more formal and independent style. Your preferences for working with people will influence the types of

careers and hobbies you find satisfying, and how you go about your daily activities. This section of the report examines your indicated patterns for communicating and getting along with others. It will provide insights into how you tend to interact with people in social and work related situations.

Outgoing



When interacting with people you are socially bold and self-confident. Like others with an outgoing, extraverted style, you enjoy meeting people and are comfortable in groups. You feel at ease in most social situations, fit well into new groups and feel comfortable performing in front of others. Most people probably see you as warm and friendly. This social boldness allows you to be effective in jobs where you need to deal with strangers. You will also enjoy careers that require extensive interpersonal contacts. Occupations that do not allow you to interact with others will leave you feeling cut-off and lonely. The downside to your extraversion is a tendency to dominate conversations and not spend enough time listening to what others say. When meeting people, be sure to give them an opportunity to speak their mind. Use your ability to connect with people to network and gather information about career opportunities. Take time to reflect on this information and discuss it with people who know you well.

Teamwork



You would rather work with a team of people than work alone. Most people see you as a good team player, which is shown by your desire to work collaboratively with others. You are quite cooperative and value encouraging and helping others. Work environments that rely heavily on teamwork will allow you to do your best work. You try to be encouraging and helpful, and often willingly put the group's success ahead of your own. Occupations that you should find satisfying will allow you to interact closely with co-workers. Highly independent work will probably be less satisfying. Since you have a strong preference for working with others, you need to make an effort at spending time focusing on your personal needs and goals. To best manage your career, take advantage of your ability to collaborate with others.

Working with Others

Concern for Others



You are diplomatic, caring and sensitive to the needs of others. You also tend to be concerned about others' welfare and feelings. As a result you should enjoy work that involves helping people with their problems. Your personable style can also enhance your effectiveness in occupations where gauging the thoughts and feelings of others is necessary, such as care-giving, customer service and sales. You will likely feel best about what you do when you have the opportunity to be helpful to others. However, your preferences may make it difficult for you to make decisions that impact people negatively. You should guard against people taking advantage of your good nature. When examining your career and planning for the future, make sure that you do not give too much consideration to how your decisions affect others.

Democratic



When making decisions you like to consult with people because you believe it is important to get the advice of others. You feel more comfortable having the opportunity to gather ideas from other people and arrive at a consensus before moving forward. Since you tend to value accommodation more than self-determination, you are quite willing to adopt others' ideas at the expense of your own. This democratic style allows you to work well in settings where decisions are made through consultation and discussion. At times, you may sacrifice efficiency, but by allowing co-workers to provide feedback you are usually able to consider most options and avoid errors. Work that you will likely find most satisfying will let you seek advice from colleagues before making decisions or taking action. Careers that involve highly independent decision making will likely be uncomfortable for you. It will be helpful for you to use your consultative style to get feedback about your career path from people you are close to.

Energy and Drive

This section looks at the things that motivate you and the approach you adopt when setting and pursuing your goals. It examines your ambition, energy level, persistence, and leadership preferences. Each of these areas relates to the type of work you will find enjoyable, and how you like to invest your time and resources. For example, highly ambitious individuals are motivated primarily by success and getting

ahead. People with lower levels of ambition tend to value other things outside of work success and personal advancement. Recognizing what motivates you and how you would like your career to progress is an important step in identifying ideal occupations and making career transitions easier.

Energy



You are an active individual with a high level of energy and stamina. As a result you tend to enjoy work that is mentally or physically challenging. You like keeping busy and do not mind work that requires juggling several projects or meeting multiple demands. In many situations you may actually perform better when under pressure. To others it often appears that you have an inexhaustible amount of energy and drive. Occupations that you will find satisfying will be demanding and fast paced. Slow or easy work may lead you to become bored. You also tend to keep yourself busy with activities outside of your work life. Since you are drawn to work and hobbies that require your high energy style, you need to guard against over-committing yourself.

Ambition



You report a strong desire to get ahead, and you recognize that setting goals and putting forth a committed effort are required to be successful. Like other ambitious people you challenge yourself in many ways: setting difficult goals; comparing your performance to others; and exhibiting a desire to win. You will feel most comfortable around others who are competitive and who value taking firm control over what they do to reach their goals. As a result, you will enjoy occupations that provide frequent challenges as well as the opportunity for career advancement and personal achievement. In positions with easy tasks and few chances to get ahead you will probably become bored with the work and dissatisfied with the lack of prospects.

Leadership



At work you are willing to take charge, but equally comfortable letting others take a leadership role. When necessary, or when called upon, you will quickly assume leadership and give guidance and direction to others. However, you do not want to always have the high level of responsibility that comes with being a leader. Instead you prefer to switch between being a leader or a subordinate depending on the task. In those areas where you have expertise and appropriate skills you enjoy being a leader. Yet when your expertise or skills are limited you are happy to let others take charge.

Energy and Drive

Social Confidence



You are comfortable and self-assured in social situations and enjoy attention from others. When meeting people for the first time you quickly feel at ease. You enjoy starting conversations with anyone you meet. This social boldness allows you to be effective in positions where you must frequently deal with strangers. You like being the centre of attention and feel very self-assured and capable when speaking in front of others. You feel equally confident in formal as well as informal settings. You will also enjoy careers that require you to meet new people in irrespective of the social occasion.

Persuasion



You are comfortable engaging in negotiations and debates. You like to persuade people to accept your ideas or perspective. People such as you get enjoyment out of negotiating, bargaining and selling and have a talent for influencing people. You are unlikely to immediately recognize positions that are not in agreement with yours without a great deal of debate. Careers that will be attractive to you will likely involve negotiating, bargaining, sales, and persuading others.

Multi-Tasking



You feel effective when you have many tasks on the go and enjoy having many different things to do at once. You feel comfortable juggling a busy schedule and coping with multiple demands. You prefer to be given new tasks before you finish the task you are presently working on. People like you enjoy coping with the challenge associated with new responsibilities. Careers which offer you the opportunity to do take on multiple tasks, juggle a busy schedule, and cope with multiple demands will be highly attractive to you.

Work Style

Each individual approaches work in a unique way. Differences in work style can be attributed to differences in a person's attention to detail, dependability, and desire for structure and guidance. Some individuals naturally pay close attention to details. They prefer

working in a structured environment and are conscientious. Other people naturally focus on global issues and adopt a flexible approach. Your preferences in these areas will influence both the types of tasks and work environments that you will find enjoyable.

Dependability



Meeting deadlines and completing your work on schedule is important to you. You are responsible, dependable and conscientious. At work you strive to meet all of your commitments and stress the importance of completing work on time. You are willing to shift priorities and move deadlines only when something extremely important comes up. However, you are much more comfortable when you can finish tasks as they were originally set out. You should enjoy activities that allow you to work with other conscientious people, and where a high level of dependability is required.

Persistence



In general, you have a level of persistence and determination that is similar to most people. At work, you tend to be motivated to finish your tasks, but may be tempted to put off uninteresting or difficult projects. When work involves overcoming some obstacles and meeting demanding targets, you tend to be satisfied when the work is successfully completed. However, if the projects are very time-consuming and problematic, you may become frustrated and discouraged. Therefore, the type of positions you would enjoy the most provide a combination of difficult tasks that require persistence and some that can be completed with little effort. This will allow you to focus on easier tasks when you have a hard time motivating yourself for those that require lots of persistence.

Rule-Following



In your career you adopt a slightly casual approach toward work procedures and codes. This allows you to feel comfortable when rules must be bent or broken in order to make progress on tasks. If your work is structured, you prefer general guidelines to precise regulations, and want to have the leeway to ignore them as soon as they hinder your progress. In many cases you believe that the ends justify the means. You also have a dislike for bureaucracy and tend to resist close supervision. You value being free to do what is important instead of conforming to strict regulations. Your ability to recognize when regulations are no longer relevant, and your willingness to break them, allows you to work well in environments with lots of change. You should enjoy careers that give you some autonomy and flexibility in whatever you do.

Work Style

Attention to Detail



You have a relatively strong eye for detail, but also enjoy focusing on broader issues. When a job requires you to pay close attention to details, few things slip past you. You also enjoy work that is not concerned with detail, and will probably enjoy tasks that allow you to do both. You tend to take a methodical and organized approach to your work, and like having things done to the best of your ability. Yet when things need to be done quickly, you are willing to cut corners to meet deadlines. You work hard at striking an appropriate balance between the efficiency and exactness of your work. For simple tasks you will enjoy a work environment that allows you to act without the need to plan ahead or pay close attention to details. Yet on complicated tasks, you will enjoy being able to spend the time and energy carefully reviewing your work to ensure it is up to standard.

Planning



You feel most at ease in a flexible environment. You approach work with a spontaneous style that involves spur-of-the-moment decision making. You will often start a task without having a detailed plan in place. You are likely to think that detailed plans inhibit your ability to do your work. Careers where you can be spontaneous and where you need to react to shifting priorities are likely to be attractive to you.

Problem Solving Style

Solving problems is an important task at work and during career change. While the types of problems that need to be resolved vary, people usually take the same approach to solve them. Resolving problems typically involves two key activities, analyzing information and developing solutions. Your personality traits influence how

you conduct each of these tasks. Some people take a highly analytical approach when looking at information, and focus on developing well-grounded solutions. Other people rely on their intuition when interpreting information, and develop solutions that are creative and original.

Innovation



You are somewhat creative and like innovative approaches to tasks. You enjoy solving problems and like finding solutions that are both original and practical. You tend to be fairly open-minded but can become frustrated with ideas that are too unconventional. Instead you would rather examine proposals and solutions that are practical and well grounded. While you can develop creative solutions, you would not describe yourself as inventive. You are as likely to build upon others' ideas as come up with your own. You prefer to focus on practical, straightforward solutions. You work effectively in stable occupations where creativity is not a strong requirement.

Analytical Thinking



When solving problems you usually rely upon your intuition and trust your gut feeling. You are not strongly motivated to spend a lot of time scrutinizing problems. Instead of analyzing large amounts of information and looking at problems from all possible angles you tend to follow your instinct. As a result, you are able to reach conclusions quickly and are quite decisive. This less cautious style is commonly found among individuals who enjoy risk and are entrepreneurial in nature. In work environments where speed is of the essence you will fit in well. You will also enjoy work that does not involve analyzing large amounts of data or requires the gathering of lots of information. You would rather take on assignments in an expedient way without lots of planning or deliberation.

Dealing with Pressure and Stress

How you manage pressure and stress influences your approach to work and how you deal with the difficulties everyone encounters when changing their career. Your approach depends upon how emotionally controlled and resilient you are. People who tolerate stress well

and are able to cope with many demands tend to be successful in high pressure jobs and do not mind career change. Those who dislike stress tend to find success and satisfaction in less demanding occupations and may struggle during career transitions.

Self-Control



You are calm and control your emotions well. You are not easily annoyed and you find it easy to be patient with others. Rarely do you allow your emotions to get in the way of what you want to do. At times you can be so effective at controlling your reactions that people who know you well are unable to guess your feelings or opinions. You find it easy to remain calm and free from anxiety. Even in difficult situations you are usually able to maintain your composure and deal with problems in a relaxed manner. You rarely experience anger and it takes a lot for you to get upset. In tense situations you almost never say things you later regret. When you do get annoyed you are usually able to regain your composure quickly and begin managing events in a well-balanced way. You appear to be quite comfortable working in settings where emotions run high.

Stress Tolerance



You tolerate stress well and find it easy to remain relaxed. You do not mind working in demanding situations and cope well in high-pressure work environments. While too many demands may leave you tired, you are seldom overwhelmed and can maintain effective work behavior in the face of setbacks. You find it easy to relax and often act as a calming influence on others. In general you find it easy to manage stress in an adaptive way, and probably enjoy demanding occupations. When given criticism you do not get upset by taking it personally, but accept it at face value and make any required changes. You also do not spend time thinking about what you should have said but didn't. Instead you are usually relaxed and tranquil which allows you to be effective in demanding occupations.

Identifying and Managing Change

How you approach and manage change has tremendous influence on the tasks you will enjoy. For the types of work that involve lots of change, people who describe themselves as flexible and future oriented seem better suited and report more satisfaction. In work environments with greater stability, people who describe themselves

as reliable and focused on the present are generally more content. Your preferences also have a strong influence on how you manage your career. People who dislike change often find career transitions difficult. People who enjoy change may find career transitions exciting.

Initiative



People such as yourself enjoy identifying new opportunities and capitalizing upon them. You are quite willing to accept new responsibilities and enjoy overcoming challenges and finding ways to improve things. During career transitions you prefer to quickly act upon the tasks required to move forward such as writing resumes and approaching possible employers. Taking initiative is something you like to do, and you rarely wait for help from others before starting a project. When looking for occupations that fit your preferences, careers that allow you to pick up new responsibilities and act on your own ideas would be the most appropriate. Positions with stable responsibilities will probably become boring for you.

Flexibility



You enjoy having some variety in your life, and you are somewhat flexible. You enjoy new and interesting activities and can become bored if your work or life activities become routine. If things become too structured or static, you may begin to seek out new activities to give some excitement to your life. While you do not mind change, you also value having some stability and predictability in your life. When required to adapt too much, you may begin to feel overwhelmed. In times of change, you prefer that it occurs at a slower pace which allows you more time to adjust. In a career transition you will need to take a little time to get your head around the adaptation that is required. However, your ability to enjoy variety and novelty should help you adjust effectively.

What to look for in a career

When looking at your career, it is important for you to take time to reflect upon what you are good at, and what you like to do, and then develop clear goals of what you want to achieve. Your personality indicates many aspects that might provide you with guidance in finding a satisfying career. Take the time to read through the following statements to get a sense of what you might look for in a career.

WORKING WITH OTHERS - LOOK FOR CAREERS THAT:

- Give you opportunities to meet people
- Make use of your outgoing and sociable style
- Involve frequent teamwork
- Let you work closely with colleagues
- Involve helping people and forming close relationships with others
- Need interpersonal understanding
- Let you seek the advice of colleagues before moving forward
- Let you focus on accommodating others more than self-reliance

ENERGY AND DRIVE - LOOK FOR CAREERS THAT:

- Are demanding, fast paced and mentally or physically challenging
- Require your high energy style, and keep you busy
- Have many opportunities for advancement and personal achievement
- Are competitive and challenging
- Let you take a leadership role in situations that deal with your area of expertise
- Let you play a subordinate role in situations where your expertise or skills are not as appropriate
- Give you the opportunity to engage people in formal and informal settings
- Allow you to present yourself as capable and competent
- Allow you to negotiate or bargain
- Make use of your talent for influencing people
- You can have many projects on the go at the same time
- You can juggle a busy schedule

WORK STYLE - LOOK FOR CAREERS THAT:

- Allow you to work with people who value getting things done
- Require a high level of dependability
- Provide a combination of difficult tasks that require persistence and some that can be completed quickly
- Involve work that is not time consuming or problematic
- There is some change and you are free to adjust your work procedures to meet immediate needs
- Give you autonomy and are not bureaucratic
- Are somewhat structured, where the work occurs in a organized setting
- Do not require you to spend a lot of time carefully checking details
- Allows you to adopt a flexible approach to completing tasks and implementing strategies
- Lets you deal with emerging issues and shifting priorities as needed

What to look for in a career

PROBLEM SOLVING STYLE - LOOK FOR CAREERS THAT:

- Allow you to build upon other peoples' ideas
- Require some innovation, but have a strong practical focus
- Involve developing straightforward solutions to problems
- Allow you to act decisively and make quick decisions based on your intuition
- Involve some risk or are entrepreneurial in nature

DEALING WITH PRESSURE AND STRESS - LOOK FOR CAREERS THAT:

- Utilize your high level of self-control
- Involve problems that need to be dealt with in a calm and easy way
- Have demanding situations and take place in a high-pressure work environment
- Need you to deal with difficult tasks without feeling stress

IDENTIFYING AND MANAGING CHANGE - LOOK FOR CAREERS THAT:

- Allow you to take initiative and act upon your ideas without waiting for others
- Continually provide new responsibilities and challenges
- Need you to identify new business opportunities and take advantage of them
- Have some variety, but the work is largely stable and changes slowly
- Require flexibility to adapt to moderate amounts of change
- Involve some routine tasks

Managing your career

This part of the report contains suggestions that will assist you in managing your career. Each section outlines career action strategies that you might consider implementing to enhance your career development.

WORKING WITH OTHERS - CAREER DEVELOPMENT STRATEGIES

- When meeting new people, give them an opportunity to talk and say what they think. Take more time to gather information from people, rather than share your own thoughts and ideas.
- Use your preference for teamwork to develop a support network that can help you with your career.
- Work independently on tasks that can be completed effectively on your own. Involving others in these activities is often inefficient.
- Since you have a high level of concern for others, you need to guard against overlooking the need to take time for yourself and focus on your own goals and desires.
- When you need to make a decision only consult key people. Do not try to take everyone's ideas into consideration. Getting advice and suggestions from people with limited involvement adds little information and slows you down.

ENERGY AND DRIVE - CAREER DEVELOPMENT STRATEGIES

- Keep a check on your tendency to become involved in too many things. Rather than expending your energy on a wide variety of activities, try focusing on fewer tasks. Learn to recognize when you are too busy so that you do not over-commit yourself.
- Your competitive style may not always help you reach your goals. Learn to recognize when your approach conflicts with others. Consider how to best balance your work and private life.
- Take control of the tasks or projects when your skills and knowledge are appropriate. In areas where you lack experience, look for guidance from others.
- It is easy for you to dominate a group setting. Consciously take a step out of the spotlight sometimes. This provides an opportunity for others to shine, as well.
- Learn to actively listen to the opinions of others, even in the middle of debating. You will find that other people have perspectives that can add another element to your own thoughts when incorporated into your view.
- Although you enjoy dealing with multiple demands, make sure you don't take on too many tasks at one time. Assess the situation before assuming additional responsibilities.

WORK STYLE - CAREER DEVELOPMENT STRATEGIES

- Be willing to adjust your priorities. Since you are in a period of change, you will need to adapt what you are doing to meet pressing needs or opportunities. You should also guard against promising more than you can deliver.
- Watch that you do not give up on difficult tasks prematurely. Find ways to motivate yourself to stick with tasks that are tough and time consuming.
- Willingly accept supervision and guidance on how you manage your career. Most career development techniques are taught because they are the most effective way for people to reach their goals.
- Develop overall goals that describe what you would like to achieve during your career. Then focus on the specific details and tasks that need to be accomplished in order to reach those goals.
- Your tendency to begin tasks quickly may result in taking action that does not sufficiently consider important factors. Before you jump into a task, remember to take a step back and consider the important details.

Managing your career

PROBLEM SOLVING STYLE - CAREER DEVELOPMENT STRATEGIES

- You enjoy solving problems and like finding solutions that are both original and practical. Use your innovation and creativity to identify how your skills and knowledge may be useful in a variety of different careers. Focus on practical tasks such as writing resumes, calling potential employers, and networking.
- Take time to work on both the creative and straightforward tasks required to reach your career goals. Each of these areas is important to successfully managing a career, even though you may prefer one more than another.
- When solving problems you usually rely upon your intuition and trust your gut feeling. As a result, you are able to reach conclusions quickly and are quite decisive. For important decisions, take more time than usual to examine the information available to you and discuss it with others.
- When first faced with a career transition it is common for people to want to begin searching for a job immediately. However, it is more effective to take some time to create a career plan and reconsider your career goals. Avoid jumping into the job search before identifying what you want to achieve.

DEALING WITH PRESSURE AND STRESS - CAREER DEVELOPMENT STRATEGIES

- You are calm, easy-going, and free from anxiety. You tend to keep your emotions in check, often so well that people who know you well are not aware of how you are feeling. Sharing your thoughts and feelings with those who are close to you can help you clarify your work preferences and develop career goals.
- Your high level of self-control and ability to conceal your feelings from others may result in people not recognizing when you need support. Keeping people aware of your struggles will enable them to provide encouragement and assistance.
- You tolerate stress very well and maintain effective work behavior in the face of setbacks. Watch that your ability to tolerate stress does not negatively impact your motivation. While you probably find most career activities easily manageable, put time into preparation.
- Since you rarely feel worried or experience stress, you may often act as a calming influence to others. Take care that you do not get put upon by others, or over-load yourself with tasks.

IDENTIFYING AND MANAGING CHANGE - CAREER DEVELOPMENT STRATEGIES

- People such as yourself enjoy identifying new opportunities and capitalizing upon them. In your rush to take the initiative, you may miss important information. Therefore, discuss career opportunities you have identified with others before acting on them.
- During career transitions you prefer to work quickly on the tasks required to reach your career goals. While your initiative is a strength, make sure that you do not rush through tasks.
- While you do not mind change, you also value having some stability and predictability in your life. When identifying potential careers you need to recognize that it requires some flexibility and you will need to adjust many aspects of your life. Therefore, take some time to think about all that is involved in your career and come to terms with the types of changes that are required.
- Make changes to your career plan only when warranted, not because you would like some variety. Approach your career transition with a positive outlook that focuses on how the change can improve your life.

Career Review and Planning

The Work Personality Index Career Report is designed to help you understand your unique strengths and to identify areas to enhance your career effectiveness. The personal characteristics measured by the WPI have both positive aspects and liabilities. Your goal in using this report should be to learn about yourself, so that you will be able to capitalize on the assets of your characteristics and minimize the effect of their potential downside. The more you understand about how you approach situations, the better you will be able to work to your full potential and make decisions that result in greater satisfaction. The planning steps below should help you increase your self-knowledge and identify areas of strength and development.

- First, read through your report a number of times. Pay close attention to what it says about you and highlight the statements you believe describe you best. Examine the statements in the "What to look for in a career" section. These give you a good indication of what you might look for in a career that will best fit your personality.
- Second, underline the statements that surprise you or indicate areas where you could improve your effectiveness. Consider these qualities and ask people who know you well about them to see whether they are true.
- Third, develop a plan to avoid or guard against the behaviours that may lower your effectiveness and performance. Examine the statements in the "Managing your career" section. Carefully go through the career development strategies. These will help you set some realistic goals for increasing your effectiveness in realizing your career goals. Then consider your future goals and outline adjustments you could make that would enable you to reach them. Use the "Action Plan" template to assist you in this task.

ACTION PLAN QUESTIONS

1. What specific job, career or leisure activities do you want to learn more about, or aim for in the future? What are your overall career goals? The clearer your goals, the easier it will be to motivate yourself to pursue them.
2. What experience, education or training do you need to get in order to prepare for the next stage of your career?
3. What are the most significant things you can do to improve your effectiveness and satisfaction in life?
4. Review the sections of your report that deal with managing career transitions effectively. What do you need to start doing to ensure you reach your goals? List specific steps and activities.
5. What can you stop doing that may be working against achieving the success you desire?
6. What deadlines do you need to set to make sure you reach your goals?

Career Review and Planning

CAREER ACTION PLAN

Career goals you would like to achieve	Steps needed to achieve these goals	Resources needed	Time Frame

Charting your progress

Having answered the previous questions and put together the beginnings of your career action plan, take some time to review what you have written and consider the following.

What are you most pleased about with your plans?

What do you need to do to improve your plans?

What would you like to discuss about your plans with people you respect; parent, spouse, close friend, career counselor? Now is the best time to do so.

As you continue to move forward in your career, return to your career plan occasionally and review what you have written. As your circumstances change, aspects of your career plan may need to be updated or changed. By continually examining your preferences and strengths, and setting realistic goals, you can be better equipped to achieve the career progress you desire. Good luck!