

# CAREER FINDER

## personality report

As a Learner Grower, you develop through experience, patience, and persistence — open to feedback, eager to learn, and looking for new ways to grow.



You are a  
**LEARNER GROWER**



[www.abilitypathways.au](http://www.abilitypathways.au)



# THE LEARNER GROWER

Curiosity drives you. Understanding how and why things work feels rewarding, especially when it leads to progress or improvement. Learning, experimenting, and building new skills brings satisfaction — particularly in environments that encourage questions, exploration, and steady progress over perfection. Mistakes are part of your process. When things don't go right, reflection turns frustration into learning. A small notebook or digital journal can capture lessons that grow into lasting confidence and knowledge over time.

Variety keeps energy high. Routine tasks can feel limiting, so roles that offer new ideas, projects, or ways of working bring out your best. Progress is what motivates — learning through experience, solving real problems, and seeing skills develop in action.

Reflection gives perspective. Taking time to notice patterns helps clarify what's working and what needs adjusting. This self-awareness keeps focus on what truly matters. Asking questions, testing new approaches, and trying again are signs of strength, not weakness.

Sharing knowledge deepens it. Teaching a new skill, mentoring someone, or offering a practical tip strengthens understanding and builds trust. Growth becomes more meaningful when it's shared.

Visible progress brings satisfaction. Small, achievable goals — like learning one new thing each week — create momentum and pride in what's achieved. With the right encouragement, curiosity becomes a powerful tool for success.

Learning isn't a race; it's a lifelong pathway. Every step, skill, and lesson counts. Some progress will be quick, some quiet and slow, but all of it matters. Staying curious and showing up with consistency ensures steady, lasting growth.



## worried about your barriers?

Progress looks different for everyone, and that's okay. What matters is taking small, steady steps forward. Living with disability or facing barriers doesn't take away your ability to learn or grow — it strengthens your patience and determination. Every challenge you've overcome proves your resilience.

Learning should work for you. Choose calm, supportive spaces with clear guidance and tools that help you stay organised and confident. Celebrate small wins — each one builds momentum and pride.

Your curiosity and willingness to keep improving are real strengths. Employers and communities value people who adapt, learn, and find better ways to do things. Keep building confidence through action, ask for help when needed, and trust that every skill learned moves you closer to where you want to be.

Your ability to improve is unlimited. Learning isn't about speed or perfection — it's about persistence. Each time you practise a skill, overcome a challenge, or find a new way to solve a problem, you're proving your capability. Surround yourself with people who see your potential and encourage your growth.



## CORE STRENGTHS & WORK PREFERENCES

You are curious, adaptable, and constantly seeking to learn and grow. You're motivated by discovery and love acquiring knowledge, refining your skills, and exploring a wide range of interests. You approach learning with enthusiasm, seeing every new experience as an opportunity for growth. You work best in environments that encourage curiosity, feedback, and personal development. You value mentors, clear goals, and the chance to apply what you learn in real situations. Whether in study, work, or life, you take pride in your progress and are always looking for ways to become the best version of yourself.

## WORK ENVIRONMENT & LIFESTYLE FIT

As a Learner Grower you thrive in dynamic, flexible environments that encourage experimentation and growth. You prefer roles that reward curiosity, learning, and long-term development. You work best where ideas are valued, feedback is constructive, and learning is seen as part of the process. You enjoy adapting to new challenges and appreciate leaders who support skill-building and personal progress. Variety and autonomy help keep you engaged, while mentorship and collaboration give you direction. You're motivated by improvement — both your own and the organisation's — and find fulfilment in workplaces that inspire continuous discovery.

## IDEAL CAREER PATHWAY

### Education Level

**I don't have my HSC or  
I face barriers to open employment**

### Example Vocations

Library Assistant · Administrative Support Worker · Tutor Assistant · Office Trainee · Education Support Aide · Retail Trainer Assistant · Community Volunteer · Junior Research Clerk · Data Entry Assistant · Literacy Program Helper

**I have my HSC and want  
to study further**

Learning Support Officer · Research Assistant · Career Advisor Assistant · Training Coordinator · Education Officer · Workplace Trainer · Library Technician · Curriculum Support Worker · Community Educator · Policy Support Officer

**I already have a degree**

Learning Designer · Teacher · Educational Psychologist · Research Analyst · Instructional Designer · Curriculum Developer · University Lecturer · Policy Researcher · Organisational Development Specialist · Learning Consultant

## JOB OUTLOOK

Across Australia, industries driven by innovation, data, and technology are growing rapidly. Roles in education, digital marketing, research, and environmental science are expanding, alongside new opportunities in AI-supported design, analytics, and automation. Employers are seeking adaptable thinkers who can learn new tools, interpret data, and use technology creatively. As artificial intelligence reshapes how we work, people who stay curious and keep learning will thrive. Between now and 2030, strong growth is expected in training, sustainability, and digital communication, as organisations invest in upskilling their teams. Demand for creative problem-solvers who can work across both human and digital systems will continue to rise. For Learner & Growers, this decade offers a wide horizon — a world that rewards curiosity, learning, and the confidence to keep adapting.

## THE LEARNER GROWER



## RECOMMENDED TRAINING

Learner Growers flourish in environments that feed curiosity and reward discovery. You're motivated by understanding how things work — in people, technology, and ideas. Look for training that combines structure with creativity, such as education support, research assistance, digital marketing, or learning and development. Courses in communication, social media, or creative technologies can help you turn curiosity into practical skills. Each new skill builds confidence and opens pathways to meaningful work that keeps you growing every day.

As your interests expand, follow learning that deepens your understanding of how people think, connect, and solve problems. Training in marketing, psychology, applied science, or environmental studies can lead to careers in education, digital media, research, or sustainability — fields where curiosity and lifelong learning are valued. Whether analysing data, designing campaigns, or exploring new tools, you thrive when you're learning, adapting, and creating progress that matters.



## RECOMMENDED TRAINING OR QUALIFICATIONS

### Education Level

**I don't have my HSC or  
I face barriers to open employment**

### Recommended Training or Qualifications

**Consider doing any of the following:**

- Certificate II or III in Business, Retail, or Community Services
- Adult Learning or Foundation Skills programs
- Short courses in Study Skills, Digital Literacy, or Workplace Communication
- Micro credentials in Time Management and Goal Setting
- Introduction to Office Administration or Customer Service
- Volunteering or traineeships to gain on-the-job experience
- Personal Development and Confidence Building workshops
- Community Learning Programs through local libraries or TAFEs
- Short courses in Emotional Intelligence and Resilience
- Work Experience Placements with mentoring support

**I have my HSC and want  
to study further**

**Consider doing any of the following:**

- Certificate IV in Training and Assessment (TAE40116)
- Diploma of Education Support or Diploma of Community Services
- Certificate IV in Career Development or Leadership
- Diploma of Learning Design and Development
- Short courses in Facilitation, Coaching, or Mentoring
- Micro credentials in Educational Technology and Design Thinking
- TAFE or RTO courses in Adult Learning and Training Delivery
- Research Skills and Critical Thinking workshops
- Internship in education, training, or mentoring organisations
- Mentorship through education and professional learning networks

**I already have a degree**

**Consider doing any of the following:**

- Graduate Certificate or Diploma in Education, Psychology, or Learning Sciences
- Master of Education, Adult Learning, or Organisational Development
- Postgraduate programs in Instructional Design or Educational Leadership
- Advanced certifications in Coaching, Mentoring, or Facilitation
- Research degrees focused on Human Development or Learning
- Professional accreditation in Career Development or Counselling
- Continuing Professional Development through teacher associations
- Executive Leadership in Learning Organisations programs
- Online masterclasses in Positive Psychology and Resilience
- Advanced workshops in Change Management and Learning Innovation

### — Learner Grower Personality Profile —

A visual snapshot of the core traits from your Career Finder Quiz. You show strong resilience and organisation, balanced creativity and initiative, and gentler scores in people skills and practical thinking. It represents someone who learns steadily through reflection and persistence, thriving in supportive environments that encourage growth, mentorship, and long-term development.

#### LEARNER GROWER PERSONALITY PROFILE



Trait	Description	Score
Initiative	Motivated to improve and take small steps forward.	7
Creativity	Enjoys learning through exploration and trying new ideas.	7
Risk-Tolerance	Prefers steady, low-risk environments while gaining confidence.	5
Independence	Values guidance early but grows into autonomy.	6
Organisation	Builds good habits and routines through practice.	8
Leadership	Leads quietly by example and steady effort.	6
People Skills	Learns from others, open to feedback and teamwork.	5
Resilience	Keeps going despite challenges, strong personal growth mindset.	9
Practical Thinking	Learns by doing, turns lessons into real-world action.	6
Digital Confidence	Adapts well to new tools and technology with training.	7



## GROWTH OPPORTUNITIES & NEXT STEPS

1. Identify one new skill or topic you'd like to master this year.
2. Enrol in a short course or workshop that challenges and inspires you.
3. Find a mentor who supports your learning journey.
4. Reflect monthly on what you've learned and how you can apply it in life or work.

## REQUIRED COMPLIANCE DOCUMENTATION

- Working With Children Check (WWCC) or Working With Vulnerable People (WWVP) depending on your state legislation.
- COVID-19 or vaccination compliance (role dependent)
- Mandatory reporting and safeguarding training
- National Police Check
- First Aid and CPR certificates
- Responsible Service of Alcohol (RSA) if working in hospitality or venues
- Manual Handling Certificate
- WHS Certificate induction
- Infection Control training for health-related workplaces
- NDIS New Worker Orientation Modules (Australia only)
- Privacy and Data Handling training
- Professional membership in role relevant national bodies & associations

## REGIONAL NOTES

**NSW:** Digital marketing, health services, environmental science, tech support.

**VIC:** Creative industries, research support, sustainability, innovation hubs.

**QLD:** Tourism, digital communication, environmental science.

**SA:** Renewable energy, manufacturing, government innovation projects.

**WA:** Mining technology, environmental monitoring, logistics, data analysis.

**TAS:** Ecotourism, agriculture, community research, creative media.

**NT:** Environmental monitoring, indigenous studies, education & training.

**ACT:** Public service reform, government investigations, digital transformation, policy.

## REPORT CREATED BY



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## TOP GROWTH SECTORS

- Digital & creative technologies
- Environmental & sustainability services
- Health, science & research support
- Education, training & learning support
- AI, marketing & media

