

# Report

occupational interest inventory

## Sample Report

Test taken on the 21st of April 2016 in 2 min 16 sec

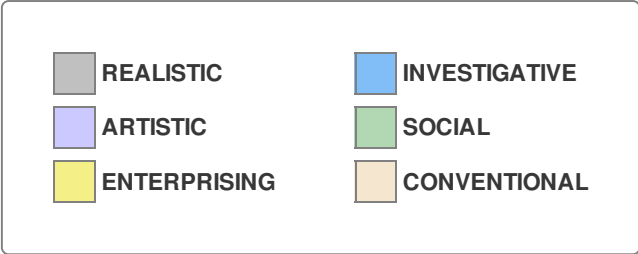
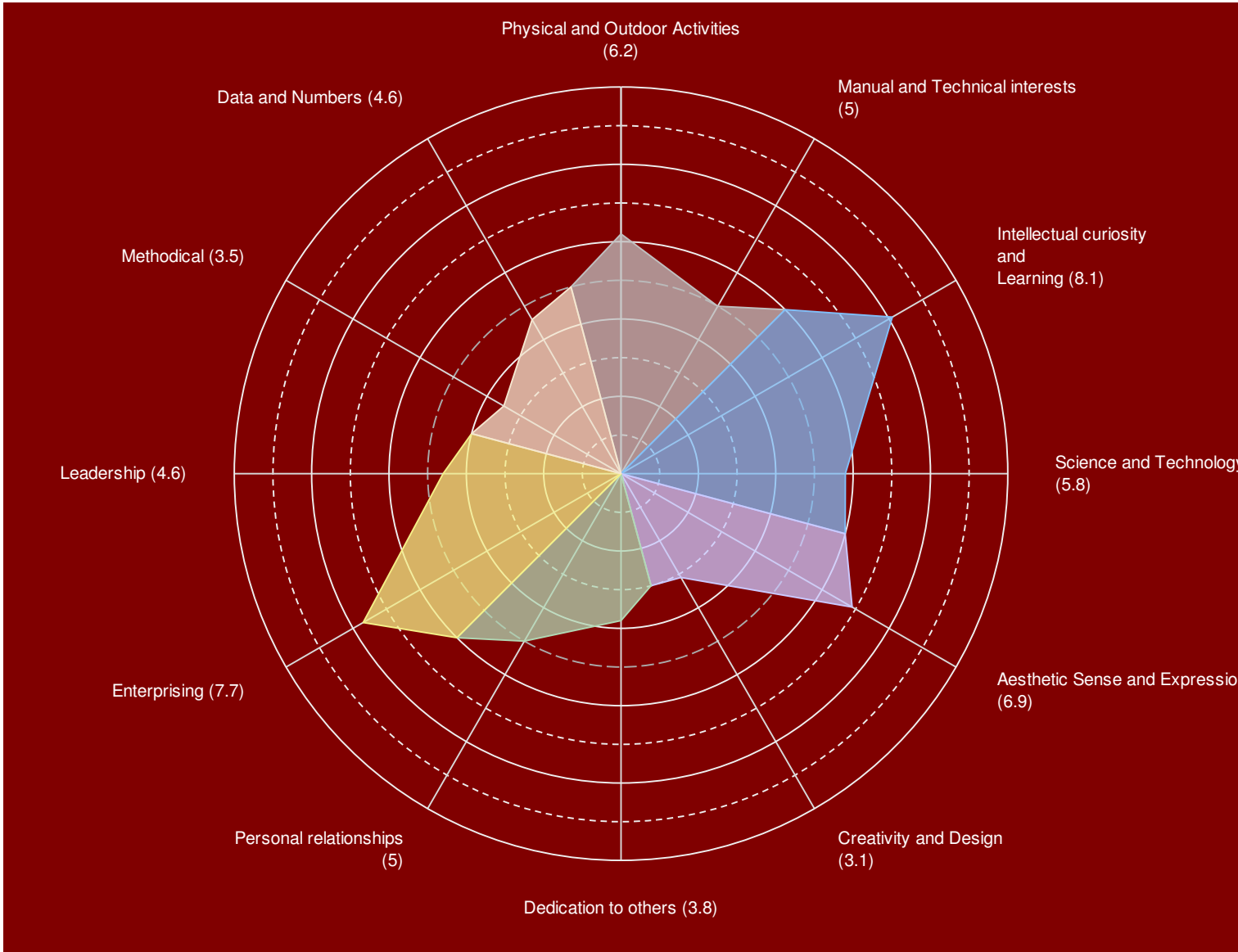


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# → 1 - THE GRAPH

Results on the factors (Score out of 10)



## → 2 - PERSONALISED ANALYSIS

### Interests that are specific to the profile

Below is a brief description of Sample Report's main professional interests.

A few precautions in interpreting the results:

- Being a self-assessment, do not forget to address the salient features with the applicant or employee.
- We recommend to look at '**The Comments**' section of this report for a more personalised description of the profile.

#### Main professional interests

*Interest in gaining knowledge, exploration of new concepts, preference for complexity, logic and reflection.*

This factor assesses the interest in learning, studying and solving problems. People with a high score on this factor like to develop and to gain knowledge, do research, share what they know. In general these people avoid "leadership" jobs that require them to sell or be persuasive; instead they enjoy investigation and exploration.

*Pursuit of new activities and initiatives.*

This factor refers to an entrepreneurial spirit and a desire to pursue activities, take initiative and complete projects. Generally speaking, people with a high score on this factor are good at negotiating as well as promoting products and ideas. They like to improvise, manage emergencies and take risks.

*An eye for aesthetics, self-expression through art, expression of emotions and thoughts through actions. Enjoys performances.*

This factor assesses the interest in expressing emotions and ideas through artistic activities. People with a high score on this factor enjoy communicating non-verbally, and they avoid activities that are too conventional.

## → 3 - THE COMMENTS

### An interpretation of the score on each factor

Below you will find personalised comments for the 12 factors evaluated. These factors are derived from the 6 dimensions of the RIASEC model. For example, the dimensions of "Hands-on knowledge" and "Outdoors" fall under the "Realistic" dimension of the RIASEC model. Recognising your main interests should enable you to better understand your aspirations and professional potential.

However, it is possible that your current job does not give you the opportunity to take full advantage of these potentialities. Therefore, you should not hesitate to use this analysis to help you target activities (of leisure or other social activities) that will allow you to develop your full potential.

## REALISTIC: Hands-on knowledge, Building, Physical activity, Outdoors

**Score**  
**5.6**



### Definition

“Realistic” type of individuals like physical and/or manual activities, to make concrete things and to experiment. Driven by concrete results, they are endowed with great dexterity and extreme patience for work that requires precision. Their physical endurance also makes them capable of doing any activity in the field. They also enjoy outdoor activities or jobs that are not confined to closed offices.

Personality: “Realistic” types tend to be tough, genuine, natural and practical. They love action.

Values: Common sense, pragmatism and effort.

Potential aptitudes: Dexterity, comfortable with technical tasks, mechanical intelligence and physical stamina.

Learning style: Learn through a concrete and practical approach by applying examples.

Environment: Realistic types are most comfortable in environments which allow them to obtain concrete results, to use technical equipment or to work onsite. They tend to dislike being confined to an office.

### Physical and Outdoor Activities

**Score**  
**6.2**



Your responses indicate a fairly high interest in physical and outdoor activities. You are prepared to exert physical effort when required. Nevertheless, you sometimes prefer to sit back and not involve yourself in activities which require physical effort.

### Manual and Technical Interests

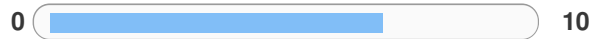
**Score**  
**5**



Your responses indicate a fairly high interest in manual and technical activities. Although you may enjoy the design phase of a project, you also have a strong inclination towards activities which require the involvement of your hands, tools or technical equipments. Therefore, you might choose activities focused on the production phase.

## INVESTIGATIVE: Research, Learning, Science, Technology

**Score**  
**7**



### Definition

This dimension corresponds to individuals that require theoretical knowledge in order to take action, who like to solve problems to make surveys and to research information in order to better understand their environment. “Investigative” type of individuals prioritise intellectual activities or scientific activities.

Personality: “Investigative” types tend to be curious about everything: they are constantly seeking to learn about and understand their environment. They are precise, intellectual and have a scientific mindset.

Values: Intellectual curiosity, critical thinking and logic.

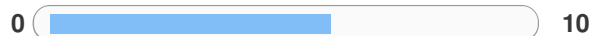
Potential aptitudes: Research, logical reasoning, learning and analytical capabilities.

Learning style: Learn by theory and systematic research.

Environment: Investigative types are most comfortable in changing and thought-orientated environments that favor expertise over productivity.

## Science and Technology

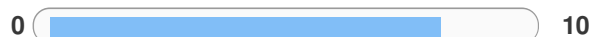
**Score**  
**5.8**



Your responses indicate a fairly high interest in science and technology. Given a choice, you would prefer to be on the lookout for information about advances in science and technology. Therefore, you might choose activities or a career which will allow you to make contributions to these domains and even specialize in them.

## Intellectual Curiosity and Learning

**Score**  
**8.1**



Your responses indicate a strong inclination towards intellectual curiosity and learning. You have a thirst for knowledge which pushes you to seek, investigate, uncover truths and explore. It is important for you to understand the meaning of things and the reason behind everything. Therefore, you would choose activities or a career which will allow you to put your intellectual abilities to use.

## ARTISTIC: Feeling, Passion, Design, Creation

**Score**  
**5**



### Definition

“Artistic” type of people like to express themselves through artistic means (music, drawing, art, etc), but this dimension also refers to the need to express ideas and feelings. The related attitudes are therefore linked to creativity, imagination, sensitivity and the constant search for novelty. “Artistic” people need independence in order to express themselves and are not suited to conformity. They also like to create, conceive and prove to be creative.

Personality: “Artistic” types tend to be intuitive, creative, idealistic and independent. They are attuned to art and aesthetics.

Values: Beauty, originality, imagination and freedom.

Potential aptitudes: Creativity, artistic expression and intuition.

Learning style: Learn by intuition and experiment action.

Environment: Artistic types are comfortable in nonconformist environments that favor informal communication and require creativity and innovation.

## Creativity and Design

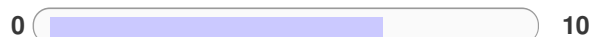
**Score**  
**3.1**



Your responses indicate a low interest in creativity and design. You may prefer working with concrete ideas and may thrive in occupations that have clearly established tasks.

## Aesthetic Sense and Expression

**Score**  
**6.9**



Your responses indicate a high interest in aesthetic sense and expression. You may prefer occupations that allow you to express your thoughts and emotions in various forms. You may appreciate the beauty in all artistic forms of expression.



## SOCIAL: Conveying, Understanding others, Communicating, Relationships

**Score**  
**4.4**



### Definition

“Social” type of individuals like to take action in the presence of others, to help and communicate with others. The ability to meet new people is a key element of this dimension, which entitles the ability to express themselves and a sense of cooperation or group work. “Social” people are attentive towards others, patient, understanding and good listeners. They will blossom in a harmonious setting filled with complicity, team work and contact with other people.

Personality: “Social” types are generally patient, understanding and attentive to others. They also tend to be kind, warm and welcoming.

Values: Altruism, cooperation and generosity.

Potential aptitudes: Empathy, listening and communication.

Learning style: Learn by sharing with others and by working as a team.

Environment: Social types are comfortable in social environments which encourage personal contact, collaboration and communication.

### Dedication to Others

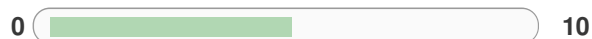
**Score**  
**3.8**



Your responses indicate a moderate interest towards being of service to others. You prefer helping people and like to dedicate some of your time for the same.

### Personal Relationships

**Score**  
**5**



Your responses indicate a fairly high interest in occupations that require interactions with others. You maintain a good rapport with people that you have to work with and establish new relationships as you progress in your work.

## ENTERPRISING: Taking action, Undertaking projects, Leading, Managing

**Score**  
**6.2**



### Definition

This dimension refers to the need for openness, risk taking and to the desire to influence others and to persuade them by selling them ideas (or objects). The key elements of this dimension are initiative and communication, but also important are diplomacy and management.

“Enterprising” type individuals are drawn to positions that require commercial aptitude, communications and initiative, such as that of lawyer, manager of a restaurant, or even trade farmer.

Personality: “Enterprising” types tend to be open, dynamic, assertive and entrepreneurial.

Values: Risk taking, status and competition.

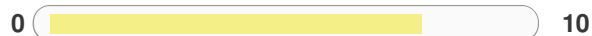
Potential aptitudes: Initiative, ability to lead and motivate others.

Learning style: Learn by doing and by putting themselves in the action.

Environment: Enterprising types are comfortable in competitive environments where they can take risks and move up quickly.

## Enterprising

**Score**  
**7.7**



Your responses indicate the you have a high interest for enterprising. You have an unprecedented approach that helps you initiate new projects or ideas. You like to take calculated risks to materialise your ideas.

## Leadership

**Score**  
**4.6**



Your responses indicate a moderate interest in leadership roles. You may take decisions for your team when required and manage a few projects. You may also make some important decisions for your team when the situation demands it.

## CONVENTIONAL: Planning, Structuring, Processing data, Figures

**Score**  
**4.1**



### Definition

The term “conventional” relates to a preoccupation with orderly and meticulous work and the adherence to the rules and planned activities. “Conventional” type of people like to conform to precise rules, to be organised, efficient and respectful towards authority. They are very comfortable with jobs that require accounting and management and they enjoy routine tasks. If they hold an executive position, they will be best at supervising others and ensuring that the rules are being followed rather than start new projects or manage emergencies.

Personality: “Conventional” types tend to be meticulous, perfectionist, conformist and rather introverted.

Values: Accuracy, stability and efficiency.

Potential aptitudes: Data analysis, attention to detail and ability to work with numbers.

Learning style: Learn by following the rules, instructions and established procedures.

Environment: Conventional types feel at home in structured and hierarchical environments where rules and procedures are clearly defined.

## Interest in Data and Numbers

**Score**  
**4.6**



Your responses indicate that you have a moderate interest in data and numbers. You may thrive in occupations that involve some statistical research and organisation of numerical data.

## Methodical

**Score**  
**3.5**



Your responses indicate a low inclination towards structure. You may prefer being flexible in your way of working and to go with the flow.

## → 4 - GENERAL PROFILE
















### Analysis of the suitability of the profile in relation to RIASEC combinations

Below are 15 possible combined profiles from Holland's model (e.g Social/Conventional or Investigator/Artist, etc.) that suit you best, with examples of occupations or related sectors.

A perfect match corresponds to 100%.

Click on '**Details**' (only in HTML version of the report) to view your graph superimposed on the ideal graph for that particular dimension.

#### COMBINED PROFILES FROM HOLLAND TYPOLOGY

1	<b>IE (EI) (Investigative / Enterprising)</b>		<b>71%</b>
2	<b>RI (IR) (Realistic / Investigative)</b>		<b>68%</b>
3	<b>IA (AI) (Investigative / Artistic)</b>		<b>64%</b>
4	<b>RE (ER) (Realistic / Enterprising)</b>		<b>63%</b>
5	<b>IS (SI) (Investigative / Social)</b>		<b>61%</b>
6	<b>AE (EA) (Artistic / Enterprising)</b>		<b>60%</b>
7	<b>IC (CI) (Investigative / Conventional)</b>		<b>59%</b>
8	<b>RA (AR) (Realistic / Artistic)</b>		<b>57%</b>
9	<b>SE (ES) (Social / Enterprising)</b>		<b>56%</b>
10	<b>EC (CE) (Enterprising / Conventional)</b>		<b>54%</b>
11	<b>RS (SR) (Realistic / Social)</b>		<b>53%</b>
12	<b>RC (CR) (Realistic / Conventional)</b>		<b>51%</b>
13	<b>AS (SA) (Artistic / Social)</b>		<b>50%</b>
14	<b>AC (CA) (Artistic / Conventional)</b>		<b>48%</b>
15	<b>SC (CS) (Social / Conventional)</b>		<b>44%</b>

#### IE (EI) (Investigative / Enterprising)

71%

You put your know-how and rapid decision-making power to use. Your energy, optimism, and investigative spirit enables you to bring the numerous projects jostling together in your head successfully to fruition. You have an influence on those around you, and know perfectly well how to take advantage of this. You are therefore called upon to work in areas where this influence proves useful and where persuasion is a determining factor, such as legal-related (lawyer), information-related (journalist) or even sales-related (business engineer) areas.

##### Appropriate trades therefore include:

- In the legal field: lawyer, corporate lawyer, etc.
- Journalism: journalist, reporter, etc.
- Sales: business engineer, technical sales representative, buyer, etc.
- Areas of finance and management control: sales administration manager, credit manager, financial account manager, etc.

## RI (IR) (Realistic / Investigative)

68%

You like to work alone, using your talents to find solutions to practical problems. All your intellectual bubbling is directed toward achieving concrete results. Your intelligence combined with your manual dexterity allows you to pursue specialized positions such as industrial or agricultural engineering, or even to use your investigative mind to work with nature, geological trades for example.

### Appropriate trades include:

- Industrial engineering
- Industrial fields: electrical engineer, superior maintenance technician, etc.
- Project leader (surveys, IT, industry, etc.)
- Technical and maintenance support
- Agronomic engineer
- Geologist / Geographer

## IA (AI) (Investigative / Artistic)

64%

Creativity and the freedom of action are your spearheads. You do not fare well in an environment that is too confining which could impede your intelligence and imagination from fully developing. You try to avoid negotiations and actions which are too sales-related. Consequently, you are more at ease in activities which deal with communications, marketing, and IT tools, etc.

### Appropriate trades include:

- Artistic or editorial functions: editorial designer, etc.
- Copywriter, art director, multimedia designer, etc.
- Technical-related area: industrial designer, computer-graphics designer, webmaster, IT specialist (study and development,) etc.
- Arts and entertainment fields: cameraman, production manager, etc.
- Marketing, communications and advertising fields: marketing director, product manager, product engineer, information officer, account manager, etc.

## RE (ER) (Realistic / Enterprising)

63%

Alone or in a group, you enjoy real life action, mainly within the framework of technical or manual activities. This affinity for action means you are not fond of long speeches; objectives must be clearly and precisely defined and carried out to the letter. It also implies a certain degree of impulsiveness and an ability to react quickly to situations in which you find yourself.

### Appropriate trades include:

- Distribution trades: department manager, salesperson, shop manager, etc.
- Certain trades in the construction industry: carpenter, painter, job superintendent, etc.
- In agriculture-related fields: farm executive, wine grower, livestock farmer, etc.
- In security and assistance: Police, fire services, emergency medical services, etc.
- In technical project management: project manager, project director, technical coordinator, etc.

**IS (SI) (Investigative / Social)**

61%

You enjoy human contact but not competition. You like areas where you can use your optimism and skill to serve others. For you, human behaviour is more interesting than theories, thus you do not waste time in huge discussions. You do well in areas where human relations play a role such as in medicine, research in social sciences, or even education.

**Appropriate trades include:**

- Medical and paramedical fields: generalist or specialist, pharmacist, psychologist, speech therapist, occupational therapist, etc.
- Education: teacher, professor (in social sciences,) instructor, etc.
- Research in human sciences: archaeologist, anthropologist, historian, sociologist, etc.
- Information/research-related fields: librarian, research assistant, bookseller
- Customer consulting: customer account representative, insurance consultant, sales engineer, etc.
- Customer support, customer services, etc.

**AE (EA) (Artistic / Enterprising)**

60%

Your originality can only develop in an environment in which you are completely independent. For you, the constraints that are related to teamwork prove to be too arduous at times. Your need for freedom is combined with a need for solitude, giving you the capacity to take rapid and innovative decisions. You can sometimes lack organization, but this is largely compensated by your vitality and your strong creative potential.

**Appropriate trades could include:**

- Artistic and editorial functions: art director, information officer, press relations, freelance journalist, freelance copywriter etc.
- Operational marketing: direct or operational marketing manager, assistant or product manager, product engineer, etc.
- Client relations: Account manager, etc. - Craftsmanship trades: cabinetmaking, glass-worker, stone-cutter, restorer, bookbinder, gilder, etc.
- Management of innovative business

**IC (CI) (Investigative / Conventional)**

59%

You have an investigative spirit and a thirst for theoretic knowledge combined with an interest in handling figures and logical reasoning. You need peer-recognition for your skills and you would hence rather work on one project at a time, making sure that it meets expectations. Areas that could come close to your professional centers of interest are accounting, finance, IT, consulting, etc.

**Appropriate trades include:**

- Economics and financial research fields: statistician, economist, database manager, financial product designer, marketing research analyst, etc.
- Areas of public service: debt collector, broker, controller, tax assessor, etc.
- Research and development and information fields: research technician, research engineer, librarian, research assistant, etc.
- The medical field: medical records technician, etc.
- Education: professor of mathematics, accounting and management, etc.
- Accounting and finance trades: accountant, controller, auditor, etc.
- Organizational fields: organizational or quality consultant, methods engineer, etc.

**RA (AR) (Realistic / Artistic)**

57%

For you, artistic abilities must be expressed concretely. As such you draw on both your manual faculties and your strong sense of aesthetic to advance your creativity. You can therefore orient yourself toward trades which combine technique with ingenuity (such as architecture, drawing, graphic arts, etc.) and also toward fields which allow you to use your full potential outdoors (such as horticulture).

**Appropriate trades include:**

- With a mainly artistic orientation: craftsmanship, wardrobe-props man, interior decorator, illustrator, etc.
- Concerning the technical aspects: arts and entertainment technician, industrial designer, computer graphics designer, etc.
- More in relationship with nature: horticulturist, landscape architect, etc.

**SE (ES) (Social / Enterprising)**

56%

You are a person who needs human contact. You are pretty convincing in defending your own cause or that of the group to which you belong. You have definite leadership qualities. You also know how to "be there" for your team members and are always available to help. You prefer relaxed and friendly atmospheres (which you strive to create and maintain yourself) to extremely competitive situations.

**Appropriate trades include:**

- Sales: client relation management, sales engineer (services), stores salesperson, shop manager, etc.
- Human resources: human resource manager, Personnel manager, head of continuing education, etc.
- Hotel and restaurant industry: headwaiter, chef, restaurant manager, etc.
- Tourism industry: tourist guide, travel agent, etc.
- Community and public service fields: head of development, civil service executive, social service executive, etc.

**EC (CE) (Enterprising / Conventional)**

54%

You like action above all else, but it must be geared toward obtaining concrete goals and within a clearly defined framework. You seek to maintain good relations with your co-workers, all the while earnestly working to acquire more power; qualities that make you perfect for decision-making positions within a group. You seek precision in your undertakings, which makes you at ease handling numbers, technical data, statistics, etc.

**Appropriate trades include:**

- Areas of finance and management control: sales administration management, management control, management analyst, financial product manager, etc.
- Areas of purchasing and purchase management: industrial buyer, purchasing engineer, department store buyer, etc.
- Project management: project director, technical coordinator, etc.
- Company management: assistant director, executive secretary, entrepreneur, boutique manager, etc.

**RS (SR) (Realistic / Social)**

53%

Human contact is essential for you. You like to help people in a concrete way. You are at ease in physically demanding areas where you can pass on your know-how to small groups, for example in educational trades or therapy.

**Appropriate trades include:**

- Educational areas: agricultural techniques, physical education, etc.
- Athletic coach
- Health-sciences: occupational therapist, physio-therapist, nurse, etc.
- In environmentally-related fields: design and maintain planted areas, forest ranger, florist, etc.
- In the tourism industry: travel guide, sightseeing guide, bilingual guide, etc.
- Hotel and restaurant industry: head waiter, wine steward, cook, restaurant manager, etc.

**RC (CR) (Realistic / Conventional)**

51%

Your main strength is your readiness to evolve within a strictly defined framework, with established reference points. Your precision and practical nature are, without a doubt, major assets in the way you manage your activities. You are able to combine strong respect for authority with a certain social devotion, which could steer you towards a career in the military, security services or the public health sector. You may have a tendency to shy away from social relations. However, this does not stop you from enjoying nature (where you are often very much at ease) and all the resources it has to offer, which could steer you toward agricultural trades, for instance.

**Appropriate trades, which are widely spread over several different sectors, include:**

- Construction: job superintendent, works foreman, architect, etc.
- Security sector: military officer, police officer, security guard, etc.
- IT or industrial sectors: operations/maintenance or network engineer, etc.
- Logistics or production management sectors: department head, warehouse manager, etc.
- Agricultural trades: farmer, wine grower, breeder, etc.

**AS (SA) (Artistic / Social)**

50%

Generosity and selflessness are your dominant qualities. Your motivating force gets its strength from helping others, and you would like to combine this sort of social activism with your constant desire to create and concretise your action.

You are skeptical of trades that handle money, therefore many fields that touch on sales are clearly not an option. You prefer to contribute to collective well-being.

**Appropriate trades include:**

- In the field of training and education: teacher, professor, private tutor, etc.
- Humanitarian-related and community service fields
- Journalism and publishing: journalist, photo reporter, etc.
- Marketing: sales or marketing assistant, head of development, etc.

**AC (CA) (Artistic / Conventional)**

48%

Here we are talking about a rather uncommon combination that actually turns out to be more a characteristic of a profile than a profile itself. You use your imagination to put your methodical and conventional side to use like a tool, using computers to produce original projects and graphic art works, for example.

**Appropriate trades could include:**

- Craftsmanship: restorer, cabinetmaker, glass-worker, engraver, etc.
- IT: development, project leader, DTP, graphic artist, etc.
- Organizational fields: organizational or quality consultant, methods engineer, etc.
- Audiovisual trades: head operator, cameraman, director, etc.
- Culturally-oriented trades: museum curator, etc.



## SC (CS) (Social / Conventional)

44%

For you, all work, especially teamwork, must be carried out according to clearly defined guidelines. You need to know where you are going and how you are getting there and like everything to run like clockwork. You are willing to help members of your team and others, for whom your meticulousness could be useful.

### **Trades which could be appropriate for you include:**

- Social sectors: social worker, family counsellor, vocational counsellor, etc.
- Client support and account management: sales executive, customer services manager, support engineer, call-center agent, customer consultant, etc.
- Civil service sector: controller, work inspector, tax auditor, city/county editor, etc.
- Real estate or legal sectors: administrator, receiver, court clerk, bailiff, lawyer, legal adviser, etc.
- Administrative or office support sectors: reception, secretary-clerk, etc.

## → 5 - HOW DIFFERENT PROFESSIONS SUIT THE PROFILE

### Suitability of the candidate's interests for the job profile/position

Given below are the jobs that suit the candidate's profile.

80 general job clusters representing the majority of internationally recognised careers are analysed with respect to the candidate's profile.

A perfect match corresponds to a rate of 100%.

Click on '**Details**' (only in HTML version of the report) to view the graph superimposed on the ideal graph for that particular job.

#### MANAGEMENT/ FINANCE/ HUMAN RESOURCES / COMMERCE AND CUSTOMER RELATIONS

1	Pre-sales		81%
2	Consumer counselling, technical solution sales		74%
3	Art - buying and selling		72%
4	Recruitment consulting		69%
5	Commercial tourism careers		67%
6	Commerce and representation		66%
7	Project management (construction, city planning)		66%
8	Purchasing		66%
9	Administration and finance		66%
10	Client advice and sales		65%
11	Law and financial counselling		64%
12	Career and skills management		63%
13	Business management		63%
14	Financial assessment		63%
15	Trade: financial/insurance sector		63%
16	Training		62%
17	Technical and logistical project management		61%
18	Executive assistance		60%
19	Management counselling		60%
20	Accountancy/Management		60%
21	Financial and legal administration		60%
22	Private company management, store management		60%
23	Political coordination and administration management		60%
24	Client management and support		59%
25	Human Resources Management		59%
26	Public institution administration and management		58%

## Pre-sales

81%

*(Sales engineer, pre-sales engineer, manufacturers' agent, sales representative, market development manager)*

The primary focus of these professionals is to provide technical and non-technical support and services regarding the needs and challenges of their clients. They perform market research and collaborate with sales teams or other staff members to understand customer requirements, promote the sale of company products, and provide sales support. They are in charge of researching and developing client portfolios. Pre-sales professionals negotiate contracts and assure follow-up. Flexibility, people skills, and the ability to work as part of team are all important qualities for jobs in this field.

## Consumer counselling, technical solution sales

74%

*(Account manager in commercial sector, bank or company, sales engineer, key account executive)*

Those working in this sector perform duties similar to those of technical sales representatives and customer service managers. Their major role is to identify client needs (individual or company) and to offer products and services accordingly.

## Art - buying and selling

72%

*(Art dealer, rare book dealer, antiques dealer, bookseller, auctioneer)*

These occupations involve selling the art and antiques of individuals and/or companies. An auctioneer, like an antiques dealer, must be able to recognise an object's origins and estimate its value. All jobs in this field require strong interpersonal skills in order to answer client questions and give advice. This also means having thorough knowledge in particular domains like art history, literature, etc.

## Recruitment consulting

69%

*(Recruitment consultant, headhunter, recruitment officer)*

These positions are generally part of a specialised recruiting company (recruitment firm, temp agency, etc.). Consultants, recruitment officers, etc. are appointed by a company's human resources department to hire new personnel. They must analyse company demands in order to define the desired profile, write job positions, and meet and select candidates. They must also be able to "sell" the company which employs them in order to attract the best candidates in the desired sector.

These positions require good listening and observational skills, as well as good communication and analytical skills.

## Commercial tourism careers

67%

*(Package tour creator, booking agent, travel agency director, tour operator, tourism office director)*

This sector combines the activities of commerce and tourism. Duties in this sector involve searching for interesting products (tours, cruises, safaris, etc.) and then selecting what the travel agency will offer to customers. To do this, they evaluate products by criteria such as security, quality, and rates and then negotiate conditions with suppliers. A good understanding of the services being offered as well as excellent communication skills are essential in order to establish client relations and better meet client needs. A knowledge of foreign languages is also an important aspect of working in this area.

## Commerce and representation

66%

*(Salesperson, sales assistant, pharmaceutical product representative, exporter, real-estate broker, commercial export, business development manager, advertising manager, head of sector)*

Targeting new clients and direct marketing are at the core of the commercial representative's role. These occupations are primarily oriented toward selling products and services. Professionals in this area develop business relations and assure client follow-up. Those working in this field generally take advantage of a wide network of contacts and have the ability to easily form new relations. They should have good relational skills and know how to be both patient and persuasive. As travel is often necessary, being in good physical health is frequently a requirement.

## Project management (construction, city planning)

66%

*(City planner, project study director, project manager)*

Specializing in cities, these professionals create and renew neighborhoods, roads, etc. (urban planners) and undertake their construction (engineers). Knowing how to organize, manage, investigate, construct, and preserve the environment are their major assets.

## Purchasing

66%

*(Buyer for a purchasing department, international buyer, manufacturing buyer, director of purchasing and logistics, industrial purchasing agent)*

Buyers work mostly in industry or in mass distribution. They must have a perfect understanding of product characteristics and market evolution. Buyers select the products and evaluate suppliers based on price, quality, selection, service, support, availability, reliability, production and distribution capabilities, and the supplier's reputation and history. They maintain and review computerised or manual records of items purchased, costs, profit margin, deliveries, product performance, and inventories. They negotiate, renegotiate, and administer contracts with suppliers, vendors, and other representatives in order to obtain the best deals.

## Administration and finance

66%

*(Business controller, consolidation manager, external auditor, auditor)*

Professionals in this area carry out economic and financial studies to determine the financial status of a company, manage accounts, and assure adherence to accounting procedures. The results of these studies also provide tools for making strategic choices in terms of price policy, budget forecasts and investing. Excellent data analysis skills are required for these positions.

## Client advice and sales

65%

*(Store salesperson, product representative, sales attendant)*

Regardless of the product being sold, those working in this sales sector welcome clients and offer them advice. They must have a thorough knowledge of the products and services they offer in order to meet the demands of their clients. In addition, they play an important role in fostering customer loyalty through their attitude and communication skills. Excellent interpersonal skills are thus essential in this domain, but good organizational skills are also required if the salesperson works in a store.

## Law and financial counselling

64%

*(Tax adviser, corporate law expert, management consultant, finance)*

Whether they work for companies or individuals, these professionals assist their clients in the area of tax regulation: assuring compliance with tax authorities during company operation and for tax declarations. They are crucial to company success and are increasingly involved in the decision-making processes of the executive board. Their primary mission is to defend and protect the interests of their clients. As assisting and advising are their two main functions, these positions require a solid background in law as well as critical thinking and interpersonal skills.

## Career and skills management

63%

*(HR development manager, skill management administrator, career management administrator, human resources manager)*

These positions optimize the competitiveness of a company. To meet this objective, these professionals reconcile the needs of the company with the available (internal and external) human resources. This sector includes HR executives specialized in career management. They should be capable of anticipating and evaluating what the company needs, and recognizing the potential of each employee or job candidate. The ability to listen and observe, good interpersonal skills, and the capacity to analyze and summarize information are all necessary qualities.

## Business management

63%

*(Sales manager, sales supervisor, sales marketing director, store manager, department manager, sales administrator, network director, director of operations, regional sales manager)*

These occupations aim to align client satisfaction with company profit. Those who work in this field target new clients (according to their particular sector) and oversee contracts. They are also involved in analysing and managing commercial activity and contributing to strategic development. Finally, they manage teams by defining and facilitating the meeting of their objectives. Performing these duties requires good management abilities, interpersonal skills, persuasiveness, and a good understanding of the market.

## Financial assessment

63%

*(Actuary, financial analyst, property manager, investment manager, insurance expert, tax expert, computational finance professional, credit manager)*

The primary objective of assessment is to offer advice. These professions can be found in a number of domains, like defining company strategy, formalising internal and external growth projects, supervision and improvement of management systems and crisis management, etc. Solutions and personalised advice are developed according to the needs of company being assessed. These professions require good investigative and analytical capabilities, as well as a desire to work with data and procedures.

## Trade: financial/insurance sector

63%

*(Account manager, sales engineer, insurance consultant, financial adviser, broker, mergers and acquisitions adviser, growth manager)*

These finance and/or insurance professionals differ from other financial experts in their ability to negotiate. Drawing from an excellent understanding of financial products, they seek out the best-suited and profitable solutions for both parties. They adjust their offers according to the needs of their clients. These are technical and commercial occupations where an understanding of people plays an important role. Work in this field demands availability and readiness, and may require the ability to speak several foreign languages.

## Training 62%

*(Training director or manager, training consultant, director of instruction)*

Whether to meet the needs of an employee or a company, the training director should be able to detect and analyse needs and put them into perspective with company policy and advances in technology. They construct and negotiate the training program, taking into account human, financial, legal, organisational, and pedagogical aspects. They supervise how the training is carried out and evaluate the effects of training investments. They manage relations with institutional and professional partners involved in the training. These positions require an understanding of how the company operates and good interpersonal skills.

## Technical and logistical project management 61%

*(Site manager, site foreman, foreman, production manager, engineer, director of logistics, environmental assessment manager for an industrial site, maintenance manager, quality manager, inventory manager, warehouse manager)*

In charge of one or more work sites, these professionals verify the feasibility of projects by detailing all the necessary specifications (desired functionalities) and the budget. Next, they are in charge of supervising the teams and implementing the project (working conditions, organization, etc.) and training the users. These positions require an interest in technical activities, a good sense of organization, responsiveness, and the ability to manage teams.

## Executive assistance 60%

*(Administrative assistant, executive assistant)*

Assistants are responsible for managing a high number of internal and external demands for their immediate superiors. They are in charge of various files, supervising and coordinating department activities, and facilitating the information flow. This profession requires discretion, a strong sense of initiative, as well as good people and organizational skills. The ability to speak one or more foreign languages is often desirable.

## Management counselling 60%

*(Management consulting, IT consultant, process development/quality engineer)*

These consultants analyze the existing company environment or certain processes (IT systems, workflow, production, etc.). They help their clients to pinpoint their needs, diagnose current problems, and offer solutions. Consultants often participate in the implementation of the projects which follow from their recommendations. Required qualities: critical thinking and analysis, good listening skills, ability to be persuasive and flexible.

## Accountancy/Management 60%

*(Accountant, payroll manager, insurance writer, certified public accountant, treasurer, credit manager, assistant manager for a small- or medium-sized company)*

Those working in this sector serve a variety of functions. They support company management and individuals in making decisions, accounting, administration and document preparation. These positions require knowledge of several areas like labour law and accounting practices for company operation. They also require strong organizational and interpersonal skills.

## Financial and legal administration 60%

*(Project financing director, international business banker, financial director, agency director, administrative director, secretary general)*

In finance, high-level positions have two functions: management and consulting. These professionals work in banks, businesses and consulting firms. Their roles vary from maintaining accounts to optimizing sources of capital, or directing teams of accountants or financial advisers. They assure the security and the financial viability of the company according to their rank and level of responsibility. People holding these positions must be honest, organized and methodical.

## Private company management, store management 60%

*(Restaurant manager, hotel manager, store manager, company director, shopkeeper for a franchise, supermarket director)*

Management positions have a lot of responsibility. Managers must supervise personnel and coordinate a large number of roles like suppliers, consultants, customer service representatives, maintenance personnel, etc. Their primary objective is to foster customer loyalty. They must also be able to work under pressure and without a set work schedule. In order to perform these duties, managerial skills are required as well as accounting abilities in order to establish and manage a budget.

## Political coordination and administration management

60%

*(Parliamentary assistant, cabinet director, municipal and regional councillor, local officer)*

Professionals in these sectors are elected or appointed. They are in charge of the internal and external development of a community and its well-being, and are involved in the implementation and monitoring of actions. The duties of administration managers depend on the domain in which they work (finance, social, cultural, etc.) and the type of administration (public, healthcare, or territorial). These professions demand flexibility as well as good managerial, diplomatic, and interpersonal skills.

## Client management and support

59%

*(Executive or manager in charge of customer relations or customer service, customer service hotline representative)*

Service quality and client satisfaction are the main priorities of any company. Selling a service is not enough; companies must also efficiently manage commercial data, meet specific client/partner demands, and resolve technical problems. These jobs require diplomacy, the ability to listen, and a firm understanding of the practical and technical aspects of products.

## Human Resources Management

59%

*(Director of human resources, HR administrator director of personnel, or director of personnel services and labour relations)*

The director of human resources or director of personnel works at the headquarters of a group, company, large establishment, or subsidiary. They supervise labour relations and HR activities. Their duties are primarily aimed at mobilising and developing the employee resources by managing hiring policy and training services. They define and rank tasks for greater efficiency, handle administrative duties and internal communication. The ability to listen carefully, diplomatic skills, and managerial capabilities are all essential qualities for those working in this profession.























## Public institution administration and management

58%

*(School principal, hospital director, prison director, director of social/educational organization, director of career services, director of youth and cultural associations)*

Those occupying these positions have many responsibilities at various levels. They must take the necessary precautions to ensure the security of those they welcome (professionals and the public) in their establishment. For example, in the educational sector, they coordinate and supervise educational activities, tasks and projects. They also assure adherence to administrative and financial rules and procedures. Directors must be able to manage teams, stay organized and resolve conflict.

## INFORMATION TECHNOLOGY / MARKETING / COMMUNICATION / ART

1	On-the-spot journalism		72%
2	Planning and organisation of cultural events		71%
3	Field marketing		68%
4	Performing arts		67%
5	Communications		67%
6	Audio-visual Production		66%
7	Market research		66%
8	Art director		65%
9	Writing careers		65%
10	Preserving heritage		65%
11	Documentation		63%
12	Architecture		63%
13	Technical maintenance and user support		61%
14	Fine arts		61%
15	Audio-visual and technical		61%
16	Computing and management		60%
17	Network and information systems management		59%
18	Computer graphics		59%
19	Linguistics professions		59%
20	Coordination and preparation of visual communication aids		58%
21	Network and information systems design		57%
22	IT analysis and development		56%

### On-the-spot journalism

72%

*(Reporter/journalist, international reporter, local correspondent, agency reporter)*

These journalists seek and collect information where the action takes place. They verify the information's authenticity and then make it available to the public. They must be both curious and critical. These jobs also require energy and the ability to use certain technical equipment (video cameras, photography equipment, etc.).

### Planning and organisation of cultural events

71%

*(Producer, unit production manager, stage manager, historical guide, curator, cultural events organiser)*

These people are in charge of producing and organising cultural events and working on projects involving culture and the arts. They may work on developing shows and events which aim to promote the history or cultural heritage of a city (museums, monuments, etc.) or produce historical/cultural films, etc. They are responsible for managing the budget, technical equipment, and necessary personnel, as well as fostering teamwork. They should have a passion for the arts, but more importantly, they must have good communication and management skills, strong organisational capacities, and lots of energy.

### Field marketing

68%

*(Head of field marketing, advertising and promotion manager, director of merchandising, direct marketing manager, consumer products manager)*

The goal of field marketing is to find out how best to sell a product. Those working in this domain try to put themselves in the consumer's shoes in order to understand their needs and how to attract them, and stimulate interest in the products and services they offer. They are in charge of maximising the attractiveness of a company's offers (product presentations, promotional operations, etc.) in order to increase sales. This requires excellent coordination with the other departments (sales, research, etc.) as well as external partners and services. These positions require analysis, negotiation skills, and creativity.

## Performing arts

67%

*(Singer, actor, choreographer, dancer, musician, conductor)*

Performing artists seek to express emotions and convey them to their audience by using their voice, through musical instruments, by dancing or by acting. Training can improve these talents. In addition to artistic abilities, those in this area must love being in the spotlight and be able to manage their emotions. They should have knowledge of the theory and techniques required to compose, produce, and perform works of music, dance, visual arts, drama, and sculpture.

## Communications

67%

*(Communications specialist, press officer, public relations specialist, event promotion manager, internal and external information and communications specialist, external relations manager, company journalist, media planner)*

These professionals work in companies, public institutions and specialised agencies. They work on creating an image and promoting the institution and its products/activities to different groups like clients (commercial communications), the media (press relations), investors (financial communications), employees (internal communication), etc. In certain cases, the company may prefer to hire a specialised agency to perform these duties. Jobs in an agency are focused on client relations as well as creative aspects. Whether in a company or an agency, communications specialists are marked by their strong interpersonal skills, energy and enthusiasm, adaptability, and persuasiveness.

## Audio-visual Production

66%

*(Cinematographer, director/producer, television producer, stage director)*

Producers and stage directors work in control rooms or studios for both theatre and cinema. Their role begins before the actual filming, by studying the script and breaking it up into scenes. They must also arrange for the casting, choose technicians, and supervise rehearsals. They are in charge of coordinating all the professionals involved in order to create a particular ambience and assure the coherence of the production. They direct the actors and specify the details for the decor, costumes, lighting, and sound. In order to work in this field, a highly developed artistic sense is required, but this domain also demands technical skills and managerial qualities.

## Market research

66%

*(Market research analyst, statistician, marketing/R&D engineer)*

Market research professionals carry out studies on current and future products. Both quantitative and qualitative, these studies take into account company activities and client demands as well as technical, commercial, and socio-economic changes. These duties can be carried out directly within a company or in a consulting group. In order to take a complete inventory of existing information and plan future actions, the opinion of clients, the sales and marketing department, and R&D must be taken into account. This type of position requires an ability to organise, and an interest in research and analysis.

## Art director

65%

*(Editor in chief, publishing manager, artistic director, radio director)*

Working in the press, in communications agencies, advertising, or publishing houses, these professionals collaborate with a team of artists (graphic designers, illustrators, photographers, journalists, etc.). They evaluate the product, direct teams, assure smooth performance of operations, and present the product to the sales team and/or to clients. These jobs require rigour and highly developed artistic sensibilities as well as good interpersonal and communication skills, diplomacy, and leadership to be persuasive and give presentations.

## Writing careers

65%

*(Writer, screen writer, literary critic, art critic, editor, online journalist, freelancer, editorial writer)*

Writing is the basis of these professions. Those working in this domain create various texts: novels, scripts, song lyrics, newspaper and magazine articles...

These texts may be intended for publication or for audiovisual production. Inspiration and creativity are crucial to these artists, but they must also respect certain constraints (layout, style, structure, etc.) imposed by media applications and by client demands (editors, producers). People working in this domain should have excellent written abilities, be creative and imaginative, and know how to find the right wording in order to communicate ideas and keep the reader's attention.

## Preserving heritage

65%

*(Museum curator, museum technician, archivist, heritage conservator, historical monument architect, restorer, historical guide)*

Heritage includes many things: from historical monuments to museum collections, libraries and archival services, but also historical sites and buildings which are protected and preserved, rare areas of knowledge, cinema, photography, etc. These jobs involve an understanding of cultural heritage, its transmission and promotion (archivists, representatives, officers), as well as its preservation (conservators, restorers, etc.). Important qualities for these positions include an appreciation of art, organisational skills, and techniques for managing information.



## Documentation

63%

*(Archivist, librarian, keeper of records, director of information retrieval)*

These jobs may be found in various settings like public or specialised libraries, resource or information centres, archival services etc. Generally, work in this field involves searching for, indexing, collecting, and classifying information and documents according to pre-established themes. These professionals may also be asked to summarise files according to the demands of their employers, or to transmit information to the public. Required assets include general knowledge in a wide area of subjects and good computer skills.

## Architecture

63%

*(Architect, interior designer, interior decorator, furniture designer, product designer)*

These professions involve the design of functional, artistic and aesthetic projects and artefacts. The objectives and functional criteria of such projects and artefacts are determined in advance, at the design stage. Those working on the project must then be supervised and coordinated, while assuring that the original concept is maintained. These are artistic professions requiring imagination, creativity, and drawing abilities. Nevertheless, rigour and technical abilities are also a must.

## Technical maintenance and user support

61%

*(Telecommunications technician, computer maintenance technician, electronics maintenance technician, hotline support technician)*

These jobs all relate to computer networking and telecommunications. Depending on their level of responsibility and their area of specialisation, these professionals should ensure maximum use of the network, equipment, or software that they are responsible for. They work at several levels: prevention, security, repairs, user support, design (programs and networks), technology forecasting, implementation, and modernisation. Technical knowledge, organisation, a service orientation, and independence are essential qualities for this kind of position.

## Fine arts

61%

*(Craftsman like stone engraver, banker mason, jeweller, goldsmith, watchmaker, ceramicist, painter, sculptor, gilder, art restoration technician, carpenter, instrument maker, basket maker, taxidermist, upholsterer, etc.; fashion and textile careers like embroiderer, seamstress, stylist, tailor, designer, etc.; art and nature careers like landscaper, gardener, florist, etc.; music like composer, instrument maker, etc.; glass-maker/glassblower; photographer)*

Fine artists find their inspiration in various domains like craftsmanship, fashion, nature, music, etc. and use a wide range of materials such as wood, fabric and glass. These workers are trained by experienced professionals in the same field or by an establishment specialising in the field. Though they have differing areas of specialisation, these activities have two essential points in common: refined skills and a great deal of creativity. A good understanding of trends and manufacturing techniques is also useful.

## Audio-visual and technical

61%

*(Director of photography, sound engineer, film/video editor, special effects technician, camera operator)*

This sector incorporates technical jobs into the artistic (specifically audiovisual) domain. Those in this field are involved in producing programs, clips, shows, plays, and films. These professionals are responsible for image quality and/or sound, special effects, and other technical aspects depending on their area of expertise. They work in collaboration with other technicians and the producer to create an atmosphere which meets expectations and production demands. These jobs require technical abilities, but also artistic sensibilities and good listening skills in order to meet the expectations and work within the constraints of the project.

## Computing and management

60%

*(Computer systems director, project manager, IT manager)*

These computer specialists are in charge of the organisation, follow-up and verification of computer developments. They choose and/or supervise the buying of computer equipment (material, software, etc.) for users. They evaluate the needs of the various company departments. They are also involved in managing and guiding computing and telecommunications teams. In addition to their technical skills and knowledge of the latest technology, they should have management abilities, be accessible, and have good organizational and interpersonal skills.

## Network and information systems management

59%

*(IT analyst/manager, network and computer systems administrator)*

These professionals assure the functioning and maintenance of computer equipment so that tasks requiring computer applications may be carried out. They must be versatile even if they specialise in a particular area (network administration, analysis, etc.). Like all computer-related jobs, being rigorous and methodical are essential qualities.

## Computer graphics

59%

*(Graphic artist, video-game designer, web designer, draftsman, 2D-3D animator)*

Those working in this field are image specialists. They design and create logos, posters and video games, or work on page layouts and packaging. To do this, they use computer tools and techniques (desktop publishing, graphics software, etc.) They develop their creations according to product targets. They follow artistic management's instructions and conform to the corporate identity (logos, colours, etc.). They also collaborate with professionals from other services (such as marketing, sales and manufacturing). Those working in this field must be creative and have good technical abilities, and be aware of the latest trends and advances in technology. They must also be flexible and have good interpersonal skills in order to work as part of a team.

## Linguistics professions

59%

*(Interpreter, terminologist, audiovisual/literary/expert/technical translator, proofreader, copywriter)*

Unlike literary positions, these linguistic professions do not require as much creativity, but they must meet strict requirements and have excellent communication skills (in both their native language and a foreign language). This requires understanding linguistic subtleties and having excellent spelling, grammar and syntax. Their role involves revising, correcting, rewriting, and translating text and speech. This type of work requires concentration, linguistic knowledge, and an interest in writing.

## Coordination and preparation of visual communication aids

58%

*(Desktop publisher, assistant editor, graphic designer/layout artist, head of graphic design department)*

These professionals follow the creation of a product (book, brochure, pamphlet, poster, etc.), its production (layout, printing and cost), and control quality. They collaborate with other members of the various sectors of the studio and sales representatives, and stay in contact with clients. Their goal is to meet the requests of their clients by offering quality products at a low price. These positions require good organisational and interpersonal skills, an interest in new technologies, and the ability to handle the unexpected.

## Network and information systems design

57%

*(Computer systems and database engineer, network designer, information systems designer, expert computer scientist)*

This domain aims to improve and develop existing systems (networks, applications, websites, etc.), or create new ones depending on the needs expressed by the users or clients, with the goal of facilitating access to information. For those in this field, finding solutions is an everyday task. Good analytical skills, rigour, and creativity are all necessary qualities.
































## IT analysis and development

56%

*(Design engineer, programmer, systems analyst, software designer, developer)*

These professionals work in corporate services, banks and companies specialising in computer applications and engineering. They design, modify, develop and direct software system testing and validation procedures, programming, and documentation as well as consulting with customers about software system design and maintenance. These positions require rigour, method and organisation. A desire to work in the technical domain and as a part of team is also necessary. They should also demonstrate creativity in order to design innovative solutions.

**OTHER OCCUPATIONS / SPECIFIC FIELDS (tourism, teaching, health, etc.)**

1	Investigation and security		76%
2	Legal counselling		74%
3	Social science research		72%
4	Security and rescue		67%
5	Tourism (Chaperoning and leisure)		66%
6	Environmental protection		66%
7	Inspection and administration		66%
8	Surgical medicine		65%
9	Well-being/therapy		65%
10	Administration: procedural acts		65%
11	Animal training		65%
12	Agricultural production: exploitation and management		65%
13	Animal care		64%
14	Production/Use of medical equipment		64%
15	Medical consultancy		64%
16	Social services, personal and professional development		64%
17	Judicial authorities/Magistrates		63%
18	Rehabilitation		63%
19	Client services: hotels and restaurants		62%
20	Assistants, secretaries, receptionists		60%
21	Paramedical Professions		59%
22	Industry technician		59%
23	Construction work		59%
24	Research and development (science and environment)		59%
25	Food-related jobs		58%
26	Transport: persons and merchandise		58%
27	Beauty care		58%
28	Teaching: secondary school - arts and literature		57%
29	Teaching: technology and athletics		56%
30	Teaching: secondary school - sciences		56%
31	Teaching: pre-school and primary school		54%

**Investigation and security**

76%

*(Police detective, superintendent of police, chief constable)*

These professionals serve in operations aimed at maintaining order or defending territory. They train, conduct, and provide logistical support for their collaborators. They lead and manage the development of important operations. Their most important qualities include authority, rigour, the ability to respond quickly and effectively, and good relational skills.

## Legal counselling

74%

*(Lawyer, legal expert, legal adviser, bailiff, notary)*

These professionals give advice on problems or actions with legal implications within their area of expertise (labour, family, and corporate law). They use their knowledge about law to serve individuals, companies, and organisations. Their role is to use legislation and regulations to defend the interests of their clients, ensure the correct flow of information and resolve disputes by proposing solutions. Performing these professional duties requires strong critical thinking skills, attentive listening, and persuasiveness.

## Social science research

72%

*(Archaeologist, sociologist, anthropologist, geographer, historian)*

The social sciences study humans beings: their history, culture, achievements, and behaviour. Differing substantially from the natural or hard sciences, they include a number of disciplines like anthropology, sociology, ethnology, history, archaeology, psychology etc. The professions stemming from these domains assume an attraction to advanced study, theoretical knowledge, and the desire to develop them through research and investigation. Researchers may also teach or be university professors. Perseverance, data processing, and analytical skills are necessary for this field.

## Security and rescue

67%

*(Police officer, firefighter, paramedic, first aid worker, lifeguard)*

Through the use of preventive measures, these professionals aim to ensure public order, and guarantee the protection of people and property. The mission of those working in this domain is to protect, rescue, and assist populations, and to monitor certain geographical zones or other pre-defined areas. Generally, they take the required measures in the case of infractions, accidents, or dangers which threaten public security. Sometimes the dangerous nature of certain interventions and the delicate way that some situations must be handled require enormous self-control and responsiveness. These professions also require physical stamina and being readily available.

## Tourism (Chaperoning and leisure)

66%

*(Chaperone, tour guide, museum guide, handling agent, flight attendant, outdoor guide)*

The primary aim of those practising these occupations is to guide trips in various settings like museums, neighbourhoods, cities, monuments, or the outdoors. It is therefore necessary to be well-educated and have a solid background in a relevant domain. These people ensure a harmonious group dynamic, but in the case of tour guides, they are also in charge of planning and orchestration. Resourcefulness, the ability to handle stress, and responsiveness are all essential qualities.

## Environmental protection

66%

*(Forester, fish and game warden, park ranger)*

These are onsite professionals who protect forests, lakes, rivers etc. This protection involves monitoring, putting preventive measures into place, and in certain cases, the suppression of certain environmentally destructive activities. Those working in this sector may also work to raise public awareness about existing rules. They may also work with ecologists and engineers. These professions require a love of outdoor work and an interest in the environment. Good physical stamina, interpersonal skills, and technical knowledge are also necessary.

## Inspection and administration

66%

*(Tax inspector, work inspector, customs officer, withholding agent, fraud control officer)*

The main role of these government officials is to conduct investigations in their field (taxes, customs, etc.) to find out if laws or regulations have been violated. If they have been, these officials have the power to impose fines and/or penalties. These jobs require diplomacy in addition to authority and rigour.

## Surgical medicine

65%

*(Surgeon, dentist, anaesthetist, anaesthesiologist)*

These specialised doctors perform operations to restore patient health. They are involved in the direct application of treatments through surgical activities. Before intervening, they must see and consult with their patients, ask to perform further examinations, and give a diagnosis. In certain cases they may also teach, conduct research, or direct a health service department. These professions require strong analytical and interpersonal skills and patience, but above all they must demonstrate composure and great dexterity.

**Well-being/therapy**

65%

*(Clinical psychologist, psychiatrist, nutrition expert, dietician, therapist)*

The goal of these professions is to help others feel better physically and/or psychologically. Consultations are required in order to analyse patient needs, diagnose a problem and determine the appropriate treatment. These professionals develop a therapeutic programme, and follow up on patient care and support. They often work side by side with medical teams and social workers. Depending on the case, they may also refer patients to other professionals or another area of expertise. Good listening skills and the ability to instill confidence are essential. These duties also require strong analytical skills.

**Administration: procedural acts**

65%

*(Usher, clerk, court reporter, receiver, notary)*

These professions demand an in-depth knowledge of the law. They are involved in following up on court decisions, or according to the instructions of lawyers and notaries. Because of their legal knowledge, they can advise about which procedures to follow, or participate in the composition of a file. Nevertheless, these are primarily managers who take care of composing files, writing up acts and court decisions, and verifying documents. Because they often receive clients, they must be good listeners and demonstrate rigour, conscientiousness, and organisation.

**Animal training**

65%

*(Animal trainer, guide dog trainer)*

In addition to providing the necessary care (feeding, hygiene, etc.), a trainer's job involves teaching a dog to perform certain actions. They train them based on their own specific skills and depending on the intended goal: guiding the blind or visually handicapped, aiding the handicapped, or finding and rescuing someone. They may also be trained to become police dogs or military dogs (security, narcotics detection, etc.). These jobs require patience, physical resilience, flexibility, and an interest in animals.

**Agricultural production: exploitation and management**

65%

*(Farmer, rancher, winegrower, horticulturist, fish farmer, gardener, grower, grain grower, producer)*

Farmers are managers and should be able to conduct a variety of activities directly onsite. They should have the technical skills for agricultural production (planting, harvesting, etc.) and/or raising animals, and for the maintenance of their tools and machinery. In addition, they must handle accounting and the management of personnel. They are also involved in aspects of sales and must adapt to market needs and find partners with whom they can negotiate to determine what to buy and produce. These professions require a love of nature and an interest in manual work. Being in good physical condition, as well as having managerial skills and good interpersonal skills are also necessary.

**Animal care**

64%

*(Animal caretakers, groomers, horse groomer, veterinary technician, veterinarian, breeder)*

These animal service professionals may work in clinics or veterinary hospitals, kennels, shelters or pet service companies, zoos, or animal laboratories. They are responsible for ensuring the cleanliness of both the animals and their environment (maintenance of cages and crates, etc.), preparing their food and feeding them, ensuring their hygiene, and monitoring their health and behavior. In addition to caring for the animals, they should also be capable of gaining their trust. They work together with the breeder or veterinarian. These positions require a love for animals, but also demand technical knowledge and skills. Those working in this field must be readily available and highly responsible.

**Production/Use of medical equipment**

64%

*(Dental technician, hearing-aid maker, radiologist, biomedical analysis technician)*

These paramedical professions involve treating and relieving certain deficiencies or handicaps by technical means. To do this, these professionals design, produce, or adapt prostheses or devices. They may also be in charge of carrying out analyses (x-rays, scans, etc.) using the latest high tech systems. These positions require technical knowledge, but also the ability to listen to patients in order to find a solution which is optimally adapted to their needs. These jobs also demand manual coordination and an energetic personality.

**Medical consultancy**

64%

*(General practitioner, consultant, dermatologist, gynaecologist)*

Medical practitioners, specialists in a particular area (cardiology, dermatology, etc.), and doctors treat and care for individuals in order to help them maintain or regain health. Before beginning treatment, prescribing medications or carrying out additional examinations, they listen to patients, examine them, and try to find a diagnosis. In certain cases they may also teach, conduct research, or direct a health service department. These professions require strong analytical skills, good interpersonal skills, and a great deal of patience.

## Social services, personal and professional development

64%

*(Social worker, special education teacher, home economist, cultural mediator, career counsellor, guidance counsellor, family and marriage counsellor, etc.)*

These professions aim to find solutions to improve individuals' daily lives. Their skills can be applied to a vast number of domains, as they address the personal and professional matters of daily life. They search for solutions to family and educational problems, as well as professional difficulties (finding or developing a career). These jobs require good listening skills, diplomacy, and the ability to motivate others and encourage them to commit themselves to an action or project.

## Judicial authorities/Magistrates

63%

*(Judge, magistrate, public prosecution official)*

Magistrates and judges are public judicial officials who guarantee institutional rules and regulations. They must preside over hearings, listen to evidence, make rulings, and administer justice in courts of law. All of these duties require an excellent knowledge of the law, good analytical skills, and the ability to handle stress.

## Rehabilitation

63%

*(Speech therapist, ophthalmologist, optometrist, orthodontist, occupational therapist, physical therapist, psycho-motor therapist)*

The major goal of those working in these professions is to help individuals adapt to their environment. Their main task is to rehabilitate certain capacities after an accident or surgical procedure. By encouraging the rehabilitation of motor skills, they foster development and independence in people affected by certain deficits and handicaps. Excellent interpersonal skills and receptiveness are necessary for these positions.

## Client services: hotels and restaurants

62%

*(Waiter, bartender, wine steward, receptionist, host, housekeeper, etc.)*

These workers are in charge of welcoming clients and looking after their comfort and satisfaction. Their role involves making a meal or a stay as enjoyable as possible. They should be particularly good at listening and responding to client expectations and advising them if necessary. These occupations require friendliness, energy, and being readily available. Interpersonal skills, manners, and personality are therefore highly important. As they are in constant contact with diverse clients, a knowledge of one or more foreign languages may be desirable.

## Assistants, secretaries, receptionists

60%

*(HR assistant, assistant accountant, teacher's aide, administrative secretary, office clerk, medical secretary, steward/stewardess)*

Classic secretarial activities involve handling phone calls and mail, maintaining an agenda, organising meetings and appointments, following up on client projects, administrative work (registration, billing, delivery, inventory, etc.), and writing up administrative and/or technical documents. They are generally the first contact person, so they must be sociable, organised, and conscientious.

## Paramedical Professions

59%

*(Nurse, paediatric nurse, nursing aid, podiatrist)*

This sector draws professionals working in hospitals, clinics, or private practices. They contribute to patient well-being by giving care which improves comfort and hygiene. Their role is one of caring and support. They must be attentive to the psychological and physical health of their patients. They must also be attentive to the needs of the patient's family and friends, and ensure the necessary care in collaboration with the rest of the medical team. These professions involve physical stamina, highly developed interpersonal skills, and patience. They should also have manual skills, and know how to adapt to and manage difficult and urgent situations.

## Industry technician

59%

*(Operators and technicians, electronic equipment integration technician, mechanic, electrical fitter, operations agent, aeroplane mechanic)*

Industry technicians often have a specialised area of expertise like mechanical, electrical, electronic, or electro-mechanical. They are in charge of the maintenance and monitoring of technical equipment in a production chain. They can be found in numerous domains, such as mechanics and auto, steel, chemistry, transport companies etc. For those working in technical and aeronautic careers, they must, according to their area of expertise, assure security before, during, and after take-off and landing, and perform maintenance on plane-rated infrastructures and machinery. These careers require expertise in a particular area as well as continuous learning and training.

## Construction work

59%

*(Mason, construction carpenter, painter, plumber, plasterer/stucco mason, tile setter, reinforcing iron/rebar worker, electrician, surveyor, roofer, home telecommunications/entertainment equipment installer, iron-worker, road builder, machine operator)*

Numerous jobs exist in the building construction domain, each with its own specificities. Every worker brings certain knowledge and skills to the construction or renovation of a building (building frame, roofing, insulation, construction and placement of metal objects, taking measurements, onsite machine operation, etc.). In order to work in this field, an interest in physical and manual labour is required. The ability and desire to work as part of a team are also necessary. These professions require knowledge, technical skills, and a good sense of organization.

## Research and development (science and environment)

59%

*(Design engineer, laboratory technician, biologist, chemist, hydrologist, agricultural scientist, agronomist, agriculturalist, botanist, zoologist, astronomer, acoustical engineer, cognitive scientist, biomedical engineer)*

These researchers and technicians work in the sciences like chemistry, physics, biology etc. Depending on their area of expertise, they may work in various sectors like health, environment, industry etc. These positions require commitment to and expertise in developing products, processes, or methods as well as a desire to improve the quality of life and future prospects for man and the environment. Researchers may also teach or be university professors. These positions require a passion for advanced study and new technology, as well as data processing and analytical skills.

## Food-related jobs

58%

*(Baker, butcher, caterer, pastry chef, fish merchant, cook, cellar-man, grocer, chocolate maker, confectioner, wine expert)*

The major activity for those working in these professions is the organisation and preparation of food. They work in restaurants, hotels, specialised food services, clubs, on cruise ships, or they may run their own company. These positions require physical endurance, manual dexterity, creativity, and the ability to lead a team, notably by giving constructive criticism (particularly in the case of chefs and caterers).

## Transport: persons and merchandise

58%

*(Truck driver, transit agent, merchant seaman, train operator, aeroplane pilot, aircraft captain, subway/tram operator)*

Transport of merchandise and/or persons can take place on the ground, water, or in the air. Security and adherence to procedures are the major occupations of these workers. Their duties include preparing itineraries and performing inspections (product inspection, vehicle and equipment inspection, etc.). In addition to job-specific knowledge, physical stamina is also necessary for these positions. They must be organised, focused, and capable of handling the unexpected.

## Beauty care

58%

*(Hairdresser, makeup artist, cosmetologist, manicurist)*

Those working in this domain aim to beautify their clients and contribute to their well-being. They work in beauty parlors, massage parlors, and hair salons. They may also work in television or theatre. These professions demand, above all, a highly developed aesthetic sense and good manual skills. Interpersonal skills are also necessary in order to instill confidence in clients and foster customer loyalty.

## Teaching: secondary school - arts and literature

57%

*(High school or middle school/secondary school teacher in English, foreign languages, art, etc.)*

A teacher's mission is to stimulate the capacities of their students and help them acquire knowledge and skills. They are involved in developing and carrying out educational projects with the rest of the teaching staff. These professions require a great deal of preparation and grading in addition to teaching classes, guiding the students in their work, and tracking progress. They should be patient, physically and psychologically resilient, and capable of finding ways to motivate and interest their students in a particular subject. In addition to these qualities, artistic skills and knowledge are required (literature, fine arts, philosophy, etc.)

## Teaching: technology and athletics

56%

*(Technology education teacher for industrial design, mechanics, or electronics, agricultural science teachers for agronomy or horticulture, physical education teacher)*

These teachers are specialists in one or more athletic subjects, or in the technical domain. They are motivated by a desire to transmit knowledge and skills. They work in a domain requiring physical involvement and the concrete application of the theories they teach. Like all teachers, they should be capable of capturing the interest of their students, motivating them, and managing a class. In athletics departments, their activities may be part of institutional programs or competitions, and may be geared toward individuals or teams. Those working in this area should be patient, willing to listen, resilient on all levels, and enjoy activities requiring technical detail and/or working outside.

## Teaching: secondary school - sciences

56%

*(High school or middle school/secondary school teacher in mathematics, physics, chemistry, etc.)*

A teacher's mission is to stimulate the capacities of students and to help them acquire knowledge and skills. They are involved in developing and carrying out educational projects with the rest of the teaching staff. These professions require a great deal of preparation and grading in addition to teaching classes, guiding the students in their work, and tracking progress. They should be patient, physically and psychologically resilient, and capable of finding ways to motivate and interest their students in a particular subject. In addition to these qualities, scientific knowledge and skills are required (mathematics, biology, chemistry, physics, etc.).

## Teaching: pre-school and primary school

54%

*(Elementary/primary school teacher, childcare worker)*

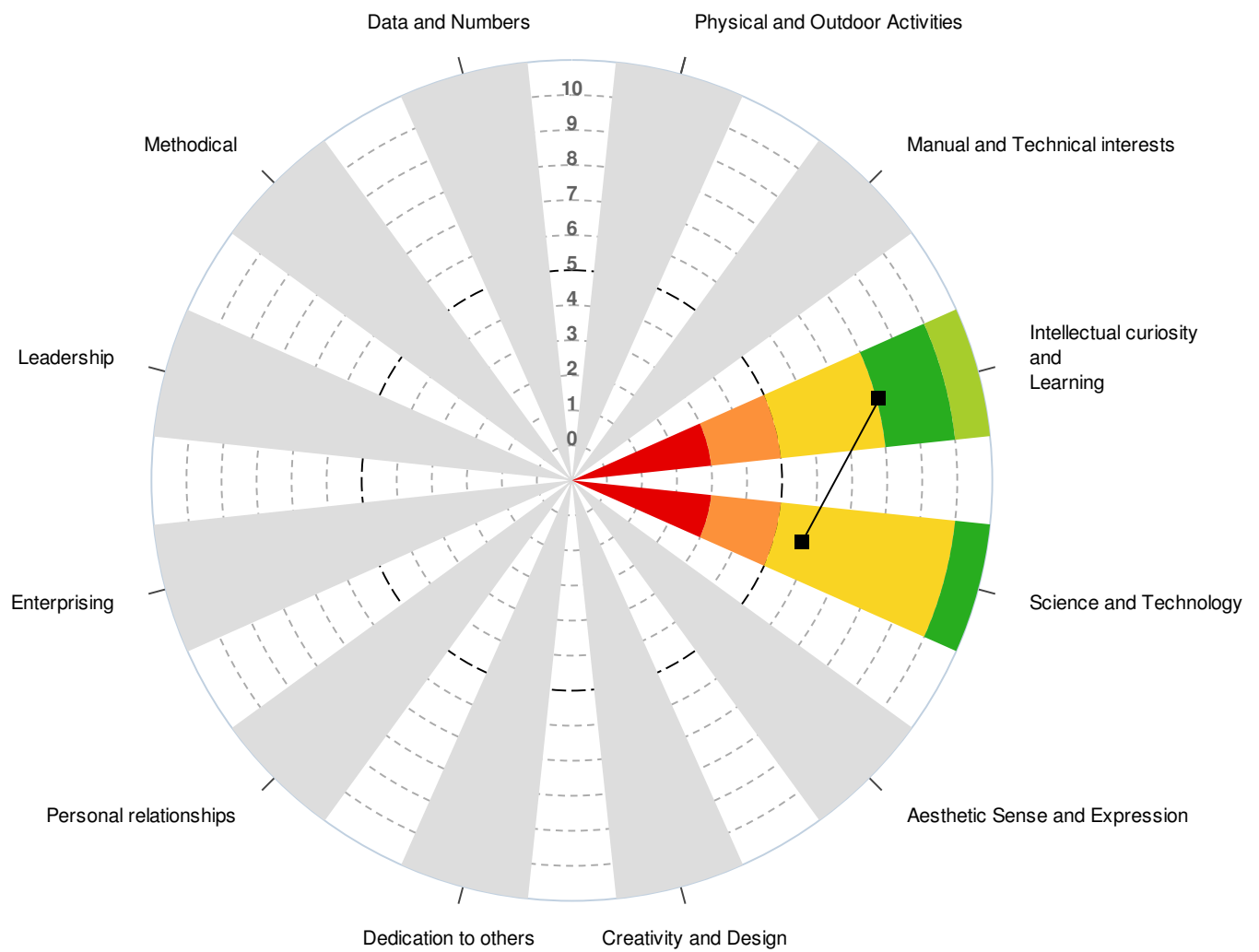
The aim of teachers in pre-schools and primary schools is to stimulate curiosity in children and transmit knowledge and basic skills. They are involved in developing and carrying out educational projects with the rest of the teaching staff. These professions require a great deal of preparation in addition to teaching classes, correcting exercises, guiding the children in their work, and tracking progress. They must be versatile and creative in order to make lessons interesting, be resilient, patient, and capable of bringing a classroom to life and motivating students.

## Streams



1 Science

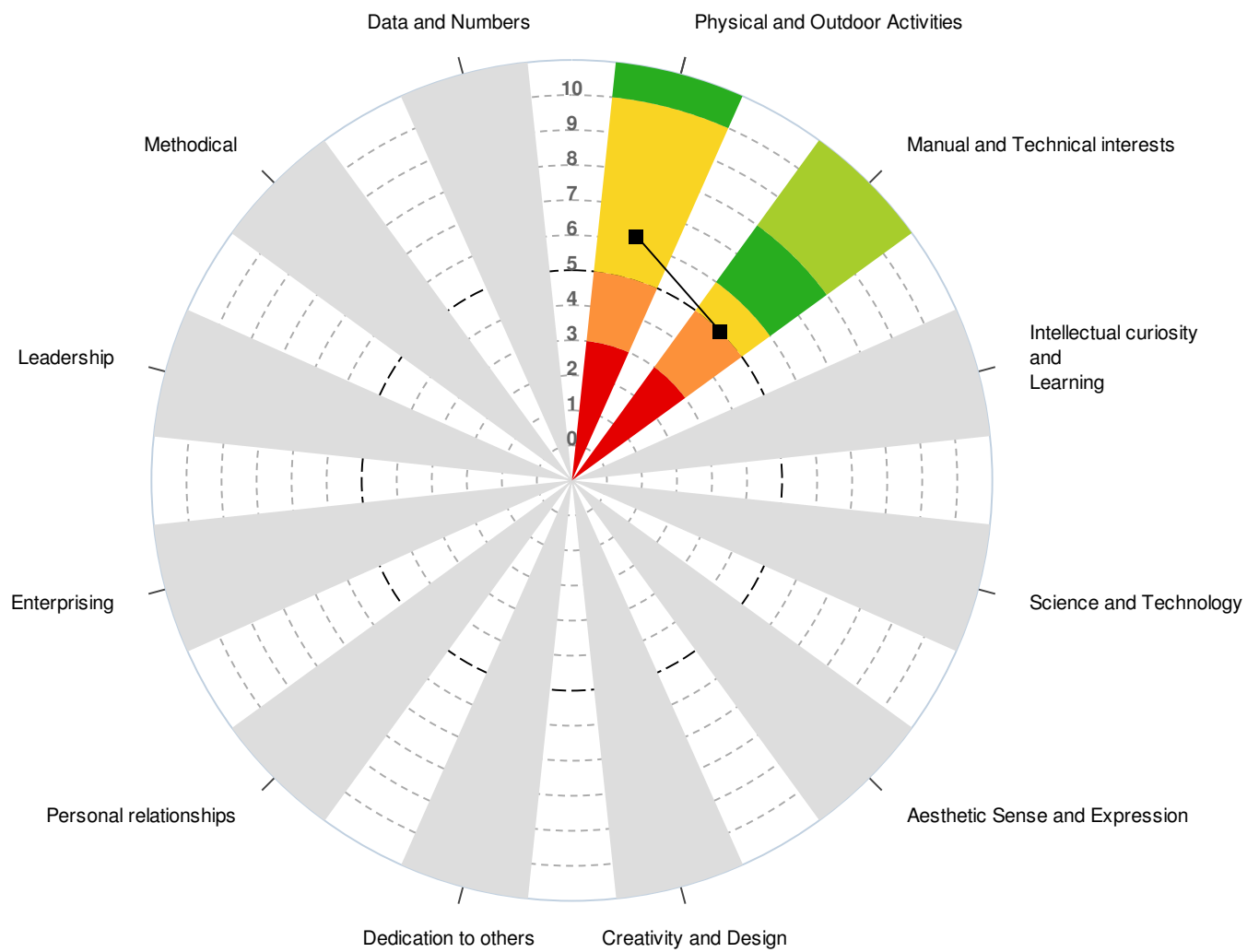
72%



Strong points		Anchor zone			Points to develop			
Dimension	Optimal	Candidate	Dimension	Optimal	Candidate	Dimension	Optimal	Candidate
Intellectual curiosity and Learning	8 - 10	8.1	Science and Technology	10	5.8			

2 Sports

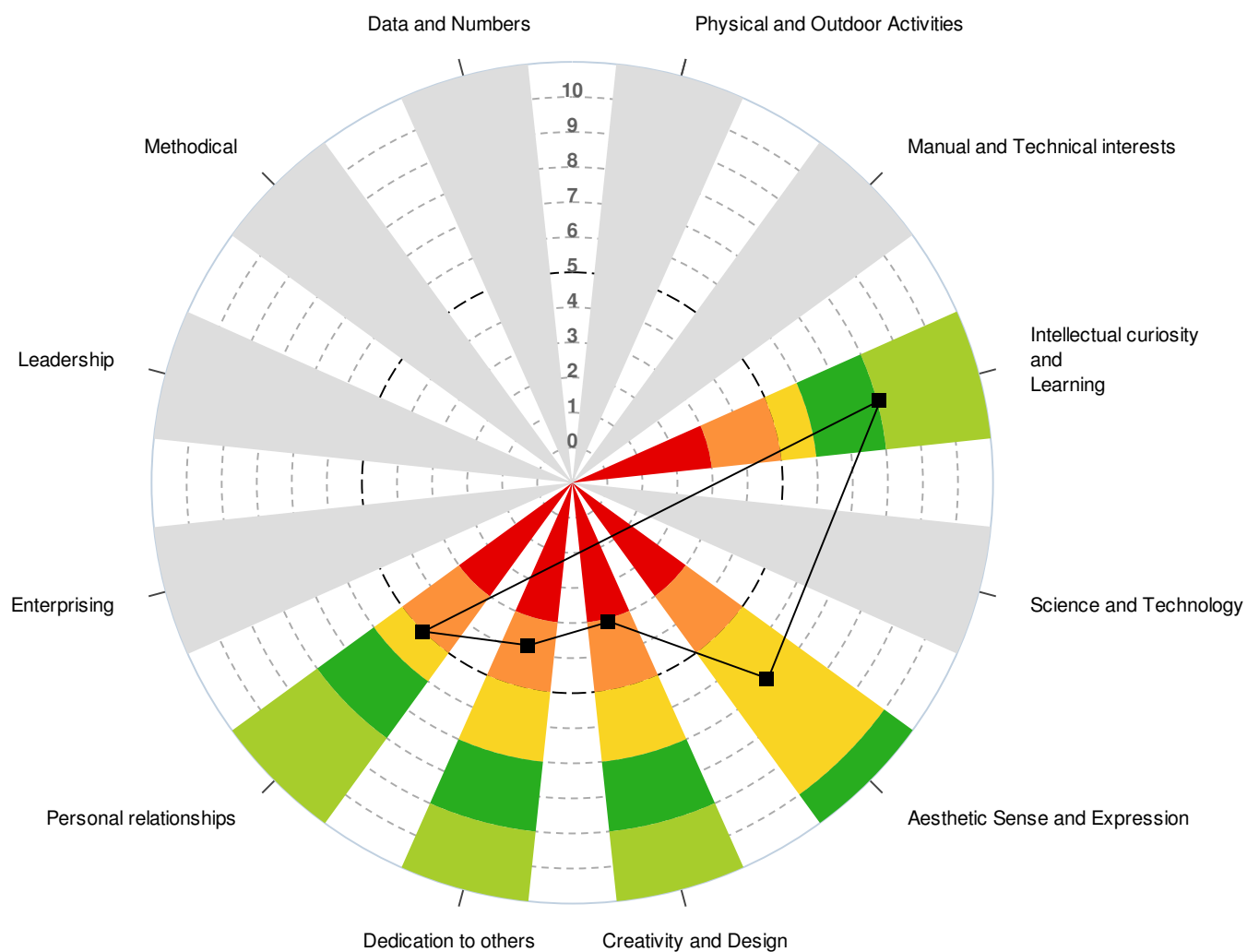
68%



High match		<span style="color: green;">■</span>	<span style="color: lightgreen;">■</span>	<span style="color: yellow;">■</span>	<span style="color: orange;">■</span>	<span style="color: red;">■</span>	Low match	
Irrelevant dimension		<span style="background-color: lightgrey;">■</span>				Candidate score		<span style="border: 1px solid black; display: inline-block; width: 15px; height: 15px;"></span>
Strong points			Anchor zone			Points to develop		
Dimension	Optimal	Candidate	Dimension	Optimal	Candidate	Dimension	Optimal	Candidate
			Manual and Technical interests	6 - 8	5			
			Physical and Outdoor Activities	10	6.2			

3 Humanities

68%

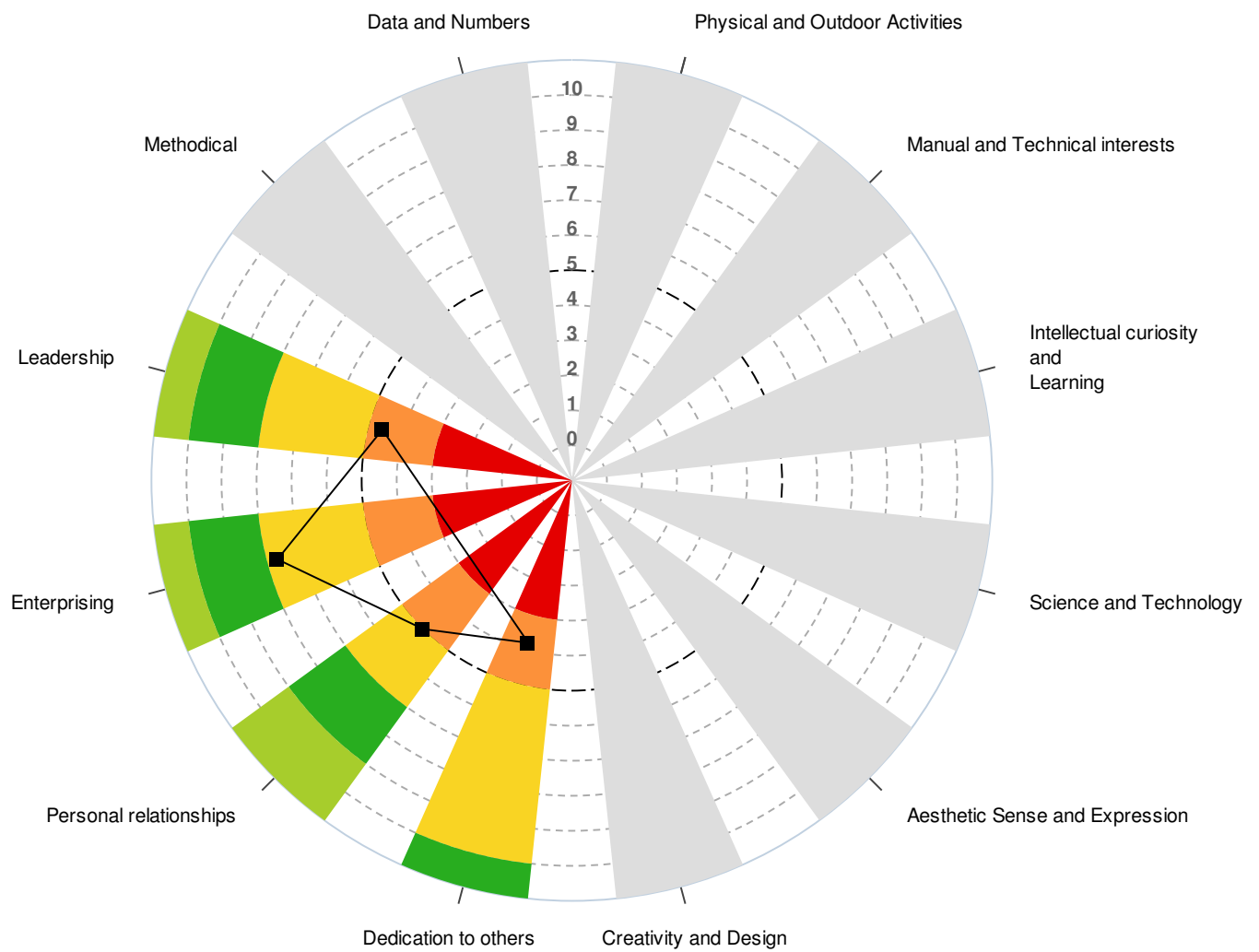


High match ■ ■ ■ ■ ■ Low match  
 Irrelevant dimension ■  Candidate score

Strong points			Anchor zone			Points to develop		
Dimension	Optimal	Candidate	Dimension	Optimal	Candidate	Dimension	Optimal	Candidate
Intellectual curiosity and Learning	6 - 8	8.1	Personal relationships	6 - 8	5	Creativity and Design	7 - 9	3.1
			Aesthetic Sense and Expression	10	6.9	Dedication to others	7 - 9	3.8

4 Politics and Public Services

56%



High match      Low match  
 Irrelevant dimension   Candidate score

Strong points			Anchor zone			Points to develop		
Dimension	Optimal	Candidate	Dimension	Optimal	Candidate	Dimension	Optimal	Candidate
			Enterprising	8 - 10	7.7	Dedication to others	10	3.8
			Personal relationships	7 - 9	5	Leadership	8 - 10	4.6

