

CareerView Report

Prepared for:

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January 12, 2018



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CareerView™ Basics

A guide to understanding your CareerView Profile

People define career success in many ways. In an ideal world we would all arrive at our definitions of success based on a clear understanding of ourselves as individuals and what it is that we want to get out of the many years that we will spend in the world of work. However, many of us find it very difficult to disentangle our own personal needs and values from the messages that we receive from others. By identifying your unique career concepts and motivations, CareerView provides insight into the factors that will provide you with the most satisfaction in your career.

Aligning Hearts and Minds

Your CareerView profile actually consists of two profiles: your Career Concepts Profile and your Career Motives Profile. It is helpful in understanding the difference between the two by thinking of Career Concepts residing in your mind, while Career Motives reside in your heart. Ideally the two would be in close agreement, but often that is not the case. Seeing your CareerView results can help you to see areas that are lacking in your attention, but critical to your feeling of satisfaction.

The CareerView model consists of four basic Career Concepts or types of careers: **Expert**, **Linear**, **Transitory**, and **Spiral**, pictured in the graphic below. These Career Concepts are based on three factors.

1. The stability of a person's choice of career field -- should it change, or should it remain the same once the choice is made?
2. The direction of movement in a career -- should a person move vertically (up a "ladder") or instead should a person move horizontally or laterally into new positions?
3. The duration of a person's stay in a particular career field -- how many years should separate any major moves?

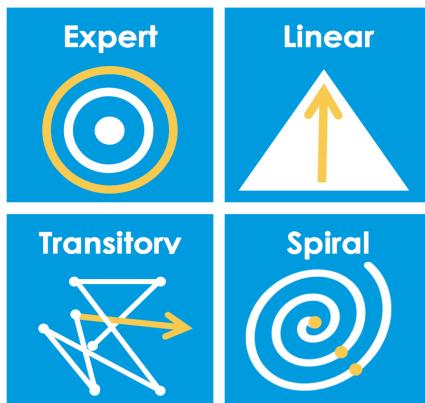
Career Concepts and Motives

Long-term commitment to a particular kind of work in which one progressively develops deep, specialized knowledge and skills.

Motivated by expertise and security.

Frequent moves (every 3-4 years) into new types of work and activities that, ideally, are different from anything previously experienced.

Motivated by variety, novelty and independence.



Steady progress up a ladder toward higher degrees of personal authority and status.

Motivated by opportunities to exercise influence and achieve important goals.

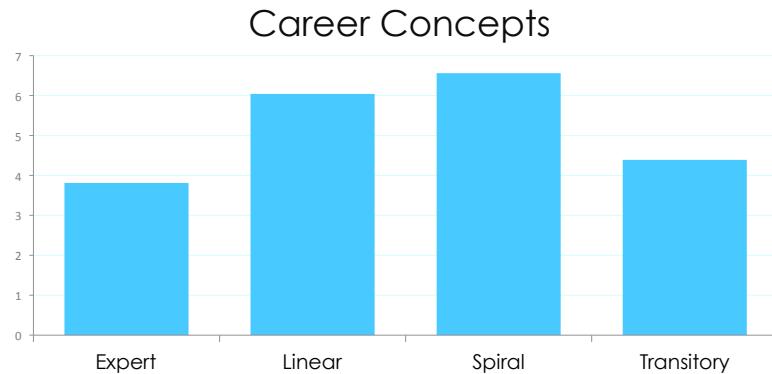
Periodic lateral movement into new functions that build on and expand previously developed knowledge and skills.

Motivated by learning and opportunities for creativity.

Career Concepts: Ideas about patterns of movement and focus that individuals visualize as an ideal career track. Different people have very different ideas about what an ideal career track would look like.

Career Motives: Factors that reflect the kinds of rewards that individuals hope to gain during their careers and that determine feelings of satisfaction and fulfillment that people obtain from their working experiences.

Career Concepts are ideas about patterns of movement and focus that individuals visualize as an ideal career track. Different people have very different ideas about what an ideal career track would look like.



Your Primary Career Concept is Spiral

You likely view your ideal career as involving periodic movement (e.g., about every 5 years), or gradual movement outward from a specific function into new types of work that will allow you to broaden your knowledge and skills.

Your Secondary Career Concept is Linear

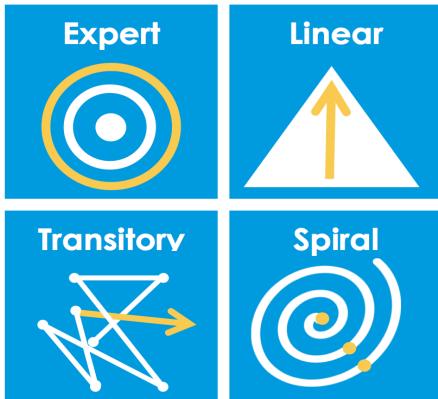
You also appear to view your ideal career as involving upward movement, toward higher degrees of personal authority and status.

Your Least Prominent Career Concept is Expert

It appears that your view of an ideal career is least likely to involve long-term commitment to a particular kind of work, particularly that which involves specialized knowledge and skills.

Career Concepts

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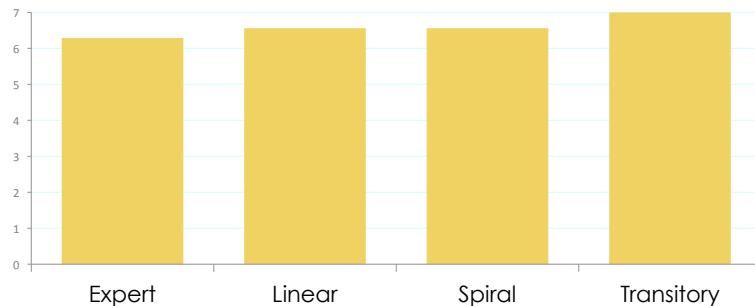
Steady progress up a ladder toward higher degrees of personal authority and status.

Frequent moves (every 3-4 years) into new types of work and activities that, ideally, are different from anything previously experienced.

Periodic lateral movement into new functions that build on and expand previously developed knowledge and skills.

Career Motives are factors that reflect the kinds of rewards that individuals hope to gain during their careers and that determine feelings of satisfaction and fulfillment that people obtain from their working experiences.

Career Motives



Your Primary Career Motive is Transitory

You appear to be most highly motivated by opportunities to stimulate change and to get involved in many new and exciting projects or ventures.

Your Secondary Career Motive is Linear

Secondarily, your profile indicates that you put a good deal of value on opportunities to achieve significant goals, and to influence and have impact on important events and circumstances.

Your Least Prominent Career Motive is Expert

Comparatively, you appear to be least attracted to or motivated by working on tasks or projects that rarely change, using highly specialized knowledge where you are seen mainly as a specialist with expert skills and knowledge.

Career Motives

Internal sense of mastery and expertise, expert recognition, stable and secure work environment.

Expert



Variety and novelty; adventure; change; personal freedom and people involvement.

Transitory



Personal influence and impact; significant visible achievements.

Linear



Learning; developing broad skills and knowledge; creativity; helping others to develop.

Spiral

