



COMMUNICATION AND BEHAVIORAL STRENGTHS DISCstyles™ CAREER MANAGEMENT REPORT

DETERMINE CAREER DIRECTION BY MATCHING YOUR OCCUPATIONAL BEHAVIORAL STYLE WITH APPROPRIATE JOB FUNCTIONS & TITLES

One of the most life-affecting choices is your career choice. The average person who works full time for 35 years, averaging 40 hours per week for 50 weeks a year, will spend 70,000 hours of his/her life at work! The Career Management Report will assist you in finding your career direction by helping you begin in defining a critical element for your success: **Your Occupational/Behavioral Style.** Research suggests that different behavioral styles excel and are attracted to different occupations.

TARGETED TO UNIQUENESS

Research suggests that 50-80 percent of all employed adults are in the wrong job or career. The Career Management Report helps you make career decisions and plan your changes by clarifying the job expectations, identifying the reasons for any inner conflict, revealing stressors experienced in your past or present jobs and in analyzing your perception of your “ideal job.” In addition, it provides a list of occupations [and related O*NET Job Codes] that require the behaviors that most closely match your natural style.

PERSONAL CHARACTERISTICS AND STRENGTHS

Based on your responses, the Career Management Report will provide an understanding of your work style and identify the basic natural behaviors that you bring to the job. The report will also identify your special talents and value to the organization.

Research has identified 322 jobs that are held by 95% of the workforce. Of these 322, 71 require only a high school education; and 251 require two or more years of higher education.

BASIC NEEDS AND WANTS

The needs and wants section of the Career Management Report will indicate what behavioral needs must be met for performance at an optimum level. You will learn more about your strengths and weaknesses. By understanding those weaknesses that may be hindering performance, you can develop an action plan to manage, mitigate or reduce them.

IDEAL WORK ENVIRONMENT PERCEPTIONS

This section of the Career Management Report compares your perception of your ideal environment with the environment best suited for your inherent traits. By identifying your ideal work environment, your report will identify specific duties and responsibilities that you enjoy and will also make you aware of those that create frustration. It will list how the job requires you to respond to problems and challenges, influence others, deal with activity levels, respond to rules set by others and accommodate quality expectations.

It has been said that people spend more time planning their vacations than they invest in planning or managing their own careers.

RESULTS / BENEFITS

- Understanding your natural behavioral style
- Determining your best role in the organization and capitalizing on your unique value to secure it
- Knowing behaviors necessary for job success
- Discovering job titles most appropriate for your behavioral style
- Understanding how to respond to everyday challenges in your specific work environment

The information about your style preferences can be used for your total career management and continued personal and professional development.

- ✓ Showcase Interpersonal Strengths in Résumés
- ✓ Cover Letters in Your Voice
- ✓ Interview Preparation
- ✓ Interview Portfolios
- ✓ Interview “Leave-Behinds”
- ✓ Personal Branding
- ✓ Bio (Social Networking)
- ✓ Time Management
- ✓ Career Transition
- ✓ Education Planning
- ✓ Develop Leaders
- ✓ Organization Hiring
- ✓ Team Building
- ✓ Relationships
- ✓ Job Search Strategy

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