



# DiscoverMe

Career Guidance – Blueprint P-PP



Private & Confidential

## POPULAR OCCUPATIONS

In listing occupations that are popular among P/PP's, it is important to note that there are successful people of all profiles in all occupations. However, the following are careers P/PP's may find particularly satisfying and some of the reasons why. This is by no means a comprehensive listing but is included to suggest possibilities you may not have previously considered. Although all of these occupations offer the potential for career satisfaction, the future demand for some careers is anticipated to be greater than for others. Based upon our research, the occupations that are italicised in the lists below are forecast to enjoy the fastest rate of growth over the next several years.

### SALES/SERVICE/ACTION

- Lawyer
- Advocate
- Police/corrections officer
- Race car driver
- Pilot
- Weapons operator
- Intelligence agent
- Firefighter
- Surveyor
- Sports equipment/merchandise sales
- Pharmaceutical sales
- Private investigator/detective
- Child support, missing persons investigator
- High school and college athletic coach
- Photographer
- Criminalist and ballistics expert

The appeal of action careers for P/PP's derives from their desire not to feel confined by a lot of structure and regimentation. They work well on impulse and enjoy situations that are spontaneous and call on their ability to quickly assess their resources and then take appropriate actions. They work well alone but will pull together as part of a team when necessary. P/PP's often enjoy mastery of tools or machinery of a specialised style and enjoy being outdoors and physically active.

### TECHNOLOGY

- Electrical/mechanical/civil engineering
- Electronics specialist
- Technical trainer (one-to-one setting)
- Information services developer
- Software developer
- Logistics and supply manager-manufacturer
- Network integration specialist (telecommunications)
- Computer programmer
- Marine biologist
- Data processing equipment repairer
- Computer engineer
- Quality assurance technician
- Reliability engineer
- Systems support operator/installer
- Systems analyst
- Home network installer/trouble-shooter
- Information processing specialists

- Software engineer
- Geologist
- Product safety engineer
- Telecommunications specialist

P/PP's often find satisfaction in technical careers because they are interested in how and why things work. They tend to be good in mechanical areas because they possess great observational powers and a capacity to remember and use important facts and details. They usually enjoy working with their hands and like work that provides them with a constant source of sensory information. Their logical analysis is best used when based upon solid facts that they themselves gather through their five senses.

## HEALTH CARE

- EEG technologist/technician
- Radiological technician
- Radiologist
- Anaesthetist
- Emergency medical technician (EMT)
- Exercise physiologist
- Dental assistant/hygienist
- Surgical technician
- Emergency room physician
- Donor Organ Transport coordinator

These health care fields are particularly satisfying to P/PP's owing to their highly technical nature. Each required the use of exacting precision, a well-developed practical and mechanical sense, and the patience and concentration necessary to operate and maintain sensitive diagnostic equipment.

## BUSINESS/FINANCE

- Securities analyst
- Purchasing agent and buyer
- Office manager
- Merchant Banker
- Investor
- Economist
- Legal secretary
- Management consultant (business operations)
- Paralegal
- Cost estimator
- Civil engineer
- Agricultural engineer
- Mechanical engineer
- Business Engineer
- Inventor
- Insurance adjuster, examiner

Pragmatic and accurate with numbers, P/PP's can find enjoyment in business and financial careers. The working environment is extremely important, however, and needs to allow for personal freedom and flexibility for P/PP's to be satisfied. Opportunities that allow the P/PP to work autonomously, without excessive meetings or office politics, are best. P/PP's are often able to bring order to confused data and unrecognisable facts. They easily see the realities of an economic situation and are ready and able to respond to immediate changes.

## "HANDS ON"/TRADES

- Computer repair person
- Airline mechanic
- Commercial Farmer
- Coach/trainer
- Carpenter
- Automotive products retailer
- Commercial artist
- Lawn service manager
- Landscape architect
- Forester
- Park naturalist
- Audio-visual specialist
- Television camera operator
- Insurance appraiser: auto damage
- Criminal investigator
- Ship and boat captain
- Commercial airplane pilot
- Flight instructor
- Flight engineer
- Commercial helicopter pilot
- Locomotive engineer
- Military office
- Airplane dispatcher and air traffic controller
- Studio, stage and special effects specialist
- Silversmith
- Taxidermist
- Gunsmith
- Cabinetmaker and finish carpenter
- Musical instrument maker
- Sketch artist
- Model and mould maker

The independence and hands-on practicality of the trades often appeal to P/PP's. P/PP's prefer tasks that are real and concrete and provide the opportunity to use their hands. They work the most diligently on projects that fully absorb their interest, so if theirs is a love of sports, they will enjoy coaching and training much more than another seemingly similar trade career. Making a career out of a hobby is an excellent strategy for the P/PP.

## CUSTOMISING YOUR JOB SEARCH

Knowing the particular strengths and blind spots of your profile can afford you a tremendous advantage in your job search campaign. In all aspects of the process, from conducting research into available positions, identifying and contacting prospective employers, developing personal marketing tools such as résumés, arranging and conducting job interviews, negotiating salaries to finally accepting a position, people will act true to their profile. Being able to capitalise on your assets and compensate for your liabilities can make the difference between a successful and an unsuccessful job search.

The differences between profiles are sometimes subtle and other times dramatic. It is the subtle variations in advice we offer that make the real difference between success or failure in a job search. The concept of net-working or meeting with and talking to people to gather information about potential jobs, serves as a good example.

- **Expressive profiles** will naturally enjoy networking and are advised to do so on a large scale while they tend to network with people in a defined scope.
- **Receptive profiles** find more limited and targeted networking, especially with people they already know, easier often seemingly unrelated to their field of interest and will be more objective and detached in their style.
- **Emotional profiles** take networking, like everything else, very personally and will go far and wide to find people and enjoy establishing warm rapport, while they could ask questions of all sorts all day long!

## PATHWAYS TO SUCCESS: USING YOUR STRENGTHS

As we will detail in the following pages, your strengths and talents for the job search include your energy, curiosity, realism, and ability to roll with the punches. Beware, however, of your tendency to be casual about the process missing opportunities or communicating a lack of serious commitment.

As a P/PP, your most effective strategies will build on your abilities to:

### **GATHER AND REMEMBER ALL RELEVANT DATA.**

- Use your tremendous powers of observation to notice the people and surroundings of a potential workplace. Compare your recollections later as you think about whether the setting is right for you.
- Explain your ability to serve as a walking storehouse of information. Provide examples of how that capability has proved useful to past situations and employers.

### **ADAPT AND TAKE ADVANTAGE OF AVAILABLE RESOURCES.**

- Persevere in your job search even when faced with obstacles.
- Demonstrate your skills at developing instant solutions to immediate problems when they pop up during your job search or during an interview.

### **DEMONSTRATE TO POTENTIAL EMPLOYERS YOUR ABILITY TO THINK THINGS THROUGH CAREFULLY AND LOGICALLY.**

- Take time to apply your ability to figure out how things work to assess the organisation and the people in it. Ask yourself how your prospective role will fit within it as it currently exists.
- Be straightforward and honest in your responses to all questions.

### **ANALYSE OPPORTUNITIES OBJECTIVELY.**

- Use your well-developed logic to see the natural consequences of actions and choices.
- Let prospective employers know you can remain calm, even during unexpected changes in plan or during a real crisis. Include in your listing to prospective employers the ability to keep your head about you when others are upset.

### **TAKE REASONABLE RISKS.**

- Look for opportunities when it is appropriate to be impulsive and spontaneous. Show your true colours – a person who enjoys working hard and also having a good time. People are more likely to view you as a member of the team if they can imagine having a cup of coffee together.
- Demonstrate your ability to troubleshoot by researching some of the potentially current problems being faced by a prospective employer and offering your suggestions for ways to solve them.

## POSSIBLE PITFALLS

Although all people are unique, there are certain potential blind spots that many P/PP's share. We specify "potential" because some of the following may clearly be true of you, while others may not apply. While considering them, you may notice that these tendencies do not relate just to the job search, but rather describe pitfalls which you may have experienced in other aspects of your life as well. It is therefore helpful to consider each one in terms of your past experiences by asking yourself, "is this true for me?" And if so, "how did this tendency prevent me from getting something that I wanted?" You will probably notice that the key to overcoming your blind spots is the conscious and thoughtful development of your gut feeling. We recognise that many of the suggestions will be difficult to implement, but the more you use these functions, the fewer problems they will cause you in the future.

### TRY TO PLAN AHEAD AND FOLLOW AN ORGANISED JOB SEARCH.

- Don't move on to a more exciting challenge before waiting to see if your previous efforts have paid off.
- Make a conscious effort to develop your perseverance, remembering that hard work and sticking to your plan of action will give you the results you really want.

### LOOK FOR POSSIBILITIES BEYOND THOSE THAT EXIST AT THE MOMENT.

- Try not to take stopgap obs. Resist the temptation to prematurely end the process by accepting an adequate but not truly satisfying option.
- Set long-range goals for yourself and your career. Ask yourself what you hope to accomplish five and ten years from now. Assess whether the job you are considering will help you reach those goals.

### BEWARE OF THE PROPENSITY NOT TO EXERT ANY MORE EFFORT THAN IS ABSOLUTELY NECESSARY.

- Avoid taking tempting shortcuts even though you readily see them. Pay close attention to all phases of your job search and conduct each with the same energy and diligence.
- Remember that employers look for conscientiousness in employees. Demonstrate your willingness to go the extra mile to get the job done right.

### DON'T POSTPONE A DECISION TOO LONG.

- Make decisions and then move on. Eliminate poor options and keep yourself in the running for job options you really want.
- Don't let yourself appear undependable and lacking direction by procrastinating too long.

## CHANGING OR KEEPING YOUR JOB: THE KEY TO SUCCESS FOR

Now that you have a solid understanding of your profile, you can see how your natural preferences make you better suited for certain kinds of jobs. You can also see how knowledge of your profile-related strengths and weaknesses can help you conduct a more successful job search. But as a P/PP, you've already realised that you are not equally drawn to every career or field listed in the Popular Occupations section. The next and final step is to narrow down the field and find the work you were meant to do.

In addition to your Profile, several other factors – such as your values, interests and skills – also contribute to your level of satisfaction on the job. The more compatible you are with your job, the happier you'll be. So, prepare to use everything you've learned (in this book and in life) to create your strategic career plan.

However, if you are already employed you may have decided it make more sense (if perhaps only for the moment) to stay in your present job or with your current employer. There may be many valid reasons – financial pressures, family considerations, a tough job market for your speciality, or just bad timing. But take heart!

What you've learned, can also help you be more content and successful in your current job. And should the time come when you're ready to make a major career move, you'll have a much better idea of where you want to go, and how to get there.

### **"SO, IF YOU CAN'T HAVE THE JOB YOU LOVE (YET!) .... LOVE THE ONE YOU'VE GOT".**

The simple truth is, with the exception of work on a factory assembly line, the vast majority of jobs allow a good deal of flexibility in the way tasks are performed. Here are some ways you may be able to "massage" your current job into one that better fits your needs:

- Ask supervisors to be clear about their expectations.
- Seek an opportunity to use your negotiations skills.
- Try to get as much independence as you can.
- Find time during the day to get outside and do something physical.
- Think about where you want to be five years from now.
- Make sure you have enough uninterrupted time to concentrate on your work.
- Consider taking a time-management course.
- Seek others with complementary skills to help you evaluate ideas.

### **EXAMPLE: A P/PP TURNS LEMONS INTO LEMONADE.**

Ted was a whiz with computers, and frustrated co-workers were constantly asking him for help when they had problems. Although he enjoyed helping out, it took him away from his regular work and left him swamped when deadlines loomed. Recognising the need for his talent, he suggested to his boss that he be relieved of some of his duties (the ones he really didn't enjoy anyway!) so he could be a part-time consultant within his department. This worked well for both Ted and his co-workers, and for the company as a whole. Employees could get their problems fixed more quickly, which made them more productive; and Ted gained independence and the opportunity to spend more time solving technical problems – something that he really liked and at which he was naturally adept.

### **USE WHAT YOU'VE GOT TO GET WHAT YOU NEED.**

Simply put, the best advice on how to succeed is to capitalise on your strengths and compensate for your weaknesses. Learning how to do this can make the difference between succeeding or failing and loving or hating your work. To help you, we include the following

inventory of your potential strengths and weaknesses. And while every individual is unique, as a P/PP, many of the following should apply to you.

### **YOUR WORK-RELATED STRENGTHS MAY INCLUDE:**

- Ability to work well with defined tasks and tangible products.
- Keen powers of observation and an excellent memory for factual information.
- Ability to bring order to confusing data and to recognisable facts.
- Aptitude for working alone or alongside others you respect.
- Ability to stay calm and cool in a crisis or under pressure.
- Ability to recognise what needs doing and what is necessary to complete the job.
- Aptitude for working with your hands and with tools.
- Ability to adapt well to sudden change and shift gears quickly.
- Practicality and good common sense.
- Ability to identify and make good use of available resources.
- Flexibility and willingness to take risks and try new approaches.

### **YOUR WORK-RELATED WEAKNESSES MAY SOMETIMES INCLUDE:**

- Difficulty seeing the long-term consequences of actions.
- Lack of interest in verbal communication, especially superficial conversations.
- Dislike of advance preparation; you have trouble organising your time.
- Little patience for abstract and complex theories.
- Tendency to be blunt and insensitive to the feelings of others.
- Tendency to get bored and restless easily.
- Difficulty seeing opportunities and options that don't exist at the moment.
- Impatience with administrative details and procedures.
- Unwillingness to repeat yourself.
- Difficulty making some decisions.
- Strong independent streak and dislike of excessive rules and structured bureaucracy.
- Resistance to setting long-term goals and difficulty meeting deadlines.

## **USING YOUR STRENGTHS IS EASY. THE SECRET TO SUCCESS IS LEARNING TO:**

Communicate,  
consider people's feelings,  
and follow through on your commitments.