

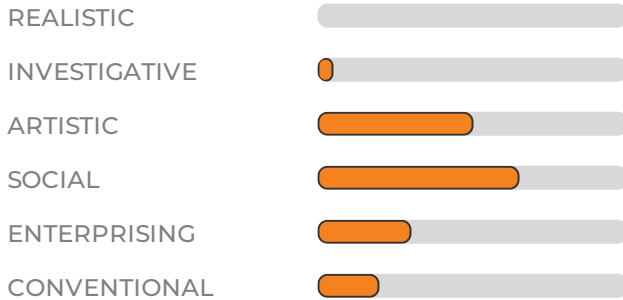
# Chris Heinz

PathwayU helps you better understand yourself. Equipped with an improved understanding of what makes you unique, you can choose a major and career path with confidence.



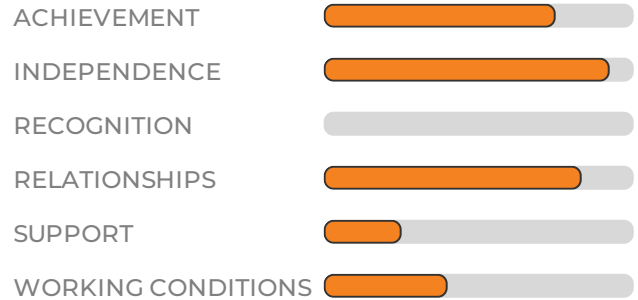
## ASSESSMENT Interests

Your primary Interests are **Social** and **Artistic**.



## ASSESSMENT Values

Your primary Values are **Independence** and **Relationships**.



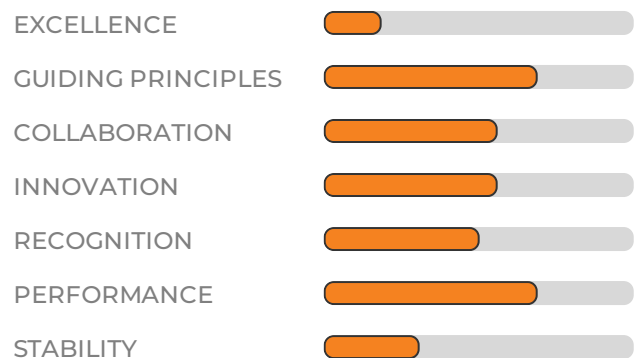
## ASSESSMENT Personality

Your Personality Assessment results can be viewed below.



## ASSESSMENT Workplace Preferences

Your primary Workplace Preferences are **Guiding Principles** and **Performance**.





## ASSESSMENT

# Interests

Your interests are what keep you motivated and energized. Understanding and following them will bring enjoyment and satisfaction to your life.

REALISTIC



INVESTIGATIVE



ARTISTIC



SOCIAL



ENTERPRISING



CONVENTIONAL



### PRIMARY INTERESTS

## Social

As someone with Social interests:

- ▶ You thrive in roles that directly help people.
- ▶ You like to promote people's learning and personal development.
- ▶ You probably really enjoy communicating, counseling, teaching, advising, and being of service to people.

**Career Examples:** Medical Assistant, Professor, Physical Therapist, Counselor

## Artistic

As someone with Artistic interests:

- ▶ You enjoy being creative and relish the opportunity to express yourself.
- ▶ You tend to appreciate the artistic side of things, like visual arts, writing, music, drama, dance, and other activities that involve forms, designs, and patterns.
- ▶ You probably thrive in work settings where you don't have to follow a clear set of rules.

**Career Examples:** Industrial Designer, Architect, Editor, Art Director

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### SUPPORTING INTERESTS

## Enterprising

As someone with Enterprising interests:

- ▶ You are a go-getter who enjoys persuading and leading people.
- ▶ You thrive in decision maker roles.
- ▶ You excel at starting up and carrying out new projects, especially business ventures.
- ▶ You're action-oriented and like taking risks for profit.

**Career Examples:** Real Estate Agent, Human Resources Coordinator, Lawyer, Chef

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## What to do with these results?

Use your Interests to...

- ▶ Quickly identify career paths that will be a good fit.
  - ▶ Evaluate whether or not your current career path aligns with your interests.
  - ▶ Nail job interviews by articulating how your primary interests will have a positive impact on the organization.
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### OTHER INTERESTS

#### Conventional

People with Conventional interests enjoy organizing things. They love detail-oriented tasks and get a kick out of things like filing systems and spreadsheets.

#### Investigative

People characterized by Investigative interests enjoy asking intellectual questions, investigating the answers to those questions, and maybe using the methods of science.

#### Realistic

People with Realistic interests enjoy mechanical activities, athletics, working with their hands, being outdoors, and getting dirt under their fingernails.

*PathwayU's measurement of the six interests types for the Interests Assessment is drawn from Holland's RIASEC Theory of Vocational Types.*



## ASSESSMENT Values

Your values are what you find deeply important. Your career must have them in order for it to be fulfilling and purposeful.

### PRIMARY VALUES

## Independence

People who value Independence:

- ▶ Need to do their work on their own and use creativity in the workplace.
- ▶ Need the chance to make their own decisions in their work.

**Career Examples:** *Electrician, Video Game Designer, Accountant, Judge*

## Relationships

People who value Relationships:

- ▶ Appreciate having co-workers they get along with.
- ▶ Need to be of service to others.
- ▶ Need to avoid environments in which they are forced to go against their sense of right and wrong.

**Career Examples:** *School Psychologists, Childcare Workers, Personal Care Aids, Event Planners*

ACHIEVEMENT



INDEPENDENCE



RECOGNITION



RELATIONSHIPS



SUPPORT



WORKING CONDITIONS



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## What to do with these results?

Use your Values to...

- ▶ Explore career paths that will deeply resonate with you.
- ▶ Know the must have items any career path needs for you to thrive in it.
- ▶ Nail job interviews by articulating how valuing Independence and Relationships makes you a great fit for the organization.

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### OTHER VALUES

## Achievement

People with Achievement values want to do something that makes use of their abilities, in which they experience a sense of accomplishment.

### **Working Conditions**

People who value Working Conditions want to keep busy while at work, appreciate the chance to work independently, like variety on the job, desire pay that compares well with that of other workers, and appreciate steady employment.

### **Support**

Those with Support values want the company to administer its policies fairly, and desire supervisors who back up employees with upper management and who train workers well.

### **Recognition**

People who value Recognition want the opportunity for advancement in a job, appreciate getting recognition for their work, want the social status that comes from being viewed as “somebody” in the community, and like the authority to tell people what to do.

*For the Values Assessment, PathwayU measures six work values drawn from the Theory of Work Adjustment.*



## ASSESSMENT Personality

Your personality traits are consistent over time and reflect how you typically think, feel and act. Understanding them will help you find a career path that values you for being you.

OPENNESS TO EXPERIENCE



CONSCIENTIOUSNESS



EXTRAVERSION



AGREEABLENESS



EMOTIONAL STABILITY



HONESTY/HUMILITY



### Openness to Experience

As someone with a **mid-range** score on Openness to Experience:

You might not think of yourself as the most creative and imaginative person in the room but you can hold your own. While you aren't afraid of change, you also find yourself being a little bit more practical and content with the familiar. Those around you would describe you as someone who can balance the vision for the future with actionable next steps.

**Key Takeaway:** Partner with someone who has grand visions of the future. You'll not only be able to understand their vision, but you'll also be able to help them implement it.

### Conscientiousness

As someone with a **moderate-to-high** score on Conscientiousness:

Those around you consider you responsible, organized, and disciplined. You probably do well in the class and the workplace because you are more focused and determined than most of your peers.

**Key Takeaway:** This trait is advantageous in the workplace. Don't be afraid to talk about it when exploring new opportunities.

### Extraversion

As someone with a **moderate-to-high** score on Extraversion:

Others probably describe you as social, assertive, energetic, adventurous, and spunky. You are an active person who usually feels at home working with others.

**Key Takeaways:** Leverage your extraversion by seeking out opportunities where you can work with other people. If you have to work alone too much, you are likely to feel like you're swimming against the current.

### Agreeableness

As someone with a **moderate-to-high** score on Agreeableness:

Others describe you as cooperative, selfless, compassionate, gentle, and willing to accommodate others. Politeness and patience likely come easy to you and you probably find interpersonal conflict very unpleasant.

**Key Takeaways:** Use your general likability and skill as a harmonizer as an advantage by meeting in person when seeking new opportunities. Also, avoid roles that would subject you to a lot of interpersonal conflict, because you may find these very stressful.

## Emotional Stability

As someone with a **mid-range score** on Emotional Stability:

You have average levels of sensitivity, anxiety, tension, moodiness, and vulnerability to stress. You may get rattled at times, but you also are often relaxed, stable, calm, secure, and content.

**Key Takeaways:** Use your ability to navigate stress and stay calm to your advantage, but recognize that your vulnerabilities may catch up to you at times.

## Honesty/Humility

As someone with a **moderate-to-high** score on Honesty-Humility:

People with scores like this are usually honest, fair, sincere, humble, and unassuming. Most of the time you come off as genuine and content. "The finer things" have some appeal to you at times, and occasionally you may seem immodest, but usually you avoid striving for special recognition or elevated social status.

**Key Takeaways:** People are drawn to you when you are sincere and genuine. Usually people experience you as well-grounded and not motivated by wealth or status, but those who know you well may occasionally see glimpses of immodesty and rule-bending. Strive for humility and honesty by carefully considering your impact on others.

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## What to do with these results?

Use your Personality traits to...

- ▶ Identify careers and organizations with environment that will be a great fit for you.
- ▶ Understand how other people see you in order to recognize ways to better interact with them.
- ▶ Nail job interviews by explaining how your personality strengths will have a positive impact on the organization.

*Your scores on the Personality Assessment reveal your standing on each of the traits that comprise the HEXACO framework, a heavily-researched and well-supported model of personality traits.*





## ASSESSMENT

# Workplace Preferences

Your Workplace Preferences are the values you'd like your ideal employer to emphasize. These preferences will help you find an organization that is a great fit for you.

EXCELLENCE



GUIDING PRINCIPLES



COLLABORATION



INNOVATION



RECOGNITION



PERFORMANCE



STABILITY



### PRIMARY WORKPLACE PREFERENCES

## Guiding Principles

As someone who values Guiding Principles in the Workplace:

- ▶ You'll feel alive working for a company with a clear mission and guiding philosophy.
- ▶ You'll be a great fit for organization that values social responsibility.
- ▶ You'll thrive in an environment that thinks deeply about its approach to doing business.

## Performance

As someone who values Performance in the Workplace:

- ▶ You need to find an organization that has high expectations for performance.
- ▶ You do very well in results-oriented environments.
- ▶ You will thrive in a highly organized workplace.
- ▶ You will be energized working with individuals whose enthusiasm rivals your own.

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## What to do with these results?

Use your Workplace Preferences to...

- ▶ Assess whether current or future employers share your workplace values.
- ▶ Create a list of values an organization must have for you to feel like part of the team.
- ▶ Nail job interviews by asking the company pointed questions about their values and articulating how your values will keep you motivated and energized within their organization.

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### OTHER WORKPLACE PREFERENCES

## Collaboration

A work environment characterized by collaboration and sharing information freely.

### **Innovation**

A work environment characterized by emphasizing risk taking and being able to take advantage of opportunities.

### **Recognition**

A work environment characterized by providing opportunities for professional development and providing high pay for good performance.

### **Stability**

A work environment characterized by being calm and demonstrating low conflict.

### **Excellence**

A work environment characterized by emphasizing quality and being distinctive or different from other organizations.

*PathwayU measures 7 preferences using a revised version of the Organizational Culture Profile for the Workplace Preferences Assessment.*