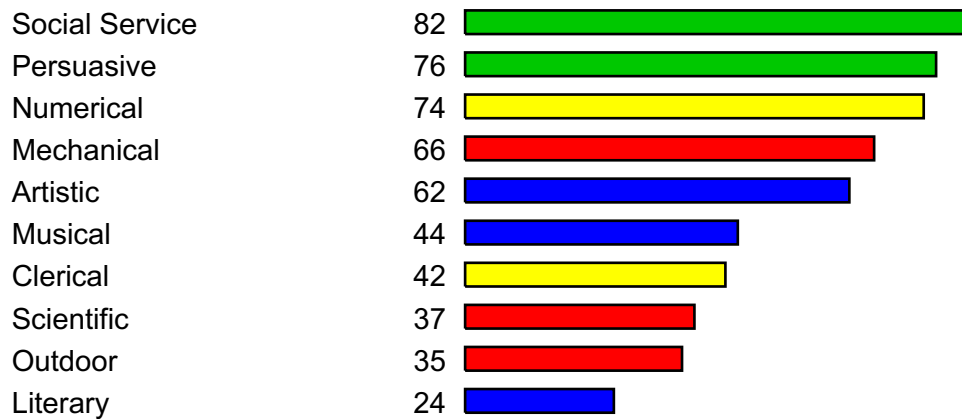


This Report Prepared For
JOHN Q. PUBLIC
26 April 2010

Areas of Interest

The numbers listed below indicate percentile rank in broad **occupational areas** and give a **good indication** of the individual's *occupational interest*.



Persuasive - Persuasive interactions with others. Motivating others to accept ideas, actions or opinions through means of persuasion, reasoning or argument.

Social Service - Organized assistance and services to support and advance social conditions of the individual and community through social programs, agencies and organized religious involvement.

Scientific - Involvement in professions or avocations that assist others through research. Occupations in health services, technology and medical paraprofessionals, nutritional or pharmaceutical services involving scientific interests.

Mechanical - Hands-on work with a broad range of technical responsibilities from power-driven machine operations to high tech electronics. Interests may include design, maintenance, operation or repair of motors and machinery, power-driven or automated.

Outdoor - Hands-on work in an outdoor or natural environment. These activities can include physical or mental exertion outside of office confines. Some individuals score high because of environmental concerns.

Numerical - Combining numbers analytically and factually to arrive at practical, quantitative conclusions. Utilizing numbers in business bookkeeping, accounting and tax procedures.

Clerical - Being involved in administrative positions including recording, data processing, numeric detail and personnel functions that require predictable results and specific controls.

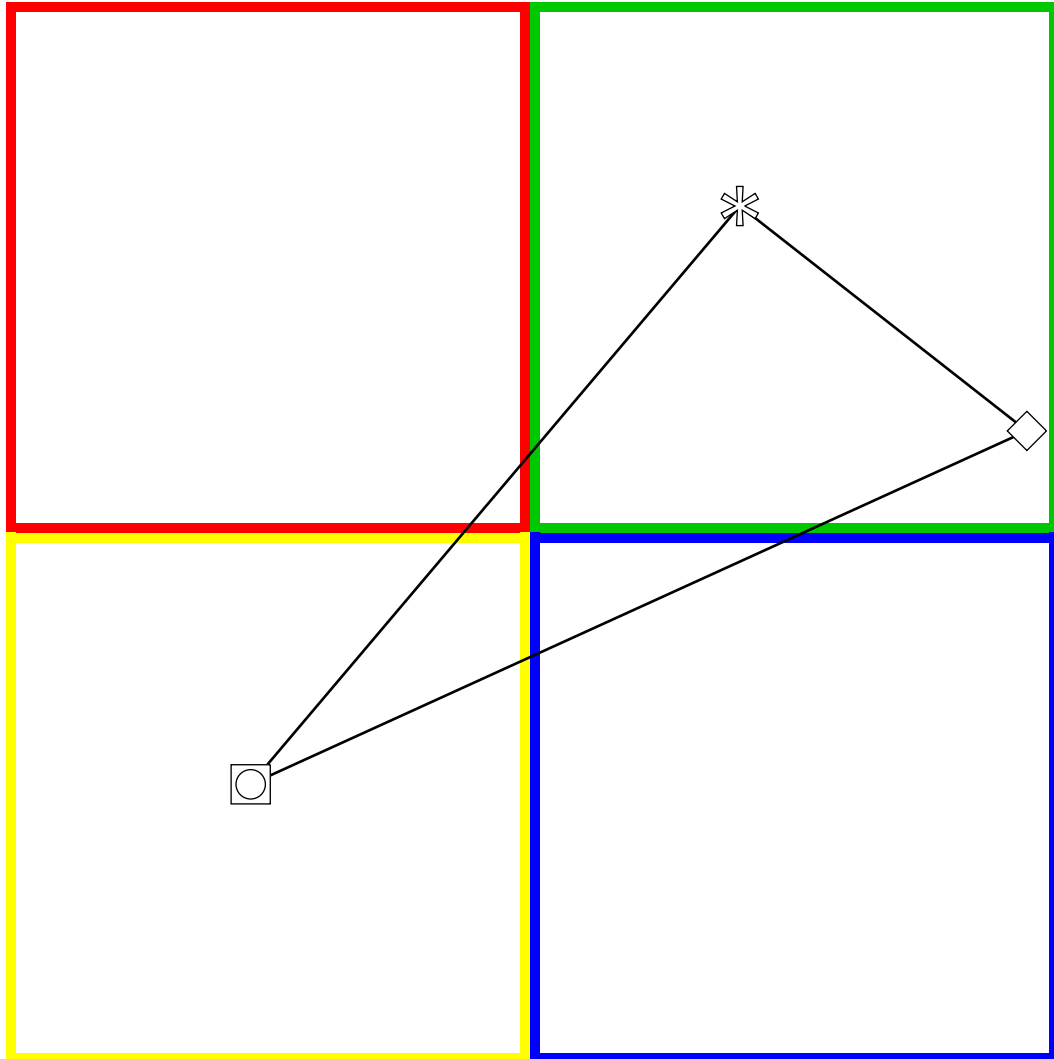
Artistic - Creating imaginative works of aesthetic value, expressing ideas artistically. Working or performing in the visual arts.

Literary - Creative interest in writing and in sophisticated language skills. Indicates appreciation for abstract ideas conveyed in various mediums and materials.

Musical - Involvement with music in its many forms. Interests may include melodies, compositions, attending concerts, supporting the musical arts, or simply appreciating music. Professional musicians would be expected to have a high degree of this interest.

LIFE STYLE GRID[®]

for
BX6396 JOHN Q. PUBLIC



TM

This is your **Life Style Grid Report**. It tells you the kinds of activities you're **interested** in, your **usual** style, your **needs**, and what is likely to happen to you under **stress**. In addition, it shows how you compare with other people in these areas. Use this information to help you **reach your personal and work goals**, **increase your productivity** and **build greater team effectiveness**.

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Page 1: Interests

The Asterisk is used to describe the activities people prefer. Activities towards the top of the Grid emphasize direct involvement (with a task or with people). Activities towards the left of the Grid emphasize the task rather than the people who do the task.



TM

Activities towards the bottom of the Grid emphasize indirect involvement (with a task or with people). Activities towards the right of the Grid emphasize people rather than the tasks that people do.

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Page 2: Your Interests

The kinds of activities you prefer are described by the Asterisk. Your Asterisk is in the GREEN quadrant. You probably enjoy very people-centered activities.



TM

Your GREEN Asterisk shows that you like to:
sell or promote
direct people
motivate people
build agreement between people
persuade, counsel or teach

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Page 3: Usual Styles

The Diamond is used to describe people's Usual Styles. Diamonds towards the top of the Grid describe more outgoing, forceful styles. Diamonds towards the left of the Grid describe more objective and detached styles.



TM

Diamonds towards the bottom of the Grid describe lower-key styles. Diamonds towards the right of the Grid describe more subjective styles.

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Page 4: Your Usual Style

The productive way you set about your tasks is described by the Diamond. Your Diamond is in the GREEN quadrant, but it also lies fairly close to the Blue quadrant. When you are working effectively, you are generally persuasive and insightful.



TM

**Your GREEN Diamond shows that you are usually:
responsive and independent
flexible and enthusiastic**

**You also tend to be:
selectively sociable
thoughtful
optimistic**

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Page 5: Needs

The Circle describes the kind of support or motivation you need to show your Usual Style. People with the Circle towards the top of the Grid respond best to those who are forceful and outgoing. People with the Circle towards the left of the Grid need for others to be detached and objective.

<p>People with the Circle in this quadrant need for others to:</p> <ul style="list-style-type: none">encourage group interactionoffer clear-cut situationsgive plenty to dobe direct and logical	<p>People with the Circle in this quadrant need for others to:</p> <ul style="list-style-type: none">encourage competitionbe assertiveallow flexibilityintroduce novelty and variety
<p>People with the Circle in this quadrant need for others to:</p> <ul style="list-style-type: none">encourage an organized approachpermit concentration on tasksoffer an environment of trustbe consistent	<p>People with the Circle in this quadrant need for others to:</p> <ul style="list-style-type: none">offer individual supportencourage expression of feelingsallow time for reflectiongive time for difficult decisions

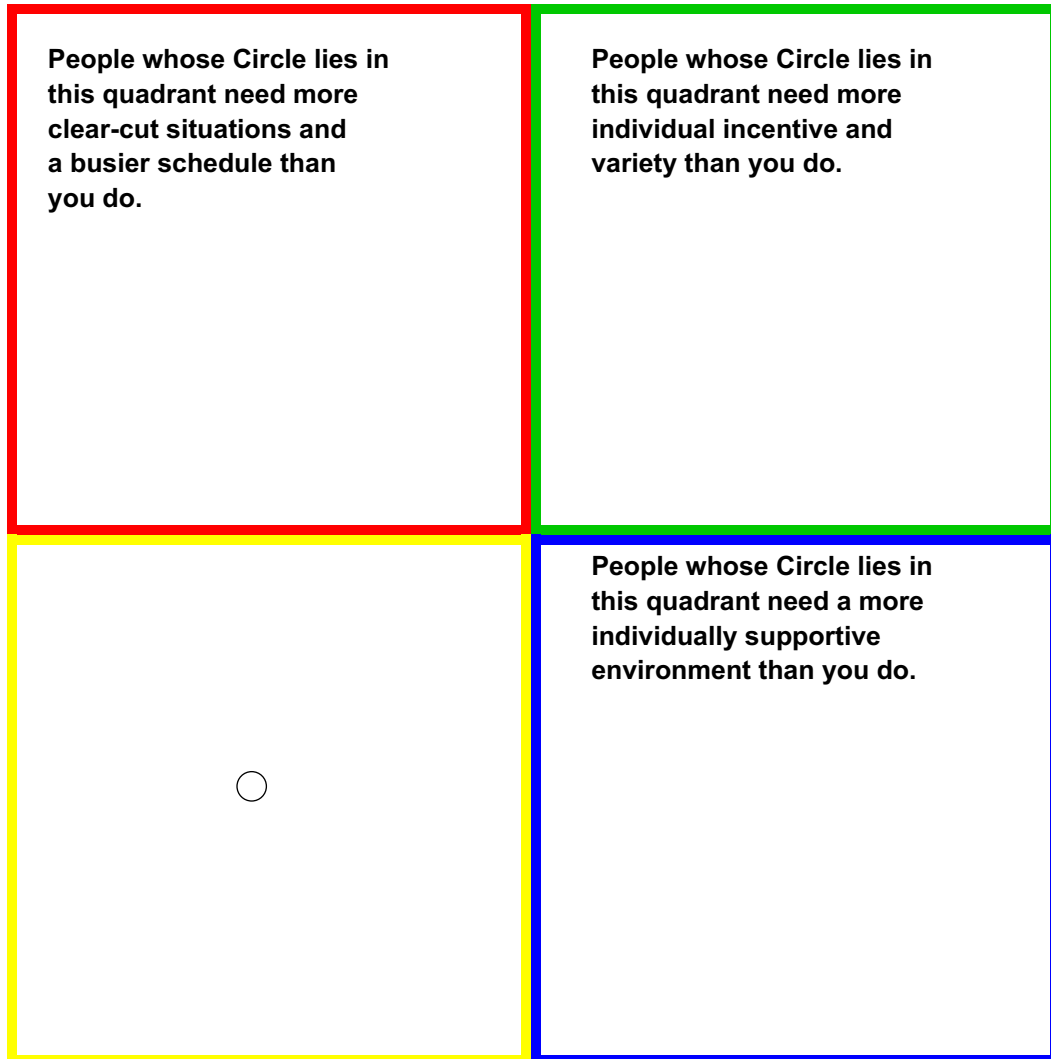
TM

People with the Circle towards the bottom of the Grid need for others to be low-key in approach. People with the Circle towards the right of the Grid respond well to an environment which encourages a subjective approach.

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Page 6: Your Needs

The support you need to develop your Usual Style is described by the Circle. Your Circle is in the YELLOW quadrant. To be most effective, you respond best to people who are orderly and consistent.



TM

Your YELLOW Circle shows that you are most comfortable when people around you:
tell you the rules
don't interrupt you unnecessarily
are democratic rather than assertive
encourage trust and fairness
invite your input

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Page 7: Stress Behavior

The Square describes your Stress Behavior -- your behavior when your needs are not met. People with the Square towards the top of the Grid may become too forceful and outspoken under stress. People with the Square towards the left of the Grid may become detached and analytical under stress.



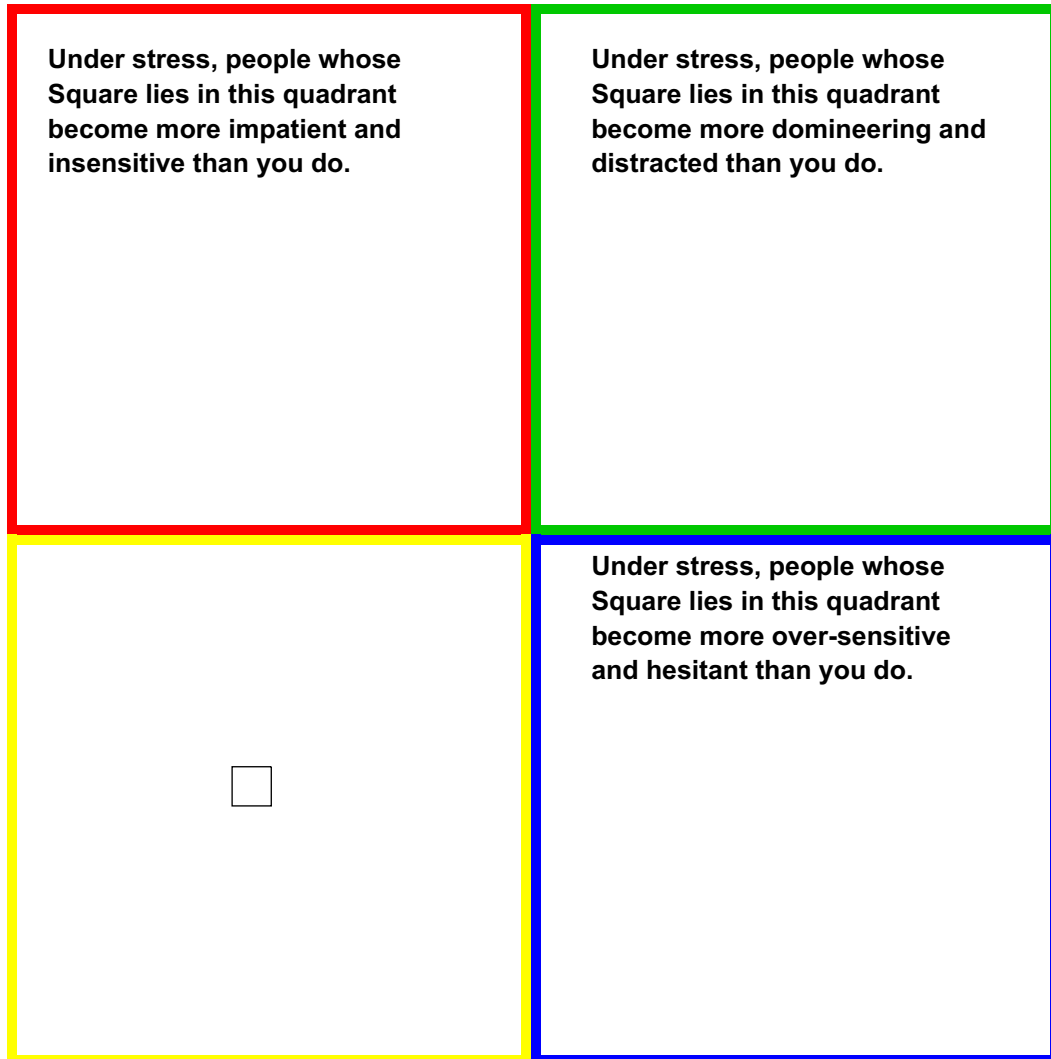
TM

People with the Square towards the bottom of the Grid may become withdrawn under stress. People with the Square towards the right of the Grid may become subjective under stress.

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Page 8: Your Stress Behavior

Your Stress Behavior is described by the Square. Your Square is in the YELLOW quadrant. When people don't deal with you the way your needs suggest, you may become inflexible and resist change.



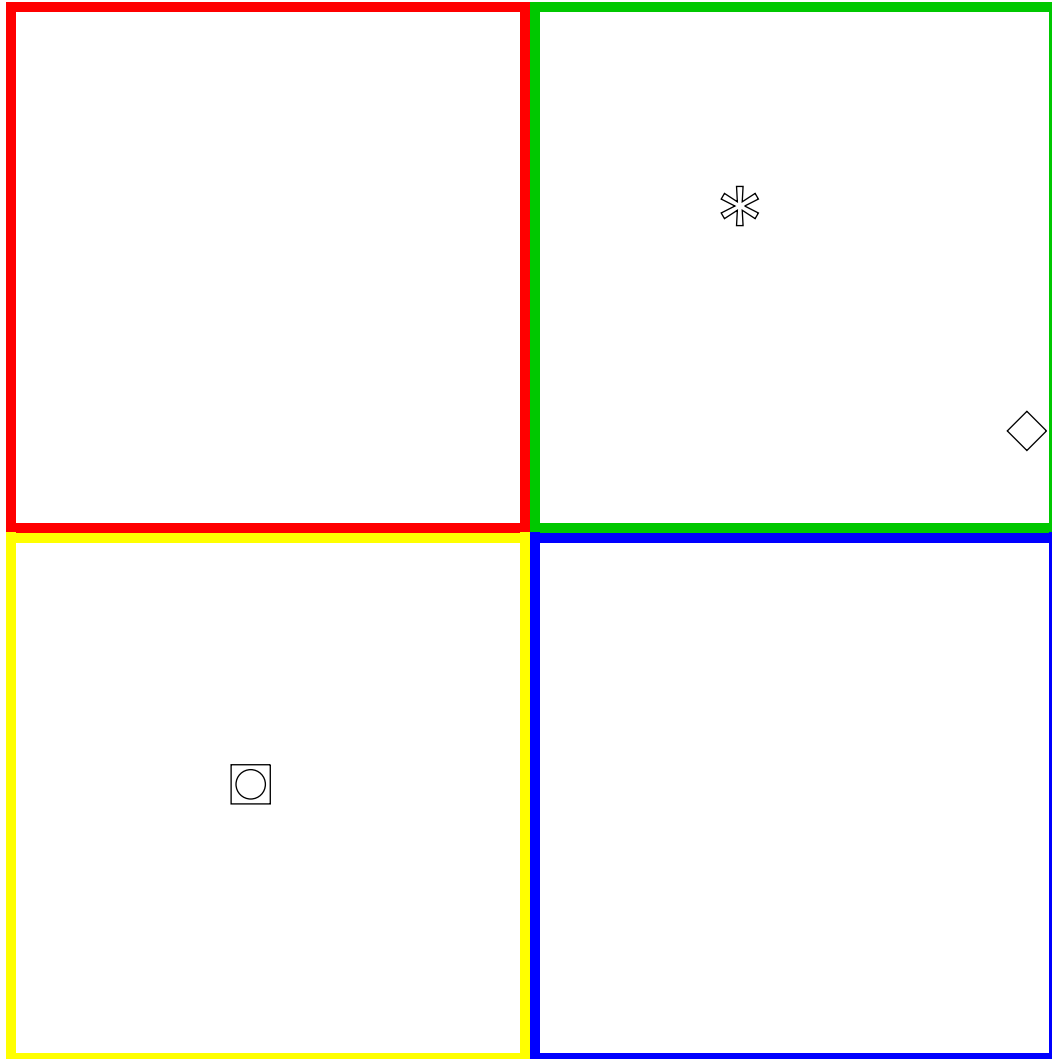
TM

Your YELLOW Square shows that your stress behavior may include your being:
over-controlling
resistive to change
conforming
quietly resistive
rigid

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Page 9: Your Life Style Grid

This page provides a summary of the information presented in the preceding pages. The characteristics of your Asterisk, Diamond, Circle and Square are described below.



TM



(Green): You enjoy very people-centered activities which involve presenting ideas and influencing the thinking of others.

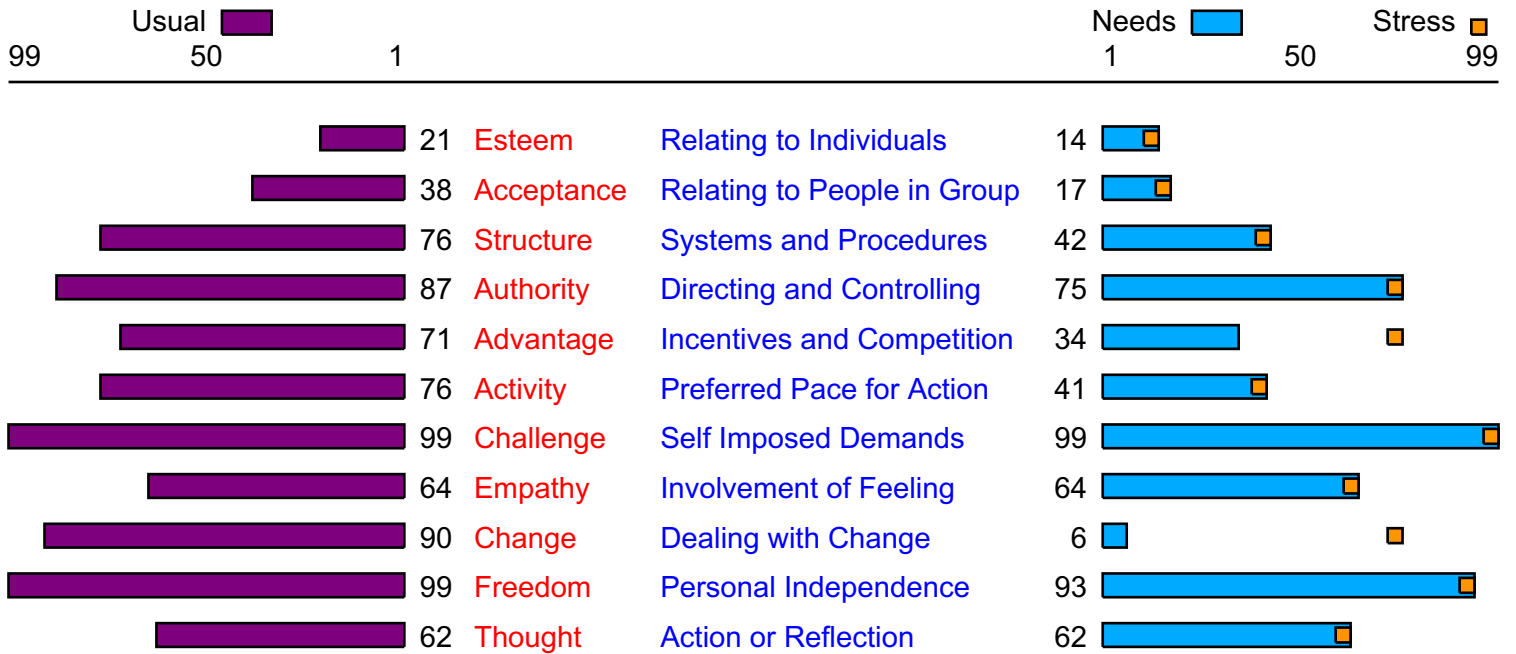


(Green): When you are working effectively, you tend to be persuasive and insightful.



(Yellow): To be most effective, you generally respond best to people who are orderly and consistent. Under stress, you may become resistive to change and inflexible.

Components



Relating to People Individually

Prefers to be direct and straightforward and is matter-of-fact; and has a need for people to be frank and unevasive in return.

Relating to People in Groups

Likes to think and work independently and enjoys working alone; and needs to be free from constant social demands and group pressures.

Systems and Procedures

Prefers organizing work according to some definite plan and values system and order; but needs to be offered some opportunities for personal initiative as well as organizational support.

Direction and Control

Likes to be self-assertive and actively enjoys supervising and directing others; and needs opportunities for forceful self expression against a background of firm direction and control.

Teamwork and Individual Competitiveness

Prefers to be competitive and resourceful; but nevertheless needs in general assignments which encourage a trusting, team-based approach.

Preferred Pace for Action

Likes to be very active and displays a high energy level; but needs an environment that offers opportunity for reflection as well as stimulating action.

Demands of Work

Responds well to difficult and demanding tasks and goals; and needs the stimulus of personally challenging life and work situations.

Involvement of Feeling

Prefers to be sensitive and sympathetic to the feelings of other people; and needs the support of an environment that is genuinely sensitive to people's feelings.

Dealing With Change

Likes to introduce a good deal of variety and novelty into personal routine; but needs a minimum of such change imposed by the environment or by other people.

Personal Independence

Prefers to exercise personal freedom and be spontaneous and individualistic; and needs an environment that offers plenty of opportunity for independence.

Action or Reflection

Likes to consider all possible alternatives before committing to a decision; and needs to be offered plenty of time for decisions.

Your Personal Strengths and Needs

One-on-One Relationships

The Birkman word for this is *Esteem*

Usual Style:



direct and straightforward

a balance

insightful and intuitive

Your natural tendency is to be direct and straightforward in your personal relationships. Objectivity and frankness are among the considerable assets resulting from your ability to minimize self-conscious feelings.

STRENGTHS

- unevasive
- matter-of-fact
- frank and open

Will Need:



others to be frank and forthright

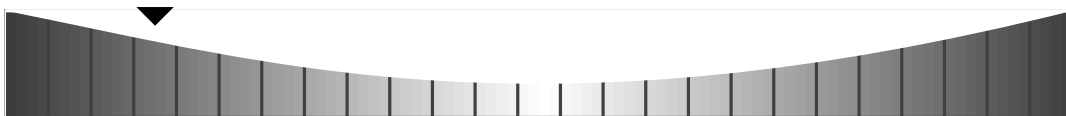
a balance

respect of key individuals

NEED: In the same way, you are most comfortable when others are frank and direct toward you. When being praised, you need to feel that the compliment is genuine and free of sentiment.

CAUSES OF STRESS: In the presence of shyness or evasiveness you are likely to feel uncomfortable. You do not respond well to subtlety from others, making it sometimes difficult for you to recognize their personal needs and feelings.

Try to Avoid:



being too blunt

a balance

feeling unappreciated on occasions

POSSIBLE STRESS REACTIONS WHEN NEEDS ARE NOT MET:

- reduced concern for others
- detachment
- tactless statements

Your Personal Strengths and Needs

Organizing

The Birkman word for this is **Structure**

Usual Style:



flexible and open to new approaches

a balance

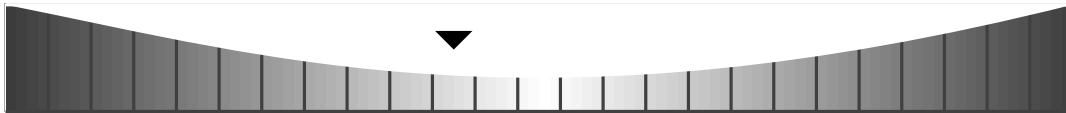
organized and sequential

Focusing your attention on methods and procedures, you place great value on policies which have been tried and proven. You recognize the importance of attending to detail, being generally careful and thorough.

STRENGTHS

- systematic
- detail-oriented
- procedure-minded

Will Need:



only an outline plan to follow

a balance

a definite plan in place

NEED: Your activities should involve a balance of familiar and predictable situations with opportunities for expression of your initiative. In any case, it is important for you to maintain a sense of control.

CAUSES OF STRESS: When pushed to change your plan of action, you may experience more pressure than other people. Also, too much attention to details can cause you to lose sight of the broad objectives.

Try to Avoid:



weakness in follow-through

a balance

over-insistence on following procedures

POSSIBLE STRESS REACTIONS WHEN NEEDS ARE NOT MET:

- de-emphasis on system
- over-controlling

Your Personal Strengths and Needs

Authority Relationships

The Birkman word for this is **Authority**

Usual Style:



low-key in the exercise of authority

a balance

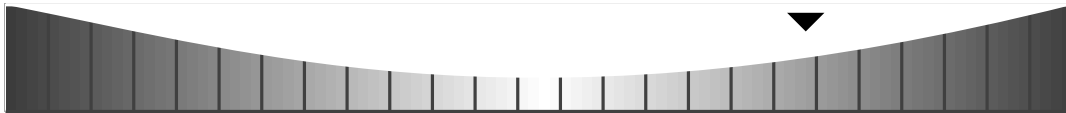
directive and commanding

You show a healthy respect for established authority, whether verbal or in the form of formal procedure and control. It is relatively easy for you to take charge and direct activities, and see to it that pre-arranged plans are executed.

STRENGTHS

- self-assertive
- seeks to influence and excel
- enjoys exercising authority

Will Need:



a non-directive, democratic environment

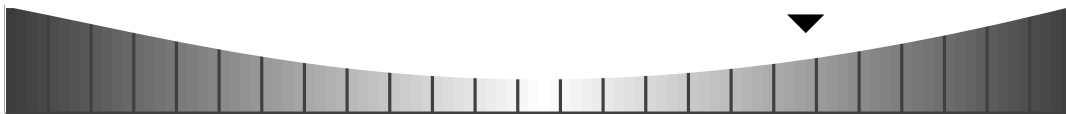
a balance

to know who is in charge

NEED: From others, you need personal and clear instructions as to what they expect to have done. You respect people who appear to you to be natural authority figures, and expect them to enforce strictly the boundaries of authority.

CAUSES OF STRESS: You can easily lose your respect for those in positions of authority when it seems that they are having difficulty showing strength. Your morale and enthusiasm suffer in these situations.

Try to Avoid:



failing to address issues of control

a balance

becoming domineering, controlling

POSSIBLE STRESS REACTIONS WHEN NEEDS ARE NOT MET:

- provocative statements
- undue assertiveness
- becoming bossy or domineering

Your Personal Strengths and Needs

Independence

The Birkman word for this is *Freedom*

Usual Style:



understands how most people think

a balance

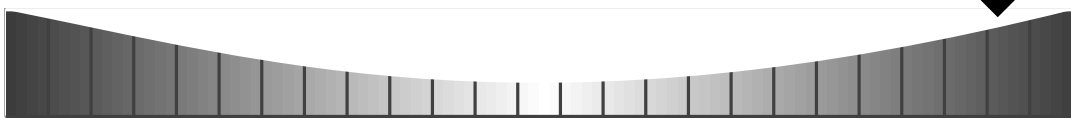
individualistic in outlook

You have a strong sense of individuality, characterized by your rather independent outlook. You are comfortable in situations that allow you to be spontaneous and self-expressive, and do not need strong approval from others to justify your thoughts and actions.

STRENGTHS

- inner sense of freedom
- individualistic
- spontaneous

Will Need:



a predictable environment

a balance

opportunities for individuality

NEED: The notion that most people share your independent attitudes indicates that you have a greater-than-average need to sense support and encouragement of your personal freedom.

CAUSES OF STRESS: Since you are not necessarily bound by convention and precedent, you can easily over-react to situations which stress these things, becoming individualistic for its own sake and misjudging the thoughts and feelings of others.

Try to Avoid:



discomfort with unusual ideas

a balance

being different for its own sake

POSSIBLE STRESS REACTIONS WHEN NEEDS ARE NOT MET:

- unpredictable behavior
- over-emphasis on independence
- too ready to blaze trails

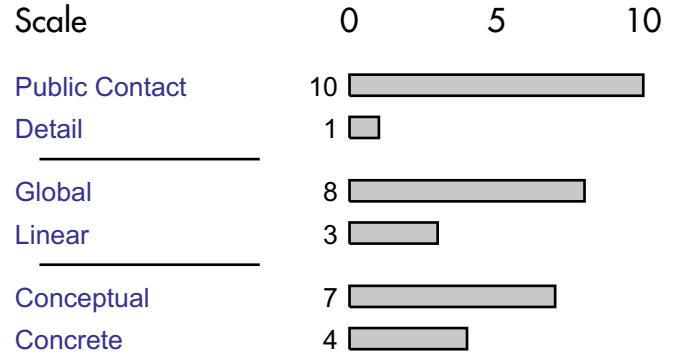
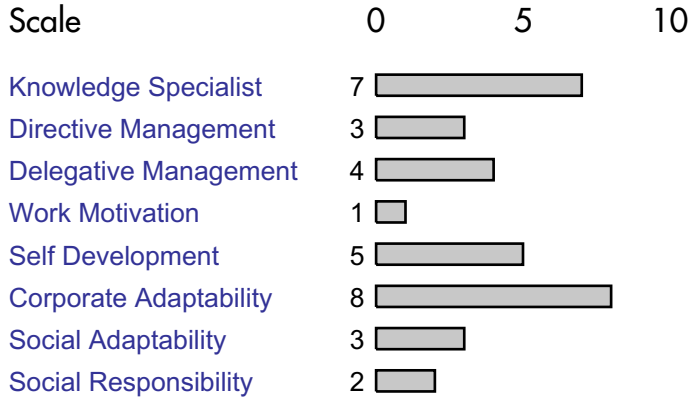
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Preferred Work Styles

CultureLink International

Page: 1 of 1



The following are descriptions of typical behaviors of High Scores (7-10).

Knowledge Specialist: Contributes and leads by utilizing personal expertise and knowledge to find solutions. Leads by example. This includes managers and executives who are leaders in technical, educational, consulting and other specialized fields.

Directive Management: Personal, direct involvement in problem solving, controlling and implementing. Leads from the front in exercising authority. Includes managers and executives in action-driven organizations.

Delegative Management: Utilizes plans and strategies. Arranges resources and assists co-workers and teams in dealing with resource and implementation issues. Includes managers and executives in plan-driven organizations.

Work Motivation: A positive attitude toward work; exhibits a responsible outlook toward work rules and assigned functions. Able to find value in most jobs/roles.

Self Development: A positive attitude toward personal growth and development; utilizes classic educational systems more than hands-on experience. Motivated to make contributions and exercise professional or managerial responsibility.

Corporate Adaptability: A positive commitment to relationships and organizational goals necessary for advancing in the organization and corporate structure/culture. Dedicated to and identifies with the corporate initiatives that require significant individual and team commitment.

Social Adaptability: Adaptability to people, social situations, corporate and legal rules. Positive attitudes toward others, ability to withstand extended stress. Meets unexpected changes in an optimistic, tolerant manner, extends trust to others easily.

Social Responsibility: Values and supports social conventions in own social group. Provides and supports stability in work, family, legal and social relationships.

Each pair below has a combined score of 11.

Public Contact: Prefers activities involving social contact. Seeks solutions through people. Focused on people being central to organizational effectiveness.

Detail: Concern for the procedural and detailed aspects of work. Focused on processes as central to organizational effectiveness.

Global: Problem solving that involves a relational and holistic process. Thinking and actions need not follow a set, sequential pattern.

Linear: Preference for activities and tasks that follow a logical, sequential analysis and process.

Conceptual: Utilizes abstract information, experience, intuition and knowledge to find fresh and imaginative solutions.

Concrete: Uses analysis and facts to solve problems. Emphasis is on concrete, immediate, visible results.

This Report Prepared For
JOHN Q. PUBLIC
26 April 2010

Career Management Report

A Unique Framework for Career Decisions

The Career Management Report offers an effective way to align personal style, natural aptitudes and individual needs with your profession or career.

The Career Management Report may include:

- 1) Organizational Focus: Professional Strengths
- 2) Job Families/Job Titles or Job Families Only
- 3) Career Narrative

The Organizational Focus color bars display your fundamental work orientation, offering you an overall reference as to which classic occupational group has the most or least appeal for you.

Example:



Communicating
Administrating
Planning
Expediting

Job Families/Job Titles select, identify and confirm your professional strengths. Occupational effectiveness is determined by how closely your responses match profiles of a large sampling of employees in twenty job families. Special management scores (purple) are added to the four colors. Sample job titles are provided for each job family, with a direct link to the U.S. Department of Labor's on-line Occupational Outlook Handbook for most titles. International users may wish to choose the Job Families Only option.

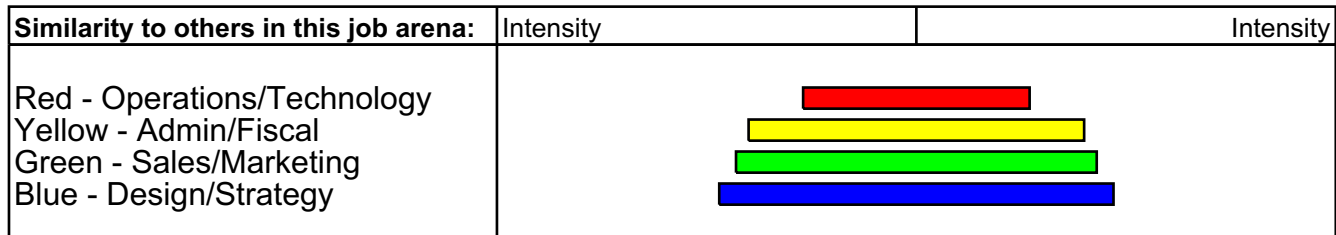
The Career Narrative presents a descriptive summary of the information displayed in the Organizational Focus and Job Families/Job Titles Reports. This summary identifies your career orientation, management style and job strengths.

Although career decisions should also encompass experience, education and interviews, the Career Management Report provides significant information for aiding in career development and succession planning.

Organizational Focus: Professional Strengths

THE BIRKMAN METHOD[®] provides comprehensive formats for organizational development and self-management. The questionnaire you have already completed affords a variety of Birkman Reports (more than 40 formats) that you can access on demand. This portion of your Birkman Advanced Report is designed as an introduction.

ORGANIZATIONAL FOCUS for : JOHN Q. PUBLIC



- | | | |
|---------------|------------------------------------|---------------------------------------|
| Color: | Classic Occupational Group: | Focus: |
| | Arts , Social Service | Strategy (long-term, innovative) |
| | Operations, Science | Practicality (short-term, tangible) |
| | Marketing, Sales | Communication (promotional, "people") |
| | Finance, Administration | Systems (procedural, "detail") |





What is ORGANIZATIONAL FOCUS? Organizational Focus refers to your fundamental approach to any work situation. Notice that you show some of all four job capabilities. Each color represents a function needed by every organization. Each of the four styles (occupational groups) has value. Successful organizations have a balance of these colors. Your longest color bar (your bottom line) is your strongest natural job aptitude. The second longest color bar (your supporting style) viewed in combination with your bottom-line (strongest) color reveals your first approach to problem solving and tells us a great deal about the way you work toward your goals.

Organizational Focus: Professional Strengths

Why do these colors matter?

The four colors provide a quick summary as to which kinds of job activities will have the greatest or the least appeal for you. Following your natural professional orientation will powerfully impact your chances for career success, as well as your physical and emotional health. Your colors help to define the distinctive strengths you bring to a team and the ways you might best contribute to an organization.

The four colors symbolize the four classic management functions. In addition to job functions, these colors also have a time orientation:

Color:	Oriented to:	Emphasis on:
	Future	Creative Planning / Design
	Present	Expediting / Technical
	Present	Communications / Marketing
	Precedent	Fiscal / Administration

The "mixture" of your Organizational Focus color bars:

When you review your Report (shown on previous page) pay close attention to the

- ranking (the order in which the bars are displayed)
- magnitude (proportionate length of the bars)

For example, if you have a dominant Green color followed by a supporting style of Red, you will have a very different organizational orientation from someone who has dominant Green followed by a supporting style of Blue.

Similarly, if you have very strong Blue and relatively little Red, Green or Yellow, you will have a distinctly different organizational focus from someone with color bars that are almost equal in magnitude.

If you have shorter bars that are almost equal in length, you will have a general comfort level with each of the styles and will be less intensely focused on one particular job function.

Organizational Focus: Professional Strengths

Relationship between your Organizational Focus colors and the jobs that you may choose:

There is usually a close link between your Organizational Focus colors and the job that you do, or would like to do. A Birkman-trained consultant can explain how you may be quite effective, in a different way, if your job varies from the expected Organizational Focus color.

If you are a Green manager, you may be neither more effective, nor less effective than a Red manager, you simply have a different organizational focus - a focus on the people who do the job rather than on the job that people do.

Similarly, if you are a computer programmer in a structured programming environment with an Organizational Focus color of Blue, you will likely focus on long-term, more abstract and creative solutions. You may still, however, be a completely effective, structured programmer.

How are Organizational Focus color bars generated?

The four color bars are derived from more than fifty validated scales. Although simple to interpret, the origin of your color bar display is complex. The order in which your colors are "stacked" is based on a synthesis of statistical data that has been collected and developed over more than five decades of occupational research. Your responses were compared to people in 23 job families consisting of 167 wide-ranging national occupational norms.

You are unique.

It's important to remember that you are a dynamic entity with many dimensions. As THE BIRKMAN METHOD[®] attempts to "measure the immeasurable", we acknowledge and describe the complex and often seemingly contradictory nature of human behavior. Best of all, we want you to know that whatever your color combination, your natural job strengths are needed. Understanding these strengths is the first step toward self-awareness, which leads to better self-management and better teams.

The Organizational Focus colors are intended to provide a useful starting point for THE BIRKMAN METHOD[®] inquiry as to what makes you so memorable and unique.

THE BIRKMAN METHOD[®] is a multi-faceted instrument. Your Organizational Focus is only an introductory step. When you're ready to proceed to a greater degree of the depth and complexity available to you, please contact your Birkman representative or email us at info@birkman.com.

Similarity to others in this job	◀ Least Similar	Most Similar ▶	This family includes (but is not limited to) the following jobs:
----------------------------------	-----------------	----------------	--

Accounting



Analyzing, auditing and reporting financial information; include general accounting, general auditing, controllers.

- [General Accounting](#)
- [Tax Accounting](#)
- [General Auditing](#)
- [Controllers](#)

Knowledge Specialist



Utilizing personal expertise and knowledge for problem solving. Lead by example. Include professionals and managers who lead professional, educational, and other specialty functions.

- [Public School Counselors](#)
- [Psychologists](#)
- [Career Counselors](#)
- [Employee Relations Professionals](#)
- [College Professors](#)
- [Ministers/Priest/Clergy](#)
- Ministry Managers
- [Physicians](#)
- [Lawyers/Litigation Specialties](#)
- [Nursing Managers](#)

Social Service/Counseling



Advising and assisting others with personal problems; include ministers, theologians, therapists/counselors, social workers, sociologists, psychologists.

- [Ministers/Priest/Clergy](#)
- Theologians
- [Therapists/Counselors](#)
- [Social Workers](#)
- Sociologists
- [Psychologists](#)

Consultative Intangible Sales



Marketing and/or sales of intangible products or services; include stocks and bonds sales, medical services sales, bank marketing.

- [Stocks and Bonds Sales](#)
- [Medical Services Sales](#)
- [Bank Marketing](#)

Employee Relations/Training



(continued next page)

Advising and assisting with career development and personnel issues, using creativity to identify and solve problems; include career counselors, employee assistance positions, organizational development professionals, HR training, employee relations, personnel operations, customer service, entertainment marketing, marketing and advertising, industrial relations, lobbying, public relations, legal administrators, legal assistants.

- Career Counselors
- Employee Assistance Positions
- Organizational Development Prof.
- [HR Training](#)
- [Employee Relations Professionals](#)
- Customer Services
- [Entertainment Marketing](#)
- [Marketing and Advertising](#)
- [Industrial Relations](#)
- [Public Relations](#)
- [Lobbying](#)
- Legal Administrators
- [Legal Assistants](#)
- Consultants to Lawyers
- [Personnel Professionals](#)

[More information about US-based jobs listed on this page](#)
[Compensation information about US-based jobs listed on this page](#)

This Report Prepared For:
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 26 APRIL 2010

Job Families/Job Titles

CultureLink International

Page: 7 of 12

Similarity to others in this job	◀ Least Similar	Most Similar ▶	This family includes (but is not limited to) the following jobs:
----------------------------------	-----------------	----------------	--

Employee Relations/Training

(continued)

Advising and assisting with career development and personnel issues, using creativity to identify and solve problems; include career counselors, employee assistance positions, organizational development professionals, HR training, employee relations, personnel operations, customer service, entertainment marketing, marketing and advertising, industrial relations, lobbying, public relations, legal administrators, legal assistants.

Banking & Finance

Phases of the banking industry; include banking operations, tellers, financial analysts, loan officers, financial officers.

[Banking Operations](#)
[Bank Tellers](#)
 Financial Analysts
[Loan Officers](#)
[Bank Financial Officers](#)

Consultative Tangible Sales

Marketing and/or sales of tangible products or services; include sales engineers, oil and gas sales, pharmaceutical sales, medical equipment sales, software sales.

[Sales Engineers](#)
[Oil and Gas Sales](#)
[Pharmaceutical Sales](#)
[Medical Equipment Sales](#)
[Software Sales](#)
[Purchasing Agent/Buyer](#)

Artistic Careers

Artistic expression; include visual arts, literary/editorial positions, performing artists, architecture, clothing/jewelry, cosmetic sales, art sales, travel agents.

[Visual Arts](#)
[Literary/Editorial Positions](#)
[Performing Artist/Acting](#)
[Architecture](#)
 Art Sales
[Travel Agents](#)

Administrative Professionals

Administering and monitoring administrative systems or procedures; includes benefits administration, internal auditors, credit administration.

Benefits Administration
 Internal Auditors
 Credit Administration

[More information about US-based jobs listed on this page](#)
[Compensation information about US-based jobs listed on this page](#)






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 Date Printed:
 26 APRIL 2010

Job Families/Job Titles

CultureLink International

Page: 8 of 12

Similarity to others in this job	◀ Least Similar	Most Similar ▶	This family includes (but is not limited to) the following jobs:
Educational Careers Teaching at educational levels; include primary and secondary teachers, religious school teachers, college professors, school counselors, university administrators.			Public Primary School Teachers Religious School Teachers Public Secondary School Teachers College Professors Public School Counselors University Administrator (1) University Administrator (2)
Legal Legal specialties; include lawyers specializing in litigation and business issues.			Lawyers/Litigation Specialties Lawyers/Business Specialties
Medical Professions Specializing in the medical field; include nutritionists, pharmacists, nurses, public health administrators, clinical scientists, physicians.			Nutritionists Pharmacists Nurses (1) Nurses (2) Public Health Administrators Clinical Scientists Physicians
Direct Intangible Sales Selling intangible products directly to the consumer; include casualty insurance sales, life insurance sales, health insurance sales, real estate sales.			Casualty Insurance Sales Life Insurance Sales Health Insurance Sales Real Estate Sales Telecommunications Sales
Science Expertise in various scientific areas; include environmentalists, environmental specialists, biologists, geologists, chemists, physicists, nuclear scientists, mathematicians.			Environmentalists Environmental Specialists Biologists Geologists Chemists Physicists Nuclear Scientists
Delegative Management (continued next page) Managing, leading and accomplishing goals through others by utilizing plans and strategies; arrange resources and assist subordinates and teams in dealing with resource and implementation issues. Include managers and executives in plan-driven organizations.			Property Managers Hotel, Club & Restaurant Managers (1) Hotel, Club & Restaurant Managers (2) Tangible Sales Managers Intangible Sales Managers Insurance Sales Managers Bank Managers Controllers

[More information about US-based jobs listed on this page](#)
[Compensation information about US-based jobs listed on this page](#)

Similarity to others in this job	◀ Least Similar	Most Similar ▶	This family includes (but is not limited to) the following jobs:
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Delegative Management



(continued)

Managing, leading and accomplishing goals through others by utilizing plans and strategies; arrange resources and assist subordinates and teams in dealing with resource and implementation issues. Include managers and executives in plan-driven organizations.

[Public School Administrators](#)
[Nursing Home Administrators](#)

Direct Tangible Sales



Selling tangible products directly to the consumer; include merchandise sales, retail sales, appliance sales, furniture sales, auto sales, purchasing agents/buyers.

[Clothing/Jewelry/Cosmetic Sales](#)
[Merchandise Sales](#)
[Retail Sales](#)
[Appliance Sales](#)
[Furniture Sales](#)
[Auto Sales](#)

Engineering/Technology



Expertise in engineering, science, or traditional computer applications; include computer operators, computer programmers, systems analysts, geophysicists, engineers, agriculture, medical technicians, medical equipment technicians.

[Medical Technicians](#)
Medical Equipment Technicians
[Computer Operators](#)
User Assistance
[Computer Programmers](#)
Computer Systems Analysts
Computer Systems Engineers
Technical Trainers
[Geophysicists](#)
[Petroleum Engineers \(1\)](#)
[Petroleum Engineers \(2\)](#)
[Oil & Gas Production Engineers](#)
[Civil Engineers](#)
[Electrical Engineers](#)
[Chemical Engineers](#)
[Mechanical Engineers](#)
[Industrial Engineers](#)
Research Engineers
[Agriculture \(1\)](#)
[Agriculture \(2\)](#)





Enforcement/Security



Public service involving a degree of danger and adventure; include enlisted military, firefighters, paramedics and police.

[Enlisted Military](#)
[Firefighters & Paramedics](#)
[Police](#)

[More information about US-based jobs listed on this page](#)
[Compensation information about US-based jobs listed on this page](#)

Similarity to others in this job	◀ Least Similar	Most Similar ▶	This family includes (but is not limited to) the following jobs:
<p>General Administrative</p> <p>General administrative duties; include receptionists, general office clerks, communication clerks, secretaries, administrative assistants.</p>			<ul style="list-style-type: none"> Receptionists General Office Clerk Communications Clerk Secretaries Administrative Assistants
<p>Petrochemical</p> <p>Petroleum industry; include oil field operations, oil field drilling, chemical plant maintenance, chemical plant operators, chemical plant technicians.</p>			<ul style="list-style-type: none"> Oil Field Operations Oil Field Drilling Work Chemical Plant Maintenance Chemical Plant Operators Chemical Plant Technicians
<p>Directive Management</p> <p>Managing and leading through professional expertise and force of personality. Include personal involvement in problem solving, direction and implementation; leads from the front and exercises strong authority. Include managers and executives in action-driven organizations such as construction, engineering, exploration, utilities.</p>			<ul style="list-style-type: none"> Operations Managers Manufacturing Managers Construction Managers Petrochemical Plant Managers Telecommunications Managers Utility Company Managers Military Officers Police Department Managers Grocery Store Managers Information Center Managers
<p>Crafts/Technical</p> <p>Skilled and semi-skilled workers in construction/ manufacturing/ engineering industries; include semi-skilled positions, maintenance work, electricians, carpenters, machinists, manufacturing foremen, heavy equipment operators, service work operations, stationary engineers, mechanics, utility field work, electronics technicians, and similar positions.</p>			<ul style="list-style-type: none"> Semi-Skilled Construction Semi-Skilled Operations Semi-Skilled Manufacturing Maintenance Work, Operations Electricians Carpenters Machinists Manufacturing Foremen Heavy Equipment Operators Service Work Operations Stationary Engineers Mechanics Utility Field Work Electronics Technicians Drafting Printing Quality Assurance Safety Technicians Technical Trainers

[More information about US-based jobs listed on this page](#)
[Compensation information about US-based jobs listed on this page](#)

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JOHN Q. PUBLIC

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Job Families/Job Titles

CultureLink International

Page: 11 of 12

Similarity to others in this job	◀ Least Similar	Most Similar ▶	This family includes (but is not limited to) the following jobs:
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Numerical Administrative

Data entry or bookkeeping functions; include data entry clerks, bookkeepers, accounting/billing customer service.

- [Data Entry Clerks](#)
- [Bookkeepers](#)
- [Accounting/Billing Customer Service](#)

[More information about US-based jobs listed on this page](#)
[Compensation information about US-based jobs listed on this page](#)

CAREER ORIENTATION

Feelings, concepts and people oriented. Prefers supportive functions. Focuses on strategic planning, innovating and creating.

People and communication oriented. Prefers direct communication involving selling, promoting, directing or motivating.

MANAGEMENT STYLES

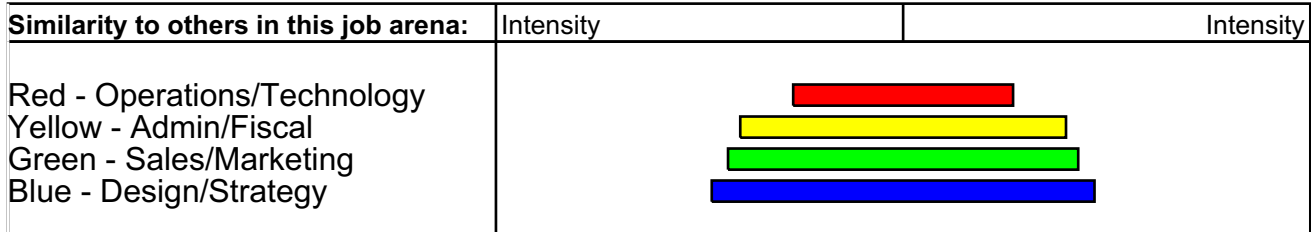
Prefers to contribute and lead by utilizing personal expertise and knowledge for problem solving. Leading by example.

JOB STRENGTHS

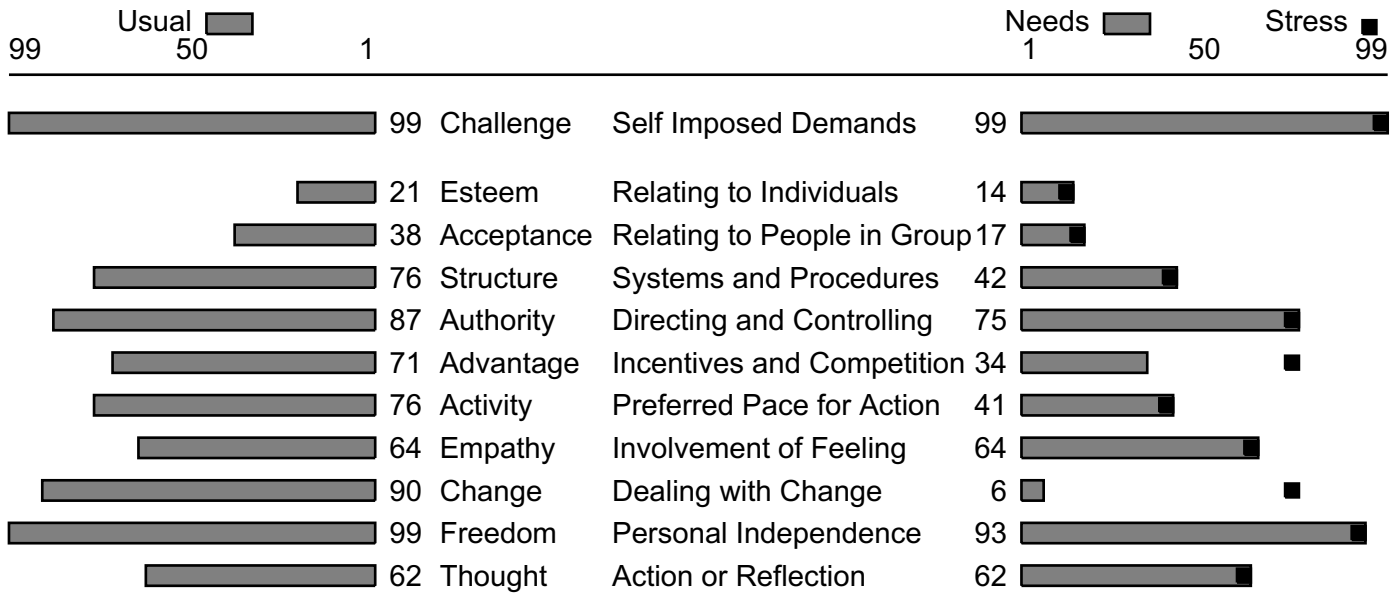
YELLOW

* analyzing, auditing and reporting financial information; designing or implementing fiscal controls

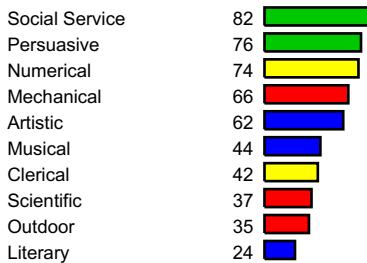
Organizational Focus (Professional Strengths)



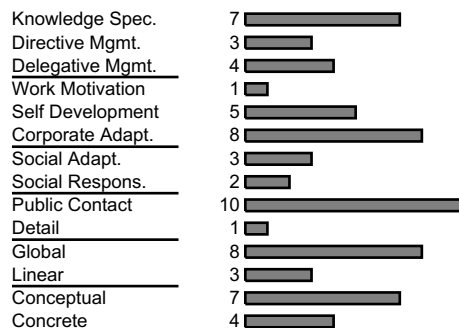
Components



Areas of Interest



Preferred Work Styles



Life Style Grid® (Interpersonal Strengths)

