



Career Interest Profile

INDIVIDUAL CAREER-LIFE STORY NARRATIVE

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HIGHEST LEVEL OF EDUCATION:	Below Grade 8

CONFIDENTIAL REPORT

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THIS REPORT IS STRUCTURED AS FOLLOWS:

Introduction: The Career Interest Profile (CIP)
STEP 1: Your Career-Life Story ("Results")
STEP 2: Making Sense of the Information
STEP 3: Mission and Vision Statements
STEP 4: Moving Forward
Conclusion

INTRODUCTION: THE CAREER INTEREST PROFILE (CIP)

The CIP was designed to assist clients to interpret their interests, strengths, areas for development, potential, and career values and, in doing so, design a career plan or life theme.

THE CIP CAN HELP YOU TO:

1. Identify your key career-life themes.
2. Identify your main career-related interests, strengths, areas for development, issues, and concerns.
3. Elicit your advice from within as to how you can turn issues and concerns into themes of hope that can advance your individual life projects.
4. Choose careers and associated fields of study and construct these careers and yourself positively.

HOW BEST TO INTERPRET THIS REPORT:

The best way to use the information in this report is to look for patterns and trends. Interpreting your own feedback must be seen as seeking to "connect the dots" amongst the information you were prompted to provide while doing the CIP assessment. Your Career Development Practitioner (CDP) will support you during this process. Your career-life story narratives should be read back to you (by a CDP), and then your CDP should assist in guiding you towards discovering themes or patterns in these narratives.

YOU WILL BE GUIDED THROUGHOUT THE REPORT TO FOLLOW FOUR STEPS:

- STEP 1:** Finding value and reflecting on your CIP responses
- STEP 2:** Making sense of all your reflections and connecting the dots
- STEP 3:** Formulating your personal mission and vision statements
- STEP 4:** Moving forward with some suggested action steps

STEP 1: YOUR CAREER-LIFE STORY ('RESULTS')

REFLECTING ON YOUR CAREER-LIFE STORY TO HELP YOU TO MAKE MEANING OF THE PROCESS AND FIND A SENSE OF PURPOSE IN LIFE

To help you in the process of identifying career- and life themes, you are provided with your own responses to questions asked while doing the CIP. Your responses are reflected back to you in four sections where you should make notes with regard to the themes or patterns you see in your own answers. Please read/listen to your responses carefully and identify your major career-life themes. Please note that you should primarily be trying to identify patterns or themes in your responses and not immediately try to decide on any specific career choice or field of study.

SECTION 1

YOUR EXPECTATIONS ABOUT THE PROCESS

WHAT ARE YOU HOPING TO GAIN FROM THE PROCESS?

I hope to discover careers that might suit my interests, values and personality. Hopefully I'll be able to determine what careers will make me happy, what activities will make me happy and feel like I'm accomplishing something and making a difference to others.

SECTION 2

GAINING PERSPECTIVE: ESTABLISHING YOUR CAREER-LIFE IDENTITY

You are regarded as the best source of reliable, valid, and trustworthy information about yourself. Focus on what you have said about yourself. Identify patterns and themes in what you have said. The CDP can guide you through this process by helping you "reflect on your own reflections (responses)". Next, you should tell the CDP which themes you can identify from your own responses. Minimal interpretation should be provided by the CDP so as to enable you to identify the main themes in your own narratives, thus enabling yourself to listen to your own voice and hear what you are actually telling yourself.

1. MY 7 STRENGTHS

- I am a very creative person who can think outside the box
- I can logically gather facts and be objective in interpreting them
- I am a very loyal, trustworthy and honest person
- I care deeply about the happiness and well being of the people I love
- I prefer not to be confrontational and rather to discuss a problem that scream and shout
- I can understand another person's reasoning and perspective
- I am a hard worker good at time management and multi-tasking

2. MY 7 AREAS FOR DEVELOPMENT ("WEAKNESSES")

- I lack self confidence to chase my dreams
- I evade conflict to the detriment of myself
- I become lazy if I am not stimulated and appreciated
- I do not believe in myself
- I do not think I am smart enough or talented enough do to something else
- I lack ambition
- I need better leadership and communication skills

3. OPINION OF OTHERS ABOUT ME

Loyal, honest, a hard worker, fun to have around, creative and prepared to walk the extra mile for the ones I love.

4. I ENJOY

I enjoy being creative, doing crochet, gardening, working on a project in my house, and especially making something special for a friend or my family. But I also enjoy travelling. I always include an art museum, historical museum or site in my travels and try to find the hidden gems. Sometimes I step out of my comfort zone and do an adrenaline activity. I enjoy hiking and nature and love animals. I enjoy having a routine at home as it grounds me.

5. I DO NOT ENJOY

I do not enjoy repetitive work, or anything do to with columns and columns of numbers. I do not enjoy sport of any kind and loath 30 seconds. I do not enjoy being given instructions by incompetent leaders. I do not enjoy cleaning up after someone who didn't do their job properly. And I do not enjoy cleaning the cat's litter tray.

6. I VALUE MOST

Honesty and loyalty in people, interacting with others, being appreciated and knowing I've made a difference to someone's life

7. MY GREATEST TALENTS AND SKILLS

I am creative, I am well spoken. I have a quick understanding of processes. I can inspire and encourage people. I'm really good at Excel, cooking and baking, and paying attention to the small details - some people say I am a perfectionist.

8. MY THREE ROLE MODELS ARE (OR WERE):

- **Blanche from Golden Girls**

she never let life get her down, she was sarcastic and didn't let other people /friends intimidate her. She was the strong one.

- **The neighbour Tannie Elma**

She was creative, lived by her own rules and didn't fit into the suburbia box. She was also had a good sense of humour and I experience her as a "soft" person.

- **Hannibal Smith from the A-Team**

He always had a plan and took care of the rest of his crew.

9. MY BIGGEST INFLUENCES

My grandmother's death really affected me a lot - it made me appreciate life more, and realise that I really enjoy helping people. Also, I realised that there is more to life than good marks, when I saw friends of mine that did okay at school but overall, appear to be happier than me

10. LEADERSHIP ROLES

A. MY LEADERSHIP ROLES

I was a prefect in primary school

B. THE LEADER I WANT TO BE

One that takes everyone's opinions into consideration, although personally I don't think I want to be in a space of leadership.

11. MY 3 MOTTOES OR QUOTATIONS

- Be your best self
- You can only do what you can do
- You only have one life - make it count

12. MY FAVOURITE

TV PROGRAMME

Friends because They're all so different, but they love each other without question

WEBSITE

Food Network.com because It's where I find all these exciting recipes

APP

Instagram because That's where I catch up with all my friends and the entertainment industry

13. MY 3 GREATEST SUCCESSES

- Passing Grade 11
- Getting my learners licens
- Graduating dance school

14. MY 3 GREATEST NON-SUCCESSSES/'FAILURES'

- Not being able to keep friends
- Not becoming Head Girl in Matric
- Not spending enough time with my granny before she passed away

15. I HELP OTHERS WITH

- Their personal relationships and other advice
- Organising parties and get-togethers
- Proofreading

16. MY LIFE STORY

Title And then she lived ... or did she?

Chapters

Kitten

Feral

Stray House cat

MAJOR THEMES/PATTERNS

Dealing with rejection with a sense of humour, but self depreciating humour, Overcoming emotional obstacles, growing, being out of control and then settling but not fitting in anywhere

17. MY 3 BIGGEST CHALLENGES ("PROBLEMS")

- Rejection from parents and a potential boyfriend
- Bullying because of my physical appearance
- Loneliness

REFLECTION

Reflect on the themes, patterns, and trends you have identified from your answers.

Try to link these themes to possible work environments/careers, i.e. helping people can be linked with teaching, psychology, etc.

SECTION 3

REFLECTING ON THE MEANING OF CAREER INFLUENCES IN YOUR LIFE

Choosing a career is one of the most important decisions you will ever make. It is essential to think and reflect on factors that could influence your choice of career. This is particularly important given how fast the world of work changes allowing new jobs and careers to emerge continuously. Understanding your career- and life patterns will/can help you navigate such changes in your own life.

1. FATHER'S (OR GUARDIAN'S) QUALIFICATION

His highest qualification is a MBA, and he is also a Chartered Accountant - Bcom, BCom Honours and MCom. He has a BSc in biochemistry and teaching diploma. He is an entrepreneur.

2. MOTHER'S (OR GUARDIAN'S) QUALIFICATION

She completed her Matric, and started many courses, but finished none. She has some background in some sort of secretarial course, HR, and some beautician background.

3. FAMILY CAREER TRENDS

Many in my family are business owners of some sort; the industry differs - anything from cinema (my grandfather and grand-uncles opened the first cinema in SA to show Bollywood movies), to insurance, to beauty salons, catering services, consultancy firms.

4. SUBJECTS YOUR PARENTS/GUARDIAN ADVISE(D) YOU TO TAKE

They were quite certain that I take Business Management and Accounting, but left it up to me whether I wanted to take biology and chemistry, which I currently am as well

5. PARENTAL/GUARDIAN STUDY ADVICE

They didn't really advise me to study anything. What they did do was tell me what I could not study, or rather what they would not pay for like Drama and Theatre Art/Production, because they said there isn't work and I won't make any money.

6. SUBJECTS YOUR TEACHERS (OR LECTURERS) ADVISE(D) YOU TO TAKE

English, Maths, Geography

7. TEACHERS' /LECTURERS' STUDY ADVICE

Hotel management

8. CURRENT CAREER/PART-TIME JOB

I have a part-time job as a waitress at Spur, but I'm a full-time student

9. MY 3 FAVOURITE SUBJECTS/LEARNING AREAS

- English A`
- Afrikaans A
- Maths B

10. MY 3 LEAST FAVOURITE SUBJECTS/LEARNING AREAS

- History C
- Chemistry C
- Art and Culture D

REFLECTION

Reflect on the themes, patterns, and trends you have identified from your answers.

Try to link these themes to possible work environments/careers, i.e. working with electricity phones, computers, etc., could be linked to becoming an electrician, telecommunications electrician, etc.

SECTION 4

YOUR MOST PREFERRED CAREER CATEGORIES

The world of work is ever-changing, and jobs/careers are not stable. However, interest profiles generally begin to stabilise at about 17-18 years of age and seem to remain 'relatively' stable over time. In order to be able to make appropriate career decisions, you need sufficient information about a variety of career and interest areas. This section reflects your most preferred career categories from the list presented in the questionnaire:

MOST PREFERRED CAREER CATEGORIES	
1. Word artistry	4. Social, caregiving and community services
2. Practical-creative and consumer science	5. Information and communication technology
3. Musical	6. Marketing

CAREERS YOU WOULD LIKE MOST	
Tourist operator	I love history, learning about it and sharing "secret" places with people and introducing our country to tourists
Community outreach leader	I want to help South Africans who have less than me to have a brighter future
Journalist	I enjoy gathering information and telling people what is really happening to keep the informed of the facts.
Teacher	I love working with children, and developing our future generations
Chef	As much as I enjoy eating, I enjoy making people happy, and everyone enjoys good food

YOUR DREAM CAREER

My dream was to be an actress, but since I'm quite shy and don't think I have the looks, something like a psychologist might be fun - where I'll be there to talk about people's problems and hopefully allieviate it - perhaps not through comedy like I wouldve as an actor - but at least be able to help them in some way

REFLECTION

Reflect on the themes, patterns, and trends you have identified from your answers.

Try to link these themes to possible work environments/careers, i.e. working with electricity phones, computers, etc., could be linked to becoming an electrician, telecommunications electrician, etc.

SECTION 5

ADDITIONAL INFORMATION

WHILE DOING THE CIP WHAT DID YOU:

ENJOY?

The insight the questions gave me into what my talents and interests are. Things I haven't thought of since for ever

NOT ENJOY?

The introspection and looking at things I rather keep hidden about myself

ADDITIONAL COMMENTS

My Dad was a functioning alcoholic, he looked after us but was not emotionally there. He died about two years ago of cancer. He was a good Dad and I miss him. My Mom always drank with my Dad, She went for rehab in the early 2000's and stayed clean until about five years ago. She went to rehab again nearly four years ago and has been clean since. She goes to a NA meeting every week.

STEP 2: MAKING SENSE OF THE INFORMATION

CONNECTING THE DOTS

This step requires you to start making sense of all the themes identified in the Your Career-Life Story ("Results") ' section. To be able to do this, please complete the following exercise to identify and verify the most prevalent themes.

1. WHICH STRENGTHS, AREAS FOR DEVELOPMENT, AND VALUES EMERGED FROM SECTIONS 1-5?

MY STRENGTHS: _____

MY AREAS FOR DEVELOPMENT: _____

MY VALUES: _____

2. WHICH THEMES, PATTERNS, AND TRENDS EMERGED OFTEN IN SECTIONS 1-5?

3. LIST THOSE TRENDS YOU BELIEVE ARE KEY TO THE STORY OF YOUR LIFE.

4. NOTE EXPERIENCES YOU MAY HAVE HAD THAT CONFIRM THE IMPORTANCE OF THESE THEMES.

5. WRITE DOWN ANY COMMENTS OR FEEDBACK YOU MAY HAVE RECEIVED FROM OTHER PEOPLE THAT CONFIRM THE IMPORTANCE OF THESE THEMES IN YOUR LIFE.

6. ARE THERE ANY OTHER IMPORTANT THEMES IN YOUR LIFE THAT SHOULD ALSO BE RECOGNISED AND CONSIDERED?

**7 A. REFLECT ON 1-6 AND COMPLETE THE FOLLOWING SENTENCE:
"THESE THEMES INFLUENCE MY CAREER CHOICE IN THE FOLLOWING WAYS:..."**

7 B. TRY TO LINK THESE THEMES TO POSSIBLE WORK ENVIRONMENTS/CAREERS, E.G. TAKING CARE OF (SICK) ANIMALS COULD BE LINKED WITH BECOMING A VETERINARIAN, ZOOLOGIST, WILDLIFE REHABILITATOR, OR VETERINARY NURSE, ETC.

8. NOW INTEGRATE ALL OF THE ABOVE (YOUR STRENGTHS, AREAS FOR GROWTH, VALUES, AND CENTRAL LIFE THEMES) INTO A BRIEF PARAGRAPH THAT COMMUNICATES YOUR UNIQUENESS (YOUR IDENTITY STATEMENT). BEGIN WITH THE WORDS "I AM ..."

(Example: "I am a kind-hearted, principled, dedicated, compassionate, and strong-willed person. I am articulate, I am very good at languages, I care about people and animals in general and about those that have suffered injustice or abuse in particular. I become despondent from time to time, I am impatient with lazy people, I worry a little too much. I sometimes overreact, I tend to neglect my own needs, I work too hard, and I get irritated easily when people make a lot of noise. Having experienced injustice and bullying when I was young, and having witnessed people dear to me suffer the same fate, I feel passionate about helping people and animals who have suffered or are suffering to deal with their suffering.")

STEP 3: FORMULATING AND LINKING MISSION AND VISION STATEMENTS TO CAREER CHOICES

Mission and vision statements should reveal what people want to do in a career to achieve personal meaning in their career-lives [mission statement], make social contributions, and experience a sense of hope and purpose in their lives [vision statement].

AN EXAMPLE OF LINKING CAREER CHOICE TO MISSION AND VISION STATEMENTS:

"I want to become a ... (career or occupational choice) (for instance, "a lawyer"), b. so that I can ... (personal meaning; mission statement) (for instance, "defend people in a court of law and use my talent to debate matters, draw on my language skills, and demonstrate my ability to remain calm under pressure"), and, c. in the process, ... (social meaning; make a social contribution; vision statement) (for instance, "fulfil my desire to help people who have suffered or are suffering injustice deal with those who bully or hurt them, restore their dignity, and teach them how to stand up for themselves").

In the next exercise, please use all the information and insight gained in the previous sections of this report to formulate your own personal mission and vision statements. Make sure that you use short sentences, clear language, and powerful statements.

FORMULATING YOUR PERSONAL MISSION AND VISION STATEMENTS:

I WANT TO BECOME _____

SO THAT I CAN _____

AND IN THE PROCESS _____

STEP 4: MOVING FORWARD

ACTION STEPS: CONDUCTING JOB ANALYSIS

PLEASE USE THE FOLLOWING SUGGESTIONS AS ACTION STEPS IN YOUR CAREER AND LIFE JOURNEY GOING FORWARD:

Discuss your findings and options with an "audience" (e.g. your parents, friends, teachers, and, of course, employers and employees).

Using the career options suggested by the CIP process, obtain, study, and analyse information from training institutions.

Network with as many individuals and institutions as possible to obtain current and realistic work-related information. Make sure that the costs, admission requirements, and information on the subjects fit with your life realities and self-knowledge.

Use social media, libraries, and the internet to research those career options related to your CIP themes.

Seek opportunities for internships, learnerships, mentoring, vacation employment, site visits, interviews, and work shadowing opportunities to understand the realities of the careers you have identified.

Visit locations where different careers are pursued (observe employers and ask questions).

Organise mentorship and engage in vicarious learning. Actively analyse other sources of information on careers such as books (read), videos (watch), brochures (inspect), and vacation schools (attend).

Enquire about the possibility of work shadowing, temporary employment, and volunteer work.

Please note that the modern workplace requires ongoing and lifelong learning to enable you to enhance your employability constantly. In this regard consider obtaining appropriate qualifications, experience, and learning opportunities in line with your life and career themes throughout your life. You are reminded of the importance of qualifications. This does not mean that you need the highest qualifications to enjoy a rewarding career but, it does mean that you should obtain qualifications that are in harmony with your aspirations.

WHAT ARE MY NEXT STEPS?

TODAY I WILL _____

THIS WEEK I WILL _____

THIS MONTH I WILL _____

THIS YEAR I WILL _____

IN FIVE YEARS TIME I WILL _____

SHORT
TERM

MEDIUM
TERM

LONG
TERM

CONCLUDING COMMENTS

The process leading up to choosing and following an appropriate career is a lifelong process that starts at birth and carries on even after retirement. Very few people choose one career and remain in that career for the remainder of their lives. Most people will have a number of jobs in their lifetime (jobs that are often very different from one another). Having identified your primary life and career themes, and having formulated your personal mission and vision statement, will stand you in good stead when you choose career and job options. This will enable you to understand that you may find different combinations of your life and career themes in different careers and jobs. You may at different times in your life move between such career options.

TO BE COMPLETED AFTER THE INTERVENTION

WHAT CHANGES DID YOU EXPERIENCE DURING THE INTERVENTION?

WHAT PROMPTED THESE CHANGES?

ANNEXURE A

VALUABLE RESOURCES IN YOUR CAREER JOURNEY

THE FOLLOWING ARTICLE NEATLY SUMMARISES THE STEPS IN DECIDING ON A CAREER:

<http://www.kobusmaree.org/wp-content/uploads/2016/12/Post.Article.Job-analysis.KobusMaree.20161215.pdf>

THE FOLLOWING CONTACTS AND WEBSITES SHOULD PROVIDE YOU WITH EXCELLENT INFORMATION REGARDING THE WORLD OF CAREERS/JOBS/OCCUPATIONS

NQF Careers Advice Helpline	0860 111 673
DHET Helpline	086 999 0123
DHET Career Development Services	0860 35 66 35

FOR FUNDING

www.feenix.org
www.fundi.co.za

Here are the URL's of a few more websites that you may wish to visit for information regarding universities, universities of technology, TVET Colleges, and institutions for private higher education, etc.

All tertiary education and training institutions in South Africa

<https://www.dhet.gov.za/>

All about TVET Colleges

<https://www.news24.com/You/Archive/everything-you-need-to-know-about-sas-tvet-colleges-20170728-2>

What is the difference between a certificate, diploma, and degree?

<https://www.colleges.co.za/what-is-the-difference-between-a-certificate-diploma-and-degree>

List of available learnerships

http://www.interns24.co.za/list-available-learnerships-south-africa/?gclid=EAlaIqobChMI_XiraT-2gIVg7DtCh0LgwBzEAAAYASAAEglqB_D_BwE

How do unemployed people apply for a learnership?

<https://www.gov.za/faq/government-services/how-do-i-register-learnership-if-unemployed>

Or

https://www.interns24.co.za/list-available-learnerships-south-africa/?gclid=EAlaIqobChMI_XiraT-2gIVg7DtCh0LgwBzEAAAYASAAEglqB_D_BwE

SAQA The SA Qualifications Framework

<https://www.saqa.org.za/>

Prof. Kobus Maree website

<https://www.kobusmaree.org>