



CANDIDATE PROFILE REPORT

DEVELOPED BY:
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TEST SAMPLE

FEMALE

DATE OF BIRTH 01.06.2004

HIGHEST LEVEL OF EDUCATION: UNSPECIFIED

REPORT DATE 17.06.2022

CONFIDENTIAL REPORT

The information in this report is confidential and must not be made known to anyone other than authorised personnel, unless released by the expressed written permission of the person taking the assessment. The information should be considered together with all other information gathered in the assessment process.

1. INTRODUCTION

Given that few decisions in life are as important as the choice of a career, it is essential to take every conceivable step to assess those factors that potentially predict success in a career as best we can.

While many careers are disappearing, new careers emerge all the time. In a constantly changing world, where fewer and fewer jobs are on offer, it has become vitally important to receive professional career counselling if one wishes to choose and construct a career and design a successful work life.

The Maree Career Matrix (MCM) divides the world of work into 19 career categories. In completing the questionnaire, you were asked to rate your interests (career preferences) and your confidence or ability to succeed in certain careers.

THE REPORT IS STRUCTURED AS FOLLOWS:

1. Introduction
2. Your results on the 19 career categories
3. Focusing on the big picture
4. Moving forward
5. Appendix A: Definitions of the 19 career categories

2. YOUR RESULTS

You were also asked to rate your responses. Since no one knows your interests and confidence better than you, if you responded '**almost never**' to either of the statements below, please note that your results may not be valid.

Your response to the statement 'I Understood the Questions': **Definitely Yes**

Your response to the statement 'I Was Honest in My Responses': **Definitely Yes**

Your raw **INTEREST** and **CONFIDENCE** scores have been plotted graphically in the graph on the next page.

Scores between 11 and 16 should be considered **HIGH**.

Scores between 6 and 10 should be considered **AVERAGE**.

Scores between 0 and 5 should be considered **LOW**.

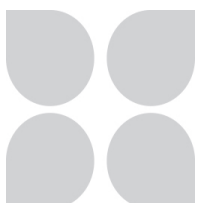
Clear or high interest scores indicate strong interests in given categories, and clear or high confidence scores indicate a strong belief that you are capable of successfully executing careers listed in or related to those career categories successfully. Likewise, low interest scores indicate little interests in given categories, and low confidence scores indicate a belief that you are less capable of successfully executing careers listed in or related to those career categories.

Notice a discrepancy between your interest and confidence in certain career categories? Think about why there may be a large gap between your interest and confidence in these career categories. Consider whether you could learn the necessary skills or perhaps use your confidence in that area in other categories of interest.

Three broad types of interest and confidence profiles can be distinguished, namely:

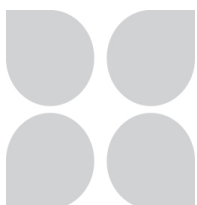
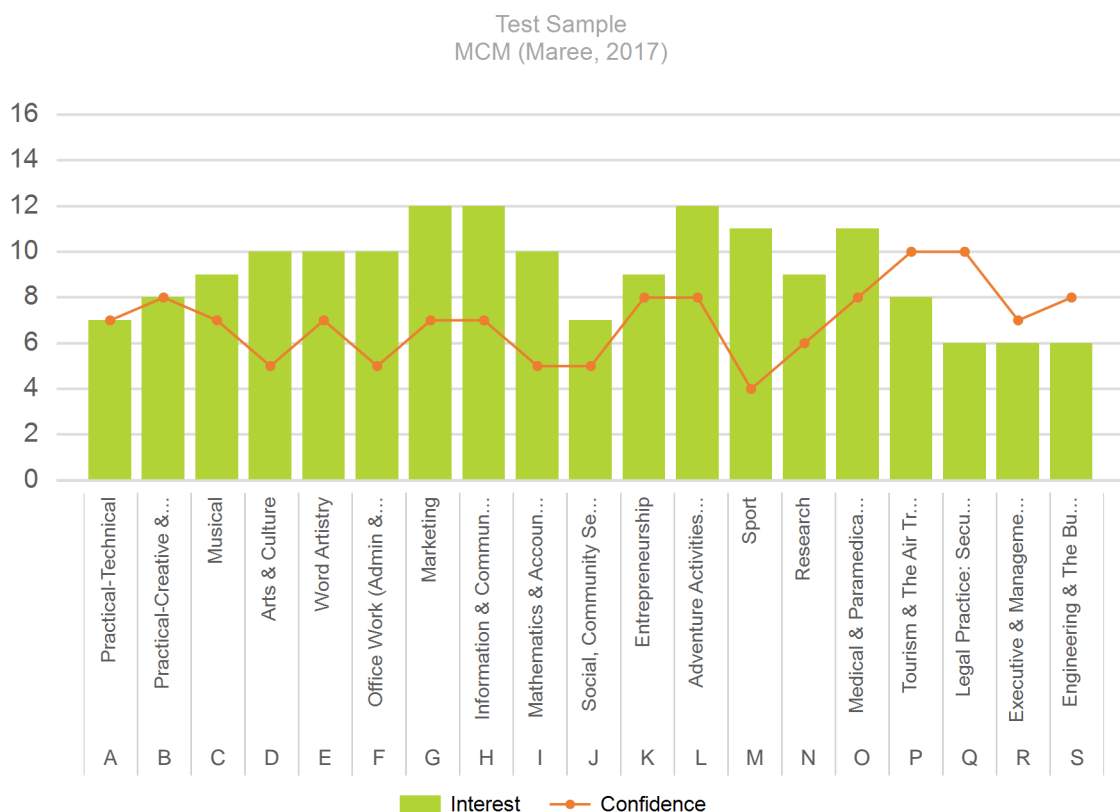
1. **"HIGH" PROFILES:** These individuals have the majority of scores high or relatively high (mainly located in quadrant 1, page 5) with a few averages and/or low scores.
2. **"AVERAGE" PROFILES:** These individuals show "average" profiles with the majority of scores average, some high, and some low.
3. **"LOW" PROFILES:** These individuals show overall "low" profiles with the majority of scores being low or relatively low and a few relatively high. In the case of "low" profiles, it is useful to return to the MCM items and focus on those careers where the clients rated both their interest and their confidence as "2". In such cases, clients often feel quite sure about what they want to do. All scores are relative, there are no 'right' or 'wrong' scores.

Please note that overall "high", "average", or "low" profiles still provide career counsellors with useful information on individual clients' relatively higher and lower scores or strongest and weakest interests and confidence.



2. YOUR RESULTS (CONT.)

		INTEREST	CONFIDENCE
A	Practical-Technical	7	7
B	Practical-Creative & Consumer Science	8	8
C	Musical	9	7
D	Arts & Culture	10	5
E	Word Artistry	10	7
F	Office Work (Admin & Clerical Activities)	10	5
G	Marketing	12	7
H	Information & Communication Technology	12	7
I	Mathematics & Accounting Industry	10	5
J	Social, Community Services & Teaching	7	5
K	Entrepreneurship	9	8
L	Adventure Activities, Nature & Outdoor Life	12	8
M	Sport	11	4
N	Research	9	6
O	Medical & Paramedical Services	11	8
P	Tourism & The Air Traffic Industry	8	10
Q	Legal Practice: Security, Diplomatic / Civil Service	6	10
R	Executive & Management Practice	6	7
S	Engineering & The Built Environment	6	8



CANDIDATE PROFILE REPORT: TEST SAMPLE

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ACCORDING TO YOUR RESPONSES:

HIGHEST INTEREST CATEGORIES:

- Marketing
- Information & Communication Technology
- Adventure Activities, Nature & Outdoor Life

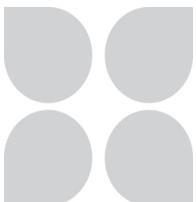
HIGHEST CONFIDENCE CATEGORIES:

- Tourism & The Air Traffic Industry
- Legal Practice: Security, Diplomatic / Civil Service
- Medical & / Paramedical Services
- Engineering & The Built Environment

SPECIFIC CAREERS YOU SCORED AS HAVING BOTH HIGH INTEREST AND CONFIDENCE:

Please note that these careers are not being ranked/are indicated in any particular order.

- Singer
- Sales representative
- Beauty therapist
- Translator
- Cashier
- Salesperson
- Software developer
- Quantity Surveyor
- Video/Animations game developer
- Geologist
- Pilot
- Aircraft electrician
- Fashion designer
- Farmer



3. FOCUSING ON THE BIG PICTURE

By combining your interest and confidence scores we can see which career categories

- a) represent your strongest and weakest interests, and
- b) depict your highest and lowest (self-estimated) aptitudes or confidence levels.

Your final scores on the Career Matrix are plotted in one of four quadrants.

NOTE THAT THERE IS NO 'RIGHT' OR 'WRONG' MATRIX. DO NOT COMPARE YOUR MATRIX TO ANY OTHER PERSON'S. WE ARE ONLY INTERESTED IN YOU AND YOUR PROFILE. EVEN IF ALL YOUR SCORES APPEAR IN QUADRANT 4, THE MATRIX IS STILL VALID AND VALUABLE. YOU SHOULD, AT ALL TIMES, FOCUS ON YOUR RELATIVE HIGHEST AND LOWEST CATEGORIES.

GENERAL GUIDELINES TO HELP YOU INTERPRET YOUR MATRIX

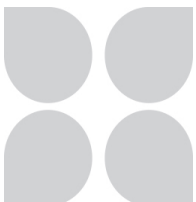
First, only one (or two) comparatively or relatively clearly differentiated ("high") interest and confidence scores may indicate either an extraordinary strongly developed profile (e.g. Medical and Social, which may, for instance, suggest Medicine). Conversely, it may indicate a limited awareness of other fields or unwillingness to consider other fields as well. Further investigation might be needed.

Second, it is important to look at combinations of scores instead of scores in isolation.

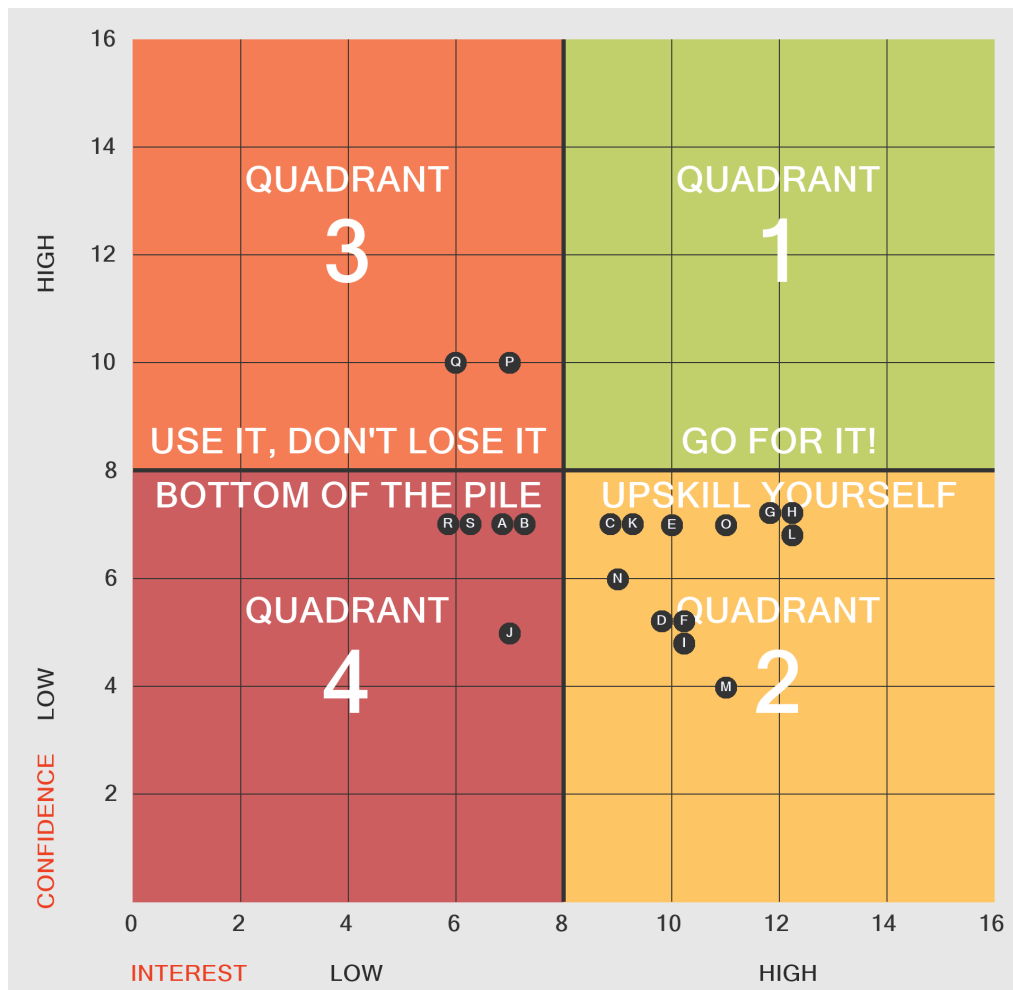
1. A few comparatively or relatively clearly differentiated ("high") interest and confidence scores (e.g. Sport, Social, and (Para)Medical) may, for instance, suggest fields of study and careers such as Sports coaching, Sport psychology, Teacher (coaching e.g. a school's rugby or netball team), or biokineticist could be considered.
2. Comparatively or relatively clearly differentiated ("high") interest and confidence scores in, for instance, Mathematics and/ or Accounting Industry, Office Work and Clerical Activities, and Entrepreneurship may, for instance, suggest fields of study such as Accounting, Actuarial Studies, or Financial Management.

Third, very high interest scores (without 'supporting' confidence scores) may suggest that these interests could or should be actualised by executing hobbies related to the interest. A very high interest (but no confidence) in Music, for instance, may suggest that you do not have the capacity to study Music. You should therefore ensure that you listen to music you enjoy as often as possible or somehow use music in your work environment (e.g. during your presentations to groups).

Fourth, very high confidence scores (without 'supporting' interest scores) may suggest inadequate knowledge about fields of study associated with these aptitudes. You may even have had negative experiences related to a subject such as not having 'liked' your Mathematics teacher while still achieving excellent marks in that subject. It is important to ensure that such personal experiences do not obscure your eventual choice of a field of study. Thorough job analysis is vital.



YOUR CAREER MATRIX:



- A** Practical-Technical
- B** Practical-Creative and Consumer Science
- C** Musical
- D** Arts and Culture
- E** Word Artistry
- F** Office Work
- G** Marketing
- H** Information and Communication Technology
- I** Mathematics and/or Accounting
- J** Social, Community Services, and Teaching

- K** Entrepreneurship
- L** Adventure, Nature, and Outdoor Life
- M** Sport
- N** Research
- O** Medical and/or Paramedical Services
- P** Tourism and/or Air Traffic Industry
- Q** Legal Practice
- R** Executive and Management
- S** Engineering and the Built Environment

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UNDERSTANDING THE FOUR QUADRANTS:

QUADRANT 1 “GO FOR IT!”

These scores indicate definite (strong), clearly defined interests and confidence levels. In other words, you believe that you will succeed in corresponding career categories, which you should consider for job analysis with a view to possibly pursuing careers associated with these categories.

QUADRANT 2 “UPSKILL YOURSELF.”

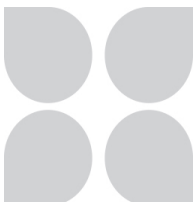
These scores indicate high interests in certain fields and corresponding low(er) confidence levels. Try to find out why you believe you do not have the competencies needed to succeed in the career categories you definitely prefer. Carefully consider possible reasons for not believing that you will succeed in these careers. You may have been negatively influenced by people who made you believe you could not succeed in these careers without really knowing them well enough to draw this conclusion. You should also consider your school marks (and perhaps even the results of aptitude tests) and entrance requirements for corresponding career categories and talk with people already studying or working in these fields to find out more about these categories. Where possible, you should improve your skills levels in this quadrant by developing these competencies. It is easier to develop a skill than an interest.

QUADRANT 3 “USE IT, DON’T LOSE IT.”

These scores indicate high confidence levels in certain fields and corresponding low(er) interest levels. You should be advised to find out why you are not interested in these fields despite believing that you possess the competencies needed to succeed in the career categories indicated. You should be advised to investigate related careers (by carrying out thorough job analysis) to determine if your negative feelings about these careers are perhaps caused by matters that have little to do with the actual careers. This may include a dislike for teachers teaching certain subjects or incorrect information about these careers. Or, you may simply not know enough about the careers to take an interest in them. You may also be negatively influenced by typecasts or stereotypes (general ideas held by people about certain careers). Where possible, you should use their skills in areas that interest them more.

QUADRANT 4 “BOTTOM OF THE PILE.”

These scores indicate low interest and confidence levels. You are free to disregard these career categories. Some people find it easier to identify what they do not want rather than what they do want. In this way you can, through a process of elimination, get closer to what you do want. **However, if you consistently display low interest and confidence profiles, the categories in which you attained the relative highest scores should be investigated.**



4. MOVING FORWARD

ACTION STEPS

Once you have an idea of what careers you would like to pursue, you should actively explore and monitor your provisional choices through job analysis, which includes the following:

- Networking with as many individuals and bodies as possible to obtain work-related information.
- Seeking interviews with people (or companies) specialising in their preferred career options and with people already established in the field. Write reports grading the quality of interviews and the extent to which they have been helpful. Prepare yourself for each interview by, for example, making a list of questions to ask the interviewer. Seeking vacation employment.
- Asking tertiary training institutions for details of, for example, their fees and courses. Often this kind of information can be accessed over the internet and will enable you to compare the courses and facilities offered by different institutions.
- Visiting locations where different careers are pursued.
- Analysing other sources of information on careers such as books, videos, brochures, and vacation schools.
- Enquiring about the possibility of “work shadowing”, temporary employment, and volunteer work.
- Obtaining and studying literature on careers.
- Using the internet to peruse relevant websites such as Twitter and LinkedIn.
- Organising mentorship and engaging in vicarious learning (e.g. observing and learning from role models).

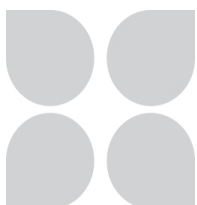
You are reminded of the importance of qualifications. This does not mean that you need the highest qualifications to enjoy a rewarding career but you should obtain qualifications that are in harmony with your aspirations.

After you have taken some of these action steps, you can:

1. Make a list of jobs that interest you that weren't on the list and make a list of those jobs that were of high interest and confidence that stood out for you.
2. Set short (today I will ... or this week I will ...), medium (this month I will ... or this year I will ...), and long-term (in five years I will ...) goals.
3. Write down a mission and vision statement. A mission and vision statement is useful in helping you make meaning in your career (make sense of why you have decided on a certain career) and inspiring you by helping you decide what your purpose in life is (Why do I live? Why am I here?).

A mission and vision statement may read something like this: “I will be happy and successful when I work in an environment where my work and I are respected and where I can earn a decent living and support my family”. This statement can be expanded to include procedures and specific goals in line with your fundamental intention.

An example of how to frame your mission and vision statement: **“I want to become a ...** (occupational choice: for instance, medical doctor) **so that I can ...** (social meaning: for instance, help sick and injured people) **and in the process ...** (personal meaning: for instance, meet my need to help others become healthy again and relieve their pain).”



5. APPENDIX A: VALUABLE RESOURCES IN YOUR CAREER JOURNEY

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

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

www.kobusmaree.org

DEALING WITH YOUR INNER CRITIC BY LISTENING TO YOUR INNER COUNSELLOR:

<https://omny.fm/shows/the-kieno-kammies-show/psychology-containing-your-inner-critic>

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

NQF Careers Advice Helpline	0860 111 673
DHET Helpline	0800 8722 222
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 VISIT FOR INFORMATION REGARDING UNIVERSITIES, UNIVERSITIES OF TECHNOLOGY, TVET COLLEGES, AND INSTITUTIONS OF PRIVATE HIGHER EDUCATION, ETC.

All tertiary education and training institutions in South Africa

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

SAQA (The SA Qualifications Authority)

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

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

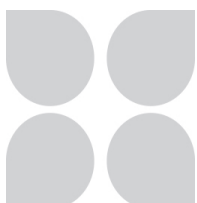
<https://www.colleges.co.za/what-is-the-difference-between-a-certificate-diploma-and-degree>

List of available learnerships

http://www.interns24.co.za/list-available-learnerships-south-africa/?gclid=EAlaIqobChMI__XiraT-2glVg7DtCh0LgwBzEAAYASAAEgIb_D_BwE

How do unemployed people apply for a learnership?

https://www.interns24.co.za/list-available-learnerships-south-africa/?gclid=EAlaIqobChMI__XiraT-2glVg7DtCh0LgwBzEAAYASAAEgIb_D_BwE



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