



College & Career Report

for

John Q Public

Presented by *FocusFinder.com*

The College & Career Report

by FocusFinder.com

Introduction

A key to achieving greatness in one's work and lead an extraordinary meaningful life is to learn what one loves to do and focus on opportunities to do more of it.

This *College & Career Report* is dedicated to you taking the action that leads to your success.

We help you answer the questions:

- Who Am I? How am I wired?
- What do I really enjoy? What gives me genuine satisfaction?
- How can I convert what I enjoying doing, my talents, my style and the ways I like doing things into a moneymaking career?

Topics in this report specifically addresses:

- What are my natural interests and how what affect do they have on my work?
- What are my natural career strengths?
- How do I learn best?
- What work roles and fields do my talents and problem solving style fit best with?
- What motivates me?
- What gives me the greatest career incentives?
- How do I relate with people and how do I want them to relate to me?

With the knowledge of your innate natural abilities and styles, you are powerfully positioned with increasing self-confidence to determine what career paths you should follow for satisfaction, what occupational pitfalls to avoid, what college majors to study, what sort of schools to attend, and what hobbies you may wish to pursue

About this Resource:

This report has been developed to provide you with understanding and encouragement regarding yourself and your communication with others.

It is important that you review and discuss this information in a dialog with a trusted friend or an advisor. The dialog process is a powerful tool to stimulate new ideas, insights, personal reflection and encouragement.

Every statement in this report will not seem 100% accurate. The statements serve as a catalyst for thought and dialog. Take what relates and discard the rest.

Topic 1: Your Interests and Your Work

About this Topic

People who are doing something they are naturally interested in will naturally do more. Your areas of interests indicate the type of work you are most likely to enjoy if pay, power and opportunities are the same in each field. Interests will also play a significant role as motivators in the classes you choose to take and the work you do in school.

On the next page you will find what we believe to be some of your interests as they relate to your studies and potential work. .

Carefully consider each statement on the report.
Select two or three of the statements that you feel are most significant for you.

Refine Your Focus.....

Think about the statements you checked on the report as being most significant for you. Why are they significant? How have you experienced them in the past?

- Describe a time when you were really interested in what you were doing on the job.**
- Describe a time when you were expected to perform a task or do something you did not care for or would have rather not been doing.”**

JOHN Q. PUBLIC

The effect of interests on work

Read each of the statements carefully, and then check the two or three statements you feel are most significant

- Has an above-average affinity for numbers. Work in the area of computers or financial services and products would be worth exploring
 - Has above-average interest in promoting ideas, products, or services
 - Has an unusual combination of promotional interest and an affinity for number. Might be effective in pre-sales or post-sales work; selling financial products or services; or positions which involve some accounting work with selling activities
 - Brings a level of curiosity -- perhaps an investigative or research focus -- to the work that he does
 - Likely to respond well to positions which involve helping people
 - More interested in work which helps other people than might be suspected from the rest of his interests
 - More attuned to working with numbers than people who share his general interests
 - Not likely to be interested in positions which involve reading or writing
-

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[How do your interests affect your work?](#) Your Dynamas consultant can tell you: [contact information is above](#)

Topic 2: Your Career Strengths

About this Topic

Each of us has unique strengths -- certain things we can do better than most other people can.

Some Examples of Strengths:

Creative	Self-Confident
Likes Variety	High Energy
Prefers Hands-on	Straightforward communicator
Meets people easily	Reflective
Detailed oriented	Wants to know how things work

On the next page you will find what we believe to be some of your strengths as they relate to your studies and potential work. .

Carefully consider each statement on the report.

Select two or three of the statements that you feel are most significant for you.

Refine Your Focus.....

Think about the statements you checked on the report as being most significant for you. Why are they significant? How have you experienced them in the past?

- *What are your strengths?*

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The job search: Your strengths

Read each of the statements carefully, and then check the two or three statements you feel are most significant

- You like influencing people directly, persuading them to your point of view or training them
 - You enjoy and can be effective at helping other people and making their lives better or more productive
 - You enjoy working with numbers, or being involved with tasks that involve the use or manipulation of numbers
 - You are straightforward and find it fairly easy to speak your mind, even with superiors
 - You're structured and organized in your thinking and approach, and you bring these tendencies to the work you do
 - You tend to be something of a natural authority figure; you can take charge when there seems to be a lack of leadership
 - You're competitive, and are prepared to work hard in order to be the best
 - You have a high energy level, and like to be busy doing things rather than thinking about them
 - You're demanding, both of yourself and others, and you like to set and attain high standards
 - You like to have plenty of variety in your work, and to have more than one task to do at a time
 - You like to experiment sometimes and see how the more unorthodox approaches to problems can succeed where more routine solutions might not work
-

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Dynamas knows [the way to manage key people](#). Details from your consultant -- contact information is above

Topic 3: Your Natural Learning Style

About this Topic:

Your likelihood of enjoying a class or learning experience can be significantly affected by whether or not it meets your unique learning style. Some of us learn better by reading, others by lecture or spoken word. Some people are visually oriented and may benefit from “hands on” experiences. Knowing how you are “wired” enables you to select courses or career fields that are most closely aligned with your style. This alignment optimizes your learning experience and minimizes the distraction and discouragement associated with attempts to learn in ways that don’t really work for you.

On the next page you will find what we believe to be some characteristics of your learning style as they relate to your studies and potential work. .

Carefully consider each statement on the report.

Select two or three of the statements that you feel are most significant for you.

Refine Your Focus.....

Think about the statements you checked on the report as being most significant for you. Why are they significant? How have you experienced them in the past?

Who were some of your favorite teachers or professors?

What did you like about them?

JOHN Q. PUBLIC

His learning style

Read each of the statements carefully, and then check the two or three statements you feel are most significant

- [] Enjoys projects which involve directly influencing the thinking of other people
 - [] Relates well to topics or projects that deal with people, particularly social issues or matters
 - [] Likely to grasp numerical concepts quickly
 - [] Likes to be dealt with in a straightforward manner in one-on-one dealings with his tutor
 - [] Prefers to be instructed in a small-group setting, or even alone where that is possible
 - [] Does best when he can see his instructor as a natural authority figure
 - [] Self-demanding, and also not infrequently demanding of others: may have high, even unrealistic expectations of his instructor
 - [] Fundamentally more concentrative than may sometimes be realized: needs opportunities to focus his attention for best performance
 - [] Stimulated to a greater extent than people sometimes realize by unorthodox or unusual ideas
-

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Dynamas can tell you [how an adolescent child sees its parents](#) -- ask your consultant for details. Contact information is above

Topic 4: Career Focus - Your Best Fit Roles & Careers

About this Topic

The Birkman assessment identifies careers that have the highest likelihood of being a “best fit” for you. The process develops a “profile” based on your interests, your strengths, your needs and your motivations.

Interpreting the Career Focus report:

The ***Name*** field names a **Group** classification of jobs.

The fact that this group is listed on this report means that people who have interests, strengths, needs and motivations with some similarity to yours, are successful in these types of work.

The ***Score*** field is a number “1” to “10”.

The score indicates the level to which you are similar to people in the described group. “10” indicates the highest level of similarity.

Begin at the top of the list with the “highest” score. This is the group your profile is most similar to. It is rare to have extremely high scores (“9” or “10”). The highest score on your report may be a “2” or “3”. The fact that a particular group even appears on the report indicates that you should give it consideration.

Review your Career Focus report on the next 2 pages.

For future reference, you may wish to place a check in the [] to the left of each group that you are interested in.

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Career focus

	Name	Description	Score
[]	Accounting	General accounting, tax accounting, general auditing, controllers	8
[]	Knowledge Specialist	Counselors, psychologists, ministers, nursing managers, employee relations, professors, litigation specialists. Managers with high scores are often specialists in some area of expertise and may oversee smaller teams	7
[]	Social Service Counseling	Clergy, therapists, counselors, social workers, sociologists, psychologists	6
[]	Pre- or Post-Sales, Services	Bank marketing, sales of stocks and bonds, sales of medical services	6
[]	Human Relations, Training	Career counselors, HR and employee relations, marketing and advertising, legal assistants and consultants, industrial relations, lobbyists	6
[]	Financial	Banking operations, tellers, financial analysts, loan officers, financial officers	6
[]	Pre- or Post-Sales, Product	Sales engineers, sales of energy, pharmaceuticals, medical equipment, software; purchasing agents and buyers	6
[]	Arts	Visual arts, literary and editorial positions, performing arts, architecture, art sales, travel agents	5
[]	Teaching	Teachers, professors, educational administrators	5
[]	Administrative Management	Benefits administration, internal auditors, credit administration	5
[]	Advocacy/Career Generalist	Lawyers in litigation and business specialties. High scores are also characteristic of respondents who may be generalists, or who may not yet have determined a specific career path	4
[]	Health and Wellness	Nutritionists, pharmacists, nurses, physicians, health administrators, clinical scientists	4
[]	Direct Sales, Services	Insurance sales, real estate sales, telecommunications sales	4
[]	Investigative Research	Environmental workers and specialists, biologists, geologists, chemists, physicists, nuclear scientists	4
[]	Delegative Management	Property managers, sales managers, bank managers, controllers, administrators, managers in the entertainment and hospitality areas	4
[]	Direct Sales, Product	Sales of merchandise, clothing, costumes, jewelry, appliances, furniture, autos, general retail sales	4

[]	Technical Design	Medical technicians, computer analysts, programmers, agriculture, petroleum engineers, production engineers, civil engineers, electrical engineers, chemical engineers, mechanical engineers, research engineers	3
[]	Enforcement/Security	Enlisted military, firefighters, paramedics, police	3
[]	General Administrative	Receptionists, office clerks, secretaries, administrative assistants	3
[]	Maintenance/Operations	Operators in the energy and chemical industries	3
[]	Directive Management	Managers of operations, manufacturing, construction, petrochemical plants, telecommunications, utilities, police departments, grocery stores, information centers, and military officers	3
[]	Craftsmanship	Operators in manufacturing and construction	3
[]	Data Entry	Data entry clerks, bookkeepers, accounting or billing customer service	1

Topic 5: What Motivates You

About this Topic:

The following page describes some effective ways you can be motivated for best performance. The information describes you from the point of view of that other person -- that is, instead of using the words "you" and "your," the information refers to you as "him" or "her."

On the next page you will find what we believe to be some ways you prefer to be motivated. as they relate to your studies and potential work. .

Carefully consider each statement on the report.

Select two or three of the statements that you feel are most significant for you.

Refine Your Focus.....

Think about the statements you checked on the report as being most significant for you. Why are they significant? How have you experienced them in the past?

- *Think about a time when you were very enthusiastic about something.*
- *What impact did your enthusiasm have on others?*

- *Describe a time when you just did not want to go to school or work.*
- *How and when did your feelings change more toward the positive?*

- *When you feel that there is just not enough time to get things done, describe that feeling and how you respond.*

JOHN Q. PUBLIC

Motivating for best performance

Read each of the statements carefully, and then check the two or three statements you feel are most significant

- Likely to be more self-motivated when he is not made to specialize in a particular area of work
 - Not strongly self-motivated when it comes to hands-on matters
 - Responds readily to opportunities to influence others directly
 - Particularly responsive to situations where he can help others
 - Motivated by tasks involving numbers or statistics
 - Prefers direct, no-nonsense instructions and encouragement
 - Is most self-motivated when allowed some time to work alone or with a very small group
 - Most effective when directed by someone he sees as a natural authority figure
 - Often rises well to ambitious targets and goals
 - Let him concentrate -- don't interrupt if it's avoidable
 - Allow him to be a little unorthodox on occasion
-

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Dynamas knows [the way to manage key people](#). Details from your consultant -- contact information is above

Topic 6: How You Wish to Be Incentivized

About this Topic

The following page describes some effective ways you may wish to be incentivized.

How might you build some of this into your present situation?

Carefully consider each statement on the report.

Select two or three of the statements that you feel are most significant for you.

Refine Your Focus.....

Think about the statements you checked on the report as being most significant for you. Why are they significant? How have you experienced them in the past? *What is the best way to incentivize you? Why?*

JOHN Q. PUBLIC

How to incentivize him

Read each of the statements carefully, and then check the two or three statements you feel are most significant

- Talk about remuneration privately, not openly
 - Reward only the attainment of demanding, meaningful achievements
 - Unorthodox incentives often work well with him
-

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What kind of a [team player](#) is your colleague? Talk to your Dynamas consultant: contact information is above

Topic 7: How to Talk to You

About this Topic

We all desire for our communications to be respectful on a foundation of honesty and integrity. Beyond this, there are many unique and individual ways to communicate with one another. This report is specifically about you. It is a list of ways you desire that people use to communicate with you.

Carefully consider each statement on the report.

Select two or three of the statements that you feel are most significant for you.

Refine Your Focus.....

Think about the statements you checked on the report as being most significant for you. Why are they significant? How have you experienced them in the past?

- *Describe a time when a boss or teacher said something that really made you feel good about what you were doing.*
- *Who may have been present or overheard this discussion?*
- *How did you feel about that?*

JOHN Q. PUBLIC

How to talk to him

Read each of the statements carefully, and then check the two or three statements you feel are most significant

- Get to the point. Don't worry too much about hurting his feelings
 - If the subject's important, talk to him alone
 - Don't be afraid to disagree openly with him as long as he appears to be relishing active debate
 - Don't downplay any difficulties surrounding the matter you are discussing, and don't flatter him. If the project is extremely demanding, say so
 - Keep irrelevant matters to an absolute minimum
 - Encourage him to think "outside the box" if you really want to engage his attention
-

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How do your [interests affect your work](#)? Your Dynamas consultant can tell you: [contact information is above](#)

Topic 8: Biggest Mistakes One Can Make With You

About this Topic

This topic describes some of the “biggest mistakes” or things that may prompt an undesirable behavior from the candidate.

Carefully consider each statement on the report.

Select two or three of the statements that you feel are most significant for you.

Refine Your Focus.....

Think about the statements you checked on the report as being most significant for you. Why are they significant? How have you experienced them in the past?

- Describe a time when you were in a good mood and someone said something that totally changed that.

- How and when did you recover from that event?

- Describe a time when you were angry about something.

- How did your anger affect your attitude or performance?

- How were others impacted by your anger or attitude?

JOHN Q. PUBLIC

Biggest mistakes you can make with him

Read each of the statements carefully, and then check the two or three statements you feel are most significant

- Beating about the bush with him
 - Forcing him to participate unnecessarily in group activities
 - Failing to make it clear exactly who is in charge
 - Telling him that he has done well when that is not really true
 - Interrupting when he is concentrating
 - Making him conform unnecessarily
-

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Dynamas shows you [how people influence others](#). Details from your consultant: [contact information is above](#)

Topic 9: How You Seek to Influence Others

About this Topic

This topic describes how the respondent seeks to influence others.

As you review the report, consider:

Effective Approach

The approach you are most likely to demonstrate under normal conditions.

Less Effective Approach

The approach you may take when you feel pressure or frustration.

Carefully consider each statement on the report.

Select two or three of the statements that you feel are most significant for you.

Refine Your Focus.....

Think about the statements you checked on the report as being most significant for you. Why are they significant? How have you experienced them in the past?

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How he seeks to influence others

Read each of the statements carefully, and then check the two or three statements you feel are most significant

Effective approach

- Talks directly to people in one-on-one encounters, believing that this demonstrates his respect for them
- Believes that outlining a structured plan and getting others to buy into it is the most effective approach
- Uses his natural authority to command the attention and agreement of others
- Likes to appeal to others' competitive natures by emphasizing individual as well as team benefits that may result from people's acceptance of his ideas
- Tends to offer an idea in terms of key actions steps and seeks agreement on those
- Presents ideas that may be more ambitious by emphasizing their demanding nature
- Likes to emphasize a variety of approaches to and benefits of the idea he is promoting
- Attempts to inspire others by out-of-the-box thinking and promoting more unusual ideas

Less effective approach

- Can fail to realize when he has alienated others by being too direct and forthright
 - In the face of opposition, can be too inclined to withdraw from the group instead of engaging with it
 - Can see disagreement as a challenge to his authority: can become domineering, seeing criticism as a threat to his "turf" or personal authority
 - Can be seen by others as more interested in establishing a competitive environment than a team atmosphere
 - Can be over-demanding of himself and others: inclined to under-estimate the extent to which others are intimidated by lofty goals
 - Can let his attention wander: inclined to follow others' focus on side issues, to the detriment of the main idea
 - Can sometimes increase other people's resistance by being too unorthodox
-

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Your Dynamas consultant can tell you about your effective [learning style](#). Contact information is above

Topic 10: Your Relationship With Teachers

About this Topic

The first section of this report, “When You’re At Your Best” describes how you may relate when things are going well.

The second section, “What You Need”, refers to what you need from the relationship. Depending on the intensity of the need, it may be necessary to find ways to communicate your needs appropriately.

The third section, “Things to Work On,” is to help you see the areas that you can grow in and work on.

Carefully consider each statement on the report.

Select two or three of the statements that you feel are most significant for you.

Refine Your Focus.....

Think about the statements you checked on the report as being most significant for you. Why are they significant? How have you experienced them in the past?

- What are your most significant need(s)?

- How might you communicate these needs or handle them effectively?

- What 2 items from “Things to Work On” are your highest priority?

JOHN Q. PUBLIC

Your relationship with your teacher

Read each of the statements carefully, and then check the two or three statements you feel are most significant

SECTION A: When you're at your best

- You much prefer to be open and direct when you talk to your teacher
- You tend to approach the tasks your teacher gives you by organizing your thought first into some structured pattern
- You don't mind vigorous debate with your teacher when you feel that you are right
- You like to be competitive, and sometimes you like to be competitive with your teacher
- Your approach to the tasks your teacher gives you is to commit to immediate action wherever that is possible
- You tend to have high expectations of yourself and you also hold your teacher to a high standard
- You like to do more than one thing at a time, so it can be hard for you to focus sometimes when your teacher needs your attention

SECTION B: What you need

- You'd prefer your teacher to be direct and forthright with you, rather than talking around issues
- You do some of your best work when you are away from large groups, and often when you are alone
- It's important that your teacher be an authority figure that can stand up to you and other people
- You respond better when your teacher is demanding but fair than you do if he or she simply accepts it when you do less than your best
- You tend to prefer to be left alone by your teacher if you're focusing your attention on one particular task

SECTION C: Things to work on

- Under pressure, it can be easy for you to fail to show your teacher the appropriate respect
- If your teacher puts you in a group situation you dislike, you tend to simply shut down and say nothing to anyone
- When you get under pressure, you can become much too assertive with your teacher, to the extent that winning the argument becomes more important than the issue you were talking about
- Sometimes your underlying competitiveness can cause you to think that having your individual efforts recognized by your teacher is more important than anything else
- Under pressure, you can sometimes have expectations of your teacher that are simply unrealistic
- Under pressure, you can find it hard to concentrate on what your teacher is saying or doing

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Ask your Dynamas consultant about [leadership styles](#). Contact information is above

Topic 11: Your Job Search

Any job search is stressful.

Being informed can significantly reduce that stress.

Tackling your job search with the insights you have gotten from this workbook positions you for finding a career and job that is most likely to provide long-term satisfaction and success.

To prepare for your job search, affirm what you are searching for. Define the target!

To maintain focus, note which of your **interests** and **strengths** you feel are making each of these jobs attractive to you.

There are a number of things that can increase job search stress:

- The search is taking longer than you had expected
- An interview goes wrong
- Financial pressures
- Unfulfilled expectations of family members, friends, etc.

Do not be discouraged by your potential stress behavior!

Do not isolate yourself while conducting a job search!

It is important that you develop a support group of caring people and a process that provides you with new ideas, fresh perspectives and encouragement.

Carefully consider each statement on the report.

Select two or three of the statements that you feel are most significant for you.

Refine Your Focus.....

Think about the statements you checked on the report as being most significant for you. Why are they significant? How have you experienced them in the past? How will you deal with any negative tendencies going forward?

JOHN Q. PUBLIC

Your job search

Read each of the statements carefully, and then check the two or three statements you feel are most significant

SECTION 1: Approaching your job search

- Directly ask those you know for networking contacts
- Use your organizing approach and follow a structured plan as you pursue your job search
- Ideally, find a job that allows you to be competitive and to be paid on results
- If possible, actively start your job search as soon as you can
- You like to push yourself on occasions, and this is a time that such an approach is appropriate
- You'll feel you're achieving most if you pursue several different lines of inquiry at the same time

SECTION 2: When the job search becomes stressful

- Under pressure, you can be a little too terse
- You're tempted to withdraw or hide when things get tough
- You have a tendency to focus too much on what the job pays and not enough on things like work conditions
- You may be inclined to blame yourself for your job loss or for your inability to find another
- You can find it hard to sit still and concentrate on what you committed to do, because it's easier to keep trying something new

SECTION 3: Finding and developing a support group and/or process

- Seek the support of friends who will be direct and forthright with you
- One or two close supporters are more beneficial to you than a group of more casual friends
- Seek the support of people who expect much of you and who understand your self-critical nature
- Stay away from distractions

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[What's the best way to incentivize that key employee?](#) Ask your Dynamas consultant for details: [contact information is above](#)

Topic 12: Your Job Interview

The job interview is about “them”, not “YOU”!

An employer hires people to solve problems.

Approach the interview with the intention of understanding what problem the employer is attempting to solve. If you have what it takes to be a good solution, then describe how your skills and knowledge will work in their business solving their problems.

Be confident, appropriately enthusiastic and engaged.

Refer to the “Job Interview” report on the next page.

The first section of the report, “When at one’s best...”, describes how you may respond when you are feeling confident and good about the interview.

The second section, “When less at ease...” describes how you may respond if you begin to feel stress or pressured. The most effective way to avoid stress is to be prepared. Know who you are and the strengths you bring to the marketplace.

The final section, “Preparing for the interview”, are suggestions you should seriously consider as you prepare for the interview. These suggestions are based on your personality characteristics.

Carefully consider each statement on the report.

Select two or three of the statements that you feel are most significant for you.

Refine Your Focus.....

Think about the statements you checked on the report as being most significant for you. Why are they significant? How have you experienced them in the past? How will you effectively deal with any potentially negative situation?

JOHN Q. PUBLIC

How he approaches job interviews (alpha)

Read each of the statements carefully, and then check the two or three statements you feel are most significant

SECTION A: When he is at his best in the interview

- Responds directly and unselfconsciously to questions
- Most comfortable when the interview follows a structured format rather than being casual or informal
- Not afraid to express his differences with the interviewer
- Not afraid to discuss remuneration issues, particularly where these are related to competitive achievement
- Likely to come across in the interview process as an energetic candidate
- May appear self-critical during the interview, though this may well be the result of the high standards he sets himself
- May well address two or more topics at the same time during the interview process
- Sometimes has a slightly unorthodox way of looking at things which may become apparent during the interview

SECTION B: When he is less at ease in the interview

- Can be too direct and forthright
- May fail to respond adequately to social cues in the interview process
- May become unexpectedly domineering, particularly if annoyed by some aspect of the interview
- May appear over-eager when money matters are raised
- Can appear too self-critical, and critical of others too, during the interview process
- May start addressing another topic before fully answering the question that was asked
- May sometimes be tempted to say something unconventional when feeling pressured

SECTION C: Preparing for the interview

Practicing with a friend before an interview is an excellent idea. If he does this, he should ask his friend to watch particularly for the potential issues listed here

- He should be prepared to be courteous if the interviewer is attempting to put him at his ease
- He should remember that he may need to show social abilities if there is an interviewing panel or if the interview is conducted in a social setting
- He needs to keep calm even if he feels provoked in some way during the interview process
- He should have a prepared number of personal successes to talk about in the interview, and should avoid getting over-analytical about the questions he is asked
- He should be prepared for an interviewer to ask some unrelated question while he is still answering the previous question
- He should beware of saying something idiosyncratic when he is caught off-guard during the interview

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How he handles other people (alpha)

Read each of the statements carefully, and then check the two or three statements you feel are most significant

SECTION 1: When he is at his best

- [] Is typically direct and straightforward -- tends to get to the point
- [] Structured in his approach to situations: presents his outline point by point, with at least some focus on detail issues
- [] Tends to exercise authority naturally -- generally gives direct orders as much as he may seek a consensus from others
- [] Is naturally competitive; likes to win, and prefers to encourage others using individualized incentives
- [] Physically energetic; brings an emphasis on direct action to most issues, and seeks a similar approach from others
- [] Thinks in terms of demanding goals, which will stretch his own and others' capabilities. May have a high level of expectation, both of himself and the people he works with
- [] Likes to have plenty of variety in his routine; likely to expect others to be able to handle more than one issue at once
- [] Open to innovation; may well encourage others to try unorthodox or untested methods to achieve their goals

SECTION 2: His less effective approach

- [] Can be brusque and over-direct, upsetting more sensitive people without realizing it
- [] Can withdraw from general interaction with people; may remain by himself, or depend too much on a few people who are close to him
- [] Can become more domineering than he realizes; may take others' silence for consent, when in fact they are intimidated
- [] Can become over-competitive, to the extent that the need to win can be more important than a solution that benefits all
- [] Can have expectations of others and himself that are unrealistic; inclined to blame himself for problems which arise, and sometimes too reluctant to abandon projects which realistically cannot succeed
- [] Can sometimes be too inclined to deal with too many issues at once, or to focus unduly on secondary matters whose relevance is doubtful
- [] Can underestimate the extent to which his liking for the unconventional or unorthodox can trouble other people; sometimes inclined to say or do something unusual merely for effect

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Changing careers? [Dynamas can help](#) -- ask your consultant for details. Contact information is above

NEXT STEPS.....

It is important that you set aside a designated time and place to reflect on what you have learned about yourself during this process.

1. What do I know about myself that I did not know before I reviewed my Focus Finder report?

- **Strengths & Positive Attributes**

- **Areas of potential concern**

2. How will I use this information to move me toward the future I desire?

3. What 5 things will I specifically do this week to help ensure I am “on target” as I refocus on my future?

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Who else do I know that could benefit from the Student Focus Report?