Focus: The ACT World-of-Work Map

INTRODUCTION

ACT is an independent, non-for-profit organization that provides many educational and workforce development services. One of these services is the World-of-Work Map, which locates 26 job groups (each containing hundreds of jobs) on a work map based on each job group's position on a two-dimensional grid. The grid opposes "People" with "Things," and "Data" with "Ideas." In other words, working with people (e.g., social worker) is treated as the opposite of working with things (e.g., sculptor), with someone scoring in the middle equally comfortable working with either or both (e.g., veterinarian). Likewise, working with data (e.g., bookkeeper) is treated as the opposite of working with ideas (choreographer), with someone scoring in the middle equally comfortable working with either or both (e.g., research scientist). These four primary work focuses are defined as follows:

DEFINITIONS

1. People. Working primarily with people through leading, caring, supporting, serving, selling (Sample Jobs: salesperson, manager, counselor, elementary school teacher)
2. Things. Working primarily with things such as machines, tools, animals, natural resources, and fabricated items (Sample Jobs: mechanic, maintenance, forester, sculptor, inventor)
3. Data. Working primarily with numbers, facts, filing, procedures, inspecting, etc. (Sample Jobs: bookkeeper, accountant, information science, statistician)
4. Ideas. Working primarily with knowledge, theories, creativity, insights (Sample Jobs: professor, writer, psychologist, actor, strategic planner, consultant)

According to your answer patterns on your Center for Applied Cognitive Studies assessment, we estimate that you would be most comfortable in a job or career in which you could allocate your time according to the graph and table below. The work focus ratings are based on a 100-point scale, such that, the closer to 100, the more natural that work focus should be for you. The closer to zero, the less natural, and work with that kind of focus—even though you could perform it well—would tend to tire you out and wear you down over time if it were to be a major part of your work. If all four focus scores are within ten or so points of each other, that suggests that you could comfortably switch from one focus to another as necessary.

<table>
<thead>
<tr>
<th></th>
<th>Work Focus Scores</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ideas</td>
<td>54</td>
</tr>
<tr>
<td>People</td>
<td>52</td>
</tr>
<tr>
<td>Things</td>
<td>43</td>
</tr>
<tr>
<td>Data</td>
<td>50</td>
</tr>
</tbody>
</table>

![Bar Chart]

ACT
**YOUR ANALYSIS**

<table>
<thead>
<tr>
<th>Job Interest Area</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Artistic</td>
<td>53</td>
</tr>
<tr>
<td>Investigative</td>
<td>43</td>
</tr>
<tr>
<td>Social</td>
<td>51</td>
</tr>
<tr>
<td>Enterprising</td>
<td>43</td>
</tr>
<tr>
<td>Realistic</td>
<td>34</td>
</tr>
<tr>
<td>Conventional</td>
<td>42</td>
</tr>
</tbody>
</table>

**INTERPRETATION OF RESULTS**

"Your response patterns bear a modest resemblance to persons who prefer an “artistic” occupational content: creative expression, whether through language, music, dance, theatre, drafts, visual arts, or other media. However, you show an almost equally strong resemblance to persons who prefer “social” work: serving society, whether through teaching, social work, counseling, health care, politics, or other roles. A satisfactory career choice should integrate both. Your third preference—“investigative” jobs that involve some manner of describing the “truth,” whether through scientific research, journalistic inquiry, or police detection—is almost as strong as your first two. Try to satisfy all three."

**RESOURCES FOR FURTHER INFORMATION**

- Gottfredson, Gary G., & Holland, John L. (1996). Dictionary of Holland Occupational Codes (3rd Edition). Odessa, Florida: PAR, Inc. This 700+ page reference work contains thousands of job titles that are cross-referenced according to the three-letter code representing your three strongest job “content” preferences. This is the perfect place to go in order to find more examples of jobs than the ones listed on the Job Families page of this report. Get your three letter "Content" code (RIA, SEC, IAS, etc.) based on your three highest scores on the "Content" page, and look up that code in this dictionary in order to find an exhaustive listing of jobs that tend to employ people with a personality profile similar to yours. That doesn't mean you'd like the job or even be good at it—just that you would feel similar to the other people in those jobs.
- [http://www.self-directed-search.com/](http://www.self-directed-search.com/) Take the SDS online here for a nominal charge. It directly measures the six career “Content” areas, as we refer to them in this report.
YOUR ANALYSIS

71.5 Working in an Office
66.7 Occasional Travel
62.1 Certification
61.4 Project Work
60.0 Working Separately
55.7 Immediate Response
54.3 New Ideas
54.1 Problem Solving

48.8 Public Contact
48.3 Non-Standard Hours
48.1 Authority
46.7 Management
45.7 Influencing Others
42.3 Creating Order
42.0 Short Training Time
41.4 Financial Challenge
39.1 High Income

38.9 40-Hour Week
35.7 Precision
35.5 Easy Re-entry
34.4 Making or Fixing Things
33.3 Routine Travel
32.0 Working In/Out
29.3 Physical Activity
28.5 Working Outside

These eight WAPs with your highest scores most likely represent aspects of work that are most appealing to you.

These nine WAPs with your moderate scores most likely represent aspects of work that are somewhat indifferent to you—they would likely neither attract you to a job nor turn you away.

These eight WAPs with your lowest scores most likely represent aspects of work that are unappealing to you, if not downright repugnant.

RESOURCES FOR FURTHER INFORMATION

- [http://www.act.org/wwm](http://www.act.org/wwm) ACT maintains this site, which contains its well-known "World of Work Map," which locates the 26 job families on a circular map whose points are defined by the "Focus" and "Content" attributes used in this report.

WAPs
Career Derailers

INTRODUCTION

The Center for Creative Leadership in Greensboro, North Carolina, has identified 19 behavioral tendencies that can derail a person in mid-career. Each of the 19 derailleurs is associated with a Big Five infrastructure that predisposes a person towards a specific derailer. For example, too much partying could "derail" a student in his/her school career, and lead to poorer grades than necessary to get into the higher schooling or employment of his/her choice. The "infrastructure" associated with "too much partying" would be E+C-, or, an outgoing, energetic person who is spontaneous. That is not to say that every E+C- student will party too much and not accomplish his/her goals. It is just to say that an E+C- student needs to be aware of such natural leanings, and to resist them as appropriate. Each of the 19 derailleurs listed below has such an associated infrastructure. In the far right column, we describe the relationship of your profile to the derailleurs as "Unlikely," "Caution," or "Threat." For each "Threat," it would behoove you to do some thinking and planning around how you might offset the threat, so that it does not prevent you from attaining your goals. For each threat, determine which out-of-range traits are the primary source of the threat, and plan

YOUR ANALYSIS

<table>
<thead>
<tr>
<th>Obstacles to Success</th>
<th>Profile At Risk for this Obstacle</th>
<th>Your Scores</th>
<th>Magnitude of Threat</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arrogant</td>
<td>E-</td>
<td>48</td>
<td>55</td>
</tr>
<tr>
<td>Betrayal of Trust</td>
<td>A-</td>
<td>55</td>
<td>41</td>
</tr>
<tr>
<td>Blocked Personal Learner</td>
<td>O-</td>
<td>54</td>
<td>55</td>
</tr>
<tr>
<td>Defensiveness</td>
<td>N+</td>
<td>63</td>
<td>54</td>
</tr>
<tr>
<td>Failure to Build a Team</td>
<td>E-</td>
<td>48</td>
<td>55</td>
</tr>
<tr>
<td>Failure to Staff Effectively</td>
<td>N+/E+/A+/C+/</td>
<td>63</td>
<td>54</td>
</tr>
<tr>
<td>Insensitive to Others</td>
<td>N+</td>
<td>63</td>
<td>55</td>
</tr>
<tr>
<td>Key Skill Deficiencies</td>
<td>C-</td>
<td>41</td>
<td>24</td>
</tr>
<tr>
<td>Lack of Composure</td>
<td>N++</td>
<td>63</td>
<td>55</td>
</tr>
<tr>
<td>Lack of Ethics and Values</td>
<td>N+</td>
<td>63</td>
<td>55</td>
</tr>
<tr>
<td>Non-Strategic</td>
<td>O-</td>
<td>54</td>
<td>11</td>
</tr>
<tr>
<td>Overdependence on Advocate</td>
<td>N+</td>
<td>63</td>
<td>55</td>
</tr>
<tr>
<td>Overdependence on Single Skill</td>
<td>O-</td>
<td>54</td>
<td>41</td>
</tr>
<tr>
<td>Overly Ambitious</td>
<td>N+</td>
<td>63</td>
<td>55</td>
</tr>
<tr>
<td>Overmanaging</td>
<td>N+</td>
<td>63</td>
<td>55</td>
</tr>
<tr>
<td>Performance Problems</td>
<td>C-</td>
<td>41</td>
<td>24</td>
</tr>
<tr>
<td>Political Missteps</td>
<td>N+/E+/A+/C+/</td>
<td>63</td>
<td>54</td>
</tr>
<tr>
<td>Poor Administrator</td>
<td>O+</td>
<td>54</td>
<td>55</td>
</tr>
<tr>
<td>Unable to Adapt to Differences</td>
<td>N+</td>
<td>63</td>
<td>55</td>
</tr>
</tbody>
</table>

Note. The lower the Magnitude of Threat score, the more desirable. Low scores mean that this profile does not resemble the obstacle's likely profile; hence, the individual is not likely to ultimately exhibit that obstacle's behavior. High scores indicate a close resemblance between the individual's profile and that associated with the obstacle. Thus, a high score, i.e., over 20, is described as A Threat. A score of "0" is ideal and suggest minimal or no risk for the associated obstacle. Negative scores (e.g., "-15") are even better. Negative scores should be interpreted as "better than perfect." Think of "0" as a bullseye, while negative scores are bullseyes that are even closer to the center. Notice that for Failure to Staff Effectively and Political Missteps, each trait is followed by a "+/-." This means that, for these two derailleurs, extreme scores on any of the traits puts one at risk. So, the optimum scores for avoiding these derailleurs would be mid-range, or, 45 to 55.
OVERVIEW

Note: The bullets below represent brief interpretations of your scores on each of the major sections of this report. For more detail in support of a specific interpretation, go to the section indicated in the title box just above it. The “Short Title” in parentheses indicates how the section is identified at the bottom of each page.

Focus: The ACT World-of-Work Map (ACT)
"You show a modest preference for working primarily with ideas, including knowledge, theories, creativity, and insights. However, you also show an almost equally strong preference for working with and around people through such roles as leading, caring, supporting, teaching, serving, or selling. A satisfactory career choice should integrate both."

Job Content: The Holland Hexagon (Holland)
"Your response patterns bear a modest resemblance to persons who prefer an "artistic" occupational content: creative expression, whether through language, music, dance, theatre, drafts, visual arts, or other media. However, you show an almost equally strong resemblance to persons who prefer "social" work: serving society, whether through teaching, social work, counseling, health care, politics, or other roles. A satisfactory career choice should integrate both. Your third preference--"investigative" jobs that involve some manner of describing the "truth," whether through scientific research, journalistic inquiry, or police detection--is almost as strong as your first two. Try to satisfy all three."

Roles: The Eight Edgar Schein Career "Anchors" (Schein)
"Individuals with your profile tend to have a moderate preference for engaging in a role with a satisfying "lifestyle," where you have the flexibility to balance work and personal life, and where success is being a whole person, not one-sided. However, you show an almost equally strong preference for a "technical" role that involves being an expert in one's chosen skill area, with success associated with being perceived as highly knowledgeable or skilled. Try to integrate both. Your third preference--an "entrepreneurial" role, as in building your own organization from zero to a point of financial success, and where success comes from using your ability to build an organization--is also strong. Try to integrate all three."
Customized Report for: John Q Sample
Date: November 1, 2012

WorkPlace Big Five Profile™ 4.0

Style: The 25 ACT Work Attribute Preferences (WAPs)
Of the 25 Work Attribute Preferences, these appear to be the eight most important for you: Working In an Office, Occasional Travel, Certification, Project Work, Working Separately, Immediate Response, New Ideas, and Problem Solving.

Ability: Gardner’s Eight Talents (Gardner)
“Relative to other talent areas, your responses indicate that you see yourself as somewhat stronger in the “visual/spatial” talent area: discriminating color, shape, and depth, and using “four-dimensional logic.” However, you also see yourself as extremely strong in the “intrapersonal” talent area, which involves internally sorting out complex feelings and ideas. A satisfactory career choice would integrate both of these talents. Your third talent area—the “logical/mathematical” talent area, which involves the use of quantitative symbols and “two-dimensional logic”—is almost as strong as your first two. You would benefit from finding a career choice that builds on all three.”

Big Five Traits: Job Relatedness (Big_Five_Careers)
• Your high Need for Stability score means that you are highly reactive to stressors.
• Your medium Extraversion score means that you are comfortable with a moderate amount of sensory stimulation.
• Your medium Originality score means that you are comfortable with a moderate amount of change.
• Your high Accommodation score means that you are naturally supportive.
• Your low Consolidation score means that you are natural at multi-tasking.

Best Match—A Job-Career Matrix (Match)
Best Matches of Your Career Profile to Job Families: Employment-Related Services, Applied Arts (Written & Spoken), Creative & Performing Arts, Health Care, Natural Science & Technologies, Engineering & Technologies

Career Deraillers (Deraillers)
Up to Top Three Threats, If Any: Key Skill Deficiencies, Performance Problems, Lack of Composure

Overview