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careertyping

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science by
BIRKMAN

Introduction

Career fit and satisfaction are first and foremost based on the inner workings of your personality. You've likely considered many variables in your career search before focusing on the most important one—

YOU!

We use a data-driven methodology based on decades of rigorous scientific research to determine which careers you will find most fulfilling.

We call it *careertyping*.

ca·reer · typ·ing

/kə'rir 'tīpiNG/

verb

a scientific process involving the analysis of the unique parts of one's personality to form hypotheses about their most fitting careers.

Below are eight sections that will guide you through your *careertyping* journey.

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Personality Elements

We begin with the three personality elements that describe who you are as an individual.



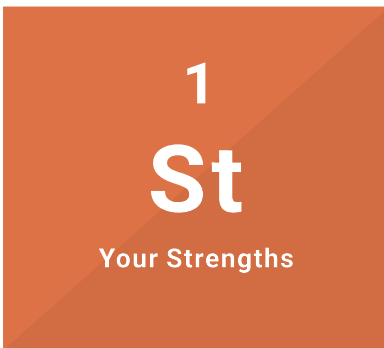
Strengths: behaviors that work best for you and the way you show up most often.



Needs: expectations and preferences you have for the people you work with and the environment you work in.



Interests: activities that energize you most and fuel the passion in your career.

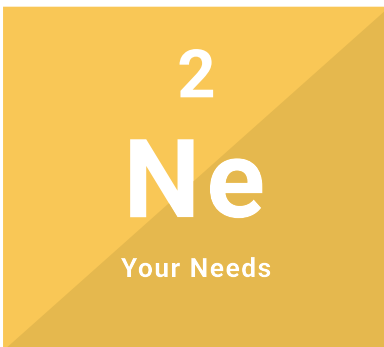


You are:

- responsive and independent
- flexible and enthusiastic

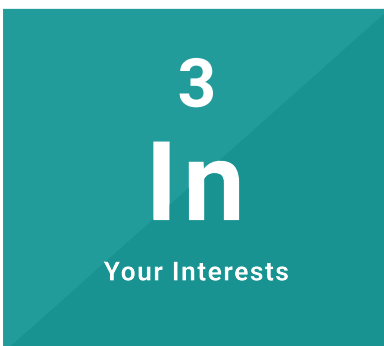
You also tend to be:

- selectively sociable
- thoughtful
- optimistic



You prefer when others:

- tell you the rules
- don't interrupt you unnecessarily
- are democratic rather than assertive
- encourage trust and fairness
- invite your input



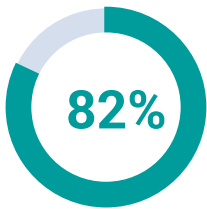
Your interests show that you like to:

- sell or promote
- direct people
- motivate people
- build agreement between people
- persuade, counsel or teach



Interests Sequence

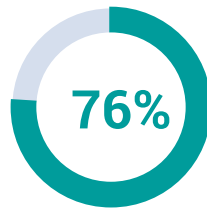
Now let's use a magnifying glass to take a closer look into your Interest element. The top of this sequence shows activities that motivate you the most while you may find those near the bottom less energizing.



SOCIAL SERVICE

Helping, advocating for people

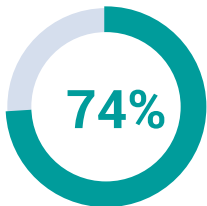
Activities include:
Teaching, counseling, volunteering



PERSUASIVE

Persuading, motivating, selling

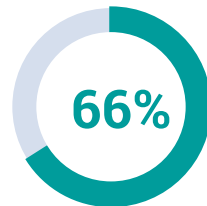
Activities include:
Debating, influencing, promoting



NUMERICAL

Working with numbers and data

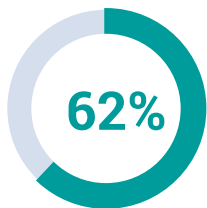
Activities include:
Accounting, investing, analyzing



TECHNICAL

Hands-on work with technology and machinery

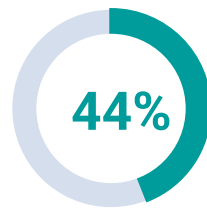
Activities include:
Programming, assembling, using gadgets



VISUAL

Appreciation for art

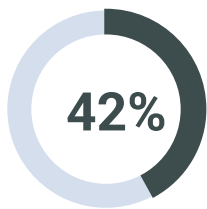
Activities include:
Creating, designing, aesthetics



AUDITORY

Appreciation for music

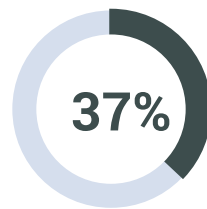
Activities include:
Playing, singing, listening to music



PROCESS

Systems, order and reliability

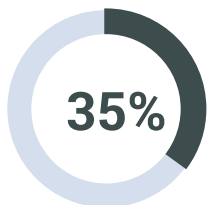
Activities include:
System tracking, record keeping, categorizing



RESEARCH

Science, analysis, intellectual curiosity

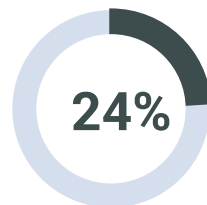
Activities include:
Investigating, exploring medicine, experimenting



OUTDOOR

Work in an outdoor environment

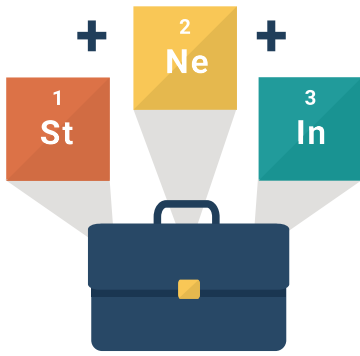
Activities include:
Being outdoors, farming, gardening



LITERARY

Appreciation for language

Activities include:
Writing, reading, editing



Career Analysis

Here we analyze the three elements of your personality to create hypotheses about the careers you will find most enjoyable. Your career matches are ranked below from the highest to lowest match.

Pay attention to the job titles and their ordering on the right as they are unique to you.



Click a job title below to learn more.

Construction & Extraction



Performing hands-on work functions related to the building of structures or the removal of materials from natural settings for use in construction or other applications. Duties may include bricklaying, carpentry, masonry, roofing, plumbing, inspecting integrity of structures according to building codes, mining, drilling, and disposal of construction by-products, using specialized tools and equipment.

- [Electricians](#)
- [Carpenters](#)
- [Supervisors Of Construction & Extraction Workers](#)

Management



Planning, directing, and coordinating high-level activities within an organization. Duties may include managing personnel, creating budgets, developing and implementing strategies, creating organizational policies, and supervising company operations. These managerial functions are similar in nature across various industries and fields (e.g. engineering, sales, human resources, medical).

- [General & Operations Managers](#)
- [Public Relations & Communication Managers](#)
- [Property Managers](#)
- [Food Service Managers](#)
- [Medical & Health Services Managers](#)

Community & Social Services



Counseling, rehabilitating, and/or supporting social and psychological matters of individuals, groups, or communities. Duties may include helping individuals maximize their mental and emotional well-being, cope with addictions, and lead healthy lifestyles, as well as providing spiritual, moral, or vocational guidance.

- [Social & Human Service Assistants](#)
- [Counselors & Therapists](#)
- [Directors \(Religious Activities & Education\)](#)

Installation, Maintenance, & Repair



Performing hands-on work functions related to the installation, maintenance, and repair of various machinery, systems, vehicles, and other serviceable equipment. Duties may include diagnosing, adjusting, servicing, and overhauling engines, telecommunications and/or security systems, heating, vacuuming, and air-conditioning units, and electronics.

- [Transportation Mechanics & Technicians](#)
- [Electrical & Electronics Repairers](#)
- [Telecommunications Equipment Installers & Repairers](#)

Career Analysis

Production



Producing, creating, and/or manufacturing a variety of products (e.g., food, lumber, electrical equipment, fabrics, metals, plastics, stones, fuel) through the operating of specialized tools and/or equipment. Duties may include baking pastries, binding books, cutting, shaping, and assembling furniture, assembling electronics, shaping molten glass, fabricating jewelry, welding metal components, among other specific production tasks.

- Assemblers, Fitters, Finishers, & Calibrators
- Power, Gas, Chemical, & Waste Plant/System Operators
- Printing/Prepress Operators & Bindery Workers
- Industrial Production Managers
- Machinists

Engineering & Architecture



Applying principles and technology of chemistry, physics, and other scientific disciplines into the planning, designing, and overseeing of physical systems and processes. Duties may include creating, testing, developing, and maintaining tools, machines, electrical equipment, buildings/structures, or other physical entities.

- Engineering Managers
- Petroleum Engineers
- Computer Hardware Engineers
- Mechanical Engineering Technicians
- Electrical Engineers

Healthcare Practitioner & Technician



Providing medical care and treatment in an effort to achieve optimal mental and physical patient well-being. Duties may include assessing patient health, diagnosing illnesses, performing surgery, prescribing medication, implementing prevention strategies, conducting/reviewing laboratory diagnostics, and supervising medical support staff. Most of these occupations require a graduate education.

- Medical & Health Services Managers
- Physicians
- Medical Technologists & Technicians

Sales & Related



Selling goods or services to a wide range of customers across various industries. Duties may include selling retail, appliances, furniture, auto parts, medical services, insurance, real estate, financial or consulting services, securities and commodities, as well as other products/services.

- Supervisors Of Retail Sales Workers
- Marketing Managers
- Telemarketers
- Supervisors Of Non-Retail Sales Workers

Arts, Design, Sports, Media, & Entertainment



Creating and/or expressing ideas or demonstrating talents through various media for entertainment, informational, or instructional purposes. Duties may include acting, dancing, singing, designing graphics, operating media equipment, translating text, writing literature, producing/directing movies or plays, public speaking, radio announcing, competing in sporting events, news reporting, among other specific functions within the media.

- Public Relations & Communication Managers
- Public Relations Specialists
- Graphic Designers

Legal



Researching, litigating, and documenting matters relating to the law, specializing in litigation, arbitration, transcription, investigation, or negotiation of legal issues. Duties may include representing clients in legal proceedings, examining legal statutes, documenting agreements, drafting contracts, investigating cases, and transcribing hearings.

- Paralegals & Legal Assistants
- Litigation Lawyers (Win-Lose Outcomes)
- Corporate Lawyers (Consensual Outcomes)

Career Analysis

Education, Training, & Library



Teaching/training individuals or groups of people academic, social, or other formative skills using various techniques/methods. Duties may include instructing children, adolescents, adults, individuals with special needs, or other specific samples within a formal or informal setting, creating instructional materials and educational content, and providing necessary learning resources.

- Education Administrators (Postsecondary)
- Secondary School Teachers (Except Special Education)
- Education Administrators (Elementary & Secondary)

Business & Finance



Analyzing and evaluating business/financial information for the purposes of documenting, making recommendations and/or ensuring adherence to business protocol. Duties may include preparing financial reports, developing investment strategies, analyzing general business trends, or assessing risk/liability, to streamline the operations of an organization.

- General & Operations Managers
- Employment, Recruitment, & Placement Specialists
- Training & Development Managers
- Human Resources Managers
- Financial Analysts

Office & Administrative Support



Providing clerical support within an organization. Duties may include preparing statements, tracking accounts, record keeping, bill collecting, making phone calls, scheduling appointments, entering data, providing customer service, ordering and tracking inventory, handling monetary transactions, among other administrative support tasks.

- Property Managers
- Supervisors Of Office & Administrative Support Workers
- Human Resources Assistants
- Data Entry Keyers
- Office Clerks (General)

Healthcare Support



Providing support functions in the healthcare field. Duties may include assisting physicians with patient care and treatment, rehabilitation, record keeping, transcription, and other routine medical functions.

- Medical Assistants & Transcriptionists
- Nursing Aides, Orderlies, & Attendants

Protective Service



Serving and protecting the best interests of the community, environment, and/or individuals, adhering to federal, state, and local laws. Duties may include investigating criminal cases, regulating traffic and crowds, fire fighting, ticketing/arresting perpetrators, inspecting baggage or cargo, responding to emergency situations, patrolling designated areas, guarding establishments, and providing other security measures.

- Security, Police, & Fire Fighting Enforcement Managers
- Security Guards
- Supervisors Of Police, Fire Fighting, & Correctional Officers

Farming, Fishing, & Forestry



Performing various outdoor activities related to agriculture, horticulture, aquaculture, and/or forestry. Duties may include attending to live farm, ranch, or aquacultural animals, planting, cultivating, and harvesting crops, hunting and trapping wild animals, developing, maintaining, or protecting forested areas and woodlands, and/or cutting, sorting, and grading trees for multiple uses.

Career Analysis

Food Preparation & Serving-Related



Preparing and cooking foods and/or serving patrons in dining establishments or other settings. Duties may include checking food quality, mixing drinks/ingredients, cleaning dishware, taking orders, planning menus, and other food/serving-related functions.

- Food Service Managers
- Bartenders
- Waiters & Waitresses

Building/Grounds Cleaning & Maintenance



Cleaning and maintaining hotels, hospitals, offices, and other establishments, as well as landscapes. Duties may include groundskeeping, planting trees, watering plants, housekeeping, washing windows, vacuuming, exterminating pests, among other cleaning and maintenance tasks.

- Supervisors Of Housekeeping, Janitors, & Groundskeepers
- Housekeeping, Janitors, & Groundskeepers

Computer & Mathematical Science



Designing, developing, and maintaining databases, software, hardware, networks, and other information/logic systems. Duties may include collecting/organizing data, computer programming, providing technical support, web design, and configuring communication systems, among other data-driven functions.

- Computer & Information Systems Managers
- Data Warehousing & Mining Analysts
- Operations Research Analysts & Statisticians

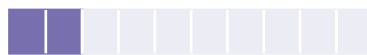
Life, Physical, & Social Science



Applying scientific knowledge and expertise to specific life, physical, or social science domains. Duties may include researching, collecting/analyzing qualitative and quantitative data, conducting experimental studies, devising methods to apply laws and theories to industry and other fields (e.g., mental health, agriculture, chemistry, meteorology, plant and animal life, human behavior and culture).

- Biological & Agricultural Technicians
- Natural Sciences Managers
- Microbiologists

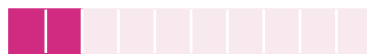
Transportation & Material Moving



Piloting, driving, operating, or navigating transport vehicles or material moving machinery (e.g., aircraft, automobiles, water vessels, construction cranes, locomotives, tractors). Duties include flying commercial airplanes, directing air traffic, driving public or school buses, taxis, trucks, ambulances, commanding motor-driven boats, inspecting freight and cargo, conducting trains, operating forklifts, among other transportation and material moving tasks.

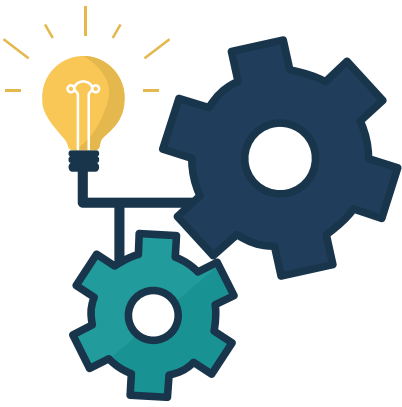
- Freight, Stock, & Material Handlers
- Supervisors Of Vehicle Operators
- Pilots

Personal Care & Service



Providing personal assistance, care, and services to individuals in various contexts. Duties may include attending to children, caring for the elderly or disabled, coordinating tourist travel, ensuring safety and comfort to travelers, providing cosmetic services, coordinating recreational activities for residential facilities, as well as other personal care and service tasks.

- Child Care Workers & Home/Personal Care Aides
- Hairstylists, Manicurists, & Morticians



Leadership Traits

Leadership Traits are another important component of the *careertyping* methodology. This information provides insight into the leadership styles you prefer when working with others, including when you manage others and when others manage you.

Your leadership styles are shown below in order of most to least preferred.



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.



Delegative Style

- Utilizes plans and strategies.
- Arranges resources and assists coworkers and teams in dealing with resource and implementation issues.
- This includes managers and executives in plan-driven organizations.



Directive Style

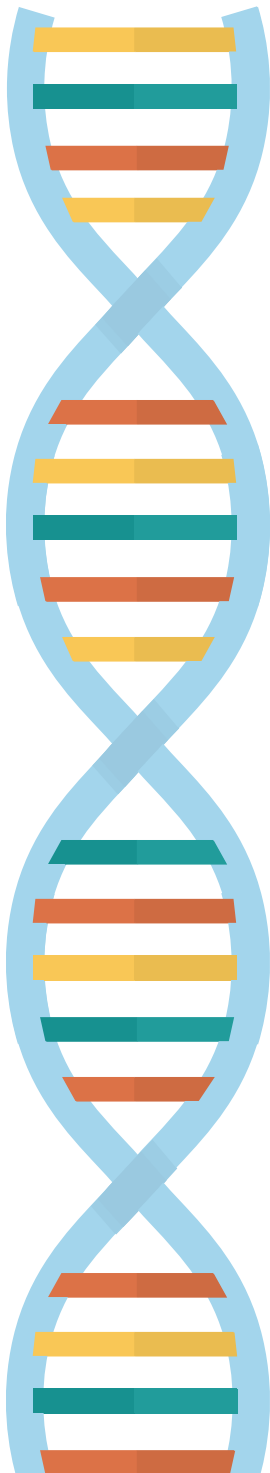
- Personal, direct involvement in problem solving, controlling and implementing.
- Leads from the front in exercising authority.
- This includes managers and executives in action-driven organizations.



You Under the Microscope

Ready to dig a little deeper? Now let's use a high-powered social science microscope to uncover your personality DNA.

This information reveals the competitive advantages you bring to the workplace and will help you eloquently express your strengths, needs, and interests in detail.



Your **Strengths** and **Interests**

- 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 are 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 are 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 like to have plenty of variety in your work, and to have more than one task to do at a time

You Under the Microscope

Your Needs and Interests

- You respond readily to opportunities to influence others directly
- You are particularly responsive to situations where you can help others
- You are motivated by tasks involving numbers or statistics
- You prefer direct, no-nonsense instructions and encouragement
- You are most self-motivated when allowed some time to work alone or with a very small group
- You are most effective when directed by someone you see as a natural authority figure
- Let you concentrate - others shouldn't interrupt if it's avoidable



Interview Techniques

Interviewing can feel like a pseudoscience—knowing how to present yourself, what to say, and even how to say it. *careertyping* is the science of you in the workplace, so the interview techniques described in this section are unique to you.

Here are some tips to get the chemistry just right when approaching your job search and interview.

How to approach 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 will feel you are achieving most if you pursue several different lines of inquiry at the same time

Developing your support network

- Seek the support of friends who will be direct and straightforward with you
- One or two close supporters are more beneficial to you than a group of more casual friends
- Stay away from distractions

If your job search becomes stressful

- Under pressure, you can be a little too terse
- You are 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 can find it hard to sit still and concentrate on what you committed to do, because it is easier to keep trying something new

Interview Techniques

Preparing for the interview

- You should be prepared to be courteous if the interviewer is attempting to put you at ease
 - You should remember that you may need to show social abilities if there is an interviewing panel or if the interview is conducted in a social setting
 - You need to keep calm even if you feel provoked in some way during the interview process
 - You should be prepared for an interviewer to ask some unrelated question while you are still answering the previous question
-

When you are at your best in the interview

- You respond directly and unselfconsciously to questions
 - You are most comfortable when the interview follows a structured format rather than being casual or informal
 - You are not afraid to express your differences with the interviewer
 - You are not afraid to discuss remuneration issues, particularly where these are related to competitive achievement
 - You are likely to come across in the interview process as an energetic candidate
 - You may well address two or more topics at the same time during the interview process
-

When you are uneasy in the interview

- You can be too direct and straightforward
- You may fail to respond adequately to social cues in the interview process
- You may become unexpectedly domineering, particularly if annoyed by some aspect of the interview
- You may appear overly eager when money matters are raised
- You may start addressing another topic before fully answering the question that was asked



Career Synthesis

What hypotheses can you make about your future career now that you've analyzed your *careertyping* report? Refer back to the previous pages as you reflect on the questions below.

We recommend printing this page and the following page to synthesize your findings in writing.



Which leadership style do you prefer?



Which careers are you most interested in exploring?

1
St

What are your top strengths?

2
Ne

Which types of people and environments make you feel most comfortable?

3
In

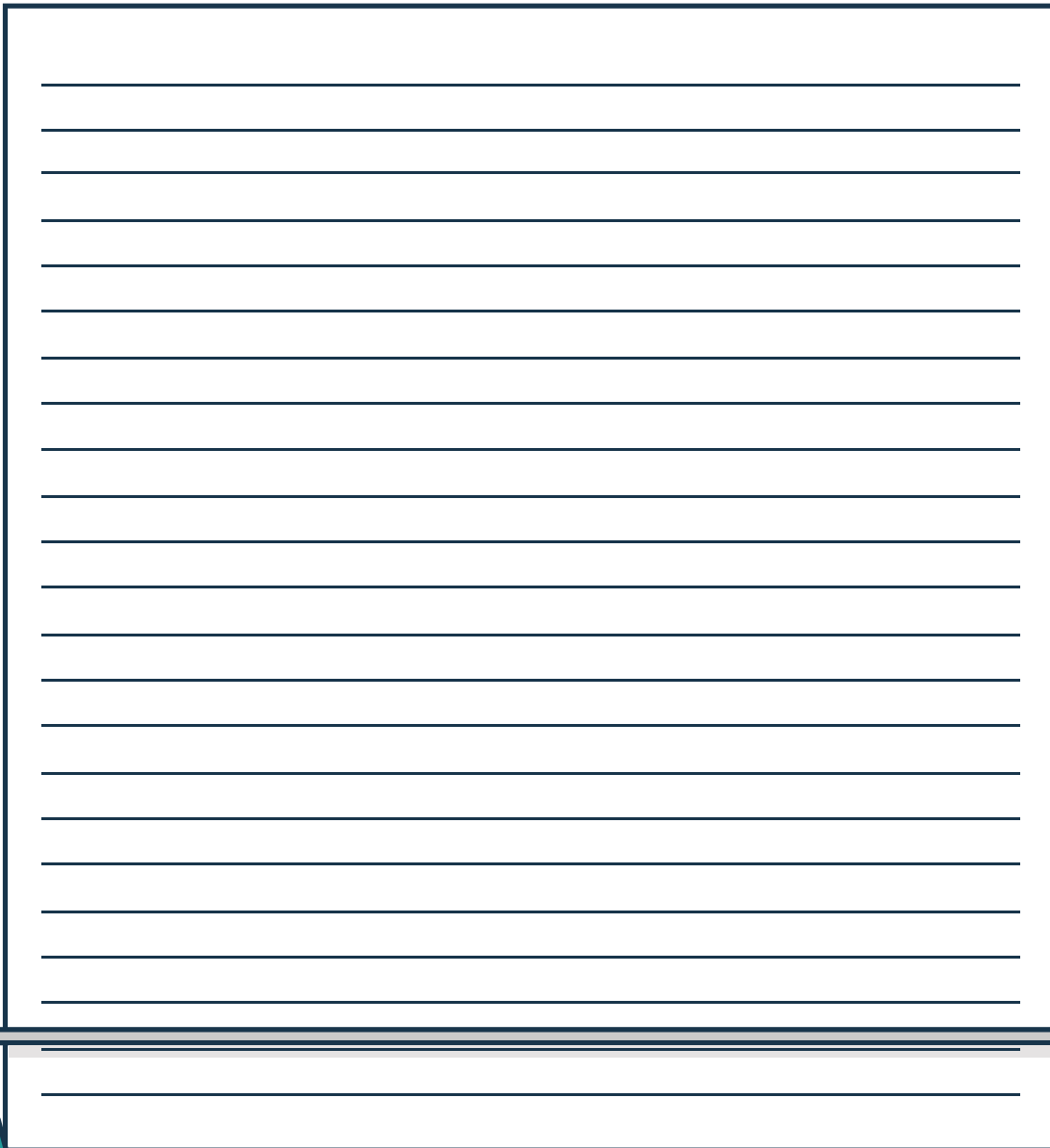
What are your top interests? Which activities should you pursue and which should you avoid?

Type Your Story

We gave you the scoop on your personality and you have some genuine science to support your career decisions. But there's another element of your personality that's not so easily quantified.

And that's your personal story.

Think about how you would put your future into words, and take some time to write your career story.



A large rectangular box with a black border, containing 20 horizontal lines for writing. The lines are evenly spaced and extend across most of the width of the box. The box is positioned above the keyboard of a teal typewriter.

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