

PERSONALIZED YOUMAP®



The logo features the word "You" in a dark red script font, "Map" in a large blue sans-serif font with a registered trademark symbol, and "CAREER PROFILE" in a smaller grey sans-serif font below it. To the right of the text is a decorative network diagram consisting of a series of interconnected circles. The circles contain icons: a head with a brain, a heart, a person with multiple arms, and a chess knight. The background of the entire page is a light grey network of nodes and lines.

# YouMap®

CAREER PROFILE

Prepared for: Jane Doe  
Date: October 2018

## PERSONALIZED YOUMAP<sup>®</sup>

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## PERSONALIZED YOUMAP®

### HOW TO USE YOUR YOUMAP®

This YouMap® career profile reveals your four pillars of career satisfaction: your strengths, what you value most, the skills you enjoy performing and your personality-driven career interests. This report will increase awareness of your career needs, but will also enable you to evaluate career opportunities by comparing them against your YouMap®. This report includes a printable hand out on the final page to display in your work space, provide to interviewers to differentiate you from other candidates and demonstrate your role fit, share with your manager to discuss how to better align your strengths, skills and interests to your work, or any application you can think of!



## PERSONALIZED YOUMAP<sup>®</sup>

### MY STRENGTHS

These top five strengths are taken from your **StrengthsFinder Profile** developed by The Gallup Organization. Because the themes are not tied to a particular job or function, each individual can develop these strengths regardless of his or her role or career. Using these strength themes increases productivity and quality while reducing stress.

#### DRIVER

**Strategic** (Thinking Theme) – You find alternative ways to proceed, sorting through clutter to find the best route. It is a skill that cannot be taught. You play out alternative scenarios allowing you to see around the next corner. You discard paths that lead nowhere.

**Achiever** (Executing Theme) – You have a great deal of stamina and work hard. You take great satisfaction from being busy and productive. Your drive is the power supply that causes you to set the pace and define the productivity levels for others.

#### PASSENGERS

**Analytical** (Thinking Theme) – You search for reasons and causes. You have the ability to think about all the factors that might affect a situation. Others see you as logical and rigorous. You do not want to destroy others' ideas but you do insist that their theories be sound.

**Learner** (Thinking Theme) – You have a great desire to continuously improve. Learning enables you to thrive in dynamic work environments where you are asked to take on short project assignments and learn a lot about the new subject matter in a short period of time.

#### FUEL

**Ideation** (Thinking Theme) – You are fascinated by ideas and find connections between seemingly disparate phenomena. Others may label you creative, original or conceptual, or even smart. What you are sure of is that ideas are thrilling.



## STRENGTHS REFLECTION

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**Write** examples to illustrate use of your strengths. Focus on actions you took and result(s) achieved. Strength stories are key for networking and interviewing. Practice describing your strengths supported by a brief story to communicate your value.

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### Reflect:

- Do you **under-use** or **over-use** any of your strengths? Over-used strengths are potential *barriers*.
- How do you think, feel, or act when under/over-using your strengths? *Example: Futuristic thinking, when over-used, can lead to worry rather than inspiration or hope.*
- What clues tell you you're under or over-using a strength?
- How can you get back "in the zone" to use your strengths more effectively?

### Reflect:

- Do your strengths fit well with your current or most recent role and other roles you are considering?

**Share your strengths** with someone who knows you well. We remember 75% of what we teach, versus only 10-25% of what we're taught



## MY TOP VALUES

**\*Connection** – Connecting and understanding people as individuals; forming deep friendships with specific individuals. Connecting and being intentional on a deeper level. Forming bonds and doing unto others as you would have them do unto you. The deepest connection I have is with my principal who is no longer my direct boss, but among firm leadership. There is room for improvement in this area with my team. Sometimes I'm out of sight out of mind; a bit on an island.

**Self-Actualization** – I don't want to end life leaving things on the table. The more I can grow as a person the more I'm able to do. Growth with intent – there must be an outlet. Right now I'm given a lot of leverage and authority to move things forward. There are some limitations for growth and advancement based on the size of the organization.

**\*Curiosity** – Lifelong learning. It's not just taking in information. Trying to retain sense of wonder about the world. It's important I don't get stuck in the same ways of doing things. Honored.

**\*Transparency/Honesty** – I value it in an organization. Some information is withheld in a way that's more about power than about what's the right thing to do. I do value confidentiality but sometimes people try to pull the wool over your eyes. Honored now but wasn't always.

**Wellness** – Fitness. I don't feel good and get pent up and out of sorts if I don't work out and move. It's a big stress-reliever for me. Sometimes work can conflict with this. Reciprocal at the org level.

**Creativity** – Working on creative ventures or with creative people; human expression whether in art or ideas. I value it in the world.

\*Reciprocal value (expect this returned from others)





## VALUES REFLECTION

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1. Is each value **honored** or **violated** by your job role? *Example: A person who values empathy in a sales role required to hear “no” three times from a prospect before abandoning a sales attempt is a role violation.*
2. Is each value **honored** or **violated** by your manager? *Example: A person who values honesty with a manager that is not open and forthcoming creates a values violation at the manager level.*
3. Is this value **honored** or **violated** by your organization’s culture? *Example: A person who values accountability working in an organization that does not hold people responsible for their obligations creates a values violation at the organizational level.*

**Tip:** Create interview questions using your top three values to assess role/manager/organizational fit.

Examples:

**Value:** *Personal growth*

**Question:** Can you share how you’ve contributed to a team member’s career growth in the past six-to-twelve months?

**Value:** *Autonomous decision making*

**Question:** How do prefer your team members to manage problem solving and decision making related to their work and can you provide a recent example?

**Value:** *Collaboration/team work*

**Question:** How would you describe the working dynamic of this team? What are ways you’ve worked to build a more collaborative team culture?



### MOTIVATED SKILLS:

#### Administration

- N/A

#### Artistic/Mechanical

- N/A

#### Conceptual/Creative

- Conceptualize
- Design
- Ideas (Generate)
- Initiate Change
- Innovate/Invent
- Strategize
- Synthesize
- Visualize

#### Interpersonal

- Act as Liaison
- Counsel
- Perceive Intuitively

#### Manage Process/Projects

- Adapt to Change
- Customer Service
- Make Arrangements
- Plan/Organize

#### Research & Analysis

- Analyze
- Evaluate
- Interview for Information
- Observe
- Read for Information
- Research Online

#### Sales

- N/A

#### Supervise/Leadership

- Decision-Making
- Leadership

#### Technical & Information

- Numbers (work with)
- Proofread/Edit



**BURNOUT & LOW PRIORITY SKILLS:****Administration**

- Budget
- **Maintain Records**
- Classify

**Artistic/Mechanical**

- Portray Images
- Entertain/Perform
- Use Mechanical Abilities

**Conceptual/Creative**

- Improvise
- Ambiguity (Deal w/)

**Interpersonal**

- **Deal with Feelings**
- Teach/Train
- Mediate
- Team Work

**Manage Process/Projects**

- **Monitor**
- **Manage Time**
- Implement
- Multi-Task
- Expedite

**Research & Analysis**

- N/A

**Sales**

- Negotiate
- **Sell**

**Supervise/Leadership**

- Supervise
- **Motivate**
- Mentor
- Delegate

**Technical & Information**

- Test
- Estimating
- Computer Literate
- Write



## SKILLS REFLECTION

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**Observe and list** the skill categories where you have the most motivated and burn out skills.

**Motivated** skill categories:

Motivating skills are most dominant in **Leadership**, **Conceptual/Creative**, **Managing Process/Projects** (on the planning end), and **Research and Analysis**.

**Burnout** skill categories:

Burnout (demotivating skills) are **Supervisory**, **Managing Process/Projects** (on the implementation end), **Interpersonal**, **Administrative**, and some **Technical/Information** (except proof read and work with numbers).

**Reflect:**

- Do your motivated skills **align** with your current or most recent role? What about burn out skills?
- If you're seeking a career transition, do your motivated skills align with careers you are considering? What about burn out skills?
- If uncertain of your next career move, work with your coach to create a list of roles that use many of your motivated skills.

**Tip:** Leverage online job boards, such as *Indeed.com*, by using one or two of your motivated skills to perform key word searches to generate ideas for your next role. Example: *Strategize + Innovate* or *Estimating + Testing*. **Eight-five percent** of skills are transferrable from job to job.



## CAREER TYPE OVERVIEW – INVESTIGATIVE / ARTISTIC: THE SCHOLAR

**Investigative:** The Thinkers | **Artistic:** The Creators

**Credo:** *"Education is a progressive discovery of our own ignorance."* – Will Durant

### Overview

IAs are highly observant, deep thinkers, intuitive, insightful, complex, a researcher, intellectual, independent, opinionated. An original thinker, driven by the investigation of ideas and connections between things.

An IA is driven by the desire to learn and, of course, investigate. The thing that distinguishes IAs, thought, is the subjects in which they are interested. They are drawn to an investigation of ideas, of connections between things, of history, and culture.

### How You're Wired

If you're an IA you're an original thinker and a close observer. When you set out to perform a task, you know exactly what you want to do, and not do. You also know exactly what information or answer you are looking for, and you'll expend an immense amount of time and energy to find it.

You have the intellectual curiosity that is the hallmark of the Investigative codes, but you are more interested in the soft sciences than the hard ones. The sciences that explain how people act and why, such as sociology, psychology, anthropology, and history.

### How You Relate to Others

IAs believe they understand how the world works and don't have much patience with people who don't get it. You might also have a difficult time trusting others as a result. This can be an asset when a critical mind is needed. Face it, pointing out flaws makes any effort stronger, but it won't necessarily win you friends.

Because you are so complex, you never feel completely understood by more than a few people. You are not interested in small talk at work, and would rather spend time debating and discussing intellectual concepts with your peers.

**Role Misfit**

The IA may feel repetitive work, or work that doesn't stimulate the mind to think deep thoughts or seek new understanding as frivolous.

Working for a university, a museum, or similar institution that promotes learning is probably your best bet, but those job opportunities are relatively rare.

This means for many IAs that they must pursue their interests in their spare time. Some of them suffer jobs they couldn't care less about to pay the bills.

Picture yourself as a Sociologist.

Many social scientists work for the Bureau of Labor Statistics (about 43%). Their findings have a big influence on public policy and their research also shapes legislation. They may study how urban sprawl has affected people's driving habits over the past 50 years, and can be important in urban planning and development. Social scientists may also study how racial and gender differences affect employees in the workplace. Sociologists get lost in their research, spending long hours focused on finding the smallest detail that will help you understand interpersonal and cultural relationships. Libraries and research centers are some of your closest friends.

Als often work in environments that support original research efforts such as colleges and universities, libraries, historical societies, and museums. Many IAs will pursue other jobs to make ends meet while pursuing research projects or avocations on the side. Others use their creativity to design their own jobs and serve as consultants.

**Typical IA Careers**

<https://www.onetonline.org/explore/interests/Investigative/Artistic/>



## CAREER INTEREST REFLECTION

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**Review** the list of occupation matches linked on the previous page. List roles of interest to research.

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### Tips:

- If the occupation matches are not feasible or desirable, think of these as a guidelines or examples to help you focus on the shared characteristics of the career options.
- Use online tools such as O\*NET ([www.onetonline.org](http://www.onetonline.org)) to research additional occupations.
- Perform searches using your motivated skills and strengths as key words to explore role ideas on job boards such as careerbuilder.com, indeed.com and glassdoor.com.
- As you review job descriptions, compare the requirements to your YouMap® profile as follows:

**Highlight** the required skills from a job description directly into this report on pages 8 and 9. After completing the highlighting exercise, note where the highlights are most dominant. In other words, are there more motivated or burnout skills highlighted?

## NOTES

### DEAL MAKERS

- **Conceptualize**
- **Design**
- **Initiate Change**
- **Synthesize**
- **Adapt to Change**
- **Plan/Organize**
- **Analyze**
- **Observe**
- **Read for Information**
- **Decision-Making**
- **Leadership**
- **Numbers (work with)**
- **Proofread/Edit**

### DEAL BREAKERS

- **Maintain Records**
- **Deal with Feelings**
- **Monitor**
- **Manage Time**
- **Sell**
- **Motivate**



# PERSONALIZED YOUMAP® FOR:

**JANE DOE**

## My Strengths

Strategic, Achiever, Analytical, Learner, Ideation

## What I Value

Connection, Self-Actualization, Curiosity, Transparency/Honesty, Wellness, Creativity

## Skills I Enjoy

Plan, Organize, Read for Information, Analyze, Synthesize, Observe, Initiate Change, Visualize, Research Online, Adapt to Change, Perceive Intuitively, Strategize, Leadership, Work with Numbers, Proofread, Edit, Innovate-Invent, Conceptualize, Design, Generate Ideas, Make Arrangements, Act as Liaison, Evaluate, Interview for Information, Customer Service, Make Decisions, Counsel

## How I'm Wired

An original thinker, driven by the investigation of ideas and connections between things.

## My Unique Contribution

A natural strategic planner, problem-solver and leader who resides on the leading edge of industry trends and solutions. I bring an unusual combination of creative and innovative thinking with data-driven analysis, tirelessly championing execution of projects to pull vision into reality.