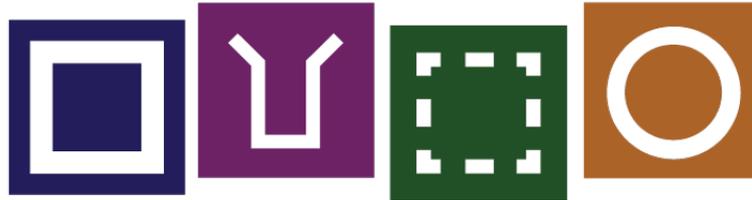




ELEVATIONS



Elevations Report for

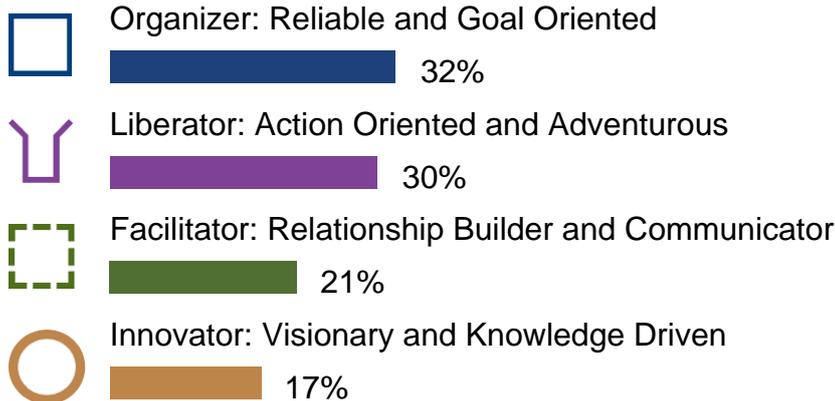
Career Changer
Jul 30, 2019



Career Choice Career Change

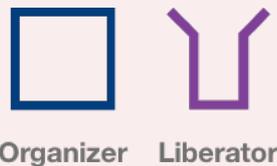
The Elevations Personality Theme

Elevations presents how you are naturally wired to communicate and function in both your personal and work-related activities. You have the capacity to operate in each of the styles, but it is likely that one or two are more dominant. Your style preference percentages are reflected in the graph below. If you want to read detailed descriptions for all four personalities [Click Here](#).



The strength of your preferences across the four themes are reflected above.

Your dominant preferences are:



Individuals with this personality combination bring both reliability and flexibility to their job. They are capable of creating well-organized systems and dealing with the details, yet they are open to change. They make excellent team leaders and enjoy short-term projects they find exciting. They are open to challenges and may change jobs frequently if the daily grind gets too predictable. Creativity meets practical solutions with these workers, allowing for out-of-the-box thinking that translates into results. Organizer/Liberators are always looking for new opportunities and tend to enjoy a fast-paced work environment. They may have several jobs or be attracted to organizations that are entrepreneurial in nature.

Your Dominant Theme Is Organizer



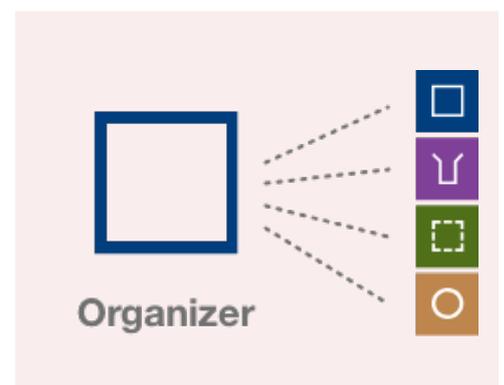
Organizer

Organizers strongly believe in the value of being responsible. They contribute to relationships by offering clear, practical suggestions to get things accomplished. They offer excellent organizational skills, often enjoy solving immediate problems and see bottom-line results. They are good with the details and like to have clear goals. They arrive on time and follow a plan. They can get frustrated with others who do not pull their own weight. Organizers need to feel that their contributions to the organization are appreciated. They value follow-through, dependability, punctuality, and loyalty. Work before play is their motto.

Organizers need structure! Organizers perform best when the issues and tasks at hand are clearly defined. Abstract ideas and concepts are secondary until the foundation of the project is plainly presented. They want to know when they are on the right track. Rules and directions are considered helpful. They feel others should share in the responsibilities. They are faithful, organized, stable and prepared. Sources of stress include disorganization, lack of fairness and dishonesty. In addition, stress can result from instability in their home, finances or relationships.

How You Communicate

Organizers tend to be orderly, factual and bottom-line oriented. They organize information in their mind in a logical fashion and will present information sequentially. Organizers tend to talk about what has worked before and will support perspectives that are financially and logically sound. They appreciate communicating with individuals who have a straightforward, direct approach. Discussions that float off track or wander into irrelevant topics will cause frustration. In these situations, the organizer may disengage from the conversation or attempt to get things back on track. Organizers like communication to be accurate and succinct. As a result, they may correct the speaker during a conversation. This can break down the flow of communication. Therefore, this is a tendency that the organizer may strive to reduce in the course of his or her career.

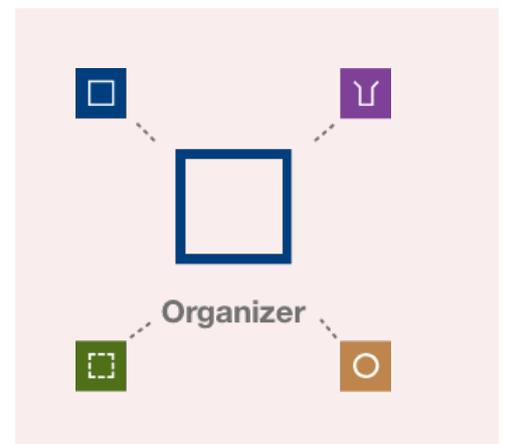


How You Lead

Organizers have unusual talent for structuring a task and mobilizing a team to get it done, despite distractions or obstacles. They do not hesitate to provide direction and will follow up regularly to ensure that progress is being made. Organizers find inefficiency frustrating and will fight the system rather than let the project suffer. Organizers will focus on the task at hand. They are likely to be highly organized and will function best with a clear developmental plan. Organizers will maintain traditions and point out deviations from policies or procedures. They tend to trust and follow the chain of command.

How You Contribute to a Team

Organizers will enter the team seeking a clarification of roles and responsibilities. They expect the leader to provide direction and support. They may become frustrated or resentful if the team appears off track or the leader is not taking adequate control. In fact, they may step in and lead the team in the absence of strong leadership. Organizers get great satisfaction from participating on a team that is functioning well. They will go out of their way to support team members and provide help or resources, as needed. Organizers will often maintain a level of professional distance in their working relationships, feeling that work and personal concerns need to be kept separate. They are loyal, dedicated team members who want to get in and get the job done.

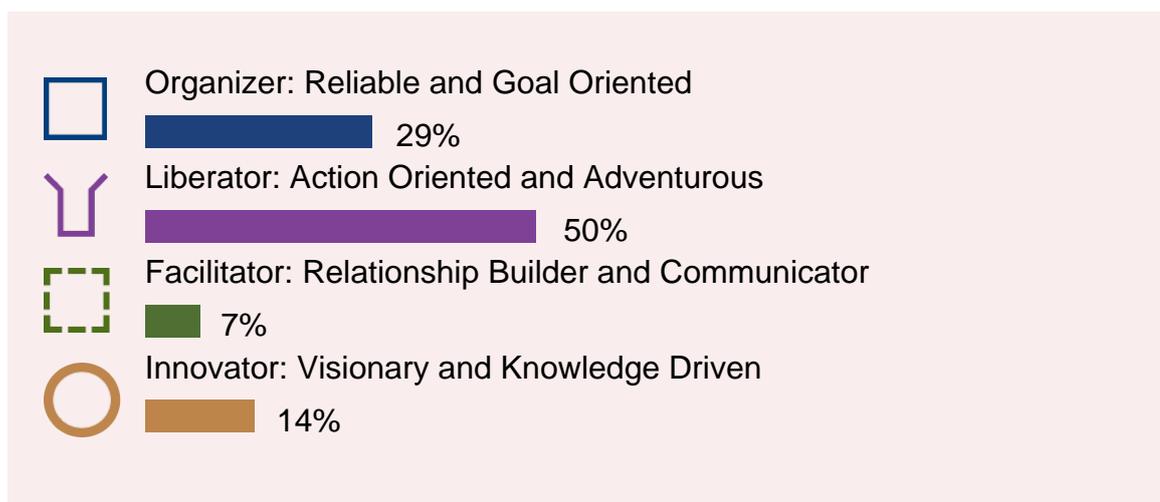


Your Values

Values motivate your behavior and define what deeply satisfies you. The chart below shows the percentage of your values, by personality style. Reflect on how well your current life situation and your key relationships support your values. What do you need to do to gain greater values related satisfaction?

Consider the following developmental tips to improve your values alignment:

- Narrow your top values to a list of not more than five. Define each value in your own words.
- Schedule some time to talk to a friend or a mentor about your values. Determine ways to get as much values satisfaction as you can.
- Recognize how your values impact your leadership style, your communication skills, and your ability to build relationships.
- Reflect on the interpersonal conflicts you are currently experiencing. Can you improve those relationships or situations by considering the values context others may be coming from?



Clear Direction
Goal Achievement
Order
Punctuality



Work Environment



Competition
Flexible Schedule
Freedom
Fun
Hands-On
Mobility
Variety



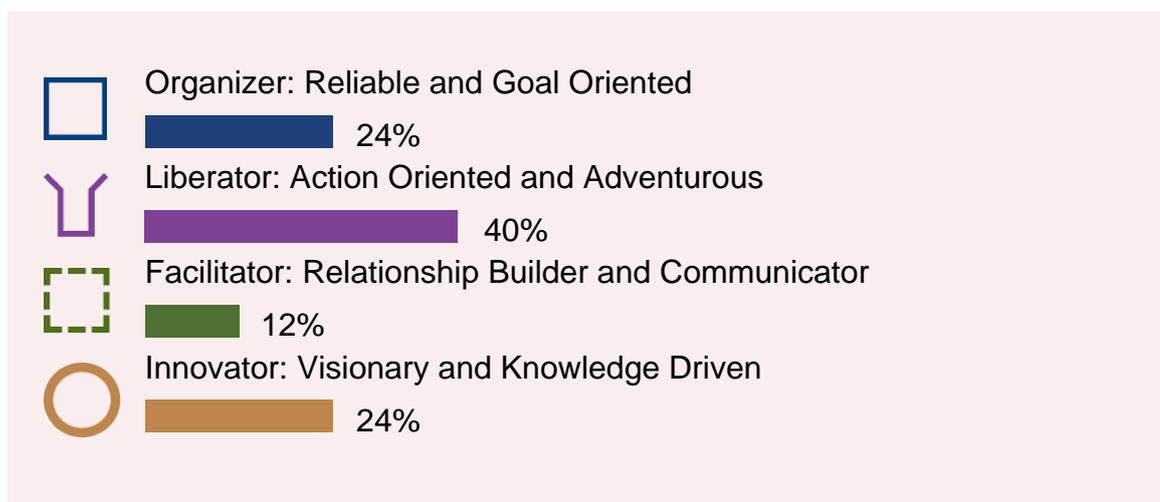
Independence
Learning

Your Skills

Skills are the tasks and duties that collectively make up your activities on a daily basis. Your energy level and engagement are directly associated with the skills you are using. If a large percentage of your time is spent on tasks you do not enjoy, you will become drained or distracted.

Consider the following developmental tips to improve your skill alignment:

- Notice how many of your highest rated skills listed below are being utilized in your life. Consider ways you could become more engaged with your top skills.
- Research projects or roles that would allow you to more fully utilize your skills. Conduct informational interviews with people in those roles and begin building relationships that may lead to future opportunities.
- Recognize your key skill gaps. Commit to creative ways to get the less rewarding tasks done efficiently rather than avoiding them or letting them pile up.
- Sign up for training to expand your involvement with your most enjoyable skills.



Implement Procedures
Organize
Remember Details
Use Space



Teach/Instruct
Use Color



Add Humor
Improvise
Make Crafts
Physical Dexterity
Repair
Troubleshoot
Use Tools

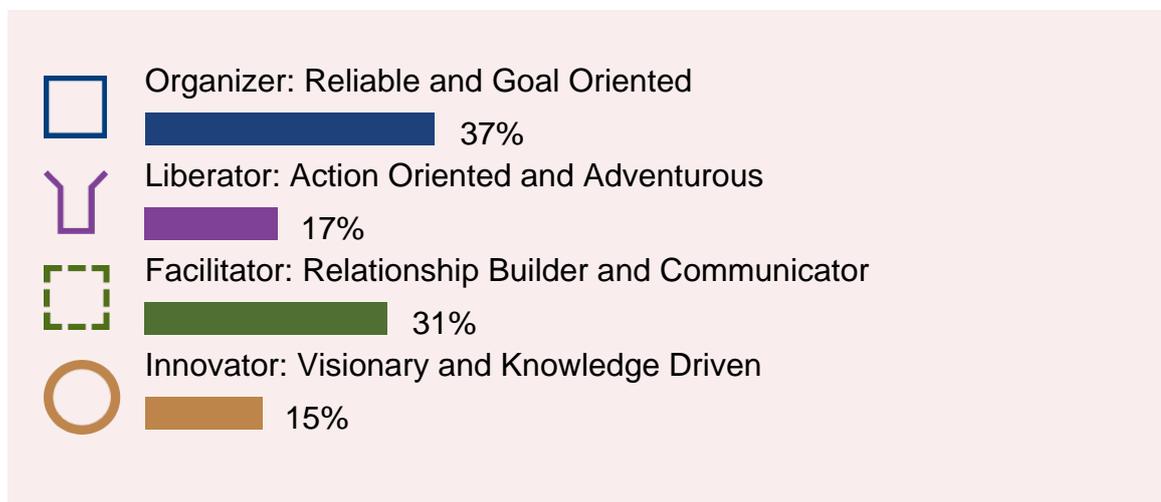


Design Systems
Explore
Invent
Visualize

Your Career Interests

Your interests show you what role or function (or combinations of functions) best suits you. Consider how the careers areas you have selected fit together. Here are some performance tips for you to consider:

- Research each of the careers listed below. Do an online search, visit the professional association for the career and read some job descriptions. See how well the career matches your Elevations profile.
- Think broadly about your career interests. Select careers that stand out with you and your interests. Think about the important factors that draw your interest to those careers. Often there are projects or jobs that would fit your interests, but you need to uncover them.
- Think about the steps it will take to obtain the careers that attract you. Training programs, clubs, committees or tuition remission programs can open doors to a more enriching career.



Assembly Technician
Civil Engineer
College Financial Aid Officer
Credit Clerk
Curriculum Developer
Educational Administrator
Elementary School Teacher



Career Counselor
College Admission Counselor
Culinary Artist
Employee Training & Development Manager
Executive Coach
Graphic Artist
High School Teacher



Computer Network Architect
Employment Recruiter
Fire Fighter
Greenhouse Manager
Marketing Manager
Mechanical Engineer



Organizational Development Consultant
Software Engineer
Technical Consultant
Technical Trainer
Website Designer

Action Steps

Elevations is a platform for your ongoing development. Here are some specific steps you can take to improve your performance and experience better career satisfaction:

- Review the developmental tips found in each section of your report. Identify the top two or three ideas that will be most helpful to you in the next three to six months. Develop a plan to implement those suggestions and track your progress.
- Download the FREE Action Plan from the www.elevateyourcareer.com website.
- Seek coaching through career related resources. Becoming self aware and changing unproductive habits or behaviors is difficult to do alone. Find someone who will hold you accountable to achieve your goals.
- Consider how much risk you are willing to take to reach your personal and professional potential. Truthful communication with a career coach/ counselor will be added support for your decisions.
- Integrate your Elevations goals into your action plan.
- Identify individuals who could be your mentor. Determine how you want to initiate that relationship.
- Conduct informational interviews to find out about the career path you want to take.
- Take a class (internally or through an outside resource) to enhance your abilities in an area that interests you.
- Be aware of your reputation, and the level of credibility you have when interviewing.
- Take opportunities to gain positive related experiences that can enhance your resume and interviews.

