

Career Exploration Report



For Bobby K
04.11.2024

Gifted

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BEFORE READING FURTHER

Life Advice we wish we got early on

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Early Life Advice

Step 1. Nothing is Fair

Accept that nothing in life is fair. Once you embrace this concept, you'll realize it also means nothing is unfair. Realizing that nothing is fair, and nothing is unfair can be liberating, as it opens up possibilities for self-improvement. By accepting this, you free yourself from constraints and empower yourself to take action.

Step 2. You have a Choice

Regardless of advice from family, teachers, or friends, remember that **you have agency and that you're responsible for your choices** in education, career, and personal life. You have a choice about how hard to study, how hard to work, how to behave, education and career and family/personal decisions. Each one of us possesses agency. Own your choices about norms, habits, and behaviors. Own it.

Step 3. Help your Luck

External factors like geography, work eligibility, remote work availability, money, and mentorship impact career success. Make choices that increase your chances of success in your chosen field. If you want to be in technology, it's good to make choices that'll help you land in an area where you are more likely to help your 'luck' of getting into technology – studying and/or working in places like Cambridge in

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Step 5. Self-awareness

Utilize the feedback in this report, Gyfted's free assessments and tools on our website, and career planning tools to gain insights about yourself. This self-knowledge is really helpful for making more informed career decisions.

Step 6. Career Path Research

Explore various career paths and understand your potential fit within them. Do your research on the web – every year the economic landscape changes. There's long-term trends, there's fads and bubbles, and there are huge disruptions from technology and economic cycles, that impact job prospects and careers. Knowing this will help you – there are no easy answers, and we will not bullshit you in this report, namely, that this report will *"set you on a clear career path"*.

Step 7. There's Multiple Versions of 'Truth'

Learn to question things and critically evaluate information. Recognize that there are facts, like certain careers pay much better than other careers, or that certain careers involve autonomy or people-oriented work. These facts have multiple ways of interpreting them.

Step 8. Fine-tune your Career via Introspection and Planning

Engage in introspection and goal-setting. Acknowledge your responsibility for your actions. Utilize Gyfted's core exercises in this report to refine your career path.



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Introduction to Assessments making up your Career Report

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Gyfted's Career Report is Personalized around You

First Part: Assessment Feedback

This part focuses on providing direct feedback insights from each separate assessment to improve your self-awareness in the context of career planning.

- Provides insights into your preferences, interests, personality, behaviors, and motivational drivers
- Based on empirically validated theories and models: O*Net, RIASEC, Five Factors model, Motivational models
- Lays the foundation for understanding your unique professional preferences

Second Part: Integrated Feedback

This section combines the theories and models to offer you a more comprehensive understanding of your career potential.

- Provides a very **multifaceted view of your career fit**
- Helps refine your self-understanding in relation to various career paths
- Encourages deeper reflection on your professional strengths and preferences

Third Part: Introspective Exercises and Action Steps

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Assessments in your Report

This cutting-edge career report by Gifted leverages four fundamental areas of assessment to provide you with unparalleled insights into your career path. By exploring your personality, values, interests, skills, abilities, and motivations, we offer a holistic view of your professional potential. Our approach combines decades of occupational psychology research with advanced assessment tools, resulting in more comprehensive and actionable career feedback than any other single career assessment available, based on the following four assessment areas:

1. **O*Net**: evaluates your **Work Values**, **Work Styles**, and suitable Job Zones
2. **RIASEC**: analyzes your Career Interests through a proven survey method
3. **Big Five**: assesses Career-related Personality traits
4. **Motivations**: explores what truly drives you, based on top motivation theories

This assessment does not tell definitively instruct you „do this job or do that job, follow this career or that career“. That decision is yours — and you will, like 99% of

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Work Values, Work Styles and Job Zones by O*Net

Work Values

Understanding your work values helps identify job environments where you're likely to feel most satisfied.

- **Achievement:** feeling accomplished in your work
- **Independence:** working autonomously with minimal supervision
- **Recognition:** receiving appreciation and acknowledgment for your contributions
- **Relationships:** building positive connections with colleagues
- **Support:** having a supportive management and work environment
- **Working Conditions:** enjoying comfortable and safe workplace settings

Work Styles

These categories reflect your typical approach to work tasks and interactions.

1

Achievement Orientation

- **Achievement:** setting and meeting challenging goals

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3

Conscientiousness

- **Attention to Detail:** ensuring accuracy and thoroughness in tasks
- **Dependability:** being reliable and fulfilling commitments
- **Integrity:** maintaining ethical standards and honesty

4

Independence – working with minimal supervision and making autonomous decisions.

5

Interpersonal Orientation

- **Concern for others:** showing empathy and consideration
- **Cooperation:** working effectively with others
- **Social Orientation:** enjoying interaction with colleagues

6

Practical Intelligence

- **Analytical Thinking:** solving complex problems logically
- **Innovation:** generating creative ideas and solutions

7

Social Influence

- **Leadership:** guiding and motivating others

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RIASEC Career Profile

U.S. psychologist John Holland developed the foundational career assessment and counseling theory re. vocational interests as an expression of personality. Knowing your RIASEC profile can guide you in choosing a careers that align with your interests, and identifying environments where you'll thrive. The test builds up your career interest profile along six RIASEC types, in a 3-letter code mix, along those:

Realistic (R)

- Traits: practical, physical, hands-on, tool-oriented
- Career examples: engineer, mechanic, carpenter

Investigative (I)

- Traits: analytical, intellectual, scientific, explorative
- Career examples: scientist, researcher, data analyst

Artistic (A)

- Traits: creative, original, independent, chaotic
- Career examples: graphic designer, writer, musician

Social (S)

- Traits: cooperative, supporting, helping, healing/nurturing
- Career examples: teacher, counselor, social worker, nurse

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Big Five Personality Model

This Career Report is grounded in research and decades of empirical studies that support the **Big Five personality dimensions model** as the most reliable framework for understanding human personality.

The Big Five, also known as the **OCEAN model** or **Five Factors model**, is a widely recognized framework for understanding personality through five key traits: Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism. These traits provide insight into how you think, feel, and behave, offering a clear picture of your personality to help guide your personal and professional growth.

The feedback section of this assessment report provides detailed feedback on your personality traits based on your responses to the personality assessment. Each trait is an essential part of who you are, influencing how you think, feel, and interact with the world around you. By understanding your unique combination of strengths, you can make more informed decisions in both your personal and professional life.

Your feedback is designed to offer you actionable insights into each of your key personality traits, helping you recognize your natural abilities, areas for growth, and strategies for development. For each trait, you'll receive feedback on how it



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Big Five Work Personality Assessment Dimensions

Each dimension of the Big Five represents a domain of characteristics, which together offer a picture of your patterns of thought, emotion, and behavior. It can help you identify work environments where you're likely to thrive.

1

Openness to Experience – Reflects creativity, intellectual curiosity, and adaptability. Individuals who score high in openness are open-minded and receptive to new experiences, while those who score lower tend to prefer routine and traditional approaches

2

Conscientiousness – Measures an individual's reliability and goal orientation. Higher scorers are organized and disciplined, making them excel in task execution and achieving long-term objectives

3

Extraversion – Encompasses sociability and energy. Extraverted individuals are energized by social interactions and leading teams, while those low in extraversion are more reserved and enjoy solo work

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Motivation Assessment

Gyfted's Motivational assessment is grounded in Self-Determination Theory and McClelland's Need Theory, the two leading models for determining, in essence, what drives a person intrinsically and extrinsically, in the context of work.

Understanding your motivational drivers can help you choose career paths that align with your core motivations, negotiate job offers that cater to your key drivers, identify potential sources of job satisfaction or dissatisfaction, and make informed decisions about career changes or advancements. Your motivational profile, in conjunction with other assessments, provides a comprehensive view of what drives you professionally, guiding you towards fulfilling career choices.

Motivation Drivers Assessment Dimensions

The test measures core motivations across six primary dimensions on a spectrum, that help understand what drives you intrinsically and extrinsically in terms of professional life.

Growth

- **Advancement** – Motivated by career progression and promotions
 - Careers: suited for dynamic companies with clear career ladders
- **Mastery** – Motivated by perfecting skills and gaining expertise



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Self-Presentation

- **Recognition** – Seeks public acknowledgment and visible achievements
 - Careers: may enjoy roles with public-facing components or competitive environments
- **Influence** – Prefers shaping outcomes behind the scenes
 - Careers: well-suited for strategic or advisory roles

Flexibility

- **Adaptability** – Thrives in dynamic, changing environments
 - Careers: fits well in startups or rapidly evolving industries
- **Stability** – Prefers consistency and predictability
 - Careers: may prefer established companies or roles with clear, consistent expectations

Purpose

- **Mission-Driven** – Motivated by aligning work with personal values and a greater mission
 - Careers: often drawn to non-profit sector or companies with strong social responsibility
- **Task-Oriented** – Focused on completing tasks and achieving practical goals
 - Careers: pursue in roles with clear objectives and defined responsibilities

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CHAPTER 1

Your Assessment Results

Understanding your personality, motivational drivers, career interests and work values is the first step to self-awareness and making more informed personal and professional decisions. Once you understand yourself and your needs in a structured way—which is precisely what assessments developed by psychologists and scientists do—you'll be able to think more clearly about your career choices.

Then you'll be able to take meaningful action to develop your self-awareness in the career context—that is where deeper growth happens.

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CHAPTER 1

RIASEC Career Interest Feedback

The following section provides a detailed breakdown of your career interests based on the top three RIASEC types identified in your assessment. These types represent your natural inclinations and preferences in a work environment, guiding how you approach tasks, solve problems, and interact with others. This feedback is designed to give you actionable insights into each of your dominant RIASEC types. For each type, you'll receive feedback on how it influences your work style, collaboration with others, and satisfaction in different professional settings. No career interest type is better than another; each reflects your unique way of engaging with the world of work. Use this feedback to recognize your preferences and leverage them to build a fulfilling career.

Your RIASEC



Realistic Investigative Enterprising

Your results show that your primary category is Realistic (R), followed by Investigative (I) and Enterprising (E). This combination of interests suggests a strong inclination for hands-on, practical work, coupled with an analytical mind and a knack for leadership and persuasion.

As a Realistic individual, you enjoy working with tools, machines, and physical objects. You may excel in careers that involve manual labor, skilled trades, or technical work. Your Investigative interests indicate that you enjoy solving problems and exploring new ideas, which could lead you to roles in science, technology, engineering, or research. Lastly, your Enterprising nature suggests you have the ambition and energy to lead others and take on challenges to achieve your goals.

Some career paths that might align well with your RIE combination include:

Civil Engineer

Design, construct, and maintain infrastructure projects, using your technical skills, problem-solving abilities, and leadership qualities.

Aviation or Aerospace Technician

Work on aircraft or spacecraft, combining your practical skills with your analytical mindset and drive to achieve ambitious goals.

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Enterprising

ENTERPRISING

Enterprising individuals are ambitious, confident, and enjoy leading others. They excel in roles that involve persuading, motivating, and managing people toward a goal or outcome.

Preferred Activities

Enterprising types enjoy leading, selling products, negotiating deals. They like activities that involve competition, influence, and achieving success.

Ideal Work Environment

They thrive in fast-paced, competitive environments where they can take charge.

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Realistic

REALISTIC

Realistic individuals prefer physical activities that involve hands-on problem-solving and working with tools, machines, or nature. They are practical, mechanical, and enjoy tangible results from their efforts.

Preferred Activities

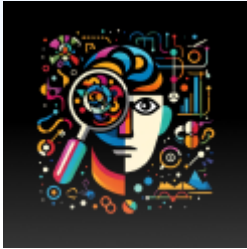
Realistic types enjoy hands-on tasks such as building, fixing, operating equipment, working outdoors. They prefer activities involving physical or technical challenges.

Ideal Work Environment

They thrive in structured, task-oriented environments where they can focus on

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Investigative

INVESTIGATIVE

Investigative individuals are curious, analytical, and enjoy thinking deeply to solve complex problems. They often seek to understand how things work and are driven by intellectual challenges.

Preferred Activities

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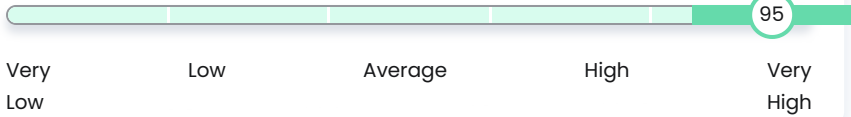
CHAPTER 1

Five Factors Personality Feedback

The following section provides detailed feedback on your personality traits based on your work personality (Big Five) assessment. Each trait is an essential part of who you are, influencing how you think, feel, and interact with the world around you. This feedback is designed to offer you actionable insights into each of your key personality traits, helping you recognize your natural abilities, areas for growth, and strategies for development. For each trait, you'll receive feedback on how it manifests across various aspects of your life. No trait is inherently good or bad; rather, it's about how you use these traits to navigate different challenges and opportunities. Use this feedback to reflect on how your personality influences your behavior and to develop practical steps for career growth.

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Openness to Experience



Level 5: High Openness (81-100%)

General Life

You are highly imaginative, curious, and open to exploring all aspects of life. New experiences, whether intellectual, creative, or physical, excite you. You're likely to be drawn to abstract concepts, philosophical ideas, and new artistic expressions.

Motivations

You're driven by the desire to explore and understand the world around you. You seek knowledge for the sake of learning and are constantly on the lookout for the next challenge or opportunity to grow. Routine and tradition can feel stifling to you.

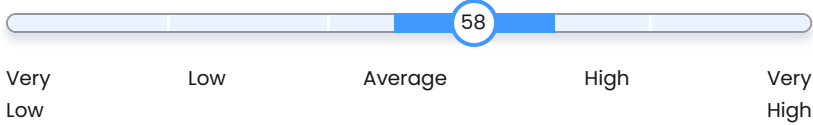
Social

In social situations, you are an active participant, always curious about others' stories and viewpoints. You thrive in multicultural and diverse environments and enjoy

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Conscientiousness



Level 3: Moderate Conscientiousness (41-60%)

General Life

You have a good balance between enjoying life's spontaneity and recognizing the value of organization. You're capable of setting and achieving goals but are also comfortable making adjustments along the way.

Motivations

You're motivated by a combination of accomplishment and flexibility. You enjoy getting things done and checking items off your to-do list, but you don't need every detail planned out to feel satisfied.

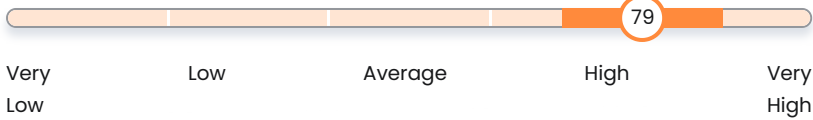
Social

In social settings, you are reliable and can be counted on to fulfill commitments. However, you're also flexible enough to accommodate changes in plans and can adjust to new situations.

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Extraversion



Level 4: Moderately High Extraversion (61-80%)

General Life

You enjoy being around others and thrive in social environments. Whether it's a gathering with friends or participating in group activities, you draw energy from interactions and often take the lead in planning social events.

Motivations

You're motivated by external stimulation and social engagement. You feel energized when surrounded by people and enjoy opportunities to connect, share ideas, and participate in group activities. Downtime is important, but you often recharge through engaging with others.

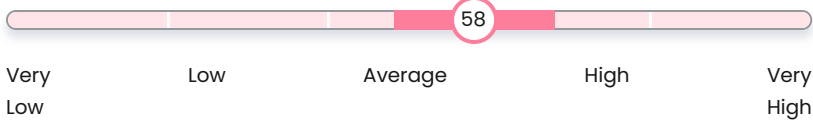
Social

In social settings, you're outgoing and assertive, often finding yourself at the center of conversations. You enjoy being the life of the party and are comfortable taking the lead in social situations.

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Agreeableness



Level 3: Moderate Agreeableness (41-60%)

General Life

You balance cooperation with assertiveness, often able to navigate between looking out for your own interests and being considerate of others. You're willing to compromise but not at the expense of your core values. This makes you adaptable to different situations.

Motivations

You are motivated by a combination of personal achievement and social harmony. You value positive relationships but are also comfortable standing your ground when needed. You enjoy working toward mutually beneficial goals without losing sight of your own objectives.

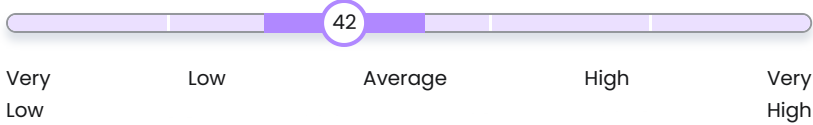
Social

You are comfortable in social situations and enjoy interacting with others. You are able to navigate social situations with ease and are often the one who brings people together.

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Emotional Stability



Level 3: Moderate Emotional Stability (41-60%)

General Life

You experience a balanced range of emotions and are generally able to handle everyday stresses. While you may have moments of anxiety or frustration, these feelings are usually temporary, and you can recover fairly quickly. You tend to have a practical and grounded approach to life's challenges.

Motivations

You're motivated by a mix of stability and the desire to take calculated risks. While you might be cautious in new situations, you're also capable of embracing challenges when you feel well-prepared. You handle setbacks without letting them define your overall outlook.

Social

You are comfortable in social situations and

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CHAPTER 1

Work Values Feedback

The following section provides brief feedback based on your top O*Net Work Values, revealing the key workplace characteristics that bring you the most satisfaction and fulfillment. These values help you identify job environments that best align with your personal motivations.

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Work Values

Work Values are the underlying principles that drive job satisfaction and fulfillment by aligning personal motivations with workplace characteristics. O*Net's Work Values divide into six types. Understanding your top 2 or 3 work values can help you identify job environments where you're more likely to feel most satisfied.

- **Achievement:** feeling accomplished in your work. Occupations that satisfy this value are results oriented and allow people to use their core abilities, giving them a feeling of accomplishment. Needs: Ability Utilization, Achievement.
- **Independence:** working autonomously with minimal supervision. Occupations that satisfy this value allow employees to work on their own and make decisions. Needs: Creativity, Responsibility and Autonomy.
- **Recognition:** receiving appreciation and acknowledgment for your contributions. Occupations that satisfy this value offer advancement, potential for leadership, and are often considered prestigious. Needs: Advancement, Authority, Recognition and Social Status.

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Leading Work Values

Your top 3 work values:

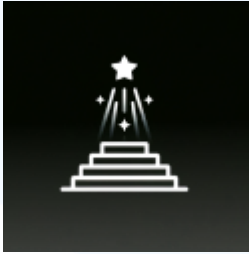
- Achievement
- Independence
- Recognition

Fulfilling Career Paths

With your top work values being Achievement, Independence, and Recognition, you would likely find fulfillment in careers that allow you to set and accomplish personal goals, operate autonomously, and gain acknowledgment for your contributions. Roles in entrepreneurship, creative fields like writing or design, consultancy, and leadership positions in innovative industries could be very rewarding for you. These careers typically offer the flexibility and autonomy you crave, while also providing opportunities for personal achievement and public recognition.

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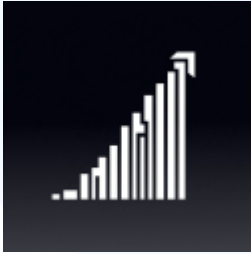


Recognition

You thrive in environments where your achievements are acknowledged and rewarded, and you seek roles that offer clear pathways for advancement into leadership positions. Your social status is important to you. Hence, you may prefer roles that provide a platform for visible success and career progression. You're likely to prioritize dedicating significant time and effort to building a reputation, gaining promotions, and achieving professional recognition.

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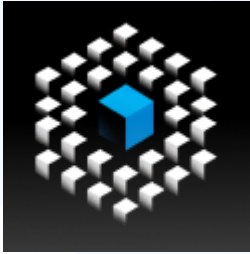


Achievement

You thrive in environments where you can actively apply your skills and see tangible results. You will be most satisfied in roles that challenge you and provide opportunities for personal and professional growth. Hence, you probably prefer careers where you can continuously achieve and feel a sense of accomplishment, which may sometimes mean prioritizing work tasks over leisure, in order to meet your goals.

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Independence

You thrive in environments where you can exercise creativity, take responsibility, and work autonomously. This indicates a preference for roles that offer flexibility, minimal supervision, and the freedom to make your own decisions. You'll be drawn to positions or fields where you can set your own pace, generate ideas, and take ownership of your work outcomes—such as freelance work, entrepreneurial ventures, or roles that prioritize individual initiative, self-direction, and/or power.

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CHAPTER 1

Work Styles Feedback

The following section provides brief feedback based on your top O*Net Work Styles, highlighting how you approach tasks and interact with others at work.

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Work Styles

Work Styles are characteristics that influence how you approach tasks and interact with others, shape your performance and adaptability across work environments.

Achievement Orientation

- **Achievement:** setting and meeting challenging goals
- **Initiative:** taking proactive steps without being asked
- **Persistence:** maintaining effort despite obstacles

Adjustment

- **Adaptability:** adjusting to changes in the work environment
- **Self-Control:** maintaining composure in stressful situations
- **Stress Tolerance:** coping effectively with work pressure

Conscientiousness

- **Attention to Detail:** ensuring accuracy and thoroughness in tasks

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Leading Work Styles

Your top 3 work styles:

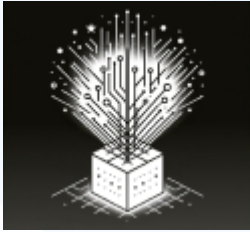
- Initiative
- Persistence
- Innovation

Where you're Likely to Succeed

With your prominent work styles of Initiative, Persistence, and Innovation, you are likely to excel in positions that call for proactive problem-solving, sustained effort, and creative thinking. Careers such as entrepreneur, research scientist, software developer, or marketing strategist could be particularly fulfilling for you, as they would enable you to lead projects, navigate challenges, and devise unique solutions. Engaging in activities like project management, strategic planning, and product development will likely resonate with your strengths and keep you inspired.

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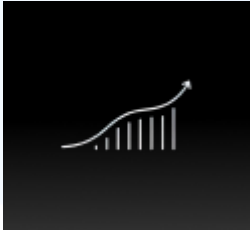


Innovation

Your preference for innovation and analytical thinking indicates that you thrive in environments where creativity and logical problem-solving are paramount. You likely enjoy roles that allow you to explore new ideas, develop unconventional solutions, and tackle complex issues with a methodical approach. This suggests that you would be well-suited for careers in fields such as research and development, engineering, technology, design, or strategic planning, where you can leverage both your imaginative capabilities and your analytical skills to make meaningful contributions.

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Sample Report



Persistence

You tend to enjoy environments where challenges are common, and continuous effort is required to achieve goals. You likely excel in roles that demand a high level of dedication and endurance, even when faced with setbacks. This also indicates that you value taking initiative and are motivated by opportunities to take on new responsibilities and challenges. In terms of occupational choice, you might find fulfillment in careers that involve problem-solving, long-term projects, or roles where perseverance is key to success. Such work environments often reward determination and a proactive attitude, aligning well with your work style.

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Initiative

You strongly prefer roles where you can take on responsibilities and face challenges head-on. You are likely drawn to occupations that allow you to set and pursue ambitious goals, requiring perseverance and a proactive attitude. In your ideal work environment, you seek opportunities to demonstrate your capabilities, master new skills, and achieve high levels of performance. This suggests that you would excel in positions that offer a dynamic and empowering atmosphere, where self-driven efforts and personal accomplishments are highly valued and recognized.

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CHAPTER 1

Your Motivational Drivers Feedback

The following section provides personalized feedback on your top motivational drivers, identified through your motivational assessment. This assessment reveals what drives you intrinsically and extrinsically in a professional setting and how these factors influence your approach to work, decision-making, and job satisfaction. This feedback is designed to offer you actionable insights into each of your key motivational drivers, helping you understand how they impact your career choices, work environment preferences, and job satisfaction. For each driver, you'll learn how it shapes your behavior and decisions across various work scenarios. No motivational driver is inherently better or worse; each reflects a unique part of what energizes and fulfills you in your career.

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Growth

Advancement

Mastery

Advancement: Driven career progression and status. Thrives in environments that provide clear pathways for growth, where contributions can lead to recognition and higher responsibility.

Mastery: Motivated by the pursuit of skill perfection and expertise, is dedicated to continuous development. Excels in roles that challenge and allow for the acquisition of new competencies.

For You: You're motivated by becoming really skilled in your work. While you like the idea of moving up, you care more about learning and getting better at your job.

Challenges:

- You may be so focused on becoming an expert that you miss out on leadership roles or promotions. You might need to step outside your comfort zone to explore opportunities for career growth.
- In certain organizations, focusing too much on expertise without seeking

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People

Team Player

Independence

Team Player: Prefers collaboration, valuing the synergy that comes from working in a team to achieve shared goals. These individuals perform best in project-based work and environments where teamwork is essential.

Independence: Prefers autonomy, enjoying the freedom to work alone and self-manage. Such individuals excel in roles that allow them to take ownership and make independent decisions

For You: You equally value working with others and working alone. You are motivated by both team dynamics and the autonomy of working independently, making you adaptable to various work settings.

Challenges:

- Balancing teamwork with independent work can sometimes be tricky, as switching between these modes may cause distractions or reduce focus if not managed well.

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Self-Presentation

Recognition

Influence

Recognition: Seeks public acknowledgment and tangible achievements, enjoying roles with visibility or competitive elements. They are motivated by external validation and thrive when their accomplishments are highlighted.

Influence: Prefers shaping outcomes from behind the scenes, driven by the impact they make rather than public accolades. Such individuals are great for strategic, advisory, or leadership roles where they can guide decisions.

For You: You are highly motivated by the desire to shape decisions, guide others, and exert influence behind the scenes. You prioritize having a significant impact on the direction of projects and organizational outcomes over seeking public recognition.

Challenges:

- You may find it challenging to gain visibility within your organization if you focus solely on behind-the-scenes work, which could lead to your contributions being

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Flexibility

Adaptability

Stability

Adaptability: Thrives in dynamic, changing environments, embracing uncertainty and flexibility. These individuals perform well in startups or industries that are fast-evolving and require constant adjustment.

Stability: Prefers consistency, structure, and predictability, seeking roles where clear expectations and routines are established. They perform best in stable, established companies where change is minimal.

For You: You thrive in dynamic environments and enjoy variety in your work. You are motivated by change, finding excitement in shifting priorities and the chance to solve problems creatively. You're quick to adapt to new roles or situations.

Challenges:

- You might find it difficult to stay engaged in highly structured or predictable roles, which could lead to restlessness or dissatisfaction.
- Your strong need for change might cause frustration if you're unable to find

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Purpose

Mission-Driven

Task-Oriented

Mission-Driven: Motivated by a sense of purpose and personal values, might seek roles in nonprofits or mission-oriented companies. Driven by the idea that work contributes to a larger mission.

Task-Oriented: Focused on efficiency and the completion of tasks, excels in roles with clear objectives and measurable outcomes. Most satisfied when checking off goals and achieving practical results.

For You: You value aligning your work with a greater mission but also recognize the importance of achieving practical goals. You find satisfaction in both contributing to a long-term vision and completing specific tasks efficiently.

Challenges:

- You may occasionally feel torn between focusing on immediate, tangible tasks and staying connected to a broader mission, leading to periods of indecision or frustration.

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Money

Reward-Seeker

Security-Seeking

Reward-Seeker: Driven by rewards and financial incentives, they are motivated by money earning opportunities. These individuals excel in sales, finance, or entrepreneurial roles where performance is directly tied to gains.

Security-Seeking: Values job stability and consistent income, preferring environments where financial security is guaranteed. They are drawn to corporations, government jobs, and sectors offering stability and security.

For You: You are highly motivated by the potential for high earnings, performance-based bonuses, and financial incentives. You view financial rewards as a major measure of success and thrive in environments where there is significant earning potential.

Challenges:

- You may find it hard to stay motivated in roles that don't offer significant financial rewards, which could lead to dissatisfaction or frequent job changes.

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CHAPTER 2

Integrated Career Feedback

Gyfted's Career Report is unique in that it combines results from across tests to give you deeper, tailored insights, that have been pretty unattainable and expensive before the age of computing. We do so based on your Motivational, Personality, RIASEC and Work Values & Work Styles assessment results.



INTEGRATED FEEDBACK

Job Zones x

RIASEC

Combined

Feedback



Job Zones

Your top three work values and top three work styles come together to create a comprehensive view of the type of job environment that will let you flourish.

Work Values, whose feedback you received earlier, represent the values that help determine job satisfaction and fulfillment for specific work characteristics (work environments). Work styles focus on how you naturally approach tasks and challenges. These traits shape your work behavior, influencing how you handle different responsibilities and environments.

By understanding them, you can **target job zones** that offer the conditions you need to feel motivated and fulfilled. When combined with your work values, work styles help to pinpoint job zones where you are most likely to thrive, ensuring your skills and preferences are well-matched to the demands of your chosen careers.

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Job Zones x RIASEC

Your integrated assessment feedback below will discuss which Job Zones - that are based on levels of experience, education, and training required - you potentially might align best to given your RIASEC career interest profile.

Job Zones

Job Zones group occupations into one of five categories based on levels of education, required experience, and training necessary to perform the occupation.

- Zone 1: Little or no preparation needed
- Zone 2: Some preparation needed
- Zone 3: Medium preparation needed
- Zone 4: Considerable preparation needed
- Zone 5: Extensive preparation needed

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Optimal Job Zones based on Work Values & Work Styles

Based on your preferred work values and work styles, you should consider evaluating going through the training and education that will allow you to thrive in careers that belong to **Job Zone 5**.

Given your preferences, in the long-term you should definitely avoid careers that belong to **Job Zone 2**.

Given your likely job zone choice and RIASEC profile, take a look at the chart and highlight jobs that appear interesting to you on the following pages.

JOB ZONE	OCCUPATIONS	EDUCATION	RELATED EXPERIENCE	TRAINING	EXAMPLES
5	Occupations involve following instructions and	May require a high school diploma	Little or no previous work-related skill, knowledge, or experience	Anywhere from a few days to a few months of training. Usually an apprenticeship or on-the-job training	Food prep workers, dishwashers, floor sweepers and janitors, painters and trimmers

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Sample Report

RIASEC x Job Zones

Likely Job Choice given your work values & work styles: **Job Zone 5.**

Unlikely Job Choice: **Job Zone 2.**

Your RIASEC Profile: **RIE**

RIASEC x Job Zones Mapping

Below is a chart that maps RIASEC career interest profiles onto Job Zone occupation groups that could be interesting to you - use it to do evaluate your career interests.

	REALISTIC	INVESTIGATIVE	ARTISTIC	SOCIAL	ENTERPRENEURIAL	CONVENTIONAL
Job Zone 5	People with REALISTIC interests enjoy working on machines, mechanical systems, technical equipment, or working with technology. They like to work with their hands and are good at solving problems. They like to work with their hands and are good at solving problems.	People with INVESTIGATIVE interests enjoy working on challenging intellectual problems, experiments, and analyzing data. They like to work with their hands and are good at solving problems.	People with ARTISTIC interests enjoy working on creative projects that allow for self-expression, originality, and artistic appreciation. They like to work with their hands and are good at solving problems.	People with SOCIAL interests enjoy working on tasks that involve interacting, teaching, training, or providing care to others. They like to work with their hands and are good at solving problems.	People with ENTERPRENEURIAL interests enjoy working on tasks that involve persuading others, taking risks, and making decisions. They like to work with their hands and are good at solving problems.	People with CONVENTIONAL interests enjoy working on detailed reports, working with numbers, and organizing information. They like to work with their hands and are good at solving problems.

Example Jobs for specific Job Zone x RIASEC combinations

	REAL ESTATE	AVIATION	ARTS	LOCAL	ENTREPRENEUR	EDUCATION
Job Role 1	Aerospace Engineers Agricultural Engineers Architectural and Engineering Managers Biomedical and Biomedical Engineers Chemical Engineers Civil Engineers Computer Hardware Engineers Electronics Engineers Environmental Engineers Food Engineers Industrial Engineers Mechanical Engineers Metallurgical Engineers Mining and Geological Engineers Packaging Engineers Petroleum Engineers Robotics Engineers Systems Engineers Textile Engineers Transportation Engineers Water Resource Specialists	Biochemical Engineers Biological Engineers Chemical Engineers Civil Engineers Electrical Engineers Environmental Engineers Food Engineers Industrial Engineers Mechanical Engineers Metallurgical Engineers Mining and Geological Engineers Packaging Engineers Petroleum Engineers Robotics Engineers Systems Engineers Textile Engineers Transportation Engineers Water Resource Specialists	Architect Art Director Audio Engineer Choreographer Composer Creative Director Custodian Fashion Designer Film Director Graphic Designer Interior Designer Illustrator Music Director Photographer Publicist Set Designer UX Designer Visual Designer Writer and Author Animator	Clinical Psychologist School Counselor Speech Therapist Manager and Family Therapist Therapist Sociologist University Professor Business Development Executive Specialized Language Instructor Specialized Teacher Specialized Administrator Educational Psychologist Behavioral Scientist Dietetic Counselor Health Educator Substance Abuse Counselor Social Services Manager Business Executive Talent Development Manager Health Educator	Chief Executive Officer Investment Manager Accounting Manager Management Consultant Compliance Officer Chief Financial Officer Marketing Director Business Development Executive Senior Sales Manager Product Development Manager Public Campaign Manager Merger and Acquisition Specialist Legal Counsel Chief Operating Officer Operations Manager Regulatory Affairs Specialist Risk Management Specialist Business Development Manager Executive Recruiter Corporate Strategist	Accountant Auditor Budget Analyst Compliance Officer Credit Analyst Financial Analyst Investment Analyst Investment Manager Investment Underwriter Market Analyst Operations Manager Regulatory Affairs Specialist Risk Management Specialist Business Development Manager Executive Recruiter Corporate Strategist
Job Role 2	Architectural Engineers Automotive Engineers Chemical Engineers Civil Engineers Computer Hardware Engineers Electronics Engineers Environmental Engineers Food Engineers Industrial Engineers Mechanical Engineers Metallurgical Engineers Mining and Geological Engineers Packaging Engineers Petroleum Engineers Robotics Engineers Systems Engineers Textile Engineers Transportation Engineers Water Resource Specialists	Biochemical Engineers Biological Engineers Chemical Engineers Civil Engineers Electrical Engineers Environmental Engineers Food Engineers Industrial Engineers Mechanical Engineers Metallurgical Engineers Mining and Geological Engineers Packaging Engineers Petroleum Engineers Robotics Engineers Systems Engineers Textile Engineers Transportation Engineers Water Resource Specialists	Architect Art Director Audio Engineer Choreographer Composer Creative Director Custodian Fashion Designer Film Director Graphic Designer Interior Designer Illustrator Music Director Photographer Publicist Set Designer UX Designer Visual Designer Writer and Author Animator	Clinical Psychologist School Counselor Speech Therapist Manager and Family Therapist Therapist Sociologist University Professor Business Development Executive Specialized Language Instructor Specialized Teacher Specialized Administrator Educational Psychologist Behavioral Scientist Dietetic Counselor Health Educator Substance Abuse Counselor Social Services Manager Business Executive Talent Development Manager Health Educator	Chief Executive Officer Investment Manager Accounting Manager Management Consultant Compliance Officer Chief Financial Officer Marketing Director Business Development Executive Senior Sales Manager Product Development Manager Public Campaign Manager Merger and Acquisition Specialist Legal Counsel Chief Operating Officer Operations Manager Regulatory Affairs Specialist Risk Management Specialist Business Development Manager Executive Recruiter Corporate Strategist	Accountant Auditor Budget Analyst Compliance Officer Credit Analyst Financial Analyst Investment Analyst Investment Manager Investment Underwriter Market Analyst Operations Manager Regulatory Affairs Specialist Risk Management Specialist Business Development Manager Executive Recruiter Corporate Strategist

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Sample Report

INTEGRATED FEEDBACK

Personality x

RIASEC

Combined

Feedback

Personality x RIASEC Integrated Feedback

The following section provides career feedback based on your responses to Gyfted's work personality assessment, and the RIASEC career test. This combined feedback gives you more precise plus more nuanced insights.



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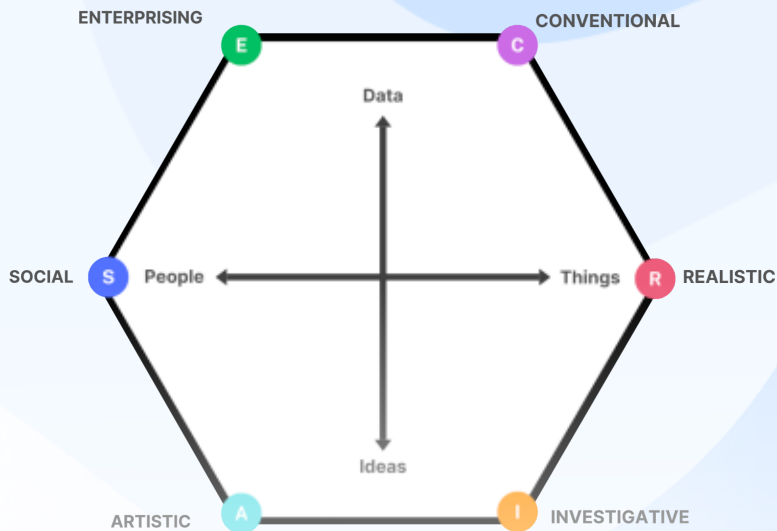
To pursue these careers, start by obtaining a relevant degree such as a Bachelor's in Business Administration, Marketing, Communications, or a related field. During your studies, seek internships or part-time roles that offer exposure to business operations, marketing campaigns, and leadership opportunities. You might also consider joining campus organizations or professional associations to build your network. Complement your formal education with online courses in digital marketing, data analysis, or project management to enhance your skill set.

As you progress, focus on developing key skills such as negotiation, public speaking, and strategic planning. Look for mentorship opportunities and continuously seek feedback to refine your leadership abilities. Consider obtaining certifications like the Certified Marketing Professional (CMP) or Project Management Professional (PMP) to bolster your credentials. Stay updated with industry trends by attending workshops and seminars. With dedication and continuous learning, you will position yourself for success in dynamic and influential roles.

Based on your high level of Openness and Enterprising profile, you would likely be most comfortable in Investigative and Artistic RIASEC environments that allow for creativity, innovation, and abstract thinking. These environments foster

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Potential Challenges

Given your high Openness and Enterprising RIASEC profile, one potential weakness might be the tendency to become easily bored or dissatisfied with routine tasks and traditional structures. To mitigate this, it's important to cultivate patience and develop strategies for maintaining focus during mundane but necessary activities. You could benefit from setting small, incremental goals to keep

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INTEGRATED FEEDBACK

Motivations x Personality Combined Feedback

Motivations x Personality Integrated Feedback

Understanding how your motivation and personality interact provides a powerful, comprehensive insight into what drives you and how you naturally interact with the world. Motivation reveals the core factors that inspire you to act, while personality traits offer a deeper understanding of how you think, feel, and behave across various situations. When combined, these assessments highlight what pushes you toward success and how you navigate different environments.

The interplay between motivation and personality matters to making informed career decisions. For example, a person highly motivated by adaptability who also scores high in openness is likely to flourish in dynamic, innovative roles that allow for creativity and learning. Knowing this can help that person make smarter choices, from selecting the right roles and work environments to negotiating conditions that suit both his/her inner drivers and natural tendencies.

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Stability x relatively high Openness

Your high Openness paired with a preference for Stability creates an intriguing dynamic in your career approach. You possess a natural inclination towards creativity and intellectual exploration, constantly seeking new ideas and perspectives. However, you also value structure and predictability in your work environment, preferring established systems and processes.

This combination suggests you might excel in roles that allow for creative problem-solving within well-defined frameworks. You could thrive in research and development departments of established companies, where you can explore innovative solutions while adhering to proven methodologies. Alternatively, you might find satisfaction in fields like scientific research or data analysis, where your openness to new ideas can be applied within rigorous, structured processes.

Consider how you've navigated past work experiences. You may have felt most

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Task-Oriented x medium Conscientiousness

Your combination of medium Conscientiousness and Task-Oriented motivation suggests a balanced approach to work, where you value structure but also appreciate the tangible outcomes of your efforts. Individuals with medium Conscientiousness tend to exhibit reliability and a sense of responsibility, yet they may not be as driven by meticulous organization as those scoring higher. This moderate level of conscientiousness can allow you to adapt to various work environments, striking a balance between efficiency and flexibility.

With a Task-Oriented focus, your motivation leans towards achieving specific goals rather than being driven by a larger purpose. This can position you well in roles where clear objectives are paramount, such as project management or operations in industries like logistics, manufacturing, or technology. Here, you can thrive on completing tasks that have a direct impact on productivity and success, enjoying

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Independence x relatively high Extraversion

Your assessment reveals a dynamic interplay between your high Extraversion and strong Independence. This unique combination suggests you're energized by social interactions and thrive in environments where you can engage with others, yet you also value the autonomy to chart your own course without constant oversight.

You likely excel in roles that allow you to leverage your outgoing nature while maintaining a significant degree of personal control. You might find yourself drawn to entrepreneurial ventures or consultancy roles where you can build relationships and network extensively, but also have the freedom to make key decisions independently. Consider exploring opportunities in fields like business development or independent sales, where your ability to connect with others can drive success, but you're not tied to a rigid team structure.

Your inclination towards Independence, coupled with your extraverted tendencies,

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Recognition x medium Agreeableness

Your medium Agreeableness, combined with a strong desire for Recognition, suggests an intriguing interplay between your interpersonal dynamics and your motivation for public acknowledgment. This combination indicates that you value collaborative efforts and enjoy working with others, yet you also have a strong drive to stand out and be recognized for your contributions. This duality can shape your career preferences significantly.

In team-oriented environments, your medium Agreeableness allows you to be cooperative and empathetic, which fosters positive relationships with colleagues. You may find satisfaction in roles such as project management or team leadership, where you can facilitate collaboration while also positioning yourself as a key contributor. However, your inclination towards Recognition suggests that you might thrive in industries where visible achievements are celebrated, such as sales,

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Advancement x medium Neuroticism

Your medium level of Neuroticism, when combined with a strong motivation for Advancement, paints a picture of someone who is aware of their emotional landscape but can still navigate it effectively. This balance allows you to pursue career growth while maintaining the ability to handle stress and setbacks. In this context, your career preferences may lean towards environments that offer clear paths for progression but also provide support and mentorship to help you manage the emotional ups and downs that can come with ambitious pursuits.

Consider industries like technology or consulting, where ambitious growth is not just encouraged but built into the organizational structure. These fields often have defined career ladders and opportunities for advancement that align with your motivation. You may find roles such as project manager, business analyst, or product manager appealing. These positions often come with evolving

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CHAPTER 3

Career Planning & Self-Reflection Exercises

The following career self-reflection exercises are designed to help you take a deeper look at your results and actively apply them to your life and career.

These exercises encourage you to think critically about how your character, motivations, interests as well as skills and abilities can be leveraged and improved to impact your day-to-day interactions, decision-making, and long-term goals.

Use these exercises to create a tangible plan for career growth. Take your time, be honest with yourself, and enjoy the process of turning insights into action.

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3.1

Personal Reflections



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1. Personal Reflections

Answer these questions to dive inside yourself and structure things. When you write them and think about them in a structured way as below, it gives you additional perspective around your career and life. Re-do this exercise every year - eg. on your birthday. You'll grow as a result.

ABILITIES

What am I naturally good at – what comes 'easily' to me? What do I enjoy doing and do it well at the same time?

eg. I'm beautiful, I'm physically strong, I'm great at math, I'm great at sport X, I'm great at coding / painting / writing / debating / building stuff / negotiating / etc.

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VALUES ALIGNMENT

What are my core values? How do they align with my career choices?

Note: you can discover your values with Gyfted's Core Values assessment (free & an extended report with insights) at www.gyfted.me/quiz-landing/values-assessment

LIFE CHOICES

What have I done that I'm proud of?

What have I done that I'm not proud of?

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Notes

3.2

Personality & Work Environment Worksheet

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2. Personality and Work Environment Worksheet

Objective

This exercise is designed to help you reflect on your top personality strengths, understand how they influence your daily life, and recognize the power of these traits in different situations. By taking the time to reflect, you'll gain a deeper appreciation of how your unique strengths guide your decisions and actions.

This exercise is based on the RIASEC model of the assessment that you just took. The RIASEC model is the best framework for understanding career and work interests.

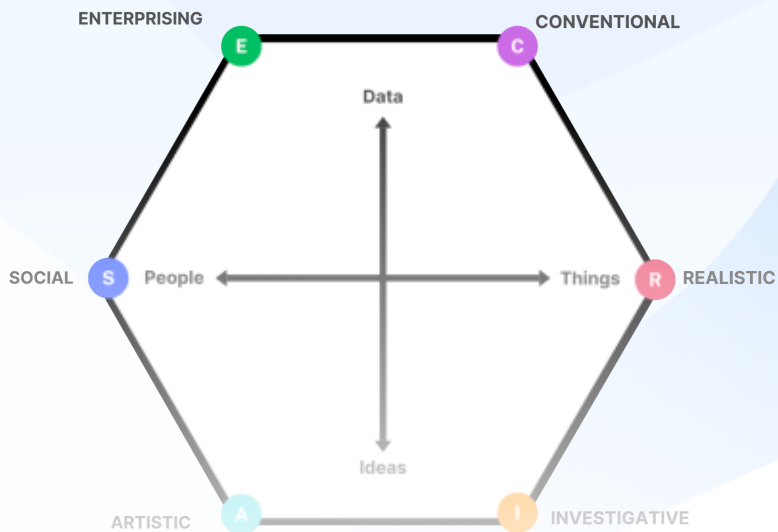
Core Principles behind RIASEC and this exercise

Occupations are Lifestyles

Career choices represent more than just work functions or skills—they embody a

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RIASEC Six Personality Types

Method developed by Raymond B. Myers and Katherine H. Myers, published in 1971 in the book *Manual for the Kuder-Richmond-Interest Scales*.

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Application

People are usually a combination of three types of RIASEC.

The goal in this exercise is to think more about your top 2 types to find the work environments that complement your unique personality blend, in order to help you:

1. Identify career paths that align with your natural tendencies
2. Recognize work environments where you're likely to thrive
3. Understand potential sources of job satisfaction or dissatisfaction

On the below sheet, fill it out with checkmarks ✓ in each color column, tally them up to points, and rank them.

CONVENTIONAL		ARTISTIC		INVESTIGATIVE		REALISTIC		SOCIAL		ENTERPRISING	
Accounting		Advertised		Analyzed		Assembled		Organized event		Debated	
Audited		Artistic creativity		Conducted research		Built structure		Belonged to social clubs		Initiated action	
Data processing		Conceptualize		Developed questions		Cared for animals		Cared for children, seniors		Led people	

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Your RIASEC revisited

Insert the letters that come up in the assessment, and in this exercise:

- Your Gyfted RIASEC Assessment results (top 3): _____
- Your Manual RIASEC results above table (top 3): _____

1. Below on the diagram, from the 3 types that are highlighted with a bold text (R, I, A, S, E, C) **Highlight the 2 types that resonate with you the most.**

2. **Highlight 2 from the 4 that you're most into: Data, People, Ideas or Things.**



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Sample Report

Notes

3.3

Career Sweet Spot Worksheet



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3. Career Sweet Spot

Your personal resources can be divided into two categories: who you are and what you have. These resources form the foundation of your career potential and satisfaction. This long worksheet goes into other areas of “you” to help guide you towards better choices and actions.

Think about it using this visualization tool.



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Who you are

Motivations:

- Your passions and what excites you. These are crucial drivers of career satisfaction and should be at the forefront of your career planning.
- Use your Motivational assessment results to explore this.

Personality:

- Key traits that define your character and work style (e.g. practical, industrious).
- Use your Big Five personality results to explore this.

Interests:

- What drives your passions?

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Fill out your own Career Sweet Spot diagram, based on Who You Are:



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What you have

This list includes tangible and intangible assets that contribute to your success:

Intangible Assets:

- Education & knowledge
- Professional network
- Industry experience
- Reputation & content - blog, linkedin, instagram etc - in a specific field
- Intellectual property (IP, publications etc.)

Tangible Assets:

- Hardware eg. laptop, servers
- Financial resources (cash, stocks, bitcoin) for career-related investments
- Vehicles & Tools
- Real estate
- Special clothing

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What you do

Your activities—what you do—are a natural extension of your personal resources—who you are. This connection will help you understand your options. This exercise helps paint a clear picture of yourself & distinguishes your uniqueness, and prepares you to consider the concept of Value.

Define What You Do

- Physical or mental activities performed on behalf of customers
- Actions that create value

To identify What You Do:

1. Reflect on your regular work tasks (or tasks in school), but exclude routine tasks
2. Focus on activities that are distinguishing & aim for a short list (2-6 activities)

Action

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Who you help

In your career, there will be those who benefit from your work - your “Customers”.

Internal (organization, team) Customers

1. *Direct supervisors:* your boss or your immediate supervisor
2. *Colleagues & teams:* those who depend on your work, colleagues you hand off work to, project leaders or team members you support

External (users, end-users, buyers, partners) Customers

1. *Organization's clients:* end-users of your organization's products/services, even if you don't interact directly
2. *Key partners:* external parties your organization collaborates with
3. *Communities:* neighborhoods, cities, or interest groups served by your work

Action

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How you help

Understanding the Value you provide to others is not about what you do, but the benefits others derive from your work.

1. What job are others "hiring" you to perform usually (at work, home, school)?
2. What benefits do people gain as a result of your work?

Beyond the task

The Value you provide often goes beyond the physical or immediate tasks you perform. For example: a car mechanic's value isn't just changing oil, but providing trouble-free cars, no mess, and less hassle for drivers.

Action Step

Reflect on each of your Personal Activities and ask:

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How You Interact

Reflect on your interaction style with 'Customers'

- Personal vs. "hands-off" approach
- Face-to-face service vs. written communications
- Single transactions vs. ongoing services
- How you communicate with people

Action Step

Describe your typical interactions with people.

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Who helps you

Identify the people who support your professional success

- People who provide motivation, advice, or growth opportunities
- Offer resources needed for task completion
- May include:
 - Mentors, teachers
 - Colleagues at work
 - Professional network members
 - Family or friends
 - Professional advisers

Action Step

List the People who support you. Create a broad list and refine your model.

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Summary

Fill this below table out based on your work in the past pages of this exercise.

	ADD +	REMOVE -	GROW /	REDUCE \
Who you are				

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Sample Report

The page features several decorative blue elements: a large circle in the top-left corner, a smaller circle in the top-right corner, a light blue rounded rectangle in the top-left background, a light blue rounded rectangle in the middle-right background, and a solid light blue horizontal bar at the bottom.

Notes

3.4

Wheel of Life Exercise



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4. Wheel of Life

The Wheel of Life is a self-reflection tool used by career professionals to help clients visualize and assess different aspects of their lives. This exercise helps you identify areas that may need more attention and identifies your core priorities.

Step 1: Choose Your Life Dimensions

Select 8 themes from the following 10 that are most relevant to you:

1. Fitness & Health
2. Career
3. Wealth & Money
4. Personal & Spiritual Growth
5. Fun & Recreation
6. Love
7. Friends & Family

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Sample Report



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Sample Report

Step 4: Set Goals

- Now, using a different color, mark where you'd like to be in each segment.
- This creates a visual representation of your life goals.

Questions to think about

1. Which areas of your life are you most satisfied with? Why?
2. Which areas need more attention? How might you improve these?
3. What one small step could you take to improve balance in your life?



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Notes

3.5

Favorite Activities



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5. Favorite Activities

Rank your top ten activities by counting the total number of check marks in each cell.

Next, identify your five favorite activities, regardless of how many check marks they received

From your Top Ten and Favorite Five lists, identify three to five activities that you're sure you can do/perform (ie. you have the potential, skills and means to perform), and 3-5 activities that you're sure you want to do as part of your career.

	TOP TEN ACTIVITIES	MY FAVORITE FIVE ACTIVITIES	100% CAN DO/PERFORM	100% WANT TO DO
1				

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Sample Report



Notes

3.6

Early Passions Reflection Exercise



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6. Early Passions Reflection

With age we lose touch with our authentic selves, influenced by expectations and societal pressures. This exercise aims to reconnect you with your innate interests, to provide insights into your career and life choices. Kids often have a clear sense of who they are and what they enjoy, regardless of expectations. Here we can:

- Uncover forgotten interests that may still resonate
- Identify patterns in what truly engages us

REFLECTION QUESTIONS

Think back to when you were younger - say 14 or 17 years old, and consider this:

What did you love to do?

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What subjects or activities did you find yourself drawn to?

To further explore these childhood passions:

Why did you enjoy these activities so much?

What skills were you developing through these interests?

How did these activities make you feel about yourself?

Were there any common themes among your various interests?

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Are there forgotten interests that you'd like to reincorporate into your life?

How might your childhood passions inform future career or personal development choices?

Are there skills or qualities from these early interests that could be valuable in your current work?

Action Steps

The goal is to enrich what you're doing by reconnecting with your authentic self. Your childhood interests can provide valuable clues to what truly engages and fulfills you.

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Notes

Job Search Tips

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Additional Resources

1. Further Self-Exploration

Continue exploring your potential with these free assessments from Gyfted:

- Values Assessment
- Reasoning Ability
- Communication Styles
- Company Culture Fit
- Strengths-based CV/Resume Builder

2. Your CV / Resume

Your resume is often your first impression. Make it count and make it 'sell you'.

Make your CV/Resume to be **ATS-proof**. ATS are job 'intake' applications companies use to manage their own, internal recruitment shit-show. How to check if your resume/CV is ATS machine readable? *Open it up in a PDF file, copy the entire text (ctrl+C), and then paste it (ctrl+V) in a .doc word document or in a*

The logo for Gyfted, featuring the word "Gyfted" in a bold, blue, sans-serif font. The letter "G" is stylized with a circular cutout.

Sample Report

4. Interview Prep

- Showcase your abilities, potential, attitude, and experience effectively
- Practice answering common interview questions → you can use Gyfted's AI Assistant for this (Sign Up with Gyfted for an individual account, and go through the Job Matching flow to access our assistant)
- Master open-ended questions
- Use the STAR method for behavioral questions

5. References

- Identify 2-4 potential references
- Brief them on your career direction
- Confirm their current contact information
- Thank them for giving you references and keep them updated

5. Continuous Growth

- Stay curious about your field and potential opportunities
- Regularly revise your Career Development Plan
- *Get out of the building, get sh** done by taking action, and pursue your goals*



Sample Report

Practical Job Search Advice

Managing Your Career Well Matters

You will earn far more money by managing your career well than by managing your investments well. The happiness you derive from your career may be nearly as important as the happiness you derive from the rest of your life.

I: Decide Where To Work

Ultimately, your choice of company matters far more than your job title or even your compensation. Your best bet if just starting out, is to join a company with momentum and potential, and work for a manager/boss who can be a mentor.

II: Focus on your Job Search

People who have been successful tend to focus their job searches by looking for a suitable company/manager/team, thus combining their odds of success in a role that that enjoy.

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