

CareerCare® Summary for: Mike Sample

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Introduction

Congratulations on walking the journey to identify a healthcare career path that is right for you!

You have completed a critical first step in your exploration by completing several self-assessments. The time and effort you've invested will pay off with increased knowledge about yourself!

This CareerCare Summary will help you take the next steps in your career exploration.

Study the information provided here to prepare for meetings with your advisor, mentor, or manager. It will be time well spent to make sure you're headed in the right career direction.

Understanding your interests, values, and skills will help you make a career choice that is the best fit for you.

Visit the following sections in this Summary:





PART 1: Review Your Work

In Step 1, you completed self-assessments to help you better understand your interests, personality, values, and skills. You also began job research to help you narrow down the career paths you want to learn more about.

Now, take time to review your assessment results, reflections, and the job research you have completed so far.



Your Assessment Results

Access detailed reports of all the self-assessments you have completed in the CareerCare portal. You can also follow the links in your CareerCare Report to print your reports. Use these reports to help you interpret the information provided in Part 2: Understand Your Job Fit.

Your Assessment Reflections

Here are your responses to the reflection questions found at the end of each self-assessment in CareerCare. **What do these insights tell you about yourself?**

HOW WOULD YOU SUMMARIZE YOUR STRENGTHS?

1. Your Interest reflection:

2. Your Personality reflection:

3. Your Values reflection:

HOW WOULD YOU SUMMARIZE YOUR STRENGTHS? (CONT.)

4. Your Skills reflection:

WHAT SURPRISED YOU?

1. Your Interests reflection:

2. Your Personality reflection:

3. Your Values reflection:

4. Your Skills reflection:

WHAT SKILLS AND ABILITIES CAN YOU WORK ON?

1. Your Interests reflection:

2. Your Personality reflection:

3. Your Values reflection:

WHAT SKILLS AND ABILITIES CAN YOU WORK ON? (CONT.)

4. Your Skills reflection:

Your Top Jobs

In Part 2, you will find a Job Overview for each of the jobs listed here.

TOP JOBS YOU SELECTED

These are the Top 1-3 jobs **you bookmarked and rated as highest interest to you** in Step 1.

1. Laboratory Technician
2. Surgical Technologist
3. Respiratory Therapist

TOP HIGH-DEMAND JOBS

These are the three high-demand jobs at your organization **that best match your interests and skills**.

1. Medical Laboratory Tech
2. Surgical (OR) Tech
3. Registered Nurse

Keep the information you reviewed in Part 1 in mind as you continue with the next steps in your career planning.

Next, move on to Part 2 to explore your potential jobs and career paths in more detail.



PART 2: Explore Your Job Fit

Now, take a more detailed look at the jobs that are of high interest and fit for you.



Your Top Jobs – Job Fit Summary

This table summarizes your skills, interest and overall job fit for the jobs you selected as well as the top three high-demand jobs from your organization that are the best fit for you.

	SKILL FIT	CAREER INTEREST FIT	OVERALL JOB FIT	NOTES
My Top 3 Jobs I Selected				
Laboratory Technician	High	Medium	Medium	
Surgical Technologist	High	High	High	
Respiratory Therapist	Medium	Medium	Medium	
My Top Matches for my Org's High-Demand Jobs				
Lab Tech I	High	Medium	Medium	
Surgical OR Tech	High	High	High	
Registered Nurse	Medium	Medium	Medium	

Note: See the chart on the next page for more information about these ratings.

Use this information to interpret the Job Fit Summary.

	(A) Skills	(B) Career Interest	(C) Overall Job Fit (Interest + Skill)
	Based on WorkKeys Assessments	Based on Interest and Personality Assessments	Combined Skills and Interests
High	Your skills appear to match or exceed the job requirements.	Your career interests align well with the job based on your survey results. This job <i>has a 5-star rating.</i>	BOTH your career interests and skills make this a job you might want to consider for your next career move.
Medium	You will likely need to do some academic preparation to bring your skill level up. Your skill is <i>one level lower</i> than the typical job requirement.	There's some match with your career interests. This job <i>has a 3 to 4 star-rating.</i>	There is some fit with your career interests and/or skills. Consider additional research to learn more about the job and the education or training you might need.
Low	You will likely need to do a significant amount of academic preparation to bring your skill level up. <i>Your skill level is two or more levels lower</i> than the typical job requirement.	There's little to no match with your career interests. This job <i>has a 0 to 2 star-rating.</i>	Your interest level and/or current skills do not appear to be a fit.

Job Overviews

On the following pages are Job Overviews for each of the jobs you selected online (bookmarked) and the top three high-demand jobs at your organization that are a good fit for you based on your assessments.

Use the Job Overviews to help you think intentionally about each job:

- How well does the job fit with your interests, values, and personality?
- Do you have (or can you get) the skills and education needed?

Remember -- assessments can't tell you everything about yourself or give you a 'final answer' about the career you should select.

If a job is not ranked as a "HIGH" fit, but you are very interested, talk to your advisor/mentor. Also consider scheduling an informational interview to learn more.

As you consider both your interest and skill fit, be sure you have a good understanding of these jobs and career pathways.

JOB OVERVIEW: SURGICAL TECHNOLOGISTS

What they do: Assist in operations, under the supervision of surgeons, registered nurses, or other surgical personnel. May help set up operating room, prepare and transport patients for surgery, adjust lights and equipment, pass instruments and other supplies to surgeons and surgeons' assistants, hold retractors, cut sutures, and help count sponges, needles, supplies, and instruments.

On the job you would...

- Maintain a proper sterile field during surgical procedures.
- Count sponges, needles, and instruments before and after operations.
- Scrub arms and hands and assist the surgical team to scrub and put on gloves, masks, and surgical clothing.

Your Overall Job Fit. See the Job Fit Summary table in Part 2.

HIGH

Skills

(see online results for detailed information)

	Applied Math	Graphic Literacy	Workplace Documents
Yours	4	5	5
Job's	3	4	5

Interests

(see online results for detailed information)

Yours	Realistic	Social	Investigative
Job's	Realistic	Social	Conventional

Your Star Rating:



Understanding Yourself. Do your values and personality align with the job?

Values

(see online results for detailed information on each value)

Yours	Job's
<ul style="list-style-type: none"> • Relationships • Support • Achievement 	<ul style="list-style-type: none"> • Support • Relationships • Achievement

Personality

(see online results for detailed information on each trait)

- Assertive
- Optimistic
- Organized
- Principled
- Sociable

Understanding the Job. Do you have the skills and abilities for this job? Can you get the required certification or degree?

Skills

BASIC SKILLS

- Keeping track of how well people or groups are doing
- Listening to others, not interrupting, and asking good questions

PROBLEM SOLVING

- Noticing a problem and figuring out the best way to solve it

Abilities

HAND AND FINGER USE

- Keep your arm or hand steady
- Hold or move items with your hands

VERBAL

- Listen and understand what people say
- Communicate by speaking

ATTENTION

- Pay attention to something without being distracted

IDEAS AND LOGIC

- Notice when problems happen

Education

Most of these occupations require an associate degree or certificate after high school.

Review job descriptions at your organization to learn about the specific educational requirements there.



PART 3: Your Organization’s High-Demand Jobs

The chart below lists all the high-demand jobs at your organization. Your job fit is listed for each job title. Use this tool to identify high-demand jobs in your organization that match your unique interests and skills.

Your Organization’s High Demand Jobs – Job Fit Summary

See Part 2 for information about how your JOB FIT was calculated.

If you want more information on a specific job or are curious about your specific assessment results for a specific job, go to the online version of this Summary.

High-Demand Jobs at My Hospital	CAREER INTEREST FIT	SKILL FIT	OVERALL JOB FIT	NOTES
CLINICAL				
CT Tech	High	Medium	Medium	
Lab Tech	High	Medium	Medium	
OR Tech	High	High	High	
PCT	Medium	High	Medium	
LPN	Medium	High	Medium	
RN	Medium	Medium	Medium	
NON-CLINICAL				
Customer Service Support		High		
Compensation Analyst (HR)	Medium	Medium	Medium	
HR Operations Coord (HR)	Medium	High	Medium	

Median scores are derived from the ACT WorkKeys Profile Database found at <http://jobprofiles.act.org/>



Part 4: Questions and Next Steps

Now that you have reviewed your Summary you may have questions or wonder what to do next. Below are answers to common questions and suggestions for the next steps you can take to explore career options in your organization.

Common Questions You Might Have

- 1. What if I don't seem to be a good fit for my organization's high-demand jobs?**
The listed high-demand jobs are not the only jobs your organization needs. Meet with your manager or an HR rep to explore other jobs you are a good fit for.
- 2. What if I am most interested in a job that is NOT on my organization's high-demand job list?**
Talk to your manager, HR, or other leaders. There may be opportunities available that better match your interests.
- 3. What if I need a lot of education to get the job I am most interested in?**
Realize that it may take a bit of time to reach that job goal but there are steps you can take to get started now. Maybe your Top Job requires a bachelor's degree. Start working on a certification or an associate degree now to get an entry-level position in your area of interest. Then over time, work towards your bachelor's degree and your dream job!

Questions for You to Think About and Ask Your Leaders

1. If I need further education, are there options for tuition reimbursement at my organization?
2. Does the job I am most interested in align with my values and will it allow me to lean into my personality strengths so I am most successful?
3. What does a typical career path look like for my Top Job in this organization? How can I gain skills and experience while I work toward the required education?

Suggested Next Steps

- 1. Network and learn from those already doing jobs that are of interest to you.**
You can learn a lot from people that are already working in the jobs you're interested in. Don't be shy! Most people are happy to talk about their work and share their knowledge.
- 2. Share your Career journey with those invested in your success.**
Find those people who you know will support and encourage you along the way. These people may be family members or friends, coworkers, or even a boss. Share your goals and motivation with these people. Then share with them when challenges arise. These people will help you stay focused and motivated so you can accomplish your goal!