

CAREER ANALYSIS

Motivational Appraisal of Personal Potential
For
Tom Bloomer

1. NARRATIVE INTERPRETATION

1.1 INTEREST IN JOB CONTENT

The INTEREST section identifies the ideal job content for the individual by identifying the human motivations and preferences, called Worker Traits, which he or she may bring to the job. These traits are listed in their order of motivational priority and are central to what motivates an individual or towards what the individual may exhibit a high preference. Typically, what one wants to do is that which he/she is most likely to do and do it often enough (including training for it) to transform the raw interest into real skills, and then, to stay on that job.

Tom has natural preferences that engender curiosity about the nature of things and about “what makes things tick”. In addition, motivational levels are highest where activities allow thinking focused on the inquisitive, exploratory, analytical, and experimental. “**Technical**” orientation is often the interaction of two or more of these traits: **Scientific, Natural/Outdoor, Mechanical, and Managerial**. It is important to identify the other traits involved to determine whether Tom is more technical, scientific or systems-oriented or if these traits are balanced.

Preferences for Tom fully support being perceptually, subconsciously, and consciously aware of fantasy, symbols, symbolic relationships, abstract ideas, options, and choice of options as they relate to creative or innovative activities. Perception triggers ideas in Tom’s mind, a process that just happens - a process often called intuition. It is not a conscious effort to logically “come up with” creative ideas; instead, the process is best identified with the statement that “a thought struck me.” A quote by Carl Jung probably makes complete sense to Tom: “Art is innate in the artist, like an instinct that seizes and makes a tool out of the human being. The thing in the final analysis that wills something in him is not he, the personal man, but the aim of the art.”

Tom prefers to be socially independent. This allows and often encourages activities that do not require or permit, association or interaction with others during projects, shifts, or extended periods of time. Emphasis is not on what Tom is doing, but that it is willingly or intentionally apart from others. This trait, by itself, does not imply or suggest antisocial or selfish attitudes. It only identifies social independence for vocational or recreational activities. Scientists, engineers, persons engaged in agricultural vocations, and night-shift service workers that were rated often include this preference.

Tom has a preference for and is motivated by physically working with things and objects. Work of this sort is more sensory and physical rather than mostly mental or intellectual. When working with machines or equipment, timing, dexterity, coordination, and visual skills are important. Much of the activity is outdoors or where environmental conditions aren’t well controlled to assure physical comfort. Tom relies on the motivation that has naturally developed since birth for the preference towards such work.

Tom’s preferences can include routine, organized, and methodical procedures, but this is not a need or dependency. Tom is most likely to adapt immediate preferences to change if it isn’t too sudden, radical, or disruptive. The predominant motivation is to strike a good balance between stability and flexibility.

Tom is motivated to work on projects that are planned, scheduled, and completed. This indicates a preference to complete a project rather than leave it unfinished. But completion or achievement may be offset by switching to a project of higher priority and/or interest, with the hope that the uncompleted project may be done another day. What is not completed will probably be kept in mind until it is completed.

Tom is interested in ideas, concepts, and meaning as part of perceptual and mental activities. Intellectual, theoretical and/or creative activities are balanced with other activities and do not have a priority or emphasis.

Tom enjoys associating and interacting with people but likes independence as well. So the activity, rather than people, is more than likely the deciding factor. Where mutual interest is the purpose for association, Tom willingly participates and cooperates. Where interests differ, Tom will independently pursue those interests.

1.2 PEOPLE

In this section, seven people factors cover important activities related to the interaction of a person with other persons. These are very important for individuals motivated and perhaps even naturally talented or specifically trained for associating and interacting with people. They may also be important traits for certain “people intensive” jobs. (Low motivational or preference ratings in this section may also be quite positive and valuable, if occupations necessitate or require that an individual function apart from others, manage his/her own activities, or be satisfied with work in isolation.)

Tom has motivation and, more than likely, the natural talent for assertively negotiating or an adequate motivational level that supports training in that area. This includes strategic thinking, influential communication, analysis, and/or persuasion. Many traits are involved, and their motivational levels determine the amount of involvement and influence of each trait. Strategic thinking is considered a preferred key element.

Tom is ready, willing, and perhaps even able (or trainable) to persuasively influence others with the intent or hope to convince them to agree with what is said. Because this trait is moderately motivated, Tom is probably not inclined to make a living by selling on a commission basis. Instead, persuasion is interactive with other traits and finds expression in other ways such as teaching, counseling, etc.

Tom does prefer considering people both philosophically, and psychologically. This natural motivation towards an interest in people causes a personal, ethical interest in the potential and destiny of others. If that interest is reinforced by strong benevolence, Tom prefers to be active in service directly involved with and beneficial for others. It is important to see what motivational levels exist for Tom with regard to benevolence, gregariousness, managerial activities, persuasiveness and/or dedication to harmonious relations. Each or all of those traits can be interactive with this **mentoring** trait and strongly influence the **if, how** and **why** that mentoring is done.

Tom is motivated to educate, which means to share knowledge that will be useful for the persons taught. Instructing can be in many forms: teaching, training, influencing, and demonstrating. It is done through various combinations of traits, and there are many traits that could be involved. So it is necessary to scan all Worker Traits to discover why and how Tom prefers to or is motivated to instruct others.

1.3 THINGS

*Working with things, manipulation of materials and processes, and cognizance of operational and mechanical forces or objects, highlights this Worker Trait Code section. None of the factors in this section are directly related to people nor call for exclusive talents whether or not they exist within the individual. However, these factors do call for the interaction and interplay between **mental, sensory, physical, and mechanical** skills and/or abilities as possessed by the individual. If the individual has natural mechanical savvy, and likes to work with his/her hands, this becomes a highly important and relevant Worker Trait Code section.*

Tom is motivated toward activities involving mechanical engineering, including: 1) mechanical awareness of assembly, fabrication, operation, leverage, motion, force, and power, 2) design and/or draw technical plans, 3) technical, statistical, and numerical analysis, and 4) layout and installation. This highly motivated engineering orientation probably means professional dedication to a major engineering vocation.

Tom prefers operating heavy, mobile equipment such as trucks, earth-movers, cranes, etc. More than likely, Tom either possesses or has the motivational levels required to develop the required sensory and sensory/physical skills that are primary for vocational involvement: e.g., coordination, dexterity, timing, spatial awareness: size, shape, distance, dimension, perspective, relationship; depth perception. (NOTE: These skills have a fused linkage with equipment controls so that operator and machine are one unit). Tom probably has a natural machine savvy that would allow natural ability or proper training to subconsciously link what the machine is capable of doing to operating it for excellent performance. (NOTE: This usually includes proud identification, through one’s skills, with the equipment one operates). Since this sort of work is most often outdoors or where conditions for physical comfort

aren't closely controlled, Tom's preferences fall right in line. Mobility of work and residence is often another important factor also in line with existing preferences.

Tom's motivations support ability to running/managing fixed machine operation, and the responsibility for machine performance, condition, output, and quality. (NOTE: This necessitates constant awareness of what is happening with the machine itself, with the processes being done by the machine, with materials going into the machine, quality of materials coming from the machine, and how and when to make adjustments and provide maintenance). A number of functions are involved and require a variety of talents that Tom either has or is motivated to learn, the most important being machine savvy, alert monitoring of operations, and coping with routine.

Manipulating is a special trait that can have a variety of important meanings depending on its interaction with many different traits. In the "**things**" context of this section, it means the ability with a high motivational level to manage/ handle material processing that may or may not involve machines. Basically, it is combined mental, sensory, and physical functions tied to scheduling and processing of that which is at hand. Tom has the high motivational level and perhaps even that ability (or at least the motivational level that supports training). (Note: There can be other meanings to this trait. For instance, if all other mechanical or operator factors have low motivational levels or preferences, but management of people has high levels (where listed in other Worker Trait Code sections), this factor then shows that the person is motivated to **impersonally** manage (manipulate) people as **things at hand**, as part of the process, to achieve management objectives.)

Tom is well motivated for activity involving craft tools, repetitious activity, recognizable detail, variable physical conditions (temperature, elements, etc.) and minor tangible problem solving. This work is often called manual labor or basic labor to indicate that it can be done with minimum skill, training, instruction, or supervision. It is very often associated with a helper position and role.

Tom is highly motivated to participate in activities where awareness of technical and mechanical standards as they relate to quality and precision is paramount. Concentration and focus within these activities are most likely a strong attribute for Tom. (NOTE: Precision, quality, and standards are natural, highly developed elements of perception, thinking, and logic. This is a very important preference in industries where production, maintenance, and repair require exact precision, high quality; almost zero in allowable defects or error).

Given the full description of any activity requiring a sensory/physical aptitude for feeding materials into machines or offbearing materials from machines efficiently and steadily, Tom's preferences for being involved start at a moderate motivational level. Such activity is usually associated with assembly line processing. It is important to review other worker trait factors to determine if and how long Tom would remain motivated and how that level would effect tolerance, or coping with being locked in with machine-mandated performance. One must be content with this kind of activity before one can be satisfied by it or motivated to continue doing it.

Tom's motivational level supports the ability (either existing or because of pending training) to be perceptive and alert relative to monitoring operational processes by use of technical recording instruments. This includes remaining interested, alert and responsible throughout steady operational shifts. This activity could appropriately be called operational/clerical because it means monitoring what is going on.

1.4 TOP TEN VOCATIONAL AREAS

In this section MAPP presents those ten occupational titles with the highest motivation and greatest potential for the individual's success. When people are searching for careers or being considered for jobs, this list of the ten top occupations should be given serious consideration.

Trade Management: plan, oversee craft activities	1
Recreation/Amusement: challenge, risk; competitive	1
Scientific Research: probe, analyze, experiment	1
Material Analysis/Physical Science: test regarding specs	2
Animal Training: obedience, performance, show	2
Surveying, Prospecting: explore, locate, map	2
Technical/Scientific Support: lab/field service	2
Math regarding Physical Sciences: collect, analyze data	2
Amusement/Entertainment: physical, gymnastics, sports	2
Industrial Engineering: plan, direct, install, erect	2