

The logo for GLEAC, featuring the letters 'GLEAC' in a bold, orange, sans-serif font.

BUILD 21ST CENTURY SKILLS

Report

Professional Profile 2

shikhar

Test taken on the 6th of June 2018 in 37 min 9 sec

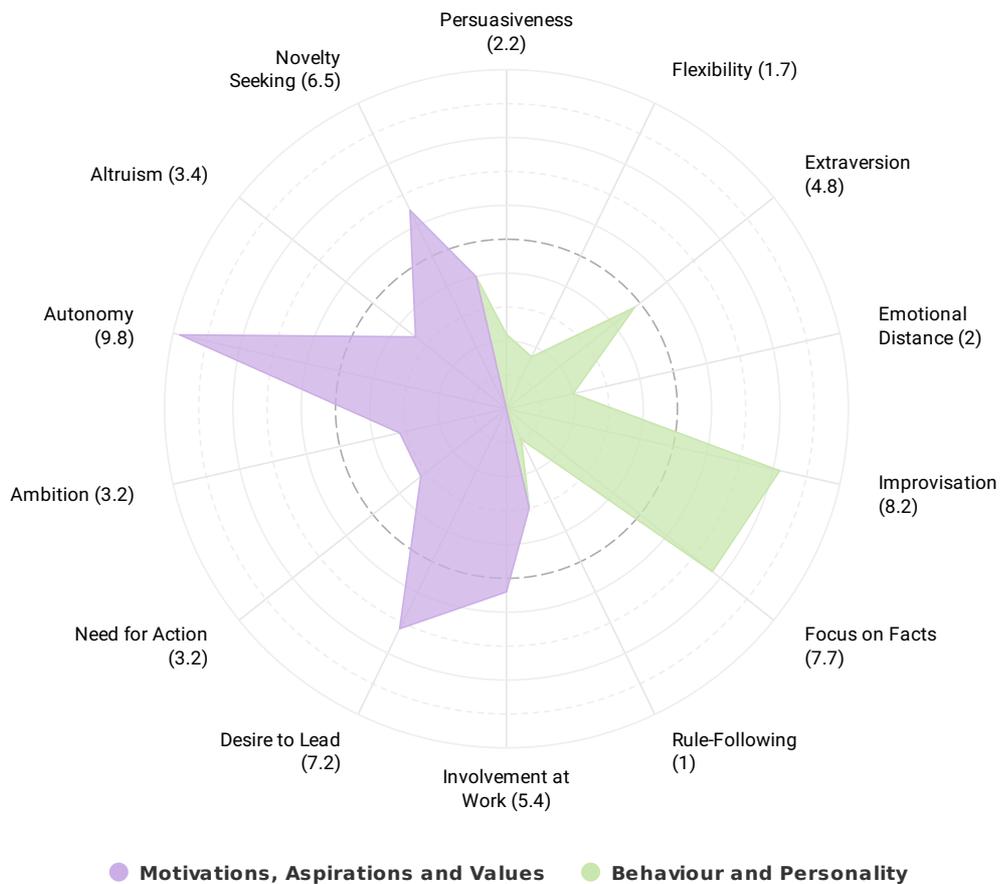
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CENTRAL TEST

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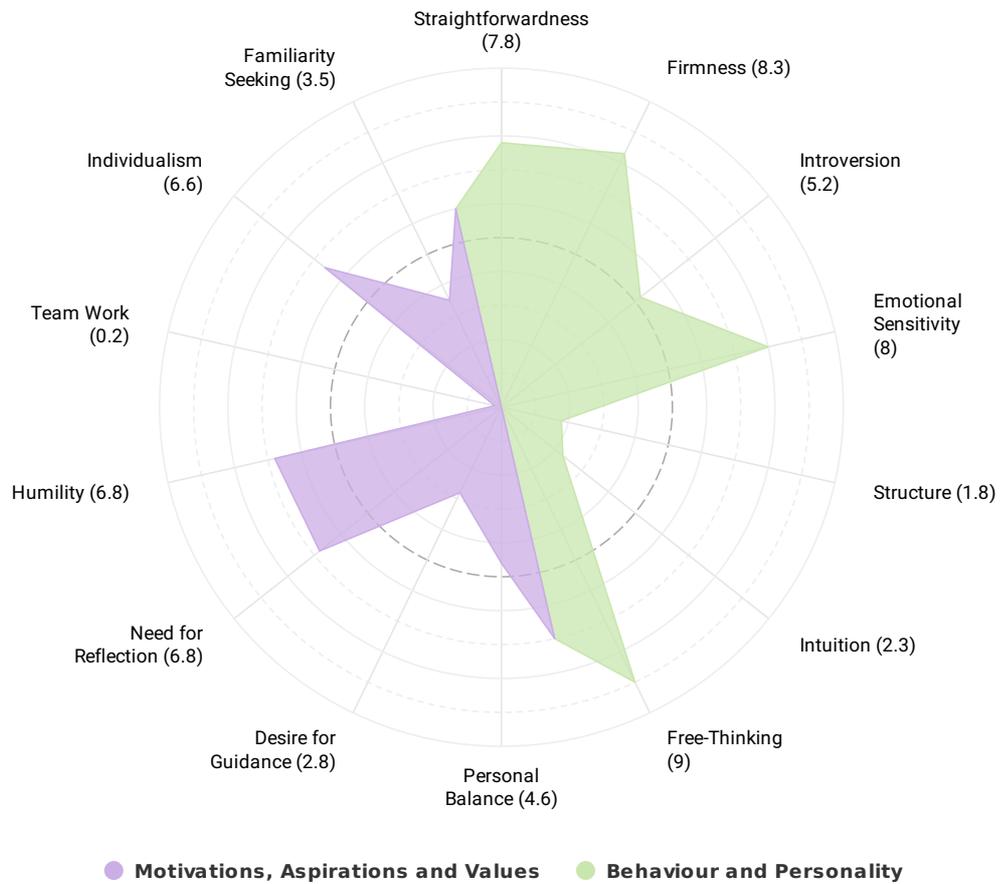
1 - THE GRAPH

Results on main factors (Score out of 10)



2 - THE INVERTED GRAPH

Results on opposing factors (Score out of 10)



3 - PERSONALISED ANALYSIS

Personality traits that are specific to the profile

In this section you will find the traits that stand out the most in the profile of shikhar .

A few precautions in interpreting the results:

- Certain personality traits may contradict each other, this is true for human behaviour.
- We recommend to look at the "The Comments" section of this report for a more personalised description of the profile.

Strengths

Being a free-thinker shikhar does not follow rules blindly. He works best when not required to strictly follow rules and procedures.

Firm, shikhar sticks to his point of view and strongly defends his opinions.

Straightforward, shikhar values authenticity and prefers to remain transparent with others.

Patient and reflective, shikhar enjoys long-term projects that involve strategising.

Weaker points, points to develop:

shikhar could benefit from following certain rules and regulations more strictly to ensure the smooth functioning of his activities.

Being more open to other's ideas could help shikhar find a consensus during negotiations.

shikhar could benefit from adjusting his speech according to the audience, especially when he needs to be convincing.

4 - THE DETAILED TABLE

A tabular representation of the results on the main and opposing factors

The following table summarises the candidate's results from the questionnaire. The column on the right describes the main factor. The column on the left describes the opposing factor. The "✓" represents where the candidate stands in relation to the dimension.

Therefore the closer the "✓" is to the right, the stronger is the tendency for the main factor. The closer the "✓" is to the left, the stronger is the tendency for the opposing factor.

Opposing factor	A	B	C	D	E	F	G	H	I	J	K	Main factor
Behaviour and Personality												
Straightforwardness Genuine, Needs objectivity, Transparent			✓									Persuasiveness Convincing, Influential, Strategic
Firmness Decisive, Resolute, Strong-willed	✓											Flexibility Adjusting, Seeks consensus, Open-minded
Introversion Reserved, Quiet, Formal				✓								Extraversion Outgoing, Social, Interactive
Emotional Sensitivity Passionate, Emotionally expressive, Reactive			✓									Emotional Distance Calm, Self-controlled, Composed
Structure Methodical, Planned, Systematic											✓	Improvisation Spontaneous, Adaptable, Comfortable with ambiguity
Intuition Instinctive, Insightful, Perceptive									✓			Focus on Facts Rational, Logical, Analytical
Free-Thinking Non-conforming, Defines one's own standards	✓											Rule-Following Adheres to standards, Respects rules
Motivations, Aspirations and Values												
Personal Balance Work-life balance, Disconnects after work							✓					Involvement at Work Dedicated, Committed, Workaholic
Desire for Guidance Seeks guidance and advice, Appreciates being directed									✓			Desire to Lead Takes charges, Authoritative, Responsible
Need for Reflection Patient, Reflective, Likes to conceptualize				✓								Need for Action Dynamic, Risk-taker, Acts immediately
Humility Satisfied, Stable, Cautious				✓								Ambition Competitive, Success-driven, Achievement-oriented
Team Work Cooperative, Affiliative, Team-oriented											✓	Autonomy Autonomous, Prefers independent work
Individualism Practical, Favours personal interests				✓								Altruism Helpful, Generous, Service-oriented
Familiarity Seeking Likes routine and established methods, Conventional									✓			Novelty Seeking Curious, Imaginative, Experimental

5 - THE COMMENTS

An interpretation of the scores on each factor with personalised comments

BEHAVIOUR AND PERSONALITY

Straightforwardness << >> Persuasiveness

Score
7.8



Score
2.2

shikhar is frank and values authenticity. He does not seek to persuade or influence others and generally prefers to present information in an objective way. Rather straightforward, shikhar prefers to say things in a direct manner. Unlike his more persuasive colleagues, he does not approve of misleading others and generally stays true to himself.

Environment and Roles: Well suited for organisations with a culture of honesty in dealing with clients and co-workers.

Interaction with others: Likely to encourage others to be direct and open in communication.

Strength: Truthful and genuine. Likely to be sought out by colleagues for sincere opinions.

Potential weakness: Focus on transparency may result in loss of bargaining power.

Definition

"Persuasiveness" is defined as the ease with which an individual is convincing and influencing others by using tact and adapting their speech for an audience, while "Straightforwardness" refers to being authentic and direct in communication, with a need to remain transparent.

Firmness << >> Flexibility

Score
8.3



Score
1.7

shikhar is very firm and resolute. He does not like to compromise in negotiations and is not afraid to engage in confrontations. shikhar will openly voice his viewpoints during conflicts and is very likely to push his ideas through in team discussions and meetings. He is not easily convinced or influenced by other people's perspectives and tends to stick to his opinion.

Environment and Roles: Well suited for roles that require bargaining and tough negotiations.

Interaction with others: Team members are likely to perceive him as tough and confrontational.

Strengths: Determined and does not waver during discussions.

Potential weakness: May turn a deaf ear during debates.

Definition

"Flexibility" is defined as a willingness to be open to make concessions when dealing with others in order to seek consensus and avoid conflict, while "Firmness" refers to a tendency to defend one's own point of view and remain determined during exchange with others.

Emotional Sensitivity << >> Emotional Distance

Score
8



Score
2

shikhar is very sensitive and passionate. Unlike his more emotionally-distant counterparts, shikhar is in touch with his feelings. When faced with unsettling or stressful situations, he may become overwhelmed. His emotional reactions make him appear highly concerned and easily affected by his environment.

Environment and Roles: Best suited for areas where emotional expression is crucial for achieving objectives.

Interaction with others: Likely to be the first person in a team to react to subtleties in the environment.

Strength: Honest display of emotions.

Potential weakness: May show disproportionate reactions when faced with criticism and challenges.

Definition

"Emotional Distance" is defined as the tendency to stay calm and composed even when faced with stressful or unsettling situations, while "Emotional Sensitivity" refers to the tendency to react to stress, take things to heart and readily express emotions.

Introversion << >> Extraversion

Score
5.2



Score
4.8

shikhar is somewhat reserved and usually prefers listening to talking. He requires some social stimulation but prefers quiet environments to be productive. shikhar is generally not at ease in large social gatherings but would be willing to support business networking events if the situation calls for it.

Environment and Roles: Suited for roles that require some periods of focus and concentration.

Interaction with others: Generally maintains formal, yet friendly relationships with co-workers.

Strength: Works well with little social contact.

Potential weakness: May feel overwhelmed when work requirements demand constant interaction.

Definition

"Extraversion" is defined as the tendency to be outgoing and lively, seeking to develop many friendly contacts, while "Introversion" refers to being reserved and formal, choosing to maintain only a few close relationships.

Structure << >> Improvisation

Score
1.8



Score
8.2

shikhar is very adaptable and at ease improvising when faced with unexpected events. He enjoys handling tasks as and when they come and avoids planning in advance. People with a similar score feel restricted by fixed schedules and prefer to leave plenty of room for last minute decisions. shikhar needs flexibility in order to take on unexpected events.

Environment and Roles: Best suited for projects that require frequent adjustment to constant changes in external factors.

Interaction with others: Encourages team members to be flexible with plans and adapt quickly to emerging challenges.

Strength: Finds solutions even in very ambiguous situations.

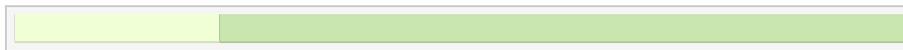
Potential weakness: A lack of planning may affect the quality of work.

Definition

"Improvisation" is defined as being spontaneous and acting without clear planification, being at ease when facing unexpected situations, while "Structure" refers to a preference for being organised, methodical and referring to procedures.

Intuition << >> Focus on Facts

Score
2.3



Score
7.7

shikhar primarily relies on logic and facts to make decisions and solve problems. He will rather carefully review information and analyse details before making a judgement. Unlike his more intuitive colleagues, shikhar is likely to neglect gut feelings and would usually consider most aspects of a problem.

Environment and Roles: Suited for positions that require fact-checking for the completion of projects.

Interaction with others: Likely to encourage team members to thoroughly review information before decisions are taken.

Strength: Analyses facts in a deliberate and detailed manner.

Potential weakness: May ignore intuitive hunches that could sometimes be beneficial.

Definition

"Focus on Facts" is defined as the tendency to be objective, logical, analytical and rational in evaluating information and making decisions, while "Intuition" refers to the tendency to appraise situations and make choices based on one's personal insights, instincts, impressions and 'gut feeling'.

Free-Thinking << >> Rule-Following

Score
9



Score
1

shikhar enjoys working in a position where rules are not fixed and binding but flexible and expandable. He tends to question existing policies, especially when he feels that they reduce his productivity or oppress him. shikhar would not comply with something with which he disagrees, not only because of his non-conformist nature but also because rules must make sense to him.

Environment and Roles: Enjoys working in organisations that encourage critical thinking when it comes to rules and procedures.

Interaction with others: Likely to encourage colleagues to not blindly accept only one way of doing things.

Strength: Actively questions existing rules.

Potential weakness: May struggle in environments that require strict adherence to principles.

Definition

"Rule-Following" is the tendency to respect and comply with established guidelines and standards set by the organisation and society, while "Free-Thinking" is the tendency to create or modify rules if existing ones are considered inefficient and impractical.

MOTIVATIONS AND VALUES

Personal Balance << >> Involvement at Work

Score
4.6



Score
5.4

shikhar is committed to his job. He is willing to sacrifice some of his leisure time for important projects and activities. However, he also recognises the importance of quality personal time.

Environment and Roles: Well suited for jobs that require some extra amount of involvement.

Interaction with others: Works best with colleagues who are also likely to go the extra mile when needed.

Strength: Recognises the value of completing work projects on time.

Potential weakness: May not take time to relax when working on very important projects.

Definition

"Involvement at Work" refers to the importance given to work and one's emotional bonding with the organization, while "Personal Balance" refers to a preference to separate one's personal and professional lives and balancing the two.

Desire for Guidance << >> Desire to Lead

Score
2.8



Score
7.2

shikhar thrives in settings, where he can take charge of situations and delegate tasks to team members. shikhar will take the lead on most projects that he is involved in. He will give feedback and may seek opportunities to coach others in order to be a better leader. At ease when in charge, he knows how to assign tasks within medium and sometimes even large groups.

Environment and Roles: Comfortable in positions that call for influencing and managing others as well as making team decisions.

Interaction with others: Generally directive in his approach.

Strength: Well suited for leadership roles.

Potential weakness: May not seek and implement advice from superiors on his area of expertise.

Definition

"Desire to Lead" is defined as the inclination to take charge of situations and to seek roles that require leading people, while "Desire for Guidance" refers to the preference for supervision and regular feedback, as well as for clearly defined directives.

Need for Reflection << >> Need for Action

Score
6.8



Score
3.2

shikhar prefers working on strategic projects that require reflection rather than those that require only immediate actions. He likes to visualise and reflect on long-term implications before making a decision. shikhar draws on his patience and vision until ideas come to fruition.

Environment and Roles: Well suited for tasks that need a futuristic perspective.

Interaction with others: Likely to remind team members to look beyond imminent gains.

Strength: Remains motivated on projects that yield results in the long-term.

Potential weakness: May quickly lose interest on non-strategic tasks.

Definition

"Need for Action" refers to a tendency to be dynamic and to prefer short term projects that deliver quick and concrete results while "Need for Reflection" refers to a preference for complex, long term projects that yield results in the future and require more strategy, patience and reflection.

Humility << >> Ambition

Score
6.8



Score
3.2

shikhar prefers stability at work. He seeks much less competition than others. Generally cautious, he would not try to take shortcuts. However, while shikhar is not typically motivated by professional ambitions, he is capable of meeting defined targets. Having a clear preference for a steady pace of working, he does not seek success at all costs.

Environment and Roles: Suited for stable settings where individual competition is relatively low.

Interaction with others: Likely to be perceived as steady by colleagues.

Strength: Generally satisfied with own achievements and would prefer not to harm others to get ahead.

Potential weakness: May hesitate to take up new opportunities for advancement.

Definition

"Ambition" is defined as the competitive drive towards success and achievement, setting high and risky goals while "Humility" refers to the tendency to be satisfied with one's current status and be comfortable with professional stability.

Team Work << >> Autonomy

Score
0.2



Score
9.8

Very independent, shikhar likes to make decisions and work on his own without seeking external advice or opinions. He enjoys being self-reliant and seeks to work on projects where he is able to generate ideas and define how to execute tasks autonomously. Unlike his more collaborative colleagues, he may feel restricted when involved in teams.

Environment and Roles: Well-suited for projects that require self-reliance and individual focus.

Interaction with others: Colleagues are likely to perceive him as solitary.

Strengths: Very independent, does not require group support to finish projects.

Potential weakness: Likely to struggle when working in teams.

Definition

"Autonomy" is defined as a preference for independence and freedom while working. "Team Work" refers to the tendency to enjoy group work, be cooperative and focus on team cohesiveness.

Individualism << >> Altruism

Score
6.6



Score
3.4

shikhar generally advocates the exercise of one's goals and desires more than other people do. He is likely to focus more on personal objectives rather than on anything else. When working on tasks, he prefers to filter out the personal concerns of others around him. shikhar is likely to give priority to productivity and efficiency concerns than issues such as the well-being of others.

Environment and Roles: Likely to be an asset to organisations that advocate a focus on targets.

Interaction with others: Pragmatic, encourages others to take ownership of their work.

Strength: Committed to achieving own objectives.

Potential weakness: May appear unconcerned about the problems of others.

Definition

"Altruism" is defined as the inclination to be concerned about people and generous with one's time and resources, wanting to contribute to the greater good while "Individualism" refers to being practical and realistic with a focus on one's personal objectives.

Familiarity Seeking << >> Novelty Seeking

Score
3.5



Score
6.5

shikhar enjoys change and innovation. He is an inquisitive and creative person who likes to come up with both, ideas and ways of improving established methods. shikhar is willing to take risks in order to innovate. He is looking to learn new things and come up with creative solutions.

Environment and Roles: Well suited for changing and diverse settings that encourage originality.

Interaction with others: Likely to motivate colleagues to think outside the box.

Strength: Brings a fresh perspective and innovative ideas to the organisation.

Potential weakness: May change methods that work well for the sake of innovation.

🔍 Definition

"Novelty Seeking" is defined as being inquisitive with an inclination to explore and experiment with new ways of doing things, while "Familiarity Seeking" refers to being comfortable with what one is accustomed to and follow proven methods over experimental approaches.

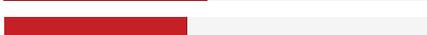
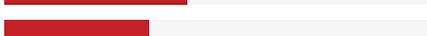
6 - GENERAL PROFILE

Suitability of the profile in relation to various work-personality profile types

This section analyses the extent to which the candidate's profile matches the various work-personality types.

A perfect match corresponds to 100%.

The profiles PP2

1	Independent		77%
2	Devoted		73%
3	Reflective		70%
4	Determined		65%
5	Intuitive		61%
6	Dynamic		50%
7	Conscientious		48%
8	Cooperative		43%
9	Social		34%

Independent 77%

Independent individuals are characterised by a need for autonomy and self-reliance. They prefer working without close supervision and appreciate working alone. They like working with a certain amount of freedom, without having to follow strict rules or rigorous procedures. They prefer working independently rather than in teams, which may make them appear more introverted than outgoing.

Devoted 73%

Devoted individuals are highly dedicated to their work and feel emotionally attached to their job and organisation. They are passionate and expressive with their feelings about their work, and do not require external motivators to perform. Their identity tends to be linked to their job and organisation. They may sometimes be viewed as sensitive, especially when handling stressful situations.

Reflective 70%

Reflective individuals are characterised by patience and poise. They are usually calm and only come to a decision after having examined all of its possible consequences. As a result, they appear reserved and level headed. They can easily concentrate and focus their thoughts and attention in a particular direction.

Determined 65%

Determined individuals are generally characterised by strong negotiation skills. They are persistent and can convince others with finesse and firmness. They carry with them a certain aura of authority which works to their advantage during discussions. They take charge of situations and make sure that their needs are met.

Intuitive 61%

Intuitive individuals tend to rely on their gut feelings and can handle uncertain situations with ease. Holding a flexible attitude, they are open to novelty and do not try to make rational sense of everything. They are creative by nature and believe in exploring things without sticking to conventions. They tend to recollect overall impressions of events instead of focusing on actual facts or details.

Dynamic 50%

Dynamic individuals are characterised by an enthusiastic attitude towards work. They are energetic and work with a lot of vigour. They enjoy working towards obtaining quick results and hence seem more practical than reflective. They are often driven by success and enjoy diversity in their work which may make them seek out different ventures if they feel they are stagnating.

Conscientious 48%

Conscientious individuals are meticulous by nature. They stick to set procedures and adhere to rules because they believe that closely following these can contribute to the quality of their work. They prefer using conventional and well established methods that they can count on to be efficient. They also have a keen eye for detail and rely on factual information to make decisions.

Cooperative 43%

Cooperative individuals are characterised by their tendency to be consensual. They feel the need to find a common ground during discussions and work towards finding solutions to disagreements by understanding the needs of the people they work with. They are altruistic and enjoy being of help to others which may sometimes lead them to disregard their own needs.

Social 34%

Social individuals are gregarious by nature and have the need to belong to a group. They enjoy networking and can easily form good professional and personal bonds with others. They enjoy working in teams and tend to spread their enthusiasm to their team-members. As a result, they integrate very easily into different teams.

7 - POTENTIALS

Suitability of the candidate's personality in relation to the potentials

This section analyses the candidate's position with regard to key potentials related to behavioural skills and attitudes.

A perfect match corresponds to 100%.

Potentials

1	Willingness To Learn	<div style="width: 79%;"></div>	79%
2	Innovation	<div style="width: 75%;"></div>	75%
3	Taking Responsibility	<div style="width: 70%;"></div>	70%
4	Strategic Planning	<div style="width: 69%;"></div>	69%
5	Challenge & Competition	<div style="width: 65%;"></div>	65%
6	Initiative	<div style="width: 64%;"></div>	64%
7	Organizational Skills	<div style="width: 64%;"></div>	64%
8	Discretion	<div style="width: 61%;"></div>	61%
9	Influencing Skills	<div style="width: 55%;"></div>	55%
10	Adaptability	<div style="width: 54%;"></div>	54%
11	Team Leadership	<div style="width: 53%;"></div>	53%
12	Result Oriented	<div style="width: 53%;"></div>	53%
13	Business Acumen	<div style="width: 52%;"></div>	52%
14	Conflict Resolution	<div style="width: 51%;"></div>	51%
15	Quality Oriented	<div style="width: 51%;"></div>	51%
16	Mentoring	<div style="width: 49%;"></div>	49%
17	Networking	<div style="width: 47%;"></div>	47%
18	Stress Management	<div style="width: 46%;"></div>	46%
19	Respecting Instructions	<div style="width: 45%;"></div>	45%
20	Team Building	<div style="width: 42%;"></div>	42%
21	Conformity & Integrity	<div style="width: 41%;"></div>	41%
22	Interpersonal Skills	<div style="width: 38%;"></div>	38%

Willingness To Learn 79%

Willingness To Learn is the tendency to be curious and inquisitive with a strong desire to understand, learn and evolve.

Innovation 75%

Innovation is the tendency to think outside the box and introduce new perspectives in order to engage people in innovative thought.

Taking Responsibility 70%

Taking Responsibility is the tendency to have an intrinsic sense of responsibility, to handle projects and be willing to assume the consequences that come with their success or failure.

Strategic Planning 69%

Strategic Planning is the ability to anticipate and establish a systematic plan of development with the aim of reaching long term goals.

Challenge & Competition 65%

Challenge & Competition is the tendency to strive for excellence by reaching and even surpassing one's goals and constantly seeking challenges.

Initiative 64%

Initiative is the ability to move things forward with energy and vivacity and drive projects by taking risks and making decisions alone.

Organizational Skills 64%

Organizational Skills is the tendency to have a structured approach towards work & effectively carry out tasks by planning priorities and actions.

Discretion 61%

Discretion is the ability to exercise restraint in the disclosure of information and be able to maintain confidentiality.

Influencing Skills 55%

Influencing Skills is the ability to communicate in an assertive and tactical manner in order to influence and convince others.

Adaptability 54%

Adaptability is the tendency to be open minded and adjust one's behaviour and attitude depending on the environment and the people.

Team Leadership 53%

Team Leadership is the ability to direct and lead a group of people towards a common goal and objective by winning their support and pushing them to surpass themselves.

Result Oriented 53%

Result Oriented is the tendency to focus on results and meet deadlines by taking initiatives and setting priorities in a pragmatic and organized manner.

Business Acumen 52%

Business Acumen is the ability to seize business opportunities and negotiate effectively by being diplomatic and strategic.

Conflict Resolution 51%

Conflict Resolution is the ability to actively listen to others and understand their point of view in order to lead them towards a common ground and maintain harmony within the team.

Quality Oriented 51%

Quality Oriented is the tendency to be detail oriented in order to ensure the highest level of quality and service while meeting expectations.

Mentoring 49%

Mentoring is the ability to believe in people's potential and help them reach it on the basis of recognition, trust and encouragement.

Networking 47%

Networking is the ability to make contacts and develop a network of influential people for prospective opportunities in a face to face set up.

Stress Management 46%

Stress Management is the ability to detach oneself from stressful situations & channelize one's own emotions to stay calm and productive when faced with unexpected events.

Respecting Instructions 45%

Respecting Instructions is the tendency to be content working under a strict hierarchy, following and implementing instructions and sticking to the procedures.

Team Building 42%

Team Building is the ability to create a healthy work environment and encourage activities that will create harmonious, united & productive teams.

Conformity & Integrity 41%

Work Integrity is the tendency to follow rules and codes of conduct, while being authentic and reliable.

Interpersonal Skills 38%

Interpersonal Skills is the ability to interact effectively and form relationships with individuals or groups.

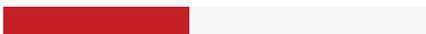
8 - HOW DIFFERENT PROFESSIONS SUIT THE PROFILE

Suitability of the candidate's personality for the job profile/position

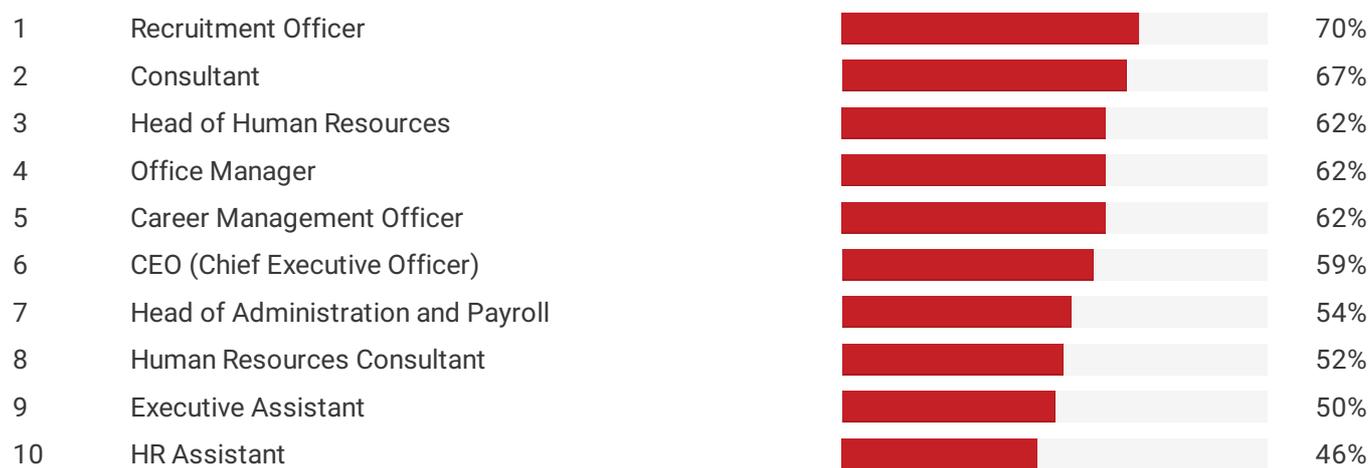
Given below is a list of jobs, representing the majority of internationally recognised careers, analysed with respect to the candidate's profile.

A perfect match corresponds to 100%.

Administration, finance, accounting and legal

1	Tax Lawyer		77%
2	Financial Analyst		71%
3	Asset Management Consultant		60%
4	Accountant		60%
5	Chief Financial Officer		60%
6	Magistrate/Judge		58%
7	Notary		58%
8	Bank / Finance / Assurance Client Relations Officer		58%
9	Lawyer (in-house)		58%
10	General Insurance Agent		58%
11	Legal Administrator		57%
12	Lawyer		57%
13	Tax Inspector		56%
14	Stock market specialist		55%
15	Accounting and Financial Auditor		55%
16	Bank Employee (customer-facing)		46%
17	Admin Assistant		44%

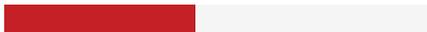
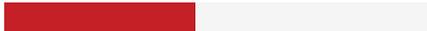
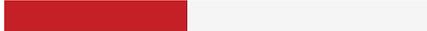
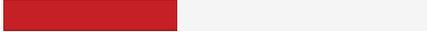
HR and Business Management



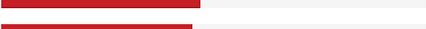
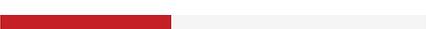
Commercial sales, communication and marketing

1	Marketing Project Manager		72%
2	Market Research Officer		67%
3	Commercial Engineer		65%
4	Product Manager		64%
5	Journalist		62%
6	Communications Officer		61%
7	Public Relations Officer		61%
8	Head of Advertising		60%
9	E-Commerce Manager		58%
10	Travelling Salesperson		58%
11	Auctioneer		58%
12	Talent Manager		57%
13	Artisanal Shopkeeper		56%
14	Purchasing Manager		56%
15	Medical Sales Representative		55%
16	Sales team leader		54%
17	Business Development Manager		54%
18	Restaurant Manager		54%
19	Shop Manager		54%
20	Sales Manager		53%
21	Communications Assistant		52%
22	Marketing Assistant		52%
23	Community Manager		52%
24	Travel Agent		49%
25	Real Estate Agent		49%
26	Customer Service Representative		48%
27	Shop Department Manager		45%
28	Telemarketer		44%
29	Shop Assistant		44%
30	Flight Attendant		37%

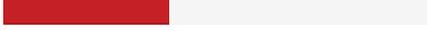
Logistics, IT, production and safety

1	Research Engineer		80%
2	IT Project Manager		77%
3	Industrial Designer		77%
4	Programmer Analyst		71%
5	Director of Information Systems		69%
6	Webmaster/Website Administrator		67%
7	Multimedia Designer		66%
8	Network Administrator		65%
9	Quality Controller		60%
10	Head Chef		60%
11	IT Technician		59%
12	Merchandise Transport Driver		56%
13	Passenger Transport Driver		55%
14	Site Manager/Foreperson		55%
15	Farmer/Agricultural Worker		55%
16	Civil Engineer		54%
17	Air Traffic Controller		53%
18	Army Officer		52%
19	Police Officer		51%
20	Police Commissioner/Lieutenant		50%
21	Logistics Specialist		49%
22	Industrial Technician		48%
23	Airline Pilot		48%
24	Building Craftsperson		46%
25	Security Specialist		45%
26	Military Personnel		45%
27	Industrial engineer		43%
28	Horticulturalist		41%

Science, health and environment

1	Environmental Consultant		79%
2	Scientific Researcher		69%
3	Clinical Psychologist/Psychotherapist		68%
4	Research Technician (scientific or medical)		67%
5	Consultant (medicine)/Attending Physician		65%
6	Nutritionist/Naturopath/Homeopath		65%
7	General Practitioner (GP)		64%
8	Veterinarian (Vet)		63%
9	Dentist		61%
10	Health/Social Care Facility Manager		60%
11	Surgeon		60%
12	Prosthetist/Orthotist (audio, visual, dental, etc.)		60%
13	Emergency Doctor		56%
14	Physiotherapist/Osteopath/Acupuncturist/Chiropractor		51%
15	Medical Services Coordinator		51%
16	Medical Technician		50%
17	Social Worker		49%
18	Ambulance Driver		49%
19	Pharmacist		47%
20	Therapist (sensory re-education)		45%
21	Nurse		41%
22	Surgical Assistant		40%

Social, education, art, sports and leisure

1	Lecturer/Researcher		79%
2	Architect		76%
3	Researcher in the Humanities and Social Sciences		74%
4	Fashion Designer		73%
5	Occupational Psychologist		70%
6	Creative/Interpretive Artist		70%
7	Interior Designer		69%
8	Artisan		67%
9	Non-technical Writer (author, screenwriter, etc.)		66%
10	Graphic Designer		65%
11	Heritage curator		63%
12	Careers Adviser		63%
13	Teacher (vocational courses)		63%
14	Web Designer		62%
15	Business Trainer		61%
16	Secondary/High School Teacher		61%
17	Chief Creative Officer		61%
18	Translator		59%
19	Documentalist		59%
20	Headteacher/School Principal		58%
21	Politician		58%
22	PE/Sports Teacher		57%
23	Primary/Elementary School Teacher		57%
24	Performance Artist		54%
25	Copywriter		53%
26	Interpreter		53%
27	Aid Worker/Humanitarian Worker		52%
28	Radio/Television Presenter		51%
29	Event Organiser		49%
30	Outdoor Adventure Guide		47%
31	Hairdresser/Make Up Artist/Beautician		39%

