

Online Career Planning Inventory (OCPI)

(Ecometric Questionnaire)

Interest has become the most important trait used in occupational selection. Although personality is related to occupational choice, the strength of the relationship is not as strong as the relationship between career success and measured interest. Furthermore, due to the interplay between values, interest and ability it is only necessary to measure two of these since the third is always a function of the other two. The OCPI therefore only measures work values and interests.

Therefore, your OCPI report consists of two sections:

Section A: Your Fields of Interest

Section B: Your Work Values

Section A: Your Fields of Interest gives you a hierarchy of your personal fields of interest. Only the top two fields of interest are provided in the report as it is most likely that you will be able to make a career choice from these two fields of interest.

Section B (Work Values) gives you a hierarchy of your work values. Your personal hierarchy of work values maps your uniqueness as an individual. Your work values are:

- * your private, personal and individual belief system
- * one of the most important tools to discover how a person works
- * like the CPU in a computer - they govern your entire lifestyle

Values can be defined as needs that serve as standards for judging one's own behavior as well as the behavior of others. They are the major factor in motivation because they form the basis for attributing worth to situations and objects. Values are formed into values systems. In effect values denote the needs of people in their jobs. Values provide individuals with a view of where they want to be in the future, and therefore make up the most important determinant of career and life goals. People need to effectively express themselves and their values through their career choices. In the career decision making process values comprise a primary determinant of career choice.

Only the top eight and bottom eight values are provided in the report. The top eight values are your primary motivators and need to be present in your work environment. The bottom eight values are your de-motivators and will de-motivate you if present in your work environment. Therefore, the ideal career choice will be a work environment where your top eight work values are present and the bottom eight values are absent.

Hierarchy of Fields of Interest

1.	Health & Natural Sciences	70%
2.	Services (Humanitarian, Cultural, Educational & Technical)	65%
3.	Agriculture & Environment	45%
4.	Business, Finance & Management	41%
5.	Arts & Entertainment	35%
6.	Computers	30%
7.	Engineering & Technology	25%
8.	Languages & Law	20%

Health & Natural Sciences

These are the occupations concerned with scientific theory and its application under specified circumstances. Occupations in this group range from occupations that are not all person-orientated (e.g. scientific research) to occupations with more specified personal relations. In this case it involves one person doing something for another person that is attending to the tastes, needs and welfare of another person.

Career Fields:

Medical Practitioners (Examines patients, diagnoses, prescribes medicine. Performs minor operations and different treatments for injuries, diseases and other ailments. Promotes healthy communities by educating them and promoting community development and also acting as a role model.)

Optometry or Optometric Support (Makes artificial glass and plastic eyes. Dispenses spectacles or contact lenses. Diagnoses and treats eye disorders.)

Dentistry or Dental Support (Assists dentists. Makes dental objects such as false teeth. Examines and fixes teeth and gum problems.)

Medical Health Care (Transports accident victims. Assists accident and disaster victims. Assists and treats patients in hospitals.)

Biological Sciences and Research (Performs tests using microscopes. Studies atoms, molecules and energy. Studies the structure of organic compounds.)

Medical Support (Physical) (Studies nutrition. Massages and treats injuries. Takes x-rays. Tests people's hearing.)

Counselling and Behavioural Support (Emotional) (Provides trauma and grief therapy. Helps people with language and hearing difficulties. Offers psychological support.)

Services (Humanitarian, Cultural, Educational & Technical)

This field of interest involves one person doing something for another person that is attending to the person's tastes, needs and welfare of another person, i.e. direct person-to-person contact in a helping capacity. These occupations are also concerned with the preservation and transmission of the general cultural heritage.

Career Fields:

Education and Training or Educare (Lectures and teaches students. Supports learners with learning difficulties. Manages daycare centres.)

Sport and Fitness (Plays professional sport or coaches sport. Referees sporting activities. Tests clients' fitness and/or teaches exercise classes.)

Beauty and Cosmetology (Cuts, colours and treats people's hair. Massages, waxes and does facials. Uses natural oils for aromatherapy.)

Religion (Delivers sermons. Assists people with spiritual dilemmas. Provides spiritual counselling.)

History and Culture (Studies human societies and cultures. Uncovers and records human history. Studies and preserves museum collections.)

Travel and Tourism (Plans outdoor recreational activities. Plans tours for tourists and researches tourism possibilities. Manages tourism companies.)

Hotels or Hospitality or Events (Manages hotels and food and beverages in hotels. Keeps hotel rooms and laundry clean and tidy. Assists guests with luggage.)

Aviation or Airways (Flies, navigates and controls aircraft. Assists passengers. Controls takeoffs and landings of planes.)

Defence Force (Air force, Army, Police, Navy) (Protects a country's air space. Protects and maintains a safe society. Patrols a country's oceans and keeps them secure.)

Government or Public Relations (Represents a government in foreign countries. Manages provincial or national portfolios like Education. Prevents and extinguishes fires.)

Safety and Security (Protects citizens and investigates and solves crimes. Deals with hostage cases and high-risk operations. Solves traffic problems.)

Agriculture & Environment

The group includes the occupations primarily concerned with the cultivation, preservation, and gathering of crops, marine or island water resources, mineral resources, forest products and other natural resources.

Career Fields:

Agriculture and Farming (Produces food for a nation. Advises and assists farmers and researches crops. Studies agriculture.)

Animals, Birds and Insects (Studies animal behaviour and the origins, growth and development of animals. Treats sick animals.)

Environment or Conservation or Waste and Recycling (Studies the environment. Manages nature reserves, game ranches or parks. Fights pollution and recycles.)

Plants or Landscaping and Gardening (Plants and maintains trees and shrubs. Designs gardens and parks. Produces wines.)

Marine or Water and Sea (Studies marine plants and animals. Builds and repairs ships and boats. Studies rivers and oceans.)

Geography and Geology (Studies the land, climate and rocks and land formations.)

Work Values: the Ultimate Judgement of Success

"A musician must make music, an artist must paint, a poet must write, if he is to be ultimately at peace with himself." Maslow

1.	Code of Conduct	100%
2.	Personal development	88%
3.	Ability Utilization	81%
4.	Concern for Others	81%
5.	Result Orientation	81%
6.	Creativity	75%
7.	Financial Guarantee	75%
8.	Freedom of Lifestyle	75%
9.	Authority	63%
10.	Cultural Identity	63%
11.	Financial Rewards	63%
12.	Independence	63%
13.	Relationship Reliance	63%
14.	Variety	63%
15.	Artistic Appreciation	56%
16.	Predictable environment	56%
17.	Prestige	50%
18.	Teamwork	50%
19.	Physical Activity	38%
20.	Physical Challenges	25%
21.	Risk	25%

Your Top Eight Values:

Code of Conduct

Your moral values are important to you and you act according to your moral values. You can be rigid in your beliefs with little grey areas (not flexible). You are not willing to go against your moral values and to do work that is morally wrong.

Personal development

You are focused on personal growth to become a better person. Your work environment should therefore enable you to develop yourself by attending workshops or conferences.

Ability Utilization

Your work environment must enable you to learn new skills and keep developing your skills. You will work best in an environment where you are able to use and improve your abilities and feel proud of your accomplishments. You would like to show abilities that are notable by others.

Concern for Others

You have an unselfish concern for others and your work environment must enable you to help others, to become involved in the well-being of others and to serve others. You will function optimally when you can make others happy and be part of a growth process.

Result Orientation

In your work environment, you would like to feel that you achieve tangible goals and results. You would like to be busy, to feel effective and feel that you accomplish a lot. It is important to you to know that you are successful, see a difference and feel part of a changing process.

Creativity

You like to initiate new actions and create better ideas. Your work environment, therefore, has to enable you to make creative plans and to create unique solutions. You like to discover a better way of doing work and to think out of the box.

Financial Guarantee

Financial security is important to you. Therefore, your work environment must provide you of a regular, monthly salary.

Freedom of Lifestyle

You prefer a work environment with little restrictions and the freedom to attend to other things. You want to manage your own working hours and to be rated by your delivered outcomes. You prefer the freedom to plan own diary and work schedule and you do not like to be evaluated according to the amount of time spent on the job.

Your Bottom Eight Values:

Variety

You prefer to do the same work activities each day. Therefore, your work environment should enable you to stuck with the trivialities of everyday office organization, repetitive work and not with a wide variety of tasks. You prefer to do the same work the whole day.

Artistic Appreciation

You do not need be able to live out your appreciation for beauty or being able to create artistic creations and beauty in your work. Your work environment does not need to enable you to realize your art qualities and artistic skills.

Predictable environment

A structured way of doing your work is not important to you. Therefore, your work environment does not have to enable you to work according to a fixed set of rules where you know exactly what is expected from you. You do not need orderliness in your work and you can cope with a lack of structure in your work environment.

Prestige

It is not important to you to have a presence and to have influence in your community. Your work environment does not have to enable you to be the focus of attention and to be somebody important. It does not have to enable you to have status, to be respected by others and to be looked up to.

Teamwork

Social interaction is not important to you. Therefore, your work environment does not have to enable you to share ideas, to co-operate with others and to make decisions as a team. You prefer not to work in a group or to allow others to give an opinion. You prefer not to consider others in decision making or to be part of a process by taking responsibility for a fraction only.

Physical Activity

You prefer to be office bound. You do not like action and movement and to get exercise while working. Therefore, your work environment does not have to keep your body active and physically on the go. You prefer a lack of movement while working.

Physical Challenges

Your work environment does not have to enable you to do physically exhausting and demanding work. You do not like it when you do physically hard work or use physical strength.

Risk

You do not like exciting risks and to be exposed to danger. Therefore, your work environment should not expose you to risky and dangerous job situations. You do not like excitement or to take a chances in your work.