



You
Map®
CAREER PROFILE

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Date: April 2019

PERSONALIZED YOUMAP[®]

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PERSONALIZED YOUMAP®

HOW TO USE YOUR YOUMAP®

This YouMap® career profile reveals your four pillars of career satisfaction: your strengths, what you value most, the skills you enjoy performing and your personality-driven career interests. This report will increase your self-awareness and equip you to maximize your career fit and contribution. This report includes a printable hand out on the final page to display in your work space, provide to interviewers to differentiate you from other candidates and demonstrate your role fit, share with your manager to discuss how to better align your strengths, skills and interests to your work, or any application you can think of!



These top five strengths are taken from your **StrengthsFinder Profile** developed by The Gallup Organization. Because the themes are not tied to a particular job or function, each individual can develop these strengths regardless of his or her role or career. Using these strength themes increases productivity and quality while reducing stress.

DRIVER

Maximizer (Influencing Theme) – You seek to transform something strong into something superb. Excellence, not average, is your measure. You don't want to take something from below average to slightly above average when that same effort could make something good great.

PASSENGERS

Futuristic (Thinking Themes) – You are inspired by what could be and you inspire others with your vision. You see in detail what the future might hold and it pulls you forward. Make the picture as vivid as possible for others to see. Keep asking, 'Wouldn't it be great if...'

Strategic (Thinking Theme) – You find alternative ways to proceed, sorting through clutter to find the best route. It is a skill that cannot be taught. You play out alternative scenarios allowing you to see around the next corner. You discard paths that lead nowhere.

Ideation (Thinking Theme) – You are fascinated by ideas and find connections between seemingly disparate phenomena. Others may label you creative, original or conceptual, or even smart. What you are sure of is that ideas are thrilling.

FUEL

Input (Thinking Theme) – You have a craving to know more, and, often collect and archive information. You keep acquiring, compiling and filing stuff away because it's interesting and keeps your mind fresh...without knowing when and why you might need it.



STRENGTHS REFLECTION

Write examples to illustrate use of your strengths. Focus on actions taken and result(s) achieved. Practice describing your strengths supported by a brief story to communicate your value.

Reflect:

- Do you **under-use** or **over-use** any of your strengths? Over-used strengths are potential *barriers*.
- How do you think, feel, or act when under/over-using your strengths? *Example: Futuristic thinking, when over-used, can lead to worry rather than inspiration or hope.*
- What clues tell you you're under or over-using a strength?
- How can you get back in the zone to use your strengths more effectively?

Reflect:

In what settings do others see the **POSITIVES** for each of your strengths?

In what settings do others see the **BARRIERS** for each of your strengths? Ask for honest feedback.

Share your strengths with someone who knows you well. We remember 75% of what we teach, versus only 10-25% of what we're taught.



MY TOP VALUES

Love/Connection

Contribution

Autonomy

Fun

Freedom

Growth

Accomplishment

Security

Variety

Challenge



VALUES REFLECTION

Reflect:

1. Define each of your values in a couple of sentences to capture your personalized definition. What does it look like when the value is fulfilled in your work and life?
2. If employed, are each of these values currently **honored** in your role? By your manager? By the culture?

If you are a job seeker or student: Create interview questions using your top three values to assess role/manager/organizational fit.

Examples:

Value: *Personal growth*

Question: Can you (manager) share how you've contributed to a team member's career growth in the past six-to-twelve months?

Value: *Autonomous decision making*

Question: How do you prefer your team members to manage problem solving and decision making related to their work and can you provide a recent example?

Value: *Collaboration/team work*

Question: How would you describe the working dynamic of this team? What are ways you've worked to build a more collaborative team culture?



MOST PREFERRED SKILLS:

Administration

- Budget
- Categorize
- Organize
- Paperwork

Conceptual/Creative

- **Abstract Thinking**
- **Ambiguity, Deal with**
- Create Images
- **Design**
- **Envision**
- **Ideate**
- **Improvise**
- **Innovate**
- **Strategize**

Interpersonal

- **Advise**
- Collaborate
- **Instruct/Train**
- Liaise
- Manage Emotions
- Mediate
- **Use Intuition**

Leadership

- **Initiate Change**
- **Lead Others**
- **Mentor**
- **Motivate**

Manage Process/Projects

- Customer Service
- Execute
- Expedite
- Handle Change
- Manage Logistics
- Manage Time
- Monitor
- Multi-Task
- Plan

Research & Analysis

- Analyze
- Assess
- Interview for Information
- Observe
- **Research**
- Study

Sales

- Competitiveness
- Negotiate
- **Present/Perform**
- Risk-Taking
- Sell

Supervise

- **Decision Making**
- Delegate
- Hiring/Staffing
- Manage Others

Technical & Mechanical

- **Computer Skills**
- Edit
- Estimate
- Mechanical
- Numeric Accuracy
- Test
- **Write**

LEAST PREFERRED SKILLS:

Administration

- **Budget**
- **Categorize**
- **Organize**
- **Paperwork**

Conceptual/Creative

- Abstract Thinking
- Ambiguity, Deal with
- **Create Images**
- Design
- Envision
- Ideate
- Improvise
- Innovate
- Strategize

Interpersonal

- Advise
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Research & Analysis

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- Computer Skills
- **Edit**
- **Estimate**
- **Mechanical**
- **Numeric Accuracy**
- **Test**
- Write



SKILLS REFLECTION

Observe and list the skill categories where you have the **most** and **least** preferred skills.

Most preferred skill categories:

Least preferred skill categories:

Reflect:

- Do your **most preferred** skills **align** with your current path? What about **least preferred** skills?
- Do your preferred skills align with alternative career moves you're considering?
- Consider a discussion with your manager to increase preferred skills and minimize least preferred skills, if possible. Perhaps a team member is motivated by something that burns you out and you're motivated by something that burns them out!
- If uncertain of your next career move, work with a coach or mentor to create a list of roles that use many of your preferred skills.

Career Planning Questions:

Where is the organization **growing**? What skills do I need to **leverage**? What capabilities do I need to **build**? What opportunities **fit my needs**? What are my **development options**?



CAREER INTEREST TYPE: THE IDEALIST

Descriptors: intensely verbal, private, opinionated, well-read, somewhat antisocial, highly idealistic, perpetually thinking, intolerant of mundane people, extremely perceptive

The Idealist is most fascinated by the work in his or her head, exploring ideas, and creating. Idealists are soulful, deep thinkers and they are also passionate. They need intellectual challenge and creative stimulation, or their minds tend to wander. An Idealist needs autonomy to think and create. They also have high standards and ideals and crave being alone. They tend to work long hours to see an idea through to completion. Idealists are intellectually curious and need to be challenged. Any work that involves repetitive tasks is a bad fit – so is highly technical work, or anything that involves working directly with customers.

See complete occupation matches:

<https://www.onetonline.org/explore/interests/Artistic/Investigative>



CAREER INTEREST REFLECTION

If employed:

What are your observations of how your current role fits your YouMap® results? What are your observed gaps?

How does your career type fit your current role or inform next steps within the organization? What does your career type reveal about the path you're on?

If you are unemployed or a student:

Review the list of occupation matches in the link on the previous page.

- Think of these as a guidelines or examples to help you focus on the shared characteristics of the career options.
- Use online tools such as O*NET (www.onetonline.org) to research additional occupations.
- Perform searches using three keywords from your preferred skills and strengths to explore ideas on job boards online. For example: *Strategic + Planning + Problem Solving* or *Selling + Customer Service + Negotiate*
- As you review job descriptions, compare the requirements to your YouMap® profile:

Highlight required skills from a job description directly into this report on pages 8 and 9. After completing the exercise, note where highlights are most dominant. Are there more preferred skills than least preferred?

NOTES

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PERSONALIZED YOUMAP® FOR:

KRISTIN SHERRY

● How I'm Wired

Verbal, private, well-read, idealistic, perpetually thinking, extremely perceptive

● What I Value

Love/Connection, Contribution, Autonomy, Fun, Freedom, Growth, Accomplishment, Security, Variety, Challenge

● My Strengths

Maximizer, Futuristic, Strategic, Ideation, Input

● Skills I Enjoy

Abstract Thinking, Advise, Ambiguity (Deal with), Initiate Change, Envision, Design, Innovate, Improvise, Ideate, Instruct/Train, Use Intuition, Lead Others, Mentor, Motivate, Present/Perform, Research, Strategize, Computer Skills, Write, Decision Making

My Unique Contribution

A visionary and strategic thinker who generates innovative product ideas, champions execution of ideas to bring new initiatives to reality and persuasively communicates customer value to increase market share.