

Your Drive Report outlines your greatest strengths to:

- **Focus:** Clarify your skills that give you personal satisfaction
- **Explore:** Research career and educational options that optimize your strengths
- **Develop:** Build your skills to enhance your marketability
- **Market Yourself:** Leverage your strengths in resumes, interviews and networking.



Personal Skill Chart

The chart displays your skill results in the six skill categories in order of the highest score to the lowest score. Category scores are the sum of the individual skill scores. Within each category, individual skills are listed by the ratings you gave on proficiency and enjoyment/importance levels.



*Scoring key below

Detail for Top 4 Skill Categories and Individual Skills

1 Management/Leadership

Organizational, facilitative, and leadership skills used to accomplish goals.

Score
85

• Initiate	12
• Plan/Organize	12
• Manage Projects	12
• Make Decisions	12
• Envision	9
• Set Goals	8
• Coach	8
• Build a Team	6
• Lead	6

2 Communication

Verbal and written communication skills used for interaction.

Score
80

• Persuade	12
• Promote/Sell	12
• Negotiate	12
• Listen	9
• Speak/Interact	9
• Question/Interview	8
• Write	6
• Speak to Groups	6
• Consult	6

3 Analytical

Information management and evaluation skills used to achieve goals.

Score
73

• Evaluate	12
• Analyze	9
• Solve Problems	9
• Categorize	9
• Compute	9
• Budget	9
• Research	6
• Forecast	6
• Manage Data	4

4 Creative

Idea formation skills for creating something new or solving problems.

Score
58

• Conceptualize	12
• Brainstorm	12
• Use Intuition	12
• Design	8
• Demonstrate Foresight	8
• Synthesize/Integrate	6
• Author/Compose	
• Perform	
• Create Images	

Note: Scores of 2 or lower are not included

Detail for Lowest 2 Skill Categories and Individual Skills



5 Relationship

Interpersonal skills to work effectively with individuals and groups.

Score

57

- Collaborate

12
- Respect Diversity

9
- Resolve Conflict

6
- Serve as Liaison

6
- Serve Clients & Customers


6
- Counsel

6
- Train/Instruct

6
- Facilitate Groups

6
- Provide Care & Support

6



6 Physical/Technical

Physical skills used to interact with machines, technology, and the environment.

Score

18

- Observe

6
- Use Hands

6
- Use Body

6
- Install/Operate

6
- Repair

6
- Inspect/Test

6
- Build/Construct

6
- Restore/Renovate

6
- Sketch/Draw

6

Score	12 = High Proficiency	9 = High Proficiency	8 = Moderate Proficiency	6 = Moderate Proficiency	4 = Moderate Proficiency
Key	High Importance	Moderate Importance	High Importance	Moderate Importance	Low Importance

Skill Set Portfolio

The Skill Set Portfolio groups your individual skills into the top “Skill Sets” within one or more of your top 4 Skill Categories. Skill Sets describe your specific strengths used to perform common work tasks and functions.

Explore roles and careers that optimize your Skill Sets. Also, highlight your Skill Sets in resumes and interviews.



Skill Set Themes	Your Skill Sets	Skill Category
Organization Like initiating, structuring and carrying out steps to accomplish objectives.	12 • Initiate 12 • Plan/Organize 12 • Manage Projects	Management/Leadership Organizational, facilitative, and leadership skills used to accomplish goals.
Leadership Like setting a direction and motivating others to achieve high performance.	12 • Make Decisions 9 • Envision 6 • Lead	
Persuasion/ Promotion Enjoy influencing individuals and groups to achieve a desired outcome.	12 • Persuade 12 • Promote/Sell 6 • Speak to Groups	Communication Verbal and written communication skills used for interaction.
Consultation Value collaborating with others to identify problems and develop effective solutions.	12 • Negotiate 8 • Question/Interview 6 • Consult	
Intuition Value relying on feelings and perceptions to form insights.	12 • Brainstorm 12 • Use Intuition 8 • Demonstrate Foresight	Creative Idea formation skills for creating something new or solving problems.
Invention Like forming connections, patterns and structures to create something new.	12 • Conceptualize 8 • Design 6 • Synthesize/Integrate	
Core Relationship Enjoy developing and maintaining positive working relationships with individuals and groups.	12 • Collaborate 9 • Respect Diversity 6 • Resolve Conflict	Relationship Interpersonal skills to work effectively with individuals and groups.



Career Guides

Drive provides you with a career guide of suggested career and educational options for each of your top Skill Sets. Skill Sets are specific strengths within your top categories. Most careers use a variety of Skill Sets. To optimize your career exploration:

- Prioritize the Skill Sets that are most rewarding to you.
- Use the Expanded Guide to research and evaluate the most appealing options.



Career Guide Snapshot

Organization Skill Set	Career Options	Educational Options
<p> Like initiating, structuring and carrying out steps to accomplish objectives.</p> <p>12 • Initiate 12 • Plan/Organize 12 • Manage Projects</p>	<ul style="list-style-type: none"> • Emergency Management • Event Management • Facilities Management • Student Services • Volunteer Coordination 	<ul style="list-style-type: none"> • Business Administration • Construction Management • Operations Management • Health Education • Psychology
Expanded Guide >		
Leadership Skill Set	Career Options	Educational Options
<p> Like setting a direction and motivating others to achieve high performance.</p> <p>12 • Make Decisions 9 • Envision 6 • Lead</p>	<ul style="list-style-type: none"> • Business Development • Hospital Administration • Program Management • Sustainability Management • Teaching • Urban Planning 	<ul style="list-style-type: none"> • Business Administration • Government • Human Resources Management • Public Administration • Educational Administration
Expanded Guide >		
Persuasion/ Promotion Skill Set	Career Options	Educational Options
<p> Enjoy influencing individuals and groups to achieve a desired outcome.</p> <p>12 • Persuade 12 • Promote/Sell 6 • Speak to Groups</p>	<ul style="list-style-type: none"> • Advertising • Business Agent • College Recruiting • Copywriter • Grantwriting/Fundraising • Sales & Marketing 	<ul style="list-style-type: none"> • Business Administration • Communications • English/Rhetoric • Marketing Management • Pre-Law • Psychology
Expanded Guide >		

Consultation Skill Set	Career Options	Educational Options
 Value collaborating with others to identify problems and develop effective solutions.	<ul style="list-style-type: none"> • Brand Consulting • Counseling & Guidance • Investment Management • Lawyer • Media Buying • Political Consulting 	<ul style="list-style-type: none"> • Business Administration • Communications • English/Rhetoric • Marketing Management • Pre-Law • Psychology
12  • Negotiate 8  • Question/Interview 6  • Consult		
Expanded Guide ➤		

Intuition Skill Set	Career Options	Educational Options
 Value relying on feelings and perceptions to form insights.	<ul style="list-style-type: none"> • Advertising • Fashion Design • Landscape Marketing • Photographer • Program Development • Teaching 	<ul style="list-style-type: none"> • Art & Music Therapy • Business Administration • Design & Visual Communications • Media Arts and Animation • Psychology
12  • Brainstorm 12  • Use Intuition 8  • Demonstrate Foresight		
Expanded Guide ➤		

Invention Skill Set	Career Options	Educational Options
 Like forming connections, patterns and structures to create something new.	<ul style="list-style-type: none"> • Architects • Brand Management • Curriculum Development • Historical Restoration • Strategic Planning 	<ul style="list-style-type: none"> • Business Administration • Design & Visual Communication • Educational Technology • Media Arts & Animation • Teacher Education
12  • Conceptualize 8  • Design 6  • Synthesize/Integrate		
Expanded Guide ➤		

Core Relationship Skill Set	Career Options	Educational Options
 Enjoy developing and maintaining positive working relationships with individuals and groups.	<ul style="list-style-type: none"> • Case Management • Customer Service • Diversity Management • Health Education • Mediation • Student Services 	<ul style="list-style-type: none"> • Business Administration • Communications • Criminal Justice • Health Sciences • Political Science • Psychology
12  • Collaborate 9  • Respect Diversity 6  • Resolve Conflict		
Expanded Guide ➤		

Skill Development

This report displays your high potential skills (moderate proficiency and high enjoyment/importance scores of 8) in priority order. Use this sampling of development suggestions to prompt your own personalized ideas. Create an action plan and timeline to track your skill development.

Skill

Skill Development and Training Suggestions

Design

Create an image, program, or product.

- Set aside time to be creative. Creativity is often the culmination of a process, not a flash of inspiration.
- Study and evaluate advertisements, commercials and works of art. Notice the elements that capture your attention and what makes it compelling and effective.
- Find inspiration for design by studying nature, observing art, gaining insight from dreams, and visualizing possibilities.
- Take classes on graphic arts software programs, art, sculpture, and design to enhance your design skills.

Skill

Skill Development and Training Suggestions

Demonstrate Foresight

Foresee trends and their possible effect.

- Keep a log on a subject that interests you. Recognize historical patterns and relationships. Consider implications and possible scenarios for the future.
- Build in time to study and reflect on a question. Be receptive to receiving insight or answers in novel or unexpected ways.
- Study the perspectives of experts and individuals working in the field to identify common and divergent themes.
- Read journals and books with a focus on the future. Follow Think Tank organizations and authors that focus on your area of interest to enhance your knowledge on a subject or field.

Skill**Skill Development and Training Suggestions****Set Goals**

Establish and convey goals and expected outcomes.

- Conduct an informational interview with a leader you respect to gain perspective on their goal-setting process and the impact it has on motivation and achievement.
- Set goals that are achievable and personally motivating. Prioritize them to ensure that you are working on the most important goals.
- Schedule regular reviews to check your progress and modify your goals to reflect changing priorities and experiences.
- Read a book or take a course on effective goal setting.

Skill**Skill Development and Training Suggestions****Coach**

Give guidance and feedback to enhance performance.

- Ask the person open-ended questions so they can fully express their goals and what matters to them. Paraphrase what you hear to ensure clarity and understanding.
- Explore the steps the person has taken toward their goals and listen for challenges and obstacles that prevent progress. Approach a person's reluctance to change with an attitude of curiosity.
- Ask probing questions to explore alternative ideas and solutions that will move them closer to their goal.
- Avoid common pitfalls as you coach - talking instead of listening, giving advice, problem solving, and focusing on your views rather than theirs.
- Take a coaching course and read about listening, coaching, and giving feedback.

Skill**Skill Development and Training Suggestions****Question/Interview**

Build rapport and gather information through questioning.

- Conduct basic research on your interviewee through LinkedIn or Facebook to find something in common.
- Ask open ended questions that begin with a "what, how, or why" questions and listen with interest to get the fullest information from your interviewee.
- Observe strong interviewers such as journalists and investigative reporters. Note effective communication and interviewing techniques.
- Volunteer to serve on a hiring committee. Develop appropriate questions for interviewing candidates. Observe effective interview styles of other members of the committee.
- Take a course or read about effective questioning techniques.



Strategic Skill Profile

Drive organizes your top skills with scores of 12, 9 and 8 in strategic areas of strength.

Use this information to validate your top skills and implement the strategies to achieve your goals.

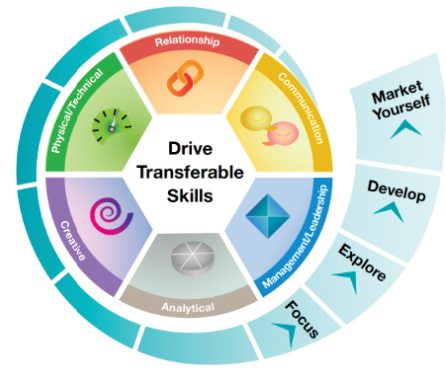


Your Top Skills		Strategies
<p>Dominant Skills you rated as high proficiency and high enjoyment/importance</p> <p>Score 12</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Relationship</p> <ul style="list-style-type: none"> Collaborate <p>Management/Leadership</p> <ul style="list-style-type: none"> Initiate Plan/Organize Manage Projects Make Decisions </div> <div style="width: 45%;"> <p>Communication</p> <ul style="list-style-type: none"> Persuade Promote/Sell Negotiate <p>Analytical</p> <ul style="list-style-type: none"> Evaluate <p>Creative</p> <ul style="list-style-type: none"> Conceptualize Brainstorm Use Intuition </div> </div>	<p>Leverage your dominant skills in your career to increase your personal satisfaction</p> <p>These are your greatest strengths. Whether you are launching a first career or making a career change, look for career options that offer tasks and roles that optimize your dominant skills. In marketing yourself, highlight your dominant skills in your resume and interviews.</p>	
<p>Support Skills you rated as high proficiency and moderate enjoyment/importance</p> <p>Score 9</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Relationship</p> <ul style="list-style-type: none"> Respect Diversity <p>Management/Leadership</p> <ul style="list-style-type: none"> Envision </div> <div style="width: 45%;"> <p>Communication</p> <ul style="list-style-type: none"> Listen Speak/Interact <p>Analytical</p> <ul style="list-style-type: none"> Analyze Solve Problems Categorize Compute Budget </div> </div>	<p>Combine your support skills with your dominant skills to increase your contribution to work.</p> <p>Your support skills are core strengths you have available to offer. Use your support skills to demonstrate your versatility and enhance your effectiveness in work. Given that most work requires a range of skills, your support skills will expand the range of career options available to you and you will have more to offer.</p>	
<p>High Potential Skills you rated as moderate proficiency and high enjoyment/importance</p> <p>Score 8</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Communication</p> <ul style="list-style-type: none"> Question/Interview <p>Creative</p> <ul style="list-style-type: none"> Design Demonstrate Foresight </div> <div style="width: 45%;"> <p>Management/Leadership</p> <ul style="list-style-type: none"> Set Goals Coach </div> </div>	<p>Develop your high potential skills to progress in your current career or gain entry into a new career.</p> <p>Your high potential skills bring you enjoyment and are ready for development. Be intentional in selecting relevant opportunities to build them. Conduct career research to check for alignment with your high potential skills.</p>	



Next Steps

This section features a list of useful resources to assist you in each stage of the career search.



Career Strategies

Select the career stage to access a customized set of exercises and resources.

Launchers: Individuals planning their first career.

Career Changers: Individuals with 2+ years of experience considering a career change.

Advancers: Individuals or employees exploring ways to progress in their organization or field.

Pre-retirees: Individuals evaluating the role of work in retirement.

Additional Exercises, Tools, and Resources

Use these resources to aid in your career development.

Focus: Tools to help you gain greater clarity on your career preferences; values, interests, and more.

Explore: Resources for researching careers and educational options.

Develop: Tools to support your professional development.

Market: Resources to help you in marketing yourself.



Burn-out Skills

These are the skills you rated as High Proficiency but of Low Importance. You may have over-used these skills or lack motivation for using them in your next career move. Depending on your work, it may be important to use as a part of a Skill Set or competency.



You do not have any burnout skills.

[back to Next Steps](#)



Low Interest Skills

Below are the skills you selected as Moderate Proficiency and have low interest in using or developing at this point in your career. Avoid career options that use these skills in a dominant way. Depending on your career goals it may be important for you to develop specific skills to strengthen an overall Skill Set or competency.



Low Interest Skills

Manage Data : Collect and work with data using proper methods and technologies.

[back to Next Steps](#)



Enhanced Career Insights

Personalized, AI-generated guidance based on your responses.



Thank you for sharing this personal information about yourself - we are delighted at the opportunity to provide you with additional insights and recommendations.

Based on your skills, interests, and personal priorities, we've curated a list of career options that align well with your aspirations. Your strong leadership and communication skills, coupled with your passion for creativity and purpose-driven work, open up a variety of exciting paths. Here are some career options to consider:

1. **Marketing Manager:** Leverage your skills in persuasion, promotion, and project management to lead dynamic marketing campaigns.
2. **Business Development Manager:** Use your leadership and organizational skills to drive growth and build strategic partnerships.
3. **Event Manager:** Channel your planning and organizing abilities to create memorable and impactful events.
4. **Non-Profit Program Director:** Combine your leadership and passion for purpose-driven work to make a difference in the non-profit sector.
5. **Creative Director:** Utilize your conceptualization and design skills to lead creative projects and inspire teams.
6. **Brand Consultant:** Apply your analytical and persuasive skills to help businesses enhance their brand identity and market presence.
7. **Urban Planner:** Engage your skills in envisioning and project management to design sustainable and innovative urban environments.
8. **Advertising Executive:** Harness your creativity and communication skills to develop compelling advertising strategies.
9. **Sustainability Manager:** Integrate your leadership skills with your interest in conservation to promote sustainable business practices.
10. **Health Education Specialist:** Use your ability to communicate and educate to promote health and wellness in communities.

As you explore these options, consider what aligns best with your values, desired work-life balance, and long-term career goals. Remember, the journey is as important as the destination, so embrace the process of discovery and growth.

We wish you the best of luck as you embark on this exciting new chapter in your career journey!

Moving Forward

To build on the insights from your Enhanced Career Insights (ECI) report, we recommend leveraging the AI tool of your choice (such as ChatGPT, Gemini, or CoPilot) to gather deeper information and resources.

1. **Choose a career option** from your ECI report that excites you.
2. **Use the suggested prompts below** to explore new career possibilities and find your next direction.

Suggested Prompts

- **Deep Dive** - “Describe [insert ECI career option] in detail and outline a path for pursuing it.”
- **Skills Alignment** - “Analyze the match between skills from my current/past roles [insert roles] and the job [insert ECI career option] I'm interested in.”
- **Fill Knowledge Gaps** - “Identify specific free or low-cost certification or training programs (including duration) for [insert ECI career option].”

Disclaimer

This report was generated using an AI framework and may not reflect information with complete accuracy. We recommend that you verify the information using a variety of sources.

Version: 1.3

[Revise my answers](#)

[back to Next Steps](#)