



**Jane Doe Sample**

**LIFE PATH  
&  
CAREER PATH**

Welcome to The Coach Academy's Life Path Career Path assessment. The assessment is divided into two parts: life path or determining at your unique view of the world and career path or choosing the best career based on your preferences.

The things that you enjoy a doing the most you also tend to do the best so why not plan your life and your career around the things that you enjoy. We at TCA have dedicated ourselves to helping others achieve maximum success in their life and in their career.

You have already completed the online assessment and we will validate the results later in this workbook. This process has been designed to first determine your preferences as an individual. After we know those preferences we can then determine the best types of jobs and occupations for you.

True happiness only comes when we align our lives and our careers with our natural talents and abilities that we were born with. Most of us will spend 40 or 50 years in a career. So why not choose a career or the suits are personality and our inborn preferences?

To determine these preferences we will look at four separate categories:

1. How we relate to other people
2. How we approach and process information
3. How we approach and make decisions
4. And how we relate our life as a whole

First we will look at your general traits and behaviors which determining your life path. Then we will investigate your typical workplace behaviors. Finally, we will determine the best type of career for your individual preferences.

Now let's get started with your general traits and behaviors.

## Life Path

There are only a few very fortunate individuals that discover that the secret for happiness in life and satisfaction in your career are the result of doing the things that you enjoyed the most. The majority of us struggle by considering what we are good at, what we've been told to do, what we think will enjoy, and what societal or cultural conditions dictate.

Let's take a totally different tact. Since happiness and satisfaction flow right from your inborn personality and preferences, let's determine those first. We are each born with the unique genetic code and part of that code determines the things that we enjoy. This genetic code is also the secret that helps us determine the path to happiness and career satisfaction. Nearly 80% of what we enjoy is based on our genetic code. The other 20% is environmental and economic. However, studies have shown that when the environmental or economic conditions are within a positive normal range our genetic preferences take total control.

While our genetic code allows for an infinite number of personal preferences this assessment and evaluation will be limited to 16 different distinct choices. As we mentioned before we will be looking at four primary areas in your life: first how you relate to other people around you; second how you process and use information; third how you make decisions; and finally how you approach life as a whole.

Based on the online assessment you completed earlier your preferences in the four areas are shown below:

<b>People</b>	<b>Outward</b>
<b>Information</b>	<b>Generalist</b>
<b>Decisions</b>	<b>Compassionate</b>
<b>Life</b>	<b>Structured</b>

Your Personality "Genetic Code" **OGCS**

## **Your attitude to people**

Each of the four personality categories have two possible preferences. In the people category you can be outwardly focused or inwardly focused.

Outward focus -- this indicates that you have a preference to associate and work with a variety of people. You will tend to focus your energy and attention on the world around you. You are energized by being an associating with other people. You most likely meet other people quite easily, enjoy interaction and have many friends.

Inward focus -- this indicates that you focus your attention and energy internally. You are energized by spending time alone in thought and introspection. You generally like to work alone and are very detail oriented. You tend to be somewhat reserved, make friends slowly, and have a few very close friends.

## **Your approach to information**

Realist -- you tend to gather information through your five natural senses. You concentrate on what can be seen, heard, felt, smelled and tasted. The information must be real and concrete. Likely it is well documented and measurable. As a realist you pride yourself on using your existing skills coupled with common sense.

Generalist -- you tend to gather information through your sixth sense, your gut instinct or intuition. You process information at a very fast rate because you are able to read between the lines and have trust in broad leaps of judgment. As a generalist you are more focused on the meaning and then you are on the details.

## **Your approach to decisions**

Logical -- you pride yourself on being objective and analytical in making decisions. Many would call this rational and impersonal decision-making. You are interested in justice and fairness as dictated by the evidence you have collected. You're naturally critical and arrive at decisions based on fact.

Compassionate -- you base your decisions on what feels right. You are concerned with the personal feelings of others and the impact that the decision will have upon them. Many would consider this irrational decision-making with an over emphasis on the personal impact. You are naturally empathetic and caring.

## Your attitude to life

Structured -- you like to have a detailed plan and follow the plan to completion. You tend to live in an orderly way and are most satisfied when your life is planned and decisions are completed. You set firm goals and take great satisfaction from their achievement or completion.

Flexible -- you go with the flow and change your plans accordingly. You enjoy keeping your options open and get much more satisfaction from starting a project rather than completing it. You tend to be carefree and look for the fun in life.

The next four pages will give you the opportunity to verify the online assessment. On each page we will cover one of the four categories that we've just discussed. This personal verification is critically important in the overall process. Be sure to take an adequate amount of time to thoroughly understand and evaluate the areas in each category.

## Instructions for completion

The right side of the table and the left side of the table are opposites. Evaluate and score yourself for each of the comments listed. Each line in the table should total 10 points. So for example, the left comment equals three so the right comment must equal seven. Complete the scoring for each line and then total the score for the left column and the right column. The highest score would indicate your natural preference.

After you complete a category check your results against the results from the online assessment. If your score does not verify the preference identified by the assessment, spend some extra time and carefully consider your answers. Your self-score takes priority over the assessment score. Please use the bottom half of each category page to record your comments and questions.

# LIFE PATH

## General Traits and Behaviors

Attitude to People			
Outward	Self Score	Inward	Self Score
Energized by people		Energized by private introspection	
Center of attention		Avoids attention	
Talks, then listens		Listens, then talks	
Fast paced		Slow paced	
Breadth before depth		Depth before breadth	
Act then think		Think then act	
Talks out issues		Thinks out issues	

**Total Outward Score** \_\_\_\_\_

**Total Inward Score** \_\_\_\_\_

Also record the scores in the table on page 9.

## LIFE PATH

### General Traits and Behaviors

Approach to Information			
Realists	Self Score	Generalists	Self Score
Rely on senses		Rely on instinct	
Present focused		Future focused	
Value common sense		Value imagination	
Use existing skills		Learn new skills	
Trust concrete and proven ideas		Trust innovation and abstract	
Detailed		Suggestive	
Specific and literal		General and figurative	

**Total Realists Score** \_\_\_\_\_

**Total Generalists Score** \_\_\_\_\_

Also record the scores in the table on page 9.

## LIFE PATH

### General Traits and Behaviors

Approach to Decisions			
Logical	Self Score	Compassionate	Self Score
Rational		Irrational	
Motivated by accomplishment		Motivated by appreciation	
Justice and fairness		Empathy and harmony	
Standards		Exceptions	
Logic rules		Emotion rules	
Naturally critical		Naturally pleasing	
Impersonal solutions		Caring solutions	
Truthful, then tactful		Tactful, then truthful	

**Total Logical Score** \_\_\_\_\_

**Total Compassionate Score** \_\_\_\_\_

Also record the scores in the table on page 9.

## LIFE PATH

### General Traits and Behaviors

Attitude to Life			
Structured	Self Score	Flexible	Self Score
Set firm goals		Change goals with conditions	
Satisfaction from finishing		Satisfaction from starting	
Time is finite and important		Time is renewable and elastic	
Prefer planning		Prefer adapting	
Work first, play later		Play first, work whenever	
Decisions made		Options open	
“What” focused		“How” focused	

**Total Structured Score** \_\_\_\_\_

**Total Flexible Score** \_\_\_\_\_

Also record the scores in the table on page 9.

**LIFE PATH**  
**General Traits and Behaviors**  
**Verification**

Your Personality Genetic Code from the assessment is **OGCS**

Your Self-scored Genetic Code is determined in the table below:

Self Score Verification					
Category	Self Score	Category	Self Score	High Score	Genetic Code
Outward (O)		Inward (I)			
Realists (R)		Generalists (G)			
Logical (L)		Compassionate (C)			
Structured (S)		Flexible (F)			

**Your Self-Scored Genetic Code** \_\_\_\_\_

In the vast majority of cases the self scoring will verify the online assessment. If there is a difference it is likely because your preferences are somewhat balanced. If after the verification process you decide the on-line assessment results need adjustment, ask your coach or advisor for additional information and descriptors of your self-scoring preferences.

Because the on-line assessment is more extensive it does have a tendency to be more accurate. However, what is most important is that you agree and believe the Genetic Code being used for the remainder of the Life Path – Career Path Exercise.

## **LIFE PATH**

### **General Traits and Behaviors**

#### **How we change with time**

Now that you have your Genetic Code, what does it mean? It means from the moment of conception you were programmed to be you! All those strands of DNA largely determined your personality, your skills, your preferences, and your abilities.

Your Personality Genetic Code reveals your preferred Personality Hierarchy. We've already discussed the four categories: how we relate to people, how we approach information, how we approach decisions, and how we relate to life in general. The information and decision categories are action oriented. The people and life categories are relation or attitude oriented.

People observe our personality mainly through our actions. These actions will reveal our attitudes. Our Personality Hierarchy is comprised of the four action oriented traits: Realist, Generalist, Logical and Compassionate. These traits grow and develop with age. This is what we call maturing.

Your Genetic Personality Code determines which of these action oriented traits gets developed first, second, third and fourth. Since these are largely developed based on our experience and age we call them maturing. Some of these changes have common names like the mid-life crisis, which isn't a crisis but a realization that your personality and life situation may be in conflict.

From birth through your mid-teens your primary personality trait is developed. Between your teens and early 30's we develop our secondary trait. This is the major personality change we notice and is generally called "maturing" or "growing up." From our 30's to mid to late 40's we develop our third trait. This is when that mid-life crisis develops when we realize that we may not be living the most enjoyable life! Finally, in our golden years our final trait develops. This is why a sudden change in interests occurs at or near our retirement age. We become a person with a well rounded and fully developed personality.

Our actions will always be dictated by this Hierarchy but as we age we have the ability to consider the full impact of our actions.

On the next page is the Personality Hierarchy for each Genetic Code.

# LIFE PATH

## General Traits and Behaviors

### Personality Hierarchy

<b>Genetic Code IRLS</b> 1 Realist 2 Logical 3 Compassionate 4 Generalist	<b>Genetic Code IRCS</b> 1 Realist 2 Compassionate 3 Logical 4 Generalist	<b>Genetic Code IGCS</b> 1 Generalist 2 Compassionate 3 Logical 4 Realist	<b>Genetic Code IGLS</b> 1 Generalist 2 Logical 3 Compassionate 4 Realist
<b>Genetic Code IRLF</b> 1 Logical 2 Realist 3 Generalist 4 Compassionate	<b>Genetic Code IRCF</b> 1 Compassionate 2 Realist 3 Generalist 4 Logical	<b>Genetic Code IGCF</b> 1 Compassionate 2 Generalist 3 Realist 4 Logical	<b>Genetic Code IGLF</b> 1 Logical 2 Generalist 3 Realist 4 Compassionate
<b>Genetic Code ORLF</b> 1 Realist 2 Logical 3 Compassionate 4 Generalist	<b>Genetic Code ORCF</b> 1 Realist 2 Compassionate 3 Logical 4 Generalist	<b>Genetic Code OGCF</b> 1 Generalist 2 Compassionate 3 Logical 4 Realist	<b>Genetic Code OGLF</b> 1 Generalist 2 Logical 3 Compassionate 4 Realist
<b>Genetic Code ORLS</b> 1 Logical 2 Realist 3 Generalist 4 Compassionate	<b>Genetic Code ORCS</b> 1 Compassionate 2 Realist 3 Generalist 4 Logical	<b>Genetic Code OGCS</b> 1 Compassionate 2 Generalist 3 Realist 4 Logical	<b>Genetic Code OGLS</b> 1 Logical 2 Generalist 3 Realist 4 Compassionate

## LIFE PATH

### Summary of General Traits and Behaviors for

#### Eric Leaman

Genetic Code OGCS – Public Relations Pros

You place a very high importance on people and relationships. You are warm, affectionate, and loyal. Enthusiasm and energy surround you at the majority of times. Diplomacy is a valued skill. Praise in public and criticize in private is a key motto.

You tend to be skilled in social events and interaction. You are gracious, charming and are very aware of social norms and proper behavior. You are a nurturing and caring individual. You would tend to excel in situations that require sympathy and understanding. You are adept at reading others and can generally find the good in any situation.

Areas for Careful Consideration:

- Don't focus your energy on issues not worthy of your time out of concern for what others think and want. "Pick your battles" and set realistic expectations for yourself and others by accepting your own and others' limitations.
- Your pursuit of harmony causes you to take a "back seat" to others to avoid conflict. Accept that conflict is a necessary part of relationships.
- Your enthusiasm and need to hurry on to the next challenge causes you to sometimes make incorrect assumptions or make quick decisions based on your "gut" instead of gathering all of the facts. Slow down and pay closer attention to the details thus avoiding mistakes.
- Blinded by emotions, you sometimes fail to see the logical consequences of your actions. Focus on the facts, not on the people involved.
- You respond well to praise, but not to criticism. You tend to take even the most innocent or well-intentioned criticism personally. This causes you to appear overly sensitive. Focus not on what you're feeling, but on the important and helpful information contained in the constructive criticism.
- Your idealism causes you to view things as you wish they were, rather than as they truly are. You tend to overlook facts that are contrary to what you believe. Don't ignore problems because you find the facts disagreeable. Instead, logically seek out solutions.

## LIFE PATH

### Individual Category Traits and Behaviors for

#### Eric Leaman Genetic Code - OGCS

##### **Attitude towards People**

Characteristics of an Outward

- Prefer action over reflection
  - May act quickly without thinking
- Are attuned to external environments
- Prefer to communicate by talking
- Learn best through doing or discussing
- Are sociable and expressive
- Enjoy working in groups

##### **Approach to Information**

Characteristics of a Generalist

- Emphasize the theoretical
- Prefer general concepts/high-level plans
- Are oriented to future possibilities
- Value imagination
- See trends and patterns in specific data
- Use a “sixth” sense
- Move quickly to conclusions, follow hunches
- Trust inspiration

## LIFE PATH

### Individual Category Traits and Behaviors for

#### Eric Leaman Genetic Code - OGCS

##### **Approach to Decisions**

Characteristics of a Compassionate

- Are empathetic
- Guided by personal values
- Assess impact of decisions on people
- Strive for harmony and positive interactions
- Described as compassionate
- Search for point of agreement in an argument
- Fair – want everyone treated as an individual

##### **Attitude toward Life**

Characteristics of a Structured

- Are organized
- Strive to finish one project before starting another
- Like to have things decided
  - May decide things too quickly
- Try to avoid last-minute stresses; finish tasks well before deadline
- Try to limit surprises
- See routines as effective

## **CAREER PATH**

### **Understanding the TCA Career Path Method**

Now that we've determined your Personality Genetic Code we can easily determine a type of occupation or profession that best suits your personal preferences. By knowing your Genetic Code we also can then determine your Personality Hierarchy (page 11).

As stated earlier, you tend to do the best at the things you enjoy the most. We can now scientifically determine the best fit for you now and the future.

#### **Why Traditional Career Methods Do Not Work**

As you complete your secondary education you are expected to either choose an occupation or choose a major course of study for your advanced education. This usually occurs in your late teens when your primary personality trait is just fully developing. At this age we are ill equipped to make such a life impacting decision. You may want to review "How We Change with Time" on page 10. You have only developed 25-30% of your personality traits at this time.

Generally we choose something we were told to choose, something we thought we might be good at, or something we have developed some level of skill. Is it any wonder that many of us change major areas of study in college or university to try to find something we truly enjoy? Can you understand why you may find yourself in your early 40s only to find you are disappointed with your job and life? No!

#### **How TCA Career Path is Different**

We know your Genetic Code, your Personality Hierarchy, and your personal preferences. Now we just need to match an occupation or profession to those characteristics. By doing this we should be able to accurately determine something that you will indeed enjoy doing.

Let's determine how you have done so far in finding a job you like. On the next page are seven questions designed to determine your present level of job satisfaction.

## CAREER PATH

### 7 Questions to Determine Career Satisfaction

	YES	NO
1. Do you look forward to going to work?		
2. Are you energized by what you do?		
3. Do you believe you are appreciated?		
4. Are you proud of your work and company?		
5. Do you enjoy the people you work with?		
6. Do you use your skills and abilities to their fullest?		
7. Are you optimistic about your opportunities for the future?		

The more "YES" answers the higher your level of job satisfaction. The more "NO" answers the more critical it is for you to complete the TCA Career Path.

## CAREER PATH

### Understanding the TCA Career Path Method

We will take you through a number of steps, each one narrowing the field of possible occupations. Starting with a very broad view we will progress through the steps listed below:

- Career type by Genetic Code
- Career Satisfiers
- Job Related Strengths
- Job Related Weaknesses
- Possible Careers
- Preferred Careers
- Job Search Suggestions
- Suggestions for Long-term Success

On each page be sure to make notations of agreement and disagreement for use in the TCA Life Path – Career Path Workbook to completed after review this report.

## CAREER PATH

### Broad View of Possible Occupations

#### Career Path by Genetic Code

<b>Genetic Code IRLS</b>  Management Administration Law enforcement Accounting	<b>Genetic Code IRCS</b>  Education Health Care Religious settings	<b>Genetic Code IGCS</b>  Religion Counseling Teaching Arts	<b>Genetic Code IGLS</b>  Scientific or technical fields Computers Law
<b>Genetic Code IRLF</b>  Skilled trades Technical fields Agriculture Law enforcement Military	<b>Genetic Code IRCF</b>  Health care Business Law enforcement	<b>Genetic Code IGSF</b>  Counseling Writing Arts	<b>Genetic Code IGLF</b>  Scientific or technical fields
<b>Genetic Code ORLF</b>  Marketing Skilled trades Business Law enforcement Applied technology	<b>Genetic Code ORCF</b>  Health care Teaching Coaching Childcare worker Skilled trades	<b>Genetic Code OGCF</b>  Counseling Teaching Religion Arts	<b>Genetic Code OGLF</b>  Science Management Technology Arts
<b>Genetic Code ORLS</b>  Management Administration Law enforcement	<b>Genetic Code ORCS</b>  Education Health care Religion	<b>Genetic Code OGCS</b>  Religion Arts Teaching	<b>Genetic Code OGLS</b>  Management Leadership

## CAREER PATH

### Career Satisfiers

Career satisfiers are responsibilities and types of assignments that you would find enjoyable and rewarding. A job with these would permit many “YES” answers on the Career Satisfaction evaluator on page 16.

#### OGCS Career Satisfiers

I find satisfaction in a career that:

1. Provides an environment where I can work on various challenging projects at the same time
2. Allows me to develop relationships with co-workers, customers, clients, etc. that are helpful and supportive
3. Encourages my creativity in solving problems where I can benefit other people
4. Has order and organization but offers a variety of activities
5. Is free from tension and conflicts on a personal level
6. Establishes clear-cut expectations, allows for personal and professional development, and appreciates my contributions
7. Allows busy and productive teamwork with other creative individuals that I can trust
8. Gives me an outlet for my abilities to organize and make decisions where I can control my own projects
9. Provides an environment where I am exposed to new concepts and allows me to try different approaches, especially in areas that can help other people
10. Allows time for development of creative problem solving that supports others

## **CAREER PATH**

### **Job Related Strengths**

These are things at which you would excel and enjoy.

OGCS Job Related Strengths

My Job Related strengths include:

- Deep commitment and loyalty
- Great communication and team building skills
- Empathy and genuine concern for others
- Drive to get things done
- Nurturing and helpful
- Quick study and varied interests
- Seeing the big picture
- Sense of responsibility
- Leadership

## CAREER PATH

### Job Related Weaknesses

These are areas in which you may struggle or not enjoy. Obviously, these should be avoided.

#### OGCS Job Related Weaknesses

My Job Related weaknesses may include:

- Avoidance of conflict
- Reluctance to work on projects not aligned with personal values
- Difficulty in competitive environments
- Impatience with uncooperative people
- Tendency to make decisions too quickly
- Tendency to micro-manage and control
- Will sacrifice quality for expedience
- Tends to idealize personal relationships
- Reluctance to discipline subordinates

## CAREER PATH

### Possible Careers

The careers listed below would satisfy a large number of your personal preferences based on your Genetic Code.

#### OGCS – Possible Careers

Advertising executive

Career counselor

Child welfare worker

Clergy

Coach

College professor

Communications Director

Copy writer

Corporate trainer

Customer relations manager

Dietitian

Editor

graphic artist

Elder care

Employee counselor

Entertainer

Fund raiser

Guidance counselor

Human resource trainer

Journalist

Labor relations specialist

Librarian

Management consultant

Marketing executive

Music director

Newscaster

Occupational therapist  
Outplacement consultant  
Outplacement counselor  
Personal counselor  
Personnel recruiter  
Politician  
Psychologist  
Public health administrator  
Public relations specialist  
Recruiter  
Reporter  
Sales manager  
Sales trainer  
Social worker  
Social worker  
Sociologist  
Special education teacher  
Speech Path biologist  
Substance abuse counselor  
Teacher: health, art, drama, English  
Translator  
Travel agent

## CAREER PATH

### Preferred Careers

Listed below are careers that have been found enjoyable by other people with your Genetic Code.

#### CAREER PATH

#### Preferred Occupations for OGCS

Counselors

Artists and entertainers

Religious workers, all denominations

Writers and journalists

Psychologists

Librarians, archivists, and curators

Teachers

Private household workers

Nurses

Health care therapists

Doctors of medicine

Clerical and kindred workers

Cleaning services

Sales workers

Miscellaneous operatives and factory workers

## CAREER PATH

### Job Search Suggestions

A few hints and suggestions on how to make your job search a little more enjoyable and fruitful. We are emphasizing your strengths and minimizing your weaknesses while completing the necessary steps of a job search.

#### OGCS Job Search Suggestions

Use your natural strengths to enhance your job search:

- Use your charm and outgoing nature to build rapport with others.
- Expand your personal network by asking friends to introduce you to other people.
- Use your verbal skills to clearly express your skills and abilities..
- Call friends and associates and ask for referrals or possible opportunities..
- Use your memory to remember personal details and demonstrate that throughout the interview process.
- Focus on the small details of courtesy and follow up.
- Be realistic about possibilities and don't be overly optimistic about specific opportunities or promises.
- Don't become discouraged by rejections. Accept their criticism as suggestions to improve your search.
- Set your feeling aside and make objective decisions.
- Don't move too quickly. Carefully consider the long-term consequences of any decision.

## CAREER PATH

### Suggestions for continued success

Once you find the job you love, these suggestions will help you transform it into long-term success.;

OGCS- For Long-term Success

When you find the job you love, use these skills to keep it:

- Avoid conflicts within your work group
- Volunteer for public relation opportunities
- Consider training and mentoring opportunities
- Stay involved with many people or teams
- Leave your work at the office
- Seek opportunities for your communication skills
- Create informal support groups in the workplace or community
- Inform others you are motivated by sincere appreciation