



www.cddq.org

Career Decision-Making Profile questionnaire

Feedback for: **John**

November 29, 2009

The following feedback is organized into three parts:

The first part describes your personal career-decision making profile (style) using statements concerning those aspects that clearly characterize you.

The second part of the feedback will present you with dimensions in which you are not clearly characterized (since your answers in these dimensions were close to the mean and do not reflect a defined tendency).

Finally, you will be presented with our general recommendation regarding career-decision making.

Following are the dimensions in which your responses demonstrated a definite tendency and our recommendations:

Information-processing -

It seems that you are inclined towards making your decisions holistically. You regard each option as one complete unit, without distinguishing between its different aspects, and you make your choices based on intuition. However, even with your holistic decision-making style, you should gather a lot of information to increase your chances of intuitively choosing the best alternative. For example, visit different work places in order to see and experience the daily routine of possible occupations. This could help you base your occupational interests on a large body of knowledge and first-hand evaluations.

Information gathering -

It seems that you don't tend to be pragmatic and systematic when making a decision; you are not inclined to gather all the information regarding the various possibilities or to examine the alternatives one by one. A more thorough gathering and processing of information, allows you to base your choice on more information, promoting the selection of a more suitable occupation. We recommend that you look for as much information as possible regarding the occupation of your choice. In your search for information, you may find that books, professional journal articles, visits to workplaces, conversations with professionals, and Internet sites are helpful.

Locus of control -

It seems that you believe that external factors, such as destiny or important people in your life, will be very influential regarding your professional future. The consequences of your decisions depend more upon external factors than your own choice. However, in order to choose the occupation best suited for you and to increase the probability of being satisfied, it is advised to be more proactive in the decision-making process and not to leave it to destiny and other exterior factors. You should also acknowledge that a lack of initiative in the decision-making process is itself a decision.

Effort invested in the process -

It seems that you are not inclined to put a lot of effort into making your decisions, neither in terms of gathering or processing information. Since choosing an occupation is an important decision with significant consequences, it is advisable to invest more time and thought before reaching a final decision. It is important to invest time in deliberating the question of what you would like to do, and to gather information on possible occupations. Making a decision based on knowledge and thought will increase your chances of choosing an occupation which suits you.

Speed of making the final decision -

It seems that even after you have all of the information that you need, you take a long time to make a career-decision. It is indeed an important decision that needs to be properly attended to and not rushed, but still, it is important to take into consideration that prolonged deliberation might cause you to miss opportunities (for example, missing application deadlines).

Procrastination -

It seems that once you are required to make a decision you do not immediately act, but rather you postpone beginning the process for as long as possible. Though it is not a simple decision, postponing it might result in a quick, last minute decision and reduce the number of available options. This may lead you to switch majors until you find the one that really suites you, it is therefore recommended that you make an effort to begin the decision-making process as soon as possible and take the necessary time to choose the right career.

Consultation with others -

It seems that you tend to consult with others before making a decision.

Dependence on others -

It seems as though you expect others to make the decision for you, or at least to take some of the decision-making responsibility, as you do not want to be solely responsible for your career choice. Although making a career choice is a difficult process, eventually you are the one who will study and practice the chosen occupation. Therefore, it is recommended that you take more responsibility for the decision-making process; ultimately, you should make the decision independently and not leave it to others. However, you should note that taking responsibility for the decision does not mean that you no longer have the possibility of consulting with others that may be able to provide additional information about the career choices of your interest.

Desire to please others -

It seems that it is not really important to you to please those around you, and you therefore tend not to make decisions based upon their expectations.

Striving towards an "ideal occupation" -

It seems that you think that there is an ideal occupation that can satisfy all of your preferences. However, reality is not perfect and the odds of finding an occupation that fulfills all of your demands in every aspect are slim.

Acknowledging this might make the decision-making process easier and allow you to choose an occupation that matches your preferences. Furthermore, when choosing a career you should look for the most optimal occupation with the least amount of disadvantages as opposed to a fictional ideal.

Willingness to compromise -

It seems that you are willing to accept the limitations of reality in terms of actualizing your career choice (ie. application criteria, financial demands) and you compromise when needed.

In summary:

Career- decision making is important and challenging. There is no one way in which everyone acts while making a decision. Different people have different decision-making profiles. However, there are aspects of your decision-making profile that can make the process easier and more satisfying: Investing time and energy, and thoroughly exploring the different options will allow you to collect relevant information that will help you choose a career that suits you; consulting people who are close to you or with professionals can offer you an additional point of view regarding the possibilities that you are faced with and the aspects you should consider. Consulting people employed in occupations of your interests, or even visiting these workplaces in order to experience their daily routine up-close, could assist you in making a better career decision. It is also important to take into consideration the fact that compromising is an inevitable part of the process; acknowledging the need for compromise can make the decision easier.