



THECALL™
VOCATIONAL &
LIFE PURPOSE GUIDE

**FOLLOW YOUR
CALLING™**
Choose Wisely.

Exclusive Providers of The Call Career Assessment
www.followyourcalling.com

Prepared Especially for:

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Section 3: Choosing Wisely. Using your CALL report to find your ideal career and life purpose.

“It’s not what you know that counts...it’s what you do with what you know that counts.” This section is loaded with information and resources to help you take action with the possibilities you’ve identified and the insights you’ve gained.

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** SPECIAL NOTE: The CALL is a resource that can help you find the job that’s right for you, and give you insight into your life purpose. The CALL is not a “test” and you can’t flunk being you. Whatever scores you have are the best for you. It is not THE answer, just a part of your exploring process. This report can help you clarify your desires and dreams, and make wiser decisions about your career. Your report discusses general job expectations and classifications in the workplace, but it does not delve into the specific requirements of employers. The CALL (or any career assessment) should be weighted no more than 33% when making career decisions. We advise you to also consider previous education and experience (33%) and working conditions like corporate culture, boss, co-workers, pay, benefits, etc. (33%).

Section 1: What is the CALL?

Congratulations on completing The CALL Vocational and Life Purpose Guide©! One of the most important questions to consider is, “What should I do with my life?” This report is designed to give you insights about yourself, your God-given gifts and talents, your personality and behavior, your thinking style and your life purpose.

The Apostle Paul gives us an important insight into finding our calling and life purpose: *“Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then **you will be able to test and approve what God's will is** – his good, pleasing and perfect will. For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather **think of yourself with sober judgment**, in accordance with the measure of faith God has given you. Just as each of us has one body with many members, and these members do not all have the same function, so **in Christ we who are many form one body**, and each member belongs to all the others. **We have different gifts**, according to the grace given us. If a man's gift is **prophesying**, let him use it in proportion to his faith. If it is **servicing**, let him serve; if it is **teaching**, let him teach; if it is **encouraging**, let him encourage; if it is **contributing** to the needs of others, let him give generously; if it is **leadership**, let him govern diligently; if it is **showing mercy**, let him do it cheerfully” (Romans 12:2-8 NIV, emphasis added).*

It's essential to understand how God has “wired” you and what gifts He has given you, so that you can live out His unique purpose for YOU. That is your calling and your life purpose.

What's Unique About The CALL?

The CALL incorporates over 4 years of research, validation and development into one of the most complete, reliable, statistically valid and accurate career assessments available today. Your report provides you with valuable insights and specific information that's not available with many other widely used and more expensive assessments. **Here's why The CALL is unique among assessments:**

- **The CALL helps you identify your life purpose.** Since we are created by God, and given gifts for accomplishing His purposes, it follows that our purpose is then to use those gifts for Him during our lives.
- **The CALL is based on the 7 Motivational Gifts (as identified in Romans 12:6-8).** Most other career assessments use a 4-factor theory which lacks both statistical validity and a Biblical worldview. This information is essential to helping you understand how God has “wired” you for your career and your life purpose.
- **The CALL was designed specifically for the Christian marketplace.** Your report provides you with common career descriptions, but it also identifies ministry-specific job titles that are not available on US government job databases. With this information, you can identify the ideal career in business; full-time or part-time ministry; or an appropriate role in which to volunteer in your church or community.
- **The CALL is a “whole-person” comprehensive tool which gives you a more complete and accurate picture.** The US Department of Labor guidelines on assessments warn us to never rely on a single assessment. The CALL is really four tools in one covering 27 dimensions, including 7 measurements of your motivational gifts; 9 measurements of your personality and behavior; 6 measurements of your career interests; and 5 measurements of your cognitive ability.
- **The CALL uses state-of-the-art technology to give you accurate and valuable guidance and insights to help you identify the vocation that's right for you,** showing your matches in both common careers and ministry-related positions. Plus, you can review your CALL report online anytime you'd like.
- **The CALL identifies your job fit compatibility with hundreds of common careers** in 22 different industry categories from **O*NET**, the free online jobs database of the US Department of Labor, to help you find and explore your career options.

- **The CALL is a credible and trusted source of information to help you find your ideal career and life purpose.** This assessment has been developed through a partnership with Profiles International (www.profilesinternational.com/), an industry leader in providing design, validation and delivery of on-line assessments; Focus on the Family (www.family.org), an international ministry helping to preserve traditional values and the institution of the family; and Follow Your Calling (www.followyourcalling.com) exclusive provider of The CALL.
- **The CALL is guaranteed.** If you're not satisfied within one year of taking your assessment, we'll refund your full purchase price.

7 Essential Insights to Consider Before You Read this Report

1. **The CALL is not a test.** There are no right or wrong answers. You can't "flunk" being you. Whatever scores you have are the best for you.
2. **God made you in His image, completely unique, and that's good.** Use this report to identify your gifts and strengths, and then spend as much time as you can developing and using them. Be "the best you" that you can be.
3. **You are not a mistake, and you don't need to be like anyone else.** Develop your strengths rather than learning to do what you're not good at or overcoming your weaknesses. God created other people who like and do those things well.
4. **The CALL is only part of the process.** It is not THE answer. The information in The CALL (or any other career assessment) should only be weighted about 33% in your decision process. Do your research, talk with others and pray, **asking God to show you His purpose for you. He wants the best for you, too.**
5. **Consider working with a qualified career coach, pastor or professional counselor.** It pays to take your time and seek wisdom when you're making important decisions about your life, your career and your relationships. Even top-performing people use coaches and sometimes need help or encouragement. Find **a person who really cares about your future, rather than someone to just help you find a job.**
6. **Check out the other resources on www.followyourcalling.com** for help in finding your ideal career and your life purpose. **O*NET** (<http://online.onetcenter.org>), the US Department of Labor's free database, is another great place to find useful information about common careers in every industry category.
7. **Use what you learn from The CALL,** instead of just reading this report and putting it away. It's not what you know that counts. It's what you **do** with what you know that counts.

Section 2:

Your Personalized CALL Report

In this section, The CALL report gives you insights into 27 characteristics of how you are uniquely “wired”, in the seven areas shown below.

- 1. Your Motivational Gifts (Special God-given talents and inner-directed tendencies)**
Identifying and understanding your motivational gifts (as listed in Romans 12:6-8) is an important start to finding your ideal career and life purpose. This 2-part section begins with specific information about your motivational gifts and includes a general overview of the seven motivational gifts.
- 2. Your Thinking Style (Ability to learn and solve problems)**
Have you ever found yourself bored in a job? This is called under-employment and research shows it affects 40% of our working population. Have you felt overwhelmed with the complexity of your job? This is called over-employment. The CALL measures five dynamics of your thinking style (or cognitive ability). God gave us all different abilities. Some of us need problems to solve while others find repetition to be a better fit. Research has shown this construct is the single best predictor of job success.
- 3. Your Core Personality And Behavioral Traits (How you act, work and relate to others)** Unlike many other career assessments, The CALL is based on recent break-through research known as the Big-5. This section explores nine work-related traits of your personality and behavior. This is very helpful in understanding yourself, how you relate to others, and how you can be most effective in the workplace.
- 4. Your Occupational Interests (Activities that you enjoy doing)**
Ever wonder why some tasks get ignored while you dive into others with full zeal? There is truth to the old quote that says, “What I do, I do very well, and what I don’t do well, I don’t do at all.” The CALL measures six different occupational interest groups that can impact your satisfaction with your relationships, your career, and your recreational or volunteer activities.
- 5. Your Job Fit In Ministry Positions (Comparing your CALL scores to top performers in Ministry)**
This section identifies your strongest job-fit compatibility matches in Christian ministry occupations, whether as a full-time career, part-time job or in your volunteer activities.
- 6. Your Job Fit In Occupations (Comparing your CALL scores to top performers in common careers)**
This section identifies your strongest job-fit compatibility matches with hundreds of common careers, as defined by the U.S. Department of Labor’s O*NET (Occupational Information Network), in 22 different industry categories.

Your Motivational Gifts

What The Bible Says About Motivational Gifts: We have different gifts, according to the grace given us. If a man's gift is **prophesying**, let him use it in proportion to his faith. If it is **servicing**, let him serve; if it is **teaching**, let him teach; if it is **encouraging**, let him encourage; if it is **contributing** to the needs of others, let him give generously; if it is **leadership**, let him govern diligently; if it is **showing mercy**, let him do it cheerfully” (Romans 12:6-8, NIV translation, emphasis added).

There are two parts to this section of your report. **Part One** gives you personalized information about your motivational gifts. **Part Two** is an overview to help you understand the motivational gifts and their importance in identifying your ideal career and life purpose.

Part One: Your Motivational Gifts

Prophesying (Proclaiming Truth, Perceiving, Visionary, Interpreting, Frank, Direct, Comfortable With Confrontation, Seeks To Speak Up For What Is Right)



Servicing (Helping, Volunteering, Doing, Practical Service To Others, Bias For Action Over Talk, Seeks To Free Up Others From Routine Tasks)



Teaching (Researcher, Curious, Analytical, Scholarly, Knowledgeable, Seeks Understanding And Opportunities To Teach Others)



Encouraging (Exhorter, Coach, Counselor, Story-Teller, Talker, People-Person, Cheer-Leader, Optimist, Seeks To Mentor and Build Up Others)



Contributing (Giver, Supplier, Investor, Multiplier, Thrifty, Money-Minded, Value-Minded, Seeks To Be A Generous Resource Provider For Worthwhile Causes)



Leadership (Organizer, Administrator, Coordinator, Ruler, Boss, Willing To Stand In Front And Take Charge, Seeks Results Through Orchestration Of People, Projects And Resources)



Mercy (Nurturing, Compassionate, Tenderhearted, Caring, Sensitive, Gentle, Kind, Seeks To Emotionally Support People – Especially Those Who Are Hurting)



Your top 3 motivational gifts, in order of strength, are **Encouraging**, **Leadership** and **Teaching**. Your results show your primary (dominant) motivational gift is **Encouraging**. Your second strongest gift is **Leadership**. Your third strongest gift is **Teaching**.

Encouraging (also known as exhorter, counselor, influencer, motivator, people-person, optimist, and coach) is concerned with positively influencing others so that they may grow, mature, and increase their hope, faith and love to fulfill their potential. Some pointers for those with the gift of Encouraging:

- You may desire a "people-fix" throughout the day and get bored easily in jobs that lack opportunities for face-to-face contact. You may find it easier to be enthusiastic when you first meet people and at the beginning of new projects.
- Seek to be a good role model so others may see desirable character qualities in you and want to learn more. Be patient with those who seem less open-minded about any advice you may have for them.
- Learn to ask questions so that you do not do all the talking when you are with others. Your ability to compliment others may be a good icebreaker.
- Some Biblical examples include Jesus Christ, Paul, Barnabas, and Jacob.
- You may have a talent for speaking. As you reflect on your experiences in life, you might apply wisdom on how others can benefit from hearing your story.
- You tend to easily focus on people around you. Asking about their personal welfare and current struggles will often open the door for you to encourage them. Be careful not to break confidences, gossip, or appear intrusive.
- Less mature and stressed Encouragers may tend to go too far in getting attention and seeking emotional responses from others by manipulating or pressuring others for a reaction. Be careful that your motivation is of a mutual benefit.

Leadership (also known as administrator, organizer, ruler, coordinator, and executive manager). Leaders direct people and resources to achieve desirable results. In the biblical reference, the original Greek translates as "one who stands out front."

- You have the ability to see the "big picture" and break down complex and long-term objectives into smaller tasks that can be delegated to others.
- You appreciate and follow an approved system of procedures and respect those who have been given authority to act.
- It is natural for you to work hard at producing tangible results of desirable goals in ways that are practical, effective, and efficient.

Teaching (also known as researcher, auditor, verifier and investigator).

Teaching is concerned with the careful collection of data to verify the truth and present it logically to others.

- It is natural for you to be inquisitive, question why, be skeptical, seek out all the information you can find and present it to others on subjects you are drawn to.
- It is more important for you to be correct than to be fast. Accuracy is very important.
- You need to be learning all the time. You seek to understand and be able to explain it to others.

When Your Gifts Work Together:

- You may be a good fit as an executive coach, elected public officeholder, CEO, consultant, sales manager, political strategist, lobbyist, pastoral and missionary coach, marketing director, and executive pastor.
- You may enjoy social interruptions. While your gift of leadership is focused on working hard to get results, your gift of encouraging cares more about relationships. So, if you are in the middle of a project and someone wants your advice, you are likely to drop what you are doing to spend time with that person while your paperwork piles up.
- You may have an expertise for getting positive results with people. Your gift of encouraging is second to none in bringing out the best in people. Your gift of leadership is second to none in breaking down long-term objectives into manageable tasks. Therefore, you may have the potential to be a master at designing and implementing a customized development plan for people who want to grow.

Part Two: Motivational Gifts – Key To Understanding Your Life Purpose

What are Motivational Gifts?

The seven spiritual gifts described in Romans 12:6-8 are also referred to as **Motivational Gifts**.

Motivational Gifts are strong inner-directed tendencies or special talents which are God-given and allow us to perform certain things with near perfection. When we use our gifts to serve God and others, we get a deeper joy and satisfaction.

Who receives Motivational Gifts?

Both Scripture and practical experience suggest that these motivational gifts are resident in us at birth. For example, from our earliest childhood, we exhibit certain thinking, behavior and communication patterns – our personality – that remain fairly consistent throughout our life. When one is born again and filled with the Holy Spirit (John 3:3-8) a spiritual transformation occurs and our gifts are to be used for God's purposes. Because we are imperfect, with a sin nature and a free will, our gifts can be used in either mature or immature ways, for good or evil. When gifts are used to do God's will, we work in concert with our Creator and spiritual blessings result.

How many Motivational Gifts does each person have?

Jesus Christ was perfect, possessing and perfectly functioning in all seven Motivational Gifts. As frail humans, we will not function in all seven as Christ did. However, as believers, each Christian has at least one dominant Motivational Gift that will be expressed through his or her unique personality.

At the same time, we are told to have an accurate perception of ourselves and to neither over- nor underestimate ourselves (Romans 12:3). As we mature spiritually, we will tend to function in more of the seven. In almost all circumstances, however, our dominant gift will color our perception and behavior.

How are “Motivational Gifts” different than other “Spiritual Gifts”?

There are many resources, opinions, controversies and positions on the topic of spiritual gifts. Generally speaking, the Bible says that “Spiritual Gifts” (beyond Motivational Gifts) are given to believers on a situational basis by the Holy Spirit, and are used by God to “edify” (instruct, build up, strengthen, grow, enlighten) believers, in the Church, the Body of Christ. We recommend that you explore the topic thoroughly for yourself, considering the Bible as the final authority.

Where can I get more information?

You'll find more information and a number of complimentary resources about interests at www.followyourcalling.com.

Your Thinking Style

The CALL measures your ability to work with words and numbers, important predictors of the kind of work you are ideally suited to do.

Learning Pace (a general index of expected learning, reasoning and problem-solving style)

- A step-by-step training program is best for your needs.
- You demonstrate average up-take of information in new learning situations, and yet need extra time in some particularly challenging areas.
- Repetition in the training program could be beneficial for you.
- You probably need extra motivation to assimilate new information of a complicated or more demanding nature.

Verbal Skill (a measure of verbal skill through vocabulary)

- You can build on your foundation as the particular communication skills required in performing the job become familiar.
- You should be competent in making analyses involving written and verbal data.
- You have a sound understanding of everyday communication processes.
- You show strong potential for developing existing skills with communication.

Verbal Reasoning (using words as a basis in reasoning and problem-solving)

- Complex oral or written directions may sometimes present a challenge for you.
- On occasion, you may want more time to assimilate new information of a verbal nature.

Numerical Ability (a measure of numeric calculation ability)

- You may benefit from instruction and extensive practice with numbers before taking on job responsibilities that include the quick computation of basic numerical problems.
- Figuring numerical problems in your head is less efficient than using a calculator.
- Using mathematics can be a challenging experience for you.

Numeric Reasoning (using numbers as a basis in reasoning and problem-solving)

- You will likely benefit from repetition when being presented with new mathematical or numerical concepts.
- If numerical tasks are challenging at work, you would benefit from extra training and practice.
- You probably benefit by taking extra time to assimilate numerical information.

Your Core Personality and Behavioral Traits

The CALL measures nine important work-related personality and behavior characteristics that describe how you act, work and relate to others.

Energy (tendency to display endurance and capacity for a fast pace)

- You have an unusually high energy level and probably do not enjoy sedentary work.
- You are a self-starter, an energetic personal producer; you show a high sense of urgency.
- You would very likely enjoy positions that call for a high energy level, fast work pace, and critical deadlines.
- You enjoy a quick pace and a fast track. You demonstrate a strong focus on critical deadlines and timely results.

Assertiveness (tendency to take charge of people and situations. Leads more than follows)

- You can be highly motivated by situations in which you are held accountable for results. You're strongly motivated by power and authority.
- You can make decisions, enforce company policies and act with authority. You are quite capable of making unpopular decisions when necessary.
- You have a preference for making the hard decisions, to determine outcomes.
- You express a strong need to be in charge, to be the leader.

Sociability (tendency to be outgoing, people-oriented and participate with others)

- Your sociability is moderately compatible with establishing a network of contacts.
- You prefer direct and to-the-point communication and may avoid spending time on small talk and social amenities.
- You are generally motivated by assignments that require contact with people.

Manageability (tendency to follow policies, accept external controls and supervision and work within the rules)

- You express a generally cautious attitude regarding authority.
- You may tend to relate to authority in a defensive manner.
- You may be quick to take and maintain a defensive position. You tend to defend your point of view once your mind is made up.
- You tend to prefer to be autonomous and independent in the typical work situation.

Attitude (tendency to have a positive attitude regarding people and outcomes)

- You prefer to avoid risk, change, and unexpected challenges.
- It can be a challenge for you to not become critical of yourself and others.
- You may be inclined to become skeptical or suspicious of risk and change.
- You may feel uncomfortable with changes in policies and guidelines.

Decisiveness (tendency to use available information to make decisions quickly)

- You stand firm on decisions and are not inclined to back down once a decision is made.
- You respond quickly to an emergency, displaying a sense of urgency.
- You are readily decisive and quick to act, addressing situations that require immediate action.

Accommodating (tendency to be friendly, cooperative, agreeable – to be a team person)

- You are less concerned than most about compromising with others or with avoiding unpleasantness.
- You are inclined to tell others what you think of them.
- You would rather express than hide your feelings.
- You are more inclined to defend yourself than to let someone "walk all over you".

Independence (tendency to be self-reliant, self-directed, to take independent action and make own decisions)

- You are highly independent, functioning well on your own, but could benefit by making room for the advice of others.
- You are an independent worker who prefers minimal guidance and coaching.
- You likely prefer to run your own show and may quietly resist being restricted. You can become impatient with the traditionalist view that "we've been doing this for the past ten years, so why should we change?"
- You take on new developments independently, bringing in co-workers only when absolutely necessary.

Judgment (the ability to think clearly and be objective in decision-making)

- You may prefer to pass critical, independent decision-making responsibilities onto others.
- You have a tendency to be a subjective thinker, to emphasize personal opinions more than factual data.
- Your judgment has a strong tendency to become subjective when pressured.
- Your thinking can be effective, but you need to be aware of how personal biases and opinions might replace sound judgment.

You'll find more information and a number of complimentary resources about interests at www.followyourcalling.com.

Your Occupational Interests

Interests can impact your satisfaction with your relationships, your career and your recreational or volunteer activities. The old expression that “birds of a feather flock together” is true, in that most people enjoy spending time around others who enjoy the same kinds of things as they do. It’s important that you have sufficient time and opportunity to pursue your interests, whether in your career or in your personal life. The CALL measures your interests in the following six categories.



Creative (Artistic, Innovative, Original). Likes activities using imagination, creativity and original ideas. Prefers self-expression without clear rules. Seeks to be artistic and different. Called “Artistic” on O*NET.



People Service (Social, Relationship-Driven, Helpers). Likes work activities such as helping people and promoting the welfare of others. Prefers working with people rather than objects, data or machines. Seeks to be of genuine help to others in need. Called “Social” on O*NET.



Enterprising (Persuaders, Promoters, Risk-Takers). Likes work activities such as persuading others and presenting plans, especially business projects. Seeks to promote ideas, products and services. Called “Enterprising” on O*NET.



Financial/Administrative (Administrators, Detail-Oriented, Organizers). Likes work activities such as organizing information, business processes or following set procedures and routines. Prefers data and details, Seeks consistency, predictability and control. Called “Conventional” on O*NET.



Technical (Thinkers, Problem-Solvers, Researchers). Likes work in scientific activities, technical data and research. Prefers intellectual activities more than physical tasks. Seeks to solve problems by searching out the facts. Called “Investigative” on O*NET.



Mechanical (Realistic, Builders, Doers, Outdoors-Types). Likes working with tools, equipment and machinery. Prefers practical, hands-on problems and solutions. Seeks tangible results. Called “Realistic” on O*NET.

You scored highest in the **Creative**, **People Service** and the **Enterprising** interest themes:

- This is a typical pattern we find with engineers, data processing professionals and people who are interested in scientific vocations.
- Essentially, this is a profile of an analytical person, one who enjoys anything that has to do with numbers, establishing procedures and routines, research, or some other form of technical work.
- Additionally, you will enjoy the opportunity to apply innovative solutions to technical and industrial projects.

You’ll find more information and a number of complimentary resources about interests at www.followyourcalling.com.

Your Job Fit In Ministry Positions

This section looks at Christian ministry occupations with which you may have a strong job fit. Your results are compared to a number of job titles in ministry, and your matches with several jobs are presented in descending job fit percentage order.

God always equips an individual for his or her calling. No matter what your job may be, the key is to serve others and to be sensitive to God's leading. It is not our intention here to recommend ministry over secular work. Not everyone is called to full-time vocational ministry.

In fact, the career to which God calls you is your ministry, giving you opportunity to share your faith and demonstrate what a Christian looks like to co-workers, customers, friends and an unsaved world.

You can also use this information to help you identify areas of ministry to which you are well-suited as a volunteer or in unpaid positions in the church.

It is important to note that your results indicate suitability only in the areas measured by The CALL – your spiritual gifts, your thinking style, your occupational interests and your behavioral traits. Other important factors such as your educational level, specific skills, work experience and the “corporate culture” of the organization should also be considered as you explore your career options.

Explore the occupations for which you have a high job fit percentage. Based on your individual interests and abilities, these are roles that you should consider. Discuss your CALL report with family, friends and your pastor. People in your church can be a good source of information about the various occupations.

And, if you're unclear on what “job fit” means, refer back to “Understanding ‘Job-Fit’ – The Key to Finding Your Ideal Career” in Section 3.

Ministry:

Occupational Title	Job Fit Percentage
Evangelist	75%
Youth Pastor	70%
Youth Outreach	70%
Preacher – (Evangelical)	69%
Women's/Men's Ministries	66%

You'll find more information and a number of complimentary resources about interests at www.followyourcalling.com.

Your Job Fit In Common Occupations

This section shows your compatibility with a wide variety of job titles in the 22 different industry categories defined in the US Department of Labor’s O*NET jobs database.

Each of the common careers is listed by its Standard Occupational Classification (SOC) Code. Using this SOC Code, you can explore various aspects of a particular job in a wide variety of career fields. A **job fit percentage** is shown next to each job title, comparing your individual results with the requirements for many career fields.

Don’t let the long list of jobs shown intimidate or discourage you. You may not like or be familiar with many of these job titles. Just choose those job titles that interest you, and go to O*NET (see Section 3 – “Using O*NET”). Don’t spend any time investigating those jobs for which you have no interest or affinity. God made you for a purpose, so pursue it and you’ll be happier and more satisfied with your career.

Using The O*NET Is Easy – And Free. Here’s How. Just go to (<http://online.onetcenter.org/>). Select **Find Occupations** and enter the Standard Occupational Classification (SOC) codes shown next to the job titles where you have a high Job Fit Percentage, that align with your personality, and that interest you the most. There are thousands of jobs listed on O*NET, so limit your list of careers to your four top choices at first.

It’s important to note that the results indicate suitability only in terms of thinking style, occupational interests and behavioral traits. They do not take into account other important factors such as your educational level, specific skills and work experience. These factors must also be taken into account as you consider your career options.

Your specific results are given in 22 industry groups, listed alphabetically. Within each group, a number of specific occupational titles (career fields) are shown.

If you’re unclear on what “job fit” means, refer back to “Understanding ‘Job-Fit’ – The Key to Finding Your Ideal Career” in Section 3. Be sure to check out the additional resources at www.followyourcalling.com.

*A Special Note: O*NET does not list jobs in ministry, Christian, church or faith-based categories, but your personalized CALL report does. Your matches with jobs in ministry (which consider your motivational gifts, and are also listed by job fit percentage) are shown separately in the Your Job Fit In Ministry Positions section.*

O*Net SOC	Occupation	Job Fit
Architecture and engineering:		
17-1012.00	Landscape Architect	60%
17-3011.00	Architectural & Civil Drafters	47%
17-3013.00	Mechanical Drafter	47%
17-1011.00	Architect	46%
17-3026.00	Industrial Engineering Technician	43%
Arts, design, entertainment, sports and media:		
27-4032.00	Film Editor	69%
27-3022.00	Reporter/Correspondent	68%
27-3031.00	Public Relations Specialist	67%
27-3011.00	Announcer, Radio & TV	64%
27-4021.00	Photographer	64%
Building and grounds, cleaning and maintenance:		
37-2011.00	Custodian/Janitor	59%
37-3011.00	Landscaping & Groundskeeping Worker	59%
37-2012.00	Housekeeper	55%
37-1011.02	Maintenance Superintendent	54%
37-2021.00	Pest Control Workers	53%
Business and financial operations:		
13-1022.00	Wholesale & Retail Buyers	63%
13-1071.00	Employment, Recruitment & Placement Specialist	60%
13-1051.00	Cost Estimator	55%
13-1031.01	Claims Process Analyst	54%

13-1121.00	Conference Coordinator	52%
Community and social services:		
21-1092.00	Probation Officer	66%
21-1011.00	Substance Abuse Counselor	66%
21-1014.00	Mental Health Counselor	60%
21-1012.00	Vocational Counselor	60%
21-1093.00	Case Worker	55%
Computer and mathematics:		
15-2021.00	Mathematician	48
15-1041.00	PC Specialist	48%
15-1081.00	Network Specialist	46%
15-1021.00	Computer Programmer	41%
15-1031.00	Senior Software Engineer	40%
Construction and extraction:		
47-2031.02	Carpenter, Rough	64%
47-2141.00	House Painter	63%
47-2044.00	Tile Mason	63%
47-2021.00	Brick Mason	62%
47-2051.00	Concrete Mason	60%
Education, training, and library:		
25-1194.00	Vocational Education Teacher	60%
25-9021.00	Agribusiness Manager	57%
25-9041.00	Teacher Assistant	53%
25-2031.00	Teacher, Secondary	46%
25-2021.00	Elementary School Teacher	44%
Farming, fishing, and forestry:		
45-4011.00	Forest & Conservation Workers	60%
45-2091.00	Agricultural Equipment Operators	57%
45-2031.00	Farm Labor Contractors	55%
Food preparation and serving:		
35-1011.00	Chef	68%
35-2015.00	Short Order Cook	61%
35-3031.00	Waiter/Waitress	61%
35-3021.00	Food Service Worker	59%
35-9021.00	Kitchen Helper	58%
Health care practitioner and technical:		
29-2021.00	Dental Hygienist	61%
29-2041.00	Emergency Medical Technician	59%
29-2031.00	Cardiologist	53%
29-2034.01	Radiologist	53%
29-1067.00	Surgeon	53%
Health care support:		
31-1012.00	Certified Nurse Assistant	60%
31-9092.00	Medical Assistant	58%
31-9091.00	Dental Assistant	57%
Installation, maintenance and repair:		
49-9092.00	Commercial Drivers	65%
49-3021.00	Auto Body Repair & Refinishing	59%
49-9043.00	Maintenance Worker	58%
49-9021.00	Heating, Air Conditioning & Refrigeration Mechanic	57%
49-9031.00	Home Appliance Repairers	54%
Legal:		
23-2092.00	Law Clerk	62%
23-2011.00	Paralegal & Legal Assistant	56%
23-2091.00	Court Reporter	52%
23-1011.00	Lawyer, Trial	48%
23-1011.00	Lawyer, Corporate/Business	41%

Life, physical and social sciences:

19-1032.00	Forester	56%
19-3021.00	Market Research Analyst	50%
19-3031.03	Counseling Psychologist	48%
19-3031.02	Psychologist, Clinical	46%
19-3032.00	Industrial/Organizational Psychologist	43%

Management:

11-2022.00	Sales Manager	58%
11-9021.00	Construction Manager	56%
11-3042.00	Training & Development Manager	56%
11-9061.00	Director, Funeral	54%
11-9141.00	Property Manager	54%

Office of administration support:

43-5071.00	Shipping/Receiving Clerk	62%
43-4021.00	Courtesy Clerk	61%
43-4081.00	Hotel Desk Clerk	58%
43-5041.00	Meter Reader	58%
43-5081.00	Stock Clerk	57%

Personal care and service:

39-5012.00	Cosmetologist	65%
39-6032.00	Transport Attendant	64%
39-6031.00	Airplane Flight Attendant	57%

Production:

51-3021.00	Butcher	63%
51-9198.02	Manufacturing Worker	62%
51-9061.01	Materials Inspectors	61%
51-1011.00	Quality Assurance Supervisor	59%
51-4194.00	Tool Grinders, Filers and Sharpeners	58%

Protective service:

33-9011.00	Animal Control Workers	68%
33-9032.00	Security Guard	67%
33-3012.00	Correction Officer	64%
33-3031.00	Fish & Game Warden	64%
33-2011.00	Fire Fighter	62%

Sales and related:

41-9041.00	Telephone Solicitor	74%
41-4012.00	Sales, Commissioned	67%
41-2031.00	Sales Associate	59%
41-9022.00	Leasing Consultant	56%
41-2011.00	Cashier	55%

Transportation and material moving:53-1011.00

	66%	
53-3021.00	Bus Driver	64%
53-3041.00	Driver, Taxi	64%
53-3033.00	Driver, Sales Route	62%
53-3032.00	Drivers, Long Haul	62%

Aircraft Cargo Handling Supervisor

Section 3:

CHOOSING WISELY – Using Your CALL Report to Identify Your Ideal Career and Life Purpose

“I want you to get out there and walk – better yet, run! – on the road God called you to travel. I don’t want any of you sitting around on your hands. I don’t want anyone strolling off, down some path that goes nowhere” (Ephesians 4:1, The Message).

Now that you’ve identified the possibilities and insights, use your CALL report to make important decisions and find your ideal career. This section is loaded with information and resources about:

- **How To Get The Most From Your Personalized Report**
- **Understanding “Job-Fit” – The Key To Your Ideal Career**
- **Using O*NET, A Free US Department Of Labor Resource For Researching Your Ideal Career**
- **Working With A Counselor, Coach or Mentor**
- **Recommended Resources**

How To Get The Most From Your CALL Report

When considering your career and life purpose, it is important to choose wisely. Here’s how to use what you’ve learned from this report:

1. Read completely through your report and become familiar with your motivational gifts, thinking style, occupational interests and behavioral traits. The CALL Vocational and Life Purpose Guide© will give you insights about yourself, your God-given gifts and talents, your personality and your thinking styles.
2. Since we are created by God, and given gifts for accomplishing His purposes, it follows that our purpose is then to use those gifts for Him during our lives. Pray for wisdom and seek Godly counsel in aligning your gifts, talents, abilities and career with God’s purposes for your life.
3. Gain understanding about your strongest motivational gifts. Your gifts should influence your choice of a career. For example, if you have the gift of mercy, then a position as a nurse or human services caseworker might be more appropriate than other options.
4. Look through the job fit match sections to identify possible career fields. Your goal is to find your strongest job fits – those that seem interesting, where you can leverage your strengths. Jobs are shown by industry categories, and specific occupational titles for which you have the highest match are listed in each category. A higher Job Fit Percentage usually indicates an increased likelihood of satisfaction, but there may be exceptions.
5. Use the O*NET (<http://online.onetcenter.org>), an extensive US Department of Labor job information database. Select **Find Occupations** and enter the codes for the occupation titles that show a high job match percentage, that align with your personality, and interest you the most. O*NET SOC codes are provided to help you do this. Try to cut your list of careers to about four choices.
6. Discuss your results with family members and friends who know you well. Have them read your CALL report and listen to their insights. You may also consider seeking the advice of a counselor.
7. Go to www.followyourcalling.com. This website is full of resources and ideas to help you use the information and insights you’ll get in The CALL report.

Understanding “Job-Fit” – The Key To Your Ideal Career

"Your talent is God's gift to you. What you do with it is your gift back to God." – Leo Buscaglia

It's critically important for you to be in the right position, using your talent without limitations. There is no greater tragedy in business than putting competent people into jobs in which they are destined to fail. The CALL uses the most advanced technology available to match you with the kind of work that suits you best. It measures the essential factors that mark the difference between success and failure in specific jobs.

Research shows that **Job Fit (having the ability, personality and motivation to perform a job long term with excellence) is the single most important factor in job success.** Yet, many job-seekers overlook the value of job fit when choosing a career. A large percentage of people feel that they are in the wrong job.

Your CALL report lists specific O*NET job fit results in 22 alphabetically listed industry groups. Within each group, a number of specific Standard Occupational Classification (SOC) codes with job titles are shown, along with your Job Fit Percentage for those jobs.

Job Fit compatibility matches on The CALL range from 25% to 95%. Your report shows only the highest job matches. Research shows that a match of 70% or higher is usually a reliable predictor of job satisfaction and success.

Job compatibility matches are determined by taking your scores and comparing them to our benchmarks of top performers in those jobs, and the O*NET requirements for those jobs.

Three Keys To Finding The Right Job For You

1. **Who You Are. Know yourself.** You can probably do any job for a while, but the right job for you is one filled with joy and doesn't lead you to boredom or burnout. Identify and develop your unique talents and abilities, the things that make you special. What are you good at? What tasks are easy and natural to you? What things have you done that have given you great satisfaction? Your CALL scores confirm your motivational gifts, abilities, personality and interests.
2. **What You've Done. Take inventory of your training and experiences.** Carefully reflect on all the training, education and experiences you have had in your life. List any credentials, certifications, degrees, professional accomplishments or special training and skills. Look for patterns. These are generally good predictors of where you belong or do not belong. Are you right for the job based on your past?
3. **Where You Work. Seek the right place to work.** What should your ideal work environment, culture and conditions look like? When considering a specific job, investigate the corporate culture, company reputation, pay and benefits, opportunity for advancement, job security and working conditions. Get to know your boss and co-workers. Do you fit in?



Working With A Counselor, Coach Or Mentor

Even top-performing people use coaches and sometimes need help, encouragement or an objective opinion. Consider working with a qualified career coach, pastor or professional counselor. It pays to take your time and seek wisdom when you're making important decisions about your life, your career and your relationships.

A word of caution: there are many people who will happily take your money without providing you with much information. Instead, find a person who really cares about your future, rather than someone to just help you find a job.

You'll find more resources and information about finding and working with a coach, counselor, pastor or mentor at www.followyourcalling.com.

Recommended Resources

Check out www.followyourcalling.com for more resources, free downloads and links to helpful websites.

Using O*NET

O*NET is an extensive – and free – US Department of Labor job information database. It gives you easy access to complex data in a user-friendly database and is extremely helpful in selecting your ideal career. The occupational profiles on O*NET describe various aspects of a particular job, and will increase your knowledge about a variety of occupations.

Each O*NET Occupational Profile provides you with information about:

- **Worker Characteristics** — Abilities, Interests, Work Values and Work Styles
- **Worker Requirements** — Skills and Knowledge
- **Experience Requirements** — Training, Experience and Licensing
- **Occupation Requirements** — Generalized Work Activities and Work/Organizational Content
- **Occupation-Specific Information** — Important Occupation-Specific Tasks
- **Occupation Characteristics** — Outlook and Earnings
- **Related Occupations**

Using The O*NET Is Easy – And Free. Here's How.

Just go to (<http://online.onetcenter.org/>). Select **Find Occupations** and enter the Standard Occupational Classification (SOC) codes shown next to the job titles where you have a high Job Fit Percentage, that align with your personality, and that interest you the most. There are thousands of jobs listed on O*NET, so limit your list of careers to your four top choices at first.

You'll find additional information and resources online at **Follow Your Calling** (www.followyourcalling.com).

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