



**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 your unique view of the world and career path or choosing the best career based on your preferences.

The things that you enjoy 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 job that suits our 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 to our life as a whole

First we will look at your general traits and behaviors which determine 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:

People	Inward
Information	Realist
Decisions	Compassionate
Life	Flexible

Your Personality "Genetic Code" **IRCF**

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 with and 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 than 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
Objective		Subjective	
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 **IRCF**

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

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

LIFE PATH

Summary of General Traits and Behaviors for

Sample

Genetic Code IRCF – Kind and Considerate

You are a kind, caring and gentle person. You like to help others through your actions but your with modesty and quietness it is done without fanfare or notice.

You may feel misunderstood and underappreciated because you do not open up to others. Yours is a very private and guarded life. You provide others with the same, rarely trying to convince or dominate others.

You appreciate the beauty in life and may be artistic. You most likely find pleasure in fine art, music, food, or anywhere you can enjoy a sensory experience.

Areas for Careful Consideration:

- You are likely to struggle with the global view and broad subjects
- You must be aware of helping and working to the point of exhaustion because you care deeply about others
- You are very vulnerable to criticism and are easily disappointed and discouraged
- You focus on the present so may struggle with long-term planning and issues
- You may neglect your own well being and health because of your focus on helping others.

LIFE PATH

Individual Category Traits and Behaviors for

Sample Genetic Code - IRCF

Attitude towards People

Characteristics of an Inward

- Prefer reflection over action
 - May not take action at all
- Are attuned to inner world
- Prefer to communicate in writing
- Learn best through thorough mental practice and reflection
- Are private and contained
- Enjoy working alone or in pairs

Approach to Information

Characteristics of a Realist

- Emphasize the pragmatic
- Prefer facts and details/specific information
- Are oriented to present realities
- Value realism
- Observe and remember specifics through 5 senses
- Build carefully and thoroughly to conclusions
- Trust experience

LIFE PATH

Individual Category Traits and Behaviors for

Sample Genetic Code - IRCF

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 Flexible

- Are spontaneous/flexible
- Start many projects but may have trouble finishing them
- Like things loose and open to change
 - May decide things too slowly
- Feel energized by last-minute pressures; finish tasks at the deadline
- Enjoy surprises
- See routine as limiting

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, at this point, 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 at which 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?

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 be completed after reviewing this report.

CAREER PATH

Broad View of Possible Occupations

Career Path by Genetic Code

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

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.

IRCF - Career Satisfiers

I find satisfaction in a career that:

1. Is something that I can be proud of and supports my inner values.
2. Has loyal and supportive employees.
3. Requires attention to detail and quality work.
4. Works on real issues with practical solutions.
5. Is free from restrictive rules and procedures.
6. Gives me the freedom to work independently but have the full support of the organization when I need it.
7. Is done in an attractive, comfortable, and stimulating environment.
8. Provides me with the opportunity for training, inner growth and development.
9. Does not require public speaking or group presentations.
10. Lets me solve issues in a simple, prompt, and practical way.

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Job Related Strengths

These are things at which you would excel and enjoy.

IRCF Job Related Strengths

My Job Related strengths include:

- Warmth and generosity
- Loyalty to people and organizations
- Attention to detail
- Flexibility and willingness to try new things
- Common sense
- Realistic perceptions
- Practical approach
- Sensitivity to others
- Adaptability
- Supporting the organization's goals

CAREER PATH

Job Related Weaknesses

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

IRCF Job Related Weaknesses

My Job Related weaknesses may include:

- Internalizes criticism or negative feedback
- Dislikes advanced preparation
- Accepts things at face value, missing the deeper implications
- Dislike of bureaucracy and rules
- Difficulty in disciplining subordinates
- Can be overwhelmed with complex tasks
- Difficulty meeting deadlines
- Will place personal feelings above required actions
- Difficulty in dealing with conflicts

CAREER PATH

Possible Careers

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

IRCF – Possible Careers

Administrator

Animal groomer

Archaeologist

Artist

Beautician

Bookkeeper

Botanist

Carpenter

Chef

Child welfare counselor

Computer operator

Corrections Officer

Dental assistant

Dietitian

Farmer

Fashion designer

Firefighter

Florist

Forrester

Game Warden

Gardner

Geologist

Hospice worker

Insurance appraiser

Insurance investigator

Interior designer

Jeweler
Landscape architect
Landscape designer
Legal Secretary
Mechanic
Medical assistant
Nurse
Painter
Paralegal
Personal fitness trainer
Pharmacist
Police
Primary care physician
Retail
Social worker
Speech pathologist
Surgeon
Surveyor
Systems analyst
Tailor
Therapist
Travel agent
Typist
Waiter
Zoologist

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 IRCF

Specialized: operatives
Cleaning services
Miscellaneous operatives and factory workers
Food service workers
Health service workers
Clerical and kindred workers
Private household workers
Office machine operators
Laborers
Engineering and science technicians
Nurses
Mechanics
Health technologists and technicians
Personal service workers
Health care therapists
Craft 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.

IRCF Job Search Suggestions

Use your natural strengths to enhance your job search:

- Check out the company thoroughly before interviewing to be sure that it will meet your desired environment.
- Use your close friends and family to help generate a list of possible jobs. Pay close attention to the suggestions on pages 22-24.
- Talk with people working at the firm to alleviate any concerns.
- Ask for and accept help from those closest to you. You will need their support and encouragement through this process.
- Look for opportunities that will provide you with on-the-job training.
- Develop a complete and comprehensive job search plan and use your short-term planning to keep you on track.
- Write out the qualities of a “perfect” job and use this list to evaluate opportunities.
- Volunteer at organizations during your search. This will build your personal network and gain new skills.
- Consider the consequences of accepting a position and focus on your long-term objectives.
- Look carefully at the job, not just the people involved in the interview process.

CAREER PATH

Suggestions for continued success

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

IRCF - For Long-term Success

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

- Seek help with interpersonal conflicts
- Consider assertiveness training
- Schedule uninterrupted alone time each day to recharge
- Seek opportunities to help and support others
- Keep variety in your activities
- Set short-term achievable goals but also focus on long-term
- Associate with others with similar interests
- Ask for clear performance objectives