

# **CPP REPORT: CAREER PATHWAYS AND POSSIBILITIES**

Profile Insights for Career Planning and  
Development



**Overview ..... 3**

**Traits**

Openness ..... 4

Diligence ..... 5

Socialbility ..... 6

Accomodation ..... 7

Sensitivity ..... 8

**Summary ..... 9**

**Reflection Questions ..... 10**

## Thank you for completing the CMP Career Pathways and Possibilities (CPP) assessment.

Your CPP report has been generated based on your responses to the CPP question set. It is designed to help you better understand how your behavior profile aligns with specific work environments and occupational families.

Please use the Preference Indicators on the following pages to interpret each of the 5 CPP Traits. Your preference for each trait is indicated by the bolded circle and arrow and is based on your responses to the CPP questions compared to a national benchmark.

Also included in your CPP report are suggested work environments for which you are best suited. These are based on your preference indicators and occupational families, which are groupings of similar roles that align with your preferences (reference, U.S. Bureau of Labor Statistics). Understanding how these preferences match specific careers does not give you the final career “answer.” However, it can help you identify and pursue a career that fits you best.

Recommendations for interpreting this report include:

- Read the report with an open mind—do not pre-judge any of the results.
- Document your impressions of each trait in the space provided.
- Consider your previous work environments and occupational families:
  - Which environments and occupational families did you flourish in?
  - Which environments and occupational families did you struggle in?
  - Are the CPP results consistent with these experiences?
- Use the Notes sections to document your insights. Think about how each of your CPP Trait preferences has manifested in your work experiences.
- Use the Reflections section to process your results. Journal your insights and impressions.
- Share your results and thoughts with a colleague, coach, or friend you trust. Test your thinking with their observations.

*Note: This CPP report is designed solely for your career self-insight.*

**Seeking**

Your preference is for new experiences. You are curious and seek novel ideas and ways of doing things.

**Settling**

Your preference is for stability and predictability. You are most interested in proven solutions.

Given your Openness results, below are work environments and occupational families you may feel most comfortable with.

Individuals with higher **Settling** levels thrive in structured, well-established, and stable work environments. They are often reliable, consistent, and solutions-oriented, making them valuable contributors to quality control, process management, and systems-grounded roles. People higher in Settling enjoy work environments characterized by the following:

- ✓ Clear job descriptions
- ✓ Stable roles—set accountabilities
- ✓ Established processes
- ✓ Low risk-taking
- ✓ More defined career paths
- ✓ Predictable schedule and work hours
- ✓ Established methodologies
- ✓ Detailed performance measurement
- ✓ Proven solutions
- ✓ Formal reward and recognition systems

Occupational families, or career occupational types, that fit high Settling profiles are:

- Budget Analysts
- Industrial Engineers
- Accountants and Auditors
- Financial Managers
- Biological Technicians
- Geographers
- Automotive Technicians and Mechanics
- Data Scientists
- Surveying and Mapping Technicians
- Medical Assistants

**NOTES:**



# SAMPLE REPORT

## CAREER FIT PROFILE:

### DILIGENCE

Level of interest in goal-centric and organized efforts versus more spontaneous and in-the-moment activities.

5

#### Organized

Your preference is for systems, plans, and processes. You bring structure to your work.



#### Spontaneous

Your preference is to let things happen naturally. You bring flexibility and adaptability to your work.

Given your Diligence results, below are work environments and occupational families you may feel most comfortable with.

Individuals with higher **Organized** levels thrive in structured, process, and goal-oriented work environments. They are often detail-oriented and desire to bring work to completion. People with a high Organization orientation enjoy work environments characterized by the following:

- ✓ Concrete objectives
- ✓ Formalized performance reviews
- ✓ Need for high precision
- ✓ Structured processes and systems
- ✓ Role clarity (or opportunity to create clarity)
- ✓ Clear accountabilities
- ✓ Regular feedback and review
- ✓ Efficient use of time and resources
- ✓ Clear methodology
- ✓ Work requiring follow-up and follow-through

Occupational families, or career occupational types, that fit high Organized profiles are:

- Industrial Engineers
- Project Management Specialists
- Historians
- Lawyers
- Secretaries and Administrative Assistants
- Financial Managers
- Accountants and Auditors
- Financial Clerks
- Assemblers and Fabricators
- Technical Writers

## NOTES:

Level of interest in connecting with people broadly and regularly in the workplace versus focusing on individual tasks with less people interdependency and interaction.

**Outward**

Your preference is to be in social environments. You like to connect and work with people.

**Inward**

Your preference is to spend time focusing on tasks with less people or group distractions in the workplace.

Given your Sociability results, below are work environments and occupational families you may feel most comfortable with.

Individuals with an **Inward** orientation thrive in task-driven, focused, and solo practitioner environments. They are often introverted and thoughtful with a preference to dive deep on issues and consider their response before making a decision. This makes them valuable contributors as subject matter experts and in roles requiring deliberate decision-making. People with Inward profiles enjoy work environments characterized by the following:

- ✓ Time for deliberation before decision-making
- ✓ One-on-one over group interaction
- ✓ Structured group work
- ✓ Need for deep analysis
- ✓ Collaboration through written communication
- ✓ Active listening
- ✓ Results are rewarded over politics
- ✓ Minimized distractions
- ✓ Task-focused
- ✓ Independence— work-from-home options

Occupational families, or career occupational types, that fit high Inward profiles are:

- Accountants
- Scientists
- Software Engineers
- Actuaries
- Writers and Editors
- Quality Control Inspectors
- Technicians
- Architects
- Engineers
- Chefs and Cooks

**NOTES:**

**Agreeable**

Your preference is for harmony. You read and adjust to the mood of individuals and groups.

**Directing**

Your preference is assertiveness. You get to the bottom-line and address people and issues head-on.

Given your Accommodation results, below are work environments and occupational families you may feel most comfortable with.

Individuals with higher **Agreeable** levels thrive in harmonious, positive, and considerate work environments. They are often pleasant, tuned in to the feelings of others, and service-oriented. People higher in Agreeableness enjoy work environments characterized by the following:

- ✓ Sensitivity to team dynamics
- ✓ Sensitivity to broader politics
- ✓ Adherence to hierarchy
- ✓ Supportive interactions
- ✓ Need for calm in emotionally-charged environments
- ✓ Nuanced interactions with divergent stakeholders
- ✓ Servant leadership
- ✓ Positive and agreeable culture
- ✓ Tangible impact on others
- ✓ Community involvement and volunteerism

Occupational families, or career occupational types, that fit high Agreeable profiles are:

- Nursing and Medical Staff
- People Managers
- Dentists
- Actuaries
- Human Resources
- Restaurant Waitstaff
- Personal Assistants
- Loan Officers
- Insurance Sales Agents
- Information Clerks

**NOTES:**

**Subjective**

Your preference is to surface  
and understand emotions.  
You consider the feelings of  
yourself and others in making  
decisions.

**Objective**

Your preference is to deal  
with facts and objective  
information. You are even-  
tempered and consistent.

Given your Sensitivity results, below are work environments and occupational families you may feel most comfortable with.

Individuals with a **Subjective** orientation thrive in work environments that are employee-centric and facilitate a culture of consideration of the employee experience and perceptions. They are often empathetic, have an emotional filter, and bring energy and passion to their work. They can connect to mission and values and advocate for purpose, people, and culture. People with a Subjective orientation enjoy work environments characterized by the following:

- ✓ Supportive of differing perspectives
- ✓ Safe outlets to discuss concerns
- ✓ Non-combative and collegial interactions
- ✓ People-friendly management practices
- ✓ Balance of “results” and “values/behaviors” in performance and recognition
- ✓ Lower competition
- ✓ Connection to larger purpose
- ✓ Thoughtful feedback mechanisms
- ✓ People and values-driven
- ✓ Active reward, validation, and reinforcement practices

Occupational families, or career occupational types, that fit high Subjective profiles are:

- Childcare and Residential Workers
- Physical Therapists
- Clinical Therapists
- Creative and Theater Arts Roles
- Non-Profit Leadership
- Medical—Physicians and Nurses
- Teachers
- School and Career Advisors
- Trainers and Facilitators
- Advocacy

**NOTES:**



Your preferences within each of the 5 CPP Traits provides insight into your overall career fit profile.

#### Your 5 Preferences

Settling

Agreeable

Organized

Subjective

Inward

Your Summary Profile considers your preferences in each of the 5 CPP Traits - the culmination of your Preference Indicators. This is a list of the type of work environments and occupation families that people with your unique combination of traits and preferences often enjoy and thrive in. Review with an open mind and use the Reflection Questions on the following page to explore and apply these insights.

#### Your Preferred Work Environment

Listed below are your overall Career Fit work environment characteristics.

- ✓ Calm and predictable settings
- ✓ Emotionally reflective independence
- ✓ Structured collaboration
- ✓ Purpose-driven routines
- ✓ Personal validation focus
- ✓ Deep task engagement
- ✓ Introspective problem-solving
- ✓ Supportive leadership
- ✓ Consistent recognition
- ✓ Mission-aligned feedback loops

#### Your Preferred Occupational Families

Listed below are your overall Career Fit occupational families:

- Bank/Financial institution workers
- Delivery drivers
- Childcare workers
- Teachers
- Accountants
- Quality inspectors
- Chefs
- Historians
- Medical assistants
- Social workers

#### NOTES:



# SAMPLE REPORT

## CAREER FIT PROFILE: REFLECTION QUESTIONS

Making Sense of Your CPP Profile

10

You are unique. Your uniqueness needs to help you shape a career, work environment, and occupation that best leverages your predispositions and attributes. To achieve clarity on your career path, take some time to answer the questions below.

**How have my CPP Profile results confirmed what I already knew about my preferences?**

**Did I find any of my CPP Profile results to be surprising? If so, please list:**

**How do my experience and interests align with the work environments listed in my CPP Profile?**

**Which of the occupational families listed in my CPP Profile am I most attracted to?**

**Who will I discuss my CPP Profile results and conclusions with?**

# SAMPLE REPORT



Contact us at  
**1.800.680.7768**  
[www.careermp.com](http://www.careermp.com)