

# CareerReport

**Shadowmatch Career Advisory Report**

**Example Career Report**

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**Date Finished: 2020-04-01**

**[CONFIDENTIAL]**

ShadowmatchCareerReport

**Name:** Example Career Report**Gender:** Other**Year of Birth:** 2002**Worksheet Date:** 2020-04-01

## Introduction

Many years ago, careers were determined by a family. Farmers would, for instance, keep their children on the farm to continue as farmers. Business owners would train their children to run the business and keep it in the family. This reality even extended into professional careers. A parent, qualified as an engineer, would sometimes strongly influence their child to become an engineer. A parent who worked as a teacher could do the same and influence their child to become a teacher too. Although society still has family-career trends, many people have moved away from this. It must be emphasized that the successful career of a parent has a strong influence on a child. Research shows people start a career different from their parents and then much later in their lives, return to their parents' careers. In some communities, this is referred to as a 'back to the farm curse'. We must be aware of the influence of parents and other role models on our thinking. Be mindful of the fact that this 'back to the farm' reality can become stronger, as we get older. Older people tend to long for the place and circumstances they grew up in. Many people sometimes experience difficulties moving away from the mindset and career paths of parents and the people they grew up with.

Shadowmatch wants you to be aware of this. It can be positive, but it can also be a challenge. The complexities of this parent/role model/family history influence on the way people decide on a career can cause confusion. You must focus on your personal preferences and not become what other people want you to become. You must decide on a career that works for you. It is all about your success and your happiness.

For younger people like yourself, this could have two sides. You may be trapped in the careers of your family, or you might have an anti-personal-history approach. The latter refers to a resistance against the careers of the people who influenced your childhood development. What you should do (if possible), is to free yourself from this. Be honest and don't let anybody decide for you. Read this report with great attention and make up your mind. You might find this difficult. Do everything you can to be the author of your own life story.

## Reading your Report

This report is very detailed. The report should preferably be studied and not just read. It will also be excellent to read it with someone who you can share your thinking with and with whom you can discuss certain aspects of the report. Just be careful: Don't allow anybody to decide for you or to influence you against your gut feeling.

Most topics in this report have an accompanying video to explain the broad principles of the related subject visually. Carefully watch the video, then read the part of the report applicable to the video content.

## The Future of Work - Industry 4.0

Video: <https://youtu.be/sEEhxVTO-CA>

Technology has changed the way we work, and it will continue to do so. We have entered the fourth industrial revolution. This is a phase that will divide the careers of people into four career paths. The first is that of advanced and theoretical work: individuals who will design and build automated systems. The second will be those careers that are technically and physically done by people working with the automated and semi-automated systems. The third career path is related to those jobs and careers that will not easily be replaced by sophisticated, intelligent machines. For a clear picture, let's give these three paths names. System Designers will design the automated technologies. Technology Enablers will operate, service, maintain and monitor the smart technologies. Functional Enablers refers to careers that will not (soon) be automated. These careers are related to human dependent work that cannot be replaced by machines. Or, at least, not soon. The fourth career path is that of artists.

Shadowmatch wants to explain in a bit more detail. System Designers will be engineers, specialist medical research practitioners, advanced human behavioral research specialists, data analysts and many other careers focused on creative technical design of automated systems. They will design intelligent systems that can do what humans used to do.

The team working on self-driving cars is a good example for understanding Technology Enablers and Functional Enablers. The Technology Enablers will repair, program, deploy and code (where necessary) the working capabilities of these machines. They will, for example, program, commission and repair the self-driving cars. The Functional Enablers will work above technology, in collaboration with technology and in some instances, removed from technology. It will be the Functional Enablers who will write the laws to govern how self-driving cars can be used. Functional Enablers refers to careers that are predominantly done by people with or without the help of technology.

There is a distinct difference between Functional Enablers and the Technology Enablers. Functional Enablers are careers where the enabling energy to deliver a result comes from a person. Technology Enablers refers to careers where a human puts the technology into operation and then manages and maintains the technology. But the technology delivers the result.

For this report, all the different artists should be regarded as one career group - singers, dancers, artistic painters, sculptors, actors, writers and so on. You must keep in mind that there are key behavioral drivers for working in the artistic world. These people have specific behaviors that they share. The form of art is just the way they express these behaviors and talents.

It is important to do some research once you've decided on a future career. It is also important to research what the future of the chosen career will hold. It doesn't mean that you should not prepare for a specific career, it only means that you must inform yourself with regard to changes and possible new opportunities that your chosen career will offer in times to come.

Your specific industry four position is a strong directive to work in the Functional Enablers space where intelligent systems/machines do exist, but have not yet been implemented. Your best career choice is where short training programs will teach you exactly how the work must be done.

It is important to try to work in a space where your work content is dominated by working with people but also involves working with objects or things. The best example to demonstrate this is all the work related to the work of a dentist or an artificial limb specialist. All the work is for people, all the work is physical and all the work is with things.



## The Broad Focus of your Career

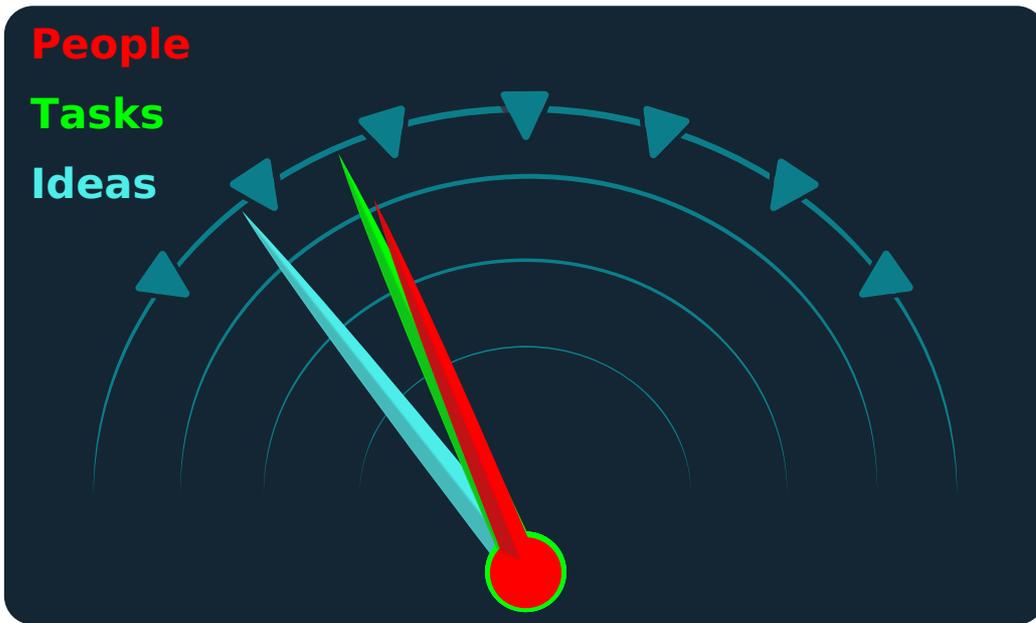
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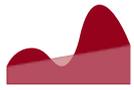
The workplace always brings together three basic aspects of how we engage the working environment. The first aspect relates to people engagement. This is about the way we work with and collaborate with people in the workplace. It also refers to the intensity of people related content of the career. The second is task and object engagement. It refers to the way we work with objects such as machinery, technology and sometimes less sophisticated objects such as cables, wood and fabric. The third aspect has to do with how ideas are related to careers. For success and fulfilment in your career, you need to understand your preferences towards these primary work-related factors and how to build the optimal balance that will best accommodate your unique preference.

When one has to decide on a future career, it can become a very challenging decision. For younger people with limited experience of workplaces, the decision is even more challenging. The reason for this is the fact that a decision must be made without knowing what the workplace will be like. This report will help you to understand your preferences towards work content as well as your best working environment. It will start by providing you with your preference towards working with people, working with objects and working with ideas.

*Your Preference:* You have a unique situation. You must try your very best to choose a career that balances working with people and working with objects. The emphasis on working with ideas should be less important. Your career must have a practical, technical and people engagement emphasis.

### Your Position:





## The Stable and Dynamic Content of your Career

Video: <https://youtu.be/zgljODIfKSY>

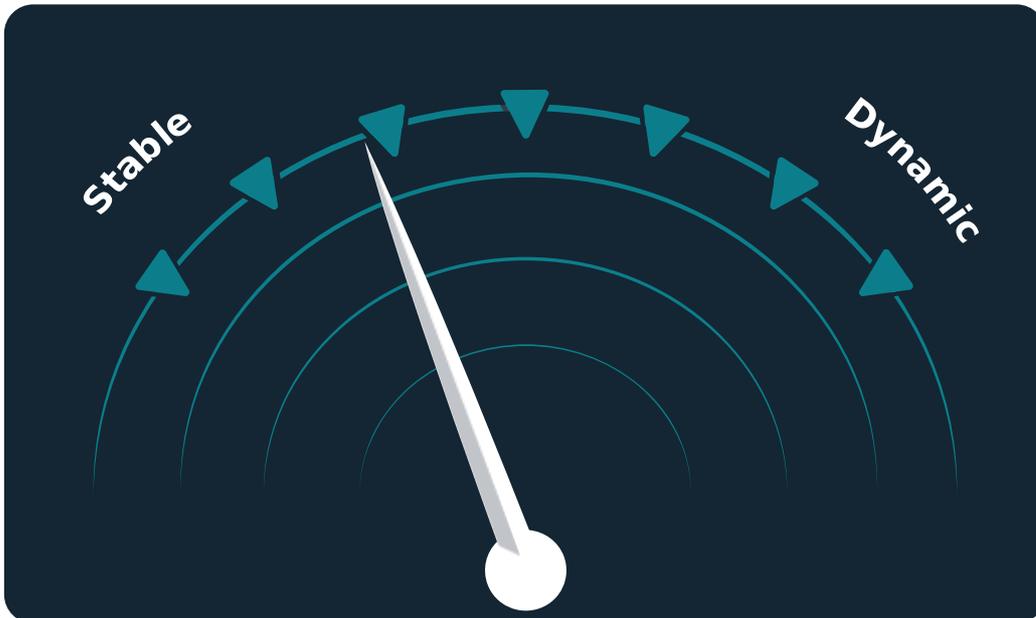
Every job falls somewhere between sameness and familiarities, on the one end, and explorative, innovative and continuously changing on the other end - with a balance in the middle. Keep in mind that the stable and dynamic content of a career is separate from the intensities of a career. Some very intense jobs are extremely stable. For example, a judge in a high court has an intense but very stable career. Another example is that of a tour guide. It is very dynamic but not intense. The recommendations to follow are about the stability versus the dynamic content of your career. It focuses on what your medium to long-term preferences are. There are specific reasons why Shadowmatch recommends this as a medium to long-term career strategy. People easily dream about high energy jobs, especially when it has some glamour attached to the work. Once they start doing the job, they experience it to be frustrating. Or, they might be attracted by the peaceful picture of a job, but when they have to do that specific job, they become bored and frustrated.

This is an important note. Your future career must be very stable, disciplined, structured and well-organized. You must know what is expected of you during a working day and it will be important to know in advance what will be expected of you during the next few working days. The work content must be known and surprises must be limited.

Shadowmatch wants to provide you with some specific examples that will best demonstrate how you should approach this. Please keep in mind, examples are not recommendations. The examples are provided to help you think about your career opportunities. Herewith some examples that could be regarded as the type of career you may want to consider:

- Interior Decorating
- Landscape Technician
- Technical Advisory Work
- Estate Agent and Consultant
- Technical Training (teaching adults a physical skill)

### Your Position:





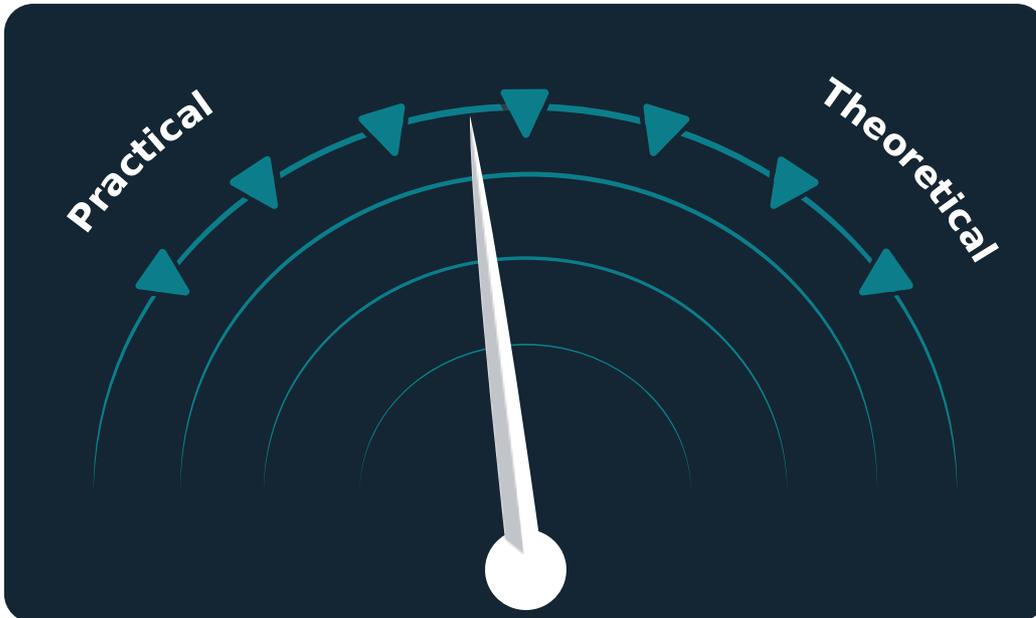
## Practical or Theoretical Career

Video: [https://youtu.be/sML\\_mYUDA9g](https://youtu.be/sML_mYUDA9g)

The modern workplace has moved into a working environment that is, for some jobs, less physical: such as writing, design, working with technology of some sort, communication, and so on. Despite this shift, our world is still very dependent on work that needs to be done physically. Some of us have strong preferences to do technical and practical work. Some people prefer theoretical work: such as working with numbers, writing, developing financial models and building mathematical calculators to calculate how much electricity a city needs. Some people prefer a balance between theoretical, technical and practical work.

*Your Preference:* It will be best for you to start with a future career that is more practical than theoretical. Your habits indicate a preference to work with practical and physical objects. Later in the report, you will also be informed about the complexity levels of your future career. With regard to this part of your career information, it is important to note that you seem to have a strong preference to learn things by doing it. You also indicated a strong preference to rather work with objects. Practical work is, for example, to physically build a computer or to cut the diamonds for an engagement ring. Theoretical work is to design how the diamond must be cut. One last example: practical work is physically building a house. Theoretical work is to draw the picture and building plans. Your preference is towards the physical and practical aspects.

### Your Position:





## Complexity Index of your Career

Video: <https://youtu.be/m42gj-q2DHM>

All careers, all academic studies and all the jobs in the world have a relative level of difficulty. For some people, the most basic mathematical algorithm is a challenge; for others, even the most complex ones are fun. For some learning a new language is almost impossible. For others, it is easy and enjoyable. The same with music, tennis, chess, studying etc. The challenge is to choose a career that will match your current level of Conceptual Fitness. Our ability to work with complex problems is dependent on our fitness to work with advanced conceptual content. This fitness correlates with our experience and how often we practise to work with challenging stuff through repetition. This report will help you understand your immediate possibilities in this regard.

*Your Optimal Choice:* If you think back to the Shadowmatch worksheet (the series of questions you've answered), you will remember the questions where you had to resolve a problem. Your answers indicate that you do not successfully engage with such problems. You should choose a career that doesn't expect you to engage problems presented to you on paper or a computer screen, with the aim that you must resolve it. You should not (for the short-term future) work with problems in the workplace. There are many jobs where you don't have to actively engage problems. Think of jobs where colleagues can support you when problems need to be resolved. These type of jobs could include: teaching children in pre-primary school or working on a production plant where you work with the physical assembly of a product. It could also be a job where you do support work in a hotel, take care of people with special needs, or any job where you can participate as part of a team with a clear understanding of what is expected of you. Should you find yourself in one of these jobs, use it as an opportunity to learn from those who work with problems. Part of building your career must be to develop your fitness to work with problems. If you decide to go for training, focus on training that teaches you a skill or a process. If possible, avoid immediate study or further training that is problem-solving intense.

### Your Position:





## Important Career Tips

Video: <https://youtu.be/bEYnDaolAjc>

This part of the report aims at providing a carefully selected group of tips about specific aspects of your career. Be very aware of these guidelines as it will help you to decide on a career that will be in alignment with your behavioral patterns. You must keep in mind that there is no such thing as a perfect job. All careers have frustrations. Only a very few individuals are fortunate to a point where their careers are a perfect match to their preferred behaviors and lifestyle preferences. It is important to use your insights towards the best decision. Somebody once said: "Your career can make or break your happiness".

### **Taking Control**

*Definition: The extent to which your career will allow you to take full control of the work that needs to be done.*

Every career has a specific framework of tasks that the individual has to own fully. For instance, a pilot takes full ownership of landing an aircraft. In most instances, a medical doctor takes full ownership of the patient. But, the engineer who designed an electronic system must work with the technical people to physically build the hardware. When referring to the pilot, the career is described as a career of full ownership. The electronic engineer has a career of shared ownership. You must try to choose a career of shared ownership. Your career must allow you to carefully select those tasks you prefer to do and then own the tasks in a very balanced way. In other words, balance the tasks you own with your skills and working preferences.

### **Strictness and Structure**

*Definition: Adherence to rules, regulations and a highly controlled environment.*

Rules and regulations in the workplace are always important parts of a career. Your habits are not sensitive to the normal levels of a regulated working environment. Just be aware that too strict environments (such as the military or some specific engineering jobs) will frustrate you. An extremely unstructured job will also frustrate you. Don't go to either extreme: not extremely structured and disciplined, and not too loose and self-regulated.

### **Communicator**

*Definition: Careers where communication is part of the working content.*

Your habits related to communication as a behavioral pattern is strong enough to choose any career with the regular demand to communicate. But work that consists entirely of communication will be a stretch for you. Writers, radio broadcasters, journalism, teaching and lecturing should not be your first choice.

### **Immediacy and Being Quick**

*Definition: Careers where immediacy and quick responses are important.*

Jobs and workplaces have different time and reaction urgencies as part of the job. Examples of slower jobs are architects, researchers, lecturers and artists. With slower jobs, Shadowmatch wants you to understand that the job might be very intense, but immediate reaction is not the nature of the job. On the other hand, medical rescue, medical work in an emergency hospital, fire fighting, police reaction and some project management careers are jobs where responsive immediacy is an integral part of the job. You should rather go for a career on the slower side of these extremes. A workplace where continuous urgencies are always present will become stressful for you.

### **Caring for People**

*Definition: Working conditions and an environment where caretaking and helping people is the job.*

The noble careers that are highly respected by everybody are those focused on caring and helping people in need. This will work for you as a part-time voluntary service but not as a career. If you decide on a career in a people-related working environment, make sure it is not saturated with helping people in need.

## **Working with Problems**

*Definition: Solving problems that are different, diverse and the problem content of a career in general.*

Working with problems is typical of many careers. Some jobs are inundated with problems and solving them is, in a way, the focus of the job. Think of medical doctors, psychologists and aircraft accident investigators. In most instances, these jobs are predominantly problem-solving careers. Don't choose a career that is dominated by solving problems. It will frustrate you endlessly! Problems must not dominate your future job.

## **To Simplify Work Content**

*Definition: The challenge to simplify complicated concepts and processes as an integral part of your career.*

Some careers have an extreme dependency to make things easy to understand. You must do everything you can to stay away from such careers. An extreme example is to train poorly informed people on how to use complex equipment. Or to simplify a production process so that people with very limited skills could successfully do it.

## **Design and Creative Careers**

*Definition: Jobs where new ideas and creative thinking are necessary.*

People are easily attracted to new and innovative ideas. The problem is that creating these new and innovative ideas is not for everybody. Keep in mind: this does not refer to ideas people may have about something that might work. This is about innovation as part of the job. Creating an innovative advertising campaign, designing a new building in a style that does not yet exist, finding a new mathematical algorithm to predict market trends. These are examples of careers anchored in innovation. Careers, where innovation is the dominant aspect of the work, will not be your best choice.

## **Conclusion**

This report should have helped you to clear your mind. If not, discuss the report with people you trust, people who you respect as more experienced than yourself. This helps and will also bring clarity in your difficult situation to decide on a future career. If you are still not sure, go back to the part of the report under the heading: The Broad Focus of your Career. This is the part of the report that deals with working with people, ideas, tasks and objects and the energy components of your career. For you, that part of the report is most important. Start today and build a career for life.

Your next step in the process is to read the report again and to make a visual summary of the content. It will be a good idea to discuss your report with someone. It helps to get clarity on some of the directives. Once you've created a visual summary, put together a shortlist of possible career choices. Just a final comment. Please do some research on the careers on your shortlist. Don't decide on a career if you are not sure what the work entails.