



**Jon T Stokkeland**

**CAREER ANALYSIS**  
BY  
**MAPP™**

Motivational Appraisal of Personal Potential

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# 1. NARRATIVE INTERPRETATION

## 1.1 INTEREST IN JOB CONTENT

*The INTEREST section identifies the ideal job content for the individual by identifying the human talents, called Worker Traits, which he or she brings to the job. These talents are listed in their order of motivational priority and are central to the vocational potential of an individual. Typically, what one wants to do is that which he/she is most likely to do and do it often enough (including training for it) to transform the raw interest into real skills, and then, to stay on that job.*

Jon is socially independent. This allows, often encourages, activities which do not require, permit, or encourage association or interaction with others during projects, shifts, or extended periods of time. Emphasis is not on what Jon is doing, but that it is willingly or intentionally apart from others. This trait, by itself, does not imply or suggest antisocial or selfish attitudes. It only identifies social independence for vocational or recreational activities. Scientists, engineers, persons engaged in agricultural vocations, and night-shift service workers often rate in this factor.

Jon is emotionally and sentimentally attached to the familiar and typically prefers routine, organized, and methodical procedures in all life activities. This indicates a resistance to, and negative feelings toward, sudden or unannounced major changes. This is true even if Jon would accept or even desire such changes provided more time, or exposure to the possibility or need of the change. When attachment to the familiar is strong, it is appropriately called the "homestead" trait. Like Charles Schultz's Charlie Brown says, "Happiness is sleeping on your own pillow." Such routine activities can be mental, administrative, machine-paced, sensory/physical, etc.

Jon has the interest and skill for physically working with things and objects. Work of this sort is more sensory and physical than mental. When working with machines or equipment, timing, dexterity, coordination, and visual skills are important. Much of the activity is outdoors or where environmental conditions aren't well controlled to assure physical comfort. Jon relies on the natural talent that has developed since birth for the ability and savvy to do such work.

Jon enjoys working at projects which are planned, scheduled, and completed. This indicates a preference to complete a project rather than leave it unfinished. But completion or achievement may be offset by switching to a project of higher priority and/or interest, with the hope that the uncompleted project may be done another day. What is not completed will probably be kept in mind until it is completed.

Jon has a curiosity and awareness about the nature and utility of things. Analysis and experimentation are part of vocational and recreational activities. But those are probably not specialized or professional activities. Instead, they are part of a mix of functional talents. This technical orientation causes Jon to think systematically and wants to have some developmental or experimental challenge in activities.

Jon has little or no need for recognition, status, or competitive gain. Comfortable and satisfied with a subjective estimate of self in relation to others, opinions others hold about this person do not present serious effects, one way or the other. Performance is motivated by personal and internal interests or drive, not by the promise of favor, recognition, or reward from external sources.

Jon's mind is oriented toward fact, reality, and tangible processes. Perceptions, thinking, and expression are not related to intangibles, abstract ideas, theory, fiction, hypothesis, etc. Instead, logical, analytical, computational, administrative, clerical, operational, and/or sensory/physical activities fit Jon's talent.

Jon shows little priority for associating with others in vocational or recreational activities. There may be a variety of reasons: nongregarious and nonbenevolent interests that involve activities unrelated to people may have a strong influence. Review of other traits may help identify why there is little motivation toward contact and interaction with others.

Jon does not seek the responsibility for managing other people, perhaps preferring to function under the management of others or involvement in work completely independent of an organizational relationship with others. If persons do not want to manage others, it should not be assumed that they also want to be managed by someone else. It is important to look at other traits to see if Jon requires or prefers a subordinate role, management by others, or is equipped to function independently.

Jon is much more at home with fact, knowledge and familiar experience than with abstract ideas, theories, hypothesis, open-ended options, and/or fiction. Jon tends to relate to people on the basis of types rather than looking for uniqueness in each person. It is important to Jon to know that things (including people) can be counted on to be what they appear to be, on the basis of first or early impressions.

## 1.2 PEOPLE

*In this section, seven people factors cover important activities related to the interaction of a person with other persons. These are very important for individuals motivated and talented for associating and interacting with people. They may also be important traits for certain "people intensive" jobs. (Low ratings in this section may also be quite positive and valuable, if occupations necessitate or require that an individual function apart from others, manage his/her own activities, or be satisfied with work in isolation.)*

Jon does not want responsibility for or involvement in negotiating activities: not comfortable to be in confrontational, adversarial, or competitive interaction with others, Jon would rather associate with others on the basis of mutual interest or service or even function independently.

Jon is not persuasive and will avoid oral communication if it requires psychological jousting with others. Therefore, Jon wants to know, in advance, the purpose and the psychological environment to be expected when in unplanned, unstructured, social encounters with others. It is also not very comfortable for Jon to be persuasively or psychologically dominated or intimidated by others.

Jon feels little inclination or responsibility to offer information to others. Benevolent, literary, and persuasive traits (in that order) are usually involved in voluntary service communication. Because motivation is low, it means that one, two, or all of these traits have low motivation. It is valuable to determine which, if any, of those traits cause disinterest in service communication.

Jon is not persuasive in the sense of entertaining to influence, is basically not very comfortable with performing before people, and is not motivated to take on the risk of promotional work as a part of vocational activities.

Jon functions primarily on the basis of natural, sensory, and/or physical talents and has little inclination toward instructing others. Learning is primarily experiential and best accomplished through apprenticeship or self-experimenting. Jon is willing to share knowledge of how to do things.

Jon does not want management or supervisory responsibilities. Instead, Jon would rather function under management by others or function independent of any supervision.

Jon has little interest in or awareness of the personality, motives, and interests of others. Self-awareness comes first, and self-interest has first priority. Therefore, it is very important to find out what is involved in Jon's self-orientation and self-interest. If **benevolent, gregarious, harmonious** and/or **managerial** traits are strongly motivated, it means that a high priority of self-interest is to be in compatible, mutually productive, and beneficial interaction with others, and that is a form of benevolence and service. If benevolent and/or gregarious traits have low motivation, then Jon may tend to be quite self-oriented and self-centered.

Rather than putting others first, Jon's first priority is for self, self-interest, status, and recognition. Jon does not like to lose, so all options and choices are evaluated on the basis of the chance of gain versus the chance of loss **before** a decision or commitment is made. Stress and frustration are experienced when things aren't going Jon's way. Pleasure, enthusiasm, and energy are experienced when things are going Jon's way. Association and relationships are chosen, maintained, or abandoned on the basis of self-interest.

### 1.3 THINGS

*Working with things, manipulation of materials and processes, and cognizance of operational and mechanical forces or objects, highlight this Worker Trait Code section. None of the factors in this section are directly related to people nor call for exclusive mental talents. However, these factors do call for the interaction and interplay between **mental, sensory, physical, and mechanical** skills. If the individual has a natural mechanical savvy, and likes to work with his/her hands, this becomes a highly important and relevant Worker Trait Code section.*

Jon has highly developed skills which interact to cause excellent awareness of technical and mechanical standards as they relate to quality and precision. Concentration and focus are strong. Precision, quality, and standards are natural, highly developed elements of perception, thinking, and logic. This is a very important skill in industries where production, maintenance, and repair require exact precision, high quality, almost zero in allowable defects or error.

Jon has good awareness and ability to run/manage fixed machine operation, and to be responsible for machine performance, condition, output, and quality. This necessitates constant awareness of what is happening with the machine itself, with the processes being done by the machine, with materials going into the machine, quality of materials coming from the machine, and how and when to make adjustments and provide maintenance. A number of functions are involved and require a variety of talents, the most important being machine savvy, alert monitoring of operations, and coping with routine.

Jon is motivated and equipped for **tending** of operational/clerical activities. This means monitoring ongoing operational processes through observation of recording instruments which show what is currently happening. It usually involves more than just observing and recording what is observed. It often requires setting limits (such as temperature or flow controls), turning flow valves or switches on and off on a scheduled or situational basis. It includes responsibility for quickly noting when something is not happening as it should and then taking immediate, appropriate action including shutting down the process or alerting technical or management personnel. This tending position does not imply or suggest just clerical observation and posting.

Jon is motivated and talented for mechanical engineering, including: (1) natural mechanical awareness of assembly, fabrication, operation, leverage, motion, force, and power, (2) ability to design and/or draw technical plans, (3) technical, statistical, and numerical analysis, and (4) layout and installation capability. This highly motivated, multi-talented engineering orientation probably means professional dedication to a major engineering vocation.

Jon is able to exercise sensory/physical skills in feeding materials into machines, or offbearing materials from machines efficiently and steadily. Such activity is usually associated with assembly line processing. First of all, it requires tireless synchronizing of one's sensory/physical activity with the speed and characteristics of machine input or output. It also means little social interactions with others while functioning on-station.

Jon enjoys operating heavy, mobile equipment such as trucks, earth-movers, cranes, etc. Sensory and sensory/physical skills are primary: e.g., coordination, dexterity, timing, spatial awareness: size, shape, distance, dimension, perspective, relationship; depth perception. These skills have a fused linkage with equipment controls so that operator and machine are one unit. Natural machine savvy causes Jon to subconsciously know what the machine is capable of doing and operate it to get excellent performance. This usually includes proud identification, through one's skills, with the equipment one operates. Work is most often outdoors or where conditions for physical comfort aren't closely controlled. Mobility of work and residence is often another important factor.

Jon is well equipped for activity involving craft tools, repetitious activity, recognizable detail, variable physical conditions (temperature, elements, etc.) and minor tangible problem solving. This work is often called manual labor or basic labor to indicate that it can be done with minimum skill, training, instruction, or supervision. It is very often associated with a helper position and role.

**Manipulating** is a special trait which can have a variety of important meanings depending on its interaction with many different traits. In the "**things**" context of this section, it means motivated ability to manage/ handle

material processing which may or may not involve machines. Basically, it is combined mental, sensory, and physical function tied to scheduling and processing of that which is at hand. Jon has that ability. (note: There can be other meanings to this trait. For instance, if all other mechanical or operator factors have low ratings, but management of people has high ratings (where listed in other Worker Trait Code sections), this factor then shows that the person is motivated to **impersonally** manage (manipulate) people as **things at hand**, as part of the process, to achieve management objectives.)

## 1.4 TOP TEN VOCATIONAL AREAS

*In this section MAPP presents those ten occupational titles with the highest motivation and greatest potential for the individual's success. When people are searching for careers or being considered for jobs, this list of the ten top occupations should be given serious consideration.*

Trade Management: plan, oversee craft activities	1
Sort, Inspect, Measure: quality, tolerance, value	1
Precision Working: rigid standards, tolerances	1
Drafting and Related: graphic layout/diagrams/detail	1
Artistic Restoration: detail, precision; restore	1
Classify, File: clerical detail, forms, filing	1
Computing and Related Recording: numerical problems	1
Inspecting, Stock Checking: inventory, verify, store	1
Costuming, Tailoring, Dressmaking: artistic textile crafts	1
Accounting, Auditing: analyze, compare, report	2