

SAMPLE REPORT

**CPP REPORT:  
CAREER PATHWAYS  
AND POSSIBILITIES**

Profile Insights for Career Planning and  
Development



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

## 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.*



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:

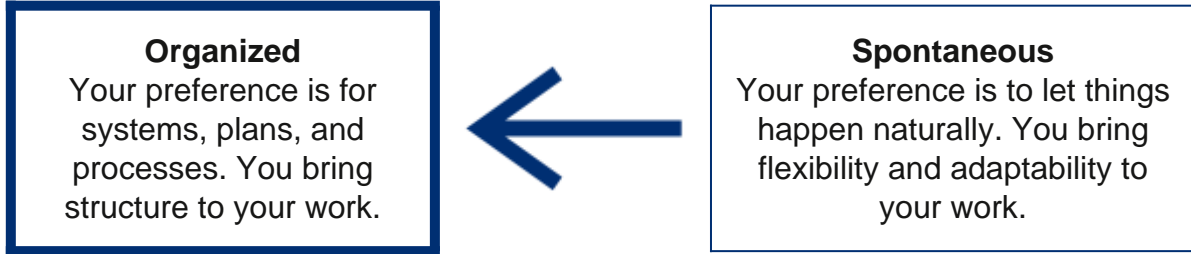
- ✓ Clear job descriptions
- ✓ Stable roles—set accountabilities
- ✓ Established processes
- ✓ Low risk-taking
- ✓ More defined career paths
- ✓ Predictable schedule and work hours
- ✓ Established methodologies
- ✓ Detailed performance measurement
- ✓ Proven solutions
- ✓ Formal reward and recognition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

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



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.



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

Individuals with higher **Outward** levels thrive in collaborative, interactive, and networked work environments. They are often open, affable, and relationship-focused, with an inclination to get work done with and through others. People with a high Outward orientation enjoy work environments characterized by the following:

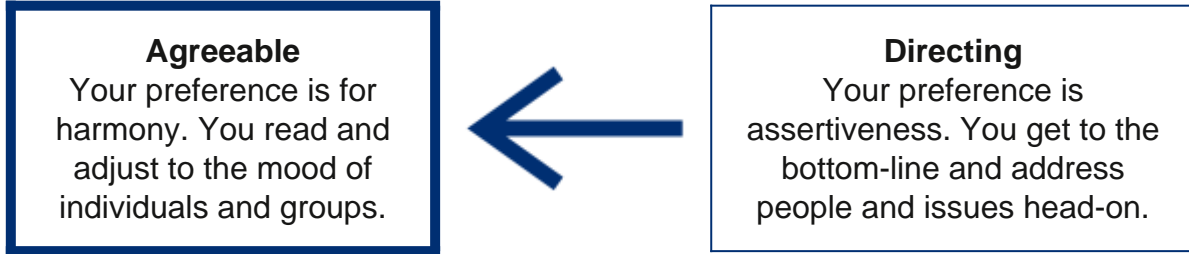
- ✓ High collaboration
- ✓ Informal performance pulse checks
- ✓ Customer or client orientation
- ✓ Group solutioning
- ✓ Frequent interactions with stakeholders
- ✓ High visibility
- ✓ Co-development and completion of work
- ✓ Socially supportive culture
- ✓ Opportunities to talk through problems and solutions
- ✓ Frequent person-to-person communication

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

- Meeting, Convention, and Event Planners
- Teachers
- Customer Service Representatives
- Real Estate Brokers and Sales Agents
- Leaders in People-Intensive Companies
- Retail Managers
- Public Relations and Fundraising Managers
- Pharmacists
- Sales Managers
- Training and Development

## NOTES:

Level of focus on adjusting to the mood and feelings of others versus dictating and directing the focus, mood, and dialogue.



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:

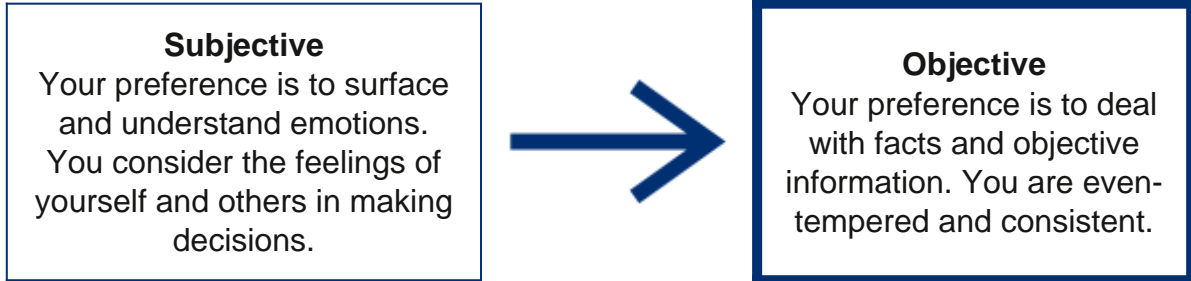
- ✓ Sensitivity to team dynamics
- ✓ Sensitivity to broader politics
- ✓ Adherence to hierarchy
- ✓ Supportive interactions
- ✓ Need for calm in emotionally-charged environments
- ✓ Nuanced interactions with divergent stakeholders
- ✓ Servant leadership
- ✓ Positive and agreeable culture
- ✓ Tangible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

Level of focus on facts and observable insights versus highlighting and managing feelings and emotions.



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

Individuals with higher **Objectivity** levels thrive in data-driven, stable, and predictive work environments. They are often detail-oriented, practical, and task-focused, making them valuable contributors to project management, deep specialization, and implementation roles. People higher in Objectivity enjoy work environments characterized by the following:

- ✓ Deep specialization expertise
- ✓ Regular problem solving
- ✓ Rational analysis
- ✓ Expertise is rewarded
- ✓ Continuous learning
- ✓ Task-focused
- ✓ Fact-based decision-making
- ✓ Regular feedback
- ✓ Bounded areas of responsibility
- ✓ Lower political demands

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

- Science and Research
- Engineers
- Financial Managers
- Network and Computers Systems Engineers
- Instructional Coordinators
- Financial and Accounting Services
- Agricultural Workers
- Assemblers and Fabricators
- Accountants and Auditors
- Management Analysts

## NOTES:



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## CAREER FIT PROFILE:

### YOUR CAREER PATHWAY

Making Sense of Your CPP Profile



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

The logo for Career Management Professionals (CMP) features the letters 'CMP' in a white, serif font. The 'M' is partially enclosed by a white circle, which is itself centered within a larger dark blue circle. The background of the page is white, with a large dark blue circle and a smaller orange circle partially visible.

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