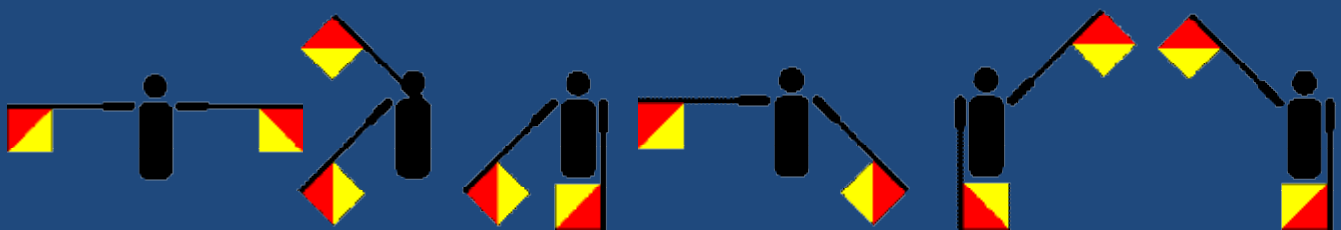




**my**  **VECTOR**  
the right direction



...some signs are always there. It's for you to interpret



## Child's Career Direction

Parents want the best for their children. And, they do play a big role in influencing their children's career choices.

As a first step in our research, we surveyed nearly 700 parents across India, to find out the factors responsible for influencing their thinking process for their Child's Career Direction.

The Survey revealed two important aspects, that parents across India are open to non-traditional careers for their children and also, they are the key influencers when it comes to career selection.

The Survey report which has been published in The Telegraph, Career Graph, Annual Issue can also be viewed at [www.myvector.co.in](http://www.myvector.co.in)



## About myVector

It is an assessment tool for students in this country based on three components - Interest, competency and values. It is one composite test for students from standard VIII to post graduation. This assessment is designed based on Holland's theory, behavioural competency theories and psychometric assessment of values.

The myVector Interpretive Report should be taken as an indicator and further counselling and exploration need to be done to get a proper benefit from the exercise.

Please note: One major factor that plays a huge role in career success is academic excellence. It is an acquired trait and improves with practice. For example, if the results of the myVector Interpretive Report indicate that a person can be successful in engineering, does not mean whatever he/she studies, the person would be an engineer.

Any institution that adopts myVector can administer the test on their own. Two kinds of reports are presented to the institution

- One, for the individual, giving details about the person and his / her possible job opportunities that would make him / her successful and
- Another, composite report for the institution, giving details on their students and indicating the behavioural skills that the institution might require to help students be equipped with, to put them on the road for future career success.

## How is myVector administered?

myVector assessment is a paper-and-pencil test that requires no preparation and takes around an hour to complete. This is not an examination and hence students need no prior preparation to appear for this assessment.

There are 5 sections in the myVector Assessment, namely, myPreference, myFlair, my Kind of Jobs, myValues, my Shadecard, consisting of a total of nearly 250 questions.

Students are required to only tick their choices for each of the questions in the Assessment booklet.

The Institution is required to collect the filled up Assessment booklets from the students and send them to Gray Matters for Analysis and Interpretive Report generation.

**Disclaimer:** myVector is a proprietary tool of Gray Matters Consulting Pvt. Ltd. Please note that this is an 'interest' and 'values' assessment tool. The myVector Interpretive Report is directional, and hence it should not be used as the only indicator for a particular choice of career for an individual.

It is beyond any reasonable doubt that interests play a big role in shaping one's career success

(but a scientific method to identify one's interests remained a dream for a long time)

...not any more

## What would you see in the Interpretive Report?

A student's interests are a result of what he / she has learned and experienced up to this point in his / her life. The Interpretive Report based on the RIASEC model and values, would identify the primary, secondary and tertiary 'interest' of a student. This is known as the 'Inner Drive' score.

The 'Inner Drive' score is used to estimate the degree of fit between a student and an occupation or field of study. Hence, the report would have a listing of possible 'field of study', 'occupations' and 'developmental activities' for every student based on his / her unique 'Inner Drive' score.

The options listed in the Interpretive Report would help a student in getting an idea of many possibilities for their future 'field of study' or 'job opportunities' based on their own 'interests'. These choices could further be pruned with the help of professional counseling to aid future career planning.

## The Science behind the tool

In the mid 1950s American scientist Dr John L. Holland (**Making Vocational Choices: A Theory of Vocational Personalities and Work Environments (Holland, J.L., 1997)**) came up with a hexagonal structure of interests.

According to Dr Holland, there are six vocational personality types. These six types are:

**Realistic, Investigative, Artistic, Social, Enterprising and Conventional.**

According to Dr Holland, most individuals can be described by one or more of these six personality types or popularly known as **R-I-A-S-E-C**.

His theory proposes that corresponding to **R-I-A-S-E-C** there are six work environments and people seek out these work environments that match their personality types.

The better the match individuals make, the more satisfied they will be with their job.



## Did anyone tell Galileo's father that his son would one day write the 'Starry Messenger'?



In 1581, Vincenzo Galilei had sent his son to enrol for a medical degree at the University of Pisa. His choice was based on the fact that there had been a distinguished physician in his family in the previous century. However, Galileo never took medical studies seriously, attending courses on his real interests which were in mathematics and natural philosophy.

One may say Galileo could have been equally proficient had he listened to Vincenzo and studied medicine but that is a *post facto* argument.

All we know, the Italian genius chose to pursue a 'career' based on his 'interests' and results are there for the world to see. Galileo is not the only one who achieved success, the inquisition notwithstanding, by listening to the call of his interests.

### Understanding the SELF is the starting point



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