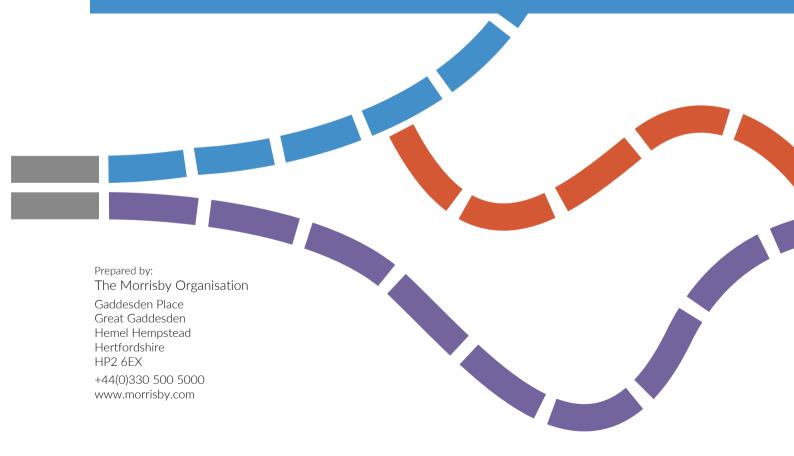


### **Morrisby Report**

# Francesco Maura

Elab Education Laboratory Italy S.R.L.

22 December 2020





### **Supporting You**

#### Welcome

Welcome to your Morrisby career analysis.

Whether you are just beginning to consider career or study options, or you are looking for a change in career, we are here to inspire and help you realise your potential.

This report is the beginning of your journey with us. Everything in this document is personalised to you and based on what we have found out about you so far. At any time, you can log in to your personal area on our website, re-visit your results, research the pathways into careers, investigate job specific information and also search for courses and research apprenticeships.

When reading this report, please remember that we are not here to tell you what to do, but to give you the tools and information to support you in making the right decisions for you.

#### **Log-In For Life**

No two people are exactly the same. Because tastes, preferences and the things that motivate and inspire us can change over time, you have a log-in to Morrisby Profile for life. This means that you can come back at any time in the future to investigate different options and we can be there to support you at all of the important educational and career decisions you will need to make.

#### **About Us**

Deciding on a career is not easy. Understanding the options available to you in the first place is hard enough, but then working out what you are best suited to, and how you can achieve your goals, is difficult.

With our expert analysis, we can help to make your journey easier by giving you the tools to aid your decision making.















## Contents

Using This Analysis How to interpret the results	3
Aptitudes Explanation of your aptitudes results	4
Aptitudes - What is Being Measured?  A breakdown of what the different aptitude scores mean	5
Specialist Interests Your attitude to working with people, information and things	6
Work Style How you go about solving problems, what motivates you and how you like to work	8
Organisational Role Organisation and role that you aspire to	9
Workplace Where you would most like to work	10
Personality Your personality type	11
Learning Style How do you learn best	12
The Journey Ahead How to get where you want to go	14
Career Suggestions Those that best match your own abilities and interests.	16
Planner Your favourite careers, subjects and courses	17
Resources A list of useful links with further information	19



## **Using This Analysis**

#### Introduction

When you took your Morrisby Profile assessments, we measured your verbal, numerical and abstract aptitudes. We also took a subjective snapshot of your interests, preferences and motivations.

We then analysed all of your results, which were presented to you on our website. This report is a summary of what you have seen on the website so far. In addition to this report, your own personal webspace also features:

- Career & subject suggestions
- College & university search
- Thousands of links to videos, case studies & further information on careers & subjects
- Different routes into careers including salary information

All of the results and recommendations are available both in this report and in a dynamic and interactive format on our website.

Every time you make a change to your preferences on Morrisby Profile, this report will update and you can download it again.

**Special Observations** 

You mentioned that English is not your first language, and an allowance has been made for this in the calculations. If you were able to complete the vocabulary test, this would allow a more accurate adjustment to be made.

#### **IMPORTANT**

We want this analysis to help inform and support your decisions for the future. As with all assessments, the results reflect your performance and feelings on the day. We hope and expect these to be accurate, but on occasions, people do not perform as well as they should. If you feel that your results are not a true reflection of you, please talk it over with a careers adviser.

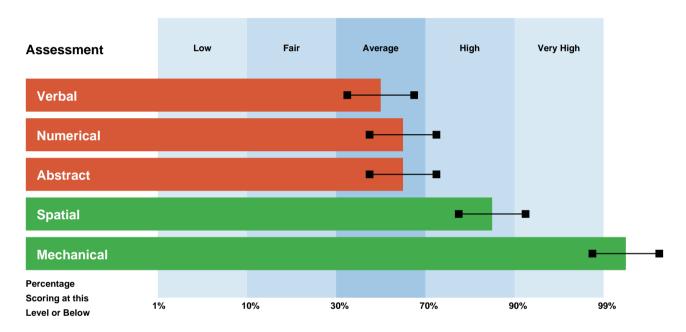


### **Aptitudes**

#### **Your Aptitudes**

The first assessments you took measured your verbal, numerical and abstract reasoning. Your results have been analysed and compared with others of a similar age to you. Please remember that this is not about measuring individual scores, but understanding where your relative strengths lie.

We use this information to build a picture of you and to identify your potential. This profile also informs your career suggestions.



Verbal, Numerical & Abstract

Your verbal result is a little lower than the other two but the differences are too small to be significant. This suggests you have all-round abilities which lie at an average level. You have plenty of freedom to consider a wide range of careers as you can cope equally well with words, numbers, and also seem to be at home with drawings, designs and plans. This all-round ability is very useful in careers involving a wide variety of tasks. Your career path, and any associated educational or training routes, will depend a great deal on your interests and preferences as well as on any particular opportunities you may have to enter particular careers. People with such all-round abilities are often seen in managerial and broad ranging administrative positions.

**Spatial and Mechanical** 

Your score on the mechanical assessment was at an unusually high level and your spatial was at a high level. You have the ability to cope extremely well with practical tasks and problems. You have a thorough understanding of the mechanics behind machinery and appreciate how and why things work as they do. You have the mechanical understanding for highly technological and engineering careers.



## **Aptitudes - What Is Being Measured?**

#### Verbal

This assessment measured the ability to use words and indicates potential in dealing with verbal information, whether written or spoken. High scores can indicate a comfort in reading, writing, and speaking. Careers which need this ability include teaching, law, journalism and sales. Can also indicate a preference for learning in a traditional way, using books and attending lectures.

#### Numerical

This measured the comfort or intuitive insight when using numbers or data. High scorers often tend to be more logical or organised, with a preference for weighing up the pros and cons of a situation. They may also be less interested in compassionate or caring professions. A high numerical score would indicate a preference for work with numbers in commercial fields, such as accountancy, sales, insurance banking and finance.

#### **Abstract**

This assessment measured the ability to deal with complex problems. This indicates a preference for dealing with real things and visual information such as charts, diagrams and pictures. High scorers often 'see' relationships between things and will learn by doing and observing, rather than talking. Such people would be more comfortable with demonstrations, rather than a traditional, book-based approach to learning. This ability is also linked with many technological and scientific areas, and therefore can be associated with engineering, research and development, design and information technology.

#### **Spatial**

Designed to measure spatial ability. This facility is useful for occupations or activities where visual-spatial skills are important, such as design, engineering and electrical work. It is also useful for tasks that involve the appreciation of plans, diagrams and flow-charts. High scorers may also feel comfortable when dealing with the overall plan of a project rather than the details.

#### Mechanical

Designed to measure the ability to appreciate and solve mechanical problems. It does not rely on specialist knowledge, although it does require an ability in solving straight-forward practical problems, and an understanding of how things work and are put together. It is therefore useful for engineering and technical careers. High scorers may feel comfortable when dealing with the details of a plan, and may adopt a step by step approach to tackling projects.



### **Interests**

#### Introduction

This section examines the findings from the Aspirations Questionnaire. This asked you about your career interests, your specialist interests and any preferences you might have about your work environment, the type of organisation or your role within it. Your results are shown and described on the following five pages. On the website you will also find a breakdown showing how well your results support working in each of 49 different career areas.

#### **Your Interests**

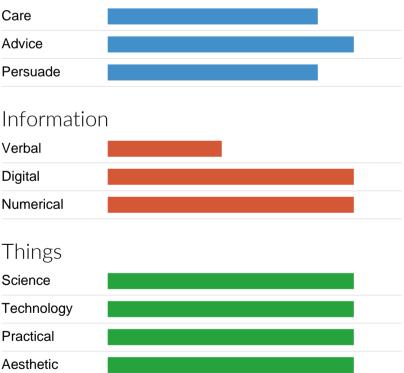
We asked you questions about your attitude to working with people, information and things and how important each one was to you. You can see the results below. Remember, this is based on what you told us and you can amend your responses at any time.

#### You

Advising
Instructing
Data Analysis
Programming
Commerce
Analysing
Scientific
Researching
Technological
Engineering
Caring
Supportive
Persuading

Influencing

### People



You seem most interested in a career path where you help other people to get the most out of their lives. This includes education in the broadest sense, counselling, advice and guidance. You would enjoy helping people to achieve their true potential. In addition your scores show that you are interested in working in modern digital systems. This includes hardware, networking and communications, software development, data management, data mining and



### **Interests**

analysis, games design and programming, multimedia, security and many others. It is a massive, and expanding sector requiring a multitude of skill-sets. The results suggest that you might also enjoy a career dealing with numerical records and quantitative analysis. This often means working in commerce or finance; banking, insurance, trading and brokerage, risk analysis and accountancy. However, all organisations require some numerical analysis so it's an area with many and varied opportunities. You are also interested in scientific methods and research. In the purest sense this might be physics, chemistry or biological research but you also need to remember computer science, forensics, materials, geology, meteorology, psychology and many others, all of which rely on the scientific method. The results suggest that you might also enjoy technology and engineering (the application of scientific knowledge). This whole area is of increasing importance in the world. It includes electronics, computers, energy, construction, mining, mechanical, aeronautical, chemical and environmental engineering. It provides the foundations upon which our modern society is built.

Additionally you appear interested in a career where you care for other people on a daily basis. Perhaps young children, or the elderly or others who for some reason or another need help in looking after themselves. You also show some interest in the types of career where you would be working with people in a professional, rather than personal manner. You would enjoy guiding them to make the best decisions. This might include management, sales, politics, marketing, advertising, broadcasting and many others.

The results show that you are not interested in spending your time writing or working with the written word or verbal communication.

#### **Specialist Interests**

Specialist Interests may form an important part of your career choice, or you might prefer to keep them separate to your job. You can decide on how much they should influence your career suggestions by selecting "Specialist Interests" when choosing what to focus on, on the website.



Of the five areas (music, sport, performing arts, languages, art & design) you seem very interested in art & design. You are least interested in languages.



## **Work Style**

**Work Style** 

Here we are looking at how you go about solving problems, what motivates you and how you like to work. The graphs below are based on what you have told us so far.

You

Creative
Innovative
Ambitious
Determined
Leader
Executive



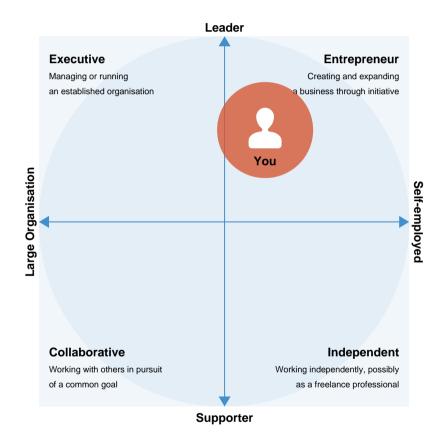
You enjoy looking at things in a different way and finding novel solutions to problems. You don't want to be involved in repetitive work, much preferring variety and the opportunity to stamp your own personality on outcomes. You want to succeed and are likely to set yourself very ambitious targets. It is important for you to achieve your goals and you want to work in an area where you can personally make a real difference. You are comfortable with the idea of being the leader within a large group of people. You are happy to take responsibility for the actions of others and could therefore develop a career managing and/or advising other people. You are quite industrious and are prepared to put in the effort to achieve your goals, but not to the extent of dedicating your entire life to them. Your answers suggest that you would probably prefer working within an established organisation, where you have a defined role. Currently you don't wish to set up on your own and employ other people.



## **Work Style**

#### **Organisational Role**

This graph shows the type of organisation and role that you aspire to. We work this out by looking at your preferred role in an organisation (from team member to leader) and comparing it with the type of organisation you want to work in (from a large multi-national, to working for yourself) You may find that these attitudes can change over time, remember, you can update the results by re-taking the aspirations questionnaire.



Your answers suggest that you are self-reliant and like to be in control. You seem happy to start small and perhaps help grow an organisation into something more significant. In the right situation, with a bit of luck and perseverance, you may well have what it takes to grow a business.



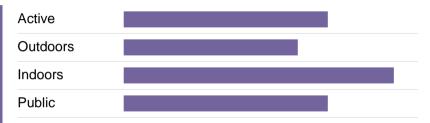
## Workplace

#### **Work Environment**

This is what you told us about where you would most like to work; whether you prefer the idea of being inside or outside and how important it is to you to work alone or with others.

You

Nice Surroundings Meeting People With the Public Active



It is important to you that you work in pleasant surroundings, something like a comfortable, well-designed and well equipped building. Working outdoors in all weather is something you'd like to avoid. Ideally you would prefer to be in a city to working in the middle of the countryside.



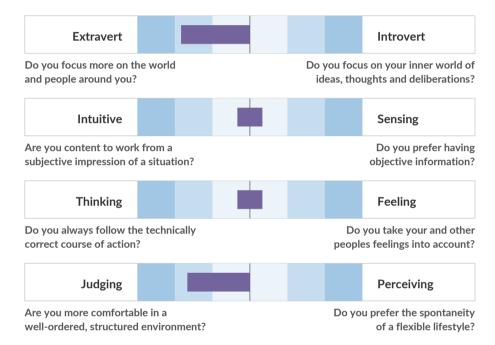
### **Personality**

#### **Your Personality Type**

Personality describes the way we think, feel and behave - in short, it is what makes us unique. When considering careers, we often think about having the right skills and qualifications, but having the right personal qualities can be just as important. Our personality type, and the way we act and behave will influence our suitability for some careers more than others. This profile also informs your career suggestions.

#### **ORGANISER**

Enthusiastic
Outgoing
Organised
Gregarious
Structured
Responsible



Systematic and energetic, gets things done and expects high standards in self and others. Sociable and happy to be the centre of attention.

The main feature of your results is your extraversion result. You enjoy being in the company of others and being the centre of attention. You want to live in the here-and-now and enjoy sharing new experiences with others.

You would prefer a well ordered and structured lifestyle. Whilst you enjoy occasional surprises, you prefer the important things in life to be well thought through, organised and as definite as possible. Some things need to be planned well in advance to ensure you get the most out of them.

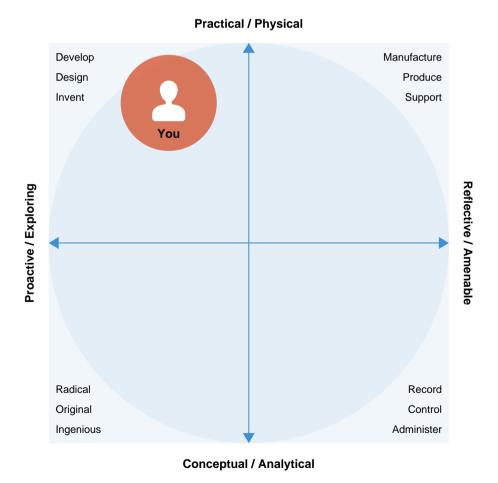
When it comes to making decisions, sometimes you will base these on your feelings towards the situation and other times you will analyse the facts to help you decide; or perhaps use a bit of both. You can see the value of both the logical and the emotional approach to resolving problems and making decisions. Whilst grounded in the reality of what you experience and observe, you are willing to develop ideas and thoughts in new and imaginative ways. A balance between the pragmatic and the creative.



## **Learning Style**

**Learning Style** 

People continue to learn throughout their entire lives. Some things need a direct practical approach; it's difficult to learn to ride a bike, or play an instrument, just from a book. Other things are suited to a more academic approach; Maths and Literature, History and Philosophy. Some require a bit of both; Science, Geography and IT. In addition, many other attributes will influence how and what you prefer to learn. Which do you find more memorable; hearing something, seeing it, or physically handling it? Do you like to challenge and question information, or are you more accepting of the facts presented to you? Are you someone who prefers to know a great deal about one thing, or who wants to be aware of a whole range of things, but without going too deep into them? Do you like to learn within an enthusiastic group or to work alone at your own pace?



Your results put you towards the top-left on the graph above. You like to get things done and to make the most of an opportunity. In general, you'll want



### **Learning Style**

to change a situation that is bad, rather than put up with it. This might not please everyone so you need to be careful not to push things too far. You appear happy to take a lead, to initiate actions and are not averse to taking some risks. Adaptable, down-to-earth, willing to try out new things and approaches. You tend to deal with the here and now and are more interested in the practical application than the abstract theory. It's important that you focus on achievable goals and might prefer courses and subjects which lead to a tangible result.

#### With Others



Some people work well in a group situation whereas others prefer to work independently, on their own.

You tend to feel more comfortable working alongside others rather than working completely on your own. You are likely to find more motivation when part of a group. It is important that you develop your own study skills so that you can learn and apply yourself independently as there are occasions, like exams for example, where you need to be able to do well even though you are own your own.

#### **Focus**



When faced with a complex problem, some people like to break it down into many small problems and then set about tackling each of these separately. Others will look at the entire problem and work to develop an all-embracing solution, which they then refine over time.

Your scores suggest that you very much prefer to work in a detailed way, tackling problems step by step, as they arise, rather than working backwards from what you hope is close to the answer. You focus on the details and will build up a solution as the process continues. There is a chance that your focus on the details will side-track you so it is important that you keep your objective and the timescale in mind. Your natural focus on the details would be an advantage in the many areas where a logical, step-by-step approach is appropriate. Your approach to learning tends to be step-by-step, preferring to work in a methodical manner within a logical framework.



## The Journey Ahead

#### Introduction

This next section of your report is all about looking to the future. We have assessed and analysed your specialist interests and abilities and now it is up to you to decide how you want to use them.

You will now see a summary of the careers, subjects and options that you have shortlisted and also the ones that we recommended to you. You can go back to the website at any time to update or change these. Each time you do so, this report will update.

Remember, none of this is set in stone. You can re-visit the website whenever you like, to research study and career options or to update the answers to your questionnaires.



### The Journey Ahead

#### **Career Suggestions**

The career suggestions that you are about to see have been selected from a list of over 600 occupations. We have short-listed them for you because they match your particular abilities and interests.

These are not the only jobs for you to think about. You may have other career ideas that you want to investigate. You can easily do this by visiting our website. Once you add a career to your favourites, it will show up on this report.

### Subject Suggestions

The subject suggestions are made based on your results on the various questionnaire and assessments but are also graded according to how useful they would be for the suggested careers and any careers which you have favourited. Ideally these will be subject suggestions which both enable your intended career path(s) and which you will found interesting and well suited to your make-up. But sometimes compromises have to be made and if there is a conflict between needing to study a subject to enter your chosen career and your interest or ability to do well in that subject, then it might be best to speak with an Adviser.

#### **Factors to Focus On**

Our career recommendations have all been made by measuring many different factors about you, including your specialist interests, working preferences, aptitudes, personality and working style. Some of these may be more important to you than others. On the website, you can select the factors you want to focus on to tell us how much we should take them into account when making our suggestions. You can re-visit this at any time.

You can also decide how far you want to take your studies. Your career suggestions will be amended accordingly.

#### **Finding Courses**

You have access to a large database of university & college courses. You can search by location or course and start to build a shortlist.

If you have added any courses to your favourites, you will see them below.



# **Career Suggestions**

#### **Career Suggestions**

This list of careers takes your personal preferences into account. You can manage this by adjusting the mixer on the website.

Further information about each of these careers and subjects is available on www.morrisby.com.

Selected qualification level: Foundation degree - Degree

Rating	Career
	Architectural Technologist
	Automotive engineer
	Mechanical engineer
	Energy engineer
	Prosthetist-orthotist
	Building Surveyor
	Production manager (manufacturing)
	Garment technologist
	Facilities Manager
	Farm manager
	Marine engineer
	Landscaper/Garden design

The following careers are closely related to the twelve above, so might also be worth investigating further.

Rating	Career
	Agricultural engineer
	Landscape Architect
	Clinical Scientist



### **Planner**

#### Introduction

This page shows a summary of any careers, subjects or courses that have been suggested or that you have added to favourites when using the tools on the website. These subject suggestions are based on your interests and how useful they might be to you in the future. However, you need to consider any specific subjects required by any intended career routes.

You can add or amend these at any time by going back to the website.

#### **Potential Directions**

Occasionally people may have the opportunity to reconsider and reassess the direction their career is taking. Below is a list of the areas that seem in line with your make-up, if your experience and qualifications are ignored. You may find a number of these resonate with you and you might even have considered or experienced some of them. The potential upheaval of a total change of direction cannot be ignored but the list might give you some ideas of what you might want to try and incorporate into your working life, should the opportunity arise.

Rating	Study Area
	Architecture
	Surveying and building management
	Mechanical engineering
	Chemical and energy engineering
	Hospital sciences
	Agriculture and farming
	Marine and ship engineering
	Health and medical sciences
	Manufacturing and production engineering
	Building services engineering
	Rural studies and land management
	Garden design and landscape



### Choices

#### **Choosing a Career**

Throughout this process, we have looked at your aptitudes, aspirations and certain aspects of your personality to suggest and help you discover the different career options available to you. Your career and your future are now in your hands.

Deciding on a career is one of the most important decisions you will ever have to make, so you need to know as much as possible about yourself, about possible careers and how to go about entering them. After interacting with our website and reading this report and perhaps talking it over with your family and careers adviser, you are probably now aware of where your greatest strengths lie and how they fit in with your interests.

You may need to take action soon, such as deciding on subject choices or whether to pursue further study or a more vocational college course, or apprenticeship. If you are considering subject choices, it is important to make sure that you do not shut off too many options at this point, by dropping subjects which would be essential for a career you are still considering.

We hope that you have enjoyed this process with us and that you have found it to be a thought provoking experience. Do remember that you can log in to our website at any time to return to your results, re-take your aspirations questionnaire and investigate different career options.





#### Careers

National Careers Service

information on careers, jobs, courses and funding. https://nationalcareers.service.gov.uk/

iCould

Videos of people talking about their career paths. www.icould.com

Careershox

A range of videos where people describe their careers. www.Careersbox.co.uk

Inside Careers

Guides to a range of business and finance related careers. www.lnsideCareers.co.uk/bookstore

Information on a wide range of graduate careers. www.Targetjobs.co.uk

www.Prospects.ac.uk

Information on graduate vacancies, post-graduate study and typical career destinations by subject studied.

Not Going To Uni

Advice and resources on alternatives to higher education. www.NotGoingToUni.co.uk

Trotman Careers Guide

Details of hundreds of career areas. https://trotman.co.uk/collections

A-7 of Careers and Johs

A detailed guide to a wide range of careers. (Kogan Page)

Becoming a... series

Series of titles that give detailed information on a range of specific professions. (BPP)

Working In., series (Trotman)

A series of books on competitive careers areas. (Trotman)

What color is your parachute?

A practical manual for job-hunters and career changers. www.jobhuntersbible.com

Build your own rainbow

A self-assessment careers planning and exploration book. (Management Books 200 Ltd)

How to get a job you'll love

Practical guide designed to help you in choosing your ideal career. (McGraw-Hill Professional)

Ultimate CV

Advice on the design of CVs to help you stand out from the crowd. (Kogan Page)  $\,$ 

How to find a job on Linkedin, Facebook, Twitter & Google - using social media to aid your job hunting. (McGraw-Hill Professional)

Ultimate Interview

How to present yourself well at interview with example questions and responses (Kogan Page)

#### Self-employment

Entrepreneur handbook

For all budding and established entrepreneurs in the UK. www.entrepreneurhandbook.co.uk

support and awards programme for young

entrepreneurs https://www.shell.co.uk/sustainability/society/encouragi ng-enterprise/shell-livewire.html

Princes Trust

Supporting 18-30 year olds to realise their business ideas www.princes-trust.org.uk

Financial Times guide to Business Start Up covers all aspects of starting and running a business. Starting an Online Business for Dummies

All-in-one guide to everything you need to know to start an online business (J Wiley & Sons)

#### Courses

www.gov.uk/browse/education

Information on all aspects of further and higher education

**UCAS** 

Virtually all you need to know about applying to University www.ucas.com

What Do Graduates Do?

Lists the first destinations of graduates (HECSU)

Find Courses

search over a million courses from across the UK. https://www.findcourses.co.uk/

www.gov.uk/search?q=apprenticeships information on many different types of apprentices

www.thecompleteuniversityguide.co.uk Independent guide to choosing your UK University

Russell Group

The importance of choosing the right sixth form subjects https://www.russellgroup.ac.uk/

www.push.co.uk

Independent guide to University life.

www.theguardian.com/education/universityguide Profiles of over 150 HE institutions with subject ratings.

www.WhatUni.com

Student reviews of courses and places.

www.OpenDavs.com

A searchable calendar of university and college open days.

**UCAS Foundation Degrees** 

Details of all Foundation degrees https://www.ucas.com/undergraduate/what-and-where-study/choosing-course/foundation-degrees

Heap: University Degree Course Offers

by Brian Heap, useful, clear information on selection criteria and offers made for UK degree courses (Trotman)

Getting Into... Course Guides

Ten titles giving information courses such as medicine, law, dental, physiotherapy (Trotman/MPW)

The Times Good University Guide

Features the Times' university rankings. (Times Books)

Heap: Choosing Your Degree Course and

helps to choose between institutions, subjects and courses (Trotman)

How to Complete Your UCAS Application Solid advice (Trotman)

Support for students with disabilities

How to apply for support and how unviersities can help. https://www.ucas.com/undergraduate/applying-university/individual-needs/disabled-students

Which A-levels?

How to choose your A-levels. By Alison Dixon available through Amazon

University Interviews Guide

Gives sample-specific questions for over 80 individual degree courses (available from Amazon)

#### General Support

The Mix

Support for the under 25s on a wide range of topics www.TheMix.org.uk

Childline

Support and advice for those 18 and under. www.Childline.org.uk

The Student Room

A wide-ranging forum for students. www.TheStudentRoom.co.uk

#### Admission Tests

www.UCAT ac uk

Sample, book and manage a Clinical Aptitude Test; required by most UK Medical and Dental schools

The BioMedical Admissions Test (BMAT)

For details, including samples and registration of BMAT https://www.admissionstesting.org/for-test-takers/bmat/

www.Lnat.ac.uk

Where Law applicants can practice, book and manage their LNAT test

www.oxbridge-admissions.info

Advice from students who have been through the Oxford or Cambridge admission process.

www.Gov.uk/1619-bursary-fund

financial support for some 16-19s in FE or training

www.mygov.scot/ema

financial support for some 16-19s in FE https://www.mygov.scot/ema/

www.slc.co.uk

Student Loans Company provides the loans and grants to students in the UK

www.gov.uk/student-finance England

www.StudentFinanceWales.co.uk Wales (inc. info on EMA)

www.saas.gov.uk Scotland

www.studentfinanceni.co.uk Northern Ireland

www.Scholarship-Search.org.uk Searchable database of thousands of awards.

Student finance for dummies

a guide to managing money whilst at university. (J. Wiley & Sons)

Study Abroad

www.Ecctis.co.uk/Europass

Europass, a system to help people study, work or train in

www.Fulbright.org.uk

a website for students in the UK hoping to study the USA, and vice versa

www.Studylink.com

Database of courses in Australia, Europe, India, Far East and USA.

Erasmus plus

Erasmus programme enables students to study in Europe www.erasmusplus.org.uk

**GAP Years and Volunteering** 

eTrust - The Year in Industry

Paid placements https://www.etrust.org.uk/

Government travel advice

Advice on travelling and working abroad. www.gov.uk/guidance/gap-year-foreign-travel-advice

Information and tips for people backpacking around the world. www.backpackeradvice.com

UK volunteering search engine www.Do-it.org.uk