



Career Workbook

By Lumina Learning

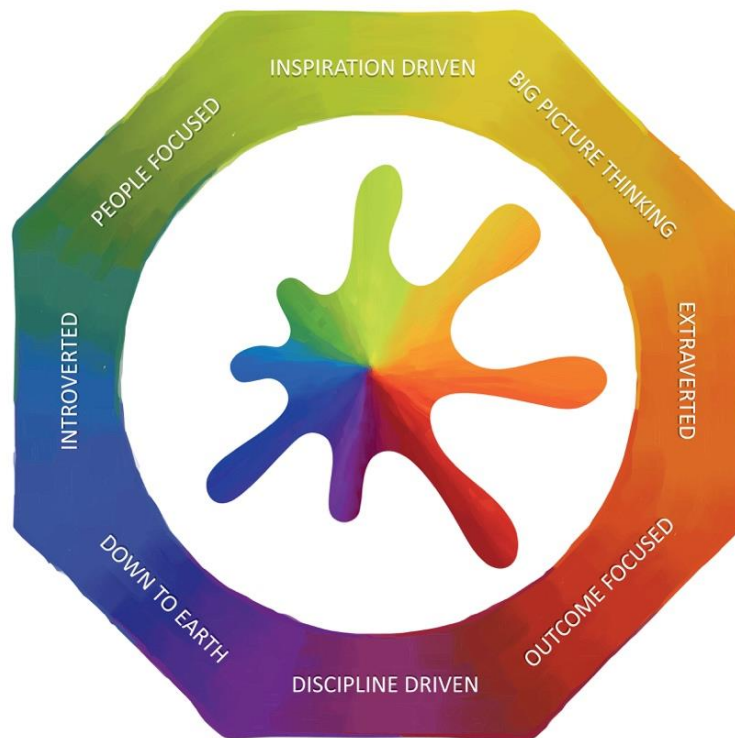


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The Lumina Splash

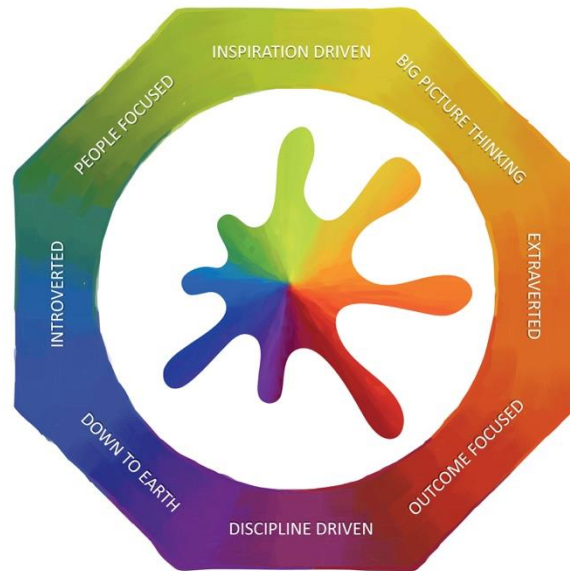


This is an example of a Lumina Splash

A Lumina Splash consists of 8 Aspects or pie pieces. Each aspect has a separate score.

This person in this example would rate their 8 Aspects from highest to lowest as:

- | | |
|---------|-------------------------|
| Highest | 1. Outcome Focused |
| | 2. Introverted |
| | 3. Big Picture Thinking |
| | 4. Inspiration Driven |
| | 5. Extraverted |
| | 6. Discipline Driven |
| | 7. Down to Earth |
| Lowest | 8. People Focused |



Inspiration Driven

People who are very inspiration driven work best when they feel strongly about the project. They like to trust their instincts and keep their targets open ended.

Extraverted

Someone who is extraverted will often find themselves surrounded by groups of people. They enjoy the ever-changing nature of group conversations and they often feel at ease in new social situations.

Discipline Driven

If you are discipline driven you are likely to be quite organized by nature and people trust you to fulfil your commitments.

Introverted

An introverted person is comfortable when working alone and they keep their emotions to themselves most of the time. They usually stick to a small group of close friends.

Big Picture Thinking

Big picture thinkers enjoy long thought processes and looking for truths which lie beneath the surface. A big picture thinker is likely to be contemplative by nature and highly innovative.

Outcome Focused

An outcome focused person is often very goal oriented and they are willing to push themselves and those around them very hard to achieve their objectives.

Down to Earth

Down to earth people are conscious of the realities of the world. They work towards realistic goals and avoid over committing themselves.

People Focused

Anyone who is people focused concentrates on the people around them. They are sensitive to others' needs and do their utmost to maintain harmony within any group or team.

Let's look at YOUR **Lumina Splash** on page 5 of your Lumina Portrait

What is the order of your 8 Aspects? Rank your 8 aspects (or spikes) highest to lowest – on page 5. Read the definitions of these Aspects along with their related Career Families.

	Aspect Name Ranked from top Aspect (#1) to least (#8)	Careers of interest in this Aspect (refer to pages 3-10 and choose a career that interests you and fill in below)
1		
2		
3		
4		
5		
6		
7		
8		

Introverted

Somebody high in Introverted is likely to be seen as private and level-headed, with a desire to keep their feelings under wraps. This can make them appear quiet and serious.

They will think before they voice their opinions or act upon ideas, especially when they are in a group setting.

They are measured and take a serious approach to work, controlling any display of excitement.

They produce great results when they can work independently, as they often do not find the opportunity to speak up in a crowd.

They are listeners who take into consideration other people's ideas and input before offering their own opinions.

Research and Problem Solving Careers:

(Primary Aspect: Introverted with a bit of Down to Earth and Outcome Focused)

The skill set for this kind of career may include:

- seriousness and emotional containment
- attentive and engaged listening
- using facts
- objectivity and rational thought

Your areas/careers of interest may be impacted by other 8 aspects you are high in. Please read these now.

Possible Problem Solving Careers:

- Aerospace Engineers
- Agricultural Engineers
- Anesthesiologists
- Animal Scientists
- Astronomers
- Atmospheric and Space Scientists
- Audiologists
- Biochemists and Biophysicists
- Biologists
- Biomedical Engineers
- Chemical Engineers
- Chemical Technicians
- Chemists
- Clinical Psychologists
- Computer and Information Scientists
- Coroners
- Dentists, General
- Diagnostic Medical Sonographers
- Dietitians and Nutritionists
- Economists
- Electrical Engineers
- Environmental Engineers
- Environmental Science
- Marine Engineers
- Environmental Scientists and Specialists
- Epidemiologists
- Family and General Practitioners
- Fire Investigators
- Fire-Prevention and Protection Engineers
- Food Scientists and Technologists
- Forensic Science Technicians
- Geographers
- Geoscientists
- Historians
- Hydrologists
- Industrial Engineering Technicians
- Industrial Engineers
- Industrial Safety and Health Engineers
- Industrial-Organizational Psychologists
- Internists, General

People Focused

The People Focused Aspect is visible in someone who is willing to adapt their stance to accommodate others. They're not overly outspoken and avoid opportunities to express negative feedback.

They are trustworthy and like to trust others. They seek harmony and approval from others - they may be known as 'peacemakers'. They acknowledge others in a team, and appreciate their contributions.

They value other people's ideas but may be modest and uncomfortable with receiving praise themselves. They readily see the world from other people's perspectives, making them appear considerate and courteous.

Caring, Supportive and Helpful Careers

(Primary Aspect: People Focused with a bit of Extraverted)

The skill set for this kind of career may include:

- Care, Support and Helpfulness. Tact and consideration in conflict
- Collaboration and credit-sharing
- Compassion with others
- Friendliness and natural networking

Your areas/careers of interest may be impacted by other 8 aspects you are high in. Please read these now.

Possible Caring, Supportive & Helpful Careers:

- Adult Literacy and Remedial Education
- Geography Teachers, Postsecondary
- Agricultural Sciences Teachers, Postsecondary
- Graduate Teaching Assistants
- Anthropology and Archeology Teachers
- Health Educators, Home Health Aides
- Arbitrators, Mediators, and Conciliators
- Health Specialties Teachers, Postsecondary
- Architecture Teachers, Postsecondary
- History Teachers, Postsecondary
- Area, Ethnic, and Cultural Studies Teachers,
- Home Economics Teachers, Postsecondary
- Art, Drama, and Music Teachers, Postsecondary
- Kindergarten Teachers, Instructional Coordinators
- Athletic Trainers • Concierges
- Atmospheric, Earth, Marine, and Space Sciences
- Law Teachers, Postsecondary
- Teachers, Postsecondary
- Library Science Teachers, Postsecondary
- Biological Science Teachers, Postsecondary
- Licensed Vocational Nurses
- Business Teachers, Postsecondary
- Personal and Home Care Aides
- Chemistry Teachers, Postsecondary
- Marriage and Family Therapists
- Child Care Workers, Nannies
- Child, Family, and School Social Workers
- Mathematical Science Teachers
- Chiropractors • Massage Therapists
- Medical and Public Health Social Workers
- Medical Assistants
- Clergy, Coaches and Scouts
- Substance Abuse Social Workers
- Communications Teachers, Postsecondary
- Mental Health Counselors
- Computer Science Teachers, Postsecondary
- Middle School Teachers
- Counseling Psychologists
- Nursing Aides, Orderlies, and Attendants
- Criminal Justice and Law Enforcement Teachers,
- Nursing Instructors and Teachers, Postsecondary
- Occupational Therapist Aides

Down to Earth

The Down to Earth Aspect is about having a firm grip on reality and knowing how to make projects manageable.

People who are strong in this Aspect dissect projects into smaller pieces and focus on the details. This attention to detail makes them very skillful at producing consistent and accurate work. They assess things in the light of their experience, preferring to utilize approaches that have worked for them in the past.

They can be very level-headed and careful when accepting change initiatives and are likely to have a reputation for being more traditional in their methods.

Organised, Analytical & Traditional Careers

(Primary Aspect: Down to Earth with a bit of Discipline Driven)

The skill set for this kind of career, may include:

- Organization, Analytical &
- grounded in reality
- Factual
- Detail-oriented and organized
- Consistent and reliable

Your areas/careers of interest may be impacted by other 8 aspects you are high in. Please read these now.

Possible Organised, Analytical & Traditional Careers

- Accountants, Auditors, Actuaries, Assessors
- Audio-Visual Collections Specialists
- Bill and Account Collectors
- Billing, Cost, and Rate Clerks
- Billing and Calculating Machine Operators
- Bookkeeping, Accounting, and Auditing Clerks, Brokerage Clerks • Credit Checkers
- Budget Analysts • File Clerks
- Cargo and Freight Agents
- Cashiers • Dispatchers
- City and Regional Planning Aides
- Claims Examiners and Casualty Insurance Serving Workers
- Librarians • Archivists
- Compensation and Job Analysis Specialists
- Computer Operators
- Computer Security Specialists
- Mapping Technicians
- Marking Clerks
- Costume Attendants
- Counter and Rental Clerks
- Court Clerks, Court Reporters
- Credit Analysts, Credit Authorizers
- Data Entry Keyers
- Database Administrators
- Dental Assistants
- Electronic Drafters
- Environmental Compliance Inspectors
- Administrative Assistants
- Financial Analysts
- Fire Inspectors
- Gaming and Sports Book Writers
- Gaming Cage Workers, Gaming Dealers
- Gaming Change Persons and Booth
- Geophysical Data Technicians
- Paralegals and Legal Assistants
- Hotel, Motel, and Resort Desk Clerks
- Human Resources Assistants
- Timekeeping Assistants
- Immigration and Customs Inspectors

Discipline Driven

The Discipline Driven Aspect is evident in someone who utilizes self-discipline and demonstrates precision and punctuality. They tend to start work early and avoid last-minute deadlines.

They take time management seriously - both their own and that of others. They think carefully before taking action and they take their commitments very seriously. They are very consistent in the application of their work ethic.

They like to establish clear written objectives and work purposefully towards goals they have set. They are very organized and methodical, enjoying planning and scheduling what needs to be completed. They prefer to work in an ordered and structured environment.

Practical & Grounded Careers

(Primary Aspect: Discipline Driven with a bit of Down to Earth)

The skill set for this kind of career, may include:

- Practical and Grounded individuals are consistent and reliable
- They are detail-oriented and a skillful organizer
- They are determined with a clear goal in mind
- They are grounded in reality

Your areas/careers of interest may be impacted by other 8 aspects you are high in. Please read these now.

Possible Practical & Grounded Careers

- Automotive Master Mechanics
- Carpenter Assemblers & Repairers
- Commercial Divers
- Fabric & Apparel Patternmakers
- Forest Fire Fighters
- Forest Fire Inspectors & Prevention Specialists
- Gem & Diamond Workers
- Medical & Clinical Laboratory Technicians
- Motorcycle Mechanics
- Shoe & Leather Workers & Repairers
- Tile & Marble Setters
- Timing Device Assemblers, Adjusters & Calibrators
- Glass Blowers, Molders, Benders, & Finishers
- Model Makers
- Fish and Game Wardens, Animal Breeders
- Camera Operators
- Custom Tailors • Cooks, Dishwashers
- Bakers, Bread and Pastry
- Bartender Helpers
- Taxi Drivers & Chauffeurs
- Maids & Housekeeping Cleaners
- Barbers • Potters
- Brickmasons & Blockmasons
- Cabinetmakers & Bench Carpenters
- Chemical Technicians
- Civil Drafters • Electricians
- Electrical & Electronics Repairers
- Engravers/Carvers
- Radio Operators
- Silversmiths • Upholsterers
- Stone Cutters & Carvers
- Plumbers • Foresters
- Civil Engineering Technicians
- Jewelers, Photoengravers
- Farmers and Ranchers
- Couriers and Messengers
- Helpers—Brickmasons & Carpenters
- Tire Repairers & Changers
- Parking Lot Attendants
- Butchers & Meat Cutters

Outcome Focused

The Outcome Focused Aspect can apply to someone who is objective, rational, views themselves as successful and enjoys striving to outperform their colleagues.

When faced with a challenge they take the logical route and a direct approach to communication which is very 'to the point'. They are not afraid of conflict and can be tough negotiators.

They are good at arguing their point in order to share their opinions. When others communicate with them, they will value their well-considered ideas. They dislike waffle.

Professional Services, Management & Supervision Careers

(Primary Aspect: Outcome Focused with a bit of Discipline Driven)

The skill set for this kind of career, may include:

- Professional Services, Management & Supervision orientated individuals are objective and rationally minded
- They are keen to be the best and compete
- They are direct and concise in terms of communication
- They are determined with a clear goal in mind

Your areas/careers of interest may be impacted by other 8 aspects you are high in. Please read these now.

Possible Professional Services, Management & Supervision Careers

- First-Line Supervisors/Managers of Animal Husbandry and Animal Care Workers
- First-Line Supervisors/Managers of Aquacultural Workers
- First-Line Supervisors/Managers of Construction Trades and Extraction Workers
- First-Line Supervisors/Managers of Correctional Officers
- First-Line Supervisors/Managers of Food Preparation and Serving Workers
- First-Line Supervisors/Managers of Helpers, Laborers and Material Movers, Hand
- First-Line Supervisors/Managers of Housekeeping and Janitorial Workers
- First-Line Supervisors/Managers of Landscaping, Lawn
- Service, and Grounds keeping Workers
- First-Line Supervisors/Managers of Logging Workers
- First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
- First-Line Supervisors/Managers of Non-Retail Sales Workers
- First-Line Supervisors/Managers of Office and Administrative Support Workers
- First-Line Supervisors/Managers of Personal Service Workers
- First-Line Supervisors/Managers of Police and Detectives
- First-Line Supervisors/Managers of Production and Operating Workers
- First-Line Supervisors/Managers of Retail Sales Workers
- First-Line Supervisors/Managers of Transportation and
- Material-Moving Machine and Vehicle Operators
- Flight Attendants

Extraverted

The Extraverted Aspect is about enjoying working alongside other people. Individuals who are strong in this Aspect have no trouble approaching new people and telling them about their thoughts and ideas.

When they're thinking about something they like to voice their opinion and know that their voice is heard. People high on this Aspect enjoy having new conversations just to see where they might lead.

They can be sentimental in the sense that when they're happy everyone will notice and they often display their feelings openly. They can be seen as the life of the party, exuding enthusiasm and always confident enough to speak up in a group.

Business, Commercial & Entrepreneurial Careers (Primary Aspect: Extraverted with a bit of Outcome Focused)

The skill set for this kind of career, may include:

- Business, Commercial & Entrepreneurial orientated individuals are enthusiastic and light-hearted
- They are naturally drawn to positions of authority
- They are friendly and a natural networker
- They are objective and rationally minded

Your areas/careers of interest may be impacted by other 8 aspects you are high in. Please read these now..

Possible Business, Commercial & Entrepreneurial Careers

- Human Resources Managers
- Industrial Production Managers
- Insurance Sales Agents
- Judges, Magistrate Judges, and Magistrates
- Lawyers
- Legislators
- Loan Counselors
- Lodging Managers
- Logisticians
- Marketing Managers
- Mates- Ship, Boat, and Barge
- Medical and Health Services Managers
- Meeting and Convention Planners
- Municipal Fire Fighting and Prevention Supervisors
- Natural Sciences Managers
- Nursery and Greenhouse Managers
- Opticians, Dispensing
- Personal Financial Advisors
- Personnel Recruiters
- Police Detectives
- Postmasters and Mail Superintendents
- Private Detectives and Investigators
- Producers
- Program Directors
- Property, Real Estate, and Community Association
- Managers
- Public Relations Managers
- Public Relations Specialists

Big Picture

The Big Picture Thinking Aspect is about creativity. Looking at things in a unique way, people with a high Big Picture Thinking score are often visionaries.

They look beyond the reality of 'what is' towards 'what could be'. They want to make improvements and shake up the status quo. These individuals will champion their ideas, even if it means introducing changes of dramatic proportions.

In addition, they are not afraid to speak up even if others may consider their ideas odd or strange.

Design & Innovation Careers

(Primary Aspect: Big Picture Thinking with a bit of Inspiration Driven)

The skill set for this kind of career, may include:

- Design & Innovation orientated individuals are imaginative and good at generating ideas
- They are keen to promote positive change
- They are curious to explore abstract concepts
- They are comfortable trusting gut instinct and intuition

Your areas/careers of interest may be impacted by other 8 aspects you are high in. Please read these now.

Possible Design & Innovation Careers

- Commercial and Industrial Designers
- Cooks, Private Household
- Architects, Except Landscape and Naval
- Architectural Drafters
- Desktop Publishers
- Editors
- Floral Designers
- Graphic Designers
- Hairdressers, Hairstylists, and Cosmetologists
- Interior Designers
- Radio and Television Announcers
- Reporters and Correspondents
- Set and Exhibit Designers

Inspiration Driven

The Inspiration Driven Aspect is present in someone who is flexible and lets things emerge. They let the work pace develop naturally until a final objective becomes clear.

They like to let the direction emerge from an evolving situation. They are easy-going and are able to work loosely with processes.

They use their gut instinct to make quick choices, using the pressure of approaching deadlines to push them into action.

They take risks by bending rules and traditions, in order to achieve something that will be unique.

Creative & Emergent Careers

(Primary Aspect: Inspiration Driven with a bit of Big Picture Thinking)

The skill set for this kind of career, may include:

- Creative & Emergent orientated individuals are comfortable trusting gut instinct and intuition
- They are happy to change plans as they progress
- They are able to change approach effectively to suit the circumstances
- They are curious to explore abstract concepts

Your areas/careers of interest may be impacted by other 8 aspects you are high in. Please read these now.

Possible Creative & Emergent Careers

- Actors
- Art Directors
- Choreographers
- Craft Artists
- Dancers
- Fine Artists, Including Painters, Sculptors, and Illustrators
- Multi-Media Artists and Animators
- Music Composers and Arrangers
- Music Directors
- Musicians, Instrumental
- Photographers
- Poets, Lyricists and Creative Writers