



# DECISION REFERENTIAL TECHNOLOGY™ DRT CAREER PROFILE REPORT

*developed by Joey Yap Research International*

[www.drtprofile.com](http://www.drtprofile.com)

Report prepared for

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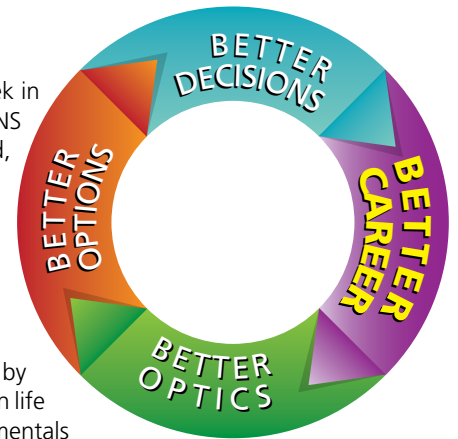
Version 1.1

## ABOUT THIS REPORT

The DRT Career Report is designed as a tool to guide you in your professional development. It enables you to make better decisions in relation to your career by broadening your understanding of your personality, how it shapes your behaviour at work, and how that could affect your overall work performance. Unlike conventional personality or behavioral assessment tools that tell you what you already know about yourself, the DRT Career Report emphasizes on your career options, and how this information can help you maximize your career opportunities. It makes reference to your personality and work behavior, and compares the type of jobs, functions and industries that best suits your personality profile.

## THE IDEA BEHIND THE DRT SYSTEM

The quality of your decisions can make or break the change you ultimately seek in your career. Better career decisions come from knowing what CAREER OPTIONS you have at any given point in time. If the quality or number of options is limited, your ability to make 'better' decisions would be more challenging.



## THE MECHANICS OF THE DRT CAREER PROFILING SYSTEM

The DRT or Decision Referential Technology™ refers to the system developed by Joey Yap Research International, designed to help people make better decisions in life by analyzing the individual's personality. It traces its roots to the principle fundamentals of the ancient time-tested system of Chinese Astrology (BaZi), which has evolved over the years to become simpler and more applicable in today's workforce context. It is a powerful and accurate system that has proven success and efficacy throughout the course of Chinese history. The findings are based on a science of complex calculations and intricate theories, and involve more than the typical Animal Sign forecasts. More information on this subject is available at [www.drtprofile.com](http://www.drtprofile.com).

## HOW YOU WILL BENEFIT FROM THIS REPORT

**This report can be used as a Career Development Tool to enable you to:**

- identify your career options based on the job functions and industries that best fit your profile
- get a view of the present considerations and how that may be affecting your performance at work
- better understand your behavioral patterns on a personal, social and work context
- learn about your management style, strengths and limitations

## HOW YOUR REPORT IS ORGANIZED

Section <b>1</b>	<b>Personality Profile</b>	An overview of your inborn personality, nature, characteristics and social behavior.
Section <b>2</b>	<b>Work Profile</b>	An in-depth review of your key qualities, motivation factors, communication style, decision-making approach, problem-solving approach, stress management, time management, behavior under pressure, task delegation as well your style and your ability in motivating others.
Section <b>3</b>	<b>Maximizing Your Career</b>	A look at your key values to the organization, your career interests, and the work environments that would best support your career growth. This section also suggests a matching of your personality with the most suitable industries and job functions that maximizes your potential.
Section <b>4</b>	<b>Present Considerations</b>	A view of the present challenges that you may be encountering at work, as well as the opportunities and other factors that may be affecting your current work performance.
Section <b>5</b>	<b>Moving forward</b>	A summary of the qualities that will bring you far in your career as well as key areas of development.



## PERSONALITY TRAITS

Your Profile indicates that you are a resourceful, pragmatic and inventive person. You are never short of creative ideas or the energy needed to bring them to life and others often come to you when you need to get things done. One of your great powers is the power of persuasion. When it comes to handling clients or colleagues in times of trouble you always find the right words to keep everyone happy. You are warm, giving and vocal in person and popular with people from many walks of life because of this.



## SOCIAL BEHAVIOR

You are creative and sensitive, with a positive outlook and gentle, genial air. You are honest and sincere with others, with a spiritual approach. You are approachable and amicable and easy-going in social company.

As you are impulsive and impatient, you may veer towards fault-finding with others which can be seen as picky. This is often the result of your frustrations and your anxious state as you search for fulfilment in life.



## GENERAL CHARACTERISTICS

You are intelligent and sensitive with an entrepreneurial spirit. With a humble, honest approach you are not always aware of your huge potential and significant talents which are evident in your creative genius and ingenuity. With a good educational background you can capitalise on these positive traits and enjoy success in life. Others see you as naturally charismatic and accessible and have great respect for your abilities.

You are blessed with good fortune and luck. Your insightfulness enables you to seize opportunities quickly which means you will effortlessly create wealth and prosperity. You are drawn to the finer things in life and enjoy a responsible approach to your finances.

In addition, you thrive on new experiences and have a natural inclination for exploration which puts you ahead of your time. This is satisfied generally through travel; your spontaneity means you are happy to travel anywhere.

Your self-image is important as you seek to impress others. You are naturally kind, altruistic and generous with others, which often makes you a natural mediator among your friends. Your humanitarian nature also affords you a pleasant, good hearted attitude towards others.

Your biggest challenge lies in discovering your full potential and your energies may mainly be devoted to finding yourself. By employing a scientific and logical approach you may be able to discover your true purpose. Your sharp mind will benefit from either formal or informal training to enable you to make the most of your tremendous talents and potential. This will also enhance your ability to focus on the positive rather than lean towards frustration and disappointment.

On occasion you need to be mindful of your natural impatience and occasionally impulsive behaviour which makes it more important to find a worthwhile cause. Learning to develop an attitude of perseverance will assist with this, especially when harnessed with your intelligence and versatility. With effort and concentration you will be able to develop potential and work towards greater success.



## KEY QUALITIES

You are naturally drawn to people. Hence, you are all about connections and bringing people together, as well supporting and recognising the strengths in others. When it comes to solving problems, you are extremely resourceful and you are capable of putting all the pieces together. As such, you generally have no issues getting things done. There is a tendency for you to take a fall from your pride and you can become insecure and prioritize too much on others when pushed into a corner.



## MOTIVATION FACTORS

Your life centers on those around you. Due to your highly sociable nature, you constantly fear rejection. Nothing frightens you more than losing the approval of your superiors, workmates or peers. Hence, most of what you do is all about ensuring that others around you will always find you favourable.



## COMMUNICATION STYLE

You are blessed with a natural ability to charm people and hold their attention. The good thing is your attraction is not an ego-based performance, but more due to the fact that you are empathetic towards others. This means your motives are usually genuinely altruistic and others will naturally find you easy to connect with. You may have to be careful not to go overboard and instead come across as manipulative, arrogant and smug.



## DECISION-MAKING APPROACH

When it comes to your aspirations and goals, you are generally not too far behind. Despite the fact that your priority centers on others, you do not need to be told what to do. You are very much capable of making your own decision, especially when the situation requires you to make up your mind quickly on the spot. The approach you use in your considerations are usually very practical but at times, can appear gullible if you allow others to influence you too much.



## PROBLEM-SOLVING APPROACH

You are generally resourceful due to your instinctive abilities to seek the right person for the task at hand. This in part has to do with your interest and curiosity in other people. A strong will also enables you to deal with tough issues and you will usually give your best or not at all. This in turn is fuelled by your optimism. You believe that nothing is impossible as long as you have determination and effort.

## STRESS MANAGEMENT

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You may want to keep yourself in check so that you do not become unconsciously manipulative in order to achieve your goals. This usually manifests as you overestimate your use and value to your peers. You may also have a tendency to become overly sensitive and irritable when things do not go your way. This is partly due to your constant suppression of your own needs in favour of that of your workmates.

## TIME MANAGEMENT

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While being altruistic and empathic are good things, you must be careful in terms of devoting too much time and effort into the needs of others. You may be resourceful in terms of finding the right people for the job but you can at times become too generous in terms of giving way to others, thus jeopardising your own self. You are also prone to getting disorderly when things get rough and fall into a state of panic.

## BEHAVIOR UNDER PRESSURE

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When your work goes unnoticed or criticized for doing the wrong thing, there is a tendency for you to dwell on your wounded pride. Too much stress can often manifest in the form of physical or verbal aggression due to constantly repressed anger. There could also be a tendency for you to go on the offensive by becoming manipulative if you are pushed into the corner. More often than not, you may find yourself becoming confused in the face of chaos.

## TASK DELEGATION

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The best thing about working with you is that no one has to do anything alone. You are the expert at delegating and have a natural affinity when it comes to matching the right people to specific tasks or duties. Additionally, you are able to play on the strengths to the benefit of the team and you often do this effortlessly without being wrong.

## MOTIVATING OTHERS

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Typically, you tend to give as much leeway as possible when it comes to managing others and you don't make it a habit to give directions. You believe in the ideals of power-sharing, hence you are generally fine with allowing others to take charge once in a while. Others are generally appreciative of you due to your genuine demeanour in terms of the welfare of everyone in general. You are never far away when your subordinates or colleagues need a listening ear.



## YOUR KEY VALUES TO THE ORGANIZATION

You are a collaborative team player who helps bring together the right people and keep all systems running. When the group has needs, you see to it that they are met, to everyone's satisfaction. Your presence increases morale and productivity in the working environment. When managing a project you are highly adept at delegating work and authority in an intelligent way. Additionally, you are not one to offload your own work onto others and are always willing to roll up your sleeves and join in.



### WHAT YOU ARE ATTRACTED TO VS WHAT YOU COULD EXCEL IN

There are many instances where you may prefer jobs that are skewed towards a certain nature or function in a particular industry. At times, this preference may be in line with your strengths and you could therefore make the most in your career simply by doing what you do best. Often however, there is a mismatch between career interests and careers that you could excel in. This section helps you understand your career interests and identifies careers that best fit your profile.



## YOUR CAREER INTERESTS

You are an independent, work-centric person. This means that you derive as much pleasure from completing the work itself as you do from your dealings with colleagues and customers. You are a gifted communicator and collaborator although you do not feel these are defining traits. You will be most satisfied at work when you dedicate your time to an organization which has values that align with your own as the meaning of your work matters to you.



## WORK ENVIRONMENTS THAT SUPPORT YOUR CAREER GROWTH

Your profile suggests that you are uncomfortable in working environments that are unstructured or constantly changing. With that in mind, seek out a job where your contribution is well defined and your working hours are routine for the best results. A lack of office politics or conflict is also preferential. You will excel in an action orientated role rather than an abstract planning one. Make choices with regards to your career that cater to these strengths.



### CAREERS THAT FIT YOUR PROFILE

When making career decisions, it is important that you consider which industry you wish to work in as well as the day-to-day responsibilities and workload that go with your job title. You will find maximum fulfilment in your career when you hold a job (and perform a function) that you are naturally adept at within an industry that interests you. In this section, reference is made to your personality profile in order to determine a number of job roles that you are well-suited for within industries that are likely to align with your own values and interests.

In no particular order of preference, some of the jobs, functions and industries that are suitable to your profile are listed below:

SUITABLE JOBS	TYPICAL FUNCTIONS
<b>Event Manager</b>	Typically involves arranging for venue, partnership development, and negotiations for sponsorships.
<b>Legal Mediator / Negotiator / Arbitrator</b>	Typically involves facilitating negotiations and conflict resolutions through dialogue.
<b>Public Relations Manager</b>	Typically involves establishing and maintaining lines of communication between an organisation and its publics.
<b>Recruitment &amp; Staffing</b>	Typically involves interviewing candidates, matching them to needs of businesses.
<b>Travel Consultant</b>	Typically involves providing information, advice and booking services for people wishing to travel.

You are likely able to excel in your career if you pursued a role or function that is similar to one that is listed above, ideally within any of the listed industries in the following table.

SUITABLE INDUSTRIES	
<b>Architecture / Interior Design</b>	<b>Entertainment/ Film &amp; Music</b>
<b>Marketing / Journalism / Editorial / Writing</b>	<b>Logistics &amp; Supply Chain</b>
<b>Shipping/ Logistics/ Freight / Courier</b>	<b>Transportation</b>

Note that you should not automatically discount any occupation just because it is not listed here. If you are in another occupation, you may find that your unique approach is valued and rewarded and you are quite likely in a valuable leadership position. You may well succeed and achieve satisfaction in that occupation if you can use your preferences productively and create a special role or find a niche within that particular environment or with a group of colleagues you enjoy working with.



## CAREERS THAT MAXIMIZES YOUR POTENTIAL

The main function of your role should be that of producing something that generates a flow of income. Such job role would entail a person to create something, for instance a book or a painting or a new invention, as opposed to providing a service. Your job as a *maker* or *producer* may not be as straightforward as it sounds, for it is also closely associated with your ability to communicate information and benefits related to your product to everyone else. Putting something together is one thing, but making sure that people get genuine value from it is a different ball game completely. Indeed, the emphasis is on the ideas of manufacturing, designing, developing and creating something of value to the world

You work best in an environment where huge amount of data and information are freely accessible. On the contrary, you don't do so well at work when information is sparse and sporadic. Therefore, when assessing a problem or issue, you tend to head straight for the data before anything else. This also makes you are a natural in handling complex information. For instance, you are able to comprehend huge amount of data, crunch it, and make it understandable for everyone else. While you're good at analyzing data and attentive to details, hands-on practical skills that demand physical exertion may not necessary be your strongest set.



4th Feb 2015 - 3rd Feb 2016



### CAREER & BUSINESS RELATED OPPORTUNITIES & CHALLENGES

Your profile suggests struggles in your current employment or business situation. It indicates a lot of obstacles and difficulties in your way, which could affect your job performance as well as your interpersonal relationship with your peers and superiors. This may leave you frustrated and overwhelmed, and possibly disillusioned with your career path or the project you are working on.

You may face with a lot of opposition with your work, where your superiors or business partners may reject your ideas or disregard your opinions. Your colleagues or subordinates may be less supportive of you as well. This can potentially slow down or even halt the project or business deal you've been working on and deter your chance to advance forward.

There is a risk of a power struggle or insubordination, especially if you are in a leadership position. If you are not careful or react with haste in such situation, you may see a likelihood of being taken off the project or a demotion. In extreme cases, it could possibly mean a termination, or losing your own business as the end result.



### HOME AFFAIRS AFFECTING WORK PERFORMANCE

There is an indication of stress brewing at home which may affect your performance at work. Marital issues with your spouse, disharmony with a family member, or crisis related to finances at home, can distract your attention at work. If domestic matters were not resolve any time soon, it could escalate and spill over to your job or business.

Your top priority must be to find the solution for issues at home. This requires a lot of time and genuine effort. Address the issue with your spouse or family member in question in an open discussion, so that all parties can work together to find a solution or common ground that all can agree on. Once stress at home is alleviated, you can better focus on matters at your workplace.



### GROWING YOUR SOCIAL NETWORK AND CONNECTIONS

You have a talent in connecting with people, so utilize it wisely to build new relationships and strengthen existing ones. All relationships take time to nurture. It must be developed from a solid foundation of trust and honesty.

Your social and professional network can potentially bring you opportunities for your career or business. If you continue to grow genuine connections with those around you – be it your friends, colleagues or business associates – you are likely to find support and assistance in return that can bring success to your career. A close bond with your spouse and family will also help you gain a strong support in your career or business pursuits.



### ALIGNING YOUR THOUGHTS & ASPIRATIONS WITH A BRIGHTER FUTURE

Your profile indicates that you may be bogged down with stress and worries at this time, which may make you lose focus of your goals and bring about self-doubt. The cause could stem from issues at home and/or at work. It is important to keep in mind that life is full of ups and downs, and that this moment of frustration or even confusion is just a phase you need to overcome. Once you learn to face and manage the negative emotions, you will know how to handle issues better in the future. Thus, this will ultimately affects your work performance in the long run.





## IS THIS A GOOD TIME TO GO ON YOUR OWN?

At some point in your life, you may have entertained some thoughts about stepping out to pursue your own ventures. You may have long desired to work for ownership, while having that flexibility of being your own boss. But is this a good time to pursue your dream as an entrepreneur? Successful entrepreneurs share many traits in common. The next section lists the top ten traits of successful business owners, and it measures your present mindset and mentality against these traits. This would give you an indication of your potential to succeed as an entrepreneur.

NO	TRAITS	YOUR QUALITIES	Score
1	<b>Focus</b>	There may be some major 'distractions' surfacing this year. Hence you may be more inclined to lose focus on your business or career, even if you try to set your mind to it.	0
2	<b>Commitment</b>	You would be very meticulous about the decisions you make this year. Once a decision is made, you would tenacious in your efforts and see it through to its completion.	1
3	<b>Self-control</b>	You would likely have the discipline to take the necessary steps to achieve your goals and objectives this year. You are also not easily swayed away from your course.	1
4	<b>Proactiveness</b>	You may be unprepared to grab any opportunities that could help reach your goals, and may require external guidance to aid you.	0
5	<b>Competitiveness</b>	You have the competitive spirit is in you this year. You would be very motivated in your pursuits and will find all means to succeed.	1
6	<b>Innovation</b>	You feel very inspired this year, and may be granted with the 'intuition' to start something new.	1
7	<b>Determination</b>	You have a high level of self-determination this year. This would propel you to make your endeavors a success.	1
8	<b>People Skills</b>	You have the ability to connect with people better this year. Subsequently, this would have led to a higher chance of you influencing others in your favor.	1
9	<b>Risk Tolerance</b>	Your risk-tolerance level is lower than usual, which would make you more wary about taking any business/career risks this year.	0
10	<b>Compulsion</b>	You have a genuine interest in what you do, and you are likely to be more compelled to make your own business or career a success.	1
<b>YOUR SCORE</b>			<b>7</b>



## INTERPRETATION OF SCORES

### SCORES BELOW 3:



Profiles of this nature may struggle as an entrepreneur. They are usually better off in an environment where the business is already established, where structure and guidelines are in place, and there is an existing system and business model that drives profitability. Starting a new business from scratch may not be your forte at this juncture.

### SCORES FROM 4 – 7:



Profiles of this nature may encounter some hurdles as an entrepreneur. But if you are equipped with the right support, knowledge, and skills, you may see some success, particularly if the job function is right and the business is in the right industry. Starting a new business can be considered, but success would largely depend on your ability to build a strong network and choose the right business partners to work with.

### SCORES ABOVE 8:



Profiles of this caliber may find it easy and even natural to pursue their path as an entrepreneur. They have the qualities to be successful in business, and success may very much depend on the business concept, the chosen field, and the timing.

## SECTION

## 5



## MOVING FORWARD

Your objective in using this report should be to learn about yourself, and know what's best for you, so you are empowered to make better decisions on your next career move. The more you understand your tendencies and characteristics, the better you will be at maximising your full potential.

Understanding your personality is only the first step to a brighter future. Your personality profile dictates the way you behave at work. The findings in this report could therefore be used as a guide to help you understand your behavioral traits that could affect your overall work performance. While there are no 'right' or 'wrong' behaviors, there are certainly qualities that you possess that will bring you far in your career. Know your strengths and use this to your advantage. At the same time, be aware of your limitations and recognize that these as key areas of development for further self-improvement.

With reference to the career options presented in this report, you would have an indication of the nature of the job functions and industries that would best fit your profile. The next question for you is to determine when to make your move.



## SUITABLE TIMES TO CONSIDER A CAREER CHANGE

The DRT system suggests that the likely periods that you may encounter a shift in your career would be in the years **2016 and 2019**, particularly in the months of **Feb, Aug or Nov**. You would find that in these periods, you may encounter stress and pressure at an unusual level that could lead to the thought of leaving your current employment. It is important that you consider your opportunities wisely and avoid making any rash decisions during those periods.

Based on your profile, it would be favorable for you to consider a career change in the years: **2021 and 2024**, in the months of **Jan, Apr or May**. Moving at the right time may increase your chances to a more successful career.

Note that these predictions on periods are only derived from your personal astrology. A more detailed and accurate selection of date and time will require a close study of daily/monthly astrology forecasts. If you need a precise date to start a new job, please discuss your needs with our consultants.



## CAREER ADVISORY SERVICES

Making reference to the present considerations and the suggested times to consider a career change in this report, you should be able to determine if this is the right time to move, and what positions you should pursue in which industry. In the event however that you require any additional information to support your career decisions, please see us for a one-to-one **Career Advisory** session, which typically covers questions like:

- Should I remain in my current job?
- Is this the right time to move on?
- When should I commence a new job?
- Which offer should I accept? (Selection between two jobs.)
- How compatible am I with my future boss? (The Date of Birth of your future boss is required for this analysis)



Talk to an expert today

+603 2284 8080 or logon to [www.drtprofile.com](http://www.drtprofile.com)**Disclaimer:**

The purpose of this report is to help you broaden your understanding of yourself and to plan well for your future. This report is only one source of information. When choosing a career or contemplating a career change, you must also consider your current abilities and skills, your lifestyle, work and leisure interests, as well as your goals and objectives. You will also need information about specific tasks involved in different occupations and career opportunities to make an informed decision. This report should never be used in isolation, but always in conjunction with both an interview and a process whereby your career objectives are discussed with a skilled counselor or trained professional. As you review your report, remember that managing your career is not a one-time decision but a series of decisions made over your lifetime.



**JY Workforce Dynamics Sdn Bhd** (1059638-P)

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