Lecture 8
Building the Potential Profile

<table>
<tr><td>Intended Learning Outcome</td></tr>
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At the end of this module, it is expected that the participant will be able to:

1. Teach the student to collate data from Multiple Potentials Interest Profile and the Strengths and Accomplishments Questionnaire and enter it into the My Career Alternatives worksheet.
2. Teach the student to build his/her potential profile.
3. Teach the student to identify his/her 3 highest potentials.

This activity constructs the potential profile, using the scores from the MPII and the SAQ.

Method

Inform the students that their interest scores, priority interest scores, SAQ scores and self-rating will be used to construct their potential profile. Instruct them to keep the following worksheets in front of them:

1. Worksheet : My Interest Profile
2. Worksheet : Strengths and Accomplishments Questionnaire

Step 1: Score the Strengths and Accomplishments Questionnaire as follows:

- The levels of accomplishment have values ranging from 1 to 5. The first column (I am involved in this activity at the personal level) is taken as the lowest level of accomplishment and given a value of 1 mark. The last column (My expertise has been used professionally) is taken as the highest level of accomplishment and given a value of 5 marks. The marks therefore are as follows:

Column 1 = 1 mark. Column 2 = 2 marks. Column 3 = 3 marks. Column 4 = 4 marks. Column 5 = 5 marks.

Given below is an illustration from the Linguistic Section of the SAQ.

Linguistic Total = (1 x 6) + (2 x 4) + (3 x 2) + (4 x 1) + (5 x 0) = 6 + 8 + 6 + 4 + 0 = 24

- The maximum possible score for one item = 15 marks (1 + 2 + 3 + 4 + 5).
- The maximum possible score for one potential area is = 90 (15 x 6).
- Find the total scores for each potential area by totalling the tick marks placed by the participant.
- Each potential area is to be totalled separately.
- Find the total scores for each potential area in this way. Each potential area is to be totalled separately.

Step 2: Convert the participant's selection of 10 priority interests into scores as follows:

The students have selected 10 priority interests out of 60 activities in Worksheet: My Interest Profile. As per the instructions, they would have chosen at least 1 activity and not more than 6 activities from each potential. First of all, count the number of activities chosen for each potential. Give 7 marks for each choice. This means, if the student has chosen two activities from the Linguistic potential, four from Analytical-Logical potential, one each from Spatial and Personal and two from Physical – Mechanical potential, s/he will get 14 under L, 28 under AL, 7 marks each for Spatial and Personal and 14 marks for Physical-Mechanical potential. .

An example is shown below:

Priority Interests of Salma:

1. Teach and train others (L)
2. Use language as a tool for communication (L)
3. Use reasoning and logic in order to solve a problem (AL)
4. Use mathematical skills (AL)
5. Understand information and make quick decisions (AL)
6. Analyse data (AL)
7. Invent new products from my ideas (S)
8. Meet and socialise with lots of people (P)
9. Work with tools and equipment (PM)
10. Apply physics to understand how machines work (PM)

Distribution of priority interest scores for Salma:

	L	AL	S	P	PM
Number of activities chosen	2	4	1	1	2
Marks (number of activities x 7)	14	28	7	7	14

Step 3: Putting interests, accomplishments, and priority interests scores together

You are now required to help the student integrate all the data collected to obtain a *Composite Score*. The steps to be taken are as follows:

- The student is to have the My Career Alternatives worksheet in front of him/her and write their name on the worksheet.
- Instruct the student to enter the scores for interest, priority interests and SAQ into the Potential Profile table on the worksheet.
- In the row titled **Self Rating**, the students are to rate themselves for how good they are for that potential. The minimum rating is 1 and maximum is 8.
- Now, the student is to work out the total for each Potential Area. The Total Marks for each potential is 200 (Interest Profile = 60 + Accomplishments = 90 + Priority interests = 42 and Self Rating = 8).
- After calculating the Total Marks, the student should divide the Total Marks for each area by 2 to get their Final Score for each area. In case the student obtains a decimal, instruct them to round it to the next highest number. The Final Score is written in the last row of the Potential Profile table. Given below is an example.

The Potentials on which the student obtained the three highest percentages are to be selected for building the Career Overview and generation of Career Alternatives. In the example shown above, the Analytical-Logical, Linguistic and Physical Mechanical potentials have emerged as the highest potentials.

Ask them to circle three potential areas with the highest scores. Give students an opportunity to reflect and comment on their profile.

MY CAREER ALTERNATIVES

POTENTIAL PROFILE

Assessment Method	Weightage	L	AL	S	P	PM
Accomplishments	90	46	63	29	32	38
Interest Profile	60	24	51	18	22	24
Priority Interests	42	14	28	7	7	14
Self Rating	8	3	7	3	4	5
Total Marks (TM)	200	87	149	57	65	82
Final Score (TM/2)	100	44	75	29	33	41

CAREER OVERVIEW

POTENTIAL 1: ....
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POTENTIAL 2: ....
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POTENTIAL 3: ....
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CAREER ALTERNATIVES

OPTION 1 : ....

OPTION 2 : ....

OPTION 3 : ....

OPTION 4 : ....

OPTION 5 : ....