MINDMILL (HR) SOFTWARE LTD CAREERMAPS

CAREER GUIDANCE

Choosing a career or changing the course of your professional life can be a very delicate process when you don't know for sure what to do.

Many people seek professional guidance when they intend to change areas or progress in their actual career.

People struggle more to understand what the job market looks like for a particular profession or find out which career options relate most to their profile.

The goal of career guidance in all cases is to uncomplicate the process of deciding a professional future.

These questions can be raised along with the search for self-knowledge with a way to better understand personal preferences, abilities, potentials and weaknesses.

MINDMILL SOLUTION

CAREERMAPS

CareerMaps is an easy and accessible mobile application that allows individuals to assess their interests in order to seek and apply for relevant jobs - all in one platform. Candidates are taken on a journey where each individual will complete a personality assessment - producing a snapshot of their behavioural profile, providing the metrics to match individual behaviours to professions and job roles. Candidates then complete a Jobs and Occupational Interest (JOIN) assessment which will indicate job interests and sector preference, allowing for better matched opportunities in those fields.

HOW DOES CAREERMAPS WORK?

The application facilitates the collection of geo- and biodata and allows for personalisation of the candidate profile to show skills, qualities, and other information like hobbies, etc.

Careermaps define and measure individual differences in natural abilities, interests and motivations and can be used as part of the career planning process when determining job choices, employability skills, personal development plans and lifelong learning.

Psychometrics provide great insight when deciding on a career to pursue or how to progress within a current career. The assessment results help identify strong attributes and how these can be used to excel in certain career paths. By applying for careers and programs which are suited to an individual's interests; their satisfaction and motivation is likely be higher while in education or at work.

WHAT INFORMATION WILL CAREERMAPS PROVIDE?

This scientific method of assessing an individual's abilities, personality traits and interests have been proven to help make more objective (unbiased) and informed (knowledgeable) decisions in many areas including career guidance.

JOIN

This section provides the results from the Jobs and Occupations Inventory (JOIN) and will indicate what their top preferences are in terms of career industries. This section will help the candidate recognise their interests and can provide valuable insights when making career decisions.

PERSONALITY

This section of the report provides information an individual's personality preferences, including strengths and areas they may wish to consider further. This information can be used to help decide what type of career will suit their personality characteristics.

careermaps

BENEFITS OF USING CAREERMAPS FOR:

CANDIDATES

Career guidance:
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Personal statements / CVs and job interview preparations:
The information can be used to help prepare personal statements or CVs. It can also be used to assist with job interviews by providing information to confirm suitability for a certain role.

Self-awareness and self-development:
Being able to recognise and understand your own strengths and weaknesses is very valuable. By receiving a psychometric report, the individual will be able to identify and consider their strengths and weaknesses when deciding on career paths to pursue.

Experience of completing psychometrics:
The use of psychometrics, particularly within recruitment and selection, is increasing. Careermaps provides the opportunity for individuals to experience the process of completing a psychometric assessment and review the results after.

TUTORS

User friendly:
Employers and recruiters have access to matched candidate profiles enabling them to nudge candidates to apply for opportunities if they have not already done so.

Objective:
Match based filtering and shortlisting allows for efficient, scientific and unbiased candidate ranking and selection.

Fair & identifies potential:
Assessments measure natural ability and are not based on previous education attainments or experience. Raw potential is identified, demonstrating the ability of candidates to learn skills in a given work environment.

Cloud based:
Assessments can be completed remotely and generate instant results, saving time on staff resources and administrative costs.

Comparison groups:
Appropriate norm groups are selected to ensure that the candidates are being compared to the correct comparison group.