

career analysts bring The Morrisby Report to New Zealand

There's enough out there it confuse teenagers on a daily basis without having them additionally stressed about their future career choice.

So bring on The Morrisby Report, a new to New Zealand career guidance tool which has occupational psychologist Anne Fulton buzzing.

"This is one of the most exciting tools I've seen in career guidance", says Fulton, director of Career Analysts which she began in Auckland three years ago.

"Students – and their parents – are finding it an incredibly useful tool, with 97% of 360 recent participants surveyed saying that the report had identified their personal strengths.

"And a follow-up of candidates who completed the report 10 years ago found that the Morrisby career predictions were on target for the study areas recommended for 87%, with the same degree of success for 86% of the candidate's career paths.

"That sort of response tells me that this is a system we're going to be using a lot. It's comprehensive and effective and can take away the pain and cost of heading down the wrong career path."

Morrisby is the United Kingdom's leading provider of vocational guidance tests to secondary schools and the adult sector. Fulton decided to introduce it to New Zealand after seeing it in action in Australia where it has been available since 2003.

The 20 page report identifies a person's talents and abilities, learning styles and career interests.

It begins with a simple questionnaire – taking about 30 minutes – asking what exams the student is currently working towards and what types of work they would like to do.

This is followed by 12 paper and pencil exercises which measure potential, not what the student has already learnt. The assessment takes around three hours and result in much of the information needed to choose a career. (Interestingly, overseas studies have shown positive responses to the assessment, with 96% of teens enjoying or saying they didn't mind taking the tests.)

The assessments are structured to reveal definite career options most suited and which the student is most likely to enjoy.

And the patterning of results is more important than their level when it comes to understanding abilities and direction of talents – for example, very good verbal ability is associated with both law and psychology, but with slightly different combinations of abilities for each occupation.

Results are then applied to The World of Work table which shows the types of work the student is interested and suited to. Every participant is given up to ten occupational suggestions to explore further which match their profile of abilities and interests, anything from trades through to the professions such as law, medicine or engineering.

Fulton is confident that The Morrisby Report offers an exciting new option for students wondering which way to turn, and for adults whose current career just isn't doing it for them.