

# CAREERMATCH WHARTON PROFILES FROM CAREERLEADER

*MBA Career Management*



# How to Use the Profiles

---

Use this resource to help you understand why a specific CareerMatch was high or low for you. Based upon Wharton's statistical analysis of CareerLeader results of ~1500 Wharton students and alumni, in this document you will find:

- Profiles for 24 CareerMatches (Industry and function)
- Profiles for 8 Interests
- High and low correlations to other sections of the CareerLeader assessment per profile

## Tips on using the profiles:

- ✓ Look at the Profile for your top Interests and see which careers are most highly correlated for you. Interests are the guiding principle for choosing a career.
- ✓ Evaluate your profile's similarity and difference to the CareerMatch Profile which you might target. Consider that it is easier to develop a skill than it is to change an Interest or Motivator
- ✓ Watch MBACM's online presentation about CareerLeader for more info.

# Interpreting CareerLeader Coefficients

## Interpreting Correlation coefficients in psychological assessments

Based on 78 meta-analytic studies

Lower third	.02 to .21
Middle third	.21 to .33
Upper third	.35 to .78

Interpreting coefficients from psychological assessment test such as CareerLeader requires a little bit of training. A correlation of  $>.21$  is considered “moderate” and a correlation  $>.35$  is considered “high.” While this would not be the case in other disciplines, it is important to keep in mind as you interpret your CareerLeader results.

Source: American Psychologist Jan. 2003

# Table of contents

---

Click on any of the links below to view more information about these results

## CareerMatch: Industries

[Entrepreneurs](#)  
[Investment Banking](#)  
[Investment Management](#)  
[Consulting](#)  
[Non-profit/ Education/ Gov't](#)  
[Private Equity](#)  
[Retail Management](#)  
[Venture Capital](#)  
[Management In Science & Tech](#)  
[Real Estate Dev.](#)  
[Real Estate Finance](#)  
[Securities Trading](#)

## CareerMatch: Functions

[General Management](#)  
[Marketing](#)  
[Corporate Finance](#)  
[New Product Development](#)  
[Human Resources](#)  
[Product & Ops Management](#)  
[Project Management](#)  
[BD And Sales](#)  
[Sale Management](#)  
[Strategic Planning](#)  
[Supply Chain Management](#)  
[Training & Organizational Dev.](#)

## Interests

[Application Of Technology](#)  
[Coaching & Mentoring](#)  
[Creative Production](#)  
[Enterprise Control](#)  
[Influencing Others](#)  
[Managing Teams & People](#)  
[Quantitative Analysis](#)  
[Theory Development & Research](#)

# CAREERMATCH: INDUSTRIES

# Wharton Profile: Entrepreneurs

---

Items	High	Low
Interests	Enterprise Control (.49)	
Motivators	Autonomy (.34)	Security (-.26)
Skills	Comfort with Risk (.33) Creative Thinking (.32) Recognition of Opportunity (.27) Decisiveness (.24) Leadership Confidence (.23) Influence (.22)	
Career Match	General Management (.44) Strategic Planning (.30) Proj. Management (.28) Real Estate Dev. (.21)	

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Investment Banking

Items	High	Low
<b>Interests</b>	Quantitative Analysis (.51) Enterprise Control (.20)	Creative Production (-.29) Application of Tech. (-.36)
<b>Motivators</b>	Financial Gain (.24)	
<b>Skills</b>	Quantitative Analysis (.21)	
<b>Career Match</b>	PE (.49) IM (.48) Commercial Banking (.42) Fin. Planning/Stocks (.41) Corp. Finance (.40) VC (.35) Securities Sales (.35) Real Estate Finance (.30)	Training and OD (-.22) Advertising (-.28) Marketing (-.29)

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Investment Management

Items	High	Low
<b>Interests</b>	Quantitative Analysis (.55)	Application of Tech (-.28) Creative Production (-.24)
<b>Motivators</b>	Financial Gain (.35)	Managing People (-.20)
<b>Skills</b>	Quantitative Analysis (.22)	
<b>Career Match</b>	Securities Trading (.59) Fin. Planning & Stocks (.50) IB (.48) PE (.46) VC (.43) Securities Sales (.34) Real Estate Finance (.34) Corp. Finance (.23)	Marketing (-.32) Advertising (-.22) Prod. & Ops Manage't(-.21) Training & OD (-.25)

[BACK TO TABLE OF CONTENTS](#)



# Wharton Profile: Consulting

Items	High	Low
Interests		
Motivators	Altruism (.23)	Financial Gain (-.24)
Skills		
Career Match	Training & OD (.39) HR (.33) Strategic Planning (.29) Marketing (.23) Info. Sys. Management (.22) Non Profit Management (.19)	Securities Trading (-.26) Real Estate Finance (-.24)

Note: Research has found that people who go into consulting tend to have profiles more similar to the industries they pursue after leaving consulting. There is a great diversity of people who find consulting a match for a short period of time (especially post-MBA). Based on Wharton data, there is no distinct CareerMatch for consulting. However, long-term consultants do tend to show a higher interest in Theory Development and Research.

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Non-Profit / Edu / Gov't

Items	High	Low
<b>Interests</b>	Coaching & Mentoring (.43) Influencing Others (.21) Theory Dev. & Research (.20)	
<b>Motivators</b>	Altruism (.19)	Financial Gain (-.26)
<b>Skills</b>		Quantitative Analysis (-.23)
<b>Career Match</b>	Training & OD (.43) HR (.40) PR/Communications (.27) General Management (.26)	PE (-.25) IM -.24) VC (-.21)

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Private Equity

Items	High	Low
Interests	Quantitative Analysis (.27)	Application of Tech (-.27)
Motivators	Financial Gain (.27)	
Skills	Quantitative Analysis (.24)	
Career Match	VC (.55) IB (.49) IM (.46) Securities Trading (.36) Real Estate Finance (.34) Corp. Finance (.26) Real Estate Dev. (.25)	Training and OD (-.35) HR. (-.26) Non-Profit/Edu. (-.25) PR/Communications (-.21)

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Retail Management

---

Items	High	Low
Interests	Creative Production (.29) Managing People & Teams (.27)	
Motivators		
Skills	Leadership Confidence (.23)	
Career Match	General Management (.21) Advertising (.24) Marketing (.22) Sales Management (.21)	

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Venture Capital

---

Items	High	Low
Interests	Enterprise Control (.28)	Application of Tech (-.23) Creative Production (-.21)
Motivators		
Skills		
Career Match	PE (.55) IM (.43) IB. (.35) Securities Trading (.27)	Training & OD (-.22) Non-profit/Edu. (-.21) HR (-.20)

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Management in Science & Tech

---

Items	High	Low
Interests	Application of Tech. (.37)	
Motivators		
Skills		
Career Match	Research & Dev. Management (.55) Info. Sys. Management (.48) New Prod. Dev. (.47) Project Management (.39) Prod. & Ops Management (.24) General Management (.23)	

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Real Estate Development

---

Items	High	Low
Interests	Enterprise Control (.43)	
Motivators	Financial Gain (.25)	
Skills		
Career Match	Real Estate Finance (.55) PE (.25) IM (.24) Securities Trading (.23) Entrepreneurship (.21)	

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Real Estate Finance

Items	High	Low
<b>Interests</b>	Quantitative Analysis (.39) Enterprise Control (.26)	Application of Tech. (-.23) Creative Production (-.20)
<b>Motivators</b>	Financial Gain (.29)	
<b>Skills</b>		
<b>Career Match</b>	Real Estate Development (.55) Securities Trading (.36) PE (.34) IM (.34) Commercial Banking (.30) IB (.30) Corp. Finance (.27) Fin. Planning & Stocks (.26)	Marketing (-.29) Training & OD (-.24) Consulting (-.24) New Product Dev. (-.21)

[BACK TO TABLE OF CONTENTS](#)



# Wharton Profile: Securities Trading

---

Items	High	Low
Interests	Quantitative Analysis (.44)	
Motivators	Financial Gain (.39)	
Skills	Quantitative Analysis (.22)	
Career Match	IM (.59) Institutional Securities Sales (.44) Financial Planning & Stock (.42) PE (.36) IB (.33) VC (.27) Real Estate Dev. (.23)	Marketing (-.27) Consulting (-.26) Training & OD (-.24)

[BACK TO TABLE OF CONTENTS](#)

# CAREERMATCH: FUNCTION

# Wharton Profile: General Management

Items	High	Low
<b>Interests</b>	Enterprise Control (.32) Influencing Others (.24)	
<b>Motivators</b>	Power and Influence (.25)	
<b>Skills</b>	Leadership Confidence (.35) Power Orientation (.26) Oral Communication (.24) Action Orientation (.24) Projection of Confidence (.23)	Influence (.23) Decisiveness (.22) Multiple focus (.22) Political Skill (.20) Gaining Trust (.20)
<b>Career Match</b>	Entrepreneurship (.44) Project Management (.44) Prod. & Ops Management (.34) Info. Sys. Management (.29) Retail Management (.28) Strategic Planning (.27)	Non-profit/Edu./Gov't (.26) R&D Management (.25) Sales Management (.25) HR (.24) Management in Science & Eng. (.23) Training and OD (.21)

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Marketing

---

Items	High	Low
Interests	Creative Production (.60)	Quantitative Analysis (-.36)
Motivators		Financial Gain (-.28)
Skills		
Career Match	Advertising (.46) PR & Communication (.35) Manage New Prod. Dev. (.31) Strategic Planning (.25) Consulting (.23) Retail Management (.22)	IM (-.32) IB (-.30) Real Estate Fin. (-.29) Securities Trading (-.27) Fin. Planning & Stocks (-.23) Commercial Banking (-.22)

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Corporate Finance

---

Items	High	Low
Interests	Quantitative analysis (.55)	Creative Production (-.28)
Motivators		
Skills	Quantitative Analysis (.36)	
Career Match	Accounting (.51) IB (.40) Commercial Banking (.37) Real Estate Finance (.27) PE (.26) IM (.23)	Advertising (-.28) PR/Communications (-.26) New Prod. Dev. (-.25)

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: New Product Development

Items	High	Low
Interests	Creative Production (.30) Application of Tech. (.29)	Quantitative Analysis (-.38)
Motivators		
Skills	Creative Thinking (.22)	
Career Match	Research & Dev. Manage't (.56) Manage't Science & Eng. (.47) Info. Sys. Management (.35) Marketing (.31) Strategic Planning (.27) Entrepreneurship (.20)	Commercial Banking (-.26) Corp. Finance (-.25) Fin. Planning & Stocks (-.22) Real Estate Finance (-.21)

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Human Resources

---

Items	High	Low
Interests	Coaching & Mentoring (.39)	
Motivators	Altruism (.22)	
Skills		
Career Match	Training & OD (.76) Non-profit/Edu. (.40) Consulting (.39) Project Management (.26) General Management (.24)	PE (-.26) VC (-.20)

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Product & Ops Management

Items	High	Low
Interests	Application of Tech. (.47) Coaching & Mentoring (.22)	
Motivators		
Skills		
Career Match	Supply Chain Management (.47) General Management (.34) Project Management (.31) Manage't Science & Eng. (.24) Info. Sys. Management (.23)	IM (-.21) Fin. Planning & Stocks (.21)

[BACK TO TABLE OF CONTENTS](#)



# Wharton Profile: Project Management

Items	High	Low
Interests	Coaching & Mentoring (.25) Application of Tech. (.21)	
Motivators	Positioning (.33)	
Skills	Action Orientation (.25) Multiple Focus (.25) Leadership Confidence (.22) Day-to-Day Responsibility (.20)	
Career Match	General Management (.44) Info. Sys. Management (.40) Manage't Science & Engineering (.39) Product & Ops Management (.31) Entrepreneurship (.28) HR (.26) R&D Management (.22) Strategic Planning (.20)	

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Business Development & Sales

---

Items	High	Low
Interests		
Motivators		
Skills	Sociability (.23) Oral Communication (.19) Influence (.19)	
Career Match	Sales Management (.73) Inst. Securities Sales (.23)	

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Sale Management

---

Items	High	Low
Interests	Managing People & Teams (.22) Enterprise Control (.21)	
Motivators		
Skills	Influence (.22) Sociability (.20) Oral Communication (.19)	
Career Match	BD & Sales (.73) General Management (.25) Institutional Securities Sales (.25) Retail Management (.21)	

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Strategic Planning

---

Items	High	Low
Interests	Enterprise Control (.24)	Managing People & Teams (-.25)
Motivators		Security (-.20) Lifestyle (-.26)
Skills		
Career Match	Entrepreneurship (.30) Consulting (.29) General Management (.27) New Product Development (.27) Marketing (.25) R&D Management (.24) Project Management (.20)	

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Supply Chain Management

---

Items	High	Low
Interests	Application of Tech. (.43) Managing People & Teams (.22)	
Motivators		
Skills	Action Orientation (.22) Day-to-Day Responsibility (.20)	
Career Match	Product & Ops Management (.47)	

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Training & Organizational Development

Items	High	Low
Interests	Coaching & Mentoring (.43) Theory Dev. & Research (.23)	Quantitative Analysis (-.24)
Motivators	Altruism (.30)	Financial Gain (-.27)
Skills	Oral Communication (.27)	
Career Match	HR (.76) Non-profit/Edu. (.43) Consulting (.39) General Management (.21)	PE (-.35) IM (-.25) Real Estate Finance (-.24) Securities Trading (-.24) IB (-.22) VC (-.22)

[BACK TO TABLE OF CONTENTS](#)

**INTERESTS**

# Wharton Profile: Application Of Technology

---

Items	High	Low
<b>Interests</b>	Theory Dev. & Research (.27) Manage People & Teams (.22) Coaching & Mentoring (.22)	Enterprise Control (-.22)
<b>Motivators</b>		
<b>Skills</b>		
<b>Career Match</b>	Prod. & Ops Management (.47) Supply Chain Management (.43) Management Science & Tech (.37) Info. Sys. Management (.34) Project Management (.21)	IB (-.34) Fin. Planning & Stock (-.28) IM (-.28) Institution Securities Sales (-.28) PE (-.27) VC (-.23)

[BACK TO TABLE OF CONTENTS](#)



## Wharton Profile: Coaching & Mentoring

---

Items	High	Low
Interests	Theory Dev. & Research (.38) Application of Tech. (.22)	
Motivators	Altruism (.32)	Financial Gain (-.23)
Skills	Ability to Teach (.22)	
Career Match	Training & OD (.43) Non-profit./Edu. (.43) HR (.39) Project Management (.25) Production & Ops Manage't (.22)	

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Creative Production

---

Items	High	Low
Interests		Influencing Others (-.27)
Motivators		
Skills	Creative Thinking (.28)	
Career Match	Marketing (.61) Advertising (.58) Manage't New Prod. Dev. (.30) Retail Management (.29) PR & Communications (.27)	IB (-.29) Corporate Finance (-.28) Accounting (-.24) PE (-.24) IM (-.24) VC (-.21) Real Estate Finance (-.20)

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Enterprise Control

Items	High	Low
Interests	Influencing Other (.34)	Application of Tech. (-.22)
Motivators	Power & Influence (.30)	Security (-.27) Affiliation (-.20)
Skills	Leadership Confidence (.34) Power Orientation (.30) Comfort with Risk (.31) Decisiveness (.30) Influence (.30) Recognition of	Opportunity (.29) Projection of Confidence (.27) Sociability (.27) Conflict Tolerance (.26) Creative Thinking (.25) Strategic Thinking (.24) Oral Communication (.23) Flexibility (.21)
Career Match	Entrepreneurship (.49) Real Estate Development (.43) General Management (.32) VC (.28) Real Estate Finance (.26) PE (.26) Strategic Planning (.24) Institutional Sec. Sales (.22) Sales Management (.21) IB (.20)	Accounting (-.20)

[BACK TO TABLE OF CONTENTS](#)

## Wharton Profile: Influencing Others

---

Items	High	Low
Interests	Enterprise Control (.34)	Creative Production (.27)
Motivators	Power & Influence (.37)	Affiliation (-.22)
Skills	Power Orientation (.29) Leadership Confidence (.28) Oral Communication (.27) Decisiveness (.21) Strategic Thinking (.21) Projecting of Confidence (.20)	
Career Match	General Management (.24) Law (.22) Non-profit Management/Edu. (.21)	

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Managing People & Teams

---

Items	High	Low
Interests	Application of Technology (.22)	
Motivators		Intellectual Challenge (-.20)
Skills		
Career Match	Retail Management (.27) Supply Chain Management (.22) Sales Management (.22)	Strategic Planning (-.25)

[BACK TO TABLE OF CONTENTS](#)

## Wharton Profile: Quantitative Analysis

Items	High	Low
Interests		
Motivators	Financial Gain (.30)	
Skills	Quantitative Analysis (.32)	
Career Match	Corporate Finance (.55) IM (.55) Fin. Planning & Stock (.51) IB (.51) Commercial Blanking (.47) Securities Trading (.44) Real Estate Finance (.39) Accounting (.30) PE (.27)	Manage't New Prod. Dev. (-.38) Marketing (-.36) Advertising (-.28) PR & Communications (-.27) Training & OD (-.24) Research & Dev. Management (-.21)

[BACK TO TABLE OF CONTENTS](#)

# Wharton Profile: Theory Development & Research

---

Items	High	Low
Interests	Coaching & Mentoring (.38) Application of Technology (.27)	
Motivators	Intellectual Challenge (.26)	
Skills	Critical Thinking (.20)	
Career Match	Training & OD (.23) Non-Profit/Edu. (.20)	

[BACK TO TABLE OF CONTENTS](#)



////////////////////////////////////  
KNOWLEDGE FOR ACTION  
////////////////////////////////////