

Morrisby Profile

Information for parents



Who are Morrisby?

- Delivering assessments for career guidance for over 55 years
- Morrisby now used in well over 1500 schools, in 50+ countries:



- Morrisby also delivered in all schools in state of Victoria in Australia



Morrisby Profile

- The flagship Morrisby service - most widely used careers assessment worldwide
- Advanced psychometric profiling
- Improved self-awareness, from an unrivalled breadth of diagnostic tools:
 - Aptitudes
 - Interests, workstyle preferences and motivation (Aspirations)
 - Values (Priorities)
 - Personality
 - Learning Styles
 - Study Interests
- Modifiable, to improve currency



Morrisby Profile Objectives

Informs the process of subject, course and career decision making, by...

- Providing objective information about a person's underlying: Aptitudes (strengths & potential); Working preferences; Motivations; and Personality
- Tailored careers suggestions
- Match tailored suggestions with the opportunities available
- Interactive, personalised and adaptable experience
- Unlimited, detailed, dynamic personal reports
- Login for life



Morrisby Profile Objectives

Student *knows* what they want to do?

- How well researched are they?
- Is it really appropriate?
- How can they be so certain that they will be good at it?
- At the very least, we may confirm their goals
- OR, we may give them alternative new ideas about courses and careers they had never considered before

Student has no idea what to do?

- We assess their strengths, personality and interests
- And match these to careers
- Provide information on 600+ careers, including qualification requirements, salaries, videos, professional bodies & opportunities
- Show them courses available & institutions (UK/Ireland/Europe)
- But also allow *modifying* of results



How?

- Firstly we gain objective information by identifying a candidate's strengths (sometimes unidentified) & their potential
- Match these strengths, along with interests, personality & other preferences with suitable careers, subjects, and future options

But...

- Morrisby addresses this transient nature of decision making ... profiles can be modified to reflect new thinking
- Morrisby also adapts to the candidate's age, always focusing on their *next* decisions
- Students can share their results with parents to keep them informed & involved
- Candidates can return to update their profile, aspirations and plans, ***for life***



Morrisby Higher



- Providing all the careers needs for Sixth Forms and colleges with tools to match students to the most suitable destinations
- Study Interests Questionnaire - psychometric assessment
- Easy to use course search system
- Rich subject and course information
- Personal statement tools
- Academic reference system, including grade submissions

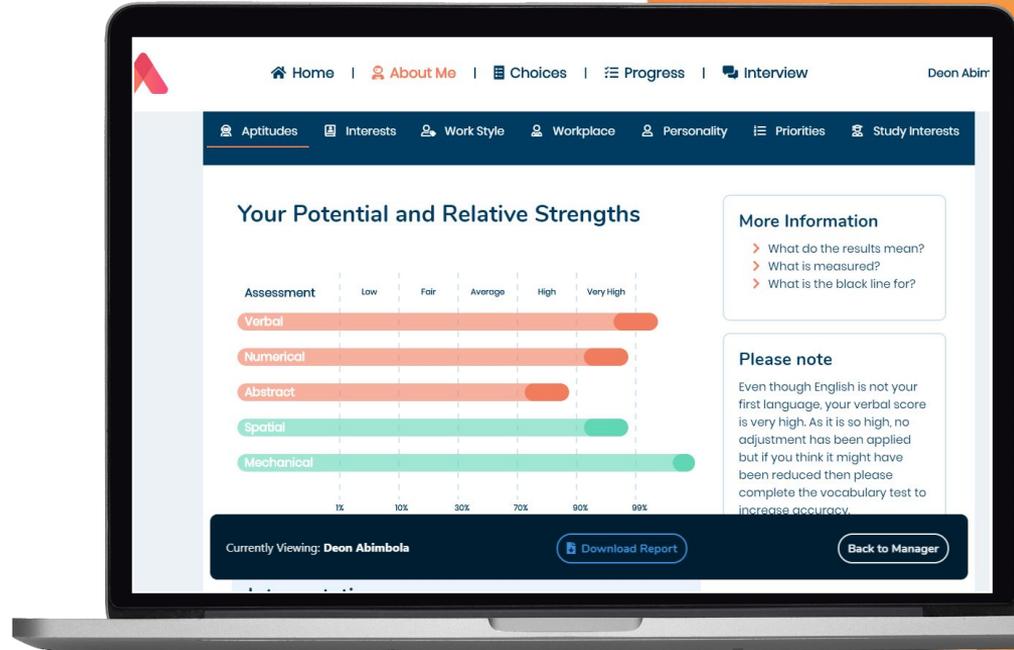


Student Profile



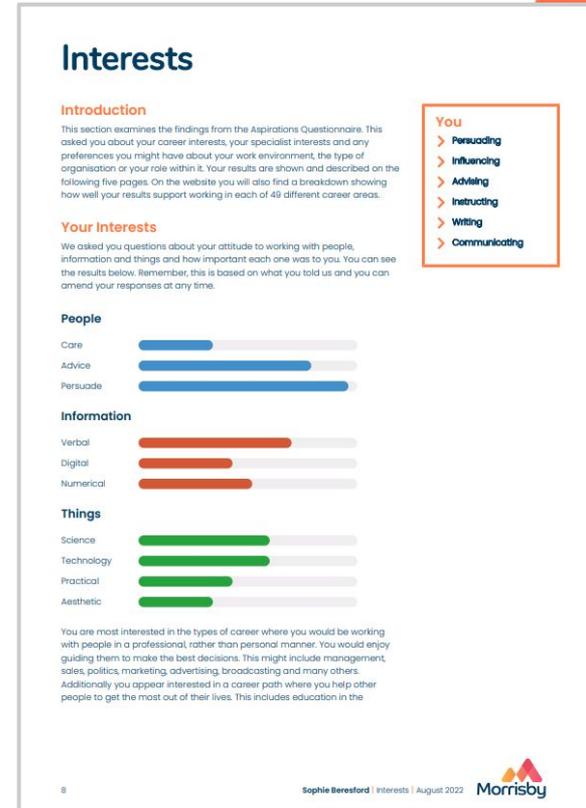
Student Website

- Aptitude, aspirations, personality, etc. results with links to careers
- Careers suggestions and profiles
- Subject suggestions and information
- Higher education course search
- Apprenticeship information and search tool
- Next step planning tools



Report

- Provides detailed feedback to all outputs of the assessments
 - Aptitudes, Interests, etc
- Plan, with Favourites, Choices and Achievements
- Suggestions (Careers, Subjects, Courses)
- Modified list following saved changes after using 'Mixer'
- Default list (pre-modification)
- Choices, next steps
- Interview notes
- Dynamic: modifiable & saved 'on the fly'



Aptitude Assessments



Profiler

Please complete the following assessments. The total time for each is shown, including instructions and practice. You will need to concentrate fully and be able to work without any interruptions.

Name	Length	Status	
Verbal 1 Assessment	🕒 7 Minutes	🔄 Ready	Start
Verbal 2 Assessment	🕒 7 Minutes	🔴 In Queue	Not Ready
Numerical 1 Assessment	🕒 12 Minutes	🔴 In Queue	Not Ready
Numerical 2 Assessment	🕒 12 Minutes	🔴 In Queue	Not Ready
Break			
Abstract 1 Assessment	🕒 12 Minutes	🔴 In Queue	Not Ready
Abstract 2 Assessment	🕒 12 Minutes	🔴 In Queue	Not Ready
Personality Type Questionnaire	🕒 About 5 Minutes	🔴 In Queue	Not Ready
Break			
Spatial Ability	🕒 12 Minutes	🔴 In Queue	Not Ready
Mechanical Ability	🕒 12 Minutes	🔴 In Queue	Not Ready
Aspirations	🕒 About 9 minutes	🔴 In Queue	Not Ready

Verbal

Verbal 1 - Practice Question 2 of 3: Answer Explanation

huge great

big large massive

These are all different ways of saying 'big'

size tiny heavy strong enormous



Numerical

Numerical 1 - Practice Question 2 of 3: Answer Explanation

6 $+2$ 8 $+2$ 10 -2 8 10 12 10 ?

The numbers increase by two twice then decrease by two

8 12 16 18 20

The diagram shows a sequence of numbers: 6, 8, 10, 8, 10, 12, 10, ?. Dashed green arrows indicate the operations between the first four numbers: from 6 to 8 (+2), from 8 to 10 (+2), and from 10 to 8 (-2). Below the sequence, five circular options are presented: 8, 12, 16, 18, and 20. The option 12 is highlighted in green, indicating it is the correct answer. The text below the sequence states: "The numbers increase by two twice then decrease by two".



Abstract

Abstract 1 - Practice Question 1 of 3: Answer Explanation

The puzzle interface displays a grid of six shapes, each containing two identical overlapping shapes. The shapes are arranged in two rows of three. The top row contains: a circle with two overlapping circles, a square with two overlapping circles, a square with two overlapping squares, a square with two overlapping triangles, a square with two overlapping triangles, and a circle with two overlapping diamonds. The bottom row contains five options, each in a circle: a square with two overlapping triangles, a circle with two overlapping circles, a square with two overlapping squares, a circle with two overlapping circles, and a square with two overlapping squares. The last option is highlighted with a green background.

Each shape has two identical overlapping shapes inside it

< >

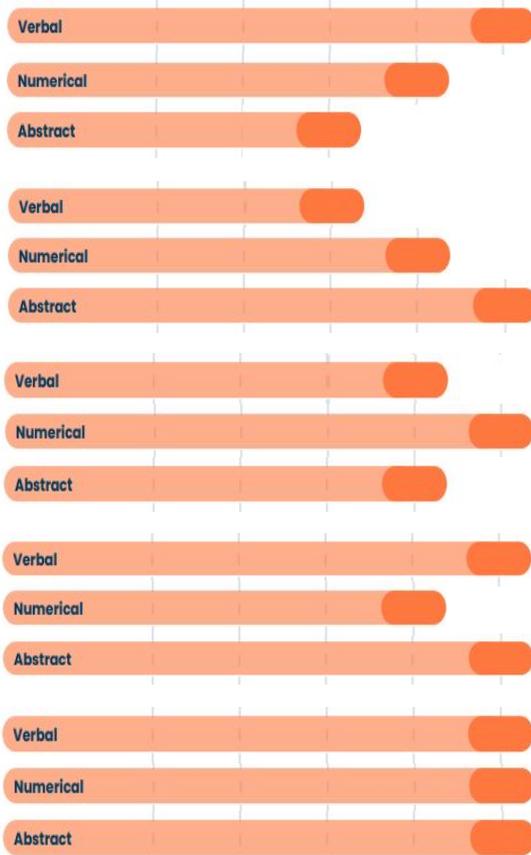


Aptitudes (V, N & A)

- These tests look at how we handle information. Differences indicate our preference for using certain types of information more than others
- Some people understand things best when explained in words, whereas others prefer diagrams or tables of numbers
- Strengths in these tests can also underlie academic performance (V & N)
- Patterns can help show the style of learning that might suit the candidate best
- 'More' is not always 'better'. Patterns in the profile may be more likely to predict success in a given area
- Results are graded to show how they compare to others in the same age group. i.e. An average result is not a poor result... it is the most 'usual' result (i.e. 40% of population)



Aptitudes (V, N & A)



Humanities: Verbal occupations: Journalism, Law, PR, Teaching, professional / management - an emphasis on people/communication, Academic (traditional learning style).

Science: Science, Technical/Engineering, Design. (Learn by 'seeing' rather than 'talking'). Occupationally, more practical/technical & away from people/commerce. Useful for solving complex problems eg. in maths and science.

Commercial/Organisational: Quantitative (although not necessarily maths), concerned with organisation, methods, systems, logical, finance, accounting etc. Weighing up the pros and cons. Logical, probably not motivated by more 'caring' professions

Services: People and aesthetic areas, health (nursing / medicine), careers guidance, services / counselling careers, eg. social work. Not so interested in commerce / quantitative work

Flat: All-rounder, balanced. Can sometimes be undecided, so look for careers with a broad mix: Media, advertising, training. Indicates versatility, but a need for variety



Spatial Ability

Shapes - Practice Question 1 of 4

A

B

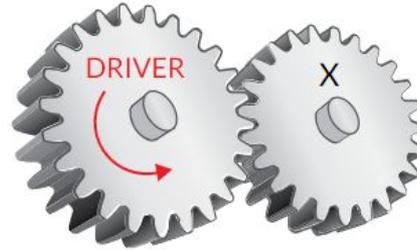
C



Mechanical Ability

Mechanical - Practice Question 1 of 3

What will happen to the gear X when the driver turns as shown?



Turn the same way

Turn the opposite way

Move left and right

Cannot tell

The mechanism will jam



Spatial Ability & Mechanical Ability

- Overall level of both indicates how generally practical and down-to-earth a person is
- Especially when considered in comparison with Verbal and Numerical results



Other Assessments



Attitudinal Measures

- Personality
- Aspirations
- Priorities
- Study Interests



Personality

Morrisby Type Indicator (MTI)

- Based on Jungian Type theory, as per Myers Briggs Type Indicator
- Extremely heavily researched
- Type indicators have a cult following (but not well understood by most)
- This measure is aimed at late teenagers +
- Focus is on preference & perceptions rather than ability
- 2 x Questionnaires Part 1 & 2
- Personal interpretation, linked to career suggestions
- Retake option
- Produces 4 scales / dimensions...

Your personality type:

The Scientist

Independent, innovative and insightful but potentially a little hard to please. Theoretical in outlook with a strategic, logical approach with a scientific methodology. Self-assured, ambitious, organised and likely to expect high standards from self and others.

Extravert

Do you focus more on the world and people around you?

Introvert

Do you focus on your inner world of ideas, thoughts and deliberations?

Intuitive

Are you content to work from a subjective impression of a situation?

Sensing

Do you prefer having objective information?

Thinking

Do you always follow the technically correct course of action?

Feeling

Do you take your and other peoples feelings into account?

Judging

Are you more comfortable in a well-ordered, structured environment?

Perceiving

Do you prefer the spontaneity of a flexible lifestyle?

The Scientist

- ✓ Realistic
- ✓ Rational
- ✓ Logical
- ✓ Independent
- ✓ Insightful
- ✓ Reasoned

Personality describes the way we think, feel and behave – in short, it is what makes us unique. When considering careers, we often think about having the right skills and qualifications, but having the right personal qualities can be just as important. Our personality type, and the way we act and behave will influence our suitability for some careers more than others. This profile also informs your career suggestions.

[Retake Questionnaire](#)



Morrisby Type Indicator

Dimensions

Extraversion	<i>E – I</i>	Introversion
INtuitive	<i>N – S</i>	Sensing
Thinking	<i>T – F</i>	Feeling
Judging	<i>J – P</i>	Perceiving



Morrisby Type Indicator



Morrisby Type Indicator

Your personality type:

The Executive

80+ 'Labels'

Ambitious and results driven. Sets challenging targets, results driven, traditional, sociable but assertive, outgoing, analytical systematic dependable, realistic, ordered.

Extravert

Do you focus more on the world and people around you?

Introvert

Do you focus on your inner world of ideas, thoughts and deliberations?

Intuitive

Are you content to work from a subjective impression of a situation?

Sensing

Do you prefer having objective information?

Thinking

Do you always follow the technically correct course of action?

Feeling

Do you take your and other peoples feelings into account?

Judging

Are you more comfortable in a well-ordered, structured environment?

Perceiving

Do you prefer the spontaneity of a flexible lifestyle?



Aspirations - Outputs

- **Interests**

PEOPLE - Caring, Advising, Persuading

INFORMATION - Verbal, Digital, Numerical

THINGS - Science, Technology, Practical, Aesthetic

- **Specialist Interests (Talent areas)**

- Sport, Music, Art, Languages, Performance

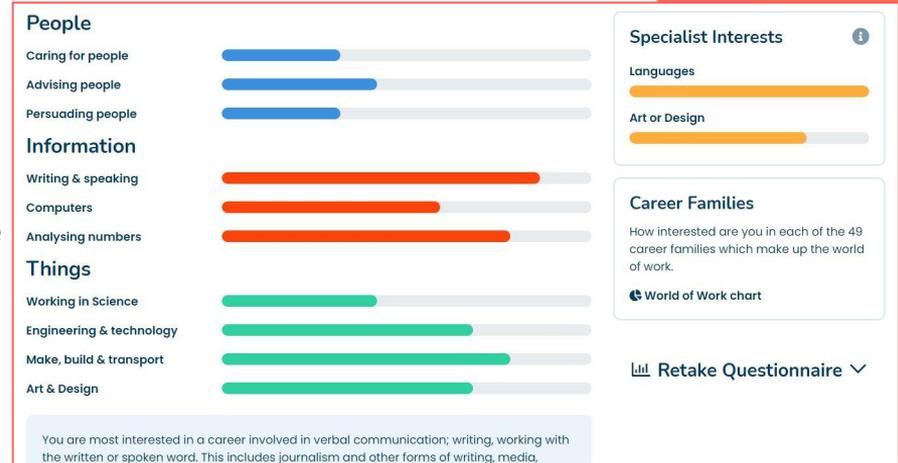
- **Career Families: “World of Work”**

- **Work Style**

- **Organisational Role**
- **Style:** Independence, Ambitious, Industrious, Leadership, Initiative

- **Workplace (environment)**

- Active, Outdoors, Indoors, Public



Aspirations

21%

I'd like a job where I...

mostly do physical work, even if it was tiring

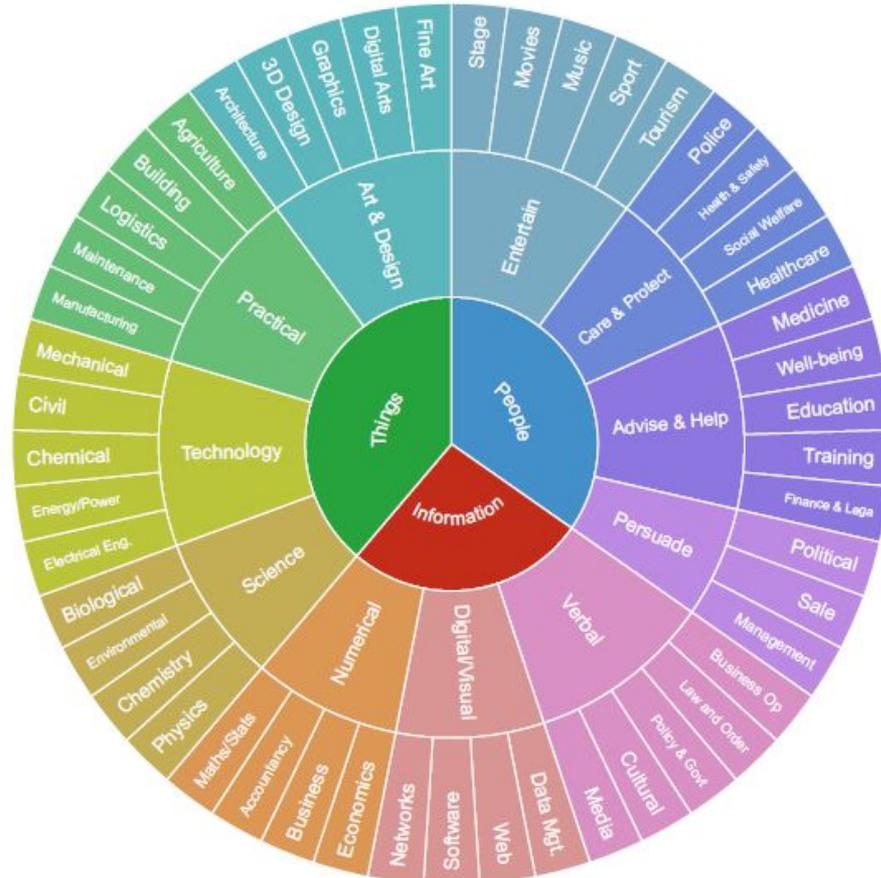
- A lot
- A bit
- Not much
- Not at all

Previous

The visualization shows a horizontal bar chart where the first segment is green and labeled '21%'. Below the bar, the text 'I'd like a job where I...' is followed by a light blue box containing the text 'mostly do physical work, even if it was tiring'. To the right of this box is a list of four options: 'A lot' (checked), 'A bit' (checked), 'Not much' (unchecked), and 'Not at all' (unchecked). At the bottom left of the visualization is a 'Previous' button.

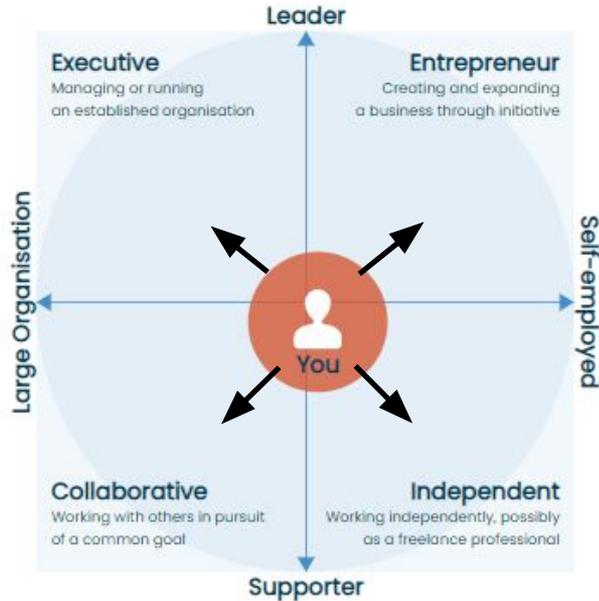


Your personalised World of Work
The size of each segment reflects your level of interest



Work Style: Organisational role

- The **type** of organisation, and **role** in that organisation that a person is best suited to



EXECUTIVE: a manager with responsibility for running an established organisation

COLLABORATIVE: a person who works with others to support the common purpose of an organisation

ENTREPRENEUR: the creator of a business enterprise who expands it through initiative and risk taking

INDEPENDENT: those who work independently in areas such as trades and crafts as well as freelance professionals



Learning Styles

The Independence Scale

- Derived from Extravert / Introvert & Thinking / Feeling scales of the Personality assessment
- Also included is the Independence variable from the Aspirations and questionnaire

The Focus Scale

- May be familiar to some as *Planning Style* (from the paper Morrisby Profile)
- Derived from Spatial / Mechanical assessments & influenced by the Personality assessment

From

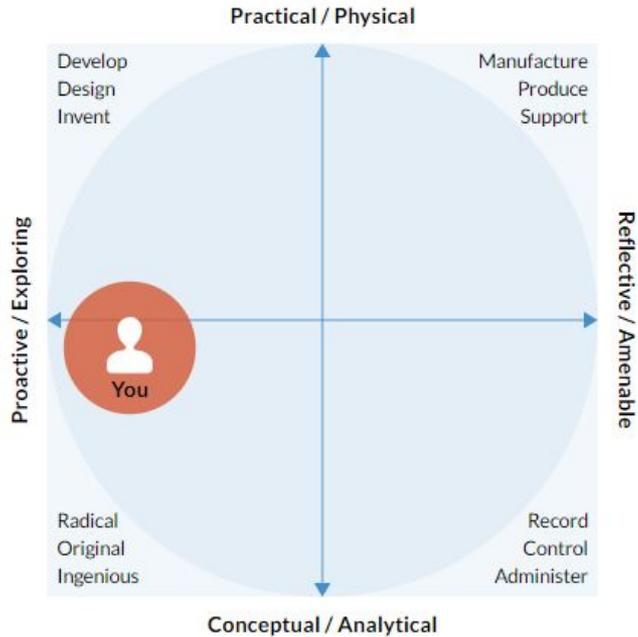
- Detailed, Serialist, Narrow view (Mech bias and MTI: J/T/S)

To

- Holist, Helicopter, Broad view (Spatial bias and MTI: P/F/N)



Learning Styles



North-South Dimension

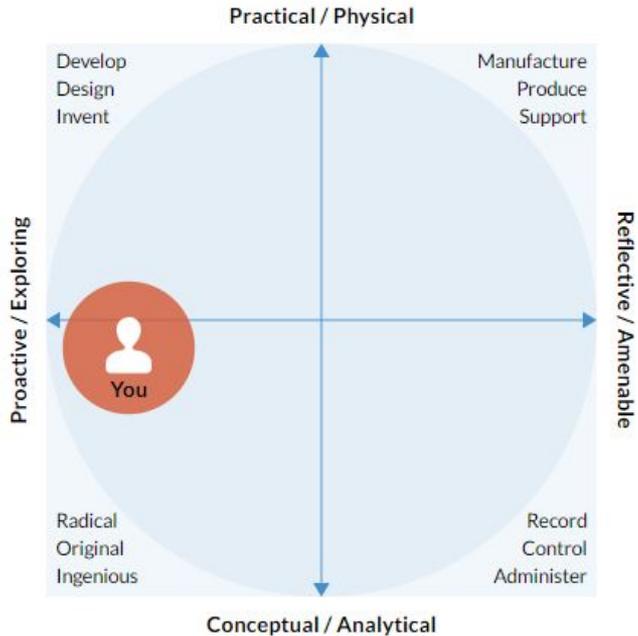
- From the concrete, real, experiential (North); to theoretical, conceptual and abstract (South)

Drawn from:

- Comparing Verbal & Numerical (conceptual) aptitudes with the Spatial & Mechanical (experiential) scores
- Also reflects the candidate's preferences towards practical and technological areas as measured by Aspirations and also the iNtuitive/Sensing from the Personality questionnaire



Learning Styles



East-West Dimension

- From the passive, reflective, observant (East); to pro-active, experimenting and questioning (West)

Drawn from:

- Judging / Perceiving scale from the Personality assessment
- Also coupled with the 'Creative' scale as measured by Aspirations



Priorities

8 scale 'round robin' questionnaire:

- **Security:** Is the security of a stable job/career important?
- **Respect:** How much do you want to be appreciated by others?
- **Contribution:** Do you want to do a worthwhile job that might improve the lives of others?
- **Social:** Does your job need to give you time to spend with family/friends
- **Interest:** How much do you need to be interested in the work itself?
- **Rewards:** Is the amount you are paid of primary importance?
- **Leisure:** 'Work to live' or 'live to work'?
- **Mobility:** How prepared are you to move away, for the right role?

Which of these aspects of a career are most important to you



Interpretation

- › **Social** - Your family and friends are important to you, but then again so is your job! You will try very hard to achieve a balance between the two and not sacrifice one for the other.
- › **Security** - You'll be looking for a job that appears quite secure and offers you the chance for long term employment. It would not be the end of the world for you to lose the job as long as you could see some immediate short term benefits.

My Priorities

Employment can bring many benefits aside from a salary. Some of these are listed opposite, according to how important they appear to be to you. Have a look at what currently motivates you. These can change with circumstances. A person that has no money is likely to focus on salary. But once they have enough, other things are more likely to come to the fore. Where do your preferences and motivations currently lie? Remember, you can retake this questionnaire whenever you like.

[Retake Questionnaire](#) ▾



Priorities

I want a job with a big organisation who would look after me if I got ill

Strongly Agree

Agree

Disagree

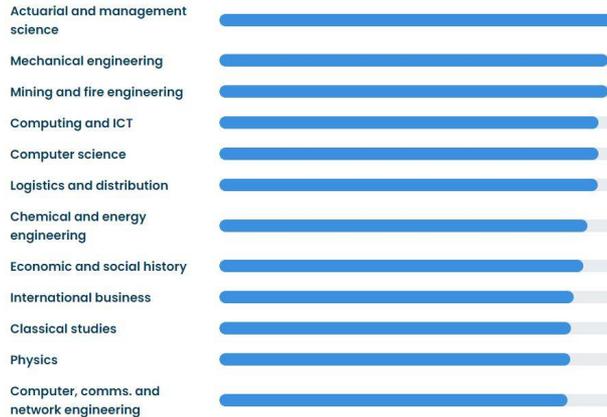
Strongly Disagree



Study Interests

- Optional questionnaire
- Suggest higher education subjects
- Assesses your level of interest in 150 study areas
- Widens student's understanding of higher education subject options

Your Higher Education Study Interests



About Study Interests

The Study Interests Questionnaire assesses how interested you are in 150 different study areas. This includes many subjects you may not have come across before. The results could be especially useful if you do not wish to choose a career direction just yet, or if your preferred area of employment does not require a specific study programme.

[Retake Questionnaire](#) ▾



Study Interests

I would like to study...

A medical subject

- A lot
- A bit
- Not much
- Not at all



To get the most accurate results

- 100-120 minutes
- Work without being disturbed or distracted
- Do not underestimate the *Aptitude* assessments
 - Incremental difficulty
 - Not expected to finish
 - Cannot skip to the next test
 - Do not rush, or start answering randomly
 - NB. Other sections: practice questions & questionnaires are all *untimed*



The Careers Interview



Interview

- 30 mins dedicated time should be set aside for this.
- Highly trained and experienced careers professionals
 - Extensive school advice experience
 - Level 6+ careers qualification
 - Safeguarding training
 - Enhanced DBS
- Interview notes write-up with action agreed action plan
- Delivered remotely (if delivered by Morrisby)



Interview

- Explain what the tests measured and how the information was used
- Ask student their perceptions of the results
- Guide student about their career and subject options
- Address any misunderstandings
- Explain how to get the most from the features and tools to aid research
- Consider the Profile and the student's own circumstances to agree a realistic approach to careers
- Agree future steps and actions i.e. measurable targets
- Record the outcomes on the interview system



Any questions?

**Please contact the Careers Team in
school.**

