



• BE INSPIRED

• AGRICULTURAL INDUSTRY •

# AG INSPIRATIONS

*Tour*

## Student Handbook

**OPENING DOORS AND CHANGING PERCEPTIONS  
TO GROW A CAREER IN AGRICULTURE**

**A hands-on exploration of Queensland's  
agricultural industry and its supportive services**

**Highlighting the diversity of career choices and pathways**



## **Version**

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Adapted from the Work Inspirations program for use within the agricultural industry.

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## **Disclaimer**

Insight 1 – All About Me, is loosely based on one developed for the BBC television program 'What Am I Like? The 'Personality Test', a simplified and general profiling tool developed by Sheryll Karpel for Career Moves Group with Business in the Community. It is based on, but in no way a replacement for, or a part of, the full Myers-Briggs Type Indicator® questionnaire and the results are not intended to be the psychometric or practical equivalent to MBTI® questionnaire results.



# Welcome

## **Congratulations on choosing to be part of the 'Ag Inspirations' program.**

This program is designed to provide you with a taste of various jobs within the agricultural industry via a tour of real-life farms and/or agricultural suppliers and training providers.

## **Give thanks**

Without the support and donations in kind from our local councils, high schools, businesses and action groups, these types of programs would not be possible.

It is a privilege to be given access to our host employers and businesses and we thank them for their generous donation of time and facilities.

Please ensure you take the opportunity to thank those that you speak with during your tour.

## **Keep safe**

Be mindful that you are entering commercial work environments during your tour. Agricultural businesses have strict guidelines that they must ensure their visitors adhere to:

- work health & safety
- food safety
- quality assurance.

You may be required to undergo a short induction prior to entering a workplace. Please ensure that you take note of all guidelines provided to you.

## **Be inspired!**

The tour and this Student Handbook, is designed to give you an opportunity to reflect on yourself and what careers interest you. During the tour and activities you will:

- Visit agricultural farms and suppliers, who will take you on a guided tour of their businesses, allowing you to experience their workplaces hands-on.
- Visit vocational and/or academic training organisations to give you access to state of the art training facilities, equipment and trainers.
- Broaden your perspectives of the agricultural industry.
- Undergo a self-reflective process, designed to help you to improve your understanding of your own interests and future work aspirations.

This program will take you on a journey through the **'three insights'**:

### **1. All About Me:**

A conversation about a young person's interests, aspirations and character traits.

### **2. Look Behind the Scenes:**

Activities to raise awareness of the range of occupations in the workplace, industry or region and how they relate to each other.

### **3. Careers Happen:**

A conversation with an employee/employer about how their career journey has unfolded, leading to reflection by students on their plans and hopes.

## INSIGHT 1:

# All about me

## All about me – a personality quiz

### Outline

Discovering the talents, passions and interests of a young person is the starting point for turning their work experience into Work Inspiration. But talking about yourself is not always easy, particularly for young people in a new environment. The 'All About Me' Insight Activity ensures that each young person is given the time to express themselves and communicate their passions and interests.

This activity involves a 'personality quiz'-based conversation between staff members and young people. Based on the young person's responses, staff members will be better able to tailor the Work Inspiration program for each individual and suggest roles within an organisation that may be of interest to them. This activity also serves as a fun conversation icebreaker between the young people and employees.

### Important!

Work through the exercises in this section, being as honest and realistic as you can.

Please note that the exercises in this book are not a formal personality test but merely designed to give a 'little insight' into yourself and to help you start to reflect and understand your own ambitions. There are no 'right or wrong' answers. There is no result better than another.

You may find that your answers will change over time and your personality type may vary from time to time. Or, you may find that you belong to more than one personality type.

Many things will influence who you are and we can all change continuously throughout our lives.

Have fun with this test and use it as a tool in starting to understand yourself and your aspirations.

### Instructions

1. The quiz is made up of four categories. Work through each group of questions and after each section mark a line on the Personality Record. For example, in the first section, if you answered all (a)s and (b)s, you would mark yourself as 100% 'Planner'.
2. At the end of the discussion you will end up with four preferences. Using these four preferences, identify your personality type using the Personality Descriptor Tree.
3. Locate your Personality Profile and read the descriptor. See if you can identify with it and write down what percentage you feel this is like you.

Special Note: This activity is not an official personality test nor a tool for careers advice; it is simply a prompt to enable you to discuss your natural strengths and aspirations. The idea of the conversation and questions is simply to learn and think more about yourself.

# Personality quiz

## Conversation starters

Before we begin below, have a group discussion and conversation by asking and sharing the following:

- Describe your ideal weekend.
  - What subject do you most enjoy at school and what subject do you most dislike?
  - What is your favourite movie/band/sport?
  - Who would you most like to meet in the world and why?
- 
- 
- 
- 

## Category 1

### Do you like to plan or are you more spontaneous?

**Your parents have just bought some new 'flat-pack' furniture and have asked you to assemble it.**

**What would you be most likely to do?**

- Before you start, you check that all the components are there and that you have all the tools you will need.
- You read through the instructions carefully first and then follow them step by step.
- You scan the instructions, but you don't always follow them exactly.
- You leap straight in, only referring to the instructions when something has gone wrong.

**Which description best fits you when it comes to homework?**

- You are a perfectionist and start well in advance of the due date.
- You need time, you sometimes over-prepare and you hate pressure.

- You often forget when things are due and get a shock when suddenly the due date has arrived.
- You put things off until the last minute and are often late.

**How do you react when your teacher changes what they originally had planned for a lesson?**

- You would notice and it would really bother you.
- You would notice, and it would annoy you, but you would get over it pretty quickly.
- You would notice, but it wouldn't bother you as you don't really like routines.
- You probably wouldn't even notice.

### Results

If you answered more (a)s and (b)s, you're likely to be more of a planner.

If you answered more (c)s and (d)s, you're likely to be more of a spontaneous person.

# Category 2

## Do you prefer to focus on facts or ideas?

**Of the following options, which one describes you best?**

- a. Realistic and practical
- b. Efficient and thorough
- c. Imaginative and inventive
- d. Visionary and creative

**If you were asked to give directions (and didn't have a smart phone) what would you most likely do?**

- a. You are a perfectionist and start well in advance of the due date.
- b. You need time, you sometimes over-prepare and you hate pressure.
- c. You often forget when things are due and get a shock when suddenly the due date has arrived.
- d. You put things off until the last minute and are often late.

**Look at the picture below. Write down what you see.**

(Allow yourself about 30 seconds for this).



**Now choose which statement best describes what you noted down.**

- a. A list of what's in the picture
- b. A story about what's happening in the picture
- c. You have tried to find the hidden meaning in this picture
- d. You've had lots of ideas inspired by the picture.

### Results

If you answered more (a)s and (b)s, you're likely to be more of a facts person.

If you answered more (c)s and (d)s, you're likely to be more of an ideas person.

# Category 3

## Which is louder, your head or your heart?

### What would you be most likely to do if you had to decide between two new schools?

- List the features of your ideal school and see which place has the most
- Make a list of the good and bad features of both, and then compare them
- Go with your gut feeling or ask a parent/friend
- Find out which of your friends are going to each



### Your close friend has had a fight with another friend and asks you what you think. You think your friend has behaved badly. What do you do?

- Be up front and honest about what you think
- Try to be truthful but soften or avoid things where you can
- Change the subject because you don't want to hurt their feelings
- Tell them what they want to hear to make them feel better, even if that means telling a "white lie"

### When you have to make a difficult decision, what is usually most important to you

- Arriving logically and rationally at the best choice
- Being as fair as possible
- Doing the right thing according to your own beliefs and values
- Getting the approval and agreement of others

## Results

If you answered more (a)s and (b)s, you're likely to be more of a head person.

If you answered more (c)s and (d)s, you're likely to be more of a heart person.

# Category 4

## Are you more introverted or extroverted?

### What happens most often when you have a conversation with others?

- a. You hold back and listen to others before speaking
- b. You take some time to think before you speak
- c. You tend to think out loud
- d. You use your hands and facial expressions a lot

### What are you most like when you have to meet a group of new people?

- a. If possible, you prefer to stick with the people you've met before
- b. You spend some time beforehand thinking about how you can keep the conversation going
- c. You aim to mingle with as many new people as possible
- d. You just go out and have fun

### If you are having lunch with a friend and receive a text message, what normally happens?

- a. You don't hear it because you've left it on silent while with your friend.
- b. You have a quick look. If it's important you excuse yourself and reply.
- c. You read it and reply without breaking the conversation with your friend.
- d. You say "hang on a sec", read the message and reply.

## Results

If you answered more (a)s and (b)s, you're likely to be more of an introvert.

If you answered more (c)s and (d)s, you're likely to be more of an extrovert.

# Personality record

**Based on the previous quiz, mark which end of each line you fit.**



Example: (a) or (b) = Spontaneous. (c) (d) = Planner

Please remember this is not set in stone, it's just a fun guide!

**Spontaneous** ..... **Planner**

(Acts on impulse without organising)

(Decides their actions in advance)

**Facts** ..... **Ideas**

(Likes proof, seeks the truth)

(Open to new things)

**Head** ..... **Heart**

(Makes decisions logically)

(Considers feelings)

**Introvert** ..... **Extrovert**

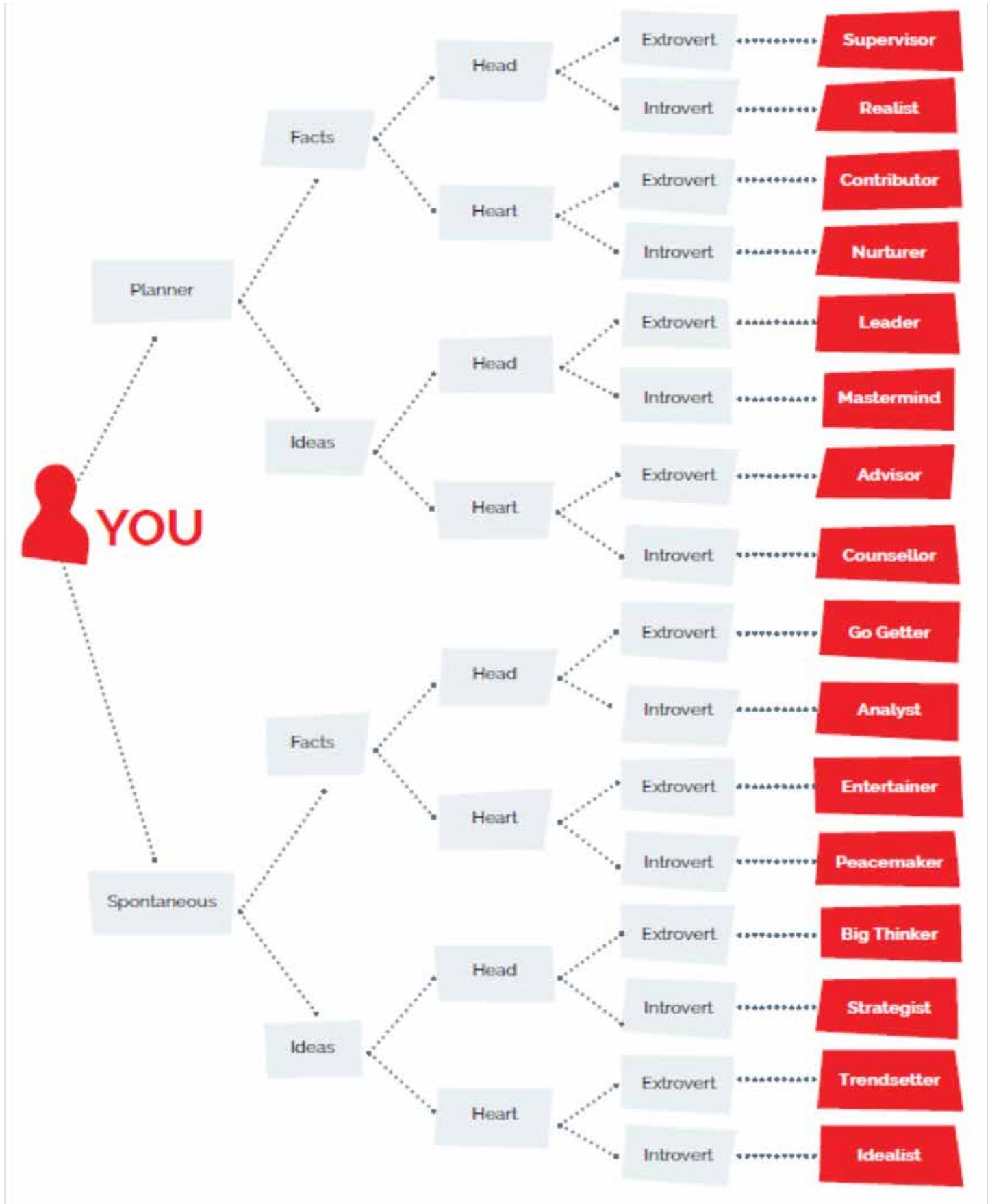
(Shy, enjoys independence)

(Outgoing, likes group work)

# Personality descriptor tree

**Using your *Personality Record*, please mark how you travel along the tree.**

Please remember this is not set in stone, it's just a fun guide!



# Profile description

1. Take a look at your *Personality Descriptor Tree* and write down your Profile Description (red word).

My Profile Description is: \_\_\_\_\_

2. Then read the following relevant Personality Profile and Descriptor.

Think about this description – does it sound like you?

I think this description sounds \_\_\_\_\_ % like me!

# Personality profile and descriptors

The following pages provide summaries of each of these personality types and have suggestions of jobs that each of these personality types might like to consider.

Note! This is a guide to help you consider career pathways, it doesn't mean that you can't really enjoy and excel in careers that aren't mentioned in your personality type.

# Supervisor

You are likely to be:

- the practical and realistic one in a team of people, and the decisive one who others respect and support
- good at organising people and projects to get results
- the sort of person who is good with routine, detail, planning and implementing projects or programs and explaining what is needed from others
- a very logical person as well as a good team player
- someone who likes having and developing plans and finds project management easy and enjoyable

You probably:

- enjoy order in all areas of your life
- work to clear goals and tend to be very practical
- like procedures and specific work methods
- enjoy science and technology

Supervisors like to make plans, organise people and get things done efficiently. They are natural administrators who dislike chaos and strive to bring order to every aspect of their lives. Supervisors like jobs where the goals are clearly defined and there are proven work methods in place.

Supervisors use logic to solve problems and believe in being open and direct in their communications with others. They prefer to work and socialise with like-minded people.

In situations where they can't use their talents or are unappreciated, Supervisors may reject the opinions of others and insist they are right. Under extreme stress, Supervisors may feel cut off from the people around them and lose confidence in their own ability to cope.

Because they like to take charge and organise activities, others may find Supervisors too bossy.



## **Supervisor careers:**

**Supervisors are often drawn to jobs in management or administration that require logical planning.**

# Realist

You are likely to be:

- quite a serious person who is very thorough in your work and can be totally depended upon
- someone who thinks very logically and practically and has a realistic approach to your work
- the sort of person who tends to be very organised and orderly both at work and at home and likes working alone
- someone who needs things to be very clear. Once you know what is required you are very good at delivering outcomes

You probably:

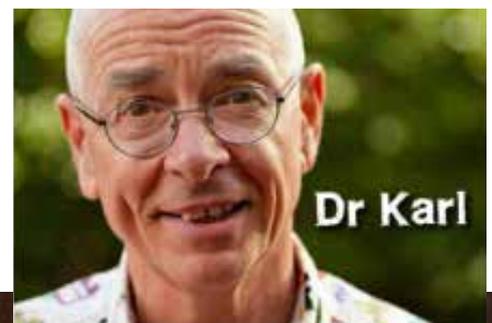
- like to plan your time to ensure you deliver
- enjoy rules
- don't like change
- don't like to be put on the spot
- like meeting deadlines
- like language, maths or sciences

Realists are loyal to the people around them and work hard to keep their promises. They are honest and straightforward with others and expect the same in return. Realists believe in standard procedures and will only support change when there is a demonstrable benefit.

Realists respect factual information, which they store up to use when making decisions. This group likes to have time to think quietly and carefully before taking action. These extremely productive people like to be occupied in their leisure time with pursuits such as craftwork, hiking or reading.

In situations where they can't use their talents or are unappreciated, Realists may become obsessed with schedules, be critical of others or have trouble trusting other people to get the job done properly. Under extreme stress, Realists may complain loudly that events have taken a turn for the worse and predict negative outcomes.

Realists typically only share their opinions or personal experiences with trusted friends.



## Realist careers:

**Realists are often successful in jobs that have clear direction and involve making decisions based on facts.**

## Contributor

You are likely to be:

- a warm, conscientious, creative person
- someone who has a clear sense of what is needed
- a good team player and the one who will always be very accurate and responsible; because of this people like to work with you
- someone who likes to take on tasks on behalf of others – such as organising and engaging others
- someone who likes being with people rather than working on their own
- someone who likes responsible behaviour and is great at planning

You probably:

- like to create and work in harmony with others to complete tasks
- don't like conflict
- tend to value order and tradition
- always deliver on a commitment

Contributors like to make plans with other people and then to work with them towards achievable goals in a fun, harmonious environment. They support people who are important to them and respect their individuality.

Contributors have traditional values and support order and responsible behaviour. They enjoy social events, particularly family celebrations, and often help plan them. Contributors work hard to avoid conflict, but they will state their beliefs when they think it is suitable.

In situations where they can't use their talents or are unappreciated, Contributors may doubt their abilities and focus solely on the needs of other people. Under extreme stress, Contributors may withdraw completely and become excessively critical of themselves and others.

Contributors prefer warm, face-to-face communication and often express their ideas by telling stories from their own lives.



### **Contributor careers:**

**Contributors are often drawn to jobs in education, health care or religion.**

## Nurturer

You are likely to be:

- a fairly quiet person, who is sensitive and kind; people are very important to you (so you will be the person that remembers everybody's birthdays)
- someone who tends to live in the moment
- very good at being aware of how people are around you
- someone to whom loyalty and values are extremely important
- someone who does not like disagreements or conflicts; you tend not to force your opinions on others

You probably:

- tend to like helping people and are more interested in people's feelings than facts
- look after people who are upset or new to an environment
- are good at remembering detail
- enjoy humanities subjects such as history and drama and life-sciences such as biology and psychology

Nurturers are quiet people who believe in order and diligently look after the people they care about. They focus on the needs of others and establish routines to help them meet their commitments.

Nurturers remember details that are important to them, such as their friends' birthdays and anniversaries. People with this personality type value others' feelings and may challenge behaviour they think is insensitive.

In situations where they can't use their talents or are unappreciated, Nurturers may feel bitter and seek support by complaining to their colleagues. Under extreme stress, Nurturers may become preoccupied with the worst possible outcome and believe that they are heading for disaster.

Because they are so caring and loyal, Nurturers run the risk of being taken advantage of.



### **Nurturer careers:**

**Nurturers are often drawn to jobs that allow them to help others.**

## Leader

You are likely to be:

- often chosen to be a leader, or you assume this role because you are decisive and people respect your decisions
- someone who can communicate well and can see clever ways to solve problems
- the sort of person who loves long term planning and setting and working towards goals
- a person who naturally breaks things into stages
- great at presenting information to people and also at making them understand what and why you want them to do things

You probably:

- strive for efficiency and will naturally take the management role
- create strategies through logical thinking—although you aren't into processing huge amounts of detail
- enjoy economics and business studies

Leaders are strategic thinkers, planning ahead and anticipating difficulties. They quickly spot inefficiency and organise people to make improvements. Leaders like solving problems at the organisational level, but would rather leave the detailed work to others.

Leaders enjoy discussing complex issues and will challenge people's views to spark a debate. They admire people who defend their beliefs by arguing persuasively.

In situations where they can't use their talents or are unappreciated, Leaders may become detached, critical or aggressive. Under extreme stress, Leaders may feel isolated and doubt their abilities.

Leaders are often so ambitious in their careers that they sacrifice their personal lives in the process.



### **Leader careers:**

**Leaders are often drawn to jobs in management where logical analysis and strategic planning are required.**

# Mastermind

You are likely to be:

- a logical thinker in a group; the person with explanations for everything
- someone who understands how things work
- someone who uses information as clues and is interested in ideas rather than social interactions
- someone who finds it easy to read instructions
- the sort of person who can solve problems that others would take much longer to do
- an analytical person who others sometimes might find sceptical, because you can see when things will work and when they won't, and you say so

You probably:

- are an energetic visionary
- are a very logical person
- are a practical and efficient person who likes using common sense
- enjoy research and developing strategies
- like using detail
- enjoy subjects that involve vision and planning

Masterminds create a vision for the future by gathering and organising information. They then develop strategies to achieve their goals. They have a rare gift for looking at almost anything and seeing how it can be improved. These skills and high standards often allow Masterminds to reach leadership positions at work.

Masterminds value independence and prefer to work on their own. Once they have decided on a course of action, Masterminds rarely change their minds, although they can be persuaded by the clear reasoning of someone they respect.

In situations where they can't use their talents or are unappreciated, Masterminds may cut themselves off from a group and criticise people who don't understand their plans. Under extreme stress, Masterminds may overindulge in sensory experiences like eating, shopping or watching television.

Masterminds often have an unusual sense of humour, which arises from their ability to spot surprising links between seemingly unconnected facts.



## Mastermind careers:

**Masterminds are drawn to jobs requiring the logical analysis or abstract thinking common in science or technical fields.**

## Advisor

You are likely to be:

- outgoing and friendly
- someone who finds it easy to be with people, and they with you
- someone who is always asked to join teams because you are so accepting and flexible
- the sort of person who can help make things happen through using your own common sense and realism
- very adaptable - you can accommodate others easily because you are very clear about what you believe
- a good mentor

You probably:

- tend to be a lively person who enjoys bringing people together
- don't like making tough decisions in relation to people
- aren't someone who is detail orientated

Articulate, lively and enthusiastic, Advisors spend time and energy fostering relationships and encouraging personal growth in others. They are extremely sensitive to people's needs and play a central role in families and social groups.

Advisors love to bring people together in harmony and enjoy busy, active lives. However, their warm nature may mean they have trouble making tough decisions that affect others negatively.

In situations where they can't use their talents or are unappreciated, Advisors may focus too much on the needs of others. Under extreme stress, Advisors may be troubled by unusually critical thoughts about themselves and others.

Advisors readily see the best traits in others, but may have trouble recognising personality faults.



### **Advisor careers:**

**Advisors are often drawn to jobs where they can help people develop their potential.**

## Counsellor

You are likely to be:

- foremost an idealist and have strong values which are important to you
- a curious person and someone who will always see possibilities rather than obstacles
- the sort of person who is good at turning ideas into practice because you understand people and like to help others reach their potential
- someone who doesn't like situations where there is unresolved conflict
- a very fair person who doesn't like injustice or seeing people suffer

You probably:

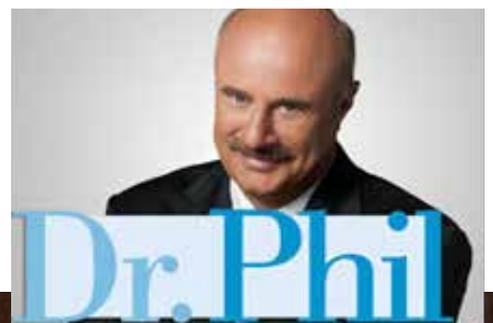
- like to find the meaning of things
- like to help others
- will volunteer to help organise things
- enjoy psychology, philosophy, English literature or sociology

Counsellors have a natural understanding of human relationships and the complexities of life, which they use to help others. They search for meaning in everything and develop complex insights.

Counsellors feel most relaxed and creative when their surroundings are organised. They are deeply private people who only share their insights with trusted friends; however, they will defend their values if challenged.

In situations where they can't use their talents or are unappreciated, Counsellors may withdraw from the people around them or become resentful. Under extreme stress, Counsellors may feel overwhelmed and be driven to organise small parts of their lives such as their kitchen cabinets or their record collection.

Counsellors typically prefer a few close relationships to a wide circle of friends.



### **Counsellor careers:**

**Counsellors are often drawn to jobs where they can help people develop emotionally, intellectually or spiritually and where they can use their imagination.**

## Go-getter

You are likely to be:

- the doer in a team
- flexible and pragmatic, and though you like working with people you also like to be in situations where you get immediate results
- someone who doesn't like planning much; you believe in taking action to solve problems
- someone who thinks in the here and now
- the person in a team urging others to do something
- someone who finds it easy to get on with others and enjoys a challenge

You probably:

- tend to be inventive and resourceful
- are a problem solver
- are someone whose enthusiasm inspires others
- are a spontaneous learner on the job
- are good with detail
- like subjects where there are clear goals and logical solutions

Go-getters are active, flexible people who put a great deal of energy into life. This group prefers learning on the job to quiet study and willingly jumps into almost any situation. Others are attracted to the Go-getter's positive attitude and enthusiasm.

Go-getters find fun ways to tackle problems head-on and don't worry too much about rules. They are good at using logic to assess the situation and finding realistic solutions.

In situations where they can't use their talents or are unappreciated, Go-getters may reject all routines and put fun ahead of responsibilities. Under extreme stress, Go-getters may become overwhelmed by thinking of all the things that could possibly go wrong.

Go-getters may be liable to forget important dates such as a loved one's birthday.



### **Go-getter careers:**

**Go-getters are attracted to a variety of careers which require attention to detail, inspiring others and problem solving.**

# Analyst

You are likely to be:

- a quiet, friendly and conscientious person
- painstakingly accurate, a good timekeeper and someone who likes to create an orderly environment
- someone who likes routine and finding solutions
- mainly driven by how people feel rather than how they think
- someone who likes being in a team, but is equally able to work alone to deliver a task
- someone who focuses on short-term results and can sometimes lose sight of the big picture

You probably:

- like facts and puzzles
- like being set problems or challenges
- enjoy working to a set timetable or routine
- like languages, maths, sciences or music

Analysts are independent people who quietly learn how things work by analysing large amounts of information. Should a problem arise, they solve it with as little fuss as possible. Analysts are only interested in abstract ideas if these can be used to solve a problem quickly.

Analysts like to take risks- many of them seek jobs and pastimes that put them in harm's way and guarantee an adrenaline rush.

Analysts are often tolerant of behaviour different to their own as long as their values aren't compromised. They sometimes give the impression that they agree with other people's viewpoints because they don't actively disagree.

In situations where they can't use their talents or are unappreciated, Analysts may become cynical, negatively critical or put off decisions. Under extreme stress, Analysts could be prone to inappropriate, tearful outbursts.

Analysts are quiet and sometimes it is difficult to get to know them; however, they often talk freely about subjects they understand well.



## Analyst careers:

**Analysts are often drawn to hands-on jobs that require an analytical mind and the careful organisation of large amounts of data.**

## Entertainer

You are likely to be:

- a warm, empathetic and responsible 'people person'
- someone whose strength is how easily you can tune in to the emotions and motivations of other people
- someone who loves being the centre of attention, and people love being with you
- the sort of person who always sees potential in situations and people, so you are a great trainer and developer
- someone who enjoys helping people
- someone who always enjoys set tasks and generally has fun completing them
- someone who is good at reading people

You probably:

- think fun is the name of the game
- prefer hands on learning as opposed to reading rules
- are not a great planner but like spontaneity
- enjoy drama or performing arts

For the Entertainer, people and the exciting world around them come before rules and routines. This group believes you can get work done efficiently and have fun at the same time. Others are naturally drawn to the Entertainer's outgoing nature and enjoyment of life.

Entertainers are good at reading people and figuring out what their needs are. They don't believe in making plans and are confident that they can handle whatever comes their way. These skills allow Entertainers to motivate others quickly.

In situations where they can't use their talents or are unappreciated, Entertainers may become distracted, fail to accept or meet deadlines, or take criticism too personally. Under extreme stress, Entertainers can be overwhelmed by thinking of all the things that could possibly go wrong.

Entertainers may live for the moment and forget the consequences of their actions.



### Entertainer careers:

Entertainers are drawn to careers that require people skills and attention to detail, and performing in front of others.

## Peacemaker

You are likely to be:

- a tolerant person in most situations
- the quiet observer who can act when problems occur because you have an understanding not just of what's gone wrong, but what can be done to fix things
- someone who understands how things work and finds it easy to get through data to isolate relevant information
- someone who likes facts and is very efficient once you have the information you need

You probably:

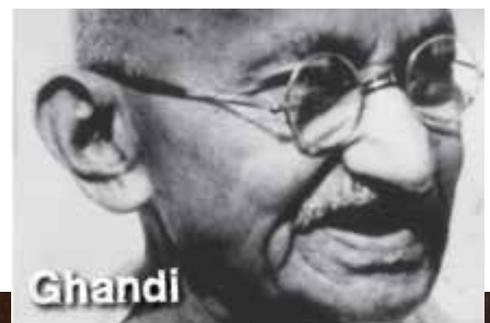
- like working with detail and being very practical
- enjoy helping others
- enjoy vocational subjects and technical/research projects

Peacemakers focus on the present and enjoy helping others in practical ways. They are sensitive to the world around them and take quiet joy from people and nature, particularly animals. Peacemakers value close relationships, but it may take time for others to get to know them.

Peacemakers live by a set of personal values, which they work hard to reflect in their everyday life. They would rather support an activity than organise it. When they do find themselves in leadership positions, they observe quietly and lead by example.

In situations where they can't use their talents or are unappreciated, Peacemakers may withdraw and become self-critical. Under extreme stress, Peacemakers may become even more critical of themselves and others and make harsh judgements about minor issues.

Peacemakers tend to show someone how much they care about them by helping them in a practical way rather than putting their feelings into words.



### Peacemaker careers:

**Peacemakers are often drawn to jobs that allow them to support others and require close attention to detail.**

## Big Thinker

You are likely to be:

- the person who thinks big—the 'why don't we' type
- very quick thinking, but also someone who is very resourceful and good at solving challenges
- the one who has ideas and can quickly work out if they will work or not. However this is often not based on research or evidence - it is much more based on your instinctive sense of what can happen and your ability to enthuse others
- someone who loves change and being given new challenges
- someone who would rather not stick to routine

You probably:

- are an outspoken person with a tendency to find 'big picture' solutions to problems
- are an entrepreneur
- love new challenges
- enjoy business studies such as enterprise and project work

Big Thinkers are always looking for the next big idea or opportunity. They're adept at spotting trends and thinking on their feet. Big Thinkers like to jump in and find innovative solutions to complex problems and are good at developing strategies for the future.

Big Thinkers are usually curious, logical and energetic. This chatty group enjoys a good debate and asserting their opinions. Sometimes others may find the way they express their ideas too abrupt or challenging.

In situations where they can't use their talents or are unappreciated, Big Thinkers may be rude, critical of others or rebellious. Under extreme stress, Big Thinkers can become preoccupied with unimportant details and lose sight of the 'big picture'.

Big Thinkers may ignore important details in their plans and overlook the impact their ideas have on the people around them.



### Big Thinker careers:

**The entrepreneurial spirit of Big Thinkers often leads them to seek new challenges; this is often more important to them than working in a particular field or a specific career. They often like to start their own businesses.**

# Strategist

You are likely to be:

- someone who finds it easy to connect up the meaning of things and ideas
- someone who understands what motivates people and is insightful with a clear vision about how to get things done
- an organised person and very decisive. Good at getting other people to see what you mean and what you need them to do
- someone who doesn't enjoy working in situations that are chaotic and unclear
- someone who doesn't like being put on the spot, as you need to have things well planned to enjoy them

You probably:

- are a very logical thinker and problem solver
- like debating
- prefer long-term to short-term planning
- enjoy maths, science, and technology

Strategists are quiet people who like to get to the heart of tough problems on their own and come up with innovative solutions. They analyse situations with a sceptical eye and develop ways of measuring everything, including themselves.

Strategists are generally easy-going. They are intellectually curious and enjoy abstract ideas. Sometimes they like thinking of a solution to a problem more than taking practical steps to solve it.

In situations where they can't use their talents, are unappreciated, or not taken seriously, Strategists may become negatively critical or sarcastic. Under extreme stress, Strategists could be prone to inappropriate, tearful or angry outbursts.

Strategists may be insensitive to the emotional needs of others or how their behaviour affects the people around them.



## Strategist careers:

**Strategists are attracted to jobs where decision-making is based on factual knowledge and experience is required.**

# Trendsetter

You are likely to be:

- an innovator
- the enthusiastic and imaginative member of a team who seems to have ideas all the time
- the sort of person who sees possibilities in situations and can always connect events and information together
- good at seeing patterns in things and because you are confident in what you see, you are good at putting your ideas across to others
- someone who is good at communications and enjoys the opportunity to share ideas

You probably:

- tend not to like rules
- like flexibility
- are good at motivating others and spotting opportunities
- tend to be inspirational as opposed to logical

Trendsetters are fun-loving, creative, sensitive people who enjoy developing their ideas by discussing them with others. This group supports the people around them and expects the same in return. Others are drawn to Trendsetters because of their love of life, caring nature and openness.

Trendsetters are good at spotting opportunities and recognizing potential in people. Trendsetters put all their energy into new projects and their enthusiasm motivates others to support their plans.

In situations where they can't use their talents or are unappreciated, Trendsetters may become rebellious and unfocused. Under extreme stress, Trendsetters may become preoccupied with meaningless details.

Trendsetters may over-extend themselves or put a night out with friends ahead of more pressing commitments.



## Trendsetter careers:

**Trendsetters are innovators and are drawn to careers that require teaching or counselling, where they can work with and help encourage the development of others.**

# Idealist

You are likely to be:

- someone who tends to have original ideas, which you often make happen
- someone who likes to achieve your goals
- someone who sees patterns in external events from which you can develop forward-looking perspectives
- somebody who becomes committed to an organisation or cause, and can bring projects to life and deliver on them
- a person who likes to work to your own time frame
- someone who tends to immerse yourself in interests and causes and expects others to have the same standards and passions

You probably:

- want to make this world a better place
- are interested in art, the environment and creative expression
- enjoy history and current affairs
- belong to organisations with causes or campaigns and like to volunteer

Idealists put time and energy into developing personal values that they use as a guide through life. They may seek fulfilment by helping others improve themselves and often want to make the world a better place. Idealists only share their inner values with people they respect.

Idealists enjoy discussions about a wide range of topics, particularly those that deal with the future. They are typically easy-going and flexible, but if their values are challenged they may refuse to compromise.

In situations where they can't use their talents or are unappreciated, Idealists may have trouble expressing themselves and withdraw. Under extreme stress, Idealists may become very critical of others, or lose confidence in their own ability to cope.

Recognition for their work is important to Idealists; however, they are good at spotting false praise.



## **Idealist careers:**

**Idealists are often drawn to jobs where they can help people reach their potential. They are also attracted to careers that allow artistic creativity.**

## INSIGHT 2:

# Behind the scenes

**If you work in a role that suits you, you are more likely to thrive. Your work becomes a rewarding and fulfilling experience.**

**There are so many different jobs in the world. Finding something that you are interested in can seem hard, particularly when you don't know what's out there!**

Technology is changing quickly and with that, jobs are changing, too. There are an increasing number of job opportunities out there and figuring out what you are interested in and where your talents lie is crucial to finding the best job for you and your personality.

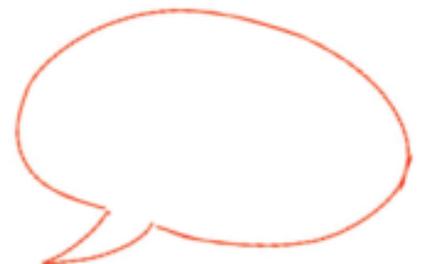
Within the agricultural industry there are a wide range of roles which we invite you to investigate a little further during Insight 2 – Behind the Scenes. Take the opportunity to think about how your personality type, skills and interests match each role shown to you as you visit employees' workplaces. Be sure to take notes so that you can explore different roles when you get home.

### **Activity**

What jobs exist and what do these people actually do?

During our tours you will have the opportunity to go "Behind the Scenes" with very different organisations and meet many employees.

For each organisation you visit, complete the following notes by asking questions with employees.



# Interview: Job 1

Title of job:

---

Relevant personality type:

---

What are your main tasks and duties (what do you actually do each day)?

---

Why is the role important to your organisation?

---

Who else do you work with in this role?

---

What skills and qualities are required for this role?

---

What formal qualifications are recommended for this role?

---

Do you need to have had previous work experience for this role and, if so, what type?

---

What are the best /worst things about your role?

---

Would you recommend this role to a young person as a good future work option? Why/why not?

---

What is one of the most memorable experiences you've had doing this job?

---

What hours do you normally work each week?

---

Where do you spend the majority of your work time?

---

What is the average salary range for a role like this?

---

Do you think this type of job will exist in 5-10 years' time? Why/why not?

---

# Interview: Job 2

Title of job:

---

Relevant personality type:

---

What are your main tasks and duties (what do you actually do each day)?

---

Why is the role important to your organisation?

---

Who else do you work with in this role?

---

What skills and qualities are required for this role?

---

What formal qualifications are recommended for this role?

---

Do you need to have had previous work experience for this role and, if so, what type?

---

What are the best /worst things about your role?

---

Would you recommend this role to a young person as a good future work option? Why/why not?

---

What is one of the most memorable experiences you've had doing this job?

---

What hours do you normally work each week?

---

Where do you spend the majority of your work time?

---

What is the average salary range for a role like this?

---

Do you think this type of job will exist in 5-10 years' time? Why/why not?

---

# Interview: Job 3

Title of job:

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Relevant personality type:

---

What are your main tasks and duties (what do you actually do each day)?

---

Why is the role important to your organisation?

---

Who else do you work with in this role?

---

What skills and qualities are required for this role?

---

What formal qualifications are recommended for this role?

---

Do you need to have had previous work experience for this role and, if so, what type?

---

What are the best /worst things about your role?

---

Would you recommend this role to a young person as a good future work option? Why/why not?

---

What is one of the most memorable experiences you've had doing this job?

---

What hours do you normally work each week?

---

Where do you spend the majority of your work time?

---

What is the average salary range for a role like this?

---

Do you think this type of job will exist in 5-10 years' time? Why/why not?

---



## **INSIGHT 3:**

# Careers happen

**Few people end up doing the same career all their lives. People often change jobs and careers as they learn more about themselves, their talents and their interests, and as various opportunities appear.**

**They develop and adapt their skills and knowledge from each job to help their career move forward in different directions.**

Careers can actually happen in random ways and it is often unpredictable circumstances that can lead to career changes that can lead to unexpected life adventures.

It is really important that you follow your interests and passions to do something you really enjoy.

## **Career board activity**

In groups, you will be required to interview an employee about their career journey and current roles using the questions provided.

Your second task is to use these answers to create a career board which will illustrate their journey. You will then present your career board to the group.

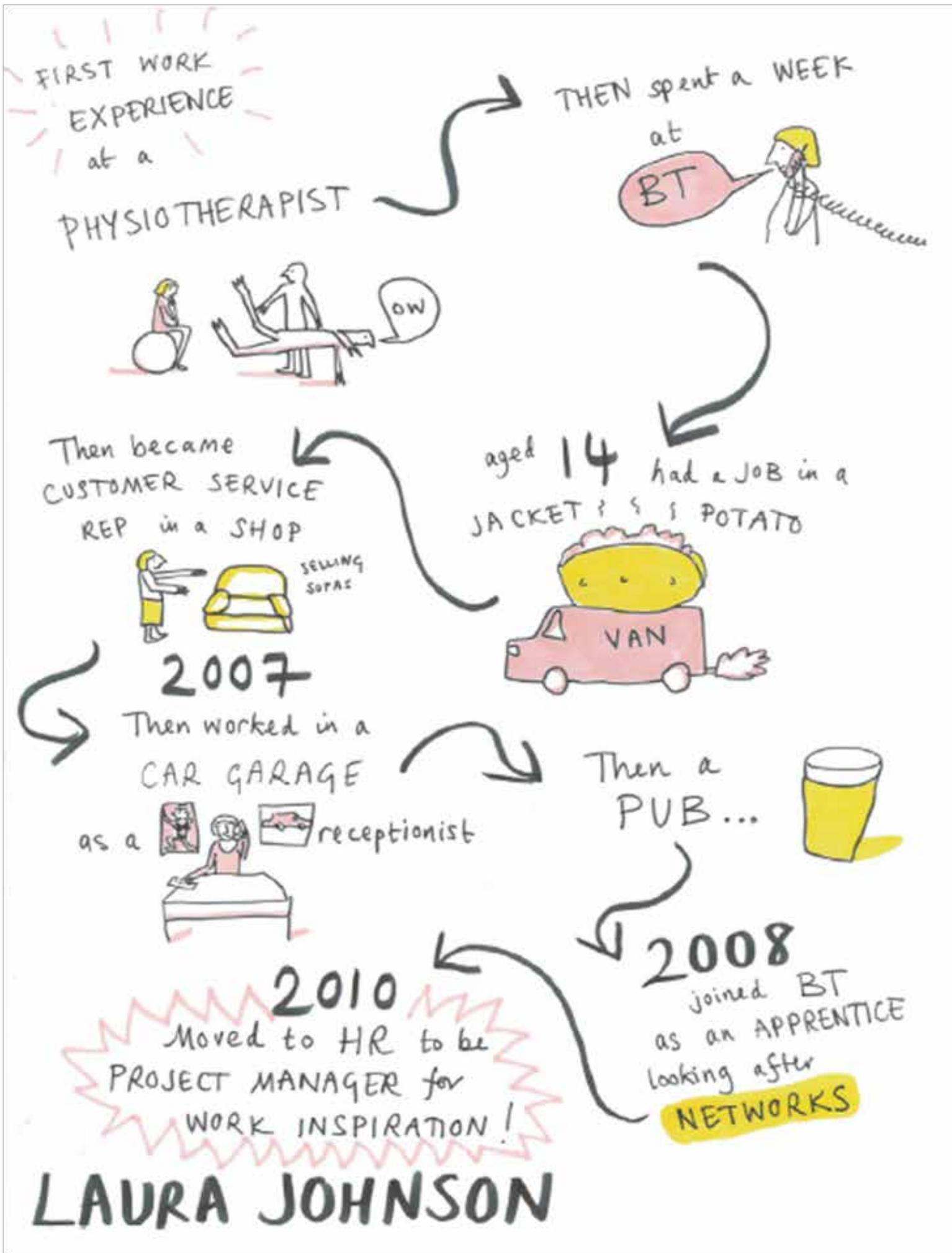
The career board is a fun, visual way to display the answers you gain from the questions.

Choose pictures to highlight the significant events that have led your employee from their teenage years through to their present job.

Make your pictures casual, funny and thought provoking.

An example of a career board is provided on the next page.

# Career board - example poster



# Career board questions

Employee's name:

---

What was your first job or work experience? Did you enjoy it? Did you learn any skills that have helped your career?

---

Did you always know what you wanted to do? Are you doing now what you wanted to when you were younger?

---

Can you please briefly describe your career journey from age 15 to now?

---

Were there any particular 'opportunities' that you took or created that have had a big impact on your career path?

---

Are there any decisions in your earlier career years that you regret?

---

Who has been the most influential person in your life and why?

---

What do you believe it takes to succeed in life and work?

---

If you could go back to your 15-year-old self, knowing what you know now, what advice would you give them?

---

Do you have any favourite quotes or sayings that you try to live by?

---

Research shows that people my age are likely to have 15-20 jobs in their lifetime. Do you have any advice for me heading into the changing world of work?

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# Final reflections

What I have now realised about careers is:

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I was inspired by:

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I am super curious about:

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I was surprised by:

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Jobs I want to learn more about are:

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This Ag Inspiration has made me feel:

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# Where to from here?

**Thank you for participating in the Ag Inspirations Program.**

**We wish you well in your future career endeavours and hope that with some hard work and passion you can find a truly rewarding and fulfilling job.**

'Find a job that you love and you will never work a day in your life'.

## Employability skills

Employability skills are required to gain employment or establish an enterprise.

Australian employers have identified eight groups of skills that they consider are essential to successful workplace performance in all employment.



**Read the description for each skill and then give yourself a rating from 1 – 10 according to how good you think you are at performing the skill.**

Skill	Description	Personal Rating				
Communication	<ul style="list-style-type: none"> <li>• listening and understanding</li> <li>• speaking clearly and directly</li> <li>• writing to the needs of the audience</li> <li>• negotiating responsively</li> <li>• reading independently</li> <li>• empathising</li> <li>• using numeracy effectively</li> <li>• understanding the needs of internal and external customers</li> <li>• persuading effectively</li> <li>• establishing and using networks being assertive</li> <li>• sharing information</li> <li>• speaking and writing in languages other than English</li> </ul>	1 2 3 4 5 6 7 8 9 10				
	Team work	<ul style="list-style-type: none"> <li>• working with people of different ages, gender, race, religion or political persuasion</li> <li>• working as an individual and as a member of a team</li> <li>• knowing how to define a role as part of a team</li> <li>• applying teamwork skills to a range of situations e.g. futures planning, crisis problem solving</li> <li>• identifying strengths of team members</li> <li>• coaching, mentoring and giving feedback</li> </ul>	1 2 3 4 5 6 7 8 9 10			
		Problem Solving	<ul style="list-style-type: none"> <li>• developing creative, innovative, practical solutions</li> <li>• showing independence and initiative in identifying problems and solving them</li> <li>• solving problems in teams</li> <li>• applying a range of strategies to problem solving</li> <li>• using mathematics including budgeting and financial management</li> <li>• applying problem-solving strategies across a range of areas</li> <li>• testing assumptions taking data and circumstances into account</li> <li>• resolving customer concerns in relation to complex project issues</li> </ul>	1 2 3 4 5 6 7 8 9 10		
			Technology	<ul style="list-style-type: none"> <li>• having a range of basic IT skills</li> <li>• applying IT as a management tool</li> <li>• using IT to organise data</li> <li>• being willing to learn new IT skills</li> <li>• having the occupational health and safety knowledge to apply technology</li> <li>• having the appropriate physical capacity</li> </ul>	1 2 3 4 5 6 7 8 9 10	
				Self management	<ul style="list-style-type: none"> <li>• having a personal vision and goals</li> <li>• evaluating and monitoring own performance</li> <li>• having knowledge and confidence in own ideas and vision</li> <li>• articulating own ideas and vision</li> <li>• taking responsibility</li> </ul>	1 2 3 4 5 6 7 8 9 10

Skill	Description	Personal Rating
Learning	<ul style="list-style-type: none"> <li>• managing own learning</li> <li>• contributing to the learning community at the workplace</li> <li>• using a range of mediums to learn – mentoring, peer support, networking, IT, courses</li> <li>• applying learning to technical issues (e.g. learning about products) and people issues (interpersonal and cultural aspects of work)</li> <li>• having enthusiasm for ongoing learning</li> <li>• being willing to learn in any setting – off and on the job</li> <li>• being open to new ideas and techniques</li> <li>• being prepared to invest time and effort in learning new skills</li> <li>• acknowledging the need to learn in order to accommodate change</li> </ul>	1 2 3 4 5 6 7 8 9 10
Planning and organising	<ul style="list-style-type: none"> <li>• managing time and priorities –setting timelines, coordinating tasks for self and with others</li> <li>• being resourceful</li> <li>• taking initiative and making decisions</li> <li>• adapting resources allocations to cope with contingencies</li> <li>• establishing clear project goals and deliverables</li> <li>• allocating people and other resources to tasks</li> <li>• planning the use of resources including time management</li> <li>• participating in continuous improvement and planning processes</li> <li>• developing a vision and a proactive plan to accompany it</li> <li>• predicting – weighing up risk, evaluating alternatives and applying evaluation criteria</li> <li>• collecting, analysing and organising information</li> <li>• understanding basic business systems and their relationships</li> </ul>	1 2 3 4 5 6 7 8 9 10
Initiative and enterprise	<ul style="list-style-type: none"> <li>• adapting to new situations</li> <li>• developing a strategic, creative, long term vision</li> <li>• being creative</li> <li>• identifying opportunities not obvious to others</li> <li>• translating ideas into action</li> <li>• generating a range of options</li> <li>• initiating innovative solutions</li> </ul>	1 2 3 4 5 6 7 8 9 10

# Identify your employability skills

Employability skills can be gained in lots of ways and in many areas of your life, including at school, in the community, at work, and through hobbies and sport. Take a few minutes here to think about how you use these skills and identify which skills come naturally to you and which you may need to work on a little. Knowing your strongest skills will help you to identify what jobs may best suit you.

## What are the strengths in my employability skills?

Skill	Strength
Communication	
Team work	
Problem solving	
Technology	
Planning & organising	
Learning	
Self management	
Initiative and enterprise	

Notes:



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