Interpreting the SDS in light of Profile Elevation, Communication Apprehension, Personality, and Career Thoughts

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SDS Diagnostic Signs

- Summary Code
- Aspirations
  - Summary Code
- Code of First Aspiration
- Congruence
- Coherence
- Consistency
- Differentiation
- Commonness
- Profile Elevation
Profile Elevation and the SDS

Profile Elevation: The sum of the 6 section scores on SDS; Total score
Important Definitions

- **Profile Elevation.** The sum of the 6 section scores on SDS; Total Score

- **Differentiation.** The level of definition or distinctness of a personality profile. Differentiation is usually computed by subtracting the lowest score in the profile from the highest; sometimes a more technical Iachan index is used.
Profile Elevation vs. Differentiation

Variations on PE and Differentiation for an SEA Code

Raw Score

Profile Elevation vs. Differentiation

Variations on PE and Differentiation for an SEA Code
High, Average, and Low Profile Elevation

- Based on national norms from the SDS manual
  - High: Men 150<; Women 147<
  - Avg Range: Men 129-149; Women 128-146
  - Low: Men <128 ;Women<127

- Based on own practical experience
  - High: 200<
  - Avg Range: 81-199
  - Low: <80
Currently Known Correlates of Profile Elevation

- Positive Personality Variables
- Expressive, Enthusiastic, or Impulsive Style
- Effective Educational Functioning and Achievement
- More Predictive of College Majors
Currently Known Correlates of Profile Elevation

- Lower Profile Elevation
  - Depressive Traits
    - Unsociable, Unconventional
  - Lack of Willingness to Consider Occupations Not Previously Considered
  - Unexpressive, Unenthusiastic, and Unimpulsive Style
A Case of Low Profile Elevation

See your handouts for full Professional Summary of this case

Client: Jane Doe
Summary Code: CES
Age: 24
Profile Elevation: 73
Gender: Female
Education: College Senior
Case of Jane Doe

Age 24
College Senior

R I A S E C (CES)
9 6 8 16 16 18

Profile Elevation: 73
Congruence: Low
Differentiation: Low
Coherence: Low
Aspiration Code: SIR
Consistency: High

Aspirations: Consultant, Athletic Trainer, Physical Therapist, Career Counselor, Psychiatrist
Communication Apprehension

- CA Defined
  - An individual’s level of fear or anxiety associated with either real or anticipated communication with another person or persons.

- Four Different Contexts
  - Group Discussion
  - Meetings
  - Interpersonal
  - Public Speaking
Personal Report of Communication Apprehension

- Designed to measure Communication Apprehension
- PRCA – 24 has been used in a variety of settings
- 24 items
- Total Score plus 4 sub scores
- Coefficient Alpha > .90
Individuals With High CA Levels

- Choose occupations that require low levels of communication
- Pick seats in meetings and classrooms that are inconspicuous
- Avoid social settings and communication with others
- Select housing that requires less contact with people
- May over communicate
- Enroll in large lecture classes
- May have low self esteem
- May be viewed as introverted and shy
- Have lower grade point averages
Characteristics of Individuals with Low CA Levels

- May be viewed as
  - Extraverted
  - Adventurous
  - Confident
  - Having high self-esteem
  - Tolerant of ambiguity
  - Willing or eager to accept change
A Case of Low Profile Elevation and High Communication Apprehension

- Student: Sara Sanchez
- Summary Code: AES
- Age: 19
- Profile Elevation: 62
- Communication Apprehension: 86
- Gender: Female
- Education: College Sophomore
- Major: Undecided
Case of Sara Sanchez

RIASCE (AES)
231715169

Profile Elevation: 62
Meetings: 21 (High)
Overall CA: 86 (High)
Interpersonal: 18
Group: 23 (High)
Public Speaking: 24 (High)
CTI Total: 88

Aspirations:
Columnist/commentator, public-relations representative, advertising agency manager, critic
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All materials distributed at the presentation can be found at: http://www.career.fsu.edu/techcenter. Click on “What’s New”.