

Maree Career Matrix (MCM)

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PURPOSE	To assist in the career journey of individuals by assessing and charting career interests and skills confidence
ADMINISTER TO	Individuals 14 years and older
READING/EDUCATIONAL LEVEL	Grade 6 (NQF Level 1)
ADMINISTRATION TIME	25-35 minutes
SCORING OPTIONS	JVR Online/Data Capturing by Client Services
PUBLICATION DATE	2014
TRAINING	None
LANGUAGES	Afrikaans and English

The Maree Career Matrix (MCM) reflects individuals' attraction to 19 job categories by asking them to rate their interest and skill levels in 152 different occupations. The results are then combined and represented on the Maree Career Matrix. The Matrix comprises four quadrants, namely: 'Go for it', 'Bottom of the pile', 'Use it, don't lose it' or 'Upskill yourself'. The language has purposefully been kept colloquial and approachable. An individual's total scores (interest and confidence) on each category are then plotted on this Matrix to provide them with insight into possible career paths. Together, the two types of information provide comprehensive, rich data that are invaluable as part of a career process.



ASSESSMENT SCALES

The MCM consists of 19 categories, namely:

- Practical-Technical
- Practical-Creative and Consumer Science
- Musical
- Arts and Culture
- Word Artistry
- Office-based (Administrative, Clerical, and Organisational) Activities
- Marketing
- Information and Communication Technology
- Social, Caregiving, and Community Services
- Mathematics and/or Accounting Industry
- Executive and Management Practice
- Research
- Sport
- Engineering and the Built Environment
- Medical and/or Paramedical Services
- Entrepreneurship, Running and Maintaining a Personal Business
- Legal Practice and/or Security Services
- Adventure, Plants, Animals, and the Environment
- Tourism, Hospitality, and the Tourist Transport Industry

AREAS OF APPLICATION

The MCM is used predominantly in educational and career counselling settings, however, it can also be used to ascertain a candidate's fit to a job role or occupation.

The MCM can be useful in the career journey by:

- Exploring new avenues in career development for clients.
- Pinpointing areas of academic study that can build skills, and as a result increase career options.
- Supporting personal counselling by identifying career areas that can be explored to help meet individuals' career journey needs.
- Examining individuals' career-related self-concept and self-efficacy.

REPORT OPTION

MCM Individual Profile Report: Provides a graphic presentation of a participant's interests and their confidence or ability to succeed in certain careers.