

LINDA, YOUR CAREERSONA

The Grounded Advisor

A methodical organizer who pairs deep financial precision with genuine care for guiding others.

Conventional · Organizer

Enterprising · Persuader

Social · Helper

Interest code CES

As The Grounded Advisor, you pair an eye for detail with a natural desire to help others move forward. In your work as a senior staff accountant, you took real pride when you mentored three junior colleagues who passed their exams. You have handled the precision that financial work demands, but the routine cycle of the "month-end close crunch" has worn thin.

Now, Linda, you are looking for a transition that lets you focus on direct personal impact while keeping the structured clarity you do best. Your responses point toward work that values careful organization, steady pacing, and genuine support for everyday people.

Your strengths

Methodical data and record management

Your highest interest score was Conventional, matching your enthusiasm for proofreading forms, managing spreadsheets, and tracking inventory.

Supportive mentoring and guidance

You showed strong Social interests in teaching and giving career advice, reflected directly in your successful mentorship of junior accountants.

Calm and steady follow-through

You agreed that you get chores done right away and remain relaxed most of the time, keeping projects organized without panic.

Empathetic communication with others

Your high score in Agreeableness indicates you easily sympathize with others' emotions, helping you listen closely to people's needs.

Practical administrative ownership

You prefer significant autonomy to run with tasks at a desk, drawing on a practical focus to maintain accurate compliance and records.

What you like doing



Scores from the 60 work activities you rated (0 = strongly dislike all ten in an area, 40 = strongly like all ten).

Your interest profile centers on Conventional, Enterprising, and Social areas. Conventional interests come first, showing that you value clear processes, records, and working through details methodically. Your Enterprising and Social scores add a distinct collaborative layer: you like managing practical initiatives, but you also want to guide and teach individuals directly. Rather than working solely with balance sheets in isolation, this combination shows you may thrive when applying structured financial rules, benefits, or procedures to solve real problems for colleagues, clients, or community members.

How you work

Extraversion

You describe yourself as balanced between reserved and energised by quiet time and outgoing and energised by people.

Agreeableness

You describe yourself as warm, tuned in to other people's feelings.

Conscientiousness

You describe yourself as organised and quick to follow through.

Emotional steadiness

You describe yourself as calm and even-tempered.

Imagination

You describe yourself as balanced between practical and down-to-earth and curious about ideas and imaginative.

In your daily work habits, you show high conscientiousness alongside an easygoing emotional steadiness. You noted that you like order, attend to chores promptly, and tend to feel calm rather than stressed. While you

described yourself as someone who does not talk a lot and prefers a moderate social setting, your high agreeableness means you are naturally attuned to how others feel. You favor concrete, practical tasks over abstract theory, making you a dependable colleague who quietly keeps systems running while treating people with patience and warmth.

Where you'll likely do your best work

You do your best work in a stable, desk-based setting with a predictable rhythm rather than urgent deadlines. You selected a preference for a steady pace over high pressure, with a healthy mix of quiet computer work and purposeful interaction. Having clear independent authority matters to you, allowing you to manage your own queue without constant oversight.

Your top career matches

Chosen from more than 900 U.S. occupations for how well each job's typical activities, work style and setting match your answers, within the training you said you're open to. Pay is the U.S. national median from the Bureau of Labor Statistics; it varies a lot with location, experience and employer.

Compensation, Benefits, and Job Analysis Specialists

#1 match

Interests 97%

Work style 74%

Setting 89%

Bright Outlook

This role puts your accounting precision to work on benefits, pensions and pay programs, which is detailed record work at a steadier rhythm than a month-end close. Your Conventional score (37 out of 40) and your pride in mentoring junior accountants both point here: you would be the person employees trust to explain their retirement plan clearly.

MEDIAN PAY (U.S.)

\$78,210/yr

OUTLOOK 2025-2035

Faster than average

OPENINGS PER YEAR

9,000

TYPICAL EDUCATION

Bachelor's degree

What you'd do

- Administer employee insurance, pension, and savings plans, working with insurance brokers and plan carriers.
- Ensure company compliance with federal and state laws, including reporting requirements.
- Develop and administer compensation programs, such as merit or incentive pay.

Worth knowing: These roles are less common than general accounting positions, so openings may be concentrated in larger employers or public agencies.

First step this week: Read the full O*NET OnLine profile for this title this week and note which tasks sound like work you would genuinely enjoy.

Also called: Benefits Analyst, Benefits Consultant, Benefits Specialist, Compensation Analyst · [Details on O*NET OnLine](#)

Financial Examiners

#2 match

Interests 93%

Work style 75%

Setting 88%

Bright Outlook

Financial examiners verify records and check compliance, which is exactly the careful, methodical work you rated highest, without the deadline crunch you want less of. Meetings with bank management suit your balanced extraversion, and your calm, even-tempered style helps when findings are unwelcome.

MEDIAN PAY (U.S.)

\$94,160/yr

OUTLOOK 2025-2035

Much faster than average

OPENINGS PER YEAR

4,500

TYPICAL EDUCATION

Bachelor's degree

What you'd do

- Direct and participate in formal and informal meetings with bank directors, trustees, senior management, counsels, outside accountants, and consultants to gather information and discuss findings.
- Recommend actions to ensure compliance with laws and regulations, or to protect solvency of institutions.
- Prepare reports, exhibits, and other supporting schedules that detail an institution's safety and soundness, compliance with laws and regulations, and recommended solutions to questionable financial conditions.

Worth knowing: Some examination work involves travel to the institutions being reviewed, which can make the pace less predictable than a single office.

First step this week: Search job boards for financial examiner openings near you and read five postings to see what employers actually require.

Also called: Bank Examiner, Bank Secrecy Act Anti-Money Laundering Officer (BSA/AML Officer), Community Reinvestment Act Officer (CRA Officer), Compliance Analyst · [Details on O*NET OnLine](#)

Human Resources Specialists

#3 match

Interests 97% Work style 73% Setting 84% Bright Outlook

HR specialists explain policies, help with hiring paperwork and administer benefits, blending your Social score (30) with your love of order. Your high agreeableness and empathy would make you a natural, reassuring first contact for employees with questions.

MEDIAN PAY (U.S.)

\$75,940/yr

OUTLOOK 2025-2035

Faster than average

OPENINGS PER YEAR

73,700

TYPICAL EDUCATION

Bachelor's degree

What you'd do

- Interpret and explain human resources policies, procedures, laws, standards, or regulations.
- Hire employees and process hiring-related paperwork.
- Administer employee benefit plans.

Worth knowing: You would be helping people directly, but some of that help involves delivering unwelcome news, such as denied requests or policy changes.

First step this week: Ask your current HR department if you can shadow a benefits or onboarding session to see the work up close.

Also called: Corporate Recruiter, Employment Representative, HR Analyst (Human Resources Analyst), HR Coordinator (Human Resources Coordinator) · [Details on O*NET OnLine](#)

Loan Interviewers and Clerks

#4 match

Interests 97%

Work style 81%

Setting 83%

Loan interviewers sit with applicants, gather financial data and check it for completeness, which pairs your strongest interest area with real, one-on-one helping. It also requires less preparation than most of your other matches, so a short course may be enough to get started.

MEDIAN PAY (U.S.)

\$50,020/yr

OUTLOOK 2025-2035

Decline

OPENINGS PER YEAR

10,500

TYPICAL EDUCATION

High school diploma

What you'd do

- Interview loan applicants to obtain personal and financial data and to assist in completing applications.
- Answer questions and advise customers regarding loans and transactions.
- Submit loan applications with recommendation for underwriting approval.

Worth knowing: It is a customer-facing role with sales-adjacent expectations at some lenders, so ask in interviews how much of the job is advising versus selling.

First step this week: Visit a local bank or credit union branch and ask a loan officer what a typical day looks like.

Also called: Licensed Loan Officer Assistant, Loan Analyst, Loan Assistant, Loan Clerk · [Details on O*NET OnLine](#)

Project Management Specialists

#5 match

Interests 94% Work style 72% Setting 90% Bright Outlook

Project management specialists coordinate budgets, schedules and people, drawing on your Enterprising side (31) and the organizational follow-through you described as getting chores done right away. Coordinating a close calendar or a system rollout is the kind of ownership you already handle well.

MEDIAN PAY (U.S.)

\$102,320/yr

OUTLOOK 2025-2035

Much faster than average

OPENINGS PER YEAR

76,500

TYPICAL EDUCATION

varies

What you'd do

- Communicate with key stakeholders to determine project requirements and objectives.
- Identify project needs such as resources, staff, or finances by reviewing project objectives and schedules.
- Submit project deliverables to clients, ensuring adherence to quality standards.

Worth knowing: Projects bring occasional deadline spikes, so look for roles where the team sets a steady cadence rather than constant urgency.

First step this week: Volunteer to coordinate one small internal project or process improvement at work and treat it as a trial run.

Also called: Fiber Project Manager, Implementation Project Manager, Project Management Consultant ·

[Details on O*NET OnLine](#)

Eligibility Interviewers, Government Programs

#6 match

Interests 97%

Work style 79%

Setting 82%

Eligibility interviewers at government agencies verify personal and financial data while sitting across from people who need help, which matches your records strength and your wish to help people directly. The public-sector pace also tends to be steadier than month-end close.

MEDIAN PAY (U.S.)

\$54,210/yr

OUTLOOK 2025-2035

Slower than average

OPENINGS PER YEAR

12,700

TYPICAL EDUCATION

High school diploma

What you'd do

- Compute and authorize amounts of assistance for programs, such as grants, monetary payments, and food stamps.
- Keep records of assigned cases, and prepare required reports.
- Compile, record, and evaluate personal and financial data to verify completeness and accuracy, and to determine eligibility status.

Worth knowing: Government hiring processes can be slow, with formal applications and waiting periods between steps.

First step this week: Check your city, county and state government job boards this week for eligibility or interviewer openings.

Also called: Benefits Program Tech (Benefits Program Technician), Business and Employment Specialist, Case Manager, Eligibility Examiner · [Details on O*NET OnLine](#)

More careers to explore

Tax Preparers

\$54,920/yr

Tax preparation is seasonal, detail-heavy work that uses your record-keeping strengths and lets you set your own pace outside of close deadlines.

Faster than average

Management Analysts

\$101,860/yr

Management analysts study how organizations run and recommend improvements, a fit for your Enterprising drive and accounting insight, though it leans more investigative than your profile.

Document Management Specialists Document management specialists organize records and systems, playing directly to your Conventional strengths at a desk.	\$116,580/yr Faster than average
Court, Municipal, and License Clerks Court and municipal clerks maintain accurate public records and help citizens at a steady public-sector pace.	\$48,700/yr Average
Executive Secretaries and Executive Administrative Assistants Executive administrative assistants combine organization, discretion and people support, matching your mix of precision and warmth.	\$76,590/yr Little or no change
Accountants and Auditors Staying in accounting but in a role with less crunch, such as internal audit or not-for-profit accounting, could keep your expertise while easing the pace.	\$83,680/yr Faster than average

Things to watch

Because you deeply sympathize with others' emotions, you may take on people's personal distress if you step into roles centered on public assistance or casework.

Your strong preference for order and immediate closure could cause frustration if you enter organizations with ambiguous procedures or shifting regulations.

Since you prefer a reserved communication style, you might hesitate to speak up quickly when workload levels start to creep beyond a steady pace.

Your 90-day plan

DAYS 1-30

Explore and gather information

Learn enough about two or three of these careers to know which ones are worth a real trial.

1. Read the O*NET OnLine profiles for Compensation, Benefits, and Job Analysis Specialists and Eligibility Interviewers, Government Programs.
2. Use CareerOneStop to find local training options, including short courses at a community college.
3. Set up two informational interviews: one with someone in HR or benefits, and one with a loan interviewer or government eligibility worker.
4. Update your LinkedIn profile to reflect the direction you are exploring, not just your current title.

DAYS 31-60

Try the work in small doses

Test what these roles actually feel like before committing to a move.

1. Complete one free or low-cost skills step, such as a community college short course in benefits administration or a library workshop on interviewing skills.
2. Volunteer to help with benefits enrollment, onboarding paperwork or a process-improvement project where you work now, as a trial task.
3. Look for a volunteer role that involves one-on-one guidance, such as tax preparation assistance through a community program, to test the helping side.
4. After each trial, write down what energized you and what drained you.

DAYS 61-90

Choose a direction and act

Pick the one or two paths that felt right and take a concrete step toward them.

1. Decide which career fits best based on your trials, and identify any short course or credential it requires.
2. Enroll in that course, or if none is needed, start applying to roles such as benefits specialist or eligibility interviewer.
3. Ask the people you interviewed or volunteered with for feedback on your resume and for referrals.
4. Set a check-in with yourself at the end of the 90 days to review what you learned and adjust.

Linda, your profile shows someone rare: real technical precision paired with a genuine gift for guiding people, which your mentoring record already proves. You do not need to abandon accounting to find the slower, more human-centered work you described. Spend these 90 days testing a few of these paths in small ways, and let the trials, not the speculation, tell you where to go next.

About this report. Careersona combines the work activities you rated (from the O*NET Interest Profiler), short personality statements from the public-domain International Personality Item Pool and your answers about work settings, then compares them with U.S. occupation data. It's a tool for exploring options, not a scientific diagnosis, and it can't promise any job, pay or outcome. Writing assistance by AI, based on your answers.

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