

Maree Career Matrix (MCM)

Authors: J.G. Maree, DEd, PhD, DPhil (Psychology)

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
HPCSA	Classified
TRAINING	None
LANGUAGES	English
SA NORMS	Yes

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 is comprised of 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.

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.

ASSESSMENT SCALES

The 19 Categories of the MCM are:

Practical-Technical

Practical-Creative and Consumer Science

Musical

Arts (painting, sculpture and decoration) and Culture

Word Artistry

Office-based (Administrative, Clerical and Organisational) Activities

Marketing

Information and Communication Technology

Mathematics and/or Accounting Industry

Social, Caregiving and Community Services

Entrepreneurship, Running and Maintaining a Personal Business

Adventure, Plants, Animals and the Environment

Sport

Research

Medical and/or Paramedical Services

Tourism, Hospitality and the Tourist Transport Industry

Legal Practice and/or Security Services

Executive and Management Practice

Engineering and the Built Environment

AREAS OF APPLICATION

The MCM can be used for the following purposes:

- Educational settings
- Career counselling settings
- Research setting

REPORT OPTIONS

The MCM has the following software report available:

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