

Interest Assessment Curriculum Guide

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Overview of the Interest Assessment

The Interest Assessment allows young adults to learn what occupations might match their interests. It asks a series of 30 short questions and is designed for use on computers, smartphones, or tablets. Most users take about 5-10 minutes to complete it.

After the user completes the assessment, their results show the occupations that best match their likes and dislikes, including each career's hourly wages, education required, and job outlook. Occupation titles in their results are linked to detailed career profiles to learn more.

Users can select a level of education for their occupation list, to show only those that require higher or lower levels of preparation. Users can also sort the columns in their results to see, for example, those occupations on their list with the highest wages, or the strongest outlook for future hiring.

The panel titled "Your Interests" on the left side of their results page shows users their scores in the 6 interest areas used in the assessment. They can click on "Details" for information on the 6 interests. Users who want more information about the assessment can select "Help" at the bottom of the *About this data* box in the lower left of the results screen.

Key links for Interest Assessment

- [Interest Assessment](#)
- [RIASEC descriptions](#)
- [Occupation Profiles](#)
- [Career Videos](#)
- [The Holland Career Interest game](#)

More details and background on the Interest Assessment

What does this tool do?

The Interest Assessment matches your interests to careers. You answer 30 short questions by saying how much interest you have in different activities. Those answers create your Interest Profile. Then you see a list of careers that are good matches for your unique Interest Profile.

From there, you can explore the careers on your list of matches. You can learn about the outlook (new job opportunities expected) for jobs in that field, average pay, and the typical education needed.

How do I get started?

Get started by answering the questions. There are three pages of 10 questions each. Each question lists an activity that some people might do in their jobs.

For each question, click the box under the word or phrase that best describes how much you think you would like the activity listed. Your choices are Strongly Like, Like, Unsure, Dislike, or Strongly Dislike. Please note that if you select all "Strongly Dislike" or "Strongly Like" responses, the system will not be able to match you to occupations.

Once you've answered the questions on each page, click "Next" to see the next page of questions. When you click "Next" after the third page, you'll see your career matches.

Can I change my answers while I'm taking the Interest Assessment?

Yes, you can change any answer at any time by clicking a different box. To go back or forward to a new page, use the "Back" and "Next" buttons at the bottom of each page.

Are there right or wrong answers?

No, there are no right or wrong answers in an interest assessment—there are only answers that best describe you. Try to answer honestly whether you would *like* that kind of work rather than whether you would be good at it, have enough education, or believe you would make enough money at it. For activities you have no experience with, try to imagine what the work activity would be like, and answer to the best of your ability.

How does the Interest Assessment come up with my career matches?

The Interest Assessment uses your answers to make a profile of your interests. Your profile takes into account the activities you like as well as those you dislike. Then your profile is compared to the profiles of different careers, and the most similar matches are listed in your results. O*NET, which powers the Interest Assessment, provides more details.

What is the Interest Assessment based on?

The Interest Assessment is based on O*NET's Interest Profiler, which is based on Dr. John Holland's theory that people's interests and work environments can be loosely classified into six different groups: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. Download the RIASEC interest descriptions to learn more. By determining your interests, the assessment can identify the types of work environments most likely to match.

For most people, two or three interest groups are stronger than the others. For example, if your profile is Social, Artistic, and Enterprising, you probably most closely resemble the Social work environment, next most closely the Artistic type, and not quite as much the Enterprising type. The other types, not in your profile, are the types you resemble least.

Like people, most careers reflect a combination of two or three of the Holland interest areas. People are usually most satisfied if their work environment and their interests share some aspects in common.

This system has been tested and used with a wide variety of people, and has been found to be consistently reliable, meaningful, and easy to use.

My list of career matches looks wrong for me—can I take the assessment again?

If you think that the careers on your list of matches are not a good fit for you, you may want to take the assessment again or change some of your answers. From your page of career matches, click on "Change answers" in the upper left-hand area. You'll go back to your previous page of questions but you will see that your first answers are still selected. You can now change all or some of your answers. When you finish, you will have a new Interest Profile and a new set of career matches.

What can I learn from my list of career matches?

You can use your list of occupation matches to explore career ideas that may be right for you. At a glance you can see some important information about each of these careers:

Match—you can see if this career is:

- Best (a very close fit for your interests)
- Great (a good fit for most of your interests)
- Good (fits some of your likes or dislikes but not as closely as Best and Great)

Use the choices to the left of the table, called filters, to show only Best or Great matches.

Career—click on the name of any career to find more detailed information about that career.

Outlook—here you can see whether the career listed is expected to be in demand. Each career is either:

- Bright (new job opportunities are very likely in the future)
- Average (a small number—less than an 8 percent increase—of new job opportunities are likely in the future)
- Below average (new job opportunities are less likely in the future)

Hourly wages—See the median hourly wage for each career. Median wage means one half of all workers in this occupation earns less than this wage and one-half earns more

Education—See the level of education usually needed to enter this career.

How can I see career matches that fit my level of education?

You can choose to see only career matches that fit your education and experience level. To do this, click on one of the links under “Education and experience needed” to the left of your table of career matches, under Show Only. You can view careers that require a variety of preparation, from very little to extensive. Preparation includes a combination of school, work experience, and on-the-job-training. Learn more about these levels of preparation [from O*NET’s job zone descriptions](#).

Where does this information come from?

Data on this tool come from various sources:

- The information and formula for matching interests to careers comes from [O*NET’s Interest Profiler](#).
- Outlook data come from [O*NET’s Bright Outlook occupations](#).
- Wage data come from the U.S. Department of Labor’s [Bureau of Labor Statistics, Occupational Employment Statistics Survey](#).
- Education data come from the U.S. Department of Labor’s [Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections](#).
- RIASEC information on occupations comes from [O*NET’s Interest Profiler](#).

Who can I contact for help?

If you have questions about career planning, please contact your [local American Job Center](#). If you have questions about how the Interest Profiler works, please contact the CareerOneStop Service Center at info@careeronestop.org.

Find this [interest assessment help information](#) on CareerOneStop

RIASEC: The 6 Interest Areas

The GetMyFuture [Interest Assessment](#) is based on Dr. John Holland's theory that people's interests and work environments can be loosely classified into six different groups: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. Read on for descriptions of each of the six interest types.

Realistic people tend to have athletic interests, prefer to work with objects, machines, tools, plants or animals, and like to be outdoors. You may:

- be independent, practical, systematic, self-controlled, and straightforward
- like to work outdoors, be physically active, work on electronic equipment, train animals, and build things
- be able to play a sport, fix things, operate tools and machinery, plant a garden, camp outdoors

Investigative people like to observe, learn, investigate, analyze, and solve problems. You may:

- be logical, curious, thoughtful, observant, and intellectual
- like to work independently, explore ideas, analyze data, explain scientific theories, or perform experiments
- be able to think abstractly, interpret formulas, use a computer or microscope, or solve complex problems

Artistic people like to work in unstructured situations using their imagination and creativity.

You may:

- be creative, imaginative, unconventional, expressive, innovative, and impulsive
- like to work on crafts, take photos, attend concerts, art exhibits, and plays, or enjoy reading fiction
- be able to sing, play an instrument, act or dance, draw or paint, create designs, or write stories, poetry, and music

Social people like to work with people to inspire, inform, help, train, or cure them. You may:

- be patient, insightful, responsible, cooperative, outgoing, and skilled with words
- like to work in groups, volunteer, solve personal problems, or serve your community
- be able to teach others, mediate, lead a discussion, communicate well, or plan and supervise activities

Enterprising people like to work with people to influence, persuade and lead them, and to achieve organizational or financial goals. You may:

- be assertive, energetic, persuasive, ambitious, or optimistic
- like to make decisions, take on leadership roles, meet influential people, or run campaigns
- be able to initiate projects, give speeches, persuade or inspire others, lead a large group, or develop organizational goals

Conventional people like to work with information, carry out detailed tasks, and have clerical or numerical interests. You may:

- be efficient, well-organized, persistent, methodical, or conscientious
- like to follow a plan, organize information, work with numbers, use a computer, or collect data
- be able to meet deadlines, keep good records, organize documents, use a database, or work with systems

Classroom activities for the Interest Assessment

Purpose: To build students' understanding and articulation of their career-related interests, try playing the [Holland Game](#) based on work of the University of Missouri-Columbia Career Center. Students will begin considering how their personality will fit in with different work environments and careers.

Preparation: This activity may be presented before students take the assessment to engage them in starting to consider their interests, or after they take the assessment to confirm their results and better understand the types.

Prepare the classroom by labeling 6 separate areas of the room with posted signs for each of the 6 interest areas: have a Realistic area, an Investigative area, and so on. Place the related one-page type description in the appropriate area of the room. Invite the students to discuss ways they match the interest and how they differ from it.

Narrative: After hearing an introduction to the 6 interest types, imagine you've been invited to a party in which the six groups of people (Realistic, Investigative, Artistic, Social, Enterprising, Conventional) are already interacting, each in their own section of the room. Which group would you be most drawn to? Move to that part of the classroom now, read the handout, and discuss how you match using the posted questions.

Repeat the steps to select a second group to talk with, and finally a third.

For example, if you choose R then E and then S, your interests probably most resemble the Realistic type, somewhat relate to the Enterprising type, and share something—but less — in common with the Social type.

The other types might still be of interest, but probably not enough to want to use them in your career. Most people, and most jobs, are some combination of two or three of the Holland interest areas.

An alternative approach is to invite students to find a match in the room. Once you know your Holland code, find one other person in the room who shares the same 3-letter code, or just the same first letter, then the same second letter. Discuss similarities and differences.

Realistic "The Do-ers"

Where do you match Realistic interests?

Are you?

- Practical
- Thrifty
- Self-controlled
- Athletic
- Curious about the physical world
- Independent
- Straightforward
- Stable
- Ambitious
- Mechanically inclined
- Concrete thinker
- Systematic
- A nature lover
- Reserved
- Persistent

Can you?

- Fix electrical things
- Solve electrical problems
- Pitch a tent
- Play a sport
- Read a blueprint
- Plant a garden
- Operate tools and machinery

Do you like to?

- Tinker with machines/vehicles
- Work outdoors
- Use your hands
- Be physically active
- Build things
- Care for animals or train them
- Work on electronic equipment
- Hunt or fish
- Coach team sports

Investigative "The Thinkers"

Where do you match Investigative interests?

Are you?

- Inquisitive
- Scholarly
- Independent
- Analytical
- Cautious
- Logical
- Scientific
- Intellectually self-confident
- Complex
- Observant
- Reserved
- Curious
- Precise
- Broad-minded

Can you?

- Think abstractly
- Solve math problems
- Understand scientific theories
- Do complex calculations
- Use a microscope or computer
- Interpret formulas

Do you like to?

- Explore a variety of ideas
- Use computers
- Work independently
- Perform lab experiments
- Read scientific or technical journals
- Analyze data
- Deal with abstractions
- Do research
- Be challenged

Artistic “The Creators”

Where do you match Artistic interests?

Are you?

- Creative
- Intuitive
- Imaginative
- Innovative
- Unconventional
- Emotional
- Independent
- Expressive
- Original
- Introspective
- Impulsive
- Sensitive
- Courageous
- Open
- Complicated
- Idealistic
- Nonconforming

Can you?

- Sketch, draw, paint
- Play a musical instrument
- Write stories, poetry, music
- Sing, act, dance
- Design fashions or interiors

Do you like to?

- Attend concerts, theatres, art exhibits
- Read fiction, plays, and poetry
- Work on crafts
- Take photographs
- Express yourself creatively
- Deal with ambiguous ideas
- Learn and speak a foreign language
- Take photographs

Social "The Helpers"

Where do you match Social interests?

Are you?

- Friendly
- Helpful
- Idealistic
- Insightful
- Outgoing
- Understanding
- Cooperative
- Generous
- Responsible
- Forgiving
- Patient
- Empathetic
- Kind
- Persuasive

Can you?

- Teach/train others
- Express yourself clearly
- Lead a group discussion
- Mediate disputes
- Plan and supervise an activity
- Cooperate well with others

Do you like to?

- Work in groups
- Help people with problems
- Participate in meetings
- Do volunteer work
- Work with young people
- Play team sports
- Serve others

Enterprising "The Persuaders"

Where do you match Enterprising interests?

Are you?

- Self-confident
- Assertive
- Sociable
- Persuasive
- Enthusiastic
- Adventurous
- Popular
- Impulsive
- Ambitious
- Inquisitive
- Agreeable
- Talkative
- Extroverted
- Spontaneous
- Optimistic

Can you?

- Initiate projects
- Convince people to do things your way
- Sell things or promote ideas
- Give talks or speeches
- Organize activities
- Lead a group
- Persuade others

Do you like to?

- Make decisions affecting others
- Be elected to office
- Win a leadership or sales award
- Start your own service or business
- Campaign politically
- Meet important people
- Have power or status
- Attend meetings and conferences
- Lead a campus or community organization

Conventional "The Organizers"

Where do you match Conventional interests?

Are you?

- Well-organized
- Accurate
- Numerically inclined
- Methodical
- Conscientious
- Efficient
- Conforming
- Orderly
- Practical
- Thrifty
- Systematic
- Structured
- Polite
- Ambitious
- Obedient
- Persistent

Can you?

- Work well within a system
- Do a lot of paper work in a short time
- Keep accurate records
- Use technology effectively
- Write effective business letters

Do you like to?

- Follow clearly defined procedures
- Use data processing equipment
- Work with numbers
- Type or take shorthand
- Be responsible for details
- Collect or organize things
- Arrange or organize your room, activities
- Play computer or card games

Interest Assessment student worksheet: Your Holland Code

Interests matter! Knowing your interests will help you understand which careers you are more likely to enjoy and succeed in throughout your life.

Write your scores on the 6 interest areas:

Realistic _____

Investigative _____

Artistic _____

Social _____

Enterprising _____

Conventional _____

Below, record the three interests with your highest scores. This is your interest profile.

For your strongest interest area, think of 3 things you already do or like that match the interest. For example, outdoor activities for Realistic, or photography for Artistic.

1)

2)

3)

Now do the same for your second strongest interest area.

1)

2)

3)

How do your 2-3 strongest interests help you succeed? Would you guess someone in your family shares one of your top interests? Who? Why do you think so?

Interest Assessment student worksheet: Your career matches

Researching your career matches helps you plan where to head in your career. Choose 3-5 occupations from your results to explore. You can find the answers to the questions below by clicking the job title in your results, and reading the linked Occupation Profile.

1. Title _____

Education required: _____

Hourly wages: what do most people earn in this field? _____

Outlook: will there be jobs in this field? _____

What are 3 ways this career might fit you well?

- _____
- _____
- _____

2. Title _____

Education required: _____

Hourly wages: what do most people earn in this field? _____

Outlook: will there be jobs in this field? _____

What are 3 ways this career might fit you well?

- _____
- _____
- _____

3. Title _____

Education required: _____

Hourly wages: what do most people earn in this field? _____

Outlook: will there be jobs in this field? _____

What are 3 ways this career might fit you well?

- _____
- _____
- _____

4. Title _____

Education required: _____

Hourly wages: what do most people earn in this field? _____

Outlook: will there be jobs in this field? _____

What are 3 ways this career might fit you well?

- _____
- _____
- _____

5. Title _____

Education required: _____

Hourly wages: what do most people earn in this field? _____

Outlook: will there be jobs in this field? _____

What are 3 ways this career might fit you well?

- _____
- _____
- _____