



Career Interests Diagnostic

Introduction

For some people the thoughts of what to do next, especially after a long career in a particular field such as policing, can not only seem daunting but the scope of what area or industry they might be suited too can feel limiting.

Most of us make decisions about our careers at a very early stage in our lives, often based on very limited knowledge of the world of work, and without much support. It can therefore be useful to develop an understanding of what type of work you might be interested in as an initial starting point to help shape further thinking.

This can then act as a basis, alongside other diagnostic tools, for planning how your skills and experiences can best fit with the type of career that interests you.

Career Interests Diagnostic Tools

There are various tools available that can help in this way. Probably the most well known and widely used is based on Holland's (1997) Career Preferences research. This breaks careers down into six categories covering:

- Realistic (Doers)
- Investigative (Thinkers)
- Artistic (Creators)
- Social (Helpers)
- Enterprising (Persuaders)
- Conventional (Organisers)

One of the most widely used and well developed tools is the 'O*NET Interest Profiler' which was developed by the National Center for O*NET Development, under the sponsorship of the US Department of Labor/Employment and Training Administration (USDOL/ETA).

The O*NET Interest Profiler was developed to support career counseling, career planning, and career exploration. The tool is designed to assess an individual's vocational interests.

The link below will take you to a free on-line version of the O*NET Interest Profiler¹.

<http://www.mynextmove.org/explore/ip>

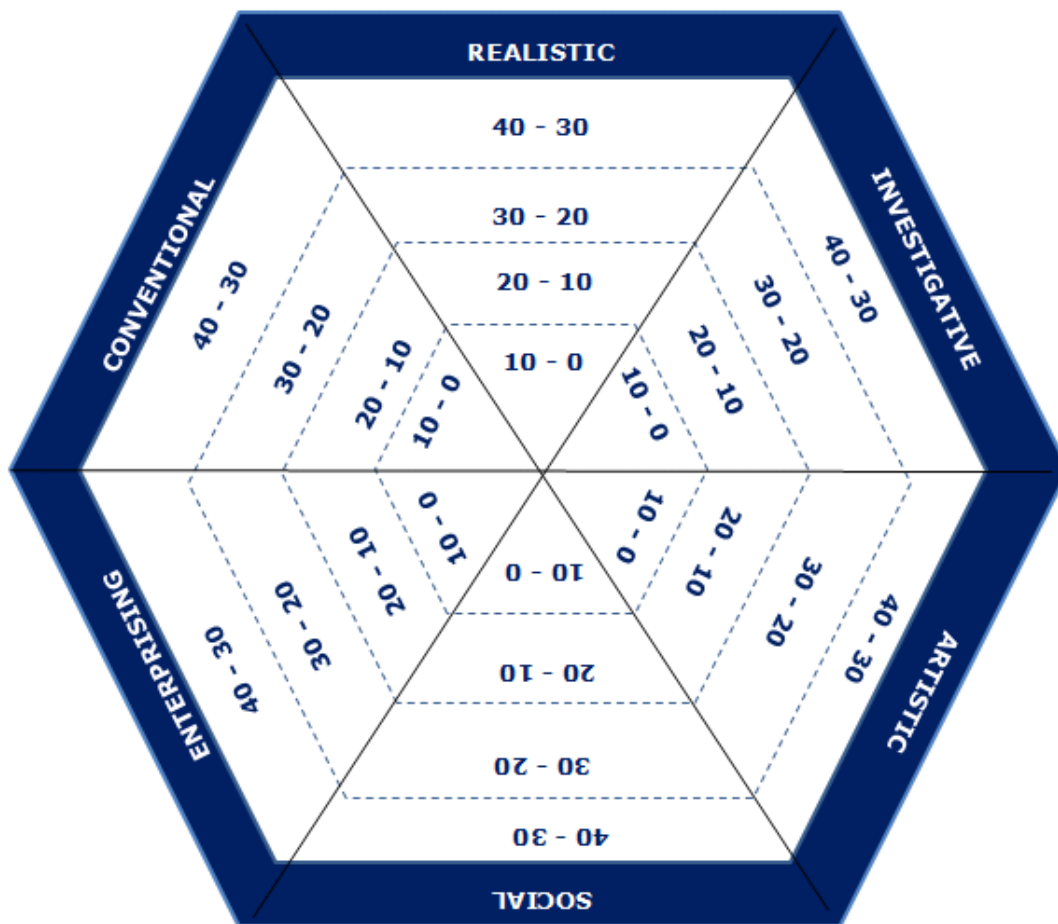
¹ To learn more about the development of this tool, or to download the paper-and-pencil version, visit the [O*NET Interest Profiler Short Form page](#) at the O*NET Resource Center.

What Next

Personal Template For Recording Career Interest Output

Once you have completed the on-line tool you will be presented with scores, out of '40' for six different areas of work based on the Holland categories. Use the image below to record your personal scores against each of the six career areas by shading/filling in the relevant boxes. Higher scores represent greater areas of interest.

Start with the category or categories where you have the highest scores, and use the lists provided on the following pages to review the types of work that relate to each category. It is likely that there may be multiple areas of work that you show an interest in and therefore the lists of different work areas associated with each category are presented both in isolation as well as in combinations on the lists overleaf.



Career Interest Factors

The information below is based on generic interpretations of the six areas career preferences evaluated by the tools above². Where links are made with other areas of interest within the model these are referenced in brackets after the job role.

R: Realistic (Doers)

People who are independent, stable, persistent, genuine, practical, and thrifty, no-nonsense, down-to-earth individuals. They prefer things rather than ideas or people being outdoors, using tools, operating machines, interacting with animals, and working with their hands. They also value the natural, concrete, and tangible.

Sample 'Realistic' job sectors and careers include:

- Agriculture
- Environmental science
- Law enforcement
- Military science
- Driver

Realistic with Investigative

- Aerospace/Aeronautical Engineer
- Anthropology/Paleontology
- Astronomy
- Zoologists and Wildlife Biologists

Realistic with Investigative & Social

- Dentist
- Physical therapy
- Surgeon
- Vet

Realistic with Artistic

- Sculptor and Illustrator
- Interior design
- Web design/Web Development Specialist

Realistic with Social and Enterprising

- Firefighter
- Personal trainer

Realistic with Investigative & Conventional

- Carpenter
- Engineer
- Chemistry/Chemist
- Computer engineering/Computer science /Information technology/programmer

Realistic with Investigative, Conventional & Social

- Nurse

Realistic with Artistic & Enterprising

- Architect
- Fashion design
- Chef
- Graphic designer
- Photographer

² As referenced at https://en.wikipedia.org/wiki/Holland_Codes

I: Investigative (Thinkers)

People who are intellectual, introspective, inquisitive, curious, methodical, rational, analytical, and logical. They prefer tasks that are scholarly, scientific, technical, or medical and activities that involve thought, observation, investigation, exploration, and discovery. They like to solve problems, perform experiments, and conduct research.

Sample job sectors and careers include:

Investigative with Realistic

- Mathematician
- Zoologists and Wildlife Biologists

Investigative with Realistic & Social

- Dentist
- Physical therapy
- Surgeon
- Vet

Investigative with Social

- Physician/Medical Researcher

Investigative with Social & Artistic

- Psychology/Psychologist
- Counsellor

Investigative with Social and Enterprising

- Dietitian
- Lawyer

Investigative with Realistic & Conventional

- Carpenter
- Chemistry/Chemist
- Engineer
- Computer engineering/Computer science /Information technology /programmer

Investigative with Conventional & Social

- Archivist/Librarian
- Economics
- Pharmacist

Investigative with Realistic, Conventional & Social

- Nurse

Investigative with Conventional & Enterprising

- Actuary
- Finance
- Carpenter

A: Artistic (Creators)

People who are creative, intuitive, sensitive, articulate, expressive, unstructured, original, nonconforming, and innovative who rely on feelings, imagination, inspiration and who are spontaneous and open-minded. They prefer to work with ideas, abstractions, and concepts. They also enjoy work that is literary, verbal, visual, and aesthetic and likely to excel in art, music, dance, drawing, painting, sculpting, drafting, writing, drama, communicating, design, fashion.

Sample job sectors and careers include:

Artistic with Realistic

- Interior design
- Web design/Web Development

Artistic with Realistic & Enterprising

- Graphic designer
- Architect
- Chef
- Fashion design

Artistic with Social & Investigative

- Psychology/Psychologist
- Counsellor

Artistic with Enterprising

- Broadcast journalism
- Public relations

Artistic with Social and Enterprising

- Trainer

Artistic with Social

- Teacher

S: Social (Helpers)

People who are kind, generous, cooperative, patient, caring, helpful, empathetic, tactful, and friendly. They prefer tasks that involve socialising, helping others, and teaching, teamwork, social interaction, relationship building and humanitarian, educational, philanthropic, interpersonal, and service-oriented.

Sample job sectors and careers include:

- Social Advocate
- Sociology
- Social Work
- Education (Teacher/Counselor/Administration)

Social with Investigative & Realistic

- Dentist
- Physical therapy
- Surgeon
- Vet

Social with Investigative & Artistic

- Psychology/Psychologist
- Counsellor

Social with Artistic

- Teacher

Social with Realistic, Conventional & Investigative

- Nurse

Social with Realistic and Enterprising

- Firefighter
- Fitness/Personal Trainer

Social with Investigative & Conventional

- Archivist/Librarian
- Economics
- Pharmacist

Social with Investigative and Enterprising

- Dietitian
- Lawyer

Social with Realistic, Conventional & Investigative

- Nurse

Social with Conventional and Enterprising

- Customer service
- Educational administration
- Human Resources

E: Enterprising (Persuaders)

People who are adventurous, ambitious, assertive, extroverted, energetic, enthusiastic, confident, optimistic, dominant, persuasive, and motivational. They prefer work that involves leadership, business, politics, public speaking, being in charge, taking risks, debating, and competing.

Sample job sectors and careers include:

- Business
- Buyer
- Sociology
- Entrepreneur
- Fundraising Officer
- Management/Management Consultant
- Market Research Analyst

Enterprising with Conventional

- Real Estate

Enterprising with Conventional & Social

- Finance

Enterprising with Investigative & Social

- Dietitian
- Lawyer

Enterprising with Realistic & Artistic

- Architect
- Chef
- Fashion design
- Graphic designer
- Photographer

Enterprising with Conventional & Social

- Customer service
- Educational administration
- Human Resources

Enterprising with Investigative & Conventional

- Actuary

Enterprising with Social and Realistic

- Firefighter
- Personal trainer

Enterprising with Artistic

- Broadcast journalism
- Public relations

C: Conventional (Organisers)

People who are conscientious and conservative, logical, efficient, orderly, organised, thorough, and detail-oriented. They are individuals who value precision and accuracy. They excel in practical tasks, quantitative measurements, and structured environments and who follow the rules. They prefer work that involves accounting, statistics, mathematics, numerical activities, and office settings.

Sample job sectors and careers include:

- Accounting/Tax advisor
- Math's teacher

Conventional with Investigative & Realistic

- Engineer
- Chemistry/Chemist
- Computer engineering/Computer/science/Information technology/programmer

Conventional with Social & Investigative

- Pharmacist
- Human Resources
- Vet

Conventional with Artistic & Social

- Trainer

Conventional with Artistic & Investigative

- Technical writer

Conventional with Investigative & Social

- Archivist/Librarian
- Economics

Conventional with Social & Enterprising

- Customer service
- Educational administration
- Finance
- Human Resources

Conventional with Investigative & Enterprising

- Actuary

Conventional with Realistic, Investigative & Social

- Nurse

Conventional with Enterprising

- Real Estate