



1895

NOTRE DAME
OF MARYLAND
UNIVERSITY

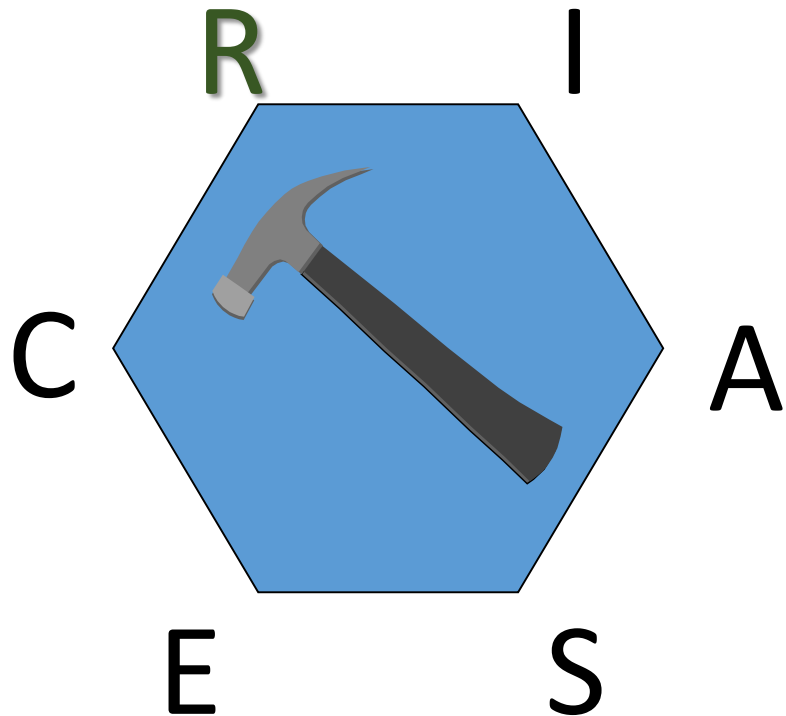
Career Interests

Explaining the Framework of
Interest Inventories

Brief Overview

An interest assessment focuses what draws an individual's attention, not their abilities.

Realistic Theme: Do It!



Like:

- Working with tools, machines, animals and/or things
- Solving concrete problems
- Stable, product-driven environments
- Outdoor activities, inclined to take physical risks
- Building, repairing

Motivation:

- Use skills to produce tangible results

Solve problems by **DOING**

Realistic Descriptors

See self as:

- Practical, conservative
- Having better manual and mechanical skills than social skills
- Honest
- Persistent
- Athletic, physically strong
- Adventurous

Others see them as:

- Humble
- Frank
- Self-reliant
- Persistent
- Genuine
- Thrifty
- Hard-headed
- Conforming

Realistic Values and Discomforts

Values:

- Monetary rewards for observable accomplishments
- Honesty
- Common sense
- Craftsmanship
- Tradition
- Dependability

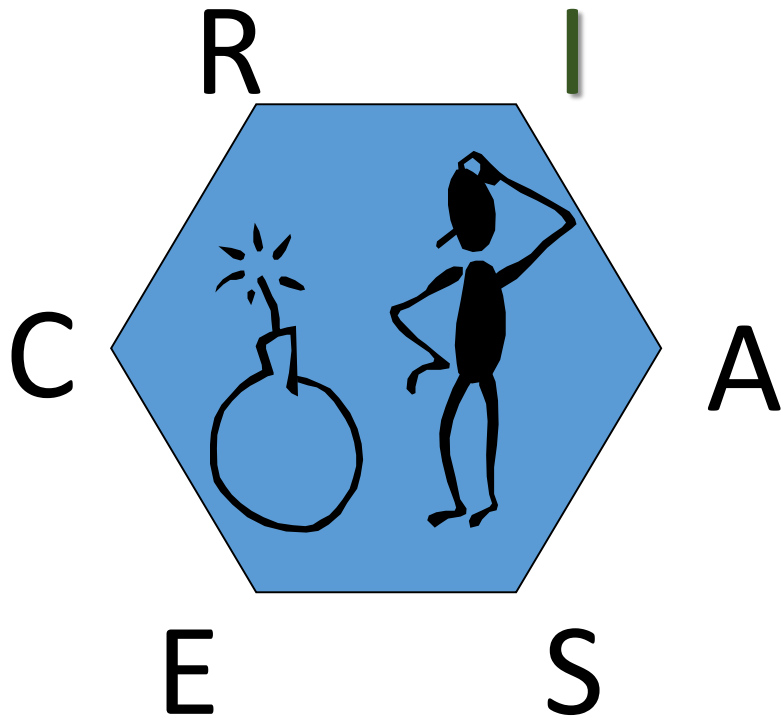
Discomforts:

- Interaction with other people
- Sharing feelings
- Abstract problem solving

Realistic Self Assess

- - 1 = not like me at all
 - 2 = not like me
 - 3 = sometimes like me
 - 4 = like me
 - 5 = very much like me

Investigative Theme: Explore It!



Like:

- Exploring and understanding data, things, events
- Abstract problem solving
- Ambiguous challenges
- Think through problems rather than acting them out
- Unstructured, task-oriented environments
- Knowledge and achievement

Motivation:

- Probe questions of intellectual curiosity

Solve problems by **THINKING**

Investigative Descriptors

See self as:

- Analytical, curious
- Intelligent
- Skeptical
- Having better academic than social skills
- Independent
- Self-motivated
- Non-conforming

Others see them as:

- Intelligent
- Introverted
- Scholarly
- Independent
- Critical
- Methodical
- Rational
- Complex

Investigative Values and Discomforts

Values:

- Knowledge
- Learning
- Achievement
- Independence
- Research
- Originality
- Innovative thinking

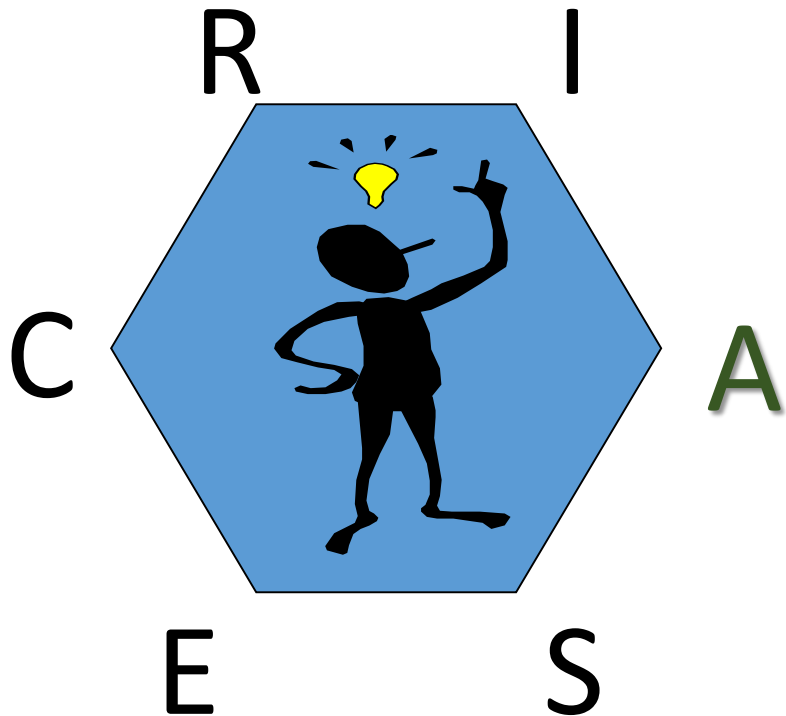
Discomforts:

- Leadership roles
- Persuading others
- Selling things

Investigative Self Assess

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Artistic Theme: Invent It!



Like:

- Reading books
- Musical or artistic activities
- Writing
- Emotional expression
- Aesthetics
- Flexible, non-conforming environments
- Creativity

Motivation:

- Self-expression

Solve problems by being CREATIVE

Artistic Descriptors

See self as:

- Imaginative
- Open to experience
- Intellectual
- Having better creative than detail skills
- Independent
- Idealistic
- Intuitive
- Impulsive

Others see them as:

- Creative
- Sensitive
- Disorderly
- Unusual
- Open
- Original
- Non-conforming
- Expressive

Artistic Values and Discomforts

Values:

- Creative expression
- Beauty
- Change
- Language
- Independence
- Intuition
- Emotions
- Imagination

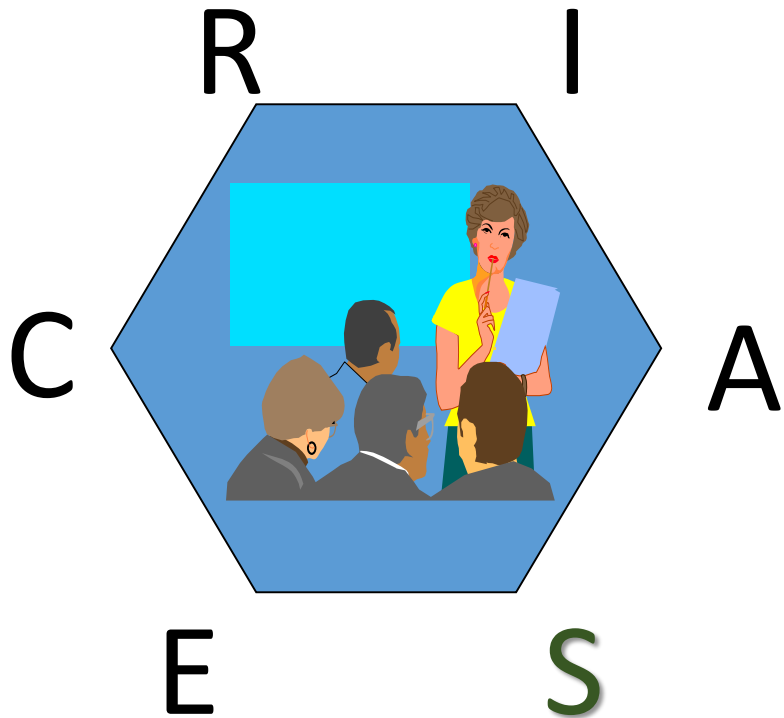
Discomforts:

- Routines
- Rules

Artistic Self Assess

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Social Theme: Talk About It!



Like:

- People
- Helping, teaching, counseling, serving others
- Collaborative, supportive environments
- Working in groups
- Using interpersonal skills

Motivation:

- To help and empower others

Solve problems by using
FEELINGS

Social Descriptors

See self as:

- Humanistic
- Caring
- Responsible
- Tactful
- Idealistic
- Patient
- Supportive
- Insightful

Others see them as:

- Cooperative
- Generous
- Friendly
- Warm
- Helpful
- Talkative
- Understanding

Social Values and Discomforts

Values:

- Communication
- Cooperation
- Consensus
- Relationships
- Personal growth
- Trust
- Feelings
- Spirituality
- Others' welfare

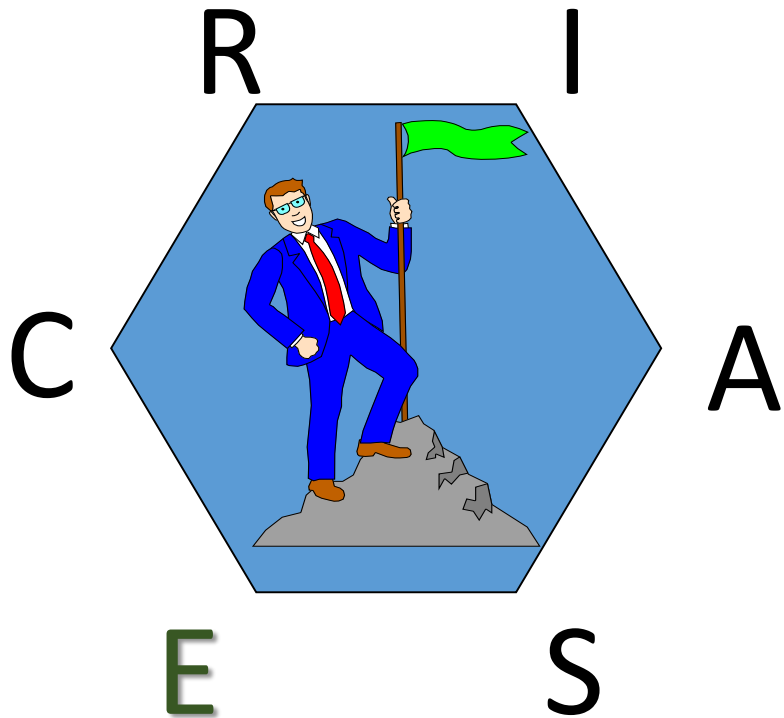
Discomforts:

- Working with machinery
- Physical exertion
- Technical activity

Social Self Assess

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Enterprising Theme: Make It Happen!



Like:

- Persuading and directing others
- Pursuit of financial or material accomplishments
- Leading and selling to attain personal or organizational goals
- Status
- Business oriented, competitive, expensive environments

Motivation:

- Persuading, selling, leading

Solve problems by **RISKING** themselves and others

Enterprising Descriptors

See self as:

- Confident, assertive
- Dominate
- A leader
- Sociable
- Persuasive, optimistic
- Competitive
- A risk taker
- Energetic
- Resilient

Others see them as:

- Energetic
- Extroverted
- Ambitious
- Shrewd
- Materialistic
- Popular
- Domineering
- Adventurous
- Impulsive

Enterprising Values and Discomforts

Values:

- Financial success
- Social success
- Loyalty
- Risk taking
- Responsibility
- Excitement
- Authority

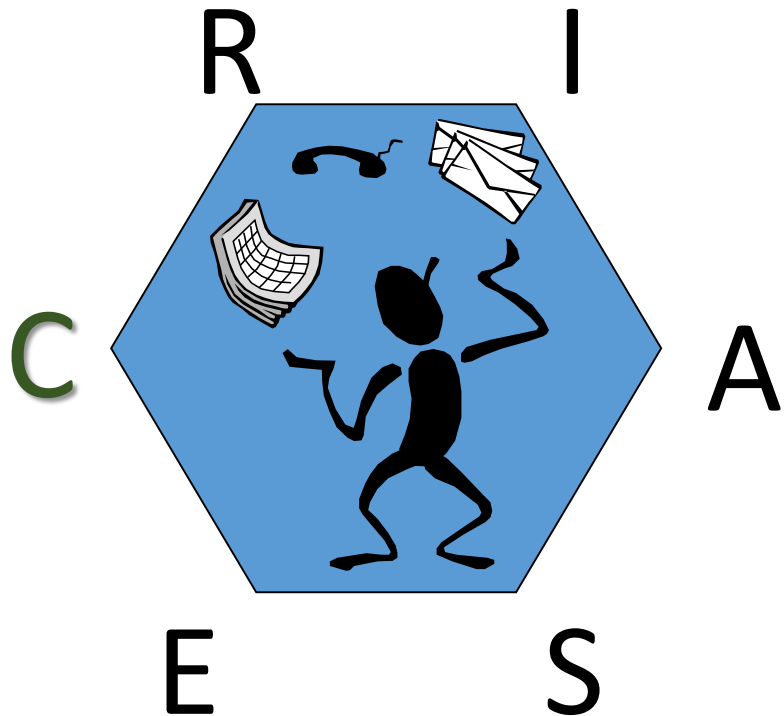
Discomforts:

- Scientific activities
- Intellectual pursuits
- Details

Enterprising Self Assess

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Conventional Theme: Keep It Going!



Like:

- Highly ordered verbal and numerical activities
- Well-defined tasks
- Activities requiring attention to detail
- Structured, hierarchical, clean, predictable environments
- Order, security, accuracy, organizing
- Following orderly routines

Motivation:

- Organize people, data and events

Solve problems by following **ESTABLISHED PATTERNS**

Conventional Descriptors

See self as:

- Practical, careful
- Team oriented
- Conscientious
- Persevering
- Systematic
- Precise
- Efficient
- Thrifty
- Respectful

Others see them as:

- Rule oriented
- Efficient
- Orderly
- Conforming
- Obedient
- Practical
- Persistent
- Inhibited

Conventional Values and Discomforts

Values:

- Accuracy
- Making money
- Thrift
- Material possessions
- Status
- Conformity
- Orderliness
- Routine
- Dependability

Discomforts:

- Work that does not have clear directions
- Work requiring intense relationships with others
- Problem solving using physical skills

Conventional Self Assess

1 ÷ not like me at all

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Summarizing

Which two or three
interest codes
seemed most like
you?

Next steps

- Take an interest assessment and then compare your two sets of codes. See the [career center website](#) for a link.
- Go to O*Net and search for occupations that match your best suited codes.
- Speak with a career advisor in the Career Center.