



CAREER ASSESSMENT

Career and Personality

**Based on John Holland
Modified Self-Directed Search**

**Personality Test
Interest Inventory**

**Career Exploration
Career Planning**

FOR EDUCATIONAL PURPOSES ONLY



Self-Directed Search | Holland Modified
For Educational Purposes Only

CAREER ASSESSMENT

Career and Personality

Personality Test | Interest Inventory
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NAME: _____

SCORE: _____

Taking and Scoring the Assessment

- This assessment contains 3 groups of questions: Activities, Competencies, Careers. In each group there are six sections: R, I, A, S, E, C.
- For each question, you are asked to respond with a “yes” or “no” answer. Add up all your “yes” answers at the end of each section.
- Transfer the six totals from each of the three sections to the three rows on the scoring grid. Add up the three numbers for each of the six columns and insert the six totals. Enter the letters that correspond with the first, second, and third highest scores.

Group One: Activities R _____ I _____ A _____ S _____ E _____ C _____
Row 1

Group Two: Competencies R _____ I _____ A _____ S _____ E _____ C _____
Row 2

Group Three: Careers R _____ I _____ A _____ S _____ E _____ C _____
Row 3

TOTAL R _____ I _____ A _____ S _____ E _____ C _____
Columns

CODE 1 _____ 2 _____ 3 _____

GROUP ONE: ACTIVITIES

Below are a group of activities that cover a broad range of interests and settings. Circle "Yes" to indicate those activities you like or enjoy or believe you would like or enjoy. Circle "No" to indicate those activities you do not like or enjoy or that do not appeal to you.

R | Activities

Take a course in woodworking or auto mechanics	YES	NO	
Work on a car	YES	NO	
Operate heavy machinery or equipment	YES	NO	
Make mechanical repairs	YES	NO	
Repair a fence, deck, or structure	YES	NO	
Make electrical repairs	YES	NO	
Working with various tools	YES	NO	
Organize a hunting, fishing, or camping trip	YES	NO	
Plant a vegetable garden	YES	NO	
Participate in sports or athletics	YES	NO	
Protecting, securing, and rescuing	YES	NO	<hr/>
			Total YES

I | Activities

Apply mathematics to practical problems	YES	NO	
Conduct an experiment or study a scientific theory	YES	NO	
Take a course in history or anthropology	YES	NO	
Work in a research laboratory	YES	NO	
Take a course in statistics or data analytics	YES	NO	
Analyze information for new understanding	YES	NO	
Solve technical problems	YES	NO	
Read scientific books or magazines	YES	NO	
Study physics, chemistry, or biology	YES	NO	
Find solutions to complex problems	YES	NO	
Visit a science museum	YES	NO	<hr/>
			Total YES

A | Activities

Dramatize or act out an idea or story	YES	NO	
Play in a band, music group, or orchestra	YES	NO	
Practice playing a musical instrument	YES	NO	
Write for a magazine, newspaper, journal, or blog	YES	NO	
Design posters, clothing, furniture, or décor	YES	NO	
Create portraits or photographs	YES	NO	
Sketch, draw, or paint	YES	NO	
Read or write poetry	YES	NO	
Take a course in fashion design or interior design	YES	NO	
Act, sing, or dance in a show or play	YES	NO	
Communicate through speech or writing	YES	NO	<hr/>
			Total YES

S | Activities

Take a course in human relations	YES	NO	
Work for philanthropic or community service organization	YES	NO	
Study social justice and human rights issues	YES	NO	
Read about educational and developmental theories	YES	NO	
Take a course in self-improvement	YES	NO	
Study psychological or sociological subjects	YES	NO	
Help people solve personal problems	YES	NO	
Train others to perform a difficult task	YES	NO	
Provide assistance to people with special needs	YES	NO	
Resolve conflicts or settle arguments between people	YES	NO	
Teach in a school or college classroom	YES	NO	<hr/> Total YES

E | Activities

Take a course or seminar on leadership	YES	NO	
Learn strategies for success in business	YES	NO	
Lead and direct a project, activity, or public event	YES	NO	
Supervise and guide the work of others	YES	NO	
Interact with important political leaders or business executives	YES	NO	
Participate in a political campaign	YES	NO	
Operate your own service or business	YES	NO	
Assume responsibility and make important decisions	YES	NO	
Influence or persuade others	YES	NO	
Sell a product or service	YES	NO	
Promote an important cause or issue	YES	NO	<hr/> Total YES

C | Activities

Create a database or spreadsheet	YES	NO	
Take a business, finance, or accounting course	YES	NO	
Operate a computer	YES	NO	
Take accurate inventory of supplies or merchandise	YES	NO	
Proofread paperwork or check items for flaws or errors	YES	NO	
Keep detailed records of financial transactions	YES	NO	
Perform mathematical calculations for accounting	YES	NO	
Perform computer coding or programming	YES	NO	
Take a course in statistics or quantitative analysis	YES	NO	
Ensure quality, accuracy, precision, and compliance	YES	NO	
Complete detailed graphs, forms, or paperwork	YES	NO	<hr/> Total YES

GROUP TWO: COMPETENCIES

Below are lists of tasks or activities that reflect a broad range of talents and proficiencies. Circle "Yes" to indicate those activities you can do well or believe represent your skills and abilities. Circle "No" to indicate those activities you have never performed or perform poorly.

R | Competencies

Make simple repairs to an electronic device	YES	NO	
Build or repair furniture or other household items	YES	NO	
Use power tools, such as drills, saws, or sanders	YES	NO	
Sand, paint, and refinish furniture or woodwork	YES	NO	
Read blueprints or schematics	YES	NO	
Make scale drawings and designs by hand or computer	YES	NO	
Make simple electrical or plumbing repairs	YES	NO	
Change car's oil or tires	YES	NO	
Construct physical structures	YES	NO	
Compete in athletic, recreational, or sports activities	YES	NO	
Survive in outdoor or adventure situations	YES	NO	<hr/> Total YES

I | Competencies

Use a computer to study scientific problems	YES	NO	
Interpret or analyze simple formulas	YES	NO	
Understand chemical or biological concepts	YES	NO	
Use a calculator or complex computer application	YES	NO	
Use a microscope, telescope, or lab equipment	YES	NO	
Use algebra or calculus to solve mathematical problems	YES	NO	
Describe physiological, anatomical, or medical functions	YES	NO	
Use algorithms and formulas	YES	NO	
Understand physics and astronomical phenomenon	YES	NO	
Identify natural elements, compounds, and chemicals	YES	NO	
Perform scientific experiment, research, or survey	YES	NO	<hr/> Total YES

A | Competencies

Write a speech, article, press release, or ad copy	YES	NO	
Write a script, poem, or story	YES	NO	
Sketch people so that they can be recognized	YES	NO	
Create a painting, watercolor, sketch, or sculpture	YES	NO	
Render an artistic representation of an idea or concept	YES	NO	
Create graphic designs for posters and flyers	YES	NO	
Perform a public speech or interpretive reading	YES	NO	
Design branding, packaging, and advertisement for a product	YES	NO	
Decorate the interior of a house or office space	YES	NO	
Perform on a stage in front of an audience	YES	NO	
Compose or perform musical numbers for voice or instrument	YES	NO	<hr/> Total YES

S | Competencies

Helping others solve problems or make decisions	YES	NO	
Explaining things to others	YES	NO	
Coaching, mentoring, or advising others	YES	NO	
Entertaining or amusing others	YES	NO	
Listening with empathy to others talking about their troubles	YES	NO	
Offering comfort and making people feel at ease	YES	NO	
Teaching or instructing others	YES	NO	
Helping others through volunteer community service	YES	NO	
Interacting and talking with people from diverse backgrounds	YES	NO	
Leading group discussions and facilitating group activities	YES	NO	
Assisting others to improve themselves	YES	NO	<hr/> Total YES

E | Competencies

Measuring and assessing my own performance	YES	NO	
Motivating and encouraging others	YES	NO	
Dealing with difficult people and tough situations	YES	NO	
Managing a sales campaign	YES	NO	
Planning and organizing the work of others	YES	NO	
Using persuasive selling techniques	YES	NO	
Fostering positive relationships among social or work groups	YES	NO	
Debating and discussing important issues or topics	YES	NO	
Making public speeches	YES	NO	
Planning a strategy to achieve a goal	YES	NO	
Leading, managing, and supervising	YES	NO	<hr/> Total YES

C | Competencies

Obtaining information using internet applications	YES	NO	
Filing, organizing, and managing information and data	YES	NO	
Posting credits and debits and generating financial reports	YES	NO	
Maintaining accurate records of sales, expenses, and payments	YES	NO	
Using a computer to analyze data	YES	NO	
Writing computer code or using programming language	YES	NO	
Operating word processing or desktop publishing software	YES	NO	
Creating databases, spreadsheets, websites, or social media	YES	NO	
Planning, organizing, scheduling, and coordinating	YES	NO	
Enforcing standards, rules, regulations, and procedures	YES	NO	
Assessing, evaluating, judging, or auditing	YES	NO	<hr/> Total YES

GROUP THREE: CAREERS

Below are lists of careers in a variety of occupational settings. Circle "Yes" to indicate those careers that interest you or appeal to you. Circle "No" to indicate those careers that you dislike or find uninteresting.

R | Careers

Carpenter, Woodworker, Welder, Electrician, Plumber	YES	NO	
Farmer, Rancher, Agriculturalist	YES	NO	
Auto Mechanic, Machinist	YES	NO	
Arborist, Tree Surgeon, Forester, Horticulturalist	YES	NO	
Electronic or Computer Technician	YES	NO	
Mechanical, Electrical, or Civil Engineer	YES	NO	
Construction or Architectural Inspector	YES	NO	
Fire Fighter, Police Officer, Paramedic	YES	NO	
Soldier, Sailor, Pilot	YES	NO	
Geologist, Archeologist	YES	NO	
Fish and Wildlife Specialist	YES	NO	<hr/> Total YES

I | Careers

Engineer, Architect,	YES	NO	
Physicist, Astronomer, Meteorologist	YES	NO	
Market Researcher, Business Consultant	YES	NO	
Medical Laboratory Technician	YES	NO	
Editor of scholarly or scientific journal	YES	NO	
Botanist, Biologist, Chemist	YES	NO	
Medical Physician, Surgeon	YES	NO	
Anthropologist, Historian	YES	NO	
Social or Behavioral Science Researcher	YES	NO	
Nurse, Dentist, Optometrist	YES	NO	
Investigator, Researcher	YES	NO	<hr/> Total YES

A | Careers

Film Maker, Film Producer, Film Editor	YES	NO	
Author, Novel Writer, Playwright, Poet, Screen Writer	YES	NO	
Photographer	YES	NO	
Musical Composer, Musical Arranger, Song Writer	YES	NO	
Singer, Musician	YES	NO	
Artist, Painter, Sculptor	YES	NO	
Interior Designer, Fashion Designer	YES	NO	
Journalist, Newspaper Editor	YES	NO	
Actor, Performer, Entertainer	YES	NO	
Graphic Designer	YES	NO	
Marketer, Promoter, Public Relations Specialist	YES	NO	<hr/> Total YES

S | Careers

High School or Elementary School Teacher	YES	NO	
Clinical Psychologist, Therapist	YES	NO	
Personal Counselor, Marriage Counselor, School Counselor	YES	NO	
Social Worker, Welfare Worker	YES	NO	
Speech Therapist, Physical Therapist	YES	NO	
Sociologist, Social Science Teacher	YES	NO	
Substance Abuse or Rehabilitation Counselor	YES	NO	
Hospital, Medical, or Healthcare Worker	YES	NO	
Religious Minister, Priest or Rabbi	YES	NO	
College Administrator, Student Affairs Professional	YES	NO	
Community Outreach Organizer	YES	NO	<hr/> Total YES

E | Careers

Estate Planner, Financial Planner, Stock Broker	YES	NO	
Sales Representative	YES	NO	
Radio or Television Announcer	YES	NO	
Attorney, Lawyer, Judge	YES	NO	
Politician	YES	NO	
Real Estate Agent	YES	NO	
Marketing or Public Relations Specialist, Advertising Executive	YES	NO	
Buyer, Broker	YES	NO	
Store Manager, Operations Manager, Entrepreneur	YES	NO	
Leader, Manager, Supervisor, Administrator	YES	NO	
Entertainer	YES	NO	<hr/> Total YES

C | Careers

Accountant, Auditor, Tax Preparer, Tax Expert	YES	NO	
Mathematician, Mathematics Instructor	YES	NO	
Banker, Bank Teller, Credit Analyst	YES	NO	
Financial Analyst, Financial Manager	YES	NO	
Inventory Controller	YES	NO	
Actuary	YES	NO	
Cost Estimator, Budget Reviewer	YES	NO	
Payroll Specialist	YES	NO	
Quality Control Technician, Inspector, Efficiency Expert	YES	NO	
Computer Operator, Computer Programmer	YES	NO	
Data Analyst, Database Manager, Systems Manager	YES	NO	<hr/> Total YES