

# What Do You Want to Be When You Grow Up?

## Self-Assessments & Career Tests



### Credit:

This presentation is partially based on the book, **"Fast Track Your Job Search (And Career!)"**, written by Richard Kirby, Atlanta. A "must have" book for every job seeker. [Click here for more information](#)

# Left? Right? Straightforward? Backwards?

## Which Way to Take?

*Not sure what to do with your life?  
Need some career direction?  
Consider a Self-assessment!*

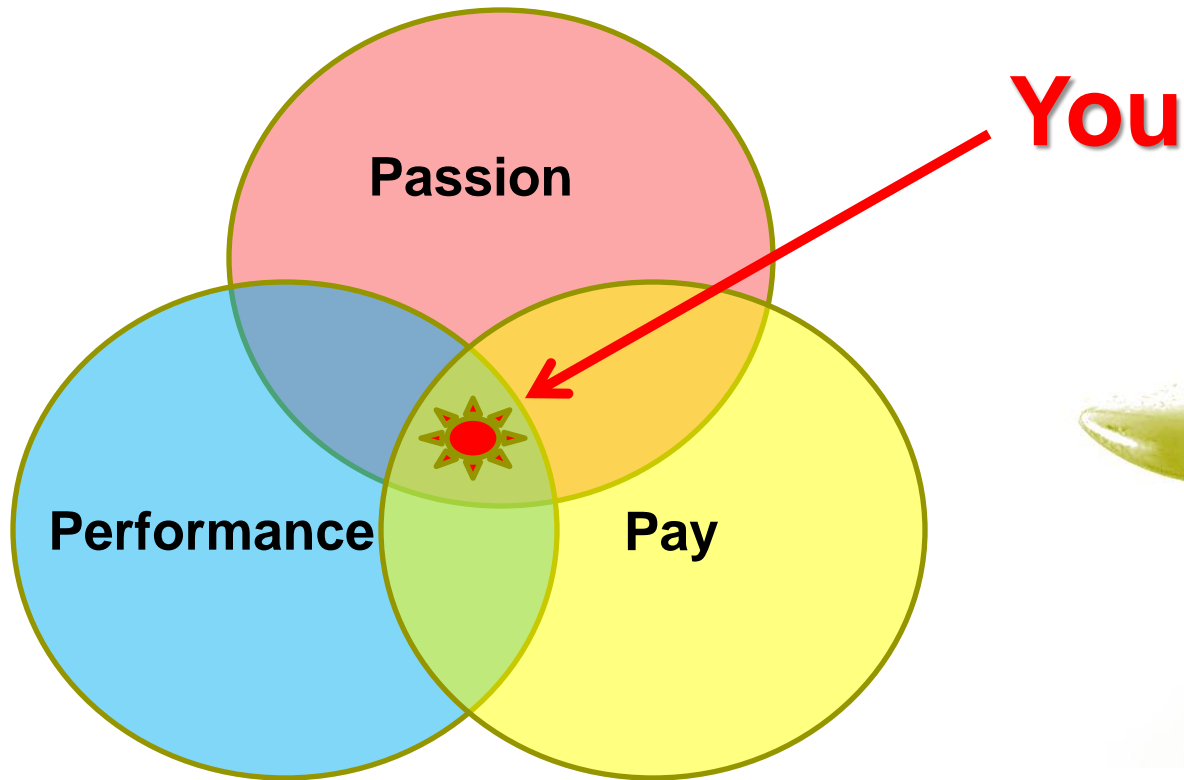
Self-assessment is a process by which **you learn** more about yourself -- **what you like, what you don't like, and how you likely react to certain situations.**

Knowing these things can help you determine which occupations, job families, and environments might be a better fit for you.



# The Ideal Spot

Look to balance the three “P”s



# Tests, Tests, Tests

## Which ones are good?

When you Google “Career Assessment Tests” ... more than 20,000 results are returned.

Before we **answer which tests are recommendable**, a few words about a very popular personality assessment test:

### **The MBTI® ... Myers-Briggs® Type Indicator**

Here are some concerns raised by experts:

- Developed prior to 1940, did not follow scientific method about data
- Developers had little formal training in psychology, no degrees
- Questions too vague
- The original research was not for career purposes, only personality

# CISS (1 of 5)

## Campbell Interest and Skill Survey

Whether you're a student, re-entering the workforce, a displaced worker, or simply looking for a change, the CISS (Campbell Interest and Skill Survey) assessment can help point you in the right direction.

The report which compares your results to the results of people who are successfully employed in the same fields you're interested in. Nearly 60 occupations are covered in the personalized report ... **and all for \$18.00.**



[www.profiler.com](http://www.profiler.com)

You need to call to register. User Name and Password will be emailed. **(800) 627-7271, Option 1**

# CISS (2 of 5)

## Campbell Interest and Skill Survey

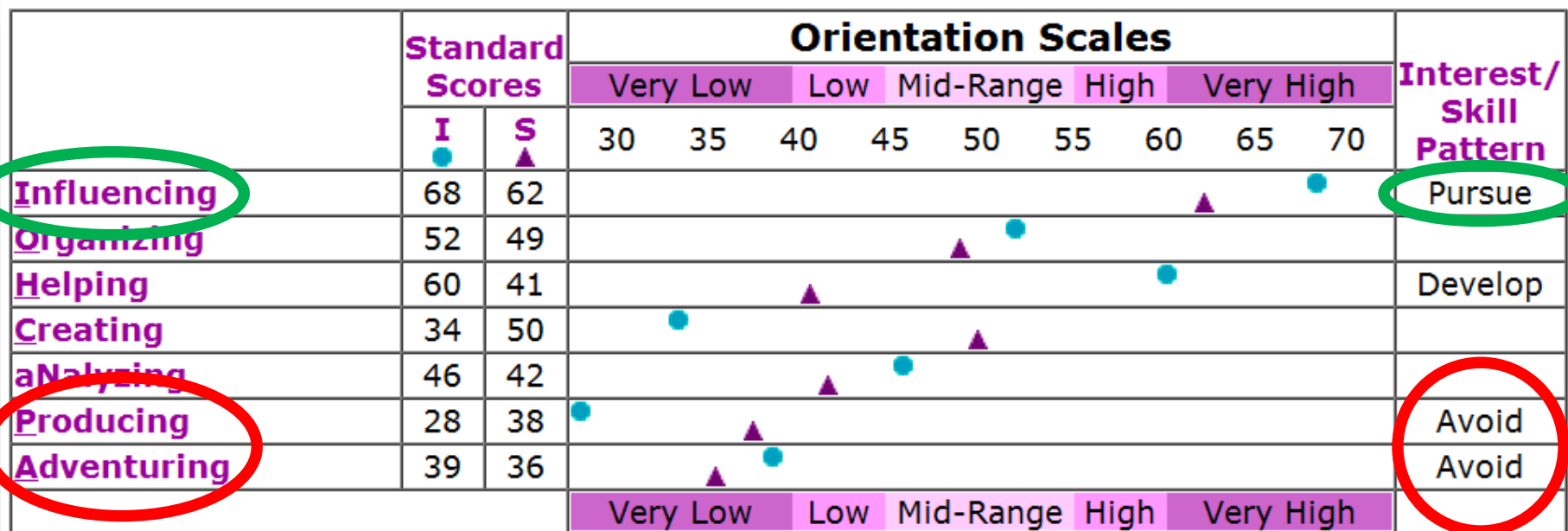
### Example Questions:

	STRONGLY LIKE	LIKE	slightly like	slightly dislike	DISLIKE	STRONG DISLIKE
51. A medical researcher, running experiments in a hospital	SL <input type="radio"/>	L <input type="radio"/>	I <input type="radio"/>	d <input type="radio"/>	D <input type="radio"/>	SD <input type="radio"/>
52. A military officer, commanding an outstanding military unit	SL <input type="radio"/>	L <input type="radio"/>	I <input type="radio"/>	d <input type="radio"/>	D <input type="radio"/>	SD <input type="radio"/>
53. A minister, priest, or rabbi, serving a congregation	SL <input type="radio"/>	L <input type="radio"/>	I <input type="radio"/>	d <input type="radio"/>	D <input type="radio"/>	SD <input type="radio"/>
54. A musician, performing music for audiences	SL <input type="radio"/>	L <input type="radio"/>	I <input type="radio"/>	d <input type="radio"/>	D <input type="radio"/>	SD <input type="radio"/>
55. A night club entertainer, doing comedy routines	SL <input type="radio"/>	L <input type="radio"/>	I <input type="radio"/>	d <input type="radio"/>	D <input type="radio"/>	SD <input type="radio"/>
56. A nurse, caring for patients in a hospital	SL <input type="radio"/>	L <input type="radio"/>	I <input type="radio"/>	d <input type="radio"/>	D <input type="radio"/>	SD <input type="radio"/>
57. A nursery school teacher, working with young children	SL <input type="radio"/>	L <input type="radio"/>	I <input type="radio"/>	d <input type="radio"/>	D <input type="radio"/>	SD <input type="radio"/>
58. A nutritionist, advising people on their diets	SL <input type="radio"/>	L <input type="radio"/>	I <input type="radio"/>	d <input type="radio"/>	D <input type="radio"/>	SD <input type="radio"/>
59. An office manager, overseeing a clerical staff	SL <input type="radio"/>	L <input type="radio"/>	I <input type="radio"/>	d <input type="radio"/>	D <input type="radio"/>	SD <input type="radio"/>
60. An over-the-road truck driver, driving big trucks	SL <input type="radio"/>	L <input type="radio"/>	I <input type="radio"/>	d <input type="radio"/>	D <input type="radio"/>	SD <input type="radio"/>

# CISS (3 of 5)

## Campbell Interest and Skill Survey

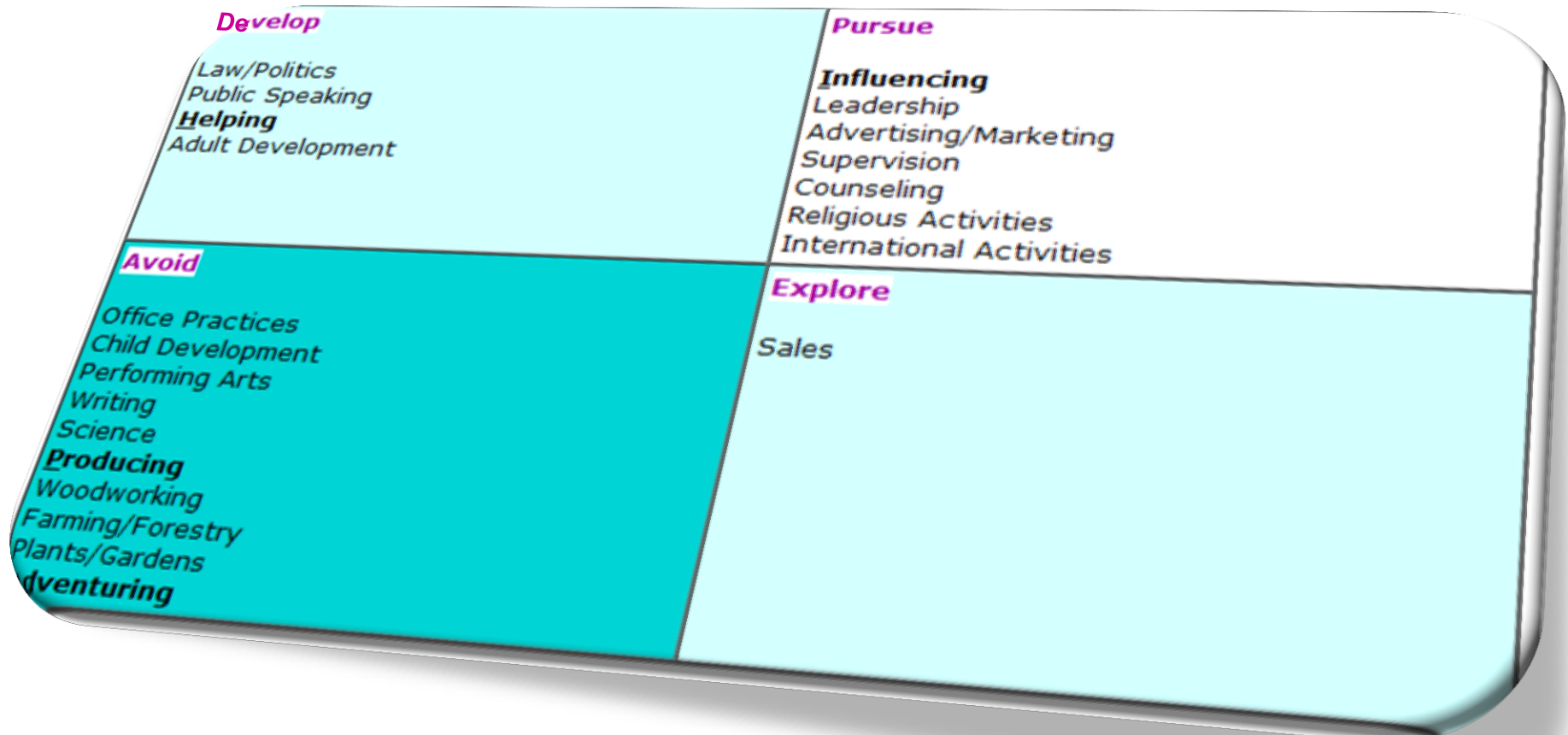
### Result: Orientation Scales



# CISS (4 of 5)

## Campbell Interest and Skill Survey

### Result: Interest and Skill Pattern



# CISS (5 of 5)

## Campbell Interest and Skill Survey

### Result: Occupational Scales

	Orientation Code	Standard Scores	Occupational Scales											Interest/Skill Pattern	
			Very Low			Low		Mid-Range		High		Very High			
			25	30	35	40	45	50	55	60	65	70	75		
Attorney	I	I 66												Develop	
		S 49													
Financial Planner	IO	I 53												Explore	
		S 60													
Hotel Manager	IO	I 65												Pursue	
		S 62													
Manufacturer's Representative	IO	I 62												Pursue	
		S 71													
Marketing Director	IO	I 69												Pursue	
		S 62													
Realtor	IO	I 60												Pursue	
		S 62													
CEO/President	IOA	I 67												Pursue	
		S 67													
<hr/>															
Agribusiness Manager	PO	I 45												Avoid	
		S 38													
Landscape Architect	PNC	I 26												Avoid	
		S 36													
Architect	PC	I 27												Avoid	
		S 41													
			Very Low			Low		Mid-Range		High		Very High			



# US Department of Labor (1 of 15)


## What do you want to do for a living?

There is an excellent assessment tool provided by the Department of Labor ... **and it's free!!**

The **O\*NET Interest Profiler!** is Part 3 of an outstanding bundle of resources provided by the DOL.

"I want to be a ..."


...



**Search careers  
with key words.**


Describe your dream career in a few words:

Examples: doctor, build houses

**Search** 


"I'll know it when I see it."

...




**Browse careers  
by industry.**

There are over 900 career options for you to look at. Find yours in one of these industries:

**Browse** 


"I'm not really sure."

...

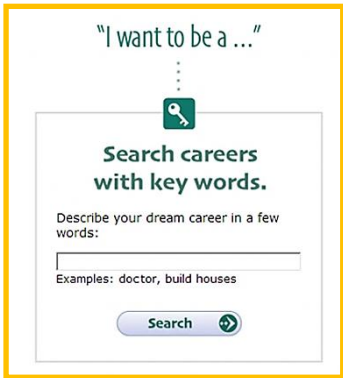


**Tell us what you  
like to do.**

Answer questions about the type of work you might enjoy. We'll suggest careers that match your interests and training.

**Start** 

Here is the link: <http://www.mynextmove.org>



# US Department of Labor (2 of 15)

## Part 1: “I want to be a ...”

Let’s use the key word “Finance”

### Search results for Finance

Showing top 20 careers for **Finance**. Closest matches are shown first.

Print Share ▼

Try another search:

	Bright Outlook	green	REGISTERED APPRENTICESHIP
<a href="#">Personal Financial Advisors</a>			
<a href="#">Financial Examiners</a>			
<a href="#">Financial Managers, Branch or Department</a>			
<a href="#">Financial Analysts</a>			
<a href="#">Sales Agents, Financial Services</a>			
<a href="#">Accountants</a>			
<a href="#">Business Teachers, Postsecondary</a>			
<a href="#">Treasurers &amp; Controllers</a>			
<a href="#">Loan Counselors</a>			
<a href="#">Financial Quantitative Analysts</a>			
<a href="#">Furniture Finishers</a>			

"I'll know it when I see it."



### Browse careers by industry.

There are over 900 career options for you to look at. Find yours in one of these industries:

Administration & Support Services

Browse

# US Department of Labor (3 of 15)

## Part 2: "I know when I see it."

Let's use "Administration and Support Services"

### Careers in

## Administration & Support Services

Print

Share

Would you like to get a job in this industry? Think about these types of careers.

Look at a different industry:

Administration & Support Services

## MOST PEOPLE

in these careers work in administration and support services:

88% of all pest control workers work in administration and support services.

Where do they work?

Bright Outlook

green

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[Hazardous Materials Removal Workers](#)



[Locksmiths & Safe Repairers](#)



[Pest Control Workers](#)



[Refuse & Recyclable Material Collectors](#)



[Security & Fire Alarm Systems Installers](#)



[Security Guards](#)



[Septic Tank Servicers & Sewer Pipe Cleaners](#)



[Telemarketers](#)



[Travel Agents](#)



"I'm not really sure."



Tell us what you  
like to do.

Answer questions about the type of  
work you might enjoy. We'll suggest  
careers that match your interests and  
training.

Start

# US Department of Labor (4 of 15)

## Part 3: "I'm not really sure."

### The O\*net Interest Profiler

Here's the link: <http://www.mynextmove.org/explore/ip>

**O\*NET Interest Profiler** ?

**o\*net<sup>®</sup>**  
**Interest Profiler**

[User Agreement](#)  
[Proper Use](#)

Taken the Interest Profiler before?

Welcome to the O\*NET Interest Profiler!

The **O\*NET Interest Profiler** can help you find out what your interests are and how they relate to the world of work. You can find out what you like to do.

The **O\*NET Interest Profiler** helps you decide what kinds of careers you might want to explore.

On each screen, click the **Next** button at the bottom to continue. You can use the **Back** button at the bottom to re-read the instructions or change your answers.

**Start** Interests Results Job Zones Careers **Next** ➔

# US Department of Labor (5 of 15)

## It's your turn now ...

### O\*NET Interest Profiler



#### Here's how it works...

The **O\*NET Interest Profiler** has 60 questions about work activities that some people do on their jobs.

Read each question carefully and decide how you would feel about doing each type of work:

- **Strongly Dislike**
  - **Dislike**
  - **Unsure**
  - **Like**
  - **Strongly Like**

	Strongly Dislike	Dislike	Unsure	Like	Strongly Like	
1	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Build kitchen cabinets
2	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Lay brick or tile

Progress:



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Job Zones

Careers

Next



# US Department of Labor (6 of 15)

## Important to know ...

### O\*NET Interest Profiler



**As you answer the questions:**

Try **NOT** to think about:

- If you have enough **education or training** to do the work; or
- How much **money** you would make doing the work.

Just think about if you would like or dislike doing the work.



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# US Department of Labor (7 of 15)

## The first set of questions ...

### O\*NET Interest Profiler



Progress:



Page 1 of 5  
0 of 60 questions

	Strongly Dislike	Dislike	Unsure	Like	Strongly Like	
1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Build kitchen cabinets
2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Lay brick or tile
3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Develop a new medicine
4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Study ways to reduce water pollution
5	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Write books or plays
6	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Play a musical instrument
7	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Teach an individual an exercise routine
8	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Help people with personal or emotional problems
9	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Buy and sell stocks and bonds
10	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Manage a retail store
11	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Develop a spreadsheet using computer software
12	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Proofread records or forms



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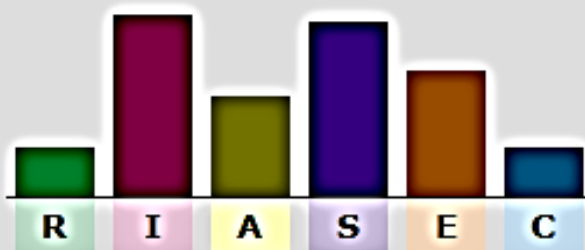
Next



# US Department of Labor (8 of 15)

## Result summery (example only) ...

### O\*NET Interest Profiler



Realistic	8
<b>Investigative</b>	<b>29</b>
Artistic	16
<b>Social</b>	<b>28</b>
<b>Enterprising</b>	<b>20</b>
Conventional	8

Here are your Interest Profiler results!

Think of your interests as work you like to do.

Your interests can help you find careers you might like to explore. The more a career meets your interests, the more likely it will be satisfying and rewarding to you.

You can click on any interest below to learn more. When you're ready, click **Next** to continue.

- [Realistic](#)
- [Investigative](#)
- [Artistic](#)
- [Social](#)
- [Enterprising](#)
- [Conventional](#)

Print

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Interests

**Results**

Job Zones

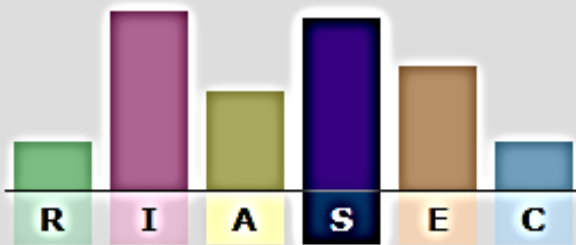
Careers

Next

# US Department of Labor (9 of 15)

Learn more about your interests ... Example "Social"

## O\*NET Interest Profiler



Realistic 8

**Investigative 29**

Artistic 16

**Social 28**

Enterprising 20

Conventional 8

### Social

People with **Social** interests like working with others to help them learn and grow. They like working with people more than working with objects, machines, or information.

They like:

- Teaching
- Giving advice
- Helping and being of service to people

Print



Close

# US Department of Labor (10 of 15)

Based on your results ... Five “Job Zones” are presented

## O\*NET Interest Profiler



### Explore the Job Zones



Select each Job Zone below to read more about the experience, education, and training needed. Read carefully to find the Job Zone that's right for you.

You can click on any Job Zone below to learn more. When you're ready, click **Next** to continue.

1. [Little or no preparation](#)
2. [Some preparation](#)
3. [Medium preparation](#)
4. [Considerable preparation](#)
5. [Extensive preparation](#)

Print



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# US Department of Labor (11 of 15)

## Let's take "Job Zone # 4 ...

### O\*NET Interest Profiler



1

2

3

4

5

#### Job Zone Four: Considerable Preparation Needed

##### Experience

A considerable amount of work-related skill, knowledge, or experience is needed for these occupations. For example, an accountant must complete four years of college and work for several years in accounting to be considered qualified.

##### Training

Employees in these occupations usually need several years of work-related experience, on-the-job training, and/or vocational training.

##### Education

Most of these occupations require a four-year bachelor's degree, but some do not.

##### Examples

Many of these occupations involve coordinating, supervising, managing, or training others. Examples include accountants, sales managers, database administrators, teachers, chemists, environmental engineers, criminal investigators, and special agents.

 Print

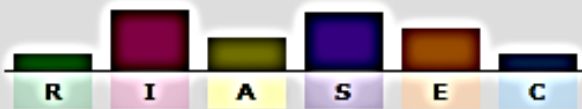


Close

# US Department of Labor (12 of 15)

## Suggested careers ... based on individual results

### O\*NET Interest Profiler



Click to change your Job Zone:



**Job Zone Four**  
Considerable preparation

#### Careers that fit your interests and preparation level:

**Best fit**   **Great fit**

Bright Outlook

green

REGISTERED APPRENTICESHIP

[Special Education Teachers, Secondary School](#)

[Substance Abuse & Behavioral Disorder Counselors](#)

[Career/Technical Education Teachers, Secondary School](#)

[Child, Family, & School Social Workers](#)

[Health Educators](#)

Click on a career to learn what they do.

**Print**

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**Careers**

**Find More  
Careers**

# US Department of Labor (13 of 15)

## What do these indicators mean?

Bright Outlook


green

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APPRENTICESHIP

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### Careers with a Bright Outlook

 New job opportunities are likely in the future. Careers on this page:

- will **grow rapidly** in the next few years,
- will have **large numbers of openings**, or
- are **new and emerging** careers.

### GROW RAPIDLY

Sort by:

Career name ▲

Bright Outlook

green

REGISTERED  
APPRENTICESHIP

[Ambulance Drivers & Attendants](#)



[Anesthesiologist Assistants](#)



[Athletic Trainers](#)



[Audiologists](#)



[Bicycle Repairers](#)



[Biochemists & Biophysicists](#)



[Biomedical Engineers](#)



[Brickmasons & Blockmasons](#)



# US Department of Labor (14 of 15)

## What do these indicators mean?

Bright  Outlook

 green

 REGISTERED  
APPRENTICESHIP

### Careers in the Green Economy

 Print |  Share ▼



The [green economy](#) will change the careers on this page by:

- **Increasing the demand** for some types of work
- **Changing the work** and skills needed on the job
- **Creating new and emerging types of work** that weren't around before

## INCREASED DEMAND

Sort by:

Career name

Bright  Outlook

 green

 REGISTERED  
APPRENTICESHIP

[Agricultural Inspectors](#)



[Architectural Drafters](#)



[Boilermakers](#)



[Bus Drivers, Transit & Intercity](#)



[Buyers & Purchasing Agents, Farm Products](#)



[Cement Masons & Concrete Finishers](#)



[Chemical Engineers](#)



[Chemical Equipment Operators & Tenders](#)



# US Department of Labor (15 of 15)

## What do these indicators mean?

Bright Outlook

green

REGISTERED  
APPRENTICESHIP

### Careers with Registered Apprenticeships

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A Registered Apprenticeship program is a great way to train for a career. You can earn a paycheck and get hands-on experience while building up your skills. Visit the [Office of Apprenticeship](#) to learn more.

The careers on this page have apprenticeship programs registered with the U.S. Department of Labor. To find out if an apprenticeship is available in your area, click the apprenticeship logo (🏷️) next to the career.

Sort by:

Career name

Bright Outlook

green

REGISTERED  
APPRENTICESHIP

[Actors](#)



[Administrative Law Judges, Adjudicators, & Hearing Officers](#)



[Administrative Services Managers](#)



[Aerospace Engineering & Operations Technicians](#)



[Agricultural Equipment Operators](#)



[Air Traffic Controllers](#)



[Aircraft Mechanics & Service Technicians](#)



[Aircraft Structure, Surfaces, Rigging, & Systems Assemblers](#)



[Airfield Operations Specialists](#)



[Ambulance Drivers & Attendants](#)



# What is next?

## Summary

- ❑ You complete one, or both tests ..
  - ❑ CISS
  - ❑ O\*net Interest Profiler
- ❑ You send the complete test results, or the link to your test results, to your **NPC-JNM Advisor**
- ❑ Your **NPC-JNM Advisor** evaluates the test results and discusses them with you

The links one more time:

[www.profiler.com](http://www.profiler.com)

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