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Career Liftoff® Interest Inventory

Feedback Report

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Getting Started on your Career!

Your Career Liftoff® Interest Inventory (CLII) Feedback Report is designed around the RIASEC model of Career Choices. The information on the following pages shows your relative interests using Holland's Theory of Careers. Interests have been shown to relate to career satisfaction when combined with an individual's skills and capabilities. People who choose a career based on interests and their capabilities tend to be more satisfied and successful in both their educational and career pursuits.



The RIASEC Model of Careers

According to the RIASEC model, there are six broad career interest areas that can be displayed as a hexagon: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. People with diverse interests are more likely to have interests from adjacent interest areas on the hexagon and less likely to have interests from the opposite side of the hexagon. Knowing your interests and their relationship to these interest areas can assist you in determining career areas that are best suited to you. Knowing this helps people to effectively pursue targeted education, training, and job searches aligned with their unique career choices.

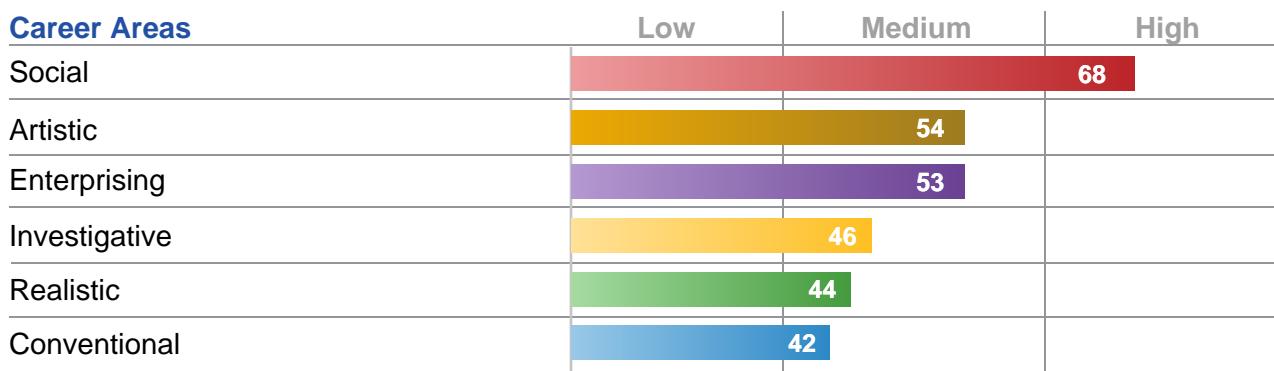
People who use the CLII can create a road map of career exploration that will align their interests, capabilities, and skills with the best probabilities of career choice. This CLII report allows you to narrow and focus career choice and preparation into a relevant career development plan. Outcomes such as job choice, career satisfaction, and levels of motivation can be identified from an assessment of one's vocational interests. People that are engaged with what they enjoy are more often successful in school and work.

For more information on John Holland's Theory of Careers, please read:

Holland, J. (1997) *Making vocational choices: A theory of vocational personalities and work environments* (3rd edition). Odessa, FL: Psychological Assessment Resources.

I CAREER INTERESTS

This chart represents your rank order RIASEC preferences.



Realistic Expresses interests and solves problems by doing.

Likes to work with things, such as machines, tools, and plants; seeks technical or physical tasks and likes to work with one's hands. Often is practical and good at solving problems. Solves problems by doing. Typically values independent mindedness, frankness, physical activity, and enjoys the outdoors.

Investigative Expresses interests and solves problems by thinking.

Likes working with ideas, data or observable facts, and likes to watch, learn, analyze and solve problems. Tends to be good at math and science, likes analyzing data, and likes to work independently. Solves problems by thinking. Typically values logic, caution, the creative process, science, intellectual freedom, and precision.

Artistic Expresses interests and solves problems by creating.

Likes working in unstructured situations where creativity can be used. Enjoys writing, designing, performing (theater or music) and the visual arts. Solves problems by expressing feelings or ideas creatively. Is aesthetically sensitive and trusts intuition. Typically values novelty, unstructured conditions, nonconformity, and artistic freedom.

Social Expresses interests and solves problems by helping.

Likes to work with other people rather than things; to instruct, advise, empathize, express or assert feelings, or otherwise care for others. Enjoys training, instructing, counseling, or curing others. Solves problems by relating to others in a helpful way. Typically values genuineness and ethical awareness, and has a strong sense of community.

Enterprising Expresses interests and solves problems by persuading.

Likes to work with people or data, have an impact, and achieve goals by persuading, selling, influencing or directing others. Tends to be assertive and enthusiastic. Solves problems by taking the lead and taking risks. Typically values having influence on others, status, excitement, making decisions, and selling ideas.

Conventional Expresses interests and solves problems by organizing.

Likes working in structured situations and working with details or data. Is good at organizing, following procedures, learning regulations/rules, and calculating or budgeting. Solves problems by being organized. Typically values efficiency, self-control, social status, and respects the prevailing values of society.

Interpretability of your CLII Report

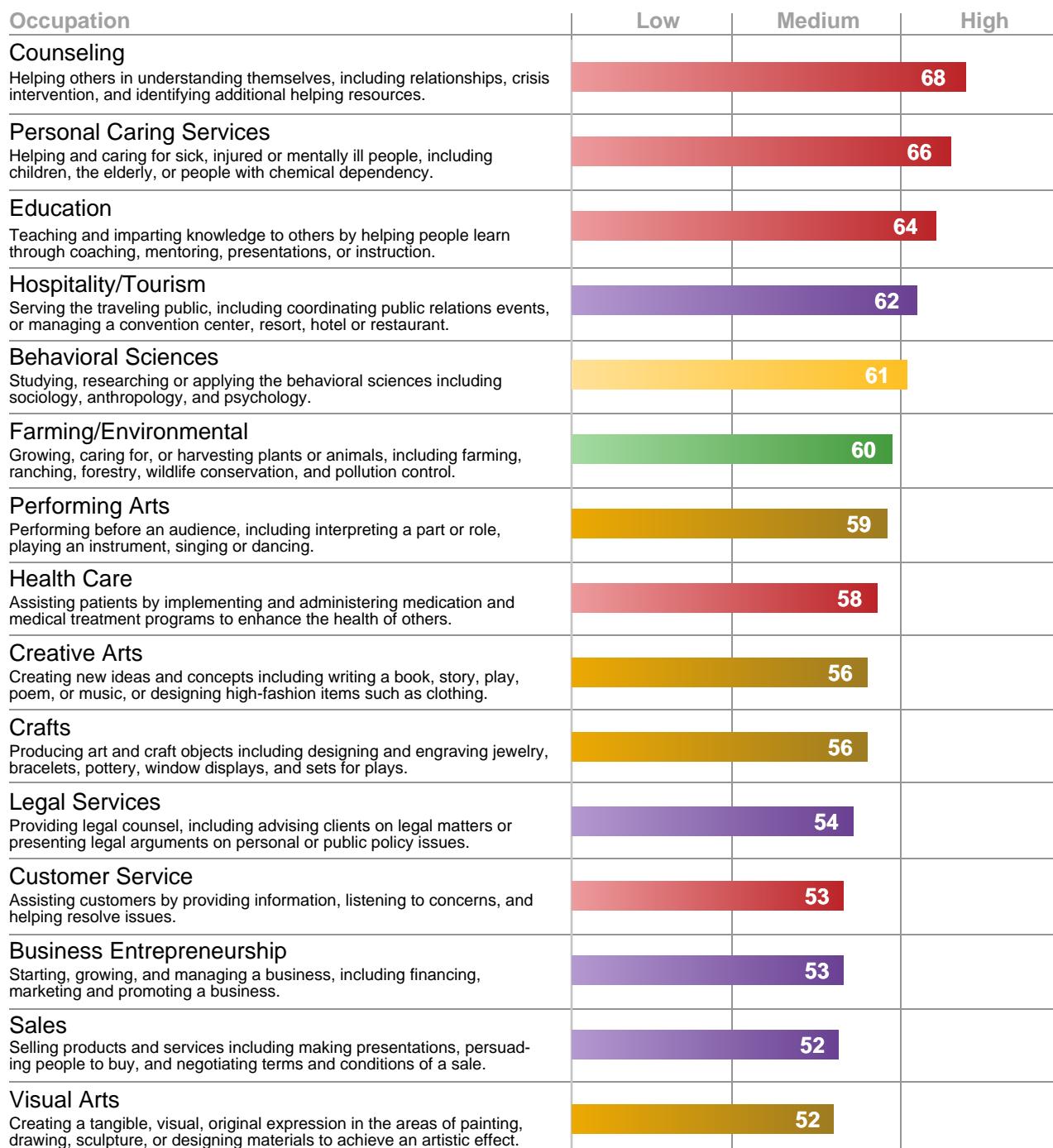
The consistency of your responses indicates that this report is: Consistent and Interpretable.

Understanding the distribution of responses provides further insights regarding your scores. If a large percentage of responses are Strongly Agree and Strongly Disagree, you tend to have differentiated interests and tend to have many high or low interest areas. If your responses are closer to Neutral and undifferentiated, you may have many interest areas that have similar scores.

Percent of responses for each alternative	Strongly Disagree 16%	Disagree 28%	Neutral 24%	Agree 25%	Strongly Agree 7%
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II OCCUPATIONAL INTERESTS

The following are the top 15 Occupational areas where you showed the highest match of behavioral interests. If you also have supporting capabilities in these areas, these are the occupational areas that you should take time to further research. Finding out what educational preparation is required, what kind of career options are available, salaries, where jobs are available and what kind of training and career preparation people in these jobs possess, will help you get a better picture of what to focus on for your personal development.



The next chart shows your second set of 15 career choices. There may be some occupational areas on this chart that you may want to research. The occupations listed toward the bottom of this chart have characteristics that are less aligned with your areas of interest. Look at these to help you avoid taking a job in areas where your motivation and capabilities are likely to be ill suited.

Occupation	Low	Medium	High
Medical Sciences Studying, researching or applying the medical sciences including surgery, pediatrics, neurology, and infectious diseases.	 50		
Retail Sales Providing sales support, including operating a cash register, taking inventory, and ordering and stocking products.	 50		
Biological Sciences Studying, researching or applying the biological sciences including biology, zoology, oceanography, and genetics.	 49		
Skilled/Mechanical/Technical Working with tools and machines; building, fixing, and installing electrical, plumbing, automotive, construction, or manufacturing components.	 49		
Government Services Providing government services to the public by administering and interpreting governmental policies and regulations.	 48		
Production Services Putting things together and assembling components or products involving such things as assembly line work with machine tools.	 48		
Administrative Support Services Performing diverse office activities including word processing, filing, bookkeeping, and answering phone calls.	 46		
Protective Services Enforcing the law, or guarding and protecting people or property, which includes police, military, corrections/prisons, security, or customs.	 45		
Banking and Finance Administering and monitoring financial information including banking, finance, taxation, and currency exchange.	 44		
Business Administration Providing business administrative management services, including accounting, purchasing, and the management of services/personnel.	 43		
Computer Graphics Design Creating images on computers including, virtual reality, websites, commercials, Internet applications, or interactive video.	 42		
Politics & Governmental Management Participating in political activities including debating political issues, participating in rallies, campaigning for candidates, or seeking political office.	 42		
Information Technology Researching and developing computer systems, applications and technologies, including designing new computer technologies.	 40		
Transportation/Delivery Transporting people or goods including operating trucks, taxis, cars, buses, planes, helicopters, boats, or ships.	 39		
Physical Sciences Studying, researching or applying the physical sciences including physics, mathematics, engineering, meteorology and astronomy.	 38		

III YOUR TOP 9 CHOICE CAREERS

Counseling

A high score on this scale indicates that you likely enjoy helping others to better understand themselves. **Counseling** falls under the **SOCIAL** occupational category. Individuals who fall into this category are distinguished by their interest in working with people more than things. They enjoy caring for others by instructing, advising, empathizing, or expressing feelings. Individuals with a strong interest in **Counseling** enjoy helping others to understand themselves, including relationships, crisis intervention, and identifying additional helping resources. They often are quite empathetic, are good listeners, and enjoy helping others. Typical jobs include:

Mental Health Counselors	School Psychologists	Child, Family, and School Social Workers
Psychiatrists	Clinical Psychologists	Probation Officers & Correctional Specialists
Marriage & Family Therapists	Clergy	Educational, Guidance & Vocational Counselors
Genetic Counselors	Farm & Home Mgmt Advisors	Mental Health & Substance Abuse Social Workers
Rehabilitation Counselors	Healthcare Social Workers	Substance Abuse & Beh Disorder Counselors
Counseling Psychologists	Arbitrators, Mediators, & Conciliators	Educational, Vocational, and School Counselors

Personal Caring Services

A high score on this scale indicates that you likely enjoy caring for or assisting other individuals. **Personal Caring Services** falls under the **SOCIAL** occupational category. Individuals who fall into this category are distinguished by their interest in working with people more than things. They enjoy caring for others by instructing, advising, empathizing, or expressing feelings. Individuals with a strong interest in **Personal Caring Services** enjoy helping and caring for the sick, the injured, the mentally ill, children, the elderly, or people with a chemical dependency. Representative jobs include:

Home Health Aides	Athletic Trainers	Psychiatric Aides
Childcare Workers	Acupuncturists	Occupational Therapy Aides
Nannies	Massage Therapists	Fitness Trainers and Aerobics Instructors
Hospitalists	Adapted Physical Ed Specialists	Physical Therapist Aides
Nursing Assistants	Recreational Therapists	Child, Family, and School Social Workers
Personal Care Aides	Art Therapists	Social and Human Service Assistants

Education

A high score on this scale indicates that you likely enjoy teaching and imparting knowledge to others by helping people learn through coaching, mentoring, presentations, or instruction. **Education** falls under the **SOCIAL** occupational category. Individuals who fall into this category are distinguished by their interest in working with people more than things. They enjoy enriching the lives of others by instructing, advising, empathizing, or expressing feelings. Individuals with a strong interest in **Education** obtain strong satisfaction by teaching and helping others learn and develop new skills. Representative jobs include:

Self-Enrichment Teachers	Preschool Teachers	Elementary School Teachers
Education Teachers	Kindergarten Teachers	Special Education Teachers
Teacher Assistants	Instructional Coordinators	Middle School Teachers
Health Educators	Fitness Trainers & Aerobics Instructors	Secondary School Teachers
Tutors	Training and Development Specialists	Area, Ethnic, and Cultural Studies Teachers
Graduate Teaching Assistants	Vocational Education Teachers	Career/Technical Education Teachers

Hospitality/Tourism

A high score on this scale indicates that you would likely enjoy providing service to others and identify the recreational needs of others, such as influencing their travel, vacation, or entertainment plans. You most likely would enjoy coordinating public relations events or managing a convention center, resort, hotel or restaurant. **Hospitality** falls under the **ENTERPRISING** occupational category. Individuals who fall in this category are distinguished by strong problem solving skills and a willingness to take risks. They are usually assertive and enthusiastic. Typically, they value status, excitement, making decisions, selling ideas or having influence over others. Representative jobs include:

Lodging Managers	Travel Agents	Amusement & Recreation Attendants
Meeting & Event Planners	Fitness & Wellness Coordinators	Umpires, Referees, & Sports Officials
Gaming Managers	Skincare Specialists	Supervisors of Logging Workers
Chefs and Head Cooks	Food Service Managers	Hosts and Hostesses
Gaming Supervisors	Bartenders	Supervisors of Housekeeping & Janitorial Workers
Spa Managers	Recreation Workers	Supervisors of Food Prep & Serving Workers

Behavioral Sciences

A high score on this scale indicates that you would likely enjoy studying, researching, or applying the behavioral sciences. You most likely would enjoy investigating issues in order to understand human or animal behavior. **Behavioral Sciences** falls under the **INVESTIGATIVE** occupational category. Individuals in this category are distinguished by their interest in working with ideas, data, or abstract concepts. They enjoy math and science, like analyzing data, and like working independently. Individuals in this category solve problems by thinking and value logic, critical analysis, the creative process, science, intellectual freedom and precision. Representative jobs include:

Sociologists	Psychiatrists	Survey Researchers
Anthropologists	Industrial-Org Psychologists	Mental Health Counselors
Clinical Psychologists	Historians	Educational Psychologists
Political Scientists	School Psychologists	Neuropsychologists
Industrial Ecologists	Archeologists	Human Factors Engineers
Counseling Psychologists	Urban and Regional Planners	Market Research & Mktg Specialists

Farming/Environmental

A high score on this scale indicates that you likely enjoy caring for, cleaning, grooming, and raising animals or growing plants and harvesting crops. **Farming/Environmental** falls under the **REALISTIC** occupational category. Individuals who fall into this category are distinguished by their interest in working with tangible things and tend to avoid conceptual/academic and social service activities. They enjoy working outdoors, maintaining a "green" environment, assuring healthy animals or crops, working independently, and observing the fruits of their labor grow and mature. Individuals with a strong interest in **Farming/Environmental** may enjoy the following jobs:

Farmworkers and Laborers	Foresters	Tree Trimmers and Pruners
Animal Breeders	Agricultural Equipment Operators	Logging Equipment Operators
Nursery Workers	Fishers & Related Fishing Workers	Graders and Sorters, Agricultural Products
Hunters and Trappers	Agricultural Technicians	Veterinary Technologists and Technicians
Fish and Game Wardens	Log Graders and Scalpers	Landscaping & Groundskeeping Workers
Forest & Conservation Workers	Nonfarm Animal Caretakers	Farm, Ranch, & Aquacultural Workers

Performing Arts

A high score on this scale indicates that you would likely enjoy performing on stage and being able to entertain or amuse other people. This may include interpreting a part or role, playing an instrument, singing, dancing or providing comedic interpretation. **Performing Arts** falls under the **ARTISTIC** occupational category. Individuals who fall into this category are distinguished by their interest in working in creative, aesthetic environments that are relatively unstructured and allow for artistic freedom. They can be emotionally sensitive and trust intuition and are good at improvisation. Representative jobs include:

Musicians	Talent Directors	Music Composers & Arrangers
Singers	Choreographers	Radio and Television Announcers
Actors	Interpreters and Translators	Reporters and Correspondents
Dancers	Music Directors	Art, Drama, & Music Teachers, Postsecondary
Models	Broadcast News Analysts	Directors-Stage, Motion Pictures, TV, and Radio
Music Therapists	Art Therapists	Reporters and Correspondents

Health Care

A high score on this scale indicates that you would likely enjoy working with people in need of health services. This may include providing care to patients, clients, or family members of these. **Health Care** falls under the **SOCIAL** occupational category. Individuals who fall into this category are distinguished by their interest in working with people more than things. They enjoy caring for others by instructing, advising, empathizing, or expressing feelings. Individuals with a strong interest in **Health Care** incorporate health, welfare and a strong interest in helping others. They enjoy reading and recommending health related material. Representative jobs include:

Registered Nurses	Nurse Practitioners	Exercise Physiologists
Acute Care Nurses	Healthcare Social Workers	Speech-Language Pathologists
Respiratory Therapists	Physician Assistants	Nursing Assistants
Audiologists	Psychiatric Aides	Mental Health & Substance Abuse Social Workers
Orthotists and Prosthetists	Occupational Therapists	Emergency Medical Tech. & Paramedics
Community Health Workers	Physical Therapists	Licensed Practical & Licensed Vocational Nurses

Creative Arts

A high score on this scale indicates that you likely enjoy creating new ideas and concepts. This enables you to use your imagination to create something such as a book, story, play, poem or song. **Creative Arts** falls under the **ARTISTIC** occupational category. Individuals who fall into this category are distinguished by their interest in working in creative, aesthetic environments that are relatively unstructured and allow for artistic freedom. They often have a flair for expressing concepts in written, visual, or aural forms. Representative jobs include:

Floral Designers	Technical Writers	Choreographers
Craft Artists	Reporters & Correspondents	Advertising and Promotions Managers
Costume Attendants	Fashion Designers	Commercial and Industrial Designers
Jewelers	Interior Designers	Technical Writers
Set and Exhibit Designers	Producers	Broadcast News Analysts
Sound Engineering Technicians	Copy Writers	Music Composers and Arrangers

IV TAKING ACTION

What's Next?

You now have a better sense of career areas that relate to your interests. By looking at combinations of jobs and interest areas, you will begin to see patterns emerging. In addition to interests, an informed career decision also involves taking into account:

- Skills and Personality Traits -- what capabilities are required for success?
- Education and Training -- what degrees, certification, or licenses are required?
- Values -- what work characteristics are aligned with your values?
- Work Environment -- is the work environment aligned with your preferences?
- Job Outlook -- will there be sufficient demand for workers in this career field?
- Potential Earnings -- will there be the opportunity to earn sufficient income?

Now it's time for you to take **ACTION!** Here are some tasks that can move you forward:

Identify Your Options

Review your assessment results and list up to six careers you might enjoy:

1.

2.

3.

4.

5.

6.

Explore Your Options

- Consult the Internet. You will find lots of great career information on the internet.
- As you research the above careers, think about the following:
 - What are the advantages and disadvantages of the careers I have chosen?
 - What strengths will I bring to the above careers?
 - Do I need to improve any of my major skill areas for the careers that I am interested in?
 - What classroom or non-classroom activities can I become involved in to build my skills and help prepare me for any of the above careers?
- Talk with individuals in careers that interest you.
- Seek job shadowing experiences, internships, part-time jobs, and extracurricular activities that enable you to tryout your career ideas.
- Prioritize your career options based on your research.

Set Goals and Develop an Action Plan

- Set your goals. Be as specific as possible and establish a realistic timeframe.
- Outline specific actions you will take toward your goals, including who and what can assist you in moving forward.
- Learn how to market yourself effectively to employers. You'll need a targeted resume and cover letter.
- Be prepared for change. Everywhere around you, the world of work is changing. You will likely have 6-10 different careers throughout your working life. Learn how to manage your career, and make life-long learning a priority!



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