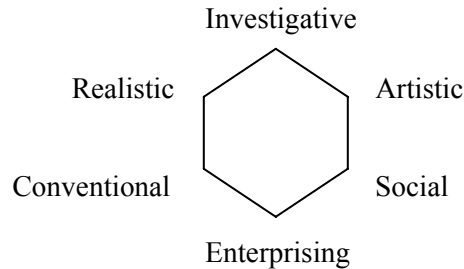


# O\*NET Career Interest Assessment

## THEMES

Types of people can be represented by points on a hexagon. People closer to one another on the hexagon are more similar to one another. Although people tend to be mixtures of types rather than single types, the meaning of the types is best expressed by considering extremes or exemplars of each type. First, the picture:



1. **Realistic.** Like real, tangible things. Extreme examples are rugged, robust, practical, physically strong, and frequently aggressive in outlook; such people usually have good physical skills, but sometimes have trouble expressing themselves in words or in communicating their feelings to others (quoted from the SCII, 1978). They enjoy driving large machines. They enjoy creating things with their hands. They like occupations such as mechanic, construction worker, fish and wildlife management. They prefer working with real things rather than ideas or people.

2. **Investigative.** Includes science and scientific activities. Extremes of this type are task oriented; they are not particularly interested in working around other people. They enjoy solving abstract problems and feel a need to understand the physical world. They like ambiguous challenges, but not highly structured work. They like occupations such as design engineer, biologist, social scientist, technical writer, and meteorologist.

3. **Artistic.** These people like to work in artistic settings where there are many opportunities for self-expression. They have little interest in problems that are highly structured or that require gross physical effort. They describe themselves as independent, original, unconventional, expressive and tense. They like jobs such as artist, author, cartoonist, composer, singer, dramatic coach, etc.

4. **Social.** Social people are sociable, responsible, humanistic, and concerned with the welfare of others. They usually express themselves well and get along with other people. They like attention. They don't like working with machines or physical exertion. They like solving problems by discussions with others or by changing relationships with others. They describe themselves as cheerful, popular, good achievers. They like occupations such as school superintendent, clinical psychologist, high school teacher, and speech therapist.

5. **Enterprising.** The extreme types have a great facility with words, which they put to effective use in selling, dominating, and leading; frequently they are in sales. They see themselves as energetic, enthusiastic, adventurous, self-confident, and dominant. They like social tasks where they can take control. They don't like prolonged mental effort in solving problems. They like power, status, and material wealth, and working in expensive places. Some typical jobs include business executive, buyer, hotel manager, industrial relations consultant, political campaigner, realtor, and television producer.

6. **Conventional.** Extremes of this type prefer highly ordered (structured) activities, both verbal and numerical, that characterize office work. They fit well into large organizations but do not seek leadership; they like to work in a well established chain of command. They dislike ambiguity, liking to know exactly what is expected of them. They value material possessions and status. They like jobs such as bank examiner, bookkeeper, some accounting jobs, financial analyst, tax expert, statistician, and traffic controller.

Review points on the hexagon. Take a look at scores on RIASEC. Most people are more than one type, but it's rare to have people similar to opposite points (e.g., realistic and social).