

Finding Career Options that Match Your Career Interests

Brief RIASEC Interest Measure¹

Section 1

Instructions: On the following two pages there is a list of various activities and a list of occupations. Using the scale below:

- For each activity write the number that best describes how much you would enjoy that activity.
- For each occupation write the number that best describes how much that occupation interests or appeals to you.

Scale

- 1 – strongly dislike
- 2 – dislike this activity
- 3 – neither like nor dislike this activity
- 4 – like this activity
- 5 – strongly like this activity

Activities	R	I	A	S	E	C
Test the quality of parts before shipment						
Study the structure of the human body						
Conduct a musical choir						
Give career guidance to people						
Sell restaurant franchises to individuals						
Generate the monthly payroll cheques for an office						
Lay brick or tile						
Study animal behaviour						
Direct a play						
Do volunteer work at a non-profit organisation						
Sell merchandise at a department store						
Inventory supplies using a hand-held computer						
Work on an offshore oil-drilling rig						
Do research on plants or animals						
Design artwork for magazines						
Help people who have problems with drugs or alcohol						
Manage the operations of a hotel						
Use a computer program to generate customer bills						
Assemble electronic parts						
Develop a new medical treatment or procedure						
Write a song						
Teach an individual an exercise routine						
Operate a beauty salon or barber shop						
Maintain employee records						
Operate a grinding machine in a factory						
Conduct biological research						
Write books or plays						
Help people with family-related problems						
Manage a department within a large company						
Compute and record statistical and other numerical data						
Sub-Total 1						

Activities	R	I	A	S	E	C
Fix a broken tap						
Study whales and other types of marine life						
Play a musical instrument						
Supervise the activities of children at a camp						
Manage a clothing store						
Operate a calculator						
Assemble products in a factory						
Work in a biology lab						
Perform stunts for a movie or television show						
Teach children how to read						
Sell houses						
Handle customers' bank transactions						
Install flooring in houses						
Make a map of the bottom of an ocean						
Design sets for plays						
Help elderly people with their daily activities						
Run a toy store						
Keep shipping and receiving records						
Occupations	R	I	A	S	E	C
Crop Farmer						
Biochemist						
Musician						
Therapy Aide						
Sales Manager						
Auditor						
Electronic Engineering Technician						
Dentist						
Photographer						
Counsellor						
Insurance Agent						
Payroll Officer						
Fisheries Officer						
Veterinarian						
Singer						
Sports Coach						
Food Services Manager						
Transport Clerk						
Chemical Plant Operator						
Biologist						
Interpreter						
Child Care Worker						
Telemarketer						
Parking Inspector						
Sub-Total 2						

Occupations	R	I	A	S	E	C
Science Technician						
Microbiologist						
Actor						
Secondary School Teacher						
Retail Salesperson						
Accountant						
Aquaculture Farm Worker						
Surgeon						
Set Designer						
Disability Support Worker						
Insurance Agent						
Postal Employee						
Fire Fighter						
Orthodontist						
Blogger						
Clinical Psychologist						
Lawyer						
Programmer (IT)						
Airline Pilot						
Environmental Scientist						
Director (Film, Television, Radio or Stage)						
Contact Centre Operator						
Real Estate Sales Agent						
Bank Worker						
Sub-Total 3						

Scoring: To score, add each column on each of the three pages. Write the sub-total in the space provided at the end of each page. Then add and put the sub-totals in the table below.

	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Sub-Total 1						
Sub-Total 2						
Sub-Total 3						
Total						

My Code

Write the initial letter of your top three categories in boxes below:

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Next Steps

Step 1

Before exploring occupations related to your results, it is recommended that you make connections between the results of the questionnaire just completed and your life experiences by reflecting on and perhaps writing responses to the questions below^{2,3}. You may wish to consult a career practitioner or someone who knows you well to help you work through this section.

Meaning of the Code Letters

1. What is your three-letter code?
2. How would you explain each of these letters?
3. How would you explain the order of your three-letter code?

The Code Order

4. Locate your three code letters on a scale from 1 to 10 where 1 is least important and 10 is most important.

Least
Important

Most
Important

5. How do you interpret the location of your letters on the scale? For example, are they close together, evenly spaced, or far apart? What does this mean to you?

The code letters in Your Life

6. In what ways is the first letter of your code evident in your life?
7. In what ways is the second letter of your code evident in your life?
8. In what ways is the third letter of your code evident in your life?
9. What relationships do you see between your three letters and various facets of your life, such as your work, learning, leisure and other life roles?

Personal Reflection

10. Does your RIASEC three-letter code fit with your life? What personal qualities have you identified in your reflection so far that are most important to you?

Code Letters at Work

If you have a job, think about the code letters in your work context. If you do not have a job skip this section.

- 11. If in general the dominant letter for your occupation or current job is _____, what proportion of your work would reflect that code letter? What work responsibilities do you have that accord with that code letter? What code letters would describe the other major responsibilities of your work role?
- 12. Of all your work responsibilities, which do you find most satisfying or rewarding and which are least satisfying and least rewarding and how do you relate these to your three code letters?

Possible Work Futures

13. Based on your reflection in the previous questions and your RIASEC three-letter code, what could you look for in future work opportunities in order to achieve work satisfaction?

Step 2

Go back to the Grow Careers website to find out how you can use your RIASEC results and your reflection. Explore some career possibilities by using the tools for identifying occupations.

¹ Armstrong, P. I., Allison, W., & Rounds, J. (2010). Development and initial validation of brief public domain RIASEC marker scales. *Journal of Vocational Behavior, 73*, 287-299

² McMahan, M. & Watson, M. (2012). Telling stories of career assessment. *Journal of Career Assessment, 20*, 440-451.

³ Watson, M., & McMahan, M. (2014). Making meaning of quantitative assessment in career counseling through a story-telling approach. In G. Arulmani, A. Bakshi, F. Leong, & T. Watts (Eds.), *Handbook of career development: International perspectives* (pp. 631-644). New York, NY: Springer.