



Administrator's Report

# Career Interests Inventory

Christine Sample

23rd June 2014





# introduction

This report describes Christine's responses to the Career Interests Inventory. It provides the main results from the questionnaire and also outlines the most highly ranked career themes based on Christine's ipsative ordering of the themes. The report is intended for reviewers and should therefore not be provided to Christine herself. A Feedback Report is also available and this is in a more suitable format for providing to respondents. Note that the Feedback Report does not present the normative scores as presented in this report.

The titles of the six occupational areas as used in this report relate to the 'Holland' occupational areas as shown below. These titles have been chosen as they are more easily understood by respondents than the original Holland terms.

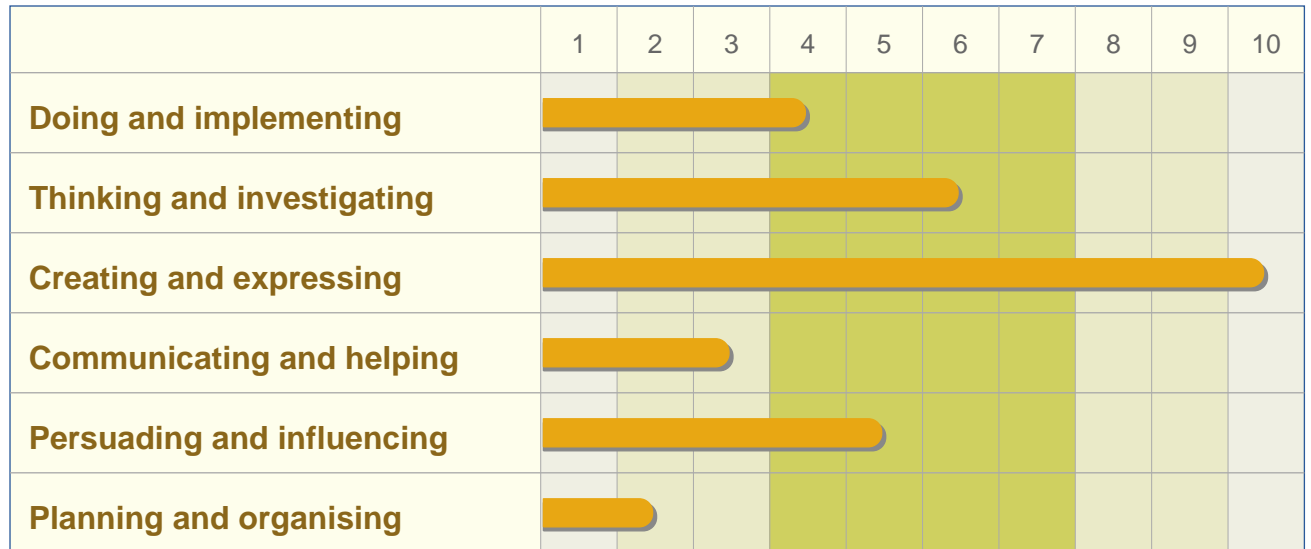
Doing and implementing	Realistic
Thinking and investigating	Investigative
Creating and expressing	Artistic
Communicating and helping	Social
Persuading and influencing	Enterprising
Planning and organising	Conventional

In the following two pages, Christine's responses to the Career Interests Inventory are summarised in four graphs: Interests (ipsative), Interests (normative), Skills and Abilities and Values. It is important to bear in mind the difference between the ipsative and the normative results. Ipsative scores indicate the **relative preference** of the six areas for the individual. Normative scores indicate how the degree of interest shown by the individual in any given area compares with that shown by a comparison group. It is therefore often the case that the ordering of the six areas in the ipsative and normative profiles will differ.

To take an example, it might be that in the ipsative ordering, a person may rank 'Doing and Implementing' more highly than 'Communicating and Helping'. However, it may also be that **relative to the comparison group**, they show less interest in 'Doing and Implementing' and more interest in 'Communicating and Helping'. These two areas would therefore be ordered differently in the ipsative and normative profiles.

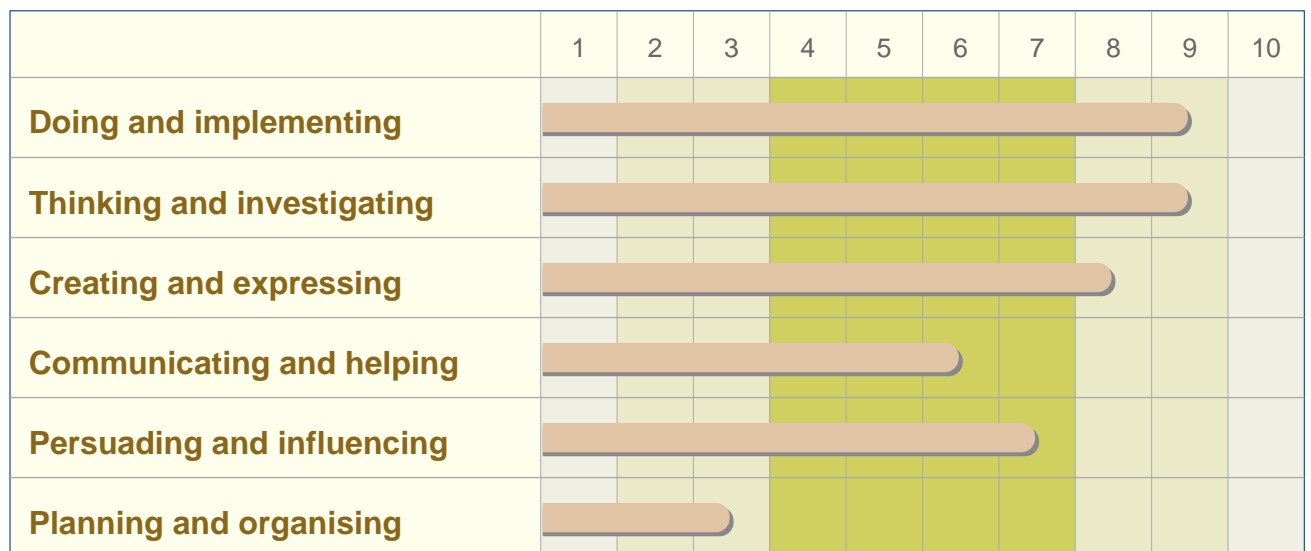
## Interests (ipsative)

Christine was presented with pairs of jobs or activities associated with different occupational themes, and asked to indicate which she preferred. This graph shows Christine's preferences for occupations related to each of the six areas. Scores can range from 0 to 10, with higher scores indicating higher levels of interest.



## Interests (normative)

This graph compares Christine's level of interest in each of the six occupational areas with the level of interest previously reported by a comparison group. Scores can range from 1 to 10, with higher scores indicating higher levels of interest.



Comparison group: General Population

## **Further Headings**

Skills and Abilities/Values

Overlap between interests

Communicating and Helping

Doing and Implementing

Combining Career Themes

We hope you have seen enough to understand the quality of this report that you will receive after completing the Career Interests Inventory. If you are interested in the complete report or in discussing your interest further (remember that there are various different reports that can be generated by the questionnaire), then you are welcome to get in touch by filling in the [Contact Form](#). In any case we would be delighted to get your feedback and to discuss your thoughts and reactions.