



Explorer Report

# Career Interests Inventory

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# introduction

Making a decision about which career to follow is one of the most difficult yet most important tasks we have to do. It is something that needs careful thought, not only when we are starting out, but also when we are thinking about changing our career or returning to education.

Making such an important decision can be a complex process involving an understanding of our abilities, motivations, interests and personality all of which will have been coloured by our experience and education. This report provides ideas and suggestions based on the pattern of interests suggested by your answers to the Career Interest Inventory. This can be a good starting point for choosing a career direction since the better the match between interests and career, the more satisfied and productive people tend to be.

It is likely that you have already considered some of the careers and jobs suggested in this report. It is also possible that some will be a bit of a surprise to you and that others you may discount immediately. However, it is better not to dismiss any out of hand since we often have only a superficial or stereotypic view of many jobs. On further examination there may be a closer match than you expect. You should therefore take the suggestions only as a starting point. Find out more about the different job areas and spend some time thinking about how these fit with all the other factors that are important when making any decision.

Remember that most value from this report will come from the thoughts that it generates rather than directly from the job suggestions it contains.

Remember that choosing a career direction involves many factors and that this report is simply a starting point for making any educational or career choices.



# the six career themes

Your answers to the questionnaire have been assessed in terms of six general career 'themes' as shown below:

### **Doing and implementing**

- Being active, practical and hands-on
- Working with things rather than with ideas or with people

### **Thinking and investigating**

- Understanding things by analysing them
- Using logical reasoning and working with theories
- Working independently to solve complex problems

### **Creating and expressing**

- Being original, intuitive, imaginative and aesthetic.
- Seeking ways to express oneself with creative or artistic ideas
- Looking for new ways of expressing ideas, concepts

### **Communicating and helping**

- Seeking contact with others and enjoying communicating
- Working in teams with other people
- Helping other people

### **Persuading and influencing**

- Influencing others by persuasion
- Working to achieve personal or organisational goals and targets
- Seeking opportunities for personal advancement.

### **Planning and organising**

- Organising and administrating things and people
- Using clearly defined systems and methods
- Keeping to schedules and monitoring progress



# how does the questionnaire work?

The way the questionnaire works is by seeing how similar your interests are to the interests of people working in each type of job.

For example, suppose that people who work in jobs involving 'Thinking and analysing' say that they enjoy "explaining how things work".

If you also said you enjoy explaining how things work when answering the questionnaire, this will increase your score on the 'Thinking and analysing' theme.

Once all of your answers to the questionnaire have been considered in this way, the six themes are ordered in terms of which are most likely to appeal to you. It is this ordering of themes which can help you make a choice as to which careers are likely to be of most interest to you.

When choosing a career, you need to remember that some jobs may span two or possibly more of the six themes.

For example, the job of 'teacher' may span both the 'Communicating and helping' theme and also the 'Thinking and analysing' theme.

So when looking for a career that will suit you, you need to consider your top two themes and, in some cases, your top three themes, in order to find a job which matches your profile of interests as well as possible.

Themes that are next to each other in the hexagon diagram above have more in common than those that are opposite each other.

For example, if someone scores highly on the Enterprising theme, then this makes it more likely that they will also score highly on the Conventional theme, though less likely that they will score highly in the Investigative theme.

If your top two themes are close to each other in the diagram, then your career interests tend to be focussed in a relatively narrow area. If your top two themes are opposite to each other in the diagram, then you are likely to be interested in a fairly wide selection of career possibilities.

# before looking at your results



Write down below three jobs or careers that you have already thought about. Then, for each job:

- write down why the job appeals to you
- say which of the six career themes you think it would fall into.

JOB 1

Why this job appeals to me

Which themes does it fall into?

- Doing and implementing
- Thinking and investigating
- Creating and expressing
- Communicating and helping
- Persuading and influencing
- Planning and organising

JOB 2

Why this job appeals to me

Which themes does it fall into?

- Doing and implementing
- Thinking and investigating
- Creating and expressing
- Communicating and helping
- Persuading and influencing
- Planning and organising

JOB 3

Why this job appeals to me

Which themes does it fall into?

- Doing and implementing
- Thinking and investigating
- Creating and expressing
- Communicating and helping
- Persuading and influencing
- Planning and organising

## **Further Headings**

A summary of your results

Persuading & Influencing

Planning and Organising

Creating and Expressing

Combining Career Themes

Other career themes you were less interested in

Your skills and abilities

What is important to you

Thinking more about your results

Final remarks

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.