

Career Interests Inventory (CII)

Motivating career exploration through personal understanding...

Interests are the most natural starting point when exploring the world of work. When we first start to ask ourselves 'what do I want to do?', our answers reveal what we see as being exciting, challenging and fun – in short, what we are interested in. Based on John Holland's widely used model of vocational preferences, the CII explores interests, competencies and work styles to provide a multi-faceted tool for supporting career exploration.

The PfS CII is an innovative assessment of career interests offering:

- an exploration of interests, competencies and work styles based on a unifying model of vocational preferences;
- normative and ipsative interpretation of interests;
- flexible administration and reporting, fully controllable by PfS users;
- attractive design to engage respondents and enhance the assessment experience;
- online or on paper tools;
- short completion times without compromising reliability;
- comprehensive range of reports and workbooks e-mailed to you immediately.

- interests – a normative and ipsative assessment of interests, giving alternative benchmarks for interpretation;
- competencies – self-report of key work-related skills and abilities;
- work styles – an assessment of preferred working styles.

Opening up the world of work

The CII is an engaging self-report instrument for those starting the career exploration process. Aimed at younger people or others with minimal work experience, the CII acts as a catalyst at key decision points, guiding choices through enhancing self-understanding and encouraging exploration of the world of work.

Using Holland's model of vocational preferences, each preference is examined from three perspectives, so giving a rich and stimulating source of information for exploration of potential career areas:

PfS Career Interests Inventory (CII) at a glance

Use to:

explore career interests, competencies and work styles

Use for:

individual and group career exploration and guidance

Use with:

ages 13 and above

Administration:

Online and on paper with online scoring

Timing:

Untimed, typical completion time 20 to 25 minutes

Number of items:

Four sections with 93 items in total

Reports:

Administrator's report, Explorer report & Career Investigator report

Norm groups:

UK general population sample (N=3540)

Reliability:

0.71 – 0.93

Training required:

BPS Test User Ability or available to qualified Teachers and Careers Advisers

Supporting career exploration

The CII acts as a focus for career exploration. Respondents are encouraged to widen their personal exploration by looking at how their competencies and work styles relate to their interests, so setting an agenda for potential development.

CII reports encourage research into potential careers, containing links to careers libraries and a range of online resources for further information. Prompts also encourage critical reflection on the CII results, so supporting respondents through the first stage of their career decision-making.

Advanced analysis and reporting

The CII comes with a range of report options for administrators and respondents. Administrators' reports contain full summaries of the data from each section of the CII. Respondents' narrative reports provide career areas to explore, guidance on research jobs and links to further resources. A workbook option is also available for respondents, giving them a structured approach to their career exploration.

For users of the paper-based CII, responses are computer-scored through the PfS data entry facility, giving access to the full range of reports available from the online assessment.

The online advantage

Our online system works the way you want to, giving you the option of using the CII at a time that suits your guidance and development needs, controlling what reports are produced and who receives them.

Designed for you

The PfS assessment system can be readily tailored to your needs. Company sponsored entry pages can be designed to reflect your branding and company logos included on reports.

Training required

The CII is available to you if you are Test User Ability trained or a qualified Teacher or Careers Adviser.

If you require training, then join us on one of our Test User Ability training courses, which combine academic rigour with practical experience to build your skills as a confident user of a range of tests and assessments including the CII and the full range of PfS Reasoning Tests.