

Lesson 2: Exploring Work Interests



Overview

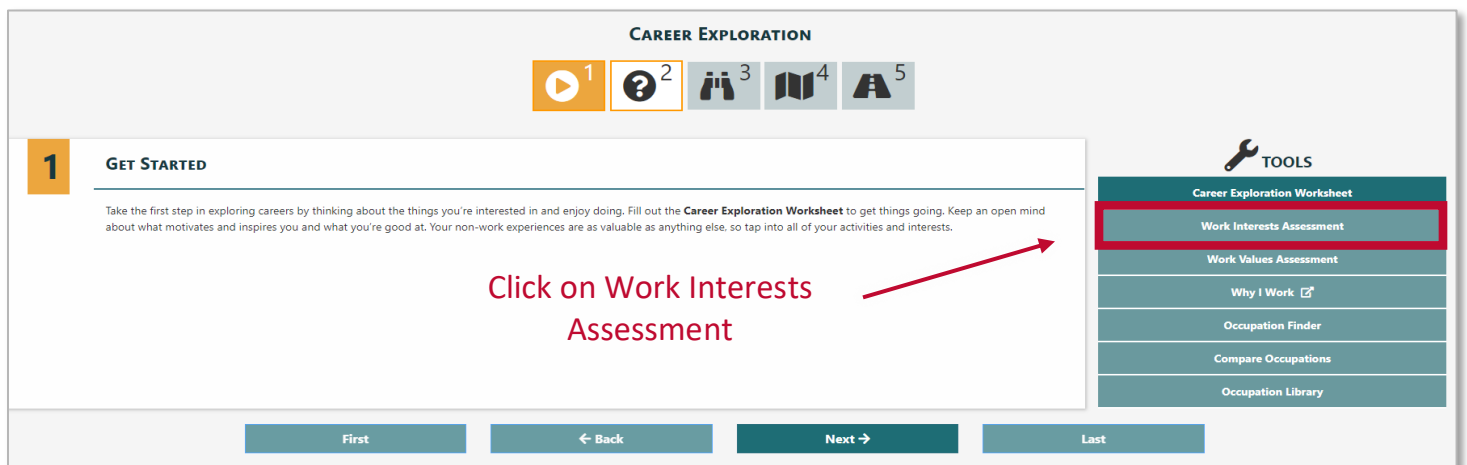
Career assessments give jobseekers a better idea of the types of jobs and activities that are a good fit. The primary purpose of these assessments is to identify personal attributes and provide insight into career fields where these attributes are most likely to be fulfilled. They do not tell individuals what specific career they should choose. Rather, they point individuals to types of careers to explore. The New Mexico Career Solutions system has two assessments that can help individuals narrow their career search and create exposure opportunities. Both assessments are brief, with each taking about fifteen minutes. The first assessment presented to users is the Work Interests Assessment.

This lesson contains....

- A review of how to access the Work Interests Assessment.
- Ideas for helping students connect with personal and external factors in career exploration.
- Strategies for introducing career assessments to students.
- Methods for guiding students through the Work Interests Assessment.
- A review of next steps for students using insights gained from this lesson.

How to Use This Tool

Before beginning, be sure to sign into the system. The Work Interests Assessment is located within the Career Exploration section. Simply click the Work Interests Assessment link in the list of tools to the right.



The screenshot displays the 'CAREER EXPLORATION' interface. At the top, there are five numbered icons: 1 (play button), 2 (question mark), 3 (person icon), 4 (book icon), and 5 (trophy icon). The main content area is divided into two sections. On the left, under the heading '1 GET STARTED', there is a paragraph of text and a red arrow pointing to the 'Work Interests Assessment' link in the 'TOOLS' list on the right. The 'TOOLS' list includes: Career Exploration Worksheet, Work Interests Assessment (highlighted with a red box), Work Values Assessment, Why I Work, Occupation Finder, Compare Occupations, and Occupation Library. At the bottom, there are navigation buttons: First, Back, Next, and Last.

The page below will appear. Instructions for completing the assessment are located to the left. These instructions should be reviewed carefully before starting the assessment.

Helpful Tip: The Work Interests Assessment available in this system was developed by O*NET. For additional information on this assessment, as well as print versions of this tool, click [here](https://www.onetcenter.org/IP.html#overview) or go to <https://www.onetcenter.org/IP.html#overview>.

Start the Work Interest Analyzer

This assessment helps you decide what kinds of careers you might want to explore. It has questions about activities that some people do on their jobs. Read each question carefully and decide how you would feel about doing each type of work.

Strongly Dislike Dislike Unsure Like Strongly Like

Try NOT to think about the following:

- If you have enough education or training to do the work
- How much money you would make doing the work

Just think about if you would like or dislike doing the work.

There are no right or wrong answers. Please take your time answering the questions. There is no need to rush. You are learning about your interests so that you can explore work you might like and find rewarding.

The Short Form contains 60 questions and is a web-based vocational interest assessment instrument. The Mini Form contains 30 questions, each describing a work activity. This format is offered to users on a mobile device or within other time-constrained settings. The Short Form (60

Short Form
60 Questions
(10 minutes)

Mini Form
30 Questions
(5 minutes)

Taken the Work Interest Analyzer Before?

If you have previously taken this assessment, you can enter your interest scores below. You will be able to view your score report, choose a Job Zone and view careers matching your profile.

Realistic: Social:

Investigative: Enterprising:

Artistic: Conventional:

View Score Report

Review instructions carefully

Choose a version to get started

After completing the assessment, the results will appear on a page that looks similar to the image below. Interest areas will be listed and some will have higher values than others. Students should be encouraged to review their top interest areas with the highest values, as these are most indicative of their personal interests.

Work Interest Scores

Here are your Work Interest Analyzer results.

Your interests can help you find occupations you might like to explore. The more a occupation meets your interests, the more likely it will be satisfying and rewarding to you.

You can click on any interest to learn more. When you're ready, click Next to continue.

Click on an interest area to learn more

Interest Area	Score
Realistic	5
Investigative	13
Artistic	6
Social	8
Enterprising	5
Conventional	14

This site incorporates information from [ONET Web Services](#) by the U.S. Department of Labor, Employment and Training Administration.

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Return to Career Exploration

Conventional

People with Conventional interests like work that follows set procedures and routines. They prefer working with information and paying attention to details rather than working with ideas.

They like:

- Working with clear rules
- Following a strong leader

Close

Helpful Tip: Signing into the system before starting will ensure the results are saved and accessible later.

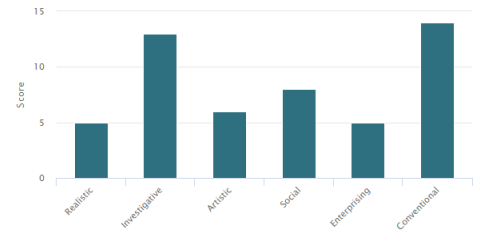
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This site incorporates information from [O*NET Web Services](#) by the U.S. Department of Labor, Employment and Training Administration (USDOL/ETA).

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Next >>

Return to Career Exploration

Click Next to continue

After exploring top interest areas, click Next to continue. A page like the one below will appear that lists occupations that match the top work interests identified in the assessment. The occupations with the strongest correlation are presented in alphabetical order.

Some notable features of this page include...

- Sorting occupations by clicking on category headings.
- Symbols next to each occupation to identify Bright Outlook and green occupations.
- Filters at the top left that can help narrow and focus the list of occupations.
- A menu at the top right that allows for different types of data to be displayed.




Occupations that Match Your Work Interests

Area (click to change): [New Mexico](#)

Show Filter Criteria (Showing all records)

BRIGHT OUTLOOK NATIONALLY | **BRIGHT OUTLOOK STATEWIDE** | **GREEN OCCUPATIONS**

Data to Display : Work Interests

	Artistic	Conventional	Enterprising	Investigative	Realistic	Social	Correlation	Job Openings (Jul 14, 2019)
 Actuaries	3.4	25.0	11.7	16.7	5.0	0.0	Strong	0
 Archivists	3.4	28.4	6.7	21.7	10.0	11.7	Strong	0
 Biostatisticians	5.0	21.7	0.0	28.4	10.0	3.4	Strong	0

BRIGHT OUTLOOK NATIONALLY | **BRIGHT OUTLOOK STATEWIDE** | **GREEN OCCUPATIONS**

Helpful Tip: Bright Outlook occupations are defined by O*NET as having at least one of the following criteria.

- Projected to grow faster than average (employment increase of 10% or more) over the period 2018-2028
- Projected to have 100,000 or more job openings over the period 2018-2028

Occupations that Match Your Work Interests

Area (click to change): [New Mexico](#)

Show Filter Criteria (Showing all records)

Click a column title to sort.

BRIGHT OUTLOOK NATIONALLY
BRIGHT OUTLOOK STATEWIDE
GREEN OCCUPATIONS

Click on category title to sort occupations

Data to Display : Work Interests

Fit	Occupation Title	Artistic	Conventional	Enterprising	Investigative	Realistic	Social	Correlation	Job Openings (Jul 14, 2019)
♦	Actuaries	3.4	25.0	11.7	16.7	5.0	0.0	Strong	0
♦	Archivists	3.4	28.4	6.7	21.7	10.0	11.7	Strong	0
♦	Biostatisticians	5.0	21.7	0.0	28.4	10.0	3.4	Strong	0

Occupations that Match Your Work Interests

Area (click to change): [New Mexico](#)

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Click a column title to sort.

BRIGHT OUTLOOK NATIONALLY
BRIGHT OUTLOOK STATEWIDE
GREEN OCCUPATIONS

Narrow and focus the occupation list using filters

Data to Display : Work Interests

Fit	Occupation Title	Artistic	Conventional	Enterprising	Investigative	Realistic	Social	Correlation	Job Openings (Jul 14, 2019)
♦	Actuaries	3.4	25.0	11.7	16.7	5.0	0.0	Strong	0
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Occupations that Match Your Work Interests

Area (click to change): [New Mexico](#)

Show Filter Criteria (Showing all records)

Click a column title to sort.

BRIGHT OUTLOOK NATIONALLY
BRIGHT OUTLOOK STATEWIDE
GREEN OCCUPATIONS

Display different types of data

Data to Display : Work Interests

Fit	Occupation Title	Artistic	Conventional	Enterprising	Investigative	Realistic	Social	Correlation	Job Openings (Jul 14, 2019)
♦	Actuaries	3.4	25.0	11.7	16.7	5.0	0.0	Strong	0
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♦	Biostatisticians	5.0	21.7	0.0	28.4	10.0	3.4	Strong	0

Helpful Tip: When selecting data types, a message may appear that says, “There were no occupations that matched your criteria.” If this happens go to the dropdown menu and select the data type again. On this second attempt, a list should appear.

There were no occupations that matched your criteria.

Helpful Tip: When selecting labor market information as a data type, the list may automatically sort from lowest to highest, which means a lot of data categories will say, “Confidential.” Data is often labeled “confidential” when there is a limited number of people in an occupation. Clicking on any of the category headings will sort the list from highest to lowest and data will appear.

When selecting Labor Market Information, data categories may say, “Confidential”

Show Filter Criteria (Showing all records)

BRIGHT OUTLOOK NATIONALLY | GREEN OCCUPATIONS

Occupation Title	Estimated Employment	Projected Employment	Total Annual Percent Change	Annual Openings	Median Wage	Job Openings (Jul 14, 2019)
Buyers and Purchasing Agents, Farm Products	Confidential	Confidential	Confidential	Confidential	Confidential	1
Wholesale and Retail Buyers, Except Farm Products	Confidential	Confidential	Confidential	Confidential	Confidential	15
Purchasing Agents, Except Wholesale, Retail, and Farm Products	Confidential	Confidential	Confidential	Confidential	Confidential	23
Biologists	Confidential	Confidential	Confidential	Confidential	Confidential	5
Substance Abuse and Behavioral Disorder Counselors	Confidential	Confidential	Confidential	Confidential	Confidential	44
Mental Health Counselors	Confidential	Confidential	Confidential	Confidential	Confidential	37

Data to Display : Labor Market Information

Click on category heading to sort the list from highest to lowest

To examine each occupation in more detail, click on the occupation title that appears in the list. The next page that appears will contain a wealth of information about the occupation, including a summary of work activities/duties, labor market information, education requirements, and more.

Occupations that Match Your Work Interests

Area (click to change): New Mexico

Show Filter Criteria (Showing all records)

Click a column title to sort.

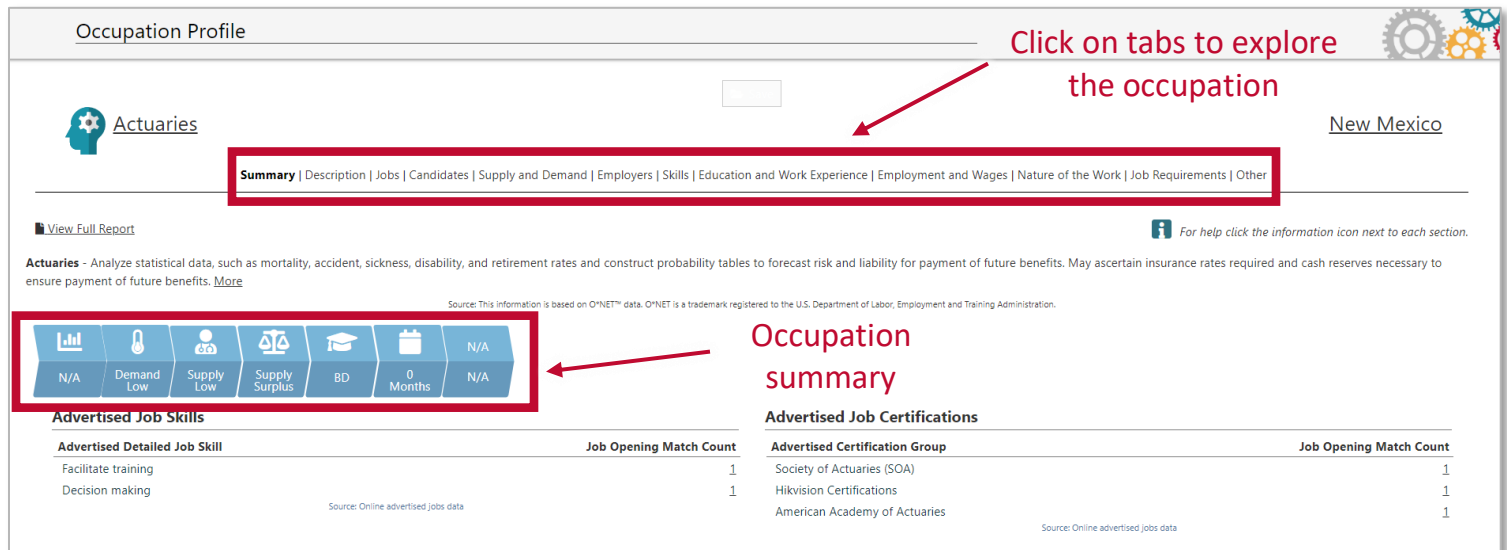
BRIGHT OUTLOOK NATIONALLY | BRIGHT OUTLOOK STATEWIDE | GREEN OCCUPATIONS

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Data to Display : Work Interests

To explore the occupation profile, scroll down the page or click on the tabs that appear at the top of the profile. The occupation summary (under the job description) provides a very quick idea of the market for the occupation, as well as the required education and work experience.

Helpful Tip: The information displayed on this page is based on O*NET data. If additional information is needed, it may be helpful to visit the O*NET site at onetonline.org.



Occupation Profile

Actuaries

New Mexico

Summary | Description | Jobs | Candidates | Supply and Demand | Employers | Skills | Education and Work Experience | Employment and Wages | Nature of the Work | Job Requirements | Other

View Full Report

For help click the information icon next to each section.

Actuaries - Analyze statistical data, such as mortality, accident, sickness, disability, and retirement rates and construct probability tables to forecast risk and liability for payment of future benefits. May ascertain insurance rates required and cash reserves necessary to ensure payment of future benefits. [More](#)

Source: This information is based on O*NET™ data. O*NET is a trademark registered to the U.S. Department of Labor, Employment and Training Administration.

Occupation summary

Advertised Job Skills

Advertised Detailed Job Skill	Job Opening Match Count
Facilitate training	1
Decision making	1

Source: Online advertised jobs data

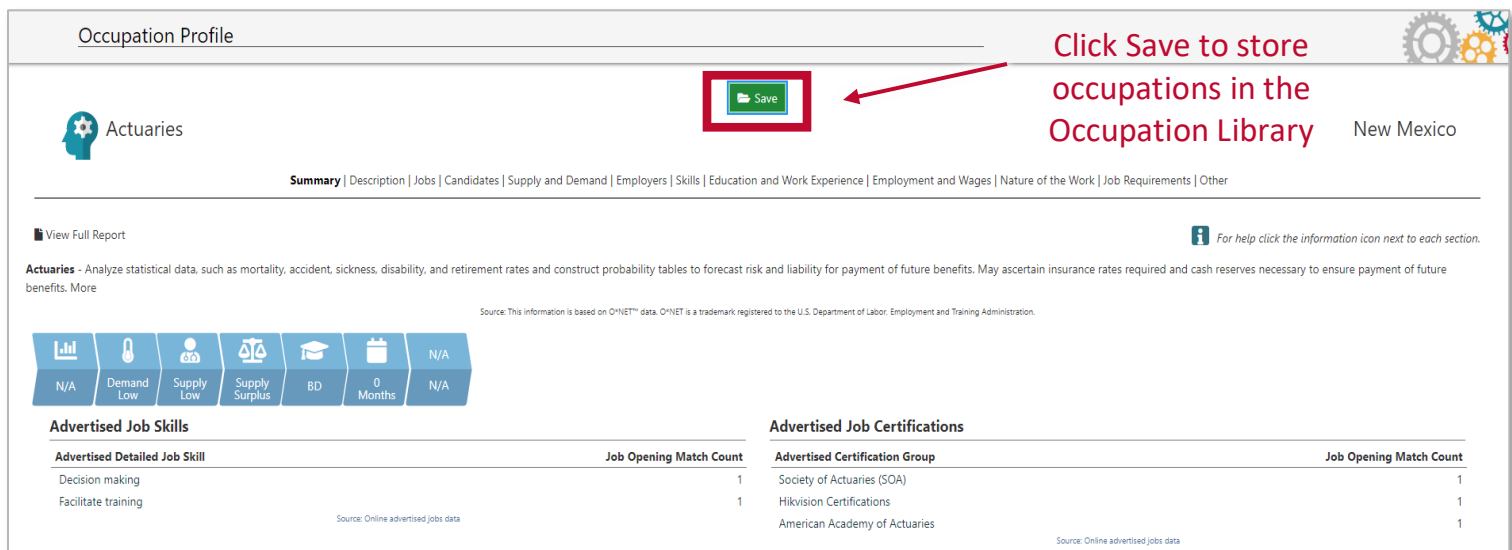
Advertised Job Certifications

Advertised Certification Group	Job Opening Match Count
Society of Actuaries (SOA)	1
Hikvision Certifications	1
American Academy of Actuaries	1

Source: Online advertised jobs data

IMPORTANT: As students complete the activities within each lesson, they need to save occupations they believe are a good match. These saved occupations will be referenced in future lessons.

Helpful Tip: If the option to save does not appear, click the white box at the top of the screen. It will turn green. Clicking it again will save the occupation.



Occupation Profile

Actuaries

New Mexico

Summary | Description | Jobs | Candidates | Supply and Demand | Employers | Skills | Education and Work Experience | Employment and Wages | Nature of the Work | Job Requirements | Other

View Full Report

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Save

Advertised Job Skills

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Source: Online advertised jobs data

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Advertised Certification Group	Job Opening Match Count
Society of Actuaries (SOA)	1
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Source: Online advertised jobs data

Connecting with Students

Learning Objectives

In this lesson, students will be given the opportunity to...

- Examine the major components of an informed career decision.
- Review the process of gathering and evaluating career information.
- Discuss how work interests are measured and used.
- Identify their personal work interests.
- Apply their work interests to the career selection process.
- Evaluate careers based on their interests.
- Determine next steps in exploring career opportunities and developing a career plan.

Classroom Discussions and Presentations

Introduction

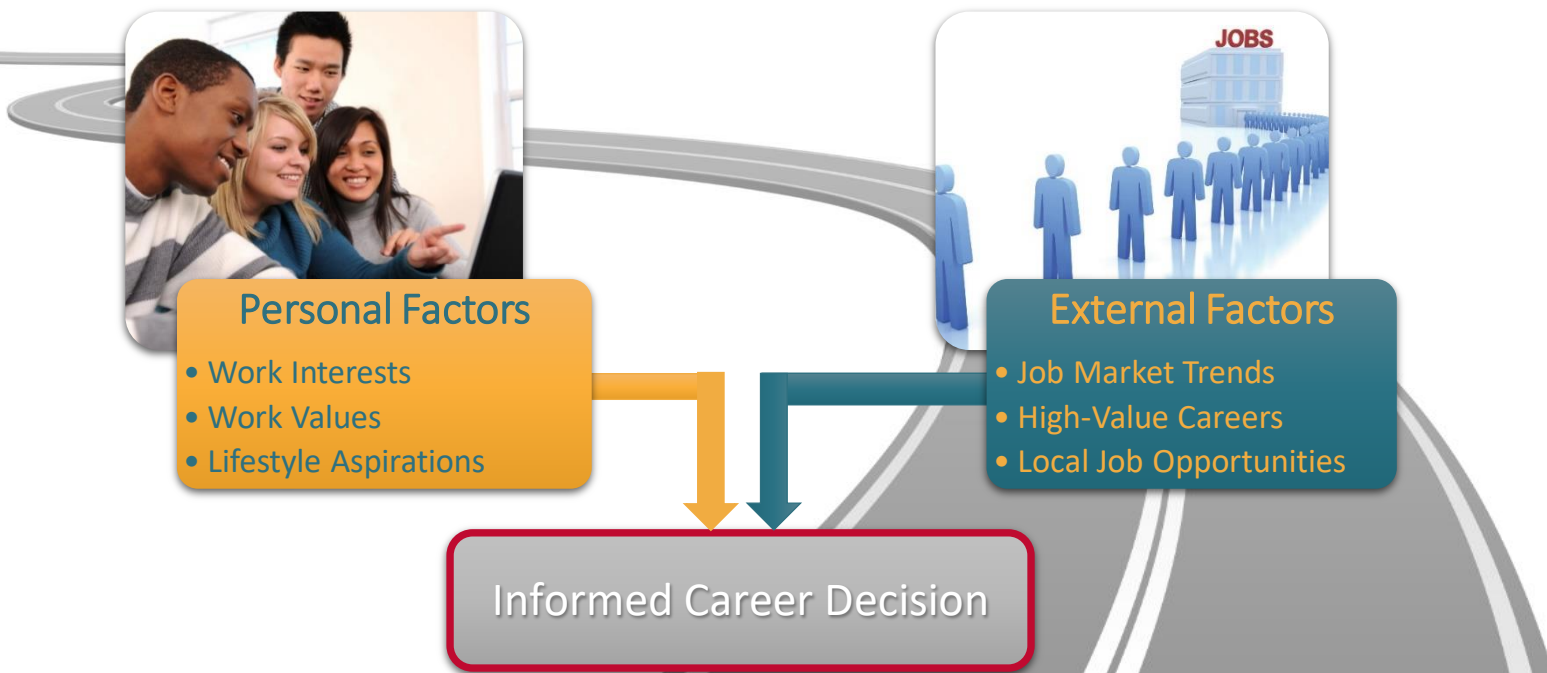
Helping students see the “big picture” can build a foundation for learning that defines where they are going and why. It is recommended that this lesson begin with an introduction to the career exploration process, including a review of the major components of an informed career decision (i.e., personal and external factors). This information will provide a helpful roadmap for future activities. Students can also benefit from an introduction to career assessments and their use in the career exploration process.

Talking Points

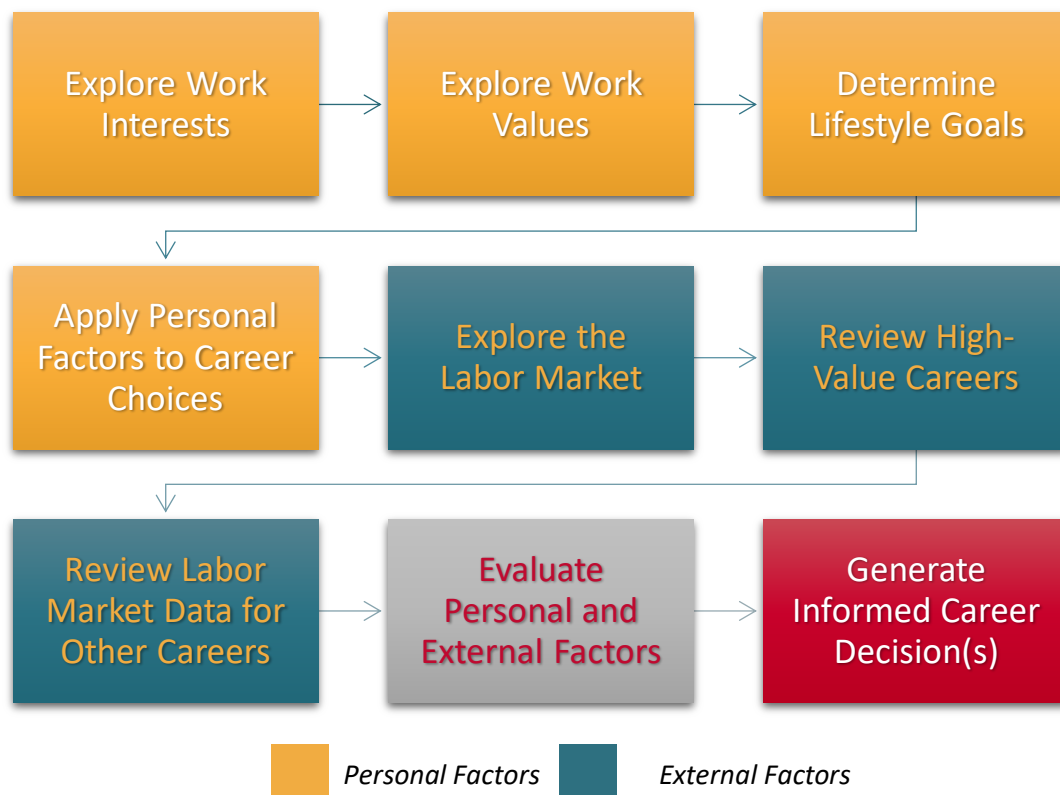
Below are some helpful comments to share with students.

- The ultimate goal of career exploration is to make an informed decision. This often requires a careful review of personal factors and external factors. (**Helpful Tip:** Print and share the diagram below. Use this to introduce the components of an informed career decision.)
- The career exploration process involves multiple steps focused on gathering information related to personal and external factors. The final step is to evaluate all information and determine occupations that offer the best fit and greatest opportunity in the job market. (**Helpful Tip:** Print and share the diagram below. Use this to introduce the career exploration process.)
- There are many ways to begin the career exploration process and there is no right or wrong path. It is often best to start with the exploration of personal factors to develop a personal connection.
- We’ll be starting with the Work Interests Assessment in Career Solutions. This is a basic survey that helps identify the types of work you may be interested in doing.
- This assessment is a tool that can help guide your career selection process. It is not a comprehensive personality test, nor is it a definitive measure of occupations you should or should not consider. This tool can help identify potential career fields that align with things you like to do.

Components of an Informed Career Decision



The Career Exploration Process



Discussion Questions

As a class or in small groups, have students reflect on the following questions. Help students talk about and work through their positive and negative feelings regarding career exploration.

- What are some personal factors that you believe will be most important in selecting a career?
- What kinds of external factors do you think will affect your career decision?
- How much does it matter that you find an occupation that you enjoy? Why?
- Do you think it's possible to find a job that you love? Why or why not?
- How might you determine if a job is something you would enjoy?
- Do you think personal surveys or assessments are helpful? How might these be harmful?

Exploring the System

After discussing the components of an informed career decision and helping students work through their positive and negative perspectives on the career process and career assessments, students can be introduced to the Work Interests Assessment in Career Solutions.

The “How to Use this Tool” section above provides a summary of useful information to share with students.

It is recommended that teachers and instructors...

- Encourage students to sign into the site to ensure their data is saved.
- Help students locate the Work Interests Assessment.
- Carefully review the instructions posted with the assessment with students.
- Discuss what results will look like and what students should focus on.
- Review features available in the system to explore the results and matching careers.

Classroom Activity

Work Interests Assessment and Occupation Comparison

The Work Interests Assessment is a common career exploration tool that many jobseekers find helpful in choosing careers. Students should be encouraged to complete this assessment to focus their thoughts and beliefs about the types of careers they might enjoy. This information is most useful when students have the opportunity to review the results and apply their discoveries to the comparison of various careers.

To locate the assessment, review the “How to Use this Tool” section above.

It is recommended that teachers and instructors...

- Introduce the purpose of the Work Interests Assessment as a tool that can help jobseekers identify desired work activities and potential career fields that align with their interests.
- Review the instructions posted with the assessment in Career Solutions.
- Provide an opportunity for students to complete the assessment in the classroom or at home.
- Review the results of the assessment with students.
- Encourage students to complete the Occupation Comparison Sheet (see below).
- **Remind students to save occupations they believe are a good match.**

Occupation Comparison Sheet

Instructions: Complete the Work Interests Assessment in Career Solutions. Identify two occupations for which you have a strong correlation. Answer the questions below for each occupation.

Occupation 1:	Occupation 2:
What are some of the job duties for this occupation?	What are some of the job duties for this occupation?
Describe the work environment for this occupation.	Describe the work environment for this occupation.
Describe some of the requirements for this job, including skills, licensing, knowledge, and abilities.	Describe some of the requirements for this job, including skills, licensing, knowledge, and abilities.
List three jobs that are related to this occupation.	List three jobs that are related to this occupation.

Do you think you would find the daily work of these occupations interesting? Why or why not?

Which occupation do you think would be the best fit for you? Why?

Exploring the Results

After completing the Work Interests Assessment, there are typically one or two top interest areas that emerge. These will be areas where the numeric results from the survey are highest. To interpret these results, it is highly recommended that you refer to page 8-11 of the [New Mexico Career Clusters Guide](#). For your convenience, a portion of this guide that provides definitions for each of the interest areas is copied below. Students should be encouraged to learn more about their top interest areas by exploring the definitions in Career Solutions (presented with the results) and the New Mexico Career Clusters Guide.

In the Career Solutions System, occupations that match students' top interests will automatically appear. Occupations with the strongest correlation to their interests will be presented in alphabetical order. Each occupation will vary in the content of the work, but the underlying nature of the work activities should be similar. Thus, students may find it helpful to explore occupations in fields or subject areas they enjoy.

In making career comparisons, the comparison sheet above is a sample of an activity that students should engage in frequently. Creating a side-by-side comparison helps tease apart the finer details of an occupation. This will help them get practice making career choices and identifying what is most important. Their chosen career in this activity is not meant to be their ultimate career choice. It is best viewed as an example of a career match that is stronger than others and can be evaluated to determine features that make it a more desirable career choice.

Primary Interest Area:

Which Interest Area has your highest score: R, I, A, S, E, or C? Enter the letter below.

Your Primary Interest Area: _____

Secondary Interest Areas:

Which Interest Areas have your second and third highest score? Enter the letters below:

Your Secondary Interest Areas: _____ & _____

What Your Primary Interest Area Means

What occupations are linked with your interests? You will want to explore occupations that are related to your Primary Interest Area. For example, a person with strong Realistic interests would probably be most satisfied with strong Realistic occupations (e.g., electrician, firefighter, surgeon). It is important to note that an individual's interests may not be described by just one of the six interest categories. In fact, John Holland suggests that most people will have interests in several of the areas, but that they probably will have one Interest Area that is stronger than the others. If you have two identical highest scores, you should consider both scores as it indicates that you have two Primary interests. If you are not certain about the occupations linked to your Primary Interest Area, you can use your Secondary Interest Areas to explore a different set of careers.

Read over the definitions of your Primary and Secondary Interest Areas on the following page to get a better understanding of your work-related interests.

¹ The O*NET Interest Profiler Short Form is a self-scored interest assessment. For information about scoring the paper-and-pencil version of the O*NET Interest Profiler Short Form, please check out O*NET® Interest Profiler Short Form Psychometric Characteristics: Summary 2010 (onetcenter.org/dl_files/IPSF_Psychometric.pdf).

The Interest Profiler measures interests in each of the six Holland RIASEC types.² This section provides definitions for each of the six types. Each definition includes examples of activities that individuals with that interest type like to perform, as well as examples of famous people whose field of work matches the interest type.



Realistic – The “Doers”

People with Realistic interests like work activities that include practical, hands-on problems and solutions. They enjoy dealing with plants, animals, and real-world materials like wood, tools, and machinery. They often enjoy outside work. Often people with Realistic interests do not like occupations that mainly involve doing paperwork or working closely with others. Famous realists: NASCAR driver Danica Patrick, TV carpenter Norm Abram, wildlife expert Steve Irwin, and multi-talented athlete Jim Thorpe.



Investigative – The “Thinkers”

People with Investigative interests like work activities that have to do with ideas and thinking more than with physical activity. They prefer to search for facts and figure out problems mentally rather than to persuade or lead people. Prominent investigators: astrophysicist Neil deGrasse Tyson, primatologist Jane Goodall, mathematician/computer scientist Grace Murray Hopper, and neuroscientist Ben Carson.



Artistic – The “Creators”

People with Artistic interests like work activities that deal with the artistic side of things, such as forms, designs, and patterns. They like self-expression in their work. They prefer settings where work can be done without following a clear set of rules. Well-known artists: painter/sculptor Leonardo da Vinci, actress Halle Berry, writer J.K. Rowling, and singers Lady Gaga and Tony Bennett.



Social – The “Helpers”

People with Social interests like work activities that assist others and promote learning and personal development. They prefer to communicate more than to work with objects, machines, or data. They like to teach, give advice, help, or otherwise be of service to people. Famous helpers: educator Booker T. Washington, mental health care reformer Dorothea Dix, TV psychologist Phil McGraw, and civil rights leader Martin Luther King Jr.



Enterprising – The “Persuaders”

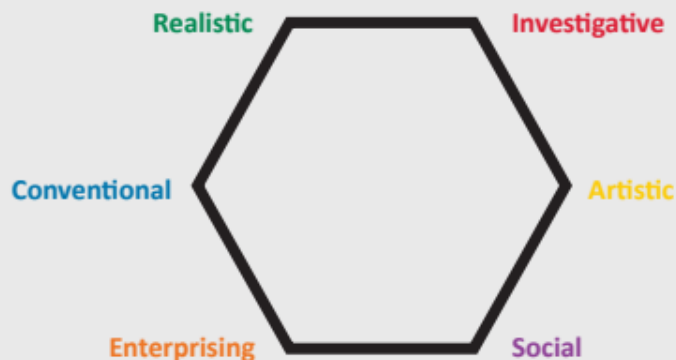
People with Enterprising interests like work activities that have to do with starting up and carrying out projects, especially business ventures. They like persuading and leading people and making decisions. They enjoy taking risks for profit. These people prefer action rather than thought. Prominent persuaders: TV mogul Oprah Winfrey, business magnate Donald Trump, U.S. Senator Marco Rubio, and Facebook co-founder Mark Zuckerberg.



Conventional – The “Organizers”

People with Conventional interests follow procedures and maintain accurate written and numerical business records. They prefer working in structured settings where roles and tasks are clearly defined. Well-known organizers: businessman J.C. Penney, Supreme Court Justice Sandra Day O'Connor, and professional organizer Alejandra Costello.

John Holland suggested that viewing the Interest Areas on a hexagon can help people understand how their interests overlap or how they may be distinctly different. Interests that are most similar touch each other on the hexagon (e.g., Social, Enterprising, and Conventional). On the other hand, interests across the hexagon from each other (e.g., Conventional and Artistic) are least likely to have similarities. Sometimes people's combined interests are opposite from or not adjacent to each other. In this case, people sometimes choose to focus on the most different interest as a hobby or to find a unique work setting that merges their interests.



² The O*NET Interest Profiler is compatible with Holland's (1985a) Theory of Vocational Personality, one of the most widely accepted approaches to vocational choice. Information for Interest Areas is extracted from the O*NET Career Exploration Tools owned by the U.S. Department of Labor, Employment Training Administration (DOL/ETA). All O*NET Assessment/Counseling Tools are copyrighted. O*NET is a trademark of DOL/ETA.

Next Steps

At the end of the lesson, take a moment to review and assess the learning objectives. Engage students in a brief discussion of the learning opportunities that were made available in the classroom.

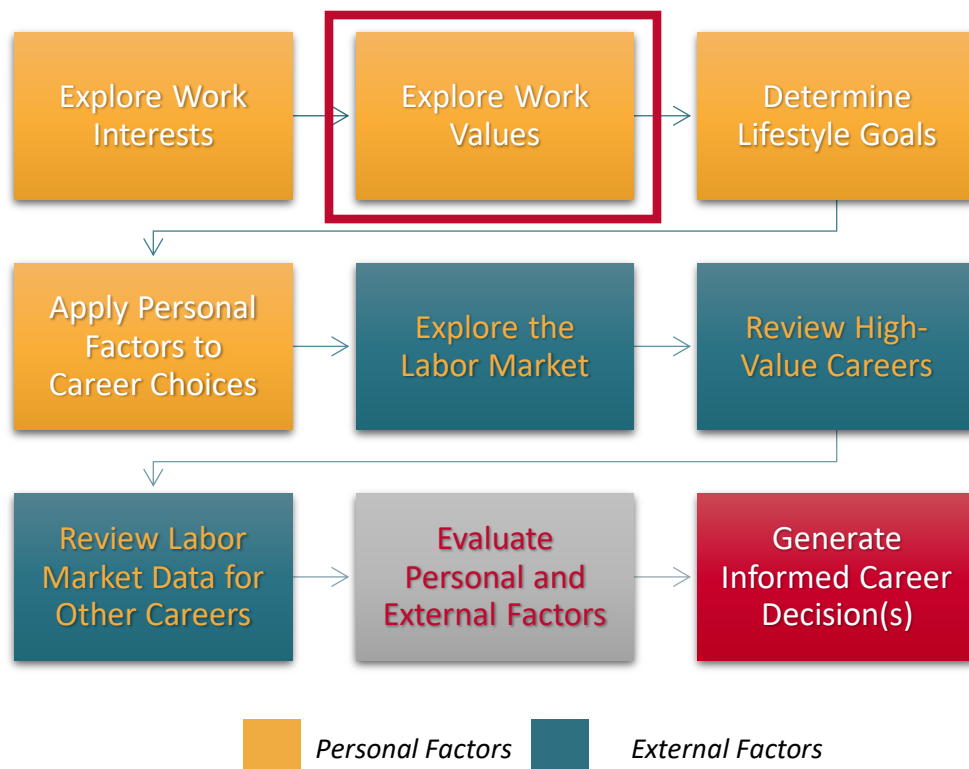
In this lesson, students were provided the opportunity to...

- Examine the major components of an informed career decision.
- Review the process of gathering and evaluating career information.
- Discuss how work interests are measured and used.
- Identify their personal work interests.
- Apply their work interests to the career selection process.
- Evaluate careers based on their interests, as well as the job market.

After providing a brief overview, encourage students to...

- Continue the self-reflection process.
- Think about their work interests and the types of occupations that fit these interests.
- Determine how they might use this information in selecting a career.
- Prepare for future lessons that will involve additional self-discovery activities.

The Career Exploration Process



Helpful Tip:
Reviewing the steps in the career exploration process at the end of each lesson can help students identify where they've been and where they are headed next.