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| CAREER CRUISER | Assessing Your Career Interests |

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| **Step 1** | Take a career assessment. |
| **Driving Question** | What careers interest me? |
| **Goal** | Students take a career interest assessment. |
| **Standard** | Explain their career interests, skills, and values. (CR.1.1)  |

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| **FOR TEACHERS** |

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| **Timeframe** | One roughly hour-long class period. |
| **Materials** | Internet and digital device access or print versions of a career interest survey, such as those found at: * Paper and pencil O\*Net Interest Profiler: <https://www.onetcenter.org/IP.html#paper-and-pencil>
* Advance CTE’s Career Cluster Interests assessment (paper-and-pencil): <https://careertech.org/resource/career-clusters-student-interest-survey>
* Spanish version of Advance CTE’s Career Cluster Interests assessment (paper-and-pencil): <https://cte.careertech.org/sites/default/files/StudentInterestSurvey-Spanish.pdf>
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| **Xello** | [Xello](https://xello.world/en/florida-college-career-ready/), Florida’s official K-12 public school career planning and work-based learning coordination system, has tools you can use on this topic!  Within the system, navigate to ‘About Me’ to take their career ‘Matchmaker’ assessment. Under ‘Home’ and ‘View All Lessons,’ consider having students complete the ‘Interests’ lesson.  |
| **Overview** | **Beginning*** To set the lesson’s context, it might be helpful to compare Holland’s career themes to the need within a sports team to have different positions that each serve important roles (linebacker, quarterback, kicker, etc.). Likewise, individual businesses and the Florida economy have different roles that are best served by different skill sets.

**Middle*** Students will learn about Holland’s Career Themes, take a career interest assessment, and review careers aligned with their interest scores.
	+ A shorter (30 questions) Interest Profiler can be found on GetMyFuture.org: <https://www.careeronestop.org/GetMyFuture/Toolkit/interest-assessment.aspx>
	+ Spanish version of the 60 question O\*Net Interest Profiler: <https://www.miproximopaso.org/explore/ip>

**End*** Have students discuss in pairs which Holland Codes results they most agree with, least agree with and which career(s) they would like to learn more about.

**Extension*** Report/presentation: Have students write a report or deliver a class presentation on an occupation aligned with their career interest assessment results. In the report, have students explain what they like about the occupation, what they do not like about the occupation, and a business or organization they could work for.
* Role play: Have students partner up and pretend to be school counselors! Each student will swap their Holland Codes results with another student. Then, they both will research which

careers align with the other’s Holland Codes results. After that, each student will write or discuss recommendations on occupations that the other student should learn more about. Be sure each student provides a justification for why the occupations might be a good fit for them.   |

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| **FOR STUDENTS** |

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| **Learn** |

Dr. John Holland (1919 – 2008) was a psychologist who studied how people’s personality and interests influenced what types of careers they gravitated towards. He created groups of careers based on interests that have become known as the Holland Codes. Below is an overview of these groups. Next, you’ll take an assessment to determine which three of these categories are strongest for you. From there, you’ll be able to learn about careers that align with those interests. You might be surprised at what you learn about yourself and about careers you might love!

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| **Holland Career Theme** | **Description** |
| **Realistic** | Realistic people are “Doers.” Realistic people tend to have athletic interests, prefer to work with objects, machines, tools, plants or animals, and like to be outdoors. |
| **Investigative** | Investigative people are “Thinkers.” Investigative people like to observe, learn, investigate, analyze and solve problems. |
| **Artistic** | Artistic people are “Creators.” Artistic people like to work in unstructured situations using their imagination and creativity. |
| **Social** | Social people are “Helpers.” Social people like to work with people to inspire, inform, help, train or cure them. |
| **Enterprising** | Enterprising people are “Persuaders.” Enterprising people like to work with people to influence, persuade and lead them, and to achieve organizational or financial goals. |
| **Conventional** | Conventional people are “Organizers.” Conventional people like to work with information, carry out detailed tasks, and have numerical interests.  |

Career assessments, like the interests assessment you will take in this lesson, should not be the only way you decide which career is best for you. Think of this as one way to explore careers that should also be combined with other types of career assessments, career guidance and counseling, labor market data, and experiences that connect you with industries, careers, and employers in your area.

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| **Do** |

**Take the O\*Net Interest Profiler Assessment!**

* Take the assessment at this website: <https://www.mynextmove.org/explore/ip.>  This 60 question assessment takes roughly 10 minutes to complete.
* Record your top results in the cells below.

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| **Top Scoring Holland Code:**  |   |
| **Secondary Highest Scoring Holland Code:**  |   |
| **Third Highest Scoring Holland Code:**  |   |

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| **Reflect** |
| **Agree**: Which of your Holland Codes results seem most like you?  |  |
| Disagree: Which of your Holland Codes results do you think is the least like you?  |  |
| **Learn More**: Based on your assessment results, what careers would you like to learn more about?  |  |