ANNEX E

MEASURES OF VOCATIONAL INTERESTS

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This document is an annex to the OECD working paper entitled Personality Matters: Relevance and Assessment of Personality Characteristics, by Miloš Kankaraš. The annex contains a selection of measurement instruments designed for assessment of the vocational interests.
O*NET Interest Profiler – Short form

Source: Adapted from Rounds, J., R. Su, P. Lewis and D. Rivkin (2010), O*NET Interest Profiler Short Form Psychometric Characteristics: Summary, National Center for O*NET Development, Raleigh, NC.

**Realistic**
- Build kitchen cabinets
- Lay brick or tile
- Repair household appliances
- Raise fish in a fish hatchery
- Assemble electronic parts
- Drive a truck to deliver packages to offices and homes
- Test the quality of parts before shipment
- Repair and install locks
- Set up and operate machines to make products
- Put out forest fires

**Investigative**
- Develop a new medicine
- Study ways to reduce water pollution
- Conduct chemical experiments
- Study the movement of planets
- Examine blood samples using a microscope
- Investigate the cause of a fire
- Develop a way to better predict the weather
- Work in a biology lab
- Invent a replacement for sugar
- Do laboratory tests to identify diseases

**Social**
- Teach an individual an exercise routine
- Help people with personal or emotional problems
- Give career guidance to people
- Perform rehabilitation therapy
- Do volunteer work at a non-profit organization
- Teach children how to play sports
- Teach sign language to people with hearing disabilities
- Help conduct a group therapy session
- Take care of children at a day-care center
- Teach a high-school class

**Enterprising**
- Buy and sell stocks and bonds
- Manage a retail store
- Operate a beauty salon or barber shop
- Manage a department within a large company
- Start your own business
- Negotiate business contracts
- Represent a client in a lawsuit
- Market a new line of clothing
- Sell merchandise at a department store
- Manage a clothing store

**Artistic**
- Write books or plays
- Play a musical instrument
- Compose or arrange music
- Draw pictures
- Create special effects for movies
- Paint sets for plays
- Write scripts for movies or television shows
- Perform jazz or tap dance
- Sing in a band
- Edit movies

**Conventional**
- Develop a spreadsheet using computer software
- Proofread records or forms
- Load computer software into a large computer network
- Operate a calculator
- Keep shipping and receiving records
- Calculate the wages of employees
- Inventory supplies using a hand-held computer
- Record rent payments
- Keep inventory records
- Stamp, sort, and distribute mail for an organization.
RIASEC Marker Scales


Instructions

The test consists of 48 tasks that you will have to rate by how much you would enjoy performing each on a scale of (1) dislike (2) slightly dislike (3) neither like not dislike (4) slightly enjoy (5) enjoy. The test will take most five to ten minutes to complete.

SET A

Realistic
Test the quality of parts before shipment
Lay brick or tile
Work on an offshore oil-drilling rig
Assemble electronic parts
Operate a grinding machine in a factory
Fix a broken faucet
Assemble products in a factory
Install flooring in houses

Investigative
Study the structure of the human body
Study animal behavior
Do research on plants or animals
Develop a new medical treatment or procedure
Conduct biological research
Study whales and other types of marine life
Work in a biology lab
Make a map of the bottom of an ocean

Artistic
Direct a play
Design artwork for magazines
Write a song
Write books or plays
Play a musical instrument
Perform stunts for a movie or television show
Design sets for plays

Social
Give career guidance to people
Do volunteer work at a non-profit organization
Help people who have problems with drugs or alcohol
Teach an individual an exercise routine
Help people with family-related problems

SET B

Realistic
Perform lawn care services
Repair household appliances
Build kitchen cabinets
Guard money in an armored car
Operate a machine on a production line
Repair and install locks
Set up and operate machines to make products
Build a brick walkway

Investigative
Study ways to reduce water pollution
Study the movement of planets
Examine blood samples using a microscope
Study genetics
Determine the infection rate of a new disease
Diagnose and treat sick animals
Do laboratory tests to identify diseases
Develop a new medicine

Artistic
Conduct a musical choir
Paint sets for plays
Sing in a band
Act in a movie
Conduct a symphony orchestra
Create special effects for movies
Compose or arrange music
Write reviews of books or plays
Draw pictures

Social
Work with juveniles on probation
Take care of children at a day-care center
Teach an elementary school class
Work with mentally disabled children
Teach disabled people work and living skills
Organize field trips for disabled people
Supervise the activities of children at a camp
Teach children how to read
Help elderly people with their daily activities

Enterprising
Sell restaurant franchises to individuals
Sell merchandise at a department store
Manage the operations of a hotel
Operate a beauty salon or barber shop
Manage a department within a large company
Manage a clothing store
Sell houses
Run a toy store

Teach a high-school class
Help conduct a group therapy session

Enterprising
Sell newspaper advertisements
Sell a soft drink product line to stores and restaurants
Give a presentation about a product you are selling
Sell hair-care products to stores and salons
Negotiate contracts for professional athletes
Manage a retail store
Start your own business
Market a new line of clothing

Conventional
Generate the monthly payroll checks for an office
Inventory supplies using a hand-held computer
Use a computer program to generate customer bills
Maintain employee records
Compute and record statistical and other numerical data
Operate a calculator
Handle customers’ bank transactions
Keep shipping and receiving records

Conventional
Keep inventory records
Keep accounts payable/receivable for an office
Calculate the wages of employees
Develop a spreadsheet using computer software
Assist senior level accountants in performing bookkeeping tasks
Transfer funds between banks using a computer
Enter information into a database
Keep records of financial transactions for an organization