Interest Finder

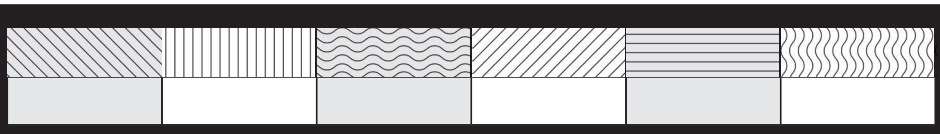
The Interest Finder is designed to help you identify your interests and translate them into occupations. **Don't worry if you have enough education or training to do the work or how much money you would make.** Check the box that represents your interest level for each activity. When determining your interest level, think about whether you may like doing the activity if you were skilled and able to do so.

Access the online Interest Finder:

nccareers.org/find-career/interest-finder

Work Activity	Like	Dislike	Unsure
Build kitchen cabinets.			
Lay brick or tile.			
Develop a new medicine.			
Study ways to reduce water pollution.			
Write books or plays.			
Play a musical instrument.			
Teach an individual an exercise routine.			
Help people with personal or emotional problems.			
Buy and sell stocks and bonds.			
Manage a retail store.			
Develop a spreadsheet using computer software.			
Proofread records or forms.			
Repair household appliances.			
Raise fish in a fish hatchery.			
Conduct chemical experiments.			
Study the movement of planets.			
Compose or arrange music.			
Draw pictures.			
Give career guidance to people.			
Perform rehabilitation therapy.			
Operate a beauty salon or barber shop.			
Manage a department within a large company.			
Load computer software into a large computer network.			
Operate a calculator.			
Assemble electronic parts.			
Drive a truck to deliver packages to offices and homes.			

Record your total number of 'Likes' for each pattern on this page:



Work Activity	Like	Dislike	Unsure
Examine blood samples using a microscope.			
Investigate the cause of a fire.			
Create special effects for movies.			
Paint sets for plays.			
Do volunteer work at a non-profit organization.			
Teach children how to play sports.			
Start your own business.			
Negotiate business contracts.			
Keep shipping and receiving records.			
Calculate the wages of employees.			
Test the quality of parts before shipment.			
Repair and install locks.			
Develop a way to better predict the weather.			
Work in a biology lab.			
Write scripts for movies or television shows.			
Perform jazz or tap dance.			
Teach sign language to people with hearing disabilities.			
Help conduct a group therapy session.			
Represent a client in a lawsuit.			
Market a new line of clothing.			
Inventory supplies using a hand-held computer.			
Record rent payments.			
Set up and operate machines to make products.			
Put out forest fires.			
Invent a replacement for sugar.			
Do laboratory tests to identify diseases.			
Sing in a band.			
Edit movies.			
Take care of children at a day-care center.			
Teach a high-school class.			
Sell merchandise at a department store.			
Manage a clothing store.			
Keep inventory records.			
Stamp, sort, and distribute mail for an organization.			

Record your total number of 'Likes' for each pattern on this page:

Scoring Instructions[1]

Work activity items are coded by pattern to help you score and interpret results. There are six pattern bands to represent six Interest Areas. Work Activities in the same pattern band represent a particular Interest Area. To reveal your Interest Areas, follow these instructions:

Step 1: Count the number of "Likes" you marked for the questions in the **LEFT DIAGONAL** bands of the Interest Finder, then record the number in the first box at the bottom of page 1.

Step 2: Count the number of "Likes" you marked for the questions in **LEFT DIAGONAL** bands of the Interest Finder, then record the number in the first box at the bottom of page 2.

Step 3: Add the numbers in the two boxes on pages 1 and 2, and write the total in the **SCORE** box marked 'R'. This total equals your score for the Realistic Interest Area.

Repeat steps 1, 2, and 3 for the remaining Interest Area pattern bands, then use the **RANK** boxes to rank your Interest Area scores.

Pattern	Interest Area
LEFT DIAGONAL	Realistic
VERTICAL	Investigative
WAVY HORIZONTAL	Artistic
RIGHT DIAGONAL	Social
HORIZONTAL	Enterprising
WAVY VERTICAL	Conventional

	R	I	A	S	E	C
SCORE						

RANK			
	INTEREST AREA 1:	INTEREST AREA 2:	INTEREST AREA 3:
	INTEREST AREA 4:	INTEREST AREA 5:	INTEREST AREA 6:

What Your Interest Areas Mean

Which occupations match your interests? The Interest Profiler measures interests in each of the six Holland RIASEC areas.[2] This section provides definitions for each of the six types.

At the start, you will want to explore occupations that include your First Interest Area. For example, a person with strong Realistic interests would probably be most satisfied with Realistic occupations (e.g., electrician, firefighter, surgical technologist). John Holland, who created the Holland code, suggests that most people will have interests in several of the six interest categories. If you have two Area scores that are the same, consider using them both. Use your Second and Third Interest Areas to explore additional careers.

Read over the definitions of your First, Second, and Third Interest Areas on the following page to get a better understanding of your work-related interests. 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 that interest type.

[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 visit the O*NET® Interest Profiler Short Form Psychometric Characteristics: Summary 2010 onetcenter.org/dl_files/IPSF_Psychometric.pdf.

[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.

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: TV carpenter Norm Abram, snowboarder Chloe Kim, and celebrity mechanic Jesse James.

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 theoretical physicist Stephen Hawking.

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.

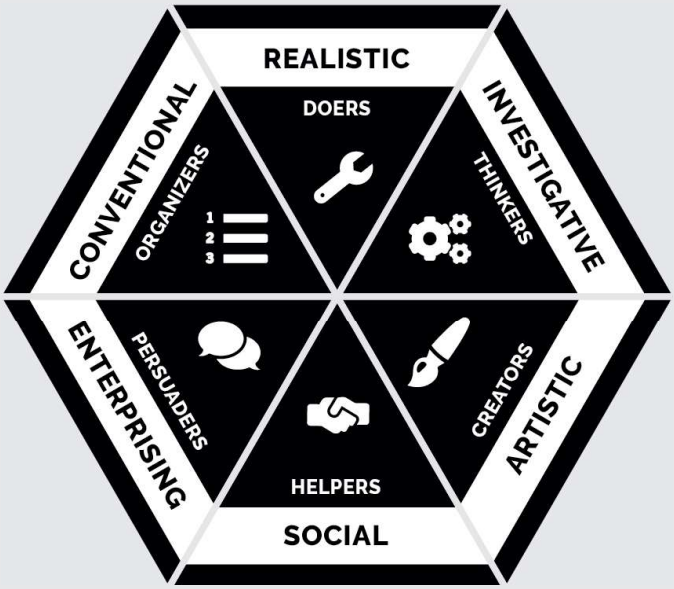
Social – The "Helpers"

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 Dr. 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 Jeff Bezos, and entrepreneur Elon Musk.

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 are beside 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.