

Vocational Personality Types

Realistic: “R”

“R” people are independent, practical, and physically strong. They use their hands/eyes to explore things and achieve. They require physical coordination, strength, agility, and logic. They enjoy risk, excitement, being outdoors, solving specific problems and using tools and machinery. They like to solve problems by doing.

“R” People:

- Like mechanical activities
- Like activities that let them see the result of their work
- Like work that involves using machines, tools, and equipment
- Like to develop manual, mechanical, agricultural, or electrical skills
- Prefer occupations that might involve building or repairing things
- Tend to be down-to-earth and matter-of-fact
- Like to work out-of-doors
- May prefer to work with things or objects more than people

Investigative: “I”

“I” people are independent, curious, intellectual, introspective, often unconventional. They enjoy challenge, variety, and complicated, abstract problems. They solve problems by thinking, using written information and instruments to solve problems. I people like mathematical or scientific activities.

“I” People:

- Think through a problem before acting on it
- Tend to be curious, studious, and independent
- Like mathematical or scientific activities
- Like activities that involve learning about a new subject area
- Like to use their knowledge to find their own solutions to problems
- Get so involved in an activity that they lose track of time
- Search through many possible solutions for a problem
- Like to solve complex problems

Artistic: “A”

“A” people are creative, independent, sensitive, and expressive. They use their hand/eyes/mind to create new things, writings, or ways of doing things. They enjoy beauty, unstructured activity, variety, interesting and unusual sights, sounds, textures, and people. They solve problems by creating.

“A” people:

- Prefer to make their own plans for a project rather than being given plans
- Like activities that allow them to be creative
- Like to be independent
- Like activities that allow them to use their imagination to do original work
- Like activities that let them work according to their own rules
- Like to express himself or herself through drama, art, music, or writing
- Like to feel free from scheduled routine so that time can be used for creative activities
- Like privacy when they are creating

Social: “S”

“S” people are people lovers. They are concerned, sensitive, and supportive. They enjoy activities that allow them to use their skills and talents to interact effectively with others. They are generally less interested in performing mechanical activities or tasks. They like activities that involve working with and helping others. They enjoy closeness, sharing, groups, unstructured activity and being in charge. They enjoy teaching, developing, or helping others.

“S” people:

- Tend to be friendly and helpful
- Like activities that involve working with others rather than alone
- Like activities that involve informing, training, teaching, understanding, and helping others
- Think most people are easy to get along with
- Usually feel good about expressing themselves verbally
- Meet new people and make friends easily
- Like helping people solve their problems
- Like being asked to take a leadership role

Enterprising: “E”

“E” people are energetic, independent, enthusiastic, confident, and often dominant. They’re good with words and enjoy organizing, persuading, leading, managing, excitement variety, and status. Economic goals are important. They like activities where they can take a leadership role or speak in front of groups. They may be less interested in performing scientific tasks. They like fast-paced activities and ones that require taking on a lot of responsibility. They often solve problems by taking risks.

“E” people:

- Have little problem explaining their ideas
- Like being in charge of activities
- Like speaking in front of groups
- Like activities that are fast-paced
- Like activities that require them to take on responsibility
- Like activities that permit leading or influencing others
- Like activities involving sales or management of people and things
- Like to try something that hasn’t been done before

Conventional: “C”

“C” people feel most comfortable doing structured tasks. They like activities that require attention to detail and accuracy. They enjoy order, certainty, and security. They may be less interested in artistic tasks. They’re efficient, practical and orderly in the way they go about things. They are generally reasonable, reliable, and calm.

“C” People:

- Like to know exactly what is expected of them in a new situation
- Tend to be responsible and dependable
- Usually keep their cool and don’t lose their temper in times of stress
- Like activities that allow them to use their organizational skills
- Like activities that require attention to detail
- Like activities that require attention to accuracy
- Like activities involving preparing records, filing papers, typing letters and/or operating computers

UNIT 2: KNOW YOURSELF

TOPIC 2: OCCUPATIONAL INTERESTS

Topic OBJECTIVES: The learner will:

- Participate in a detailed, online career assessment that will focus on interest areas and specific careers
- Identify their career interests
- Learn more about “Occupation Types” and see which groupings seem to match their interests most strongly
- Understand the Student Career Portfolio process that they will complete during the course of the program

Topic OUTCOMES: The learner will:

- Have their results from an online career interest assessment (O*NET Interest Profiler), which they can use to narrow down career clusters/areas of interest, and discover occupations that match their profile
- Receive their portfolio and portfolio checklist, and enter the first component (O*NET Interest Profiler results) both electronically and in their Student Career Portfolio

Topic ACTIVITIES:

Large Group Discussion

- Objectives:**
- To help students understand how knowing their interests can be a tool to finding a satisfying career.
 - To understand that their portfolios will be a valuable career resource for them that they will add to during the course of the program.

Time: 15 minutes

Materials: Portfolio binders with labeled clear sleeves for each assignment, flash drives

Begin by handing out the binder portfolios, portfolio checklists, and flash drives to each student. Ask if anyone might know what a portfolio does, or what it looks like. Explain that portfolios are a great way to capture and keep important career information, which they can refer to when interviewing for a job. Remind them there will be a similar online version at their **Mass CIS My Portfolio** site. Reassure students that there will be lots of help and guidance available to them in order to complete their portfolio, and that it will be filled with “real world” information and examples that will help them join, remain, and advance in the workforce. Tell students they should bring their binder and flash drive to class every session.

Ask the students to name some people they know who seem to really like their job. Then ask why they think that is so (money, hours, challenging, interesting, etc.). Ask what interests the people named have that might relate to their job and happiness with their occupation. Explain that knowing your interests while searching for occupations can help ensure success and satisfaction on the job. If comfortable, students can share an interest they have with the group (such as music, dogs, computers, cars, etc.), or the instructor can provide some general interest areas, and the class can brainstorm careers that might support that interest.

Writing/Reflection/Assessment

Objective: Students will learn more about “Occupation Types” and see which groupings seem to match their interests most strongly.

Time: 15 minutes

Materials: Handout: “Interest Assessments” (sheets 1-4) for everyone in the class, pens/pencils

Explain to students that careers are often grouped into “types” or “clusters” that revolve around a unifying interest (Health Care, Agriculture, Information Technology, etc.). Have everyone fill out the quick “Interest Inventory” and add up their scores to see which occupational type they fall under. Ask students to circle three specific careers of interest under the cluster they scored the highest.