You should know what skills, strengths and personality traits you bring to the workplace.

Assessments can help you figure out these things. They are fun tools that show what you’re good at, and how well you match different occupations.

No matter what your age or where you are in your career, you can benefit from taking a skills or interest assessment. Remember:

- **Don’t panic** if an assessment shows you careers that you don’t like.
- **Take a few assessments** before making your career decision.
- **Talk with an adviser**. Discuss your options with family and friends.
- **The goal** is to get you thinking about careers that you might enjoy.

The interest assessment on the next page is based on Holland’s Interest Inventory. When you’re done, you’ll have an interest profile that matches your interests to career clusters. If you already know your Holland Interest Profile, jump ahead to Step 3.

The MnCareers interest assessment is just one of many options. Below is a list of other skills and interest assessments.

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**CareerOneStop**

Online career tools include the “Skills Profiler” to gauge what skills you have that may interest employers.

[www.CareerOneStop.org](http://www.CareerOneStop.org)

**ISEEK Career Cluster Interest Survey**

Rate activities you enjoy, your personal qualities, and favorite school subjects. Then see which career clusters are a match for you.

[www.iseek.org/careers/clusterSurvey](http://www.iseek.org/careers/clusterSurvey)

**ISEEK Skills Assessment**

The Skills Match-Up shows how your skill level compares to what is needed for different careers.

[www.iseek.org/careers/skillsAssessment](http://www.iseek.org/careers/skillsAssessment)

**MyNextMove**

Start with the section “I’m not really sure” to take the O*NET Interest Profiler and match your likes to occupations.

[www.MyNextMove.org](http://www.MyNextMove.org)

**Minnesota WorkForce Centers**

The WorkForce Centers offer several assessments. Some you do alone, others with a counselor. See page 124 for more details.

<table>
<thead>
<tr>
<th>I Like To:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>…do puzzles</td>
<td></td>
</tr>
<tr>
<td>…work on cars</td>
<td></td>
</tr>
<tr>
<td>…attend concerts, theaters or art exhibits</td>
<td></td>
</tr>
<tr>
<td>…work in teams</td>
<td></td>
</tr>
<tr>
<td>…organize things like files, offices or activities</td>
<td></td>
</tr>
<tr>
<td>…set goals for myself</td>
<td></td>
</tr>
<tr>
<td>…build things</td>
<td></td>
</tr>
<tr>
<td>…read fiction, poetry or plays</td>
<td></td>
</tr>
<tr>
<td>…have clear instructions to follow</td>
<td></td>
</tr>
<tr>
<td>…influence or persuade people</td>
<td></td>
</tr>
<tr>
<td>…do experiments</td>
<td></td>
</tr>
<tr>
<td>…teach or train people</td>
<td></td>
</tr>
<tr>
<td>…help people solve their problems</td>
<td></td>
</tr>
<tr>
<td>…take care of animals</td>
<td></td>
</tr>
<tr>
<td>…have my day structured</td>
<td></td>
</tr>
<tr>
<td>…sell things</td>
<td></td>
</tr>
<tr>
<td>…do creative writing</td>
<td></td>
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<tr>
<td>…work on science projects</td>
<td></td>
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<tr>
<td>…take on new responsibilities</td>
<td></td>
</tr>
<tr>
<td>…heal people</td>
<td></td>
</tr>
<tr>
<td>…analyze things like problems, situations or trends</td>
<td></td>
</tr>
<tr>
<td>…figure out how things work</td>
<td></td>
</tr>
<tr>
<td>…put things together or assemble models</td>
<td></td>
</tr>
<tr>
<td>…be creative</td>
<td></td>
</tr>
<tr>
<td>…show people to others</td>
<td></td>
</tr>
<tr>
<td>…pay attention to details</td>
<td></td>
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<tr>
<td>…do filing or typing</td>
<td></td>
</tr>
<tr>
<td>…learn about other cultures</td>
<td></td>
</tr>
<tr>
<td>…analyze things like problems, situations or trends</td>
<td></td>
</tr>
<tr>
<td>…play instruments or sing</td>
<td></td>
</tr>
<tr>
<td>…dream about starting my own business</td>
<td></td>
</tr>
<tr>
<td>…play music or sing or sing a song</td>
<td></td>
</tr>
<tr>
<td>…dream about starting my own business</td>
<td></td>
</tr>
<tr>
<td>…cook</td>
<td></td>
</tr>
<tr>
<td>…act in plays</td>
<td></td>
</tr>
<tr>
<td>…think things through before making decisions</td>
<td></td>
</tr>
<tr>
<td>…work with numbers or charts</td>
<td></td>
</tr>
<tr>
<td>…help people</td>
<td></td>
</tr>
<tr>
<td>…help people solve their problems</td>
<td></td>
</tr>
<tr>
<td>…draw</td>
<td></td>
</tr>
<tr>
<td>…give speeches</td>
<td></td>
</tr>
</tbody>
</table>

**R I A S E C**
Assessing Yourself

STEP 2:
Add the columns from the previous page and record the number of filled squares for each letter.

R = Realistic .... Total: ________
I = Investigative ... Total: ________
A = Artistic .... Total: ________
S = Social.......... Total: ________
E = Enterprising... Total: ________
C = Conventional... Total: ________

STEP 3:
The three letters with the highest scores are your interest profile. Record your profile to the right.

My Interest Profile:

STEP 4:
To the right are descriptions for each interest code. Read the descriptions for the codes in your interest profile.

Realistic people are DOERS. They are often good at mechanical or athletic jobs. They like to work with things like machines, tools or plants. They like to work with their hands. They are practical and good at solving problems.

Investigative people are THINKERS. They like to watch, learn and solve problems. They often like to work alone. They tend to be good at math or science, and like analyzing data.

Artistic people are CREATORS. They like to have the freedom to use their creativity to come up with new ideas. They often enjoy performing (theater or music) and the visual arts.

Social people are HELPERS. They like to work with people more than with things. They enjoy training, counseling or curing people. They are often good public speakers. They have helpful, empathetic personalities.

Enterprising people are PERSUADERS. They like to work with other people. They like to influence, lead and perform. They are often assertive and full of energy.

Conventional people are ORGANIZERS. They are good with details and like to work with data. They have good organizing skills and like working in structured situations. They often work well with numbers. They are also good at following instructions.
STEP 5:
Match your interest profile from Step 3 to the interest codes below.

R-Realistic
Agriculture ......................... pg. 24
Architecture & Construction .... pg. 28
Health Science ........................ pg. 56
Hospitality & Tourism .............. pg. 64
Information Technology .......... pg. 72
Law & Public Safety ................. pg. 76
Manufacturing ....................... pg. 80
Science, Technology & Math ...... pg. 88
Transportation ...................... pg. 92

I-Investigative
Health Science ....................... pg. 56
Information Technology .......... pg. 72
Science, Technology & Math ...... pg. 88

A-Artistic
Arts & Communications ............. pg. 34
Education & Training ............... pg. 44
Marketing & Sales ................... pg. 84

S-Social
Education & Training ............... pg. 44
Government ........................ pg. 52
Health Science ....................... pg. 56
Human Service ....................... pg. 68
Law & Public Safety ................. pg. 76
Marketing & Sales ................... pg. 84

E-Enterprising
Arts & Communications .......... pg. 34
Business & Management .......... pg. 40
Finance .......................... pg. 48
Hospitality & Tourism .......... pg. 64
Law & Public Safety ................. pg. 76
Marketing & Sales ................... pg. 84
Government ........................ pg. 52

C-Conventional
Architecture & Construction ...... pg. 28
Business & Management .......... pg. 40
Finance .......................... pg. 48
Health Science ....................... pg. 56
Manufacturing ....................... pg. 80
Marketing & Sales ................... pg. 84
Transportation ...................... pg. 92

R and S
Health Science ....................... pg. 56
Human Service ....................... pg. 68
Law & Public Safety ................. pg. 76

R and E
Arts & Communications .......... pg. 34
Hospitality & Tourism .......... pg. 64

I and S
Health Science ....................... pg. 56
Education & Training ............... pg. 44

I and R
Agriculture ........................ pg. 24
Health Science ....................... pg. 56
Information Technology .......... pg. 72
Science, Technology & Math ...... pg. 88

A and S
Education & Training ............... pg. 44
Arts & Communications .......... pg. 34
Marketing & Sales ................... pg. 84

A and R
Arts & Communications .......... pg. 34
Education & Training ............... pg. 44

S and E
Government ........................ pg. 52
Law & Public Safety ................. pg. 76
Marketing & Sales ................... pg. 84

E and C
Business & Management .......... pg. 40
Finance .......................... pg. 48

E and A
Arts & Communications .......... pg. 34
Marketing & Sales ................... pg. 84

C and R
Architecture & Construction ...... pg. 28
Manufacturing ....................... pg. 80
Transportation ...................... pg. 92