

Occupational Interests Profile +
EXTENDED REPORT

What The OIP+ Measures

The OIP+ is a test developed for career guidance situations. The OIP+ is partially based on the pioneering work of John Holland in the area of general career themes, though also includes personality characteristics, which assess how well suited individuals are to different environments. Thus, Personal qualities and career interests are presented in this questionnaire.

Career Interests

- ✓ PERSUASIVE
- ✓ PRACTICAL
- ✓ ARTISTIC
- ✓ SCIENTIFIC
- ✓ ADMINISTRATIVE
- ✓ LOGICAL
- ✓ NURTURING
- ✓ MANAGERIAL

Work Needs (Personal Qualities)

- ✓ EXCITEMENT
- ✓ OPTIMISM
- ✓ STABILITY
- ✓ OPENNESS
- ✓ CONSCIENTIOUSNESS
- ✓ FINANCIAL
- ✓ AGREEABLENESS
- ✓ EXTRAVERSION

Understanding How Career Choices Are Made

Career guidance requires advisors and respondents to investigate three areas which may affect career choices; these are work needs, career interests and skills. The results of the OIP+ can be combined with some brief form of reasoning assessment such as the General Reasoning Test or the Technical Test Battery to provide an insight into the respondent's abilities.



Understanding This Report

This report provides career-relevant information for the respondent in three main areas:

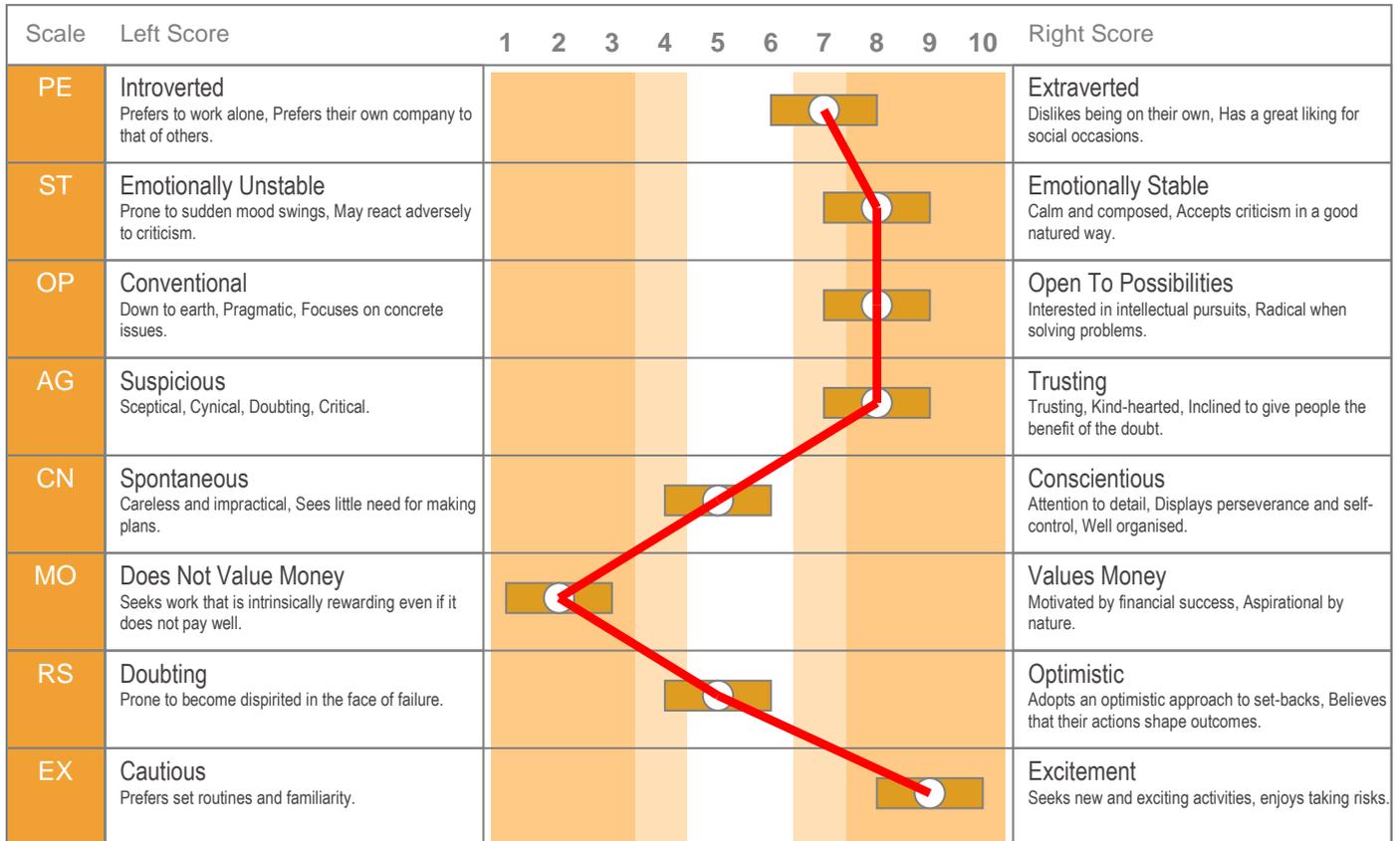
- ✓ Work Needs
- ✓ Career Interests
- ✓ Suggestions For Vocational Exploration

The report also provides guidelines and tips to help the respondent determine career choices:

- ✓ Career Search Tips
- ✓ Occupational Exploration Guide

Personal Work Needs Profile Chart

Below is a chart of Sam Sample's personal work needs. Most people will be about medium in their needs and Sam Sample's high and low needs are those which set him apart from others around him. The meaning of the chart is explained in the narrative below the chart.



Personal Qualities

How Sam Sample Deals With People

His responses suggest that Sam is a fairly sociable, friendly person who enjoys working with, and meeting, other people. As a result, he may prefer a job which gives him a chance to build relationships with people rather than work on his own for an extended period. When problem solving he may feel most comfortable if he can discuss issues with supportive colleagues, and in an environment where there is minimal disagreement. While he is likely to feel comfortable and at ease in most social situations, he is unlikely to seek the limelight, or wish to be the centre of attention. Because Sam may not view himself as a natural communicator, he may also shy away from roles that involve continually persuading others of a particular point of view, product, or service; particularly if he is not personally convinced of it. Fairly active in seeking opportunities to engage socially with others, Sam may have a comparatively large circle of friends, and will probably make the first move when getting to know someone new. With a very trusting and accepting nature, Sam is likely to take people at face value rather than question their motives. Not prone to cynicism, he should accept what others say, without constantly second guessing their actions. Believing that most people are sincere and good-hearted, Sam should try to help friends and colleagues if possible. With an obliging and considerate outlook, he should expect those around him to be similarly dependable. If, however, others let him down or disrupt his goals, he should be capable of assertively confronting them. Open and straight-forward in his relationships, Sam may be suited to roles that involve building trusting relationships with colleagues or customers. In contrast, he may feel uncomfortable in roles that require him to 'play his cards close to his chest'.

Sam views himself as being a little more assertive than most people and, as such, should be capable of taking the lead in situations if he has to. While he should take care to balance his drive to get things done with an appreciation of other people's feelings, there may be times when he feels it is necessary to push for action. While Sam can be direct and to the point when necessary, others are unlikely to see him as being excessively confrontational or pushy. Going forward, Sam may wish to think about a career that provides management opportunities, although this is unlikely to be the most important motivator in his choice of job or career.

Sam Sample's Thinking Style

Sam presents himself as someone who acknowledges the value of following systems and procedures while still being flexible and adaptable. In line with this, he should be no more or less likely than the average person to persist with tasks that are fairly boring and repetitive. He may, however, try to avoid tasks that require meticulous attention to fine detail. When making a decision Sam should be prepared to act with an element of spontaneity, while still appreciating the need to plan ahead and consider various contingencies. While not averse to jobs that involve working in a methodical and systematic way, he may still appreciate some flexibility in his work routine.

An intellectual person, Sam is likely to think through problems in an abstract, theoretical way. Given his conceptual orientation, the risk is that he may overlook day-to-day, operational considerations. Open to engaging in academic debate, people may also see him as sometimes having his 'head in the clouds'. Being open to ideas, he is likely to approach problems from a novel and innovative perspective. Therefore, he should find roles that will enable him to combine his practical interests yet still provide opportunities for creativity and innovation. This would suggest that he is more likely to be drawn to pure science than to applied science or engineering careers.

Sam views himself as having a strong sense of adventure and need for excitement. As such, he should be happy to accept a higher degree of risk than most to achieve an outcome. Others are likely to see him as a very bold risk-taker, and someone who is prepared to fearlessly step outside his comfort zone. As a result, he is likely to seek work that offers considerable opportunity for variety and excitement and should be attracted to roles that involve constantly making quick decisions in a fast changing environment.

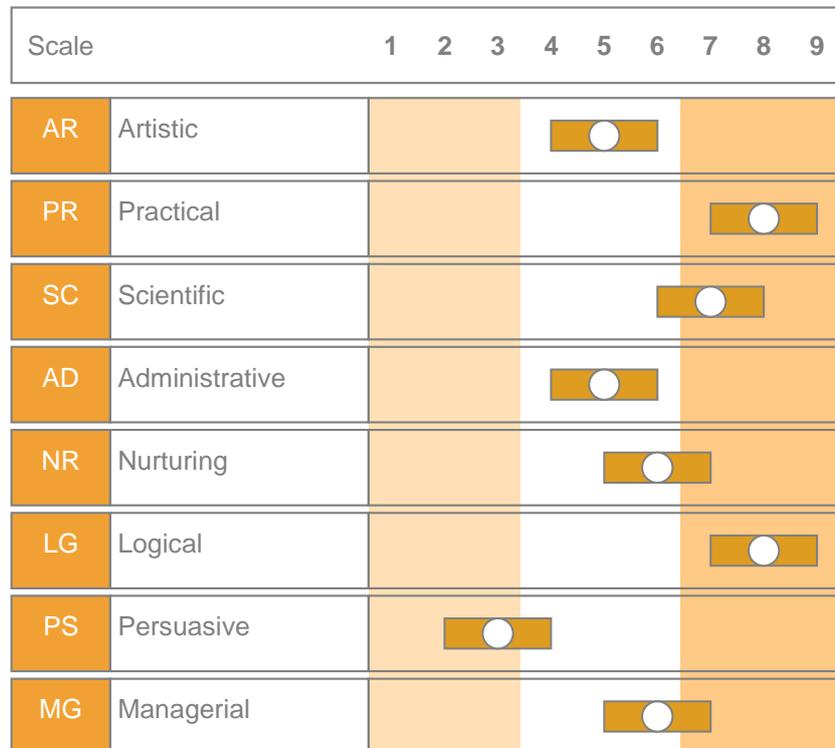
Sam Sample's Coping Style

He views himself as someone who faces challenges in a calm, controlled manner and is unlikely to worry about the future. As a rule, Sam should take constructive criticism in his stride. He is unlikely to feel tense or 'wound up' and should find it easy to concentrate, even when there are distractions. As a rule, he is likely to have little difficulty working effectively in a fairly stressful environment.

As optimistic as most people, Sam should initially approach problems in a constructive and optimistic way; being as likely as the next person to anticipate success. Approaching setbacks in a fairly positive way, he should nevertheless know when to cut his losses and admit failure. In line with this, Sam is likely to enjoy working towards an attainable goal, since he may become disheartened when people set unrealistic goals that result in repeated failure.

Career Interest Profile Chart

Below is a chart of Sam Sample's career interests. Most people have scores around the middle so it is the high and the low interests which tells us about how Sam Sample differs from the 'average' person.



Artistic

Activities involving creative/artistic skills

Practical

Activities involving engineering, machine tools, the use of machinery

Scientific

Activities involving the understanding of natural and physical sciences

Administrative

Activities involving administration and well established procedures

Nurturing

Activities centred on helping and caring for others

Logical

Activities involving problem solving and analytical skills

Persuasive

Activities involving persuasive skills and interaction with customers

Managerial

Activities involving management and the control of others

Primary Occupational Interests

The following is based on Sam Sample's top occupational interests.

Practical/Mechanical

Activities involving engineering, machine tools, the use of machinery and other practical occupations.

Sam appears to be very interested in how things work and is likely to enjoy mending machinery, repairing domestic appliances, office equipment, etc. Achieving a sense of satisfaction from making things, he might consider roles in the building trade (i.e., carpentry, plumbing, drafting), and jobs in the construction industry; particularly if the idea of working outdoors has appeal. In line with this, Sam is likely to be attracted to roles in production, manufacturing or engineering and at a higher level might be interested in professional engineering roles such as civil or structural engineering. Depending upon his physical abilities, he might also consider roles that require manual dexterity, physical strength, or stamina.

Logical/Computational

Activities involving problem solving and analytical skills.

Sam has a strong interest in working with numerical data and using logic to solve analytical problems. In line with this, he might enjoy mathematics or computer studies, and feel a natural affinity for these areas. He might also consider the wide range of roles that are available in information technology (IT) these days. Potential options include working in IT support, on a help desk, or at a higher level working as a computer programmer or systems analyst.

He might also consider linking his interest in computing and mathematics with other career interests. For example, if he has a strong interest in practical and mechanical areas of work he might consider the engineering application of IT, or if he has a strong interest in science, he might consider developing computer or statistical models of scientific processes. Expressing a strong interest in data analysis, roles in statistics, economics, or related areas could also hold appeal.

Financial Motivation

Sam does not appear to place much value on economic success, nor prize the trappings of material wealth. He is the kind of person who may not see any point in pursuing financial gain for its own sake. Not materialistic, he is unlikely to be motivated by the accumulation of wealth. As a result he may wish to select a career on the basis of its intrinsic value as opposed to the financial rewards it offers.

Suggestions For Vocational Exploration

Below are lists of careers which are linked to Sam Sample's interests, needs and abilities. If Sam Sample looks at all the jobs listed there should be at least some which he will wish to follow up, and find out more about.

The following list is based on Sam Sample's Highest career interests: Practical, Logical

JOB CODE	JOB TITLE
Jobs with a High skills requirement	
19-3091.01	Anthropologist
19-4092.00	Forensic Science Technician
17-3029.06	Manufacturing Engineering Technologist
29-1022.00	Oral and Maxillofacial Surgeons
19-1031.02	Range Manager
29-1024.00	Prosthodontist
11-9011.03	Aquacultural Manager
25-1032.00	Engineering Teacher, Postsecondary
19-3091.02	Archeologist
29-1067.00	Surgeon
Jobs with a Moderate skills requirement	
45-1011.08	First-Line Supervisors/Manager of Animal Husbandry and Animal Care Workers
33-2021.02	Fire Investigator
53-6041.00	Traffic Technician
51-4051.00	Metal-Refining Furnace Operators and Tenders
29-2056.00	Veterinary Technologist and Technician
17-3029.04	Electronics Engineering Technologist
51-4012.00	Numerical Tool and Process Control Programmer
29-2032.00	Diagnostic Medical Sonographer
19-4091.00	Environmental Science and Protection Technician, Including Health
19-4041.02	Geological Sample Test Technician
Jobs with a Low skills requirement	
51-4034.00	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
49-9096.00	Riggers
47-4071.00	Septic Tank Servicers and Sewer Pipe Cleaners
47-5021.00	Earth Drillers, Except Oil and Gas
33-9092.00	Lifeguard, Ski Patrol, and Other Recreational Protective Service Worker
51-4081.00	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
49-3043.00	Rail Car Repairers
45-3021.00	Hunters and Trappers
53-5022.00	Motorboat Operators
47-4031.00	Fence Erectors

The following list is based on Sam Sample's Second Highest career interests: Scientific

JOB CODE	JOB TITLE
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Jobs with a High skills requirement

19-1031.01	Soil and Water Conservationist
25-1052.00	Chemistry Teacher, Postsecondary
25-1041.00	Agricultural Sciences Teacher, Postsecondary
19-3091.01	Anthropologist
29-1011.00	Chiropractor
25-1054.00	Physics Teacher, Postsecondary
25-1051.00	Atmospheric, Earth, Marine, and Space Sciences Teacher, Postsecondary
29-1023.00	Orthodontist
19-4092.00	Forensic Science Technician
25-1042.00	Biological Science Teacher, Postsecondary

Jobs with a Moderate skills requirement

29-2056.00	Veterinary Technologist and Technician
17-3029.04	Electronics Engineering Technologist
29-2032.00	Diagnostic Medical Sonographer
19-4091.00	Environmental Science and Protection Technician, Including Health
19-4041.02	Geological Sample Test Technician
19-4031.00	Chemical Technician
29-2031.00	Cardiovascular Technologist and Technician
19-4099.02	Precision Agriculture Technician
17-3025.00	Environmental Engineering Technician
49-2094.00	Electrical and Electronics Repairers, Commercial and Industrial Equipment

Jobs with a Low skills requirement

None Found.

Career Search Tips: Next Steps

In today's rapidly moving workforce, people must take responsibility for managing their own career. This next section is intended to help your job or career search by outlining some useful activity to get you started.

Step One: Information Gathering

Take the time to learn more about the different careers that have been profiled in this report and decide whether or not they fit with your interests. To accomplish this, consider the following suggestions:

- Set up as many information-gathering interviews you can with people who currently work in the job areas of interest to you. What day-to-day tasks do they perform? What specific skills or training do they have? What other experience do they have?
- Take some time to buddy-up with someone who works in an area of interest to you. This is one of the best ways to get a 'feel' for what a job might involve.
- Develop a relationship with as many recruitment consultants who work in your area of interest as you can. What opportunities exist for you? What are employers typically looking for in a candidate?
- Keep an eye on the employment section of your local newspaper or job websites to gather information on your job areas of interest. Keep a summary of the sorts of knowledge, skills, and abilities that employers seek. Many organisations now also have their own careers section on their website.
- Check the internet or employment section of your newspaper for any upcoming job fairs. This is an excellent way of meeting organisational representatives and to learn more about any potential job openings.
- An excellent online source for job information is O*NET which you can visit at <http://online.onetcenter.org>. O*NET is an excellent source of occupational information, including the skills, knowledge, and abilities required for literally hundreds of roles.

Step Two: Developing your skills profile

Take the time to list all the relevant skills you have, as well as those that you may need to develop further. Having compiled this list, you might:

- Talk to your current manager about additional projects, committees or teams you could join to help develop your skills in specific areas.
- Consider any professional courses, training, or workshops you could do either through your current work, local College, or over the internet.
- Volunteer your services for a community group in order to learn new skills.
- Work with a mentor or dedicated coach.

Step Three: Keeping ahead of job search activity

- You can expect to sometimes have negative emotions during a long job search and it may seem difficult to remain positive. Keep your spirits up by setting time aside to relax, do exercise, spend time with friends, and enjoy hobbies.
- List all the people in your personal and professional network who can help you with your job search activity and help 'open doors'. Be clear on what you are looking for and the various ways in which your network can help.
- Be open to the possibility that your next job might be two or three part-time jobs or contract work. Accept that the world of work has changed and don't shut yourself off from opportunities.
- One of the main reasons people don't achieve their career objective is that they give up too early. Job searching is hard work, but remember, every 'no' does take you one step closer to a 'yes'.
- Be willing to explore and pursue every job lead, but focus your time and efforts on quality leads.
- Work out a job search routine and stick to it. It will help you stay motivated and focused. If you are unemployed you may find it helpful to structure your day by: developing a schedule and sticking to it, setting your alarm clock to get up, dressing like you would for work and concluding each day by planning the next.
- Be consistent in the amount of time you spend each week looking for a job. Regular effort is more likely to bring positive rewards.

Occupational Exploration Guide

This report aims to help Sam Sample identify satisfying occupations, by providing an overview of his work preferences and occupational interests. The steps below will guide Sam Sample through the occupational exploration process:

Step One: Explore Sam Sample's personal work preferences

Consider Sam Sample's personal work preferences on page 4, and list those which he may derive satisfaction from (e.g. working as part of a team, working outdoors)

Identify elements of previous roles that have been particularly satisfying for Sam Sample

Step Two: Identify occupations of interest

List any occupations suggested within this report that appear to be in alignment with Sam Sample's work preferences identified in Step 1. Also list any additional occupations that Sam Sample may be interested in exploring further.

Occupation	Alignment with work preferences

Step Three: Research occupations of interest (photocopy as required)

To make an informed career decision, research the occupations of interest using a range of resources, such as: O*Net (<http://online.onetcenter.org>), library, career centre, talk to people in the occupation, arrange a worksite visit, or explore industry websites.

Occupation	
1. What are the key tasks, activities and responsibilities	
2. What knowledge, resources, or specialised training is required to pursue this occupation (e.g. qualifications, skills)	
3. Consider the work environment (e.g. shift work, travel)	
4. Does the job fulfil your requirements (e.g. salary, hours of work, location)	
5. List the pros and cons of this occupation	
Pros	Cons

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5. List the pros and cons of this occupation

Pros	Cons

Step Four: Create an action plan

Develop an action plan to achieve your identified career goals using the framework below:

Objectives What do I want to accomplish?	Resources How will I achieve the objective and what resources do I need?	Target Date When will I achieve this objective?	Measurable Results How will I know when I have achieved the objective?
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Example:

Objective: I want to be a school science teacher

Resources: Obtain a Diploma of Teaching by enrolling at teachers college

Target Date: January 2012

Measurable Results: I will have secured a job as a science teacher