Interests

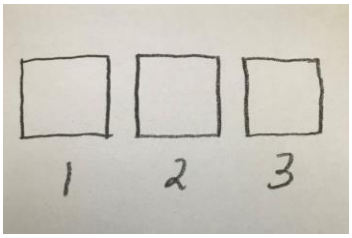
- Interests are the strongest predictor of job satisfaction.
- Connecting our interests to careers is key in finding satisfying work.
- This module will help you:
  - Identify your interest areas
  - Understand how interests relate to careers
  - Get you started exploring careers based on your interests

This module includes an activity to help you identify your interests, determine how your interests connect with careers, and provides tools to explore careers that match your interests. Throughout the module, watch for the blue sections to find instructions.

Identify your interests - activity

The next six slides each show a collection of images and each slide has a letter representing the collection.

To get started, on a piece of paper draw 3 boxes and label them from one to three then follow the instructions below to fill in the boxes:



Box 1 Look through the next 6 slides and identify the collection of images you like best. Think about the activities in each image, not the quality of the images. Then jot down the letter of the grouping you like best.

Box 2 Look through the slides a second time and identify the collection you like second best. Jot down this letter.

Box 3 Look through the slides a third time and identify the collection you like third best. Jot down this letter.

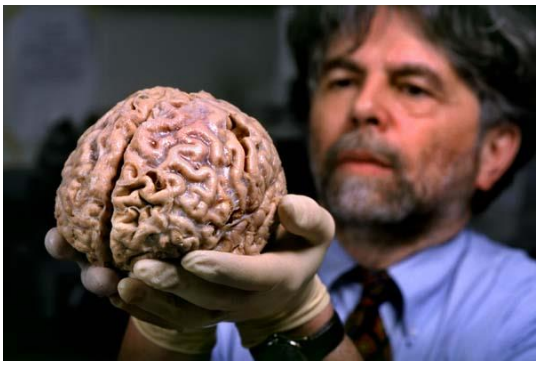
Having trouble deciding?

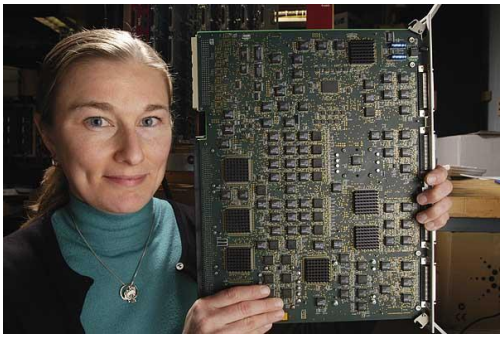
- If you like two collections equally, for purposes of this exercise, make note of that but pick a priority order even if it is random.
- Find that you can't narrow it down to three? For purposes of this exercise, pick three but make note of the others that you also like.

Once you have completed this activity, move on to slide 9.

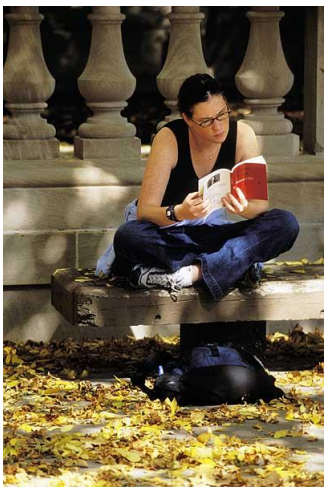
R

I





A



S

Fremont Unified
School District
Fremont, California
gettyimages

E

Merry Christmas

HOUSE
FOR SALE
SOLD

My personal enterprise
It's Chaotic.
It's Slightly Insane.
[BUT IT IS ALL MINE.]
27
Enterprise
rent-a-car

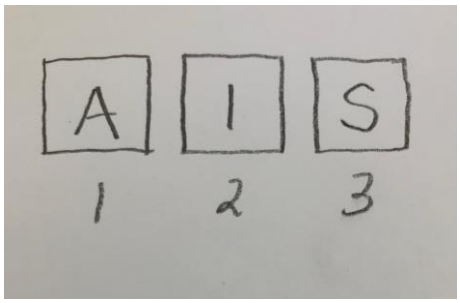
OPEN
BOOK
CAFE
BEVERAGES
BAKERY

C

HA
SB
HOUSING
AUTHORITY OF THE CITY OF SANTA BARBARA
Volunteer Income Tax Assistance

REGISTRATION
M – Z

After viewing the 6 image groupings, you should have your 3 letter code as in the example below:



The next 2 slides give an overview of Holland's Theory.

The image exercise you completed is based on this theory.

Read over the next 2 slides to understand how interests connect with careers.

Holland's Theory

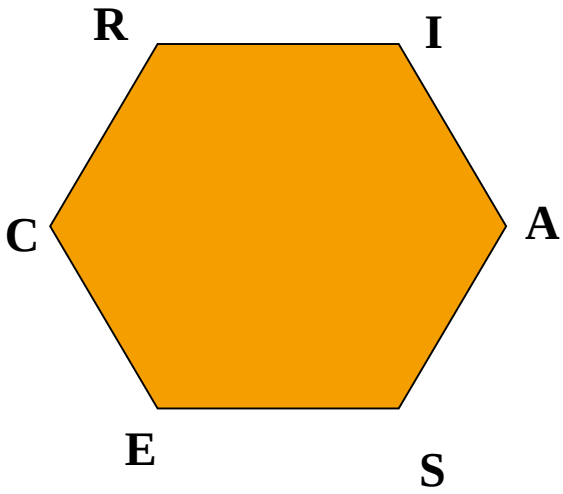
John L. Holland developed a theory that is widely used in career development and planning. The main points of his theory are:

John L. Holland, 1942

- Interests can be organized into six themes. The images you viewed are representative of these **six interest *or* occupational themes.**
- We learn to **prefer some activities** over others
- Our interests & competencies **create who we are**
- People with similar interests are **likely to be attracted to**:
  - the same type of work
  - others with the same interests
  - work environments which reflect those interests

HOLLAND OCCUPATIONAL THEMES

This hexagon shows how the themes are related to one another.

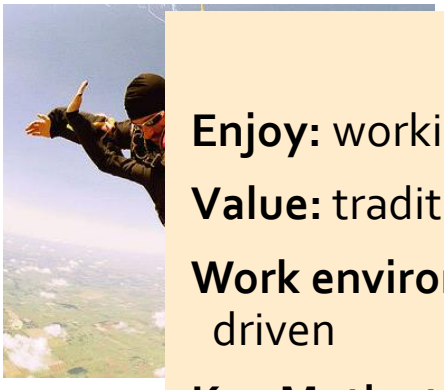


- **R**ealistic
- **I**nvestigative
- **A**rtistic
- **S**ocial
- **E**nterprising
- **C**onventional

Most jobs reflect 3 of these themes and most people have interests in more than one of the themes. Thus the 3-letter code you developed after reviewing the images.

The following 6 slides provide more detail about each theme. **Read through them** and think about which themes sound most like you.

Realistic



DOERS

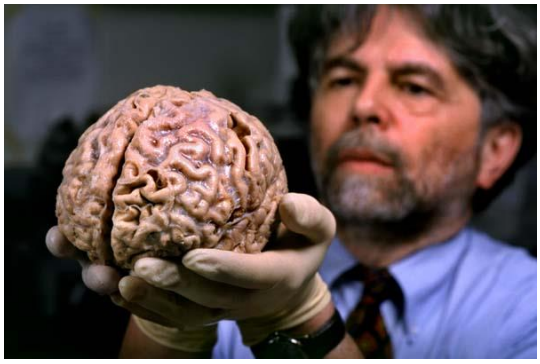
Enjoy: working with *things* more than people

Value: tradition and practicality

Work environments: structured, stable, and product-driven

Key Motivator: using hands-on skills to produce *tangible* results.

Investigative



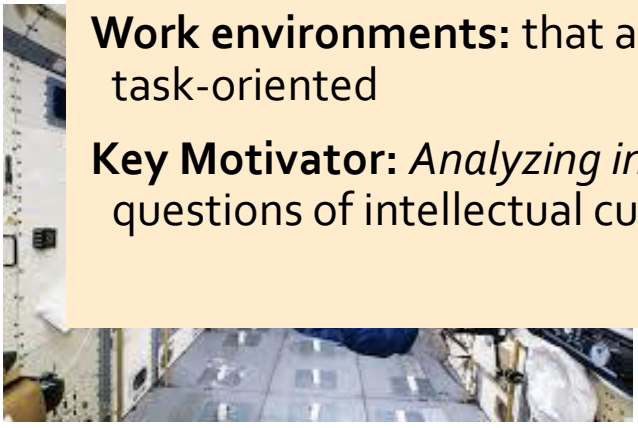
THINKERS

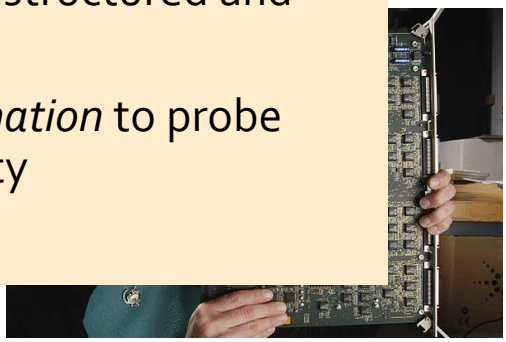
Enjoy: working with *ideas*, *data*, and *things*

Value: new ideas and innovative thinking

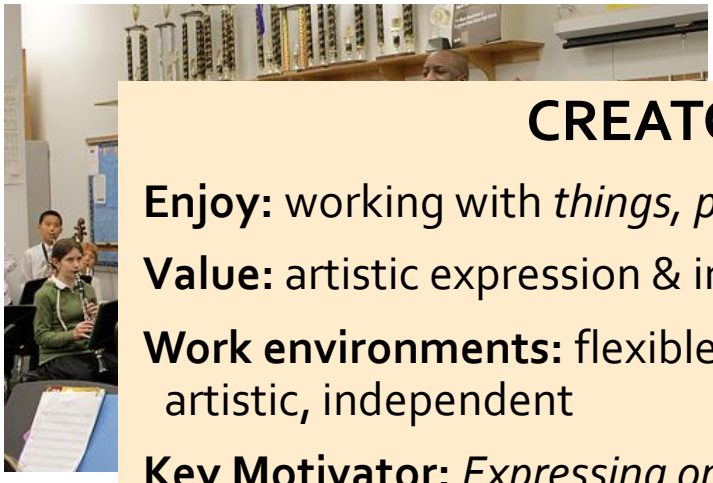
Work environments: that are unstructured and task-oriented

Key Motivator: *Analyzing information* to probe questions of intellectual curiosity





Artistic



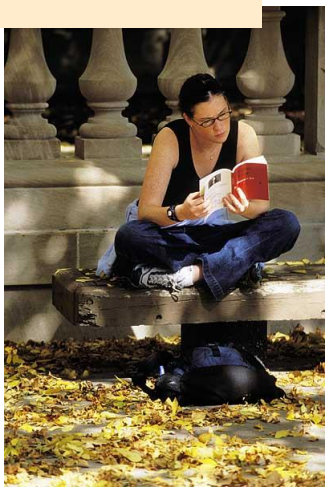
CREATORS

Enjoy: working with *things*, *people*, & *data*

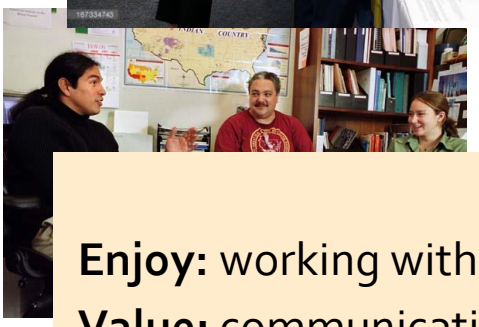
Value: artistic expression & intuition

Work environments: flexible, unstructured and artistic, independent

Key Motivator: *Expressing one's self* in the creation of art or appreciation of beauty



Social



HELPERS

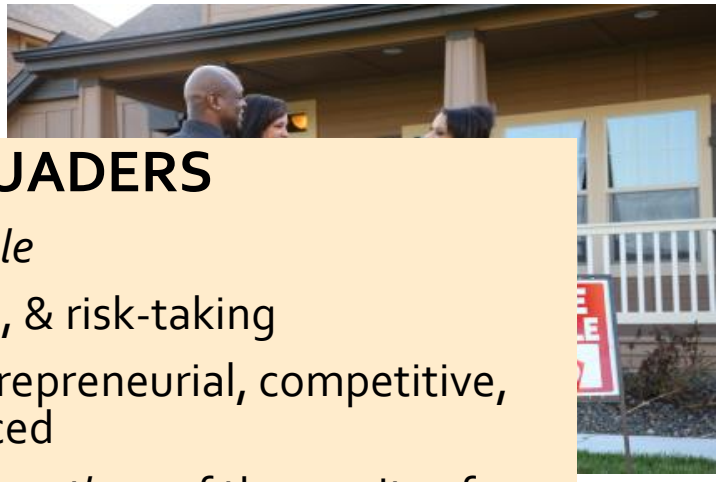
Enjoy: working with *people* more than *data/things*

Value: communication & relationships

Work environments: supportive, cooperative & changing

Key Motivator: *Helping others* to know, grow, change, and get along for the betterment of humanity

Enterprising



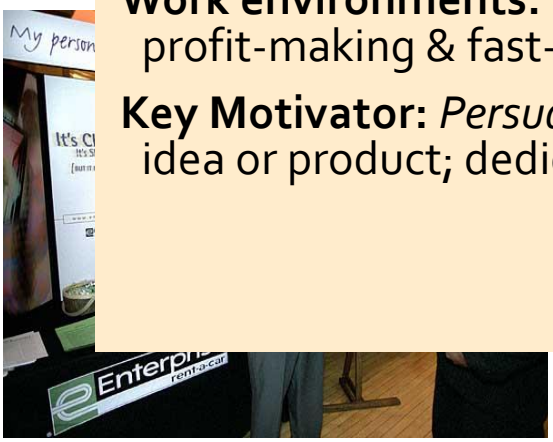
PERSUADERS

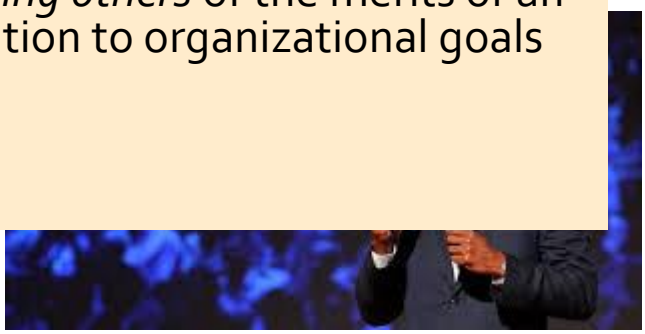
Enjoy: working with *people*

Value: influencing, status, & risk-taking

Work environments: entrepreneurial, competitive, profit-making & fast-paced

Key Motivator: *Persuading others* of the merits of an idea or product; dedication to organizational goals





Conventional

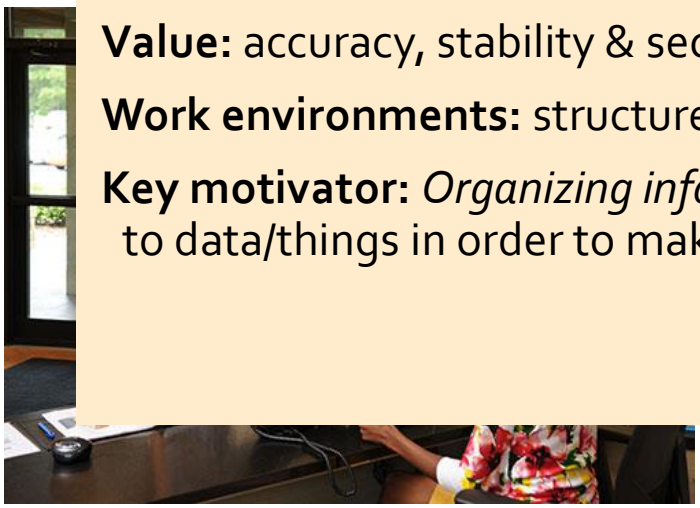
ORGANIZERS

Enjoy: working primarily with *data*

Value: accuracy, stability & security

Work environments: structured, organized, & predictable

Key motivator: *Organizing information* and bringing order to data/things in order to make decisions



Your theme code

- After reading through the detailed slides for each theme, are those that resonate with you most the same themes as your code from the image activity?
- If not, jot down the themes, in order of how you'd rank them, on the same sheet of paper as the original code. This will be your working code moving forward.
- If your code hasn't changed, then that will be the code you use moving forward with this exercise.

A note about your code, this is not engraved in stone by any means. At this point it is helpful to have something to work with as you go through the next steps. And interests aren't the only thing to consider as you think about careers. Visit our skills and values assessments to learn more about yourself.

Connecting your interests to careers

O*NET online is a tool for career exploration and it has a feature which allows you to "plug in" your theme code to discover occupations related to your interests. Here how to do it:

- Go to: https://www.onetonline.org/
- Locate the "Advanced Search" section and use the drop down menu and select "interests"
- You'll see the 6 occupational themes listed.
- Click on your number one theme. This will open a page of occupations related to that theme.
- Fill in the rest of your code and then hit "go" to find a list of occupations that match your code.

Next…

- Read through the list of occupations. Note that not all of the occupations on the list will have a code in the same order as yours. That's okay for now.
- To learn more about an occupation, click on it.
- Look for patterns in the occupations. When looking for patterns, consider the skills, tasks, values, etc. associated with each occupation.
- Look for related types of work, for instance multiple jobs in healthcare or in management.
- Write down occupations that interest you so you can research them further and also think about how they match with your skills and values.

Continued next slide…

Continued from previous slide:

Code order

- It is okay change the order of your code. Think back to the image exercise. If you had trouble deciding on an order, change it to see how that effects your results. You can also drop the 3rd letter to see what options come up.

Reverse look-up

- Do a reverse look-up using O*NET. Using the Occupation Quick Search tool, enter an occupation of interest or even your current/past occupation. In the description, you can find the interest code associated with that occupation.

Tips on what to do with this information…

- Identify jobs you want to research
- Look at our Explore Options page for tools on how to explore
- Remember that this is just one piece of the puzzle. Look at our skills and values assessments to get more information about yourself.
- Meet with a counselor to discuss your results and to learn more about how to move forward with your career planning process.