

SDS

SELF-DIRECTED SEARCH

DEVELOPED BY

JOHN L. HOLLAND, PH.D.

Enterprising

Realistic

Artistic

INVESTIGATIVE

CONVENTIONAL

INTERPRETIVE REPORT

REPORT PREPARED FOR
JANE SAMPLE

Gender: Female

Age: 36

Occupation: ASISTENTA SPITAL PSIHIATRIE

SOCIAL

This report was scored according to
THE ROMANIAN NORMS FOR ADULTS, FEMALES (N=391)

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Introduction

To get the most from your Self-Directed Search (SDS) results, read this report carefully. The report answers some of the questions most frequently asked about the SDS; it also provides lists of possible career options for you to consider as you think about your future. The report concludes with suggestions and resources to assist you with your educational and career planning.

What is the Self-Directed Search (SDS)?

The SDS is a guide to educational and career planning. It was first developed by Dr. John Holland in 1971 and subsequently has been revised three times. The SDS and this Interpretive Report are based on extensive research about how people choose careers. The SDS is the most widely used interest inventory in the world.

What is the SDS Interpretive Report based upon?

The SDS Interpretive Report helps you learn about yourself and your educational and life/career choices. It is based upon the theory that people can be loosely classified into six different groups: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional (RIASEC). Important information about these six types is presented below. Think about yourself as you read about the RIASEC types.

Which types are most like me?

REALISTIC

Realistic (R) people like realistic careers such as auto mechanic, aircraft controller, surveyor, electrician, and farmer. The R type usually has mechanical and athletic abilities, and likes to work outdoors and with tools and machines.

The R type generally likes to work with things more than with people. The R type is described as conforming, frank, genuine, hardheaded, honest, humble, materialistic, modest, natural, normal, persistent, practical, shy, and thrifty.

INVESTIGATIVE

Investigative (I) people like investigative careers such as biologist, chemist, physicist, geologist, anthropologist, laboratory assistant, and medical technician. The I type usually has math and science abilities, and likes to work alone and to solve problems.

The I type generally likes to explore and understand things or events, rather than persuade others or sell them things. The I type is described as analytical, cautious, complex, critical, curious, independent, intellectual, introverted, methodical, modest, pessimistic, precise, rational, and reserved.

ARTISTIC

Artistic (A) people like artistic careers such as composer, musician, stage director, dancer, interior decorator, actor, and writer. The A type usually has artistic skills, enjoys creating original work, and has a good imagination.

The A type generally likes to work with creative ideas and self-expression more than routines and rules. The A type is described as complicated, disorderly, emotional, expressive, idealistic, imaginative, impractical, impulsive, independent, introspective, intuitive, nonconforming, open, and original.

SOCIAL

Social (S) people like social careers such as teacher, speech therapist, religious worker, counselor, clinical psychologist, and nurse. The S type usually likes to be around other people, is interested in how people get along, and likes to help other people with their problems.

The S type generally likes to help, teach, and counsel people more than engage in mechanical or technical activity. The S type is described as convincing, cooperative, friendly, generous, helpful, idealistic, kind, patient, responsible, social, sympathetic, tactful, understanding, and warm.

ENTERPRISING

Enterprising (E) people like enterprising careers such as buyer, sports promoter, television producer, business executive, salesperson, travel agent, supervisor, and manager. The E type usually has leadership and public speaking abilities, is interested in money and politics, and likes to influence people.

The E type generally likes to persuade or direct others more than work on scientific or complicated topics. The E type is described as acquisitive, adventurous, agreeable, ambitious, attention-getting, domineering, energetic, extroverted, impulsive, optimistic, pleasure-seeking, popular, self-confident, and sociable.

CONVENTIONAL

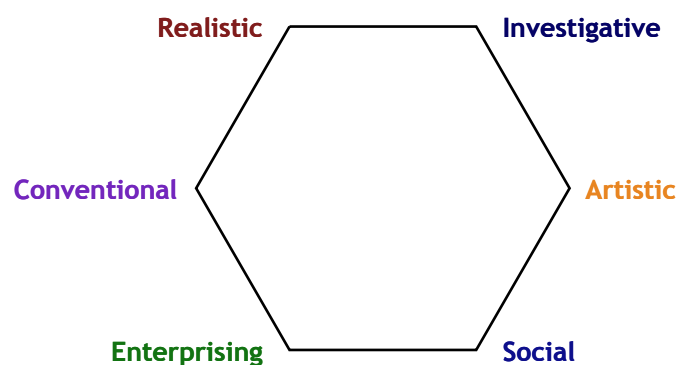
Conventional (C) people like conventional careers such as bookkeeper, financial analyst, banker, tax expert, secretary, and radio dispatcher. The C type has clerical and math abilities, likes to work indoors and to organize things.

The C type generally likes to follow orderly routines and meet clear standards, avoiding work that does not have clear directions. The C type is described as conforming, conscientious, careful, efficient, inhibited, obedient, orderly, persistent, practical, thrifty, and unimaginative.

Sometimes the RIASEC letters are used to describe the areas that a person's interests most resemble. For example, we could say that one person is most like a Realistic, or R, type. Another person might be more like a Social, or S, type. Furthermore, a person often resembles several types, not just one.

How are the six types similar or different?

A six-sided figure - called a hexagon - is used to show the similarities and differences among the six types. Types that are next to one another on the hexagon are most similar. The following hexagon shows the relationships among the six types. For example, Realistic and Investigative types tend to have similar interests, but Realistic and Social types tend to be most different. Conventional types are most closely related to Enterprising and Realistic types, somewhat less similar to Social and Investigative types, but tend to be most different from Artistic types, and so on.



What does my three-letter summary code mean?

Completing the SDS helped you describe what you like - your favorite activities and interests. The three RIASEC types with the highest SDS Summary Scores are your three-letter Holland summary code. Your summary code is a brief way of saying what you like - your combination of interests.

Your interests are mostly a combination of E, S, and C. The first letter of your code shows the type you most closely resemble; the second letter shows the type you next most closely resemble, and so on. The types not in your three-letter code are the types you least closely resemble.

Your summary scores on the SDS were: R = 12, I = 32, A = 28, S = 35, E = 30, C = 17. You might think of your interests as a RIASEC pie, with the size of the six slices being equal to the size of your scores on the SDS. The larger the slice, the greater your interest in that area. Score differences of less than 8 points can be considered as similar. Sometimes summary codes have tied scores, which means they are about equally interesting to you.

Can RIASEC letters be used to classify jobs and other things?

Yes. Jobs, occupations, fields of study, and leisure activities can be grouped into RIASEC areas. It is helpful to think of these as environments that are more comfortable, friendly, and beneficial for some Holland types than for others. For example, if you are a Social type, you will probably like a social environment most because social jobs require activities, values, abilities, and self-views that you have or prefer. In general, people who find environments that match their type are likely to be the most satisfied and successful.

What is a good fit between a person and an environment?

The hexagon can be used to estimate the degree of fit between a person and an occupation or field of study. For example, a Social person in a Social occupation fits the job well; a Social person in an Enterprising or Artistic occupation is not as close a fit but is not far off; a Social person in an Investigative or Conventional occupation is in a less compatible situation; and a Social person in a Realistic occupation is in the most incompatible situation possible on the hexagon. More precise estimates of fit involve using the second and third letters of the person and environment codes. As a measure of fit between you Holland code and an occupation, this report will sometimes list an indicator called "Congruence Index".

What is included in this report?

This report includes, besides the introductory section and its explanations, also the following sections:

- **What is my Holland code:** the listing of your Holland code, computed on the basis of the responses you gave at the SDS;
- **How does my personality profile look like:** details about your profile and code;
- **What careers have I daydreamed about:** a list of your occupational daydreams, with details about how they compare to your code;
- **What occupations might interest me:** a list of potentially satisfying occupations, based on your Holland code;
- **How can I use this report:** suggestions about how you may use this report for optimum results;
- **How can I get more information:** suggestions about how you may gather additional information which might help you to reach an informed decision about your career.

Some technical details about the next sections

The scores in this report will usually be reported to a specific set of norms, thus showing how your scores compare to the results obtained by other people of approximately your own age and gender.

All the norm-referenced scores which are reported in this report will be reported in percentiles. Percentiles are values that divide cases according to values below which certain percentages of cases fall. For example, the 10th percentile for a scale is the value of the scale where 10% of the subjects score below and 90% above. When counted at the 75th percentile, you may assume that 75% of the people in the reference group score below your score, and only 25% score above your score.

In this report you will find, at any point when listing an occupation, a few additional data about that specific occupation, aside of its Holland Code: the DOT number and an ED number.

The DOT number printed by each occupation is taken from the Dictionary of Occupational Titles, a book with brief descriptions of more than 12000 occupations. In order to find out more about the occupations which are of interest to you, you may want to consult the DOT, which is also available online. Keep in mind that the DOT is a resource which has been developed for usage in the United States, not for Romania. Some of the occupations and descriptions therein might not have a perfect corresponding in the Romanian COR (Codul Ocupatiilor din Romania, Romanian Code of Occupations).

The numbers under the ED column have the following meaning:

- 2 means that elementary school training or no special training is required;
- 3 means that high school is usually needed;
- 4 means possibly community college or technical education is usually needed;
- 5 means that college is usually necessary; and
- 6 means that a college degree is required, with possible additional graduate education.

What is my Holland code and how is it typical for me?

Some people find it easy to see which types they are like and to find useful possibilities to explore. For example, the three letters of their code may all be next to one another on the hexagon (e.g., SEA); the first letter of their code may have a summary score much higher than the second letter; or the first two code letters are adjacent on the hexagon.

Other people find it difficult to match themselves to any of the RIASEC types, and they feel that their interests are less clear or stable. For example, the letters of their code are separated by less than 8 points, and can be viewed as about the same. They are about equally interested in several areas.

Your interests are a result of what you have learned and experienced up to this point in your life. You may develop new interests related to the RIASEC types by trying out new things. Also, a person's type may become clearer as he or she grows older or has more life experiences.

For most people, the Holland code contains three letters, but sometimes the scores on the RIASEC types are tied, this means that they are equal. It is thus possible to have in your code four or even five letters - if this is the case, just explore all the possible alternatives and letter combinations.

Your Holland code, based on the responses you gave to the items of the Self-Directed-Search, is:

S I E

How does my personality profile look like?

The details about your profile and code comprise a graphical representation of your scores on the RIASEC scales.

Please keep in mind that your code is computed based on raw scores, the profile however is drawn in percentiles. It is possible that types which did not score among the highest three based on your raw scores might score high based on percentiles. Types exhibiting that behavior usually state that, while not exceptionally high when compared to all Romanians, your interests for those types are stronger than expected for your age and gender. You may want to explore the combinations involving those types, when moving on to the exploration of occupational opportunities.

Type	Raw score	Percentile	Scale										
			Low	10	20	30	40	Average	50	60	70	80	90
Realistic	12	40											
Investigative	32	86											
Artistic	28	64											
Social	35	57											
Enterprising	30	67											
Conventional	17	24											

Below you will also find two additional indicators of your profile: the Consistency Index and the Iachan Differentiation Index. Consistency refers to the similarity between the types represented by your Holland code and is determined by the position of those types in the RIASEC hexagon. Differentiation refers to the level of distinctiveness of your personality profile. It is computed by contrasting the highest scores with the lowest scores in your profile. A good consistency and good differentiation are an expression of a clearer aggregation of your interests.

Index	Raw score	Percentile	Scale										
			Low	10	20	30	40	Average	50	60	70	80	90
Consistency Index	2	28											
Hexagon Differentiation Index	23	26											
Iachan Differentiation Index (L1)	2.5	9											

What careers have I daydreamed about?

When you completed the SDS you were asked to list the occupations you have considered in thinking about your future. You were asked to list the careers you have daydreamed about as well as those you have discussed with others. The occupations you selected are listed in the table below along with the Holland code that corresponds to each occupation.

Also in the table below you will find more details about the occupations you selected: the DOT number in the third column and the ED number in the fourth column. The meaning of these details has been explained above (see "Some technical details about the next sections").

Nr.	Occupation	Code	DOT Number	ED
1	Research Worker, Social Welfare	IER	(054.067-010)	6
2	Mental-Retardation Aide	SRI	(355.377-018)	4
3	Editor, book	AES	(132.067-014)	6

For each occupation you have daydreamed about, you will see below a numerical indicator of congruence. Congruence (or Agreement) refers to the amount of agreement or compatibility between your own Holland code and the Holland code of the occupation you have daydreamed about. Degrees of congruence are determined by the hexagonal model and may be computed in three ways. The technical details will not be presented here, and can be explained by your counselor, if you feel the need to go into that depth. But you should bear in mind that the higher a congruence, the higher your chances of finding satisfaction in that specific occupation.

Nr.	Occupation	Code	Hexagon Congruence Index		Iachan Congruence Index		Zener-Schnuelle Congruence Index	
			Raw	Perc.	Raw	Perc.	Raw	Perc.
1	Research Worker, Social Welfar...	IER	2	12	12	25	0	8
2	Mental-Retardation Aide	SRI	4	83	24	81	3	63
3	Editor, book	AES	3	46	9	14	1	20

What occupations might interest me?

The SDS Interpretive Report has taken your code and searched lists of over 1000 occupations in order to print examples of each for your report.

All combinations of the letters of your Holland summary code were used to build this Interpretive Report. This means that if, for example, your code is RIA, this report will list RIA occupations, but will also list occupations (if there are any) under the headings of RAI, IRA, IAI, AIR and ARI.

This was done to increase your awareness of potentially satisfying occupations, and to provide you with a better understanding of your future possibilities. Remember, every code is different, and Interpretive Reports vary in the numbers of possibilities printed. For some codes there are no possible occupations, or these are so rare that they have not been included in our list. For some others, the list is rather long.

If your personality profile has tied scores and as a consequence your Holland code consists of more than 3 letters, the following lists occupations based on all occupations, deducted from all the letters in your Holland code.

Occupations coded SIE

Occupation	Code	DOT Number	ED
Medical-Record Administrator	SIE	(079.167-014)	6
Chief Technologist, Nuclear Medicine	SIE	(078.131-010)	5
Claim Examiner (Insurance)	SIE	(168.267-014)	5
Dietitian, Clinical	SIE	(077.127-014)	5
Dietitian, Teaching	SIE	(077.127-022)	5
District Supervisor	SIE	(184.117-018)	5
Investigator (Government Service)	SIE	(168.267-062)	5
Nurse, Instructor	SIE	(075.124-018)	5
Physical Therapist	SIE	(076.121-014)	5
Probation-and-Parole Officer	SIE	(195.107-046)	5

Occupations coded SEI

Occupation	Code	DOT Number	ED
Attorney, Insurance	SEI	(110.117-014)	6
Correctional Agency Director	SEI	(188.117-054)	6
Faculty Member, College or University	SEI	(090.227-010)	6
Hearing Officer	SEI	(119.107-010)	6
Political Scientist	SEI	(051.067-010)	6

Occupations coded SEI (continued)

Occupation	Code	DOT Number	ED
President, Financial Institution	SEI	(186.117-054)	6
Psychologist, School	SEI	(045.107-034)	6
Research-Contracts Supervisor	SEI	(162.117-030)	6
Coordinator of Rehabilitation Services	SEI	(076.117-010)	5
Director of Guidance, Public Schools	SEI	(045.117-010)	5
Historian	SEI	(052.067-022)	5
Labor Standards Director	SEI	(188.117-066)	5
Loan Officer	SEI	(186.267-018)	5
Manager, Computer Operations	SEI	(169.167-082)	5
Nurse, Head	SEI	(075.137-014)	5
Nurse, Supervisor	SEI	(075.167-010)	5
Park Naturalist	SEI	(049.127-010)	5
School Principal	SEI	(099.117-018)	5
Superintendent of Schools	SEI	(099.117-022)	5

Occupations coded ISE

Occupation	Code	DOT Number	ED
Allergist-Immunologist	ISE	(070.101-102)	6
Cardiologist	ISE	(070.101-014)	6
Endodontist	ISE	(072.101-014)	6
Engineer, Product-Safety	ISE	(012.061-010)	6
General Practitioner (Medical Services)	ISE	(070.101-022)	6
Pediatrician	ISE	(070.101-066)	6
Psychologist, Chief	ISE	(045.107-046)	6
Zoo Veterinarian	ISE	(073.101-018)	6
Actuary	ISE	(020.167-010)	5
Coroner	ISE	(168.161-010)	5
Customs Import Specialist	ISE	(168.267-018)	5
Engineer, Photographic	ISE	(019.081-014)	5
Nurse Anesthetist	ISE	(075.371-010)	5
Nurse, Staff, Occupational Health Nursing	ISE	(075.374-022)	5
Nurse, Supervisor, Community-Health Nursing	ISE	(075.127-026)	5
Optometrist	ISE	(079.101-018)	5
Perfumer	ISE	(022.161-018)	5
Radiologic Technologist, Chief	ISE	(078.162-010)	5
Research Worker, Encyclopedia	ISE	(109.267-014)	5

Occupations coded IES

Occupation	Code	DOT Number	ED
Engineering Manager, Electronics	IES	(003.167-070)	6
Metrologist	IES	(012.067-010)	6
Psychologist, Educational	IES	(045.067-010)	6
Psychologist, Industrial-Organizational	IES	(045.107-030)	6
Safety Manager	IES	(012.167-058)	6
Sociologist	IES	(054.067-014)	6
Appraiser (Governmental Services)	IES	(188.167-010)	5

Occupations coded IES (continued)

Occupation	Code	DOT Number	ED
Engineer, Electronics-Test	IES	(003.061-042)	5
Pharmacist	IES	(074.161-010)	5
Psychometrist	IES	(045.067-018)	5
Public Health Service Officer	IES	(187.117-050)	5

Occupations coded ESI

Occupation	Code	DOT Number	ED
Attorney, Tax	ESI	(110.117-038)	6
Department Head, College or University	ESI	(090.167-010)	6
Lawyer	ESI	(110.107-010)	6
Library Consultant	ESI	(100.117-014)	6
Budget Officer	ESI	(161.117-010)	5
Computer Operations Supervisor	ESI	(213.132-010)	5
Estate Planner	ESI	(186.167-010)	5
Flight Operations Manager	ESI	(184.117-038)	5
Health Officer, Field	ESI	(168.167-018)	5
Newscaster	ESI	(131.262-010)	5
Producer (Amusement and Recreation)	ESI	(187.167-178)	5
Quality Assurance Director	ESI	(189.117-042)	5
Sanitation Superintendent	ESI	(188.167-098)	5
Urban Planner	ESI	(199.167-014)	5
Ferryboat Captain	ESI	(197.163-010)	4
Library Technical Assistant	ESI	(100.367-018)	4
Operations Manager (Motor Transportation)	ESI	(184.167-118)	4

Occupations coded EIS

Occupation	Code	DOT Number	ED
Education and Training Manager	EIS	(166.167-026)	6
Educational Specialist	EIS	(099.167-022)	6
Program Services Planner	EIS	(188.167-110)	6
Battalion Chief	EIS	(373.167-010)	5
Buyer, Grain	EIS	(162.167-010)	5
Controller	EIS	(160.167-058)	5
Dental Laboratory Manager	EIS	(187.167-090)	5
Food Services Director	EIS	(187.167-026)	5
Laboratory Supervisor (Professional and Kindred)	EIS	(022.137-010)	5
Operations Supervisor, Nuclear Power Plant	EIS	(952.132-010)	5
Project Manager, Environmental Research	EIS	(029.167-014)	5

How can I use this report?

The SDS Interpretive Report helps you identify occupations, and with the help of a counselor also fields of study and leisure areas, in terms of your code and the RIASEC types. This report can help you be more certain that your occupational choice or present occupation is right for you, and that you have not overlooked another desirable occupation or field of study. However, no test or person can provide perfect assurance. Therefore, it is important to explore and learn as much as you can about yourself and the occupational and educational world.

It is suggested that you mark each possibility listed by the SDS Interpretive Report as either No Interest (NI), Unsure (U), or Good Possibility (GP). Caution - be sure possibilities you mark "NI" are not discarded because of inaccurate stereotypes or lack of information and that possibilities marked "U" are those about which you are uncertain or unfamiliar.

How can I get more information?

There are six basic ways to get information for educational and career planning. Try to use several of these activities to explore information related to your Holland codes.

- 1. Observe. You can learn about occupations by observing people at work and study, such as members of your family, neighbors, associates, and friends. You also can observe workers by looking at career films and videos.*
- 2. Visit. You can make field trips, intern, or "shadow" workers on the job. Your school or organization may have a program to help you do this.*
- 3. Listen. Talk with persons in fields of study and occupations related to your code. Make up interview questions and ask them the why, what, when, where, and how questions about their fields. Most people are pleased to talk about what they do.*
- 4. Write. You can write to professional associations, schools, unions, and other places to get information about occupations, fields of study, and financial aid. Many of these places already have things printed to send you.*
- 5. Read. You can learn much about occupations and fields of study by reading about them. The list of materials at the end of this report will give you a place to start.*
- 6. Try Out. You can learn a lot about yourself by doing various activities and then thinking about your reactions. Remember, you learn from both positive and negative experiences. Fields of study and leisure activities can be useful for trying out your interests.*

Resources Used to Generate This Report

The SDS Interpretive Report for Romania is based on the US Interpretive Report, authored by Robert C. Reardon, PhD, and PAR Staff, and includes information from the following sources: SDS Form R Assessment Booklet by John L. Holland (Copyright 1994 by Psychological Assessment Resources, Inc.), the My Vocational Situation by John L. Holland, Denise C. Daiger, and Paul G. Power (Copyright 1980 by Consulting Psychologists Press, Inc.), The Occupations Finder by John L. Holland (Copyright 2000 by Psychological Assessment Resources, Inc.), the You and Your Career booklet by John L. Holland (Copyright 1994 by Psychological Assessment Resources, Inc.), The Educational Opportunities Finder by Donald Rosen, Kay Holmberg, and John L. Holland (Copyright 1997 by Psychological Assessment Resources, Inc.), The Leisure Activities Finder by Kay Holmberg, Donald Rosen, and John L. Holland (Copyright 1997 by Psychological Assessment Resources, Inc.), Making Vocational Choices by John L. Holland (Copyright 1997 by Psychological Assessment Resources, Inc.), the Self-Directed Search (SDS) Professional User's Guide by John L. Holland, Amy B. Powell, & Barbara A. Fritzsche (Copyright 1997 by Psychological Assessment Resources, Inc.), and the Self-Directed Search (SDS) Technical Manual by John L. Holland, Barbara A. Fritzsche, and Amy B. Powell (Copyright 1997 by Psychological Assessment Resources, Inc.).

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Detailed listing of scores

This section is provided only for the use of your counselor. You should not try to interpret the results pictured in this section without the aid of a qualified counselor. This section lists the partial results obtained by you, for the 5 separate sections on which your preferences on every type have been measured: Activities, Competencies, Occupations, Self-Estimate (First Set) and Self-Estimate (Second Set).

Type	Raw score	Percentile	0	10	20	30	40	Average	50	60	70	80	90	High	99
REALISTIC															
Activities	2	40													
Competencies	4	72													
Occupations	1	33													
Mechanical Ability	1	14													
Manual Skills	5	69													
INVESTIGATIVE															
Activities	8	89													
Competencies	8	89													
Occupations	5	57													
Scientific Ability	4	62													
Math Ability	2	16													
ARTISTIC															
Activities	8	73													
Competencies	6	60													
Occupations	8	75													
Artistic Ability	6	88													
Musical Ability	2	26													
SOCIAL															
Activities	8	62													
Competencies	11	86													
Occupations	9	66													
Teaching Ability	5	50													
Understanding of others	6	64													
ENTERPRISING															
Activities	9	78													
Competencies	6	50													
Occupations	7	70													
Sales Ability	3	46													
Managerial Skills	4	35													
CONVENTIONAL															
Activities	1	15													
Competencies	7	55													
Occupations	1	22													
Clerical Ability	3	20													
Office Skills	4	14													

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