

Picture Interest Career Survey

PICS

A visual way to identify your
career interests and start career
exploration and planning

Robert P. Brady, Ed.D.

Name _____

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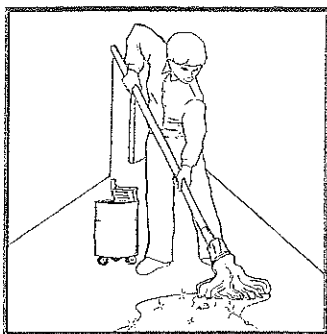
Age _____ Gender _____

Second Edition

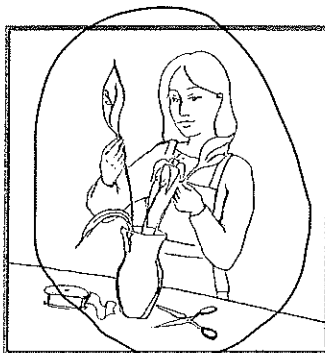
The *Picture Interest Career Survey (PICS)* is a quick, visual way for you to identify your occupational interest areas. You can then use your *PICS* results to explore careers that match those interests.

DIRECTIONS: Each of the 36 items consists of three pictures. Each picture shows an individual working. Decide which of the three pictures in each item is most interesting to you and circle that picture. Then go on to the next item. There are no right or wrong answers. Choose only one picture in each item to circle. Complete all 36 items.

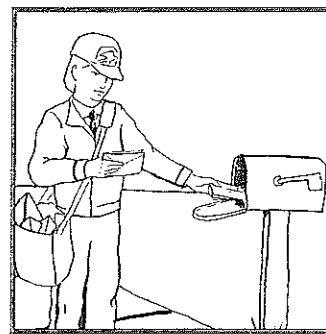
SAMPLE ITEM: In the sample item below are three pictures of individuals working. Picture A is a person cleaning a floor, picture B is a person arranging flowers, and picture C is a person delivering mail. If picture B interests you the most out of the three pictures, then circle it.



A



B



C

To get started, simply turn the page and begin with item 1.

Step 3: Determine your *Occupational PICS Code* by placing the first letter of your highest scored interest on the first line below, the next highest on the second line, and so on. Your code will be the three highest scored interest areas. In the event of ties, draw a circle around the tied code letters to unite them.

Occupational PICS Code _____

Interpreting Your Occupational PICS Code

Your *Occupational PICS Code* suggests which interest areas might best fit your personality, preferred work activities, and ideal work environment. Below are descriptions of the six occupational interest areas.

Even if you score very high in one category, other areas may interest you. Be sure to research careers that match all of your interests. If you have scoring ties, consider those alternative *Occupational PICS Codes* as well. Your counselor, test administrator, or teacher may need to help you interpret your code.

R—REALISTIC

Individuals interested in this area usually like to work with things, use tools and machines, and prefer physical and mechanical work. They are often described as persistent and practical. They are most comfortable in a structured and stable work environment. Workers with high realistic interest are typically found in construction and skilled trades, production and manufacturing, applied technologies, agriculture, transportation and logistics, textiles, hospitality and recreation, food service, and natural resources.

S—SOCIAL

Individuals interested in this area usually like to work with people and prefer helping, teaching, and healing work. Social individuals are often described as supportive, understanding, patient, and generous. They favor jobs that require listening, comforting, and advising. Workers with high social interest are often found in education, health and human services, recreation and fitness, safety and service, and religious vocations.

I—INVESTIGATIVE

Individuals interested in this area usually like to work with ideas and data and prefer problem solving, scientific, and technical work. They are often described as curious, intellectual, and independent. They favor jobs that require abstract thinking, research, and analysis. Workers with high investigative interest are often found in the life and physical sciences, health and behavioral sciences, applied technologies, academics, research and development, and mathematics and engineering.

Individuals interested in this area usually like to work with people and prefer leading and persuading. Enterprising individuals are often described as confident, ambitious, and energetic. They generally favor jobs that involve selling and achieving set goals. Workers with high enterprising interest are often found in business and administration, marketing, finance and insurance, retail and wholesale sales, and law.

A—ARTISTIC

Individuals interested in this area usually like to work with people, ideas, and things and prefer creative and self-expressive work. Artistic individuals are often described as imaginative, open, and original. They favor flexible and less predictable work environments. Workers with high artistic interest are often found in design, applied arts, architecture, culinary arts, performing arts, fine arts, education, communication and media, and fashion.

C—CONVENTIONAL

Individuals interested in this area usually like to work with data, things, and people and prefer clerical and computational work. Conventional individuals are often described as organized, efficient, and careful. They generally favor jobs that involve working with numbers, machines, and computers to meet required goals. Workers with high conventional interest are often found in accounting, banking, financial analysis, office work, and the computer applications sector.

For free *PICS* career exploration resources, including a *PICS Career Locator* and a *PICS Career Planning Worksheet*, please visit www.jist.com.

O*NET INTEREST PROFILER SHORT FORM



Read the 60 work activities below. Place a check in the box by the activities you would like to do. **Do not** think about how much education/training is needed or how much money you will make! Count the number of checks for each shaded section and write that total in the box to the right of each section. These are your scores for each interest area.

<input type="checkbox"/> Build kitchen cabinets <input type="checkbox"/> Lay brick or tile <input type="checkbox"/> Repair household appliances <input type="checkbox"/> Raise fish in a fish hatchery <input type="checkbox"/> Assemble electronic parts	<input type="checkbox"/> Drive a truck to deliver packages to offices and homes <input type="checkbox"/> Test the quality of parts before shipment <input type="checkbox"/> Repair and install locks <input type="checkbox"/> Set up and operate machines to make products <input type="checkbox"/> Put out forest fires	Total <input type="text"/>
Realistic checks =		
<input type="checkbox"/> Develop a new medicine <input type="checkbox"/> Study ways to reduce water pollution <input type="checkbox"/> Conduct chemical experiments <input type="checkbox"/> Study the movement of planets <input type="checkbox"/> Examine blood samples using a microscope	<input type="checkbox"/> Investigate the cause of a fire <input type="checkbox"/> Develop a way to better predict the weather <input type="checkbox"/> Work in a biology lab <input type="checkbox"/> Invent a replacement for sugar <input type="checkbox"/> Do laboratory tests to identify diseases	Total <input type="text"/>
Investigative checks =		
<input type="checkbox"/> Write books or plays <input type="checkbox"/> Play a musical instrument <input type="checkbox"/> Compose or arrange music <input type="checkbox"/> Draw pictures <input type="checkbox"/> Create special effects for movies	<input type="checkbox"/> Paint sets for plays <input type="checkbox"/> Write scripts for movies or television shows <input type="checkbox"/> Perform jazz or tap dance <input type="checkbox"/> Sing in a band <input type="checkbox"/> Edit movies	Total <input type="text"/>
Artistic checks =		
<input type="checkbox"/> Teach an individual an exercise routine <input type="checkbox"/> Help people with personal or emotional problems <input type="checkbox"/> Give career guidance to people <input type="checkbox"/> Perform rehabilitation therapy <input type="checkbox"/> Do volunteer work at a non-profit organization	<input type="checkbox"/> Teach children how to play sports <input type="checkbox"/> Teach sign language to people who are deaf or hard of hearing <input type="checkbox"/> Help conduct a group therapy session <input type="checkbox"/> Take care of children at a day-care center <input type="checkbox"/> Teach a high-school class	Total <input type="text"/>
Social checks =		
<input type="checkbox"/> Buy and sell stocks and bonds <input type="checkbox"/> Manage a retail store <input type="checkbox"/> Operate a beauty salon or barber shop <input type="checkbox"/> Manage a department within a large company <input type="checkbox"/> Start your own business	<input type="checkbox"/> Negotiate business contracts <input type="checkbox"/> Represent a client in a lawsuit <input type="checkbox"/> Market a new line of clothing <input type="checkbox"/> Sell merchandise at a department store <input type="checkbox"/> Manage a clothing store	Total <input type="text"/>
Enterprising checks =		
<input type="checkbox"/> Develop a spreadsheet using computer software <input type="checkbox"/> Proofread records or forms <input type="checkbox"/> Install software across computers on a large network <input type="checkbox"/> Operate a calculator <input type="checkbox"/> Keep shipping and receiving records	<input type="checkbox"/> Calculate the wages of employees <input type="checkbox"/> Inventory supplies using a hand-held computer <input type="checkbox"/> Record rent payments <input type="checkbox"/> Keep inventory records <input type="checkbox"/> Stamp, sort, and distribute mail for an organization	Total <input type="text"/>
Conventional checks =		

In the boxes below, write the names of the interest areas with the three highest scores. The first box is your highest or primary interest. If there are ties, choose the interest with activities that you think are the best fit for you.

1 2 3

Descriptions of the 14 Abilities

Here are descriptions of the 14 abilities in the *Ability Explorer*.

Artistic: Individuals who have this ability understand and use artistic principles and methods in different ways. For example, they may draw, paint, sculpt, or take photographs. They may use their ability to decorate, design, or create products.

Clerical: Individuals who have this ability are very detail-minded. They are usually very accurate in their work. Often they use their eyes, hands, and fingers at the same time to enter figures in books and on forms, to use a calculator, or to use a computer keyboard and other office machines.

Interpersonal: Individuals with this ability communicate well with many kinds of people. They are able to be understanding, friendly, and polite in different situations. They work well with others and contribute to a group with ideas and suggestions.

Language: Individuals who have this ability use spelling, grammar, and punctuation correctly when writing documents such as letters and reports and writing or reporting stories. They are able to speak clearly. They are able to understand and respond to feedback and to ask questions appropriately.

Leadership: Individuals who have this ability get people to work well together. These individuals have the ability to communicate thoughts, feelings, and ideas to support a position. They may have the ability to react quickly in emergencies. They can make decisions that involve a large amount of money or the safety of other people.

Manual: Individuals who have this ability use their hands, fingers, and eyes together to control equipment, to adjust controls on machines, to use hand tools, or to put products together. They have the ability to read and follow instructions to operate and adjust machines and equipment. They may use strength and other physical skills.

Musical/Dramatic: Individuals who have musical or dramatic ability may understand the sounds of different musical instruments. They may have the ability to interpret roles and express ideas and emotions through body movements and the face. They might play instruments, sing, or teach or direct music. They may produce, direct, or perform in plays.

Numerical/Mathematical: Individuals with numerical and mathematical ability are able to deal with practical problems in business, technology, or science by choosing correctly from different mathematical techniques. They are able to express mathematical ideas in speaking and in writing.

Organizational: Individuals who have this ability know how to decide what is most important so that it is completed first and on time. They are able to organize, process, and maintain written or computerized records and other forms of information in a way that makes sense.

Persuasive: Individuals with this ability influence opinions by presenting their views on matters. These individuals are able to convince a person or a group to take a certain action or to adopt a certain idea.

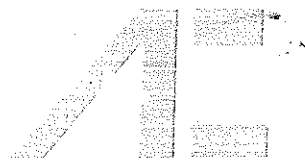
Scientific: Individuals who have this ability apply scientific research findings to problems in medicine, the life sciences, and the natural sciences. They may use logic or scientific thinking to deal with problems or to understand or treat human and animal injuries and illnesses. Often they base their conclusions on information that can be measured or proved.

Social: Individuals who have this ability use special skills to help others define and solve personal problems. They have the ability to deal well with others. Individuals who have this ability may gather and study information about others. They may work on a person-to-person basis or with groups.

Spatial: Individuals with this ability are able to look at objects from one angle and know what they would look like from a different angle. They can look at a rough sketch and understand what the finished product will look like.

Technical/Mechanical: Individuals who have this ability understand technical or mechanical language. They understand the steps for setting up and operating machines such as computers. They have the ability to spot and correct parts that do not function properly.

ABILITY



EXPLORER™

SECOND
EDITION

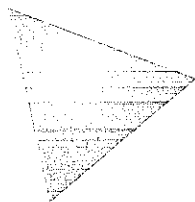
JOAN C. HARRINGTON

THOMAS E. HARRINGTON, PH.D.

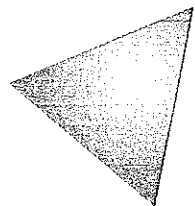
Name _____ Date _____

Gender Male Female Administered by _____

Grade _____ Date of Birth _____



Everyone has abilities. What do you do well? When you answer that question, you're talking about your abilities. Some of your abilities are stronger than other abilities. Knowing about your abilities can help you make the most of them when planning your future. People are usually happiest when they use their best abilities.



The *Ability Explorer* helps you find out which abilities are your best ones. It covers 14 abilities and then connects your top abilities to certain courses, activities, and careers.

The *Ability Explorer* is not a test, and there are no right or wrong answers. To begin using the *Ability Explorer*, open this booklet and begin with Step 1.



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STEP 5

Develop Your Abilities Through Activities

Activities help to develop your abilities. Below are some activities related to each ability. For your two highest-rated abilities:

1. Read the list of activities.
2. Put a check mark next to an activity if
 - You have done the activity, and you think you have done it well or very well.
3. Draw a circle around an activity if
 - You have never done the activity and would like to try it.
 - You have done the activity, but not very well, and would like to do it better.

Artistic

- Made or decorated clay or ceramic objects
- Did arts and crafts
- Made jewelry
- Created posters
- Did drawing, painting, or sketching
- Mounted and framed pictures
- Carved designs in wood
- Recognized the styles of famous painters

Clerical

- Collected money for a club or school event and kept records
- Read term papers or reports to check for mistakes
- Compared credit charge slips with billing statements
- Answered questions by e-mail, mail, and phone
- Completed forms for ordering merchandise
- Filed letters or other papers
- Used a personal computer
- Kept score for sports events

Interpersonal

- Worked at a school event
- Been a member of a panel discussion
- Did volunteer work
- Tutored someone
- Been involved in a club
- Participated in online discussion groups

- Played on a sports team
- Worked as a baby-sitter

Language

- Entered an essay or short story in a writing contest
- Wrote poems or stories
- Kept a diary, blog, or journal
- Created an advertisement
- Gave a speech before a group
- Kept a portfolio for your papers
- Learned a different language
- Did crossword puzzles

Leadership

- Been a leader of a committee
- Served as an officer of a group
- Been involved in student council or government
- Led a group discussion
- Helped coach a team
- Led others in group activities
- Assisted in directing a play
- Taught a school lesson to younger children

Manual

- Picked fruit or vegetables
- Sorted paper, metal, or glass for recycling
- Helped paint a room or house
- Trimmed trees or bushes
- Camped, hiked, or fished
- Did gymnastics or aerobics

- Repaired things that were broken

- Cooked or baked

Musical/Dramatic

- Took singing or music lessons
- Wrote a song
- Read music
- Sang in public or in a choir
- Played in a band or orchestra
- Entertained at parties or school events
- Acted in a play
- Been a member of a dance group

Numerical/Mathematical

- Kept a record of earnings from your job
- Used a personal computer to create a spreadsheet
- Figured sports teams' or players' averages
- Shopped for the best buys
- Balanced a checkbook
- Understood the financial pages of a newspaper or Web site
- Set up a weekly budget
- Kept a bank account

Organizational

- Planned a project
- Scheduled a school or community event
- Organized the activities of a group

- Been in charge of sports equipment or schedules for a team
- Knew the rules of a sport well enough to referee
- Set a goal and followed a plan for it
- Arranged your schedule to feed a pet
- Followed a recipe and prepared food for someone

Persuasive

- Gave a speech to try to convince people about an idea
- Talked people into buying something
- Raised money for a club or organization
- Sold a product or a service
- Entered a contest
- Debated a topic
- Sold tickets, candy, or other food
- Worked for a political office holder or candidate

Scientific

- Grew plants, flowers, or vegetables

- Understood details about scientific expeditions
- Raised or trained animals
- Took part in an environmental group
- Used first aid
- Did science projects
- Entered a science fair
- Used a microscope or other laboratory instruments

Social

- Volunteered or worked in a hospital, nursing home, or daycare center
- Helped people with disabilities
- Taught someone how to read
- Worked as a teacher's helper
- Took care of a sick relative or friend
- Helped out in a library
- Taught someone to swim
- Attended religious services

Spatial

- Made or used a pattern for a piece of clothing
- Created a new hairstyle

- Did drawings of buildings or houses
- Drew a map including roads and towns
- Used blocks to make a design
- Built or designed a table or other piece of furniture
- Drove a boat and docked it at a pier
- Designed a model of a car

Technical/Mechanical

- Installed or repaired a digital or computer system
- Read mechanical or automotive design magazines and Web sites
- Helped someone repair a car
- Fixed a hair dryer or computer printer
- Repaired a broken bicycle
- Put together unassembled merchandise
- Maintained or upgraded a computer
- Showed someone how a machine works

Your Activities/Abilities Chart

1. In the first column of the chart at right, write
 - ⊙ Your two highest-rated abilities.
 - ⊙ Any other abilities that you are interested in developing.
2. In the second column, write
 - ⊙ Activities related to these abilities that you checked off and that you think you have done best in.
 - ⊙ Other activities related to these abilities not listed that you have done well in.
3. In the third column, write
 - ⊙ Activities related to these abilities that you circled and that you are most interested in trying or in doing better in.
 - ⊙ Other activities related to these abilities not listed that you are interested in doing.

Ability	Activities You Did Best In	Activities to Try or Do Better In

Rate Your Reading Ability

How do you rate your reading ability? Circle one:

High Medium Low

Reading is an important ability that is required in most jobs. If you need to improve your reading ability, talk to a teacher or counselor. If you think you have a good reading ability, continue to develop it by reading more.

Some Activities, Courses, and Careers Related to Each Ability

Ability	Activities	Courses	Careers
Artistic	Designing jewelry, making pottery, painting pictures, decorating, drawing cartoons	Art, design, graphic arts, photography	Commercial and industrial designer, artist, sculptor, exhibit designer, floral designer, graphic designer, interior decorator, painter, illustrator, set designer, engraver, cartoonist, photographer
Clerical	Addressing letters for a group, keeping score at sports events, typing reports, collecting things	Keyboarding, data processing, office practices	Cashier, computer operator, file clerk, insurance claims clerk, order clerk, postal service clerk, secretary, medical records technician, word processor, stock clerk
Interpersonal	Playing on a team, tutoring, baby-sitting, being in a club, doing volunteer work	Communications, psychology, speech	Manager, teacher, police officer, flight attendant, salesperson, customer service representative, waiter/waitress, taxi driver, hotel manager, public relations specialist
Language	Writing stories, being on a debate team, keeping a blog or a diary, speaking in front of groups, writing letters	English, speech, foreign language, communications, journalism, creative writing	Technical writer, librarian, historian, radio announcer, copywriter, creative writer, editor, interpreter, translator, receptionist and information clerk, reporter, teacher
Leadership	Being an officer of a group, coaching a team, leading group discussions, teaching children	Speech, debate, communications, government, political science	Computer manager, medical and health services manager, producer, lawyer, top executive, supervisor, surgeon, chef, judge, legislator, school principal
Manual	Trimming trees, picking fruit, painting rooms, cutting hair, repairing things, cooking, hiking, fishing, camping	Physical education, agriculture, cooking, auto body repair, woodworking	Roofer, farmer, rancher, athlete, highway maintenance worker, assembler, firefighter, nursery worker, truck driver, machine operator, painter, forest worker, cook, construction laborer, Armed Forces
Musical/ Dramatic	Singing or dancing with a group, acting in plays, playing in a band	Music, singing, band, choir, drama, public speaking	Singer, producer, actor, choreographer, composer, dancer, music director, musician, conductor
Numerical/ Mathematical	Figuring budgets for a group, serving as a club treasurer, watching the stock market, figuring sports averages	Math, algebra, geometry, trigonometry, calculus	Accountant, computer programmer, economist, financial analyst, mathematician, statistician, engineer, bank teller, bookkeeper, software engineer
Organizational	Assisting with school fairs or summer camps, handling equipment for a sports team, making schedules	History, civics, government, political science	Police dispatcher, air traffic controller, reservation agent, restaurant manager, tax preparer, operations research analyst, sociologist
Persuasive	Selling products or services, debating topics, raising money for a group, giving speeches	Speech, debate, communications	Insurance sales agent, lawyer, real estate sales agent, retail salesperson, sales manager, college teacher, advertising sales agent, coach
Scientific	Reading science magazines, collecting rocks or shells, raising plants or animals, learning first aid	Health education, physical science, animal science, biology, chemistry, earth science	Biochemist, engineer, biological scientist, veterinarian, athletic trainer, agricultural scientist, physician, dietician, chemist, dentist, pharmacist, physical therapist, physicist, podiatrist, psychiatrist
Social	Helping disabled people, working as a camp counselor, helping in a nursing home, working as a teacher's aide	Social studies, sociology, psychology	Counselor, social worker, occupational therapist, nursing and psychiatric aide, recreation worker, nurse, psychologist, childcare worker, clergy
Spatial	Carving figures in wood, building models, designing new car models, making patterns for clothing	Geography, geometry, drafting, mechanical drawing	Dental laboratory technician, fashion designer, radiologic technician, hairdresser, architect, carpet installer, surveyor, merchandise displayer, landscaping worker, drafter
Technical/ Mechanical	Fixing small appliances, operating model trains, making car repairs, reading automobile design magazines, upgrading computers	Computers, physics, electronics, automobile repair	Desktop publisher, commercial pilot, electrician, optician, plumber, air-conditioning mechanic, automotive service technician, broadcast technician

CONTINUE