

Action Step One: Explore Your Assessment Results

Each of the skill cards that you have sorted and prioritized is colored coded related to six interest and personality types. According to John Holland's theory, all of work can be divided into six personality types-- Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. Most people have three of these categories that are of much higher interest and three lower interest groups. This theory also applies to the world of work with jobs being made up of three of the Holland groups. Your three letter summary code will allow you to identify the occupations that correspond best with your skills, interests and personality. Your three letter code is determined by analyzing your most enjoyed motivated skills.

Your code is:

SOCIAL-ENTERPRISING-ARTISTIC

(By clicking on this link you will be shown careers that match your three letter code. You can also enter other combinations of your unique code to find more occupations. For example, if your code is social-artistic-enterprising, you can find more jobs by only selecting the social code or the social and artistic codes.)

Please note that by going through the six action steps in a systematic way you will maximize the use of your assessment results. In action step three you will learn more about how to effectively explore career options.

Your top 10 prioritized transferable skills are:

Coach/Mentor , Encourage/Motivate , Counsel/Advise , Influence/Persuade/Convince , Consult , Design/Create , Speak , Teach/Train , Initiate/Launch/Pioneer , Synthesize ,

Theme groups from your top 10 skills belongs to these theme groups:

SOCIAL - 5

ENTERPRISING - 3

ARTISTIC - 2

CONVENTIONAL - 0

INVESTIGATIVE - 0

REALISTIC - 0

You are the final authority of your three letter code. To understand the theme groups and to confirm your three letter code read a description of each theme group using the links below:

- **Realistic (R)**
- **Investigative (I)**
- **Artistic (A)**
- **Social (S)**
- **Enterprising (E)**
- **Conventional (C)**

Here is your transferable skill matrix. The associated theme group is provided for each skill.

	High Skill Level	Moderate Skill Level	Lack desired skill level
I Greatly Enjoy Using These Skills	Perform physically/athletically (R)	Design/Create (A)	
	Coach/Mentor (S)	Improve/Modify (A)	
	Counsel/Advise (S)	Synthesize (A)	
	Encourage/Motivate (S)	Refer to resources (S)	
	Teach/Train (S)	Speak (S)	
	Influence/Persuade/Convince (E)	Consult (E)	
	Initiate/Launch/Pioneer (E)		
I Like Using These Skills	Drive/Fly (R)	Tend/Care for animals (R)	Facilitate/Lead groups (S)
	Act/Perform (A)	Write (A)	
	Draw/Illustrate (A)	Host/Offer hospitality (S)	
	Take photos/videos (A)	Plan (E)	
	Negotiate (E)	Represent (E)	
	Sell/Promote (E)	Supervise/Manage (E)	
I Dislike Using These Skills	Analyze/Evaluate/Diagnose (I)	Plant/Cultivate (R)	Cook/Prepare food (R)
	Solve problems/Troubleshoot (I)	Check for quality (I)	Conduct experiments (I)
	Coordinate/Make arrangements (C)	Estimate (I)	Sing/Play musical instrument (A)
	Proofread/Edit (C)	Forecast/Predict (I)	Translate/Interpret languages (A)
		Research/Compile data (I)	Manage money (E)
		Test (I)	Work with financial data (C)
		Collaborate/Cooperate (S)	
		Mediate/Act as a liaison (E)	
I Greatly Dislike Using These Skills	Patrol/Enforce (R)	Construct/Build (R)	Install (R)
	Provide medical care (S)	Operate equipment (R)	Use math formulas (I)
	Categorize/Classify (C)	Repair/Service (R)	Compose music (A)
	Verify accuracy (C)	Write/fix computer programs (I)	Budget (C)
		Calculate/Compute (C)	Organize (C)
		Maintain/Manage records (C)	
		Schedule (C)	

Here are links for better understanding your skill matrix:

[Your "Killer Skills"](#)

[Your Most Marketable and Developmental Skills](#)

[Frequently Asked Questions](#)

Your three letter code, prioritized transferable skills and skills matrix will allow you to explore careers that can fit your skills, personality and interests.

The next action step will help you assess your personal skills and content skills. With your knowledge of these three skill groups you will be able to make good career decisions; develop effective job search marketing tools and more.