

**REALISTIC
Theme**

Realistic people are generally interested in mechanical, construction, and repair activities; nature and the outdoors; providing public safety; and adventurous, physical activities. They like working with tools, machines, and equipment, including computers and computer networks. They are interested in action rather than thought and prefer concrete problems to ambiguous, abstract ones. Does this description sound like you? Look over the Realistic Theme characteristics listed here and note the ones that seem to apply to you. If you have high interest in the Realistic Theme compared to others, you will probably note more items than if you have little interest in this Theme.

I'd describe myself as

Reliable
Practical
Thrifty
Persistent
Reserved
Adventurous
Physically strong
Down-to-earth
Handy
Self-reliant
Well coordinated
Cautious
Natural
Sensible
Athletic

What motivates me is

Building
Repairing
Being outdoors

What I value is

Making things work
Common sense
Bodily strength
Craftsmanship
Physical challenge
Tradition
Dependability
Practicality

I'm productive in work environments that are

Organized/structured
Clear in lines of authority
Product driven
Stable outdoors
Manufacturing/industrial

I'd enjoy spending my work time

Building or repairing things
Solving concrete problems
Using tools/machinery
Producing tangible results
Operating heavy equipment
Doing manual labor
Assembling, repairing, or networking computers and electronics
Working by myself
Finding solutions to mechanical problems

Some of my best skills are

Making/repairing things
Problem solving with tools/machines
Mechanical ingenuity and dexterity
Physical coordination
Handling emergencies

I might enjoy working in

Construction
Transportation
Manufacturing
Engineering
Mining/energy
Protective services
Agriculture

When I'm not working, I like to spend time

Working with tools
Building/rebuilding
Repairing machinery/appliances
Operating recreational vehicles
Hunting, fishing, camping
Hiking, mountain climbing
Landscaping
Skydiving, rock climbing, auto racing

REALISTIC
Basic Interest Scales

Realistic Theme is subdivided into six Basic Interest Scales (BIS). As you read the Realistic BIS characteristics listed here, note the ones that you feel apply to you. If your score on a particular scale is high, you will probably note more items than if you have little interest in this BIS compared to others.

MECHANICS & CONSTRUCTION

This area represents interest in working with large equipment and machinery or with precision instruments.

I'd enjoy learning about

Auto mechanics
Mechanical Engineering
Architecture
Construction management

I'd like to work in a (n)

Engineering firm
Appliance repair shop
Construction company
Engine service center

I'd enjoy spending my work time

Fixing engines
Repairing radios/televisions
Making dental appliances
Doing mechanical drafting
Building houses

COMPUTER HARDWARE & ELECTRONICS

This area represents interest in installing and repairing computer and peripheral hardware and network systems.

I'd enjoy learning about

Computer science
Information systems
Repairing electronic equipment
Electrical/electronic engineering

I'd like to work in a (n)

Computer repair business
Electrical/electronic engineering firm
Computer support services department
Electronic installation company

I'd enjoy spending my work time

Diagnosing computer problems
Repairing electronics equipment
Building computer systems
Consulting in electronic systems technology

MILITARY

This area represents interest in a structured environment that has a well-ordered, clearly defined chain of command.

I'd enjoy learning about

Military science
Management/leadership
Law enforcement
Weapons and how to use them
Military history

I'd like to work in a (n)

Military service
Coast guard
Special forces
Homeland security

I'd enjoy spending my work time

Drilling soldiers
Commanding a ship
Leading others
Giving orders

PROTECTIVE SERVICES

This area represents interest in nonmilitary aspects of providing safety and policing.

I'd enjoy learning about

Criminal Justice
Fire fighting
Law enforcement
Firearm safety

I'd like to work in a (n)

Police department
Fire department
Emergency medical setting
Security guard and patrol service

I'd enjoy spending my work time

Examining crime scenes
Fighting fires
Responding to emergencies
Providing safety and aid to the public

NATURE & AGRICULTURE ATHLETICS

This area represents interest in farming or ranching, outdoor physical labor, and recreational activities, and an appreciation of nature.

I'd enjoy learning about

Farming/agriculture
Animal science
Ecology
Horticulture
Forestry

I'd like to work in a (n)

Farm/ranch
Agricultural extension service
Nature preserve
Greenhouse or nursery
Environmental organization

I'd enjoy spending my work time

Advising about environmental policies
Raising/marketing animals
Managing farms/ranches
Growing flowers/vegetables
Leading nature walks

This area represents interest in all kinds of sports, as a participant or as a fan.

I'd enjoy learning about

Physical education
Recreational leadership
Sports medicine
Coaching
Corporate wellness

I'd like to work in a (n)

High school or college
Professional sport
Summer camp
Parks/recreation department

I'd enjoy spending my work time

Teaching physical education
Coaching
Planning recreational activities
Leading fitness classes

INVESTIGATIVE Theme

Investigative people are generally interested in activities related to science and math. They like gathering information, uncovering new facts or theories, and analyzing and interpreting data. They are scientific and inquiring, and enjoy ambiguous, abstract problems. Does this description sound like you? Look over the investigative Theme characteristics here and note the ones that seem to apply to you. If you have high interest in the Investigative Theme compared to others, you will probably note more items than if you have little interest in this Theme.

I'd describe myself as	What motivates me is	I'm productive in work environments that are	Some of my best skills are	When I'm not working, I like to spend my time
Thoughtful	Analyzing	Research oriented	Scientific investigating	Reading
Analytical	Inquiring	Scientific	Researching	Playing chess/games of strategy
Intellectual	Researching	Scholarly	Analyzing	Using/discussing computers
Complex	What I value is	Unstructured	Writing technical documents	Attending lectures
Independent	Knowledge	Task oriented	Performing mathematics	Analyzing stock portfolios
Self-motivated	New Ideas	Indoors	I might enjoy working in	Scuba diving
Curious	Originality	I'd enjoy spending my work time	Higher education	Studying astronomy
Original	Independence	Solving abstract problems	Research	
Nonconforming	Innovative thinking	Performing intellectually challenging tasks	Engineering/design	
Original	Abstract mental challenges	Conducting research	Medicine	
Introspective	Intelligence	Learning facts/principles	Science	
Reserved	Academic achievement	Collecting/organizing data	Computer industries	
Problem focused	Intellectual problem solving	Working independently		
Insightful		Teaching		
Critical		Designing		
Rational		Computing/analyzing		

INVESTIGATIVE
Basic Interest
Scales

The Investigative Theme is subdivided into four Basic Interest Scales (BIS). As you read the Investigative BIS characteristics listed here, note the ones that you feel apply to you. If your score on a particular scale is high, you will probably note more items than if you have little interest in this BIS compared to others.

SCIENCE

This area represents interest in the natural and physical sciences.

I'd enjoy learning about

Physics
Chemistry
Astronomy
Geology
Oceanography

I'd like to work in a

University/college
Scientific foundation
Laboratory
Museum
Research institute

I'd enjoy spending my work time

Conducting experiments
Searching for basic truths
Operating scientific equipment
Teaching science courses
Studying scientific theory

RESEARCH

This area represents interest in designing and conducting studies to identify underlying relationships and establish facts.

I'd enjoy learning about

Research methods
Physical/biological sciences
Designing experiments
Using computers for data analyses
Scientific breakthroughs

I'd like to work in a

University
Research and development department
Laboratory
Research foundation

I'd enjoy spending my work time

Collecting and analyzing data
Writing technical reports
Applying findings to solve problems

MEDICAL SCIENCE

This area represents interest in the biological sciences and medical fields.

I'd enjoy learning about

Biology
Physiology
Physical therapy
Pharmacology
Medical technology

I'd like to work in a

Hospital
Medical laboratory
Health center
Veterinary clinic

I'd enjoy spending my work time

Doing medical research
Examining and advising patients
Performing surgical procedures

MATHEMATICS

This area represents interest in working with numbers and performing statistical analyses.

I'd enjoy learning about

Calculus
Algebra
Geometry
Statistics
Computer science

I'd like to work in a (n)

Actuarial department
High-tech industry
Chemistry laboratory
College/university

I'd enjoy spending my work time

Performing statistical analyses
Teaching math
Programming a computer
Forecasting economic trends

ARTISTIC Theme

Artistic people are generally interested in visual art, performing arts, culinary arts, and writing. They like observing the arts and participating in them, and frequently express their artistic interest through leisure activities as well as work. They are interested in aesthetics and self-expression. Does this description sound like you? Look over the Artistic Theme characteristics listed here and note the ones that seem to apply to you. If you have high interest in the Artistic Theme compared to others, you will probably note more items than if you have little interest in this Theme.

I'd describe myself as

Creative
Independent
Unconventional
Impulsive
Expressive
Passionate
Free-spirited
Intuitive
Complicated
Intense
Sensitive
Open
Imaginative
Original
Idealistic

What motivates me is

Creative insights
Expressing individuality
Self-expression through art, music, writing, cooking

What I value is

Beauty
Aesthetics
Language
Creative expression
Emotions
Independence
Intuition
Change
Artistic creativity

I'm productive in work environments that are

Self-expressive
Unstructured
Flexible
Nonconforming
Artistic
Indoors

I'd enjoy spending my work time

Composing, writing
Creating or displaying artwork
Acting, performing
Playing a musical instrument
Decorating and designing
Planning menus
Conceptualizing
Teaching dance
Working independently

Some of my best skills are

Creativity
Imagination
Verbal-linguistic
Musical
Dramatics

I might enjoy working in

Fine arts
Music
Drama
Photography
Interior design
Advertising
Editing

When I'm not working, I like to spend my time

Photographing
Sketching, painting
Attending concerts
Writing poetry, stories, or plays
Collecting artwork
Going to theaters or museums
Dancing
Cooking or entertaining

ARTISTIC
Basic Interest
Scales

The Artistic Theme is subdivided into four Basic Interest Scales (BIS). As you read the Artistic BIS characteristics listed here, note the ones that you feel apply to you. If your score on a particular scale is high, you will probably note more items than if you have little interest in this BIS compared to others.

VISUAL ARTS & DESIGN

This area represents interest in visual creativity and spatial visualization.

I'd enjoy learning about

Architecture
Photography
Technical illustration
Cartooning
Drawing and painting

I'd like to work in a

Architectural firm
Photography studio
Book illustration department
Commercial art and design firm

I'd enjoy spending my work time

Planning architectural structures
Creating public relations materials
Illustrating stories or schematics
Designing interior spaces

PERFORMING ARTS

This area represents interest in participating in performance activities or in watching others perform.

I'd enjoy learning about

Opera
Dance
Theatrical studies
Musical performance
Art history

I'd like to work in a

Theater
Concert hall
Drama studio
Music/dance school

I'd enjoy spending my work time

Performing/listening to music
Acting in a play
Teaching drama or music
Doing stage production

WRITING & MASS COMMUNICATION

This area represents interest in written and spoken communication, literature, reading, and language.

I'd enjoy learning about

Literature
English composition
Foreign languages
Journalism
Fiction or technical writing

I'd like to work in a

University/college
Television studio
Publishing company
Language institute
Newspaper office

I'd enjoy spending my work time

Writing articles or stories
Editing works for publication
Teaching English
Reporting the news

CULINARY ARTS

This area represents interest in cooking and entertaining.

I'd enjoy learning about

Home economics
Cooking
Hotel management
Nutrition
Food service management

I'd like to work in a (n)

Restaurant
Catering business
Food processing company
Hotel banquet department

I'd enjoy spending my work time

Preparing gourmet foods
Teaching home economics
Studying nutrition
Catering
Creating decorative food displays

**SOCIAL
Theme**

Social people are generally interested in being with other people. They enjoy working in groups, sharing responsibilities, and communicating with others. They like to solve problems through discussion of feelings and through interactions with others. Does this description sound like you? Look over the Social Theme characteristics listed here and note the ones that seem to apply to you. If you have high interest in the Social Theme compared to others, you will probably note more items than if you have little interest in this Theme.

I'd describe myself as

Humanistic
Caring
Helpful
Responsible
Tactful
Cooperative
Kind
Generous
Understanding
Talkative
Insightful
Friendly
Cheerful
Patient
Idealistic
Warm

What motivates me is

Helping others
Empowering others
Instructing
Nurturing

What I value is

Communication
Cooperation
Consensus
Relationships
Community
Personal Growth
Spirituality
Trust
Others' welfare
Feelings

I'm productive in work environments that are

Collaborative
Supportive
Cooperative
Comfortable
Changing
Indoors

I'd enjoy spending my work time

Helping and encouraging others
Mentoring
Counseling
Teaching
Guiding
Training
Facilitating
Solving problems
Leading discussions

Some of my best skills are

Developing relationships
Verbal communication
Teaching
Listening
Understanding others

I might enjoy working in

Human resources
Recreational services
Education
Religion
Health services
Child care
Mental health

When I'm not working, I like to spend my time

Entertaining
Attending conferences or conventions
Doing volunteer or community service work
Participating in family activities
Organizing social events
Talking with friends
Reading self-improvement books

**SOCIAL
Basic Interest
Scales**

The Social Theme is subdivided into six Basic Interest Scales (BIS). As you read the Social BISs characteristics listed here, note the ones that you feel apply to you. If your score on a particular scale is high, you will probably note more items than if you have little interest in this BIS compared to others.

COUNSELING & HELPING

This area represents interest in working with and helping people.

I'd enjoy learning about

Counseling
Social work
Psychology
Sociology
Child care
Special education

I'd like to work in a

Social service agency
Counseling clinic
Child care center
Government welfare office

I'd enjoy spending my work time

Helping people overcome difficulties
Informing people about services
Working on a crisis hotline
Supervising volunteer workers

TEACHING & EDUCATION

This area represents interest in teaching young people, with considerable student-teacher interaction.

I'd enjoy learning about

Many academic fields
Human development
Child care
Education
Social science

I'd like to work in a

Preschool/elementary school
Middle/high school
Community college

I'd enjoy spending my work time

Teaching young people
Explaining what things mean
Encouraging people to be successful
Setting curriculum standards

HUMAN RESOURCES & TRAINING

This area represents interest in developing and training people, as well as managing the employment activities of an organization.

I'd enjoy learning about

Training and development
Personnel theory and practice
Leadership
Adult development
Team building and communication

I'd like to work in a

Human resources department
Employee training department
Corporate recruitment office

I'd enjoy spending my work time

Orienting new employees
Training employees on policies and procedures to a work group
Managing employees

SOCIAL SCIENCES

This area represents interest in the study of people, groups, society, and cultures.

I'd enjoy learning about

Sociology
Psychology
Anthropology
Economics
Societal changes

I'd like to work in a

University or college
High school
Research foundation

I'd enjoy spending my work time

Studying changes in society
Researching and teaching
Analyzing research results
Applying findings to solve problems

RELIGION & SPIRITUALITY

This area represents interest in spiritual or religious concerns, especially through organized activities.

I'd enjoy learning about

Theology
Religious studies or history
Philosophy
Pastoral counseling
Religious doctrine

I'd like to work in a

Church, mosque, or synagogue
Religious college or university
Local/foreign mission
Religious order

I'd enjoy spending my work time

Conducting worship
Coordinating religious education programs
Providing spiritual guidance
Directing choral music

HEALTH CARE SERVICES

This area represents interest in providing direct service to patients in medical settings.

I'd enjoy learning about

Biology
Health education
First aid
Physician assisting
Nursing

I'd like to work in a

Doctor's office
Dental clinic
Hospital
X-ray clinic

I'd enjoy spending my work time

Giving medical advice
Performing sonograms
Teaching CPR classes
Providing physical therapy

**ENTERPRISING
Theme**

Enterprising people are generally interested in persuading and leading. They seek positions of leadership, power, and status. They enjoy working with other people and leading them toward organizational goals and economic success. Does this description sound like you? Look over the Enterprising Theme characteristics listed here and note the ones that seem to apply to you. If you have high interest in the Enterprising Theme compared to others, you will probably note more items than if you have little interest in this Theme.

I'd describe myself as

Ambitious
Competitive
Status conscious
Persuasive
Assertive
Adventurous
Risk taking
Materialistic
Energetic
Popular
Witty
Sociable
Talkative
Self-confident
Optimistic
Resilient
Extroverted

What motivates me is

Persuading
Selling
Leading

What I value is

Influencing others
Status
Leadership positions
Power/authority
Material possessions
Financial remuneration
Making a profit
Excitement
Risk taking

I'm productive in work environments that are

Business oriented
Influential
Entrepreneurial

Competitive
Profit making
Fast-paced

I'd enjoy spending my work time

Selling/purchasing products
Convincing others
Debating ideas
Managing people/projects
Leading groups
Entertaining clients
Giving speeches/presentations
Doing political maneuvering
Discussing business
Promoting products or services

Some of my best skills are

Public speaking
Persuading/selling
Social/interpersonal interaction
Leading
Focusing on organizational goals

I might enjoy working in

Sales
Government
Politics
Fund-raising
Industry/manufacturing
My own business
A law firm

When I'm not working, I like to spend my time

Attending conventions
Campaigning for public office
Entertaining/socializing
Reading business magazines
Chairing volunteer committees
Watching or participating in sports
Joining clubs and organizations

ENTERPRISING
Basic Interest
Scales

The Enterprising Theme is subdivided into six Basic Interest Scales (BIS). As you read the Enterprising BIS characteristics listed here, note the ones that you feel apply to you. If your score on a particular scale is high, you will probably note more items than if you have little interest in this BIS compared to others.

MARKETING & ADVERTISING

This area represents interest in marketing activities, including research and the development for product services.

I'd enjoy learning about

Marketing
Advertising
Business administration
Management
Sales
Communications

I'd like to work in a

Advertising agency
Marketing department
Retail store
Market research firm

I'd enjoy spending my work time

Preparing advertisements
Developing ad campaigns
Displaying merchandise
Researching marketing trends

SALES

This area represents interest in selling products or services, or working with salespeople.

I'd enjoy learning about

Sales management
Marketing
Business management
Retail sales
Merchandising

I'd like to work in a

Auto dealership
Insurance agency
Sales/marketing department
Real estate firm

I'd enjoy spending my work time

Calling on customers
Developing new prospects
Traveling for business
Entertaining clients
Selling a product or service

MANAGEMENT

This area represents interest in authority and power and in supervising, organizing, leading, or directing others.

I'd enjoy learning about

Human resource management
International business
Executive leadership
Business administration
Management

I'd like to work in a

Business setting
Industrial/ manufacturing setting
Chamber of commerce
office
Human resources department

I'd enjoy spending my work time

Supervising others
Interviewing job applicants
Managing a department
Leading a work group

ENTREPRENEURSHIP

This area represents interest in developing and managing new business opportunities.

I'd enjoy learning about

Small business ownership
Finance and investing
Marketing and advertising
Business success stories

I'd like to work in a

Home office
Small business
Business consulting firm
My own business
Investment firm

I'd enjoy spending my work time

Managing my own business
Developing sales contacts
Marketing business ideas
Consulting

POLITICS & PUBLIC SPEAKING

This area represents interest in public affairs, persuading others verbally, a willingness to be in the limelight, and a desire to influence people's views

I'd enjoy learning about

Communications
Political science
Public speaking
Government
Business management
History

I'd like to work in a

Business setting
Large corporation
Lobbying firm
Public relations office
Political campaign
Government office

I'd enjoy spending my work time

Giving speeches
Making public presentations
Debating political presentations
Debating political opponents

LAW

This area represents interest in debating, persuading, and arguing points of view, with a focus on legal activities.

I'd enjoy learning about

Law
Political science
Negotiation
Social science
Business

I'd like to work in a

Law firm corporate legal department
Police department
Government office

I'd enjoy spending my work time

Arguing legal issues
Heading a civic improvement program
Debating public policy
Ruling on legal cases

CONVENTIONAL

Theme

Conventional people are generally interested in activities that require attention to organization, data systems, detail, and accuracy. They work well in large organizations and like to use information to solve problems efficiently. Does this description sound like you? Look over the Conventional Theme characteristics listed here and note the ones that seem to apply to you. If you have high interest in the Conventional Theme compared to others, you will probably note more items than if you have little interest in this Theme.

I'd describe myself as

Practical
Organized
Conscientious
Preserving
Undemonstrative
Orderly
Systematic
Careful
Accurate
Precise
Controlled
Efficient
Thrifty
Respectful

What motivates me is

Organizing
Processing data
Managing information

What I value is

Order
Accuracy
Precision
Predictability
Stability
Practicality
Dependability
Security
Organization

I'm productive in work environments that are

Structured
Organized
Predictable
Clean
Hierarchical
Indoors

I'd enjoy spending my work time

Collecting/managing data
Conducting financial analyses
Updating computer software
Managing an office
Keeping records
Writing business reports
Making charts/graphs
Preparing taxes
Organizing events

Some of my best skills are

Organization
Efficiency
Patience
Persistence
Managing systems/data
Mathematics
Operating computers

I might enjoy working in

Government service
Large corporations
Business offices
Financial institutions
Accounting firms
Quality control and inspection
Business education

When I'm not working, I like to spend my time

Collecting things
Doing home improvement projects
Managing family finances
Volunteering with civic organizations
Playing board or video games
Exercising
Developing Web sites

**CONVENTIONAL
Basic Interest
Scales**

The Conventional Theme is subdivided into four Basic Interest Scales (BIS). As you read the Conventional BIS characteristics listed here, note the ones that you feel apply to you. If your score on a particular scale is high, you will probably note more items than if you have little interest in this BIS compared to others.

OFFICE MANAGEMENT

This area represents interest in office coordination activities and supervision.

I'd enjoy learning about

Business education
Administration and management
Accounting
Word processing
Bookkeeping

I'd like to work in a

Bank
Hospital admitting office
Personnel office
Data entry center
Purchasing department
General business office

I'd enjoy spending my work time

Organizing office records
Operating office machines
Managing and ordering inventory
Reconciling bills
Preparing agendas and schedules
Hiring and overseeing office staff
Planning budgets for contracts, equipment, or supplies

TAXES & ACCOUNTING

This area represents interest in financial accounting and tax preparation.

I'd enjoy learning about

Accounting/bookkeeping
Finance/banking
Statistics
Computer science
Economics

I'd like to work in a

Credit bureau
Bank/loan office
Accounting office
Tax preparation service
Business college
Bookkeeping department

I'd enjoy spending my work time

Managing data
Working with numbers and spreadsheets
Doing tax accounting, preparation, and consulting
Analyzing accounting records
Preparing statistical summaries/charts

**PROGRAMMING &
INFORMATION SYSTEMS**

This area represents interest in the use of computers, managing information, and developing software.

I'd enjoy learning about

Computer science
Management information systems
Software development
Computer programming

I'd like to work in a

High-tech environment
Technical support department
Network administration center
Engineering firm
Actuarial firm

I'd enjoy spending my work time

Writing computer programs
Updating computer software
Programming Web sites
Producing coding language
Testing programs and software applications

FINANCE & INVESTING

This area represents interest in managing money and investments.

I'd enjoy learning about

Finance
Investing
Stocks and securities
Commercial banking
Real estate
Economics

I'd like to work in a

Investment firm
Bank
Financial consulting firm
Insurance company
Venture capital firm

I'd enjoy spending my work time

Analyzing financial data
Doing financial planning
Buying and selling securities
Managing