

Career Interest & Skill Assessment (CISA)

Briefly evaluate your personality, values/aptitudes, and desired work environments* using this Career Interest & Skill Assessment. The CISA can help you identify occupations that match your persona!

Step 1: Review each of the following descriptions. Out of the 6 categories (realistic, investigative, artistic, social, and conventional), rank your top 3 in the order that best describes you, with “1” being the statement most like you. Be sure to write in your top selections on page three of the CISA.

_____ R	Realistic	
Personality <i>Who am I?</i>	Values and Aptitudes <i>What gives me satisfaction?</i>	Work Environment <i>What type of work environment do I enjoy?</i>
<ul style="list-style-type: none"> ○ Athletic ○ Conventional ○ Frank ○ Genuine ○ Mature ○ Mechanical ○ Modest ○ Nature-loving ○ Objective ○ Persistent ○ Practical ○ Result-oriented ○ Self-reliant ○ Stable ○ Traditional 	<ul style="list-style-type: none"> ○ Working with objects, plans, and animals ○ Working outdoors or engaging in adventurous or risky activities ○ Trouble shooting and problem solving ○ Building or creating things ○ Concrete, tangible results accomplished by hands-on physical activity ○ Engaging in physical or athletic activities ○ Manual skill and dexterity ○ Physical strength and stamina ○ Solving mathematical problems ○ Using mechanical ingenuity ○ Operating tools and machinery ○ Producing results through systematic procedures 	<ul style="list-style-type: none"> ○ Agricultural environments ○ Airlines ○ Automotive companies ○ Construction companies ○ Engineering or technical firms ○ Farms and ranches ○ Forest service ○ Government agencies ○ Manufacturing firms ○ Military ○ Parks and recreation ○ Physical education programs ○ Sports environments ○ Vocational schools ○ Zoos

_____ I	Investigative	
Personality <i>Who am I?</i>	Values and Aptitudes <i>What gives me satisfaction?</i>	Work Environment <i>What type of work environment do I enjoy?</i>
<ul style="list-style-type: none"> ○ Analytical ○ Curious ○ Independent ○ Innovative ○ Intellectual ○ Introspective ○ Methodical ○ Objective ○ Observant ○ Original ○ Precise ○ Rational ○ Reserved ○ Scientific 	<ul style="list-style-type: none"> ○ Researching and exploring facts and ideas ○ Gathering information by questioning ○ Working independently or in small groups with familiar people ○ Fostering scientific or technical values ○ Encouraging mathematical, scientific, and scholarly activities ○ Solving/thinking through abstract problems ○ Investigating physical, biological, and cultural phenomena ○ Synthesizing, classifying, and evaluating ○ Understanding complex concepts or ideas ○ Using computer technology ○ Investigating/solving challenging problems 	<ul style="list-style-type: none"> ○ Archeological sites ○ Colleges and universities ○ Computer-related industries ○ Educational environments ○ Engineering firms ○ Environmental organizations ○ Libraries ○ Medical facilities ○ Outdoor environments ○ Quiet uninterrupted settings ○ Research environments ○ Science laboratories ○ State and federal government agencies

*Holland, J., (1985) Making Vocational Choices A Theory of Vocational Personality & Work Environments. Prentic-Hall, Inc.

_____ A	Artistic	
Personality <i>Who am I?</i>	Values and Aptitudes <i>What gives me satisfaction?</i>	Work Environment <i>What type of work environment do I enjoy?</i>
<ul style="list-style-type: none"> ○ Complex ○ Creative ○ Dramatic ○ Expressive ○ Idealistic ○ Imaginative ○ Independent ○ Innovative ○ Intuitive ○ Original ○ Progressive ○ Self-expressive ○ Sensitive ○ Unconventional 	<ul style="list-style-type: none"> ○ Inventing, decorating, designing ○ Composing and writing ○ Conceptualizing and creating from emotions and instincts ○ Finding innovative solutions to old problems ○ Entertaining, acting, performing ○ Expressing ideas or feelings in verbal or nonverbal form ○ Utilizing perceptual and motor skills ○ Creating artwork (e.g. painting, sculpting, photography) ○ Playing musical instruments/singing ○ Independent and/or unstructured activities 	<ul style="list-style-type: none"> ○ Architectural design firms ○ Art studios and galleries ○ Environments that encourage artistic expression ○ Educational institutions ○ Graphic art departments ○ Interior decorating firms ○ Museums ○ Photography studios ○ Publishing firms ○ Radio, TV, and media organizations ○ Symphony orchestras ○ Theatre

_____ S	Social	
Personality <i>Who am I?</i>	Values and Aptitudes <i>What gives me satisfaction?</i>	Work Environment <i>What type of work environment do I enjoy?</i>
<ul style="list-style-type: none"> ○ Cooperative ○ Empathic ○ Expressive ○ Friendly ○ Generous ○ Helpful ○ Humanistic ○ Idealistic ○ Insightful ○ Optimistic ○ Outgoing ○ Responsible ○ Tactful ○ Interpersonal 	<ul style="list-style-type: none"> ○ Motivating people to perform ○ Promoting well-being of others ○ Utilizing interpersonal communication skills ○ Helping individuals with problems ○ Managing crisis situations ○ Collaborating in teams ○ Mediating and negotiating disputes ○ Using persuasive techniques to influence ○ Teaching and training others ○ Evaluating and assessing needs ○ Fostering social values ○ Interacting with others to change behavior ○ Planning and supervising activities 	<ul style="list-style-type: none"> ○ Community service agencies ○ Corrections/youth facilities ○ Counseling agencies ○ Educational environment ○ Government agencies ○ Health care facilities ○ Legal environment ○ Mental health organizations ○ Museums and archives ○ Personnel offices ○ Recreational centers ○ Religious organizations ○ Social service agencies ○ Non-profit agencies

_____ C	Conventional	
Personality <i>Who am I?</i>	Values and Aptitudes <i>What gives me satisfaction?</i>	Work Environment <i>What type of work environment do I enjoy?</i>
<ul style="list-style-type: none"> ○ Accurate ○ Conscientious ○ Conservative ○ Dependable ○ Efficient ○ Loyal ○ Methodical ○ Orderly ○ Persevering ○ Practical ○ Precise ○ Self-controlled ○ Structured ○ Systematic 	<ul style="list-style-type: none"> ○ Precise accounting and speaking ○ Following strong leaders ○ Using computer and business technology ○ Achieving material possessions and status ○ Well-defined tasks ○ Business and economic achievement ○ Efficiency in organizational activities ○ Using mathematical ability and manual dexterity ○ Details, precision, and defined tasks ○ Organizing/maintaining office procedures ○ Writing business reports and making charts or graphs ○ Regular work hours 	<ul style="list-style-type: none"> ○ Accounting firms ○ Business offices ○ Court system ○ Federal, state, and local government agencies ○ Financial institutions ○ Hospitals ○ Large corporations ○ Legal firms ○ Medical offices ○ Research firms ○ Small businesses ○ Title companies

_____ E	Enterprising	
Personality <i>Who am I?</i>	Values and Aptitudes <i>What gives me satisfaction?</i>	Work Environment <i>What type of work environment do I enjoy?</i>
<ul style="list-style-type: none"> ○ Adventurous ○ Ambitious ○ Articulate ○ Assertive ○ Charismatic ○ Competitive ○ Dynamic ○ Enthusiastic ○ Impulsive ○ Independent ○ Persuasive ○ Leader ○ Self-confident ○ Sociable 	<ul style="list-style-type: none"> ○ Leading committees, groups, organizations and companies ○ Taking initiative and solving problems ○ Utilizing verbal skills to persuade and sell ○ Public speaking, giving presentations, and writing ○ Achieving power, status, and material possessions ○ Applying language and interpersonal communication skills ○ Political maneuvering and economic achievement ○ Using mathematical ability ○ Leadership and development skills ○ Managing/Influencing people and projects ○ Political involvement ○ Involvement in high risk or competitive activities 	<ul style="list-style-type: none"> ○ Business/corporations ○ Colleges and universities ○ Entrepreneurial enterprises ○ Federal and state agencies ○ Financial institutions ○ Hotels and resorts ○ Industrial and manufacturing firms ○ Insurance agencies ○ Law offices and courtrooms ○ Political and economic arenas ○ Real Estate agencies ○ Retail or wholesale firms ○ Stockbrokerages

Step 2: Now that you've had an opportunity to rank your interest level, list your top three category letters.

1. _____ 2. _____ 3. _____

Step 3: NTC is pleased to offer training related to each of your interest levels. View our occupational clusters (page four of this document) to see which field you may want to pursue. You're also encouraged to set up an appointment with an NTC Enrollment Advisor (715.803.1029) to further explore your career desires and take the first steps toward achieving your dreams.

Step 4: Your top three categories combine to form your Holland Code. Learn more about what the Holland code means and how it relates to your career interest by visiting O*NET.

1. Access www.onetonline.org.
2. Click "Advanced Search."
3. Under the heading "Browse by O*NET DATA," use the drop down arrow to change "Abilities" to "Interests."
4. Click the "Go" button.
5. Click on the title of your number 1 category listed in Step 2 above (realistic, investigative, artistic, social, enterprising, conventional).
6. In the yellow shaded box at the top of the screen, add your 2nd and 3rd categories.
7. Click the "Go" button.

The results will provide you with a listing of occupations related to your areas of interest. Click on any occupation to learn more about it including sample job titles, tasks/activities, knowledge/skills/abilities needed in the field, and wages and employment trends.

Occupational Clusters Related to NTC Programs

**indicates program falls into more than one cluster*

Realistic

Occupations frequently involve work activities incorporating practical, hands-on problems and solutions. They often deal with plants, animals, and real-world materials like wood, tools, and machinery. Many require working outside, and do not involve a lot of paperwork or working closely with others.

- Apprenticeship/Skilled Trades
- Auto Collision Repair and Refinish Tech
- Automotive Technician/Technology
- Dairy Science* / Dairy Science - Agri Business*
- Dental Hygiene*
- Fire Protection Technician* (shared with FVTC)
- Graphic Communication Technologies*
- Machine Tool Op / Machine Tool Tech
- Manufacturing Electronics Maintenance
- Phlebotomy
- Refrigeration/Heating/AC Service (HVAC)
- Residential Building Systems
- Surgical Technologist*
- Welding
- Wood Processes / Wood Technology

Investigative

Occupations frequently involve working with ideas, and require an extensive amount of thinking. They can involve searching for facts and figuring out problems mentally.

- Applied Engineering Technology
- Architectural Design & Technology*
- Clinical Laboratory Technician
- Criminal Justice - Law Enforcement
- Dental Hygiene*
- Electromechanical Technology
- Fire Protection Technician* (shared with FVTC)
- IT-Computer Support Specialist*
- IT-Microcomputer Apps Specialist*
- IT-Network Specialist*
- IT-Programmer/Analyst*
- IT-Web & Digital Media Development*
- Mechanical Design Technician*
- Nursing Associate Degree*
- Paramedic
- Radiography
- Structural Steel Detailing*
- Surgical Technologist
- Sustainable Architecture*

Artistic

Occupations frequently involve working with forms, designs, and patterns. They often require self-expression and the can be done without following a clear set of rules.

- Architectural Design & Technology*
- Graphic Communication Technologies*
- IT-Web & Digital Media Development*
- Mechanical Design Technology*
- Structural Steel Detailing*
- Sustainable Architecture*

Social

Occupations frequently involve working with, communicating with, and teaching people. They often involve helping or providing service to others.

- Criminal Justice*
- Dental Hygiene*
- Early Childhood Education
- EMT - Basic
- Human Services
- Human Services - AODA
- Instructional Assistant
- IT-Computer Support Specialist*
- IT-Microcomputer Apps Specialist*
- Marketing
- Nursing
- Nursing Assistant (CNA)
- Sign Language Interpreting in Education
- Substance Abuse Education Certificate

Enterprising

Occupations frequently involve starting up and carrying out projects. They can involve leading people and making many decisions. Sometimes they require risk taking and often deal with business.

- Architectural Design & Technology*
- Business / Supervisory Management
- Dairy Science* / Dairy Science - Agri Business*
- Graphic Communication Technologies*
- Health Care Business Services*
- Marketing* and Marketing-Bus to Bus
- Sustainable Architecture*

Conventional

Occupations frequently involve following set procedures and routines. They can include working with data and details more than with ideas. Usually there is a clear line of authority to follow.

- Accounting / Accounting Assistant
- Administrative Professional
- Dental Assistant
- Health Care Business Services*
- IT-Computer Support Specialist*
- IT-Microcomputer Apps Specialist*
- IT-Network Specialist*
- IT-Programmer/Analyst*
- IT-Web & Digital Media Development*
- Medical Coding Specialist
- Medical Assistant
- Medical Transcription
- Office Assistant
- Pharmacy Technician (shared with LTC)