JUNIOR SEMINAR: SELF-DIRECTED SEARCH
The Self-Directed Search (SDS) is a career interest test that asks questions about your aspirations, activities, skills, and interests in different jobs. From the responses, the SDS produces your personal two-letter Summary Code, which you can use to find occupations and fields of study that match well with your personality.

The SDS is based on John Holland’s theory that both people and working environments can be classified according to six basic types: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. These personality types are known together as RIASEC.
READY TO TAKE SDS

- Pass out Assessment Booklets
  - Before starting, be sure to write your name on it

- Occupational Daydreams – What occupations have interested you while you’ve grown up?
  - #1: Write your most recent choice for occupation
  - #2-6: Work backwards as you try to remember previous occupations you’ve considered (it’s okay if you don’t come up with six – just list as many as you can remember in the space allotted)
  - Don’t worry about filling out the Codes

- Stop after this completing daydream section – more directions will follow
DIRECTIONS

- **Activities** – Do you like doing this activity or is it of interest to you?
  - Check “L” next to activities you would **like** to do and “D” next to activities you would **dislike**

- **Competencies** – Are you currently good at this activity?
  - Check “Y” next to activities you can **do well** and “N” if you have **never** performed or perform them poorly

- **Occupations** – Does this career seem interesting to you?
  - Check “Y” next to occupations that interest you and “N” if you dislike or find them uninteresting

- **Self-Estimates** – Compare your skills & abilities with others your own age
  - Rate your current skills and abilities on a scale of 1-7 (low to high)
  - Try to use the whole scale, very low to very high skills. If possible, don’t rate all skills and abilities at the same level.
  - Please stop working after you complete this section

- You can wait to tally up all your totals after completing all sections
HOW TO ORGANIZE YOUR ANSWERS

- Go back through each section & do the following:
  - Activities – Total the “L” columns
  - Competencies – Total the “Y” columns
  - Occupations – Total the “Y” columns
  - Self-Estimates (part 1 & 2) – Locate the circled number

- Transfer all of these totals from each section onto page 13 of the Assessment Booklet

- Summary Scores: total each column

- Summary Code: comes from your highest and second highest summary scores
  - Raise your hand if you have any questions
  - Tiebreaker? Follow this order to break the tie:
    1) Occupations, 2) Activities, 3) Competencies
HOW TO ORGANIZE YOUR ANSWERS
(CONT.)

- Once you’ve filled out the summary page, copy your answers from page 13 onto the detached SDS answer sheet. Be sure your name is on the top left corner.

- This is how we verify you completed the SDS and give you credit.

- Pass these up when you are finished.
**INTERPRETING YOUR HOLLAND CODE**

- After completing the Assessment Booklet, you now have a 2 letter Holland Code

- 6 possible types – Realistic, Investigative, Artistic, Social, Enterprising, and Conventional

- Your Holland Code represents the 2 groups that fit you best
  - 1\textsuperscript{st} letter: group you are most like
  - 2\textsuperscript{nd} letter: group you are second most like
RIASEC

- Investigative (The "Thinkers")
- Artistic (The "Creators")
- Social (The "Helpers")
- Enterprising (The "Persuaders")
- Conventional (The "Organizers")
- Realistic (The "Do-ers")
R: REALISTIC

“Do-ers”

This type likes careers such as engineer, inspectors, aircraft controller, surveyor, farmer, electrician

This type has lots of mechanical abilities but may not be very social

Words to describe this type include: conforming, frank, persistent, practical, genuine, modest, shy and thrifty
I: INVESTIGATIVE

“Thinkers”

This type may enjoy jobs like biologist, chemist, anthropologist, veterinarian, medical technologist

This type is good in math and science but often lacks leadership ability

Qualities of this type include analytical, cautious, independent, precise and curious
A: ARTISTIC

“Creators”

This type likes jobs such as composer, musician, stage director, writer, actor or interior designer

This type has lots of artistic abilities, but lacks clerical skills

Can be described as: complicated, emotional, expressive, imaginative, independent, idealistic, and original
S: Social

- “Helpers”
- This type enjoys jobs such as teaching, religious worker, counselor, clinical psychologist, or speech therapist
- This type has social skills and talents, but lacks mechanical and scientific ability
- Words to describe this type: convincing, friendly, generous, idealistic, patient, responsible, understanding and warm
E: ENTERPRISING

“Persuaders”

This type likes jobs such as being an entrepreneur, salesperson, manager, tv producer, or sports promoter.

This type has leadership and speaking abilities but lacks scientific ability

Words to describe this type include: adventurous, ambitious, attention seeking, popular, impulsive, self-confident and optimistic
C: CONVENTIONAL

• “Organizers”
• This type likes jobs such as accountant, stockbroker, website editor, budget analyst, engineer, or media coordinator
• This type has clerical and mathematical ability, but lacks artistic ability
• Qualities of this type include: careful, efficient, obedient, orderly, practical and inhibited
What Your Summary Code Means

- Pass out Career Finder
  - These are yours to keep as well. You can write your name on it if you’d like.

- Step 1 – Assessment Booklet (page 14)
  - Copy over 2 letter summary code from page 13
  - Look up occupations in Career Finder which match your summary code
  - List the occupations which match your code and interest you under Step 1 of the Assessment Booklet
    - Example: Code of SA – Career Counselor, Teacher, Day Care Worker
    - Don’t forget to note the education-level needed (listed in Career Finder)
WHAT YOUR SUMMARY CODE MEANS

- Step 2 – Assessment Booklet
  - Use the Career Finder to see variations or similar codes to yours
    - At the bottom of the list for your code there’s a bold sentence - “Also see occupations listed under codes ...”
  - If your code is IR, then list RI as a similar code
  - If your code was RI, then you can also use IR and RA

- If you had a tie and your code is RIE (R – 1\textsuperscript{st} with a tie between I & E for 2\textsuperscript{nd}), list all combinations for similar codes: RI, IR, IE, EI, RE, ER
WHAT NEXT?

 Explore the Career Finder in greater detail
  • Career Clusters (starts on pg 20) and Alphabetized Index (starts on pg 38)

 On your own, continue reading and utilizing Resources (pg. 15 of Assessment Booklet)

 Research careers using other provided resources
  • Career Research Websites handout gives more detail about each resource and provides website URL
  • Note O*NET codes in Career Finder
THINGS WE COVERED THIS YEAR

○ Work Values Inventory (Oct session)
  • Which values are most important to you in the workplace

○ Goal Setting & Intro to Career Work-Study (Nov)

○ Myers-Briggs Type Indicator
  • Covered in weekly newsletter
  • Online assessment (etsu.edu/ub – Students – Career Work-Study – section titled “Online personality assessment”)

○ Self-Directed Search (tonight)
  • Activities you like & find interesting
  • Tasks & activities you think you’re good at
  • Careers & occupations which interest you
  • Rated your current skills & abilities in a variety of areas
**What Do You Know About Yourself?**

- Completing these assignments should give you a comprehensive view of a variety of considerations you will think about when determining which career path is the best fit for you.

- There is no right or wrong answer for selecting a major to pursue in college. You should pursue what seems right for you, but you should also consider the following: why the subject interests you, why you think you’re good at it, and what you think you’ll do with an education in that field.

- When applying for colleges, it’s okay if you don’t know what major/career you want to pursue. Many people don’t know and even more change their mind while they are in college. Use your time in college to explore and find what you’re passionate about.
ACT - JUNE 8TH

- If you plan to register for the June 8th ACT, consider taking it on ETSU’s campus!
- Students will be able to stay overnight on Friday June 7th if they are registered to take the ACT at ETSU the following morning. You must have your ticket in hand that Friday before check-out.
- UB will provide dinner Friday night and breakfast before the test on Saturday.
- The registration deadline is May 3rd.
- If you would like to use a fee waiver, ask a staff member for one at your next school visit!
REMINDERS & EXIT

- Please keep the following:
  - SDS Assessment Booklet
  - Career Research Resources
  - SDS Career Finder

- Upcoming Monday session:
  - April 29th – Overview of summer CWS program, Cover daily procedures, Q&A