

Lesson Title: Interest Test

Career Cluster: All

Essential Knowledge and Skills: Problem Solving

Career Concepts: Career Research

Summary: Students will be introduced to the concept of interest testing and how the use of such assessments can help them narrow down their career cluster choices. Students will complete the Kuder Career Search with Person Match (KCS with PM) and interpret their results identifying their three clusters of highest interest and any Person Matches that are of interest to them.

Course Objectives:

2.1 Student will be able to make connections between personal strengths, interests and [work] careers.

5.1 Student will be able to utilize technology to access career information.

Lesson Objectives:

Students will...

- Become familiar with the concept of interest testing.
- Complete the Kuder Career Search with Person Match.
- Evaluate the results of the assessment by identifying three of the top five career clusters in which their highest interests were indicated.

Time: Two class periods

Required Materials: Instructions for completing the Kuder Career Search with Person Match and use of sample site, instruction sheets for log in to Nebraska Career Connections at www.nebraskacareerconnections.org with batch code numbers for student testing, computers with internet access

Guest presenters: Guidance counselor (optional)

Content and Teaching Strategies:

Anticipatory Set

Students should determine which cluster they have the most interest. Students should complete the “Cluster Favorites” activity sheet to assist them in making the decision. They will choose their main cluster of interest by standing under the poster with the career cluster named on it. They may choose a second cluster if they are unable to choose only one. Optional: If you are in a computer lab setting you might ask the students to give me a “high five” when I mention your favorite cluster.

Lesson Components



1. Explain the purpose of interest assessment found at www.NebraskaCareerConnection.org

2. Demonstrate and explain the process for logging in and completing Kuder Career Search with Person Match.
3. Explain and demonstrate the forced choice ranking system for testing. You might consider using a projector screen and walking through a sample BEFORE letting your students log on to the actual assessment. It would be advisable to show them how to save their pages if time runs out and they are not completed with the assessment.
4. Administer the Kuder Career Search with Person Match.
5. Evaluate the results of the testing, assisting the students with identifying their three top career cluster choices.
6. Assist students in understanding how the Person Match ties to their interests.
7. Students will save their three top career clusters choices and any Person Match that they find interesting in their Portfolio on Nebraska Career Connections.

Note to Teacher: You may wish to remind the students that the assessments may appear lengthy. The large number of questions, some of which seem to be repetitive, are included to ensure consistency when determining results.

Lesson Closure

Engage the class in discussion. Discuss how unless career planning is done, students might end up “guessing” what their career should be and might end up being very unhappy!

If a person doesn’t have a map, one won’t know where he/she is going!

Essential Knowledge and Skills Connection

The components of this lesson emphasize **problem solving**. Choose one of the following activities to help students connect the lesson with their own development of EKS:

- Write a journal entry, reflecting on one of the EKS used in this lesson. Students could choose a strength or weakness they wish to improve or enhance.
- Students complete a graphic organizer (see Supporting Documents—Teacher Resources) to emphasize EKS used in this lesson connected to home, school, and work.
- Have students use the model to identify EKS used during the activity.

Formative Assessment:



Students will provide the instructor with a printed copy of their assessment results and a list of the three career clusters they wish to research further.

Students will write a short journal entry in their student notebooks summarizing the results of their testing and indicating which cluster they will begin using for their career research. Optional: You might consider using the Cluster Favorite Activity as a means to record their findings from the Interest Test.

Cluster Favorites

Name: _____

List your top 3 clusters by ranking them 1, 2, 3

Agriculture, Food, & Natural Resources
Architecture & Construction Arts,
Arts, Audio/Visual Technology & Communications
Business, Management & Administration
Education & Training
Finance Government & Public Administration
Health Science
Hospitality & Tourism
Human Services
Information Technology
Law, Public Safety & Security
Manufacturing
Manufacturing
Marketing, Sales & Service
Science, Technology, Engineering & Mathematics
Transportation, Distribution & Logistics

- 1.
- 2.
- 3.

What were the top three clusters reported in your Interest Test?

- 1.
- 2.
- 3.

Compare the results from the interest assessment with your original choices. Record any differences below.

Instructor Resources for Interest Assessment

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Instructor Resources for Interest Assessment

In preparing students to take the inventory, be sure to include the following concepts:

- Just as pictures of you change as you get older, so do your interests.
- There are no right or wrong answers.
- When you select your preferences on the interest inventory, you will be asked to put the three activities in order – (1) the most preferred, (2) the next most preferred, and (3) the least preferred. You will find some things that you do not want to do at all, and you will need to rank them based on what you dislike most or least.
- The results of the assessments belong to you. They will automatically be entered into your portfolio.
- Below are samples of the result sheets provided to the student. The results will automatically appear when the student completes the assessment. You may wish to ask each student to print out the results if you will not have access to the computers as you continue the lesson.

Kuder Career Search with Person Match (Interest Inventory)

The *Kuder Career Search with Person Match* helps you discover your career interests, explore occupations beyond job titles, and effectively apply your personal interests to your career plans.

The Internet-based assessment is completed in approximately 20 minutes and provides immediate online scoring and reporting. You will receive an accurate report of your career interests which provides guidance for interpreting and using your results.

The report also includes the unique Person Match feature which compares your assessment results to a database of nearly 2,000 individuals working in today's occupations. Access career sketches for the 14 individuals—7 in each of your top two Kuder career clusters—whose interests most closely match your own. Learn about how these individuals came to work in this occupation and why they like what they do.

The online Kuder Career Search with Person Match report includes:

- *Kuder Career Clusters* ranked by how closely they match your interests. Clicking on a cluster name provides a description of the cluster and avenues for further exploration.
- 14 Person Match career sketches—7 each in your top two career clusters—for individuals in the career database whose interests most closely match your own. (In states that use the federal career clusters classification system, the report provides the top 3 Person Match sketches for each of your top 5 career clusters.)
- Links to explore occupational listings by education level within each of the clusters. Each occupation is crosswalked with and linked directly to additional information from the *Occupational Outlook Handbook, O*Net™*, and related military occupations to allow further exploration.
- Suggested steps for continuing career exploration and links to help you explore options for continuing your education

The Kuder Interests and Skills Composite Report

Once you have completed both the *Kuder Career Search with Person Match* interest inventory and the *Kuder Skills Assessment*, an additional report, the *Kuder Interests and Skills Composite Report*, is automatically generated. The results of both assessments are juxtaposed to provide you with an easy-to-understand comparison of your interests and skills based on the career clusters. You can readily see areas where there are consistencies or inconsistencies in the relationship of your interests and skills. The interactive report provides information and suggestions about the relationships and how to proceed with your education and career exploration and planning.

Career specialties can be grouped into one of sixteen career clusters. From the way you answered the questions, it appears that you have interest in these 16 clusters in the order listed below. Focus your attention on your top five clusters. Click on the name of the cluster to read its description. To help you keep track of the clusters you like most, click on the ☆ to place them in your Career Portfolio.

Cluster Name	Low (1-24)	Medium (25-74)	High (75-99)	☆
	Percentile Score			
Business, Management, and Administration	94			☆
Marketing, Sales, and Service	88			☆
Finance	87			☆
Government and Public Administration	78			☆
Law, Public Safety, Corrections, and Security	70			☆
Information Technology	69			☆
Transportation, Distribution, and Logistics	69			☆
Architecture and Construction	59			☆
Manufacturing	51			☆
Education and Training	50			☆
Science, Technology, Engineering, and Mathematics	47			☆
Hospitality and Tourism	46			☆
Human Services	30			☆
Arts, Audio-Video Technology, and Communications	17			☆
Health Science	14			☆
Agriculture, Food, and Natural Resources	12			☆

Your scores are shown in percentiles and compare you to a large group of males and females. For example, a score of 94 on the Business, Management, and Administration cluster means that you

scored higher than 94 percent of the norm group on interests related to these occupations. **THE IMPORTANT INFORMATION IS THE RANK ORDER OF THE CLUSTERS, NOT THE EXACT SCORES.** You may click on the title of any cluster to learn more about it, the related postsecondary majors, and the related occupations.

When it comes to choosing careers, people tend to think about job titles, not the individuals behind them. However, we know that people who have similar interests find happiness and success in a wide range of careers. This section of the report compares your profile of interests with that of nearly 2000 real people across the United States who say they are satisfied in their careers.

Click on the person you would like to meet. You might discover someone with interests like yours in a career you never thought of, or you might find someone doing exactly what you want to do. Either way it is a great way to explore. If you want to save the name of that person's occupation in your career portfolio, click on the yellow star that you will see with his or her sketch.

<u>Business, Management, and Administration</u>	<u>Marketing, Sales, and Service</u>	
Person Match 1	Person Match 4	
Person Match 2	Person Match 5	
Person Match 3	Person Match 6	
<u>Finance</u>	<u>Government and Public Administration</u>	<u>Law, Public Safety, Corrections, and Security</u>
Person Match 7	Person Match 10	Person Match 13
Person Match 8	Person Match 11	Person Match 14
Person Match 9	Person Match 12	Person Match 15
<u>Business, Management, and Administration</u>	<u>Marketing, Sales, and Service</u>	
<ul style="list-style-type: none"> • CPA • Pres., Large Manufacturing Company • Secretary #6 	<ul style="list-style-type: none"> • Marketing Director of Electronic Services • Pharmaceutical Salesman • Insurance Agent #2 	
<u>Finance</u>	<u>Government and Public Administration</u>	<u>Law, Public Safety, Corrections, and Security</u>
<ul style="list-style-type: none"> • Cost Accountant #1 • Finance Manager • Individual Consultant, Major Retirement Fund 	<ul style="list-style-type: none"> • U.S. Government Contracting Officer • Dir. of Finance, U.S. Postal Service • Turnpike Toll Collector 	<ul style="list-style-type: none"> • Legal Secretary • Attorney #7 • Paralegal #1

KUDER *Interests and Skills* Composite Report

Return to your portfolio
Provided by: Visions Unlimited, Inc.

Congratulations William Wallace! You have completed both the Kuder® Career Search with Person

Match and the Kuder® Skills Assessment. This report presents the results from the two, and makes suggestions for your career exploration and planning.

Step I. Review Your Interest/Skill Profile

Your interests and skills scores are shown below in a form that allows you to compare how your skills are related to your interests in each of the sixteen career clusters. Click on the first cluster name to review the definition. Notice how your skills compare to your interests within this cluster. Read the statements carefully. Repeat this procedure for each of the clusters.

To help you keep track of your top clusters, click on the  to place them in your Kuder® Electronic Career Portfolio under "My Favorites".

Cluster Name	Low (1-24) 99)	Medium (25-74)	High (75-99)
Business, Management, and Administration <input checked="" type="checkbox"/> Interest <input type="checkbox"/> Skill	67	94	
Give yourself an opportunity to develop more skills in this cluster. Try part-time jobs for pay or volunteer for jobs that interest you at school or in the community.			
Marketing, Sales, and Service <input checked="" type="checkbox"/> Interest <input type="checkbox"/> Skill	69	88	
Give yourself an opportunity to develop more skills in this cluster. Try part-time jobs for pay or volunteer for jobs that interest you at school or in the community.			
Finance <input checked="" type="checkbox"/> Interest <input type="checkbox"/> Skill	79	87	
This is a high-potential cluster for you. Find out more about the occupations in this cluster. They could promise success and satisfaction.			
Government and Public Administration <input checked="" type="checkbox"/> Interest <input type="checkbox"/> Skill	80	78	
This is a high-potential cluster for you. Find out more about the occupations in this cluster. They could promise success and satisfaction.			
Law, Public Safety, Corrections, and Security <input checked="" type="checkbox"/> Interest <input type="checkbox"/> Skill	81	70	
People sometimes downplay their interest in jobs that are easy for them. Have you looked carefully at the rewards of occupations in this cluster? Find out what people working in this area like about their jobs.			
Information Technology <input checked="" type="checkbox"/> Interest <input type="checkbox"/> Skill	42	69	
This is a moderate potential cluster for you. Find opportunities to develop skills here and ask people what they like about their work.			
Transportation, Distribution, and Logistics <input checked="" type="checkbox"/> Interest <input type="checkbox"/> Skill	15	69	
High or medium interests in this cluster make good motivation for learning its skills. Look for an opportunity - part-time or			

	volunteer job - where you can learn these skills.	
Architecture and Construction <input checked="" type="checkbox"/> Interest <input type="checkbox"/> Skill	59 1 High or medium interests in this cluster make good motivation for learning its skills. Look for an opportunity - part-time or volunteer job - where you can learn these skills.	☆
Manufacturing <input checked="" type="checkbox"/> Interest <input type="checkbox"/> Skill	51 15 High or medium interests in this cluster make good motivation for learning its skills. Look for an opportunity - part-time or volunteer job - where you can learn these skills.	☆
Education and Training <input checked="" type="checkbox"/> Interest <input type="checkbox"/> Skill	50 86 People sometimes downplay their interest in jobs that are easy for them. Have you looked carefully at the rewards of occupations in this cluster? Find out what people working in this area like about their jobs.	☆
Science, Technology, Engineering, and Mathematics <input checked="" type="checkbox"/> Interest <input type="checkbox"/> Skill	47 9 High or medium interests in this cluster make good motivation for learning its skills. Look for an opportunity - part-time or volunteer job - where you can learn these skills.	☆
Hospitality and Tourism <input checked="" type="checkbox"/> Interest <input type="checkbox"/> Skill	46 83 People sometimes downplay their interest in jobs that are easy for them. Have you looked carefully at the rewards of occupations in this cluster? Find out what people working in this area like about their jobs.	☆
Human Services <input checked="" type="checkbox"/> Interest <input type="checkbox"/> Skill	30 93 People sometimes downplay their interest in jobs that are easy for them. Have you looked carefully at the rewards of occupations in this cluster? Find out what people working in this area like about their jobs.	☆
Arts, Audio-Video Technology, and Communications <input checked="" type="checkbox"/> Interest <input type="checkbox"/> Skill	17 36 You have medium or high skills in this cluster, but your interest appears low. Keep possibilities in this cluster "in reserve," and perhaps review how your work values affect your choices.	☆
Health Science <input checked="" type="checkbox"/> Interest <input type="checkbox"/> Skill	14 39 You have medium or high skills in this cluster, but your interest appears low. Keep possibilities in this cluster "in reserve," and perhaps review how your work values affect your choices.	☆
Agriculture, Food, and Natural Resources <input checked="" type="checkbox"/> Interest <input type="checkbox"/> Skill	12 20 This cluster represents your least priority for exploration.	☆

Step II. How to Use Your Results

Having a high interest in a given cluster is an excellent way to begin to filter through all the career possibilities that exist. If you also have high skills in that same cluster, your career exploration becomes a little easier. If you have a moderate interest and a high to moderate skill ranking in a cluster, this is also an area to explore. Here is a plan to follow that will help you gather information.

Select seven possible careers from your top-ranked clusters. You may have already placed several in your portfolio or you can review occupational options by clicking **HERE** or select from your Person Matches. Now begin to gather information about them. You should learn at least the following about each occupation:

1. Job Description
2. Required Training
3. Employment Prospects
4. Where Jobs Are Located
5. Income Possibilities

Your school or local library will provide many other good sources of occupational information, both online and off the shelf. As you look at the different jobs within the clusters, think "Can I see myself in this picture? Is it an occupation that I would like to work in?"

Step III. Curriculum Planning

Next, ask yourself if you are willing to acquire the skills that the jobs require. Find out whether the required training is on-the-job, at a community college or technical school, or whether you need a four-year or more degree. See if you can discover what the key courses are, like calculus for engineers, or important skills, like grammar and punctuation for journalism. Remember, the greater the skill level you acquire, the more rewarding your occupation will be in income and potential satisfaction. The more you find out about a career you are considering, the more confident you will be as you prepare for it.

The best way to learn about the requirements and rewards of any occupation is to get some direct, personal experience with it. Talk to someone who is actually in the career. Find out what they do in an average day or week; what is good and what is hard about it; what they had to do to get started; what they plan to do next. Try for a part-time or temporary job as an assistant or an intern, or at least do a day of job shadowing. This way you can learn what a career is really about, without it costing you a lot in time and effort. If you find that a career isn't so appealing after personal experience with it, don't give up hope. There are lots of job opportunities in each cluster that may fulfill your hopes and wishes. Be sure to record your experience in your Kuder Electronic Career Portfolio.

Step IV. What Else To Consider

Today you have discovered how your interests and skills relate to the Federal Clusters. There are many occupations in each, and you will need a thorough review to settle on a smaller number for which you can make plans. If you have completed Super's Work Values Inventory-revised, use the results to consider your preferences for the characteristics of occupations and jobs. This is another tool you can use to fine-tune your career exploration. If you haven't completed the inventory, you should consider doing so. It is also a good idea to discuss your results with your family, friends, or a counselor.

By considering occupations that match your interests, skills, and work values you will be more likely to find success and satisfaction in your career.