INTERPRETING THE RESULTS OF SKILLS

YOUR SKILLS
You have selected skills you enjoy using from a list of 72 transferable skills. The computer compared the skills you selected to the skills required in over 500 occupations. Ideally, the skills you enjoy most will be the ones you will use most in your work. The computer looks for occupations that use these skills like this:

**Very Satisfying Skills:**
These are the skills used constantly in an occupation. You need to use these skills very well and enjoy using them a great deal.

**Moderately Satisfying Skills:**
These skills are used almost every day, and considerable time is spent using them. You need to be competent in using them and enjoy using them.

**Somewhat Satisfying Skills:**
These skills are used occasionally. They are somewhat important for doing the work, but may not be used every day. The work will be easier if you can do them well.

YOUR PRINTOUTS

**Skills Summary**
The first part of your printout is a summary of the skills you selected. This list is printed so you can see which skills were used to find occupations for you. Use these skills in writing your resume and in job interviews. You may want to look at your list again in a year or so to see how you have changed.

**Holland Codes**
This printout lists a score for each Holland Personality Type. Find your top three scores and combine them to get your Holland Code. List your three highest codes in order here:

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Your counselor can help interpret this code.

Here is generally what the types mean:

**R Realistic:** You like to work with things you can see and touch. You prefer things that seem real rather than ideas or concepts. You enjoy mechanical and/or physical tasks. You like to fix things or put things together.

**I Investigative:** You enjoy logical thinking and like to understand how things work. You like scientific and mathematical tasks. You are good at solving problems.

**A Artistic:** You enjoy art, dancing, acting, music. You like to express yourself freely and enjoy variety and creativity.

**S Social:** You like to work with people. You enjoy solving problems by talking about them. You like helping, understanding, and teaching others. You are friendly, and you care about others’ feelings.

**E Enterprising:** You like to lead others. You enjoy competition and like to be in control. You are willing to be responsible for getting your work done and for supervising others.

**C Conventional:** You like to keep things in order. You like clear rules and instructions. You are good with details and very careful to do things the right way.

**Occupational Cluster Ratings**
The next printout lists a score for every CIS occupational cluster, or group of similar occupations. Both high and low scores are listed so you can quickly see how your skills relate to the 22 groups. The negative scores tell you which clusters your skills match least, and the positive scores point to clusters where your skills match well. Highlight three to five of your highest scores. These clusters are likely to contain occupations that you will find satisfying.
Your Top 30 List
Based on your selected skills, this printout lists the 30 closest occupational matches from the over 500 titles in SKILLS. The list may be longer than 30 because all occupations that tie for 30th place are listed. Some scores are higher than others, but all occupations on the list use many skills you find satisfying. Highlight the five occupations with the highest scores. Think of other occupations that are similar and might fit you even better. Write them on your printout.
The scores on your occupations list could range from +100 to -44. High scores mean you find satisfactory many of the skills that are used in that occupation. The more your skills vary from those required by an occupation, the lower your scores will be. Scores above 62 are very rare; the average highest score is about 48. If your scores are higher than this, it means you feel very sure about the kinds of skills you like to use. Lower scores mean you like to use many different skills, and no occupation uses all of them. If all of your scores are low, you may need a variety of hobbies in addition to your work to feel contented, or you may need a job that uses a wide variety of skills.

View
After reviewing your list of occupations, you may use View to see the list of skills needed for an occupation along with the skills you selected. This allows you to see exactly where your preferred skills match the skill requirements of the occupation. Your Very, Moderately, and Somewhat satisfying skills are graphically compared to the skills needed for the occupation. You can see skills you will not use as often as you might like and skills you will have to use more than you might prefer.

Mismatchs are important to think about. Even when your skills closely match the skills required in an occupation, there are usually some tasks that you will not enjoy. View will help you to find these potential problem areas. The graphic display calls your attention to both matches and mismatches. Only you can decide what to do when you find a mismatch.

If an occupation requires you to use a skill more frequently than you said you wanted, and you would prefer not to use the skill that often, circle that skill.

Conversely, if you will use a skill less often in an occupation than you said you wanted, circle the skill if you really want to use it more often.

When you finish reviewing an occupation, look back to see how many skills you have circled. These may be problem areas for you in this occupation. Study these mismatches carefully to decide how they affect your career decision. You are in control, but you need to recognize and have a plan for dealing with possible problem areas.

Next Steps
By now you have learned a lot about yourself and occupations. You have learned:
1. Which skills you enjoy most and want to use in your work.
2. Which occupations use the skills you enjoy using.
3. Your Holland Personality Type based on your satisfying skills.
4. Which groups, or CIS clusters, of occupations best match your skills.
5. Which specific skills may cause you to be uncomfortable in or dissatisfied with an occupation you are now considering.
6. If you are a high school student, you may also have printed the Career Paths information that lists your Top 30 List by six Career Paths used by many schools in Oregon.

Your next step is to learn more about the occupations you have identified. You will also wish to know the preparation or training requirements for those occupations. Information in Oregon CIS can help you learn about the Oregon labor market and about educational opportunities. You can then set your goals and pursue your career plan.