

PSYC 272 – Project #1: Assessing Your Vocational Preferences
(SUGGESTED LENGTH: 2 to 3 pages)

Dr. John L. Holland has created a very influential instrument for helping individuals to explore what occupations might be good for them to pursue. His instrument is known as The Vocational Preference Inventory (VPI). In your first written assignment, you will be doing a self-assessment of your occupational interests by using a shortened online version of Holland's VPI. After analyzing your vocational interests, you will write a reflective essay in which you discuss your reactions to the results of your self-directed search.

Holland proposed that there are SIX basic personality types when it comes to matching people with occupations. They are as follows:

The Realistic Type

Realistic individuals like working with machines and tools, frequently outdoors. They see themselves as having common sense, good manual and mechanical skills, and as being practical and honest. They value monetary rewards for work well-done. They do not think of themselves as “People Persons” with smooth social skills.

The Investigative Type

Investigative individuals see themselves as being intelligent and rational, and they enjoy learning about stuff just because it is interesting; they are not usually highly motivated by money. They are usually pretty good at “academic” stuff like writing and math and they enjoy working independently. They are often a bit introverted and absolutely hate having to persuade other people or sell them things.

The Artistic Type

Artistic individuals love reading and pursuing activities such as writing, music, and art. They think of themselves as creative, imaginative, and open to new and exotic experiences. They may take a perverse pride in being a bit on the disorganized side of life, as they hate routines, rules, and deadlines. Money is usually not one of their primary motivators.

The Social Type

Social individuals are seen by others as being helpful, agreeable, outgoing, and patient. They have good social skills and are good at reading other people's feelings. They enjoy the buzz of everyday social interaction and avoid mechanical and technical things or anything that would isolate them from others.

The Enterprising Type

Enterprising individuals love being in charge. They are confident and sociable and believe that they are good at persuading and directing other people. Others see them as being ambitious, extroverted, and energetic, and they get highly motivated by opportunities for recognition and financial gain. They tend not to have vary many scientific or intellectual interests and they can get easily bored with details; they prefer to think in terms of goals and the “big picture.”

The Conventional Type

Conventional individuals thrive on order, structure, and routine. They pride themselves on their attention to detail and accuracy. They are careful, efficient, and orderly, and they are not averse to making and saving money. They get exasperated when rules and goals are not clear and are very uncomfortable with unpredictability in other people or events. They like business activities and they tend not to be very interested in artistic pursuits.

DIRECTIONS:

Based upon Holland's vocational interest types described above, and BEFORE you fill out the online assessment, estimate which "type" is most similar to you, second most similar to you, and third most similar to you. Then, concoct your self-rated code as instructed below.

- a. I resemble the _____ type THE MOST.
- b. The _____ type is the one that is the SECOND MOST similar to me.
- c. The _____ type would be the one that I am THIRD most like.

Enter your self-rated code as a three-letter acronym here: _____
 (For example, if "artistic" is your first type, "realistic" is your second type, and "enterprising" is your third type, you would enter "ARE.")

2. Complete the online assessment to discover your obtained SDS code.
3. Using the *Occupations Finder*, list five careers that match your SDS code.
4. Based upon the information above, you will write a reflective essay in which you explore your reactions to the results of your vocational preference assessment. Begin by presenting the self-rated code that you guessed at before doing the assessment AS WELL AS the actual SDS code that you obtained by doing the self-directed search. Also tell me the five occupations that provided the best match for you.
5. In your essay, be sure to address the following questions:

How closely did your self-rating match the results of the self-directed search?

Were you surprised at the results of your self-directed search? If you were surprised at all, what is it that surprised you and why do you think that this was something you had not expected?

Have you ever thought about pursuing any of the occupations that ended up on your list? Are there occupations you have thought about that did *not* show up on your list? How close were some of your "daydream" occupations in terms of SDS codes to the code that you obtained?

What did you find most valuable and least valuable about this particular assignment?

How are things that you are doing at Knox College related to your vocational interests?

Tell me about any other interesting personal reactions or insights that you have had as a result of this assignment.

PLEASE REMEMBER THAT THE QUALITY OF YOUR WRITING WILL BE AN IMPORTANT PART OF THE GRADE THAT YOU RECEIVE ON THIS ASSIGNMENT. BE SURE TO REVIEW THE PSYCHOLOGY DEPARTMENT WRITING POLICY AND CAREFULLY PROOFREAD YOUR PAPER BEFORE TURNING IT IN.