Self-Directed Search® (SDS®)
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Overview
• Based on Dr. John Holland’s RIASEC theory that both individuals and work environments can be classified according to six basic types: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. When a personality type matches a work environment type, one is more likely to find career satisfaction.
• Helps job seekers learn more about what types of potential educational and occupational options fit their personality.
• Data are based on the SDS Form R, 5th Edition (2013). No items were changed, and no new data were collected.

What’s new
• All print components have been completely redesigned to be more appealing, more user friendly, and more intuitive.
• Targeted versions for adults and students make choosing the appropriate print form easier.
• The SDS Web site (see next page) has been updated to align with the print products and now provides one of three customized and interactive report types based on the user’s demographic data and job history: Standard, Student, or Veteran. Users have the ability to sort, filter, select, and print report results.

Standard SDS
• For adults ages 18 years and older.
• Retains the features that made the Form R the most widely used form of the SDS.
• Includes an updated Occupations Finder (OF) with more than 1,400 jobs linked to the O*NET.
• An all-new You and Your Career Workbook helps users narrow down career matches and learn more about matched careers.
• An updated SDS Educational Opportunities Finder lists programs of study by Holland Occupational Code (HOC) and includes the Classification of Instructional Programs (CIP) code and category.

Student SDS
• A revision of the SDS Career Explorer designed for students in middle, junior, and high school.
• Aligns with Individual Career and Academic Plan (ICAP) Quality Indicators.
• Includes an all-new You and Your Future Workbook, which features bold graphics and imagery designed to engage students.
• A revised Career Finder features three indexes: Holland Occupational Code, Career Cluster, and Alphabetical.
Technical information

- Both the StandardSDS and StudentSDS use normative data from the SDS Form R, 5th Edition (2013), which was standardized on 1,739 students and adults ages 11 to 70 years.
- Coefficients for the Activities, Competencies, and Occupations scales range from .71 to .93, and summary scale coefficients range from .88 to .94.
- Test-retest reliability ranged from .82 to .96 on the overall sample, indicating that summary scale scores have substantial stability over time.
- Correlates significantly with three factors from the NEO Personality Inventory (Extraversion, Openness, and Agreeableness) and other measures of personality, including the Career Thoughts Inventory (CTI).