



Form R
5th Edition

SDS[®]

SELF-DIRECTED SEARCH[®]

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Robert C. Reardon, PhD
Melissa A. Messer, MHS
PAR Staff

Client Interpretive Report

Prepared for
Sample SDS
11/06/2014

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Snapshot Summary

Sample SDS

Client ID: SDS1

19/Female

Testing date: 11/06/2014

SDS score by section



Summary Code

Social
Artistic
Enterprising

INTRODUCTION

To get the most from your Self-Directed Search (SDS) results, read this report carefully. The report provides lists of possible career options for you to consider as you think about your future. It also answers some frequently asked questions about the SDS and includes suggestions and resources to assist you with your educational and career planning.

We suggest that you mark each possibility listed in this report as No Interest (NI), Unsure (U), or Good Possibility (GP). Try not to discard possibilities because of inaccurate stereotypes or lack of information, and use the U designation to mark possibilities about which you are uncertain or unfamiliar.

What's included in this report?

This report includes a review of your Occupational Daydreams.

In addition, your Summary Code has been used to generate lists of occupations, fields of study, and leisure activities that match your Summary Code.

A list of next steps and resources is also provided.

Every combination of the letters of your Summary Code was used to generate this report. This was done to increase your awareness of potentially satisfying options and to provide you with a better understanding of your future possibilities. Remember, every code is different, and reports vary in the numbers of possibilities provided.

Your Summary Code

When you completed the SDS, you described what you like—your favorite activities and interests. The three RIASEC types that match your activities and interests most frequently make up your three-letter Summary Code. Your Summary Code is a brief way of saying what you like—your combination of interests.

Your interests are mostly a combination of S, A, and E. The first letter of your code represents the type you most closely resemble, the second letter represents the type you next-most closely resemble, and so on. The types not included in your three-letter code are the types you resemble least.

Your SDS summary scores were R = 25, I = 24, A = 31, S = 37, E = 27, and C = 21. You might think of your interests as a RIASEC pie, with the size of the six slices being equal to the magnitude of your scores on the SDS. The larger the slice, the greater your interest in that area. Score differences of less than eight points indicate very similar levels of interest. Sometimes Summary Codes have tied scores, which means those areas are about equally interesting to you.

What occupations might interest me?

The following section includes a list of occupations based on the letters in your Summary Code. The corresponding O*NET code is listed next to each occupation. These codes are from the [Occupational Information Network](http://www.onetonline.org) database (www.onetonline.org), which provides detailed descriptions of occupations. Click on each O*NET code to be taken directly to the description for each occupation. The right-hand column (ED) displays the level of education required for each occupation:

5	Advanced degree required
4	College degree required
3	Some college or training required
2	High school diploma or GED required
1	Elementary school training or no training required

SDS Code	Occupations	O*Net Code	ED
SAE	Career Counselor	21-1012.00	5
	Counselor	21-1019.00	5
	Instructional Coordinator	25-9031.00	5
	Mental Health Counselor	21-1014.00	5
	Minister/Priest/Rabbi	21-2011.00	5
	Food and Drug Inspector	29-9011.00	4
	Music Therapist	29-1125.00	4
	Teacher, Elementary School	25-2021.00	4

SDS Code	Occupations	O*Net Code	ED
	Teacher, Secondary School	<u>25-2022.00</u>	4
	Teacher, Preschool	<u>25-2011.00</u>	3
	Day Care Worker	<u>39-9011.00</u>	2
SEA	Dean of Students	<u>11-9033.00</u>	5
	Home Economist	<u>25-1192.00</u>	5
	Mental Health and Substance Abuse Social Worker	<u>21-1023.00</u>	5
	Research Director	<u>19-3093.00</u>	5
	Substance Abuse Counselor	<u>21-1011.00</u>	5
	Arbitrator	<u>13-1079.00</u>	4
	Caseworker, Family	<u>21-1021.00</u>	4
	Community Organization Director	<u>11-9151.00</u>	4
	Employee Welfare Manager	<u>11-3121.00</u>	4
	Producer, Radio and TV	<u>27-2012.01</u>	4
	Public Service Director	<u>27-2012.03</u>	4
	Religious Education Director	<u>21-2021.00</u>	4
	Special Education Director	<u>11-9031.00</u>	4
	Television Director	<u>27-2012.02</u>	4
	Cosmetologist	<u>39-5012.00</u>	3
	Field Contractor	<u>13-1021.00</u>	3
ASE	Drama Coach	<u>27-2012.02</u>	4
	Editor, Story	<u>27-3041.00</u>	4
	Editor, Technical and Scientific Publications	<u>27-3042.00</u>	4
	Exhibit Designer	<u>27-1027.00</u>	4
	Humorist	<u>27-3043.05</u>	4
	Lyricist	<u>27-3043.05</u>	4
	Playwright	<u>27-3043.05</u>	4
	Production Manager, Advertising	<u>27-1011.00</u>	4
	Public Relations Representative	<u>11-2031.00</u>	4
	Artist, Quick Sketch	<u>27-1013.00</u>	3
	Composer	<u>27-2041.04</u>	3
	Dance Instructor	<u>25-3021.00</u>	3
	Modeling Instructor	<u>25-3021.00</u>	3
	Show Operations Supervisor	<u>11-9199.00</u>	3
	Teacher, Art	<u>25-3021.00</u>	3
	Teacher, Drama	<u>25-3021.00</u>	3
	Artist, Stained Glass	<u>27-1012.00</u>	2
AES	Audiovisual Production Specialist	<u>25-9011.00</u>	5
	Account Executive	<u>11-2011.00</u>	4
	Advertising Agency Manager	<u>11-2011.00</u>	4

SDS Code	Occupations	O*Net Code	ED
	Archivist	<u>25-4011.00</u>	4
	Art Director	<u>27-1011.00</u>	4
	Artist and Repertoire Manager, Music	<u>27-2012.04</u>	4
	Broadcast News Analyst	<u>27-3021.00</u>	4
	Bureau Chief	<u>27-3041.00</u>	4
	Choral Director	<u>27-2041.01</u>	4
	Choreographer	<u>27-2032.00</u>	4
	Conductor, Orchestra	<u>27-2041.01</u>	4
	Continuity Writer	<u>27-3043.05</u>	4
	Creative Director	<u>27-1011.00</u>	4
	Editor, Book	<u>27-3041.00</u>	4
	Editor, Journal or Magazine	<u>27-3041.00</u>	4
	Editor, News	<u>27-3041.00</u>	4
	Editor, Newspaper	<u>27-3041.00</u>	4
	Editorial Writer	<u>27-3043.05</u>	4
	Industrial Designer	<u>27-1021.00</u>	4
	Interior Designer	<u>27-1025.00</u>	4
	Music Director	<u>27-2041.01</u>	4
	Poet	<u>27-3043.05</u>	4
	Program Coordinator, Amusement and Recreation	<u>27-2012.02</u>	4
	Public Relations Specialist	<u>27-3031.00</u>	4
	Scenic Arts Supervisor	<u>27-1027.00</u>	4
	Set Decorator, Theater and Film	<u>27-1027.00</u>	4
	Stage Director	<u>27-2012.02</u>	4
	Cartoonist	<u>27-1013.00</u>	3
	Director of Photography	<u>27-4031.00</u>	3
	Film and Video Editor	<u>27-4032.00</u>	3
	Printmaker	<u>27-1013.00</u>	3
	Sales Representative, Graphic Art	<u>41-3011.00</u>	3
	Sign Shop Supervisor	<u>51-1011.00</u>	3
	Teacher, Music	<u>25-3021.00</u>	3
	Wedding Consultant	<u>41-9099.00</u>	3
	Actor	<u>27-2011.00</u>	2
	Comedian	<u>27-2011.00</u>	2
	Display Manager	<u>27-1026.00</u>	2
	Magician	<u>27-2011.00</u>	2
	Narrator	<u>27-2011.00</u>	2
	Painting Instructor	<u>41-9011.00</u>	2
	Singer	<u>27-2042.01</u>	2
	Model, Photographers'	<u>41-9012.00</u>	1
ESA	Department Manager	<u>11-1011.00</u>	5

SDS Code	Occupations	O*Net Code	ED
	Director of Admissions	<u>11-9033.00</u>	5
	Foreign Service Officer	<u>11-1011.00</u>	5
	Judge	<u>23-1023.00</u>	5
	Medical Social Worker	<u>21-1022.00</u>	5
	Politician	<u>21-1099.00</u>	5
	Artist's Manager	<u>13-1011.00</u>	4
	Association Executive	<u>11-9199.00</u>	4
	Business Representative, Labor Union	<u>11-9199.00</u>	4
	Convention Manager	<u>13-1121.00</u>	4
	e Commerce Merchandising Manager	<u>13-1199.06</u>	4
	Editor, Managing	<u>27-3041.00</u>	4
	Equal Opportunity Representative	<u>13-1041.03</u>	4
	Interpreter/Translator	<u>27-3091.00</u>	4
	Literary Agent	<u>13-1011.00</u>	4
	Lobbyist	<u>27-3031.00</u>	4
	News Director	<u>27-2012.03</u>	4
	Placement Director	<u>11-3121.00</u>	4
	Producer, Film	<u>27-2012.01</u>	4
	Recreation Supervisor	<u>39-9032.00</u>	4
	Social Welfare Administrator	<u>11-9151.00</u>	4
	Wholesaler	<u>41-1012.00</u>	4
	Dance Studio Manager	<u>11-9199.00</u>	3
	Manufacturer's Representative	<u>41-4012.00</u>	3
	Nursery and Greenhouse Manager	<u>11-9013.01</u>	3
	Sales Representative, Footwear	<u>41-4012.00</u>	3
	Sales Representative, Household Appliances	<u>41-4012.00</u>	3
	Flight Attendant	<u>53-2031.00</u>	2
	Salesperson, Cosmetics and Toiletries	<u>41-2031.00</u>	2
	Salesperson, General Merchandise	<u>41-2031.00</u>	2
	Salesperson, Musical Instruments and Accessories	<u>41-2031.00</u>	2
	Salesperson, Sporting Goods	<u>41-2031.00</u>	2
EAS	Council On Aging Director	<u>11-1011.00</u>	5
	Music Supervisor	<u>25-9031.00</u>	5
	Broker and Market Operator, Farm Products	<u>41-3031.01</u>	4
	Fashion Coordinator	<u>11-2021.00</u>	4
	Property/Community Association Manager	<u>11-9141.00</u>	3
	Auctioneer	<u>41-9099.00</u>	2
	Field Supervisor, Agricultural Workers	<u>45-1011.07</u>	2
	Salesperson, Apparel and Accessories	<u>41-2031.00</u>	2
	Fashion Model	<u>41-9012.00</u>	1

What fields of study might interest me?

The following section includes a list of fields of study (e.g., college major, vocational program, 2-year program) based on the letters in your Summary Code. You can search the [O*NET Education Crosswalk](http://www.onetonline.org/crosswalk) (www.onetonline.org/crosswalk) to find occupations that correspond to the programs of study listed here. Simply type the name of the program in the field labeled *Education*. The crosswalk search provides detailed information, including educational requirements, for each occupation associated with an instructional program.

Many fields of study are offered at more than one level. Courses and training activities may help you learn more about your interests.

SDS Code	Fields of study
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SAE

Art Teacher Education
Bilingual and Multilingual Education
Chemistry Teacher Education
Child Care
Clinical Pastoral Counseling/Patient Counseling
Divinity/Ministry
Junior High/Intermediate/Middle School Education and Teaching
Mental Health Counseling/Counselor
Pastoral Studies/Counseling
Rabbinical Studies
Secondary Education and Teaching
Speech Teacher Education
Teaching English as a Second or Foreign Language/ESL Language Instructor
Theological and Ministerial Studies
Theology/Theological Studies
Urban Ministry
Youth Ministry

SEA

Bible/Biblical Studies
Clinical/Medical Social Work
Cosmetology/Cosmetologist
Human Development and Family Studies
Lay Ministry
Missions/Missionary Studies and Missiology
Public Health Education and Promotion
Religious Education
Substance Abuse/Addiction Counseling
Women's Ministry

SDS Code Fields of study

ASE Adult and Continuing Education and Teaching
American Literature
Comparative Literature
Crafts/Craft Design, Folk Art and Artisanry
English Language and Literature/Letters
English Literature (British and Commonwealth)
Fiber, Textile, and Weaving Arts
Music History, Literature, and Theory
Theater Literature, History, and Criticism

AES Acting
Advertising
Archives/Archival Administration
Audiovisual Communications Technology/Technician
Broadcast Journalism
Business/Corporate Communications
Children's and Adolescent Literature
Cinematography and Film/Video Production
Communication
Conducting
Creative Writing
Digital Arts
Directing and Theatrical Production
Documentary Production
Drama and Dramatics/Theatre Arts
Facilities Planning and Management
Film/Cinema/Video Studies
General Literature
Graphic Design
Historic Preservation and Conservation
Illustration
Interior Design
Intermedia/Multimedia
Journalism
Literature
Mass Communication/Media Studies
Music Management
Music Performance
Music Technology
Musical Theater
Musicology and Ethnomusicology
Playwriting and Screenwriting

SDS Code Fields of study

Political Communication
Professional, Technical, Business, and Scientific Writing
Public Relations, Advertising, and Applied Communication
Public Relations/Image Management
Publishing
Radio and Television
Radio and Television Broadcasting Technology/Technician
Religious/Sacred Music
Rhetoric and Composition
Rhetoric and Composition/Writing Studies
Speech Communication and Rhetoric
Technical and Scientific Communication
Technical Theatre/Theatre Design and Technology
Textile Science
Voice and Opera
Writing

ESA

Airline Flight Attendant
American Sign Language (ASL)
Apparel and Accessories Marketing Operations
Apparel and Textile Marketing Management
Bosnian, Serbian, and Croatian Languages and Literatures
Community College Education
Dispute Resolution
Fashion Merchandising
Film/Video and Photographic Arts
Fine and Studio Arts Management
Foreign Languages and Literatures
General Merchandising, Sales, and Related Marketing Operations
International and Intercultural Communication
Labor Studies
Language Interpretation and Translation
Plant Nursery Operations and Management
Special Products Marketing Operations
Sports Communication
Theater/Theater Arts Management

EAS

Auctioneering

What leisure areas might interest me?

The following section includes a list of leisure activities (or hobbies) based on the first two letters of your Summary Code. Getting involved in these areas may help you learn more about your interests and introduce you to new activities.

SDS Code	Leisure activities
SA/AS	<ul style="list-style-type: none"> Accordion playing Ancient music playing Art museum going Author/writer study groups Ballet going Band playing Blogging Bluegrass music playing Chamber music playing Charades Church organ playing Church school teaching Comedian Concert going Country fiddling Country music playing Cultural organizations Dance band playing Drum and bugle corps playing Elderhostel Family newsletter editing Feng shui Flash mob performing Folk dancing Folklore study Foreign language learning Glass blowing Graphology Guitar playing Handbell ringing Hobby journalism Holiday decorating Jazz music playing Joke writing Movie going Music composing Music group playing (e.g., rock band, folk band) Music listening Nature photography Old-time movie going Opera going Pen pals Piano playing Radio listening Renaissance studies Rhythm and blues playing Social networking/social media Stained glass String quartet playing Swing music playing Theater going Theater history Theater organ playing Victorian studies Wine tasting

What careers have you daydreamed about?

When you completed the SDS, you were asked to list the occupations you have considered when thinking about your future. You were asked to provide the occupations you've daydreamed about as well as those you have discussed with others. The occupations you selected are listed in the table below along with the Summary Code that corresponds to each occupation.

Aspiration listed	Summary Code
Dietary Manager	ESC
Nurse, Instructor	SIE
Clinical Nurse Specialist	SIE
Aspirations Summary Code	SEI

Next steps

The following are some steps you can take to increase the quality of your career decisions.

- 1** The SDS is most useful when it reassures you about your occupational choice or reveals new possibilities worthy of consideration. If it fails to support a choice or an anticipated occupation change, don't automatically change your plans. Instead, do some investigation to make sure you understand the career you have chosen and the occupations suggested by the SDS.
- 2** Compare your Summary Code with the codes for your Occupational Daydreams. They should be similar, but it is not necessary that your SDS code matches your Aspirations Summary Code letter-for-letter. Occupations tolerate a variety of types. It is important that your three-letter Summary Code at least resembles the three-letter code of your favorite occupations. For example, your SDS code might be RIE, while the occupation you aspire to might be IRC. If you can see no relation between your SDS Summary Code and your aspiration, you should examine your potential satisfaction for that occupation with a career counselor or a friend.
- 3** Investigate the educational requirements for the occupations that interest you. Go back to the Occupations Finder and find out how much education or training is required for each occupation you listed earlier. Where could you obtain the required training? Is it financially possible? Is it reasonable in terms of your learning ability, age, and family situation? Also, consider any health or physical limitations that might affect your choice and how you would cope with them.
- 4** Conduct a thorough search of the occupational information available on the [O*NET Web site](http://www.onetonline.org) (www.onetonline.org). Refer to the resource list at the end of this report for additional books and Web sites that may be useful.
- 5** Talk to people employed in the occupations in which you are especially interested. Most people enjoy talking about their work. Remember, however, that they may have personal biases, so talk to several people in the same occupation.
- 6** Try to obtain volunteer or part-time work experience that similar to the occupations you are considering. Such experiences may give you a better idea of what the occupation is like.
- 7** Remember that your results on the SDS are affected by many factors, including your sex, your age, your parents' occupations, and your ethnic or racial background. For example, because society often encourages men and women to aspire to different careers, women typically receive more S, A, and C codes than men, whereas men typically obtain more I, R, and E codes. Yet all jobs can be successfully performed by members of either sex. If your code differs from your Aspirations Summary Code, keep those influences in mind; they may account for the differences, and you may decide to stick with your daydreams.
- 8** Remember: No one but you can make your occupational decision. No single resource or test can provide you with one "right" choice, but the SDS can help you focus on some of the more likely possibilities.

Where can I find additional resources?



[America's Career InfoNet](http://www.careerinfonet.org) (www.careerinfonet.org)

Part of CareerOneStop, this Web site offers a variety of tools and resources for career exploration, education information, and job search instruction. It helps users explore career opportunities and make informed employment and education choices. It is sponsored by the U.S. Department of Labor's Employment and Training Administration. It is continually updated.



[National Career Development Association](http://www.ncda.org/aws/NCDA/pt/sp/resources)

(www.ncda.org/aws/NCDA/pt/sp/resources)

This Web site is updated annually with hundreds of helpful resources, services, and tools that assist users in exploring careers, planning for the future, searching for employment, and finding the additional training necessary to pursue a dream.



[Occupational Outlook Handbook](http://www.bls.gov/ooh) (www.bls.gov/ooh)

This Web site provides the latest information on more than 250 occupations, accounting for 90% of U.S. jobs. Information includes nature of work, places of employment, training and other qualifications, advancement, employment outlook, earnings and working conditions, and sources of additional information.



[O*NET Online](http://www.onetonline.org) (www.onetonline.org)

This Web site was created to provide broad access to the Occupational Information Network database of occupational information, which includes information on skills, abilities, work activities, and interests associated with more than 950 occupations. This resource allows visitors to browse occupations using many different search terms. Occupational information is gathered primarily from U.S. Bureau of Labor Statistics sources. Reports include information about Holland Summary Codes. It is continually updated.



[Self-Directed Search \(SDS\) Web site](http://www.self-directed-search.com) (www.self-directed-search.com)

This Web site provides valuable information for parents, students, teachers, job seekers, and professionals. It includes training materials, news, and other resources.

Additional Information

What is the SDS?

The SDS is a guide to educational and career planning. It was first developed by Dr. John Holland in 1971 and has been revised four times since then. The SDS and this report are based on extensive research about how people choose careers. The SDS is the most widely used career interest inventory in the world.

Which types are most like you?

The RIASEC letters can be used to describe the areas a person's interests most resemble. For example, we could say that one person is most like a Realistic, or R, type. Another person might be more like a Social, or S, type. Furthermore, a person often resembles several types, not just one.

A hexagon is used to show the similarities and differences among the six types. Types that are next to one another on the hexagon are most similar. The following hexagon shows the relationships among the six types. For example, Realistic and Investigative types tend to have similar interests, whereas Realistic and Social types tend to be most different. Conventional types are most closely related to Enterprising and Realistic types, are somewhat less related to Social and Investigative types, and tend to have very different interests from Artistic types.

The hexagon here also shows some occupations typically preferred by each type as well as how each type might be described by others. Specific information about each type can be found below.

Realistic (R) types usually have mechanical and athletic abilities, and they like to work outdoors and with tools and machines. They typically like to work with things rather than people.

Investigative (I) types like investigative occupations such as biologist, surgeon, veterinarian, airplane pilot, translator, pharmacist, or actuary. They usually have mathematical and scientific ability and like to work alone. They typically like to explore and understand things or events rather than to persuade others or sell things.

Artistic (A) types usually have artistic skills, enjoy creating original work, and have good imaginations. The A type is described as creative, disorderly, emotional, expressive, idealistic, imaginative, impractical, impulsive, independent, introspective, intuitive, nonconforming, open, and original.

Social (S) types usually like to be around other people, are interested in how people get along, and like to help other people with their problems. They typically like to help, teach, and counsel people rather than engage in mechanical or technical activities.

Enterprising (E) types usually have leadership and speaking abilities, are interested in money and politics, and like to influence people. They typically like to persuade or direct others rather than work on scientific or complicated topics.

Conventional (C) types usually have clerical and math abilities, and they like to work

indoors and organize things. They typically like to follow orderly routines and meet clear standards, avoiding work that does not have clear directions.



What does my three-letter Summary Code mean?

As mentioned earlier in this report your interests are mostly a combination of S, A, and E. The first letter of your code represents the type you most closely resemble, the second letter represents the type you next-most closely resemble, and so on. The types not included in your three-letter code are the types you resemble least.

Your SDS summary scores were R = 25, I = 24, A = 31, S = 37, E = 27, and C = 21. You might think of your interests as a RIASEC pie, with the size of the six slices corresponding to the magnitude of your scores on the SDS. The larger the slice, the greater your interest in that area. Score differences of less than eight points indicate very similar levels of interest. Sometimes summary scores are equal, which means those areas are about equally interesting to you.

Some people find it easy to see which types they are like and to find useful possibilities to explore. For example, the three letters of their code may be next to one another on the hexagon (e.g., SEA), the first letter of their code may have a summary score much higher than that of the second letter, or the first two letters of their code may be adjacent on the hexagon.

Other people find it difficult to match themselves strongly to any of the RIASEC types, and they feel that their interests are less clear or stable. For example, the letters of their code are separated by less than eight points; they are about equally interested in several areas.

Your interests are a result of what you have learned and experienced up to this point in your life. You may develop new interests related to the RIASEC types by trying out new things. Also, a person's type may become clearer as he or she grows older or has more life experiences. It may be useful to discuss the results of this report with the person who suggested you take the SDS. If you want to discuss your results with a professional, visit the [National Career Development Association](http://www.ncda.org/aww/NCDA/pt/sp/consumer_find) Web site (www.ncda.org/aww/NCDA/pt/sp/consumer_find) to find a career counselor in your area.

***** End of Report *****