

O*NET

Picture Interest Profiler

Administrator's Guide

This booklet includes information from the O*NET 24.1 Database by the U.S. Department of Labor, Employment and Training Administration (USDOL/ETA). Used under the CC BY 4.0 license. O*NET® is a trademark of USDOL/ETA. Careerworks, Inc. has modified all or some of this information. USDOL/ETA has not approved, endorsed, or tested these modifications.

This booklet is designed to accompany the *O*NET Picture Interest Profiler* ISBN: 978-0-9987231-1-2 © 2020 by Lynn Dowd. Published by Careerworks, Inc., P.O. Box 594, Tracys Landing, MD 20779. Phone: 443-550-3080. E-mail: info@careerworksinc.org. All rights reserved. Duplication of this document is permitted for internal distribution to staff using the *O*NET Picture Interest Profiler*. No other use is permitted without written permission from the publisher.

Overview

The O*NET Picture Interest Profiler (OPIP) is a video-based interest assessment that is designed to provide individuals who have limited exposure to careers visual context for their career decision-making. The O*NET Picture Interest Profiler is an adaptation of The O*NET Interest Profiler, produced and distributed by the U.S. Department of Labor, Employment and Training Administration (USDOL/ETA). Both are based on Holland's RIASEC Interest Model (Holland, 1985). The OPIP includes reproduceable materials enabling the tool to be used by an unlimited number of participants.

OPIP was initially designed for high school students participating in job exploration counseling, a service designated by the Workforce Innovation and Opportunities Act. The individuals served through job exploration counseling are students age 14 to 21 who have a disability. The majority of these individuals, because of their age, disability or for other reasons, lack the career exposure needed to make valid choices of their interests based upon written information alone. Because it is important to get valid results of interests to begin the career exploration and planning process, it was deemed necessary to provide visual context to the written information. Although the OPIP was designed for this special population, the range of jobs/careers included and its brief length enable the OPIP to easily be used with other individuals/groups who have greater levels of career awareness.

Use

Purchase of The O*NET Picture Interest Profiler (OPIP) enables the buyer to download the video to one computer or to use the video from the flash drive. Buyers do not have authorization to download the video to multiple computers, upload to the internet, or to share with other users. Should use on multiple computers be desired, site licensing information is available through Careerworks, Inc. 410-550-3080, info@careerworksinc.org. All of the paper materials can be reproduced by the buyer.

Content

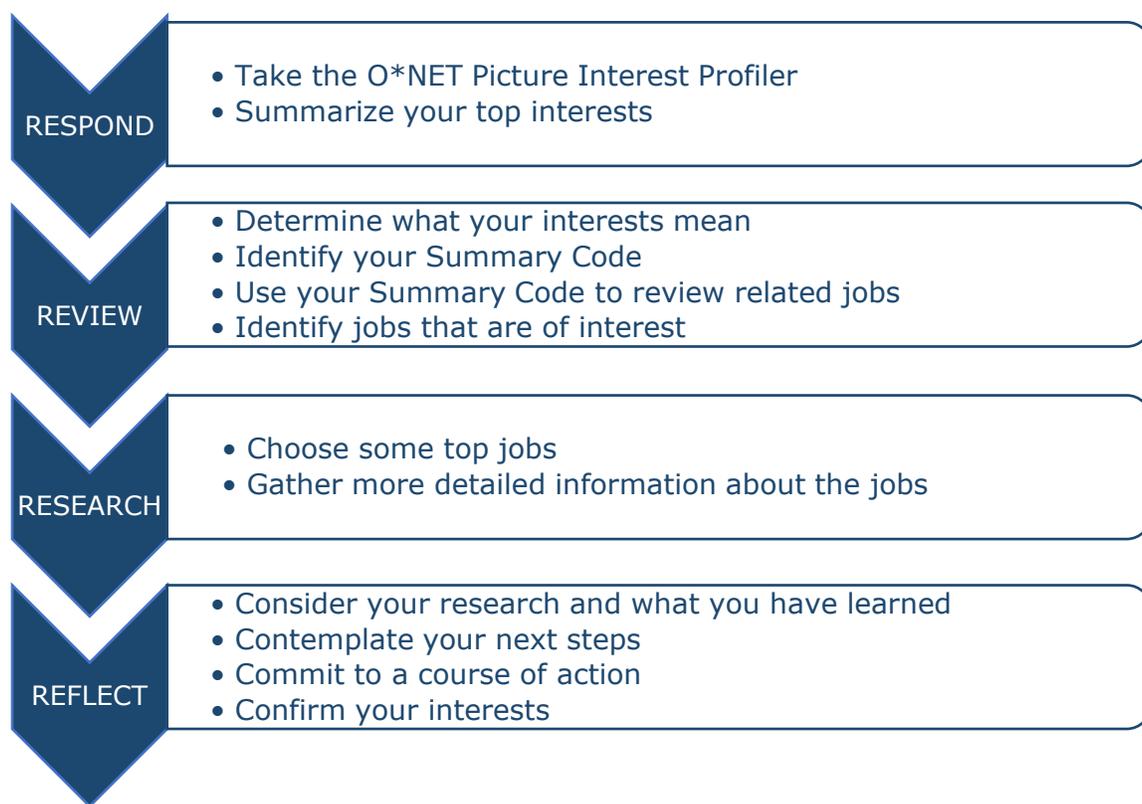
The OPIP includes four phases – RESPOND, REVIEW, RESEARCH, and REFLECT which can be used together or individually. It is suggested that the RESPOND phase not be used in isolation, that it be coupled with REVIEW at a minimum.

The OPIP Career Interest Video used in the first phase, RESPOND, includes 66 interest statements from The O*NET Interest Profiler. In some cases, these statements have been altered to combine similar statements, make them more appealing to youth, or enable better visual depiction of the job/career represented. In all cases, the statement and pictures remain true to the code (RIASEC) they were designed to represent.

The second phase, REVIEW, involves taking the results from the OPIP Answer Sheet to develop a two letter Summary Code describing the participant's top interests. Interpretation of what those interests mean is included in this phase. The participant then uses either paper resources (O*NET Job List by Summary Code) or the internet to review related jobs and identify those they find appealing.

The third phase, RESEARCH, involves taking a few top jobs of interest generated in the REVIEW phase to explore in greater detail. Internet resources for this research are provided.

In the final phase, REFLECT, the participant considers the information they gathered, contemplates next steps, and commits to a realistic course of action.



The Workbook contains all of the participant materials (worksheets and instructions) enabling greater independent use by the participant.

The Workbook does not need to be used if administration of all Phases of the OPIP is not planned. Individual worksheets, resources and other paper materials are included on the flash drive to enable greater flexibility for the administrator. These are numbered by phase and can be printed and used separately. As noted above, RESPOND should not be used without REVIEW as it is important that the participant have a clear understanding of what their interests mean.

Print Materials

- 0 GRAPHIC (resource)
- 1 RESPOND – Item Analysis (resource)
- 1 RESPOND – OPIP Answer Sheet (worksheet)

- 2 REVIEW – A What Your Primary Interest Areas Mean (resource)
- 2 REVIEW – B Jobs Matching My Interests (worksheet)
- 2 REVIEW – C Internet Search Instructions (instructions)
- 2 REVIEW – C O*NET Job List by Summary Code (resource)

- 3 RESEARCH – A Exploration Chart (worksheet)
- 3 RESEARCH – B Career Information Sites (instructions/resource)

- 4 REFLECT – A Consider Your Research (worksheet)
- 4 REFLECT – B Contemplate Next Steps (worksheet)
- 4 REFLECT – C Commit to a Course of Action (sample worksheet)
- 4 REFLECT – C Commit to a Course of Action (worksheet)
- 4 REFLECT – D Confirm Your Choice (worksheet)

Administration

1 RESPOND

Materials Used

- OPIP Career Interest Video
- 1 RESPOND – OPIP Answer Sheet (worksheet)

In this phase the OPIP Career Interest Video is administered. It can be administered to a single participant or to a group simultaneously. The Administrator may wish to have a printed copy of the Item Analysis on hand during the administration in case the participant misses a particular item.

For each column on the OPIP Answer sheet (RIASEC), the participant will total the number of L responses circled and fill that number in the L space in the Summarize section of the OPIP Answer sheet. They will do the same for the ? responses. The participant then multiplies the number of L responses by 2 and the number of ? responses by 1 and adds the two products to get the total score for the column.

The result of the RESPOND phase is a total score tallied in each of the RIASEC interest categories in the Summarize section of the OPIP Answer Sheet.

2 REVIEW

Materials Used

- 2 REVIEW – A What Your Primary Interest Areas Mean (resource)
- 2 REVIEW – B Jobs Matching My Interests (worksheet)
- 2 REVIEW – C O*NET Job List by Summary Code (resource) or
2 REVIEW – C Internet Search Instructions (instructions) - computer with internet access required

In this phase, the participant copies the total scores from the OPIP Answer Sheet to the Jobs Matching My Interests worksheet. They then determine which two scores are the highest to identify their two letter Summary Code.

In the case of a tie, the participant should list the tie(s) and expand the codes they will review. For example, if there is a two-way tie for the second highest code with scores of A 16, S 13 and E 13, the participant would review both AS and AE codes. In the case of a three-way tie for first place, A 16, S 16 and E 16, the participant would review AS, AE and SE codes.

If participants have low interest levels, the result should be verified by the administrator with a discussion on the RIASEC interest areas. An item analysis of the individual's responses may also be helpful to determine appropriate Summary Codes to review. In the case of high interest levels (i.e. multiple ties for the top interests), administrator review will also be beneficial.

All participants should use the What Your Primary Interest Areas Mean document to learn more about their top interest areas. Then, participants use either the paper version of the O*NET Job List by Summary Code or use the Search Instructions and a computer with internet access to review jobs matching their Summary Code.

The result of the REVIEW phase is a list of jobs on the Jobs Matching My Interests worksheet that the participant may wish to explore further.

3 RESEARCH

Materials Used

- 3 RESEARCH – A Exploration Chart (worksheet)
- 3 RESEARCH – B Career Information Sites (instructions/resource) - computer with internet access required

In the RESEARCH phase, the participant chooses four jobs of interest from the Jobs Matching My Interests worksheet that they wish to explore in detail. They then use internet career information resources to gather additional information on those jobs.

The result of the RESEARCH phase is the completed Exploration Chart.

4 REFLECT

Materials Used

- 4 REFLECT – A Consider Your Research (worksheet)
- 4 REFLECT – B Contemplate Next Steps (worksheet)
- 4 REFLECT – C Commit to a Course of Action (sample worksheet) and
4 REFLECT – C Commit to a Course of Action (worksheet)
- 4 REFLECT – D Confirm Your Choice (worksheet)

The fourth phase, REFLECT, asks the participant to expand upon their research by considering the information they have gathered, contemplating next steps and then committing to a course of action. In the last step, the participant confirms their interest. If the participant decides they are still interested in the job, they return to the Contemplate Next Steps and Commit to a Course of Action worksheets to determine additional ways they can put themselves closer to their goal job. If they decide they are no longer interested in the job, the participant returns to the RESEARCH step to identify other jobs of interest they may wish to explore further.

Items

1	R	Would you like to build kitchen cabinets?
2	I	Would you like to study ways to reduce water pollution?
3	A	Would you like to write books or plays?
4	S	Would you like to help people achieve their fitness goals?
5	E	Would you like to start your own business?
6	C	Would you like to use a computer program to generate customer bills?
7	R	Would you like to guard money in an armored car?
8	I	Would you like to make a map of the bottom of the ocean?
9	A	Would you like to choreograph dance routines?
10	S	Would you like to teach children how to read?
11	E	Would you like to manage a retail store?
12	C	Would you like to schedule conferences for an organization?
13	R	Would you like to lay brick, block or tile?
14	I	Would you like to study the history of past civilizations?
15	A	Would you like to play a musical instrument?
16	S	Would you like to perform nursing duties in a hospital or medical center?
17	E	Would you like to give a presentation about a product you are selling?
18	C	Would you like to process bank transactions for customers?
19	R	Would you like to drive a taxi cab or courtesy van?
20	I	Would you like to diagnose and treat sick animals?
21	A	Would you like to perform a comedy routine in front of an audience?
22	S	Would you like to help people with personal or emotional problems?

23	E	Would you like to manage the operations of a hotel?
24	C	Would you like to use word processing software to edit and format documents?
25	R	Would you like to assemble electronic parts?
26	I	Would you like to conduct chemical experiments?
27	A	Would you like to use a computer to create drawings or artwork?
28	S	Would you like to supervise the activities of children at a camp?
29	E	Would you like to sell houses?
30	C	Would you like to direct or transfer calls for a large organization?
31	R	Would you like to drive a truck to deliver packages to offices and homes?
32	I	Would you like to investigate crimes?
33	A	Would you like to pose for a photographer?
34	S	Would you like to help elderly people with their daily activities?
35	E	Would you like to be responsible for the operation of a company?
36	C	Would you like to perform office filing tasks?
37	R	Would you like to enforce fish and game laws?
38	I	Would you like to study space?
39	A	Would you like to perform stunts for a movie or television show?
40	S	Would you like to provide massage therapy to people?
41	E	Would you like to represent a client in a lawsuit?
42	C	Would you like to keep records of financial transactions for an organization?
43	R	Would you like to put out forest fires?
44	I	Would you like to examine blood samples in a lab?
45	A	Would you like to write scripts for movies or television shows?
46	S	Would you like to take care of children at a daycare center?
47	E	Would you like to negotiate business contracts?
48	C	Would you like to keep shipping and receiving records?
49	R	Would you like to fix a broken faucet?
50	I	Would you like to conduct biological research?
51	A	Would you like to host a radio show or podcast?
52	S	Would you like to assist doctors in treating patients?
53	E	Would you like to sell automobiles?
54	C	Would you like to inventory supplies using a hand held computer?
55	R	Would you like to work on an off shore drilling rig?
56	I	Would you like to study weather conditions?
57	A	Would you like to sing or play an instrument in a band?
58	S	Would you like to provide physical therapy to people recovering from injury?
59	E	Would you like to promote a new line of clothing?
60	C	Would you like to develop a spreadsheet using computer software?
61	R	Would you like to maintain the trails or grounds of a park?
62	I	Would you like to do research on plants or animals?
63	A	Would you like to edit movies?
64	S	Would you like to teach a high school class?

65	E	Would you like to sell computers or cell phones?
66	C	Would you like to use a computer to enter information into a database?

Features

Features of the O*NET Interest Profiler as identified by the U.S. Department of Labor, Employment and Training Administration (USDOL/ETA):

- Compatible with Holland's RIASEC Interest Structure (Holland, 1985)
 - rich and extensive research history
 - widely accepted and used by counselors
 - easy to use and well received by clients
- Interest items represent a broad variety of occupations and complexity levels
- Extensive and thorough development effort
 - client input during all stages
 - construct validity and reliability evidence
- Can be self-administered and self-interpreted
- Can be used on a stand-alone basis or with other O*NET Career Exploration Tools or with privately developed instruments
- Results can be directly linked to over 950 occupations in O*NET OnLine, My Next Move, My Next Move for Veterans, and Mi Próximo Paso
- Completion time approximately 10-30 minutes, depending on format

Additional features of the O*NET Picture Interest Profiler:

- Provides visual context for career decision-making
- Provides structured activities and resources for career research and planning

Suggestions for Administration

Concern	Suggestion
Slow Responses, Slower Processing Speed	<ul style="list-style-type: none"> ▪ Provide one-on-one administration, pausing video between items for response
Short Attention Span	<ul style="list-style-type: none"> ▪ Break up video administration in half with a short break in between

Concern	Suggestion
Flat Interest Profile Limited Interest Shown (few Likes or ?)	<ul style="list-style-type: none"> ▪ Conduct Item Analysis of L and ? responses ▪ Discuss RIASEC interest areas with the participant
Flat Interest Profile Interested in too many jobs (nearly all Likes)	<ul style="list-style-type: none"> ▪ Discuss RIASEC interest areas with the participant

About the Author

Lynn R. Dowd, Ed. S., CVE, PVE is a career assessment specialist in private practice. Through her company, Careerworks, Inc., she provides career assessment and planning services to youth and adults with disabilities throughout the state of Maryland and training and consultation services to businesses, educational programs and non-profit agencies. In addition to the O*NET Picture Interest Profiler, she is the author of the Career Priorities Profile, now in its third edition.

Acknowledgments

Special thanks to:

Graphic Designer – Sue Dippel, Dippel & Associates, Lothian, Maryland
 Video Producer – Chris Sciannella, CAS Video Productions, Chester, Maryland
 Reviewers - Susie Lerch, Careerworks, Inc., Tracys Landing, Maryland and Lisa Blakeney, Vocation Validation, LLC, Pasadena, Maryland

Contact Information

For further information contact Careerworks, Inc.

- via email at info@careerworksinc.org
- via phone at 443-550-3080
- via mail at P.O. Box 594, Tracys Landing, MD 20779