CAREER GUIDANCE FOR SC & HSC STUDENTS
"Choose a job you love, and you will never have to work a day in your life."

~ Confucius
Career Guidance

This Career Guidance booklet will help SC and HSC students to clarify their interests and relate them to work and career options. When students are able to link their choices with jobs that fulfil those interests, they definitely make better career decisions.

For example, some people enjoy frequent changes and varieties and look for jobs that provide this type of environment. Others would rather work in a structured and stable environment and are equally curious about the occupations which suit them best.

This Career Guidance will help students connect with their desired careers. By guiding them to better career choices, they can pursue careers that are more likely to be enjoyable and satisfying.

Research shows that people working in careers that match their interests are happier and more satisfied than others.

While most students know what they like and dislike, many find it difficult to relate these preferences to occupations and work environments. Hence, many students pursue careers based on limited or even incorrect information and as a result, they often end up in jobs they find unsatisfying and unfulfilling.

Interests can be defined as the things that a person likes to do. Occupational interests are the likes and dislikes a person has related to work activities. By having people rating a number of occupations, work activities, and school subjects, this can help students to identify their strongest occupational interests and link these interests to careers that match.
The Career Interest is built upon John Holland’s theory of vocational personality. This theory, which has become one of the most widely accepted approaches for helping people make occupational choices, is based on six vocational personality types.

Holland believed that people could be described by one of the six types which are briefly described below.

**REALISTIC:** These people like active jobs that produce tangible results, and enjoy fixing, building, and repairing things.

**INVESTIGATIVE:** These people enjoy work that involves gathering information, developing theories, and analysing data.

**ARTISTIC:** These people have a great need for self-expression, and enjoy creative work.

**SOCIAL:** These individuals like to work with people. They enjoy team work and tend to be nurturing and caring.

**ENTERPRISING:** These people like selling, managing, and persuading others, and pursue organizational goals and economic success.

**CONVENTIONAL:** These people like activities that require attention to detail, organization and accuracy.

Holland believed that individuals are primarily characterized by one type, but often have some interests that fall in the realm of the other types. As a result, people are usually best described by a combination of some of the six types according to the ranking of their interests. Holland developed a code system which used the first letter from each of the six personality types R-I-A-S-E-C. An individual is
assigned a “Holland Code” of one to three letters based on the strengths of their interests. For example a person who shows the highest levels of interest in Realistic activities followed by Conventional activities receives an RC code.

Holland believed that the six interest areas are related to each other. He arranged the interest areas in a hexagonal fashion based on how similar they are to one another. This hexagon is shown below:

According to Holland, the interest areas that are adjacent to each other are the most similar. The Realistic area has the most in common with the Investigative and Conventional interest areas. The Investigative area has the most in common with the Realistic and Artistic interest areas. Holland also theorized that the interest areas opposite each other on the hexagon are the most dissimilar. For example, the Realistic and Social areas have little in common. As a result, it is very rare to find people who share interests that fall in areas on opposite sides of the hexagon. It is also rare to find occupations that allow people to meet those interests. When this occurs it can make for a challenging interpretation.

Understanding these relationships among the interest areas can help in the career counselling process. For individuals who are looking to expand upon the occupations they wish to research, they can begin by examining jobs in interest areas that are more closely related to their primary interest area. For example, a person with strong enterprising interests would be most interested in enterprising activities. But this individual may also be interested in activities that satisfy Conventional or Social interests.
Holland also proposed that occupations and work environments could also be described by the RIASEC model, based on the interests that they satisfy. While occupations primarily meet one of the interest areas, they are best described by a combination of interest areas. Holland codes can be used to describe an occupation in terms of one, two, or three interest areas that fit the occupation. Most occupations that have been listed using Holland's typology typically have a two or three letter code. For example, Educational Psychologist is classified as IS because it satisfies investigative and social interests.

Since the Holland Codes can identify the interests of people and list occupations that match an individual's particular interest pattern, it can be used to highlight career options that an individual is likely to enjoy. The better a match between the person's interests and the work involved in an occupation, the greater chance he or she will be satisfied and happy with their career.

**How it Works**

The six Career Interest Personalities according to Holland Codes are described below. Each career personality has three sets of questions and answers that will help you to identify your career interests in order of importance. You need to go through all the questions and answers and highlight the answers that most reflect your personality. Your primary career interest would be the one where you have highlighted most of the answers, followed by your secondary career interest and so on.

For ease of calculating your score, you can allocate one point for each highlighted answer.

**Note: This is a guide only. For professional career guidance please contact a Career Counsellor**
Those with a Realistic personality are considered the "doers". These are people who prefer hands-on, physical tasks like working with their hands, machinery, being in the outdoors, or working with animals. They're the ones fixing, building, or creating something by the sweat of their brow, and enjoy putting their bodies to work.

### Are you?  Can you?  Do you like to?

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Straightforward/frank</td>
<td>Fix electrical things</td>
<td>Tinker with machines/vehicles</td>
</tr>
<tr>
<td>Practical</td>
<td>Solve electrical problems</td>
<td>Work outdoors</td>
</tr>
<tr>
<td>Mechanically inclined</td>
<td>Pitch a tent</td>
<td>Be physically active</td>
</tr>
<tr>
<td>Stable</td>
<td>Play a sport</td>
<td>Use your hands</td>
</tr>
<tr>
<td>Concrete</td>
<td>Read a blueprint</td>
<td>Build things</td>
</tr>
<tr>
<td>Reserved</td>
<td>Do gardening</td>
<td>Tend/train animals</td>
</tr>
<tr>
<td>Self-controlled</td>
<td>Operate tools and machine</td>
<td>Work on electronic equipment</td>
</tr>
<tr>
<td>Independent</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ambitious</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Systematic</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Career Possibilities

- Air Traffic Controller (SER)
- Archaeologist (IRE)
- Athletic Trainer (SRE)
- Cartographer (IRE)
- Commercial Airline Pilot (RIE)
- Commercial Drafter (IRE)
- Corrections Officer (SER)
- Dental Technician (REI)
- Farm Manager (ESR)
- Fish and Game Warden (RES)
- Floral Designer (RAE)
- Forester (RIS)
- Geodetic Surveyor (IRE)
- Industrial Arts Teacher (IER)
- Laboratory Technician (RIE)
- Landscape Architect (AIR)
- Mechanical Engineer (RIS)
- Optician (REI)
- Petroleum Geologist (RIE)
- Police Officer (SER)
- Practical Nurse (SER)
- Property Manager (ESR)
- Recreation Manager (SER)
- Service Manager (ERS)
- Software Technician (RCI)
- Ultrasound Technologist (RSI)
- Vocational Rehabilitation Consultant (ESR)
Those with an Investigative personality are considered the "thinkers". These are people who enjoy solving problems, analysing information, exploring, and conducting experiments. They thrive on mind-boggling, complex challenges and putting their intellectual skills to the test. Investigators are on a constant learning curve, continuously adding to their well of knowledge.

<table>
<thead>
<tr>
<th>Are you?</th>
<th>Can you?</th>
<th>Do you like to?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inquisitive</td>
<td>Think abstractly</td>
<td>Explore a variety of ideas</td>
</tr>
<tr>
<td>Analytical</td>
<td>Solve math problems</td>
<td>Work independently</td>
</tr>
<tr>
<td>Scientific</td>
<td>Understand scientific theories</td>
<td>Perform laboratory experiments</td>
</tr>
<tr>
<td>Observant/precise</td>
<td>Do complex calculations</td>
<td>Deal with abstractions</td>
</tr>
<tr>
<td>Scholarly</td>
<td>se a microscope or computer</td>
<td>Do research</td>
</tr>
<tr>
<td>Cautious</td>
<td>Interpret formulas</td>
<td>Be challenged</td>
</tr>
<tr>
<td>Intellectually self-confident</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Independent</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Logical</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Complex</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Curious</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Career Possibilities**

- Actuary (ISE)
- Agronomist (IRS)
- Anaesthesiologist (IRS)
- Anthropologist (IRE)
- Archaeologist (IRE)
- Biochemist (IRS) Biologist (ISR)
- Chemical Engineer (IRE)
- Chemist (IRE)
- Computer Systems Analyst (IER)
- Dentist (ISR)
- Ecologist (IRE)
- Economist (IAS)
- Electrical Engineer (IRE)
- Geologist (IRE)
- Horticulturist (IRS)
- Mathematician (IER)
- Medical Technologist (ISA)
- Meteorologist (IRS)
- Nurse Practitioner (ISA)
- Pharmacist (IES)
- Physician, General Practice (ISE)
- Psychologist (IES)
- Research Analyst (IRC)
- Statistician (IRE)
- Surgeon (IRA)
- Technical Writer (IRS)
- Veterinarian (IRS)
Those with an Artistic personality are considered the "creators". These are people who are constantly coming up with new ideas, and prefer to work in an environment that is unstructured and where they can express themselves creatively. Artists prefer to throw the proverbial rule book out and tackle tasks in their own way.

<table>
<thead>
<tr>
<th>Are you?</th>
<th>Can you?</th>
<th>Do you like to?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creative</td>
<td>Sketch, draw, paint</td>
<td>Attend concerts, theatre, art exhibits</td>
</tr>
<tr>
<td>Imaginative</td>
<td>Play a musical instrument</td>
<td>Read fiction, plays, and poetry</td>
</tr>
<tr>
<td>Innovative</td>
<td>Write stories, poetry, music</td>
<td>Work on crafts</td>
</tr>
<tr>
<td></td>
<td>sing, act, dance</td>
<td></td>
</tr>
<tr>
<td>Unconventional</td>
<td>Design fashions or interiors</td>
<td>Take photography</td>
</tr>
<tr>
<td>Emotional</td>
<td></td>
<td>Express yourself creatively</td>
</tr>
<tr>
<td>Independent</td>
<td></td>
<td>Deal with ambiguous ideas</td>
</tr>
<tr>
<td>Expressive</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Original</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Introspective</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Impulsive</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sensitive</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Courageous</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Complicated</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nonconforming</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Idealistic</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Career Possibilities**

- Actor (AES)
- Advertising Art Director (AES)
- Advertising Manager (ASE)
- Architect (AIR)
- Art Teacher (ASE)
- Artist (ASI)
- Copy Writer (ASI)
- Dance Instructor (AER)
- Drama Coach (ASE)
- English Teacher (ASE)
- Entertainer/Performer (AES)
- Fashion Illustrator (ASR)
- Interior Designer (AES)
- Intelligence Research Specialist (AEI)
- Journalist/Reporter (ASE)
- Landscape Architect (AIR)
- Librarian (SAI)
- Medical Illustrator (AIE)
- Museum Curator (AES)
- Music Teacher (ASI)
- Photographer (AES)
- Writer (ASI)
- Graphic Designer (AES)
Those with a Social personality are considered the "helpers". These are people who find great joy and pride in working with and assisting others, and are likely to feel isolated in jobs with little social contact. As people-persons, they seem to have an uncanny knack for connecting with others, networking, and understanding human nature.

<table>
<thead>
<tr>
<th>Are you?</th>
<th>Can you?</th>
<th>Do you like to?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Friendly</td>
<td>Teach/train others</td>
<td>Work in groups</td>
</tr>
<tr>
<td>Helpful</td>
<td>Express yourself clearly</td>
<td></td>
</tr>
<tr>
<td>Idealistic</td>
<td>Lead a group discussion</td>
<td>Help people with problems</td>
</tr>
<tr>
<td>Insightful</td>
<td>Mediate disputes</td>
<td>Do volunteer work</td>
</tr>
<tr>
<td>Outgoing</td>
<td>Plan and supervise an activity</td>
<td>Work with young people</td>
</tr>
<tr>
<td>Understanding</td>
<td>Cooperate well with others</td>
<td>Serve others</td>
</tr>
<tr>
<td>Cooperative</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Generous</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Responsible</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Forgiving</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Patient</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kind</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Career Possibilities

- City Manager (SEC)
- Clinical Dietician (SIE)
- College/University Faculty (SEI)
- Community Org. Director (SEA)
- Consumer Affairs Director (SER)
- Counsellor/Therapist (SAE)
- Historian (SEI)
- Hospital Administrator (SER)
- Psychologist (SEI)
- Insurance Claims Examiner (SIE)
- Librarian (SAI)
- Medical Assistant (SCR)
- Minister/Priest/Rabbi (SAI)
- Paralegal (SCE)
- Park Naturalist (SEI)
- Physical Therapist (SIE)
- Police Officer (SER)
- Probation and Parole Officer (SEC)
- Real Estate Appraiser (SCE)
- Recreation Director (SER)
- Registered Nurse (SIA)
- Teacher (SAE)
- Social Worker (SEA)
- Speech Pathologist (SAI)
- Vocational-Rehab. Counsellor (SEC)
- Volunteer Services Director (SEC)
### ENTERPRISING PERSONALITY

Those with an enterprising personality are considered the "persuaders". These are people who enjoy working with others, but more so in the form of leading. They are more likely to be the ones taking charge and making the decisions, and enjoy power and status. If they're not already the ones running a company, chances are that it will be among the list of their many goals.

<table>
<thead>
<tr>
<th>Are you?</th>
<th>Can you?</th>
<th>Do you like to?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-confident</td>
<td>Initiate projects</td>
<td>Make decisions</td>
</tr>
<tr>
<td>Assertive</td>
<td>Convince people to do things your way</td>
<td>Be elected to office</td>
</tr>
<tr>
<td>Persuasive</td>
<td>Sell things</td>
<td>Start your own business</td>
</tr>
<tr>
<td>Energetic</td>
<td>Give talks or speeches</td>
<td>Campaign politically</td>
</tr>
<tr>
<td>Adventurous</td>
<td>Organize activities</td>
<td>Meet important people</td>
</tr>
<tr>
<td>Popular</td>
<td>Lead a group</td>
<td>Have power or status</td>
</tr>
<tr>
<td>Ambitious</td>
<td>Persuade others</td>
<td></td>
</tr>
<tr>
<td>Agreeable</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Talkative</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Extroverted</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spontaneous</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Optimistic</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Career Possibilities

- Advertising Executive (ESA)
- Advertising Sales Rep (ESR)
- Banker/Financial Planner (ESR)
- Branch Manager (ESA)
- Business Manager (ESC)
- Buyer (ESA)
- Chamber of Commerce Executive (ESA)
- Credit Analyst (EAS)
- Customer Service Manager (ESA)
- Education & Training Manager (EIS)
- Emergency Medical Technician (ESI)
- Entrepreneur (ESA)
- Foreign Service Officer (ESA)
- Funeral Director (ESR)
- Insurance Manager (ESC)
- Interpreter (ESA)
- Lawyer/Attorney (ESA)
- Lobbyist (ESA)
- Office Manager (ESR)
- Personnel Recruiter (ESR)
- Politician (ESA)
- Public Relations Rep (EAS)
- Retail Store Manager (ESR)
- Sales Manager (ESA)
- Sales Representative (ERS)
- Social Service Director (ESA)
- Stockbroker (ESI)
- Tax Accountant (ECS)
Those with a Conventional personality are considered the "organizers". These are people who thrive on structure, and can create order out of chaos. Organizers tackle everything in life in a step-by-step manner, and tend to be masters at tasks that require an eye for detail and absolute precision. They are often known to have a knack for clerical tasks.

<table>
<thead>
<tr>
<th>Are you?</th>
<th>Can you?</th>
<th>Do you like to?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Well-organized</td>
<td>Work well within a system</td>
<td>Follow clearly defined procedures</td>
</tr>
<tr>
<td>Accurate</td>
<td>Do a lot of paper work in a short time</td>
<td>Use data processing equipment</td>
</tr>
<tr>
<td>Numerically inclined</td>
<td>Keep accurate records</td>
<td>Work with numbers</td>
</tr>
<tr>
<td>Methodical</td>
<td>Use a computer terminal</td>
<td>Type or take shorthand</td>
</tr>
<tr>
<td>Conscientious</td>
<td>Write effective business letters</td>
<td>Be responsible for details</td>
</tr>
<tr>
<td>Efficient</td>
<td></td>
<td>Collect or organize things</td>
</tr>
<tr>
<td>Conforming</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Practical</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Thrifty</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Systematic</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Structured</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Polite</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ambitious</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Obedient</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Persistent</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Career Possibilities

- Abstracter (CSI)
- Accountant (CSE)
- Administrative Assistant (ESC)
- Budget Analyst (CER)
- Business Manager (ESC)
- Business Programmer (CRI)
- Business Teacher (CSE)
- Catalogue Librarian (CSE)
- Claims Adjuster (SEC)
- Computer Operator (CSR)
- Congressional-District Aide (CES)
- Cost Accountant (CES)
- Court Reporter (CSE)
- Credit Manager (ESC)
- Customs Inspector (CEI)
- Editorial Assistant (CSI)
- Elementary School Teacher (SEC)
- Financial Analyst (CSI)
- Insurance Manager (ESC)
- Insurance Underwriter (CSE)
- Internal Auditor (ICR)
- Kindergarten Teacher (ESC)
- Medical Records Technician (CSE)
- Museum Registrar (CSE)
- Safety Inspector (RCS)
- Tax Accountant (ECS)
- Tax Consultant (CES)
- Travel Agent (ECS)
**Instructions to identify your Career Interests**

Enter your scores in the table below. If you have obtained the same score for two or more career interests, you will need to rank them in order of priority – that is choose the career that you believe reflects your personality most, followed by the second choice and so on.

<table>
<thead>
<tr>
<th>Career Interest</th>
<th>Candidate's Score</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Realistic</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investigative</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Artistic</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enterprising</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conventional</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Your Career Interest Profile: ______________

If you experience any problem in computing your scores, please contact us for advice.
Established in 2010, Soft Skills Consultants (Mauritius) Ltd is an MQA registered training institution providing corporate training to the Mauritian business sector. We operate a recruitment agency licensed by the Ministry of Labour, Industrial Relations, Employment and Training.

Our Career Management Centre provides a range of services to students, job seekers and employees.

**Corporate training**
- Generic training
- Customised training
- Competency based training
- International workshops

**Career Management Centre**
- Career assessment
- Career guidance
- Personality assessments
- Job fit assessments
- Behavioural competency assessments
- Recognition of current competency
- Recruitment & selection

**Consultancy services**
- Training Needs Analysis (TNA)
- HR Consultancy
Soft Skills Consultants (Mauritius) Ltd
4 Avenue des Manguiers
Quatre Bornes
Mauritius
T: 5291-6110 & 5449-6110
F: 465-2306
E: info@softskills.mu