

# **Ashland Interest Assessment (AIA)**

## ***Extended Report***

*Name:* **Sam Sample**

*Gender:* **Male**

*Report Date:* **January 27, 2012**

This report is based on your answers to the Ashland Interest Assessment (AIA). It contains:

- A profile graph of your scores on the 12 Basic Interest scales.
- A description of the 12 Basic Interest scales.
- A summary report for your counsellor.

Points to keep in mind about your results:

- Your AIA results show you what types of work activities you might be interested in doing.
- These results do not tell you what you can or cannot do.
- They tell you something about your interests, not your abilities.
- A high score means that you probably would enjoy working in that area. For example, a high score on Health Care tells you that you are interested in helping to care for sick or injured people. It does not tell you whether or not you have the ability to work in this area.

Results from interest assessments like the AIA are very useful in finding out about yourself. However, they cannot choose a career for you. It is important to consider other information such as your hobbies and your best subjects in school.

It is helpful to find out more about the jobs on which you obtained high scores. The career section at the library and talking to your counsellor can help you. Most often your ideas about the type of work you want to do will match your AIA results. Sometimes, however, the results can be different from what you expected. If this happens, you need to think very carefully about the type of work you wanted to do and why you chose it.













Your counsellor can answer your questions and help you understand this report.

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**AIA Basic Interest Profile**

The profile below gives your results for the 12 Basic Interest scales. Your interests are compared with the interests of a large group of people. Your scores on the graph are shown as percent scores. To understand percent scores, here is an example. John has a percent score of 70 in Arts and Crafts. This means John likes the Arts and Crafts activities more than 70% of all the men who answered this questionnaire.

High scores are shown by long lines. This means that you are interested in the activities in this area. Low scores (short lines) mean you did not like the activities in that area. If you scored high in Plant or Animal Care, it means you are interested in the work activities in this area. It does not tell you whether or not you have the ability to do the work. It is important to look at all of your scores on each scale. Page 3 has a description of the 12 Basic Interest scales.

Scale	Scores			Male Percent Graph												
	Raw	F%	M%	0	10	20	30	40	50	60	70	80	90	100		
Arts and Crafts	22	94	99													
Sales	16	86	82													
Clerical	11	29	52													
Protective Service	12	39	38													
Food Service	19	93	96													
Personal Service	12	29	61													
Health Care	6	12	27													
General Service	13	51	75													
Plant or Animal Care	15	81	78													
Construction	3	19	4													
Transportation	9	45	18													
Mechanical	6	18	7													

The column marked **Scale** lists the name of each Basic Interest Scale. The next column is your **Raw Score** for each scale. This number can be from 0 to 24. The next 2 columns are **Percent Scores**, one for females, **F%**, and one for males, **M%**. These numbers show how you scored compared to a group of females and a group of males. The numbers range from 0 to 100. The bars on the right show the scores in the Male Percent column.

## Understanding Your Basic Interest Profile

Follow these steps to help you understand your profile:

- Find the high scores on the graph (long lines) and the names of the scales they belong to.
- Find the matching scale names in the descriptions below.
- Read these descriptions. These are areas you are interested in.
- Find the low scores on the graph (short lines) and the names of the scales they belong to.
- Find the matching scale names in the descriptions below.
- Read these descriptions. These are areas you should avoid because you have lower interests and probably dislike them.

It is important to remember this information when reading through the rest of your report.

## AIA Scale Descriptions

Scale	Description
<b>Arts and Crafts</b>	Likes to make arts and crafts such as drawing, sewing, painting and carving.
<b>Sales</b>	Interested in selling things in a store, on the street or over the telephone.
<b>Clerical</b>	Enjoys activities usually found in offices such as filing, delivering mail and answering telephones.
<b>Protective Service</b>	Interested in protecting people and property.
<b>Food Service</b>	Likes to prepare, cook and serve food.
<b>Personal Service</b>	Enjoys doing things for other people such as cutting hair or looking after children.
<b>Health Care</b>	Likes to care for people who are sick or injured.
<b>General Service</b>	Likes to do things for others where there is little contact with people, such as cleaning.
<b>Plant or Animal Care</b>	Enjoys activities that involve looking after plants or animals.
<b>Construction</b>	Interested in building things such as a house or a fence.
<b>Transportation</b>	Likes to drive cars, trucks, buses or machines.
<b>Mechanical</b>	Enjoys making and fixing things such as appliances.

## Similarity to Occupational Groups

Below is a table indicating how your scores compared to people from different Occupational Groups. They are listed from high to low. The groups you are most similar to are at the top of the list. Those you are least similar to are at the bottom.

<b>Score</b>	<b>Similarity</b>	<b>Occupational Group</b>
+0.78	Very Similar	Food Service Workers
+0.67	Very Similar	Arts and Crafts Workers
+0.22	Neutral	Occupations in Sales
+0.14	Neutral	General Office Workers
+0.14	Neutral	Personal Service Workers
+0.14	Neutral	General Service Workers
+0.10	Neutral	Plant or Animal Caretakers
+0.05	Neutral	Health Service Workers
-0.32	Dissimilar	Construction Workers
-0.36	Dissimilar	Transportation Workers
-0.39	Dissimilar	Protective Service Workers
-0.65	Very Dissimilar	Assembling and Repairing Occupations

The Occupational Groups are made up based on the AIA results of people who are now working or training in jobs that represent each specialty area. For example, the Food Service Workers group includes people working or training as waiters, waitresses, bartenders, kitchen aides, line cooks and meat cutters.

A high score means that your Basic Interest Profile is very similar to people working and training in that type of work. A low score means your profile is dissimilar.

These scores just tell you how much your interests are the same or different from people who are working and training in the specialty areas. They do not tell you whether or not you have the ability to do any of the jobs.

## Your Top 3 Occupational Groups

This section provides descriptions and sample jobs for your 3 highest ranked Occupational Groups. Remember, these 3 groups were chosen because the profiles most closely match your AIA Basic Interest Profile. Your interests are similar to people working or training in these areas. It does not mean you have the ability to do the work activities involved. Your counsellor can help you understand the Occupational Groups and show you how to use the information that is provided.

Each of the 3 Occupational Group descriptions includes:

- The name of the group.
- Some of the different activities people in this group can do.
- Examples of places people in this group can work.
- A list of some of the jobs found in the group plus a 4-digit number which is the National Occupational Classification (NOC) code.

## What is the NOC?

The National Occupational Classification (NOC) is a resource book and online resource that includes 30,000 different occupational titles. It is divided into 10 different sections. Each section is made up of jobs that are similar. Examples of sections are HEALTH and SALES AND SERVICE. Many different types of jobs are found in each section.

In order to find more information on the jobs listed in the Occupational Group descriptions, find the code in the NOC. Once you have found the code, you will see that there is a general group title listed at the top of the page beside the code. This is followed by a short description of what people in these jobs do and where they work. Next, examples of job titles are listed. This is followed by more detailed information that can help you decide if these jobs are right for you. Use this information to help answer your career questions.

### 1. Would I enjoy this job?

Read the **Main Duties** of the job. Would you enjoy doing these tasks and activities?

### 2. Am I able to do this job?

Read the **Employment Requirements** for the job. This information will tell you what type of school, how much school, and how many years of experience you may need for this job. Do you have the training and skills that you would need for this job? If not, are you able to get the training you need?

### 3. Would I be able to find a job like this?

Read the **Additional Information** to help you understand the job area better and find ways to get the training and experience you need. This information tells you things like how to move into management, how to move between jobs, and future trends.

### 4. Are there similar jobs I should look at?

Read the names of the jobs listed under the **Classified Elsewhere** section to see if any of these jobs might be a better match for you. Click on the NOC job codes to learn more about these jobs.

The National Occupational Classification can be found in most public libraries, online at <http://www5.hrsdc.gc.ca>, or your counsellor may have a copy available in the office.

## Food Service Workers

There are many different types of jobs people in Food Services do. Some of these are preparing food for cooking, cooking food, and serving food. Preparing food includes cutting meat in butcher shops and peeling potatoes. Cooking food can be frying hamburgers, steaming lobsters, or baking muffins. Serving food can be done over the counter or in fancy restaurants.

Cooks often use stoves, ovens, deep fryers, microwave ovens, and grills. Other jobs Food Service Workers do are washing dishes, mopping floors, putting groceries away, and taking money for food orders. People who mix and serve drinks are also part of this group. Some people in Food Services prepare food for canning or freezing. Sometimes they operate food processing equipment. Food Service Workers can find jobs in restaurants, bakeries, cruise ships, factories, butcher shops, and schools.

Listed below are examples of jobs found in this area. To learn more about the jobs, look online at <http://www5.hrsdc.gc.ca> for a complete listing of NOC codes.

<b>Sample Job</b>	<b>NOC Code</b>
Food Service Supervisor	6212
Head Chef	6241
Short Order Cook	6242
Butcher	6251
Supermarket Meat Cutter	6251
Baker	6252
Restaurant Host/Hostess	6451
Bartender	6452
Waiter/Waitress	6453
Bus Boy/Girl	6641
Dining Room/Cafeteria Attendants and Bartender Helpers	6641
Dishwasher	6641
Food Preparer	6641
Ice Cream Counter Attendant	6641
Kitchen Helper	6641
Salad Bar Attendant	6641
Meat Packer	9617

## Arts and Crafts Workers

People working at Arts and Crafts enjoy making things with their hands. They do many things such as drawing, carving, painting, weaving, or making jewellery. Usually they follow a set pattern, but sometimes they make things they have created themselves.

Arts and Crafts Workers usually find work in private studios, craft stores, and clothing factories.

Listed below are examples of jobs found in this area. To learn more about the jobs, look online at <http://www5.hrsdc.gc.ca> for a complete listing of NOC codes.

<b>Sample Job</b>	<b>NOC Code</b>
Artist	5136
Painter	5136
Sculptor	5136
Weaver	5244
Glass Blower	5244
Floral Designer	5244
Painter	7294
Dressmaker	7342
Jewellers	7344
Knitter	9442
Draper Sewer	9451
Knitter Helper	9616
Yarn Handler	9616

## Occupations in Sales

People working in Sales Occupations enjoy selling different items to people. Activities they do can include greeting customers, operating a cash register, making change, or explaining how something works. Other things people in sales do are putting prices on items, stocking shelves, showing a customer where something is, and general clean up such as sweeping and dusting.

Many people in sales occupations work in stores. Here they can sell things like clothes, furniture, or cars. Other people sell things door-to-door or over the telephone.

Listed below are examples of jobs found in this area. To learn more about the jobs, look online at <http://www5.hrsdc.gc.ca> for a complete listing of NOC codes.

<b>Sample Job</b>	<b>NOC Code</b>
Sales Manager	0611
Insurance Sales Agent	6231
Real Estate Sales Agent	6232
Sales Representative	6411
Automobile Salesperson	6421
Clothing Salesperson	6421
Department Store Clerk	6421
Retail Sales Clerk	6421
Service Station Attendant	6621
Order Fillers - Retail	6622
Shelf Stocker - Retail	6622
Door-to-Door Salesperson	6623
Street Vendor	6623
Telemarketers	6623
Telephone Solicitor	6623

## **Summary of Your Ashland Interest Assessment Report**

This report is based on your answers to the AIA. It tells you about your interests and jobs you may like to do.

Remember these points:

Your AIA results are only a first step. Here are some things you can do:

- Think about your results.
- Make a list of questions and discuss them with a counsellor.
- Speak with a teacher about your high interests.
- Visit a public or school library to find information about jobs. Ask the librarian for help.
- Talk with someone already working in jobs that you find interesting.

**Ashland Interest Assessment (AIA)**  
***Counsellor's Summary Report***

Name: **Sam Sample**  
Gender: **Male**  
Report Date: **January 27, 2012**

**AIA Basic Interest Profile**

Scale	Scores			Male Percent Graph										
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***Counsellor's Summary Report - continued***

**Similarity to Occupational Groups**

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+0.05	Neutral	Health Service Workers
-0.32	Dissimilar	Construction Workers
-0.36	Dissimilar	Transportation Workers
-0.39	Dissimilar	Protective Service Workers
-0.65	Very Dissimilar	Assembling and Repairing Occupations

**Validity Indices**

*Number of Failed Responses:* **0**

*Percentage of Failed Responses:* **0**

The Percentage of Failed Responses falls in the normal range.

*Response Consistency Index:* **0.70**

This respondent's Response Consistency Index falls in the normal range, indicating a pattern of consistent, purposeful responses.