

# **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 counselor.

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 counselor 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 counselor 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 counselor 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 number which is the Occupational Information Network (O\*NET) code.

## What is the O\*NET?

The Occupational Information Network (O\*NET) system is an online resource that includes 812 occupations. It is divided into 23 different job families. Each job family is made up of jobs that are similar. Examples of job families are PERSONAL CARE AND SERVICE and HEALTHCARE SUPPORT.

To find more information on the jobs listed in the Occupational Group descriptions, go to the O\*NET website: <http://online.onetcenter.org>, and enter in the O\*NET code. Once you have found the code, you will see there is an occupation listed beside the code. Click on the occupation to see a summary report of the job. This summary report can help you decide if this job is right for you. Use the information in this summary report to help answer your career questions.

### 1. Would I enjoy this job?

Read the job description and the **Tasks** and **Work Activities** sections. Would you enjoy doing these tasks? Do your interests match the ones listed in the **Interests** section? Read the **Work Context** section to learn more about whether you would like the work environment. Do the **Work Values** and **Work Styles** match your own values and style?

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

Read about the **Tools and Technology** you would need to know about, the **Knowledge** you would need to have, and the **Skills** and **Abilities** that describe the requirements 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? The information in the **Job Zone** section can help you find ways to get training and experience for this job.

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

The **Wages & Employment Trends** section tells you how much money you could make, and whether there is a demand for people working in this job. Look for jobs where the demand is growing.

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

Read the names of the jobs listed in the **Related Occupations** section to see if any of these jobs might be a better match for you. Click on the job name to learn more about it.

## 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://online.onetcenter.org> for a complete listing of O\*NET codes.

<b>Sample Job</b>	<b>O*NET Code</b>
Food Service Managers	11-9051.00
Chefs and Head Cooks	35-1011.00
First-Line Supervisors/Managers of Food Preparation and Serving Workers	35-1012.00
Cooks, Restaurant	35-2014.00
Cooks, Short Order	35-2015.00
Food Preparation Workers	35-2021.00
Bartenders	35-3011.00
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021.00
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022.00
Waiters and Waitresses	35-3031.00
Food Servers, Nonrestaurant	35-3041.00
Cooks, Fast Food	35-9011.00
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011.00
Dishwashers	35-9021.00
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031.00
Bakers	51-3011.00
Butchers and Meat Cutters	51-3021.00
Packers and Packagers, Hand	53-7064.00

## 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 jewelry. 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://online.onetcenter.org> for a complete listing of O\*NET codes.

<b>Sample Job</b>	<b>O*NET Code</b>
Craft Artists	27-1012.00
Fine Artists, Including Painters, Sculptors, and Illustrators	27-1013.00
Floral Designers	27-1023.00
Fabric Menders, Except Garment	49-9093.00
Sewers, Hand	51-6051.00
Tailors, Dressmakers, and Custom Sewers	51-6052.00
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	51-6063.00
Textile, Apparel, and Furnishings Workers, All Other	51-6099.99
Jewelers	51-9071.01
Painting, Coating, and Decorating Workers	51-9123.00
Glass Blowers, Molders, Benders, and Finishers	51-9195.04

## 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.

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<b>Sample Job</b>	<b>O*NET Code</b>
Sales Manager	11-2022.00
Parts Salespersons	41-2022.00
Retail Salespersons	41-2031.00
Insurance Sales Agents	41-3021.00
Sales Representative, Services, All Other	41-3099.99
Real Estate Sales Agents	41-9022.00
Telemarketers	41-9041.00
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	41-9091.00
Stock Clerks, Sales Floor	43-5081.01
Order Fillers, Wholesale and Retail Sales	43-5081.04
Driver/Sales Workers	53-3031.00
Service Station Attendants	53-6031.00

## **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 counselor.
- 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)**  
*Counselor'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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**Counselor's Summary Report - continued**

**Similarity to Occupational Groups**

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**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.