

## RIASEC ASSESSMENT

### DISCOVERING MY STRENGTHS, ABILITIES, AND SKILLS

You are going to learn about your abilities, strengths, and skills by completing this exercise.

This activity is based on the RIASEC, or John Holland's Code, which classifies people and jobs into **six** categories: Realistic, Investigative, Artistic, Social, Enterprising and Conventional.

This assessment will help you learn which of the **six** areas tend to relate to your natural abilities, strengths, and skills. These are things you have demonstrated that you can do; things for which you have a natural ability, or aptitude.

When you find your results, use them to determine which sessions of the ASA Engage Summer Series to attend. There is a schedule at the **end** of the document that will help you do that.

#### DIRECTIONS:

1. Consider the abilities that others would agree you possess. As you read the sentence, ask yourself: how skilled are you in that activity?
2. Read through each of the statements below.
3. Rate your level of skill in each area from 1 (very little strength) to 4 (a high level of skill).



4. At the end of a skill category, add up your points and put the number on the "total score" line.

**Rate Each of These Statements from 1 (low) to 4 (high):**

**Realistic**

Rating	
	Participate in athlete competitions
	Work effectively with your hands
	Know how to handle detailed work
	Figure out how machines work, like phones or car engines
	Use tools to fix broken objects
	Build models from kits, like K'nex or Legos

**Total Score:** \_\_\_\_\_

**Investigative**

Rating	
	Analyze reports and draw conclusions from them
	Learn new information and be energized by it
	Research topics on your own that you find interesting
	Study subjects that you enjoy to become an expert in them
	Work independently to solve complicated problems (like math puzzles)
	Prefer science-related subjects

**Total Score:** \_\_\_\_\_

## Artistic

Rating	
	Create objects: paintings, sculptures, jewelry, songs, dances, clothing
	Use your imagination freely
	Play and perform musical instrument
	Write creative stories
	Design posters and look for projects that involve art
	Sing in a band or chorus or sing on your own time

**Total Score:** \_\_\_\_\_

## Social

Rating	
	Work with groups of people on a project
	Give emotional support to a friend in need
	Volunteer in school and community projects
	Provide advice to a friend on how to solve a problem
	Teach a friend how to do something new
	Plan parties and activities

**Total Score:** \_\_\_\_\_

## Enterprising

Rating	
	Organize and manage school and outside activities
	Lead others in group projects
	Convince your friends to change their minds
	Approach new tasks with self-confidence
	Successfully sell things to people
	Serve as a club president

**Total Score:** \_\_\_\_\_

## Conventional

Rating	
	Finish your school projects in an organized manner
	Follow directions thoroughly to accomplish your goal
	Follow rules and procedures when working on projects
	Complete each step when doing a project and move to the next step in order
	Develop an organized way to complete a project
	Organize things in your locker, desk and when starting homework

**Total Score:** \_\_\_\_\_

# JOHN HOLLAND'S CODE

RIASEC



## REALISTIC

- Works well with animals, tools, or machines; more complicated to participate in social activities like teaching, healing, and informing others;
- Has natural skill in working with tools, mechanical or electrical drawings, machines, or plants and animals;
- Most easily understands practical things you can see, touch, and use like plants and animals, tools, equipment, or machines;
- Sees self as practical, mechanical, and realistic.

## INVESTIGATIVE

- Studies & solves math or science problems well; leading, selling, or persuading people are less natural fits;
- Is skilled at understanding and solving science and math problems;
- Understands science;
- Sees self as precise, scientific, and intellectual.

## ARTISTIC

- Works well in creative activities like art, drama, crafts, dance, music, or creative writing; more challenging to complete highly ordered or repetitive activities;
- Has strong artistic abilities—in creative writing, drama, crafts, music, or art;
- Understands the creative arts—like drama, music, art, or the works of creative writers; and
- Sees self as expressive, original, and independent.

## SOCIAL

- Works best when helping people—like, teaching, nursing, or giving first aid, providing information; generally more challenging to use machines, tools, or work with animals
- Is good at teaching, counseling, nursing, or giving information;
- Values helping people and solving social problems; and
- Sees self as helpful, friendly, and trustworthy.

## ENTERPRISING

- Skilled in leading and persuading people, and selling things and ideas; more challenging activities require careful observation and scientific, analytical thinking;
- Skilled at leading people and selling things or ideas;
- Understands politics, leadership, or business; and
- Sees self as energetic, ambitious, and sociable.

## CONVENTIONAL

- Strength in working with numbers, records, or machines in a set, orderly way; generally more challenged by ambiguous, unstructured activities
- Is good at working with written records and numbers in a systematic, orderly way;
- Values success in business; and
- Sees self as orderly, and good at following a set plan

## RIASEC Reflection

Your three highest scores on this inventory indicate your perceived strongest areas of natural abilities. Identify those three areas below with the highest score listed first (if there is a tie, choose the area where you feel you have the most ability for your first choice).

From these top three options, which do you feel is your greatest area of natural strength? Give an example of a time you used this strength.

When reading the descriptions of the Holland Code categories, was there any area you were surprised you didn't have in your top three? If so, why do you think that is? If not, why do you feel these three scores best represent you?

## My ASA Engage Summer Series 2020 Schedule

Now that you're an **expert** on your RIASEC scores, you can use them to help you make decisions about which sessions to attend during the summer series. Fill out this sheet once **all sessions** have been uploaded on the ASA Engage Summer Series site!

My highest RIASEC Score is:

The sessions for that RIASEC score are:

My 2<sup>nd</sup> highest RIASEC Score is:

The sessions for that RIASEC score are:

My 3<sup>rd</sup> highest RIASEC Score is:

The sessions for that RIASEC score are:

Of the careers for the sessions that you listed in the boxes above, which one do you find the most interesting? Which one do you find the least interesting? Why?

The career I think is MOST interesting is....	The career I think is LEAST interesting is....



Look at the below schedule. The only sessions filled in right now are the **Introduction** and **Conclusion** sessions, which we strongly encourage everyone to attend!

As the rest of the sessions get uploaded to our website, fill in their information and select which ones you would like to attend. You can highlight or circle the boxes for the sessions you are interested in. You do not have to attend the sessions for your RIASEC scores! You may attend as many or as few sessions as you'd like.

<b>Monday, August 3<sup>rd</sup></b>	<b>Tuesday, August 4<sup>th</sup></b>	<b>Wednesday, August 5<sup>th</sup></b>	<b>Thursday, August 6<sup>th</sup></b>
	<u>10:00-10:45</u> Session:  Speaker:  RIASEC Scores:	<u>10:00-10:45</u> Session:  Speaker:  RIASEC Scores:	<u>10:00-10:45</u> Session:  Speaker:  RIASEC Scores:
<u>12:00-12:45</u>  Session: Introduction: Understanding Self  Speaker: ASA Staff	<u>11:00-11:45</u> Session:  Speaker:  RIASEC Scores:	<u>11:00-11:45</u> Session:  Speaker:  RIASEC Scores:	<u>11:00-11:45</u> Session: Conclusion  Speaker: ASA Staff
<u>1:00-1:45</u> Session:  Speaker:  RIASEC Scores:	<u>1:00-1:45</u> Session:  Speaker:  RIASEC Scores:	<u>1:00-1:45</u> Session:  Speaker:  RIASEC Scores:	
<u>2:00-2:45</u> Session:  Speaker:  RIASEC Scores:	<u>2:00-2:45</u> Session:  Speaker:  RIASEC Scores:	<u>2:00-2:45</u> Session:  Speaker:  RIASEC Scores:	