



## Career Exploration Profile

### Overview

The Majors Occupational Environment Measure - Career Exploration Profile (MajorsOEM-CEP) provides you with valuable information to help you to make career decisions that are satisfying and a good fit for your personality. Whether you are starting out or changing careers, making the right career choice is one of the most important decisions that we all make. We rely upon our careers to meet many of our personal needs including income/security, identity and satisfaction. Unfortunately, the process necessary to choose the “right” career or occupation is not very clear. We are told that we are to pick something, but there is very little instruction in how to make the choice. The MajorsOEM-CEP report will help you put structure into your decision-making process. You will learn how to identify the possible occupations that can lead to a satisfying career experience, and reduce the chance that you will be surprised later by unexpected disappointments. The CEP report teaches you about your pattern to Avoid or Prefer on the 11 Occupational Activity Groupings, which consist of groups of tasks, activities and environments in which they are performed, and your Global Interest Area results that relate your work personality to different working environments. This report will not tell you “who you are” or what occupation or career you should seek; rather it will help you to make a better-informed decision regarding a career path or change.

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## MajorsOEM™ and Career Basics

We can think of our life as a tapestry of woven fabric, based on genetics, social or environmental opportunities, experiences and beliefs or values. Each person has a tapestry with a unique color, texture, fabric and pattern. Your tapestry may change as experiences change you. The career choices you make will become an important part of who you are (perhaps the dominant feature of your tapestry). We all have experiences that we like and are interested in or dislike and/or find uncomfortable, but to connect those experiences together in a structured or systematic framework is *not* something that we naturally do. Your responses (Strongly Dislike to Very Interested) to the education subjects, occupations and work activities on the MajorsOEM™ have been scored and the results reveal some of your tapestry pattern (a structured and systematic framework). When we can correctly overlay the fabric of different occupational environments upon our own tapestry, we can easily see how well the different occupations match us. Those of us who are tightly woven may not be comfortable in a loose and changeable work environment, and those of us who have a loosely woven tapestry that enjoy the flexibility of frequent change may find the tightly woven fabric of a well-structured environment restricting and uncomfortable. The matching of our tapestry into the fabric of a matching occupation gives us a satisfying career, yet requires the examination of many threads that are interwoven into each other. This report will allow you to closely examine many characteristics of yourself and match them to general characteristics of the occupational tasks, activities and environments that are common in careers.

The information presented on the bar charts and tables found in this report are based upon your responses to the questions on the MajorsOEM instrument. Keep in mind that the structured information describes parts of your tapestry, and is not part of any complex theory. It will *not* tell you what to do or force you to make a career decision. It is based upon your responses across eleven Occupational Activity Groupings (OAG) and six Global Interest Areas (GIA). You will be able to see how your individual Prefer and Avoid patterns across the OAGs match different occupational tasks, activities and the environments in which they occur. Your work personality profile on the GIA will allow you to match yourself with similar work environments. A brief description of each of the eleven OAG and six GIA will be presented to help you understand your pattern of results. Throughout this report you will be given information on the process of using this MajorsOEM-CEP report information to help you make a career decision that is satisfying and a good fit for your tapestry.

### Understanding your Prefer and Avoid Pattern

Have you ever wondered why some days in your life seem to be more satisfying than others? Why is it that some individuals go to college or complete a training program, and then begin working in a career that they are very excited about (and believe they will enjoy for the rest of their lives) only to find their satisfaction with their choice changing from day to day or disappearing altogether? This is confusing but does it mean that they have made the wrong choice? The answer is that a choice was made without all the facts and information that was needed. Careers are not based upon jobs that have one set of activities and tasks. All jobs contain a collection of differing tasks and activities that are commonly performed in one or more work environments or work settings. No one will find the “perfect” job, free from all of the tasks and activities that they wish to avoid and seldom do we find ourselves in the “perfect” environment or work setting. As mentioned earlier, matching the right person to occupation information makes for a good career choice. It is important to also realize that true satisfaction with your chosen career and occupations will come when you are able to structure and balance the tasks and activities that are part of your daily work experience based upon your personality and preferences. You will learn how the knowledge you acquire in this report can help you choose and maintain a satisfying career experience.

### Preferred Tasks, Activities and their Environments (eleven OAG areas)

All careers are made of occupations, and all occupations are made up of different jobs. You can think of the jobs as the different tasks/activities and their environmental or settings within an occupation. In this Career Exploration Profile (CEP) report we call these tasks/activities and their environments the eleven common Occupational Activity Groupings (OAG). You have developed a preference for some of the OAGs because you have typically found them, or information about them, to be rewarding and satisfying. The more knowledge or experience you have had with occupational and educational settings, the more knowledge you will have about your own OAG patterns and preferences. The more understanding you have about your preferences and experiences the more likely you are to choose satisfying work and leisure activities. There is no right or wrong pattern of learned and developed preferring (no bad patterns in the tapestry). Some individuals may hold a preference for only one or two different OAG areas, while others may have a broad range of areas that they Prefer. These differences and Prefer patterns represent the range of individual differences (different forms of tapestries) that are normal and healthy. Your Prefer (preferences) results from the eleven OAG areas are presented on a chart with the ranges of High, Mid or Low Prefer. The range of results is not a value statement about you or your character; it is merely your preferences for particular tasks/activities and the environments in which they are commonly performed (OAG). Your level of Prefer for any of the OAG areas does not in any way show your ability to perform in those areas. After all, most of us experience receiving a good grade in a high school or college subject and yet being very grateful when the course was over because we did not like the subject material. Our ability to do good work and have a good leisure time is not always related to what we prefer. What you learn about your developed OAG Prefer results will help you make decisions that lead to satisfaction and stronger motivation in your everyday life. It is important to recognize that your pattern of OAG Prefer results may change over time as your experience increases with different subjects or occupations.

### Avoided Tasks and Activities and their Corresponding Environments

It is normal and healthy to develop a dislike of, and therefore a tendency to avoid, one or more of the OAG areas found on the MajorsOEM™. Some individuals may have a preference for the work environment of a group or team while others would express avoidance for group or team activities and a preference for one-on-one interaction. If the experience that you have had with one of the particular OAG areas presented in the MajorsOEM™ results has been repeatedly uncomfortable for you, then you may have the tendency to avoid or wish you could avoid the corresponding tasks/activities and the environments in which they are performed. Preferring to work alone does not necessarily indicate that you will dislike or avoid working within groups or teams. Perhaps you have no experience in organizational group or team environments and will therefore report no opinion or little need to Avoid. Avoiding certain OAG is typically done because of previous experiences. The MajorsOEM™ provides information about the level of dislike or Avoid that you have on each of the eleven OAG areas in the report. Your strong dislikes will often show up as various Avoid behaviors that help you to reduce the discomfort you find with that particular OAG area. As with the learned preferences (Prefer), it is important to recognize that your pattern of OAG Avoid may change over time as you experience more about different subjects or occupations.

## Descriptions of the Occupational Activity Groupings (OAG)

The following are general descriptions of the eleven Occupational Activity Groupings (OAG) that are found on the MajorsOEM™. The conclusion of nearly two decades of research and development indicate that while the number of new occupational tasks and activities is continuously increasing, these eleven common Occupational Activity Groupings continue to be representative of virtually all occupational tasks/activities today. Read these descriptions carefully before going on to your individual OAG profile. You will also want to refer back to them often.

### 1. Business/Management

Business/Management tasks and activities involve leading and directing organizations and individuals in the day-to-day and/or long-range processes of operating an organization or unit (division or section of an organization). They may include, but are not limited to managing a private business, corporation executives, leadership roles in civic organizations and projects. Common tasks and activities include oversight of procedures and activities necessary to carry out the mission and vision of the organization. There tends to be frequent if not continuous direct involvement with individuals as well as a high level of responsibility for success. The environment in which these tasks are performed is typically an inside office facility, yet may involve frequent travel and meetings in other environments. Individuals preferring this area are typically comfortable making decisions that affect the lives and future of others.

### 2. Business/Financial

Business/Financial Tasks and Activities involve the interaction with and responsibility of budgetary and financial resource development and utilization. These thought-based activities involving the use of mathematics and statistics serve to inform individuals and organizations of their financial status and financial resource management. Involvement with computers and software is common throughout the range of occupations in this area. The work environment that these tasks and activities are performed in is nearly always indoor office space with limited interruption and interaction with others.

### 3. Digital Data

Digital Data Tasks and Activities include the development, maintenance and utilization of information on computer platforms. This includes using computers to develop methods of meeting the needs within businesses and organizations for data and resource management as well as individual communication and dissemination of information. The environment within which these tasks are performed involves a desk and a computer. There may be limited meetings with other individuals as projects are developed and limited environmental interruptions, which facilitates the thinking processes necessary for this work. People preferring these activities and tasks will enjoy hours of concentrating on problem solving and creating ways of using and managing information.

### 4. Mechanical

Mechanical Tasks and Activities tend to involve thought and action used to move, manipulate and construct in the physical environment. This area will frequently involve a lot of physical motion and activity during interaction with the physical world. Frequently, knowledge of machinery and tools is necessary to perform the tasks and activities associated with jobs in this area. The environment in which these tasks and activities are frequently performed is physically large. It may be outdoors, industrial or factory-like settings. People preferring this area of tasks and activities will typically be successful at designing and producing tangible objects and results.

### 5. Scientific

Scientific Tasks and Activities focus upon exploratory processes where mental activities are typically used to discover or describe unknown information. These types of tasks and activities may be performed in either indoor or outdoor environments (laboratories). Due to the intense mental activities associated with this area, the setting is frequently quiet, with minimal intrusion and interaction with others. Occupations involving this area frequently require advanced education or training.

## 6. Artistic

Artistic Tasks and Activities are associated with creativity of all forms. The tasks and activities in this area range from quiet isolated production of fine artistic (painting, sculpting, writing) works to group performance in front of large audiences or a deep appreciation of any artistic pursuit. Central to all of the tasks and activities in this area, is the desire to produce and create something new and different that is typically shared with others. There is a wide range of artistic medium production, from purely mental as in writing to physical as in performing arts (ballet). There is an equally wide range of environments from quiet and serene to crowded and chaotic.

## 7. Social/Group Involvement

This area of task and activity is involved with serving the needs and desires of others in groups or teams. A common theme to this area is the experience of being part of a collection of individuals with a common purpose or goal. It may involve one individual serving a group or a group serving an individual. In either case it is not typically a singular or one-on-one activity. Because of the consistent group activity, most occupations associated with this area involve physical activity and verbal interaction. The environments in which these activities occur may range from an office type space to an out of doors athletic field.

## 8. Home and Nature

Home and Nature Tasks and Activities are focused around exploring and impacting the natural world including our home environments. They may range from aesthetic acts of home remodeling/flower gardening and landscaping to exploring the geology of rock formations or forestry management. The activities typically involve interactions with smaller numbers of people or family units and require reflective and creative thought. Further, there is frequently involvement with building or making something in a natural setting. Central to this area is a desire to be involved in a more native or natural environment, including one's home.

## 9. Individual/Personal Service

Individual/Personal Service Tasks and Activities focus on you, the individual serving the needs and desires of others. These individuals are involved with obtaining information from others, then applying knowledge and understanding to that information in order to provide meaningful help and service. These tasks and activities most often occur in quieter surroundings with only one or two other individuals present. Although, providing service for someone may occur in any setting, it frequently is done in office settings, with scheduled activities and a quiet comfortable setting.

## 10. Governmental Service

Government Service Tasks and Activities represent a variety of occupations within the structure and organization of a governmental organization or body. The most common element of this area is the existence of the highly structured organization unit where all of the tasks and activities are described by clear guidelines, and the chain of authority is articulated and promoted as part of the structure itself. There is very little ambiguity or flexibility within the occupations of this area as far as what tasks and activities an individual will perform. People who prefer governmental service tasks and activities will find themselves in environments that range from office buildings to police cars.

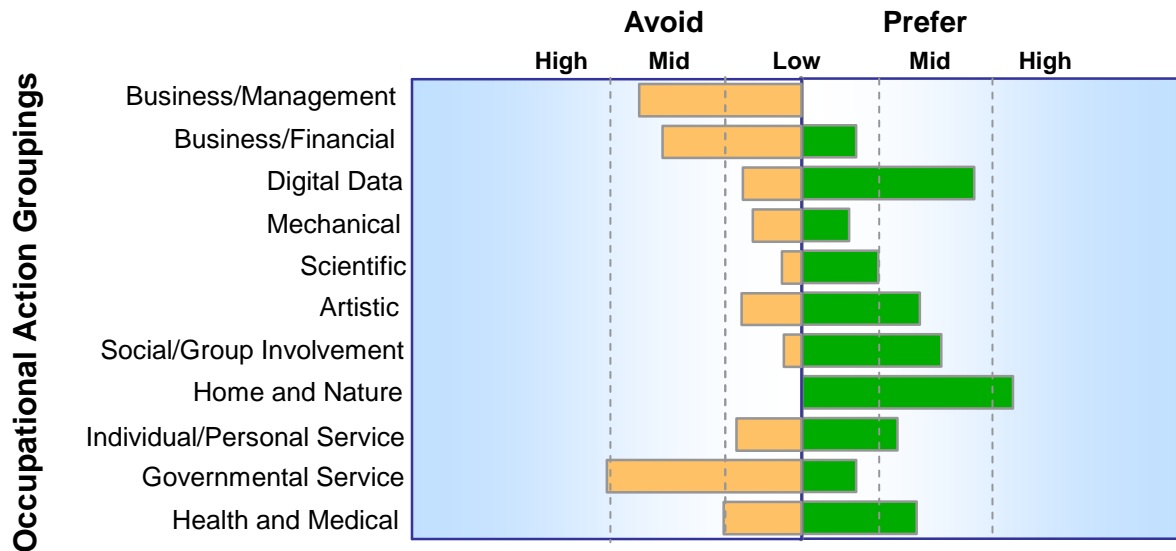
## 11. Health and Medical

Health and Medical Activities focus upon the care and maintenance of the physical bodies of individuals. Consistent in all forms of this area is the desire to be involved with the improvement of the physical health of others. Activities in this area will typically be performed in hospitals or doctors' offices, but may be found out in the open as at the scene of an accident. The education/training level in this area is typically high, requiring two or more years of training beyond high school. Individuals preferring this area usually function well in the face of traumatic events. Interaction with people commonly ranges from individuals to small groups or family units.

## Your MajorsOEM™ OAG Profile

The bar chart below shows your results for the eleven OAG areas. Keep in mind it is based on *your responses* to the MajorsOEM™ instrument. It is important that you read the descriptions presented in the previous section in order to understand the specifics of each of the OAG areas. How to interpret your results is found below in the section immediately following the graph.

**Your OAG Profile**



### Interpreting Your MajorsOEM™ OAG Profile

The chart above is based on your responses to the MajorsOEM. Understanding this information will give you more knowledge about yourself that can help you with your career choices. When trying to learn what your OAG Profile means, it is important for you to keep in mind the following guidelines:

1. Use caution if you compare your results with those from another person. Your profile is not intended to be comparative with others. Each person has their own style of responding to questions on inventories and measures. The differences that are found between people do not mean that you or they have more or less of something. What can be compared are the differences in “which ones” of the OAG areas are reported as Avoid or Prefer (e.g. You report High Avoid and others report High Prefer). This profile does not present all of the statistical and mathematical information that would be required to make meaningful comparisons of “how much” of a difference exists between people.
2. It is important to recognize that the graph categories of High, Mid and Low do not indicate any value or worth about you. They are merely a simple way of helping you to group your results across the eleven OAG that are presented on the MajorsOEM™ measure.
3. Your results can and will vary over time. Remember these are based on learned experiences, and therefore as life goes on, experiences are accumulated, resulting in changes in your preference or an avoidance of tasks and activities and their environments. Re-taking the MajorsOEM after a few years at a new occupation or after continuing education will result in some differences that have been learned and experienced.



## Looking to Your Individual Highs and Lows

### Looking at Your Prefer Pattern

Take a moment and look at the bars on the Prefer (right) side of the graph. Examine the bars and notice which one (or ones) of the eleven OAG areas is your highest level of Prefer. Remember, this is what you've reported having an interest in, and therefore a preference for. If you have no bars that reach into the High Prefer range, then the bars that are your highest (farthest to the right) represent your high preferences. Don't forget that the Low, Mid, and High zones indicated on the graph do not mean ability or value.

The following points are important to keep in mind:

1. The combination of your reported preferences and your response style will determine your general range of results (Highs to Lows).
2. Bars that are in the Low range (your shorter bars or ones that don't show up at all) indicate that you either have had little experience with this area or the experience that you had has left you with little or no preference for these particular OAG (again, little or no Prefer does not mean little or no ability).
3. Bars that fall into your Mid range of Prefer indicate a level of preference or interest in those particular OAG areas, to the extent that you know about the areas.

Your bars on the Prefer (right) side of the graph represent all of the OAG areas with which you have had some contact and about which you have formed an opinion. Your higher preferences represent collections of tasks/activities and environments that are interesting to you, and to the extent that you know about them you seem to like them or be attracted to them.

### Looking at Your Avoid Pattern

Now examine the Avoid or left side of the graph, noting all of the bars that are your highest (farthest to the left) bars. These represent the OAG areas for which you have reported your strongest dislike. As with the Prefer side, this does not reflect any sense of value toward you or your abilities in those areas. If you report a High level of Avoid, you may have had a good deal of experience in that area and decided that you do not like it. This does not mean that you would not be able to work or perform well in that area.

Keep in mind the following:

1. The Avoid bars that fall into the Low band (short bars or no Avoid) do not mean that you have a preference for that area, but merely the absence of or very little need to Avoid and disapproval.
2. Having a Low Avoid score can indicate that you have not had experience in that OAG area and have not had the opportunity to learn that you dislike it or that you have already had an experience and only dislike a small portion of what is done in that OAG area.
3. Avoid Bars that fall into the Mid range indicate that there are some parts of that OAG area that you have experienced thus far that you would prefer to avoid (this is not an indication of ability or values).

All of the bars that extend to the left or Avoid represent your responses that you dislike something. You have had some experience or knowledge of those OAG areas and you would prefer not to have an experience in them at present. The dislike that you have reported is because of facts from your experiences.

## Your Area-by-Area Evaluation

The next step in looking over your OAG profile is to examine the level of Avoid and Prefer for each OAG area one at a time. Read down the graph and observe the level of Prefer and Avoid for each OAG. If needed, return to the OAG descriptions and review where unclear. On some of your OAG results the Prefer will be High (to the right) with little or no Avoid. In others, the Avoid will be High (to the left) with little or no Prefer indicated. This means that you know this OAG area enough to have a clear strong opinion or belief about that area. You are either attracted to it (Prefer) or dislike and wish to Avoid it. Some bars may be of equal length in both directions indicating that there are similar amounts of the OAG area that you prefer and avoid. This typically reveals that you have had some personal experience in the OAG area that has resulted in differing experiences. When your results are Low or are missing on both sides, this can indicate no direct experience for that OAG, or simply a neutral response (no real opinion) to the questions on the MajorsOEM instrument.

## Using Your OAG Results to Assist in Career Decisions

As was mentioned earlier, the purpose of the MajorsOEM-CEP Report is to provide structure to: (1) your experience, attitudes about work (Prefer and Avoid) and work personality factors; (2) to put structure on the tasks, activities and the environments in which they are performed. Now that you have studied your OAG Profile, you know more about your own personal tapestry and how your preference and avoidance patterns for different OAG areas form your personal occupational pattern. The descriptions of the eleven OAG areas provide you with information about various work tasks, activities and environments so that you can see the different patterns and structure formed by each of the OAG areas. It is easy to look at your higher levels of Prefer and think that these OAGs represent general descriptions of occupations that might be a fit for you. This is what much of career counseling today attempts to do. But this process is only good up to a point. It represents only one side of the tapestry: the side that attracts us. When you flip a tapestry over, it shows you how the different fabric colors and textures are woven in together. You see things (patterns) that you don't normally see from the front of the tapestry.

***It is the things that you dislike and want to avoid that will create discomfort and problems in your career decisions. Any potential occupation that you consider has to be examined for the things that you dislike and would prefer to avoid as well as the liked and preferred.***

The eleven OAG areas represent specific descriptions and patterns, but all occupations are frequently combinations of two or more of these OAG areas. For example, you may desire and find that you have a strong/High Prefer for the OAG areas of Business Management and Social Group Involvement. You know that you enjoy leading people in groups to accomplish tasks and meet goals. But many business management positions will have a large focus upon financial structure and fiscal management. If you have little interest in the OAG area of business/financial, and accept a management position that has a strong component related to that area, you could find yourself regretting your decision.

***We are all pulled toward what we prefer***, but we must seek out and discover the full range of tasks and activities and environmental conditions that exist in potential occupations that we are exploring. It is important to note that simply having a strong dislike and Avoid for an OAG does not mean you would be unable to do those tasks and behaviors or that you would not be able to find satisfaction in a position that requires them in the job description. ***We all make adjustments to the things that we dislike***. This CEP report is providing you with information to help you make an informed decision regarding the OAG areas.

***Knowing how much of an occupation will contain elements of OAG areas that you typically want to avoid allows you to make a clearly thought-out and well-informed decision.***

Satisfaction in the workplace does not have to be limited to perfection (total absence of disliked OAG). The back of a fine tapestry contains well thought-out processes that the weaver had to learn and do on the backside to make it work and look beautiful on the front side.

Another important point to bring to your attention is that your results are based upon the knowledge that you currently have about the world of work. As mentioned earlier in the section on interpreting your results, short bars in both directions may simply indicate a lack of knowledge or understanding about that particular OAG area: they may be unknown OAGs. When you are exploring different occupations and find that part of the job description includes one of those unknown OAG areas, it means that you may need to explore that OAG area more and understand in greater detail what is involved with those particular tasks, activities and environments that it represents. Doing this prevents surprises later on after you have made a commitment.



When you were evaluating the results based on one side of the chart or the other, you may have noticed a pattern to be attracted to or Prefer one type of work environment and Avoid or dislike others. For example, some occupations are not performed in an office or room environment. They may either be done out-of-doors or require going to numerous rooms and environments. If you notice a pattern of Prefer for one of these areas and a dislike for the other, this is critical information to keep in mind as you explore your career possibilities. Those who enjoy activity, travel and the out-of-doors, may quickly become stifled, bored and frustrated with only four walls and a window. Conversely, those who are productive in the controlled environment of an office may find the distractions of travel and the out-of-doors limiting to their productivity.

There are many ways that your OAG area results can be evaluated to help you to understand yourself and your connections to clusters of OAG work environments. For example:

Consider the amount of social or verbal activity that is in your chosen occupational environment. How much you believe is comfortable for you may be answered by examining your Avoid and Prefer results on OAGs that have high levels of social or verbal activity compared to results on OAGs that have low levels of that activity. The OAG areas of Scientific and Digital Data often have environments that have limited verbal or social activities, and the OAG areas of Social/Group Involvement and Individual/Personal Service may have continuous verbal and social activities. Assume your Prefer results on Scientific and Digital Data are in the High range (you like and are interested in them) and your Avoid results for Social/Group Involvement and Individual/Personal Service are in the High range (you dislike and want to avoid them), then you may consider avoiding occupational environments that are filled with social action and lots of talking.

The ways in which the avoid and prefer information of your OAG profile can increase your knowledge and understanding of your individual career tapestry is limited only by the amount of information you possess or collect about the eleven different OAG. You can use this process yourself of developing your own OAG areas that are more specific and closer to your occupational aspirations if you find that those tasks, activities and environments have not been covered in this report. Simply ask yourself how much you like or dislike the different elements that you learn about this new OAG and include it in the process of evaluating its fit in your tapestry.

To use the OAG information in evaluating a potential career decision, ask what is it like in those occupations, and what have I reported on the MajorsOEM-OAG profile that I like and do not like. Then for the elements of the occupation that you may want to avoid ask yourself, “Can I put up with that amount of that task/activity or environmental condition?” We all have to do this to some extent in our occupations, but we can avoid the surprise of discovering that it is too much too late.

The next section will present your GIA results and how you can use them to help in the matching process. You will find that the matching of GIA results to occupations is easy and helpful in using the OAG information to evaluate your occupational fit. Keep in mind the more that you know about your workplace tapestry the greater the chance of making a satisfying career decision.

## Your Global Interest Areas (GIA) Descriptions & Profile

### GIA Descriptions:

The Global Interest Areas (GIA) results will help you to see how your learned personality characteristics contribute to your overall career pattern or tapestry. These GIA areas are learned or developed patterns of interest formed by experiences you've had in your life. The GIA patterns help you see why you interact the way that you do with many work and leisure situations. These interacting patterns are based upon the theory of John Holland who proposed a matching system between personalities and working environments. The occupational code letters presented in the GIA descriptions (in parentheses) and on the charts and tables represent where the GIA fit or match the Holland codes. There are no dislikes associated with these GIA patterns, and all that is presented represents how much you are interested in each of the six GIA. Read the following descriptions and consider how each GIA fits you and others that you know in your work, home and leisure environments. Attempt to recognize how these patterns reveal instances of conflict and harmony, with individuals and environments, which you have experienced. The common occupational code letter is listed in parentheses.

**Working With Physical Things (R):** These individuals are seen as “Doers” that work with their hands frequently using tools or machines to make or manipulate things. They are practical, may be mechanically inclined and physical in their activities.

**Working With Mental Information (I):** Individuals with this GIA are known as “Thinkers” that are typically found working with theory and information. They are analytically inclined, and will often enjoy intellectual and scientific environments.

**Creativity and Art (A):** This GIA represents individuals that are viewed as “Creators” that may be somewhat non-conforming and original in their approach to tasks/activities. They can be very independent in both work and leisure activities.

**Helping and Serving Others (S):** These “Helpers” are found in cooperative environments that are supporting of the needs and goals of others. They are typically involved with aspects of healing, encouraging or nurturing others.

**Persuading and Leading Others (E):** “Persuaders” are often found in competitive environments, leading and convincing others through processes like selling or promoting.

**Organizing Work and Environments (C):** These “Organizers” are precise in their work with attention to detail. They enjoy being orderly and organizing elements of the environment.

### Your GIA Profile

The results from your responses for the six GIA scales are found in the bar chart below. Observe your Strong(er) and Low(er) areas of interest. This information represents your overall pattern or style of interest. We are attracted to high interest area environments and individuals. The meaning of your responses to areas of lower interest may range from no response (don't know about it) to a strong aversion. The information presented is the level of interest, not levels of dislike. Therefore, no assumptions can be made about the meaning of the lower interest results. You alone will know the answer to the meaning of the lower interest results.

Global Interest Area (GIA)	Interest Level					Occupational Code
	None	Low	Mod	Strong	Very Strong	
Working With Physical Things						R
Working With Mental Information						I
Creativity and Art						A
Helping and Serving Others						S
Persuading and Leading Others						E
Organizing Work and Environments						C

**Note:** There is no dislike information contained in the GIA bar graphs (don't assume that low interest = dislike).

**Note:** The interpretation information that applied to the OAG results are equally valid for your GIA results. This information simply describes aspects of your personality based upon your responses to the MajorsOEM instrument. They do not put you in a box or limit you in any area of life. Review these GIA descriptions and results along with the OAG information to help you to continue to develop your career decision making abilities.

## Using Your GIA Results to Assist in Career Decisions

These six areas are seen as general areas that most people and most work environments will fit into. Because the work environment areas are directly parallel to personalities, then the matching of the person directly to the work environment is quickly done. The GIA results make this easy by giving you the common Holland Occupational Code (presented on the right hand side of the bar chart and numbered results; page 13). Your work personality will probably be a combination of two or more of the six GIAs. If you reread the two or three GIA descriptions that are associated with your highest levels (strongest) of interest you will quickly recognize a pattern that resembles what you already know about yourself (things you like). The GIA results put more structure on the knowledge that you have about your fit to various occupations (more fabric and threads in your work tapestry).

What makes the GIAs helpful with respect to developing a well thought-out occupational choice is the wealth of information available that matches the Holland Occupational Code directly to specific occupations. Your three strongest areas of interest represent what is termed your three-letter occupational code. There are many sources that can help you with information regarding the matching of your code with occupations (search the internet for “3-letter Holland Occupational Codes”). In the Occupational Code Appendix at the end of this report you will find a sample of three letter Holland Occupational Codes that have been matched with Canadian NOC, and Australian/New Zealand ANZSCO codes. This will can give you an idea of what types of occupations tend to be found under which code. Go through the following steps to use all of your MajorsOEM-CEP results.

First: Use the bar chart or the numbered results from page 13 and obtain your top three highest GIA and form your three-letter code. For results that are close you can switch the order of the occupational code letters. If there is a clear separation between the results, put your highest of the three GIA first, then the second and so on. Write your three-letter code in the space provided here:

\_\_\_\_\_

Next: Find occupations in the Occupational Code Appendix at the end of this report that seem to be interesting to you and that fit your code (or a variation of the code with close letters switched). A larger list is available from your MajorsOEM professional that will allow a more detailed search. List a few of the occupations in the space here:

\_\_\_\_\_

Next: Think of the OAG areas that are a part of the occupations that you listed or that match your code. Check your OAG results to see which areas that are in those occupations seem to fit you the most. The process should be repeated and refined making sure that when you match an occupation with the code you check the OAG for potential areas of Avoid that may result in being uncomfortable if you were to choose that occupation.

Repeat the two steps above using alternative three-letter codes until you find a list of occupations that are a good fit for you. Ask yourself what OAGs are in common across your list of matching occupations. Remember to include both Avoid and Prefer OAG information in your evaluation.

## The Process Never Ends

Finally, spend time researching the final set of occupations to find out more about the tasks/activities and environments in which they occur. This will allow you to continue to refine your career choices and reduce the opportunity of future disappointments. It is your tapestry and your career choice. The more you find out about how you're put together, the better the decision regarding your career path. The more work that you put into this process the greater chance you will have a satisfying and productive career.

Finally, if you are using the results from your MajorsOEM-CEP report to help you select a college major you will need to discover the educational requirements to achieve the occupational goals that you will choose. Talking with college and university faculty and career counseling staff can help you to select the college major(s) that will give you the foundation required for the career that you are going to eventually choose.

## Summary & Results Overview

Your results from the MajorsOEM-CEP report give you valuable information that helps you improve your ability to make good career decisions. By providing you with insights and understanding of how you respond to various tasks and activities and the environments in which they occur (OAG), you can put structure into the process of understanding yourself (your unique tapestry), and the structure of working environments. Further, with knowledge of your GIA personality style and how it matches specific occupations, you can select from numerous occupational possibilities to find a good occupational fit. This knowledge, and the subsequent decisions you make, will result in increased satisfaction with your career path. Having an accurate understanding of what you Prefer and what you wish to Avoid allows you to develop a clearer self-understanding. Further, as you grow in knowledge of yourself you will continue to make better choices that increase your levels of satisfaction and enjoyment in your occupational and leisure experience.

**Note:** The information from the MajorsOEM-CEP can be used with results from the MajorsPTI™ and/or MajorsPT-Elements™ to help you grow in the understanding of your innate and learned personality characteristics. These natural patterns color the way you interpret your day-to-day occupational experience.

## Your Results Overview

Below are two tables with your results for the MajorsOEM presented in percentage form. Be careful not to compare your percentage results with others and assume that there is a real difference because your percentage in one OAG or GIA is higher or lower than theirs. Individual response style must be taken into account for such comparisons to be valid. Your MajorsOEM professional can help you to use these results effectively to further your understanding and personal growth.

### OAG Results:

Avoidance Percentage	Occupational Activity Grouping	Preference Percentage
42%	Business/Management	0%
36%	Business/Financial	14%
15%	Digital Data	45%
13%	Mechanical	13%
5%	Scientific	20%
15%	Artistic	31%
5%	Social/Group Involvement	36%
0%	Home and Nature	55%
17%	Individual/Personal Service	25%
50%	Governmental Service	14%
20%	Health and Medical	30%

### GIA Results:

Occupational Code	Global Interest Area	% of Responses Indicating Interest
R	Working With Physical Things	72%
I	Working With Mental Information	65%
A	Creativity and Art	66%
S	Helping and Serving Others	69%
E	Persuading and Leading Others	43%
C	Organizing Work and Environments	64%

**Note:** The three-letter Holland Occupational Code is formed by the letters corresponding to your three highest percentages.

## Occupational Code Appendix

### Holland Codes Beginning with R Occupations

Holland	Occupation	NOC	ANZSCO
R	Greenhouse workers	8432	841412
R	Sheet Metal Worker	7261	322311
R	Upholsterer	7341	393311
RAE	Floral Designer	5244	362111
RAE	Woodworking	7271	394299
RAI	Recording Engineer/Tech.	5225	399516
RC	Cabinet Maker	7272	394111
RC	Painter	7294	332211
RC	Structural Steelworker	7264	322311
RCE	Groundskeeper	8255	841411
RCI	Carpenter	7271	331212
RCI	Drafter	2253	312111
REC	Cement/Terrazzo Worker	7282	821211
REC	Construction Worker	7291	821111
REC	Corrections Officer	6462	442111
REC	Horticulturalist	2225	311111
REC	Jeweler	7344	399411
REC	Military Officer	0643	111212
REC	Police Officer	6261	441312
REI	Dental Technician	3223	411213
REI	Electrician	7241	341111
REI	Optician	3231	399913
REI	Plumber	7251	334111
REI	Water Quality Specialist	9424	234313
RES	Bus driver	7412	731211
RES	Farm Manager	8251	121221
RES	Firefighter	6262	441212
RES	Logger	8211	841313
RES	Welder	7265	322313
RIC	Computer Support Specialists	2281	313199
RIE	Air-Conditioning Mechanics	7313	342111
RIE	Aircraft Mechanic	7315	323112
RIE	Automobile Body Repairer	7322	394213
RIE	Automotive Engineer	2132	233512
RIE	Automotive Mechanic	7421	321211
RIE	Forest Ranger	2224	234113
RIE	Instrument Repair/Mant.	2243	323314
RIE	Laboratory Technician	3211	311414
RIE	Machinist	7231	323214
RIE	Air Plane Pilot	2271	321111
RIE	Tool and Die Maker	7231	323412
RIS	Farmer	8251	121299
RIS	Forester	2223	234113
RIS	Mechanical Engineer	2132	233512
RS	Ambulance Attendant	3234	411111
RS	Lifeguard	5254	452414
RSE	Aerospace Physiologist	2121	234512
RSE	Bricklayer	7281	331111
RSE	Fiber Optics Technician	2241	342412
RSE	Practical Nurse	3152	423312
RSE	Truck Driver	7411	733111

### Holland Codes Beginning with I Occupations

Holland	Occupation	NOC	ANZSCO
IAS	Marketing Research Analyst	4163	225112
IAS	Sociologist	4169	272499
IC	Ergonomics	4161	232511
IC	Safety Inspector	2263	312611
ICR	Management Consultant	1122	224711
IER	Computer Systems Analyst	2171	263211
IER	Industrial Arts Teacher	4141	242211
IER	Mathematician	2161	224112
IES	Pharmacist	3131	251513
IR	Aerospace Engineer	2146	233911
IR	Oceanographer	2113	234412
IRC	Computer Engineer	2147	263299
IRC	Computer Programmer	2174	261312
IRC	Research Analyst	2161	224412
IRE	Agricultural Engineer	2148	233912
IRE	Anthropologist	4169	272499
IRE	Archeologist	4169	272499
IRE	Biochemist	2211	234513
IRE	Cardiopulmonary Technician	3217	311212
IRE	Cartographer	2255	232213
IRE	Chemical Engineer	2134	233111
IRE	Chemical Technician	2211	311411
IRE	Chemist	2112	234211
IRE	Ecologist	2121	234313
IRE	Electrical Engineer	2133	233311
IRE	Geographer	4169	272499
IRE	Geologist	2113	234411
IRE	Medical Lab Technologist	3211	311213
IRE	Software Engineer	2173	261313
IRE	Statistician	2161	224113
IRE	Web Site Developer	2175	261212
IRS	Agronomist	2123	234112
IRS	Anesthesiologist	3111	253211
IRS	Civil Engineer	2131	233211
IRS	Hazardous Waste Technician	2263	234313
IRS	Horticulturist	2225	311111
IRS	Meteorologist	2114	234913
IRS	Technical Writer	5121	212415
IRS	Veterinarian	3114	234711
ISA	Economist	4162	224311
ISA	Nurse Practitioner	3152	254411
ISA	Physician Assistant	3235	411411
ISA	Psychologist	4151	272399
ISE	Physician, General Practice	3112	253111
ISR	Biologist	2121	234511
ISR	Chiropractor	3122	252111
ISR	Dentist	3113	252312



## Occupational Code Appendix (cont.)

### Holland Codes Beginning with **A** Occupations

Holland	Occupation	NOC	ANZSCO
AE	Art Dealer	0621	142112
AE	Arts Administration	522	139911
AEC	Editors	5122	212412
AER	Choreographer	5131	211112
AES	Actor/Actress	5135	211111
AES	Art Director	5131	212311
AES	Film/Video Producer	5131	212112
AES	Furniture Designer	4213	232312
AES	Hairstylist	6271	391111
AES	Interior Designer	5242	232511
AES	Multi-Media Artist	2174	211499
AES	Museum Curator	5112	224212
AES	Music Teacher	5133	249214
AES	Musician	5133	211213
AES	Performing Arts Technician	5226	399599
AES	Photographer	5221	211311
AIC	Desktop Publisher	1423	392211
AIE	Scientific/Medical Illustrator	5241	232412
AIR	Architect	2151	232111
AIR	Landscape Architect	2152	232112
ARE	Illustrator	5241	232412
ARE	Graphic Designer	5241	232411
ARS	Dancer	5134	211112
AS	Art Therapist	3144	423314
ASE	Advertising Director	0611	225111
ASE	Drama Teacher	4141	249213
ASE	English Teacher	4141	249311
ASE	Journalist	5123	212499
ASE	Multi-media Technician	2174	399516
ASE	Social Psychologist	4151	272399
ASE	Technical, Scientific Publications Editor	5122	111211
ASI	Copywriter	5121	212411
ASI	Writers	5121	212412
ASR	Clothing/Fashion Designer	5243	232311
ASR	Fashion Photographer	5221	231311

### Holland Codes Beginning with **S** Occupations

Holland	Occupation	NOC	ANZSCO
SA	Day/Child Care worker	4214	421111
SAC	Primary School Teacher	4142	241213
SAC	Special Education Teacher	4142	241599
SAE	Counselor/Therapist	4153	272199
SAE	Cruise Director	6672	272612
SAE	Family & Consumer Scientist	4169	234212
SAE	Relocation Counselor	4213	272199
SAE	School Counselor	4143	272115
SAE	Secondary School Teacher	4141	241411
SAI	Dental Hygienist	3222	411211
SAI	Minister, Rabbi & Priest	4154	272211
SAI	Speech Pathologist	3141	252712
SCE	Executive House Keeper	6213	431411
SCE	Paralegal	4211	271299
SCE	Real Estate Appraiser	1235	224512
SCE	Ticket Agent	6433	639411
SEA	Community Planner	2153	232611
SEA	Cosmetologist	6482	621111
SEA	Preschool Worker	4214	422115
SEA	Public Health Educator	4165	251911
SEA	Social Worker	4152	272511
SEC	City Manager	0012	111311
SEC	Personnel Recruiter	1223	223111
SEC	Recreational Therapist	3144	411311
SEC	Vocational-Rehab. Counselor	4213	272114
SEI	College Professor	4131	242111
SEI	Historian	4169	272411
SEI	Ind./Org. Psychologist	4151	272313
SEI	Park Naturalist	2223	234314
SEI	School Principal-Admin.	0313	134311
SER	Air Traffic Controller	2272	231112
SER	Detective	6465	441311
SER	Hospital Administrator	0311	111211
SER	Recreation Director	0513	272612
SIA	Counseling Psychologist	4151	272399
SIC	Registered Nurse	3152	254499
SIE	Dietitian	6212	251111
SIE	Insurance Claims Examiner	1233	599611
SIE	Medical Record Admin.	0114	224213
SIE	Physical Therapist	3142	252511
SIE	Probation and Parole Officer	4155	411714
SIR	Nurse/Midwife	3232	254111
SR	Licensed Practical Nurse	3233	411411
SRC	Mail Carrier	1462	561211
SRC	Professional Athlete	5251	452499
SRE	Athletic Trainer	5252	452111
SRE	Occupational Therapist	3143	252411
SRI	Exercise Careers	5252	234999
SRI	Radiological Technologist	3215	311299

## Occupational Code Appendix (cont.)

### Holland Codes Beginning with E Occupations

Holland	Occupation	NOC	ANZSCO
EAS	Credit Analyst	1232	552211
EAS	Public Relations Rep.	5124	225311
EAS	Reporter	5123	212416
EAS	Restaurant Manager	0631	141111
EC	Bank Management	0122	149914
EC	Property Manager	1224	612112
EC	Securities Dealers /Brokers	1113	222211
ECR	Food Service Manager	6212	141111
ECR	Health Care Administrator	0311	134299
ECS	Financial Planner	1114	222199
ECS	Hotel Manager	0632	141311
ECS	Insurance Agent	6231	611211
ECS	Office Manager	0114	512111
ECS	Retail Store Manager	0621	142111
ECS	Tax Accountant	1111	221113
ECS	Travel Agent	6431	451612
ECS	Wedding Planner	6481	149311
EIR	Industrial Engineer	2141	233511
EIS	Educational – Training Mgr.	4131	132311
ERA	Cook/Chef	6241	351311
ERC	Bartender	6452	431111
ERS	Construction Project Mgr.	0711	133111
ERS	Credit/Financial Manager	0122	132211
ERS	Sales Representative	6411	611399
ESA	Advertising, marketing, and public relations managers	5124	131112
ESA	Educational Administrator	0313	134499
ESA	Financial Manager	0111	132211
ESA	Flight Attendant	6432	451711
ESA	Foreign Service Officer	4168	272499
ESA	Interpreter	5125	272412
ESA	Lawyer/Attorney	4112	271299
ESA	Lobbyist	4163	224999
ESA	Manufacturer's Rep.	6411	225499
ESA	Retail Buyer	6233	639211
ESA	Sales Manager	0611	131112
ESA	Social Service Director	0411	134299
ESC	Human Resources Manager	0112	132311
ESC	Police Captain	0641	139113
ESI	Emergency Medical Tech.	3234	411112
ESI	Stockbroker	1113	222213
ESI	Urban Planner	2153	232611
ESR	Advertising Sales Rep.	1122	611312
ESR	Barber/Hairdresser	6271	391111
ESR	Housekeeper	6471	811412
ESR	Real Estate Agent	6232	612114
ESR	Retail Sales Person	6421	621999

### Holland Codes Beginning with C Occupations

Holland	Occupation	NOC	ANZSCO
CEI	Budget Analyst	1112	221111
CEI	Customs Inspector	1228	599511
CEI	Insurance Underwriter	1234	611211
CEI	Internal Auditor	1111	221214
CES	Administrative Assistants	1222	521111
CES	Cost Accountant	1111	221112
CES	Kindergarten or Elementary Teacher	4142	241111
CES	Medical Secretary	1243	599911
CES	Tax Consultant	1111	221113
CIE	Actuary	2161	224111
CIE	Database Administrators	2172	262111
CIR	Computer Security Specialists	2171	262112
CIR	Web Developers	2175	261212
CR	Medical Transcriptionist	1244	532113
CRI	Data processing worker	1422	532111
CRI	Electronic Drafters	2253	312411
CRS	Dental Assistant	3411	423211
CRS	Library Assistant	5211	599711
CSA	Legal Secretary	1242	521212
CSE	Accountant	1111	221111
CSE	Bank Teller	1434	552111
CSE	Building Inspector	2264	312113
CSE	Business Teacher	4141	242111
CSE	Cashier	6611	631112
CSE	Catalog Librarian	5111	224611
CSE	Clerk	1411	531111
CSE	Court Reporter	1244	532112
CSE	File Clerk	1413	561311
CSE	Insurance Adjuster	1233	599612
CSE	Librarian	5111	224611
CSE	Medical Records Technician	1413	599911
CSE	Receptionist	1414	542111
CSE	Telephone Operator	1224	561611
CSI	Financial Analyst	1112	221111
CSR	Accounting Clerk and Bookkeeper	1431	551111
CSR	Mail Clerk	1461	561411