



# Integrating Assessment Themes using Advance Pack and/or Career Driver

## **Instructions**

This Integration Chart shows your preferences across four dimensions: Interests, Skills, Values, and Personality Type. Follow these steps to complete the chart and identify your core themes.

### **Step 1: Holland Interest Themes**

Rank order the top three themes that describe you the best.

### **Step 2: Skill Categories and Skill Sets**

From the Skill Wheel (page 4 on your Assessment Report) or from the Skill Wheel (Trip Guide section of Online Report), place a check mark next to the Skill Sets you identified.

### **Step 3: Activity-based Values**

From the Activity-based Values Exercise, place a check mark next to your top six values.

### **Step 4: Personality Type**

Using results from Jungian-based assessments such as Keirsey.com, Type Focus.com, or Myers-Briggs Type Indicator Instrument ®, place a check mark next to your reported type.

### **Step 5: Identify Core Themes**

Once you complete the chart, identify the two main rows where you indicated the greatest number of checkmarks. As you investigate a career path, use these core themes to evaluate fit with your preferences.

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Holland Interest Themes	Skill Categories and Skill Sets	Activity-based Values	Personality Type
<b>REALISTIC</b> Prefer to work with objects such as machines, tools or technologies.	<b>Physical/Technical</b> Nature/Body Build/Structural <b>Analytical</b> Analysis/Problem Solving	Adventure Competition Physical Challenge	Sensing/Thinking – ST
<b>INVESTIGATIVE</b> Prefer to observe, learn, investigate, analyze, evaluate or solve problems.	<b>Analytical</b> Analysis/Problem Solving Information/Data Management Computational/Quantitative <b>Creative</b> Inventive Intuitive	Intellectual Challenge Mastery/Expertise New Ideas/Learning	Intuitive/Thinking – NT Sensing/Thinking – ST
<b>ARTISTIC/CREATIVE</b> Prefer to work in unstructured situations using one's imagination, intuition and/or creativity.	<b>Creative</b> Intuitive Inventive Artistic/Aesthetic	Artistic Expression Creativity Self-Expression	Intuitive/Thinking – NT Intuitive/Feeling – NF Sensing/Feeling – SF
<b>SOCIAL</b> Prefer to work with people to inform, enlighten, train, develop and meet their needs.	<b>Relationship</b> Core Relationship Support/Service Counsel/Teach <b>Communication</b> Core Communication	Altruism Contributing Help Others	Intuitive/Feeling – NF Sensing/Feeling – SF
<b>ENTERPRISING</b> Prefer to work with people to influence, persuade, lead or manage for organizational goals or economic gain.	<b>Management/Leadership</b> Organization Management Facilitative Management Leadership/Potential <b>Communication</b> Persuasion/Promotion Consultation/Influence	Achievement Leadership Power and Influence	Sensing/Thinking – ST Intuitive/Thinking – NT
<b>CONVENTIONAL</b> Prefer to work with data and numbers and implement plans in detail.	<b>Analytical</b> Information/Data Management Computational/Quantitative <b>Management</b> Organizational Management	Detailed Organizing Supervising	Sensing/Thinking – ST