

CAREER DEVELOPMENT

Career Interest Inventory

Discover patterns in the work activities that energize you

GRADES 9-12	TIME 2 x 42 min	FORMAT Individual + partner	PRODUCT Career theme profile
YOUR CHALLENGE Complete a 36-statement interest inventory, calculate six theme scores, test your results against real evidence from your life, and build a three-career exploration plan. This is a starting point for research - not a test that decides your future.			

Learning Goals

- Identify activities you enjoy, tolerate, or prefer to avoid.
- Calculate and interpret a six-theme interest profile.
- Separate genuine interests from skills, values, and outside expectations.
- Use evidence to select careers for further investigation rather than making a final choice.

How to Respond

Rate each statement based on how interested you would be in doing the activity - even if you have never tried it. Use 0 = Not interested, 1 = Unsure/neutral, 2 = Interested, 3 = Very interested. Answer honestly; there is no ideal profile.

PRIVACY You will share only the parts of your profile you choose. Your score is not a measure of intelligence, employability, or worth.

Before You Begin

Name two activities that make time pass quickly for you. What specifically do you enjoy about each?

Part 1 - Inventory

#	How interested would you be in this activity?	Rating
1	Repair a bicycle or small machine	0 1 2 3
2	Use tools to build a useful object	0 1 2 3
3	Work outdoors in changing conditions	0 1 2 3
4	Operate equipment safely	0 1 2 3
5	Install or assemble a product	0 1 2 3
6	Create something you can physically test	0 1 2 3
7	Investigate why a system failed	0 1 2 3
8	Analyze data for a pattern	0 1 2 3
9	Conduct an experiment	0 1 2 3
10	Research competing explanations	0 1 2 3
11	Solve a difficult logic problem	0 1 2 3
12	Explain how a technical process works	0 1 2 3
13	Design a logo, room, or digital page	0 1 2 3
14	Write a story, script, or article	0 1 2 3
15	Perform or present for an audience	0 1 2 3
16	Create an original solution with few rules	0 1 2 3
17	Photograph or edit visual media	0 1 2 3
18	Develop a new message or campaign	0 1 2 3

Part 1 - Inventory (continued)

#	How interested would you be in this activity?	Rating
19	Tutor someone who is struggling	0 1 2 3
20	Listen and help someone plan a next step	0 1 2 3
21	Teach a skill to a group	0 1 2 3
22	Organize a community service activity	0 1 2 3
23	Care for people, animals, or a shared space	0 1 2 3
24	Help resolve a disagreement	0 1 2 3
25	Persuade others to support an idea	0 1 2 3
26	Lead a team toward a deadline	0 1 2 3
27	Sell a product or service	0 1 2 3
28	Make decisions with incomplete information	0 1 2 3
29	Start a club, event, or small venture	0 1 2 3
30	Negotiate a solution	0 1 2 3
31	Create a detailed schedule	0 1 2 3
32	Check records for accuracy	0 1 2 3
33	Track money, supplies, or inventory	0 1 2 3
34	Organize digital files and information	0 1 2 3
35	Follow a multi-step process carefully	0 1 2 3
36	Improve an inefficient routine	0 1 2 3

Part 2 - Score Your Profile

Transfer each rating to the matching theme below, then add. Each theme can score from 0 to 18. Recheck one total with a partner or calculator.

Theme	Add these items	Activities often involve	Total
Hands-On	1+2+3+4+5+6	build, repair, operate, produce, work outdoors	
Investigating	7+8+9+10+11+12	analyze, research, solve, experiment, explain	
Creating	13+14+15+16+17+18	design, write, perform, imagine, communicate ideas	
Helping	19+20+21+22+23+24	teach, support, listen, care, improve communities	
Leading	25+26+27+28+29+30	persuade, organize, sell, decide, launch	
Organizing	31+32+33+34+35+36	track, calculate, schedule, document, improve systems	

My highest theme: _____ Score: _____

My second-highest theme: _____ Score: _____

A close third theme (within 2 points, if any): _____

Read the Pattern, Not Just the Rank

Which two highly rated statements best explain your top theme?

Which low-rated statement surprised you? Why?

Are your top two scores close or far apart? What does that suggest about the range of work you may enjoy?

Part 3 - Evidence Audit

A result is more useful when it connects to real experiences. Use evidence from school, work, clubs, hobbies, caregiving, athletics, volunteering, projects, or daily responsibilities.

Top theme	Experience that supports it	What I did	What I enjoyed or wanted to change
1.			
2.			
Possible third			

Interest, Skill, Value, or Expectation?

Statement	Mostly interest, skill, value, or expectation?	Reason
I enjoy designing presentations, even when no grade is attached.		
My family says I should enter health care.		
I can organize spreadsheets accurately, but I do not enjoy it.		
I want work that improves my community.		

Write one example from your own life in which interest and skill do not perfectly match.

Part 4 - Test the Result with Career Cards

Career card	Typical activities	Possible theme blend
Environmental Field Technician	Collect samples outdoors, maintain equipment, document findings	Hands-On + Investigating
UX Content Designer	Research users, organize information, write clear digital content	Creating + Investigating
Youth Program Coordinator	Plan activities, support participants, communicate with families	Helping + Leading
Logistics Coordinator	Track shipments, solve delays, maintain records	Organizing + Investigating
Small Business Owner	Serve customers, manage money, persuade, make decisions	Leading + Organizing
Medical Assistant	Prepare patients, record information, support clinical teams	Helping + Organizing

Select three cards. For each, write one reason the work may fit and one question you must research before judging it.

Career	Evidence of possible fit	Question / possible mismatch

Part 5 - Build a Three-Career Exploration Plan

Choose three careers to investigate: one strong match, one blended match, and one deliberate stretch. A stretch career may not match your highest theme but is worth testing because of a skill, value, opportunity, or curiosity.

Career to explore	Why this belongs	One reliable source or person	Evidence I will collect
Strong match			
Blended match			
Stretch			

Decision Rules

- Do not eliminate a career based on one score.
- Investigate daily tasks, education, work setting, outlook, pay, and advancement.
- Use more than one source and notice when sources disagree.
- Revisit your profile after new experiences; interests can grow or change.

Final Reflection

What result felt most accurate, and what evidence supports it?

What result needs more testing?

What is one experience you could try within the next month to learn more about yourself?

SELF-CHECK I answered all 36 items, verified my totals, used evidence, selected three careers for research, and avoided treating the inventory as a final decision.