



HORIZON

CAREER INTEREST INVENTORY

Surname Name
19/05/2022

ORIENTUM – Career Counsellors



Orientum Ltd is a Greek company specialized in the area of career counseling. Founded in 2004, Orientum Ltd has helped more than 10.000 high school and university students decide on their academic and career choices.

Company's name derives from the Latin word «oriens» and symbolizes the owners' effort to assist young people plan their educational and career paths in the beginning of their professional life.

Services of Orientum Ltd include personalized career counseling for each individual. To make this process scientific and more integrated, Orientum Ltd has developed its own psychometric tools, assessing various individual traits relevant to career development. Career orientation test Horizon is a psychometric tool which includes all the professional categories and the degree the person is interested in them or not and Profiler is a trait personality questionnaire. Our psychometric tools are applicable to both young people and professionals that wish to discover their interests, as well as their career personality. Multinational and Greek based companies have also been using these tools in personnel selection and appraisal processes.

Orientum Ltd has associated its name with the best knowledge of the Greek educational system both in secondary and university education. Building the line of its products Orientum Ltd publishes each year since 2006 a guide called "Lets go to University", which is recognized as the most enriched guide on Greek universities and technological institutions. To complete its line of educational guides, the company also edited the book "Lets go to College" which includes all the necessary information on international and domestic colleges operating in Greece.

One of the main services of Orientum Ltd is the planning and presentation of career counseling events. Orientum Ltd provides this service to private schools and academic institutions all over Greece, with the aim to provide detailed information on universities and technological institutions, as well as counseling on how to navigate through the Greek educational system.

Furthermore, in its effort to transfer knowledge, Orientum Ltd publishes career related articles in local and national press and makes weekly appearances in TV and radio stations. Furthermore, Orientum's intense involvement on social networks, such as facebook, twitter e.t.c., enforces its effort to be in direct contact with its customers 24-7 answering their questions on career development and providing all the updates and changes of the educational system.

Looking to the future, Orientum's team vision is to be able to respond to every vocational guidance aspect. In order to succeed in that Orientum Ltd has a highly active psychometric department developing and adapting psychometric tools on vocational guidance. In collaboration with academics and Phd career experts Orientum Ltd has developed a scientific department that constantly researches all aspects of career counseling. In this context, Orientum Ltd, also, extends its activities by participating in EU programmes, such as the Career Guide network ([www. Career-guide.eu](http://www.Career-guide.eu)), always looking for new methods to upgrade career counseling services.

The scientific team of ORIENTUM

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Career Interest Inventory

The report you hold in your hands is based on your answers to the Career Interest Inventory HORIZON. Before reading your personal profile report, you should consider the following:

1. The results of the questionnaire you have in your hands outline your areas of interests and should be considered in this way.
2. As there was no right or wrong responses when you completed the questionnaire, there are no good or bad career interests. Career interest questionnaires assess the degree an individual is interested in a number of Occupational Categories (OCs). Having a high score in certain OCs indicates that you show a preference for working in occupational settings involving the activities included in these categories. Thus, it would be more fruitful and satisfying for you to work in one of those occupational settings.
3. In every OC, a number of indicative occupations related to this category are mentioned; this does not mean that these are the only occupations you could pursue. It merely indicates the most representative occupations of each category in order to get a picture of the occupations that belong to the specific category.
4. A very important function of this questionnaire is the combination of different OCs. A category may outline the occupational area an individual is interested in working in (i.e., Physical Sciences, Health Sciences, Mathematics etc.) while another may indicate the way an individual wants to work (i.e., Research, Entrepreneurship, Education etc.). The combination of OCs may help you not only choose your working environment but also your career path after graduation.
5. The scale used to represent the results of HORIZON ranges from 1 to 10. Numbers 1 to 3 indicate a low interest in a given occupational category; numbers 4 to 7 indicate an average interest while numbers 8 to 10 indicate a high interest.
6. It is extremely important to have in mind that interests are entirely different from abilities. These results tell you only about your interests. They do not indicate whether you have the ability, qualifications, or educational background necessary to follow a specific occupation. For example, a high score in the category "Mathematics & Statistics" indicates an interest in using mathematical reasoning in problem solving, but would not necessarily mean that you have the ability to become a mathematician.
7. Most people find the results of their career interest inventory very enlightening. Nevertheless, you should not expect this report to be the determining factor in your career decision-making process without some careful consideration on your part. Results usually seem to be the expected ones. If this is the case, it is useful to know that an objective assessment of your interests confirms your current career plans. If this report suggests that you should follow occupational directions that are very different from your current plans, then you should carefully reconsider these plans and the rationale for making them. In general, individuals are more likely to be satisfied working in an occupational area similar to their interests.
8. Based on your results, it is recommended you further explore the occupations included in the areas to which your interests are similar. You can find more information on these in career guidance books and/or occupational monographs available in a library or a career guidance office, or look for relevant information on the web. If possible, you should discuss your HORIZON profile report with a skilled career counsellor who is specifically trained to help you better understand and use your results in your career decision making process.

Enjoy your reading!

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Introduction

DEVELOPMENT OF THE INVENTORY

The Career Interests Inventory HORIZON is a psychometric tool developed to assess the career interests of high school and university students. The HORIZON Inventory consists of 190 items describing various occupational activities. The participant is asked to indicate in a 6-point scale the degree s/he would be interested in dealing, occupationally, with each of these activities in the future. The initial item pool comprised of more than 2000 items developed based on occupational descriptions. A group of experts (i.e., career guidance counselors), led by Dr Ioannis Tsaousis, Assistant Professor in Psychometrics in the Department of Psychology, National and Kapodistrian University of Athens, Greece, selected 694 of these items to be empirically tested. A good item was considered to be unambiguous, interesting to complete and aimed at a reading level appropriate to average ability levels and above. The 694-item version was administered to approximately 1100 senior high school students. A series of item and factor analytic techniques were employed (e.g., via the development of marker scales for each Occupational Category and each Occupational Theme) in order to select the best items to form the final version of the test. It seemed axiomatic to keep an equal number of items in each Occupational Category. The final version of the HORIZON was concluded with 190 statements which represent the six Occupational Themes and the 38 Occupational Categories.

HORIZON'S PSYCHOMETRIC PROPERTIES

HORIZON appears to be a highly reliable and valid psychometric tool. The internal consistency coefficients (Cronbach alpha) for the 38 Occupational Categories (OC) ranged from .82 (Tourism) to .96 (Military) having a median of .90. The alpha values for the six Occupational Themes (OT) were .92 for the Realistic and Investigative, .86 for the Artistic, .88 for the Social and .90 for the Enterprising and the Conventional.

The construct validity of the test has been supported via expected correlations (Koumoundourou, 2011) with the six personality types of the Greek version of the Self-Directed Search (SDS; Holland, 1994), the Self-Perception Profiles for Adolescents (SPPA; Harter, 1988), the five personality questionnaire (Profiler; Tsaousis, 2009), and the Career Decision Making Difficulties Questionnaire (CDDQ; Gati & Saka, 2001). Convergent and discriminant validity evidence is also provided by HORIZON itself. In general, most of the test's Occupational Categories (OCs) were correlated highly with their corresponding Occupational Themes (OTs) and low with the non corresponding ones. The only exceptions were the Enterprising and Conventional Occupational Categories, which were found to be strongly related. Nevertheless, the specific Occupational Themes and consequently the Occupational Categories forming them include occupational activities all found in organizational settings, thus seem to be viewed as highly similar by students. The validity of the questionnaire is further supported by the expected gender differences found. Specifically, the Occupational Themes on which male students reported significantly higher scores than female students were Realistic, Enterprising, and Conventional. On the other side, female students reported significantly higher scores on Social, and Artistic Occupational Themes. The above findings are consistent with various international studies, where other career interest inventories were used (e.g., Fouad, 2002; Hirschi & Lage, 2008; Koumoundourou, 2004; Rottinghaus, Betz, & Borgen, 2003; Tak, 2004).

THEORETICAL FRAMEWORK

HORIZON is based on the most widely known career theory, John Holland's theory of Vocational Personalities and Work Environments (1959, 1997). According to Holland's theory, most persons can be categorized as one of six personality types: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional, each one having a characteristic repertoire of attitudes and skills for coping with environmental problems and tasks. Additionally, most working environments are dominated by one of the six types of personality. The idea is that each personality type searches for the most resembled occupational environment (i.e., Realistic types seek Realistic environments, Social types seek Social environments etc.) so as to fulfill their interests in the work place. An individual's personality type is determined by his/her three most prevalent types (i.e., ESC, RIS etc.). HORIZON assesses the degree of interest in Holland's six personality types (i.e., Occupational Themes), and in 38 specific Occupational Categories.

HORIZON'S APPLICATIONS

HORIZON is a powerful tool for people facing the need to form educational and/ or career decisions. In fact, it is very useful for all parties involved in an individual's educational or career decision making process, either directly (e.g., the students themselves) or indirectly (e.g., their parents, teachers, career counselors etc). HORIZON can help any interested party identify his/her career interests, get to know the occupations that are related to those interests and thus make an informed and satisfying educational and/or career choice.

HORIZON AUTHOR

Dr Georgia A. Koumoundourou received her master's degree and doctorate in Career Counselling from the University of Athens, Greece. She is the R&D director in Orientum-Career Counsellors, and a lecturer in the Institute of Counselling and Psychological Studies. She is also an instructor in the Career Counselling Program of the Higher School of Educational and Technological Studies, Greece.

She is responsible for the adaptation and validation in the Greek population of the following instruments: 1) Career Development Inventory-Australian Short Version (CDI-A-SF), Creed & Patton, 2004, 2) The Career Decision Making Difficulties Questionnaire, Gati & Saka, 2001, 3) The Emotional Quotient Inventory, Bar-On, 1998, 4) The Task Specific Occupational Self-Efficacy Scale (Form S), Osipow & Rooney, 1990. She publishes research articles in international journals (e.g., Journal of Career Assessment, Journal of Career Development, British Journal of Guidance and Counseling), serves as a reviewer in scientific peer-reviewed journals, and presents papers in conferences. Her research interests include career assessment, career self-efficacy, personality and relational influences in adolescents' career decision making. She is a member of the European Association of Work and Organizational Psychology (EAWOP) and the European Association of Psychological Assessment (EAPA).

Inventory's Structure

In the table below you can see the structure of the inventory and the way Occupational Categories and Occupational Types are connected. Horizon Test consists of 6 Occupational Types and 38 Occupational Categories. This structure is based on the Holland's Typology Theory.

Description of Types / Occupational Categories

Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Mechanics and Engineering	Research	Performing Arts	Counseling & Helping	Entrepreneurship	Office Management
Computer Science Technology & Electronics	Physics	Writing & Mass Communication	Religion & Spirituality	Management	Accounting
Constructions	Chemistry & Life Sciences	Beauty & Creation (Fashion)	Charity & Voluntary Work	Sales	Finance and Economics
Technical Activities	Medical Sciences	Culinary Arts	Education	Marketing & Advertising	Tourism & Hospitality Services
Military	Mathematics and Statistics	Foreign Languages	Health Care & Welfare Services	Politics & Diplomacy	Logistics
Security Services		Visual Arts and Design	Social Sciences		
Nature & Agriculture			Law		
Athletics					
Adventure					
Shipping					


Occupational Types

Types	Code		Grade
Realistic	RE		6
Investigative	IN		5.3
Artistic	AR		5.4
Social	SO		4.9
Enterprising	EN		5.7
Conventional	CO		5.4

Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)


Occupational Types

Realistic

Medium (6/10) 


People that score high in this personality type prefer activities that entail the ordered or systematic manipulation of objects, tools and machines, and/or animals. They do not like activities that have to do with helping people or teaching and they seem to perceive themselves as lacking ability in human relations. They appear to have high manual, mechanical, agricultural, electrical, technical, or athletic competencies. Occupations that match people of this personality type involve practical duties (usually outdoors or mechanically oriented) and duties that involve physical action. Realistic people usually possess traditional values (e.g., money, power), believe in freedom, and have a closed belief system. The Realistic type is often characterized as practical, normal, conforming, natural, reserved, robust, straightforward, persistent, unimaginative, concrete.

Investigative

Medium (5.3/10) 


People that score high in this personality type prefer activities that entail the observational, symbolic, systematic, and creative investigation of physical, biological and social phenomena; they do not like persuasive and repetitive activities. They appear to have scientific and mathematical competencies while value scholarly activities and achievements. Occupations that match this personality type involve thinking, gathering information, careful analyses, and related scholarly practices. Investigative people see the world in an abstract, complicated, unique and independent way. They have liberal goals and values and possess an open belief system (i.e., they are open to new ideas and experiences). The Investigative type is often characterized as analytical, intellectual, curious, reserved, precise, complex, pessimistic, independent, introspective, inventive.

Artistic

Medium (5.4/10) 


People that score high in this personality type prefer activities that entail the observational, symbolic, systematic, and creative investigation of physical, biological and social phenomena; they do not like persuasive and repetitive activities. They appear to have scientific and mathematical competencies while value scholarly activities and achievements. Occupations that match this personality type involve thinking, gathering information, careful analyses, and related scholarly practices. Investigative people see the world in an abstract, complicated, unique and independent way. They have liberal goals and values and possess an open belief system (i.e., they are open to new ideas and experiences). The Investigative type is often characterized as analytical, intellectual, curious, reserved, precise, complex, pessimistic, independent, introspective, inventive.

Social

Medium (4.9/10) 


People that score high in this personality type prefer activities that entail being in a relationship with other people, such as teaching and helping others, doing social work, giving advice or curing. They do not like ordered and systematic activities involving materials, tools or machines and tend to avoid intellectual problems. They appear to have high interpersonal and educational competencies. Occupations that match this personality type involve social activities, through which they can help others. These occupational settings require people to have empathy and communication skills. Social people usually value religion and have moderately open belief system. They aspire to become a competent parent, teacher or therapist. The Social type is often characterized as agreeable, friendly, cooperative, empathic, tactful, generous, idealistic, persuasive, patient, and responsible.

Enterprising

Medium (5.7/10) 

People that score high in this personality type prefer activities that entail the manipulation of others to attain organizational goals or economic gain. They do not like symbolic and scientific activities. They appear to have high leadership, interpersonal, persuasive, and supervising competencies. Occupations that match this personality type involve activities, through which they can control, lead or manage other people's work (e.g., sales person or manager). These people perceive themselves as assertive, popular, and self-confident. Enterprising people usually possess traditional values (e.g., economic and political achievement) and have somewhat closed belief system. The Enterprising type is often characterized as extroverted, adventurous, ambitious, energetic, dominant, optimistic, resourceful, self-confident, exhibitionistic, and excitement-seeking.

Conventional

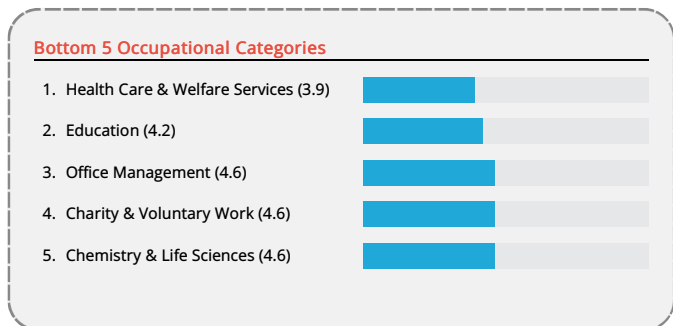
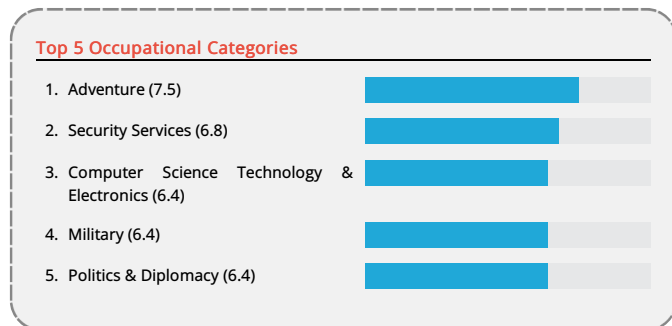
Medium (5.4/10) 

People that score high in this personality type prefer activities that entail the ordered, systematic manipulation of data (e.g., keeping records, filling or reproducing materials). They do not like free or unsystematic activities. They appear to have high clerical, computational, and business system competencies. They do not like artistic activities. The working environment that matches people of this type involves systematic work with established rules, practices and procedures. Typical conventional occupations are: banker, bookkeeper, accountant, tax inspector. They value business and economic achievement. Conventional people usually possess traditional values and have a closed belief system. The Conventional type is often characterized as thorough, methodical, conscientious, orderly, conforming, inhibited, efficient, obedient, unimaginative, and persistent.

Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)

Occupational Categories

In the table below you can see the structure of the test and the way Occupational Categories and Occupational Types are connected. Also the top 5 and bottom 5 Categories, based in your interests.



Realistic

Occ. Categories	Grade		
Mechanics and Engineering		M	5
Computer Science Technology & Electronics		M	6.4
Constructions		M	6
Technical Activities		M	5
Military		M	6.4
Security Services		M	6.8
Nature & Agriculture		M	5.3
Athletics		M	6
Adventure		H	7.5
Shipping		M	5.7

Social

Occ. Categories	Grade		
Counseling & Helping		M	5
Religion & Spirituality		M	6
Charity & Voluntary Work		M	4.6
Education		M	4.2
Health Care & Welfare Services		L	3.9
Social Sciences		M	5.3
Law		M	5

Investigative

Occ. Categories	Grade		
Research		M	4.6
Physics		M	6
Chemistry & Life Sciences		M	4.6
Medical Sciences		M	5.3
Mathematics and Statistics		M	6

Enterprising

Occ. Categories	Grade		
Entrepreneurship		M	6
Management		M	5.7
Sales		M	5.3
Marketing & Advertising		M	5
Politics & Diplomacy		M	6.4

Artistic

Occ. Categories	Grade		
Performing Arts		M	5.7
Writing & Mass Communication		M	5
Beauty & Creation (Fashion)		M	5.3
Culinary Arts		M	5.3
Foreign Languages		M	5
Visual Arts and Design		M	6

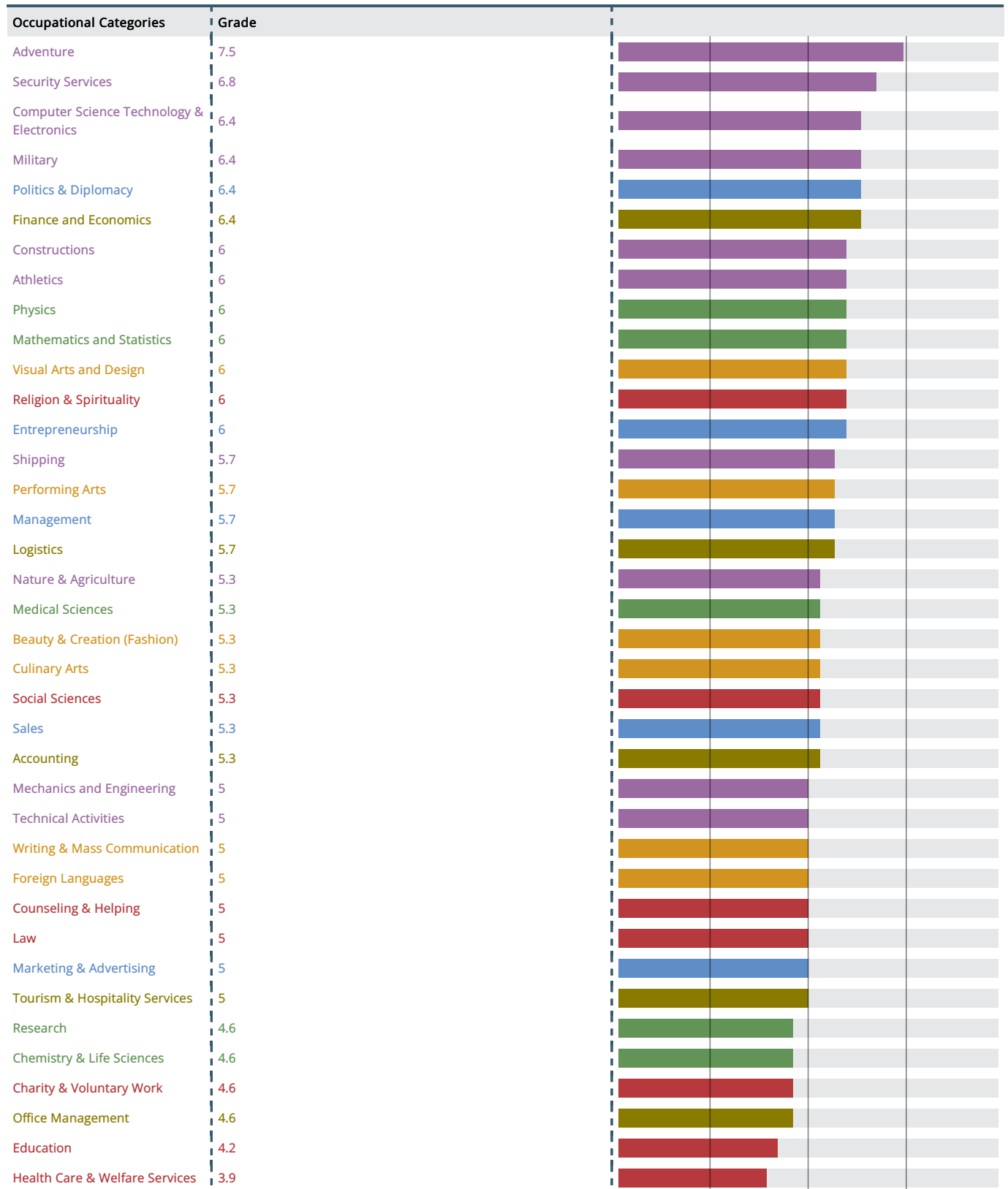
Conventional

Occ. Categories	Grade		
Office Management		M	4.6
Accounting		M	5.3
Finance and Economics		M	6.4
Tourism & Hospitality Services		M	5
Logistics		M	5.7

Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)

Occupational Categories / TOTAL

At the following diagram you can see the 38 Occupational Categories in descending order. Each category has the color of the Occupational Type it belongs to.



Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)

Type: Realistic

Realistic

Occ. Categories	Grade		
Mechanics and Engineering		M	5
Computer Science Technology & Electronics		M	6.4
Constructions		M	6
Technical Activities		M	5
Military		M	6.4
Security Services		M	6.8
Nature & Agriculture		M	5.3
Athletics		M	6
Adventure		H	7.5
Shipping		M	5.7

Mechanics and Engineering

Medium (5/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in dealing with practical issues that involve hands on action to either design or manufacture mechanical components. They enjoy designing, or manufacturing parts that are used in engineering, repairing mechanical faults or checking the operation of machines and machinery. In essence, they apply scientific principles and theories to solve practical issues.

Related Occupations: Engineering (mechanical engineer, electrical engineer, marine engineering, aircraft engineer), chemical engineer, environmental engineer, industrial engineer, technology engineer, electronics engineer, auto mechanic, electrician etc.

Computer Science Technology & Electronics

Medium (6.4/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in the use of computers and electronic equipment. They enjoy installing or repairing computer and peripheral hardware and network systems, developing or updating software and web sites, writing computer programs to manage data and information, and producing coding language. Occupational areas that would be of interest to high scorers on this OC include programming, telecommunications, computer network systems, manufacturing and/ or repairing electronic systems etc. In general, they are interested in computer science technology and electronics.

Related Occupations: Computer programmer, computer engineer, network engineer, telecommunications specialist, computer systems designer etc.

Constructions

Medium (6/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in designing, organizing and building constructions. They enjoy designing buildings and / or infrastructure works (e.g., roads, ports, airports, bridges, etc.), and supervising them. People working in this field deal with design (mainly graphic and mechanical), have a good knowledge of engineering and construction materials and may work outdoors (at least when a construction is in progress).

Related Occupations: Civil engineer, architect (provided an individual scored high on Visual Arts and Design OC as well), topographer, regional planner, contractor etc.

Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)

Type: Realistic

Technical Activities

Medium (5/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in activities that have to do with manual work, use and operation of machines, technical constructions, repairing faults and damages etc. Those works take place usually outdoors and require physical strength and craftsmanship.

Related Occupations: Occupations in this category include several technical jobs within the constructions sector (e.g., builder, plasterer, aluminum worker, glazier etc.), plumber, refrigeration technician, mobile plant operator (crane, earth moving plant operator), blacksmith, welder, carpenter, cabinetmaker etc.

Military

Medium (6.4/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in working in the military forces of a country. They enjoy being engaged in military activities (i.e., going through military training and participating in military action during wartime), and / or supervising, managing, and training soldiers. High scorers on this OC prefer a structured environment and a clearly defined chain of command. Such people also like to be in the position of authority, with power and control over others.

Related Occupations: The main occupation in this category is military officer or non-commissioned officer in the armed forces. What one's duties include depends on the branch of the armed force (i.e., land army, navy, air force) and the component (weapons or corps) the individual will choose. Weapons are combat forces, while Corps offer logistics support.

Security Services

Medium (6.8/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in providing public safety and policing. They deal with combating crime, protecting and aiding the public, responding to emergencies (e.g., natural disasters), protecting state property etc. Main characteristics of this OC are intense physical activity, high levels of risk, an inclination for action and adventure etc.

Related Occupations: Policeman, firefighter, port official, lifeguard, forest ranger etc.

Nature & Agriculture

Medium (5.3/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in activities that involve the environment, nature, farming, animal and fish raising, agriculture etc. These individuals are keen on physical work, outdoor activities, being close to nature, animals, and plants. Several occupations related to this OC require an individual to have specialized knowledge of biology and chemistry and apply this to practical issues related to food, field crop, vegetables and stockbreeding products.

Related Occupations: Farmer, stockbreeder, landscape architect, gardener, fish farmer, forester, veterinary (mainly the one working as stock breeding manager), fisherman, animal (e.g., dogs, horses etc.) trainers. In order for one to work in agriculture and its divisions (food science and technology, agricultural biotechnology, animal production etc.) s / he should be also highly interested in chemistry and biology. The same applies for environmental scientists.

Athletics

Medium (6/10)


Individuals that score high to this Occupational Category (OC) are mainly interested in athletic activities, either participating in sports themselves, or coaching athletes. The main characteristic of this OC is the individuals' love for physical exercise and training, intense bodywork out and competing other athletes (championship). In some cases being highly interested in this category does not necessarily mean that one would become a professional in the field. Many people take up sports as a hobby or because they are interested in staying fit.

Related Occupations: Athlete, athletic coach, physical education teacher, referee etc. The sport one chooses (i.e., team or solitary sport) and / or the role s / he plays (i.e., active participant or offering supporting services) is a matter of personal preference.

Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)

Type: Realistic


Adventure

High (7.5/10) 

Individuals that score high to this Occupational Category (OC) are mainly interested in high risk, adventurous, exciting, physically strenuous activities. This OC does not represent a specific occupational group, but rather a series of occupations that are included in other Occupational Categories (OCs). A characteristic example is the job of a pilot. If one is highly interested in the 'Adventure' and 'Military' OCs, then the job of an air force pilot would be suitable for him / her. If s / he is interested only in the 'Adventure' OC (assuming s / he wanted to be a pilot), then, probably the job of an air pilot, or something relevant, would be more suitable. High scorers on this OC desire to engage in high - risk situations and push their limits.

Related Occupations: Some indicative occupations that could be included in this category (usually in combination with other OCs) are: pilot, bomb disposal expert, commando forces army officer, riot police officer, motorized police force officer, race car driver (i.e., in Formula 1 or W.R.C.), skydiving trainer, animal tamer, mountaineer, mountain climbing guide, extreme sports trainer etc.

Shipping

Medium (5.7/10) 

Individuals that score high to this Occupational Category (OC) are mainly interested in maritime activities, especially in the field of merchant shipping. Activities included within this field are related to ship operation and navigation, long sea voyages, transportation of passengers and merchandise by sea, as well as working in shipping companies in various positions.

Related Occupations: Ship or vessel captain, skipper, merchant assessor etc. Individuals scoring high on this OC and on 'Finance and Investing' and / or 'Management' OCs could pursue maritime studies and work for shipping companies.

Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)

Type: Investigative

Investigative

Occ. Categories	Grade		
Research		M	4.6
Physics		M	6
Chemistry & Life Sciences		M	4.6
Medical Sciences		M	5.3
Mathematics and Statistics		M	6

Research

Medium (4.6/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in designing and conducting research studies to identify underlying relationships or establish facts in any scientific area. Research activities entail forming a research hypothesis or question, carrying out experiments, collecting and analyzing data (usually by using statistical concepts), drawing relevant conclusions and writing research reports. Research is integral to all all fields of science (e.g., mathematics, computer science, cybernetics, psychology, sociology, medicine, economics etc.); being occupied with research indicates one's interest in producing knowledge rather than applying this knowledge in practice.

Related Occupations: This OC should be considered in relation to other OCs, mainly the scientific oriented ones, and be viewed as an indication of whether an individual is more interested in research than in practicing. For instance, an individual scoring high in both 'Research' and 'Physical Sciences' OCs would perhaps prefer to work in the areas of astrophysics, molecular or atomic physics (i.e., research - oriented) rather than telecommunications, automation or laser applications (i.e., highly applied fields).

Physics

Medium (6/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in research and applications of physics. High scorers on this OC enjoy studying and analyzing various physical phenomena, in an effort to understand the basic rules of the universe.

Related Occupations: Physicist, meteorologist, astronomer, seismologist, geologist, laboratory technician, electronics (technologist), environmental physicist etc.

Chemistry & Life Sciences

Medium (4.6/10)


Individuals that score high to this Occupational Category (OC) are mainly interested in the research and applications of chemistry and biology, i.e., studying and analyzing living organisms, chemical substances, and in general applying chemistry and biology principles in every day life issues.

Related Occupations: Chemist (including all specialties, such as food chemist, environmental chemist etc.), biologist (including all specialties, such as molecular biologist, geneticist etc.), pharmacist, microbiologist, dietician etc.

Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)

Type: Investigative


Medical Sciences

Medium (5.3/10) 

Individuals that score high to this Occupational Category (OC) are mainly interested in the medical science, i.e., practicing medicine in order to offer help to people in health related matters. The specific OC may be related to the OC of 'Healthcare Services' included in the Social Occupational Theme. The main differences between these two OCs are that Health Sciences require a strong educational background (e.g., deep knowledge of human anatomy, chemistry, biology) and a focus on the technical-scientific aspects of medicine (e.g., investigating the causes of a disease, performing a surgical operation) rather than the people-oriented aspects highlighted in the Social OC.

Related Occupations: The main professions that are included in this category are: physician (including all specialties), dentist, veterinary etc.

Mathematics and Statistics

Medium (6/10) 

Individuals that score high to this Occupational Category (OC) are mainly interested in the Mathematical Science. They enjoy working with mathematical formulas, performing statistical analyses, or applying mathematical methods to the solution of problems (applied mathematics). People scoring high on certain OCs, such as Engineering and Computer Science Technology and Electronics (included in Realistic OT) or Finance and Investing (included in Conventional OT) may also score high in this OC, since Mathematical Science is an integral component of those sciences.

Related Occupations: All occupations related to Mathematical Science are included in this category: mathematician, statistician, financial analyst, operational risks estimator, insurance broker etc.

Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)

Type: Artistic

Artistic

Occ. Categories	Grade		
Performing Arts		M	5.7
Writing & Mass Communication		M	5
Beauty & Creation (Fashion)		M	5.3
Culinary Arts		M	5.3
Foreign Languages		M	5
Visual Arts and Design		M	6

Performing Arts

Medium (5.7/10)

Individuals that score high to this Occupational Category (OC) are interested in a wide range of musical and theatrical activities. They are highly creative and imaginative (e.g., music composers) and enjoy performing for an audience (e.g., acting, dancing, singing, playing music etc.). As it is the case with all artistic occupations, besides the artistic tendency, adequate training and practice is essential.

Related Occupations: Some of the main occupations of this category are: actor, director, singer (all kinds of music), dancer, choreographer, musician, television presenter, model etc. In some cases one's high interest in this category can be used in other occupational settings where a contact with an audience is integral or highly desirable (e.g., lawyers pleading in court).

Writing & Mass Communication

Medium (5/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in writing as a means of communication (e.g., literature, poetry, writing scripts, journalistic articles etc.). Basic characteristics of this category are the individuals' love for written discourse, and their desire to present facts or ideas through texts. Journalism is included in this category, as the main means of expression for journalists is writing articles and newspaper columns. As it is the case with all artistic occupations, besides the artistic tendency, adequate training and practice is essential.

Related Occupations: Occupations that belong to this category are: writer (e.g., novels), poet, scriptwriter, journalist, editor, art critic etc. In some cases, one's interest and ability to write well can be also used in other professional fields that require individuals to compose texts or record opinions / ideas / facts and present them to others.

Beauty & Creation (Fashion)

Medium (5.3/10)


Individuals that score high to this Occupational Category (OC) are mainly interested in activities that have to do with beautifying people, e.g., designing and creating clothes, shoes and accessories, giving beauty advice (regarding clothes, accessories, make-up etc.), offering face and body treatments (hairstyling, make-up, facials, massage). As it is the case with all artistic occupations, besides the artistic tendency, adequate training and practice is essential.

Related Occupations: The main occupations that belong to this category are: hairstylist, beautician, costume designer, stylist, fashion designer (designing clothes, shoes, and accessories), make-up artist, masseur, manicurist etc.

Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)

Type: Artistic


Culinary Arts

Medium (5.3/10) 

Individuals that score high to this Occupational Category (OC) are mainly interested in inventing or/and preparing meals and pastries. High scorers on this OC are imaginative, creative, have a good knowledge of different ingredients and are experimenting in order to create gourmet meals. As it is the case with all artistic occupations, besides the artistic tendency, adequate training and practice is essential.

Related Occupations: Occupations that are directly related to this category are: a chef, cook and confectioner, food and / or wine taster, baker etc.


Foreign Languages

Medium (5/10) 

Individuals that score high to this Occupational Category (OC) are mainly interested in learning and using foreign languages. Usually, learning a foreign language means also getting accustomed with the culture, civilization and special characteristics of the country where this language is spoken. High scorers on this OC enjoy learning different languages, communicating with people from other countries and translating one's words into another language.

Related Occupations: Some of the professions that belong to this category are: foreign language teacher, translator, and interpreter, tour guide linguist etc.

Visual Arts and Design

Medium (6/10) 

Individuals that score high to this Occupational Category (OC) are mainly interested in expressing their creativity through designing, painting, sculpturing, molding or modulating materials (clay, metal, wood, marble e.t.c) and generally, through applied arts. High scorers on this OC enjoy using materials to create works of art, expressing thoughts / emotions / situations through applied arts. In many cases, this artistic flair is expressed through creating everyday utilities (furniture, appliances, accessories, clothes etc). In those cases, design is combined with industry, resulting in the creation of artistic products for every day use. As it is the case with all artistic occupations, besides the artistic tendency, adequate training and practice is essential.

Related Occupations: Painter, sculptor, haute couture fashion designer, art conservator and/or restorer, industrial designer, interior designer, wood and furniture designer, graphic designer, typography designer, photographer, cartoonist, illustrator, scenographer, jewelry designer, architect (provided an individual scored high on 'Constructions' OC as well) etc.

Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)

Type: Social

Social

Occ. Categories	Grade		
Counseling & Helping		M	5
Religion & Spirituality		M	6
Charity & Voluntary Work		M	4.6
Education		M	4.2
Health Care & Welfare Services		L	3.9
Social Sciences		M	5.3
Law		M	5

Counseling & Helping

Medium (5/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in offering psychological support and counseling to people. Counseling and Helping OC encompasses the most people oriented aspects of all occupations. A high score on this OC indicates a humanistic, altruistic interest in working with and helping others. People providing counseling services value being in contact with others and possess high empathy and communication skills.

Related Occupations: Psychologist (all specialties), counselor, career counselor, career coach, social worker, recruitment officer, etc. As psychology is an integral part in other occupations, a high interest in this OC combined with other OCs, can be considered as a potential specialization. For instance, 'Psychology' and 'Management' could be combined into Human Resource Management.

Religion & Spirituality

Medium (6/10)

Individuals that score high to this Occupational Category (OC) show an interest in spiritual and religious concerns, especially through organized activities. Most of the high scorers are interested in studying and/ or teaching religious doctrines, providing spiritual counseling etc. Some of the people scoring high on this OC may be interested in being directly involved with the clergy (i.e., priests, monks, nuns). This category may be related to Counseling and Helping since both OCs reflect an interest in showing unselfish concern for others.

Related Occupations: Professions that are directly related to this category are: theologian, priest, religion researcher, etc.

Charity & Voluntary Work

Medium (4.6/10)

Individuals that score high to this Occupational Category (OC) are interested in offering unpaid help to others. This category is not related to specific occupations. It rather reflects individuals' willingness to offer, voluntarily, help to their fellow humans and work in charities (e.g., fund raising for a specific cause, organizing free meals for the poor). However, offering voluntary work might be related to one's actual occupation (i.e., offering services or products for free).

Related Occupations: There are no specific occupations related to this category. Showing a high interest in this category indicates one's willingness and eagerness to offer voluntary work or work in voluntary organizations, depending on his / her specialization (i.e., Doctors Without Borders, ActionAid, UNICEF etc.)

Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)

Type: Social

Education

Medium (4.2/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in teaching various subjects, passing on knowledge and be in contact with students. The level of education (i.e., primary, secondary, higher) depends on the age of the students one is interested in teaching, as well as the depth of knowledge s/ he wishes to pass on students. In addition, high interest in this category may indicate a willingness to be indirectly involved in teaching and/ or an interest in participating in whichever form of educational activity (business seminars, training programs etc.)

Related Occupations: Professions that are related to this category are: kindergarten teacher, primary school teacher, secondary school teacher (the discipline is determined by one's interest in other OCs), university-college professor (provided an individual scored high on 'Research' OC as well), special education teacher, trainer and any other occupation that requires passing on knowledge.

Health Care & Welfare Services

Low (3.9/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in providing primary health care and welfare services in medical settings. The specific OC may be related to the OC of 'Health Science' included in the Investigative Occupational Theme. The main difference between these two OCs is that Health Care and Welfare Services focuses on patient contact (i.e., the people-oriented aspect of providing health care), while individuals scoring high on Health Sciences are more research and laboratory oriented.

Related Occupations: Some of the professions that belong to this category are: nurse, occupational therapist, speech therapist, physiotherapist, midwife, health visitor, optician, medical laboratory assistant etc.

Social Sciences

Medium (5.3/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in studying, researching, and analyzing social phenomena, cultures, historical events and linguistic features. Usually individuals that have a high interest in this OC are mostly interested in studying groups of people (e.g., nations, civilizations,) instead of individuals and not being in actual contact with them, as is the case in high scorers on Counseling and Helping OC.

Related Occupations: The main occupations related to this category are: sociologist, historian, folklorist/ethnographer, philologist (i.e., researcher of ancient and modern texts and languages), philosophy analyst, anthropologist, archeologist etc.

Law

Medium (5/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in studying legal matters, defending and applying the state laws. High scorers on this OC show an interest in defending the accused, deciding whether one has broken the law or not, solving legal disputes, writing legal documents and giving legal advice to individuals and/ or organizations. Having a high interest in this category does not necessarily mean one would practice law but it may indicate an interest to study legislations and give legal advice.

Related Occupations: The main occupations of this category are: lawyer, notary, judge, public prosecutor, legal advisor of business or organizations etc.

Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)

Type: Enterprising

Enterprising

Occ. Categories	Grade		
Entrepreneurship		M	6
Management		M	5.7
Sales		M	5.3
Marketing & Advertising		M	5
Politics & Diplomacy		M	6.4

Entrepreneurship

Medium (6/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in planning, setting up and running their own business. Basic characteristics of this category are the drive for creation, hard work, anticipating (high) profits and being autonomous in the work place.

Related Occupations: There are no specific occupations related to this category; what this category mainly indicates is the form of employment an individual wishes to pursue. High scorers on this OC want to have their own business, or work as freelancers, rather than as employees in whichever sector (public or private). Scores on other OCs may indicate the type of new venture they may be interested in starting. Individuals that show a high interest in this category often choose to study Finance and/or Business Management.

Management

Medium (5.7/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in organizing, coordinating, and managing people or organizations at any level. Basic characteristics of the individuals that show a high interest in this category are taking responsibilities, coordinating staff, making action plans, supervising employees etc.

Related Occupations: Relevant positions and not actual occupations are included in this category, such as head of department, project manager etc. Individuals that show a high interest in this OC choose mainly to work in managerial positions in various businesses and organizations. Scores on other OCs may indicate the type of business and / or organization the individual may choose to work. High scorers on this OC usually decide to study in higher education departments related to business management, or have their first degree in other disciplines (e.g., engineering, computer science, education, medical or health-related departments) and then pursue a master's degree in business administration (M.B.A.)

Sales

Medium (5.3/10)


Individuals that score high to this Occupational Category (OC) are mainly interested in selling. They enjoy being in contact with people and persuading them to purchase goods or services. Market sectors that these people can be employed in are various, such as the investment sector, insurance, real estate, advertising, electronics, car market, to name just a few. Being in the sales sector requires a good knowledge of the product or service to be sold and being competent at sales and customer service. The basic characteristic of this OC is the individuals' skill and/or willingness to convince others to buy any product or service.

Related Occupations: The most relevant professions to this category are: salesman (in whichever market sector), customer service manager, telemarketing salesperson, insurance broker etc.

Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)

Type: Enterprising


Marketing & Advertising

Medium (5/10) 

Individuals that score high to this Occupational Category (OC) are mainly interested in advertising and promoting the products and services of a business, company, or organization. High scorers on this OC are imaginative and able to come up with original ideas to promote a product, or service in the best possible way. Being a marketer also includes conducting market research, collecting consumer information, determining the product's price, choosing the most appropriate way to advertise it and positioning it in the market.

Related Occupations: The main occupations included in this category are: marketing executive in a company, advertiser, market researcher etc. The marketing department in a company is directly related to the sales department, as their activities are relevant.

Politics & Diplomacy

Medium (6.4/10) 

Individuals that score high to this Occupational Category (OC) are mainly interested in public affairs, influencing people's thoughts and viewpoints, persuading others through verbal activities, and in general dealing with politics, either by being directly involved in politics, or by studying political sciences. Another characteristic of this category is the individuals' willingness to be in the limelight and communicate orally (i.e., give political speeches in front of people). Usually the issues they address are related to public issues and national or local policymaking. There are cases though, when a high interest in this category may indicate an individual's desire to speak in front of the public in relation to his/her chosen occupation.

Related Occupations: The most relevant occupations to this category are: political scientist, politician (although being a politician is not considered a occupation, it is imperative that one has special interests in order to get involved in politics and s / he almost always gets paid for his / her involvement in politics), diplomat, diplomatic attache, foreign service officer, member of a political party etc.

Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)

Type: Conventional

Conventional

Occ. Categories	Grade				
Office Management				M	4.6
Accounting				M	5.3
Finance and Economics				M	6.4
Tourism & Hospitality Services				M	5
Logistics				M	5.7

Office Management

Medium (4.6/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in carrying out activities related to office or work system management and organization. The basic characteristics of this category are the willingness to organize and manage several activities in the work place, monitoring and carrying out day - to - day activities (correspondence, incoming and outgoing calls with customers, keeping records etc.), coordinating employees' activities, scheduling appointments etc. In some cases, a high interest in this category may be an indication that people like an orderly and well-organized working place regardless of their position or occupational activity.

Related Occupations: The main occupations related to this category are: secretary, office employee, cashier, IT manager, call center manager, librarian etc.

Accounting

Medium (5.3/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in financial accounting and tax preparation. They enjoy working with numbers, analyzing accounting records and financial statements, computing taxes, maintaining budgets etc. The activities related to accounting are very practical, involve numerical data processing skills, and in some cases (especially when it comes to lower accountant positions) accounting may be characterized as a routine job. The difference between 'Accounting' and 'Finance and Economics' OCs is that the first deals mostly with practical and applied to every day operation of a business matters while the later is more theoretical and concerns the planning and financial policy making of a business, company or state.

Related Occupations: Occupations included in this category are: accountant, certified public accountant, tax employee etc.

Finance and Economics

Medium (6.4/10)

Individuals that score high to this Occupational Category (OC) are mainly interested in the financial needs of the public, solving financial problems, managing money and investments. They enjoy monitoring, examining, analyzing and processing financial data and cooperating with various organizations or the public sector in issues related to bank policies and financial planning and budgeting. They offer financial advice, design record keeping systems of a company's income and expenses, issue balance sheets and deal with tax issues. They also draw up a company, organization or state's budget and design their investment plans. The difference between 'Accounting' and this OC is that the first deals mostly with practical and applied to every day operation of a business matters, while the later is more theoretical and concerns the planning and financial policy making of a business, company or state.

Related Occupations: Occupations in this category include: financial adviser, financial analyst, stockbroker, economist, stockbroker company executive, executive in a company's finance department etc.

Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)

Type: Conventional


Tourism & Hospitality Services

Medium (5/10) 

Individuals that score high to this Occupational Category (OC) are mainly interested in activities related to hospitality and customer services offered to people traveling for pleasure or business. The main activities related to this category are planning trips, providing customer service, organizing entertainment activities (i.e., attending events, sightseeing tours) and getting in contact with people usually of a different culture.

Related Occupations: Occupations that are included in this category are: hotel employee (working either at the reception, restaurant, reservations, or floor management), a hotel management executive (i.e., in the management, marketing, or accounts department), tour guide, travel agent, events planner (cultural, entertainment), owner of tourist accommodation etc.

Logistics

Medium (5.7/10) 

Individuals that score high to this Occupational Category (OC) are mainly interested in the planning and managing materials' or products' transportation and dispatch. High scorers on this OC enjoy organizing the products' inventory, planning their transportation to the points of their retail sale or to other places within the company and the overall products' supervision from the moment of their production until their delivery to the customers. In some cases, the company itself (using its own trucks and personnel) organizes the products' delivery, while in other cases it uses transportation companies (i.e., logistics companies).

Related Occupations: Occupations that are included in this category are: warehouse manager, cargo auditor, customs officer, import - export officer, logistician etc. Some transport occupations, such as postal worker, courier, truck driver etc. could also be included in this category.

Scoring Scale: 1-10. Scoring Levels: L = Low (1-4) | M = Medium (4-7) | H = High (7-10)

Relatively Percentage of Academic Fields

Academic Fields		
Ποσοστό Σχετικότητας	Subject	Academic Field
62.20%	Computer Arts (Web and App Design, Web Communication Design, Game Design, 2D / 3D Animation, etc.)	Arts
60.76%	Economic Studies (Business Economics, Risk management and Insurance, Finance, Fintech, Statistics, etc.)	Business and Economic Studies
58.60%	Accounting & Finance (Taxation, Auditing, Financial Management, etc.)	Business and Economic Studies
57.52%	Creative Arts (Fine Arts, Sculpture, Ceramic Design, Contemporary Crafts, etc.)	Arts
57.16%	Design (Decorative Arts, Textile Design, Fashion Design, Furniture Design, Lighting Design, etc.)	Arts
57.16%	Human Physical Performance and Recreation (Sports Coaching, Kinesiology, Psysical Education, Sports Management, Athletic Training, Football Coaching ...)	Health & Life Sciences
56.44%	Geography (Cartography, Navigation, Historical Geography, Geopolitics, Social Geography, Enviromental Georgraphy, Oceanography, etc.)	Sciences
55.36%	Enviromental Studies (Climatology, Coastal and Marine Management, Enviromental Sustainability, Enviromental Biology, Enviromental Health, Wildlife Man...	Sciences
54.64%	Geology (Geomorphology, Oceanography, Paleontology, Volcanology, Meteorology, etc.)	Sciences
54.36%	Electrical & Electronic Engineering (Electrical Energy and Mobility Systems, Radio Communication Systems and Networks, Mechatronics, Wirelles Communic...	Engineering
52.12%	Archaeology (Archeology of Cultural Landscapes, Mediterranean Archeology, Historical Culture and Medieval Worlds, Cultural Heritage Materials and Sites...	Humanities and Social Sciences
52.12%	Area Studies (African Studies, American Studies, Latin American Studies, Asian Studies, European Studies, Middle East Studies, Ethnology, etc.)	Humanities and Social Sciences
52.12%	Culinary Arts (Cooking, Culinary Tourism, etc.)	Arts
51.76%	Agriculture (Agronomy, Agroecology and Plant Health, Agricultural Economics, Agricultural Engineering, Aquaculture, Forestry, Hydroponics, Pest contro...	Sciences
51.12%	Constuction Engineering (Civil Engineering, Geotechnics, Renovation of Buildings and Facilities, etc.)	Engineering
51.04%	Anthropology (Anthropological Criminology, Ethnolinguistics, Medical Anthropology, Molecular Anthropology, Cognitive Anthropology, Political-Economica...	Humanities and Social Sciences

Relatively Percentage of Academic Fields

Academic Fields

Ποσοστό Σχετικότητα	Subject	Academic Field
50.76%	Business Studies (Entrepreneurship, Leadership, Project Management, Business Informatics, Business Ethics, Business Administration, Business Law, Tran...	Business Studies
50.68%	History (Ancient History, European History, History of Art, History of Science & Technology, etc.)	Humanities and Social Sciences
50.48%	Computer Engineering (Computer Networks, Computer Programming, Software Engineering, Data Mining, Big Data, Cybersecurity, Artificial Intelligence, Di...	Engineering
50.32%	Biomedical Engineering (Molecular & Cellular Engineering, Biomechanics and Mechanobiology, Biomedical Imaging & Instrumentation, Tissue Engineering & ...	Engineering
50.32%	Cosmetology (Hair Styling, Make-Up Artist, Massage Treatment, Nail Technical, etc.)	Arts
50.32%	Food Science (Food Systems, Food Development, Quality, Hygiene and Food Safety, Biochemistry, Food Science and Nutrition, Food Technology and Human Nu...	Sciences
49.96%	Journalism, Media Studies and Communication (New Media Journalism, Digital, Journalism, Advertising, Intercultural Communication, Organizational Commu...	Humanities and Social Sciences
49.60%	Biology (Biochemistry, Embryology, Molecular Genetics, Immunology, Psychobiology, Toxicology, etc.)	Health & Life Sciences
49.60%	Chemistry (Agrochemistry, Biochemistry, Chemical Engineering, Geochemistry, Organic & Inorganic Chemistry, Nanotechnology, Oenology, Petrochemistry, E...	Sciences
46.36%	Education (Educational Leadership & Management, Innovation in Learning, Human Resources, Educational Psychology, Cognitive Science, etc.)	Humanities and Social Sciences
44.28%	Chemical Engineering (Chemical and Materials Engineering, Biosystems Engineering, Process Engineering, etc.)	Engineering
42.92%	Aerospace Engineering (Space Logistics, Aeronautics, Space Technology, Aerospace Vehicle Design - Avionic Systems Design, Earth and Space Physics, Aer...	Engineering
40.04%	Environmental Engineering (Waste Management, Sustainable Land Management, Natural Resource Management, Smart Cities, Forestry Engineering, Ecotechnolo...	Engineering
30.20%	Architectural Engineering (Interior Design, Landscape Architecture, Urban Design, Historic Preservation, Enviromental Design, Architectural Materials,...	Engineering