

Advice for All Discoverers

Advice	Why
Encourage discoverers to explore careers and majors from their top 2-3 personality types.	<ul style="list-style-type: none"> • Some careers and programs of study are an even or nearly even split between personality types. By only exploring one type, a discoverer may miss an option that is a good fit. • Sometimes there is a less than 5-point difference between type scores, which is not statistically significant.

Advice by Fit

Personality types are THRIVING	
Characteristics	Advice to Discoverer
Highest scores in 1-2 types	<ul style="list-style-type: none"> • Definitely choose a career or major assigned to the “Thriving” fit category.
“Differentiated” profile, meaning the person has strong, focused interests	<ul style="list-style-type: none"> • Most important for this person to choose a close-fit career or major; otherwise they are unlikely to succeed long-term. • Likely to have a personality type that is “Challenging.” Avoid selecting those careers or majors.
If 2 strong types are shown, they may include “inconsistent types” that are opposites on the Holland hexagon (Realistic-Social, Artistic...)	<ul style="list-style-type: none"> • Special advice for these unusual combinations: YouTube Video

Three or more personality types are PROMISING	
Characteristics	Advice to Discoverer
High scores in 3 or more types	<ul style="list-style-type: none"> • Consider choosing a career or major assigned to “Promising” fit category.
<p>This is an “undifferentiated” or “high, flat” score pattern, meaning the person has broad interests.</p> <p>Though less common, a student may have a low, flat score pattern – where they have few interests.</p>	<p>To help clarify interests:</p> <ul style="list-style-type: none"> • Have student verify their scores by reading over the definitions of the types in their assessment results. Rate each statement on a scale of 1-5 (with 1 “Not like me” and 5 is “Like me”) This may give additional insight to view their scores differently. • Try new volunteer activities and experiential learning to see if certain interests are more of a fit. <p>Special advice for flat scores: YouTube Video</p>

Any personality types are CHALLENGING	
Characteristics	Advice to Discoverer
<p>Low scores in any of these types</p> <p>Opposite or farthest away on the hexagon from the person's strongest personality type</p>	<ul style="list-style-type: none"> • Don't choose a career or major assigned to "Challenging" fit category
<p>May appeal to discoverers due to peer or parental pressure. For example: they want their child to be an accountant (Enterprising/Conventional) instead of a musician (Artistic)</p>	<ul style="list-style-type: none"> • Research shows ...when they don't choose a career or major that fits their personality and interests, they are less likely to get good grades, stick with a major, and experience job satisfaction. • Career Key's 4-step ACIP decision making process in Career Key Discovery will help students balance consideration of significant others' opinions in their career decision and how to respond.