

INTERPRETATION

Quick Reference

Basic ideas of Holland's Theory of Career Choice
Please read about Holland's Theory to which discoverers' results refer.

Congruence is the Key

Career Key assigns one of three levels of congruence to discoverers' scores for all six personality types:

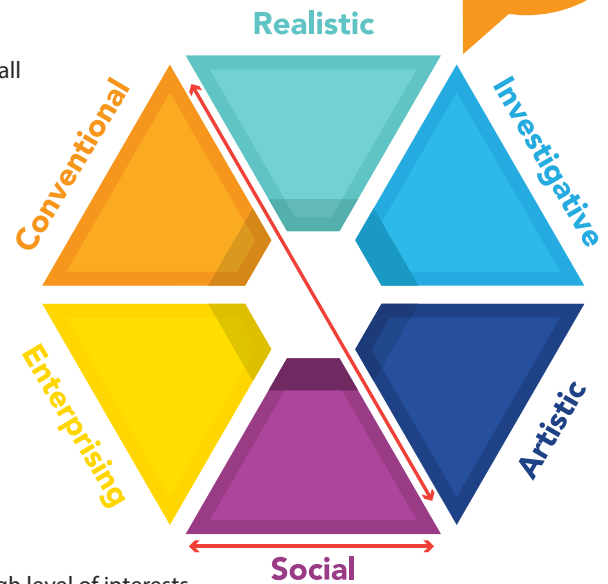
1. *Thriving*
2. *Promising*
3. *Challenging*

During CKD's Explore section, discoverers use congruence to find their best match career and education options.

Tailored advice based on 4 score patterns

Discoverers' assessment results fall into four basic scoring patterns:

- **Differentiated – consistent:** highest score for one or two personality types
- **Differentiated – inconsistent:** highest scores for two types found opposite on the Holland Hexagon
- **Undifferentiated – high flat:** high scores for three or more types; broad, high level of interests
- **Undifferentiated – low flat:** low scores for three or more types; broad, low level of interests



DIFFERENTIATED – Consistent OR Inconsistent

CKD Date: 6/3/24

Mia Mancebo's Career Profile

Workshop Fall 2024

Estimated Service Level: ● Self-help

Scoring Pattern: Differentiated - consistent

Score	Type	Environment
17	Investigative	Thriving
17	Artistic	Thriving
4	Realistic	Promising
4	Social	Promising
4	Conventional	Promising
0	Enterprising	Challenging

UNDIFFERENTIATED – High Flat OR Low Flat

CKD Date: 6/3/24

Soren Russell's Career Profile

Workshop Fall 2024

Estimated Service Level: ● Brief staff-assisted

Scoring Pattern: Undifferentiated - high flat

Score	Type	Environment
14	Social	Promising
14	Enterprising	Promising
13	Investigative	Promising
11	Realistic	Promising
10	Conventional	Promising
0	Artistic	Challenging

Career Key recommends next steps based on their strongest personality types and common score patterns like these. Use our chart on the next page as a quick guide to tailor your advice to discoverers.

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 Score Pattern

Differentiated Score Pattern - 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 are either consistent or inconsistent. Consistent means the personality types are more compatible, close to one another on the Holland hexagon.	<ul style="list-style-type: none"> Feel free to explore and choose from careers and programs among the top two types.
Inconsistent types are opposites on the Holland hexagon (Realistic-Social, Artistic...), usually incompatible types. This pattern requires little more self-reflection to understand and apply, but pays off due to its high value to employers.	<ul style="list-style-type: none"> This combination gives you special capabilities that are greatly valued in the labor market. Special advice for these unusual combinations: YouTube Video

Undifferentiated Score Pattern - 3 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. Together with other low scores, such as those from Career Decision Profile in PathAdvisor, this Profile can indicate a need for one-on-one assistance.</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 salary alone or external (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 or program, 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.

Learn more at [CKD>Advise Discoverers](#) in the online Career Key Resources for Professionals