The Knowdell™ Occupational Interests Card Sort is a simple tool that allows you to prioritize your potential preferred occupations in as little as five minutes. 110 Occupations—such as Engineer, Language Teacher, Carpenter, Computer Programmer, Human Resource Manager, Police Officer, and Flight Attendant—are listed and described. This is an effective tool for anyone desiring to broaden their views of their interests or for those seeking to make a career change.

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OBJECTIVES:
This instrument was developed to assist you to: broaden your view of occupations that you find attractive; to observe the common characteristics of those occupations; to clarify potential areas of conflict and congruence with peers and subordinates in the workplace; and to apply learnings from the card sort to your future occupational and life decisions and plans.

INTRODUCTION:
The Knowdell™ Occupational Interests Card Sort provides a quick and easy way to clarify how much wider your occupational interests are than just your current job. Accomplishing this activity is like playing solitaire. You have a deck of cards and will deal them out into several categories. Choose the occupations that are attractive to you, without regard for what other people might say.

STEP 1
SETTING THE SCENE
Assume that you are on vacation at a large resort where the other guests are individuals who represent 110 different occupations.

Your task now is to figure out which guests you would like to interact with during your time at the resort. Which of the guests are currently in interesting and attractive occupations? What is it that you find attractive or interesting about each occupation that you find attractive?

It is important that you complete this card sort by yourself and not with your friend, associate or spouse. After you have completed the card sort answer the questions listed in Step 3.

STEP 2
OCCUPATIONAL INTERESTS SUMMARY SHEET
(On the page to the right.)
The Summary Sheet of Occupational Interests provides a quick and easy way to clarify which occupations you find most attractive.

a. Be sure you have a good-sized space where you can lay out a full deck of cards in front of you.

b. Establish five column headings, arranging the following cards from left to right: Definitely Interested, Probably Interested, Indifferent, Probably Not Interested and Definitely Not Interested. There are 110 cards in your deck, each listing the name of a popular occupation and a Holland Code in the upper lefthand corner.

c. Deal your cards into the appropriate column (Definitely Interested, Probably Interested, etc.). There is no limit on how many (or few) cards you can place in each category. Lay cards out so that you can see all of your choices in one glance. Move quickly, following your feelings and ideas about each of the occupations.

d. Take approximately 20 cards from the Definitely and Probably Interested categories and deal them into “naturally occurring” clusters.

e. Give a name to each cluster. These are Interest Themes.

f. Refer to the Occupational Interests Administration Manual for planning exercises.

STEP 3
IMPORTANT QUESTIONS TO ANSWER
a. What themes run through the occupations that you find most attractive?

b. Is your current job, or the way you tend to approach your job, similar to these themes?

c. If you could not continue in your current job, are any of the jobs that you find attractive appropriate for you?

d. Which of the options currently available to you is most consistent with the largest number of the themes you came up with?

STEP 4
OCCUPATIONAL INTERESTS WORKBOOK
If you want a more indepth and thorough examination of your leisure or worklife, refer to the Knowdell Occupational Interests Workbook that can be obtained at www.careertrainer.com.

This sheet will guide you to a quick and simple look at your preferred occupational interests and how those interests affect your life decisions. For a more in-depth examination, go to the Occupational Interests Manual and look at the worksheets and supplementary exercises.