Picture Interest Career Survey

PICS

Third Edition

A visual way to identify your career interests and start career exploration and planning

Robert P. Brady, EdD

Name SAMPLE

Date _____

The *Picture Interest Career Survey (PICS)* is a quick, visual way for you to identify work environments that interest you. You can then use your *PICS* results to explore careers that match those interests.

▶ **Directions** Each of the 36 items consists of three pictures. Each picture shows an individual working. Decide which of the three pictures in each item is most interesting to you and then circle that picture. Work through all 36 items in chronological order, and circle only one picture in each item. There are no right or wrong answers.

▶ **Example** In the sample item below are three pictures of individuals working. Picture A is a person cleaning a floor, picture B is a person arranging flowers, and picture C is a person delivering mail. If picture B interests you the most out of the three pictures, then circle it. The item number (1 in this sample) is printed to the left of picture A.

1

A

B

C

Turn the page to get started with Step 1.

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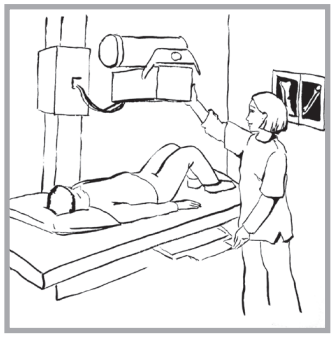
CAREER SOLUTIONS JIST A DIVISION OF KENDALL HUNT

Step 1 Identify Work Environments That Interest You

	R	I	A	S	E	C
1		C	**B**	A		
2	B				C	**A**
3		B	**A**			C
4	A			C	**B**	

1



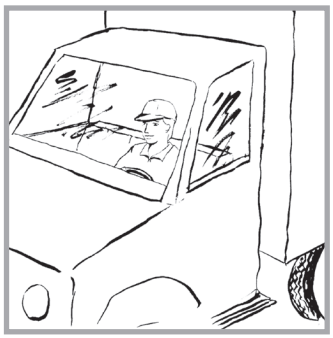
A

B

C

2

A



B

C

3

A

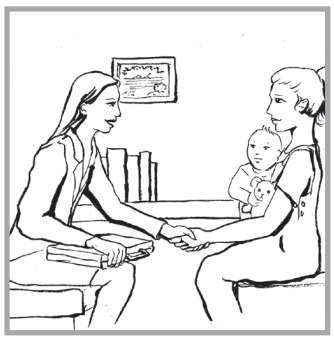
B

C

4

A

B



C

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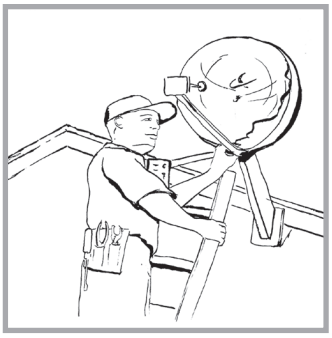
	R	I	A	S	E	C
5	C	(A)				B
6			(C)	B	A	
7			A		C	B
8	C	B		(A)		

5

(A)

B



C

6

A

B

(C)

7

(A)

B

C

8

(A)

B

C

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	R	I	A	S	E	C
9	C		B	A		
10		A			C	B
11			B	A		C
12	B	A			C	

9

A

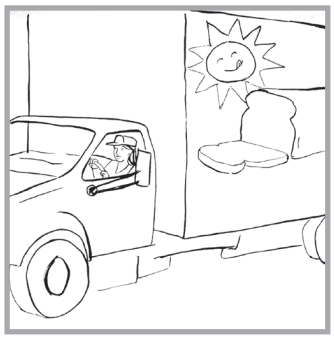
B

C

10

A

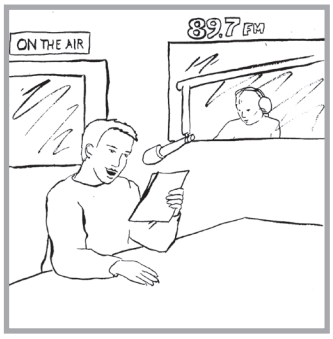
B



C

11

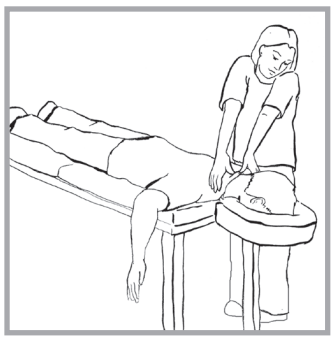
A



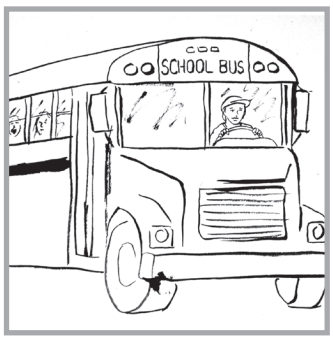
B

C

12



A



B

C

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	R	I	A	S	E	C
13		A	(C)	B		
14	C				A	(B)
15		(C)	B			A
16	B			A	(C)	

13

A

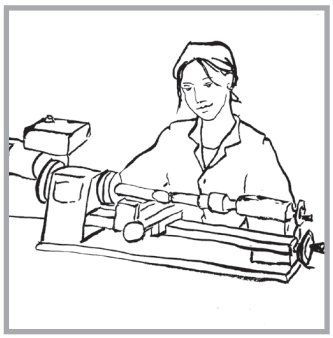
B

(C)

14

A

(B)



C

15

A

B

(C)

16

A

B

(C)

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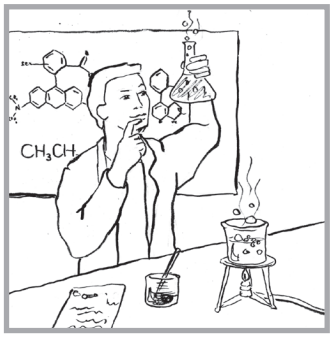
17

A



B

C

18

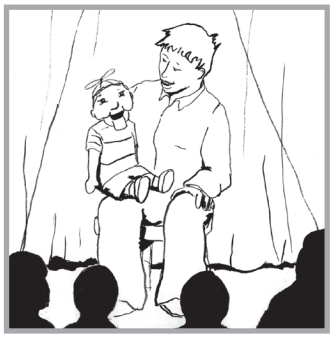
A

B

C

19

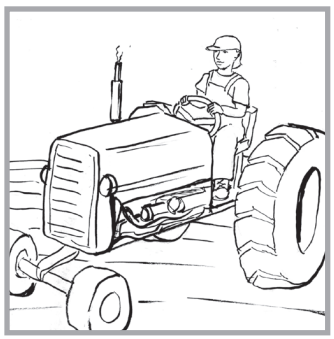
A



B

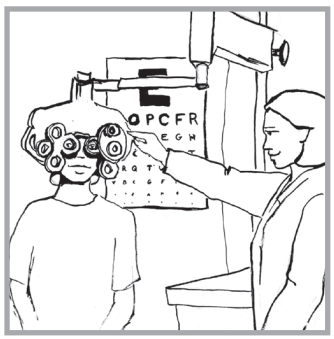
C

20



A

B



C

R	I	A	S	E	C
A	B				C
		A	C	B	
		B		A	C
A	C		B		

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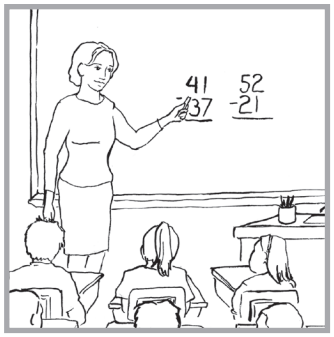
	R	I	A	S	E	C
21	A		C	B		
22		B			A	C
23			C	B		A
24	C	B			A	

21

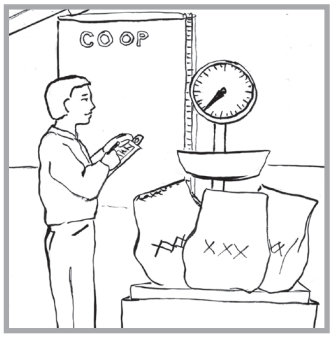
A



B

C

22

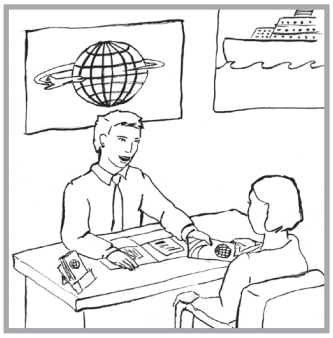


A

B

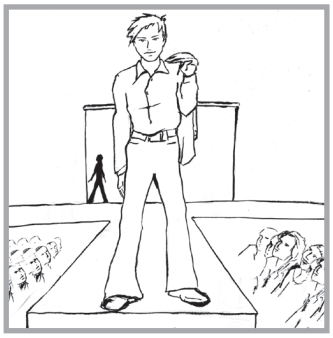
C

23



A

B

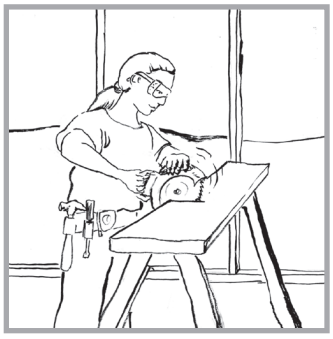


C

24

A

B



C

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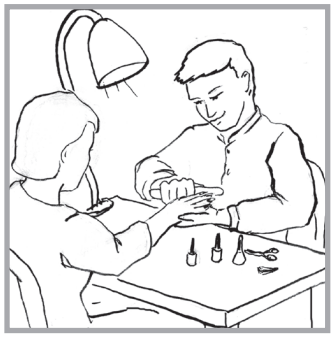
25

A

B



C

26

A

B

C

27

A

B

C

28

A

B

C

R	I	A	S	E	C
	(B)	A	C		
A				(B)	C
	A	C			(B)
C			(B)	A	

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	R	I	A	S	E	C
29	B	C				A
30			B	A	C	
31			C		B	A
32	B	A		C		

29

A

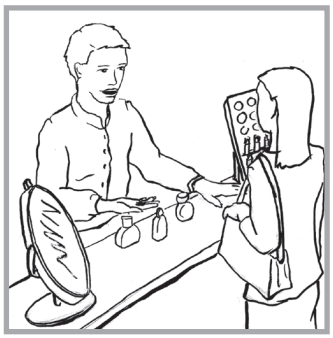
B

C

30

A

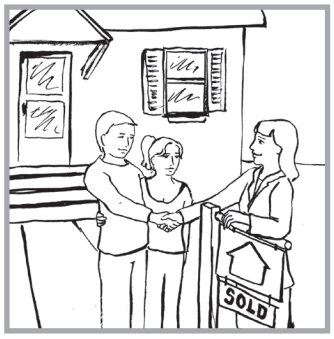
B



C

31

A



B

C

32

A

B

C

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	R	I	A	S	E	C
33	B		A	C		
34		C			B	A
35			A	C		B
36	A	C			B	

33

A

B

C

34

A

B

C

35

A

B

C

36

A

B

C

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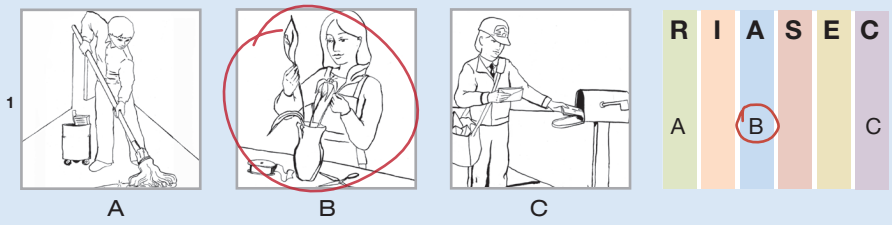
Step 2 Determine Your RIASEC Scores

For each of the 36 items, circle the letter in the column that corresponds to the letter of the picture you chose. See the example to the right.

▶ **Example** Notice A, B, and C in the columns to the right of the pictures. The letter that corresponds to the chosen picture is circled.



Step 3 Complete Your Occupational PICS Profile

Each page has columns labeled **R**, **I**, **A**, **S**, **E**, or **C**. These labels represent career interest areas. Count the number of circled letters in the **R** column on each page and then total them. Record that score in the **Totals** row for the **R-Realistic** interest area in Table 1. Place an X in the box corresponding to your total. See the example to the right. Do the same for the five remaining columns—**I**, **A**, **S**, **E**, and **C**. Draw a line connecting the Xs to complete your *Occupational PICS Profile*.

▶ **Example** If you circled a total of 15 letters in the **R** columns, record that score and then place an **X** in the table as shown.

	R Realistic	I Investigative
Totals	15	
18		
17		
16		
15	X	
14		
13		

Table 1 Occupational PICS Profile

	R Realistic	I Investigative	A Artistic	S Social	E Enterprising	C Conventional
Totals	2	5	11	3	9	6
18						
17						
16						
15						
14						
13						
12						
11			X			
10						
9					X	
8						
7						
6						X
5		X				
4						
3				X		
2	X					
1						

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Step 4 Determine Your Occupational PICS Code

Determine your *Occupational PICS Code* by placing the first letter of your highest scored interest on the first line below, the next highest on the second line, and so on. Your code will be the three highest scored interest areas. In the event of ties, draw a circle around the tied code letters to unite them.

Occupational PICS Code _____ _____ _____ _____ S _____

Step 5 Interpret Your Occupational PICS Code

Your *Occupational PICS Code* suggests which interest areas might best fit your personality, preferred work activities, and ideal work environment. Below are descriptions of the six occupational interest areas.

PICS

Even if you score very high in one category, other areas may interest you. Be sure to research careers that match all your interests. If you have scoring ties, consider those alternative *Occupational PICS Codes* as well. Your counselor, test administrator, or teacher may need to help you interpret your code.

R—Realistic

Individuals interested in this area like to work with things, use tools and machines, and prefer physical, outdoor, and mechanical work. They are doers and often described as persistent and practical. They prefer a structured work environment. Workers with high realistic interest are found in construction and skilled trades, production and manufacturing, agriculture, transportation, hospitality and recreation, food service, and natural resources.

S—Social

Individuals interested in this area like to work with people and prefer helping, teaching, and healing work. Social individuals are helpers and often described as supportive, understanding, patient, and generous. They favor jobs that require listening, comforting, serving others, and advising. Workers with high social interest are found in education, health and human services, recreation and fitness, safety and service, and religious vocations.

I—Investigative

Individuals interested in this area like to work with ideas and data and prefer figuring out problems mentally. They are thinkers and often described as curious, intellectual, and independent. They favor jobs that require abstract thinking, research, and analysis. Workers with high investigative interest are found in the life and physical sciences, health and behavioral sciences, applied technologies, academics, research and development, mathematics, and engineering.

E—Enterprising

Individuals interested in this area like to work with start-up ideas and new projects and prefer leading. Enterprising individuals are persuaders and often described as confident, ambitious, and energetic. They generally favor jobs that involve selling and achieving set goals. Workers with high enterprising interest are often found in business and administration, marketing, finance and insurance, sales, regional planning, and law.

A—Artistic

Individuals interested in this area like to work with forms, designs, and patterns and prefer creative and self-expressive work. Artistic individuals are creators and often described as imaginative and original. They favor flexible and less predictable work environments. Workers with high artistic interest are found in design, applied arts, architecture, culinary arts, performing arts, fine arts, education, communication and media, and fashion.

C—Conventional

Individuals interested in this area like to work with set procedures, data, and details and prefer clerical and computational work. Conventional individuals are organizers who are described as organized, efficient, and careful. They favor jobs that involve routine work with numbers, machines, and computers to meet required goals. Workers with high conventional interest are found in accounting, banking, statistics, office work, and computer applications.

A free administrator's guide and *PICS* career exploration resources are available at JIST.com.
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28 27 26 25 24 23 22 21 20 19 1 2 3 4 5 6 7 8 9 10