

Educators' guide to the Interest quiz

Te aratohu kaiwhakaako mō te kairoro Kaingākau

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Overview

Tirohanga whānui

The Interest quiz on Tahatū Career Navigator helps students to broaden their horizons while building awareness of their key interests and skills. It takes about 10 minutes to complete. The results give users an interest profile and links to related career ideas.

There are over 800 career ideas on Tahatū. This tool helps students to focus on exploring the career ideas most likely to be of interest to them.

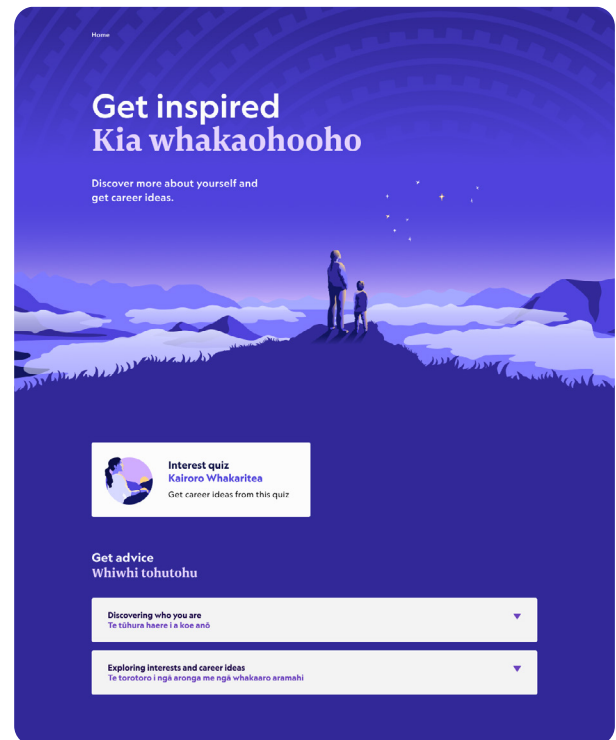
Getting started

Te tīmata

Here are some ways to familiarise yourself with the Interest quiz.

1. Go to tahatu.govt.nz/get-inspired/interest-quiz and watch the **How the Interest quiz works** video.
2. Go to tahatu.govt.nz/get-inspired/discovering-who-you-are/about-the-interest-quiz and read the **About the Interest quiz guide** page.
3. Go to tahatu.govt.nz/get-inspired/interest-quiz and do the **Interest quiz**.

You can also create an account and set up My kete so you can save your quiz results and other items of interest.



Theory behind the Interest quiz

Ngā ariā tautoko i te kairoro Kaingākau

The Interest quiz is based on John Holland's Theory of Career Choice. This centres on the idea that in choosing a career, people prefer jobs where they can be around others who are like them. They search for environments that will let them use their skills and abilities and express their attitudes and values.

Holland's Theory of Career Choice

John Holland's theory centres on the notion that most people fit onto one of the six personality types.

- Realistic
- Investigative
- Artistic
- Social
- Enterprising
- Conventional



Fig 1. Hollands theory of choice

The theory identifies 6 RIASEC or personality types that match to 6 work environment types. Holland emphasises that people who choose to work in an environment similar to their RIASEC type are more likely to be successful and satisfied.

Holland maintains that people of the same RIASEC type who are working together in a job create an environment that fits and rewards their type.

The Interest quiz uses the RIASEC types to help users understand their skills and interest areas.

The quiz uses some different names but they refer to the same 6 types.

Personality Type	Description
Practical	Practical people are usually coordinated and physically active. They like working with plants, animals, tools and equipment. They may be good at making and fixing things.
Investigative	Investigative people are usually curious and observant. They like experimenting and solving problems. They may be good at inventing new ways to do things.
Creative	Creative people are usually original and imaginative. They like to express themselves in an artistic way. They may be good at creating artworks and performing for people.
Social	Social people are usually caring and supportive. They have empathy and like to inform, guide and help others. They may be good with people and like to work in teams.
Enterprising	Enterprising people are usually confident and motivated. They like to lead and manage people or businesses. They may be good at selling products and speaking in public.
Organised	Organised people are usually careful and responsible. They like order and attention to detail. They may be good at working with data and other information.

Further reading

These resources explain more about Holland's Career Theory and RIASEC codes.

- Holland's RIASEC Hexagon: A Paradigm for Life and Work Decisions, by Emily Bullock-Yowell and Robert C. Reardon. Published by Florida State Open Publishing.
- Holland's Theory of Career Choice: Matching Personalities and Environments, by Margaret M. Nauta. In Career Theories and Models at Work: Ideas for Practice (chapter 25) edited by Nancy Arthur, Roberta Borgen (Neault) and Mary McMahon. Published by CERIC.

Interest quiz terminology

Ngā kupu kairoro Kaingākau

These terms are used in the Interest quiz and throughout Tahatū.

RIASEC personality type

The Interest quiz uses 6 RIASEC types identified by Holland's career theory.

Interests profile

When all quiz questions are answered, the quiz creates an interests profile based on the 6 RIASEC types.

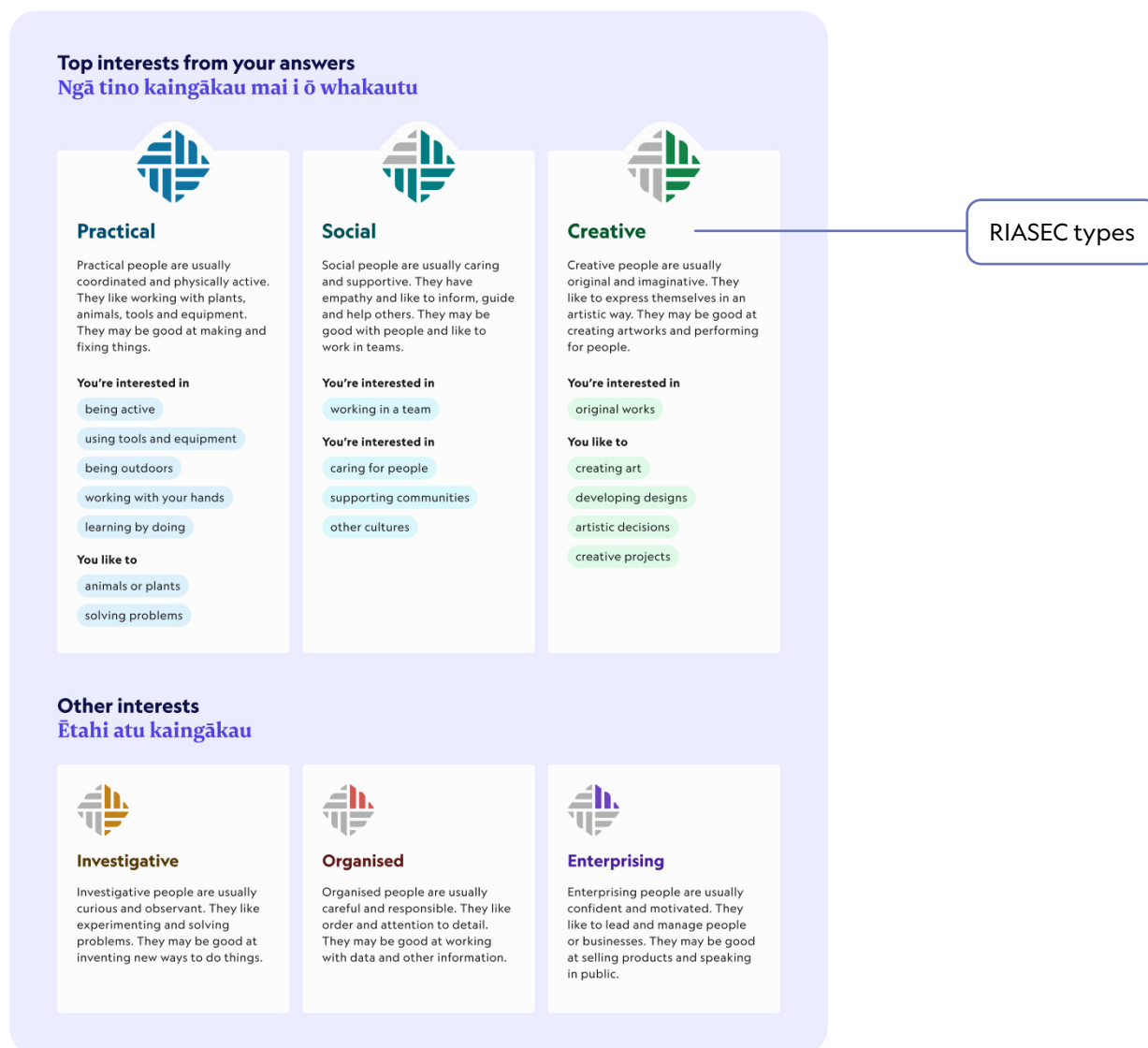


Fig 3. Interest profile showing RIASEC types

Career idea

An occupation profile often representing a group of jobs with similar entry requirements and tasks.

Work area

A group of similar career ideas such as information technology or culture and history.

User's results show an interests profile like this:

The screenshot displays a user's career interests profile. At the top, it says "Top work areas based on your interests" and "Ngā tino wāhi mahi i runga anō i ō kaingākau". Below this, the "Craft making" work area is highlighted, with the Māori name "Ngā mahi ā-rehe". A description states: "Craft making jobs involve producing and repairing furniture, jewellery, pottery and other objects." Below the work area, four career ideas are listed in a grid:

- Manufacturing potter** (Kaihanga huanga uku): Pay \$53K-\$71K annually. You'll need Under 1-2 years of training. Description: Manufacturing potters process clay and make ceramic, pottery and stoneware products. They may glaze and fire pieces in kilns or furnaces to dry and finish clay products.
- Furniture finisher** (Kaiwhakaoti kiri taonga rākau): Pay \$49K-\$74K annually. You'll need 2-3 years of training. Description: Furniture finishers apply coatings like stain, lacquer, paint, oil and varnish to furniture. They may also prepare and repair surfaces to be finished.
- Māori carver** (Kaiwhakairo Māori): Pay \$55K-\$106K annually. You'll need 2-3 years of training. Description: Ka whakamahi ngā kaiwhakairo Māori i ngā tohu me ngā tauira Māori hei whakairo i ngā kōrero ahurea, te whakapapa me ētahi atu ariā ki runga i ngā rawa pēnei i te rākau, te kōhatu me te wheua.
- Upholsterer** (Kaiwhakapaipai uHINGA papanga): Pay \$54K-\$70K annually. You'll need 2-3 years training. Description: Upholsterers make and repair coverings used for furniture or vehicles. They may install or repair furniture springs, padding, linings and framework.

At the bottom, there is a button that says "Explore this work area →".

Annotations in the image:

- A line points from the "Craft making" header to a box labeled "Work area".
- A line points from the "Furniture finisher" career idea header to a box labeled "Career ideas".

Fig 4. Examples showing work areas and career ideas

Research design

Hoahoa rangahau

The design and layout of the Interest quiz was developed with input from a range of people, including 13 to 19-year-old students.

Surveys and workshops were conducted with career advisers and practitioners about their preferences for the quiz.

Features requested included the need for the quiz to:

- be written in plain language
- be engaging and quick to complete
- reflect New Zealand language and culture
- be based on a recognised career theory
- give the user the opportunity to reflect and explore
- give the user recommendations at a higher level first, for example, show work areas before the list of career ideas.

Interest quiz questions

Ngā pātai kairoro Kaingākau

The Interest quiz has 48 questions related to common interests or skills so students can discover their RIASEC or personality types. The quiz then links their RIASEC types to career ideas.

The questions are interest or skill focused and start with either:

- are you interested in (interest focus)
- do you like (skill focused).

Each question has an image and a short example to make the questions easier to understand.

Questions have a 5-point Likert scale answer:

- no
- not really
- don't know
- kind of
- yes.

To check if students understood the questions, research was done on the 'Don't know' answer. Most participants chose 'Don't know' based on their knowledge or experience of the interest or skill and not because they didn't understand the question.

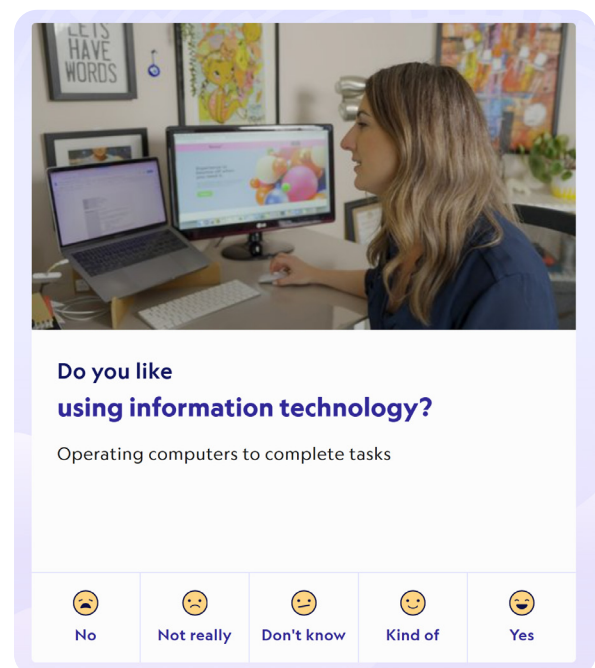


Fig 5. Likert scale used in the Interest quiz

Interest quiz results

Ngā otinga kairoro Kaingākau

Interest quiz results are generated once a student has completed the questions.

A student's Interest quiz results can be saved in My kete for future information.

Note: If the quiz is retaken and saved to My kete it will replace the existing quiz.

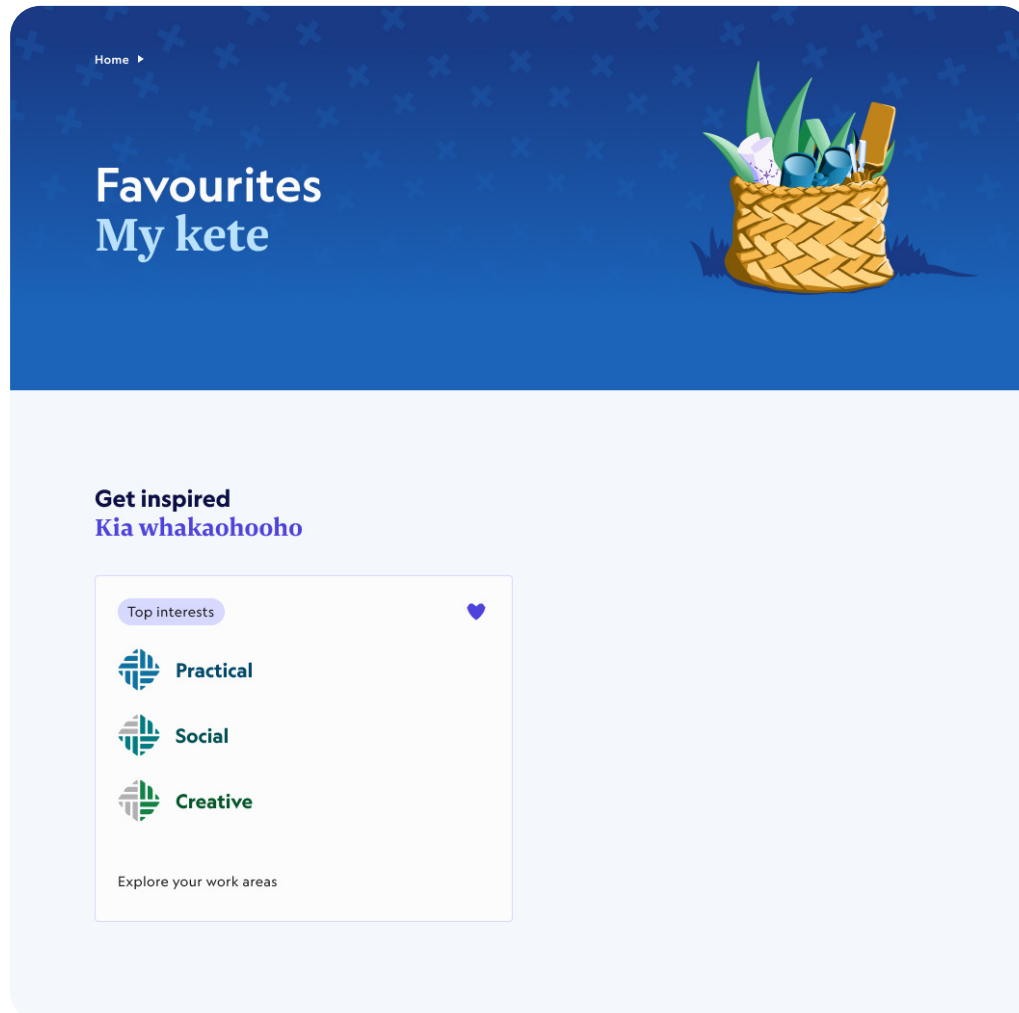


Fig 6. Interest quiz saved in My Kete



How to understand quiz results

Me pēhea e mārama ai ki ngā kitenga kairoro

The Interest quiz results are shown in 2 parts:

1. Top interests profile – to help the user understand their key interests and skills.
2. Suggested work areas and career ideas – both are aligned to the top interests profile.

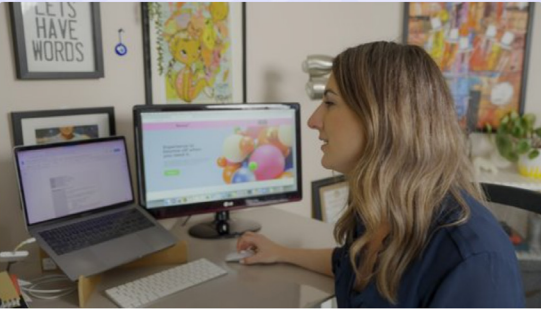
Top interests profile

Quiz results are generated from answers given to the quiz questions. There are 8 questions for each RIASEC type. Each answer on the Likert scale produces a score from 1.0 being 'No' to 7.0 being a 'Yes'.

The scores are calculated for each RIASEC type across the 8 questions and averaged.

Users are shown their top 3 RIASEC types and a list showing what they said they liked or were interested in.

The remaining 3 RIASEC types can be viewed as an option by clicking on the 'More about your interests' button below the top 3.

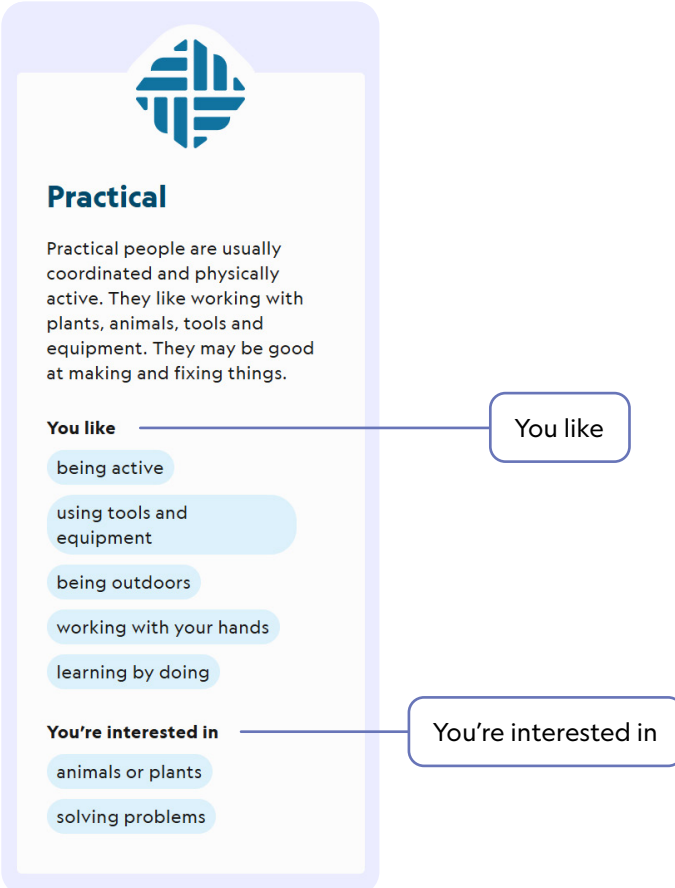



Do you like using information technology?

Operating computers to complete tasks

1.0	2.5	4.0	5.5	7.0
No	Not really	Don't know	Kind of	Yes

Fig 7. Scoring of Likert scale in the Interest quiz





Practical

Practical people are usually coordinated and physically active. They like working with plants, animals, tools and equipment. They may be good at making and fixing things.

You like

- being active
- using tools and equipment
- being outdoors
- working with your hands
- learning by doing

You're interested in

- animals or plants
- solving problems

Fig 8. A RIASEC type showing an explanation of the results

Work areas and career ideas

All career ideas, including the kaupapa Māori career ideas, are scored and have RIASEC types allocated to them.

The user’s answer scores are matched to the scores of the career idea.

The top 50 matches from the career ideas will be shown. They are grouped into work areas that include between 1 and 20 career ideas. Under each work area there is also a link to more career ideas.

Top work areas based on your interests
Ngā tino wāhi mahi i runga anō i ō kaingākau

Craft making
Ngā mahi ā-rehe

Medical assistance, science and technology
Āwhina, pūtaiao me te hangarau hauora

Hair and beauty
Kuti makawe me te rerehua

Road and rail transport
Tūnuku ā-rori, ā-rerewhenua

Envrionment and sustainability
Taiao me te toitūtanga

Animal health and care
Hauora me te tiaki kararehe

Food processing
Tukatuka kai

More work areas

Fig 9. Results showing work areas



Saving and sharing quiz results

Te tiaki me te tiritiri kitenga kairoro

Career idea

♥

Manufacturing potter
Kaihanga huanga uku

Pay \$53K-\$71K annually

You'll need Under 1-2 years of training

Manufacturing potters process clay and make ceramic, pottery and stoneware products. They may glaze and fire pieces in kilns or furnaces to dry and finish clay products.

Fig 10. Results showing career ideas

Students can save their quiz results to My kete by clicking the heart in the top right corner.


Home ▶ Get Inspired ▶ Interest quiz

♥ Saved to kete

Save to kete

Interest quiz results
Ngā otinga kairoro Kaingākau

Top interests from your answers
Ngā tino kaingākau mai i ō whakautu


**Practical**

Practical people are usually coordinated and physically active. They like working with plants, animals, tools and equipment. They may be good at making and fixing things.

You like

- being active
- using tools and equipment

You're interested in

**Social**


Social people are usually caring and supportive. They have empathy and like to inform, guide and help others. They may be good with people and like to work in teams.

You like

- working in a team

You're interested in

- caring for people

**Creative**

Creative people are usually original and imaginative. They like to express themselves in an artistic way. They may be good at creating artworks and performing for people.

You like

- original works

You're interested in

- creating art

Fig 11. Results showing saving to my Kete

At the bottom of the results page, there is a 'Share quiz results' section. Students can share their results through a link or email and send them to their whānau, carers and anyone helping them make career choices.

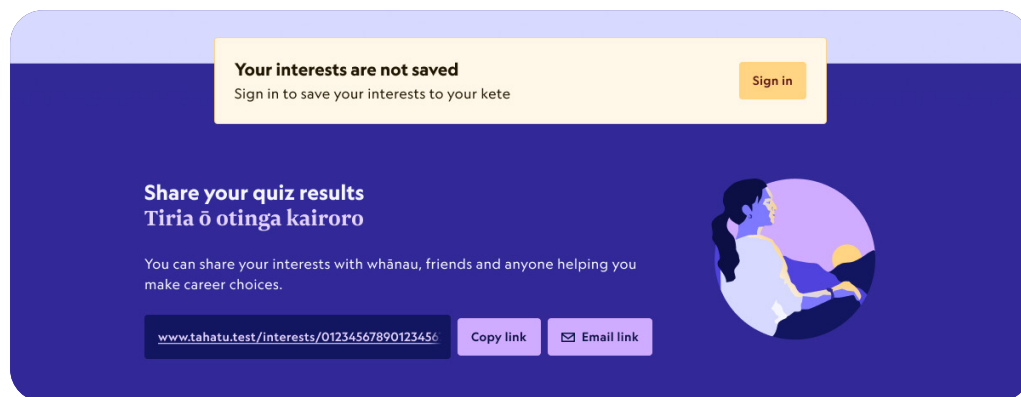


Fig 12. Showing quiz results

Activity 1: Exploring my career interests

Mahi 1: Te torotoro i aku kaingākau aramahi

Activity overview

Tirohanga whānui ki te mahi

This activity gives students the opportunity to explore and think about what they enjoy or don't enjoy doing. At this point you can stop and ask questions about their choices. Students need to have completed the Interest quiz before doing this activity.

Activity type: Individually **Time taken:** 15-30 mins

Activity overview

To help students explore different career paths by creating a digital or paper poster.

Steps

Ask students to:

1. Choose 1 of the top 3 interests (RIASEC types) from their quiz results that they want to focus on.
2. Find or draw images, quotes and information related to their chosen RIASEC type for example 'Social' – working in teams, helping people.

Tip: They can use the lists for 'You like' and 'You're interested in' under each interest to help create their poster.

Conversation starters

1. Do your interest areas reflect what you like doing at home or school?
2. What are you doing that is related to your interest area, for example, 'practical' – do you like being active, or working with your hands? Some prompts can be found in the lists 'You like' and 'You're interested in' under each interest area

Tahatū links and resources

Interest quiz

tahatu.govt.nz/get-inspired/interest-quiz

Activity 2: Expanding my career ideas

Mahi 2: Te whakaroha i aku whakaaro aramahi

Activity overview

Tirohanga whānui ki te mahi

This activity gives students an opportunity to think about work areas and career ideas that they may not know about or have considered before.

Activity type: Individual **Time taken:** 15-30 mins

Activity overview

Students can explore work areas and career ideas in their Interest quiz results.

Steps

Ask students to:

1. Identify 3 work areas that they are interested in.
2. Choose one career idea from each work area that interests them.
3. If they don't like any of the career ideas in a chosen work area they can click on "More career ideas in this work area".
4. Write down or save the 3 jobs to My kete.
5. Answer the following questions for each job:
 - What is the hourly pay scale for this job?
 - What training do you need?
 - How long does it take to train?
6. Using the following scale, ask students to rate each career idea:
 1. Not interested
 2. Slightly interested
 3. Neutral
 4. Interested
 5. Very interested

This could prompt further discussion regarding further research.

Conversation starters

1. Has the quiz given you some new work areas and career ideas you haven't thought about before?
2. Which new career ideas would you like to explore first?
3. Which new career ideas are you most interested in?
4. Why do you like these career ideas?
5. What kind of education and training will you need?

Tahatū links and resources

Compare your career ideas worksheet

Decide on your career worksheet

tahatu.govt.nz/get-inspired/discovering-who-you-are/how-to-find-your-career-path



Frequently asked questions

Ngā tino pātai

1. A student got a 'No clear results' message. What does this mean?

Sometimes a student may get a 'No clear results' message after completing the quiz.

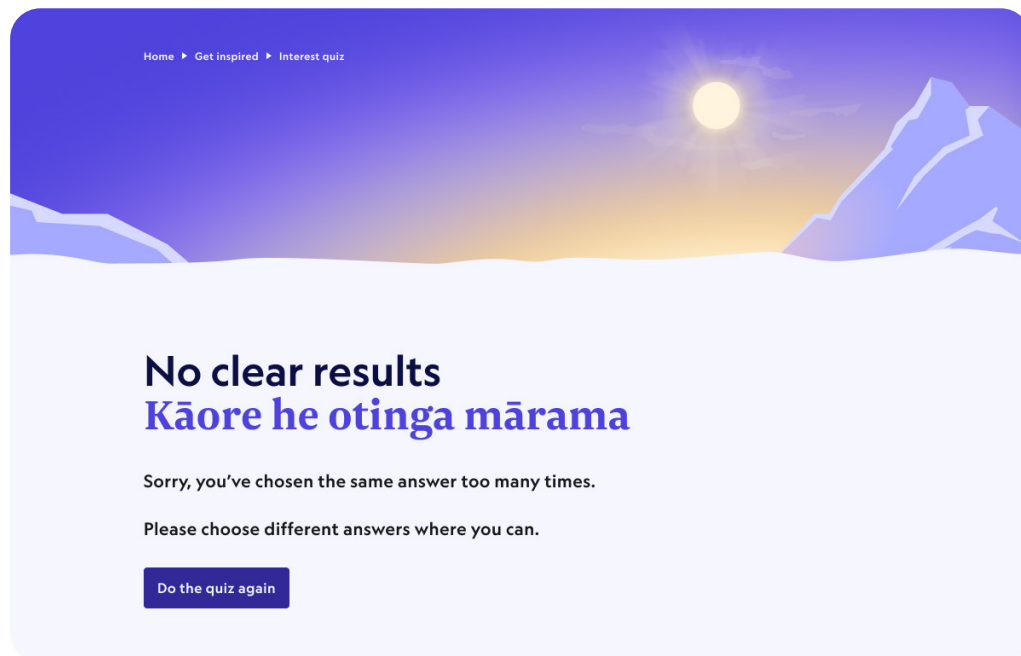


Fig 13. Reasons for a 'No clear results' message

This message appears when someone gives the same answer for over 75% of the questions. There are reasons for a 'No clear results' message. A student may either:

- feel unclear about their interests, so answered most questions with 'Don't know' or 'No'.
- be interested in many different things, so answered most questions with 'Yes'.

Responding to a 'No clear results' message

Understanding how the student answered the quiz questions will help you to respond. Explaining how the Interest quiz is designed will help students to understand the message.

Using supporting resources on Tahatū, ask students to go through 'Tahatū Activity guide 2 Get inspired Kia whakaohoho' and do one or more of the following activities:

- Activity 1 Personal values
- Activity 3 Interests

Once they've done these activities, they may want to do the quiz again.

2. A student is reacting negatively to all or some of the career ideas. How do I respond?

Sometimes a student may react negatively to some career ideas. This may be because the career ideas don't:

- need the same level of tertiary study they want to do
- appear to match their values or interests.

Explaining how the Interest quiz is designed may help the student's understanding.

For example, you could say:

- The Interest quiz is a computer software program that gives a list of career ideas matched to the way you answered the questions. It doesn't know everything about you and doesn't screen the results based on educational level or values.

It can be helpful for students to discuss their results and explore all work areas to find the career ideas of most interest to them.

3. A student is getting a result that is unexpected or strange to them. How do I respond?

A student may get a result that seems unusual or unexpected, for example, the funeral director career idea. Each RIASEC type includes a range of jobs within that type. The Hollands code for funeral director is SEC (social, enterprising, conventional), which is why this career idea may be included.

All career idea profiles have a 'What interests fit this job?' section. Click on the accordion that shows the interests that fit the job and their quiz results. Take the student through this and show them how this result came about.

Ask the students to look at other work areas and other career ideas to encourage further exploration. They could also do the quiz again.

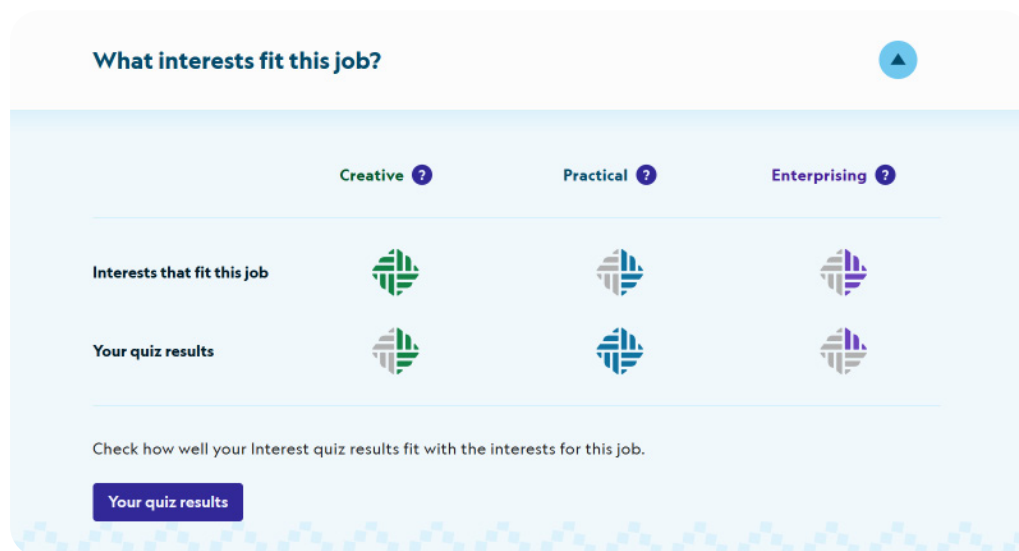


Fig 14. What interests fit this job under the career idea

Using the Interest quiz across year groups

Te whakamahi i te kairoro Kaingākau whakawhiti rōpū ā-tau

The Interest quiz can be used to prompt discussions and exploration across all secondary school year groups.

The table below identifies when and how the Interest quiz can be used and what resources are available to support conversations with your students.

How the Interest quiz can add value	Supporting resources	Year group
<p>Building awareness of self and of their strengths, qualities, interests, skills and aspirations.</p> <p>What it does: Opens up ideas about and interest in the world of work.</p>	<p>Activity guide 2 Get inspired</p> <ul style="list-style-type: none"> Activity 1: Personal values Activity 3: Interests <p>tahatu.govt.nz/resources</p>	Years 7 and 8
<p>Students to reflect on how personal characteristics shape their decisions and opportunities.</p> <p>What it does: Enhances their research skills and increases their awareness of a range of future pathways. The quiz can also help with subject selection.</p>	<p>Explore NCEA subjects tahatu.govt.nz/school-and-ncea/explore-ncea-subjects</p> <p>Choosing NCEA subjects tahatu.govt.nz/school-and-ncea/doing-ncea/choosing-ncea-subjects</p> <p>Activity guide 3 School and NCEA tahatu.govt.nz/resources</p> <p>Activity guide 5 Work</p> <ul style="list-style-type: none"> Activity 1: Exploring Work Activity 2: Researching career ideas <p>tahatu.govt.nz/resources</p>	Years 9 and 10
<p>Helps students to connect to the world of work and build awareness of the connection between self-identify, learning and work.</p> <p>What it does: Students can start to see possible jobs and links to education and work.</p>	<p>Activity guide 2 Get inspired</p> <ul style="list-style-type: none"> Activity 6: Identifying your skills <p>tahatu.govt.nz/resources</p> <p>Study and training Ako tahatu.govt.nz/study-and-training</p> <p>Activity guide 4 Study and training tahatu.govt.nz/resources</p> <p>Activity guide 5 Work</p> <ul style="list-style-type: none"> Activity 3: Guess my job <p>tahatu.govt.nz/resources</p> <p>Video: What does success look like to you tahatu.govt.nz/get-inspired/discovering-who-you-are/know-your-values</p> <p>Kaupapa Māori career ideas tahatu.govt.nz/work/working-in-aotearoa/kaupapa-māori-career-ideas</p>	Year 11

How the Interest quiz can add value	Supporting resources	Year group
<p>Decide, act and integrate self-identity into career planning and decision making.</p> <p>What it does: Students start to make decisions and identify actions. Encourages further exploration on career ideas.</p>	<p>Tahatū worksheets to complete before doing the Interest quiz:</p> <ul style="list-style-type: none"> ‘What do I value in my work?’ tahatu.govt.nz/get-inspired/discovering-who-you-are/know-your-values ‘Figure out your skills’ tahatu.govt.nz/get-inspired/discovering-who-you-are/know-your-skills <p>Tahatū worksheets to complete after the quiz</p> <p>Plan your future Whakamahere ā mua</p> <ul style="list-style-type: none"> ‘Compare your career ideas’ ‘Decide on your career’ ‘Plan your study and training’ <p>tahatu.govt.nz/get-inspired/discovering-who-you-are/how-to-find-your-career-path</p> <p>Explore Career ideas tahatu.govt.nz/work/explore-career-ideas</p> <p>Activity guide 5 Work</p> <ul style="list-style-type: none"> Activity 4: Career idea bingo Activity 5: World of work card sort <p>tahatu.govt.nz/resources</p>	Years 12 and 13

Supporting resources and information Ngā rauemi me ngā mōhiohio tautoko

The Tahatū user guide and activity guides can be found on tahatu.govt.nz/resources

User guide

A comprehensive user guide to help you get started. It shows how to navigate Tahatū, outlining what's in each section of the website.



Tahatū activity guides

A series of activity guides developed to introduce and work through the different sections of Tahatū with your students.

Activity guide 2 Get inspired includes a range of activities focused on building student's self-awareness and activities for the Interest quiz.

