Helping you guide your students toward rewarding futures

Often, students are focused on here-and-now questions: Will our team make it to the semi-finals? What will I wear to the Saturday dance? You guide them to look further down the road and address a different set of questions: After high school, what’s next? How do my current interests match up with real-world occupations? What do I need to do to prepare?

We appreciate all you do to help students become college- and career-ready. Your work contributes a vital element to the changing dynamic in education—with national initiatives underway to establish common core state standards and to increase the number of individuals who are highly trained in science, technology, engineering, and math—so that our workforce will be positioned to compete in the global economy.

To support your important role, we offer easy-to-use career exploration tools to help your students identify high school coursework and careers that align with their personal interests and abilities. This, in turn, may increase their motivation to complete their secondary education, apply their talents to professions not previously considered, and develop new employment-seeking strategies.

We provide a selection of respected career planning assessments, including online tools available 24/7—a convenience for busy students and counselors:

- **CDM®-R: The Harrington-O'Shea Career Decision-Making® System–Revised**
  Helps students pinpoint career options based on their interests, values, and abilities—and link them to appropriate college major and post-secondary job opportunities. See pp. 8–9.

- **CDM® Internet**
  This new online delivery system of the CDM-R allows students to move effortlessly between the inventory and more than 800 O*NET™ occupational briefs. See pp. 10–11.

- **IDEAS™: Interest Determination, Exploration and Assessment System®**
  Lets students develop an awareness of possible career choices, explore higher education alternatives, and plan high school course work. See pp. 6–7.

- **CISS®: Campbell™ Interest and Skill Survey**
  Available online, this instrument goes beyond traditional interest inventories by also estimating students’ confidence in their ability to perform various occupational activities. See pp. 16–17.

Just as your students count on you, you can continue to count on us to offer assessments that reflect the most current industry knowledge to help young people find rewarding futures and succeed in a global society in the 21st century.
How to Use Pearson Assessments

ASSESSMENTS

Career Exploration

<table>
<thead>
<tr>
<th>Assessment</th>
<th>Page</th>
<th>Career Counseling</th>
<th>Career Interest</th>
<th>Transition Services</th>
<th>Middle Jr. High</th>
<th>High School</th>
<th>Spanish</th>
</tr>
</thead>
<tbody>
<tr>
<td>IDEAS™: Interest Determination, Exploration and Assessment System®</td>
<td>6–7</td>
<td>■</td>
<td>■</td>
<td>■</td>
<td>■</td>
<td>■</td>
<td>■</td>
</tr>
<tr>
<td>CDM®-R (The Harrington-O’Shea Career Decision-Making® System–Revised)</td>
<td>8–9</td>
<td>■</td>
<td>■</td>
<td>■</td>
<td>■</td>
<td>■</td>
<td>■</td>
</tr>
<tr>
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<td>10–11</td>
<td>■</td>
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<td>■</td>
<td>■</td>
<td>■</td>
<td>■</td>
<td>■</td>
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<tr>
<td>Career Assessment Inventory™—Enhanced Version</td>
<td>14–15</td>
<td>■</td>
<td>■</td>
<td>■</td>
<td>■</td>
<td>■</td>
<td>■</td>
</tr>
<tr>
<td>CISST® (Campbell™ Interest and Skill Survey)</td>
<td>16–17</td>
<td>■</td>
<td>■</td>
<td>■</td>
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<td>■</td>
<td>■</td>
</tr>
<tr>
<td>MIPS® Revised (Millon™ Index of Personality Styles Revised)</td>
<td>18</td>
<td>■</td>
<td>■</td>
<td>■</td>
<td>■</td>
<td>■</td>
<td>■</td>
</tr>
<tr>
<td>STEM Careers</td>
<td>4</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Real-time planning for real-life career paths</td>
<td>5</td>
<td></td>
<td></td>
<td></td>
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<td></td>
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</tr>
</tbody>
</table>

Ordering Information

We want to hear from you. Whether you’re calling to place an order, learn about a product, or ask for information or updates, we’re here to help.

Order by Phone: 800.627.7271
Order Online: PsychCorp.com
Order by Fax: 800.232.1223

Contact by Email: ClinicalCustomerSupport@Pearson.com

For Terms & Conditions and Infringment Notice, please visit PsychCorp.com
Preparing students for careers in STEM (Science, Technology, Engineering, and Mathematics) fields begins with a solid foundation in the secondary school courses they will need to complete before pursuing these areas of academic interest in college and beyond.

Pearson offers career assessments and development tools to help inform students, parents, teachers, career counselors, and employers about the skills and interests that are needed to perform effectively in STEM fields. Students who plan early and strategically—and who have access to high-level and rigorous coursework—are more likely to be prepared for and succeed in STEM careers.

The following career exploration tools help gauge student interest in various fields and subsequently, help guide them toward the courses they should take to support those interests.

**CDM®-R: The Harrington-O’Shea Career Decision-Making® System–Revised**
Use CDM-R to help students pinpoint career options based on their interests, values, and abilities—and link to appropriate college major and post-secondary job opportunities. See pp. 8–9.

**CDM® Internet**
This new online delivery system of the CDM®-R helps middle school and high school students explore interests and possible career paths. Students can move effortlessly between the CDM-R interpretative report and more than 800 O*NET™ based occupational briefs. See pp. 10–11.

**IDEAS™: Interest Determination, Exploration and Assessment System®**
IDEAS™ helps students develop an awareness of possible career choices, explore higher education alternatives, and plan high school course work. See pp. 6–7.
As a sophomore in high school, Joe is on the go with a whirl of activities, from show choir to service projects to tinkering under the hood of his very used car. But how do his current interests translate into real-life career options?

As part of his weekly career class at school, Joe uses CDM® Internet (pp. 10–11) to begin exploring the world of work. Joe can take the CDM®-R inventory online and then, based on his results, link directly to relevant job descriptions, training requirements, job outlooks, and national wages. This convenient, interactive tool offers links to more than 800 O*NET™-based occupational briefs. Joe especially likes being able to view videos of people on the job, which are provided for most of the briefs.

Proud to be a “math head,” Liz headed off for college certain that she’d be pursuing a career in the financial industry. Then, she took an elective painting class. One art class led to another, then another…and now, at the end of sophomore year, she is facing a career-planning crossroads. Should she choose one of these loves over the other? Or, should she try to find a career that combines both interests? To help her sort it out, her college counselor directs Liz to a couple of easy-to-use, interactive online tools that are a great fit with busy college life.

The online CISS® (pp. 16–17) will help Liz take a closer look at her values and priorities and identify suitable career options—giving her a direct link from the CISS’s 60 occupational scales to O*NET occupations, plus links to career-planning exercises and resources. With the online Career Assessment Inventory™—Enhanced Version (pp. 14–15), Liz can compare her interests to 111 specific occupations and review a list of Internet resources on career information. These innovative tools can assist Liz in refining her career goals and determining what courses to take in her remaining college years.
Practical guidelines for career planners of all ages.

Designed to be used in conjunction with career exploration and guidance units, the IDEAS inventory helps students and adults develop an awareness of possible career choices. The IDEAS test offers 16 Basic Scales based upon the widely accepted RIASEC themes.

Users & Applications

The IDEAS inventory is ideal for the classroom. Materials are self-contained for administration, scoring, and interpretation by students, usually within a single class period. Teachers and counselors can use the IDEAS inventory with junior high, middle school, and high school students in conjunction with career programs and guidance units to help students:

- Familiarize themselves with careers and the world of work
- Explore career paths that match their interests and aptitudes
- Explore higher education alternatives
- Plan their high school coursework
- Develop an awareness of personal likes and dislikes that can have a bearing on career development and direction

The Adult Version of the IDEAS inventory can be used with adults re-entering the job market to help:

- Identify interests for individuals with limited work experience
- Plan for a meaningful vocation upon retirement

Features & Benefits

- Students use the IDEAS workbook to develop their own profiles and action plans.
- The workbook provides specific occupational information and references to the O*NET™ codes and the Occupational Outlook Handbook.
- Individual results usually can be understood with minimal interpretation by a teacher or counselor.
- Item topics include school subjects, occupational titles, and activities at a 6th-grade reading level to help ensure that the inventory is relevant to students.
- The Spanish materials can be used to reach a larger number of individuals.
- Quick and easy administration and scoring.
- Assessment can be group administered freeing up teachers’ and counselors’ time.

Overview

Helps students familiarize themselves with the world of work and possible careers—and develop action plans using a convenient workbook.

Administer to: Individuals 13 years and older

Qualification Level: A

Completion Time: Approximately 35 minutes (128 items)

Reading Level: 6th grade

Administration: Computer administration or paper-and-pencil

Scoring Options: Q Local™ software or self-scored

Other Languages: Spanish

Visit PsychCorp.com for sample reports.

Accurate scoring and reporting—the quick and easy way!

- Convenient on-screen administration option
- Instant, secure access to your data
- Range of report options including score, progress, and in-depth interpretive reports

See PsychCorp.com for all the details!

Individuals taking the IDEAS survey self-score the answer sheet and then use the IDEAS workbook to understand their results.
Norms

Norms for the IDEAS™ inventory are based on students in schools across the United States, representing a variety of ethnic backgrounds. The male and female general-reference samples used for the Career Assessment Inventory™ Scale Construction were used to represent adult data.

Scoring & Reporting

Individuals score their responses and record results on a profile grid. Combined gender norms are provided to compare participants’ scores with those of other individuals their age. The IDEAS inventory manual provides additional information about how to interpret an individual’s score based on the six RIASEC themes.

Scales

The IDEAS test includes 16 Basic Scales that are organized according to the widely accepted RIASEC themes:

Realistic
- Mechanical/Fixing
- Protective Services
- Nature/Outdoors

Investigative
- Mathematics
- Science
- Medical

Artistic
- Creative Arts
- Writing

Social
- Community Service
- Educating
- Child Care

Enterprising
- Public Speaking
- Business
- Sales

Conventional
- Office Practices
- Food Service

Materials & Pricing

Q Local™ Scoring & Reporting Software

<table>
<thead>
<tr>
<th>Q Local Software</th>
<th>Annual license fee (required). See PsychCorp.com for more information. CD-ROM (Win)</th>
</tr>
</thead>
<tbody>
<tr>
<td>35025CGI Starter Kit</td>
<td>$27.95</td>
</tr>
<tr>
<td>Includes IDEAS manual, answer sheets (3), and Q Local Administrations (1). (Does not include Q Local software)</td>
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</tr>
</tbody>
</table>

| 35026CGI Answer Sheets | 1–4 | 22.00 pkg. |
| Includes test items (23) |

| 51633CGI Individual Reports | 1–4 | 1.95 ea. |
| Price per administration |
| 5–49 | 1.75 ea. |
| 50–99 | 1.70 ea. |

Hand-Scoring Administration

| 00518CGI Starter Kit with Self-Scored Reports | 25.35 |
| Includes IDEAS manual and self-scoring test booklets: all the materials necessary to conduct assessments. |

| 35020CGI Test Booklets - Self scoring | 1–9 | 80.00 pkg. |
| Youth Version (50) |
| 10–150 | 70.00 pkg. |
| 151+ | 67.50 pkg. |

| 35023CGI Test Booklets - Self scoring | 1–9 | 80.00 pkg. |
| Adult Version (50) |
| 10–150 | 70.00 pkg. |
| 151+ | 67.50 pkg. |

Additional Materials

| 35021CGI Manual (required) | 24.35 |

Spanish Materials

Please visit PsychCorp.com for more information and pricing.

Call 800.627.7271 for quotes on larger quantities.
For system requirements, please visit PsychCorp.com
Overview

Helps students familiarize themselves with the world of work and possible careers—and develop action plans using a convenient workbook.

Administer to:
Career planners of all ages

Qualification Level: A

Completion Time: 20–40 minutes

Reading Level: 4th grade (Level 1)
6th grade (Level 2)

Administration: Online or paper-and-pencil administration

Scoring Options: Internet or hand scoring

Report Options: Summary Report (with Interpretive Folders)

Other Languages: Spanish for paper version only

See also: CDM® Internet, pp. 10–11

Updated with the most current education and workforce information.

The award-winning CDM-R system pinpoints career clusters to yield results that can be linked to college majors and post-secondary job opportunities. CDM-R has been used successfully by millions of people—including high-school students, individuals preparing to enter the job market, and those who are returning to the workplace or considering a change in career direction.

Content & Administration

With the CDM-R Survey Booklet, students self-assess their abilities, work values, school subject preferences, and interests. The CDM-R reports six interest area scores, each corresponding to one of the six RIASEC themes.

<table>
<thead>
<tr>
<th>CDM-R</th>
<th>RIASEC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crafts</td>
<td>R - Realistic</td>
</tr>
<tr>
<td>Scientific</td>
<td>I - Investigative</td>
</tr>
<tr>
<td>The Arts</td>
<td>A - Artistic</td>
</tr>
<tr>
<td>Social</td>
<td>S - Social</td>
</tr>
<tr>
<td>Business</td>
<td>E - Enterprising</td>
</tr>
<tr>
<td>Office Operations</td>
<td>C - Conventional</td>
</tr>
</tbody>
</table>

The CDM-R uses a student’s highest scores in the six interest areas to suggest three or four relevant career clusters for exploration. Once career clusters are identified, the CDM-R provides a decision-making process for exploring specific occupations and learning about the education and training requirements.

Two administration levels:

• **Level 1** is ideal for middle and junior high school students, and individuals with limited reading ability. Administrators have found that this level is helpful with special education students. It features:
  – 96 Interest Survey items that are easy to read (4th-grade reading level) and can be scored in less than 30 minutes
  – Easy hand scoring, with all item responses on one page
  – Single booklet that includes interpretive information with updated job charts for the six CDM-R career interest areas, which are organized into 18 career clusters

**CDM Tour of Your Tomorrow, Third Edition DVD**

This new edition DVD helps career explorers see how interest areas identified by the CDM-R relate to job clusters, college majors, and training programs. Enthusiastic people engaged in real-world experiences give insider views of more than 100 careers.
• Level 2 is designed for high school students, college students, and adults with average or better reading ability. It features:
  – Extensive inventory of 120 updated and gender-neutral items that yields results in 20–40 minutes
  – Listing of relevant college majors and training programs
  – Attractive and easy-to-use Interpretive Folder

Features & Benefits

CDM®-R Booklet

• Enables students to self-assess abilities, interests, and work values—all with one system
• Revised edition projects job prospects through 2014
• Includes emerging jobs and STEM jobs (Science, Technology, Engineering, and Math)

Career Exploration Classroom Set

• Contains all the materials needed to assist students in their future job searches, including booklets, teacher’s guide, and video series

Norms

The normative sample was controlled for age, gender, race/ethnicity, and geographic region. Special education students also were included in the sample.

*Award-Winning Assessment!

In 2002, The Association for Assessment in Counseling and Education, a division of the American Counseling Association, extended its Exemplary Practices Award to the authors for their development of the CDM-R.

Materials & Pricing

Hand-Scoring Materials Comprehensive Form

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Level 1</th>
<th>Level 2</th>
</tr>
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<tbody>
<tr>
<td>12570CGI</td>
<td>Career Exploration Classroom Set</td>
<td>$68.50 pkg.</td>
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<tr>
<td>12571CGI</td>
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<td>instructions (20+)</td>
<td>5–19</td>
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<td>interpretive folders (25),</td>
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<td></td>
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<td></td>
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<td></td>
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</tr>
</tbody>
</table>

Additional Materials

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
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<td>12574CGI</td>
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<td>12596CGI</td>
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</table>

Spanish Materials

Please visit PsychCorp.com for more information and pricing.

Copyright ©2011 Career Planning Associates, Inc. Some of the theoretical works upon which the Career Decision-Making System is based are those of Dr. John L. Holland and are used with the permission of Psychological Assessment Resources, Inc. Available exclusively under license from CPA, Inc. to NCS Pearson, Inc.
An engaging and convenient online career exploration system with personalized results.

CDM Internet gives students, adults, schools and other organizations added flexibility and power in using the assessment. Users can complete the CDM Internet in school, at home—any place with Internet access. In addition, they can move effortlessly between the CDM-R interpretive report and more than 800 O*NET™ based occupational briefs, many with videos.

Users & Applications
CDM Internet can help:
• Middle and high-school students explore interests and possible career paths
• College students clarify their career direction and make informed decisions in selecting coursework and declaring majors
• Adults who are re-entering the world of work or interested in changing jobs learn about career options

Features & Benefits
CDM Internet enables career planners of all ages to:
• Work at home with career advisers or parents
• Revisit the CDM Internet system as often as they like
• Print out multiple copies of the Interpretive Report
• Link directly to relevant job descriptions, training requirements, job outlooks, and national wages as well as a college search website and current job openings by state
• Identify “In Demand” and STEM (Science, Technology, Engineering and Math) jobs

Overview
New online delivery system of the CDM®-R provides user and administrator a seamless Internet experience.
Administer to: Career planners of all ages
Qualification Level: A
Completion Time: 20–30 minutes
Reading Level: 6th grade
Administration: Online
Scoring Options: Online
Report Options: Interpretive and Summary Report
See also: CDM®-R, pp. 8–9

Many of the CDM Internet occupational briefs provide informative videos of people on the job. These interesting clips provide students with an idea of what working conditions are like for specific occupations without having to leave their computer. For more information, visit CDMInternet.com
CDM® Internet helps schools and other organizations to:

- Demonstrate accountability to parents and the community for preparing a knowledgeable, productive workforce—by supplying students with a comprehensive, easy-to-use career planning system that presents the most current information.
- Easily arrange for students who have missed group career administrations to take the CDM Internet online at individual make-up sessions.
- Support students in taking personal responsibility for their career planning by working more independently with the CDM Internet system.
- Free up teachers’ and counselors’ time to assist their students.

NEW! Printable Interpretive Report

- Includes a printable Profile Summary and Interpretive Report.
- The report is scored online and users and administrators can print as many copies of the report as needed or save a PDF version to their desktops.
- Administrators can track students’ results online and have all results at their fingertips.
- The report includes results on user’s identified career choices, favorite school subjects, work values, abilities, future plans, and their Interest Area Scores.

Materials & Pricing

- **I2600CGI** Internet Vouchers
  - Price per administration
  - 1–9: $9.95 ea.
  - 10–99: $4.95 ea.
  - 100–499: $2.45 ea.
  - 500+: $1.95 ea.

- **I2574CGI** Manual
  - 35.50


Edited by Edwin A. Whitfield, Rich Feller & Chris Wood
(S80 pages, softcover, © 2009), National Career Development Association

A total of 71 instruments in 55 reviews include publisher-provided information followed by a brief critical review of the instrument’s strengths and limitations. The instruments are divided into five categories to facilitate location and selection of appropriate instruments by counselors, career development professionals, assessment specialists, and career educators.

29493CGI $70.00

For more information on books, please see PsychCorp.com
Covers a broad range of current career paths.

The Career Assessment Inventory—Vocational Version compares an individual’s vocational interests to those of individuals in 91 specific careers that reflect positions in today’s workforce—including skilled trades and technical and service professions—requiring two years or less of post-secondary training.

Users & Applications
School counselors, job training specialists, personnel professionals who provide career guidance, and adult career development professionals use this instrument to help:
• Explore new career options with clients in vocational rehabilitation settings or one-stop career centers
• Advise individuals who are reentering the workforce, in workforce development, considering a career change, or who have been displaced
• Clarify vocational opportunities for individuals in Tech Prep and School to Work programs

Features & Benefits
• Provides scales for 91 occupations, enabling the counselor to explore a variety of career possibilities with the student.
• Takes only 30 minutes on average to complete.
• Graphic and narrative test reports can be shared with the student, and the narrative report provides a three-page counselor’s summary of results.
• The inventory uses occupational themes based on the widely accepted RIASEC model.

Norms
The reference sample for the General Theme Scales and Basic Interest Area Scales consisted of 1,500 employed adults (750 male, 750 female). Norms for the Occupational Scales were developed by scoring occupational subgroup samples independently.

Scoring & Reporting
Interpretive Report
The interpretive report presents several pages of narrative statements that explain the significant score elevations on each scale. It also provides additional reference information relevant to the highest scores, such as codes for the page references to the O*NET™ codes.

Profile Report
Provides a graphic depiction of the individual’s score on each scale. Information for the student on how to interpret the results is also available.
Scales

The Administrative Indices reports response percentages for General Theme Scales, Basic Interest Area Scales, and Occupational Scales, and presents scores for Nonoccupational Scales.

General Theme Scales

These scales are based on the RIASEC model: Realistic, Investigative, Artistic, Social Enterprising, and Conventional.

Basic Interest Area Scales

Each of the General Themes is divided into the following 25 scales:

- **Realistic**: Agriculture, Animal Service, Carpentry, Electronics, Manual/Skilled Trades, Mechanical/Fixing, Nature/Outdoors
- **Investigative**: Numbers, Science
- **Artistic**: Arts/Crafts, Performing/Entertaining, Writing
- **Social**: Child Care, Medical Service, Religious Activities, Social Service, Teaching
- **Enterprising**: Business, Sales
- **Conventional**: Clerical/Clerking, Food Service, Office Practices

Occupational Scales

These scales match an individual’s likes and dislikes to those of people who have been satisfactorily employed in an occupation for a number of years. Respondents receive scores on each of the 91 occupations grouped according to the General Themes. The Occupational Scales include skilled trades, and technical and service professions.

Nonoccupational Scales

Nonoccupational Scales include:

- Educational Orientation
- Fine Arts-Mechanical
- Occupational Extroversion/Introversion
- Variability of Interests
Help students and adults identify career options that match their interests.

The Career Assessment Inventory–Enhanced Version is used by guidance counselors and career advisers to help students and adults develop career and study plans, and by psychologists and human resource professionals to advise individuals on career development.

Users & Applications
The Career Assessment Inventory–Enhanced Version can be used to help:

• Teach students to focus on the patterns of interest that are important in making educational and occupational choices

• Guide high school and college students in identifying career directions and major areas of study

• Advise individuals who are re-entering the workforce, considering a career change, or who have been displaced

Features & Benefits

• Provides scales for 111 occupations that require varying amounts of post-secondary education.

• Takes only about 40 minutes to complete.

• Graphic and narrative test reports can be shared with the student and the narrative report provides a three-page counselor’s summary.

• The inventory closely matches the distribution of professional and nonprofessional jobs in the labor force, making it well-suited for assessing groups with a variety of career aspirations (e.g., complete high school populations).

• Online administration available.

Norms
Reference samples for General Theme Scales, Basic Interest Area Scales, and Occupational Scales consisted of 900 employed adults and students. Norms for Occupational Scales were developed by scoring occupational subgroup samples independently.

Scoring & Reporting

Interpretive Report
This report presents several pages of graphs and narrative statements that explain the significant score elevations on each scale. It also provides additional reference information relevant to the highest scores, such as codes for the page references to the O*NET™ codes.
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This report provides a graphic depiction of the individual’s score on each scale. Information on how to interpret the results is also available.

Scales
The Administrative Indices reports response percentages for General Theme Scales, Basic Interest Area Scales, and Occupational Scales, and presents scores for Nonoccupational Scales.

General Theme Scales
These scales are based on the widely accepted RIASEC model.

Basic Interest Area Scales
Each of the General Occupational Themes is divided into the following 25 scales:
- **Realistic:** Animal Service, Athletics/Sports, Carpentry, Electronics, Manual/Skilled Trades, Mechanical/Fixing, Protective Service, Nature/Outdoors
- **Investigative:** Mathematics, Medical Science, Scientific Research/Development
- **Artistic:** Creative Arts, Performing/Entertaining, Writing
- **Social:** Community Service, Education, Medical Service, Religious Activities
- **Enterprising:** Law/Politics, Management/Supervision, Public Speaking, Sales
- **Conventional:** Clerical/Clerking, Food Service, Office Practices

Occupational Scales
These scales match an individual’s likes and dislikes to those of people who have been satisfactorily employed in an occupation for a number of years. Respondents receive scores on each of the 111 occupations grouped according to the General Themes.

Nonoccupational Scales
Nonoccupational Scales include:
- Educational Orientation
- Fine Arts-Mechanical
- Occupational Extroversion/Introversion
- Variability of Interests

Scores for these scales as well are reported in the Administrative Indices, which also include response percentages for the General Theme Scales, Basic Interest Area Scales, and Occupational Scales.
Parallel skill scales add greater insight.

The CISS inventory includes interest scales that help assess an individual’s interest in occupational areas and provide a comparison to people who are happily and successfully employed in those fields. The CISS instrument goes beyond traditional inventories by adding parallel skill scales that present an estimate of the individual’s confidence in his or her ability to perform various occupational activities. Together, the two types of scales provide more comprehensive and richer data than interest scores alone.

Users & Applications

Counselors, school psychologists, career advisers, and human resource professionals in business and educational settings can use the CISS survey to help:

• Explore new avenues in career development for clients and students
• Pinpoint areas of academic study that can build skills and increase career options for clients
• Support personal counseling by identifying occupations or vocations that may meet the individual’s needs
• Advise displaced and transitioning employees in outplacement programs

How to Use the Career Planner

The CISS Career Planner leads individuals through a thoughtful analysis of their CISS results and helps them translate those results into specific actions. This tool helps individuals analyze work and education as they relate to their values and priorities.

Internet Version

For the online demo, please visit: Profiler.com/Career/Admin

The Internet version of the CISS—which includes an innovative test management system, access to online scoring capabilities for counselors, and an expanded CISS Career Planner—adds new dimension to this dynamic, popular instrument.

Features & Benefits

• The use of both traditional interest scales and parallel skill scales helps individuals gain a more thorough understanding of suitable career options.
• Combined gender scales allow for the broadest interpretation of survey results.
• The CISS uses easily understood, contemporary terms.
• Test items reflect a respect for individuals of different gender, race, religion, and national origin.

“\text{"This collection of career planning materials (CISS® Profile Report and CISS Career Planner) provides crucial information to help you manage your career.”}”

U.S. News and World Report
Norms

The CISS instrument was standardized using a reference sample of 5,225 employed men and women representing a wide array of occupations and ethnic backgrounds.

Scoring & Reporting

Individual Profile Report

The profile report includes numerical and graphical representations of results; narrative comments; recommendations for vocations that the respondent should pursue, avoid, explore, or develop; and a two-page summary for use by the career counselor.

Scales

Orientation Scales

The seven Orientation Scales are based on Dr. Campbell's model for occupational orientations. These orientations generally correspond to the widely accepted RIASEC themes.

Basic Scales

The 29 Basic Scales, which represent parallel interest and skill scores, divide the Orientation Scales into the following categories: Influencing, Organizing, Helping, Creating, Analyzing, Producing, and Adventuring.

Occupational Scales

These 60 scales focus on a variety of careers that require post-secondary education.

Materials & Pricing

Q Local™ Scoring & Reporting Software

Q Local Software Annual license fee (required).
See PsychCorp.com for more information. CD-ROM (Win)

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Additional Materials

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Internet Scoring Service

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Mail-in Scoring Services

Please visit PsychCorp.com for more information and pricing.

Spanish Materials

Please visit PsychCorp.com for more information and pricing.

Call 800.627.7271 for quotes on larger quantities.
For system requirements, please visit PsychCorp.com

Administered by a broad range of professionals, the MIPS Revised test provides a comprehensive, up-to-date evaluation that surpasses the scope of many other normal personality assessments by helping you measure Motivating, Thinking, and Behaving Styles.

Users & Applications

Career counselors, human resource specialists, development leaders, and other professionals use this test in a variety of settings, including:

- Employee selection, as a pre-offer screening tool
- Employee assistance programs
- Leadership and employee development programs
- Career planning for high school and college students

Contents & Administration

The MIPS Revised addresses three key dimensions of normal personality that could help to determine a suitable and fulfilling career area:

- Motivating Styles
- Thinking Styles
- Behaving Styles

Features & Benefits

- Can be completed in less than 30 minutes
- Provides a theoretically grounded instrument

Norms

The test provides separate norms for adults and college students, and for both separate and combined genders. The adult sample consisted of 1,000 individuals (500 females, 500 males) between the ages of 18 and 65. The college sample consisted of 1,600 students (800 males, 800 females), selected from 14 colleges and universities to be representative of a college student population in terms of ethnicity, age, year in school, major area of study, region of the country, and type of institution.
Online Career Exploration System
provides convenience and flexibility

The CDM® Internet is the online version of the award-winning® CDM®-R: The Harrington-O’Shea Career Decision-Making® System–Revised.

• Use this new online delivery system to help middle school and high school students explore interests and possible career paths.

• With the convenience and flexibility of Internet access, students can complete the CDM Internet at school or at home.

• The easy-to-navigate CDM Internet site allows students to complete a self-assessment of their abilities, work values, school subject preferences, and interests. Students can link directly to relevant job descriptions, training requirements, job outlooks, and national wages.

• The printer-friendly CDM Internet Interpretive Report provides each student with individualized results.

For more information, see pp. 10–11 and CDMInternet.com

*2002 Exemplary Practices Award, Association for Assessment in Counseling

Try it for free!
Call 800.627.7271, mention code XTZ and receive a free trial!
IDEAS™
IDEAS: Interest Determination, Exploration and Assessment System®
See pp. 6–7

CDM®-R
The Harrington-O’Shea Career Decision-Making® System—Revised
See pp. 8–9

CDM® Internet
See pp. 10–11

Career Assessment Inventory™—Vocational Version and Enhanced Version
See pp. 12–15

CISS®
Campbell™ Interest and Skill Survey
See pp. 16–17

MIPS® Revised
Millon™ Index of Personality Styles Revised
See p. 18

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