

Picture Interest Career Survey

Picture Guide



The *Picture Interest Career Survey* is a language-free assessment of occupational interests. It uses the RIASEC occupational interest theory developed by John Holland as its theoretical framework. The following page contains a list of *possible* job titles for each of the items on the *PICS* assessment. However, administrators should note that pictures are not meant to represent individual *jobs* so much as specific *work tasks* that may be performed in a variety of jobs or by individuals with various job titles.

Be aware that individuals taking the assessment are encouraged to choose the picture that they find most interesting, not based on the job title(s) it represents, but because of the work task being performed. The purpose of the assessment is to have respondents assess their overall occupational interests--not to choose a particular occupation itself. For that reason there are many similar work tasks, which may represent a repetition of jobs. Therefore, it is not in respondents' best interest to be told what job the picture represents, only what task is being done by the person in the picture. For this reason, the list of occupations that follows is for administrator use only.

Also be aware that items are scored based on their *secondary* RIASEC code. For more explanation of how the assessment works, please see the Administrator's Guide available online at <http://www.jist.com/shop/web/assessment-guides>. There you will find information on each item's designation, as well as a discussion of how the assessment itself was created and tested.

Item #	A	B	C
1	Radiologist	Barber	Chemist
2	Data entry worker	Truck driver	Car salesperson
3	Dancer	Police officer	Auditor
4	Firefighter	Flight attendant	Social worker
5	Veterinarian	Athletic coach	Cable repairperson
6	Safety inspector	Aid to the elderly	Sculptor
7	Journalist	Cashier	Judge
8	Rehabilitation worker	Psychologist	Plumber
9	Crossing guard	Photographer	Heavy machine operator
10	Meteorologist	Auto mechanic	Delivery person
11	Day care worker	Radio announcer	Librarian
12	Chiropractor	Bus driver	Insurance salesperson
13	Police detective	Politician	Conductor
14	Business executive	Tax filer	Machinist
15	Stock broker	Interior decorator	Surveyor
16	Cafeteria worker	Construction worker	Landscaper
17	Pilot	Researcher	Bank teller
18	Landscape architect	Shoe salesperson	Nurse
19	Pharmaceutical salesperson	Comedian	Accountant
20	Farm worker	Nurse practitioner	Optometrist
21	Computer support person	Teacher	Fashion designer
22	Agricultural inspector	Drafter	File clerk
23	Travel agent	Physical therapist	Fashion model
24	Grocery clerk	Repairperson	Carpenter
25	Actor	Surgeon	Manicurist
26	Sound engineer	Tailor	Camera operator
27	Service technician	Transcriber	Gardener
28	Ice-cream salesperson	Ticket agent	Mechanic
29	Singer	House painter	Musician
30	Counselor	Painter	Retail salesperson
31	Administrative assistant	Real estate agent	Computer programmer
32	Television repairperson	Bricklayer	Cosmetologist
33	Painter	Auto mechanic	Art instructor
34	Broadcast technician	Floral designer	Newscaster
35	Architect	Executive assistant	Home healthcare worker
36	Mail carrier	Ophthalmologist	Pharmacist