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Inventories Introduction

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Inventories Introduction

To take an inventory, click on its name on the top.

The interest, abilities and work-values inventories can help you learn more about yourself. Results from the interest inventory will suggest which career areas (groups of similar occupations) best fit your interests. Results from the abilities inventory will suggest career areas that best fit what you estimate your abilities to be. Results from the values inventory will suggest career areas that are more likely to contribute to your work satisfaction.

The results of each inventory will be presented as career areas on the World-of-Work Map. To learn more about the World-of-Work Map, click on the "WWM Tour" button below.

You can take any or all 3 of the inventories. As you complete each inventory, you will see your results. Then you may choose another inventory or go to another part of DISCOVER.

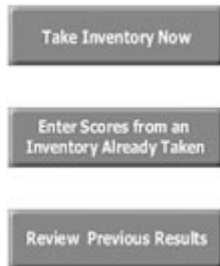
DISCOVER Tour WWM Tour Site Map Site Search

The "Inventories" section offers three types of inventories: Interests, Abilities, and Values. All three of these are interpreted by relating the response to the World-of-Work Map. The "Inventories Summary" presents the results of all three inventories (if all three have been taken) represented on a single copy of the World-of-Work Map. This allows users to compare the implications of their interests, abilities, and values, and decide how important each of these is in their career planning.

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Take Now or Already Taken

Take Now or Enter Results from an Inventory Already Taken?



Each of these inventories may be taken online (answer the question on the screen). Each also offers an option to enter information from paper. Printable versions of each of these three inventories are available in "Support Materials." Printing and duplicating them allows a whole class or group to take one of these inventories simultaneously without a computer, then enter responses later. This separates the step of reading the questions and pondering a response from the step of operating a computer. In some settings, this may improve responses and/or save computer resources.

It is also possible that users will have taken a different inventory of the same type previously. Eleven different interest inventories and eleven different abilities/achievement tests can be entered. Interest inventories lead directly to results displayed on the World-of-Work Map.

Entering the scores from an abilities test leads to the presentation of the Inventory of Work-Relevant Abilities online. For an explanation of why this happens, see the Professional Manual section on [the Inventory of Work-Relevant Abilities](#).

The Inventory of Work-Relevant Values is unique to DISCOVER, so users may enter their responses from the printed inventory or take it online. There are no other comparable inventories from which scores can be entered.

Occasionally, users forget to print or otherwise record their results. In that case, the user will want to see his/her results without taking the inventory again.

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Repeated Inventory

Continue Where You Left Off or Start Over?



This screen allows the user to go directly to the results. This screen is presented when the user starts the inventory but does not complete it. If the user returns to complete the inventory within two weeks, the user is allowed to start where he/she left off rather than starting at the beginning. This screen does not show up when the user enters scores from inventories already taken. In that case, previously entered or imported scores are automatically displayed so the user can verify that they are correct or edit them. This is done on a single screen, so it is easy to change previous answers.

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Online Interest Inventory



The online version of the UNIACT Interest Inventory displays an activity, a picture illustrating the activity, and the three options: Dislike, Indifferent, and Like. There are 90 items and the user must answer all of them before seeing results. Users can back up at any time to change a previous answer.

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Online Abilities Inventory



The online version of the Inventory of Work-Relevant Abilities presents four images, a description of the item, and points to consider when selecting an answer. The user is

asked to compare him/herself to all other people of similar age, not just to a select group such as students admitted to the same college. All responses are on a scale of:

- High (upper 10%)
- Above Average (upper 25%)
- Average (middle 50%)
- Below Average (lower 25%)
- Low (lower 10%)

Review Your Abilities Ratings

Ability	Low	Below Average	Average	Above Average	High
1. Meeting People (Social)					<input checked="" type="checkbox"/>
2. Helping Others			<input checked="" type="checkbox"/>		
3. Sales				<input checked="" type="checkbox"/>	
4. Leadership/Management				<input checked="" type="checkbox"/>	
5. Organization		<input checked="" type="checkbox"/>			
6. Clerical			<input checked="" type="checkbox"/>		
7. Mechanical				<input checked="" type="checkbox"/>	
8. Manual Dexterity					<input checked="" type="checkbox"/>
9. Numerical	<input checked="" type="checkbox"/>				
10. Scientific					<input checked="" type="checkbox"/>
11. Creative/Artistic				<input checked="" type="checkbox"/>	
12. Creative/Literary			<input checked="" type="checkbox"/>		
13. Reading				<input checked="" type="checkbox"/>	
14. Language Usage				<input checked="" type="checkbox"/>	
15. Spatial Perception					<input checked="" type="checkbox"/>

Next

After responding to the 15 abilities items, users see a summary screen on which they can change their responses before scoring. To change an answer, just click on the correct box. To see a description of the item, put your mouse over the item.

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Online Values Inventory

Inventory of Work-Related Values
 Category: Work Settings



Working in an Office - Working in an office setting most of the time.

Don't Want 0
 Not Important 1
 Somewhat Important 2
 Very Important 3

The online Inventory of Work-Relevant Values lists one of four categories, provides 4 pictures to illustrate the value, describes the value, and asks for a rating from "Don't Want" to "Very Important."

Review Your Work-Relevant Values Ratings				
Categories/Values	Value Ratings			
	Don't Want 0	Not Important 1	Somewhat Important 2	Very Important 3
Work Settings: Values in this category are related to the environment in which you work.				
Public Contact				
Working Separately				
40-Hour Week				
Working Outside				
Flexible Hours				
Working in an Office				
Safety				

Then, the user sees a summary of his/her responses after rating the 22 values and has the opportunity to change ratings. To change an answer, click on the box of the desired response. To see a description of an item, move your mouse over the item.

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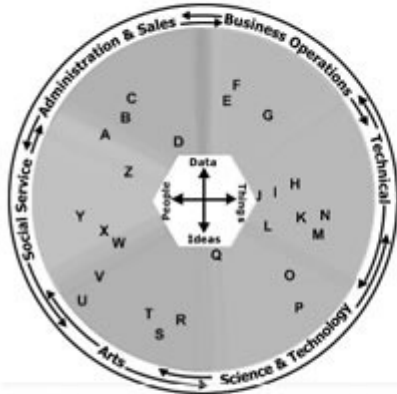
Inventory Results

All inventory results are reported on the World-of-Work Map. Before the user sees any results, the user must see the [World-of-Work Map Tour](#). The user can click "Close" to end this sequence at any time. When the slide show is finished, the results will be displayed.

Values Inventory Results

World-of-Work Map

The World-of-Work Map below shows the locations of all 26 career areas (groups of occupations). Career areas differ in how much they involve working with Data, Ideas, People, and Things.



Your Results:

Career areas in line with your responses are listed as **My Results**.

- Be sure to explore occupations in these career areas as you make career or educational plans.
- Your values may change with more education and experience.
- Click "Next" to see more information about using your value ratings to make career and educational plans.

My Results

W [Health Care](#)
X [Education](#)
Y [Community Services](#)
Z [Personal Services](#)

[List Occupations in These Career Areas](#)

Other Career Areas

Administration & Sales

A [Employment-Related Services](#)
B [Marketing & Sales](#)
C [Management](#)
D [Regulation & Protection](#)

Business Operations

E [Communications & Records](#)
F [Financial Transactions](#)
G [Distribution & Dispatching](#)

Technical

H [Transport Operation & Related](#)
I [Agriculture, Forestry & Related](#)
J [Computer & Information Specialties](#)
K [Construction & Maintenance](#)
L [Crafts & Related](#)
M [Manufacturing & Processing](#)
N [Mechanical & Electrical Specialties](#)

After the World-of-Work Map Tour, the user sees the above report with the World-of-Work Map on the left and suggested career areas on the right. All career areas on the right are links. Click one to see a list of occupations in that career area, or click the "List Occupations in These Career Areas" button following the suggested career areas to see the list of occupations included in all recommended career areas.

Printing this report is recommended.

The Inventory of Work-Relevant Values offers two additional pages of information. Clicking "Next" on the bottom of the Inventory Results page will take you to a screen like the one below.

Values Inventory Results

Your work-relevant value ratings are shown in four categories below. Keep in mind that occupations differ by setting, tasks, preparation, and opportunities. As you explore occupations, be sure to keep in mind the values you have rated somewhat to very important, as well as those you don't want.

Categories/Values	Value Ratings				More Info
	Don't Want 0	Not Important 1	Somewhat Important 2	Very Important 3	
Work Settings: Values in this category are related to the environment in which you work.					
Working in an Office					<input type="checkbox"/>
Public Contact					<input type="checkbox"/>
Safety					<input type="checkbox"/>
Working Outside					<input type="checkbox"/>
40-Hour Week					<input type="checkbox"/>
Working Separately					<input type="checkbox"/>
Flexible Hours					<input type="checkbox"/>

On the above screen, the user can select any number of values and click "Show Information."

To print this information, click "File" and select "Print" on your browser. To save as a file, click "File" and select "Save As". Change the suggested file name to a meaningful name with the extension ".HTML".

Inventory of Work-Relevant Values Results

When you are considering occupations, it is important to see if they fit your values. To do this, you need to look closely at occupational information. Be sure to use the "Occupations" section of DISCOVER.

Below are the values you chose to explore, as well as the kinds of questions that you should keep in mind to decide if the occupation is for you, and examples of occupations that satisfy those values.

Values	Sample Questions	Examples of Occupations
Working in an Office	Do people in this occupation typically work in an office setting?	Administrative Assistant/Executive Secretary
	How much time, if any, do people spend away from the office in this occupation?	Editor Office Manager
Safety	Would this occupation expose me to dangerous conditions? If so, what conditions?	Musician (Instrumental) Locksmith
	What is the safety record for this company?	Employment Interviewer

The user will then see a list of questions and sample occupations related to this value. The questions could be asked during a job interview or while reading occupational information to identify jobs that would satisfy this value. The sample occupations help in visualizing jobs in which the value is satisfied.

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Unclear Pattern Inventory Results

Interest Inventory - Unclear Pattern

- Your interest inventory responses do not show a clear pattern.
- The six career clusters are show below.
- To review the meaning of a career cluster, move your mouse over its name. To choose a career cluster for exploration, click on it.
- At this point, your options are:
 - Select one of these career clusters.
 - Take the interest inventory again.
 - Take the abilities or values inventory.

CAREER CLUSTER
Social Service (S)
Administration & Sales (E)
Business Operations (C)
Technical (R)
Science & Technology (I)
Arts (A)

Some users will see the Unclear Pattern message when they complete the inventory. This message indicates that the user's responses do not indicate a clear pattern. The user can select one of the six clusters to see a report that reflects this decision. Click on a cluster to select it. In the example above, all clusters were tied for first place. The user could choose any of those clusters and go forward.

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Inventories Already Taken

Interests Inventories Already Taken

UNIACT from Printed Form	The interest inventory on a printed form
UNIACT from an ACT Test	The interest inventory taken in any other version of DISCOVER or any ACT test, such as EXPLORE, PLAN, ACT, etc.
CAI	The Career Assessment Inventory
CDM	The Career Decision-Making System
COPS	The Career Occupational Preference System
SOS	The Self-Directed Search
SII	The Strong Interest Inventory

The user who decides to enter interest scores from an inventory already taken will see the above choices.

Abilities Inventories Taken On Paper

IWRA from Printed Form	The abilities inventory on a printed form
IWRA from an Other Program	The abilities inventory from other versions of DISCOVER or ACT's Career Planning Survey
ACT	The ACT college entrance test
ASSET	A test taken on paper when entering college
COMPASS	A test taken on computer when entering college
EXPLORE	An achievement test taken in 8th and 9th grade
PLAN	An achievement test taken in 10th grade
ASVAB	The Armed Services Vocational Aptitude Battery
CAPS, computer	Career Ability Placement Survey scored by a computer
CAPS, hand	Career Ability Placement Survey scored by hand
DAT	The Differential Aptitude Tests

The above choices are offered to the user who decides to enter abilities scores from inventories or tests already taken.

The user who chooses to enter values scores from an inventory already taken will not see a list of options, because there is only one option for values. After completing the printed form of the Inventory of Work-Relevant Values, those responses can be entered. If they have been imported from another version of DISCOVER, then can be reviewed and scored.

Career Decision-Making System

Crafts	<input type="text"/>
Scientific	<input type="text"/>
The Arts	<input type="text"/>
Social	<input type="text"/>
Business	<input type="text"/>
Office Operations	<input type="text"/>
<input type="button" value="Submit"/>	

Selecting an interest, abilities, or values inventory will lead to a screen like the one above on which the topics are listed with a space to enter a score or response from the inventory already taken. If the user selected any interest inventory, either the first or second option on the abilities inventory choices, or the values inventory, after entering scores, the user will see the World-of-Work Map Tour if the user has not previously seen it, then the inventory results. If the user enters scores from the third through eleventh options on the abilities inventory list, the user will see the online Inventory of Work-Relevant Abilities.



Scientific - Understanding science laws; doing science course work.

What to consider:

- Your ability to use math rules and formulas; to understand articles or TV programs on science, health, or technology.
- How you did in classes such as general science, chemistry, biology, etc.

Your score on the ACT test indicates your ability is in the upper 10%

Rate your ability compared to other people your age:



For all ability or achievement tests, scores entered are used to inform the choices the user makes, but they do not take the place of completing the Inventory of Work-Relevant Abilities. When the user sees the Inventory of work-Relevant Abilities, items that relate to scores entered will contain an additional message, such as the one shown above related to an ACT test score.

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Inventory Summary

My Inventories Summary

World-of-Work Map

The World-of-Work Map below shows the locations of all 26 career areas (groups of occupations). Career areas differ in how much they involve working with Data, Ideas, People, and Things.

Key to Columns and Inventories Completed:
 + = My favorites
 I = Interests
 UNIACT Interest Inventory (online)
 A = Abilities
 Inventory of Work-Relevant Abilities (online)
 V = Values
 Inventory of Work-Relevant Values

Think About Next Steps

My Results	
Career Areas	I A V
G. Distribution & Dispatching	I A
D. Regulation & Protection	I
E. Communications & Records	I
* F. Financial Transactions	I
J. Computer & Information Specialties	V
O. Engineering & Technologies	A
P. Natural Science & Technologies	A
R. Medical Diagnosis & Treatment	V
S. Social Science	V
Y. Community Services	V

Other Career Areas	
Administration & Sales	
A. Employment-Related Services	
B. Marketing & Sales	
C. Management	
Technical	
H. Transport Operation & Related	
I. Agriculture, Forestry & Related	
K. Construction & Maintenance	

The Inventory Summary displays a combined list of career areas and indicates which inventory(ies) recommended the career area. Users should be encouraged to print this report and discuss it with a counselor. If their responses to the inventories do not present

a cohesive picture, they may need some assistance in going forward. Please read the advice on [Using DISCOVER for Career Counseling](#) for more information on how to help users.

Clicking on the "Think About Next Steps" button on the upper right of the screen gives the user an opportunity to summarize reactions to the inventories and plan what to do next. Their summary appears at the bottom of the page under "My Thoughts and Next Steps."

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Inventory and Test Score Summary

Inventory & Test Score Summary

Interest Inventory Results:

UNIACT Interest Inventory

CAREER CLUSTER	Stanine Scores								
	Lower Quarter			Middle Half			Upper Quarter		
	1	2	3	4	5	6	7	8	9
Administration & Sales (E)									
Business Operations (C)									
Technical (R)									
Science & Technology (I)									
Arts (A)									
Social Service (S)									

Career Areas: H, I, J, K, L, M, N

Self-Directed Search (SDS) Raw Scores:

R:	20	I:	25
A:	28	S:	21
E:	17	C:	15

Career Areas: O, R, S, T, U, V

Users can also get a list of the inventory scores and results they entered by asking for an "Inventory and Test Scores Summary" while viewing the Inventories Summary. This report is part of their Career Portfolio and provides additional background information that may be most helpful to counselors.

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Inventory FAQ

Frequently Asked Questions

- [What should I do if my inventory results are unclear?](#)
- [Is it unusual to answer "dislike" to most of the interest inventory questions?](#)
- [Why doesn't the interest inventory have questions like "Do you want to be a computer programmer?"](#)
- [Instead of a list of career areas, why doesn't DISCOVER give me a list of occupations that I'm most likely to enjoy?](#)
- [Does the DISCOVER program save the results from the inventories I took? Is there any way that I can access my results or would I have to go and take the inventory again?](#)
- [Why should I rate my own abilities?](#)
- [The interest inventory and abilities inventory seem familiar. Are they in other programs or tests?](#)
- [The results from an inventory do not seem right for me. Why might that be?](#)

The Inventory FAQ contains answers to questions frequently asked by users about the inventories.

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DISCOVER, Internet Version, Support Materials
Inventories Section

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