

Assess vocational interests and work needs with the

OCCUPATIONAL INTEREST PROFILE+

for young people over 15 and adults

OIP+

The OIP+ provides a comprehensive assessment of vocational interests and personal work needs. The vocational interests assess work areas which an individual would enjoy (e.g., administrative, persuasive, practical, etc.), whereas the work needs assess an individual's personal needs within a chosen area of work (e.g., need for variety, structure, people, etc.). Suitable for use with a wide range of occupational and professional groups, the OIP+ can be used as a careers guidance tool with school leavers or recent graduates. It can be used to facilitate outplacement decisions or help professionals explore new career directions.



WHAT THE OIP+ MEASURES

The OIP+'s 128 items produce scores for sixteen scales; eight measuring personal work needs and eight measuring occupational interests. The characteristics assessed by the OIP+ have been selected on the basis of extensive research demonstrating both their validity, and their relevance to careers guidance and counselling. The test-user can therefore be confident that the OIP+ is measuring occupational interests that are relevant to the modern work place, and meaningful aspects of personality, that will facilitate career guidance. The OIP+ has been designed so that it can be used on its own, or combined with measures of general reasoning ability, or specific work aptitudes, to produce a comprehensive careers assessment.

OIP+ REPORTS

OIP+ reports have been designed to fully integrate the results of the different elements of the battery (i.e. the occupational interests and personal work needs scales) into one report which facilitates career choice. The reports can be used by a careers counsellor, to aid the guidance process, or can be used by the client to facilitate insight and promote self-exploration. In addition to exploring the implications that the client's vocational interests and personal work needs have for their career choice, the OIP+ report also produces a detailed list of career suggestions based on the person's profile. The narrative report, and suggested career choices, fully integrate aptitude data (where this has been collected), to produce a comprehensive, holistic assessment.

OIP+ INTEREST SCALES

- Artistic
- Practical
- Scientific
- Administrative
- Nurturing
- Logical
- Persuasive
- Managerial

OIP+ PERSONAL WORK NEEDS SCALES

- People
- Stability
- Openness
- Independence
- Control
- Material Reward
- Excitement

The OIP+ is quick to administer, taking just 15 minutes to complete. (Additional time is required if aptitude tests are also administered.) It produces a comprehensive and detailed career-oriented assessment. The battery is psychometrically sound and an excellent tool for individuals who are thinking about their career direction, or for those who are engaged in vocational guidance and counselling or managerial outplacement.

Qualification

Level A

Duration

15 minutes + administration time

Genesys3 Credits

2



Mediator StyleTraining