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Skills, Competencies and Vocational Interests of persons with disabilities – Assessment Tool

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Introduction

- **Adolescence** is mainly the crucial age for decisions concerning professional careers.
- **Adulthood**, however, can also be a point of great importance for decisions related to the career, as self-awareness that can be achieved through age, can lead to more mature vocational choices.

- Often, **adults**:
 - are redefining their goals,
 - are re-evaluating their abilities and skills, and
 - finally choose a different career from the one initially chosen.

- The personality appears to play an important role to the choice of a person's career path.
- The aim of the vocational orientation is to match individual's abilities with data that characterize different professions.
- One of the assessment tools used for vocational orientation is the questionnaire of Holland, which is based on Holland's theory.

Holland's theory

- Holland's theory is one of the most popular career theories.
- According to this theory, individuals whose personality agrees with their occupational choice appear to:
 - take more satisfaction from their work,
 - progress more quickly in their work,
 - remain for a longer time in their work, and
 - be more productive.

- Holland named **6 places of interest** for working environments and personality types.
- According to this classification, the matching of individuals main interests with corresponding occupational characteristics, can lead to successful professional choices.

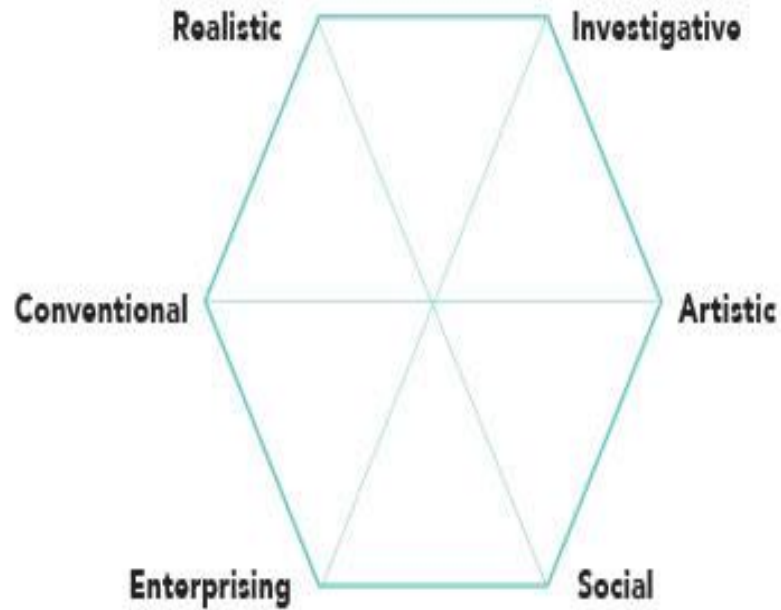
- These places of interest are shown in the form of a **hexagonal model**, which embraces the following types:
- **R**ealistic,
- **I**nvestigative,
- **A**rtistic,
- **S**ocial,
- **E**nterprising,
- **C**onventional,

attributed as **RIASEC** (Figure 1).



Figure 1: Holland's Hexagonal Model

Reproduced from the *You and Your Career* booklet by John L. Holland, Ph.D. Copyright © 1994 by Psychological Assessment Resources, Inc.



Relationships between the personality types and the environments

Closest to the:

- Realistic type are **Conventional** and **Investigative**.
- Investigative type are **Realistic** and **Artistic**.
- Artistic type are **Investigative** and **Social**.
- Social type are **Artistic** and **Enterprising**.
- Enterprising type are **Social** and **Conventional**.
- Conventional type are **Realistic** and **Enterprising**.

Relationships between the personality types and the environments

More far apart to the:

- Realistic type is the **Social**.
- Investigative type is the **Enterprising**.
- Artistic type is the **Conventional**.
- Social type is the **Realistic**.
- Enterprising type is the **Investigative**.
- Conventional type is the **Artistic**.

Holland's Questionnaire

- Holland, applying his theory, developed the **Self-Directed Search (SDS) questionnaire**.
- SDS is also an assessment tool **for people with disabilities**, as it has already been applied in researches to people with disabilities, such as adults with deafness (Furlonger, 1998) and visual impairments (Winer, White, & Smith, 1987).

- The SDS is an assessment tool for both adolescents and **adults**,

as it can be a **useful tool** for people who are already integrated in the labor market and would like to examine other occupational paths.

- **Employers** can also apply the SDS Questionnaire of Holland to their employees and to their staff in general, in order to identify their skills and to place them to more suitable to them positions.
- **Employers** that place their employees in job positions that interest them, provide them with motivation to be:
 - more productive, and
 - more dedicated to their workplace.

- The SDS Questionnaire of Holland can be completed by the interested person without the necessary help of a vocational expert.
- The required time for its completion is approximately 30 to 45 minutes.

Forms of SDS

- The basic and most complete form of the SDS is the R form.
- Apart from that form there are also other forms such as E and CP.
- Specifically, Form E, is the most simplified of all forms, is addressed to people with difficulty reading and elementary school education, while the CP form, which is a shorter version of SDS is addressed to companies and individuals with a high school educational level and above.

Structure of the Questionnaire

- SDS consists of the following parts:
 - The SDS Assessment Booklet,
 - The Occupations Finder,
 - You and Your Career booklet,
 - The Educational Opportunities Finder, and
 - The Leisure Activities Finder.

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Thank you

