

Chapter 13

DEVELOPMENT of the VETERANS and MILITARY OCCUPATIONS FINDER™ (VMOF™): A New Career Counseling Tool for Veterans and Military Personnel

by **Melissa Messer and Jennifer Greene**

John Holland's RIASEC theory posits that most people and occupations resemble a combination of six personality types. Our veteran population is facing many unique career challenges, such as high unemployment rates and transitioning to the civilian workforce. In attempt to address these challenges, a new resource, the Veterans and Military Occupations Finder™ (VMOF™), was developed utilizing Holland's typology. The VMOF includes two sections, the Military Occupations Index and the Military to Civilian Occupations Crosswalk. The Military Occupations Index lists Military Occupational Classifications (MOCs) along with a corresponding two-letter Holland Occupational Code (HOC). The Military to Civilian Occupations Crosswalk lists MOCs along with corresponding civilian occupations and two-letter HOCs. In order to gain a better understanding of typical military users, the Holland codes and occupational aspirations of 28 active and retired members of the military were analyzed. In females, S (Social) was the most common code, followed by I (Investigative), C (Conventional), and E (Enterprising). For males, R (Realistic) was most prevalent, followed by S (Social), E (Enterprising), and I (Investigative). It is important to note that the pattern among males reflects the pattern found among the occupations in the VMOF, whereas the pattern among females is consistent with previous findings about RIASEC gender differences. Given this evidence, recommendations for career professionals working with the veteran and military population are discussed.

John Holland's RIASEC Typology

John Holland's RIASEC theory has been described as the most comprehensively studied career theory (Brown & Lent, 2013; Nauta, 2010; Spokane & Cruza-Guet, 2005). Arguably, no theory of career development has had a greater influence on the practice of career counseling and education than Holland's (Rayman & Atanasoff, 1999). The concept of

this theory is that most people resemble a combination of six personality types. Each of the six types is defined by a specific set of interests, preferred activities, beliefs, abilities, values, and characteristics. The six types are known collectively as RIASEC types: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional.

Figure 1 [see Appendix] describes each of the six RIASEC types.

One of the unique features of the theory is how easily it can be applied to a variety of populations. A recent review of the literature related to Holland's theory from 1953-2007 revealed 746 citations related to its use with specific populations and 1,299 citations regarding applications of the theory (Foutch, McHugh, Bertoch, & Reardon, 2014). Within the extensive body of literature on Holland's theory, there is a considerable amount of empirical data to support Holland's RIASEC typology among persons and environments. Specifically, studies have been conducted with several different age groups, ethnicities, and genders (e.g., Betz & Gwilliam, 2002; Darcy & Tracey, 2007; Edwards & Whitney, 1972), as well as various other groups including high-risk middle school students, high school students, and college students (e.g., Gottfredson & Holland, 1975; Osborn & Reardon, 2006; Zener & Schnuelle, 1976). A number of studies have also been conducted with international samples (e.g., Leung & Hou, 2001; Tuck & Keeling, 1980).

From his theory, John Holland developed several assessment instruments (e.g., Self-Directed Search [SDS; Holland & Messer, 2013a]; Vocational Preference Inventory [VPI; Holland, 1985]) and accompanied resource materials (e.g., You and Your Career [Holland & Messer, 2013c]; Occupations Finder [OF; Holland & Messer, 2013b]; Educational Opportunities Finder [EOF; Messer, Holland, & PAR Staff, 2013]). These instruments and resource materials are direct products of Holland's theory of personality types and environmental models, and they facilitate the use of the theory when working with clients.

Application of RIASEC Theory with Veterans

Although the instruments and materials developed by Holland can and are successfully used with a variety of clients, over the last several years, it has become clear that our veteran population is facing many unique challenges. One such challenge is evident in the high unemployment rate, which was 12.1 per cent as of 2011 (Stein-McCormick, Osborn, Hayden, & Van Hoose, 2013), and cited as high as 20.4 per cent for post-9/11 veterans between the ages of 18 and 24 in 2012 (Bureau of Labor Statistics, 2013). One major source of this challenge may be related to finding ways to apply skills developed in the military to civilian occupations. In an attempt to address the challenges veterans face transitioning to the civilian workforce, a new resource, the Veterans and Military Occupations Finder

(VMOF; [Messer, Greene, & Holland, 2013]), was developed utilizing Holland's typology. Similar to the other instruments and resources mentioned, this tool is a direct product of Holland's theory of personality types.

The VMOF can be used to ascertain which civilian occupations closely resemble specific military occupations and the corresponding assigned Holland Occupational Code (HOC). Generally speaking, it is often helpful to explore a client's prior work history to examine what they liked and disliked about their experiences. Using Holland's typology when examining these work experiences may help uncover patterns and/or discrepancies between a client's own Holland code and the code of specific occupations. This is equally, if not more important, when working with individuals with prior military work history. It may be challenging for these individuals to express details about their work history, especially if working with a counselor or other professional who lacks familiarity of military occupations. The VMOF serves as a crosswalk which provides counselors or other professionals with useful information regarding the Holland code types related to specific military occupations.

An individual could also use the two-letter Holland code associated with a military occupation (found in the VMOF) to explore a wide range of occupations in the SDS Occupations Finder (OF). For example, when using the VMOF, the position of Common Ground Station (CGS) Analyst in the Army is associated with the Holland code of I (Investigational) and E (Enterprising). By using the OF, an individual will find more than 40 occupations with IE as the first two-letters of a three-letter code. This includes occupations such as Medical Scientist (IER), Systems Analyst (IER), Safety Manager (IES), and Logistics Engineer (IEC).

It is also recommended that users explore the codes of their occupational aspirations. Occupational aspirations can be described as the occupations individuals have always thought about doing. To find the Holland Code associated with occupational aspirations, individuals would use the Alphabetized Index of the OF to search for occupational aspirations and determine the matching code for each. The aspirations code can then be used to compare to the code (or codes) identified in the VMOF and to explore other potential civilian occupations in the OF.

Users can also take this one step further by calculating their Aspirations Summary Code, the average of all codes associated with their occupational aspirations. It can be obtained by weighting the code letters of the user's expressed aspirations according to their position in the three-letter code (as 3, 2, or 1) and then summing the results from each letter across aspirations. See **Figure 2 [Appendix]** for an example of how to

determine an individual's Aspirations Summary Code. The Aspirations Summary Code in this example is SRIAEC (underlined letters are tied). The codes of SRI and SRA and their combinations (e.g., ISR, RSI, ARS, RSA, etc.) can now be used to explore other occupations with those codes.

Development of the Veterans and Military Occupations Finder

Recently, the Occupational Information Network (O*NET) initiated My Next Move for Veterans (<http://www.mynextmove.org/vets/>), a program for U.S. veterans who are current job seekers (O*NET, 2013). This online resource is designed to help veterans find civilian careers that are similar to the occupations they held in the military. A crosswalk between Military Occupational Classifications (MOCs) and O*NET occupations was created for the My Next Move for Veterans program that directly links MOC titles to O*NET occupational titles (O*NET, 2013). This crosswalk was utilized to develop the VMOF.

An expert panel provided feedback throughout the development process. The panel included five members who have either military experience and/or experience counseling clients with military histories. Feedback provided by the expert panel led to significant improvements in the original conceptualization of the VMOF. First, it was determined that only "active" military positions (as identified in the O*NET crosswalk database) would be included. Next, the panel recommended that one index would focus on providing HOCs for all MOCs for which reliable information could be obtained (the Military Occupations Index), and a second index would focus on the crosswalk between the MOC and O*NET occupations (the Military to Civilian Occupations Crosswalk). Using these two indexes, users can locate HOCs for military occupations and their corresponding civilian occupations. This allows users to better understand how they might apply the skills and abilities they developed in the military to potential civilian occupations with similar responsibilities.

The Military Occupations Index lists active MOCs from each of the five branches of military: Air Force, Army, Coast Guard, Marines, and Navy. MOCs are listed alphabetically by branch, and each MOC includes a corresponding two-letter HOC. The two-letter HOC listed in the Military Occupations Index provides a description of the military occupation. For example, the code IE for the Army MOC of Information Systems Technician means that Information Systems Technicians resemble the Investigative type most closely and the Enterprising type somewhat less. In this way, the codes describe an occupation by showing its resemblance to two personality types.

The two-letter HOC codes were assigned to each MOC by the authors and reviewed by the expert panel for accuracy. Military occupations were only included in this index if information about the occupation, such as work environment and responsibilities, could be obtained. For more information on the resources used to obtain occupational information, see Messer, Greene, and Holland, 2013.

The Air Force Military Occupations Index includes 168 military occupations. Air Force MOCs include a number denoting the skill level of the individual within the broad occupation code, which is represented in this section of the index with an “X” in the MOC column [see **Figure 3, Appendix**]. This section includes an additional skill level column which shows all available levels for each occupation code (1 = Helper, 3 = Apprentice, 5 = Journeyman, 7 = Craftsman, 9 = Superintendent, 0 = Chief Enlisted Manager). The Army Military Occupations Index includes 283 military occupations, the Coast Guard Military Occupations Index includes 81, the Marine Corps Military Occupations Index includes 430, and the Navy Military Occupations Index includes 80 military occupations. An example of the Army Military Occupations Index can be found in **Figure 4 [Appendix]**. **Table 1 [Appendix]** illustrates the breakdown of the number of occupations in each RIASEC category within each branch of the military. In all branches, with the exception of the Coast Guard, the most common code was R (Realistic), followed by E (Enterprising), and I (Investigative).

The Military to Civilian Occupations Crosswalk lists active MOCs from each of the five branches along with corresponding civilian occupations and two-letter HOCs [see **Figure 5, Appendix**]. Moreover, eight-digit O*NET codes can also be found in the crosswalk. These codes can be used to locate additional information for an occupation on the O*NET web site (O*NET, 2013). Users can search the O*NET crosswalk (www.onetonline.org/crosswalk) to explore occupations that correspond to their military positions. Under the military section, select the branch and then type in the MOC. The crosswalk search provides detailed information, including educational requirements, skills, activities, and related occupations.

The Military to Civilian Occupations Crosswalk includes information about civilian occupations taken from the Occupational Information Network (O*NET) database (2013). In this crosswalk, the HOC provides a description of the corresponding O*NET civilian occupations. For example, the Army occupation of Aircraft Electrician is linked to the civilian occupation of Avionics Technician, which was assigned the HOC RI. This means that Avionics Technician, a civilian occupation which is similar to Aircraft Electrician, resembles the Realistic type the most, fol-

lowed by the Investigative type. The two-letter HOCs were assigned to each O*NET civilian occupation in the same manner as the codes in the Military Occupations Index.

The Air Force Military to Civilian Occupations Crosswalk includes 153 military occupations with their corresponding skill level, civilian occupation, and two-letter HOC based on the civilian occupation. The Army Military to Civilian Occupations Crosswalk includes 392 military occupations, the Coast Guard Crosswalk includes 120, the Marine Corps Crosswalk includes 461, and the Navy Crosswalk includes 82.

Table 2 [Appendix] illustrates the breakdown of the number of occupations in each RIASEC category within each branch of the military. In all branches, with an exception of the Coast Guard, the most frequent code type for matched civilian occupations was R (Realistic), followed by E (Enterprising), and then both I (Investigative) and S (Social) came in third. This is a close match to the pattern that was identified when examining the Military Occupations Index of the VMOF.

Once the indexes were compiled and all two-letter codes were assigned, the expert panel reviewed the VMOF and provided feedback on the HOC assignments. Finally, two independent quality assurance specialists reviewed the VMOF to ensure the accuracy of the indexes.

Holland Codes within the Military/Veteran Population

As noted previously, both indexes of the VMOF contain many R (Realistic), I (Investigative), E (Enterprising), and S (Social) occupations. This information is very useful when thinking about the type of work experience veterans as a whole have had and as a result, work experiences they might not have had. The lack of experience and exposure to occupations that are associated with the other Holland types (i.e., A [Artistic], C [Conventional]) may have an impact on an individual's Holland Code and their Aspirations Summary Code, and therefore the type of options they consider when transitioning. This may even be more of an issue for women than men. When examining the most common Holland code types in women, S (Social), C (Conventional), and E (Enterprising) were found to be the most common types among a census matched standardization sample (n = 879); while men from this sample (n = 860) were found to have much more consistency with the prevalence found in military positions with I (Investigative), R (Realistic), and S (Social) being the most common (Holland & Messer, 2013a).

In order to gain a better understanding of these potential patterns, the Holland Codes and occupational aspirations of 28 active and retired members of the military were analyzed. **Table 3 [Appendix]** presents demographic information for this sample. **Table 4 [Appendix]** illustrates

the breakdown of participant Holland Codes, by males, females, and the total sample. This was calculated for their high point code (first letter of their Holland Code), for the second letter of their Holland Code, and the third letter of their Holland Code. It is important to note that for females, there were more S (Social) codes for the high point code than would be expected in this sample, with males having I (Investigative) as their most common high point code. These patterns are consistent with previous findings about RIASEC gender differences (Darcy & Tracey, 2007). R (Realistic) and C (Conventional) codes were most common for the second letter for males and females, respectively. S (Social) was the most common as the third letter for males, with I (Investigative) being most common for females. In addition, the high point code of their first listed occupational aspiration was also examined. Interestingly, there are distinctly more I (Investigative) occupations among both the males' and females' occupational aspirations than in their Holland Codes.

When examining the prevalence of each of the code types, regardless of position, and also considering their occupational aspiration code, for females, S (Social) was found to be the most prevalent (30.6 per cent), followed by I (Investigative) and C (Conventional) (both 22.2 per cent). For males, R (Realistic) was most prevalent (23.7 per cent), followed by S (Social) and E (Enterprising) (both 21.1 per cent). It is important to note that the pattern among males is similar to the pattern found among the occupations in the VMOF, whereas the pattern among females is consistent with previous findings about RIASEC gender differences (Darcy & Tracey, 2007). However, R (Realistic), I (Investigative), E (Enterprising), and S (Social) are still overall the most frequent codes and aspirations among this sample.

Conclusions

The higher prevalence of (R) Realistic, (I) Investigative, (E) Enterprising, and (S) Social types associated with military occupations, in addition to the data results illustrating a similar pattern of codes among a sample of military personnel and veterans, suggests that career counselors and specialists working with these clients should become familiar with these personality types, including common occupations and fields of study associated with each. It may also be helpful to explore trends among these occupations, the necessary training, and specific employers hiring for these types of positions. Some useful resources for obtaining this information include CareerOneStop (www.careerinfonet.org). Under the *State Information* is information about occupational trends at the state level, including each state's largest employers and links to state-specific career and labor market information (U. S. Department of Labor, Employment and Training Administration, 2014). O*NET (2013; www.onetcenter.org/overview.html) also provides state-specific employment trends, wages,

and job opening information for each occupation in the database. Lastly, it is important to note that women military personnel and veterans will likely have a larger discrepancy between their Holland Code and the codes of typical military positions and similar civilian occupations. Because of this, they may experience more difficulty than men transitioning to the civilian workforce and may be more likely to seek career counseling. They may also need additional help examining their aspirations and how they can relate their previous work experiences to their current occupational aspirations.

Summary

Overall, the VMOF can be a useful tool when working with both male and female veterans. This tool, along with the SDS and other Holland-based resources, allows for easy application of Holland's RIASEC theory in practice. The information provided here regarding prevalence of code types and differences among males and females can enhance career counselors' and specialists' understanding of this group of clients and may aid in their effectiveness of working with the veteran population.

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APPENDICES on the following pages:

Table 1

Table 2

Table 3

Table 4

Figure 1

Figure 2

Figure 3

Figure 4

Figure 5

Table 1: Frequency of Holland Code Types in the Military Occupations Index

Branch	Number of Occupations	R		I		A		S		E		C	
		n	%	n	%	n	%	n	%	n	%	n	%
Air Force	168	92	54.8	25	14.9	5	3.0	11	6.5	28	16.7	7	4.2
Army	283	96	33.9	77	27.2	10	3.5	20	7.1	68	24.0	12	4.2
Coast Guard	81	21	25.9	17	21.0	2	2.5	16	19.8	24	29.6	1	1.2
Marine Corps	430	181	42.1	31	7.2	16	3.7	46	10.7	198	45.8	18	4.2
Navy	80	49	61.3	15	18.8	1	1.3	6	7.5	4	5.0	5	6.3
Average	209	88	42.1	33	15.8	7	3.3	20	9.6	52	24.9	9	4.3

Table 2: Frequency of Holland Code Types in Military to Civilian Occupations Crosswalk

Table 2 Frequency of Holland Code Types in Military to Civilian Occupations Crosswalk													
Branch	Number of Occupations	R		I		A		S		E		C	
		n	%	n	%	n	%	n	%	n	%	n	%
Air Force	153	69	45.1	18	11.8	5	3.3	17	11.1	93	21.6	11	7.2
Army	392	140	35.7	110	28.1	5	1.3	69	17.6	56	14.3	12	3.1
Coast Guard	120	20	16.7	22	18.3	2	1.7	16	13.3	54	45.0	6	5.0
Marine Corps	461	232	50.3	51	11.1	16	3.5	59	12.8	71	15.4	32	6.9
Navy	82	50	61.0	2	2.4	1	1.2	15	18.3	8	9.8	6	7.3
Average	241	102	42.3	41	17.0	6	2.5	35	14.5	44	18.3	13	5.4

Table 3: Demographic Characteristics

Table 3	
Demographic Characteristics	
Characteristic	N (%) or M (SD)
Gender	
Male	19 (68.9)
Female	9 (32.1)
Age	
Mean	30.3 (8.4)
Range	20 - 47
Education Level	
< 12	2 (7.1)
12	5 (17.9)
13-15	4 (14.3)
16+	13 (46.4)
Did not report	4 (14.3)
Military Status	
Active Duty	21 (75)
Reserves	4 (14.3)
Retired	3 (10.7)
Note. N = 28.	

Table 4: Frequency of Holland Code Types Within an Active Military/Veteran Sample

	Overall Sample (n = 28)		Males (n = 19)		Females (n = 9)	
	n	%	n	%	n	%
High Point Holland Code						
R	3	10.7	3	15.8	0	0.0
I	6	21.4	6	31.6	0	0.0
A	0	0.0	0	0.0	0	0.0
S	12	42.9	4	21.1	8	88.9
E	5	17.9	4	21.1	1	11.1
C	2	7.1	2	10.5	0	0.0
Second Letter of Holland Code						
R	7	25.0	7	36.8	0	0.0
I	2	7.1	1	5.3	1	11.1
A	2	7.1	1	5.3	1	11.1
S	4	14.3	4	21.1	0	0.0
E	5	17.9	4	21.1	1	11.1
C	8	28.6	2	10.5	6	66.7
Third Letter of Holland Letter Code						
R	4	14.3	3	15.8	1	11.1
I	6	21.4	2	10.5	4	44.4
A	3	10.7	2	10.5	1	11.1
S	7	25.0	6	31.6	1	11.1
E	5	17.9	4	21.1	1	11.1
C	3	10.7	2	10.5	1	11.1
High Point Code of First Aspiration Code						
R	5	17.9	5	26.3	0	0.0
I	9	32.1	6	31.6	3	33.3
A	1	3.6	1	5.3	0	0.0
S	4	14.3	2	10.5	2	22.2
E	7	25.0	4	21.1	3	33.3
C	2	7.1	1	5.3	1	11.1
Total Across All Letters of HOC and Aspiration Code						
R	19	17.0	18	23.7	1	2.8
I	23	20.5	15	19.7	8	22.2
A	6	5.4	4	5.3	2	5.6
S	27	24.1	16	21.1	11	30.6
E	22	19.6	16	21.1	6	16.7
C	15	13.4	7	9.2	8	22.2

Figure 1. Description of each of the six RIASEC types.

Realistic (R) types like realistic occupations such as mechanical engineer, landscape gardener, sound technician, cook, exterminator, plumber, locksmith, or safety inspector. They usually have mechanical and athletic abilities, like to work outdoors and with tools and machines, and like to work with things more than people.

Investigative (I) types like investigative occupations such as biologist, surgeon, veterinarian, airplane pilot, translator, pharmacist, or actuary. They usually have mathematical and scientific ability, like to work alone, and like to explore and understand things or events rather than persuade others.

Artistic (A) types like artistic occupations such as writer, graphic designer, fashion designer, public relations representative, editor, or architect. They usually have artistic skills, enjoy creating original work, and have a good imagination.

Social (S) types like social occupations such as teacher, counselor, nurse, librarian, speech therapist, or home health aide. They usually like to be around other people, are interested in how people get along, and like to help, teach, and counsel people more than engage in mechanical or technical activities.

Enterprising (E) types like enterprising occupations such as salesperson, contractor, entrepreneur, human resources specialist, lawyer, manager, or lobbyist. They usually have leadership and speaking abilities, are interested in money and politics, and like to persuade or direct others more than work on scientific or complicated topics.

Conventional (C) types like conventional occupations such as accountant, cashier, fire inspector, data manager, or proofreader. They usually have clerical and math abilities, like to work indoors and organize things, and like to follow orderly routines and meet clear standards, avoiding work that does not have clear directions.

Figure 2. Determining an Individual's Aspirations Summary Code.

From Self-Directed Search (SDS) Professional Manual (5h ed.).
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Code letter	1st position (X 3)	2nd position (X 2)	3rd position (X 1)	Total score
R	2	0	0	= 2 x 3 = 6
I	0	2	2	= (2 x 2) + (2 x 1) = 6
A	0	2	2	= (2 x 2) + (2 x 1) = 6
S	4	1	0	= (4 x 3) + (1 x 2) = 14
E	0	1	1	= (1 x 2) + (1 x 1) = 3
C	0	0	1	= 1 x 1 = 1

Figure 3. Example of the Air Force Military Occupations Finder Index
 From The Veterans and Military Occupations Finder.
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The Military Occupations Index
Air Force Occupations

MOC	Military Title	Skill Level (X)	HOC
2A3X1	A-10, F-15, & U-2 Avionics Systems	1, 3, 5	RI
2A3X1	A-10, F-15, & U-2 Avionics Systems	7	RI
1A7X1	Aerial Gunnery	0, 1, 3, 5, 7, 9	RE
4M0X1	Aerospace and Operational Physiology	0, 1, 3, 5, 7, 9	IR
2A6X2	Aerospace Ground Equipment (AGE)	1, 3, 5, 7	ER
2A6X2	Aerospace Ground Equipment (AGE)	9	ER
2A5X1	Aerospace Maintenance	1, 3, 5	RI
2A5X1	Aerospace Maintenance	7, 9	RI
4N0X1	Aerospace Medical Service	1, 3, 5, 7, 9	RS
4N0X1	Aerospace Medical Service	0	RS
2A6X1	Aerospace Propulsion	1, 3, 5	RI
2A6X1	Aerospace Propulsion	7, 9	RI

Figure 4. Example of the Army Military Occupations Index

From The Veterans and Military Occupations Finder.
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Army Occupations		
MOC	Military Title	HOC
15R	AH-64 Attack Helicopter Repairer	RI
15X	AH-64A Armament/Electrical/Avionics Systems Repairer	RI
15Y	AH-64D Armament/Electrical/Avionics Systems Repairer	RI
145	Air and Missile Defense (AMD) Crewmember	RI
14Z	Air Defense Artillery Senior Sergeant	ER
14J	Air Defense Command, Control, Communications, Computer and Intelligence Tactical Operations Center Enhanced Operator-Maintainer	IR
15Q	Air Traffic Control (ATC) Operator	IC
94D	Air Traffic Control Equipment Repairer	RC
15K	Aircraft Components Repair Supervisor	EC
15F	Aircraft Electrician	RI
15Z	Aircraft Maintenance Senior Sergeant	EC
15H	Aircraft Pneumatics Repairer	RI
15B	Aircraft Powerplant Repairer	RI
13E	Cannon Fire Direction Specialist	RC
60H	Cardiologist	IS
79S	Career Counselor	ES
88H	Cargo Specialist	RC
19D	Cavalry Scout	RE
15U	CH-47 Helicopter Repairer	RI
56M	Chaplain Assistant	SE
74A	Chemical, Biological, Radiological, and Nuclear (CBRN)	IE
74D	Chemical, Biological, Radiological, and Nuclear (CBRN) Specialist	IE
740A	Chemical, Biological, Radiological, and Nuclear (CBRN) Warrant Officer	IE
35Y	Chief Counterintelligence/Human Intelligence Sergeant	EI
68Z	Chief Medical NCO	SE
46Z	Chief Public Affairs NCO	EA
60R	Child Neurologist	IS
60U	Child Psychiatrist	IS

Figure 5. Example of the Military to Civilian Occupations Crosswalk for Army
 From The Veterans and Military Occupations Finder.
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Army Crosswalk

MOC	Military Title	O*NET Code	O*NET Title	HOC
155G	0-5A/EO-5B/RC-7 Pilot	53-2011.00	Airline Pilot, Copilot, and Flight Engineer	RI
51Z	Acquisition	11-3061.00	Purchasing Manager	EC
51C	Acquisition, Logistics & Technology (AL&T) Contracting NCO	43-3061.00	Procurement Clerk	CE
67J	Aerosomedical Evacuation	11-9111.00	Medical and Health Services Manager	SE
15R	AH-64 Attack Helicopter Repairer	49-3011.00	Aircraft Mechanic and Service Technician	RI
15X	AH-64A Armament/Electrical/Avionics Systems Repairer	49-2091.00	Avionics Technician	RI
15ZF	AH-64A Attack Pilot	53-2012.00	Commercial Pilot	RI
15Y	AH-64D Armament/Electrical/Avionics Systems Repairer	49-2091.00	Avionics Technician	RI