



# JVIS

## Jackson Vocational Interest Survey

Douglas N. Jackson, Ph.D. © 1977, 1999

*An Essential Tool for Career Planning & Change*



# Outline

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# About SIGMA Assessment Systems, Inc.

- Established in 1967
  - Founded by Douglas N. Jackson, Ph.D.
  - Founding member of the Association of Test Publishers.
- International reputation for excellence.
  - SIGMA's cognitive ability measure, the MAB-II, was used in the selection of NASA astronauts, and US Air Force Pilots.
  - SIGMA's assessments have been translated into over a dozen languages, and SIGMA licenses its Intellectual Property to test publishers throughout the world.
  - The Career Direction Inventory, an assessment developed by SIGMA, is one of the most widely used career assessments on the Internet.
  - SIGMA successfully implemented a large-scale global rollout of 360 Degree Feedback to over 35,000 employees of DaimlerChrysler.
- Satisfied clients include: Golf Town, Chapters Indigo Canada, Spinx, Kellogg's, Krispy Kreme Doughnuts, Great Clips, IKEA, EZCorp, Best Buy, Safeway, Sunswept Resorts, Giant Tiger, Schreiber, Wyndham Hotels and Resorts, American Airlines, Shred-It, PriceWaterhouseCoopers, US Army, British Airways, and many more.

# The Author of the JVIS:

A WORLD AUTHORITY IN HUMAN ASSESSMENT



## About Dr. Douglas N. Jackson:

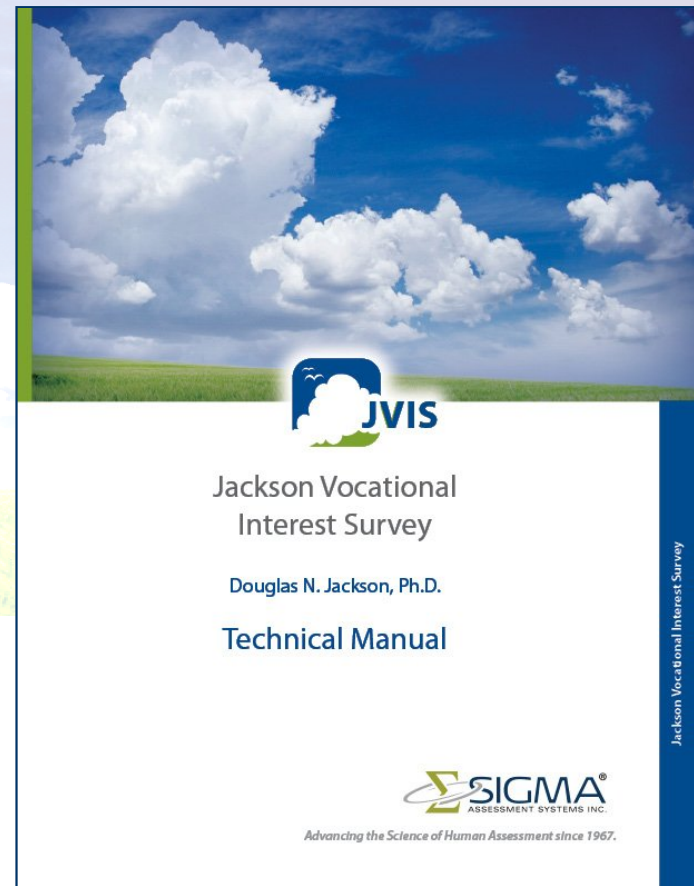
- Former Chair: American Psychological Association's (APA) Committee on Psychological Tests and Assessments.
- Former President: APA's Division of Evaluation, Measurement, and Statistics.
- Awarded the "Samuel J. Messick Award" for Distinguished Scientific Contributions by APA Division 5 (Evaluation, Measurement, and Statistics).
- Former President: Society of Multivariate Experimental Psychology.
- One of a very few US Citizens elected a Fellow of the Royal Society of Canada for contributions to science.
- Delegate to International Test Commission and member of its Executive Council.
- Has published over 200 articles in scientific journals and several dozen book chapters.
- Over 3 million people have taken assessments authored by Dr. Jackson.

# Jackson Vocational Interest Survey (JVIS): QUICK FACTS

- Identifies academic and career fields best suited to individuals based on their unique sets of interests.
- Comprehensive, accurate and sex-fair assessment
- 289 pairs of statements describing job-related activities.
- Administration Time: 45 minutes.
- Age: 14 and over.
- Level A: No special training required beyond reading technical guides.
- Languages: English, French
- Scoring: Hand scoring, mail-in scoring, computer (software) scoring, and internet scoring.

# JVIS Applications

- Career and educational counseling with high school, college, and university students
- Career planning for adults, including mid-life career redirection.
- Valuable for corporate restructuring.



# Distinguishing Features of the JVIS

- Measures occupational preferences for both work roles (e.g. Sales, Human Relations Management) and work styles (e.g. Dominant Leadership).
- Suited for people whose career path includes post secondary education.
- Sex-fair: Does not make discriminations on the basis of traditional “male” and female” occupations.
- Forced-choice format:
  - Individuals choose between two equally popular interests.
  - Helps minimize flat profiles.

# Distinguishing Features of JVIS.com

- Simple, convenient, and quick to administer, saving you time.
- Access 24 hours a day, 7 days a week from any location with Internet.
- Instant online Extended Report that includes web-based activities and resources.
- FREE Career Exploration Guide with web links to make results more meaningful.
- JVIS.Com for Counselors offers discounted, prepaid passwords for clients, and offers complete personal control over clients test taking process.

# Basic Interest Scales

- Creative Arts
- Performing Arts
- Mathematics
- Physical Science
- Engineering
- Life Science
- Social Science
- Adventure
- Nature-Agriculture
- Skilled Trades
- Personal Service
- Family Activity
- Medical Service
- Dominant Leadership
- Job Security
- Stamina
- Accountability
- Teaching
- Social Service
- Elementary Education
- Finance
- Business
- Office Work
- Sales
- Supervision
- Human Relations Mgt
- Law
- Professional Advising
- Author-Journalism
- Academic Achievement
- Technical Writing
- Independence
- Planfulness
- Interpersonal Confidence

# General Occupational Themes

- Assertive
- Communicative
- Conventional
- Enterprising
- Expressive
- Helping
- Inquiring
- Logical
- Practical
- Socialized

# University Major Clusters

- Agribusiness & Economics
- Art & Architecture
- Behavioral Science
- Business
- Communication Arts
- Computer Science
- Education
- Engineering
- Environmental Resource Management
- Food Science
- Health, Physical Education, & Recreation
- Health Services & Science
- Mathematical Sciences
- Performing Arts
- Science
- Social Service
- Social Science, Law & Politics

# Job Groups

- Agriculturalists
- Construction/Skilled Trades
- Engineering and Technical Support Workers
- Occupations in Entertainment
- Occupations in Physical Sciences
- Machining/ Mechanical and Related Occupations
- Occupations in Fine Art
- Service Occupations
- Administrative & Related Occupations
- Occupations in Law & Politics
- Counselors/Student Personnel Workers
- Occupations In Social Science
- Occupations In Social Welfare
- Occupations in Life Sciences
- Sport & Recreation Occupations
- Occupations in Commercial Art
- Health Service Workers
- Medical Diagnosis & Treatment Occupations
- Assembly Occupations-Instruments & Small Products
- Occupations in Music
- Occupations in Computer Science
- Mathematical & Related Occupations
- Occupations in Pre-school/Elementary Teaching
- Clerical Services
- Occupations in Merchandising
- Sales Occupations
- Teaching & Related Occupations
- Occupation in Accounting, Banking, & Finance
- Occupations in Writing
- Personnel/Human Management
- Occupations in Religion
- Protective Services Occupations

# JVIS Report

- **Basic Report**

- Profiles for basic interest scales, general occupational themes, similarity to university major clusters, and occupational group clusters.
- Academic Satisfaction score.
- Preprinted interpretive information.

- **Extended Report**

- Profiles for basic interest scales, general occupational themes, similarity to university major clusters, and occupational group clusters.
- Academic Satisfaction Score and Validity Scales
- Personalized narrative summaries for the 3 highest ranked occupational group clusters, which includes career-related books, professional organizations, and online activities.

# Norms & Validity of the JVIS

- Norms:


- Responses of 1750 males and 1750 females in Canada and the United States were collected in 1999.
- Of the 3500 individuals in the sample, 2380 were secondary school students and 1120 were adults.
- The adult sample consists of college and university students as well as adults seeking career interest assessment.

- Validity:

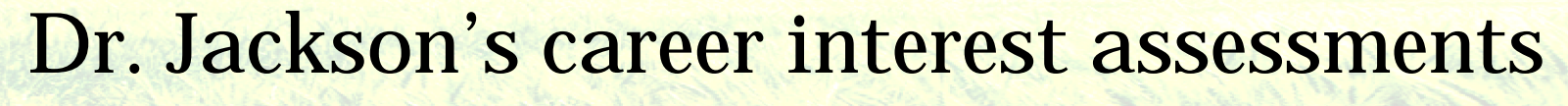
- JVIS scale inter-correlations confirm independence (mean correlation of .04).
- Occupational Clusters have been validated by examining professionals' profiles (e.g. high school counselors, real estate agents, chemists). The appropriate clusters are highly ranked which adds credibility to the empirical factor structure of the JVIS.

# Reliability of the JVIS

- Basic Interest Scales:
  - Internal consistency reliability (alpha)
  - coefficients ranged from .54 - .88.
  - Test-retest reliability coefficients, over a 4 to 6
  - week interval, ranged from .69 - .92.
- General Occupation Themes:
  - Internal consistency reliability (alpha)
  - coefficients ranged from .70 to .92.
  - Test-retest reliability coefficients, over a 4 to 6
  - week interval, ranged from .83- .93



The JVIS is a world-class career interest assessment, developed by a renowned expert in the field of test construction, Douglas N. Jackson, Ph.D.



Dr. Jackson's career interest assessments have helped over 2.5 million people find a satisfying career.