



Career Interest Inventory (CII)

Interest is a strong motivation which drives actions. When making monumental decisions, be it a study field for college or a career path, it is invaluable to consider what makes you tick. The Career Interest Inventory (CII) is an occupational interest solution administered through the Talent Performance Management Solution (TPMS). It is developed based on comprehensive scientific research to aid one in identifying the career fields that one is interested in exploring.

Overview

Studies have shown that people engaged in activities that genuinely interest them will be happier and more satisfied. With this in mind, the Career Interest Inventory (CII) was developed to assess an individual's level of interest in a wide variety of work-related activities from several major interest clusters, which include:

- Practical
- Analytic
- Creative
- Service
- Influential
- Clerical
- Religious

The CII runs on the Talent Performance Management Solution (TPMS), which is a reliable and secure platform for talent performance management decision-making, suitable for organisations of all sizes. TPMS provides automated individual and group test reports. Multiple dashboards are available for easy monitoring of individual progress, anywhere and anytime.

Organisations or institutions can employ CII to help students identify their areas of interest and match them with suitable jobs or courses. Working adults considering a career change can also benefit from CII to discover their true passion and to gain recommendations on suitable lines of work they should likely follow.

CII does not assess an individual's knowledge, skills or abilities. Instead, information from CII is used to support tools that measure such attributes to better equip the decision making process regarding future studies or career.

Features

Among the many features of the Career Interest Inventory (CII) are:

- **Administered Online**
The CII is available online through the Talent Performance Management Solution (TPMS).
- **Time-Efficient**
Instead of exploring possible interests by trial and error, CII is designed to be completed in a short time so you can get a glimpse of your true interests faster.
- **University Major and Career Recommendations**
Benchmarked across major fields of studies and occupations, a list of academic majors and job titles will be suggested and specifically tailored to your interest profiles.
- **Easy to Comprehend**
CII contains a list of activities that are easily understood by students and working adults aged 16 and above.
- **Available in English and Bahasa Malaysia**
CII is available in both English and Bahasa Malaysia versions.

Technology Summary

CII

- An occupational interest solution administered through TPMS
- An inventory built on extensive research to measure career interest and to provide feedbacks and recommendations based on the individual interest profiles.

Industries: Education, Enterprise

Features

- Administered online
- Time-efficient
- University major and career recommendations
- Easy to comprehend
- Available in English and Bahasa Malaysia
- Valid and Reliable
- Meets internationally-accepted assessment standards
- Provides career interest insights

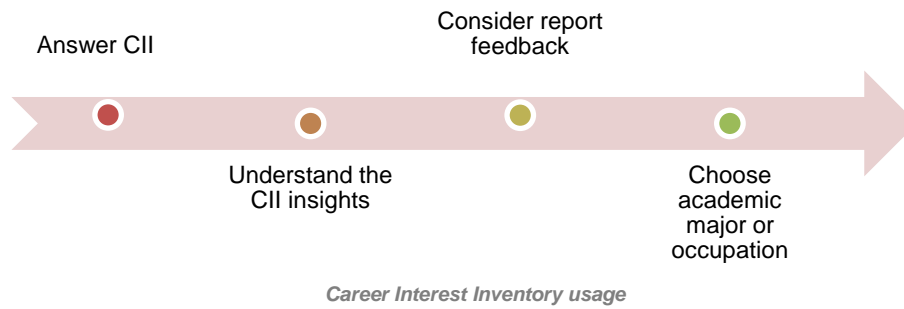
Uses

- Understand individuals
- Put individual talent to best possible use
- Aid counselling, and career guidance and planning

Technology Benefits

- Continuous career solutions
- Designed and validated in Malaysia
- Comprehensive interest assessment

- **Valid and Reliable**
The CII was developed based on extensive research. There is ample evidence in support of its validity and reliability when used with the Malaysian population.
- **Meets Internationally-Accepted Assessment Standards**
The CII was designed in accordance with recognised principles of good practice in psychometric testing, and in the measurement of career interest in particular.
- **Provides Career Interest Insights**
The CII test reports, called *Insights*, are made available through the TPMS automated test reporting plugins. Individual *Insights* provide scores of an individual's degree of interest in various specific activities from broad fields of endeavour. Group *Insights* summarise the interest scores of group of candidates. TPMS also allows easy monitoring of individual progress.



Uses

Students and employees can utilise CII to better understand their deep-seated interests and to aid in their career or academic exploration. CII can guide an individual to occupations or subjects of academic study that will most likely suit their interests. CII can be used by students and working adults to:

- **Understand Individuals**
CII comes with scores interpretations of the individual's interest profile based on the 7 interest clusters.
- **Put Individual Talent to Best Possible Use**
Recommendations provided matches interest and talent for higher motivation and better performance.
- **Aid Counselling, and Career Guidance and Planning**
Individuals can focus their exploration on academic majors and career options most likely to suit them.

Contact Information

For more information on this product, please contact:

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Technology Benefits

CII offers the following benefits to organisations:

- **Continuous Career Solutions**
The CII runs on the Talent Performance Management Solution (TPMS). TPMS is a continuous career solution through which it is possible, whenever desired, to administer the CII, produce automated test reports, or monitor career progression.
- **Designed and Validated in Malaysia**
CII was designed and validated among Malaysians to create a product specifically for use in Malaysia's multicultural context.
- **Comprehensive Interest Assessment**
CII was developed to provide a comprehensive interest appraisal by assessing a student's and working adult's interests as thoroughly as possible.



Career Interest Inventory (CII) Sample Insights

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