Self-Directed Search®, Form R, 5th Edition (SDS®)
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Overview
• Designed to help clients learn about themselves and their career options. Whether they are college students choosing a major, veterans entering the civilian job market, or adults pursuing a career change, clients can use the SDS to learn more about occupations that match their interests, abilities, and personalities.
• Based on John Holland’s theory that both people and work environments can be classified according to six basic types: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. These personality types are known collectively as the Holland RIASEC model.
• Asks questions about the individual’s aspirations, activities, competencies, and level of interest in different occupations. From the responses, the SDS generates a three-letter Summary Code, which can be used to help the individual find his or her educational and occupational matches.
• The SDS is one of the most thoroughly studied career assessment tools: it has been used in more than 1,500 studies.
• Used by more than 35 million people worldwide, the SDS was originally developed by John Holland, creator of the RIASEC theory of vocational personality.

Applications
Assesses career interests
A career exploration tool based on the Holland RIASEC model
Appropriate for ages 11-70 years

Administration
• Administer in 25-35 minutes; score in 10 minutes.
• Administer with paper and pencil, or online with PARiConnect or at www.self-directed-search.com.
• Can be administered individually or in a group setting.
• Qualification level A.

Scoring and Reporting
• Self-scored; scoring also available on PARiConnect.
• Scoring produces three-letter Summary Code.
• SDS Summary Codes are linked to occupations found in the Occupational Information Network (O*NET) database, a major occupational site used by consumers and professionals.
• The Occupations Finder is an index of Summary Codes for occupations in the O*NET database. O*NET codes for each occupation are listed so clients can learn more about occupations that match their Summary Code.

Continued on next page.
Scoring and Reporting (continued)

• The You and Your Career booklet explains Holland’s RIASEC model in more detail; it provides strategies for making career decisions and resources for further career exploration.
• The Educational Opportunities Finder™ helps users identify programs of study that are associated with their Summary Codes.
• The Leisure Activities Finder™ identifies more than 800 leisure activities that match the personality types identified by the SDS.

Reliability, Validity, & Norms

• New normative data—normative data were derived from a nationally representative sample of 1,739 students and adults well-matched to U.S. population parameters for gender, race/ethnicity, education, and geographic region.

• Test–retest reliability coefficients ranged from .82 to .96 on the overall sample, composed of two time-interval groups: short (2-4 weeks) and long (2-4 months).

• Validity was established by measuring face validity, intercorrelations between scales, equivalence of prior editions, equivalence between print and online versions, convergent validity with other career interest measures, and predictive validity.

The SDS is for...

Students & Parents

Student life is filled with choices. Make the big one easier by discovering the majors, fields of study, and jobs that fit your personality best.

Career Transition

Sometimes you just need a change—and sometimes a change is your only option. Find out what types of careers are right for you now.

Career Counselors

Enhance your counseling service by adding a psychometrically sound, widely used career interest inventory to your assessment line-up.

Military & Veterans

The transition to civilian life is uniquely challenging. Ease the shift by exploring career options that correspond to your military experience.

Business & HR

Recruit the best employees for the position and streamline your process by incorporating a reliable career interest inventory into your hiring practice.