Test-Toolkit
by ixly

John Example

Client
ixly ontwikkel/test

Consultant
Example Advisor

Date completed
15-03-2022

Introduction

This is the Adaptive Interests Questionnaire (AIQ), which measures your areas of interest using the Holland+ model. This model is made up of several factors: Realistic, Intellectual, ICT, Artistic, Social, Enterprising and Conventional. These are the most important factors which determine the direction your interests take. Your scores for these factors are used to predict which tasks and sectors will correspond best with your interests. Your interest in certain sectors shows in which sector of the labour market you would like to be employed. Your interest in certain tasks indicates which activities you would like to be doing. Your results are described in words and presented in graphs.

This report can help you find out which jobs you would find interesting. You will be more motivated and have more pleasure in these jobs or training programmes than in those that correspond less well with your interests.

Disclaimer and copyright

In accordance with NIP guidelines, this report is valid for a maximum of two years, as people may change over a period of time.

This automatically generated report describes an individual's personality traits as derived from the answers to the questionnaires. The subjective nature of assessments based on questionnaires should be taken into account when interpreting the results. The test supplier can therefore not accept responsibility for the accuracy of the results and descriptions.

© 2014-2022 Ixly. The intellectual property rights and copyrights of the tests and reports rest with the test supplier. The commissioning party and clients may copy these for internal use only.

Your results

Fields of interest

In this paragraph we list your main fields of interest.
The AIQ distinguishes between 7 different fields of interest: Realistic, Intellectual, ICT, Artistic, Social, Enterprising and Conventional.

Listed below are the three fields of interest for which you scored highest. These are closest to your interests. The graph later in this report shows your scores for all fields of interest.
The number in brackets is your score for the relevant field of interest. Your score can lie between 1 and 10. What this score means is explained in the paragraph 'Interpretation of the results' at the end of this report.

ICT (9)

Sees him/herself as precise, analytical and technical. Enjoys working with computers, for instance in automation, computer programming or control of computer systems.

Conventional (7)

Sees him/herself as orderly and well able to execute procedures. Enjoys working in a systematic manner and working with data and numbers.

Intellectual (4)

Sees him/herself as precise, analytical and intellectual. Enjoys learning things and analysing problems, for instance in science and research.

Interest in sectors

This paragraph gives an indication of which sector you would like to work in. The difference with the results in the fields of interest section is that the fields of interest may contain multiple sectors which are related on a content level. Interest in sectors shows more specifically which sector within a certain field of interest you are interested in.

It is possible to predict your level of interest for various sectors based on your scores for areas of interest. You may, therefore, see a score for a sector about which you did not answer a direct question. Listed below are the fifteen sectors for which you had the highest score. The number shown in brackets is your score for that particular sector. Your score for the sectors can lie between 1 and 10. What this number means is explained in the paragraph 'Interpretation of the results' at the end of this report.

Administration (9)

This sector is concerned with collecting, preserving and processing all kinds of data. This is often related to numerical data, for instance creating financial statements for a company's management. Work carried out by accountancy or administration firms or the tax authority are part of this sector. Secretarial or receptionist work are also included under administrative work. This includes a variety of support functions, such as maintaining diaries and sending or mailing letters and meeting requests. Examples of jobs in this sector are: receptionist, invoicing clerk, financial administrative assistant and secretary.

Planning/production management (7)

Proper work planning and the streamlining of production processes are important factors in working efficiently. Clients must furthermore receive reliable lead times. It is also important to use (expensive) storage spaces as briefly as possible. Examples of jobs in this sector are: work planner, production planner, logistics assistant and schedule maker.

Commercial services (6)

Commercial service providers provide financial or business services to companies and individuals. Examples include bank and insurance products, real estate, exhibition and event organisation, call centres, undertaking, and marketing and advertising. Examples of jobs in this sector are: bank clerk, insurance claims dealer, marketing assistant and call centre employee.

Science (6)

Science refers to research and education. This can be in various fields. The collection and analysis of data and literature research make it possible to give advice to, for instance, governments and companies. Newfound knowledge is published in reports, articles and books and passed on by way of education, presentations and during meetings with colleagues. Examples of jobs in this sector are: research assistant and meteorological assistant.

Organisation and consultancy (6)

The field of organisation and consultancy focusses on organisational and company-related support and consultancy in order to generate more revenue from both an organisation as well as a company's product or service. Examples of jobs in this sector are: quality officer and assistant market researcher.

ICT management (5)

Within automation technology services, technical and functional management focuses on the software and hardware already in use. This includes the maintenance of computers and programmes and the helpdesk. Examples of jobs in this sector are: network administrator, ICT service desk agent, system administrator and computer operator.

Consultancy and information (ICT) (4)

Automation technology is aimed at the improvement of computer applications and programmes. Part of this involves giving advice and information about IT architecture and its implementation in a specific organisation. Examples of jobs in this sector are: computer science coach or trainer.

Public administration (4)

Public administration includes various administrative activities within municipal, regional, provincial and national authorities. These jobs focus on the implementation of and compliance with laws and regulations, as set by political or administrative bodies. Examples of jobs in this sector are: assistant police officer, civil affairs department employee, paralegal or customs officer.

Education (4)

This field of occupation is related to the teaching, training and counselling of children and adults. A teacher or carer working with children is also responsible for a degree of upbringing. A teacher in primary education usually teaches all relevant subjects. Teachers in secondary or vocational education are often specialised in one or two subjects. Training and instruction in sports or specific skills (such as driving instructor) are also part of this sector. Examples of jobs are: swimming instructor, classroom assistant, school attendance officer and school technician.

Warehouse, storage and delivery (4)

This field concerns the storage of goods and their timely delivery to customers. Activities focus on the proper organisation, storage and control of product stocks. The Port authority, removal firms, and mail and package delivery services fall under this field. Examples of jobs in this sector are: order picker, fork-lift truck driver, ship charterer and logistics assistant.

Design and development (ICT) (4)

Automation technology is aimed at the improvement of the uses of computers and computer programmes. This involves the design and production of new software and hardware. Examples of jobs in this sector are: programmer, web designer and web developer.

Law (4)

Legal administration includes activities focussed on the application of laws and regulations. Law administration comes into action when the law is broken and in disputes between civilians, companies and governments. The work includes the preparation and handling of criminal, review and appeal cases. Legal services related to compliance with laws and regulations, for instance by a civil law notary, are also components of legal administration. The settling of disputes through (legal) mediation can be carried out by a mediator. Examples of jobs in this sector are: paralegal at a law firm, bailiff and legal secretary.

Personnel, work and career (4)

This occupational field is concerned with putting the right person in the right position. This starts with choices people make at school and when looking for a job. The recruitment and selection of personnel, through job agencies, but also by counselling pupils, students and employees during their school and work careers are part of this. Examples of jobs in this sector are: human resource employee, social employment team leader, and salary administration assistant.

Transportation (3)

This field concerns passenger and freight transport. The transportation can take place by road, water, air or rail and is both national and international. There are many different employment possibilities within this sector, such as: ground steward, flight attendant, air traffic controller, money and valuables transporter and transport planner.

Tourism (3)

This sector involves the buying and selling of holidays and the provision of information about travel and accommodation options. This could be in a travel agency, a tourist information office or an equivalent of the

Dutch AA (Royal Dutch Touring Club). The work involved is administrative in nature. The reception and guidance of foreign tourists in our country, for instance as a tour guide, are also part of this sector. Knowledge of languages and good communication skills are important in this sector. Examples of jobs are: tourist information assistant, booking agent at a travel agency, tour leader and tour guide.

Interest in tasks

This section presents the tasks that you enjoy doing. The difference with the results under sectors is that those results primarily indicate the branch in which you might want to be employed. An interest in certain tasks indicates more specifically which activities interest you. You will probably enjoy your work more if you do tasks that you like. It is possible to predict your level of interest for various tasks based on your scores for areas of interest. You may, therefore, see a score for a task about which you did not answer a direct question.

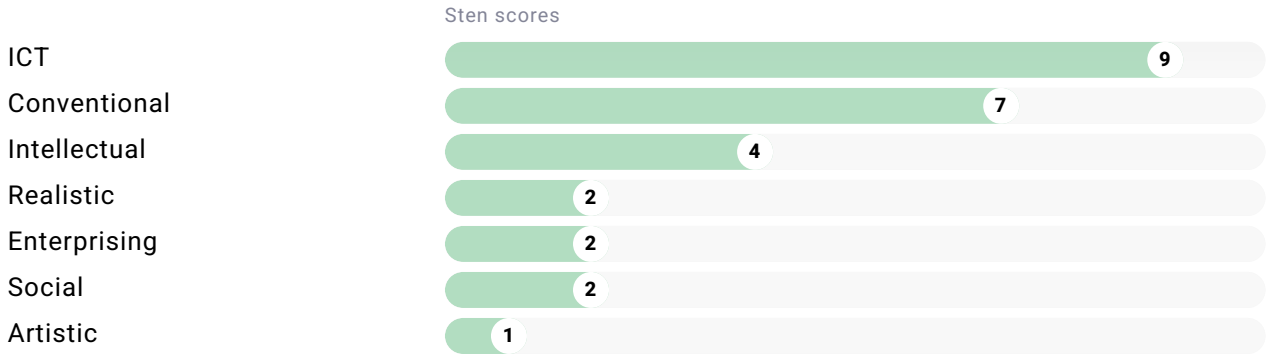
Below is a list of the ten tasks for which you score the highest. The number shown in brackets is your score for that particular task. Your score for the tasks can lie between 1 and 5. What this score means is explained in the paragraph 'Interpretation of the results' at the end of this report.

You enjoy the following tasks:

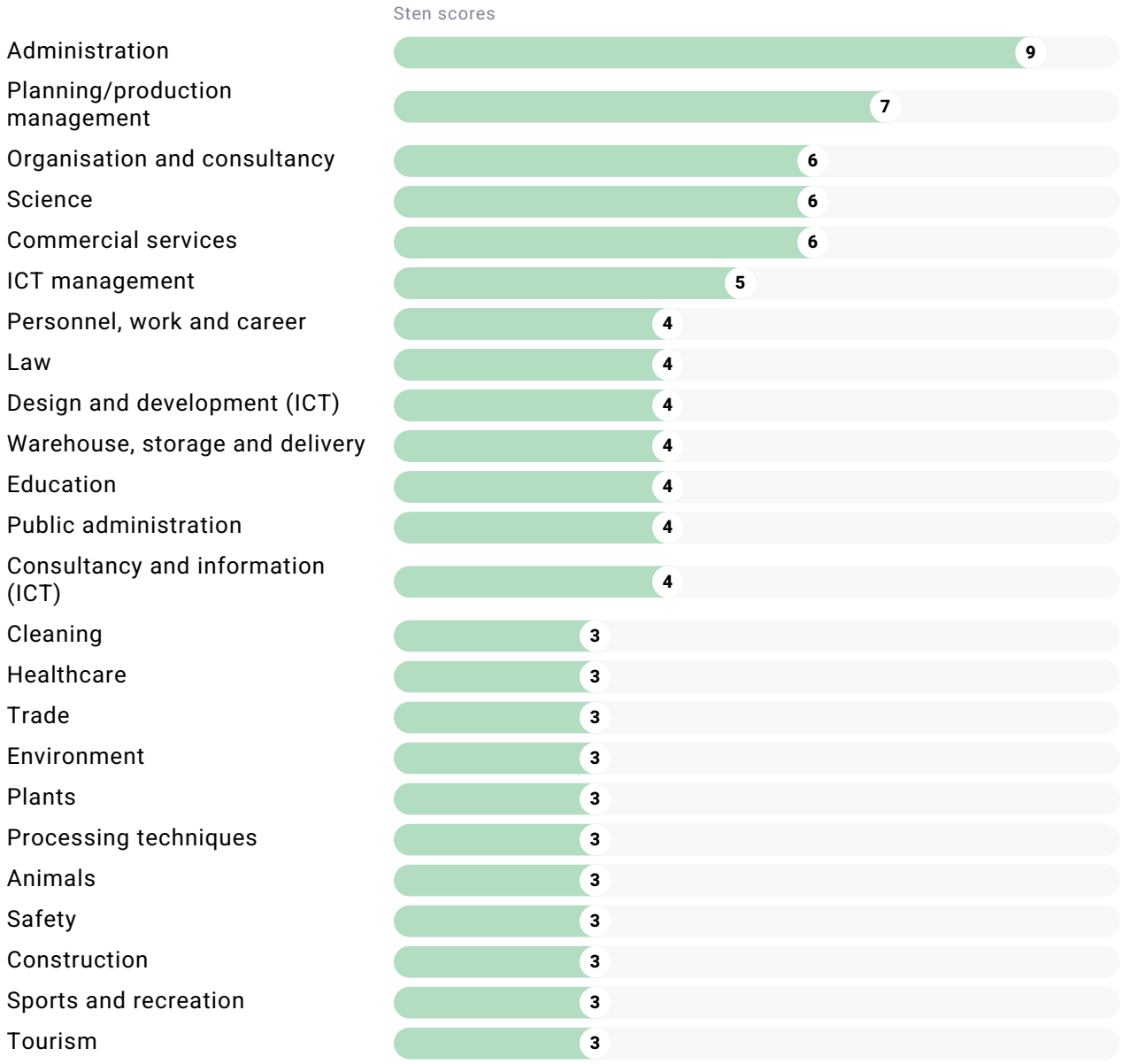
- Administrative tasks (4)
- Working with computers (4)
- Planning activities (4)
- Scheduling (4)
- Calculations (4)
- Collaborating with colleagues (4)
- Analysis (4)
- Collecting information (4)
- Strategic thinking (3)
- Assisting (3)

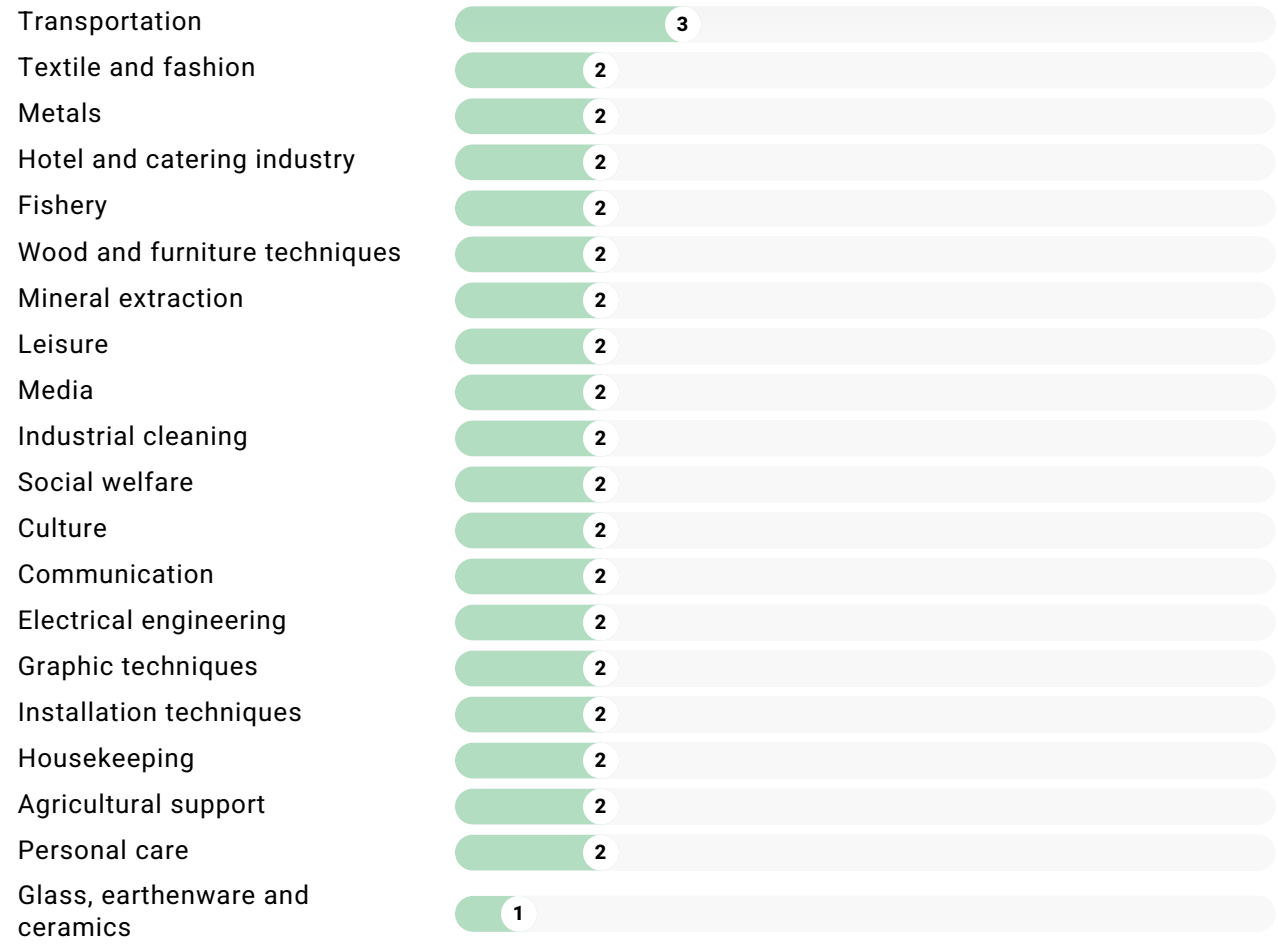
Graphic representation

Fields of interest

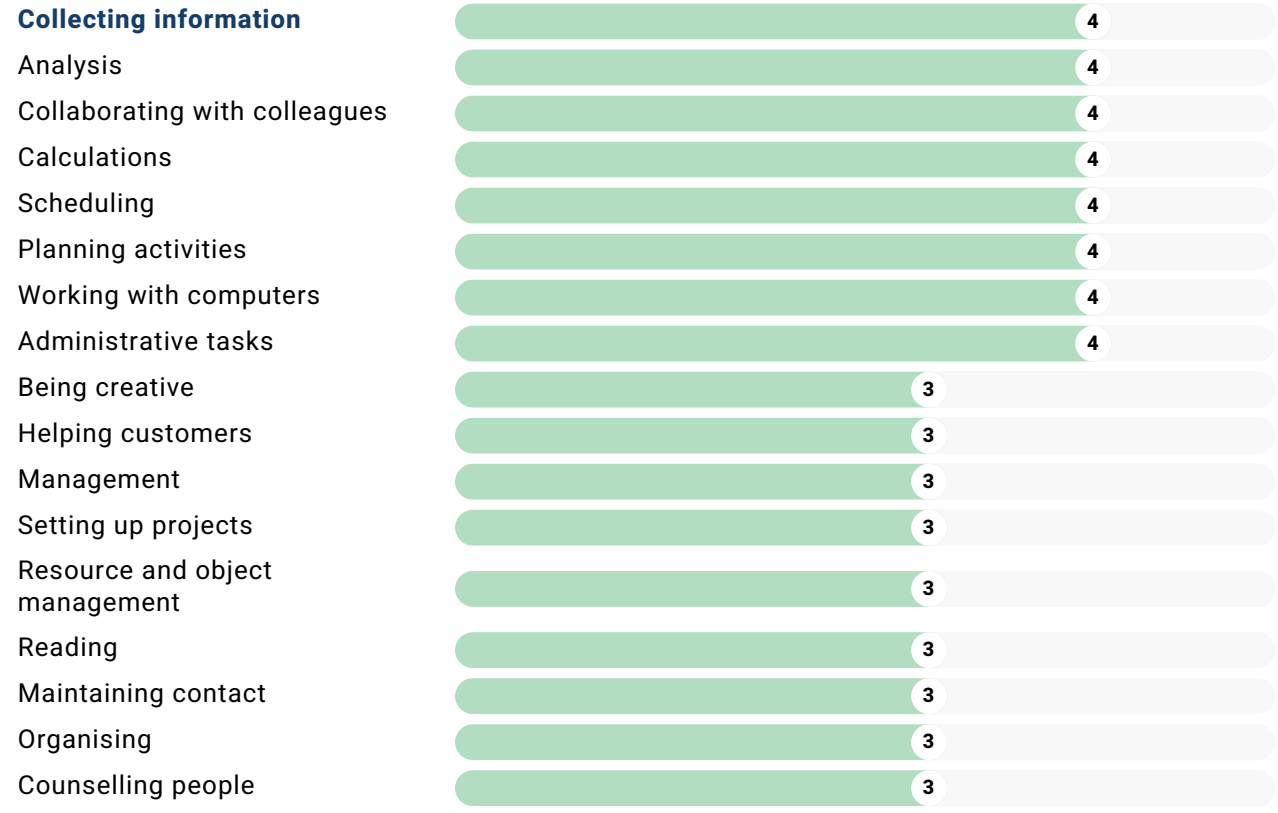


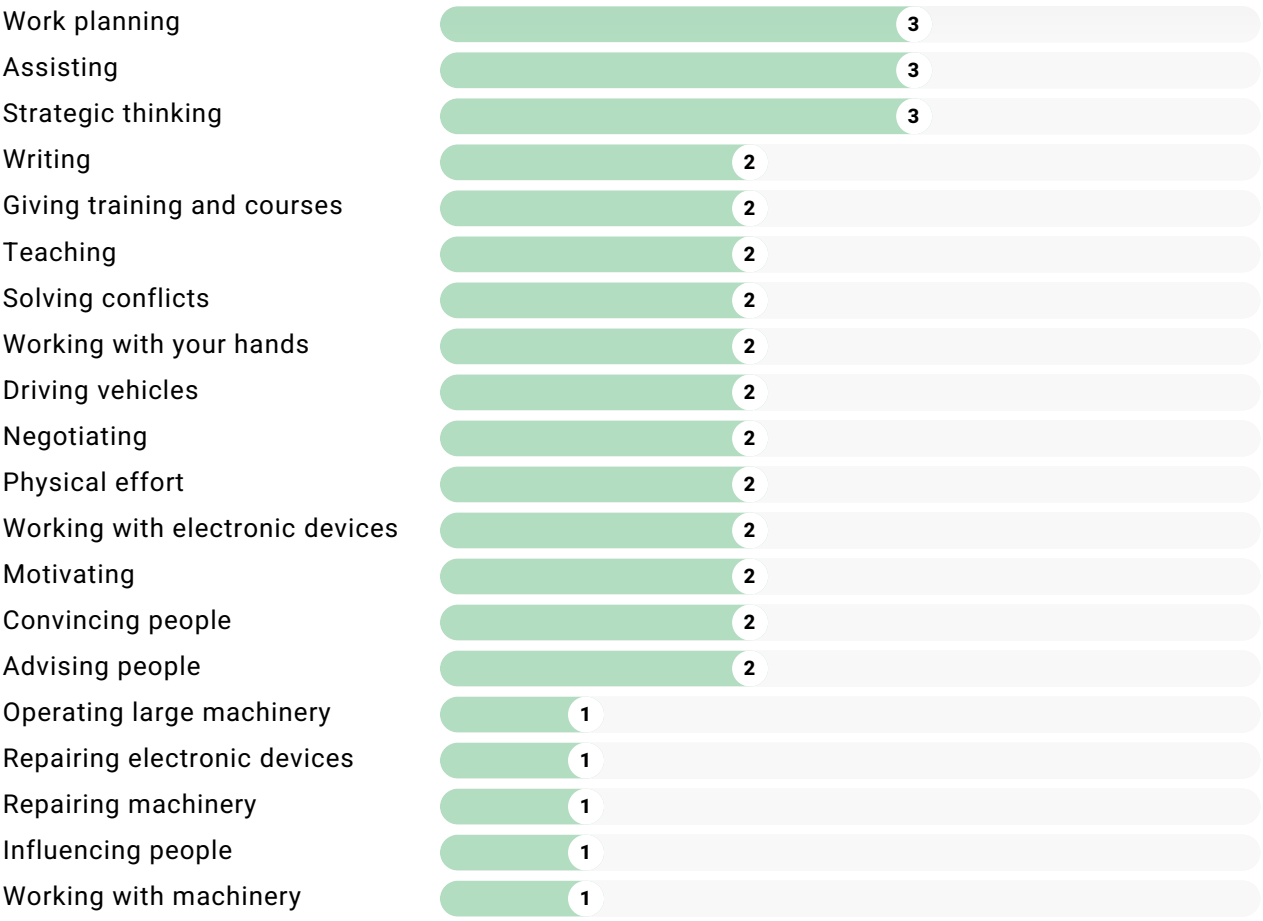
Interest in sectors





Interest in tasks




Work planning 3
Assisting 3
Strategic thinking 3
Writing 2
Giving training and courses 2
Teaching 2
Solving conflicts 2
Working with your hands 2
Driving vehicles 2
Negotiating 2
Physical effort 2
Working with electronic devices 2
Motivating 2
Convincing people 2
Advising people 2
Operating large machinery 1
Repairing electronic devices 1
Repairing machinery 1
Influencing people 1
Working with machinery 1

Interpretation of the results

This report includes some numbers which we would like to explain. The scores are categorical and should not be mistaken for report grades.

The meaning of the scores for areas of interest and sectors.

Score	Meaning
1	Far below average level of interest
2	Well below average level of interest
3	Below average level of interest
4	Just below average level of interest
5	Average level of interest
6	Average level of interest
7	Just above average level of interest
8	Above average level of interest
9	Well above average level of interest
10	Far above average level of interest

The meaning of the scores for tasks

Score	Meaning
1	Far below average level of interest
2	Below average level of interest
3	Average level of interest
4	Above average level of interest
5	Far above average level of interest