



Career Explorer – Job Seeker Guide

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Purpose of this Document

This document is intended to help Job Seekers understand and navigate the Career Explorer tool in their state's JobLink environment.

What is Career Explorer?

Career Explorer is a tool with many functions, all of which are intended to help you find a career where you may be a strong match, both in terms of career skills and job satisfaction. To do this, the Career Explorer tool leverages a metric called RIASEC scores in order to identify types of work that you may be interested in. These scores, in combination with your level of experience and education, can be used to identify a career field where you may be likely to succeed and find job satisfaction.

The most helpful method that the Career Explorer tool uses to match you with a potential career is through the Career Explorer Assessment, which is a series of questions that help to identify which types of work resonate with you as an employee the most. This assessment generates the RIASEC scores which are then used to provide you with tailor-made recommendations for further job searching. The assessment may be taken multiple times so that you can see what careers may be recommended for you depending on which types of work you might be open to experiencing.

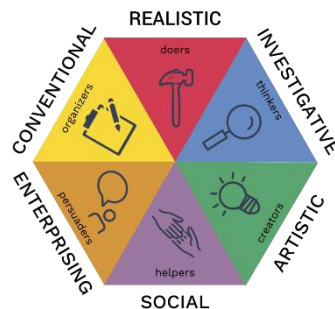
In addition to the assessment, Career Explorer allows you to browse careers based on RIASEC scores that you are personally interested in, rather than ones that you received a high score in from the assessment. This enables you to get a better idea of what kinds of careers might be matched to which of the RIASEC scores.

Before we dive into how to use the Career Explorer tool, let's explain a bit more about the RIASEC scores and other terms that will be useful to know when using the tool.

RIASEC Scores

RIASEC scores are “grades” assigned to Job Seekers and careers alike. Each letter in the acronym RIASEC stands for a different type of work or job task:

- Realistic
- Investigative
- Artistic
- Social
- Enterprising
- Conventional



By assigning a score to each of the six elements, employers and Job Seekers can use this tool to figure out which jobs may be the best fit for particular Job Seekers.

For example, if you score very high in Investigative and Conventional, you might not be the best fit for a job as an Art Teacher, which likely reflects high scores in Social and Artistic.

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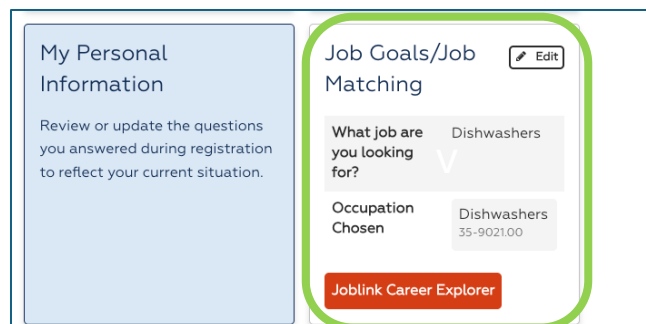
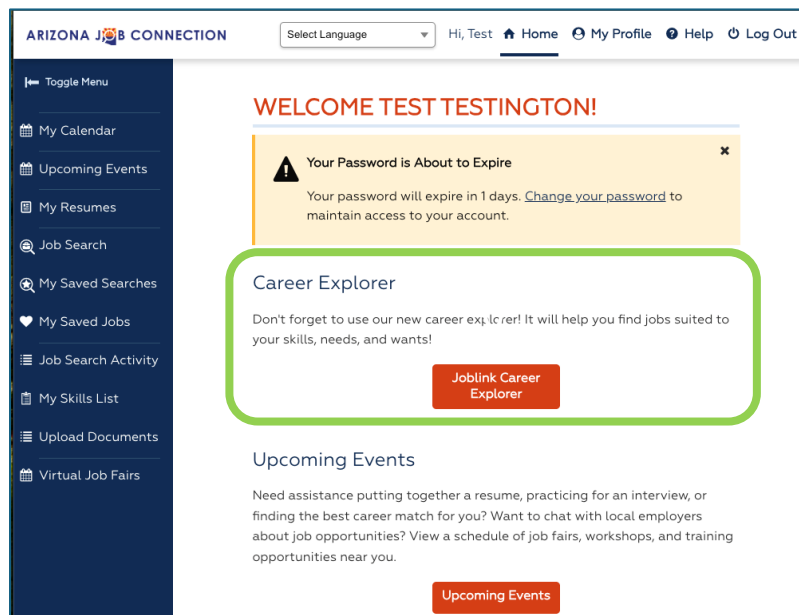
This doesn't mean that you CAN'T become an art teacher, and it also doesn't mean that people who score high in Artistic and Social MUST become Art Teachers if the job is available. These scores are simply used as a quick, straightforward way to narrow down your job search to careers that you are LIKELY to find satisfaction in.

Job Zones

Job Zones are another element that Career Explorer uses to help you narrow down what kind of career you may want to pursue. In the context of Career Explorer, a Job Zone refers to your level of education or career experience that may be required in order to get a particular job. The higher the Job Zone number, the greater amount of education or experience is required for the jobs in that zone.

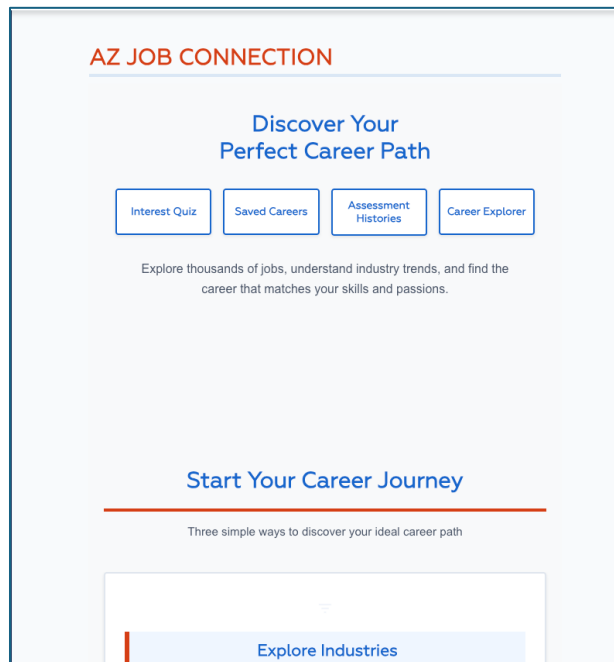
How to Use Career Explorer

As a Job Seeker, you can access Career Explorer from your Home Page or from your Job Seeker Profile page.



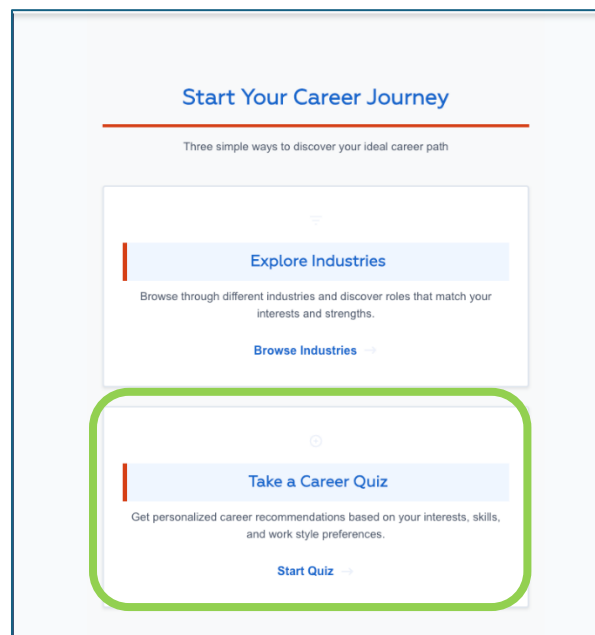
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Once in the Career Explorer tool, you will see the front page (which will look different based on your state’s JobLink website design).



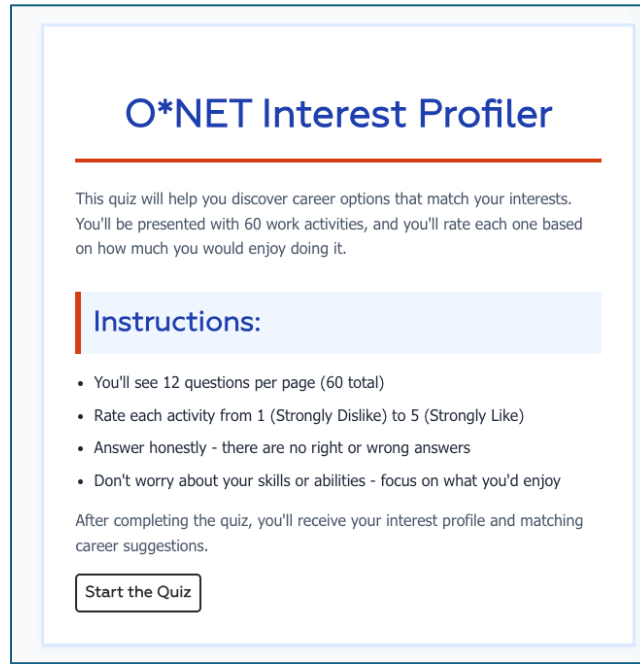
Taking the Career Explorer Assessment

Once within the Career Explorer tool, you can scroll down and select the “Start Quiz” button in order to take the Career Explorer Assessment.



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Before being taken directly to the quiz questions, you will be presented with a screen that gives you a brief overview of what you will be doing. The assessment is also called the O*NET Interest Profiler, so it is normal to see that language on the website when using the tool.



The screenshot shows the O*NET Interest Profiler introductory screen. It has a blue border and a light blue background. At the top, the title "O*NET Interest Profiler" is in blue. Below it, a red horizontal line separates the title from the introductory text. The text says: "This quiz will help you discover career options that match your interests. You'll be presented with 60 work activities, and you'll rate each one based on how much you would enjoy doing it." Below this, there is a light blue box with the heading "Instructions:" in blue. The instructions are listed as bullet points: "You'll see 12 questions per page (60 total)", "Rate each activity from 1 (Strongly Dislike) to 5 (Strongly Like)", "Answer honestly - there are no right or wrong answers", and "Don't worry about your skills or abilities - focus on what you'd enjoy". Below the instructions, it says: "After completing the quiz, you'll receive your interest profile and matching career suggestions." At the bottom, there is a button labeled "Start the Quiz".

O*NET Interest Profiler

This quiz will help you discover career options that match your interests. You'll be presented with 60 work activities, and you'll rate each one based on how much you would enjoy doing it.

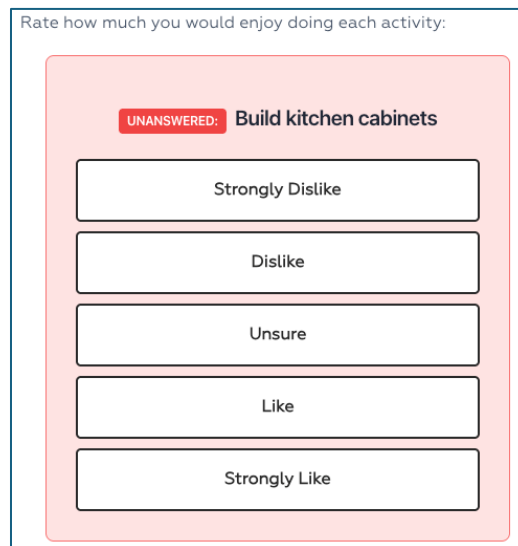
Instructions:

- You'll see 12 questions per page (60 total)
- Rate each activity from 1 (Strongly Dislike) to 5 (Strongly Like)
- Answer honestly - there are no right or wrong answers
- Don't worry about your skills or abilities - focus on what you'd enjoy

After completing the quiz, you'll receive your interest profile and matching career suggestions.

[Start the Quiz](#)

After selecting “Start the Quiz” on this initial page, you will be taken to the assessment itself, where you will answer a series of questions that look similar to the following example:



The screenshot shows a question in the O*NET Interest Profiler assessment. It has a blue border and a light blue background. At the top, it says: "Rate how much you would enjoy doing each activity:". Below this, there is a red box with the text "UNANSWERED: Build kitchen cabinets". Below the red box, there are five buttons labeled "Strongly Dislike", "Dislike", "Unsure", "Like", and "Strongly Like".

Rate how much you would enjoy doing each activity:

UNANSWERED: Build kitchen cabinets

[Strongly Dislike](#)

[Dislike](#)

[Unsure](#)

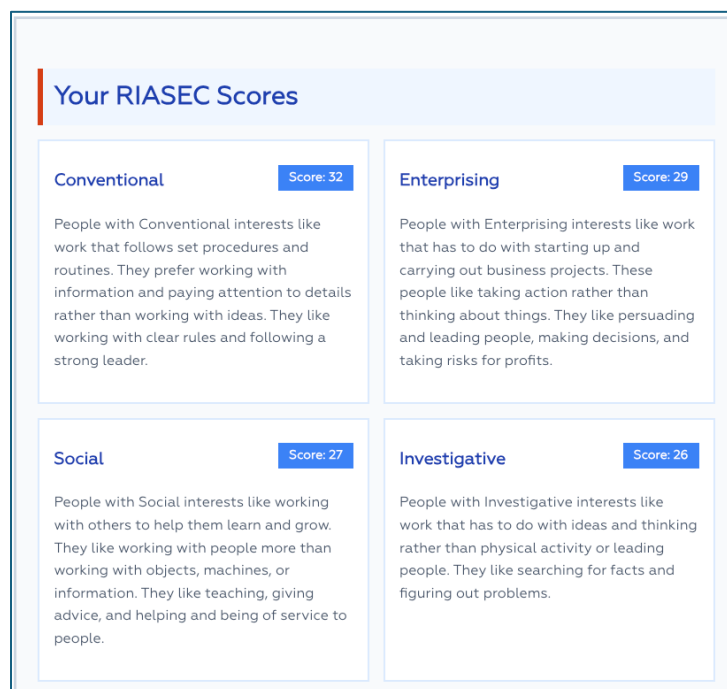
[Like](#)

[Strongly Like](#)

Please note that, while the format of the questions will remain the same (Strongly Dislike to Strongly Like), the number and exact language of the questions is subject to change.

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After completing the assessment, you will be presented with your RIASEC scores, and each score will have an explanation with it to help you understand your results a bit better.



After reviewing your RIASEC scores, you will be prompted to select a Job Zone based on the level of experience of your target career type. To see a list of potential careers that you could apply for without additional training, it is recommended that you select a Job Zone that best relates to your current level of education and work experience.

Job Zone 1: Education: Some of these careers may need a high school diploma or GED certificate. Experience: Little or no previous work-related skill, knowledge, or experience is needed for these careers. For example, a person can become a waiter or waitress even if he/she has never worked before.	Job Zone 2: Education: These careers usually need a high school diploma. Experience: Some previous work-related skill, knowledge, or experience is usually needed. For example, it would help a teller to have experience working with the public.	Job Zone 3: Education: Most of these careers need vocational school training, on-the-job experience, or an associate's degree. Experience: Previous work-related skill, knowledge, or experience is needed for these careers. For example, an electrician must be in an apprenticeship for three to four years or have several years of job training. You may need to pass a test to get a license to do the job.
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Please note that this is a sample of available Job Zones, and that Job Zones are also subject to change in the future.

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Once a Job Zone has been selected to pair with your RIASEC scores, you will be presented with a list of Career Matches. Note that you can save any of these careers to come back to later by selecting the button that shares a row with the desired career.

Career Matches			
Career	Interest Match	Job Zone	Actions
Accountants & Auditors Code: 13-2011.00	Best Match		View Details <button>Save Career</button>
Budget Analysts Code: 13-2031.00	Best Match		View Details <button>Save Career</button>
Business Continuity Planners Code: 13-1199.04	Best Match		View Details <button>Save Career</button>

These Career Matches will give you the O*NET code and the title of the career type, which can then be used when searching through job postings on your state's JobLink environment to help you find specific jobs that you may be a good match for.

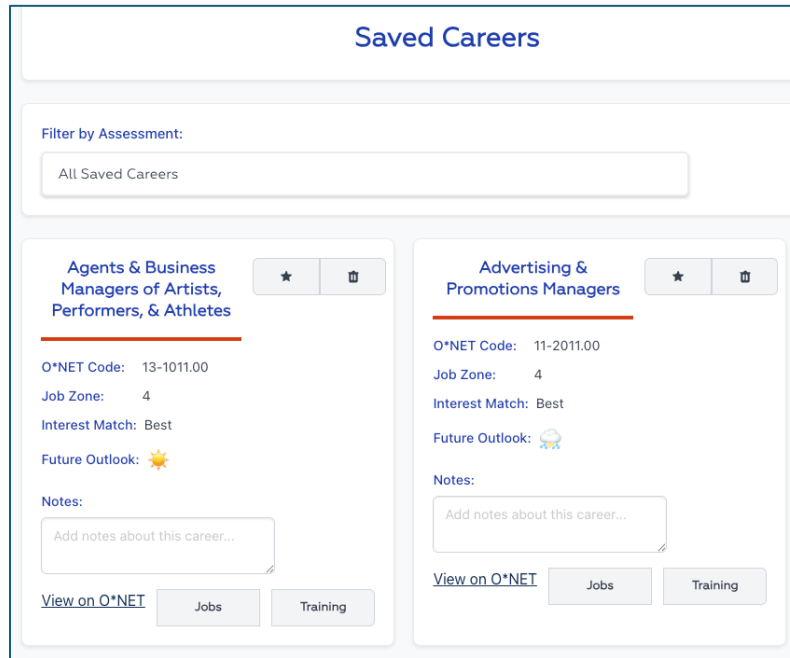
Saving Assessment Results and Careers

As a part of Career Explorer's capabilities, you will be able to save assessment results AND careers that interest you so that you can refer back to either of them later. Assessments are fairly straightforward to review and are accessible through a series of tiles within Career Explorer.

Your Assessments		
Assessment 8/22/2025 Top interests: Conventional, Enterprising, Social	Assessment 8/22/2025 Top interests: Enterprising, Social, Conventional	Assessment 8/21/2025 Top interests: Investigative, Artistic, Social
Assessment 8/21/2025 Top interests: Investigative, Conventional, Social	Assessment 8/21/2025 Top interests: Realistic, Social, Conventional	Assessment 8/21/2025 Top interests: Enterprising, Conventional, Realistic

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Saved careers, on the other hand, have a few more elements that can help you to keep them organized.



- Future Outlook: This element is represented by a weather symbol, with sunshine representing a positive outlook and stormy clouds representing a poor outlook for this career field over the next six months.
 - o Use the Future Outlook as a quick way to see what estimates are looking like for particular types of work.
- Notes: You can use this section to add notes to a particular career so that you can keep track of your thoughts or insights related to the career.
 - o Note that Staff members will be able to see the content of your notes attached to each career.
- Star: In the top right-hand corner of the tile for a particular career is a star symbol, which can be used to save a career as one of your favorites
- Jobs: This button will take you to the JobLink job search tool to search for jobs filtered so that they match the career you selected
- Training: Much like the Jobs button, this will take you to the JobLink search function for training and skill development programs related to the career field

Using the Career Explorer Browser

An alternate way to use the Career Explorer tool is by selecting a single RIASEC interest area, pairing it with a single Job Zone, and using that pair to find careers that match.

Although this method may not present you with jobs that are necessarily a high match with your interests or skills, it is a very open-ended way to use Career Explorer to learn more about certain career types and to experiment with what kinds of interests may lead to you what types of careers.

Select an Interest Area

Realistic
Practical, hands-on problem solving

Investigative
Analytical, intellectual, scientific investigations

Artistic
Self-expression, creativity, design

Social
Helping, teaching, counseling others

Enterprising
Leading, persuading, managing

Conventional
Organization, data management, attention to detail

Select Job Zone

1
Job Zone One: Little or No Preparation Needed

2
Job Zone Two: Some Preparation Needed

3
Job Zone Three: Medium Preparation Needed

4
Job Zone Four: High Preparation Needed

5
Job Zone Five: Extensive Preparation Needed

Career Matches - Realistic Careers in Job Zone 3		
Career	Code	Actions
Aerospace Engineering & Operations Technologists & Technicians	17-3021.00	O*Net Jobs Training
Agricultural Technicians	19-4012.00	O*Net Jobs Training

Career Explorer Staff Perspective

An important aspect of Career Explorer is that Staff members will be able to look up your saved careers and assessment results, which can help them to guide you toward other services or enrollments that may help you to find a career that is a good fit for you. It is highly recommended that you leverage your results with Career Explorer when working with Job Center Staff, as you can use what you've discovered within the tool to your advantage with their help.

As always, if you have any questions about how best to integrate Career Explorer into your job search, please reach out to your Job Center staff members, who will be able to help you find the answers that you're looking for.



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