

CAREER REPORT

Example Report






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 The information in this report is confidential. So keep this report in a safe place!

Introduction

This report is based on the Bridge Career assessment. In this assessment, candidates indicate their interests with regard to work and leisure activities by answering 320 questions. Over the years, TestGroup's research has shown that this information can provide a good indication for choosing the right job.

The Bridge Career® provides insight into preferences about work situations, concrete jobs and career anchors. It also clarifies in what environment candidates will function well or not so well. The final results are based on both normative and ipsative scores. Normative means that a candidate scores on a scale of 1 to 9 (1=absolutely not nice, 9=extremely nice). Ipsative stands for 'forced choice' and means that candidates have to put questions in order (1=least nice, 6=nicest). The reason for this combination of scores is that test theory research has shown that combining these scores gives a reliable picture of self-image and career choices. The combined score (also referred to as a sten score) goes from 1 to 10. If the normative score deviates from the ipsative score by more than 3 stens, this will be indicated using the following symbol: 

The results have been compared to a norm group of 500 people who have previously completed this tool. A score from 1 to 10 is given for each dimension. The Bridge Career is suitable for students as well as candidates taking a university course, or candidates in a work environment. As a work environment is dynamic, we advise using this tool again after two years.

The Bridge Career® is a tool that will help you to make valuable decisions about your future career and your education. It does not matter whether you are still at school, at the beginning of your career or in mid-career. The Bridge Career® will provide you with a wealth of information about your possible career choices. The tool can help you to choose a course, take the next step in your career or gain ideas about career possibilities. While reading this report, you should always remember that The Bridge Career® is a questionnaire that measures interests, rather than skills or intelligence. While reading the report, you should also realise that your career is not based on just one decision, but on several decisions made over the course of your life.

1 Bridge answer behaviour

Gives information about your answer behaviour. To what extent do the normative and ipsative scores correspond? And to what extent have you filled in the tool in assent? It is then possible to assess whether you have filled in the questionnaire honestly, seriously and consistently.

2 General work preferences

Gives your 6 general preferences for work situations. These preferences are divided into Realistic (R), Investigative (I), Artistic (A), Social (S), Enterprising (E) and Conventional (C). Together, these letters form the well-known RIASEC model, which assumes that people and work situations can be classified in these 6 groups.

3 Specific areas of interest

Gives the specific areas of interest that you find the most interesting. The 30 areas of interest are classified in the 6 general preferences (RIASEC model). The areas of interest in which you score highest are the areas from which you will get the most motivation and work satisfaction.

4 Your occupations

Gives your interest in occupations. Your interest in a particular occupation is compared to the interest of people who are satisfied with their work within that occupation. This overview gives an indication of the occupations that will give you the most motivation and work satisfaction. First, you see an overview of the five occupations you will probably enjoy the most. Then you see an overview of your preferences from the 130 occupations from the Bridge Career®.

5 Your career anchors

The Bridge Career® is the only career test in the world that combines the two models most often used for career choices: the RIASEC model and the eight career anchors. In this section, you see the scores for the eight career anchors. These anchors give not only your preferences for work situations, but also the way in which you want to deal with work and personal life.

6 Summary of your Bridge Career

On this page you will find an overview of the 5 work areas that you most prefer and the 3 work areas that you consider the least interesting. You will also find your top 10 professions and the 3 career anchors that are more important to you.

7 Your most important educations

To further explore your options for education, the educations of your RIASEC preference (three letters) are ranked from high (green) to low (red). You will find these ranking for hbo-educations (bachelor) and wo-educations (academic).

1

Bridge answer behaviour

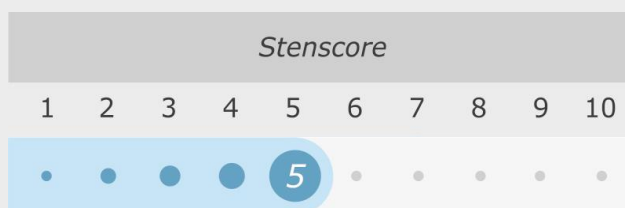
The sten scores shown in this report are your scores compared to a norm group. If you score 1 on a dimension, then 95% of the norm group has a higher score than you on this dimension. If you score 10 on a dimension, then 95% of the norm group has a lower score than you on this dimension. If you score 5 then around 50% has a lower score and 50% a higher score. The higher your score, the more people from the norm group have a lower score than you. So a score of 5 is not a fail mark; it is the score that most people have on a particular dimension.

People who fill out a career questionnaire tend to give a bit of 'guidance' to their answers. Virtually everyone does this, and the reason may be one of the following: · The person has not yet given a lot of thought to their career interests. · The person finds it difficult to describe their preference in work or education, which makes it hard to choose between the options in the test.

To identify whether people have guided their answers in filling in The Bridge Career, a number of scores are calculated that provide insight into this: Correspondence between Normative and Ipsative, and Assenting Answers.

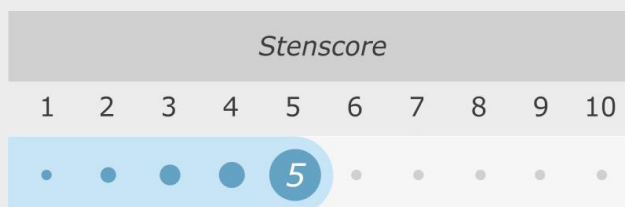
Correspondence between Normative and Ipsative

If the normative (free choice answers) and ipsative (forced choice answers) scores are very far apart, then there may be several reasons for this. If the ipsative score is much higher than the normative score, then a person probably has a higher than average degree of self-criticism. If a candidate scores higher on a normative score than on an ipsative score, then they may have a lower than average degree of self-criticism. It may also be the case that they have overestimated themselves on the normative part.



Assenting answers

This scale shows the extent to which a respondent tends to answer every question with 'yes'. If the score on this scale is high, then the respondent has a high score on all the normative questions (and thus on all the dimensions).



2

RIASEC work preferences

The RIASEC work preferences give a representation of the six preferences for work situations. The preferences with the highest scores are summarised in a code of three preferences. This code gives insight into your work preferences and the accompanying interests, potential areas of work and possible courses.

	<i>Preferences</i>	<i>Tasks</i>	<i>Skills needed</i>	<i>Values</i>
REALISTIC 	Machines, sports, nature, working outdoors	Driving vehicles, working with machines, building, repairing, providing security	Physical skills, technical insight	Practical, pragmatic, realistic
INVESTIGATIVE 	Science, research, medicine, mathematics	Conducting research, working in a laboratory, researching complex issues	Mathematical aptitude, scientific aptitude, analysing	Independent, objective, inquisitive
ARTISTIC 	Art, culture, design	Writing, acting, designing, painting, composing	Creativity, musical insight, artistic inclination	Beauty, representation, creative, artistic
SOCIAL 	People, working in teams, helping, charity	Teaching, helping people, training staff, charity work	Listening, showing empathy, dealing with people, verbal talent	Collaboration, support, generosity, empathy
ENTERPRISING 	Doing business, running a business, leadership, politics	Selling, managing, persuading, running a business	Verbal skills, skills to persuade and motivate people, sales skills	Enjoy risks, status, influence, success
CONVENTIONAL 	Organising data, figures, taxes, accounting	Organising procedures and systems, doing bookkeeping, making computer applications, entering details	Numerical aptitude, data analysis skills, preference for details and procedures	Precision, stability, efficiency

Your RIASEC code

Your RIASEC code is:

A **R** **S**

Your RIASEC code, given below, consists of the three letters of the preferences on which you scored highest. These preferences indicate where your interests lie and which work situations are suitable for you. Use this RIASEC code to find a career or course that suits you.



Preference		Rating									
		1	2	3	4	5	6	7	8	9	10
A	Artistic likes to be more creative than most people. has a preference for coming up with original ideas. likes working within an artistic environment.	.	.	.	.	5	.	7	8	.	.
						I		N			
R	Realistic sometimes has a preference to work with his/her hands. values practical work reasonably. likes to think of technical solutions now and again.	.	.	.	4	.	6	7	.	.	.
					I		N				
S	Social averagely focused on supporting other people. spends time on listening to others somewhat. works within a team now and again to reach a certain goal.	.	.	3	.	.	6	.	8	.	.
				I			N				
E	Enterprising takes charge now and again. is sometimes driven to search for market opportunities. sometimes likes convincing others of a new idea.	.	.	.	4	.	6	.	8	.	.
				I			N				
I	Investigative interested in solving mathematical problems now and again. sometimes spends time on analytical thinking. sometimes gives preference to working with scientific information.	.	.	3	.	5	.	7	.	.	.
				I			N				
C	Conventional has a less obvious preference for working systematically than most people. almost never likes to work with numbers. likes it less than most people to work in an environment with a lot of rules and regulations.	.	2	.	4	.	6	.	.	.	.
			I				N				

3

Specific areas of interest

The specific areas of interest are often areas of interest in the fields of work activities, projects, school, university and leisure activities that motivate you. Like the general work preferences, the levels of your preferences are set by comparing your scores to the average scores for your gender.

		<30	40	50	60	70>	Norm Score
A	Performing Arts	•	•	•	•	79	79
	Visual Art & Design	•	•	•	•	78	78
	Journalism & Communication	•	•	52	•	•	52
	Cookery	•	•	52	•	•	52
R	Sport	•	•	•	•	82	82
	Security	•	•	•	•	78	78
	Military	•	•	•	•	74	74
	Mechanical Engineering & Construction	•	•	•	•	72	72
S	Computer Hardware & Electronics	•	•	•	59	•	59
	Nature & Architecture	•	•	48	•	•	48
	Human Resources & Training	•	•	•	•	78	78
	Education	•	•	•	•	72	72
E	Advice & Counselling	•	•	•	•	64	64
	Social Sciences	•	•	•	•	63	63
	Medical Care	•	•	•	58	•	58
	Marketing & Advertising	•	•	•	•	77	77
I	Entrepreneurship	•	•	•	•	73	73
	Management	•	•	•	•	70	70
	Law	•	•	•	•	70	70
	Politics & Public Speaking	•	•	•	•	68	68
C	Sales	•	•	•	•	66	66
	Online Business	•	•	•	•	63	63
	Science	•	•	•	•	66	66
	Research	•	•	•	61	•	61
	Medical Sciences	•	•	•	59	•	59
	Mathematics	•	•	•	56	•	56
	Programming & Information Systems	•	•	•	53	•	53
	Finance & Investment	•	•	51	•	•	51
	Accounting & Taxation	•	•	50	•	•	50
	Office Work	•	•	49	•	•	49

4

Your occupations

This part of the report shows your preferences for the occupations in the Bridge Career. On the following pages, you will see your scores for the 152 occupations. Be aware that the occupations in this report are just a few of the occupations you could be of interest to you.



ARTISTIC

Voorkeur	Beroep	Norm Score				
		<30	40	50	60	70>
A	Musician	•	•	•	•	80
A R I	Interior Architect	•	•	•	•	80
A E S	Account Manager Advertising	•	•	•	•	79
A	Artist	•	•	•	•	78
A S	Art Teacher	•	•	•	•	77
A S E	Manager Public Relations	•	•	•	•	76
A I	Photographer	•	•	•	•	76
A S	Actor	•	•	•	•	75
A E R	Industrial Designer	•	•	•	•	74
A I E	Architect	•	•	•	•	73
A R	Graphic Designer	•	•	•	•	72
A E	Fashion Designer	•	•	•	•	68
A I R	Web Designer	•	•	•	•	67
A I E	Writer	•	•	•	•	65
A I S	Game Designer	•	•	•	•	64
A I	Editor	•	•	•	•	62
A I	Translator	•	•	•	•	55
A I S	Journalist	•	•	•	•	51



REALISTIC

Voorkeur	Beroep	Norm Score				
		<30	40	50	60	70>
R	Pilot	•	•	•	•	83
R A I	Carpenter	•	•	•	•	79
R I	Electrician	•	•	•	•	79
R A	Hairdresser	•	•	•	•	78
R E I	Army Officer	•	•	•	•	77
R S I	Technical Advisor	•	•	•	•	77
R S I	Fireman	•	•	•	•	74
R	Lorry Driver	•	•	•	•	72
R S	Police Officer	•	•	•	•	72
R	Car Mechanic	•	•	•	•	71
R I	Soldier	•	•	•	•	71
R I A	Engineer	•	•	•	•	71
R I	Mechanical Engineer	•	•	•	•	69
R A	Gardener	•	•	•	•	65
R A	Baker	•	•	•	•	64
R I	Forester	•	•	•	•	62
R I S	Medical Technician	•	•	•	•	62
R S	Dental Technician	•	•	•	•	60
R S I	Agriculture Teacher	•	•	•	•	59
R A	Cook	•	•	•	•	55
R I	System Administrator	•	•	•	•	54
R E I	Farmer (Arable/Dairy)	•	•	•	•	50



































SOCIAL

Voorkeur	Beroep	Norm Score				
		<30	40	50	60	70>
S A	Charity Worker	•	•	•	•	85
S I	Careers Advisor	•	•	•	•	84
S R	Security Guard	•	•	•	•	82
S I E	Coach	•	•	•	•	82
S I R	Speech Therapist	•	•	•	•	82
S E C	School Manager	•	•	•	•	80
S E R	Nursing Home Manager	•	•	•	•	79
S R	Fitness Instructor	•	•	•	•	78
S R I	Physical Education Teacher	•	•	•	•	78
S I R	Study Advisor	•	•	•	•	77
S E R	Recreation Manager	•	•	•	•	76
S I	Secondary School Teacher	•	•	•	•	75
S R I	Primary School Teacher	•	•	•	•	75
S R	Intermediate Vocational Education Teacher	•	•	•	•	74
S A E	Manager Non-Profit Organisation	•	•	•	•	73
S I E	Higher Vocational Education Teacher	•	•	•	•	71
S I E	Company Doctor	•	•	•	•	70
S R A	Social Worker	•	•	•	•	69
S I E	Minister	•	•	•	•	69
S E I	Politician	•	•	•	•	68
S R I	Physiotherapist	•	•	•	•	68
S I	Maternity Assistant	•	•	•	•	66
S R I	Special Education Teacher	•	•	•	•	65
S I C	University Lecturer	•	•	•	•	65
S I C	Social Sciences Teacher	•	•	•	•	65
S I A	Homecare Assistant	•	•	•	•	62
S R I	Midwife	•	•	•	•	62
S I E	Rehabilitation Advisor	•	•	•	•	62
S R I	Nurse	•	•	•	•	62
S A	Foreign Language Teacher	•	•	•	•	60
S I E	Secretary	•	•	•	•	53
S I R	Medical Assistant	•	•	•	•	50



ENTERPRISING

Voorkeur	Beroep	Norm Score				
		<30	40	50	60	70>
	Human Resources Manager	•	•	•	•	84
	Logistics Manager	•	•	•	•	82
	Operations Manager	•	•	•	•	80
	Human Resources Advisor	•	•	•	•	78
	Marketing Manager	•	•	•	•	77
	Marketing Advisor	•	•	•	•	76
	Recruitment & Selection Consultant	•	•	•	•	75
	Intermediary	•	•	•	•	74
	Manager Childcare Centre	•	•	•	•	74
	Sales Manager	•	•	•	•	73
	Management Consultant	•	•	•	•	72
	Judge	•	•	•	•	72
	Entrepreneur	•	•	•	•	72
	Company Director	•	•	•	•	71
	Executive Manager	•	•	•	•	71
	Estate Agent	•	•	•	•	71
	Product Manager	•	•	•	•	70
	Hotel Manager	•	•	•	•	69
	Shop Manager	•	•	•	•	69
	Shop Salesperson	•	•	•	•	66
	Restaurant Manager	•	•	•	•	65
	Technical Sales Advisor	•	•	•	•	65
	Investment Manager	•	•	•	•	65
	Optician	•	•	•	•	64
	Account Manager	•	•	•	•	63
	Steward(ess)	•	•	•	•	62
	Online Marketing Specialist	•	•	•	•	61
	Travel Advisor	•	•	•	•	61
	Chef	•	•	•	•	60
	Beautician	•	•	•	•	60
	Mortgage Advisor	•	•	•	•	55
	Buyer	•	•	•	•	48



INVESTIGATIVE

Voorkeur	Beroep	Norm Score				
		<30	40	50	60	70>
I C A	Research & Development Manager	•	•	•	•	76
I S R	Sports Doctor	•	•	•	•	74
I S	Professor	•	•	•	•	71
I S C	Lawyer	•	•	•	•	70
I S A	Dietician	•	•	•	•	70
I A	Psychologist	•	•	•	•	69
I S	Science Teacher	•	•	•	•	67
I A R	Sociologist	•	•	•	•	65
I A S	Theologian	•	•	•	•	65
I S	Scientific Researcher	•	•	•	•	64
I R	Chemist	•	•	•	•	64
I C	Pharmacist	•	•	•	•	64
I A C	Software Developer	•	•	•	•	63
I A	Historian	•	•	•	•	61
I S	Doctor	•	•	•	•	60
I S A	Dentist	•	•	•	•	60
I R	Physicist	•	•	•	•	59
I C R	Computer Scientist	•	•	•	•	58
I R	Geographer	•	•	•	•	54
I S R	Veterinary Surgeon	•	•	•	•	50
I R	Biologist	•	•	•	•	46
I C	Mathematician	•	•	•	•	44



CONVENTIONAL

Voorkeur	Beroep	Norm Score				
		< 30	40	50	60	70 >
C E S	Factory Manager	•	•	•	•	78
C E S	Tax Advisor	•	•	•	•	76
C R S	Air Traffic Controller	•	•	•	•	76
C S E	Bailiff	•	•	•	•	68
C E I	Jurist	•	•	•	•	64
C E S	Financial Manager	•	•	•	•	64
C E S	Legal Assistant	•	•	•	•	62
C R S	ICT Manager	•	•	•	•	62
C E I	Banker	•	•	•	•	59
C I S	Maths Teacher	•	•	•	•	58
C E S	Belasting Adviseur	•	•	•	•	57
C R I	Network Architect	•	•	•	•	57
C S E	Business Administration Teacher	•	•	•	•	55
C E I	Controller	•	•	•	•	55
C E I	Credit Manager	•	•	•	•	54
C E R	Accountant	•	•	•	•	54
C I E	Financial Analyst	•	•	•	•	52
C E	Accountant	•	•	•	•	52
C R E	Administrative Assistant	•	•	•	•	50
C E I	Salary Administrator	•	•	•	•	48
C I	Actuary	•	•	•	•	48

5

Your career anchors

The eight career anchors give a combination of different values regarding your work preference. If your core values are reflected in your work or course, you will naturally have a greater chance of satisfaction in your work or choice of course. The values that are most important to you can be found in the career anchors on which you score the highest.



Preference		Rating									
		1	2	3	4	5	6	7	8	9	10
G	General Management reasonably focused on fulfilling a management role. likes to be responsible for an organizations results more than most people. finds it reasonably interesting to climb the ladder within an organization.	.	.	.	.	.	.	7	.	.	.
A	Autonomy/independence feels more need to determine own working manner than most people. likes to work independently. reasonable preference to achieve goals in own manner.	.	.	.	.	.	.	7	.	.	.
C	Creativity with entrepreneurial focus spends more time on creating new things than other people. finds it reasonably interesting to build an organization. has a larger preference to start their own company than most people.	.	.	.	.	.	.	7	.	.	.
C	Challenge likes challenging tasks more than average. is very eager to win. reasonable need to achieve challenging goals.	.	.	.	.	.	.	7	.	.	.
W	Work-Life Balance finds life outside of the work environment reasonably important. has a reasonable preference for a flexible work environment. finds a good life and work balance important.	.	.	.	.	.	.	7	.	.	.
T	Technical/functional somewhat focused on developing knowledge and skills. likes to be challenged in field of own expertise now and again. sometimes likes to develop within own work area.	.	.	.	.	.	6	.	.	.	.
S	Security/stability finds job security important. sometimes focused on the long term. sometimes values to be appreciated and rewarded according the length of employment.	.	.	.	.	.	6	.	.	.	.
S	Service provision/dedication to a business provides services within an organization now and again. works on a good cause with devotion now and again. has the urge now and again to help others within a work environment.	.	.	.	.	.	6	.	.	.	.

6

Summary of your Bridge Career

Your RIASEC code

A R S

On this page you will find an overview of the 5 work areas that you most prefer and the 3 work areas that you consider the least interesting. You will also find your top 10 professions and the 3 career anchors that are more important to you.



Specific areas of interest

Top 5 interest areas

	Norm Score
Sport	82
Performing Arts	79
Human Resources & Training	78
Visual Art & Design	78
Security	78

Areas of least interest

	Norm Score
Nature & Architecture	48
Office Work	49
Accounting & Taxation	50

Your occupations

Top 10 occupations

Beroep	Norm Score
Charity Worker	85
Careers Advisor	84
Human Resources Manager	84
Pilot	83
Security Guard	82
Coach	82
Speech Therapist	82
Logistics Manager	82
Operations Manager	80
Interior Architect	80

Occupations of low preference

Beroep	Norm Score
Mathematician	44
Biologist	46
Buyer	48
Salary Administrator	48
Actuary	48

Your career anchors

Top 3 career anchors

Voorkeur	Waarderingscijfer
Challenge	7
Work-Life Balance	7
General Management	7

7

Your educational recommendations from high to low

To further explore your options for education, the educational recommendations of your RIASEC preference (three letters) are ranked from high (green) to low (red). You will find these rankings for HBO education (Bachelor's) and WO education (Academic).

A Artistic Preference for a self-expressive and creative approach, such as writing, art, design or music.			R Realistic Preference for a practical approach, such as working with machines, sports or nature, or working outdoors.			S Social Preference for a helping approach, such as teaching, helping to develop or caring for others.		
S.N.		Norm Score	S.N.		Norm Score	S.N.		Norm Score
HBO			HBO			HBO		
1	Bachelor of Business Administration in	98	1	Sport and Movement Education	84	1	Leisure management	94
2	Music	90	2	Teacher training in 1st stage Physical	81	2	Applied Behavioral and Social Sciences	92
3	Music Teacher	86	3	Sport and Exercise	80	3	Pedagogical Management Childcare	88
4	Dance	82	4	Architecture	78	4	Human Resource Management	86
5	Dance teacher	81	5	Police Academy (hbo)	77	5	Counseling	81
6	Bachelor of Cabaret	80	6	Mechanical engineering	76	6	Creative Therapy	78
7	Theater	79	7	Integral Security	76	7	Pedagogy	76
8	Teacher Fine Arts and Design	78	8	Integral Safety Science	76	8	Teacher education Primary education	74
9	Film and Television	78	9	Mechatronics	75	9	Training science	71
10	Theater Teacher	77	10	Aviation technology	75	10	Teacher education 2nd degree	71
11	Visual Arts and Design	77	11	Security Management	74	11	Social 2rk	68
12	Fashion & Textile Technologies	77	12	Electrical engineering	73	12	Podiatry training	65
13	Popular Culture	76	13	Engineering	72	13	Occupational therapy training	65
14	Interior Design & Styling	74	14	Shipbuilding / Maritime Engineering	70	14	Speech therapy training	64
15	Design	73	15	Automotive	66	15	Religion-Pastoral 2rk	64
16	Applied Photography and Image	70	16	Forest and Nature Management	65	16	Training as a Physical Therapist	63
17	Communication	69	17	IT Service Management	58	17	Social 2rk and Services	62
18	Communication and Multimedia Design	68	18	Psychomotor Therapy and Movement	56	18	Obstetrics	59
19	Cultural Heritage	68	19	ICT	55	19	Medical Assistance	56
20	Communication systems	67	20	Garden and Landscape design	52	20	Nursing	54
21	Media and Entertainment Management	66	21	Animal and Livestock	42	WO		
22	Media, Information and Communication	64	22	Animal management	40	1	Leisure sciences	96
23	Information and Communication	63	23	Horticulture & Agribusiness	31	2	Personnel Sciences	84
24	Food Design and Innovation	60	24	Horticulture and Agriculture	30	3	Theology	78
25	Translation academy	56	WO			4	University Pabo	75
26	Translator	55	1	Industrial Design	87	5	Educational Science	72
27	Interpreter-Translator training	54	2	Industrial Design	83	6	Educational Sciences	70
28	Journalism	52	3	Military Business Sciences	82	7	Health and Life	69
WO			4	Mechanical engineering	77	8	Health and Society	69
1	Musicology	85	5	Martial sciences	77	9	Health sciences	69
2	Theater science	80	6	Military Systems & Technology	76	10	Nutrition and Health	67
3	Art history	77	7	Police Academy (wo)	75	11	Religious Studies	66
4	Arts, Culture and Media	75	8	Aerospace Engineering	74	12	Medicine	64
5	Film and Literature	72	9	Bewegingswetenschappen	74	13	General Social Sciences	50
6	Media, Art, Design and Architecture	71	10	Architecture	72	14	Cultural Anthropology and Development	44
7	Media and information	67	11	Civil Engineering	66	15	Criminology	0
8	Media and Culture	64	12	Forest and Nature Management	63	16	Humanistics	0
9	Communication science	60	13	Archeology	60			
10	Literature	57	14	Agrotechnology	58			
11	Language and Culture Studies	55	15	International Land and Water	47			
12	Linguistics	55	16	Veterinary medicine	40			
13	Cultural sciences	50	17	Animal sciences	40			
14	General Cultural Sciences	50	18	Bachelor of Science in Physiotherapy	0			
15	International Development Studies	47						
16	International Studies	0						

7

Your educational recommendations from high to low

E



Enterprising

Preference for influencing or guiding others, through selling an idea or product.

S.N.		Norm Score
HBO		
1	Public Administration	76
2	Management	76
3	Business Administration	75
4	Public Administration	74
5	Entrepreneurship	73
6	Applied Business Administration	71
7	Higher Legal Education	71
8	E-commerce Marketing Sales	70
9	Business Administration	70
10	Business administration	70
11	Tourism and Recreation	69
12	Law	68
13	Law	68
14	Commercial Economy	68
15	Trade Management focused on Asia	68
16	European Studies	67
17	Higher Hotel Education	67
18	Hotel and Event Management	67
19	Real Estate and Brokerage	66
20	Marketing Communication	64
21	Organisational psychology	62
22	Civil Engineering	60
23	Optometry	56
WO		
1	Organisational Sciences	78
2	International and European Law	77
3	Global Law	76
4	Science, Business & Innovation	76
5	Law	76
6	European Public Health	75
7	European Law School	74
8	International Business Administration	74
9	Public Administration	74
10	International Business	73
11	International Relations and International	72
12	Business administration	72
13	Management and Organisational Science	72
14	Business Information Technology	71
15	Business Economics	71
16	Business and Consumer Sciences	70
17	Business Economics	69
18	Business Administration	69
19	Economy and Policy	68
20	Politics, Psychology, Law and Economics	68
21	Political Science	67
22	Economy	65
23	Business Analytics	62
24	European Studies	59

I



Investigative

Preference for an investigative approach, such as science, research, medicine or mathematics.

S.N.		Norm Score
HBO		
1	Chemistry	75
2	Pharmaceutical Consultant	73
3	Applied Physics	72
4	Applied Science	71
5	Food technology	70
6	Pharmacy	70
7	Archeology	68
8	Applied Biology	67
9	Applied Psychology	64
10	Bioinformatics	64
11	Biology and Medical Laboratory	64
12	Nutrition and Dietetics	56
13	Oral care	55
WO		
1	Soil, Water, Atmosphere	77
2	Geography, Planning and Environment	74
3	Chemistry	74
4	Social Geography and Spatial Planning	74
5	Pharmaceutical Sciences	72
6	Pharmacy	72
7	Earth sciences	72
8	Bio-Pharmaceutical Sciences	71
9	Electrical Engineering	70
10	Physics	70
11	Physics and Astronomy	69
12	Biomedical Technology	69
13	Philosophy	69
14	Food technology	69
15	Biomedical Sciences	68
16	Biotechnology	67
17	Earth and Economy	67
18	Astronomy	66
19	Psychology	64
20	Environmental sciences	64
21	Biology	63
22	Psychobiology	62
23	Medicine	60
24	Medical Information Science	60
25	Molecular Life Sciences	59
26	History	59
27	Archeology	59
28	Mathematics	58
29	Sociology	56
30	Dentistry	48

C



Conventional

Preference for a precise approach, such as working with systems, bookkeeping or developing computer programmes.

S.N.		Norm Score
HBO		
1	Aviation	78
2	Traffic and Logistics	72
3	Logistics and Economy	72
4	Logistics Engineering	70
5	Management Payroll Services	65
6	Management of Information	62
7	Public Administration	62
8	Financial Economic Management	54
9	Financial Services Management	52
10	Tax Law and Economy	50
11	Accountancy	50
12	Computer science	50
13	Technical Informatics	49
14	Actuarial Analyst	49
15	Business Informatics	49
16	Applied Mathematics	44
17	Office Management	44
18	Chemical Technology	0
WO		
1	European Public Administration	74
2	Notarial Law	72
3	Tax Law	59
4	Creative Technology	55
5	Information, Multimedia and	55
6	Knowledge technology	54
7	Accountancy	50
8	Actuarial Sciences	50
9	Computer Science	50
10	Fiscal Economy	48
11	Informatics	48
12	Econometrics and Operational Research	45
13	Technical Mathematics	45
14	Artificial Intelligence	44