

CAREER 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=nice). 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

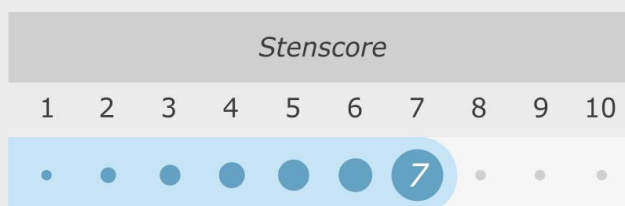
The sten scores shown in this report are your scores compared to a norm group. If you score 1 on a dimension, then 95% of the norm group has a higher score than you on this dimension. If you score 10 on a dimension, then 95% of the norm group has a lower score than you on this dimension. If you score 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:

S **R** **A**

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
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.	.	.	.	.	.	6	.	.	.	.
				3	.	5	6	.	.	.	.
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.	.	.	3	.	5	6	.	.	.	.
				I	.....	N					
A	Artistic likes to be creative now and again. sometimes has preference for coming up with original ideas. does not mind to work within an artistic environment.	.	.	.	.	5	.	.	.	.	.
						5					
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	6	.	.	.	.
				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.	.	.	3	.	5	6	.	.	.	.
				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.	.	.	3	.	.	.	.	.	.	.
				3							

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
S	Education	•	•	•	•	86	86
	Social Sciences	•	•	•	•	68	68
	Advice & Counselling	•	•	•	•	67	67
	Human Resources & Training	•	•	•	60	•	60
	Medical Care	•	•	•	56	•	56
R	Sport	•	•	•	•	86	86
	Security	•	•	•	59	•	59
	Nature & Architecture	•	•	•	55	•	55
	Military	•	•	50	•	•	50
	Mechanical Engineering & Construction	•	•	44	•	•	44
A	Computer Hardware & Electronics	32	•	•	•	•	32
	Journalism & Communication	•	•	•	•	79	75
	Performing Arts	•	•	49	•	•	49
	Visual Art & Design	•	•	49	•	•	49
	Cookery	•	42	•	•	•	42
I	Medical Sciences	•	•	52	•	•	52
	Research	•	•	50	•	•	50
	Science	•	•	46	•	•	46
	Mathematics	26	•	•	•	•	26
	Marketing & Advertising	•	•	•	•	66	66
E	Politics & Public Speaking	•	•	•	62	•	62
	Management	•	•	53	•	•	53
	Online Business	•	•	49	•	•	49
	Law	•	•	46	•	•	46
	Sales	•	•	45	•	•	45
C	Entrepreneurship	•	•	43	•	•	43
	Office Work	•	•	•	55	•	55
	Accounting & Taxation	•	•	49	•	•	49
	Finance & Investment	•	42	•	•	•	42
	Programming & Information Systems	•	38	•	•	•	38

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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.



SOCIAL

Voorkeur Beroep		Norm Score				
		<30	40	50	60	70>
S R	Intermediate Vocational Education Teacher	•	•	•	•	•91
S I	Secondary School Teacher	•	•	•	•	•90
S I E	Higher Vocational Education Teacher	•	•	•	•	•90
S R I	Primary School Teacher	•	•	•	•	•90
S A	Foreign Language Teacher	•	•	•	•	•90
S R I	Physical Education Teacher	•	•	•	•	•90
S R I	Special Education Teacher	•	•	•	•	•85
S I R	Study Advisor	•	•	•	•	•84
S I R	Speech Therapist	•	•	•	•	•80
S I E	Coach	•	•	•	•	•78
S A	Charity Worker	•	•	•	•	•78
S R	Fitness Instructor	•	•	•	•	•77
S R A	Social Worker	•	•	•	•	•76
S I C	University Lecturer	•	•	•	•	•75
S I C	Social Sciences Teacher	•	•	•	•	•71
S I	Careers Advisor	•	•	•	•	•68
S R I	Physiotherapist	•	•	•	•	•67
S I E	Rehabilitation Advisor	•	•	•	•	•65
S I E	Company Doctor	•	•	•	•	•64
S E I	Politician	•	•	•	•	•64
S R I	Midwife	•	•	•	•	•62
S E R	Nursing Home Manager	•	•	•	•	•62
S I E	Secretary	•	•	•	•	•61
S E C	School Manager	•	•	•	•	•60
S I E	Minister	•	•	•	•	•60
S R I	Nurse	•	•	•	•	•59
S I	Maternity Assistant	•	•	•	•	•57
S R	Security Guard	•	•	•	•	•57
S E R	Recreation Manager	•	•	•	•	•57
S I R	Medical Assistant	•	•	•	•	•53
S A E	Manager Non-Profit Organisation	•	•	•	•	•53
S I A	Homecare Assistant	•	•	•	•	•49














































REALISTIC

Voorkeur	Beroep	Norm Score				
		<30	40	50	60	70>
R E I	Army Officer	•	•	•	•	70
R S	Police Officer	•	•	•	•	73
R S I	Agriculture Teacher	•	•	•	•	72
R I	Soldier	•	•	•	•	72
R A	Gardener	•	•	•	• 65	•
R	Pilot	•	•	•	• 64	•
R I	Forester	•	•	•	• 64	•
R S I	Fireman	•	•	•	62	•
R	Lorry Driver	•	•	• 56	•	•
R A I	Carpenter	•	•	• 56	•	•
R S	Dental Technician	•	•	• 54	•	•
R I S	Medical Technician	•	• 46	•	•	•
R I	Electrician	•	• 46	•	•	•
R A	Cook	•	• 45	•	•	•
R	Car Mechanic	•	• 45	•	•	•
R A	Baker	•	42	•	•	•
R A	Hairdresser	•	41	•	•	•
R S I	Technical Advisor	•	39	•	•	•
R I A	Engineer	•	39	•	•	•
R E I	Farmer (Arable/Dairy)	•	39	•	•	•
R I	Mechanical Engineer	•	35	•	•	•
R I	System Administrator	23	•	•	•	•



ARTISTIC

Voorkeur	Beroep	Norm Score				
		<30	40	50	60	70>
 	Translator	•	•	•	•	83
  	Journalist	•	•	•	•	75
 	Editor	•	•	•	•	70
  	Account Manager Advertising	•	•	•	•	69
  	Manager Public Relations	•	•	•	•	68
  	Writer	•	•	•	•	66
 	Photographer	•	•	•	•	63
 	Actor	•	•	•	•	62
 	Art Teacher	•	•	•	•	57
  	Architect	•	•	•	•	53
  	Interior Architect	•	•	•	•	51
	Musician	•	•	•	•	50
 	Fashion Designer	•	•	•	•	49
  	Web Designer	•	•	•	•	49
  	Industrial Designer	•	•	•	•	48
	Artist	•	•	•	•	47
  	Game Designer	•	•	•	•	45
 	Graphic Designer	•	•	•	•	45



INVESTIGATIVE

Voorkeur	Beroep	Norm Score				
		<30	40	50	60	70>
I A S	Theologian	•	•	•	•	87
I A R	Sociologist	•	•	•	•	73
I R	Geographer	•	•	•	•	69
I A	Historian	•	•	•	•	69
I A	Psychologist	•	•	•	•	67
I S R	Sports Doctor	•	•	•	•	67
I S A	Dietician	•	•	•	•	65
I S	Science Teacher	•	•	•	•	63
I S C	Lawyer	•	•	•	•	62
I S	Doctor	•	•	•	•	54
I S	Professor	•	•	•	•	54
I S A	Dentist	•	•	•	•	53
I S R	Veterinary Surgeon	•	•	•	•	50
I R	Biologist	•	•	•	•	48
I C A	Research & Development Manager	•	•	•	•	48
I R	Physicist	•	•	•	•	44
I C	Pharmacist	•	•	•	•	40
I R	Chemist	•	•	•	•	36
I S	Scientific Researcher	•	•	•	•	31
I A C	Software Developer	•	•	•	•	30
I C	Mathematician	•	•	•	•	23
I C R	Computer Scientist	•	•	•	•	22



ENTERPRISING

Voorkeur	Beroep	Norm Score				
		<30	40	50	60	70>
E S I	Human Resources Advisor	•	•	•	•	70
E C R	Logistics Manager	•	•	•	•	66
E S R	Steward(ess)	•	•	•	•	66
E S C	Human Resources Manager	•	•	•	•	65
E S R	Manager Childcare Centre	•	•	•	•	63
E A S	Marketing Advisor	•	•	•	•	60
E C A	Travel Advisor	•	•	•	•	58
E A I	Product Manager	•	•	•	•	57
E A R	Chef	•	•	•	•	57
E C	Judge	•	•	•	•	56
E S A	Hotel Manager	•	•	•	•	55
E A	Marketing Manager	•	•	•	•	55
E S I	Management Consultant	•	•	•	•	54
E S A	Account Manager	•	•	•	•	54
E S A	Estate Agent	•	•	•	•	54
E A S	Beautician	•	•	•	•	54
E S R	Intermediary	•	•	•	•	53
E A S	Restaurant Manager	•	•	•	•	51
E S A	Sales Manager	•	•	•	•	51
E S I	Recruitment & Selection Consultant	•	•	•	•	50
E R C	Operations Manager	•	•	•	•	50
E S I	Executive Manager	•	•	•	•	50
E R I	Buyer	•	•	•	•	48
E A I	Online Marketing Specialist	•	•	•	•	47
E A S	Entrepreneur	•	•	•	•	47
E S R	Shop Salesperson	•	•	•	•	46
E S A	Shop Manager	•	•	•	•	46
E S C	Company Director	•	•	•	•	43
E C S	Mortgage Advisor	•	•	•	•	43
E R S	Technical Sales Advisor	•	•	•	•	41
E R S	Optician	•	•	•	•	40
E C I	Investment Manager	•	•	•	•	40



CONVENTIONAL

Voorkeur	Beroep	Norm Score				
		<30	40	50	60	70>
C E S	Tax Advisor	•	•	•	•	70
C I S	Maths Teacher	•	•	•	•	65
C S E	Business Administration Teacher	•	•	•	•	64
C E S	Factory Manager	•	•	•	59	•
C E I	Jurist	•	•	•	55	•
C E S	Legal Assistant	•	•	•	55	•
C R S	Air Traffic Controller	•	•	51	•	•
C E S	Belasting Adviseur	•	•	48	•	•
C R E	Administrative Assistant	•	•	47	•	•
C S E	Bailiff	•	•	46	•	•
C E I	Controller	•	•	45	•	•
C E I	Salary Administrator	•	•	44	•	•
C I E	Financial Analyst	•	•	43	•	•
C E S	Financial Manager	•	•	43	•	•
C E	Accountant	•	42	•	•	•
C E R	Accountant	•	39	•	•	•
C E I	Banker	•	39	•	•	•
C R S	ICT Manager	•	33	•	•	•
C E I	Credit Manager	31	•	•	•	•
C I	Actuary	29	•	•	•	•
C R I	Network Architect	28	•	•	•	•

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
W	Work-Life Balance finds life outside of the work environment very important. has a large preference for a flexible work environment. finds a good life and work balance extremely important.	.	.	.	.	.	.	.	.	9	.
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	.	.	.	.
A	Autonomy/independence sometimes feels the need to determine own working manner. works independently now and again. sometimes like to achieve goals in own manner.	.	.	.	.	5	.	.	.	.	.
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.	.	.	.	.	5	.	.	.	.	.
C	Creativity with entrepreneurial focus sometimes spends time creating new things. sometimes finds it interesting to build an organization. might have a preference to start their own company.	.	.	.	.	5	.	.	.	.	.
C	Challenge sometimes likes challenging tasks. is reasonably eager to win. wants to achieve challenging goals now and again.	.	.	.	.	5	.	.	.	.	.
T	Technical/functional sometimes focused on developing knowledge and skills. likes it less to be challenged in field of own expertise than most people. likes it less than most people to develop within own field of expertise.	.	.	.	4	.	.	.	.	.	.
G	General Management rarely focused on fulfilling a management role. likes it less to be responsible for an organizations results than most people. less eager than most people to climb the ladder within an organization.	.	.	.	4	.	.	.	.	.	.

6

Summary of your Bridge Career

Your RIASEC code



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	86
Education	86
Journalism & Communication	75
Social Sciences	68
Advice & Counselling	67

Areas of least interest

	Norm Score
Mathematics	26
Computer Hardware & Electronics	32
Programming & Information Systems	38

Your occupations

Top 10 occupations

Beroep	Norm Score
Intermediate Vocational Education Teacher	91
Primary School Teacher	90
Secondary School Teacher	90
Higher Vocational Education Teacher	90
Foreign Language Teacher	90
Physical Education Teacher	90
Theologian	87
Special Education Teacher	85
Study Advisor	84
Translator	83

Occupations of low preference

Beroep	Norm Score
Computer Scientist	22
Mathematician	23
System Administrator	23
Network Architect	28
Actuary	29

Your career anchors

Top 3 career anchors

Voorkeur	Waarderingscijfer
Work-Life Balance	9
Service provision/dedication to a business	6
Challenge	5

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).

<div> S Social Preference for a helping approach, such as teaching, helping to develop or caring for others. </div>			<div> R Realistic Preference for a practical approach, such as working with machines, sports or nature, or working outdoors. </div>			<div> A Artistic Preference for a self-expressive and creative approach, such as writing, art, design or music. </div>		
Profielkeuze HAVO/VWO • Subject cluster Nature & Health			Profielkeuze HAVO/VWO • Subject cluster Nature & Health, Nature & Technology			Profielkeuze HAVO/VWO • Subject cluster Culture & Society		
S.N.		Norm Score	S.N.		Norm Score	S.N.		Norm Score
HBO			HBO			HBO		
1	Teacher education 2nd degree	90	1	Teacher training in 1st stage Physical	96	1	Interpreter-Translator training	84
2	Pedagogical Management Childcare	90	2	Sport and Movement Education	90	2	Film and Television	79
3	Pedagogy	88	3	Sport and Exercise	88	3	Communication	78
4	Teacher education Primary education	87	4	Forest and Nature Management	75	4	Journalism	76
5	Training science	86	5	Animal management	74	5	Translator	75
6	Leisure management	80	6	Police Academy (hbo)	70	6	Translation academy	75
7	Creative Therapy	76	7	Integral Security	64	7	Media and Entertainment Management	72
8	Podiatry training	72	8	Integral Safety Science	64	8	Media, Information and Communication	67
9	Occupational therapy training	72	9	Psychomotor Therapy and Movement	63	9	Communication and Multimedia Design	63
10	Social 2rk	70	10	Security Management	62	10	Applied Photography and Image	62
11	Counseling	69	11	Garden and Landscape design	59	11	Information and Communication	59
12	Speech therapy training	68	12	Horticulture & Agribusiness	57	12	Design	56
13	Religion-Pastoral 2rk	65	13	Horticulture and Agriculture	54	13	Popular Culture	55
14	Social 2rk and Services	64	14	Animal and Livestock	45	14	Music	55
15	Training as a Physical Therapist	64	15	Architecture	42	15	Dance	55
16	Applied Behavioral and Social Sciences	63	16	Automotive	40	16	Dance teacher	54
17	Obstetrics	59	17	Mechatronics	38	17	Music Teacher	54
18	Human Resource Management	58	18	Aviation technology	36	18	Bachelor of Business Administration in	54
19	Medical Assistance	52	19	Mechanical engineering	34	19	Bachelor of Cabaret	53
20	Nursing	50	20	Electrical engineering	33	20	Cultural Heritage	53
WO			21	Engineering	33	21	Food Design and Innovation	52
1	University Pabo	92	22	Shipbuilding / Maritime Engineering	29	22	Communication systems	52
2	Educational Science	88	23	IT Service Management	28	23	Visual Arts and Design	50
3	Educational Sciences	80	24	ICT	23	24	Theater	47
4	Theology	80	WO			25	Fashion & Textile Technologies	47
5	Cultural Anthropology and Development	80	1	Archeology	80	26	Teacher Fine Arts and Design	47
6	Religious Studies	78	2	Bewegingswetenschappen	77	27	Theater Teacher	46
7	Leisure sciences	72	3	Veterinary medicine	74	28	Interior Design & Styling	46
8	Health and Society	64	4	Animal sciences	74	WO		
9	Personnel Sciences	60	5	Forest and Nature Management	72	1	International Development Studies	94
10	Health sciences	59	6	Police Academy (wo)	71	2	General Cultural Sciences	75
11	Health and Life	59	7	Military Business Sciences	63	3	Cultural sciences	75
12	Nutrition and Health	59	8	Industrial Design	60	4	Communication science	74
13	Medicine	55	9	Martial sciences	60	5	Media and Culture	72
14	General Social Sciences	34	10	International Land and Water	50	6	Media and information	70
15	Criminology	0	11	Agrotechnology	45	7	Language and Culture Studies	67
16	Humanistics	0	12	Military Systems & Technology	45	8	Literature	66
			13	Architecture	39	9	Linguistics	65
			14	Aerospace Engineering	39	10	Arts, Culture and Media	59
			15	Civil Engineering	38	11	Media, Art, Design and Architecture	57
			16	Industrial Design	36	12	Film and Literature	56
			17	Mechanical engineering	28	13	Musicology	47
			18	Bachelor of Science in Physiotherapy	0	14	Theater science	44
						15	Art history	41
						16	International Studies	0

7

Your educational recommendations from high to low

I



Investigative

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

Profielkeuze HAVO/VWO

- Subject cluster Nature & Technology , Subject cluster Culture & Society

S.N.		Norm Score
	HBO	
1	Archeology	68
2	Nutrition and Dietetics	44
3	Oral care	42
4	Applied Psychology	39
5	Pharmaceutical Consultant	38
6	Chemistry	35
7	Applied Physics	35
8	Applied Science	34
9	Bioinformatics	33
10	Food technology	33
11	Pharmacy	32
12	Applied Biology	31
13	Biology and Medical Laboratory	29

	WO	
1	History	72
2	Archeology	72
3	Geography, Planning and Environment	67
4	Earth sciences	63
5	Philosophy	60
6	Earth and Economy	54
7	Social Geography and Spatial Planning	54
8	Sociology	54
9	Psychology	52
10	Medicine	51
11	Psychobiology	47
12	Dentistry	43
13	Food technology	43
14	Soil, Water, Atmosphere	42
15	Environmental sciences	39
16	Electrical Engineering	37
17	Bio-Pharmaceutical Sciences	36
18	Astronomy	36
19	Physics and Astronomy	35
20	Physics	34
21	Pharmacy	34
22	Biotechnology	34
23	Biology	34
24	Mathematics	34
25	Molecular Life Sciences	34
26	Biomedical Sciences	33
27	Biomedical Technology	32
28	Pharmaceutical Sciences	31
29	Chemistry	28
30	Medical Information Science	27

E



Enterprising

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

Profielkeuze HAVO/VWO

- Subject cluster Economics & Society

S.N.		Norm Score
	HBO	
1	Marketing Communication	61
2	Public Administration	60
3	European Studies	58
4	Management	57
5	Public Administration	56
6	Tourism and Recreation	56
7	Hotel and Event Management	55
8	Higher Hotel Education	52
9	Trade Management focused on Asia	52
10	Business Administration	51
11	Applied Business Administration	51
12	Entrepreneurship	50
13	Organisational psychology	50
14	Business administration	50
15	Law	49
16	Real Estate and Brokerage	49
17	Law	48
18	E-commerce Marketing Sales	48
19	Commercial Economy	47
20	Civil Engineering	47
21	Business Administration	47
22	Higher Legal Education	40
23	Optometry	25

	WO	
1	Political Science	67
2	Public Administration	60
3	Management and Organisational Science	59
4	Politics, Psychology, Law and Economics	59
5	European Studies	56
6	European Public Health	56
7	International Relations and International	54
8	International and European Law	53
9	European Law School	51
10	International Business Administration	51
11	Business and Consumer Sciences	51
12	Business administration	51
13	Business Analytics	51
14	Business Information Technology	50
15	Economy and Policy	50
16	Global Law	50
17	International Business	50
18	Organisational Sciences	50
19	Science, Business & Innovation	49
20	Economy	48
21	Business Economics	47
22	Business Administration	47
23	Law	47
24	Business Economics	44

C



Conventional

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

Profielkeuze HAVO/VWO

- Subject cluster Economics & Society

S.N.		Norm Score
	HBO	
1	Logistics Engineering	77
2	Management Payroll Services	74
3	Management of Information	64
4	Logistics and Economy	64
5	Aviation	63
6	Office Management	62
7	Traffic and Logistics	60
8	Public Administration	58
9	Financial Economic Management	49
10	Financial Services Management	48
11	Actuarial Analyst	42
12	Tax Law and Economy	39
13	Accountancy	39
14	Business Informatics	24
15	Computer science	19
16	Technical Informatics	19
17	Applied Mathematics	16
18	Chemical Technology	0

	WO	
1	European Public Administration	60
2	Notarial Law	60
3	Tax Law	49
4	Accountancy	39
5	Actuarial Sciences	38
6	Fiscal Economy	36
7	Creative Technology	29
8	Knowledge technology	27
9	Information, Multimedia and	23
10	Artificial Intelligence	20
11	Computer Science	19
12	Informatics	17
13	Econometrics and Operational Research	16
14	Technical Mathematics	14