

H.O.T.S. Result	Occupational Themes	Orientation Scales
Feeling: Value based decision-making with a consideration for the consequences on others.	Social Prefer working with individuals and groups; helping, caring, and nurturing others; teaching; solves problems through feelings and interaction with others.	Helping Aiding others through teaching, healing, and counselling; value compassion, interpersonal harmony; nurturing and enjoy solving human problems; giving service to others.
Thinking: Logical- based decision-making with inquiry; consideration for fairness; cause and effect	Investigative Prefer academic/scientific ideas, data, things, working alone; gathering/analysing new data and theories; value curiosity	Analysing Analysing data using mathematics and carrying out scientific experiments
Judging: Prefer to plan ahead to avoid stresses/changes at the last minute; Organised	Conventional Prefer organising, detail, accuracy maths, data, management, work well in corporations; value stability,	Organising Organising the work of others; managing and monitoring financial performance.
Perceiving: A high value for spontaneity; open and adaptable to change.	Realistic Prefer outdoors and working with tools; prefer action concrete problems; higher risk-taking; value Tradition, common sense.	Producing Like to produce products using hands-on skills in farming, gardening, construction and mechanical crafts.
Sensing: Focusing mainly on what can be perceived; by the five senses; attending to facts that are observable.	Enterprising Prefer persuading, managing, and selling; motivating and directing; value risk- taking, competition.	Influencing Like to make things happen; negotiate and debate take charge; direct others; set policies and Motivate.
Intuition: Focus on perceiving patterns and interrelationships; attend to meanings and possibilities	Artistic Focus on self-expression, aesthetics, and art; creative; value originality, independence, imagination and beauty,	Creative Inventive, clever and imaginative; value self-expression and independence; designing, creative activities.
Extraversion: Directing energy mainly toward the outer world of people and objects.	Confident and goal-driven. Likes pressure and overcomes obstacles. Good organiser.	Adventuring Focus on activities involving risk-taking, teamwork; value physical challenges and competitive outlets.
Introversion: Directing energy mainly toward the inner world of experiences and ideas.	Creative evaluates ideas and balances decisions.	Problem Solver Proposing solutions; journalistic or programming orientation.