

Area of Use

The TALENTBRÜCKE – Career Interest Survey can be used for all age groups for career guidance.

Structure and Content

The TALENTBRÜCKE – Career Interest Survey is an empirically tested questionnaire for the recording of vocational interests. It consists of 60 job descriptions from the vocational context. These items are rated on a scale between "1" ("This activity does not interest me at all") and "5" ("This activity interests me a lot"). Each of the six dimensions (Craft-technical field, Research-scientific field, Creative-artistic field, Social field, Entrepreneurial-commercial field, Order-managing field) has a total of ten items that fit the activity profile of the respective occupational field.

Application and Evaluation

Execution: To carry out the TALENTBRÜCKE – Career Interest Survey, a test sheet and a pen are required for each person.

Processing Time: There is no time limit. The average test processing time is about 15 - 20 minutes.

Multilingualism: The TALENTBRÜCKE – Career Interest Survey is currently available in the following 23 languages: Albanian, Arabic, Bulgarian, Croatian, English, French, German, Greek, Italian, Kurdish (Kurmanji - Latin script), Pashtun, Persian (Dari / Farsi), Polish, Portuguese, Rwanda (Kinyawanda), Romanian, Russian, Serbian, Spanish, Swahili, Swedish, Turkish and Urdu. The report is available in German, English and Spanish.

Evaluation: The TALENTBRÜCKE – Career Interest Survey is evaluated with the TALENTBRÜCKE - Software. The result of the TALENTBRÜCKE – Career Interest Survey is an individual interest profile which can be used to identify interesting occupational fields for the participant. A link with the 16 occupational fields of the "Agentur für Arbeit" is also guaranteed.

Theoretical Background and Test Development

The theoretical background is the empirically proven hexagonal model by John L. Holland (1977). In his model Holland assumes that there are six different personality orientations (Realistic, Investigative, Artistic, Social, Enterprising, Conventional). These orientations manifest themselves in the activities that a person prefers to carry out and can thus also be described as dimensions of interest. The descriptions of the various occupational fields of the vocational network from "Agentur für Arbeit" (<http://berufenet.arbeitsagentur.de/berufe>) were used to draw up the items of the TALENTBRÜCKE – Career Interest Survey. The items were derived from the descriptions of the various occupations listed, as these also represent the environmental requirements and possibilities. The questionnaire was developed in 2011 and reviewed in 2019 with regard to its test quality criteria.