

Welcome!

Dear Coach,

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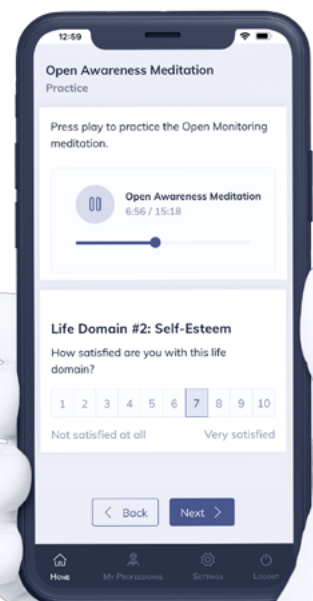
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Warm regards,



Hugo Alberts, Ph.D.
Co-Founder of Quenza





Exploring Your Interests

Topic: Interests • Type: Exercise • Duration: 15 mins



Background

Understanding one's interests is a crucial aspect of career satisfaction and motivation. Research has shown that when individuals engage in work that aligns with their intrinsic interests, they are more likely to experience higher levels of engagement, motivation, and overall well-being (Holland, 1997). Interests are a core component of vocational psychology, where John Holland's theory of vocational personalities in work environments highlights the importance of matching personal interests with compatible work environments (Holland, 1997).

Moreover, interests have been found to predict job performance and career persistence. Nye et al. (2012) conducted a meta-analysis demonstrating that congruence between an individual's interests and their job role is a significant predictor of job performance and satisfaction. This alignment not only enhances job performance but also contributes to a sense of meaning and purpose at work (Rounds & Su, 2014).

Self-determination theory further supports the idea that engaging in activities that align with one's interests satisfies basic psychological needs for autonomy, competence, and relatedness, leading to greater intrinsic motivation and well-being (Deci & Ryan, 2000). Additionally, research by Su, Stoll, and Rounds (2019) indicates that interests can be stable over time but can also evolve, highlighting the importance of periodic reflection on one's interests to ensure continued alignment with career goals.

Practitioners can leverage these insights to help clients uncover their interests, recognize patterns, and explore potential career paths that align with these interests. By doing so, clients can make informed decisions that enhance their job satisfaction and career fulfillment.



Goal

The goal of this exercise is for clients to identify their interests and understand how these interests align with their current jobs and potential career paths. This will help clients make more informed and fulfilling career decisions.



Advice

- Encourage clients to complete the exercise in a quiet, distraction-free environment where they can reflect deeply.
- Remind clients that interests can be broad and varied. Encourage them to consider both work-related and personal interests.
- This exercise is ideal for clients who are seeking greater job satisfaction, considering a career change, or feeling unmotivated in their current roles.
- Clients may struggle to identify or articulate their interests. Encourage them to think about activities that naturally engage them or make them lose track of time.
- Some clients might feel discouraged if their current job does not align with their interests. Reassure them that this exercise is a step toward understanding and making positive changes. If clients feel discouraged, focus on the potential for change and growth. Highlight small steps they can take to integrate their interests into their current job or explore new opportunities.



References

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Exploring Your Interests

Introduction

Have you ever wondered why some activities make time fly by while others feel like a chore? The secret often lies in our interests - those subjects, activities, or topics that naturally capture our attention and spark our curiosity.

This exercise is designed to help you uncover and understand your interests, particularly as they relate to your career. Think of it as a treasure hunt, where you'll discover the hidden gems of what truly excites and motivates you.

Why is this important? Because when our work aligns with our interests, we're more likely to feel engaged, motivated, and fulfilled in our careers. On the flip side, when our job doesn't tap into our interests, we might feel bored, disconnected, or unfulfilled.

Through this exercise, you'll:

1. Identify a wide range of your interests, from childhood favorites to current passions
2. Recognize patterns and themes in your interests
3. Understand how your current job aligns with your interests
4. Explore potential career paths that match your interests

Remember, this isn't about judging your interests or comparing them to others. It's about recognizing what genuinely intrigues and motivates you, so you can make career choices that keep you engaged and energized.

Step 1: Interest Brainstorm

Answer the following questions. Don't overthink it – just write whatever comes to mind!

When you have free time, what do you like to do?

What were your favorite subjects in school?

In a magazine section, what type of magazine would you pick up first?

Complete this sentence: When I'm , I lose track of time and don't want to be disturbed.

What are your favorite hobbies, sports, or recreational activities?

What Internet sites do you have bookmarked or do you frequently visit? What's their subject matter?

What kinds of problems do you like to solve?

What questions do friends or classmates often ask for your help with?

What captures your attention and imagination?

If you could learn about any topic for a day, what would it be?

What were your favorite interests as a child?

Step 2: Interest Categorization

Review your answers from Step 1. Try to group them into three broad categories (e.g., "Technology," "Arts," "Sports," "Nature"). List your categories below, and for each category, answer these questions:

- Why does this interest you?
- How long have you been interested in this?
- To what extent does your current job align with this interest?
- Can you think of any careers related to this interest? (Be creative!)

Category #1:

Why does this interest you?

How long have you been interested in this?

To what extent does your current job align with this interest?

1	2	3	4	5	6	7	8	9	10
Not at all					Very much				

Can you think of any careers related to this interest?

Category #2:

Why does this interest you?

How long have you been interested in this?

To what extent does your current job align with this interest?

1	2	3	4	5	6	7	8	9	10
Not at all					Very much				

Can you think of any careers related to this interest?

Category #3:

Why does this interest you?

How long have you been interested in this?

To what extent does your current job align with this interest?

1	2	3	4	5	6	7	8	9	10
Not at all					Very much				

Can you think of any careers related to this interest?

Reflection

How was it to complete this exercise?

What patterns or themes do you notice across your interests?

What is your most important take-home message?

End of Session

Great job on completing this exercise.

By identifying your interests and reflecting on how they align with your work, you've gained valuable insights that can guide your future career decisions.

As you move forward, keep these interests in mind when making career decisions, setting goals, or evaluating job opportunities. Ask yourself: "Does this align with what truly excites and motivates me?"

It's also worth noting that interests can evolve over time. You might want to revisit this exercise periodically, especially during times of significant life changes or career transitions.