

Nonverbal Assessment of Vocational Interests for Empowering Vocational Choices for Individuals with Intellectual Disabilities

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This study focuses on the development, validation, and revision of the Nonverbal Vocational Interest Test (NVBIT), a self-assessment questionnaire designed to support self-determined career choices for individuals with intellectual disabilities. The NVBIT is a picture-based, language-reduced instrument aimed at identifying vocational interests across 11 occupational fields. The tool was adapted into a short form for the project “BfA-Gelingt” to better suit the target group, which includes individuals from sheltered workshops (WfbM) and vocational training centers (BBW).

The short form of NVBIT was developed through a participatory research approach, incorporating feedback from the target group to ensure the selected pictures were easily understandable. The tool was tested with 444 participants, showing good to excellent internal consistency and construct validity. Participants rated their interest in various activities using a three-point smiley-scale. The study also explored different interest profiles to provide tailored advice for career counseling. Through the supportive materials for counseling with the NVBIT, approaches for advising individuals with indifferent or low vocational interests can be particularly derived.

Feedback from participating institutions highlighted the NVBIT’s effectiveness in identifying vocational interests and supporting self-determined career choices. The tool is particularly useful for individuals who have not yet articulated specific career interests or lack previous vocational experience. The NVBIT facilitates a deeper understanding of vocational interests, promoting sustainable employment on the primary labor market. The study concludes that the NVBIT is a valuable resource for vocational inclusion, offering a practical and economical approach to career counseling for people with disabilities.

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