



Strong Interest Inventory®

Profile with High School Profile and Interpretive Report

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Report prepared for

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January 12, 2017



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HOW THE STRONG CAN HELP YOU

The *Strong Interest Inventory*® instrument is a powerful tool that can help you make satisfying decisions about your career and education. Whether you are just starting out in your career, thinking about a change, or considering education options for career preparation, you can benefit from the wealth of information reflected in your *Strong* results. Understanding your *Strong* Profile can help you identify a career focus and begin your career planning and exploration process.

Keep in mind that the *Strong* measures interests, not skills or abilities, and that the results can help guide you toward rewarding careers, work activities, education programs, and leisure activities—all based on your interests. As you review your Profile, remember that managing your career is not a one-time decision but a series of decisions made over your lifetime.

HOW YOU WILL BENEFIT

The *Strong* can be a valuable tool in helping you identify your interests, enabling you to

- Achieve satisfaction in your work
- Identify career options consistent with your interests
- Choose appropriate education and training relevant to your interests
- Maintain balance between your work and leisure activities
- Understand aspects of your personality most closely associated with your interests
- Determine your preferred learning environments
- Learn about your preferences for leadership, risk taking, and teamwork
- Use interests in shaping your career direction
- Decide on a focus for the future
- Direct your own career exploration at various stages in your life

HOW YOUR RESULTS ARE ORGANIZED

Section 1. General Occupational Themes

Describes your interests, work activities, potential skills, and personal values in six broad areas: Realistic (R), Investigative (I), Artistic (A), Social (S), Enterprising (E), and Conventional (C).

Section 2. Basic Interest Scales

Identifies specific interest areas within the six General Occupational Themes, indicating areas likely to be most motivating and rewarding for you.

Section 3. Occupational Scales

Compares your likes and dislikes with those of people who are satisfied working in various occupations, indicating your likely compatibility of interests.

Section 4. Personal Style Scales

Describes preferences related to work style, learning, leadership, risk taking, and teamwork, providing insight into work and education environments most likely to fit you best.

Section 5. Profile Summary

Provides a graphic snapshot of Profile results for immediate, easy reference.

Section 6. Response Summary

Summarizes your responses within each category of *Strong* items, providing data useful to your career professional.

Note to professional: Check the Response Summary in section 6 of the Profile before beginning your interpretation.

GENERAL OCCUPATIONAL THEMES

SECTION 1

The General Occupational Themes (GOTs) measure six broad interest patterns that can be used to describe your work personality. Most people’s interests are reflected by two or three Themes, combined to form a cluster of interests. Work activities, potential skills, and values can also be classified into these six Themes. This provides a direct link between your interests and the career and education possibilities likely to be most meaningful to you.

Your *standard scores* are based on the average scores of a combined group of working adults. However, because research shows that men and women tend to respond differently in these areas, your *interest levels* (Very Little, Little, Moderate, High, Very High) were determined by comparing your scores against the average scores for your gender.

THEME DESCRIPTIONS

THEME	CODE	INTERESTS	WORK ACTIVITIES	POTENTIAL SKILLS	VALUES
Social	S	People, teamwork, helping, community service	Teaching, caring for people, counseling, training employees	People skills, verbal ability, listening, showing understanding	Cooperation, generosity, service to others
Artistic	A	Self-expression, art appreciation, communication, culture	Composing music, performing, writing, creating visual art	Creativity, musical ability, artistic expression	Beauty, originality, independence, imagination
Realistic	R	Machines, computer networks, athletics, working outdoors	Operating equipment, using tools, building, repairing, providing security	Mechanical ingenuity and dexterity, physical coordination	Tradition, practicality, common sense
Enterprising	E	Business, politics, leadership, entrepreneurship	Selling, managing, persuading, marketing	Verbal ability, ability to motivate and direct others	Risk taking, status, competition, influence
Investigative	I	Science, medicine, mathematics, research	Performing lab work, solving abstract problems, conducting research	Mathematical ability, researching, writing, analyzing	Independence, curiosity, learning
Conventional	C	Organization, data management, accounting, investing, information systems	Setting up procedures and systems, organizing, keeping records, developing computer applications	Ability to work with numbers, data analysis, finances, attention to detail	Accuracy, stability, efficiency

YOUR HIGHEST THEMES	YOUR THEME CODE
Social, Artistic, Realistic	SAR

THEME	CODE	STANDARD SCORE & INTEREST LEVEL					STD SCORE
		30	40	50	60	70	
Social	S	[Bar from 30 to 70] VERY HIGH					70
Artistic	A	[Bar from 30 to 69] VERY HIGH					69
Realistic	R	[Bar from 30 to 69] VERY HIGH					69
Enterprising	E	[Bar from 30 to 63] HIGH					63
Investigative	I	[Bar from 30 to 62] HIGH					62
Conventional	C	[Bar from 30 to 61] HIGH					61

The charts above display your GOT results in descending order, from your highest to least level of interest. Referring to the Theme descriptions provided, determine how well your results fit for you. Do your highest Themes ring true? Look at your next highest level of interest and ask yourself the same question. You may wish to highlight the Theme descriptions above that seem to fit you best.

BASIC INTEREST SCALES

SECTION 2

The Basic Interest Scales represent specific interest areas that often point to work activities, projects, course work, and leisure activities that are personally motivating and rewarding. As with the General Occupational Themes, your interest levels (Very Little, Little, Moderate, High, Very High) were determined by comparing your scores against the average scores for your gender.

As you review your results in the charts below, note your top interest areas and your areas of least interest, and think about how they relate to your work, educational, and leisure activities. Take time to consider any top interest areas that are not currently part of your work or lifestyle and think about how you might be able to incorporate them into your plans.

YOUR TOP FIVE INTEREST AREAS

1. Social Sciences (S)
2. Nature & Agriculture (R)
3. Counseling & Helping (S)
4. Visual Arts & Design (A)
5. Research (I)

Areas of Least Interest

- Finance & Investing (C)
- Management (E)
- Mathematics (I)

SOCIAL — Very High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Social Sciences	[Bar from 30 to 70] VH					72
Counseling & Helping	[Bar from 30 to 70] VH					70
Teaching & Education	[Bar from 30 to 67] VH					67
Human Resources & Training	[Bar from 30 to 64] VH					64
Religion & Spirituality	[Bar from 30 to 64] H					64
Healthcare Services	[Bar from 30 to 61] H					61

ARTISTIC — Very High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Visual Arts & Design	[Bar from 30 to 69] VH					69
Performing Arts	[Bar from 30 to 67] VH					67
Culinary Arts	[Bar from 30 to 61] H					61
Writing & Mass Communication	[Bar from 30 to 60] H					60

REALISTIC — Very High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Nature & Agriculture	[Bar from 30 to 72] VH					72
Mechanics & Construction	[Bar from 30 to 66] H					66
Protective Services	[Bar from 30 to 64] H					64
Computer Hardware & Electronics	[Bar from 30 to 63] H					63
Athletics	[Bar from 30 to 59] M					59
Military	[Bar from 30 to 55] M					55

ENTERPRISING — High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Marketing & Advertising	[Bar from 30 to 66] VH					66
Entrepreneurship	[Bar from 30 to 60] H					60
Sales	[Bar from 30 to 58] M					58
Politics & Public Speaking	[Bar from 30 to 58] M					58
Law	[Bar from 30 to 56] M					56
Management	[Bar from 30 to 51] M					51

INVESTIGATIVE — High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Research	[Bar from 30 to 69] VH					69
Science	[Bar from 30 to 59] M					59
Medical Science	[Bar from 30 to 54] M					54
Mathematics	[Bar from 30 to 54] M					54

CONVENTIONAL — High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Office Management	[Bar from 30 to 63] VH					63
Programming & Information Systems	[Bar from 30 to 55] M					55
Taxes & Accounting	[Bar from 30 to 54] M					54
Finance & Investing	[Bar from 30 to 51] M					51

INTEREST LEVELS: VL = Very Little | L = Little | M = Moderate | H = High | VH = Very High

OCCUPATIONAL SCALES

SECTION 3

This section highlights your Profile results on the Occupational Scales of the *Strong*. On the following pages you will find your scores for 130 occupations. The 10 occupations most closely aligned with your interests are listed in the summary chart below. Keep in mind that the occupations listed in your Profile results are just *some* of the many occupations linked to your interests that you might want to consider. They do not indicate those you “should” pursue. It is helpful to think of each occupation as a single example of a much larger group of occupational titles to consider.

Your score on an Occupational Scale shows how similar your interests are to those of people of your gender who have been working in, and are satisfied with, that occupation. The higher your score, the more likes and dislikes you share with those individuals. The Theme codes associated with each occupation indicate the GOTs most commonly found among people employed in that occupation. You can review your top occupations to see what Theme codes recur and then explore additional occupational titles not included on the *Strong* that have one or more of these Theme letters in common.

YOUR TOP TEN STRONG OCCUPATIONS

1. **Nursing Home Administrator (CES)**
2. **Administrative Assistant (CSR)**
3. **Special Education Teacher (SEA)**
4. **Arts/Entertainment Manager (A)**
5. **Customer Service Representative (CR)**
6. **Occupational Therapist (SA)**
7. **Art Teacher (AS)**
8. **Community Service Director (S)**
9. **Instructional Coordinator (S)**
10. **Secondary School Teacher (S)**

Occupations of
Dissimilar Interest

- Mathematician (ICA)**
- Physicist (IRA)**
- Athletic Trainer (SIR)**
- Actuary (CI)**
- Mathematics Teacher (CIS)**

As you read through your Occupational Scales results on this and the following pages, note the names of those occupations for which you scored “Similar.” Those are the occupations you might want to explore first. Also consider exploring occupations on which you scored in the midrange, since you have some likes and dislikes in common with people in those occupations. You might also consider occupations of least interest or for which you scored “Dissimilar”; however, keep in mind that you are likely to have little in common with people in these types of work and probably would contribute to such occupations in a unique way. Your career professional can guide you further in the career exploration process.

Click the name of any of the occupations in your top ten list above to visit the O*NET™ database (<http://www.onetonline.org>) and see a summary description of that occupation. Learn about occupations by visiting reputable Web sites such as O*NET. You can also find career information in a public library, in the career library of a college or university near you, or in a professional career center or state or local government job agency. Supplement your research by talking to people who are working in the occupations you are considering. These people can describe their day-to-day work and tell you what they like and dislike about the occupation.

OCCUPATIONAL SCALES

SECTION 3

SOCIAL — Helping, Instructing, Caregiving

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
SEA	Special Education Teacher										64
SA	Occupational Therapist										62
S	Community Service Director										60
S	Instructional Coordinator										59
S	Secondary School Teacher										59
SAI	Registered Nurse										57
SRA	Rehabilitation Counselor										57
SE	School Counselor										57
S	Elementary School Teacher										56
S	Middle School Teacher										55
SA	Speech Pathologist										55
S	Career Counselor										54
SAR	Recreation Therapist										53
SAE	Training & Development Specialist										53
S	Religious/Spiritual Leader										50
SA	University Administrator										50
SIR	Physical Therapist										49
SEC	Dietitian										48
SEC	School Administrator										48
SE	Parks & Recreation Manager										47
SER	Human Resources Manager										46
SA	Social Worker										44
S	Mental Health Counselor										41
SIR	Athletic Trainer										9

Similar results (40 and above)
 You share interests with men in that occupation and probably would enjoy the work.

Midrange results (30–39)
 You share some interests with men in that occupation and probably would enjoy some of the work.

Dissimilar results (29 and below)
 You share few interests with men in that occupation and probably would not enjoy the work.

For more information about any of these occupations, visit O*NET™ online at <http://www.onetonline.org>

ARTISTIC — Creating or Enjoying Art, Drama, Music, Writing

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
A	Arts/Entertainment Manager										63
AS	Art Teacher										61
A	Editor										55
ARE	Photographer										54
AI	Urban & Regional Planner										51
ASE	English Teacher										49
AE	Advertising Account Manager										47
A	Graphic Designer										46
ASE	Public Administrator										46
AIR	Medical Illustrator										43
ARI	Architect										42
ASI	ESL Instructor										42
AI	Sociologist										42
AI	Technical Writer										41
ARE	Attorney										40
AE	Broadcast Journalist										40
AE	Interior Designer										39
A	Librarian										38
AE	Public Relations Director										37
A	Reporter										36
A	Musician										35
AI	Translator										32
A	Artist										25

OCCUPATIONAL SCALES

SECTION 3

REALISTIC — Building, Repairing, Working Outdoors

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
RI	Engineer										51
RC	Computer & IS Manager										50
REI	Horticulturist										50
REC	Management Analyst										50
RCI	Technical Support Specialist										50
RCI	Computer Systems Analyst										47
RIC	Computer/Mathematics Manager										45
RIC	Software Developer										45
RIC	Computer Programmer										44
RIC	Network Administrator										44
RCE	Production Worker										43
RI	Firefighter										39
REC	Military Officer										38
RE	Landscape/Grounds Manager										37
R	Law Enforcement Officer										37
RI	Forester										32
RSE	Vocational Agriculture Teacher										31
RI	Radiologic Technologist										30
REA	Carpenter										28
RCE	Military Enlisted										28
RIC	Engineering Technician										27
RI	Emergency Medical Technician										26
RIC	Electrician										22
R	Automobile Mechanic										17
RC	Farmer/Rancher										16

Similar results (40 and above)
 You share interests with men in that occupation and probably would enjoy the work.

Midrange results (30–39)
 You share some interests with men in that occupation and probably would enjoy some of the work.

Dissimilar results (29 and below)
 You share few interests with men in that occupation and probably would not enjoy the work.

For more information about any of these occupations, visit O*NET™ online at <http://www.onetonline.org>

ENTERPRISING — Selling, Managing, Persuading

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
ECS	Facilities Manager										57
EAS	Flight Attendant										56
EAR	Bartender										51
ECR	Purchasing Agent										51
EA	Cosmetologist										49
ESR	Human Resources Specialist										49
E	Wholesale Sales Representative										49
ER	Technical Sales Representative										48
E	Marketing Manager										46
ER	Chef										44
ER	Operations Manager										43
E	Top Executive, Business/Finance										43
EAC	Florist										41
E	Realtor										41
ESA	Elected Public Official										39
EC	Buyer										38
E	Loan Officer/Counselor										37
ER	Optician										36
ECR	Restaurant Manager										34
E	Sales Manager										33
E	Securities Sales Agent										32
E	Life Insurance Agent										31
E	Personal Financial Advisor										26

OCCUPATIONAL SCALES

SECTION 3

INVESTIGATIVE — Researching, Analyzing, Inquiring

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE
		10	15	20	30	40	50	55	60	
ISA	Chiropractor	[Bar from 10 to 49]								49
ICE	Pharmacist	[Bar from 10 to 47]								47
IAS	Psychologist	[Bar from 10 to 42]								42
I	University Faculty Member	[Bar from 10 to 42]								42
IRS	Respiratory Therapist	[Bar from 10 to 39]								39
IR	Dentist	[Bar from 10 to 37]								37
IA	Geographer	[Bar from 10 to 34]								34
IRC	Medical Technologist	[Bar from 10 to 32]								32
IR	Veterinarian	[Bar from 10 to 31]								31
IRE	Medical Technician	[Bar from 10 to 29]								29
IR	Optometrist	[Bar from 10 to 28]								28
IAR	Physician	[Bar from 10 to 27]								27
IRS	Science Teacher	[Bar from 10 to 27]								27
IRC	R&D Manager	[Bar from 10 to 26]								26
ICR	Computer Scientist	[Bar from 10 to 22]								22
IA	Biologist	[Bar from 10 to 20]								20
IRA	Geologist	[Bar from 10 to 20]								20
IR	Chemist	[Bar from 10 to 18]								18
IRA	Physicist	[Bar from 10 to 8]								8
ICA	Mathematician	[Bar from 10 to 7]								7

Similar results (40 and above)
 You share interests with men in that occupation and probably would enjoy the work.

Midrange results (30–39)
 You share some interests with men in that occupation and probably would enjoy some of the work.

Dissimilar results (29 and below)
 You share few interests with men in that occupation and probably would not enjoy the work.

For more information about any of these occupations, visit O*NET™ online at <http://www.onetonline.org>

CONVENTIONAL — Accounting, Organizing, Processing Data

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE
		10	15	20	30	40	50	55	60	
CES	Nursing Home Administrator	[Bar from 10 to 66]								66
CSR	Administrative Assistant	[Bar from 10 to 65]								65
CR	Customer Service Representative	[Bar from 10 to 63]								63
CA	Paralegal	[Bar from 10 to 53]								53
CES	Food Service Manager	[Bar from 10 to 50]								50
CRE	Business/Finance Supervisor	[Bar from 10 to 48]								48
CE	Credit Manager	[Bar from 10 to 48]								48
CRE	Accountant	[Bar from 10 to 47]								47
C	Health Information Specialist	[Bar from 10 to 47]								47
C	Auditor	[Bar from 10 to 44]								44
CRE	Financial Analyst	[Bar from 10 to 43]								43
CES	Business Education Teacher	[Bar from 10 to 41]								41
CRE	Financial Manager	[Bar from 10 to 32]								32
CIS	Mathematics Teacher	[Bar from 10 to 16]								16
CI	Actuary	[Bar from 10 to 15]								15

PERSONAL STYLE SCALES

SECTION 4

The Personal Style Scales describe different ways of approaching people, learning, and leading, as well as your interest in taking risks and participating in teams. Personal Style Scales help you think about your preferences for factors that can be important in your career, enabling you to narrow your choices more effectively and examine your opportunities. Each scale includes descriptions at both ends of the continuum, and the score indicates your preference for one style versus the other.

Your scores on the Personal Style Scales were determined by comparing your responses to those of a combined group of working men and women.

YOUR PERSONAL STYLE SCALES PREFERENCES

1. You likely prefer working with people.
2. You seem to prefer to learn through lectures and books.
3. You probably prefer to lead by taking charge.
4. You may like taking risks.
5. You probably enjoy participating in teams.

Clear Scores

(Below 46 and above 54)

You indicated a clear preference for one style versus the other.

Midrange Scores (46–54)

You indicated that some of the descriptors on both sides apply to you.

PERSONAL STYLE SCALE		CLEAR		MIDRANGE	CLEAR		STD SCORE
		25	35	45	55	65	
Work Style	Prefers working alone; enjoys data, ideas, or things; reserved						62
Learning Environment	Prefers practical learning environments; learns by doing; prefers short-term training to achieve a specific goal or skill						56
Leadership Style	Is not comfortable taking charge of others; prefers to do the job rather than direct others; may lead by example rather than by giving directions						60
Risk Taking	Dislikes risk taking; likes quiet activities; prefers to play it safe; makes careful decisions						66
Team Orientation	Prefers accomplishing tasks independently; enjoys role as independent contributor; likes to solve problems on one's own						64
		25	35	45	55	65	75
		CLEAR		MIDRANGE	CLEAR		

PROFILE SUMMARY

SECTION 5

YOUR HIGHEST THEMES	YOUR THEME CODE
Social, Artistic, Realistic	SAR

YOUR TOP FIVE INTEREST AREAS

1. Social Sciences (S)
2. Nature & Agriculture (R)
3. Counseling & Helping (S)
4. Visual Arts & Design (A)
5. Research (I)

Areas of Least Interest

- Finance & Investing (C)
- Management (E)
- Mathematics (I)

YOUR TOP TEN STRONG OCCUPATIONS

1. Nursing Home Administrator (CES)
2. Administrative Assistant (CSR)
3. Special Education Teacher (SEA)
4. Arts/Entertainment Manager (A)
5. Customer Service Representative (CR)
6. Occupational Therapist (SA)
7. Art Teacher (AS)
8. Community Service Director (S)
9. Instructional Coordinator (S)
10. Secondary School Teacher (S)

Occupations of Dissimilar Interest

- Mathematician (ICA)
- Physicist (IRA)
- Athletic Trainer (SIR)
- Actuary (CI)
- Mathematics Teacher (CIS)

YOUR PERSONAL STYLE SCALES PREFERENCES

1. You likely prefer working with people.
2. You seem to prefer to learn through lectures and books.
3. You probably prefer to lead by taking charge.
4. You may like taking risks.
5. You probably enjoy participating in teams.

RESPONSE SUMMARY

SECTION 6

This section provides a summary of your responses to the different sections of the inventory for use by your career professional.

ITEM RESPONSE PERCENTAGES					
Section Title	Strongly Like	Like	Indifferent	Dislike	Strongly Dislike
Occupations	25	31	16	26	2
Subject Areas	30	48	20	2	0
Activities	39	35	15	9	1
Leisure Activities	32	39	21	7	0
People	6	81	13	0	0
Your Characteristics	11	44	44	0	0
TOTAL PERCENTAGE	29	39	18	13	1

Note: Due to rounding, total percentage may not add up to 100%.

Total possible responses: 291 Your response total: 291 Items omitted: 0 Typicality index: 23—Combination of item responses appears consistent.



BEYOND HIGH SCHOOL: EXPLORING YOUR OPTIONS

Like a puzzle, career exploration involves many interlocking pieces of information. Your results on the *Strong Interest Inventory®* assessment provide valuable pieces for your career exploration puzzle. Putting these pieces together will give you a clear picture of your educational and career options.

GENERAL OCCUPATIONAL THEMES

One set of key pieces from the *Strong* is the General Occupational Themes. The table below lists the Themes in rank order according to your interest levels. You can use these Themes to identify educational programs, volunteer or job possibilities, and work environments that appeal to you. This table lists just a few of the many options available. To get some ideas, you may want to highlight school subjects, jobs, and environments you'd like to explore. Note that educational programs that can be completed in less than four years are shown in italics in the table.

THEME	CODE	EDUCATIONAL PROGRAMS	VOLUNTEER & JOB POSSIBILITIES	WORK ENVIRONMENTS
Social	S	Counseling, education, <i>health services</i> , nursing, sociology, religion, human resources, training and development	Camp counselor, city recreation coach, day-care helper, nurse's aide, religion teacher, tour guide	Community organization, hospital, personnel office, religious organization, school, youth center
Artistic	A	Architecture, English, <i>graphic design</i> , journalism, music, theater, <i>culinary arts</i> , <i>interior design</i> , <i>dance</i>	Automobile detailer, cake decorator, cartoonist, community theater volunteer, library aide, radio disc jockey, singing messenger	Advertising agency, art studio, concert hall, graphic design firm, museum, publishing company, theater
Realistic	R	<i>Mechanics</i> , <i>electronics</i> , engineering, <i>fish and game management</i> , <i>law enforcement</i> , physical education, computer networking, computer hardware, agriculture, <i>military science</i>	Auto shop assistant, construction worker, delivery person, farm/ranch hand, forest service/national park volunteer, groundskeeper, lifeguard	Construction site, manufacturing firm, military, outdoors, repair shop, sports arena

PERSONAL STYLE SCALES

Another set of key *Strong* puzzle pieces is personal characteristics, as indicated by your results on the Personal Style Scales. Your preferred styles are outlined below. Highlight phrases that fit you. As you gather facts about possible careers or educational programs, consider whether the options you investigate seem to suit you.

WORK STYLE

- Enjoy working with others
- Like to help people
- Prefer to be outgoing

LEARNING ENVIRONMENT

- Prefer learning in classroom settings
- Are interested in post-high school training to achieve career goals
- Learn by listening to lectures and reading books

LEADERSHIP STYLE

- Enjoy giving others directions to do a job
- Feel comfortable in a leadership position
- Like to openly express opinions and be persuasive

RISK TAKING

- Like taking risks
- Enjoy exciting and possibly dangerous activities
- Make impulsive decisions

TEAM ORIENTATION

- Enjoy work environments that allow you to be part of a team
- Prefer collaborating on shared team goals
- Like solving problems with others rather than by yourself

BASIC INTEREST SCALES

Another set of key pieces from the *Strong* is specific interest areas and activities relevant to the world of work, as indicated by your results on the Basic Interest Scales. Your top five interest areas are shown below. These areas are likely to be motivating and rewarding for you. You may want to highlight phrases that appeal to you.

SOCIAL SCIENCES — Very High

This area represents an interest in studying human behavior, societies, and cultures.

IN A JOB, YOU VALUE	CAREERS YOU MIGHT ENJOY EXPLORING	YOU MIGHT SPEND YOUR WORK TIME
Curiosity Society and culture Linking with the past	Anthropologist Historian Sociologist Economist Philosopher	Studying society and social behavior Gathering and organizing artifacts Interpreting historical and social events Studying political systems and public policy Proposing solutions for economic problems Analyzing population data and characteristics

NATURE & AGRICULTURE — Very High

This area represents an interest in nature and physically active work.

IN A JOB, YOU VALUE	CAREERS YOU MIGHT ENJOY EXPLORING	YOU MIGHT SPEND YOUR WORK TIME
Beauty in nature Physical outdoor activity Protecting/enhancing the environment	Forest and Wildland Firefighter Agricultural Engineer Conservation Officer Landscape/groundskeeper Rancher	Guiding clients in outdoor wilderness adventures Battling blazes in often remote parts of the country Planning and testing agricultural products Raising and caring for livestock Managing and protecting wildlife and water resources Planting and harvesting crops

COUNSELING & HELPING — Very High

This area represents an interest in working with and helping people.

IN A JOB, YOU VALUE	CAREERS YOU MIGHT ENJOY EXPLORING	YOU MIGHT SPEND YOUR WORK TIME
Working with others Building relationships Personal growth	Public Health Educator Social Worker Community Service Director Child Care Provider Crisis Counselor	Helping people solve personal problems Informing people about support services Providing spiritual leadership Informing clients about career choices Designing plans for rehabilitation Offering health education programs

VISUAL ARTS & DESIGN — Very High

This area represents an interest in visual creativity and spatial visualization.

IN A JOB, YOU VALUE	CAREERS YOU MIGHT ENJOY EXPLORING	YOU MIGHT SPEND YOUR WORK TIME
Beauty Creative expression Imagination and intuition	Photojournalist Interior Designer Multimedia Artist and Animator Graphic Designer Architect	Designing attractive visual images Capturing visual images to tell a story Drawing and designing interior spaces or structures Managing museum acquisitions and exhibits Creating animation and other visual effects Forming objects using clay, metal, stone, plaster, or wood

RESEARCH — Very High

This area represents an interest in designing and conducting research studies.

IN A JOB, YOU VALUE	CAREERS YOU MIGHT ENJOY EXPLORING	YOU MIGHT SPEND YOUR WORK TIME
Innovative thinking Academic achievement Intellectual problem solving	Market Research Analyst Research Coordinator Sociologist Survey Researcher Research & Development Manager	Designing surveys Using logic to solve problems Conducting research and analyzing the findings Testing and developing new products Planning and monitoring research projects Inquiring about behaviors or processes

See Putting Together Your Career Puzzle at https://www.skillsone.com/Pdfs/Strong_HS_puzzle.pdf for steps you can take to use your interests and specific personal characteristics to identify and evaluate career and educational options.



INTRODUCTION TO YOUR STRONG INTERPRETIVE REPORT

You recently took the *Strong Interest Inventory*® assessment, the most widely used measure of career interests in the world. The purpose of this report is to help you understand the information presented on your *Strong* Profile and use it to explore your career options.

Your *Strong* results reflect your interests. You are likely to be the most satisfied and productive with career and educational choices that incorporate what you like to do. Your career professional can help you consider your interests, along with your skills and values, to find rewarding career, educational, and leisure options.

The *Strong* compares your answers to those of thousands of people in the general workforce and to the interests of satisfied workers in 130 occupations. This report summarizes your general interest patterns and your similarity to workers in various career fields and jobs. Your general interest patterns point to potentially satisfying work environments; your similarity to workers suggests potentially satisfying work tasks and specific careers.

Your results are organized around six major occupational themes that describe people and the environments in which they work. These occupational themes are listed in the Six Occupational Themes box to your right.

YOUR STRONG INTERPRETIVE REPORT INCLUDES PERSONALIZED INFORMATION ON

- Your general interests (General Occupational Themes)
- Specific activities you might like to do at work and in your leisure time (Basic Interest Scales)
- Occupations suggested by your interests (Occupational Scales)
- Your preferred styles of working and learning (Personal Style Scales)

SIX OCCUPATIONAL THEMES

- **Realistic**—the doers
- **Investigative**—the thinkers
- **Artistic**—the creators
- **Social**—the helpers
- **Enterprising**—the persuaders
- **Conventional**—the organizers

YOU CAN USE THIS INFORMATION TO HELP YOU

- Choose a career field or specific job
- Explore educational options
- Identify potentially satisfying work environments
- Enrich your current work
- Generate ideas for volunteer and leisure activities

As you read this report, always keep in mind that the *Strong* is an inventory of your interests. It is not a test of your abilities. If you need clarification of your results, be sure to talk them over with your career professional.

YOUR GENERAL OCCUPATIONAL THEMES

Your report begins with your results on the six General Occupational Themes. The chart below expands on the information presented on your Profile to include definitions of the Themes on which you scored highest, as well as career fields, personal descriptors, and leisure activities typically associated with those Themes. The Themes describe broad patterns of interest and can be used to help you identify satisfying work environments, the kinds of people you might enjoy working with, and what motivates you the most at work. Keep in mind that because the Themes are very broad, the descriptors may not fit you exactly.

YOUR THEME DESCRIPTIONS

YOUR THEME CODE: SAR

THEME	CODE	DEFINITION	CAREER FIELDS	PERSONAL DESCRIPTORS	LEISURE ACTIVITIES
Social	S	Helping Instructing Caregiving	Teaching Healthcare Counseling Religion	Helpful, concerned for others, humanistic, verbal, generous	Entertaining, volunteering, reading self-improvement books
Artistic	A	Creating or enjoying art, drama, music, writing	Writing Entertainment Commercial or fine arts Music	Creative, expressive, independent, imaginative, original	Collecting artwork, attending plays or concerts, visiting museums, painting, playing music
Realistic	R	Building Working outdoors Mechanical interests	Agriculture Forestry Technology Skilled trades Law enforcement	Practical, reliable, rugged, persistent	Building and repairing things, hiking, camping, serving in the military reserves, driving recreational vehicles

ACTION STEP

Look over your Theme descriptors here and on your Profile and highlight any that seem like a good fit for you. Cross out any that don't appeal to you.

You did not score as high on the Themes in the chart below, but some of the descriptors may still appeal to you. Highlight any words or phrases that seem like a good fit.

OTHER THEME DESCRIPTIONS

THEME	CODE	DEFINITION	CAREER FIELDS	PERSONAL DESCRIPTORS	LEISURE ACTIVITIES
Enterprising	E	Selling Managing Persuading	Business Politics Sales Marketing	Assertive, adventurous, energetic, talkative, self-confident	Running for public office, raising money for organizations, enjoying sports
Investigative	I	Researching Analyzing Problem solving	Research Mathematics Physical, natural, or medical science	Analytical, achievement oriented, independent, insightful	Reading, doing crossword puzzles, playing strategy games, surfing the Internet
Conventional	C	Accounting Organizing Processing data	Office management Banking/accounting/finance Government service Business education Software development	Practical, organized, systematic, accurate, efficient	Collecting things, managing family finances, participating in civic organizations, volunteering, exercising

A CLOSER LOOK AT YOUR GENERAL OCCUPATIONAL THEMES

Most people's interests combine more than one Theme. Your highest Themes suggest career fields that might interest you the most and are your strongest career motivators—what will most excite you in your work. Examples of career fields for your highest Themes are highlighted below.

The top Themes of your Theme code are Social and Artistic. These Themes are the ones on which we will focus in this section. Of course, you are not limited to these career fields. They are only a starting point for your exploration process.

SELECTED CAREER FIELDS

- Counseling or psychotherapy
- Art, dance, or journal therapy
- Elementary school teaching
- Religious occupations
- Speech pathology
- Social work

ACTION STEP

Note any career fields in the list above that appeal to you.

Although your Themes have some characteristics in common, each one has unique career motivators—what will stimulate you to achieve in your career.

YOUR CAREER MOTIVATORS

YOUR HIGHEST THEME	STRONGEST CAREER MOTIVATOR	MOTIVATOR COMBINATIONS
Social	Helping others	SA Helping others in original or imaginative ways, with autonomy and independence
Artistic	Expressing creativity	AS Using your creativity in friendly, helpful, and service-oriented ways

ACTION STEPS

1. Consider your career motivators. How might they determine the kind of work environment that would be attractive to you or the kind of work you would like to do? How have they been present in your life up to this point?
2. Consider other potential careers that seem to combine helping others and expressing creativity.

The next section of your report begins to narrow down the broad Theme categories into more specific interests.

YOUR BASIC INTERESTS

Now that you have considered your interests at the most general level, it is time to focus on specific areas of activity—things you might like to do. There are 30 Basic Interest Scales on the *Strong*.

The Basic Interest Scales in which you show the most interest are listed below. Notice that each Basic Interest is related to a particular Theme.

YOUR TOP STRONG INTEREST AREAS

BASIC INTEREST SCALE	THEME	TYPICAL INTERESTS AND ACTIVITIES
Social Sciences	Social	<ul style="list-style-type: none"> • Learning about people and cultures • Studying changes in society • Teaching and research
Nature & Agriculture	Realistic	<ul style="list-style-type: none"> • Growing flowers and vegetables • Managing a farm or ranch • Patrolling a national park
Counseling & Helping	Social	<ul style="list-style-type: none"> • Helping or encouraging others • Working on a crisis hotline • Contributing to charities
Visual Arts & Design	Artistic	<ul style="list-style-type: none"> • Photography • Designing public relations materials • Designing architectural structures
Research	Investigative	<ul style="list-style-type: none"> • Analyzing research results • Conducting scientific experiments • Writing reports

ACTION STEPS

1. Look over the interest areas above. How are they present in your life now? Do they represent your current work, school, or leisure interests? Do the activities you like cluster in the same Themes as your general interests? If they do, your interests are probably fairly focused. Try to make sure your work matches these interests. If your interest areas do not cluster, your interests may be more diverse. Think about ways you might incorporate some of them into your work and others into your leisure time.
2. Look at section 2 of your Profile. In what areas do you have the least interest? Try to avoid these areas in your work. If you do have to work in areas that are not particularly interesting to you, try to engage your top interests in your leisure time.

YOUR SIMILARITY TO OCCUPATIONS

The Occupational Scales section of the *Strong* focuses your work interests even further. A high score on an Occupational Scale means your likes and dislikes are similar to those of the people who work in the occupation and who are satisfied with their jobs. Listed below are the Occupational Scales on which you scored the highest. You may enjoy the day-to-day work of these or related occupations. Click the name of the occupation to visit the O*NET database and learn more about it.

Note that each of the following occupations has a Theme code. Ask your career professional to show you how to use Theme codes to expand your list of occupations to explore. The occupations listed below are just a few of the occupations that might interest you.

YOUR TOP STRONG OCCUPATIONS

OCCUPATION	THEME CODE	TYPICAL WORK TASKS	SELECTED KNOWLEDGE, SKILLS, ABILITIES
Nursing Home Administrator	CES	<ul style="list-style-type: none"> Monitor the use of diagnostic services, inpatient beds, facilities, and staff to ensure effective use of resources Direct, supervise, and evaluate work activities of medical, nursing, clerical, and other personnel 	<ul style="list-style-type: none"> Knowledge of principles and processes for providing customer service, including assessing needs and meeting quality standards Knowledge of techniques required to diagnose and treat human diseases Knowledge of personnel recruitment, selection, training, benefits management, and labor relations
Administrative Assistant	CSR	<ul style="list-style-type: none"> Provide high-level administrative support by handling information requests and organizing schedules Prepare reports, memos, and letters using word-processing, spreadsheet, database, or presentation software Prepare agendas and make arrangements for meetings 	<ul style="list-style-type: none"> Knowledge of administrative and clerical procedures such as word processing, managing files and records, and office procedures Skill in coordination of people and resources Skill in time management for self and others
Special Education Teacher	SEA	<ul style="list-style-type: none"> Teach school subjects and daily living skills to educationally and physically handicapped students Confer with parents, administrators, and others to develop individual educational plans to promote students' educational, physical, and social development 	<ul style="list-style-type: none"> Knowledge of methods for curriculum design, teaching, and instruction Skill in selecting and using training/instructional methods and procedures appropriate to the person Knowledge of human behavior and performance
Arts/Entertainment Manager	A	<ul style="list-style-type: none"> Confer with clients about their careers and actions taken on their behalf Schedule promotional or performance engagements and develop strategies for your clients' success Confer with art or production department heads to discuss presentations and to coordinate creative activities 	<ul style="list-style-type: none"> Knowledge of media production, communication, and dissemination techniques and methods Knowledge of methods for promoting and selling services Ability to come up with clever ideas and skill in persuading others to change their minds or behavior
Customer Service Representative	CR	<ul style="list-style-type: none"> Confer with customers to provide information about products and services, take or enter orders, cancel accounts, or obtain details of complaints Keep records of customer interactions and transactions Check to ensure that appropriate changes were made to resolve customers' problems 	<ul style="list-style-type: none"> Knowledge of principles and processes for providing customer services Knowledge of administrative and clerical procedures and systems Ability to give full attention to what other people are saying and talk to others to convey information effectively
Occupational Therapist	SA	<ul style="list-style-type: none"> Assess, plan, and participate in programs to help restore vocational and daily living skills, as well as general independence, to disabled persons Test and evaluate patients' physical and mental abilities to determine realistic rehabilitation goals 	<ul style="list-style-type: none"> Knowledge of procedures for diagnosing, treating, and rehabilitating physical and mental dysfunctions Knowledge of human behavior and performance Ability to be sensitive to others' needs and feelings and to be understanding and helpful on the job

Continued on next page →

YOUR TOP STRONG OCCUPATIONS (continued)

OCCUPATION	THEME CODE	TYPICAL WORK TASKS	SELECTED KNOWLEDGE, SKILLS, ABILITIES
Art Teacher	AS	<ul style="list-style-type: none"> Teach courses in art, including fine and applied art, such as painting and sculpture, or design and crafts Evaluate and grade students' class work Prepare and deliver lectures or demonstrations 	<ul style="list-style-type: none"> Knowledge of principles and methods for curriculum and training design, teaching, and instruction Ability to produce works in the visual arts or sculpture Skill in teaching others how to do something
Community Service Director	S	<ul style="list-style-type: none"> Plan, organize, and/or coordinate the activities of a social service program or community outreach organization Direct fund-raising activities Plan and administer budgets 	<ul style="list-style-type: none"> Knowledge of management principles involved in strategic planning and coordination of people and resources Knowledge of processes for providing customer service, including assessing needs and evaluating satisfaction Ability to represent the organization to customers, the public, government, and other external parties
Instructional Coordinator	S	<ul style="list-style-type: none"> Plan and conduct teacher training programs and conferences dealing with new classroom procedures, materials, and equipment Research, evaluate, and prepare recommendations on curricula, instructional methods, and materials for school systems Advise teaching and administrative staff in curriculum development 	<ul style="list-style-type: none"> Knowledge of principles and methods for curriculum and training design, teaching and instruction, and the measurement of training effects Skill in selecting and using training/instructional methods and procedures Ability to read and understand information and ideas presented in writing
Secondary School Teacher	S	<ul style="list-style-type: none"> Instruct through lectures, discussions, and demonstrations in one or more subjects Adapt teaching methods and instructional materials to meet students' varying needs and interests Establish and enforce rules for behavior and procedures for maintaining order among students 	<ul style="list-style-type: none"> Knowledge of principles and methods for curriculum delivery, teaching and instruction for individuals and groups, and the measurement of training effects Skill in teaching others how to do something Skill in selecting and using instructional methods and procedures appropriate for the situation

ACTION STEPS

1. Highlight words or phrases that appeal to you in the Typical Work Tasks column of the preceding Occupations chart. Can you fit these highlighted words or phrases together to design your own unique job?
2. Refer to the last column of the chart to determine what knowledge, skills, and abilities you already possess or may need to acquire for any of the occupations that interest you.
3. Visit <http://www.onetonline.org/find/descriptor/browse/Interests/> to search the O*NET database by Theme code. Search for additional occupations with Theme codes that share your top Themes.

YOUR PERSONAL STYLE

Your personal style in five areas is indicated in the chart below, suggesting your unique way of approaching work and learning.

YOUR PERSONAL STYLE SCALES PREFERENCES

PERSONAL STYLE SCALE	YOUR SCORE SUGGESTS YOU SHOULD CONSIDER A JOB WHERE
Work Style	<ul style="list-style-type: none"> You work more with people than with ideas, data, or things. You can interact with colleagues or customers on a regular basis. You don't have to spend a lot of time alone writing reports or analyzing data.
Learning Environment	<ul style="list-style-type: none"> You can learn lots of new ideas. You can learn from reading and lectures. You can apply your learning to abstract problems.
Leadership Style	<ul style="list-style-type: none"> You can assume leadership for teams or projects. You can be outspoken and voice your opinion. You can direct others.
Risk Taking	<ul style="list-style-type: none"> You have opportunities to take physical, financial, or social risks. You can jump right in without a lot of planning. There are plenty of new opportunities to pursue.
Team Orientation	<ul style="list-style-type: none"> You can collaborate with others on team goals. You can reach decisions by consensus. You can share responsibility and accomplishments with others.

ACTION STEPS

Consider your personal style in the five areas listed above. Highlight the phrases you agree with. Cross out those you don't agree with. How do your highlighted phrases relate to the Theme codes that appear elsewhere in your report? What implications do your results have for

- Working with others or alone? (Work Style, Leadership Style, Team Orientation)
- Your approach to learning? (Learning Environment)
- The way you go about your career search? (Risk Taking)

INTERPRETIVE REPORT SUMMARY

You have seen throughout your report that your General Occupational Themes, Basic Interests, and Occupations are all related to six personal/occupational categories: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. The following chart summarizes your personal information from these categories and suggests how each section of your *Strong* report might be represented in your life.

YOUR HIGHEST THEMES

- Social
- Artistic
- Realistic

PERSONAL AND WORK ENVIRONMENT DESCRIPTORS

- Helpful, collaborative, cooperative
- Creative, flexible, self-expressive
- Practical, hands-on, product driven

SPECIFIC INTERESTS FOR WORK, LEISURE, AND LEARNING

- | | |
|--------------------------------------|---------------------------------|
| • Learning about people and cultures | • Helping or encouraging others |
| • Studying changes in society | • Working on a crisis hotline |
| • Teaching and research | • Contributing to charities |
| • Growing flowers and vegetables | |
| • Managing a farm or ranch | |
| • Patrolling a national park | |

CAREERS THAT MIGHT BE MOST APPEALING TO YOU

- | | |
|-----------------------------------|------------------------------|
| • Nursing Home Administrator | • Occupational Therapist |
| • Administrative Assistant | • Art Teacher |
| • Special Education Teacher | • Community Service Director |
| • Arts/Entertainment Manager | • Instructional Coordinator |
| • Customer Service Representative | • Secondary School Teacher |

HOW YOU LIKE TO WORK AND LEARN

- | | |
|--|---|
| • Interacting with others on a regular basis | • Taking risks and pursuing new opportunities |
| • Learning new ideas to apply to abstract problems | • With others, sharing responsibility and achievement |
| • Assuming leadership and directing others | |

NEXT STEPS

As is true for many people, your General Occupational Themes, Basic Interests, and Occupations share many characteristics. This often represents a similar focus throughout work, leisure, and academic interests. Find out as much as you can about occupations, career fields, leisure activities, and academic interests with codes similar to those of your top Themes.

ACTION STEPS

1. Using the summary chart on the preceding page or any of the descriptors you highlighted in this report or on your *Strong Profile*, create a master list of all descriptors that either describe you or appeal to you. Take this list with you to any informational or job interviews you attend. During the interview, ask questions to determine whether there are opportunities to express these interests or engage in these activities and try to determine whether there is a good fit between your interests and the job you are considering. For example, if you highlighted *helpful, collaborative, cooperative*, ask about opportunities to express this interest.
2. Your *Strong* results can also help you during your career exploration. Your Social Theme score suggests that the career planning process may at times seem too impersonal, requiring you to be more objective and reflective than you like to be. To keep yourself motivated:
 - Talk to as many people as possible who work in occupations related to your interests.
 - Join clubs or volunteer in the areas that interest you.
 - Share your feelings with family and friends.
 - Visit some classes before you enroll in a career-related educational program to make sure the training will be meaningful and allow you to make personal connections.
 - Ask a close friend to help you check out your decision so that you can bounce ideas off him or her and get support.
3. The booklet *Where Do I Go Next? Using Your Strong Results to Manage Your Career* provides worksheets to help you in your career exploration. Use this booklet and other helpful books and Web sites suggested by your career professional.

