



Strong Interest Inventory[®] Profile and Interpretive Report

Interpretive Report developed by Judith Grutter and Allen L. Hammer

Report prepared for
ADAM CHILD
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SAMPLE



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 interpretive data useful to your career professional.

Note to professional: Check the Response Summary on page 9 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
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
Investigative	I	Science, medicine, mathematics, research	Performing lab work, solving abstract problems, conducting research	Mathematical ability, researching, writing, analyzing	Independence, curiosity, learning
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
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
Artistic	A	Self-expression, art appreciation, communication, culture	Composing music, performing, writing, creating visual art	Creativity, musical ability, artistic expression	Beauty, originality, independence, imagination
Enterprising	E	Business, politics, leadership, entrepreneurship	Selling, managing, persuading, marketing	Verbal ability, ability to motivate and direct others	Risk taking, status, competition, influence

YOUR HIGHEST THEMES	YOUR THEME CODE
Conventional, Investigative, Social	CIS

THEME	CODE	STANDARD SCORE & INTEREST LEVEL					STD SCORE
		< 30	40	50	60	70 >	
Conventional	C	[Progress bar from 40 to 60] HIGH					61
Investigative	I	[Progress bar from 40 to 50] MODERATE					56
Social	S	[Progress bar from 40 to 50] MODERATE					52
Realistic	R	[Progress bar from 40 to 50] MODERATE					51
Artistic	A	[Progress bar from 40 to 50] MODERATE					49
Enterprising	E	[Progress bar from 40 to 50] MODERATE					48

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 on this page 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. Office Management (C)
2. Healthcare Services (S)
3. Teaching & Education (S)
4. Mechanics & Construction (R)
5. Athletics (R)

Areas of Least Interest

- Culinary Arts (A)
- Entrepreneurship (E)
- Performing Arts (A)

CONVENTIONAL — High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Office Management	[Bar from 40 to 60, labeled VH]					63
Finance & Investing	[Bar from 40 to 50, labeled M]					56
Taxes & Accounting	[Bar from 40 to 50, labeled M]					52
Programming & Information Systems	[Bar from 30 to 40, labeled L]					44

INVESTIGATIVE — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Research	[Bar from 40 to 50, labeled M]					56
Mathematics	[Bar from 40 to 50, labeled M]					56
Medical Science	[Bar from 40 to 50, labeled M]					54
Science	[Bar from 40 to 50, labeled M]					54

SOCIAL — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Healthcare Services	[Bar from 40 to 60, labeled VH]					62
Teaching & Education	[Bar from 40 to 55, labeled H]					57
Religion & Spirituality	[Bar from 40 to 50, labeled M]					50
Counseling & Helping	[Bar from 40 to 50, labeled M]					48
Human Resources & Training	[Bar from 40 to 50, labeled M]					47
Social Sciences	[Bar from 40 to 50, labeled M]					44

REALISTIC — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Mechanics & Construction	[Bar from 40 to 55, labeled M]					61
Athletics	[Bar from 40 to 50, labeled M]					59
Military	[Bar from 40 to 50, labeled M]					57
Protective Services	[Bar from 40 to 50, labeled M]					55
Nature & Agriculture	[Bar from 40 to 50, labeled M]					49
Computer Hardware & Electronics	[Bar from 40 to 50, labeled M]					47

ARTISTIC — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Writing & Mass Communication	[Bar from 40 to 50, labeled M]					52
Visual Arts & Design	[Bar from 40 to 50, labeled M]					50
Performing Arts	[Bar from 30 to 40, labeled L]					42
Culinary Arts	[Bar from 30 to 40, labeled L]					36

ENTERPRISING — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Management	[Bar from 40 to 50, labeled M]					58
Marketing & Advertising	[Bar from 40 to 50, labeled M]					56
Sales	[Bar from 40 to 50, labeled M]					54
Politics & Public Speaking	[Bar from 40 to 50, labeled M]					54
Law	[Bar from 40 to 50, labeled M]					45
Entrepreneurship	[Bar from 30 to 40, labeled L]					38

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 next three pages you will find your scores for 122 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.

YOUR TOP TEN STRONG OCCUPATIONS

1. **Administrative Assistant (CSA)**
2. **Radiologic Technologist (RI)**
3. **Optician (ER)**
4. **Retail Sales Representative (E)**
5. **Landscape/Grounds Manager (RE)**
6. **Health Information Specialist (C)**
7. **Dentist (IR)**
8. **Housekeeping/Maintenance Manager (ECS)**
9. **Medical Technician (IRE)**
10. **Pharmacist (ICE)**

**Occupations of
Dissimilar Interest**

-
- Physicist (IRA)
 - Medical Illustrator (AIR)
 - Artist (A)
 - Psychologist (IA)
 - Reporter (A)

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. If you have no scores in this range, take a look at those in the midrange and begin there. 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 those types of work and probably would contribute to such occupations in a unique way. Your career professional can guide you further in this process.

You can learn about occupations from information found in a public library, in the career library of a college or university near you, in a professional career center, or on the Internet. A recommended online source for occupational information is the O*NET™ database at <http://online.onetcenter.org>. You can also learn a lot about an occupation by talking to people who are working in that particular occupation. These people can describe their day-to-day work and tell you what they like and dislike about it.

OCCUPATIONAL SCALES

SECTION 3

CONVENTIONAL – Accounting, Organizing, Processing Data

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
CSA	Administrative Assistant										49
C	Health Information Specialist										45
CES	Nursing Home Administrator										40
CE	Credit Manager										38
CE	Financial Analyst										38
C	Bookkeeper										37
CA	Paralegal										37
CRI	Computer Systems Analyst										36
CES	Business Education Teacher										35
CE	Financial Manager										34
CIS	Mathematics Teacher										34
CE	Banker										32
CI	Actuary										31
CE	Accountant										27
CES	Food Service Manager										24

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://online.onetcenter.org>.

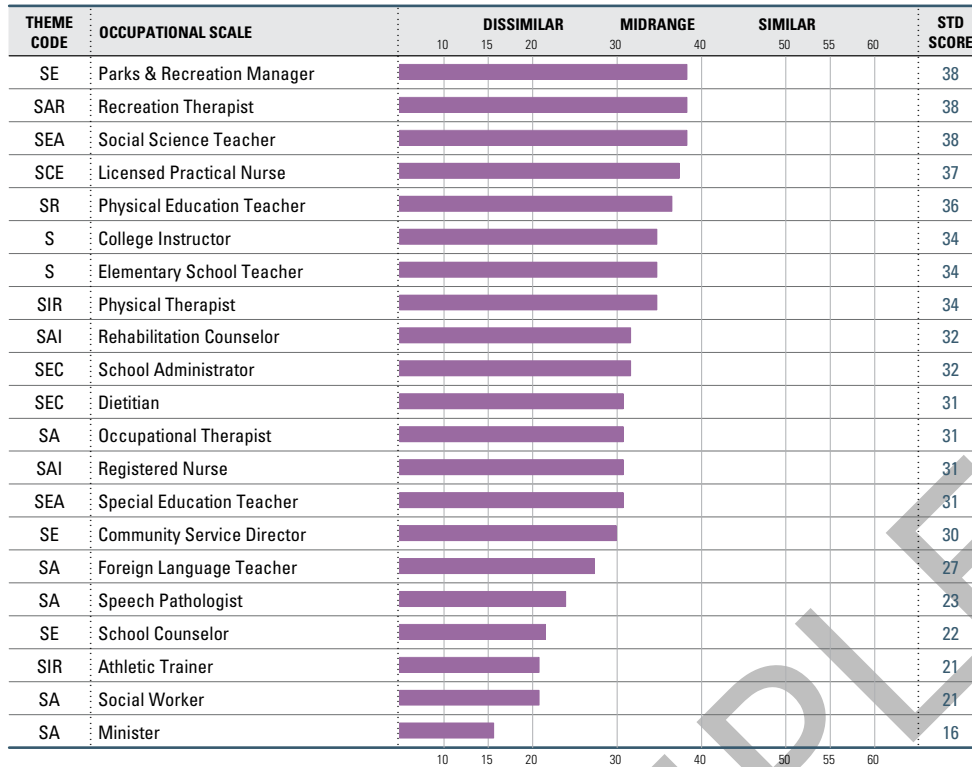
INVESTIGATIVE – Researching, Analyzing, Inquiring

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
IR	Dentist										44
IRE	Medical Technician										44
ICE	Pharmacist										44
IR	Veterinarian										42
IRC	Medical Technologist										39
ISA	Chiropractor										37
IR	Optometrist										35
IRS	Respiratory Therapist										34
IRC	R&D Manager										33
IRA	Geologist										32
IRC	Technical Support Specialist										32
IAS	University Professor										30
IA	Biologist										26
IRS	Science Teacher										26
IAR	Software Developer										24
IRC	Network Administrator										23
IAR	Physician										23
ICA	Mathematician										22
IR	Chemist										20
IA	Geographer										20
ICR	Computer Scientist										12
IA	Psychologist										10
IRA	Physicist										0

OCCUPATIONAL SCALES

SECTION 3

SOCIAL – Helping, Instructing, Caregiving



Similar results (40 and above)

You share interests with men in that occupation and probably would enjoy the work.

Midrange results (30–39)

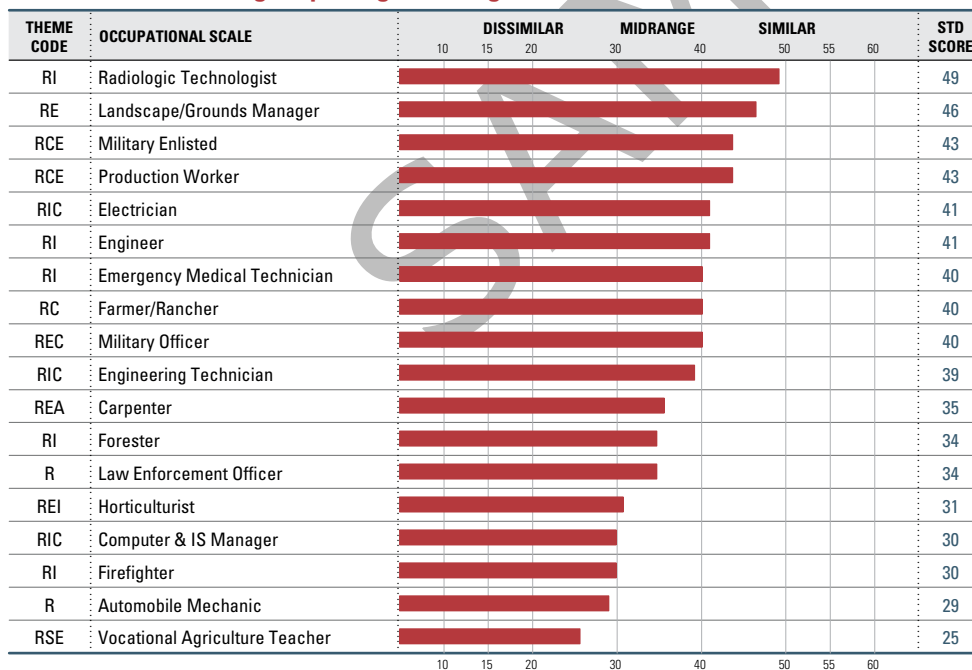
You share some interests with men in that occupation and probably would enjoy some of the work.

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://online.onetcenter.org>.

REALISTIC – Building, Repairing, Working Outdoors



OCCUPATIONAL SCALES

SECTION 3

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

THEME CODE	OCCUPATIONAL SCALE				STD SCORE
		DISSIMILAR	MIDRANGE	SIMILAR	
A	Librarian	[Bar from 10 to 41]			41
AI	Urban & Regional Planner	[Bar from 10 to 38]			38
AI	Editor	[Bar from 10 to 35]			35
AI	Translator	[Bar from 10 to 33]			33
ASI	ESL Instructor	[Bar from 10 to 32]			32
AE	Advertising Account Manager	[Bar from 10 to 29]			29
ASE	Public Administrator	[Bar from 10 to 29]			29
AI	Technical Writer	[Bar from 10 to 29]			29
A	Attorney	[Bar from 10 to 28]			28
AE	Interior Designer	[Bar from 10 to 26]			26
A	Graphic Designer	[Bar from 10 to 22]			22
AE	Public Relations Director	[Bar from 10 to 22]			22
AES	Corporate Trainer	[Bar from 10 to 21]			21
ARE	Photographer	[Bar from 10 to 21]			21
AI	Sociologist	[Bar from 10 to 21]			21
A	Musician	[Bar from 10 to 17]			17
ASE	English Teacher	[Bar from 10 to 16]			16
AS	Art Teacher	[Bar from 10 to 15]			15
ARI	Architect	[Bar from 10 to 14]			14
AE	Broadcast Journalist	[Bar from 10 to 11]			11
A	Reporter	[Bar from 10 to 11]			11
A	Artist	[Bar from 10 to 9]			9
AIR	Medical Illustrator	[Bar from 10 to 4]			4

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://online.onetcenter.org>.

ENTERPRISING – Selling, Managing, Persuading

THEME CODE	OCCUPATIONAL SCALE				STD SCORE
		DISSIMILAR	MIDRANGE	SIMILAR	
ER	Optician	[Bar from 10 to 48]			48
E	Retail Sales Representative	[Bar from 10 to 47]			47
ECS	Housekeeping/Maintenance Manager	[Bar from 10 to 44]			44
EAC	Florist	[Bar from 10 to 40]			40
ECI	Investments Manager	[Bar from 10 to 38]			38
EA	Marketing Manager	[Bar from 10 to 38]			38
E	Operations Manager	[Bar from 10 to 38]			38
ECR	Purchasing Agent	[Bar from 10 to 37]			37
ES	Sales Manager	[Bar from 10 to 34]			34
E	Top Executive	[Bar from 10 to 33]			33
EAS	Flight Attendant	[Bar from 10 to 32]			32
ES	Human Resources Manager	[Bar from 10 to 32]			32
ECA	Travel Consultant	[Bar from 10 to 32]			32
EA	Cosmetologist	[Bar from 10 to 31]			31
E	Life Insurance Agent	[Bar from 10 to 31]			31
E	Realtor	[Bar from 10 to 31]			31
ECS	Retail Sales Manager	[Bar from 10 to 29]			29
EC	Buyer	[Bar from 10 to 28]			28
ESI	Technical Sales Representative	[Bar from 10 to 27]			27
ESA	Elected Public Official	[Bar from 10 to 24]			24
ECR	Restaurant Manager	[Bar from 10 to 21]			21
ER	Chef	[Bar from 10 to 15]			15

PERSONAL STYLE SCALES

SECTION 4

The Personal Style Scales describe different ways of approaching people, learning, leading, making decisions, 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 more effectively narrow your choices and examine your opportunities. Each scale includes descriptions at both ends of the continuum, with scores indicating 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 are likely to prefer a balance of working alone and working with people
2. You seem to prefer to learn by doing
3. You probably prefer to lead by example
4. You may like taking risks
5. You probably enjoy the role of independent contributor

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	< 25	CLEAR 35	MIDRANGE 45 55	CLEAR 65	75 >	STD SCORE
Work Style	Prefers working alone; enjoys data, ideas, or things; reserved		◆		Prefers working with people; enjoys helping others; outgoing	51
Learning Environment	Prefers practical learning environments; learns by doing; prefers short-term training to achieve a specific goal or skill	◆			Prefers academic environments; learns through lectures and books; willing to spend many years in school; seeks knowledge for its own sake	38
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		◆		Is comfortable taking charge of and motivating others; prefers directing others to doing the job alone; enjoys initiating action; expresses opinions easily	41
Risk Taking	Dislikes risk taking; likes quiet activities; prefers to play it safe; makes careful decisions			◆	Likes risk taking; appreciates original ideas; enjoys thrilling activities and taking chances; makes quick decisions	55
Team Orientation	Prefers accomplishing tasks independently; enjoys role as independent contributor; likes to solve problems on one's own		◆		Prefers working on teams; enjoys collaborating on team goals; likes problem solving with others	44

PROFILE SUMMARY

SECTION 5

YOUR HIGHEST THEMES	YOUR THEME CODE
Conventional, Investigative, Social	CIS

YOUR TOP FIVE INTEREST AREAS

1. Office Management (C)
2. Healthcare Services (S)
3. Teaching & Education (S)
4. Mechanics & Construction (R)
5. Athletics (R)

Areas of Least Interest

- Culinary Arts (A)
- Entrepreneurship (E)
- Performing Arts (A)

YOUR TOP TEN STRONG OCCUPATIONS

1. Administrative Assistant (CSA)
2. Radiologic Technologist (RI)
3. Optician (ER)
4. Retail Sales Representative (E)
5. Landscape/Grounds Manager (RE)
6. Health Information Specialist (C)
7. Dentist (IR)
8. Housekeeping/Maintenance Manager (ECS)
9. Medical Technician (IRE)
10. Pharmacist (ICE)

Occupations of Dissimilar Interest

- Physicist (IRA)
- Medical Illustrator (AIR)
- Artist (A)
- Psychologist (IA)
- Reporter (A)

YOUR PERSONAL STYLE SCALES PREFERENCES

1. You are likely to prefer a balance of working alone and working with people
2. You seem to prefer to learn by doing
3. You probably prefer to lead by example
4. You may like taking risks
5. You probably enjoy the role of independent contributor

RESPONSE SUMMARY

SECTION 6

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

ITEM RESPONSE PERCENTAGES					
Section Title	Strongly Like	Like	Indifferent	Dislike	Strongly Dislike
Occupations	13	22	25	23	16
Subject Areas	13	26	22	24	15
Activities	13	25	25	25	13
Leisure Activities	11	25	25	25	14
People	6	19	31	31	13
Characteristics	11	22	22	33	11
TOTAL PERCENTAGE	12	24	25	25	14

Total possible responses: 291 Your response total: 291 Items omitted: 0 Typicality index: 17—Combination of item responses appears consistent

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

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 in 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 120 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.

SIX OCCUPATIONAL THEMES

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

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)

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.



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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 code is CIS.

YOUR THEME DESCRIPTIONS

THEME	CODE	DEFINITION	CAREER FIELDS	PERSONAL DESCRIPTORS	LEISURE ACTIVITIES
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, civic organizations, volunteering, exercising
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
Social	S	Helping Instructing Caregiving	Teaching Healthcare Counseling Religion	Helpful, concerned for others, humanistic, verbal, generous	Entertaining, volunteering, reading self-improvement books

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 that seem like a good fit.

OTHER THEME DESCRIPTIONS

THEME	CODE	DEFINITION	CAREER FIELDS	PERSONAL DESCRIPTORS	LEISURE ACTIVITIES
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
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
Enterprising	E	Selling Managing Persuading	Business Politics Sales Marketing	Assertive, adventurous, energetic, talkative, self-confident	Running for public office, raising money for organizations, sports

A CLOSER LOOK AT YOUR GENERAL OCCUPATIONAL THEMES

Most people's interests combine more than one Theme, which define their career motivators. The top Themes of your three-letter Theme code are Conventional and Investigative. These Themes are the ones we will focus on in this section.

Your Conventional and Investigative 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. Of course, you are not limited to these career fields. They are only a starting point for your exploration process.

SELECTED CAREER FIELDS

- Criminal investigation
- Quality control
- Computer programming
- Statistics
- Actuarial science
- Building inspection

ACTION STEP

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

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

YOUR CAREER MOTIVATORS

YOUR HIGHEST THEMES	STRONGEST CAREER MOTIVATOR	MOTIVATOR COMBINATIONS
Conventional	Organizing	CI Finding practical applications for abstract ideas
Investigative	Analyzing	IC Researching ideas in structured, orderly 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 organizing and analyzing.

The next section of your report begins to narrow down these 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
Office Management	Conventional	<ul style="list-style-type: none"> Organizing records and files Coordinating office activities Managing and ordering inventory
Healthcare Services	Social	<ul style="list-style-type: none"> Giving first aid assistance Providing physical therapy Taking X rays
Teaching & Education	Social	<ul style="list-style-type: none"> Teaching young people Planning learning activities Explaining what things mean
Mechanics & Construction	Realistic	<ul style="list-style-type: none"> Using precision instruments Building houses Working with large equipment and machinery
Athletics	Realistic	<ul style="list-style-type: none"> Teaching physical education Attending sports events Playing team sports

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 page 3 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. It shows the occupations in which your likes and dislikes were most similar to those of the people who work in them and are satisfied with their jobs. Listed below are the occupations for which your likes and dislikes were the most similar.

You would probably enjoy the day-to-day work of these and other occupations that share the same Themes. These are just a few of the occupations that might interest you. Ask your career professional to show you how to use the Theme codes provided to expand your list.

YOUR TOP STRONG OCCUPATIONS

OCCUPATION	THEME CODE	TYPICAL WORK TASKS	SELECTED KNOWLEDGE, SKILLS, ABILITIES
Administrative Assistant	CSA	<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
Radiologic Technologist	RI	<ul style="list-style-type: none"> Take X rays and CAT scans for diagnostic purposes Use safety measures to comply with regulations and to ensure safety of patients and staff 	<ul style="list-style-type: none"> Knowledge of function and operation of radiologic equipment Knowledge of the information and techniques required to diagnose and treat human injuries and diseases
Optician	ER	<ul style="list-style-type: none"> Design, measure, fit, and adapt lenses and frames for clients according to prescription Prepare work orders for optical laboratory containing instructions for grinding and mounting lenses in frames Assist clients in selecting frames 	<ul style="list-style-type: none"> Knowledge of processes for providing customer service, including meeting quality standards and evaluating customer satisfaction Skill in giving full attention to what other people are saying
Retail Sales Representative	E	<ul style="list-style-type: none"> Greet customers and determine what each customer wants or needs Describe merchandise and explain its use, operation, and care to customers Open and close cash registers, count money, balance cash drawers 	<ul style="list-style-type: none"> Knowledge of methods for showing, promoting, and selling products, including marketing tactics, product demonstration, sales techniques, and sales control systems Knowledge of processes for providing customer service Knowledge of arithmetic
Landscape/Grounds Manager	RE	<ul style="list-style-type: none"> Supervise and coordinate the activities of landscape workers performing tasks such as planting, fertilizing, irrigating, and mowing Confer with manager to develop plans and schedules for maintenance and improvement of grounds 	<ul style="list-style-type: none"> Knowledge of plants and their interactions with the environment Skill in time management and coordinating the activities of others Ability to monitor and review information from the environment and detect or assess problems

Continued on next page →

YOUR TOP STRONG OCCUPATIONS (continued)

OCCUPATION	THEME CODE	TYPICAL WORK TASKS	SELECTED KNOWLEDGE, SKILLS, ABILITIES
Health Information Specialist	C	<ul style="list-style-type: none"> • Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the healthcare system • Protect the security of medical records to ensure that confidentiality is maintained 	<ul style="list-style-type: none"> • Knowledge of administrative and clerical procedures such as word processing and managing files and records • Ability to use computers for storage and retrieval of information
Dentist	IR	<ul style="list-style-type: none"> • Diagnose and treat diseases, injuries, and malformations of teeth and gums • Advise patients regarding preventive dental care and the causes and treatment of dental problems • Administer anesthetics to patients during procedures 	<ul style="list-style-type: none"> • Knowledge of the information and techniques required to diagnose and treat human diseases • Ability to make precisely coordinated movements of the fingers of one or both hands to grasp and manipulate very small tools
Housekeeping/Maintenance Manager	ECS	<ul style="list-style-type: none"> • Supervise work activities of personnel to ensure clean facilities • Purchase housekeeping and maintenance supplies and equipment, screen applicants, and train new employees • Inspect grounds, facilities, and equipment routinely to determine maintenance and repair needs 	<ul style="list-style-type: none"> • Knowledge of personnel recruitment, selection, training, benefits, and labor relations policies • Ability to motivate, develop, and direct people as they work • Skills in time management and coordinating the activities of others
Medical Technician	IRE	<ul style="list-style-type: none"> • Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease • Conduct chemical analyses of bodily fluids and record findings • Cut, stain, and mount tissue samples for examination by pathologists 	<ul style="list-style-type: none"> • Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations they undergo • Ability to use scientific rules and methods to solve problems • Skill in recording, storing, or maintaining information in written or electronic form
Pharmacist	ICE	<ul style="list-style-type: none"> • Compound and dispense medications following prescriptions issued by authorized medical practitioners • Assess the identity, strength, and purity of medications • Advise customers regarding the selection of medication brands, medical equipment, and healthcare supplies 	<ul style="list-style-type: none"> • Knowledge of the chemical composition, structure, and properties of substances and of the chemical transformations they undergo, including drug interactions and danger signs • Knowledge of the information and techniques required to diagnose and treat human injuries and diseases

ACTION STEPS

1. Highlight words or phrases that appeal to you in the Typical Work Tasks column of the chart above. Can you fit these highlighted words or phrases together to design your own unique job?
2. Refer to the last column 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 the O*NET™ database online at <http://online.onetcenter.org> to learn more about your top occupations or to expand your list.

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 SCALE PREFERENCES

PERSONAL STYLE SCALE	YOUR SCORE SUGGESTS YOU SHOULD CONSIDER A JOB WHERE
Work Style	<ul style="list-style-type: none"> You work with ideas, data, things, and people You balance your time between working with colleagues and working alone You have a mix of writing reports, analyzing data, and interacting with others
Learning Environment	<ul style="list-style-type: none"> You can learn new skills You can learn through hands-on experience You can apply your learning to concrete problems
Leadership Style	<ul style="list-style-type: none"> You can lead others by your own example You don't have to assume leadership for teams or projects You don't have to direct others
Risk Taking	<ul style="list-style-type: none"> There are opportunities to take 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 work independently You can make decisions on your own You are responsible for your own work and accomplishments

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.

SNAPSHOT OF RESULTS

YOUR HIGHEST THEMES

- Conventional
- Investigative
- Social

PERSONAL AND WORK ENVIRONMENT DESCRIPTORS

- Organized, efficient, accurate
- Analytical, independent, research oriented
- Helpful, collaborative, cooperative

SPECIFIC INTERESTS FOR WORK, LEISURE, AND LEARNING

- Organizing records and files
- Coordinating office activities
- Managing and ordering inventory
- Giving first aid assistance
- Providing physical therapy
- Taking X rays
- Teaching young people
- Planning learning activities
- Explaining what things mean

CAREERS THAT MIGHT BE MOST APPEALING TO YOU

- Administrative Assistant
- Radiologic Technologist
- Optician
- Retail Sales Representative
- Landscape/Grounds Manager
- Health Information Specialist
- Dentist
- Housekeeping/ Maintenance Manager
- Medical Technician
- Pharmacist

HOW YOU LIKE TO WORK AND LEARN

- Balance between working with colleagues and working alone
- Learning new skills to apply to concrete problems
- Doing tasks alone, leading by example
- Taking risks and pursuing new opportunities
- Independently, responsible for your own work and achievements

NEXT STEPS

As is true for many people, your General Occupational Themes, Basic Interests, and Occupations have some characteristics in common, but they do not all reflect the same Themes. This may mean that you have a variety of interests in work, leisure activities, and school subjects. Use any of the Themes in your report in your exploration. Some of your diverse interests may be expressed in a job that provides a lot of variety, or they may be reflected in a balance in your life between work and leisure activities.

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 *Organized, efficient, accurate*, ask about opportunities to express this interest.
2. Your *Strong* results can also help you during your career exploration. Your Conventional Theme score suggests that the career planning process may at times seem ambiguous, requiring you to be more abstract than you like to be. To keep yourself motivated:
 - Try to structure specific tasks to do each day
 - Keep a record of what you accomplish
 - Use books and computerized career information programs to compare and contrast the specific requirements of various occupations
 - Chart the results of your research and talk it over with a career guidance professional
 - Study program requirements, talk to school personnel, and inquire about the employment of recent graduates to make sure the training is practical and an efficient use of your time
 - Ask your career professional to help you consider the risks when the time comes to make a decision

THE FOLLOWING RESOURCES WILL BE HELPFUL

- *Where Do I Go Next? Using Your Strong Results to Manage Your Career*. This booklet can help you better understand the meaning of your *Strong* results and provides worksheets to help you in your career exploration.
- The O*NET™ database (www.onetcenter.org) for career information. For additional information about tasks, knowledge, skills, and abilities, and for other information about specific occupations, click on the link O*NET™ Online.
- *Dictionary of Holland Occupational Codes*. This guide can help you find additional occupations related to each Theme.
- CPP, Inc., at www.cpp.com. Visit the CPP Web site for resources on the *Strong* and on career exploration.
- Expand your self-knowledge by taking the MBTI® and/or FIRO-B® instrument or the *Career Beliefs Inventory*. See your career professional.
- Books and Web links suggested by your career professional.

