



Strong Interest Inventory® Profile and Interpretive Report

Interpretive Report developed by Judith Grutter and Allen L. Hammer

Report prepared for
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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
Artistic	A	Self-expression, art appreciation, communication, culture	Composing music, performing, writing, creating visual art	Creativity, musical ability, artistic expression	Beauty, originality, independence, imagination
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
Investigative	I	Science, medicine, mathematics, research	Performing lab work, solving abstract problems, conducting research	Mathematical ability, researching, writing, analyzing	Independence, curiosity, learning
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
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
Artistic, Social, Investigative	ASI

THEME	CODE	STANDARD SCORE & INTEREST LEVEL					STD SCORE
		30	40	50	60	70	
Artistic	A	[Bar from 30 to 66] VERY HIGH					66
Social	S	[Bar from 30 to 61] VERY HIGH					61
Investigative	I	[Bar from 30 to 63] HIGH					63
Realistic	R	[Bar from 30 to 61] MODERATE					61
Enterprising	E	[Bar from 30 to 54] MODERATE					54
Conventional	C	[Bar from 30 to 54] MODERATE					54

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. Science (I)
2. Performing Arts (A)
3. Research (I)
4. Culinary Arts (A)
5. Mathematics (I)

Areas of Least Interest

- Protective Services (R)
- Finance & Investing (C)
- Military (R)

ARTISTIC — Very High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Performing Arts	VH					65
Culinary Arts	VH					64
Writing & Mass Communication	H					62
Visual Arts & Design	M					56

SOCIAL — Very High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Teaching & Education	H					61
Counseling & Helping	H					58
Human Resources & Training	H					58
Social Sciences	M					54
Religion & Spirituality	M					53
Healthcare Services	M					51

INVESTIGATIVE — High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Science	VH					66
Research	VH					65
Mathematics	H					65
Medical Science	M					45

REALISTIC — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Mechanics & Construction	H					64
Computer Hardware & Electronics	H					62
Athletics	M					61
Nature & Agriculture	M					52
Military	L					47
Protective Services	L					43

ENTERPRISING — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Entrepreneurship	H					60
Management	M					55
Politics & Public Speaking	M					55
Marketing & Advertising	M					49
Law	M					48
Sales	M					48

CONVENTIONAL — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Programming & Information Systems	H					60
Office Management	H					54
Taxes & Accounting	M					52
Finance & Investing	L					45

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. **Computer & IS Manager (RC)**
2. **Editor (A)**
3. **Technical Support Specialist (RCI)**
4. **R&D Manager (IRC)**
5. **Software Developer (RIC)**
6. **Arts/Entertainment Manager (A)**
7. **Computer Programmer (RIC)**
8. **Computer Systems Analyst (RCI)**
9. **Engineer (RI)**
10. **Network Administrator (RIC)**

Occupations of
Dissimilar Interest

- Buyer (EC)
- Athletic Trainer (SIR)
- Vocational Agriculture Teacher (RSE)
- Emergency Medical Technician (RI)
- Farmer/Rancher (RC)

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

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	Editor										57
A	Arts/Entertainment Manager										55
AI	Technical Writer										53
ASE	Public Administrator										50
A	Musician										49
A	Librarian										48
AI	Sociologist										48
AI	Urban & Regional Planner										48
ASE	English Teacher										47
ARE	Photographer										45
A	Reporter										43
AI	Translator										43
AE	Broadcast Journalist										40
ASI	ESL Instructor										39
ARI	Architect										38
A	Artist										37
A	Graphic Designer										36
ARE	Attorney										32
AE	Advertising Account Manager										30
AS	Art Teacher										30
AIR	Medical Illustrator										30
AE	Public Relations Director										27
AE	Interior Designer										17

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>

SOCIAL — Helping, Instructing, Caregiving

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
S	Instructional Coordinator										52
S	Secondary School Teacher										52
SAE	Training & Development Specialist										51
S	Elementary School Teacher										50
SEA	Special Education Teacher										50
S	Community Service Director										49
S	Middle School Teacher										48
SA	University Administrator										48
SAR	Recreation Therapist										46
SRA	Rehabilitation Counselor										46
SEC	School Administrator										44
SA	Occupational Therapist										43
SE	School Counselor										43
SEC	Dietitian										41
S	Career Counselor										40
SE	Parks & Recreation Manager										40
SIR	Physical Therapist										40
SER	Human Resources Manager										39
SA	Speech Pathologist										39
SA	Social Worker										38
S	Religious/Spiritual Leader										37
SAI	Registered Nurse										34
S	Mental Health Counselor										30
SIR	Athletic Trainer										9

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		
IRC	R&D Manager										56
I	University Faculty Member										50
IAS	Psychologist										49
IR	Chemist										47
IRC	Medical Technologist										46
IRA	Physicist										46
IA	Geographer										45
IRS	Science Teacher										43
IA	Biologist										42
IRA	Geologist										42
ICR	Computer Scientist										40
IAR	Physician										40
IRS	Respiratory Therapist										39
IR	Optometrist										37
ICA	Mathematician										35
ICE	Pharmacist										34
IR	Dentist										32
ISA	Chiropractor										30
IR	Veterinarian										27
IRE	Medical Technician										19

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>

REALISTIC — Building, Repairing, Working Outdoors

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
RC	Computer & IS Manager										57
RCI	Technical Support Specialist										57
RIC	Software Developer										56
RIC	Computer Programmer										55
RCI	Computer Systems Analyst										54
RI	Engineer										53
RIC	Network Administrator										53
RIC	Computer/Mathematics Manager										51
REC	Management Analyst										50
REC	Military Officer										42
RCE	Production Worker										40
RIC	Engineering Technician										34
REA	Carpenter										31
RIC	Electrician										28
RI	Radiologic Technologist										25
RI	Forester										24
RCE	Military Enlisted										24
REI	Horticulturist										22
RE	Landscape/Grounds Manager										22
R	Automobile Mechanic										21
RI	Firefighter										20
R	Law Enforcement Officer										17
RC	Farmer/Rancher										16
RI	Emergency Medical Technician										14
RSE	Vocational Agriculture Teacher										14

OCCUPATIONAL SCALES

SECTION 3

ENTERPRISING — Selling, Managing, Persuading

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
ESR	Human Resources Specialist										45
ECS	Facilities Manager										44
ER	Operations Manager										44
E	Marketing Manager										43
ER	Technical Sales Representative										43
EAR	Bartender										42
E	Top Executive, Business/Finance										42
ECR	Purchasing Agent										40
ER	Chef										39
EAS	Flight Attendant										38
E	Wholesale Sales Representative										37
ESA	Elected Public Official										33
EA	Cosmetologist										31
E	Loan Officer/Counselor										30
E	Realtor										30
E	Sales Manager										30
E	Personal Financial Advisor										27
EAC	Florist										26
E	Securities Sales Agent										25
ER	Optician										19
ECR	Restaurant Manager										19
E	Life Insurance Agent										18
EC	Buyer										6

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		
CSR	Administrative Assistant										50
CES	Nursing Home Administrator										50
CI	Actuary										48
C	Health Information Specialist										47
CRE	Financial Analyst										46
CA	Paralegal										46
CR	Customer Service Representative										45
C	Auditor										44
CES	Food Service Manager										43
CRE	Business/Finance Supervisor										42
CRE	Accountant										40
CE	Credit Manager										38
CRE	Financial Manager										34
CIS	Mathematics Teacher										33
CES	Business Education Teacher										30

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 a balance of working alone and working with people.
2. You seem to prefer to learn through lectures and books.
3. You probably are comfortable both leading by example and taking charge.
4. You may be comfortable taking some 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	75	
Work Style	Prefers working alone; enjoys data, ideas, or things; reserved			48		Prefers working with people; enjoys helping others; outgoing	
Learning Environment	Prefers practical learning environments; learns by doing; prefers short-term training to achieve a specific goal or skill			66		Prefers academic environments; learns through lectures and books; willing to spend many years in school; seeks knowledge for its own sake	
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			54		Is comfortable taking charge of and motivating others; prefers directing others to doing the job alone; enjoys initiating action; expresses opinions easily	
Risk Taking	Dislikes risk taking; likes quiet activities; prefers to play it safe; makes careful decisions			50		Likes risk taking; appreciates original ideas; enjoys thrilling activities and taking chances; makes quick decisions	
Team Orientation	Prefers accomplishing tasks independently; enjoys role as independent contributor; likes to solve problems on one's own			60		Prefers working on teams; enjoys collaborating on team goals; likes problem solving with others	

PROFILE SUMMARY

SECTION 5

YOUR HIGHEST THEMES

Artistic, Social, Investigative

YOUR THEME CODE

ASI

YOUR TOP FIVE INTEREST AREAS

1. Science (I)
2. Performing Arts (A)
3. Research (I)
4. Culinary Arts (A)
5. Mathematics (I)

Areas of Least Interest

Protective Services (R)
Finance & Investing (C)
Military (R)

YOUR TOP TEN STRONG OCCUPATIONS

1. Computer & IS Manager (RC)
2. Editor (A)
3. Technical Support Specialist (RCI)
4. R&D Manager (IRC)
5. Software Developer (RIC)
6. Arts/Entertainment Manager (A)
7. Computer Programmer (RIC)
8. Computer Systems Analyst (RCI)
9. Engineer (RI)
10. Network Administrator (RIC)

Occupations of Dissimilar Interest

Buyer (EC)
Athletic Trainer (SIR)
Vocational Agriculture Teacher (RSE)
Emergency Medical Technician (RI)
Farmer/Rancher (RC)

YOUR PERSONAL STYLE SCALES PREFERENCES

1. You likely prefer a balance of working alone and working with people.
2. You seem to prefer to learn through lectures and books.
3. You probably are comfortable both leading by example and taking charge.
4. You may be comfortable taking some 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	9	33	28	30	0
Subject Areas	33	24	39	2	2
Activities	13	33	25	18	11
Leisure Activities	46	32	4	7	11
People	6	38	38	6	13
Your Characteristics	33	44	11	11	0
TOTAL PERCENTAGE	18	32	27	18	5

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

Total possible responses: 291 Your response total: 290 Items omitted: 1 Typicality index: 20—Combination of item responses appears consistent.



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

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
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
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
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 Artistic and Social. 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

- Art, music, or English teaching
- Written and oral communication
- ESL teaching
- Counseling or psychotherapy
- Elementary school teaching
- Art, dance, or journal therapy

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
Artistic	Expressing creativity	AS Using your creativity in friendly, helpful, and service-oriented ways
Social	Helping others	SA Helping others in original or imaginative ways, with autonomy and independence

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 expressing creativity and helping others.

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
Science	Investigative	<ul style="list-style-type: none"> • Conducting experiments • Operating scientific equipment • Studying scientific theory
Performing Arts	Artistic	<ul style="list-style-type: none"> • Acting in a play • Teaching music or drama • Attending concerts and plays
Research	Investigative	<ul style="list-style-type: none"> • Analyzing research results • Conducting scientific experiments • Writing reports
Culinary Arts	Artistic	<ul style="list-style-type: none"> • Preparing dinner for guests • Trying new recipes • Catering
Mathematics	Investigative	<ul style="list-style-type: none"> • Performing statistical analyses • Using math to solve problems • Teaching math

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
Computer & IS Manager	RC	<ul style="list-style-type: none"> Plan, direct, or coordinate activities in such fields as information systems, systems analysis, and computer programming Consult with users, management, vendors, and technicians to assess computing needs and system requirements Provide for data security and control and disaster recovery 	<ul style="list-style-type: none"> Skill in designing computer systems to set up functions, enter data, or process information Knowledge of business and management principles Skill in analyzing needs and product requirements to create a design
Editor	A	<ul style="list-style-type: none"> Assign topics, events, and stories to individual writers or reporters Develop story or content ideas, considering reader or audience appeal Plan the contents of publications 	<ul style="list-style-type: none"> Knowledge of the English language, including the meaning and spelling of words, rules of composition, and grammar Knowledge of techniques for media production, communication, and dissemination Skill in communicating effectively in writing as appropriate for the needs of the audience
Technical Support Specialist	RCI	<ul style="list-style-type: none"> Provide technical assistance to computer system users Read manuals, confer with users, and conduct computer diagnostics to resolve problems 	<ul style="list-style-type: none"> Knowledge of computer hardware and software, including applications programs Skill in determining causes of operating errors Ability to verbally communicate information and ideas so others will understand
R&D Manager	IRC	<ul style="list-style-type: none"> Determine scientific and technical goals within outlines provided by top management Plan or direct research and development activities in such fields as engineering, life sciences, and physical sciences Review proposals and design procedures to monitor approved projects 	<ul style="list-style-type: none"> Skill in providing guidance and expert advice to management on technical topics Ability to analyze data and information in content area, identifying the underlying principles, reasons, or facts Ability to use scientific rules and methods to solve problems
Software Developer	RIC	<ul style="list-style-type: none"> Develop, create, and modify computer applications software Analyze user needs and develop software solutions 	<ul style="list-style-type: none"> Knowledge of computer hardware and software, including applications and programming Skill in analyzing needs and program requirements Skill in determining causes of operating errors
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

Continued on next page →

YOUR TOP STRONG OCCUPATIONS (continued)

OCCUPATION	THEME CODE	TYPICAL WORK TASKS	SELECTED KNOWLEDGE, SKILLS, ABILITIES
Computer Programmer	RIC	<ul style="list-style-type: none"> Convert project specifications and statements of problems and procedures for coding into computer language Develop and write computer programs to store, locate, and retrieve specific information Consult with personnel to clarify program intent, identify problems, and suggest changes 	<ul style="list-style-type: none"> Knowledge of computer hardware and software, including applications and programming Ability to write computer programs for various purposes Ability to identify measures or indicators of system performance and the actions needed to improve or correct performance
Computer Systems Analyst	RCI	<ul style="list-style-type: none"> Analyze user requirements and procedures to automate or improve existing systems Review computer system capabilities, work flow, and scheduling limitations Analyze information processing or computation needs and plan and design computer systems 	<ul style="list-style-type: none"> Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming Skill in writing computer programs for various purposes Skill in using techniques such as structured analysis, data modeling, and information engineering
Engineer	RI	<ul style="list-style-type: none"> Tasks vary depending on engineering specialty May involve designing machines or electrical equipment, overseeing construction of buildings or structures, or devising processes for manufacturing products 	<ul style="list-style-type: none"> Knowledge in particular content area such as materials, electronics, chemicals, or construction Ability to produce blueprints, drawings, and models Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications
Network Administrator	RIC	<ul style="list-style-type: none"> Install, configure, monitor, and maintain a local area network (LAN), wide area network (WAN), and Internet system Plan and implement network security measures Design data backups and disaster recovery operations 	<ul style="list-style-type: none"> Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software Skill in analyzing needs and product requirements to create a network design Ability to provide expert advice to management on technical topics

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 with ideas, data, and things, and with 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 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 when necessary. You can take charge of some projects but not others. You can voice your opinion or not, depending on the circumstances.
Risk Taking	<ul style="list-style-type: none"> You can take some risks but not others. You can be cautious and yet also take chances with decisions. You have a balance between security and excitement.
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

- Artistic
- Social
- Investigative

PERSONAL AND WORK ENVIRONMENT DESCRIPTORS

- Creative, flexible, self-expressive
- Helpful, collaborative, cooperative
- Analytical, independent, research oriented

SPECIFIC INTERESTS FOR WORK, LEISURE, AND LEARNING

- Conducting experiments
- Operating scientific equipment
- Studying scientific theory
- Acting in a play
- Teaching music or drama
- Attending concerts and plays
- Analyzing research results
- Conducting scientific experiments
- Writing reports

CAREERS THAT MIGHT BE MOST APPEALING TO YOU

- Computer & IS Manager
- Editor
- Technical Support Specialist
- R&D Manager
- Software Developer
- Arts/Entertainment Manager
- Computer Programmer
- Computer Systems Analyst
- Engineer
- Network Administrator

HOW YOU LIKE TO WORK AND LEARN

- Balance between working with colleagues and working alone
- Learning new ideas to apply to abstract problems
- Taking charge of some projects but not others
- A combination of caution and excitement
- With others, sharing responsibility and achievement

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 *creative, flexible, self-expressive*, ask about opportunities to express this interest.
2. Your *Strong* results can also help you during your career exploration. Your Artistic Theme score suggests that the career planning process may at times seem too goal directed and structured, requiring you to be more practical than you like to be. To keep yourself motivated:
 - Try some creative ways to research occupations—collect pictures or video clips and create a collage or slide show of work-related activities that interest you.
 - Visualize an ideal day on the job, then write down what you imagined. Discuss your career fantasies with a friend.
 - Watch career videos posted on career search Web sites.
 - Visit some classes before you enroll in a career-related educational program to make sure the training is interesting and fits your learning style.
 - Ask a close friend to keep you on target with your decision making so you don't go off in too many directions at once.
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.

