



Strong Interest Inventory[®] Profile with Skills Confidence Inventory Profile

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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
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
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
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
Investigative	I	Science, medicine, mathematics, research	Performing lab work, solving abstract problems, conducting research	Mathematical ability, researching, writing, analyzing	Independence, curiosity, learning

YOUR HIGHEST THEMES	YOUR THEME CODE
Social, Artistic	SA

THEME	CODE	STANDARD SCORE & INTEREST LEVEL					STD SCORE
		30	40	50	60	70	
Social	S	[Progress bar from 30 to 61, labeled HIGH]					61
Artistic	A	[Progress bar from 30 to 56, labeled MODERATE]					56
Enterprising	E	[Progress bar from 30 to 38, labeled LITTLE]					38
Conventional	C	[Progress bar from 30 to 37, labeled LITTLE]					37
Realistic	R	[Progress bar from 30 to 32, labeled VERY LITTLE]					32
Investigative	I	[Progress bar from 30 to 30, labeled VERY LITTLE]					30

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. Religion & Spirituality (S)
2. Teaching & Education (S)
3. Human Resources & Training (S)
4. Office Management (C)
5. Performing Arts (A)

Areas of Least Interest

- Entrepreneurship (E)
- Programming & Information Systems (C)
- Research (I)

SOCIAL — High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Religion & Spirituality	[Bar from 30 to 70] VH					74
Teaching & Education	[Bar from 30 to 60] H					64
Human Resources & Training	[Bar from 30 to 55] H					59
Counseling & Helping	[Bar from 30 to 50] M					50
Social Sciences	[Bar from 30 to 40] L					41
Healthcare Services	[Bar from 30 to 35] VL					32

ARTISTIC — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Performing Arts	[Bar from 30 to 50] M					51
Visual Arts & Design	[Bar from 30 to 45] M					49
Writing & Mass Communication	[Bar from 30 to 40] M					47
Culinary Arts	[Bar from 30 to 35] VL					33

ENTERPRISING — Little

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Politics & Public Speaking	[Bar from 30 to 40] L					41
Management	[Bar from 30 to 35] L					40
Marketing & Advertising	[Bar from 30 to 30] L					39
Sales	[Bar from 30 to 35] VL					34
Law	[Bar from 30 to 30] VL					33
Entrepreneurship	[Bar from 30 to 30]					27

CONVENTIONAL — Little

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Office Management	[Bar from 30 to 45] M					53
Finance & Investing	[Bar from 30 to 35] VL					33
Taxes & Accounting	[Bar from 30 to 35] VL					33
Programming & Information Systems	[Bar from 30 to 30]					27

REALISTIC — Very Little

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Nature & Agriculture	[Bar from 30 to 40] L					40
Athletics	[Bar from 30 to 35] L					38
Military	[Bar from 30 to 30] VL					36
Computer Hardware & Electronics	[Bar from 30 to 35] VL					33
Mechanics & Construction	[Bar from 30 to 35] VL					32
Protective Services	[Bar from 30 to 30] VL					31

INVESTIGATIVE — Very Little

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Mathematics	[Bar from 30 to 35] VL					34
Medical Science	[Bar from 30 to 35] VL					32
Science	[Bar from 30 to 35] VL					30
Research	[Bar from 30 to 35] VL					28

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. **Elementary School Teacher (S)**
2. **Community Service Director (SE)**
3. **Middle School Teacher (S)**
4. **Special Education Teacher (S)**
5. **Speech Pathologist (SA)**
6. **School Counselor (SE)**
7. **Administrative Assistant (CS)**
8. **Paralegal (CE)**
9. **Advertising Account Manager (AE)**
10. **Photographer (ARE)**

**Occupations of
Dissimilar Interest**

- Physicist (IRA)
- Veterinarian (IRA)
- Sociologist (IAR)
- Dentist (IRA)
- Athletic Trainer (RIS)

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		
S	Elementary School Teacher										58
SE	Community Service Director										57
S	Middle School Teacher										56
S	Special Education Teacher										56
SA	Speech Pathologist										56
SE	School Counselor										55
SA	Social Worker										50
SAE	Training & Development Specialist										49
SC	Customer Service Representative										48
S	Secondary School Teacher										48
S	Mental Health Counselor										47
SEA	Bartender										46
SEA	Human Resources Manager										43
SAE	Human Resources Specialist										42
S	Instructional Coordinator										42
SAR	Occupational Therapist										40
SA	University Administrator										40
S	Career Counselor										39
SE	Personal Financial Advisor										37
S	Religious/Spiritual Leader										36
SEA	School Administrator										36
SA	Rehabilitation Counselor										35
SAI	University Faculty Member										34
SCE	Loan Officer/Counselor										33
SA	Recreation Therapist										31
SE	Parks & Recreation Manager										30
SAC	Management Analyst										23
SI	Registered Nurse										13
SIR	Physical Therapist										0

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

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

Dissimilar results (29 and below)
You share few interests with women 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		
AE	Advertising Account Manager										52
ARE	Photographer										51
AE	Broadcast Journalist										50
ASE	Art Teacher										42
A	Librarian										42
A	Arts/Entertainment Manager										41
AR	Artist										40
A	Musician										38
AE	Public Relations Director										37
A	Reporter										37
ASE	English Teacher										36
AIR	Technical Writer										36
A	Translator										36
ASI	ESL Instructor										32
A	Graphic Designer										32
A	Editor										27
ACI	Computer/Mathematics Manager										22
ASE	Attorney										20
AIR	Medical Illustrator										12
AER	Public Administrator										7
AI	Urban & Regional Planner										6
ARI	Architect										0

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		
ECS	Facilities Manager										50
EC	Buyer										47
EC	Cosmetologist										46
E	Life Insurance Agent										42
EAC	Florist										40
EAS	Flight Attendant										38
EAS	Marketing Manager										38
ESA	Operations Manager										36
ECR	Optician										32
ECR	Purchasing Agent										31
EA	Interior Designer										29
E	Top Executive, Business/Finance										29
E	Technical Sales Representative										25
E	Wholesale Sales Representative										25
EAS	Elected Public Official										24
E	Realtor										24
ECR	Restaurant Manager										23
E	Securities Sales Agent										21
E	Sales Manager										19
ERA	Chef										9

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

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

Dissimilar results (29 and below)
 You share few interests with women 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		
CS	Administrative Assistant										53
CE	Paralegal										53
CSE	Farmer/Rancher										48
CES	Nursing Home Administrator										45
CES	Production Worker										45
CE	Financial Analyst										42
CE	Credit Manager										40
CES	Food Service Manager										37
CRE	Military Enlisted										37
CES	Business Education Teacher										36
CSE	Business/Finance Supervisor										36
C	Health Information Specialist										35
CS	Auditor										29
C	Technical Support Specialist										26
C	Accountant										22
CI	Computer Programmer										21
CSE	Financial Manager										21
CIR	Network Administrator										19
CI	Software Developer										17
C	Computer & IS Manager										12
CI	Actuary										8
C	Computer Systems Analyst										8
CIR	Mathematics Teacher										5

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	
RCI	Emergency Medical Technician	████████████████████								30
REI	Horticulturist	██████████████████								27
RIS	Radiologic Technologist	██████████████████								27
REI	Military Officer	██████████████								22
RE	Law Enforcement Officer	██████████████								21
RSI	Vocational Agriculture Teacher	██████████████								21
RI	Forester	██████████████								20
RIC	Engineering Technician	██████████								18
RC	Landscape/Grounds Manager	██████████								18
R	Automobile Mechanic	██████								15
RIA	Carpenter	██								8
RIA	Electrician	█								0
RIS	Firefighter	█								0
RIS	Athletic Trainer	█								-5

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

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

Dissimilar results (29 and below)
 You share few interests with women 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>

INVESTIGATIVE — Researching, Analyzing, Inquiring

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE
		10	15	20	30	40	50	55	60	
IAS	Psychologist	██████████								19
IRC	Medical Technician	██████████								18
I	Engineer	██████								15
IAR	Physician	██████								15
IRA	Respiratory Therapist	██████								15
IES	Dietitian	████								11
IR	Optometrist	████								11
IRA	Chiropractor	███								9
ICR	Pharmacist	███								8
IRA	Geologist	███								7
IRA	Biologist	██								5
IRC	Medical Technologist	██								4
IA	Geographer	█								3
IR	Chemist	█								2
IRS	Science Teacher	█								2
IR	R&D Manager	█								-2
IRC	Computer Scientist	█								-3
IRC	Mathematician	█								-3
IRA	Dentist	█								-5
IAR	Sociologist	█								-9
IRA	Veterinarian	█								-9
IRA	Physicist	█								-29

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 by doing and through lectures and books.
3. You probably are comfortable both leading by example and taking charge.
4. You may dislike taking risks.
5. You probably enjoy both team roles and independent roles.

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						72	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						50	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						52	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						35	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						46	Prefers working on teams; enjoys collaborating on team goals; likes problem solving with others

PROFILE SUMMARY

SECTION 5

YOUR HIGHEST THEMES

Social, Artistic

YOUR THEME CODE

SA

YOUR TOP FIVE INTEREST AREAS

1. Religion & Spirituality (S)
2. Teaching & Education (S)
3. Human Resources & Training (S)
4. Office Management (C)
5. Performing Arts (A)

Areas of Least Interest

Entrepreneurship (E)
 Programming & Information Systems (C)
 Research (I)

YOUR TOP TEN STRONG OCCUPATIONS

1. Elementary School Teacher (S)
2. Community Service Director (SE)
3. Middle School Teacher (S)
4. Special Education Teacher (S)
5. Speech Pathologist (SA)
6. School Counselor (SE)
7. Administrative Assistant (CS)
8. Paralegal (CE)
9. Advertising Account Manager (AE)
10. Photographer (ARE)

Occupations of Dissimilar Interest

Physicist (IRA)
 Veterinarian (IRA)
 Sociologist (IAR)
 Dentist (IRA)
 Athletic Trainer (RIS)

YOUR PERSONAL STYLE SCALES PREFERENCES

1. You likely prefer working with people.
2. You seem to prefer to learn by doing and through lectures and books.
3. You probably are comfortable both leading by example and taking charge.
4. You may dislike taking risks.
5. You probably enjoy both team roles and independent roles.

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	10	19	3	0	68
Subject Areas	20	9	4	0	67
Activities	16	9	6	0	68
Leisure Activities	29	21	0	0	50
People	25	13	0	0	63
Your Characteristics	33	44	0	11	11
TOTAL PERCENTAGE	17	15	3	0	64

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: 22—Combination of item responses appears consistent.



LEVELS OF SKILLS CONFIDENCE BY THEME

Your *Skills Confidence Inventory* results describe how you perceive your own capabilities in performing activities related to the same six broad areas represented by the General Occupational Themes. Keep in mind that these results may not reflect your actual abilities; the results reflect how you rate yourself. Your own rating may influence what kinds of activities you try or avoid and may determine what occupations or educational programs you consider as possibilities for exploration.

Your confidence in each of the six areas is shown below. Additionally, you will see a Skills Confidence Theme code, which summarizes the areas in which you feel most confident performing particular activities.

SKILLS CONFIDENCE THEME CODE: SEC

THEME	CODE	CONFIDENCE SCORE & LEVEL					SCORE (1-5)	TYPICAL SKILL AREAS
		1	2	3	4	5		
Social	S	VERY HIGH					5	Education, counseling, social service
Enterprising	E	VERY HIGH					4.8	Sales, speaking, management
Conventional	C	HIGH					3.5	Finance, computers, organization
Investigative	I	MODERATE					3.2	Research, math, science
Artistic	A	LITTLE					2.4	Creative expression, music, design
Realistic	R	VERY LITTLE					1.7	Outdoor work, construction, repair

COMPARISON OF LEVELS OF SKILLS CONFIDENCE AND INTEREST

The chart below compares your skills confidence levels with your interest levels as measured by the *Strong*. Your Skills Confidence Theme code is shown above the chart, as is your *Strong* Theme code. Use this comparison of confidence and interest to help you select Themes you'd like to explore further to find satisfying career, educational, and leisure options.

SKILLS CONFIDENCE THEME CODE: SEC

STRONG THEME CODE: SA

THEME	CODE	FURTHER EXPLORATION If highest level of confidence is moderate		PRIORITIES FOR CAREER EXPLORATION
		Less	More	
Social	S	CONFIDENCE	INTEREST	High priority
Enterprising	E	INTEREST	CONFIDENCE	Possible option if interests develop; needs careful consideration
Conventional	C	CONFIDENCE	INTEREST	Possible option if interests develop; needs careful consideration
Investigative	I	CONFIDENCE	INTEREST	Low priority
Artistic	A	CONFIDENCE	INTEREST	Good option if confidence in skills can be increased
Realistic	R	CONFIDENCE	INTEREST	Low priority

Total responses out of 60: 60

See Understanding Your Results on the Skills Confidence Inventory at https://www.skillsone.com/Pdfs/SCI_Understanding.pdf for ideas on using skills confidence information in career exploration.

