



Strong Interest Inventory® Profile

Report prepared for
LUKE SAMPLE
March 21, 2020

Interpreted by
Anne Counselor
Career Counselors, Inc.



CPP, Inc. | 800-624-1765 | www.cpp.com



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
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
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
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, Realistic, Investigative	ARI

THEME	CODE	STANDARD SCORE & INTEREST LEVEL					STD SCORE
		30	40	50	60	70	
Artistic	A	[Bar from 30 to 62] HIGH					62
Realistic	R	[Bar from 30 to 60] MODERATE					60
Investigative	I	[Bar from 30 to 55] MODERATE					55
Social	S	[Bar from 30 to 54] MODERATE					54
Enterprising	E	[Bar from 30 to 54] MODERATE					54
Conventional	C	[Bar from 30 to 40] LITTLE					40

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. Visual Arts & Design (A)
2. Athletics (R)
3. Finance & Investing (C)
4. Performing Arts (A)
5. Counseling & Helping (S)

Areas of Least Interest

- Programming & Information Systems (C)
- Office Management (C)
- Computer Hardware & Electronics (R)

ARTISTIC — High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Visual Arts & Design	[Bar from 30 to 67] VH					67
Performing Arts	[Bar from 30 to 59] H					59
Culinary Arts	[Bar from 30 to 58] H					58
Writing & Mass Communication	[Bar from 30 to 46] M					46

REALISTIC — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Athletics	[Bar from 30 to 63] H					63
Mechanics & Construction	[Bar from 30 to 61] M					61
Protective Services	[Bar from 30 to 58] M					58
Nature & Agriculture	[Bar from 30 to 55] M					55
Military	[Bar from 30 to 54] M					54
Computer Hardware & Electronics	[Bar from 30 to 41] VL					41

INVESTIGATIVE — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Science	[Bar from 30 to 59] M					59
Medical Science	[Bar from 30 to 55] M					55
Research	[Bar from 30 to 41] L					41
Mathematics	[Bar from 30 to 41] L					41

SOCIAL — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Counseling & Helping	[Bar from 30 to 58] H					58
Teaching & Education	[Bar from 30 to 55] M					55
Human Resources & Training	[Bar from 30 to 55] M					55
Religion & Spirituality	[Bar from 30 to 55] M					55
Social Sciences	[Bar from 30 to 54] M					54
Healthcare Services	[Bar from 30 to 51] M					51

ENTERPRISING — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Entrepreneurship	[Bar from 30 to 58] M					58
Politics & Public Speaking	[Bar from 30 to 56] M					56
Law	[Bar from 30 to 55] M					55
Marketing & Advertising	[Bar from 30 to 53] M					53
Management	[Bar from 30 to 50] M					50
Sales	[Bar from 30 to 45] M					45

CONVENTIONAL — Little

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Finance & Investing	[Bar from 30 to 61] H					61
Taxes & Accounting	[Bar from 30 to 40] L					40
Office Management	[Bar from 30 to 35] VL					35
Programming & Information Systems	[Bar from 30 to 35] VL					35

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. **Photographer (ARE)**
2. **Graphic Designer (A)**
3. **Occupational Therapist (SA)**
4. **Arts/Entertainment Manager (A)**
5. **Speech Pathologist (SA)**
6. **Medical Illustrator (AIR)**
7. **Parks & Recreation Manager (SE)**
8. **Physical Therapist (SIR)**
9. **Advertising Account Manager (AE)**
10. **Bartender (EAR)**

**Occupations of
Dissimilar Interest**

- Computer Scientist (ICR)**
- Sociologist (AI)**
- Physicist (IRA)**
- Mathematician (ICA)**
- Actuary (CI)**

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	
ARE	Photographer									
A	Graphic Designer									
A	Arts/Entertainment Manager									
AIR	Medical Illustrator									
AE	Advertising Account Manager									
ARI	Architect									
A	Artist									
AS	Art Teacher									
A	Musician									
AI	Urban & Regional Planner									
AE	Public Relations Director									
A	Editor									
AE	Interior Designer									
AE	Broadcast Journalist									
AI	Technical Writer									
ARE	Attorney									
ASI	ESL Instructor									
ASE	Public Administrator									
AI	Translator									
ASE	English Teacher									
A	Librarian									
A	Reporter									
AI	Sociologist									

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	
REA	Carpenter									
RE	Landscape/Grounds Manager									
RI	Radiologic Technologist									
RIC	Electrician									
R	Law Enforcement Officer									
RCE	Production Worker									
RI	Firefighter									
REC	Management Analyst									
RCE	Military Enlisted									
R	Automobile Mechanic									
RI	Engineer									
REI	Horticulturist									
RC	Computer & IS Manager									
RI	Emergency Medical Technician									
RSE	Vocational Agriculture Teacher									
RIC	Computer/Mathematics Manager									
RCI	Computer Systems Analyst									
RIC	Engineering Technician									
RC	Farmer/Rancher									
RIC	Network Administrator									
RIC	Software Developer									
RI	Forester									
REC	Military Officer									
RCI	Technical Support Specialist									
RIC	Computer Programmer									

OCCUPATIONAL SCALES

SECTION 3

INVESTIGATIVE — Researching, Analyzing, Inquiring

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
ISA	Chiropractor										49
ICE	Pharmacist										45
IR	Dentist										44
IRS	Respiratory Therapist										39
IA	Biologist										37
IR	Veterinarian										37
IAR	Physician										35
IR	Optometrist										33
IRE	Medical Technician										32
IRC	Medical Technologist										31
IRA	Geologist										28
IAS	Psychologist										27
IRS	Science Teacher										26
IA	Geographer										22
IR	Chemist										21
IRC	R&D Manager										17
I	University Faculty Member										16
ICA	Mathematician										11
IRA	Physicist										6
ICR	Computer Scientist										3

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		
SA	Occupational Therapist										56
SA	Speech Pathologist										55
SE	Parks & Recreation Manager										54
SIR	Physical Therapist										54
S	Mental Health Counselor										52
SEA	Special Education Teacher										52
SA	Social Worker										51
S	Career Counselor										48
SAR	Recreation Therapist										48
S	Elementary School Teacher										47
S	Secondary School Teacher										47
S	Middle School Teacher										46
S	Community Service Director										45
S	Instructional Coordinator										45
SRA	Rehabilitation Counselor										45
SAI	Registered Nurse										44
SA	University Administrator										40
SEC	Dietitian										39
SER	Human Resources Manager										39
SAE	Training & Development Specialist										33
S	Religious/Spiritual Leader										32
SE	School Counselor										30
SIR	Athletic Trainer										28
SEC	School Administrator										28

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		
EAR	Bartender										53
ER	Chef										52
EA	Cosmetologist										49
EAS	Flight Attendant										49
E	Loan Officer/Counselor										44
E	Life Insurance Agent										43
ESR	Human Resources Specialist										41
E	Marketing Manager										40
ER	Operations Manager										40
ER	Technical Sales Representative										39
ECR	Restaurant Manager										37
ER	Optician										36
E	Personal Financial Advisor										36
E	Top Executive, Business/Finance										35
ECS	Facilities Manager										33
E	Sales Manager										33
E	Wholesale Sales Representative										33
ESA	Elected Public Official										30
E	Realtor										30
EAC	Florist										28
E	Securities Sales Agent										28
ECR	Purchasing Agent										25
EC	Buyer										20

Similar results (40 and above)

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

Midrange results (30–39)

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

Dissimilar results (29 and below)

You share few interests with men in that occupation and probably would not enjoy the work.

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

CONVENTIONAL — Accounting, Organizing, Processing Data

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
CES	Nursing Home Administrator										42
CSR	Administrative Assistant										41
CR	Customer Service Representative										41
CRE	Financial Analyst										41
CA	Paralegal										39
CRE	Business/Finance Supervisor										37
CE	Credit Manager										35
CRE	Accountant										34
CES	Food Service Manager										34
C	Health Information Specialist										31
C	Auditor										30
CRE	Financial Manager										29
CES	Business Education Teacher										25
CIS	Mathematics Teacher										18
CI	Actuary										11

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 like 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			Prefers working with people; enjoys helping others; outgoing			54
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			57
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			51
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			64
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			53

PROFILE SUMMARY

SECTION 5

YOUR HIGHEST THEMES

Artistic, Realistic, Investigative

YOUR THEME CODE

ARI

YOUR TOP FIVE INTEREST AREAS

1. Visual Arts & Design (A)
2. Athletics (R)
3. Finance & Investing (C)
4. Performing Arts (A)
5. Counseling & Helping (S)

Areas of Least Interest

Programming & Information Systems (C)
Office Management (C)
Computer Hardware & Electronics (R)

YOUR TOP TEN STRONG OCCUPATIONS

1. Photographer (ARE)
2. Graphic Designer (A)
3. Occupational Therapist (SA)
4. Arts/Entertainment Manager (A)
5. Speech Pathologist (SA)
6. Medical Illustrator (AIR)
7. Parks & Recreation Manager (SE)
8. Physical Therapist (SIR)
9. Advertising Account Manager (AE)
10. Bartender (EAR)

Occupations of Dissimilar Interest

Computer Scientist (ICR)
Sociologist (AI)
Physicist (IRA)
Mathematician (ICA)
Actuary (CI)

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 like 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	8	21	31	20	20
Subject Areas	7	30	30	22	11
Activities	9	36	27	18	9
Leisure Activities	29	39	21	11	0
People	19	56	25	0	0
Your Characteristics	0	67	11	22	0
TOTAL PERCENTAGE	11	32	28	18	12

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: 24—Combination of item responses appears consistent.

