

HOW THE STRONG CAN HELP YOU

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

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

HOW YOU WILL BENEFIT

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

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

HOW YOUR RESULTS ARE ORGANIZED

Section 1. General Occupational Themes

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

Section 2. Basic Interest Scales

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

Section 3. Occupational Scales

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

Section 4. Personal Style Scales

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

Section 5. Profile Summary

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

Section 6. Response Summary

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

Note to professional: Check the Response Summary on page 9 of the Profile before beginning your interpretation.



GENERAL OCCUPATIONAL THEMES

SECTION 1

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

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

THEME DESCRIPTIONS

THEME	CODE	INTERESTS	WORK ACTIVITIES	POTENTIAL SKILLS	VALUES
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
Conventional	C	Organization, data management, accounting, investing, information systems	Setting up procedures and systems, organizing, keeping records, developing computer applications	Ability to work with numbers, data analysis, finances, attention to detail	Accuracy, stability, efficiency
Investigative	I	Science, medicine, mathematics, research	Performing lab work, solving abstract problems, conducting research	Mathematical ability, researching, writing, analyzing	Independence, curiosity, learning
Enterprising	E	Business, politics, leadership, entrepreneurship	Selling, managing, persuading, marketing	Verbal ability, ability to motivate and direct others	Risk taking, status, competition, influence
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

YOUR HIGHEST THEMES	YOUR THEME CODE
Realistic, Conventional, Investigative	RCI

THEME	CODE	STANDARD SCORE & INTEREST LEVEL					STD SCORE
		< 30	40	50	60	70 >	
Realistic	R	[Bar from 40 to 63] HIGH					63
Conventional	C	[Bar from 40 to 59] HIGH					59
Investigative	I	[Bar from 40 to 59] HIGH					59
Enterprising	E	[Bar from 40 to 47] MODERATE					47
Artistic	A	[Bar from 40 to 39] LITTLE					39
Social	S	[Bar from 40 to 35] VERY LITTLE					35

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

BASIC INTEREST SCALES

SECTION 2

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

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

YOUR TOP FIVE INTEREST AREAS

1. Computer Hardware & Electronics (R)
2. Finance & Investing (C)
3. Mechanics & Construction (R)
4. Programming & Information Systems (C)
5. Mathematics (I)

Areas of Least Interest

- Counseling & Helping (S)
- Healthcare Services (S)
- Culinary Arts (A)

REALISTIC – High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Computer Hardware & Electronics	[Progress bar to 73, labeled VH]					73
Mechanics & Construction	[Progress bar to 64, labeled H]					64
Military	[Progress bar to 59, labeled M]					59
Nature & Agriculture	[Progress bar to 52, labeled M]					52
Athletics	[Progress bar to 47, labeled M]					47
Protective Services	[Progress bar to 46, labeled L]					46

CONVENTIONAL – High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Finance & Investing	[Progress bar to 68, labeled VH]					68
Programming & Information Systems	[Progress bar to 63, labeled H]					63
Taxes & Accounting	[Progress bar to 59, labeled H]					59
Office Management	[Progress bar to 44, labeled M]					44

INVESTIGATIVE – High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Mathematics	[Progress bar to 63, labeled H]					63
Science	[Progress bar to 61, labeled H]					61
Research	[Progress bar to 59, labeled H]					59
Medical Science	[Progress bar to 45, labeled M]					45

ENTERPRISING – Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Entrepreneurship	[Progress bar to 55, labeled M]					55
Law	[Progress bar to 53, labeled M]					53
Sales	[Progress bar to 50, labeled M]					50
Management	[Progress bar to 48, labeled M]					48
Marketing & Advertising	[Progress bar to 46, labeled M]					46
Politics & Public Speaking	[Progress bar to 44, labeled L]					44

ARTISTIC – Little

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Visual Arts & Design	[Progress bar to 46, labeled M]					46
Performing Arts	[Progress bar to 42, labeled L]					42
Writing & Mass Communication	[Progress bar to 38, labeled L]					38
Culinary Arts	[Progress bar to 35, labeled VL]					35

SOCIAL – Very Little

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Religion & Spirituality	[Progress bar to 45, labeled M]					45
Human Resources & Training	[Progress bar to 43, labeled L]					43
Social Sciences	[Progress bar to 43, labeled L]					43
Teaching & Education	[Progress bar to 39, labeled L]					39
Healthcare Services	[Progress bar to 35, labeled VL]					35
Counseling & Helping	[Progress bar to 33, labeled VL]					33

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

OCCUPATIONAL SCALES**SECTION 3**

This section highlights your Profile results on the Occupational Scales of the *Strong*. On the next three pages you will find your scores for 122 occupations. The 10 occupations most closely aligned with your interests are listed in the summary chart below. Keep in mind that the occupations listed in your Profile results are just *some* of the many occupations linked to your interests that you might want to consider. They do not indicate those you “should” pursue. It is helpful to think of each occupation as a single example of a much larger group of occupational titles to consider.

Your score on an Occupational Scale shows how similar your interests are to those of people of your gender who have been working in, and are satisfied with, that occupation. The higher your score, the more likes and dislikes you share with those individuals. The Theme Codes associated with each occupation indicate the GOTs most commonly found among people employed in that occupation.

YOUR TOP TEN STRONG OCCUPATIONS

1. Chemist (IR)
2. Engineer (RI)
3. Technical Support Specialist (IRC)
4. Computer Scientist (ICR)
5. Geologist (IRA)
6. Computer & IS Manager (RIC)
7. Computer Systems Analyst (CRI)
8. R&D Manager (IRC)
9. Forester (RI)
10. Actuary (CI)

**Occupations of
Dissimilar Interest**

-
- Art Teacher (AS)
 - Public Relations Director (AE)
 - Physical Therapist (SIR)
 - English Teacher (ASE)
 - Medical Illustrator (AIR)

As you read through your Occupational Scales results on this and the following pages, note the names of those occupations for which you scored “Similar.” Those are the occupations you might want to explore first. If you have no scores in this range, take a look at those in the midrange and begin there. You might also consider occupations of least interest or for which you scored “Dissimilar”; however, keep in mind that you are likely to have little in common with people in those types of work and probably would contribute to such occupations in a unique way. Your career professional can guide you further in this process.

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

OCCUPATIONAL SCALES

SECTION 3

REALISTIC – Building, Repairing, Working Outdoors

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR		STD SCORE	
		10	15	20	30	40	50	55		60
RI	Engineer									63
RIC	Computer & IS Manager									61
RI	Forester									60
RIC	Electrician									59
RIC	Engineering Technician									59
RCE	Production Worker									57
RC	Farmer/Rancher									50
RCE	Military Enlisted									49
REC	Military Officer									49
R	Automobile Mechanic									48
RI	Radiologic Technologist									44
RI	Emergency Medical Technician									42
RE	Landscape/Grounds Manager									42
REA	Carpenter									41
REI	Horticulturist									36
RSE	Vocational Agriculture Teacher									32
R	Law Enforcement Officer									29
RI	Firefighter									28

Similar results (40 and above)

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

Midrange results (30–39)

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

Dissimilar results (29 and below)

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

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

CONVENTIONAL – Accounting, Organizing, Processing Data

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR		STD SCORE	
		10	15	20	30	40	50	55		60
CRI	Computer Systems Analyst									61
CI	Actuary									59
CE	Accountant									56
CE	Financial Analyst									56
CE	Financial Manager									55
CIS	Mathematics Teacher									52
C	Bookkeeper									49
CE	Banker									41
CE	Credit Manager									35
CES	Nursing Home Administrator									32
CSA	Administrative Assistant									29
CA	Paralegal									28
C	Health Information Specialist									25
CES	Food Service Manager									21
CES	Business Education Teacher									19

OCCUPATIONAL SCALES

SECTION 3

INVESTIGATIVE – Researching, Analyzing, Inquiring

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR					MIDRANGE					SIMILAR					STD SCORE
		10	15	20	30	40	30	40	50	55	60	30	40	50	55	60	
IR	Chemist																63
IRC	Technical Support Specialist																63
ICR	Computer Scientist																62
IRA	Geologist																62
IRC	R&D Manager																61
IRC	Network Administrator																59
IAR	Software Developer																59
IRA	Physicist																58
IAS	University Professor																53
IRC	Medical Technologist																46
ICA	Mathematician																44
IRE	Medical Technician																42
IA	Biologist																41
IR	Optometrist																39
IAR	Physician																39
IA	Psychologist																35
IRS	Science Teacher																33
ICE	Pharmacist																29
IA	Geographer																26
IRS	Respiratory Therapist																26
IR	Veterinarian																25
IR	Dentist																20
ISA	Chiropractor																11

Similar results (40 and above)

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

Midrange results (30–39)

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

Dissimilar results (29 and below)

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

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

ENTERPRISING – Selling, Managing, Persuading

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR					MIDRANGE					SIMILAR					STD SCORE
		10	15	20	30	40	30	40	50	55	60	30	40	50	55	60	
ECl	Investments Manager																58
ER	Optician																48
E	Operations Manager																37
ECS	Housekeeping/Maintenance Manager																33
ECA	Travel Consultant																32
E	Top Executive																31
ECR	Purchasing Agent																30
E	Realtor																29
ECR	Restaurant Manager																27
E	Life Insurance Agent																26
EA	Marketing Manager																25
EAC	Florist																23
ES	Human Resources Manager																23
ES	Sales Manager																23
ECS	Retail Sales Manager																22
ESI	Technical Sales Representative																20
E	Retail Sales Representative																19
ER	Chef																12
EAS	Flight Attendant																12
EA	Cosmetologist																11
EC	Buyer																10
ESA	Elected Public Official																3

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		
ARI	Architect										34
A	Librarian										32
AI	Translator										30
ARE	Photographer										29
AI	Urban & Regional Planner										29
A	Musician										26
AES	Corporate Trainer										21
A	Artist										18
A	Attorney										17
AI	Technical Writer										16
A	Graphic Designer										15
AE	Interior Designer										12
ASE	Public Administrator										12
AI	Sociologist										9
AI	Editor										6
ASI	ESL Instructor										6
AE	Broadcast Journalist										4
A	Reporter										-1
AE	Advertising Account Manager										-3
AIR	Medical Illustrator										-11
ASE	English Teacher										-12
AE	Public Relations Director										-21
AS	Art Teacher										-23

Similar results (40 and above)

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

Midrange results (30–39)

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

Dissimilar results (29 and below)

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

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

SOCIAL – Helping, Instructing, Caregiving

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE			SIMILAR			STD SCORE
		10	15	20	30	40	50	55	60		
SE	Parks & Recreation Manager										20
S	College Instructor										19
SIR	Athletic Trainer										18
SCE	Licensed Practical Nurse										17
SEC	School Administrator										16
SA	Foreign Language Teacher										14
SEC	Dietitian										12
SAI	Rehabilitation Counselor										10
SEA	Social Science Teacher										10
SE	Community Service Director										8
SE	School Counselor										8
SA	Social Worker										4
SA	Minister										1
SA	Speech Pathologist										1
SR	Physical Education Teacher										-1
SAR	Recreation Therapist										-1
SEA	Special Education Teacher										-1
SAI	Registered Nurse										-6
S	Elementary School Teacher										-7
SA	Occupational Therapist										-8
SIR	Physical Therapist										-13

PERSONAL STYLE SCALES

SECTION 4

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

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

YOUR PERSONAL STYLE SCALES PREFERENCES

1. You are likely to prefer working alone
2. You seem to prefer to learn by doing and through lectures and books
3. You probably prefer to lead by example
4. You may be comfortable taking some 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	< 25	CLEAR 35	MIDRANGE 45 55	CLEAR 65	75 >	STD SCORE
Work Style Prefers working alone; enjoys data, ideas, or things; reserved						28
Learning Environment Prefers practical learning environments; learns by doing; prefers short-term training to achieve a specific goal or skill						49
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						42
Risk Taking Dislikes risk taking; likes quiet activities; prefers to play it safe; makes careful decisions						54
Team Orientation Prefers accomplishing tasks independently; enjoys role as independent contributor; likes to solve problems on one's own						46
	< 25	CLEAR 35	MIDRANGE 45 55	CLEAR 65	75 >	

PROFILE SUMMARY

SECTION 5

YOUR HIGHEST THEMES

Realistic, Conventional, Investigative

YOUR THEME CODE

RCI

YOUR TOP FIVE INTEREST AREAS

1. Computer Hardware & Electronics (R)
2. Finance & Investing (C)
3. Mechanics & Construction (R)
4. Programming & Information Systems (C)
5. Mathematics (I)

Areas of Least Interest

- Counseling & Helping (S)
Healthcare Services (S)
Culinary Arts (A)

YOUR TOP TEN STRONG OCCUPATIONS

1. Chemist (IR)
2. Engineer (RI)
3. Technical Support Specialist (IRC)
4. Computer Scientist (ICR)
5. Geologist (IRA)
6. Computer & IS Manager (RIC)
7. Computer Systems Analyst (CRI)
8. R&D Manager (IRC)
9. Forester (RI)
10. Actuary (CI)

Occupations of Dissimilar Interest

- Art Teacher (AS)
Public Relations Director (AE)
Physical Therapist (SIR)
English Teacher (ASE)
Medical Illustrator (AIR)

YOUR PERSONAL STYLE SCALES PREFERENCES

1. You are likely to prefer working alone
2. You seem to prefer to learn by doing and through lectures and books
3. You probably prefer to lead by example
4. You may be comfortable taking some 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 in interpretation by your career professional.

ITEM RESPONSE PERCENTAGES					
Section Title	Strongly Like	Like	Indifferent	Dislike	Strongly Dislike
Occupations	8	10	14	34	34
Subject Areas	4	37	20	28	11
Activities	7	34	24	29	6
Leisure Activities	0	32	18	50	0
People	13	63	0	25	0
Characteristics	11	67	11	11	0
TOTAL PERCENTAGE	7	28	17	32	16

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

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