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# Strong Interest Inventory® Profile and Interpretive Report

Interpretive Report developed by Judith Grutter and Allen L. Hammer

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Report prepared for  
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Interpreted by  
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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
<b>Artistic</b>	<b>A</b>	Self-expression, art appreciation, communication, culture	Composing music, performing, writing, creating visual art	Creativity, musical ability, artistic expression	Beauty, originality, independence, imagination
<b>Realistic</b>	<b>R</b>	Machines, computer networks, athletics, working outdoors	Operating equipment, using tools, building, repairing, providing security	Mechanical ingenuity and dexterity, physical coordination	Tradition, practicality, common sense
<b>Investigative</b>	<b>I</b>	Science, medicine, mathematics, research	Performing lab work, solving abstract problems, conducting research	Mathematical ability, researching, writing, analyzing	Independence, curiosity, learning
<b>Social</b>	<b>S</b>	People, teamwork, helping, community service	Teaching, caring for people, counseling, training employees	People skills, verbal ability, listening, showing understanding	Cooperation, generosity, service to others
<b>Enterprising</b>	<b>E</b>	Business, politics, leadership, entrepreneurship	Selling, managing, persuading, marketing	Verbal ability, ability to motivate and direct others	Risk taking, status, competition, influence
<b>Conventional</b>	<b>C</b>	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

<b>YOUR HIGHEST THEMES</b>	<b>YOUR THEME CODE</b>
<b>Artistic, Realistic, Investigative</b>	<b>ARI</b>

THEME	CODE	STANDARD SCORE & INTEREST LEVEL					STD SCORE
		30	40	50	60	70	
<b>Artistic</b>	<b>A</b>	[Progress bar from 30 to 62, labeled HIGH]					<b>62</b>
<b>Realistic</b>	<b>R</b>	[Progress bar from 30 to 60, labeled MODERATE]					<b>60</b>
<b>Investigative</b>	<b>I</b>	[Progress bar from 30 to 55, labeled MODERATE]					<b>55</b>
<b>Social</b>	<b>S</b>	[Progress bar from 30 to 54, labeled MODERATE]					<b>54</b>
<b>Enterprising</b>	<b>E</b>	[Progress bar from 30 to 54, labeled MODERATE]					<b>54</b>
<b>Conventional</b>	<b>C</b>	[Progress bar from 30 to 40, labeled LITTLE]					<b>40</b>

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		
<b>Work Style</b>	Prefers working alone; enjoys data, ideas, or things; reserved			Prefers working with people; enjoys helping others; outgoing			54
<b>Learning Environment</b>	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
<b>Leadership Style</b>	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
<b>Risk Taking</b>	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
<b>Team Orientation</b>	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
<b>TOTAL PERCENTAGE</b>	<b>11</b>	<b>32</b>	<b>28</b>	<b>18</b>	<b>12</b>

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.



## 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.

### SIX OCCUPATIONAL THEMES

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

### YOUR STRONG INTERPRETIVE REPORT INCLUDES PERSONALIZED INFORMATION ON

- Your general interests (General Occupational Themes)
- Specific activities you might like to do at work and in your leisure time (Basic Interest Scales)
- Occupations suggested by your interests (Occupational Scales)
- Your preferred styles of working and learning (Personal Style Scales)

### YOU CAN USE THIS INFORMATION TO HELP YOU

- Choose a career field or specific job
- Explore educational options
- Identify potentially satisfying work environments
- Enrich your current work
- Generate ideas for volunteer and leisure activities

As you read this report, always keep in mind that the *Strong* is an inventory of your interests. It is not a test of your abilities. If you need clarification of your results, be sure to talk them over with your career professional.

## 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: ARI	
THEME	CODE	DEFINITION	CAREER FIELDS	PERSONAL DESCRIPTORS	LEISURE ACTIVITIES
<b>Artistic</b>	<b>A</b>	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
<b>Realistic</b>	<b>R</b>	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
<b>Investigative</b>	<b>I</b>	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
<b>Social</b>	<b>S</b>	Helping Instructing Caregiving	Teaching Healthcare Counseling Religion	Helpful, concerned for others, humanistic, verbal, generous	Entertaining, volunteering, reading self-improvement books
<b>Enterprising</b>	<b>E</b>	Selling Managing Persuading	Business Politics Sales Marketing	Assertive, adventurous, energetic, talkative, self-confident	Running for public office, raising money for organizations, enjoying sports
<b>Conventional</b>	<b>C</b>	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 Realistic. 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

- Stained glass and pottery
- Photography
- Architectural design
- Merchandise display
- Package design
- Ornamental horticulture

### 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
<b>Artistic</b>	Expressing creativity	<b>AR</b> Creating artistic products with your hands
<b>Realistic</b>	Using physical skill	<b>RA</b> Using your creativity in a craft or in manufacturing

### 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 using physical skill.

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
Visual Arts & Design	Artistic	<ul style="list-style-type: none"> <li>• Photography</li> <li>• Designing public relations materials</li> <li>• Designing architectural structures</li> </ul>
Athletics	Realistic	<ul style="list-style-type: none"> <li>• Teaching physical education</li> <li>• Attending sports events</li> <li>• Playing team sports</li> </ul>
Finance & Investing	Conventional	<ul style="list-style-type: none"> <li>• Analyzing financial data</li> <li>• Managing investments</li> <li>• Financial planning and budgeting</li> </ul>
Performing Arts	Artistic	<ul style="list-style-type: none"> <li>• Acting in a play</li> <li>• Teaching music or drama</li> <li>• Attending concerts and plays</li> </ul>
Counseling & Helping	Social	<ul style="list-style-type: none"> <li>• Helping or encouraging others</li> <li>• Working on a crisis hotline</li> <li>• Contributing to charities</li> </ul>

### 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
<a href="#">Photographer</a>	ARE	<ul style="list-style-type: none"> <li>Photograph persons, subjects, and merchandise or other commercial products</li> <li>Photograph subjects or newsworthy events using a variety of photographic equipment</li> </ul>	<ul style="list-style-type: none"> <li>Skill in estimating or measuring light level and distance using measuring devices</li> <li>Ability to quickly and repeatedly adjust the controls of a machine to exact positions</li> <li>Skill in focusing cameras and adjusting settings based on lighting, subject material, distance, and film speed</li> </ul>
<a href="#">Graphic Designer</a>	A	<ul style="list-style-type: none"> <li>Design or create graphics to meet specific needs, such as packaging, logos, or Web sites</li> <li>Create designs based on knowledge of layout principles and aesthetic design concepts</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of techniques for media production, communication, and dissemination</li> <li>Knowledge of methods for showing, promoting, and selling products or services</li> </ul>
<a href="#">Occupational Therapist</a>	SA	<ul style="list-style-type: none"> <li>Assess, plan, and participate in programs to help restore vocational and daily living skills, as well as general independence, to disabled persons</li> <li>Test and evaluate patients' physical and mental abilities to determine realistic rehabilitation goals</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of procedures for diagnosing, treating, and rehabilitating physical and mental dysfunctions</li> <li>Knowledge of human behavior and performance</li> <li>Ability to be sensitive to others' needs and feelings and to be understanding and helpful on the job</li> </ul>
<a href="#">Arts/Entertainment Manager</a>	A	<ul style="list-style-type: none"> <li>Confer with clients about their careers and actions taken on their behalf</li> <li>Schedule promotional or performance engagements and develop strategies for your clients' success</li> <li>Confer with art or production department heads to discuss presentations and to coordinate creative activities</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of media production, communication, and dissemination techniques and methods</li> <li>Knowledge of methods for promoting and selling services</li> <li>Ability to come up with clever ideas and skill in persuading others to change their minds or behavior</li> </ul>
<a href="#">Speech Pathologist</a>	SA	<ul style="list-style-type: none"> <li>Assess and treat persons with speech, language, voice, and fluency disorders</li> <li>Administer speech/language evaluations or examinations</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of methods for diagnosing and treating speech disorders</li> <li>Knowledge of the structure and content of the English language</li> </ul>
<a href="#">Medical Illustrator</a>	AIR	<ul style="list-style-type: none"> <li>Paint or draw subject material to produce original artwork or illustrations</li> <li>Develop drawings, paintings, diagrams, and/or models of medical or biological subjects for use in publications or exhibits</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of techniques and tools used to produce drawings and models</li> <li>Ability to match or detect differences between colors, including shades of color and brightness</li> <li>Ability to see details at close range</li> </ul>
<a href="#">Parks &amp; Recreation Manager</a>	SE	<ul style="list-style-type: none"> <li>Organize, lead, and promote interest in recreational activities such as arts, crafts, sports, games, camping, and hobbies</li> <li>Evaluate equipment and facilities and adapt activities to meet participant needs</li> <li>Enforce rules and regulations of recreational facilities to ensure safety</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of processes for providing customer service, including assessing needs, meeting quality standards, and evaluating customer satisfaction</li> <li>Knowledge of principles and methods for teaching and instruction</li> <li>Skill in coordinating the work and activities of others</li> </ul>

Continued on next page →

**YOUR TOP STRONG OCCUPATIONS (continued)**

OCCUPATION	THEME CODE	TYPICAL WORK TASKS	SELECTED KNOWLEDGE, SKILLS, ABILITIES
<b>Physical Therapist</b>	<b>SIR</b>	<ul style="list-style-type: none"> <li>Assess, organize, and participate in rehabilitative programs that improve mobility, relieve pain, or increase strength of patients</li> <li>Record prognosis, treatment, response, and progress in patients' chart</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of methods for diagnosing, treating, and rehabilitating physical dysfunctions</li> <li>Skill in monitoring/assessing performance in order to make improvements or take corrective action</li> <li>Ability to be sensitive to others' needs and feelings and to be understanding and helpful on the job</li> </ul>
<b>Advertising Account Manager</b>	<b>AE</b>	<ul style="list-style-type: none"> <li>Plan and administer advertising policies and programs</li> <li>Oversee production of ads, contests, and coupons to create interest in a product or service</li> <li>Coordinate activities of sales, media, graphic arts, and finance professionals</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of marketing strategy, promotions, product demonstration, sales techniques</li> <li>Knowledge of media production, communication, and dissemination methods</li> <li>Ability to convey information clearly and effectively</li> </ul>
<b>Bartender</b>	<b>EAR</b>	<ul style="list-style-type: none"> <li>Take beverage orders from serving staff or patrons</li> <li>Mix ingredients to prepare cocktails and other drinks</li> <li>Collect money for drinks served and balance cash receipts</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of ways to provide customer and personal services</li> <li>Ability to give full attention to what other people are saying and ask appropriate questions</li> <li>Ability to arrange things or actions according to a specific set of rules</li> </ul>

**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
<b>Work Style</b>	<ul style="list-style-type: none"> <li>You work with ideas, data, and things, and with people.</li> <li>You balance your time between working with colleagues and working alone.</li> <li>You have a mix of writing reports, analyzing data, and interacting with others.</li> </ul>
<b>Learning Environment</b>	<ul style="list-style-type: none"> <li>You can learn lots of new ideas.</li> <li>You can learn from reading and lectures.</li> <li>You can apply your learning to abstract problems.</li> </ul>
<b>Leadership Style</b>	<ul style="list-style-type: none"> <li>You can assume leadership when necessary.</li> <li>You can take charge of some projects but not others.</li> <li>You can voice your opinion or not, depending on the circumstances.</li> </ul>
<b>Risk Taking</b>	<ul style="list-style-type: none"> <li>You have opportunities to take physical, financial, or social risks.</li> <li>You can jump right in without a lot of planning.</li> <li>There are plenty of new opportunities to pursue.</li> </ul>
<b>Team Orientation</b>	<ul style="list-style-type: none"> <li>You can work independently some of the time and work on teams other times.</li> <li>You can make decisions on your own and by consensus.</li> <li>You have a balance between group and individual responsibility and accomplishment.</li> </ul>

#### 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
- Realistic
- Investigative

### PERSONAL AND WORK ENVIRONMENT DESCRIPTORS

- Creative, flexible, self-expressive
- Practical, hands-on, product driven
- Analytical, independent, research oriented

### SPECIFIC INTERESTS FOR WORK, LEISURE, AND LEARNING

- Photography
- Designing public relations materials
- Designing architectural structures
- Teaching physical education
- Attending sports events
- Playing team sports
- Analyzing financial data
- Managing investments
- Financial planning and budgeting

### CAREERS THAT MIGHT BE MOST APPEALING TO YOU

- Photographer
- Graphic Designer
- Occupational Therapist
- Arts/Entertainment Manager
- Speech Pathologist
- Medical Illustrator
- Parks & Recreation Manager
- Physical Therapist
- Advertising Account Manager
- Bartender

### 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
- Taking risks and pursuing new opportunities
- A combination of group and individual responsibility and accomplishment

## 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.

