

STRONG INTEREST INVENTORY™

Interpretive Report

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prepared for

ANN OTHER

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This *Strong* Interpretive Report is an **in-depth, personalised** account of your results on the *Strong Interest Inventory*™. Rather than focus on one or two scales in which you showed high interest, the material in this Report identifies and provides insights on **overall patterns of interests** that you can explore for both immediate and long-range career, educational and leisure planning. This Report is designed to **expand**, rather than limit, your thinking about your future.

You can use your *Strong* results to

- choose a career
- increase your job satisfaction
- make a career change
- choose appropriate education and training
- plan a fulfilling retirement
- find a balance between work and leisure

The *Strong* is based on the idea that individuals are more satisfied and more productive when they work in jobs or at tasks that they find interesting, and when they work with people whose interests are similar to their own. By identifying your general interests, the things you like to do, and the occupations in which you are interested, you may increase your career and life satisfaction.

As you read this Report, remember that the *Strong* is an inventory of your interests—it is *not* a test of your abilities. If you have any questions about your results, be sure to talk them over with a professional counsellor or career specialist.

YOUR GENERAL OCCUPATIONAL THEME RESULTS

As you saw on your *Strong* Snapshot, the six General Occupational Themes identify broad patterns of interest. Your results on the General Occupational Themes can help you identify

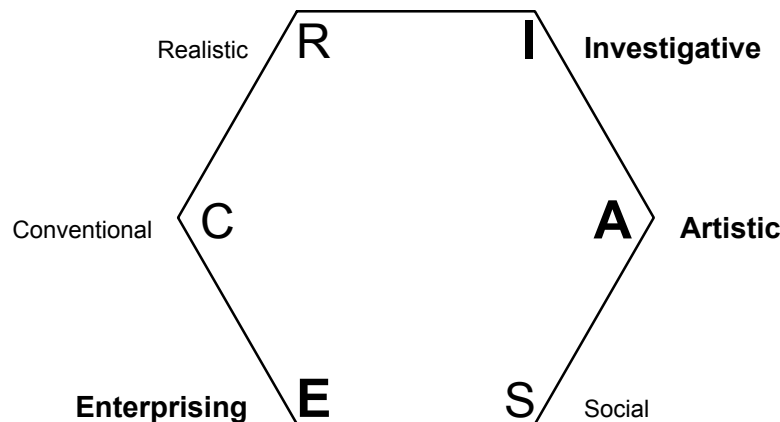
- work environments in which you feel most comfortable
- the kinds of people you enjoy
- your values and attitudes
- what motivates you
- leisure activities that you find enjoyable

To understand the six General Occupational Themes, think of them as being arranged in the shape of a hexagon (see the hexagon below). Themes adjacent to one another on the hexagon, such as Realistic and Investigative, have more in common with one another than do Themes directly opposite one another, such as Realistic and Social. Your results may indicate that your interests are focused in one of the Themes, or you may have interests in a combination of the Themes.

Your Personal Hexagon

To help you understand your overall interest pattern, your *Strong* results will be displayed on your own “personal” hexagon. The first stage of your personal hexagon appears below. The General Occupational Themes on which you showed the highest interest are in bold type. As a reminder, here are brief descriptions of all six Themes:

Realistic	building, repairing, working outdoors
Investigative	researching, analysing, enquiring
Artistic	creating or enjoying art, drama, music, writing
Social	helping, instructing, caregiving
Enterprising	selling, managing, persuading
Conventional	accounting, organising, processing data



Your General Occupational Theme Highlights

The table below describes the General Occupational Themes in which you showed the most interest. Because these Themes describe broad interests, portions of the descriptions may not fit you exactly. As you read about your Themes, consider whether you would describe yourself with the words in the “Descriptors” column. Do other people see you this way? Have you already considered or actually tried some of the occupational and leisure interests listed here?

Theme	Your Results	Common Occupational Interests	Common Leisure Interests	Descriptors
Investigative	Average Interest	Research Mathematics Physical, natural or medical science	Computers Sailing Maths games Astronomy	Analytical Achievement- oriented Independent
Artistic	Average Interest	Writing Entertainment Commercial or fine arts Music	Attending plays or concerts, visiting museums, painting, playing music	Expressive Unstructured Independent
Enterprising	Average Interest	Business Politics Sales Marketing	Golf, tennis, racquetball Socialising at clubs Community organisations	Assertive Adventurous Energetic Talkative Self-confident

A Closer Look at Your General Occupational Theme Results

Most people have interests that are a combination of several Themes. The three Themes in which you showed the most interest are **Investigative**, **Artistic**, and **Enterprising**. It may help to focus on your top two Themes.

Investigative-Artistic (IA)

Your two-letter Theme code is IA. The combination of these two Themes suggests your strongest motivators and what career fields might be of most interest to you.

Because the Investigative and Artistic Themes are next to each other on the hexagon, they share many similar interests. People with interests in the Investigative-Artistic Themes enjoy:

- Analysing ideas creatively
- Independent work environments
- Being appreciated for their original and unconventional approaches to ideas

Examples of career fields that connect the Investigative and Artistic Themes are

- *Inventing*
- *Software Development*
- *Systems Analysis*
- *Medical Illustration*

Of course you are not limited to these fields; they are only a starting point as you consider the rest of your inventory results.

What makes the Themes unique is the underlying career **motivator**—what stimulates you to achieve in your career. Your interest is highest in the **Investigative** Theme, so your strongest motivator is **analysing**. You've also shown high interest in the **Artistic** Theme, so **expressing creativity** will be a strong motivator as well. The work that would bring you the most career satisfaction would most probably involve analysing theories and ideas intuitively and creatively.

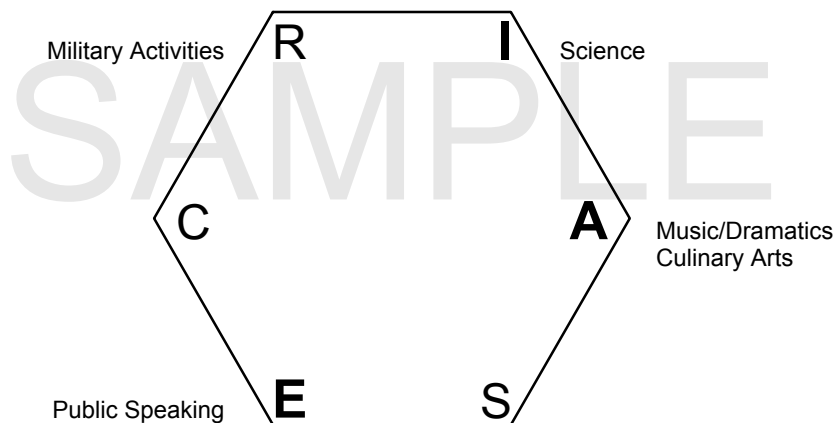
If you feel that the **Artistic** Theme describes your interests more accurately than the **Investigative** Theme, the order of your motivators will be reversed. **Expressing creativity** will be a stronger motivator for you than analysing, and you will find the most satisfaction from expressing creativity in abstract, analytical and independent ways.

YOUR BASIC INTEREST SCALES RESULTS

As you saw on your *Strong* Snapshot, the Basic Interest Scales (BISs) narrow the broad patterns of interest described by the General Occupational Themes (GOTs) by showing your preferences for 25 specific areas of activity. While the GOTs describe what you enjoy in general, the BISs describe what you like to *do*.

Your Personal Hexagon

Adding your results on the Basic Interest Scales to your personal hexagon can provide further insight into your interest patterns. The second stage of your personal hexagon appears below, showing the General Occupational Themes in which you showed the most interest in bold type; the Basic Interest Scales in which you showed the most interest are printed next to their related Themes.



The second stage of your personal hexagon shows how your general interests, as indicated by your highest General Occupational Themes, are related to your more specific interests, as indicated by your highest Basic Interest Scales. Does your interest in specific activities cluster around the General Occupational Themes in which you showed the most interest? Or, are your specific interests different from your general interests?

If your general and specific interests tend to cluster together, then the leisure activities, the working and living environments, and types of people you enjoy are all closely related. If the results from the General Occupational Themes and the Basic Interest Scales do not cluster, it may indicate that you have diverse interests or that you share some interests in specific activities but not the overall characteristics of others in the related General Occupational Themes.

Your Basic Interest Scales Highlights

The table below ranks the 25 Basic Interest Scales, from those of most to those of least interest to you. To help you identify patterns in your Basic Interest Scales, each scale is coded with the first letter of the General Occupational Theme to which it is related.

<i>Your Results Show You Have High Interest In:</i>		
Theme Code	Basic Interest Scale	Typical Interests and Activities
E	Public Speaking	Persuading or influencing people
R	Military Activities	Working in structured settings
<i>Your Results Show You Have Average Interest In:</i>		
Theme Code	Basic Interest Scale	Typical Interests and Activities
A	Music/Dramatics	Performing or enjoying music/drama
I	Science	Conducting scientific research
A	Culinary Arts	Cooking or entertaining
E	Law/Politics	Discussing law and public policies
S	Religious Activities	Participating in spiritual activities
A	Writing	Reading or writing
A	Art	Appreciating or creating art
E	Merchandising	Selling retail or wholesale products
E	Sales	Selling to potential customers
R	Mechanical Activities	Working with tools and equipment
R	Agriculture	Working outdoors
C	Office Services	Performing clerical and office tasks
E	Organisational Management	Managing or supervising others
S	Social Service	Helping people
I	Mathematics	Working with numbers or statistics
S	Teaching	Instructing young people
C	Computer Activities	Working with computers
R	Nature	Appreciating nature
I	Medical Science	Working in medicine or biology
C	Data Management	Analysing data for decision making
<i>Your Results Show You Have Little Interest In:</i>		
Theme Code	Basic Interest Scale	Typical Interests and Activities
S	Medical Service	Helping people in a medical setting
A	Applied Arts	Producing or enjoying visual art
R	Athletics	Playing or watching sports

YOUR OCCUPATIONAL SCALES RESULTS

As you saw on your *Strong* Snapshot, your results on the Occupational Scales allow you to compare your interests to those of women who are satisfactorily employed in 107 occupations. Unlike the General Occupational Themes and the Basic Interest Scales, on which only your “likes” are compared to a general group of people, the Occupational Scales compare *both* your likes *and* your dislikes to those of people who are satisfied working in that occupation.

Your results on the Occupational Scales therefore can

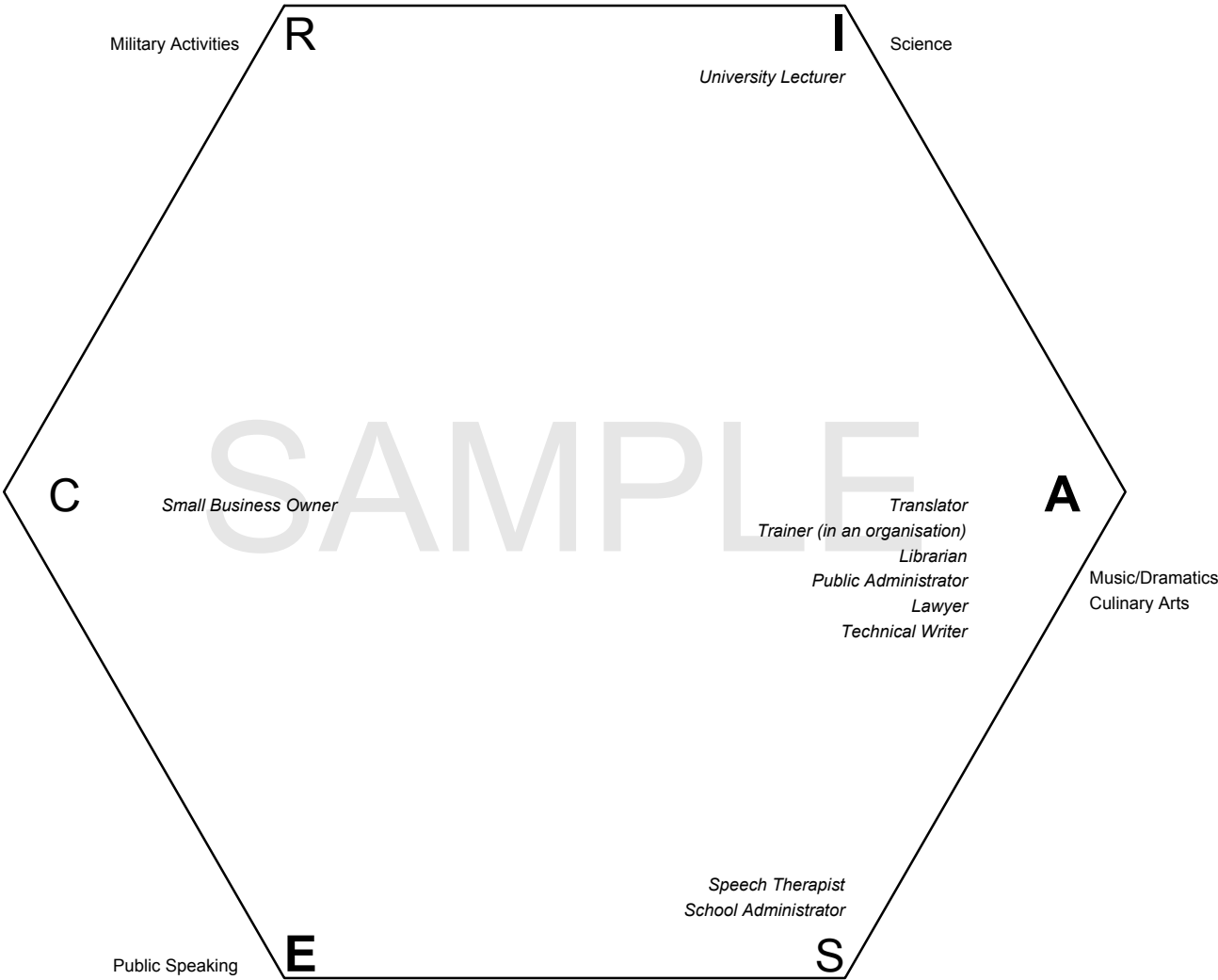
- indicate specific occupations that you may find interesting
- suggest related occupations that you may find interesting
- identify the kinds of people you might enjoy working with
- help you consider occupational possibilities that you may never have thought of before

Your Personal Hexagon

The third and final stage of your personal hexagon appears on the next page, with

- the General Occupational Themes in which you showed the most interest in bold type,
- the Basic Interest Scales in which you showed the most interest printed near their related Themes outside the hexagon, and
- the Occupational Scales in which your interests were most similar to those of people in the listed occupations. These scales are printed in italic on the inside of the hexagon, near their related Themes.

Your Personal Hexagon



Your Occupational Scales Highlights

The table on the next page provides additional information on those occupations in which your interests were most similar to the interests of women working in those occupations. Your results suggest that you share both the likes *and* dislikes of women satisfactorily employed in these occupations and would therefore probably enjoy the day-to-day work.

To help you identify patterns in your scores on the Occupational Scales, each scale is coded with the letter (or letters) of the General Occupational Theme to which it is related. The table also provides the first three numbers of the occupation's job code from the *Dictionary of Occupational Titles* (DOT), where you may find more extensive descriptions of these and thousands of other occupations.

The Occupational Scales provide further insight into your pattern of interests. Do the Occupational Scales on which you scored most similar cluster around the General Occupational Themes and Basic Interest Scales in which you showed the most interest? Or, are your specific occupational interests different from your more general interests?

In most cases, the pattern of interests shown by the sets of *Strong* scales—the General Occupational Themes, the Basic Interest Scales, and the Occupational Scales—are all related. If there are differences, however, the results of the General Occupational Themes and the Basic Interest Scales may be indicating recreational or leisure interests, while the results of the Occupational Scales may be pointing to specific occupations in which you are interested. In general, your scores on the Occupational Scales will be the best predictor of whether or not you will enjoy the day-to-day tasks of an occupation.

The table on the next page may list occupations that you find interesting but have not considered before because you have not been exposed to them. You can expand your options further by also exploring those occupations listed in the Related Occupations column of the table. A counsellor or career specialist can help you find additional resources that you can use to explore the occupational possibilities that your results suggest.

Your Occupational Scales Information Table

Theme Code Occupational Scale DOT Code(s)	Description	Related Occupations
A Translator 137	Translate written material from one language to another following established rules in semantics & syntax May specialize in particular type of material, such as news or scientific reports	Editor Foreign language teacher Interpreter Linguist Translation director
AES Trainer (in an organisation) 166	Develop & conduct training programmes for employees Formulate teaching outline & instruction methods Test trainees to measure progress & evaluate effectiveness of training	Career development director Human resources director Technical training coordinator Training instructor Training specialist
A Librarian 100	Maintain collection of books, films, periodicals & recordings Locate & explain references Acquire & prepare materials for use Work with books or computers	Acquisitions librarian Bibliographer Children's librarian Medical librarian Reference librarian
AER Public Administrator 188	Manage government activities & government-owned-&-operated institutions Develop & administer budgets Prepare reports & studies Evaluate programmes	Prison service administrator Hospital administrator Law enforcement director Public works commissioner Social welfare administrator
SA Speech Therapist 076	Diagnose, treat & research speech & language problems Provide counselling & guidance to individuals with language & speech impairments	Audiologist Hearing-test technician Interpreter for the hearing impaired Speech therapist
A Lawyer 110	Represent clients in court Draw up legal documents May act as trustee, guardian or executor May teach university courses in law	Criminal lawyer Patent lawyer Probate lawyer Property lawyer Tax lawyer
SEA School Administrator 099	Administer school system of primary or secondary school Direct budget, interpret programmes & policies of school system Confer with teachers, students & parents Interview, hire & evaluate teachers	Curriculum director Principal LEA administrator Superintendent Vocational education administrator
CE Small Business Owner 185	Own & manage a business Plan & prepare work schedules & assign employees to duties Formulate pricing policies Prepare merchandise displays & ad copy Take inventories & reconcile books	Business consultant Contractor Customer services manager Department store manager Wholesaler
AIR Technical Writer 131	Develop, write, & edit material for technical & administrative publications Observe production & experiments to become familiar with product technologies Interview production & engineering personnel	Computer publications editor On-line documentation writer Scientific copy editor Scientific indexer Software editor
IAR University Lecturer 090	Prepare & deliver lectures for undergraduate or graduate students Conduct research & publish findings Direct research of others Advise students	Dean Head of academic dept. Instructor

YOUR PERSONAL STYLE SCALES RESULTS

The four Personal Style Scales provide additional insight into how comfortable you are in activities and situations in which you find yourself, at work, home and leisure. Your results on the Personal Style Scales can suggest how you might like to go about doing a job or task.

Work Style Scale

The Work Style scale indicates whether you prefer to work with other people or whether you prefer to work alone with ideas, data or things.

Your score on the Work Style scale is **52**.

Your score suggests that you may enjoy a balance of working alone and working with others. You may work alone for a while and then come together with others to discuss your work. You probably move easily among tasks involving ideas, data or things to do involving people.

Learning Environment Scale

The Learning Environment scale indicates the setting in which you feel most comfortable learning. It suggests whether you are more interested in learning abstract, theoretical concepts through reading, lectures and discussion or interested in learning practical skills and how to solve applied problems through hands-on experience. This scale does *not* measure academic ability.

Your score on the Learning Environment scale is **56**.

Your score on the Learning Environment scale suggests that you may enjoy learning by attending lectures or by reading as well as by hands-on experience. You may be comfortable in a variety of learning environments.

Leadership Style Scale

The Leadership Style scale measures your interest in either assuming a leadership style that is directive and outspoken, or leading by example. This scale does not measure your interest in being a leader, nor does it indicate your probability of success as a leader.

Your score on the Leadership Style scale is **58**.

Your score suggests that you may be comfortable with some aspects of an outspoken and directive leadership style but not with others. You may use a variety of styles depending on the situation or on the people you are working with.

Risk Taking/Adventure Scale

The Risk Taking/Adventure scale indicates how comfortable you are taking risks.

Your score on the Risk Taking/Adventure scale is **48**.

Your score suggests that you may enjoy some risks or adventures now and then. Before jumping into something new, however, you probably want some time to think about it and to prepare adequately. You then may be willing to take what you consider prudent risks.

NEXT STEPS

Taking the *Strong* and reviewing your results are important steps in exploring your career and lifestyle options. Your *Strong* results allow you to compare your interests with both the interests of a general population of men and women and, more specifically, the interests of workers in many occupations. The Theme codes suggested by your *Strong* results provide you with access to information about thousands of additional jobs in the world of work. Your results can also help you to focus your options. Suggestions are provided below for some steps that you might take next in your career exploration.

Step 1: Review

Review your personal hexagons and re-examine the interest areas suggested by your results.

- Look at your results on the General Occupational Themes.
- Look at your results on the Basic Interest Scales.
- Look at your results on the Occupational Scales.

Determine whether your high scores are all related (point to the same Theme or Themes) or whether instead they suggest different areas of interest. If a few Themes stand out, then you should focus your further career exploration on those. If the results do not overlap—if the Themes suggested in each section are different—then you should consider your age, education and job history when using the results for further exploration:

- Younger people, or adults with limited work experience, may want to pay more attention at first to the areas suggested by their General Occupational Themes and Basic Interest Scales. You can explore these general areas while you learn more about your interests and the world of work.
- Adults who have had the opportunity to experience a variety of jobs and work environments may want to pay more attention to the Theme codes associated with the Occupational Scales on which they scored most similar. Remember, these scales are the best predictors of whether you will enjoy the daily activities of that occupation.

Review your results on the Personal Style Scales to identify your comfort level with various tasks and work and learning environments.

Step 2: Explore

Next, you may want to find out as much as you can about occupations with Theme codes similar to yours. (Your Theme code may be derived from any of the *Strong* scales or from any combination of scales.) Once you have identified a Theme (or Themes) that reflect your interests, you might

- **Explore occupations** listed in your Occupational Scales table.
- **Add occupations** related to your Themes by using the *Dictionary of Occupational Titles*, the *Occupational Outlook Handbook*, the *Dictionary of Holland Occupational Codes*, and the chart on the back of your *Strong* Profile.
- **Discuss your results** with a career counselling professional to get the most out of your career exploration.
- **Expand your self-knowledge** by examining your personality preferences and your career beliefs; take the *Myers-Briggs Type Indicator*® and the *Career Beliefs Inventory*, both of which you may find useful in your career exploration.

Step 3: Take Action

After you have reviewed your *Strong* results and used them as a springboard for further career exploration, you will be ready to take action to meet your career goals. As you begin, you may find that certain ways of proceeding might work better for you than will other ways.

Your **Investigative** Theme score suggests that the career planning process may at times seem too action-oriented, requiring you to talk to too many people or come to a decision too soon. To keep yourself motivated:

- Read as much as possible about the occupations that interest you.
- Use computer-assisted guidance programs to help you with your occupational research.
- Do information interviewing on a computer bulletin board.
- Talk to the teacher before you enrol in a career-related education programme, to make sure that it meets your intellectual standards.
- Ask a close friend to keep you on target with your decision-making, so that you don't get lost in the fun of investigation.

RESOURCES

Career Beliefs Inventory, Consulting Psychologists Press, Palo Alto, CA.

Dictionary of Occupational Titles, 4th Edition (1991), U.S. Department of Labor.

Al S., Krumboltz, John D., and Betty L. Krumboltz; Consulting Psychologists Press, Palo Alto, CA.

Dictionary of Holland Occupational Codes (1989), Gottfredson, G.D., and John L. Holland; Psychological Assessment Resources, Inc., Odessa, FL.

Dictionary of Occupational Titles, 4th Edition (1991), U.S. Department of Labor.


Myers-Briggs Type Indicator, Consulting Psychologists Press, Palo Alto, CA.

Occupational Outlook Handbook, U.S. Department of Labor, revised and updated every two years.

Real People, Real Jobs: Reflecting Your Interests in the World of Work (1995), Montross, David H., Leibowitz, Zandy B., and Christopher J. Shinkman; Davies-Black Publishing, Palo Alto, CA.

Where Do I Go Next? Using Your Strong Results to Manage Your Career (1995), Borgen, Fred, *Myers-Briggs Type Indicator*, Consulting Psychologists Press, Palo Alto, CA.

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