



# CISS<sup>®</sup> (Campbell<sup>™</sup> Interest and Skill Survey)

## Individual Profile

*(To print this report, select File from the menu above and then select Print)*

---

**Report For:** SAMPLE REPORT

**Date:** 27 August 2002

---

Copyright © 1989, 1992, 1994, 2000 David P. Campbell, PhD. "CISS" is a registered trademark and "Campbell" and the Campbell logo are trademarks of David P. Campbell, PhD. The NCS logo is a registered trademark of National Computer Systems, Inc.

Your vocational interests and skills are important components of your personal characteristics. What you like to do and what you are confident that you can do play an important role in your future career satisfaction and success. The CISS profile analyzes your self-reported interests and skills and shows how you compare with people in general and with happily employed people in a variety of occupations.

The purpose of this report is to help you find a career in which you will be happy and productive. For adults, responses to this survey are stable over long time periods, even over many years. For teenagers and young adults, responses can shift somewhat as they gain work experience, although the shifts are seldom extreme. At any point in time, the results are stable enough to help individuals plan their next educational or career choices.

If possible, you should discuss your CISS profile with a skilled career counselor who is specifically trained to help you better understand your results.

The following pages report your scores on three kinds of CISS scales.

**Orientation Scales** cover seven broad themes of occupational interests and skills

**Basic Scales** are detailed subscales of the Orientation Scales

**Occupational Scales** compare your interest and skill patterns with those of workers in a wide range of occupations

For each CISS scale, two scores are calculated, one based on your interests, the other based on your skills. The interest score (I) shows how much you like the specified activities; the skill score (S) shows how confident you feel about performing these activities.

Four patterns of combinations of your interest and skill scores are also reported. Your interest and skill pattern is more important than the numeric value of your score.

**Pursue - (I  $\geq$  55, S  $\geq$  55)** When your interest and skill scores are both high, this is an area for you to Pursue. You are attracted to these activities and confident in your ability to perform them well. These Pursue areas should be the major focus of your career planning.

**Develop - (I  $\geq$  55, S < 55)** When your interest score is high and your skill score is lower, this is a possible area for you to Develop. You enjoy these activities but feel uncertain about your ability to perform them. Further education, training, or experience with these skills might lead to better performance and greater confidence. Or you may want to simply enjoy these areas as hobbies.

**Explore - (I < 55, S  $\geq$  55)** When your skill score is high and your interest score is lower, this is a possible area for you to Explore. You are confident of your ability to perform these activities, but you do not enjoy them. With some exploration, you may find a way to use your skills in other areas that interest you more.

**Avoid - (I  $\leq$  45, S  $\leq$  45)** When your interest and skill scores are both low, this is an area for you to Avoid. You neither enjoy these activities nor feel confident in your ability to perform them.

**No pattern** is reported when both of your scores fall into the mid-range or when one score is mid-range and the other is lower. Mid-range scores are less important in career planning because they indicate only an average level of interest and skill.

## Orientation Scales

Your CISS profile is organized into seven Orientation Scales covering important areas of the world of work. Each Orientation is identified by an underlined capital letter.

**I** **Influencing** influencing others through leadership, politics, public speaking, sales, and marketing

**O** **Organizing** organizing the work of others, managing, and monitoring financial performance

**H** **Helping** helping others through teaching, healing, and counseling

**C** **Creating** creating artistic, literary, or musical productions and designing products or environments

**a** **Nalyzing** analyzing data, using mathematics, and carrying out scientific experiments

**P** **Producing** producing products, using hands-on skills in farming, construction, and mechanical crafts

**A** **Adventuring** adventuring, competing, and risk taking through athletic, police, and military activities

This profile shows your scores on each of these Orientations. For each of the Orientation Scales shown below, there are two graphical bars. The top blue bar represents your reported level of Interest. The bottom purple bar represents your reported skill level. To the right of the bars is your Interest/Skill Pattern (Pursue, Develop, Explore, or Avoid) for that scale.

	Standard Scores		Orientation Scales										Interest/Skill Pattern
	I	S	Very Low		Low		Mid-Range		High		Very High		
			30	35	40	45	50	55	60	65	70		
<u>Influencing</u>	52	48											
<u>Organizing</u>	40	38											Avoid
<u>Helping</u>	61	57											Pursue
<u>Creating</u>	29	37											Avoid
<u>aNalyzing</u>	59	53											Develop
<u>Producing</u>	56	60											Pursue
<u>Adventuring</u>	64	70											Pursue
			Very Low		Low		Mid-Range		High		Very High		

**Scores:** I (■) = Interests; S (■) = Skills

Your Orientation interest and skill scores fall into the following patterns:

### **Pursue**

Helping, Producing, Adventuring

These are activities that you enjoy and feel confident about your abilities in performing. Areas for which your interests and skills are both high are prime candidates for your future. Pursue these areas in your career planning.

### **Develop**

aNalyzing

These are activities that you enjoy, but you are less confident about your ability to perform them. Consider seeking additional education or training to bring your skill level up to your interest level. Or consider adopting some of these activities as hobbies.

### **Avoid**

Organizing, Creating









These are activities that you neither enjoy nor feel confident about performing. Avoid these areas in your career planning; they are not likely to provide many satisfying opportunities for you.

You can learn about how to use your highest Orientation scores in [Activity 1](#).

## Basic Scales

The following profile takes you one layer deeper into the basic scales under each Orientation. Basic Scales reflect types of work and activities within each Orientation.

	Standard Scores		Basic Scales										Interest/ Skill Pattern
	I	S	Very Low		Low		Mid-Range		High		Very High		
			30	35	40	45	50	55	60	65	70		
<b>Influencing</b>	52	48											
Leadership	55	54											Develop
Law/Politics	60	49											Develop
Public Speaking	30	47											
Sales	56	52											Develop
Advertising/Marketing	48	53											
<b>Organizing</b>	40	38											Avoid
Supervision	46	34											
Financial Services	45	46											
Office Practices	42	30											Avoid
<b>Helping</b>	61	57											Pursue
Adult Development	60	59											Pursue
Counseling	66	60											Pursue
Child Development	68	52											Develop
Religious Activities	36	42											Avoid
Medical Practice	63	50											Develop
<b>Creating</b>	29	37											Avoid
Art/Design	34	41											Avoid
Performing Arts	32	42											Avoid
Writing	39	53											
International Activities	57	54											Develop
Fashion	34	37											Avoid
Culinary Arts	35	38											Avoid
<b>Analizing</b>	59	53											Develop
Mathematics	55	54											Develop
Science	55	50											Develop
<b>Producing</b>	56	60											Pursue
Mechanical Crafts	57	59											Pursue
Woodworking	55	63											Pursue

Farming/Forestry	54	57		Explore
Plants/Gardens	45	45		Avoid
Animal Care	59	58		Pursue
<b>Adventuring</b>	64	70		Pursue
Athletics/Physical Fitness	63	68		Pursue
Military/Law Enforcement	56	66		Pursue
Risks/Adventure	70	67		Pursue
				

Scores: I () = Interests; S () = Skills

## Your Interest and Skill Patterns

The following table organizes the Orientation and Basic Scales according to interest/skill patterns.

<p><b><u>Develop</u></b></p> <p>Leadership Law/Politics Sales Child Development Medical Practice International Activities <b>a</b><u>n</u>alyzing Mathematics Science</p>	<p><b><u>Pursue</u></b></p> <p><b>H</b>elping Adult Development Counseling <b>P</b>roducing Mechanical Crafts Woodworking Animal Care <b>A</b>dventuring Athletics/Physical Fitness Military/Law Enforcement Risks/Adventure</p>
<p><b><u>Avoid</u></b></p> <p><b>O</b>rganizing Office Practices Religious Activities <b>C</b>reating Art/Design Performing Arts Fashion Culinary Arts Plants/Gardens</p>	<p><b><u>Explore</u></b></p> <p>Farming/Forestry</p>

Consider this... [Activity 2](#)

## Occupational Scales by Orientation

The next section of the report presents the Occupational Scales in each of the seven Orientations. Your scores (represented by the solid blue and purple bars) are compared with those of people who are successful and satisfied in each occupation. The lighter shaded bars reflect the range of scores for the middle 50% of people employed in that occupation. If your interest and/or skill results bars overlap the lighter shaded bars, it means that you have interests and/or skills that are similar to those of people who are happily employed in that occupation.

[Activity 3](#) will help you evaluate the following occupations. You may want to print your report and [Career Planner](#) for reference as you look at these occupations. Then check out these additional [Career Resources](#).

### Influencing Orientation Occupational Scales

	<u>Standard Scores</u>	<b>Orientation Scale</b>									<u>Interest/Skill Pattern</u>	
		Very Low		Low		Mid-Range		High		Very High		
		30	35	40	45	50	55	60	65	70		
<b><u>Influencing</u></b>	<u>I</u> 52											
	<u>S</u> 48											

	<u>Orientation Code</u>	<u>Standard Scores</u>	<b><u>Influencing</u> Occupational Scales</b>										<u>Interest/Skill Pattern</u>
			Very Low		Low		Mid-Range		High		Very High		
			25	30	35	40	45	50	55	60	65	70	
Attorney	<u>I</u>	<u>I</u> 62											Develop
		<u>S</u> 52											
Financial Planner	<u>IO</u>	<u>I</u> 48											
		<u>S</u> 50											
Hotel Manager	<u>IO</u>	<u>I</u> 42											Avoid
		<u>S</u> 43											
Manufacturer's Representative	<u>IO</u>	<u>I</u> 35											
		<u>S</u> 53											
Marketing Director	<u>IO</u>	<u>I</u> 50											
		<u>S</u> 49											

Realtor	<u>IO</u>	I 58						Pursue
		S 60						
CEO/President	<u>IOA</u>	I 42						
		S 50						
Human Resources Director	<u>IOH</u>	I 60						Pursue
		S 59						
School Superintendent	<u>IOH</u>	I 75						Develop
		S 51						
Advertising Account Executive	<u>IC</u>	I 42						
		S 51						
Media Executive	<u>IC</u>	I 38						
		S 49						
Public Relations Director	<u>IC</u>	I 38						
		S 46						
Corporate Trainer	<u>ICH</u>	I 46						Explore
		S 59						
			Very Low	Low	Mid-Range	High	Very High	

Scores: I (blue) = Interests; S (purple) = Skills

Range of middle 50% of people in the occupation: light blue = Interests; light purple = Skills

Orientation Code: I=Influencing; O=Organizing; H=Helping; C=Creating; N=Analyzing; P=Producing; A=Adventuring

Your Influencing interest and skill scores are both mid-range. People who have this pattern of scores typically report moderate interest and confidence in leading, negotiating, marketing, selling, and public speaking.

## Organizing Orientation Occupational Scales

	Standard Scores	Orientation Scale										Interest/Skill Pattern
		Very Low		Low		Mid-Range		High		Very High		
		30	35	40	45	50	55	60	65	70		
<u>Organizing</u>	I 40											Avoid
	S 38											

Orientation Code	Standard Scores	<u>Organizing</u> Occupational Scales					Interest/Skill Pattern
		Very Low	Low	Mid-Range	High	Very High	

			25	30	35	40	45	50	55	60	65	70	75	
Secretary	<u>O</u>	I 34												Avoid
		S 18												
Bank Manager	<u>OI</u>	I 40												
		S 47												
Insurance Agent	<u>OI</u>	I 45												
		S 50												
Retail Store Manager	<u>OI</u>	I 40												Avoid
		S 40												
Hospital Administrator	<u>OIH</u>	I 51												
		S 41												
Accountant (CPA)	<u>ON</u>	I 52												
		S 33												
Bookkeeper	<u>ON</u>	I 44												Avoid
		S 41												
			Very Low		Low		Mid-Range		High		Very High			

Scores: I (teal) = Interests; S (purple) = Skills

Range of middle 50% of people in the occupation: teal = Interests; purple = Skills

Orientation Code: I=Influencing; O=Organizing; H=Helping; C=Creating; N=Analyzing; P=Producing; A=Adventuring

Your Organizing interest and skill scores are both very low. People who have scores as low as yours typically report almost no interest and very little confidence in planning, scheduling, supervising, budgeting, and monitoring.

Organizing activities are not likely to provide many satisfying options for you. Avoid this area in your career.

## Helping Orientation Occupational Scales

	Standard Scores	Orientation Scale										Interest/Skill Pattern
		Very Low		Low		Mid-Range		High		Very High		
		30	35	40	45	50	55	60	65	70		
<u>Helping</u>	I 61											Pursue
	S 57											

<u>Orien-</u>	<u>Helping</u> Occupational Scales	<u>Interest/</u>
---------------	------------------------------------	------------------

	tation Code	Standard Scores	Orientation Scale										Skill Pattern		
			Very Low		Low		Mid-Range		High		Very High				
			25	30	35	40	45	50	55	60	65	70	75		
Child Care Worker	<u>H</u>	I 62											Pursue		
		S 56													
Guidance Counselor	<u>H</u>	I 77											Pursue		
		S 56													
Religious Leader	<u>H</u>	I 46													
		S 50													
Teacher K-12	<u>H</u>	I 55											Pursue		
		S 57													
Social Worker	<u>HC</u>	I 66											Pursue		
		S 66													
Psychologist	<u>HNC</u>	I 66											Pursue		
		S 68													
Nurse (RN)	<u>HN</u>	I 65											Pursue		
		S 56													
Nursing Administrator	<u>HIO</u>	I 68											Develop		
		S 54													
			Very Low		Low		Mid-Range		High		Very High				

Scores: I (teal) = Interests; S (purple) = Skills

Range of middle 50% of people in the occupation: = Interests; = Skills

Orientation Code: I=Influencing; O=Organizing; H=Helping; C=Creating; N=aNalyzing; P=Producing; A=Adventuring



Your Helping interest score is very high and your skill score is high. People who have scores as high as yours typically report very strong interest and substantial confidence in counseling, teaching, supporting, healing, and caring for others.



















Pursue some of these Helping activities in your career.

Refer to the table of Related Occupations and Fields of Study at the end of your report.

## Creating Orientation Occupational Scales

	Standard Scores	Orientation Scale										Interest/ Skill Pattern
		Very Low		Low		Mid-Range		High		Very High		
		30	35	40	45	50	55	60	65	70		

<b><u>Creating</u></b>	I 29		Avoid
	S 37		

	<u>Orien- tation Code</u>	<u>Standard Scores</u>	<b><u>Creating Occupational Scales</u></b>											<u>Interest/ Skill Pattern</u>
			Very Low		Low		Mid-Range			High		Very High		
			25	30	35	40	45	50	55	60	65	70	75	
Commercial Artist	C	I 44												Avoid
		S 40												
Fashion Designer	C	I 33												Avoid
		S 36												
Liberal Arts Professor	C	I 44												Explore
		S 59												
Librarian	C	I 21												
		S 47												
Musician	C	I 21												Avoid
		S 38												
Translator/ Interpreter	C	I 34												Explore
		S 58												
Writer/Editor	C	I 46												
		S 52												
Restaurant Manager	CO	I 39												Avoid
		S 44												
Chef	CP	I 35												Avoid
		S 29												
			Very Low	Low		Mid-Range			High		Very High			

**Scores:** I (■) = Interests; S (■) = Skills

**Range of middle 50% of people in the occupation:** ■ = Interests; ■ = Skills

**Orientation Code:** I=Influencing; O=Organizing; H=Helping; C=Creating; N=Analyzing; P=Producing; A=Adventuring

Your Creating interest and skill scores are both very low. People who have scores as low as yours typically report almost no interest and very little confidence in designing, writing, performing, and other creative activities.

Creating activities are not likely to provide many satisfying options for you. Avoid this area in your career.

## analyzing Orientation Occupational Scales

	<u>Standard Scores</u>	<b>Orientation Scale</b>										<u>Interest/Skill Pattern</u>
		Very Low		Low		Mid-Range		High		Very High		
		30	35	40	45	50	55	60	65	70		
<u>a</u> nalyzing	<u>I</u> 59											Develop
	<u>S</u> 53											

	<u>Orien- tation Code</u>	<u>Standard Scores</u>	<b><u>a</u>nalyzing Occupational Scales</b>										<u>Interest/Skill Pattern</u>
			Very Low		Low		Mid-Range		High		Very High		
			25	30	35	40	45	50	55	60	65	70	
Physician	<u>N</u>	<u>I</u> 51											Explore
		<u>S</u> 55											
Chemist	<u>NP</u>	<u>I</u> 55											Develop
		<u>S</u> 49											
Medical Researcher	<u>NP</u>	<u>I</u> 61											Pursue
		<u>S</u> 56											
Engineer	<u>NP</u>	<u>I</u> 51											Explore
		<u>S</u> 65											
Math/Science Teacher	<u>NPH</u>	<u>I</u> 60											Pursue
		<u>S</u> 59											
Computer Programmer	<u>NO</u>	<u>I</u> 62											Develop
		<u>S</u> 37											
Statistician	<u>NO</u>	<u>I</u> 52											
		<u>S</u> 53											
Systems Analyst	<u>NOP</u>	<u>I</u> 45											Avoid
		<u>S</u> 40											
			Very Low		Low		Mid-Range		High		Very High		

Scores: I (■) = Interests; S (■) = Skills

Range of middle 50% of people in the occupation: ■ = Interests; ■ = Skills



Orientation Code: I=Influencing; O=Organizing; H=Helping; C=Creating; N=aNalyzing; P=Producing; A=Adventuring














Your aNalyzing interest score is high and your skill score is mid-range. People who have this pattern of scores typically report strong interest but moderate confidence in analyzing data, using mathematics, and conducting scientific research.

Develop your aNalyzing skills through education, training, and experience, or simply enjoy these activities as hobbies.

Refer to the table of Related Occupations and Fields of Study at the end of your report.

## Producing Orientation Occupational Scales

	Standard Scores	Orientation Scale										Interest/Skill Pattern
		Very Low		Low		Mid-Range		High		Very High		
		30	35	40	45	50	55	60	65	70		
<u>Producing</u>	I 56											Pursue
	S 60											

	Orientation Code	Standard Scores	<u>Producing</u> Occupational Scales										Interest/Skill Pattern
			Very Low		Low		Mid-Range		High		Very High		
			25	30	35	40	45	50	55	60	65	70	
Carpenter	<u>P</u>	I 48											Explore
		S 72											
Electrician	<u>PN</u>	I 53											Explore
		S 69											
Veterinarian	<u>PN</u>	I 56											Pursue
		S 56											
Airline Mechanic	<u>PNA</u>	I 57											Pursue
		S 62											
Agribusiness Manager	<u>PO</u>	I 61											Pursue
		S 57											
Landscape Architect	<u>PNC</u>	I 36											
		S 50											
Architect	<u>PC</u>	I 42											

		<u>S</u> 52	
			Very Low    Low    Mid-Range    High    Very High

**Scores:** I ( ) = Interests; S ( ) = Skills

**Range of middle 50% of people in the occupation:** = Interests; = Skills

**Orientation Code:** I=Influencing; O=Organizing; H=Helping; C=Creating; N=analyzing; P=Producing; A=Adventuring

Your Producing interest score is high and your skill score is very high. People who have scores as high as yours typically report strong interest and very substantial confidence in using "hands-on" skills in farming, construction, and mechanical crafts.

Pursue some of these Producing activities in your career.

## Adventuring Orientation Occupational Scales

	<u>Standard Scores</u>	<b>Orientation Scale</b>										<u>Interest/Skill Pattern</u>
		Very Low		Low		Mid-Range		High		Very High		
		30	35	40	45	50	55	60	65	70		
<u>Adventuring</u>	<u>I</u> 64											Pursue
	<u>S</u> 70											

	<u>Orientation Code</u>	<u>Standard Scores</u>	<b><u>Adventuring</u> Occupational Scales</b>											<u>Interest/Skill Pattern</u>
			Very Low		Low		Mid-Range			High		Very High		
			25	30	35	40	45	50	55	60	65	70	75	
Police Officer	<u>AI</u>	<u>I</u> 62												Develop
		<u>S</u> 54												
Military Officer	<u>AIO</u>	<u>I</u> 66												Pursue
		<u>S</u> 62												
Ski Instructor	<u>AP</u>	<u>I</u> 82												Pursue
		<u>S</u> 80												
Test Pilot	<u>APN</u>	<u>I</u> 62												Pursue
		<u>S</u> 75												
Athletic Coach	<u>AH</u>	<u>I</u> 71												Pursue
		<u>S</u> 84												
Athletic Trainer	<u>AH</u>	<u>I</u> 85												Pursue
		<u>S</u> 73												

Emergency Medical Technician	<u>AH</u>	I 69						Pursue
		S 65						
Fitness Instructor	<u>AH</u>	I 73						Pursue
		S 65						
			Very Low	Low	Mid-Range	High	Very High	

**Scores:** I (—) = Interests; S (—) = Skills

**Range of middle 50% of people in the occupation:** — = Interests; — = Skills

**Orientation Code:** I=Influencing; O=Organizing; H=Helping; C=Creating; N=Nalyzing; P=Producing; A=Adventuring

Your Adventuring interest and skill scores are both very high. People who have scores as high as yours typically report very strong interest and very substantial confidence in physically active, adventurous, and competitive activities, such as athletics, police work, and military activities.

Pursue some of these Adventuring activities in your career.

Refer to the table of Related Occupations and Fields of Study at the end of your report.

## Special Scales

<u>Standard Scores</u>	<u>Academic Focus</u>									
	Very Low		Low		Mid-Range		High		Very High	
	30	35	40	45	50	55	60	65	70	
I 56										
S 54										

Your Academic Focus interest score is high and your skill score is mid-range. People who have this pattern of scores typically report strong interest but moderate confidence in academic activities, such as studying, conducting research, and writing scientific papers. Your scores suggest that you would enjoy working on an advanced degree but that you may wish to sharpen your academic skills.

<u>Standard Scores</u>	<u>Extraversion</u>									
	Very Low		Low		Mid-Range		High		Very High	
	30	35	40	45	50	55	60	65	70	
I 48										
S 51										

Your Extraversion interest and skill scores are both mid-range. People who have this pattern of scores typically report moderate interest and confidence in work situations requiring a great deal of personal contact with others.

## Procedural Checks

Refer to the [Career Planner](#) for an explanation of the procedural checks.

### Interest Items

	Response Percentage Check						Inconsistency Check
	STRONGLY LIKE	LIKE	slightly like	slightly dislike	DISLIKE	STRONGLY DISLIKE	# Inconsistent Pairs
Occupations	11	21	29	16	13	9	0
School Subjects	14	9	33	23	9	12	
Varied Activities	10	19	22	13	21	15	
<b>Overall Percentage</b>	<b>11</b>	<b>18</b>	<b>28</b>	<b>17</b>	<b>15</b>	<b>12</b>	

### Skill Items

	Response Percentage Check						Inconsistency Check
	EXPERT	GOOD	slightly above average	slightly below average	POOR	NONE	# Inconsistent Pairs
Varied Activities	3	29	27	13	22	8	0

## Related Occupations and Fields of Study

Listed below are additional occupations and fields of study related to your three highest Orientation Scale scores.

Orientation	Occupations	Fields of Study

<p><u>Adventuring</u></p>	<p>Airline Pilot Astronaut Athletic Director Ballistics Expert Corrections Officer Counterintelligence Officer County Sheriff Criminal Investigator Customs Inspector Exercise Physiologist Expedition Leader Fire Marshall Firefighter Flight Surgeon Health Club Manager Physical Education Teacher Prison Warden Private Investigator Professional Sports Scout Secret Service Agent Stunt Performer</p>	<p>Athletic Training/Sports Medicine Criminal Justice Criminology Fitness Studies Kinesiology Law Enforcement Leisure Studies Parks/Recreation Physical Education Police Science Protective Services Recreation &amp; Park Management Sports Administration</p>
<p><u>Helping</u></p>	<p>Art Therapist Camp Director Career Counselor Child Care Center Manager Community Organizer Cruise Director Employment Interviewer Equal Opportunity Representative Geriatric Counselor Health Service Officer Home Economics Teacher Home Economist Human Services Worker Interpreter for Hearing Impaired Juvenile Parole Officer Mental Health Worker Nurse-Midwife Occupational Health Nurse Occupational Therapist Parole/Probation Officer Playground Director Public Health Nurse Public Health Teacher Recreation Leader Recreational Therapist Rehabilitation Counselor</p>	<p>Adult &amp; Continuing Education Anthropology Child &amp; Family Studies Child Psychology Community/Public Health Conflict Resolution, Mediation Counseling Dental Hygiene Divinity/Ministry Education Ethnic/Cultural Studies Gerontology Health Education Human Services International Relations Marriage &amp; Family Therapy Nursing Occupational Therapy Pre-Elementary Education Psychology Public Health Rehabilitation Religious/Theological/Biblical Studies School Psychology Social Work Sociology</p>

	Social Science Teacher Special Education Teacher Speech Instructor Vocational Teacher YMCA Director	Special Education
<a href="#">aNalyzing</a>	Actuary Aircraft Test Engineer Anthropologist Archaeologist Astronomer Audiologist Biologist Cartographer Chiropractor Civil Engineer Computer Help Desk Representative Conservation Scientist Cost Estimator Criminalist Dentist Dietitian Economist Forest Ecologist Geographer Geologist Inventor Market Research Analyst Mathematician Medical Lab Technician Meteorologist Nurse Anesthetist Obstetrician Oceanographer Optometrist Osteopathic Physician Pathologist Pharmacist Physicist Psychiatrist Quality Control Inspector Research Analyst Surgeon	Archaeology Artificial Intelligence/Robotics Astronomy Chiropractic Computer & Information Sciences Criminal Justice & Criminology Dentistry Ecology Economics Engineering Geography Geology Information Science & Systems Mathematics Medical Technology Medicine Nutrition Pharmacy Physical Sciences Physical Therapy Physics Physiology Political Science Public Policy Analysis Social Science Software Engineering Urban Affairs/Studies Veterinary Medicine Zoology

If you had more than three high Orientation Scale scores or some that were very close, you may want to look at [additional lists](#) related to your other high scores.

Before you make a decision about your career, we suggest that you take time to work through the CISS [Career Planner](#). It will help you think about the many areas that could influence your career decisions.

You might also want to check out these [Career Resources](#) on the Web.



Program Information: [ciss@ncs.com](mailto:ciss@ncs.com)

Technical Support: [webtest@vue.com](mailto:webtest@vue.com)

CISS copyright © 1988, 1992, 2000 David P. Campbell, PhD. Site copyright © 2000-2001 NCS Pearson, Inc. "CISS" is a registered trademark and "Campbell" and the Campbell logo are trademarks of David P. Campbell, PhD. The NCS Assessments logo is a trademark of NCS Pearson.

[CISS Home](#) | [Career Planner](#) | [FAQ](#) | [Activity 1](#) | [Activity 2](#) | [Activity 3](#)