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# Strong Interest Inventory<sup>®</sup> Profile with Skills Confidence Inventory Profile

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Report prepared for

**JANE SAMPLE**

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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>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>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>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>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>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>YOUR HIGHEST THEMES</b>	<b>YOUR THEME CODE</b>
<b>Social, Artistic</b>	<b>SA</b>

THEME	CODE	STANDARD SCORE & INTEREST LEVEL					STD SCORE
		30	40	50	60	70	
<b>Social</b>	<b>S</b>						<b>62</b>
<b>Artistic</b>	<b>A</b>						<b>45</b>
<b>Enterprising</b>	<b>E</b>						<b>41</b>
<b>Conventional</b>	<b>C</b>						<b>40</b>
<b>Investigative</b>	<b>I</b>						<b>34</b>
<b>Realistic</b>	<b>R</b>						<b>32</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. Religion & Spirituality (S)
2. Counseling & Helping (S)
3. Teaching & Education (S)
4. Writing & Mass Communication (A)
5. Politics & Public Speaking (E)

**Areas of Least Interest**

- Programming & Information Systems (C)
- Protective Services (R)
- Visual Arts & Design (A)

**SOCIAL — High**

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Religion & Spirituality	VH					67
Counseling & Helping	VH					66
Teaching & Education	H					65
Human Resources & Training	M					56
Social Sciences	M					51
Healthcare Services	VL					35

**ARTISTIC — Moderate**

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Writing & Mass Communication	H					63
Culinary Arts	M					59
Performing Arts	M					47
Visual Arts & Design	VL					32

**ENTERPRISING — Little**

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Politics & Public Speaking	H					58
Management	M					50
Marketing & Advertising	L					40
Sales	VL					36
Law	VL					34
Entrepreneurship	VL					32

**CONVENTIONAL — Little**

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Office Management	M					53
Finance & Investing	VL					36
Taxes & Accounting	VL					33
Programming & Information Systems	VL					31

**INVESTIGATIVE — Very Little**

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Research	L					39
Mathematics	L					37
Science	VL					35
Medical Science	VL					35

**REALISTIC — Very Little**

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Nature & Agriculture	L					41
Athletics	L					37
Military	VL					36
Computer Hardware & Electronics	VL					33
Mechanics & Construction	VL					32
Protective Services	VL					31

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. **Speech Pathologist (SA)**
2. **Librarian (A)**
3. **Mental Health Counselor (S)**
4. **Special Education Teacher (S)**
5. **Elementary School Teacher (S)**
6. **Social Worker (SA)**
7. **Public Relations Director (AE)**
8. **School Counselor (SE)**
9. **English Teacher (ASE)**
10. **Secondary School Teacher (S)**

**Occupations of  
Dissimilar Interest**

- Architect (ARI)**
- Athletic Trainer (RIS)**
- Physicist (IRA)**
- Veterinarian (IRA)**
- Medical Illustrator (AIR)**

As you read through your Occupational Scales results on this and the following pages, note the names of those occupations for which you scored “Similar.” Those are the occupations you might want to explore first. 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

**SOCIAL — Helping, Instructing, Caregiving**

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
SA	Speech Pathologist										62
S	Mental Health Counselor										59
S	Special Education Teacher										59
S	Elementary School Teacher										58
SA	Social Worker										58
SE	School Counselor										57
S	Secondary School Teacher										55
S	Career Counselor										54
SE	Community Service Director										54
S	Instructional Coordinator										53
S	Middle School Teacher										53
SA	University Administrator										53
SEA	School Administrator										47
SEA	Human Resources Manager										46
SAE	Training & Development Specialist										46
SC	Customer Service Representative										45
SA	Rehabilitation Counselor										45
S	Religious/Spiritual Leader										43
SAI	University Faculty Member										43
SEA	Bartender										42
SAE	Human Resources Specialist										42
SE	Parks & Recreation Manager										40
SCE	Loan Officer/Counselor										38
SA	Recreation Therapist										35
SAC	Management Analyst										34
SAR	Occupational Therapist										34
SE	Personal Financial Advisor										34
SI	Registered Nurse										22
SIR	Physical Therapist										3

**Similar results (40 and above)**  
You share interests with women in that occupation and probably would enjoy the work.

**Midrange results (30–39)**  
You share some interests with women in that occupation and probably would enjoy some of the work.

**Dissimilar results (29 and below)**  
You share few interests with women 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>

**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		
A	Librarian										59
AE	Public Relations Director										57
ASE	English Teacher										56
AE	Broadcast Journalist										54
AE	Advertising Account Manager										50
A	Translator										50
A	Reporter										45
ASE	Attorney										42
A	Arts/Entertainment Manager										39
ASI	ESL Instructor										38
ARE	Photographer										37
A	Editor										35
AIR	Technical Writer										32
AER	Public Administrator										31
AR	Artist										30
AI	Urban & Regional Planner										27
A	Musician										26
ASE	Art Teacher										20
ACI	Computer/Mathematics Manager										19
A	Graphic Designer										8
AIR	Medical Illustrator										-4
ARI	Architect										-20

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		
ECS	Facilities Manager										46
EAS	Elected Public Official										45
E	Life Insurance Agent										45
EC	Buyer										43
EAS	Marketing Manager										42
ESA	Operations Manager										38
E	Top Executive, Business/Finance										36
ERA	Chef										33
EAC	Florist										32
ECR	Purchasing Agent										32
ECR	Restaurant Manager										30
E	Technical Sales Representative										30
E	Realtor										29
E	Wholesale Sales Representative										29
EC	Cosmetologist										26
EAS	Flight Attendant										23
E	Sales Manager										23
E	Securities Sales Agent										22
EA	Interior Designer										13
ECR	Optician										9

**Similar results (40 and above)**  
 You share interests with women in that occupation and probably would enjoy the work.

**Midrange results (30–39)**  
 You share some interests with women in that occupation and probably would enjoy some of the work.

**Dissimilar results (29 and below)**  
 You share few interests with women 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		
CS	Administrative Assistant										53
CES	Food Service Manager										50
CES	Nursing Home Administrator										50
CES	Business Education Teacher										48
CE	Paralegal										48
CES	Production Worker										44
CE	Credit Manager										43
CSE	Business/Finance Supervisor										41
CSE	Farmer/Rancher										36
CS	Auditor										34
CE	Financial Analyst										33
C	Health Information Specialist										33
C	Technical Support Specialist										28
CRE	Military Enlisted										25
CI	Computer Programmer										24
C	Accountant										23
CSE	Financial Manager										23
CIR	Network Administrator										21
C	Computer & IS Manager										20
CI	Software Developer										19
C	Computer Systems Analyst										15
CIR	Mathematics Teacher										12
CI	Actuary										7

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	
IAS	Psychologist	[Bar]								35
IAR	Sociologist	[Bar]								27
IES	Dietitian	[Bar]								24
IA	Geographer	[Bar]								23
I	Engineer	[Bar]								19
IAR	Physician	[Bar]								19
IRA	Chiropractor	[Bar]								14
IRA	Geologist	[Bar]								11
IRC	Medical Technologist	[Bar]								11
IR	Optometrist	[Bar]								10
IRS	Science Teacher	[Bar]								9
IRA	Biologist	[Bar]								8
IR	Chemist	[Bar]								7
IRA	Respiratory Therapist	[Bar]								5
IRC	Medical Technician	[Bar]								4
ICR	Pharmacist	[Bar]								4
IRC	Computer Scientist	[Bar]								2
IRC	Mathematician	[Bar]								2
IR	R&D Manager	[Bar]								1
IRA	Dentist	[Bar]								-4
IRA	Veterinarian	[Bar]								-7
IRA	Physicist	[Bar]								-12

**Similar results (40 and above)**  
 You share interests with women in that occupation and probably would enjoy the work.

**Midrange results (30–39)**  
 You share some interests with women in that occupation and probably would enjoy some of the work.

**Dissimilar results (29 and below)**  
 You share few interests with women 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	
RE	Law Enforcement Officer	[Bar]								28
RC	Landscape/Grounds Manager	[Bar]								22
REI	Military Officer	[Bar]								22
REI	Horticulturist	[Bar]								21
RIC	Engineering Technician	[Bar]								19
RSI	Vocational Agriculture Teacher	[Bar]								18
RI	Forester	[Bar]								15
RCI	Emergency Medical Technician	[Bar]								12
RIS	Radiologic Technologist	[Bar]								11
RIA	Carpenter	[Bar]								10
R	Automobile Mechanic	[Bar]								4
RIA	Electrician	[Bar]								3
RIS	Firefighter	[Bar]								1
RIS	Athletic Trainer	[Bar]								-18



**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 working with people.
2. You seem to prefer to learn through lectures and books.
3. You probably prefer to lead by taking charge.
4. You may dislike 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						73	Prefers working with people; enjoys helping others; outgoing
<b>Learning Environment</b>	Prefers practical learning environments; learns by doing; prefers short-term training to achieve a specific goal or skill						62	Prefers academic environments; learns through lectures and books; willing to spend many years in school; seeks knowledge for its own sake
<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						58	Is comfortable taking charge of and motivating others; prefers directing others to doing the job alone; enjoys initiating action; expresses opinions easily
<b>Risk Taking</b>	Dislikes risk taking; likes quiet activities; prefers to play it safe; makes careful decisions						30	Likes risk taking; appreciates original ideas; enjoys thrilling activities and taking chances; makes quick decisions
<b>Team Orientation</b>	Prefers accomplishing tasks independently; enjoys role as independent contributor; likes to solve problems on one's own						48	Prefers working on teams; enjoys collaborating on team goals; likes problem solving with others

PROFILE SUMMARY

SECTION 5

YOUR HIGHEST THEMES

Social, Artistic

YOUR THEME CODE

SA

YOUR TOP FIVE INTEREST AREAS

1. Religion & Spirituality (S)
2. Counseling & Helping (S)
3. Teaching & Education (S)
4. Writing & Mass Communication (A)
5. Politics & Public Speaking (E)

Areas of Least Interest

- Programming & Information Systems (C)
- Protective Services (R)
- Visual Arts & Design (A)

YOUR TOP TEN STRONG OCCUPATIONS

1. Speech Pathologist (SA)
2. Librarian (A)
3. Mental Health Counselor (S)
4. Special Education Teacher (S)
5. Elementary School Teacher (S)
6. Social Worker (SA)
7. Public Relations Director (AE)
8. School Counselor (SE)
9. English Teacher (ASE)
10. Secondary School Teacher (S)

Occupations of Dissimilar Interest

- Architect (ARI)
- Athletic Trainer (RIS)
- Physicist (IRA)
- Veterinarian (IRA)
- Medical Illustrator (AIR)

YOUR PERSONAL STYLE SCALES PREFERENCES

1. You likely prefer working with people.
2. You seem to prefer to learn through lectures and books.
3. You probably prefer to lead by taking charge.
4. You may dislike 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	4	21	3	2	71
Subject Areas	11	15	13	7	54
Activities	2	36	7	4	51
Leisure Activities	52	11	11	4	22
People	13	25	44	6	13
Your Characteristics	33	44	0	11	11
<b>TOTAL PERCENTAGE</b>	<b>10</b>	<b>24</b>	<b>9</b>	<b>4</b>	<b>53</b>

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

Total possible responses: 291    Your response total: 290    Items omitted: 1    Typicality index: 21—Combination of item responses appears consistent.



## LEVELS OF SKILLS CONFIDENCE BY THEME

Your *Skills Confidence Inventory* results describe how you perceive your own capabilities in performing activities related to the same six broad areas represented by the General Occupational Themes. Keep in mind that these results may not reflect your actual abilities; the results reflect how you rate yourself. Your own rating may influence what kinds of activities you try or avoid and may determine what occupations or educational programs you consider as possibilities for exploration.

Your confidence in each of the six areas is shown below. Additionally, you will see a Skills Confidence Theme code, which summarizes the areas in which you feel most confident performing particular activities.

### SKILLS CONFIDENCE THEME CODE: SEC

THEME	CODE	CONFIDENCE SCORE & LEVEL					SCORE (1-5)	TYPICAL SKILL AREAS
		1	2	3	4	5		
Social	S	VERY HIGH					5	Education, counseling, social service
Enterprising	E	VERY HIGH					4.8	Sales, speaking, management
Conventional	C	HIGH					3.5	Finance, computers, organization
Investigative	I	MODERATE					3.2	Research, math, science
Artistic	A	LITTLE					2.4	Creative expression, music, design
Realistic	R	VERY LITTLE					1.7	Outdoor work, construction, repair

## COMPARISON OF LEVELS OF SKILLS CONFIDENCE AND INTEREST

The chart below compares your skills confidence levels with your interest levels as measured by the *Strong*. Your Skills Confidence Theme code is shown above the chart, as is your *Strong* Theme code. Use this comparison of confidence and interest to help you select Themes you'd like to explore further to find satisfying career, educational, and leisure options.

### SKILLS CONFIDENCE THEME CODE: SEC

### STRONG THEME CODE: SA

THEME	CODE	FURTHER EXPLORATION If highest level of confidence is moderate		PRIORITIES FOR CAREER EXPLORATION
		Less	More	
Social	S	CONFIDENCE	INTEREST	High priority
Enterprising	E	INTEREST	CONFIDENCE	Possible option if interests develop; needs careful consideration
Conventional	C	INTEREST	CONFIDENCE	Possible option if interests develop; needs careful consideration
Investigative	I	INTEREST	CONFIDENCE	Low priority
Artistic	A	CONFIDENCE	INTEREST	Good option if confidence in skills can be increased
Realistic	R	CONFIDENCE	INTEREST	Low priority

Total responses out of 60: 60

See Understanding Your Results on the Skills Confidence Inventory at [https://www.skillsone.com/Pdfs/SCI\\_Understanding.pdf](https://www.skillsone.com/Pdfs/SCI_Understanding.pdf) for ideas on using skills confidence information in career exploration.

