Myers-Briggs Type Indicator®
Career Report

Developed by Allen L. Hammer

Report prepared for

MIKE_INTJ SAMPLE

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Interpreted by

ABC

Alpha Beta Gamma

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Introduction

This report applies your results from the *Myers-Briggs Type Indicator®* (MBTI®) assessment to help you identify job families and occupations that are a good fit for your reported MBTI type. The MBTI assessment was developed by Isabel Briggs Myers and Katharine Briggs and is based on Carl Jung's theory of psychological types. It has been used for more than 80 years to help people become more satisfied and successful in their careers.

This Report Can Help You

- Identify job families, or broad occupational categories, to help get you started in your career search
- Choose a specific job or career
- Select a college major or course of study
- Identify strengths and potential weaknesses of your type for the career search process
- Increase your job satisfaction
- Make a career transition or shift
- Plan your career development strategy and action steps

The job families and specific occupations used in this report are adapted from the O*NET™ system of occupational classification developed by the US Department of Labor, which is the standard method for classifying occupations. The relationship between the O*NET occupations and MBTI types has been established using information from a database of more than 1.3 million working adults who recently took the MBTI assessment. Everyone in the sample had been in their job for more than two years and had reported that they were satisfied with their jobs.

This report is only one source of information. When choosing a career or contemplating a career change, you must also consider your abilities and skills, your occupational and leisure interests, and your values and goals. You will also need information about specific tasks involved in different occupations, as well as current career opportunities. Additional career information can be found online at www.onetonline.org.

How Your MBTI® Career Report Is Organized

- Summary of Your MBTI® Results
- How Your Type Affects Your Career Choice
- How Your Type Affects Your Career Exploration
- How Your Type Affects Your Career Development
- Job Families and Occupations for Your Type
  - Ranking of Job Families
  - Most Popular Occupations
  - Least Popular Occupations
- Notes

Summary of Your MBTI® Results

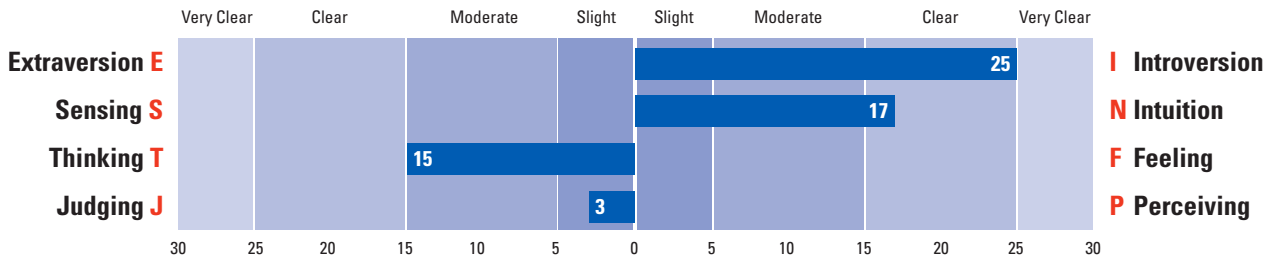
Your responses on the MBTI assessment indicate that your reported type is **INTJ.**

Reported Type: INTJ

Where you focus your attention	E	**Extraversion** People who prefer Extraversion tend to focus on the outer world of people and activity.	**I**	**Introversion** People who prefer Introversion tend to focus on the inner world of ideas and impressions.
The way you take in information	S	**Sensing** People who prefer Sensing tend to take in information through the five senses and focus on the here and now.	**N**	**Intuition** People who prefer Intuition tend to take in information from patterns and the big picture and focus on future possibilities.
The way you make decisions	**T**	**Thinking** People who prefer Thinking tend to make decisions based primarily on logic and on objective analysis of cause and effect.	F	**Feeling** People who prefer Feeling tend to make decisions based primarily on values and on subjective evaluation of person-centered concerns.
How you deal with the outer world	**J**	**Judging** People who prefer Judging tend to like a planned and organized approach to life and want to have things settled.	P	**Perceiving** People who prefer Perceiving tend to like a flexible and spontaneous approach to life and want to keep their options open.

Your responses on the MBTI assessment not only indicate your preferences; they also indicate the relative *clarity* of your preferences—that is, how clear you were in expressing your preference for a particular pole over its opposite. This is known as the *preference clarity index,* or pci. The bar graph below charts your pci results. A longer bar suggests you are quite sure about your preference, while a shorter bar suggests you are less sure about that preference.

Clarity of Reported Preferences: INTJ



PCI Results Introversion 25 Intuition 17 Thinking 15 Judging 3

How Your Type Affects Your Career Choice

The kinds of tasks and work environment that tend to be preferred by INTJs are shown in the charts below. Working at these kinds of tasks and in this kind of environment will help you feel more comfortable and satisfied in your day-to-day work because you will have opportunities to express your natural preferences.

Preferred Work Tasks

- Analyzing complex problems
- Devising technical solutions to problems
- Applying creativity to improve processes or products
- Organizing resources to achieve lofty goals
- Devising complex systems to implement a vision
- Thinking strategically

Preferred Work Environment

- Offers opportunities to work with people who are experts in their field
- Is on the cutting edge or innovative
- Provides opportunities to work on complex problems
- Is hard driving and achievement oriented
- Challenges people intellectually

Action Steps

- Identify a specific job you are considering.
- Using an occupational library or online source such as the O*NET database, at www.onetonline.org, investigate the kinds of tasks you would be doing and the kind of environment you would be working in for this job.
- Compare these tasks and work environment to those identified for your type in the charts above.
- If there is considerable overlap, you may want to pursue this opportunity.
- If there is little or no overlap, you may want to rethink your plan. However, see the tips on the last page of this report before you exclude any potential job.

How Your Type Affects Your Career Exploration

How you go about exploring career options will be influenced by your INTJ preferences. Your type will help you in your career exploration activities in distinct ways, just as it may present some distinct challenges for you.

Your type strengths will help you:

- Determine your long-range goals
- Develop a plan to achieve your goals
- Logically analyze the pros and cons of different career options
- Focus on the big picture
- Use technology effectively in your career exploration

Challenges	Suggested Strategies
• You may seem impersonal during job interviews.	• Take time to establish a personal connection with interviewers.
• You may make decisions too quickly.	• Make sure you have collected all the facts about the job and plan for a "cooling off" period before you make a decision.
• You may focus on the big picture and neglect the details of the current position.	• Prepare a fact sheet of specific questions to ask about the current job.
• You may miss opportunities because you are reluctant to do the necessary networking.	• Start with close friends, then gradually expand your networking list; remember, people will enjoy helping you.

Action Steps

- Review the list of strengths that are a natural part of your type. Make sure to rely on them as much as possible throughout your career exploration process, especially when you are feeling anxious.
- Review the challenges related to your type. The strategies suggested for dealing with these challenges require you to move beyond your natural comfort zone, so don't try to overcome all these challenges at once. Pick one or two to start with and work at them until you feel more comfortable.

How Your Type Affects Your Career Development

Your career development process will be influenced by your INTJ preferences. Career development almost always involves coping with new demands that do not come naturally to you and often requires working and communicating with people with different preferences. At times, career change can be a beneficial stimulus to further development of your type. Type development means knowing and accepting your natural preferences and then consciously choosing to use nonpreferred preferences in certain situations when appropriate. Listed below are some typical strengths of and challenges faced by INTJs, as well as some suggestions for development.

Your style has probably helped you develop strengths in:

- Defining a compelling, long-range vision
- Devising innovative solutions to complex problems
- Applying technical expertise to solve problems
- Thinking strategically and seeing the big picture
- Looking beyond the symptoms and solving problems at the systems level

Challenges	Suggested Strategies
• You may appear impersonal or distant to others as you focus exclusively on the task at hand.	• Take some time to ask your coworkers personal questions and listen to their answers. • Celebrate accomplishments and anniversaries.
• You may neglect to consider the needs of the people who must implement your plans.	• When you make a decision, ask yourself how it may be perceived by those you must count on to implement it. • Better yet, ask one of those people how their reaction will affect implementation; then revisit your decision and factor in this additional information.
• You may neglect to recognize and appreciate the contributions of others.	• Make a written note of a person's contributions in a meeting or during a project and then follow up with an acknowledgment. • Set a goal to give a certain number of "appreciations" per day.

Action Steps

- Identify a career or job you are considering.
- Review the list of strengths and challenges above.
- Evaluate how much the job you have in mind will allow you to use your natural strengths and challenge you to use other preferences. You will probably be most satisfied with a job that allows you to use your strengths most of the time but also provides a manageable degree of challenge.

Job Families and Occupations for INTJs

The following pages of your Career Report present 23 broad occupational categories, or "job families," and a number of specific occupations and show how they rank in popularity among INTJs. This ranking is based on information from a sample of more than 1.3 million people in 746 jobs who said they were satisfied with their jobs. There were 58,791 INTJs in this sample.

The chart on the next page shows the popularity of 23 job families among INTJs, divided into three groups: those most attractive to INTJs, those moderately attractive, and those least attractive. The longer the bar on the chart, the more attractive the job family.

- Those job families listed as most attractive to INTJs offer the best opportunity for you to find an occupation in which you can use your natural preferences and be satisfied.
- Those job families listed as moderately attractive may or may not offer opportunities for expressing your preferences—it depends on the tasks and work environment of the specific occupation.
- Those job families listed as least attractive are associated with occupations in which you are least likely to express your preferences. These may require you to work against your natural preferences.

When you review the chart, it is important not to overemphasize the differences between any two adjacent categories. In your career exploration process, consider all the job families in the "most attractive" section, especially if the bars on the chart are about the same length. You should also explore job families in the "moderately" and "least" attractive sections if they appeal to you or you would like to learn more about them.

The following pages list specific occupations ranked by their popularity among INTJs. The most popular occupations are shown first, followed by the least popular.

Working with Your Job Families and Occupational Lists

- When you compare job families and the two occupational lists, it may not be entirely clear which occupations fit within which job families. For example, does a particular healthcare occupation belong in Healthcare Support or in Healthcare Practitioners and Technical? To help you see the relationship, a Career Trends summary is provided with your Most Popular Occupations list.
- You can find out more about the O*NET job families online, at www.onetonline.org. When you select one of the categories from the menu, you will be provided with a list of all specific occupations within that category, each of which is further explained.
- You may notice what appear to be differences between your general and specific lists. For example, you may find a specific occupation ranked higher or lower than you might predict based on the ranking of the corresponding job family. This can occur because the number of specific occupations in an O*NET category ranges from 10 to 122! It's also important to note that not all the specific occupations found in the O*NET database are used in your Career Report. Only those that had a large enough sample of satisfied workers could be used. Think of the job families as an average—there will likely be specific jobs that are a good fit for your preferences, even though the job family may not be all that appealing to most people of your type.
- The use of job family and occupational lists should be only a first step in your career exploration process.

Most Attractive Job Families for INTJs (scores of 50–100)



Life, physical, and social science
Biologist, urban and regional planner, economist, psychologist — 100

Architecture and engineering
Architect, surveyor, engineer, drafter, robotics technician — 76

Computer and mathematical
Software or web developer, network or database administrator, mathematician — 75

Legal
Lawyer, arbitrator, paralegal, court reporter, judicial law clerk — 65

Arts, design, entertainment, sports, and media
Actor, artist, coach, designer, musician, writer — 64

Education, training, and library
Teacher, librarian, instructional designer, adult literacy teacher, college faculty — 59

Management
Managers in all fields, school administrator, sustainability officer — 55

Moderately Attractive Job Families (scores of 37–49)



Healthcare practitioners and technical
Physician, nurse, physical therapist, lab technician, veterinarian — 43

Military specific
Air crew officer, artillery or missile crew, radar technician, infantry member — 43

Business and financial operations
Accountant, financial analyst, human resources manager, event planner — 42

Community and social service
Community service specialist, counselor, clergy, social worker, health educator — 41

Least Attractive Job Families (scores of 0–36)



Farming, fishing, and forestry
Farmer, agricultural inspector, fisher, forest or conservation worker — 35

Production
Machinist, welder, textile worker, power plant operator, cabinetmaker — 31

Installation, maintenance, and repair
Automotive repairer, mechanic, electronics installer and repairer — 30

Protective service
Firefighter, correctional officer, security guard, police officer, warden — 27

Food preparation and serving related
Chef, cook, bartender, barista, food server — 25

Construction and extraction
Carpenter, plumber, electrician, roofer, brickmason — 25

Transportation and material moving
Pilot, air field operations specialist, driver, freight handler, recycling coordinator — 25

Sales and related
Salesperson, real estate agent, insurance agent, telemarketer — 25

Healthcare support
Home health aide, dental assistant, pharmacy aide, physical therapy aide — 24

Office and administrative support
Billing clerk, receptionist, administrative assistant, patient representative — 24

Personal care and service
Personal trainer, hair stylist, child care provider, recreation attendant — 24

Building and grounds cleaning and maintenance
Landscaper, pest control worker, housekeeper, building cleaner — 19

Most Popular Occupations for INTJs

The occupations listed below in rank order are a sampling of those that are most attractive to INTJs. Individuals of this type are found in these occupations in much greater proportion than would be expected based on the frequency of this type in the general US population. You are likely to find these occupations most satisfying because you will:

- Have opportunities to express your preferences
- Be recognized and rewarded for using your natural gifts and strengths
- Perform tasks and address problems you find interesting and challenging

Career Trends for INTJs

Three main groups of occupations appeal to INTJs. The first involves careers in the sciences, primarily in the life sciences. Another group involves careers in teaching at the university level. A third group involves occupations in science and math. All of these careers provide opportunities for INTJs to use their objective, analytical approach.

Most Popular Occupations for INTJs

Find information about these occupations at www.onetonline.org

1. Physicist
2. Bioinformatics worker
3. Neuropsychologist and clinical neuropsychologist
4. Political science teacher, postsecondary
5. Chemistry teacher, postsecondary
6. Economics teacher, postsecondary
7. Computer science teacher, postsecondary
8. Astronomer
9. Engineering teacher, postsecondary
10. Biochemist and biophysicist
11. Philosophy and religion teacher, postsecondary
12. Neurologist
13. Molecular and cellular biologist
14. Medical scientist
15. Curator
16. Epidemiologist
17. Hydroelectric production manager
18. Mechatronics (automation) engineer
19. Pathologist
20. Sociology teacher, postsecondary
21. Mathematician or math technician
22. Economist
23. Sociologist
24. Soil and plant scientist

Action Steps

- Search careers in the fields highlighted in the "Career Trends" box above. Write down job titles that seem to match these trends. Then proceed to the next step to look up detailed information about these careers.
- Click the O*NET link in the chart above, then type the occupation name into the Occupation Quick Search box at the upper right. This will lead you to links to that occupation and related ones. Click the occupation you're interested in to get comprehensive and detailed information, including the knowledge, skills, and abilities needed to perform the job; the educational and training requirements; and the employment outlook for that occupation by state.
- Avoid making quick judgments based on stereotypes about an occupation. Although not necessarily reflected in the name of the occupation, the skills required to perform the tasks in that occupation may have changed significantly over time. Changes may involve the use of computers and technology, and educational requirements may have shifted.

Least Popular Occupations for INTJs

Listed below are 10 occupations in which INTJs are not likely to be found. If you enter one of these occupations:

- You may experience difficulty communicating or agreeing with your coworkers
- The particular gifts associated with your preferences may not be recognized or rewarded
- You may eventually experience stress or dissatisfaction if you are required to work against your natural preferences for too long

Least Popular Occupations for INTJs

- Manicurist and pedicurist
- Office machine operator
- Mining machine operator
- Oil or gas derrick operator
- Mixing and blending machine setter, operator, and tender
- Paper goods machine setter, operator, and tender
- Model
- Patient representative
- Nurse midwife
- Transportation attendant, except flight attendants

Tips for Succeeding in an "Atypical" Occupation

You should not automatically discount any occupation just because it is not popular among people who share your preferences. In an occupation that is atypical for people of your type, you may find that your different approach is valued and rewarded for being different and you may be seen as an innovator or leader. You may very well succeed and be satisfied in such an occupation if you:

- Can use your preferences productively by creating a special role in which you do a certain set of tasks or by finding a niche for yourself in a particular environment or with a select group of coworkers you enjoy working with
- Work at understanding or communicating with others whose preferences are different from yours
- Find other opportunities to express your preferences, such as in your leisure activities

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with Strong Profile

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Report prepared for

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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
Artistic	A	Self-expression, art appreciation, communication, culture	Composing music, performing, writing, creating visual art	Creativity, musical ability, artistic expression	Beauty, originality, independence, imagination
Realistic	R	Machines, computer networks, athletics, working outdoors	Operating equipment, using tools, building, repairing, providing security	Mechanical ingenuity and dexterity, physical coordination	Tradition, practicality, common sense
Investigative	I	Science, medicine, mathematics, research	Performing lab work, solving abstract problems, conducting research	Mathematical ability, researching, writing, analyzing	Independence, curiosity, learning
Social	S	People, teamwork, helping, community service	Teaching, caring for people, counseling, training employees	People skills, verbal ability, listening, showing understanding	Cooperation, generosity, service to others
Enterprising	E	Business, politics, leadership, entrepreneurship	Selling, managing, persuading, marketing	Verbal ability, ability to motivate and direct others	Risk taking, status, competition, influence
Conventional	C	Organization, data management, accounting, investing, information systems	Setting up procedures and systems, organizing, keeping records, developing computer applications	Ability to work with numbers, data analysis, finances, attention to detail	Accuracy, stability, efficiency

YOUR HIGHEST THEMES

Artistic, Realistic, Investigative

YOUR THEME CODE

ARI

THEME	CODE	STANDARD SCORE & INTEREST LEVEL (30 40 50 60 70)	STD SCORE
Artistic	A	HIGH	62
Realistic	R	MODERATE	60
Investigative	I	MODERATE	55
Social	S	MODERATE	54
Enterprising	E	MODERATE	54
Conventional	C	LITTLE	40

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 (30 40 50 60 70)	STD SCORE
Visual Arts & Design	VH	67
Performing Arts	H	59
Culinary Arts	H	58
Writing & Mass Communication	M	46

REALISTIC — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL (30 40 50 60 70)	STD SCORE
Athletics	H	63
Mechanics & Construction	M	61
Protective Services	M	58
Nature & Agriculture	M	55
Military	M	54
Computer Hardware & Electronics	VL	41

INVESTIGATIVE — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL (30 40 50 60 70)	STD SCORE
Science	M	59
Medical Science	M	55
Research	L	41
Mathematics	L	41

SOCIAL — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL (30 40 50 60 70)	STD SCORE
Counseling & Helping	H	58
Teaching & Education	M	55
Human Resources & Training	M	55
Religion & Spirituality	M	55
Social Sciences	M	54
Healthcare Services	M	51

ENTERPRISING — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL (30 40 50 60 70)	STD SCORE
Entrepreneurship	M	58
Politics & Public Speaking	M	56
Law	M	55
Marketing & Advertising	M	53
Management	M	50
Sales	M	45

CONVENTIONAL — Little

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL (30 40 50 60 70)	STD SCORE
Finance & Investing	H	61
Taxes & Accounting	L	40
Office Management	VL	35
Programming & Information Systems	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 (10 15 20 30 40 50 55 60)	STD SCORE
ARE	Photographer		59
A	Graphic Designer		57
A	Arts/Entertainment Manager		55
AIR	Medical Illustrator		54
AE	Advertising Account Manager		53
ARI	Architect		50
A	Artist		46
AS	Art Teacher		43
A	Musician		42
AI	Urban & Regional Planner		41
AE	Public Relations Director		40
A	Editor		35
AE	Interior Designer		35
AE	Broadcast Journalist		33
AI	Technical Writer		32
ARE	Attorney		31
ASI	ESL Instructor		30
ASE	Public Administrator		30
AI	Translator		22
ASE	English Teacher		21
A	Librarian		21
A	Reporter		16
AI	Sociologist		4

REALISTIC — Building, Repairing, Working Outdoors

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR / MIDRANGE / SIMILAR (10 15 20 30 40 50 55 60)	STD SCORE
REA	Carpenter		42
RE	Landscape/Grounds Manager		42
RI	Radiologic Technologist		41
RIC	Electrician		40
R	Law Enforcement Officer		38
RCE	Production Worker		37
RI	Firefighter		36
REC	Management Analyst		36
RCE	Military Enlisted		33
R	Automobile Mechanic		31
RI	Engineer		31
REI	Horticulturist		29
RC	Computer & IS Manager		28
RI	Emergency Medical Technician		28
RSE	Vocational Agriculture Teacher		27
RIC	Computer/Mathematics Manager		26
RCI	Computer Systems Analyst		24
RIC	Engineering Technician		24
RC	Farmer/Rancher		24
RIC	Network Administrator		23
RIC	Software Developer		23
RI	Forester		22
REC	Military Officer		21
RCI	Technical Support Specialist		21
RIC	Computer Programmer		18

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

OCCUPATIONAL SCALES

SECTION 3

INVESTIGATIVE — Researching, Analyzing, Inquiring

THEME CODE	OCCUPATIONAL SCALE	STD SCORE
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

SOCIAL — Helping, Instructing, Caregiving

THEME CODE	OCCUPATIONAL SCALE	STD SCORE
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

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

OCCUPATIONAL SCALES

SECTION 3

ENTERPRISING — Selling, Managing, Persuading

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR 10 15 20 / MIDRANGE 30 40 / SIMILAR 50 55 60	STD SCORE
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

CONVENTIONAL — Accounting, Organizing, Processing Data

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR 10 15 20 / MIDRANGE 30 40 / SIMILAR 50 55 60	STD SCORE
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

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

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 25 35	MIDRANGE 45 55	CLEAR 65 75		STD SCORE
Work Style	Prefers working alone; enjoys data, ideas, or things; reserved		♦		Prefers working with people; enjoys helping others; outgoing	54
Learning Environment	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
Leadership Style	Is not comfortable taking charge of others; prefers to do the job rather than direct others; may lead by example rather than by giving directions		♦		Is comfortable taking charge of and motivating others; prefers directing others to doing the job alone; enjoys initiating action; expresses opinions easily	51
Risk Taking	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
Team Orientation	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
		25 35 CLEAR	45 55 MIDRANGE	65 75 CLEAR		

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
TOTAL PERCENTAGE	**11**	**32**	**28**	**18**	**12**

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.

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INTRODUCTION TO YOUR STRONG AND MBTI® CAREER REPORT

As part of your career exploration process you recently took two powerful assessments:

- The *Strong Interest Inventory*® (*Strong*) assessment
- The *Myers-Briggs Type Indicator*® (MBTI®) assessment

Both of these tools have been revised and updated through many decades of research and provide the latest, most thorough information available relating career interests, personality, and work environments. Although each assessment is helpful in itself, examining your combined results will expand your understanding of both yourself and your career options.

This report builds on what you have learned from prior interpretations of the *Strong* and MBTI tools. Although the following pages include brief summaries of your *Strong* and MBTI results, make sure that you have discussed each assessment with a career professional first in order to get the most from this report.

HOW YOU WILL BENEFIT

The Strong and MBTI® Career Report can help you identify

- Work tasks you might find satisfying
- Work environments that would be a good fit
- Specific occupations and career fields you might enjoy
- Ways to alter your work environment to make it more satisfying
- Leisure activities to balance your work life
- Strategies for career development
- Tactics for staying motivated during the career exploration process

HOW YOUR REPORT IS ORGANIZED

The sections in your Strong and MBTI® Career Report are

- Summary of Your *Strong* and MBTI Results
- Your *Strong* Themes and MBTI Preferences Combined
- Your Personal Style and MBTI Preferences
- Career Fields and Occupations Suggested by Your Combined Results
- Additional Occupations to Explore
- Career Development Strategies
- Successful Career Exploration and Change
- Next Steps

SUMMARY OF YOUR STRONG AND MBTI® RESULTS

Your results on the *Strong* and MBTI tools are based on the same assumption—that you are most likely to be satisfied and productive if you are working at something you enjoy in an environment you find compatible.

- The *Strong* assessment matches your interests with six types of work environments.
- The MBTI assessment describes your personality type and matches it with types of work.

YOUR SIX STRONG GENERAL OCCUPATIONAL THEMES

Your *Strong* Profile showed your level of interest in six General Occupational Themes. These Themes reflect broad patterns of interest and are used to describe both people's personalities and the environments in which they work. The Themes below are presented in your order of interest.

- **Artistic**—Creating or enjoying art
- **Realistic**—Building, repairing
- **Investigative**—Researching, analyzing
- **Social**—Helping, instructing
- **Enterprising**—Managing, selling
- **Conventional**—Accounting, processing data

Your highest Themes are **Artistic** and **Realistic.**

People with interests in these areas usually enjoy creating things with their hands. Being able to work alone on projects that express their unique creativity is often important to them.

YOUR FOUR MBTI® PERSONALITY PREFERENCES

You verified your MBTI personality preferences as follows: **INTP.**

- **Introversion (I)**—Getting energy from and attuning to inner reflection on ideas and experiences
- **Intuition (N)**—Taking in information from patterns and the big picture and focusing on future possibilities
- **Thinking (T)**—Making decisions based primarily on logic and an objective analysis of cause and effect
- **Perceiving (P)**—Being flexible and spontaneous and wanting to keep your options open

People with INTP preferences are interested in theories and abstract ideas and in creating conceptual models. They like to solve problems through logical, objective analysis using their expert knowledge and technical skills.

If you have any questions about your Strong *or MBTI results, be sure to ask your career professional for clarification.*

YOUR STRONG THEMES AND MBTI® PREFERENCES COMBINED

Your combined *Strong* Theme and MBTI results are described below. Your combined results will help you explore:

- What you might like to do
- Where you might like to work
- How you might like to work and learn

This report focuses on your Artistic *Strong* Theme because that is the Theme in which you showed the greatest interest. The Artistic Theme likely represents your strongest career motivator and the kinds of activities you find most energizing. Creative work environments will probably attract you first.

Your *Strong* results show that you are also quite interested in the Realistic and Investigative Themes. You may find it helpful to discuss with your career professional how these Themes might affect your career exploration.

ARTISTIC + INTP—The Independent Creators

Artistic work environments	• Unstructured, flexible • Autonomous • Unconventional • Focused on creativity and self-expression
INTPs at work	• Enjoy strategic planning and problem solving • Develop conceptual models • Apply tough-minded analysis • Design complex systems
Artistic + INTP individuals often like	• Flexible, adaptable work environments • Taking their research in new directions • Approaching ideas creatively • Working independently

You can probably tell from the descriptions above that Artistic work environments are often attractive to INTPs. You are likely to be recognized for your ability to:

- Concentrate for long periods
- Contribute objectivity to the decision-making process
- Combine technical knowledge and creativity
- Combine ideas into an integrated whole

However, some Artistic work environments may seem a bit too subjective to you. Your logical approach to decision making may at times be viewed by others as putting a damper on their creativity.

YOUR PERSONAL STYLE AND MBTI® PREFERENCES

Explained below are your results on the five *Strong* scales that describe your personal style of working and learning, combined with the impact of your MBTI preferences.

STRONG WORK STYLE + MBTI® TYPE

Your *Strong* result and MBTI preferences for Introversion and Thinking suggest that you may:

- Want a balance between time alone and time with coworkers
- Like to work alone for a while and then discuss the results of your work with a small group or team
- Work best when you, rather than others, control your level of people contact

STRONG LEARNING ENVIRONMENT + MBTI® TYPE

Your *Strong* result and MBTI preference for Intuition suggest that you would probably:

- Enjoy learning through lecture and reading
- Like exploring the broad theories and concepts that underlie your field of study
- Be interested in knowledge for its own sake
- Want a position in which conceptual knowledge is valued and continual learning opportunities are available

STRONG LEADERSHIP STYLE + MBTI® TYPE

Your *Strong* result and MBTI preference for Introversion suggest that you may:

- Enjoy being in charge of projects, but not necessarily want to manage the people who do the work on the project
- Choose when and where to express your opinions
- Step in and take charge if the situation calls for it and no one else comes forward

STRONG RISK TAKING + MBTI® TYPE

Your *Strong* result and MBTI preferences for Thinking and Perceiving suggest that you may:

- Be willing to take on risky new challenges or opportunities in your current job
- Be comfortable going in an entirely new career direction
- Logically weigh the risks of staying the course versus trying something new

STRONG TEAM ORIENTATION + MBTI® TYPE

Your *Strong* result and MBTI preference for Introversion suggest that you would probably:

- Work as part of a team and participate in group projects when necessary
- Share the recognition for group efforts when appropriate
- Be willing to collaborate on goal setting and problem solving when asked

CAREER FIELDS AND OCCUPATIONS SUGGESTED BY YOUR COMBINED RESULTS

Now that you have seen how your *Strong* Themes and MBTI preferences combine to suggest satisfying tasks and work environments, and how the *Strong* Personal Style Scales and MBTI preferences combine to suggest your styles of working and learning, it is time to narrow your career exploration to career fields and specific occupations.

CAREER FIELDS FOR ARTISTIC + INTP TYPES

The career fields to the right reflect both Artistic work environments suggested by your *Strong* results and O*NET™ job families that attract INTP types. You can find out more about these career fields by looking up their codes at http://www.onetonline.org. Your career professional can help you explore many other career fields that may appeal to you. These are just a few suggestions to help you get started.

CAREER FIELD	O*NET CODE(S)
Architectural Design	17-1011.00
Multimedia Art and Illustration	27-1014.00
Technical Writing	27-3042.00
Scientific Photography	27-4021.00

OCCUPATIONS FOR YOUR COMBINED STRONG AND MBTI® RESULTS

The occupations in the table that follows were suggested by both your *Strong* interests and your MBTI type, thus making it likely that you may find them satisfying and enjoyable. Keep in mind that

- Your interests are similar to those of people working in these occupations who like their work
- These occupations tend to attract people with the same MBTI type as you have who are satisfied with their job

These occupations are based on data collected from more than 70,000 people who are satisfied with their jobs and have taken the *Strong* inventory and from more than 90,000 people who are satisfied with their jobs and have taken the MBTI assessment. The occupations from both sources are linked to the occupations found in the O*NET system of occupational classification developed by the U.S. Department of Labor. For more information about these occupations, click an occupation name in the left column or visit http://www.onetonline.org and enter the occupation name in the search box at the Web site.

YOUR TOP COMBINED OCCUPATIONS

OCCUPATION	TYPICAL WORK TASKS	SELECTED KNOWLEDGE, SKILLS, ABILITIES (KSAs)
Graphic Designer	• Design or create graphics to meet specific needs, such as packaging, logos, or Web sites • Create designs based on knowledge of layout principles and aesthetic design concepts	• Knowledge of techniques for media production, communication, and dissemination • Knowledge of methods for showing, promoting, and selling products or services
Arts/ Entertainment Manager	• Confer with clients about their careers and actions taken on their behalf • Schedule promotional or performance engagements and develop strategies for your clients' success • Confer with art or production department heads to discuss presentations and to coordinate creative activities	• Knowledge of media production, communication, and dissemination techniques and methods • Knowledge of methods for promoting and selling services • Ability to come up with clever ideas and skill in persuading others to change their minds or behavior

Continued on next page →

YOUR TOP COMBINED OCCUPATIONS (continued)

OCCUPATION	TYPICAL WORK TASKS	SELECTED KNOWLEDGE, SKILLS, ABILITIES (KSAs)
Architect	• Plan and design structures such as private residences, office buildings, and factories • Prepare scale drawings • Consult with clients to determine functional and spatial requirements of structures	• Knowledge of design techniques and the production of drawings, blueprints, and models • Knowledge of materials and methods used to construct or repair buildings • Skill in identifying complex problems and developing and evaluating alternative solutions
Pharmacist	• Compound and dispense medications following prescriptions issued by authorized medical practitioners • Assess the identity, strength, and purity of medications • Advise customers regarding the selection of medication brands, medical equipment, and healthcare supplies	• Knowledge of the chemical composition, structure, and properties of substances and of the chemical transformations they undergo, including drug interactions and danger signs • Knowledge of the information and techniques required to diagnose and treat human injuries and diseases
Musician	• Play one or more musical instruments in recital, in accompaniment, or as a member of an orchestra, band, or other musical group • Transpose music to play in an alternate key or to fit individual style or purposes	• Ability to detect or tell the differences between sounds that vary in pitch and loudness • Ability to focus on a single source of sound in the presence of other distracting sounds • Knowledge of techniques required to compose, produce, and perform works of music
Urban & Regional Planner	• Develop comprehensive plans for land use • Design and administer government plans and policies affecting land use, zoning, public utilities, facilities, housing, and transportation • Hold public meetings and confer with interested parties to formulate land use or community plans	• Knowledge of techniques and tools used to produce blueprints, drawings, and models • Knowledge of laws, legal codes, government regulations, and agency rules • Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions
Respiratory Therapist	• Assess, treat, and care for patients with breathing disorders • Monitor patients' physiological responses to therapy and consult with physicians	• Knowledge of the information and techniques required to diagnose and treat human diseases • Skill in operating machines and equipment used in treating breathing disorders
Biologist	• Research or study basic principles of plant and animal life, such as origin, relationship, development, anatomy, and functions • Identify, classify, and study structure, behavior, ecology, physiology, nutrition, culture, and distribution of plant and animal species	• Knowledge of plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with one another and the environment • Ability to use scientific rules and methods to solve problems
Management Analyst	• Conduct organizational studies and evaluations and design systems and procedures • Analyze data gathered and develop solutions or alternative methods of proceeding • Confer with personnel concerned to ensure successful functioning of newly implemented systems or procedures	• Knowledge of principles of strategic planning, resource allocation, leadership, production methods, and coordination of people and resources • Skill in giving full attention to what other people are saying and taking time to understand the points being made • Ability to combine pieces of information to form general rules or conclusions
Editor	• Assign topics, events, and stories to individual writers or reporters • Develop story or content ideas, considering reader or audience appeal • Plan the contents of publications	• Knowledge of the English language, including the meaning and spelling of words, rules of composition, and grammar • Knowledge of techniques for media production, communication, and dissemination • Skill in communicating effectively in writing as appropriate for the needs of the audience

ACTION STEP

Do you see a pattern in these occupations? Try highlighting any KSAs or words or phrases that particularly appeal to you. You will probably see some trends emerge.

ADDITIONAL OCCUPATIONS TO EXPLORE

The occupations listed in the preceding table were suggested because they match *both* your *Strong* interests and your MBTI preferences. There are many other occupations that may also be a good fit for your combined results, or for just one of the assessments. Some of them are listed here.

OCCUPATIONS TO EXPLORE

Aerospace/Nautical Engineer	Legal Executive
Art Teacher	Medical Illustrator
Attorney	Nursing Home Administrator
Biomedical Engineer	Parks & Recreation Manager
Chiropractor	Political Scientist
Computer Systems Engineer	Power Plant Operator
Craft Artist	Recreation Therapist
Elected Public Official	Software Engineer
Engineer	Technical Writer
Flight Attendant	Writer

Don't be discouraged if the career field or occupation you are considering does not appear on one of your lists. Some people are successful in careers that are not typical for their interest patterns and personality types.

- Try looking at the broader patterns represented by these occupations rather than just at the titles. You may see that certain skill clusters or interest areas emerge.
- You might want to speak with a career professional to explore the unique perspective you could bring to your work, or to head off any stress that might arise as a result of your career choice.

ACTION STEPS

As you consider the occupations suggested by your *Strong* and MBTI results, think about how each one fits with your interests and personality. Ask yourself:

- **Will this career allow me to use my technical knowledge and expertise to create new concepts and designs?**
- **Will I have a great deal of autonomy and the opportunity for self-expression?**
- **Will I be appreciated for my analytical skills and ability to find creative solutions to problems?**

Consider the patterns and trends that emerged from your occupational lists, or think about how the occupations might differ.

- **Are there any skills that are common to almost all of the occupations?**
- **Can you narrow your choices to those that best fit your personality and current interests?**

CAREER DEVELOPMENT STRATEGIES

People take the *Strong* and MBTI assessments for many different reasons.

- Some are looking for a good match to start their career.
- Some are considering a career change.
- Some are looking for ways to make their current job more interesting.
- Some are trying to bring more balance into their life.

The activities that follow will help you use your *Strong* and MBTI results to make effective decisions in managing your career.

ARE YOU LOOKING FOR A GOOD MATCH TO START YOUR CAREER?

Students and people who are entering the job market for the first time often take the *Strong* inventory and the MBTI assessment to guide them in a career direction that will be interesting and fulfilling. If this is true for you, be sure to consider entry positions that are a good fit for your *Strong* Theme and MBTI preferences. For each career direction you are considering, ask yourself:

- ☐ Is this an intellectually challenging environment that focuses on the logical analysis of long-range possibilities?
- ☐ Is this an environment in which originality and finding new approaches to problem solving are rewarded?
- ☐ Will I be required to focus on precise facts and details, or to spend more time on bottom-line practicality than I like?

If you answered "yes" to the first two questions, you are probably considering a career or occupation that is a good fit for your INTP preferences.

The third question is a heads-up: Work often includes tasks that are not very appealing. But it is important that such tasks don't take up the majority of your work time.

You will also want your first career position to be a good match for your interests in the *Strong* Artistic Theme.

- ☐ Is this work environment more flexible and creative than practical and orderly?
- ☐ Would I spend more time pursuing my ideas and expressing my individuality than organizing people and information?
- ☐ Would this job allow me to be self-expressive, independent, and/or artistic?

If you answered "no" to any of these questions, try to find a work environment that is a closer fit with your Artistic Theme.

ARE YOU CONSIDERING A CAREER CHANGE?

People who take the *Strong* inventory or the MBTI assessment often do so because they feel some degree of career dissatisfaction. If this is true for you, it may be that your work is not a good fit for your MBTI type. Check the following statements that apply to you.

- ☐ I work in an environment that is slow to accept new ideas or that requires me to do things that may be efficient but don't necessarily produce the best solutions to problems.
- ☐ I work in an environment where consensus and cooperation are rewarded more than logic and mental challenge.
- ☐ I am required to focus on facts and details, or to spend too much time on bottom-line practicality.

If you checked any of these statements, you probably would be more satisfied in a career that allows you to focus on the big picture and the logical analysis of long-range possibilities.

It is also possible that you are working in an environment that is not a good match for your interests in the Artistic Theme. Check the following statements that apply to you.

- ☐ I work in an environment that is more practical and orderly than flexible and creative.
- ☐ I spend more time organizing people and information than pursuing my ideas and expressing my individuality.
- ☐ My job doesn't allow me to be self-expressive, independent, and/or artistic.

If you checked any of the six statements above, consider talking with a career professional about ways to incorporate more of your MBTI preferences into your work or about finding a work environment that is a closer fit with the *Strong* Theme you find most appealing.

DO YOU LIKE MOST OF WHAT YOU DO AT WORK BUT SOMETIMES WISH YOUR JOB COULD BE MORE INTERESTING?

As people mature and acquire work experience, it is quite common for them to begin to find appealing work tasks that are not typical for their personality type. If this is true for you, you might want to consider:

- Thinking about how your research could meet the practical needs of employees and clients
- Spending more time on personal and work relationships than you have been able to in the past
- Paying particular attention to the collection and accuracy of the data that support your vision

It may also be that particular characteristics of Themes other than Artistic appeal to you more than they used to. Consider your secondary Realistic Theme first, and then the others:

- ☐ **Realistic**—Building, repairing, using tools; working in an environment that is product driven, structured, and hands-on
- ☐ **Investigative**—Analyzing, solving problems, designing; working in an environment that is research oriented, scientific, and scholarly
- ☐ **Social**—Helping others, developing relationships, teaching; working in an environment that is collaborative, supportive, and cooperative
- ☐ **Enterprising**—Persuading, selling, debating ideas, leading; working in an environment that is business oriented, entrepreneurial, and fast paced
- ☐ **Conventional**—Organizing, managing information, planning events; working in an environment that is structured, hierarchical, and predictable

Highlight any portions of the above statements that seem interesting to you, and consider how to use these interests to enrich the work you are already doing.

WOULD YOU LIKE MORE BALANCE BETWEEN WORK AND OTHER AREAS OF YOUR LIFE?

Although very important and the major focus of this report, work is only one part of who we are. INTP types often find a great deal of satisfaction in the following:

- Studying and reading about politics, philosophy, and the sciences
- Learning new computer applications and surfing the Web
- Writing and going to the theater
- Participating in outdoor activities such as hiking and fishing

The *Strong* Basic Interest Scales also suggest areas that might be interesting to explore outside of work. Consider your five highest BISs and how you could activate them in leisure and volunteer activities, or by continuing your education.

- ☐ **Visual Arts & Design**—Taking or printing photographs; painting; making and posting videos; producing a newsletter for a group to which you belong; reading about art, architecture, or design; watching television programs about home decorating; taking classes in photography, commercial art, drawing, or public relations
- ☐ **Athletics**—Coaching Little League; participating in team sports; promoting physical fitness; attending sports events; reading sports publications; watching sports on television; taking classes in physical education, recreation, or sports medicine
- ☐ **Finance & Investing**—Following the stock market; managing your family's finances; buying and selling real estate; joining an investment club; going to seminars on financial planning; buying and selling commodities and securities; reading and watching television programs about business and economics; taking classes in real estate, commerce, or economics
- ☐ **Performing Arts**—Joining a community theater group; attending concerts or plays; playing a musical instrument or singing in a band or choir; creating performance art or participating in a poetry slam; reading about theater, music, or dance; watching performances on television; taking classes in music or drama
- ☐ **Counseling & Helping**—Volunteering at a counseling and/or crisis center; staffing a suicide prevention hotline; helping out in a special education classroom; reading self-help books; watching television talk shows; taking classes in psychology or counseling

If any of these suggestions appeal to you, consider exploring how you might use them to enrich your life and enjoy new activities during your leisure time.

SUCCESSFUL CAREER EXPLORATION AND CHANGE

Everyone approaches career exploration and change differently. Your score on the *Strong* Risk Taking Personal Style Scale and your MBTI type may help you understand your unique approach.

RISK TAKING + THINKING–FEELING AND JUDGING–PERCEIVING

Your *Strong* Risk Taking score and your MBTI preference for Thinking and Perceiving suggest that:

- The idea of moving in a new career direction may be very appealing to you
- You are excited about the possibilities or the immediate challenges involved in doing something new
- You think the risk of staying where you are outweighs the risk of changing direction
- You may be more interested in the implications a job has for your career development than in the job itself

STAYING MOTIVATED

Your Artistic Theme suggests that there may be times when the career exploration process seems too goal oriented and structured to you. It may require you to be more practical than you like. To keep yourself motivated,

- Try some creative ways to research occupations, such as creating a collage of work-related activities that interest you, or writing down some dreams for your career and talking them over with a close friend
- Watch videos on the Web about careers that interest you or search the Web for online portfolios or other displays of creative work you might like to do yourself
- Ask a close friend to keep you on target with your decision making, so that you don't go off in too many directions at once

Be sure to capitalize on your INTP strengths to help you get past any roadblocks that get in your way:

- Use your **Introversion** to reflect on each step and to take time to reenergize by being alone, especially after a lot of people contact. But don't overlook the importance of networking and fine-tuning interviewing skills, even though it may take extra effort.
- Use your **Intuition** to explore new opportunities that arise during your career search. But be sure to collect all the necessary facts about your alternatives and find out how others have managed this process, too.
- Use your **Thinking** to objectively examine the logical consequences of each of your career alternatives. But don't forget to pay attention to how well the job matches your personal values—how you feel about each alternative, or how others might be affected by your decision.
- Use your **Perceiving** to stay open to new possibilities that may develop along the way. But be careful to structure your activities, set goals, and establish timelines to stay focused, even though it may take extra effort to do it.

NEXT STEPS

Career tools such as the *Strong* and MBTI assessments can't answer all your career questions by themselves. They are meant to serve as a starting point in your exploration. You may find the following suggestions helpful:

- First, maximize the value of this report by looking for trends in your results and reviewing all the phrases you highlighted.
- Review your *Strong* Profile and your original MBTI results. What did you highlight there?
- Make a note here of the highlighted phrases that best describe you.

- Talk to a career professional about any questions you still have about your *Strong* and MBTI results, and see if there are any other assessments you might want or need to take.
- Research the career fields and occupations suggested in this report at http://www.onetonline.org or http://www.bls.gov/ooh/.
- Visit your library or university career center and read about suggested occupations in the *Occupational Outlook Handbook* or other references available there.
- Find people who are familiar with the occupations that interest you. Conduct informational interviews with them, keeping your MBTI type preferences and *Strong* results in mind as you explore your options.

You may also find these *Strong* and MBTI interpretation booklets helpful:

- *Where Do I Go Next?* explains *Strong*-related interests, values, skills, and motivators, and the role they play in career decision making.
- *Introduction to Type® and Careers* presents career fields and occupations that attract persons who share your MBTI type.

The final step of your career exploration will be to look for job openings in the occupations that are on your list and to begin the application process. Check in with your career professional or job seekers group often to make sure you stay motivated and on target. Good luck as your career continues to unfold and develop!

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Strong Interest Inventory®
Profile

Report prepared for

LUKE SAMPLE

March 21, 2020

Interpreted by
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Career Counselors, Inc.

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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
Artistic	A	Self-expression, art appreciation, communication, culture	Composing music, performing, writing, creating visual art	Creativity, musical ability, artistic expression	Beauty, originality, independence, imagination
Realistic	R	Machines, computer networks, athletics, working outdoors	Operating equipment, using tools, building, repairing, providing security	Mechanical ingenuity and dexterity, physical coordination	Tradition, practicality, common sense
Investigative	I	Science, medicine, mathematics, research	Performing lab work, solving abstract problems, conducting research	Mathematical ability, researching, writing, analyzing	Independence, curiosity, learning
Social	S	People, teamwork, helping, community service	Teaching, caring for people, counseling, training employees	People skills, verbal ability, listening, showing understanding	Cooperation, generosity, service to others
Enterprising	E	Business, politics, leadership, entrepreneurship	Selling, managing, persuading, marketing	Verbal ability, ability to motivate and direct others	Risk taking, status, competition, influence
Conventional	C	Organization, data management, accounting, investing, information systems	Setting up procedures and systems, organizing, keeping records, developing computer applications	Ability to work with numbers, data analysis, finances, attention to detail	Accuracy, stability, efficiency

YOUR HIGHEST THEMES

Artistic, Realistic, Investigative

YOUR THEME CODE

ARI

THEME	CODE	STANDARD SCORE & INTEREST LEVEL (30 40 50 60 70)	STD SCORE
Artistic	A	HIGH	62
Realistic	R	MODERATE	60
Investigative	I	MODERATE	55
Social	S	MODERATE	54
Enterprising	E	MODERATE	54
Conventional	C	LITTLE	40

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 (30 40 50 60 70)	STD SCORE
Visual Arts & Design	VH	67
Performing Arts	H	59
Culinary Arts	H	58
Writing & Mass Communication	M	46

REALISTIC — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL (30 40 50 60 70)	STD SCORE
Athletics	H	63
Mechanics & Construction	M	61
Protective Services	M	58
Nature & Agriculture	M	55
Military	M	54
Computer Hardware & Electronics	VL	41

INVESTIGATIVE — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL (30 40 50 60 70)	STD SCORE
Science	M	59
Medical Science	M	55
Research	L	41
Mathematics	L	41

SOCIAL — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL (30 40 50 60 70)	STD SCORE
Counseling & Helping	H	58
Teaching & Education	M	55
Human Resources & Training	M	55
Religion & Spirituality	M	55
Social Sciences	M	54
Healthcare Services	M	51

ENTERPRISING — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL (30 40 50 60 70)	STD SCORE
Entrepreneurship	M	58
Politics & Public Speaking	M	56
Law	M	55
Marketing & Advertising	M	53
Management	M	50
Sales	M	45

CONVENTIONAL — Little

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL (30 40 50 60 70)	STD SCORE
Finance & Investing	H	61
Taxes & Accounting	L	40
Office Management	VL	35
Programming & Information Systems	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 (10 15 20 30 40 50 55 60)	STD SCORE
ARE	Photographer		59
A	Graphic Designer		57
A	Arts/Entertainment Manager		55
AIR	Medical Illustrator		54
AE	Advertising Account Manager		53
ARI	Architect		50
A	Artist		46
AS	Art Teacher		43
A	Musician		42
AI	Urban & Regional Planner		41
AE	Public Relations Director		40
A	Editor		35
AE	Interior Designer		35
AE	Broadcast Journalist		33
AI	Technical Writer		32
ARE	Attorney		31
ASI	ESL Instructor		30
ASE	Public Administrator		30
AI	Translator		22
ASE	English Teacher		21
A	Librarian		21
A	Reporter		16
AI	Sociologist		4

REALISTIC — Building, Repairing, Working Outdoors

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR / MIDRANGE / SIMILAR (10 15 20 30 40 50 55 60)	STD SCORE
REA	Carpenter		42
RE	Landscape/Grounds Manager		42
RI	Radiologic Technologist		41
RIC	Electrician		40
R	Law Enforcement Officer		38
RCE	Production Worker		37
RI	Firefighter		36
REC	Management Analyst		36
RCE	Military Enlisted		33
R	Automobile Mechanic		31
RI	Engineer		31
REI	Horticulturist		29
RC	Computer & IS Manager		28
RI	Emergency Medical Technician		28
RSE	Vocational Agriculture Teacher		27
RIC	Computer/Mathematics Manager		26
RCI	Computer Systems Analyst		24
RIC	Engineering Technician		24
RC	Farmer/Rancher		24
RIC	Network Administrator		23
RIC	Software Developer		23
RI	Forester		22
REC	Military Officer		21
RCI	Technical Support Specialist		21
RIC	Computer Programmer		18

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

OCCUPATIONAL SCALES

SECTION 3

INVESTIGATIVE — Researching, Analyzing, Inquiring

THEME CODE	OCCUPATIONAL SCALE	STD SCORE
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

SOCIAL — Helping, Instructing, Caregiving

THEME CODE	OCCUPATIONAL SCALE	STD SCORE
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

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

OCCUPATIONAL SCALES

SECTION 3

ENTERPRISING — Selling, Managing, Persuading

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR 10 15 20 / MIDRANGE 30 40 / SIMILAR 50 55 60	STD SCORE
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

CONVENTIONAL — Accounting, Organizing, Processing Data

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR 10 15 20 / MIDRANGE 30 40 / SIMILAR 50 55 60	STD SCORE
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

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

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 25 35	MIDRANGE 45 55	CLEAR 65 75		STD SCORE
Work Style	Prefers working alone; enjoys data, ideas, or things; reserved		♦		Prefers working with people; enjoys helping others; outgoing	54
Learning Environment	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
Leadership Style	Is not comfortable taking charge of others; prefers to do the job rather than direct others; may lead by example rather than by giving directions		♦		Is comfortable taking charge of and motivating others; prefers directing others to doing the job alone; enjoys initiating action; expresses opinions easily	51
Risk Taking	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
Team Orientation	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
		25 35 CLEAR	45 55 MIDRANGE	65 75 CLEAR		

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
TOTAL PERCENTAGE	**11**	**32**	**28**	**18**	**12**

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.

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