

SNAPSHOT: A SUMMARY OF RESULTS FOR JANE SAMPLE

VH = very high interest
 H = high interest
 A = average interest
 L = little interest
 VL = very little interest

VS = very similar
 S = similar
 M-R = mid-range
 D = dissimilar
 VD = very dissimilar

GENERAL OCCUPATIONAL THEMES

The General Occupational Themes describe interests in six very broad areas, including interest in work and leisure activities, kinds of people, and work settings. Your interests in each area are shown at the right in rank order. Note that each Theme has a code, represented by the first letter of the Theme name.

You can use your Theme code, printed below your results, to identify school subjects, part-time jobs, college majors, leisure activities, or careers that you might find interesting.

THEME CODE	THEME	VL	L	A	H	VH	TYPICAL INTERESTS
I	INVESTIGATIVE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Researching, analyzing
A	ARTISTIC	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Creating or enjoying art
C	CONVENTIONAL	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Accounting, processing data
S	SOCIAL	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Helping, instructing
R	REALISTIC	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Building, repairing
E	ENTERPRISING	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Selling, managing

Your Theme code is IAC—(see explanation at left).

You might explore occupations with codes that contain any combination of these letters.

BASIC INTEREST SCALES

The Basic Interest Scales measure your interests in 25 specific areas or activities. Only those 5 areas in which you show the *most* interest are listed at the right in rank order. Your results on all 25 Basic Interest Scales are found on page 2.

To the left of each scale is a letter that shows which of the six General Occupational Themes this activity is most closely related to. These codes can help you to identify other activities that you might enjoy.

THEME CODE	BASIC INTERESTS	VL	L	A	H	VH	TYPICAL ACTIVITIES
I	SCIENCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Conducting scientific research
I	MATHEMATICS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Working with numbers or statistics
R	NATURE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Appreciating nature
A	MUSIC/DRAMATICS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Performing or enjoying music/drama
S	RELIGIOUS ACTIVITIES	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Participating in spiritual activities

OCCUPATIONAL SCALES

The Occupational Scales measure how similar your interests are to the interests of people who are satisfied working in those occupations. Only the 10 scales on which your interests are *most* similar to those of these people are listed at the right in rank order. Your results on all 211 of the Occupational Scales are found on pages 3, 4, and 5.

The letters to the left of each scale identify the Theme or Themes that most closely describe the interests of people working in that occupation. You can use these letters to find additional, related occupations that you might find interesting.

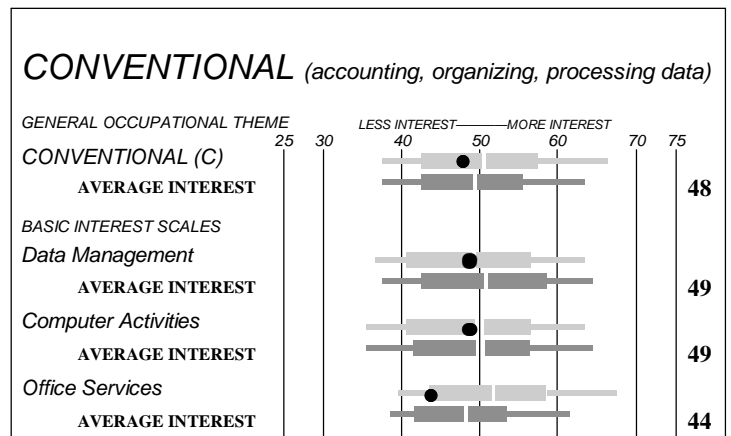
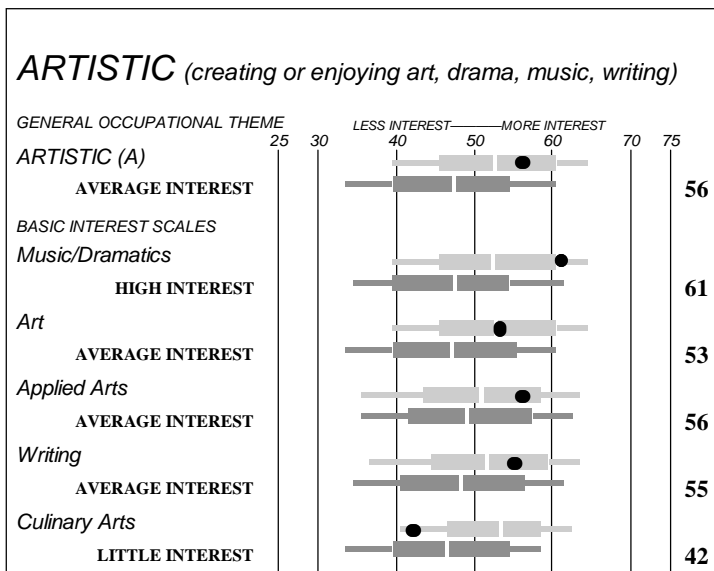
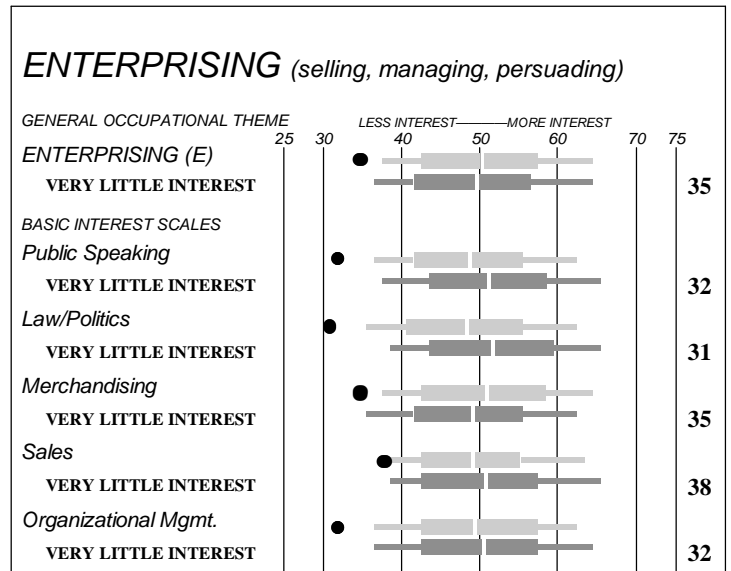
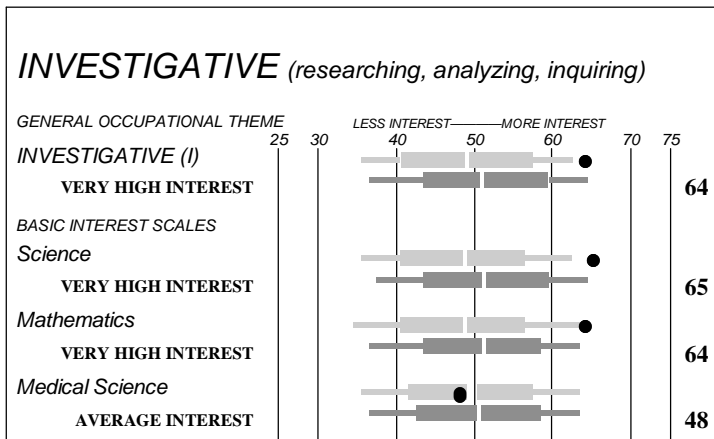
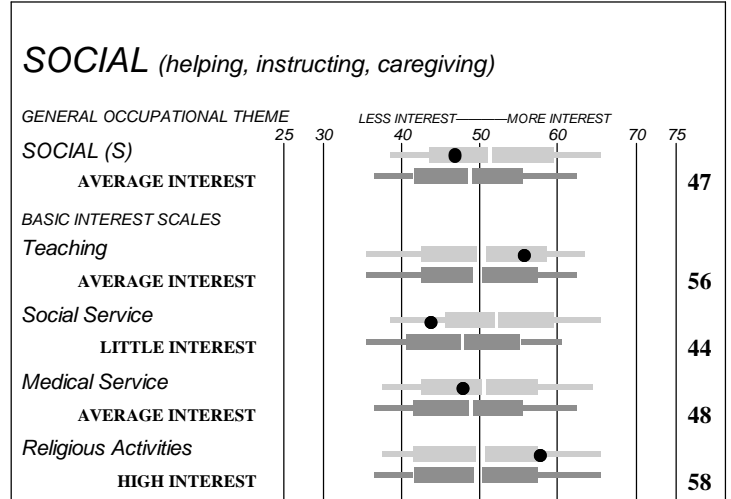
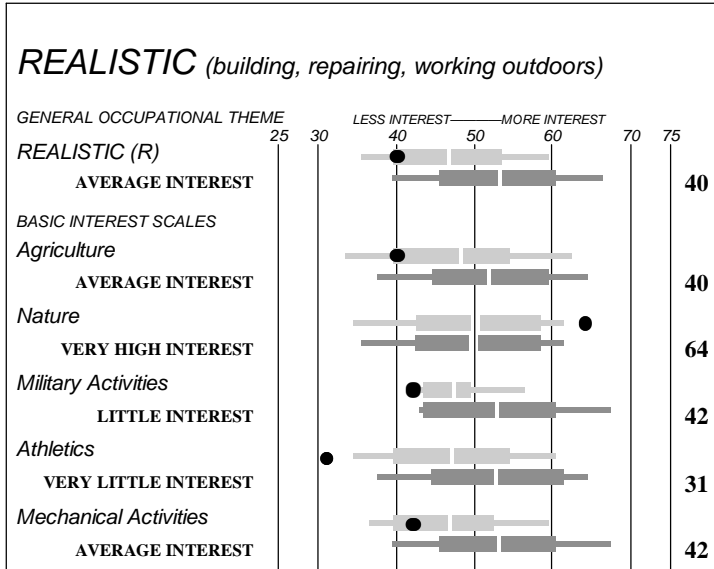
THEME CODE	OCCUPATION	VD	D	M-R	S	VS
IRA	BIOLOGIST	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
IRC	MATHEMATICIAN	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
IR	CHEMIST	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
IAR	COLLEGE PROFESSOR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
IR	COMPUTER PROGR./ SYSTEMS ANALYST	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A	LIBRARIAN	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
IS	AUDIOLOGIST	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
IRA	PHYSICIST	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CI	ACTUARY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
IRA	GEOLOGIST	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

PERSONAL STYLE SCALES

measure your levels of comfort regarding Work Style, Learning Environment, Leadership Style, and Risk Taking/Adventure. This information may help you make decisions about particular work environments, educational settings, and types of activities you would find satisfying. Your results on these four scales are on page 6.

GENERAL OCCUPATIONAL THEMES

BASIC INTEREST SCALES



STRONG INTEREST INVENTORY®

Interpretive Report

Allen L. Hammer and Judith Grutter

prepared for
JANE SAMPLE
January 20, 2004

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

You can use your *Strong* results to

- Choose a career
- Increase your job satisfaction
- Make a career change
- Choose appropriate education and training
- Plan a fulfilling retirement
- Find a balance between work and leisure

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

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



YOUR GENERAL OCCUPATIONAL THEME RESULTS

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

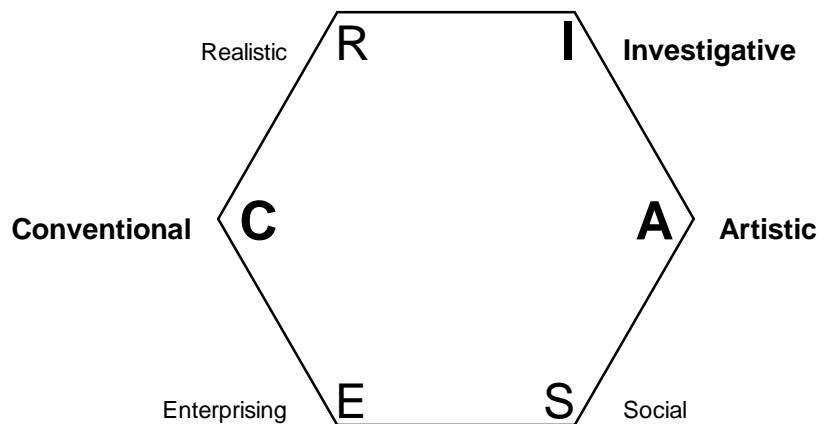
- Work environments in which you feel most comfortable
- The kinds of people you enjoy
- Your values and attitudes
- What motivates you
- Leisure activities that you find enjoyable

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

Your Personal Hexagon

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

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



Your General Occupational Theme Highlights

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

Theme	Your Results	Common Occupational Interests	Common Leisure Interests	Descriptors
Investigative	Very High Interest	Research Mathematics Physical, natural, or medical science	Computers Sailing Math games Astronomy	Analytical Achievement-oriented Independent
Artistic	Average Interest	Writing Entertainment Commercial or fine arts Music	Attending plays or concerts, visiting museums, painting, playing music	Expressive Unstructured Independent
Conventional	Average Interest	Data analysis Record-keeping Computer operation Clerical tasks	Home improvement projects Collecting Civic organizations	Calm Efficient Thorough Conscientious

A Closer Look at Your General Occupational Theme Results

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

Investigative-Artistic (IA)

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

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

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

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

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

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

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

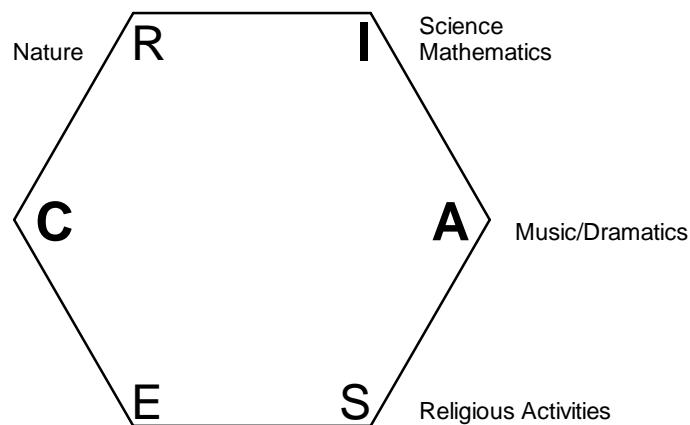
If you feel that the **Artistic** Theme describes your interests more accurately than the **Investigative** Theme, the order of your motivators will be reversed. **Expressing creativity** will be a stronger motivator for you than analyzing, and you will find the most satisfaction from expressing creativity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

YOUR BASIC INTEREST SCALES RESULTS

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

Your Personal Hexagon

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



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

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

Your Basic Interest Scales Highlights

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

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

YOUR OCCUPATIONAL SCALES RESULTS

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

Your results on the Occupational Scales therefore can

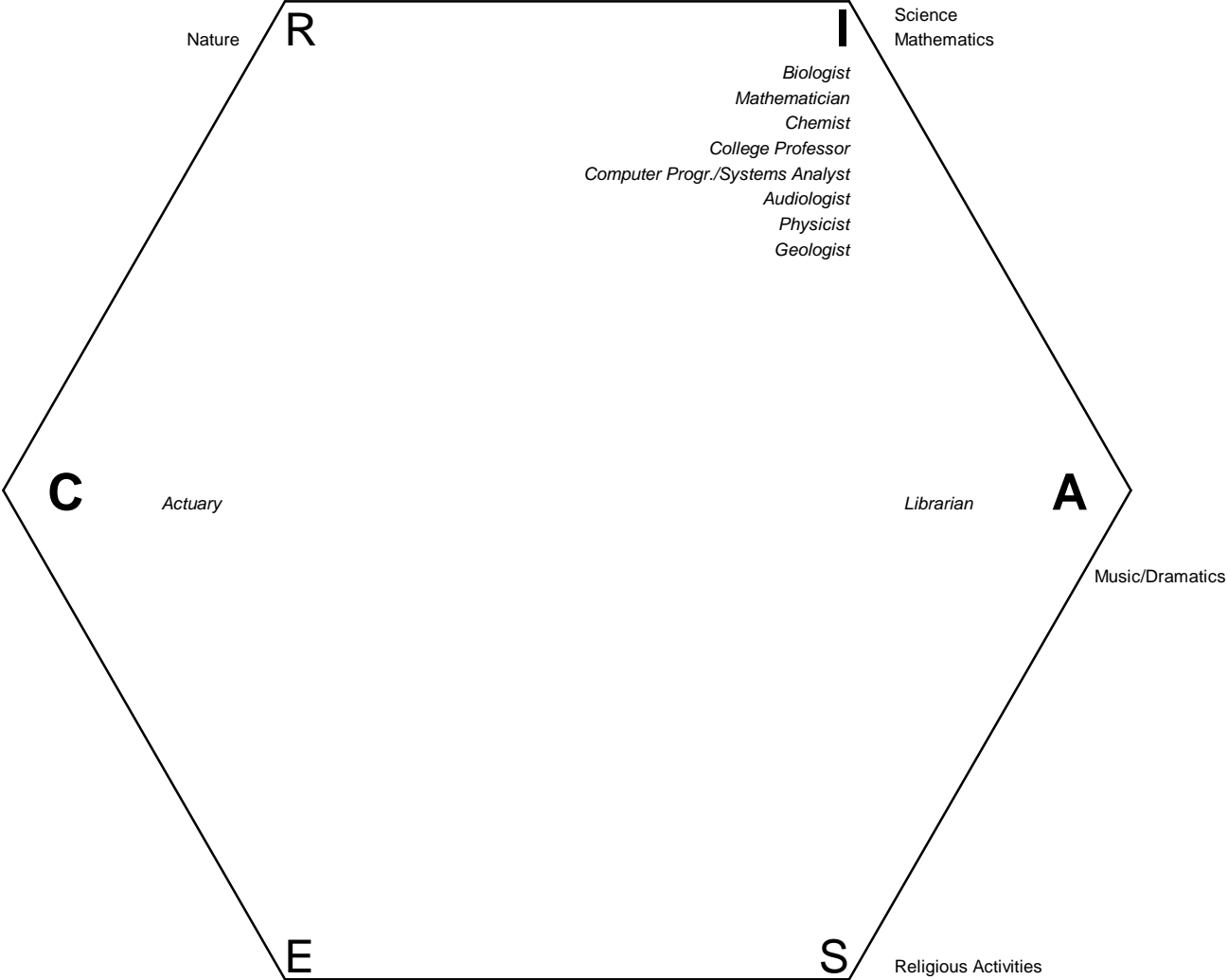
- Indicate specific occupations you might find interesting
- Suggest related occupations you might find interesting
- Identify the kinds of people you might enjoy working with
- Help you consider occupational possibilities you might never have thought of before

Your Personal Hexagon

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

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

Your Personal Hexagon



Your Occupational Scales Highlights

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

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

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

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

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

Your Occupational Scales Information Table

Theme Code Occupational Scale DOT Code(s)	Description	Related Occupations
IRA Biologist 041	Study basic principles of plant & animal life May research a particular life form May prepare environmental impact reports May teach college courses	Aquatic biologist Bacteriologist Biomedical researcher Ecologist Zoologist
IRC Mathematician 020	Conduct research in fundamental & applied mathematics Conceive & develop ideas for wide application of mathematics May teach college courses	Actuary Computer application engineer Engineer analyst Operation research analyst Statistician
IR Chemist 022	Conduct quantitative & qualitative analysis of products & processes Solve technical problems and create new processes or products May teach college courses	Assayer Clinical chemist Food chemist Forensic researcher Pharmaceutical chemist
IAR College Professor 090	Prepare & deliver lectures for undergraduate or graduate students Conduct research & publish findings Direct research of others Advise students	Dean Department chair Instructor
IR Computer Progr./Systems Analyst 030/012	Plan, develop, test, & write computer programs Observe test runs & correct program errors Analyze user requirements Write detailed descriptions of computer program	Data processor Information scientist Manager of information systems Programmer-analyst Systems manager
A Librarian 100	Maintain collection of books, films, periodicals, & recordings Locate & explain references Acquire & prepare materials for use Work with books or computers	Acquisitions librarian Bibliographer Children's librarian Medical librarian Reference librarian
IS Audiologist 076	Administer & interpret tests for hearing impairment Work with teachers, speech pathologists, & families on problems related to disability May conduct research	Hearing-test technician Speech & hearing specialist Speech therapist Speech pathologist Voice pathologist
IRA Physicist 023	Conduct research on physical phenomena Develop theories & laws on basis of observation & experiments Use lasers, telescopes, mass spectrometers, & other equipment May teach college courses	Astrophysicist Geophysicist Medical physicist Nuclear physicist Solid-state physicist
CI Actuary 020	Apply mathematics, statistics, & principles of finance Construct probability tables Design or review insurance & pension plans Ascertain premium rates	Economist Financial analyst Rate engineer Risk manager Statistician
IRA Geologist 024	Study composition, structure, & history of earth's crust Help to locate mineral, geothermal, petroleum & underwater resources Apply geological knowledge to engineering problems	Hydrologist Mineralogist Petroleum geologist Seismologist Soils engineer

YOUR PERSONAL STYLE SCALES RESULTS

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

Work Style Scale

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

Your score on the Work Style scale is **37**.

Your score suggests that you enjoy working alone on ideas, data, or things. You probably feel that you do your best work when you can concentrate without interruption on whatever problem you are working on. You are likely to prefer a role as an individual contributor.

Learning Environment Scale

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

Your score on the Learning Environment scale is **57**.

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

Leadership Style Scale

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

Your score on the Leadership Style scale is **30**.

Your score suggests that you are probably not interested in assuming an outgoing, directive leadership style. You may be more comfortable leading by example and making individual contributions than by directing others.

Risk Taking/Adventure Scale

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

Your score on the Risk Taking/Adventure scale is **41**.

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

NEXT STEPS

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

Step 1: Review

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

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

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

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

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

Step 2: Explore

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

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

Step 3: Take Action

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

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

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

RESOURCES

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