

STRONG INTEREST INVENTORY®

Professional Report

Allen L. Hammer

prepared for

JANE SAMPLE

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The *Strong Interest Inventory*® (*Strong*) was developed to help you better understand your interests and to help you match those interests with work, avocational, or leisure activities. The inventory also allows you to compare your interests to those of men and women who are already satisfactorily employed in a wide variety of occupations.

The *Strong Professional Report* provides you with information about a portion of the occupations found on the *Strong*—those whose members typically have a four-year college degree. It is likely that you have selected the *Professional Report* because you desire to work in an occupation in which you can use the education that you have already completed, or because you are willing to acquire the necessary education.

As you read this report, keep in mind that the *Strong* is a measure of your *interests*; it is *not* a test of your abilities. Interests, however, contribute to success by affecting your motivation. Career planning, a lifelong activity, includes careful assessment not only of your interests but also of your values, your personality characteristics, and your abilities.



YOUR GENERAL OCCUPATIONAL THEMES SUMMARY

Below are your scores on the six General Occupational Themes, presented in rank order from highest level of interest to lowest level of interest. The scores were computed by comparing your interests to those of a general sample of women in a wide variety of occupations. Following the name of each Theme is the letter, or *code*, that is used to designate that Theme throughout this report.

Theme/Code	Your Score	Typical Interests
Investigative (I)	Very High Interest	Researching, analyzing
Artistic (A)	Average Interest	Creating or enjoying art
Conventional (C)	Average Interest	Accounting, processing data
Social (S)	Average Interest	Helping, instructing
Realistic (R)	Average Interest	Building, repairing
Enterprising (E)	Very Little Interest	Selling, managing

As reported on your *Strong* Snapshot, your General Occupational Theme (GOT) code is **IAC**. This code describes your general interests.

YOUR BASIC INTEREST SCALES SUMMARY

Below is a ranking of your top ten Basic Interest Scales (BISs). The scores were computed by comparing your interests to those of a general sample of women in a wide variety of occupations. The letter code in parentheses in the first column represents the General Occupational Theme to which the particular BIS is most closely related.

Scale/Code	Your Score	Typical Activities
Science (I)	Very High Interest	Conducting scientific research
Mathematics (I)	Very High Interest	Working with numbers or statistics
Nature (R)	Very High Interest	Appreciating nature
Religious Activities (S)	High Interest	Participating in spiritual activities
Music/Dramatics (A)	Average Interest	Performing or enjoying music/drama
Applied Arts (A)	Average Interest	Producing or enjoying visual art
Teaching (S)	Average Interest	Instructing young people
Writing (A)	Average Interest	Reading or writing
Art (A)	Average Interest	Appreciating or creating art
Computer Activities (C)	Average Interest	Working with computers

YOUR OCCUPATIONAL SCALES SUMMARY

The Occupational Scales of the *Strong* are designed to show how similar your interests are to the interests of people who report that they are satisfied with their occupation and who have been working in that occupation for at least three years. Typically, a four-year college degree is required to enter each of the occupations listed below.

In preparing this report, your scores were compared to those of women in these particular occupations. Research has shown that women and men, even those in the same occupation, tend to answer some of the items on the *Strong* differently.

For each of the occupations listed here, your score indicates how similar your likes and dislikes are to those of the women in that occupation. To help you identify patterns in your occupational interests, each occupation is coded with one to three letters, each letter representing one of the six General Occupational Themes. Again, the code indicates the Theme or Themes that are characteristic of that occupation.

Professional Occupational Scale	Theme Code	Your Score	Comment
Biologist	IRA	66	Very Similar
Mathematician	IRC	62	
Chemist	IR	61	
Computer Programmer/Systems Analyst	IR	57	
College Professor	IAR	56	
Librarian	A	54	
Audiologist	IS	53	
Physicist	IRA	53	
Actuary	CI	51	
Geologist	IRA	51	
Physician	IAR	49	Similar
Research & Development Manager	IR	49	
Technical Writer	AIR	49	
Forester	RI	48	
Pharmacist	ICR	48	
Musician	A	47	
Translator	A	46	
Veterinarian	IRA	46	

Professional Occupational Scale	Theme Code	Your Score	Comment	
Geographer	IRA	45	Similar	
Medical Technologist	IRC	44		
Engineer	RI	42		
Optometrist	IR	42		
Psychologist	IA	42		
Science Teacher	IRS	41		
Speech Pathologist	SA	41		
Mathematics Teacher	CIR	39	Mid-Range	
Artist, Fine	AR	38		
Sociologist	IAR	36		
Dentist	IRA	34		
Foreign Language Teacher	SAE	33		
Nurse, RN	SI	33		
Occupational Therapist	SAR	33		
Social Worker	SA	31		
Special Education Teacher	SE	31		
Chiropractor	IR	30		
English Teacher	ASE	30		
Investments Manager	EIR	29	Dissimilar	
Architect	ARI	26		
Accountant	CE	24		
Elementary School Teacher	S	24		
Reporter	A	24		
Social Science Teacher	SEA	24		
Banker	CE	23		
Dietitian	IES	23		
Medical Illustrator	AIR	23		
Vocational Agriculture Teacher	RSI	23		
Artist, Commercial	ARI	21		
Physical Therapist	SIR	21		
Minister	SAR	20		
Broadcaster	AE	19		Very Dissimilar
Marketing Executive	EA	19		
Corporate Trainer	AES	18		
High School Counselor	SE	18		

Professional Occupational Scale	Theme Code	Your Score	Comment
Business Education Teacher	CES	17	Very Dissimilar
Lawyer	A	17	
School Administrator	SEA	15	
Military Officer	REI	14	
Nursing Home Administrator	CES	13	
Parks and Recreation Coordinator	SE	13	
Advertising Executive	AE	12	
Home Economics Teacher	SE	12	
Art Teacher	ASE	10	
Public Administrator	AER	10	
Elected Public Official	EAS	9	
Human Resources Director	EAS	9	
Community Service Organization Director	SE	8	
Interior Decorator	EA	3	
Physical Education Teacher	SRC	0	
Public Relations Director	AE	-2	
Athletic Trainer	RIS	-8	
Buyer	EC	-17	

YOUR PROFESSIONAL OCCUPATIONAL SCALES CODE

Based on your results on the professional Occupational Scales, a summary code has been computed. Depending on which Themes occurred most often in the occupations for which you showed similar or very similar interests, you will have from one to three letters in your code. If your code consists of more than one letter, you should then explore occupations whose codes are various combinations of these letters. Of your *Strong* results, this professional Occupational Scales (OS) code is probably the best predictor of whether or not you will like the day-to-day work in an occupation.

Your overall professional Occupational Scales code is **IRA**.

To help you understand the meaning of your code, a description of people who have the same first letter in their code as you do follows. In addition, a description of people who have the same first two letters in their code as you have in yours is provided.

Description of Investigative People

Investigative people are curious, independent, and creative. They enjoy the world of ideas and often have a strong interest in theory, science, and research. They like to solve problems by thinking rather than by holding discussions or taking physical action. Investigative people enjoy solving problems simply because the questions intrigue them, not necessarily because the solution will lead to some tangible outcome. When Investigative people are in jobs that they like, work can become all-consuming.

Preferred Work Environment. Investigative people like to work in unstructured environments in which they can be left alone to explore problems that attract their curiosity. They like to concentrate for long periods without interruption, but also want an environment that encourages the free exchange of ideas. Investigative people do not like to be managed closely. They are most comfortable if they are given a statement of the problem and are then permitted to approach it in their own way. They like work environments that offer opportunities for intellectual growth and learning.

Contributions to an Organization. Investigative people often have analytical skills that can be applied to a wide variety of problems. They frequently prefer to exercise this ability in scientific or technical fields. Under the proper conditions, their ingenuity can result in creative ideas for products, services, or systems. Often Investigative people have the ability to express themselves in writing; being brief may be difficult, however.

Management Style. Investigative people often have a laissez-faire attitude toward managing others. They like to present problems and then give their employees freedom to follow through. Investigative people often let the requirements of a project determine the timetable, sometimes getting so caught up in the challenge of analyzing the problem or creating a new product that deadlines may be missed.

Investigative-Realistic People

Looking at the second letter in your OS code, in addition to the first letter, provides another, more specific dimension to your occupational interests. A description of people who have the same first two letters as you do follows.

People with Investigative and Realistic interests like to work alone on scientific or technical problems. They prefer research environments in which they can use their technical skills or ingenuity. They enjoy applied research that can produce tangible, practical results and thus are often found in new product development.

How Your OS Code Compares to Your GOT Code

The professional Occupational Scales code that you have just read about may be exactly the same, similar to, or very different from the GOT code that was noted earlier in this report, in the section that summarized your GOT results. The General Occupational Themes measure very broad interests; high interest in a Theme means that you responded “Like” to the items directly associated with that Theme. The Occupational Scales, on the other hand, compare your interests to people who are satisfactorily employed in *specific occupations*. A high score on a professional Occupational Scale means that you share both the likes *and dislikes* of people in that professional occupation, and thus you would probably like the day-to-day activities associated with that work. The professional OS code, therefore, may more accurately predict your specific occupational interests than would the GOT code.

Begin exploring careers by identifying and investigating occupations with the same letter or letters as in your professional OS code. Do not be too concerned about matching exactly the order of the letters in your own code to the order of the letters in the codes of the occupations you decide to explore. If your GOT code is different from your OS code, use the interest areas suggested by the GOT code to identify leisure and avocational interests.

ADDITIONAL PROFESSIONAL OCCUPATIONS FOR EXPLORATION

The following professional occupations, while not found on the *Strong*, have codes with the same first letter as in your professional Occupational Scales code. Related occupations are grouped so that you can see broad areas of interest. The list below also provides the first three numbers that make up each occupation's job code in the *Dictionary of Occupational Titles (DOT)*. You can find extensive information about these jobs, including educational requirements and detailed job descriptions, in the *DOT*.

Occupation	<i>DOT</i> Code
Electronics Designer	003
Chemical Engineer	008
Statistician	020
Astronomer	021
Meteorologist	025
Biochemist	041
Entomologist	041
Geneticist	041
Economist	050
Anthropologist	055
Archeologist	055
Pediatrician	070
Surgeon	070
Internist	070
Neurologist	070
Anesthesiologist	070
Curator	102
Chief Credit Analyst	160

YOUR PERSONAL STYLE SCALES SUMMARY

The Personal Style Scales offer additional insight into your interests. These scales can help you assess what work and learning environment you might enjoy, the leadership style you prefer, and how comfortable you are with taking risks.

Work Style Scale

The Work Style scale indicates whether you prefer to work with other people (scores toward the right pole of the scale), or whether you prefer to work alone with ideas, data, or things (scores toward the left pole of the scale).

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

Your score toward the left pole of this scale suggests that you enjoy working alone on ideas, data, or things. You probably feel that you can perform best when you can concentrate on your work without interruption. You are likely to be seen as an individual contributor, working independently to solve problems or to complete projects.

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 concepts through reading, lecture, and discussion (scores toward the right pole), or interested in learning practical skills and how to solve problems through hands-on experience (scores toward the left pole). The average score on this scale for professional women is 52 and for nonprofessional women is 44. This scale does *not* measure academic ability.

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

Your score in the middle of the Learning Environment scale suggests that you like to learn by attending lectures or reading as well as by hands-on experience. You may enjoy taking classes during the hours that you are not working, and you are probably comfortable in a variety of learning environments.

Leadership Style Scale

The Leadership Style scale measures whether you are interested in assuming a leadership style that is directive and outspoken (scores toward the right pole) or in assuming a style in which you lead by example (scores toward the left pole). This scale does *not* indicate the likelihood of your success as a leader.

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

Your score toward the left pole of this scale suggests that you are probably not interested in assuming an outgoing, directive leadership style. You may be more comfortable making individual contributions and leading by example rather than directing others. Or, you might prefer to work as a member of a small group or team.

Risk Taking/Adventure Scale

The Risk Taking/Adventure scale indicates how comfortable you are taking risks. Scores toward the right pole of the scale suggest that you like to take chances, and scores toward the left pole of the scale suggest that you prefer to play it safe.

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

Your score in the middle of this scale 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.

SUMMARY

Your interest in occupations that typically require a college degree is consistent with your score on the Learning Environment scale. You probably have a strong desire to find a professional occupation that makes full use of your education and training. If necessary for meeting your goals, you probably would be willing to undertake additional training or education, such as acquiring an advanced degree.

You can begin your career exploration by investigating some of the professional occupations listed in this report. Some of the resources that follow can help you identify more professional occupations.

RESOURCES

These resources can help you explore careers. Most of them are available from CPP, Inc. or through your career professional.

Borgen, Fred, and Judith Grutter (1995). *Where Do I Go Next? Using Your Strong Results to Manage Your Career*. Mountain View, CA: CPP, Inc.

Davis, Sandra, and Bill Handschin (1998). *Reinventing Yourself: Life Planning After 50 Using the Strong and the MBTI®*. Mountain View, CA: Davies-Black Publishing.

Grutter, Judith (1998). *Making It In Today's Organizations: Career Advancement Using the Strong and MBTI®*. Mountain View, CA: CPP, Inc.

Grutter, Judith (2001). *Making It In Today's Organizations: Career Exploration for College Students Using the Strong and MBTI® Tools*. Mountain View, CA: CPP, Inc.

Hammer, Allen L (1998). *MBTI® Career Report*. Mountain View, CA: CPP, Inc.

Hammer, Allen L., and David Donay (2001). *Career Enrichment Report*. Mountain View, CA: CPP, Inc.

Hammer, Allen L., and David Donnay (2001). *Career Transition Report*. Mountain View, CA: CPP, Inc.

Hammer, Allen L., and Judith Grutter (1994). *Strong Interest Inventory® Interpretive Report*. Mountain View, CA: CPP, Inc.

U. S. Department of Labor. O*Net Online: www.onetcenter.org

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