



Profile report for: CHRIS CAVANAUGH
ID: 215130188
Age: 0
Gender: Male

36848/3

Date tested: 2/25/06
Date scored:

SNAPSHOT: A SUMMARY OF RESULTS FOR CHRIS CAVANAUGH



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. See the back of this Profile for suggestions on how to use your Theme code.

Table with 6 columns: THEME CODE, THEME, VERY LITTLE INTEREST, LITTLE INTEREST, AVERAGE INTEREST, HIGH INTEREST, VERY HIGH INTEREST, TYPICAL INTERESTS. Rows include ARTISTIC, ENTERPRISING, SOCIAL, INVESTIGATIVE, CONVENTIONAL, REALISTIC.

Your Theme code is AES—(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.

Table with 6 columns: THEME CODE, BASIC INTEREST, VERY LITTLE INTEREST, LITTLE INTEREST, AVERAGE INTEREST, HIGH INTEREST, VERY HIGH INTEREST, TYPICAL ACTIVITIES. Rows include LAW/POLITICS, TEACHING, ATHLETICS, MATHEMATICS, WRITING.



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. After reviewing your results on all six pages of this Profile, see the back of page 5 for tips on finding other occupations in the Theme or Themes that interest you the most.

Table with 6 columns: THEME CODE, OCCUPATION, VERY DISSIMILAR, DISSIMILAR, MID-RANGE, SIMILAR, VERY SIMILAR. Rows include LAWYER, COLLEGE PROFESSOR, ACCOUNTANT, GEOGRAPHER, MARKETING EXECUTIVE, TRANSLATOR, PUBLIC RELATIONS DIRECTOR, SOCIAL SCIENCE TEACHER, TECHNICAL WRITER, FOREIGN LANGUAGE TEACHER.

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.





Understanding Your Results on the **STRONG**

Your answers to the *Strong Interest Inventory*—what you said you liked and disliked—determine your scores. These scores can help you identify general areas of interests as well as specific activities and occupations that you might want to explore further.

As you go over your Profile report, remember that the *Strong* measures your interests, not your abilities. It tells you about your pattern of interests and how your interests compare with those of people from a wide variety of occupations. For example, while your results may suggest that you will like how engineers spend their day, the *Strong* does *not* tell you whether you have the mathematics aptitude needed to become an engineer.

Keep in mind that choosing an occupation is not a single decision, but a series of decisions. Your results on the *Strong Interest Inventory* can help you identify options that may lead you to a satisfying career.

What You Can Learn from Your Results

There is a wealth of information available in your *Strong* results. Understanding your Profile will help you find your career focus and begin your career exploration. Your *Strong* results can be used to help you identify the following:

- How you might find a job or career consistent with your likes and dislikes in the world of work
- How similar (or dissimilar) your interests are to the interests of people who are working in 109 occupations
- Your leisure interests
- Additional alternatives or options related to work or leisure-time activities for you to explore
- General patterns in your interests
- Work or learning environments that fit your interests
- How your liking or disliking of risk taking and your preferences regarding leadership style might affect your options

Organization of the Profile

The *Strong* Profile is organized as follows:

1. The Snapshot (page 1 of the Profile) summarizes your results. You can use the Snapshot to quickly identify the areas in which you showed the most interest and to help you see your overall interest pattern. Still, you should examine carefully the more detailed results on the other five pages of the Profile.
2. The General Occupational Themes (page 2 of the Profile) show your interest in 6 general areas, types of occupations, or occupational environments.
3. The Basic Interest Scales (also on page 2 of the Profile) show your interest in 25 specific activities or areas.
4. The Occupational Scales (pages 3, 4, and 5 of the Profile) show how similar your interests are to those of men and women in 109 occupations.
5. The Personal Style Scales (page 6 of the Profile) show your comfort level regarding

4 personal characteristics that may affect your educational or career choices.

6. The Summary of Item Responses, including the Administrative Indexes, (also on page 6 of the Profile) provide information about how many items you answered and how many you said you liked and disliked.

The information on the reverse sides of each of these pages explains how to understand and use your *Strong* results.

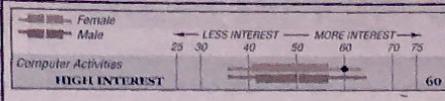
Thousands of jobs exist in the world of work. Use your *Strong* results, as well as what you know about your values and skills, to help you find information about those occupational areas in which your interests and aptitudes are focused. Ask your counselor or a librarian for information on jobs in those particular areas and talk to people working in those fields.

You can find your results on the General Occupational Themes and Basic Interest Scales on page 2 of your Profile. The back of page 2 contains an explanation of these *Strong* scales.



GENERAL OCCUPATIONAL THEMES
BASIC INTEREST SCALES

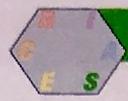
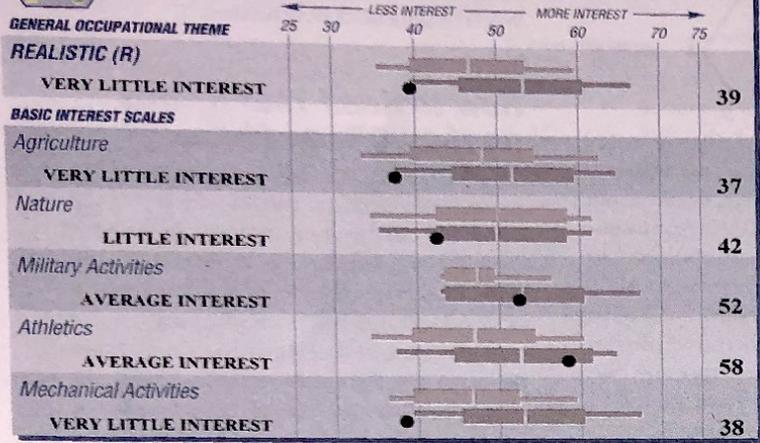
KEY (Sample Scores)



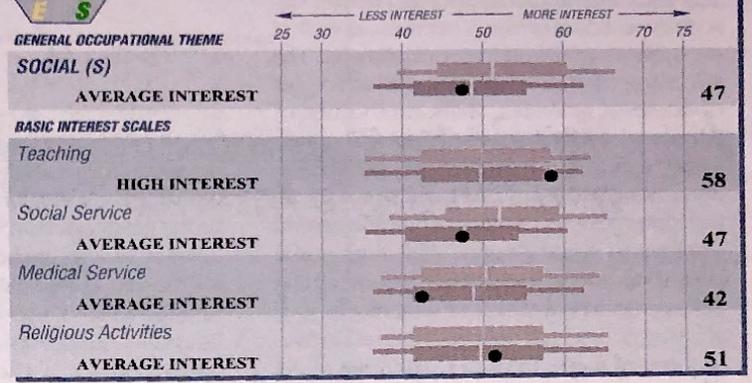
The phrase printed below the scale name compares your interests to those of people of your own gender. The upper bar shows the range of scores for a group of women from many occupations; the lower bar, the range of scores for a group of men. The number in the right-hand column, represented by the dot, is your score compared to both men and women.



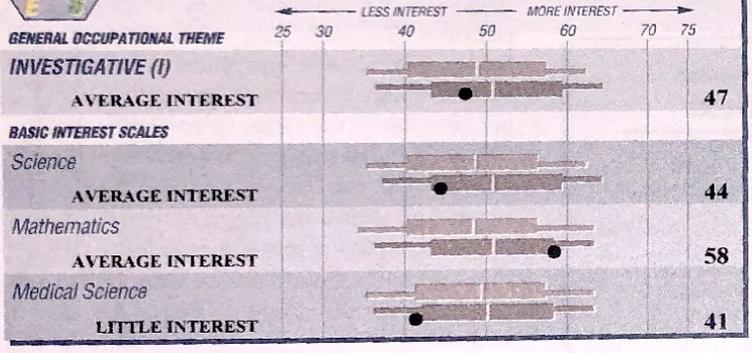
REALISTIC (building, repairing, working outdoors)



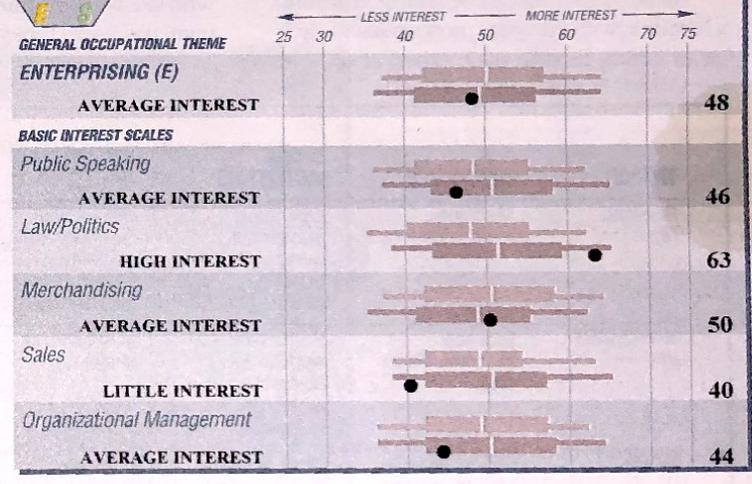
SOCIAL (helping, instructing, caregiving)



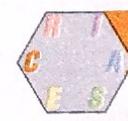
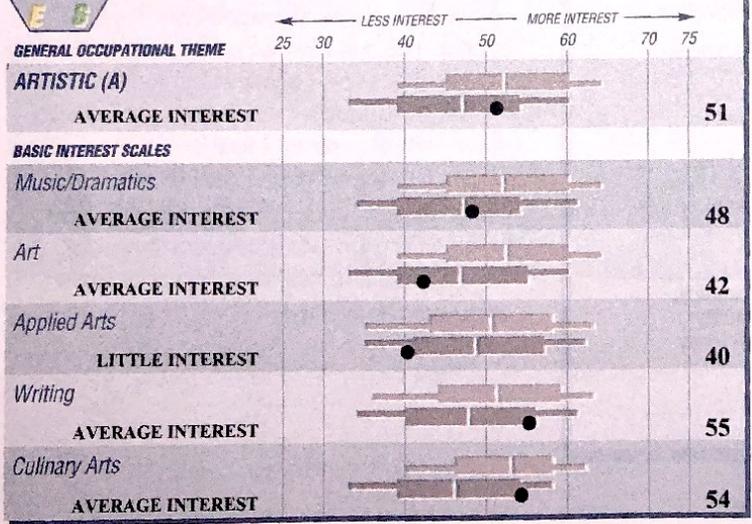
INVESTIGATIVE (researching, analyzing, inquiring)



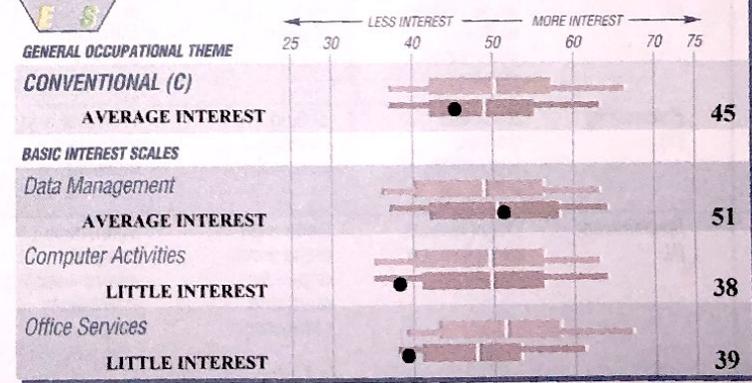
ENTERPRISING (selling, managing, persuading)



ARTISTIC (creating or enjoying art, drama, music, writing)



CONVENTIONAL (accounting, organizing, processing data)





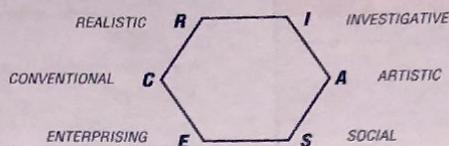
The General Occupational Themes and the Basic Interest Scales

On the other side of this page, you saw your detailed results on the 6 General Occupational Themes (GOTs) and the 25 Basic Interest Scales (BISs).

General Occupational Themes

The six General Occupational Themes describe vocational or career interests, as well as occupations and working environments. The following chart provides you with examples of interests, activities, skills, and values of people who fall into each of the six Themes. These examples, however, are generalizations; none will fit any one person exactly. In fact, most people's interests combine several Themes to some degree. Although some people do not indicate interests in any of the Themes, or in only one of them, most show an average or a high degree of interest in two or three of them. In career planning, try to identify occupations whose typical activities combine the interests suggested by your General Occupational Theme scores.

These six themes can be arranged around a hexagon with the types most similar to each other falling next to each other, and those



most dissimilar falling directly across the hexagon from one another. For example, as shown in the hexagon above, the Realistic and Investigative Themes are next to each other. People of these two types show some similarity—they generally like to solve technical problems and to work alone. On the other hand, the Realistic and Social Themes are opposite one another on the hexagon. Therefore, people of these two types usually have dissimilar interests. For example, unlike the Realistic types who like working through problems on their own, the Social types like to solve problems by discussing them with others in groups.

Basic Interest Scales

Each of these scales shows your interest in a specific activity or interest area. On the Profile, each Basic Interest Scale is categorized under the General Occupational Theme to which it is most closely related.

How to Read Your Scores on the GOTs and BISs

On each of these scales, your results are reported in three ways. The first result you see, printed under the name of the scale, is one of the following five phrases: Very Little Interest, Little Interest, Average Interest, High Interest, or Very High Interest. These phrases describe how your answers compare to a large number of people of your own gender. Your score is compared to the scores of members of your own gender because research has shown that men and women score somewhat differently on some of the General Occupational Themes and Basic Interest Scales.

Second, your scores on the General Occupational Themes and Basic Interest Scales are shown graphically on the Profile using boxes and lines. The upper box shows the range of scores for the middle 50 percent of the females with whom you are being compared; the lower box shows the range of scores for the middle 50 percent of the males. Each thin line extending from the ends of the boxes shows the range of scores for an additional 15 percent of the gender; therefore, each set of lines and boxes displays the middle 80 percent of the scores. The vertical line near the middle of the box is the average score for that gender. The dot, placed on or near the box for your gender, shows your score.

The third kind of result is a numerical score, which is printed to the right of the boxes. This score shows how your answers compared to a large sample of men and women from a wide variety of occupations. These combined samples score about 50 on each scale, on average.

THEME	INTERESTS	WORK ACTIVITIES	POTENTIAL SKILLS	VALUES
Realistic (R)	Machines, tools, outdoors	Operating equipment, using tools, building, repairing	Mechanical ingenuity and dexterity, physical coordination	Tradition, practicality, common sense
Investigative (I)	Science, theories, ideas, data	Performing lab work, solving abstract problems, researching	Math, writing, analysis	Independence, curiosity, learning
Artistic (A)	Self-expression, art appreciation	Composing music, writing, creating visual art	Creativity, musical talent, artistic expression	Beauty, originality, independence, imagination
Social (S)	People, team work, human welfare, community service	Teaching, explaining, helping	People skills, verbal ability, listening, showing understanding	Cooperation, generosity, service to others
Enterprising (E)	Business, politics, leadership, influence	Selling, managing, persuading	Verbal ability, ability to motivate and direct others	Risk taking, status, competition
Conventional (C)	Organization, data, finance	Setting up procedures, organizing, operating computers	Math, data analysis, record keeping, attention to detail	Accuracy, stability, efficiency



OCCUPATIONAL SCALES

KEY (Sample Scores)

THEME CODES FEMALE MALE	YOUR SCORES FEMALE MALE	DISSIMILAR INTERESTS 15 20 30 —MID-RANGE— 40 50 55	SIMILAR INTERESTS 15 20 30 —MID-RANGE— 40 50 55
IES (SEC) Dietitian * R Plumber	25 (SEC) * 35		

* The position of the dot shows how similar your interests are to those of individuals of your gender who say they are satisfied in their occupation.

* Not enough people of this gender who work in this occupation could be found to make a good comparison.

() You can find your score compared to this gender under the Theme represented by the first letter of this code. For example, your score compared to male dietitians is shown under the S or Social Theme.



REALISTIC (building, repairing, working outdoors)

NOTES

THEME CODES FEMALE MALE	YOUR SCORES FEMALE MALE	DISSIMILAR INTERESTS					SIMILAR INTERESTS					
		15	20	30	—MID-RANGE—	40	50	55				
RIS (SIR) Athletic Trainer	4 (SIR)											
R R Auto Mechanic	20 15											
RIA REA Carpenter	10 7											
RIA RIC Electrician	27 7											
RCI RI Emergency Medical Technician	13 15											
RI RI Engineer	34 32											
(CSE) RC Farmer	(CSE) 28											
RI RI Forester	27 22											
RC RE Gardener/Groundskeeper	28 14											
REI REI Horticultural Worker	-8 0											
(CRE) RCE Military Enlisted Personnel	(CRE) 17											
REI REC Military Officer	35 30											
* R Plumber	* 27											
RE R Police Officer	38 18											
RIS RI Radiologic Technologist	28 33											
(CE) RE Small Business Owner	(CE) 21											
RSI RSE Vocational Agriculture Teacher	7 5											



INVESTIGATIVE (researching, analyzing, inquiring)

THEME CODES FEMALE MALE	YOUR SCORES FEMALE MALE	DISSIMILAR INTERESTS					SIMILAR INTERESTS					
		15	20	30	—MID-RANGE—	40	50	55				
IS IA Audiologist	25 35											
IRA IA Biologist	35 27											
IR IR Chemist	34 29											
IR IRA Chiropractor	25 24											
IAR IAS College Professor	37 46											
IR IAR Computer Programmer/Systems Analyst	37 34											
IRA IR Dentist	28 25											
IES (SEC) Dietitian	27 (SEC)											
IRA IA Geographer	33 40											
IRA IRA Geologist	16 21											
IRC ICA Mathematician	21 24											
IRC IRC Medical Technician	5 9											
IRC IRC Medical Technologist	16 16											
IR IR Optometrist	28 20											
ICR ICE Pharmacist	34 32											
IAR IAR Physician	20 23											
IRA IRA Physicist	24 25											
IA IA Psychologist	33 33											
IR IRC Research & Development Manager	26 16											
IRA IRS Respiratory Therapist	10 16											
IRS IRS Science Teacher	15 14											
IAR (AI) Sociologist	36 (AI)											
IRA IR Veterinarian	23 16											



The next three pages of your Profile show your results on the Occupational Scales. The 211 Occupational Scales representing 109 different occupations are also grouped within the General Occupational Themes. Page 3 of the Profile contains the Realistic and Investigative Occupational Scales; page 4, the Artistic and Social Occupational Scales; and page 5 the Enterprising and Conventional Occupational Scales. Your scores on these scales show how similar your interests are to the interests of people in each of these occupations. The occupations found on your *Strong* Profile include some of the fastest growing occupations, according to the latest figures from the U.S. Department of Labor. To create these scales, more than 60,000 people took the *Strong*. Because of such extensive research, you can feel confident that these scales are contemporary and reliable.

Although most people can identify some of their own interests, they're not sure how their interests compare with those of people actively working in various occupations. For example, you may not know what it would be like to work as a writer, marketing executive, plumber, or scientist. Your score on an Occupational Scale shows how similar your interests are to people who have been working in, and are satisfied with, that occupation. If you reported the same likes *and dislikes* as they did, your score will fall in the "similar" range and you would probably enjoy working in that occupation or in a closely related one. If your likes and dislikes are different from those of the people in the occupation, your score could be in the "dissimilar" range and you might not be happy in that kind of work.

How to Read Your Scores on the Occupational Scales

For each occupation listed on the Profile, two numerical scores are reported. The score in the "Female" column compares your interests to those of women working in that occupation, and the one in the column labeled "Male" compares your interests to those of men working in that occupation. The score that compares you to people of your own gender is then graphed with a black dot in one of the columns to the right of the scores.

SCORES OF:	MEAN THAT YOU:
40 or above	<ul style="list-style-type: none"> • Share both the likes and dislikes of people in that occupation, <i>and</i> • Would probably enjoy the day-to-day work in that occupation
30–39	<ul style="list-style-type: none"> • Share some of the likes of people in that occupation, <i>or</i> • Share some of the dislikes, <i>or</i> • Share some likes and some dislikes, <i>and</i> • May enjoy some of the work done in that occupation, but not enjoy all the work
29 or below	<ul style="list-style-type: none"> • Have few likes and dislikes in common with people in that occupation, <i>and</i> • Would probably not enjoy the work done in that occupation

These columns describe the similarity of your interests compared to those of people of your gender who work in that occupation. The higher your score, the more common interests you have with those people. Members of an occupation score about 50 on their own scale—that is, female dentists score about 50 on the female Dentist scale, male artists score about 50 on the male Fine Artist scale, and so forth.

The Purpose of Gender Scores

You may wonder why your interests are being compared to groups of men (male chefs, for example) and groups of women (female chefs) instead of compared to combined groups of men and women working in the same occupations (all the chefs who are in the *Strong* sample). Research has shown that men and women, even those in the same occupation, tend to answer some items on the *Strong* differently. Because both scores are reported—those comparing your interests to the males' interests and those comparing your interests to the females' interests—you can choose to compare your interests to those of either men or women. For a particular occupation, you may find that your interests are more similar to those of members of the opposite gender. In such cases, you should consider the occupation among those which you might explore. Generally, however, the scores for your gender—those that are graphed with

the black dot—are more likely to be better predictors of occupations that you like than are the scores for the opposite gender.

Comparing Your Scores on Occupational Scales and Basic Interest Scales

You may find that your scores on some of the Occupational Scales on pages 3, 4, and 5 appear to be inconsistent with your scores on related Basic Interest Scales found on page 2 of the Profile. You might, for example, show high interest on the Mathematics Basic Interest Scale yet score in the dissimilar range on the Mathematician Occupational Scale. These results are not errors; they actually give you useful information. What they usually mean is that although you have a general interest in the subject matter of an occupation (as shown by your high interest on the Mathematics BIS), you don't share many of the specific likes or dislikes of people actually working in that occupation (shown by having dissimilar interests compared to the mathematicians who make up the Mathematician Occupational Scale). These results suggest that you probably would not enjoy the day-to-day activities involved with being a mathematician.

Your results can help you identify many more occupations in which you might be interested. To do this, you first need to understand the Theme codes for the occupations. The Theme codes are explained on the back of the next page of your Profile.

The Occupational Scales (continued)

Understanding the Theme Codes

The Theme codes on the Profile show how alike or different occupations are from one another. To the left of each Occupational Scale name are two columns labeled "Theme Codes." In these columns, one labeled "Female" and one labeled "Male," you will see one to three letters. These letters are the first letters of the names of the six General Occupational Themes:

CODE	THEME
R	Realistic
I	Investigative
A	Artistic
S	Social
E	Enterprising
C	Conventional

Each occupation is assigned a code that shows the typical interests of the workers in that occupation. For example, the code for the English Teacher scale is ASE. This code

means that the majority, but not all, of the English teachers who make up this group of teachers have a combination of Artistic, Social, and Enterprising interests, with Artistic interests primary. Similarly, the EA code for the Marketing Executive scale tells you that most marketing executives tend to have a combination of Enterprising and Artistic interests.

In some cases, the first letters of the codes for men and women from the same occupation are different. Different codes mean that the interests of the majority of men in this occupation are different from the interests of the majority of women in the occupation. Look at the two Theme codes for Small Business Owner. The code for males is RE, while the code for females is CE. These codes show that male and female owners of small businesses share Enterprising interests, which is not surprising, since the Enterprising Theme reflects an interest in business activities. As the first letters of the codes indicate, however, Realistic interests are primarily characteristic of men in this occupation, while Conventional interests better describe the majority of women who are small business owners. One explanation of why men and women of the same occupation would have different inter-

ests is that they probably enter the occupation for different reasons or that they work in different areas within the occupation.

The occupation of Dietitian provides another example. The code for male dietitians, SEC, suggests that they enter this field primarily to work with people or to provide a service, since Social is the primary Theme. In contrast, the code for females, IES, suggests that they are drawn to the occupation primarily because of interests in the scientific aspects of the occupation, since Investigative is the primary Theme.

Of course, the occupations listed on the *Strong* Profile are not all of the occupations available to you; there are thousands of others as well. No interest inventory can capture them all. Still, your results, along with the other information on the Profile, can help you to identify many more occupations in which you may be interested. On the back of page 5 you will find an explanation of how you can use the Theme codes in your career exploration. Before turning to that discussion, be sure that you have read the explanation of the Occupational Scales scores, which appears on the back of page 3.



Using Your STRONG Results in Career Exploration

Your *Strong* results may have already helped you to identify some specific occupations that you might find interesting. You can also use your results, however, to discover general patterns in your interests that can help you to further expand your job or career options.

Here are some specific steps that you can take to explore additional options. People who follow these steps sometimes find that they are considering occupations that they had never thought of before, simply because they had never been exposed to them. A more detailed set of steps for career exploration can be found in the booklet *Where Do I Go Next? Using Your Strong Results to Manage Your Career* or on the worksheet "Career Exploration: A Journey of Discovery," both of which are available from Consulting Psychologists Press, Inc.

1. Examine the Occupational Scales on pages 3, 4, and 5 of the Profile.

Circle, or write in the "Notes" column, the names of those occupations in which your interests are similar to those of people working in that occupation. These occupations are the ones for which the black dot falls in one of the three right-hand columns labeled "Similar Interests" (scores of 40 and above). The farther to the right your dot appears, the more similar your interests are to those of people working in the occupation. Your career exploration should probably begin with these occupations. If you do not have any scores in the similar range, use those for which the dots appear in the mid-range column.

2. Look for a pattern in the Theme codes.

Look at the Theme codes of the occupations that you just identified. These codes are found in the two columns to the left of the name of the occupation. Try to identify a code (one, two, or three letters) that summarizes or represents all or most of the occupations that you have identified. Don't be concerned about the exact order of the letters in the code for each occupation. Just look for common letters in the codes for the occupations for which your interests are similar.

For example, if your results show that you have interests similar to people in a number of occupations that all have the letters *A* and *I* somewhere in their codes, (showing that people in these occupations have Artistic and Investigative interests), then you should explore other occupations that are also coded with these same letters, regardless of the order of the letters. So, for example, you would look for occupations coded *A*, *I*, *AI*, or *IA*. If, however, all or most of these occupations have codes that start with *A*, then focus on occupations whose Theme codes begin with *A*.

3. Identify other occupations that have a similar code.

You can now use the code that shows your overall pattern of interests to look for other occupations that you may be inter-

ested in that are not on your *Strong* Profile. Whoever is interpreting your *Strong* can help you find resources that contain lists of occupations along with their Theme codes. Remember that when searching for similar occupations, you should not be too concerned with the order of the letters in the code. When you have finished this step, you will have a list of occupations from your *Strong* Profile and from materials providing related occupations. Focus your career exploration on these occupations.

4. Find out as much as you can about those occupations whose codes are similar to your code.

Information about occupations can be found in a public library, in the career library of a college or university near you, or in a career center. You can also learn a lot about an occupation by talking to people who are working in that particular occupation. These people can describe their day-to-day work and tell you what they like and dislike about it.

5. Use your results on the Personal Style Scales (page 6 of the Profile) to help you identify more specific alternatives.

Your results on the four Personal Style Scales can help you narrow your choices. (You can find a description of these scales on the back of page 6.) For example, no matter which occupations you have identified in the steps above, your results on the Work Style scale can help you tell whether you might be happier in a job in which there are a lot of opportunities for contact with other people than in a job that requires you to work alone or independently. Most of the time if you have identified an occupation that requires you to get more education, the Learning Environment scale can help you understand the type of educational settings in which you would be most comfortable. The other two Personal Style Scales help you to think about your preferences regarding risk taking and leadership style, factors that can be important in career decision making.

The other side of this page shows your results on four Personal Style Scales. These scales can give you more insight into your interests and career or educational expectations.

Work Style Scale

This scale indicates a preference for working with people as opposed to working with data, things, or ideas. Your results on this scale can help you refine your job or career choice. For example, two people may have identical scores on one of the Occupational Scales—Accountant, for instance—indicating interests similar to those of people in that occupation. However, if these two people score toward opposite ends of the Work Style scale, then they should probably consider different organizations, different work settings, or different tasks within the accounting profession that will match their preferred work styles.

It is also important to understand that you might be very successful working in an environment that does not match your work style. However, you may need to find leisure or avocational activities that can help you “re-charge” by offering you the opportunity to use your own style.

Learning Environment Scale

Your results on this scale show the kind of setting in which you may enjoy learning. It is important to understand that this scale does *not* measure academic ability or your chance of success in an academic environment.

You can use your results on this scale to help you make decisions about careers or educational options that you are considering. When exploring careers that interest you, find out what kind of education is typically required for people who work in that occupation. Then compare the educational requirements to the kind of learning environment that you prefer. However, you should not necessarily rule out an occupation just because of an apparent mismatch. For example, people who scored toward the practical pole have successfully completed doctorate programs by keeping in mind the practical goal motivating them to get their education.

How to Use the Personal Style Scales

Work Style	Determine how much contact with people you want in your job
Learning Environment	Decide what kind of education you want to achieve your work goals
Leadership Style	Determine what kind of leader you prefer to be
Risk Taking/Adventure	Use your preference regarding risk taking to choose career and leisure pursuits

Leadership Style Scale

Your results on this scale can help you to identify what kind of leadership style you prefer. This scale does *not* measure whether you are interested in leading or in following someone else's lead. Instead, it measures your interest in a certain type of leadership.

For example, people in the occupations Elected Public Official, Realtor, Public Administrator, and School Administrator tend to score toward the right pole of this scale. They like a directive, persuasive, and outgoing leadership style, and they enjoy being responsible for directing and motivating others.

Occupations that tend to score toward the left pole of the scale, on the other hand, include Physicist, Mathematician, Farmer, Veterinarian, and Auto Mechanic. For the most part, these occupations do not require as much people-contact, and those who score toward this pole are not comfortable assuming a high profile, outspoken leadership style. This does not necessarily mean that they are not interested in being leaders, or that they are not good leaders. Such people can be effective leaders, but their style may be one that is more team-oriented or one in which they lead by example.

It is important to note, however, that many of the people in the *Strong* occupational groups fall somewhere in the middle of this scale, rather than near the poles. Also, within a given occupation scores vary greatly among the people working in that occupation. This variety explains why different people choose different roles and tasks within an occupation. Use this scale to help you decide how you would function best in a particular job.

Risk Taking/Adventure Scale

This scale shows whether you like adventure and how much you enjoy taking risks. Your results on this scale can help you to identify career or leisure options that fit your style.

If you like to take risks, you may choose an occupation that directly places you in physical danger, such as law enforcement or the military. If your job does not challenge you sufficiently, you may seek out risk-taking opportunities in your leisure time.

If you prefer to play it safe, you may enjoy more quiet activities or the thrill of intellectual activities. Preferring to play it safe may not mean that you avoid taking risks, but rather you may weigh risks carefully before acting.

Summary of Item Responses

This section of results, which appears on the bottom of page 6, can help your counselor tell whether the inventory was administered properly and whether the answer sheet was marked correctly. The Administrative Indexes show in percentages how you answered the questions in each of the eight parts of the *Strong*. For example, you can see how many questions you answered with the response “Like,” “Indifferent,” or “Dislike.”

The Total Responses index shows how many of the 317 *Strong* items you answered. It helps to identify whether you missed items when completing the answer sheet.

The Infrequent Responses index shows whether your interests are fairly typical, or whether they suggest a pattern of responses that is not often seen on the *Strong*. Your counselor can help you to understand the meaning of your score on this scale.

Using Your Theme Code, AES

First, use your Theme code, AES, to identify college courses and activities to explore. Your top three Themes are listed below in order of interest. These Themes describe important aspects of your interests, so choose majors, jobs or internships, and extracurricular activities that allow you to express some aspects of each. The majors, activities, and jobs listed are just a few examples of areas to explore.

◆ CONSIDERING YOUR TOP THEMES

ARTISTIC (A)

Creative Communicators who take a self-expressive or creative approach involving art/design, music, or writing.

Typical Majors

Art and Design
Communications
Languages
Literature
Music

Activities/Jobs

Foreign Language Clubs
Music/Theater Groups
Student Publications
Community Arts Programs
Advertising Agency

ENTERPRISING (E)

Active Persuaders who prefer to influence or lead others through selling the merits of ideas or products.

Typical Majors

Business Administration
Government and Politics
Management
Marketing
Travel and Tourism

Activities/Jobs

Campus Politics
Community Action Groups
Business Student Organizations
Sales Assistant
Management Trainee

SOCIAL (S)

Empathic Helpers who take a helping or altruistic approach involving teaching, developing, or caring for others.

Typical Majors

Child and Family Studies
Education
Medical Services
Ethnic Studies
Social Work

Activities/Jobs

Ethnic Student Associations
Peer Counseling
Tutoring
Teaching Assistant
Community Service Agency

◆ CONSIDERING YOUR LESS-INTEREST THEMES

You showed the least interest in the following three Themes. These Themes usually are not promising to explore. However, if you have not yet tried the activities characteristic of these Themes, then try some of them to discover the Themes' potential for you.

INVESTIGATIVE (I)

Scientific Problem Solvers who take an analytical approach involving research, experimentation, or diagnosis.

Typical Majors

Biological/Physical Sciences
Engineering

Activities/Jobs

Computer Science Associations
Research Assistant

CONVENTIONAL (C)

Careful Organizers who take an orderly approach to organizing and managing finances, procedures, or data.

Typical Majors

Accounting
Business Education

Activities/Jobs

Math Tutoring
Community Events Planning

REALISTIC (R)

Practical Doers who take an active hands-on approach involving construction, mechanical, or outdoor activities.

Typical Majors

Agriculture
Civil Engineering

Activities/Jobs

Intramural Sports
Campus Police Department

Using Your Personal Style Scales

Next, use your Personal Style Scales to identify the specific ways you prefer to approach whatever academic courses, majors, or jobs you undertake.

WORK STYLE

Your score suggests a preference for activities that range from working independently to working with others. Your score near the middle of the scale may mean that you enjoy being alone researching and reading sometimes, but at other times, you prefer teamwork and group discussion.

LEARNING ENVIRONMENT

Your score suggests a preference for the traditional student role and learning for the sake of learning.

Activities

Classroom Lectures, Theoretical Readings, Library Research

LEADERSHIP STYLE

Your score suggests a preference for developing personal expertise to do a job well rather than directing others.

Activities

Self-Paced Classes, Independent Study, Member (Rather Than Leader) of Student Groups

RISK TAKING/ADVENTURE

Your score suggests a preference for adventurous activities now and then and for measured risks. Your score near the middle of the scale may mean that you enjoy risky outdoor adventures sometimes, but at other times, you prefer safe activities like reading.



Applying Your STRONG Results to College Choices

Your *Strong* Profile provides valuable information that can help you organize your search and evaluate your options. The *Strong* inventory provides only one piece of information you need to make academic and career decisions, however. Your abilities, values, goals, and lifestyle and family concerns also need to be considered.

Academic Majors

Follow these steps to identify academic majors that fit your interests.

- STEP 1**
- Pick one to two academic majors that correspond to your top General Occupational Theme(s).
 - Pick three more majors offered by your college that are not listed on your Profile but seem related to your interests.
 - Visit departments to learn about each major and to find related majors.
 - Rate each major Low, Moderate, or High for how well the coursework fits your top Theme(s).
- STEP 2**
- Use the General Occupational Themes in which you have *least* interest to rule out options if you have tried and disliked such activities.
 - Otherwise, explore these Themes for undiscovered interests. Audit introductory classes or participate in activities related to the Themes.
- STEP 3**
- Find your highest Basic Interest Scales (page 2), then pick two to three majors that focus on these topics.
 - Be creative: Identify majors that combine your highest basic interests.
- STEP 4**
- Pick three occupations from your similar Occupational Scales (OSs).
 - Visit your career library or Web sites to research the majors that prepare you for these and related careers.
 - Each OS represents a family of careers; focus on the work tasks and environments each scale typifies (not on the occupational title itself).
- STEP 5**
- Evaluate each major against your Personal Style preferences (see page 6). How well do the activities required for each major fit you?
 - Rate each major Low, Moderate, or High for its overall fit.
- STEP 6**
- Note the majors that recur in the lists you created for Steps 1, 3, and 4, especially majors rated High for overall fit. Investigate them further.

Remember: Choosing a Major Is Different from Choosing a Career

- Choosing a major is only one step toward exploring a number of career paths.
- Careers are not mapped one-to-one to academic majors: any major can prepare you for a number of different career directions.
- Almost every career includes people who majored in diverse academic fields.
- It is not uncommon for college students to change majors several times during college as their interests develop and as they are exposed to new areas.
- Use your *Strong* results first to identify courses and activities that will motivate you and point you toward a rewarding college experience.

First Job or Graduate Program

To evaluate a potential first job or graduate program, start with these tips.

Gather Information About Options

Each of the ten Occupational Scales listed on your Snapshot page represents a family of related career fields and job titles. Select three to five occupational areas from this list. Take the following steps to discover what tasks and work environments are associated with the areas you selected.

1. Read about the occupations in your campus career library.
2. Search career information sites on the Internet. See your career counselor or advisor for site recommendations.
3. Conduct informational interviews. Check to see if the alumni office has a list of people working in the occupational areas you selected.

Rate How Well Each Option Fits You

As you gather information about jobs or graduate programs, rate on a scale of Low, Moderate, or High how well each fits your interests and personality styles.

Describe Your Strengths

Try writing a cover letter for a job, a resume, or a statement of purpose to a graduate program. Review this *Strong* Profile and incorporate key words from the descriptions of your Theme code and Personal Style Scales (e.g., *organizer, creative, comfortable motivating others*). How well do your strengths match the demands of the job or program?