

Strong Interest Inventory® Profile with Skills Confidence Inventory Profile

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Report prepared for MARTIN SAMPLE
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HOW THE STRONG CAN HELP YOU

The Strong Interest Inventory® instrument is a powerful tool that can help you make satisfying decisions about your career and education. Whether you are just starting out in your career, thinking about a change, or considering education options for career preparation, you can benefit from the wealth of information reflected in your Strong results. Understanding your Strong Profile can help you identify a career focus and begin your career planning and exploration process.

Keep in mind that the *Strong* measures interests, not skills or abilities, and that the results can help guide you toward rewarding careers, work activities, education programs, and leisure activities—all based on your interests. As you review your Profile, remember that managing your career is not a one-time decision but a series of decisions made over your lifetime.

HOW YOU WILL BENEFIT

The *Strong* can be a valuable tool in helping you identify your interests, enabling you to

- · Achieve satisfaction in your work
- · Identify career options consistent with your interests
- Choose appropriate education and training relevant to your interests
- Maintain balance between your work and leisure activities
- Understand aspects of your personality most closely associated with your interests
- · Determine your preferred learning environments
- Learn about your preferences for leadership, risk taking, and teamwork
- · Use interests in shaping your career direction
- · Decide on a focus for the future
- Direct your own career exploration at various stages in your life

HOW YOUR RESULTS ARE ORGANIZED

Section 1. General Occupational Themes

Describes your interests, work activities, potential skills, and personal values in six broad areas: Realistic (R), Investigative (I), Artistic (A), Social (S), Enterprising (E), and Conventional (C).

Section 2. Basic Interest Scales

Identifies specific interest areas within the six General Occupational Themes, indicating areas likely to be most motivating and rewarding for you.

Section 3. Occupational Scales

Compares your likes and dislikes with those of people who are satisfied working in various occupations, indicating your likely compatibility of interests.

Section 4. Personal Style Scales

Describes preferences related to work style, learning, leadership, risk taking, and teamwork, providing insight into work and education environments most likely to fit you best.

Section 5. Profile Summary

Provides a graphic snapshot of Profile results for immediate, easy reference.

Section 6. Response Summary

Summarizes your responses within each category of *Strong* items, providing data useful to your career professional.

Note to professional: Check the Response Summary in section 6 of the Profile before beginning your interpretation.

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
Enterprising	E	Business, politics, leadership, entrepreneurship	Selling, managing, persuading, marketing	Verbal ability, ability to motivate and direct others	Risk taking, status, competition, influence
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
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
Conventional	С	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
Investigative	1	Science, medicine, mathematics, research	Performing lab work, solving abstract problems, conducting research	Mathematical ability, researching, writing, analyzing	Independence, curiosity, learning
Artistic	Α	Self-expression, art appreciation, communication, culture	Composing music, performing, writing, creating visual art	Creativity, musical ability, artistic expression	Beauty, originality, independence, imagination

YOUR HIGHEST THEMES	YOUR THEME CODE
Enterprising, Social, Realistic	ESR

THEME	CODE	STANDARD SCORE & INTEREST LEVEL						
TITLIMIL	CODE	30	40	50	60	70	STD SCORE	
Enterprising	E				HIGH		63	
Social	S				HIGH		58	
Realistic	R 💻			MODERATE	1		55	
Conventional	C =		LITTLE				40	
Investigative	1		LITTLE				40	
Artistic	Α =	L	ITTLE				37	

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. Sales (E)
- 2. Management (E)
- 3. Social Sciences (S)
- 4. Politics & Public Speaking (E)
- 5. Marketing & Advertising (E)

Areas of Least Interest

Culinary Arts (A)

Visual Arts & Design (A)

Programming & Information Systems (C)

ENTERPRISING — High

BASIC INTEREST SCALE	ST	STD			
Sales				VH	71
Management			Н		63
Politics & Public Speaking			Н		61
Marketing & Advertising			н		60
Law		N	1		57
Entrepreneurship		M			51

SOCIAL — High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL						
27.010 111 21120 1 007.22	30	40	50	60	70	SCORE	
Social Sciences				Н		62	
Human Resources & Training				н		59	
Teaching & Education				н		58	
Counseling & Helping			M			52	
Healthcare Services			M			51	
Religion & Spirituality			М			51	

REALISTIC — Moderate

BASIC INTEREST SCALE			E & INTE			STD
	30	40	50	60	70	SCURE
Athletics				M		61
Mechanics & Construction			N	1		57
				_		: "
Protective Services			M			52
Nature & Agriculture			М			. FO
			IVI			50
Military			L			47
Computer Hardware & Electronics		VL				40
						1

CONVENTIONAL — Little

BASIC INTEREST SCALE		ST I	SCORE 40	& INTER	EST LEV	/EL 70	STD SCORE
Finance & Investing	Ŧ			M			55
Taxes & Accounting				М			48
Office Management			3				38
Programming & Information Systems		V	L				38

INVESTIGATIVE — Little

BASIC INTEREST SCALE		STD SCORE & INTEREST LEVEL						
	: 3	30 4	10 5	50 E	0 7	0	SCORE	
Mathematics			M				51	
Research			3				42	
Science		L					40	
Medical Science		L					39	

ARTISTIC — Little

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL 30 40 50 60 70	STD SCORE
Writing & Mass Communication	L	40
Performing Arts	L	38
Visual Arts & Design	VL	36
Culinary Arts	VL	33

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. Life Insurance Agent (E)
- 2. Buyer (EC)
- 3. Loan Officer/Counselor (E)
- 4. Operations Manager (ER)
- 5. Parks & Recreation Manager (SE)
- 6. Special Education Teacher (SEA)
- 7. Credit Manager (CE)
- 8. Realtor (E)
- 9. Top Executive, Business/Finance (E)
- 10. Florist (EAC)

Occupations of Dissimilar Interest

Physicist (IRA)

Medical Illustrator (AIR)

Mathematician (ICA)

Chemist (IR)

Reporter (A)

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.

ENTERPRISING — Selling, Managing, Persuading

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR 10 15 20	MIDRANGE 30 40	SIMILAR 50 55 60	STD SCORE
E	Life Insurance Agent				66
EC	Buyer				62
Е	Loan Officer/Counselor				61
ER	Operations Manager				61
E	Realtor				58
Е	Top Executive, Business/Finance				58
EAC	Florist				57
Е	Sales Manager				57
ECR	Purchasing Agent				56
ESR	Human Resources Specialist				55
Е	Securities Sales Agent				55
Е	Marketing Manager				54
ER	Technical Sales Representative				53
E	Wholesale Sales Representative				53
ECS	Facilities Manager				52
ER	Optician				52
Е	Personal Financial Advisor				52
ECR	Restaurant Manager				52
ESA	Elected Public Official				39
EAS	Flight Attendant				37
ER	Chef				33
EAR	Bartender				26
EA	Cosmetologist				22

SOCIAL — Helping, Instructing, Caregiving

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR 10 15 20	MIDRANGE 30 40	SIMILAR 50 55 60	STD Score
SE	Parks & Recreation Manager				60
SEA	Special Education Teacher				60
SER	Human Resources Manager				55
S	Career Counselor				54
S	Middle School Teacher				53
SEC	School Administrator				52
SA	University Administrator				52
SAE	Training & Development Specialist				51
SE	School Counselor				50
S	Community Service Director				47
S	Instructional Coordinator				46
S	Secondary School Teacher				45
S	Mental Health Counselor				43
SRA	Rehabilitation Counselor				43
S	Elementary School Teacher				42
SAR	Recreation Therapist				42
SA	Social Worker				40
S	Religious/Spiritual Leader				39
SA	Occupational Therapist				33
SIR	Athletic Trainer				30
SIR	Physical Therapist				29
SAI	Registered Nurse				29
SA	Speech Pathologist				27
SEC	Dietitian				19

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 0*NET™ online at http://www.onetonline.org

REALISTIC — Building, Repairing, Working Outdoors

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR 10 15 20	MIDRANGE 30 40	SIMILAR 50 55 60	STD SCORE
R	Law Enforcement Officer				52
REC	Management Analyst				50
RCE	Production Worker				47
RC	Farmer/Rancher				46
RCE	Military Enlisted				44
RSE	Vocational Agriculture Teacher				43
RE	Landscape/Grounds Manager				42
REC	Military Officer				42
RI	Radiologic Technologist				41
R	Automobile Mechanic				38
RI	Emergency Medical Technician				37
RIC	Electrician				36
RI	Firefighter				34
REI	Horticulturist				33
RC	Computer & IS Manager				32
RIC	Computer/Mathematics Manager				30
RI	Engineer				27
RI	Forester				24
REA	Carpenter				23
RCI	Computer Systems Analyst				23
RIC	Engineering Technician				22
RIC	Software Developer				20
RIC	Computer Programmer				17
RCI	Technical Support Specialist				17
RIC	Network Administrator				13

CONVENTIONAL — Accounting, Organizing, Processing Data

THEME	OCCUPATIONAL SCALE	DISSIMII	LAR MID	RANGE	SIMILAR	STD
CODE		10 15	20 30	40	50 55 60	SCORE
CE	Credit Manager					59
CRE	Business/Finance Supervisor					52
CRE	Financial Analyst					49
CES	Business Education Teacher					48
CRE	Accountant					46
CA	Paralegal					46
CES	Nursing Home Administrator					45
С	Auditor					44
CRE	Financial Manager					43
CR	Customer Service Representative					42
CES	Food Service Manager					37
CSR	Administrative Assistant					35
С	Health Information Specialist					29
CIS	Mathematics Teacher					21
CI	Actuary					7

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

INVESTIGATIVE — Researching, Analyzing, Inquiring

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR 10 15 20	MIDRANGE 30 40	SIMILAR 50 55 60	STD SCORE
ISA	Chiropractor				33
ICE	Pharmacist				26
IRC	R&D Manager				12
IRE	Medical Technician				11
IR	Optometrist				9
IRC	Medical Technologist				8
IRS	Science Teacher				. 8
I	University Faculty Member				7
IRS	Respiratory Therapist				6
IR	Dentist				3
IAS	Psychologist				2
IA	Geographer	i			-1
ICR	Computer Scientist	j j			-3
IR	Veterinarian	i			-3
IAR	Physician	į			-4
IA	Biologist	į			-5
IRA	Geologist	j			-5
IR	Chemist				-13
ICA	Mathematician	i			-13
IRA	Physicist	i			-39

ARTISTIC — Creating or Enjoying Art, Drama, Music, Writing

THEME	OCCUPATIONAL SCALE	DISSIMILAR	MIDRANGE	SIMILAR	STD SCORE
ASE	Public Administrator	10 15 20	30 40	50 55 60	42
ARE	Attorney				37
AE	Public Relations Director				30
					-
Al	Urban & Regional Planner				30
AE	Advertising Account Manager				29
Α	Arts/Entertainment Manager				29
AE	Interior Designer				27
Α	Musician				22
ARE	Photographer				22
ASI	ESL Instructor				19
Α	Graphic Designer				17
AE	Broadcast Journalist				16
Al	Translator				12
Α	Librarian				11
AS	Art Teacher				9
Al	Sociologist				9
ASE	English Teacher				5
ARI	Architect				4
Α	Editor	j			0
Al	Technical Writer)			-3
Α	Artist	1			-4
Α	Reporter	1			-6
AIR	Medical Illustrator	i			-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 0*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

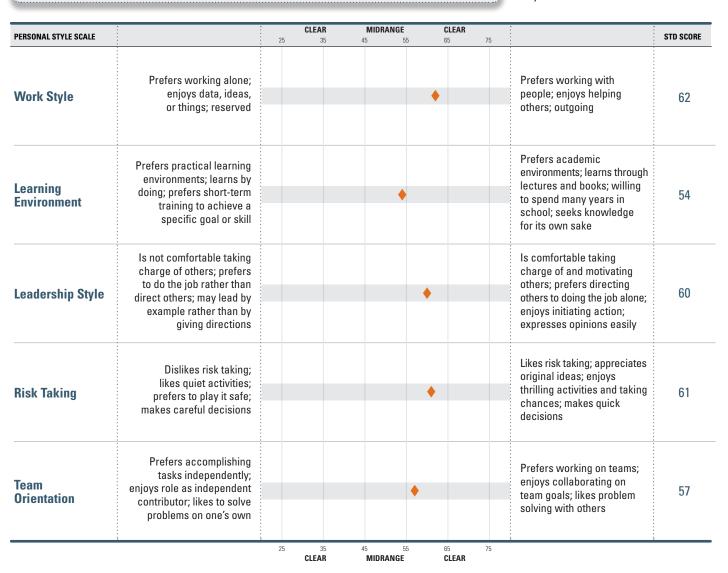
- 1. You likely prefer working with people.
- 2. You seem to prefer to learn by doing and through lectures and books.
- 3. You probably prefer to lead by taking charge.
- 4. You may like taking risks.
- 5. You probably enjoy participating in teams.

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.



PROFILE SUMMARY SECTION 5

YOUR HIGHEST THEMES

Enterprising, Social, Realistic

YOUR THEME CODE

ESR

YOUR TOP FIVE INTEREST AREAS

- 1. Sales (E)
- 2. Management (E)
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- 5. Marketing & Advertising (E)

Areas of Least Interest

Culinary Arts (A)

Visual Arts & Design (A)

Programming & Information Systems (C)

YOUR TOP TEN STRONG OCCUPATIONS

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Occupations of Dissimilar Interest

Physicist (IRA)

Medical Illustrator (AIR)

Mathematician (ICA)

Chemist (IR)

Reporter (A)

YOUR PERSONAL STYLE SCALES PREFERENCES

- 1. You likely prefer working with people.
- 2. You seem to prefer to learn by doing and through lectures and books.
- 3. You probably prefer to lead by taking charge.
- 4. You may like taking risks.

5. You probably enjoy participating in teams.

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 32 37 **Occupations** 13 2 39 7 35 17 Subject Areas Activities 2 49 13 24 12 Leisure Activities 0 33 11 41 15 50 25 25 People 0 0 22 67 11 0 Your Characteristics 0 **TOTAL PERCENTAGE** 40 14 32

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

Total possible responses: 291 Your response total: 286 Items omitted: 5 Typicality index: 23—Combination of item responses appears consistent.



LEVELS OF SKILLS CONFIDENCE BY THEME

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

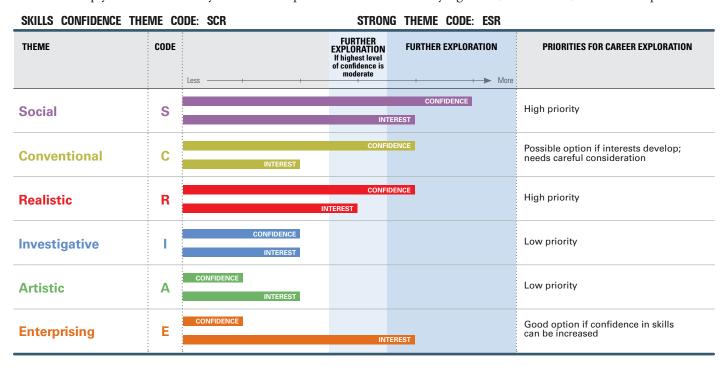
Your confidence in each of the six areas is shown below. Additionally, you will see a Skills Confidence Theme code, which summarizes the areas in which you feel most confident performing particular activities.

SKILLS CONFIDENCE THEME CODE: SCR

THEME	CODE	CONFIDENCE SCORE & LEVEL 1 2 3 4 5		SCORE (1–5)	TYPICAL SKILL AREAS
Social	S		VERY HIGH	4.6	Education, counseling, social service
Conventional	С		HIGH	3.9	Finance, computers, organization
Realistic	R		HIGH	3.6	Outdoor work, construction, repair
Investigative	1	ипте		2.3	Research, math, science
Artistic	Α	VERY LITTLE		1.6	Creative expression, music, design
Enterprising	Е	VERY LITTLE		1.6	Sales, speaking, management

COMPARISON OF LEVELS OF SKILLS CONFIDENCE AND INTEREST

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



Total responses out of 60: 60

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

