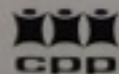




Strong Interest Inventory® Profile and Interpretive Report

Interpretive Report developed by Judith Grutter and Allen L. Hammer

Report prepared for
JAMES CRADDOCK
September 25, 2015



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GENERAL OCCUPATIONAL THEMES

SECTION 1

The General Occupational Themes (GOTs) measure six broad interest patterns that can be used to describe your work personality. Most people's interests are reflected by two or three Themes, combined to form a cluster of interests. Work activities, potential skills, and values can also be classified into these six Themes. This provides a direct link between your interests and the career and education possibilities likely to be most meaningful to you.

Your *standard scores* are based on the average scores of a combined group of working adults. However, because research shows that men and women tend to respond differently in these areas, your *interest levels* (Very Little, Little, Moderate, High, Very High) were determined by comparing your scores against the average scores for your gender.

THEME DESCRIPTIONS

THEME	CODE	INTERESTS	WORK ACTIVITIES	POTENTIAL SKILLS	VALUES
Artistic	A	Self-expression, art appreciation, communication, culture	Composing music, performing, writing, creating visual art	Creativity, musical ability, artistic expression	Beauty, originality, independence, imagination
Enterprising	E	Business, politics, leadership, entrepreneurship	Selling, managing, persuading, marketing	Verbal ability, ability to motivate and direct others	Risk taking, status, competition, influence
Investigative	I	Science, medicine, mathematics, research	Performing lab work, solving abstract problems, conducting research	Mathematical ability, researching, writing, analyzing	Independence, curiosity, learning
Conventional	C	Organization, data management, accounting, investing, information systems	Setting up procedures and systems, organizing, keeping records, developing computer applications	Ability to work with numbers, data analysis, finances, attention to detail	Accuracy, stability, efficiency
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
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

YOUR HIGHEST THEMES

Artistic, Enterprising, Investigative

YOUR THEME CODE

AEI

THEME	CODE	STANDARD SCORE & INTEREST LEVEL					STD SCORE
		30	40	50	60	70	
Artistic	A	[Bar from 30 to 63] VERY HIGH					63
Enterprising	E	[Bar from 30 to 57] MODERATE					57
Investigative	I	[Bar from 30 to 54] MODERATE					54
Conventional	C	[Bar from 30 to 51] MODERATE					51
Realistic	R	[Bar from 30 to 51] MODERATE					51
Social	S	[Bar from 30 to 42] MODERATE					42

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. Performing Arts (A)
2. Research (I)
3. Entrepreneurship (E)
4. Culinary Arts (A)
5. Politics & Public Speaking (E)

Areas of Least Interest

- Management (E)
- Human Resources & Training (S)
- Healthcare Services (S)

ARTISTIC — Very High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Performing Arts	VH					67
Culinary Arts	VH					63
Writing & Mass Communication	H					59
Visual Arts & Design	H					58

ENTERPRISING — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Entrepreneurship	VH					65
Politics & Public Speaking	H					60
Marketing & Advertising	H					59
Sales	M					58
Law	M					53
Management	VL					36

INVESTIGATIVE — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Research	VH					67
Mathematics	M					58
Science	M					53
Medical Science	M					46

CONVENTIONAL — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Finance & Investing	H					58
Office Management	M					50
Programming & Information Systems	M					50
Taxes & Accounting	M					49

REALISTIC — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Athletics	M					57
Military	M					54
Protective Services	M					52
Computer Hardware & Electronics	M					49
Mechanics & Construction	L					45
Nature & Agriculture	L					41

SOCIAL — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Social Sciences	M					54
Religion & Spirituality	M					54
Counseling & Helping	M					51
Teaching & Education	M					47
Healthcare Services	L					38
Human Resources & Training	L					38

OCCUPATIONAL SCALES

SECTION

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. Broadcast Journalist (AE)
2. Arts/Entertainment Manager (A)
3. Marketing Manager (E)
4. Bartender (EAR)
5. Advertising Account Manager (AE)
6. Musician (A)
7. Photographer (ARE)
8. Public Relations Director (AE)
9. Flight Attendant (EAS)
10. Librarian (A)

Occupations of
Dissimilar Interest

- Vocational Agriculture Teacher (RSE)
- Forester (RI)
- Athletic Trainer (SIR)
- Veterinarian (IR)
- Farmer/Rancher (RC)

As you read through your Occupational Scales results on this and the following pages, note the names of those occupations for which you scored "Similar." Those are the occupations you might want to explore first. Also consider exploring occupations on which you scored in the midrange, since you have some likes and dislikes in common with people in those occupations. You might also consider occupations of least interest or for which you scored "Dissimilar"; however, keep in mind that you are likely to have little in common with people in these types of work and probably would contribute to such occupations in a unique way. Your career professional can guide you further in the career exploration process.

Click the name of any of the occupations in your top ten list above to visit the O*NET™ database (<http://www.onetonline.org>) and see a summary description of that occupation. Learn about occupations by visiting reputable Web sites such as O*NET. You can also find career information in a public library, in the career library of a college or university near you, or in a professional career center or state or local government job agency. Supplement your research by talking to people who are working in the occupations you are considering. These people can describe their day-to-day work and tell you what they like and dislike about the occupation.

OCCUPATIONAL SCALES

SECTION 3

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

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE			SIMILAR			STD SCORE
		10	15	20	25	30	35	40	45	50	
AI	Broadcast Journalist										59
A	Arts/Entertainment Manager										56
AE	Advertising Account Manager										51
A	Musician										51
ARE	Photographer										51
AE	Public Relations Director										51
A	Librarian										50
A	Reporter										48
AI	Technical Writer										48
A	Editor										47
ASE	Public Administrator										47
A	Artist										46
A	Graphic Designer										46
AI	Urban & Regional Planner										44
AI	Translator										42
AI	Sociologist										40
AE	Interior Designer										39
ARE	Attorney										38
ASE	English Teacher										38
ARI	Architect										36
ASI	ESL Instructor										35
AIR	Medical Illustrator										34
AS	Art Teacher										31

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>

ENTERPRISING — Selling, Managing, Persuading

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE			SIMILAR			STD SCORE
		10	15	20	25	30	35	40	45	50	
E	Marketing Manager										55
EAP	Bar tender										53
EAS	Flight Attendant										50
ESA	Elected Public Official										47
E	Loan Officer/Counselor										47
ESR	Human Resources Specialist										44
ER	Technical Sales Representative										44
EA	Cosmetologist										42
ER	Chef										41
E	Life Insurance Agent										41
E	Sales Manager										41
E	Securities Sales Agent										41
E	Wholesale Sales Representative										41
E	Realtor										40
E	Personal Financial Advisor										38
ECR	Restaurant Manager										38
E	Top Executive, Business/Finance										38
EC	Buyer										34
ER	Operations Manager										34
EAC	Florist										30
ECR	Purchasing Agent										30
ECS	Facilities Manager										27
ER	Optician										25

OCCUPATIONAL SCALES

SECTION 3

INVESTIGATIVE — Researching, Analyzing, Inquiring

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE			SIMILAR			STD SCORE
		10	15	20	25	30	35	40	45	50	
IAS	Psychologist										45
I	University Faculty Member										38
IR	Optometrist										37
IA	Biologist										35
IAR	Physician										29
IRA	Geologist										28
IA	Geographer										27
ISA	Chiropractor										26
IRC	R&D Manager										26
IRS	Respiratory Therapist										26
ICA	Mathematician										25
ICE	Pharmacist										25
ICR	Computer Scientist										24
IR	Chemist										23
IR	Dentist										22
IRA	Physicist										22
IRC	Medical Technologist										19
IRS	Science Teacher										14
IRE	Medical Technician										12
IR	Veterinarian										10

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>

CONVENTIONAL — Accounting, Organizing, Processing Data

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE			SIMILAR			STD SCORE
		10	15	20	25	30	35	40	45		
CRE	Financial Analyst										48
CA	Paralegal										46
CSR	Administrative Assistant										43
CRE	Accountant										40
C	Auditor										39
C	Health Information Specialist										37
CR	Customer Service Representative										34
CRE	Financial Manager										34
CES	Food Service Manager										34
CI	Actuary										33
CES	Nursing Home Administrator										32
CE	Credit Manager										31
CRE	Business/Finance Supervisor										29
CES	Business Education Teacher										26
CIS	Mathematics Teacher										12

OCCUPATIONAL SCALES

SECTION 3

REALISTIC — Building, Repairing, Working Outdoors

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR	MIDRANGE	SIMILAR	STD SCORE
REC	Management Analyst	[Bar from 10 to 50]			50
RC	Computer Programmer	[Bar from 10 to 36]			36
RI	Engineer	[Bar from 10 to 36]			36
RIC	Software Developer	[Bar from 10 to 36]			36
RCI	Computer Systems Analyst	[Bar from 10 to 33]			33
RCE	Production Worker	[Bar from 10 to 33]			33
RC	Computer & IS Manager	[Bar from 10 to 31]			31
RIC	Network Administrator	[Bar from 10 to 29]			29
RIC	Computer/Mathematics Manager	[Bar from 10 to 28]			28
RCI	Technical Support Specialist	[Bar from 10 to 28]			28
R	Law Enforcement Officer	[Bar from 10 to 25]			25
RCE	Military Enlisted	[Bar from 10 to 24]			24
RI	Radiologic Technologist	[Bar from 10 to 22]			22
RE	Landscape/Grounds Manager	[Bar from 10 to 20]			20
REC	Military Officer	[Bar from 10 to 19]			19
REA	Carpenter	[Bar from 10 to 18]			18
RI	Emergency Medical Technician	[Bar from 10 to 18]			18
RIC	Engineering Technician	[Bar from 10 to 18]			18
RIC	Electrician	[Bar from 10 to 17]			17
R	Automobile Mechanic	[Bar from 10 to 15]			15
RI	Firefighter	[Bar from 10 to 15]			15
REI	Horticulturist	[Bar from 10 to 14]			14
RC	Farmer/Rancher	[Bar from 10 to 7]			7
RI	Forester	[Bar from 10 to 6]			6
RSE	Vocational Agriculture Teacher	[Bar from 10 to 6]			6

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>

SOCIAL — Helping, Instructing, Caregiving

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR	MIDRANGE	SIMILAR	STD SCORE
S	Instructional Coordinator	[Bar from 10 to 44]			44
SA	Speech Pathologist	[Bar from 10 to 44]			44
SE	Parks & Recreation Manager	[Bar from 10 to 41]			41
SAE	Training & Development Specialist	[Bar from 10 to 41]			41
SEA	Special Education Teacher	[Bar from 10 to 40]			40
SA	Occupational Therapist	[Bar from 10 to 39]			39
SE	School Counselor	[Bar from 10 to 39]			39
SA	University Administrator	[Bar from 10 to 38]			38
S	Career Counselor	[Bar from 10 to 38]			38
S	Secondary School Teacher	[Bar from 10 to 38]			38
GER	Human Resources Manager	[Bar from 10 to 35]			35
S	Community Service Director	[Bar from 10 to 33]			33
SEC	Dietitian	[Bar from 10 to 33]			33
S	Religious/Spiritual Leader	[Bar from 10 to 32]			32
SEC	School Administrator	[Bar from 10 to 32]			32
SA	Social Worker	[Bar from 10 to 31]			31
S	Middle School Teacher	[Bar from 10 to 30]			30
SRA	Rehabilitation Counselor	[Bar from 10 to 30]			30
S	Elementary School Teacher	[Bar from 10 to 29]			29
S	Mental Health Counselor	[Bar from 10 to 28]			28
SIR	Physical Therapist	[Bar from 10 to 25]			25
SAE	Registered Nurse	[Bar from 10 to 21]			21
SAR	Recreation Therapist	[Bar from 10 to 20]			20
SIR	Athletic Trainer	[Bar from 10 to 7]			7

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 alone.
2. You seem to prefer to learn 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.

PERSONAL STYLE SCALE		CLEAR	MIDRANGE	CLEAR	STD SCORE	
		25	35	45	55	75
Work Style	Prefers working alone; enjoys data, ideas, or things; reserved		45		45	
Learning Environment	Prefers practical learning environments; learns by doing; prefers short-term training to achieve a specific goal or skill		56		56	
Leadership Style	Is not comfortable taking charge of others; prefers to do the job rather than direct others; may lead by example rather than by giving directions		57		57	
Risk Taking	Dislikes risk taking; likes quiet activities; prefers to play it safe; makes careful decisions		66		66	
Team Orientation	Prefers accomplishing tasks independently; enjoys role as independent contributor; likes to solve problems on one's own		58		58	

PROFILE SUMMARY

SECTION 5

YOUR HIGHEST THEMES

Artistic, Enterprising, Investigative

YOUR THEME CODE

AEI

YOUR TOP FIVE INTEREST AREAS

1. Performing Arts (A)
2. Research (I)
3. Entrepreneurship (E)
4. Culinary Arts (A)
5. Politics & Public Speaking (E)

Areas of Least Interest

Management (E)
 Human Resources & Training (S)
 Healthcare Services (S)

YOUR TOP TEN STRONG OCCUPATIONS

1. Broadcast Journalist (AE)
2. Arts/Entertainment Manager (A)
3. Marketing Manager (E)
4. Bartender (EAR)
5. Advertising Account Manager (AE)
6. Musician (A)
7. Photographer (ARE)
8. Public Relations Director (AE)
9. Flight Attendant (EAS)
10. Librarian (A)

Occupations of Dissimilar Interest

Vocational Agriculture Teacher (RSE)
 Forester (RI)
 Athletic Trainer (SIR)
 Veterinarian (IR)
 Farmer/Rancher (RC)

YOUR PERSONAL STYLE SCALES PREFERENCES

1. You likely prefer working alone.
2. You seem to prefer to learn 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
Occupations	7	16	24	34	19
Subject Areas	13	28	28	20	11
Activities	19	32	26	9	14
Leisure Activities	29	54	16	0	0
People	13	50	31	6	0
Your Characteristics	32	44	0	22	0
TOTAL PERCENTAGE	18	29	24	19	13

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

Total possible responses: 291 Your response total: 291 Items omitted: 0 Typicality index: 22—Combination of item responses appears consistent.

