



Strong Interest Inventory[®] and Myers-Briggs Type Indicator[®] Career Report with Strong Profile

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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 interpretive data useful to your career professional.

Note to professional: Check the Response Summary on page 9 of the Profile before beginning your interpretation.



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
Investigative	I	Science, medicine, mathematics, research	Performing lab work, solving abstract problems, conducting research	Mathematical ability, researching, writing, analyzing	Independence, curiosity, learning
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
Enterprising	E	Business, politics, leadership, entrepreneurship	Selling, managing, persuading, marketing	Verbal ability, ability to motivate and direct others	Risk taking, status, competition, influence
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	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

YOUR HIGHEST THEMES

Artistic, Investigative, Social

YOUR THEME CODE

AIS

THEME	CODE	STANDARD SCORE & INTEREST LEVEL					STD SCORE
		< 30	40	50	60	70 >	
Artistic	A						61
Investigative	I						53
Social	S						49
Enterprising	E						46
Realistic	R						50
Conventional	C						38

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 on this page 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. Visual Arts & Design (A)
3. Social Sciences (S)
4. Nature & Agriculture (R)
5. Science (I)

Areas of Least Interest

- Medical Science (I)
- Office Management (C)
- Mechanics & Construction (R)

ARTISTIC — High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Performing Arts	[Green bar from 30 to 68]					68
Visual Arts & Design	[Green bar from 30 to 64]					64
Writing & Mass Communication	[Green bar from 30 to 52]					52
Culinary Arts	[Green bar from 30 to 36]					36

INVESTIGATIVE — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Science	[Blue bar from 30 to 61]					61
Mathematics	[Blue bar from 30 to 56]					56
Research	[Blue bar from 30 to 41]					41
Medical Science	[Blue bar from 30 to 32]					32

SOCIAL — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Social Sciences	[Purple bar from 30 to 64]					64
Teaching & Education	[Purple bar from 30 to 49]					49
Counseling & Helping	[Purple bar from 30 to 47]					47
Healthcare Services	[Purple bar from 30 to 45]					45
Human Resources & Training	[Purple bar from 30 to 42]					42
Religion & Spirituality	[Purple bar from 30 to 39]					39

ENTERPRISING — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Entrepreneurship	[Yellow bar from 30 to 58]					58
Politics & Public Speaking	[Yellow bar from 30 to 50]					50
Marketing & Advertising	[Yellow bar from 30 to 47]					47
Law	[Yellow bar from 30 to 46]					46
Sales	[Yellow bar from 30 to 44]					44
Management	[Yellow bar from 30 to 43]					43

REALISTIC — Little

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Nature & Agriculture	[Red bar from 30 to 62]					62
Athletics	[Red bar from 30 to 55]					55
Protective Services	[Red bar from 30 to 47]					47
Military	[Red bar from 30 to 47]					47
Computer Hardware & Electronics	[Red bar from 30 to 45]					45
Mechanics & Construction	[Red bar from 30 to 41]					41

CONVENTIONAL — Very Little

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Finance & Investing	[Olive bar from 30 to 58]					58
Taxes & Accounting	[Olive bar from 30 to 48]					48
Programming & Information Systems	[Olive bar from 30 to 43]					43
Office Management	[Olive bar from 30 to 35]					35

INTEREST LEVELS: VL = Very Little | L = Little | M = Moderate | H = High | VH = Very High

OCCUPATIONAL SCALES**SECTION 3**

This section highlights your Profile results on the Occupational Scales of the *Strong*. On the next three pages you will find your scores for 122 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.

YOUR TOP TEN STRONG OCCUPATIONS

1. **Photographer (ARE)**
2. **Musician (A)**
3. **Medical Illustrator (AIR)**
4. **Editor (AI)**
5. **Graphic Designer (A)**
6. **Top Executive (E)**
7. **Urban & Regional Planner (AI)**
8. **Attorney (A)**
9. **Advertising Account Manager (AE)**
10. **Artist (A)**

Occupations of Dissimilar Interest

-
- Athletic Trainer (SIR)**
 - Physical Education Teacher (SR)**
 - Dietitian (SEC)**
 - Emergency Medical Technician (RI)**
 - Law Enforcement Officer (R)**

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. If you have no scores in this range, take a look at those in the midrange and begin there. 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 those types of work and probably would contribute to such occupations in a unique way. Your career professional can guide you further in this process.

You can learn about occupations from information found in a public library, in the career library of a college or university near you, in a professional career center, or on the Internet. A recommended online source for occupational information is the O*NET™ database at <http://online.onetcenter.org>. 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.

OCCUPATIONAL SCALES

SECTION 3

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

THEME CODE	OCCUPATIONAL SCALE						STD SCORE			
		DISSIMILAR	MIDRANGE	SIMILAR						
		10	15	20	30	40	50	55	60	
ARE	Photographer									56
A	Musician									55
AIR	Medical Illustrator									52
AI	Editor									49
A	Graphic Designer									49
AI	Urban & Regional Planner									48
A	Attorney									47
AE	Advertising Account Manager									46
A	Artist									46
ARI	Architect									44
A	Reporter									43
AI	Technical Writer									42
ASI	ESL Instructor									40
A	Librarian									39
AES	Corporate Trainer									38
AE	Interior Designer									38
ASE	Public Administrator									38
AE	Broadcast Journalist									36
ASE	English Teacher									33
AI	Translator									32
AE	Public Relations Director									28
AS	Art Teacher									24
AI	Sociologist									21

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://online.onetcenter.org>.

INVESTIGATIVE – Researching, Analyzing, Inquiring

THEME CODE	OCCUPATIONAL SCALE						STD SCORE			
		DISSIMILAR	MIDRANGE	SIMILAR						
		10	15	20	30	40	50	55	60	
IA	Psychologist									46
IR	Optometrist									39
IA	Biologist									37
IAR	Physician									37
IAS	University Professor									37
IRA	Geologist									34
ISA	Chiropractor									33
ICA	Mathematician									31
IRC	Technical Support Specialist									31
IA	Geographer									30
IAR	Software Developer									30
IR	Chemist									28
IRC	Network Administrator									27
ICR	Computer Scientist									25
IR	Veterinarian									25
IR	Dentist									22
ICE	Pharmacist									22
IRA	Physicist									22
IRC	Medical Technologist									21
IRC	R&D Manager									20
IRS	Respiratory Therapist									16
IRS	Science Teacher									14
IRE	Medical Technician									12

OCCUPATIONAL SCALES

SECTION 3

SOCIAL – Helping, Instructing, Caregiving

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
S	College Instructor										45
SA	Social Worker										41
SA	Speech Pathologist										41
SA	Foreign Language Teacher										40
SE	Parks & Recreation Manager										39
SAI	Rehabilitation Counselor										38
SA	Occupational Therapist										36
SE	Community Service Director										33
S	Elementary School Teacher										31
SEA	Special Education Teacher										31
SAI	Registered Nurse										29
SEC	School Administrator										28
SE	School Counselor										28
SIR	Physical Therapist										27
SAR	Recreation Therapist										27
SEA	Social Science Teacher										27
SA	Minister										22
SCE	Licensed Practical Nurse										15
SEC	Dietitian										8
SR	Physical Education Teacher										7
SIR	Athletic Trainer										0

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://online.onetcenter.org>.

ENTERPRISING – Selling, Managing, Persuading

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
E	Top Executive										48
E	Life Insurance Agent										46
ECl	Investments Manager										44
E	Operations Manager										44
ECA	Travel Consultant										42
EAC	Florist										41
ES	Sales Manager										37
ECS	Housekeeping/Maintenance Manager										35
E	Retail Sales Representative										35
EA	Cosmetologist										34
ESI	Technical Sales Representative										34
ESA	Elected Public Official										33
EAS	Flight Attendant										33
ES	Human Resources Manager										33
EA	Marketing Manager										32
E	Realtor										31
ECS	Retail Sales Manager										31
EC	Buyer										30
ECR	Purchasing Agent										28
ECR	Restaurant Manager										26
ER	Optician										25
ER	Chef										20

OCCUPATIONAL SCALES

SECTION 3

REALISTIC – Building, Repairing, Working Outdoors

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
RIC	Computer & IS Manager										32
REI	Horticulturist										29
RE	Landscape/Grounds Manager										29
RI	Radiologic Technologist										27
REA	Carpenter										25
RI	Forester										24
RCE	Production Worker										24
REC	Military Officer										23
RCE	Military Enlisted										22
RC	Farmer/Rancher										21
RI	Engineer										20
RIC	Engineering Technician										18
RI	Firefighter										17
RIC	Electrician										15
R	Automobile Mechanic										14
RSE	Vocational Agriculture Teacher										14
R	Law Enforcement Officer										11
RI	Emergency Medical Technician										9

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://online.onetcenter.org>.

CONVENTIONAL – Accounting, Organizing, Processing Data

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
CSA	Administrative Assistant										38
CE	Financial Manager										38
CE	Financial Analyst										34
CES	Nursing Home Administrator										34
CI	Actuary										31
CE	Credit Manager										28
CA	Paralegal										28
CE	Accountant										27
CE	Banker										27
CRI	Computer Systems Analyst										27
C	Health Information Specialist										27
CES	Business Education Teacher										24
C	Bookkeeper										22
CES	Food Service Manager										21
CIS	Mathematics Teacher										12

PERSONAL STYLE SCALES

SECTION 4

The Personal Style Scales describe different ways of approaching people, learning, leading, making decisions, 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 more effectively narrow your choices and examine your opportunities. Each scale includes descriptions at both ends of the continuum, with scores indicating 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 are likely to prefer a balance of working alone and working with people
2. You seem to prefer to learn through lectures and books
3. You probably are comfortable both leading by example and taking charge
4. You may like taking risks
5. You probably enjoy the role of independent contributor

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		< 25	CLEAR 35	45	MIDRANGE 55	65	CLEAR 75 >		STD SCORE
Work Style	Prefers working alone; enjoys data, ideas, or things; reserved				◆			Prefers working with people; enjoys helping others; outgoing	48
Learning Environment	Prefers practical learning environments; learns by doing; prefers short-term training to achieve a specific goal or skill					◆		Prefers academic environments; learns through lectures and books; willing to spend many years in school; seeks knowledge for its own sake	61
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				◆			Is comfortable taking charge of and motivating others; prefers directing others to doing the job alone; enjoys initiating action; expresses opinions easily	50
Risk Taking	Dislikes risk taking; likes quiet activities; prefers to play it safe; makes careful decisions					◆		Likes risk taking; appreciates original ideas; enjoys thrilling activities and taking chances; makes quick decisions	58
Team Orientation	Prefers accomplishing tasks independently; enjoys role as independent contributor; likes to solve problems on one's own		◆					Prefers working on teams; enjoys collaborating on team goals; likes problem solving with others	38

PROFILE SUMMARY

SECTION 5

YOUR HIGHEST THEMES

Artistic, Investigative, Social

YOUR THEME CODE

AIS

YOUR TOP FIVE INTEREST AREAS

1. Performing Arts (A)
2. Visual Arts & Design (A)
3. Social Sciences (S)
4. Nature & Agriculture (R)
5. Science (I)

Areas of Least Interest

Medical Science (I)
Office Management (C)
Mechanics & Construction (R)

YOUR TOP TEN STRONG OCCUPATIONS

1. Photographer (ARE)
2. Musician (A)
3. Medical Illustrator (AIR)
4. Editor (AI)
5. Graphic Designer (A)
6. Top Executive (E)
7. Urban & Regional Planner (AI)
8. Attorney (A)
9. Advertising Account Manager (AE)
10. Artist (A)

Occupations of Dissimilar Interest

Athletic Trainer (SIR)
Physical Education Teacher (SR)
Dietitian (SEC)
Emergency Medical Technician (RI)
Law Enforcement Officer (R)

YOUR PERSONAL STYLE SCALES PREFERENCES

1. You are likely to prefer a balance of working alone and working with people
2. You seem to prefer to learn through lectures and books
3. You probably are comfortable both leading by example and taking charge
4. You may like taking risks
5. You probably enjoy the role of independent contributor

RESPONSE SUMMARY

SECTION 6

This section provides a summary of your responses to the different sections of the inventory for use in interpretation by your career professional.

ITEM RESPONSE PERCENTAGES					
Section Title	Strongly Like	Like	Indifferent	Dislike	Strongly Dislike
Occupations	6	18	22	1	53
Subject Areas	26	39	17	0	17
Activities	1	36	35	12	15
Leisure Activities	18	32	11	25	14
People	13	38	13	0	38
Characteristics	0	67	22	11	0
TOTAL PERCENTAGE	9	31	24	7	30

Total possible responses: 291 Your response total: 291 Items omitted: 0 Typicality index: 21—Combination of item responses appears consistent

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

INTRODUCTION TO YOUR STRONG AND MBTI® CAREER REPORT

As part of your career exploration process you recently took two powerful assessments:

- The *Strong Interest Inventory*® (*Strong*) assessment
- The *Myers-Briggs Type Indicator*® (MBTI®) assessment

Both of these tools have been revised and updated through many decades of research and provide the latest, most thorough information available relating career interests, personality, and work environments. Although each assessment is helpful in itself, examining your combined results will expand your understanding of both yourself and your career options.

This report builds on what you have learned from prior interpretations of the *Strong* and MBTI tools. Although the following pages include brief summaries of your *Strong* and MBTI results, make sure that you have discussed each assessment with a career professional first in order to get the most from this report.

HOW YOU WILL BENEFIT

The combined Career Report can help you identify:

- Work tasks you might find satisfying
- Work environments that would be a good fit
- Specific occupations and career fields you might enjoy
- Ways to alter your work environment to make it more satisfying
- Leisure activities to balance your work life
- Strategies for career development
- Tactics for staying motivated during the career exploration process

HOW YOUR REPORT IS ORGANIZED

The sections in your combined Career Report are:

- Summary of Your *Strong* and MBTI Results
- Your *Strong* Themes and MBTI Preferences Combined
- Your Personal Style and MBTI Preferences
- Career Fields and Occupations Suggested by Your Combined Results
- Additional Occupations to Explore
- Career Management Strategies
- Successful Career Exploration and Change
- Next Steps



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SUMMARY OF YOUR STRONG AND MBTI® RESULTS

Your results on the *Strong* and MBTI tools are based on the same assumption—that you are most likely to be satisfied and productive if you are working at something you enjoy in an environment you find compatible.

- The *Strong* matches your interests with six types of work environments.
- The MBTI assessment describes your personality type and matches it with types of work.

YOUR STRONG RESULTS

Your *Strong* Profile showed your level of interest in six General Occupational Themes. These themes reflect broad patterns of interest and are used to describe both people's personalities and the environments in which they work. The Themes listed at right are presented in your order of interest.

Your highest Themes are **Artistic** and **Investigative**.

People with interests in these areas usually enjoy using their creativity to analyze ideas. Being appreciated for their independence and innovative insights is often important to them.

SIX GENERAL OCCUPATIONAL THEMES

- **Artistic**—Creating or enjoying art
- **Investigative**—Researching, analyzing
- **Social**—Helping, instructing
- **Enterprising**—Managing, selling
- **Realistic**—Building, repairing
- **Conventional**—Accounting, processing data

YOUR MBTI® RESULTS

Your MBTI results show these four personality preferences: **INFP**

People with INFP preferences are committed to ideals that reflect their deeply held values, and they like work that contributes to their personal growth and the personal growth of others. They enjoy solving problems using a subjective, person-centered approach.

YOUR FOUR PERSONALITY PREFERENCES

- **Introversion**—Getting energy from and attuning to reflection on ideas and experiences
- **iNtuition**—Focusing on the big picture and future possibilities
- **Feeling**—Making decisions based on person-centered values
- **Perceiving**—Being flexible and spontaneous

If you have any questions about your Strong or MBTI results, be sure to ask your career professional for clarification.

YOUR STRONG THEMES AND MBTI® PREFERENCES COMBINED

Your combined *Strong* Theme and MBTI results are **Artistic + INFP**.

Your combined results will help you explore:

- What you might like to do
- Where you might like to work
- How you might like to work and learn

This report focuses on your Artistic *Strong* Theme because that is the Theme in which you showed the greatest interest. The Artistic Theme likely represents your strongest career motivator and the kinds of activities you find most energizing. Creative work environments will probably attract you first.

Your *Strong* results show that you are also quite interested in the Investigative and Social Themes. You may find it helpful to discuss with your career professional how these Themes may affect your career exploration.

ARTISTIC + INFP—The Reflective Creators

Artistic work environments	<ul style="list-style-type: none"> • Unstructured, flexible • Autonomous • Unconventional • Focused on creativity and self-expression
INFPs at work	<ul style="list-style-type: none"> • Focus on authentic self-expression • Are able to connect everyday routines to the bigger picture • Make decisions that promote consensus and harmony • Express themselves through creativity and relationships
Artistic + INFP individuals often like	<ul style="list-style-type: none"> • Flexible, unstructured work environments • Expressing themselves creatively • Designing programs and services that are meaningful to others • Working independently

You can probably tell from the descriptions above that Artistic work environments are often attractive to INFPs. You will most likely be appreciated for your ability to:

- Connect well with others
- Facilitate consensus when making decisions
- Consider the personal impact of ideas
- Adapt well to change

However, some Artistic work environments may seem a bit too impersonal to you. Your need for close relationships with others may at times be viewed as distracting from creativity.

YOUR PERSONAL STYLE AND MBTI® PREFERENCES

Explained below are your results on the five *Strong* inventory scales that describe your personal style of working and learning, combined with the impact of your MBTI preferences.

STRONG WORK STYLE + INFP

Your *Strong* result and MBTI preferences for Introversion and Feeling suggest that you may:

- Want a balance between time alone and time with co-workers
- Like to work alone for a while and then discuss the results of your work with a small group or team
- Work best when you, rather than others, control your level of people contact

STRONG LEARNING ENVIRONMENT + INFP

Your *Strong* result and MBTI preference for Intuition suggest that you would probably:

- Enjoy learning through lecture and reading
- Be interested in knowledge for its own sake
- Like exploring the broad theories and concepts that underlie your field of study
- Want a position in which conceptual knowledge is valued and continual learning opportunities are available

STRONG LEADERSHIP STYLE + INFP

Your *Strong* result and MBTI preference for Introversion suggest that you may:

- Choose when and where to express your opinions
- Enjoy being in charge of projects, but not necessarily want to manage the people who do the work on the project
- Step in and take charge if the situation calls for it and no one else comes forward

STRONG RISK TAKING + INFP

Your *Strong* result and MBTI preferences for Feeling and Perceiving suggest that you may:

- Be most comfortable in positions that allow you to take risks or take on new challenges
- Want to be assured that any risks you take are likely to benefit others besides you
- Search out new ways to help others

STRONG TEAM ORIENTATION + INFP

Your *Strong* result and MBTI preference for Introversion suggest that you would probably:

- Enjoy working and solving problems with little contact with others
- Like to set your own goals and be recognized for achieving them
- Prefer to contribute independently rather than as part of a committee or team

CAREER FIELDS AND OCCUPATIONS SUGGESTED BY YOUR COMBINED RESULTS

Now that you have seen how your *Strong* Themes and MBTI preferences combine to suggest satisfying tasks and work environments, and how the *Strong* Personal Style Scales and MBTI preferences combine to suggest your styles of working and learning, it is time to narrow your career exploration to career fields and specific occupations.

CAREER FIELDS FOR ARTISTIC + INFP TYPES

The career fields to the right reflect both Artistic work environments suggested by your *Strong* results and O*NET™ job families that attract INFP types. You can find out more about these career fields by looking up their codes at www.online.onetcenter.org. Your career professional can help you explore many other career fields that may appeal to you. These are just a few suggestions to help you get started.

CAREER FIELD	O*NET CODE(S)
Fine Arts	27-1013.00
Creative Writing	27-3043.02
Interior Design	27-1025.00
Photography and Journalism	27-4021.01 27-4021.00 27-3022.00

OCCUPATIONS FOR YOUR COMBINED STRONG AND MBTI® RESULTS

The occupations in the table that follows were suggested by both your *Strong* and MBTI results, thus making it likely that you may find these occupations satisfying and enjoyable. Keep in mind that:

- Your interests are similar to those of people working in these occupations who like their work
- These occupations tend to attract people with INFP preferences who are satisfied with their job

These occupations are based on data collected from more than 68,000 people who are satisfied with their jobs and have taken the *Strong* inventory and from more than 92,000 people who are satisfied with their jobs and have taken the MBTI assessment. The occupations from both sources are linked to the occupations found in the O*NET system of occupational classification developed by the U.S. Department of Labor. O*NET is the standard method for classifying occupations.

YOUR TOP OCCUPATIONS

OCCUPATION	TYPICAL WORK TASKS	SELECTED KNOWLEDGE, SKILLS, ABILITIES (KSAs)
Photographer	<ul style="list-style-type: none"> • Photograph persons, subjects, and merchandise or other commercial products • Photograph subjects or newsworthy events using a variety of photographic equipment 	<ul style="list-style-type: none"> • Skill in estimating or measuring light level and distance • Ability to quickly and repeatedly adjust the controls of a machine to exact positions • Skill in focusing cameras and adjusting settings based on lighting, subject material, distance, and film speed
Musician	<ul style="list-style-type: none"> • Play one or more musical instruments in recital, in accompaniment, or as a member of an orchestra, band, or other musical group • Transpose music to play in an alternate key or to fit individual style or purposes 	<ul style="list-style-type: none"> • Ability to detect or tell the difference between sounds that vary in pitch and loudness • Ability to focus on a single source of sound in the presence of other distracting sounds • Knowledge of techniques required to compose, produce, and perform works of music

Continued on next page →

YOUR TOP OCCUPATIONS (continued)

OCCUPATION	TYPICAL WORK TASKS	SELECTED KNOWLEDGE, SKILLS, ABILITIES (KSAs)
Editor	<ul style="list-style-type: none"> Assign topics, events, and stories to individual writers or reporters Develop story or content ideas, considering reader or audience appeal Plan the contents of publications 	<ul style="list-style-type: none"> Knowledge of the English language, including the meaning and spelling of words, rules of composition, and grammar Knowledge of techniques for media production, communication, and dissemination Skill in communicating effectively in writing as appropriate for the needs of the audience
Graphic Designer	<ul style="list-style-type: none"> Design or create graphics to meet specific needs, such as packaging, logos, or Web sites Create designs based on knowledge of layout principles and aesthetic design concepts 	<ul style="list-style-type: none"> Knowledge of techniques for media production, communication, and dissemination Knowledge of methods for showing, promoting, and selling products or services
Artist	<ul style="list-style-type: none"> Produce original artwork or illustrations using a variety of artistic media Create drawings, paintings, and diagrams for use in publications Design and construct three-dimensional artworks using such materials as stone, wood, plaster, and metal 	<ul style="list-style-type: none"> Knowledge of the techniques required to compose and produce works in the visual arts or sculpture Ability to imagine how something will look when it is changed Ability to match or detect differences between colors, including shades of color and brightness
Psychologist	<ul style="list-style-type: none"> Diagnose mental disorders, learning disabilities, and cognitive, behavioral, and emotional problems Provide therapy or counseling to assist individuals in achieving more effective personal, social, educational, and vocational development and adjustment May teach college courses 	<ul style="list-style-type: none"> Knowledge of principles, methods, and procedures for diagnosing, treating, and rehabilitating mental dysfunctions Skill in giving full attention to what other people are saying Skill in developing and maintaining constructive and cooperative working relationships
Reporter	<ul style="list-style-type: none"> Write stories for newspaper, news magazine, radio, or television Collect and analyze facts gathered via interview, investigation, or observation Conduct taped or filmed interviews 	<ul style="list-style-type: none"> Skill in communicating effectively in writing as appropriate for the needs of the audience Knowledge of techniques for media production, communication, and dissemination Ability to give full attention to what other people are saying, taking time to ask questions
Technical Writer	<ul style="list-style-type: none"> Write technical materials, such as equipment manuals and operating instructions Write material according to set standards regarding clarity, style, and terminology Incorporate drawings, specifications, and mock-ups to illustrate technology, operating procedure, sequence, and detail 	<ul style="list-style-type: none"> Knowledge of the English language, including the meaning and spelling of words, rules of composition, and grammar Knowledge of techniques for media production, communication, and dissemination Skill in communicating effectively in writing as appropriate for the needs of the audience
Travel Consultant	<ul style="list-style-type: none"> Consult with clients on destinations, modes of transportation, travel dates, costs, and accommodations required Book reservations using computer terminal or telephone 	<ul style="list-style-type: none"> Knowledge of methods for moving people by air, rail, sea, or road, including the relative costs and benefits Knowledge of administrative and clerical procedures, such as word processing and managing files and records

ACTION STEP

Do you see a pattern in these occupations? Try highlighting any KSAs or words or phrases that particularly appeal to you. You will probably see some trends emerge.

ADDITIONAL OCCUPATIONS TO EXPLORE

The occupations listed on the preceding pages were suggested because they match *both* your *Strong* interests and your MBTI preferences. There are many other occupations that may also be a good fit for your combined results, or for just one of the instruments. Some of them are listed here.

OCCUPATIONS TO EXPLORE

Biologist	ESL instructor	Medical illustrator	Social worker
Buyer	Florist	Occupational therapist	Special education teacher
College instructor	Interior designer	Physician	Speech pathologist
Community service dir	Investments manager	Rehabilitation counselor	Tech support specialist
Elementary school teacher	Librarian	Retail sales rep	University professor

Don't be discouraged if the career field or occupation you are considering does not appear on one of your lists. Some people are successful in careers that are not typical for their interest patterns and personality types.

- Try looking at the broader patterns represented by these occupations rather than just at the titles. You may see that certain skill clusters or interest areas emerge.
- You might want to speak with a career professional to explore the unique perspective you could bring to your work, or to head off any stress that might arise as a result of your career choice.

ACTION STEPS

As you consider the occupations suggested by your *Strong* and MBTI results, think about how each one fits with your interests and personality. Ask yourself:

- **Will this career allow me to use my imagination and creativity to make a meaningful difference in people's lives?**
- **Will I have a great deal of autonomy and the opportunity for self-expression?**
- **Will I be appreciated for my idealism and sense of purpose?**

Consider the patterns and trends that emerged from your occupational lists, or think about how the occupations might differ.

- **Are there any skills that are common to almost all of the occupations?**
- **Can you narrow your choices to those that best fit your personality and current interests?**

CAREER MANAGEMENT STRATEGIES

People take the *Strong* and MBTI assessments for many different reasons.

- Some are looking for a good match to start their career.
- Some are considering a career change.
- Some are looking for ways to make their current job more interesting.
- Some are trying to bring more balance into their life.

The activities that follow will help you use your *Strong* and MBTI results to make effective decisions in managing your career.

ARE YOU LOOKING FOR A GOOD MATCH TO START YOUR CAREER?

Students and people who are entering the job market for the first time often take the *Strong* inventory and the MBTI assessment to guide them in a career direction that will be interesting and fulfilling. If this is true for you, be sure to consider entry positions that are a good fit for your *Strong* Theme and MBTI preferences. For each career direction you are considering, ask yourself:

- Is this an environment that is committed to what I hold important, and a place where people cooperate to achieve common goals?
- Is this an environment in which new ideas and possibilities for people are rewarded?
- Will I be required to focus on precise facts and details, or to spend more time on bottom-line practicality than I like?

If you answered “yes” to the first two questions, you are probably considering a career or occupation that is a good fit for your INFP preferences.

The third question is a heads-up: Work often includes tasks that are not very appealing. But it is important that such tasks don't take up the majority of your work time.

You will also want your first career position to be a good match for your interests in the *Strong* Artistic Theme.

- Is this work environment more flexible and creative than practical and orderly?
- Would I spend more time pursuing my ideas and expressing my individuality than organizing people and information?
- Would this job allow me to be self-expressive, independent, and/or artistic?

If you answered “no” to any of these questions, try to find a work environment that is a closer fit with your Artistic Theme.

ARE YOU CONSIDERING A CAREER CHANGE?

People who take the *Strong* inventory or the MBTI assessment often do so because they feel some degree of career dissatisfaction. If this is true for you, it may be that your work is not a good fit for your MBTI type, INFP. Check any of the following statements that apply to you.

- I work in an environment that is slow to accept new ideas or that requires me to do things that may be efficient but are not necessarily in the best interest of others.
- I work in an environment where precision and accuracy are rewarded more than cooperating with others to achieve common goals.
- I am required to focus on facts and details, or to spend too much time on bottom-line practicality.

If you checked any of these statements, you probably would be more satisfied in a career that allows you to focus on the big picture and to deal directly with possibilities for people.

It is also possible that you are working in an environment that is not a good match for your interests in the Artistic Theme. Check any of the following statements that apply to you.

- I work in an environment that is more practical and orderly than flexible and creative.
- I spend more time organizing people and information than pursuing my ideas and expressing my individuality.
- My job doesn't allow me to be self-expressive, independent, and/or artistic.

If you checked any of the six statements above, consider talking with a career professional about ways to incorporate more of your MBTI preferences into your work or about finding a work environment that is a closer fit with the *Strong* Theme you find most appealing.

DO YOU LIKE MOST OF WHAT YOU DO AT WORK BUT SOMETIMES WISH YOUR JOB COULD BE MORE INTERESTING?

As people mature and acquire work experience, it is quite common for them to begin to find appealing work tasks that are not typical for their personality type. If this is true for you, you might want to consider:

- Doing research or collecting data that will contribute to your vision
- Measuring the impact on people of programs and policies that are important to you
- Writing proposals or applying for grants that will support what you believe in

It may also be that particular characteristics of Themes other than Artistic appeal to you more than they used to. Consider your secondary Investigative Theme first, and then the others:

- Investigative**—analyzing, solving problems, designing; working in an environment that is research oriented, scientific, and scholarly
- Social**—helping others, developing relationships, teaching; working in an environment that is collaborative, supportive, and cooperative
- Enterprising**—persuading, selling, debating ideas, leading; working in an environment that is business oriented, entrepreneurial, and fast paced
- Realistic**—building, repairing, using tools; working in an environment that is product driven, structured, and hands-on
- Conventional**—organizing, managing information, planning events; working in an environment that is structured, hierarchical, and predictable

Highlight any portions of the above statements that seem interesting to you, and consider how to use these interests to enrich the work you are already doing.

WOULD YOU LIKE MORE BALANCE BETWEEN WORK & OTHER AREAS OF YOUR LIFE?

Although very important and the major focus of this report, work is only one part of who we are. INFP types often find a great deal of satisfaction in the following:

- Taking classes in psychology, religion, and the arts
- Developing their spirituality and expanding their journey of self-discovery
- Reading, writing, going to the theater, and listening to music
- Decorating their homes and gardening

The *Strong* Basic Interest Scales also suggest areas that might be interesting to explore outside of work. Consider your five highest BISs and how you could activate them in leisure and volunteer activities, or by continuing your education.

- Performing Arts**—Joining a community theater group; attending concerts or plays; playing a musical instrument; reading magazines about theater, music, or dance; watching performances on television; taking classes in music or drama
- Visual Arts & Design**—Taking or printing photographs; painting; doing desktop publishing; producing a newsletter for a group to which you belong; reading magazines about art, architecture, or design; watching television programs about home decorating; taking classes in photography, commercial art, drawing, or public relations
- Social Sciences**—Being a teaching assistant in a college or university; experiencing and studying different cultures; volunteering at a local historic site or museum; reading about changes in society; taking classes in sociology, psychology, or anthropology
- Nature & Agriculture**—Gardening; hiking; camping; fishing; participating in community gardening projects; training animals; reading publications about the outdoors; watching nature programs on television; taking classes in agribusiness, ecology, animal science, or forestry
- Science**—Collecting insects, rocks, or other scientific specimens; using a telescope; conducting scientific experiments; reading science or science fiction publications; visiting science museums; watching science programs on television; taking classes in physics, astronomy, or oceanography

If any of these suggestions appeal to you, consider exploring how you might use them to enrich your life and enjoy new activities during your leisure time.

SUCCESSFUL CAREER EXPLORATION AND CHANGE

Everyone approaches career exploration and change differently. Your score on the *Strong* Risk Taking Personal Style Scale and your INFP type may help you understand your unique approach.

RISK TAKING + THINKING–FEELING AND JUDGING–PERCEIVING

Your *Strong* Risk Taking score and your MBTI preference for Feeling and Perceiving suggest that:

- You are comfortable taking risks
- Your willingness to take risks may depend on whether you can achieve an important value by doing so
- You may be willing to try a completely different career field if you are convinced that it will be a better fit with your values
- You may be willing to take risks if those close to you do so as well

STAYING MOTIVATED

Your Artistic Theme suggests that there may be times when the career exploration process seems too goal oriented and structured to you. It may require you to be more practical than you like. To keep yourself motivated,

- Try some creative ways to research occupations, such as cutting pictures out of magazines and creating a collage of work-related activities that interest you, or writing down some dreams for your career and talking them over with a close friend
- Download videos on careers from the Web and watch them at your leisure
- Ask a close friend to keep you on target with your decision making, so that you don't go off in too many directions at once

Be sure to capitalize on your INFP strengths to help you get past any roadblocks that get in your way:

- Use your **Introversion** to reflect on each step along the way and to take time to reenergize by being alone, especially after a lot of people contact. But don't overlook the importance of networking and fine-tuning your interviewing skills, even though it may take extra effort to do it.
- Use your **Intuition** to explore new opportunities that arise during your career search. But be sure to collect all the necessary facts about your alternatives and find out how others have managed this process, too.
- Use your **Feeling** to determine how well a job matches your personal values—how you feel about each alternative, or how others might be affected by your decision. But don't forget to objectively examine the logical consequences of each alternative as well.
- Use your **Perceiving** to stay open to new possibilities that may develop along the way. But be careful to structure your activities, set goals, and establish timelines to stay focused, even though it may take extra effort to do it.

NEXT STEPS

Career tools such as the *Strong* and MBTI assessments can't answer all your career questions by themselves. They are meant to serve as a starting point in your exploration. You may find the following suggestions helpful:

- First, maximize the value of this report by looking for trends in your results and reviewing all the phrases you highlighted.
- Review your *Strong* Profile and your original MBTI results. What did you highlight there?
- Make a note here of the highlighted phrases that best describe you.

- Talk to a career professional about any questions you still have about your *Strong* and MBTI results, and see if there are any other assessments you might want or need to take.
- If you like using computers, research the career fields and occupations suggested in this report at www.online.onetcenter.org or www.bls.gov/oco.
- If you prefer reading, visit your library or university career center and read about suggested occupations in the *Occupational Outlook Handbook* or other references available there.
- If you prefer discussion, find people who are familiar with the occupations that interest you. Conduct informational interviews with them, keeping your MBTI type preferences and *Strong* results in mind as you explore your options.

You may also find these *Strong* and MBTI interpretation booklets helpful:

- *Where Do I Go Next?* explains *Strong*-related interests, values, skills, and motivators, and the role they play in career decision making.
- *Introduction to Type® and Careers* presents career fields and occupations that attract persons who share your MBTI type.

The final step of your career exploration will be to look for job openings in the occupations that are on your list and to begin the application process. Check in with your career professional frequently to make sure you stay motivated and on target. Good luck as your career continues to unfold and develop!

For more than 60 years, the *Strong* and MBTI® tools have helped millions of people throughout the world gain a deeper understanding of themselves and their career interests. To locate the resources listed above and others that will help you increase your knowledge, visit www.cpp.com.

