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# **Strong Interest Inventory<sup>®</sup> and Myers-Briggs Type Indicator<sup>®</sup> Career Report with Strong Profile**

**Career Report developed by Judith Grutter and Allen L. Hammer**

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Report prepared for

**BUD**

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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.*



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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
Enterprising	E	Business, politics, leadership, entrepreneurship	Selling, managing, persuading, marketing	Verbal ability, ability to motivate and direct others	Risk taking, status, competition, influence
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
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
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
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

## YOUR HIGHEST THEMES

Enterprising, Conventional, Social

## YOUR THEME CODE

ECS

THEME	CODE	STANDARD SCORE & INTEREST LEVEL					STD SCORE
		< 30	40	50	60	70 >	
Enterprising	E	HIGH					61
Conventional	C	HIGH					60
Social	S	MODERATE					53
Artistic	A	MODERATE					51
Investigative	I	MODERATE					47
Realistic	R	LITTLE					50

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. Programming & Information Systems (C)
2. Social Sciences (S)
3. Sales (E)
4. Athletics (R)
5. Entrepreneurship (E)

## Areas of Least Interest

- Medical Science (I)  
Science (I)  
Protective Services (R)

## ENTERPRISING — High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Sales				H		62
Entrepreneurship				H		61
Law			M			56
Management			M			56
Politics & Public Speaking			M			56
Marketing & Advertising			M			53

## CONVENTIONAL — High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Programming & Information Systems				VH		65
Finance & Investing			M			58
Taxes & Accounting			M			57
Office Management			M			52

## SOCIAL — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Social Sciences				H		62
Teaching & Education				H		58
Human Resources & Training			M			55
Counseling & Helping			M			48
Religion & Spirituality			M			45
Healthcare Services			M			44

## ARTISTIC — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Writing & Mass Communication				H		57
Visual Arts & Design			M			52
Culinary Arts			M			48
Performing Arts			M			46

## INVESTIGATIVE — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Research				H		59
Mathematics			M			56
Science			L			45
Medical Science			L			43

## REALISTIC — Little

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	< 30	40	50	60	70 >	
Athletics				H		62
Military			M			50
Computer Hardware & Electronics			M			49
Nature & Agriculture			M			48
Mechanics & Construction			L			47
Protective Services			L			46

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. Investments Manager (ECI)
2. Marketing Manager (EA)
3. Financial Analyst (CE)
4. Financial Manager (CE)
5. Paralegal (CA)
6. Top Executive (E)
7. Attorney (A)
8. College Instructor (S)
9. Operations Manager (E)
10. Life Insurance Agent (E)

**Occupations of  
Dissimilar Interest**

Medical Illustrator (AIR)  
Horticulturist (REI)  
Veterinarian (IR)  
Respiratory Therapist (IRS)  
Medical Technician (IRE)

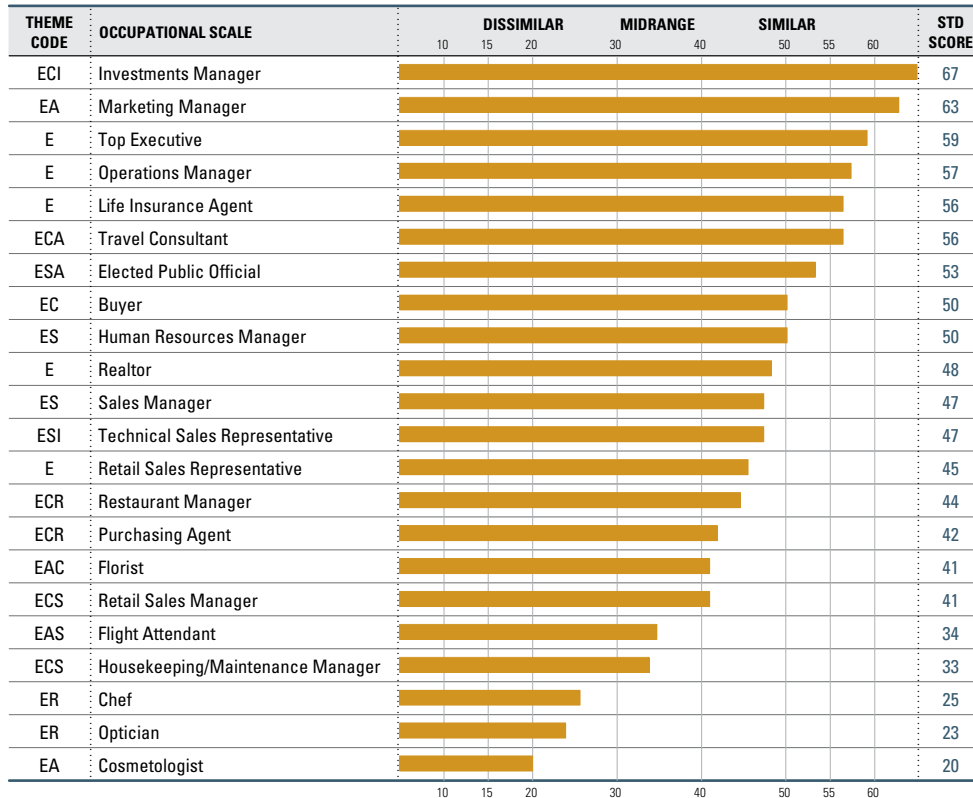
As you read through your Occupational Scales results on this and the following pages, note the names of those occupations for which you scored “Similar.” Those are the occupations you might want to explore first. If you have no scores in this range, take a look at those in the midrange and begin there. 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

## ENTERPRISING – Selling, Managing, Persuading



## Similar results (40 and above)

You share interests with men in that occupation and probably would enjoy the work.

## Midrange results (30–39)

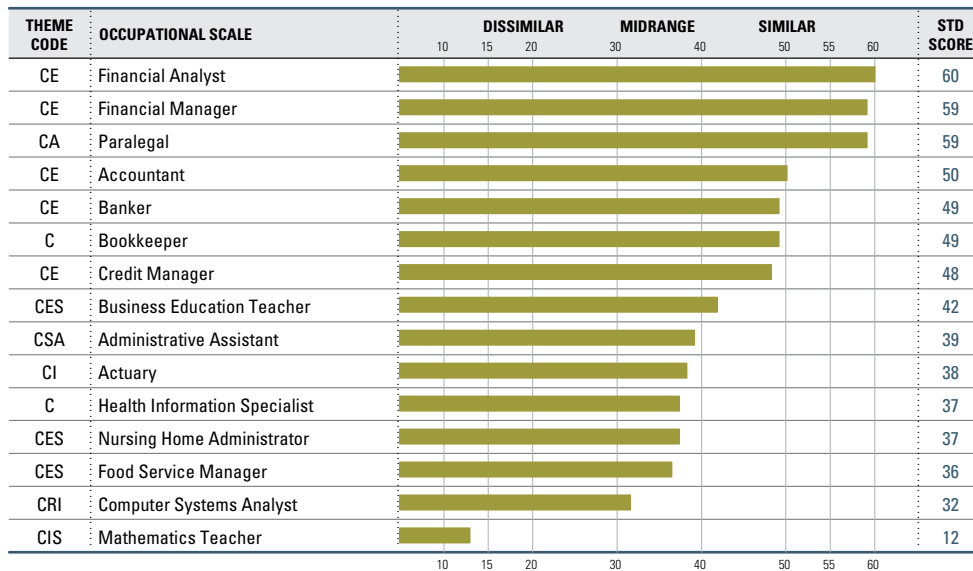
You share some interests with men in that occupation and probably would enjoy some of the work.

## 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>.

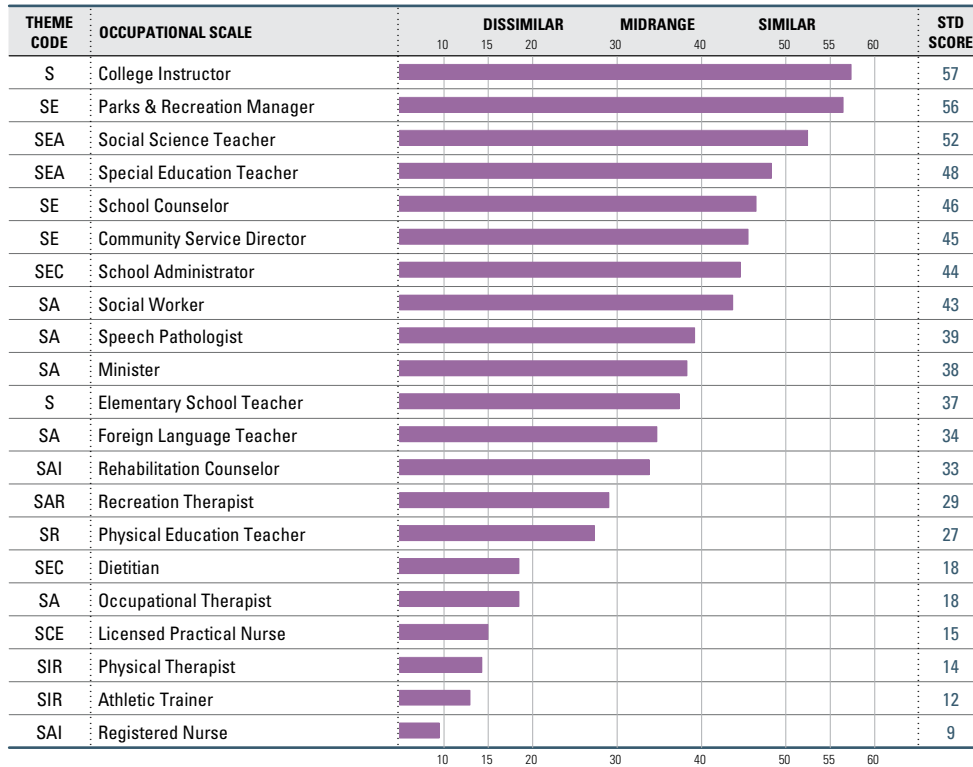
## CONVENTIONAL – Accounting, Organizing, Processing Data



## OCCUPATIONAL SCALES

## SECTION 3

## SOCIAL – Helping, Instructing, Caregiving



## Similar results (40 and above)

You share interests with men in that occupation and probably would enjoy the work.

## Midrange results (30–39)

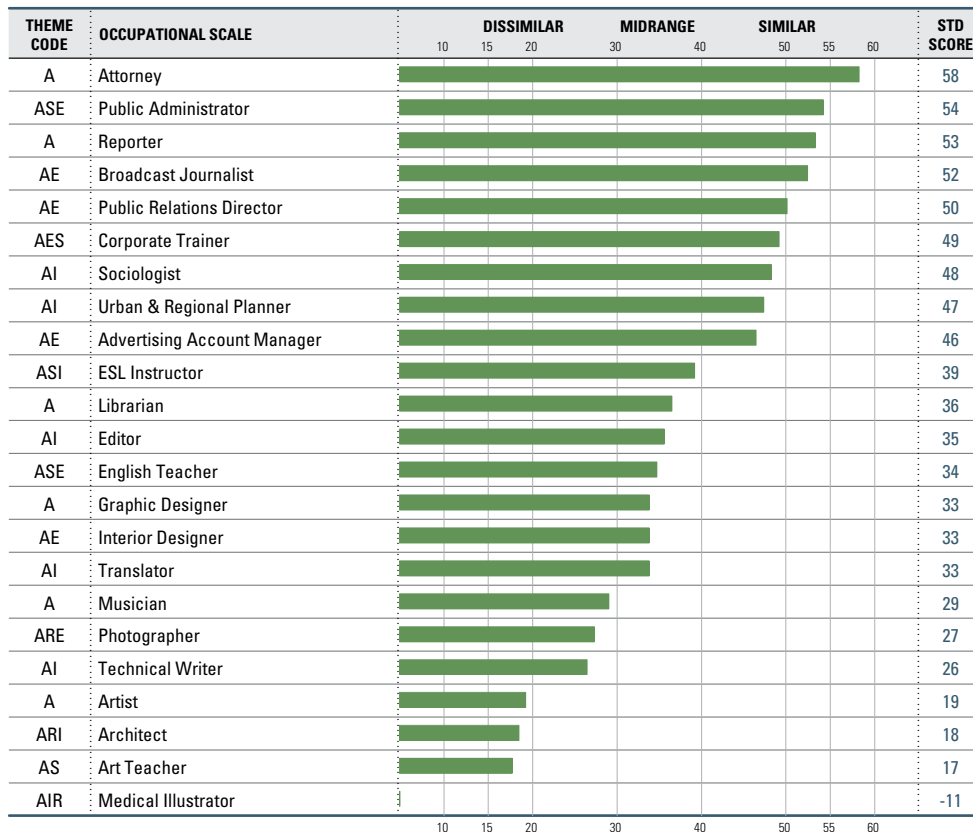
You share some interests with men in that occupation and probably would enjoy some of the work.

## 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>.

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



## OCCUPATIONAL SCALES

## SECTION 3

## INVESTIGATIVE – Researching, Analyzing, Inquiring

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE
		10	15	20	30	40	50	55	60	
IA	Psychologist					40				40
IAS	University Professor					38				38
IA	Geographer					31				31
ICR	Computer Scientist					26				26
IRC	Network Administrator					26				26
IRC	Technical Support Specialist					26				26
IRA	Geologist					21				21
IAR	Software Developer					21				21
IA	Biologist					19				19
ICA	Mathematician					17				17
IRC	R&D Manager					17				17
ISA	Chiropractor					16				16
IR	Optometrist					15				15
ICE	Pharmacist					14				14
IR	Chemist					13				13
IRA	Physicist					12				12
IAR	Physician					8				8
IRC	Medical Technologist					7				7
IRS	Science Teacher					5				5
IR	Dentist					3				3
IRE	Medical Technician					1				1
IRS	Respiratory Therapist					1				1
IR	Veterinarian					1				1

**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>.

## 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					34				34
R	Law Enforcement Officer					34				34
RC	Farmer/Rancher					24				24
RCE	Military Enlisted					24				24
REC	Military Officer					23				23
RSE	Vocational Agriculture Teacher					20				20
RI	Emergency Medical Technician					16				16
RI	Radiologic Technologist					15				15
RCE	Production Worker					14				14
R	Automobile Mechanic					13				13
RIC	Engineering Technician					13				13
RE	Landscape/Grounds Manager					12				12
REA	Carpenter					11				11
RI	Engineer					11				11
RIC	Electrician					9				9
RI	Firefighter					5				5
RI	Forester					3				3
REI	Horticulturist					-2				-2



## 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 prefer to lead by taking charge
4. You may like taking risks
5. You probably enjoy both team roles and independent roles

## 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		<div> <div>&lt; 25</div> <div>CLEAR 35</div> <div>45</div> <div>MIDRANGE 55</div> <div>65</div> <div>CLEAR 75</div> <div>&gt;</div> </div>						STD SCORE
Work Style	<p>Prefers working alone; enjoys data, ideas, or things; reserved</p>						<p>Prefers working with people; enjoys helping others; outgoing</p>	54
Learning Environment	<p>Prefers practical learning environments; learns by doing; prefers short-term training to achieve a specific goal or skill</p>						<p>Prefers academic environments; learns through lectures and books; willing to spend many years in school; seeks knowledge for its own sake</p>	62
Leadership Style	<p>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</p>						<p>Is comfortable taking charge of and motivating others; prefers directing others to doing the job alone; enjoys initiating action; expresses opinions easily</p>	57
Risk Taking	<p>Dislikes risk taking; likes quiet activities; prefers to play it safe; makes careful decisions</p>						<p>Likes risk taking; appreciates original ideas; enjoys thrilling activities and taking chances; makes quick decisions</p>	57
Team Orientation	<p>Prefers accomplishing tasks independently; enjoys role as independent contributor; likes to solve problems on one's own</p>						<p>Prefers working on teams; enjoys collaborating on team goals; likes problem solving with others</p>	51
		< 25	35	45	55	65	75 >	
		CLEAR		MIDRANGE		CLEAR		

## PROFILE SUMMARY

## SECTION 5

## YOUR HIGHEST THEMES

Enterprising, Conventional, Social

## YOUR THEME CODE

ECS

## YOUR TOP FIVE INTEREST AREAS

1. Programming & Information Systems (C)
2. Social Sciences (S)
3. Sales (E)
4. Athletics (R)
5. Entrepreneurship (E)

## Areas of Least Interest

Medical Science (I)  
 Science (I)  
 Protective Services (R)

## YOUR TOP TEN STRONG OCCUPATIONS

1. Investments Manager (ECI)
2. Marketing Manager (EA)
3. Financial Analyst (CE)
4. Financial Manager (CE)
5. Paralegal (CA)
6. Top Executive (E)
7. Attorney (A)
8. College Instructor (S)
9. Operations Manager (E)
10. Life Insurance Agent (E)

## Occupations of Dissimilar Interest

Medical Illustrator (AIR)  
 Horticulturist (REI)  
 Veterinarian (IR)  
 Respiratory Therapist (IRS)  
 Medical Technician (IRE)

## 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 prefer to lead by taking charge
4. You may like taking risks
5. You probably enjoy both team roles and independent roles

## 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	5	34	2	60	0
Subject Areas	11	46	26	17	0
Activities	13	30	24	30	2
Leisure Activities	4	43	11	43	0
People	0	38	31	31	0
Characteristics	22	67	0	11	0
<b>TOTAL PERCENTAGE</b>	<b>8</b>	<b>37</b>	<b>15</b>	<b>40</b>	<b>1</b>

Total possible responses: 291    Your response total: 289    Items omitted: 2    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 **Enterprising** and **Conventional**.

People with interests in these areas usually enjoy directing the work of others in efficient and results-oriented work environments. Having status and authority is often important to them.

### SIX GENERAL OCCUPATIONAL THEMES

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

### YOUR MBTI® RESULTS

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

People with INTJ preferences are interested in theories and abstract concepts, and they enjoy developing action plans to implement their ideas. They like to solve problems through logical, objective analysis using their expert knowledge and technical skills.

### 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
- **Thinking**—Making decisions based on logic and analysis
- **Judging**—Being organized and decisive

*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

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Your combined *Strong* Theme and MBTI results are **Enterprising + INTJ**.

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 Enterprising *Strong* Theme because that is the Theme in which you showed the greatest interest. The Enterprising Theme likely represents your strongest career motivator and the kinds of activities you find most energizing. Business-related work environments will probably attract you first.

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

### ENTERPRISING + INTJ—The Theoretical Persuaders

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<b>Enterprising work environments</b>	<ul style="list-style-type: none"><li>• Competitive</li><li>• Fast paced</li><li>• Business oriented</li><li>• Focused on those in positions of power and influence</li></ul>
<b>INTJs at work</b>	<ul style="list-style-type: none"><li>• Enjoy strategic planning and problem solving at a systems level</li><li>• Develop conceptual models</li><li>• Apply tough-minded analysis</li><li>• Follow tasks through to completion</li></ul>
<b>Enterprising + INTJ individuals often like</b>	<ul style="list-style-type: none"><li>• Management and administrative positions</li><li>• Competitive business environments</li><li>• Designing systems for improving the delivery of products and services</li><li>• Goal-directed decisiveness</li></ul>

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You can probably tell from the descriptions above that Enterprising work environments are sometimes attractive to INTJs. You are likely to be recognized for your ability to:

- Combine imagination and innovation with efficiency and productivity
- Bring a future orientation to decision making
- See the whole picture and envision how things could be done differently
- Follow through on projects and flex when necessary

However, some Enterprising work environments may seem a bit too fast paced to you. Your need for reflection and concern with innovation may at times be viewed by others as putting a damper on their enthusiasm or as a sign that you lack focus on the bottom line.

## YOUR PERSONAL STYLE AND MBTI® PREFERENCES

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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 + INTJ

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**Your *Strong* result and MBTI preferences for Introversion and Thinking 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 + INTJ

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**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 + INTJ

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

- Adopt an outgoing and directive style, but only after much thought and reflection
- Want a job that allows you to work independently on goals and strategies and then direct others to carry them out
- Enjoy being in charge of projects, but prefer infrequent interaction with those you manage

### STRONG RISK TAKING + INTJ

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**Your *Strong* result and MBTI preferences for Thinking and Judging suggest that you may:**

- Be most comfortable in positions that provide opportunities to take on new challenges
- Take on new challenges when you have carefully planned for them
- Be willing to take risks in learning some new skill that will help you achieve your goals

### STRONG TEAM ORIENTATION + INTJ

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

- Work as part of a team and participate in group projects when necessary
- Be willing to collaborate on goal setting and problem solving when asked
- Share the recognition for group efforts when appropriate

## 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 ENTERPRISING + INTJ TYPES

The career fields to the right reflect both Enterprising work environments suggested by your *Strong* results and O\*NET™ job families that attract INTJ types. You can find out more about these career fields by looking up their codes at [www.online.onetcenter.org](http://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)
Corporate Executive Management	11-1011.02
Marketing Research	19-3021.00
Management Consulting	13-1111.00
Law and Politics	11-1011.01 23-1011.00

### 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 INTJ 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)
<b>Marketing Manager</b>	<ul style="list-style-type: none"> <li>• Determine the demand for products and services and identify potential customers</li> <li>• Develop pricing strategies</li> <li>• Monitor trends that indicate the need for new products and services</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of methods for promoting and selling products or services</li> <li>• Knowledge of management principles, including strategic planning, resource allocation, and coordination of people and resources</li> <li>• Knowledge of processes for assessing customer needs and satisfaction and meeting quality standards</li> </ul>
<b>Financial Manager</b>	<ul style="list-style-type: none"> <li>• Plan, direct, and coordinate accounting, investing, banking, securities, and other financial activities</li> <li>• Develop control procedures for activities such as budgeting, cash and credit management, and accounting</li> <li>• Direct preparation of financial statements, budgets, or reports required by regulatory agencies</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of economic and accounting principles and practices, the financial markets, banking, and the analysis and reporting of financial data</li> <li>• Knowledge of business and management principles</li> <li>• Knowledge of arithmetic, algebra, and statistics and their applications</li> </ul>

Continued on next page →



**YOUR TOP OCCUPATIONS (continued)**

OCCUPATION	TYPICAL WORK TASKS	SELECTED KNOWLEDGE, SKILLS, ABILITIES (KSAs)
<b>Top Executive</b>	<ul style="list-style-type: none"> <li>Formulate business strategies and provide overall direction to organizations</li> <li>Review financial statements and activity reports to ensure that objectives are achieved</li> <li>Delegate responsibilities to subordinates</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of management principles involved in strategic planning, resource allocation, and leadership</li> <li>Knowledge of accounting principles and the analysis and reporting of financial data</li> <li>Ability to establish long-range objectives and specify the strategies and actions to achieve them</li> </ul>
<b>Attorney</b>	<ul style="list-style-type: none"> <li>Represent clients in criminal and civil litigation and other legal proceedings</li> <li>Draw up legal documents and manage cases</li> <li>Advise clients on legal or business transactions</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of laws, court procedures, and government regulations</li> <li>Ability to use logic and reasoning to identify the strengths and weaknesses of alternatives</li> <li>Skill in persuading others to change their minds or behavior</li> </ul>
<b>Operations Manager</b>	<ul style="list-style-type: none"> <li>Plan, direct, or coordinate a company's operations</li> <li>Manage daily operations and plan the use of materials and human resources</li> <li>Monitor processes to ensure that they efficiently and effectively provide needed products and services while staying within budget</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of management principles involved in strategic planning and coordination of people and resources</li> <li>Ability to establish concrete objectives and specify the actions needed to achieve them</li> </ul>
<b>Human Resources Manager</b>	<ul style="list-style-type: none"> <li>Maintain functions such as employee compensation, recruitment, personnel policies, and regulatory compliance</li> <li>Work with managers to maximize the strategic use of human resources</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of procedures for recruitment, selection, and training</li> <li>Knowledge of compensation and benefits, labor relations, and personnel information systems</li> <li>Knowledge of management principles involved in strategic planning and coordination of people and resources</li> </ul>
<b>Urban &amp; Regional Planner</b>	<ul style="list-style-type: none"> <li>Develop comprehensive plans for land use</li> <li>Design and administer government plans and policies affecting land use, zoning, public utilities, facilities, housing, and transportation</li> <li>Hold public meetings and confer with interested parties to formulate land use or community plans</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of techniques and tools used to produce blueprints, drawings, and models</li> <li>Knowledge of laws, legal codes, government regulations, and agency rules</li> <li>Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions</li> </ul>
<b>Psychologist</b>	<ul style="list-style-type: none"> <li>Diagnose mental disorders, learning disabilities, and cognitive, behavioral, and emotional problems</li> <li>Provide therapy or counseling to assist individuals in achieving more effective personal, social, educational, and vocational development and adjustment</li> <li>May teach college courses</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of principles, methods, and procedures for diagnosing, treating, and rehabilitating mental dysfunctions</li> <li>Skill in giving full attention to what other people are saying</li> <li>Skill in developing and maintaining constructive and cooperative working relationships</li> </ul>
<b>Actuary</b>	<ul style="list-style-type: none"> <li>Analyze data such as mortality, accident, sickness, disability, and retirement rates and construct probability tables to forecast risk and liability for payment of future benefits</li> <li>Design, review, and help administer insurance, annuity, and pension plans</li> </ul>	<ul style="list-style-type: none"> <li>Ability to choose the correct mathematical methods or formulas to solve a problem</li> <li>Knowledge of economic and accounting principles and practices</li> <li>Skill in using logic and reasoning to identify the strengths and weaknesses of alternative solutions</li> </ul>

**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

Broadcast journalist	Editor	Medical scientist	Restaurant manager
Business education teacher	Florist	Natural sciences manager	Social science teacher
College instructor	Graphic designer	Parks & recreation mgr	Sociologist
Computer & IS manager	Investments manager	Plant scientist	Survey researcher
Computer systems analyst	Librarian	Public administrator	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 follow projects through to completion?
- Will I have the opportunity to be logical and systematic in the process?
- Will I be appreciated for my long-range vision and analytical thinking?

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

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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?

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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 intellectually challenging environment that focuses on the logical analysis of long-range possibilities?
- ☐ Is this an environment in which originality and finding new approaches to problem solving 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 INTJ 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* Enterprising Theme.

- ☐ Is this work environment more fast paced and profit oriented than reflective and idea driven?
- ☐ Would I spend more time managing projects and selling products than solving abstract problems?
- ☐ Would this job allow me to be ambitious, persuasive, and entrepreneurial?

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

## ARE YOU CONSIDERING A CAREER CHANGE?

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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, INTJ. 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 don't necessarily produce the best solutions to problems.
- ☐ I work in an environment where consensus and cooperation are rewarded more than logic and mental challenge.
- ☐ 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 the logical analysis of long-range possibilities.

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

- ☐ I work in an environment that is more reflective and idea driven than fast paced and profit oriented.
- ☐ I spend more time solving abstract problems than managing projects and selling products.
- ☐ My job doesn't allow me to be ambitious, persuasive, and entrepreneurial.

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?

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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:

- Thinking about how your research could meet the practical needs of employees and clients
- Spending more time on personal and work relationships than you have been able to in the past
- Paying particular attention to the collection and accuracy of the data that support your vision

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

- ☐ **Conventional**—organizing, managing information, planning events; working in an environment that is structured, hierarchical, and predictable
- ☐ **Social**—helping others, developing relationships, teaching; working in an environment that is collaborative, supportive, and cooperative
- ☐ **Artistic**—creating, composing, writing, performing, designing, conceptualizing; working in an environment that is self-expressive, unstructured, and flexible
- ☐ **Investigative**—analyzing, solving problems, designing; working in an environment that is research oriented, scientific, and scholarly
- ☐ **Realistic**—building, repairing, using tools; working in an environment that is product driven, structured, and hands-on

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?

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

- Studying astronomy, oceanography, and the physical sciences
- Learning new computer applications
- Playing games of strategy and solving mathematical puzzles
- Installing and repairing electronics equipment
- Running for political office

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.

- ☐ **Programming & Information Systems**—Writing software programs; playing computer and video games; designing Web sites; going to electronics trade shows; reading computer magazines; taking classes in management information systems and computer science
- ☐ **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
- ☐ **Sales**—Helping with community and service club fund-raising events; mentoring a high school student who is interested in sales; investing in real estate; traveling for business; entertaining clients; reading and watching television programs about successful businesspeople; taking classes in management, communication, or sales techniques
- ☐ **Athletics**—Coaching Little League; participating in team sports; promoting physical fitness; attending sports events; reading sports publications; watching sports on television; taking classes in physical education, recreation, or sports medicine
- ☐ **Entrepreneurship**—Starting a business related to something you are passionate about; meeting or reading about successful businesspeople; listening to motivational tapes; investing in real estate; working with Junior Achievement programs; developing Internet ads; expanding your network of contacts; reading about business success stories, taking classes in marketing or advertising

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

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Everyone approaches career exploration and change differently. Your score on the *Strong* Risk Taking Personal Style Scale and your INTJ 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 Thinking and Judging suggest that:

- You are comfortable taking risks
- You will approach change with careful analysis and thorough preparation
- You will want to take the time to think through the logical consequences of your alternatives so that you will not be caught off guard by the unexpected
- If you are considering a new direction, you will need to make sure it is consistent with your goals

### STAYING MOTIVATED

Your *Enterprising* Theme suggests that there may be times when the career exploration process seems too internal to you. It may require you to be more contemplative than you like. To keep yourself motivated,

- Try to find a networking group that will expand on your contacts and connections
- Talk to as many people as possible who work in occupations related to your interests, and check out your reactions with a friend or associate
- Ask a friend to help you examine your decision more closely if you seem to be acting too quickly

**Be sure to capitalize on your INTJ 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 **Thinking** to objectively examine the logical consequences of each of your career alternatives. But don't forget to pay attention to how well the job matches your personal values—how you feel about each alternative, or how others might be affected by your decision.
- Use your **Judging** to structure your activities, set goals, and establish timelines. But also try to stay open to any new opportunities that may develop along the way.

## 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](http://www.online.onetcenter.org) or [www.bls.gov/oco](http://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](http://www.cpp.com).

