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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

**ELIZABETH**

February 5, 2013

Interpreted by

**Nichole Spence**

**PersonalityDesk**





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## Strong Interest Inventory® 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 data useful to your career professional.

*Note to professional: Check the Response Summary in section 6 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
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
Artistic	A	Self-expression, art appreciation, communication, culture	Composing music, performing, writing, creating visual art	Creativity, musical ability, artistic expression	Beauty, originality, independence, imagination
Enterprising	E	Business, politics, leadership, entrepreneurship	Selling, managing, persuading, marketing	Verbal ability, ability to motivate and direct others	Risk taking, status, competition, influence
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
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

Investigative, Realistic, Artistic

## YOUR THEME CODE

IRA

THEME	CODE	STANDARD SCORE & INTEREST LEVEL					STD SCORE
		30	40	50	60	70	
Investigative	I	HIGH					59
Realistic	R	HIGH					52
Artistic	A	MODERATE					59
Enterprising	E	MODERATE					56
Social	S	MODERATE					52
Conventional	C	MODERATE					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 above that seem to fit you best.

## BASIC INTEREST SCALES

## SECTION 2

The Basic Interest Scales represent specific interest areas that often point to work activities, projects, course work, and leisure activities that are personally motivating and rewarding. As with the General Occupational Themes, your interest levels (Very Little, Little, Moderate, High, Very High) were determined by comparing your scores against the average scores for your gender.

As you review your results in the charts below, note your top interest areas and your areas of least interest, and think about how they relate to your work, educational, and leisure activities. Take time to consider any top interest areas that are not currently part of your work or lifestyle and think about how you might be able to incorporate them into your plans.

## YOUR TOP FIVE INTEREST AREAS

1. Athletics (R)
2. Entrepreneurship (E)
3. Research (I)
4. Writing & Mass Communication (A)
5. Finance & Investing (C)

## Areas of Least Interest

Religion &amp; Spirituality (S)

Computer Hardware &amp; Electronics (R)

Counseling &amp; Helping (S)

## INVESTIGATIVE — High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Research					VH	65
Medical Science				H		64
Mathematics			M			54
Science			M			54

## REALISTIC — High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Athletics					VH	68
Nature & Agriculture			M			52
Military			M			50
Protective Services			M			49
Mechanics & Construction			M			48
Computer Hardware & Electronics			M			44

## ARTISTIC — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Writing & Mass Communication					VH	65
Performing Arts			M			58
Visual Arts & Design			M			55
Culinary Arts			M			54

## ENTERPRISING — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Entrepreneurship					VH	66
Politics & Public Speaking				H		60
Management				H		58
Marketing & Advertising				M		56
Sales			M			49
Law			M			49

## SOCIAL — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Human Resources & Training				H		61
Social Sciences				M		57
Teaching & Education				M		51
Healthcare Services				M		51
Counseling & Helping				M		48
Religion & Spirituality				L		39

## CONVENTIONAL — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Finance & Investing					VH	61
Taxes & Accounting				M		56
Office Management				M		52
Programming & Information Systems				M		50

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 following pages you will find your scores for 130 occupations. The 10 occupations most closely aligned with your interests are listed in the summary chart below. Keep in mind that the occupations listed in your Profile results are just *some* of the many occupations linked to your interests that you might want to consider. They do not indicate those you “should” pursue. It is helpful to think of each occupation as a single example of a much larger group of occupational titles to consider.

Your score on an Occupational Scale shows how similar your interests are to those of people of your gender who have been working in, and are satisfied with, that occupation. The higher your score, the more likes and dislikes you share with those individuals. The Theme codes associated with each occupation indicate the GOTs most commonly found among people employed in that occupation. You can review your top occupations to see what Theme codes recur and then explore additional occupational titles not included on the *Strong* that have one or more of these Theme letters in common.

YOUR TOP TEN STRONG OCCUPATIONS

1. Public Administrator (AER)

2. Instructional Coordinator (S)

3. Computer & IS Manager (C)

4. Operations Manager (ESA)

5. Psychologist (IAS)

6. Sociologist (IAR)

7. Attorney (ASE)

8. Management Analyst (SAC)

9. Top Executive, Business/Finance (E)

10. Training & Development Specialist (SAE)

Occupations of Dissimilar Interest

Art Teacher (ASE)

Medical Illustrator (AIR)

Florist (EAC)

Religious/Spiritual Leader (S)

Cosmetologist (EC)

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

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

### SECTION 3

### Similar results (40 and above)

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

### Midrange results (30–39)

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

### Dissimilar results (29 and below)

You share few interests with women in that occupation and probably would not enjoy the work.

For more information about  
any of these occupations,  
visit O\*NET™ online at  
<http://www.onetonline.org>

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE
		10	15	20	30	40	50	55	60	
RE	Law Enforcement Officer									
RI	Forester									
RIC	Engineering Technician									
REI	Military Officer									
RIS	Firefighter									
RIA	Electrician									
RIA	Carpenter									
RCI	Emergency Medical Technician									
RSI	Vocational Agriculture Teacher									
R	Automobile Mechanic									
RIS	Athletic Trainer									
RC	Landscape/Grounds Manager									
RIS	Radiologic Technologist									
REI	Horticulturist									







## PERSONAL STYLE SCALES

## SECTION 4

The Personal Style Scales describe different ways of approaching people, learning, and leading, as well as your interest in taking risks and participating in teams. Personal Style Scales help you think about your preferences for factors that can be important in your career, enabling you to narrow your choices more effectively and examine your opportunities. Each scale includes descriptions at both ends of the continuum, and the score indicates your preference for one style versus the other.

Your scores on the Personal Style Scales were determined by comparing your responses to those of a combined group of working men and women.

## YOUR PERSONAL STYLE SCALES PREFERENCES

1. You likely prefer 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 be comfortable taking some 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		CLEAR		MIDRANGE		CLEAR			STD SCORE
		25	35	45	55	65	75		
Work Style	Prefers working alone; enjoys data, ideas, or things; reserved	<div><div></div></div>						Prefers working with people; enjoys helping others; outgoing	51
Learning Environment	Prefers practical learning environments; learns by doing; prefers short-term training to achieve a specific goal or skill	<div><div></div></div>						Prefers academic environments; learns through lectures and books; willing to spend many years in school; seeks knowledge for its own sake	69
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	<div><div></div></div>						Is comfortable taking charge of and motivating others; prefers directing others to doing the job alone; enjoys initiating action; expresses opinions easily	56
Risk Taking	Dislikes risk taking; likes quiet activities; prefers to play it safe; makes careful decisions	<div><div></div></div>						Likes risk taking; appreciates original ideas; enjoys thrilling activities and taking chances; makes quick decisions	49
Team Orientation	Prefers accomplishing tasks independently; enjoys role as independent contributor; likes to solve problems on one's own	<div><div></div></div>						Prefers working on teams; enjoys collaborating on team goals; likes problem solving with others	53
		25	35	45	55	65	75		
		CLEAR		MIDRANGE		CLEAR			

## PROFILE SUMMARY

## SECTION 5

## YOUR HIGHEST THEMES

Investigative, Realistic, Artistic

## YOUR THEME CODE

IRA

## YOUR TOP FIVE INTEREST AREAS

1. Athletics (R)
2. Entrepreneurship (E)
3. Research (I)
4. Writing & Mass Communication (A)
5. Finance & Investing (C)

## Areas of Least Interest

- Religion & Spirituality (S)
- Computer Hardware & Electronics (R)
- Counseling & Helping (S)

## YOUR TOP TEN STRONG OCCUPATIONS

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## Occupations of Dissimilar Interest

- Art Teacher (ASE)
- Medical Illustrator (AIR)
- Florist (EAC)
- Religious/Spiritual Leader (S)
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## YOUR PERSONAL STYLE SCALES PREFERENCES

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2. You seem to prefer to learn through lectures and books.
3. You probably prefer to lead by taking charge.
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## RESPONSE SUMMARY

## SECTION 6

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

## ITEM RESPONSE PERCENTAGES

Section Title	Strongly Like	Like	Indifferent	Dislike	Strongly Dislike
Occupations	14	19	34	16	18
Subject Areas	13	35	33	15	4
Activities	21	32	18	15	14
Leisure Activities	7	50	14	11	18
People	31	13	19	31	6
Your Characteristics	22	44	22	11	0
<b>TOTAL PERCENTAGE</b>	<b>16</b>	<b>29</b>	<b>26</b>	<b>16</b>	<b>13</b>

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

Total possible responses: 291

Your response total: 291

Items omitted: 0

Typicality index: 23—Combination of item responses appears consistent.



## 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 **Investigative** and **Realistic**.

People with interests in these areas usually enjoy researching ideas that have tangible, practical applications. Using their physical and mechanical skills to solve complex problems is often important to them.

### SIX GENERAL OCCUPATIONAL THEMES

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

### YOUR MBTI® RESULTS

You verified your MBTI personality preferences as follows: **INTP**

People with INTP preferences are interested in theories and abstract ideas and in creating conceptual models. 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
- **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 **Investigative + INTP**.

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

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

### INVESTIGATIVE + INTP—The Independent Thinkers

<b>Investigative work environments</b>	<ul style="list-style-type: none"> <li>• Unstructured, academic</li> <li>• Research based</li> <li>• Task or project oriented</li> <li>• Focused on ideas and innovative thinking</li> </ul>
<b>INTPs at work</b>	<ul style="list-style-type: none"> <li>• Enjoy strategic planning and problem solving</li> <li>• Develop conceptual models</li> <li>• Apply tough-minded analysis</li> <li>• Design complex systems</li> </ul>
<b>Investigative + INTP individuals often like</b>	<ul style="list-style-type: none"> <li>• Conducting research and teaching courses about scientific or technical concepts</li> <li>• Maintaining the integrity of academic research</li> <li>• Integrating theoretical concepts and looking for new ways to solve complex problems</li> <li>• Working independently</li> </ul>

You can probably tell from the descriptions above that Investigative work environments are often attractive to INTPs. You are likely to be recognized for your ability to:

- Concentrate for long periods
- Generate new ideas
- Combine ideas into an integrated whole
- Remain open to change

However, some Investigative work environments, especially in applied research, may seem to force you to focus your ideas too soon. Your fascination with new ways of thinking may sometimes be perceived by others as intellectual aloofness and inattention to current priorities.

## 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 + INTP

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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 + INTP

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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 + INTP

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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 + INTP

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

- Be comfortable in positions that offer some stability but also some new opportunities
- Be comfortable in jobs that allow you the time to logically analyze any risks before acting
- Approach opportunities by carefully weighing the pros and cons of each alternative

### STRONG TEAM ORIENTATION + INTP

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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 INVESTIGATIVE + INTP TYPES

The career fields to the right reflect both Investigative work environments suggested by your *Strong* results and O\*NET™ job families that attract INTP 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)	
Physics, Chemistry, and Mathematics	19-2012.00	19-2031.00
Electronic and Computer Engineering	17-2072.00	15-1032.00
University Teaching	25-1032.00	25-1054.00
Philosophy and Theology	25-1126.00	

### 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 INTP 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>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>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>

Continued on next page →



**YOUR TOP OCCUPATIONS (continued)**

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>Engineer</b>	<ul style="list-style-type: none"> <li>Perform various tasks, depending on engineering specialty</li> <li>Possibly design machines or electrical equipment, oversee construction of buildings or structures, or devise processes for manufacturing products</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge in particular content area such as materials, electronics, chemicals, or construction</li> <li>Ability to produce blueprints, drawings, and models</li> <li>Knowledge of arithmetic, algebra, geometry, calculus, and statistics and their applications</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>Elected Public Official</b>	<ul style="list-style-type: none"> <li>Meet with constituents to determine needs</li> <li>Determine and formulate policies and provide overall direction of federal, state, or local government activities</li> <li>Determine budget for government or agency</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of laws, legal codes, government regulations, and agency rules</li> <li>Skill in persuading others</li> </ul>
<b>Financial Analyst</b>	<ul style="list-style-type: none"> <li>Analyze financial information to forecast business, industry, and economic conditions for use in making investment decisions</li> <li>Assemble spreadsheets, charts, and graphs to illustrate financial reports</li> <li>Interpret data affecting investment programs, such as price, yield, and future trends</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 arithmetic, algebra, calculus, and statistics and their applications</li> </ul>
<b>Computer Systems Analyst</b>	<ul style="list-style-type: none"> <li>Analyze user requirements and procedures to automate or improve existing systems</li> <li>Review computer system capabilities, work flow, and scheduling limitations</li> <li>Analyze information processing or computation needs and plan and design computer systems</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of circuit boards, processors, chips, electronic equipment, computer hardware, software applications, and programming</li> <li>Skill in writing computer programs</li> <li>Skill in using techniques such as structured analysis, data modeling, and information engineering</li> </ul>
<b>Editor</b>	<ul style="list-style-type: none"> <li>Assign topics, events, and stories to individual writers or reporters</li> <li>Develop story or content ideas, considering reader or audience appeal</li> <li>Plan the contents of publications</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of the English language, including the meaning and spelling of words, rules of composition, and grammar</li> <li>Knowledge of techniques for media production, communication, and dissemination</li> <li>Skill in communicating effectively in writing as appropriate for the needs of the audience</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

Biologist	Geologist	Nursing Home Administrator	Recreation Therapist
Broadcast Journalist	Graphic Designer	Parks & Recreation Manager	Sociologist
Chiropractor	Military Officer	Pharmacist	Software Developer
Computer Scientist	Musician	Public Administrator	Technical Support Specialist
Flight Attendant	Network Administrator	R&D Manager	Technical Writer

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 technical knowledge and expertise to develop new concepts and designs?
- Will I have the opportunity to be logical and systematic in the process?
- Will I be appreciated for my openness to new ideas and flexibility in how I do things?

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 INTP 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* Investigative Theme.

- ☐ Is this work environment more inquiring and intellectually challenging than fast paced and profit oriented?
- ☐ Would I spend more time solving abstract problems and researching ideas than managing projects and selling products?
- ☐ Would this job allow me to learn new things and work independently?

If you answered “no” to any of these questions, try to find a work environment that is a closer fit with your Investigative 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, INTP. 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 Investigative Theme. Check any of the following statements that apply to you.

- ☐ I work in an environment that is more fast paced and profit oriented than intellectually challenging and inquiring.
- ☐ I spend more time managing projects and selling products than solving abstract problems and researching ideas.
- ☐ My job doesn't allow me to learn new things and work independently.

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 Investigative appeal to you more than they used to. Consider your secondary Realistic Theme first, and then the others:

- ☐ **Realistic**—building, repairing, using tools; working in an environment that is product driven, structured, and hands-on
- ☐ **Artistic**—creating, composing, writing, performing, designing, conceptualizing; working in an environment that is self-expressive, unstructured, and flexible
- ☐ **Enterprising**—persuading, selling, debating ideas, leading; working in an environment that is business oriented, entrepreneurial, and fast paced
- ☐ **Social**—helping others, developing relationships, teaching; working in an environment that is collaborative, supportive, and cooperative
- ☐ **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?

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

- Studying and reading about politics, philosophy, and the sciences
- Learning new computer applications and surfing the Web
- Writing and going to the theater
- Participating in outdoor activities such as hiking and fishing

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.

- ☐ **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
- ☐ **Research**—Using computers; surfing the Web; designing experiments and research projects; being a university research assistant; reading academic journals; watching science programs on television; taking classes in the physical and biological sciences
- ☐ **Writing & Mass Communication**—Writing a blog, book reviews, or letters to the editor; being on a radio or television panel or Webcast; keeping a journal; reading; teaching reading to adults; going to the library; learning a new language; taking classes in literature or journalism
- ☐ **Finance & Investing**—Following the stock market; managing your family's finances; buying and selling real estate; joining an investment club; going to seminars on financial planning; buying and selling commodities and securities; reading and watching television programs about business and economics; taking classes in real estate, commerce, or economics

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 INTP 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 Perceiving suggest that:

- You may be somewhat comfortable taking risks
- You can logically analyze your alternatives and weigh the risks of staying put or changing your direction
- While you may be excited about the possibilities or challenges involved in trying something new, you don't see making a big change as the logical thing to do at this time
- You may feel pulled between the risk of staying in your current career and trying something different

### STAYING MOTIVATED

Your Investigative Theme suggests that there may be times when the career exploration process seems too action oriented to you. It may require you to talk to too many people or come to a decision too soon. To keep yourself motivated,

- Read as much as possible about the occupations that interest you
- Use a computer to help you with your occupational research, and try doing informational interviewing on a computer bulletin board
- Ask a friend to keep you on target with your decision making, so that you don't get lost in the fun of the investigation

**Be sure to capitalize on your INTP 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 **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](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).

