



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

Developed by Judith Grutter and Allen L. Hammer

Report prepared for
TIM SAMPLE
April 23, 2013

Interpreted by
Joe Counselor
XYZ, Ltd.



CPP, Inc. | 800-624-1765 | www.cpp.com

Strong Interest Inventory[®] and Myers-Briggs Type Indicator[®] Career Report Copyright 1996, 2007, 2013 by CPP, Inc. All rights reserved. No part of this publication may be reproduced in any form or manner without prior written permission from CPP, Inc. Strong Interest Inventory and the Strong and CPP logos are trademarks or registered trademarks of CPP, Inc., in the United States and other countries. Myers-Briggs Type Indicator, Myers-Briggs, MBTI, Introduction to Type, and the MBTI logo are trademarks or registered trademarks of the MBTI Trust, Inc., in the United States and other countries. O*NET is a trademark of the U.S. Department of Labor, Employment and Training Administration.

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 Strong and MBTI® 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 Strong and MBTI® 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 Development Strategies
- Successful Career Exploration and Change
- Next Steps

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

YOUR SIX STRONG GENERAL OCCUPATIONAL THEMES

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 below are presented in your order of interest.

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

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

People with interests in these areas usually enjoy managing and directing creative work. Making autonomous decisions and seeing the results of creative projects is often important to them.

YOUR FOUR MBTI® PERSONALITY PREFERENCES

Your MBTI results show these four personality preferences: **INTP**.

- **Introversion (I)**—Getting energy from and attuning to inner reflection on ideas and experiences
- **Intuition (N)**—Taking in information from patterns and the big picture and focusing on future possibilities
- **Thinking (T)**—Making decisions based primarily on logic and an objective analysis of cause and effect
- **Perceiving (P)**—Being flexible and spontaneous and wanting to keep your options open

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.

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 described below. 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 Artistic and Conventional Themes. You may find it helpful to discuss with your career professional how these Themes might affect your career exploration.

ENTERPRISING + INTP—The Independent Persuaders

Enterprising work environments	<ul style="list-style-type: none"> • Competitive • Fast paced • Business oriented • Focused on those in positions of power and influence
INTPs at work	<ul style="list-style-type: none"> • Enjoy strategic planning and problem solving at a systems level • Develop conceptual models • Apply tough-minded analysis • Are flexible in their actions and ideas
Enterprising + INTP individuals often like	<ul style="list-style-type: none"> • Research and development positions in organizations • Competitive business environments • Designing systems for improving the delivery of products and services • Basing decisions on logic and critical analysis

You can probably tell from the descriptions above that Enterprising work environments are sometimes attractive to INTPs. 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
- Adapt well to change

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

YOUR PERSONAL STYLE AND MBTI® PREFERENCES

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

STRONG WORK STYLE + MBTI® TYPE

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

- Want a balance between time alone and time with coworkers
- 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 + MBTI® TYPE

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

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

STRONG LEADERSHIP STYLE + MBTI® TYPE

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
- Enjoy being in charge of projects, but prefer infrequent interaction with those you manage
- Want a job that allows you to work independently on goals and strategies and then direct others to carry them out

STRONG RISK TAKING + MBTI® TYPE

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

- Be most comfortable in positions that are somewhat predictable and stable
- Prefer work that allows you to apply your expertise rather than take on entirely new challenges
- Approach change only after carefully considering the logical consequences of all your alternatives

STRONG TEAM ORIENTATION + MBTI® TYPE

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

- Enjoy contributing to team efforts, but with little direct contact with others
- Prefer to work independently to address concerns of the group
- Like sharing group successes, but prefer not to receive public recognition

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 + INT P TYPES

The career fields to the right reflect both Enterprising work environments suggested by your *Strong* results and O*NET™ job families that attract INT P types. You can find out more about these career fields by looking up their codes at <http://www.onetonline.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)
Law	23-1011.00 23-1023.00
Corporate Executive Management	11-1011.00
Marketing Research	13-1161.00
Management Consulting	13-1111.00

OCCUPATIONS FOR YOUR COMBINED STRONG AND MBTI® RESULTS

The occupations in the table that follows were suggested by both your *Strong* interests and your MBTI type, thus making it likely that you may find them 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 the same MBTI type as you have who are satisfied with their job

These occupations are based on data collected from more than 70,000 people who are satisfied with their jobs and have taken the *Strong* inventory and from more than 90,000 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. For more information about these occupations, click an occupation name in the left column or visit <http://www.onetonline.org> and enter the occupation name in the search box at the Web site.

YOUR TOP COMBINED OCCUPATIONS

OCCUPATION	TYPICAL WORK TASKS	SELECTED KNOWLEDGE, SKILLS, ABILITIES (KSAs)
Attorney	<ul style="list-style-type: none"> • Represent clients in criminal and civil litigation and other legal proceedings • Draw up legal documents and manage cases • Advise clients on legal or business transactions 	<ul style="list-style-type: none"> • Knowledge of laws, court procedures, and government regulations • Ability to use logic and reasoning to identify the strengths and weaknesses of alternatives • Skill in persuading others to change their minds or behavior
Elected Public Official	<ul style="list-style-type: none"> • Meet with constituents to determine needs • Determine and formulate policies and provide overall direction of federal, state, or local government activities • Determine budget for government or agency 	<ul style="list-style-type: none"> • Knowledge of laws, legal codes, government regulations, and agency rules • Skill in persuading others

Continued on next page →

YOUR TOP COMBINED OCCUPATIONS (continued)

OCCUPATION	TYPICAL WORK TASKS	SELECTED KNOWLEDGE, SKILLS, ABILITIES (KSAs)
Urban & Regional Planner	<ul style="list-style-type: none"> Develop comprehensive plans for land use Design and administer government plans and policies affecting land use, zoning, public utilities, facilities, housing, and transportation Hold public meetings and confer with interested parties to formulate land use or community plans 	<ul style="list-style-type: none"> Knowledge of techniques and tools used to produce blueprints, drawings, and models Knowledge of laws, legal codes, government regulations, and agency rules Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions
Management Analyst	<ul style="list-style-type: none"> Conduct organizational studies and evaluations and design systems and procedures Analyze data gathered and develop solutions or alternative methods of proceeding Confer with personnel concerned to ensure successful functioning of newly implemented systems or procedures 	<ul style="list-style-type: none"> Knowledge of principles of strategic planning, resource allocation, leadership, production methods, and coordination of people and resources Skill in giving full attention to what other people are saying and taking time to understand the points being made Ability to combine pieces of information to form general rules or conclusions
Arts/ Entertainment Manager	<ul style="list-style-type: none"> Confer with clients about their careers and actions taken on their behalf Schedule promotional or performance engagements and develop strategies for your clients' success Confer with art or production department heads to discuss presentations and to coordinate creative activities 	<ul style="list-style-type: none"> Knowledge of media production, communication, and dissemination techniques and methods Knowledge of methods for promoting and selling services Ability to come up with clever ideas and skill in persuading others to change their minds or behavior
Technical Writer	<ul style="list-style-type: none"> Write technical materials, such as equipment manuals and operating instructions Write material according to set standards regarding clarity, style, and terminology Incorporate drawings, specifications, and mockups to illustrate technology, operating procedure, sequence, and detail 	<ul style="list-style-type: none"> Knowledge of the English language, including the meaning and spelling of words, rules of composition, and grammar Knowledge of techniques for media production, communication, and dissemination Skill in communicating effectively in writing as appropriate for the needs of the audience
Editor	<ul style="list-style-type: none"> Assign topics, events, and stories to individual writers or reporters Develop story or content ideas, considering reader or audience appeal Plan the contents of publications 	<ul style="list-style-type: none"> Knowledge of the English language, including the meaning and spelling of words, rules of composition, and grammar Knowledge of techniques for media production, communication, and dissemination Skill in communicating effectively in writing as appropriate for the needs of the audience
Musician	<ul style="list-style-type: none"> Play one or more musical instruments in recital, in accompaniment, or as a member of an orchestra, band, or other musical group Transpose music to play in an alternate key or to fit individual style or purposes 	<ul style="list-style-type: none"> Ability to detect or tell the differences between sounds that vary in pitch and loudness Ability to focus on a single source of sound in the presence of other distracting sounds Knowledge of techniques required to compose, produce, and perform works of music
Psychologist	<ul style="list-style-type: none"> Diagnose mental disorders, learning disabilities, and cognitive, behavioral, and emotional problems Provide therapy or counseling to assist individuals in achieving more effective personal, social, educational, and vocational development and adjustment May teach college courses 	<ul style="list-style-type: none"> Knowledge of principles, methods, and procedures for diagnosing, treating, and rehabilitating mental dysfunctions Skill in giving full attention to what other people are saying Skill in developing constructive and cooperative working relationships with others and maintaining them over time
Pharmacist	<ul style="list-style-type: none"> Compound and dispense medications following prescriptions issued by authorized medical practitioners Assess the identity, strength, and purity of medications Advise customers regarding the selection of medication brands, medical equipment, and healthcare supplies 	<ul style="list-style-type: none"> Knowledge of the chemical composition, structure, and properties of substances and of the chemical transformations they undergo, including drug interactions and danger signs Knowledge of the information and techniques required to diagnose and treat human injuries and diseases

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 in the preceding table were suggested because they match *both* your *Strong* interests and your MBTI preferences. There are many other occupations from just one of the assessments, however, that may also be a good fit for you. Some of them are listed here.

OCCUPATIONS TO EXPLORE

Aerospace/Nautical Engineer	Legal Executive
Biomedical Engineer	Nursing Home Administrator
Broadcast Journalist	Parks & Recreation Manager
Business Education Teacher	Political Scientist
Craft Artist	Power Plant Operator
English Teacher	Public Administrator
ESL Instructor	Sociologist
Flight Attendant	Software Engineer
Health Information Specialist	Translator
Human Resources Manager	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 develop theoretical solutions to problems?**
- **Will I have plenty of variety and the opportunity to use my technical knowledge and expertise?**
- **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 DEVELOPMENT STRATEGIES

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

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

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

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

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

- Is this an 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* 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?

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. Check 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 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?

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 Artistic Theme first, and then the others:

Artistic—Creating, composing, writing, performing, designing, conceptualizing; working in an environment that is self-expressive, unstructured, and flexible

Conventional—Organizing, managing information, planning events; working in an environment that is structured, hierarchical, and predictable

Investigative—Analyzing, solving problems, designing; working in an environment that is research oriented, scientific, and scholarly

Social—Helping others, developing relationships, teaching; working in an environment that is collaborative, supportive, and cooperative

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 AND OTHER AREAS OF YOUR LIFE?

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.

Politics & Public Speaking—Campaigning for public office; joining a speaker’s club or lecture circuit; debating public issues; organizing the lobbying efforts of your professional association; registering people to vote; reading books about politics; writing a political blog; taking classes in public speaking, history, or political 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

Law—Debating public policy; serving on a jury; working on civic improvement programs; volunteering for a legal aid group; reading books about law and politics; studying international systems of government; watching television programs about crime and the legal system; learning about negotiation, business, or political science

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

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

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

SUCCESSFUL CAREER EXPLORATION AND CHANGE

Everyone approaches career exploration and change differently. Your score on the *Strong* Risk Taking Personal Style Scale and your MBTI 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 are not very comfortable taking risks
- The idea of moving in a new career direction is not appealing at the present time
- Your analysis of the trade-offs have led you to conclude that the risk of changing direction outweighs the risk of staying where you are
- You may be torn—changing your career direction at this time poses risks you view as unacceptable, yet logically you think you can't remain where you are forever

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,

- Be an active user of social media to network and 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 INTP strengths to help you get past any roadblocks that get in your way:

- Use your **Introversion** to reflect on each step 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 interviewing skills, even though it may take extra effort.
- 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.
- Research the career fields and occupations suggested in this report at <http://www.onetonline.org> or <http://www.bls.gov/ooh/>.
- Visit your library or university career center and read about suggested occupations in the *Occupational Outlook Handbook* or other references available there.
- 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 or job seekers group often to make sure you stay motivated and on target. Good luck as your career continues to unfold and develop!

