



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

Developed by Judith Grutter and Allen L. Hammer

Report prepared for

JANE SAMPLE

March 22, 2012

Interpreted by

Philip Trainer

XYZ, Ltd.



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



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

Copyright 1996, 2007 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 CPP logo are registered trademarks and the *Strong* logo is a trademark of CPP, Inc. *Myers-Briggs Type Indicator*, MBTI, *Introduction to Type*, and the MBTI logo are trademarks or registered trademarks of the Myers-Briggs Type Indicator Trust in the United States and other countries. O*NET is a trademark of the U.S. Department of Labor, Employment and Training Administration.

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 **Social** and **Artistic**.

People with interests in these areas usually enjoy close, personal connections with others. Using their creativity to make a difference in people's lives is often important to them.

SIX GENERAL OCCUPATIONAL THEMES

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

YOUR MBTI® RESULTS

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

People with ENFJ preferences like to use their creativity to help others develop their potential. They enjoy solving problems using a personal approach and making decisions based on how the outcomes will affect those who are important to them.

YOUR FOUR PERSONALITY PREFERENCES

- **Extraversion**—Getting energy from and attuning to the external environment
- **iNtuition**—Focusing on the big picture and future possibilities
- **Feeling**—Making decisions based on person-centered values
- **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

Your combined *Strong* Theme and MBTI results are **Social + ENFJ**.

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 Social *Strong* Theme because that is the Theme in which you showed the greatest interest. The Social Theme likely represents your strongest career motivator and the kinds of activities you find most energizing. Work environments in which you can provide help or instruction to others will probably attract you first.

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

SOCIAL + ENFJ—The Collaborative Helpers

Social work environments	<ul style="list-style-type: none"> • Interactive, collaborative • Supportive • Helpful • Focused on benefiting others
ENFJs at work	<ul style="list-style-type: none"> • Enjoy developing human resources • Are able to connect everyday routines to the bigger picture • Make decisions that promote consensus and harmony • Follow through and get things done
Social + ENFJ individuals often like	<ul style="list-style-type: none"> • Finding innovative ways to solve people's problems • Encouraging personal and professional development • Building consensus and contributing to team efforts • Managing projects that deliver helpful services

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

- Encourage the open discussion of ideas
- Facilitate consensus when making decisions
- Contribute much-needed structure and organization
- See projects through to completion

However, some Social work environments may seem a bit too unproductive to you. Your need for focus may at times be seen by your co-workers as impersonal.

YOUR PERSONAL STYLE AND MBTI® PREFERENCES

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

STRONG WORK STYLE + ENFJ

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

- Enjoy work that offers many opportunities to collaborate with and help others
- Be good at getting others involved in and enthusiastic about group projects
- Want to socialize during and after work, or have a busy social life unrelated to work

STRONG LEARNING ENVIRONMENT + ENFJ

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 + ENFJ

Your *Strong* result and MBTI preferences for Extraversion, Intuition, and Feeling suggest that you may:

- Feel comfortable expressing your ideas and values
- Like managing people and giving directions
- Enjoy getting things going and motivating others to get a job done
- Want a job that provides opportunities to be in charge

STRONG RISK TAKING + ENFJ

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

- Be most comfortable in positions that provide stability
- Prefer positions in which you can establish strong commitments to the people or the goals
- Want your job to consistently and reliably offer opportunities for you to help others

STRONG TEAM ORIENTATION + ENFJ

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

- Enjoy interacting with others and working as part of a team 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 SOCIAL + ENFJ TYPES

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

CAREER FIELD	O*NET CODE(S)	
Psychology and Counseling	19-3031.02	19-3031.03
Teaching	25-2021.00	25-1081.00
	25-2022.00	25-2031.00
Health Care	29-1199.99	25-1072.00
	29-1071.00	29-1062.00
Educational Administration	11-9032.00	

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 ENFJ 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)
Speech Pathologist	<ul style="list-style-type: none"> • Assess and treat persons with speech, language, voice, and fluency disorders • Administer speech/language evaluations or examinations 	<ul style="list-style-type: none"> • Knowledge of methods for diagnosing and treating speech disorders • Knowledge of the structure and content of the English language
Special Education Teacher	<ul style="list-style-type: none"> • Teach school subjects and daily living skills to educationally and physically handicapped students • Confer with parents, administrators, and others to develop individual educational plans to promote students' educational, physical, and social development 	<ul style="list-style-type: none"> • Knowledge of methods for curriculum design, teaching, and instruction • Skill in selecting and using instructional training methods and procedures appropriate to the person • Knowledge of human behavior and performance

Continued on next page →

YOUR TOP OCCUPATIONS (continued)

OCCUPATION	TYPICAL WORK TASKS	SELECTED KNOWLEDGE, SKILLS, ABILITIES (KSAs)
Elementary School Teacher	<ul style="list-style-type: none"> • Teach basic academic and social skills • Prepare, administer, and grade tests and assignments • Confer with interested parties to resolve students' behavioral and academic problems 	<ul style="list-style-type: none"> • Knowledge of principles and methods for curriculum design, teaching, and instruction • Ability to verbally communicate information and ideas so others will understand
Social Worker	<ul style="list-style-type: none"> • Provide services to improve the social and psychological functioning of individuals, children, and families • Maintain case history records and prepare reports • Assess and treat individuals with mental, emotional, or substance abuse problems 	<ul style="list-style-type: none"> • Knowledge of human behavior and performance and the assessment and treatment of behavioral and affective disorders • Knowledge of government regulations and agency rules • Skill in being sensitive to others' needs and feelings and being understanding and helpful on the job
Public Relations Director	<ul style="list-style-type: none"> • Plan and direct public relations programs to create and maintain a favorable public image for clients • Identify main audiences and determine the best way to communicate to them • Engage in promoting goodwill for individuals, groups, or organizations 	<ul style="list-style-type: none"> • Knowledge of methods for showing, promoting, and selling products or services • Knowledge of techniques for media production, communication, and dissemination • Skill at persuading others to change their minds or behavior
School Counselor	<ul style="list-style-type: none"> • Counsel individuals and provide group educational and vocational guidance services • Advise students in understanding and overcoming personal and social problems • Assess students' abilities, interests, and personality 	<ul style="list-style-type: none"> • Knowledge of human behavior and performance • Knowledge of methods for treating mental dysfunctions and for providing career counseling and guidance
Community Service Director	<ul style="list-style-type: none"> • Plan, organize, and/or coordinate the activities of a social service program or community outreach organization • Direct fund-raising activities • Plan and administer budgets 	<ul style="list-style-type: none"> • Knowledge of principles of strategic planning and management of people and resources • Knowledge of processes for providing customer service, including assessing needs and evaluating satisfaction • Ability to represent the organization to customers, the public, government, and other external parties
Advertising Account Manager	<ul style="list-style-type: none"> • Plan and administer advertising policies and programs • Oversee production of ads, contests, and coupons to create interest in a product or service • Coordinate activities of sales, media, graphic arts, and finance professionals 	<ul style="list-style-type: none"> • Knowledge of marketing strategy, promotions, product demonstration, and sales techniques • Knowledge of media production, communication, and dissemination methods • Ability to convey information clearly and effectively
School Administrator	<ul style="list-style-type: none"> • Plan, direct, and coordinate the academic activities of elementary or secondary schools • Collaborate with teachers and parents • Allocate funds for staff, supplies, and equipment 	<ul style="list-style-type: none"> • Knowledge of curriculum design and teaching • Skill in organizing, planning, and prioritizing work for self and others • Ability to communicate with people outside the organization

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	English Teacher	Mtg/convention planner	PR specialist
Broadcast technician	Home health aide	Nursing Home Administrator	Psychologist
Business Education Teacher	Industrial/org psychologist	Occupational Therapist	Rehabilitation Counselor
Career counselor	Life Insurance Agent	Parks & Recreation Manager	Translator
Craft artist	Marketing Manager	Photographer	Veterinary assistant

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 design and provide programs and services that will help me and others develop?**
- **Will I have the opportunity to work with a cooperative, supportive group of people who are committed to helping, nurturing, and caring for others?**
- **Will I be appreciated for my ability to coordinate and organize?**

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

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

CAREER MANAGEMENT STRATEGIES

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

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

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

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

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

- Is this a cooperative environment that is open to new ideas focusing on people's best interests?
- Is this an environment in which interacting with people and motivating others 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 ENFJ 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* Social Theme.

- Is this work environment more collaborative and supportive than competitive and product driven?
- Would I spend more time helping and empowering people than producing tangible results?
- Would this job allow me to focus on building relationships and creating community?

If you answered "no" to any of these questions, try to find a work environment that is a closer fit with your Social 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, ENFJ. Check any of the following statements that apply to you.

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

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

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

- I work in an environment that is more competitive and product driven than collaborative and supportive.
- I spend more time producing tangible results than helping and empowering people.
- My job doesn't allow me to focus on building relationships and community.

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

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

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

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

It may also be that particular characteristics of Themes other than Social 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
- Enterprising**—persuading, selling, debating ideas, leading; working in an environment that is business oriented, entrepreneurial, and fast paced
- 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
- 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?

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

- Taking courses in psychology, education, and religion or related fields
- Volunteering for organizations that benefit the community
- Being active in their children's schools
- Taking on leadership roles in their professional associations or religious/spiritual groups
- Cooking for and entertaining friends and family

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.

- Religion & Spirituality**—Taking a leadership role in your church or synagogue; singing in a choir; teaching religion classes; meditating; taking training in pastoral counseling; exploring your spirituality; watching television programs and reading about religion and philosophy; taking classes in theology, philosophy, or religious studies
- Counseling & Helping**—Volunteering at a counseling and/or crisis center; staffing a suicide prevention hotline; helping out in a special education classroom; reading self-help books; watching television talk shows; taking classes in psychology or counseling
- Teaching & Education**—Helping out in your children's schools; tutoring; serving on your board of education; leading a scout troop; volunteering to read to children at a preschool or library; learning sign language; reading about how people learn; watching educational television; taking classes in human development and the social 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
- Politics & Public Speaking**—Campaigning for public office; joining a speaker's club or lecture circuit; debating public issues on television, radio, or Webcasts; 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

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 ENFJ type may help you understand your unique approach.

RISK TAKING + THINKING–FEELING AND JUDGING–PERCEIVING

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

- You may not be comfortable taking risks
- Moving in a new career direction will not be easy for you
- You may feel that it would be easier to stay with what has worked well for you in the past than to try something unknown
- If you decide to make a change, you will have to be sure it is congruent with your strong values

STAYING MOTIVATED

Your Social Theme suggests that there may be times when the career exploration process seems too impersonal to you. It may require you to be more objective and reflective than you like. To keep yourself motivated,

- Try to find a group of people with whom you can network, who can provide support and direction
- Talk to as many people as possible who work in occupations related to your interests, and share your feelings about careers with family and friends
- Ask your friends for objective feedback, so that you don't get sidetracked by the needs of others when you make your career decision

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

- Use your **Extraversion** to discuss each stage of the career exploration process, move to action, network, and fine-tune your interviewing skills. But don't overlook the importance of reflecting on each step you take.
- Use your **Intuition** to explore new opportunities that arise during your career search. But be sure to collect all the necessary facts about your alternatives and find out how others have managed this process, too.
- Use your **Feeling** to determine how well a job matches your personal values—how you feel about each alternative, or how others might be affected by your decision. But don't forget to objectively examine the logical consequences of each alternative as well.
- Use your **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 or www.bls.gov/oco.
- If you prefer reading, visit your library or university career center and read about suggested occupations in the *Occupational Outlook Handbook* or other references available there.
- If you prefer discussion, find people who are familiar with the occupations that interest you. Conduct informational interviews with them, keeping your MBTI type preferences and *Strong* results in mind as you explore your options.

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

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

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

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

