

ID:   
 Age: **0**   
 Gender: **Female**

 Date tested: **6/2/01**   
 Date scored: **6/2/01**

# SNAPSHOT: A SUMMARY OF RESULTS FOR JANE DOE

 VH = very high interest   
 H = high interest   
 A = average interest   
 L = little interest   
 VL = very little interest

 VS = very similar   
 S = similar   
 M-R = mid-range   
 D = dissimilar   
 VD = very dissimilar

## GENERAL OCCUPATIONAL THEMES

The General Occupational Themes describe interests in six very broad areas, including interest in work and leisure activities, kinds of people, and work settings. Your interests in each area are shown at the right in rank order. Note that each Theme has a code, represented by the first letter of the Theme name.

You can use your Theme code, printed below your results, to identify school subjects, part-time jobs, college majors, leisure activities, or careers that you might find interesting.

THEME CODE	THEME	VL	L	A	H	VH	TYPICAL INTERESTS
A	ARTISTIC	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Creating or enjoying art
E	ENTERPRISING	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Selling, managing
I	INVESTIGATIVE	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Researching, analyzing
R	REALISTIC	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Building, repairing
C	CONVENTIONAL	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Accounting, processing data
S	SOCIAL	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Helping, instructing

Your Theme code is **AEI**—(see explanation at left).

You might explore occupations with codes that contain any combination of these letters.

## BASIC INTEREST SCALES

The Basic Interest Scales measure your interests in 25 specific areas or activities. Only those 5 areas in which you show the *most* interest are listed at the right in rank order. Your results on all 25 Basic Interest Scales are found on page 2.

To the left of each scale is a letter that shows which of the six General Occupational Themes this activity is most closely related to. These codes can help you to identify other activities that you may enjoy.

THEME CODE	BASIC INTERESTS	VL	L	A	H	VH	TYPICAL ACTIVITIES
A	APPLIED ARTS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Producing or enjoying visual art
E	PUBLIC SPEAKING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Persuading or influencing people
A	ART	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Appreciating or creating art
A	WRITING	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Reading or writing
A	MUSIC/DRAMATICS	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Performing or enjoying music/drama

## OCCUPATIONAL SCALES

The Occupational Scales measure how similar your interests are to the interests of people who are satisfied working in those occupations. Only the 10 scales on which your interests are *most* similar to those of these people are listed at the right in rank order. Your results on all 211 of the Occupational Scales are found on pages 3, 4, and 5.

The letters to the left of each scale identify the Theme or Themes that most closely describe the interests of people working in that occupation. You can use these letters to find additional, related occupations that you might find interesting.

THEME CODE	OCCUPATION	VD	D	M-R	S	VS
A	REPORTER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
AE	BROADCASTER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A	LAWYER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
SA	SOCIAL WORKER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
AIR	TECHNICAL WRITER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
A	LIBRARIAN	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
AE	ADVERTISING EXECUTIVE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
AES	CORPORATE TRAINER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
EA	MARKETING EXECUTIVE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
CE	PARALEGAL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

## PERSONAL STYLE SCALES

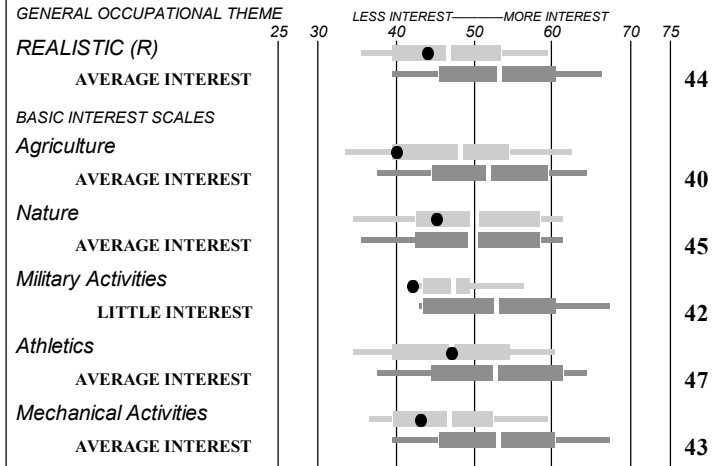
measure your levels of comfort regarding Work Style, Learning Environment, Leadership Style, and Risk Taking/Adventure. This information may help you make decisions about particular work environments, educational settings, and types of activities you would find satisfying. Your results on these four scales are on page 6.

# GENERAL OCCUPATIONAL THEMES

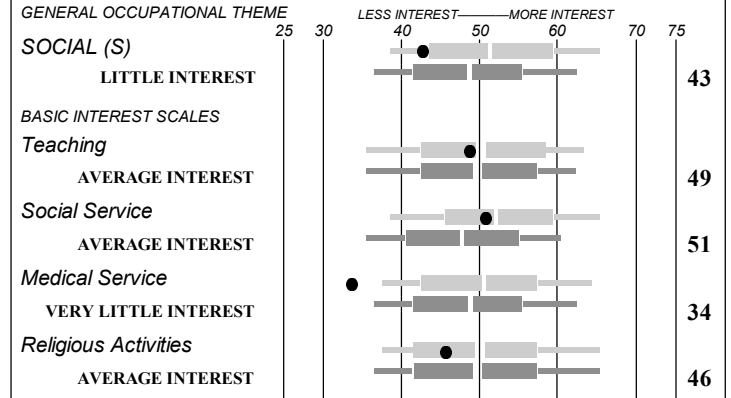


## BASIC INTEREST SCALES

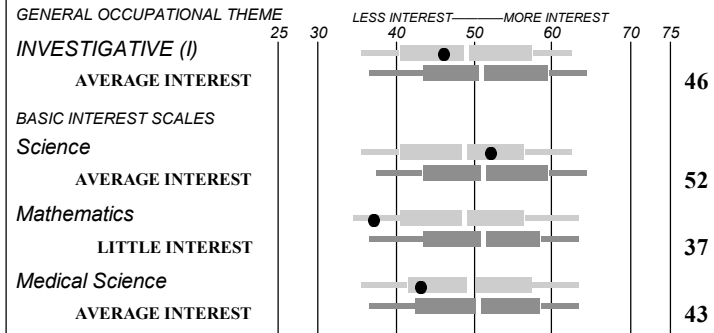
### REALISTIC (building, repairing, working outdoors)



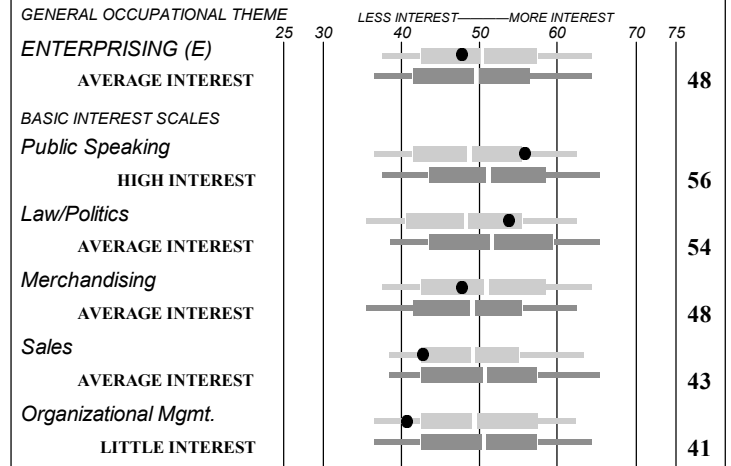
### SOCIAL (helping, instructing, caregiving)



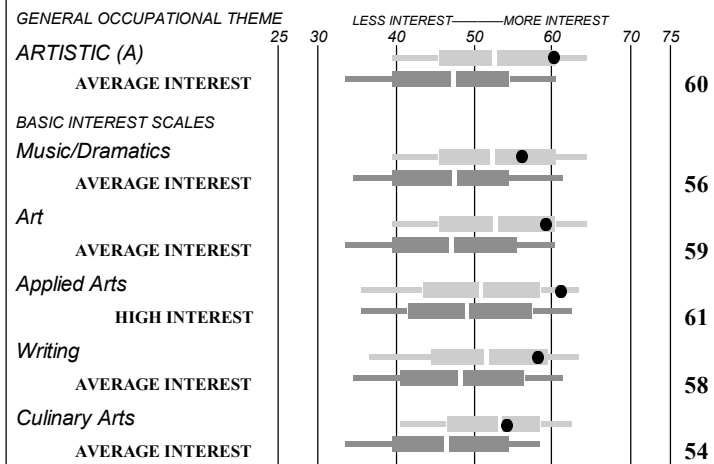
### INVESTIGATIVE (researching, analyzing, inquiring)



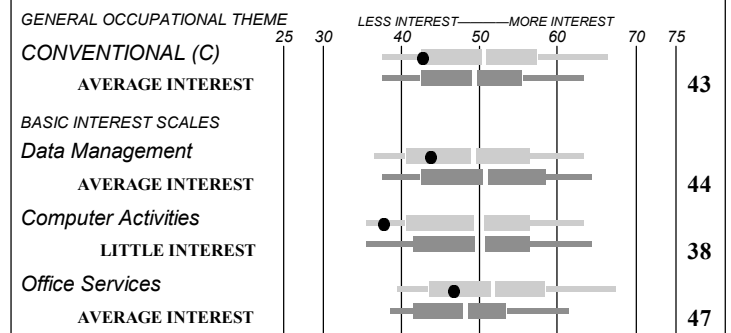
### ENTERPRISING (selling, managing, persuading)



### ARTISTIC (creating or enjoying art, drama, music, writing)



### CONVENTIONAL (accounting, organizing, processing data)





# OCCUPATIONAL SCALES (continued)

## ARTISTIC (creating or enjoying art, drama, music, writing)

THEME CODES FEMALE MALE	YOUR SCORES		DISSIMILAR INTERESTS					SIMILAR INTERESTS						
	FEMALE	MALE	15	20	30	MID-RANGE	40	50	55					
AE AE Advertising Executive	49	59												
ARI ARI Architect	42	49												
ARI A Artist, Commercial	40	49												
AR A Artist, Fine	37	41												
ASE AS Art Teacher	18	38												
AE AE Broadcaster	54	53												
AES AES Corporate Trainer	49	42												
ASE ASE English Teacher	36	40												
(EA) AE Interior Decorator	(EA)	35												
A A Lawyer	53	54												
A A Librarian	51	48												
AIR AIR Medical Illustrator	17	25												
A A Musician	42	53												
ARE ARE Photographer	43	50												
AER ASE Public Administrator	41	42												
AE AE Public Relations Director	46	51												
A A Reporter	56	56												
(IAR) AI Sociologist	(IAR)	46												
AIR AI Technical Writer	52	53												
A AI Translator	45	43												

NOTES

## SOCIAL (helping, instructing, caregiving)

THEME CODES FEMALE MALE	YOUR SCORES		DISSIMILAR INTERESTS					SIMILAR INTERESTS						
	FEMALE	MALE	15	20	30	MID-RANGE	40	50	55					
(RIS) SIR Athletic Trainer	(RIS)	-11												
S * Child Care Provider	25	*												
SE SE Community Serv. Organization Dir.	26	22												
(IES) SEC Dietitian	(IES)	23												
S S Elementary School Teacher	27	20												
SAE SA Foreign Language Teacher	21	32												
SE SE High School Counselor	36	32												
SE * Home Economics Teacher	18	*												
SAR SA Minister	30	38												
SCE SCE Nurse, LPN	4	25												
SI SAI Nurse, RN	21	25												
SAR SA Occupational Therapist	23	43												
SE SE Parks and Recreation Coordinator	26	31												
SRC SR Physical Education Teacher	-3	1												
SIR SIR Physical Therapist	19	19												
SEA SEC School Administrator	40	29												
SEA SEA Social Science Teacher	38	42												
SA SA Social Worker	52	54												
SE SEA Special Education Teacher	28	35												
SA SA Speech Pathologist	37	39												





# **STRONG INTEREST INVENTORY™**

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## **Professional Report**

*by Allen L. Hammer*

*prepared for*

**JANE DOE**

June 2, 2001

The *Strong Interest Inventory*™ (*Strong*) was developed to help you better understand your interests and to help you match those interests with work, avocational, or leisure activities. The inventory also allows you to compare your interests to those of men and women who are already satisfactorily employed in a wide variety of occupations.

The *Strong* Professional Report provides you with information about a portion of the occupations found on the *Strong*—those whose members typically have a four-year college degree. It is likely that you have selected the Professional Report because you desire to work in an occupation in which you can use the education that you have already completed, or because you are willing to acquire the necessary education.

As you read this report, keep in mind that the *Strong* is a measure of your *interests*; it is *not* a test of your abilities. Interests, however, contribute to success by affecting your motivation. Career planning, a lifelong activity, includes careful assessment not only of your interests but also of your values, your personality characteristics, and your abilities.

## YOUR GENERAL OCCUPATIONAL THEMES SUMMARY

Below are your scores on the six General Occupational Themes, presented in rank order from highest level of interest to lowest level of interest. The scores were computed by comparing your interests to those of a general sample of women in a wide variety of occupations. Following the name of each Theme is the letter, or *code*, that is used to designate that Theme throughout this report.

Theme/Code	Your Score	Typical Interests
Artistic (A)	Average Interest	Creating or enjoying art
Enterprising (E)	Average Interest	Selling, managing
Investigative (I)	Average Interest	Researching, analyzing
Realistic (R)	Average Interest	Building, repairing
Conventional (C)	Average Interest	Accounting, processing data
Social (S)	Little Interest	Helping, instructing

As reported on your *Strong* Snapshot, your General Occupational Theme (GOT) code is **AEI**. This code describes your general interests.

## YOUR BASIC INTEREST SCALES SUMMARY

Below is a ranking of your top ten Basic Interest Scales (BISs). The scores were computed by comparing your interests to those of a general sample of women in a wide variety of occupations. The letter code in parentheses in the first column represents the General Occupational Theme to which the particular BIS is most closely related.

<b>Scale/Code</b>	<b>Your Score</b>	<b>Typical Activities</b>
Applied Arts (A)	High Interest	Producing or enjoying visual art
Public Speaking (E)	High Interest	Persuading or influencing people
Art (A)	Average Interest	Appreciating or creating art
Writing (A)	Average Interest	Reading or writing
Music/Dramatics (A)	Average Interest	Performing or enjoying music/drama
Culinary Arts (A)	Average Interest	Cooking or entertaining
Law/Politics (E)	Average Interest	Discussing law and public policies
Science (I)	Average Interest	Conducting scientific research
Social Service (S)	Average Interest	Helping people
Teaching (S)	Average Interest	Instructing young people

## YOUR OCCUPATIONAL SCALES SUMMARY

The Occupational Scales of the *Strong* are designed to show how similar your interests are to the interests of people who report that they are satisfied with their occupation and who have been working in that occupation for at least three years. Typically, a four-year college degree is required to enter each of the occupations listed below.

In preparing this report, your scores were compared to those of women in these particular occupations. Research has shown that women and men, even those in the same occupation, tend to answer some of the items on the *Strong* differently.

For each of the occupations listed here, your score indicates how similar your likes and dislikes are to those of the women in that occupation. To help you identify patterns in your occupational interests, each occupation is coded with one to three letters, each letter representing one of the six General Occupational Themes. Again, the code indicates the Theme or Themes that are characteristic of that occupation.

<b>Professional Occupational Scale</b>	<b>Theme Code</b>	<b>Your Score</b>	<b>Comment</b>
Reporter	A	56	Very Similar
Broadcaster	AE	54	
Lawyer	A	53	
Social Worker	SA	52	
Technical Writer	AIR	52	
Librarian	A	51	
Advertising Executive	AE	49	Similar
Corporate Trainer	AES	49	
Marketing Executive	EA	48	
Public Relations Director	AE	46	
Translator	A	45	
Architect	ARI	42	
Musician	A	42	
Sociologist	IAR	42	
Psychologist	IA	41	
Public Administrator	AER	41	
Artist, Commercial	ARI	40	
School Administrator	SEA	40	

<b>Professional Occupational Scale</b>	<b>Theme Code</b>	<b>Your Score</b>	<b>Comment</b>	
Social Science Teacher	SEA	38	Mid-Range	
Artist, Fine	AR	37		
Speech Pathologist	SA	37		
English Teacher	ASE	36		
Geographer	IRA	36		
High School Counselor	SE	36		
Investments Manager	EIR	35		
Elected Public Official	EAS	33		
Human Resources Director	EAS	32		
Banker	CE	31		
College Professor	IAR	31		
Military Officer	REI	31		
Minister	SAR	30		
Accountant	CE	29	Dissimilar	
Chiropractor	IR	29		
Computer Programmer/Systems Analyst	IR	29		
Special Education Teacher	SE	28		
Elementary School Teacher	S	27		
Interior Decorator	EA	27		
Audiologist	IS	26		
Community Service Organization Director	SE	26		
Parks and Recreation Coordinator	SE	26		
Engineer	RI	25		
Biologist	IRA	24		
Dietitian	IES	23		
Occupational Therapist	SAR	23		
Chemist	IR	22		
Dentist	IRA	22		
Optometrist	IR	22		
Foreign Language Teacher	SAE	21		
Nurse, RN	SI	21		
Actuary	CI	20		
Nursing Home Administrator	CES	20		
Forester	RI	19		Very Dissimilar
Physical Therapist	SIR	19		

<b>Professional Occupational Scale</b>	<b>Theme Code</b>	<b>Your Score</b>	<b>Comment</b>
Research & Development Manager	IR	19	Very Dissimilar
Veterinarian	IRA	19	
Art Teacher	ASE	18	
Business Education Teacher	CES	18	
Home Economics Teacher	SE	18	
Medical Illustrator	AIR	17	
Buyer	EC	16	
Pharmacist	ICR	16	
Geologist	IRA	13	
Physicist	IRA	12	
Mathematics Teacher	CIR	11	
Medical Technologist	IRC	9	
Physician	IAR	9	
Mathematician	IRC	8	
Science Teacher	IRS	8	
Vocational Agriculture Teacher	RSI	5	
Physical Education Teacher	SRC	-3	
Athletic Trainer	RIS	-4	

## **YOUR PROFESSIONAL OCCUPATIONAL SCALES CODE**

Based on your results on the professional Occupational Scales, a summary code has been computed. Depending on which Themes occurred most often in the occupations for which you showed similar or very similar interests, you will have from one to three letters in your code. If your code consists of more than one letter, you should then explore occupations whose codes are various combinations of these letters. Of your *Strong* results, this professional Occupational Scales (OS) code is probably the best predictor of whether or not you will like the day-to-day work in an occupation.

Your overall professional Occupational Scales code is **AEI**.

To help you understand the meaning of your code, a description of people who have the same first letter in their code as you do follows. In addition, a description of people who have the same first two letters in their code as you have in yours is provided.

## Description of Artistic People

Artistic people are creative, original, unconventional, and independent. They have a need to express themselves through their work. Although they are independent, they do want recognition for their creative efforts. They are often intuitive and spontaneous and enjoy exercising their imagination. They can apply their creativity and originality to many kinds of problems, not just those relating to the pure arts. Some Artistic people do not have artistic talent; these individuals satisfy their artistic interests by valuing and observing art.

**Preferred Work Environment.** Artistic people prefer a flexible environment that can accommodate their tendency to work in great bursts of energy when they are inspired. Often such an environment must offer flexible hours and the freedom to rearrange or create personal work space. Artistic people do not always work well in organizations that abide by a lot of rules, regulations, and bureaucratic policies, which they see as stifling creativity. Sometimes Artistic people question tradition and authority.

**Contributions to an Organization.** Artistic people contribute creativity and originality. They are the designers of new products or services. Their often colorful way of expressing themselves can motivate and excite people about projects. Artistic people can help others see situations and problems in different ways. They may be gifted at presenting their ideas or the organization's products or services in novel, eye-catching ways that rouse excitement and interest.

**Management Style.** Artistic people give their employees a lot of independence and freedom to accomplish tasks as they see fit. Having come up with an ingenious solution or having solved a problem in a general way, they are happy to delegate implementation or maintenance tasks to others. Artistic people may think of themselves as “creative directors” rather than as managers.

## Artistic-Enterprising People

Looking at the second letter in your OS code, in addition to the first letter, provides another, more specific dimension to your occupational interests. A description of people who have the same first two letters as you do follows.

People with Artistic and Enterprising interests tend to prefer working in unstructured, project-oriented environments and may have little interest in budgets or schedules. They are interested in the artistic quality of their products and in being personally recognized for their creativity. Independent, persuasive, and enthusiastic, they may work in marketing, design, or communications.

### **How Your OS Code Compares to Your GOT Code**

The professional Occupational Scales code that you have just read about may be exactly the same, similar to, or very different from the GOT code that was noted earlier in this report, in the section that summarized your GOT results. The General Occupational Themes measure very broad interests; high interest in a Theme means that you responded “Like” to the items directly associated with that Theme. The Occupational Scales, on the other hand, compare your interests to people who are satisfactorily employed in *specific occupations*. A high score on a professional Occupational Scale means that you share both the likes *and dislikes* of people in that professional occupation, and thus you would probably like the day-to-day activities associated with that work. The professional OS code, therefore, may more accurately predict your specific occupational interests than would the GOT code.

Begin exploring careers by identifying and investigating occupations with the same letter or letters as in your professional OS code. Do not be too concerned about matching exactly the order of the letters in your own code to the order of the letters in the codes of the occupations you decide to explore. If your GOT code is different from your OS code, use the interest areas suggested by the GOT code to identify leisure and avocational interests.

## ADDITIONAL PROFESSIONAL OCCUPATIONS FOR EXPLORATION

The following professional occupations, while not found on the *Strong*, have codes with the same first letter as in your professional Occupational Scales code. Related occupations are grouped so that you can see broad areas of interest. The list below also provides the first three numbers that make up each occupation's job code in the *Dictionary of Occupational Titles (DOT)*. You can find extensive information about these jobs, including educational requirements and detailed job descriptions, in the *DOT*.

<b>Occupation</b>	<b><i>DOT</i> Code</b>
Landscape Architect	001
Dance Therapist	076
Choreographer	151
Art Museum Director	102
Painting Restorer	102
Copy Writer	131
Playwright	131
Screen Writer	131
Editor	132
Graphic Designer	141
Creative Director	141
Set Designer	142
Package Designer	142
Industrial Designer	142
Composer	152
Arranger	152
Account Executive	164

## OTHER INTERESTS

In addition to high scores on the professional occupations listed in your Occupational Scales Summary, you also had high scores on a number of occupations that typically do *not* require a four-year college education. You can identify these on pages 3, 4, and 5 of your *Strong* Profile. Each occupation on which you scored high will have a dot in one of the three right columns of your Profile under the heading “Similar Interests.”

You may find work in these occupations interesting and challenging; they may even suggest a line of work that you have never considered before. You may also find that your interest in these occupations provides clues for your avocational or leisure activities. You might want to discuss these occupations with the professional who is interpreting your *Strong* results.

## YOUR PERSONAL STYLE SCALES SUMMARY

The Personal Style Scales offer additional insight into your interests. These scales can help you assess what work and learning environment you might enjoy, the leadership style you prefer, and how comfortable you are with taking risks.

### Work Style Scale

The Work Style scale indicates whether you prefer to work with other people (scores toward the right pole of the scale), or whether you prefer to work alone with ideas, data, or things (scores toward the left pole of the scale).

Your score on the Work Style scale is **45**.

Your score toward the left pole of this scale suggests that you enjoy working alone on ideas, data, or things. You probably feel that you can perform best when you can concentrate on your work without interruption. You are likely to be seen as an individual contributor, working independently to solve problems or to complete projects.

### Learning Environment Scale

The Learning Environment scale indicates the setting in which you feel most comfortable learning. It suggests whether you are more interested in learning abstract concepts through reading, lecture, and discussion (scores toward the right pole), or interested in learning practical skills and how to solve problems through hands-on experience (scores toward the left pole). The average score on this scale for professional women is 52 and for nonprofessional women is 44. This scale does *not* measure academic ability.

Your score on the Learning Environment scale is **57**.

Your score in the middle of the Learning Environment scale suggests that you like to learn by attending lectures or reading as well as by hands-on experience. You may enjoy taking classes during the hours that you are not working, and you are probably comfortable in a variety of learning environments.

### **Leadership Style Scale**

The Leadership Style scale measures whether you are interested in assuming a leadership style that is directive and outspoken (scores toward the right pole) or in assuming a style in which you lead by example (scores toward the left pole). This scale does *not* indicate the likelihood of your success as a leader.

Your score on the Leadership Style scale is **57**.

Your score in the middle of this scale suggests that you may be comfortable with some aspects of an outspoken and directive leadership style but not with others. You may use a variety of styles depending on the situation or on the people with whom you are working.

### **Risk Taking/Adventure Scale**

The Risk Taking/Adventure scale indicates how comfortable you are taking risks. Scores toward the right pole of the scale suggest that you like to take chances, and scores toward the left pole of the scale suggest that you prefer to play it safe.

Your score on the Risk Taking/Adventure scale is **39**.

Your score toward the left pole of this scale suggests that you are probably cautious about trying new things. You may be willing to take some risks, but only after thorough research and careful consideration.

## **SUMMARY**

Your interest in occupations that typically require a college degree is consistent with your score on the Learning Environment scale. You probably have a strong desire to find a professional occupation that makes full use of your education and training. If necessary for meeting your goals, you probably would be willing to undertake additional training or education, such as acquiring an advanced degree.

You can begin your career exploration by investigating some of the professional occupations listed in this report. Some of the resources that follow can help you identify more professional occupations.

## RESOURCES

These resources can help you explore careers. Many can be found in a public or career center library or in your local bookstore. Those marked with a bullet are available from Consulting Psychologists Press, Inc., Palo Alto, California.

Bolles, Richard Nelson. *What Color Is Your Parachute?* Berkeley, CA: Ten Speed Press, published annually.

↑ Hammer, Allen L., and Judith Grutter. *Strong Interest Inventory Interpretive Report* Palo Alto, CA: Consulting Psychologists Press, 1994.

Jackson, Tom. *Guerrilla Tactics in the New Job Market*. 2nd ed. New York: Bantam Books, 1991.

↑ Maze, Marilyn, and Donald Mayall, compilers. *The Enhanced Guide for Occupational Exploration*. Indianapolis: JIST Works, 1991.

Michelozzi, Betty Neville. *Coming Alive from Nine to Five*. 3rd ed. Mountain View, CA: Mayfield Publishing Company, 1988.

Montross, David H., Leibowitz, Zandy B., and Christopher J. Shinkman. *Real People, Real Jobs: Reflecting Your Interests in the World of Work*. Palo Alto, CA: Davies-Black Publishing, 1995.

Sher, Barbara. *Wishcraft: How to Get What You Really Want*. New York: Ballantine Books, 1983.

↑ U.S. Department of Labor, Bureau of Labor Statistics. *Occupational Outlook Handbook*. Washington, D.C., published every two years.

↑ U.S. Department of Labor, Employment and Training Administration. *Dictionary of Occupational Titles*. 4th ed., revised. 2 vols. Washington, D.C., 1991.

U.S. Department of Labor, Employment and Training Administration. *Dictionary of Occupational Titles*. 4th ed. Supplement. Washington, D.C., 1986.

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