

CISS® (CAMPBELL™ INTEREST AND SKILL SURVEY) INDIVIDUAL PROFILE REPORT



NAME: SAMPLE REPORT

DATE SCORED: 07/27/2005

Your scores on the CISS (Campbell Interest and Skill Survey) instrument are reported on the following pages.

Your vocational interests and skills are important components of your personal characteristics. What you like to do and what you are confident that you can do can play an important role in your future career satisfaction and success. The CISS profile analyzes your self-reported interests and skills and shows how you compare with people in general and with happily employed people in a variety of occupations.

The basic purpose of this survey is to help you find a career in which you will be happy and productive. For adults, responses to this inventory are stable over long time periods, even over many years. For teenagers and young adults, responses can shift somewhat as the individual gains more work experience, although the shifts are seldom extreme. At any point in time, the results are stable enough to help individuals plan their next educational or career choices.

If possible, you should discuss your CISS profile with a skilled career counselor who is specifically trained to help you better understand your results.

PROCEDURAL CHECKS: All Procedural Checks for this report are VALID.

Interpretive Comments for Your CISS Scores

Your scores on three kinds of CISS scales are reported on the following pages:

Orientation Scales, which cover seven broad themes of occupational interests and skills,

Basic Interest and Skill Scales, which are detailed subscales of the Orientation Scales, and

Occupational Scales, which compare your interest and skill patterns with those of workers in a range of occupations.

Your standard scores are based on a Reference Group of working individuals in a wide range of occupations. The distribution of their scores is bell-shaped, with an average of 50 and a range of approximately 25 to 75. Two-thirds of the Reference Group's scores fall between 40 and 60. Scores of 60 or above are quite high, and scores of 40 or below are quite low. The shaded bands on the profile provide more detail about the range of scores.

For each CISS scale, two scores are calculated, one based on your interests, the other based on your skills. The interest score shows how much you like the specified activities; the skill score shows how confident you feel about performing these activities.

Four patterns of combinations of your interest and skill scores are also reported:

Pursue - when your interest and skill scores are both high (55 and above), this is an area for you to Pursue. You have reported both attraction to these activities and confidence in your ability to perform them well. These Pursue areas should be the major focus of your career planning.

Develop - when your interest score is high (55 and above) and your skill score is lower, this is a possible area for you to Develop. You enjoy these activities but feel uncertain about your ability to perform them. Further education, training, or experience with these skills might lead to better performance and greater confidence. Or you may want to simply enjoy these areas as hobbies.

Explore - when your skill score is high (55 and above) and your interest score is lower, this is a possible area for you to Explore. You are confident of your ability to perform these activities, but you do not enjoy them. With some exploration, you may find a way to use your skills in other areas that interest you more.

Avoid - when your interest and skill scores are both low (45 and below), this is an area for you to Avoid. You have reported that you neither enjoy these activities nor feel confident in your ability to perform them.

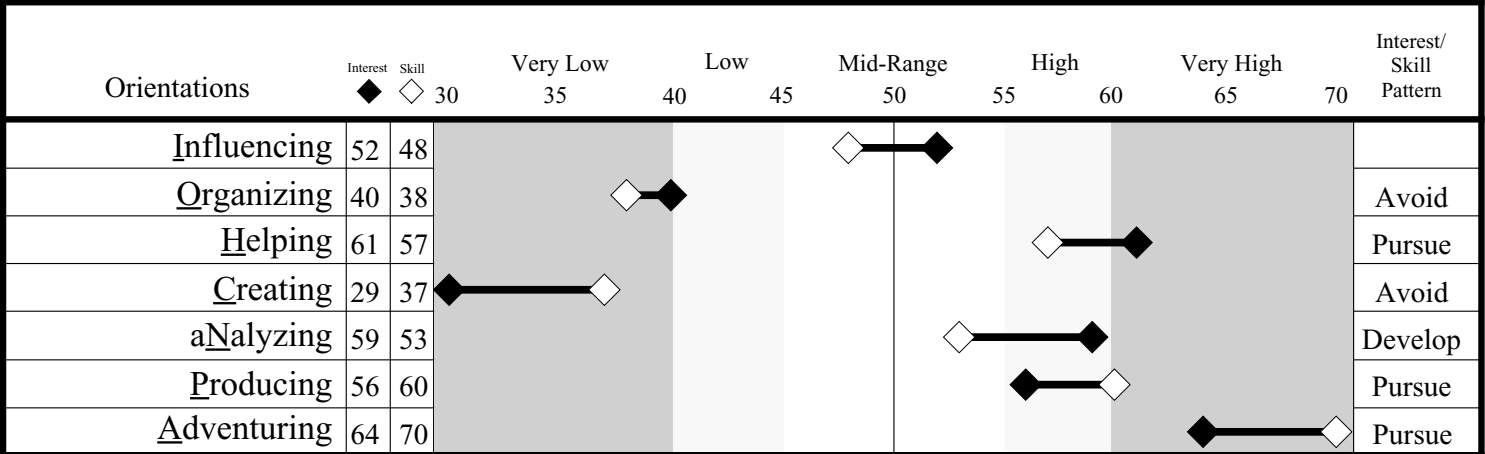
No pattern is reported when both of your scores fall into the mid-range or when one score is mid-range and the other is lower. Mid-range scores are less important in career planning because you have indicated that you have only an average level of interest and skill in these activities.

Orientations

Your CISS profile is organized into seven Orientation Scales covering important areas of the world of work. Each Orientation is identified by an underlined capital letter.

- Influencing** - influencing others through leadership, politics, public speaking, sales, and marketing
- Organizing** - organizing the work of others, managing, and monitoring financial performance
- Helping** - helping others through teaching, healing, and counseling
- Creating** - creating artistic, literary, or musical productions and designing products or environments
- analyzing** - analyzing data, using mathematics, and carrying out scientific experiments
- Producing** - producing products, using "hands-on" skills in farming, construction, and mechanical crafts
- Adventuring** - adventuring, competing, and risk taking through athletic, police, and military activities

A pair of scores is plotted below for each Orientation. Your interest score, plotted with a solid diamond (◼), indicates how appealing the activities are to you, and your skill score, plotted with a hollow diamond (◊), reflects how confident you feel in performing these activities.



Your Orientation interest and skill scores fall into the following patterns:

Pursue - Helping, Producing, and Adventuring. These are activities that you enjoy and feel confident about your abilities in performing. Areas for which your interests and skills are both high are prime candidates for your future. Pursue these areas in your career planning.

Develop - aNalyzing. These are activities that you enjoy, but you are less confident about your ability to perform them. Consider seeking additional education or training to bring your skill level up to your interest level. Or consider adopting some of these activities as hobbies.

Avoid - Organizing and Creating. These are activities that you neither enjoy nor feel confident about performing. Avoid these areas in your career planning; they are not likely to provide many satisfying opportunities for you.

CAMPBELL™ INTEREST AND SKILL SURVEY INDIVIDUAL PROFILE REPORT

SAMPLE REPORT

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Orientations and Basic Scales

Orientations and Basic Scales	Interest ◆	Skill ◇	30	35	40	45	50	55	60	65	70	Interest/ Skill Pattern
			Very Low		Low		Mid-Range		High		Very High	
Influencing	52	48					◆	◇				
Leadership	55	54						◆	◇			Develop
Law/Politics	60	49					◆	◇				Develop
Public Speaking	30	47	◆				◇					
Sales	56	52						◆	◇			Develop
Advertising/Marketing	48	53					◆	◇				
Organizing	40	38			◆	◇						Avoid
Supervision	46	34		◆								
Financial Services	45	46						◆	◇			
Office Practices	42	30	◆									Avoid
Helping	61	57							◆	◇		Pursue
Adult Development	60	59							◆	◇		Pursue
Counseling	66	60							◆	◇		Pursue
Child Development	68	52						◆	◇			Develop
Religious Activities	36	42	◆									Avoid
Medical Practice	63	50							◆	◇		Develop
Creating	29	37	◆									Avoid
Art/Design	34	41	◆									Avoid
Performing Arts	32	42	◆									Avoid
Writing	39	53										
International Activities	57	54							◆	◇		Develop
Fashion	34	37	◆									Avoid
Culinary Arts	35	38	◆									Avoid
Analizing	59	53							◆	◇		Develop
Mathematics	55	54							◆	◇		Develop
Science	55	50							◆	◇		Develop
Producing	56	60							◆	◇		Pursue
Mechanical Crafts	57	59							◆	◇		Pursue
Woodworking	55	63							◆	◇		Pursue
Farming/Forestry	54	57							◆	◇		Explore
Plants/Gardens	45	45										Avoid
Animal Care	59	58							◆	◇		Pursue
Adventuring	64	70										Pursue
Athletics/Physical Fitness	63	68										Pursue
Military/Law Enforcement	56	66							◆	◇		Pursue
Risks/Adventure	70	67										Pursue

CAMPBELL™ INTEREST AND SKILL SURVEY INDIVIDUAL PROFILE REPORT

SAMPLE REPORT

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Helping Orientation


Orientation Scale							Occupational Scales																		
		* Standard Scores									*** Orientation Code														
		30	35	40	45	50	55	60	65	70			25	30	35	40	45	50	55	60	65	70	75		
		Very Low Low Mid-Range High Very High									Very Low Low Mid-Range High Very High														
Helping	I 61 S 57					◇		◆				H	I 62 S 56					◇		◆				Pursue	
Basic Interest and Skill Scales																									
		* Standard Scores									*** Orientation Code														
		30	35	40	45	50	55	60	65	70			25	30	35	40	45	50	55	60	65	70	75		
		Very Low Low Mid-Range High Very High									Very Low Low Mid-Range High Very High														
Adult Development	I 60 S 59					◇		◆				H	I 67 S 66					◇		◆				Pursue	
Counseling	I 66 S 60					◇		◆				H	I 66 S 68					◇		◆				Pursue	
Child Development	I 68 S 52					◇		◆				H	I 65 S 56					◇		◆				Develop	
Religious Activities	I 36 S 42	◆				◇						H	I 68 S 54					◇		◆				Avoid	
Medical Practice	I 63 S 50					◇		◆				H	I 68 S 54					◇		◆				Develop	
Child Care Worker	H					◇		◆				H	I 77 S 56					◇		◆				Pursue	
Guidance Counselor	H					◇		◆				H	I 46 S 50			◆		◇		◆				Pursue	
Religious Leader	H					◇		◆				H	I 55 S 57					◇		◆				Pursue	
Teacher K-12	H					◇		◆				HC	I 66 S 66					◇		◆				Pursue	
Social Worker	HC					◇		◆				HNC	I 66 S 68					◇		◆				Pursue	
Psychologist	HNC					◇		◆				HN	I 65 S 56					◇		◆				Pursue	
Nurse (RN)	HN					◇		◆				HIO	I 68 S 54					◇		◆				Develop	
Nursing Administrator	HIO					◇		◆															Develop		

The Helping Orientation covers teaching, counseling, medical services, and religious activities. Helpers are seen as supportive, nurturing, trusting individuals who value compassion, interpersonal harmony, and service to others. Helpers enjoy solving human problems and are genuinely concerned with improving the lives of others. Helping occupations usually involve a good deal of close contact with others. Typical high-scoring individuals include counselors, teachers, social workers, and religious leaders.

Your Helping interest score is very high and your skill score is high. People who have scores as high as yours typically report very strong interest and substantial confidence in counseling, teaching, supporting, healing, and caring for others.

Pursue some of these Helping activities in your career.

Your scores on the Helping Basic Scales, which provide more detail about your interests and skills in this area, are reported above on the left-hand side of the page. Your scores on the Helping Occupational Scales, which show how your pattern of interests and skills compares with those of people employed in Helping occupations, are reported above on the right-hand side of the page. Each occupation has a one-, two-, or three-letter code that indicates its highest Orientation score(s). The more similar the Orientation code is to your highest Orientation scores (which are reported on page 2), the more likely it is that you will find satisfaction working in that occupation.

* Standard Scores: I (τ) = Interests; S (à) = Skills
 ** Interest/Skill Pattern: Pursue = High Interests, High Skills; Develop = High Interest, Lower Skills; Explore = High Skills, Lower Interests; Avoid = Low Interest, Low Skills
 *** Orientation Code: I=Influencing; O=Organizing; H=Helping; C=Creating; N=aNalyzing; P=Producing; A=A Adventuring
 Range of middle 50% of people in the occupation: Solid Bar = Interests; Hollow Bar = Skills

CAMPBELL™ INTEREST AND SKILL SURVEY INDIVIDUAL PROFILE REPORT

SAMPLE REPORT

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Creating Orientation

Orientation Scale							Occupational Scales																		
							*** Orientation Code																		
							*	*	Very Low	Low	Mid-Range	High	Very High			**									
							Standard Scores	Standard Scores	25	30	35	40	45	50	55	60	65	70	75	Interest/ Skill Pattern					
Creating							I 29 S 37																Avoid		
Basic Interest and Skill Scales																									
							*											**							
							Standard Scores	Very Low	Low	Mid-Range	High	Very High			Interest/ Skill Pattern										
Art/ Design							I 34 S 41																	Avoid	
Performing Arts							I 32 S 42																	Avoid	
Writing							I 39 S 53																	Avoid	
International Activities							I 57 S 54																		Develop
Fashion							I 34 S 37																	Avoid	
Culinary Arts							I 35 S 38																		Avoid
							C	I 44 S 40														Avoid			
							C	I 33 S 36														Avoid			
							C	I 44 S 59														Explore			
							C	I 21 S 47														Avoid			
							C	I 21 S 38														Avoid			
							C	I 34 S 58														Explore			
							C	I 46 S 52														Avoid			
							CO	I 39 S 44														Avoid			
							CP	I 35 S 29														Avoid			

The Creating Orientation includes artistic, literary, and musical activities such as writing, painting, dancing, and working in the theater. Creators are described as imaginative, clever, inventive, and original. Creators tend to be sources of new and different ideas and enjoy acting, thinking, and speaking in fresh and unusual ways. They tend to be uncomfortable with traditional organizational constraints and prefer work that allows for self-expression. Typical high-scoring individuals include artists, musicians, writers, interior designers, and chefs.

Your Creating interest and skill scores are both very low. People who have scores as low as yours typically report almost no interest and very little confidence in designing, writing, performing, and other creative activities.

Creating activities are not likely to provide many satisfying options for you. Avoid this area in your career.

Your scores on the Creating Basic Scales, which provide more detail about your interests and skills in this area, are reported above on the left-hand side of the page. Your scores on the Creating Occupational Scales, which show how your pattern of interests and skills compares with those of people employed in Creating occupations, are reported above on the right-hand side of the page. Each occupation has a one-, two-, or three-letter code that indicates its highest Orientation score(s). The more similar the Orientation code is to your highest Orientation scores (which are reported on page 2), the more likely it is that you will find satisfaction working in that occupation.

* Standard Scores: I (τ) = Interests; S (â) = Skills

** Interest/Skill Pattern: Pursue = High Interests, High Skills; Develop = High Interest, Lower Skills; Explore = High Skills, Lower Interests; Avoid = Low Interest, Low Skills

*** Orientation Code: I=Influencing; O=Organizing; H=Helping; C=Creating; N=Analyzing; P=Producing; A=Adventuring

Range of middle 50% of people in the occupation: Solid Bar = Interests; Hollow Bar = Skills

CAMPBELL™ INTEREST AND SKILL SURVEY INDIVIDUAL PROFILE REPORT

SAMPLE REPORT

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aNalyzing Orientation

Orientation Scale										Occupational Scales																					
		* Standard Scores								** Interest/Skill Pattern				*** Orientation Code								** Interest/Skill Pattern									
		30	35	40	45	50	55	60	65	70			25	30	35	40	45	50	55	60	65	70	75								
aNalyzing	I	59											N	I	51										N	I	55	S	55	Exp	E
	S	53									D	S	55	I	55									P	I	55	S	49	D	E	
Basic Interest and Skill Scales																															
		* Standard Scores								** Interest/Skill Pattern																					
		30	35	40	45	50	55	60	65	70																					
Mathematics	I	55																			N	I	61	S	56	P	U				
	S	54									D	S	56	I	51									N	I	51	S	56	E	X	
Science	I	55																			NPH	I	60	S	59	P	U				
	S	50									D	S	59	I	62									NO	I	62	S	37	D	E	
																				NO	I	52	S	53	E	X					
																				NOP	I	45	S	40	A	V					

(This Orientation is labelled with the letter "N" because the letter "A" is used for the Adventuring Orientation below.) The aNalyzing Orientation involves scientific, mathematical, statistical, and research activities. People who score high are comfortable with data and numbers and have a strong need to understand the world in a scientific sense. They usually prefer to work alone or in small groups in laboratory or academic settings, solving problems and designing experiments. ANalyzers are generally autonomous and like to work through problems for themselves. Typical high-scoring individuals include scientists, medical researchers, statisticians, computer programmers, and physicians.

Your aNalyzing interest score is high and your skill score is mid-range. People who have this pattern of scores typically report strong interest but moderate confidence in analyzing data, using mathematics, and conducting scientific research.

Develop your aNalyzing skills through education, training, and experience, or simply enjoy these activities as hobbies.

Your scores on the aNalyzing Basic Scales, which provide more detail about your interests and skills in this area, are reported above on the left-hand side of the page. Your scores on the aNalyzing Occupational Scales, which show how your pattern of interests and skills compares with those of people employed in aNalyzing occupations, are reported above on the right-hand side of the page. Each occupation has a one-, two-, or three-letter code that indicates its highest Orientation score(s). The more similar the Orientation code is to your highest Orientation scores (which are reported on page 2), the more likely it is that you will find satisfaction working in that occupation.

* Standard Scores: I (τ) = Interests; S (à) = Skills

** Interest/Skill Pattern: Pursue = High Interests, High Skills; Develop = High Interest, Lower Skills; Explore = High Skills, Lower Interests; Avoid = Low Interest, Low Skills

*** Orientation Code: I=Influencing; O=Organizing; H=Helping; C=Creating; N=aNalyzing; P=Producing; A=Adventuring

Range of middle 50% of people in the occupation: Solid Bar = Interests; Hollow Bar = Skills

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Special Scales

Academic Focus

Standard Scores	30	35	40	45	50	55	60	65	70
	Very Low	Low		Mid-Range		High	Very High		

The Academic Focus Scales reflect your feelings toward the academic world. High scores do not necessarily lead to academic success, nor low scores to failure, but your pattern of scores reflects your degree of comfort in educational settings and can help you plan your educational strategy. High scorers are attracted to intellectual ideas, academic pursuits, and scientific research. Typical high-scoring individuals include university professors, research scientists, technical writers, and other scholars. People who score low usually see themselves as more action-oriented and practical. Business people, especially those in sales and marketing, tend to score low on the Academic Focus Scales.

Your Academic Focus interest score is high and your skill score is mid-range. People who have this pattern of scores typically report strong interest but moderate confidence in academic activities, such as studying, conducting research, and writing scientific papers. Your scores suggest that you would enjoy working on an advanced degree but that you may wish to sharpen your academic skills.

Extraversion

Standard Scores	30	35	40	45	50	55	60	65	70
	Very Low	Low		Mid-Range		High	Very High		

The Extraversion Scales indicate level of interest and confidence working with all types of people in many different occupational settings. High scores reflect an attraction to a wide range of people-oriented activities. Lower scores may suggest a narrower focus, such as an interest in working with children but not adults, or confidence in counseling others but not selling. Low scores may indicate a preference for less contact with people on the job.

Occupational Extraverts (such as guidance counselors, hotel managers, corporate trainers, and realtors) are energized by frequent social contact and enjoy working closely with others. People who score low on the Extraversion Scales may prefer more independent work assignments and the opportunity for private time and space. Low-scoring individuals include scientists, skilled craftworkers, and veterinarians.

Your Extraversion interest and skill scores are both mid-range. People who have this pattern of scores typically report moderate interest and confidence in work situations requiring a great deal of personal contact with others.

Procedural Checks

The Procedural Checks are designed to detect possible problems in the administration, completion, or processing of answer sheets. See the CISS manual for details. All Procedural Checks are VALID.

Interest Items						
Response Percentage Check - Valid						
Topic	STRONGLY LIKE	Like	slightly like	slightly dislike	Dislike	STRONGLY DISLIKE
Occupations	11	21	29	16	13	9
School Subjects	14	9	33	23	9	12
Varied Activities	10	19	22	13	21	15
Overall Percentage	11	18	28	17	15	12

Inconsistency Check - Valid	
# Inconsistent Pairs	0
Omitted Items Check - Valid	
# Omitted Items	0

Skill Items						
Response Percentage Check - Valid						
Topic	EXPERT	Good	above average	below average	Poor	NONE
Varied Activities	3	29	27	13	22	8

Inconsistency Check - Valid	
# Inconsistent Pairs	0
Omitted Items Check - Valid	
# Omitted Items	0

CAMPBELL™ INTEREST AND SKILL SURVEY INDIVIDUAL PROFILE REPORT

SAMPLE REPORT

Date Scored: 07/27/2005

ITEM RESPONSES

1: 4	2: 3	3: 6	4: 4	5: 5	6: 4	7: 3	8: 1	9: 3	10: 1
11: 2	12: 5	13: 3	14: 5	15: 2	16: 5	17: 1	18: 2	19: 3	20: 4
21: 4	22: 6	23: 2	24: 2	25: 5	26: 3	27: 2	28: 3	29: 1	30: 3
31: 5	32: 4	33: 6	34: 4	35: 3	36: 1	37: 6	38: 2	39: 2	40: 4
41: 1	42: 3	43: 3	44: 2	45: 2	46: 5	47: 5	48: 2	49: 3	50: 2
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311: 3	312: 3	313: 3	314: 3	315: 2	316: 2	317: 4	318: 2	319: 2	320: 3

Orientations and Basic Scales

Orientations and Basic Scales	Interest	Skill	Scale							Interest/Skill Pattern		
			30	35	40	45	50	55	60		65	70
Influencing	52	48										
Leadership	55	54										Develop
Law/Politics	60	49										Develop
Public Speaking	30	47										
Sales	56	52										Develop
Advertising/Marketing	48	53										
Organizing	40	38										Avoid
Supervision	46	34										
Financial Services	45	46										
Office Practices	42	30										Avoid
Helping	61	57										Pursue
Adult Development	60	59										Pursue
Counseling	66	60										Pursue
Child Development	68	52										Develop
Religious Activities	36	42										Avoid
Medical Practice	63	50										Develop
Creating	29	37										Avoid
Art/Design	34	41										Avoid
Performing Arts	32	42										Avoid
Writing	39	53										
International Activities	57	54										Develop
Fashion	34	37										Avoid
Culinary Arts	35	38										Avoid
Analizing	59	53										Develop
Mathematics	55	54										Develop
Science	55	50										Develop
Producing	56	60										Pursue
Mechanical Crafts	57	59										Pursue
Woodworking	55	63										Pursue
Farming/Forestry	54	57										Explore
Plants/Gardens	45	45										Avoid
Animal Care	59	58										Pursue
Adventuring	64	70										Pursue
Athletics/Physical Fitness	63	68										Pursue
Military/Law Enforcement	56	66										Pursue
Risks/Adventure	70	67										Pursue

Report Summary

Male
 Age 18

Occupational Scales

Influencing	Orientation Code	Standard Scores	Interest/Skill Pattern
Attorney	I	I 62 S 52	Develop
Financial Planner	IO	I 48 S 50	
Hotel Manager	IO	I 42 S 43	Avoid
Manufacturer's Representative	IO	I 35 S 53	
Marketing Director	IO	I 50 S 49	
Realtor	IO	I 58 S 60	Pursue
CEO/President	IOA	I 42 S 50	
Human Resources Director	IOH	I 60 S 59	Pursue
School Superintendent	IOH	I 75 S 51	Develop
Advertising Account Executive	IC	I 42 S 51	
Media Executive	IC	I 38 S 49	
Public Relations Director	IC	I 38 S 46	
Corporate Trainer	ICH	I 46 S 59	Explore

Organizing	Orientation Code	Standard Scores	Interest/Skill Pattern
Secretary	O	I 34 S 18	Avoid
Bank Manager	OI	I 40 S 47	
Insurance Agent	OI	I 45 S 50	
Retail Store Manager	OI	I 40 S 40	Avoid
Hospital Administrator	OIH	I 51 S 41	
Accountant (CPA)	ON	I 52 S 33	
Bookkeeper	ON	I 44 S 41	Avoid

Special Scales

Academic Focus	I 56 S 54
Extraversion	I 48 S 51

Procedural Checks

Response Percentage Check							
Interest Items	11	18	28	17	15	12	Valid
Skill Items	3	29	27	13	22	8	Valid
Inconsistency Check				Omitted Items Check			
Interest Items	0	Valid		0	Valid		
Skill Items	0	Valid		0	Valid		

Helping	Orientation Code	Standard Scores	Interest/Skill Pattern
Child Care Worker	H	I 62 S 56	Pursue
Guidance Counselor	H	I 77 S 56	Pursue
Religious Leader	H	I 46 S 50	
Teacher K-12	H	I 55 S 57	Pursue
Social Worker	HC	I 66 S 66	Pursue
Psychologist	HNC	I 66 S 68	Pursue
Nurse (RN)	HN	I 65 S 56	Pursue
Nursing Administrator	HIO	I 68 S 54	Develop

Creating	Orientation Code	Standard Scores	Interest/Skill Pattern
Commercial Artist	C	I 44 S 40	Avoid
Fashion Designer	C	I 33 S 36	Avoid
Liberal Arts Professor	C	I 44 S 59	Explore
Librarian	C	I 21 S 47	
Musician	C	I 21 S 38	Avoid
Translator/Interpreter	C	I 34 S 58	Explore
Writer/Editor	C	I 46 S 52	
Restaurant Manager	CO	I 39 S 44	Avoid
Chef	CP	I 35 S 29	Avoid

aNalyzing	Orientation Code	Standard Scores	Interest/Skill Pattern
Physician	N	I 51 S 55	Explore
Chemist	NP	I 55 S 49	Develop
Medical Researcher	NP	I 61 S 56	Pursue
Engineer	NP	I 51 S 65	Explore
Math/Science Teacher	NPH	I 60 S 59	Pursue
Computer Programmer	NO	I 62 S 37	Develop
Statistician	NO	I 52 S 53	
Systems Analyst	NOP	I 45 S 40	Avoid

Producing	Orientation Code	Standard Scores	Interest/Skill Pattern
Carpenter	P	I 48 S 72	Explore
Electrician	PN	I 53 S 69	Explore
Veterinarian	PN	I 56 S 56	Pursue
Airline Mechanic	PNA	I 57 S 62	Pursue
Agribusiness Manager	PO	I 61 S 57	Pursue
Landscape Architect	PNC	I 36 S 50	
Architect	PC	I 42 S 52	

Adventuring	Orientation Code	Standard Scores	Interest/Skill Pattern
Police Officer	AI	I 62 S 54	Develop
Military Officer	AIO	I 66 S 62	Pursue
Ski Instructor	AP	I 82 S 80	Pursue
Test Pilot	APN	I 62 S 75	Pursue
Athletic Coach	AH	I 71 S 84	Pursue
Athletic Trainer	AH	I 85 S 73	Pursue
Emergency Medical Technician	AH	I 69 S 65	Pursue
Fitness Instructor	AH	I 73 S 65	Pursue

End of Report

* Standard Scores: I = Interests; S = Skills
 ** Interest/Skill Pattern (Pursue, Develop, Explore, Avoid)
 *** Orientation Code: I = Influencing, O = Organizing, H = Helping, C = Creating, N = aNalyzing, P = Producing, A = Adventuring