



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

Developed by Judith Grutter and Allen L. Hammer

Report prepared for
JUNE FIRST
June 1, 2007



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.

Look at the descriptors for the Themes and highlight any words that appeal to you.

You had no scores on these Themes in the Moderate range or above. This may indicate that your interests are very focused in a particular area, that you know exactly what you like and dislike, or that you are not very interested in the broad areas measured by the General Occupational Themes.

SIX GENERAL OCCUPATIONAL THEMES

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

YOUR MBTI® RESULTS

You verified your MBTI personality preferences as follows: ENTP

People with ENTP preferences are interested in theories and abstract ideas, and they enjoy creating conceptual frameworks and models. They like to solve problems at a systems level through logical, objective analysis.

YOUR FOUR PERSONALITY PREFERENCES

- **Extraversion**—Getting energy from and attuning to the external environment
- **iNtuition**—Focusing on the big picture and future possibilities
- **Thinking**—Making decisions based on logic and analysis
- **Perceiving**—Being flexible and spontaneous

If you have any questions about your Strong or MBTI results, be sure to ask your career professional for clarification.

YOUR STRONG THEMES AND MBTI® PREFERENCES COMBINED

Although your scores on all of the *Strong* General Occupational Themes were below the moderate range and do not indicate interests in these broad areas, your results on many other scales on the *Strong* assessment can give you helpful information when combined with your MBTI type. Look first at how your MBTI results might affect what you prefer in your work:

ENTP—Innovative

ENTPs at work

- Consider all the possibilities suggested by new challenges
 - Generate ideas through logical analysis and discussion
 - Focus on complex problems and theoretical systems
 - Constantly search for new opportunities
 - Design models for change
 - Like variety and adapt easily to change
-

Now think about your five highest Basic Interest Scales, or any other interest areas you are currently considering. Are any of them a good fit with the type characteristics listed above?

Your results on the Personal Style Scales can be especially helpful when combined with information about how MBTI types approach their work. Consider:

- How much people contact you want at work
- How you like to learn new things
- Your leadership style
- How much of a risk taker you are
- Your preference for working independently or as part of a team

The relationship between your Personal Style Scales and your MBTI preferences and how to apply this information to your career choices are further described on the next page.

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 + ENTP

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

- Prefer to do your work alone, even though you are energized by people and activity around you
- Enjoy socializing with your co-workers, or have a busy social life unrelated to work
- Enjoy talking to others to get ideas but then prefer to work on the ideas by yourself

STRONG LEARNING ENVIRONMENT + ENTP

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

- Enjoy learning through hands-on experience
- Want a position that offers opportunities for both on-the-job training and continuing education
- Like some attention paid to broad theories and concepts but also want answers to your “So what?” questions

STRONG LEADERSHIP STYLE + ENTP

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

- Expect others to follow your vision rather than giving directions
- Want a job where someone else is in charge
- Enjoy setting a good example of how things should be done

STRONG RISK TAKING + ENTP

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
- Approach change only after carefully considering the logical consequences of all your alternatives
- Prefer work that allows you to apply your expertise rather than take on entirely new challenges

STRONG TEAM ORIENTATION + ENTP

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

- Enjoy interacting with others, but not serving on committees or working on teams
- Prefer to make independent contributions to an organization
- Like to set your own goals and be recognized for achieving them

CAREER FIELDS AND OCCUPATIONS SUGGESTED BY YOUR COMBINED RESULTS

Now that you have seen how your MBTI preferences 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 ENTP TYPES

Because your interest level did not reach the Moderate range or above for any of the *Strong* Themes, the career fields to the right reflect O*NET™ job families shown by research to be attractive to people of your MBTI type. You can find out more about these job families by visiting 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.

O*NET JOB FAMILY	SAMPLE OCCUPATIONS
Arts, Design, Entertainment, Sports, and Media	Artist, coach, musician, reporter
Business and Financial Operations	Finance, marketing, human resources
Sales	Sales manager, real estate agent, insurance agent, salesperson

OCCUPATIONS FOR YOUR COMBINED STRONG AND MBTI® RESULTS

The occupations in the table on the next page were suggested by both your *Strong* and MBTI results, thus making it likely that you may find them satisfying and enjoyable. While you are looking over your list, 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 ENTP 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)
Geologist	<ul style="list-style-type: none"> • Study the composition, structure, and history of the earth's crust • Locate mineral and petroleum deposits and underground water resources 	<ul style="list-style-type: none"> • Knowledge of principles and methods for describing the features of land, sea, and air masses, including their physical characteristics, locations, and interrelationships • Ability to use scientific rules and methods to solve problems
Graphic Designer	<ul style="list-style-type: none"> • Design or create graphics to meet specific needs, such as packaging, logos, or Web sites • Create designs based on knowledge of layout principles and aesthetic design concepts 	<ul style="list-style-type: none"> • Knowledge of techniques for media production, communication, and dissemination • Knowledge of methods for showing, promoting, and selling products or services
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

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

OCCUPATIONS TO EXPLORE

Aerospace/nautical engineer	Electrical/electronics tech	Hotel/motel clerk	Mgr of architects
Architectural drafter	Engineering manager	Industrial/org psychologist	Military enlisted
College instructor	Executive, private sector	Mgr arts/entertain/sports	Optician
Commercial art director	Executive, sales	Mgr education/training	Translator
Cost estimator	Florist	Mgr healthcare/tech occs	Transportation manager

Don't be discouraged if the career field or occupation you are considering does not appear on one of your lists. Some people are successful in careers that are not typical for their interest patterns and personality types.

- Try looking at the broader patterns represented by these occupations rather than just at the titles. You may see that certain skill clusters or interest areas emerge.
- You might want to speak with a career professional to explore the unique perspective you could bring to your work, or to head off any stress that might arise as a result of your career choice.

ACTION STEPS

As you consider the occupations suggested by your *Strong* and MBTI results, think about how each one fits with your interests and personality. Ask yourself:

- **Will this career allow me to use my creativity and technical knowledge to develop and promote new concepts and designs?**
- **Will I be appreciated for my analytical skills and my ability to communicate ideas to others?**
- **Will I be appreciated for my entrepreneurial approach?**

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 MBTI preferences and that relate to the words you highlighted in the “Six General Occupational Themes” box on the Summary of Your *Strong* and MBTI Results page. 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 ENTP 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.

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, ENTP. Check any of the following statements that apply to you.

- I work in an environment that is slow to accept new ideas or that requires me to do things that may be efficient but don't necessarily produce the best solutions to problems.
- I work in an environment where consensus and cooperation are rewarded more than logic and mental challenge.
- I am required to focus on facts and details, or to spend too much time on bottom-line practicality.

If you checked any of these statements, you probably would be more satisfied in a career that allows you to focus on the big picture and the logical analysis of long-range possibilities.

Review any interest patterns from your *Strong* results. Then consider talking with a career professional about ways to incorporate more of your ENTP preferences into your work or about finding a work environment that reflects at least some of your interests.

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 one or more of the *Strong* General Occupational Themes could suggest work tasks that might be more appealing to you. Consider each of the six Themes:

- Realistic**—building, repairing, using tools; working in an environment that is product driven, structured, and hands-on
- Conventional**—organizing, managing information, planning events; working in an environment that is structured, hierarchical, and predictable
- Artistic**—creating, composing, writing, performing, designing, conceptualizing; working in an environment that is self-expressive, unstructured, and flexible
- 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
- Enterprising**—persuading, selling, debating ideas, leading; working in an environment that is business oriented, entrepreneurial, and fast paced

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. ENTP types often find a great deal of satisfaction in the following:

- Learning about politics, philosophy, and the sciences
- Teaching courses in their areas of interest
- Running for political office
- Attending or participating in sporting events

The *Strong* Basic Interest Scales also suggest areas that might be interesting to explore outside of work. It is useful to consider your five highest BISs, even though you did not show Moderate or higher interest in all of the following basic interests. Think about how you could activate these interests in leisure and volunteer activities, or by continuing your education.

- Military**—Participating in scouting or ROTC; running a “boot camp” for troubled teens; serving in the military reserves; doing martial arts; reading military history; taking classes in law enforcement, firearm safety, or leadership
- 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
- 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
- Mathematics**—Doing mathematical puzzles; following statistical projections; tracking mortgage rates and changes in the stock market; reading technical publications; taking classes in math, computer science, or statistics
- 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

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 ENTP 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

Be sure to capitalize on your ENTP 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 **Thinking** to objectively examine the logical consequences of each of your career alternatives. But don't forget to pay attention to how well the job matches your personal values—how you feel about each alternative, or how others might be affected by your decision.
- Use your **Perceiving** to stay open to new possibilities that may develop along the way. But be careful to structure your activities, set goals, and establish timelines to stay focused, even though it may take extra effort to do it.

NEXT STEPS

Career tools such as the *Strong* and MBTI assessments can't answer all your career questions by themselves. They are meant to serve as a starting point in your exploration. You may find the following suggestions helpful:

- First, maximize the value of this report by looking for trends in your results and reviewing all the phrases you highlighted.
- Review your *Strong* Profile and your original MBTI results. What did you highlight there?
- Make a note here of the highlighted phrases that best describe you.

- Talk to a career professional about any questions you still have about your *Strong* and MBTI results, and see if there are any other assessments you might want or need to take.
- If you like using computers, research the career fields and occupations suggested in this report at www.online.onetcenter.org 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.

