



Individual Profile

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Report For: Sam

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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 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 they gain 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.

The following pages report your scores on three kinds of CISS scales.

Orientation Scales cover seven broad themes of occupational interests and skills

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

Occupational Scales compare your interest and skill patterns with those of workers in a wide 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 (I) shows how much you like the specified activities; the skill score (S) shows how confident you feel about performing these activities.

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

Pursue - (I \geq 55, S \geq 55) When your interest and skill scores are both high, this is an area for you to Pursue. You are attracted to these activities and confident in your ability to perform them well. These Pursue areas should be the major focus of your career planning.

Develop - (I \geq 55, S $<$ 55) When your interest score is high 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 - (I $<$ 55, S \geq 55) When your skill score is high 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 - (I \leq 45, S \leq 45) When your interest and skill scores are both low, this is an area for you to Avoid. 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 they indicate only an average level of interest and skill.

Orientation Scales

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 blue dot, indicates how appealing the activities are to you, and your skill score, plotted with a purple triangle, reflects how confident you feel in performing these activities. To the right of the shapes is your Interest/Skill Pattern (Pursue, Develop, Explore, or Avoid) for that scale.

	Standard Scores		Orientation Scales								Interest/Skill Pattern	
	I ●	S ▲	Very Low		Low	Mid-Range		High	Very High			
			30	35	40	45	50	55	60	65		70
<u>I</u>nfluencing	54	57							●		▲	Explore
<u>O</u>rganizing	59	59							●		▲	Pursue
<u>H</u>elping	51	43							●		▲	
<u>C</u>reating	50	60							●		▲	Explore
<u>a</u>nalyzing	63	56									▲	Pursue
<u>P</u>roducing	42	40							●		▲	Avoid
<u>A</u>dventuring	50	51							●		▲	
			Very Low		Low	Mid-Range		High	Very High			

Scores: I (●) = Interests; S (▲) = Skills

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

Pursue

Organizing, analyzing

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.

Explore

Influencing, Creating

These are activities that you do not particularly enjoy, but you are confident of your ability to perform them. Consider how you might transfer these skills to other occupational areas to open up new possibilities.

Avoid

Producing


















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.

You can learn about how to use your highest Orientation scores in **Activity 1**.

Orientations and Basic Scales

The following profile takes you one layer deeper into the basic scales under each Orientation. Basic Scales reflect types of work and activities within each Orientation.

	Standard Scores		Orientations and Basic Scales									Interest/Skill Pattern		
			Very Low		Low	Mid-Range		High	Very High					
	I 	S 	30	35	40	45	50	55	60	65	70			
Influencing	54	57												Explore
Leadership	53	51												
Law/Politics	43	49												
Public Speaking	45	52												
Sales	58	59												Pursue
Advertising/Marketing	62	66												Pursue
Organizing	59	59												Pursue
Supervision	57	56												Pursue
Financial Services	57	59												Pursue
Office Practices	63	58												Pursue
Helping	51	43												
Adult Development	39	43												Avoid
Counseling	38	42												Avoid
Child Development	40	40												Avoid
Religious Activities	40	43												Avoid
Medical Practice	72	68												Pursue

Creating	50	60						Explore
Art/Design	54	58						Explore
Performing Arts	55	65						Pursue
Writing	35	47						
International Activities	53	68						Explore
Fashion	68	71						Pursue
Culinary Arts	47	49						
Analizing	63	56						Pursue
Mathematics	52	52						
Science	61	60						Pursue
Producing	42	40						Avoid
Mechanical Crafts	49	45						
Woodworking	47	48						
Farming/Forestry	45	40						Avoid
Plants/Gardens	44	42						Avoid
Animal Care	37	39						Avoid
Adventuring	50	51						
Athletics/Physical Fitness	37	41						Avoid
Military/Law Enforcement	65	60						Pursue
Risks/Adventure	52	52						
			Very Low	Low	Mid-Range	High	Very High	

Scores: I (●) = Interests; S (▲) = Skills

Your Interest and Skill Patterns

The following table organizes the Orientation and Basic Scales according to interest/skill patterns.

Develop	Pursue Sales Advertising/Marketing Organizing Supervision Financial Services Office Practices Medical Practice Performing Arts Fashion aNalyzing Science Military/Law Enforcement
Avoid Adult Development Counseling Child Development Religious Activities Producing Farming/Forestry Plants/Gardens Animal Care Athletics/Physical Fitness	Explore Influencing Creating Art/Design International Activities

Consider this... **Activity 2**

Occupational Scales by Orientation

The next section of the report presents the Occupational Scales in each of the seven Orientations. Your scores (represented by the blue dot and purple triangle) are compared with those of people who are successful and satisfied in each occupation. The shaded bars reflect the range of scores for the middle 50% of people employed in that occupation. If your interest and/or skill results shapes overlap the shaded bars, it means that you have interests and/or skills that are similar to those of people who are happily employed in that occupation.

Activity 3 will help you evaluate the following occupations. You may want to print your report and **Career Planner** for reference as you look at these occupations. Then check out these additional **Career Resources**.

Influencing Orientation

	Standard Scores	Orientation Scale					Interest/Skill
		Very Low	Low	Mid-Range	High	Very High	

		30	35	40	45	50	55	60	65	70	Pattern
Influencing	I 54										Explore
	S 57										

	Ori-entation Code	Standard Scores	Occupational Scales											Interest/Skill Pattern
			Very Low			Low	Mid-Range	High	Very High					
			25	30	35	40	45	50	55	60	65	70	75	
Attorney	<u>I</u>	I 43												Explore
		S 55												
Financial Planner	<u>IO</u>	I 62												Pursue
		S 66												
Hotel Manager	<u>IO</u>	I 51												Explore
		S 64												
Manufacturer's Representative	<u>IO</u>	I 71												Pursue
		S 65												
Marketing Director	<u>IO</u>	I 57												Pursue
		S 62												
Realtor	<u>IO</u>	I 80												Pursue
		S 70												
CEO/President	<u>IOA</u>	I 65												Pursue
		S 66												
Human Resources Director	<u>IOH</u>	I 39												
		S 54												
School Superintendent	<u>IOH</u>	I 48												
		S 51												
Advertising Account Executive	<u>IC</u>	I 47												Explore
		S 61												
Media Executive	<u>IC</u>	I 54												Explore

		S 57						
Public Relations Director	IC	I 45						Explore
		S 58						
Corporate Trainer	ICH	I 23						
		S 48						
			Very Low	Low	Mid-Range	High	Very High	

Scores: I (●) = Interests; S (▲) = Skills

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

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

Your Influencing interest score is mid-range and your skill score is high. People who have this pattern of scores typically report moderate interest but substantial confidence in leading, negotiating, marketing, selling, and public speaking.

Explore how your Influencing skills could be transferred to more appealing areas.

Refer to the table of Related Occupations and Fields of Study at the end of your report.

Organizing Orientation

	Standard Scores	Orientation Scale					Interest/Skill Pattern				
		Very Low	Low	Mid-Range	High	Very High					
		30	35	40	45	50	55	60	65	70	
<u>Organizing</u>	I 59						Pursue				
	S 59										

	Orientation Code	Standard Scores	Occupational Scales					Interest/Skill Pattern						
			Very Low	Low	Mid-Range	High	Very High							
			25	30	35	40	45	50	55	60	65	70	75	
Secretary	O	I 65						Pursue						
		S 62												
Bank Manager	OI	I 49						Explore						
		S 64												
Insurance Agent	OI	I 60						Pursue						

		S 65		
Retail Store Manager	<u>OI</u>	I 59		Pursue
		S 62		
Hospital Administrator	<u>OIH</u>	I 71		Pursue
		S 58		
Accountant (CPA)	<u>ON</u>	I 62		Pursue
		S 60		
Bookkeeper	<u>ON</u>	I 53		Explore
		S 55		

Scores: I (●) = Interests; S (▲) = Skills

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

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

Your Organizing interest and skill scores are both high. People who have scores as high as yours typically report strong interest and substantial confidence in planning, scheduling, supervising, budgeting, and monitoring.

Pursue some of these Organizing activities in your career.

Refer to the table of Related Occupations and Fields of Study at the end of your report.

Helping Orientation

	Standard Scores	Orientation Scale					Interest/Skill Pattern				
		Very Low	Low	Mid-Range	High	Very High					
		30	35	40	45	50	55	60	65	70	
<u>H</u>elping	I 51										
	S 43										

	Orientation Code	Standard Scores	Occupational Scales					Interest/Skill Pattern						
			Very Low	Low	Mid-Range	High	Very High							
			25	30	35	40	45	50	55	60	65	70	75	
Child Care Worker	<u>H</u>	I 42												Avoid

		S 43		
Guidance Counselor	H	I 31		Avoid
		S 33		
Religious Leader	H	I 38		
		S 51		
Teacher K-12	H	I 37		Avoid
		S 40		
Social Worker	HC	I 39		Avoid
		S 38		
Psychologist	HNC	I 38		Avoid
		S 38		
Nurse (RN)	HN	I 71		Pursue
		S 61		
Nursing Administrator	HIO	I 78		Pursue
		S 62		

Scores: I (●) = Interests; S (▲) = Skills

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

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

Your Helping interest score is mid-range and your skill score is low. People who have this pattern of scores typically report moderate interest but little confidence in counseling, teaching, supporting, healing, and caring for others.

Creating Orientation

	Standard Scores	Orientation Scale							Interest/Skill Pattern		
		Very Low	Low	Mid-Range	High	Very High					
		30	35	40	45	50	55	60		65	70
<u>C</u> reating	I 50					●					Explore

		S 48						
Test Pilot	<u>APN</u>	I 55			Pursue			
		S 55						
Athletic Coach	<u>AH</u>	I 38						
		S 47						
Athletic Trainer	<u>AH</u>	I 55			Pursue			
		S 56						
Emergency Medical Technician	<u>AH</u>	I 76			Pursue			
		S 72						
Fitness Instructor	<u>AH</u>	I 47						
		S 48						
			Very Low	Low	Mid-Range	High	Very High	

Scores: I (●) = Interests; S (▲) = Skills

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

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

Your Adventuring interest and skill scores are both mid-range. People who have this pattern of scores typically report moderate interest and confidence in physically active, adventurous, and competitive activities, such as athletics, police work, and military activities.

Special Scales

Standard Scores	Academic Focus									
	Very Low		Low		Mid-Range		High		Very High	
	30	35	40	45	50	55	60	65	70	
I 48										
S 58										

Your Academic Focus interest score is mid-range and your skill score is high. People who have this pattern of scores typically report moderate interest but substantial confidence in academic activities, such as studying, conducting research, and writing scientific papers. You may wish to use your academic skills to study and learn about subjects that particularly interest you.

Standard Scores	Extraversion									
	Very Low		Low	Mid-Range		High	Very High			
	30	35	40	45	50	55	60	65	70	
I 48					■					
S 54									▲	

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

Refer to the [Career Planner](#) for an explanation of the procedural checks.

Interest Items

	Response Percentage Check						Inconsistency Check # Inconsistent Pairs 1
	STRONGLY LIKE	LIKE	slightly like	slightly dislike	DISLIKE	STRONGLY DISLIKE	
Occupations	11	26	25	20	13	6	
School Subjects	9	21	26	19	19	7	
Varied Activities	6	17	25	18	26	8	
Overall Percentage	9	22	25	19	19	7	

Skill Items

	Response Percentage Check						Inconsistency Check # Inconsistent Pairs 0
	EXPERT	Good	slightly above average	slightly below average	POOR	NONE	
Varied Activities	3	23	34	20	15	5	

Related Occupations and Fields of Study

Listed below are additional occupations and fields of study related to your three highest Orientation Scale scores.

Orientation	Occupations	Fields of Study
aNalyzing	Actuary Aircraft Test Engineer Anthropologist	Archaeology Artificial Intelligence/Robotics Astronomy

	<p>Archaeologist Astronomer Audiologist Biologist Cartographer Chiropractor Civil Engineer Computer Help Desk Representative Conservation Scientist Cost Estimator Criminalist Dentist Dietitian Economist Forest Ecologist Geographer Geologist Inventor Market Research Analyst Mathematician Medical Lab Technician Meteorologist Nurse Anesthetist Obstetrician Oceanographer Optometrist Osteopathic Physician Pathologist Pharmacist Physicist Psychiatrist Quality Control Inspector Research Analyst Surgeon</p>	<p>Chiropractic Computer & Information Sciences Criminal Justice & Criminology Dentistry Ecology Economics Engineering Geography Geology Information Science & Systems Mathematics Medical Technology Medicine Nutrition Pharmacy Physical Sciences Physical Therapy Physics Physiology Political Science Public Policy Analysis Social Science Software Engineering Urban Affairs/Studies Veterinary Medicine Zoology</p>
<p>Organizing</p>	<p>Administrative Services Manager Auditor Business Manager Business Teacher Buyer Chief Bank Examiner Compensation Advisor Computer Security Expert Conference Coordinator Credit Analyst Credit Manager Estate Planner Financial Analyst Food Service Manager Forms Analyst Genealogist Immigration Inspector Insurance Adjuster Insurance Underwriter Intelligence Agent</p>	<p>Accounting Banking City & Regional Planning Education Administration Finance Health Services Administration Insurance & Risk Management Law Enforcement Administration Logistics Management Information Systems Public Administration Quality Management Taxation</p>

	Investments Manager Loan Officer Medical Records Administrator Office Manager Police Dispatcher Postal Inspector Postmaster Purchasing Agent Real Estate Closer Registrar Securities Compliance Examiner Title Examiner Travel Accommodations Rater Utilization Review Coordinator	
<u>Influencing</u>	Antique Dealer Art Auctioneer Chief Financial Officer Compensation Manager Convention Manager Corporate Attorney Customer Service Manager Diplomat Director of Correctional Agency Director of Recreational Center Director of Research & Development Director of Student Affairs Director of Volunteer Services Economic Development Officer Elected Public Official Foreign Service Officer Health Services Manager Import/Export Agent Judge Labor Arbitrator Legislative Assistant Lobbyist Management Consultant Manager of Airport Motion Picture Producer Operations Manager Personnel Recruiter Police Chief Politician Property Manager Sales Manager Sales Representative Social Services Director Theater Manager Training Manager Travel Bureau Manager University President	Agricultural Business Management Business Business Communication Business Management Community Organization Entrepreneurship Hospitality Administration Hotel/Restaurant Management Human Resources Management Industrial & Labor Relations International Business Law Marketing Non-Profit Management Public Relations Real Estate Retail Merchandising Small Business Management Travel/Tourism Management

If you had more than three high Orientation Scale scores or some that were very close, you may want to look at **additional lists** related to your

other high scores.

Before you make a decision about your career, we suggest that you take time to work through the CISS **Career Planner**. It will help you think about the many areas that could influence your career decisions.

You might also want to check out these **Career Resources** on the Web.



Program Information: career@pearson.com
Technical Support: pvwebtest@pearson.com

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