

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.

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#### **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

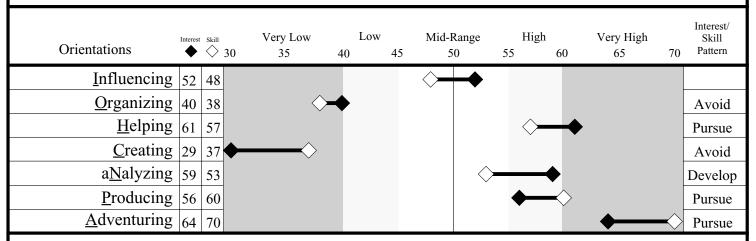
**Creating** - creating artistic, literary, or musical productions and designing products or environments

**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 <u>interest</u> score, plotted with a solid diamond (t), indicates how appealing the activities are to you, and your <u>skill</u> score, plotted with a hollow diamond (a), 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.

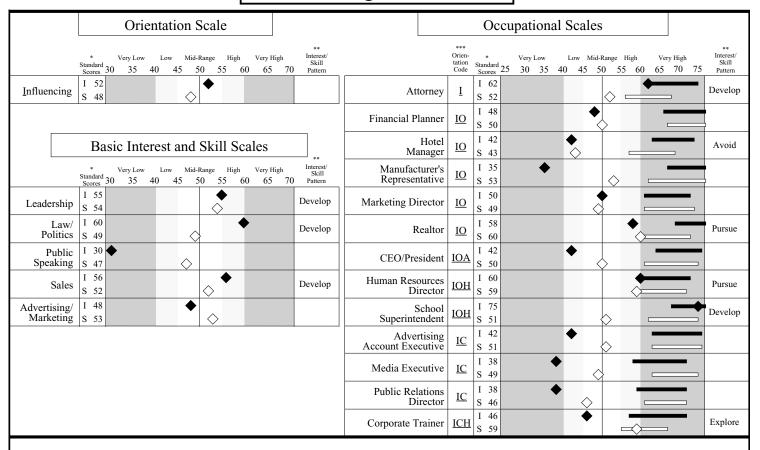
**Avoid** - Organizing and Creating. These are activities that you neither enjoy nor feel confident about performing. Avoid these areas in your career planning; they are not likely to provide many satisfying opportunities for you.

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

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### <u>Influencing</u> Orientation



The Influencing Orientation focuses on influencing others through leadership, politics, public speaking, sales, and marketing. Influencers like to make things happen. They are often visible because they tend to take charge of activities that interest them. They typically work in organizations where they are responsible for directing activities, setting policies, and motivating people. Influencers are generally confident of their ability to persuade others and they usually enjoy the give-and-take of debating and negotiating. Typical high-scoring individuals include company presidents, corporate managers, school superintendents, sales representatives, and attorneys.

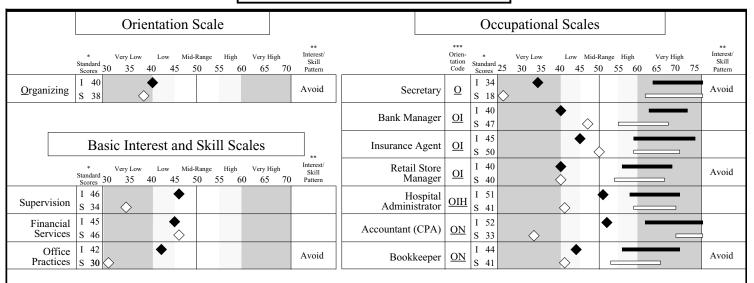
Your Influencing interest and skill scores are both mid-range. People who have this pattern of scores typically report moderate interest and confidence in leading, negotiating, marketing, selling, and public speaking.

Your scores on the Influencing 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 Influencing Occupational Scales, which show how your pattern of interests and skills compares with those of people employed in Influencing 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 (t) = 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: <u>I=Influencing</u>; <u>O=Organizing</u>; <u>H=Helping</u>; <u>C=Creating</u>; <u>N=aNalyzing</u>; <u>P=Producing</u>; <u>A=Adventuring</u>
  Range of middle 50% of people in the occupation: Solid Bar = Interests; Hollow Bar = Skills

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### Organizing Orientation



The Organizing Orientation includes activities that bring efficiency, productivity, and organization to the work environment. Organizers typically prefer to work in structured settings where they are responsible for planning, scheduling, supervising, and working with details. Organizers are seen as methodical, steady, reliable workers who display sensible judgment and enjoy solving the day-to-day problems that inevitably appear in organizations. Typical high-scoring individuals include accountants, financial planners, office managers, and administrative assistants.

Your Organizing 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 planning, scheduling, supervising, budgeting, and monitoring.

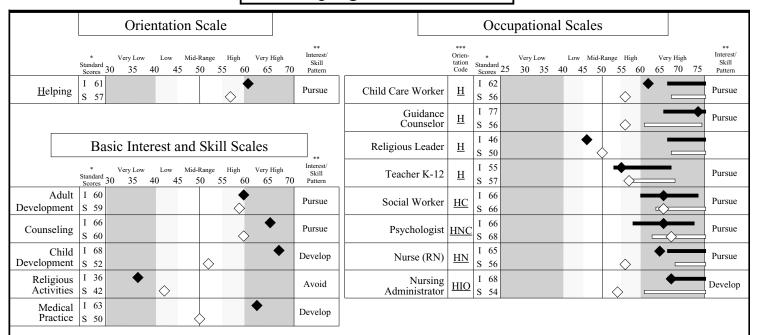
Organizing activities are not likely to provide many satisfying options for you. Avoid this area in your career.

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### Helping Orientation



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.

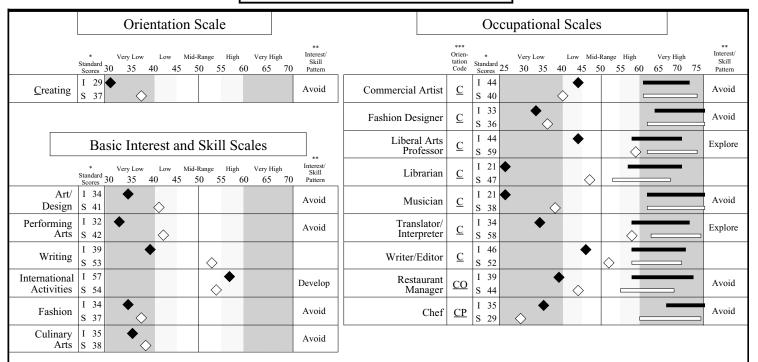
Pursue some of these Helping activities in your career.

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### Creating Orientation



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.

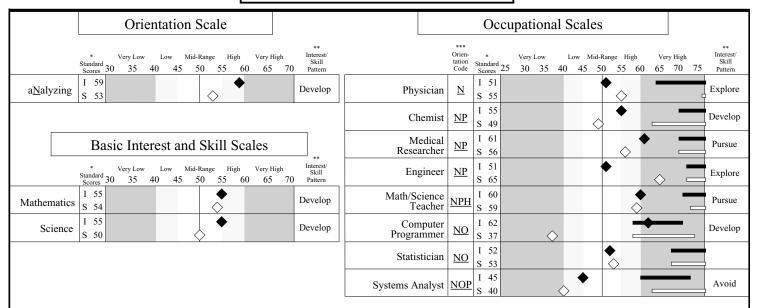
Creating activities are not likely to provide many satisfying options for you. Avoid this area in your career.

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### aNalyzing Orientation



(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.

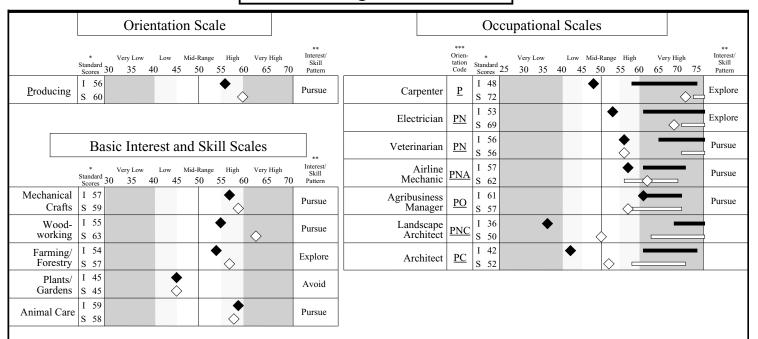
Develop your aNalyzing skills through education, training, and experience, or simply enjoy these activities as hobbies.

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.

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### Producing Orientation



The Producing Orientation covers practical, hands-on, "productive" activities such as construction, farming, skilled crafts, and mechanical crafts. People who score high like to work with their hands, generally enjoy being outdoors, and like to be able to see visible results of their labors. Producers are usually good with tools, and they enjoy taking on construction projects, repairing mechanical breakdowns, or managing large outdoor operations. They tend to be rugged, practical, and down-to-earth people. Typical high-scoring individuals include mechanics, farmers, veterinarians, landscape architects, electricians, and carpenters.

Your Producing interest score is high and your skill score is very high. People who have scores as high as yours typically report strong interest and very substantial confidence in using "hands-on" skills in farming, construction, and mechanical crafts.

Pursue some of these Producing activities in your career.

Your scores on the Producing 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 Producing Occupational Scales, which show how your pattern of interests and skills compares with those of people employed in Producing 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.

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### Adventuring Orientation

	Orientation S	Scale			Oce	cupationa	l Scales			
Sta Sc	* Very Low Low Mid-Indard 30 35 40 45 5	Range High Very Hi 0 55 60 65	gh Interest/ Skill 70 Pattern		*** Orien- tation Standard Code Scores	Very Low 25 30 35	Low Mid-R 40 45 50		Very High 5 70 75	** Interest/ Skill Pattern
A driantinina	64 70	•	Pursue	Police Officer	AI   I 62   S 54			<b>♦</b>		Develop
				Military Officer	AIO   I 66   S 62			$\Diamond$		Pursue
	Basic Interest and	Skill Scales	**	Ski Instructor	AP   I 82   S 80					Pursue
Sta Sc	* Very Low Low Mid-Fundard 30 35 40 45 5	Range High Very High 0 55 60 65	gh Interest/ Skill 70 Pattern	Test Pilot	APN I 62 S 75			•		Pursue
Athletics/ I Phys. Fitness S	63 68	•	Pursue	Athletic Coach	<u>AH</u>   I 71   S 84				<b>\</b>	Pursue
TVIIII di y	56 66	<b>♦</b>	Pursue	Athletic Trainer	<u>AH</u>   I 85 S 73					Pursue
TCISICS/	70 67		Pursue	Emergency Medical Technician	<u>AH</u>   I 69 S 65					Pursue
				Fitness Instructor	AH   I 73 S 65					Pursue

The Adventuring Orientation focuses on athletic, police, and military activities involving physical endurance, risk taking, and teamwork. People who score high are robust and vigorous, enjoying both physical challenges and competitive outlets. Adventurers are active, energetic, and confident in strenuous or dangerous situations. They also enjoy the opportunity to work with others in skilled, disciplined groups such as athletic teams or military units. Typical high-scoring individuals include military officers, police officers, athletic coaches, emergency medical technicians, and fitness instructors.

Your Adventuring interest and skill scores are both very high. People who have scores as high as yours typically report very strong interest and very substantial confidence in physically active, adventurous, and competitive activities, such as athletics, police work, and military activities.

Pursue some of these Adventuring activities in your career.

Your scores on the Adventuring 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 Adventuring Occupational Scales, which show how your pattern of interests and skills compares with those of people employed in Adventuring 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.

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### Special Scales

Academic Focus													
Standard	Very Low	L	ow	Mid-Range	H	ligh	Very High						
Scores 30	35	40	45	50	55	60	65	70					
I 56					•								
S 54					$\Diamond$								

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.

		I	Extra	version					
Standard	Very Low	I	ow	Mid-Range	H	ligh	Very High		
Scores 30	35	40	45	50	55 60		65	70	
I 48				<b>•</b>					
S 51				. 🔷					

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 craftsworkers, 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	
O '44 1 T4 C1 1	17-12-1	
Omitted Items Check -	Valid	

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

Inconsistency Check -	V	alid
# Inconsistent Pairs		0
Omitted Items Check -	V	alid
# Omitted Items		0

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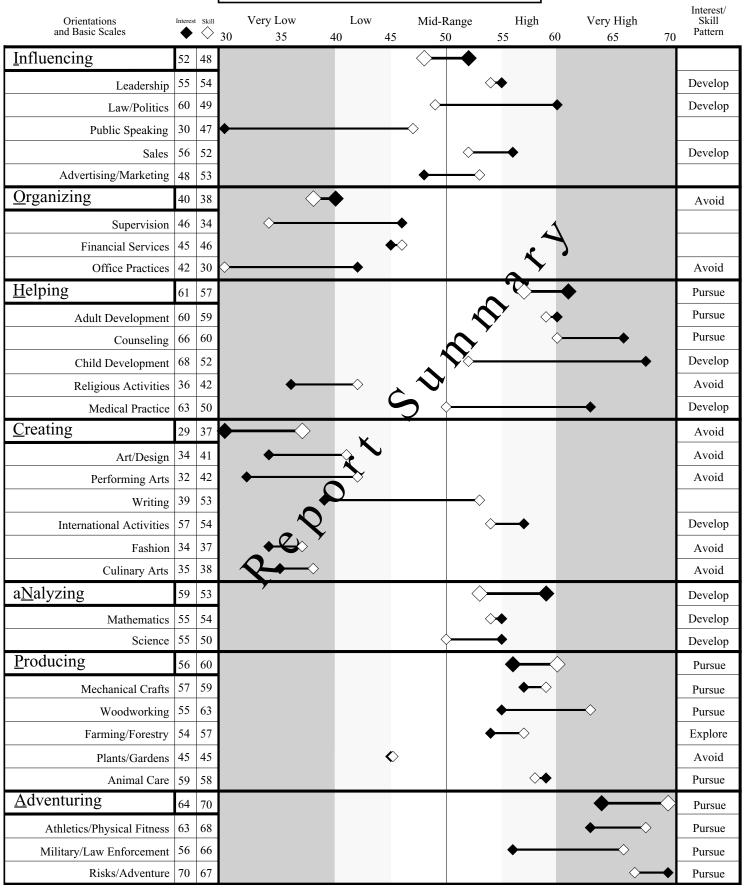
### **ITEM RESPONSES**

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
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131:	5	132:	6	133:	6	134:	2	135:	5	136:	4	137:	3	138:	1	139:	6	140:	1
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151:	1	152:	1	153:	1	154:	6	155:	5	156:	4	157:	5	158:	3	159:	3	160:	2
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201:	3	202:	6	203:	2	204:	2	205:	2	206:	2	207:	3	208:	2	209:	3	210:	3
211:	4	212:	3	213:	3	214:	5	215:	2	216:	2	217:	1	218:	6	219:	3	220:	6
221:	2	222:	2	223:	6	224:	2	225:	6	226:	2	227:	6	228:	2	229:	3	230:	3
231:	3	232:	5	233:	5	234:	3	235:	5	236:	5	237:	4	238:	3	239:	3	240:	3
241:	5	242:	4	243:	2	244:	2	245:	5	246:	5	247:	2	248:	4	249:	4	250:	5
251:	3	252:	5	253:	5	254:	1	255:	2	256:	2	257:	2	258:	3	259:	3	260:	5
261:	3	262:	2	263:	5	264:	3	265:	3	266:	5	267:	3	268:	2	269:	2	270:	4
271:	5	272:	5	273:	5	274:	5	275:	5	276:	2	277:	3	278:	2	279:	4	280:	1
281:	4	282:	4	283:	4	284:	5	285:	5	286:	5	287:	5	288:	3	289:	3	290:	4
291:	2	292:		293:		294:		295:		296:	2	297:		298:		299:		300:	
	4	302:	2	303:		304:		305:		306:		307:		308:	2	309:			3
311:	3	312:	3	313:	3	314:		315:					4	318:		319:		320:	3

## CAMPBELL<sup>TM</sup> INTEREST AND SKILL SURVEY INDIVIDUAL PROFILE REPORT SAMPLE REPORT Date Scored: 07/27/2005

Male Age 18

### Orientations and Basic Scales



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# CAMPBELL<sup>TM</sup> INTEREST AND SKILL SURVEY INDIVIDUAL PROFILE REPORT SAMPLE REPORT Date Scored: 07/27/2005

Male Age 18

## Occupational Scales

	***			**			***			**			***			**
<u>I</u> nfluencing	Orien- tation Code		* ndard cores	Interest/ Skill Pattern		<u>H</u> elping	Orien- tation Code	* Standar Scores		Interest/ Skill Pattern	7	a <u>N</u> alyzing	Orien- tation Code	Star	* ndard ores	Interest/ Skill Pattern
Attorney	I	I S	62 52	Develop		Child Care Worker	<u>H</u>		52 56	Pursue		Physician	<u>N</u>	I S	51 55	Explore
Financial Planner	<u>IO</u>	I S	48 50			Guidance Counselor	<u>H</u>		7	Pursue		Chemist	<u>NP</u>	I S	55 49	Develop
Hotel Manager	<u>IO</u>	I S	42 43	Avoid		Religious Leader	<u>H</u>	I 4	6			Medical Researcher	<u>NP</u>	I S	61 56	Pursue
Manufacturer's Representative	<u>IO</u>	I S	35 53			Teacher K-12	<u>H</u>		57	Pursue		Engineer	<u>NP</u>	I S	51 65	Explore
Marketing Director	<u>IO</u>	I S	50 49			Social Worker	<u>HC</u>		66	Pursue		Math/Science Teacher	<u>NPH</u>	I S	60 59	Pursue
Realtor	<u>IO</u>	I S	58 60	Pursue		Psychologist	HNC	I 6	6	Pursue	4	Computer Programmer	<u>NO</u>	I S	62 37	Develop
CEO/President	<u>IOA</u>	I S	42 50			Nurse (RN)	HN		55 56	Pursu	3	Statistician	<u>NO</u>	I S	52 53	
Human Resources Director	<u>IOH</u>	I S	60 59	Pursue		Nursing Administrator	HIO		58 54	Develop		Systems Analyst	NOP	I S	45 40	Avoid
School Superintendent	<u>IOH</u>	I S	75 51	Develop				~	Ç	<b>&gt;</b>	_					
Advertising Account Executive	<u>IC</u>	I	42			<u>C</u> reating	لـر		<b>&gt;</b>		7	<u>P</u> roducing				
Media Executive	<u>IC</u>	I	38			Commercial Artist	<u>S</u>		14 10	Avoid		Carpenter	<u>P</u>	I S	48 72	Explore
Public Relations Director	<u>IC</u>	I	38			Fashion Designer	C C		3 36	Avoid		Electrician	<u>PN</u>	I S	53 69	Explore
Corporate Trainer	<u>ICH</u>	I	46	Explore		Liberal Arts Professor	<u>C</u>		14 59	Explore		Veterinarian	<u>PN</u>	I S	56 56	Pursue
		5	59			Librarian	<u>C</u>		21 47			Airline Mechanic	PNA	I S	57 62	Pursue
<u>O</u> rganizing						Musician	<u>C</u>		21 38	Avoid		Agribusiness Manager	<u>PO</u>	I S	61 57	Pursue
Secretary	<u>O</u>	I S	34 18	Avoid	2	Translator/ Interpreter	<u>C</u>		34 58	Explore		Landscape Architect	<u>PNC</u>	I S	36 50	
Bank Manager	<u>OI</u>	I S	40 47			Writer/Editor	<u>C</u>		16 52			Architect	<u>PC</u>	I S	42 52	
Insurance Agent	<u>OI</u>	I S	45 50	Q_		Restaurant Manager	CO	1	39 44	Avoid			1			
Retail Store Manager	<u>OI</u>	I S	40 40	Avoid		Chef	<u>CP</u>	1	35 29	Avoid		<u>A</u> dventuring			- (2	
Hospital Administrator	OIH	т	51 41								_	Police Officer	<u>AI</u>	I S	54	Develop
Accountant (CPA)	ON	I S	52									Military Officer	AIO	I S	66 62	Pursue
Bookkeeper	ON	I	44 41	Avoid								Ski Instructor	<u>AP</u>	I S	82 80	Pursue
		5	41								_	Test Pilot	APN	I S	62 75	Pursue
Special Scales				Pro	cedural	Checks						Athletic Coach	<u>AH</u>	I S	71 84	Pursue
Academic Focus		66 54				Response Percentage	Check					Athletic Trainer	<u>AH</u>	I S	85 73	Pursue
Extraversion	I 4	18			est Items	11 18 28 3 29 27	17 1 13 2			Valid Valid		Emergency Medical Technician	<u>AH</u>	I S	69 65	Pursue
	, ,						Omitted					Fitness Instructor	AH	I S	73 65	Pursue
					est Items Items	0 Valid 0 Valid		0		Valid Valid		End of Ro	eport			
* Standar				terests; S =	Skills <u>O</u> = <u>O</u> rga	nizing, <u>H</u> = <u>H</u> elpinş		** Inte			tern (Purs <u>l</u> = a <u>N</u> alyz	ue, Develop, Explore, Avzing, $\underline{P} = \underline{P}$ roducing.		_ = <u>A</u>	<u>.</u> dver	nturing

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