



Individual Profile

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Report For: Billy Bob

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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 purpose of this report is to help you find a career in which you will be happy and productive. For adults, responses to this survey are stable over long time periods, even over many years. For teenagers and young adults, responses can shift somewhat as they gain 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 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

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. Your interest and skill pattern is more important than the numeric value of your score.

Pursue - (I ≥ 55, S ≥ 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 ≥ 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 ≥ 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 ≤ 45, S ≤ 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

This profile shows your scores on each of these Orientations. For each of the Orientation Scales shown below, there are two graphical bars. The top blue bar represents your reported level of Interest. The bottom purple bar represents your reported skill level. To the right of the bars 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	
<u>I</u>nfluencing	74	73									Pursue
<u>O</u>rganizing	78	76									Pursue
<u>H</u>elping	76	78									Pursue
<u>C</u>reating	72	81									Pursue
<u>a</u>nalyzing	75	77									Pursue
<u>P</u>roducing	77	80									Pursue
<u>A</u>dventuring	76	78									Pursue
			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

Influencing, Organizing, Helping, Creating, analyzing, Producing, 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.



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

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		Basic Scales								Interest/ Skill Pattern		
	I	S	Very Low		Low		Mid-Range		High			Very High	
			30	35	40	45	50	55	60	65		70	
Influencing	74	73											Pursue
Leadership	67	69											Pursue
Law/Politics	71	74											Pursue
Public Speaking	66	68											Pursue
Sales	79	69											Pursue
Advertising/Marketing	70	71											Pursue
Organizing	78	76											Pursue
Supervision	78	67											Pursue
Financial Services	78	76											Pursue
Office Practices	84	70											Pursue
Helping	76	78											Pursue
Adult Development	69	69											Pursue
Counseling	69	69											Pursue
Child Development	73	72											Pursue
Religious Activities	71	74											Pursue
Medical Practice	77	77											Pursue
Creating	72	81											Pursue
Art/Design	68	75											Pursue
Performing Arts	70	79											Pursue
Writing	67	68											Pursue
International Activities	65	73											Pursue
Fashion	80	77											Pursue
Culinary Arts	70	70											Pursue
Analyzing	75	77											Pursue
Mathematics	72	75											Pursue
Science	74	74											Pursue
Producing	77	80											Pursue
Mechanical Crafts	78	77											Pursue
Woodworking	68	72											Pursue
Farming/Forestry	73	77											Pursue
Plants/Gardens	68	75											Pursue
Animal Care	74	76											Pursue
Adventuring	76	78											Pursue
Athletics/Physical Fitness	71	73											Pursue
Military/Law Enforcement	77	74											Pursue

Risks/Adventure	71	72						Pursue
			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	<p>Pursue</p> <p><u>I</u>nfluencing Leadership Law/Politics Public Speaking Sales Advertising/Marketing</p> <p><u>O</u>rganizing Supervision Financial Services Office Practices</p> <p><u>H</u>elping Adult Development Counseling Child Development Religious Activities Medical Practice</p> <p><u>C</u>reating Art/Design Performing Arts Writing International Activities Fashion Culinary Arts</p> <p><u>a</u>nalyzing Mathematics Science</p> <p><u>P</u>roducing Mechanical Crafts Woodworking Farming/Forestry Plants/Gardens Animal Care</p> <p><u>A</u>dventuring Athletics/Physical Fitness Military/Law Enforcement Risks/Adventure</p>
Avoid	Explore

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 solid blue and purple bars) are compared with those of people who are successful and satisfied in each occupation. The lighter shaded bars reflect the range of scores for the middle 50% of people employed in that occupation. If your interest and/or skill results bars overlap the lighter 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 Occupational Scales

	Standard Scores	Orientation Scale									Interest/ Skill Pattern
		Very Low		Low		Mid-Range		High		Very High	
		30	35	40	45	50	55	60	65	70	
Influencing	I 74										Pursue
	S 73										

	Orientation Code	Standard Scores	Influencing 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 52												Explore
		S 84												
Financial Planner	<u>IO</u>	I 73												Pursue
		S 89												
Hotel Manager	<u>IO</u>	I 75												Pursue
		S 81												
Manufacturer's Representative	<u>IO</u>	I 49												Explore
		S 98												
Marketing Director	<u>IO</u>	I 74												Pursue
		S 87												
Realtor	<u>IO</u>	I 75												Pursue
		S 91												
CEO/President	<u>IOA</u>	I 72												Pursue
		S 90												
Human Resources Director	<u>IOH</u>	I 52												Explore
		S 83												
School Superintendent	<u>IOH</u>	I 88												Pursue
		S 87												
Advertising Account Executive	<u>IC</u>	I 45												Explore
		S 87												
Media Executive	<u>IC</u>	I 52												Explore
		S 85												
Public Relations Director	<u>IC</u>	I 57												Pursue
		S 84												
Corporate Trainer	<u>ICH</u>	I 48												Explore
		S 76												
			Very Low		Low		Mid-Range		High		Very High			

Scores: I (teal) = Interests; S (purple) = 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 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 leading, negotiating, marketing, selling, and public speaking.

Pursue some of these Influencing activities in your career.



Organizing Orientation Occupational Scales

	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 78										Pursue
	S 76										

	Orientation Code	Standard Scores	Organizing 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	<u>O</u>	I 60												Pursue
		S 81												
Bank Manager	<u>OI</u>	I 53												Explore
		S 82												
Insurance Agent	<u>OI</u>	I 59												Pursue
		S 83												
Retail Store Manager	<u>OI</u>	I 76												Pursue
		S 78												
Hospital Administrator	<u>OIH</u>	I 82												Pursue
		S 81												
Accountant (CPA)	<u>ON</u>	I 55												Pursue
		S 98												
Bookkeeper	<u>ON</u>	I 65												Pursue
		S 75												
			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 Organizing 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 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 Occupational Scales

	Standard Scores	Orientation Scale									Interest/Skill Pattern
		Very Low		Low		Mid-Range		High		Very High	
		30	35	40	45	50	55	60	65	70	
Helping	I 76										Pursue
	S 78										

	Orientation Code	Standard Scores	Helping 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 53												Explore
		S 84												
Guidance Counselor	<u>H</u>	I 66												Pursue
		S 89												
Religious Leader	<u>H</u>	I 64												Pursue
		S 93												
Teacher K-12	<u>H</u>	I 33												Explore
		S 79												
Social Worker	<u>HC</u>	I 30												Explore
		S 87												
Psychologist	<u>HNC</u>	I 34												Explore
		S 91												
Nurse (RN)	<u>HN</u>	I 75												Pursue
		S 96												
Nursing Administrator	<u>HIO</u>	I 85												Pursue
		S 93												
			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 Helping 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 counseling, teaching, supporting, healing, and caring for others.

Pursue some of these Helping activities in your career.

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

Creating Occupational Scales

	Standard Scores	Orientation Scale									Interest/Skill Pattern
		Very Low		Low		Mid-Range		High		Very High	
		30	35	40	45	50	55	60	65	70	
Creating	I 72										Pursue
	S 81										

	Orientation Code	Standard Scores	Creating Occupational Scales											Interest/Skill Pattern
			Very Low		Low		Mid-Range		High		Very High			
			25	30	35	40	45	50	55	60	65	70	75	
Commercial Artist	<u>C</u>	I 28												Explore
		S 84												
Fashion Designer	<u>C</u>	I 44												Explore
		S 86												
Liberal Arts Professor	<u>C</u>	I 38												Explore
		S 88												
Librarian	<u>C</u>	I 42												Explore
		S 79												
Musician	<u>C</u>	I 26												Explore
		S 91												
Translator/Interpreter	<u>C</u>	I 50												Explore
		S 81												
Writer/Editor	<u>C</u>	I 32												Explore
		S 83												
Restaurant Manager	<u>CO</u>	I 47												Explore
		S 82												
Chef	<u>CP</u>	I 55												Pursue
		S 86												
			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 Creating 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 designing, writing, performing, and other creative activities.

Pursue some of these Creating activities in your career.

aNalyzing Orientation Occupational Scales

	Standard Scores	Orientation Scale									Interest/Skill Pattern
		Very Low		Low		Mid-Range		High		Very High	
		30	35	40	45	50	55	60	65	70	
aNalyzing	I 75										Pursue
	S 77										

	Orientation Code	Standard Scores	aNalyzing Occupational Scales											Interest/Skill Pattern
			Very Low		Low		Mid-Range		High		Very High			
			25	30	35	40	45	50	55	60	65	70	75	
Physician	N	I 37												Explore
		S 97												
Chemist	NP	I 68												Pursue
		S 92												
Medical Researcher	NP	I 73												Pursue
		S 95												
Engineer	NP	I 66												Pursue
		S 96												
Math/Science Teacher	NPH	I 72												Pursue
		S 98												
Computer Programmer	NO	I 46												Explore
		S 85												
Statistician	NO	I 63												Pursue
		S 90												
Systems Analyst	NOP	I 60												Pursue
		S 91												
			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 aNalyzing 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 analyzing data, using mathematics, and conducting scientific research.

Pursue some of these aNalyzing activities in your career.

Producing Orientation Occupational Scales

	Standard Scores	Orientation Scale									Interest/Skill Pattern
		Very Low		Low		Mid-Range		High		Very High	
		30	35	40	45	50	55	60	65	70	
Producing	I 77										Pursue
	S 80										

	Orientation Code	Standard Scores	Producing Occupational Scales											Interest/Skill Pattern
			Very Low		Low		Mid-Range		High		Very High			
			25	30	35	40	45	50	55	60	65	70	75	
Carpenter	<u>P</u>	I 47												Explore
		S 87												
Electrician	<u>PN</u>	I 52												Explore
		S 91												
Veterinarian	<u>PN</u>	I 59												Pursue
		S 93												
Airline Mechanic	<u>PNA</u>	I 73												Pursue
		S 77												
Agribusiness Manager	<u>PO</u>	I 65												Pursue
		S 85												
Landscape Architect	<u>PNC</u>	I 67												Pursue
		S 86												
Architect	<u>PC</u>	I 60												Pursue
		S 81												
			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 Producing 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 using "hands-on" skills in farming, construction, and mechanical crafts.

Pursue some of these Producing activities in your career.

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

Adventuring Orientation Occupational Scales

	Standard Scores	Orientation Scale									Interest/ Skill Pattern
		Very Low		Low		Mid-Range		High		Very High	
		30	35	40	45	50	55	60	65	70	
Adventuring	I 76										Pursue
	S 78										

	Orientation Code	Standard Scores	Adventuring Occupational Scales											Interest/ Skill Pattern
			Very Low		Low		Mid-Range		High		Very High			
			25	30	35	40	45	50	55	60	65	70	75	
Police Officer	<u>AI</u>	I 74												Pursue
		S 96												
Military Officer	<u>AIO</u>	I 67												Pursue
		S 95												
Ski Instructor	<u>AP</u>	I 65												Pursue
		S 100												
Test Pilot	<u>APN</u>	I 81												Pursue
		S 93												
Athletic Coach	<u>AH</u>	I 73												Pursue
		S 103												
Athletic Trainer	<u>AH</u>	I 67												Pursue
		S 100												
Emergency Medical Technician	<u>AH</u>	I 61												Pursue
		S 89												
Fitness Instructor	<u>AH</u>	I 71												Pursue
		S 86												
			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 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.

Special Scales

Standard Scores	Academic Focus									
	Very Low		Low		Mid-Range		High		Very High	
	30	35	40	45	50	55	60	65	70	
I 62										
S 85										

Your Academic Focus 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 academic activities, such as studying, conducting research, and writing scientific papers. Your scores suggest that earning an advanced degree would be a rewarding experience for you.

Standard Scores	Extraversion									
	Very Low		Low		Mid-Range		High		Very High	
	30	35	40	45	50	55	60	65	70	
I 72										
S 75										

Your Extraversion 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 work situations requiring a great deal of personal contact with others. Careers with an emphasis on people-oriented activities would probably be satisfying for you.

Procedural Checks

Refer to the **Career Planner** for an explanation of the procedural checks.

Interest Items

	Response Percentage Check						Inconsistency Check
	STRONGLY LIKE	LIKE	slightly like	slightly dislike	DISLIKE	STRONGLY DISLIKE	
Occupations	100	0	0	0	0	0	# Inconsistent Pairs 0
School Subjects	98	2	0	0	0	0	
Varied Activities	100	0	0	0	0	0	
Overall Percentage	100	1	0	0	0	0	

Skill Items

	Response Percentage Check						Inconsistency Check
	EXPERT	Good	slightly above average	slightly below average	POOR	NONE	
Varied Activities	100	0	0	0	0	0	# Inconsistent Pairs 0

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
<p>Organizing</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 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	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
	Agricultural Extension Agent Air Traffic Controller Airplane Navigator Animal Trainer Artifacts Conservator Automotive Mechanic Broadcast Technician Building Contractor Building Inspector Building Superintendent Commercial Fisher Construction Manager Farmer	Agricultural Economics & Agribusiness Agricultural Education Agricultural Science Agriculture & Natural Resources Agronomy & Crop Science Animal Sciences Architecture Atmospheric Science Conservation Environmental Science Fire Science/Firefighting Fish, Game, & Wildlife Management Food Science & Technology

<p>Producing</p>	<p>Fireworks Display Specialist Fish & Game Warden Food Scientist Forest Ranger Forester Gemologist Industrial Arts Teacher Industrial Engineer Jeweler Machine Shop Supervisor Massage Therapist Motor Vehicle Inspector Optician Park Ranger Prosthetist Racehorse Trainer Radio or Television Engineer Radiologic Technician Rancher Special Effects Designer Surveyor Warehouse Manager</p>	<p>Forestry Horticulture Science Landscape Architecture Natural Resources Management Paper & Pulp Engineering Soil Science Technical Education Trade & Industrial Education Water Resources</p>
<p>Helping</p>	<p>Art Therapist Camp Director Career Counselor Child Care Center Manager Community Organizer Cruise Director Employment Interviewer Equal Opportunity Representative Geriatric Counselor Health Service Officer Home Economics Teacher Home Economist Human Services Worker Interpreter for Hearing Impaired Juvenile Parole Officer Mental Health Worker Nurse-Midwife Occupational Health Nurse Occupational Therapist Parole/Probation Officer Playground Director Public Health Nurse Public Health Teacher Recreation Leader Recreational Therapist Rehabilitation Counselor Social Science Teacher Special Education Teacher Speech Instructor Vocational Teacher YMCA Director</p>	<p>Adult & Continuing Education Anthropology Child & Family Studies Child Psychology Community/Public Health Conflict Resolution, Mediation Counseling Dental Hygiene Divinity/Ministry Education Ethnic/Cultural Studies Gerontology Health Education Human Services International Relations Marriage & Family Therapy Nursing Occupational Therapy Pre-Elementary Education Psychology Public Health Rehabilitation Religious/Theological/Biblical Studies School Psychology Social Work Sociology Special Education</p>

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.



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