

# Strong Interest Inventory

## Results & Discussion

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## The Structure of the SII

- 1: General Occupational Themes (Factors)
- 2: Basic Interest Scales (Facets)

3 : Occupational Scales

4 : Personal Style Scales

5 : Profile Summary

6 : Response Summary

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## Holland Typology

- Theory: personality and vocations share six main *factors*

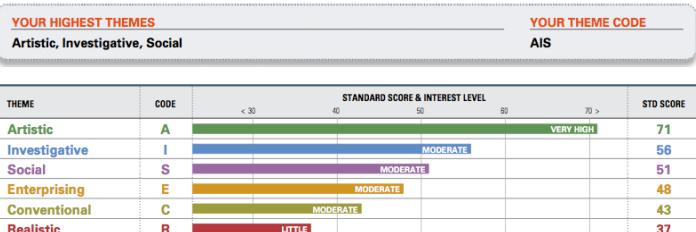
Factors	Facets
Realistic	practical, physical, hands-on, tool-oriented
Investigative	analytical, intellectual, scientific, explorative
Artistic	creative, original, independent, chaotic
Social	cooperative, supporting, helping, healing/nurturing
Enterprising	competitive environments, leadership, persuading
Conventional	detail-oriented, organizing, clerical

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## 1 : General Occupational Themes (GIS)

Describes your interests, work activities, potential skills, and personal values in six broad areas: Realistic (R), Investigative (I), Artistic (A), Social (S), Enterprising (E), and Conventional (C).



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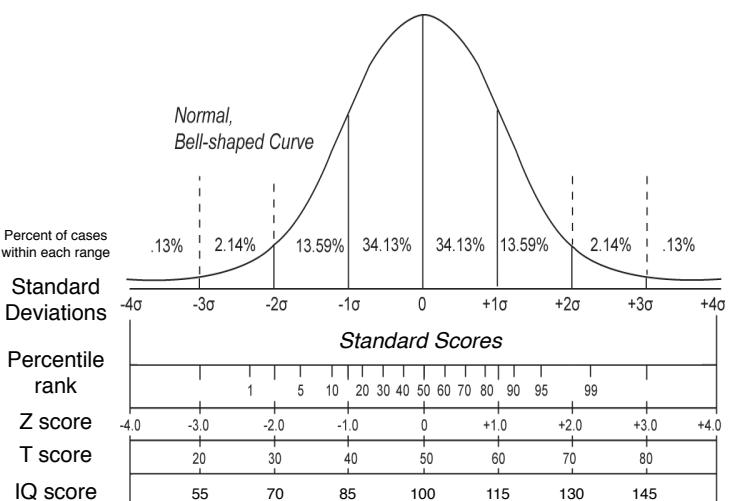
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## SII uses T-Scores

	Z scores	IQ scores	T scores
Mean	0	100	50
SD	1	15	10

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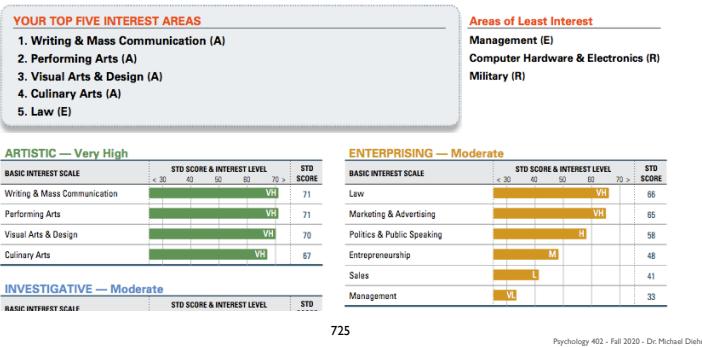


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## 2: Basic Interest Scales (BIS)

Identifies specific interest areas within the six General Occupational Themes, indicating areas likely to be most motivating and rewarding for you.



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## 3 : Occupational Scales (OS)

Compares your likes and dislikes with those of people who are satisfied working in various occupations, indicating your likely compatibility of interests.

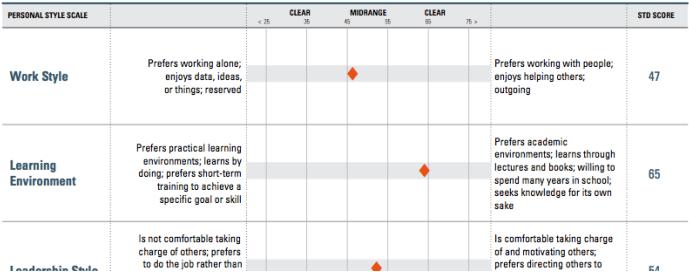


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## 4 : Personal Style Scales (PSS)

Describes preferences related to work style, learning, leadership, risk taking, and teamwork, providing insight into work and education environments most likely to fit you best.

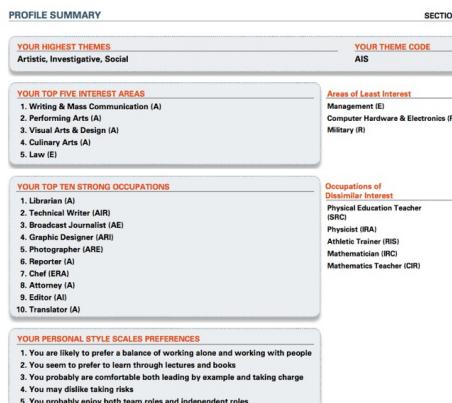


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## 5 : Profile Summary

Provides a graphic snapshot of Profile results for immediate, easy reference.



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## 6 : Response Summary

Summarizes your responses within each category of Strong items, providing interpretive data useful to your career professional.

### RESPONSE SUMMARY

### SECTION 6

This section provides a summary of your responses to the different sections of the inventory for use in interpretation by your career professional.

ITEM RESPONSE PERCENTAGES	Strongly Like	Like	Indifferent	Dislike	Strongly Dislike
Occupations	23	9	17	8	42
Subject Areas	30	13	22	15	20
Activities	18	19	25	12	26
Leisure Activities	54	14	7	11	14
People	44	0	19	19	19
Characteristics	56	11	11	22	0
<b>TOTAL PERCENTAGE</b>	<b>28</b>	<b>13</b>	<b>19</b>	<b>12</b>	<b>29</b>

Total possible responses: 291 Your response total: 290 Items omitted: 1 Typicality index: 19—Combination of item responses appears consistent

Note: Due to rounding, total percentage may not add up to 100%.

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## SII Reliability

- Generally good Reliability

Type	Cronbach's Alpha	Test-Retest
GOTs	.91 - .95	.84 - .92
BIS	0.87	
Occupational Scales		.82 - .89

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## SII Validity - Donnay & Borgen (1996)

- Methods: 55000 subjects took the SII at their current job. Mean age 42, 50 occupations
- Selected subjects who had:
  - “typical” job duties
  - “very” or “somewhat” satisfied
  - N= 10000 men + 10000 women
- Goal:
  - Using SII factors, predict their occupation

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## SII Validity - Donnay & Borgen (1996)

- Results:
  - predictions depended on scale used
  - 9% hit rate (personal style scales)
  - 10% hit rate (GOTs)
  - 22% hit rate (Basic Interest Scales)

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