



Strong Interest Inventory[®] Profile with Skills Confidence Inventory Profile

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Report prepared for
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HOW THE STRONG CAN HELP YOU

The *Strong Interest Inventory*® instrument is a powerful tool that can help you make satisfying decisions about your career and education. Whether you are just starting out in your career, thinking about a change, or considering education options for career preparation, you can benefit from the wealth of information reflected in your *Strong* results. Understanding your *Strong* Profile can help you identify a career focus and begin your career planning and exploration process.

Keep in mind that the *Strong* measures interests, not skills or abilities, and that the results can help guide you toward rewarding careers, work activities, education programs, and leisure activities—all based on your interests. As you review your Profile, remember that managing your career is not a one-time decision but a series of decisions made over your lifetime.

HOW YOU WILL BENEFIT

The *Strong* can be a valuable tool in helping you identify your interests, enabling you to

- Achieve satisfaction in your work
- Identify career options consistent with your interests
- Choose appropriate education and training relevant to your interests
- Maintain balance between your work and leisure activities
- Understand aspects of your personality most closely associated with your interests
- Determine your preferred learning environments
- Learn about your preferences for leadership, risk taking, and teamwork
- Use interests in shaping your career direction
- Decide on a focus for the future
- Direct your own career exploration at various stages in your life

HOW YOUR RESULTS ARE ORGANIZED

Section 1. General Occupational Themes

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).

Section 2. Basic Interest Scales

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

Section 3. Occupational Scales

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

Section 4. Personal Style Scales

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.

Section 5. Profile Summary

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

Section 6. Response Summary

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

Note to professional: Check the Response Summary in section 6 of the Profile before beginning your interpretation.

GENERAL OCCUPATIONAL THEMES

SECTION 1






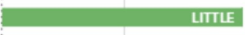
The General Occupational Themes (GOTs) measure six broad interest patterns that can be used to describe your work personality. Most people’s interests are reflected by two or three Themes, combined to form a cluster of interests. Work activities, potential skills, and values can also be classified into these six Themes. This provides a direct link between your interests and the career and education possibilities likely to be most meaningful to you.

Your *standard scores* are based on the average scores of a combined group of working adults. However, because research shows that men and women tend to respond differently in these areas, your *interest levels* (Very Little, Little, Moderate, High, Very High) were determined by comparing your scores against the average scores for your gender.

THEME DESCRIPTIONS

THEME	CODE	INTERESTS	WORK ACTIVITIES	POTENTIAL SKILLS	VALUES
Enterprising	E	Business, politics, leadership, entrepreneurship	Selling, managing, persuading, marketing	Verbal ability, ability to motivate and direct others	Risk taking, status, competition, influence
Social	S	People, teamwork, helping, community service	Teaching, caring for people, counseling, training employees	People skills, verbal ability, listening, showing understanding	Cooperation, generosity, service to others
Realistic	R	Machines, computer networks, athletics, working outdoors	Operating equipment, using tools, building, repairing, providing security	Mechanical ingenuity and dexterity, physical coordination	Tradition, practicality, common sense
Conventional	C	Organization, data management, accounting, investing, information systems	Setting up procedures and systems, organizing, keeping records, developing computer applications	Ability to work with numbers, data analysis, finances, attention to detail	Accuracy, stability, efficiency
Investigative	I	Science, medicine, mathematics, research	Performing lab work, solving abstract problems, conducting research	Mathematical ability, researching, writing, analyzing	Independence, curiosity, learning
Artistic	A	Self-expression, art appreciation, communication, culture	Composing music, performing, writing, creating visual art	Creativity, musical ability, artistic expression	Beauty, originality, independence, imagination

YOUR HIGHEST THEMES	YOUR THEME CODE
Enterprising, Social, Realistic	ESR

THEME	CODE	STANDARD SCORE & INTEREST LEVEL					STD SCORE
		30	40	50	60	70	
Enterprising	E						63
Social	S						58
Realistic	R						55
Conventional	C						40
Investigative	I						40
Artistic	A						37

The charts above display your GOT results in descending order, from your highest to least level of interest. Referring to the Theme descriptions provided, determine how well your results fit for you. Do your highest Themes ring true? Look at your next highest level of interest and ask yourself the same question. You may wish to highlight the Theme descriptions above that seem to fit you best.

BASIC INTEREST SCALES

SECTION 2

The Basic Interest Scales represent specific interest areas that often point to work activities, projects, course work, and leisure activities that are personally motivating and rewarding. As with the General Occupational Themes, your interest levels (Very Little, Little, Moderate, High, Very High) were determined by comparing your scores against the average scores for your gender.

As you review your results in the charts below, note your top interest areas and your areas of least interest, and think about how they relate to your work, educational, and leisure activities. Take time to consider any top interest areas that are not currently part of your work or lifestyle and think about how you might be able to incorporate them into your plans.

YOUR TOP FIVE INTEREST AREAS

1. Sales (E)
2. Management (E)
3. Social Sciences (S)
4. Politics & Public Speaking (E)
5. Marketing & Advertising (E)

Areas of Least Interest

- Culinary Arts (A)
- Visual Arts & Design (A)
- Programming & Information Systems (C)

ENTERPRISING — High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Sales	[Progress bar to 71, labeled VH]					71
Management	[Progress bar to 63, labeled H]					63
Politics & Public Speaking	[Progress bar to 61, labeled H]					61
Marketing & Advertising	[Progress bar to 60, labeled H]					60
Law	[Progress bar to 57, labeled M]					57
Entrepreneurship	[Progress bar to 51, labeled M]					51

SOCIAL — High

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Social Sciences	[Progress bar to 62, labeled H]					62
Human Resources & Training	[Progress bar to 59, labeled H]					59
Teaching & Education	[Progress bar to 58, labeled H]					58
Counseling & Helping	[Progress bar to 52, labeled M]					52
Healthcare Services	[Progress bar to 51, labeled M]					51
Religion & Spirituality	[Progress bar to 51, labeled M]					51

REALISTIC — Moderate

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Athletics	[Progress bar to 61, labeled M]					61
Mechanics & Construction	[Progress bar to 57, labeled M]					57
Protective Services	[Progress bar to 52, labeled M]					52
Nature & Agriculture	[Progress bar to 50, labeled M]					50
Military	[Progress bar to 47, labeled L]					47
Computer Hardware & Electronics	[Progress bar to 40, labeled VL]					40

CONVENTIONAL — Little

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Finance & Investing	[Progress bar to 55, labeled M]					55
Taxes & Accounting	[Progress bar to 48, labeled M]					48
Office Management	[Progress bar to 38, labeled L]					38
Programming & Information Systems	[Progress bar to 38, labeled VL]					38

INVESTIGATIVE — Little

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Mathematics	[Progress bar to 51, labeled M]					51
Research	[Progress bar to 42, labeled L]					42
Science	[Progress bar to 40, labeled L]					40
Medical Science	[Progress bar to 39, labeled L]					39

ARTISTIC — Little

BASIC INTEREST SCALE	STD SCORE & INTEREST LEVEL					STD SCORE
	30	40	50	60	70	
Writing & Mass Communication	[Progress bar to 40, labeled L]					40
Performing Arts	[Progress bar to 38, labeled L]					38
Visual Arts & Design	[Progress bar to 36, labeled VL]					36
Culinary Arts	[Progress bar to 33, labeled VL]					33

INTEREST LEVELS: VL = Very Little | L = Little | M = Moderate | H = High | VH = Very High

OCCUPATIONAL SCALES

SECTION 3

This section highlights your Profile results on the Occupational Scales of the *Strong*. On the following pages you will find your scores for 130 occupations. The 10 occupations most closely aligned with your interests are listed in the summary chart below. Keep in mind that the occupations listed in your Profile results are just *some* of the many occupations linked to your interests that you might want to consider. They do not indicate those you “should” pursue. It is helpful to think of each occupation as a single example of a much larger group of occupational titles to consider.

Your score on an Occupational Scale shows how similar your interests are to those of people of your gender who have been working in, and are satisfied with, that occupation. The higher your score, the more likes and dislikes you share with those individuals. The Theme codes associated with each occupation indicate the GOTs most commonly found among people employed in that occupation. You can review your top occupations to see what Theme codes recur and then explore additional occupational titles not included on the *Strong* that have one or more of these Theme letters in common.

YOUR TOP TEN STRONG OCCUPATIONS

1. Life Insurance Agent (E)
2. Buyer (EC)
3. Loan Officer/Counselor (E)
4. Operations Manager (ER)
5. Parks & Recreation Manager (SE)
6. Special Education Teacher (SEA)
7. Credit Manager (CE)
8. Realtor (E)
9. Top Executive, Business/Finance (E)
10. Florist (EAC)

**Occupations of
Dissimilar Interest**

- Physicist (IRA)
Medical Illustrator (AIR)
Mathematician (ICA)
Chemist (IR)
Reporter (A)

As you read through your Occupational Scales results on this and the following pages, note the names of those occupations for which you scored “Similar.” Those are the occupations you might want to explore first. Also consider exploring occupations on which you scored in the midrange, since you have some likes and dislikes in common with people in those occupations. You might also consider occupations of least interest or for which you scored “Dissimilar”; however, keep in mind that you are likely to have little in common with people in these types of work and probably would contribute to such occupations in a unique way. Your career professional can guide you further in the career exploration process.

Click the name of any of the occupations in your top ten list above to visit the O*NET™ database (<http://www.onetonline.org>) and see a summary description of that occupation. Learn about occupations by visiting reputable Web sites such as O*NET. You can also find career information in a public library, in the career library of a college or university near you, or in a professional career center or state or local government job agency. Supplement your research by talking to people who are working in the occupations you are considering. These people can describe their day-to-day work and tell you what they like and dislike about the occupation.

OCCUPATIONAL SCALES

SECTION 3

ENTERPRISING — Selling, Managing, Persuading

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
E	Life Insurance Agent										66
EC	Buyer										62
E	Loan Officer/Counselor										61
ER	Operations Manager										61
E	Realtor										58
E	Top Executive, Business/Finance										58
EAC	Florist										57
E	Sales Manager										57
ECR	Purchasing Agent										56
ESR	Human Resources Specialist										55
E	Securities Sales Agent										55
E	Marketing Manager										54
ER	Technical Sales Representative										53
E	Wholesale Sales Representative										53
ECS	Facilities Manager										52
ER	Optician										52
E	Personal Financial Advisor										52
ECR	Restaurant Manager										52
ESA	Elected Public Official										39
EAS	Flight Attendant										37
ER	Chef										33
EAR	Bartender										26
EA	Cosmetologist										22

Similar results (40 and above)
 You share interests with men in that occupation and probably would enjoy the work.

Midrange results (30–39)
 You share some interests with men in that occupation and probably would enjoy some of the work.

Dissimilar results (29 and below)
 You share few interests with men in that occupation and probably would not enjoy the work.

For more information about any of these occupations, visit O*NET™ online at <http://www.onetonline.org>

SOCIAL — Helping, Instructing, Caregiving

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
SE	Parks & Recreation Manager										60
SEA	Special Education Teacher										60
SER	Human Resources Manager										55
S	Career Counselor										54
S	Middle School Teacher										53
SEC	School Administrator										52
SA	University Administrator										52
SAE	Training & Development Specialist										51
SE	School Counselor										50
S	Community Service Director										47
S	Instructional Coordinator										46
S	Secondary School Teacher										45
S	Mental Health Counselor										43
SRA	Rehabilitation Counselor										43
S	Elementary School Teacher										42
SAR	Recreation Therapist										42
SA	Social Worker										40
S	Religious/Spiritual Leader										39
SA	Occupational Therapist										33
SIR	Athletic Trainer										30
SIR	Physical Therapist										29
SAI	Registered Nurse										29
SA	Speech Pathologist										27
SEC	Dietitian										19

OCCUPATIONAL SCALES

SECTION 3

REALISTIC — Building, Repairing, Working Outdoors

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
R	Law Enforcement Officer										52
REC	Management Analyst										50
RCE	Production Worker										47
RC	Farmer/Rancher										46
RCE	Military Enlisted										44
RSE	Vocational Agriculture Teacher										43
RE	Landscape/Grounds Manager										42
REC	Military Officer										42
RI	Radiologic Technologist										41
R	Automobile Mechanic										38
RI	Emergency Medical Technician										37
RIC	Electrician										36
RI	Firefighter										34
REI	Horticulturist										33
RC	Computer & IS Manager										32
RIC	Computer/Mathematics Manager										30
RI	Engineer										27
RI	Forester										24
REA	Carpenter										23
RCI	Computer Systems Analyst										23
RIC	Engineering Technician										22
RIC	Software Developer										20
RIC	Computer Programmer										17
RCI	Technical Support Specialist										17
RIC	Network Administrator										13

Similar results (40 and above)
 You share interests with men in that occupation and probably would enjoy the work.

Midrange results (30–39)
 You share some interests with men in that occupation and probably would enjoy some of the work.

Dissimilar results (29 and below)
 You share few interests with men in that occupation and probably would not enjoy the work.

For more information about any of these occupations, visit O*NET™ online at <http://www.onetonline.org>

CONVENTIONAL — Accounting, Organizing, Processing Data

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE	
		10	15	20	30	40	50	55	60		
CE	Credit Manager										59
CRE	Business/Finance Supervisor										52
CRE	Financial Analyst										49
CES	Business Education Teacher										48
CRE	Accountant										46
CA	Paralegal										46
CES	Nursing Home Administrator										45
C	Auditor										44
CRE	Financial Manager										43
CR	Customer Service Representative										42
CES	Food Service Manager										37
CSR	Administrative Assistant										35
C	Health Information Specialist										29
CIS	Mathematics Teacher										21
CI	Actuary										7

OCCUPATIONAL SCALES

SECTION 3

INVESTIGATIVE — Researching, Analyzing, Inquiring

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE
		10	15	20	30	40	50	55	60	
ISA	Chiropractor	[Bar from 10 to 33]								33
ICE	Pharmacist	[Bar from 10 to 26]								26
IRC	R&D Manager	[Bar from 10 to 12]								12
IRE	Medical Technician	[Bar from 10 to 11]								11
IR	Optometrist	[Bar from 10 to 9]								9
IRC	Medical Technologist	[Bar from 10 to 8]								8
IRS	Science Teacher	[Bar from 10 to 8]								8
I	University Faculty Member	[Bar from 10 to 7]								7
IRS	Respiratory Therapist	[Bar from 10 to 6]								6
IR	Dentist	[Bar from 10 to 3]								3
IAS	Psychologist	[Bar from 10 to 2]								2
IA	Geographer	[Bar from 10 to -1]								-1
ICR	Computer Scientist	[Bar from 10 to -3]								-3
IR	Veterinarian	[Bar from 10 to -3]								-3
IAR	Physician	[Bar from 10 to -4]								-4
IA	Biologist	[Bar from 10 to -5]								-5
IRA	Geologist	[Bar from 10 to -5]								-5
IR	Chemist	[Bar from 10 to -13]								-13
ICA	Mathematician	[Bar from 10 to -13]								-13
IRA	Physicist	[Bar from 10 to -39]								-39

Similar results (40 and above)
 You share interests with men in that occupation and probably would enjoy the work.

Midrange results (30–39)
 You share some interests with men in that occupation and probably would enjoy some of the work.

Dissimilar results (29 and below)
 You share few interests with men in that occupation and probably would not enjoy the work.

For more information about any of these occupations, visit O*NET™ online at <http://www.onetonline.org>

ARTISTIC — Creating or Enjoying Art, Drama, Music, Writing

THEME CODE	OCCUPATIONAL SCALE	DISSIMILAR			MIDRANGE		SIMILAR			STD SCORE
		10	15	20	30	40	50	55	60	
ASE	Public Administrator	[Bar from 10 to 42]								42
ARE	Attorney	[Bar from 10 to 37]								37
AE	Public Relations Director	[Bar from 10 to 30]								30
AI	Urban & Regional Planner	[Bar from 10 to 30]								30
AE	Advertising Account Manager	[Bar from 10 to 29]								29
A	Arts/Entertainment Manager	[Bar from 10 to 29]								29
AE	Interior Designer	[Bar from 10 to 27]								27
A	Musician	[Bar from 10 to 22]								22
ARE	Photographer	[Bar from 10 to 22]								22
ASI	ESL Instructor	[Bar from 10 to 19]								19
A	Graphic Designer	[Bar from 10 to 17]								17
AE	Broadcast Journalist	[Bar from 10 to 16]								16
AI	Translator	[Bar from 10 to 12]								12
A	Librarian	[Bar from 10 to 11]								11
AS	Art Teacher	[Bar from 10 to 9]								9
AI	Sociologist	[Bar from 10 to 9]								9
ASE	English Teacher	[Bar from 10 to 5]								5
ARI	Architect	[Bar from 10 to 4]								4
A	Editor	[Bar from 10 to 0]								0
AI	Technical Writer	[Bar from 10 to -3]								-3
A	Artist	[Bar from 10 to -4]								-4
A	Reporter	[Bar from 10 to -6]								-6
AIR	Medical Illustrator	[Bar from 10 to -18]								-18

PERSONAL STYLE SCALES

SECTION 4

The Personal Style Scales describe different ways of approaching people, learning, and leading, as well as your interest in taking risks and participating in teams. Personal Style Scales help you think about your preferences for factors that can be important in your career, enabling you to narrow your choices more effectively and examine your opportunities. Each scale includes descriptions at both ends of the continuum, and the score indicates your preference for one style versus the other.

Your scores on the Personal Style Scales were determined by comparing your responses to those of a combined group of working men and women.

YOUR PERSONAL STYLE SCALES PREFERENCES

1. You likely prefer working with people.
2. You seem to prefer to learn by doing and through lectures and books.
3. You probably prefer to lead by taking charge.
4. You may like taking risks.
5. You probably enjoy participating in teams.

Clear Scores

(Below 46 and above 54)

You indicated a clear preference for one style versus the other.

Midrange Scores (46–54)

You indicated that some of the descriptors on both sides apply to you.

PERSONAL STYLE SCALE		CLEAR		MIDRANGE	CLEAR		STD SCORE
		25	35	45	55	65	
Work Style	Prefers working alone; enjoys data, ideas, or things; reserved						62
Learning Environment	Prefers practical learning environments; learns by doing; prefers short-term training to achieve a specific goal or skill						54
Leadership Style	Is not comfortable taking charge of others; prefers to do the job rather than direct others; may lead by example rather than by giving directions						60
Risk Taking	Dislikes risk taking; likes quiet activities; prefers to play it safe; makes careful decisions						61
Team Orientation	Prefers accomplishing tasks independently; enjoys role as independent contributor; likes to solve problems on one's own						57

PROFILE SUMMARY

SECTION 5

YOUR HIGHEST THEMES

Enterprising, Social, Realistic

YOUR THEME CODE

ESR

YOUR TOP FIVE INTEREST AREAS

1. Sales (E)
2. Management (E)
3. Social Sciences (S)
4. Politics & Public Speaking (E)
5. Marketing & Advertising (E)

Areas of Least Interest

Culinary Arts (A)
 Visual Arts & Design (A)
 Programming & Information Systems (C)

YOUR TOP TEN STRONG OCCUPATIONS

1. Life Insurance Agent (E)
2. Buyer (EC)
3. Loan Officer/Counselor (E)
4. Operations Manager (ER)
5. Parks & Recreation Manager (SE)
6. Special Education Teacher (SEA)
7. Credit Manager (CE)
8. Realtor (E)
9. Top Executive, Business/Finance (E)
10. Florist (EAC)

Occupations of Dissimilar Interest

Physicist (IRA)
 Medical Illustrator (AIR)
 Mathematician (ICA)
 Chemist (IR)
 Reporter (A)

YOUR PERSONAL STYLE SCALES PREFERENCES

1. You likely prefer working with people.
2. You seem to prefer to learn by doing and through lectures and books.
3. You probably prefer to lead by taking charge.
4. You may like taking risks.
5. You probably enjoy participating in teams.

RESPONSE SUMMARY

SECTION 6

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

ITEM RESPONSE PERCENTAGES

Section Title	Strongly Like	Like	Indifferent	Dislike	Strongly Dislike
Occupations	0	32	18	37	13
Subject Areas	2	39	7	35	17
Activities	2	49	13	24	12
Leisure Activities	0	33	11	41	15
People	0	50	25	25	0
Your Characteristics	0	67	22	11	0
TOTAL PERCENTAGE	1	40	14	32	13

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

Total possible responses: 291

Your response total: 286

Items omitted: 5

Typicality index: 23—Combination of item responses appears consistent.



LEVELS OF SKILLS CONFIDENCE BY THEME

Your *Skills Confidence Inventory* results describe how you perceive your own capabilities in performing activities related to the same six broad areas represented by the General Occupational Themes. Keep in mind that these results may not reflect your actual abilities; the results reflect how you rate yourself. Your own rating may influence what kinds of activities you try or avoid and may determine what occupations or educational programs you consider as possibilities for exploration.

Your confidence in each of the six areas is shown below. Additionally, you will see a Skills Confidence Theme code, which summarizes the areas in which you feel most confident performing particular activities.

SKILLS CONFIDENCE THEME CODE: SCR

THEME	CODE	CONFIDENCE SCORE & LEVEL					SCORE (1-5)	TYPICAL SKILL AREAS
		1	2	3	4	5		
Social	S	VERY HIGH					4.6	Education, counseling, social service
Conventional	C	HIGH					3.9	Finance, computers, organization
Realistic	R	HIGH					3.6	Outdoor work, construction, repair
Investigative	I	LITTLE					2.3	Research, math, science
Artistic	A	VERY LITTLE					1.6	Creative expression, music, design
Enterprising	E	VERY LITTLE					1.6	Sales, speaking, management

COMPARISON OF LEVELS OF SKILLS CONFIDENCE AND INTEREST

The chart below compares your skills confidence levels with your interest levels as measured by the *Strong*. Your Skills Confidence Theme code is shown above the chart, as is your *Strong* Theme code. Use this comparison of confidence and interest to help you select Themes you'd like to explore further to find satisfying career, educational, and leisure options.

SKILLS CONFIDENCE THEME CODE: SCR

STRONG THEME CODE: ESR

THEME	CODE	FURTHER EXPLORATION If highest level of confidence is moderate		PRIORITIES FOR CAREER EXPLORATION
		Less	More	
Social	S	CONFIDENCE	INTEREST	High priority
Conventional	C	CONFIDENCE	INTEREST	Possible option if interests develop; needs careful consideration
Realistic	R	CONFIDENCE	INTEREST	High priority
Investigative	I	CONFIDENCE	INTEREST	Low priority
Artistic	A	CONFIDENCE	INTEREST	Low priority
Enterprising	E	CONFIDENCE	INTEREST	Good option if confidence in skills can be increased

Total responses out of 60: 60

See Understanding Your Results on the Skills Confidence Inventory at https://www.skillsone.com/Pdfs/SCI_Understanding.pdf for ideas on using skills confidence information in career exploration.

