

Strong Interest Inventory

Understanding the Four Different Scales

1. GOT: General Occupational Themes

a. *“Who Am I? What Motivates Me?”*

- i. Personality = what drives my core motivators
- ii. Score = GRS (General Representative Sample = both genders)
 1. How I compare to GRS
 2. Highest possible score = 57-90 (depending on scale)
 3. (midrange 40-50)
- iii. Bar = The length of the standard score. The words on the bar compare me to just my gender.

2. BIS: Basic Interest Scale

a. *“What I Like and Enjoy” (activities)*

- i. Can translate into potential occupations, skills, and/or expressed through leisure activities. A total of 30 scales can narrow down GOTs to specific interests.
- ii. Score = GRS (General Representative Sample = both genders)
 1. How I compare to GRS
 2. Highest possible score = 67-84 (depending on scale)
 3. (midrange 50)
- iii. Bar = The length of the standard score. The words on the bar compare me to just my gender.

3. OS: Occupational Scales

a. *“Who I am Similar to and Where I Might Like to Work?”*

b. Specific Occupations that reflect activities I like and dislike

- i. Compared to people of my gender only, who do the job. Only uses 130 possible occupations out of thousands of occupations available. (Provides lists of related similar occupations.) Categorized by dominant theme. Sorted by personal responses (highest to lowest interest)
 1. STD Score (Standard score):
 - a. How I compare to individuals within the occupations (likes, indifferent and dislikes)
 - b. Highest possible score = 57-70 (depending on scale)
 - c. (midrange 30-40)
 2. Bar = Me compared to my gender only. This scale **ONLY** compares me to my gender, so the standard score, length of the bar, and words are only my identified gender.

4. PSS: Personal Style Scales

a. *“How I Like to Work and Learn”*

b. How I approach different activities, including people, learning, leading, risk taking (*physical, money, relationship/social*), and participating on teams.

- i. Score = GRS (General Representative Sample = both genders)

1. How I compare to GRS, no specific comparison to my gender.
- c. Score = Not score based. Instead, two bi-polar opposites that places me on a continuum between them.