



CAREER LIFTOFF® INTEREST INVENTORY

PERSONAL REPORT

Name: Chris Sample	Date: 3/20/2006
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ID: sampled002

Your Career Lifftoff® Interest Inventory (CLII) Personal Report is intentionally concise. To be useful to you it must reflect your interests and be presented in a way that will engage and encourage you.

First, you will see a two page Graphic Profile Report. This Report gives a visual reference point. Look at your scores and concentrate on the highest scores.

Next, you will see a more detailed explanation of your results in the Narrative Profile Report. The data presented represent your interests and are presented to you in rank order...occupations where you expressed the most interest.

Background Information For You On The Holland Theory

The Career Lifftoff® Interest Inventory is built according to John Holland's Theory of Careers, the most widely-used vocational interest and career guidance system.

According to Holland's theory, people tend to choose environments that are consistent with their individual preferences and style. The Holland Theory is based on the assumption that both people and environments can be classified into six basic types: **REALISTIC, INVESTIGATIVE, ARTISTIC, SOCIAL, ENTERPRISING, and CONVENTIONAL** (RIASEC).

An important tenet of Holland's theory, as it applies to the CLII, is the notion that **actual behavior** is determined by the interaction of the individual and his or her environment. This is what allows the CLII to be used for purposes of career choice. Holland states that outcomes such as job choice, career change, and levels of advancement can be forecast from an assessment of one's vocational interests.

For more information on John Holland's Theory of Careers Please read:

Holland, J. (1997) *Making vocational choices: A theory of vocational personalities and work environments* (3rd ed.). Odessa, FL: Psychological Assessment Resources.



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Std. Score	Low			Mid-Range			High			REALISTIC Scales		
	25	30	35	40	45	50	55	60	65		70	75
55							◆					Realistic - Likes to work with things, such as machines, tools, and plants; seeks technical or physical tasks and likes to work with one's hands. Often is practical and good at solving problems. Solves problems by doing. Typically values independent mindedness, frankness and physical activity and enjoys the outdoors.
53							◆					Protective Services - Enforcing the law, or guarding and protecting people or property, which includes police, military, corrections/prisons, security, or customs.
50						◆						Skilled/Mechanical/Technical - Working with tools and machines, fixing and installing products and equipment such as a machinist, electrician, plumber, or welder.
53							◆					Production Services - Putting things together and assembling components or products involving such things as assembly line work with machine tools.
62										◆		Farming/Environmental - Growing, caring for, or harvesting plants or animals, including farming, ranching, forestry, wildlife conservation, and pollution control.
53							◆					Transportation - Transporting people or goods including operating trucks, taxis, cars, buses, planes, helicopters, boats, or ships.

Std. Score	Low			Mid-Range			High			INVESTIGATIVE Scales		
	25	30	35	40	45	50	55	60	65		70	75
48							◆					Investigative - Likes working with ideas, data or observable facts and likes to watch, learn, analyze and solve problems. Tends to be good at math and science, likes analyzing data and likes to work independently. Solves problems by thinking. Typically values logic, caution, the creative process, science, intellectual freedom and precision.
47							◆					Physical Sciences - Studying, researching or applying the physical sciences including physics, mathematics, engineering, meteorology and astronomy.
48							◆					Biological Sciences - Studying, researching or applying the biological sciences including biology, zoology, oceanography, and genetics.
47							◆					Medical Sciences - Studying, researching or applying the medical sciences including surgery, pediatrics, neurology, and infectious diseases.
55										◆		Behavioral Sciences - Studying, researching or applying the behavioral sciences including sociology, anthropology, and psychology.
46							◆					Information Technology - Researching and developing computer systems, applications and technologies, including designing new computer technologies.

Std. Score	Low			Mid-Range			High			ARTISTIC Scales		
	25	30	35	40	45	50	55	60	65		70	75
62											◆	Artistic - Likes working in unstructured situations where creativity can be used. Enjoys writing, designing, performing (theater or music) and the visual arts. Solves problems by expressing feelings or ideas creatively. Is aesthetically sensitive and trusts intuition. Typically values novelty, unstructured conditions, nonconformity and artistic freedom.
62											◆	Performing Arts - Performing before an audience, including interpreting a part or role, playing an instrument, singing or dancing.
58										◆		Visual Arts - Creating a tangible, visual, original expression in the areas of painting, drawing, sculpture, or designing materials to achieve an artistic effect.
64											◆	Crafts - Producing art and craft objects including designing and engraving jewelry, bracelets, pottery, window displays, and sets for plays.
62											◆	Creative Arts - Creating new ideas and concepts including writing a book, story, play, poem, or music, or designing high-fashion items such as clothing.
51										◆		Computer Graphics Design - Creating images on computers including, virtual reality, websites, commercials, Internet applications, or interactive video.

Std. Score 1 2 7 16 31 50 69 84 93 98 99

Percentile Standing



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Std. Score	Low			Mid-Range			High			SOCIAL Scales		
	25	30	35	40	45	50	55	60	65		70	75
57								◆				Social - Likes to work with other people rather than things; to instruct, advise, empathize, express or assert feelings, or otherwise care for others. Enjoys training, instructing, counseling, or curing others. Solves problems by relating to others in a helpful way. Typically values genuineness and ethical awareness and has a strong sense of community.
50						◆						Personal Caring Services - Helping and caring for sick, injured or mentally ill people, including children, the elderly, or people with chemical dependency.
58										◆		Counseling - Helping others in understanding themselves, including relationships, crisis intervention, and identifying additional helping resources.
64											◆	Education - Teaching and imparting knowledge to others by helping people learn through coaching, mentoring, presentations, or instruction.
51						◆						Spiritual - Assisting people explore spiritual issues and beliefs, including ministering to the spiritual needs of others, or participating in religious services and study groups.
55								◆				Customer Service - Assisting customers by providing information, listening to concerns, and helping resolve issues.

ENTERPRISING Scales												
Std. Score	Low			Mid-Range			High			Description		
	25	30	35	40	45	50	55	60	65	70	75	
61											◆	Enterprising - Likes to work with people or data, have an impact, and achieve goals by persuading, selling, influencing or directing others. Tends to be assertive and enthusiastic. Solves problems by taking the lead and taking risks. Typically values having influence on others, status, excitement, making decisions, and selling ideas.
61											◆	Sales - Selling products and services including making presentations, persuading people to buy, and negotiating terms and conditions of a sale.
53						◆						Politics - Participating in political activities including debating political issues, participating in political rallies, campaigning for candidates, or seeking political office.
64											◆	Hospitality - Providing services to the traveling public, including coordinating public relations events, or managing a convention center, resort, hotel or restaurant.
62											◆	Business Entrepreneurship - Starting, growing, and managing a business, including financing, marketing and promoting a business.
53						◆						Legal - Providing legal counsel, including advising clients on legal matters or presenting legal arguments on personal or public policy issues.

CONVENTIONAL Scales												
Std. Score	Low			Mid-Range			High			Description		
	25	30	35	40	45	50	55	60	65	70	75	
52						◆						Conventional - Likes working in structured situations and working with details or data. Is good at organizing, following procedures, learning regulations/rules and calculating or budgeting. Solves problems by being organized. Typically values efficiency, self-control, social status, and respects the prevailing values of society.
51						◆						Business Administration - Providing business administrative management services, including accounting, purchasing, and the management of services/personnel.
48						◆						Retail Sales - Providing sales support, including operating a cash register, taking inventory, and ordering and stocking products.
54											◆	Government Services - Providing government services to the public by administering and interpreting governmental policies and regulations.
55											◆	Administrative Support Services - Performing diverse office activities including word processing, filing, bookkeeping, and answering phone calls.
47						◆						Banking & Finance - Administering and monitoring financial information including banking, finance, taxation, and currency exchange.

RESPONSE PATTERN INDICES												
Std. Score	Low			Mid-Range			High			Description		
	1	2	7	16	31	50	69	84	93	98	99	
	Strongly Disagree	1	Disagree	50	Unsure	4	Agree	44	Strongly Agree	1		Response Percentage Breakdown - The percentage of responses to each response option.
63											◆	Inconsistency - The number of inconsistent responses. Providing inconsistent responses may yield results that are not a true reflection of actual interests.

Std. Score: 1 2 7 16 31 50 69 84 93 98 99
Percentile Standing



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Education

A high score on this scale indicates that you likely enjoy teaching and imparting knowledge to others by helping people learn through coaching, mentoring, presentations, or instruction. **Education** falls under the SOCIAL occupational category. Individuals who fall into this category are distinguished by their interest in working with people more than things. They enjoy caring for others by instructing, advising, empathizing, or expressing feelings. Individuals with a strong interest in **Education** thoroughly enjoy teaching others basic concepts and skills. Representative jobs include:

Athletic Trainer
Tutor
Professor, College
Teacher's Aide
Corporate Trainer

Coach
Teacher, Elementary
Teacher, High School
Teacher, Special Education
Home-School Consultant

Curriculum Integration Specialist
Charter School Education Specialist
Community Education Instructor
Educational Paraprofessional
Teacher, Special Education

Crafts

A high score on this scale indicates that you would likely enjoy producing art and craft objects including designing and engraving jewelry, bracelets, pottery, window displays and sets for plays. **Crafts** falls under the ARTISTIC occupational category. Individuals who fall in this category are distinguished by their interest in working in creative, aesthetic environments that are relatively unstructured and allow for artistic freedom. Individuals with a strong interest in **Crafts** enjoy creating or producing items that are aesthetically pleasing or useful to other people. Representative jobs include:

Engraver
Stained Glass Artist
Exhibit Builder (museum)
Glass Artisan
Pastry Chef

Decorator
Exhibit Designer
Potter, handmade
Floral Designer
Model Builder

Ornamental-Metalwork Designer
Displayer, Merchandise
Set Designer (Motion Pictures)
Greeting Card Developer
Jeweler

Hospitality

A high score on this scale indicates that you would likely enjoy identifying the needs of others, such as influencing their travel, vacation, or entertainment plans. You most likely would enjoy coordinating public relations events or managing a convention center, resort, hotel or restaurant. **Hospitality** falls under the ENTERPRISING occupational category. Individuals who fall in this category are distinguished by strong problem solving skills and a willingness to take risks. They are usually assertive and enthusiastic. Typically, they value status, excitement, making decisions, selling ideas or having influence over others. Representative jobs include:

Manager, Hotel
Ticket Broker
Vehicle Leasing, Manager
Manager, Casino
Concierge

Manager, Conventions
Hotel Guest Relations
Promoter, Sports
Fitness Trainer
Wedding/Event Planner

Travel Agent
Golf Club Manager
Retreat Center Administrator
Recreation Center Specialist
Recreation Center Specialist



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Performing Arts

A high score on this scale indicates that you would likely enjoy performing on stage and being able to entertain or amuse other people. This may include interpreting a part or role, playing an instrument, singing, dancing or providing comedic interpretation. **Performing Arts** falls under the ARTISTIC occupational category. Individuals who fall into this category are distinguished by their interest in working in creative, aesthetic environments that are relatively unstructured and allow for artistic freedom. They can be emotionally sensitive and trust intuition and are good at improvisation. Representative jobs include:

Actor
Media Broadcaster
Choral Director
Musician, vocal
Choreographer

Public Speaking Coach
Comedian
Theatre Director
Musician, instrumental
Dancer

Model
Drama Coach
Radio Announcer
Dancing Instructor
Public Relations Specialist

Creative Arts

A high score on this scale indicates that you likely enjoy creating new ideas and concepts. This enables you to use your imagination to create something such as a book, story, play, poem or song. **Creative Arts** falls under the ARTISTIC occupational category. Individuals who fall into this category are distinguished by their interest in working in creative, aesthetic environments that are relatively unstructured and allow for artistic freedom. Representative jobs include:

Reporter, Investigative
Screen Writer
Lyricist
Editor, Book
Editorial Writer

Composer
Director, TV
Writer, Science Fiction
Film Director
Biographer

Editor, Newspaper
Playwright
Fashion Designer
Columnist
Author, Children's Literature

Farming/Environmental

A high score on this scale indicates that you likely enjoy caring for, cleaning, grooming, and raising animals or growing plants and harvesting crops. **Farming/Environmental** falls under the REALISTIC occupational category. Individuals who fall into this category are distinguished by their interest in working with tangible things and tend to avoid conceptual/academic and social service activities. Individuals with a strong interest in **Farming/Environmental** may enjoy the following jobs:

Landscape Architect
Dairy Farmer
Tree Surgeon
Nursery Worker
Horse Trainer

Forester
Livestock Rancher
Animal Breeder
Logger
Veterinary Assistant

Pollution Control Technician
District Fish and Game Warden
Marine Cultivation Specialist
Insect/Pest Exterminator
Conservation Officer



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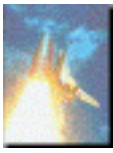
Business Entrepreneurship

A high score on this scale indicates that you would likely enjoy starting, growing, and managing a business. This would include such activities as financing, marketing, or promoting a business. **Business Entrepreneurship** falls under the ENTERPRISING occupational category. Individuals who fall in this category are distinguished by strong problem solving skills and a willingness to take risks. They are usually assertive and enthusiastic. Typically, they value status, excitement, making decisions, selling ideas or having influence over others. Representative jobs include:

Mutual Funds Manager
Venture Capitalist
Marketing Strategist
Brokerage Manager
Insurance Special Agent

Owner, Private Business
Manager, Advertising Agency
Manager, Insurance Agency
Manager, Business Promotion
Real Estate Developer

Vice President, Private Business
Security and Financial Services
Manager, Laundromat
Retail Store, Owner
Consultant, Small Business



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A successful career search requires a wide range of skills such as resume writing, interviewing, business etiquette, and more. Disney Learning Center offers many ways to help you gain these valuable skills:

Register for **My Disney Career** Learning Activities by

calling Class Registration at 407-824-7777 (8-273)

Acing the Interview: Discover valuable techniques for putting your best foot forward in an interview. Learn how to research the role, prepare for an interview, answer and ask questions and follow up after the interview is over.

Leadership Casting Call Overview: Understand the internal process used to identify future entry-level leaders with representatives from Professional Recruitment. Learn how to prepare for a leadership role and which departments utilize Leadership Casting Call.

Image Excellence: Elevating Your Professional Image! Join a member of the Walt Disney World® Cast Image and Appearance team as you learn how to make a great first impression, the do's and don'ts of business and dining etiquette and tips for "looking the part".

Personal Branding: The Brand Called YOU This insightful activity will take a look at the corporate world of brand management and show you how to apply it to your career, building your own personal branding statement; a brand called YOU!

The Resume Workshop: Design and Create a Resume That Gets Results! The Resume Workshop takes a look at current industry trends and is designed to take some of the mystery out of resume writing. Bring your resume with you or start from scratch with the tips provided during this session.

Networking 101: Learn helpful tips for networking at the Walt Disney World® Resort. Learn about formal vs. informal networking and the tools and resources available to help you get started.

College Credit Made Easy: Discover how to receive college credit for what you already know or have learned on the job! Obtain information about enrolling in the Disney College Program Courses that are tuition-free for all of our Cast Members. Learn about financial aid options and guidelines around Disney's Educational Reimbursement program.



Disney Learning Center has hundreds of resources to assist you with Career Development. Visit the Disney Learning Center site on the Work tab of the My Disney TEAM portal to search hundreds of resources, learn more about our **Interoffice Delivery** service or find from one of our convenient locations.