



assessment  
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# Career Liftoff<sup>®</sup> Interest Inventory

## Feedback Report

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# How the CLII Can Help You

The **Career Liffoff® Interest Inventory** (CLII) is a powerful tool for helping you make better-informed decisions about your career. It helps people in various stages of the career planning process, including:

- **Students** choosing a focus of study while in school (i.e., choosing a college major).
- **New Graduates**, identifying types of jobs for which to apply when entering the workforce.
- **Mid-Career Individuals**, investigating alternative and more satisfying career possibilities.
- **Dislocated Individuals**, looking for satisfying and longer-term career options.
- **Retirees**, looking for satisfying volunteer or part-time work during their “encore careers”.

Understanding your CLII profile of results will help you identify possibilities and focus your career investigation on areas that are likely to be satisfying to you.

As you review your CLII results, please keep in mind that the CLII assesses interests and your preferences for different types of work activities. It does not assess your ability to perform different types of work. The CLII helps identify career fields that are in alignment with your interests and that you will find personally satisfying. You must also take into account whether you have the requisite skills and education to perform work in these areas.

## How You Will Benefit

The CLII Feedback Report will help you to:

- Obtain insights about yourself and the types of activities you find satisfying.
- Clarify and identify your interests as they relate to the World of Work.
- Identify career options consistent with your interests (what you find satisfying).
- Identify education and training fields that are in alignment with your interests.
- Define and focus your career goals.
- Become aware of alternative career possibilities for mid-career change.
- Achieve long-term satisfaction with your chosen career path.

## How This Report Is Organized

This CLII Feedback Report is organized into four sections:

1. **Career Interests.** This presents your scores on the six Holland RIASEC Occupational Themes. It provides a big-picture summary of the types of career themes that are aligned with your interests.
2. **Occupational Interests.** This presents your scores on 30 Occupational Scales. This enables you to see how occupations are aligned with your interests and what you are likely to find satisfying.
3. **Your Top 9 Career Interest Areas.** For each of your nine highest-scoring interest areas, a description of the occupation as well as 18 sample job titles are provided.
4. **Taking Action.** A worksheet for consolidating what you have learned from this CLII Feedback Report and for creating a career development plan of action.

# Getting Started on your Career!

Your Career Liffoff® Interest Inventory (CLII) Feedback Report is designed around the RIASEC model of Career Choices. The information on the following pages shows your relative interests using Holland's Theory of Careers. Interests have been shown to relate to career satisfaction when combined with an individual's skills and capabilities. People who choose a career based on interests and their capabilities tend to be more satisfied and successful in both their educational and career pursuits.



## The RIASEC Model of Careers

According to the RIASEC model, there are six broad career interest areas that can be displayed as a hexagon: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. People with diverse interests are more likely to have interests from adjacent interest areas on the hexagon and less likely to have interests from the opposite side of the hexagon. Knowing your interests and their relationship to these interest areas can assist you in determining career areas that are best suited to you. Knowing this helps people to effectively pursue targeted education, training, and job searches aligned with their unique career choices.

People who use the CLII can create a road map of career exploration that will align their interests, capabilities, and skills with the best probabilities of career choice. This CLII report allows you to narrow and focus career choice and preparation into a relevant career development plan. Outcomes such as job choice, career satisfaction, and levels of motivation can be identified from an assessment of one's vocational interests. People that are engaged with what they enjoy are more often successful in school and work.

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 edition)*. Odessa, FL: Psychological Assessment Resources.

# I CAREER INTERESTS

This chart represents your rank order RIASEC preferences.

Career Areas	Very Low	Low	Mid-range	High	Very High
Social	76.29				
Artistic	53.58				
Investigative	48.77				
Enterprising	46.43				
Realistic	41.27				
Conventional	39.72				

### Realistic Expresses interests and solves problems by doing.

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, physical activity, and enjoys the outdoors.

### Investigative Expresses interests and solves problems by thinking.

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.

### Artistic Expresses interests and solves problems by creating.

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.

### Social Expresses interests and solves problems by helping.

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.

### Enterprising Expresses interests and solves problems by persuading.

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.

### Conventional Expresses interests and solves problems by organizing.

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.

## Interpretability of your CLII Report

The consistency of your responses indicates that this report is: Inconsistent; some scores may be imprecise.

Understanding the distribution of responses provides further insights regarding your scores. If a large percentage of responses are Strongly Agree and Strongly Disagree, you tend to have differentiated interests and tend to have many high or low interest areas. If your responses are closer to Neutral and undifferentiated, you may have many interest areas that have similar scores.

Percent of responses for each alternative	Strongly Disagree 31%	Disagree 26%	Neutral 2%	Agree 18%	Strongly Agree 24%
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## II OCCUPATIONAL INTERESTS

The following are the top 15 Occupational areas where you showed the highest match of behavioral interests. If you also have supporting capabilities in these areas, these are the occupational areas that you should take time to further research. Finding out what educational preparation is required, what kind of career options are available, salaries, where jobs are available and what kind of training and career preparation people in these jobs possess, will help you get a better picture of what to focus on for your personal development.

Occupation	Very Low	Low	Mid-range	High	Very High
<b>Counseling</b> Helping others in understanding themselves, including relationships, crisis intervention, and identifying additional helping resources.					<b>72.16</b>
<b>Personal Caring Services</b> Helping and caring for sick, injured or mentally ill people, including children, the elderly, or people with chemical dependency.					<b>72.03</b>
<b>Customer Service</b> Assisting customers by providing information, listening to concerns, and helping resolve issues.					<b>72.06</b>
<b>Education</b> Teaching and imparting knowledge to others by helping people learn through coaching, mentoring, presentations, or instruction.					<b>66.00</b>
<b>Behavioral Sciences</b> Studying, researching or applying the behavioral sciences including sociology, anthropology, and psychology.					<b>63.87</b>
<b>Health Care</b> Assisting patients by implementing and administering medication and medical treatment programs to enhance the health of others.					<b>61.39</b>
<b>Farming/Environmental</b> Growing, caring for, or harvesting plants or animals, including farming, ranching, forestry, wildlife conservation, and pollution control.					<b>59.59</b>
<b>Retail Sales</b> Providing sales support, including operating a cash register, taking inventory, and ordering and stocking products.					<b>59.05</b>
<b>Crafts</b> Producing art and craft objects including designing and engraving jewelry, bracelets, pottery, window displays, and sets for plays.					<b>57.57</b>
<b>Visual Arts</b> Creating a tangible, visual, original expression in the areas of painting, drawing, sculpture, or designing materials to achieve an artistic effect.					<b>57.60</b>
<b>Performing Arts</b> Performing before an audience, including interpreting a part or role, playing an instrument, singing or dancing.					<b>57.31</b>
<b>Hospitality/Tourism</b> Serving the traveling public, including coordinating public relations events, or managing a convention center, resort, hotel or restaurant.					<b>56.32</b>
<b>Creative Arts</b> Creating new ideas and concepts including writing a book, story, play, poem, or music, or designing high-fashion items such as clothing.					<b>53.70</b>
<b>Biological Sciences</b> Studying, researching or applying the biological sciences including biology, zoology, oceanography, and genetics.					<b>53.77</b>
<b>Sales</b> Selling products and services including making presentations, persuading people to buy, and negotiating terms and conditions of a sale.					<b>52.47</b>

The next chart shows your second set of 15 career choices. There may be some occupational areas on this chart that you may want to research. The occupations listed toward the bottom of this chart have characteristics that are less aligned with your areas of interest. Look at these to help you avoid taking a job in areas where your motivation and capabilities are likely to be ill suited.

Occupation	Very Low	Low	Mid-range	High	Very High
<b>Transportation/Delivery</b> Transporting people or goods including operating trucks, taxis, cars, buses, planes, helicopters, boats, or ships.		49.33			
<b>Medical Sciences</b> Studying, researching or applying the medical sciences including surgery, pediatrics, neurology, and infectious diseases.		47.50			
<b>Politics &amp; Governmental Management</b> Participating in political activities including debating political issues, participating in rallies, campaigning for candidates, or seeking political office.		45.78			
<b>Protective Services</b> Enforcing the law, or guarding and protecting people or property, which includes police, military, corrections/prisons, security, or customs.		44.52			
<b>Information Technology</b> Researching and developing computer systems, applications and technologies, including designing new computer technologies.		43.86			
<b>Business Administration</b> Providing business administrative management services, including accounting, purchasing, and the management of services/personnel.		42.99			
<b>Business Entrepreneurship</b> Starting, growing, and managing a business, including financing, marketing and promoting a business.		42.40			
<b>Legal Services</b> Providing legal counsel, including advising clients on legal matters or presenting legal arguments on personal or public policy issues.		40.98			
<b>Banking and Finance</b> Administering and monitoring financial information including banking, finance, taxation, and currency exchange.		41.35			
<b>Administrative Support Services</b> Performing diverse office activities including word processing, filing, bookkeeping, and answering phone calls.		41.30			
<b>Production Services</b> Putting things together and assembling components or products involving such things as assembly line work with machine tools.		39.68			
<b>Physical Sciences</b> Studying, researching or applying the physical sciences including physics, mathematics, engineering, meteorology and astronomy.		40.42			
<b>Computer Graphics Design</b> Creating images on computers including, virtual reality, websites, commercials, Internet applications, or interactive video.		39.14			
<b>Skilled/Mechanical/Technical</b> Working with tools and machines; building, fixing, and installing electrical, plumbing, automotive, construction, or manufacturing components.		38.80			
<b>Government Services</b> Providing government services to the public by administering and interpreting governmental policies and regulations.		36.81			

## III YOUR TOP 9 CHOICE CAREERS

Click on the job titles below and you will be taken to **O\*NET OnLine**, which describes the characteristics of these occupations. This includes **Interests**, as well as the Tasks, Knowledge, Skills, Abilities, Work Activities, Work Styles, Work Values, Work Needs, and Wages that are characteristic of the occupation.

### Counseling

A high score on this scale indicates that you likely enjoy helping others to better understand themselves. **Counseling** 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 **Counseling** enjoy helping others to understand themselves, including relationships, crisis intervention, and identifying additional helping resources. They often are quite empathetic, are good listeners, and enjoy helping others. Typical jobs include:

[Mental Health Counselors](#)

[Psychiatrists](#)

[Marriage & Family Therapists](#)

[Genetic Counselors](#)

[Rehabilitation Counselors](#)

[Counseling Psychologists](#)

[School Psychologists](#)

[Clinical Psychologists](#)

[Clergy](#)

[Farm & Home Mgmt Advisors](#)

[Healthcare Social Workers](#)

[Arbitrators, Mediators, & Conciliators](#)

[Child, Family, and School Social Workers](#)

[Probation Officers & Correctional Specialists](#)

[Educational, Guidance & Vocational Counselors](#)

[Mental Health & Substance Abuse Social Workers](#)

[Substance Abuse & Beh Disorder Counselors](#)

[Educational, Vocational, and School Counselors](#)

### Personal Caring Services

A high score on this scale indicates that you likely enjoy caring for or assisting other individuals. **Personal Caring Services** 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 **Personal Caring Services** enjoy helping and caring for the sick, the injured, the mentally ill, children, the elderly, or people with a chemical dependency. Representative jobs include:

[Home Health Aides](#)

[Childcare Workers](#)

[Nannies](#)

[Hospitalists](#)

[Nursing Assistants](#)

[Personal Care Aides](#)

[Athletic Trainers](#)

[Acupuncturists](#)

[Massage Therapists](#)

[Adapted Physical Ed Specialists](#)

[Recreational Therapists](#)

[Art Therapists](#)

[Psychiatric Aides](#)

[Occupational Therapy Aides](#)

[Fitness Trainers and Aerobics Instructors](#)

[Physical Therapist Aides](#)

[Child, Family, and School Social Workers](#)

[Social and Human Service Assistants](#)

### Customer Service

A high score on this scale indicates that you would likely enjoy assisting customers by providing information, listening to concerns, and helping resolve issues. **Customer Service** 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 **Customer Service** are typically good at addressing the complaints of others and have good listening skills when serving and addressing customer needs. Representative jobs include:

[Park Naturalists](#)

[Tour Guides and Escorts](#)

[Residential Advisors](#)

[Patient Representatives](#)

[Waiters and Waitresses](#)

[Food Servers, Nonrestaurant](#)

[Concierges](#)

[Customer Service Representatives](#)

[Recreation Workers](#)

[Funeral Attendants](#)

[Instructional Coordinators](#)

[Flight Attendants](#)

[Coaches and Scouts](#)

[Directors, Religious Activities and Education](#)

[Social and Human Service Assistants](#)

[Education Administrators, Elementary & Secondary](#)

[Emergency Management Directors](#)

[Equal Opportunity Representatives and Officers](#)

## 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 enriching the lives of others by instructing, advising, empathizing, or expressing feelings. Individuals with a strong interest in **Education** obtain strong satisfaction by teaching and helping others learn and develop new skills. Representative jobs include:

<a href="#">Self-Enrichment Teachers</a>	<a href="#">Preschool Teachers</a>	<a href="#">Elementary School Teachers</a>
<a href="#">Education Teachers</a>	<a href="#">Kindergarten Teachers</a>	<a href="#">Special Education Teachers</a>
<a href="#">Teacher Assistants</a>	<a href="#">Instructional Coordinators</a>	<a href="#">Middle School Teachers</a>
<a href="#">Health Educators</a>	<a href="#">Fitness Trainers &amp; Aerobics Instructors</a>	<a href="#">Secondary School Teachers</a>
<a href="#">Tutors</a>	<a href="#">Training and Development Specialists</a>	<a href="#">Area, Ethnic, and Cultural Studies Teachers</a>
<a href="#">Graduate Teaching Assistants</a>	<a href="#">Vocational Education Teachers</a>	<a href="#">Career/Technical Education Teachers</a>

## Behavioral Sciences

A high score on this scale indicates that you would likely enjoy studying, researching, or applying the behavioral sciences. You most likely would enjoy investigating issues in order to understand human or animal behavior. **Behavioral Sciences** falls under the **INVESTIGATIVE** occupational category. Individuals in this category are distinguished by their interest in working with ideas, data, or abstract concepts. They enjoy math and science, like analyzing data, and like working independently. Individuals in this category solve problems by thinking and value logic, critical analysis, the creative process, science, intellectual freedom and precision. Representative jobs include:

<a href="#">Sociologists</a>	<a href="#">Psychiatrists</a>	<a href="#">Survey Researchers</a>
<a href="#">Anthropologists</a>	<a href="#">Industrial-Org Psychologists</a>	<a href="#">Mental Health Counselors</a>
<a href="#">Clinical Psychologists</a>	<a href="#">Historians</a>	<a href="#">Educational Psychologists</a>
<a href="#">Political Scientists</a>	<a href="#">School Psychologists</a>	<a href="#">Neuropsychologists</a>
<a href="#">Industrial Ecologists</a>	<a href="#">Archeologists</a>	<a href="#">Human Factors Engineers</a>
<a href="#">Counseling Psychologists</a>	<a href="#">Urban and Regional Planners</a>	<a href="#">Market Research &amp; Mktg Specialists</a>

## Health Care

A high score on this scale indicates that you would likely enjoy working with people in need of health services. This may include providing care to patients, clients, or family members of these. **Health Care** 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 **Health Care** incorporate health, welfare and a strong interest in helping others. They enjoy reading and recommending health related material. Representative jobs include:

<a href="#">Registered Nurses</a>	<a href="#">Nurse Practitioners</a>	<a href="#">Exercise Physiologists</a>
<a href="#">Acute Care Nurses</a>	<a href="#">Healthcare Social Workers</a>	<a href="#">Speech-Language Pathologists</a>
<a href="#">Respiratory Therapists</a>	<a href="#">Physician Assistants</a>	<a href="#">Nursing Assistants</a>
<a href="#">Audiologists</a>	<a href="#">Psychiatric Aides</a>	<a href="#">Mental Health &amp; Substance Abuse Social Workers</a>
<a href="#">Orthotists and Prosthetists</a>	<a href="#">Occupational Therapists</a>	<a href="#">Emergency Medical Tech. &amp; Paramedics</a>
<a href="#">Community Health Workers</a>	<a href="#">Physical Therapists</a>	<a href="#">Licensed Practical &amp; Licensed Vocational Nurses</a>



## 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. They enjoy working outdoors, maintaining a “green” environment, assuring healthy animals or crops, working independently, and observing the fruits of their labor grow and mature. Individuals with a strong interest in **Farming/Environmental** may enjoy the following jobs:

[Farmworkers and Laborers](#)

[Animal Breeders](#)

[Nursery Workers](#)

[Hunters and Trappers](#)

[Fish and Game Wardens](#)

[Forest & Conservation Workers](#)

[Foresters](#)

[Agricultural Equipment Operators](#)

[Fishers & Related Fishing Workers](#)

[Agricultural Technicians](#)

[Log Graders and Scalars](#)

[Nonfarm Animal Caretakers](#)

[Tree Trimmers and Pruners](#)

[Logging Equipment Operators](#)

[Graders and Sorters, Agricultural Products](#)

[Veterinary Technologists and Technicians](#)

[Landscaping & Groundskeeping Workers](#)

[Farm, Ranch, & Aquacultural Workers](#)

## Retail Sales

A high score on this scale indicates that you would likely enjoy implementing standard procedures in retail settings. You would most likely enjoy taking inventory, operating a cash register and stocking products. Additionally, you would enjoy showing products in a retail store, assisting in the ongoing sale of products and handling routine sales transactions. **Retail Sales** falls under the **CONVENTIONAL** occupational category. Individuals in this category are distinguished by their desire to work in structured situations and work with details or data. They are good at organizing, following procedures, administering regulations/rules, and calculating or budgeting. Further, they value efficiency, self-control, social status, and solve problems by using organizational skills. Representative jobs include:

[Counter and Rental Clerks](#)

[Retail Salespersons](#)

[Telemarketers](#)

[Cashiers](#)

[Hotel, Motel, & Resort Desk Clerks](#)

[Order Clerks](#)

[Procurement Clerks](#)

[Parts Salespersons](#)

[Stock Clerks, Sales Floor](#)

[Bartenders](#)

[Billing, Cost, & Rate Clerks](#)

[Bill & Account Collectors](#)

[Credit Checkers](#)

[Order Fillers, Wholesale and Retail Sales](#)

[Gaming Change Persons & Booth Cashiers](#)

[Stock Clerks--Stockroom, Warehouse](#)

[Customer Service Representatives](#)

[Reservation & Transportation Ticket Agents](#)

## Crafts

A high score on this scale indicates that you would likely enjoy working with their hands 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:

[Floral Designers](#)

[Craft Artists](#)

[Costume Attendants](#)

[Jewelers](#)

[Set and Exhibit Designers](#)

[Sound Engineering Technicians](#)

[Multimedia Artists & Animators](#)

[Commercial & Industrial Designers](#)

[Fabric & Apparel Patternmakers](#)

[Tailors, Dressmakers, & Sewers](#)

[Musical Instrument Repairers & Tuners](#)

[Cooks, Private Household](#)

[Household](#)

[Merchandise Displayers & Window Trimmers](#)

[Hairstylists & Cosmetologists](#)

[Makeup Artists, Theatrical & Performance](#)

[Glass Blowers, Molders, Benders, & Finishers](#)

[Stone Cutters and Carvers](#)

[Camera Operators, TV, Video, & Motion Picture](#)

## IV TAKING ACTION

### What's Next?

You now have a better sense of career areas that relate to your interests. By looking at combinations of jobs and interest areas, you will begin to see patterns emerging. In addition to interests, an informed career decision also involves taking into account:

- **Knowledge/Skills/Abilities**      Do you have or are you willing/able to learn what's required?
- **Education and Training**      What degrees, certification, or licenses are required?
- **Personality**                      Is your choice aligned with your personality characteristics?
- **Values/Motivation**              What things reflect your values and energize you to give 100%?
- **Job Outlook**                      Will there be sufficient demand for workers in this career field?
- **Lifestyle Implications**        Will your choice be compatible with your desired lifestyle?

### Identify Your Options

Review your assessment results and list up to six careers you might enjoy:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

## Exploring Your Options

Making a career decision is a major life decision; one that should not be taken lightly. Explore your options:

1. **Think about** the following, as you research your identified career possibilities:
  - What are the advantages and disadvantages of the careers I have chosen?
  - What strengths will I bring to my chosen careers?
  - Do I need to improve any of my major skill areas for the careers I am interested in?
  - What educational and non-educational activities can I become involved in to build my skills and help prepare me for my chosen career field?
2. **Consult the Internet.** You will find lots of great career information on the internet.
3. **Talk with individuals** in careers that interest you.
4. **Seek job shadowing experiences**, internships, part-time jobs, and extracurricular activities that enable you to tryout your career ideas.
5. **Prioritize your career options** based on your research.

Taking this journey one step at a time will minimize your angst and offer the greatest potential for success.

## Setting Goals and Developing an Action Plan

Once you have identified a career area that is of interest to you, you should further explore your possibilities:

- Set your goals. Be as specific as possible and establish a realistic timeframe.
- Outline specific actions you will take toward your goals, including who and what can assist you in moving forward.
- Learn how to market yourself effectively to employers. You'll need a targeted resume and cover letter.
- Be prepared for change. Everywhere around you, the World of Work is changing. You will likely have 6-10 different careers throughout your working life. Learn how to manage your career, and make life-long learning a priority!



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