

CAPA® Life Exploration System: Kate Interprets Her Results

Introduction to Kate's Interpretation of Her CAPA Results

The CAPA Life Exploration System includes the CAPA Confidence Inventory and the CAPA Interest Inventory. High scores on these inventories are used to point to College Major Clusters that are good options to consider in thinking about one's strengths.

In four pages of results, the CAPA Confidence Inventory yields

- 6 general confidence scales
- 27 specific confidence scales
- 6 Life Engagement Styles: Based on Confidence

For each scale, a **score of 3.5 or more can be interpreted as reflecting confidence** in that domain. When the items are answered, a 1 designates No Confidence and a 5 Complete Confidence, so 3.5 is somewhat above the midpoint of 3 for confidence. Scores of 4.0 and more clearly reflect confidence, and a score of 4.5 or more represents distinctly high confidence. Relative ranking of scores should also be considered when interpreting a profile.

In four pages of results, the CAPA Interest Inventory yields

- 6 general interest scales
- 35 specific interest scales
- 6 Life Engagement Styles: Based on Interests

For each scale, a **score of 3.5 or more can be interpreted as reflecting interest** in that domain. When the interest items are answered, a 1 designates Very Much Dislike and a 5 Very Much Like, so 3.5 is somewhat above the midpoint of 3 for interest. Scores of 4.0 and more clearly reflect interest, and a score of 4.5 or more represents distinctly high interest. Relative ranking of scores should also be considered when interpreting a profile.

Each CAPA scale is the arithmetic mean of the items within it. The CAPA scales might be considered raw scores; they are not normed. This is a departure from most psychological scales. We believe it is an approach that works very well, because the scoring is a direct reflection of how the person is responding to the meaning of the items. These are content scales that literally and directly represent the person's thinking.

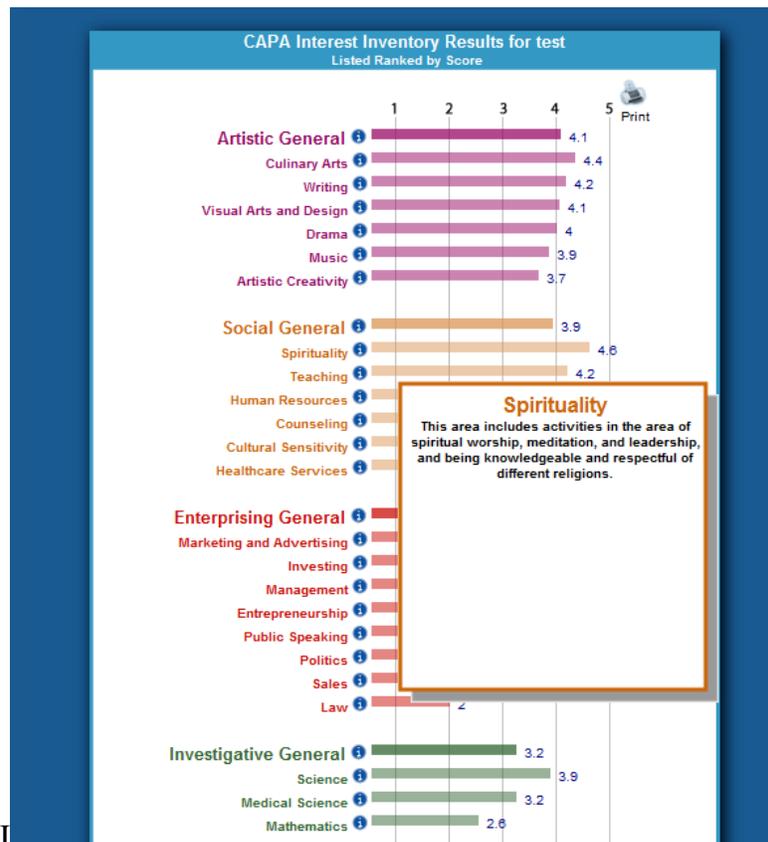
Thirty Clusters of College Majors

The 30 Clusters of Majors were first created by grouping the 150 majors at Ohio State University. They appear to cover a wide diversity of college majors and generalize well to other college and universities.

The Clusters of Majors are displayed in rank order of best fit to the person's high scores of confidence and interest.

Online Supplemental Information

When examining one's results online, each of the confidence and interest scales has an information icon, a blue circle with an I in it. Clicking on the icon gives a drop-down box with an explanation of the scale. The drop-down box for the Spirituality Interest Scale is illustrated here with a screen print:



Kate

Kate (a pseudonym) is a woman in her twenties completing a doctorate in English. In interpreting her results below, she is highlighting a few of the profiles from the 11 pages of results that were produced when she completed the confidence and interest inventories.

Kate's experience with the assessments was similar to what many people experience. She confirmed many of her self perceptions, but her results also opened up some new insights about her areas of confidence and interest.

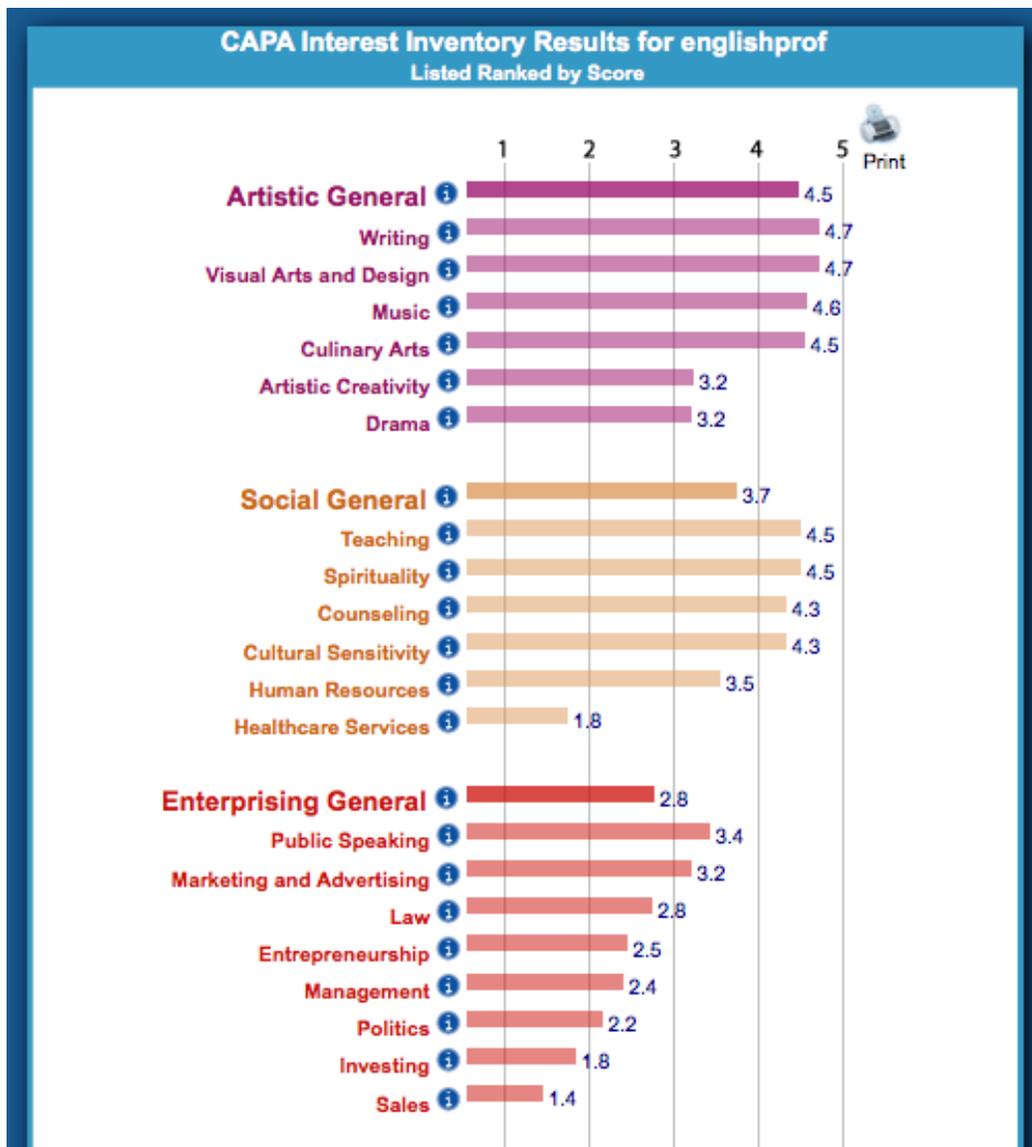
Interpretation of My CAPA Inventories Results

“Kate”

For the past seven years I have planned on becoming a literature professor. I have developed other interests along the way, but all roads have led to pursuing a PhD in English, which is what I’m currently doing. I took the CAPA inventories to see if my self-perception was accurate, and to find other aspects of my skills or interests that I might be overlooking as I carve out my career path.

As I took the inventory, I found that having separate categories for interest and confidence was helpful. The questions asking about my level of confidence in a certain area measured my skill in that area while circumventing my tendency to self-deprecate. I’m more comfortable saying I’m confident in something than that I’m good at it, though that confidence probably comes from skill.

Below are my top three areas of interest:



The most interesting results for me were my two highest scores on this interest inventory. I expected to rank high in writing, but was not expecting the same high score (4.7) in visual arts and design.

I have defined myself as a writer since junior high. Because I've done a fair amount of freelance writing and teaching writing courses, I wasn't surprised that writing came out at the top of the interests list.

I was surprised to find visual arts up there with writing, however. My interest in visual arts was evident when I was a child, but I hadn't paid much attention to it until a few years ago. I enjoy being creative with clothing and decorating, but I would definitely not have listed visual arts as one of my top interests. However, after reading through the section in the interpretive booklet about the visual arts and design (below), I've realized my personality does fit this area. Moreover, I could check almost all of the boxes under "Things I'd like to do at work" and "Things I'd like to learn about." Having those laid out made me realize how strong my interest in this area really is. It gives me confidence to pursue visual arts and increase my skills in and enjoyment of them.

**Visual Arts and Design:
A Specific Artistic Interest**

This involves creative activities in painting, sculpture, theatrical set design, architecture, photography, television, and advertising.

Following are characteristics that fit many people with high interest in visual arts and design. Check those that fit you.

What patterns and themes do you see in your checks that help you identify strengths for building your future?

I am often:

- artistic
- creative
- dramatic
- expressive
- imaginative
- insightful
- inventive
- musical
- poetic
- stylish
- theatrical

My personality strengths in the Visual Arts and Design area:

Things I'd like to do at work:

- Create a logo for an organization
- Design a building
- Illustrate a book
- Sculpt
- Animate a cartoon
- Teach art to others
- Design web pages
- Take photographs for a magazine
- Create a room makeover
- Illustrate a scientific concept
- Landscape a new park

Things I'd like to learn about:

- Great artists
- Interior design
- Painting
- Advanced graphics techniques
- Sculpting
- Drawing cartoons
- Photographic techniques
- Best fonts for printing

Places I'd like to work:

- Graphic design studio
- Computer graphics animation studio
- Automotive design studio
- Web design firm
- College or university
- Art museum
- Interior design studio
- Architectural firm

Major Clusters Building on Specific Interests in Visual Arts and Design:

Weight

- 9 14. Arts and Design
- 6 16. Theater/Drama
- 5 29. Marketing and Advertising
- 4 19. Literature/Comparative Studies
- 4 13. History
- 4 17. Dance
- 4 15. Music
- 3 20. Languages/Linguistics
- 3 22. Communication/Journalism
- 2 21. Cultural/Ethnic/Women's Studies

This is my score on Visual Arts and Design **interest:** _____

- 1-2 Very Low
- 2-3 Low
- 3-3.4 Average
- 3.5-4.4 High
- 4.5-5 Very High

This is my score on Visual Arts and Design **confidence:** _____

- 1-2 Very Low
- 2-3 Low
- 3-3.4 Average
- 3.5-4.4 High
- 4.5-5 Very High

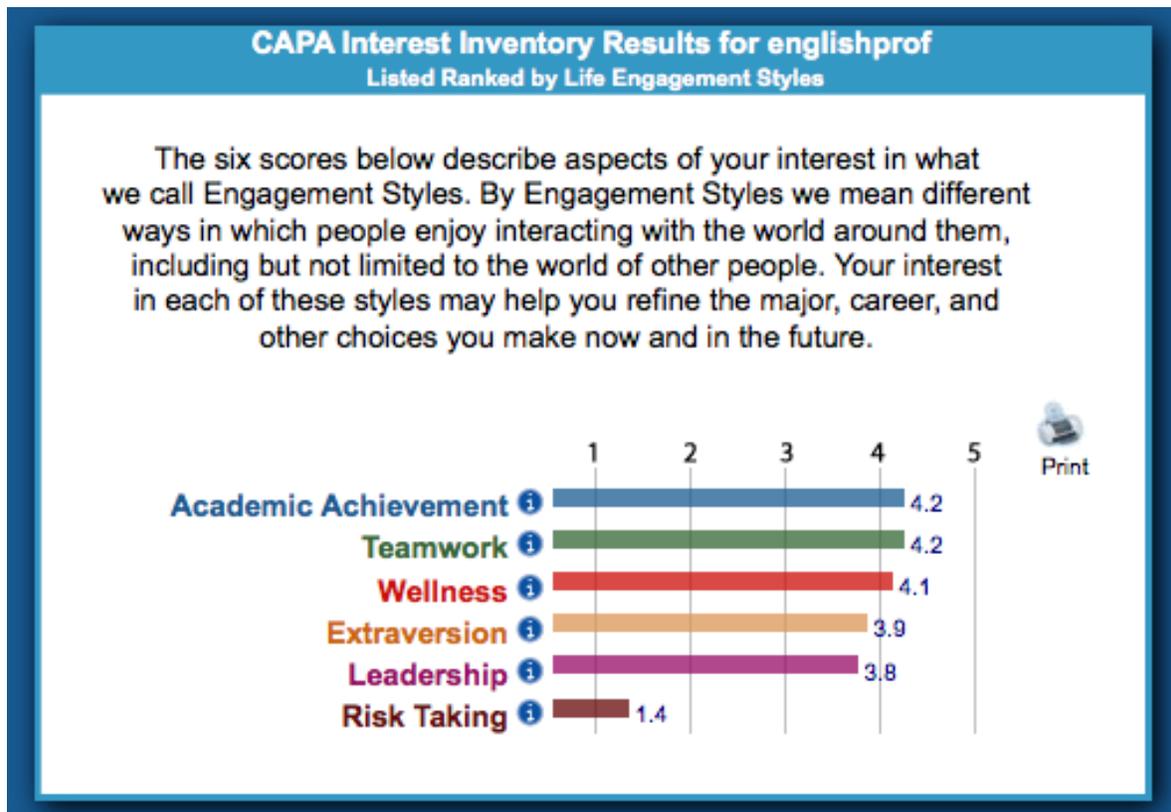
These are majors I am considering that build on my Visual Arts and Design interests and confidence:

These are careers I am considering that build on my Visual Arts and Design interests and confidence:

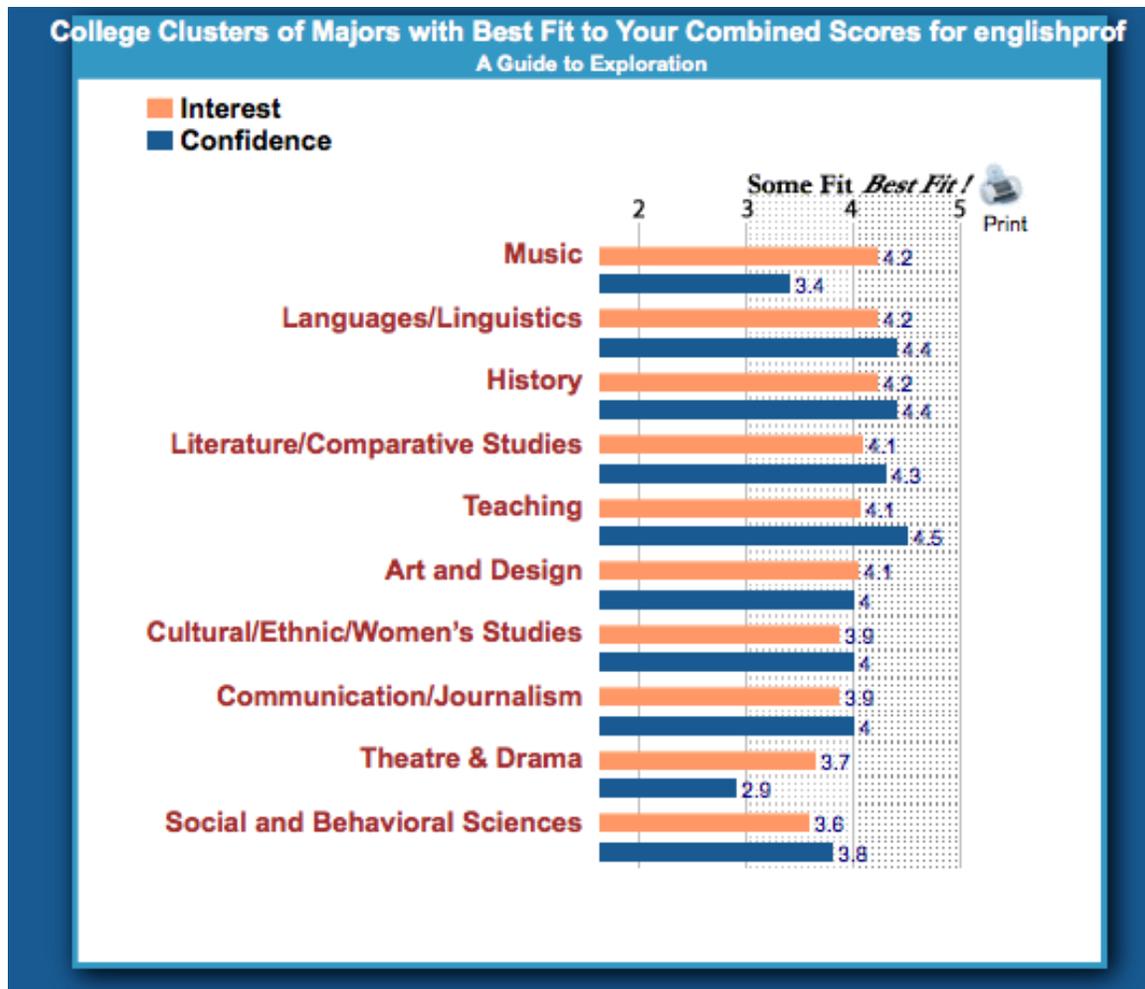
The Engagement Styles (below) were another fruitful lens through which to view myself. I see a pattern similar to general and specific interests: I would have expected the high score in academic achievement, but I'm surprised to find it matched with teamwork. The more I think about my growing interest in communication and relationships, though, the more it makes sense.

I'm not at all surprised by my low scores on each of these graphs: sales and risk taking. I've always known I could never convince anyone to buy anything, and I avoid financial risks whenever I can. It is

amusing how low risk taking is compared to all my other Life Engagement Styles. I think my aversion to risk may be why I'm drawn to working at a university, which would usually be more stable and move more slowly than other organizations.



The culmination of the CAPA inventories is the graph of clusters of majors that might fit your skills and interests. To have music, languages, history, and literature at the top describes me well. What struck me in this graph was the discrepancy between my interest and my confidence in the majors for music and drama. With both, my interest outweighs my confidence by almost a full point (see below).



My high interest and lower confidence in music and drama is related to my renewed interest in the visual arts and my aversion to risk. I am learning to value creativity more, but I do so with some fear. Because both music and drama involve performance, and therefore risk, I lack confidence in them. Seeing this discrepancy visually depicted gives me impetus to overcome my fear and pursue these interests, because of the enjoyment I will likely gain.

I appreciate the CAPA inventories for their thoroughness and for the variety of approaches they take. I feel confirmed in my pursuit of becoming an English professor, and also reminded of the other growing interests I would like to pursue. Being aware of the different Engagement Styles and the occasional discrepancy between skills and interests will also help me in teaching, both in varying my teaching style and in the career counseling I will inevitably do with students.