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Case examples:

PGI **Personal Globe Inventory**

Tracey, T. J. G. (2021)

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Example 1: female aged 21

The eight type interest circle (Figure 1) shows that the respondent is oriented toward people, with her Helping and Social Facilitating scores being her highest scores (both T scores around 60). Her Artistic T score is slightly lower at 55. Business Contact is T=50. The other scales are all quite low. This pattern clearly shows a preference for activities involving other people. The vector also demonstrates this pattern, pointing toward People and only slightly toward the Ideas side. This profile is fairly straightforward, and the information provided is similar to that provided by most instruments that report Holland RIASEC scales (except here there are eight scales instead of 6). This woman did not demonstrate any preference for either high or low prestige as demonstrated in her scores listed in Table 1 (hence it is not represented), nor were there any major differences between her Liking responses and her Competence responses (and so neither were these represented). The list of similar occupations are presented in Table 2. there are several that are fairly similar to the individual's interests, with all focusing on very social and helping aspects (e.g., social worker and human services work).

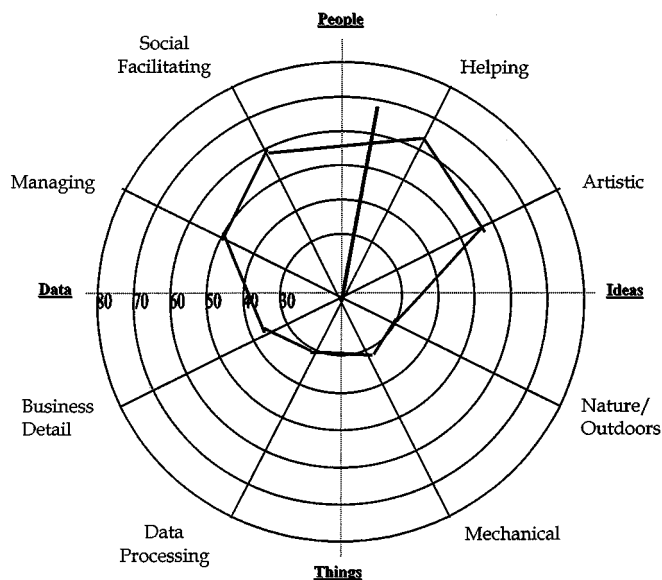


FIG. 1. Circular graph and vector score for example 1 eight basic interest types.

TABLE 1. Personal Globe Inventory Technical Score Profile for Example 1

Scale	Composite	T scores		
		Same sex (norm)	Liking	Competence
Spherical scales				
Social Facilitating	58	50	57	56
Managing	49	52	50	46
Business Detail	37	41	36	38
Data Processing	34	43	34	37
Mechanical	34	39	37	30
Nature/Outdoors	30	35	30	31
Artistic	55	51	58	54
Helping	63	54	62	66
Social Sciences	56	47	61	51
Influence	51	55	54	50
Business Systems	37	39	31	45
Quality Control	38	42	30	46
Manual Work	35	36	35	35
Personal Service	51	47	50	53
Financial Analysis	41	46	40	42
Science	40	49	40	40
Construction/Repair	30	37	29	32
Basic Service	30	25	25	35
Liking–Competence				
Basic Interest	49	50		
High Prestige	51	50		
Low Prestige	48	49		
Six types				
Realistic	34	44		
Investigative	30	42		
Artistic	55	51		
Social	60	52		
Enterprising	50	54		
Conventional	35	42		
Four types				
People	60	52		
Things	34	44		
Data	41	45		
Ideas	45	52		
Dimensional				
People/Things	67	65		
Ideas/Data	48	49		
Prestige	52	53		

TABLE 2. Personal Globe Inventory Listing of Similar Occupations for Example 1

Similarity score	Occupation
88	Social and recreation workers
85	Human services work
85	Recreation workers
84	Social workers
84	Clergy
83	Teachers, librarians, and counselors
82	Adult education teachers
81	Counselors
80	School teachers
77	Special education teachers
75	Psychologists
74	Urban and regional planners
73	Registered nurses
72	Respiratory therapists
72	Dental hygienists'
71	Dispensing opticians
70	Electroneurodiagnostic technologists
70	Emergency medical technicians
68	Licensed practitioner nurses
67	Medical record technicians
65	Occupational therapists
65	Physical therapists
64	Physician assistants
62	Recreational therapists
62	Speech—Language pathologists and audiologists
61	Personnel, training, and labor relations specialists
60	Managers
58	Social scientists
57	Economists and marketing research analysis
57	Dentists
56	Optometrists
54	Physicians
53	Pharmacists
52	Librarians

Example 2: male aged 21

This profile is more complex than example 1 as there were several added pieces of information deemed relevant for this test taker. First the interest circle (Figure 2) and the listing of scores (Table 3) shows a clear preference for Nature/Outdoors and Mechanical activities. These are the only two scale scores above T=50. The vector clearly demonstrates the focus of these interests and their strength (a fairly even balance between working with things and ideas); very much in line with many physical science and engineering occupations (Table 4).

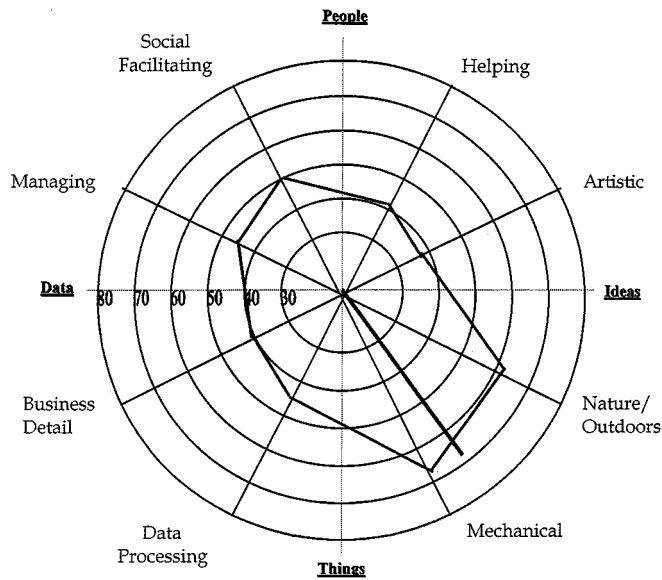


FIG. 2. Circular graph and vector score for example 2 eight basic interest types.

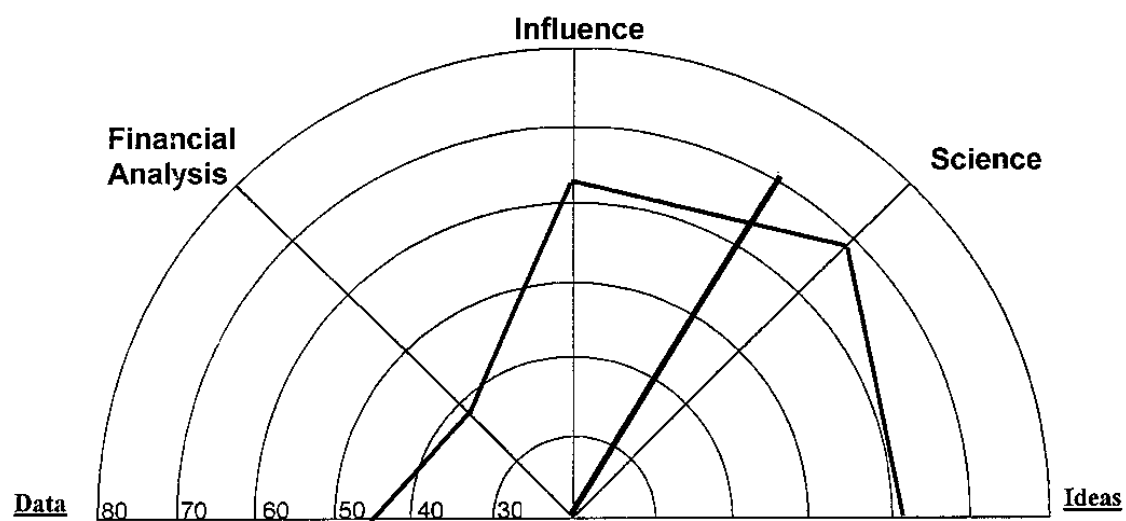
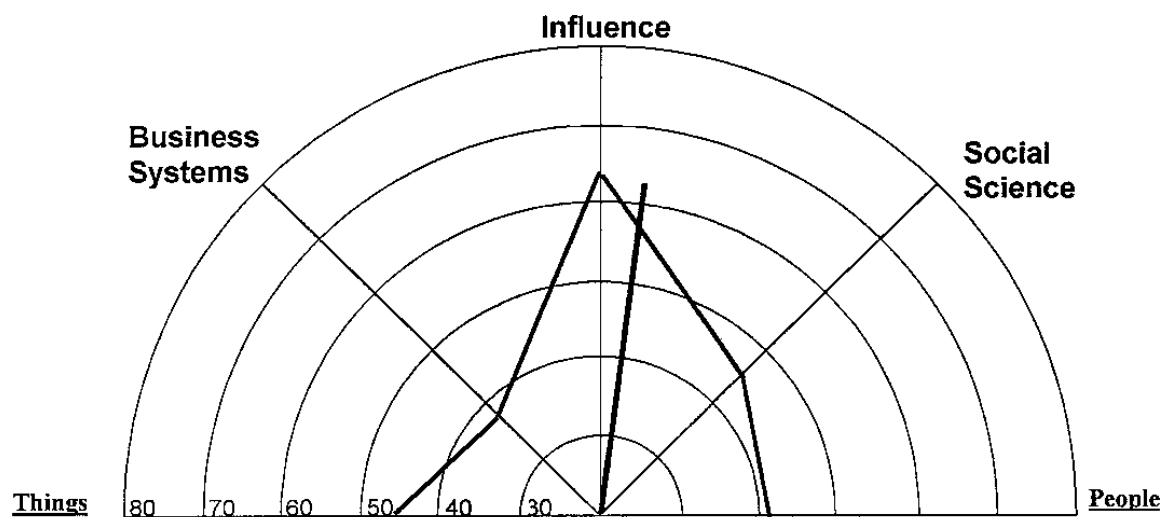


FIG. 3. Graphs and vectors for higher prestige scales for example 2.

TABLE 3 Personal Globe Inventory Technical Score Profile for Example 2

T score				
Scale	Composite	Same sex (norm)	Liking	Competence
Spherical scales				
Social Facilitating	40	45	40	40
Managing	44	45	42	47
Business Detail	42	40	40	45
Data Processing	47	45	40	52
Mechanical	70	60	72	68
Nature/Outdoors	63	56	69	59
Artistic	37	40	40	35
Helping	43	50	45	40
Social Sciences	53	57	54	56
Influence	65	60	72	43
Business Systems	48	45	48	45
Quality Control	35	33	33	37
Manual Work	28	28	25	30
Personal Service	31	35	29	33
Financial Analysis	38	32	35	40
Science	68	60	72	67
Construction/Repair	40	35	40	41
Basic Service	30	35	30	31
Liking–Competence				
Basic Interest	60	59		
High Prestige	66	66		
Low Prestige	44	43		
Six types				
Realistic	60	57		
Investigative	63	60		
Artistic	37	45		
Social	42	49		
Enterprising	44	44		
Conventional	45	44		
Four types				
People	42	46		
Things	46	40		
Data	44	40		
Ideas	62	60		
Dimensional				
People/Things	35	37		
Ideas/Data	40	40		
Prestige	66	65		

TABLE 4. Personal Globe Inventory Listing of Similar Occupations for Example 2

Similarity score	Occupation
88	Biological and medical scientists
85	Aerospace engineers
84	Electrical and electronics engineers
83	Chemical engineers
82	Health services managers
82	Physicians
81	Architects
80	Engineering, science, and data processing managers
77	Civil engineers
76	Physical scientists
76	Geologists and geophysicists
76	Meteorologists
75	Physicists and astronomers
74	Industrial engineers
73	Mechanical engineers
72	Metallurgical, ceramic, and materials engineers
71	Mining engineers
71	Nuclear engineers
69	Petroleum engineers
69	Podiatrists
65	Veterinarians
60	Landscape architects
54	Life scientists
54	Agricultural scientists
53	Foresters and conservation scientists

The respondent scored high on Prestige (66) and thus the five high prestige scale scores are depicted in Figure 3. This individual is very interested in Science and Influence (high prestige). This presents a picture of a fairly ambitious individual with Science interests. The high prestige interests involving finances (Business Systems and Financial Analysis) were clearly rejected. Using the Prestige scales results in a more clearly defined picture of the interests for this individual.

This individual also had a large discrepancy between his Liking responses and his Competence responses, indicating that he sees the two as fairly different (see Table 3). The difference between Liking and Competence was manifest for him in the high Prestige scales. Figure 4 is a graphical depiction of the Liking and Competence scores of the high Prestige scales. The main difference is in his assessment of his desire for influence and his lack of perceived competence. This discrepancy needs to be explored with this individual as it could cause considerable disappointment in his future as he may not reach the ideals to which he aspires. Obvious interventions could be directed at helping increase his sense of competence or helping him gain a more realistic perspective of his aspirations. The information presented to this individual is much more complex than it was for the individual in example one as the responses indicated that there was important variance that needed to be represented.

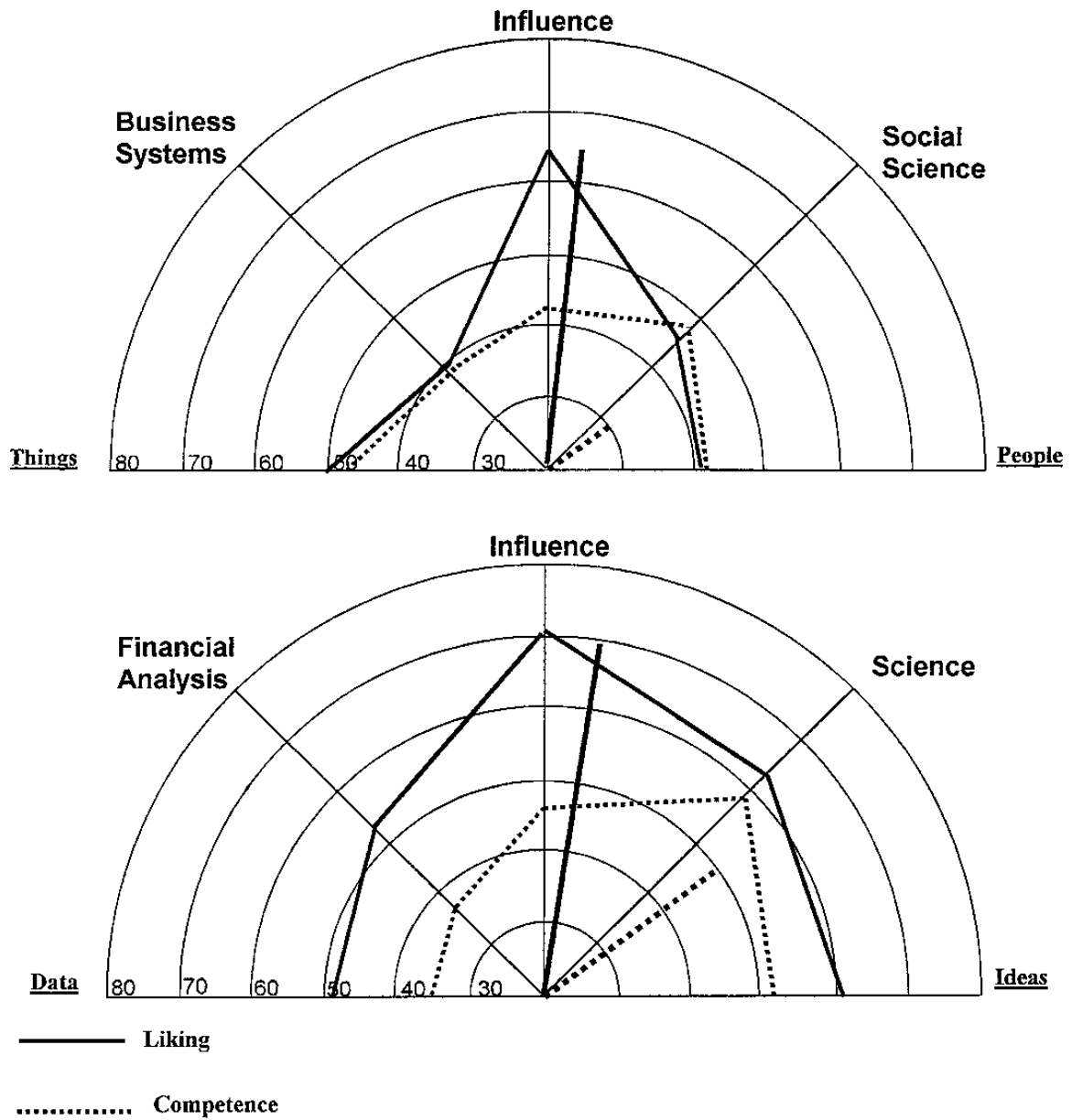


FIG. 4. Graphs and vectors for higher prestige scales for example 2 using liking and competence separately.

Example 3: female aged 18

This is an undifferentiated profile. There is no clear interest pattern demonstrated in the eight scale scores (see Table 5), so the four more molar scales are presented (Figure 5). This individual has a slight preference for people but it is not pronounced. This is a profile of someone who has not specifically thought out what she likes or may not have had enough experience to help her sort out her interests. However, her Prestige score reveals a more differentiated profile. Her Prestige score was low (T=40, listed in Table 5) indicating that she had preferences for lower status activities, and as such the five lower prestige occupations are presented (Figure 6). She demonstrates a differential pattern of interests with Personal Service Basic Service being her highest scores. By incorporating Prestige, the interest pattern of this individual is much more explicit, and much more specific information about occupations can be provided than was possible given just her basic interest scores. As can be seen from her listing of similar occupations presented in Table 6, there are several occupations that are good matches to her interests.

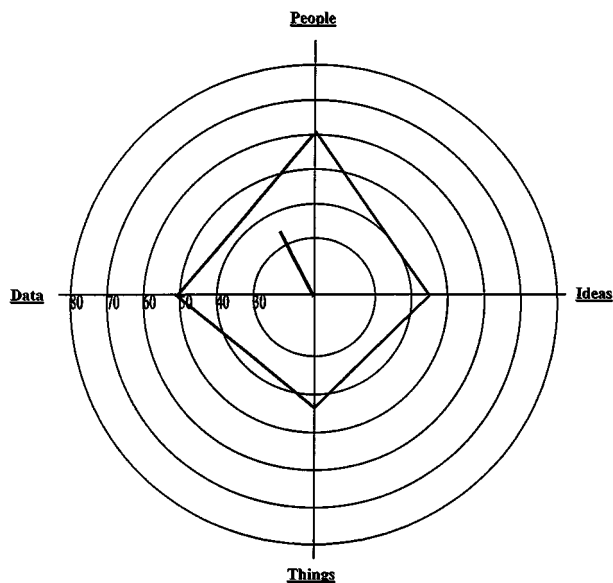


FIG. 5. Circular graph and vector score for example 3 four basic interest scores.

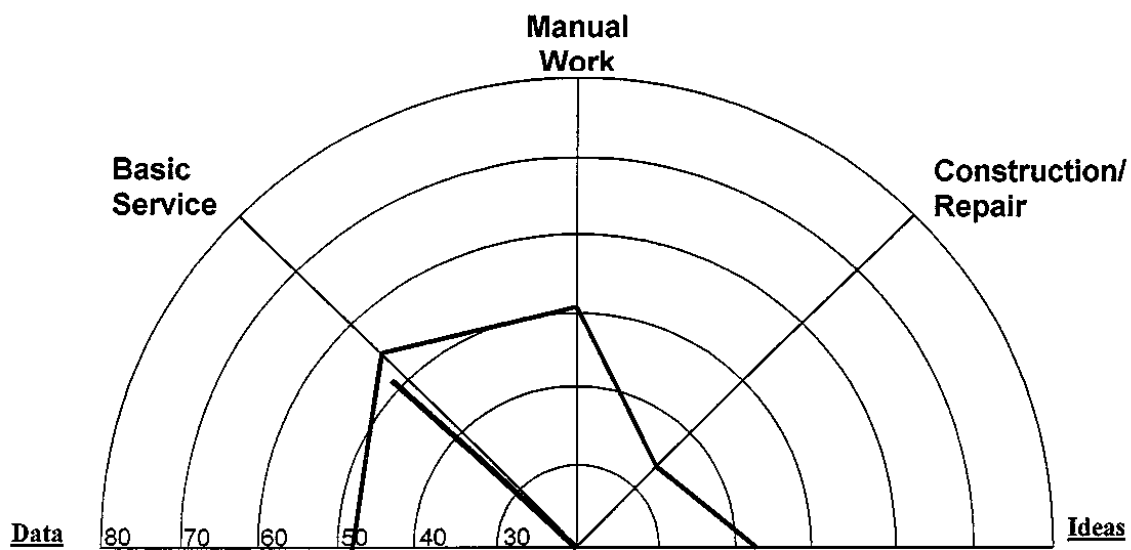
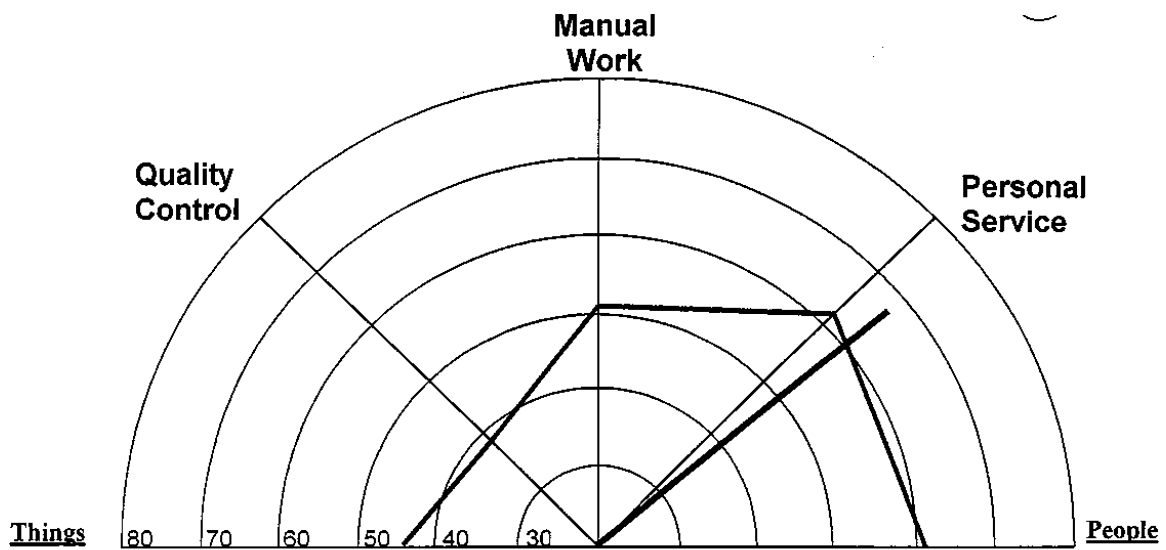


FIG. 6. Graphs and vectors for lower prestige scales for example 3.

TABLE 5. Personal Globe Inventory Technical Score Profile for Example 3

T scores				
Scale	Composite	Same sex (norm)	Liking	Competence
Spherical scales				
Social Facilitating	60	55	60	60
Managing	62	53	61	62
Business Detail	52	56	50	54
Data Processing	53	54	50	54
Mechanical	45	50	45	46
Nature/Outdoors	42	47	42	43
Artistic	52	52	50	54
Helping	55	50	57	53
Social Sciences	34	29	36	30
Influence	35	33	39	32
Business Systems	45	44	48	43
Quality Control	38	40	35	40
Manual Work	52	55	50	54
Personal Service	63	60	67	60
Financial Analysis	42	45	44	40
Science	31	35	32	30
Construction/Repair	35	40	38	33
Basic Service	55	52	50	59
Liking–Competence				
Basic Interest	45	47		
High Prestige	55	54		
Low Prestige	44	45		
Six types				
Realistic	49	52		
Investigative	42	47		
Artistic	52	52		
Social	57	53		
Enterprising	59	52		
Conventional	52	56		
Four types				
People	62	57		
Things	46	50		
Data	52	53		
Ideas	45	49		
Dimensional				
People/Things	55	53		
Ideas/Data	52	54		
Prestige	40	42		

TABLE 6. Personal Globe Inventory Listing of Similar Occupations for Example 3

Similarity score	Occupation
87	Cashiers
87	Travel agents
86	Retail sales workers
85	Preschool teachers and child care workers
85	Flight attendants
84	Barbers and cosmetologists
83	Homemaker—Home health aides
80	Janitors and cleaners and cleaning supervisors
80	Private household workers
79	Counter and rental clerks
77	Interviewing and new accounts clerks
76	Reservation and transportation ticket agents
75	Secretaries
75	Stenographers and medical transcriptionists
74	Teachers' aides
74	Information clerks
73	Hotel and motel desk clerks
71	Nurses' aides and psychiatric aides
71	Occupational therapy assistants and aides
70	Mail clerks and messengers
70	Library assistants and bookmobile drivers
69	Telephone operators
68	Dental assistants
67	Medical assistants
66	Physical therapy assistants and aides
62	Chefs, cooks, and other kitchen workers
62	Food and beverage service workers
61	Correctional officers
61	Firefighting occupations
60	Guards
60	Police, detectives, and special agents
59	Private detectives and investigators
58	Insurance agents and brokers
58	Manufacturers' and wholesale sales representatives
57	<u>Service sales representatives</u>

Example 4: male aged 17

This is a very undifferentiated profile where there were no clear patterns of difference between the eight basic interest scales (see Table 7), so the more molar four scales are represented (Figure 7). The individual has a slight tendency toward things and less so toward data. General interventions aimed at helping him explore these basic interest types should be used. There were no clear prestige or like-competence discrepancy patterns (see Table 7), so these were not presented. The presentation of similar occupations (Table 8) indicates that there are few occupations which are similar to the interest pattern of this individual. Given this very undifferentiated profile, it seems most appropriate to focus on the four basic scales as a first step to explore himself and the world of work.

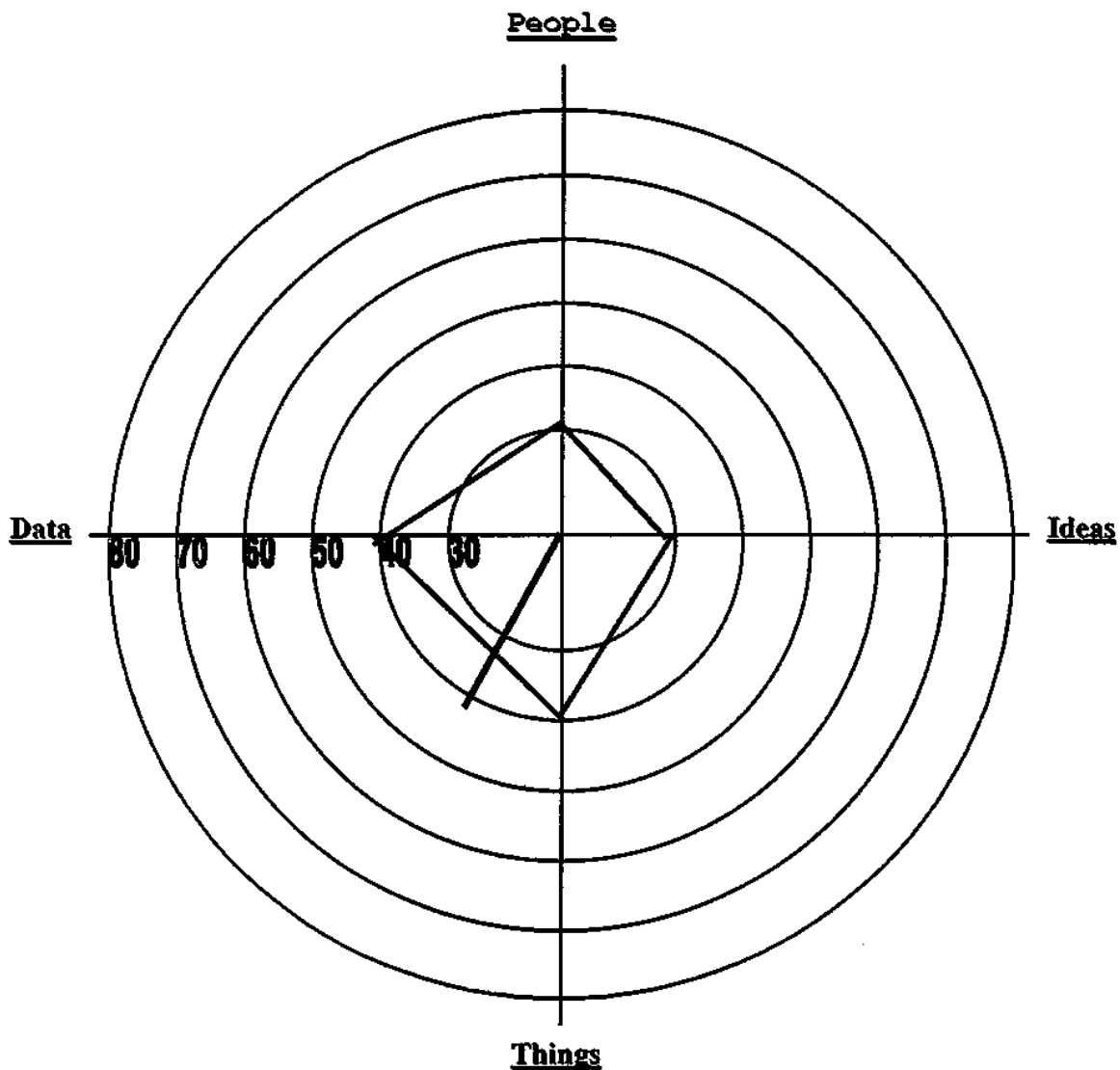


FIG. 7. Circular graph and vector score for example 4 four basic interest scores.

TABLE 7. Personal Globe Inventory Technical Score Profile for Example 4

Scale	T scores			
	Composite	Same sex (norm)	Liking	Competence
Spherical scales				
Social Facilitating	30	33	30	30
Managing	36	36	35	37
Business Detail	40	39	42	37
Data Processing	44	42	44	45
Mechanical	42	40	42	43
Nature/Outdoors	30	28	28	24
Artistic	25	25	28	24
Helping	34	38	30	38
Social Sciences	47	49	45	49
Influence	48	45	48	48
Business Systems	43	43	43	44
Quality Control	42	40	40	44
Manual Work	40	40	38	42
Personal Service	47	47	45	49
Financial Analysis	42	40	44	40
Science	40	37	42	35
Construction/Repair	49	45	51	47
Basic Service	39	41	37	40
Liking–Competence				
Basic Interest	44	45		
High Prestige	48	48		
Low Prestige	51	60		
Six types				
Realistic	43	42		
Investigative	30	28		
Artistic	25	25		
Social	32	37		
Enterprising	37	38		
Conventional	42	42		
Four types				
People	32	37		
Things	43	40		
Data	40	40		
Ideas	28	27		
Dimensional				
People/Things	42	44		
Ideas/Data	55	60		
Prestige	45	46		

TABLE 8. Personal Globe Inventory Listing of Similar Occupations for Example 4

Similarity score	Occupation
70	Computer programmers
65	Drafters
65	Computer scientists and systems analysts
64	Statisticians
62	Accountants and auditors
62	Engineering technicians
60	Library technicians
59	Paralegals
58	Science technicians
58	Inspectors and compliance officers
57	Actuaries
52	Broadcast technicians
51	Underwriters
50	Budget analysts
50	Bank tellers
49	Clerical supervisors and managers
48	Computer and peripheral equipment operators
47	Municipal clerks
47	Proofreaders and copy markers
46	Real estate clerks
45	Statistical clerks
43	Industrial engineers
42	Mechanical engineers
41	Metallurgical, ceramic, and materials engineers
40	Mining engineers
39	Nuclear engineers
38	Petroleum engineers
37	Court clerks
33	Credit clerks and authorizers
32	Credit analysts
32	Tax examiners, collectors, and revenue agents
31	Pharmacy technicians
31	Title examiners and searchers
30	Mathematicians
30	Operations research analysts
30	Veterinary technicians

Example 5: male aged 37

The basic interest profile (Table 9) is one of someone who is interested in a broad set of activities with high scores (greater than or equal to T scores of 50) on Social Facilitating, Helping, Artistic, Nature/Outdoors and Mechanical (Figure 8). Only Managing, Business Detail and Data Processing are low. However, there was a clear pattern of differences between the Liking and Competence items (see Table 10), and so these scores are represented graphically (Figure 9). This individual sees himself as liking Artistic, Helping, and Social Facilitating activities while he sees himself as not being especially competent in these same activities. The opposite pattern emerges on Nature/Outdoors and Mechanical activities, where he sees himself as competent, but that he does not like these activities. This individual's broad interest pattern is reflective of his very different pattern for likes and competence. This individual would need to work on finding a people or artistic interest that utilizes his mechanical and outdoor skills. Or if these two very different domains cannot be combined, then perhaps he should search for two separate domains to express each; for example the skills as an occupation and the liking as an avocation. However, given the different pattern of likes and competence, this individual would probably not be satisfied in very technical, less people oriented positions. Although the technical competence would prove helpful, the liking of these activities is low.

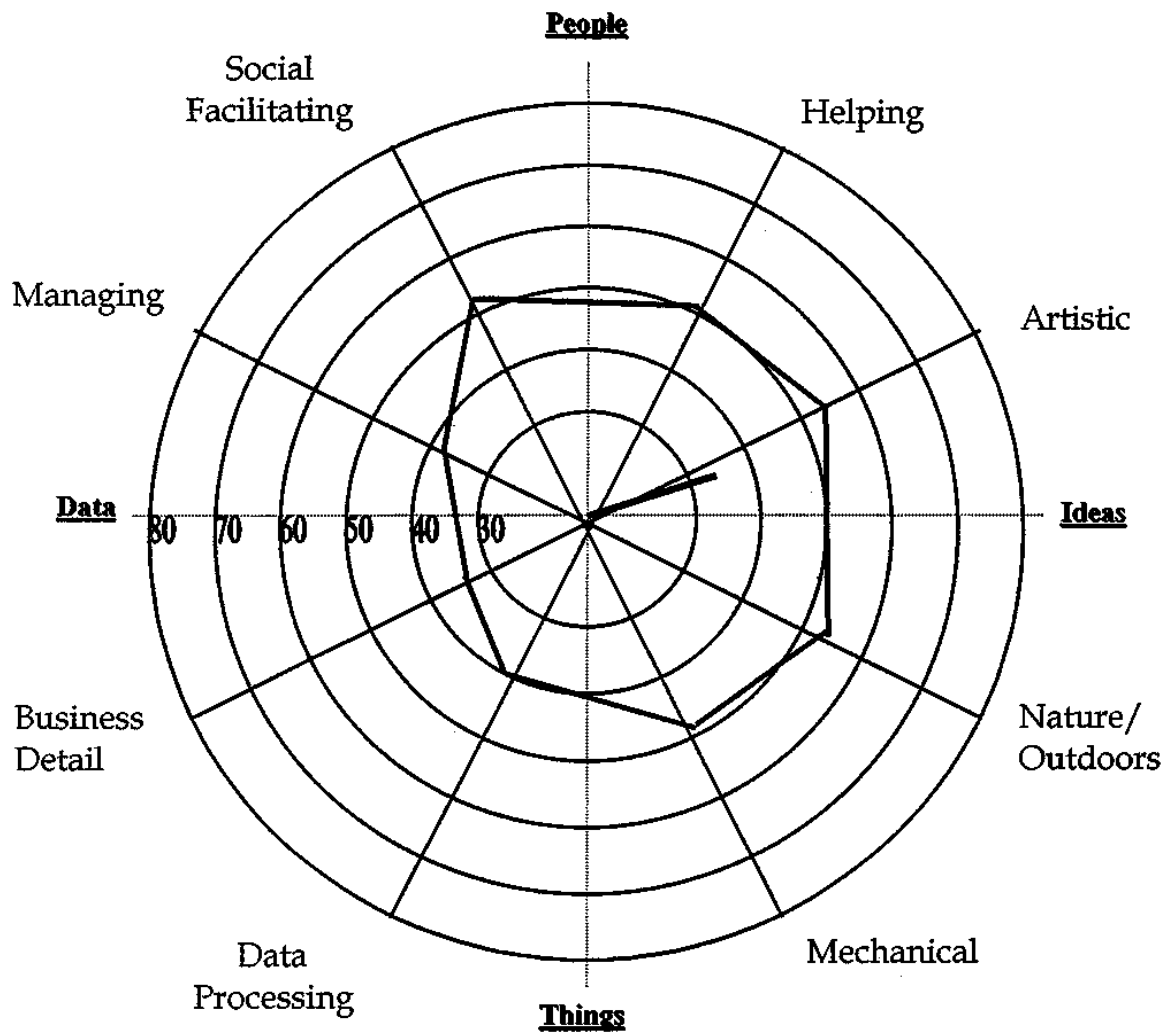


FIG. 8. Circular graph and vector score for example 5 eight basic interest scores.

TABLE 9. Personal Globe Inventory Technical Score Profile for Example 5

Scale	T scores			
	Composite	Same sex	Liking	Compete
Spherical scales				
Social Facilitating	53	56	56	40
Managing	37	38	45	34
Business Detail	34	33	33	35
Data Processing	42	40	36	53
Mechanical	50	47	41	61
Nature/Outdoors	56	54	46	62
Mechanical	50	47	41	61
Helping	52	55	58	38
Social Sciences	59	62	59	59
Influence	59	57	60	58
Business Systems	50	48	47	53
Quality Control	47	45	53	50
Manual Work	40	40	40	40
Personal Service	41	41	42	38
Financial Analysis	50	47	52	47
Science	59	55	58	59
Construction/Repair	42	40	40	44
Basic Service	40	42	40	41
Liking-Competence				
Basic Interest		65		66
High Prestige		57		57
Low Prestige		48		48
Six types				
Realistic		47		44
Investigative		56		54
Artistic		56		58
Social		59		62
Enterprising		40		39
Conventional		41		39
Four types				
People		59		62
Things		47		44
Data		35		32
Ideas		61		60
Dimensional				
People/Things		55		57
Ideas/Data		65		40
Prestige		57		55

TABLE 10. Personal Globe Inventory Listing of Similar Occupations for Example 5

Similarity score	Occupation
88	Engineering, science, and data processing managers
87	Life scientists
85	Agricultural scientists
85	Communications and transportation managers
84	Farm and home management advisers
82	Veterinarians
82	Veterinarian technicians
82	Camera and photographic equipment repairs
81	Biological and medical scientists
81	Foresters and conservation scientists
80	Social scientists
80	Economists and marketing research analysts
76	Psychologists
75	Residential counselors
74	Urban and regional planners
71	Reporters and correspondents
71	Writers and editors
70	Schoolteachers
70	Designers
70	Photographers and camera operators
69	Social and recreation workers
68	Human services work
65	Recreation workers
65	Social workers
62	Teachers, librarians, and counselors
62	Adult education teachers
61	Archivists and curators
61	College and university faculty
60	Counselors
60	Clergy
58	Optometrists
58	Special education teachers
57	Librarians
57	Recreational therapists
56	Registered nurses
52	Respiratory therapists
52	Speech—Language pathologists and audiologists
52	Occupational therapists
51	Pharmacists
51	Physical therapists
49	Physician assistants

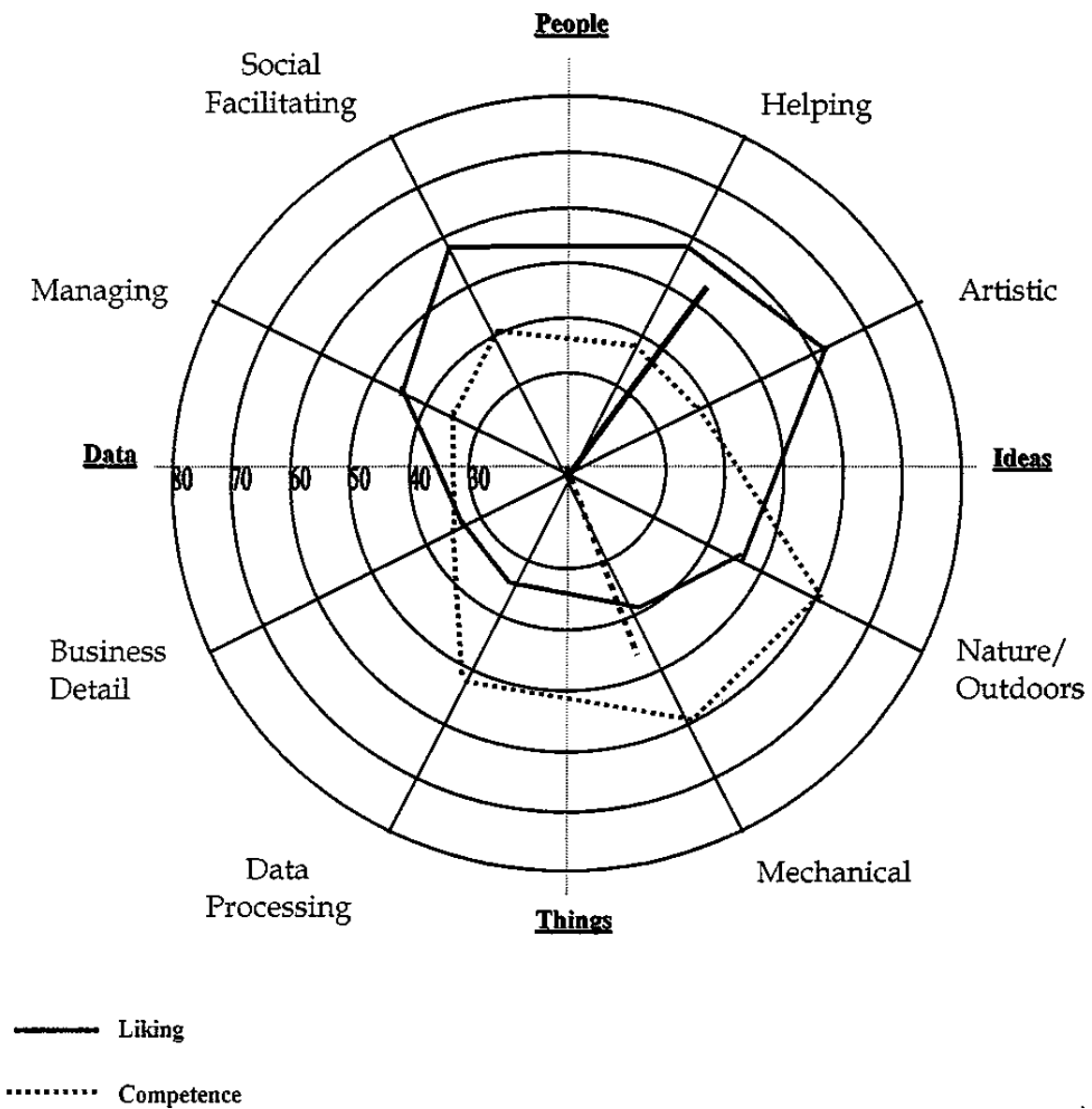


FIG. 9. Circular graph and vector score for example 5 with liking and competence scores represented separately.