



# Comparison of Jobs to Applicant - Summary



Applicant: **Karen Demo (A0085)**  
 Administrator: **Jim Roberts**  
 Date: **09/21/05**

## Index Ratings

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## Job Ranking for All Assessments

	ID	Job	WC	K	S	A	WA	WE	WS
1	11-1011.01	Government Service Executives	*J	56	81	83	170	95	*J
2	11-1021.00	General and Operations Managers	*J	53	55	80	84	41	9
3	11-2011.00	Advertising and Promotions Managers	*J	43	50	84	91	53	5
4	11-2021.00	Marketing Managers	*J	43	87	60	88	44	5
5	11-2022.00	Sales Managers	*J	49	63	109	108	39	10
6	11-2031.00	Public Relations Managers	*J	36	38	88	101	35	9
7	11-3011.00	Administrative Services Managers	*J	41	58	97	86	44	4
8	11-3031.02	Financial Managers, Branch or Department	*J	46	67	105	163	99	*J
9	11-3040.00	Human Resources Managers	*J	47	48	71	113	43	5
10	11-3041.00	Compensation and Benefits Managers	*J	39	52	83	128	49	7
11	11-3042.00	Training and Development Managers	*J	40	36	105	125	54	5
12	11-3051.00	Industrial Production Managers	*J	62	64	106	103	49	5
13	11-3061.00	Purchasing Managers	*J	53	62	135	107	42	3
14	11-3071.01	Transportation Managers	*J	51	73	84	99	46	10
15	11-3071.02	Storage and Distribution Managers	*J	42	74	113	92	50	9
16	11-9011.01	Nursery and Greenhouse Managers	*J	64	86	105	91	100	*J
17	11-9011.02	Agricultural Crop Farm Managers	*J	57	77	95	104	99	*J
18	11-9011.03	Fish Hatchery Managers	*J	38	79	95	96	104	*J
19	11-9012.00	Farmers and Ranchers	*J	47	93	131	120	113	*J
20	11-9021.00	Construction Managers	*J	65	84	98	115	41	5
21	11-9031.00	Education Administrators, Preschool and Child Care Cente ...	*J	58	45	132	92	52	12
22	11-9051.00	Food Service Managers	*J	49	66	121	98	56	5
23	11-9061.00	Funeral Directors	*J	54	47	155	118	49	9
24	11-9071.00	Gaming Managers	*J	39	87	91	128	101	*J
25	11-9081.00	Lodging Managers	*J	54	46	84	74	39	9
26	11-9131.00	Postmasters and Mail Superintendents	*J	50	48	123	108	49	9
27	11-9141.00	Property, Real Estate, and Community Association Managers	*J	38	54	104	102	97	*J
28	11-9151.00	Social and Community Service Managers	*J	38	29	68	96	42	9
29	13-1011.00	Agents and Business Managers of Artists, Performers, and ...	*J	65	78	83	90	99	*J
30	13-1021.00	Purchasing Agents and Buyers, Farm Products	*J	57	82	88	86	97	*J
31	13-1022.00	Wholesale and Retail Buyers, Except Farm Products	*J	42	67	92	85	53	8
32	13-1023.00	Purchasing Agents, Except Wholesale, Retail, and Farm Pr ...	*J	37	53	67	98	46	6
33	13-1031.01	Claims Examiners, Property and Casualty Insurance	*J	44	56	99	94	52	6
34	13-1031.02	Insurance Adjusters, Examiners, and Investigators	*J	57	35	76	110	46	6
35	13-1032.00	Insurance Appraisers, Auto Damage	*J	36	87	83	85	95	*J
36	13-1041.01	Environmental Compliance Inspectors	*J	56	86	101	99	102	*J
37	13-1041.02	Licensing Examiners and Inspectors	*J	40	71	96	72	94	*J
38	13-1041.03	Equal Opportunity Representatives and Officers	*J	43	63	81	98	94	*J
39	13-1041.04	Government Property Inspectors and Investigators	*J	30	76	115	72	96	*J





## Overview

Customer Service assessment results help identify applicants who are likely to provide exceptional service to customers. Higher Customer Service scores are associated with people who are more likely to develop a rapport with customers, treat them politely, and respond to their needs.

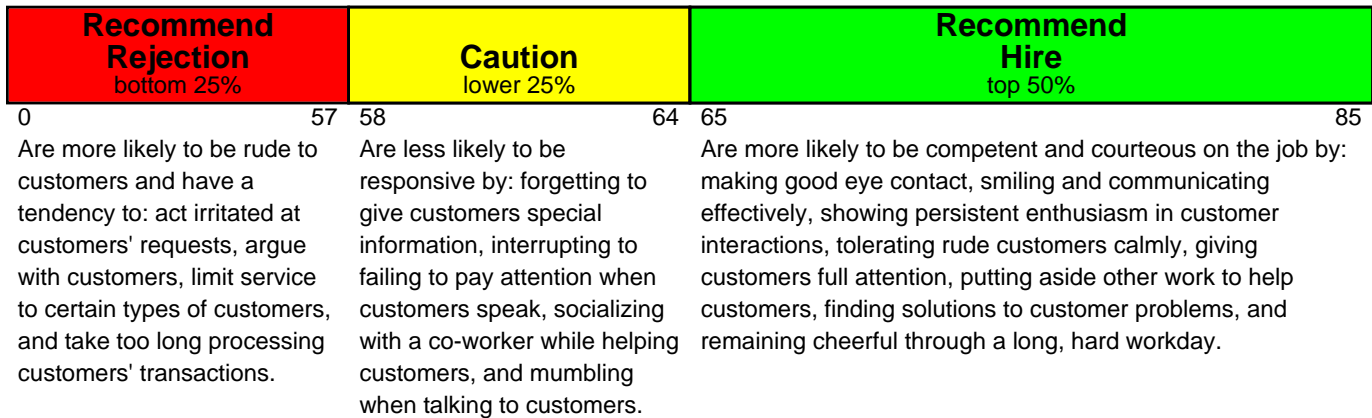
The Customer Service assessment considers responses to questions about an applicant's background, schooling, job experience, attitudes, and interests. Responses are good predictors of an applicant's performance and success on a job.

It is important to remember that this report should be used as the basis for investigating why an applicant might NOT be appropriate for a particular job. A "Recommend Hire" score does not necessarily mean that the applicant would perform well in a job. Other assessments should be used to investigate dimensions other than Customer Service.

## Customer Service

Higher Customer Service scores are associated with Job Success. Higher Customer Service scores suggest more competent, responsive, and courteous service behavior.

*Score: 71 - Recommend Hire*





## Overview

Sales assessment results help identify applicants who are capable of meeting the demands of today's sales-driven organizations. Higher Sales assessment scores are associated with people who are more likely to display commitment, persistence, energy, and tolerance for pressure.

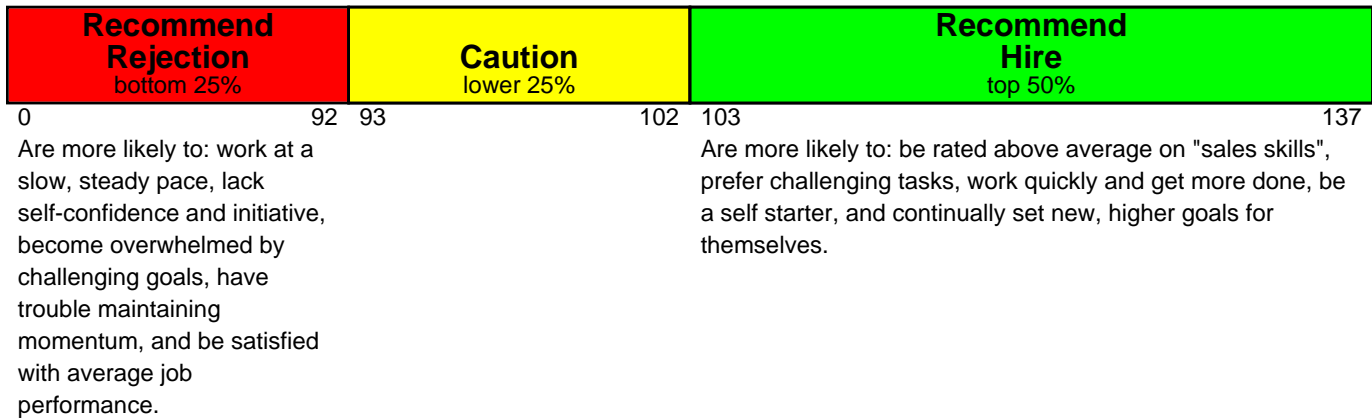
The Sales assessment considers responses to questions about an applicant's background, schooling, job experience, attitudes, and interests. Responses are good predictors of an applicant's performance and success on a job.

It is important to remember that this report should be used as the basis for investigating why an applicant might NOT be appropriate for a particular job. A "Recommend Hire" score does not necessarily mean that the applicant would perform well in a job. Other assessments should be used to investigate dimensions other than Sales.

## Sales

Higher Sales score suggest more committed, persistent, and energetic job behavior

*Score: 101 - Recommend Caution*





Applicant: **Karen Demo (A0085)**  
Administrator: **Jim Roberts**  
Date: **09/21/05**

### Work Culture Overview

The Work Culture assessment is designed to predict compatability with the values of a particular work environment as opposed to superior job performance, though lack of compatability can lead to poor performance.

You should keep in mind that jobs at the top of the list will generally be preferable to those at the bottom, but there may be little difference between jobs whose scores differ by only a few points.

Cultural Fit is one of the filters that can be used for eliminating certain job possibilities. Other i-match assessments can be used to determine which of the possible jobs would probably be best for a person.

### Job Ranking by Work Culture Index

	ID	Available Job	Index	Profile
1	11-1011.01	Government Service Executives	*J	
2	11-1021.00	General and Operations Managers	*J	
3	11-2011.00	Advertising and Promotions Managers	*J	
4	11-2021.00	Marketing Managers	*J	
5	11-2022.00	Sales Managers	*J	
6	11-2031.00	Public Relations Managers	*J	
7	11-3011.00	Administrative Services Managers	*J	
8	11-3031.02	Financial Managers, Branch or Department	*J	
9	11-3040.00	Human Resources Managers	*J	
10	11-3041.00	Compensation and Benefits Managers	*J	
11	11-3042.00	Training and Development Managers	*J	
12	11-3051.00	Industrial Production Managers	*J	
13	11-3061.00	Purchasing Managers	*J	
14	11-3071.01	Transportation Managers	*J	
15	11-3071.02	Storage and Distribution Managers	*J	
16	11-9011.01	Nursery and Greenhouse Managers	*J	
17	11-9011.02	Agricultural Crop Farm Managers	*J	
18	11-9011.03	Fish Hatchery Managers	*J	
19	11-9012.00	Farmers and Ranchers	*J	
20	11-9021.00	Construction Managers	*J	
21	11-9031.00	Education Administrators, Preschool and Child Care Center/Program	*J	
22	11-9051.00	Food Service Managers	*J	
23	11-9061.00	Funeral Directors	*J	
24	11-9071.00	Gaming Managers	*J	
25	11-9081.00	Lodging Managers	*J	
26	11-9131.00	Postmasters and Mail Superintendents	*J	
27	11-9141.00	Property, Real Estate, and Community Association Managers	*J	
28	11-9151.00	Social and Community Service Managers	*J	
29	13-1011.00	Agents and Business Managers of Artists, Performers, and Athletes	*J	
30	13-1021.00	Purchasing Agents and Buyers, Farm Products	*J	
31	13-1022.00	Wholesale and Retail Buyers, Except Farm Products	*J	
32	13-1023.00	Purchasing Agents, Except Wholesale, Retail, and Farm Products	*J	
33	13-1031.01	Claims Examiners, Property and Casualty Insurance	*J	



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## Knowledge Index Rating

Knowledge Characteristics are designed to identify the level of knowledge in work-related areas. Ratings were completed for 33 Knowledge characteristics that included the areas of administration & management, manufacturing & production, engineering & technology, mathematics & science, health services, education & training, arts & humanities and law & public safety. Each Knowledge requirement was rated in two dimensions; Importance (1-4) and Knowledge Proficiency (1-7).

You should keep in mind that jobs at the top of the list will generally be preferable to those at the bottom, but there may be little difference between jobs whose scores differ by only a few points.

Knowledge is one of the filters that can be used for eliminating certain job possibilities. Other i-match assessments can be used to determine which of the possible jobs would probably be best for a person.

## Job Ranking by Knowledge Index

	ID	Available Job	Index	Profile
1	51-5023.07	Embossing Machine Set-Up Operators	4	
2	51-4072.05	Casting Machine Set-Up Operators	5	
3	47-2031.03	Carpenter Assemblers and Repairers	7	
4	47-2072.00	Pile-Driver Operators	8	
5	47-2131.00	Insulation Workers, Floor, Ceiling, and Wall	8	
6	47-2132.00	Insulation Workers, Mechanical	8	
7	51-6092.00	Fabric and Apparel Patternmakers	8	
8	37-3013.00	Tree Trimmers and Pruners	9	
9	51-9131.03	Photographic Hand Developers	9	
10	51-9196.00	Paper Goods Machine Setters, Operators, and Tenders	9	
11	45-4022.01	Logging Tractor Operators	10	
12	47-2152.03	Pipelaying Fitters	10	
13	51-4033.02	Buffing and Polishing Set-Up Operators	10	
14	51-6052.01	Shop and Alteration Tailors	10	
15	51-9195.06	Mold Makers, Hand	10	
16	27-2042.01	Singers	11	
17	47-2082.00	Tapers	11	
18	49-9063.02	Stringed Instrument Repairers and Tuners	12	
19	49-9063.03	Reed or Wind Instrument Repairers and Tuners	12	
20	49-9063.04	Percussion Instrument Repairers and Tuners	12	
21	51-4193.01	Electrolytic Plating and Coating Machine Setters and Set-Up Operators, ...	12	
22	51-7021.00	Furniture Finishers	12	
23	51-9195.07	Molding and Casting Workers	12	
24	47-2042.00	Floor Layers, Except Carpet, Wood, and Hard Tiles	13	
25	47-2081.02	Drywall Installers	13	
26	51-4031.02	Punching Machine Setters and Set-Up Operators, Metal and Plastic	13	
27	51-5022.01	Hand Compositors and Typesetters	13	
28	51-6011.02	Precision Dyers	13	
29	51-7041.01	Sawing Machine Setters and Set-Up Operators	13	
30	51-9194.03	Etchers	13	
31	47-2031.06	Brattice Builders	14	



## Comparison of Jobs to Applicant - Skills



Applicant: **Karen Demo (A0085)**  
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 Date: **09/21/05**

### Skills Index Rating

Skills characteristics are designed to identify the level of skills (basic & cross-functional) in work-related areas. Ratings will be completed for 35 skills including the areas of content, process, social, complex problem solving, technical, systems and resource management. Each Skill requirement was rated in two dimensions; Importance (1-4) and Skill Proficiency (1-7).

You should keep in mind that jobs at the top of the list will generally be preferable to those at the bottom, but there may be little difference between jobs whose scores differ by only a few points.

Skills is one of the filters that can be used for eliminating certain job possibilities. Other i-match assessments can be used to determine which of the possible jobs would probably be best for a person.

### Job Ranking by Skills Index

	ID	Available Job	Index	Profile
1	51-3023.00	Slaughterers and Meat Packers	15	
2	13-1071.02	Personnel Recruiters	24	
3	11-9151.00	Social and Community Service Managers	29	
4	45-4022.01	Logging Tractor Operators	29	
5	51-5023.07	Embossing Machine Set-Up Operators	29	
6	33-1012.00	First-Line Supervisors/Managers of Police and Detectives	31	
7	47-5021.01	Construction Drillers	31	
8	47-2221.00	Structural Iron and Steel Workers	32	
9	51-9195.02	Precision Pattern and Die Casters, Nonferrous Metals	32	
10	27-3031.00	Public Relations Specialists	33	
11	13-1031.02	Insurance Adjusters, Examiners, and Investigators	35	
12	51-4193.02	Electrolytic Plating and Coating Machine Operators and Tenders, Metal ...	35	
13	11-3042.00	Training and Development Managers	36	
14	25-4012.00	Curators	36	
15	51-4111.00	Tool and Die Makers	36	
16	31-2011.00	Occupational Therapist Assistants	37	
17	39-9032.00	Recreation Workers	37	
18	47-2022.00	Stonemasons	37	
19	51-9195.05	Potters	37	
20	11-2031.00	Public Relations Managers	38	
21	25-2043.00	Special Education Teachers, Secondary School	38	
22	43-9041.01	Insurance Claims Clerks	38	
23	51-4034.00	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal ...	38	
24	51-5022.13	Photoengraving and Lithographing Machine Operators and Tenders	39	
25	13-2053.00	Insurance Underwriters	40	
26	27-3091.00	Interpreters and Translators	40	
27	51-9071.06	Gem and Diamond Workers	40	
28	25-2012.00	Kindergarten Teachers, Except Special Education	41	
29	51-4072.01	Plastic Molding and Casting Machine Setters and Set-Up Operators	41	
30	27-3042.00	Technical Writers	42	
31	51-9131.02	Photographic Reproduction Technicians	42	
32	51-9195.01	Precision Mold and Pattern Casters, except Nonferrous Metals	42	



# Comparison of Jobs to Applicant - Abilities



Applicant: **Karen Demo (A0085)**  
 Administrator: **Jim Roberts**  
 Date: **09/21/05**

## Abilities Index Rating

Abilities characteristics are designed to identify the enduring talents (cognitive, psychomotor, physical & sensory) that can help in work-related areas. Ratings will be complete for 52 abilities including the areas of cognitive, psychomotor, verbal, idea generation & reasoning abilities, quantitative, memory, perceptual, spatial, attentiveness, fine manipulative, control movement, reaction (time & speed), physical strength, endurance, flexibility (balance & coordination), visual and auditory & speech. Each Abilities requirement was rated in two dimensions; Importance (1-4) and Abilities Proficiency (1-7).

You should keep in mind that jobs at the top of the list will generally be preferable to those at the bottom, but there may be little difference between jobs whose scores differ by only a few points.

Abilities is one of the filters that can be used for eliminating certain job possibilities. Other i-match assessments can be used to determine which of the possible jobs would probably be best for a person.

## Job Ranking by Abilities Index

	ID	Available Job	Index	Profile
1	23-2093.02	Title Examiners and Abstractors	47	█
2	27-3031.00	Public Relations Specialists	55	█
3	13-1111.00	Management Analysts	56	█
4	11-2021.00	Marketing Managers	60	█
5	15-2041.00	Statisticians	60	█
6	27-3041.00	Editors	60	█
7	53-7071.01	Gas Pumping Station Operators	61	█
8	17-3011.02	Civil Drafters	62	█
9	23-2093.01	Title Searchers	63	█
10	17-2071.00	Electrical Engineers	64	█
11	15-2031.00	Operations Research Analysts	65	█
12	13-1023.00	Purchasing Agents, Except Wholesale, Retail, and Farm Products	67	█
13	13-2072.00	Loan Officers	67	█
14	43-4031.02	Municipal Clerks	67	█
15	11-9151.00	Social and Community Service Managers	68	█
16	51-5022.01	Hand Compositors and Typesetters	69	█
17	13-2011.01	Accountants	70	█
18	19-3021.00	Market Research Analysts	70	█
19	41-1012.00	First-Line Supervisors/Managers of Non-Retail Sales Workers	70	█
20	11-3040.00	Human Resources Managers	71	█
21	41-9021.00	Real Estate Brokers	71	█
22	41-9041.00	Telemarketers	71	█
23	43-4021.00	Correspondence Clerks	72	█
24	13-2082.00	Tax Preparers	73	█
25	19-1031.01	Soil Conservationists	73	█
26	43-4031.03	License Clerks	73	█
27	13-2031.00	Budget Analysts	74	█
28	13-2052.00	Personal Financial Advisors	74	█
29	27-1011.00	Art Directors	74	█
30	41-9022.00	Real Estate Sales Agents	74	█
31	17-1021.00	Cartographers and Photogrammetrists	75	█





# Comparison of Jobs to Applicant - Work Activities



Applicant: **Karen Demo (A0085)**  
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 Date: **09/21/05**

## Work Activities Index Rating

Work Activities are designed to identify the similar actions that are performed together in many different jobs. Ratings were completed for 41 work activities including the areas of information input, mental process, work output and interacting with others. Each Work Activity requirement was rated in two dimensions; Importance (1-4) and Work Activity Proficiency (1-7).

You should keep in mind that jobs at the top of the list will generally be preferable to those at the bottom, but there may be little difference between jobs whose scores differ by only a few points.

Work Activities is one of the filters that can be used for eliminating certain job possibilities. Other i-match assessments can be used to determine which of the possible jobs would probably be best for a person.

## Job Ranking by Work Activities Index

	ID	Available Job	Index	Profile
1	51-4031.02	Punching Machine Setters and Set-Up Operators, Metal and Plastic	22	
2	47-2043.00	Floor Sanders and Finishers	23	
3	51-9071.02	Silversmiths	23	
4	51-9083.01	Precision Lens Grinders and Polishers	26	
5	51-4191.02	Heat Treating, Annealing, and Tempering Machine Operators and Tenders, ...	28	
6	51-2023.00	Electromechanical Equipment Assemblers	29	
7	51-9071.06	Gem and Diamond Workers	30	
8	51-2011.01	Aircraft Structure Assemblers, Precision	31	
9	51-5023.07	Embossing Machine Set-Up Operators	31	
10	51-9132.00	Photographic Processing Machine Operators	31	
11	51-4072.03	Metal Molding, Coremaking, and Casting Machine Setters and Set-Up Oper ...	32	
12	51-4121.02	Welders and Cutters	32	
13	51-4193.03	Nonelectrolytic Plating and Coating Machine Setters and Set-Up Operato ...	32	
14	51-9121.01	Coating, Painting, and Spraying Machine Setters and Set-Up Operators	33	
15	51-9195.03	Stone Cutters and Carvers	33	
16	47-2031.06	Brattice Builders	34	
17	51-5023.08	Engraver Set-Up Operators	34	
18	51-9032.01	Fiber Product Cutting Machine Setters and Set-Up Operators	34	
19	51-2011.03	Aircraft Rigging Assemblers	35	
20	51-9083.02	Optical Instrument Assemblers	35	
21	51-9195.05	Potters	35	
22	47-2151.00	Pipelayers	36	
23	49-2092.05	Electrical Parts Reconditioners	36	
24	51-4031.01	Sawing Machine Tool Setters and Set-Up Operators, Metal and Plastic	37	
25	51-4081.02	Combination Machine Tool Operators and Tenders, Metal and Plastic	37	
26	51-7041.02	Sawing Machine Operators and Tenders	37	
27	51-9131.03	Photographic Hand Developers	37	
28	51-9194.06	Engravers, Hand	37	
29	51-9196.00	Paper Goods Machine Setters, Operators, and Tenders	37	
30	47-2131.00	Insulation Workers, Floor, Ceiling, and Wall	38	
31	47-2132.00	Insulation Workers, Mechanical	38	
32	51-4033.02	Buffing and Polishing Set-Up Operators	38	



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### Work Environment Index Rating

Work Environment assessment is designed to identify working conditions in a work setting. Ratings were completed for 57 work environment characteristics including the areas of interpersonal relationships, physical working conditions and structural (criticality of position, routine vs. challenging work, competition). Each Work Environment requirement was rated to answer the frequency or importance to the work environment situation.

You should keep in mind that jobs at the top of the list will generally be preferable to those at the bottom, but there may be little difference between jobs whose scores differ by only a few points.

Abilities is one of the filters that can be used for eliminating certain job possibilities. Other i-match assessments can be used to determine which of the possible jobs would probably be best for a person.

### Job Ranking by Work Environment Index

	ID	Available Job	Index	Profile
1	11-2031.00	Public Relations Managers	35	
2	27-3011.00	Radio and Television Announcers	38	
3	11-2022.00	Sales Managers	39	
4	11-9081.00	Lodging Managers	39	
5	17-2021.00	Agricultural Engineers	39	
6	19-1031.03	Park Naturalists	39	
7	41-9022.00	Real Estate Sales Agents	39	
8	17-2141.00	Mechanical Engineers	40	
9	19-4091.00	Environmental Science and Protection Technicians, Including Health	40	
10	11-1021.00	General and Operations Managers	41	
11	11-9021.00	Construction Managers	41	
12	41-3021.00	Insurance Sales Agents	41	
13	11-3061.00	Purchasing Managers	42	
14	11-9151.00	Social and Community Service Managers	42	
15	19-3051.00	Urban and Regional Planners	42	
16	19-4061.01	City and Regional Planning Aides	42	
17	27-1025.00	Interior Designers	42	
18	11-3040.00	Human Resources Managers	43	
19	17-2041.00	Chemical Engineers	43	
20	17-2111.01	Industrial Safety and Health Engineers	43	
21	17-3022.00	Civil Engineering Technicians	43	
22	27-3022.00	Reporters and Correspondents	43	
23	41-9021.00	Real Estate Brokers	43	
24	11-2021.00	Marketing Managers	44	
25	11-3011.00	Administrative Services Managers	44	
26	13-1051.00	Cost Estimators	44	
27	13-1071.02	Personnel Recruiters	44	
28	13-1121.00	Meeting and Convention Planners	44	
29	17-2051.00	Civil Engineers	44	
30	19-3021.00	Market Research Analysts	44	
31	43-4031.02	Municipal Clerks	44	



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### Work Styles Index Rating

Work Styles assessment is designed to identify the characteristics that can affect how well someone does a job. Ratings were completed for 16 work style characteristics including the areas of achievement orientation, social influence, interpersonal orientation, adjustment, conscientiousness, independence and practical intelligence. The importance was rated for each Work Style characteristic.

You should keep in mind that jobs at the top of the list will generally be preferable to those at the bottom, but there may be little difference between jobs whose scores differ by only a few points.

Abilities is one of the filters that can be used for eliminating certain job possibilities. Other i-match assessments can be used to determine which of the possible jobs would probably be best for a person.

### Job Ranking by Work Styles Index

	ID	Available Job	Index	Profile
1	11-3061.00	Purchasing Managers	3	
2	25-3011.00	Adult Literacy, Remedial Education, and GED Teachers and Instructors	3	
3	27-3043.04	Copy Writers	3	
4	29-2071.00	Medical Records and Health Information Technicians	3	
5	41-9021.00	Real Estate Brokers	3	
6	47-2152.01	Pipe Fitters	3	
7	11-3011.00	Administrative Services Managers	4	
8	13-1072.00	Compensation, Benefits, and Job Analysis Specialists	4	
9	13-2041.00	Credit Analysts	4	
10	13-2053.00	Insurance Underwriters	4	
11	17-2111.01	Industrial Safety and Health Engineers	4	
12	25-1194.00	Vocational Education Teachers Postsecondary	4	
13	33-2021.02	Fire Investigators	4	
14	41-2031.00	Retail Salespersons	4	
15	49-1011.00	First-Line Supervisors/Managers of Mechanics, Installers, and Repairer ...	4	
16	49-9062.00	Medical Equipment Repairers	4	
17	11-2011.00	Advertising and Promotions Managers	5	
18	11-2021.00	Marketing Managers	5	
19	11-3040.00	Human Resources Managers	5	
20	11-3042.00	Training and Development Managers	5	
21	11-3051.00	Industrial Production Managers	5	
22	11-9021.00	Construction Managers	5	
23	11-9051.00	Food Service Managers	5	
24	17-2151.00	Mining and Geological Engineers, Including Mining Safety Engineers	5	
25	17-3011.01	Architectural Drafters	5	
26	17-3023.01	Electronics Engineering Technicians	5	
27	17-3026.00	Industrial Engineering Technicians	5	
28	19-4031.00	Chemical Technicians	5	
29	19-4091.00	Environmental Science and Protection Technicians, Including Health	5	
30	23-2092.00	Law Clerks	5	
31	27-3031.00	Public Relations Specialists	5	