

# O\*NET Ability Profiler™ Score Report

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## How can the Ability Profiler help you?

Recently, you took the Ability Profiler to learn more about your job-related abilities. This information can help you explore the world of work. With this knowledge you can identify and learn more about occupations that would give you the highest chances to use your abilities. You are much more likely to be satisfied with work that best uses your abilities.

Your Ability Profiler results will help you learn more about your strengths and areas where you might want to seek more education or training. You should use your results to

explore the world of work by comparing your abilities to the abilities necessary for performing certain occupations. Your results **must not be used** for employment or hiring decisions. Employers, education programs, or other job-related programs should not use your results as part of a screening process.

This score report will help you better understand your Ability Profiler results and show you how to use them for career exploration and career development

## What information does the Ability Profiler provide?

The Ability Profiler measures nine abilities that can help you do well in most jobs. Look at the names of these abilities. You will recognize that you have developed some of these abilities, such as verbal and math skills, through your education.

You have developed other abilities, like form perception and finger dexterity, through your experiences and training. The Ability Profiler helps you identify your strongest abilities. Knowing your strongest abilities is very helpful when you are exploring careers. The nine abilities measured by the Ability Profiler are:

**Verbal Ability:** Verbal ability is understanding the meaning of words and using them correctly in good communication when you listen, speak, or write. This ability is measured by the Vocabulary exercise.

**Arithmetic Reasoning:** Arithmetic reasoning is an ability that uses several math skills and

logical thinking to solve problems in everyday situations. It involves gathering and sorting through all information related to a problem, making educated guesses about how best to solve the problem, picking a likely way to solve it, and, then, explaining your decisions. This ability is measured by the Arithmetic Reasoning exercise.

**Computation:** Computation ability is using arithmetic operations of addition, subtraction, multiplication, and division to solve everyday problems involving numbers. This ability is measured by the Computation exercise.

**Ability:** Spatial ability is being able to form pictures of objects in your mind. It involves easily understanding how drawings represent real objects and correctly imagining how parts fit together. It is an important ability for many artistic, engineering, architectural,

and mechanical jobs. This ability is measured by the Three-Dimensional Space exercise.

**Form Perception:** Form perception is the ability to see details in objects, pictures, or drawings quickly and correctly. It involves noticing little differences in shapes of figures, shading, and lengths and widths of lines. It is an important ability for many inspection, quality control, and scientific jobs. This ability is measured by the Object Matching exercise.

**Clerical Perception:** Clerical perception is the ability to see details in written materials quickly and correctly. The material may be text or numbers on a page, in lists, or in tables. It involves noticing if there are mistakes in the text and numbers, or if there are careless errors in working math problems. Many industrial occupations call for clerical perception even when the job does not require reading or math. This ability is measured by the Name Comparison exercise.

**Motor Coordination:** Motor coordination is the ability for different parts of your body to work well together. For many jobs, it involves coordinating your eyes and hands or fingers to make quick, accurate, and precise movements. This ability is measured by the Mark-Making exercise.

**Finger Dexterity:** Finger dexterity is the ability to move your fingers skillfully and easily. It involves using your fingers to handle small objects quickly and accurately. This ability is measured by the combination of the Assemble and Disassemble exercises.

**Manual Dexterity:** Manual dexterity is the ability to move your hands skillfully and easily. It involves using your hands to place and turn objects quickly and accurately. This ability is measured by the Place and Turn exercise.

## What is your Ability Profile?

These are your scores from the Ability Profiler. They are reported as percentiles, which range from 1 to 99. Percentiles show how you compare to a very large group, or sample, of other people who work in many different kinds of jobs across the country. For example, if you had a percentile score of 60, it would mean you scored the same as or higher than 60 out of 100 people who were in the nationwide sample. The average percentile score for any one of the abilities is 50. This means the average worker would score at the 50th percentile for that ability.

Look at your nine percentile scores, one for each of the nine abilities measured by the Ability Profiler. Check which ability has your highest score and second highest score. You might also want to note the ability with your lowest score. How much difference is there between your highest and lowest scores? Are the scores what you expected, or are you surprised by any of them?

Just so you will know how many items you answered correctly, other than on the dexterity abilities, look next to your percentile scores. You will see the number you got correct out of the total number of questions in each subtest.

Your Ability Percentile Scores		Your No. Correct / Total No. Questions
<b>Verbal Ability</b>	[ 27 ]	[ 10/19 ]
<b>Arithmetic Reasoning</b>	[ 12 ]	[ 7/18 ]
<b>Computation *</b>	[ 36 ]	[ 18/40 ]
<b>Spatial Ability</b>	[ 18 ]	[ 10/20 ]
<b>Form Perception *</b>	[ 1 ]	[ 11/42 ]
<b>Clerical Perception *</b>	[ 94 ]	[ 82/90 ]
<b>Motor Coordination</b>	[ - ]	[ - ]
<b>Finger Dexterity</b>	[ - ]	---
<b>Manual Dexterity</b>	[ - ]	---

\* The percentile scores for these abilities include a deduction for wrong answers.

## What occupations are linked with your Ability Profile?

Now that you have learned about your Ability Profile and have seen how your different abilities compare with one another, you are ready to find the occupations that are linked with your Ability Profile.

To help you identify occupations that can use your pattern of abilities, your Ability Profile was compared to the ability profiles of occupations. Your Ability Profile is linked to a set of occupations that has been grouped into five Job Zones. Each Job Zone contains occupations that require the same amount of education, experience, and training. Knowing your Job Zone can help you focus your career exploration.

This score report provides five occupational lists based on your Ability Profile. There is one list for each of the five Job Zones. Read below to find out about the Job Zones and how to pick your Job Zone. **To explore occupations on this score report, you will need to know your Job Zone as well as your Ability Profile.**

*(If you have already picked a Job Zone, turn to pages 7 and 16 and write your Job Zone(s) in the spaces provided.)*

# What is a Job Zone?

A Job Zone is a group of occupations that are similar in these ways:

- How much education people need to do the job.
- How much related experience people need to do the job.
- How much on-the-job training people need to do the job.

In other words, occupations within a Job Zone require a similar level of preparation. By picking a Job Zone you will be able to narrow your career search.

The five Job Zones are:

**Job Zone 1** -- Occupations that need *Little* or *No* preparation

**Job Zone 2** -- Occupations that need *Some* preparation

**Job Zone 3** -- Occupations that need *Medium* preparation

**Job Zone 4** -- Occupations that need *Considerable* preparation

**Job Zone 5** -- Occupations that need *Extensive* preparation

To help you explore occupations, you can think about Job Zones in two ways:

Your *Current* Job Zone and your *Future* Job Zone.

**Current Job Zone:** If you want to explore occupations at your current "level of preparation," choose the Job Zone that best matches the amount of education, experience, and training you have now. This is your Current Job Zone with jobs that need the knowledge and skills you have right now.

**Future Job Zone:** : If you want to explore occupations based on your future "level of preparation," — for example, after you finish high school — choose the Job Zone that best matches the education, experience, and training you expect to have in the future. This is your Future Job Zone with jobs that you will have the knowledge and skills to do in the future.

# Job Zone Definitions

To get a better idea of what they mean, read the following Job Zone definitions:

## Job Zone 1: Little or No Preparation Needed

**Education:** Some of these occupations may require a high school diploma or GED certificate.

**Job Training:** Employees in these occupations need anywhere from a few days to a few months of training. Usually, an experienced worker could show you how to do the job.

**Related Experience:** Little or no previous work-related skill, knowledge, or experience is needed for these occupations. For example, a person can become a waiter or waitress even if he/she has never worked before.

**Examples:** These occupations involve following instructions and helping others. Examples include taxi drivers, amusement and recreation attendants, counter and rental clerks, construction laborers, continuous mining machine operators, and waiters/waitresses.

## Job Zone 2: Some Preparation Needed

**Education:** These occupations usually require a high school diploma.

**Job Training:** Employees in these occupations need anywhere from a few months to one year of working with experienced employees. A recognized apprenticeship program may be associated with these occupations.

**Related Experience:** Some previous work-related skill, knowledge, or experience is usually needed. For example, a teller would benefit from experience working directly with the public.

**Examples:** These occupations often involve using your knowledge and skills to help others. Examples include sheet metal workers, forest fire fighters, customer service representatives, physical therapist aides, salespersons (retail), and tellers.

### Job Zone 3: Medium Preparation Needed

**Education:** Most occupations in this zone require training in vocational schools, related on-the-job experience, or an associate's degree.

**Related Experience:** Previous work-related skill, knowledge, or experience is required for these occupations. For example, an electrician must have completed three or four years of apprenticeship or several years of vocational training, and often must have passed a licensing exam, in order to perform the job.

**Job Training:** Employees in these occupations usually need one or two years of training involving both on-the-job experience and informal training with experienced workers. A recognized apprenticeship program may be associated with these occupations.

**Examples:** These occupations usually involve using communication and organizational skills to coordinate, supervise, manage, or train others to accomplish goals. Examples include food service managers, electricians, agricultural technicians, legal secretaries, interviewers, and insurance sales agents.

### Job Zone 4: Considerable Preparation Needed

**Education:** Most of these occupations require a four-year bachelor's degree, but some do not.

**Related Experience:** A considerable amount of work-related skill, knowledge, or experience is needed for these occupations. For example, an accountant must complete four years of college and work for several years in accounting to be considered qualified.

**Job Training:** Employees in these occupations usually need several years of work-related experience, on-the-job training, and/or vocational training.

**Examples:** Many of these occupations involve coordinating, supervising, managing, or training others. Examples include accountants, sales managers, database administrators, teachers, chemists, environmental engineers, criminal investigators, and special agents.

## Job Zone 5: Extensive Preparation Needed

**Education:** Most of these occupations require graduate school. For example, they may require a master's degree, and some require a Ph.D., M.D., or J.D. (law degree).

**Related Experience:** Extensive skill, knowledge, and experience are needed for these occupations. Many require more than five years of experience. For example, surgeons must complete four years of college and an additional five to seven years of specialized medical training to be able to do their job.

**Job Training:** Employees may need some on-the-job training, but most of these occupations assume that the person will already have the required skills, knowledge, work-related experience, and/or training.

**Examples:** These occupations often involve coordinating, training, supervising, or managing the activities of others to accomplish goals. Very advanced communication and organizational skills are required. Examples include librarians, lawyers, aerospace engineers, wildlife biologists, school psychologists, surgeons, treasurers, and controllers.

## Which Job Zone suits you best?

To help you decide if a Job Zone fits you, you might ask yourself:

1. "Do I have the education, experience, and training needed to do the work for the occupations in this Job Zone?" (Current Job Zone)

2. "Am I willing to get the education, experience, and training needed to do the work for the occupations in this Job Zone?" (Future Job Zone)

3. "Would I like to work in at least some of the occupations in this Job Zone?"

If you answered "yes" to these questions, then you have found your Job Zone(s).

If you answered "no" to these questions, you may want to look at the other Job Zone definitions to find one better suited to your situation.

Write the Job Zone(s) you picked in the spaces below **and in the box on page 16.**

Your Current Job Zone: \_\_\_\_\_ (1, 2, 3, 4, or 5)

Your Future Job Zone: \_\_\_\_\_ (1, 2, 3, 4, or 5)

Compare your picks with the Job Zone occupations based on your Ability Profiler results. Read the next section to find out how you can use the information you have.

## Exploring Careers Using Your Abilities and Your Job Zone

Printed on the following pages are some occupations within each of the Job Zones. These are occupations that could make the best use of your abilities.

Remember, each occupation within a Job Zone requires about the same level of education and training. The lists start with the occupations that best match your ability profile. These lists are meant as a starting place. Follow the steps below to begin your career exploration.

### 1. Look at the list of occupations for your Job Zone.

Based on your choice of Job Zone, these are some of the occupations that may allow you to best use your abilities. By choosing this Job Zone, you have indicated that these occupations would best use your current or future education, experience, and training. Do you see any occupations that you would like to find out more about? **Once you have selected occupations to explore, list them in the spaces provided on page 16.**

### 2. Find out more about the occupations.

When you have selected occupations to explore, you can use O\*NET™ OnLine, <http://www.onetonline.org>, to find out such information as:

- the types of activities that are performed in these occupations and
- the skills, abilities, education, training, and experience that are needed for them.

### 3. Still want more?

If you don't like the occupations listed in your Job Zone and you don't want to explore them, you have several choices:

- You can review the Job Zone definitions to make sure that you have chosen the Job Zone that best matches your current or future

situation. If you decide that another Job Zone is better for you, then review the occupations that are listed for that Job Zone. Do any of those occupations appeal to you? If so, you can explore them in O\*NET OnLine (<http://www.onetonline.org>).

### 4. Want to know about a particular occupation not on your list?

If you want to learn more about a particular occupation not on your list:

#### • Find the occupation using the search capabilities in O\*NET OnLine (<http://www.onetonline.org>).

- Check the skills, abilities, education, training, and experience information that are needed for the occupation, in the O\*NET OnLine reports. Do you currently have or expect to have the needed skills, abilities, education, training, and experience for that occupation? If you do, this occupation may be a good one to explore.

- Talk to someone working in the occupation to find out what it is really like.

*(You may want to take one or more of the other O\*NET Career Exploration Tools to see if the results show that your interests and work values support further consideration of this occupation.)*



<b>Selected Job Zone 1 occupations (Little or No Preparation Needed)</b>		
<b>O*NET-SOC #</b>	<b>O*NET-SOC Title</b>	<b>Match Type</b>
39-3031.00	Ushers, Lobby Attendants, and Ticket Takers	Good
35-2015.00	Cooks, Short Order	Good
45-2092.01	Nursery Workers	Good
35-3021.00	Combined Food Preparation and Serving Workers, Including Fast Food	Good
35-9031.00	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	Good
41-2021.00	Counter and Rental Clerks	Good
53-6011.00	Bridge and Lock Tenders	Good
53-6031.00	Automotive and Watercraft Service Attendants	Good
41-2011.00	Cashiers	Good
35-3022.00	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	Good
45-2041.00	Graders and Sorters, Agricultural Products	Good
35-3031.00	Waiters and Waitresses	Good
51-3023.00	Slaughterers and Meat Packers	Good
35-9011.00	Dining Room and Cafeteria Attendants and Bartender Helpers	Good
39-3091.00	Amusement and Recreation Attendants	Good
33-9091.00	Crossing Guards	Good
39-2021.00	Nonfarm Animal Caretakers	Good
35-9021.00	Dishwashers	Good
43-5081.03	Stock Clerks- Stockroom, Warehouse, or Storage Yard	Good
45-2093.00	Farmworkers, Farm, Ranch, and Aquacultural Animals	Good
35-3041.00	Food Servers, Nonrestaurant	Good
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Good
53-6021.00	Parking Lot Attendants	Good
35-2011.00	Cooks, Fast Food	Good
51-9198.00	Helpers--Production Workers	Good

Selected Job Zone 2 occupations (Some preparation needed)		
O*NET-SOC #	O*NET-SOC Title	Match Type
39-3011.00	Gaming Dealers	Good
53-3031.00	Driver/Sales Workers	Good
43-5041.00	Meter Readers, Utilities	Good
43-5051.00	Postal Service Clerks	Good
51-9023.00	Mixing and Blending Machine Setters, Operators, and Tenders	Good
43-5081.02	Marking Clerks	Good
43-5071.00	Shipping, Receiving, and Traffic Clerks	Good
43-4151.00	Order Clerks	Good
43-3021.01	Statement Clerks	Good
39-1011.00	Gaming Supervisors	Good
41-2012.00	Gaming Change Persons and Booth Cashiers	Good
13-1041.02	Licensing Examiners and Inspectors	Good
43-9021.00	Data Entry Keyers	Good
37-1011.00	First-Line Supervisors of Housekeeping and Janitorial Workers	Good
33-9031.00	Gaming Surveillance Officers and Gaming Investigators	Good
43-5053.00	Postal Service Mail Sorters, Processors, and Processing Machine Operators	Good
53-7064.00	Packers and Packagers, Hand	Good
43-5111.00	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	Good
39-9021.00	Personal Care Aides	Good
43-9022.00	Word Processors and Typists	Good
51-8091.00	Chemical Plant and System Operators	Good
37-2021.00	Pest Control Workers	Good
51-3092.00	Food Batchmakers	Good
33-3011.00	Bailiffs	Good
43-4111.00	Interviewers, Except Eligibility and Loan	Good

Selected Job Zone 3 occupations (Medium Preparation Needed)		
O*NET-SOC #	O*NET-SOC Title	Match Type
45-4011.00	Forest and Conservation Workers	Good
51-8031.00	Water and Wastewater Treatment Plant and System Operators	Good
29-2012.00	Medical and Clinical Laboratory Technicians	Good
19-4051.02	Nuclear Monitoring Technicians	Good
35-2013.00	Cooks, Private Household	Good
17-3024.00	Electro-Mechanical Technicians	Good
29-2031.00	Cardiovascular Technologists and Technicians	Good
29-1141.03	Critical Care Nurses	Good
51-8012.00	Power Distributors and Dispatchers	Good
53-2031.00	Flight Attendants	Good
29-2052.00	Pharmacy Technicians	Good
43-4071.00	File Clerks	Good
51-8011.00	Nuclear Power Reactor Operators	Good
29-9012.00	Occupational Health and Safety Technicians	Good
29-1126.00	Respiratory Therapists	Good
31-9094.00	Medical Transcriptionists	Good
21-1093.00	Social and Human Service Assistants	Good
33-2022.00	Forest Fire Inspectors and Prevention Specialists	Good
37-3012.00	Pesticide Handlers, Sprayers, and Applicators, Vegetation	Good
29-1124.00	Radiation Therapists	Good
33-1011.00	First-Line Supervisors of Correctional Officers	Good
29-1141.01	Acute Care Nurses	Good
33-3021.05	Immigration and Customs Inspectors	Good
39-1021.00	First-Line Supervisors of Personal Service Workers	Good
43-6011.00	Executive Secretaries and Executive Administrative Assistants	Good

Selected Job Zone 4 occupations (Considerable Preparation Needed))		
O*NET-SOC #	O*NET-SOC Title	Match Type
53-2011.00	Airline Pilots, Copilots, and Flight Engineers	Good
25-4031.00	Library Technicians	Good
29-2011.00	Medical and Clinical Laboratory Technologists	Good
13-2071.01	Loan Counselors	Good
29-9099.01	Midwives	Good
11-9199.02	Compliance Managers	Good
13-1041.01	Environmental Compliance Inspectors	Good
45-1011.06	First-Line Supervisors of Aquacultural Workers	Good
43-4051.03	Patient Representatives	Good
11-3051.01	Quality Control Systems Managers	Good
27-3021.00	Broadcast News Analysts	Good
43-9081.00	Proofreaders and Copy Markers	Good
13-1041.07	Regulatory Affairs Specialists	Good
13-1041.03	Equal Opportunity Representatives and Officers	Good
21-1021.00	Child, Family, and School Social Workers	Good
27-3091.00	Interpreters and Translators	Good
33-3031.00	Fish and Game Wardens	Good
13-2011.02	Auditors	Good
19-1031.03	Park Naturalists	Good
13-1071.00	Human Resources Specialists	Good
11-9199.08	Loss Prevention Managers	Good
13-2061.00	Financial Examiners	Good
19-4092.00	Forensic Science Technicians	Good
11-3051.04	Biomass Power Plant Managers	Good
13-2052.00	Personal Financial Advisors	Good

Selected Job Zone 5 occupations (Extensive Preparation Needed)		
O*NET-SOC #	O*NET-SOC Title	Match Type
29-1071.01	Anesthesiologist Assistants	Good
29-1061.00	Anesthesiologists	Good
29-1151.00	Nurse Anesthetists	Good
29-1051.00	Pharmacists	Good
23-1012.00	Judicial Law Clerks	Good
23-1021.00	Administrative Law Judges, Adjudicators, and Hearing Officers	Good
21-1023.00	Mental Health and Substance Abuse Social Workers	Good
29-1069.12	Urologists	Good
29-1065.00	Pediatricians, General	Good
29-1062.00	Family and General Practitioners	Good
29-1127.00	Speech-Language Pathologists	Good
29-1199.04	Naturopathic Physicians	Good
29-1199.05	Orthoptists	Good
23-1023.00	Judges, Magistrate Judges, and Magistrates	Good
21-1014.00	Mental Health Counselors	Good
29-1069.05	Nuclear Medicine Physicians	Good
21-1015.00	Rehabilitation Counselors	Good
29-1064.00	Obstetricians and Gynecologists	Good
29-1161.00	Nurse Midwives	Good
21-1022.00	Healthcare Social Workers	Good
29-1063.00	Internists, General	Good
19-3031.02	Clinical Psychologists	Good
25-1126.00	Philosophy and Religion Teachers, Postsecondary	Good
19-3031.03	Counseling Psychologists	Good
29-1171.00	Nurse Practitioners	Good

## **What if you still don't have a clear picture of careers that fit with your abilities?**

The Ability Profiler is only one of the tools you can use to help in your career search. Other O\*NET Career Exploration Tools are listed in the next section. If you feel you don't have a clear direction yet, you can try a different route.

Your Ability Profile tells just some of the important information about you that can be used to explore the world of work. Other information you can use includes your work values and your interests.

In addition, you may have special skills or talents that you might want to think about when exploring careers. For example, you might

work really well with people or you might be very outgoing. You may want to find a career that takes advantage of these important skills.

Also, you might have special knowledge you learned from hobbies or other activities that is important for certain jobs. You may want to consider this when looking at different occupations.

Maybe you know someone who works in an occupation that seems interesting to you. You can talk with the person to find out what the job is really like.

## **How can you use your Ability Profiler with other O\*NET Career Exploration Tools?**

You can use this score report with other score reports for the Interest Profiler and Work Importance Locator or Work Importance Profiler. If you put the score reports together, you can get a better idea of the kinds of careers you might find satisfying and

rewarding. If you pick an occupation that fits with your interests and abilities, you will most likely find the job enjoyable and will perform well.

## The O\*NET Career Exploration Tools

As you explore your career options, you should know that other tools are available to help you. The **Ability Profiler** is just one of five tools that make up the O\*NET Career Exploration Tools. The other tools are:

- The **Interest Profiler** — helps you find out what your work-related interests are. It can help you identify occupations that you may find interesting.
- The **Computerized Interest Profiler** — is similar to the paper-and-pencil Interest Profiler, except that you answer and score the questions on a computer.
- The **Work Importance Locator** — helps you decide what is important to you in a job. It can help you identify occupations that you may find satisfying.
- The **Work Importance Profiler** — is similar to the Work Importance Locator, except that you answer and score the questions on a computer.

These tools give you three important pieces of information that are valuable to you when exploring careers:

1. what is important to you in your world of work,
2. what you can do well, and
3. what you like to do.

You may use the tools separately or together. You can use them to identify occupations in the world of work that you may want to explore.

## O\*NET Occupations Work Page

Use this page to list the occupations you have picked to explore

If you haven't already done so, copy your Job Zone(s) from page 7 in the box below.

Your **Current Job Zone:**

\_\_\_\_\_

Your **Future Job Zone:**

\_\_\_\_\_

As you look at the lists of occupations that are linked with your Ability Profile — those occupations that could make the best use of your abilities — write the occupations you want to explore below. You can list occupations for both your Current Job Zone and your Future Job Zone. Be sure to add to the list below when you pick other occupations to explore.

### Write Below the O\*NET Occupations You Have Picked to Explore:

	O*NET-SOC#	O*NET-SOC Title
1.	_____	_____
2.	_____	_____
3.	_____	_____
4.	_____	_____
5.	_____	_____
6.	_____	_____
7.	_____	_____
8.	_____	_____
9.	_____	_____
10.	_____	_____
11.	_____	_____
12.	_____	_____