
Occupational Reinforcer Patterns

Vocational Psychology Research
Department of Psychology

 University of Minnesota

This volume replaces Occupational Reinforcer Patterns (First Volume) and Occupational Reinforcer Patterns (Second Volume). This revised edition combines the Occupational Reinforcer Patterns (ORPs) originally published in the first and second volumes with thirty-seven new ORPs and two replaced ORPs, so that 185 occupations are now represented.

Occupational Reinforcer Patterns (First Volume) was originally published as Monograph XXIV in the Minnesota Studies in Vocational Rehabilitation series. It was authored by Fred H. Borgen, David J. Weiss, Howard E. A. Tinsley, Rene V. Dawis, and Lloyd H. Lofquist.

Occupational Reinforcer Patterns (Second Volume) was originally published as Monograph XXIX in the Minnesota Studies in Vocational Rehabilitation series. It was authored by Stuart D. Rosen, Darwin D. Hendel, David J. Weiss, René V. Dawis, and Lloyd H. Lofquist.

Authors of this revised volume were Ellen S. Stewart, Sara M. Greenstein, Nancy C. Holt, George A. Henly, Brian E. Engdahl, René V. Dawis, Lloyd H. Lofquist and David J. Weiss.

Revised Edition
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Vocational Psychology Research
Department of Psychology
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Occupational Reinforcer Patterns

The Theory of Work Adjustment (Dawis & Lofquist, 1984; Dawis, England, & Lofquist, 1964; Dawis, Lofquist, & Weiss, 1968; Lofquist & Dawis, 1969) identifies the correspondence between a work personality and a work environment as the predictor of an individual's work adjustment. The indicators of work adjustment are the individual's satisfactoriness (Gibson, Weiss, Dawis, & Lofquist, 1970) and satisfaction (Weiss, Dawis, England, & Lofquist, 1967).

Satisfactoriness can be predicted by comparing an individual's abilities with the ability requirements for a given occupation. Individuals whose abilities correspond to the ability requirements are likely to be satisfactory in the occupation; those whose abilities do not correspond to the ability requirements are predicted to be unsatisfactory.

Satisfaction can be predicted by comparing an individual's vocational needs and values with the reinforcers present in a given occupational environment. The Minnesota Importance Questionnaire (MIQ; Rounds, Henly, Dawis, Lofquist & Weiss, 1981) has been developed by the Work Adjustment Project as a measure of vocational needs and values. Occupational Reinforcer Patterns (ORPs) describe the reinforcers available in different work environments for the satisfaction of workers' needs and values. Satisfaction is predicted for those individuals whose needs and values correspond to the ORP for a given occupation; dissatisfaction is predicted for those whose needs and values do not correspond to the ORP.

The ORPs in this volume are designed to be used in conjunction with the MIQ to predict job satisfaction in specific work environments. In contrast to the two previously published volumes of ORPs (Borgen, Weiss, Tinsley, Dawis, & Lofquist, 1968a; Rosen, Hendel, Weiss, Dawis, & Lofquist, 1972), the ORP profiles are presented in a format that maximizes their similarity to the format in which the MIQ profile is presented. This feature should make these ORPs more useful to the counselor in describing the correspondence--or lack thereof--of a client's MIQ profile to the reinforcer characteristics of specific occupations. A loose-leaf format was chosen to further facilitate the use of ORP information by both counselor and client.

Development of Occupational Reinforcer Patterns

The ORPs contained in this volume are based on the combined ratings of supervisors and/or employees in each specific occupation. The ratings represent the responses of immediate job supervisors or employees or mixed supervisor-employee groups. Employees were used as raters: (1) when an adequate number of supervisors could not be obtained, or (2) when a true supervisory position did not exist (e.g., for optometrists). Comparison of supervisor and employee ratings of the same occupation has shown that supervisor-rated ORPs are highly similar to employee-rated ORPs (Flint, 1980; Tinsley & Weiss, 1971).

ORPs included in this volume were judged to be sufficiently reliable

for inclusion if their split-half product-moment correlations, calculated from ORP profiles generated from randomly split halves of raters within the occupation, were greater than .85.

Description of the MJDQ

The Minnesota Job Description Questionnaire (MJDQ) was used to obtain ratings from supervisors and employees. This instrument requires ratings of how well each of twenty-one statements describes the reinforcer characteristics of a specific work environment. These statements parallel those used in the MIQ. More detailed information on the construction, scoring, and use of the MJDQ appears in The Measurement of Occupational Reinforcer Patterns (Borgen, Weiss, Tinsley, Dawis, & Lofquist, 1968b).

The twenty-one statements used in the MJDQ, and their corresponding scale names, are:

Scale	Item
1. Ability Utilization.....	make use of their individual abilities
2. Achievement.....	get a feeling of accomplishment
3. Activity.....	are busy all the time
4. Advancement.....	have opportunities for advancement
5. Authority.....	tell other workers what to do
6. Company Policies & Practices...	have a company which administers its policies fairly
7. Compensation.....	are paid well in comparison with other workers
8. Co-workers.....	have co-workers who are easy to make friends with
9. Creativity.....	try out their own ideas
10. Independence.....	do their work alone
11. Moral Values.....	do work without feeling that it is morally wrong
12. Recognition.....	receive recognition for the work they do
13. Responsibility.....	make decisions on their own
14. Security.....	have steady employment

15. Social Service.....have work where they do things for other people
16. Social Status.....have the position of "somebody" in the community
17. Supervision--Human Relations....have bosses who back up the workers (with top management)
18. Supervision--Technical.....have bosses who train the workers well
19. Variety.....have something different to do every day
20. Working Conditions.....have good working conditions
21. Autonomy.....plan their work with little supervision

Description of the ORPs

This volume contains ORPs for specific occupations. The ORPs are presented alphabetically, based on the titles in the Dictionary of Occupational Titles (DOT; U.S. Department of Labor, 1965, 1977, 1982).

For each occupation, the following information is presented: (1) a profile of the occupational reinforcers as described by the raters; (2) the DOT code for the occupation, (3) the associated Occupational Aptitude Pattern (OAP; U.S. Department of Labor, 1979, 1984) for the occupation; (4) a list of the reinforcers that are descriptive of the occupation; (5) a reference to a listing of other occupations that are in the same cluster of ORPs; (6) summary statistics describing scale values and other information about the ORP; (7) the number of raters on which the ORP profile is based; and (8) the year in which the ORP was first published (148 of the ORPs in this volume previously appeared in Borgen et al., 1968a and Rosen et al., 1972).

Profiles of ORPs. The ORP profiles (white pages) have several features to assist in interpreting the reinforcer characteristics for each occupation. The scale for the profile ranges from -1.0 through 0.0 to +3.0 in intervals of .50. On this scale, a unit of 1.0 equals one standard deviation. Positive scale values (above 0.0) indicate reinforcers that are descriptive of the occupation. Reinforcers that are highly descriptive are indicated by the letter H; reinforcers that are moderately descriptive are indicated by the letter M. Those that are neither moderately nor highly descriptive are indicated by an "x". A detailed discussion of the rules used to determine highly and moderately descriptive reinforcers appears in Borgen et al. (1968b).

Highly and moderately descriptive reinforcers indicate the stimulus conditions that are the most salient features of the work environment. A descriptive reinforcer may be interpreted to mean that the reinforcer, as described by its statement, is an important reinforcing characteristic for the satisfaction of the needs of workers in that occupation.

The profile of an ORP shows at a glance the reinforcer characteristics of an occupation. In interpreting the profiles, care should be taken to refer to the statement associated with each reinforcer dimension, rather than by simply interpreting the scale title. For example, the scale "Independence" is defined by the statement that workers in the job "do their work alone." Other possible interpretations of the title "Independence" would be misleading.

On the ORP profile, the 21 reinforcer scales are presented in six groups that represent reinforcer factors. These reinforcer factors are analogous, in describing the work environment, to the value scores in the MIQ which describe the individual's work personality. Scores for these reinforcer factors (values) are represented by a "v" in the profile. The six reinforcer factors are defined as follows:

- Achievement: an environment that encourages accomplishment.
- Comfort: an environment that is comfortable and not stressful.
- Status: an environment that provides recognition and prestige.
- Altruism: an environment that fosters harmony with, and service to, others.
- Safety: an environment that is predictable and stable.
- Autonomy: an environment that stimulates initiative.

The six groups of reinforcers are listed in an order that represents the bipolarity of pairs of reinforcer factors: Achievement and Comfort represent contrasting reinforcer factors, as do Status and Altruism, and Safety and Autonomy.

Summary Statistics. For the counselor or research worker who desires more precise information on the ratings of various reinforcers in each occupation, the table of data presented on the back of each ORP page shows the following: (1) the scale value for each reinforcer dimension; (2) scale values plus and minus one standard error (+1 SE and -1 SE, respectively); (3) the proportion of raters who rated the reinforcer dimension as not descriptive of the occupation (P); and (4) the overlap between the scale value estimates and the zero point for each dimension (Q).

The scale values (the first column of information) were used to plot the graphic profile for each ORP. The standard error columns indicate the extent of agreement among the raters for each of the 21 MJDQ scales (greater agreement is reflected by a smaller range from -1 SE to +1 SE) and are indicated on the profile by the "-" around the plotted scale values. The P and Q columns, together with the adjusted scale value column, were used to obtain the highly and moderately descriptive characteristics for each occupation. A detailed explanation of these statistics appears in The Measurement of Occupational Reinforcer Patterns (Borgen et al., 1968b, pp. 23-30). Finally, the number of raters on which the ORP is based and year in which the ORP was first published are shown at the bottom of each table.

Occupational Reinforcer Clusters. For each ORP, reference is made to

an Occupational Reinforcer Cluster. This feature enables the counselor to identify additional occupations with similar ORPs.

Six Occupational Reinforcer Clusters follow the ORPs (salmon-colored pages). Clusters are groups of occupations that have similar occupational reinforcer patterns. The six clusters used in this volume replace the clusters used in the two earlier volumes of Occupational Reinforcer Patterns (Borgen et al., 1968a; Rosen et al., 1972). All occupations have been assigned to one of the six new clusters. (For a description of the method employed in developing these clusters, see the Minnesota Occupational Classification System II, Dawis, Lofquist, Henly, & Rounds, 1979/1982, pp. 142-145.) A table showing the occupations that comprise each of the six clusters is also provided.

Reference to DOT Code and OAP Structure. The appropriate Dictionary of Occupational Titles (DOT) code(s) and Occupational Aptitude Pattern (OAP) are listed for each ORP. These references allow the counselor to investigate other important characteristics of the occupation. The nine-digit DOT code enables the counselor to locate a concise description of the occupation in terms of the work involved and the worker characteristics required. The appropriate OAP for each occupation consists of the most significant abilities for a group of occupations having similar ability requirements. The OAP number enables the counselor to use the Occupational Aptitude Pattern structure (U.S. Department of Labor, 1979) to find the ability requirements for a specific occupation in terms of scores on the General Aptitude Test Battery (GATB).

Indexes

Two indexes are provided (yellow pages) to assist the counselor in using the ORPs in this volume in conjunction with the DOT. One index lists the ORPs in order of their DOT code, followed by the DOT title and the ORP title. The second index lists the ORPs in alphabetical order by their DOT title, followed by their DOT code and ORP title.

Stability of Occupational Reinforcer Ratings

Two ORPs in this volume replace ORPs contained in Occupational Reinforcer Patterns (First Volume) (Borgen et al., 1968a). The product-moment correlations between the older ORPs (collected prior to 1968) and those reported in the present volume were .93 for Sales Agent, Real Estate and .88 for Nurse, Professional (Flint, 1980). The similarity of the two Real Estate Agent ORPs, gathered eleven years apart, is of the same magnitude as the median split-half reliability for ORPs (.92). The similarity of Nurse ORPs across the eleven-year span was slightly lower (.88), but still within the range of ORP split-half reliability, and well above the median between-occupation correlation (.55). These data indicate that ratings of occupational reinforcers can remain stable over time.

Jenson (1975) presents data that show the stability of ORPs across levels of professional development within an occupation. The ORP for School

Psychologist developed from ratings of beginning and advanced graduate students in a school psychology training program correlated .95 and .96, respectively, with the reinforcer profile derived from ratings of practicing school psychologists. Since the training program was undergoing important changes at the time the ratings were gathered, these data would appear to support the robustness of ORPs.

Use of Combined-Gender ORPs

Borgen et al. (1968b) raised the possibility that different ORPs might be required for males and females in the same occupation. However, data presented by Flint (1980) shows support for the practice of combining ratings made by male and female raters in deriving an ORP. An examination of ratings made by male vs. female raters for male-dominated, female-dominated, and equal-gender occupations showed that ratings made by the two gender groups differed only by a degree comparable to differences obtained between random split-half groups within the occupations. Therefore, single combined-gender ORPs are presented for each occupation in the present volume.

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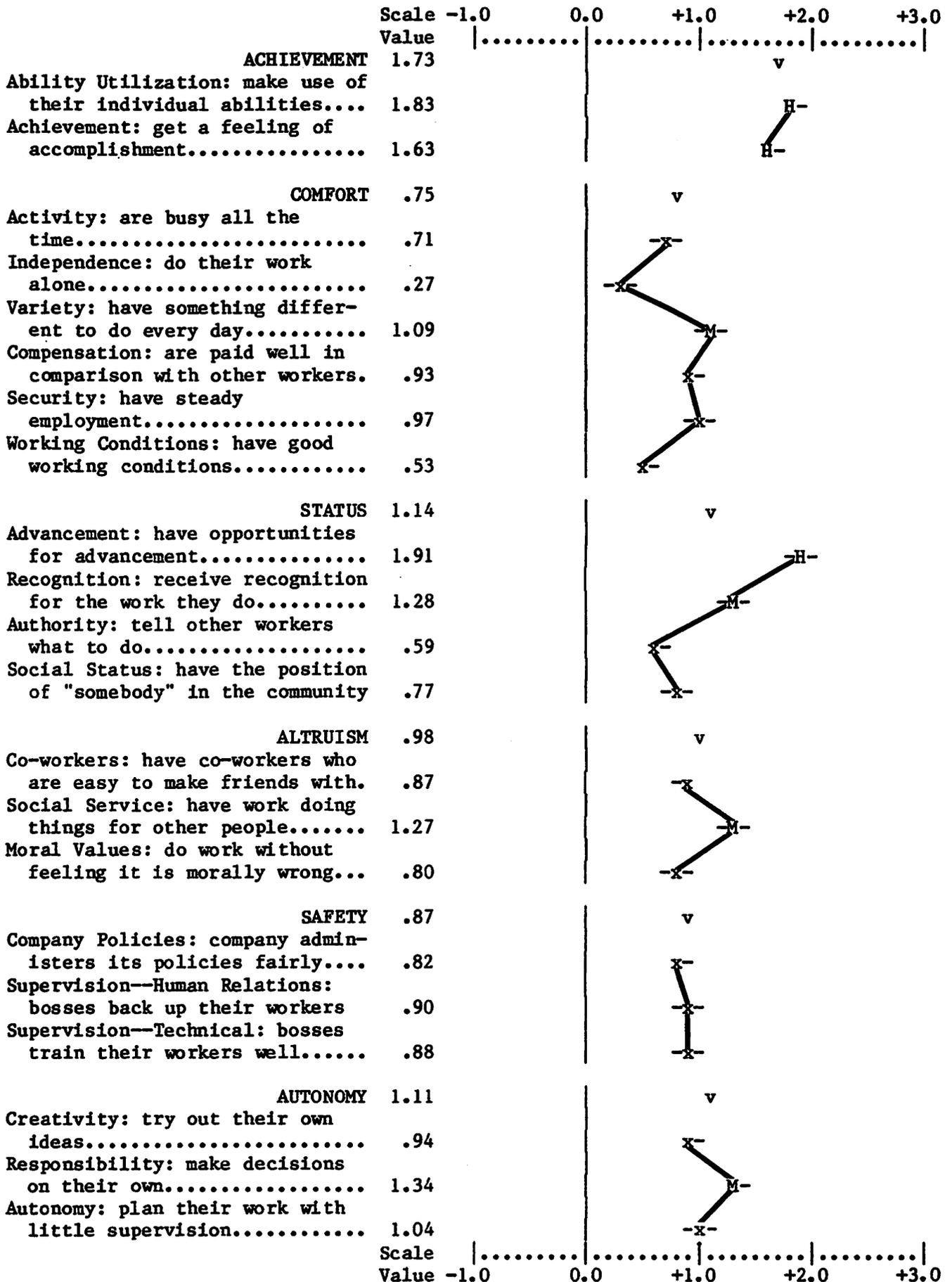
Alphabetical Index of Occupational Reinforcer Patterns

Accountant, Certified Public	Cosmetologist
Accountant, Cost	Counselor (Private Employment Agency)
Accounting Clerk, Civil Service	Counselor, School
Accounting Clerk, Manufacturing	Counselor, Vocational Rehabilitation
Air-Conditioning Mechanic (Commercial and Domestic)	Credit Clerk
Aircraft-and-Engine Mechanic, Line Service	Dentist
Aircraft-and-Engine Mechanic, Shop	Department Head, Supermarket
Airplane-Flight Attendant	Dietitian
Airplane Pilot, Commercial (Co-Pilot)	Digital-Computer Operator
Alteration Tailor	Drafter, Architectural
Architect	Driver, Sales Route
Assembler (Electrical Equipment)	Electrical Engineer
Assembler, Production	Electrical Technician
Assembler, Small Parts	Electrician
Automobile-Body Repairer	Electronics Assembler
Automobile Mechanic	Electronics Mechanic
Automobile Seat Cover-and-Convertible Top Installer	Elevator Repairer
Automobile Service Station Attendant	Embalmer
Baker	Engineer, Civil
Barber	Engineer, Mechanical
Bartender	Engineer, Stationary
Battery Assembler	Engineer, Time Study
Bookbinder	Exterminator
Bookkeeper I	Family Practitioner (M.D.)
Bottler, Brewery	Farm-Equipment Mechanic I
Bricklayer	Fire Fighter
Bus Driver	Floral Designer (Florist)
Cabinetmaker	Foundry Worker, General
Carpenter	Furnace Installer-and-Repairer
Caseworker	Furniture Upholsterer
Cashier-Checker	Glazier (Glass Installer)
Cash-Register Servicer	Heavy Equipment Operator (Construction)
Cement Mason	Highway Engineer
Claim Adjuster	Home Attendant
Claim Examiner	Hotel Clerk
Cleaner, Housekeeping	Instructor, Physical Education
Clergy Member	Instructor, Vocational School
Clerk, General Office, Civil Service	Instructor, Vocational Training (Business School)
Collector (Bill Collector)	Interior Designer and Decorator
Commercial Artist, Illustrating	Janitor (Public School)
Compositor	Key-Punch Operator
Cook (Hotel-Restaurant)	Landscape Gardener
Co-op Sales and Serviceperson	Lather
	Lawyer
	Librarian
	Line Installer-Repairer (Telephone)
	Linotype Operator

Alphabetical Index of Occupational Reinforcer Patterns (continued)

Lithographic Press-Feeder	Recreation Leader
Lithographic Press Plate-Maker	Repossessor
Locksmith	Roofer
Lumber-Yard Worker	Sales Agent, Life Insurance
Machinist	Sales Agent, Real Estate
Mail Carrier	Sales Agent, Securities
Maintenance Repairer, Factory or Mill	Salesperson, Automobile
Marker	Salesperson, Furniture
Meat Cutter	Salesperson, General (Department Store)
Mechanical-Engineering Technician	Salesperson, General Hardware
Medical Technologist	Salesperson, Liquor
Millwright	Salesperson, Shoe
Newspaper Publisher (Weekly and Semi-Weekly)	Salesperson, Sporting Goods
Nurse Aide	Screw-Machine Operator, Production
Nurse, Licensed Practical	Secretary (General Office)
Nurse, Professional	Service Representative (Telephone)
Nurse, Staff, Occupational Health Nursing	Sewing-Machine Operator, Any Industry
Occupational Therapist	Sheet Metal Worker
Office-Machine Servicer	Shoe Repairer
Optometrist	Solderer (Production Line)
Orderly	Speech Pathologist
Painter/Paperhanger	Statistical-Machine Servicer
Patternmaker, Metal	Statistician, Applied
Perforator Typist	Stenographer, Technical, Civil Service
Personnel Clerk	Stock Clerk
Pharmacist	Taxi Driver
Photoengraver (Stripper)	Teacher, Adult Education
Photographer, Commercial	Teacher, Adult Education (Agriculture)
Physical Therapist	Teacher Aide
Pipefitter	Teacher, Elementary School
Plant Engineer	Teacher, Secondary School
Plasterer	Teacher, Secondary School (Agriculture)
Plumber	Telephone Installer
Police Officer	Telephone Operator
Post-Office Clerk	Television Service-and- Repairer
Pourer, Metal	Teller (Banking)
Presser, Machine	Tile Setter (Ceramic)
Principal, Night School	Tool-and-Die Maker
Process Artist	Toy Assembler
Production Helper (Food)	Truck Driver
Programmer (Business, Engineering and Science)	Typist, Civil Service
Psychologist, Clinical	Usher (Theater)
Psychologist, Counseling	Veterinarian
Psychologist, Industrial Organizational	Waiter-Waitress
Psychologist, School	Welder, Combination
Punch-Press Operator	Work Evaluator
Radiologic Technologist	Writer, Technical Publications
Receptionist, Civil Service	

ACCOUNTANT, CERTIFIED PUBLIC



ACCOUNTANT, CERTIFIED PUBLIC

O.A.P. = 60

D.O.T. = 160.167-010

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

HAVE OPPORTUNITIES FOR ADVANCEMENT

MAKE USE OF THEIR INDIVIDUAL ABILITIES

GET A FEELING OF ACCOMPLISHMENT

Make decisions on their own

Receive recognition for the work they do

Have work where they do things for other people

Have something different to do every day

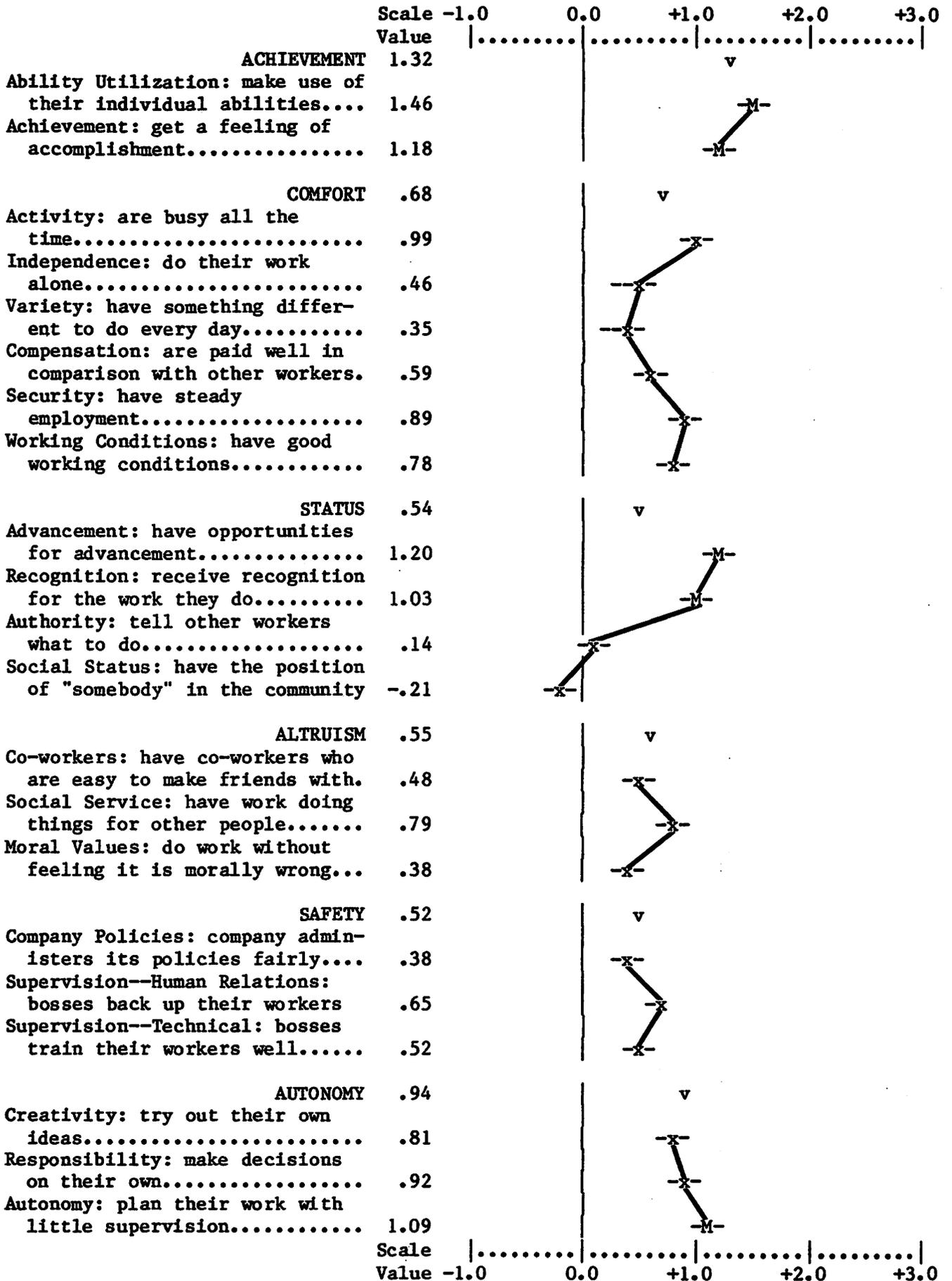
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.83	1.75	1.92	.04	4.96
2. Achievement	1.63	1.56	1.70	.02	4.42
3. Activity .....	.71	.60	.81	.40	1.21
4. Advancement	1.91	1.82	2.00	.00	5.13
5. Authority .....	.59	.50	.67	.16	1.15
6. Company Policies .....	.82	.75	.90	.10	1.82
7. Compensation .....	.93	.85	1.00	.20	2.05
8. Co-Workers .....	.87	.81	.93	.06	2.26
9. Creativity .....	.94	.86	1.02	.14	2.00
10. Independence .....	.27	.16	.37	.62	.46
11. Moral Values .....	.80	.71	.90	.06	1.51
12. Recognition	1.28	1.20	1.36	.08	2.99
13. Responsibility	1.34	1.25	1.43	.14	2.91
14. Security .....	.97	.89	1.05	.04	2.09
15. Social Service	1.27	1.19	1.35	.02	2.87
16. Social Status .....	.77	.68	.86	.20	1.48
17. Supervision-Hum.-Rel. ...	.90	.83	.98	.08	2.08
18. Supervision-Technical ...	.88	.80	.97	.20	1.86
19. Variety	1.09	.99	1.18	.14	2.14
20. Working Conditions .....	.53	.45	.61	.24	1.10
21. Autonomy	1.04	.93	1.14	.22	1.89

N = 50 Raters

1972

ACCOUNTANT, COST



ACCOUNTANT, COST

O.A.P. = 60

D.O.T. = 160.167-018

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

- Make use of their individual abilities
- Have opportunities for advancement
- Get a feeling of accomplishment
- Plan their work with little supervision
- Receive recognition for the work they do

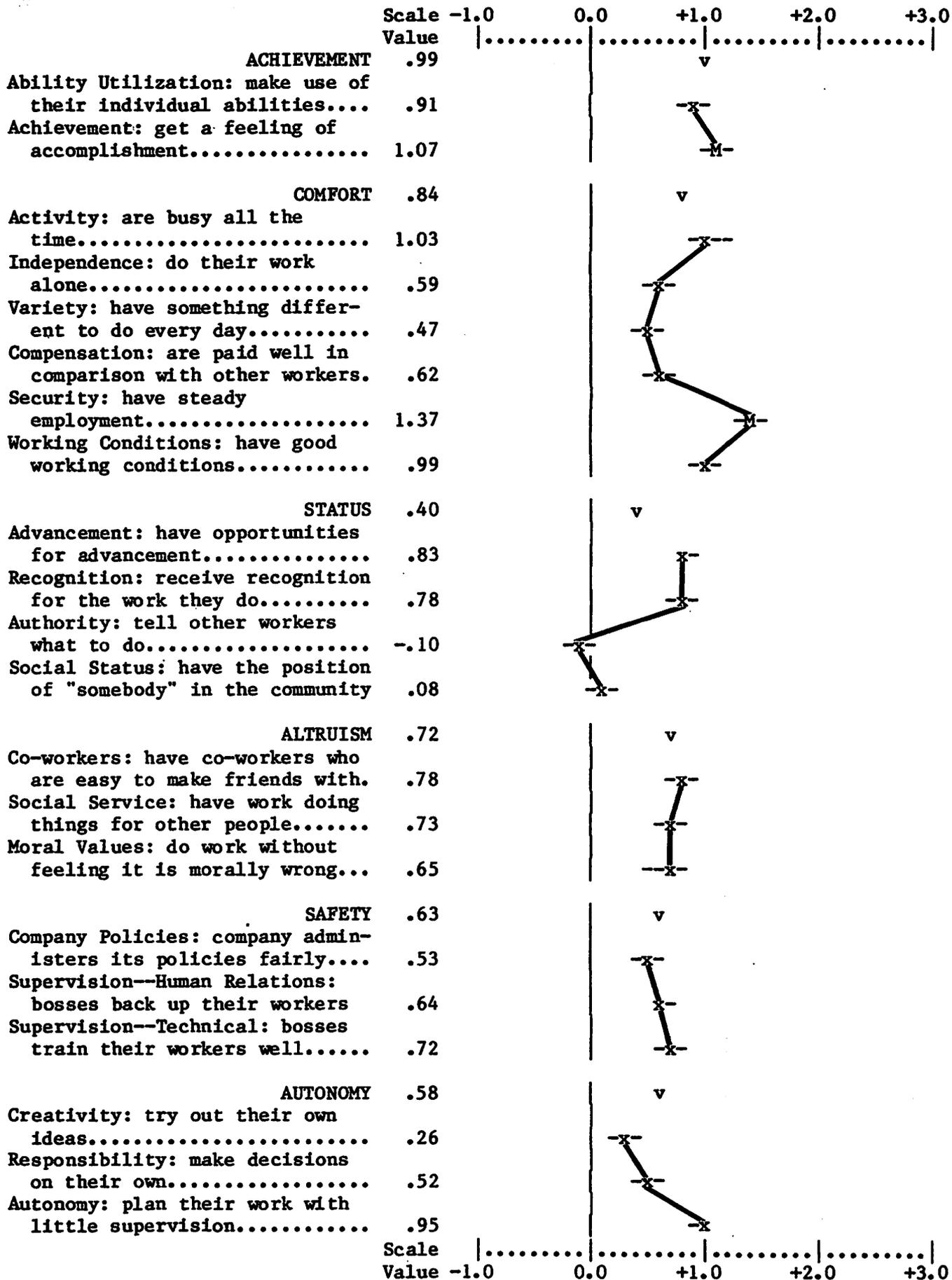
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.46	1.36	1.56	.05	3.36
2. Achievement	1.18	1.08	1.27	.10	2.59
3. Activity .....	.99	.86	1.13	.18	1.61
4. Advancement	1.20	1.11	1.29	.03	2.70
5. Authority .....	.14	.04	.23	.64	.27
6. Company Policies .....	.38	.28	.47	.21	.75
7. Compensation .....	.59	.50	.68	.28	1.21
8. Co-Workers .....	.48	.39	.57	.13	.96
9. Creativity .....	.81	.70	.92	.26	1.52
10. Independence .....	.46	.34	.58	.44	.78
11. Moral Values .....	.38	.25	.51	.08	.60
12. Recognition	1.03	.94	1.12	.10	2.23
13. Responsibility .....	.92	.81	1.03	.33	1.76
14. Security .....	.89	.78	1.00	.00	1.66
15. Social Service .....	.79	.69	.88	.21	1.54
16. Social Status	-.21	-.32	-.12	.64	.41
17. Supervision-Hum.-Rel. ...	.65	.57	.73	.21	1.47
18. Supervision-Technical ...	.52	.44	.60	.36	1.11
19. Variety .....	.35	.24	.45	.51	.63
20. Working Conditions .....	.78	.69	.87	.08	1.65
21. Autonomy	1.09	.99	1.20	.15	2.18

N = 39 Raters

1968

ACCOUNTING CLERK, CIVIL SERVICE



ACCOUNTING CLERK, CIVIL SERVICE

O.A.P. = 36

D.O.T. = 216.482-010

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have steady employment

Get a feeling of accomplishment

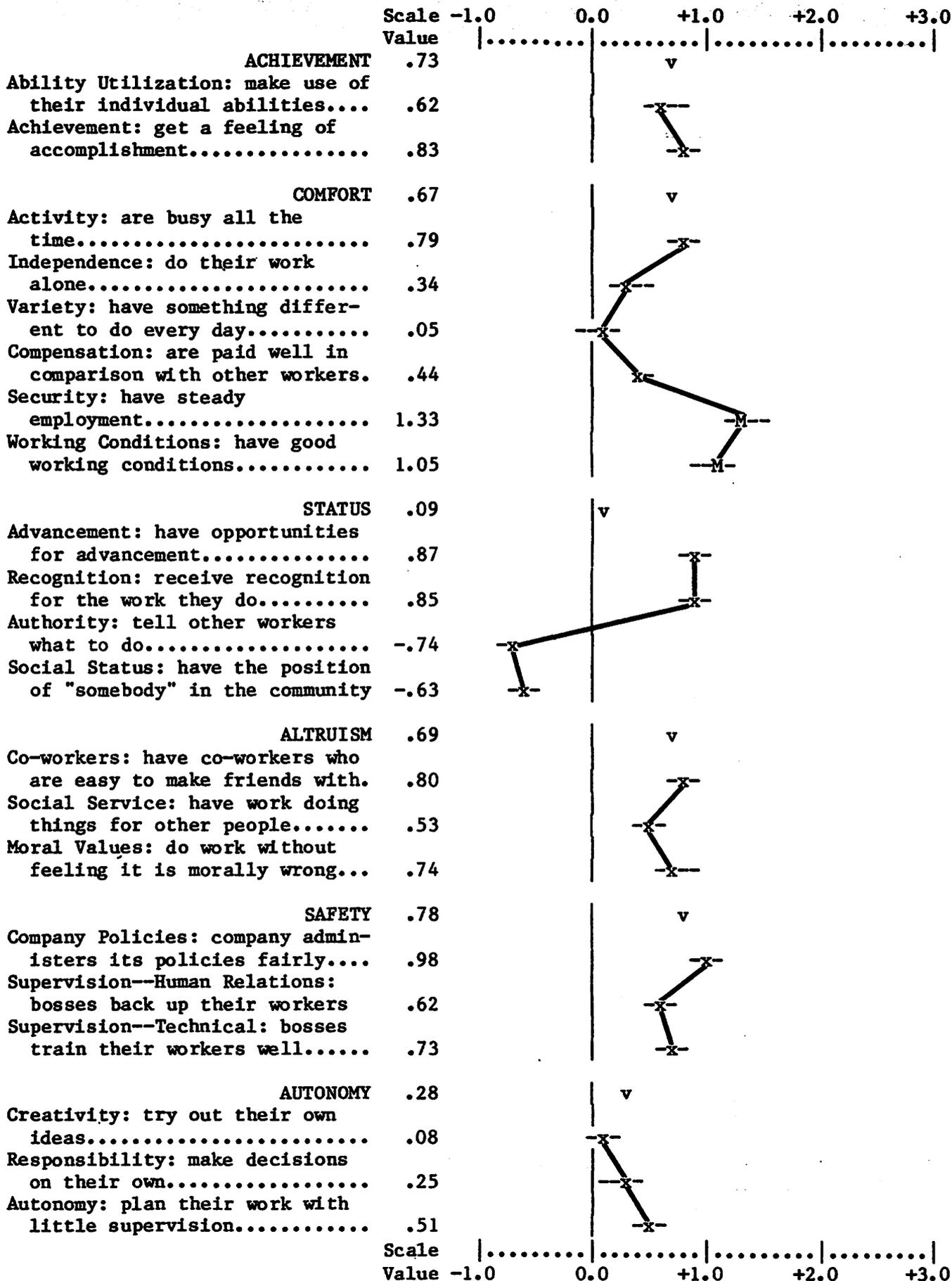
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.91	.83	.99	.16	2.13
2. Achievement	1.07	1.00	1.15	.04	2.72
3. Activity	1.03	.92	1.15	.20	1.95
4. Advancement .....	.83	.75	.92	.18	1.82
5. Authority	-.10	-.21	.01	.69	.18
6. Company Policies .....	.53	.44	.63	.20	1.07
7. Compensation .....	.62	.53	.71	.31	1.29
8. Co-Workers .....	.78	.70	.86	.04	1.75
9. Creativity .....	.26	.17	.36	.44	.52
10. Independence .....	.59	.48	.69	.40	1.09
11. Moral Values .....	.65	.52	.78	.09	1.03
12. Recognition .....	.78	.70	.87	.13	1.69
13. Responsibility .....	.52	.42	.62	.42	.98
14. Security	1.37	1.27	1.47	.00	3.08
15. Social Service .....	.73	.62	.84	.29	1.34
16. Social Status .....	.08	-.03	.18	.56	.15
17. Supervision-Hum.-Rel. ...	.64	.55	.72	.09	1.36
18. Supervision-Technical ...	.72	.64	.80	.09	1.59
19. Variety .....	.47	.38	.57	.51	.92
20. Working Conditions .....	.99	.90	1.09	.09	2.10
21. Autonomy .....	.95	.85	1.04	.18	1.99

N = 45 Raters

1968

ACCOUNTING CLERK, MANUFACTURING



ACCOUNTING CLERK, MANUFACTURING

O.A.P. = 36

D.O.T. = 216.482-010

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have steady employment

Have good working conditions

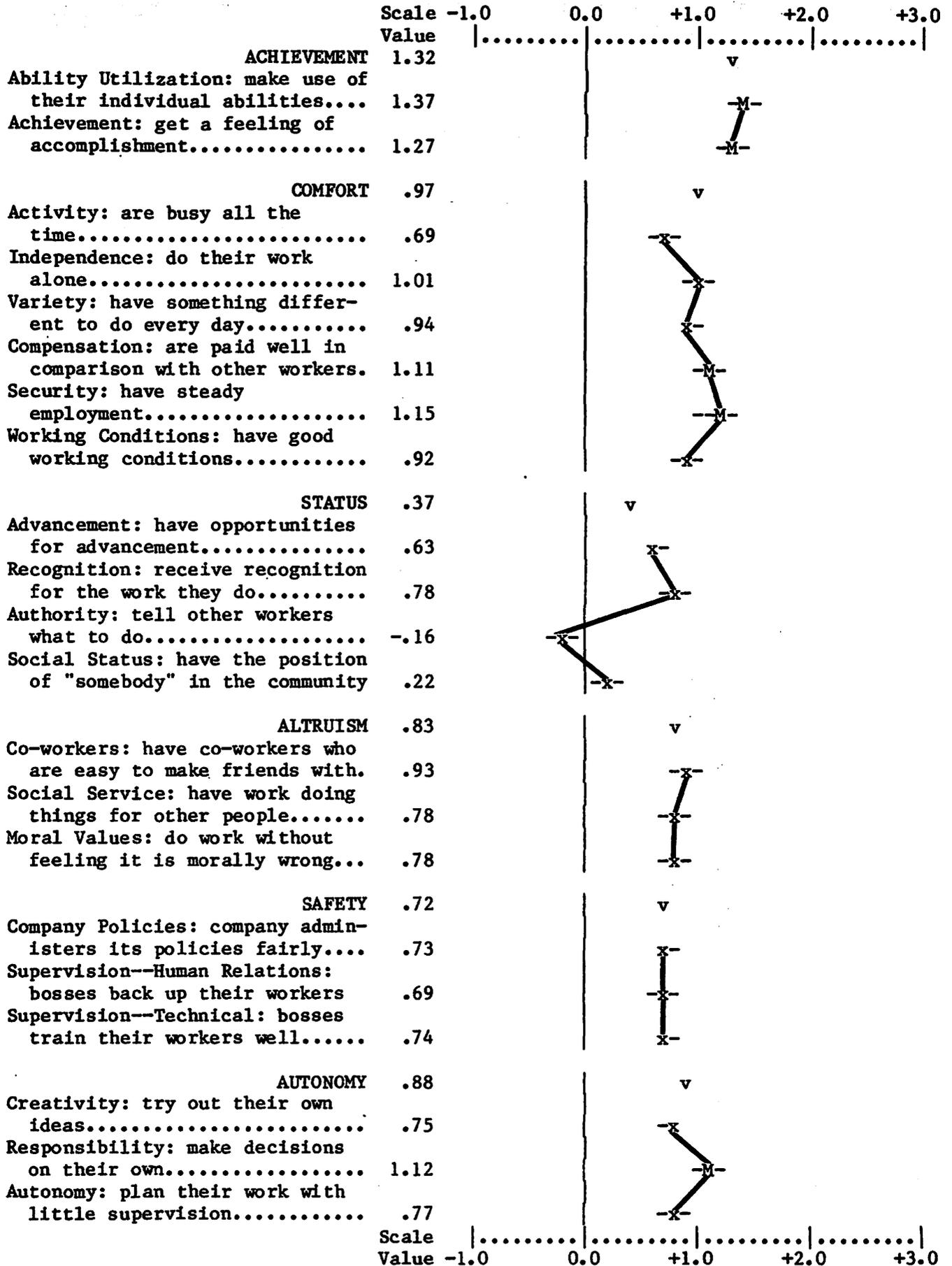
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.62	.49	.75	.33	1.28
2. Achievement .....	.83	.74	.92	.07	2.29
3. Activity .....	.79	.67	.92	.23	1.76
4. Advancement .....	.87	.75	1.00	.13	1.98
5. Authority	-.74	-.84	-.65	.90	2.15
6. Company Policies .....	.98	.89	1.09	.07	2.67
7. Compensation .....	.44	.36	.52	.30	1.22
8. Co-Workers .....	.80	.70	.90	.00	2.09
9. Creativity .....	.08	-.03	.18	.53	.19
10. Independence .....	.34	.24	.45	.47	.81
11. Moral Values .....	.74	.60	.88	.03	1.49
12. Recognition .....	.85	.76	.95	.10	2.32
13. Responsibility .....	.25	.14	.35	.53	.60
14. Security	1.33	1.20	1.48	.00	3.22
15. Social Service .....	.53	.43	.63	.27	1.30
16. Social Status	-.63	-.74	-.54	.80	1.73
17. Supervision-Hum.-Rel. ...	.62	.53	.70	.10	1.67
18. Supervision-Technical ...	.73	.64	.83	.10	1.93
19. Variety .....	.05	-.07	.17	.70	.11
20. Working Conditions	1.05	.94	1.17	.10	2.62
21. Autonomy .....	.51	.41	.62	.37	1.23

N = 30 Raters

1968

AIR-CONDITIONING MECHANIC (COMMERCIAL AND DOMESTIC)



AIR-CONDITIONING MECHANIC (COMMERCIAL AND DOMESTIC)

O.A.P. = 21

D.O.T. = 637.261-014

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

Make use of their individual abilities

Get a feeling of accomplishment

Have steady employment

Make decisions on their own

Are paid well in comparison with other workers

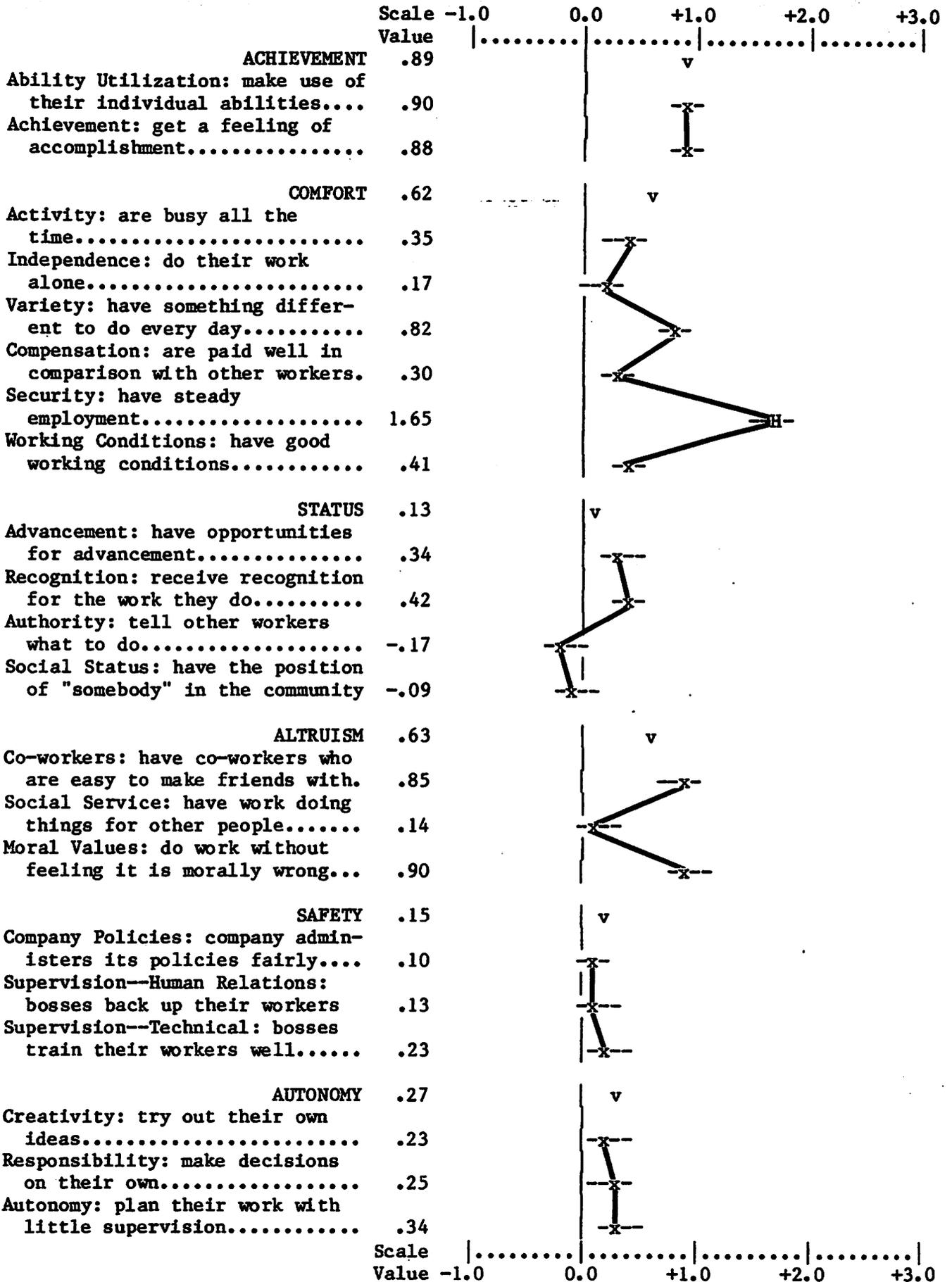
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.37	1.29	1.45	.00	3.32
2. Achievement	1.27	1.20	1.35	.04	3.06
3. Activity .....	.69	.59	.80	.43	1.19
4. Advancement .....	.63	.55	.70	.22	1.31
5. Authority	-.16	-.27	-.06	.78	.28
6. Company Policies .....	.73	.65	.81	.04	1.56
7. Compensation	1.11	1.02	1.19	.06	2.35
8. Co-Workers .....	.93	.84	1.02	.08	1.83
9. Creativity .....	.75	.67	.83	.14	1.55
10. Independence	1.01	.91	1.11	.18	1.90
11. Moral Values .....	.78	.67	.89	.08	1.31
12. Recognition .....	.78	.71	.86	.16	1.71
13. Responsibility	1.12	1.03	1.20	.12	2.40
14. Security	1.15	1.04	1.26	.10	2.11
15. Social Service .....	.78	.68	.88	.16	1.42
16. Social Status .....	.22	.13	.31	.39	.41
17. Supervision-Hum.-Rel. ...	.69	.62	.77	.14	1.45
18. Supervision-Technical ...	.74	.67	.82	.24	1.56
19. Variety .....	.94	.85	1.03	.22	1.84
20. Working Conditions .....	.92	.83	1.02	.24	1.75
21. Autonomy .....	.77	.67	.87	.37	1.40

N = 49 Raters

1972

AIRCRAFT-AND-ENGINE MECHANIC, LINE SERVICE



AIRCRAFT-AND-ENGINE MECHANIC, LINE SERVICE

O.A.P. = 21

D.O.T. = 621.281-014

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

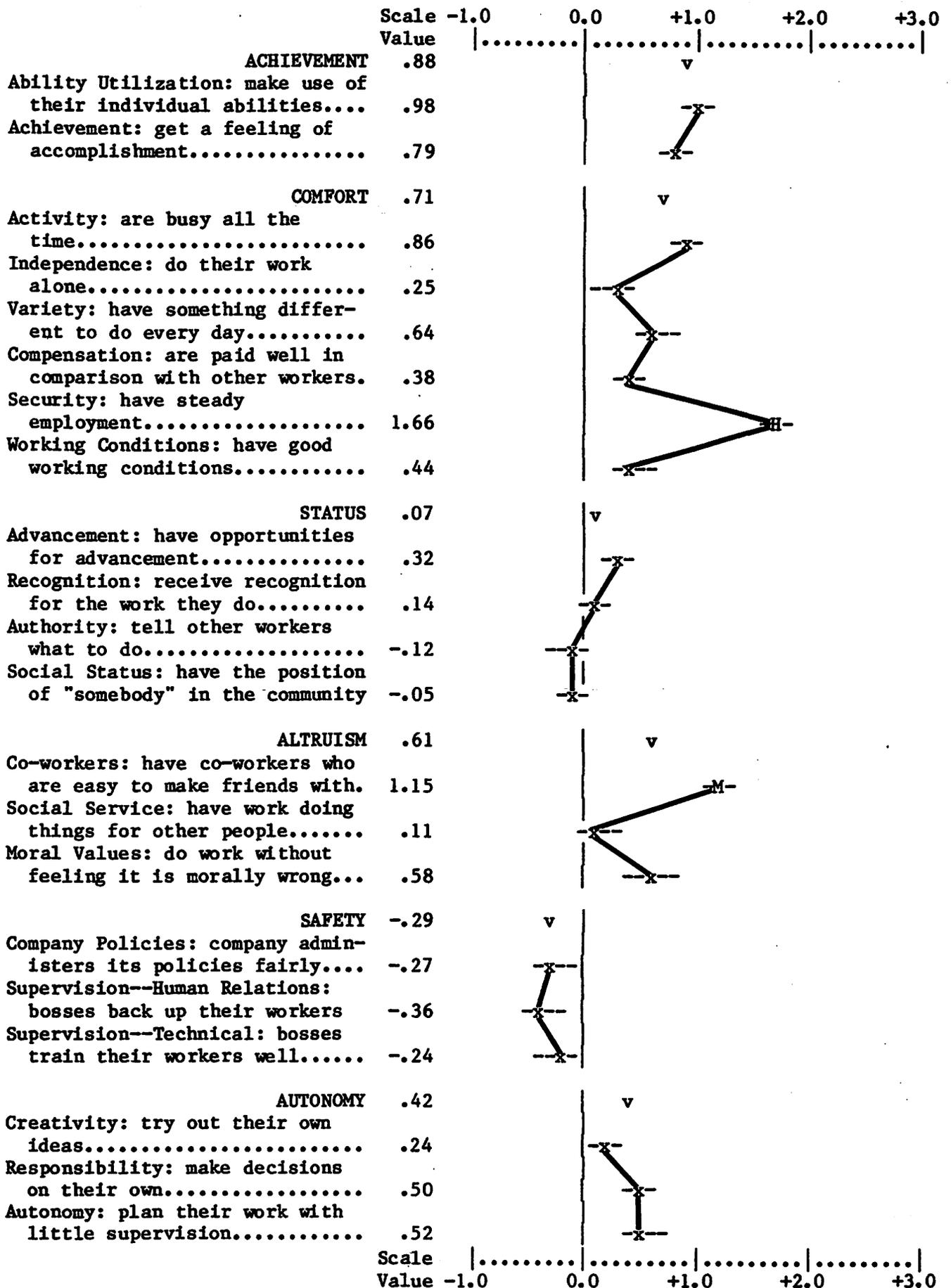
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.90	.80	1.01	.17	2.17
2. Achievement .....	.88	.78	.98	.00	2.15
3. Activity .....	.35	.21	.48	.43	.68
4. Advancement .....	.34	.21	.47	.30	.69
5. Authority	-.17	-.34	-.01	.70	.30
6. Company Policies .....	.10	-.04	.24	.30	.19
7. Compensation .....	.30	.16	.44	.57	.58
8. Co-Workers .....	.85	.72	.99	.04	1.77
9. Creativity .....	.23	.10	.35	.39	.47
10. Independence .....	.17	.02	.32	.48	.32
11. Moral Values .....	.90	.75	1.06	.17	1.74
12. Recognition .....	.42	.31	.54	.26	.91
13. Responsibility .....	.25	.13	.38	.48	.51
14. Security	1.65	1.53	1.80	.00	4.34
15. Social Service .....	.14	.00	.28	.30	.27
16. Social Status	-.09	-.23	.05	.52	.17
17. Supervision-Hum.-Rel. ...	.13	-.01	.27	.48	.25
18. Supervision-Technical ...	.23	.08	.37	.48	.41
19. Variety .....	.82	.73	.92	.13	2.05
20. Working Conditions .....	.41	.29	.54	.35	.85
21. Autonomy .....	.34	.21	.47	.48	.68

N = 23 Raters

1972

AIRCRAFT-AND-ENGINE MECHANIC, SHOP



AIRCRAFT-AND-ENGINE MECHANIC, SHOP

O.A.P. = 21

D.O.T. = 621.281-014

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Have co-workers who are easy to make friends with

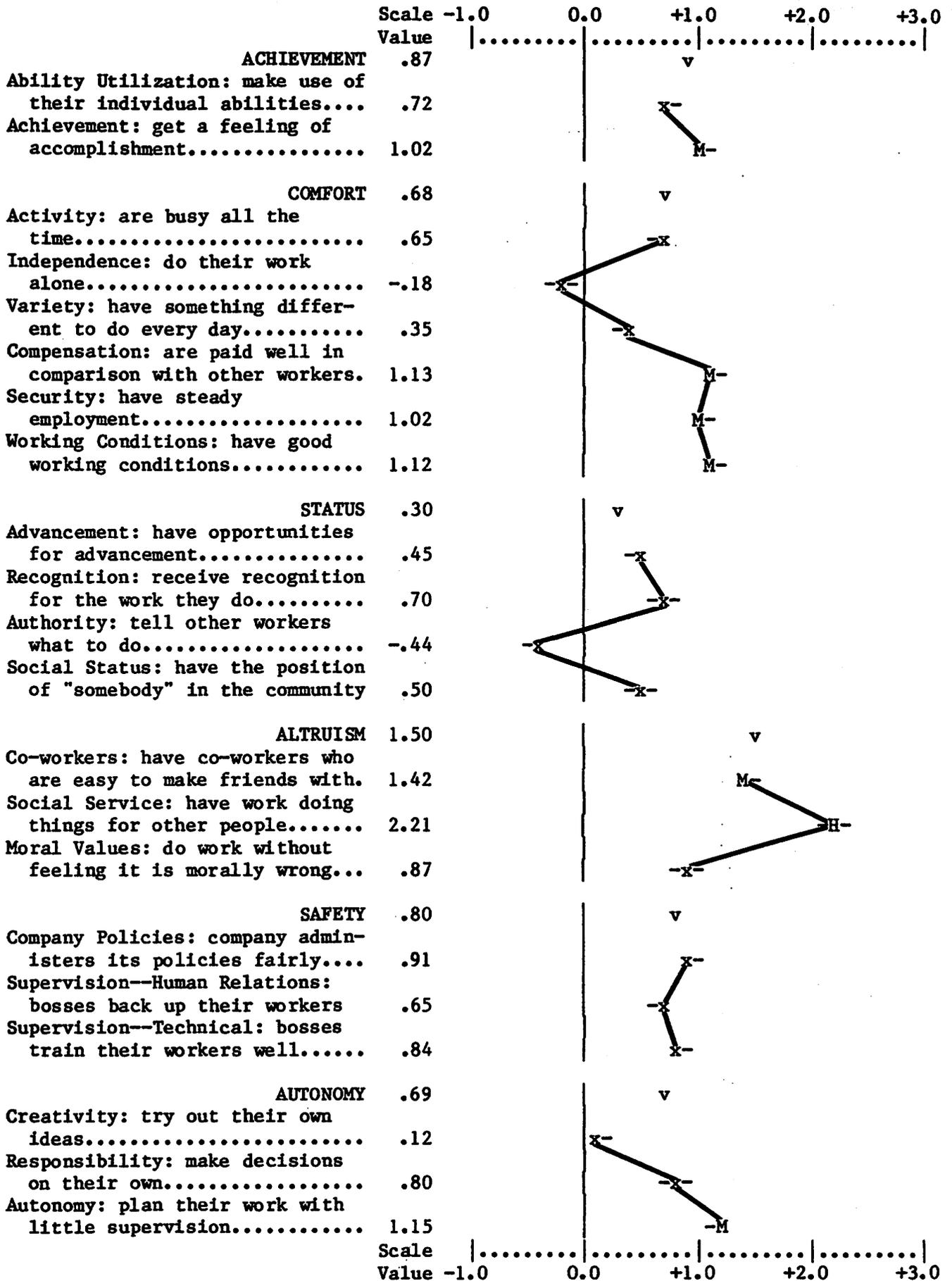
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.98	.88	1.08	.12	2.35
2. Achievement .....	.79	.68	.91	.15	1.73
3. Activity .....	.86	.77	.96	.12	2.12
4. Advancement .....	.32	.21	.43	.27	.66
5. Authority	-.12	-.26	.01	.73	.23
6. Company Policies	-.27	-.42	-.13	.58	.49
7. Compensation .....	.38	.26	.51	.31	.75
8. Co-Workers	1.15	1.06	1.25	.08	2.98
9. Creativity .....	.24	.14	.33	.38	.54
10. Independence .....	.25	.13	.37	.38	.50
11. Moral Values .....	.58	.42	.75	.19	.97
12. Recognition .....	.14	.04	.23	.58	.31
13. Responsibility .....	.50	.42	.59	.27	1.24
14. Security	1.66	1.56	1.78	.04	4.54
15. Social Service .....	.11	-.03	.25	.46	.20
16. Social Status	-.05	-.15	.04	.38	.12
17. Supervision-Hum.-Rel. ...	-.36	-.50	-.23	.65	.70
18. Supervision-Technical ...	-.24	-.37	-.12	.73	.48
19. Variety .....	.64	.53	.76	.27	1.38
20. Working Conditions .....	.44	.33	.56	.38	.91
21. Autonomy .....	.52	.39	.65	.19	1.01

N = 26 Raters

1972

AIRPLANE-FLIGHT ATTENDANT



AIRPLANE-FLIGHT ATTENDANT

O.A.P. = 45

D.O.T. = 352.367-010

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

- HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE
- Have co-workers who are easy to make friends with
- Plan their work with little supervision
- Are paid well in comparison with other workers
- Have good working conditions
- Have steady employment
- Get a feeling of accomplishment

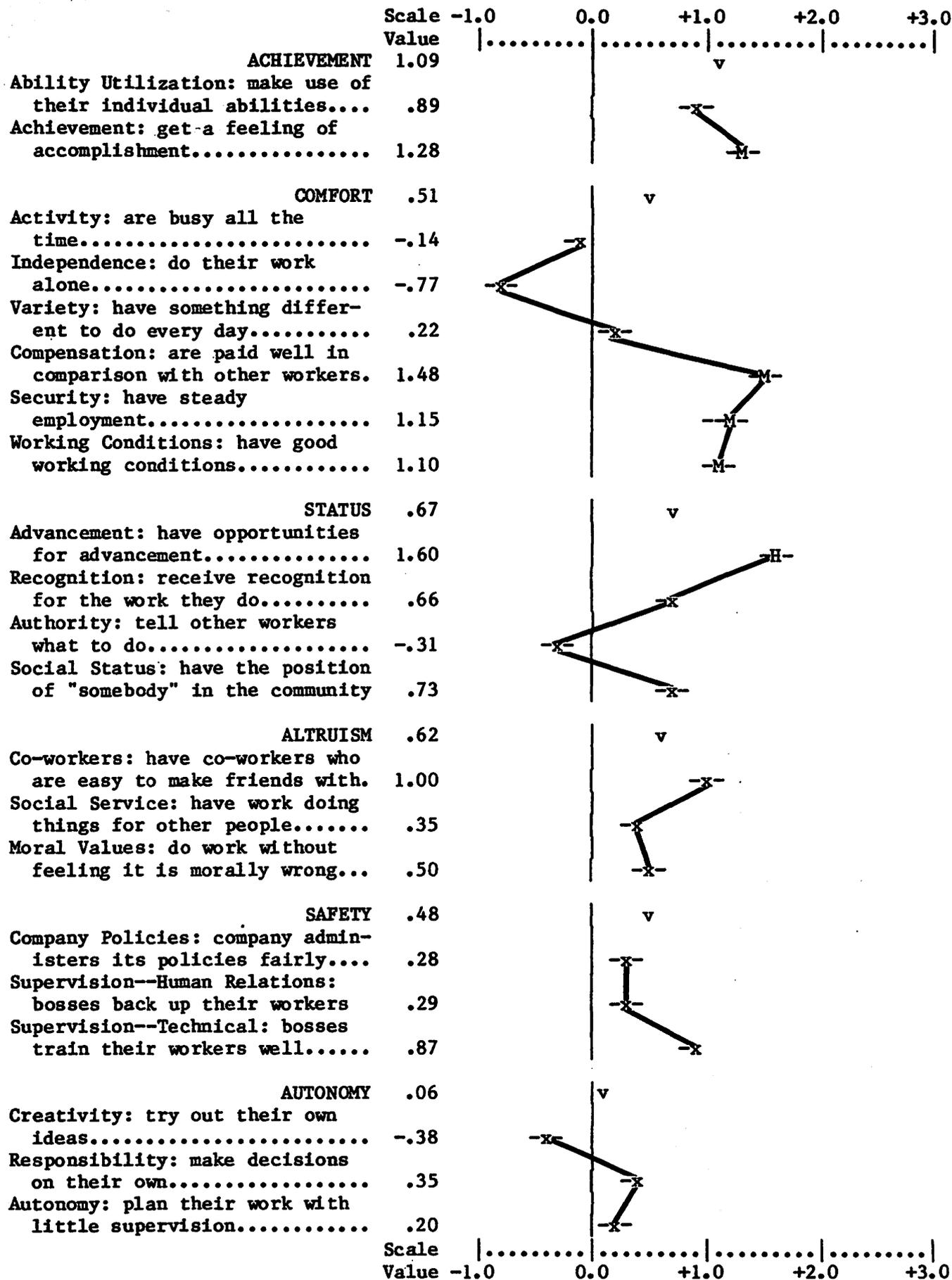
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.72	.65	.80	.27	1.55
2. Achievement	1.02	.95	1.09	.07	2.47
3. Activity .....	.65	.56	.73	.40	1.28
4. Advancement .....	.45	.38	.52	.19	1.03
5. Authority	-.44	-.52	-.36	.88	1.01
6. Company Policies .....	.91	.86	.97	.03	2.54
7. Compensation	1.13	1.06	1.20	.06	2.91
8. Co-Workers	1.42	1.36	1.48	.00	4.39
9. Creativity .....	.12	.06	.18	.55	.32
10. Independence	-.18	-.28	-.09	.76	.36
11. Moral Values .....	.87	.79	.96	.07	1.83
12. Recognition .....	.70	.64	.76	.16	1.74
13. Responsibility .....	.80	.73	.87	.12	1.86
14. Security	1.02	.96	1.08	.06	2.68
15. Social Service	2.21	2.13	2.30	.00	7.91
16. Social Status .....	.50	.42	.57	.16	1.07
17. Supervision-Hum.-Rel. ...	.65	.60	.71	.10	1.73
18. Supervision-Technical ...	.84	.78	.90	.10	2.28
19. Variety .....	.35	.27	.42	.51	.77
20. Working Conditions	1.12	1.05	1.19	.04	2.84
21. Autonomy	1.15	1.07	1.23	.09	2.63

N = 67 Raters

1968

AIRPLANE PILOT, COMMERCIAL (CO-PILOT)



AIRPLANE PILOT, COMMERCIAL (CO-PILOT)

O.A.P. = 20

D.O.T. = 196.263-014

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

HAVE OPPORTUNITIES FOR ADVANCEMENT

Are paid well in comparison with other workers

Get a feeling of accomplishment

Have steady employment

Have good working conditions

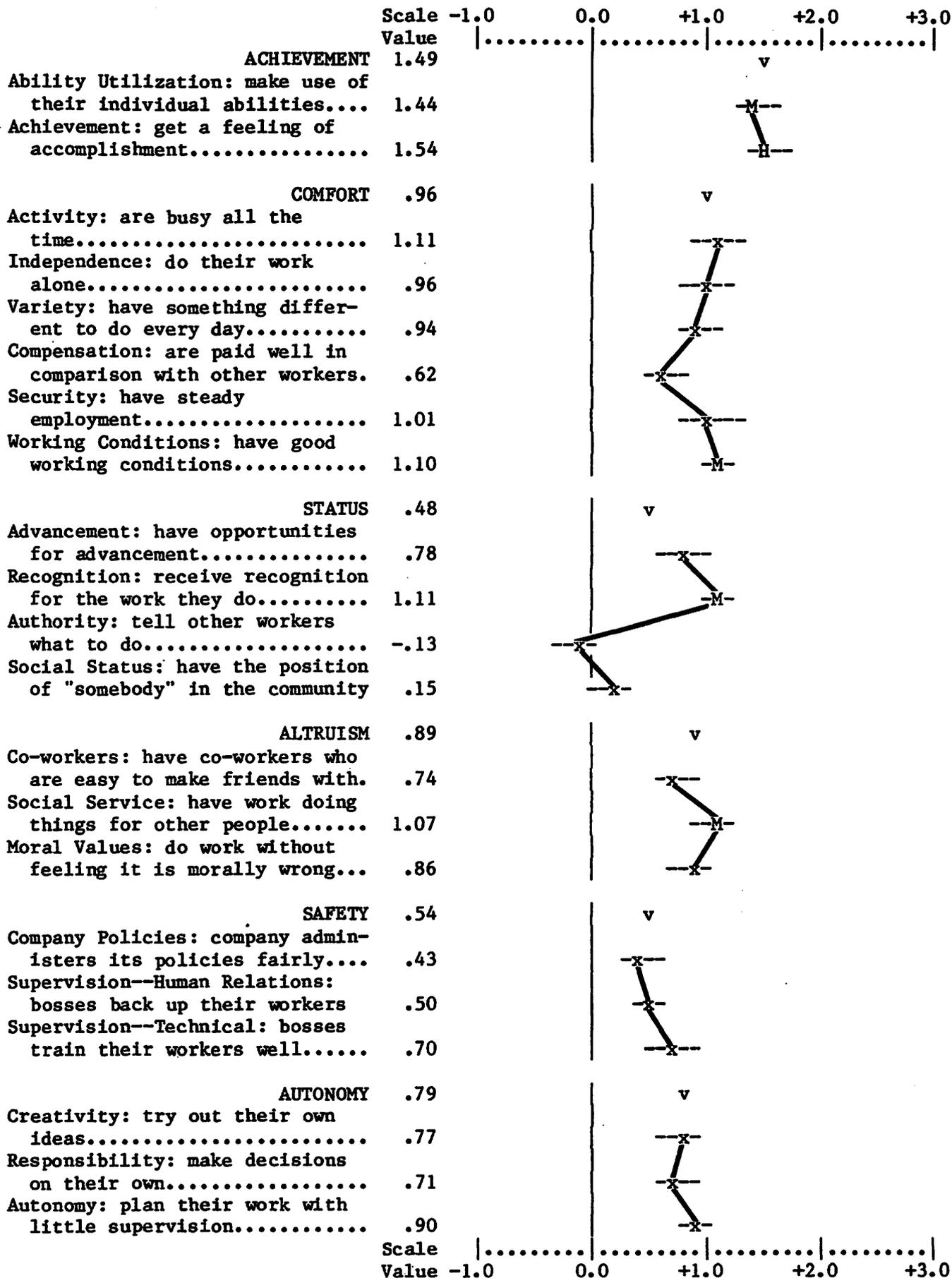
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.89	.77	1.00	.11	2.1
2. Achievement	1.28	1.19	1.39	.00	3.78
3. Activity	-.14	-.23	-.05	.89	.37
4. Advancement	1.60	1.51	1.70	.00	5.48
5. Authority	-.31	-.40	-.23	.79	.91
6. Company Policies .....	.28	.19	.36	.18	.75
7. Compensation	1.48	1.38	1.59	.04	4.51
8. Co-Workers	1.00	.92	1.07	.00	3.23
9. Creativity	-.38	-.46	-.31	.86	1.16
10. Independence	-.77	-.91	-.65	1.00	1.86
11. Moral Values .....	.50	.38	.62	.07	1.10
12. Recognition .....	.66	.59	.74	.11	1.97
13. Responsibility .....	.35	.25	.44	.39	.90
14. Security	1.15	1.04	1.26	.04	3.05
15. Social Service .....	.35	.26	.44	.21	.91
16. Social Status .....	.73	.62	.84	.11	1.75
17. Supervision-Hum.-Rel. ...	.29	.19	.39	.21	.73
18. Supervision-Technical ...	.87	.81	.93	.00	3.04
19. Variety .....	.22	.11	.32	.46	.52
20. Working Conditions	1.10	.98	1.23	.07	2.64
21. Autonomy .....	.20	.09	.30	.61	.46

N = 28 Raters

1972

ALTERATION TAILOR



ALTERATION TAILOR

O.A.P. = 21

D.O.T. = 785.261-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

GET A FEELING OF ACCOMPLISHMENT

Make use of their individual abilities

Receive recognition for the work they do

Have good working conditions

Have work where they do things for other people

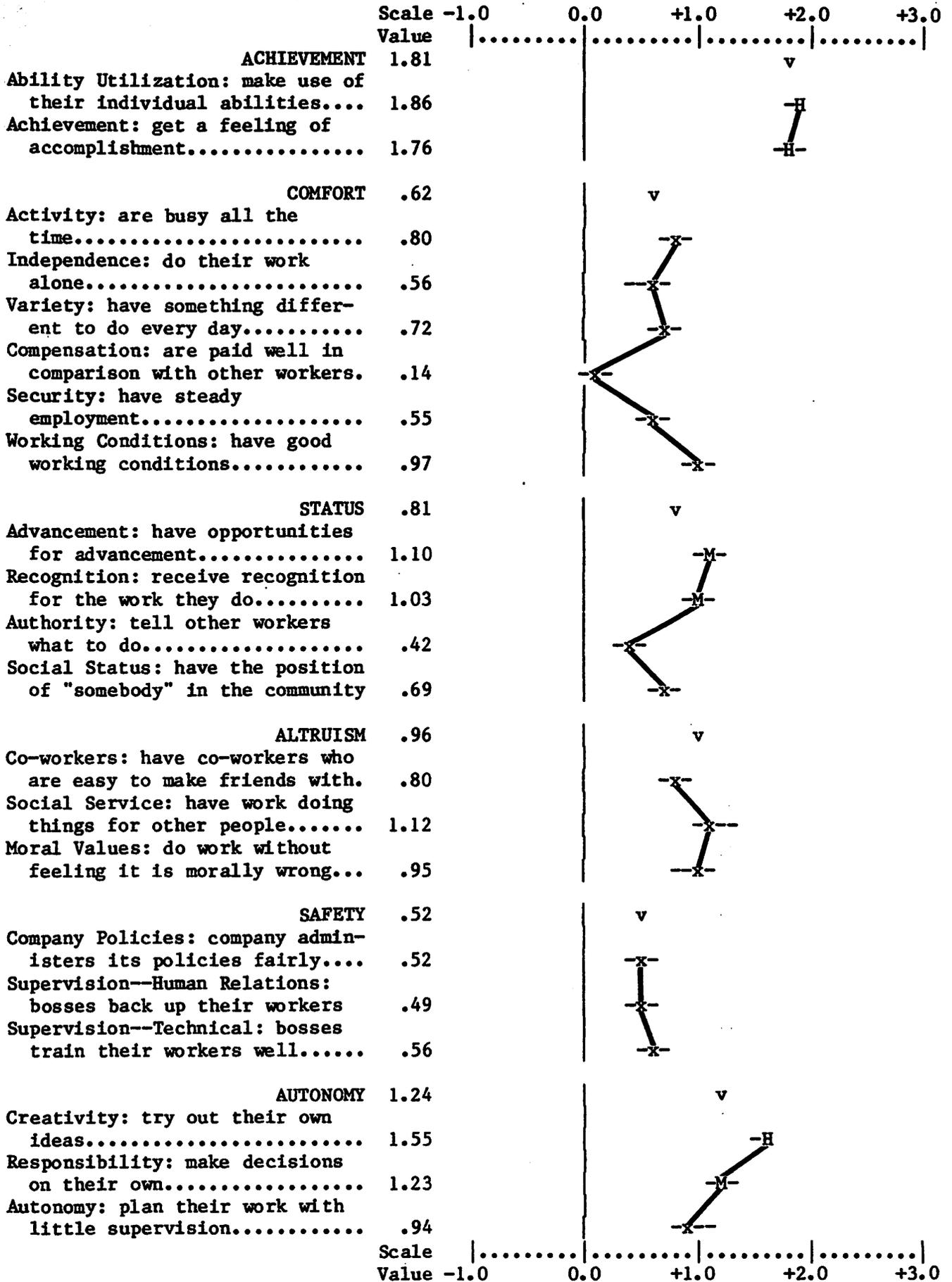
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.44	1.29	1.59	0.00	3.33
2. Achievement	1.54	1.43	1.66	0.00	4.15
3. Activity	1.11	.93	1.31	.29	2.06
4. Advancement .....	.78	.60	.95	.29	1.43
5. Authority	-.13	-.26	-.01	.64	.27
6. Company Policies .....	.43	.29	.56	.14	.88
7. Compensation .....	.62	.45	.79	.36	1.13
8. Co-Workers .....	.74	.60	.88	.07	1.54
9. Creativity .....	.77	.61	.92	.21	1.50
10. Independence .....	.96	.77	1.15	.21	1.70
11. Moral Values .....	.86	.68	1.03	.14	1.57
12. Recognition	1.11	1.00	1.23	.14	2.72
13. Responsibility .....	.71	.55	.87	.29	1.35
14. Security	1.01	.77	1.27	.43	1.52
15. Social Service	1.07	.94	1.21	.07	2.43
16. Social Status .....	.15	-.02	.30	.29	.28
17. Supervision-Hum.-Rel. ...	.50	.37	.63	.07	1.08
18. Supervision-Technical ...	.70	.53	.87	.07	1.27
19. Variety .....	.94	.79	1.09	.29	1.89
20. Working Conditions	1.10	.96	1.24	0.00	2.44
21. Autonomy .....	.90	.79	1.00	.21	2.24

N = 14 Raters

1985

ARCHITECT



ARCHITECT

O.A.P. = 17

D.O.T. = 001.061-010

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

GET A FEELING OF ACCOMPLISHMENT

TRY OUT THEIR OWN IDEAS

Make decisions on their own

Have opportunities for advancement

Receive recognition for the work they do

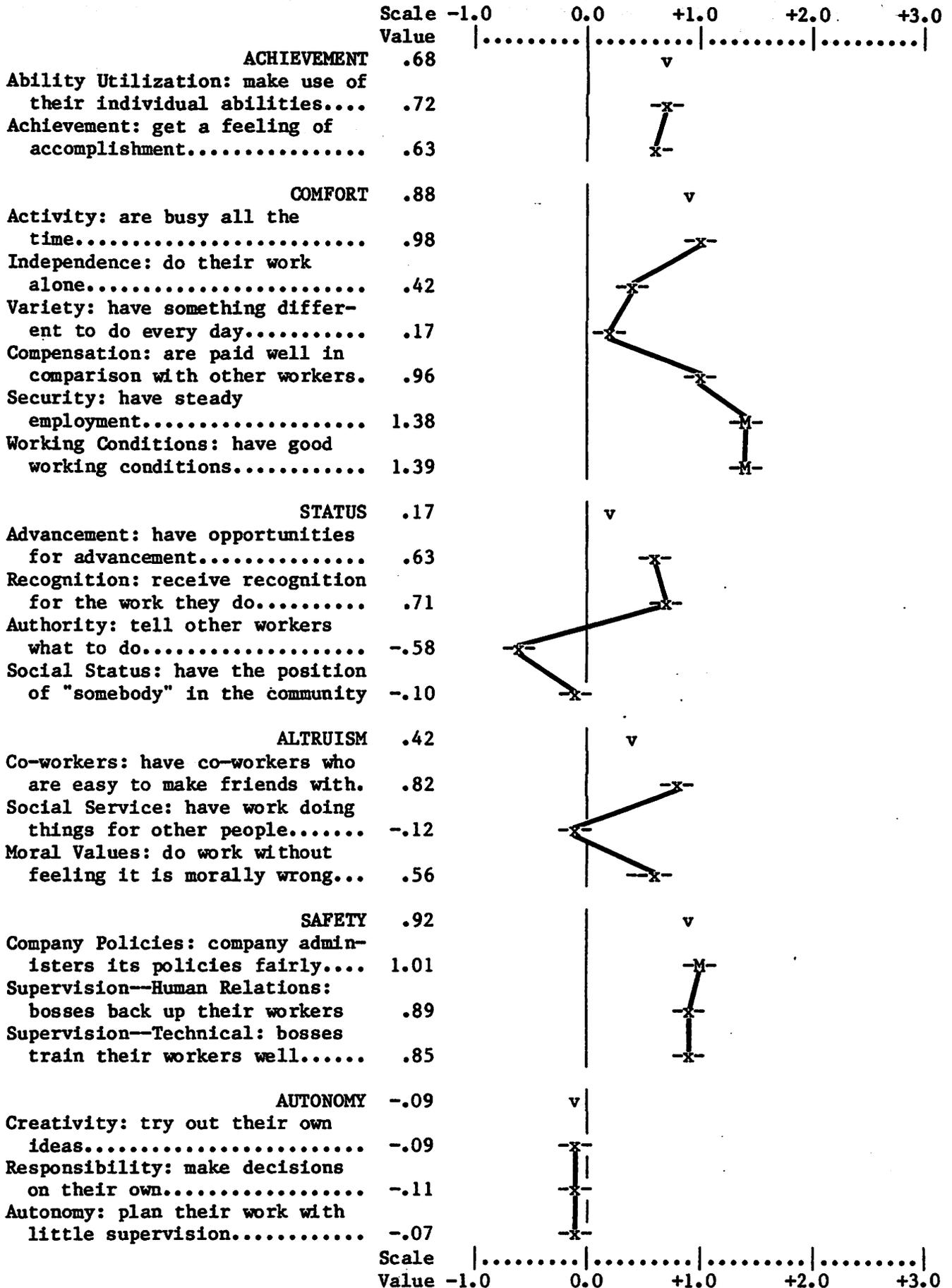
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.86	1.78	1.94	.00	5.99
2. Achievement	1.76	1.66	1.86	.00	4.96
3. Activity .....	.80	.69	.91	.29	1.63
4. Advancement	1.10	1.01	1.21	.06	2.50
5. Authority .....	.42	.33	.52	.26	.91
6. Company Policies .....	.52	.42	.62	.16	1.08
7. Compensation .....	.14	.04	.24	.61	.30
8. Co-Workers .....	.80	.70	.90	.00	1.72
9. Creativity	1.55	1.47	1.64	.00	4.41
10. Independence .....	.56	.41	.70	.55	.89
11. Moral Values .....	.95	.82	1.08	.10	1.71
12. Recognition	1.03	.92	1.13	.16	2.21
13. Responsibility	1.23	1.14	1.33	.10	3.04
14. Security .....	.55	.46	.65	.23	1.20
15. Social Service	1.12	.98	1.25	.10	2.06
16. Social Status .....	.69	.57	.80	.23	1.33
17. Supervision-Hum.-Rel. ...	.49	.39	.58	.13	1.08
18. Supervision-Technical ...	.56	.45	.67	.26	1.12
19. Variety .....	.72	.60	.83	.35	1.39
20. Working Conditions .....	.97	.87	1.06	.06	2.18
21. Autonomy .....	.94	.84	1.05	.23	2.05

N = 31 Raters

1972

ASSEMBLER (ELECTRICAL EQUIPMENT)



ASSEMBLER (ELECTRICAL EQUIPMENT)

O.A.P. = 34

D.O.T. = 729.687-010

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have good working conditions

Have steady employment

Have a company which administers its policies fairly

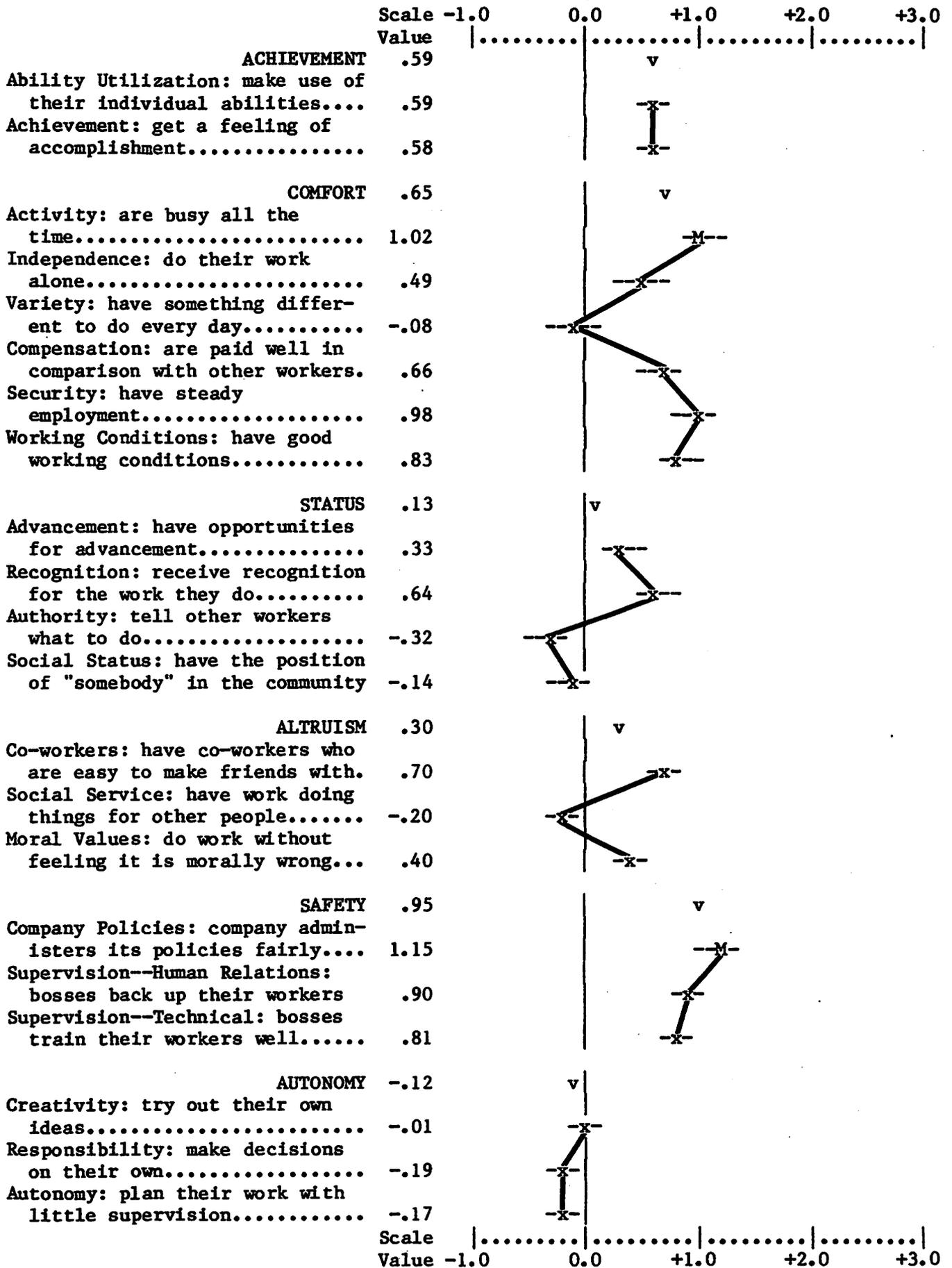
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.72	.63	.80	.20	1.89
2. Achievement .....	.63	.56	.71	.17	1.74
3. Activity .....	.98	.88	1.09	.13	2.38
4. Advancement .....	.63	.53	.73	.17	1.48
5. Authority	-.58	-.68	-.48	.87	1.47
6. Company Policies	1.01	.93	1.09	.00	2.90
7. Compensation .....	.96	.85	1.08	.07	2.18
8. Co-Workers .....	.82	.72	.92	.03	2.02
9. Creativity	-.09	-.22	.03	.70	.18
10. Independence .....	.42	.30	.53	.33	.86
11. Moral Values .....	.56	.42	.70	.17	1.04
12. Recognition .....	.71	.63	.80	.13	1.85
13. Responsibility	-.11	-.21	-.01	.77	.25
14. Security	1.38	1.27	1.50	.00	3.54
15. Social Service	-.12	-.23	-.01	.60	.25
16. Social Status	-.10	-.23	.02	.53	.21
17. Supervision-Hum.-Rel. ...	.89	.81	.98	.00	2.38
18. Supervision-Technical ...	.85	.76	.95	.10	2.17
19. Variety .....	.17	.08	.27	.57	.41
20. Working Conditions	1.39	1.28	1.51	.00	3.54
21. Autonomy	-.07	-.18	.02	.70	.18

N = 30 Raters

1968

ASSEMBLER, PRODUCTION



ASSEMBLER, PRODUCTION

O.A.P. = 34

D.O.T. = 706.687-010

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have a company which administers its policies fairly
Are busy all the time

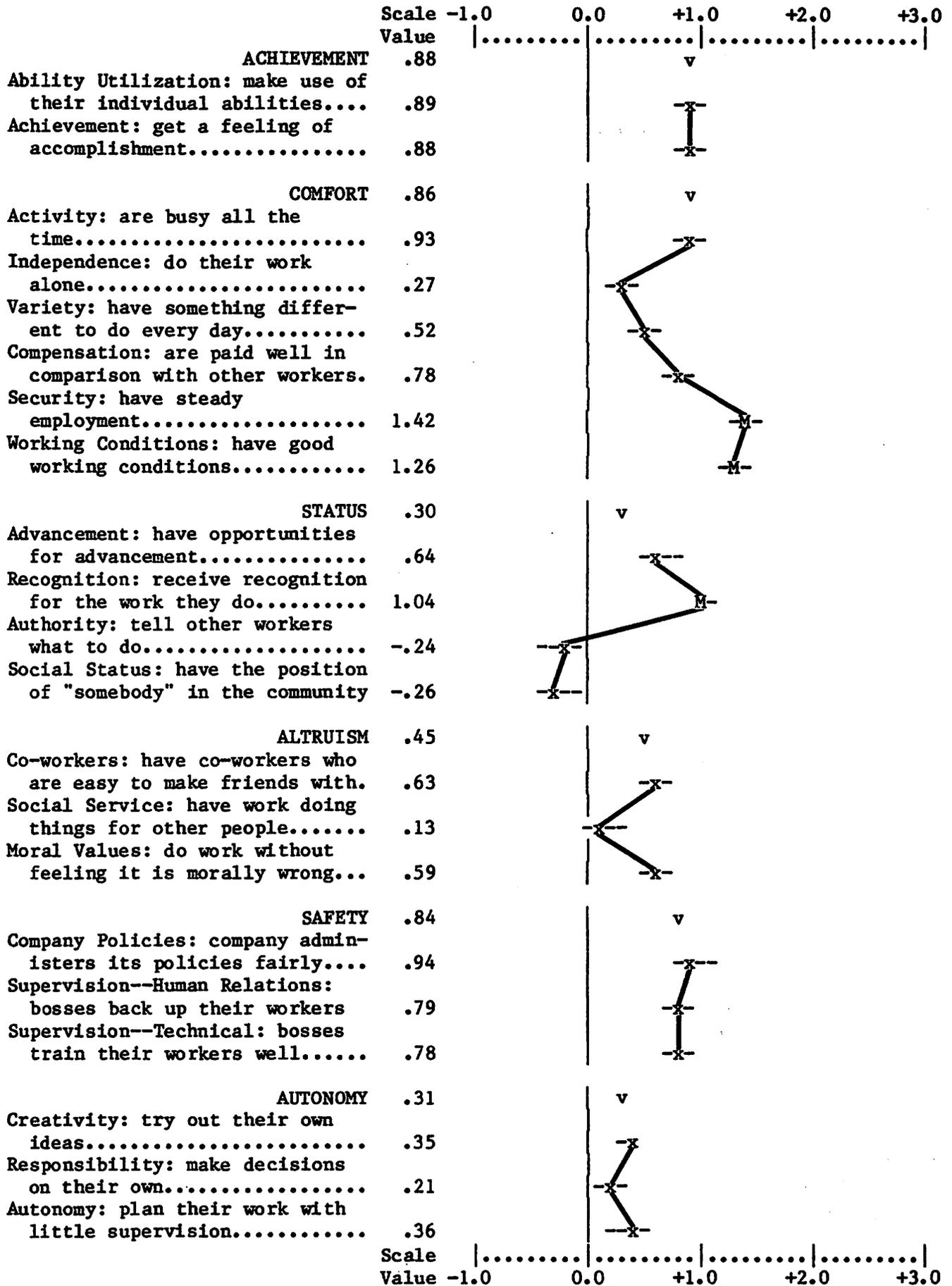
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1. SE	P	Q
1. Ability Utilization .....	.59	.46	.71	.19	1.51
2. Achievement .....	.58	.47	.69	.19	1.65
3. Activity	1.02	.87	1.20	.19	2.35
4. Advancement .....	.33	.20	.46	.19	.80
5. Authority	-.32	-.47	-.19	.86	.79
6. Company Policies	1.15	1.03	1.27	.05	3.47
7. Compensation .....	.66	.52	.81	.14	1.54
8. Co-Workers .....	.70	.59	.81	.05	2.03
9. Creativity	-.01	-.12	.11	.48	.02
10. Independence .....	.49	.33	.66	.29	1.01
11. Moral Values .....	.40	.29	.52	.10	1.07
12. Recognition .....	.64	.52	.76	.19	1.69
13. Responsibility	-.19	-.31	-.08	.90	.52
14. Security .....	.98	.84	1.13	.05	2.47
15. Social Service	-.20	-.34	-.06	.71	.48
16. Social Status	-.14	-.26	-.02	.57	.37
17. Supervision-Hum.-Rel. ...	.90	.80	1.02	.05	2.70
18. Supervision-Technical ...	.81	.70	.92	.10	2.37
19. Variety	-.08	-.26	.07	.76	.18
20. Working Conditions .....	.83	.68	.99	.10	1.92
21. Autonomy	-.17	-.30	-.05	.86	.45

N = 21 Raters

1972

ASSEMBLER, SMALL PARTS



ASSEMBLER, SMALL PARTS

O.A.P. = 34

D.O.T. = 706.684-022

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have steady employment

Have good working conditions

Receive recognition for the work they do

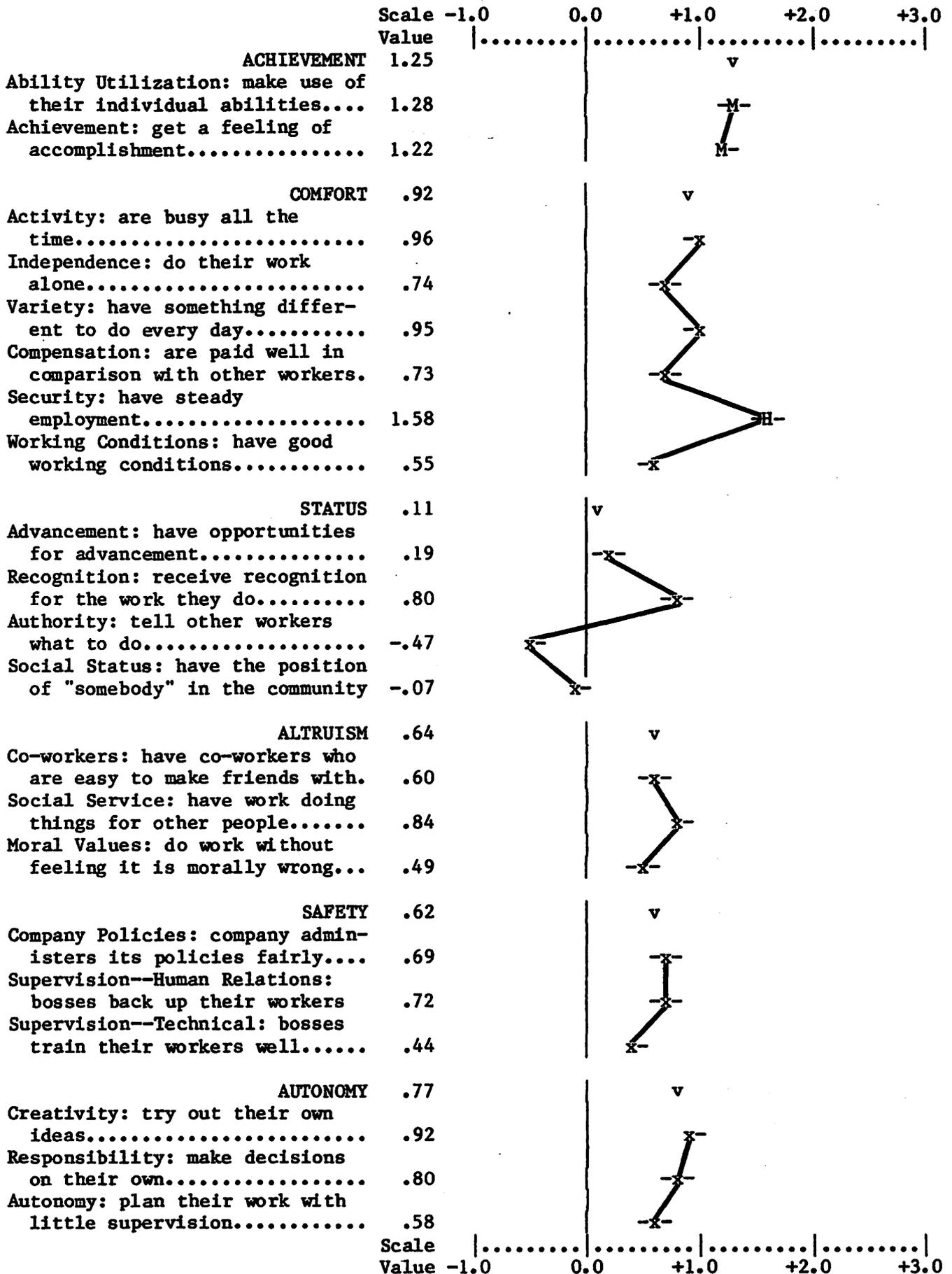
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.89	.79	.99	.16	2.11
2. Achievement .....	.88	.80	.97	.10	2.31
3. Activity .....	.93	.82	1.04	.16	2.07
4. Advancement .....	.64	.52	.75	.32	1.31
5. Authority	-.24	-.36	-.14	.84	.52
6. Company Policies .....	.94	.82	1.06	.03	1.96
7. Compensation .....	.78	.67	.90	.19	1.64
8. Co-Workers .....	.63	.53	.73	.10	1.42
9. Creativity .....	.35	.26	.44	.45	.81
10. Independence .....	.27	.17	.36	.39	.59
11. Moral Values .....	.59	.47	.70	.10	1.21
12. Recognition	1.04	.96	1.12	.06	2.92
13. Responsibility .....	.21	.10	.31	.61	.45
14. Security	1.42	1.33	1.52	.03	3.93
15. Social Service .....	.13	-.02	.27	.52	.22
16. Social Status	-.26	-.38	-.14	.52	.53
17. Supervision-Hum.-Rel. ...	.79	.70	.88	.10	1.92
18. Supervision-Technical ...	.78	.71	.85	.10	2.26
19. Variety .....	.52	.41	.63	.39	1.12
20. Working Conditions	1.26	1.15	1.39	.00	2.92
21. Autonomy .....	.36	.23	.48	.45	.69

N = 31 Raters

1968

AUTOMOBILE-BODY REPAIRER



Scale Value -1.0 0.0 +1.0 +2.0 +3.0

AUTOMOBILE-BODY REPAIRER

O.A.P. = 21

D.O.T. = 807.381-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Make use of their individual abilities

Get a feeling of accomplishment

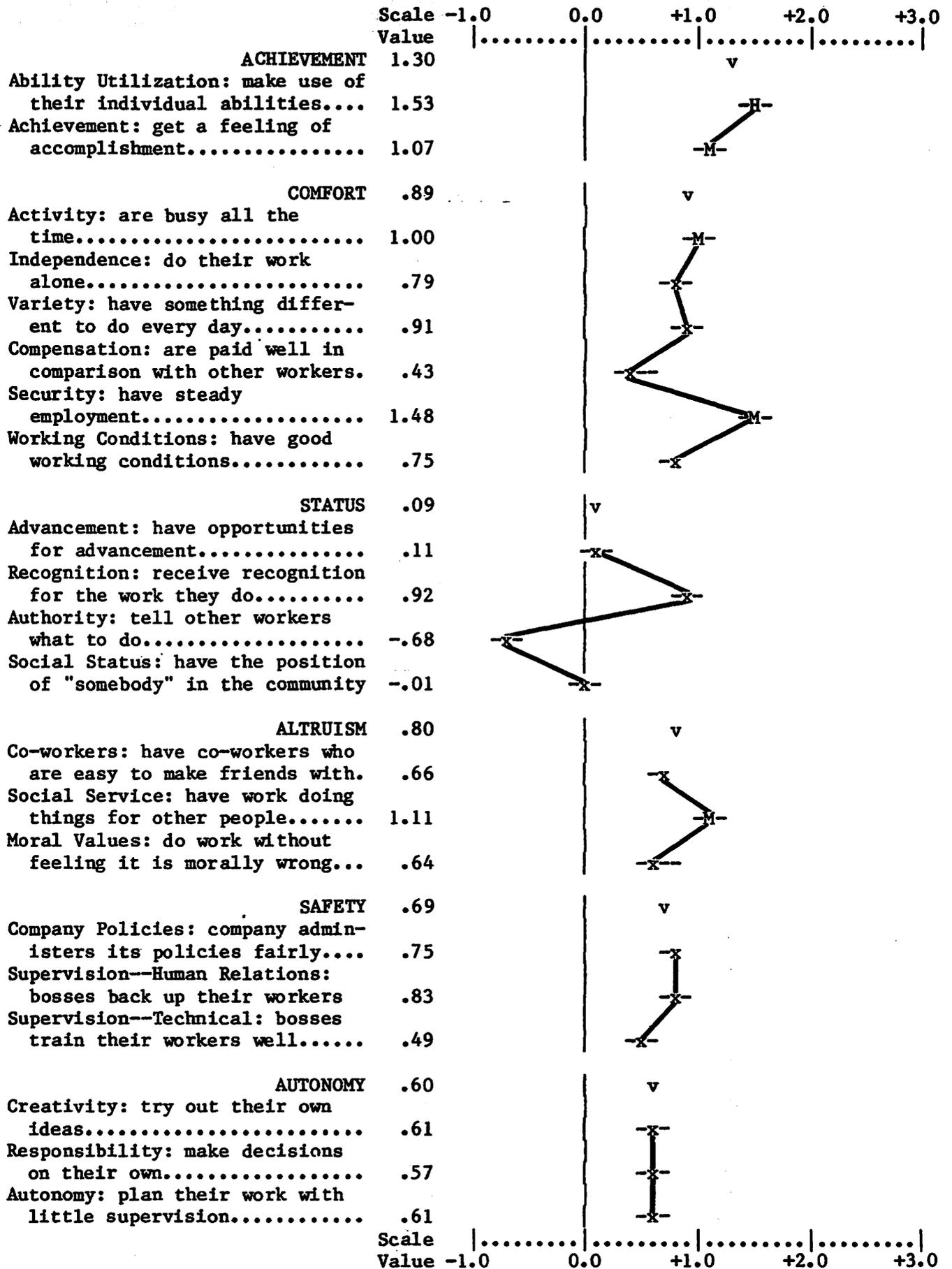
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.28	1.20	1.36	.05	3.04
2. Achievement	1.22	1.15	1.29	.02	3.16
3. Activity .....	.96	.89	1.04	.14	2.24
4. Advancement .....	.19	.09	.29	.50	.36
5. Authority	-.47	-.54	-.40	.86	1.14
6. Company Policies .....	.69	.62	.77	.14	1.54
7. Compensation .....	.73	.63	.82	.32	1.38
8. Co-Workers .....	.60	.54	.66	.05	1.56
9. Creativity .....	.92	.85	.99	.05	2.20
10. Independence .....	.74	.64	.84	.27	1.36
11. Moral Values .....	.49	.40	.58	.20	.97
12. Recognition .....	.80	.73	.87	.16	1.88
13. Responsibility .....	.80	.72	.88	.29	1.74
14. Security	1.58	1.51	1.65	.00	4.52
15. Social Service .....	.84	.77	.91	.07	2.02
16. Social Status	-.07	-.14	-.00	.50	.16
17. Supervision-Hum.-Rel. ...	.72	.64	.79	.13	1.61
18. Supervision-Technical ...	.44	.36	.53	.36	.89
19. Variety .....	.95	.87	1.02	.14	2.28
20. Working Conditions .....	.55	.46	.63	.39	1.13
21. Autonomy .....	.58	.50	.66	.41	1.22

N = 56 Raters

1968

AUTOMOBILE MECHANIC



AUTOMOBILE MECHANIC

O.A.P. = 21

D.O.T. = 620.261-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Have steady employment

Have work where they do things for other people

Get a feeling of accomplishment

Are busy all the time

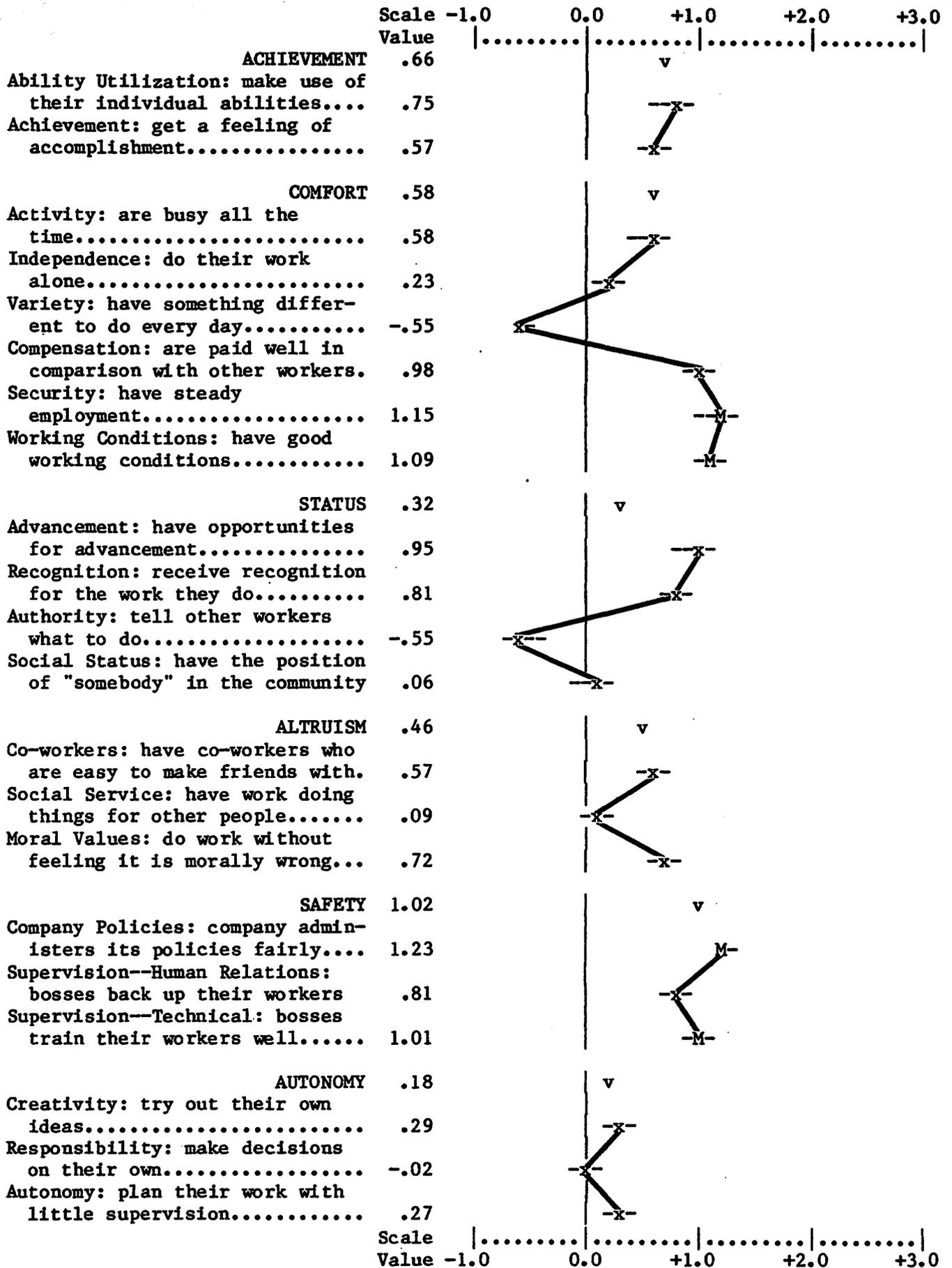
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.53	1.44	1.64	.00	4.16
2. Achievement	1.07	.99	1.15	.09	2.84
3. Activity	1.00	.90	1.11	.14	2.21
4. Advancement .....	.11	.00	.21	.63	.22
5. Authority	-.68	-.78	-.60	.97	1.71
6. Company Policies .....	.75	.67	.84	.06	1.79
7. Compensation .....	.43	.32	.55	.51	.84
8. Co-Workers .....	.66	.59	.74	.06	1.73
9. Creativity .....	.61	.51	.70	.17	1.34
10. Independence .....	.79	.69	.90	.20	1.67
11. Moral Values .....	.64	.51	.77	.06	1.13
12. Recognition .....	.92	.84	1.01	.11	2.32
13. Responsibility .....	.57	.47	.68	.34	1.20
14. Security	1.48	1.38	1.59	.00	3.85
15. Social Service	1.11	1.01	1.21	.09	2.56
16. Social Status	-.01	-.12	.09	.57	.03
17. Supervision-Hum.-Rel. ...	.83	.74	.92	.11	1.99
18. Supervision-Technical ...	.49	.42	.57	.29	1.26
19. Variety .....	.91	.82	1.01	.17	2.10
20. Working Conditions .....	.75	.66	.84	.11	1.77
21. Autonomy .....	.61	.51	.72	.31	1.30

N = 35 Raters

1968

AUTOMOBILE SEAT COVER-AND-CONVERTIBLE TOP INSTALLER



AUTOMOBILE SEAT COVER-AND-CONVERTIBLE TOP INSTALLER

O.A.P. = 21

D.O.T. = 780.384-010

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have a company which administers its policies fairly

Have steady employment

Have good working conditions

Have bosses who train their workers well

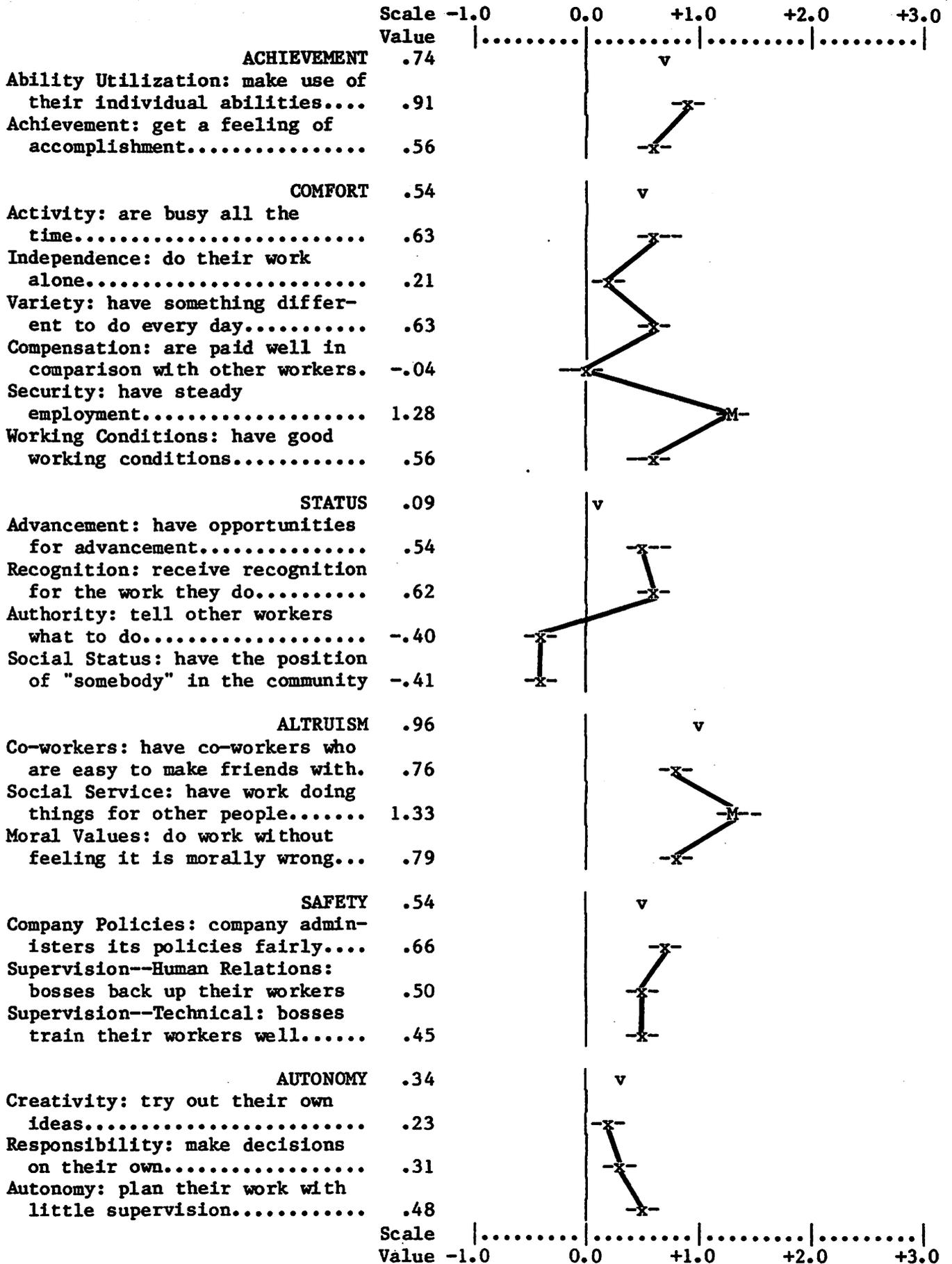
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.75	.64	.86	.08	1.88
2. Achievement .....	.57	.48	.65	.15	1.68
3. Activity .....	.58	.43	.73	.31	1.12
4. Advancement .....	.95	.83	1.08	.15	2.27
5. Authority	-.55	-.68	-.44	.92	1.40
6. Company Policies	1.23	1.15	1.32	.00	3.93
7. Compensation .....	.98	.89	1.06	.08	3.03
8. Co-Workers .....	.57	.46	.67	.08	1.39
9. Creativity .....	.29	.19	.39	.42	.72
10. Independence .....	.23	.12	.34	.62	.56
11. Moral Values .....	.72	.62	.83	.04	1.87
12. Recognition .....	.81	.73	.89	.08	2.51
13. Responsibility	-.02	-.12	.09	.77	.04
14. Security	1.15	1.01	1.30	.08	2.56
15. Social Service .....	.09	-.01	.19	.35	.23
16. Social Status .....	.06	-.06	.18	.35	.14
17. Supervision-Hum.-Rel. ...	.81	.69	.92	.08	1.98
18. Supervision-Technical ...	1.01	.92	1.10	.12	3.00
19. Variety	-.55	-.64	-.46	.88	1.58
20. Working Conditions	1.09	.98	1.22	.08	2.76
21. Autonomy .....	.27	.16	.38	.58	.64

N = 26 Raters

1972

AUTOMOBILE SERVICE STATION ATTENDANT



AUTOMOBILE SERVICE STATION ATTENDANT

O.A.P. = 26

D.O.T. = 915.467-010

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

Have work where they do things for other people

Have steady employment

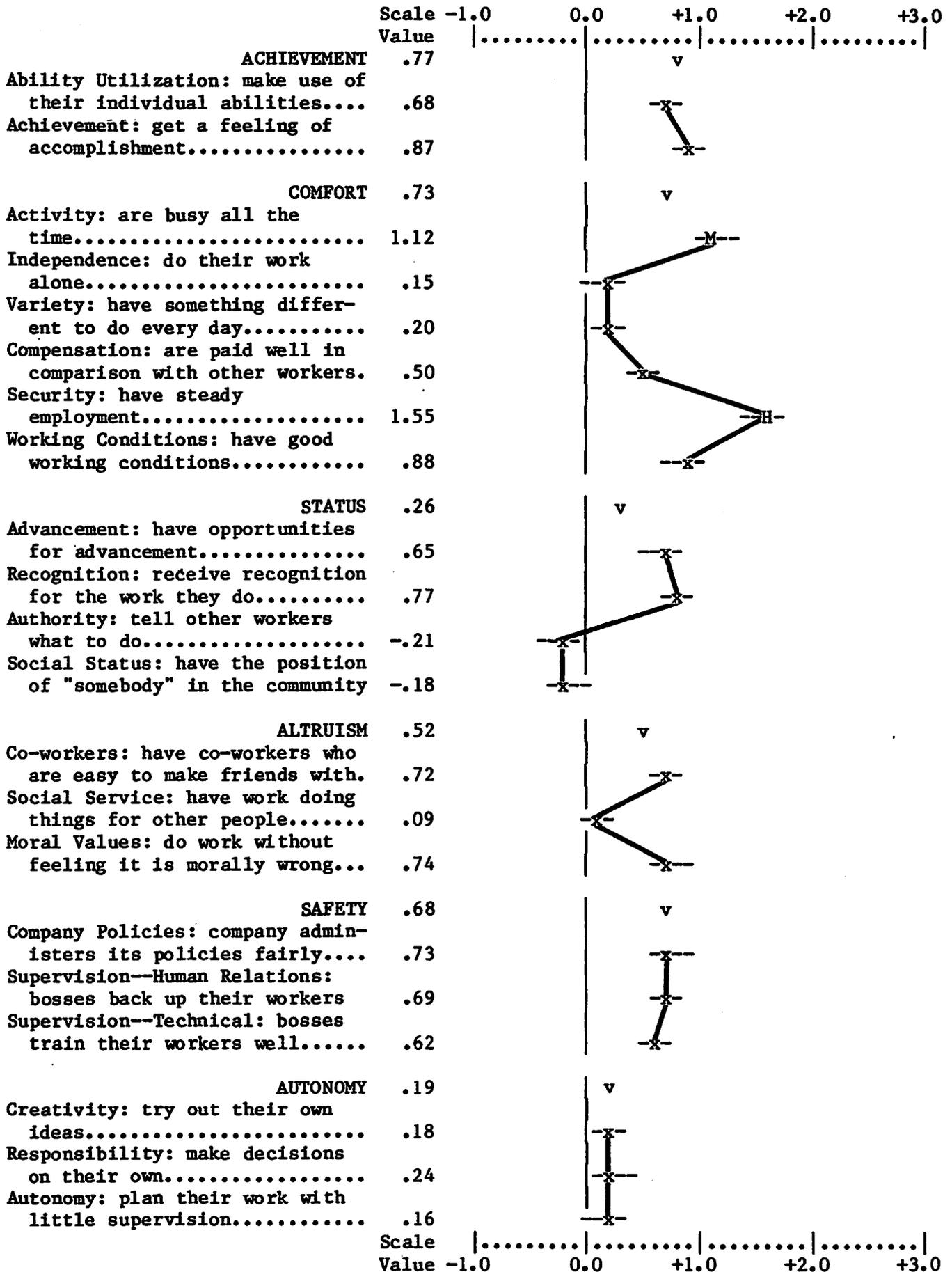
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.91	.81	1.02	.22	1.94
2. Achievement .....	.56	.46	.66	.16	1.19
3. Activity .....	.63	.52	.75	.44	1.21
4. Advancement .....	.54	.41	.67	.31	.94
5. Authority	-.40	-.50	-.31	.72	.88
6. Company Policies .....	.66	.55	.78	.13	1.31
7. Compensation	-.04	-.16	.07	.72	.08
8. Co-Workers .....	.76	.67	.85	.00	1.74
9. Creativity .....	.23	.12	.34	.41	.44
10. Independence .....	.21	.09	.33	.50	.39
11. Moral Values .....	.79	.65	.93	.06	1.38
12. Recognition .....	.62	.54	.70	.09	1.46
13. Responsibility .....	.31	.23	.39	.38	.73
14. Security	1.28	1.18	1.39	.06	2.94
15. Social Service	1.33	1.20	1.48	.00	2.69
16. Social Status	-.41	-.54	-.30	.75	.79
17. Supervision-Hum.-Rel. ...	.50	.40	.60	.22	1.06
18. Supervision-Technical ...	.45	.36	.55	.25	.96
19. Variety .....	.63	.52	.74	.31	1.24
20. Working Conditions .....	.56	.44	.67	.28	1.06
21. Autonomy .....	.48	.37	.58	.41	.97

N = 32 Raters

1968

BAKER



BAKER

O.A.P. = 32

D.O.T. = 526.381-010

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Are busy all the time

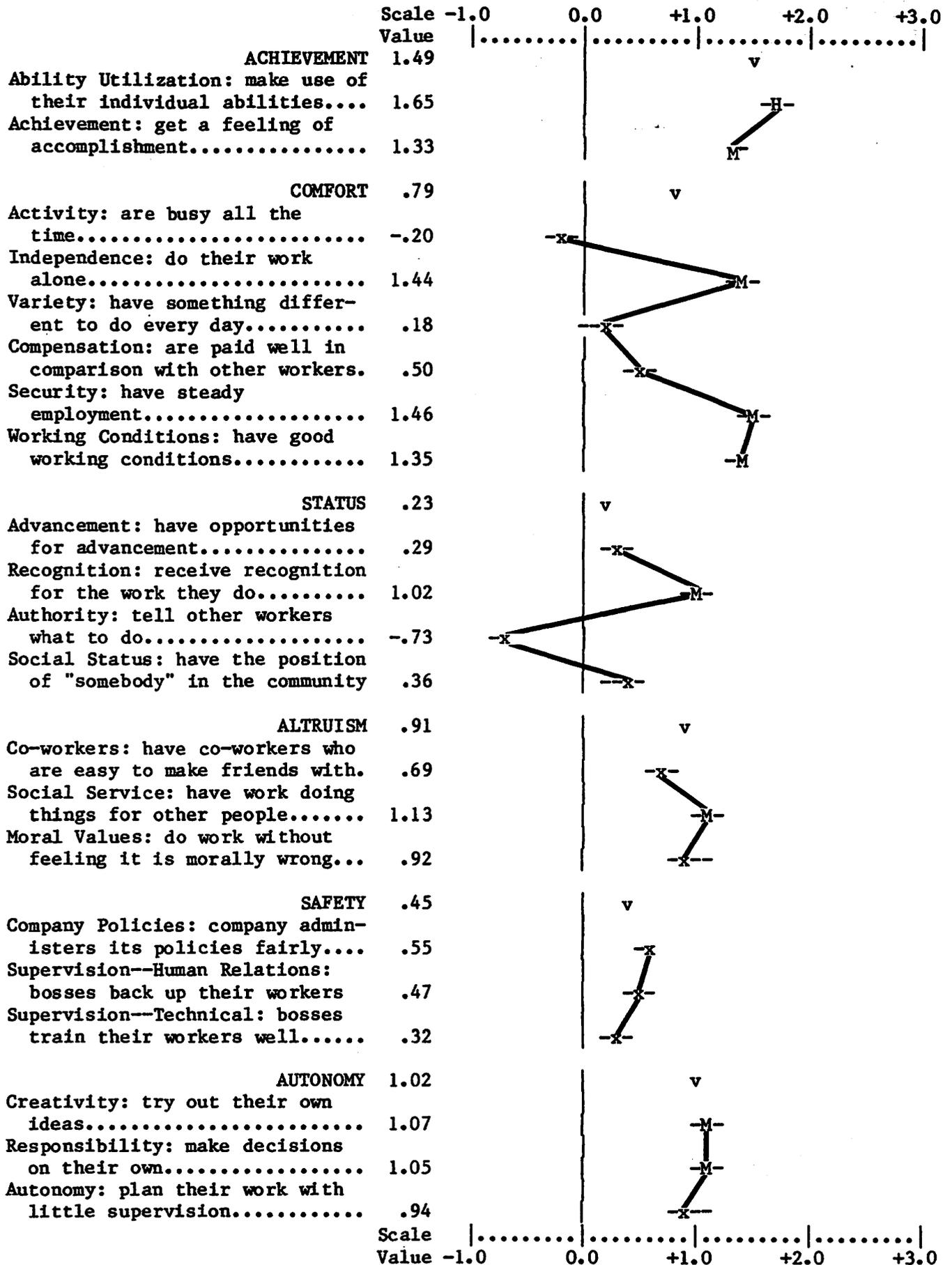
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1. SE	P	Q
1. Ability Utilization .....	.68	.57	.79	.13	1.51
2. Achievement .....	.87	.76	.98	.09	2.01
3. Activity	1.12	.99	1.26	.09	2.43
4. Advancement .....	.65	.49	.80	.22	1.16
5. Authority	-.21	-.38	-.07	.78	.39
6. Company Policies .....	.73	.59	.88	.09	1.38
7. Compensation .....	.50	.37	.63	.35	1.00
8. Co-Workers .....	.72	.61	.82	.09	1.66
9. Creativity .....	.18	.08	.28	.43	.42
10. Independence .....	.15	.00	.29	.52	.27
11. Moral Values .....	.74	.61	.88	.13	1.48
12. Recognition .....	.77	.68	.87	.09	1.90
13. Responsibility .....	.24	.12	.36	.57	.50
14. Security	1.55	1.40	1.74	.00	3.37
15. Social Service .....	.09	-.04	.22	.43	.18
16. Social Status	-.18	-.33	-.04	.65	.33
17. Supervision-Hum.-Rel. ...	.69	.58	.80	.09	1.56
18. Supervision-Technical ...	.62	.50	.73	.13	1.34
19. Variety .....	.20	.08	.32	.52	.42
20. Working Conditions .....	.88	.74	1.02	.30	1.73
21. Autonomy .....	.16	.03	.29	.57	.31

N = 23 Raters

1968

BARBER



BARBER

O.A.P. = 46

D.O.T. = 330.371-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

- Have steady employment
- Do their work alone
- Have good working conditions
- Get a feeling of accomplishment
- Have work where they do things for other people
- Try out their own ideas
- Make decisions on their own
- Receive recognition for the work they do

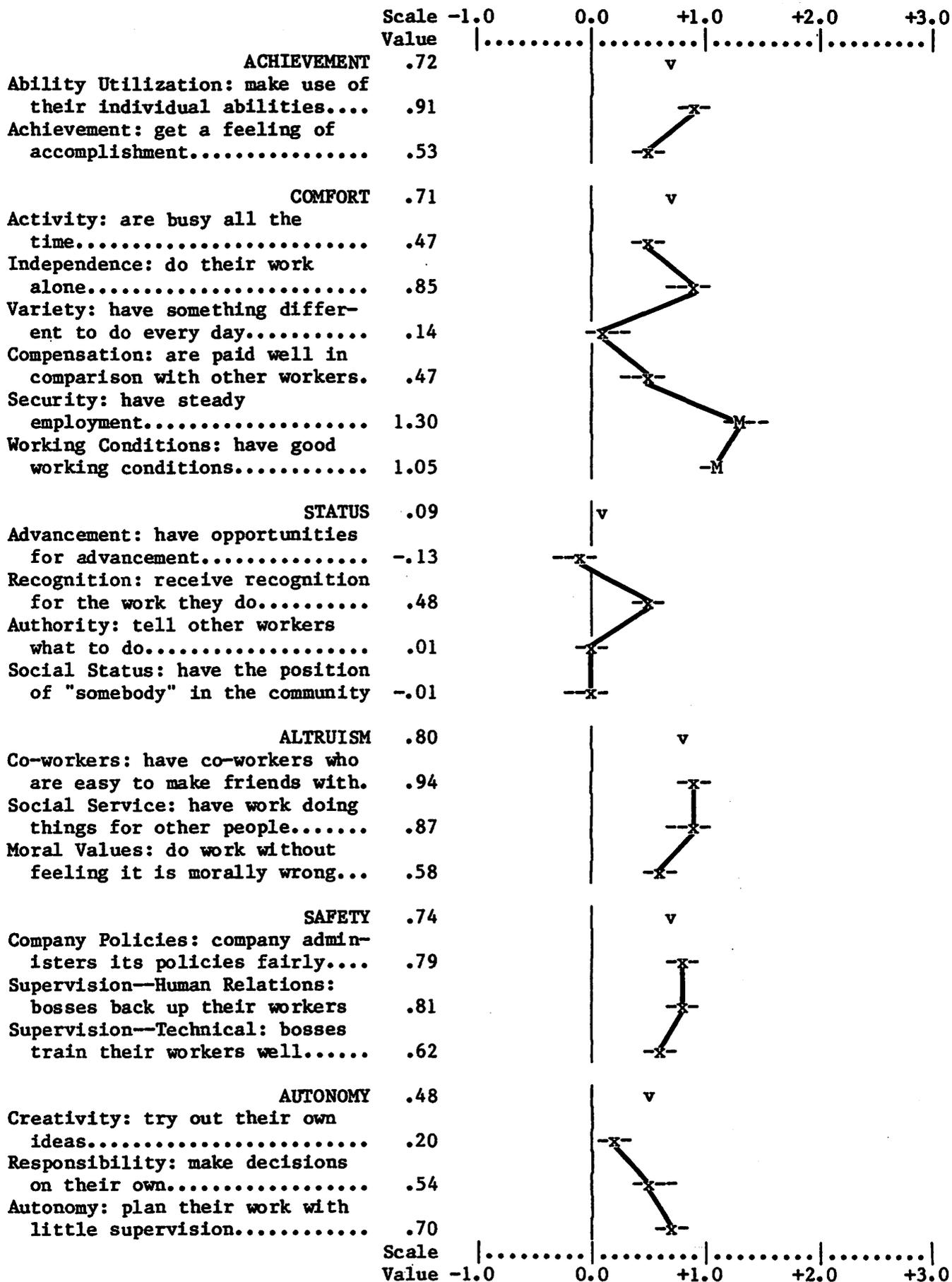
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.65	1.55	1.75	.00	5.36
2. Achievement	1.33	1.25	1.41	.00	4.36
3. Activity	-.20	-.34	-.07	1.00	.43
4. Advancement .....	.29	.17	.40	.54	.65
5. Authority	-.73	-.82	-.66	1.00	2.28
6. Company Policies .....	.55	.46	.64	.08	1.48
7. Compensation .....	.50	.38	.61	.38	1.12
8. Co-Workers .....	.69	.60	.77	.04	1.91
9. Creativity	1.07	.98	1.16	.04	3.07
10. Independence	1.44	1.34	1.54	.00	4.28
11. Moral Values .....	.92	.77	1.07	.00	1.79
12. Recognition	1.02	.92	1.11	.04	2.84
13. Responsibility	1.05	.96	1.15	.04	2.97
14. Security	1.46	1.35	1.57	.00	4.13
15. Social Service	1.13	1.03	1.23	.04	3.01
16. Social Status .....	.36	.24	.48	.38	.79
17. Supervision-Hum.-Rel. ...	.47	.39	.56	.12	1.34
18. Supervision-Technical ...	.32	.23	.40	.27	.88
19. Variety .....	.18	.03	.31	.62	.35
20. Working Conditions	1.35	1.27	1.43	.00	4.46
21. Autonomy .....	.94	.84	1.05	.04	2.42

N = 26 Raters

1972

BARTENDER



BARTENDER

O.A.P. = None

D.O.T. = 312.474-010

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have steady employment

Have good working conditions

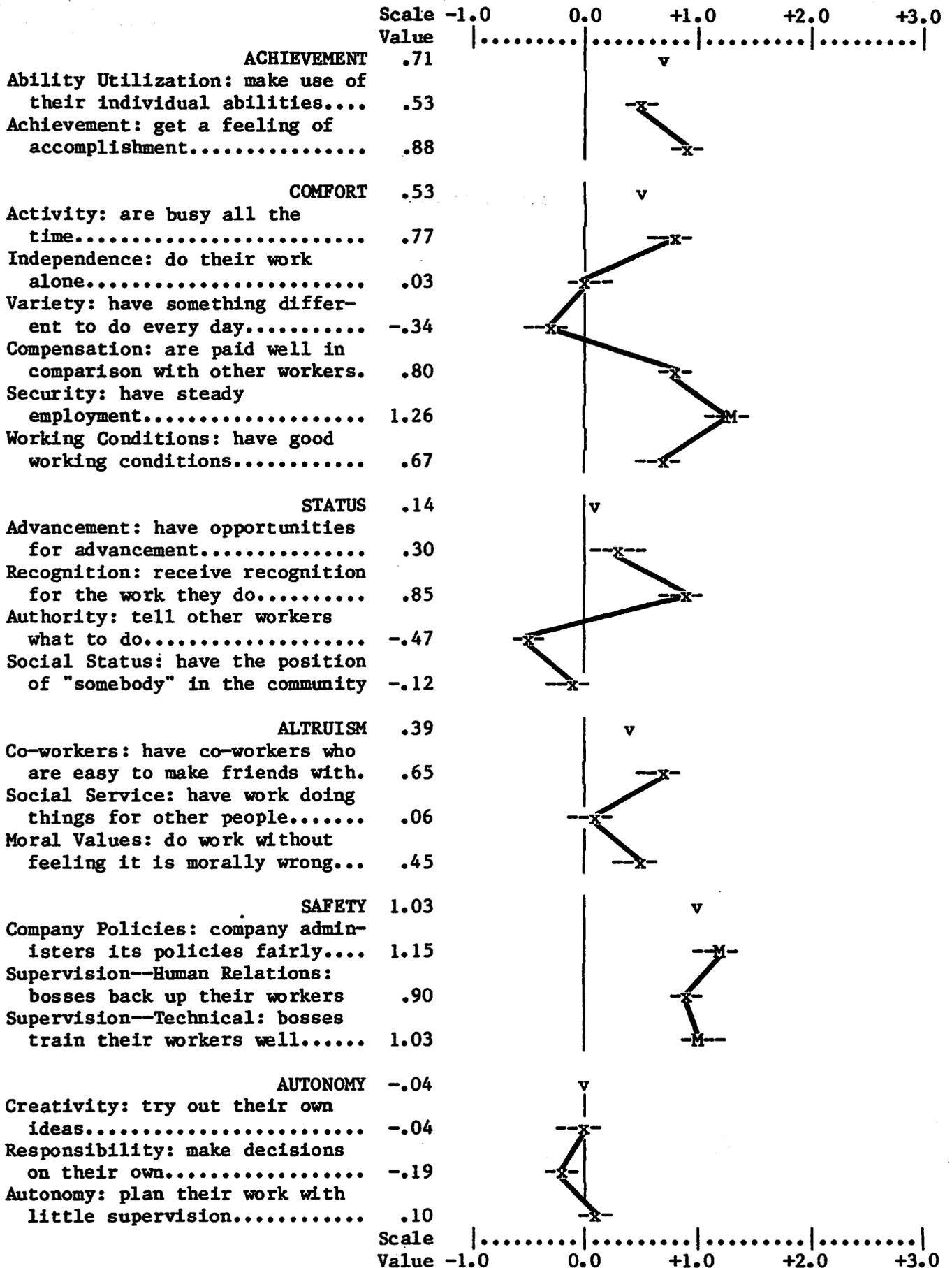
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.91	.81	1.00	.00	2.41
2. Achievement .....	.53	.44	.61	.11	1.42
3. Activity .....	.47	.36	.58	.54	1.09
4. Advancement	-.13	-.28	.01	.71	.25
5. Authority .....	.01	-.12	.13	.64	.02
6. Company Policies .....	.79	.68	.90	.18	1.85
7. Compensation .....	.47	.34	.59	.32	.99
8. Co-Workers .....	.94	.84	1.03	.00	2.53
9. Creativity .....	.20	.09	.31	.43	.46
10. Independence .....	.85	.73	.96	.21	1.94
11. Moral Values .....	.58	.47	.69	.14	1.34
12. Recognition .....	.48	.37	.60	.32	1.08
13. Responsibility .....	.54	.42	.67	.25	1.15
14. Security	1.30	1.17	1.45	.04	3.01
15. Social Service .....	.87	.74	1.00	.11	1.81
16. Social Status	-.01	-.15	.12	.50	.02
17. Supervision-Hum.-Rel. ...	.81	.70	.93	.25	1.85
18. Supervision-Technical ...	.62	.50	.74	.36	1.35
19. Variety .....	.14	.01	.26	.57	.29
20. Working Conditions	1.05	.96	1.14	.04	3.07
21. Autonomy .....	.70	.61	.80	.18	1.84

N = 28 Raters

1968

BATTERY ASSEMBLER



BATTERY ASSEMBLER

O.A.P. = 34

D.O.T. = 727.684-010

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have steady employment

Have a company which administers its policies fairly

Have bosses who train their workers well

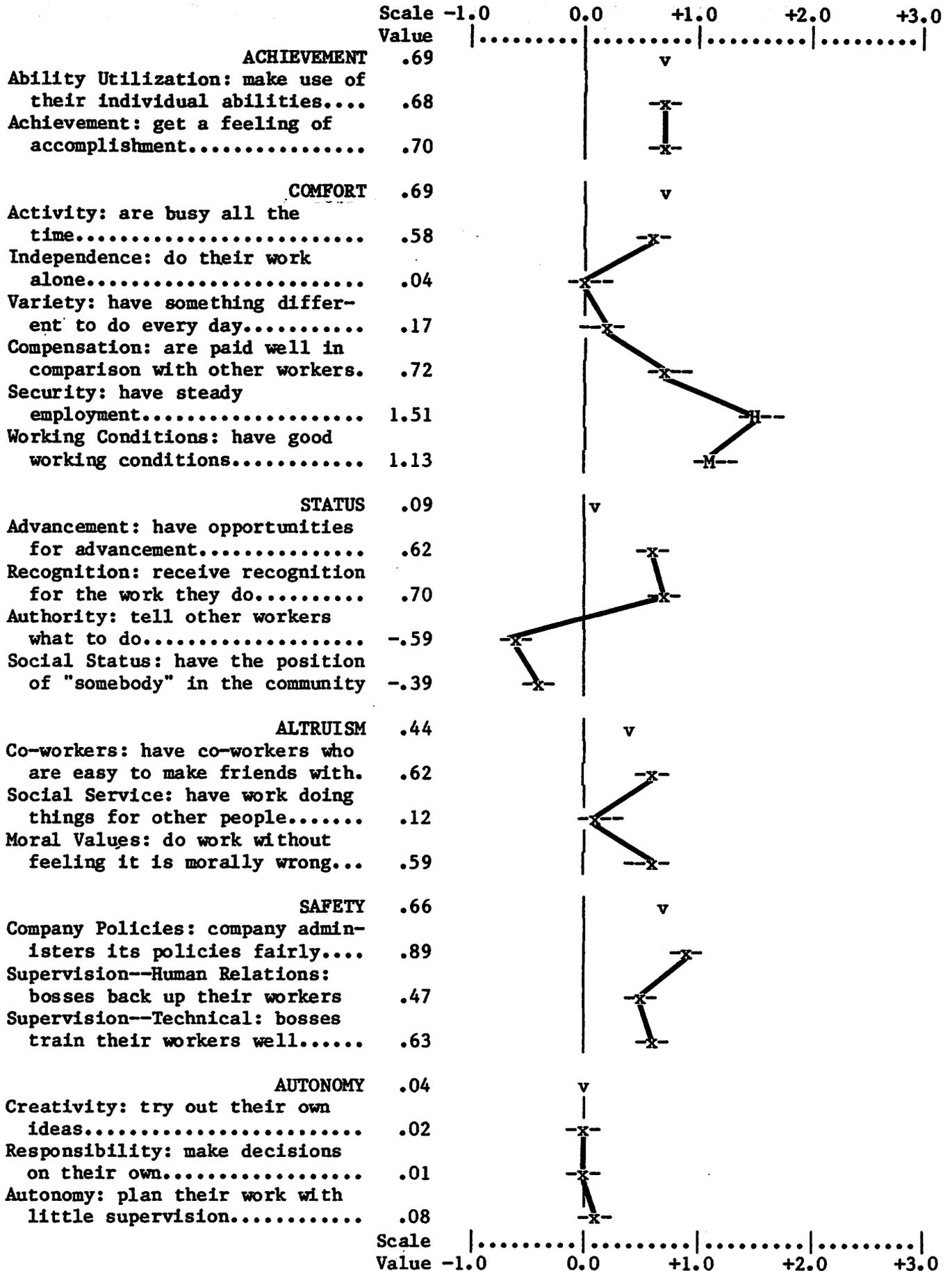
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.53	.43	.62	.30	1.44
2. Achievement .....	.88	.80	.97	.10	2.71
3. Activity .....	.77	.63	.93	.30	1.67
4. Advancement .....	.30	.13	.47	.35	.56
5. Authority	-.47	-.58	-.37	.90	1.25
6. Company Policies	1.15	1.03	1.28	.05	3.04
7. Compensation .....	.80	.68	.92	.10	2.03
8. Co-Workers .....	.65	.52	.78	.15	1.53
9. Creativity	-.04	-.16	.06	.50	.11
10. Independence .....	.03	-.13	.19	.55	.06
11. Moral Values .....	.45	.33	.57	.05	1.07
12. Recognition .....	.85	.74	.95	.05	2.30
13. Responsibility	-.19	-.29	-.09	.70	.51
14. Security	1.26	1.12	1.41	.00	3.22
15. Social Service .....	.06	-.09	.20	.50	.13
16. Social Status	-.12	-.26	.01	.50	.27
17. Supervision-Hum.-Rel. ...	.90	.80	1.00	.05	2.55
18. Supervision-Technical ...	1.03	.92	1.16	.05	2.73
19. Variety	-.34	-.47	-.22	.75	.83
20. Working Conditions .....	.67	.53	.81	.25	1.49
21. Autonomy .....	.10	-.02	.22	.70	.25

N = 20 Raters

1972

BOOKBINDER



BOOKBINDER

O.A.P. = 21

D.O.T. = 977.381-010

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Have good working conditions

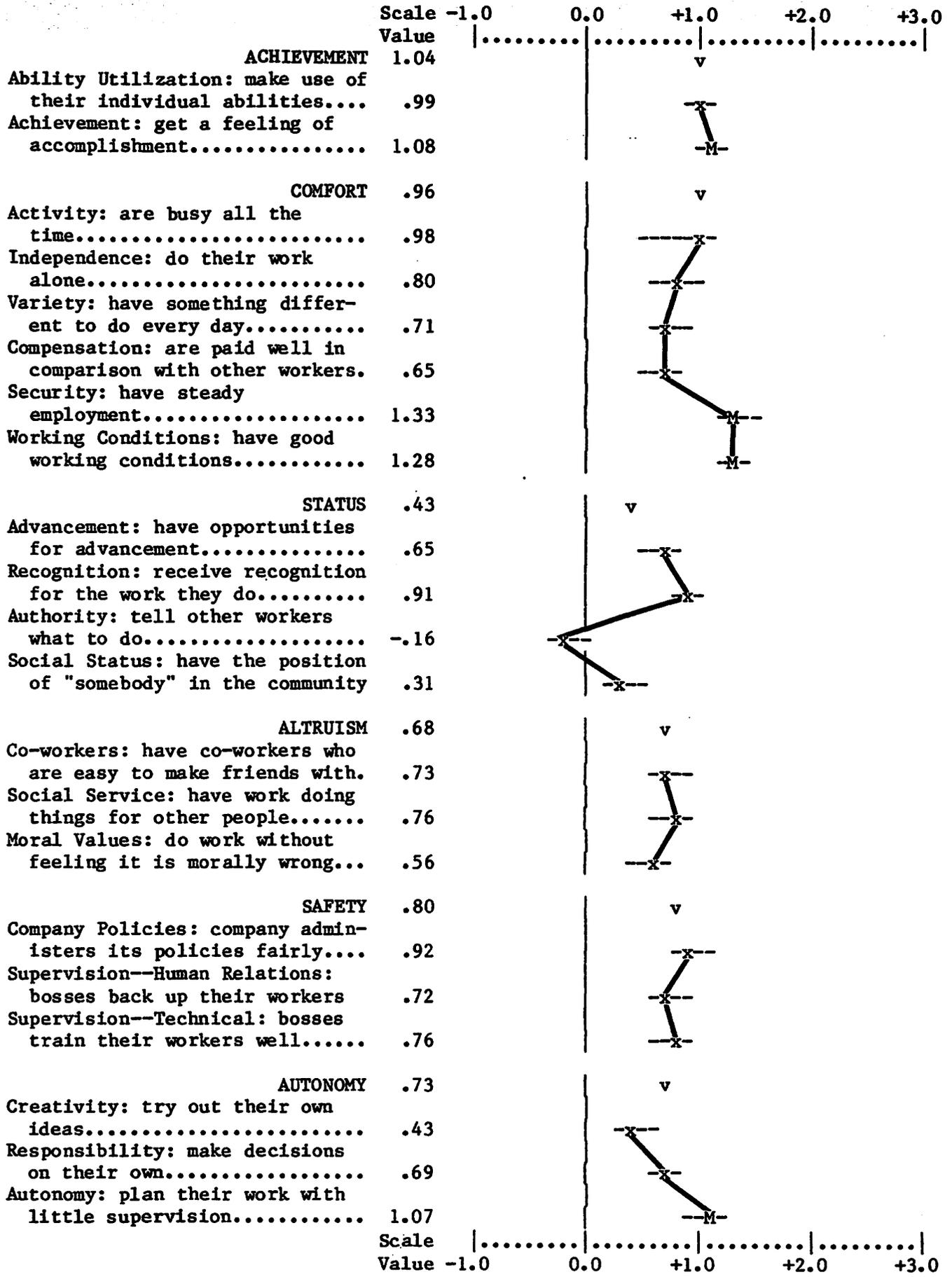
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.68	.59	.76	.14	2.04
2. Achievement .....	.70	.61	.80	.18	1.95
3. Activity .....	.58	.45	.71	.36	1.27
4. Advancement .....	.62	.52	.73	.14	1.58
5. Authority	-.59	-.70	-.50	.86	1.68
6. Company Policies .....	.89	.79	.99	.07	2.47
7. Compensation .....	.72	.59	.85	.21	1.59
8. Co-Workers .....	.62	.54	.71	.04	1.85
9. Creativity .....	.02	-.06	.09	.46	.06
10. Independence .....	.04	-.07	.15	.71	.11
11. Moral Values .....	.59	.44	.74	.07	1.14
12. Recognition .....	.70	.61	.79	.07	1.99
13. Responsibility .....	.01	-.10	.11	.61	.02
14. Security	1.51	1.37	1.67	.04	4.06
15. Social Service .....	.12	-.03	.26	.54	.24
16. Social Status	-.39	-.53	-.26	.68	.88
17. Supervision-Hum.-Rel. ...	.47	.39	.56	.14	1.36
18. Supervision-Technical ...	.63	.54	.73	.11	1.78
19. Variety .....	.17	.04	.29	.71	.36
20. Working Conditions	1.13	1.02	1.26	.07	2.97
21. Autonomy .....	.08	-.04	.19	.68	.19

N = 28 Raters

1972

BOOKKEEPER I



BOOKKEEPER I

O.A.P. = 36

D.O.T. = 210.382-014

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

- Have steady employment
- Have good working conditions
- Get a feeling of accomplishment
- Plan their work with little supervision

Bookkeeper I

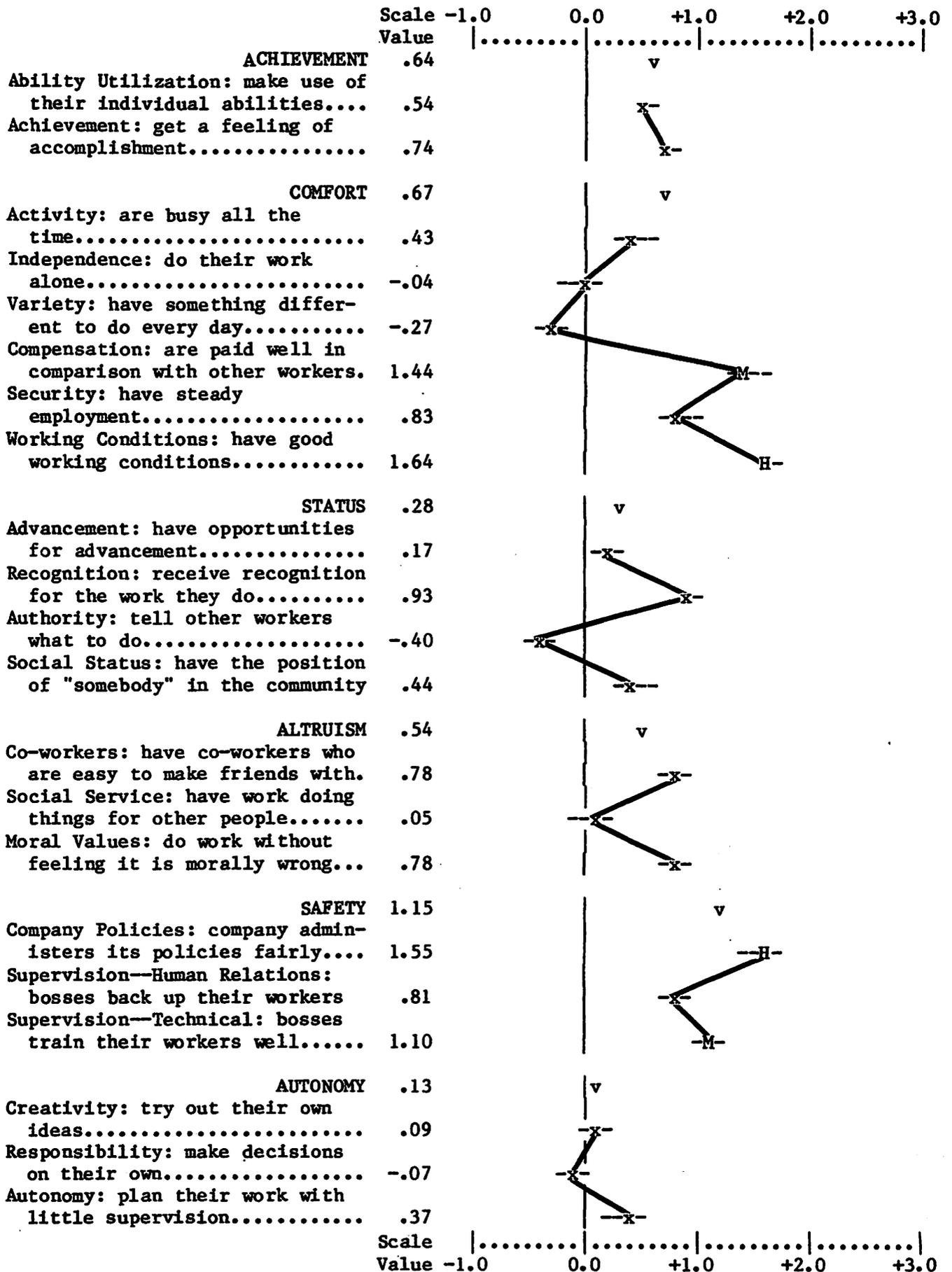
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.99	.88	1.12	.05	2.20
2. Achievement	1.08	.96	1.20	.10	2.41
3. Activity .....	.98	.84	1.13	.15	1.89
4. Advancement .....	.65	.51	.79	.20	1.25
5. Authority	-.16	-.33	-.01	.75	.29
6. Company Policies .....	.92	.78	1.06	.00	1.86
7. Compensation .....	.65	.50	.80	.30	1.17
8. Co-Workers .....	.73	.60	.86	.10	1.48
9. Creativity .....	.43	.30	.55	.35	.87
10. Independence .....	.80	.63	.97	.25	1.35
11. Moral Values .....	.56	.41	.71	.15	1.03
12. Recognition .....	.91	.80	1.03	.15	2.03
13. Responsibility .....	.69	.55	.83	.40	1.33
14. Security	1.33	1.20	1.47	.05	3.02
15. Social Service .....	.76	.61	.91	.20	1.40
16. Social Status .....	.31	.15	.45	.45	.54
17. Supervision-Hum.-Rel. ...	.72	.58	.87	.20	1.35
18. Supervision-Technical ...	.76	.61	.92	.25	1.40
19. Variety .....	.71	.56	.86	.30	1.30
20. Working Conditions	1.28	1.17	1.41	.00	3.06
21. Autonomy	1.07	.94	1.21	.15	2.26

N = 20 Raters

1972

BOTTLER, BREWERY



BOTTLER, BREWERY

O.A.P. = 34

D.O.T. = 920.685-026

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

HAVE GOOD WORKING CONDITIONS

HAVE A COMPANY WHICH ADMINISTERS ITS POLICIES FAIRLY

Are paid well in comparison with other workers

Have bosses who train their workers well

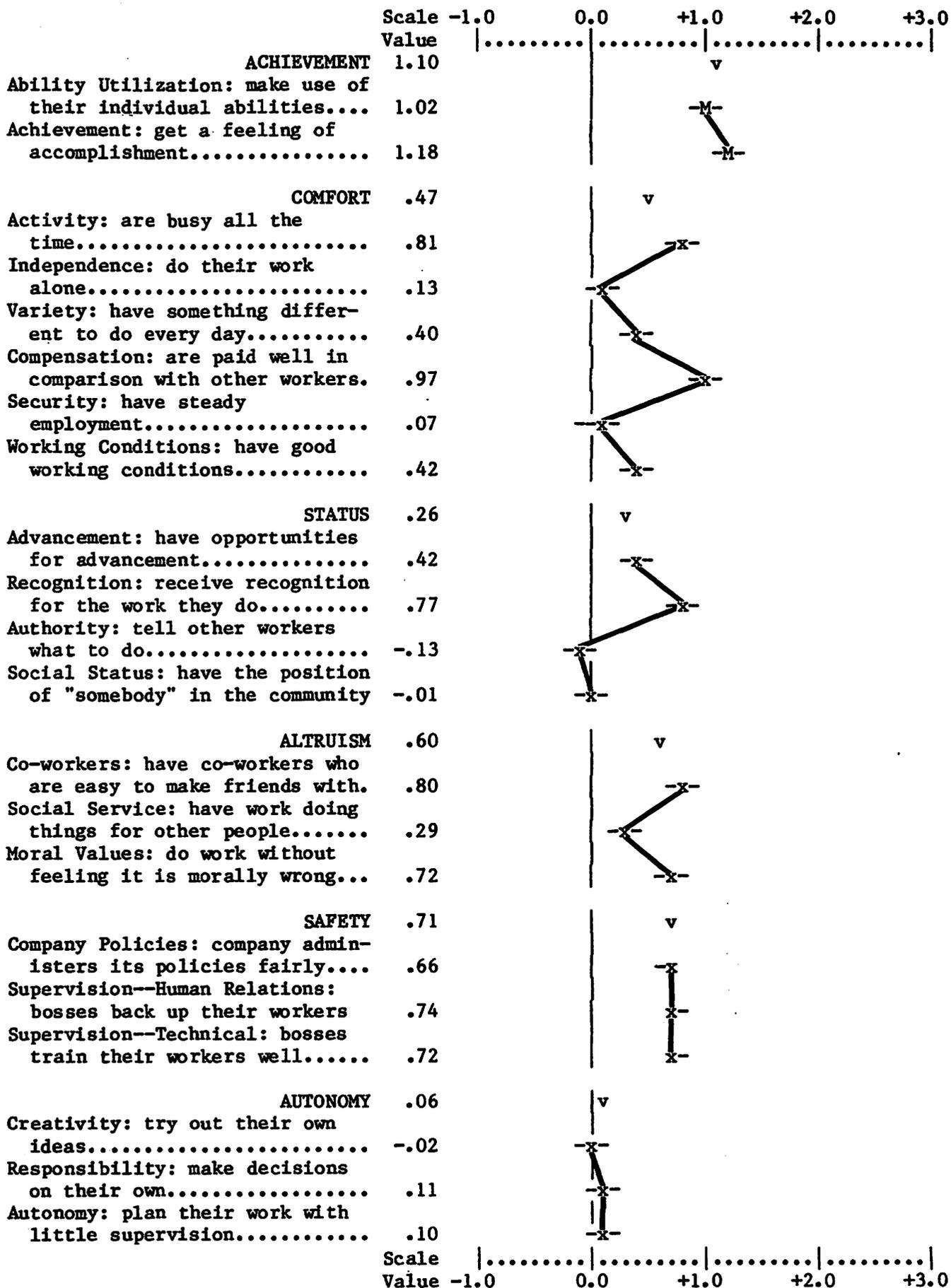
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.54	.46	.62	.24	1.47
2. Achievement .....	.74	.65	.84	.12	1.86
3. Activity .....	.43	.28	.59	.52	.76
4. Advancement .....	.17	.05	.28	.32	.36
5. Authority	-.40	-.54	-.28	.88	.83
6. Company Policies	1.55	1.43	1.68	.00	4.07
7. Compensation	1.44	1.34	1.55	.00	4.03
8. Co-Workers .....	.78	.71	.85	.04	2.26
9. Creativity .....	.09	.01	.17	.40	.23
10. Independence	-.04	-.18	.09	.52	.08
11. Moral Values .....	.78	.66	.90	.08	1.74
12. Recognition .....	.93	.85	1.01	.00	2.69
13. Responsibility	-.07	-.17	.02	.64	.17
14. Security .....	.83	.69	.97	.16	1.63
15. Social Service .....	.05	-.06	.15	.36	.11
16. Social Status .....	.44	.33	.55	.16	.99
17. Supervision-Hum.-Rel. ...	.81	.72	.91	.04	2.03
18. Supervision-Technical ...	1.10	1.02	1.18	.00	3.18
19. Variety	-.27	-.37	-.18	.92	.68
20. Working Conditions	1.64	1.57	1.71	.00	5.76
21. Autonomy .....	.37	.24	.49	.64	.75

N = 25 Raters

1972

BRICKLAYER



BRICKLAYER

O.A.P. = 21

D.O.T. = 861.381-018

Occupations with Similar Reinforcers: See Cluster B

Descriptive Characteristics

Get a feeling of accomplishment

Make use of their individual abilities

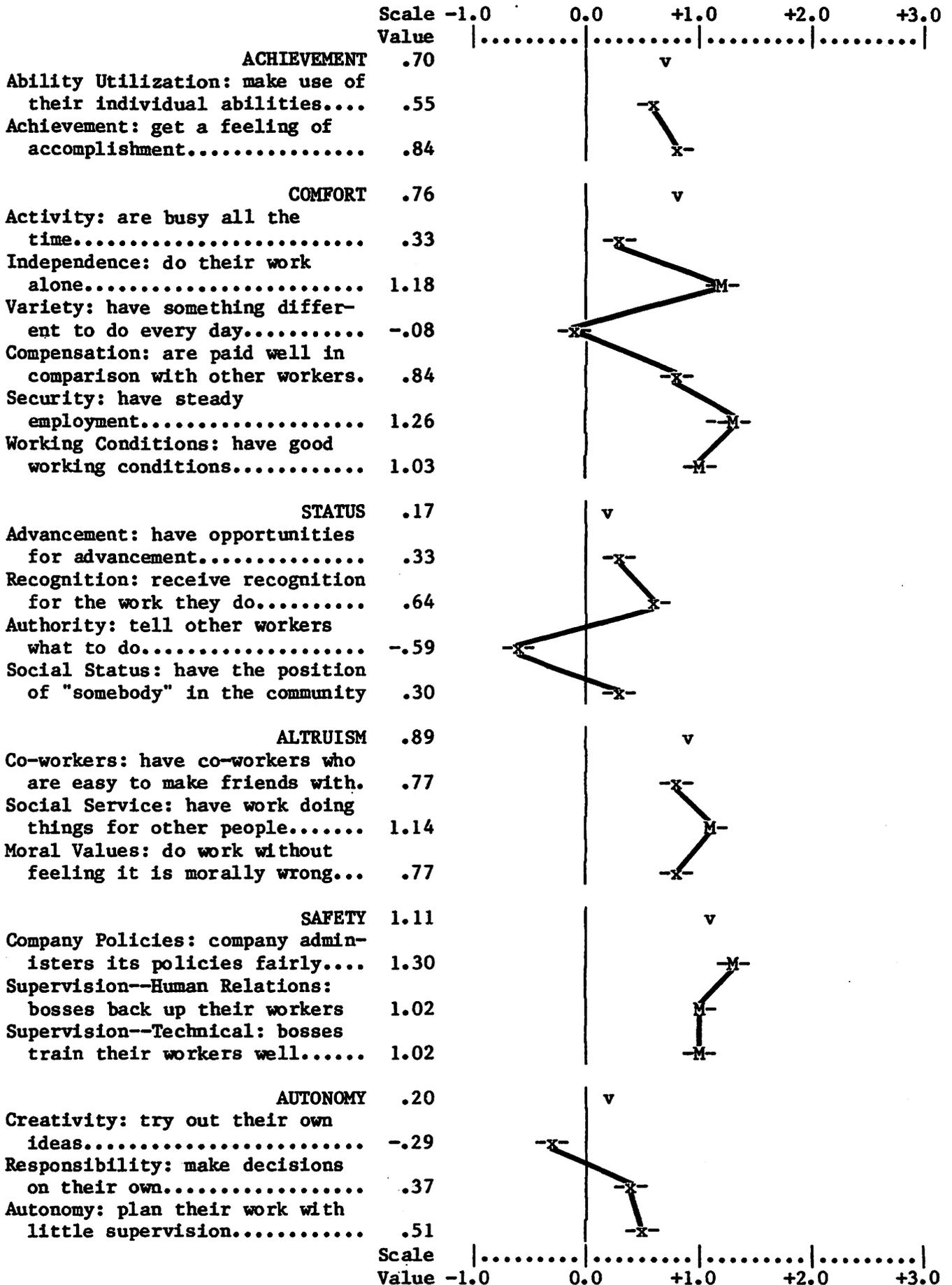
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.02	.93	1.12	.08	2.35
2. Achievement	1.18	1.10	1.27	.02	2.92
3. Activity .....	.81	.71	.91	.18	1.67
4. Advancement .....	.42	.34	.50	.27	.94
5. Authority	-.13	-.22	-.04	.76	.27
6. Company Policies .....	.66	.58	.74	.14	1.50
7. Compensation .....	.97	.87	1.07	.08	2.03
8. Co-Workers .....	.80	.74	.86	.04	2.20
9. Creativity	-.02	-.10	.05	.61	.05
10. Independence .....	.13	.03	.23	.57	.26
11. Moral Values .....	.72	.62	.81	.10	1.48
12. Recognition .....	.77	.68	.86	.20	1.71
13. Responsibility .....	.11	.02	.19	.63	.24
14. Security .....	.07	-.05	.17	.55	.12
15. Social Service .....	.29	.21	.37	.27	.66
16. Social Status	-.01	-.11	.09	.47	.01
17. Supervision-Hum.-Rel. ...	.74	.66	.82	.12	1.79
18. Supervision-Technical ...	.72	.66	.79	.10	1.92
19. Variety .....	.40	.31	.49	.45	.84
20. Working Conditions .....	.42	.33	.51	.27	.90
21. Autonomy .....	.10	.01	.19	.67	.22

N = 49 Raters

1972

BUS DRIVER



BUS DRIVER

O.A.P. = 47

D.O.T. = 913.463-010

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

- Have a company which administers its policies fairly
- Have steady employment
- Do their work alone
- Have work where they do things for other people
- Have good working conditions
- Have bosses who back up their workers (with top management)
- Have bosses who train their workers well

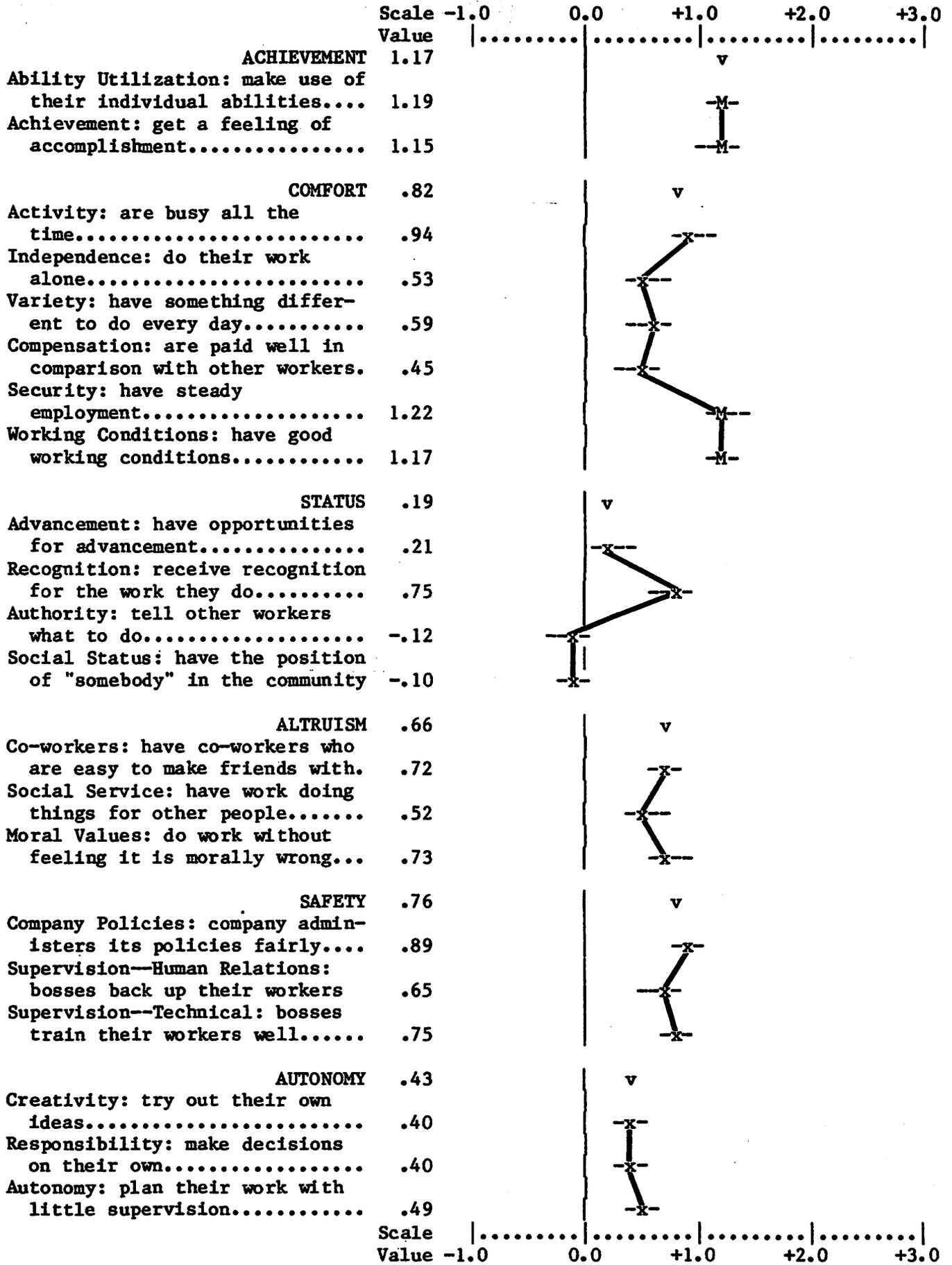
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.55	.47	.63	.26	1.40
2. Achievement .....	.84	.78	.91	.06	2.46
3. Activity .....	.33	.23	.42	.49	.72
4. Advancement .....	.33	.21	.44	.40	.65
5. Authority	-.59	-.68	-.50	.91	1.51
6. Company Policies	1.30	1.22	1.39	.00	3.62
7. Compensation .....	.84	.74	.94	.17	1.87
8. Co-Workers .....	.77	.68	.86	.00	1.92
9. Creativity	-.29	-.38	-.20	.77	.70
10. Independence	1.18	1.08	1.29	.06	2.82
11. Moral Values .....	.77	.65	.89	.09	1.52
12. Recognition .....	.64	.55	.73	.14	1.51
13. Responsibility .....	.37	.27	.47	.37	.79
14. Security	1.26	1.12	1.40	.14	2.51
15. Social Service	1.14	1.06	1.23	.03	3.06
16. Social Status .....	.30	.20	.40	.34	.65
17. Supervision-Hum.-Rel. ...	1.02	.95	1.10	.03	2.84
18. Supervision-Technical ...	1.02	.93	1.11	.06	2.58
19. Variety	-.08	-.19	.02	.74	.18
20. Working Conditions	1.03	.94	1.13	.06	2.47
21. Autonomy .....	.51	.43	.60	.31	1.23

N = 35 Raters

1968

CABINETMAKER



CABINETMAKER

O.A.P. = 21

D.O.T. = 660.280-010

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

- Have steady employment
- Make use of their individual abilities
- Have good working conditions
- Get a feeling of accomplishment

Cabinetmaker

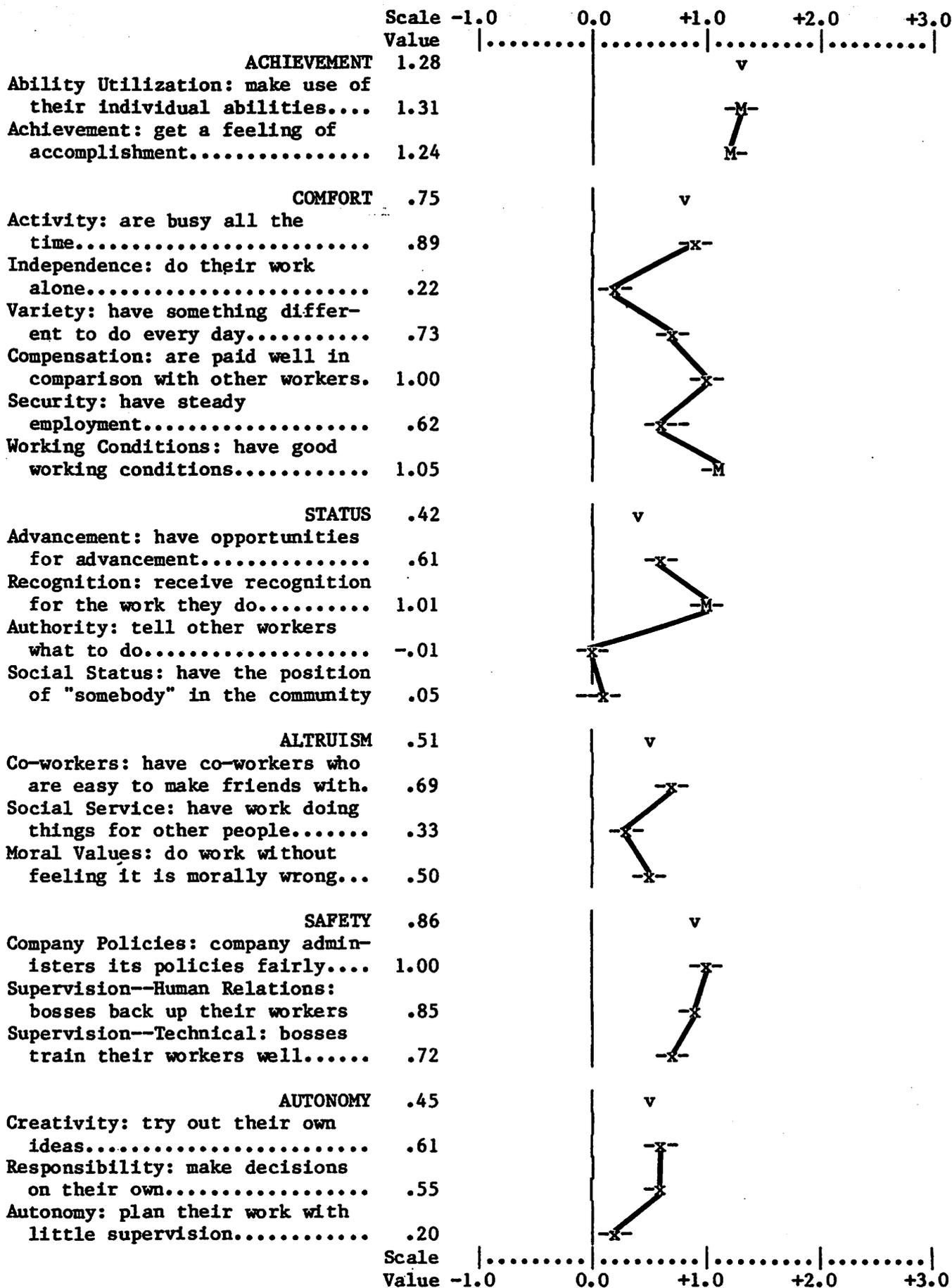
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.19	1.10	1.29	.05	3.84
2. Achievement	1.15	1.03	1.27	.00	3.13
3. Activity .....	.94	.79	1.09	.23	2.04
4. Advancement .....	.21	.06	.36	.55	.44
5. Authority	-.12	-.26	-.00	.68	.30
6. Company Policies .....	.89	.78	1.00	.00	2.44
7. Compensation .....	.45	.31	.59	.36	.97
8. Co-Workers .....	.72	.60	.84	.09	1.77
9. Creativity .....	.40	.31	.50	.36	1.17
10. Independence .....	.53	.37	.68	.45	1.06
11. Moral Values .....	.73	.56	.89	.09	1.44
12. Recognition .....	.75	.63	.87	.14	1.87
13. Responsibility .....	.40	.26	.54	.45	.88
14. Security	1.22	1.06	1.41	.05	2.62
15. Social Service .....	.52	.37	.67	.23	1.10
16. Social Status	-.10	-.24	.03	.64	.22
17. Supervision-Hum.-Rel. ...	.65	.54	.75	.09	1.75
18. Supervision-Technical ...	.75	.65	.86	.18	2.04
19. Variety .....	.59	.44	.73	.27	1.28
20. Working Conditions	1.17	1.08	1.28	.00	3.67
21. Autonomy .....	.49	.37	.62	.50	1.17

N = 22 Raters

1972

CARPENTER



CARPENTER

O.A.P. = 21

D.O.T. = 860.381-022

Occupations with Similar Reinforcers: See Cluster B

Descriptive Characteristics

Make use of their individual abilities

Get a feeling of accomplishment

Have good working conditions

Receive recognition for the work they do

Carpenter

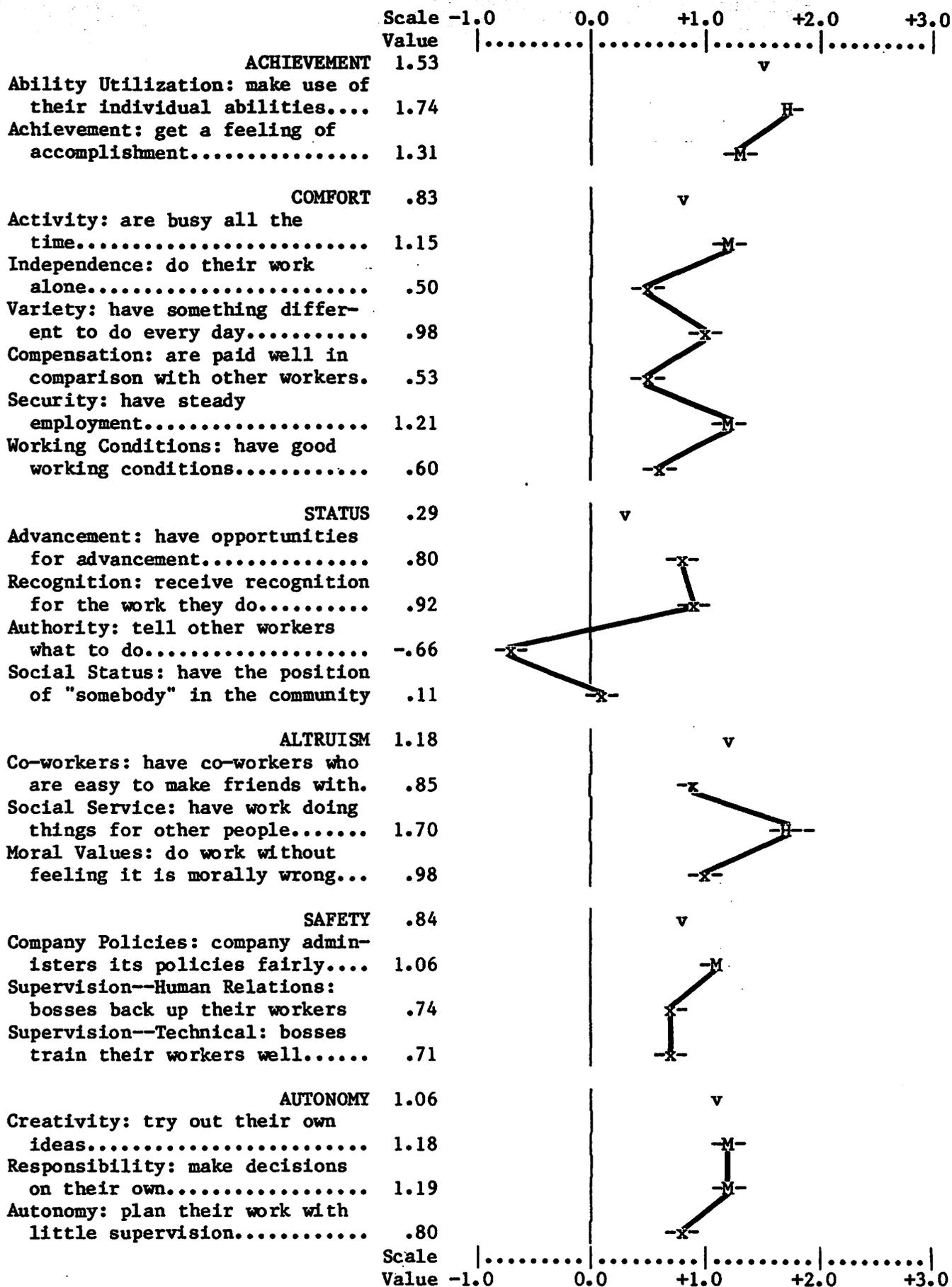
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.31	1.24	1.39	.03	4.05
2. Achievement	1.24	1.17	1.32	.00	3.75
3. Activity .....	.89	.77	1.02	.21	1.71
4. Advancement .....	.61	.50	.72	.26	1.23
5. Authority	-.01	-.10	.08	.67	.02
6. Company Policies	1.00	.92	1.08	.03	2.64
7. Compensation	1.00	.90	1.10	.08	2.33
8. Co-Workers .....	.69	.60	.77	.05	1.67
9. Creativity .....	.61	.52	.70	.15	1.44
10. Independence .....	.22	.11	.32	.62	.45
11. Moral Values .....	.50	.37	.62	.15	.90
12. Recognition	1.01	.94	1.10	.05	2.72
13. Responsibility .....	.55	.46	.64	.31	1.27
14. Security .....	.62	.48	.76	.38	1.04
15. Social Service .....	.33	.22	.43	.38	.67
16. Social Status .....	.05	-.07	.15	.49	.09
17. Supervision-Hum.-Rel. ...	.85	.76	.94	.10	2.04
18. Supervision-Technical ...	.72	.63	.81	.21	1.65
19. Variety .....	.73	.64	.82	.28	1.69
20. Working Conditions	1.05	.97	1.14	.08	2.70
21. Autonomy .....	.20	.09	.31	.69	.40

N = 39 Raters

1968

CASEWORKER



CASEWORKER

O.A.P. = 49

D.O.T. = 195.107-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

- MAKE USE OF THEIR INDIVIDUAL ABILITIES
- HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE
- Get a feeling of accomplishment
- Have steady employment
- Make decisions on their own
- Try out their own ideas
- Are busy all the time
- Have a company which administers its policies fairly

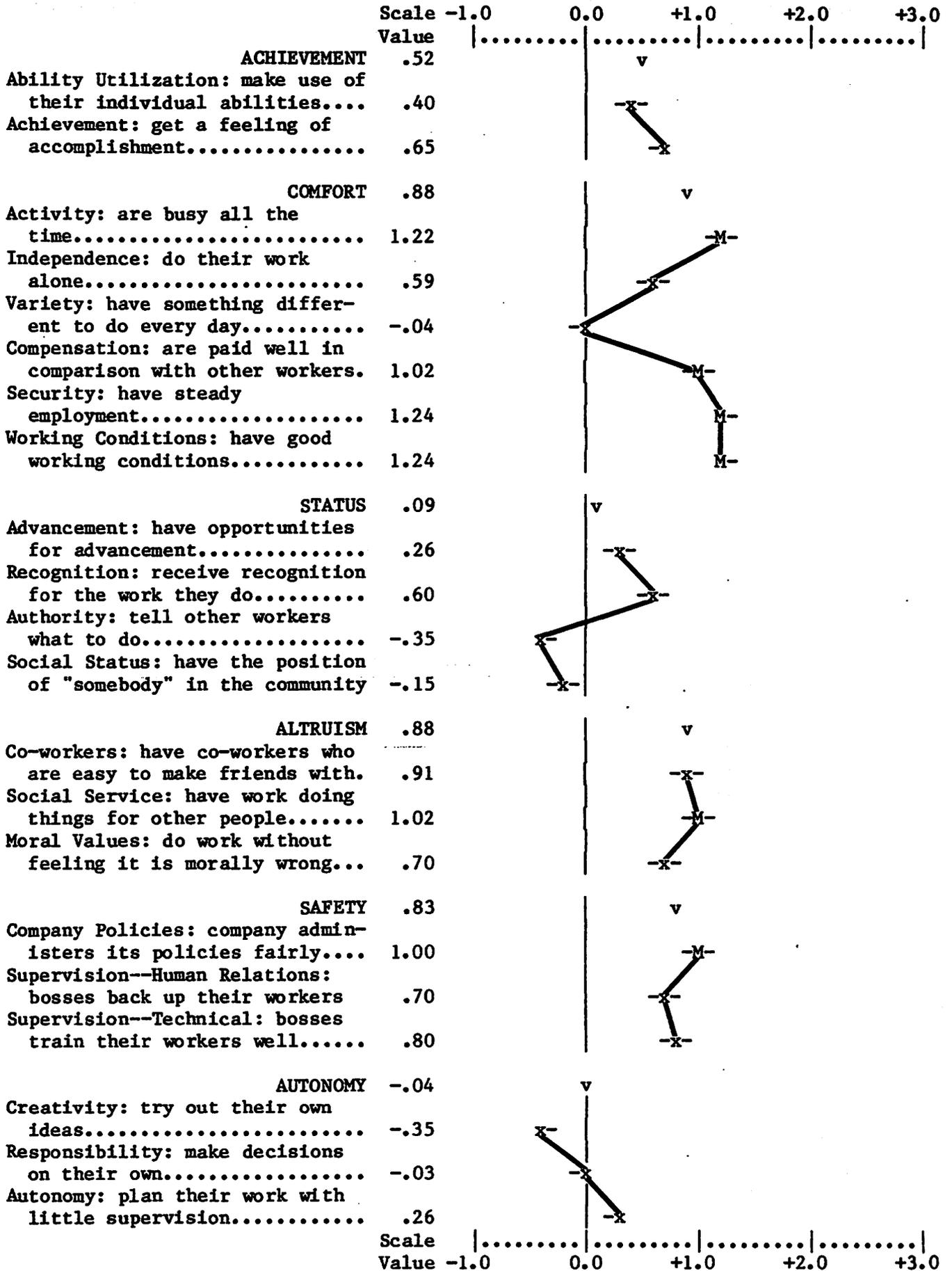
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.74	1.66	1.84	.02	5.32
2. Achievement	1.31	1.21	1.40	.10	3.20
3. Activity	1.15	1.06	1.25	.05	2.75
4. Advancement .....	.80	.73	.86	.05	2.26
5. Authority	-.66	-.76	-.58	.93	1.76
6. Company Policies	1.06	.98	1.14	.07	2.80
7. Compensation .....	.53	.44	.61	.31	1.22
8. Co-Workers .....	.85	.78	.93	.05	2.23
9. Creativity	1.18	1.10	1.26	.10	3.05
10. Independence .....	.50	.41	.58	.48	1.15
11. Moral Values .....	.98	.87	1.09	.02	1.97
12. Recognition .....	.92	.84	1.01	.12	2.18
13. Responsibility	1.19	1.09	1.29	.07	2.73
14. Security	1.21	1.12	1.30	.00	3.00
15. Social Service	1.70	1.57	1.86	.05	3.54
16. Social Status .....	.11	.01	.21	.57	.24
17. Supervision-Hum.-Rel. ...	.74	.68	.80	.07	2.16
18. Supervision-Technical ...	.71	.64	.77	.12	1.99
19. Variety .....	.98	.90	1.06	.12	2.55
20. Working Conditions .....	.60	.49	.71	.31	1.15
21. Autonomy .....	.80	.70	.90	.24	1.67

N = 42 Raters

1968

CASHIER-CHECKER



CASHIER-CHECKER

O.A.P. = 37

D.O.T. = 211.462-014

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

- Have steady employment
- Have good working conditions
- Are busy all the time
- Are paid well in comparison with other workers
- Have work where they do things for other people
- Have a company which administers its policies fairly

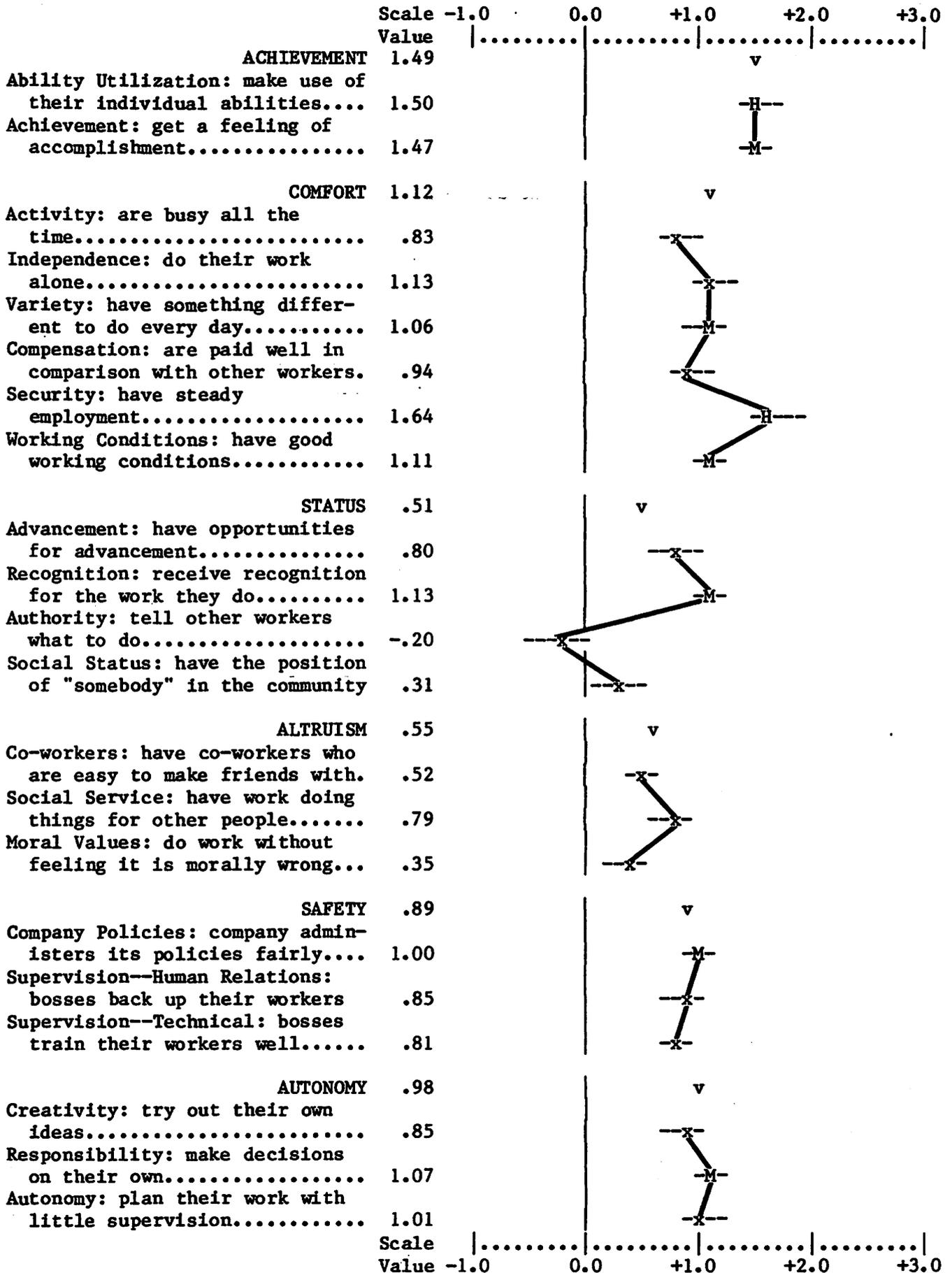
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.40	.33	.47	.35	.91
2. Achievement .....	.65	.57	.73	.22	1.40
3. Activity	1.22	1.13	1.32	.09	2.67
4. Advancement .....	.26	.17	.35	.41	.51
5. Authority	-.35	-.42	-.28	.85	.81
6. Company Policies	1.00	.93	1.08	.04	2.45
7. Compensation	1.02	.94	1.11	.15	2.23
8. Co-Workers .....	.91	.84	.98	.02	2.17
9. Creativity	-.35	-.41	-.30	.80	.89
10. Independence .....	.59	.48	.70	.33	1.04
11. Moral Values .....	.70	.59	.81	.07	1.26
12. Recognition .....	.60	.54	.67	.09	1.49
13. Responsibility	-.03	-.09	.04	.65	.06
14. Security	1.24	1.16	1.33	.04	2.88
15. Social Service	1.02	.93	1.11	.11	2.18
16. Social Status	-.15	-.26	-.05	.52	.28
17. Supervision-Hum.-Rel. ...	.70	.62	.78	.11	1.59
18. Supervision-Technical ...	.80	.73	.87	.04	1.93
19. Variety	-.04	-.12	.04	.67	.09
20. Working Conditions	1.24	1.18	1.30	.00	3.48
21. Autonomy .....	.26	.19	.33	.43	.58

N = 46 Raters

1968

CASH-REGISTER SERVICER



CASH-REGISTER SERVICER

O.A.P. = 21

D.O.T. = 633.281-010

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Get a feeling of accomplishment

Receive recognition for the work they do

Have good working conditions

Make decisions on their own

Have something different to do every day

Have a company which administers its policies fairly

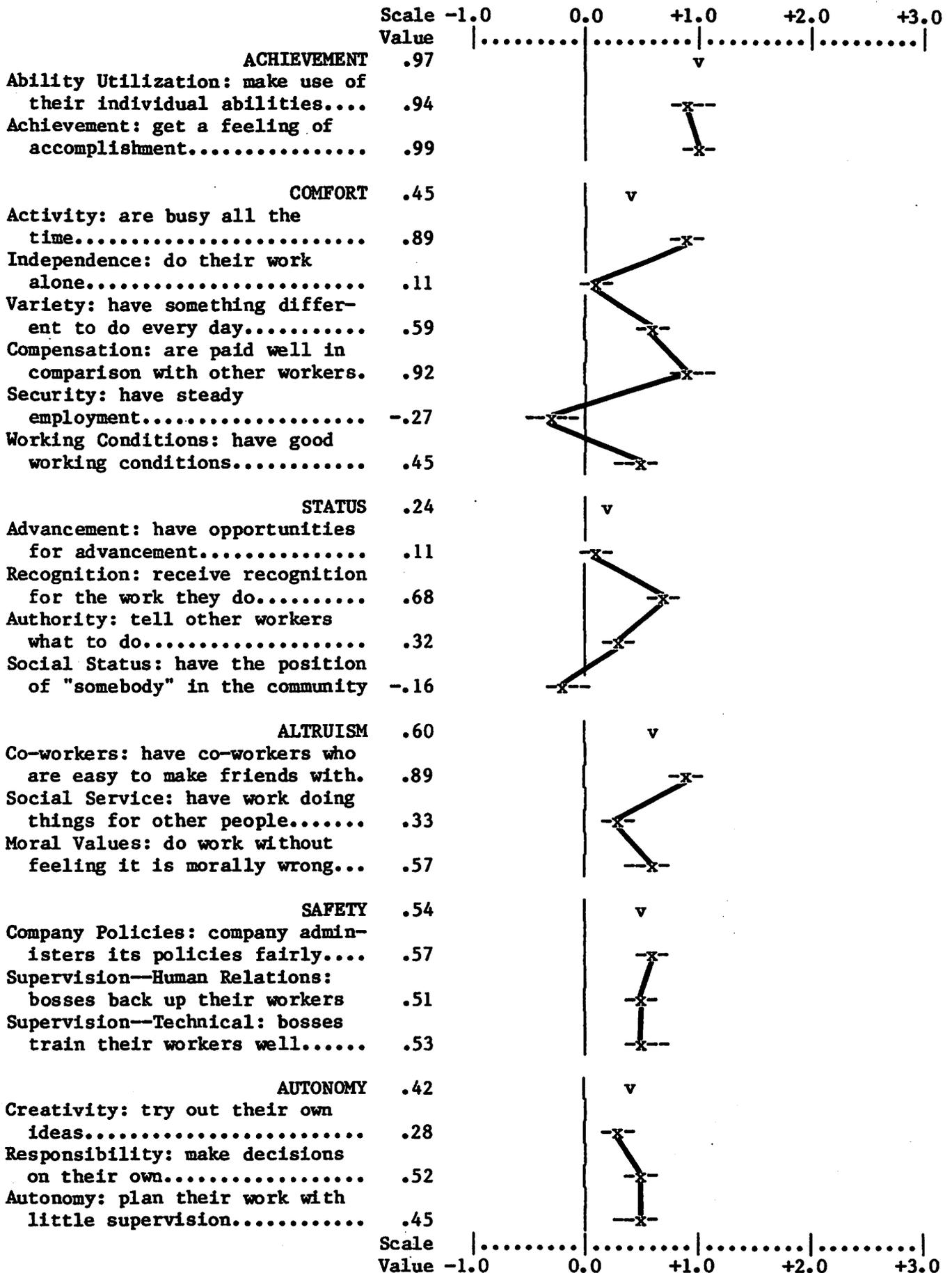
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.50	1.36	1.65	0.00	3.32
2. Achievement	1.47	1.36	1.58	0.00	3.75
3. Activity .....	.83	.65	1.01	.44	1.36
4. Advancement .....	.80	.64	.96	.22	1.43
5. Authority	-.20	-.47	.01	.89	.29
6. Company Policies	1.00	.92	1.09	.06	2.71
7. Compensation .....	.94	.80	1.08	.11	1.83
8. Co-Workers .....	.52	.40	.64	.11	1.07
9. Creativity .....	.85	.73	.97	.11	1.83
10. Independence	1.13	.97	1.31	.11	2.04
11. Moral Values .....	.35	.20	.50	.11	.64
12. Recognition	1.13	1.03	1.24	.11	2.71
13. Responsibility	1.07	.96	1.19	.06	2.48
14. Security	1.64	1.46	1.86	0.00	3.13
15. Social Service .....	.79	.63	.94	.17	1.42
16. Social Status .....	.31	.14	.47	.44	.53
17. Supervision-Hum.-Rel. ...	.85	.74	.95	.11	1.93
18. Supervision-Technical ...	.81	.68	.93	.33	1.69
19. Variety	1.06	.92	1.19	.11	2.17
20. Working Conditions	1.11	.98	1.24	0.00	2.34
21. Autonomy	1.01	.85	1.17	.22	1.87

N = 18 Raters

1985

CEMENT MASON



CEMENT MASON

O.A.P. = 21

D.O.T. = 844.364-010

Occupations with Similar Reinforcers: See Cluster B

Descriptive Characteristics

None

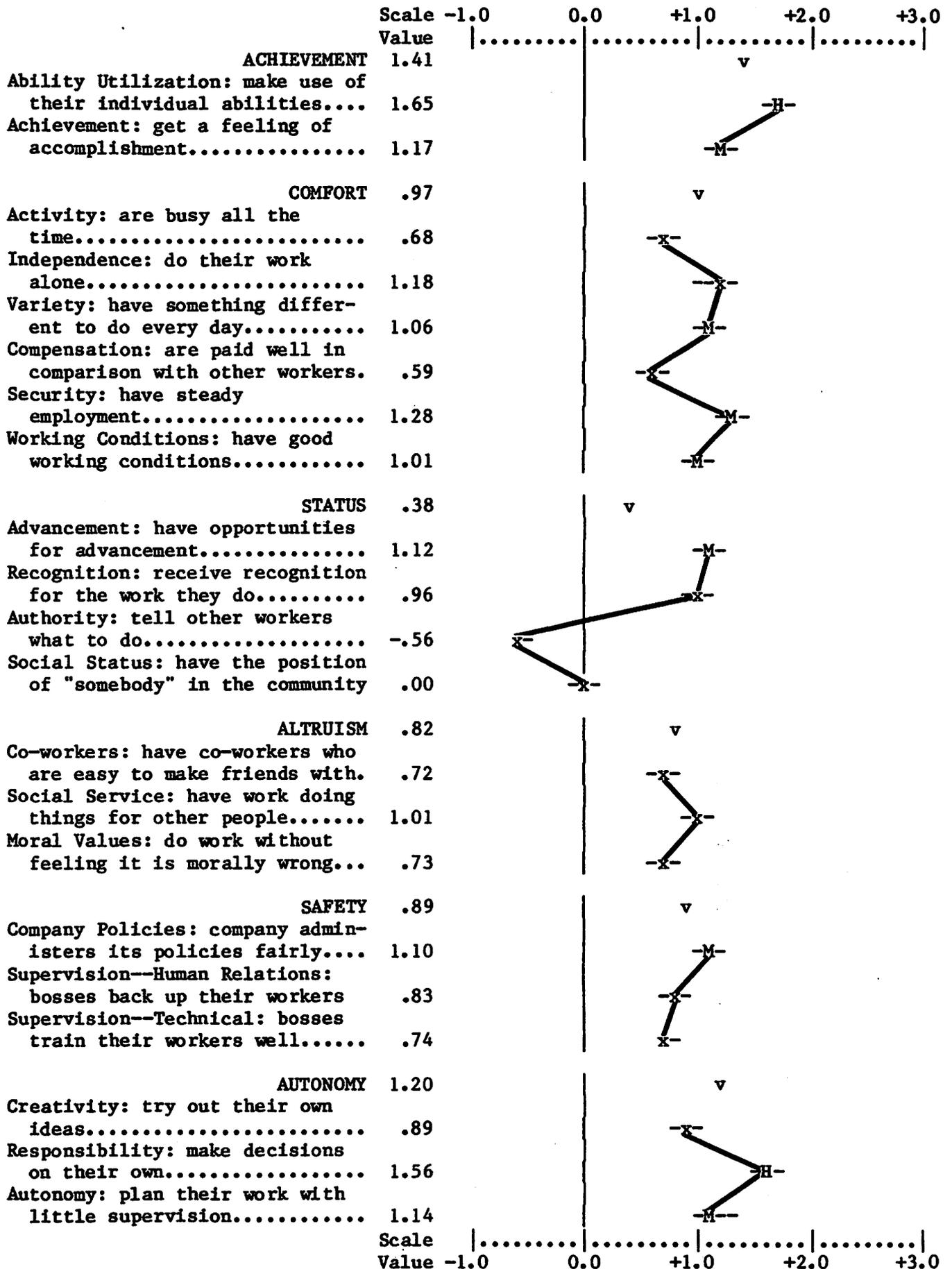
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.94	.83	1.05	.03	2.07
2. Achievement .....	.99	.89	1.08	.03	2.35
3. Activity .....	.89	.77	1.01	.28	1.83
4. Advancement .....	.11	-.01	.22	.52	.22
5. Authority .....	.32	.20	.44	.38	.62
6. Company Policies .....	.57	.45	.71	.24	1.07
7. Compensation .....	.92	.79	1.06	.07	1.73
8. Co-Workers .....	.89	.80	.99	.03	2.07
9. Creativity .....	.28	.18	.38	.38	.59
10. Independence .....	.11	-.01	.22	.59	.21
11. Moral Values .....	.57	.43	.71	.14	1.02
12. Recognition .....	.68	.58	.79	.17	1.48
13. Responsibility .....	.52	.43	.61	.34	1.22
14. Security	-.27	-.46	-.11	.72	.43
15. Social Service .....	.33	.21	.44	.31	.66
16. Social Status	-.16	-.30	-.04	.62	.30
17. Supervision-Hum.-Rel. ...	.51	.38	.63	.24	.96
18. Supervision-Technical ...	.53	.41	.65	.21	1.03
19. Variety .....	.59	.48	.71	.34	1.20
20. Working Conditions .....	.45	.34	.56	.48	.93
21. Autonomy .....	.45	.34	.57	.41	.89

N = 29 Raters

1972

CLAIM ADJUSTER



CLAIM ADJUSTER

O.A.P. = 66

D.O.T. = 241.217-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

- MAKE USE OF THEIR INDIVIDUAL ABILITIES
- MAKE DECISIONS ON THEIR OWN
- Have steady employment
- Get a feeling of accomplishment
- Plan their work with little supervision
- Have opportunities for advancement
- Have a company which administers its policies fairly
- Have something different to do every day
- Have good working conditions

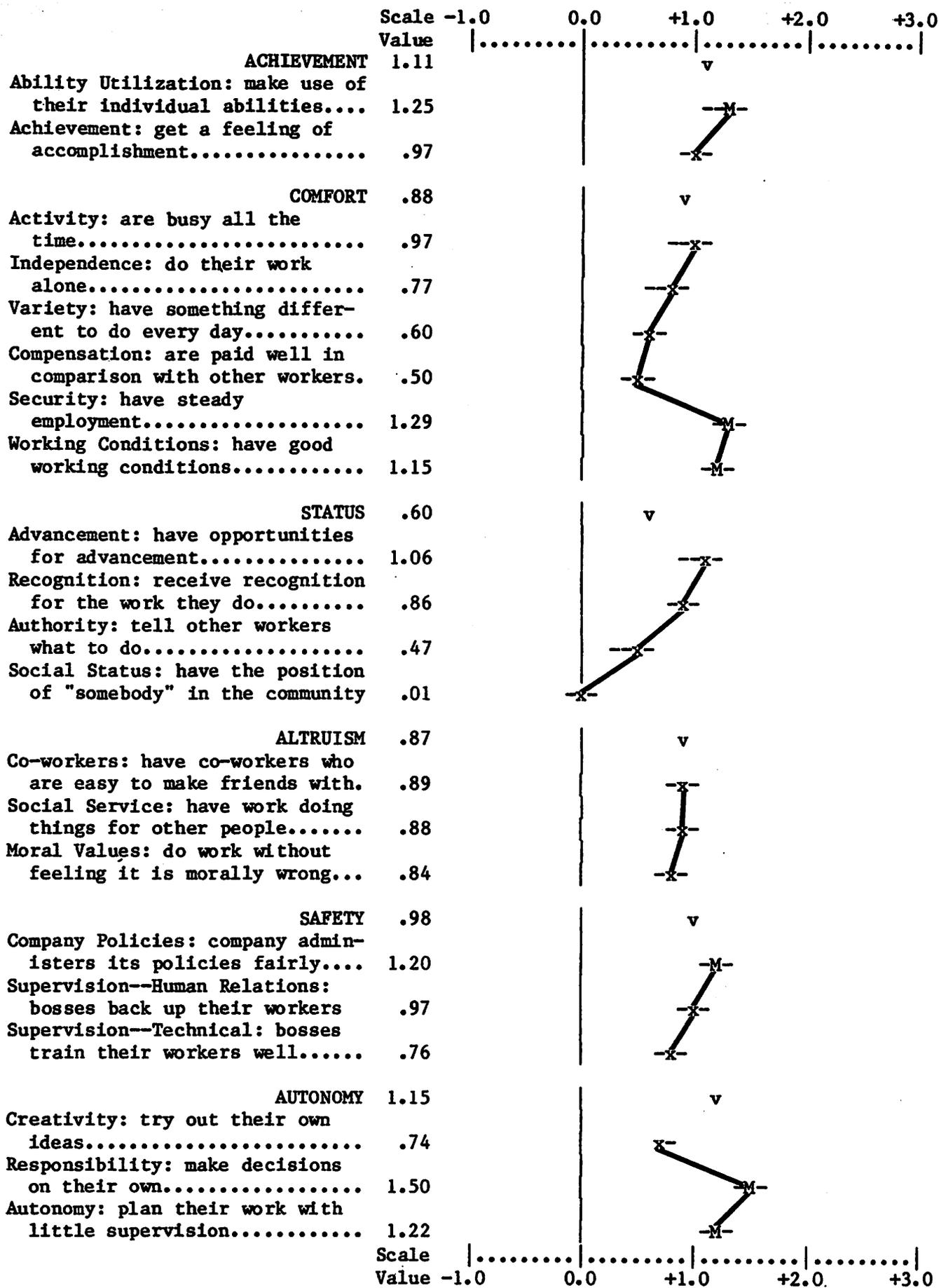
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.65	1.55	1.76	.00	4.36
2. Achievement	1.17	1.06	1.27	.06	2.66
3. Activity .....	.68	.55	.81	.44	1.19
4. Advancement	1.12	1.03	1.22	.00	2.68
5. Authority	-.56	-.64	-.49	.88	1.43
6. Company Policies	1.10	1.00	1.20	.06	2.52
7. Compensation .....	.59	.51	.68	.31	1.37
8. Co-Workers .....	.72	.62	.81	.03	1.60
9. Creativity .....	.89	.78	1.00	.16	1.82
10. Independence	1.18	1.04	1.34	.22	2.05
11. Moral Values .....	.73	.62	.84	.06	1.50
12. Recognition .....	.96	.86	1.05	.16	2.20
13. Responsibility	1.56	1.46	1.66	.06	4.12
14. Security	1.28	1.18	1.38	.00	3.01
15. Social Service	1.01	.88	1.14	.09	1.88
16. Social Status .....	.00	-.12	.11	.56	.00
17. Supervision-Hum.-Rel. ...	.83	.74	.92	.13	1.94
18. Supervision-Technical ...	.74	.67	.82	.16	1.98
19. Variety	1.06	.96	1.16	.09	2.43
20. Working Conditions	1.01	.93	1.09	.06	2.60
21. Autonomy	1.14	1.03	1.25	.16	2.44

N = 32 Raters

1968

CLAIM EXAMINER



CLAIM EXAMINER

O.A.P. = 36

D.O.T. = 168.267-014

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

- Make decisions on their own
- Have steady employment
- Make use of their individual abilities
- Plan their work with little supervision
- Have a company which administers its policies fairly
- Have good working conditions

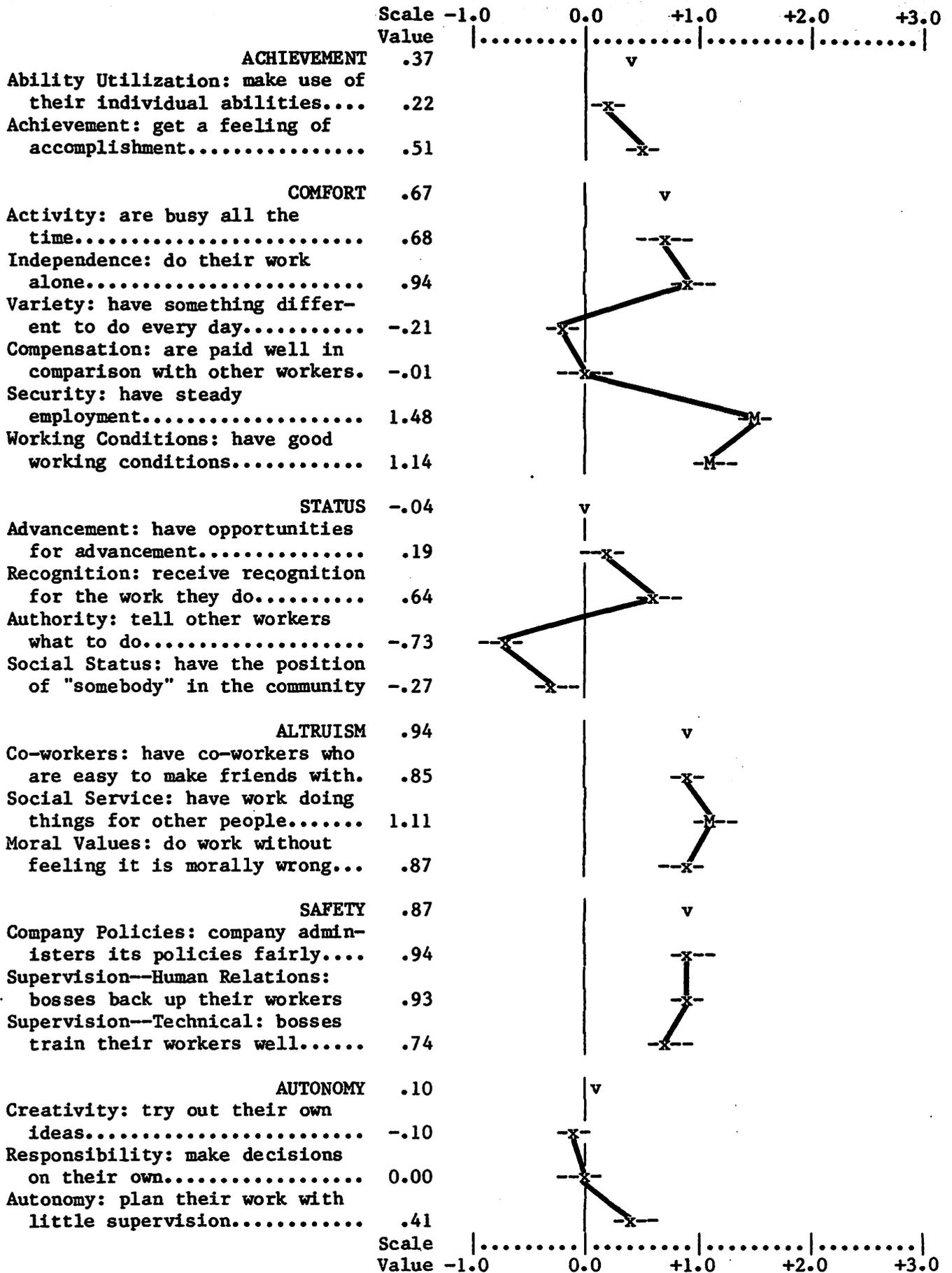
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.25	1.14	1.36	.06	2.56
2. Achievement .....	.97	.89	1.06	.12	2.22
3. Activity .....	.97	.83	1.11	.24	1.59
4. Advancement	1.06	.94	1.19	.12	1.91
5. Authority .....	.47	.34	.59	.30	.80
6. Company Policies	1.20	1.11	1.31	.03	2.64
7. Compensation .....	.50	.40	.60	.33	.98
8. Co-Workers' .....	.89	.77	1.02	.03	1.55
9. Creativity .....	.74	.66	.82	.18	1.73
10. Independence .....	.77	.64	.89	.36	1.31
11. Moral Values .....	.84	.73	.94	.03	1.61
12. Recognition .....	.86	.75	.97	.24	1.68
13. Responsibility	1.50	1.39	1.62	.15	3.31
14. Security	1.29	1.17	1.41	.00	2.55
15. Social Service .....	.88	.76	1.01	.15	1.59
16. Social Status .....	.01	-.11	.13	.61	.03
17. Supervision-Hum.-Rel. ...	.97	.89	1.05	.03	2.28
18. Supervision-Technical ...	.76	.65	.86	.21	1.43
19. Variety .....	.60	.52	.69	.33	1.31
20. Working Conditions	1.15	1.05	1.25	.06	2.48
21. Autonomy	1.22	1.11	1.32	.15	2.59

N = 33 Raters

1968

CLEANER, HOUSEKEEPING



CLEANER, HOUSEKEEPING

O.A.P. = 29

D.O.T. = 323.687-014

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have steady employment

Have good working conditions

Have work where they do things for other people

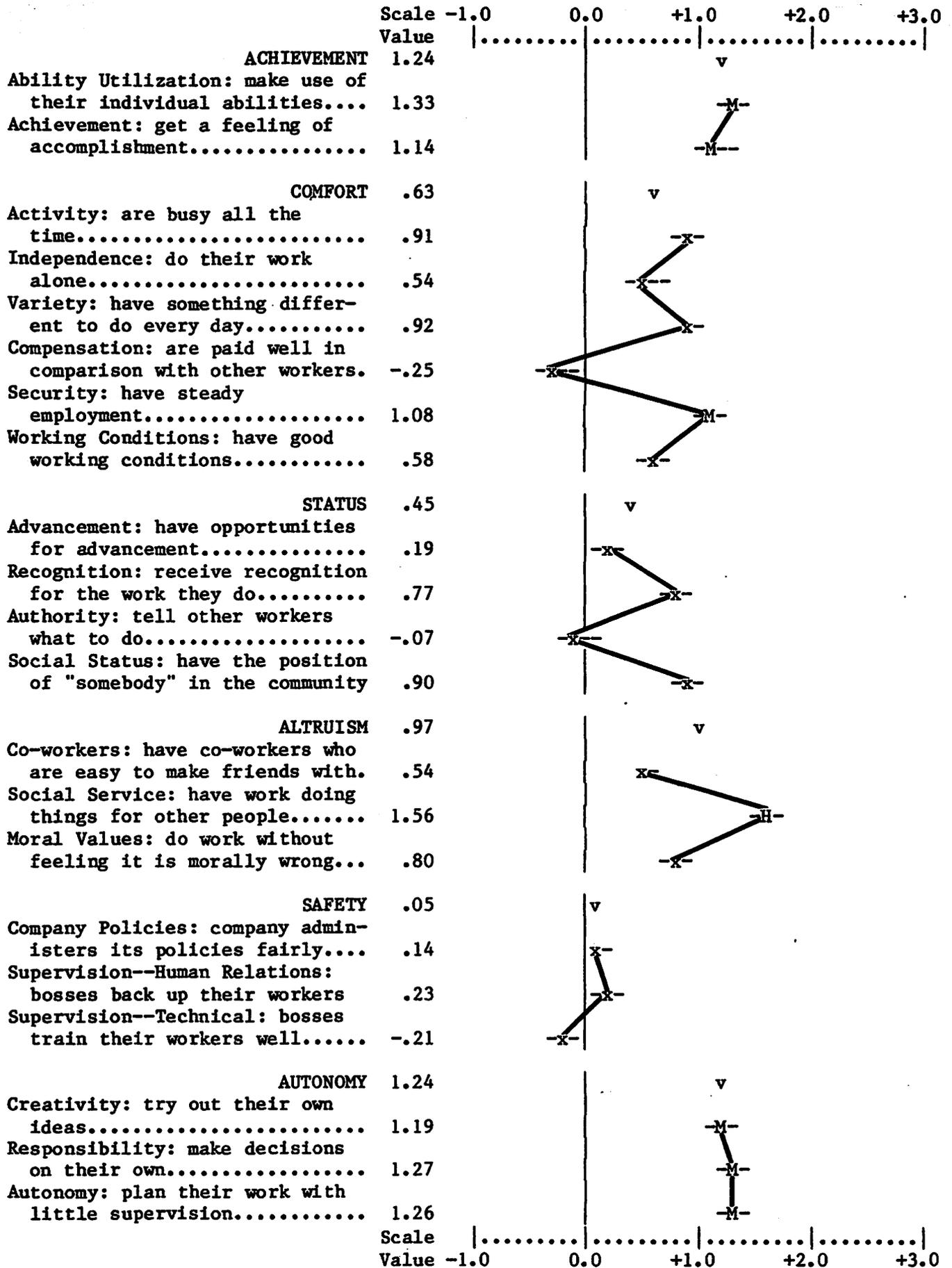
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.22	.14	.30	.32	.71
2. Achievement .....	.51	.40	.62	.21	1.40
3. Activity .....	.68	.53	.85	.21	1.47
4. Advancement .....	.19	.04	.34	.47	.42
5. Authority	-.73	-.86	-.62	1.00	2.15
6. Company Policies .....	.94	.80	1.08	.05	2.35
7. Compensation	-.01	-.21	.16	.68	.03
8. Co-Workers .....	.85	.75	.95	.00	2.58
9. Creativity	-.10	-.18	-.02	.58	.31
10. Independence .....	.94	.78	1.11	.11	2.05
11. Moral Values .....	.87	.73	1.02	.05	2.07
12. Recognition .....	.64	.51	.77	.21	1.56
13. Responsibility .....	.00	-.15	.14	.58	.00
14. Security	1.48	1.38	1.60	.00	5.03
15. Social Service	1.11	.96	1.28	.11	2.65
16. Social Status	-.27	-.43	-.12	.53	.61
17. Supervision-Hum.-Rel. ...	.93	.83	1.03	.05	2.90
18. Supervision-Technical ...	.74	.63	.86	.11	2.04
19. Variety	-.21	-.31	-.11	.84	.62
20. Working Conditions	1.14	1.01	1.27	.00	3.13
21. Autonomy .....	.41	.27	.56	.37	.93

N = 19 Raters

1972

CLERGY MEMBER



CLERGY MEMBER

O.A.P. = 49

D.O.T. = 120.007-010

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Make use of their individual abilities

Make decisions on their own

Plan their work with little supervision

Try out their own ideas

Get a feeling of accomplishment

Have steady employment

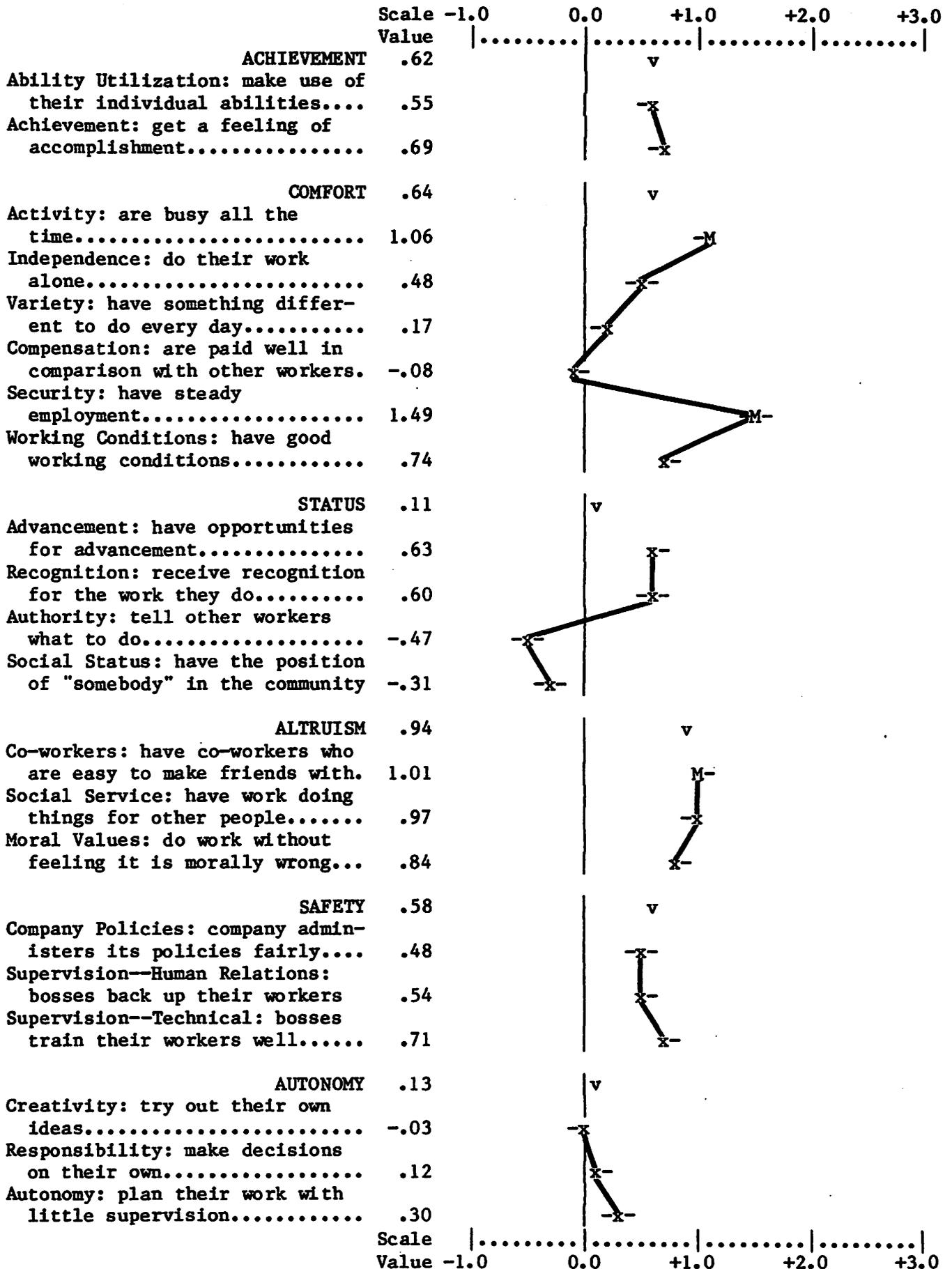
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.33	1.24	1.41	0.00	4.00
2. Achievement	1.14	1.02	1.26	.07	2.61
3. Activity .....	.91	.80	1.02	.13	2.07
4. Advancement .....	.19	.10	.28	.40	.48
5. Authority	-.07	-.21	.05	.70	.15
6. Company Policies .....	.14	.07	.21	.33	.42
7. Compensation	-.25	-.39	-.13	.87	.53
8. Co-Workers .....	.54	.45	.63	.20	1.33
9. Creativity	1.19	1.13	1.25	0.00	4.13
10. Independence .....	.54	.41	.66	.37	1.07
11. Moral Values .....	.80	.69	.91	.07	1.76
12. Recognition .....	.77	.68	.86	.20	1.93
13. Responsibility	1.27	1.19	1.35	.07	3.83
14. Security	1.08	.97	1.20	.03	2.52
15. Social Service	1.56	1.45	1.69	0.00	4.12
16. Social Status .....	.90	.77	1.04	.17	1.78
17. Supervision-Hum.-Rel. ...	.23	.13	.32	.40	.56
18. Supervision-Technical ...	-.21	-.30	-.12	.70	.53
19. Variety .....	.92	.85	.99	.10	2.89
20. Working Conditions .....	.58	.49	.67	.17	1.48
21. Autonomy	1.26	1.17	1.35	0.00	3.52

N = 30 Raters

1985

CLERK, GENERAL OFFICE, CIVIL SERVICE



CLERK, GENERAL OFFICE, CIVIL SERVICE

O.A.P. = 35

D.O.T. = 219.362-010

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

Have steady employment

Are busy all the time

Have co-workers who are easy to make friends with

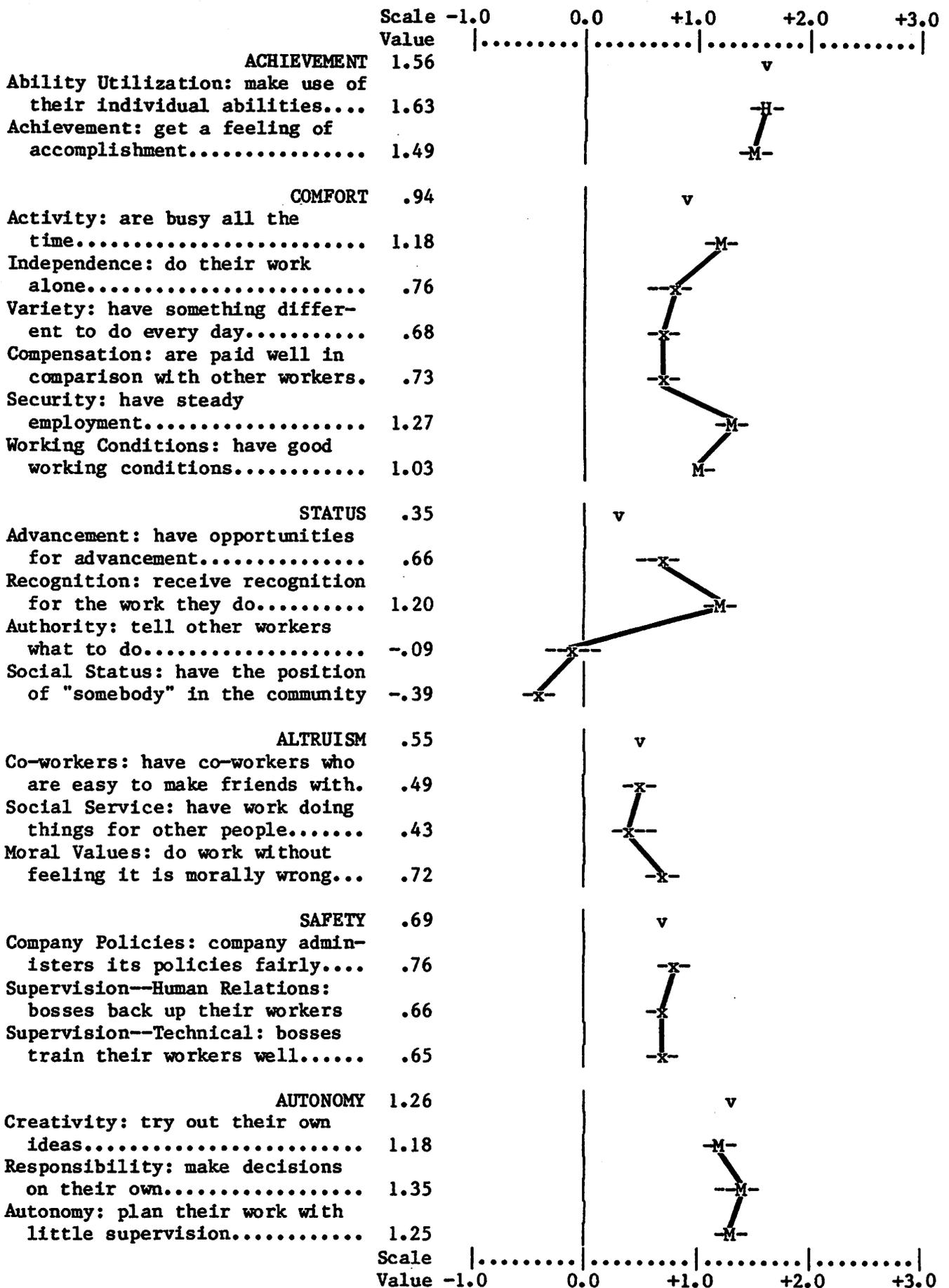
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.55	.50	.61	.27	1.32
2. Achievement .....	.69	.63	.74	.18	1.74
3. Activity	1.06	.99	1.13	.13	2.39
4. Advancement .....	.63	.56	.69	.16	1.44
5. Authority	-.47	-.55	-.39	.85	1.00
6. Company Policies .....	.48	.41	.55	.20	1.05
7. Compensation	-.08	-.14	-.01	.62	.17
8. Co-Workers	1.01	.95	1.07	.01	2.63
9. Creativity	-.03	-.08	.02	.62	.08
10. Independence .....	.48	.41	.56	.38	.98
11. Moral Values .....	.84	.77	.92	.04	1.76
12. Recognition .....	.60	.54	.65	.19	1.46
13. Responsibility .....	.12	.06	.19	.55	.27
14. Security	1.49	1.43	1.56	.00	4.19
15. Social Service .....	.97	.90	1.04	.12	2.20
16. Social Status	-.31	-.38	-.24	.64	.66
17. Supervision-Hum.-Rel. ...	.54	.48	.59	.16	1.34
18. Supervision-Technical ...	.71	.65	.76	.11	1.76
19. Variety .....	.17	.09	.24	.64	.33
20. Working Conditions .....	.74	.67	.80	.14	1.69
21. Autonomy .....	.30	.23	.36	.46	.63

N = 85 Raters

1968

COLLECTOR (BILL COLLECTOR)



COLLECTOR (BILL COLLECTOR)

O.A.P. = 37

D.O.T. = 241.367-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

- Get a feeling of accomplishment
- Make decisions on their own
- Have steady employment
- Plan their work with little supervision
- Receive recognition for the work they do
- Try out their own ideas
- Are busy all the time
- Have good working conditions

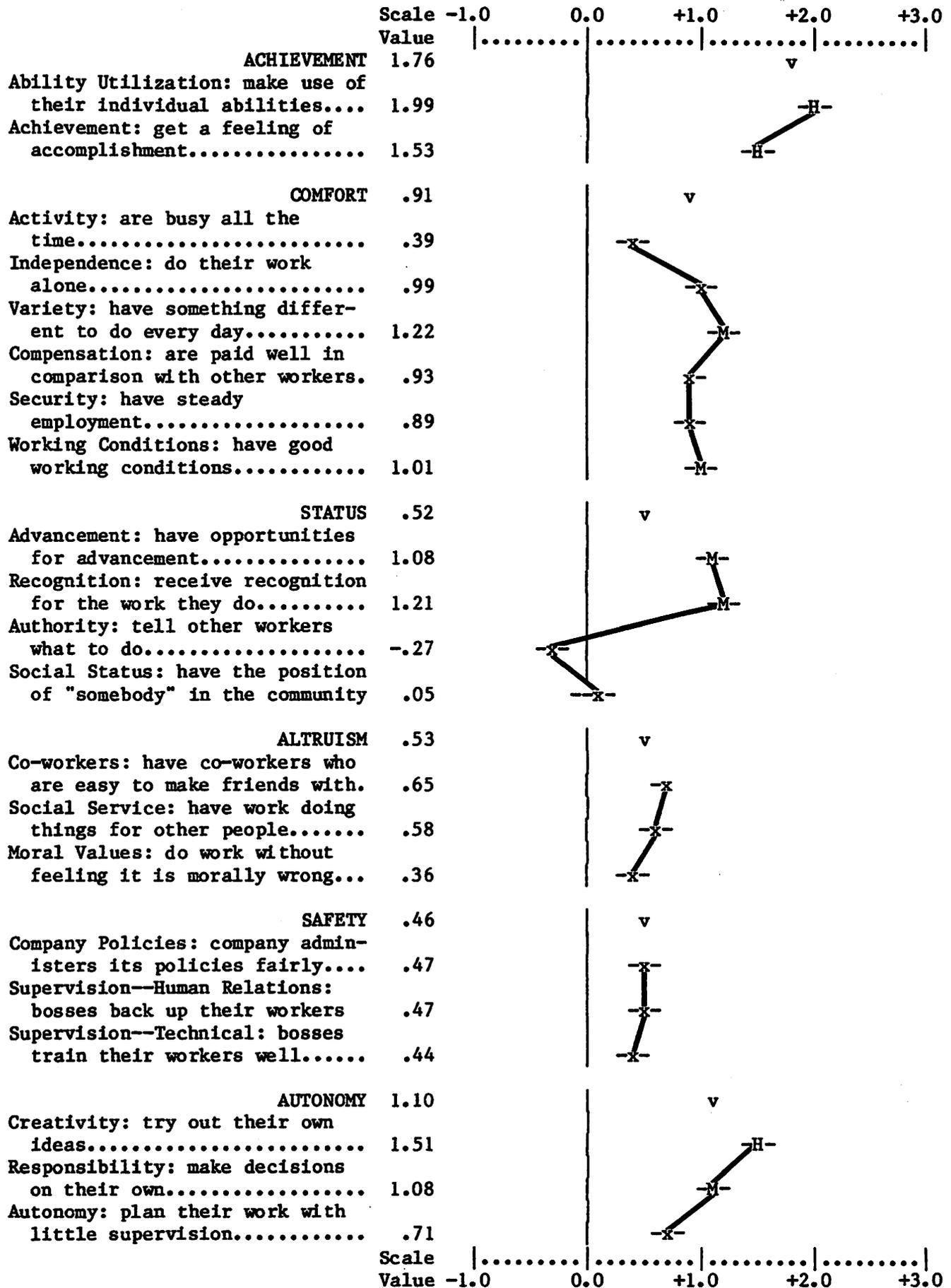
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.63	1.53	1.73	.00	5.09
2. Achievement	1.49	1.39	1.61	.00	4.14
3. Activity	1.18	1.05	1.31	.15	2.58
4. Advancement .....	.66	.53	.79	.30	1.33
5. Authority	-.09	-.26	.05	.85	.17
6. Company Policies .....	.76	.68	.85	.07	2.12
7. Compensation .....	.73	.62	.84	.11	1.70
8. Co-Workers .....	.49	.39	.58	.15	1.21
9. Creativity	1.18	1.06	1.31	.11	2.65
10. Independence .....	.76	.64	.89	.26	1.62
11. Moral Values .....	.72	.61	.83	.04	1.63
12. Recognition	1.20	1.09	1.31	.07	2.98
13. Responsibility	1.35	1.24	1.46	.07	3.53
14. Security	1.27	1.16	1.39	.04	3.18
15. Social Service .....	.43	.28	.57	.37	.78
16. Social Status	-.39	-.52	-.27	.74	.88
17. Supervision-Hum.-Rel. ...	.66	.58	.74	.11	1.90
18. Supervision-Technical ...	.65	.56	.75	.19	1.66
19. Variety .....	.68	.56	.81	.37	1.42
20. Working Conditions	1.03	.95	1.11	.00	3.11
21. Autonomy	1.25	1.15	1.36	.07	3.22

N = 27 Raters

1972

COMMERCIAL ARTIST, ILLUSTRATING



COMMERCIAL ARTIST, ILLUSTRATING

O.A.P. = 2

D.O.T. = 141.061-022

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

GET A FEELING OF ACCOMPLISHMENT

TRY OUT THEIR OWN IDEAS

Have something different to do every day

Receive recognition for the work they do

Make decisions on their own

Have opportunities for advancement

Have good working conditions

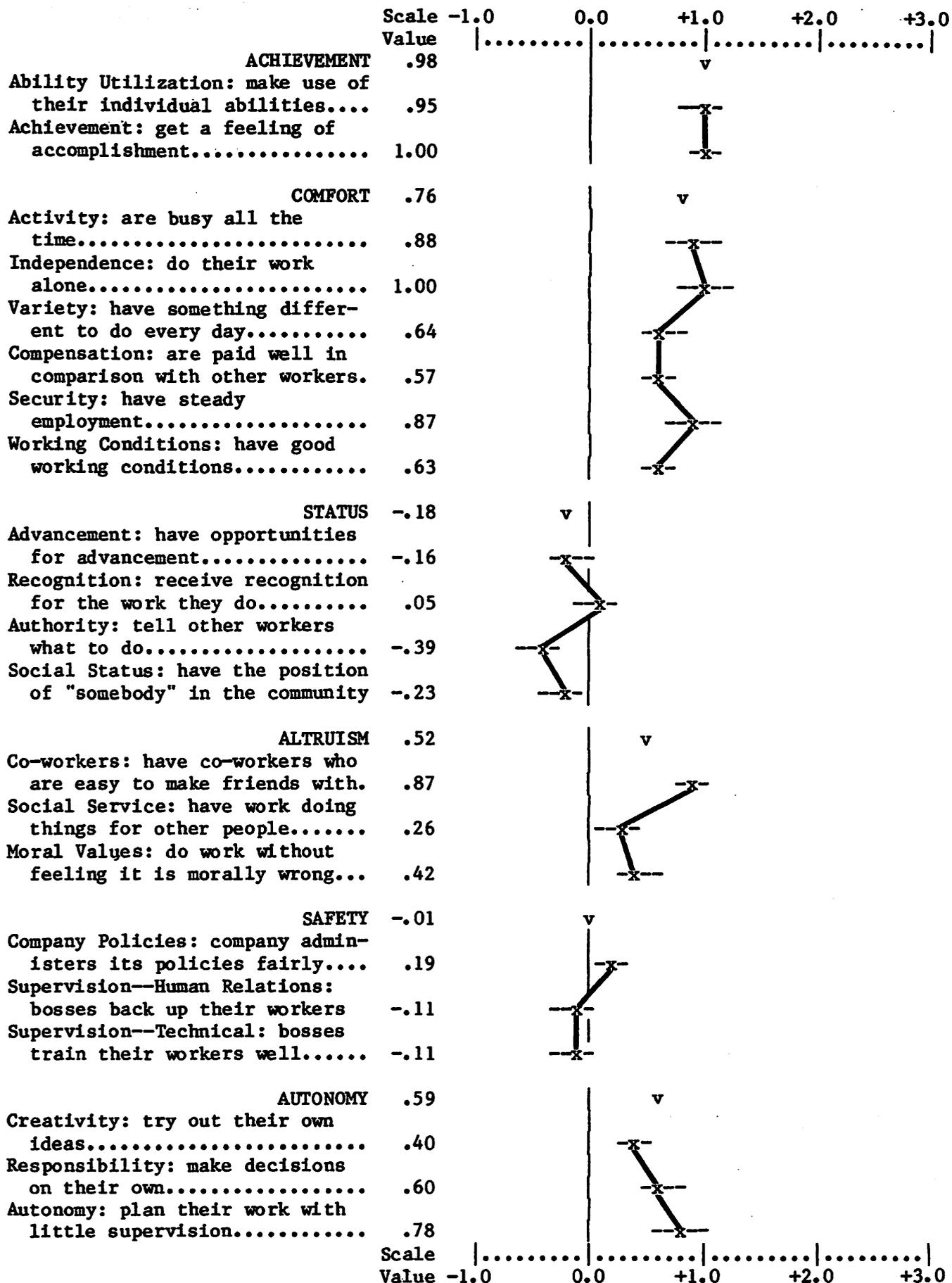
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.99	1.90	2.09	.00	6.40
2. Achievement	1.53	1.44	1.61	.00	4.40
3. Activity .....	.39	.25	.53	.57	.67
4. Advancement	1.08	.97	1.20	.10	2.29
5. Authority	-.27	-.38	-.16	.73	.56
6. Company Policies .....	.47	.38	.55	.23	1.08
7. Compensation .....	.93	.85	1.02	.17	2.28
8. Co-Workers .....	.65	.57	.73	.07	1.57
9. Creativity	1.51	1.40	1.63	.03	3.57
10. Independence .....	.99	.87	1.11	.27	1.97
11. Moral Values .....	.36	.25	.48	.13	.70
12. Recognition	1.21	1.11	1.31	.10	2.83
13. Responsibility	1.08	1.00	1.17	.00	2.83
14. Security .....	.89	.77	1.01	.13	1.79
15. Social Service .....	.58	.46	.70	.23	1.13
16. Social Status .....	.05	-.07	.16	.47	.10
17. Supervision-Hum.-Rel. ...	.47	.38	.56	.20	1.09
18. Supervision-Technical ...	.44	.34	.53	.27	.98
19. Variety	1.22	1.12	1.33	.10	2.78
20. Working Conditions	1.01	.91	1.12	.10	2.22
21. Autonomy .....	.71	.60	.82	.37	1.44

N = 30 Raters

1968

COMPOSITOR



COMPOSITOR

O.A.P. = 21

D.O.T. = 973.381-010

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

None

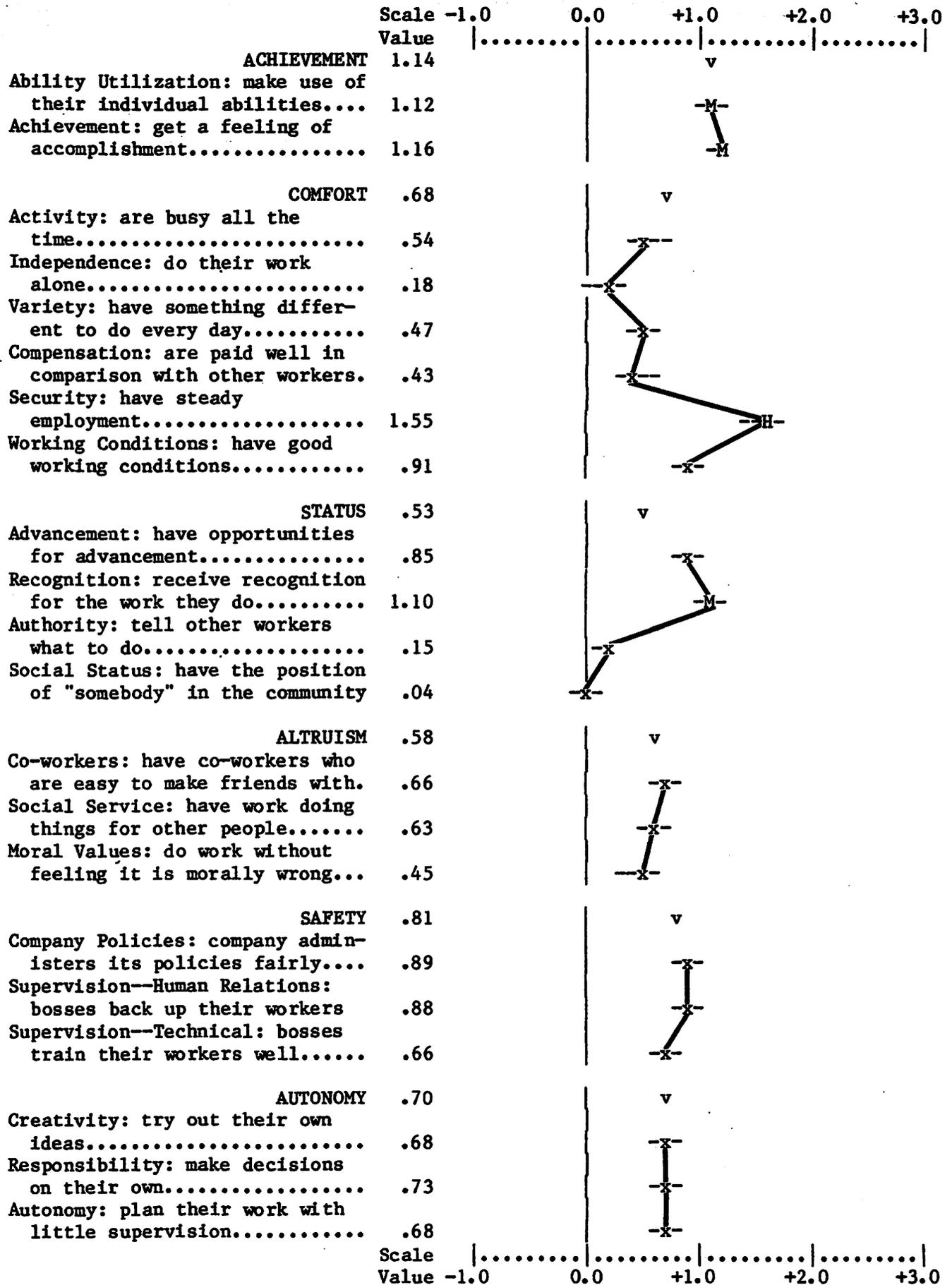
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.95	.82	1.10	.05	2.17
2. Achievement	1.00	.88	1.12	.11	2.44
3. Activity .....	.88	.70	1.07	.26	1.63
4. Advancement	-.16	-.32	-.02	.58	.33
5. Authority	-.39	-.55	-.25	.74	.82
6. Company Policies .....	.19	.06	.32	.26	.40
7. Compensation .....	.57	.48	.67	.26	1.49
8. Co-Workers .....	.87	.78	.96	.00	2.45
9. Creativity .....	.40	.25	.54	.42	.78
10. Independence	1.00	.82	1.19	.11	1.89
11. Moral Values .....	.42	.27	.57	.00	.83
12. Recognition .....	.05	-.08	.18	.68	.11
13. Responsibility .....	.60	.45	.76	.37	1.17
14. Security .....	.87	.71	1.05	.11	1.70
15. Social Service .....	.26	.11	.42	.32	.50
16. Social Status	-.23	-.38	-.09	.74	.47
17. Supervision-Hum.-Rel. ...	-.11	-.27	.03	.63	.23
18. Supervision-Technical ...	-.11	-.28	.04	.63	.22
19. Variety .....	.64	.50	.78	.32	1.36
20. Working Conditions .....	.63	.51	.74	.11	1.49
21. Autonomy .....	.78	.61	.96	.26	1.46

N = 19 Raters

1972

COOK (HOTEL-RESTAURANT)



COOK (HOTEL-RESTAURANT)

O.A.P. = 21

D.O.T. = 313.361-014

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Get a feeling of accomplishment

Make use of their individual abilities

Receive recognition for the work they do

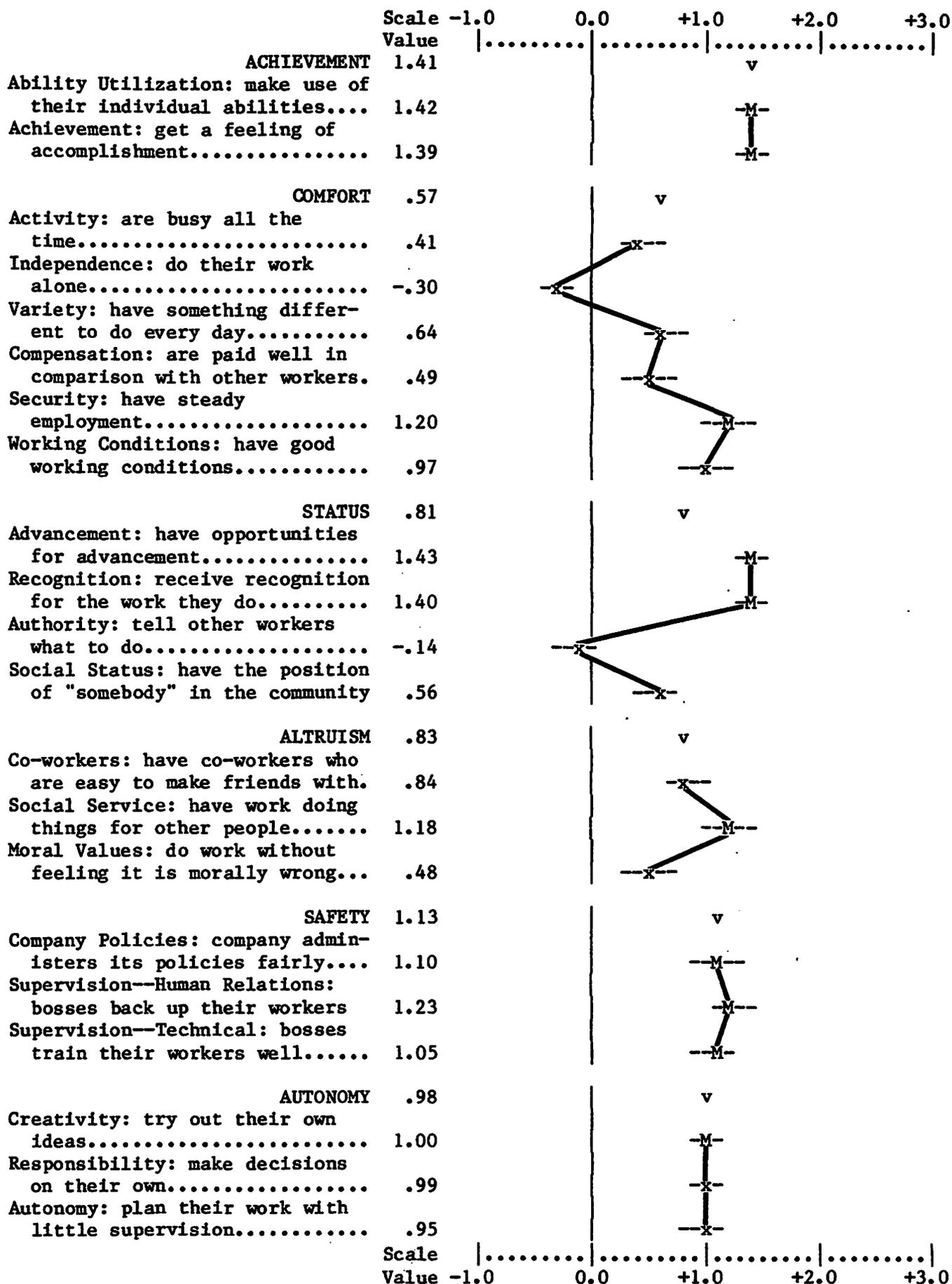
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.12	1.03	1.21	.13	2.90
2. Achievement	1.16	1.09	1.24	.00	3.39
3. Activity .....	.54	.41	.67	.41	1.00
4. Advancement .....	.85	.75	.96	.16	1.88
5. Authority .....	.15	.06	.24	.38	.35
6. Company Policies .....	.89	.78	1.00	.13	1.91
7. Compensation .....	.43	.30	.56	.44	.81
8. Co-Workers .....	.66	.56	.76	.25	1.48
9. Creativity .....	.68	.56	.80	.25	1.34
10. Independence .....	.18	.03	.31	.59	.31
11. Moral Values .....	.45	.32	.58	.19	.82
12. Recognition	1.10	1.03	1.17	.00	3.37
13. Responsibility .....	.73	.63	.83	.25	1.63
14. Security	1.55	1.44	1.68	.00	3.92
15. Social Service .....	.63	.54	.73	.09	1.47
16. Social Status .....	.04	-.07	.13	.47	.08
17. Supervision-Hum.-Rel. ...	.88	.77	.99	.09	1.86
18. Supervision-Technical ...	.66	.55	.76	.19	1.45
19. Variety .....	.47	.36	.58	.47	1.00
20. Working Conditions .....	.91	.81	1.01	.16	2.10
21. Autonomy .....	.68	.56	.79	.41	1.37

N = 32 Raters

1968

CO-OP SALES AND SERVICEPERSON



CO-OP SALES AND SERVICEPERSON

O.A.P. = 43

D.O.T. = 272.357-014

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

- Have opportunities for advancement
- Make use of their individual abilities
- Receive recognition for the work they do
- Get a feeling of accomplishment
- Have bosses who back up their workers (with top management)
- Have steady employment
- Have work where they do things for other people
- Have a company which administers its policies fairly
- Have bosses who train their workers well
- Try out their own ideas

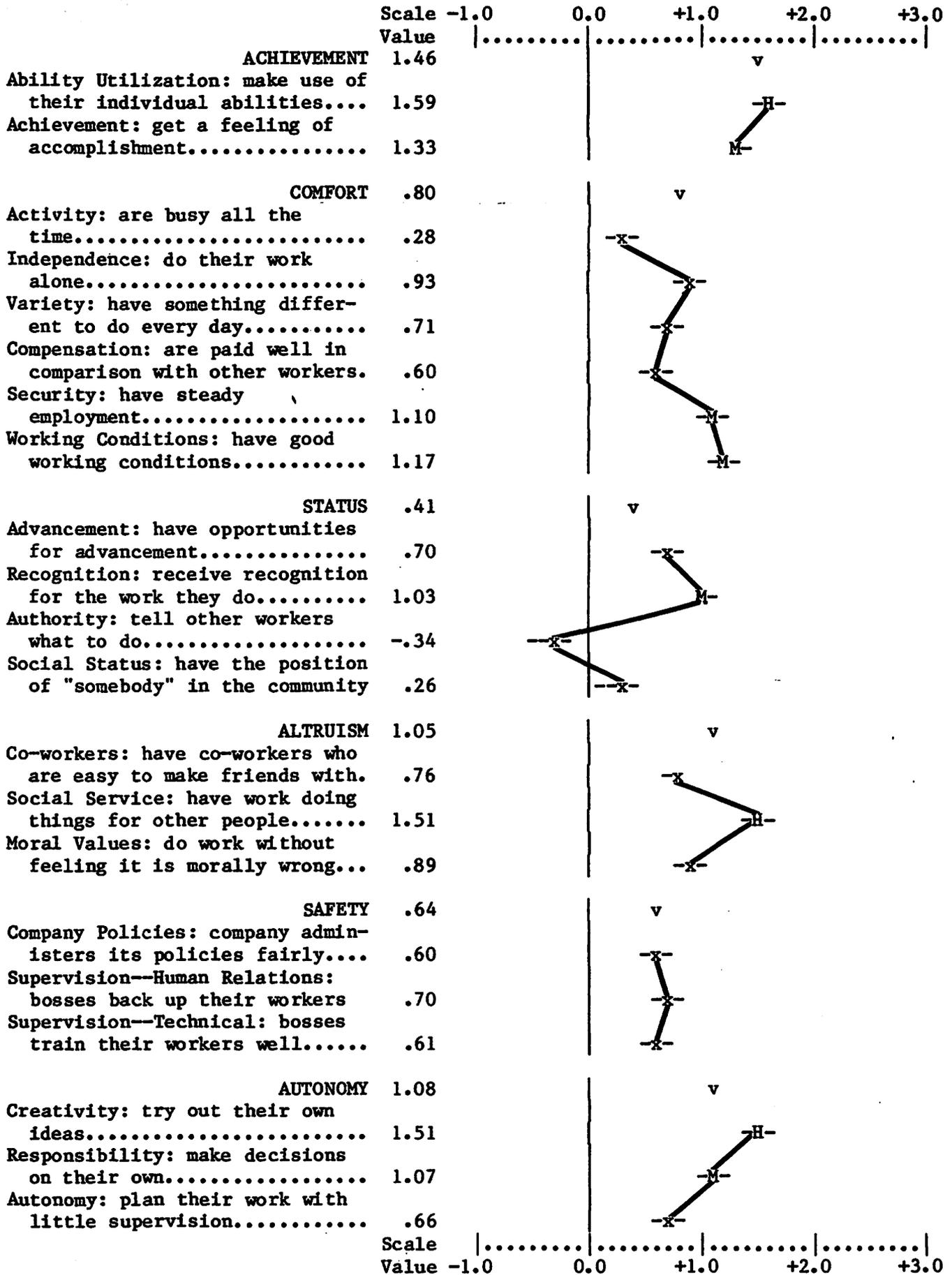
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.42	1.34	1.51	0.00	4.71
2. Achievement	1.39	1.29	1.50	0.00	3.99
3. Activity .....	.41	.25	.56	.63	.82
4. Advancement	1.43	1.33	1.54	0.00	4.21
5. Authority	-.14	-.30	-.00	.63	.29
6. Company Policies	1.10	.94	1.26	0.00	2.28
7. Compensation .....	.49	.32	.65	.38	.94
8. Co-Workers .....	.84	.71	.97	.13	1.94
9. Creativity	1.00	.89	1.10	.06	2.62
10. Independence	-.30	-.44	-.19	.75	.72
11. Moral Values .....	.48	.28	.67	.19	.81
12. Recognition	1.40	1.30	1.50	0.00	4.25
13. Responsibility .....	.99	.89	1.08	0.00	2.81
14. Security	1.20	1.04	1.38	.13	2.44
15. Social Service	1.18	1.01	1.36	0.00	2.39
16. Social Status .....	.56	.41	.69	.19	1.18
17. Supervision-Hum.-Rel.....	1.23	1.08	1.38	0.00	2.73
18. Supervision-Technical ...	1.05	.90	1.20	.06	2.25
19. Variety .....	.64	.47	.80	.31	1.20
20. Working Conditions .....	.97	.80	1.15	.19	1.86
21. Autonomy .....	.95	.82	1.07	.25	2.29

N = 16 Raters

1985

COSMETOLOGIST



COSMETOLOGIST

O.A.P. = 46

D.O.T. = 332.271-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

TRY OUT THEIR OWN IDEAS

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Get a feeling of accomplishment

Have good working conditions

Have steady employment

Make decisions on their own

Receive recognition for the work they do

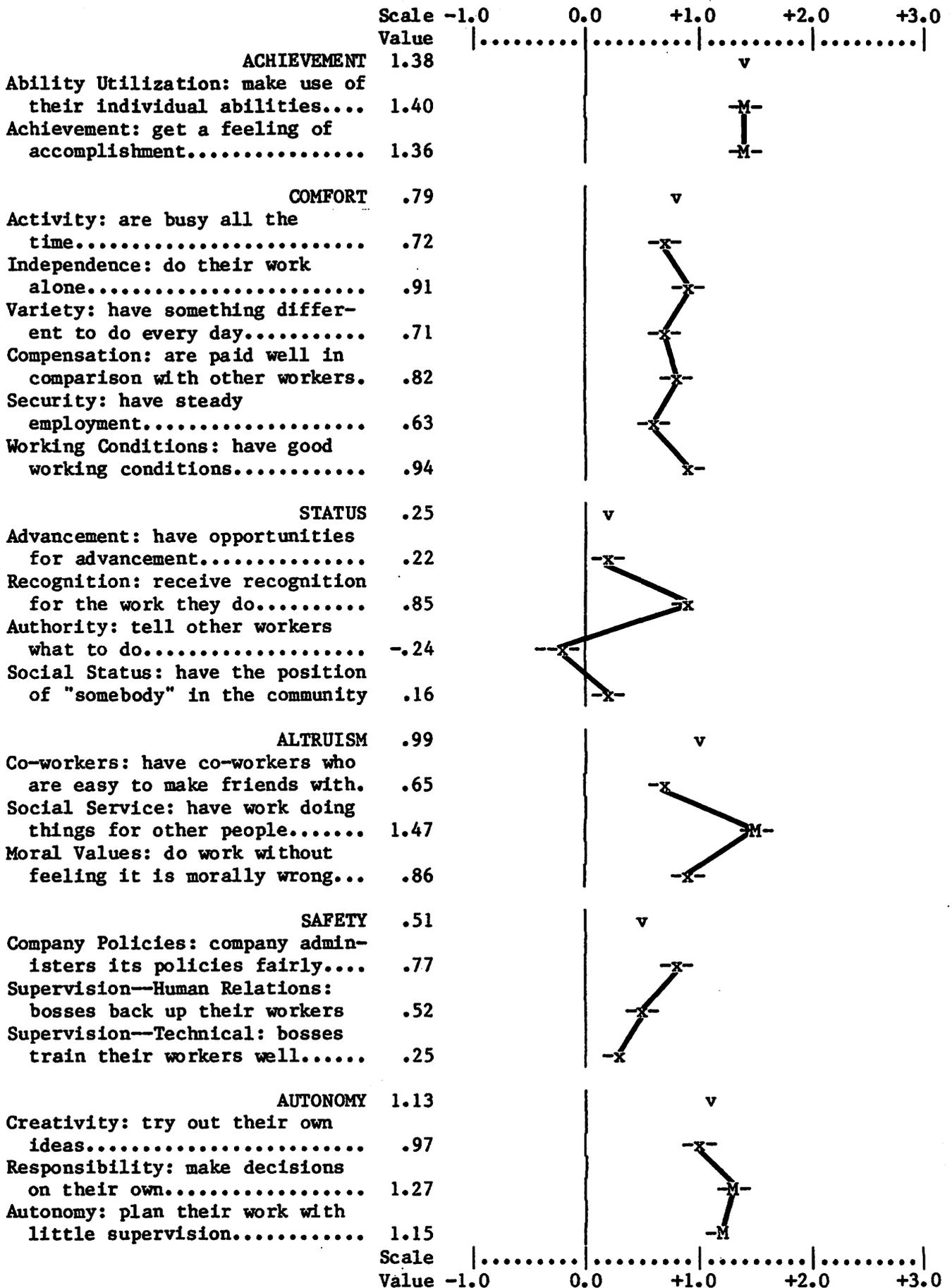
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.59	1.50	1.68	.00	4.43
2. Achievement	1.33	1.25	1.42	.03	3.56
3. Activity .....	.28	.17	.38	.68	.55
4. Advancement .....	.70	.61	.78	.27	1.60
5. Authority	-.34	-.49	-.22	.81	.64
6. Company Policies .....	.60	.50	.68	.14	1.32
7. Compensation .....	.60	.49	.71	.38	1.13
8. Co-Workers .....	.76	.67	.84	.08	1.74
9. Creativity	1.51	1.43	1.61	.00	4.04
10. Independence .....	.93	.83	1.04	.14	1.89
11. Moral Values .....	.89	.77	1.01	.08	1.63
12. Recognition	1.03	.96	1.11	.03	2.75
13. Responsibility	1.07	.98	1.16	.03	2.47
14. Security	1.10	1.02	1.18	.05	2.81
15. Social Service	1.51	1.42	1.62	.00	3.77
16. Social Status .....	.26	.14	.38	.43	.48
17. Supervision-Hum.-Rel. ...	.70	.61	.78	.22	1.59
18. Supervision-Technical ...	.61	.52	.70	.24	1.35
19. Variety .....	.71	.61	.81	.24	1.46
20. Working Conditions	1.17	1.08	1.25	.03	2.96
21. Autonomy .....	.66	.58	.75	.24	1.53

N = 37 Raters

1968

COUNSELOR (PRIVATE EMPLOYMENT AGENCY)



COUNSELOR (PRIVATE EMPLOYMENT AGENCY)

O.A.P. = 56

D.O.T. = 166.267-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

- Have work where they do things for other people
- Make use of their individual abilities
- Get a feeling of accomplishment
- Make decisions on their own
- Plan their work with little supervision

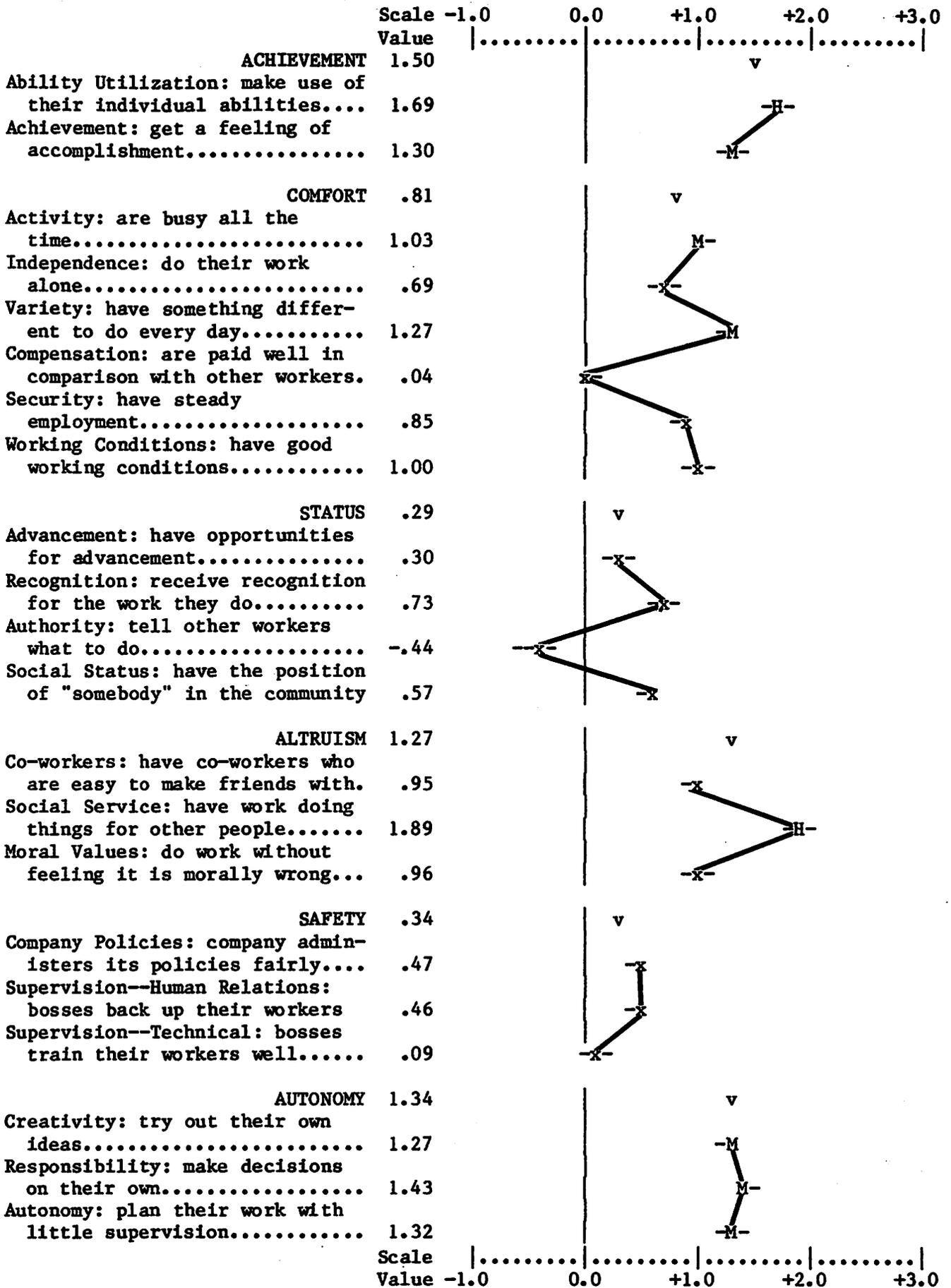
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.40	1.32	1.48	.07	3.60
2. Achievement	1.36	1.28	1.46	.09	3.17
3. Activity .....	.72	.62	.83	.46	1.35
4. Advancement .....	.22	.11	.32	.52	.39
5. Authority	-.24	-.36	-.13	.78	.43
6. Company Policies .....	.77	.68	.86	.15	1.62
7. Compensation .....	.82	.73	.92	.17	1.68
8. Co-Workers .....	.65	.57	.74	.04	1.37
9. Creativity .....	.97	.89	1.06	.11	2.18
10. Independence .....	.91	.81	1.02	.24	1.77
11. Moral Values .....	.86	.77	.95	.04	1.78
12. Recognition .....	.85	.76	.94	.17	1.77
13. Responsibility	1.27	1.19	1.35	.04	3.11
14. Security .....	.63	.54	.72	.15	1.30
15. Social Service	1.47	1.39	1.56	.00	3.68
16. Social Status .....	.16	.07	.25	.43	.33
17. Supervision-Hum.-Rel. ...	.52	.44	.59	.20	1.19
18. Supervision-Technical ...	.25	.17	.32	.46	.57
19. Variety .....	.71	.63	.79	.22	1.57
20. Working Conditions .....	.94	.86	1.02	.04	2.12
21. Autonomy	1.15	1.07	1.24	.09	2.61

N = 46 Raters

1972

COUNSELOR, SCHOOL



COUNSELOR, SCHOOL

O.A.P. = 49

D.O.T. = 045.107-010

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Make decisions on their own

Plan their work with little supervision

Get a feeling of accomplishment

Try out their own ideas

Have something different to do every day

Are busy all the time

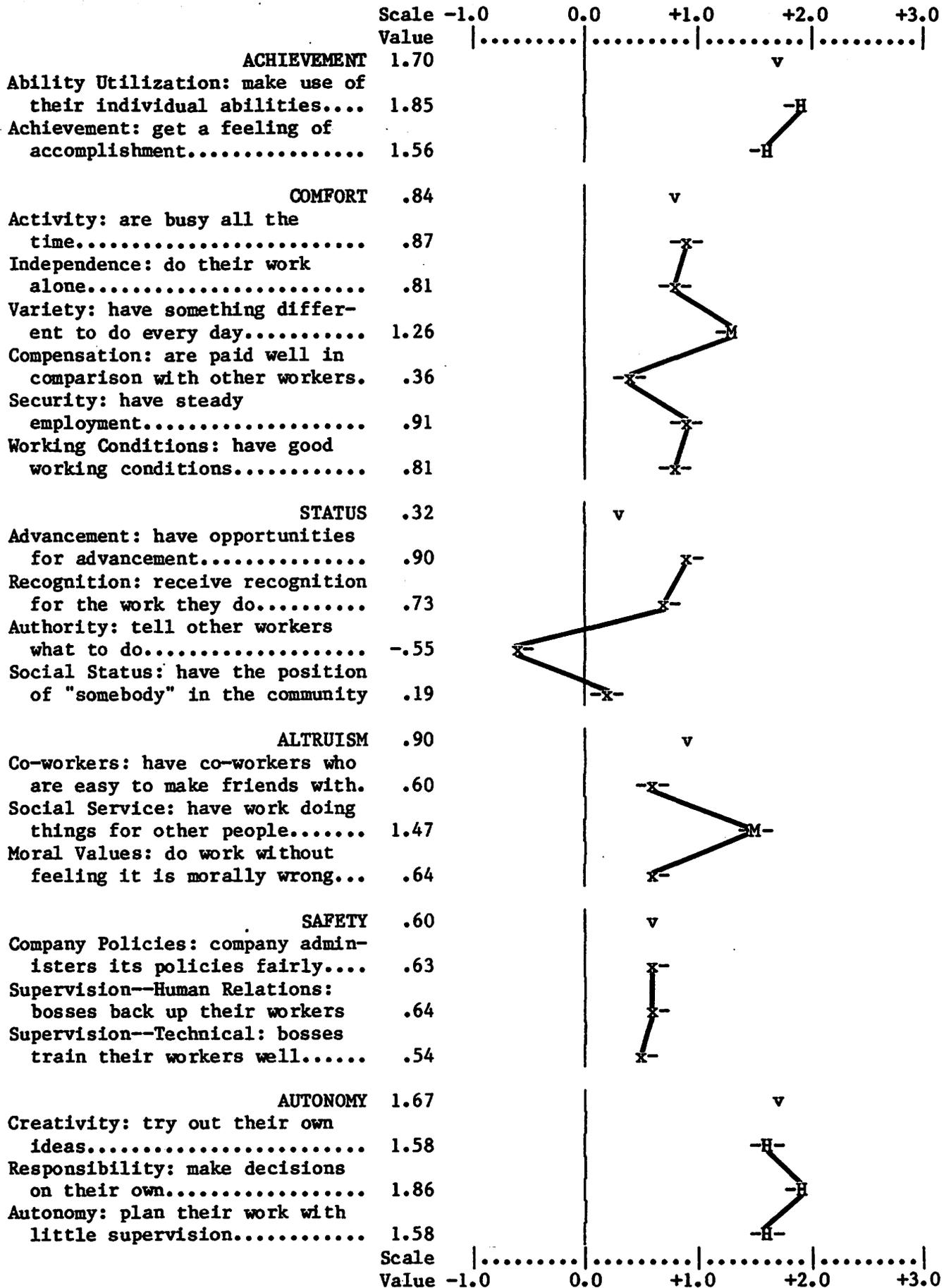
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.69	1.63	1.77	.02	5.46
2. Achievement	1.30	1.22	1.39	.04	3.22
3. Activity	1.03	.95	1.12	.09	2.43
4. Advancement .....	.30	.23	.37	.42	.74
5. Authority	-.44	-.55	-.34	.93	.94
6. Company Policies .....	.47	.39	.54	.16	1.14
7. Compensation .....	.04	-.03	.11	.49	.11
8. Co-Workers .....	.95	.89	1.01	.02	2.76
9. Creativity	1.27	1.21	1.33	.02	3.93
10. Independence .....	.69	.59	.79	.38	1.33
11. Moral Values .....	.96	.87	1.06	.09	2.08
12. Recognition .....	.73	.64	.81	.20	1.58
13. Responsibility	1.43	1.36	1.51	.02	4.10
14. Security .....	.85	.77	.93	.02	1.97
15. Social Service	1.89	1.75	2.04	.00	4.20
16. Social Status .....	.57	.49	.64	.22	1.31
17. Supervision-Hum.-Rel. ...	.46	.38	.54	.18	1.07
18. Supervision-Technical ...	.09	-.01	.18	.58	.19
19. Variety	1.27	1.20	1.34	.04	3.56
20. Working Conditions	1.00	.94	1.05	.04	3.10
21. Autonomy	1.32	1.24	1.40	.07	3.42

N = 45 Raters

1968

COUNSELOR, VOCATIONAL REHABILITATION



COUNSELOR, VOCATIONAL REHABILITATION

O.A.P. = 49

D.O.T. = 045.107-042

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

MAKE DECISIONS ON THEIR OWN

MAKE USE OF THEIR INDIVIDUAL ABILITIES

TRY OUT THEIR OWN IDEAS

PLAN THEIR WORK WITH LITTLE SUPERVISION

GET A FEELING OF ACCOMPLISHMENT

Have work where they do things for other people

Have something different to do every day

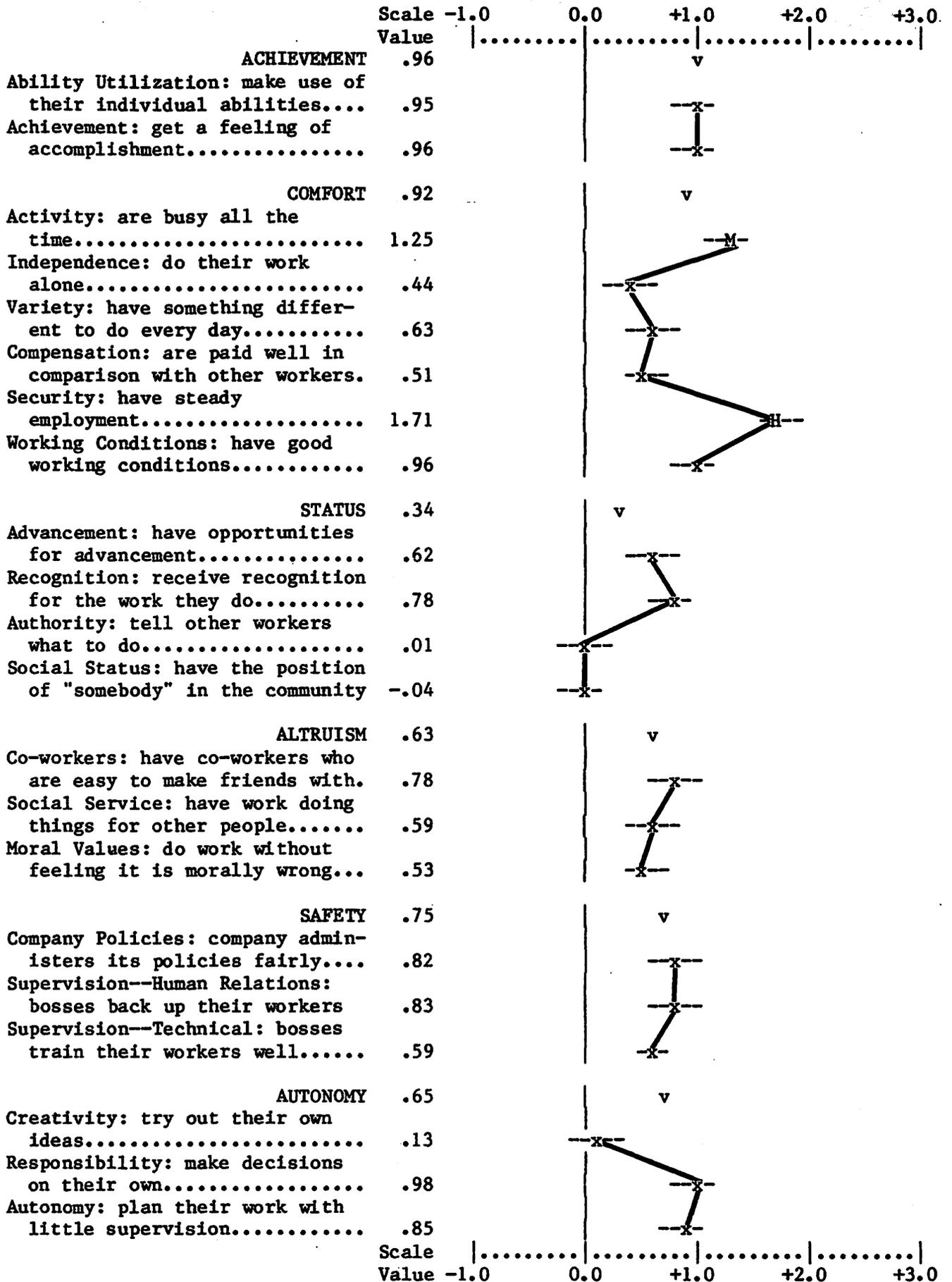
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.85	1.78	1.94	.00	5.72
2. Achievement	1.56	1.51	1.62	.02	5.30
3. Activity .....	.87	.78	.95	.15	1.94
4. Advancement .....	.90	.85	.95	.02	2.77
5. Authority	-.55	-.63	-.48	.89	1.37
6. Company Policies .....	.63	.57	.70	.17	1.62
7. Compensation .....	.36	.28	.45	.43	.78
8. Co-Workers .....	.60	.53	.66	.07	1.53
9. Creativity	1.58	1.51	1.65	.00	4.79
10. Independence .....	.81	.70	.93	.33	1.40
11. Moral Values .....	.64	.56	.73	.04	1.38
12. Recognition .....	.73	.65	.81	.33	1.68
13. Responsibility	1.86	1.80	1.92	.02	6.62
14. Security .....	.91	.82	1.00	.00	1.98
15. Social Service	1.47	1.38	1.56	.04	3.56
16. Social Status .....	.19	.10	.27	.54	.40
17. Supervision-Hum.-Rel. ...	.64	.58	.70	.09	1.77
18. Supervision-Technical ...	.54	.46	.61	.28	1.28
19. Variety	1.26	1.19	1.32	.07	3.63
20. Working Conditions .....	.81	.74	.89	.17	1.94
21. Autonomy	1.58	1.50	1.65	.00	4.57

N = 46 Raters

1968

CREDIT CLERK



CREDIT CLERK

O.A.P. = 38

D.O.T. = 205.367-022

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Are busy all the time

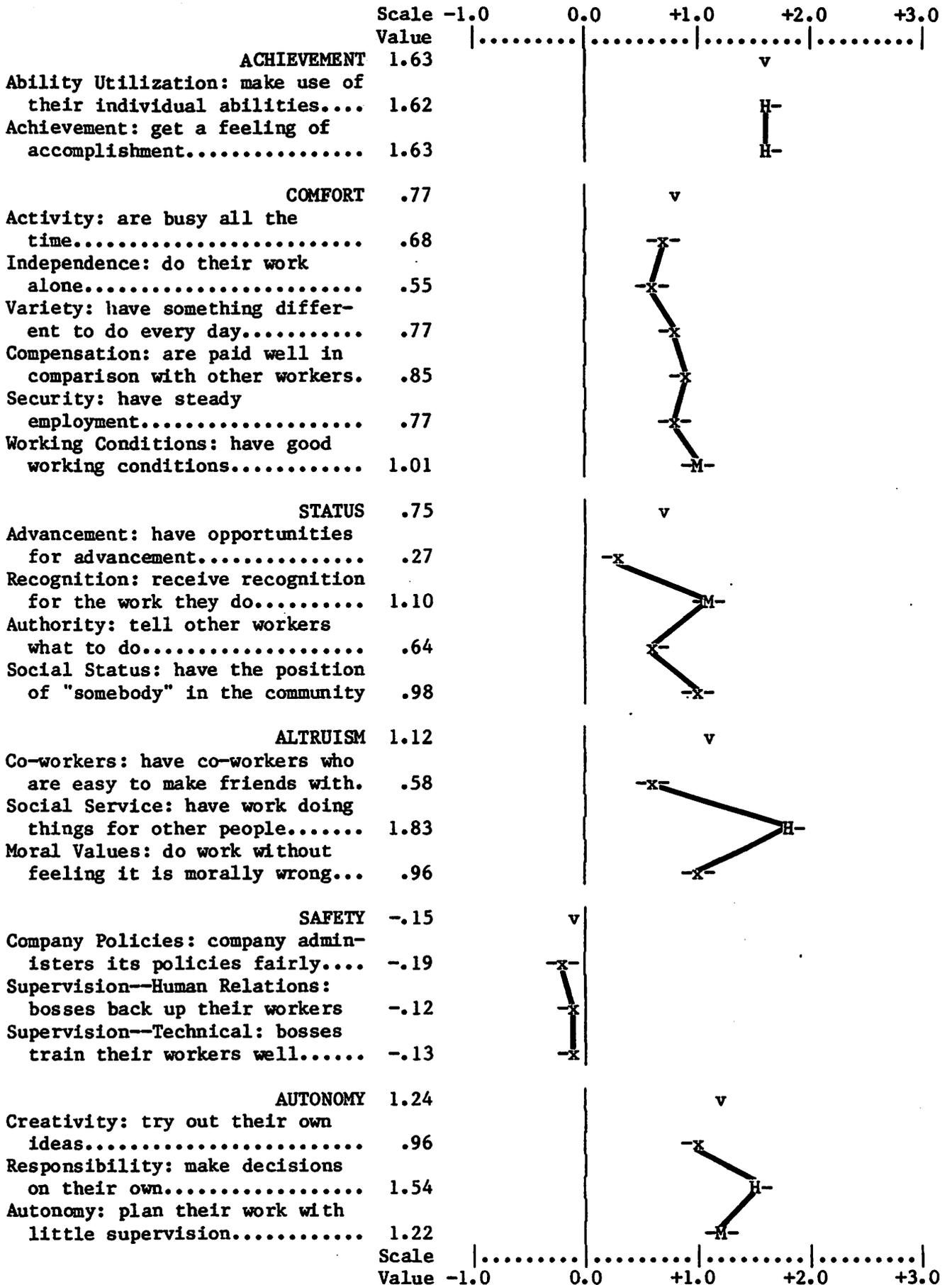
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.95	.84	1.06	.07	2.73
2. Achievement .....	.96	.83	1.10	.20	2.48
3. Activity	1.25	1.09	1.42	.07	3.00
4. Advancement .....	.62	.40	.83	.33	1.06
5. Authority .....	.01	-.18	.18	.73	.02
6. Company Policies .....	.82	.63	1.00	.13	1.64
7. Compensation .....	.51	.36	.66	.27	1.14
8. Co-Workers .....	.78	.61	.96	.07	1.65
9. Creativity .....	.13	-.06	.30	.47	.26
10. Independence .....	.44	.24	.63	.47	.82
11. Moral Values .....	.53	.38	.67	.07	1.20
12. Recognition .....	.78	.63	.94	.20	1.78
13. Responsibility .....	.98	.83	1.14	.13	2.33
14. Security	1.71	1.55	1.91	0.00	4.73
15. Social Service .....	.59	.41	.76	.27	1.21
16. Social Status	-.04	-.19	.10	.67	.09
17. Supervision-Hum.-Rel. ...	.83	.64	1.02	.20	1.63
18. Supervision-Technical ...	.59	.46	.71	.20	1.53
19. Variety .....	.63	.43	.83	.27	1.16
20. Working Conditions .....	.96	.81	1.10	.07	2.34
21. Autonomy .....	.85	.69	1.01	.07	1.87

N = 15 Raters

1985

DENTIST



DENTIST

O.A.P. = 9

D.O.T. = 072.101-010

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

- HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE
- GET A FEELING OF ACCOMPLISHMENT
- MAKE USE OF THEIR INDIVIDUAL ABILITIES
- MAKE DECISIONS ON THEIR OWN
- Plan their work with little supervision
- Receive recognition for the work they do
- Have good working conditions

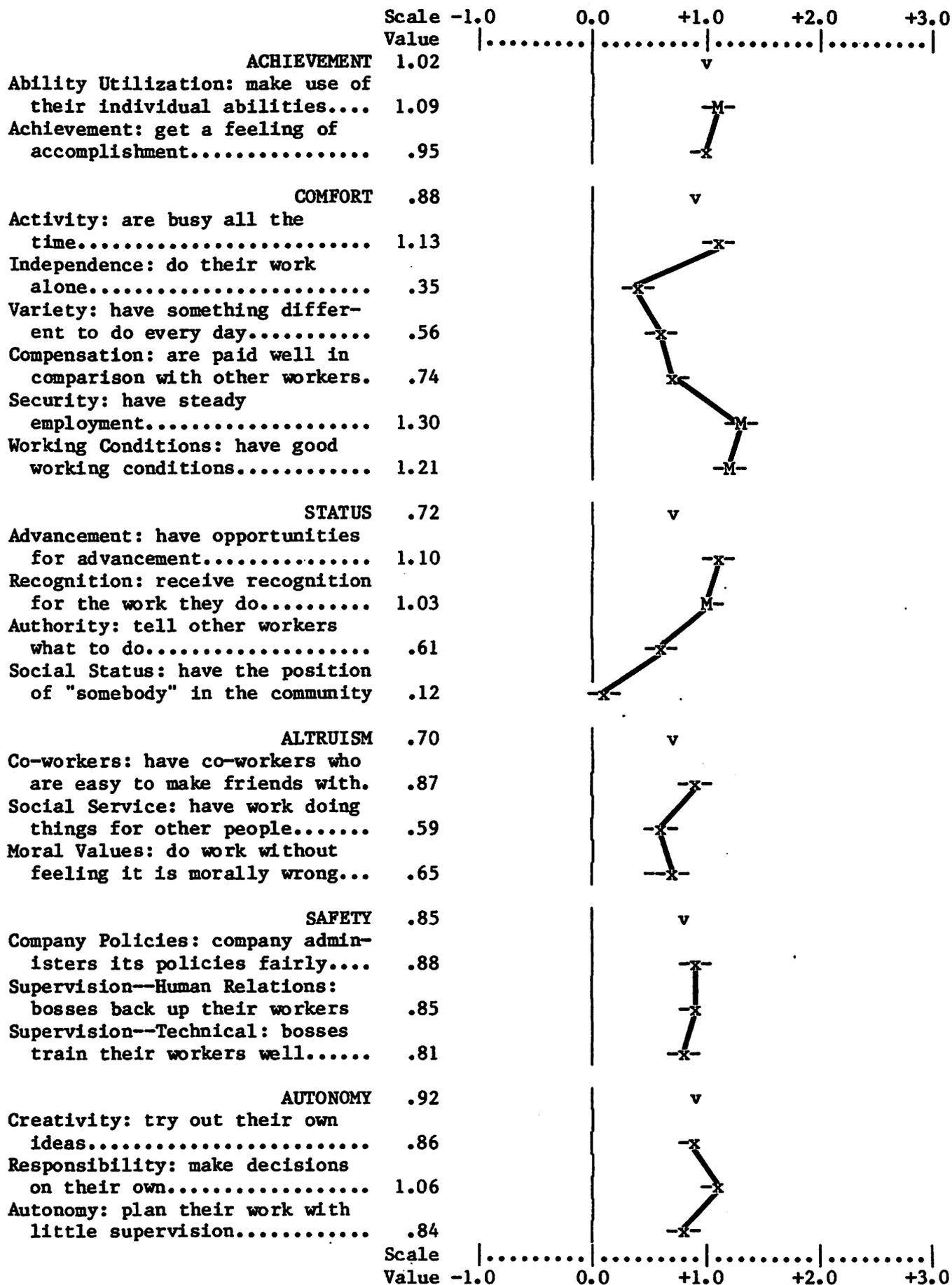
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.62	1.55	1.69	0.00	5.26
2. Achievement	1.63	1.55	1.71	.02	4.77
3. Activity .....	.68	.59	.77	.33	1.49
4. Advancement .....	.27	.20	.34	.45	.68
5. Authority .....	.64	.55	.73	.14	1.35
6. Company Policies	-.19	-.26	-.13	.57	.52
7. Compensation .....	.85	.77	.92	.14	2.13
8. Co-Workers .....	.58	.52	.65	.12	1.54
9. Creativity .....	.96	.89	1.02	.12	2.73
10. Independence .....	.55	.45	.65	.48	1.10
11. Moral Values .....	.96	.86	1.07	.02	1.96
12. Recognition	1.10	1.02	1.17	.10	2.92
13. Responsibility	1.54	1.45	1.64	.05	3.91
14. Security .....	.77	.69	.85	.07	1.86
15. Social Service	1.83	1.76	1.90	0.00	6.24
16. Social Status .....	.98	.89	1.07	.12	2.26
17. Supervision-Hum.-Rel. ...	-.12	-.20	-.05	.60	.29
18. Supervision-Technical ...	-.13	-.22	-.05	.57	.29
19. Variety .....	.77	.69	.84	.19	1.93
20. Working Conditions	1.01	.94	1.08	.02	2.67
21. Autonomy	1.22	1.13	1.31	.05	2.94

N = 42 Raters

1985

DEPARTMENT HEAD, SUPERMARKET



DEPARTMENT HEAD, SUPERMARKET

O.A.P. = 65

D.O.T. = 299.137-010

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

Have steady employment

Have good working conditions

Make use of their individual abilities

Receive recognition for the work they do

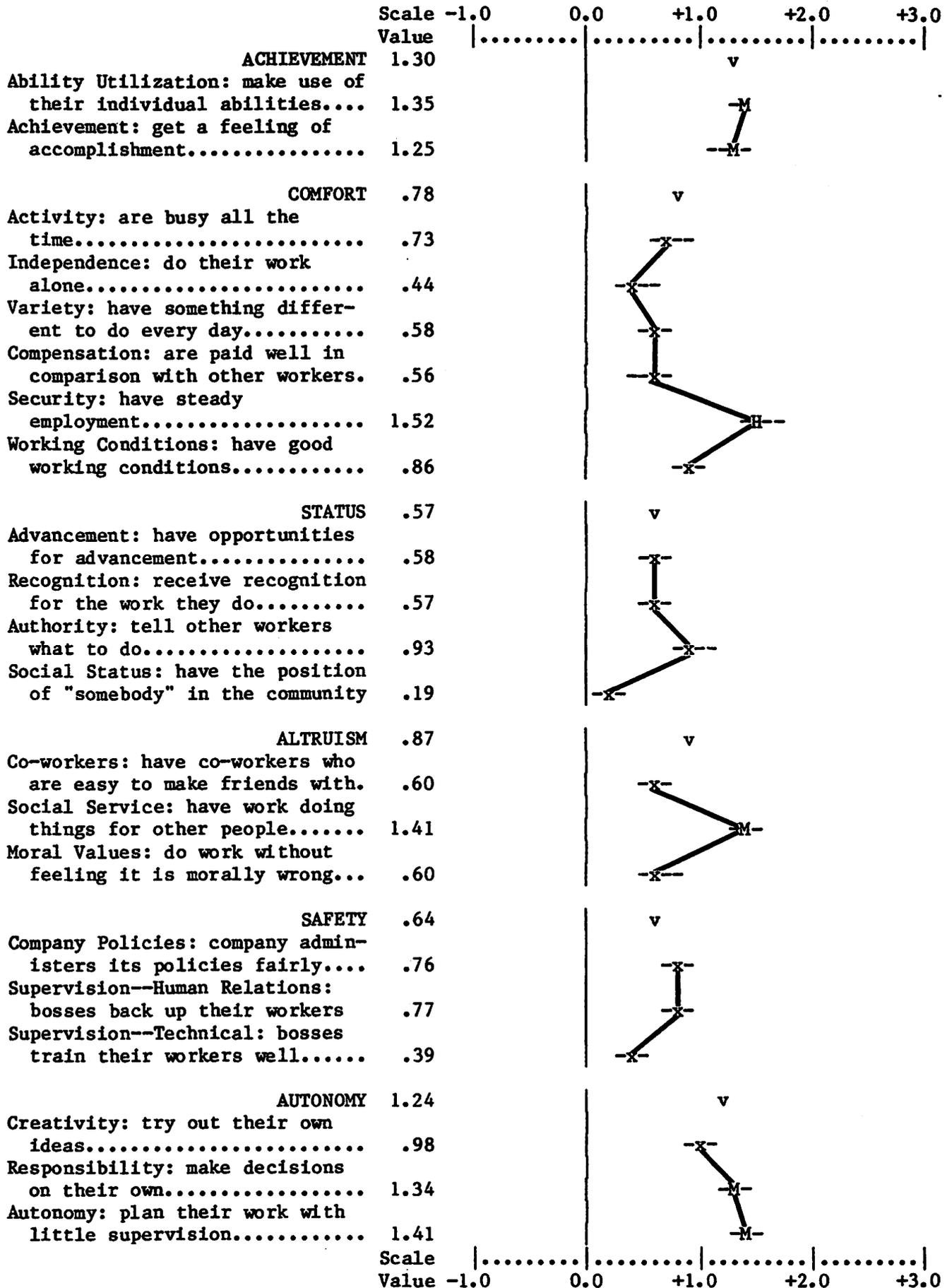
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.09	1.03	1.16	.08	2.52
2. Achievement .....	.95	.88	1.03	.18	2.01
3. Activity	1.13	1.03	1.23	.16	2.05
4. Advancement	1.10	1.00	1.19	.10	2.03
5. Authority .....	.61	.50	.71	.37	.97
6. Company Policies .....	.88	.80	.96	.10	1.75
7. Compensation .....	.74	.65	.83	.25	1.34
8. Co-Workers .....	.87	.78	.95	.04	1.69
9. Creativity .....	.86	.78	.93	.10	1.76
10. Independence .....	.35	.25	.45	.61	.59
11. Moral Values .....	.65	.54	.76	.14	1.03
12. Recognition	1.03	.96	1.10	.08	2.20
13. Responsibility	1.06	.97	1.14	.20	2.07
14. Security	1.30	1.21	1.38	.04	2.73
15. Social Service .....	.59	.50	.67	.18	1.08
16. Social Status .....	.12	.03	.20	.57	.21
17. Supervision-Hum.-Rel. ...	.85	.78	.93	.12	1.75
18. Supervision-Technical ...	.81	.73	.88	.16	1.65
19. Variety .....	.56	.46	.65	.39	.96
20. Working Conditions	1.21	1.13	1.29	.04	2.50
21. Autonomy .....	.84	.74	.93	.25	1.50

N = 51 Raters

1972

DIETITIAN



DIETITIAN

O.A.P. = None

D.O.T. = 077.127-014

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Plan their work with little supervision

Have work where they do things for other people

Make use of their individual abilities

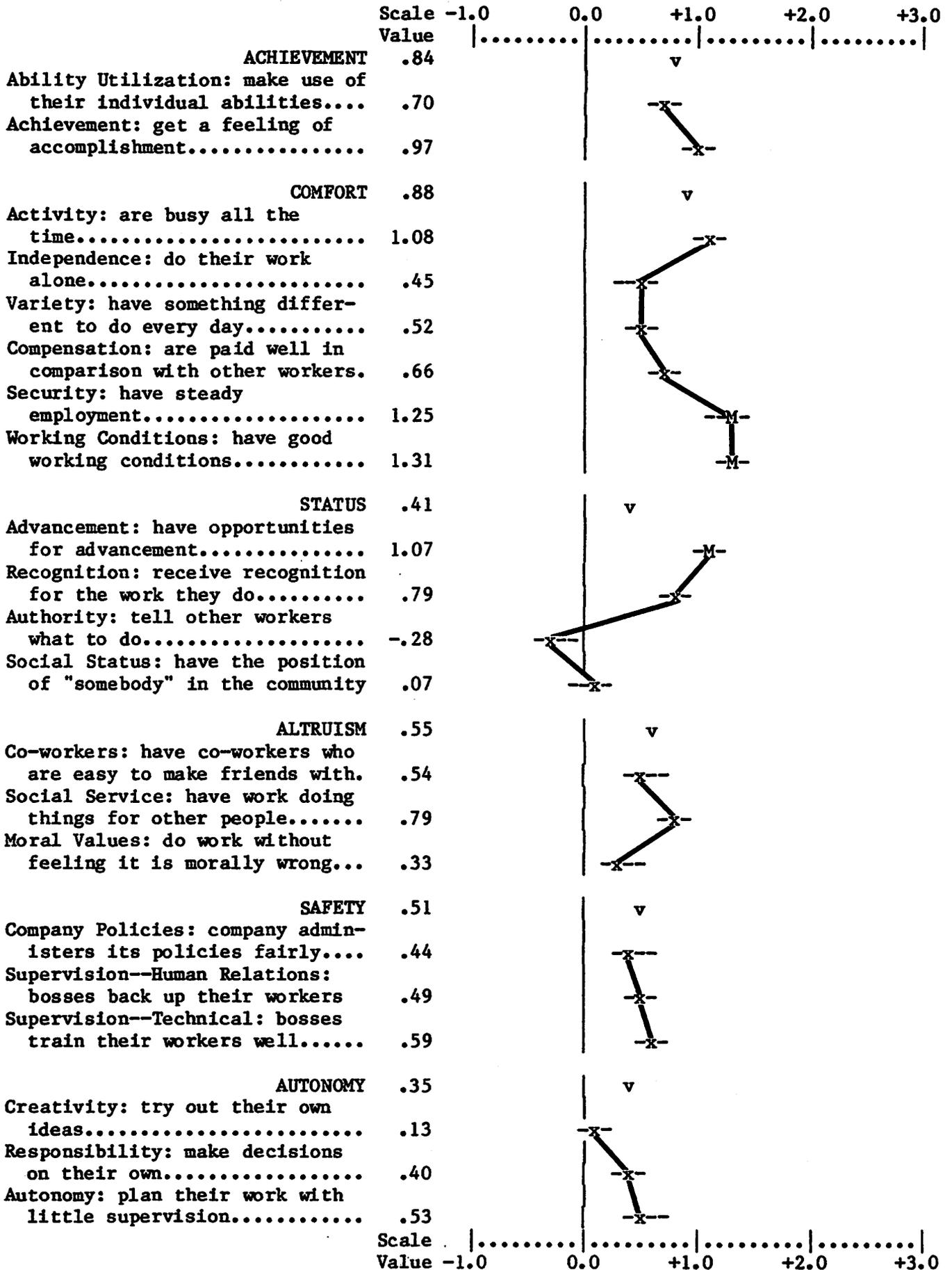
Make decisions on their own

Get a feeling of accomplishment

ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.35	1.26	1.43	.07	3.53
2. Achievement	1.25	1.12	1.37	.14	2.49
3. Activity .....	.73	.60	.87	.36	1.29
4. Advancement .....	.58	.46	.70	.29	1.06
5. Authority .....	.93	.82	1.05	.07	1.82
6. Company Policies .....	.76	.65	.86	.14	1.54
7. Compensation .....	.56	.43	.68	.43	.98
8. Co-Workers .....	.60	.49	.71	.14	1.16
9. Creativity .....	.98	.90	1.05	.07	2.45
10. Independence .....	.44	.28	.59	.57	.68
11. Moral Values .....	.60	.45	.75	.14	.94
12. Recognition .....	.57	.46	.69	.36	1.08
13. Responsibility	1.34	1.24	1.44	.07	3.08
14. Security	1.52	1.39	1.66	.07	3.16
15. Social Service	1.41	1.30	1.52	.00	3.18
16. Social Status .....	.19	.06	.32	.39	.34
17. Supervision-Hum.-Rel. ...	.77	.68	.86	.07	1.73
18. Supervision-Technical ...	.39	.29	.48	.32	.82
19. Variety .....	.58	.46	.70	.29	1.06
20. Working Conditions .....	.86	.75	.97	.04	1.72
21. Autonomy	1.41	1.31	1.52	.07	3.27

DIGITAL-COMPUTER OPERATOR



DIGITAL-COMPUTER OPERATOR

O.A.P. = 40

D.O.T. = 213.362-010

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have good working conditions

Have steady employment

Have opportunities for advancement

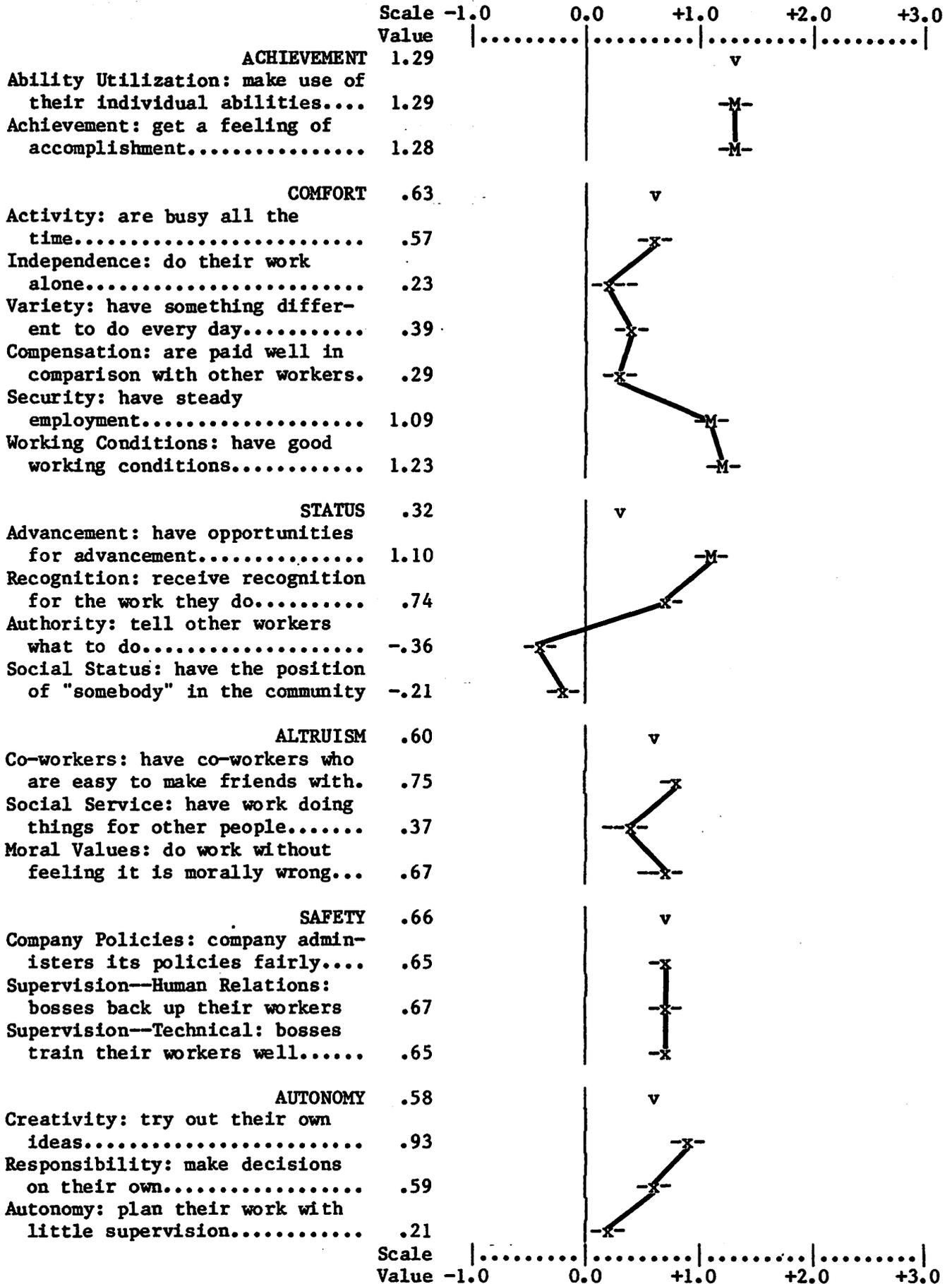
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.70	.62	.79	.21	1.79
2. Achievement .....	.97	.87	1.08	.07	2.37
3. Activity	1.08	.95	1.21	.21	2.33
4. Advancement	1.07	.95	1.20	.14	2.29
5. Authority	-.28	-.44	-.14	.86	.53
6. Company Policies .....	.44	.32	.56	.24	.89
7. Compensation .....	.66	.55	.76	.28	1.46
8. Co-Workers .....	.54	.44	.65	.14	1.21
9. Creativity .....	.13	.03	.23	.45	.31
10. Independence .....	.45	.31	.59	.52	.82
11. Moral Values .....	.33	.20	.46	.24	.62
12. Recognition .....	.79	.67	.90	.14	1.71
13. Responsibility .....	.40	.30	.50	.41	.90
14. Security	1.25	1.12	1.38	.00	2.79
15. Social Service .....	.79	.67	.91	.14	1.68
16. Social Status .....	.07	-.06	.19	.52	.14
17. Supervision-Hum.-Rel. ...	.49	.39	.59	.14	1.11
18. Supervision-Technical ...	.59	.47	.71	.21	1.20
19. Variety .....	.52	.40	.64	.31	1.07
20. Working Conditions	1.31	1.19	1.44	.00	3.09
21. Autonomy .....	.53	.39	.66	.45	1.01

N = 29 Raters

1972

DRAFTER, ARCHITECTURAL



DRAFTER, ARCHITECTURAL

O.A.P. = 19

D.O.T. = 001.261-010

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

- Make use of their individual abilities
- Get a feeling of accomplishment
- Have good working conditions
- Have opportunities for advancement
- Have steady employment

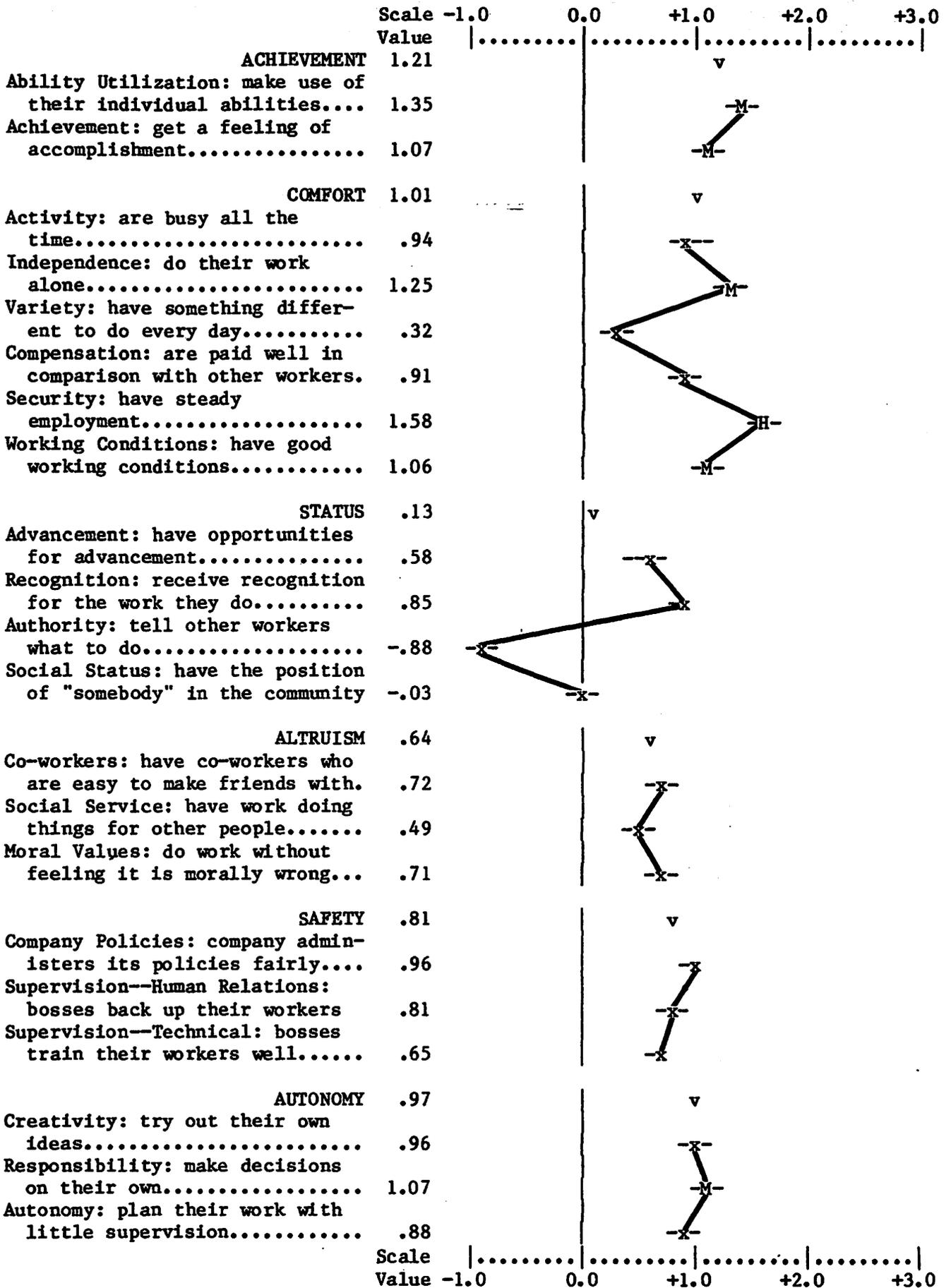
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.29	1.21	1.38	.03	3.65
2. Achievement	1.28	1.21	1.36	.00	4.01
3. Activity .....	.57	.45	.69	.38	1.12
4. Advancement	1.10	.99	1.22	.06	2.52
5. Authority	-.36	-.48	-.26	.71	.81
6. Company Policies .....	.65	.56	.74	.06	1.59
7. Compensation .....	.29	.18	.40	.44	.60
8. Co-Workers .....	.75	.65	.84	.03	1.74
9. Creativity .....	.93	.83	1.03	.24	2.23
10. Independence .....	.23	.11	.35	.50	.47
11. Moral Values .....	.67	.54	.79	.15	1.29
12. Recognition .....	.74	.65	.83	.15	1.85
13. Responsibility .....	.59	.48	.70	.35	1.25
14. Security	1.09	1.00	1.18	.03	2.83
15. Social Service .....	.37	.23	.50	.41	.65
16. Social Status	-.21	-.33	-.10	.68	.44
17. Supervision-Hum.-Rel. ...	.67	.60	.75	.06	1.83
18. Supervision-Technical ...	.65	.57	.74	.21	1.65
19. Variety .....	.39	.29	.50	.44	.84
20. Working Conditions	1.23	1.12	1.33	.03	3.05
21. Autonomy .....	.21	.11	.31	.59	.47

N = 34 Raters

1968

DRIVER, SALES ROUTE



DRIVER, SALES ROUTE

O.A.P. = 43

D.O.T. = 292.353-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Make use of their individual abilities

Do their work alone

Make decisions on their own

Get a feeling of accomplishment

Have good working conditions

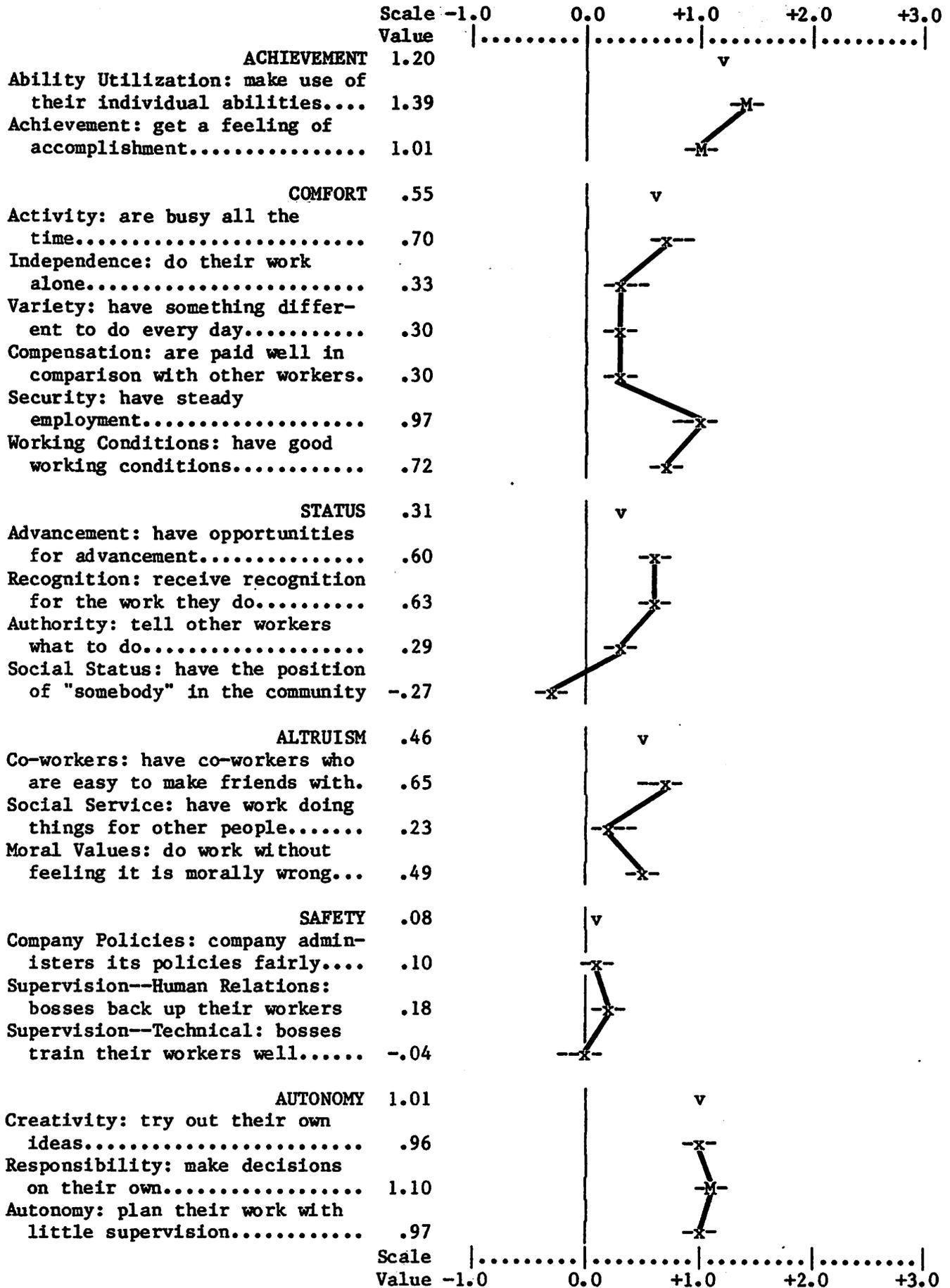
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.35	1.25	1.46	.00	3.23
2. Achievement	1.07	.99	1.15	.03	2.74
3. Activity .....	.94	.82	1.06	.21	1.81
4. Advancement .....	.58	.44	.72	.30	.99
5. Authority	-.88	-.96	-.80	1.00	2.18
6. Company Policies .....	.96	.89	1.04	.03	2.57
7. Compensation .....	.91	.80	1.03	.21	1.82
8. Co-Workers .....	.72	.62	.82	.06	1.55
9. Creativity .....	.96	.86	1.07	.15	2.04
10. Independence	1.25	1.15	1.37	.06	2.80
11. Moral Values .....	.71	.59	.83	.03	1.32
12. Recognition .....	.85	.76	.94	.09	2.02
13. Responsibility	1.07	.97	1.17	.15	2.41
14. Security	1.58	1.48	1.70	.00	4.04
15. Social Service .....	.49	.40	.58	.24	1.11
16. Social Status	-.03	-.13	.06	.52	.06
17. Supervision-Hum.-Rel. ...	.81	.73	.89	.09	2.01
18. Supervision-Technical ...	.65	.57	.74	.21	1.53
19. Variety .....	.32	.22	.42	.61	.68
20. Working Conditions	1.06	.97	1.15	.15	2.52
21. Autonomy .....	.88	.76	1.01	.24	1.67

N = 33 Raters

1968

ELECTRICAL ENGINEER



ELECTRICAL ENGINEER

O.A.P. = 17

D.O.T. = 003.061-010

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

Make use of their individual abilities

Make decisions on their own

Get a feeling of accomplishment

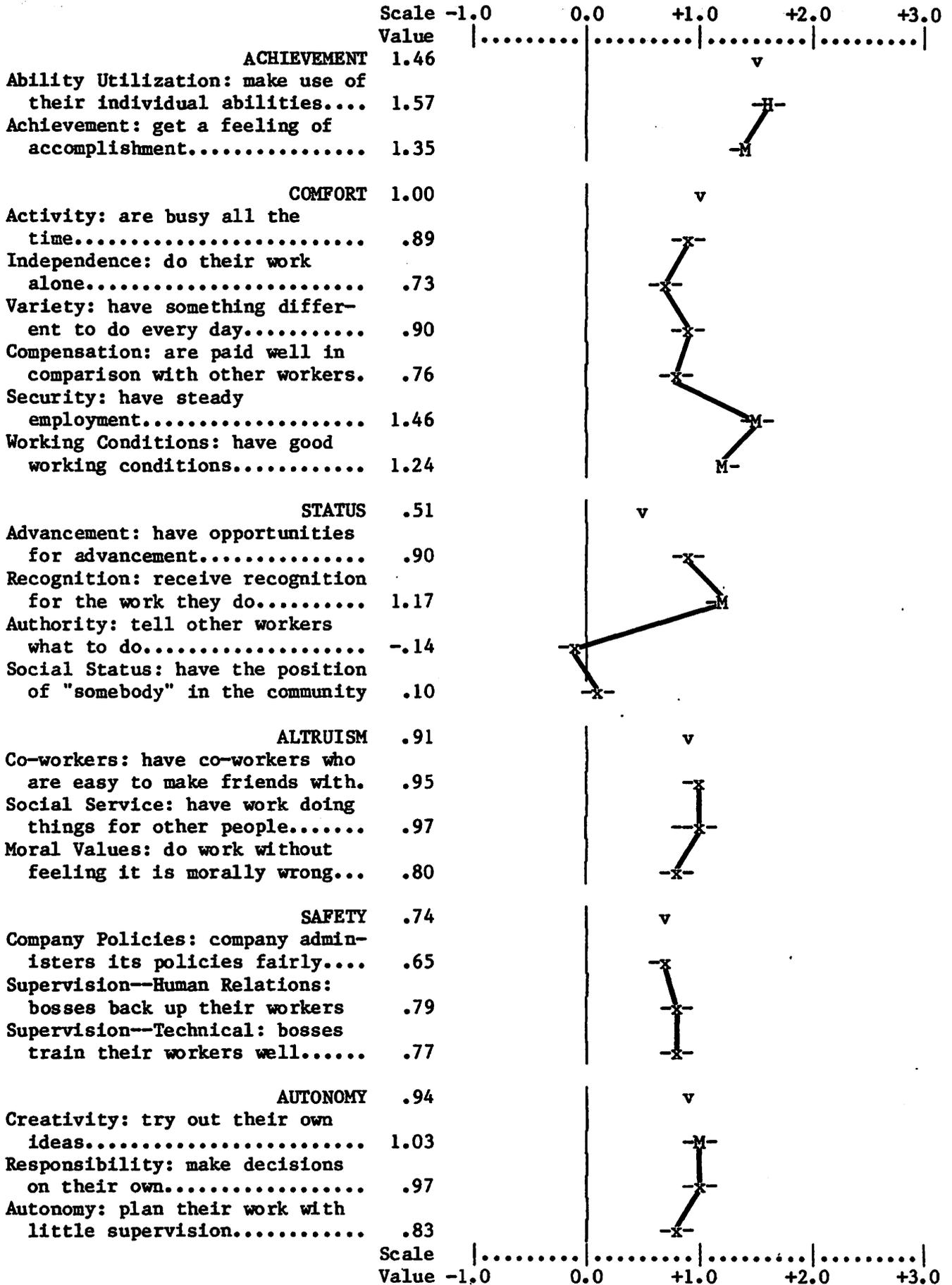
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.39	1.31	1.48	.08	3.53
2. Achievement	1.01	.92	1.10	.08	2.34
3. Activity .....	.70	.55	.86	.28	1.12
4. Advancement .....	.60	.47	.72	.16	1.08
5. Authority .....	.29	.19	.40	.20	.57
6. Company Policies .....	.10	-.02	.21	.32	.19
7. Compensation .....	.30	.16	.44	.44	.50
8. Co-Workers .....	.65	.52	.78	.12	1.16
9. Creativity .....	.96	.87	1.06	.08	2.13
10. Independence .....	.33	.17	.48	.56	.52
11. Moral Values .....	.49	.36	.63	.24	.84
12. Recognition .....	.63	.53	.72	.24	1.35
13. Responsibility	1.10	1.00	1.21	.16	2.39
14. Security .....	.97	.84	1.11	.16	1.77
15. Social Service .....	.23	.10	.36	.40	.41
16. Social Status	-.27	-.39	-.15	.60	.49
17. Supervision-Hum.-Rel. ...	.18	.05	.30	.44	.32
18. Supervision-Technical ...	-.04	-.17	.09	.64	.06
19. Variety .....	.30	.17	.42	.52	.54
20. Working Conditions .....	.72	.62	.83	.20	1.48
21. Autonomy .....	.97	.85	1.10	.16	1.87

N = 25 Raters

1972

ELECTRICAL TECHNICIAN



ELECTRICAL TECHNICIAN

O.A.P. = 17

D.O.T. = 003.161-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

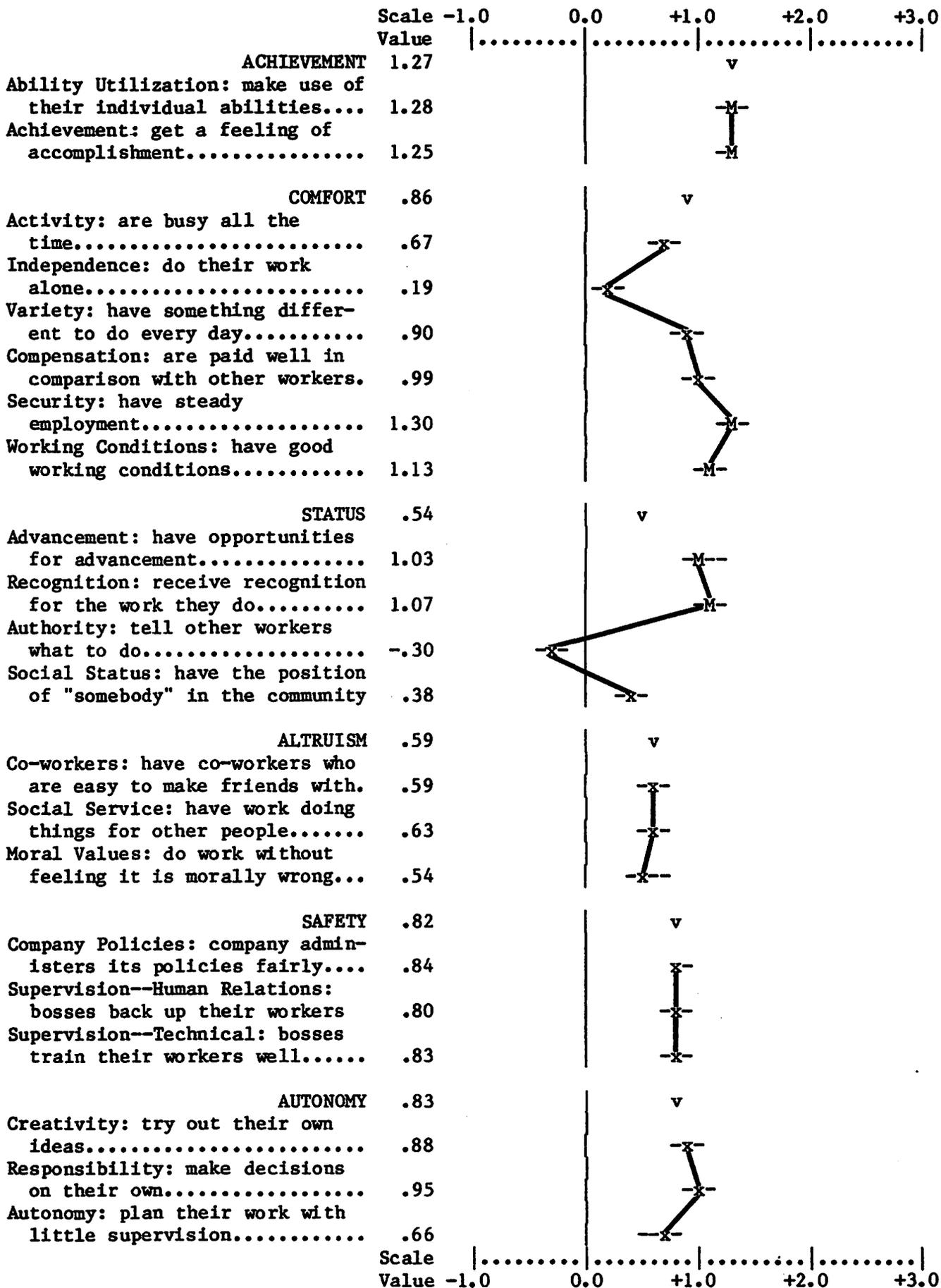
MAKE USE OF THEIR INDIVIDUAL ABILITIES

- Have steady employment
- Get a feeling of accomplishment
- Have good working conditions
- Receive recognition for the work they do
- Try out their own ideas

ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.57	1.50	1.65	.00	4.58
2. Achievement	1.35	1.28	1.42	.00	4.03
3. Activity .....	.89	.80	.99	.27	1.85
4. Advancement .....	.90	.79	1.01	.17	1.72
5. Authority	-.14	-.23	-.06	.70	.31
6. Company Policies .....	.65	.57	.73	.07	1.53
7. Compensation .....	.76	.66	.86	.25	1.54
8. Co-Workers .....	.95	.86	1.04	.05	2.13
9. Creativity	1.03	.93	1.13	.15	2.22
10. Independence .....	.73	.63	.83	.32	1.48
11. Moral Values .....	.80	.67	.92	.02	1.38
12. Recognition	1.17	1.10	1.24	.00	3.21
13. Responsibility .....	.97	.86	1.07	.25	1.96
14. Security	1.46	1.36	1.57	.02	3.38
15. Social Service .....	.97	.84	1.10	.15	1.68
16. Social Status .....	.10	.00	.19	.42	.21
17. Supervision-Hum.-Rel. ...	.79	.70	.88	.05	1.72
18. Supervision-Technical ...	.77	.69	.85	.17	1.81
19. Variety .....	.90	.81	.99	.35	1.96
20. Working Conditions	1.24	1.16	1.33	.05	3.04
21. Autonomy .....	.83	.72	.93	.30	1.62

ELECTRICIAN



ELECTRICIAN

O.A.P. = 21

D.O.T. = 824.261-010

Occupations with Similar Reinforcers: See Cluster D

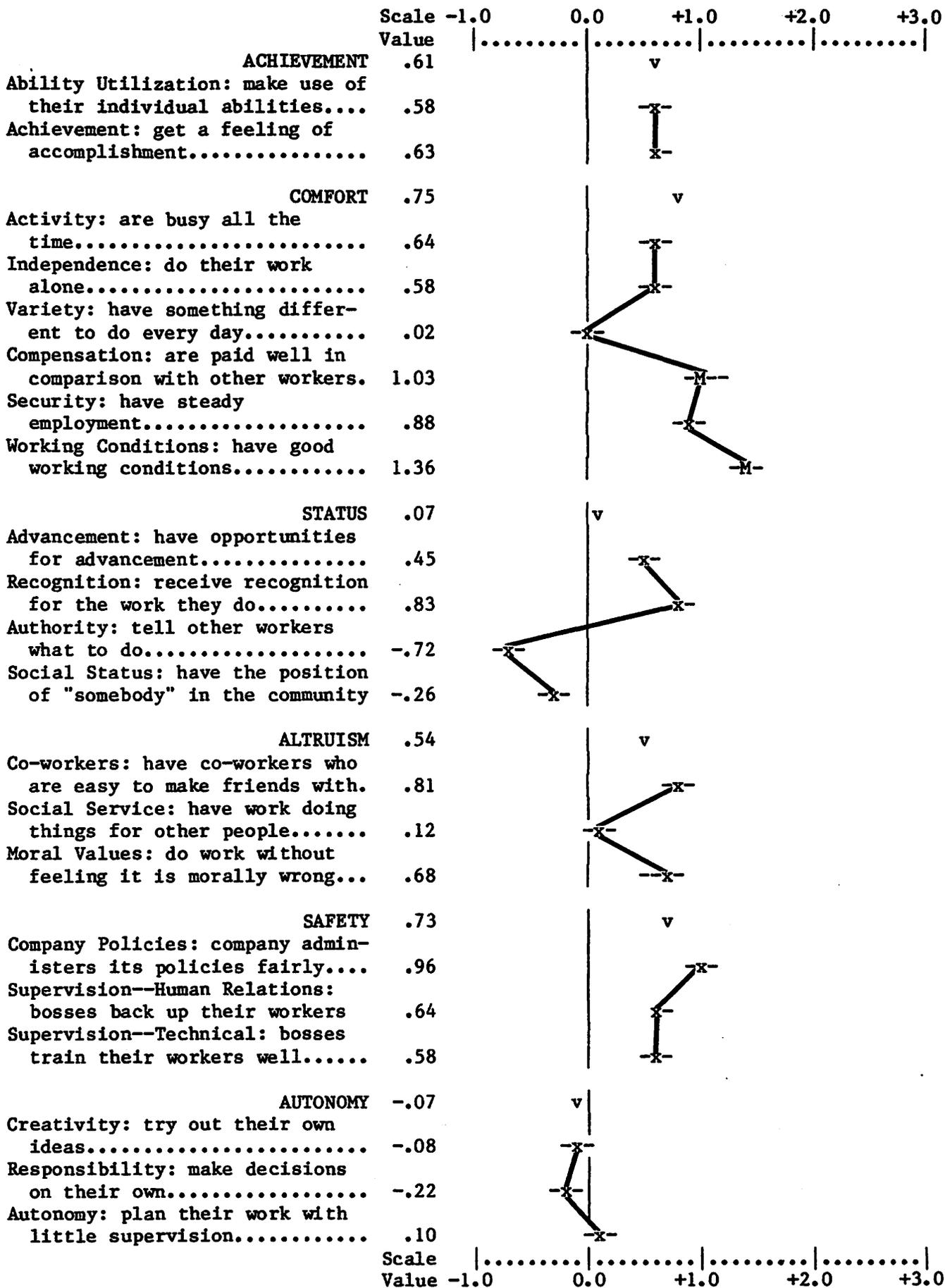
Descriptive Characteristics

- Have steady employment
- Make use of their individual abilities
- Get a feeling of accomplishment
- Have good working conditions
- Receive recognition for the work they do
- Have opportunities for advancement

ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.28	1.18	1.39	.13	2.87
2. Achievement	1.25	1.17	1.34	.03	3.30
3. Activity .....	.67	.55	.79	.42	1.26
4. Advancement	1.03	.92	1.15	.10	2.10
5. Authority	-.30	-.40	-.20	.81	.64
6. Company Policies .....	.84	.76	.93	.06	1.98
7. Compensation .....	.99	.87	1.12	.16	1.86
8. Co-Workers .....	.59	.48	.69	.06	1.19
9. Creativity .....	.88	.77	.99	.23	1.78
10. Independence .....	.19	.07	.31	.55	.36
11. Moral Values .....	.54	.40	.67	.16	.92
12. Recognition	1.07	.98	1.17	.00	2.41
13. Responsibility .....	.95	.85	1.05	.19	2.08
14. Security	1.30	1.17	1.44	.13	2.54
15. Social Service .....	.63	.51	.74	.10	1.22
16. Social Status .....	.38	.26	.49	.35	.72
17. Supervision-Hum.-Rel. ...	.80	.70	.90	.06	1.71
18. Supervision-Technical ...	.83	.73	.93	.06	1.78
19. Variety .....	.90	.79	1.01	.26	1.82
20. Working Conditions	1.13	1.03	1.23	.10	2.55
21. Autonomy .....	.66	.54	.78	.42	1.24

ELECTRONICS ASSEMBLER



ELECTRONICS ASSEMBLER

O.A.P. = 32

D.O.T. = 726.684-018

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have good working conditions

Are paid well in comparison with other workers

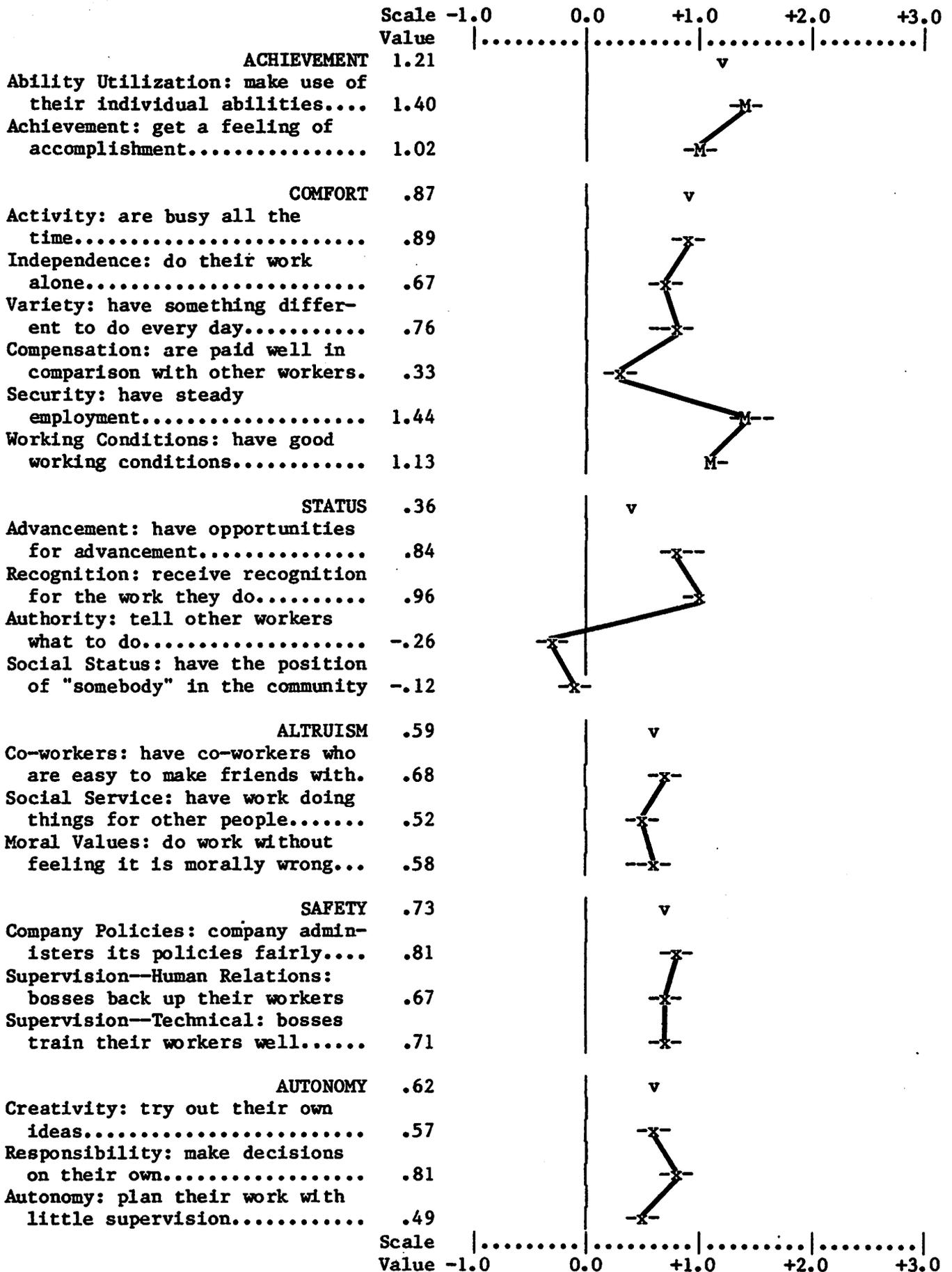
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.58	.49	.67	.19	1.49
2. Achievement .....	.63	.55	.71	.19	1.69
3. Activity .....	.64	.53	.74	.34	1.45
4. Advancement .....	.45	.35	.55	.22	1.02
5. Authority	-.72	-.83	-.62	.91	1.83
6. Company Policies .....	.96	.85	1.07	.06	2.30
7. Compensation	1.03	.93	1.15	.06	2.48
8. Co-Workers .....	.81	.71	.91	.06	1.96
9. Creativity	-.08	-.17	.01	.56	.19
10. Independence .....	.58	.47	.70	.28	1.22
11. Moral Values .....	.68	.52	.84	.22	1.16
12. Recognition .....	.83	.75	.91	.06	2.32
13. Responsibility	-.22	-.33	-.12	.75	.50
14. Security .....	.88	.75	1.01	.16	1.82
15. Social Service .....	.12	.02	.22	.47	.27
16. Social Status	-.26	-.37	-.15	.56	.59
17. Supervision-Hum.-Rel. ...	.64	.55	.73	.06	1.64
18. Supervision-Technical ...	.58	.50	.67	.19	1.56
19. Variety .....	.02	-.08	.12	.75	.05
20. Working Conditions	1.36	1.27	1.47	0.00	3.83
21. Autonomy .....	.10	-.02	.21	.63	.21

N = 32 Raters

1985

ELECTRONICS MECHANIC



ELECTRONICS MECHANIC

O.A.P. = 21

D.O.T. = 828.281-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

- Have steady employment
- Make use of their individual abilities
- Have good working conditions
- Get a feeling of accomplishment

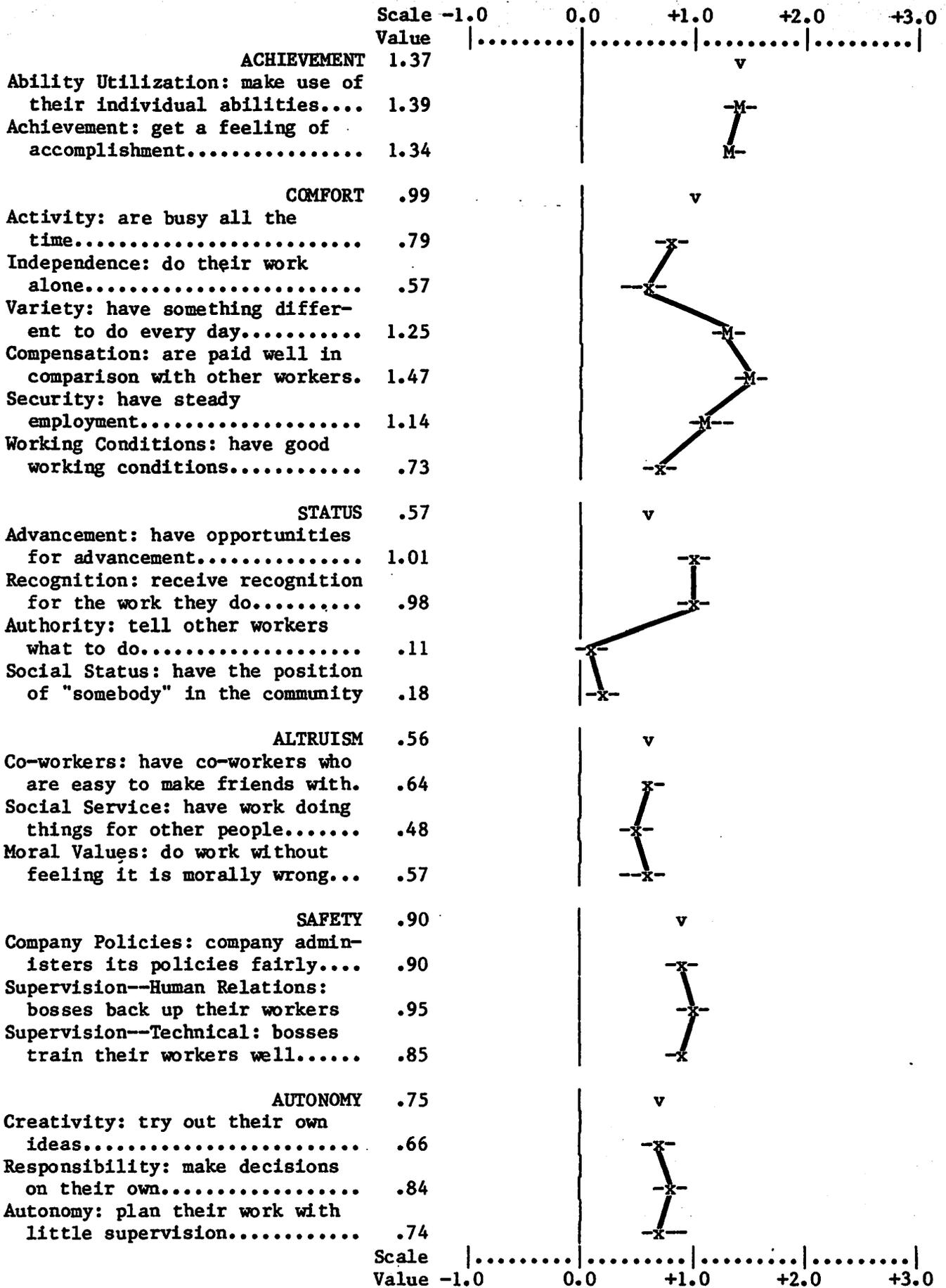
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.40	1.31	1.50	.03	3.68
2. Achievement	1.02	.94	1.11	.06	2.60
3. Activity .....	.89	.79	1.00	.25	1.86
4. Advancement .....	.84	.73	.95	.19	1.73
5. Authority	-.26	-.38	-.15	.86	.52
6. Company Policies .....	.81	.72	.91	.06	1.81
7. Compensation .....	.33	.22	.43	.53	.68
8. Co-Workers .....	.68	.58	.77	.08	1.53
9. Creativity .....	.57	.46	.69	.22	1.13
10. Independence .....	.67	.56	.77	.36	1.36
11. Moral Values .....	.58	.44	.72	.11	.97
12. Recognition .....	.96	.88	1.04	.06	2.53
13. Responsibility .....	.81	.70	.91	.19	1.73
14. Security	1.44	1.34	1.55	.03	3.62
15. Social Service .....	.52	.41	.63	.31	1.04
16. Social Status	-.12	-.23	-.02	.58	.24
17. Supervision-Hum.-Rel. ...	.67	.57	.76	.17	1.50
18. Supervision-Technical ...	.71	.61	.81	.17	1.54
19. Variety .....	.76	.63	.88	.31	1.38
20. Working Conditions	1.13	1.05	1.21	.03	2.95
21. Autonomy .....	.49	.41	.58	.36	1.17

N = 36 Raters

1968

ELEVATOR REPAIRER



ELEVATOR REPAIRER

O.A.P. = 21

D.O.T. = 825.281-030

Occupations with Similar Reinforcers: See Cluster B

Descriptive Characteristics

- Are paid well in comparison with other workers
- Make use of their individual abilities
- Get a feeling of accomplishment
- Have something different to do every day
- Have steady employment

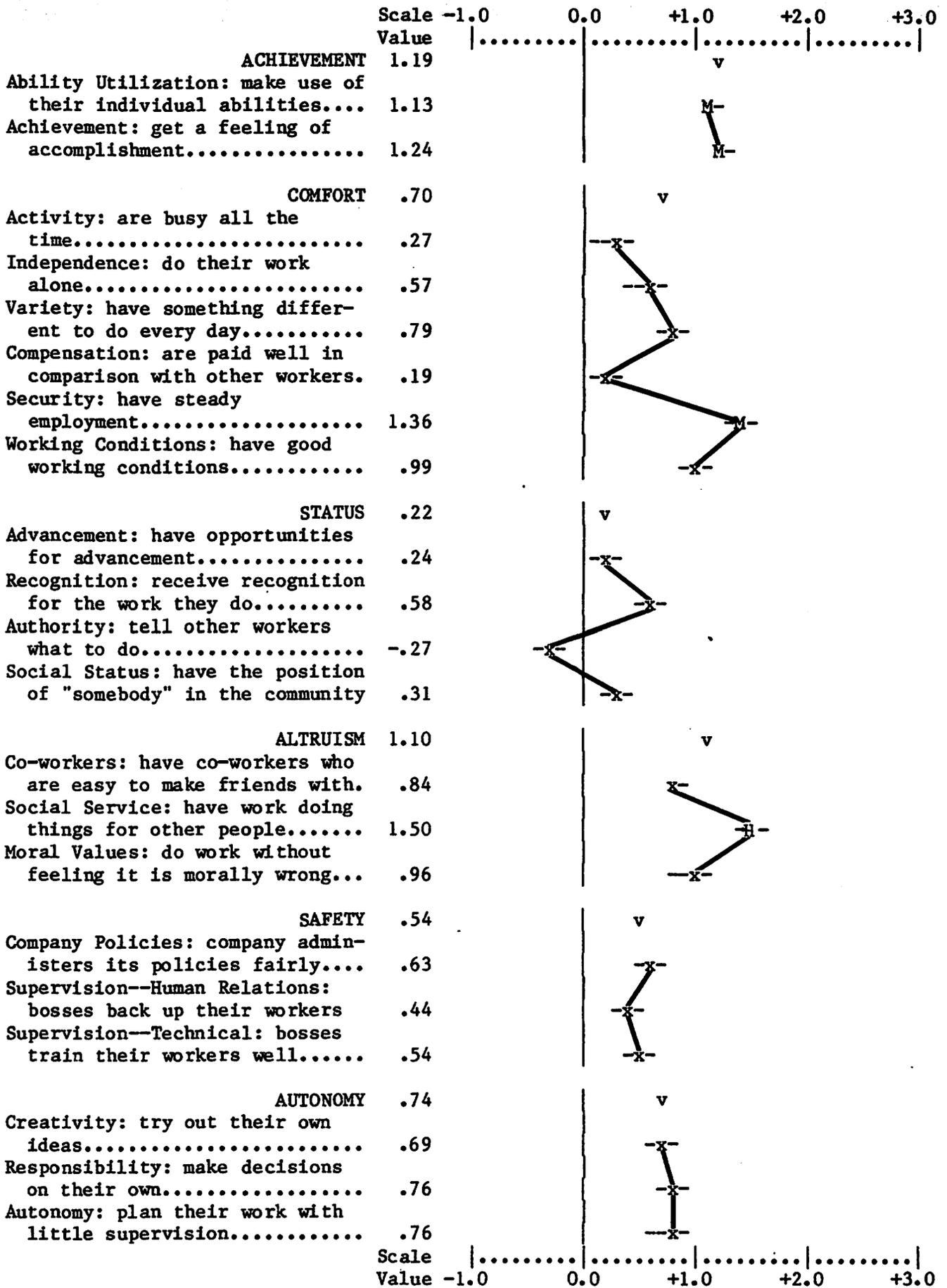
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.39	1.29	1.49	.06	3.16
2. Achievement	1.34	1.26	1.42	.00	3.51
3. Activity .....	.79	.69	.89	.24	1.62
4. Advancement	1.01	.89	1.14	.18	1.83
5. Authority .....	.11	.00	.20	.50	.21
6. Company Policies .....	.90	.81	.99	.12	2.01
7. Compensation	1.47	1.38	1.57	.00	3.65
8. Co-Workers .....	.64	.55	.74	.12	1.35
9. Creativity .....	.66	.57	.75	.32	1.41
10. Independence .....	.57	.43	.71	.41	.93
11. Moral Values .....	.57	.44	.70	.21	.95
12. Recognition .....	.98	.88	1.07	.09	2.14
13. Responsibility .....	.84	.74	.94	.18	1.72
14. Security	1.14	1.04	1.25	.09	2.39
15. Social Service .....	.48	.37	.59	.29	.89
16. Social Status .....	.18	.07	.28	.35	.34
17. Supervision-Hum.-Rel. ...	.95	.85	1.06	.09	1.97
18. Supervision-Technical ...	.85	.77	.92	.12	2.08
19. Variety	1.25	1.15	1.35	.06	2.79
20. Working Conditions .....	.73	.64	.83	.35	1.50
21. Autonomy .....	.74	.61	.87	.38	1.27

N = 34 Raters

1972

EMBALMER



EMBALMER

O.A.P. = 10

D.O.T. = 338.371-014

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Have steady employment

Get a feeling of accomplishment

Make use of their individual abilities

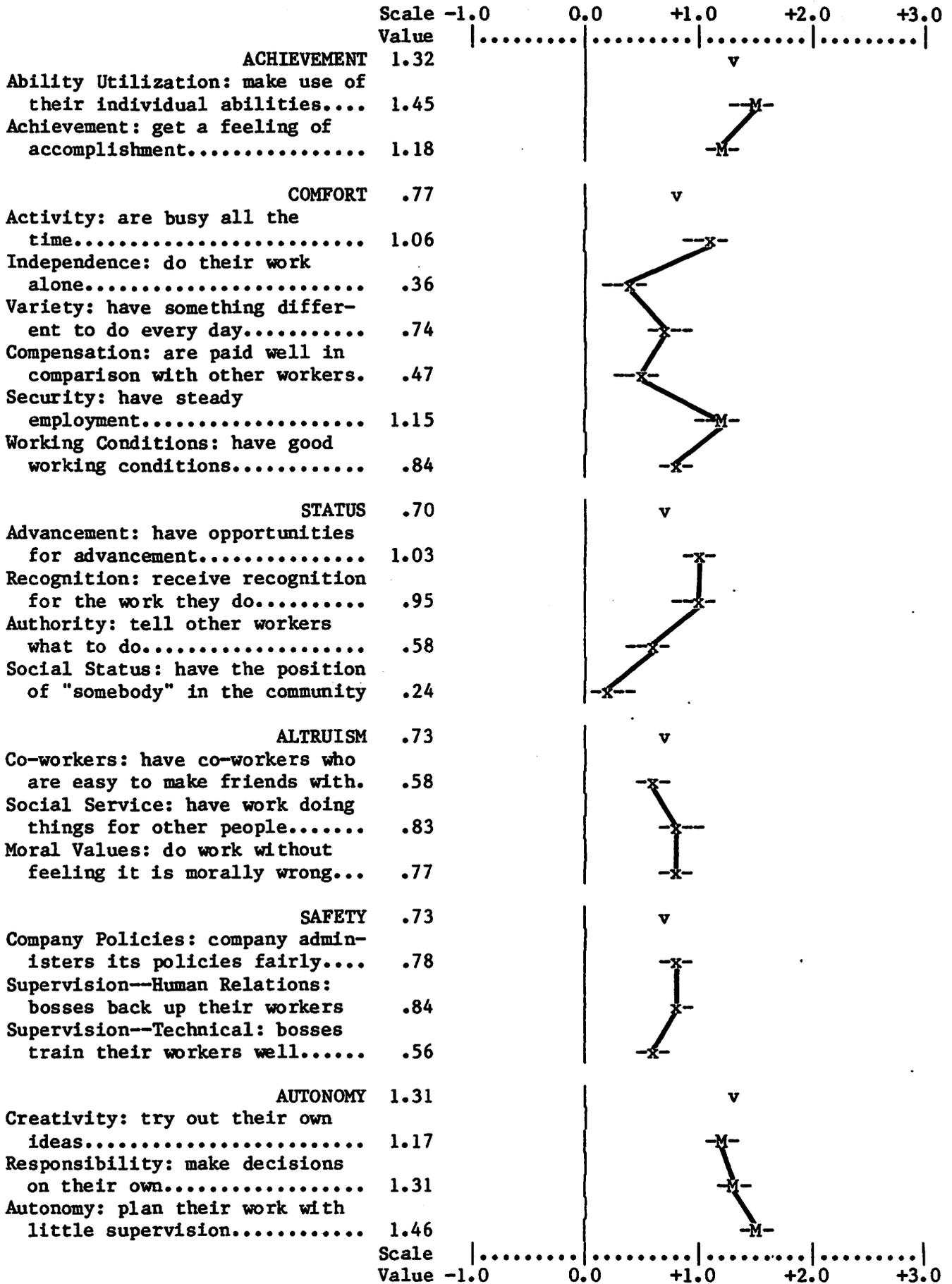
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.13	1.05	1.22	.03	3.07
2. Achievement	1.24	1.15	1.34	.00	3.23
3. Activity .....	.27	.14	.39	.60	.52
4. Advancement .....	.24	.13	.34	.50	.50
5. Authority	-.27	-.39	-.16	.73	.57
6. Company Policies .....	.63	.54	.73	.17	1.50
7. Compensation .....	.19	.07	.29	.50	.39
8. Co-Workers .....	.84	.77	.91	.00	2.42
9. Creativity .....	.69	.57	.80	.23	1.44
10. Independence .....	.57	.43	.69	.20	1.06
11. Moral Values .....	.96	.82	1.10	.10	1.83
12. Recognition .....	.58	.48	.68	.33	1.29
13. Responsibility .....	.76	.66	.87	.23	1.66
14. Security	1.36	1.26	1.47	.00	3.51
15. Social Service	1.50	1.40	1.60	.03	4.03
16. Social Status .....	.31	.17	.44	.43	.57
17. Supervision-Hum.-Rel. ...	.44	.34	.54	.30	1.00
18. Supervision-Technical ...	.54	.44	.63	.17	1.24
19. Variety .....	.79	.69	.90	.20	1.73
20. Working Conditions .....	.99	.88	1.09	.07	2.27
21. Autonomy .....	.76	.64	.88	.27	1.53

N = 30 Raters

1968

ENGINEER, CIVIL



ENGINEER, CIVIL

O.A.P. = 17

D.O.T. = 005.061-014

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

- Plan their work with little supervision
- Make use of their individual abilities
- Make decisions on their own
- Get a feeling of accomplishment
- Try out their own ideas
- Have steady employment

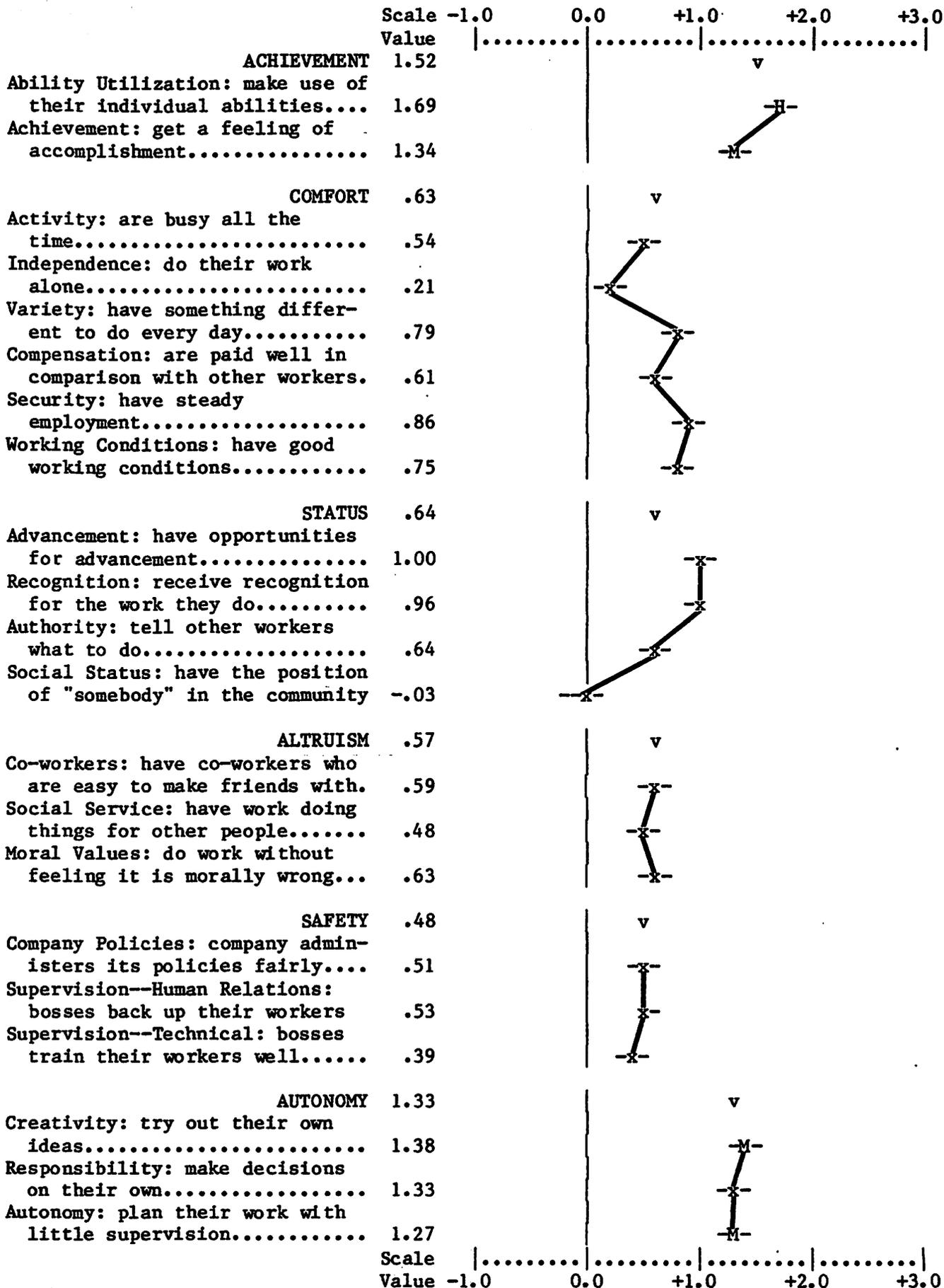
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.45	1.34	1.56	.13	3.20
2. Achievement	1.18	1.06	1.30	.10	2.35
3. Activity	1.06	.94	1.19	.10	2.01
4. Advancement	1.03	.91	1.14	.17	2.02
5. Authority .....	.58	.44	.71	.30	.96
6. Company Policies .....	.78	.66	.89	.10	1.48
7. Compensation .....	.47	.34	.59	.40	.83
8. Co-Workers .....	.58	.47	.68	.03	1.14
9. Creativity	1.17	1.07	1.27	.20	2.63
10. Independence .....	.36	.22	.49	.57	.59
11. Moral Values .....	.77	.65	.90	.03	1.37
12. Recognition .....	.95	.83	1.08	.17	1.73
13. Responsibility	1.31	1.21	1.42	.17	2.92
14. Security	1.15	1.03	1.28	.03	2.16
15. Social Service .....	.83	.71	.95	.13	1.52
16. Social Status .....	.24	.12	.35	.37	.45
17. Supervision-Hum.-Rel. ...	.84	.75	.93	.07	1.85
18. Supervision-Technical ...	.56	.46	.66	.30	1.12
19. Variety .....	.74	.60	.88	.40	1.23
20. Working Conditions .....	.84	.74	.94	.07	1.78
21. Autonomy	1.46	1.35	1.59	.10	3.13

N = 30 Raters

1968

ENGINEER, MECHANICAL



ENGINEER, MECHANICAL

O.A.P. = 17

D.O.T. = 007.061-014

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Try out their own ideas

Get a feeling of accomplishment

Plan their work with little supervision

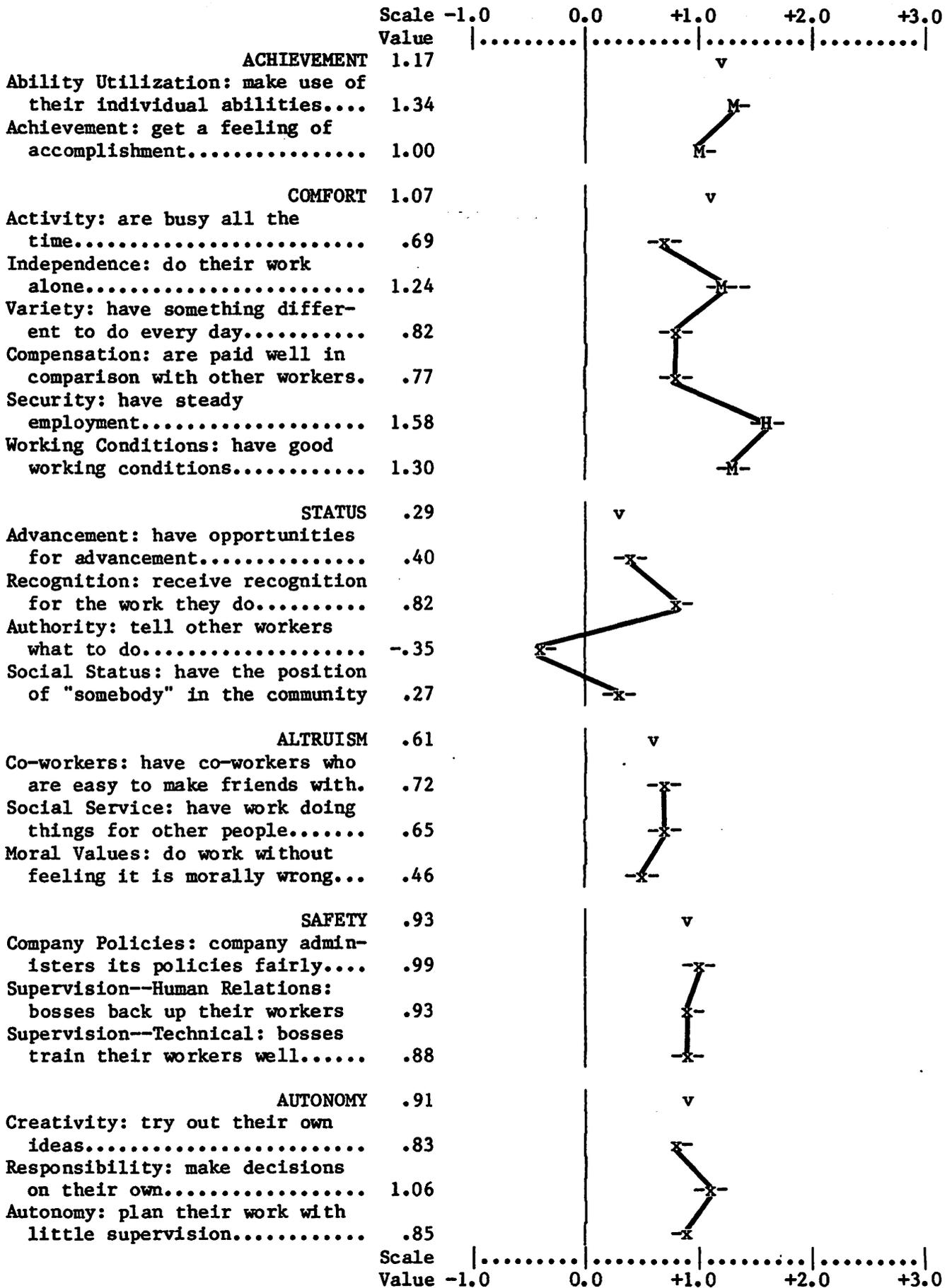
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.69	1.60	1.79	.00	4.45
2. Achievement	1.34	1.24	1.43	.07	3.07
3. Activity .....	.54	.44	.63	.38	1.06
4. Advancement	1.00	.90	1.10	.15	2.08
5. Authority .....	.64	.53	.74	.10	1.21
6. Company Policies .....	.51	.43	.59	.20	1.15
7. Compensation .....	.61	.52	.70	.22	1.29
8. Co-Workers .....	.59	.51	.67	.07	1.30
9. Creativity	1.38	1.28	1.48	.02	3.18
10. Independence .....	.21	.08	.32	.65	.35
11. Moral Values .....	.63	.52	.73	.07	1.18
12. Recognition .....	.96	.88	1.04	.17	2.21
13. Responsibility	1.33	1.23	1.44	.22	2.87
14. Security .....	.86	.77	.96	.05	1.82
15. Social Service .....	.48	.35	.60	.35	.79
16. Social Status	-.03	-.15	.09	.57	.05
17. Supervision-Hum.-Rel. ...	.53	.46	.61	.17	1.26
18. Supervision-Technical ...	.39	.30	.47	.38	.81
19. Variety .....	.79	.68	.89	.40	1.51
20. Working Conditions .....	.75	.65	.85	.13	1.49
21. Autonomy	1.27	1.19	1.36	.13	3.03

N = 40 Raters

1968

ENGINEER, STATIONARY



ENGINEER, STATIONARY

O.A.P. = None

D.O.T. = 950.382-026

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Make use of their individual abilities

Have good working conditions

Do their work alone

Get a feeling of accomplishment

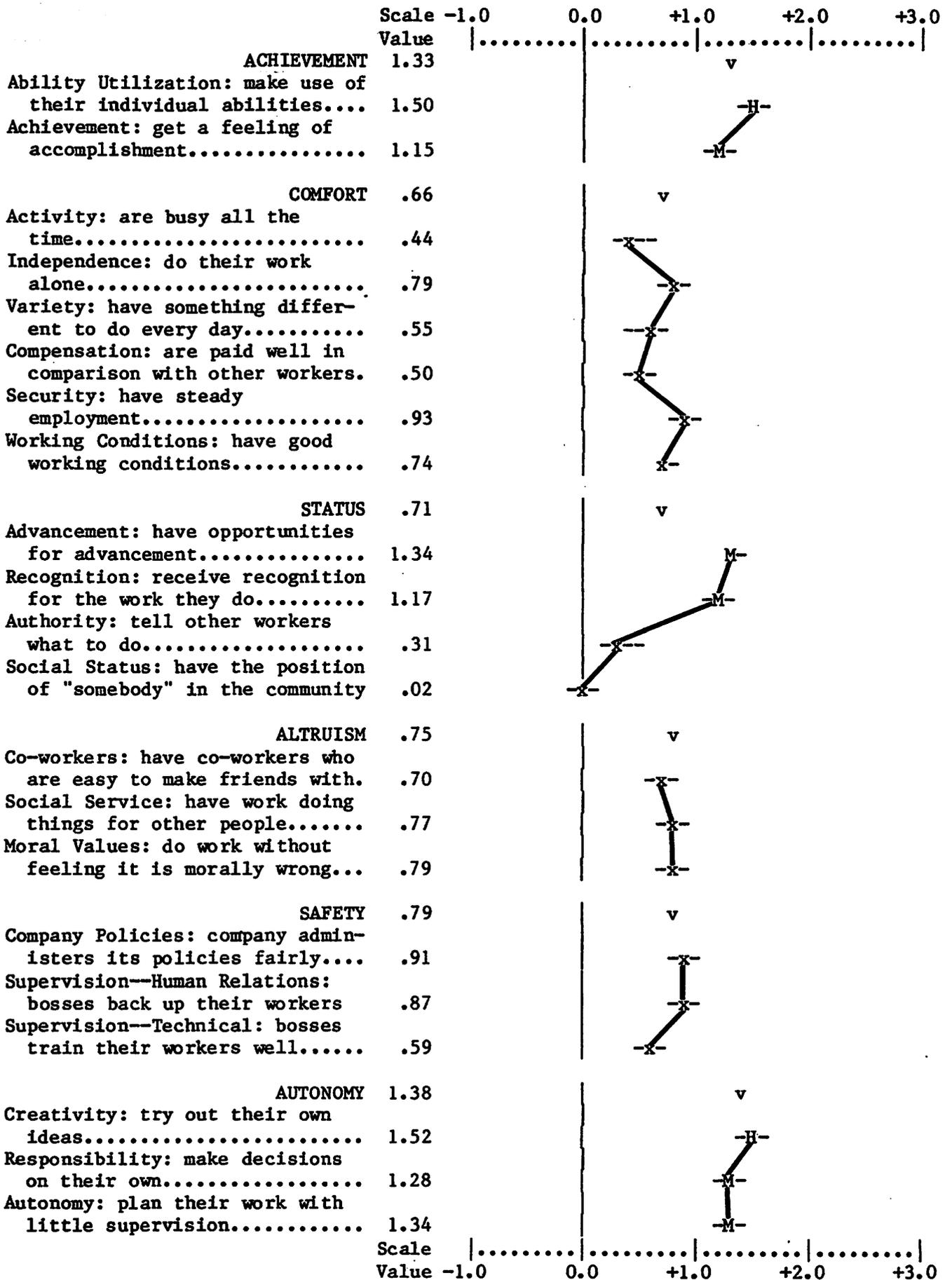
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.34	1.26	1.42	.00	3.49
2. Achievement	1.00	.95	1.06	.05	2.97
3. Activity .....	.69	.57	.82	.45	1.17
4. Advancement .....	.40	.29	.50	.36	.73
5. Authority	-.35	-.43	-.27	.81	.82
6. Company Policies .....	.99	.90	1.08	.05	2.14
7. Compensation .....	.77	.68	.86	.21	1.63
8. Co-Workers .....	.72	.64	.80	.12	1.64
9. Creativity .....	.83	.75	.92	.26	1.92
10. Independence	1.24	1.14	1.35	.07	2.59
11. Moral Values .....	.46	.36	.56	.10	.89
12. Recognition .....	.82	.75	.90	.12	1.98
13. Responsibility	1.06	.97	1.15	.21	2.32
14. Security	1.58	1.49	1.67	.02	4.09
15. Social Service .....	.65	.55	.76	.29	1.24
16. Social Status .....	.27	.19	.35	.36	.59
17. Supervision-Hum.-Rel. ...	.93	.85	1.00	.05	2.27
18. Supervision-Technical ...	.88	.79	.96	.05	1.97
19. Variety .....	.82	.70	.93	.33	1.48
20. Working Conditions	1.30	1.21	1.38	.05	3.22
21. Autonomy .....	.85	.75	.94	.26	1.74

N = 42 Raters

1968

ENGINEER, TIME STUDY



ENGINEER, TIME STUDY

O.A.P. = 17

D.O.T. = 012.167-070

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

TRY OUT THEIR OWN IDEAS

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Have opportunities for advancement

Plan their work with little supervision

Make decisions on their own

Receive recognition for the work they do

Get a feeling of accomplishment

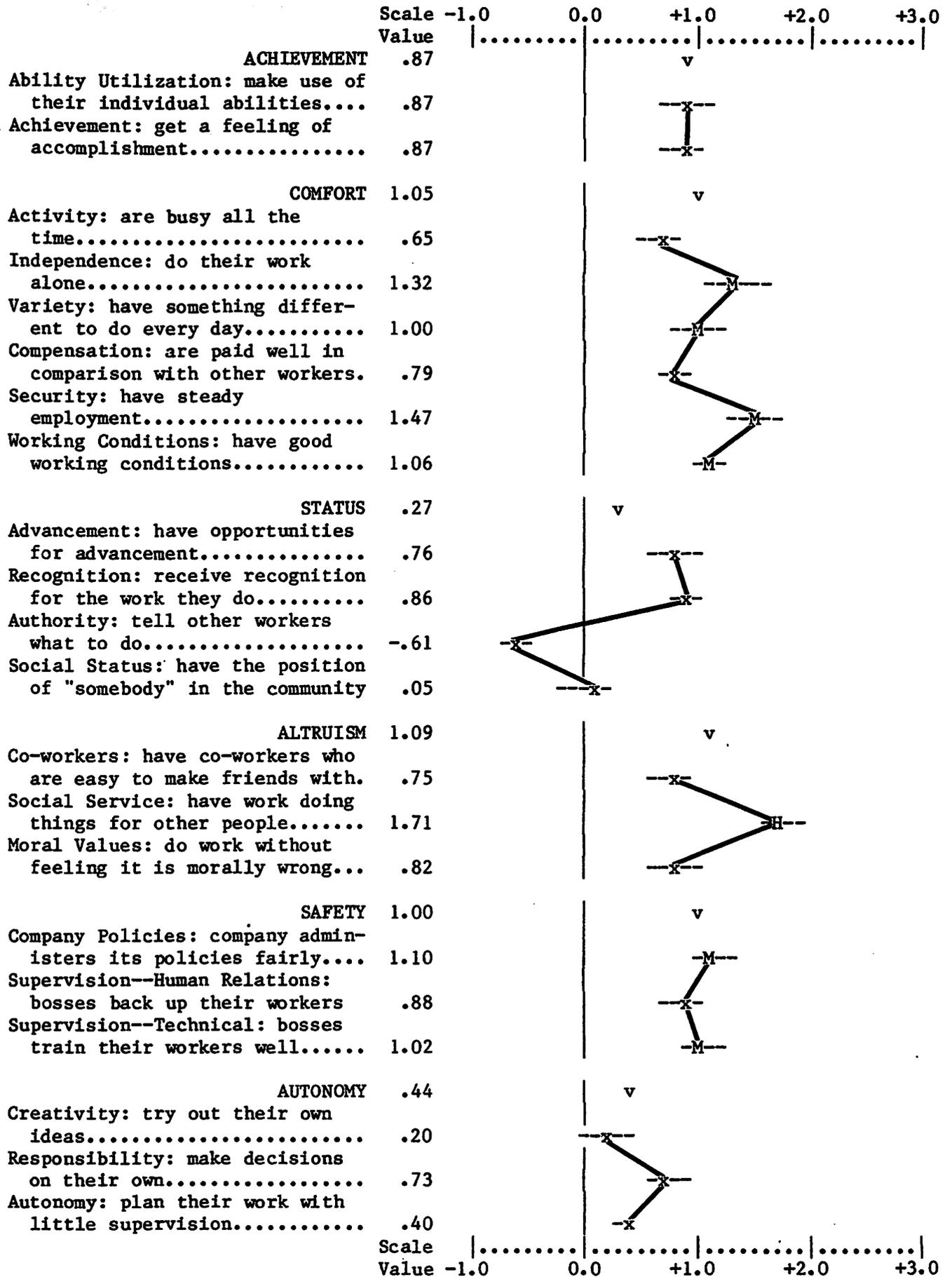
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.50	1.40	1.62	.06	3.48
2. Achievement	1.15	1.05	1.26	.14	2.45
3. Activity .....	.44	.32	.56	.40	.80
4. Advancement	1.34	1.25	1.44	.06	3.20
5. Authority .....	.31	.17	.45	.51	.52
6. Company Policies .....	.91	.81	1.01	.03	1.94
7. Compensation .....	.50	.40	.59	.29	1.04
8. Co-Workers .....	.70	.61	.79	.09	1.53
9. Creativity	1.52	1.44	1.60	.06	4.26
10. Independence .....	.79	.65	.93	.37	1.31
11. Moral Values .....	.79	.70	.88	.06	1.75
12. Recognition	1.17	1.05	1.29	.11	2.27
13. Responsibility	1.28	1.19	1.38	.09	3.08
14. Security .....	.93	.84	1.03	.03	2.05
15. Social Service .....	.77	.65	.88	.20	1.44
16. Social Status .....	.02	-.07	.11	.51	.05
17. Supervision-Hum.-Rel. ...	.87	.78	.96	.09	2.02
18. Supervision-Technical ...	.59	.51	.68	.09	1.35
19. Variety .....	.55	.44	.65	.60	1.10
20. Working Conditions .....	.74	.65	.82	.14	1.71
21. Autonomy	1.34	1.24	1.44	.06	3.13

N = 35 Raters

1968

EXTERMINATOR



EXTERMINATOR

O.A.P. = 27

D.O.T. = 389.684-010

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Have steady employment

Do their work alone

Have a company which administers its policies fairly

Have good working conditions

Have bosses who train their workers well

Have something different to do every day

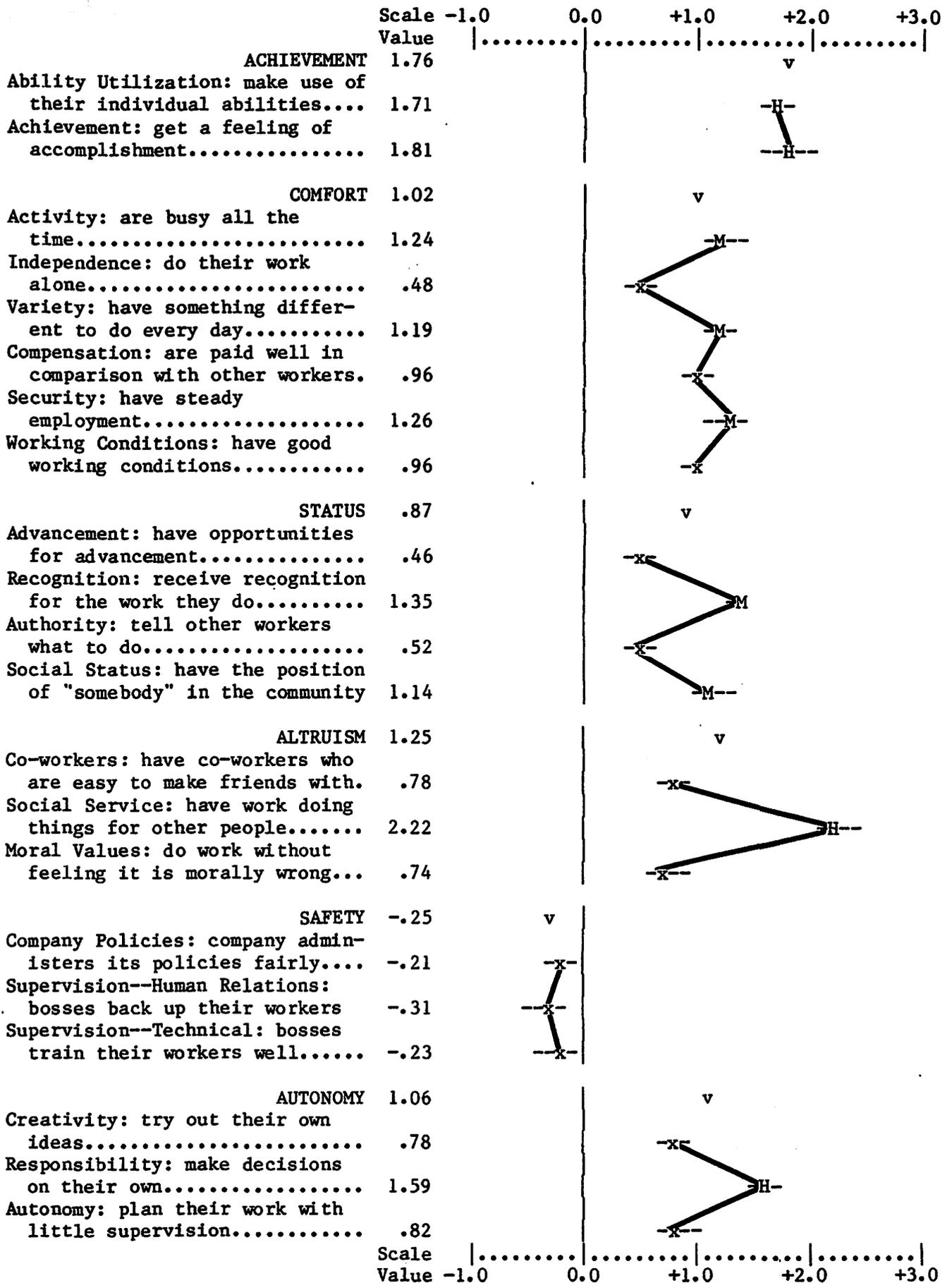
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.87	.68	1.06	.17	1.73
2. Achievement .....	.87	.74	1.00	0.00	2.27
3. Activity .....	.65	.48	.82	.33	1.37
4. Advancement .....	.76	.58	.95	.42	1.33
5. Authority	-.61	-.74	-.50	.92	1.60
6. Company Policies	1.10	.96	1.25	.08	2.84
7. Compensation .....	.79	.65	.93	.17	1.96
8. Co-Workers .....	.75	.57	.94	.08	1.54
9. Creativity .....	.20	.01	.37	.42	.41
10. Independence	1.32	1.08	1.60	.17	2.39
11. Moral Values .....	.82	.61	1.03	0.00	1.54
12. Recognition .....	.86	.76	.96	.17	2.60
13. Responsibility .....	.73	.56	.89	.08	1.57
14. Security	1.47	1.31	1.66	.08	3.66
15. Social Service	1.71	1.57	1.88	0.00	5.00
16. Social Status .....	.05	-.15	.23	.58	.10
17. Supervision-Hum.-Rel. ...	.88	.73	1.03	.08	2.06
18. Supervision-Technical ...	1.02	.85	1.21	.08	2.21
19. Variety	1.00	.82	1.19	.17	2.12
20. Working Conditions	1.06	.96	1.17	0.00	3.29
21. Autonomy .....	.40	.26	.34	.33	.95

N = 12 Raters

1985

FAMILY PRACTITIONER (M.D.)



FAMILY PRACTITIONER (M.D.)

O.A.P. = 9

D.O.T. = 070.101-026

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

GET A FEELING OF ACCOMPLISHMENT

MAKE USE OF THEIR INDIVIDUAL ABILITIES

MAKE DECISIONS ON THEIR OWN

Receive recognition for the work they do

Have steady employment

Are busy all the time

Have something different to do every day

Have the position of "somebody" in the community

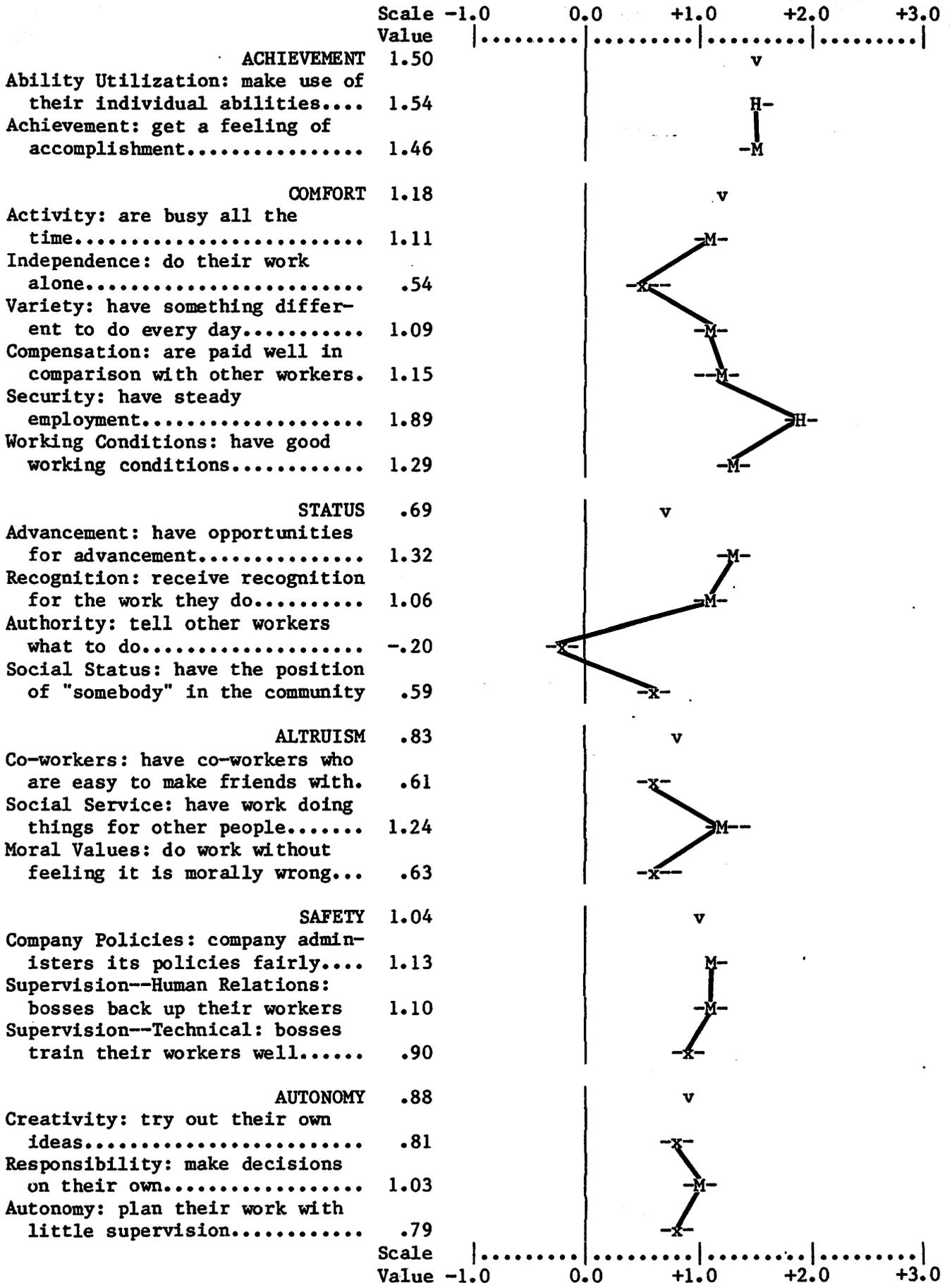
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.71	1.60	1.82	0.00	5.87
2. Achievement	1.81	1.64	2.01	0.00	4.58
3. Activity	1.24	1.14	1.35	.11	3.83
4. Advancement .....	.46	.35	.56	.39	1.26
5. Authority .....	.52	.39	.64	.17	1.25
6. Company Policies	-.21	-.31	-.11	.56	.62
7. Compensation .....	.96	.85	1.06	.06	2.75
8. Co-Workers .....	.78	.68	.88	.06	2.23
9. Creativity .....	.78	.67	.88	.11	2.14
10. Independence .....	.48	.35	.60	.50	1.16
11. Moral Values .....	.74	.63	.85	0.00	1.94
12. Recognition	1.35	1.25	1.44	0.00	4.48
13. Responsibility	1.59	1.46	1.72	0.00	4.67
14. Security	1.26	1.14	1.39	0.00	3.48
15. Social Service	2.22	2.08	2.38	0.00	8.19
16. Social Status	1.14	1.03	1.26	0.00	3.25
17. Supervision-Hum.-Rel. ...	-.31	-.49	-.17	.78	.71
18. Supervision-Technical ...	-.23	-.41	-.08	.83	.50
19. Variety	1.19	1.11	1.27	0.00	4.16
20. Working Conditions .....	.96	.88	1.03	0.00	3.48
21. Autonomy .....	.82	.68	.97	.11	1.81

N = 18 Raters

1985

FARM-EQUIPMENT MECHANIC I



FARM-EQUIPMENT MECHANIC I

O.A.P. = 21

D.O.T. = 624.281-010

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

<p>HAVE STEADY EMPLOYMENT</p> <p>MAKE USE OF THEIR INDIVIDUAL ABILITIES</p> <p>Get a feeling of accomplishment</p> <p>Have opportunities for advancement</p> <p>Have good working conditions</p> <p>Have work where they do things for other people</p> <p>Are paid well in comparison with other workers</p>	<p>Have a company which administers its policies fairly</p> <p>Are busy all the time</p> <p>Have bosses who back up their workers (with top management)</p> <p>Have something different to do every day</p> <p>Receive recognition for the work they do</p> <p>Make decisions on their own</p>
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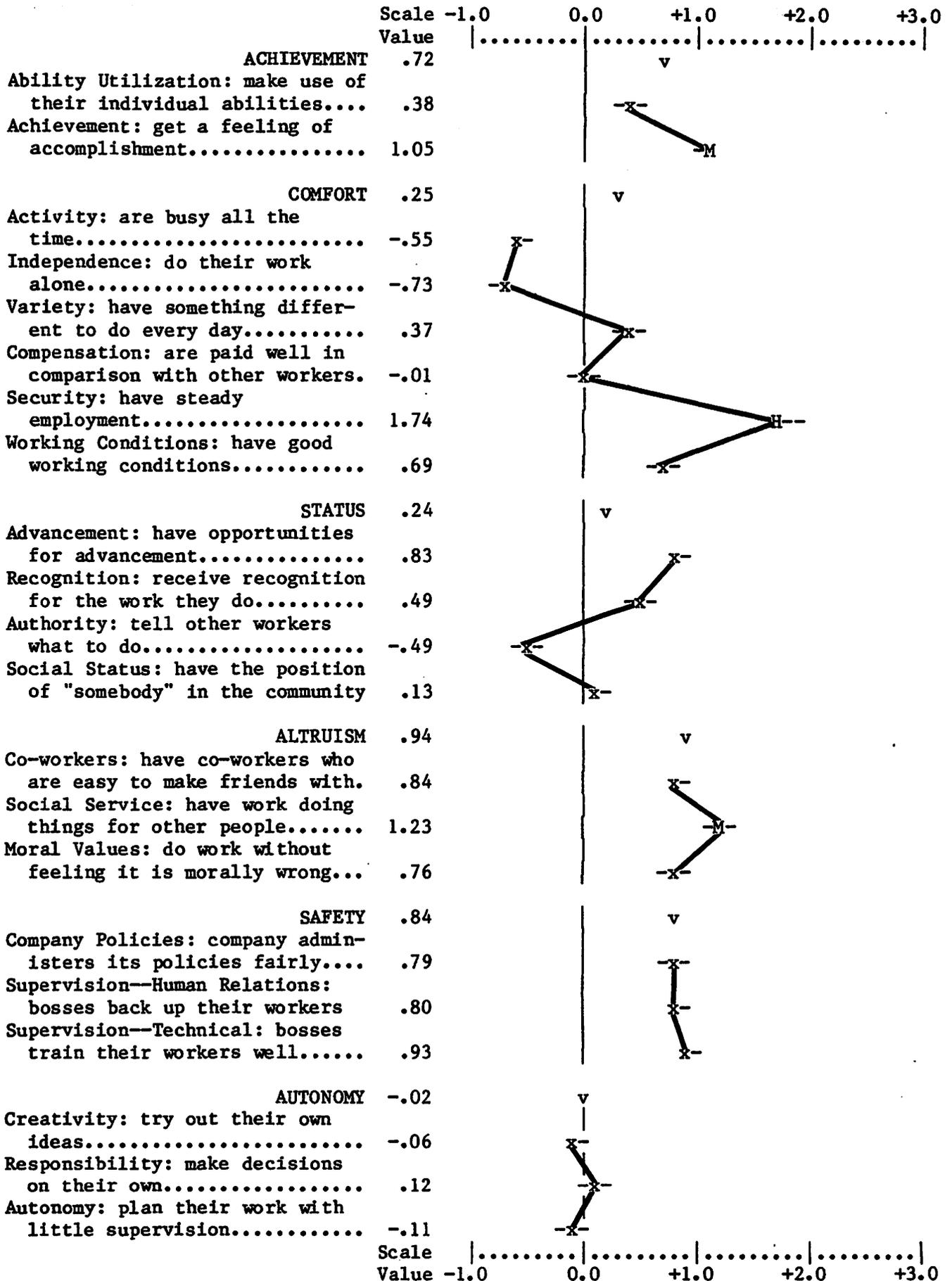
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.54	1.45	1.63	.03	4.16
2. Achievement	1.46	1.39	1.54	.03	4.29
3. Activity	1.11	1.00	1.22	.20	2.26
4. Advancement	1.32	1.21	1.43	.10	2.88
5. Authority	-.20	-.31	-.10	.70	.42
6. Company Policies	1.13	1.05	1.22	0.00	2.79
7. Compensation	1.15	1.04	1.27	.13	2.36
8. Co-Workers .....	.61	.52	.70	.10	1.38
9. Creativity .....	.81	.72	.89	.07	1.89
10. Independence .....	.54	.41	.65	.47	.97
11. Moral Values .....	.63	.49	.76	.07	1.06
12. Recognition	1.06	.98	1.15	.07	2.66
13. Responsibility	1.03	.94	1.13	.10	2.33
14. Security	1.89	1.80	1.98	.03	5.66
15. Social Service	1.24	1.12	1.36	.07	2.54
16. Social Status .....	.59	.48	.70	.30	1.16
17. Supervision-Hum.-Rel. ...	1.10	1.02	1.19	0.00	2.70
18. Supervision-Technical ...	.90	.80	.99	.13	2.00
19. Variety	1.09	.99	1.19	.13	2.44
20. Working Conditions	1.29	1.19	1.40	.03	2.90
21. Autonomy .....	.79	.68	.90	.40	1.57

N = 30 Raters

1985

FIRE FIGHTER



FIRE FIGHTER

O.A.P. = None

D.O.T. = 373.364-010

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Have work where they do things for other people

Get a feeling of accomplishment

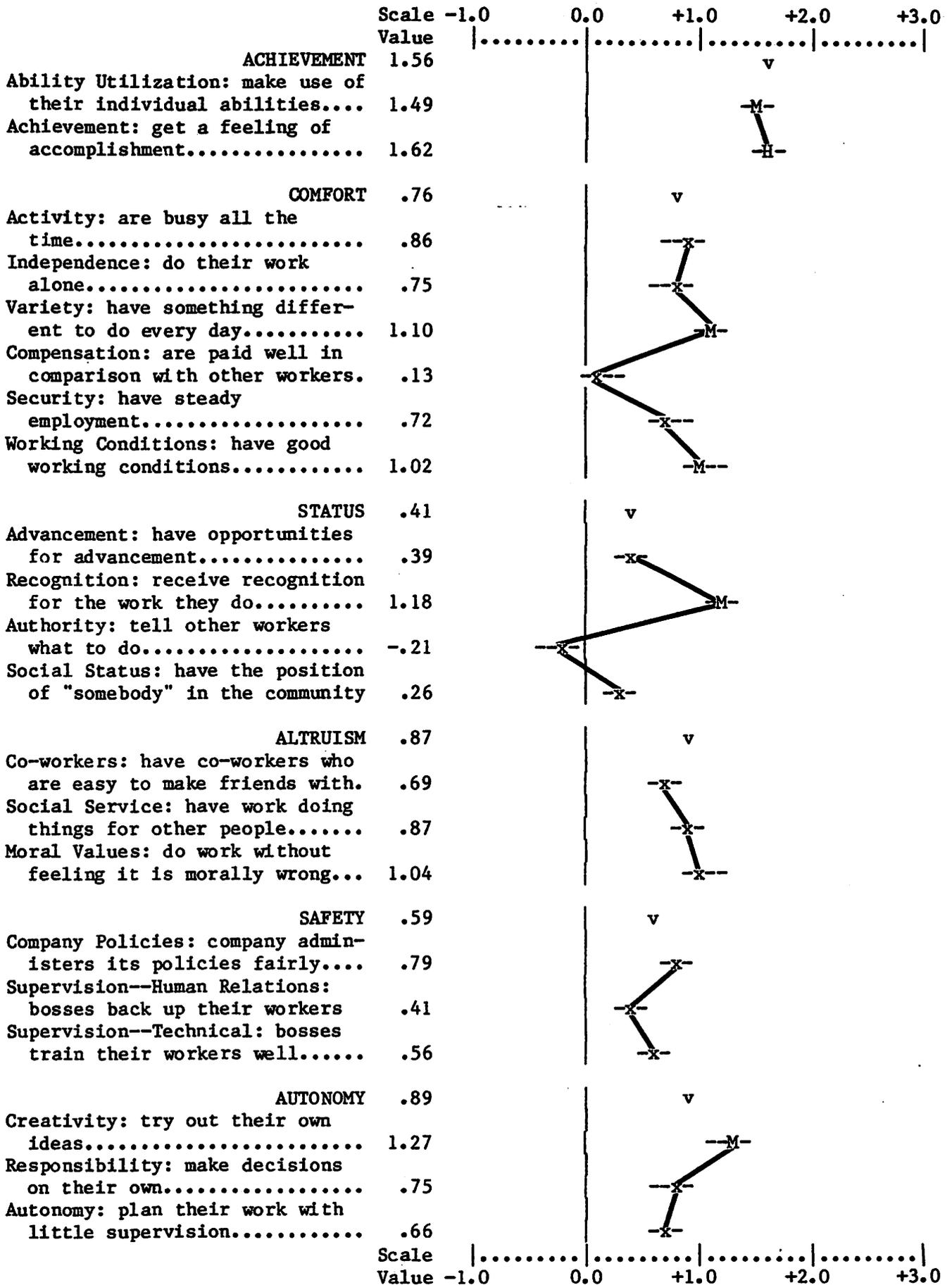
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.38	.31	.45	.31	1.03
2. Achievement	1.05	.98	1.13	.02	3.00
3. Activity	-.55	-.62	-.48	.94	1.53
4. Advancement .....	.83	.76	.90	.02	2.26
5. Authority	-.49	-.56	-.43	.82	1.41
6. Company Policies .....	.79	.73	.85	.04	2.40
7. Compensation	-.01	-.10	.09	.67	.01
8. Co-Workers .....	.84	.78	.90	.02	2.59
9. Creativity	-.06	-.11	-.00	.47	.18
10. Independence	-.73	-.81	-.66	.94	2.05
11. Moral Values .....	.76	.65	.86	.04	1.59
12. Recognition .....	.49	.42	.56	.24	1.30
13. Responsibility .....	.12	.04	.19	.55	.30
14. Security	1.74	1.65	1.85	.00	5.42
15. Social Service	1.23	1.14	1.31	.00	3.37
16. Social Status .....	.13	.05	.21	.43	.31
17. Supervision-Hum.-Rel. ...	.80	.75	.85	.00	2.67
18. Supervision-Technical ...	.93	.88	.99	.02	2.97
19. Variety .....	.37	.28	.46	.41	.84
20. Working Conditions .....	.69	.59	.79	.20	1.50
21. Autonomy	-.11	-.19	-.03	.78	.27

N = 49 Raters

1968

FLORAL DESIGNER (FLORIST)



FLORAL DESIGNER (FLORIST)

O.A.P. = 2

D.O.T. = 142.081-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

GET A FEELING OF ACCOMPLISHMENT

Make use of their individual abilities

Try out their own ideas

Receive recognition for the work they do

Have something different to do every day

Have good working conditions

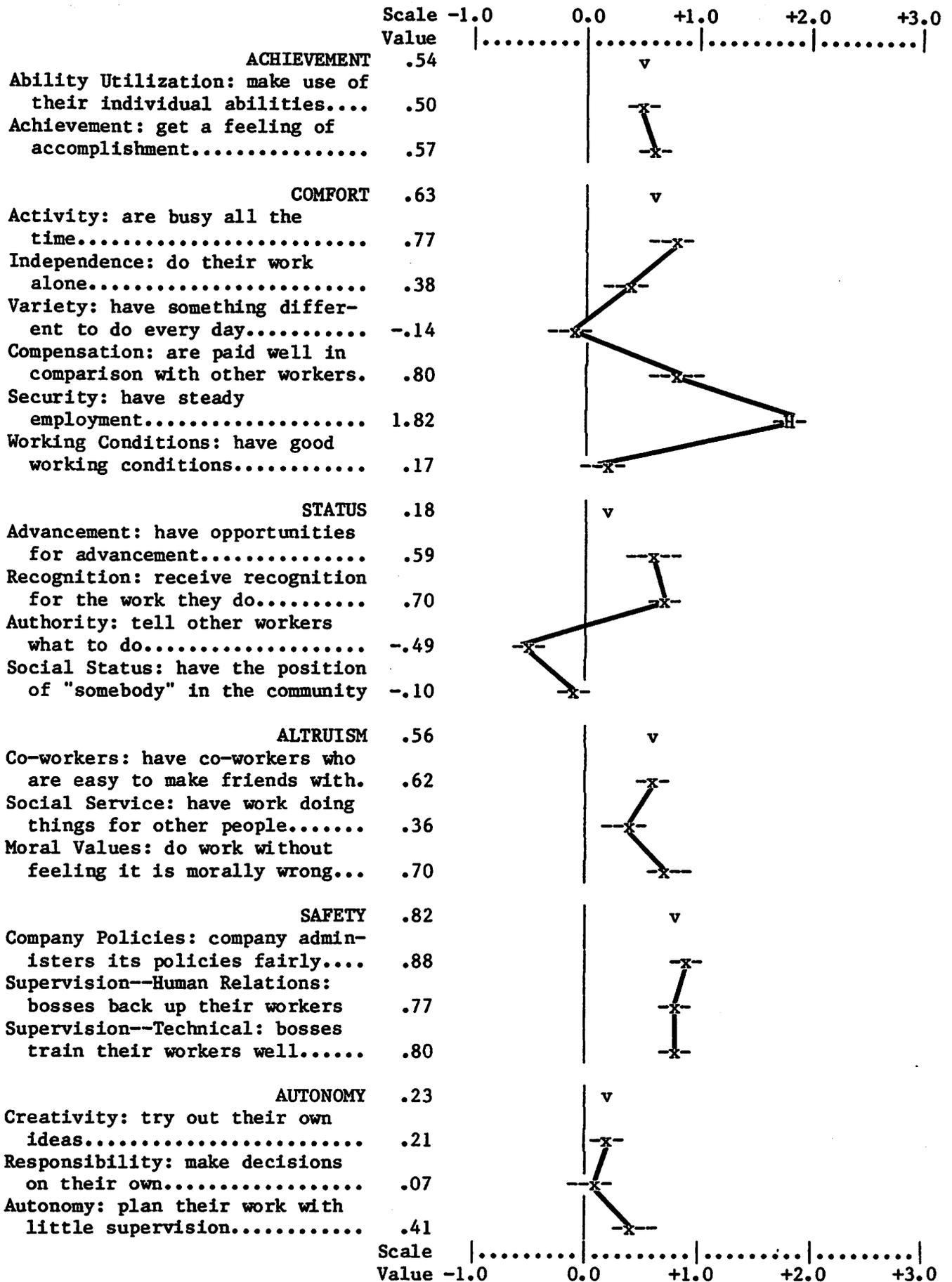
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.49	1.37	1.62	.04	3.86
2. Achievement	1.62	1.54	1.70	.04	5.82
3. Activity .....	.86	.71	1.01	.26	1.66
4. Advancement .....	.39	.27	.50	.35	.86
5. Authority	-.21	-.37	-.07	.78	.41
6. Company Policies .....	.79	.68	.91	.17	1.84
7. Compensation .....	.13	-.04	.29	.57	.23
8. Co-Workers .....	.69	.59	.78	.04	1.81
9. Creativity	1.27	1.12	1.43	.13	2.66
10. Independence .....	.75	.62	.89	.26	1.54
11. Moral Values	1.04	.88	1.20	.04	2.01
12. Recognition	1.18	1.11	1.25	.00	3.96
13. Responsibility .....	.75	.64	.87	.17	1.72
14. Security .....	.72	.55	.88	.30	1.28
15. Social Service .....	.87	.75	.98	.13	2.03
16. Social Status .....	.26	.16	.35	.30	.66
17. Supervision-Hum.-Rel. ...	.41	.29	.53	.22	.90
18. Supervision-Technical ...	.56	.45	.67	.26	1.30
19. Variety	1.10	.99	1.20	.13	2.84
20. Working Conditions	1.02	.89	1.15	.13	2.30
21. Autonomy .....	.66	.55	.77	.17	1.55

N = 22 Raters

1972

FOUNDRY WORKER, GENERAL



FOUNDRY WORKER, GENERAL

O.A.P. = 34

D.O.T. = 519.687-022

Occupations with Similar Reinforcers: See Cluster E

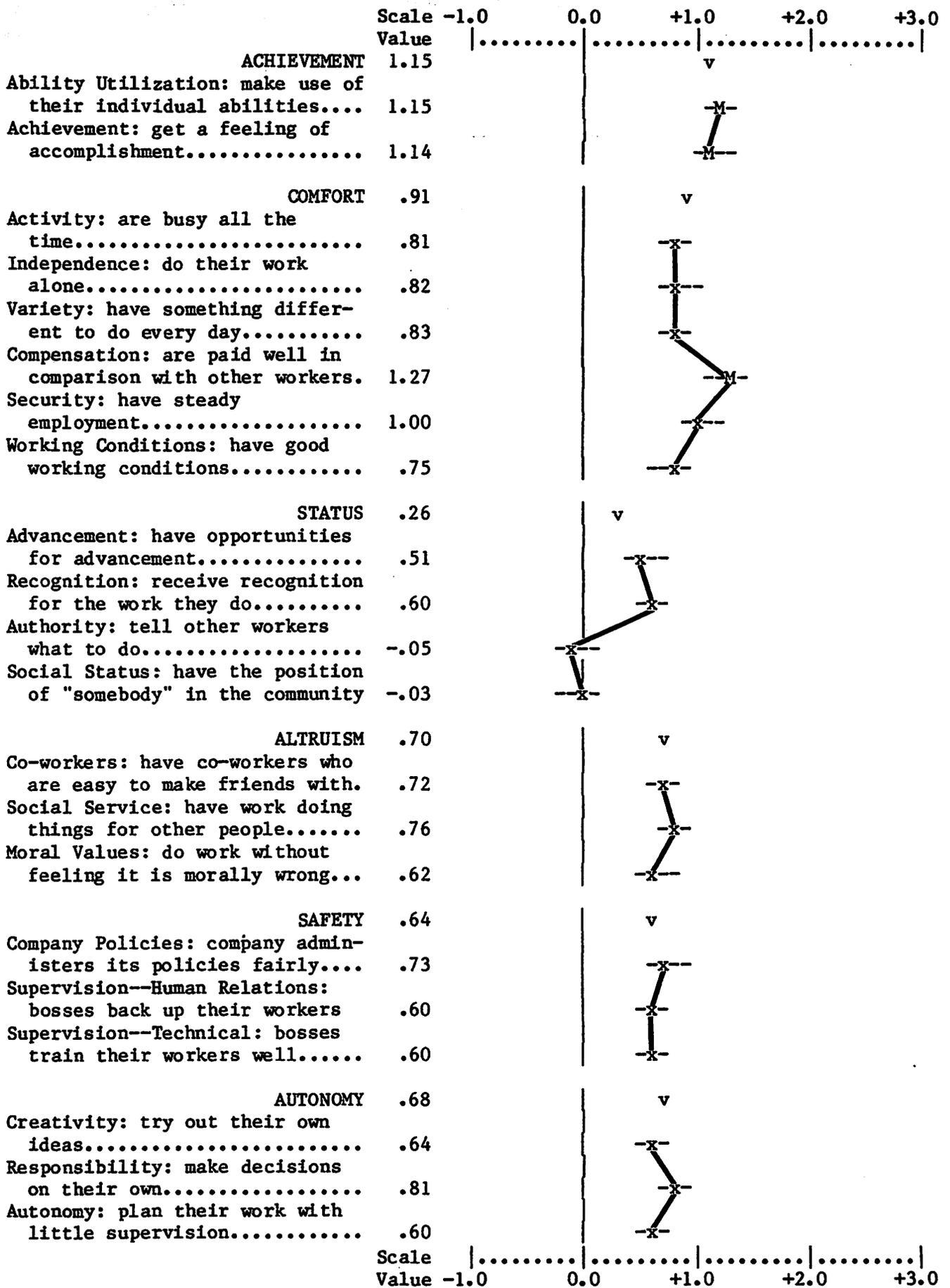
Descriptive Characteristics

HAVE STEADY EMPLOYMENT

ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.50	.39	.61	.15	1.39
2. Achievement .....	.57	.49	.65	.10	1.92
3. Activity .....	.77	.62	.92	.30	1.75
4. Advancement .....	.59	.42	.76	.20	1.21
5. Authority	-.49	-.61	-.38	.85	1.42
6. Company Policies .....	.88	.79	.98	0.00	2.96
7. Compensation .....	.80	.64	.96	.30	1.78
8. Co-Workers .....	.62	.51	.72	.05	1.81
9. Creativity .....	.21	.09	.34	.55	.54
10. Independence .....	.38	.22	.54	.50	.82
11. Moral Values .....	.70	.56	.85	.15	1.65
12. Recognition .....	.70	.60	.81	.05	2.06
13. Responsibility .....	.07	-.07	.20	.70	.17
14. Security	1.82	1.71	1.94	0.00	7.26
15. Social Service .....	.36	.20	.52	.40	.77
16. Social Status	-.10	-.23	.02	.60	.25
17. Supervision-Hum.-Rel. ...	.77	.65	.89	0.00	2.13
18. Supervision-Technical ...	.80	.68	.93	0.00	2.14
19. Variety	-.14	-.29	-.00	.85	.33
20. Working Conditions .....	.17	.01	.33	.45	.36
21. Autonomy .....	.41	.27	.55	.35	.94

FURNACE INSTALLER-AND-REPAIRER



FURNACE INSTALLER-AND-REPAIRER

O.A.P. = 21

D.O.T. = 869.281-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

Are paid well in comparison with other workers

Make use of their individual abilities

Get a feeling of accomplishment

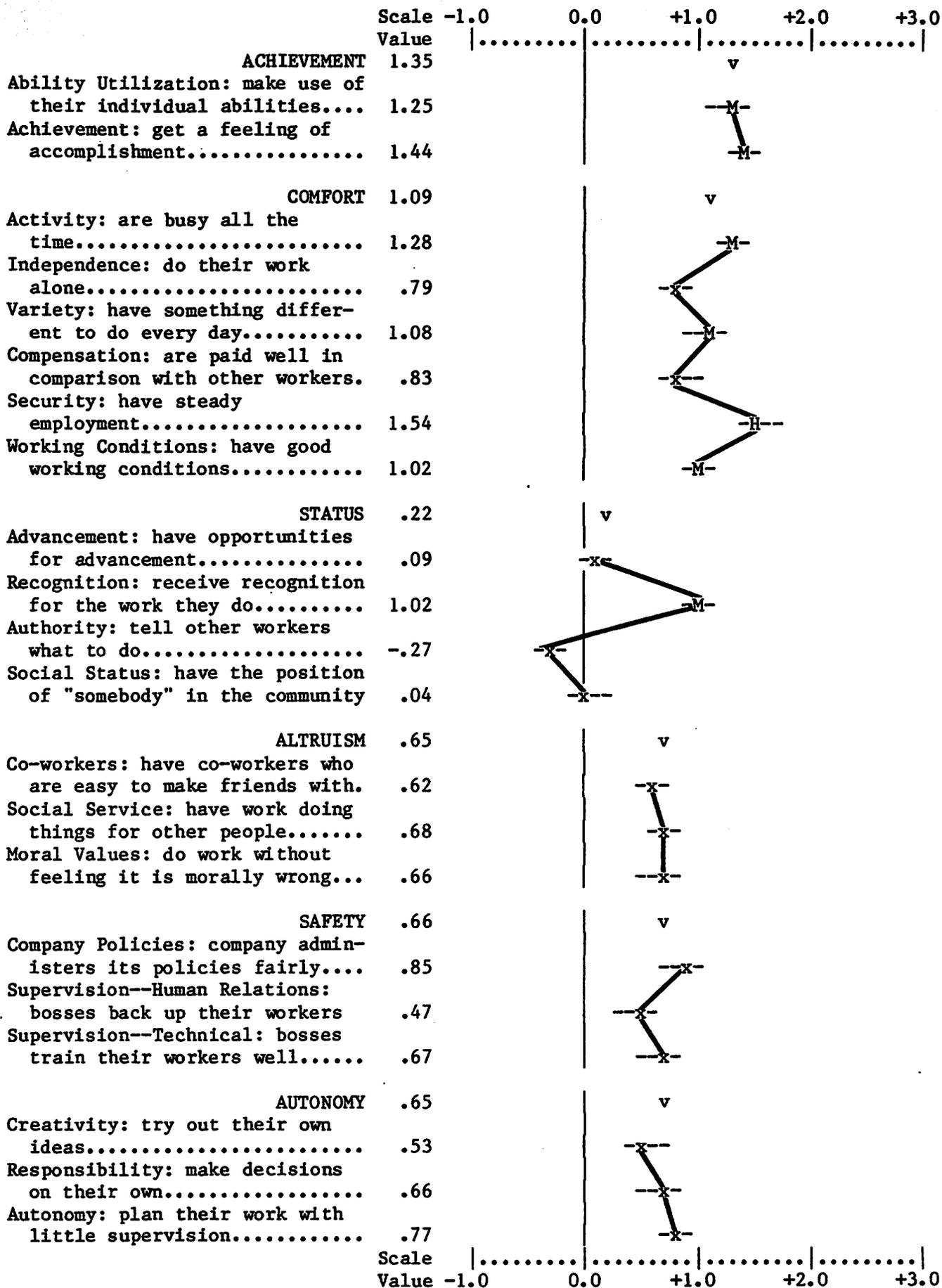
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.15	1.05	1.25	.04	2.81
2. Achievement	1.14	1.03	1.25	.00	2.65
3. Activity .....	.81	.68	.94	.24	1.57
4. Advancement .....	.51	.36	.65	.40	.89
5. Authority	-.05	-.20	.09	.68	.08
6. Company Policies .....	.73	.61	.85	.12	1.46
7. Compensation	1.27	1.14	1.40	.08	2.71
8. Co-Workers .....	.72	.61	.83	.04	1.56
9. Creativity .....	.64	.54	.74	.20	1.46
10. Independence .....	.82	.66	.98	.32	1.37
11. Moral Values .....	.62	.48	.76	.16	1.11
12. Recognition .....	.60	.51	.69	.20	1.42
13. Responsibility .....	.81	.69	.92	.20	1.69
14. Security	1.00	.85	1.15	.16	1.84
15. Social Service .....	.76	.66	.87	.16	1.70
16. Social Status	-.03	-.19	.12	.60	.05
17. Supervision-Hum.-Rel. ...	.60	.47	.73	.12	1.13
18. Supervision-Technical ...	.60	.48	.72	.32	1.21
19. Variety .....	.83	.73	.94	.28	1.86
20. Working Conditions .....	.75	.62	.88	.24	1.43
21. Autonomy .....	.60	.50	.70	.40	1.33

N = 25 Raters

1972

FURNITURE UPHOLSTERER



FURNITURE UPHOLSTERER

O.A.P. = 21

D.O.T. = 780.381-018

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Get a feeling of accomplishment

Are busy all the time

Make use of their individual abilities

Have something different to do every day

Receive recognition for the work they do

Have good working conditions

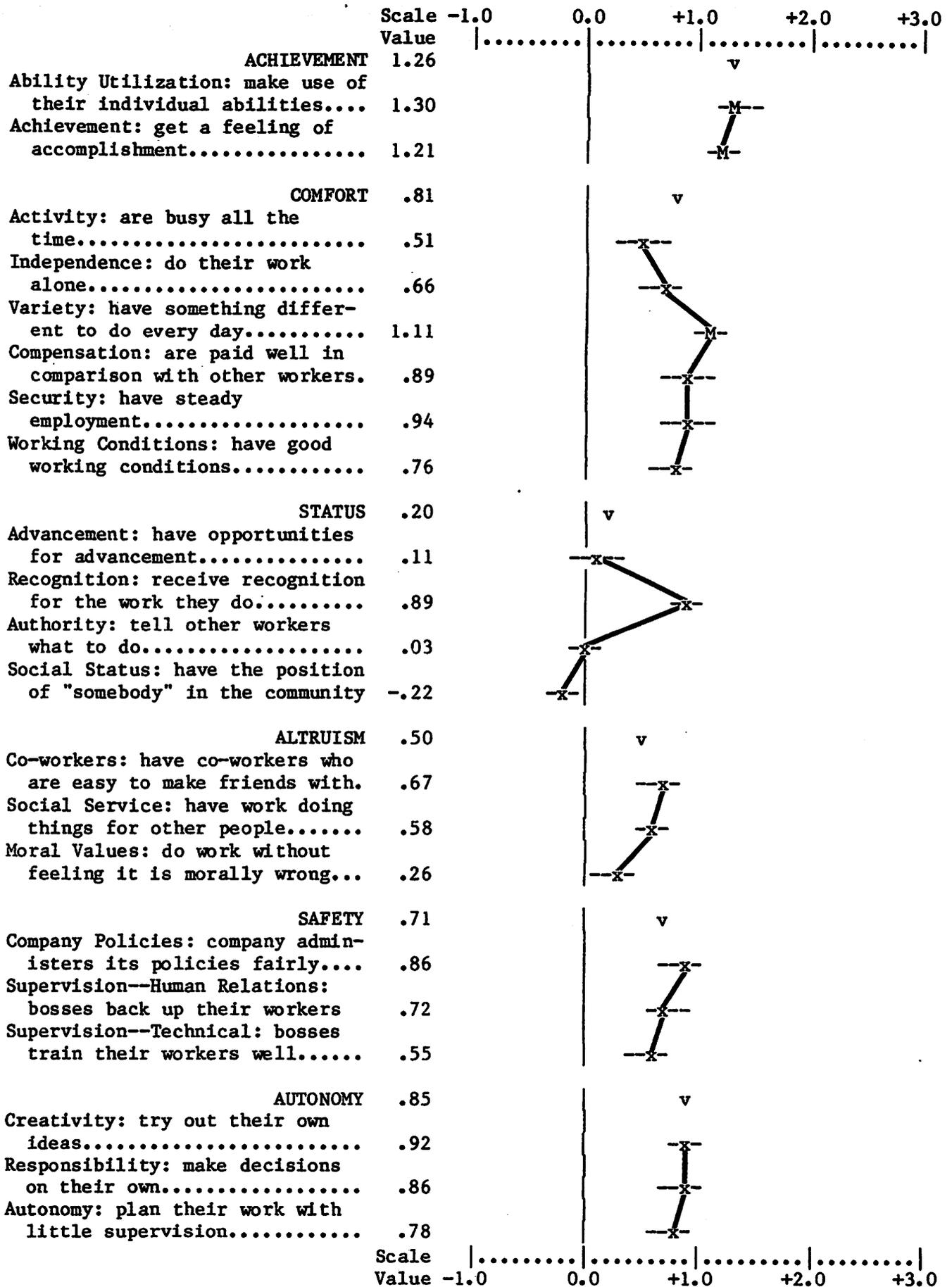
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.25	1.11	1.40	.05	2.72
2. Achievement	1.44	1.34	1.54	0.00	4.01
3. Activity	1.28	1.20	1.37	0.00	3.80
4. Advancement .....	.09	-.03	.21	.60	.20
5. Authority	-.27	-.39	-.17	.85	.65
6. Company Policies .....	.85	.70	.99	.10	1.68
7. Compensation .....	.83	.68	.98	.20	1.62
8. Co-Workers .....	.62	.51	.74	.10	1.40
9. Creativity .....	.53	.38	.68	.40	.98
10. Independence .....	.79	.66	.93	.20	1.63
11. Moral Values .....	.66	.50	.82	.05	1.19
12. Recognition	1.02	.91	1.13	.10	2.51
13. Responsibility .....	.66	.51	.81	.35	1.25
14. Security	1.54	1.39	1.71	0.00	3.47
15. Social Service .....	.68	.55	.81	.15	1.39
16. Social Status .....	.04	-.13	.20	.60	.08
17. Supervision-Hum.-Rel. ...	.47	.32	.61	.20	.89
18. Supervision-Technical ...	.67	.53	.81	.25	1.35
19. Variety	1.08	.93	1.23	.15	2.18
20. Working Conditions	1.02	.90	1.13	.05	2.39
21. Autonomy .....	.77	.65	.88	.20	1.73

N = 20 Raters

1985

GLAZIER (GLASS INSTALLER)



GLAZIER (GLASS INSTALLER)

O.A.P. = 26

D.O.T. = 865.381-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

Make use of their individual abilities

Get a feeling of accomplishment

Have something different to do every day

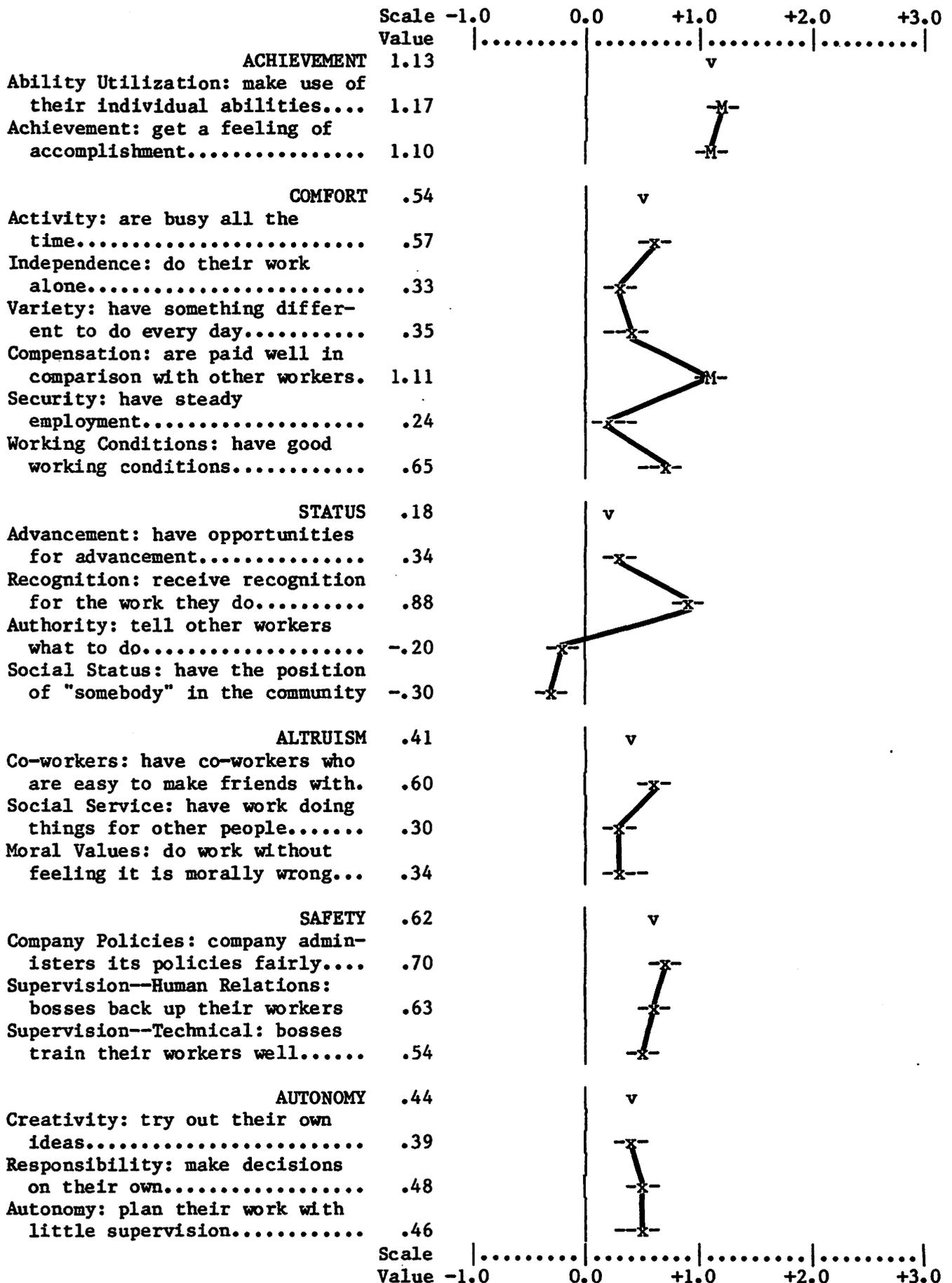
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.30	1.16	1.45	.05	3.01
2. Achievement	1.21	1.10	1.33	.05	3.15
3. Activity .....	.51	.34	.68	.42	.91
4. Advancement .....	.11	-.05	.25	.68	.21
5. Authority .....	.03	-.07	.12	.79	.08
6. Company Policies .....	.86	.74	.99	.16	2.01
7. Compensation .....	.89	.71	1.08	.16	1.58
8. Co-Workers .....	.67	.52	.82	.11	1.36
9. Creativity .....	.92	.80	1.04	.00	2.17
10. Independence .....	.66	.51	.82	.32	1.30
11. Moral Values .....	.26	.09	.41	.16	.48
12. Recognition .....	.89	.81	.98	.16	2.58
13. Responsibility .....	.86	.71	1.02	.16	1.72
14. Security .....	.94	.74	1.14	.16	1.59
15. Social Service .....	.58	.47	.70	.16	1.37
16. Social Status	-.22	-.31	-.13	.53	.59
17. Supervision-Hum.-Rel. ...	.72	.58	.86	.21	1.50
18. Supervision-Technical ...	.55	.44	.67	.32	1.32
19. Variety	1.11	1.00	1.22	.05	2.95
20. Working Conditions .....	.76	.62	.90	.21	1.63
21. Autonomy .....	.78	.62	.93	.26	1.53

N = 19 Raters

1972

HEAVY EQUIPMENT OPERATOR (CONSTRUCTION)



HEAVY EQUIPMENT OPERATOR (CONSTRUCTION)

O.A.P. = 28

D.O.T. = 859.683-010

Occupations with Similar Reinforcers: See Cluster B

Descriptive Characteristics

Make use of their individual abilities

Are paid well in comparison with other workers

Get a feeling of accomplishment

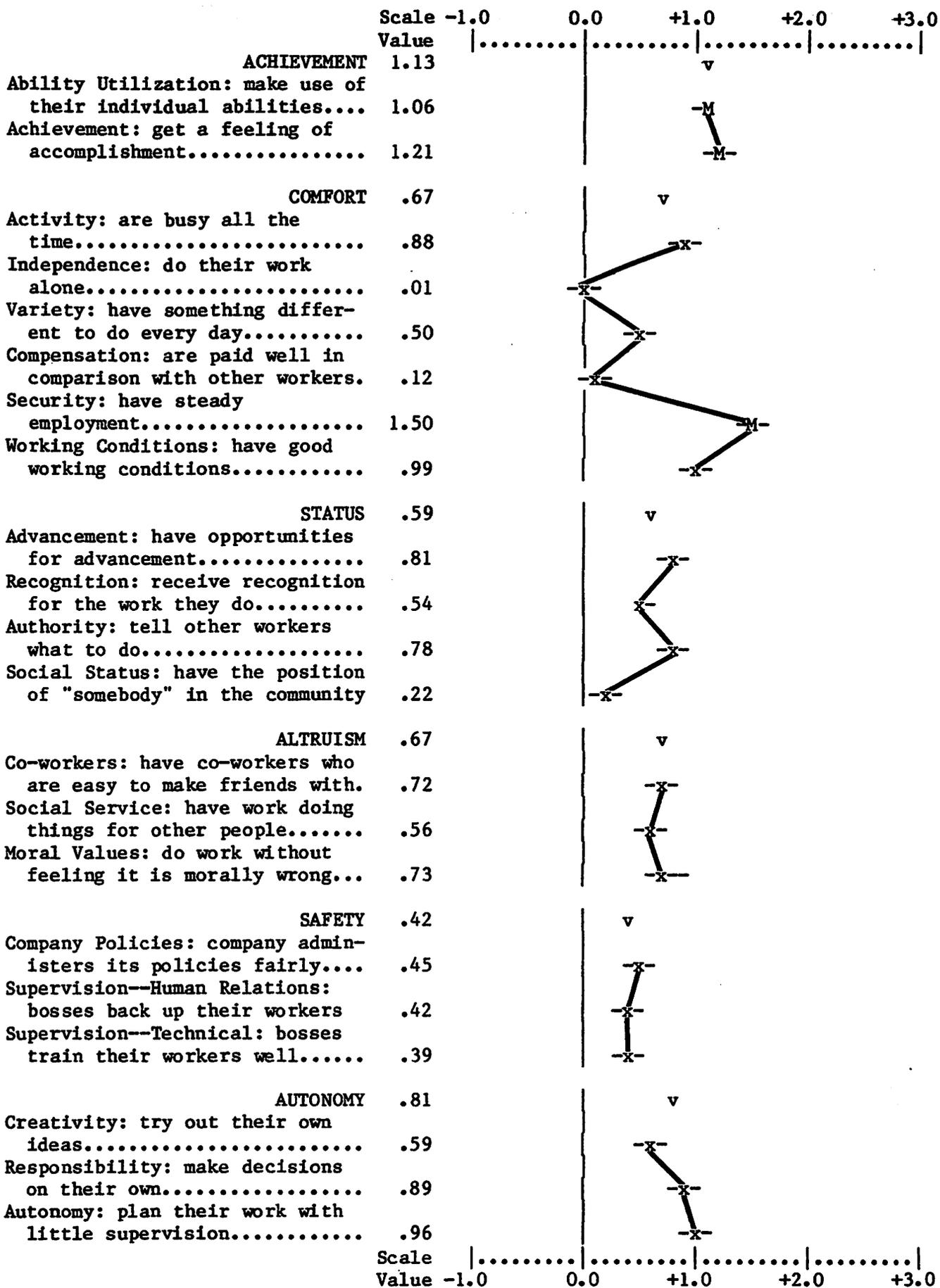
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.17	1.06	1.28	.03	2.84
2. Achievement	1.10	1.01	1.20	.07	2.86
3. Activity .....	.57	.46	.68	.27	1.23
4. Advancement .....	.34	.24	.44	.47	.78
5. Authority	-.20	-.32	-.08	.73	.41
6. Company Policies .....	.70	.61	.80	.13	1.70
7. Compensation	1.11	1.01	1.23	.03	2.69
8. Co-Workers .....	.60	.50	.70	.10	1.39
9. Creativity .....	.39	.30	.47	.33	1.00
10. Independence .....	.33	.22	.44	.43	.72
11. Moral Values .....	.34	.23	.45	.10	.73
12. Recognition .....	.88	.77	.99	.20	2.01
13. Responsibility .....	.48	.38	.58	.37	1.12
14. Security .....	.24	.09	.38	.70	.41
15. Social Service .....	.30	.18	.41	.30	.61
16. Social Status	-.30	-.42	-.19	.57	.65
17. Supervision-Hum.-Rel. ...	.63	.52	.74	.13	1.37
18. Supervision-Technical ...	.54	.44	.63	.23	1.29
19. Variety .....	.35	.23	.47	.50	.71
20. Working Conditions .....	.65	.54	.76	.23	1.40
21. Autonomy .....	.46	.34	.58	.47	.94

N = 30 Raters

1968

HIGHWAY ENGINEER



HIGHWAY ENGINEER

O.A.P. = 17

D.O.T. = 005.061-038

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

Have steady employment

Get a feeling of accomplishment

Make use of their individual abilities

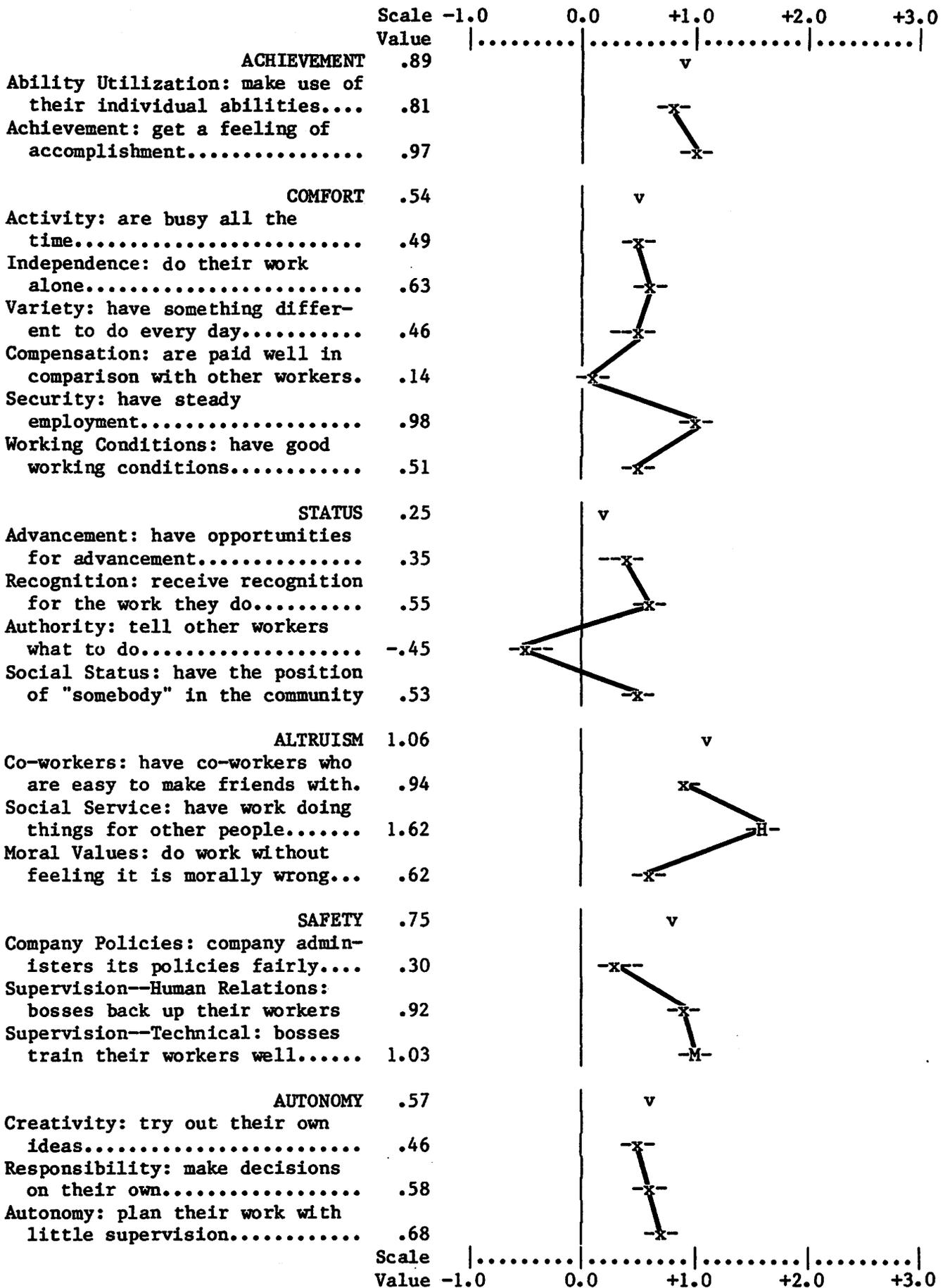
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.06	.97	1.14	.10	2.37
2. Achievement	1.21	1.14	1.29	.05	2.98
3. Activity .....	.88	.77	1.00	.25	1.58
4. Advancement .....	.81	.71	.91	.17	1.57
5. Authority .....	.78	.69	.88	.12	1.59
6. Company Policies .....	.45	.35	.55	.38	.83
7. Compensation .....	.12	.01	.21	.47	.22
8. Co-Workers .....	.72	.62	.83	.05	1.34
9. Creativity .....	.59	.50	.68	.20	1.16
10. Independence .....	.01	-.10	.12	.82	.02
11. Moral Values .....	.73	.62	.85	.13	1.26
12. Recognition .....	.54	.45	.62	.30	1.10
13. Responsibility .....	.89	.79	.98	.20	1.79
14. Security	1.50	1.39	1.62	.00	3.18
15. Social Service .....	.56	.46	.66	.22	1.03
16. Social Status .....	.22	.11	.32	.47	.40
17. Supervision-Hum.-Rel. ...	.42	.33	.51	.30	.82
18. Supervision-Technical ...	.39	.30	.47	.25	.77
19. Variety .....	.50	.39	.60	.32	.91
20. Working Conditions .....	.99	.90	1.08	.10	2.10
21. Autonomy .....	.96	.86	1.06	.25	1.86

N = 40 Raters

1972

HOME ATTENDANT



HOME ATTENDANT

O.A.P. = 51

D.O.T. = 354.377-014

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Have bosses who train their workers well

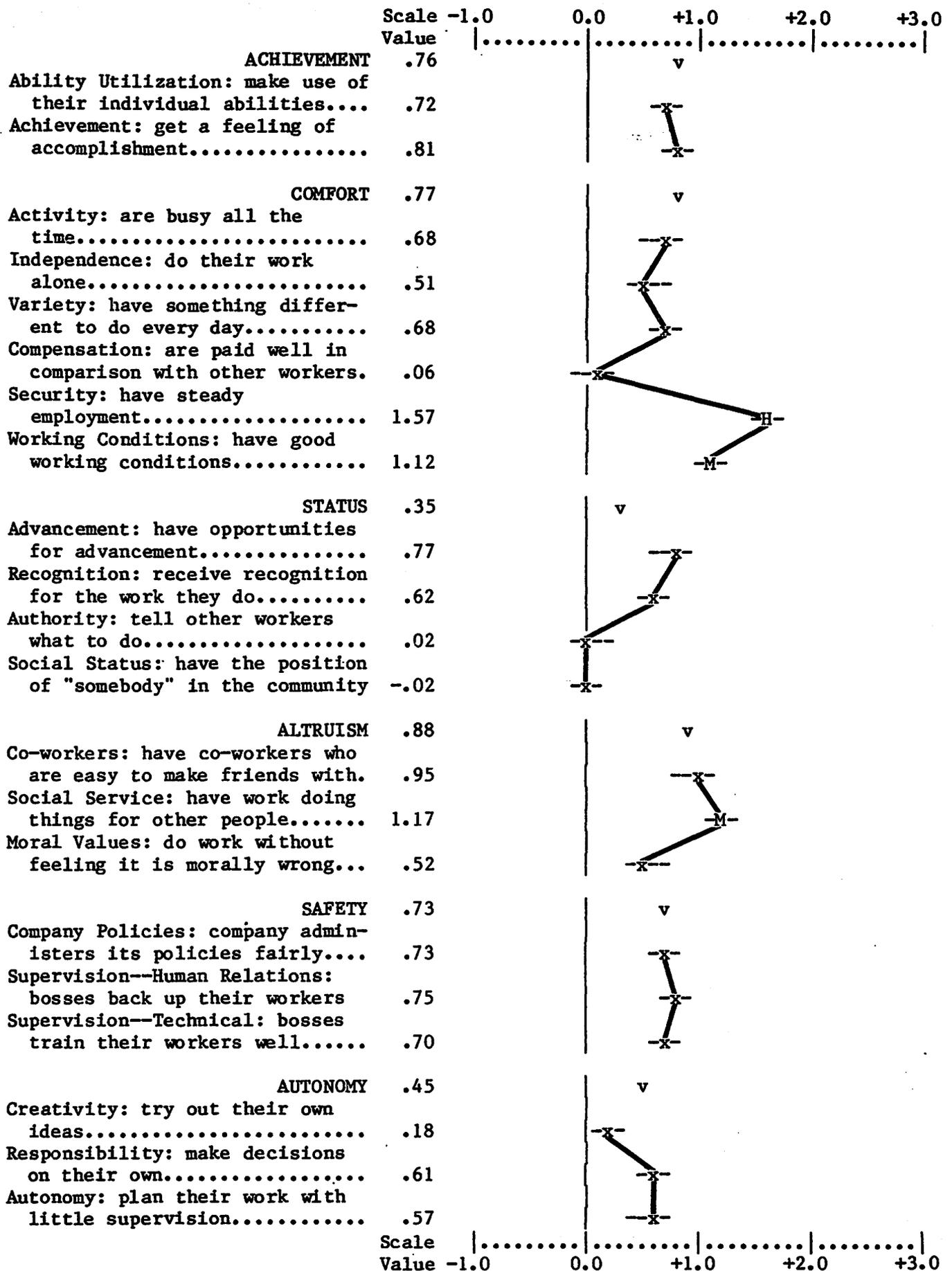
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.81	.71	.91	.07	1.88
2. Achievement .....	.97	.87	1.08	.03	2.23
3. Activity .....	.49	.36	.62	.45	.91
4. Advancement .....	.35	.24	.45	.52	.75
5. Authority	-.45	-.59	-.32	.93	.89
6. Company Policies .....	.30	.15	.45	.41	.30
7. Compensation .....	.14	.03	.24	.45	.29
8. Co-Workers .....	.94	.86	1.02	0.00	2.57
9. Creativity .....	.46	.37	.56	.31	1.06
10. Independence .....	.63	.53	.73	.10	1.41
11. Moral Values .....	.62	.52	.72	.17	1.37
12. Recognition .....	.55	.45	.65	.31	1.25
13. Responsibility .....	.58	.48	.69	.34	1.25
14. Security .....	.98	.89	1.07	.03	2.44
15. Social Service	1.62	1.52	1.72	0.00	4.66
16. Social Status .....	.53	.41	.64	.31	1.08
17. Supervision-Hum.-Rel. ...	.92	.83	1.02	.10	2.21
18. Supervision-Technical ...	1.03	.93	1.13	.10	2.55
19. Variety .....	.46	.34	.57	.41	.92
20. Working Conditions .....	.51	.40	.62	.24	1.09
21. Autonomy .....	.68	.56	.79	.24	1.42

N = 29 Raters

1985

HOTEL CLERK



HOTEL CLERK

O.A.P. = 38

D.O.T. = 238.362-010

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

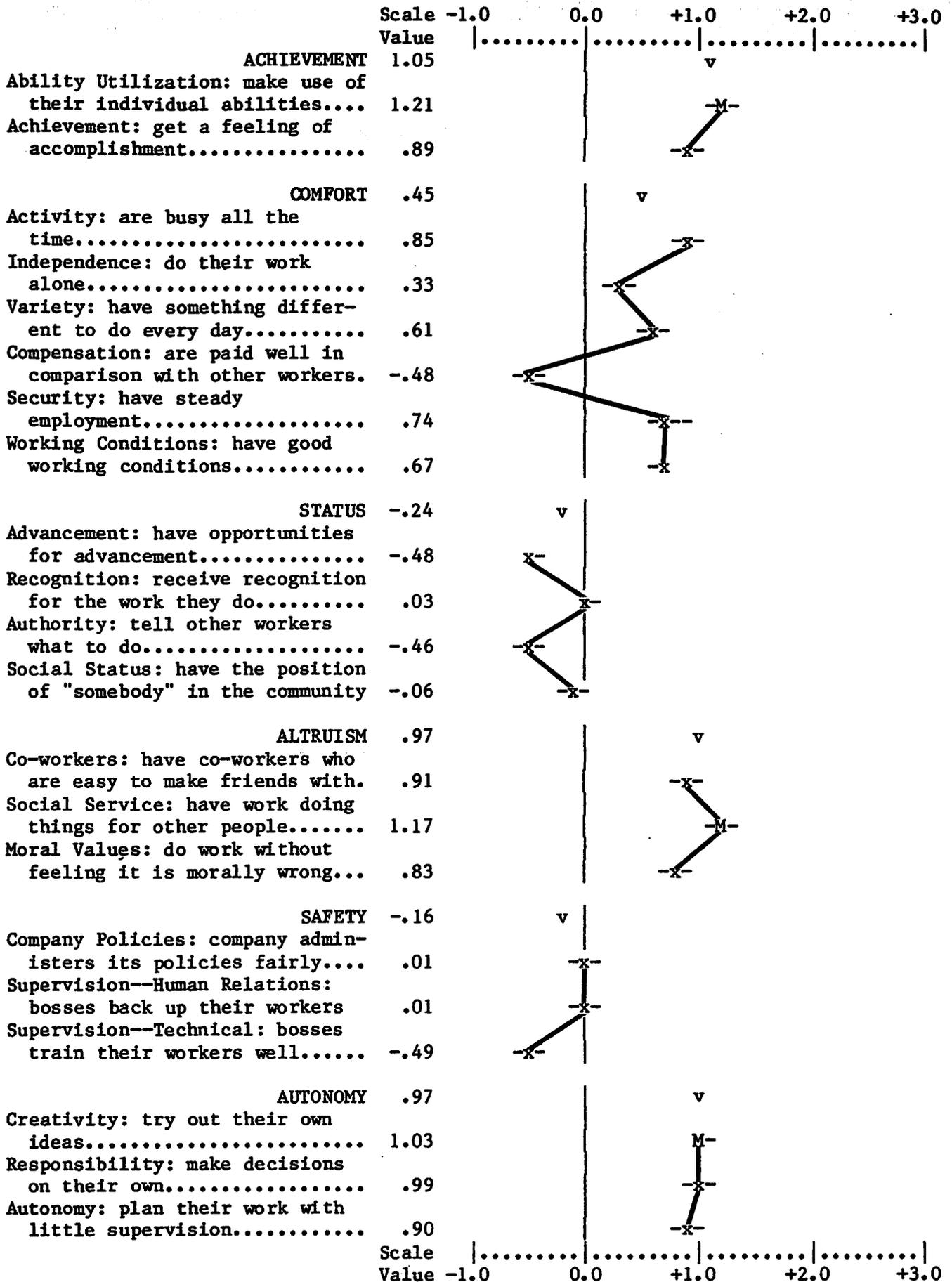
Have work where they do things for other people

Have good working conditions

ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.72	.62	.82	.22	1.54
2. Achievement .....	.81	.72	.89	.07	1.98
3. Activity .....	.68	.54	.82	.44	1.22
4. Advancement .....	.77	.62	.93	.22	1.27
5. Authority .....	.02	-.14	.16	.63	.03
6. Company Policies .....	.73	.61	.84	.19	1.44
7. Compensation .....	.06	-.07	.17	.52	.10
8. Co-Workers .....	.95	.83	1.07	.04	1.96
9. Creativity .....	.18	.06	.29	.52	.35
10. Independence .....	.51	.37	.65	.37	.89
11. Moral Values .....	.52	.36	.68	.15	.84
12. Recognition .....	.62	.52	.72	.22	1.33
13. Responsibility .....	.61	.51	.72	.26	1.29
14. Security	1.57	1.46	1.70	.04	3.83
15. Social Service	1.17	1.08	1.28	.00	2.78
16. Social Status	-.02	-.12	.07	.52	.04
17. Supervision-Hum.-Rel. ...	.75	.65	.85	.15	1.67
18. Supervision-Technical ...	.70	.61	.80	.22	1.54
19. Variety .....	.68	.55	.81	.19	1.23
20. Working Conditions	1.12	1.03	1.22	.04	2.75
21. Autonomy .....	.57	.44	.69	.37	1.09

INSTRUCTOR, PHYSICAL EDUCATION



INSTRUCTOR, PHYSICAL EDUCATION

O.A.P. = 53

D.O.T. = 099.224-010

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

Make use of their individual abilities

Have work where they do things for other people

Try out their own ideas

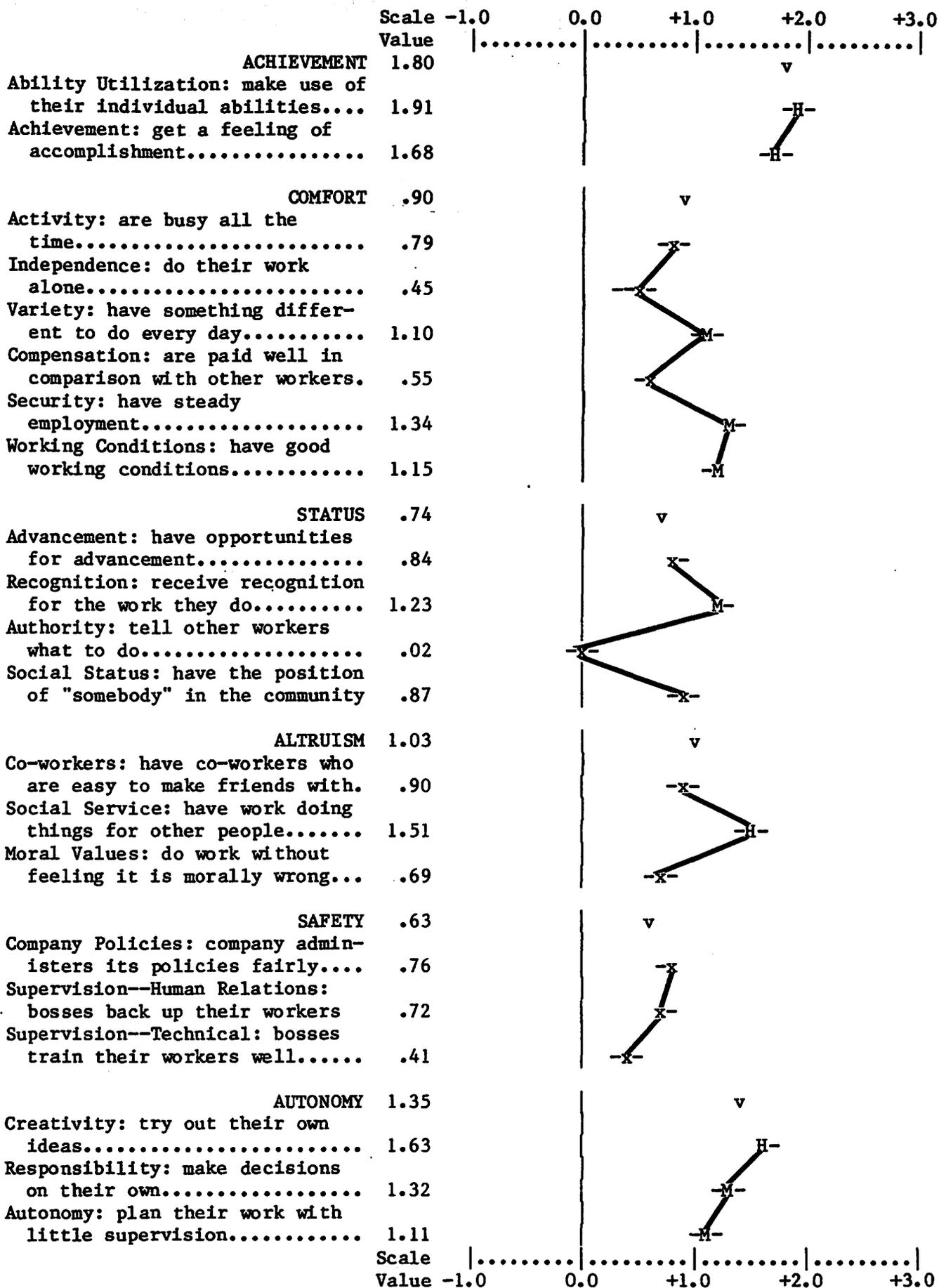
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.21	1.13	1.29	.03	3.49
2. Achievement .....	.89	.79	.98	.08	2.13
3. Activity .....	.85	.76	.95	.20	2.01
4. Advancement	-.48	-.54	-.41	.83	1.39
5. Authority	-.46	-.58	-.35	.80	.99
6. Company Policies .....	.01	-.07	.08	.35	.02
7. Compensation	-.48	-.58	-.38	.80	1.12
8. Co-Workers' .....	.91	.84	.99	.08	2.53
9. Creativity	1.03	.96	1.11	.03	2.92
10. Independence .....	.33	.23	.44	.40	.71
11. Moral Values .....	.83	.72	.94	.03	1.78
12. Recognition .....	.03	-.04	.10	.68	.09
13. Responsibility .....	.99	.92	1.07	.10	2.84
14. Security .....	.74	.63	.85	.18	1.54
15. Social Service	1.17	1.09	1.26	.03	3.27
16. Social Status	-.06	-.15	.04	.63	.13
17. Supervision-Hum.-Rel. ...	.01	-.05	.06	.45	.02
18. Supervision-Technical ...	-.49	-.56	-.43	.85	1.49
19. Variety .....	.61	.52	.69	.20	1.51
20. Working Conditions .....	.67	.60	.74	.10	1.94
21. Autonomy .....	.90	.82	.98	.05	2.44

N = 40 Raters

1985

INSTRUCTOR, VOCATIONAL SCHOOL



INSTRUCTOR, VOCATIONAL SCHOOL

O. A. P. = 53

D. O. T. = 097.227-014

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

GET A FEELING OF ACCOMPLISHMENT

TRY OUT THEIR OWN IDEAS

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Have steady employment

Make decisions on their own

Receive recognition for the work they do

Have good working conditions

Plan their work with little supervision

Have something different to do every day

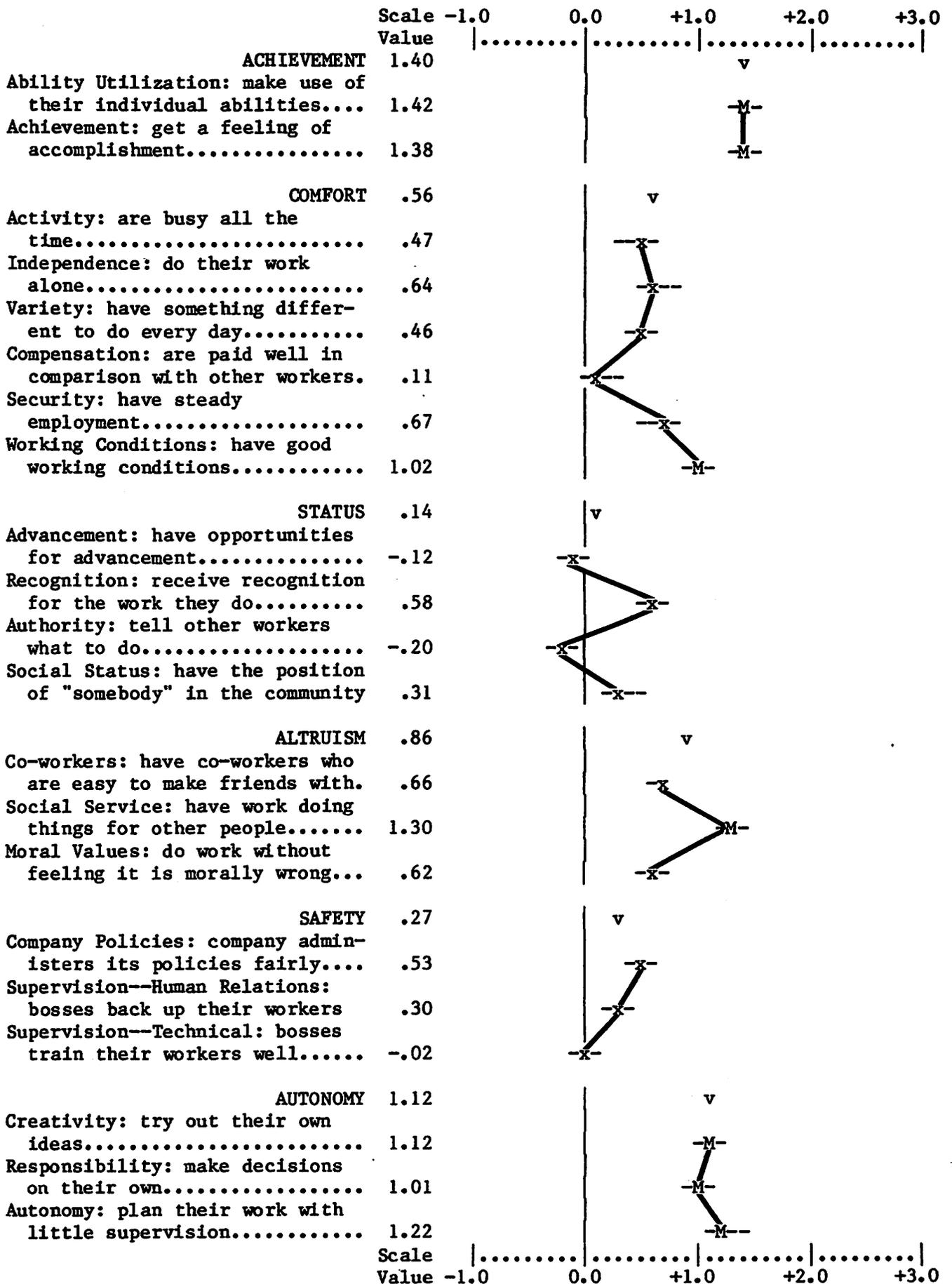
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.91	1.84	1.99	.00	6.62
2. Achievement	1.68	1.59	1.78	.03	4.52
3. Activity .....	.79	.70	.89	.21	1.72
4. Advancement .....	.84	.75	.94	.18	1.80
5. Authority .....	.02	-.11	.13	.66	.03
6. Company Policies .....	.76	.69	.82	.11	2.14
7. Compensation .....	.55	.45	.64	.34	1.17
8. Co-Workers .....	.90	.84	.96	.03	2.67
9. Creativity	1.63	1.55	1.70	.00	5.07
10. Independence .....	.45	.33	.56	.66	.84
11. Moral Values .....	.69	.56	.81	.13	1.19
12. Recognition	1.23	1.15	1.32	.05	3.17
13. Responsibility	1.32	1.24	1.41	.03	3.48
14. Security	1.34	1.25	1.44	.03	3.25
15. Social Service	1.51	1.40	1.62	.03	3.42
16. Social Status .....	.87	.79	.95	.05	2.10
17. Supervision-Hum.-Rel. ...	.72	.65	.80	.05	1.86
18. Supervision-Technical ...	.41	.33	.48	.32	1.05
19. Variety	1.10	1.02	1.17	.13	3.00
20. Working Conditions	1.15	1.07	1.23	.03	3.04
21. Autonomy	1.11	1.01	1.22	.18	2.29

N = 38 Raters

1968

INSTRUCTOR, VOCATIONAL TRAINING (BUSINESS SCHOOL)



INSTRUCTOR, VOCATIONAL TRAINING (BUSINESS SCHOOL)

O.A.P. = 53

D.O.T. = 097.227-014

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

Make use of their individual abilities

Get a feeling of accomplishment

Have work where they do things for other people

Plan their work with little supervision

Try out their own ideas

Have good working conditions

Make decisions on their own

Instructor, Vocational Training (B)

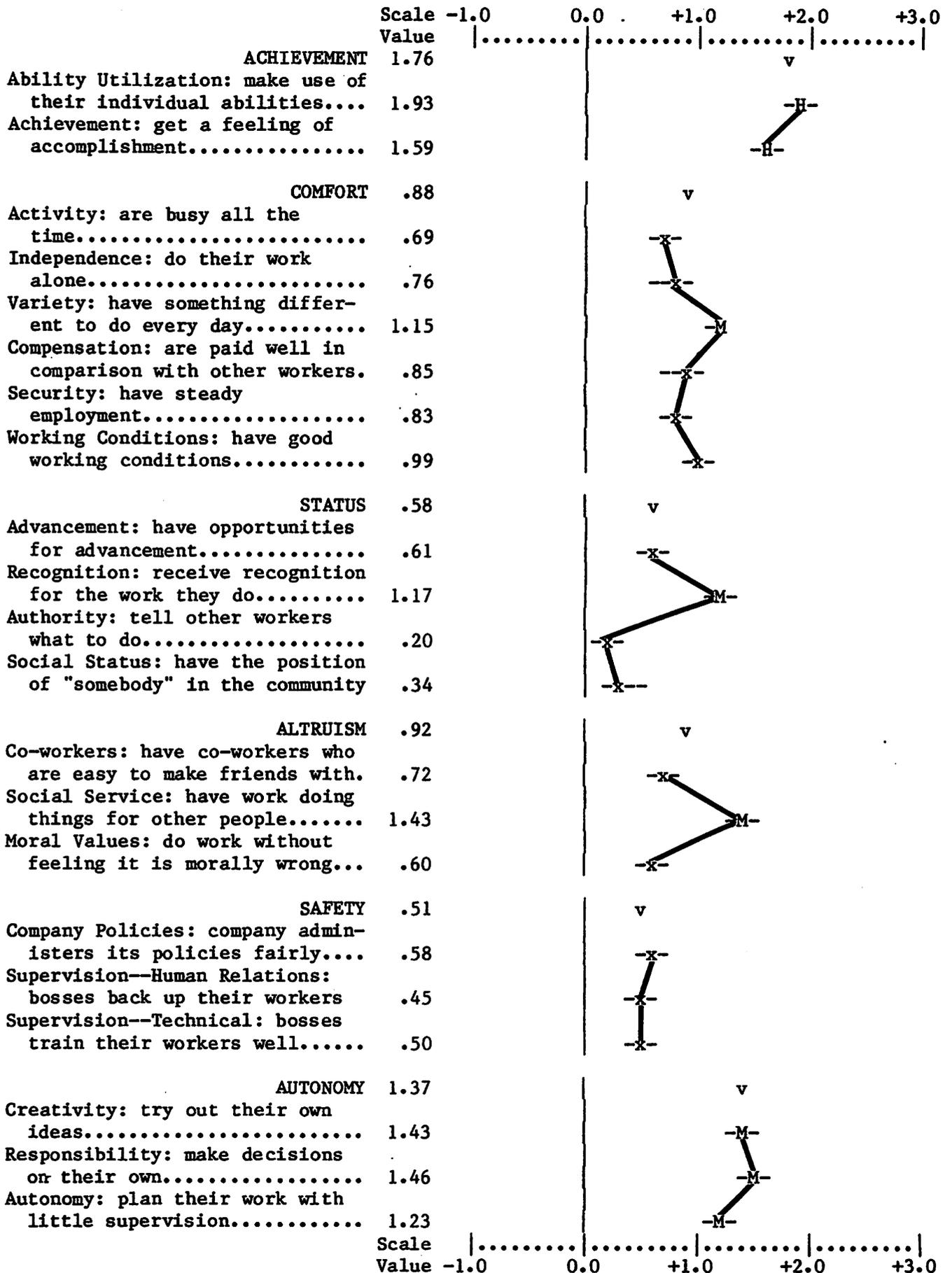
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.42	1.33	1.52	.00	4.04
2. Achievement	1.38	1.25	1.52	.07	3.25
3. Activity .....	.47	.33	.61	.33	.89
4. Advancement	-.12	-.24	-.01	.74	.26
5. Authority	-.20	-.34	-.07	.74	.39
6. Company Policies .....	.53	.44	.63	.15	1.31
7. Compensation .....	.11	-.03	.25	.56	.21
8. Co-Workers .....	.66	.58	.73	.07	1.91
9. Creativity	1.12	1.03	1.20	.04	3.15
10. Independence .....	.64	.50	.79	.30	1.19
11. Moral Values .....	.62	.52	.73	.04	1.42
12. Recognition .....	.58	.49	.68	.19	1.39
13. Responsibility	1.01	.91	1.11	.19	2.52
14. Security .....	.67	.53	.80	.19	1.27
15. Social Service	1.30	1.20	1.40	.04	3.45
16. Social Status .....	.31	.17	.45	.44	.58
17. Supervision-Hum.-Rel. ...	.30	.20	.40	.26	.71
18. Supervision-Technical ...	-.02	-.12	.07	.52	.05
19. Variety .....	.46	.35	.58	.48	.98
20. Working Conditions	1.02	.94	1.10	.04	2.95
21. Autonomy	1.22	1.11	1.35	.07	2.96

N = 27 Raters

1972

INTERIOR DESIGNER AND DECORATOR



INTERIOR DESIGNER AND DECORATOR

O.A.P. = 2

D.O.T. = 142.051-014

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

GET A FEELING OF ACCOMPLISHMENT

Make decisions on their own

Have work where they do things for other people

Try out their own ideas

Plan their work with little supervision

Receive recognition for the work they do

Have something different to do every day

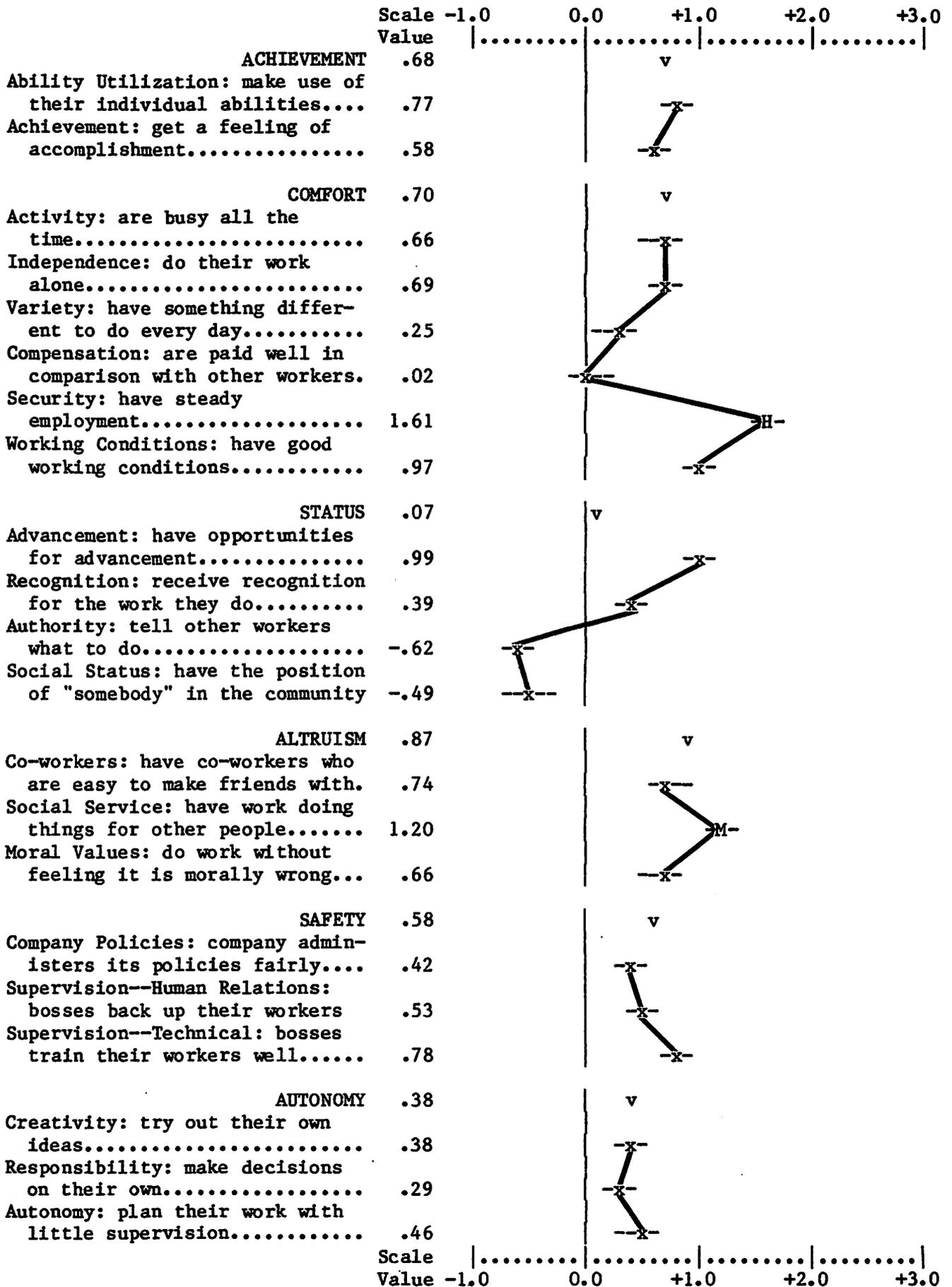
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.93	1.83	2.03	.00	6.37
2. Achievement	1.59	1.49	1.69	.00	4.49
3. Activity .....	.69	.57	.81	.48	1.42
4. Advancement .....	.61	.50	.72	.14	1.42
5. Authority .....	.20	.09	.31	.48	.46
6. Company Policies .....	.58	.47	.69	.17	1.33
7. Compensation .....	.85	.73	.97	.21	1.77
8. Co-Workers .....	.72	.62	.82	.07	1.70
9. Creativity	1.43	1.32	1.54	.00	3.58
10. Independence .....	.76	.63	.89	.41	1.50
11. Moral Values .....	.60	.46	.74	.24	1.13
12. Recognition	1.17	1.06	1.28	.03	2.87
13. Responsibility	1.46	1.36	1.56	.00	4.04
14. Security .....	.83	.72	.94	.17	1.88
15. Social Service	1.43	1.32	1.54	.00	3.47
16. Social Status .....	.34	.20	.47	.34	.63
17. Supervision-Hum.-Rel. ...	.45	.36	.55	.24	1.10
18. Supervision-Technical ...	.50	.39	.60	.38	1.08
19. Variety	1.15	1.05	1.24	.07	3.00
20. Working Conditions .....	.99	.90	1.09	.07	2.48
21. Autonomy	1.23	1.13	1.33	.14	3.18

N = 29 Raters

1972

JANITOR (PUBLIC SCHOOL)



JANITOR (PUBLIC SCHOOL)

O.A.P. = 29

D.O.T. = 382.664-010

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Have work where they do things for other people

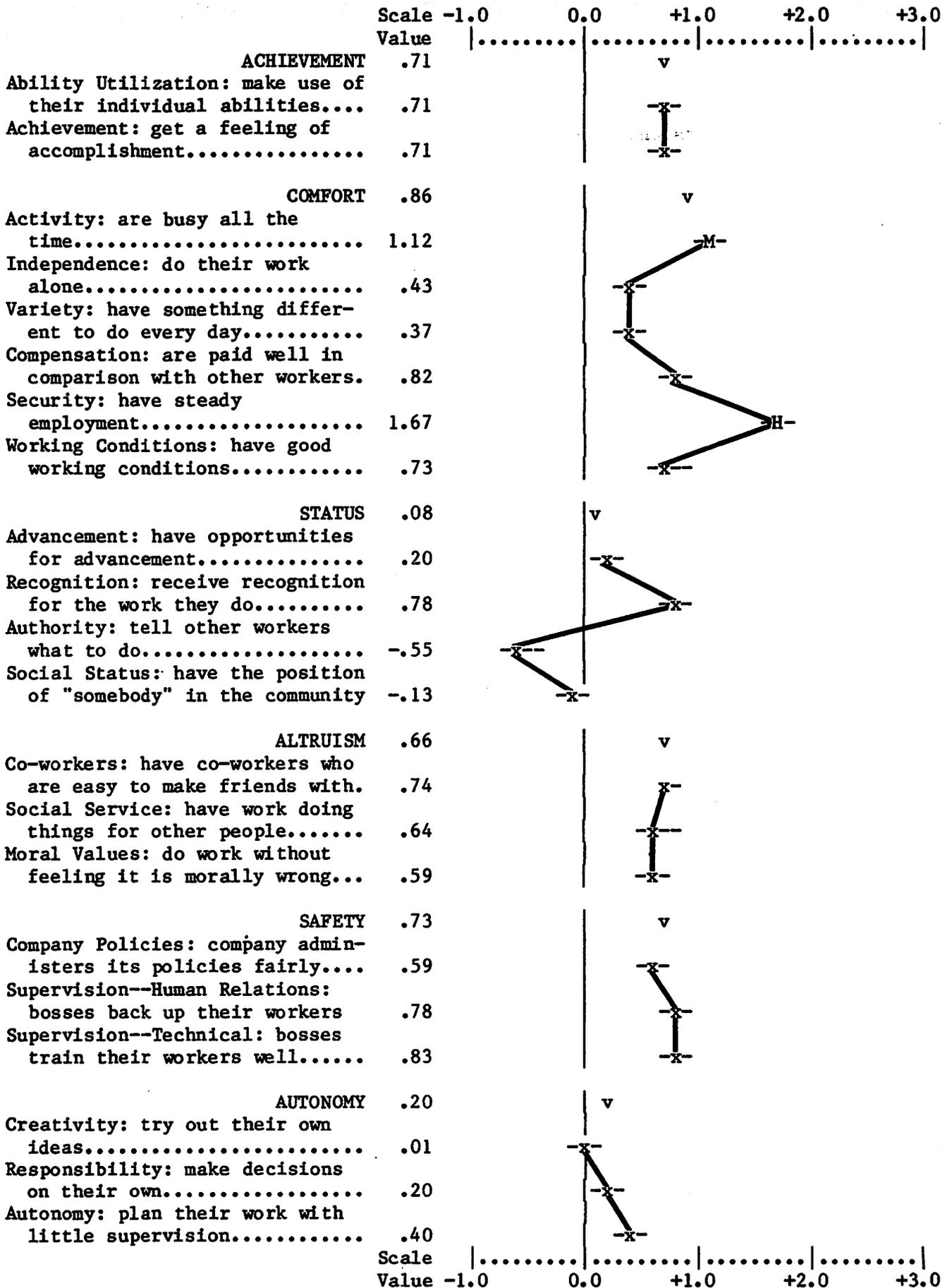
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.77	.68	.86	.30	2.02
2. Achievement .....	.58	.48	.67	.15	1.48
3. Activity .....	.66	.54	.79	.30	1.38
4. Advancement .....	.99	.89	1.09	.11	2.57
5. Authority	-.62	-.72	-.53	.89	1.67
6. Company Policies .....	.42	.29	.54	.15	.86
7. Compensation .....	.02	-.14	.17	.63	.04
8. Co-Workers .....	.74	.63	.85	.11	1.73
9. Creativity .....	.38	.30	.46	.26	1.07
10. Independence .....	.69	.58	.82	.11	1.51
11. Moral Values .....	.66	.53	.79	.11	1.35
12. Recognition .....	.39	.28	.50	.48	.86
13. Responsibility .....	.29	.18	.38	.48	.68
14. Security	1.61	1.52	1.71	.07	5.07
15. Social Service	1.20	1.10	1.31	.04	3.22
16. Social Status	-.49	-.67	-.34	.74	.94
17. Supervision-Hum.-Rel. ...	.53	.43	.63	.07	1.24
18. Supervision-Technical ...	.78	.67	.90	.07	1.77
19. Variety .....	.25	.14	.36	.56	.56
20. Working Conditions .....	.97	.85	1.11	.15	2.15
21. Autonomy .....	.46	.34	.58	.37	.96

N = 27 Raters

1972

KEY-PUNCH OPERATOR



KEY-PUNCH OPERATOR

O.A.P. = 40

D.O.T. = 203.582-030

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Are busy all the time

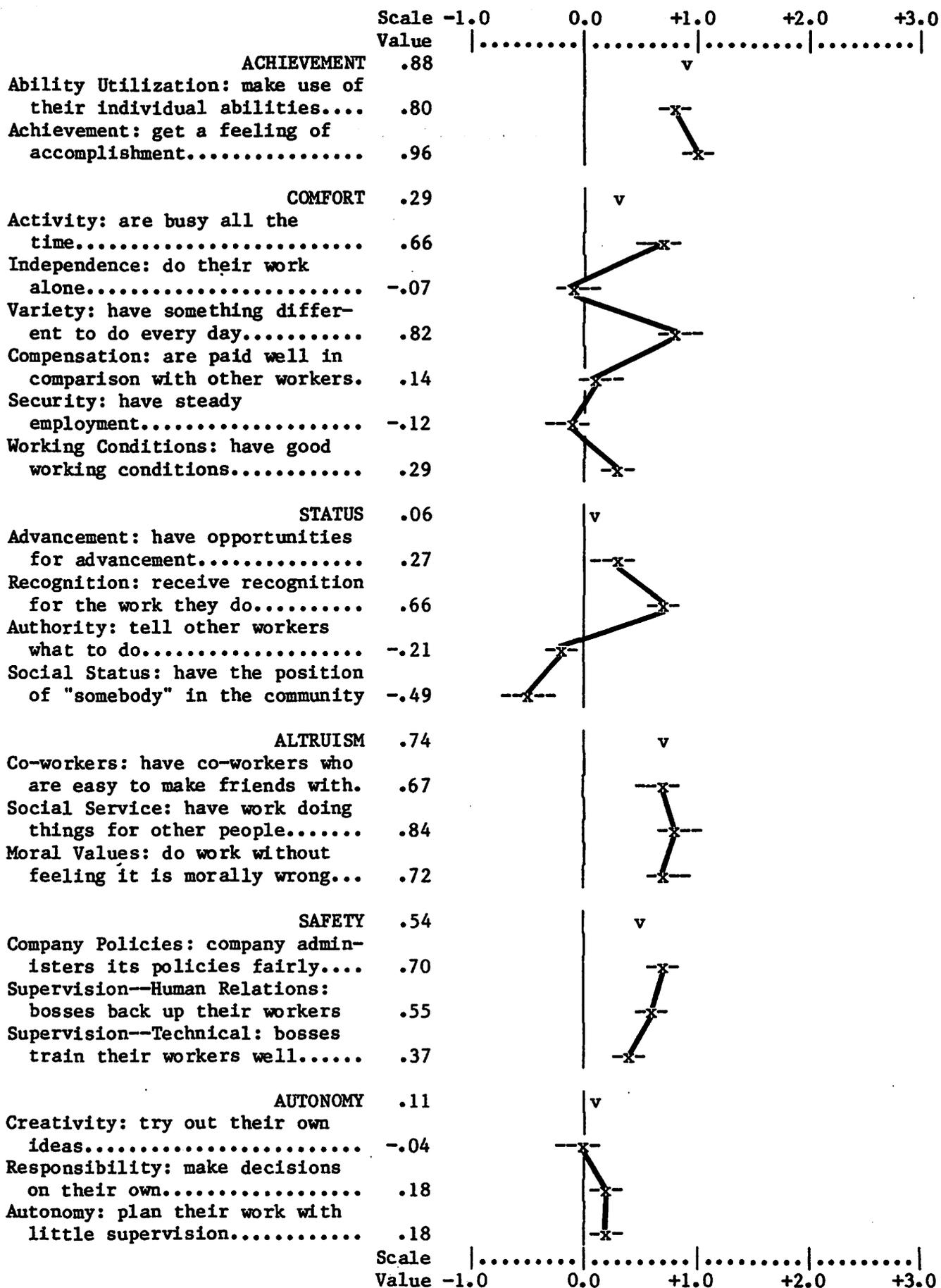
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.71	.61	.81	.27	1.48
2. Achievement .....	.71	.63	.78	.09	1.81
3. Activity	1.12	1.02	1.22	.15	2.62
4. Advancement .....	.20	.09	.31	.52	.40
5. Authority	-.55	-.67	-.43	.88	1.11
6. Company Policies .....	.59	.47	.71	.18	1.13
7. Compensation .....	.82	.71	.92	.15	1.73
8. Co-Workers .....	.74	.65	.83	.09	1.70
9. Creativity .....	.01	-.08	.10	.58	.03
10. Independence .....	.43	.33	.54	.36	.90
11. Moral Values .....	.59	.47	.72	.06	1.07
12. Recognition .....	.78	.70	.85	.09	2.05
13. Responsibility .....	.20	.11	.29	.52	.45
14. Security	1.67	1.56	1.79	.00	4.22
15. Social Service .....	.64	.52	.75	.21	1.22
16. Social Status	-.13	-.24	-.02	.58	.26
17. Supervision-Hum.-Rel. ...	.78	.67	.88	.09	1.80
18. Supervision-Technical ...	.83	.73	.93	.09	1.66
19. Variety .....	.37	.26	.49	.36	.71
20. Working Conditions .....	.73	.60	.86	.30	1.31
21. Autonomy .....	.40	.29	.51	.48	.78

N = 33 Raters

1972

LANDSCAPE GARDENER



LANDSCAPE GARDENER

O.A.P. = 11

D.O.T. = 408.161-010

Occupations with Similar Reinforcers: See Cluster B

Descriptive Characteristics

None

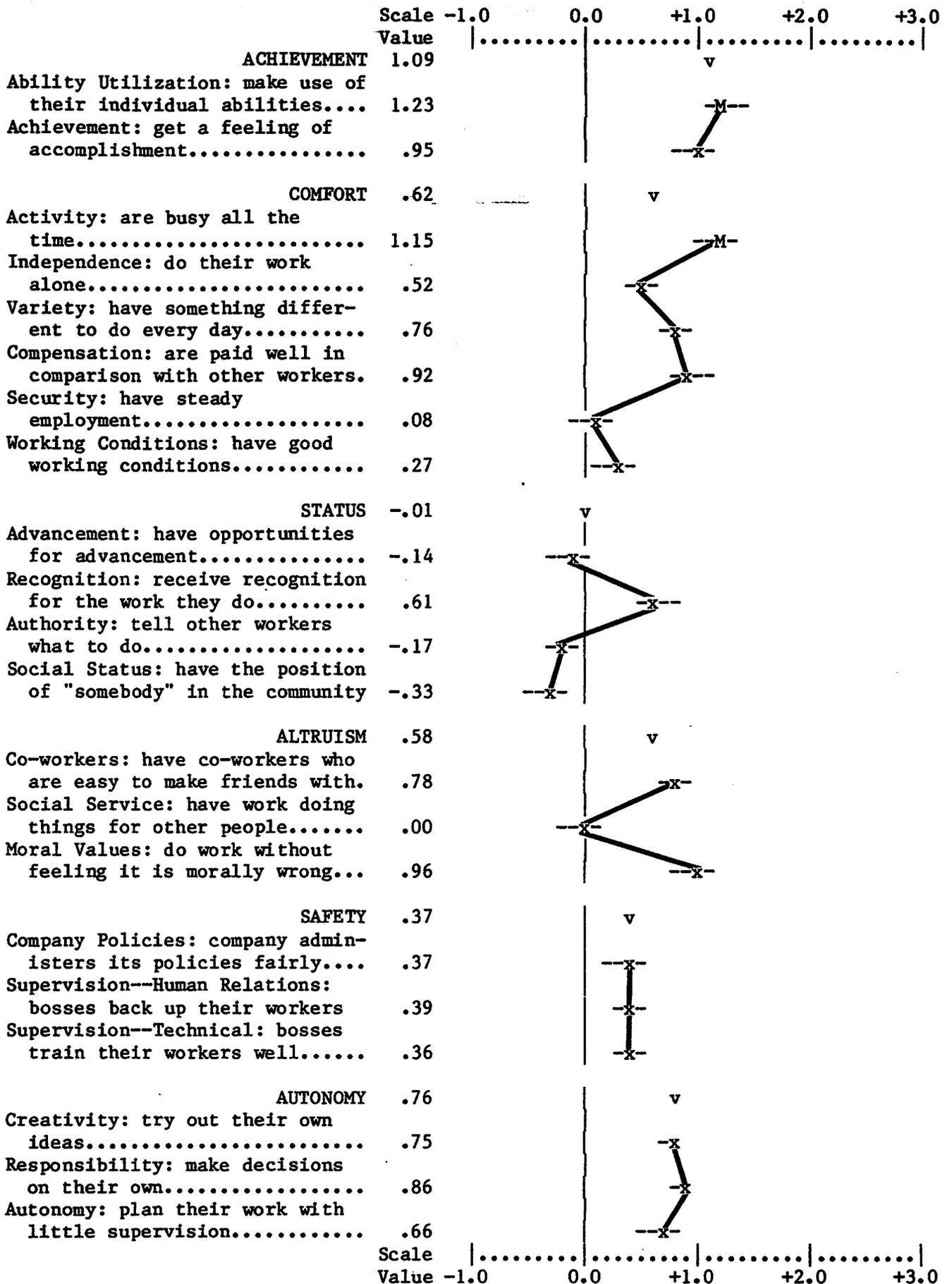
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.80	.71	.90	.14	2.10
2. Achievement .....	.96	.85	1.08	.14	2.31
3. Activity .....	.66	.51	.82	.36	1.25
4. Advancement .....	.27	.11	.42	.36	.50
5. Authority	-.21	-.33	-.11	.73	.50
6. Company Policies .....	.70	.57	.83	.09	1.51
7. Compensation .....	.14	-.01	.28	.55	.27
8. Co-Workers .....	.67	.53	.81	.18	1.34
9. Creativity	-.04	-.16	.08	.45	.09
10. Independence	-.07	-.24	.09	.59	.13
11. Moral Values .....	.72	.55	.91	.14	1.26
12. Recognition .....	.66	.55	.77	.18	1.59
13. Responsibility .....	.18	.05	.31	.59	.37
14. Security	-.12	-.28	.02	.68	.24
15. Social Service .....	.84	.73	.97	.09	1.96
16. Social Status	-.49	-.67	-.33	.64	.92
17. Supervision-Hum.-Rel. ...	.55	.45	.65	.18	1.35
18. Supervision-Technical ...	.37	.28	.46	.27	.96
19. Variety .....	.82	.68	.97	.18	1.67
20. Working Conditions .....	.29	.17	.42	.32	.62
21. Autonomy .....	.18	.05	.30	.55	.38

N = 22 Raters

1968

LATHER



LATHER

O.A.P. = 26

D.O.T. = 842.361-010

Occupations with Similar Reinforcers: See Cluster B

Descriptive Characteristics

Make use of their individual abilities

Are busy all the time

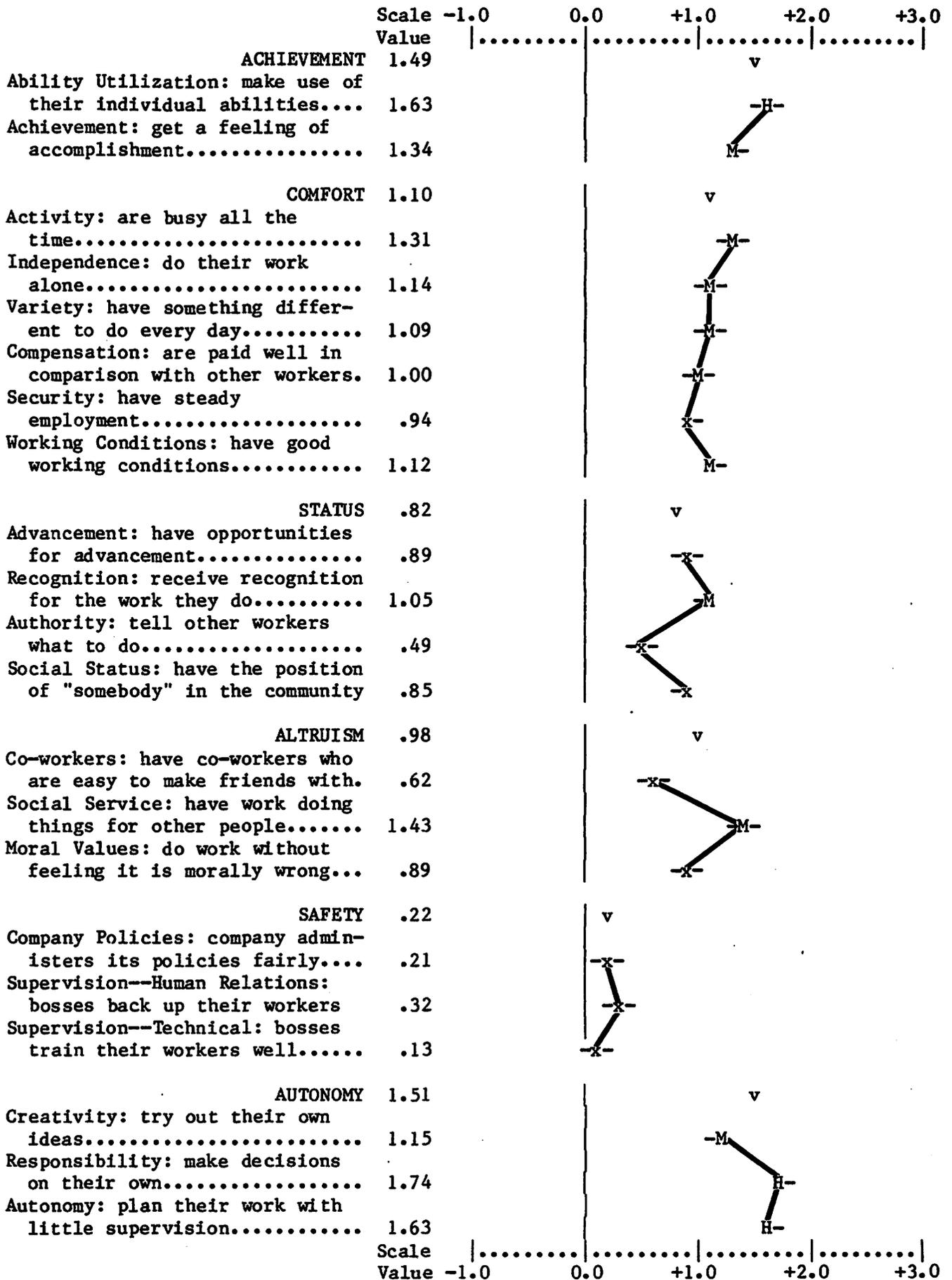
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.23	1.12	1.35	.00	3.13
2. Achievement .....	.95	.84	1.07	.00	2.21
3. Activity	1.15	1.04	1.26	.08	2.97
4. Advancement	-.14	-.26	-.04	.42	.33
5. Authority	-.17	-.28	-.07	.73	.40
6. Company Policies .....	.37	.24	.50	.31	.75
7. Compensation .....	.92	.79	1.06	.04	1.94
8. Co-Workers .....	.78	.67	.89	.12	1.87
9. Creativity .....	.75	.66	.84	.12	2.00
10. Independence .....	.52	.41	.64	.31	1.19
11. Moral Values .....	.96	.82	1.10	.04	2.01
12. Recognition .....	.61	.48	.75	.27	1.24
13. Responsibility .....	.86	.78	.94	.19	2.46
14. Security .....	.08	-.05	.21	.73	.17
15. Social Service .....	.00	-.15	.13	.58	.01
16. Social Status	-.33	-.48	-.19	.69	.65
17. Supervision-Hum.-Rel. ...	.39	.29	.49	.31	.94
18. Supervision-Technical ...	.36	.27	.45	.38	.91
19. Variety .....	.76	.67	.86	.19	1.93
20. Working Conditions .....	.27	.14	.40	.46	.55
21. Autonomy .....	.66	.54	.79	.31	1.40

N = 26 Raters

1972

LAWYER



LAWYER

O.A.P. = 57

D.O.T. = 110.107-010

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

- MAKE DECISIONS ON THEIR OWN
- MAKE USE OF THEIR INDIVIDUAL ABILITIES
- PLAN THEIR WORK WITH LITTLE SUPERVISION
- Have work where they do things for other people
- Get a feeling of accomplishment
- Are busy all the time
- Try out their own ideas
- Do their work alone
- Have good working conditions
- Have something different to do every day
- Receive recognition for the work they do
- Are paid well in comparison with other workers

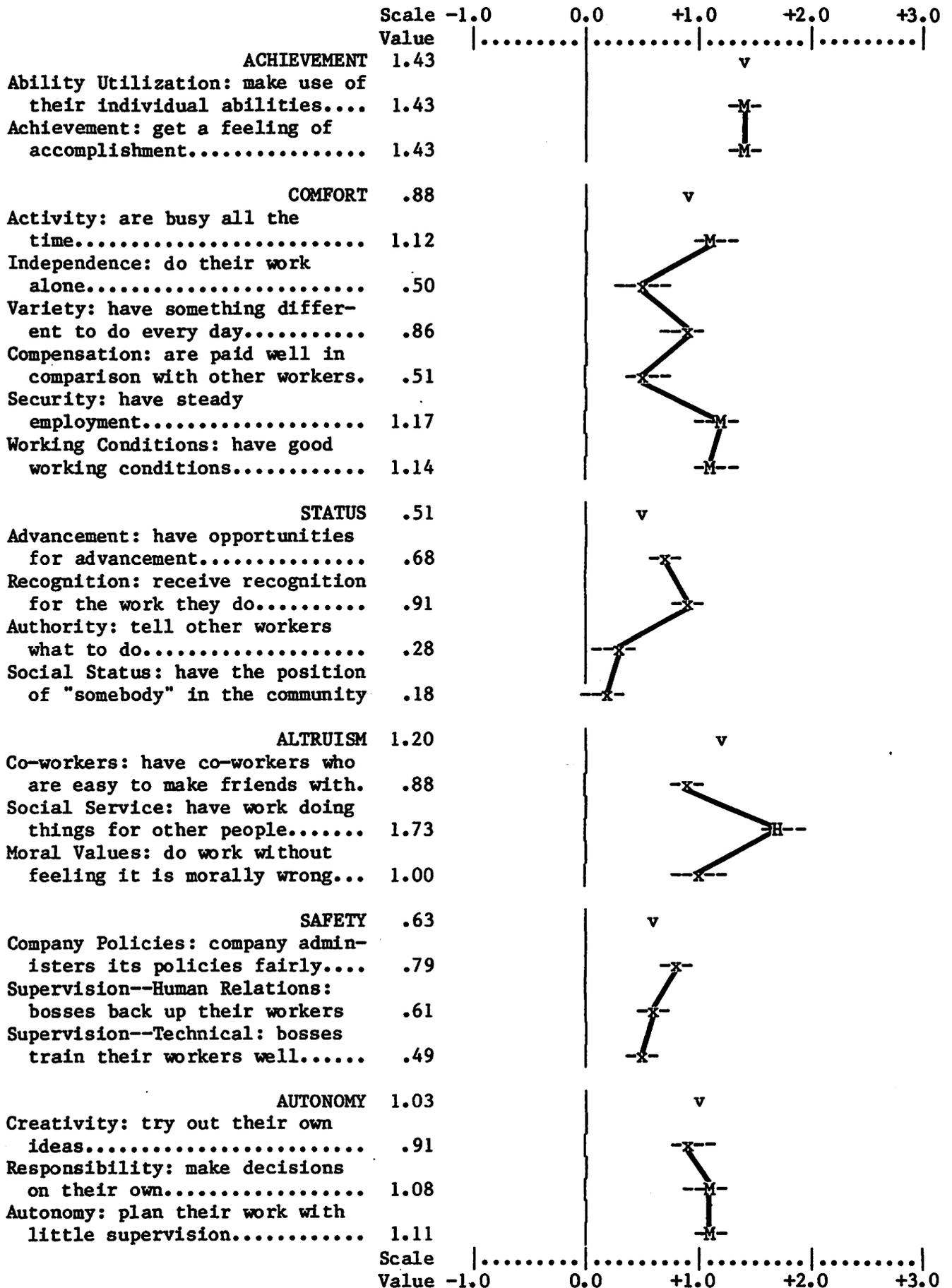
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.63	1.53	1.74	.04	3.51
2. Achievement	1.34	1.27	1.41	.04	3.53
3. Activity	1.31	1.21	1.41	.11	2.62
4. Advancement .....	.89	.81	.98	.13	1.89
5. Authority .....	.49	.39	.58	.32	.91
6. Company Policies .....	.21	.10	.31	.36	.37
7. Compensation	1.00	.92	1.07	.13	2.23
8. Co-Workers .....	.62	.54	.70	.15	1.32
9. Creativity	1.15	1.07	1.23	.06	2.50
10. Independence	1.14	1.03	1.24	.15	2.08
11. Moral Values .....	.89	.81	.97	.13	1.89
12. Recognition	1.05	.98	1.12	.09	2.51
13. Responsibility	1.74	1.65	1.84	.04	4.14
14. Security .....	.94	.85	1.03	.11	1.85
15. Social Service	1.43	1.33	1.53	.02	2.93
16. Social Status .....	.85	.75	.94	.17	1.60
17. Supervision-Hum.-Rel. ...	.32	.22	.42	.40	.56
18. Supervision-Technical ...	.13	.03	.23	.51	.25
19. Variety	1.09	1.02	1.17	.17	2.51
20. Working Conditions	1.12	1.06	1.18	.04	2.95
21. Autonomy	1.63	1.55	1.70	.04	4.34

N = 47 Raters

1985

LIBRARIAN



LIBRARIAN

O.A.P. = 53

D.O.T. = 100.127-014

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Get a feeling of accomplishment

Make use of their individual abilities

Have steady employment

Have good working conditions

Are busy all the time

Plan their work with little supervision

Make decisions on their own

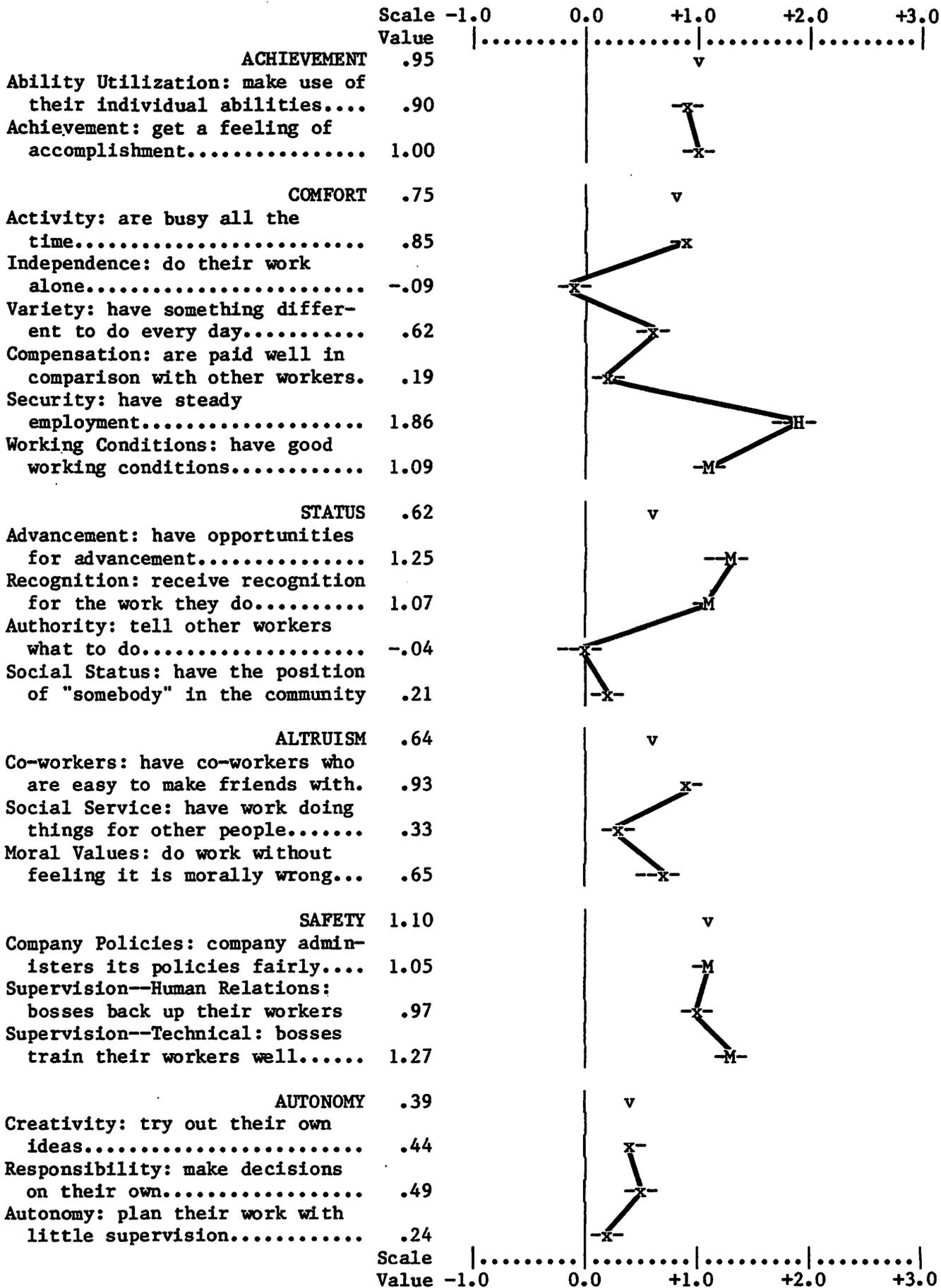
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.43	1.32	1.54	.00	3.63
2. Achievement	1.43	1.33	1.54	.00	3.74
3. Activity	1.12	.99	1.26	.18	2.30
4. Advancement .....	.68	.56	.79	.18	1.45
5. Authority .....	.28	.10	.44	.50	.46
6. Company Policies .....	.79	.66	.91	.14	1.61
7. Compensation .....	.51	.35	.66	.45	.88
8. Co-Workers .....	.88	.78	.97	.05	2.14
9. Creativity .....	.91	.75	1.06	.14	1.64
10. Independence .....	.50	.34	.65	.50	.88
11. Moral Values	1.00	.82	1.18	.00	1.64
12. Recognition .....	.91	.80	1.02	.09	2.04
13. Responsibility	1.08	.94	1.23	.09	2.12
14. Security	1.17	1.01	1.33	.00	2.19
15. Social Service	1.73	1.59	1.90	.05	3.99
16. Social Status .....	.18	.03	.32	.45	.33
17. Supervision-Hum.-Rel. ...	.61	.49	.72	.23	1.32
18. Supervision-Technical ...	.49	.40	.59	.32	1.18
19. Variety .....	.86	.74	.98	.18	1.86
20. Working Conditions	1.14	.99	1.29	.18	2.18
21. Autonomy	1.11	.98	1.24	.09	2.29

N = 22 Raters

1968

LINE INSTALLER-REPAIRER (TELEPHONE)



LINE INSTALLER-REPAIRER (TELEPHONE)

O.A.P. = 21

D.O.T. = 822.381-014

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Have bosses who train their workers well

Have opportunities for advancement

Have good working conditions

Receive recognition for the work they do

Have a company which administers its policies fairly

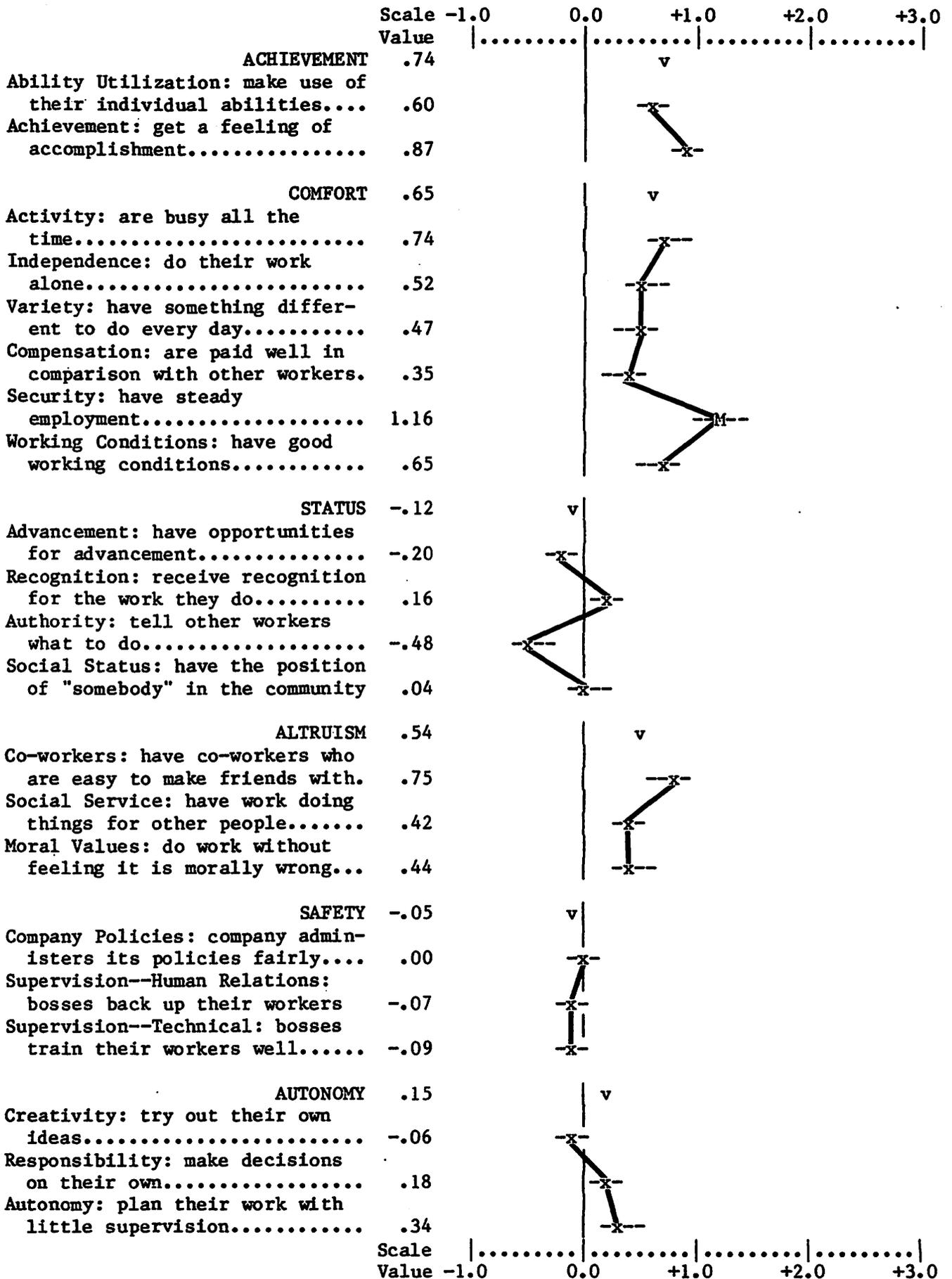
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.90	.81	.98	.22	2.13
2. Achievement	1.00	.94	1.05	.00	3.04
3. Activity .....	.85	.76	.94	.08	1.92
4. Advancement	1.25	1.14	1.36	.11	2.75
5. Authority	-.04	-.16	.06	.67	.09
6. Company Policies	1.05	.95	1.14	.11	2.36
7. Compensation .....	.19	.08	.29	.58	.37
8. Co-Workers .....	.93	.86	1.01	.03	2.41
9. Creativity .....	.44	.37	.51	.19	1.12
10. Independence	-.09	-.19	.00	.75	.19
11. Moral Values .....	.65	.51	.78	.11	1.09
12. Recognition	1.07	.99	1.14	.03	2.85
13. Responsibility .....	.49	.43	.55	.19	1.35
14. Security	1.86	1.74	2.00	.00	4.69
15. Social Service .....	.33	.22	.43	.31	.66
16. Social Status .....	.21	.10	.32	.39	.42
17. Supervision-Hum.-Rel. ...	.97	.88	1.06	.06	2.26
18. Supervision-Technical ...	1.27	1.19	1.35	.06	3.41
19. Variety .....	.62	.52	.72	.22	1.29
20. Working Conditions	1.09	.99	1.20	.08	2.38
21. Autonomy .....	.24	.14	.34	.69	.49

N = 36 Raters

1972

LINOTYPE OPERATOR



LINOTYPE OPERATOR

O.A.P. = 40

D.O.T. = 650.582-010

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

Have steady employment

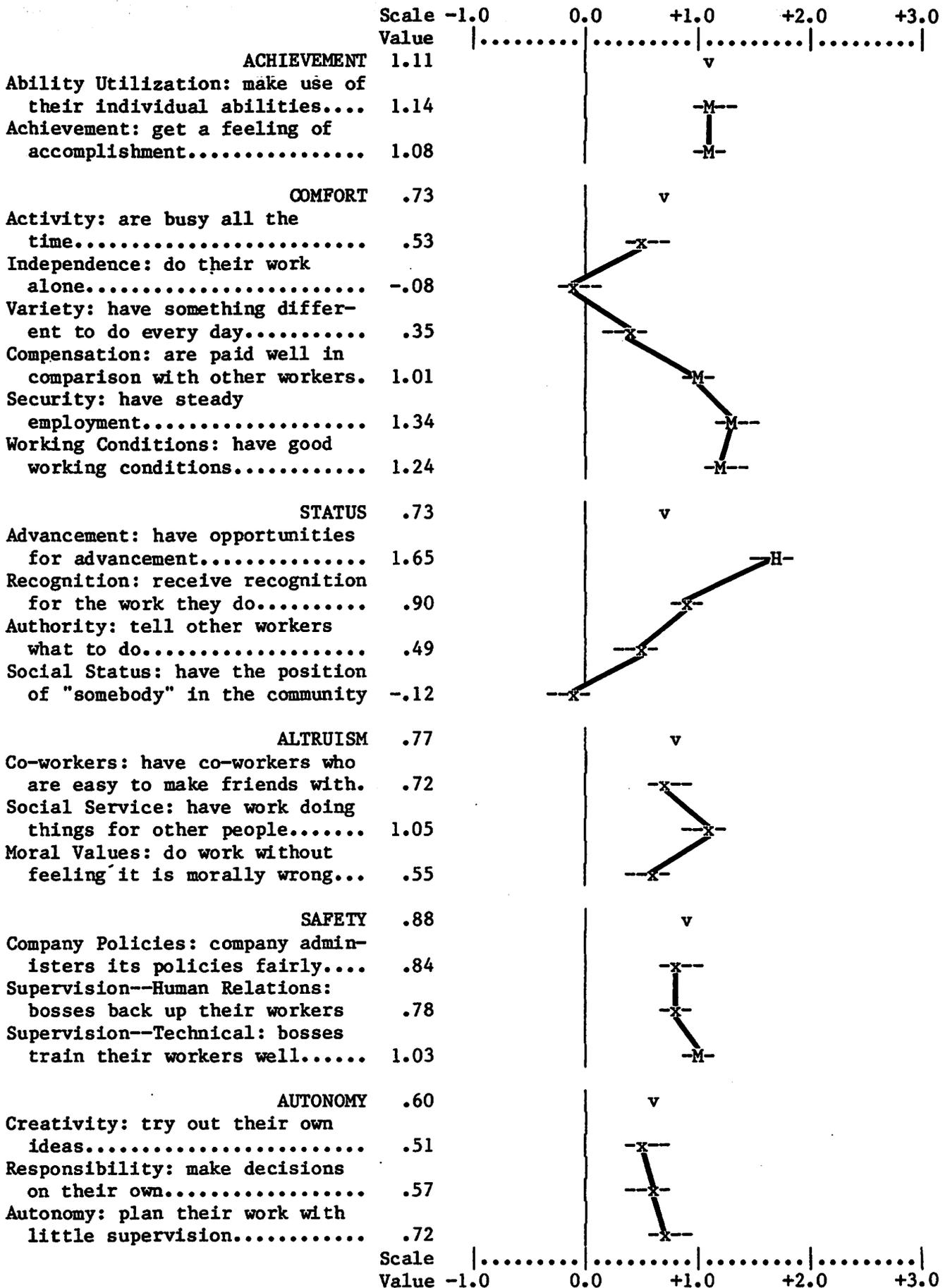
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.60	.50	.70	.15	1.52
2. Achievement .....	.87	.77	.97	.08	2.27
3. Activity .....	.74	.62	.88	.15	1.60
4. Advancement	-.20	-.33	-.07	.73	.42
5. Authority	-.48	-.63	-.34	1.00	.96
6. Company Policies .....	.00	-.12	.11	.35	.01
7. Compensation .....	.35	.22	.48	.31	.72
8. Co-Workers .....	.75	.62	.88	.00	1.64
9. Creativity	-.06	-.16	.04	.62	.15
10. Independence .....	.52	.38	.65	.27	1.04
11. Moral Values .....	.44	.29	.60	.04	.82
12. Recognition .....	.16	.05	.26	.58	.37
13. Responsibility .....	.18	.08	.28	.58	.44
14. Security	1.16	1.00	1.35	.08	2.33
15. Social Service .....	.42	.31	.54	.31	.95
16. Social Status .....	.04	-.12	.19	.69	.07
17. Supervision-Hum.-Rel. ...	-.07	-.17	.03	.50	.17
18. Supervision-Technical ...	-.09	-.20	.01	.46	.22
19. Variety .....	.47	.34	.61	.46	.95
20. Working Conditions .....	.65	.54	.77	.19	1.51
21. Autonomy .....	.34	.21	.47	.31	.71

N = 26 Raters

1972

LITHOGRAPHIC PRESS-FEEDER



LITHOGRAPHIC PRESS-FEEDER

O.A.P. = 29

D.O.T. = 651.686-010

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

HAVE OPPORTUNITIES FOR ADVANCEMENT

Have steady employment

Have good working conditions

Make use of their individual abilities

Get a feeling of accomplishment

Have bosses who train their workers well

Are paid well in comparison with other workers

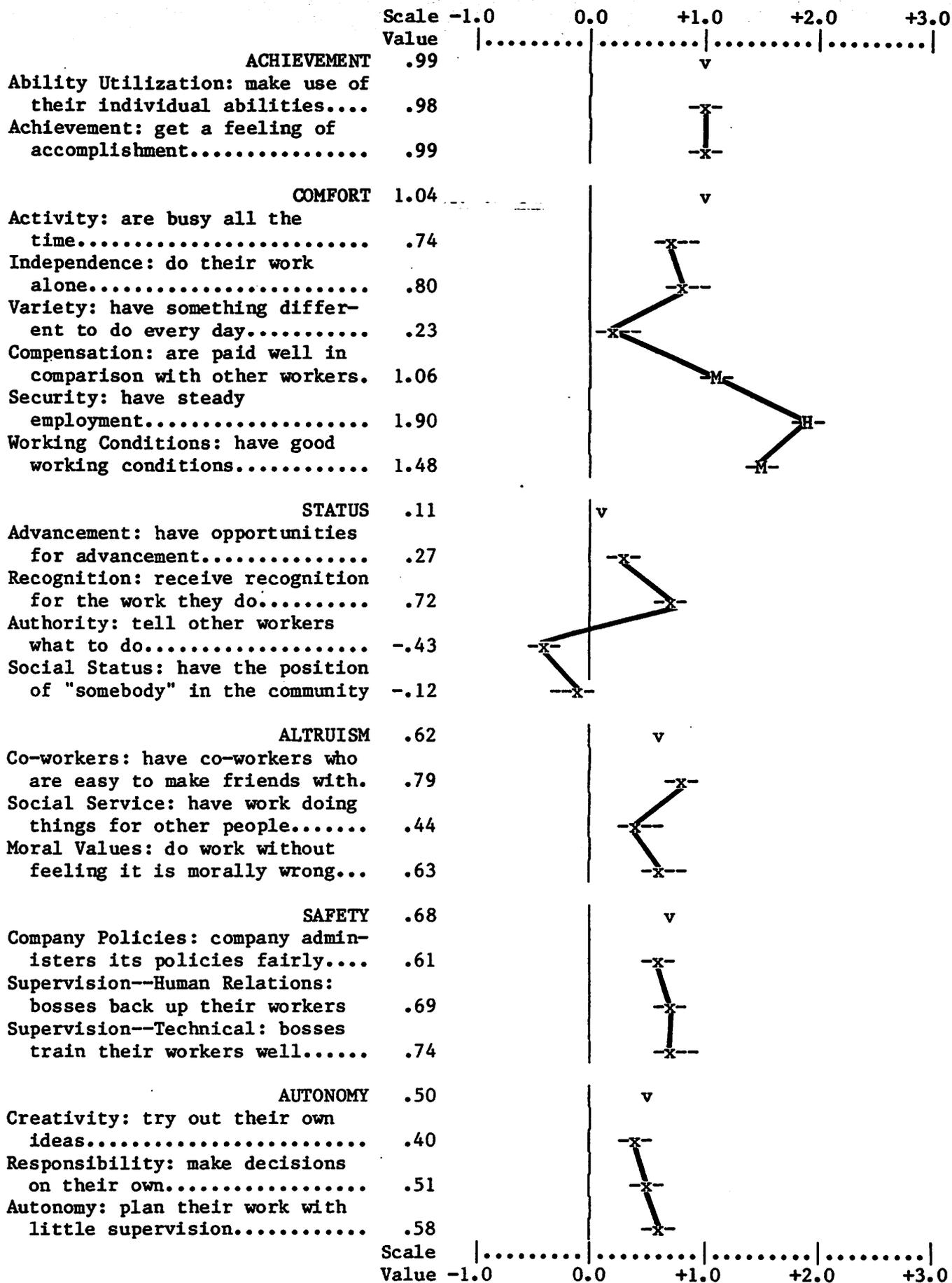
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.14	1.02	1.27	.05	2.60
2. Achievement	1.08	.96	1.20	.05	2.49
3. Activity .....	.53	.38	.67	.47	1.01
4. Advancement	1.65	1.49	1.83	.05	3.71
5. Authority .....	.49	.33	.64	.21	.89
6. Company Policies .....	.84	.71	.98	.11	1.74
7. Compensation	1.01	.88	1.14	.11	2.21
8. Co-Workers .....	.72	.58	.87	.11	1.40
9. Creativity .....	.51	.35	.67	.37	.91
10. Independence	-.08	-.22	.05	.79	.16
11. Moral Values .....	.55	.38	.72	.11	.94
12. Recognition .....	.90	.81	1.00	.11	2.28
13. Responsibility .....	.57	.42	.72	.42	1.04
14. Security	1.34	1.18	1.52	.11	2.64
15. Social Service	1.05	.89	1.21	.05	1.99
16. Social Status	-.12	-.28	.01	.47	.24
17. Supervision-Hum.-Rel. ...	.78	.67	.89	.11	1.79
18. Supervision-Technical ...	1.03	.93	1.13	.05	2.56
19. Variety .....	.35	.20	.50	.37	.66
20. Working Conditions	1.24	1.12	1.37	.11	2.87
21. Autonomy .....	.72	.56	.87	.32	1.30

N = 19 Raters

1972

LITHOGRAPHIC PRESS PLATE-MAKER



LITHOGRAPHIC PRESS PLATE-MAKER

O.A.P. = 6

D.O.T. = 972.381-010

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Have good working conditions

Are paid well in comparison with other workers

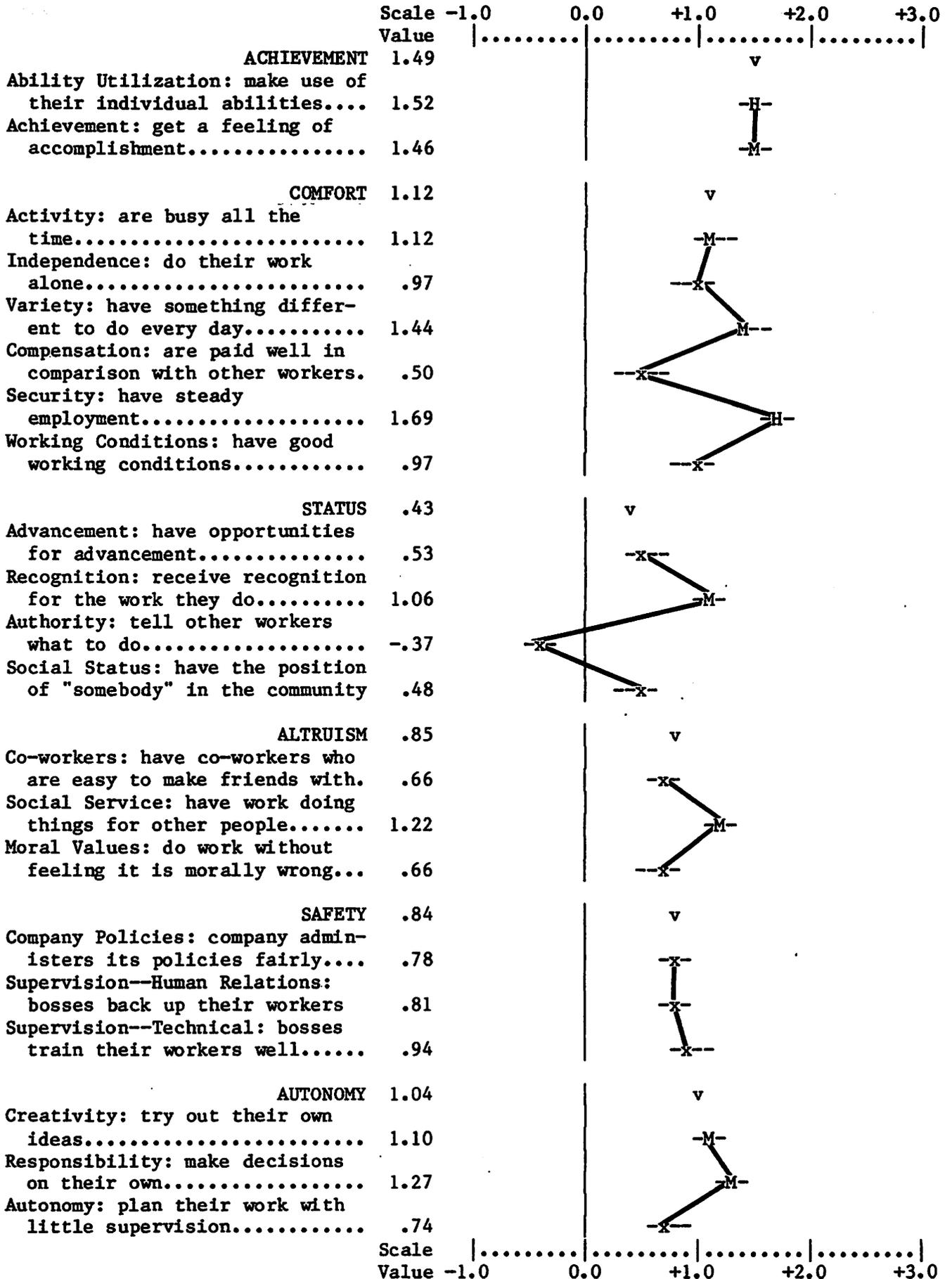
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.98	.89	1.08	.07	2.57
2. Achievement .....	.99	.90	1.08	.07	2.63
3. Activity .....	.74	.60	.88	.48	1.42
4. Advancement .....	.27	.15	.38	.48	.57
5. Authority	-.43	-.54	-.33	.85	1.06
6. Company Policies .....	.61	.51	.70	.11	1.50
7. Compensation	1.06	.95	1.18	.11	2.47
8. Co-Workers .....	.79	.70	.89	.04	1.95
9. Creativity .....	.40	.29	.50	.26	.89
10. Independence .....	.80	.66	.95	.22	1.52
11. Moral Values .....	.63	.48	.78	.11	1.13
12. Recognition .....	.72	.63	.81	.19	1.86
13. Responsibility .....	.51	.42	.59	.33	1.30
14. Security	1.90	1.81	2.01	.00	6.44
15. Social Service .....	.44	.30	.58	.41	.81
16. Social Status	-.12	-.25	.00	.44	.25
17. Supervision-Hum.-Rel. ...	.69	.59	.80	.11	1.59
18. Supervision-Technical ...	.74	.64	.85	.11	1.72
19. Variety .....	.23	.09	.36	.52	.44
20. Working Conditions	1.48	1.35	1.62	.00	3.60
21. Autonomy .....	.58	.48	.69	.37	1.34

N = 27 Raters

1972

LOCKSMITH



LOCKSMITH

O.A.P. = 21

D.O.T. = 709.281-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Get a feeling of accomplishment

Have something different to do every day

Make decisions on their own

Have work where they do things for other people

Are busy all the time

Try out their own ideas

Receive recognition for the work they do

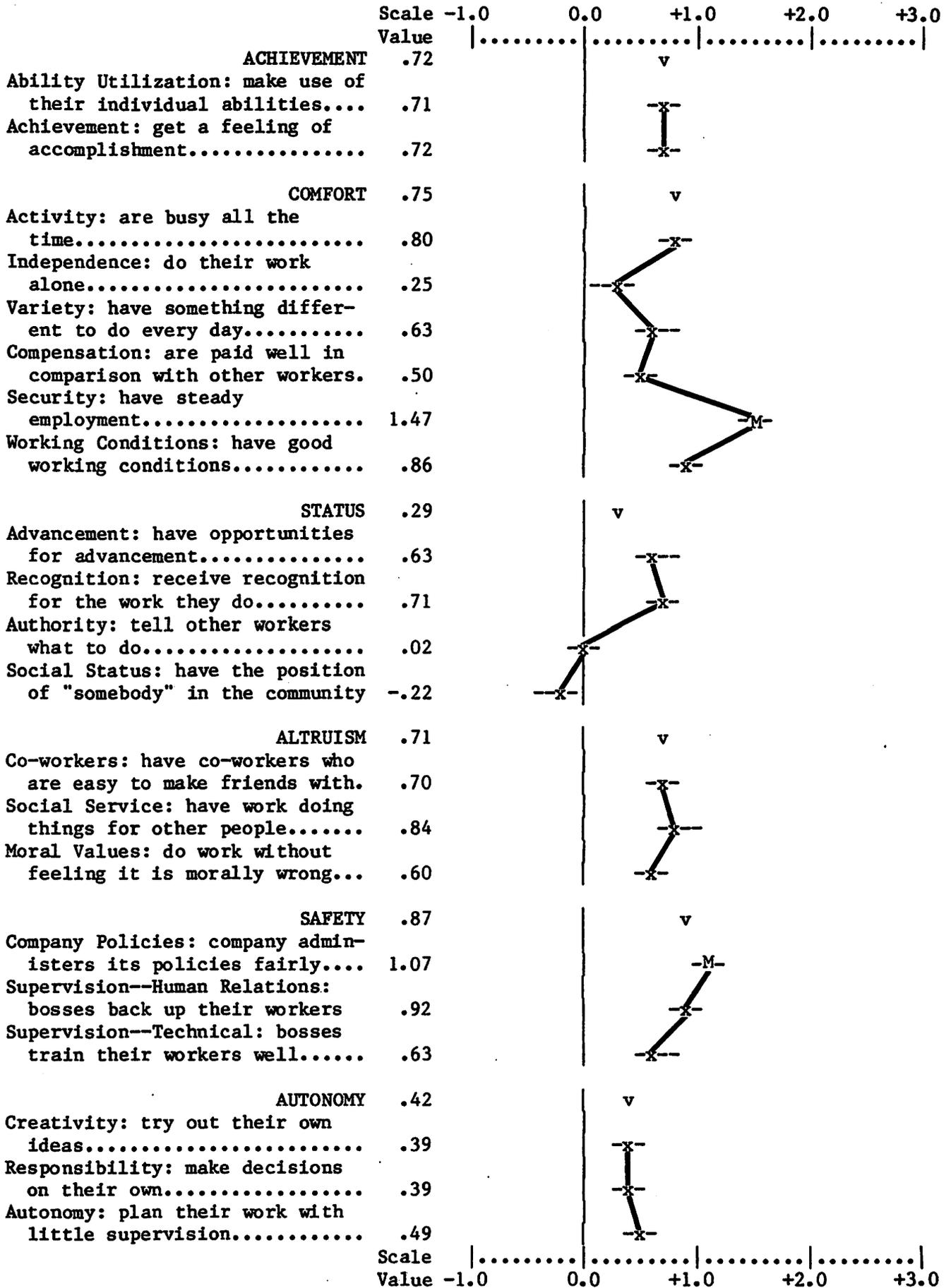
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.52	1.42	1.63	.05	4.06
2. Achievement	1.46	1.36	1.57	.05	3.82
3. Activity	1.12	.99	1.27	.19	2.26
4. Advancement .....	.53	.40	.65	.35	1.06
5. Authority	-.37	-.50	-.26	.85	.78
6. Company Policies .....	.78	.66	.90	.05	1.63
7. Compensation .....	.50	.32	.66	.45	.82
8. Co-Workers .....	.66	.55	.76	.10	1.48
9. Creativity	1.10	1.00	1.21	0.00	2.65
10. Independence .....	.97	.83	1.12	.20	1.86
11. Moral Values .....	.66	.53	.78	.05	1.31
12. Recognition	1.06	.95	1.17	.10	2.46
13. Responsibility	1.27	1.16	1.39	.05	3.06
14. Security	1.69	1.58	1.82	0.00	4.35
15. Social Service	1.22	1.10	1.34	0.00	2.81
16. Social Status .....	.48	.34	.61	.40	.92
17. Supervision-Hum.-Rel. ...	.81	.69	.94	.15	1.66
18. Supervision-Technical ...	.94	.80	1.08	.15	1.84
19. Variety	1.44	1.38	1.60	0.00	3.08
20. Working Conditions .....	.97	.84	1.11	.10	1.99
21. Autonomy .....	.74	.60	.87	.30	1.43

N = 30 Raters

1985

LUMBER-YARD WORKER



LUMBER-YARD WORKER

O.A.P. = 29

D.O.T. = 929.687-030

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have steady employment

Have a company which administers its policies fairly

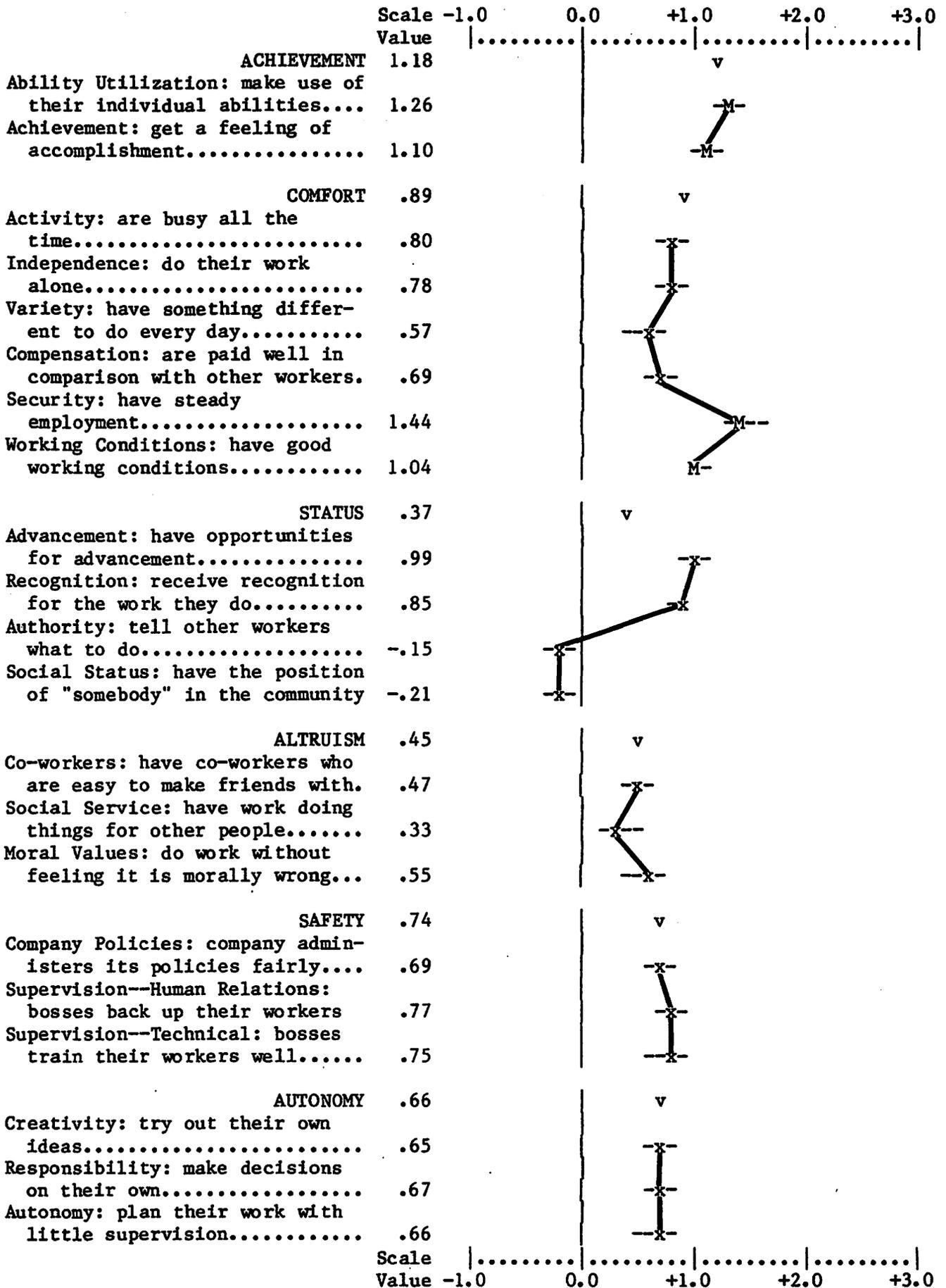
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.71	.63	.80	.21	1.79
2. Achievement .....	.72	.64	.81	.12	1.74
3. Activity .....	.80	.69	.92	.21	1.59
4. Advancement .....	.63	.50	.76	.30	1.15
5. Authority .....	.02	-.10	.13	.55	.04
6. Company Policies	1.07	.97	1.18	.06	2.39
7. Compensation .....	.50	.37	.62	.39	.89
8. Co-Workers .....	.70	.62	.78	.03	1.76
9. Creativity .....	.39	.32	.47	.33	.98
10. Independence .....	.25	.13	.37	.55	.48
11. Moral Values .....	.60	.47	.74	.09	1.05
12. Recognition .....	.71	.62	.80	.15	1.66
13. Responsibility .....	.39	.31	.48	.39	.94
14. Security	1.47	1.35	1.61	.06	3.30
15. Social Service .....	.84	.74	.95	.09	1.80
16. Social Status	-.22	-.36	-.10	.67	.41
17. Supervision-Hum.-Rel. ...	.92	.81	1.04	.09	1.91
18. Supervision-Technical ...	.63	.51	.75	.27	1.22
19. Variety .....	.63	.52	.75	.42	1.24
20. Working Conditions .....	.86	.75	.97	.06	1.77
21. Autonomy .....	.49	.38	.59	.48	1.02

N = 33 Raters

1972

MACHINIST



MACHINIST

O.A.P. = 21

D.O.T. = 600.280-022

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

- Have steady employment
- Make use of their individual abilities
- Get a feeling of accomplishment
- Have good working conditions

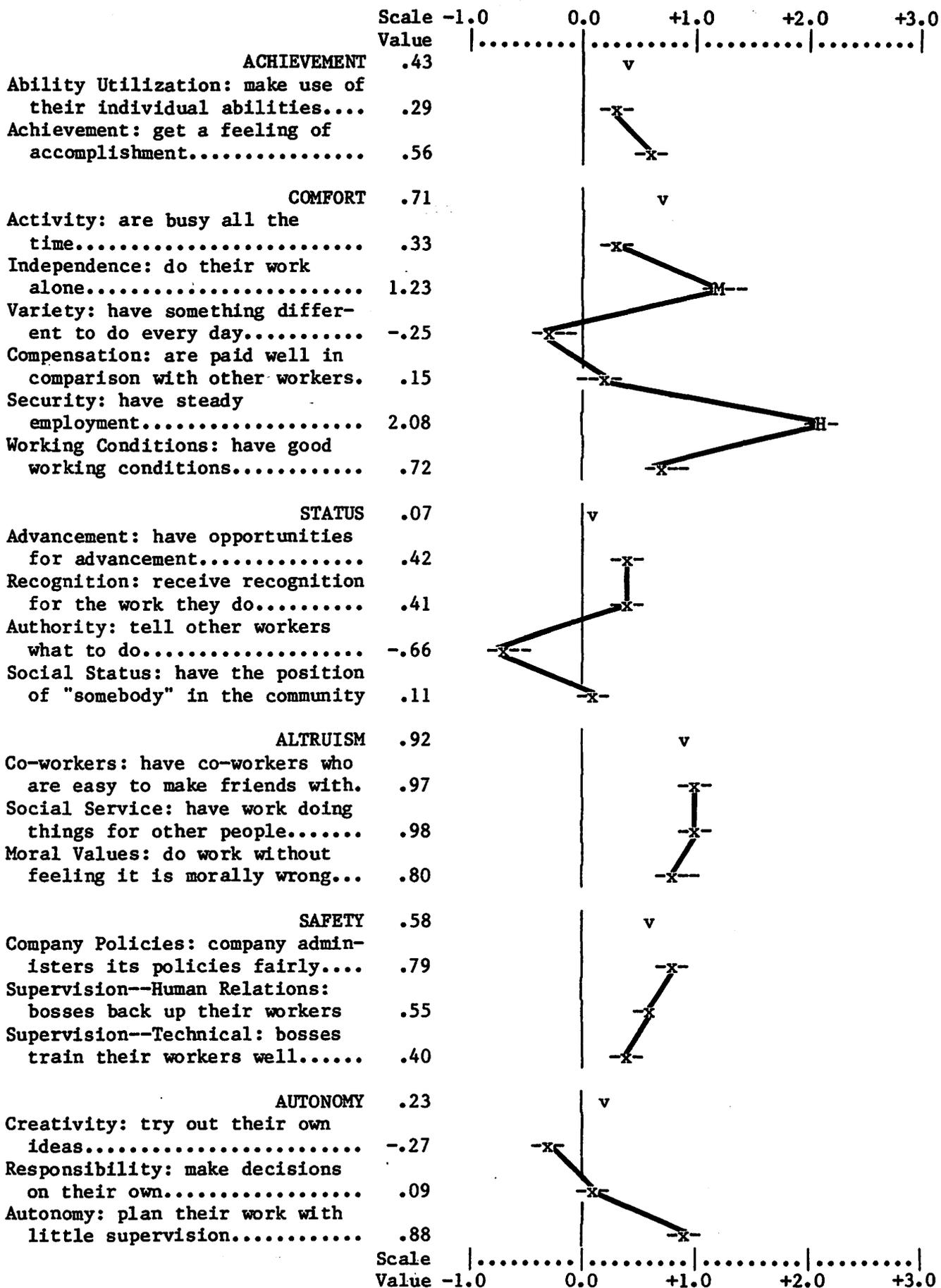
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.26	1.16	1.36	.07	3.13
2. Achievement	1.10	1.01	1.19	.07	2.89
3. Activity .....	.80	.68	.91	.27	1.65
4. Advancement .....	.99	.87	1.11	.13	2.07
5. Authority	-.15	-.26	-.05	.67	.33
6. Company Policies .....	.69	.57	.81	.20	1.39
7. Compensation .....	.69	.60	.78	.17	1.62
8. Co-Workers .....	.47	.35	.59	.27	.92
9. Creativity .....	.65	.55	.75	.17	1.43
10. Independence .....	.78	.69	.88	.27	1.83
11. Moral Values .....	.55	.41	.69	.17	.96
12. Recognition .....	.85	.77	.94	.07	2.18
13. Responsibility .....	.67	.57	.76	.30	1.52
14. Security	1.44	1.32	1.56	.00	3.46
15. Social Service .....	.33	.20	.46	.37	.61
16. Social Status	-.21	-.34	-.08	.60	.40
17. Supervision-Hum.-Rel. ...	.77	.67	.88	.13	1.68
18. Supervision-Technical ...	.75	.64	.87	.20	1.55
19. Variety .....	.57	.44	.70	.50	1.07
20. Working Conditions	1.04	.95	1.14	.03	2.61
21. Autonomy .....	.66	.54	.78	.37	1.32

N = 30 Raters

1968

MAIL CARRIER



MAIL CARRIER

O.A.P. = 39

D.O.T. = 230.367-010

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Do their work alone

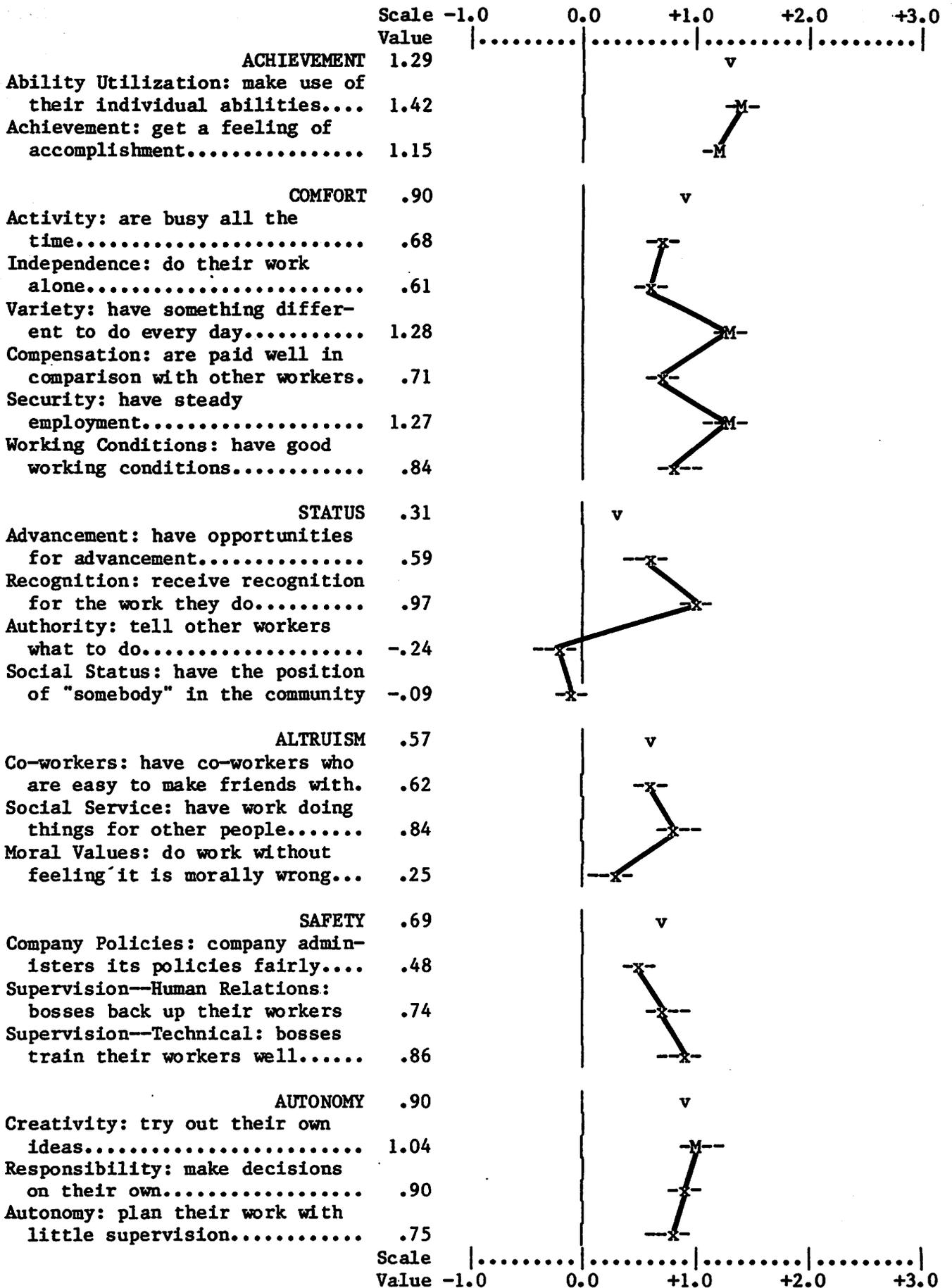
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.29	.18	.40	.43	.65
2. Achievement .....	.56	.47	.65	.18	1.43
3. Activity .....	.33	.22	.43	.50	.75
4. Advancement .....	.42	.33	.51	.07	1.05
5. Authority	-.66	-.81	-.53	.86	1.42
6. Company Policies .....	.79	.70	.87	.14	2.15
7. Compensation .....	.15	.02	.27	.61	.30
8. Co-Workers .....	.97	.87	1.08	.04	2.40
9. Creativity	-.27	-.36	-.19	.68	.73
10. Independence	1.23	1.11	1.37	.07	2.86
11. Moral Values .....	.80	.65	.96	.11	1.48
12. Recognition .....	.41	.32	.50	.18	1.02
13. Responsibility .....	.09	-.01	.20	.54	.21
14. Security	2.08	1.99	2.18	.00	7.38
15. Social Service .....	.98	.87	1.09	.07	2.31
16. Social Status .....	.11	-.02	.23	.46	.23
17. Supervision-Hum.-Rel. ...	.55	.48	.63	.04	1.53
18. Supervision-Technical ...	.40	.31	.48	.36	1.07
19. Variety	-.25	-.38	-.13	.86	.53
20. Working Conditions .....	.72	.59	.86	.25	1.47
21. Autonomy .....	.88	.78	.99	.11	2.11

N = 28 Raters

1972

MAINTENANCE REPAIRER, FACTORY OR MILL



MAINTENANCE REPAIRER, FACTORY OR MILL

O.A.P. = 26

D.O.T. = 899.281-014

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

- Make use of their individual abilities
- Have something different to do every day
- Have steady employment
- Get a feeling of accomplishment
- Try out their own ideas

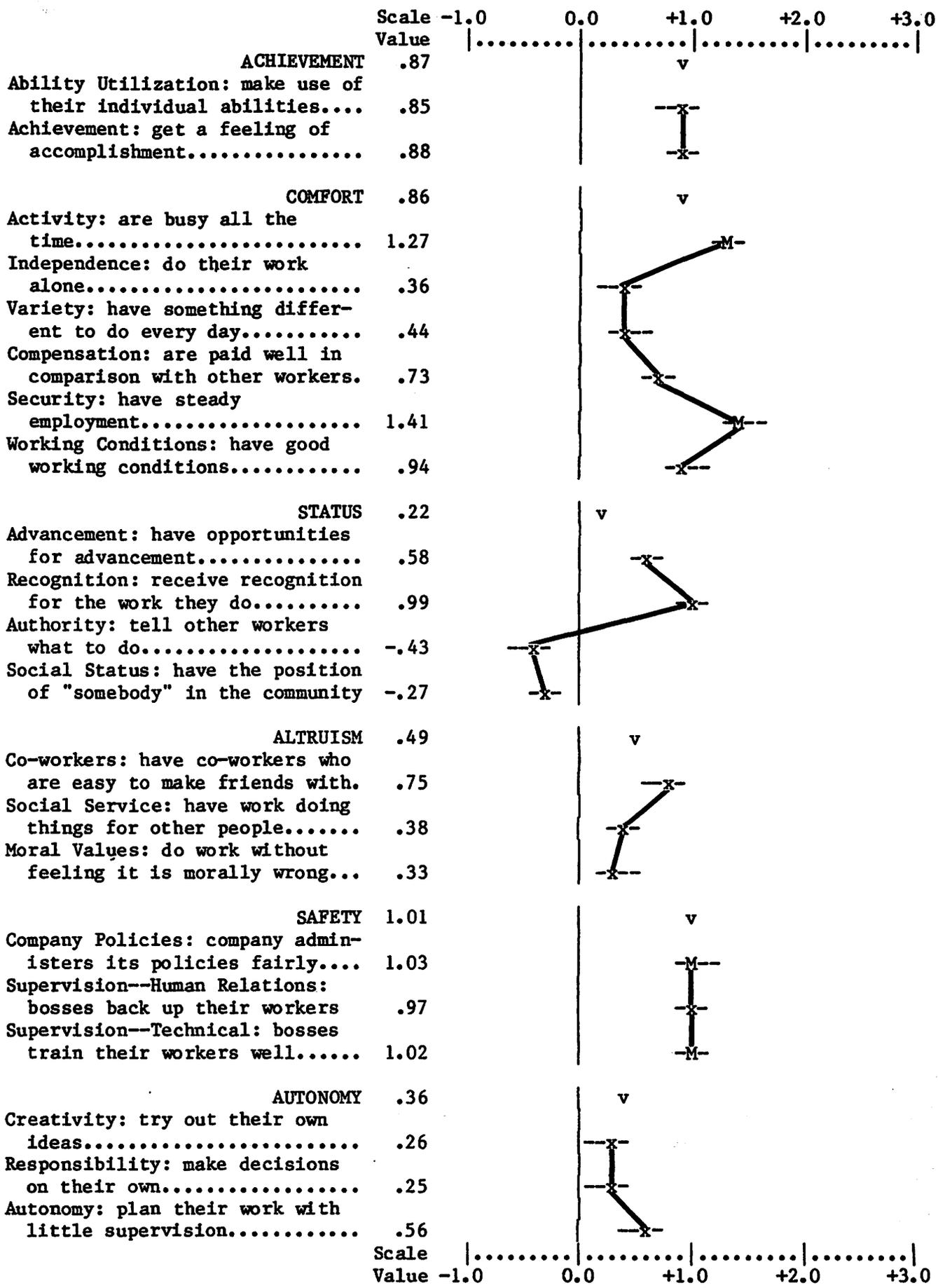
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.42	1.32	1.52	.08	3.82
2. Achievement	1.15	1.07	1.23	.04	3.15
3. Activity .....	.68	.55	.82	.31	1.30
4. Advancement .....	.59	.44	.74	.31	1.04
5. Authority	-.24	-.40	-.11	.73	.45
6. Company Policies .....	.48	.36	.60	.19	.95
7. Compensation .....	.71	.58	.84	.27	1.40
8. Co-Workers .....	.62	.51	.73	.15	1.35
9. Creativity	1.04	.92	1.16	.15	2.20
10. Independence .....	.61	.49	.73	.35	1.24
11. Moral Values .....	.25	.12	.37	.19	.49
12. Recognition .....	.97	.85	1.09	.08	2.09
13. Responsibility .....	.90	.79	1.02	.19	1.90
14. Security	1.27	1.14	1.42	.08	2.62
15. Social Service .....	.84	.73	.96	.12	1.82
16. Social Status	-.09	-.23	.03	.62	.18
17. Supervision-Hum.-Rel. ...	.74	.63	.85	.12	1.61
18. Supervision-Technical ...	.86	.73	.98	.19	1.71
19. Variety	1.28	1.15	1.42	.08	2.70
20. Working Conditions .....	.84	.73	.95	.12	1.88
21. Autonomy .....	.75	.62	.88	.35	1.42

N = 26 Raters

1968

MARKER



MARKER

O.A.P. = 34

D.O.T. = 920.687-126

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have steady employment

Are busy all the time

Have a company which administers its policies fairly

Have bosses who train their workers well

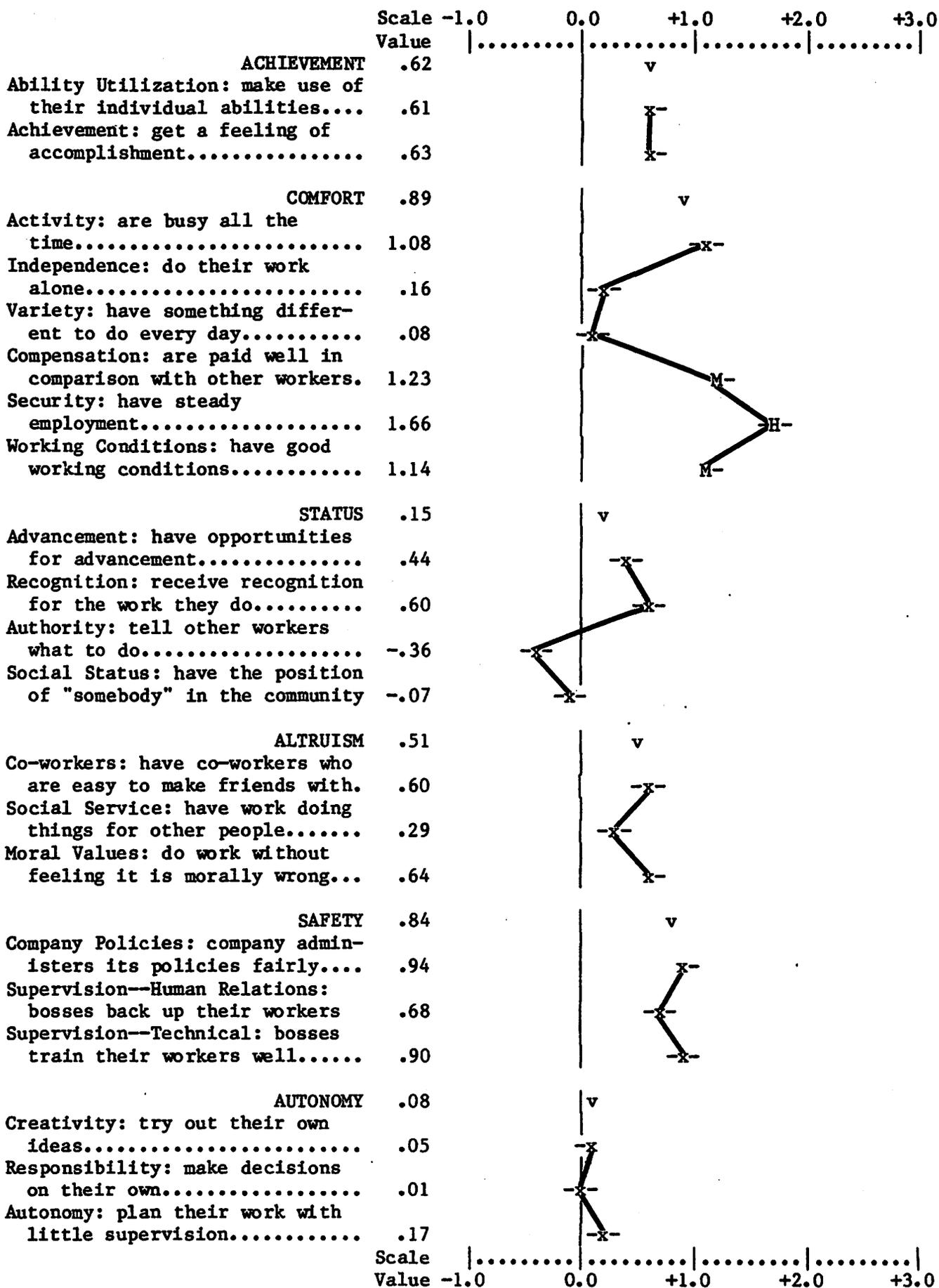
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.85	.74	.96	.15	1.90
2. Achievement .....	.88	.79	.97	.15	2.20
3. Activity	1.27	1.16	1.39	.11	3.06
4. Advancement .....	.58	.47	.70	.30	1.24
5. Authority	-.43	-.56	-.31	.89	.90
6. Company Policies	1.03	.91	1.16	.00	2.24
7. Compensation .....	.73	.62	.84	.15	1.60
8. Co-Workers .....	.75	.63	.87	.00	1.58
9. Creativity .....	.26	.14	.37	.41	.53
10. Independence .....	.36	.22	.49	.41	.67
11. Moral Values .....	.33	.19	.46	.22	.61
12. Recognition .....	.99	.90	1.08	.11	2.52
13. Responsibility .....	.25	.14	.36	.41	.52
14. Security	1.41	1.29	1.55	.07	3.36
15. Social Service .....	.38	.25	.52	.44	.72
16. Social Status	-.27	-.39	-.17	.59	.59
17. Supervision-Hum.-Rel. ...	.97	.87	1.08	.00	2.28
18. Supervision-Technical ...	1.02	.93	1.11	.00	2.57
19. Variety .....	.44	.32	.57	.48	.89
20. Working Conditions .....	.94	.82	1.06	.07	2.00
21. Autonomy .....	.56	.43	.69	.48	1.06

N = 27 Raters

1968

MEAT CUTTER



MEAT CUTTER

O.A.P. = 27

D.O.T. = 316.684-018

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Are paid well in comparison with other workers

Have good working conditions

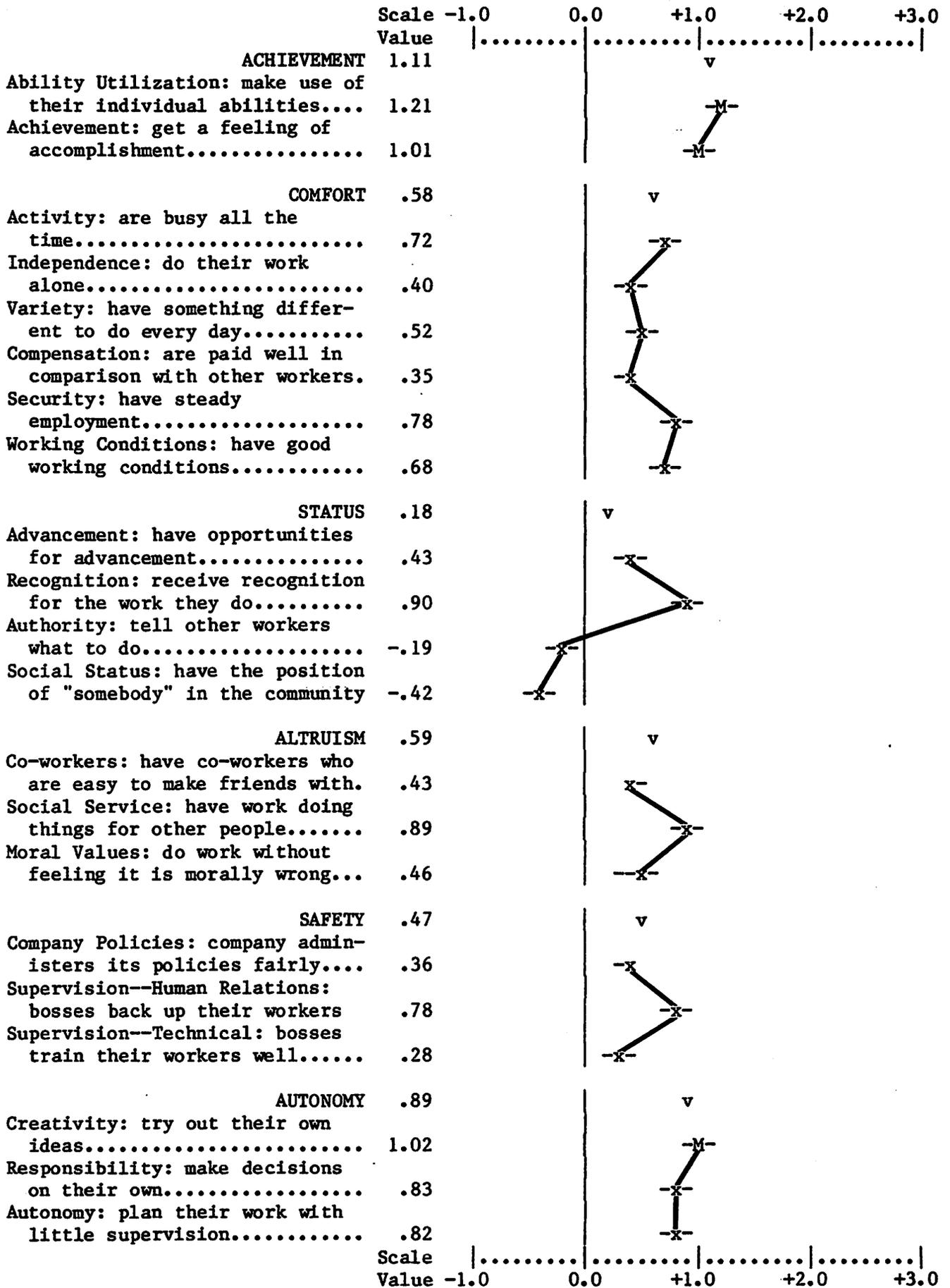
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.61	.56	.67	.15	1.73
2. Achievement .....	.63	.56	.69	.15	1.59
3. Activity	1.08	.99	1.18	.21	2.38
4. Advancement .....	.44	.34	.54	.38	.86
5. Authority	-.36	-.45	-.27	.81	.76
6. Company Policies .....	.94	.86	1.04	.13	2.12
7. Compensation	1.23	1.15	1.32	.06	3.13
8. Co-Workers .....	.60	.52	.67	.11	1.42
9. Creativity .....	.05	-.03	.12	.47	.12
10. Independence .....	.16	.06	.25	.55	.31
11. Moral Values .....	.64	.55	.73	.11	1.33
12. Recognition .....	.60	.53	.66	.17	1.60
13. Responsibility .....	.01	-.07	.10	.62	.03
14. Security	1.66	1.57	1.75	.00	4.67
15. Social Service .....	.29	.20	.37	.30	.64
16. Social Status	-.07	-.16	.02	.45	.14
17. Supervision-Hum.-Rel. ...	.68	.60	.76	.15	1.56
18. Supervision-Technical ...	.90	.82	.99	.15	2.04
19. Variety .....	.08	-.01	.16	.62	.16
20. Working Conditions	1.14	1.06	1.22	.02	2.90
21. Autonomy .....	.17	.07	.26	.57	.34

N = 47 Raters

1968

MECHANICAL-ENGINEERING TECHNICIAN



MECHANICAL-ENGINEERING TECHNICIAN

O.A.P. = 17

D.O.T. = 007.161-026

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

Make use of their individual abilities

Try out their own ideas

Get a feeling of accomplishment

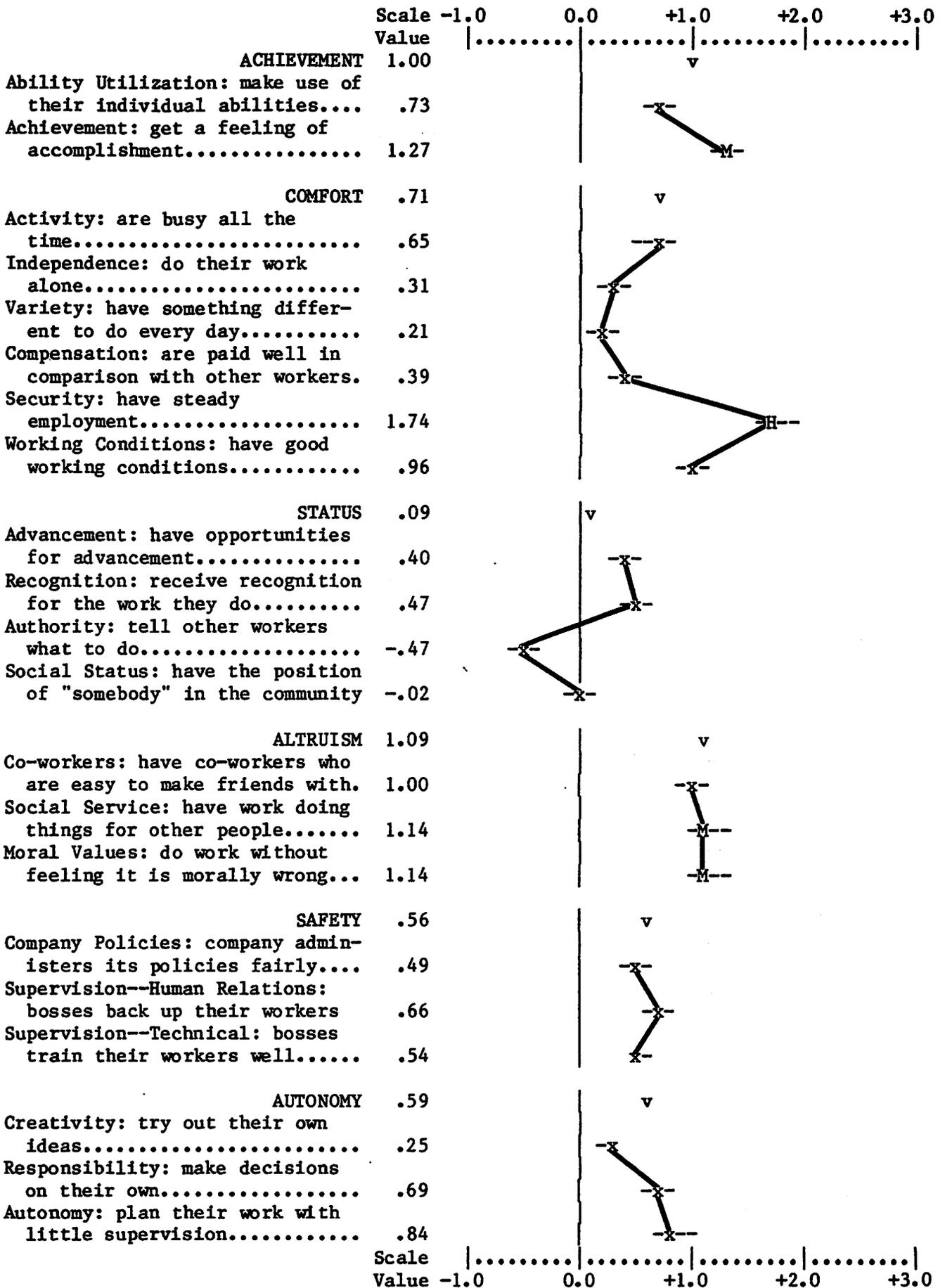
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.21	1.13	1.29	.11	3.11
2. Achievement	1.01	.93	1.09	.09	2.46
3. Activity .....	.72	.60	.84	.33	1.29
4. Advancement .....	.43	.34	.52	.36	.89
5. Authority	-.19	-.29	-.10	.76	.40
6. Company Policies .....	.36	.27	.44	.20	.79
7. Compensation .....	.35	.27	.43	.31	.82
8. Co-Workers .....	.43	.36	.51	.04	1.01
9. Creativity	1.02	.94	1.10	.09	2.57
10. Independence .....	.40	.31	.49	.56	.85
11. Moral Values .....	.46	.34	.58	.13	.81
12. Recognition .....	.90	.82	.98	.11	2.15
13. Responsibility .....	.83	.74	.93	.27	1.84
14. Security .....	.78	.69	.88	.04	1.66
15. Social Service .....	.89	.78	1.00	.11	1.74
16. Social Status	-.42	-.50	-.34	.73	1.01
17. Supervision-Hum.-Rel. ...	.78	.70	.87	.16	1.81
18. Supervision-Technical ...	.28	.20	.36	.38	.66
19. Variety .....	.52	.43	.60	.62	1.14
20. Working Conditions .....	.68	.58	.77	.09	1.42
21. Autonomy .....	.82	.72	.92	.31	1.69

N = 45 Raters

1985

MEDICAL TECHNOLOGIST



MEDICAL TECHNOLOGIST

O.A.P. = 10

D.O.T. = 078.361-014

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Get a feeling of accomplishment

Have work where they do things for other people

Do work without feeling that it is morally wrong

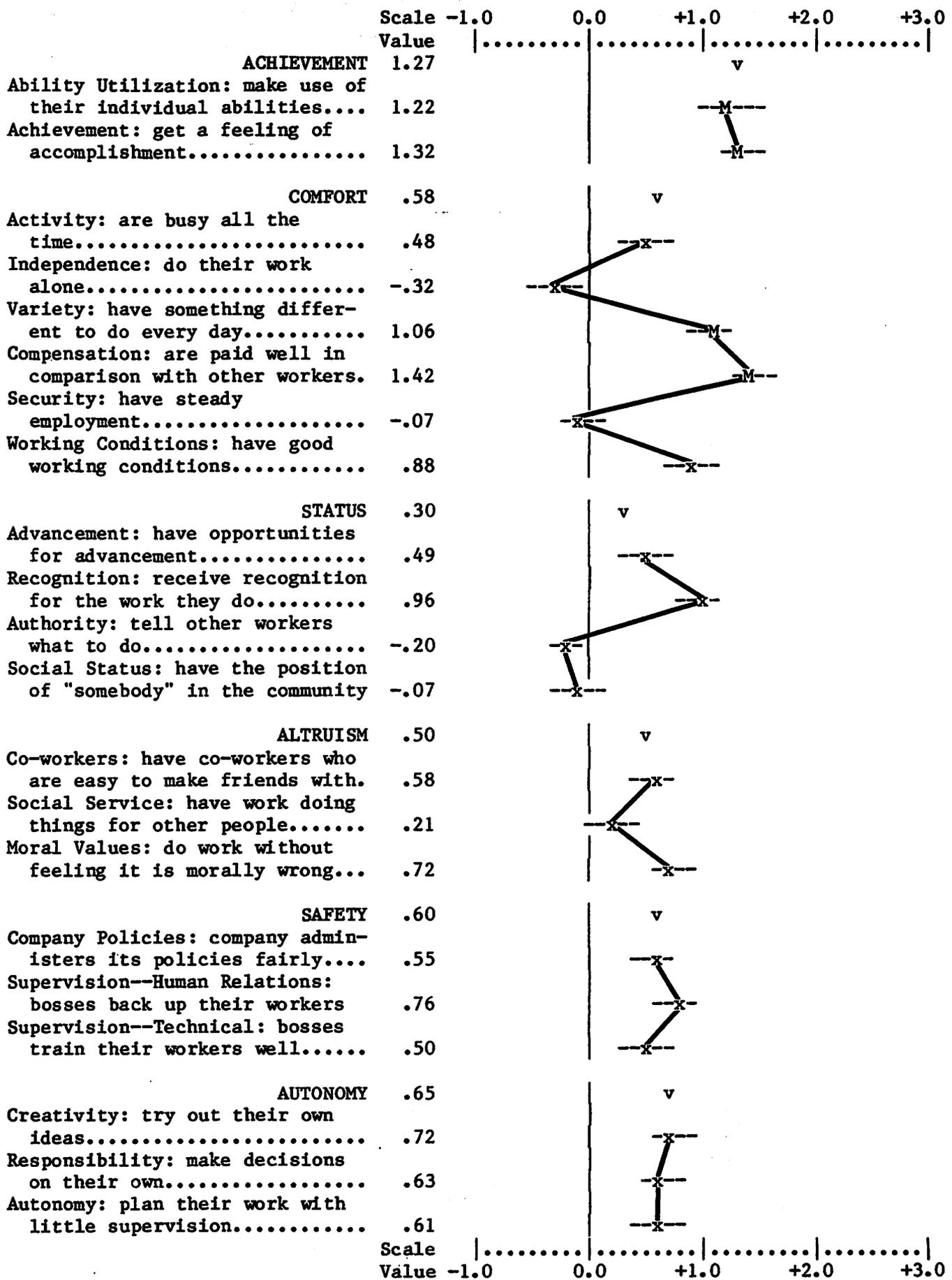
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.73	.64	.83	.10	1.71
2. Achievement	1.27	1.18	1.37	.03	3.33
3. Activity .....	.65	.52	.79	.35	1.18
4. Advancement .....	.40	.27	.53	.39	.73
5. Authority	-.47	-.56	-.40	.77	1.23
6. Company Policies .....	.49	.38	.59	.16	1.03
7. Compensation .....	.39	.26	.51	.48	.75
8. Co-Workers	1.00	.92	1.08	.00	2.75
9. Creativity .....	.25	.17	.34	.39	.61
10. Independence .....	.31	.19	.43	.45	.60
11. Moral Values	1.14	1.01	1.27	.06	2.33
12. Recognition .....	.47	.37	.57	.26	1.07
13. Responsibility .....	.69	.57	.81	.29	1.36
14. Security	1.74	1.63	1.87	.00	4.64
15. Social Service	1.14	1.04	1.25	.03	2.69
16. Social Status	-.02	-.14	.09	.55	.05
17. Supervision-Hum.-Rel. ...	.66	.56	.76	.19	1.52
18. Supervision-Technical ...	.54	.45	.63	.13	1.31
19. Variety .....	.21	.12	.30	.61	.51
20. Working Conditions .....	.96	.86	1.06	.06	2.22
21. Autonomy .....	.84	.72	.96	.16	1.76

N = 31 Raters

1968

MILLWRIGHT



MILLWRIGHT

O.A.P. = 21

D.O.T. = 638.281-018

Occupations with Similar Reinforcers: See Cluster B

Descriptive Characteristics

- Are paid well in comparison with other workers
- Get a feeling of accomplishment
- Make use of their individual abilities
- Have something different to do every day

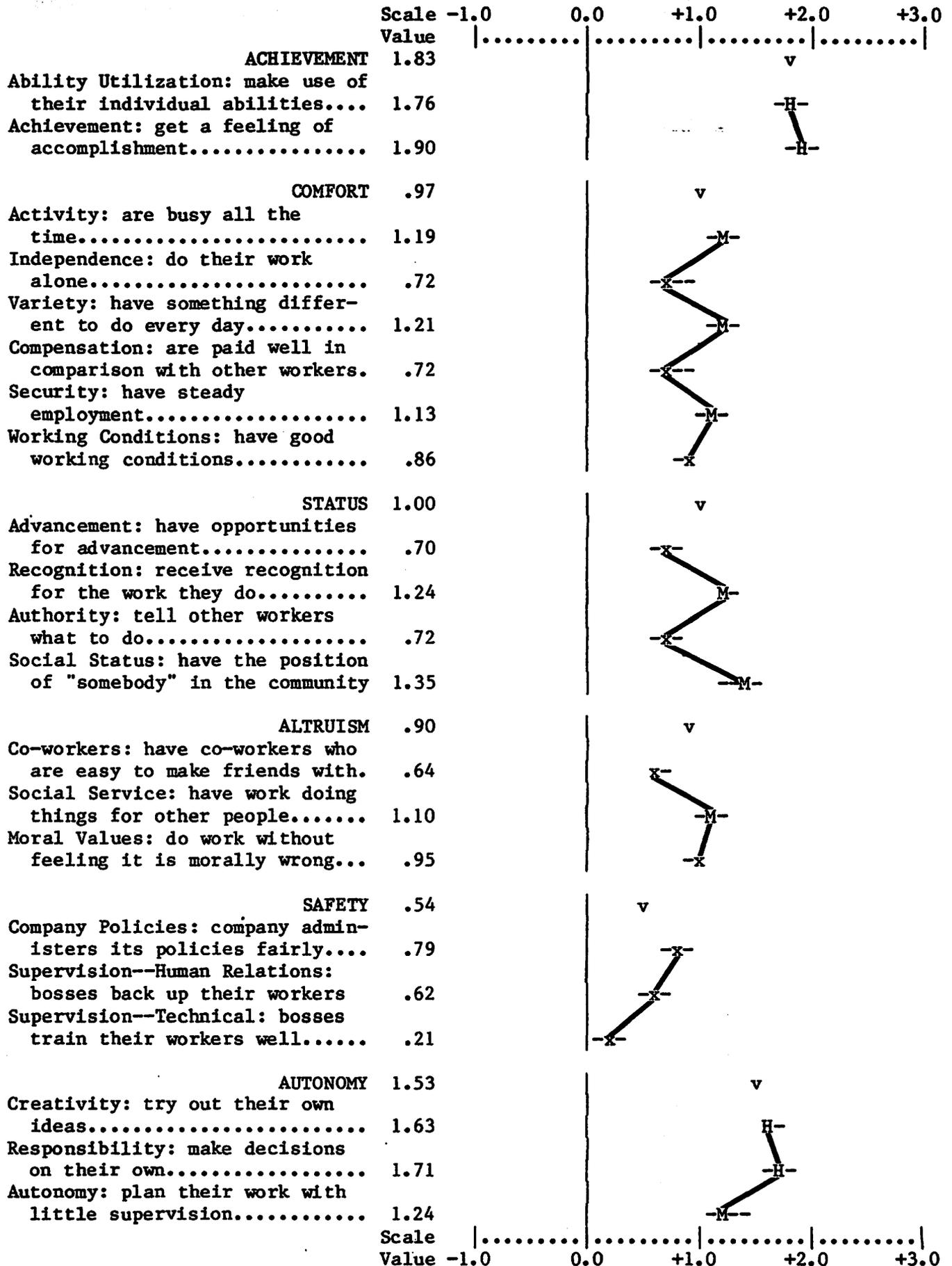
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.22	1.02	1.45	.08	2.65
2. Achievement	1.32	1.19	1.47	0.00	3.84
3. Activity .....	.48	.30	.65	.38	.99
4. Advancement .....	.49	.30	.68	.31	1.00
5. Authority	-.20	-.31	-.09	.85	.57
6. Company Policies .....	.55	.38	.71	.08	1.22
7. Compensation	1.42	1.27	1.59	0.00	4.00
8. Co-Workers .....	.58	.42	.74	.08	1.32
9. Creativity .....	.72	.59	.86	.08	1.85
10. Independence	-.32	-.53	-.14	.77	.67
11. Moral Values .....	.72	.57	.88	.08	1.72
12. Recognition .....	.96	.82	1.11	.15	2.52
13. Responsibility .....	.63	.46	.81	.23	1.38
14. Security	-.07	-.24	.07	.54	.17
15. Social Service .....	.21	.02	.38	.38	.43
16. Social Status	-.07	-.25	.08	.69	.16
17. Supervision-Hum.-Rel. ...	.76	.59	.93	.08	1.70
18. Supervision-Technical ...	.50	.34	.66	.23	1.15
19. Variety	1.06	.90	1.23	.08	2.59
20. Working Conditions .....	.88	.68	1.10	.23	1.73
21. Autonomy .....	.61	.43	.79	.46	1.27

N = 13 Raters

1985

NEWSPAPER PUBLISHER (WEEKLY AND SEMI-WEEKLY)



NEWSPAPER PUBLISHER (WEEKLY AND SEMI-WEEKLY)

O.A.P. = 59

D.O.T. = 132.017-010

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

GET A FEELING OF ACCOMPLISHMENT

MAKE USE OF THEIR INDIVIDUAL ABILITIES

MAKE DECISIONS ON THEIR OWN

TRY OUT THEIR OWN IDEAS

Have the position of "somebody" in the community

Receive recognition for the work they do

Plan their work with little supervision

Have something different to do every day

Are busy all the time

Have steady employment

Have work where they do things for other people

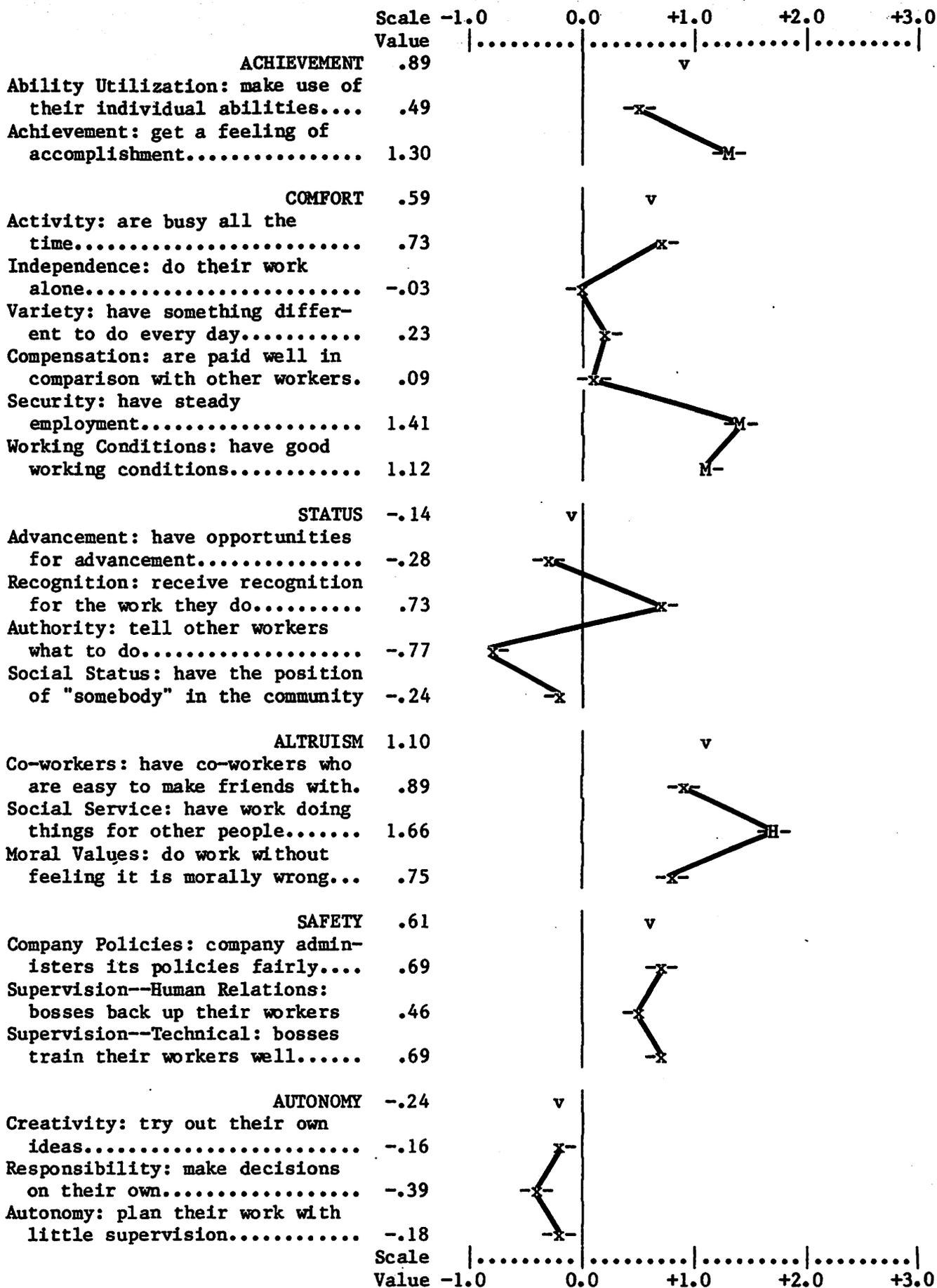
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.76	1.68	1.85	.00	5.54
2. Achievement	1.90	1.81	2.00	.00	5.91
3. Activity	1.19	1.08	1.30	.10	2.60
4. Advancement .....	.70	.58	.82	.21	1.33
5. Authority .....	.72	.59	.83	.17	1.38
6. Company Policies .....	.79	.67	.91	.14	1.55
7. Compensation .....	.72	.58	.85	.41	1.25
8. Co-Workers .....	.64	.55	.73	.14	1.48
9. Creativity	1.63	1.55	1.72	.00	4.86
10. Independence .....	.72	.58	.85	.55	1.27
11. Moral Values .....	.95	.85	1.04	.03	2.20
12. Recognition	1.24	1.15	1.33	.03	3.11
13. Responsibility	1.71	1.60	1.83	.00	4.39
14. Security	1.13	1.02	1.24	.03	2.47
15. Social Service	1.10	1.01	1.19	.03	2.79
16. Social Status	1.35	1.22	1.48	.00	2.81
17. Supervision-Hum.-Rel. ...	.62	.52	.72	.38	1.39
18. Supervision-Technical ...	.21	.10	.31	.41	.46
19. Variety	1.21	1.14	1.28	.07	3.61
20. Working Conditions .....	.86	.77	.94	.14	2.15
21. Autonomy	1.24	1.13	1.35	.03	2.78

N = 29 Raters

1972

NURSE AIDE



NURSE AIDE

O.A.P. = 51

D.O.T. = 355.674-014

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Have steady employment

Get a feeling of accomplishment

Have good working conditions

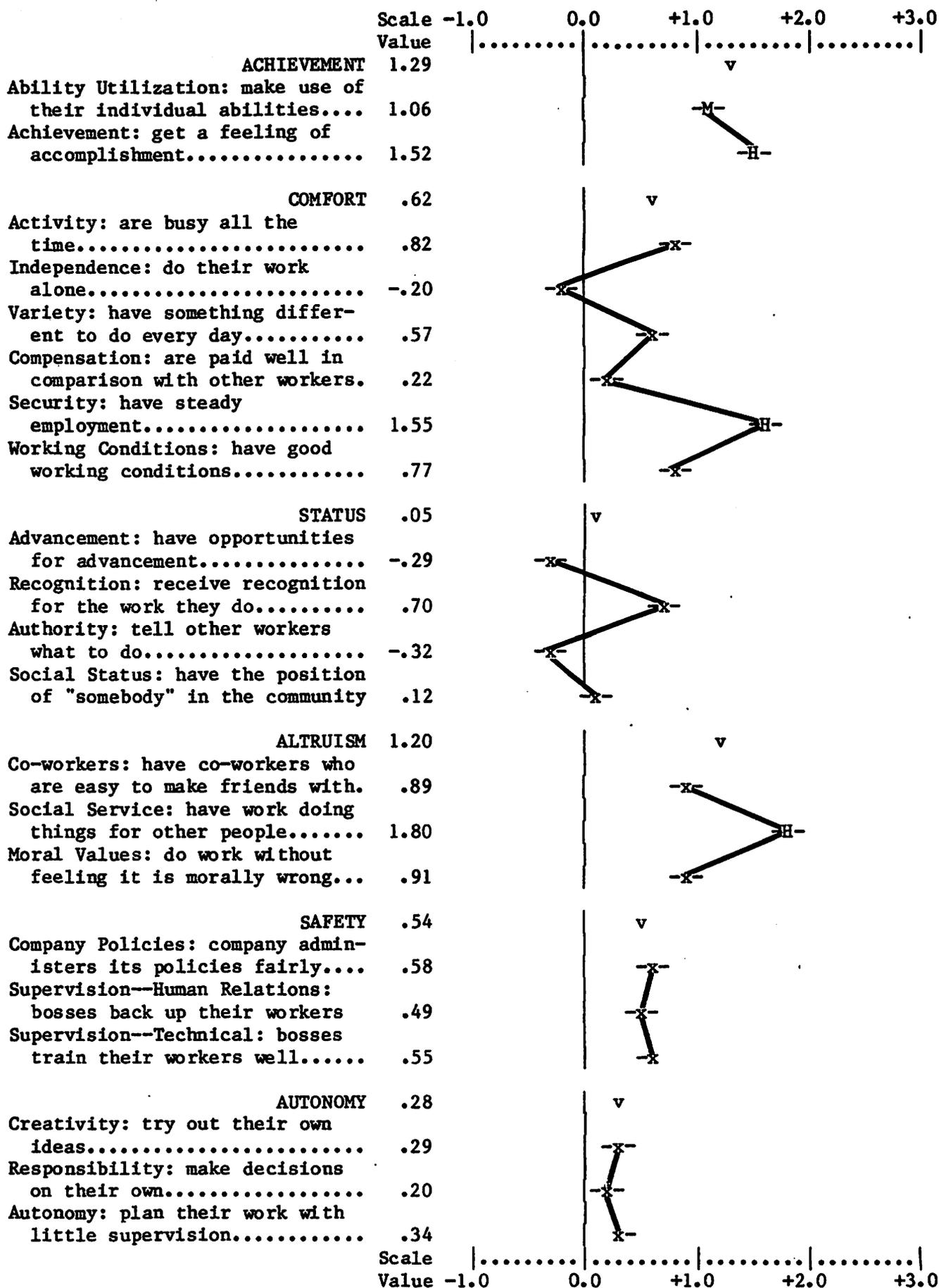
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.49	.42	.57	.23	1.34
2. Achievement	1.30	1.23	1.37	.00	4.18
3. Activity .....	.73	.65	.82	.25	1.90
4. Advancement	-.28	-.39	-.19	.70	.65
5. Authority	-.77	-.84	-.71	.93	2.44
6. Company Policies .....	.69	.62	.76	.09	2.00
7. Compensation .....	.09	.01	.18	.45	.23
8. Co-Workers .....	.89	.82	.96	.00	2.64
9. Creativity	-.16	-.24	-.09	.59	.43
10. Independence	-.03	-.11	.04	.66	.09
11. Moral Values .....	.75	.65	.86	.07	1.65
12. Recognition .....	.73	.65	.80	.16	1.99
13. Responsibility	-.39	-.47	-.32	.80	1.09
14. Security	1.41	1.34	1.49	.00	4.62
15. Social Service	1.66	1.57	1.77	.00	5.12
16. Social Status	-.24	-.33	-.15	.59	.56
17. Supervision-Hum.-Rel. ...	.46	.41	.50	.05	1.65
18. Supervision-Technical ...	.69	.64	.74	.07	2.47
19. Variety .....	.23	.15	.30	.52	.61
20. Working Conditions	1.12	1.05	1.20	.05	3.43
21. Autonomy	-.18	-.27	-.09	.77	.43

N = 44 Raters

1968

NURSE, LICENSED PRACTICAL



NURSE, LICENSED PRACTICAL

O.A.P. = 50

D.O.T. = 079.374-014

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

HAVE STEADY EMPLOYMENT

GET A FEELING OF ACCOMPLISHMENT

Make use of their individual abilities

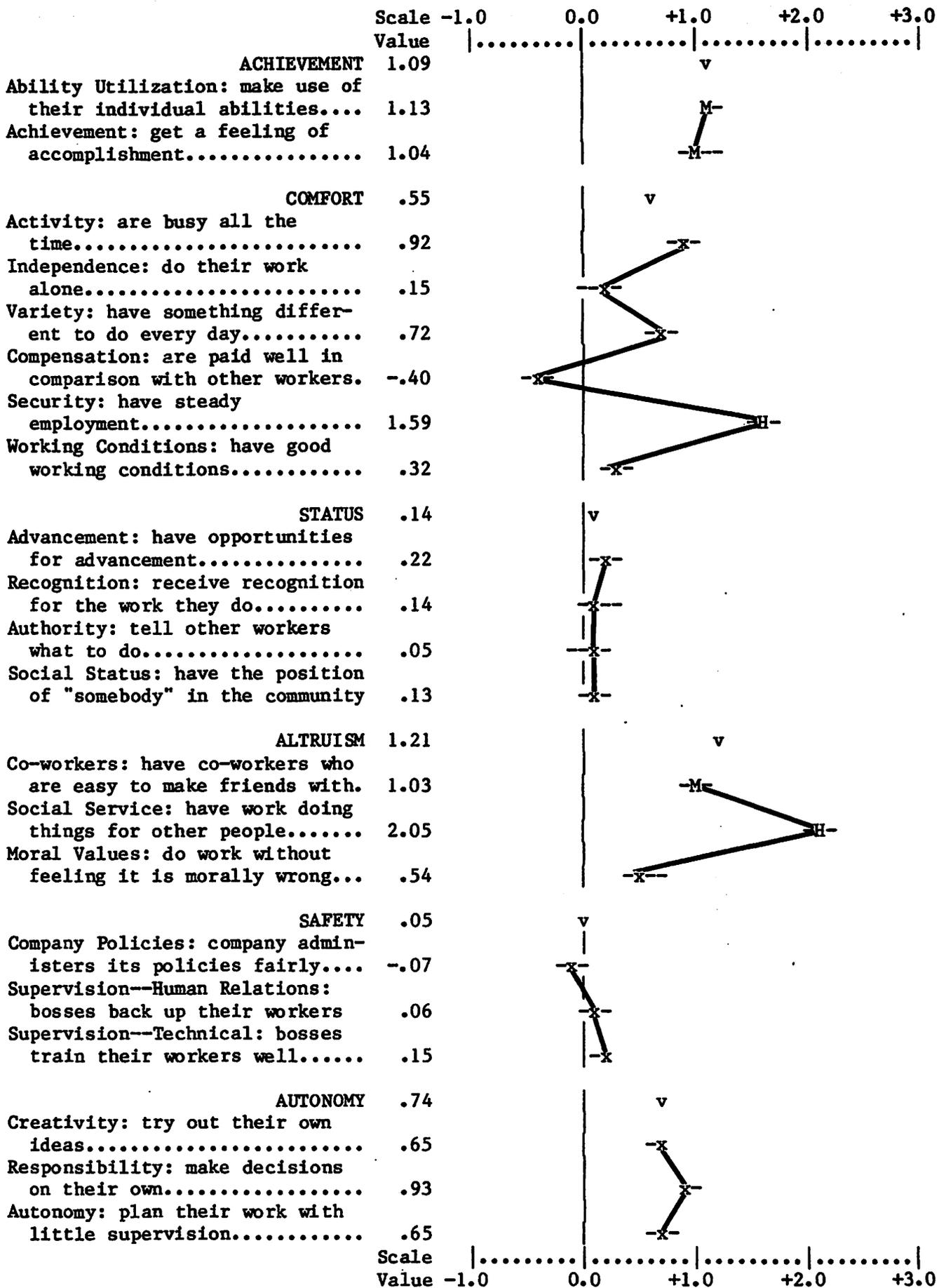
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.06	.99	1.15	.09	2.96
2. Achievement	1.52	1.43	1.61	.00	4.50
3. Activity .....	.82	.71	.92	.21	1.80
4. Advancement	-.29	-.42	-.17	.74	.59
5. Authority	-.32	-.43	-.23	.71	.74
6. Company Policies .....	.58	.52	.65	.09	1.65
7. Compensation .....	.22	.11	.33	.41	.45
8. Co-Workers .....	.89	.80	.97	.00	2.32
9. Creativity .....	.29	.21	.37	.38	.74
10. Independence	-.20	-.33	-.09	.68	.41
11. Moral Values .....	.91	.81	1.02	.03	2.02
12. Recognition .....	.70	.62	.79	.12	1.77
13. Responsibility .....	.20	.12	.29	.62	.49
14. Security	1.55	1.47	1.65	.00	4.59
15. Social Service	1.80	1.69	1.92	.00	5.20
16. Social Status .....	.12	.00	.23	.41	.23
17. Supervision-Hum.-Rel. ...	.49	.41	.56	.12	1.30
18. Supervision-Technical ...	.55	.47	.64	.12	1.41
19. Variety .....	.57	.47	.67	.38	1.29
20. Working Conditions .....	.77	.67	.87	.21	1.73
21. Autonomy .....	.34	.25	.44	.53	.77

N = 34 Raters

1968

NURSE, PROFESSIONAL



NURSE, PROFESSIONAL

O.A.P. = 50

D.O.T. = 075.374-010

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

HAVE STEADY EMPLOYMENT

Make use of their individual abilities

Get a feeling of accomplishment

Have co-workers who are easy to make friends with

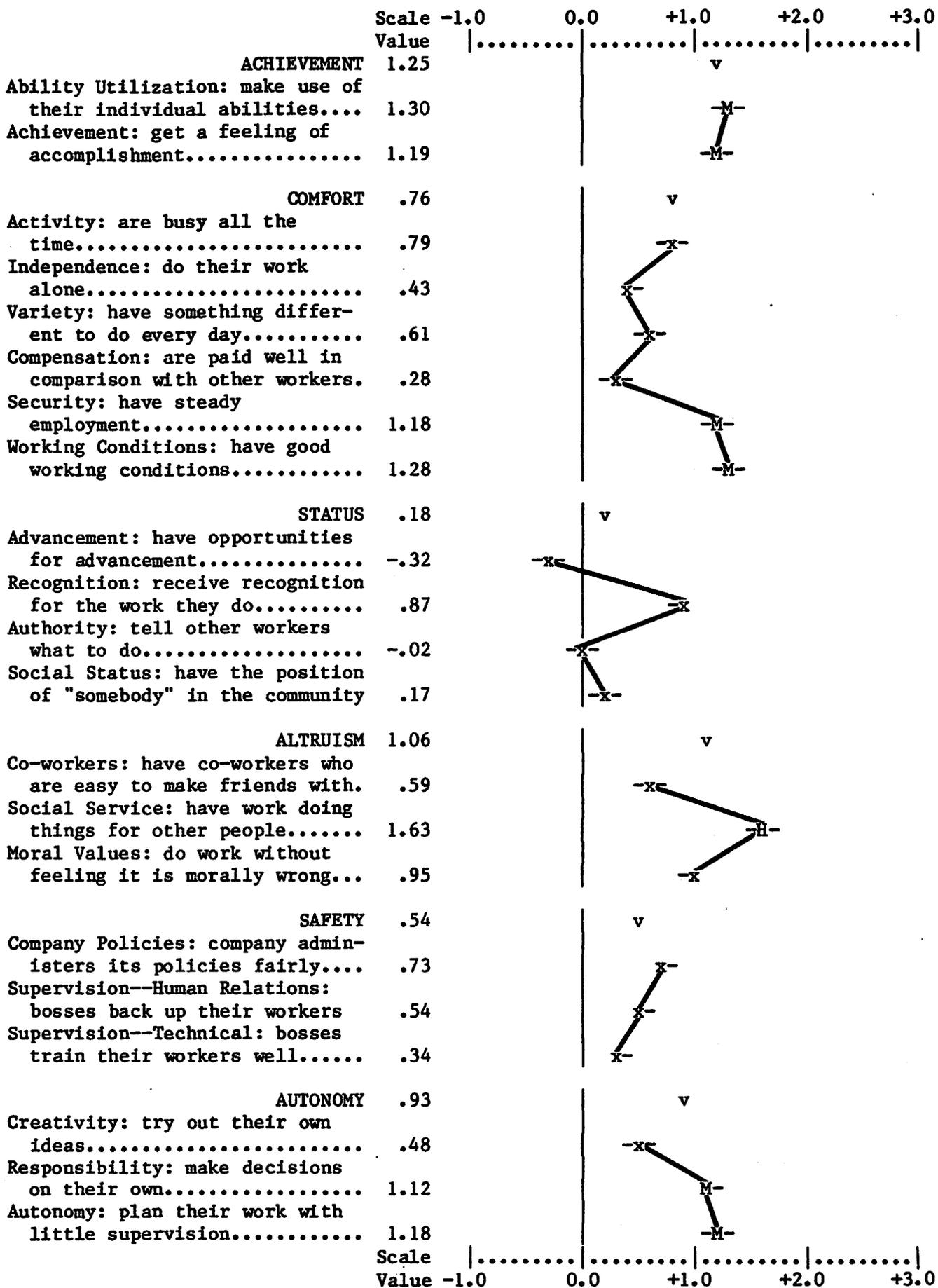
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.13	1.06	1.20	.03	4.00
2. Achievement	1.04	.94	1.15	.10	2.78
3. Activity .....	.92	.82	1.01	.13	2.49
4. Advancement .....	.22	.12	.32	.35	.56
5. Authority .....	.05	-.07	.15	.39	.11
6. Company Policies	-.07	-.17	.02	.45	.18
7. Compensation	-.40	-.52	-.29	.74	.96
8. Co-Workers	1.03	.94	1.12	0.00	3.10
9. Creativity .....	.65	.57	.72	.19	2.00
10. Independence .....	.15	.04	.26	.65	.35
11. Moral Values .....	.54	.40	.68	.23	1.05
12. Recognition .....	.14	.03	.25	.55	.34
13. Responsibility .....	.93	.85	1.01	.16	2.85
14. Security	1.59	1.48	1.72	0.00	4.84
15. Social Service	2.05	1.96	2.15	0.00	8.52
16. Social Status .....	.13	.00	.24	.48	.27
17. Supervision-Hum.-Rel. ...	.06	-.03	.15	.55	.16
18. Supervision-Technical ...	.15	.05	.24	.52	.39
19. Variety .....	.72	.62	.82	.19	1.83
20. Working Conditions .....	.32	.20	.44	.26	.68
21. Autonomy .....	.65	.55	.75	.13	1.64

N = 31 Raters

1985

NURSE, STAFF, OCCUPATIONAL HEALTH NURSING



NURSE, STAFF, OCCUPATIONAL HEALTH NURSING

O.A.P. = 50

D.O.T. = 075.374-022

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Make use of their individual abilities

Have good working conditions

Get a feeling of accomplishment

Plan their work with little supervision

Have steady employment

Make decisions on their own

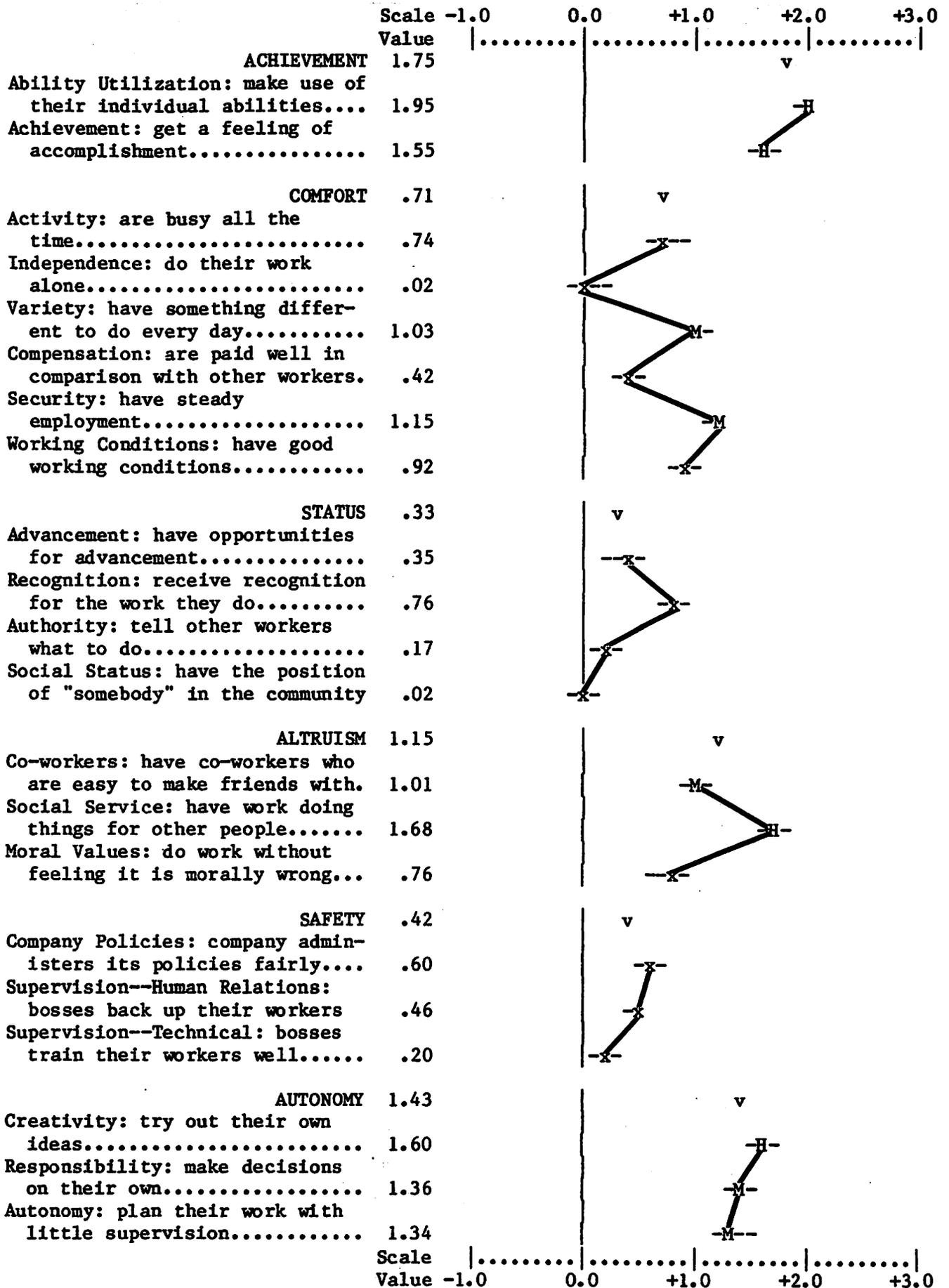
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.30	1.24	1.37	.08	3.62
2. Achievement	1.19	1.13	1.26	.04	3.17
3. Activity .....	.79	.70	.88	.32	1.59
4. Advancement	-.32	-.43	-.22	.81	.61
5. Authority	-.02	-.10	.05	.62	.05
6. Company Policies .....	.73	.66	.80	.09	1.76
7. Compensation .....	.28	.19	.37	.57	.57
8. Co-Workers .....	.59	.51	.67	.11	1.27
9. Creativity .....	.48	.41	.55	.32	1.15
10. Independence .....	.43	.35	.52	.34	.88
11. Moral Values .....	.95	.86	1.04	.02	1.97
12. Recognition .....	.87	.79	.94	.13	2.08
13. Responsibility	1.12	1.05	1.20	.08	2.78
14. Security	1.18	1.08	1.27	0.00	2.50
15. Social Service	1.63	1.54	1.74	.04	4.00
16. Social Status .....	.17	.09	.25	.45	.36
17. Supervision-Hum.-Rel. ...	.54	.47	.61	.15	1.26
18. Supervision-Technical ...	.34	.27	.41	.28	.81
19. Variety .....	.61	.53	.68	.26	1.39
20. Working Conditions	1.28	1.21	1.35	.02	3.39
21. Autonomy	1.18	1.09	1.26	.09	2.67

N = 53 Raters

1985

OCCUPATIONAL THERAPIST



OCCUPATIONAL THERAPIST

O.A.P. = 50

D.O.T. = 076.121-010

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

TRY OUT THEIR OWN IDEAS

GET A FEELING OF ACCOMPLISHMENT

Make decisions on their own

Plan their work with little supervision

Have steady employment

Have something different to do every day

Have co-workers who are easy to make friends with

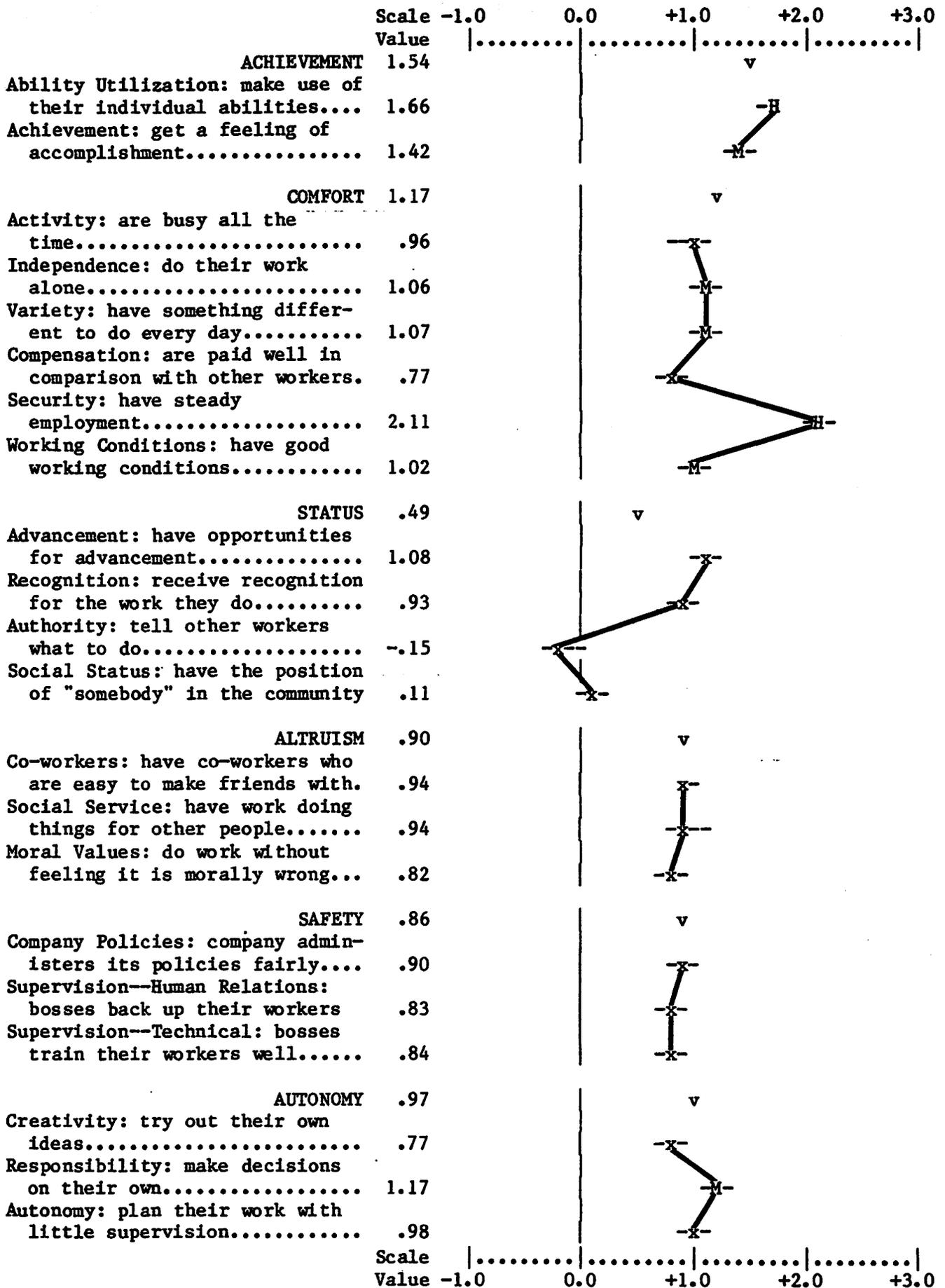
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.95	1.87	2.03	.00	7.60
2. Achievement	1.55	1.45	1.65	.00	4.53
3. Activity .....	.74	.63	.85	.41	1.60
4. Advancement .....	.35	.24	.45	.41	.77
5. Authority .....	.17	.07	.26	.41	.41
6. Company Policies .....	.60	.52	.67	.03	1.64
7. Compensation .....	.42	.33	.52	.41	1.04
8. Co-Workers	1.01	.94	1.08	.00	3.26
9. Creativity	1.60	1.54	1.66	.00	6.50
10. Independence .....	.02	-.12	.15	.72	.04
11. Moral Values .....	.76	.62	.89	.09	1.40
12. Recognition .....	.76	.66	.86	.28	1.77
13. Responsibility	1.36	1.27	1.45	.06	4.00
14. Security	1.15	1.06	1.24	.00	3.04
15. Social Service	1.68	1.56	1.82	.03	4.28
16. Social Status .....	.02	-.09	.13	.47	.06
17. Supervision-Hum.-Rel. ...	.46	.38	.54	.13	1.23
18. Supervision-Technical ...	.20	.12	.28	.38	.54
19. Variety	1.03	.95	1.11	.13	2.89
20. Working Conditions .....	.92	.84	.99	.00	2.74
21. Autonomy	1.34	1.24	1.45	.13	3.48

N = 32 Raters

1968

OFFICE-MACHINE SERVICER



OFFICE-MACHINE SERVICER

O.A.P. = 21

D.O.T. = 633.281-018

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Get a feeling of accomplishment

Make decisions on their own

Have something different to do every day

Do their work alone

Have good working conditions

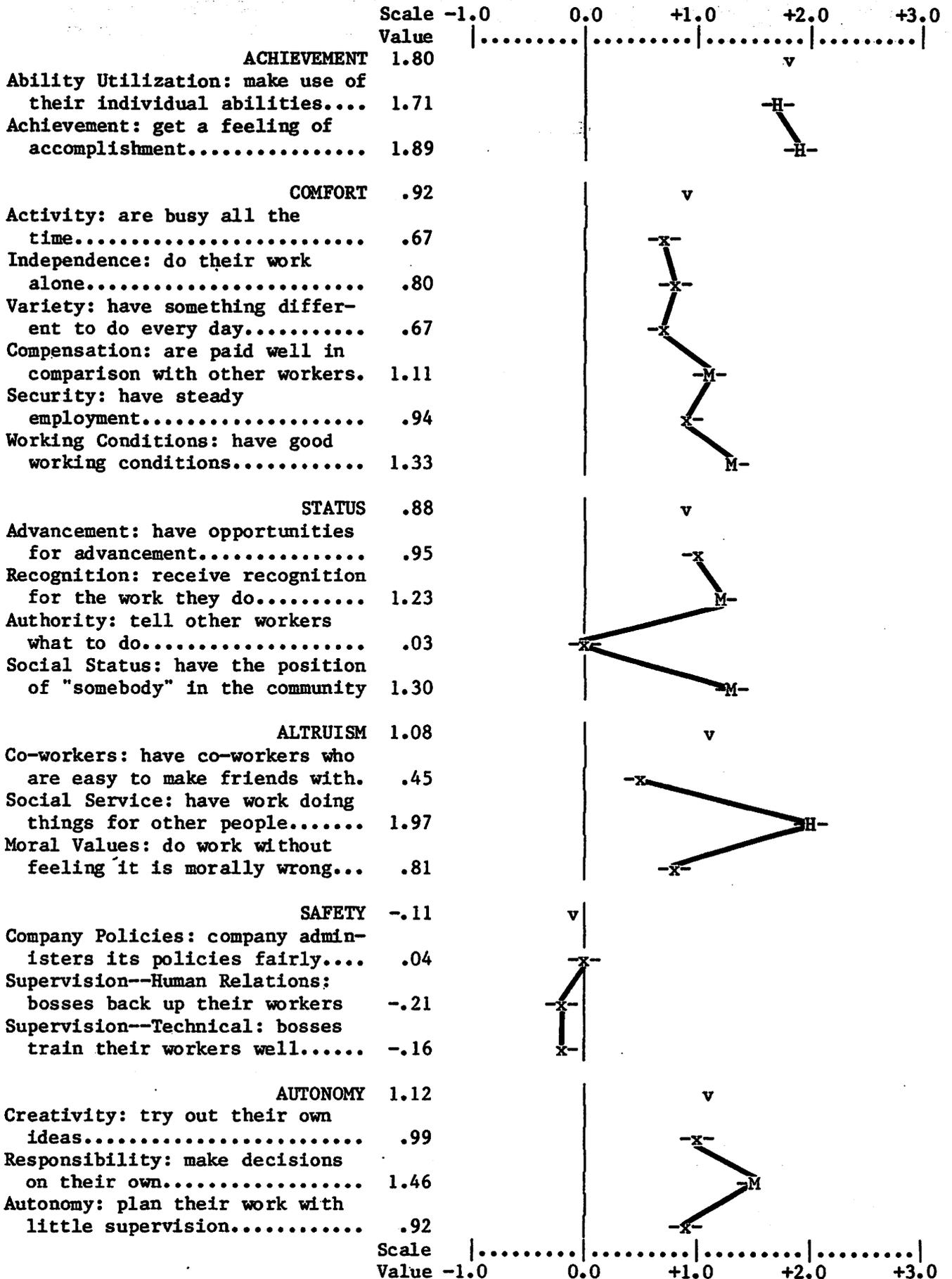
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.66	1.59	1.74	.03	4.96
2. Achievement	1.42	1.34	1.51	.03	3.84
3. Activity .....	.96	.84	1.08	.27	1.81
4. Advancement	1.08	.95	1.21	.15	2.00
5. Authority	-.15	-.29	-.02	.79	.26
6. Company Policies .....	.90	.81	.99	.09	2.10
7. Compensation .....	.77	.66	.87	.24	1.58
8. Co-Workers .....	.94	.85	1.02	.06	2.19
9. Creativity .....	.77	.69	.85	.09	1.90
10. Independence	1.06	.95	1.18	.18	2.12
11. Moral Values .....	.82	.70	.94	.03	1.53
12. Recognition .....	.93	.82	1.04	.18	1.90
13. Responsibility	1.17	1.07	1.26	.06	2.70
14. Security	2.11	2.00	2.23	.00	6.07
15. Social Service .....	.94	.83	1.05	.12	1.86
16. Social Status .....	.11	-.02	.23	.45	.20
17. Supervision-Hum.-Rel. ...	.83	.74	.93	.12	1.83
18. Supervision-Technical ...	.84	.74	.93	.18	1.83
19. Variety	1.07	.97	1.16	.00	2.40
20. Working Conditions	1.02	.93	1.12	.15	2.25
21. Autonomy .....	.98	.87	1.09	.18	1.95

N = 33 Raters

1968

OPTOMETRIST



OPTOMETRIST

O.A.P. = 9

D.O.T. = 079.101-018

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

GET A FEELING OF ACCOMPLISHMENT

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Make decisions on their own

Have good working conditions

Have the position of "somebody" in the community

Receive recognition for the work they do

Are paid well in comparison with other workers

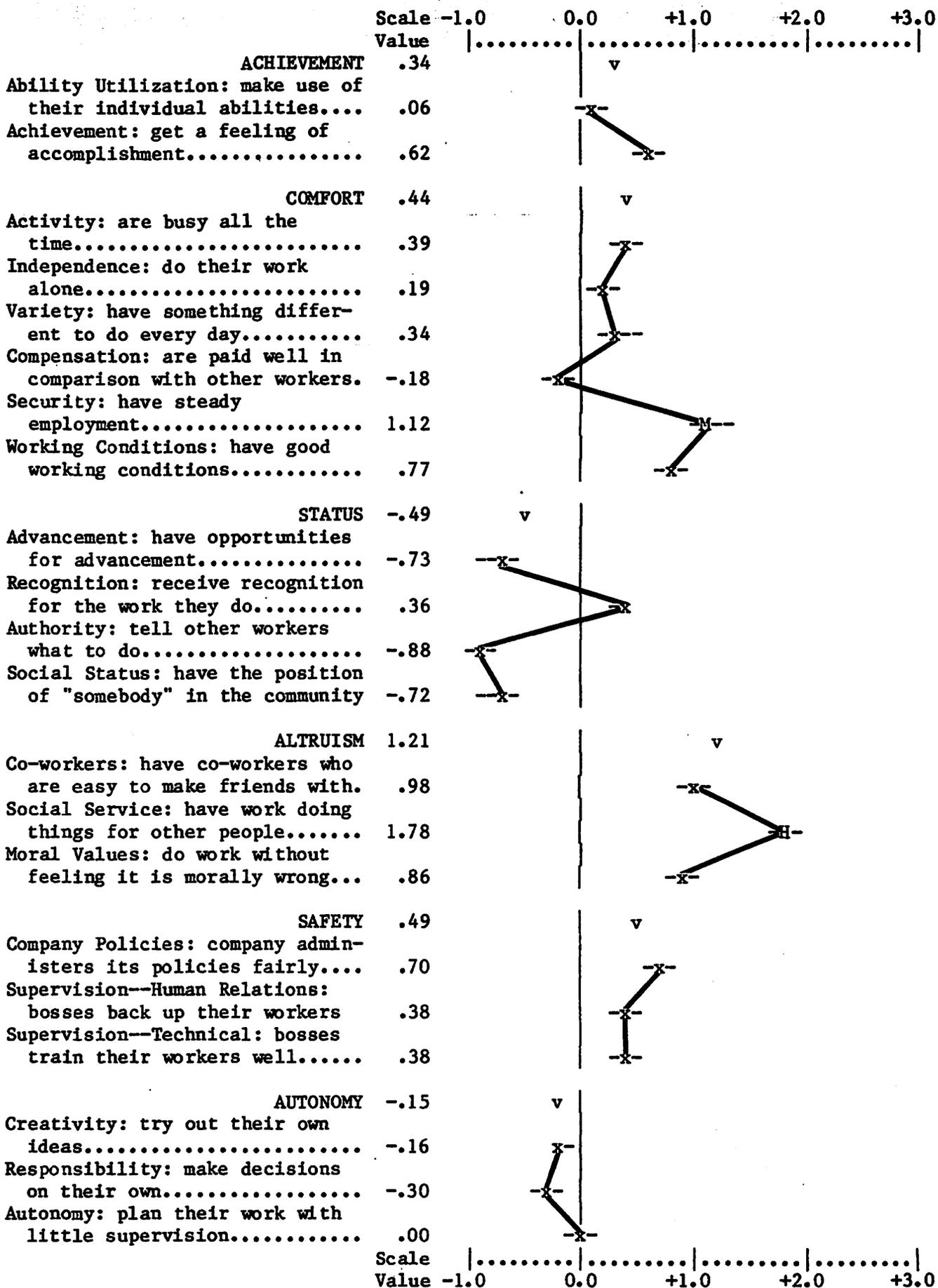
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.71	1.63	1.80	.02	4.95
2. Achievement	1.89	1.82	1.95	.00	6.94
3. Activity .....	.67	.59	.76	.20	1.48
4. Advancement .....	.95	.89	1.01	.09	2.72
5. Authority .....	.03	-.05	.10	.55	.07
6. Company Policies .....	.04	-.06	.12	.59	.08
7. Compensation	1.11	1.04	1.17	.09	3.11
8. Co-Workers .....	.45	.40	.50	.09	1.38
9. Creativity .....	.99	.93	1.06	.07	2.80
10. Independence .....	.80	.71	.89	.20	1.70
11. Moral Values .....	.81	.72	.89	.00	1.77
12. Recognition	1.23	1.16	1.30	.02	3.49
13. Responsibility	1.46	1.39	1.53	.05	4.27
14. Security .....	.94	.87	1.01	.02	2.46
15. Social Service	1.97	1.90	2.06	.00	6.76
16. Social Status	1.30	1.21	1.38	.00	3.26
17. Supervision-Hum.-Rel. ...	-.21	-.30	-.13	.70	.50
18. Supervision-Technical ...	-.16	-.24	-.08	.70	.38
19. Variety .....	.67	.60	.74	.25	1.77
20. Working Conditions	1.33	1.26	1.40	.02	3.88
21. Autonomy .....	.92	.84	.99	.09	2.30

N = 44 Raters

1972

ORDERLY



ORDERLY

O.A.P. = 51

D.O.T. = 355.674-018

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Have steady employment

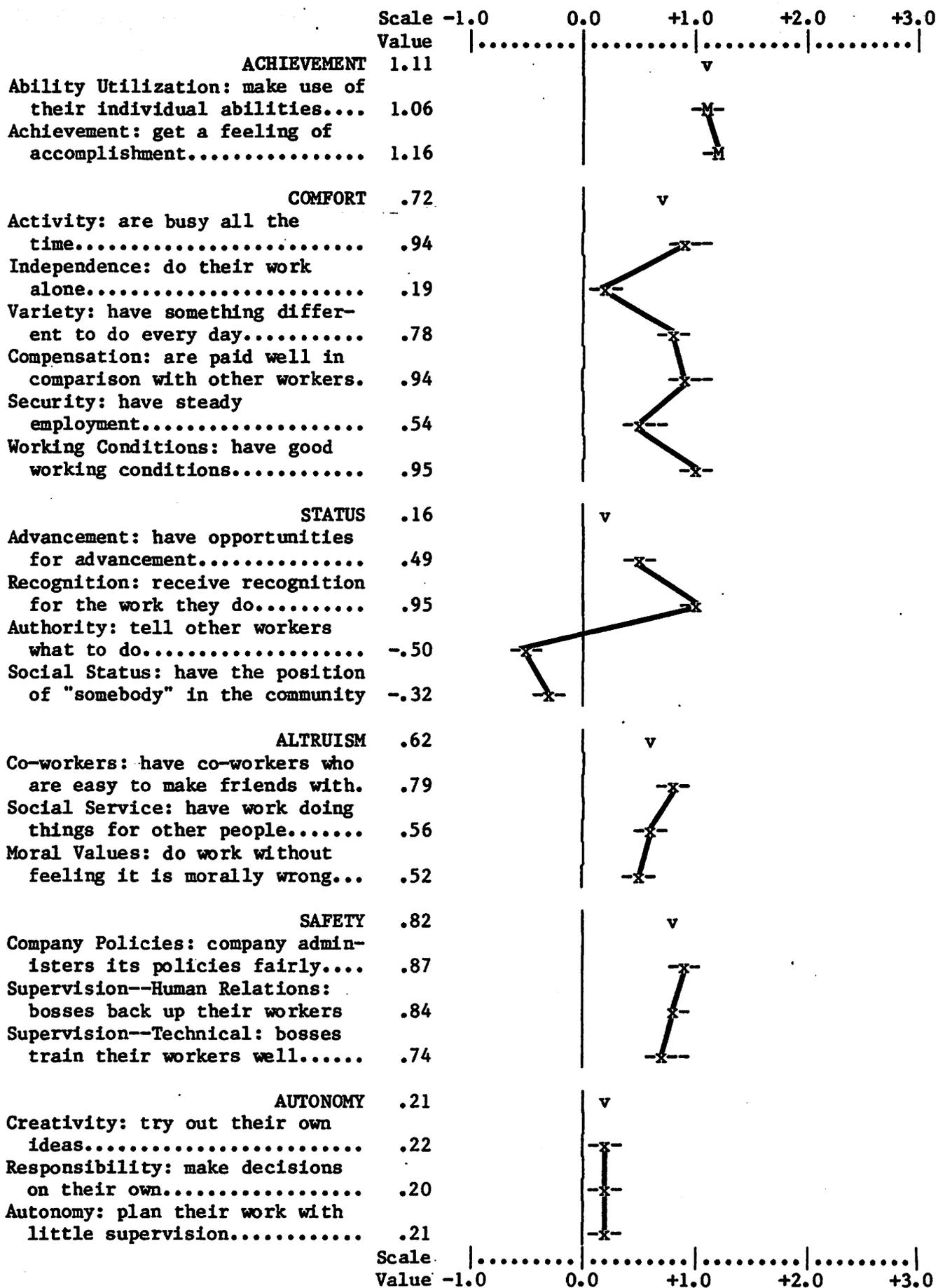
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.06	-.03	.16	.65	.15
2. Achievement .....	.62	.52	.74	.19	1.38
3. Activity .....	.39	.26	.51	.45	.76
4. Advancement	-.73	-.85	-.63	.87	1.70
5. Authority	-.88	-.98	-.80	.94	2.32
6. Company Policies .....	.70	.63	.78	.00	1.99
7. Compensation	-.18	-.28	-.09	.55	.42
8. Co-Workers .....	.98	.89	1.07	.00	2.56
9. Creativity	-.16	-.24	-.09	.65	.42
10. Independence .....	.19	.08	.29	.48	.41
11. Moral Values .....	.86	.76	.98	.00	1.98
12. Recognition .....	.36	.29	.42	.19	1.01
13. Responsibility	-.30	-.38	-.22	.77	.78
14. Security	1.12	1.00	1.25	.06	2.54
15. Social Service	1.78	1.70	1.87	.00	5.74
16. Social Status	-.72	-.85	-.60	.90	1.56
17. Supervision-Hum.-Rel. ...	.38	.31	.45	.13	1.05
18. Supervision-Technical ...	.38	.30	.45	.19	1.01
19. Variety .....	.34	.23	.45	.42	.73
20. Working Conditions .....	.77	.70	.85	.10	2.17
21. Autonomy .....	.00	-.10	.09	.65	.01

N = 31 Raters

1968

PAINTER/PAPERHANGER



PAINTER/PAPERHANGER

O.A.P. = 26, 21

D.O.T. = 840.381-010

841.381-010

Occupations with Similar Reinforcers: See Cluster B

Descriptive Characteristics

Get a feeling of accomplishment

Make use of their individual abilities

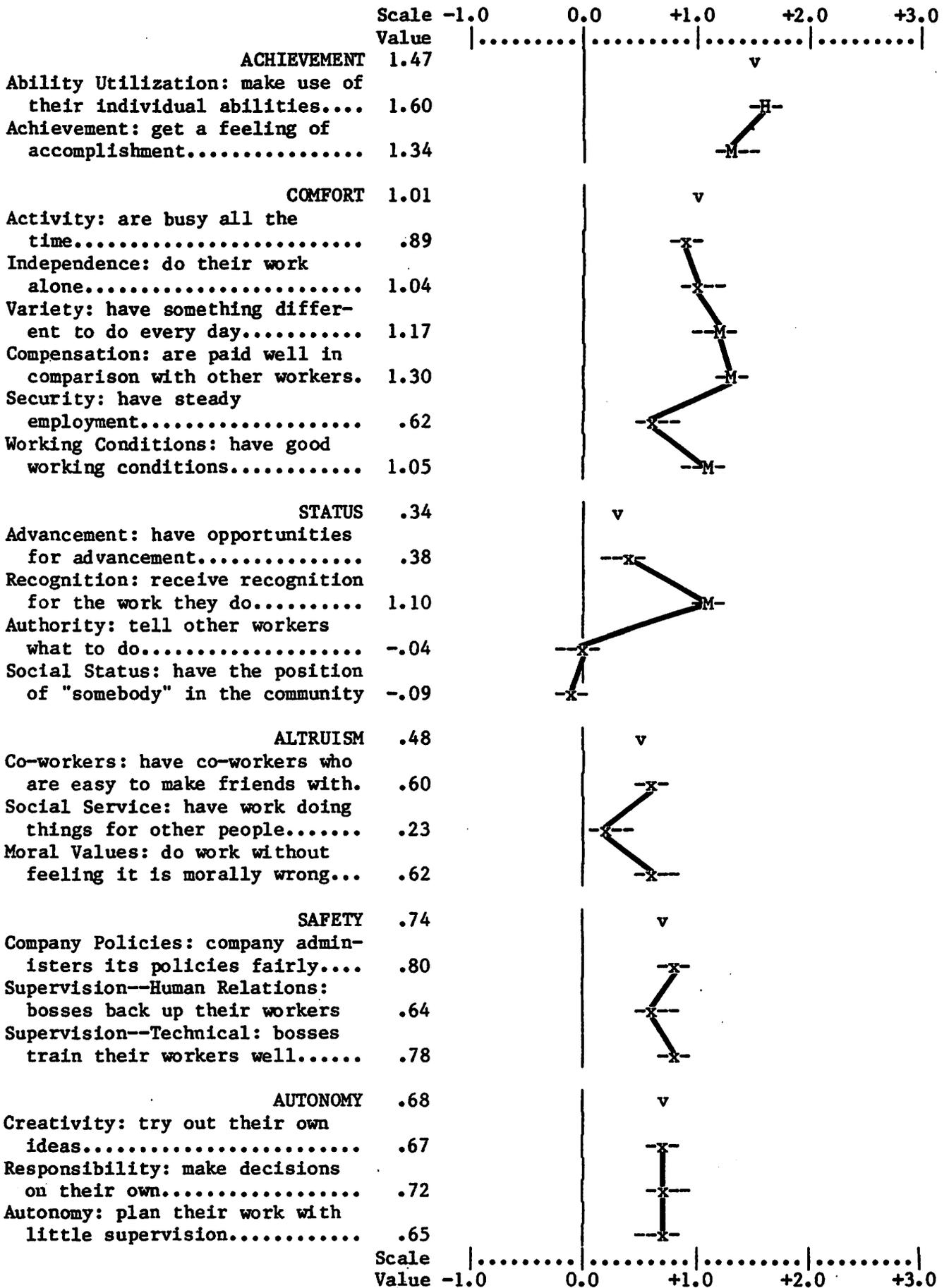
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.06	.96	1.16	.06	2.66
2. Achievement	1.16	1.09	1.24	.00	3.53
3. Activity .....	.94	.82	1.06	.20	1.99
4. Advancement .....	.49	.40	.59	.29	1.17
5. Authority	-.50	-.59	-.42	.89	1.37
6. Company Policies .....	.87	.77	.97	.11	2.01
7. Compensation .....	.94	.84	1.05	.09	2.19
8. Co-Workers .....	.79	.70	.89	.03	1.94
9. Creativity .....	.22	.12	.32	.49	.51
10. Independence .....	.19	.08	.29	.54	.40
11. Moral Values .....	.52	.41	.64	.09	1.05
12. Recognition .....	.95	.86	1.04	.09	2.42
13. Responsibility .....	.20	.09	.30	.57	.42
14. Security .....	.54	.40	.68	.34	.97
15. Social Service .....	.56	.45	.66	.20	1.19
16. Social Status	-.32	-.42	-.23	.57	.79
17. Supervision-Hum.-Rel. ...	.84	.75	.92	.06	2.15
18. Supervision-Technical ...	.74	.64	.85	.20	1.65
19. Variety .....	.78	.67	.88	.26	1.70
20. Working Conditions .....	.95	.85	1.05	.11	2.28
21. Autonomy .....	.21	.10	.32	.66	.44

N = 35 Raters

1968

PATTERNMAKER, METAL



PATTERNMAKER, METAL

O.A.P. = 21

D.O.T. = 600.280-050

Occupations with Similar Reinforcers: See Cluster B

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Get a feeling of accomplishment

Are paid well in comparison with other workers

Have something different to do every day

Receive recognition for the work they do

Have good working conditions

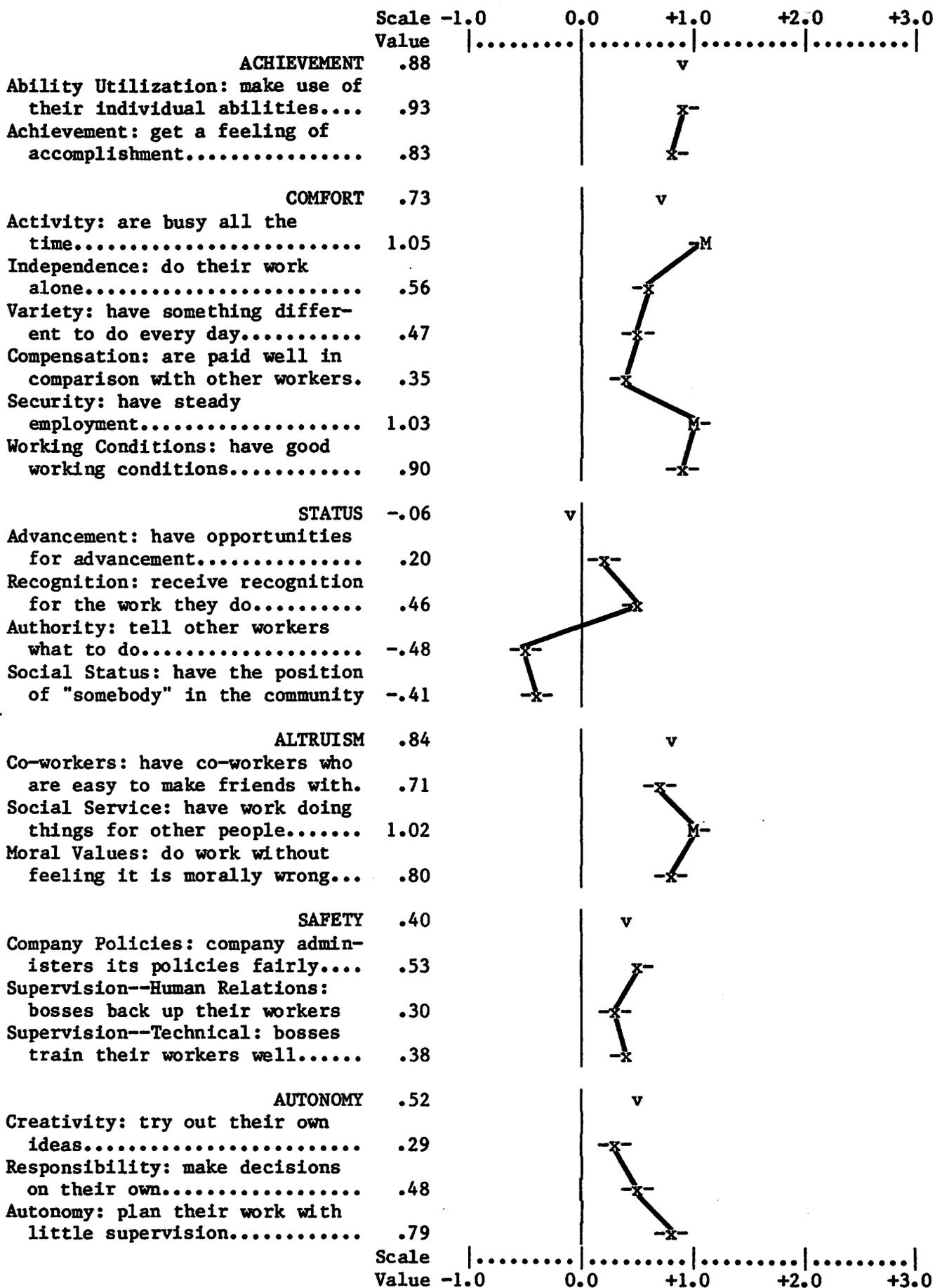
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.60	1.48	1.74	.05	4.24
2. Achievement	1.34	1.21	1.47	.05	3.24
3. Activity .....	.89	.76	1.03	.20	1.91
4. Advancement .....	.38	.24	.52	.50	.76
5. Authority	-.04	-.18	.09	.70	.08
6. Company Policies .....	.80	.70	.90	.05	2.02
7. Compensation	1.30	1.18	1.44	.05	3.12
8. Co-Workers .....	.60	.50	.70	.05	1.47
9. Creativity .....	.67	.57	.77	.10	1.64
10. Independence	1.04	.90	1.19	.25	2.13
11. Moral Values .....	.62	.49	.75	.15	1.28
12. Recognition	1.10	.97	1.24	.10	2.42
13. Responsibility .....	.72	.57	.87	.20	1.40
14. Security .....	.62	.45	.78	.35	1.11
15. Social Service .....	.23	.06	.38	.45	.41
16. Social Status	-.09	-.23	.03	.50	.20
17. Supervision-Hum.-Rel. ...	.64	.51	.76	.20	1.37
18. Supervision-Technical ...	.78	.65	.90	.15	1.70
19. Variety	1.17	1.04	1.30	.10	2.68
20. Working Conditions	1.05	.91	1.20	.05	2.23
21. Autonomy .....	.65	.53	.77	.35	1.43

N = 20 Raters

1972

PERFORATOR TYPIST



PERFORATOR TYPIST

O.A.P. = 40

D.O.T. = 203.582-038

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

Are busy all the time

Have steady employment

Have work where they do things for other people

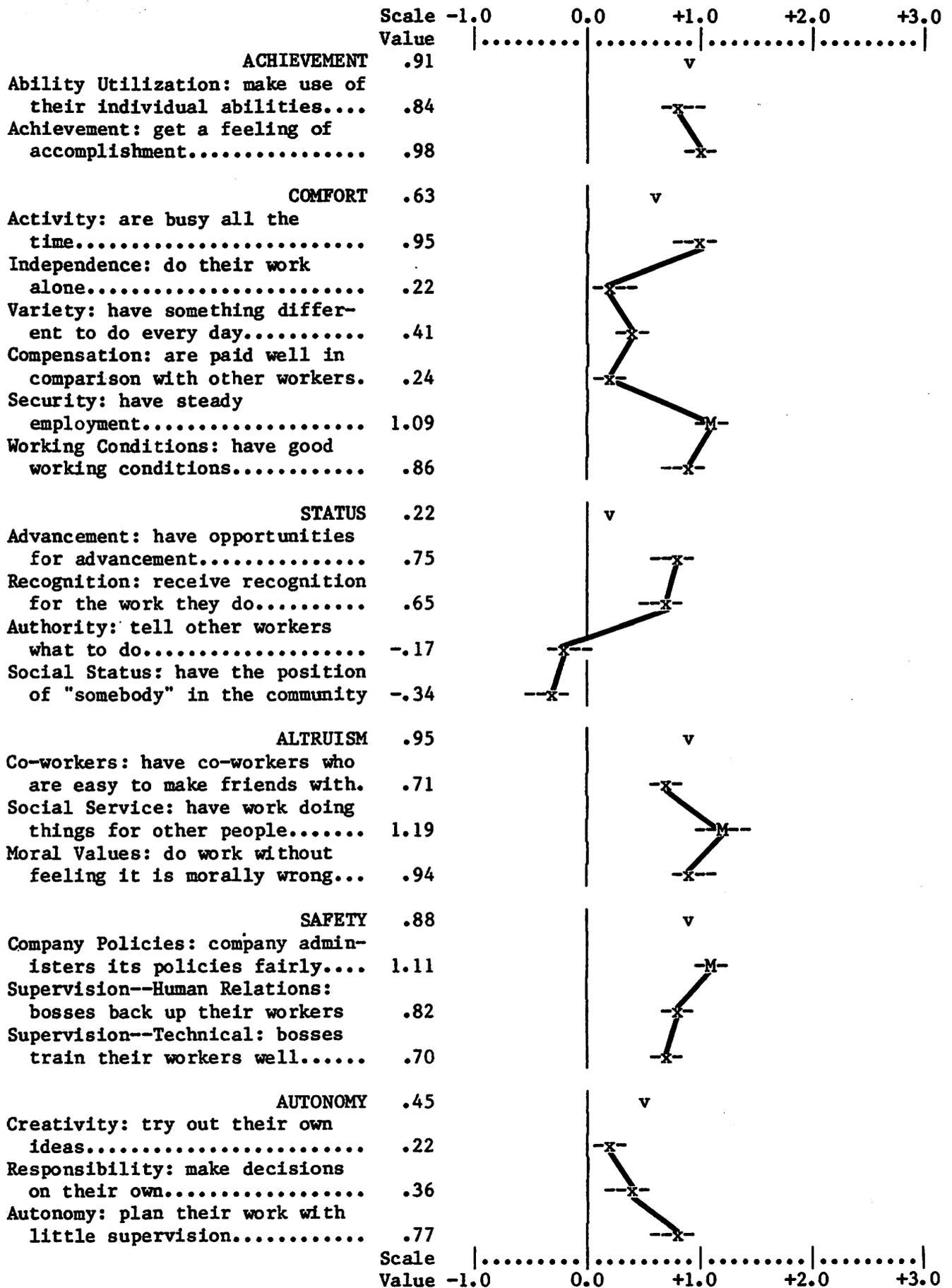
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.93	.87	1.00	.14	2.11
2. Achievement .....	.83	.77	.89	.14	1.96
3. Activity	1.05	.97	1.13	.12	2.18
4. Advancement .....	.20	.11	.29	.55	.34
5. Authority	-.48	-.57	-.40	.78	.92
6. Company Policies .....	.53	.46	.60	.22	1.09
7. Compensation .....	.35	.28	.42	.36	.71
8. Co-Workers .....	.71	.64	.79	.12	1.43
9. Creativity .....	.29	.23	.36	.43	.61
10. Independence .....	.56	.48	.64	.28	1.07
11. Moral Values .....	.80	.71	.88	.05	1.51
12. Recognition .....	.46	.39	.53	.31	.94
13. Responsibility .....	.48	.41	.55	.34	.98
14. Security	1.03	.96	1.11	.07	2.17
15. Social Service	1.02	.95	1.10	.08	2.14
16. Social Status	-.41	-.49	-.33	.77	.78
17. Supervision-Hum.-Rel. ...	.30	.24	.36	.22	.68
18. Supervision-Technical ...	.38	.32	.44	.28	.86
19. Variety .....	.47	.39	.55	.46	.89
20. Working Conditions .....	.90	.83	.97	.14	1.97
21. Autonomy .....	.79	.72	.87	.28	1.61

N = 74 Raters

1985

PERSONNEL CLERK



PERSONNEL CLERK

O.A.P. = 39

D.O.T. = 209.362-026

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

- Have work where they do things for other people
- Have a company which administers its policies fairly
- Have steady employment

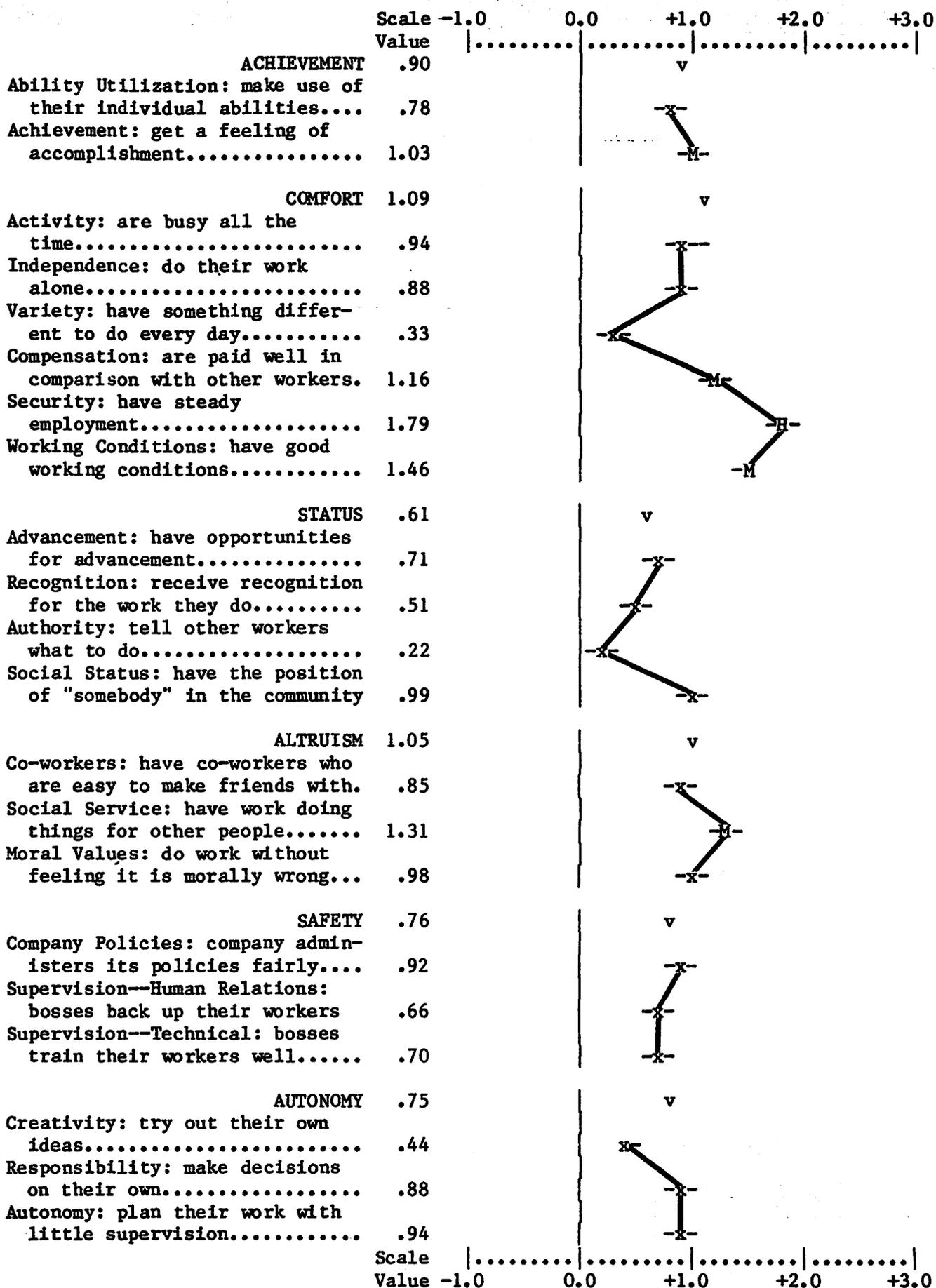
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.84	.74	.95	.07	2.00
2. Achievement .....	.98	.87	1.09	.00	2.37
3. Activity .....	.95	.81	1.09	.22	1.92
4. Advancement .....	.75	.63	.87	.22	1.61
5. Authority	-.17	-.33	-.02	.74	.31
6. Company Policies	1.11	.99	1.24	.04	2.50
7. Compensation .....	.24	.13	.34	.48	.53
8. Co-Workers .....	.71	.60	.82	.07	1.64
9. Creativity .....	.22	.10	.33	.41	.47
10. Independence .....	.22	.10	.35	.63	.45
11. Moral Values .....	.94	.78	1.10	.11	1.72
12. Recognition .....	.65	.54	.76	.15	1.49
13. Responsibility .....	.36	.22	.49	.37	.70
14. Security	1.09	.97	1.22	.04	2.45
15. Social Service	1.19	1.04	1.35	.04	2.42
16. Social Status	-.34	-.48	-.22	.70	.71
17. Supervision-Hum.-Rel. ...	.82	.72	.93	.04	1.97
18. Supervision-Technical ...	.70	.61	.80	.11	1.76
19. Variety .....	.41	.29	.54	.56	.86
20. Working Conditions .....	.86	.74	.98	.15	1.91
21. Autonomy .....	.77	.64	.90	.30	1.57

N = 27 Raters

1972

PHARMACIST



PHARMACIST

O.A.P. = None

D.O.T. = 074.161-010

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Have good working conditions

Have work where they do things for other people

Are paid well in comparison with other workers

Get a feeling of accomplishment

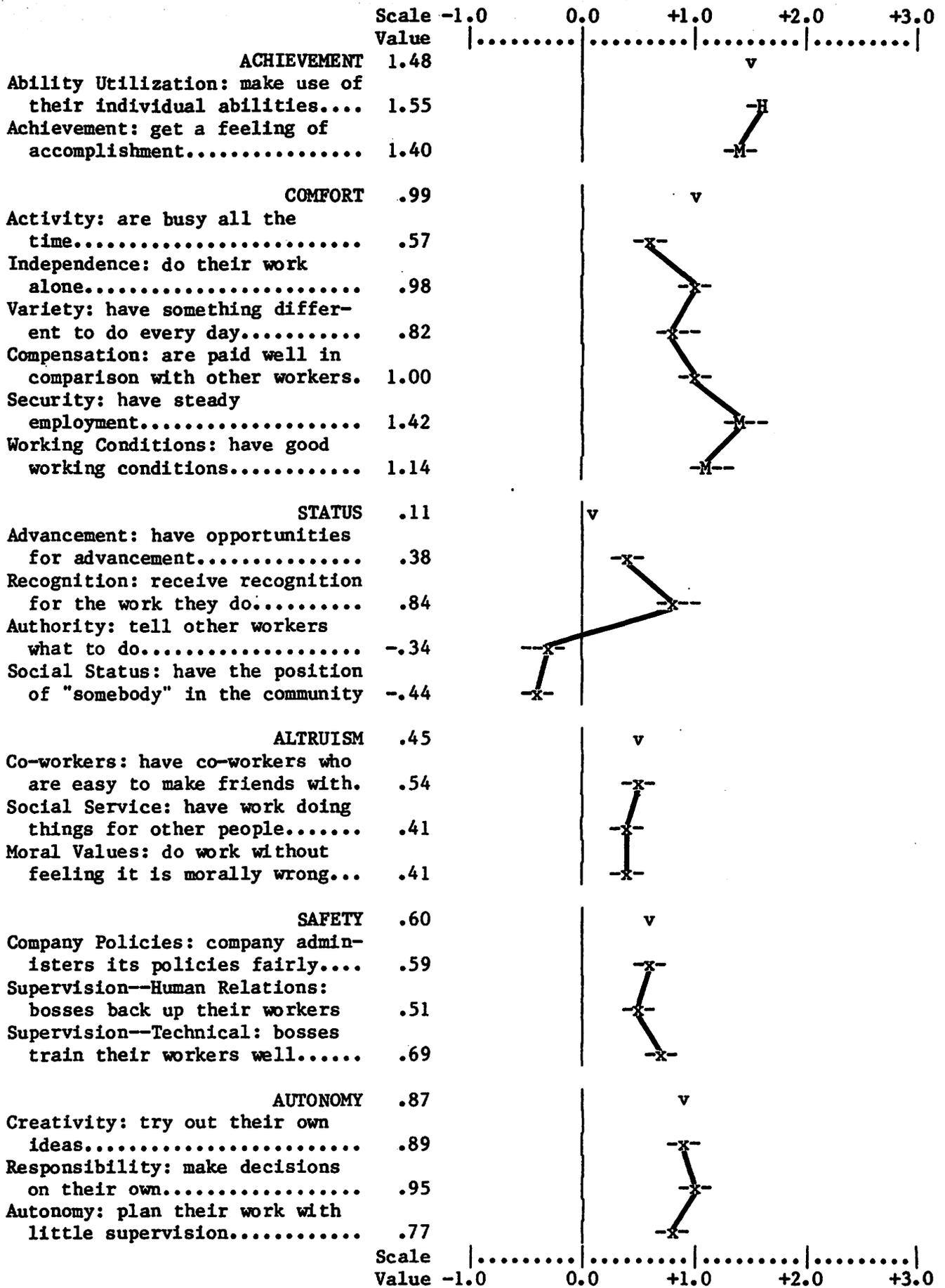
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.78	.68	.88	.21	1.51
2. Achievement	1.03	.93	1.13	.09	2.14
3. Activity .....	.94	.82	1.06	.24	1.65
4. Advancement .....	.71	.59	.83	.33	1.25
5. Authority .....	.22	.11	.32	.33	.41
6. Company Policies .....	.92	.82	1.03	.00	1.77
7. Compensation	1.16	1.06	1.26	.09	2.46
8. Co-Workers .....	.85	.76	.95	.03	1.76
9. Creativity .....	.44	.35	.52	.36	.92
10. Independence .....	.88	.76	1.01	.21	1.55
11. Moral Values .....	.98	.85	1.12	.09	1.62
12. Recognition .....	.51	.41	.61	.39	1.00
13. Responsibility .....	.88	.79	.98	.24	1.79
14. Security	1.79	1.68	1.92	.00	4.24
15. Social Service	1.31	1.19	1.43	.03	2.56
16. Social Status .....	.99	.89	1.10	.09	1.95
17. Supervision-Hum.-Rel. ...	.66	.57	.76	.12	1.31
18. Supervision-Technical ...	.70	.59	.81	.27	1.29
19. Variety .....	.33	.21	.44	.52	.57
20. Working Conditions	1.46	1.38	1.54	.03	3.79
21. Autonomy .....	.94	.84	1.04	.21	1.89

N = 33 Raters

1968

PHOTOENGRAVER (STRIPPER)



PHOTOENGRAVER (STRIPPER)

O.A.P. = 6

D.O.T. = 971.381-050

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Have steady employment

Get a feeling of accomplishment

Have good working conditions

Photoengraver (Stripper)

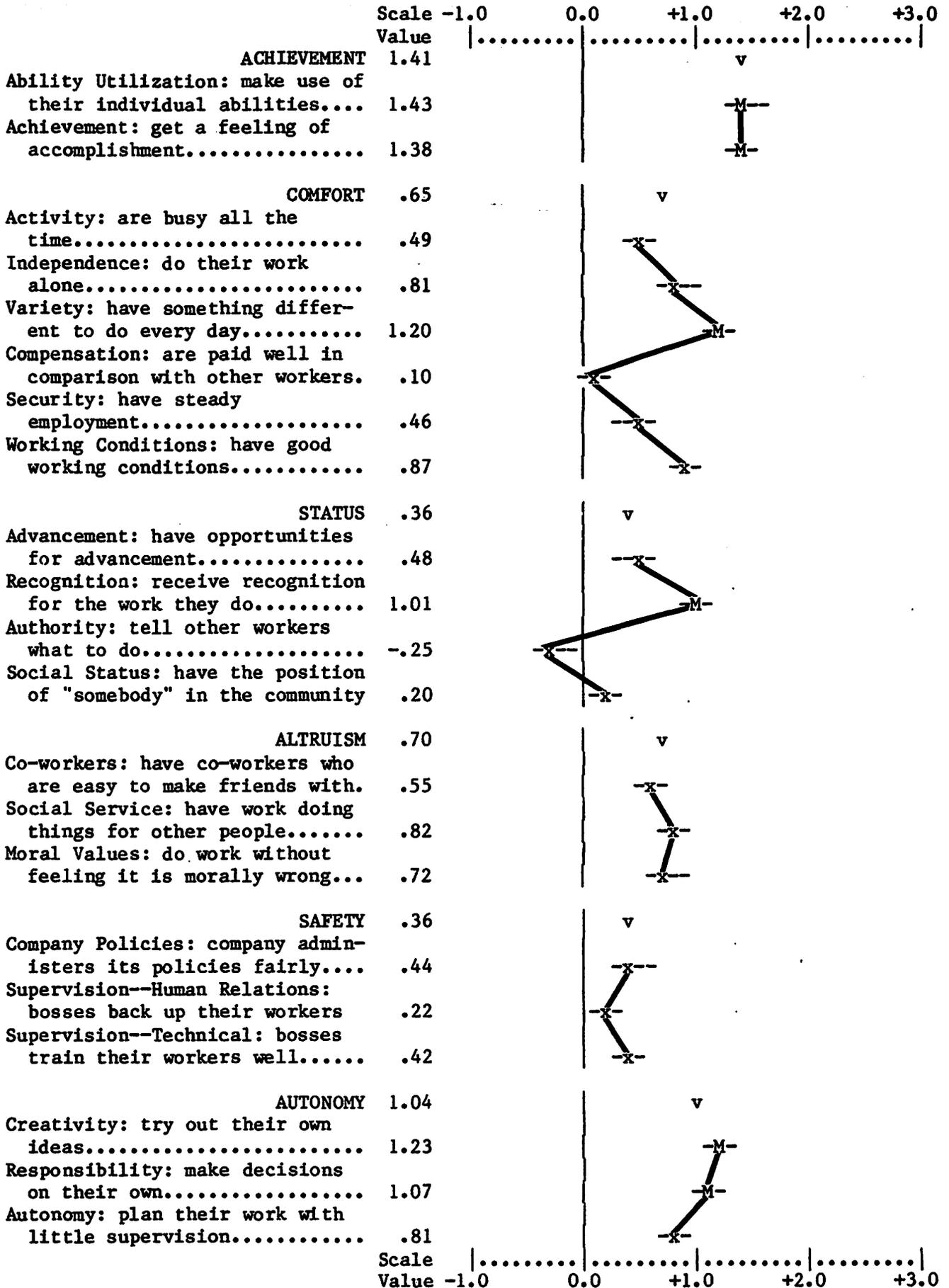
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.55	1.46	1.64	.03	4.72
2. Achievement	1.40	1.32	1.49	.00	4.27
3. Activity .....	.57	.46	.69	.38	1.20
4. Advancement .....	.38	.27	.49	.38	.81
5. Authority	-.34	-.45	-.24	.83	.78
6. Company Policies .....	.59	.50	.67	.07	1.50
7. Compensation	1.00	.89	1.11	.07	2.33
8. Co-Workers .....	.54	.44	.63	.10	1.26
9. Creativity .....	.89	.81	.97	.10	2.45
10. Independence .....	.98	.87	1.09	.21	2.19
11. Moral Values .....	.41	.28	.53	.14	.79
12. Recognition .....	.84	.73	.95	.14	1.90
13. Responsibility .....	.95	.85	1.06	.24	2.22
14. Security	1.42	1.28	1.59	.03	2.96
15. Social Service .....	.41	.29	.52	.41	.85
16. Social Status	-.44	-.54	-.34	.72	1.05
17. Supervision-Hum.-Rel. ...	.51	.41	.60	.10	1.20
18. Supervision-Technical ...	.69	.59	.78	.21	1.65
19. Variety .....	.82	.69	.96	.28	1.60
20. Working Conditions	1.14	1.04	1.25	.07	2.81
21. Autonomy .....	.77	.66	.88	.34	1.69

N = 29 Raters

1968

PHOTOGRAPHER, COMMERCIAL



PHOTOGRAPHER, COMMERCIAL

O.A.P. = 2

D.O.T. = 143.062-030

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

- Make use of their individual abilities
- Get a feeling of accomplishment
- Try out their own ideas
- Have something different to do every day
- Make decisions on their own
- Receive recognition for the work they do

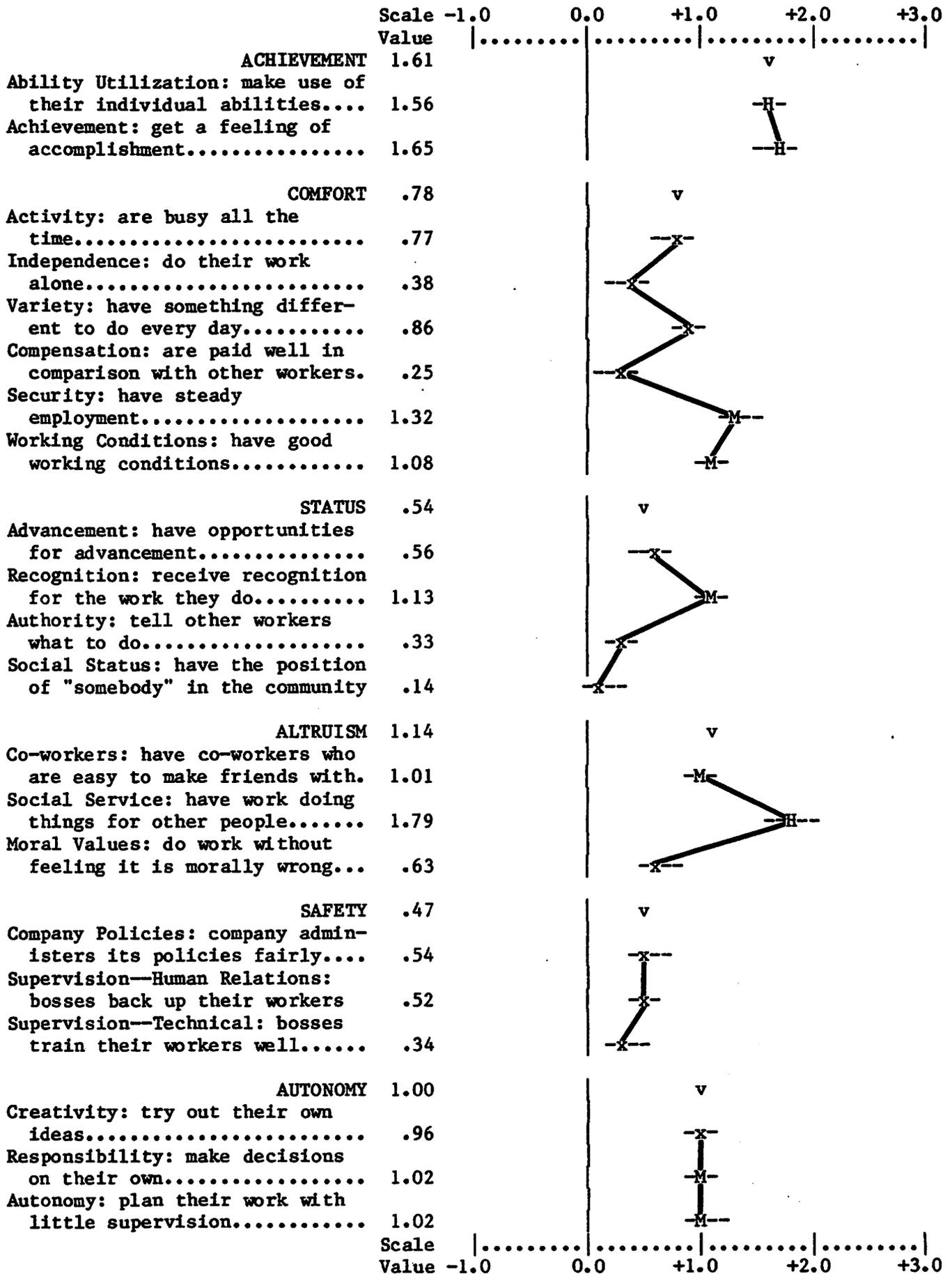
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.43	1.33	1.55	.00	3.40
2. Achievement	1.38	1.29	1.47	.00	3.56
3. Activity .....	.49	.37	.62	.60	.92
4. Advancement .....	.48	.34	.61	.36	.84
5. Authority	-.25	-.39	-.13	.68	.48
6. Company Policies .....	.44	.33	.55	.32	.89
7. Compensation .....	.10	-.03	.22	.60	.19
8. Co-Workers .....	.55	.45	.66	.12	1.18
9. Creativity	1.23	1.14	1.32	.00	3.10
10. Independence .....	.81	.67	.95	.20	1.45
11. Moral Values .....	.72	.58	.87	.08	1.26
12. Recognition	1.01	.91	1.11	.04	2.26
13. Responsibility	1.07	.98	1.16	.12	2.64
14. Security .....	.46	.34	.57	.24	.91
15. Social Service .....	.82	.69	.94	.08	1.58
16. Social Status .....	.20	.06	.32	.40	.36
17. Supervision-Hum.-Rel. ...	.22	.12	.31	.40	.48
18. Supervision-Technical ...	.42	.32	.52	.36	.90
19. Variety	1.20	1.09	1.31	.12	2.73
20. Working Conditions .....	.87	.75	.99	.20	1.75
21. Autonomy .....	.81	.71	.91	.20	1.77

N = 25 Raters

1972

PHYSICAL THERAPIST



PHYSICAL THERAPIST

O.A.P. = 50

D.O.T. = 076.121-014

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

GET A FEELING OF ACCOMPLISHMENT

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Have steady employment

Receive recognition for the work they do

Have good working conditions

Plan their work with little supervision

Make decisions on their own

Have co-workers who are easy to make friends with

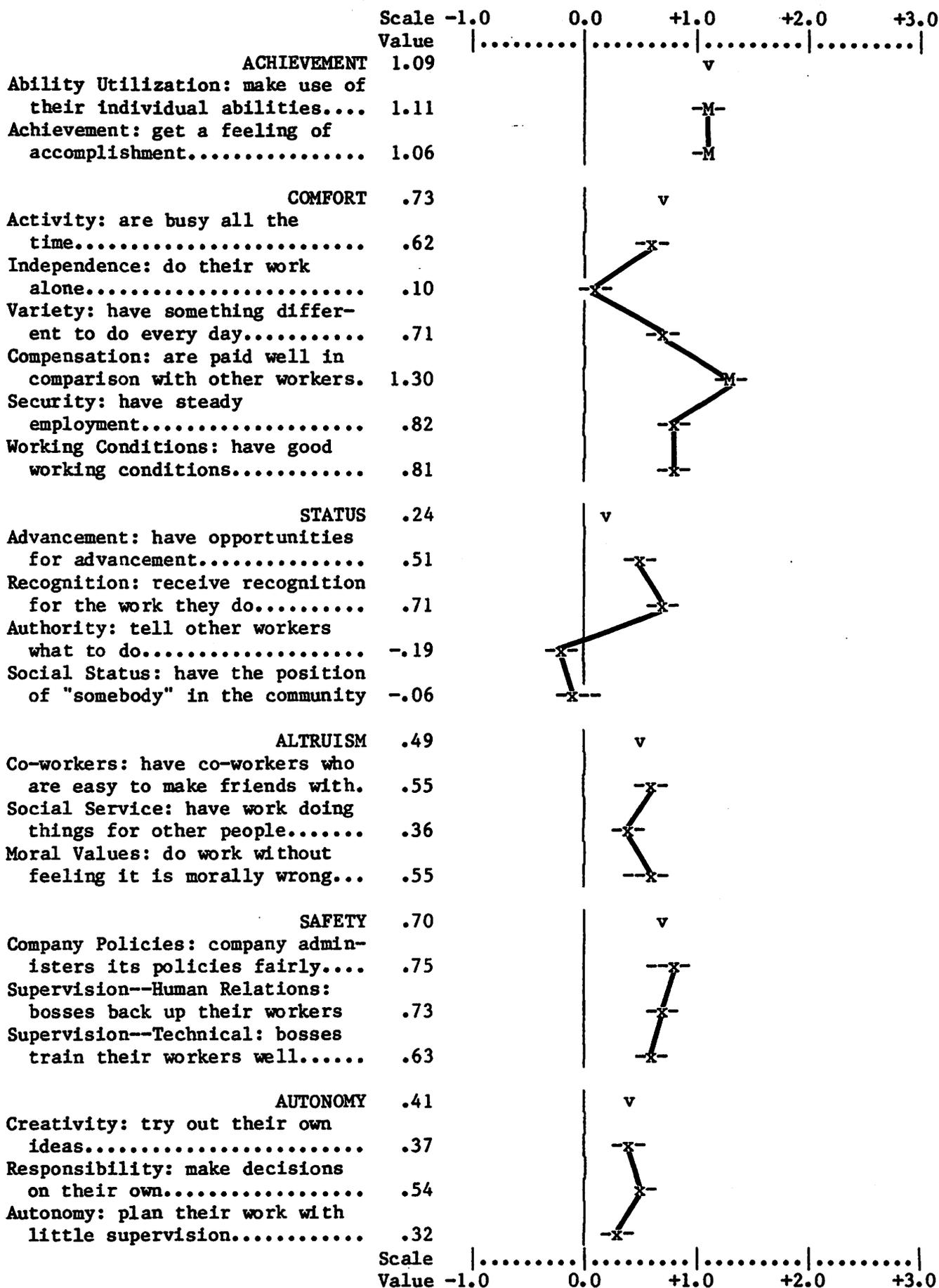
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.56	1.45	1.67	.00	4.34
2. Achievement	1.65	1.51	1.81	.00	3.95
3. Activity .....	.77	.64	.91	.46	1.51
4. Advancement .....	.56	.42	.68	.29	1.11
5. Authority .....	.33	.21	.44	.46	.70
6. Company Policies .....	.54	.41	.66	.13	1.12
7. Compensation .....	.25	.11	.37	.50	.49
8. Co-Workers	1.01	.92	1.10	.00	2.70
9. Creativity .....	.96	.85	1.07	.13	2.27
10. Independence .....	.38	.23	.52	.46	.69
11. Moral Values .....	.63	.50	.76	.00	1.25
12. Recognition	1.13	1.04	1.23	.13	3.02
13. Responsibility	1.02	.91	1.13	.08	2.39
14. Security	1.32	1.20	1.45	.00	3.06
15. Social Service	1.79	1.62	1.99	.00	3.93
16. Social Status .....	.14	.01	.26	.50	.29
17. Supervision-Hum.-Rel. ...	.52	.43	.61	.13	1.32
18. Supervision-Technical ...	.34	.21	.46	.25	.70
19. Variety .....	.86	.75	.97	.33	1.98
20. Working Conditions	1.08	.95	1.22	.17	2.27
21. Autonomy	1.02	.88	1.15	.13	2.10

N = 24 Raters

1968

PIPEFITTER



PIPEFITTER

O.A.P. = 21

D.O.T. = 862.381-018

Occupations with Similar Reinforcers: See Cluster B

Descriptive Characteristics

Are paid well in comparison with other workers

Make use of their individual abilities

Get a feeling of accomplishment

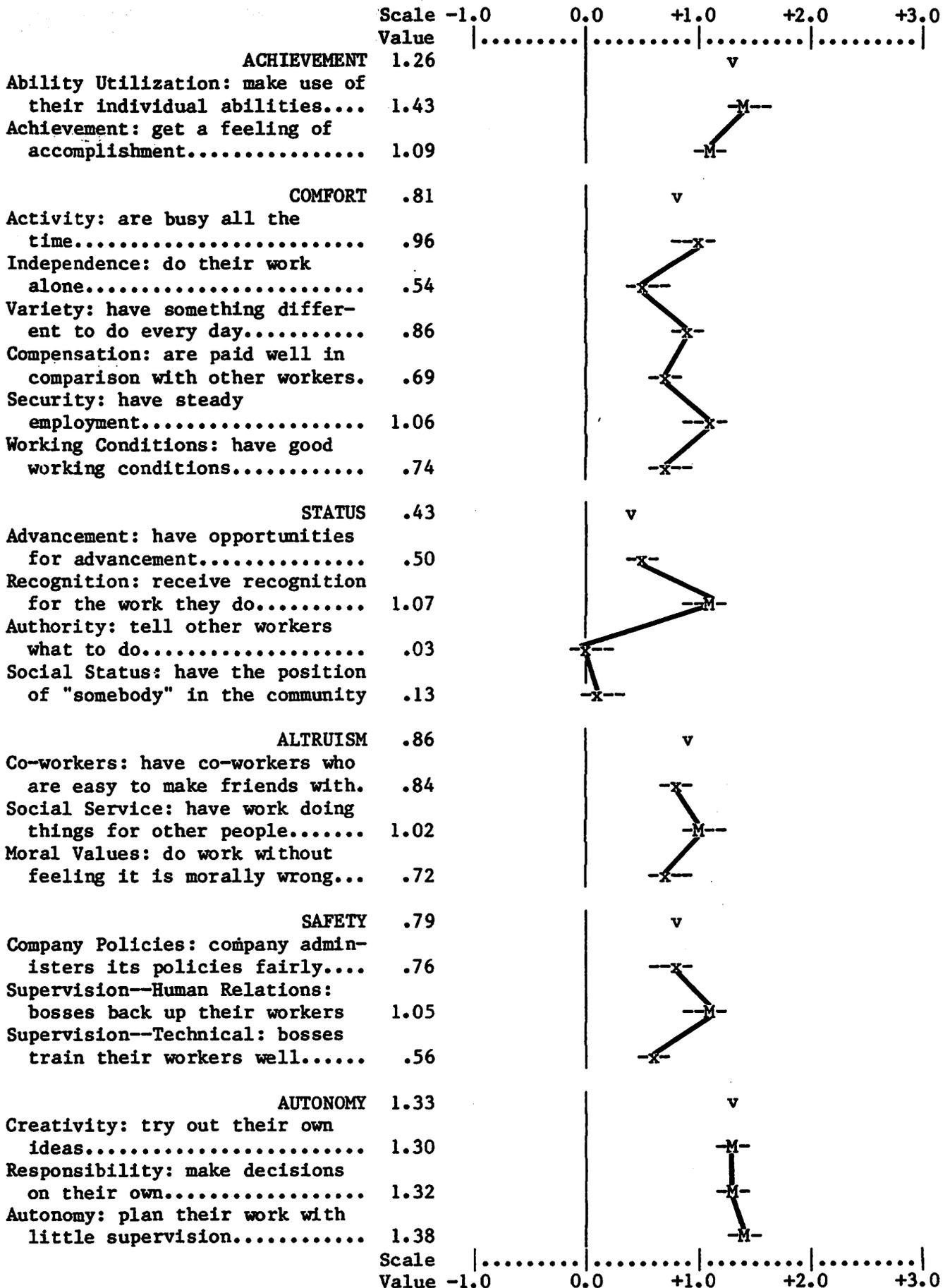
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.11	1.02	1.21	.09	2.72
2. Achievement	1.06	.99	1.14	.03	2.85
3. Activity .....	.62	.50	.73	.41	1.19
4. Advancement .....	.51	.40	.61	.29	1.02
5. Authority	-.19	-.30	-.08	.71	.38
6. Company Policies .....	.75	.63	.87	.12	1.44
7. Compensation	1.30	1.19	1.41	.03	3.01
8. Co-Workers .....	.55	.46	.65	.12	1.19
9. Creativity .....	.37	.28	.46	.35	.84
10. Independence .....	.10	.00	.18	.62	.21
11. Moral Values .....	.55	.41	.69	.18	.91
12. Recognition .....	.71	.63	.80	.15	1.70
13. Responsibility .....	.54	.45	.64	.32	1.21
14. Security .....	.82	.71	.93	.24	1.65
15. Social Service .....	.36	.25	.47	.35	.70
16. Social Status	-.06	-.18	.05	.47	.12
17. Supervision-Hum.-Rel. ...	.73	.63	.83	.18	1.53
18. Supervision-Technical ...	.63	.52	.73	.21	1.29
19. Variety .....	.71	.59	.84	.29	1.34
20. Working Conditions .....	.81	.70	.92	.18	1.66
21. Autonomy .....	.32	.20	.44	.50	.59

N = 34 Raters

1968

PLANT ENGINEER



PLANT ENGINEER

O.A.P. = 17

D.O.T. = 007.167-014

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

- Make use of their individual abilities
- Plan their work with little supervision
- Make decisions on their own
- Try out their own ideas
- Get a feeling of accomplishment
- Receive recognition for the work they do
- Have bosses who back up their workers (with top management)
- Have work where they do things for other people

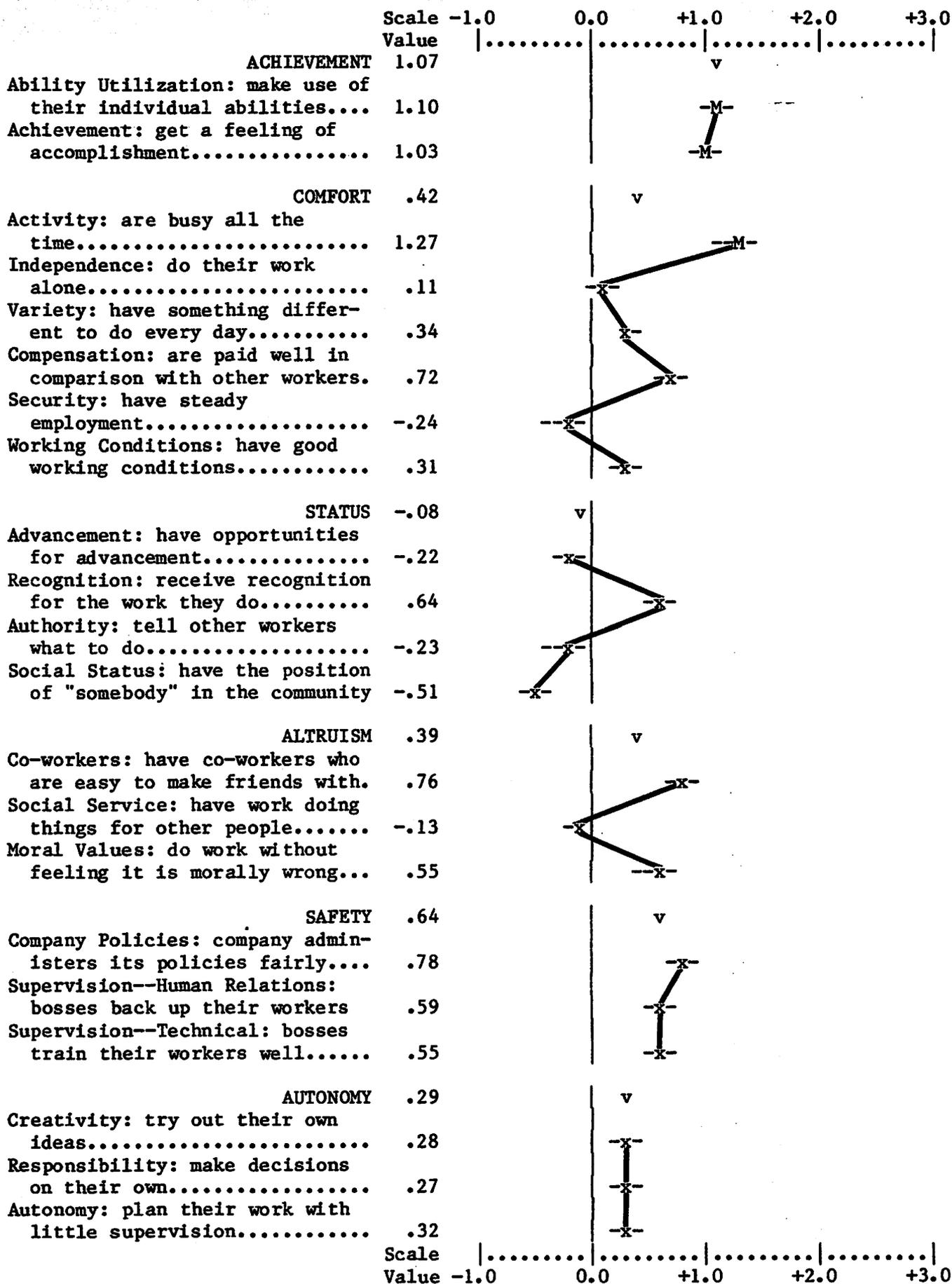
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.43	1.32	1.55	.07	3.60
2. Achievement	1.09	.96	1.22	.19	2.28
3. Activity .....	.96	.82	1.11	.22	1.76
4. Advancement .....	.50	.39	.60	.26	1.09
5. Authority .....	.03	-.12	.16	.56	.05
6. Company Policies .....	.76	.63	.88	.11	1.47
7. Compensation .....	.69	.60	.78	.19	1.68
8. Co-Workers .....	.84	.73	.94	.04	1.88
9. Creativity	1.30	1.18	1.42	.07	3.00
10. Independence .....	.54	.40	.67	.44	.98
11. Moral Values .....	.72	.56	.88	.07	1.22
12. Recognition	1.07	.93	1.20	.15	2.10
13. Responsibility	1.32	1.20	1.44	.07	3.03
14. Security	1.06	.92	1.21	.04	2.02
15. Social Service	1.02	.90	1.15	.15	2.12
16. Social Status .....	.13	-.01	.25	.37	.25
17. Supervision-Hum.-Rel. ...	1.05	.94	1.17	.07	2.32
18. Supervision-Technical ...	.56	.46	.66	.33	1.32
19. Variety .....	.86	.75	.97	.37	1.94
20. Working Conditions .....	.74	.62	.85	.15	1.56
21. Autonomy	1.38	1.28	1.48	.07	3.70

N = 27 Raters

1985

PLASTERER



PLASTERER

O.A.P. = 21

D.O.T. = 842.361-018

Occupations with Similar Reinforcers: See Cluster B

Descriptive Characteristics

Are busy all the time

Make use of their individual abilities

Get a feeling of accomplishment

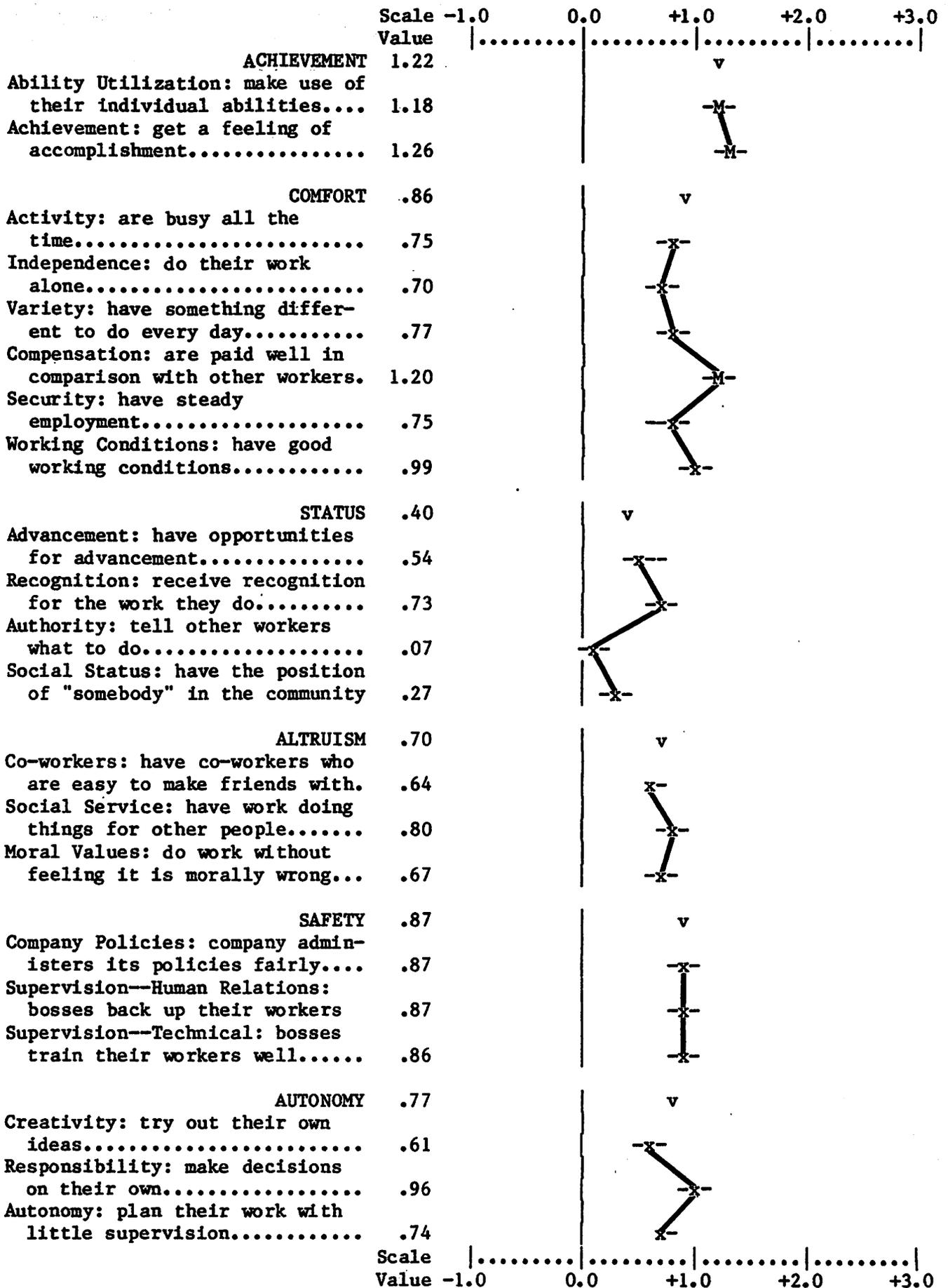
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.10	1.02	1.20	.06	2.99
2. Achievement	1.03	.94	1.11	.00	2.84
3. Activity	1.27	1.13	1.42	.09	2.73
4. Advancement	-.22	-.34	-.12	.70	.48
5. Authority	-.23	-.35	-.12	.79	.48
6. Company Policies .....	.78	.68	.88	.09	1.84
7. Compensation .....	.72	.61	.83	.18	1.55
8. Co-Workers .....	.76	.66	.85	.06	1.85
9. Creativity .....	.28	.20	.37	.33	.72
10. Independence .....	.11	.00	.22	.67	.23
11. Moral Values .....	.55	.43	.67	.12	1.10
12. Recognition .....	.64	.54	.74	.21	1.48
13. Responsibility .....	.27	.19	.36	.52	.68
14. Security	-.24	-.38	-.11	.73	.45
15. Social Service	-.13	-.21	-.06	.45	.35
16. Social Status	-.51	-.61	-.41	.73	1.21
17. Supervision-Hum.-Rel. ...	.59	.49	.71	.09	1.28
18. Supervision-Technical ...	.55	.45	.65	.15	1.25
19. Variety .....	.34	.26	.43	.52	.87
20. Working Conditions .....	.31	.18	.43	.36	.60
21. Autonomy .....	.32	.22	.43	.42	.69

N = 33 Raters

1972

PLUMBER



PLUMBER

O.A.P. = 21

D.O.T. = 862.381-030

Occupations with Similar Reinforcers: See Cluster B

Descriptive Characteristics

Get a feeling of accomplishment

Are paid well in comparison with other workers

Make use of their individual abilities

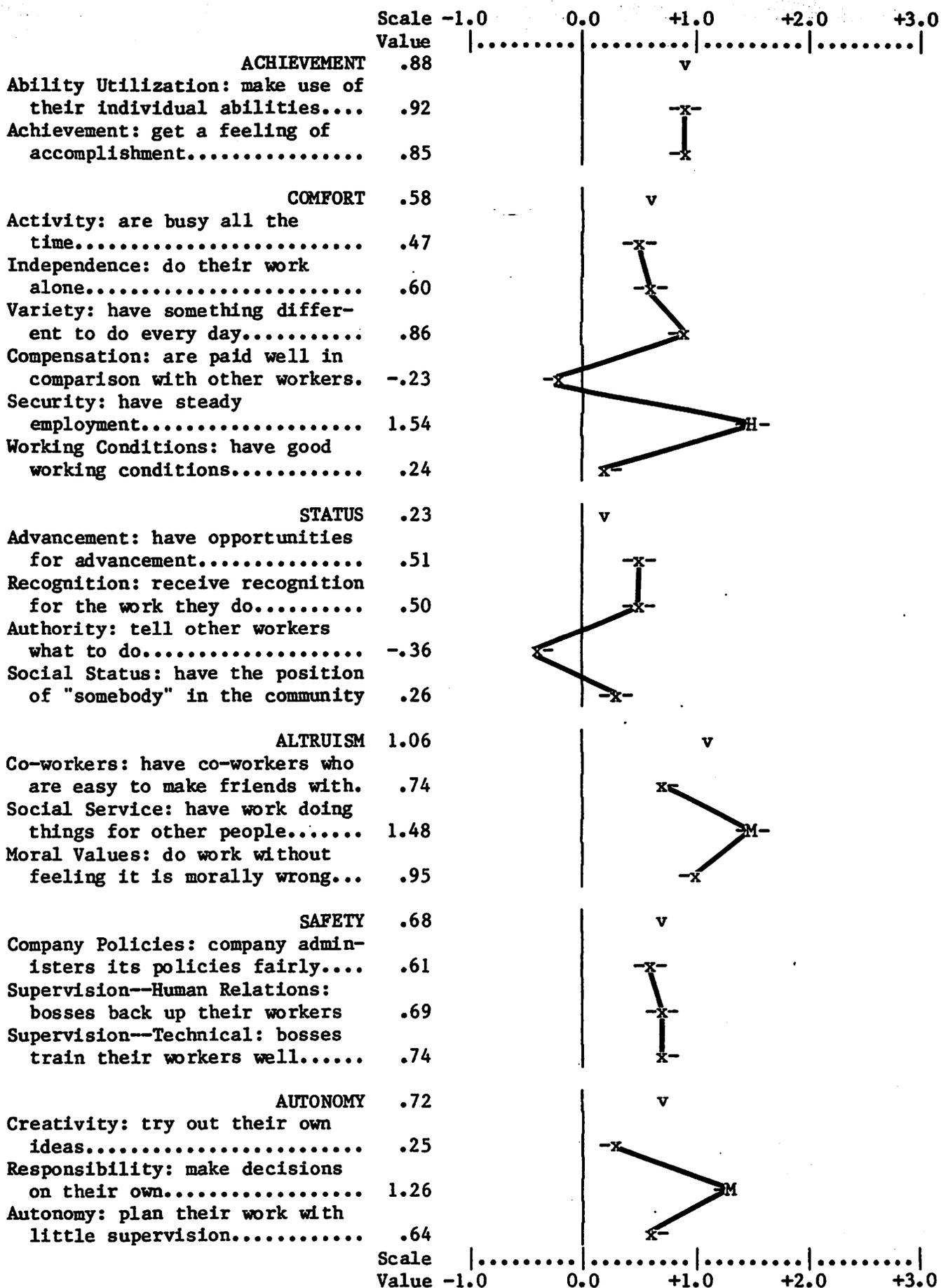
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.18	1.07	1.29	.08	2.33
2. Achievement	1.26	1.18	1.35	.00	3.10
3. Activity .....	.75	.65	.85	.35	1.46
4. Advancement .....	.54	.43	.66	.41	.95
5. Authority .....	.07	-.03	.17	.51	.14
6. Company Policies .....	.87	.77	.98	.08	1.71
7. Compensation	1.20	1.09	1.31	.05	2.46
8. Co-Workers .....	.64	.55	.72	.05	1.39
9. Creativity .....	.61	.50	.72	.30	1.13
10. Independence .....	.70	.58	.81	.35	1.24
11. Moral Values .....	.67	.55	.80	.16	1.12
12. Recognition .....	.73	.64	.82	.24	1.52
13. Responsibility .....	.96	.87	1.05	.19	2.05
14. Security .....	.75	.64	.87	.27	1.36
15. Social Service .....	.80	.71	.91	.11	1.60
16. Social Status .....	.27	.15	.38	.43	.47
17. Supervision-Hum.-Rel. ...	.87	.76	.99	.16	1.62
18. Supervision-Technical ...	.86	.76	.96	.19	1.69
19. Variety .....	.77	.67	.88	.27	1.46
20. Working Conditions .....	.99	.89	1.10	.16	1.99
21. Autonomy .....	.74	.65	.83	.16	1.61

N = 37 Raters

1968

POLICE OFFICER



Scale Value -1.0 0.0 +1.0 +2.0 +3.0

POLICE OFFICER

O.A.P. = 15

D.O.T. = 375.263-014

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Have work where they do things for other people

Make decisions on their own

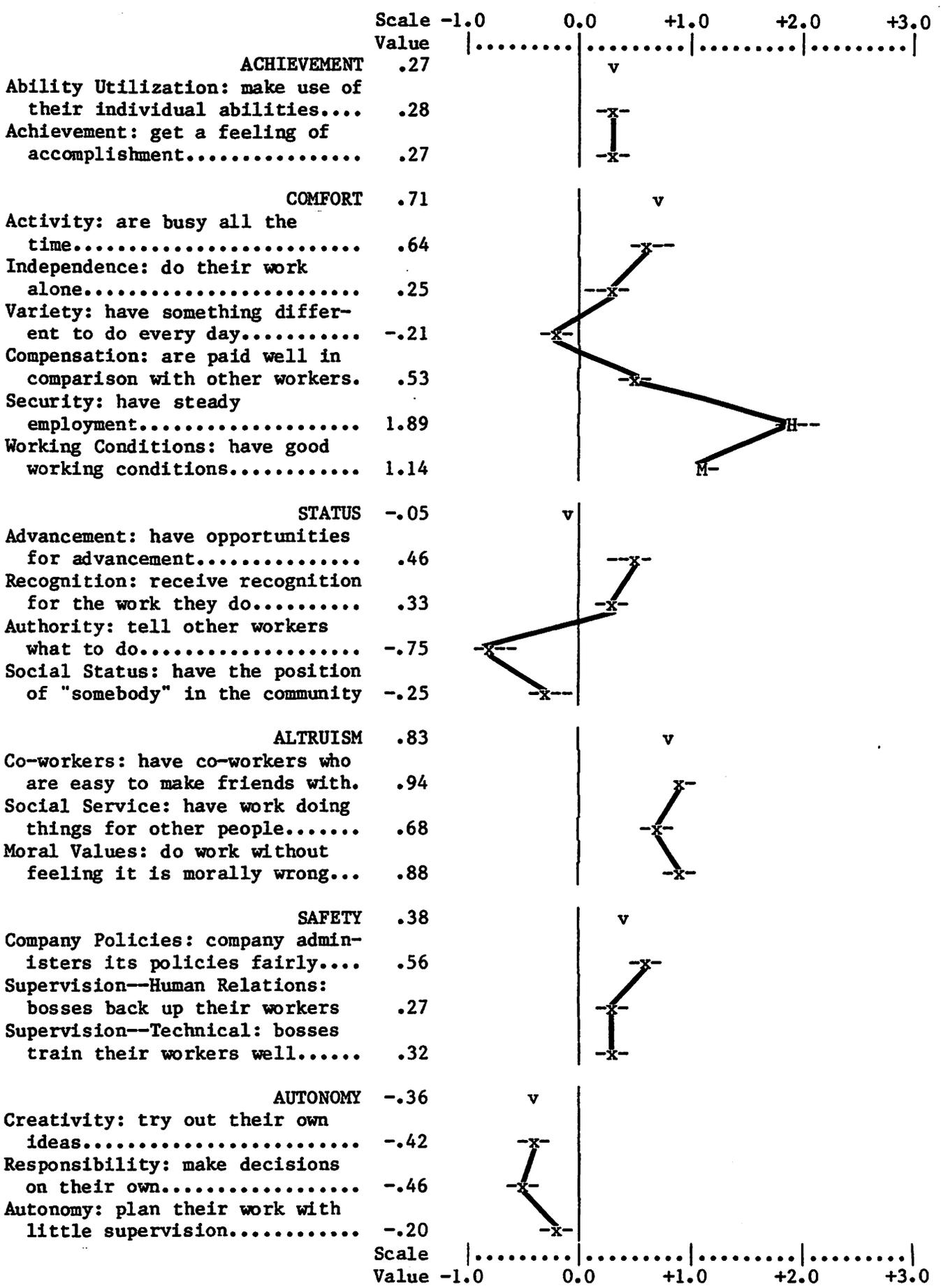
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.92	.84	1.00	.11	2.04
2. Achievement .....	.85	.78	.93	.11	2.01
3. Activity .....	.47	.40	.55	.47	1.03
4. Advancement .....	.51	.44	.58	.20	1.15
5. Authority	-.36	-.44	-.29	.76	.82
6. Company Policies .....	.61	.54	.68	.26	1.41
7. Compensation	-.23	-.32	-.15	.79	.49
8. Co-Workers .....	.74	.69	.80	.05	2.01
9. Creativity .....	.25	.18	.31	.33	.57
10. Independence .....	.60	.52	.67	.29	1.30
11. Moral Values .....	.95	.86	1.04	.05	1.97
12. Recognition .....	.50	.43	.57	.32	1.18
13. Responsibility	1.26	1.20	1.33	.00	3.42
14. Security	1.54	1.44	1.64	.00	3.56
15. Social Service	1.48	1.41	1.55	.00	4.05
16. Social Status .....	.26	.17	.35	.50	.51
17. Supervision-Hum.-Rel. ...	.69	.62	.76	.20	1.64
18. Supervision-Technical ...	.74	.68	.80	.14	1.91
19. Variety .....	.86	.78	.93	.14	1.97
20. Working Conditions .....	.24	.17	.31	.48	.53
21. Autonomy .....	.64	.56	.72	.26	1.37

N = 66 Raters

1968

POST-OFFICE CLERK



POST-OFFICE CLERK

O.A.P. = 37

D.O.T. = 243.367-014

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Have good working conditions

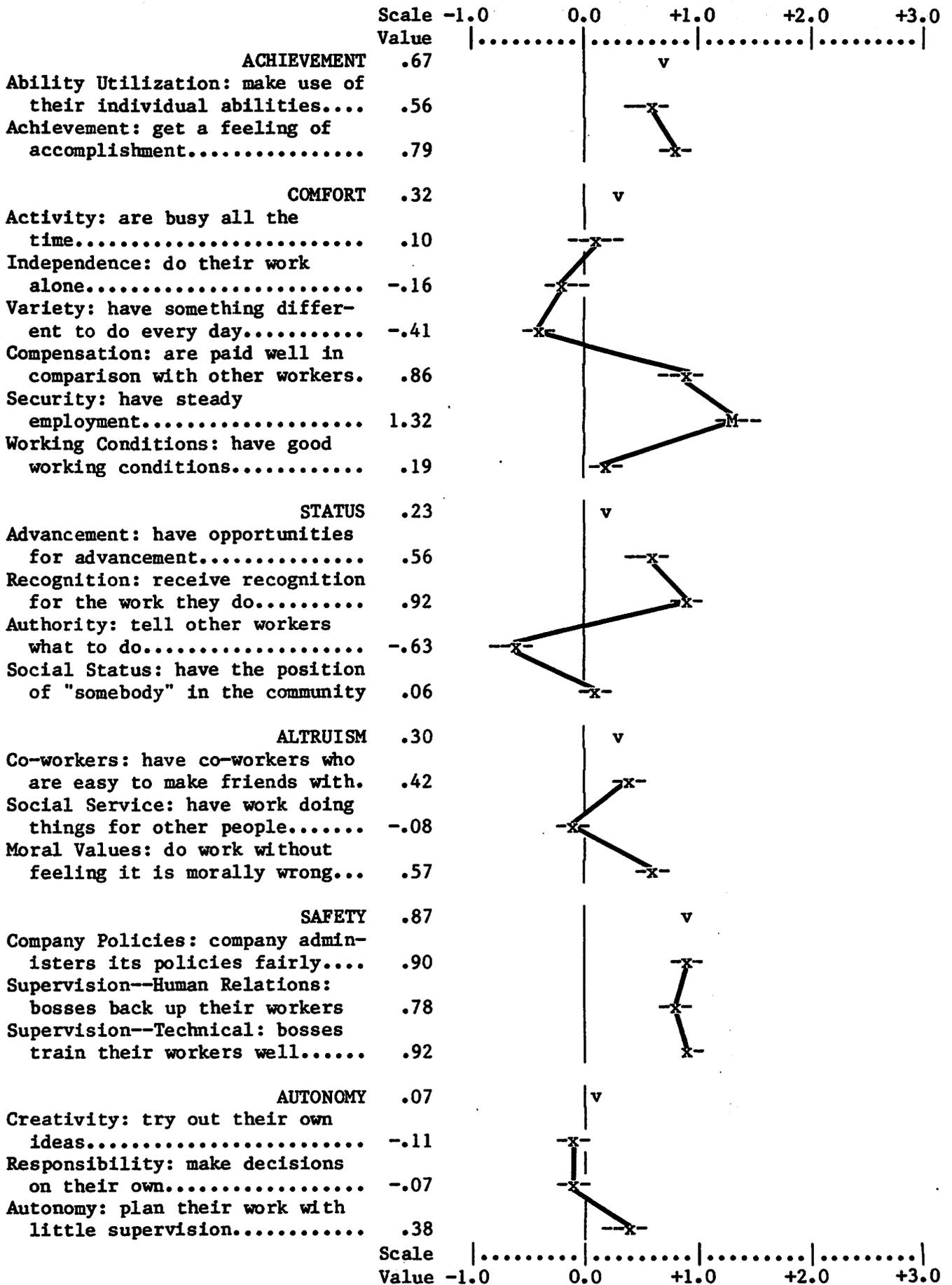
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.28	.17	.39	.36	.61
2. Achievement .....	.27	.18	.35	.36	.68
3. Activity .....	.64	.50	.77	.40	1.26
4. Advancement .....	.46	.33	.59	.24	.90
5. Authority	-.75	-.90	-.62	.84	1.56
6. Company Policies .....	.56	.45	.67	.16	1.24
7. Compensation .....	.53	.43	.64	.36	1.23
8. Co-Workers .....	.94	.85	1.03	.00	2.46
9. Creativity	-.42	-.52	-.32	.72	1.00
10. Independence .....	.25	.12	.39	.44	.48
11. Moral Values .....	.88	.75	1.02	.00	1.81
12. Recognition .....	.33	.23	.42	.32	.78
13. Responsibility	-.46	-.56	-.37	.84	1.12
14. Security	1.89	1.76	2.06	.00	5.05
15. Social Service .....	.68	.55	.81	.16	1.38
16. Social Status	-.25	-.38	-.12	.56	.50
17. Supervision-Hum.-Rel. ...	.27	.17	.37	.24	.63
18. Supervision-Technical ...	.32	.23	.42	.24	.77
19. Variety	-.21	-.34	-.10	.80	.44
20. Working Conditions	1.14	1.05	1.23	.04	3.10
21. Autonomy	-.20	-.33	-.09	.72	.42

N = 25 Raters

1972

POURER, METAL



POURER, METAL

O.A.P. = 34

D.O.T. = 514.684-022

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have steady employment

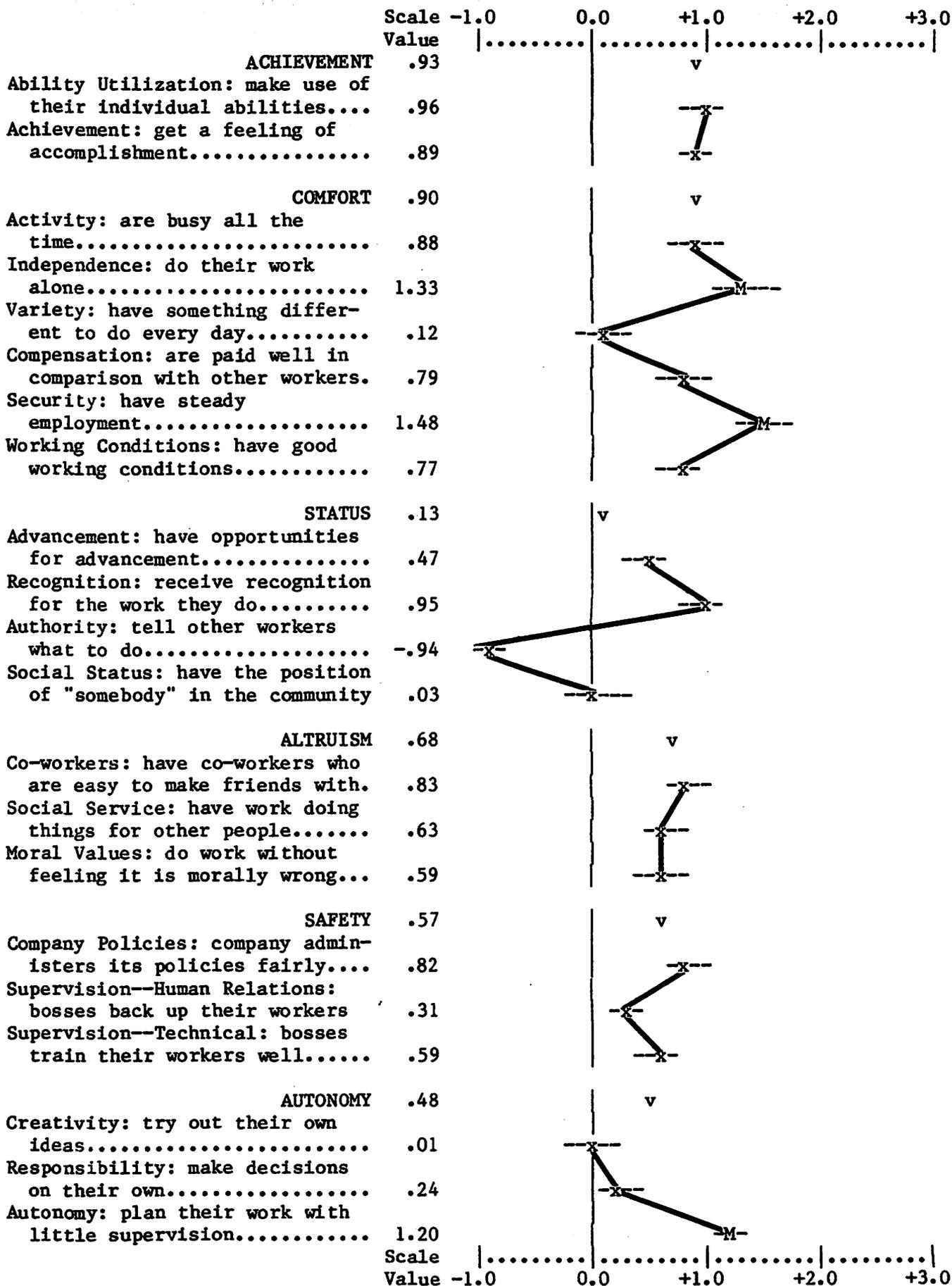
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.56	.43	.70	.21	1.24
2. Achievement .....	.79	.71	.87	.13	2.47
3. Activity .....	.10	-.07	.27	.63	.18
4. Advancement .....	.56	.42	.70	.25	1.18
5. Authority	-.63	-.76	-.52	.88	1.62
6. Company Policies .....	.90	.81	.99	.04	2.66
7. Compensation .....	.86	.72	1.01	.13	1.91
8. Co-Workers .....	.42	.30	.53	.17	.99
9. Creativity	-.11	-.21	-.02	.58	.32
10. Independence	-.16	-.32	-.01	.71	.31
11. Moral Values .....	.57	.45	.71	.08	1.29
12. Recognition .....	.92	.84	1.00	0.00	2.93
13. Responsibility	-.07	-.18	.04	.79	.16
14. Security	1.32	1.19	1.46	.04	3.50
15. Social Service	-.08	-.18	.01	.58	.22
16. Social Status .....	.06	-.04	.15	.38	.15
17. Supervision-Hum.-Rel. ...	.78	.69	.88	.04	2.23
18. Supervision-Technical ...	.92	.85	1.00	0.00	3.11
19. Variety	-.41	-.54	-.29	.88	.98
20. Working Conditions .....	.19	.07	.32	.54	.43
21. Autonomy .....	.38	.24	.51	.38	.80

N = 24 Raters

1985

PRESSER, MACHINE



PRESSER, MACHINE

O.A.P. = 34

D.O.T. = 363.682-018

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

Have steady employment

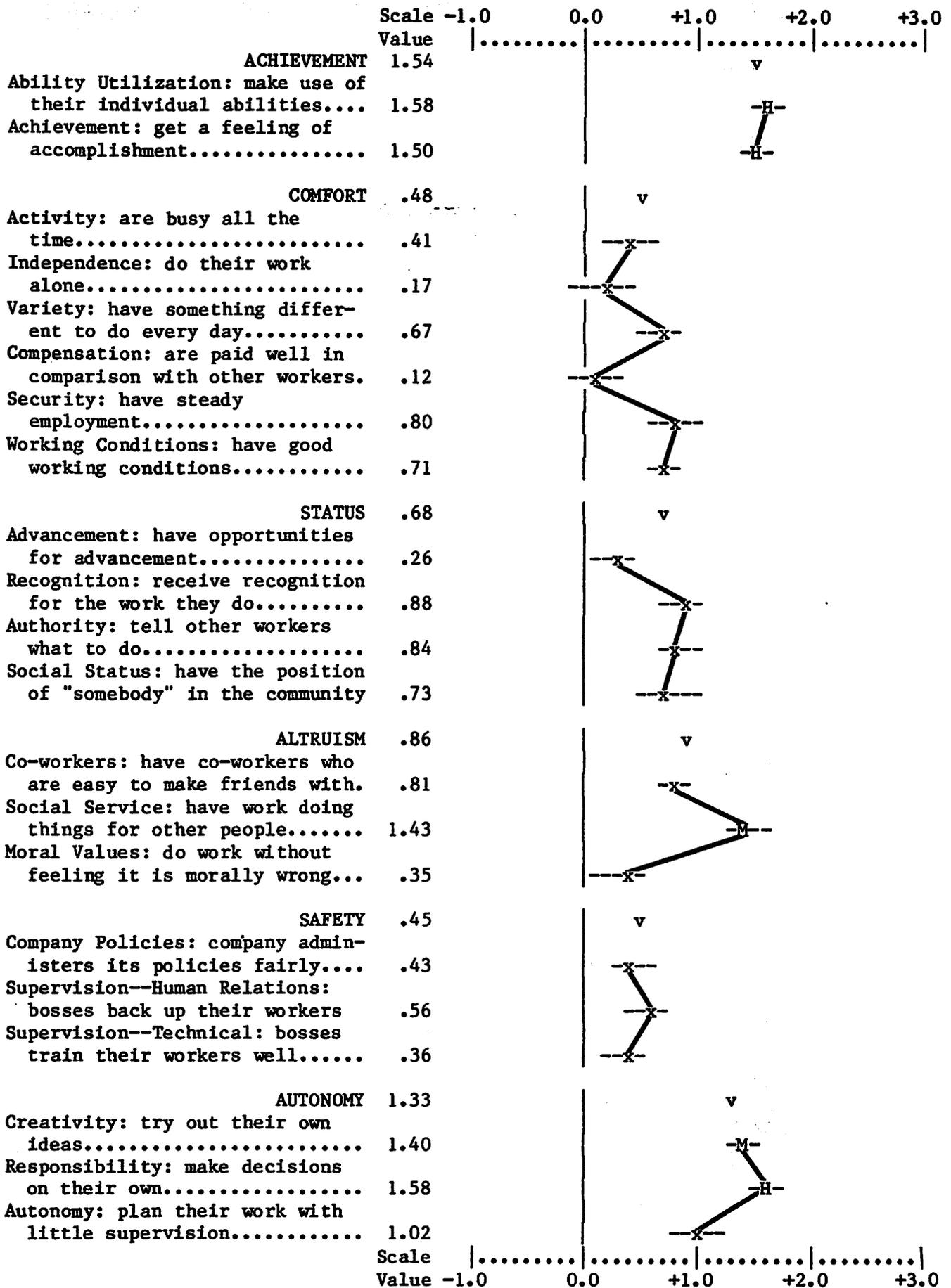
Do their work alone

Plan their work with little supervision

ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.96	1.36	1.13	.25	2.57
2. Achievement .....	.89	1.36	1.02	.08	2.87
3. Activity .....	.88	.65	1.10	.17	1.88
4. Advancement .....	.47	.64	.64	.33	1.14
5. Authority	-.94	-.47	-.81	1.00	3.04
6. Company Policies .....	.82	.92	.98	.08	2.06
7. Compensation .....	.79	.80	1.00	.17	1.63
8. Co-Workers .....	.83	.40	.97	.08	2.51
9. Creativity .....	.01	.73	.16	.75	.03
10. Independence	1.33	.97	1.61	.08	2.82
11. Moral Values .....	.59	.20	.75	.08	1.43
12. Recognition .....	.95	1.03	1.08	0.00	2.97
13. Responsibility .....	.24	.96	.39	.50	.58
14. Security	1.48	1.46	1.69	0.00	4.23
15. Social Service .....	.63	.63	.81	.33	1.51
16. Social Status .....	.03	.14	.25	.75	.07
17. Supervision-Hum.-Rel. ...	.31	.74	.30	.08	1.17
18. Supervision-Technical ...	.59	.68	.73	.08	1.61
19. Variety .....	.12	.92	.28	.58	.29
20. Working Conditions .....	.77	.98	.94	.08	1.89
21. Autonomy	1.20	.85	1.32	0.00	4.17

PRINCIPAL, NIGHT SCHOOL



PRINCIPAL, NIGHT SCHOOL

O.A.P. = 61

D.O.T. = 099.117-018

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

MAKE DECISIONS ON THEIR OWN

GET A FEELING OF ACCOMPLISHMENT

Have work where they do things for other people

Try out their own ideas

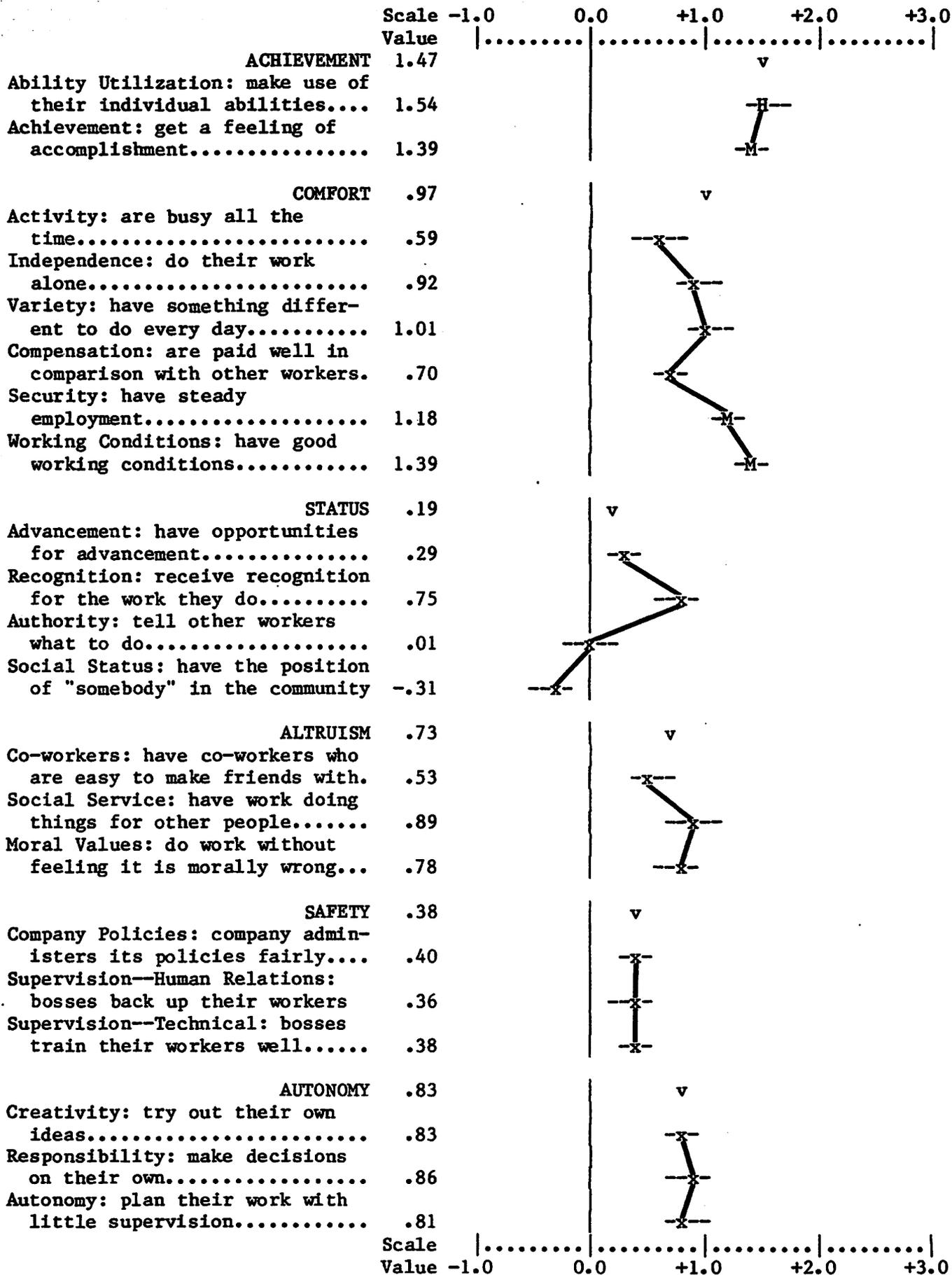
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.58	1.46	1.72	0.00	4.87
2. Achievement	1.50	1.38	1.63	0.00	4.57
3. Activity .....	.41	.24	.56	.29	.87
4. Advancement .....	.26	.08	.42	.36	.53
5. Authority .....	.84	.68	1.00	.07	1.86
6. Company Policies .....	.43	.32	.55	.21	1.15
7. Compensation .....	.12	-.05	.28	.57	.26
8. Co-Workers .....	.81	.70	.92	.14	2.31
9. Creativity	1.40	1.30	1.52	0.00	4.50
10. Independence .....	.17	-.06	.38	.86	.29
11. Moral Values .....	.35	.14	.54	.21	.63
12. Recognition .....	.88	.74	1.02	0.00	2.17
13. Responsibility	1.58	1.47	1.71	0.00	5.10
14. Security .....	.80	.59	1.01	.14	1.43
15. Social Service	1.43	1.28	1.61	0.00	3.62
16. Social Status .....	.73	.51	.95	.21	1.27
17. Supervision-Hum.-Rel. ...	.56	.41	.70	.14	1.28
18. Supervision-Technical ...	.36	.20	.50	.50	.78
19. Variety .....	.67	.51	.82	.36	1.47
20. Working Conditions .....	.71	.57	.84	.21	1.71
21. Autonomy	1.02	.83	1.22	.21	2.04

N = 14 Raters

1985

PROCESS ARTIST



PROCESS ARTIST

O.A.P. = 6

D.O.T. = 972.281-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Get a feeling of accomplishment

Have good working conditions

Have steady employment

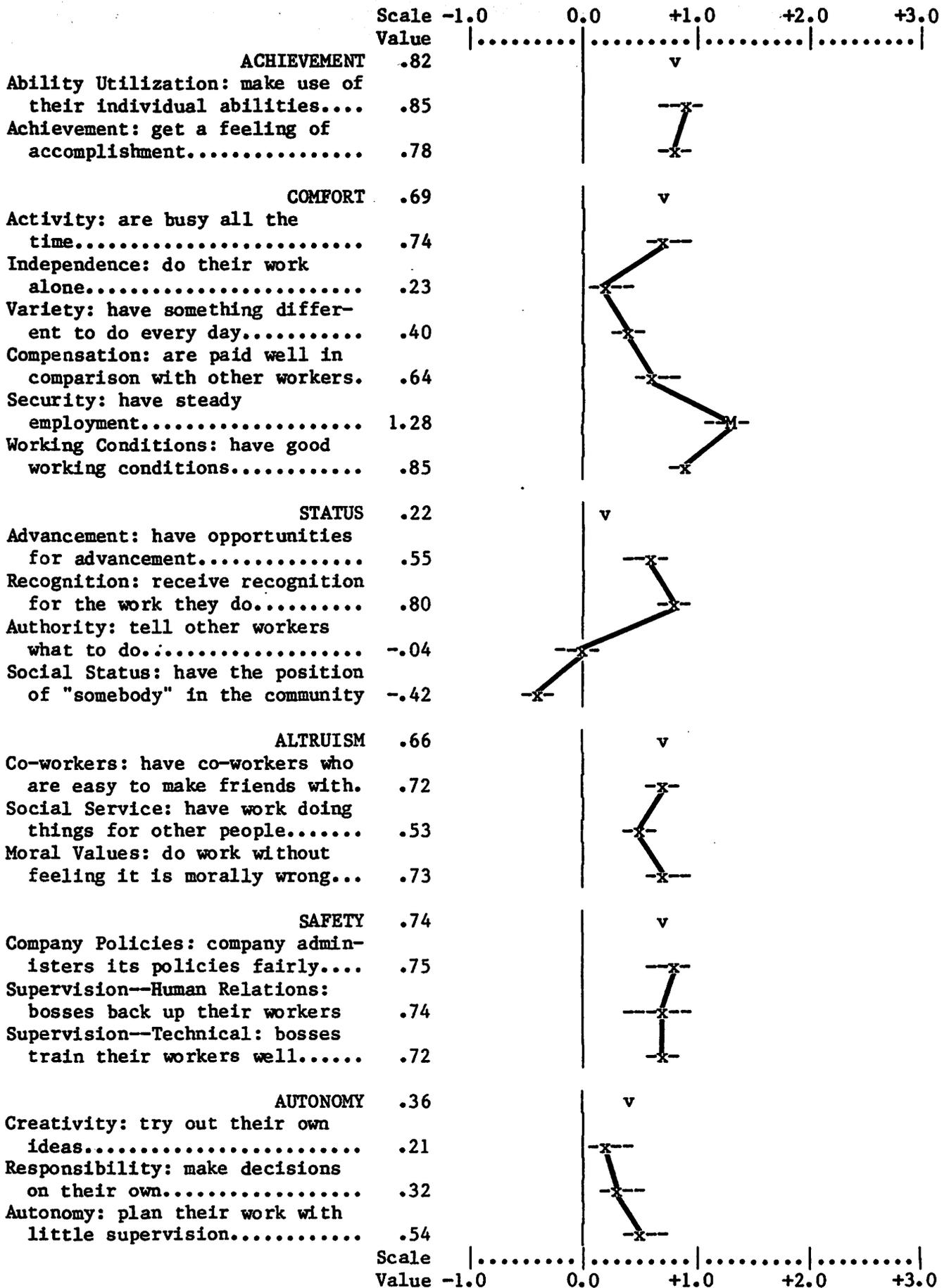
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.54	1.42	1.68	0.00	4.69
2. Achievement	1.39	1.30	1.48	0.00	5.01
3. Activity .....	.59	.39	.78	.53	1.04
4. Advancement .....	.29	.17	.41	.53	.72
5. Authority .....	.01	-.17	.16	.68	.02
6. Company Policies .....	.40	.27	.52	.21	.96
7. Compensation .....	.70	.58	.82	.05	1.83
8. Co-Workers .....	.53	.40	.65	.05	1.31
9. Creativity .....	.83	.72	.94	.05	2.31
10. Independence .....	.92	.77	1.07	.26	2.10
11. Moral Values .....	.78	.64	.92	.05	1.78
12. Recognition .....	.75	.63	.88	.21	1.88
13. Responsibility .....	.86	.72	1.00	.26	1.98
14. Security	1.18	1.06	1.31	0.00	3.18
15. Social Service .....	.89	.71	1.09	.16	1.66
16. Social Status	-.31	-.46	-.18	.63	.78
17. Supervision-Hum.-Rel. ...	.36	.23	.48	.21	.89
18. Supervision-Technical ...	.38	.27	.48	.26	1.06
19. Variety	1.01	.85	1.17	.26	2.20
20. Working Conditions	1.39	1.25	1.53	.05	3.78
21. Autonomy .....	.81	.65	.99	.37	1.63

N = 19 Raters

1985

PRODUCTION HELPER (FOOD)



PRODUCTION HELPER (FOOD)

O.A.P. = 34

D.O.T. = 529.686-070

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have steady employment

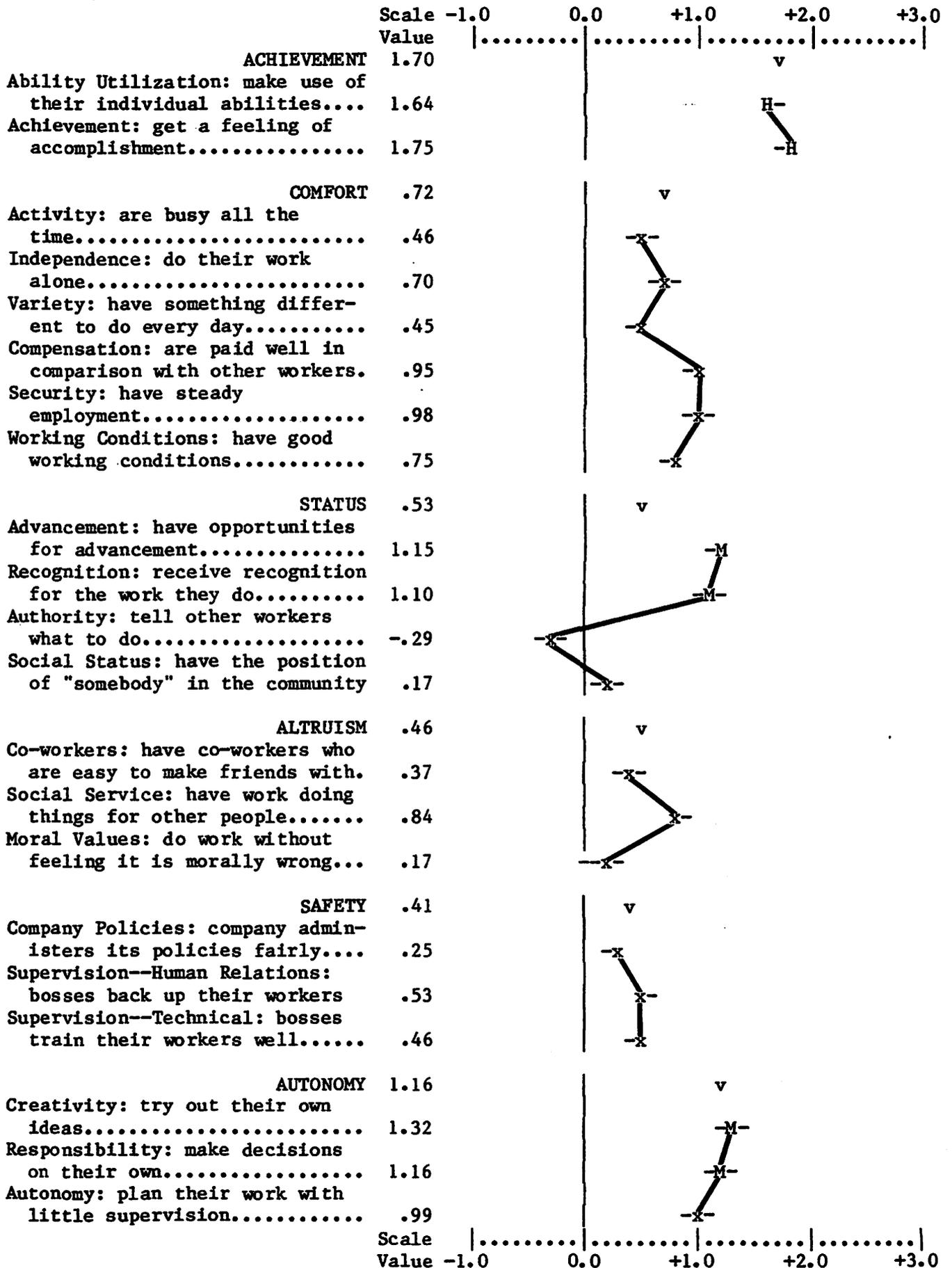
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.85	.72	.97	.15	1.83
2. Achievement .....	.78	.67	.90	.11	1.76
3. Activity .....	.74	.60	.89	.30	1.41
4. Advancement .....	.55	.42	.69	.30	1.07
5. Authority	-.04	-.18	.08	.52	.09
6. Company Policies .....	.75	.64	.87	.07	1.73
7. Compensation .....	.64	.51	.77	.26	1.32
8. Co-Workers .....	.72	.60	.83	.11	1.62
9. Creativity .....	.21	.06	.36	.59	.39
10. Independence .....	.23	.10	.35	.56	.47
11. Moral Values .....	.73	.59	.88	.07	1.41
12. Recognition .....	.80	.69	.91	.19	1.89
13. Responsibility .....	.32	.17	.47	.48	.59
14. Security	1.28	1.14	1.44	.04	2.73
15. Social Service .....	.53	.42	.64	.22	1.20
16. Social Status	-.42	-.54	-.31	.67	.97
17. Supervision-Hum.-Rel. ...	.74	.36	.85	.15	1.71
18. Supervision-Technical ...	.72	.63	.81	.11	1.85
19. Variety .....	.40	.27	.52	.56	.80
20. Working Conditions .....	.85	.75	.94	.11	2.21
21. Autonomy .....	.54	.41	.66	.37	1.10

N = 27 Raters

1968

PROGRAMMER (BUSINESS, ENGINEERING AND SCIENCE)



PROGRAMMER (BUSINESS, ENGINEERING AND SCIENCE)

O.A.P. = 52

D.O.T. = 020.167-022

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

GET A FEELING OF ACCOMPLISHMENT

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Try out their own ideas

Make decisions on their own

Have opportunities for advancement

Receive recognition for the work they do

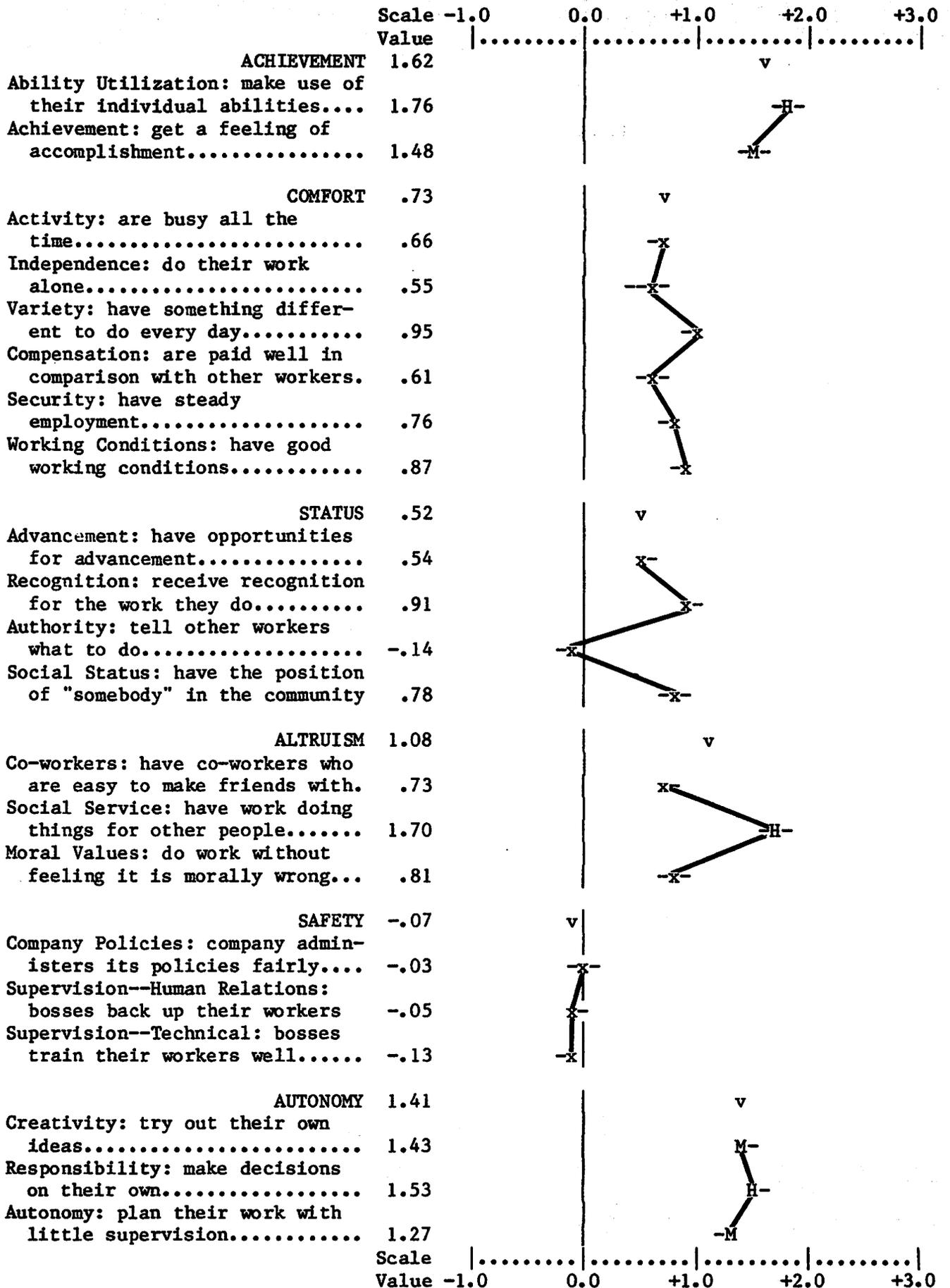
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.64	1.55	1.74	.00	3.85
2. Achievement	1.75	1.68	1.83	.00	4.69
3. Activity .....	.46	.37	.55	.48	.84
4. Advancement	1.15	1.08	1.23	.04	2.64
5. Authority	-.29	-.38	-.21	.85	.56
6. Company Policies .....	.25	.18	.33	.35	.54
7. Compensation .....	.95	.88	1.01	.04	2.31
8. Co-Workers .....	.37	.29	.45	.23	.75
9. Creativity	1.32	1.24	1.40	.00	3.05
10. Independence .....	.70	.61	.80	.33	1.28
11. Moral Values .....	.17	.04	.28	.25	.26
12. Recognition	1.10	1.02	1.19	.06	2.33
13. Responsibility	1.16	1.07	1.26	.08	2.38
14. Security .....	.98	.89	1.07	.06	1.93
15. Social Service .....	.84	.75	.93	.17	1.62
16. Social Status .....	.17	.08	.25	.33	.33
17. Supervision-Hum.-Rel. ...	.53	.46	.59	.23	1.18
18. Supervision-Technical ...	.46	.39	.52	.25	1.05
19. Variety .....	.45	.36	.53	.56	.87
20. Working Conditions .....	.75	.68	.82	.17	1.63
21. Autonomy .....	.99	.90	1.08	.19	2.00

N = 48 Raters

1968

PSYCHOLOGIST, CLINICAL



PSYCHOLOGIST, CLINICAL

O.A.P. = 49

D.O.T. = 045.107-022

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

MAKE DECISIONS ON THEIR OWN

Get a feeling of accomplishment

Try out their own ideas

Plan their work with little supervision

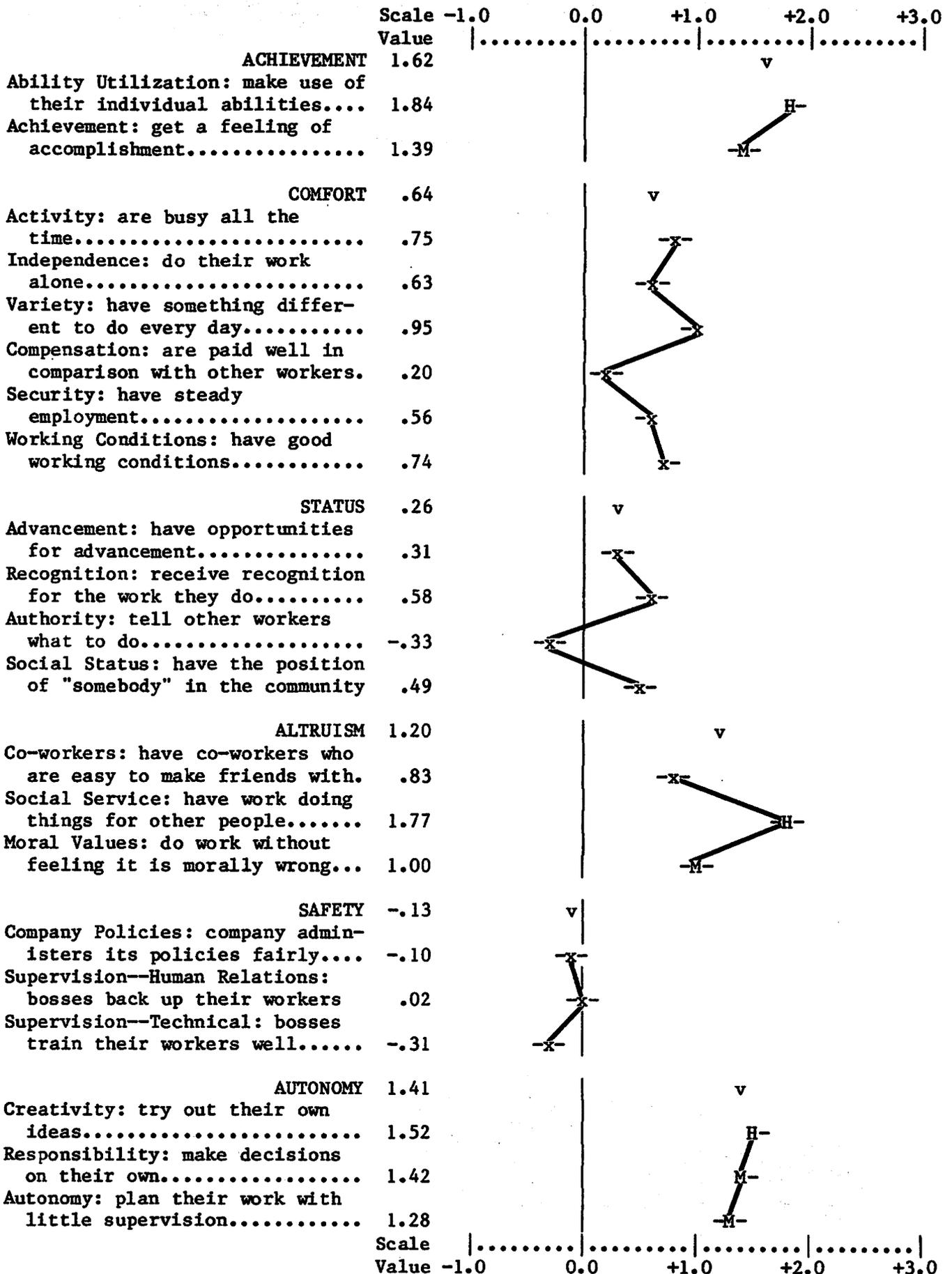
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.76	1.68	1.85	0.00	5.2
2. Achievement	1.48	1.40	1.56	0.00	3.9
3. Activity .....	.66	.57	.74	.36	1.3
4. Advancement .....	.54	.47	.60	.24	1.4
5. Authority	-.14	-.22	-.06	.64	.3
6. Company Policies	-.03	-.12	.05	.56	.0
7. Compensation .....	.61	.54	.68	.20	1.4
8. Co-Workers .....	.73	.66	.79	.04	1.9
9. Creativity	1.43	1.37	1.50	0.00	4.3
10. Independence .....	.55	.44	.65	.40	1.0
11. Moral Values .....	.81	.72	.90	.06	1.7
12. Recognition .....	.91	.85	.97	.14	2.5
13. Responsibility	1.53	1.46	1.60	.04	4.5
14. Security .....	.76	.69	.83	.04	1.8
15. Social Service	1.70	1.61	1.81	0.00	4.3
16. Social Status .....	.78	.70	.86	.10	1.7
17. Supervision-Hum.-Rel. ...	-.05	-.12	.02	.54	.1
18. Supervision-Technical ...	-.13	-.20	-.07	.62	.3
19. Variety .....	.95	.88	1.02	.16	2.4
20. Working Conditions .....	.87	.81	.93	.06	2.3
21. Autonomy	1.27	1.20	1.34	.06	3.4

N = 50 Raters

1985

PSYCHOLOGIST, COUNSELING



PSYCHOLOGIST, COUNSELING

O.A.P. = 49

D.O.T. = 045.107-026

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

TRY OUT THEIR OWN IDEAS

Make decisions on their own

Get a feeling of accomplishment

Plan their work with little supervision

Do work without feeling that it is morally wrong

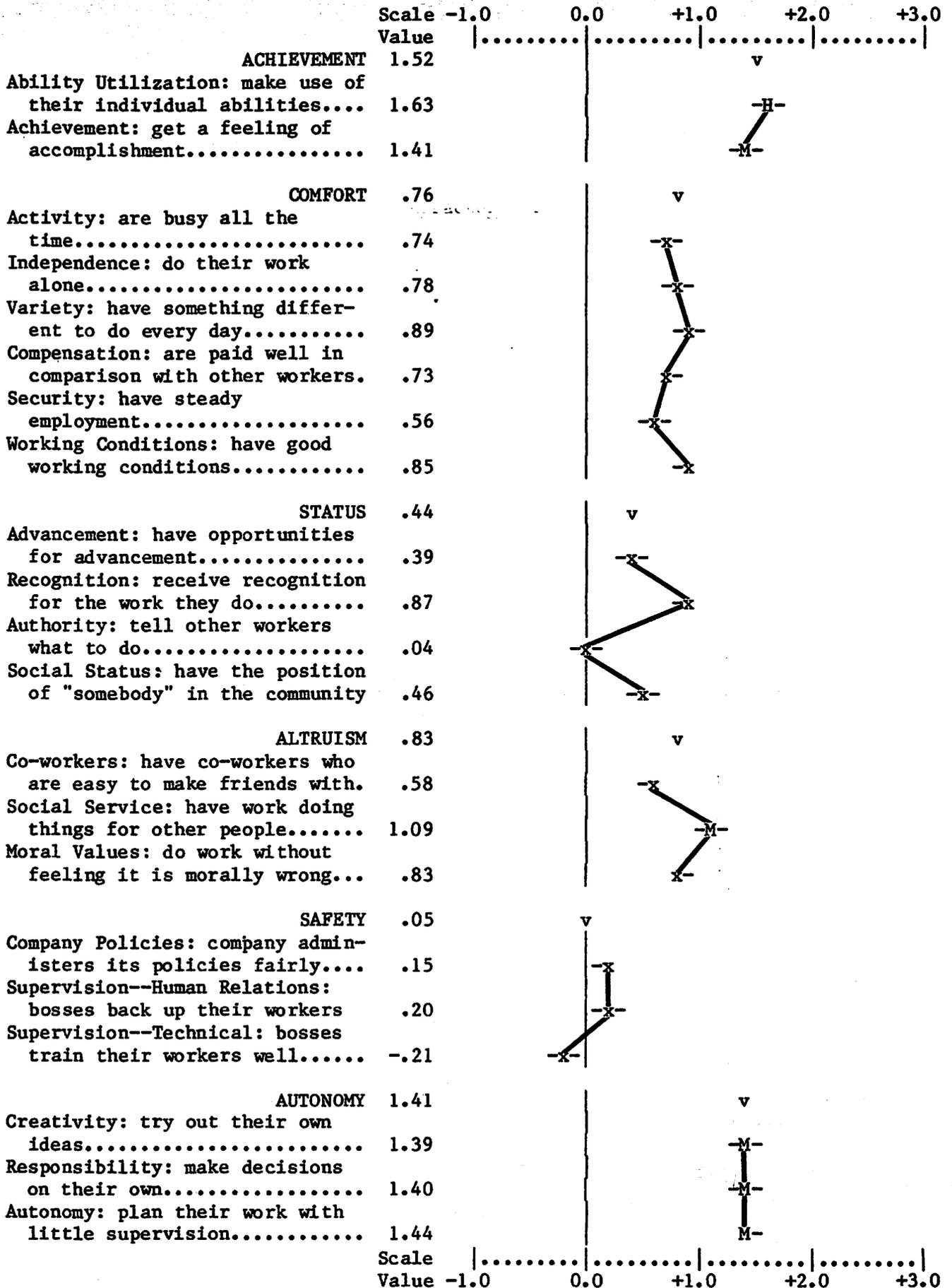
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.84	1.75	1.94	.03	5.33
2. Achievement	1.39	1.31	1.49	.03	3.58
3. Activity .....	.75	.65	.85	.25	1.52
4. Advancement .....	.31	.24	.37	.28	.80
5. Authority	-.33	-.44	-.24	.75	.71
6. Company Policies	-.10	-.20	-.00	.47	.21
7. Compensation .....	.20	.12	.28	.42	.46
8. Co-Workers .....	.83	.73	.93	.11	1.74
9. Creativity	1.52	1.47	1.57	0.00	5.42
10. Independence .....	.63	.53	.73	.33	1.29
11. Moral Values	1.00	.90	1.10	.03	2.17
12. Recognition .....	.58	.51	.65	.22	1.46
13. Responsibility	1.42	1.36	1.48	.03	4.67
14. Security .....	.56	.49	.63	.17	1.41
15. Social Service	1.77	1.67	1.88	0.00	4.80
16. Social Status .....	.49	.42	.57	.14	1.20
17. Supervision-Hum.-Rel. ...	.02	-.06	.08	.42	.04
18. Supervision-Technical ...	-.31	-.41	-.21	.69	.66
19. Variety .....	.95	.88	1.01	.19	2.61
20. Working Conditions .....	.74	.67	.82	.19	1.80
21. Autonomy	1.28	1.20	1.36	.06	3.45

N = 36 Raters

1985

PSYCHOLOGIST, INDUSTRIAL-ORGANIZATIONAL



PSYCHOLOGIST, INDUSTRIAL-ORGANIZATIONAL

O.A.P. = 55

D.O.T. = 045.107-030

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Plan their work with little supervision

Get a feeling of accomplishment

Make decisions on their own

Try out their own ideas

Have work where they do things for other people

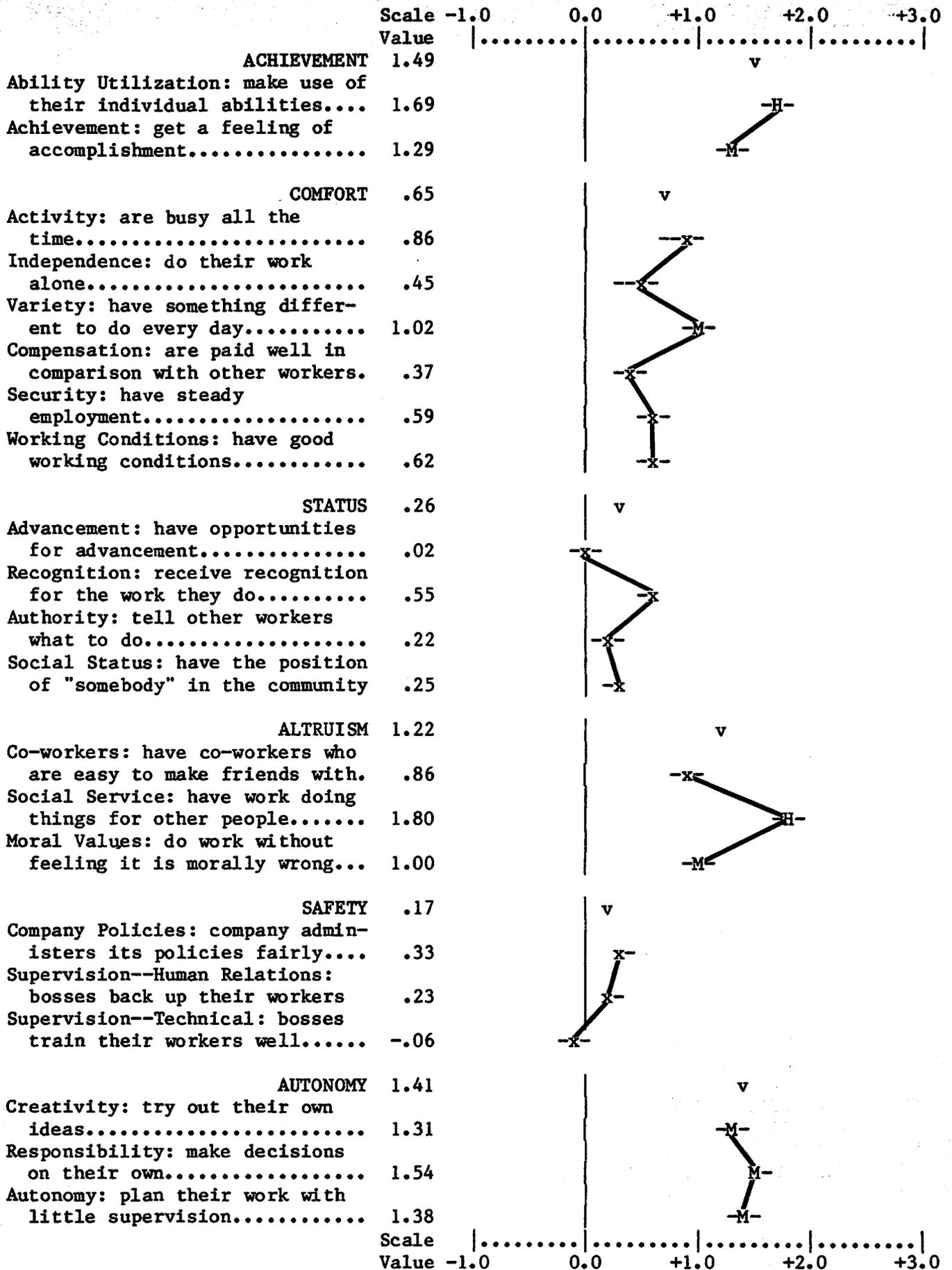
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.63	1.54	1.73	.02	4.0
2. Achievement	1.41	1.32	1.50	.06	3.2
3. Activity .....	.74	.64	.83	.28	1.4
4. Advancement .....	.39	.31	.47	.32	.8
5. Authority .....	.04	-.05	.12	.58	.0
6. Company Policies .....	.15	.06	.24	.36	.2
7. Compensation .....	.73	.65	.81	.14	1.6
8. Co-Workers .....	.58	.52	.63	.16	1.5
9. Creativity	1.39	1.31	1.47	.04	3.4
10. Independence .....	.78	.67	.88	.32	1.3
11. Moral Values .....	.83	.75	.92	.06	1.7
12. Recognition .....	.87	.80	.93	.16	2.1
13. Responsibility	1.40	1.34	1.47	.06	3.9
14. Security .....	.56	.47	.66	.22	1.1
15. Social Service	1.09	1.00	1.17	.08	2.4
16. Social Status .....	.46	.37	.55	.32	.9
17. Supervision-Hum.-Rel. ...	.20	.13	.26	.40	.4
18. Supervision-Technical ...	-.21	-.30	-.14	.78	.4
19. Variety .....	.89	.82	.96	.16	2.0
20. Working Conditions .....	.85	.77	.92	.04	1.9
21. Autonomy	1.44	1.38	1.50	.02	4.3

N = 50 Raters

1985

PSYCHOLOGIST, SCHOOL



PSYCHOLOGIST, SCHOOL

O.A.P. = 49

D.O.T. = 045.107-034

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Make decisions on their own

Plan their work with little supervision

Try out their own ideas

Get a feeling of accomplishment

Have something different to do every day

Do work without feeling that it is morally wrong

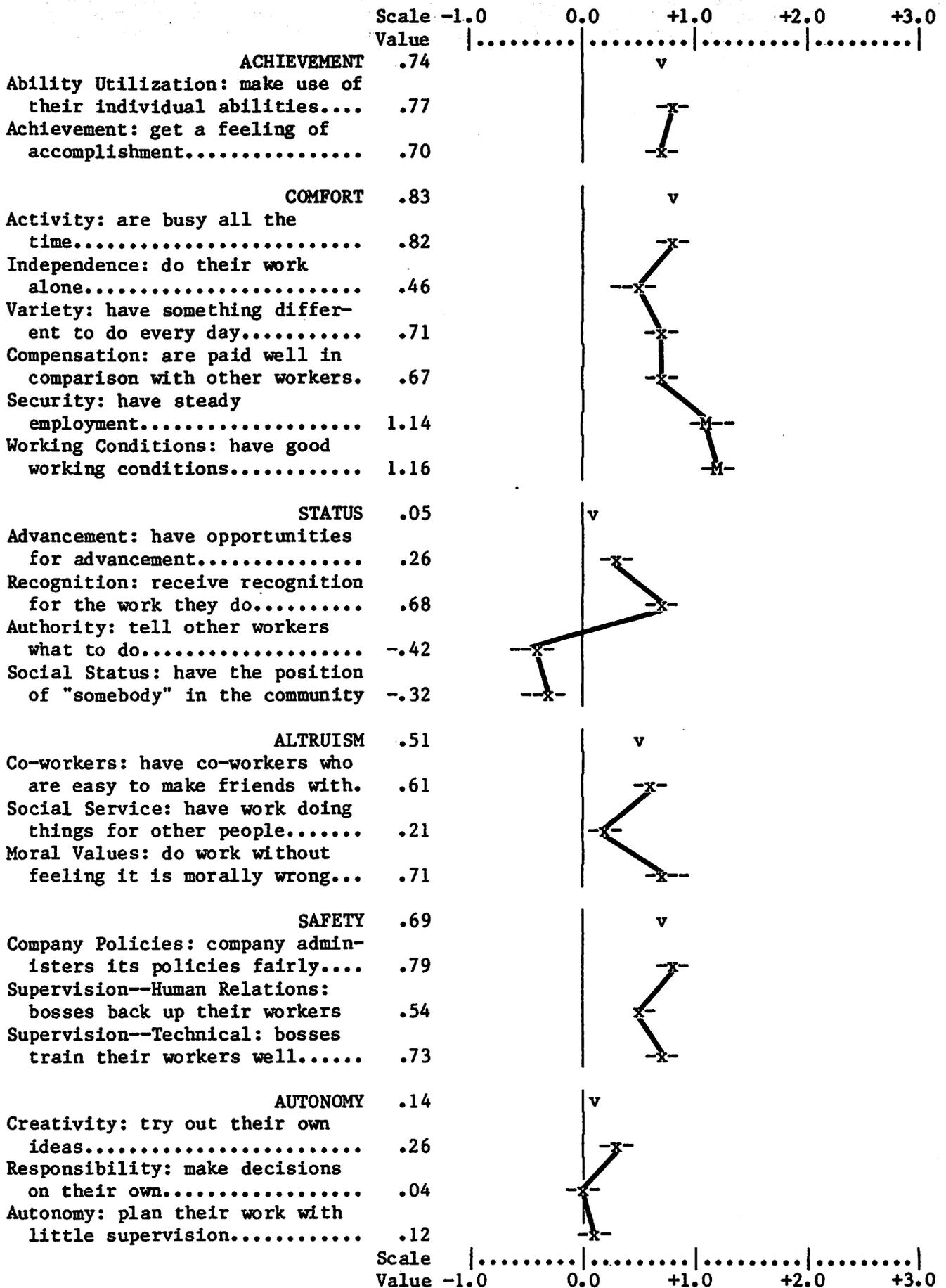
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.69	1.60	1.79	0.00	5.20
2. Achievement	1.29	1.20	1.39	0.00	3.36
3. Activity .....	.86	.74	.98	.24	1.68
4. Advancement .....	.02	-.09	.12	.61	.04
5. Authority .....	.22	.11	.32	.36	.47
6. Company Policies .....	.33	.25	.40	.24	.86
7. Compensation .....	.37	.26	.48	.33	.78
8. Co-Workers .....	.86	.78	.95	0.00	2.22
9. Creativity	1.31	1.24	1.40	.06	3.85
10. Independence .....	.45	.34	.56	.64	.92
11. Moral Values	1.00	.89	1.11	.06	2.21
12. Recognition .....	.55	.45	.64	.33	1.25
13. Responsibility	1.54	1.47	1.62	.12	4.92
14. Security .....	.59	.50	.68	.03	1.38
15. Social Service	1.80	1.71	1.90	0.00	5.72
16. Social Status .....	.25	.16	.34	.30	.59
17. Supervision-Hum.-Rel. ...	.23	.16	.30	.27	.64
18. Supervision-Technical ...	-.06	-.17	.03	.61	.14
19. Variety	1.02	.92	1.12	.18	2.45
20. Working Conditions .....	.62	.51	.72	.18	1.35
21. Autonomy	1.38	1.29	1.48	.03	3.71

N = 33 Raters

1985

PUNCH-PRESS OPERATOR



PUNCH-PRESS OPERATOR

O.A.P. = 32

D.O.T. = 615.482-022

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have good working conditions

Have steady employment

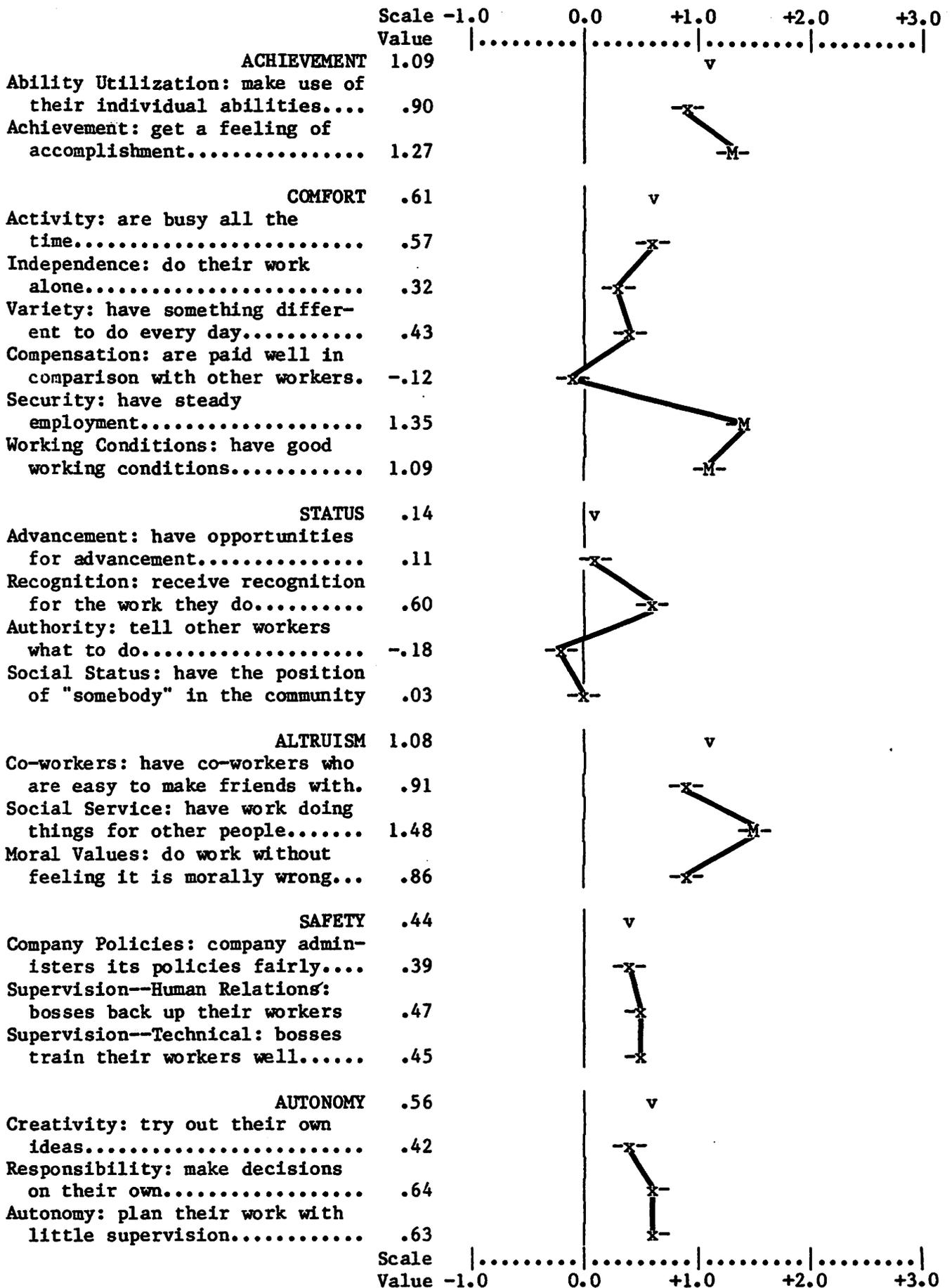
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.77	.68	.87	.19	1.99
2. Achievement .....	.70	.62	.79	.09	1.85
3. Activity .....	.82	.70	.94	.25	1.75
4. Advancement .....	.26	.15	.36	.41	.58
5. Authority	-.42	-.56	-.31	.84	.92
6. Company Policies .....	.79	.70	.89	.03	1.95
7. Compensation .....	.67	.57	.78	.09	1.57
8. Co-Workers .....	.61	.53	.69	.09	1.64
9. Creativity .....	.26	.16	.36	.53	.60
10. Independence .....	.46	.32	.59	.38	.86
11. Moral Values .....	.71	.58	.85	.16	1.37
12. Recognition .....	.68	.58	.78	.13	1.63
13. Responsibility .....	.04	-.06	.13	.66	.09
14. Security	1.14	1.00	1.29	.09	2.36
15. Social Service .....	.21	.08	.33	.53	.41
16. Social Status	-.32	-.45	-.20	.66	.68
17. Supervision-Hum.-Rel. ...	.54	.47	.62	.09	1.54
18. Supervision-Technical ...	.73	.63	.82	.09	1.82
19. Variety .....	.71	.59	.83	.31	1.50
20. Working Conditions	1.16	1.07	1.27	.00	3.12
21. Autonomy .....	.12	.00	.24	.75	.25

N = 32 Raters

1968

RADIOLOGIC TECHNOLOGIST



RADIOLOGIC TECHNOLOGIST

O.A.P. = 50

D.O.T. = 078.362-026

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

Have work where they do things for other people

Have steady employment

Get a feeling of accomplishment

Have good working conditions

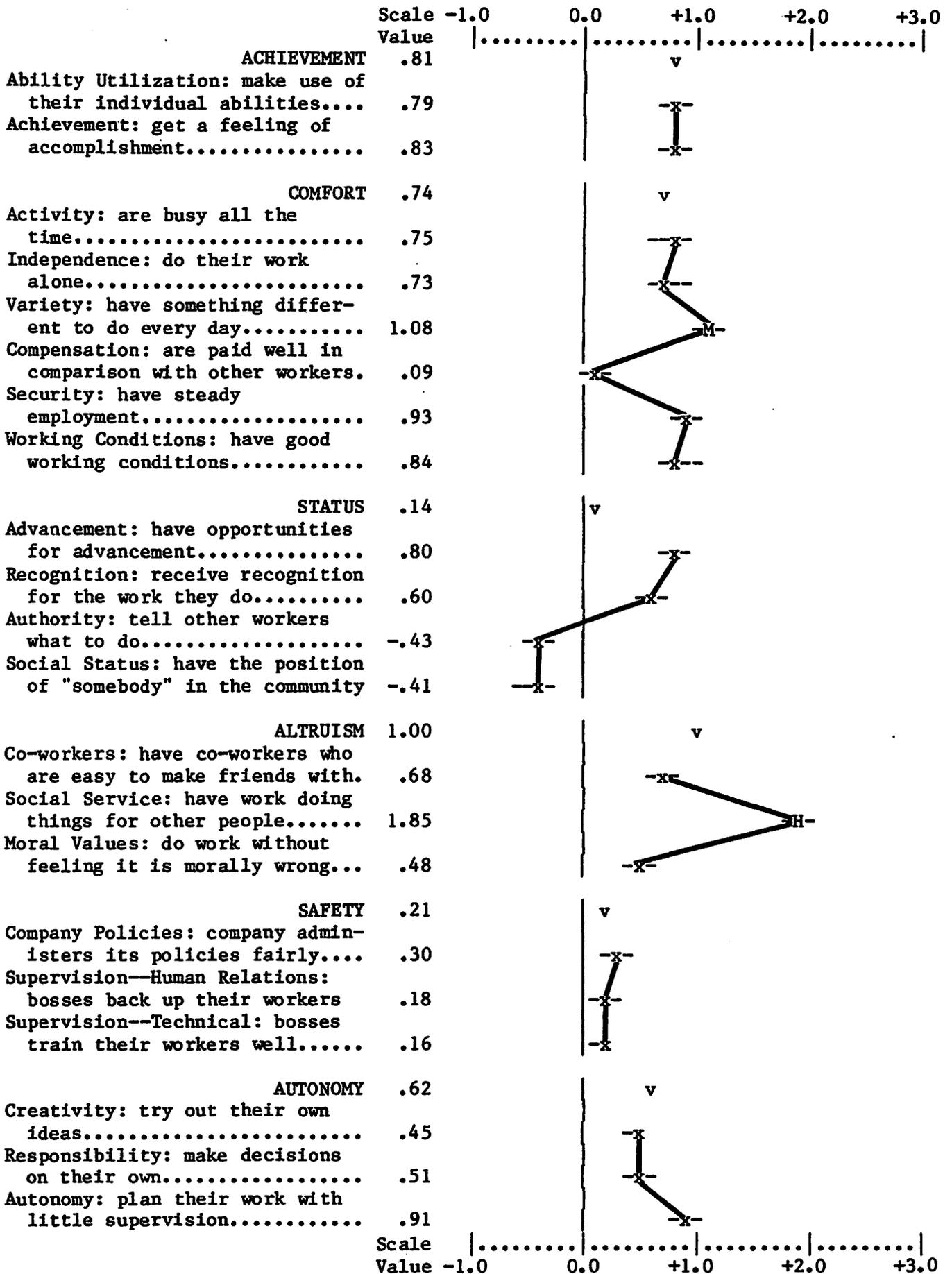
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.90	.82	.98	.08	2.13
2. Achievement	1.27	1.19	1.36	.02	3.27
3. Activity .....	.57	.47	.67	.49	1.12
4. Advancement .....	.11	.02	.20	.53	.23
5. Authority	-.18	-.28	-.08	.76	.36
6. Company Policies .....	.39	.32	.45	.12	.99
7. Compensation	-.12	-.23	-.02	.76	.23
8. Co-Workers .....	.91	.84	.97	.02	2.50
9. Creativity .....	.42	.34	.50	.24	.94
10. Independence .....	.32	.23	.42	.37	.65
11. Moral Values .....	.86	.76	.97	.12	1.66
12. Recognition .....	.60	.53	.68	.20	1.41
13. Responsibility .....	.64	.57	.72	.27	1.53
14. Security	1.35	1.26	1.44	.02	3.33
15. Social Service	1.48	1.37	1.59	.06	3.46
16. Social Status .....	.03	-.09	.14	.55	.05
17. Supervision-Hum.-Rel. ...	.47	.40	.54	.20	1.12
18. Supervision-Technical ...	.45	.38	.52	.20	1.09
19. Variety .....	.43	.34	.51	.41	.94
20. Working Conditions	1.09	1.02	1.17	.06	2.76
21. Autonomy .....	.63	.56	.71	.27	1.51

N = 49 Raters

1968

RECEPTIONIST, CIVIL SERVICE



RECEPTIONIST, CIVIL SERVICE

O.A.P. = 38

D.O.T. = 237.367-038

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Have something different to do every day

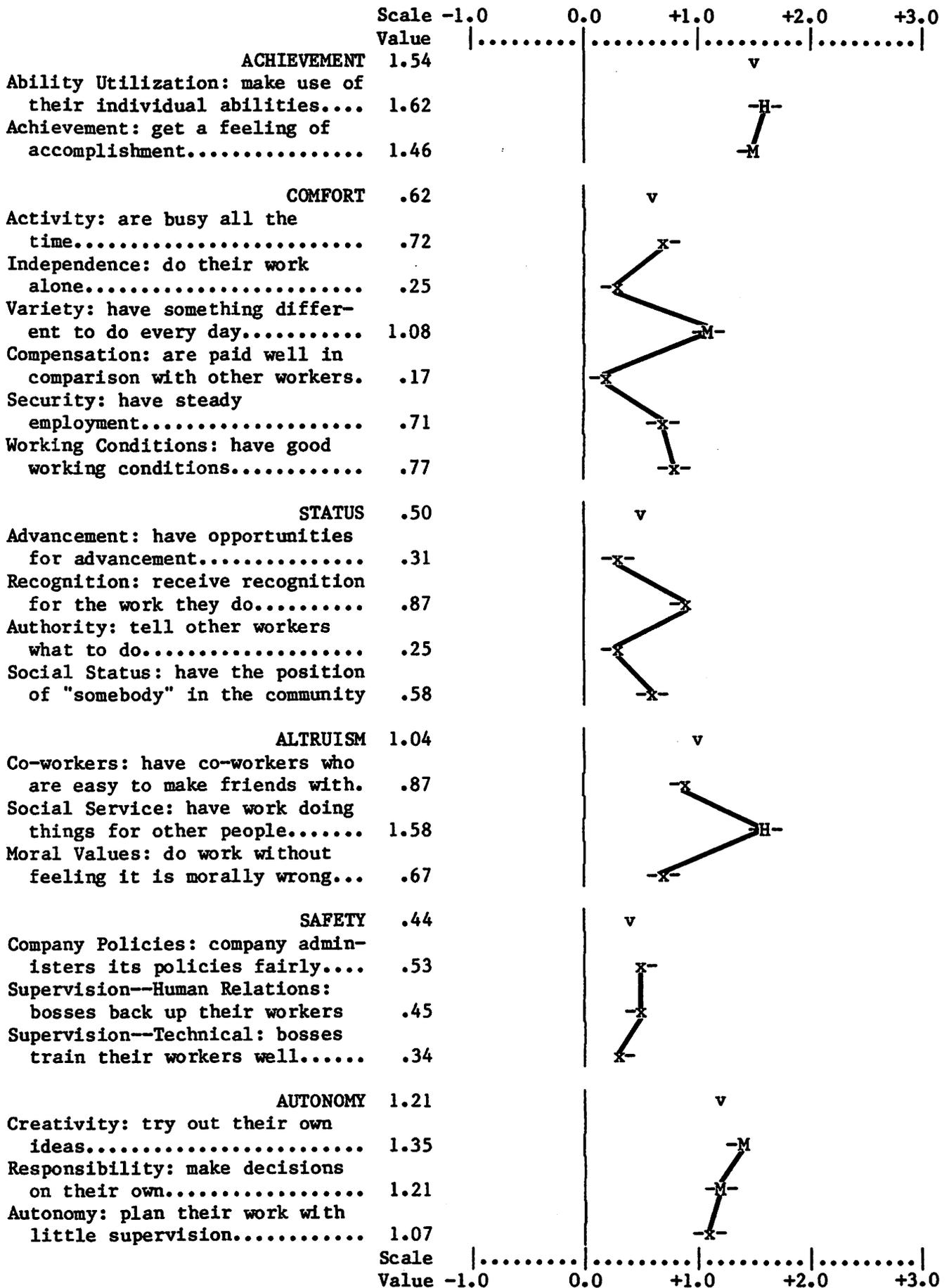
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.79	.69	.89	.19	1.84
2. Achievement .....	.83	.73	.93	.06	1.95
3. Activity .....	.75	.64	.87	.29	1.56
4. Advancement .....	.80	.71	.90	.13	1.92
5. Authority	-.43	-.54	-.33	.87	.98
6. Company Policies .....	.30	.19	.42	.29	.62
7. Compensation .....	.09	.01	.17	.48	.23
8. Co-Workers .....	.68	.56	.80	.23	1.39
9. Creativity .....	.45	.35	.54	.39	1.05
10. Independence .....	.73	.60	.86	.29	1.42
11. Moral Values .....	.48	.35	.61	.13	.91
12. Recognition .....	.60	.50	.70	.13	1.33
13. Responsibility .....	.51	.40	.63	.35	1.05
14. Security .....	.93	.82	1.04	.03	2.05
15. Social Service	1.85	1.76	1.96	.00	5.89
16. Social Status	-.41	-.55	-.28	.74	.79
17. Supervision-Hum.-Rel. ...	.18	.07	.29	.29	.37
18. Supervision-Technical ...	.16	.07	.24	.32	.37
19. Variety	1.08	.95	1.22	.19	2.17
20. Working Conditions .....	.84	.74	.95	.19	1.90
21. Autonomy .....	.91	.81	1.02	.29	2.06

N = 31 Raters

1968

RECREATION LEADER



RECREATION LEADER

O.A.P. = 45

D.O.T. = 195.227-014

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Get a feeling of accomplishment

Try out their own ideas

Make decisions on their own

Have something different to do every day

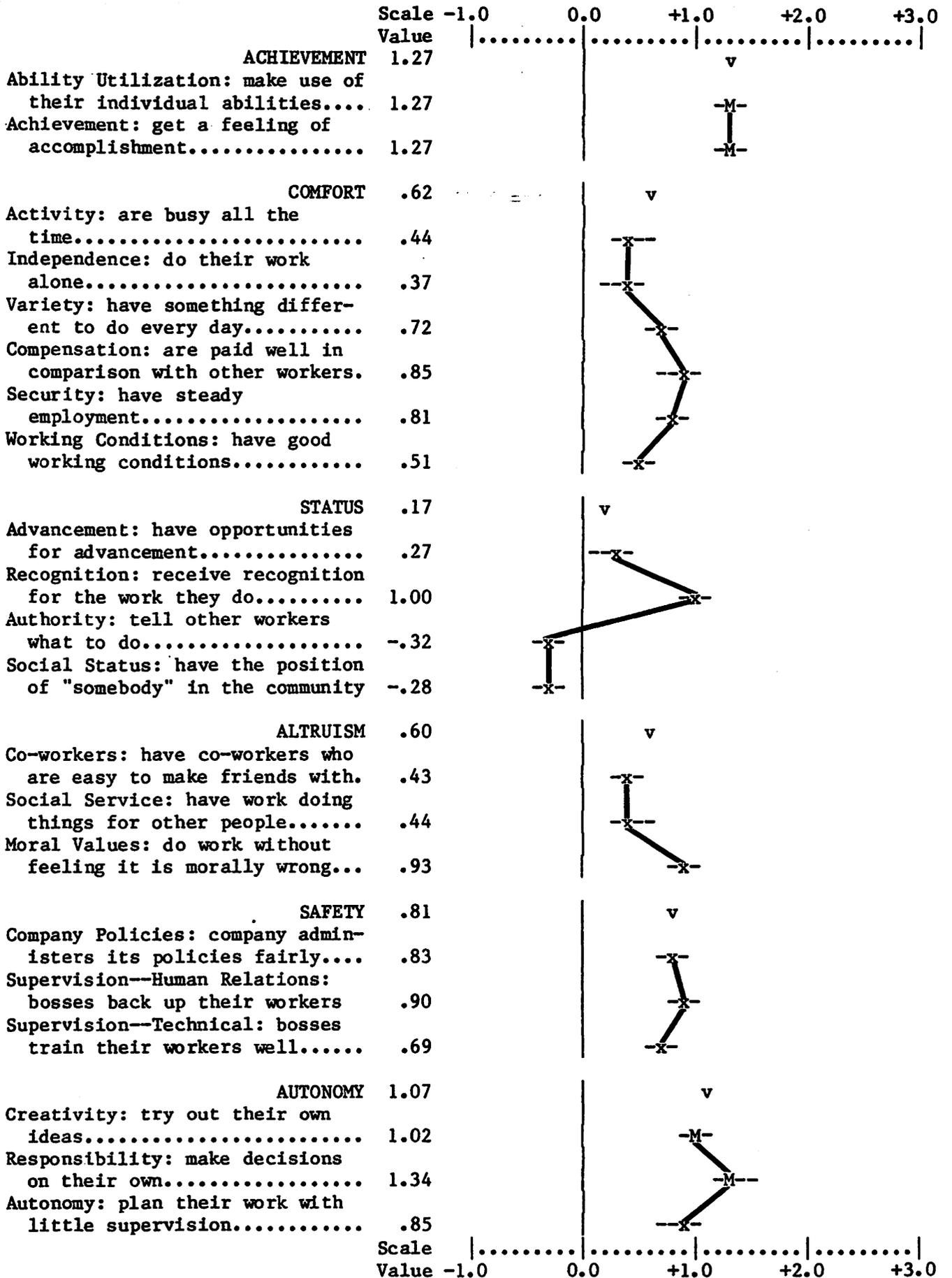
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.62	1.54	1.70	.02	4.21
2. Achievement	1.46	1.38	1.54	0.00	3.45
3. Activity .....	.72	.65	.80	.42	1.54
4. Advancement .....	.31	.23	.39	.30	.64
5. Authority .....	.25	.17	.33	.39	.50
6. Company Policies .....	.53	.46	.61	.25	1.13
7. Compensation .....	.17	.09	.24	.53	.35
8. Co-Workers .....	.87	.79	.94	.05	1.92
9. Creativity	1.35	1.28	1.43	.04	3.39
10. Independence .....	.25	.16	.33	.56	.48
11. Moral Values .....	.67	.58	.77	.12	1.10
12. Recognition .....	.87	.80	.93	.09	2.04
13. Responsibility	1.21	1.14	1.29	.12	2.83
14. Security .....	.71	.61	.81	.19	1.26
15. Social Service	1.58	1.51	1.67	0.00	3.96
16. Social Status .....	.58	.50	.67	.25	1.15
17. Supervision-Hum.-Rel. ...	.45	.39	.52	.21	1.04
18. Supervision-Technical ...	.34	.28	.40	.37	.82
19. Variety	1.08	1.00	1.16	.11	2.33
20. Working Conditions .....	.77	.69	.85	.18	1.62
21. Autonomy	1.07	.99	1.16	.23	2.27

N = 57 Raters

1985

REPOSSESSOR



REPOSSESSOR

O.A.P. = 16

D.O.T. = 241.367-022

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

- Make decisions on their own
- Get a feeling of accomplishment
- Make use of their individual abilities
- Try out their own ideas

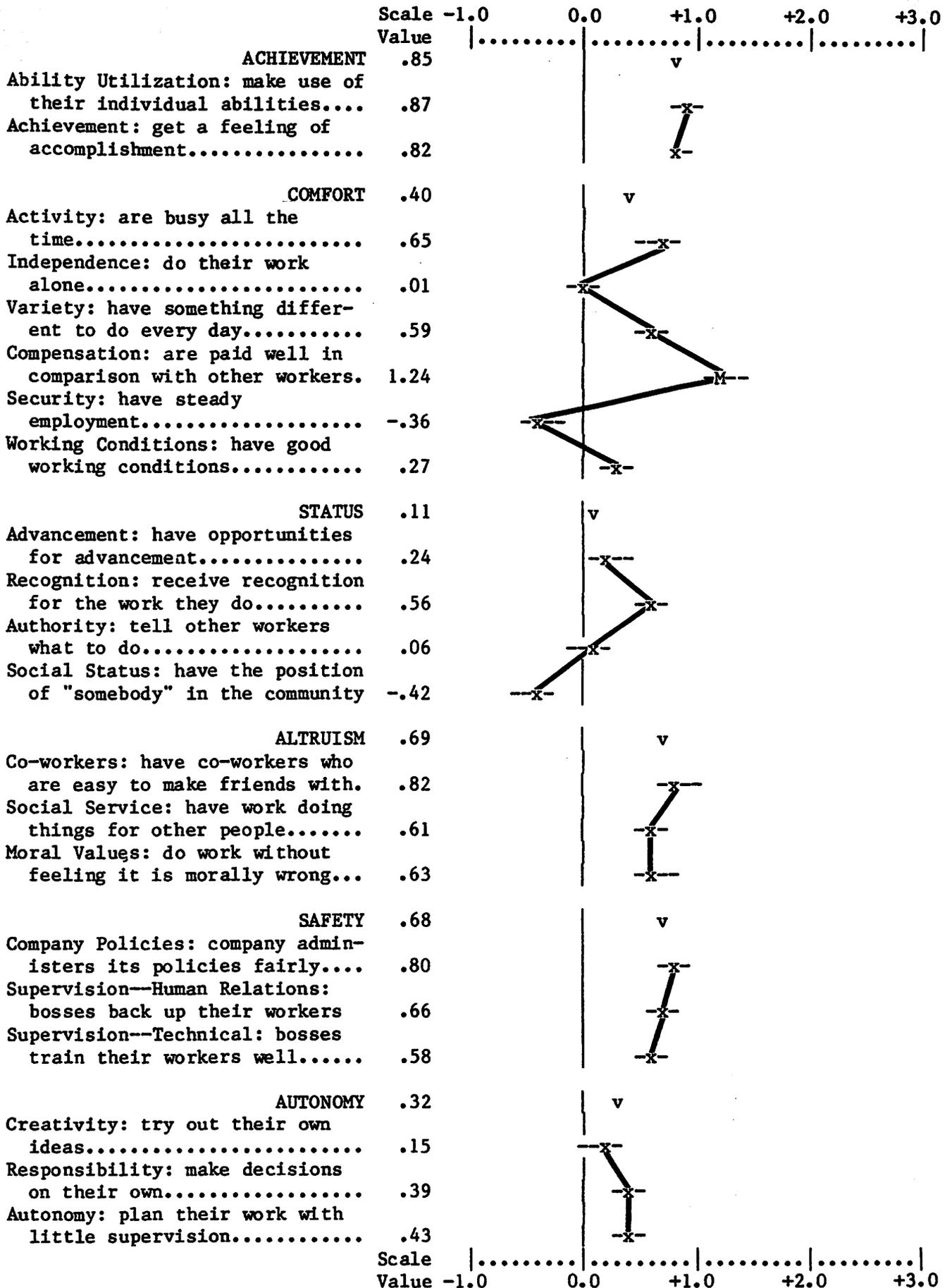
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.27	1.16	1.37	.00	3.62
2. Achievement	1.27	1.19	1.36	.04	4.22
3. Activity .....	.44	.30	.57	.52	.88
4. Advancement .....	.27	.13	.40	.48	.55
5. Authority	-.32	-.43	-.22	.81	.85
6. Company Policies .....	.83	.74	.93	.00	2.30
7. Compensation .....	.85	.73	.97	.07	1.96
8. Co-Workers .....	.43	.34	.51	.15	1.22
9. Creativity	1.02	.92	1.13	.07	2.67
10. Independence .....	.37	.19	.53	.52	.62
11. Moral Values .....	.93	.81	1.04	.11	2.25
12. Recognition	1.00	.89	1.10	.19	2.63
13. Responsibility	1.34	1.23	1.45	.04	3.83
14. Security .....	.81	.71	.91	.11	2.16
15. Social Service .....	.44	.29	.58	.33	.84
16. Social Status	-.28	-.39	-.18	.74	.73
17. Supervision-Hum.-Rel. ...	.90	.81	1.00	.07	2.56
18. Supervision-Technical ...	.69	.58	.79	.15	1.74
19. Variety .....	.72	.60	.84	.22	1.65
20. Working Conditions .....	.51	.41	.61	.30	1.29
21. Autonomy .....	.85	.71	.99	.19	1.74

N = 27 Raters

1972

ROOFER



ROOFER

O.A.P. = 26

D.O.T. = 866.381-010

Occupations with Similar Reinforcers: See Cluster B

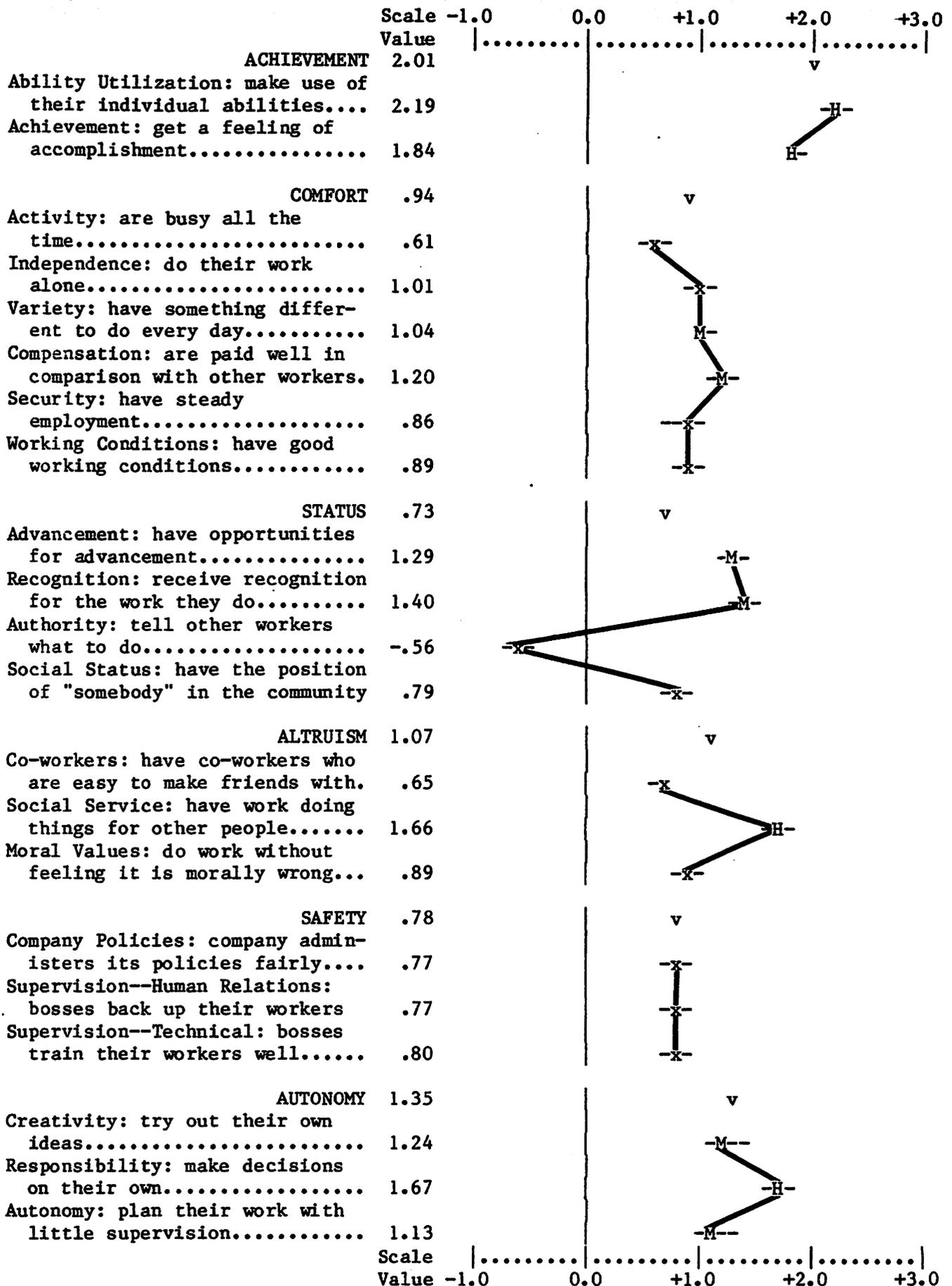
Descriptive Characteristics

Are paid well in comparison with other workers

ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.87	.78	.96	.07	2.39
2. Achievement .....	.82	.75	.89	.03	2.52
3. Activity .....	.65	.53	.77	.34	1.36
4. Advancement .....	.24	.13	.36	.34	.52
5. Authority .....	.06	-.05	.17	.52	.14
6. Company Policies .....	.80	.68	.92	.03	1.78
7. Compensation	1.24	1.13	1.37	.10	3.11
8. Co-Workers' .....	.82	.69	.96	.03	1.70
9. Creativity .....	.15	.04	.26	.48	.33
10. Independence .....	.01	-.12	.13	.66	.02
11. Moral Values .....	.63	.50	.76	.07	1.28
12. Recognition .....	.56	.48	.65	.21	1.54
13. Responsibility .....	.39	.29	.49	.45	.93
14. Security	-.36	-.52	-.22	.83	.71
15. Social Service .....	.61	.50	.72	.14	1.37
16. Social Status	-.42	-.55	-.30	.76	.93
17. Supervision-Hum.-Rel. ...	.66	.57	.75	.10	1.73
18. Supervision-Technical ...	.58	.48	.68	.21	1.38
19. Variety .....	.59	.47	.72	.38	1.23
20. Working Conditions .....	.27	.15	.39	.48	.56
21. Autonomy .....	.43	.32	.53	.52	.97

SALES AGENT, LIFE INSURANCE



SALES AGENT, LIFE INSURANCE

O.A.P. = 42

D.O.T. = 250.257-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

GET A FEELING OF ACCOMPLISHMENT

MAKE DECISIONS ON THEIR OWN

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Receive recognition for the work they do

Have opportunities for advancement

Try out their own ideas

Are paid well in comparison with other workers

Plan their work with little supervision

Have something different to do every day

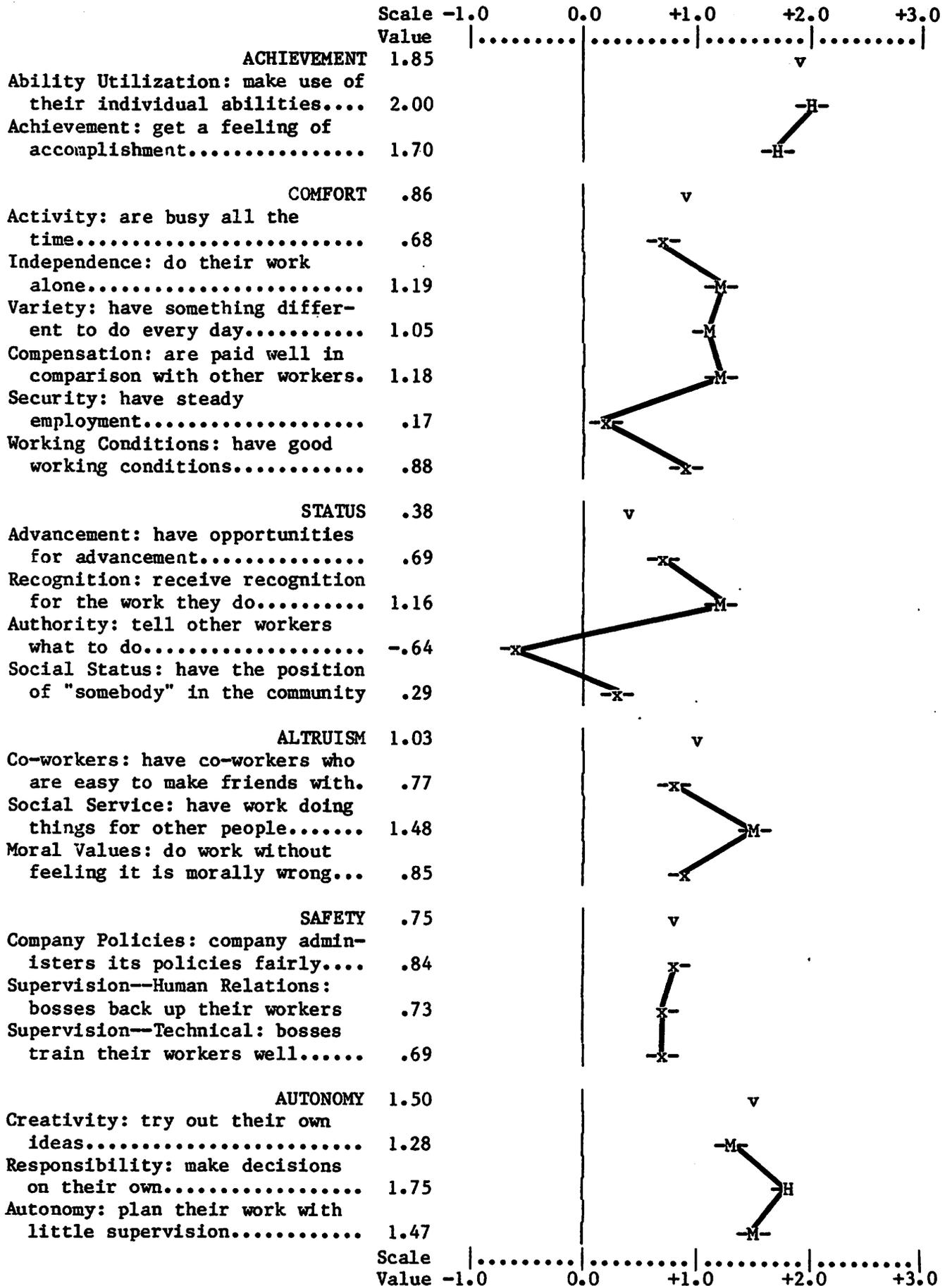
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	2.19	2.11	2.26	.00	8.38
2. Achievement	1.84	1.75	1.94	.00	5.40
3. Activity .....	.61	.52	.70	.41	1.36
4. Advancement	1.29	1.19	1.39	.07	3.05
5. Authority	-.56	-.70	-.45	.97	1.16
6. Company Policies .....	.77	.70	.85	.03	2.03
7. Compensation	1.20	1.10	1.31	.07	2.67
8. Co-Workers .....	.65	.56	.74	.00	1.51
9. Creativity	1.24	1.13	1.35	.07	2.70
10. Independence	1.01	.90	1.13	.14	2.03
11. Moral Values .....	.89	.77	1.00	.00	1.77
12. Recognition	1.40	1.29	1.52	.14	3.08
13. Responsibility	1.67	1.58	1.76	.00	4.83
14. Security .....	.86	.74	.98	.21	1.65
15. Social Service	1.66	1.57	1.76	.00	4.51
16. Social Status .....	.79	.68	.90	.21	1.57
17. Supervision-Hum.-Rel. ...	.77	.68	.85	.10	1.85
18. Supervision-Technical ...	.80	.71	.89	.17	1.91
19. Variety	1.04	.95	1.13	.07	2.42
20. Working Conditions .....	.89	.79	.99	.10	1.94
21. Autonomy	1.13	1.01	1.26	.14	2.18

N = 29 Raters

1972

SALES AGENT, REAL ESTATE



SALES AGENT, REAL ESTATE

O.A.P. = 43

D.O.T. = 250.357-018

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

MAKE DECISIONS ON THEIR OWN

GET A FEELING OF ACCOMPLISHMENT

Have work where they do things for other people

Plan their work with little supervision

Try out their own ideas

Do their work alone

Are paid well in comparison with other workers

Receive recognition for the work they do

Have something different to do every day

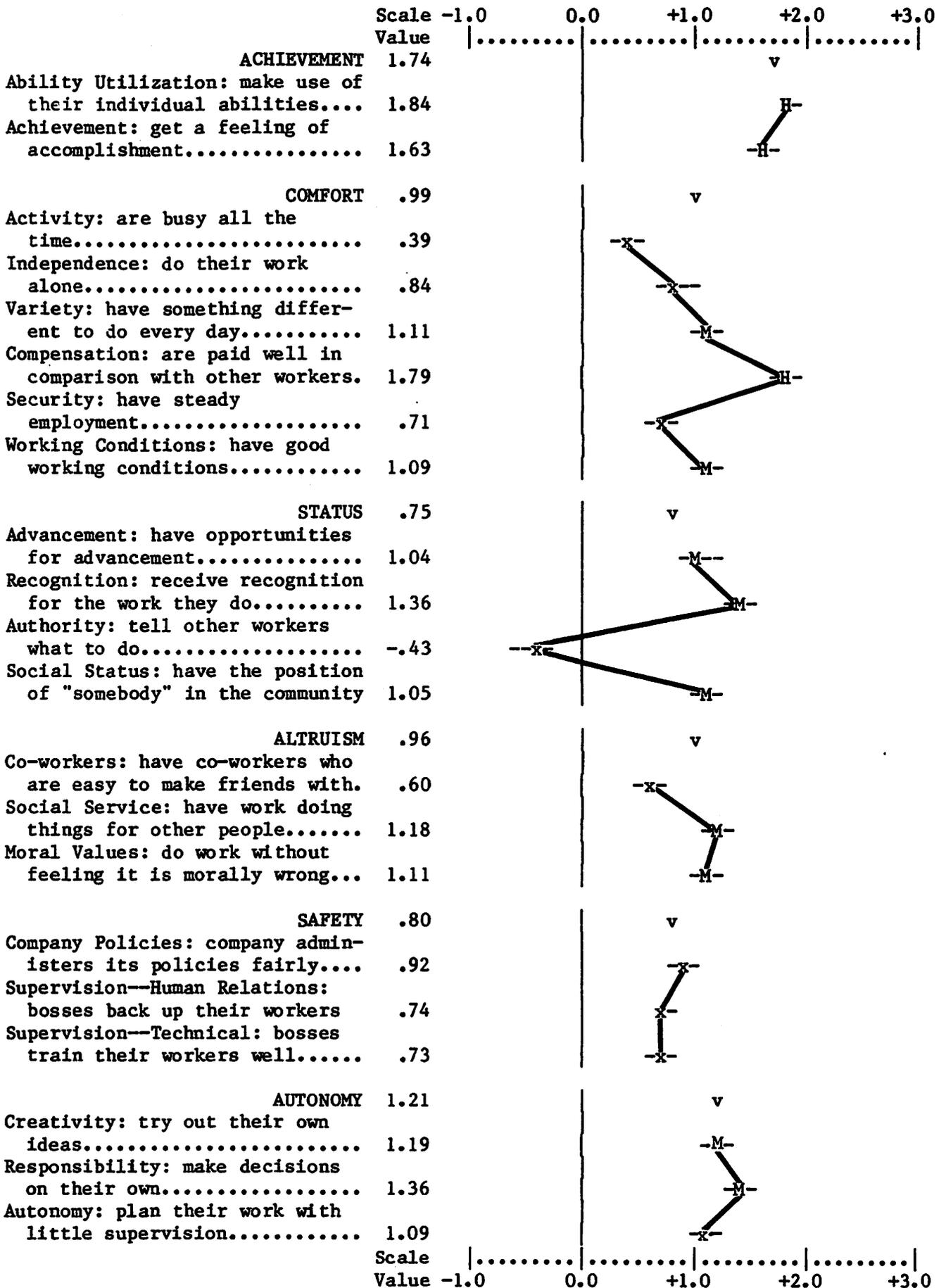
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	2.00	1.92	2.09	0.00	6.81
2. Achievement	1.70	1.61	1.80	0.00	4.88
3. Activity .....	.68	.58	.78	.50	1.46
4. Advancement .....	.69	.58	.79	.25	1.42
5. Authority	-.64	-.73	-.56	.94	1.68
6. Company Policies .....	.84	.75	.92	.03	1.98
7. Compensation	1.18	1.08	1.29	.14	2.61
8. Co-Workers .....	.77	.68	.85	.03	1.82
9. Creativity	1.28	1.21	1.36	0.00	3.83
10. Independence	1.19	1.09	1.29	.08	2.71
11. Moral Values .....	.85	.75	.94	.08	1.84
12. Recognition	1.16	1.06	1.25	.11	2.77
13. Responsibility	1.75	1.68	1.83	0.00	5.71
14. Security .....	.71	.06	.27	.47	.36
15. Social Service	1.48	1.39	1.57	.03	3.87
16. Social Status .....	.29	.19	.38	.39	.62
17. Supervision-Hum.-Rel. ...	.73	.65	.80	.06	1.93
18. Supervision-Technical ...	.69	.62	.75	.08	1.95
19. Variety	1.05	.95	1.14	.06	2.40
20. Working Conditions .....	.88	.80	.95	.11	2.41
21. Autonomy	1.47	1.37	1.58	0.00	3.57

N = 36 Raters

1985

SALES AGENT, SECURITIES



SALES AGENT, SECURITIES

O.A.P. = 60

D.O.T. = 251.157-010

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

ARE PAID WELL IN COMPARISON WITH OTHER WORKERS

GET A FEELING OF ACCOMPLISHMENT

Receive recognition for the work they do

Make decisions on their own

Try out their own ideas

Have work where they do things for other people

Have something different to do every day

Do work without feeling that it is morally wrong

Have good working conditions

Have the position of "somebody" in the community

Have opportunities for advancement

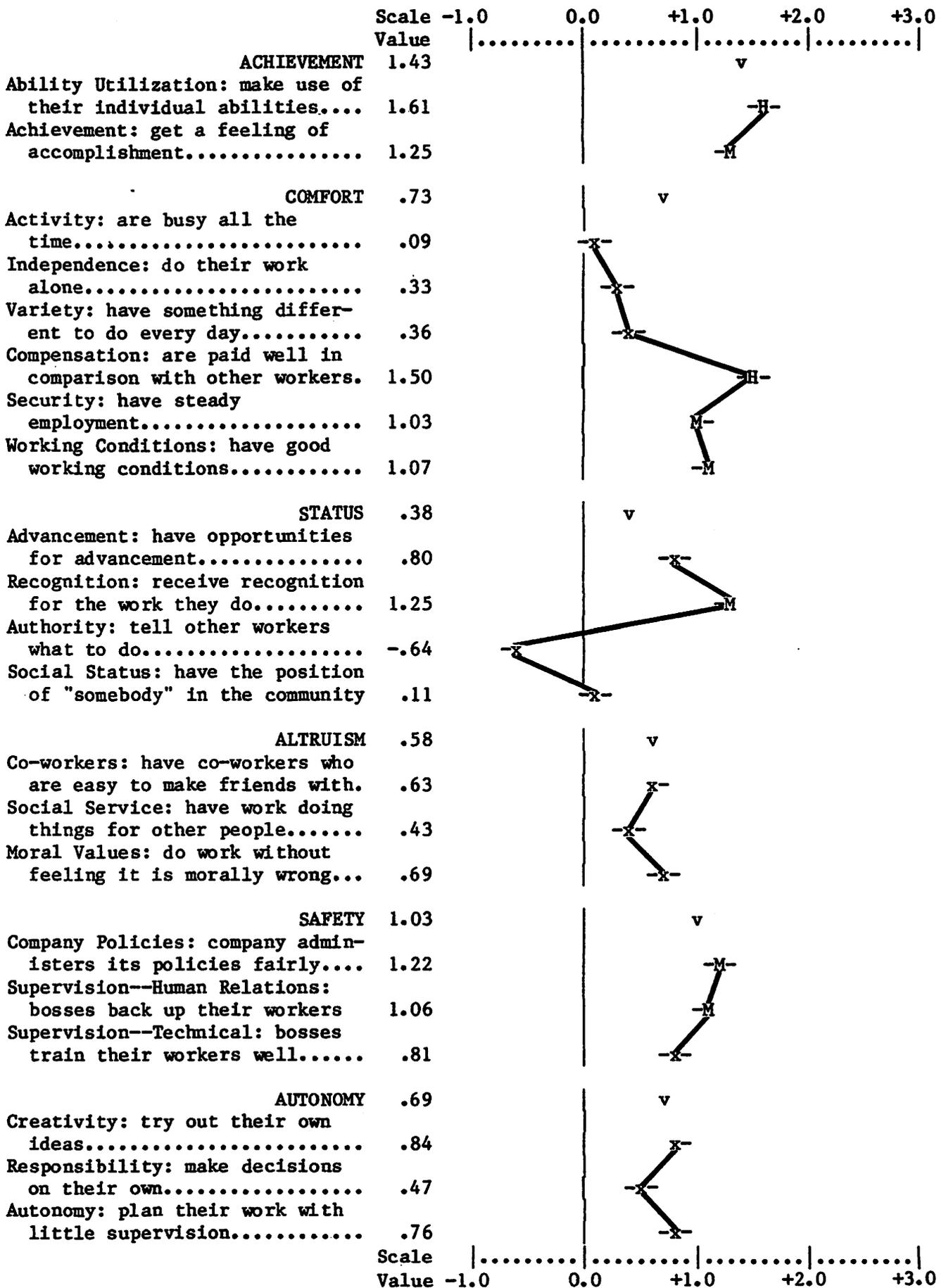
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1. SE	P	Q
1. Ability Utilization	1.84	1.76	1.94	.00	5.96
2. Achievement	1.63	1.54	1.71	.00	5.10
3. Activity .....	.39	.28	.49	.59	.87
4. Advancement	1.04	.93	1.16	.10	2.22
5. Authority	-.43	-.59	-.29	.90	.84
6. Company Policies .....	.92	.84	1.01	.03	2.47
7. Compensation	1.79	1.68	1.90	.00	5.04
8. Co-Workers .....	.60	.50	.70	.07	1.36
9. Creativity	1.19	1.08	1.31	.07	2.70
10. Independence .....	.84	.70	.98	.38	1.52
11. Moral Values	1.11	1.00	1.22	.03	2.49
12. Recognition	1.36	1.25	1.48	.03	3.16
13. Responsibility	1.36	1.27	1.45	.07	3.81
14. Security .....	.71	.61	.81	.07	1.64
15. Social Service	1.18	1.06	1.30	.03	2.45
16. Social Status	1.05	.95	1.15	.00	2.49
17. Supervision-Hum.-Rel. ...	.74	.66	.81	.03	2.08
18. Supervision-Technical ...	.73	.62	.84	.21	1.57
19. Variety	1.11	1.01	1.22	.14	2.57
20. Working Conditions	1.09	.99	1.20	.07	2.55
21. Autonomy	1.09	.96	1.22	.24	2.19

N = 29 Raters

1968

SALESPERSON, AUTOMOBILE



SALESPERSON, AUTOMOBILE

O.A.P. = 43

D.O.T. = 273.353-010

Occupations with Similar Reinforcers: See Cluster B

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

ARE PAID WELL IN COMPARISON WITH OTHER WORKERS

Get a feeling of accomplishment

Receive recognition for the work they do

Have a company which administers its policies fairly

Have good working conditions

Have bosses who back up their workers (with top management)

Have steady employment

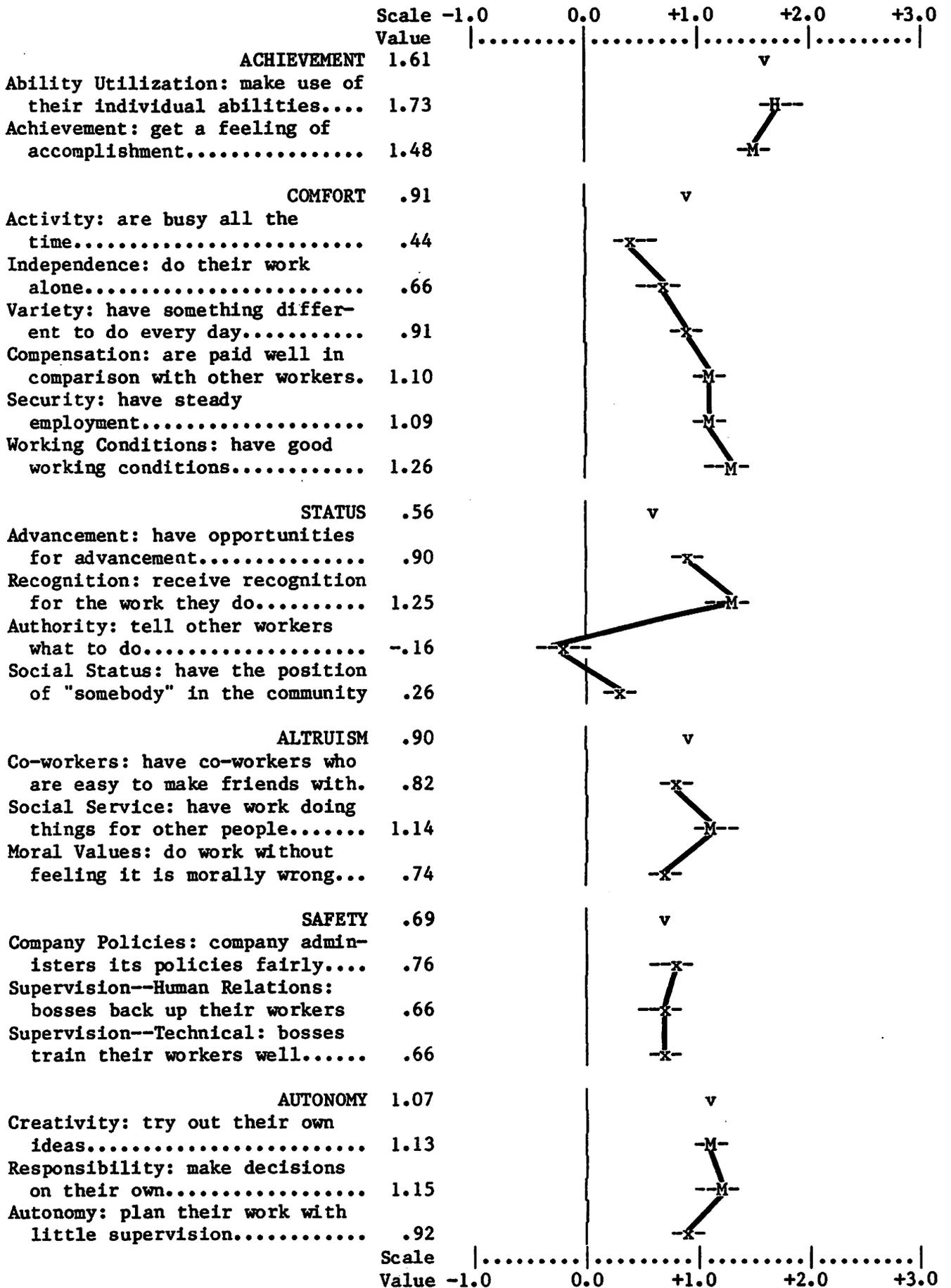
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.61	1.52	1.70	.00	4.74
2. Achievement	1.25	1.16	1.33	.03	3.33
3. Activity .....	.09	-.02	.18	.76	.18
4. Advancement .....	.80	.69	.91	.19	1.63
5. Authority	-.64	-.73	-.56	.97	1.67
6. Company Policies	1.22	1.12	1.32	.03	2.82
7. Compensation	1.50	1.39	1.63	.05	3.43
8. Co-Workers .....	.63	.55	.71	.03	1.56
9. Creativity .....	.84	.75	.93	.14	1.98
10. Independence .....	.33	.23	.43	.46	.69
11. Moral Values .....	.69	.60	.78	.03	1.59
12. Recognition	1.25	1.15	1.34	.05	3.09
13. Responsibility .....	.47	.38	.56	.38	1.04
14. Security	1.03	.95	1.11	.03	2.68
15. Social Service .....	.43	.34	.52	.19	.95
16. Social Status .....	.11	.00	.21	.49	.22
17. Supervision-Hum.-Rel. ...	1.06	.98	1.14	.00	2.85
18. Supervision-Technical ...	.81	.73	.89	.11	2.04
19. Variety .....	.36	.26	.47	.41	.74
20. Working Conditions	1.07	.99	1.14	.05	2.98
21. Autonomy .....	.76	.67	.85	.30	1.75

N = 37 Raters

1968

SALESPERSON, FURNITURE



SALESPERSON, FURNITURE

O.A.P. = 43

D.O.T. = 270.357-030

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

- Get a feeling of accomplishment
- Have good working conditions
- Receive recognition for the work they do
- Make decisions on their own
- Have work where they do things for other people
- Try out their own ideas
- Are paid well in comparison with other workers
- Have steady employment

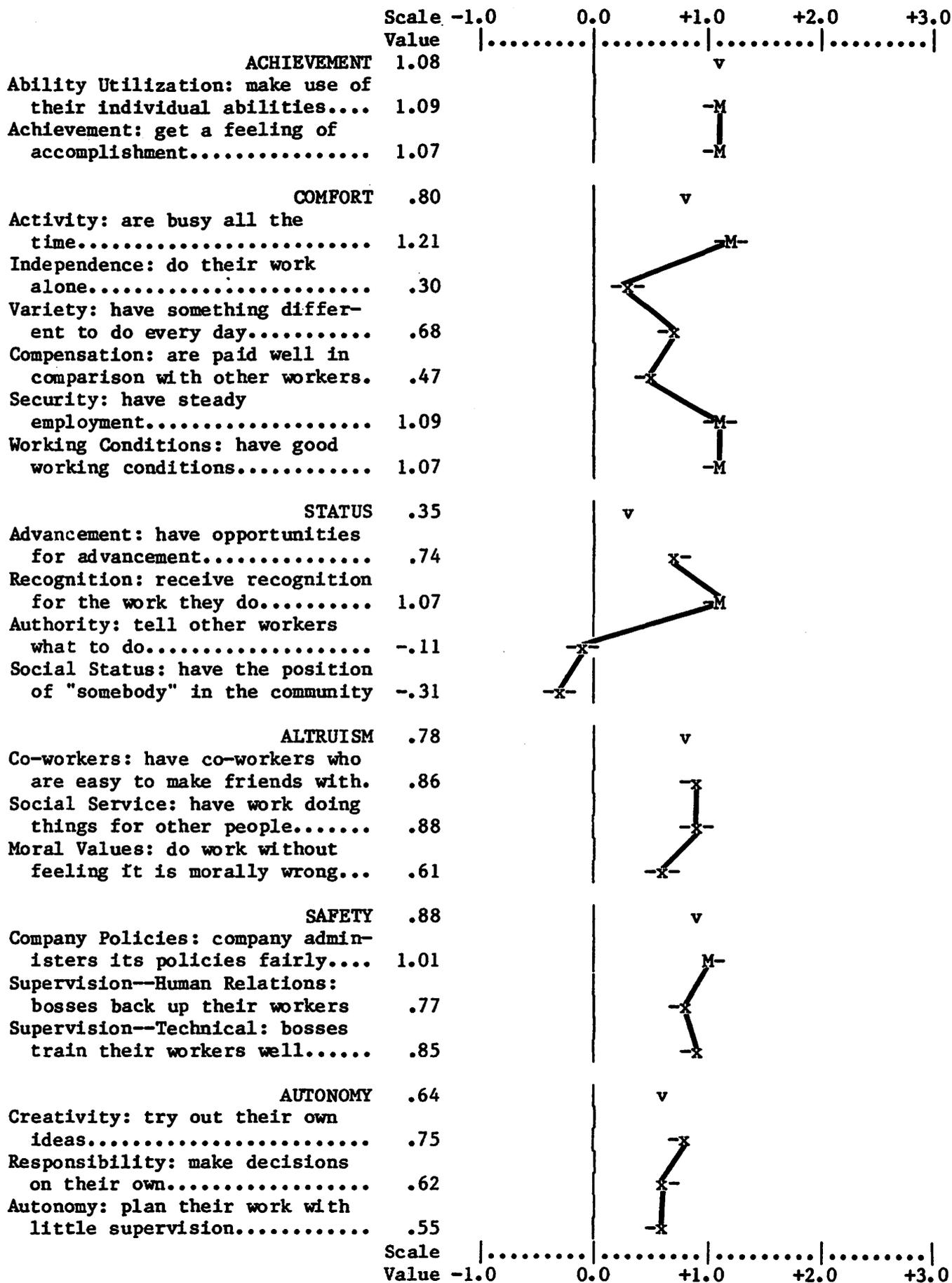
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.73	1.60	1.87	.04	4.64
2. Achievement	1.48	1.38	1.60	.00	4.07
3. Activity .....	.44	.28	.59	.52	.79
4. Advancement .....	.90	.75	1.04	.24	1.72
5. Authority	-.16	-.35	.00	.80	.28
6. Company Policies .....	.76	.64	.87	.08	.28
7. Compensation	1.10	.97	1.23	.16	2.37
8. Co-Workers .....	.82	.73	.90	.04	2.26
9. Creativity	1.13	1.04	1.24	.08	3.00
10. Independence .....	.66	.52	.79	.28	1.28
11. Moral Values .....	.74	.64	.84	.04	1.83
12. Recognition	1.25	1.14	1.36	.08	3.13
13. Responsibility	1.15	1.02	1.29	.16	2.42
14. Security	1.09	.96	1.22	.04	2.37
15. Social Service	1.14	1.04	1.25	.00	2.90
16. Social Status .....	.26	.16	.35	.36	.66
17. Supervision-Hum.-Rel. ...	.66	.54	.77	.20	1.46
18. Supervision-Technical ...	.66	.55	.77	.28	1.49
19. Variety .....	.91	.79	1.03	.16	2.03
20. Working Conditions	1.26	1.14	1.38	.04	3.01
21. Autonomy .....	.92	.81	1.02	.16	2.20

N = 25 Raters

1972

SALESPERSON, GENERAL (DEPARTMENT STORE)



SALESPERSON, GENERAL (DEPARTMENT STORE)

O.A.P. = 43

D.O.T. = 279.357-054

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

- Are busy all the time
- Make use of their individual abilities
- Have steady employment
- Receive recognition for the work they do
- Get a feeling of accomplishment
- Have good working conditions
- Have a company which administers its policies fairly

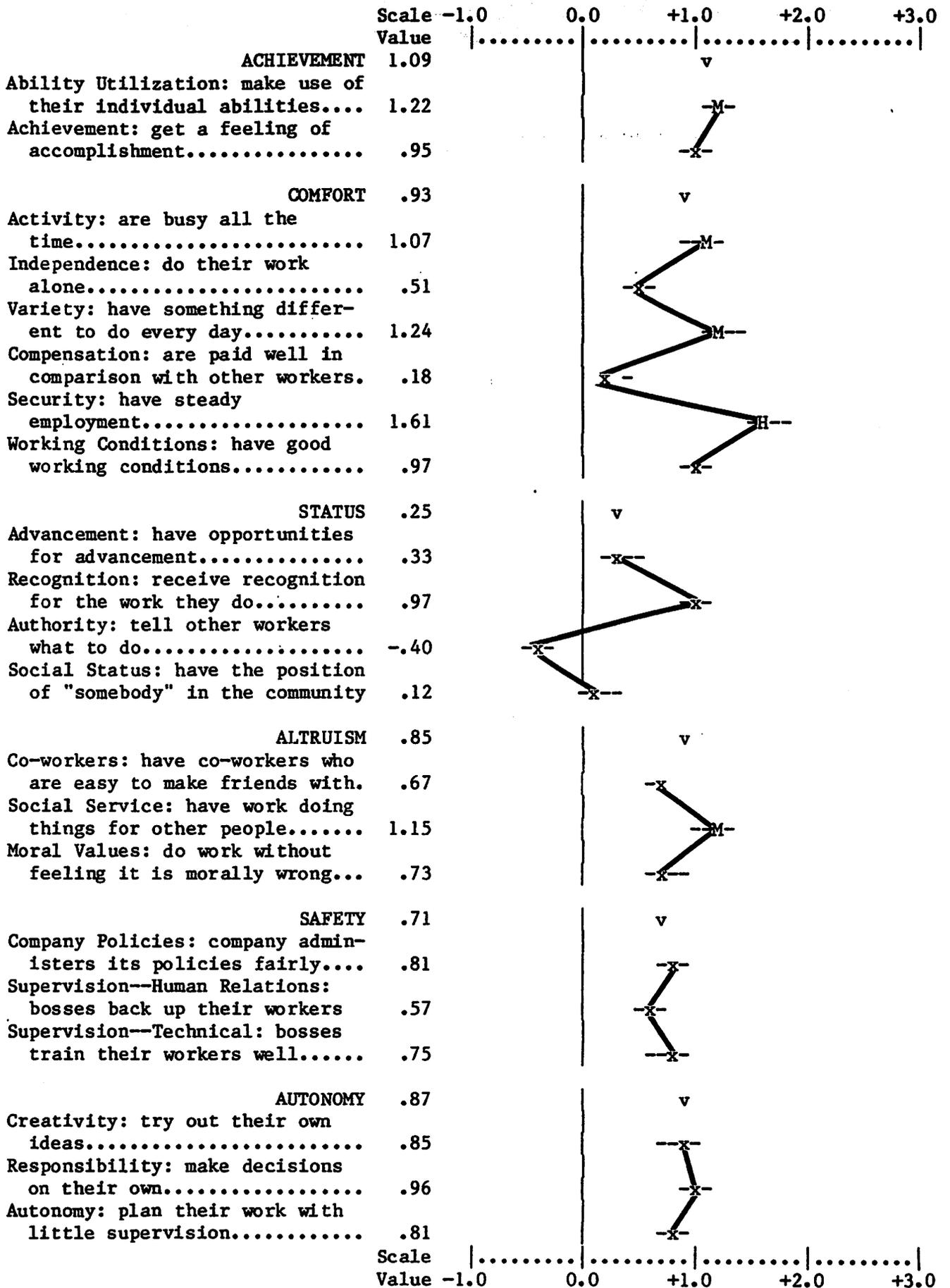
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.09	1.03	1.14	.07	2.64
2. Achievement	1.07	1.01	1.12	.07	2.68
3. Activity	1.21	1.14	1.28	.12	2.69
4. Advancement .....	.74	.67	.81	.21	1.44
5. Authority	-.11	-.17	-.04	.63	.21
6. Company Policies	1.01	.95	1.07	.05	2.27
7. Compensation .....	.47	.41	.53	.33	1.00
8. Co-Workers' .....	.86	.79	.92	.04	1.88
9. Creativity .....	.75	.69	.81	.17	1.67
10. Independence .....	.30	.23	.37	.58	.57
11. Moral Values .....	.61	.53	.69	.07	1.11
12. Recognition	1.07	1.01	1.13	.09	2.50
13. Responsibility .....	.62	.56	.68	.33	1.37
14. Security	1.09	1.02	1.16	.07	2.29
15. Social Service .....	.88	.80	.95	.14	1.69
16. Social Status	-.31	-.38	-.24	.71	.62
17. Supervision-Hum.-Rel. ...	.77	.72	.82	.08	1.89
18. Supervision-Technical ...	.85	.81	.90	.12	2.19
19. Variety .....	.68	.62	.74	.35	1.45
20. Working Conditions	1.07	1.01	1.12	.09	2.56
21. Autonomy .....	.55	.49	.61	.47	1.18

N = 95 Raters

1968

SALESPERSON, GENERAL HARDWARE



SALESPERSON, GENERAL HARDWARE

O.A.P. = 43

D.O.T. = 279.357-050

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Have something different to do every day

Make use of their individual abilities

Have work where they do things for other people

Are busy all the time

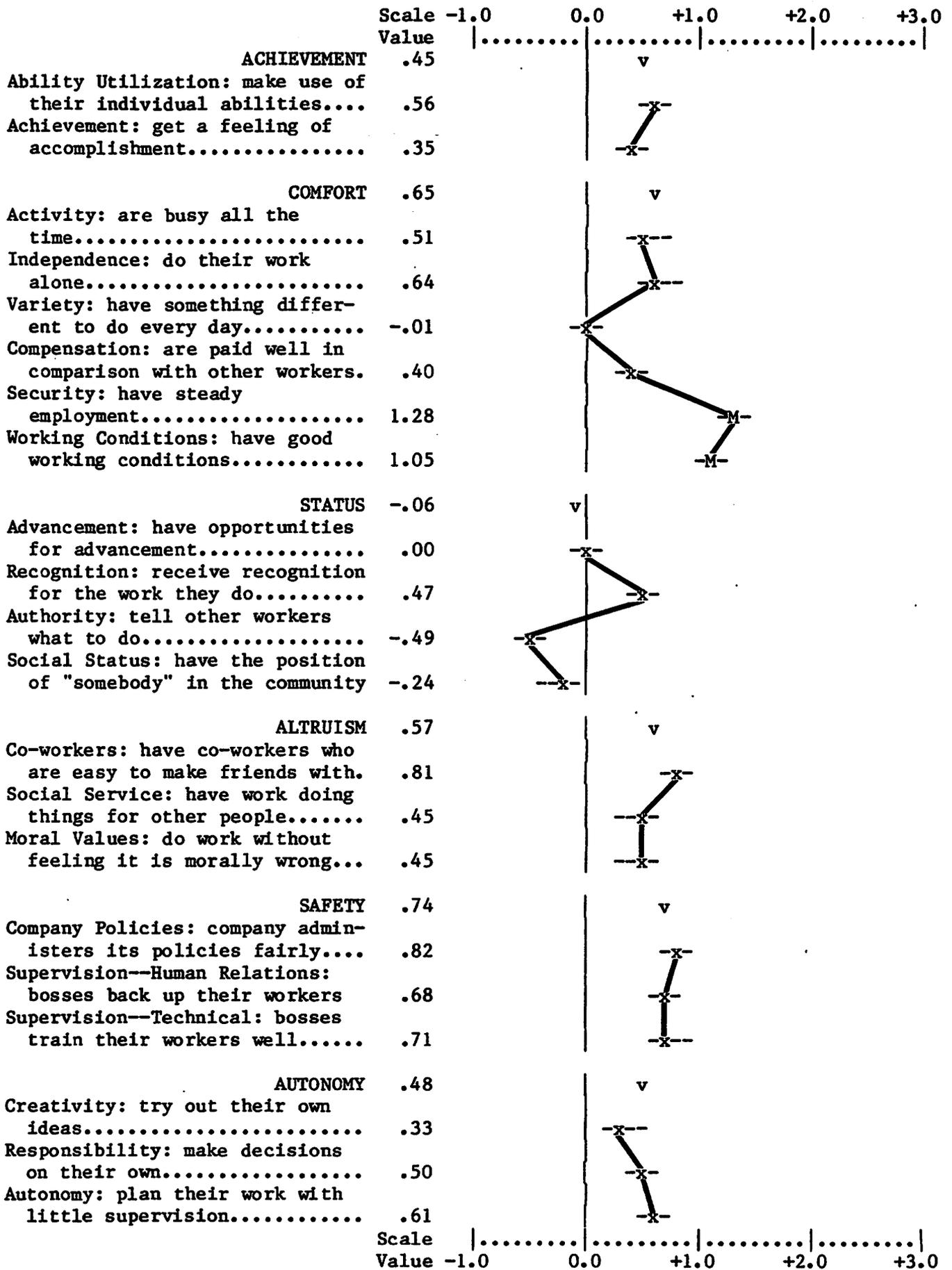
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.22	1.12	1.32	.04	3.65
2. Achievement .....	.95	.85	1.06	.04	2.53
3. Activity	1.07	.92	1.23	.17	2.21
4. Advancement .....	.33	.16	.49	.52	.61
5. Authority	-.40	-.52	-.29	.83	1.05
6. Company Policies .....	.81	.69	.92	.09	2.02
7. Compensation .....	.18	.04	.31	.65	.39
8. Co-Workers .....	.67	.60	.74	.00	2.25
9. Creativity .....	.85	.73	.98	.09	1.98
10. Independence .....	.51	.37	.63	.39	1.10
11. Moral Values .....	.73	.57	.89	.13	1.41
12. Recognition .....	.97	.87	1.07	.13	2.67
13. Responsibility .....	.96	.85	1.07	.17	2.50
14. Security	1.61	1.45	1.81	.04	3.73
15. Social Service	1.15	1.04	1.27	.00	3.04
16. Social Status .....	.12	-.01	.25	.52	.28
17. Supervision-Hum.-Rel. ...	.57	.45	.68	.26	1.33
18. Supervision-Technical ...	.75	.64	.86	.13	1.84
19. Variety	1.24	1.13	1.35	.09	3.46
20. Working Conditions .....	.97	.89	1.05	.00	3.10
21. Autonomy .....	.81	.69	.93	.26	1.95

N = 23 Raters

1972

SALESPERSON, LIQUOR



SALESPERSON, LIQUOR

O.A.P. = None

D.O.T. = 290.477-014

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have steady employment

Have good working conditions

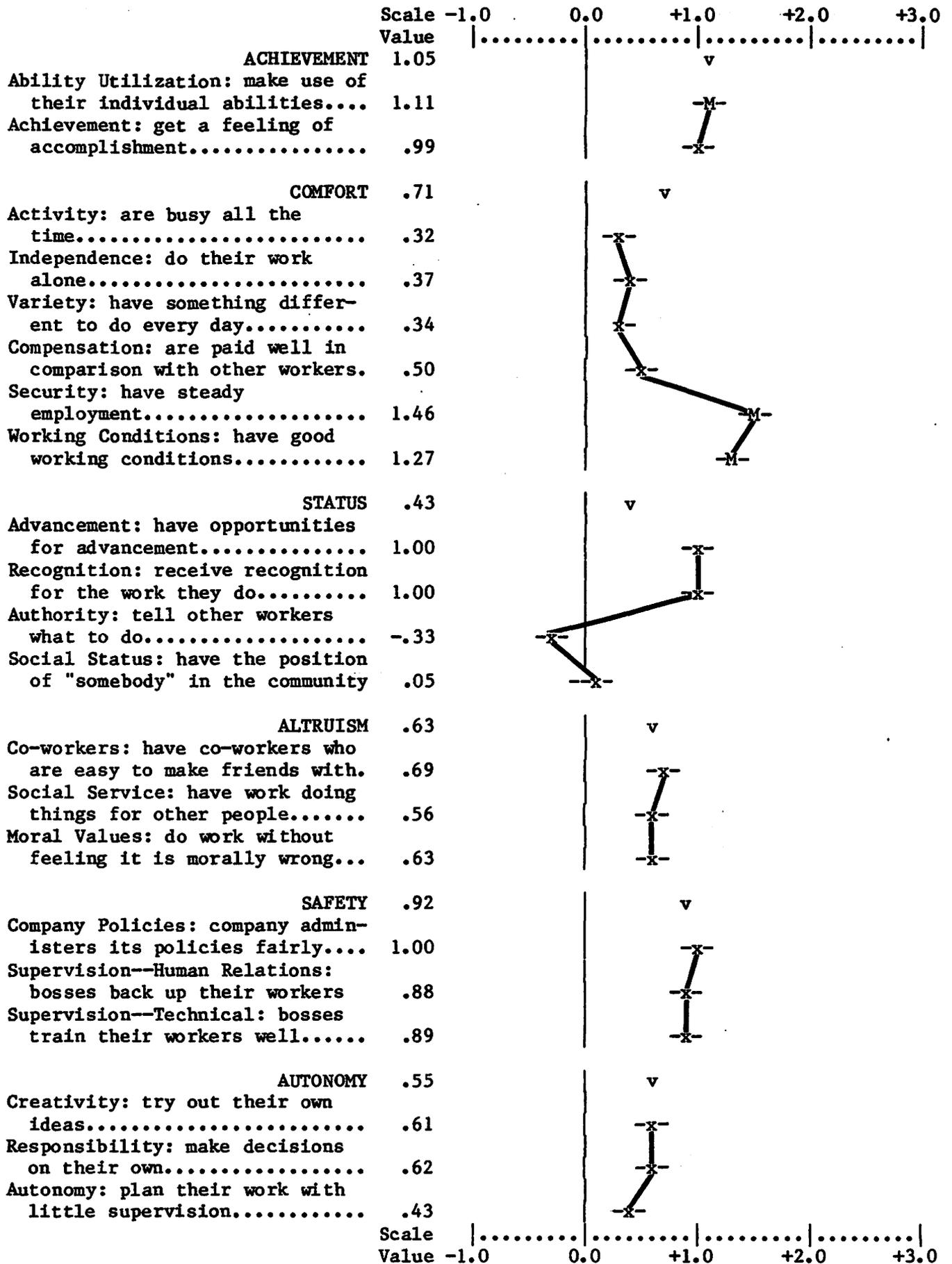
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.56	.45	.68	.22	1.26
2. Achievement .....	.35	.25	.45	.22	.84
3. Activity .....	.51	.37	.66	.44	.96
4. Advancement .....	.00	-.14	.13	.52	.01
5. Authority	-.49	-.60	-.39	.81	1.22
6. Company Policies .....	.82	.71	.94	.07	1.92
7. Compensation .....	.40	.26	.53	.41	.78
8. Co-Workers .....	.81	.71	.91	.04	1.99
9. Creativity .....	.33	.20	.45	.41	.68
10. Independence .....	.64	.50	.77	.33	1.28
11. Moral Values .....	.45	.33	.58	.15	.96
12. Recognition .....	.47	.38	.56	.19	1.19
13. Responsibility .....	.50	.38	.61	.33	1.10
14. Security	1.28	1.16	1.41	.04	3.14
15. Social Service .....	.45	.30	.59	.44	.83
16. Social Status	-.24	-.38	-.12	.74	.51
17. Supervision-Hum.-Rel. ...	.68	.55	.80	.15	1.44
18. Supervision-Technical ...	.71	.59	.85	.19	1.48
19. Variety	-.01	-.10	.08	.67	.02
20. Working Conditions	1.05	.95	1.16	.04	2.75
21. Autonomy .....	.61	.50	.72	.26	1.41

N = 27 Raters

1972

SALESPERSON, SHOE



SALESPERSON, SHOE

O.A.P. = 43

D.O.T. = 261.357-062

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

Have steady employment

Have good working conditions

Make use of their individual abilities

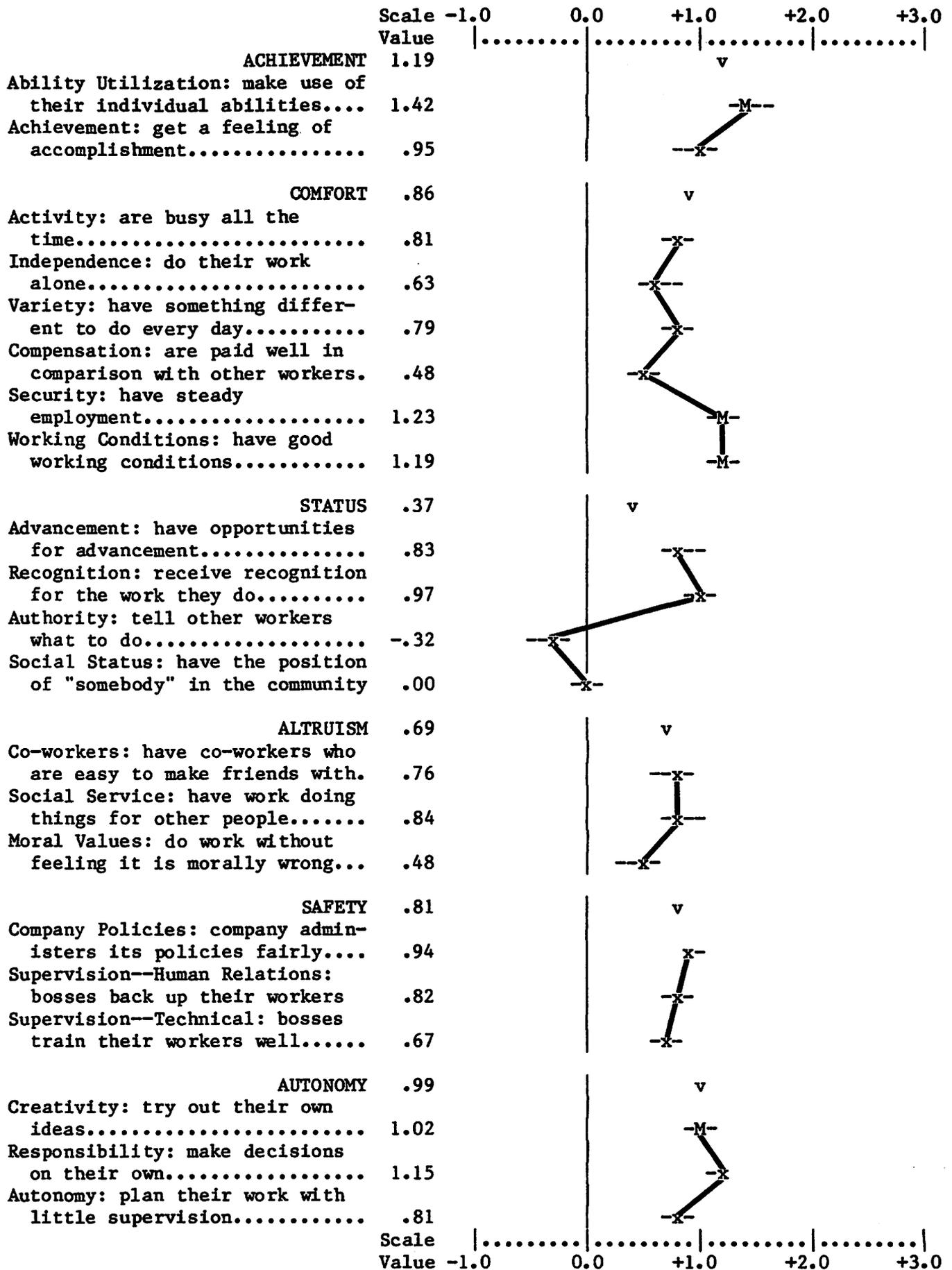
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.11	1.02	1.20	.07	2.66
2. Achievement .....	.99	.90	1.08	.10	2.41
3. Activity .....	.32	.22	.43	.63	.66
4. Advancement	1.00	.88	1.12	.17	1.91
5. Authority	-.33	-.44	-.22	.83	.68
6. Company Policies	1.00	.92	1.08	.02	2.64
7. Compensation .....	.50	.40	.59	.34	1.05
8. Co-Workers .....	.69	.60	.78	.10	1.58
9. Creativity .....	.61	.53	.69	.15	1.46
10. Independence .....	.37	.26	.48	.46	.73
11. Moral Values .....	.63	.53	.73	.15	1.34
12. Recognition	1.00	.90	1.09	.07	2.26
13. Responsibility .....	.62	.52	.72	.24	1.32
14. Security	1.46	1.36	1.56	.00	3.82
15. Social Service .....	.56	.47	.65	.22	1.24
16. Social Status .....	.05	-.06	.16	.54	.11
17. Supervision-Hum.-Rel. ...	.88	.81	.96	.05	2.31
18. Supervision-Technical ...	.89	.80	.97	.05	2.11
19. Variety .....	.34	.25	.44	.46	.72
20. Working Conditions	1.27	1.18	1.36	.05	3.32
21. Autonomy .....	.43	.32	.53	.41	.85

N = 41 Raters

1968

SALESPERSON, SPORTING GOODS



SALESPERSON, SPORTING GOODS

O.A.P. = 43

D.O.T. = 277.357-058

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

Make use of their individual abilities

Have steady employment

Have good working conditions

Try out their own ideas

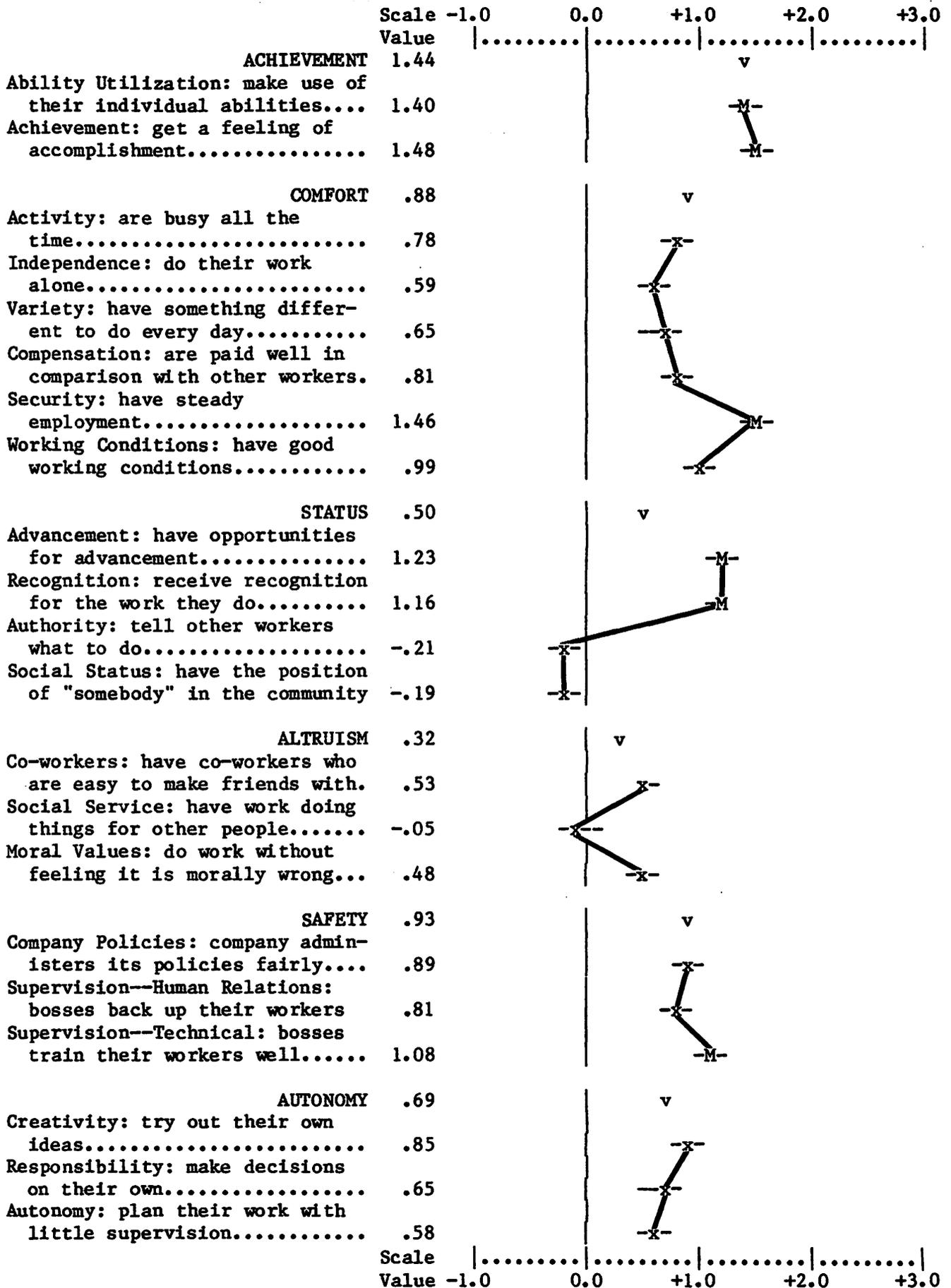
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.42	1.31	1.55	.07	3.41
2. Achievement .....	.95	.84	1.06	.18	2.16
3. Activity .....	.81	.67	.94	.46	1.53
4. Advancement .....	.83	.71	.95	.18	1.72
5. Authority	-.32	-.47	-.20	.82	.64
6. Company Policies .....	.94	.87	1.02	.07	2.73
7. Compensation .....	.48	.38	.58	.32	1.08
8. Co-Workers .....	.76	.64	.88	.00	1.54
9. Creativity	1.02	.94	1.09	.07	2.93
10. Independence .....	.63	.49	.76	.36	1.16
11. Moral Values .....	.48	.34	.62	.07	.88
12. Recognition .....	.97	.87	1.08	.07	2.28
13. Responsibility	1.15	1.06	1.24	.21	3.06
14. Security	1.23	1.12	1.34	.07	2.90
15. Social Service .....	.84	.73	.96	.07	1.75
16. Social Status .....	.00	-.13	.11	.50	.00
17. Supervision-Hum.-Rel. ...	.82	.73	.91	.04	2.05
18. Supervision-Technical ...	.67	.55	.79	.29	1.35
19. Variety .....	.79	.67	.91	.32	1.62
20. Working Conditions	1.19	1.07	1.31	.07	2.70
21. Autonomy .....	.81	.71	.91	.18	1.85

N = 27 Raters

1972

SCREW-MACHINE OPERATOR, PRODUCTION



SCREW-MACHINE OPERATOR, PRODUCTION

O.A.P. = 34

D.O.T. = 604.685-034

Occupations with Similar Reinforcers: See Cluster D.

Descriptive Characteristics

- Get a feeling of accomplishment
- Have steady employment
- Make use of their individual abilities
- Have opportunities for advancement
- Receive recognition for the work they do
- Have bosses who train their workers well

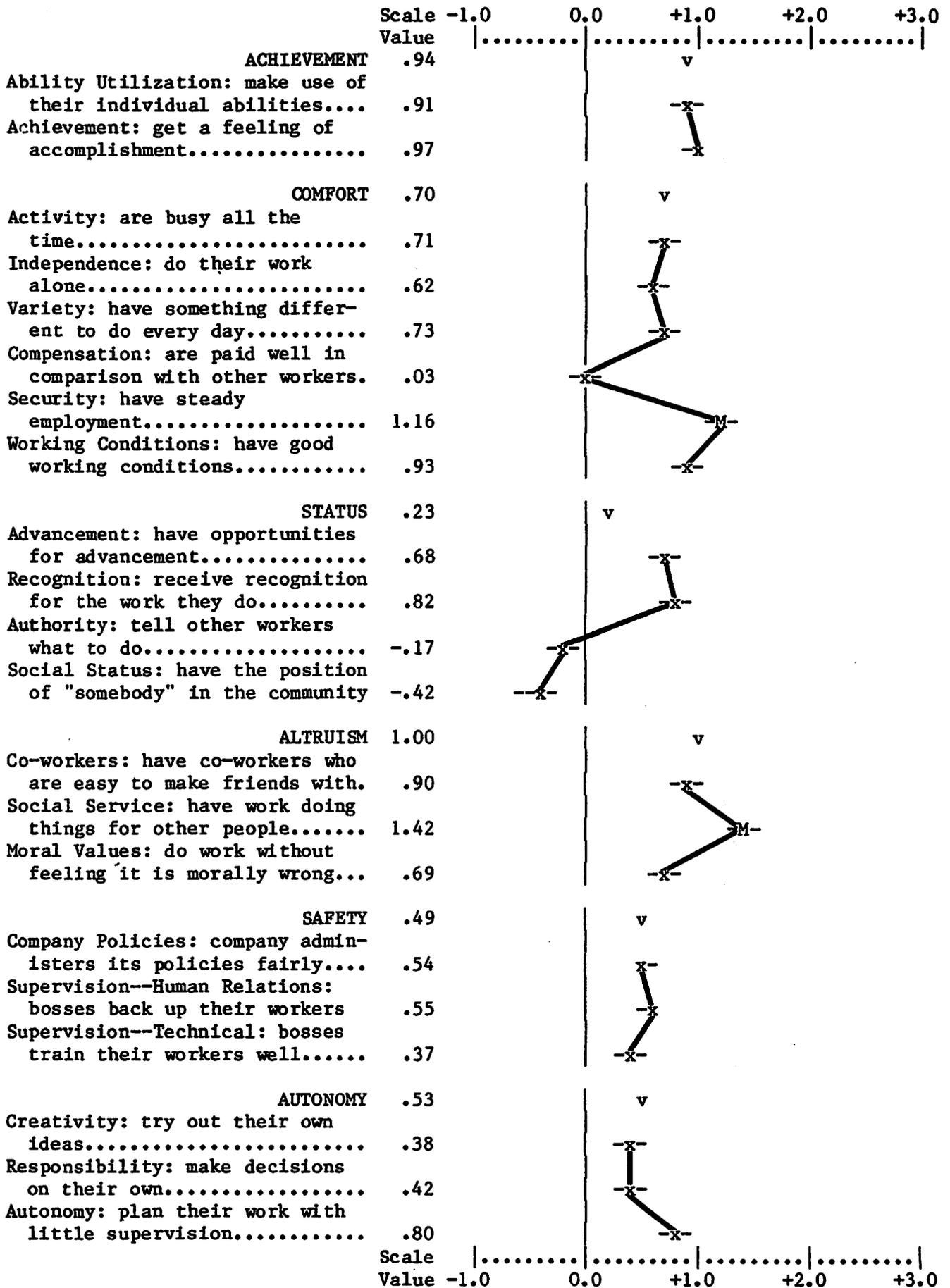
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.40	1.31	1.50	.07	3.81
2. Achievement	1.48	1.38	1.58	.00	4.17
3. Activity .....	.78	.66	.90	.33	1.57
4. Advancement	1.23	1.12	1.34	.07	3.01
5. Authority	-.21	-.31	-.12	.70	.51
6. Company Policies .....	.89	.81	.97	.00	2.46
7. Compensation .....	.81	.70	.91	.23	1.83
8. Co-Workers .....	.53	.46	.59	.03	1.55
9. Creativity .....	.85	.75	.96	.20	1.97
10. Independence .....	.59	.46	.72	.43	1.10
11. Moral Values .....	.48	.38	.58	.13	1.09
12. Recognition	1.16	1.08	1.24	.10	3.26
13. Responsibility .....	.65	.54	.75	.30	1.40
14. Security	1.46	1.35	1.57	.00	3.87
15. Social Service	-.05	-.16	.06	.53	.10
16. Social Status	-.19	-.28	-.10	.63	.46
17. Supervision-Hum.-Rel. ...	.81	.72	.90	.00	2.03
18. Supervision-Technical ...	1.08	.97	1.19	.03	2.50
19. Variety .....	.65	.53	.76	.27	1.35
20. Working Conditions .....	.99	.88	1.10	.10	2.23
21. Autonomy .....	.58	.47	.69	.43	1.25

N = 30 Raters

1968

SECRETARY (GENERAL OFFICE)



SECRETARY (GENERAL OFFICE)

O.A.P. = 35

D.O.T. = 201.362-030

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

Have work where they do things for other people

Have steady employment

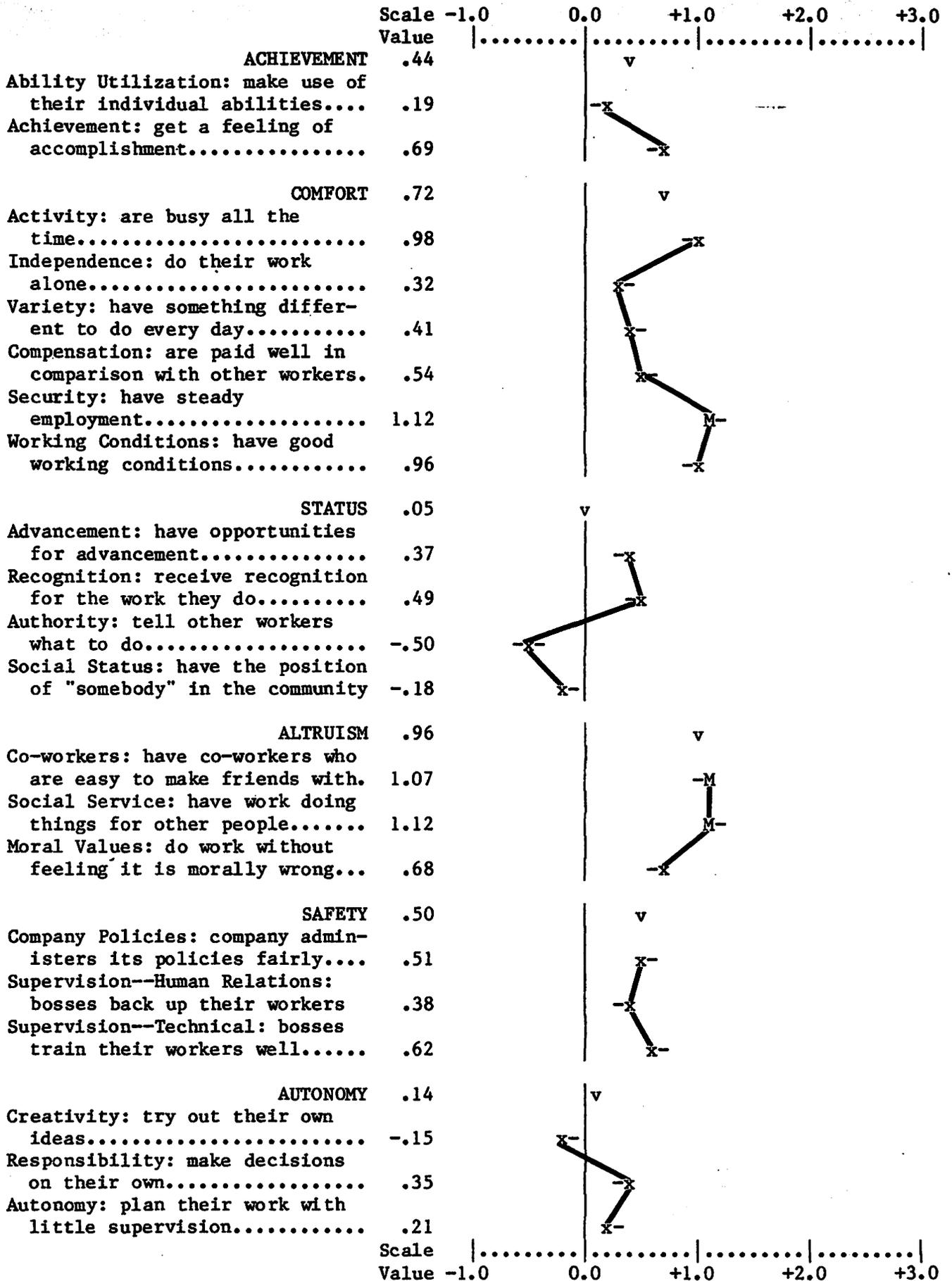
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.91	.81	1.01	.18	1.91
2. Achievement .....	.97	.89	1.04	.08	2.42
3. Activity .....	.71	.58	.83	.46	1.23
4. Advancement .....	.68	.59	.78	.18	1.44
5. Authority	-.17	-.28	-.06	.69	.32
6. Company Policies .....	.54	.46	.62	.10	1.24
7. Compensation .....	.03	-.06	.13	.54	.07
8. Co-Workers .....	.90	.82	.99	.03	2.06
9. Creativity .....	.38	.30	.45	.33	.93
10. Independence .....	.62	.51	.73	.33	1.18
11. Moral Values .....	.69	.58	.80	.08	1.33
12. Recognition .....	.82	.72	.92	.21	1.70
13. Responsibility .....	.42	.33	.50	.44	.89
14. Security	1.16	1.07	1.27	.00	2.64
15. Social Service	1.42	1.31	1.53	.03	3.29
16. Social Status	-.42	-.55	-.31	.72	.80
17. Supervision-Hum.-Rel. ...	.55	.47	.64	.10	1.24
18. Supervision-Technical ...	.37	.28	.46	.21	.79
19. Variety .....	.73	.63	.83	.31	1.48
20. Working Conditions .....	.93	.82	1.04	.18	1.88
21. Autonomy .....	.80	.70	.90	.36	1.66

N = 39 Raters

1972

SERVICE REPRESENTATIVE (TELEPHONE)



SERVICE REPRESENTATIVE (TELEPHONE)

O.A.P. = 38

D.O.T. = 239.367-010

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have work where they do things for other people

Have steady employment

Have co-workers who are easy to make friends with

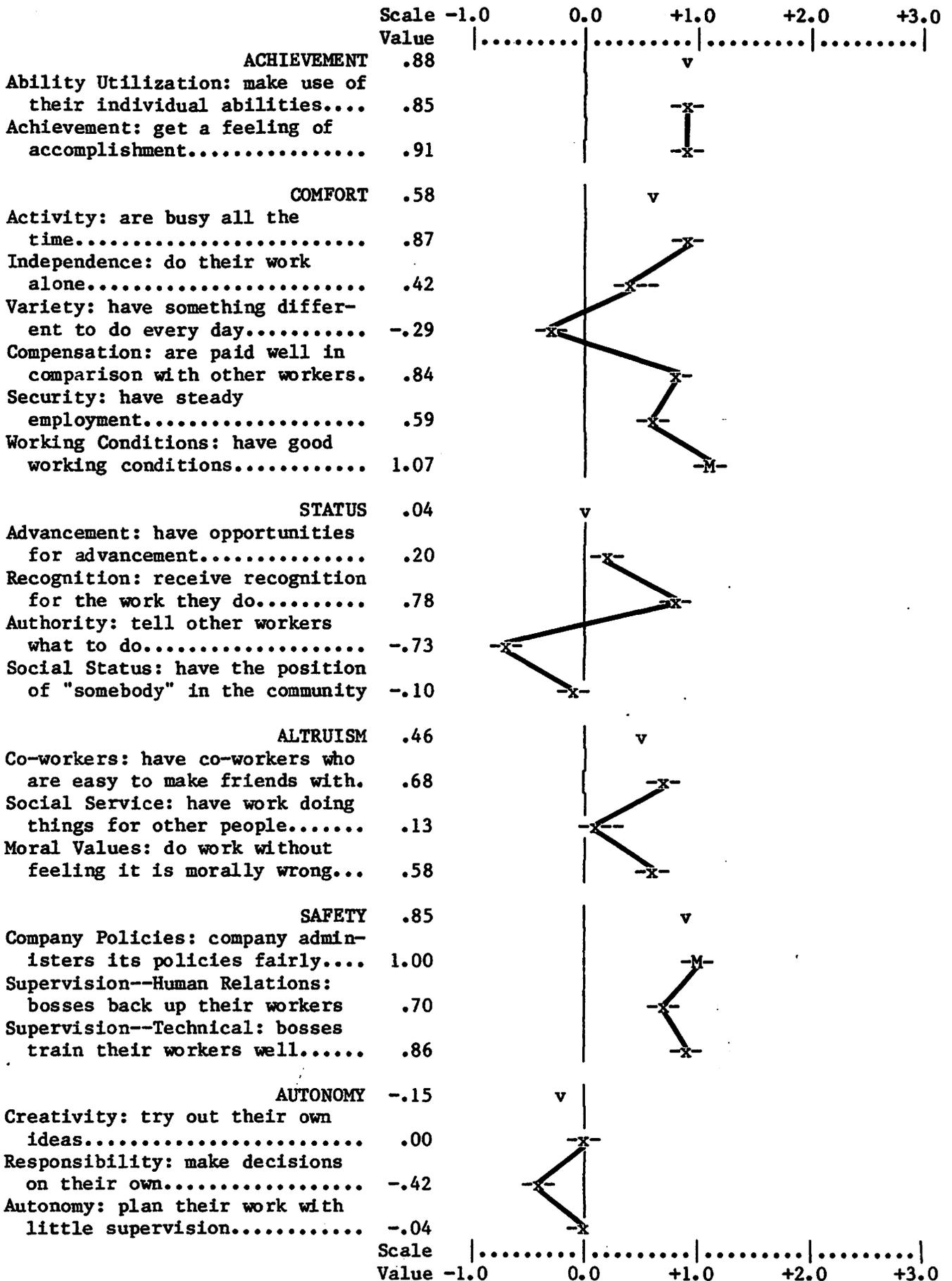
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.19	.13	.24	.55	.36
2. Achievement .....	.69	.64	.74	.23	1.42
3. Activity .....	.98	.91	1.04	.14	1.88
4. Advancement .....	.37	.31	.42	.29	.76
5. Authority	-.50	-.57	-.44	.88	.97
6. Company Policies .....	.51	.46	.55	.20	1.13
7. Compensation .....	.54	.49	.59	.24	1.13
8. Co-Workers	1.07	1.01	1.12	.01	2.39
9. Creativity	-.15	-.21	-.09	.75	.29
10. Independence .....	.32	.27	.37	.39	.64
11. Moral Values .....	.68	.63	.73	.07	1.39
12. Recognition .....	.49	.44	.54	.37	1.02
13. Responsibility .....	.35	.30	.41	.41	.68
14. Security	1.12	1.06	1.18	.01	2.35
15. Social Service	1.12	1.07	1.17	.06	2.49
16. Social Status	-.18	-.23	-.12	.60	.34
17. Supervision-Hum.-Rel. ...	.38	.34	.43	.26	.86
18. Supervision-Technical ...	.62	.58	.67	.14	1.47
19. Variety .....	.41	.36	.47	.38	.83
20. Working Conditions .....	.96	.91	1.00	.06	2.31
21. Autonomy .....	.21	.16	.26	.49	.44

N = 139 Raters

1972

SEWING-MACHINE OPERATOR, ANY INDUSTRY



SEWING-MACHINE OPERATOR, ANY INDUSTRY

O.A.P. = 32

D.O.T. = 787.682-046

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have good working conditions

Have a company which administers its policies fairly

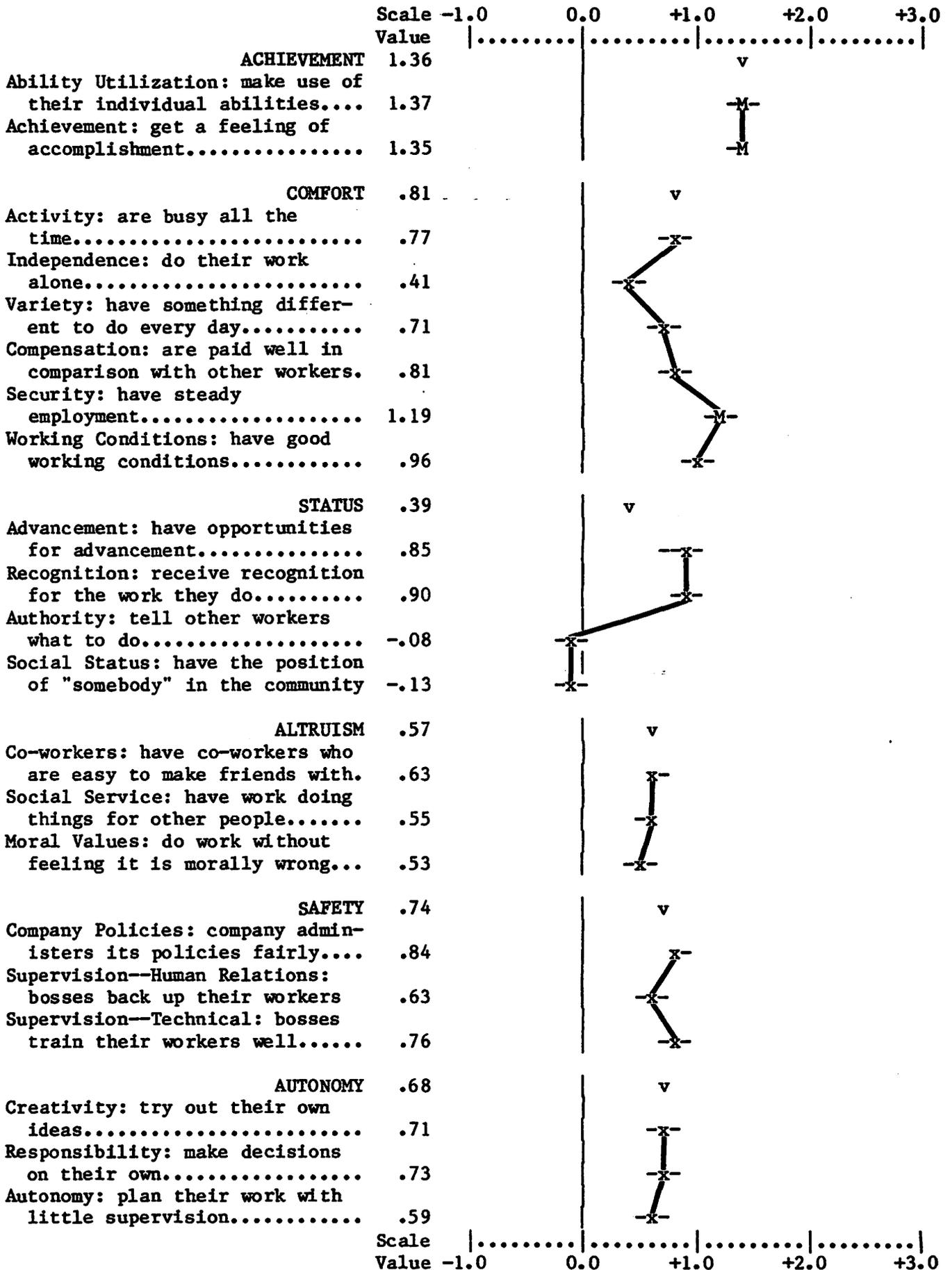
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.85	.75	.95	.07	2.29
2. Achievement .....	.91	.83	.99	.03	2.82
3. Activity .....	.87	.75	.99	.13	2.00
4. Advancement .....	.20	.09	.31	.40	.47
5. Authority	-.73	-.83	-.64	.97	2.13
6. Company Policies	1.00	.93	1.08	.03	3.24
7. Compensation .....	.84	.75	.93	.07	2.40
8. Co-Workers .....	.68	.59	.77	.03	1.86
9. Creativity .....	.00	-.10	.09	.57	.01
10. Independence .....	.42	.30	.55	.30	.90
11. Moral Values .....	.58	.45	.71	.13	1.23
12. Recognition .....	.78	.67	.89	.13	1.89
13. Responsibility	-.42	-.53	-.32	.90	1.10
14. Security .....	.59	.45	.73	.30	1.17
15. Social Service .....	.13	-.01	.27	.50	.25
16. Social Status	-.10	-.20	-.01	.63	.26
17. Supervision-Hum.-Rel. ...	.70	.61	.78	.07	2.00
18. Supervision-Technical ...	.86	.76	.96	.03	2.22
19. Variety	-.29	-.41	-.19	.93	.70
20. Working Conditions	1.07	.97	1.19	.07	2.78
21. Autonomy	-.04	-.13	.04	.67	.12

N = 30 Raters

1968

SHEET METAL WORKER



SHEET METAL WORKER

O.A.P. = 21

D.O.T. = 804.281-010

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

Make use of their individual abilities

Get a feeling of accomplishment

Have steady employment

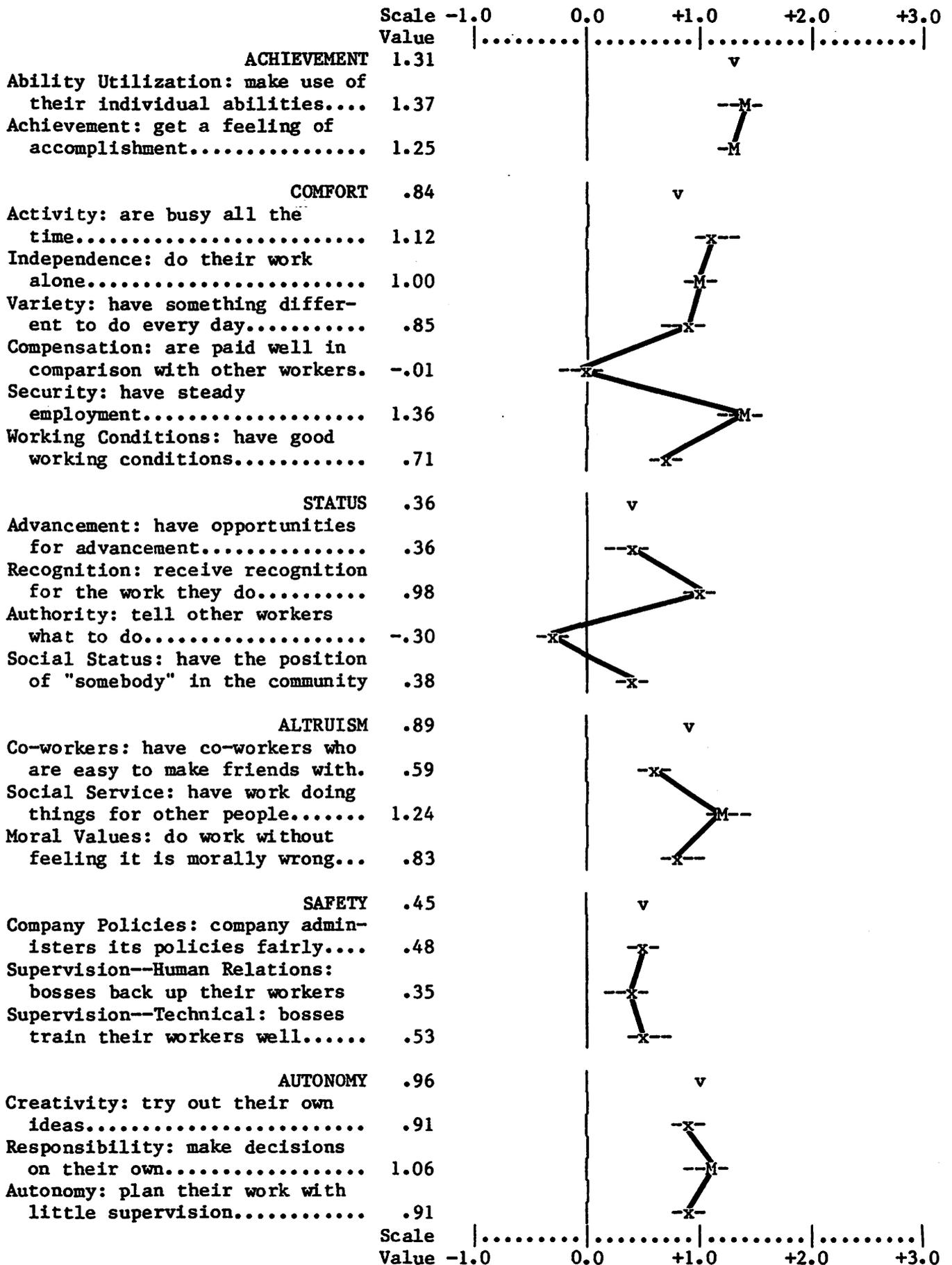
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.37	1.29	1.46	.00	3.42
2. Achievement	1.35	1.28	1.42	.02	3.74
3. Activity .....	.77	.67	.86	.22	1.56
4. Advancement .....	.85	.73	.96	.27	1.56
5. Authority	-.08	-.21	.03	.59	.15
6. Company Policies .....	.84	.75	.93	.10	1.78
7. Compensation .....	.81	.71	.91	.24	1.66
8. Co-Workers .....	.63	.55	.71	.07	1.44
9. Creativity .....	.71	.64	.79	.20	1.65
10. Independence .....	.41	.30	.51	.54	.76
11. Moral Values .....	.53	.43	.63	.07	1.03
12. Recognition .....	.90	.81	.99	.12	1.97
13. Responsibility .....	.73	.64	.83	.32	1.49
14. Security	1.19	1.08	1.31	.12	2.32
15. Social Service .....	.55	.45	.64	.27	1.09
16. Social Status	-.13	-.24	-.03	.56	.25
17. Supervision-Hum.-Rel. ...	.63	.54	.71	.15	1.37
18. Supervision-Technical ...	.76	.67	.85	.17	1.66
19. Variety .....	.71	.60	.81	.34	1.37
20. Working Conditions .....	.96	.87	1.05	.15	2.11
21. Autonomy .....	.59	.49	.69	.39	1.16

N = 41 Raters

1968

SHOE REPAIRER



SHOE REPAIRER

O.A.P. = 21

D.O.T. = 365.361-014

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

Make use of their individual abilities

Have steady employment

Get a feeling of accomplishment

Have work where they do things for other people

Make decisions on their own

Do their work alone

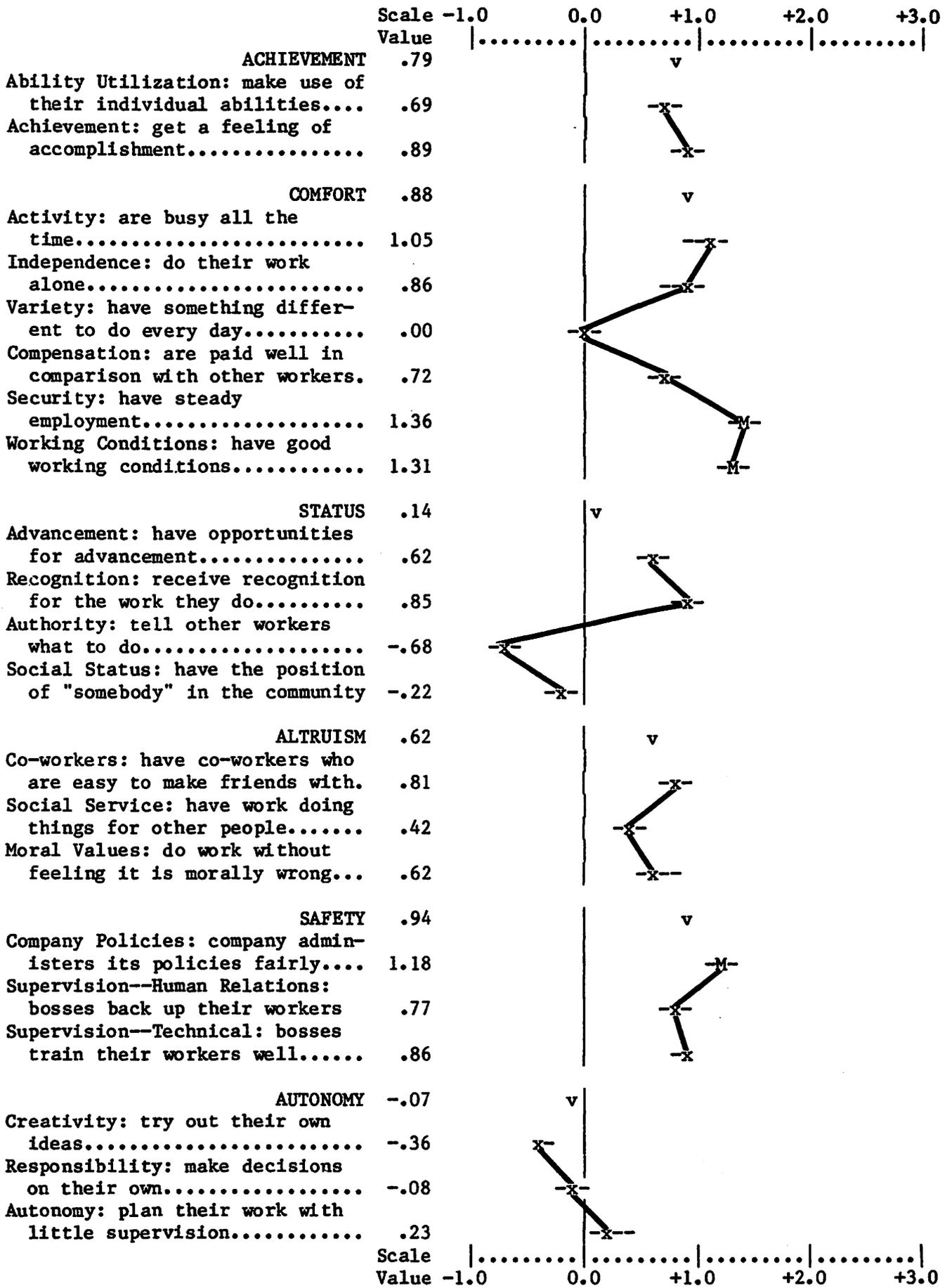
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.37	1.24	1.50	.04	3.19
2. Achievement	1.25	1.17	1.34	.04	3.65
3. Activity	1.12	.98	1.26	.28	2.29
4. Advancement .....	.36	.22	.49	.48	.69
5. Authority	-.30	-.39	-.23	.76	.81
6. Company Policies .....	.48	.38	.57	.12	1.16
7. Compensation	-.01	-.16	.12	.68	.02
8. Co-Workers .....	.59	.50	.68	.16	1.47
9. Creativity .....	.91	.79	1.04	.12	1.93
10. Independence	1.00	.88	1.13	.16	2.18
11. Moral Values .....	.83	.70	.95	.08	1.70
12. Recognition .....	.98	.88	1.09	.08	2.36
13. Responsibility	1.06	.94	1.17	.08	2.41
14. Security	1.36	1.22	1.51	.08	2.93
15. Social Service	1.24	1.14	1.35	.00	3.18
16. Social Status .....	.38	.25	.50	.32	.77
17. Supervision-Hum.-Rel. ...	.35	.24	.45	.32	.79
18. Supervision-Technical ...	.53	.40	.66	.32	1.04
19. Variety .....	.85	.74	.97	.24	1.89
20. Working Conditions .....	.71	.59	.82	.12	1.53
21. Autonomy .....	.91	.80	1.03	.12	2.08

N = 25 Raters

1972

SOLDERER (PRODUCTION LINE)



SOLDERER (PRODUCTION LINE)

O.A.P. = 34

D.O.T. = 813.684-022

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have steady employment

Have good working conditions

Have a company which administers its policies fairly

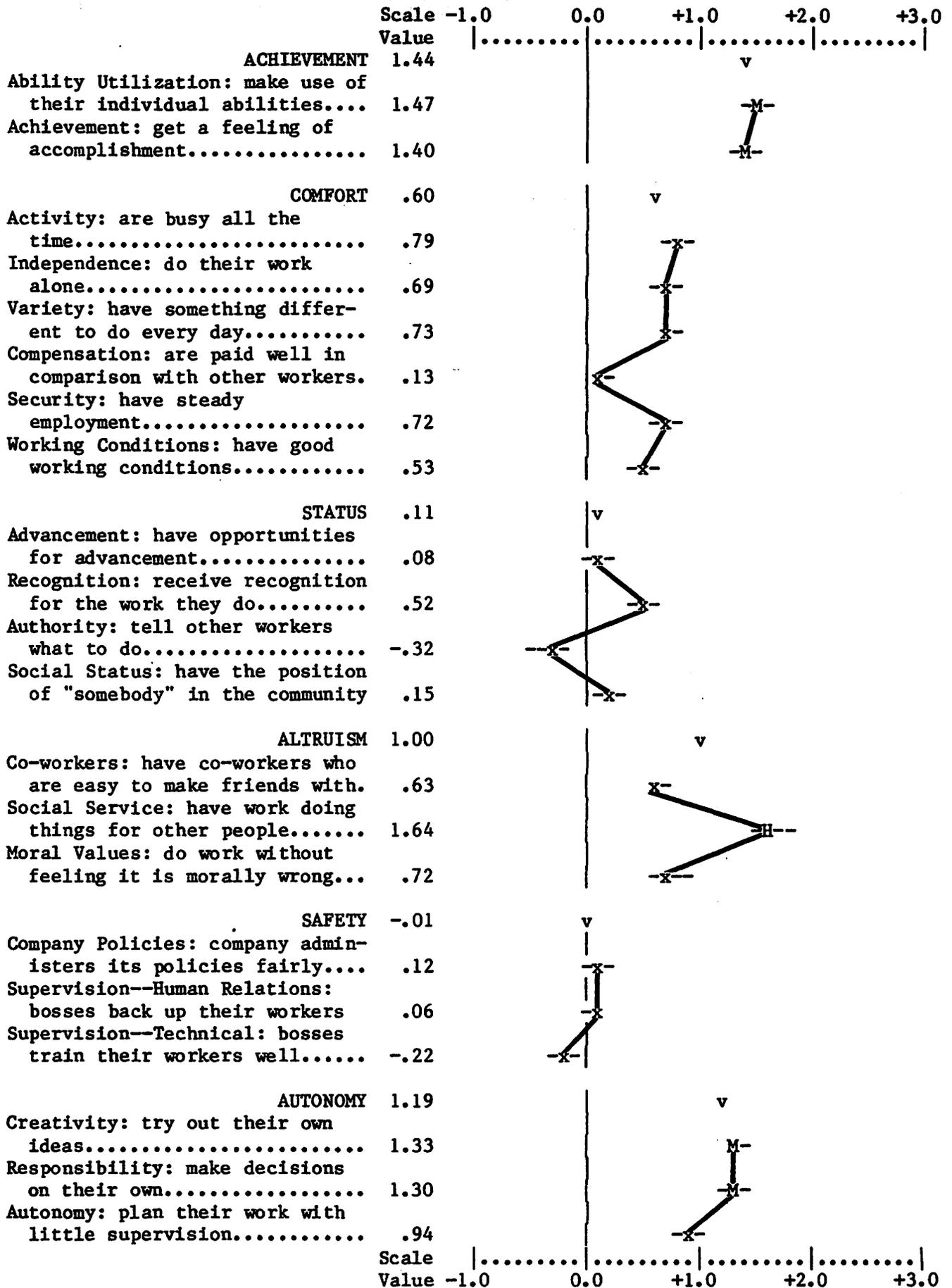
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.69	.59	.80	.10	1.79
2. Achievement .....	.89	.80	.98	.07	2.66
3. Activity	1.05	.92	1.18	.21	2.50
4. Advancement .....	.62	.51	.74	.14	1.49
5. Authority	-.68	-.82	-.55	.93	1.70
6. Company Policies	1.18	1.10	1.27	.00	3.80
7. Compensation .....	.72	.61	.84	.14	1.68
8. Co-Workers .....	.81	.73	.89	.00	2.54
9. Creativity	-.36	-.44	-.28	.79	1.16
10. Independence .....	.86	.74	.98	.28	1.99
11. Moral Values .....	.62	.49	.76	.03	1.32
12. Recognition .....	.85	.75	.96	.03	2.31
13. Responsibility	-.08	-.20	.02	.72	.21
14. Security	1.36	1.27	1.47	.03	4.39
15. Social Service .....	.42	.32	.52	.28	1.08
16. Social Status	-.22	-.33	-.11	.66	.54
17. Supervision-Hum.-Rel. ...	.77	.69	.85	.00	2.34
18. Supervision-Technical ...	.86	.78	.94	.03	2.73
19. Variety .....	.00	-.10	.09	.79	.01
20. Working Conditions	1.31	1.22	1.41	.00	4.24
21. Autonomy .....	.23	.12	.35	.62	.54

N = 29 Raters

1972

SPEECH PATHOLOGIST



SPEECH PATHOLOGIST

O.A.P. = 9

D.O.T. = 076.107-010

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Make use of their individual abilities

Get a feeling of accomplishment

Try out their own ideas

Make decisions on their own

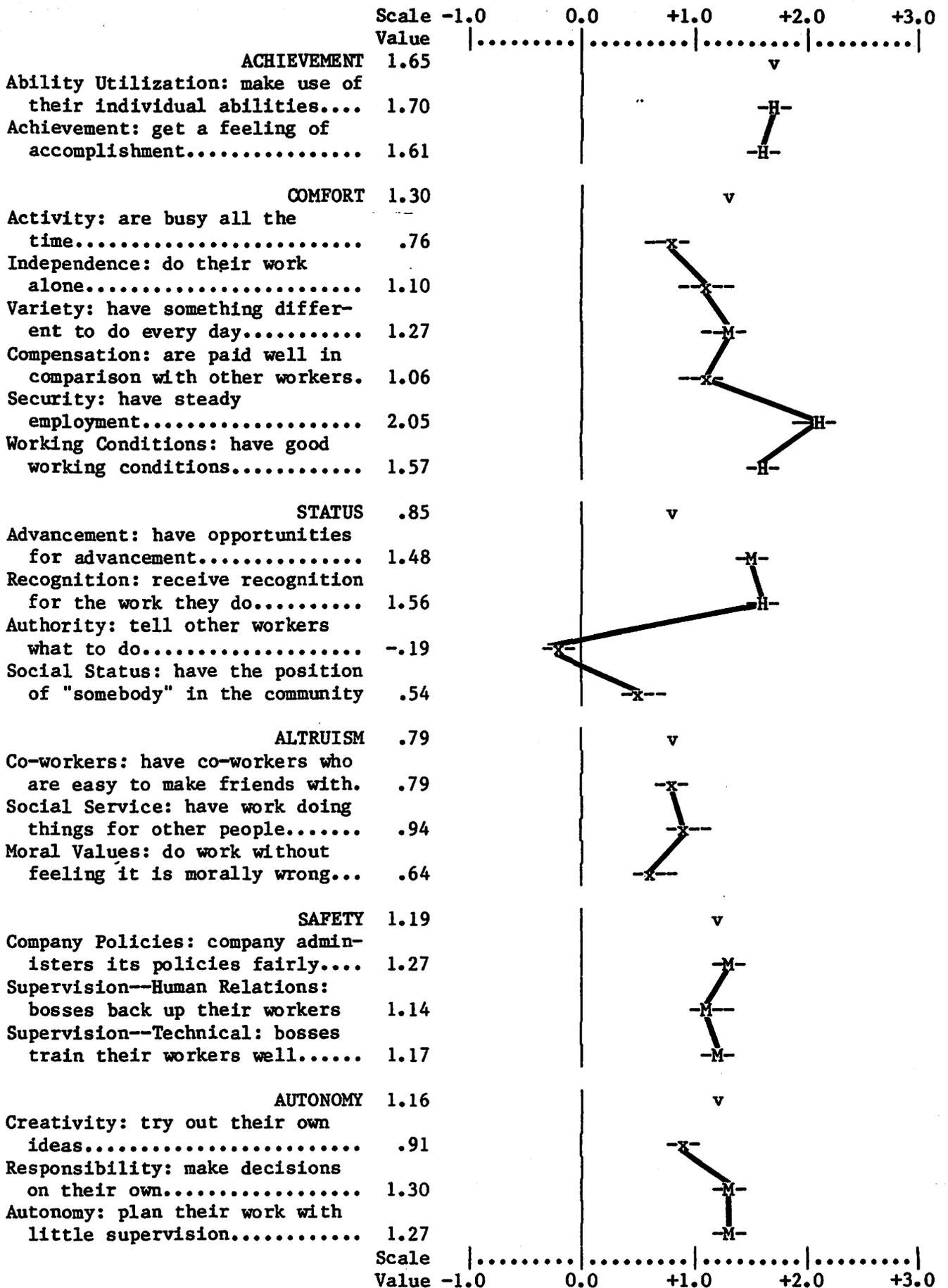
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.47	1.38	1.57	0.00	4.02
2. Achievement	1.40	1.29	1.51	.03	3.48
3. Activity .....	.79	.71	.88	.21	1.92
4. Advancement .....	.08	.00	.16	.47	.21
5. Authority	-.32	-.45	-.21	.79	.67
6. Company Policies .....	.12	.03	.21	.41	.28
7. Compensation .....	.13	.07	.19	.56	.38
8. Co-Workers .....	.63	.55	.70	.09	1.65
9. Creativity	1.33	1.27	1.39	0.00	4.51
10. Independence .....	.69	.57	.80	.38	1.37
11. Moral Values .....	.72	.60	.85	.06	1.35
12. Recognition .....	.52	.43	.61	.26	1.23
13. Responsibility	1.30	1.23	1.38	.03	3.88
14. Security .....	.72	.64	.80	.06	1.82
15. Social Service	1.64	1.50	1.80	.03	3.68
16. Social Status .....	.15	.05	.25	.41	.32
17. Supervision-Hum.-Rel. ...	.06	-.03	.13	.47	.14
18. Supervision-Technical ...	-.22	-.32	-.12	.76	.48
19. Variety .....	.73	.65	.81	.12	1.90
20. Working Conditions .....	.53	.44	.62	.32	1.20
21. Autonomy .....	.94	.84	1.03	.03	2.25

N = 34 Raters

1985

STATISTICAL-MACHINE SERVICER



STATISTICAL-MACHINE SERVICER

O.A.P. = 21

D.O.T. = 633.281-030

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

MAKE USE OF THEIR INDIVIDUAL ABILITIES

GET A FEELING OF ACCOMPLISHMENT

HAVE GOOD WORKING CONDITIONS

RECEIVE RECOGNITION FOR THE WORK THEY DO

Have opportunities for advancement

Make decisions on their own

Have a company which administers its policies fairly

Have something different to do every day

Plan their work with little supervision

Have bosses who train their workers well

Have bosses who back up their workers (with top management)

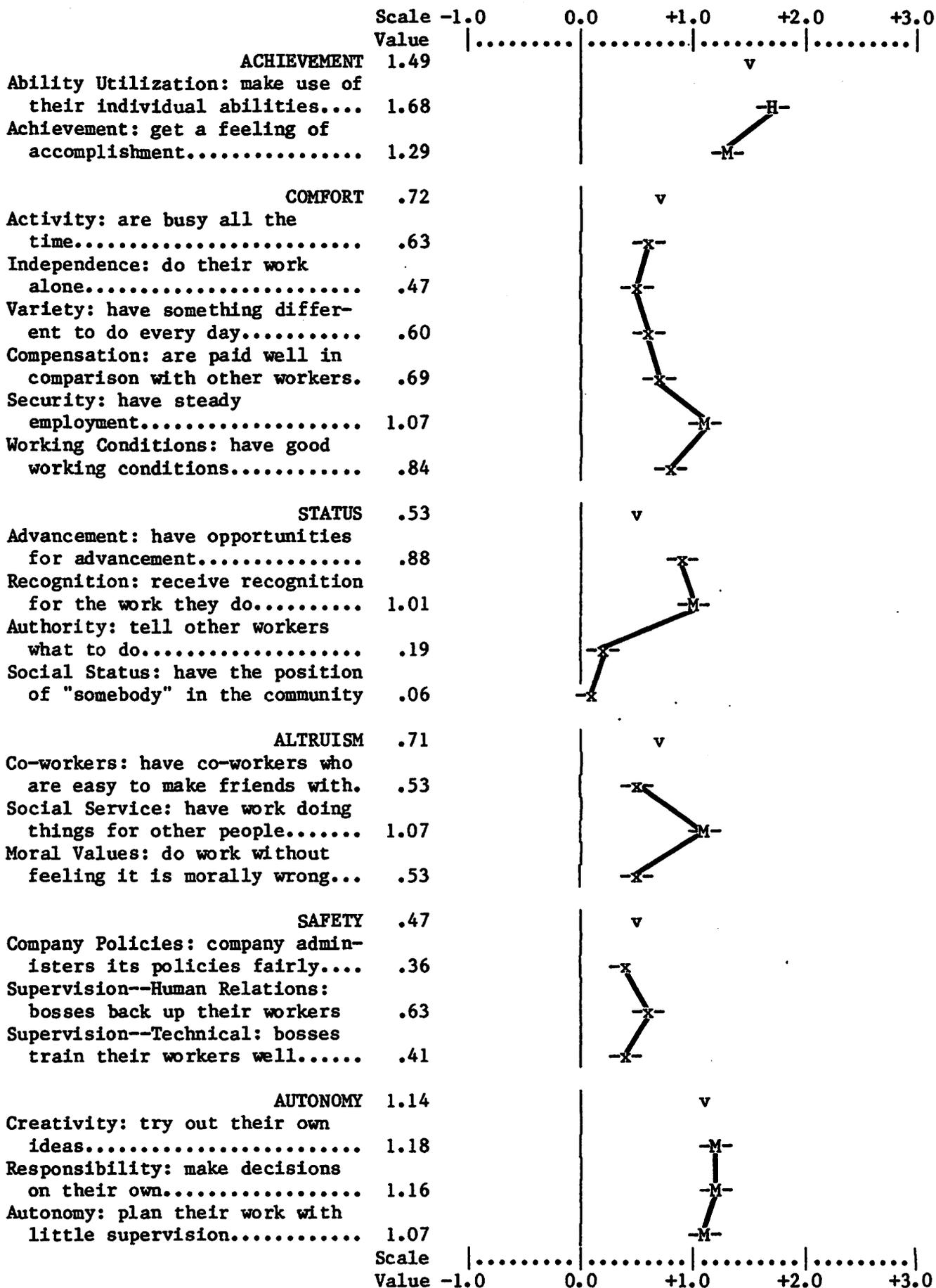
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.70	1.59	1.83	.00	4.17
2. Achievement	1.61	1.48	1.74	.05	3.67
3. Activity .....	.76	.62	.88	.33	1.43
4. Advancement	1.48	1.36	1.61	.00	3.23
5. Authority	-.19	-.30	-.09	.81	.41
6. Company Policies	1.27	1.15	1.40	.05	2.73
7. Compensation	1.06	.93	1.18	.00	2.08
8. Co-Workers .....	.79	.69	.89	.05	1.78
9. Creativity .....	.91	.79	1.02	.10	1.86
10. Independence	1.10	.94	1.26	.19	1.89
11. Moral Values .....	.64	.48	.80	.10	1.05
12. Recognition	1.56	1.46	1.66	.05	4.09
13. Responsibility	1.30	1.20	1.39	.05	3.25
14. Security	2.05	1.89	2.24	.00	4.62
15. Social Service .....	.94	.80	1.07	.10	1.75
16. Social Status .....	.54	.40	.67	.33	.98
17. Supervision-Hum.-Rel. ...	1.14	1.02	1.27	.10	2.32
18. Supervision-Technical ...	1.17	1.07	1.27	.05	2.72
19. Variety	1.27	1.13	1.42	.05	2.39
20. Working Conditions	1.57	1.48	1.67	.00	4.21
21. Autonomy	1.27	1.17	1.37	.10	3.11

N = 21 Raters

1972

STATISTICIAN, APPLIED



STATISTICIAN, APPLIED

O.A.P. = 52

D.O.T. = 020.167-026

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Get a feeling of accomplishment

Try out their own ideas

Make decisions on their own

Plan their work with little supervision

Have work where they do things for other people

Have steady employment

Receive recognition for the work they do

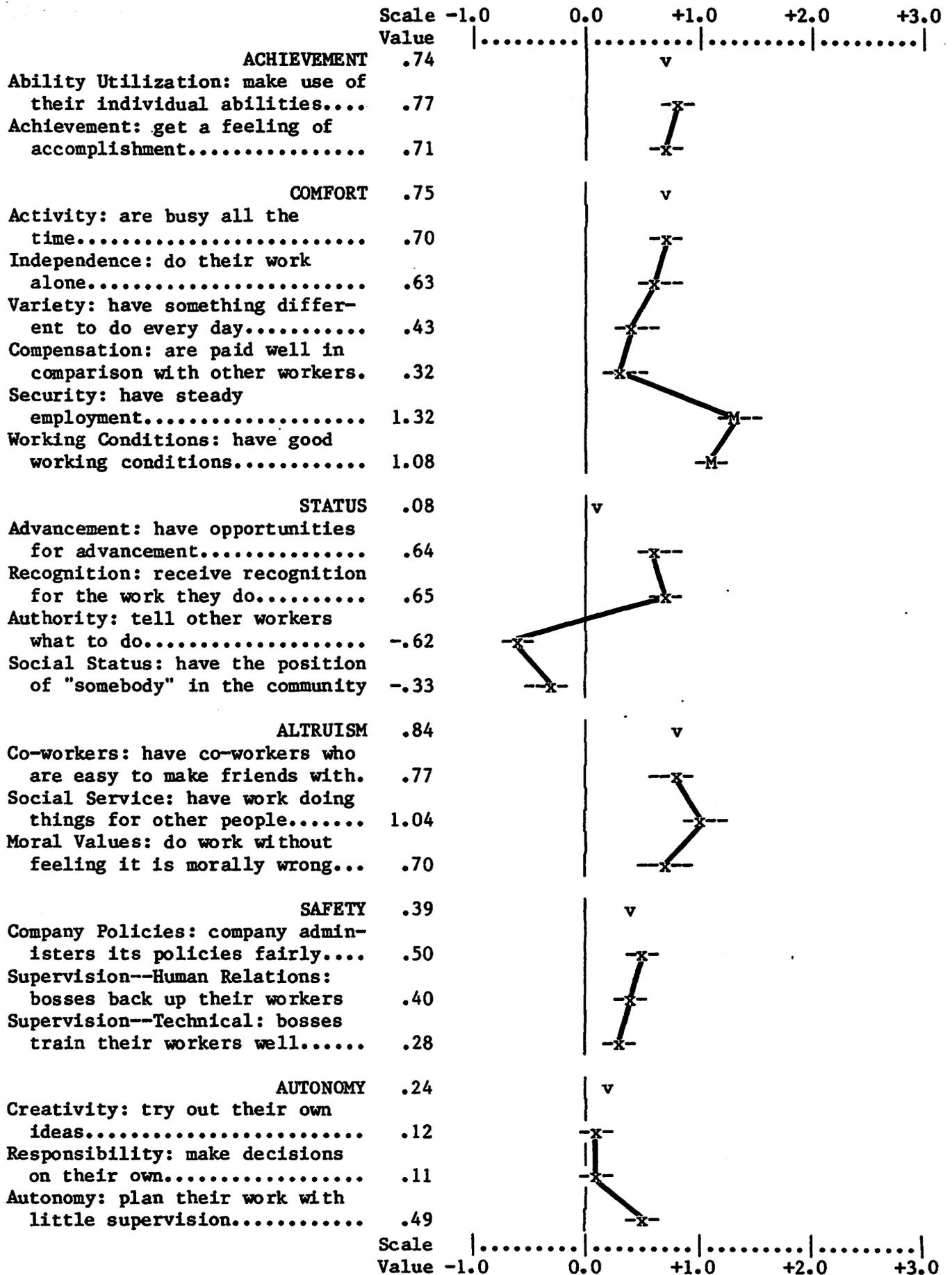
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.68	1.60	1.76	.00	4.71
2. Achievement	1.29	1.19	1.39	.05	2.79
3. Activity .....	.63	.52	.74	.32	1.12
4. Advancement .....	.88	.80	.97	.11	1.94
5. Authority .....	.19	.10	.28	.48	.39
6. Company Policies .....	.36	.28	.44	.30	.78
7. Compensation .....	.69	.61	.77	.20	1.54
8. Co-Workers .....	.53	.44	.61	.18	1.08
9. Creativity	1.18	1.09	1.28	.09	2.52
10. Independence .....	.47	.36	.58	.52	.83
11. Moral Values .....	.53	.43	.64	.16	.99
12. Recognition	1.01	.92	1.10	.14	2.16
13. Responsibility	1.16	1.05	1.27	.18	2.25
14. Security	1.07	.97	1.17	.02	2.17
15. Social Service	1.07	.97	1.16	.11	2.21
16. Social Status .....	.06	-.04	.14	.43	.11
17. Supervision-Hum.-Rel. ...	.63	.54	.72	.20	1.31
18. Supervision-Technical ...	.41	.33	.49	.34	.88
19. Variety .....	.60	.52	.68	.43	1.31
20. Working Conditions .....	.84	.74	.94	.14	1.68
21. Autonomy	1.07	.99	1.16	.14	2.38

N = 44 Raters

1968

STENOGRAPHER, TECHNICAL, CIVIL SERVICE



STENOGRAPHER, TECHNICAL, CIVIL SERVICE

O.A.P. = 39

D.O.T. = 202.362-014

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

Have steady employment

Have good working conditions

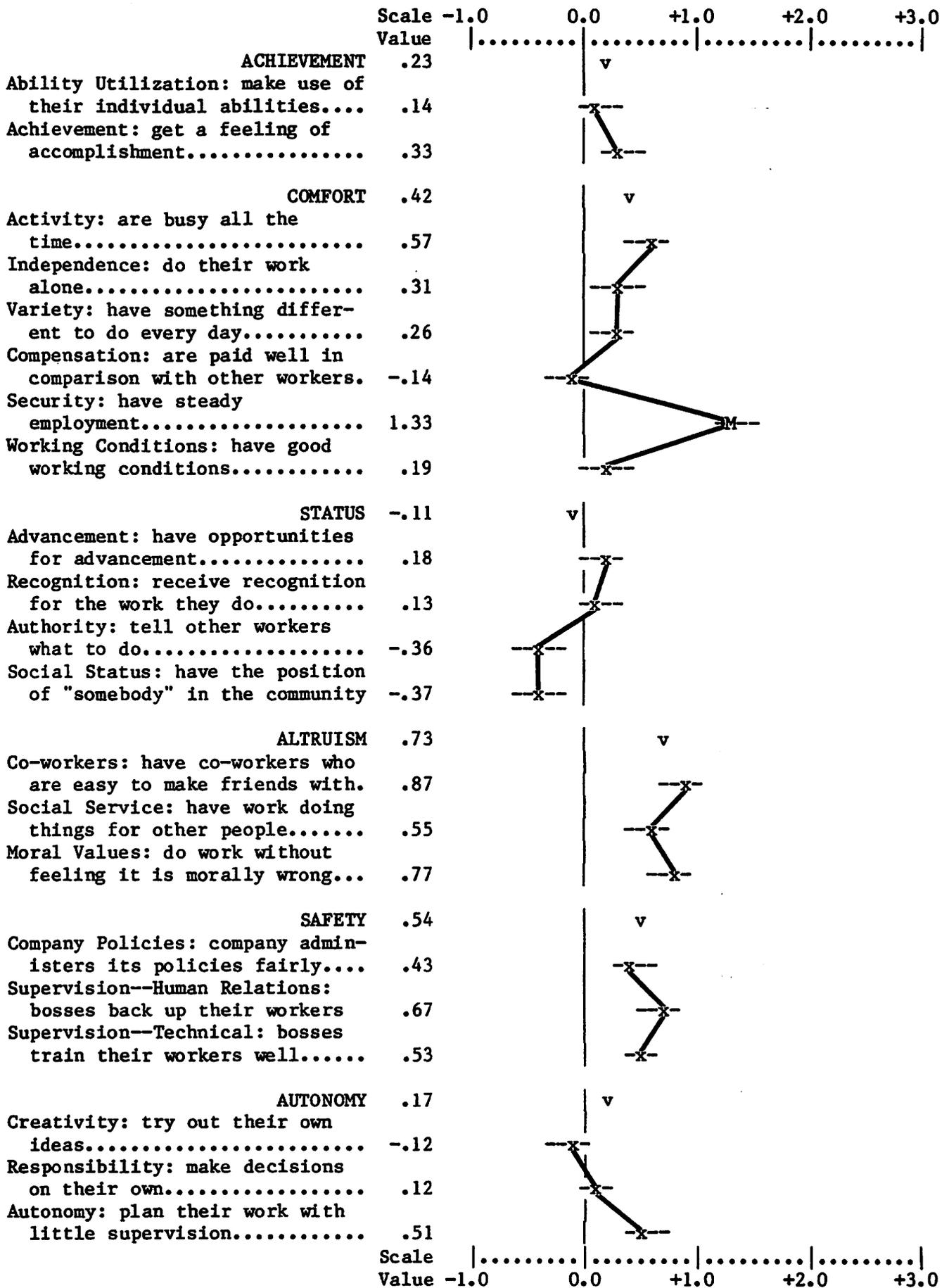
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.77	.66	.88	.21	1.80
2. Achievement .....	.71	.62	.80	.08	1.89
3. Activity .....	.70	.57	.82	.25	1.50
4. Advancement .....	.64	.51	.78	.29	1.30
5. Authority	-.62	-.73	-.52	.92	1.51
6. Company Policies .....	.50	.40	.61	.21	1.19
7. Compensation .....	.32	.17	.46	.50	.59
8. Co-Workers .....	.77	.63	.91	.08	1.52
9. Creativity .....	.12	.00	.24	.50	.25
10. Independence .....	.63	.50	.77	.17	1.26
11. Moral Values .....	.70	.54	.87	.13	1.24
12. Recognition .....	.65	.56	.75	.21	1.62
13. Responsibility .....	.11	-.02	.24	.67	.22
14. Security	1.32	1.19	1.46	.00	3.09
15. Social Service	1.04	.89	1.20	.08	2.02
16. Social Status	-.33	-.52	-.17	.75	.58
17. Supervision-Hum.-Rel. ...	.40	.30	.50	.13	.96
18. Supervision-Technical ...	.28	.17	.39	.17	.63
19. Variety .....	.43	.30	.56	.50	.86
20. Working Conditions	1.08	.98	1.17	.04	2.92
21. Autonomy .....	.49	.36	.63	.46	.99

N = 24 Raters

1968

STOCK CLERK



STOCK CLERK

O.A.P. = 24

D.O.T. = 222.387-058

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

Have steady employment

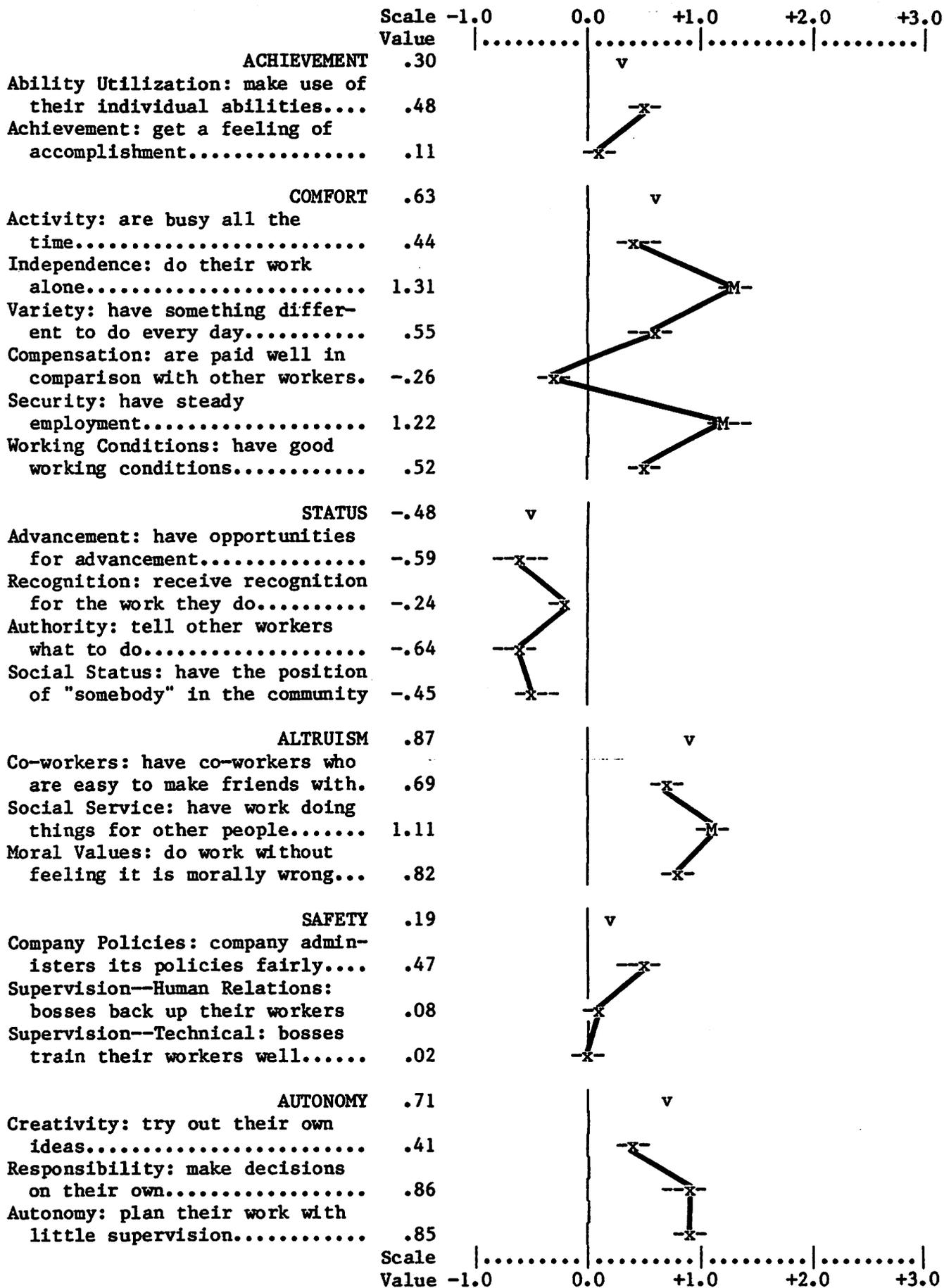
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.14	.00	.28	.56	.29
2. Achievement .....	.33	.21	.46	.39	.72
3. Activity .....	.57	.41	.72	.22	1.11
4. Advancement .....	.18	.01	.34	.39	.32
5. Authority	-.36	-.56	-.18	.78	.62
6. Company Policies .....	.43	.27	.59	.28	.81
7. Compensation	-.14	-.31	.01	.78	.27
8. Co-Workers .....	.87	.73	1.02	0.00	1.85
9. Creativity	-.12	-.26	.01	.61	.25
10. Independence .....	.31	.13	.49	.39	.53
11. Moral Values .....	.77	.64	.91	.11	1.68
12. Recognition .....	.13	-.02	.27	.44	.26
13. Responsibility .....	.12	-.01	.24	.49	.25
14. Security	1.33	1.16	1.33	.06	2.79
15. Social Service .....	.55	.43	.67	.11	1.23
16. Social Status	-.37	-.56	-.20	.61	.66
17. Supervision-Hum.-Rel. ...	.67	.53	.82	.17	1.38
18. Supervision-Technical ...	.53	.42	.63	.28	1.27
19. Variety .....	.26	.11	.41	.56	.50
20. Working Conditions .....	.19	.02	.35	.44	.34
21. Autonomy .....	.51	.35	.67	.22	.95

N = 18 Raters

1985

TAXI DRIVER



TAXI DRIVER

O.A.P. = 47

D.O.T. = 913.463-018

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

Do their work alone

Have steady employment

Have work where they do things for other people

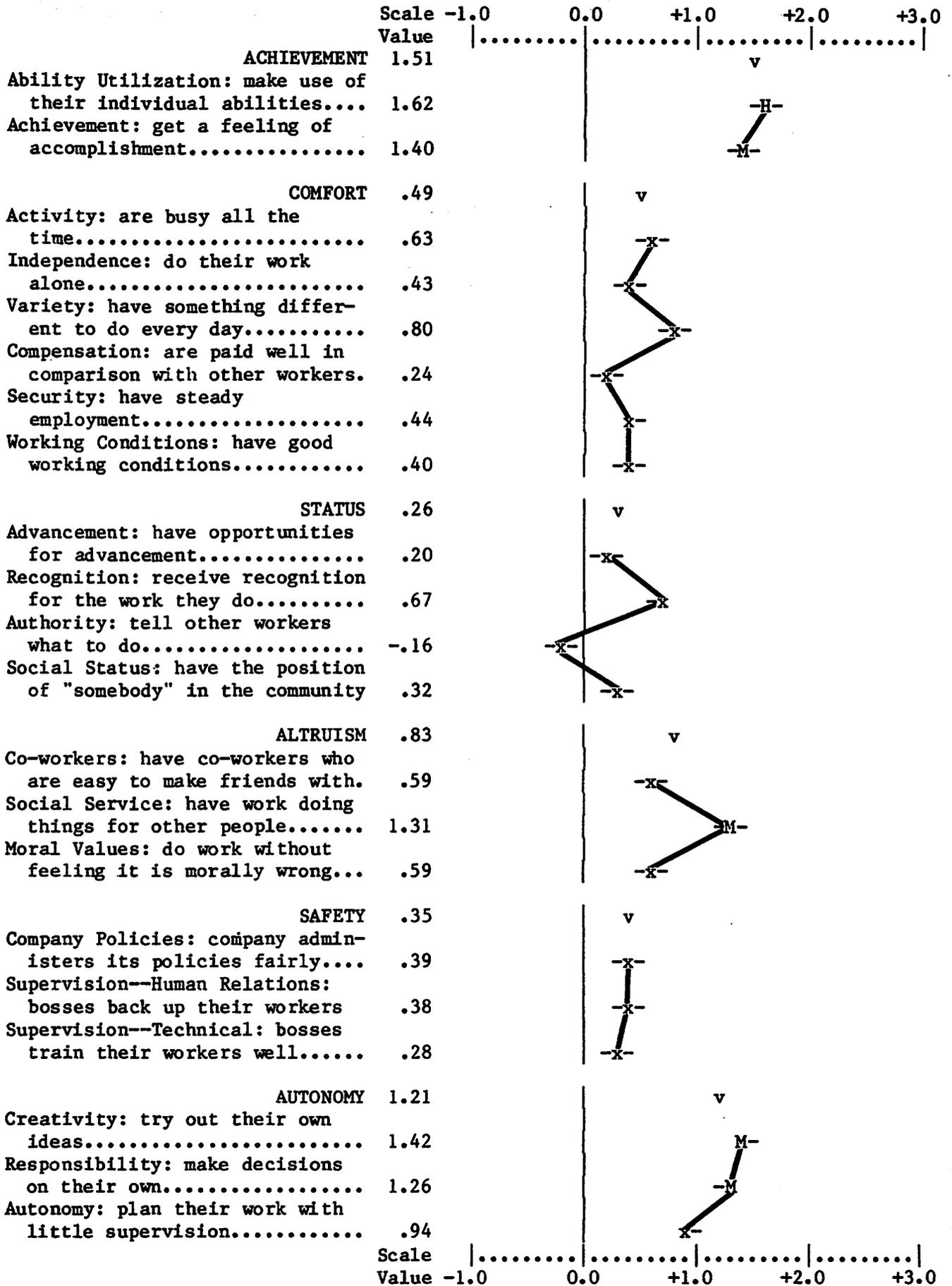
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.48	.39	.58	.26	1.25
2. Achievement .....	.11	.01	.21	.43	.28
3. Activity .....	.44	.32	.56	.43	1.00
4. Advancement	-.59	-.77	-.43	.91	1.17
5. Authority	-.64	-.76	-.54	.91	1.65
6. Company Policies .....	.47	.34	.60	.26	1.02
7. Compensation	-.26	-.39	-.15	.70	.60
8. Co-Workers .....	.69	.58	.81	.09	1.70
9. Creativity .....	.41	.30	.52	.35	.97
10. Independence	1.31	1.20	1.43	.00	3.64
11. Moral Values .....	.82	.72	.92	.04	2.15
12. Recognition	-.24	-.33	-.16	.74	.66
13. Responsibility .....	.86	.74	.98	.17	2.07
14. Security	1.22	1.11	1.35	.04	3.28
15. Social Service	1.11	1.01	1.23	.00	2.95
16. Social Status	-.45	-.60	-.31	.78	.95
17. Supervision-Hum.-Rel. ...	.08	-.03	.20	.39	.19
18. Supervision-Technical ...	.02	-.08	.11	.48	.04
19. Variety .....	.55	.43	.67	.17	1.23
20. Working Conditions .....	.52	.41	.63	.17	1.24
21. Autonomy .....	.85	.77	.95	.09	2.44

N = 23 Raters

1972

TEACHER, ADULT EDUCATION



TEACHER, ADULT EDUCATION

O.A.P. = 53

D.O.T. = 099.227-030

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Try out their own ideas

Get a feeling of accomplishment

Have work where they do things for other people

Make decisions on their own

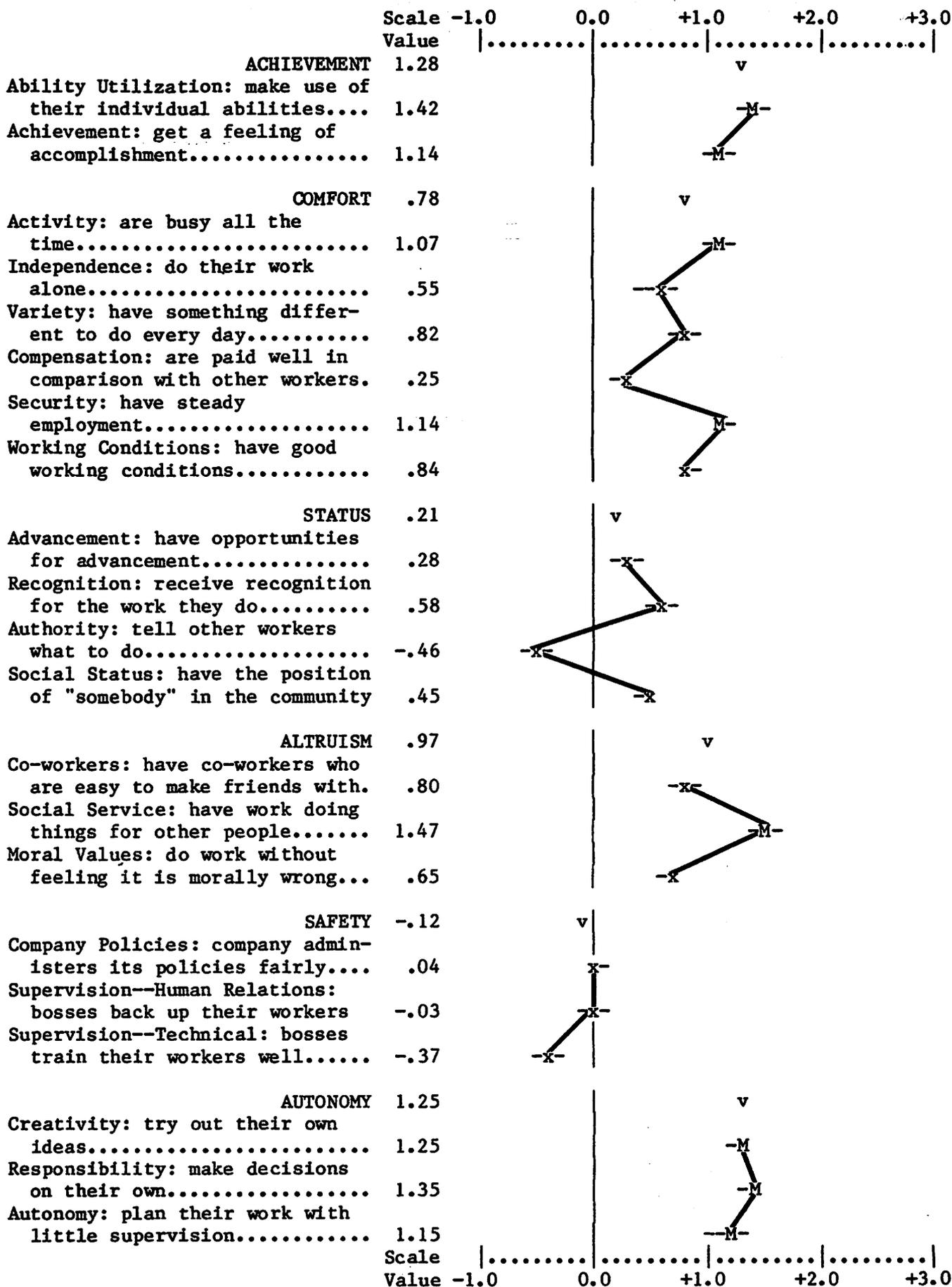
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.62	1.53	1.71	.00	4.68
2. Achievement	1.40	1.31	1.50	.04	3.57
3. Activity .....	.63	.54	.72	.42	1.36
4. Advancement .....	.20	.11	.29	.50	.43
5. Authority	-.16	-.27	-.06	.69	.33
6. Company Policies .....	.39	.33	.45	.33	1.07
7. Compensation .....	.24	.14	.32	.46	.50
8. Co-Workers .....	.59	.52	.65	.08	1.56
9. Creativity	1.42	1.35	1.49	.00	4.31
10. Independence .....	.43	.33	.53	.52	.87
11. Moral Values .....	.59	.48	.70	.17	1.10
12. Recognition .....	.67	.59	.74	.17	1.62
13. Responsibility	1.26	1.17	1.34	.04	3.26
14. Security .....	.44	.35	.53	.33	.92
15. Social Service	1.31	1.23	1.41	.04	3.35
16. Social Status .....	.32	.24	.39	.23	.79
17. Supervision-Hum.-Rel. ...	.38	.31	.45	.21	.96
18. Supervision-Technical ...	.28	.21	.35	.38	.70
19. Variety .....	.80	.74	.87	.19	2.24
20. Working Conditions .....	.40	.32	.48	.38	.90
21. Autonomy .....	.94	.86	1.03	.13	2.30

N = 48 Raters

1972

TEACHER, ADULT EDUCATION (AGRICULTURE)



TEACHER, ADULT EDUCATION (AGRICULTURE)

O.A.P. = 53

D.O.T. = 099.227-030

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

- Have work where they do things for other people
- Make use of their individual abilities
- Make decisions on their own
- Try out their own ideas
- Plan their work with little supervision
- Have steady employment
- Get a feeling of accomplishment
- Are busy all the time

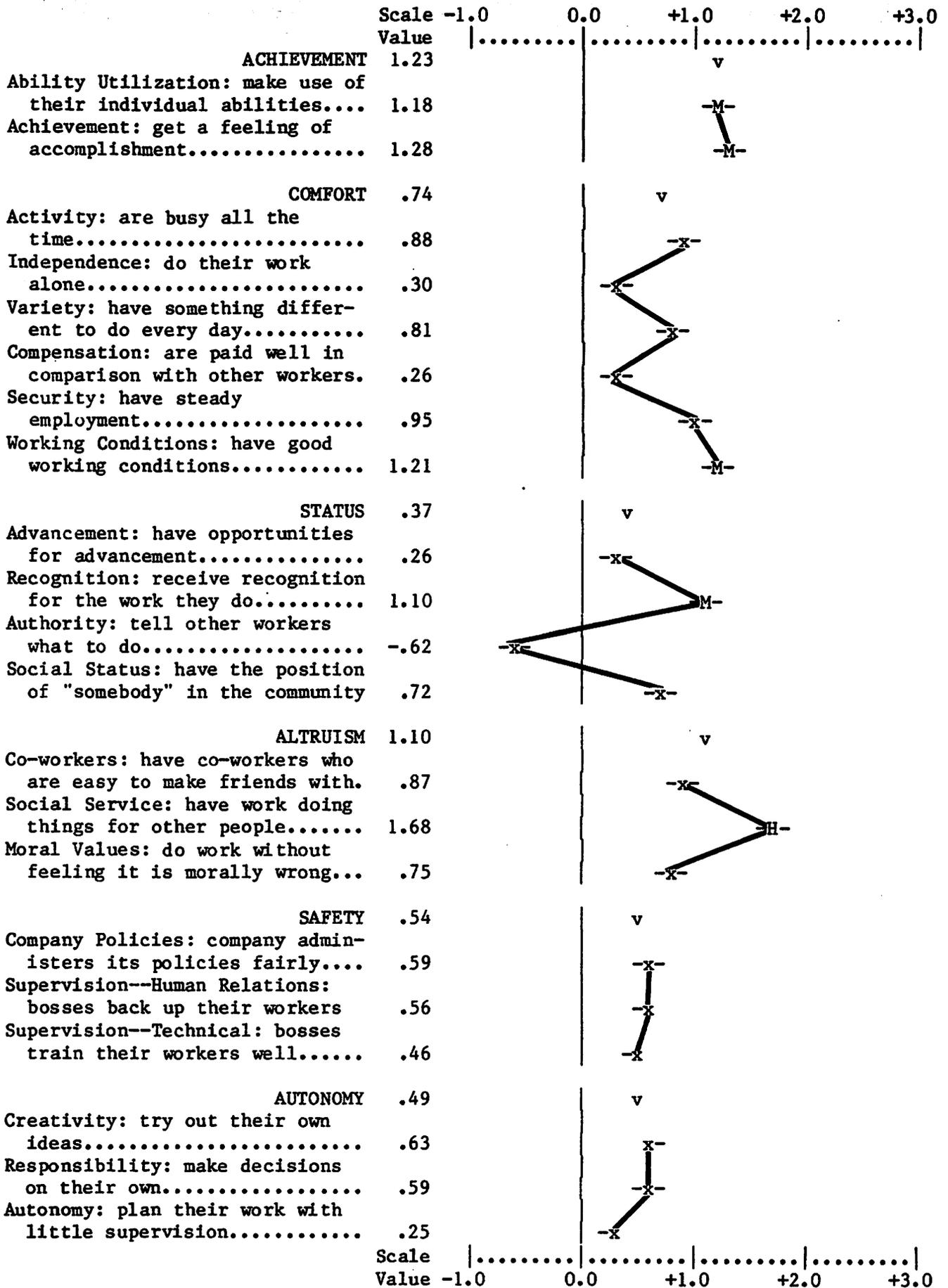
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.42	1.34	1.51	.03	3.89
2. Achievement	1.14	1.04	1.23	.08	2.62
3. Activity	1.07	1.00	1.15	.06	2.79
4. Advancement .....	.28	.19	.36	.39	.61
5. Authority	-.46	-.56	-.37	.83	1.02
6. Company Policies .....	.04	-.04	.11	.36	.09
7. Compensation .....	.25	.16	.34	.39	.55
8. Co-Workers .....	.80	.71	.89	.08	1.80
9. Creativity	1.25	1.17	1.33	.03	3.42
10. Independence .....	.55	.44	.66	.36	1.07
11. Moral Values .....	.65	.55	.74	.06	1.36
12. Recognition .....	.58	.48	.68	.36	1.18
13. Responsibility	1.35	1.27	1.43	.08	3.70
14. Security	1.14	1.05	1.24	0.00	2.65
15. Social Service	1.47	1.40	1.55	0.00	4.25
16. Social Status .....	.45	.37	.54	.22	1.03
17. Supervision-Hum.-Rel. ...	-.03	-.12	.05	.58	.07
18. Supervision-Technical ...	-.37	-.46	-.29	.83	.87
19. Variety .....	.82	.74	.89	.19	2.07
20. Working Conditions .....	.84	.76	.91	.08	2.15
21. Autonomy	1.15	1.04	1.25	.06	2.51

N = 36 Raters

1985

TEACHER AIDE



TEACHER AIDE

O.A.P. = 54

D.O.T. = 099.327-010

- Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Get a feeling of accomplishment

Have good working conditions

Make use of their individual abilities

Receive recognition for the work they do

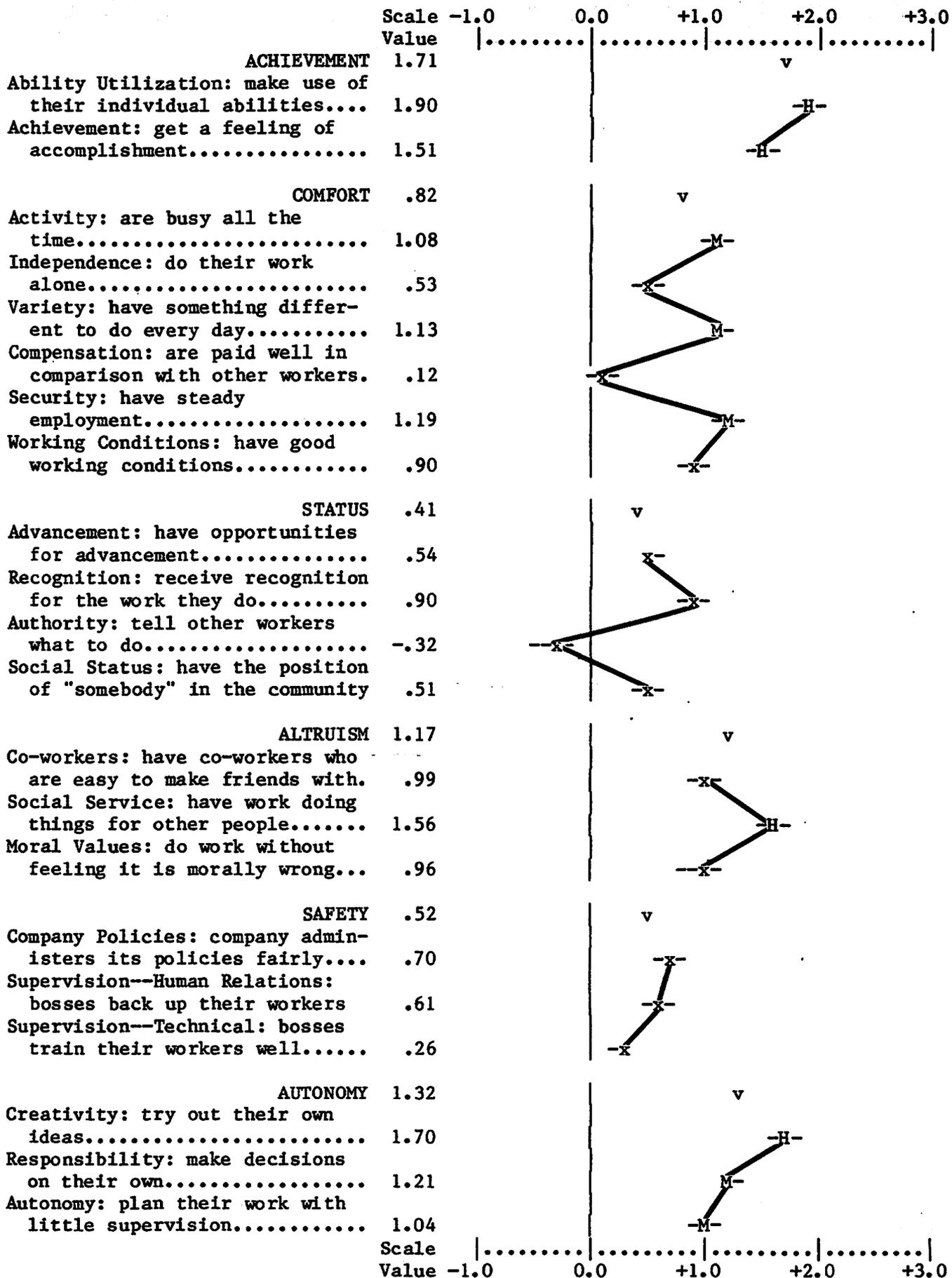
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.18	1.10	1.26	.09	3.07
2. Achievement	1.28	1.20	1.36	.04	3.37
3. Activity .....	.88	.78	.98	.20	1.82
4. Advancement .....	.26	.16	.36	.52	.54
5. Authority	-.62	-.72	-.53	.91	1.52
6. Company Policies .....	.59	.52	.66	.07	1.54
7. Compensation .....	.26	.16	.35	.43	.53
8. Co-Workers .....	.87	.79	.96	.09	2.12
9. Creativity .....	.63	.56	.71	.17	1.51
10. Independence .....	.30	.20	.39	.52	.63
11. Moral Values .....	.75	.65	.86	.11	1.47
12. Recognition	1.10	1.02	1.17	.04	2.94
13. Responsibility .....	.59	.51	.66	.24	1.50
14. Security .....	.95	.86	1.05	.09	2.13
15. Social Service	1.68	1.59	1.79	.00	4.72
16. Social Status .....	.72	.61	.84	.26	1.34
17. Supervision-Hum.-Rel. ...	.56	.48	.64	.04	1.36
18. Supervision-Technical ...	.46	.40	.52	.17	1.26
19. Variety .....	.81	.72	.89	.33	1.91
20. Working Conditions	1.21	1.14	1.28	.04	3.38
21. Autonomy .....	.25	.17	.32	.63	.58

N = 46 Raters

1972

TEACHER, ELEMENTARY SCHOOL



TEACHER, ELEMENTARY SCHOOL

O.A.P. = 53

D.O.T. = 092.227-010

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

TRY OUT THEIR OWN IDEAS

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

GET A FEELING OF ACCOMPLISHMENT

Make decisions on their own

Have steady employment

Have something different to do every day

Are busy all the time

Plan their work with little supervision

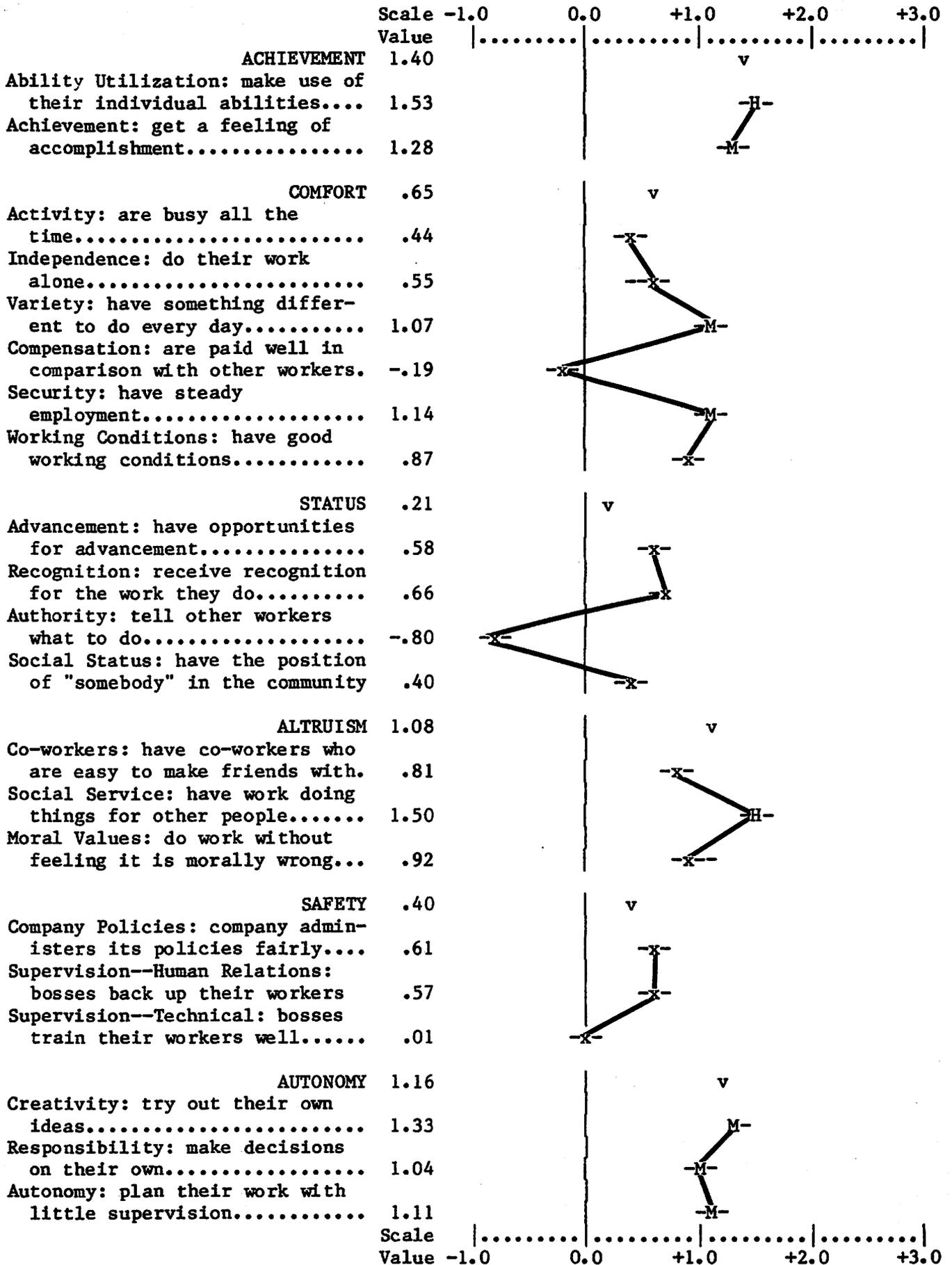
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.90	1.82	1.99	.00	6.54
2. Achievement	1.51	1.42	1.61	.05	4.08
3. Activity	1.08	.98	1.18	.14	2.49
4. Advancement .....	.54	.46	.62	.24	1.36
5. Authority	-.32	-.50	-.17	.86	.55
6. Company Policies .....	.70	.62	.78	.11	1.85
7. Compensation .....	.12	.02	.22	.62	.28
8. Co-Workers .....	.99	.92	1.07	.00	2.76
9. Creativity	1.70	1.64	1.76	.00	6.70
10. Independence .....	.53	.42	.63	.49	1.12
11. Moral Values .....	.96	.83	1.10	.08	1.71
12. Recognition .....	.90	.80	1.01	.16	1.96
13. Responsibility	1.21	1.15	1.28	.03	3.75
14. Security	1.19	1.10	1.29	.00	3.00
15. Social Service	1.56	1.45	1.68	.03	3.78
16. Social Status .....	.51	.42	.59	.24	1.23
17. Supervision-Hum.-Rel. ...	.61	.54	.68	.08	1.75
18. Supervision-Technical ...	.26	.20	.33	.32	.75
19. Variety	1.13	1.05	1.21	.05	3.04
20. Working Conditions .....	.90	.81	.98	.05	2.32
21. Autonomy	1.04	.94	1.13	.16	2.43

N = 37 Raters

1968

TEACHER, SECONDARY SCHOOL



TEACHER, SECONDARY SCHOOL

O.A.P. = 53

D.O.T. = 091.227-010

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Try out their own ideas

Get a feeling of accomplishment

Have steady employment

Plan their work with little supervision

Have something different to do every day

Make decisions on their own

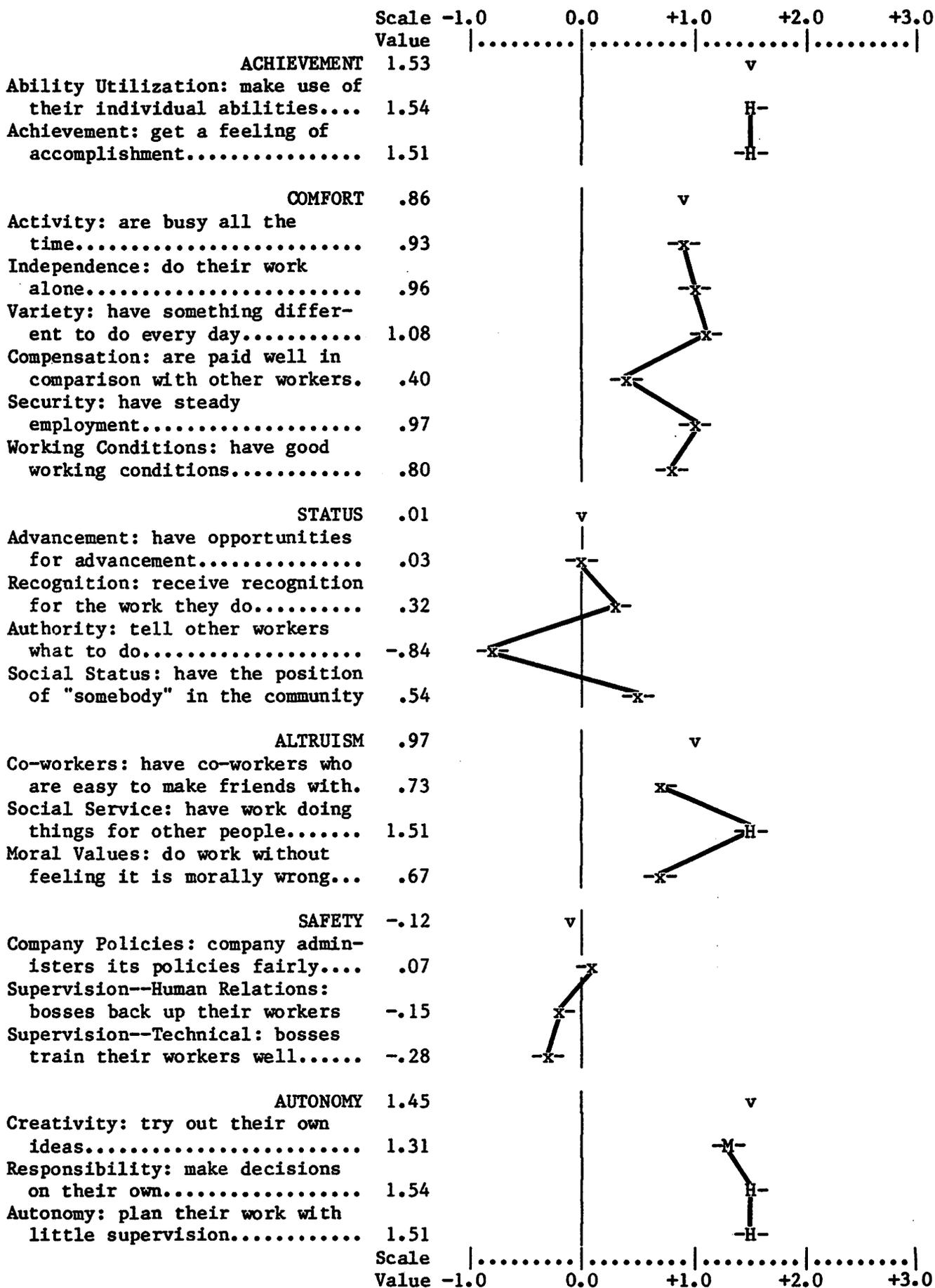
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.53	1.43	1.64	.03	4.65
2. Achievement	1.28	1.20	1.37	.03	4.24
3. Activity .....	.44	.34	.54	.53	1.11
4. Advancement .....	.58	.48	.68	.13	1.45
5. Authority	-.80	-.90	-.72	1.00	2.66
6. Company Policies .....	.61	.54	.68	.09	1.92
7. Compensation	-.19	-.28	-.10	.72	.54
8. Co-Workers .....	.81	.72	.90	.06	2.17
9. Creativity	1.33	1.25	1.42	.03	4.39
10. Independence .....	.55	.43	.66	.41	1.21
11. Moral Values .....	.92	.78	1.07	.09	1.80
12. Recognition .....	.66	.58	.74	.16	1.90
13. Responsibility	1.04	.94	1.14	.13	2.81
14. Security	1.14	1.04	1.24	.03	3.03
15. Social Service	1.50	1.41	1.60	.00	4.97
16. Social Status .....	.40	.29	.50	.34	.94
17. Supervision-Hum.-Rel. ...	.57	.47	.67	.16	1.46
18. Supervision-Technical ...	.01	-.07	.08	.56	.03
19. Variety	1.07	.99	1.15	.03	3.30
20. Working Conditions .....	.87	.77	.96	.06	2.31
21. Autonomy	1.11	1.01	1.21	.09	2.98

N = 32 Raters

1968

TEACHER, SECONDARY SCHOOL (AGRICULTURE)



TEACHER, SECONDARY SCHOOL (AGRICULTURE)

O.A.P. = 53

D.O.T. = 091.227-010

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

MAKE DECISIONS ON THEIR OWN

MAKE USE OF THEIR INDIVIDUAL ABILITIES

PLAN THEIR WORK WITH LITTLE SUPERVISION

GET A FEELING OF ACCOMPLISHMENT

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Try out their own ideas

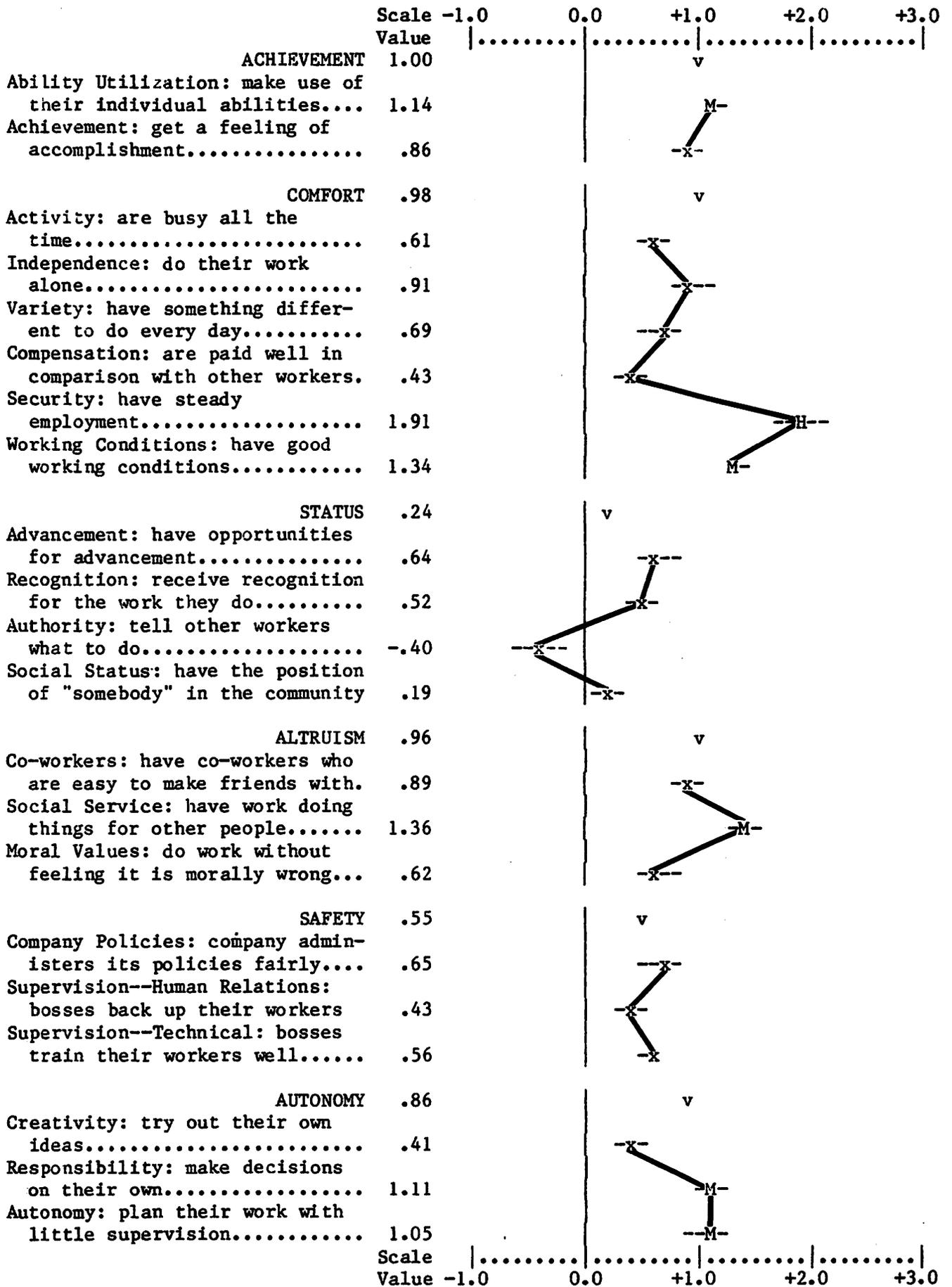
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.54	1.46	1.62	.04	4.93
2. Achievement	1.51	1.40	1.62	.07	4.00
3. Activity .....	.93	.83	1.03	.11	2.25
4. Advancement .....	.03	-.05	.11	.46	.08
5. Authority	-.84	-.94	-.74	1.00	2.14
6. Company Policies .....	.07	.00	.14	.32	.21
7. Compensation .....	.40	.32	.48	.25	1.05
8. Co-Workers .....	.73	.67	.79	.11	2.32
9. Creativity	1.31	1.22	1.40	.04	3.68
10. Independence .....	.96	.85	1.06	.21	2.27
11. Moral Values .....	.67	.56	.78	0.00	1.44
12. Recognition .....	.32	.26	.38	.32	.96
13. Responsibility	1.54	1.47	1.62	.04	5.33
14. Security .....	.97	.89	1.06	0.00	2.65
15. Social Service	1.51	1.43	1.59	.07	4.77
16. Social Status .....	.54	.44	.64	.25	1.23
17. Supervision-Hum.-Rel. ...	-.15	-.21	-.09	.50	.45
18. Supervision-Technical ...	-.28	-.36	-.21	.71	.78
19. Variety	1.08	.99	1.17	.21	2.87
20. Working Conditions .....	.80	.70	.89	.04	1.89
21. Autonomy	1.51	1.43	1.60	.04	4.63

N = 28 Raters

1985

TELEPHONE INSTALLER



TELEPHONE INSTALLER

O.A.P. = 21

D.O.T. = 822.281-018

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Have work where they do things for other people

Have good working conditions

Make use of their individual abilities

Make decisions on their own

Plan their work with little supervision

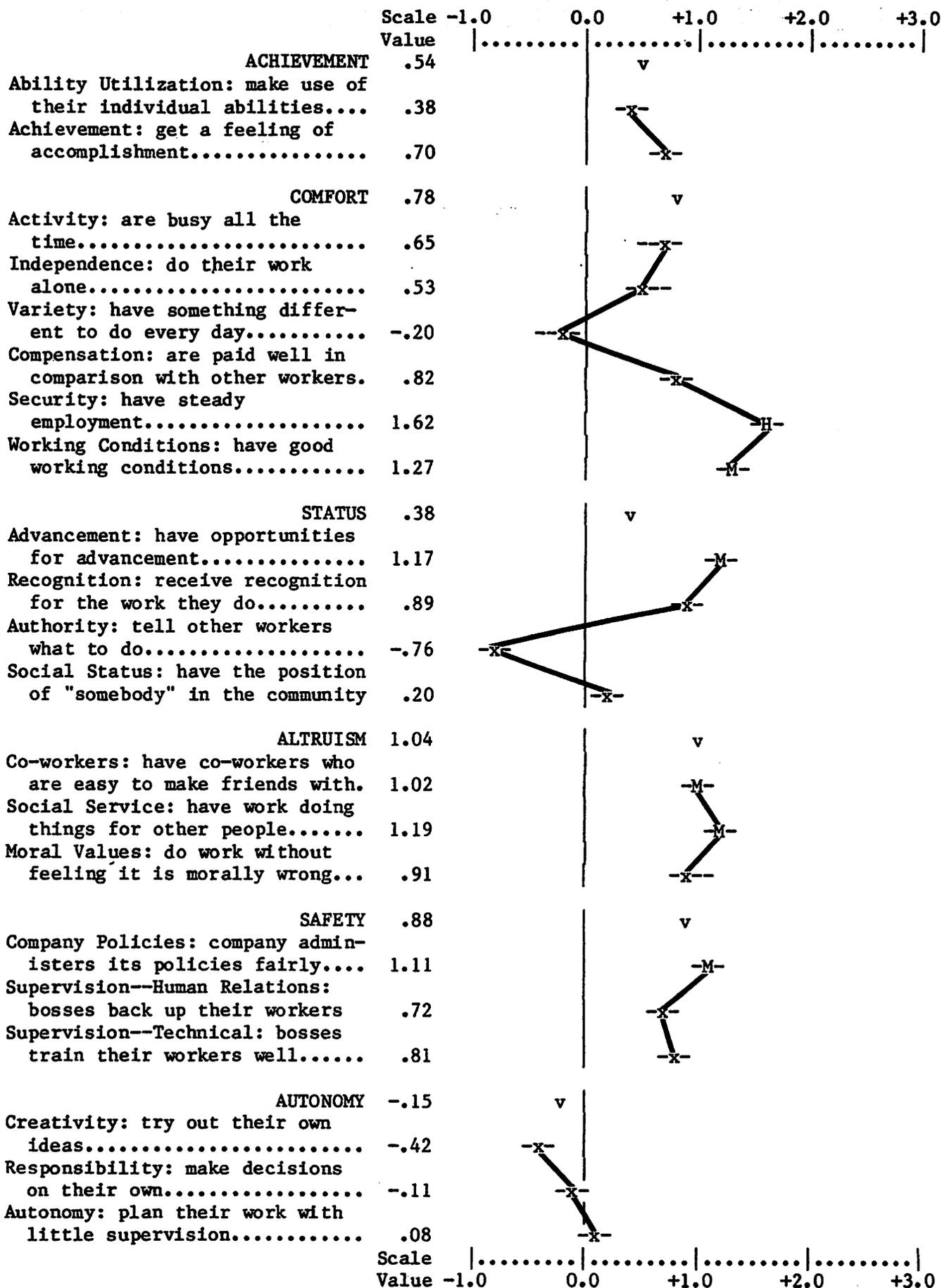
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.14	1.06	1.22	.09	3.29
2. Achievement .....	.86	.77	.95	.09	2.17
3. Activity .....	.61	.49	.73	.41	1.26
4. Advancement .....	.64	.49	.78	.23	1.17
5. Authority	-.40	-.59	-.23	.91	.68
6. Company Policies .....	.65	.53	.77	.23	1.35
7. Compensation .....	.43	.32	.53	.36	.93
8. Co-Workers .....	.89	.80	.98	.00	2.26
9. Creativity .....	.41	.31	.50	.32	.97
10. Independence .....	.91	.75	1.08	.14	1.59
11. Moral Values .....	.62	.47	.76	.09	1.15
12. Recognition .....	.52	.40	.63	.18	1.11
13. Responsibility	1.11	1.02	1.20	.14	2.94
14. Security	1.91	1.73	2.13	.00	4.23
15. Social Service	1.36	1.25	1.47	.00	3.36
16. Social Status .....	.19	.09	.30	.50	.43
17. Supervision-Hum.-Rel. ...	.43	.31	.54	.36	.91
18. Supervision-Technical ...	.56	.47	.64	.27	1.42
19. Variety .....	.69	.54	.84	.23	1.24
20. Working Conditions	1.34	1.25	1.43	.05	3.81
21. Autonomy	1.05	.92	1.20	.09	2.13

N = 22 Raters

1972

TELEPHONE OPERATOR



TELEPHONE OPERATOR

O.A.P. = 38

D.O.T. = 235.662-022

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Have good working conditions

Have work where they do things for other people

Have opportunities for advancement

Have a company which administers its policies fairly

Have co-workers who are easy to make friends with

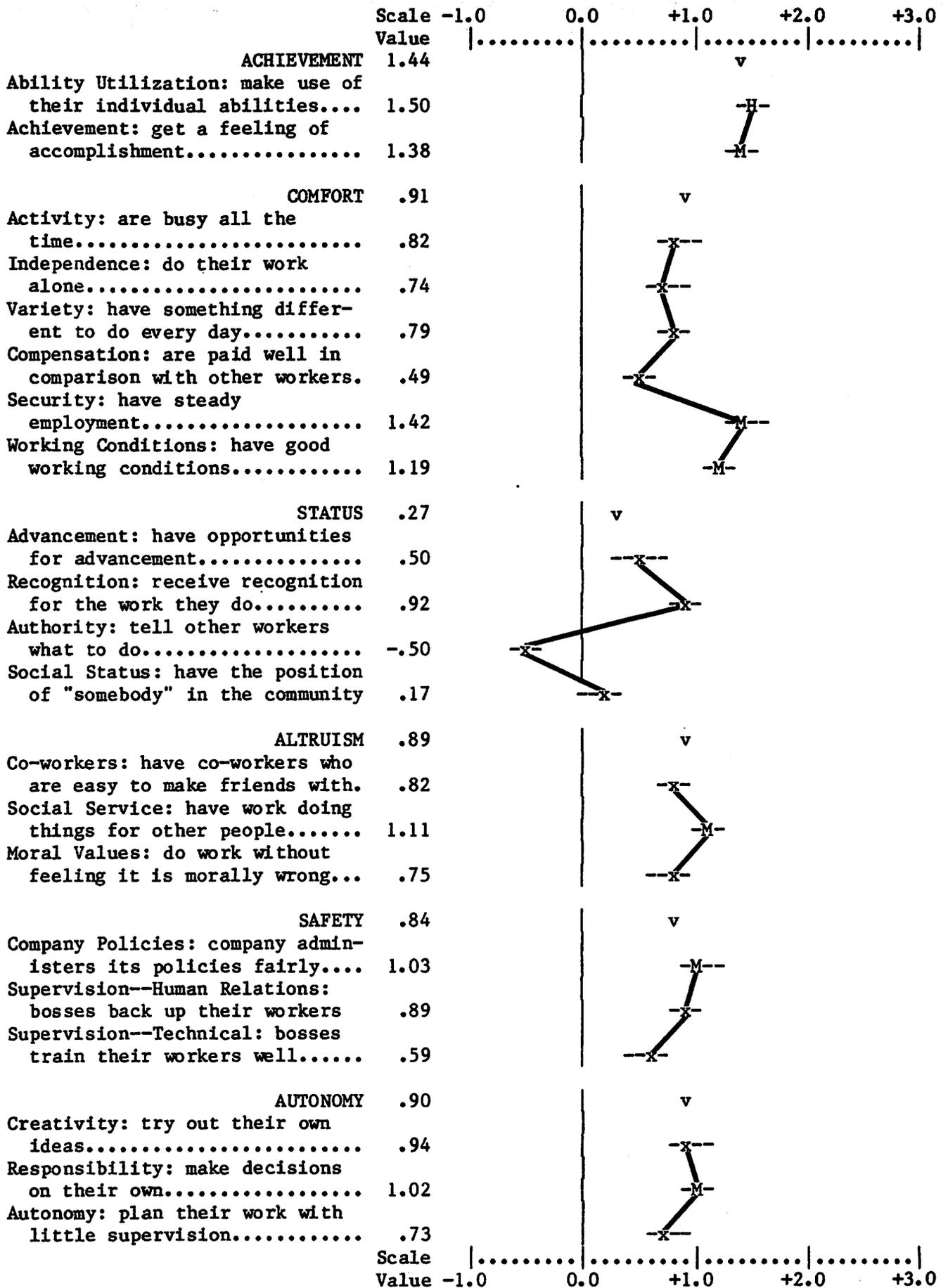
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.38	.29	.47	.27	1.05
2. Achievement .....	.70	.61	.80	.14	1.93
3. Activity .....	.65	.52	.78	.36	1.45
4. Advancement	1.17	1.07	1.27	.00	3.44
5. Authority	-.76	-.85	-.68	1.00	2.33
6. Company Policies	1.11	1.02	1.21	.00	3.32
7. Compensation .....	.82	.72	.92	.14	2.27
8. Co-Workers	1.02	.93	1.11	.00	3.06
9. Creativity	-.42	-.51	-.34	.77	1.26
10. Independence .....	.53	.35	.70	.55	.94
11. Moral Values .....	.91	.75	1.09	.00	1.75
12. Recognition .....	.89	.81	.98	.00	2.72
13. Responsibility	-.11	-.21	-.02	.55	.32
14. Security	1.62	1.54	1.71	.00	5.92
15. Social Service	1.19	1.07	1.33	.00	2.99
16. Social Status .....	.20	.08	.31	.32	.47
17. Supervision-Hum.-Rel. ...	.72	.61	.83	.05	1.81
18. Supervision-Technical ...	.81	.70	.93	.05	2.04
19. Variety	-.20	-.37	-.06	.86	.42
20. Working Conditions	1.27	1.17	1.37	.00	3.86
21. Autonomy .....	.08	.00	.16	.59	.23

N = 22 Raters

1972

TELEVISION SERVICE-AND-REPAIRER



TELEVISION SERVICE-AND-REPAIRER

O.A.P. = 26

D.O.T. = 720.281-018

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

Have steady employment

Get a feeling of accomplishment

Have good working conditions

Have work where they do things for other people

Have a company which administers its policies fairly

Make decisions on their own

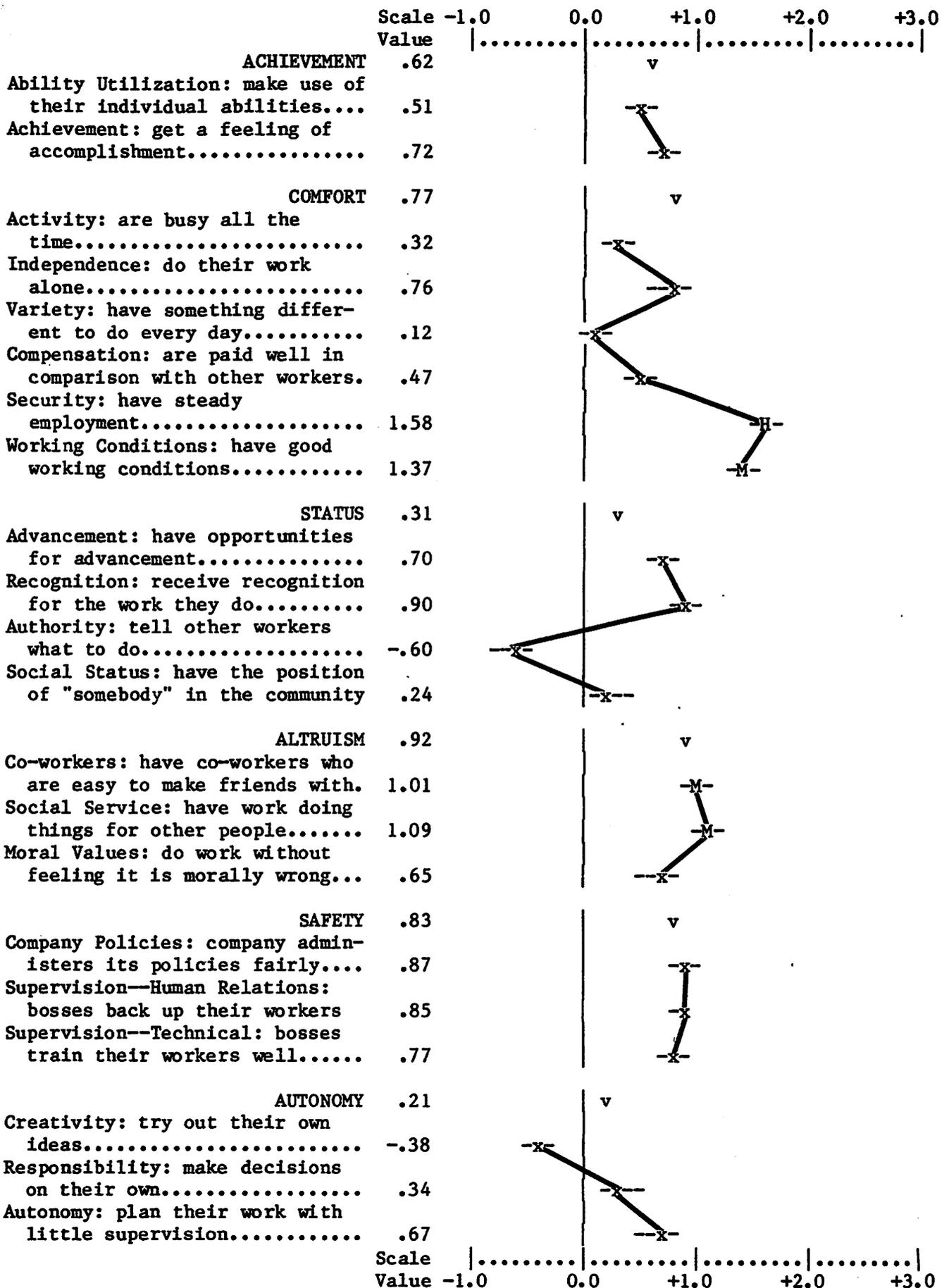
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.50	1.39	1.61	.04	4.63
2. Achievement	1.38	1.27	1.48	.00	4.15
3. Activity .....	.82	.68	.96	.22	1.73
4. Advancement .....	.50	.34	.66	.43	.94
5. Authority	-.50	-.60	-.40	.83	1.46
6. Company Policies	1.03	.90	1.15	.00	2.49
7. Compensation .....	.49	.35	.62	.48	1.06
8. Co-Workers .....	.82	.72	.91	.04	2.36
9. Creativity .....	.94	.83	1.07	.04	2.29
10. Independence .....	.74	.60	.88	.26	1.57
11. Moral Values .....	.75	.60	.90	.09	1.53
12. Recognition .....	.92	.82	1.02	.09	2.49
13. Responsibility	1.02	.91	1.13	.04	2.73
14. Security	1.42	1.29	1.56	.04	3.58
15. Social Service	1.11	.99	1.23	.00	2.87
16. Social Status .....	.17	.04	.28	.39	.39
17. Supervision-Hum.-Rel. ...	.89	.76	1.02	.13	1.98
18. Supervision-Technical ...	.59	.44	.72	.30	1.21
19. Variety .....	.79	.67	.91	.35	1.91
20. Working Conditions	1.19	1.08	1.31	.04	3.17
21. Autonomy .....	.73	.59	.86	.35	1.53

N = 23 Raters

1968

TELLER (BANKING)



TELLER (BANKING)

O.A.P. = 37

D.O.T. = 211.362-018

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Have good working conditions

Have work where they do things for other people

Have co-workers who are easy to make friends with

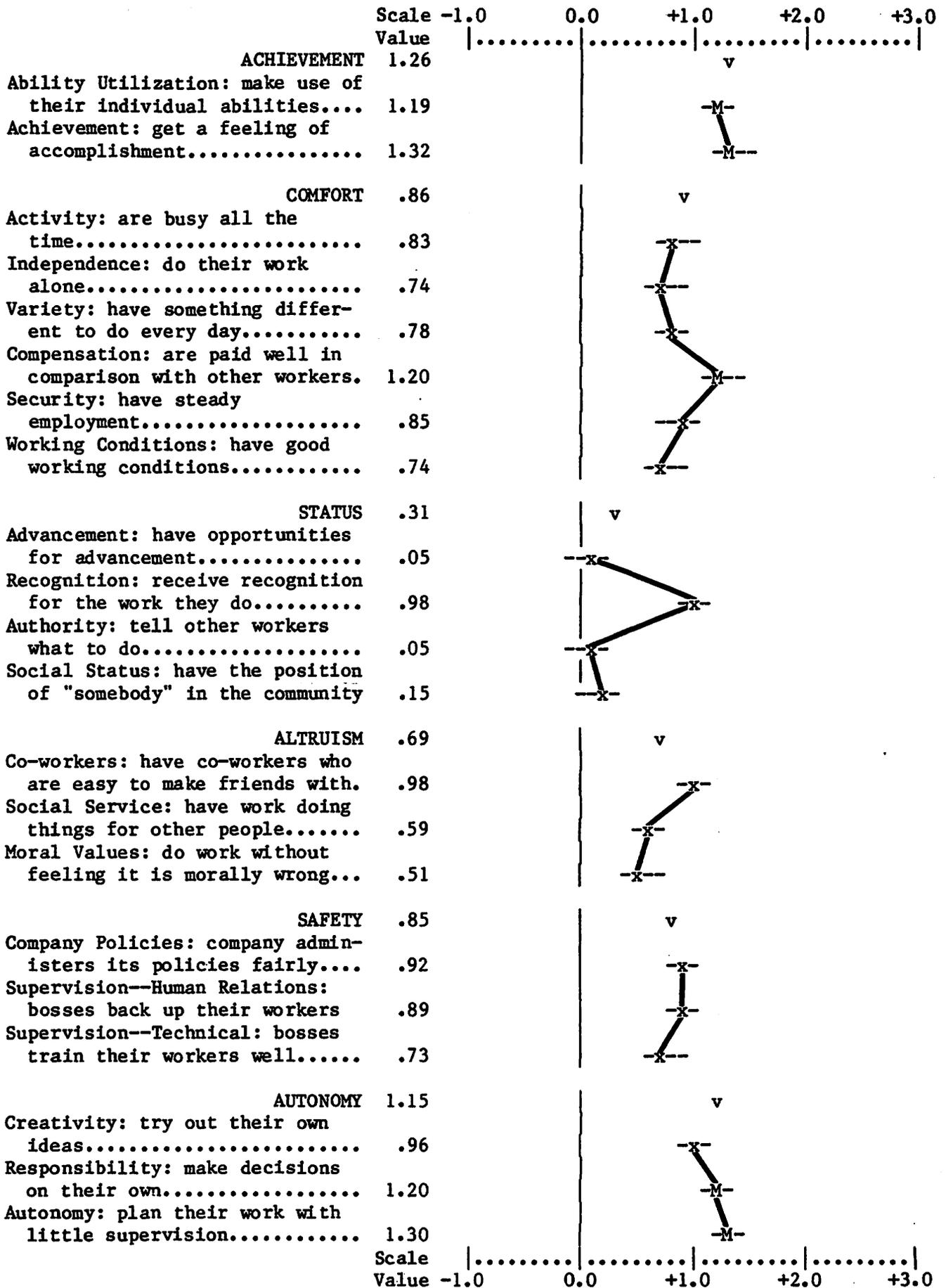
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.51	.43	.60	.19	1.36
2. Achievement .....	.72	.64	.81	.10	1.97
3. Activity .....	.32	.20	.44	.61	.67
4. Advancement .....	.70	.57	.83	.19	1.41
5. Authority	-.60	-.75	-.47	.94	1.32
6. Company Policies .....	.87	.80	.95	.06	2.59
7. Compensation .....	.47	.37	.57	.35	1.13
8. Co-Workers	1.01	.94	1.08	.00	3.30
9. Creativity	-.38	-.49	-.29	.77	.96
10. Independence .....	.76	.62	.90	.19	1.45
11. Moral Values .....	.65	.52	.78	.06	1.31
12. Recognition .....	.90	.80	1.00	.13	2.33
13. Responsibility .....	.34	.22	.46	.35	.72
14. Security	1.58	1.48	1.70	.00	4.57
15. Social Service	1.09	.98	1.20	.03	2.67
16. Social Status .....	.24	.12	.36	.35	.49
17. Supervision-Hum.-Rel. ...	.85	.78	.92	.06	2.62
18. Supervision-Technical ...	.77	.70	.85	.10	2.30
19. Variety .....	.12	-.01	.24	.71	.24
20. Working Conditions	1.37	1.29	1.47	.03	4.21
21. Autonomy .....	.67	.54	.80	.29	1.35

N = 31 Raters

1968

TILE SETTER (CERAMIC)



TILE SETTER (CERAMIC)

O.A.P. = 21

D.O.T. = 861.381-054

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

- Get a feeling of accomplishment
- Plan their work with little supervision
- Are paid well in comparison with other workers
- Make decisions on their own
- Make use of their individual abilities

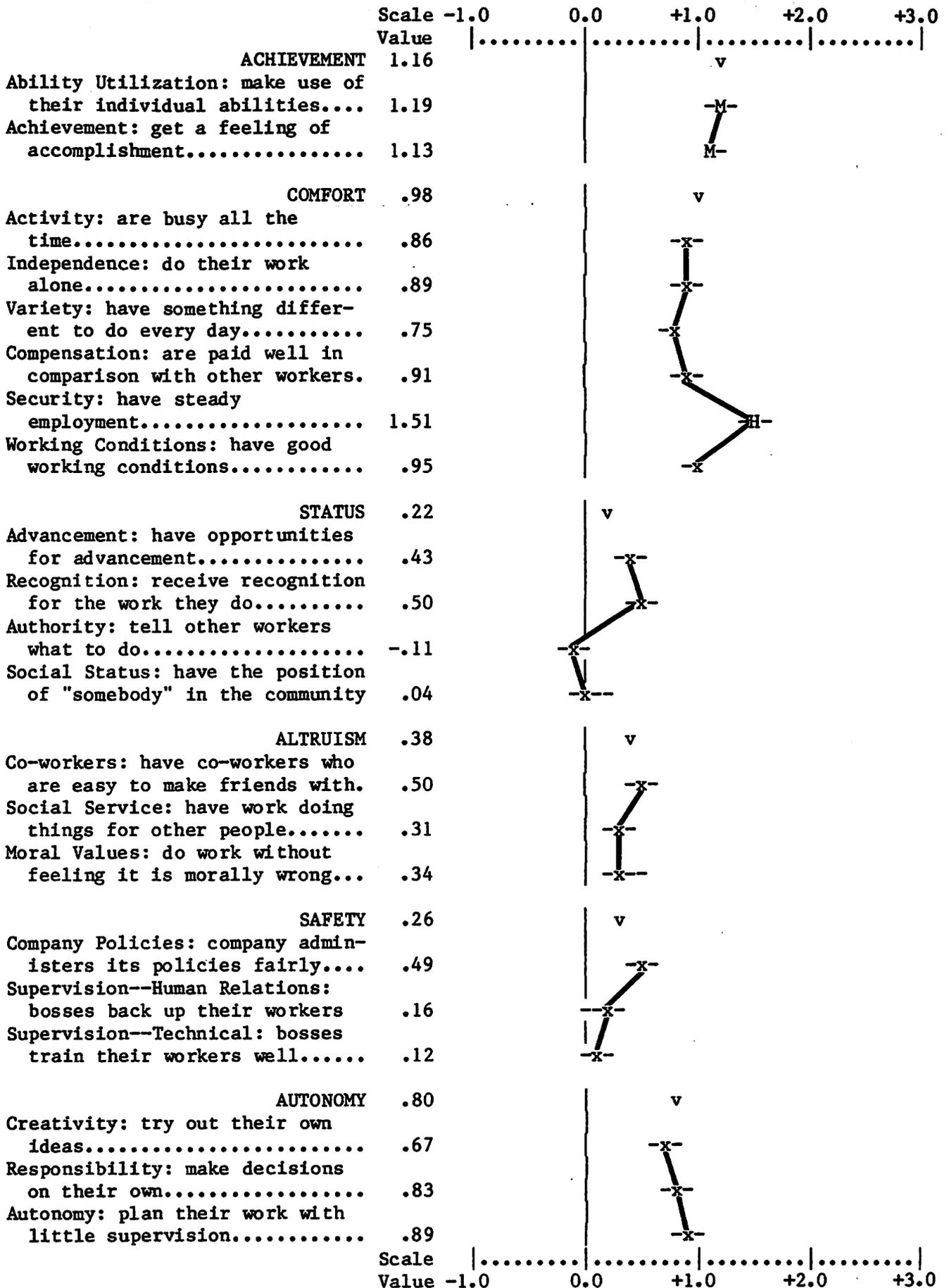
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.19	1.05	1.34	.10	2.69
2. Achievement	1.32	1.20	1.45	.00	3.51
3. Activity .....	.83	.67	.99	.20	1.64
4. Advancement .....	.05	-.09	.18	.65	.11
5. Authority .....	.05	-.09	.18	.70	.11
6. Company Policies .....	.92	.81	1.03	.10	2.36
7. Compensation	1.20	1.06	1.35	.05	2.73
8. Co-Workers .....	.98	.87	1.10	.00	2.48
9. Creativity .....	.96	.85	1.07	.05	2.51
10. Independence .....	.74	.55	.93	.40	1.24
11. Moral Values .....	.51	.35	.67	.15	.95
12. Recognition .....	.98	.87	1.09	.05	2.57
13. Responsibility	1.20	1.07	1.34	.05	2.92
14. Security .....	.85	.67	1.03	.40	1.52
15. Social Service .....	.59	.46	.73	.10	1.26
16. Social Status .....	.15	.00	.29	.40	.32
17. Supervision-Hum.-Rel. ...	.89	.78	1.01	.10	2.27
18. Supervision-Technical ...	.73	.58	.87	.15	1.48
19. Variety .....	.78	.68	.89	.30	2.04
20. Working Conditions .....	.74	.57	.90	.30	1.39
21. Autonomy	1.30	1.18	1.44	.05	3.26

N = 20 Raters

1972

TOOL-AND-DIE MAKER



TOOL-AND-DIE MAKER

O.A.P. = 21

D.O.T. = 601.280-046

Occupations with Similar Reinforcers: See Cluster C

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Make use of their individual abilities

Get a feeling of accomplishment

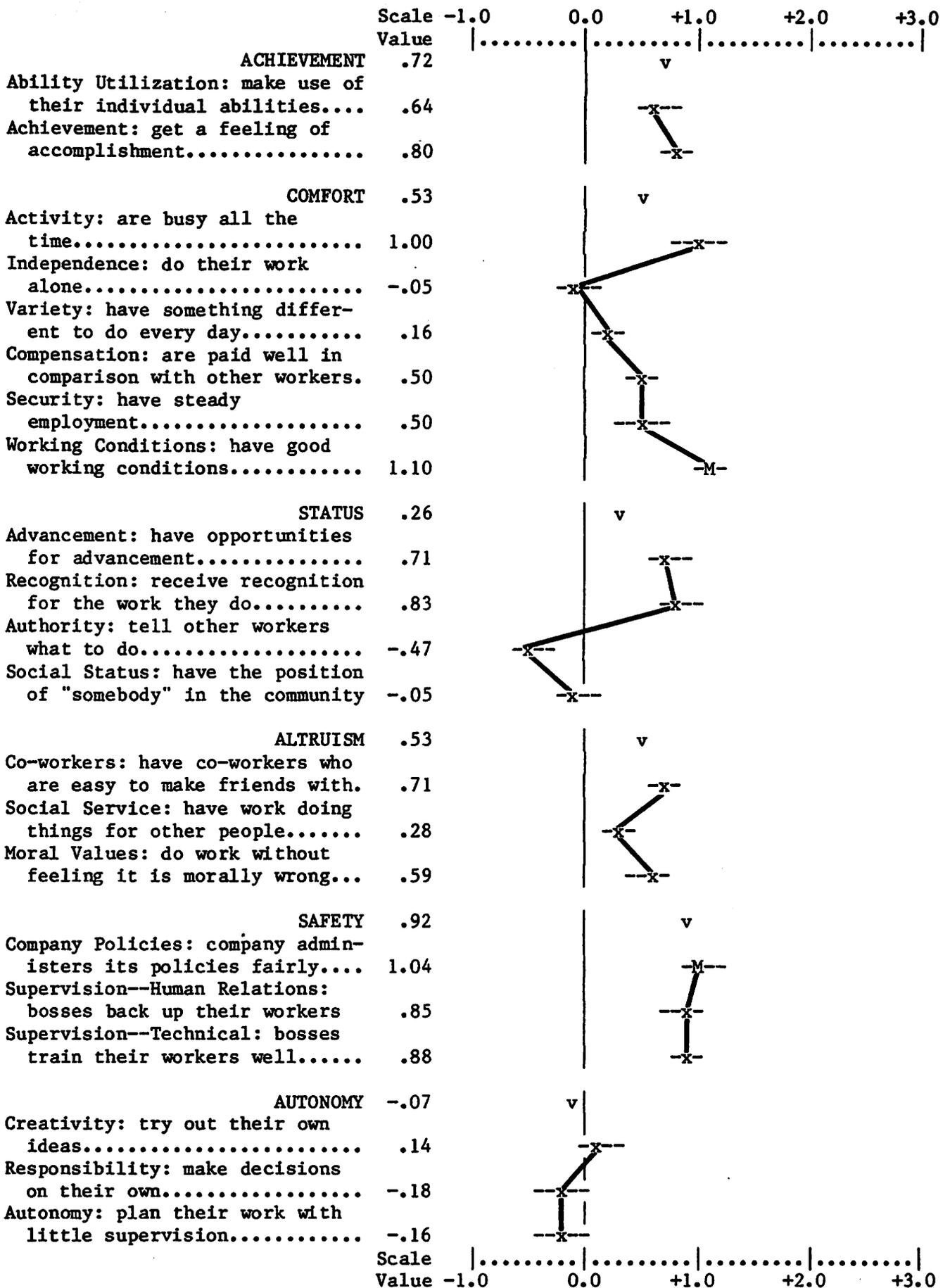
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.19	1.10	1.29	.05	2.44
2. Achievement	1.13	1.05	1.22	.05	2.50
3. Activity .....	.86	.77	.95	.08	1.75
4. Advancement .....	.43	.33	.53	.32	.79
5. Authority	-.11	-.23	.00	.62	.19
6. Company Policies .....	.49	.39	.59	.30	.90
7. Compensation .....	.91	.80	1.03	.19	1.60
8. Co-Workers .....	.50	.40	.60	.19	.90
9. Creativity .....	.67	.58	.77	.19	1.30
10. Independence .....	.89	.81	.98	.11	1.89
11. Moral Values .....	.34	.22	.47	.24	.54
12. Recognition .....	.50	.42	.58	.30	1.03
13. Responsibility .....	.83	.74	.92	.22	1.66
14. Security	1.51	1.42	1.62	.03	3.31
15. Social Service .....	.31	.21	.41	.32	.55
16. Social Status .....	.04	-.08	.15	.65	.07
17. Supervision-Hum.-Rel. ...	.16	.04	.27	.54	.26
18. Supervision-Technical ...	.12	.03	.22	.51	.23
19. Variety .....	.75	.66	.84	.19	1.50
20. Working Conditions .....	.95	.87	1.03	.08	2.08
21. Autonomy .....	.89	.79	.99	.30	1.71

N = 37 Raters

1972

TOY ASSEMBLER



TOY ASSEMBLER

O.A.P. = 34

D.O.T. = 731.687-034

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

Have good working conditions

Have a company which administers its policies fairly

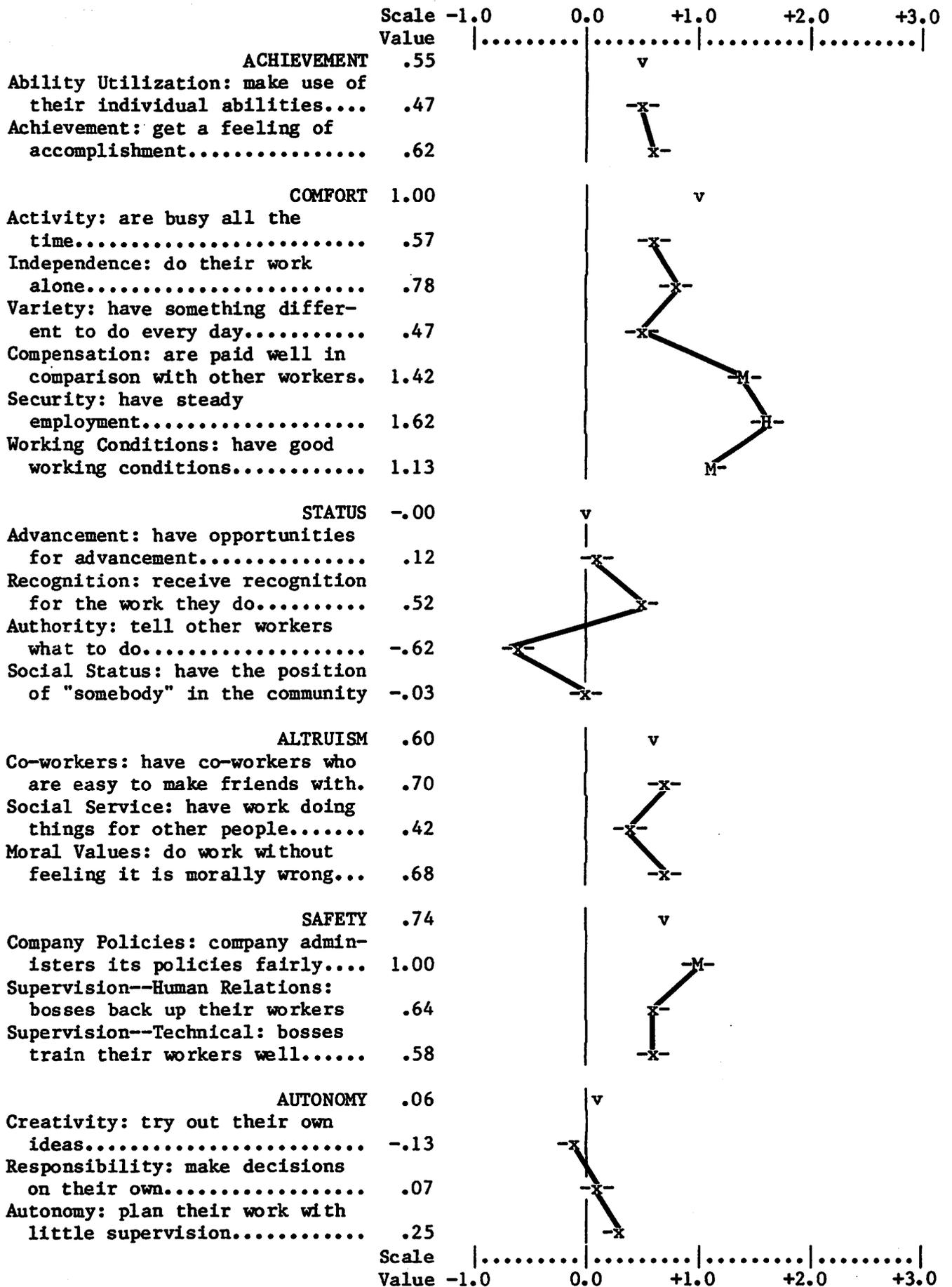
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.64	.53	.76	.28	1.65
2. Achievement .....	.80	.68	.93	.11	1.98
3. Activity	1.00	.82	1.21	.17	1.93
4. Advancement .....	.71	.58	.86	.17	1.63
5. Authority	-.47	-.64	-.32	.89	1.01
6. Company Policies	1.04	.88	1.22	.11	2.26
7. Compensation .....	.50	.38	.63	.17	1.18
8. Co-Workers .....	.71	.60	.82	.06	1.85
9. Creativity .....	.14	.02	.25	.56	.33
10. Independence	-.05	-.22	.11	.61	.10
11. Moral Values .....	.59	.44	.74	.06	1.24
12. Recognition .....	.83	.70	.98	.11	1.92
13. Responsibility	-.18	-.35	-.04	.72	.38
14. Security .....	.50	.31	.68	.33	.90
15. Social Service .....	.28	.15	.41	.39	.64
16. Social Status	-.05	-.19	.08	.56	.11
17. Supervision-Hum.-Rel. ...	.85	.74	.96	0.00	2.28
18. Supervision-Technical ...	.88	.77	1.01	.11	2.26
19. Variety .....	.16	.05	.27	.50	.41
20. Working Conditions	1.10	.99	1.23	.06	2.96
21. Autonomy	-.16	-.35	.01	.72	.30

N = 18 Raters

1985

TRUCK DRIVER



TRUCK DRIVER

O.A.P. = 23

D.O.T. = 904.383-010

905.663-014

906.683-022

Occupations with Similar Reinforcers: See Cluster E

Descriptive Characteristics

HAVE STEADY EMPLOYMENT

Are paid well in comparison with other workers

Have good working conditions

Have a company which administers its policies fairly

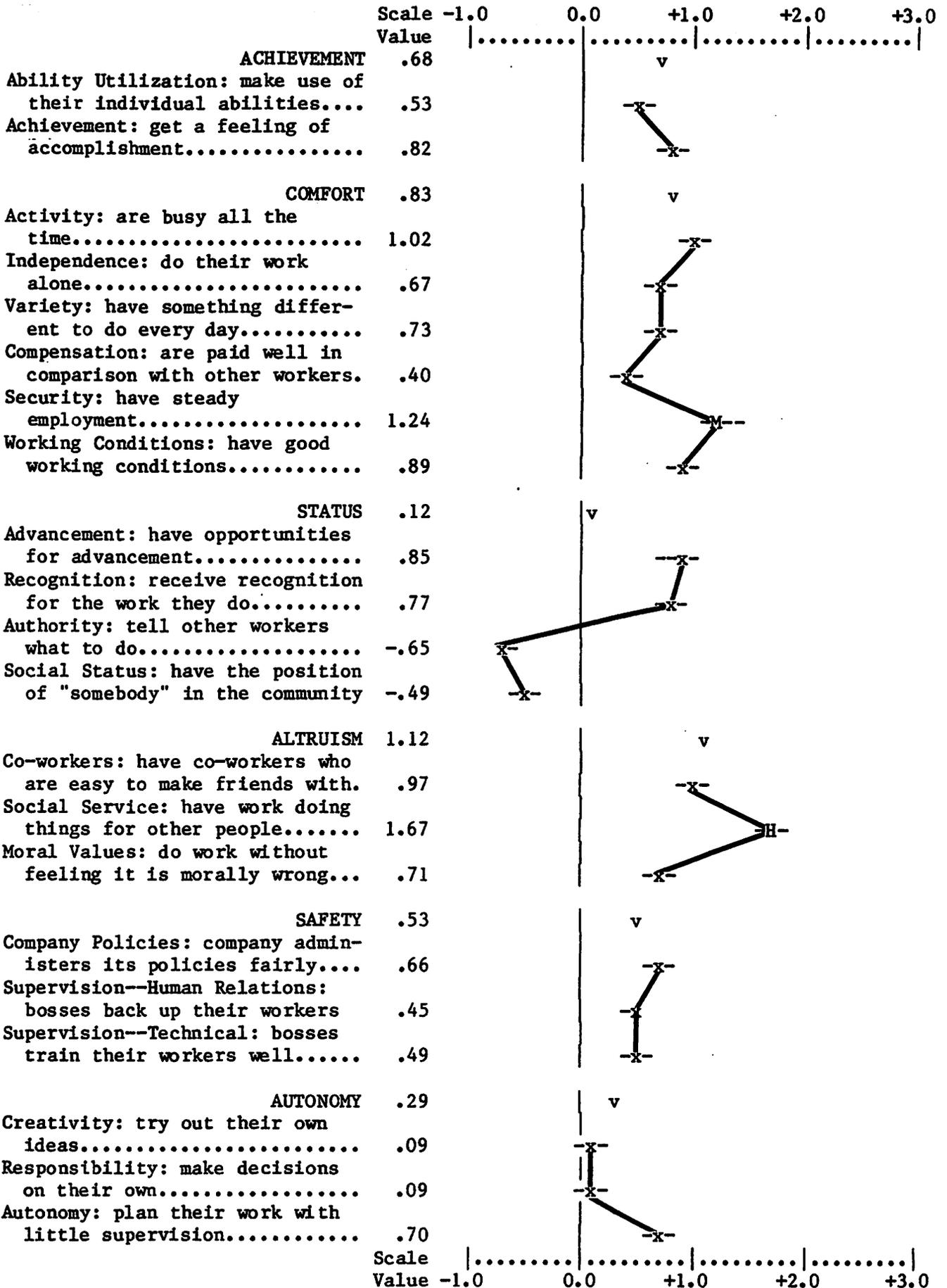
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.47	.40	.55	.31	1.12
2. Achievement .....	.62	.56	.69	.20	1.63
3. Activity .....	.57	.48	.67	.38	1.17
4. Advancement .....	.12	.01	.22	.56	.23
5. Authority	-.62	-.73	-.52	.89	1.34
6. Company Policies	1.00	.92	1.08	.09	2.47
7. Compensation	1.42	1.34	1.50	.00	3.96
8. Co-Workers .....	.70	.63	.78	.00	1.75
9. Creativity	-.13	-.20	-.07	.64	.36
10. Independence .....	.78	.69	.88	.20	1.67
11. Moral Values .....	.68	.58	.78	.00	1.39
12. Recognition .....	.52	.45	.60	.20	1.27
13. Responsibility .....	.07	-.01	.15	.53	.16
14. Security	1.62	1.53	1.71	.00	4.65
15. Social Service .....	.42	.33	.51	.29	.91
16. Social Status	-.03	-.13	.05	.56	.07
17. Supervision-Hum.-Rel. ...	.64	.57	.72	.18	1.60
18. Supervision-Technical ...	.58	.51	.66	.16	1.45
19. Variety .....	.47	.37	.58	.42	.93
20. Working Conditions	1.13	1.06	1.20	.07	3.18
21. Autonomy .....	.25	.16	.34	.53	.54

N = 45 Raters

1968

TYPIST, CIVIL SERVICE



TYPIST, CIVIL SERVICE

O.A.P. = 40

D.O.T. = 203.582-066

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

HAVE WORK WHERE THEY DO THINGS FOR OTHER PEOPLE

Have steady employment

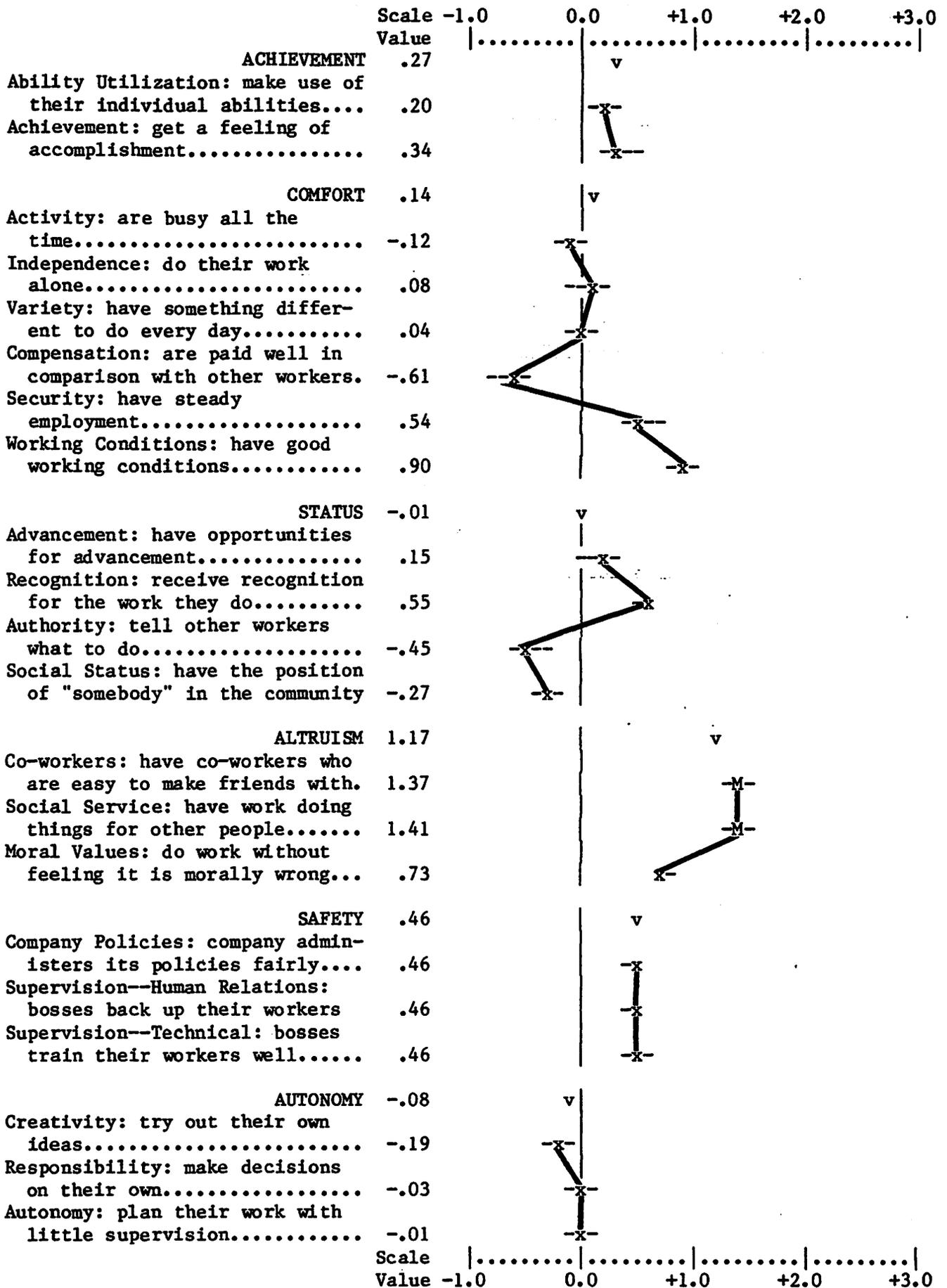
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.53	.44	.62	.37	1.21
2. Achievement .....	.82	.74	.90	.11	2.06
3. Activity	1.02	.91	1.14	.23	2.13
4. Advancement .....	.85	.74	.96	.11	1.74
5. Authority	-.65	-.74	-.57	.94	1.62
6. Company Policies .....	.66	.57	.75	.09	1.52
7. Compensation .....	.40	.32	.48	.23	.98
8. Co-Workers .....	.97	.88	1.06	.03	2.32
9. Creativity .....	.09	.03	.15	.46	.25
10. Independence .....	.67	.55	.79	.26	1.25
11. Moral Values .....	.71	.57	.84	.06	1.25
12. Recognition .....	.77	.68	.87	.14	1.73
13. Responsibility .....	.09	.01	.17	.57	.22
14. Security	1.24	1.12	1.38	.09	2.53
15. Social Service	1.67	1.57	1.77	.03	4.57
16. Social Status	-.49	-.60	-.40	.77	1.11
17. Supervision-Hum.-Rel. ...	.45	.36	.54	.20	1.02
18. Supervision-Technical ...	.49	.40	.59	.14	1.09
19. Variety .....	.73	.61	.84	.29	1.41
20. Working Conditions .....	.89	.78	1.00	.11	1.85
21. Autonomy .....	.70	.60	.80	.43	1.48

N = 35 Raters

1968

USHER (THEATER)



USHER (THEATER)

O.A.P. = 48

D.O.T. = 344.677-014

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

Have work where they do things for other people

Have co-workers who are easy to make friends with

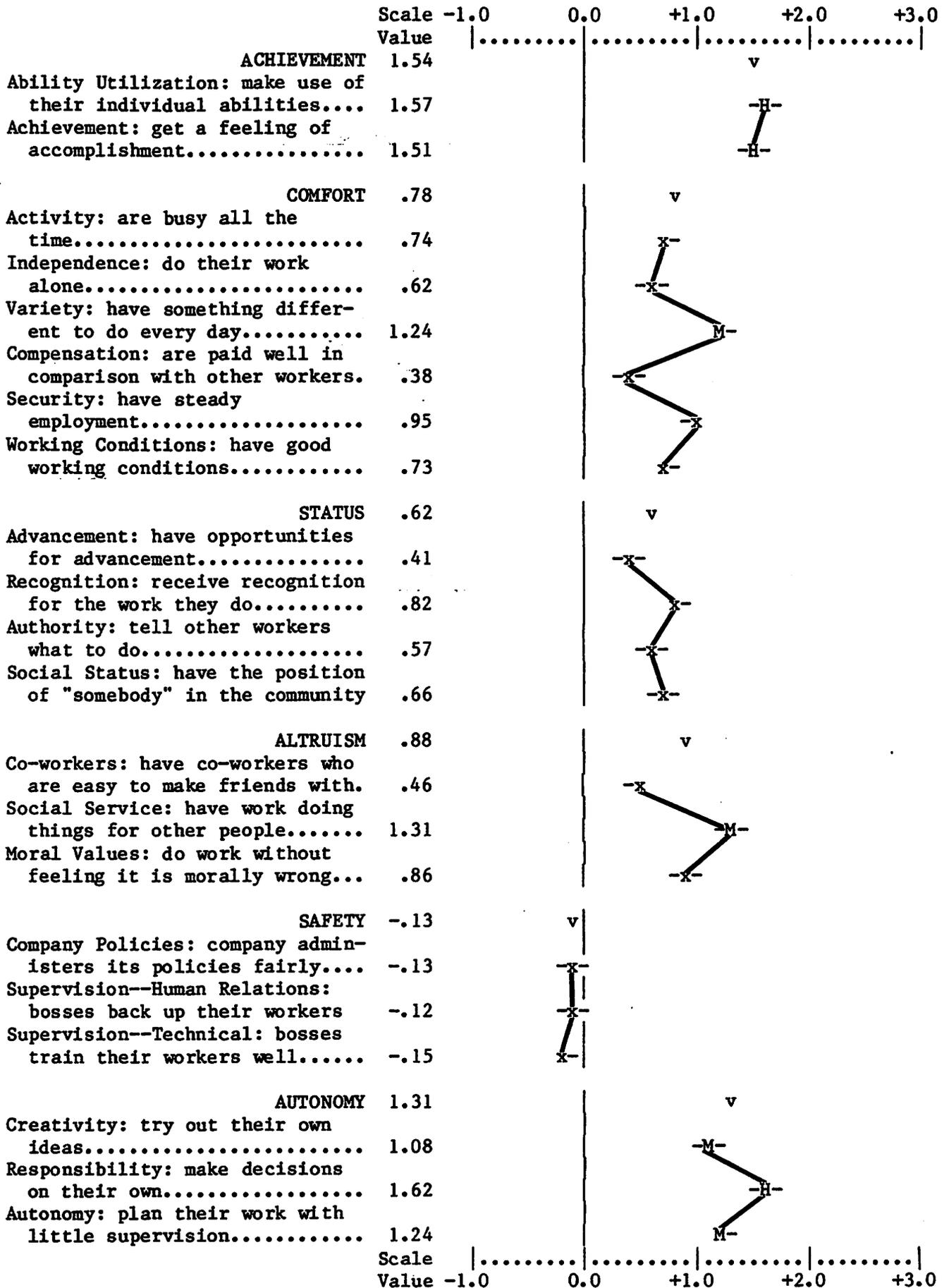
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.20	.11	.29	.50	.49
2. Achievement .....	.34	.22	.46	.27	.71
3. Activity	-.12	-.24	-.01	.87	.27
4. Advancement .....	.15	.03	.27	.43	.32
5. Authority	-.45	-.58	-.33	.73	.97
6. Company Policies .....	.46	.39	.53	.10	1.35
7. Compensation	-.61	-.75	-.48	.80	1.30
8. Co-Workers	1.37	1.27	1.47	.00	4.03
9. Creativity	-.19	-.27	-.12	.67	.53
10. Independence .....	.08	-.06	.21	.50	.15
11. Moral Values .....	.73	.65	.81	.03	2.04
12. Recognition .....	.55	.48	.63	.00	1.57
13. Responsibility	-.03	-.12	.06	.67	.07
14. Security .....	.54	.43	.65	.17	1.23
15. Social Service	1.41	1.30	1.54	.03	3.81
16. Social Status	-.27	-.40	-.15	.60	.56
17. Supervision-Hum.-Rel. ...	.46	.39	.54	.13	1.28
18. Supervision-Technical ...	.46	.36	.56	.30	1.11
19. Variety .....	.04	-.08	.14	.57	.08
20. Working Conditions .....	.90	.79	1.02	.10	2.11
21. Autonomy	-.01	-.12	.09	.77	.03

N = 30 Raters

1972

VETERINARIAN



VETERINARIAN

O.A.P. = 9

D.O.T. = 073.101-010

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

MAKE DECISIONS ON THEIR OWN

MAKE USE OF THEIR INDIVIDUAL ABILITIES

GET A FEELING OF ACCOMPLISHMENT

Have work where they do things for other people.

Have something different to do every day

Plan their work with little supervision

Try out their own ideas

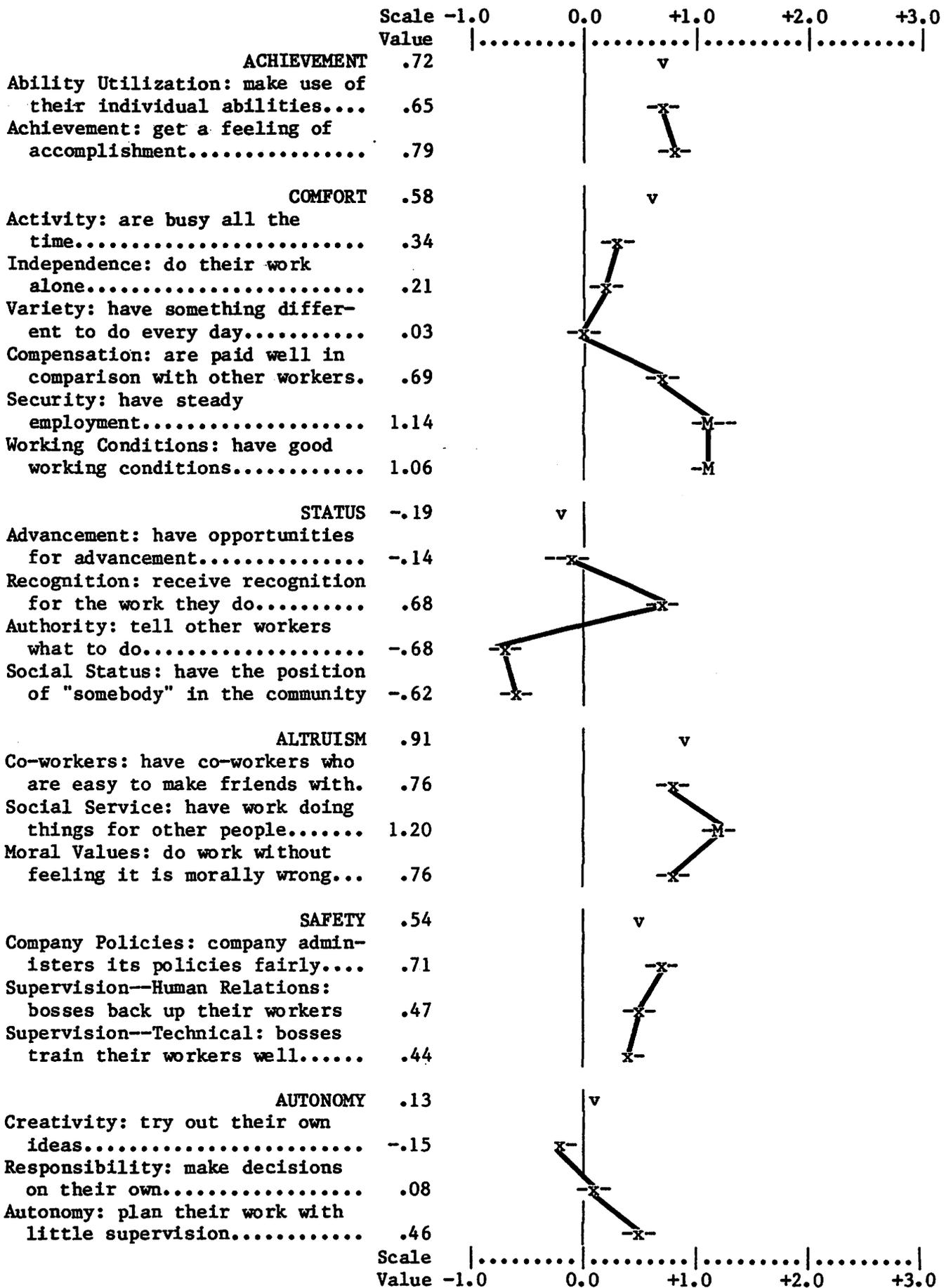
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.57	1.49	1.66	0.00	4.00
2. Achievement	1.51	1.43	1.60	0.02	3.73
3. Activity .....	.74	.65	.82	.30	1.53
4. Advancement .....	.41	.33	.49	.41	.87
5. Authority .....	.57	.48	.65	.13	1.17
6. Company Policies	-.13	-.22	-.04	.52	.26
7. Compensation .....	.38	.30	.46	.41	.83
8. Co-Workers .....	.46	.39	.53	.11	1.07
9. Creativity	1.08	1.00	1.16	.02	2.55
10. Independence .....	.62	.51	.73	.39	1.09
11. Moral Values .....	.86	.77	.96	.13	1.68
12. Recognition .....	.82	.75	.89	.15	1.92
13. Responsibility	1.62	1.54	1.69	0.00	4.48
14. Security .....	.95	.88	1.02	0.09	2.34
15. Social Service	1.31	1.22	1.40	.02	2.97
16. Social Status .....	.66	.58	.75	.22	1.38
17. Supervision-Hum.-Rel. ...	-.12	-.20	-.03	.65	.24
18. Supervision-Technical ...	-.15	-.24	-.06	.65	.29
19. Variety	1.24	1.16	1.32	.04	2.99
20. Working Conditions .....	.73	.66	.80	.13	1.74
21. Autonomy	1.24	1.16	1.32	.09	2.97

N = 46 Raters

1985

WAITER-WAITRESS



WAITER-WAITRESS

O.A.P. = None

D.O.T. = 311.477-030

Occupations with Similar Reinforcers: See Cluster F

Descriptive Characteristics

Have work where they do things for other people

Have steady employment

Have good working conditions

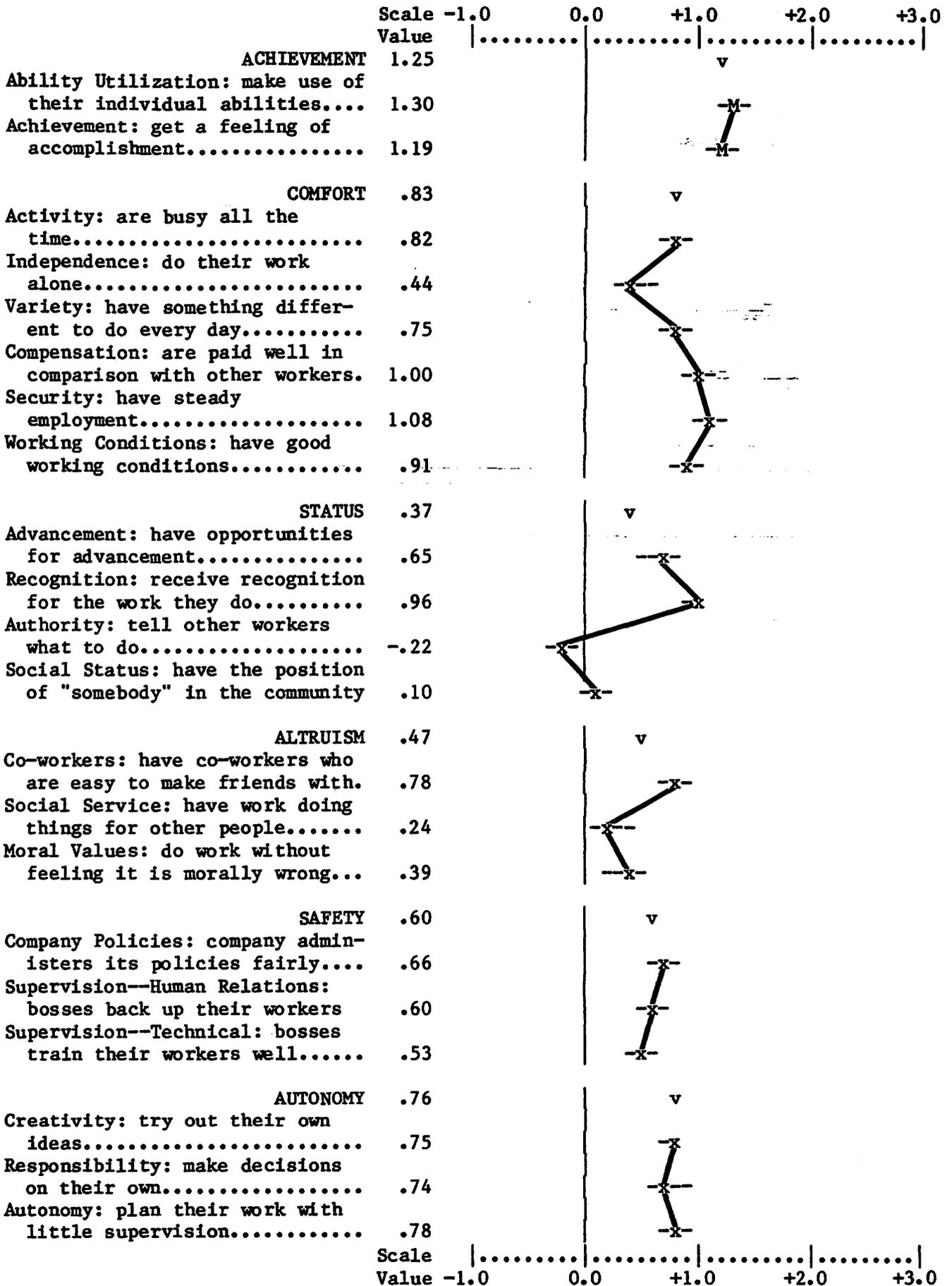
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization .....	.65	.56	.75	.18	1.58
2. Achievement .....	.79	.71	.87	.06	2.13
3. Activity .....	.34	.24	.43	.50	.79
4. Advancement	-.14	-.26	-.03	.71	.30
5. Authority	-.68	-.76	-.61	.97	2.02
6. Company Policies .....	.71	.62	.81	.09	1.71
7. Compensation .....	.69	.55	.84	.29	1.29
8. Co-Workers .....	.76	.67	.86	.06	1.92
9. Creativity	-.15	-.24	-.07	.68	.38
10. Independence .....	.21	.09	.33	.53	.42
11. Moral Values .....	.76	.66	.86	.03	1.81
12. Recognition .....	.68	.59	.78	.15	1.67
13. Responsibility .....	.08	-.02	.18	.59	.19
14. Security	1.14	1.01	1.27	.03	2.52
15. Social Service	1.20	1.10	1.32	.06	3.05
16. Social Status	-.62	-.73	-.52	.74	1.49
17. Supervision-Hum.-Rel. ...	.47	.39	.56	.15	1.19
18. Supervision-Technical ...	.44	.35	.53	.24	1.07
19. Variety .....	.03	-.07	.13	.59	.07
20. Working Conditions	1.06	.99	1.14	.00	3.29
21. Autonomy .....	.46	.35	.58	.35	.98

N = 34 Raters

1968

WELDER, COMBINATION



WELDER, COMBINATION

O.A.P. = 21

D.O.T. = 819.384-010

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

Make use of their individual abilities

Get a feeling of accomplishment

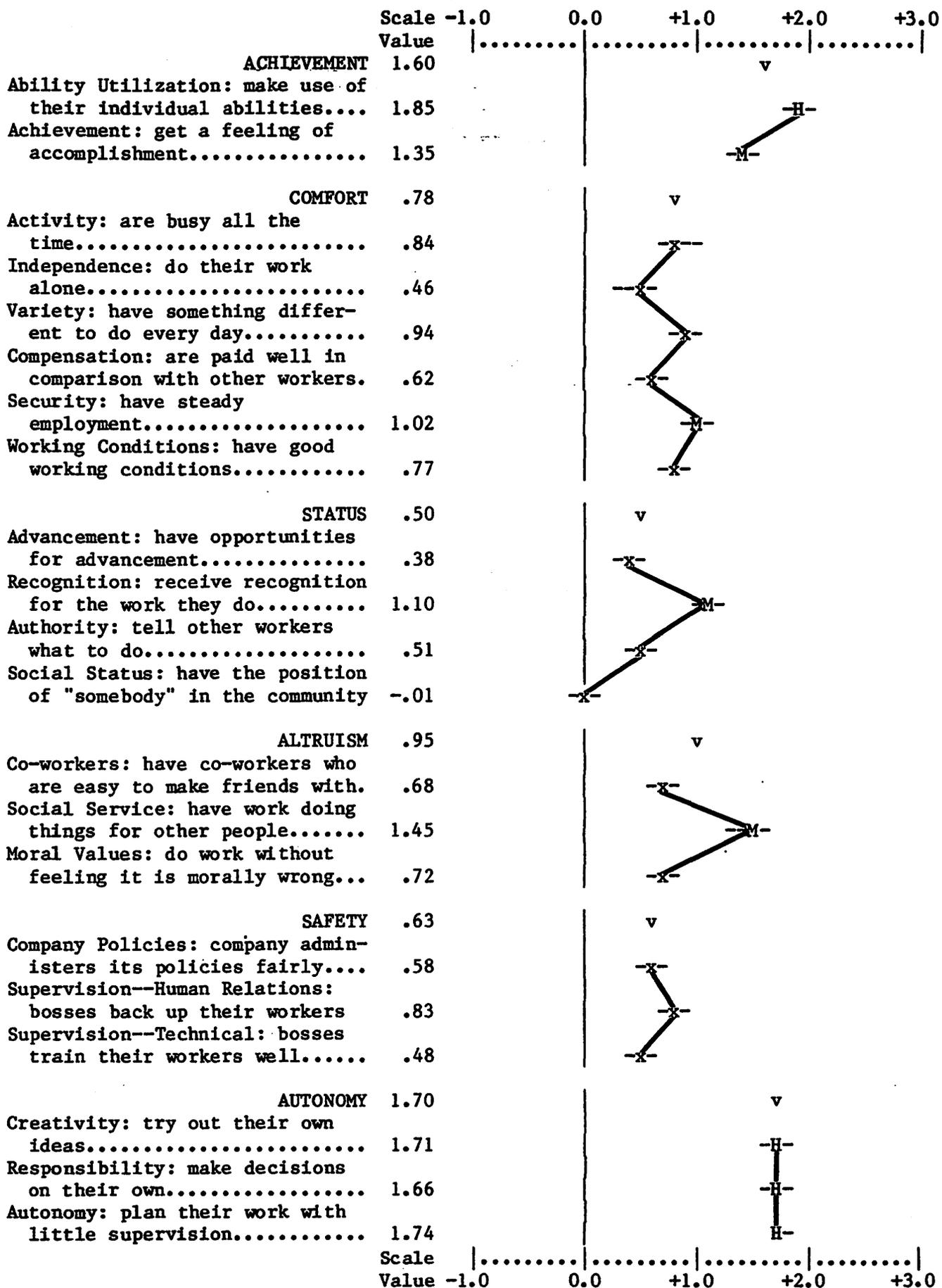
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.30	1.22	1.39	.06	3.64
2. Achievement	1.19	1.11	1.28	.06	3.35
3. Activity .....	.82	.73	.92	.24	1.99
4. Advancement .....	.65	.53	.76	.26	1.29
5. Authority	-.22	-.33	-.11	.79	.48
6. Company Policies .....	.66	.56	.77	.21	1.41
7. Compensation	1.00	.87	1.14	.12	1.93
8. Co-Workers .....	.78	.68	.88	.06	1.77
9. Creativity .....	.75	.66	.84	.12	1.78
10. Independence .....	.44	.32	.56	.47	.86
11. Moral Values .....	.39	.24	.53	.21	.66
12. Recognition .....	.96	.88	1.04	.09	2.56
13. Responsibility .....	.74	.63	.85	.32	1.56
14. Security	1.08	.95	1.22	.18	2.09
15. Social Service .....	.25	.14	.36	.41	.53
16. Social Status .....	.10	-.02	.21	.44	.19
17. Supervision-Hum.-Rel. ...	.60	.50	.70	.15	1.34
18. Supervision-Technical ...	.53	.43	.63	.24	1.18
19. Variety .....	.75	.65	.85	.15	1.69
20. Working Conditions .....	.91	.80	1.02	.24	1.94
21. Autonomy .....	.78	.67	.88	.29	1.71

N = 34 Raters

1968

WORK EVALUATOR



WORK EVALUATOR

O.A.P. = 50

D.O.T. = 076.124-010

Occupations with Similar Reinforcers: See Cluster A

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

PLAN THEIR WORK WITH LITTLE SUPERVISION

TRY OUT THEIR OWN IDEAS

MAKE DECISIONS ON THEIR OWN

Have work where they do things for other people

Get a feeling of accomplishment

Receive recognition for the work they do

Have steady employment

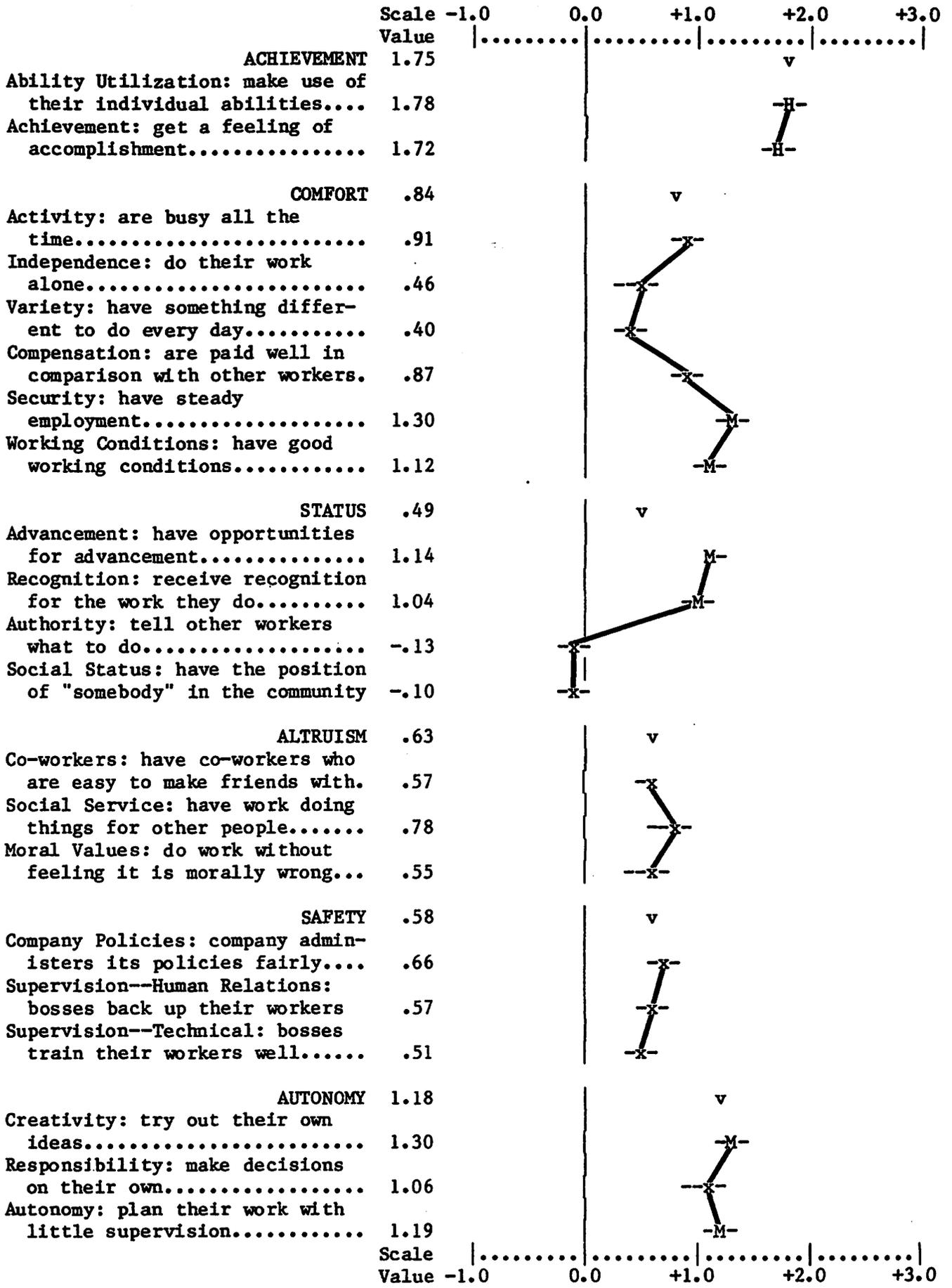
ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.85	1.77	1.95	0.00	5.76
2. Achievement	1.35	1.25	1.46	.07	3.23
3. Activity .....	.84	.73	.95	.31	1.72
4. Advancement .....	.38	.26	.49	.52	.73
5. Authority .....	.51	.37	.64	.45	.88
6. Company Policies .....	.58	.50	.66	.17	1.41
7. Compensation .....	.62	.50	.74	.21	1.19
8. Co-Workers .....	.68	.60	.76	.10	1.69
9. Creativity	1.71	1.64	1.78	.07	5.71
10. Independence .....	.46	.32	.59	.45	.80
11. Moral Values .....	.72	.61	.84	.03	1.44
12. Recognition	1.10	1.03	1.17	.07	3.06
13. Responsibility	1.66	1.57	1.76	.03	4.70
14. Security	1.02	.92	1.12	.03	2.28
15. Social Service	1.45	1.34	1.57	0.00	3.32
16. Social Status	-.01	-.10	.07	.45	.03
17. Supervision-Hum.-Rel. ...	.83	.74	.92	.07	1.96
18. Supervision-Technical ...	.48	.37	.58	.28	.99
19. Variety .....	.94	.84	1.03	.14	2.16
20. Working Conditions .....	.77	.67	.87	.17	1.65
21. Autonomy	1.74	1.66	1.82	0.00	5.63

N = 29 Raters

1985

WRITER, TECHNICAL PUBLICATIONS



WRITER, TECHNICAL PUBLICATIONS

O.A.P. = 62

D.O.T. = 131.267-026

Occupations with Similar Reinforcers: See Cluster D

Descriptive Characteristics

MAKE USE OF THEIR INDIVIDUAL ABILITIES

GET A FEELING OF ACCOMPLISHMENT

Try out their own ideas

Have steady employment

Plan their work with little supervision

Have opportunities for advancement

Have good working conditions

Receive recognition for the work they do

ORP Scale Values, Standard Errors, and P and Q Indices

Scale	Scale Value	+1 SE	-1 SE	P	Q
1. Ability Utilization	1.78	1.70	1.87	.00	5.49
2. Achievement	1.72	1.64	1.82	.00	5.07
3. Activity .....	.91	.79	1.03	.23	1.73
4. Advancement	1.14	1.05	1.23	.06	2.79
5. Authority	-.13	-.24	-.04	.61	.30
6. Company Policies .....	.66	.56	.75	.10	1.45
7. Compensation .....	.87	.78	.96	.16	1.98
8. Co-Workers .....	.57	.49	.64	.03	1.44
9. Creativity	1.30	1.19	1.41	.03	2.98
10. Independence .....	.46	.33	.59	.58	.81
11. Moral Values .....	.55	.43	.67	.10	1.02
12. Recognition	1.04	.93	1.14	.10	2.28
13. Responsibility	1.06	.93	1.18	.29	2.08
14. Security	1.30	1.19	1.41	.00	2.94
15. Social Service .....	.78	.64	.91	.23	1.36
16. Social Status	-.10	-.19	-.02	.52	.23
17. Supervision-Hum.-Rel. ...	.57	.50	.65	.03	1.46
18. Supervision-Technical ...	.51	.43	.59	.32	1.23
19. Variety .....	.40	.28	.51	.55	.77
20. Working Conditions	1.12	1.02	1.23	.03	2.52
21. Autonomy	1.19	1.08	1.30	.16	2.60

N = 31 Raters

1968

Occupations in Each ORP Cluster

Cluster A

Architect
Clergy Member
Counselor, School
Counselor, Vocational Rehabilitation
Dentist
Family Practitioner (M.D.)
Instructor, Physical Education
Instructor, Vocational School
Instructor, Vocational Training
(Business School)
Interior Designer and Decorator
Lawyer
Newspaper Publisher (Weekly and
Semi-Weekly)
Nurse, Staff, Occupational Health
Nursing
Occupational Therapist
Optometrist
Principal, Night School
Psychologist, Clinical
Psychologist, Counseling
Psychologist, Industrial-Organizational
Psychologist, School
Recreation Leader
Speech Pathologist
Teacher, Adult Education
Teacher, Adult Education (Agriculture)
Teacher, Elementary School
Teacher, Secondary School
Teacher, Secondary School (Agriculture)
Veterinarian
Work Evaluator

Cluster B

Bricklayer
Carpenter
Cement Mason
Elevator Repairer
Heavy Equipment Operator (Construction)
Landscape Gardener
Lather
Millwright
Painter/Paperhanger
Patternmaker, Metal
Pipefitter
Plasterer
Plumber
Roofer
Salesperson, Automobile

Cluster C

Air-Conditioning Mechanic (Commercial
and Domestic)
Alteration Tailor
Automobile-Body Repairer
Automobile Mechanic
Barber
Caseworker
Claim Adjuster
Collector (Bill Collector)
Commercial Artist, Illustrating
Cosmetologist
Counselor, Private Employment Agency
Driver, Sales Route
Electrical Technician
Electronics Mechanic
Engineer, Stationary
Floral Designer (Florist)
Furnace Installer-and-Repairer
Furniture Upholsterer
Glazier (Glass Installer)
Locksmith
Maintenance Repairer, Factory or Mill
Mechanical-Engineering Technician
Office-Machine Servicer
Photoengraver (Stripper)
Photographer, Commercial
Plant Engineer
Presser, Machine
Process Artist
Repossessor
Sales Agent, Life Insurance
Sales Agent, Real Estate
Sales Agent, Securities
Salesperson, Furniture
Salesperson, General Hardware
Salesperson, Sporting Goods
Shoe Repairer
Television Service-and-Repairer
Tile Setter (Ceramic)
Tool-and-Die Maker

Cluster D

Accountant, Certified Public
Accountant, Cost
Airplane Pilot, Commercial (Co-Pilot)
Cash-Register Servicer
Claim Examiner
Cook (Hotel-Restaurant)
Co-op Sales and Service Person

Occupations in Each ORP Cluster (continued)

Cluster D (continued)

Department Head, Supermarket
 Drafter, Architectural
 Electrical Engineer
 Electrician
 Engineer, Civil
 Engineer, Mechanical
 Engineer, Time Study
 Farm-Equipment Mechanic I
 Line Installer-Repairer (Telephone)
 Lithographic Press-Feeder
 Machinist
 Programmer (Business, Engineering
 and Science)
 Salesperson, Shoe
 Screw-Machine Operator, Production
 Sheet Metal Worker
 Statistical-Machine Servicer
 Statistician, Applied
 Welder, Combination
 Writer, Technical Publications

Cluster E

Accounting Clerk, Civil Service
 Accounting Clerk, Manufacturing
 Assembler (Electrical Equipment)
 Assembler, Production
 Assembler, Small Parts
 Automobile Seat Cover-and-Convertible
 Top Installer
 Baker
 Bartender
 Battery Assembler
 Bookbinder
 Bookkeeper I
 Bottler, Brewery
 Bus Driver
 Cabinetmaker
 Cashier-Checker
 Cleaner, Housekeeping
 Credit Clerk
 Digital-Computer Operator
 Electronics Assembler
 Foundry Worker, General
 Key-Punch Operator
 Lithographic Press Plate-Maker
 Lumber-Yard Worker
 Mail Carrier
 Marker
 Meat Cutter
 Personnel Clerk
 Post-Office Clerk

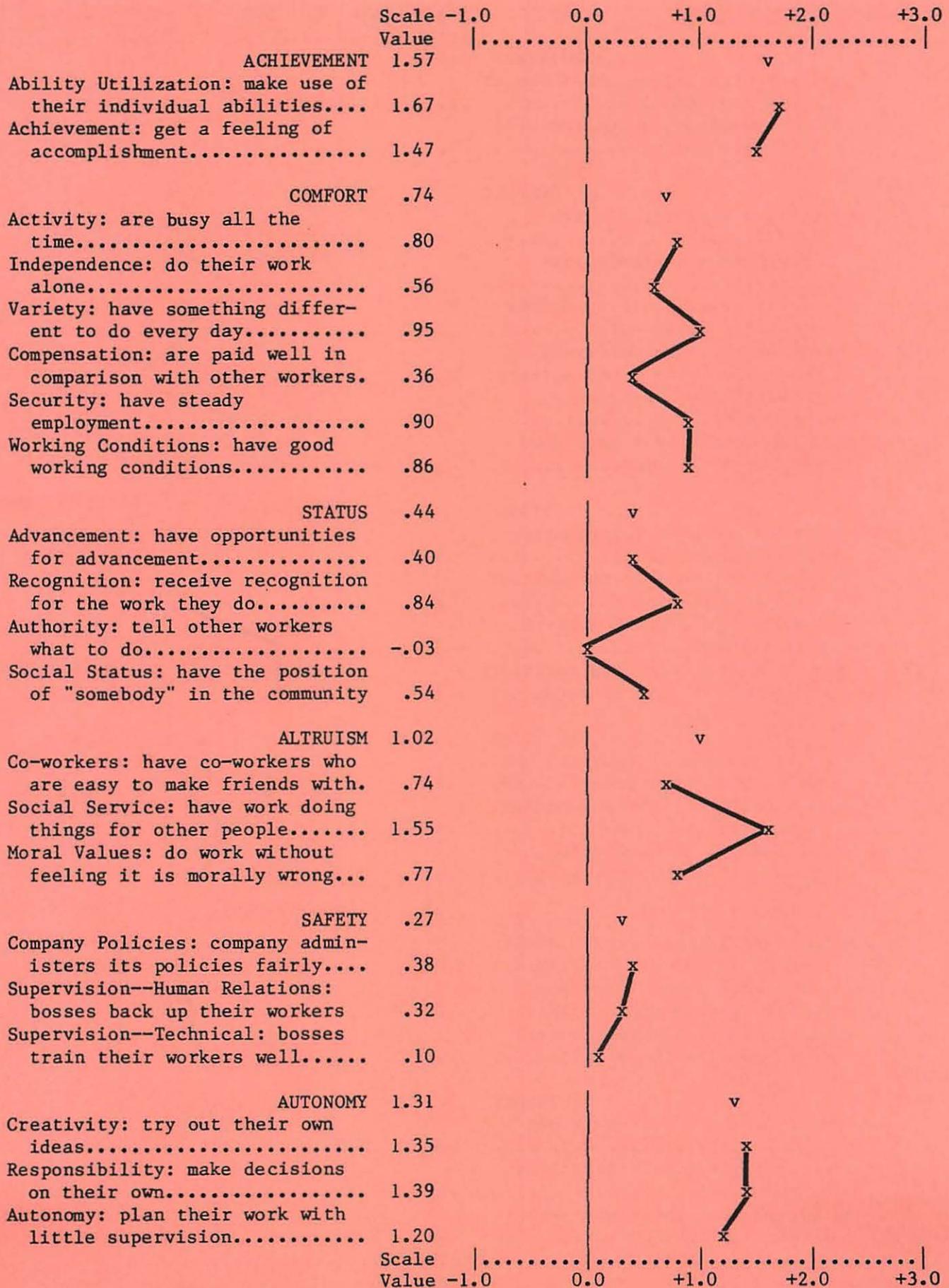
Cluster E (continued)

Pourer, Metal
 Production Helper (Food)
 Punch-Press Operator
 Salesperson, General (Department Store)
 Salesperson, Liquor
 Service Representative (Telephone)
 Sewing-Machine Operator, Any Industry
 Solderer (Production Line)
 Telephone Operator
 Teller (Banking)
 Toy Assembler
 Truck Driver

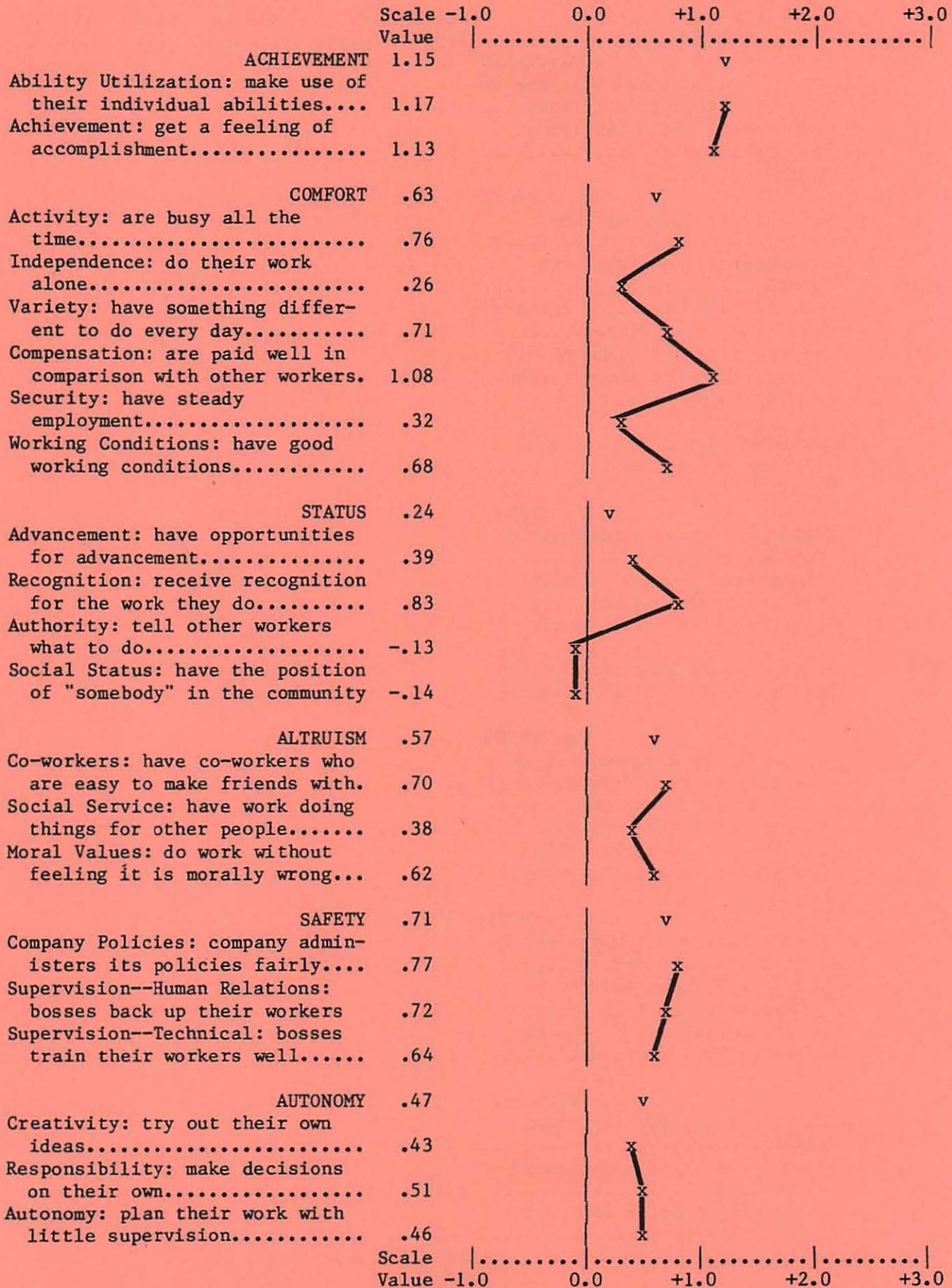
Cluster F

Aircraft-and-Engine Mechanic,
 Line Service
 Aircraft-and-Engine Mechanic, Shop
 Airplane-Flight Attendant
 Automobile Service Station Attendant
 Clerk, General Office, Civil Service
 Composer
 Dietitian
 Embalmer
 Exterminator
 Fire Fighter
 Highway Engineer
 Home Attendant
 Hotel Clerk
 Janitor (Public School)
 Librarian
 Linotype Operator
 Medical Technologist
 Nurse Aide
 Nurse, Licensed Practical
 Nurse, Professional
 Orderly
 Perforator Typist
 Pharmacist
 Physical Therapist
 Police Officer
 Radiologic Technologist
 Receptionist, Civil Service
 Secretary (General Office)
 Stenographer, Technical, Civil Service
 Stock Clerk
 Taxi Driver
 Teacher Aide
 Telephone Installer
 Typist, Civil Service
 Usher (Theater)
 Waiter-Waitress

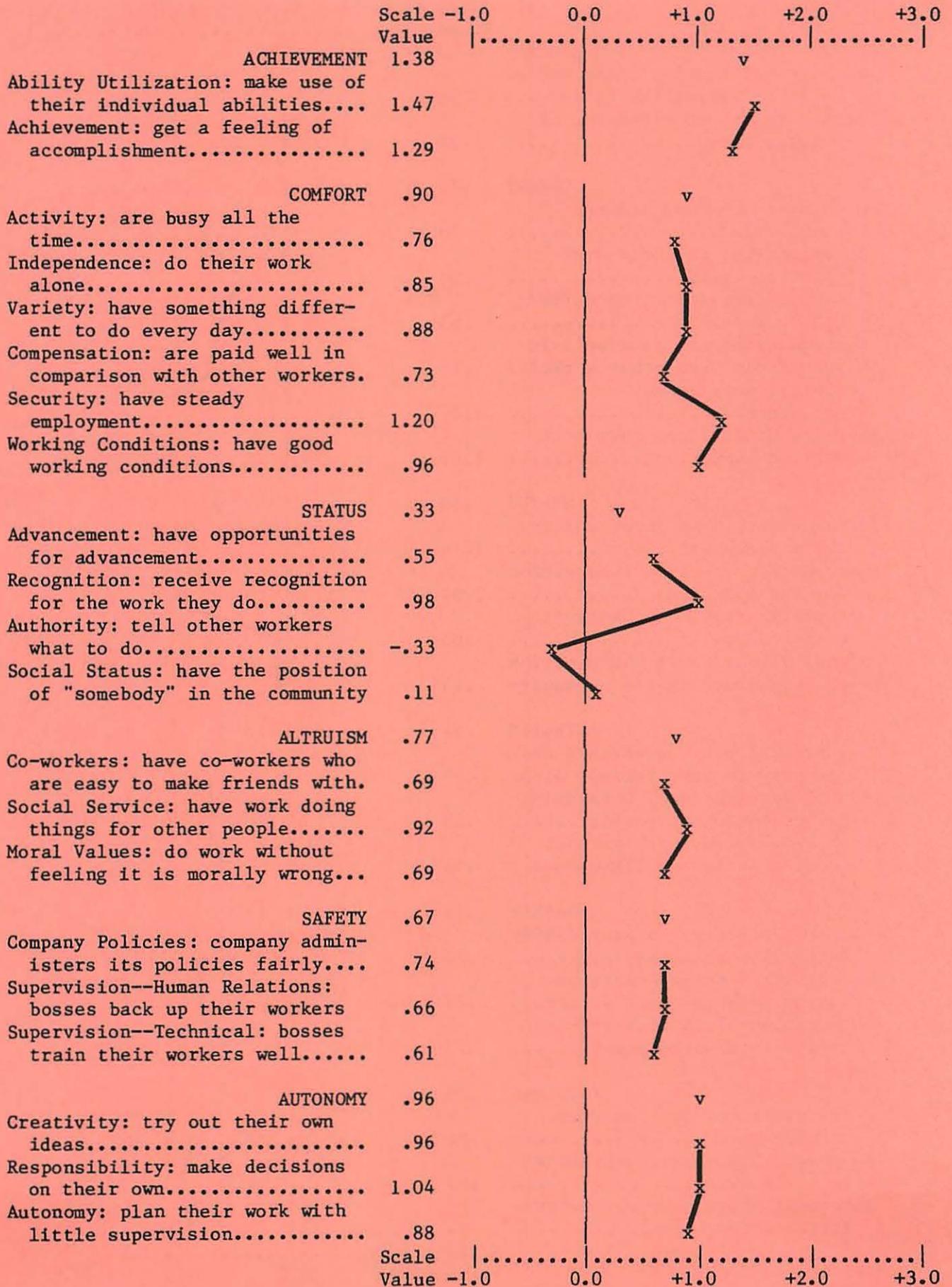
CLUSTER A



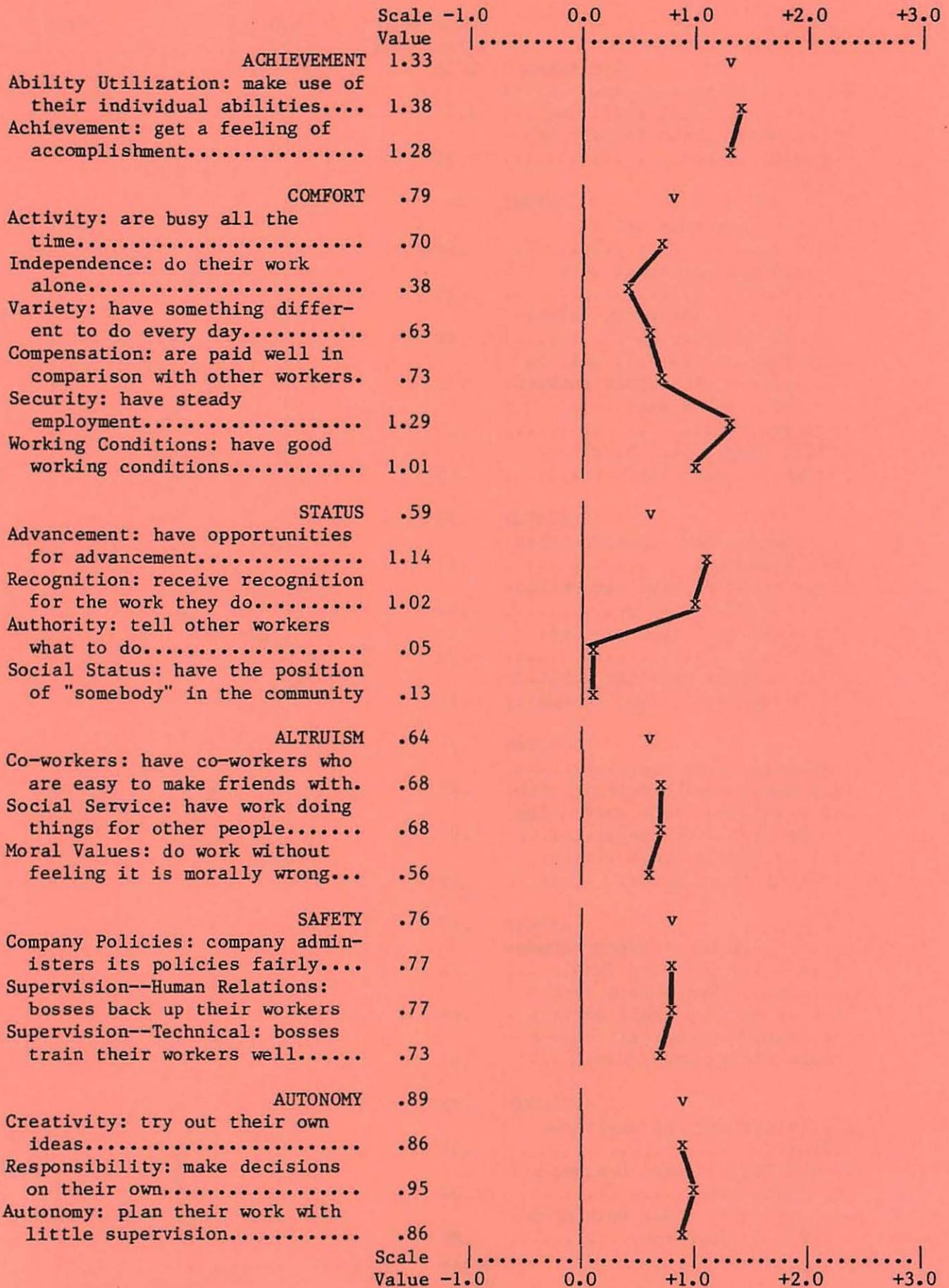
CLUSTER B



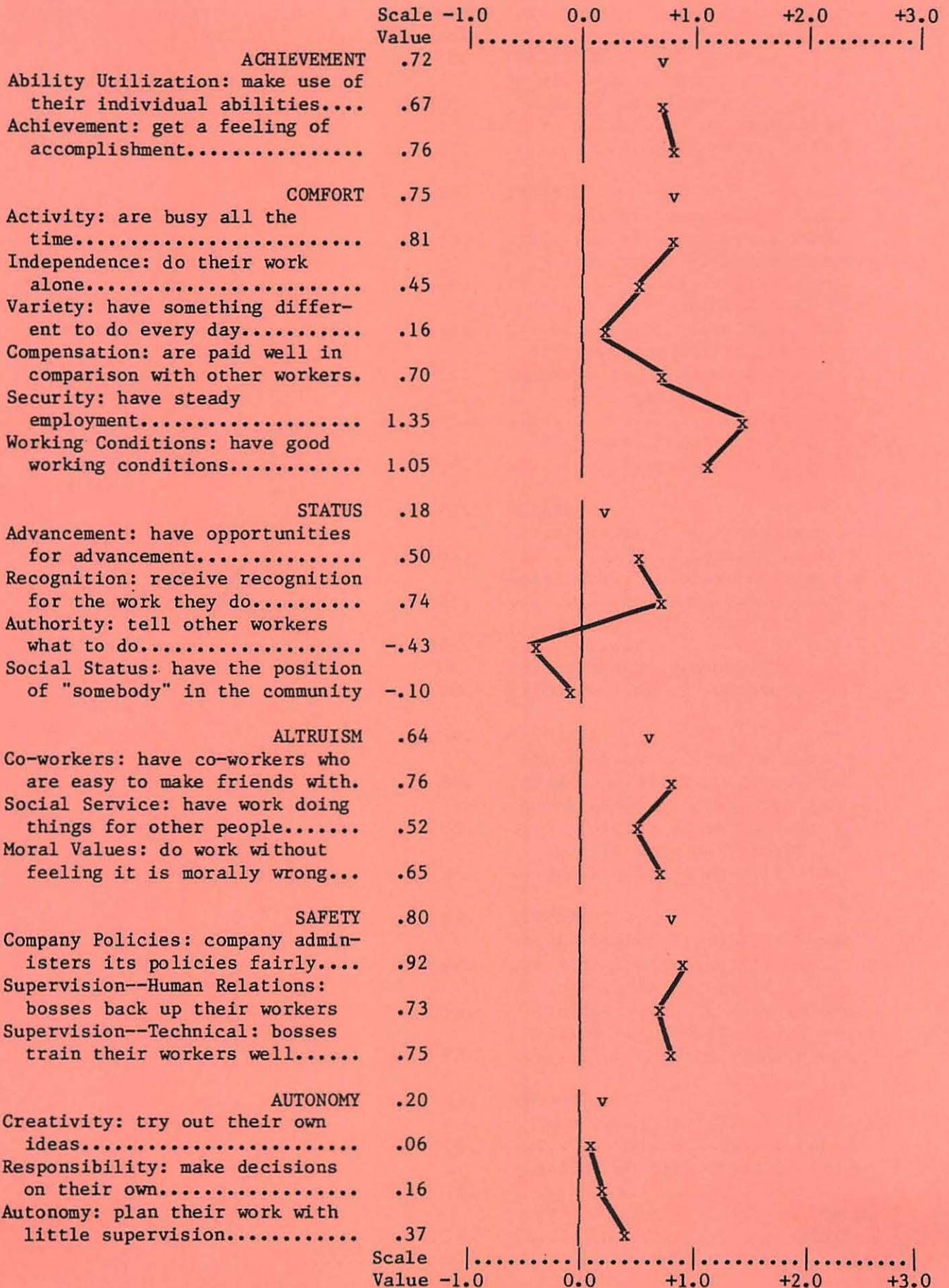
CLUSTER C



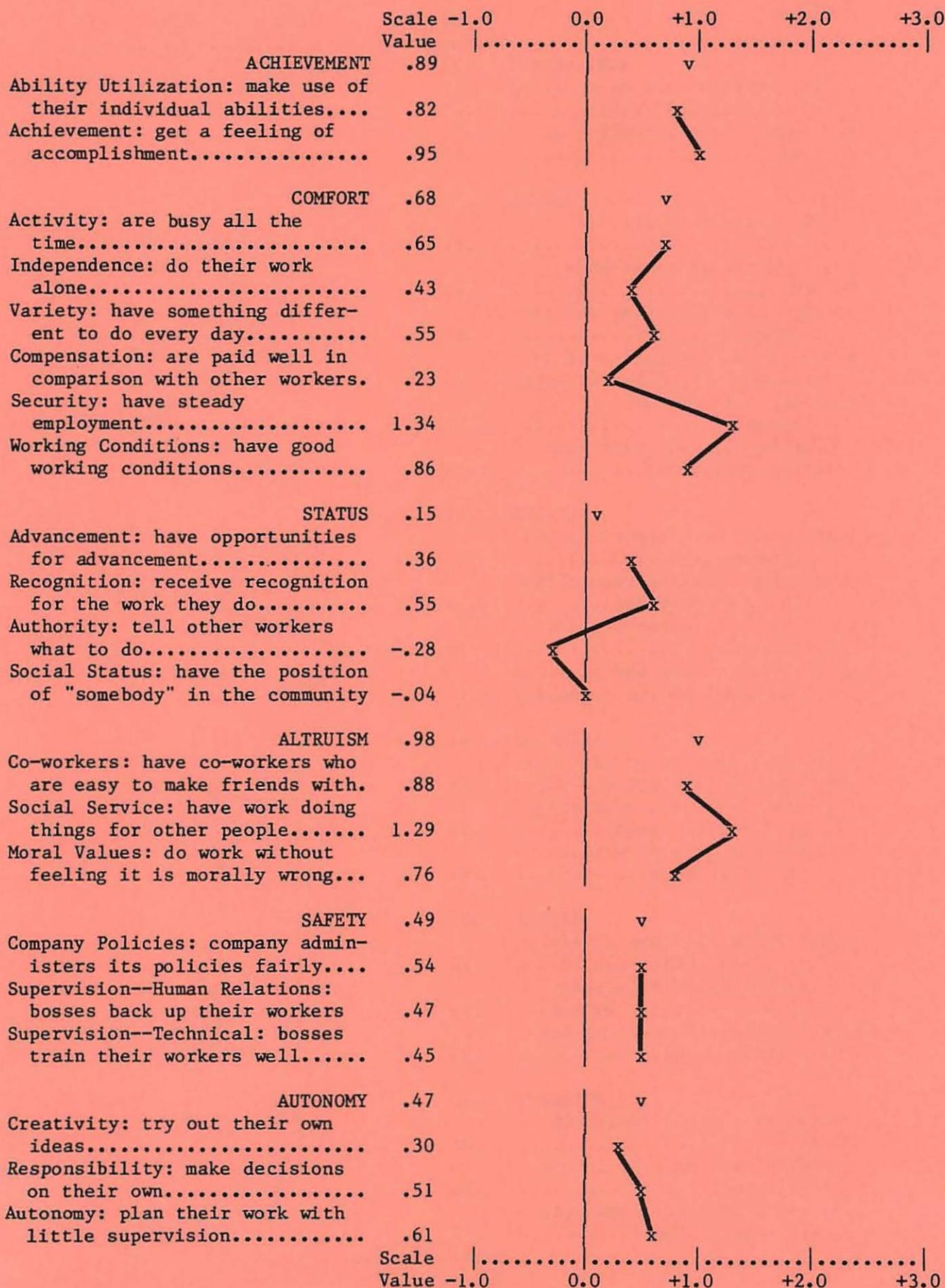
CLUSTER D



CLUSTER E



CLUSTER F



Index of Occupational Reinforcer Patterns by D.O.T. Code Number

D.O.T. Code	D.O.T. Title	Occupational Reinforcer Pattern
001.061-010	Architect	Architect
001.261-010	Drafter, Architectural	Drafter, Architectural
003.061-010	Electrical Engineer	Electrical Engineer
003.161-010	Electrical Technician	Electrical Technician
005.061-014	Civil Engineer	Engineer, Civil
005.061-038	Transportation Engineer	Highway Engineer
007.061-014	Mechanical Engineer	Engineer, Mechanical
007.161-026	Mechanical-Engineering Technician	Mechanical-Engineering Technician
007.167-014	Plant Engineer	Plant Engineer
012.167-070	Time-Study Engineer	Engineer, Time Study
020.167-022	Programmer, Engineering and Scientific	Programmer (Business, Engineering and Science)
020.167-026	Statistician, Applied	Statistician, Applied
045.107-010	Counselor	Counselor, School
045.107-022	Psychologist, Clinical	Psychologist, Clinical
045.107-026	Psychologist, Counseling	Psychologist, Counseling
045.107-030	Psychologist, Industrial-Organizational	Psychologist, Industrial-Organizational
045.107-034	Psychologist, School	Psychologist, School
045.107-042	Vocational-Rehabilitation Counselor	Counselor, Vocational Rehabilitation
070.101-026	Family Practitioner	Family Practitioner (M.D.)
072.101-010	Dentist	Dentist
073.101-010	Veterinarian	Veterinarian
074.161-010	Pharmacist	Pharmacist
075.374-010	Nurse, General Duty	Nurse, Professional
075.374-022	Nurse, Staff, Occupational Health Nursing	Nurse, Staff, Occupational Health Nursing
076.107-010	Speech Pathologist	Speech Pathologist
076.121-010	Occupational Therapist	Occupational Therapist
076.121-014	Physical Therapist	Physical Therapist
076.124-010	Manual-Arts Therapist	Work Evaluator
077.127-014	Dietitian, Clinical	Dietitian
078.361-014	Medical Technologist	Medical Technologist
078.362-026	Radiologic Technologist	Radiologic Technologist

- continued on the next page -

Index of Occupational Reinforcer Patterns by D.O.T. Code Number (continued)

D.O.T. Code	D.O.T. Title	Occupational Reinforcer Pattern
079.101-018	Optometrist	Optometrist
079.374-014	Nurse, Licensed Practical	Nurse, Licensed Practical
091.227-010	Teacher, Secondary School	Teacher, Secondary School
091.227-010	Teacher, Secondary School	Teacher, Secondary School (Agriculture)
092.227-010	Teacher, Elementary School	Teacher, Elementary School
097.227-014	Instructor, Vocational Training	Instructor, Vocational School
097.227-014	Instructor, Vocational Training	Instructor, Vocational Training (Business School)
099.117-018	Principal	Principal, Night School
099.224-010	Instructor, Physical Education	Instructor, Physical Education
099.227-030	Teacher, Adult Education	Teacher, Adult Education
099.227-030	Teacher, Adult Education	Teacher, Adult Education (Agriculture)
099.327-010	Teacher Aide I	Teacher Aide
100.127-014	Librarian	Librarian
110.107-010	Lawyer	Lawyer
120.007-010	Clergy Member	Clergy Member
131.267-026	Writer, Technical Publications	Writer, Technical Publications
132.017-010	Editor, Managing, Newspaper	Newspaper Publisher (Weekly and Semi-Weekly)
141.061-022	Illustrator	Commercial Artist, Illustrating
142.051-014	Interior Designer	Interior Designer and Decorator
142.081-010	Floral Designer	Floral Designer (Florist)
143.062-030	Photographer, Still	Photographer, Commercial
160.167-010	Accountant	Accountant, Certified Public
160.167-018	Accountant, Cost	Accountant, Cost
166.267-010	Employment Interviewer	Counselor (Private Employment Agency)
168.267-014	Claim Examiner	Claim Examiner
195.107-010	Caseworker	Caseworker
195.227-014	Recreation Leader	Recreation Leader
196.263-014	Airplane Pilot, Commercial	Airplane Pilot, Commercial (Co-Pilot)
201.362-030	Secretary	Secretary (General Office)
202.362-014	Stenographer	Stenographer, Technical, Civil Service
203.582-030	Keypunch Operator	Key-Punch Operator
203.582-038	Perforator Typist	Perforator Typist
203.582-066	Typist	Typist, Civil Service

205.367-022	Credit Clerk	Credit Clerk
209.362-026	Personnel Clerk	Personnel Clerk
210.382-014	Bookkeeper I	Bookkeeper I
211.362-018	Teller	Teller (Banking)
211.462-014	Cashier-Checker	Cashier-Checker
213.362-010	Computer Operator	Digital-Computer Operator
216.482-010	Accounting Clerk	Accounting Clerk, Civil Service
216.482-010	Accounting Clerk	Accounting Clerk, Manufacturing
219.362-010	Administrative Clerk	Clerk, General Office, Civil Service
222.387-058	Stock Clerk	Stock Clerk
230.367-010	Mail Carrier	Mail Carrier
235.662-022	Telephone Operator	Telephone Operator
237.367-038	Receptionist	Receptionist, Civil Service
238.362-010	Hotel Clerk	Hotel Clerk
239.367-010	Customer-Service Representative	Service Representative (Telephone)
241.217-010	Claim Adjuster	Claim Adjuster
241.367-010	Collector	Collector (Bill Collector)
241.367-022	Repossessor	Repossessor
243.367-014	Post-Office Clerk	Post-Office Clerk
250.257-010	Sales Agent, Insurance	Sales Agent, Life Insurance
250.357-018	Sales Agent, Real Estate	Sales Agent, Real Estate
251.157-010	Sales Agent, Securities	Sales Agent, Securities
261.357-062	Salesperson, Shoes	Salesperson, Shoe
270.357-030	Salesperson, Furniture	Salesperson, Furniture
272.357-014	Sales Representative, Farm and Garden Equipment	Co-op Sales and Serviceperson
273.353-010	Salesperson, Automobiles	Salesperson, Automobile
277.357-058	Salesperson, Sporting Goods	Salesperson, Sporting Goods
279.357-050	Salesperson, General Hardware	Salesperson, General Hardware
279.357-054	Salesperson, General Merchandise	Salesperson, General (Department Store)
290.477-014	Sales Clerk	Salesperson, Liquor
292.353-010	Driver, Sales Route	Driver, Sales Route
299.137-010	Manager, Department	Department Head, Supermarket
311.477-030	Waiter/Waitress, Informal	Waiter-Waitress
312.474-010	Bartender	Bartender
313.361-014	Cook	Cook (Hotel-Restaurant)

Index of Occupational Reinforcer Patterns by D.O.T. Code Number (continued)

D.O.T. Code	D.O.T. Title	Occupational Reinforcer Pattern
316.684-018	Meat Cutter	Meat Cutter
323.687-014	Cleaner, Housekeeping	Cleaner, Housekeeping
330.371-010	Barber	Barber
332.271-010	Cosmetologist	Cosmetologist
338.371-014	Embalmer	Embalmer
344.677-014	Usher	Usher (Theater)
352.367-010	Airplane-Flight Attendant	Airplane-Flight Attendant
354.377-014	Home Attendant	Home Attendant
355.674-014	Nurse Aide	Nurse Aide
355.674-018	Orderly	Orderly
363.682-018	Presser, Machine	Presser, Machine
365.361-014	Shoe Repairer	Shoe Repairer
373.364-010	Fire Fighter	Fire Fighter
375.263-014	Police Officer I	Police Officer
382.664-010	Janitor	Janitor (Public School)
389.684-010	Exterminator	Exterminator
408.161-010	Landscape Gardener	Landscape Gardener
514.684-022	Pourer, Metal	Pourer, Metal
519.687-022	Foundry Worker, General	Foundry Worker, General
526.381-010	Baker	Baker
529.686-070	Production Helper	Production Helper (Food)
600.280-022	Machinist	Machinist
600.280-050	Patternmaker, Metal	Patternmaker, Metal
601.280-046	Tool-and-Die Maker	Tool-and-Die Maker
604.685-034	Screw-Machine Operator, Production	Screw-Machine Operator, Production
615.482-022	Punch-Press Operator I	Punch-Press Operator
620.261-010	Automobile Mechanic	Automobile Mechanic
621.281-014	Airframe-and-Power-Plant Mechanic	Aircraft-and-Engine Mechanic, Line Service
621.281-014	Airframe-and-Power-Plant Mechanic	Aircraft-and-Engine Mechanic, Shop
624.281-010	Farm-Equipment Mechanic I	Farm-Equipment Mechanic I
633.281-010	Cash-Register Servicer	Cash-Register Servicer

633.281-018	Office-Machine Servicer	Office-Machine Servicer
633.281-030	Statistical-Machine Servicer	Statistical-Machine Servicer
637.261-014	Environmental-Control-System Installer-Servicer	Air-Conditioning Mechanic (Commercial and Domestic)
638.281-018	Millwright	Millwright
650.582-010	Linotype Operator	Linotype Operator
651.686-010	Cylinder-Press Feeder	Lithographic Press-Feeder
660.280-010	Cabinetmaker	Cabinetmaker
706.684-022	Assembler, Small Parts	Assembler, Small Parts
706.687-010	Assembler, Production	Assembler, Production
709.281-010	Locksmith	Locksmith
720.281-018	Television-and-Radio Repairer	Television Service-and-Repairer
726.684-018	Electronics Assembler	Electronics Assembler
727.684-010	Battery Assembler	Battery Assembler
729.687-010	Assembler, Electrical Accessories I	Assembler (Electrical Equipment)
731.687-034	Toy Assembler	Toy Assembler
780.381-018	Furniture Upholsterer	Furniture Upholsterer
780.384-010	Automobile-Seat-Cover-&-Convertible-Top Installer	Automobile Seat Cover-and-Convertible Top Installer
785.261-010	Alteration Tailor	Alteration Tailor
787.682-046	Sewing-Machine Operator (any ind.)	Sewing-Machine Operator, Any Industry
804.281-010	Sheet-Metal Worker	Sheet Metal Worker
807.381-010	Automobile-Body Repairer	Automobile-Body Repairer
813.684-022	Solderer, Production Line	Solderer (Production Line)
819.384-010	Welder, Combination	Welder, Combination
822.281-018	Maintenance Mechanic, Telephone	Telephone Installer
822.381-014	Line Installer-Repairer	Line Installer-Repairer (Telephone)
824.261-010	Electrician	Electrician
825.281-030	Elevator Repairer	Elevator Repairer
828.281-010	Electronics Mechanic	Electronics Mechanic
840.381-010	Painter	Painter/Paperhanger
841.381-010	Paperhanger	Painter/Paperhanger
842.361-010	Lather	Lather
842.361-018	Plasterer	Plasterer
844.364-010	Cement Mason	Cement Mason
859.683-010	Operating Engineer	Heavy Equipment Operator (Construction)
860.381-022	Carpenter	Carpenter
861.381-018	Bricklayer	Bricklayer
861.381-054	Tile Setter	Tile Setter (Ceramic)

Index of Occupational Reinforcer Patterns by D.O.T. Code Number (continued)

D.O.T. Code	D.O.T. Title	Occupational Reinforcer Pattern
862.381-018	Pipe Fitter	Pipefitter
862.381-030	Plumber	Plumber
865.381-010	Glazier	Glazier (Glass Installer)
866.381-010	Roofer	Roofer
869.281-010	Furnace Installer-and-Repairer, Hot Air	Furnace Installer-and-Repairer
899.281-014	Maintenance Repairer, Factory or Mill	Maintenance Repairer, Factory or Mill
904.383-010	Tractor-Trailer-Truck Driver	Truck Driver
905.663-014	Truck Driver, Heavy	Truck Driver
906.683-022	Truck Driver, Light	Truck Driver
913.463-010	Bus Driver	Bus Driver
913.463-018	Taxi Driver	Taxi Driver
915.467-010	Automobile-Service-Station Attendant	Automobile Service Station Attendant
920.685-026	Bottle Packer	Bottler, Brewery
920.687-126	Marker II	Marker
929.687-030	Material Handler	Lumber-Yard Worker
950.382-026	Stationary Engineer	Engineer, Stationary
971.381-050	Stripper	Photoengraver (Stripper)
972.281-010	Process Artist	Process Artist
972.381-010	Lithographic Plate Maker	Lithographic Press Plate-Maker
973.381-010	Compositor	Compositor
977.381-010	Bookbinder	Bookbinder

Index of Occupational Reinforcer Patterns by D.O.T. Title

D.O.T. Title	D.O.T. Code	Occupational Reinforcer Pattern
ACCOUNTANT	160.167-010	Accountant, Certified Public
ACCOUNTANT, COST	160.167-018	Accountant, Cost
ACCOUNTING CLERK	216.482-010	Accounting Clerk, Civil Service
ACCOUNTING CLERK	216.482-010	Accounting Clerk, Manufacturing
ADMINISTRATIVE CLERK	219.362-010	Clerk, General Office, Civil Service
AIRFRAME-AND-POWER-PLANT MECHANIC	621.281-014	Aircraft-and-Engine Mechanic, Line Service
AIRFRAME-AND-POWER-PLANT MECHANIC	621.281-014	Aircraft-and-Engine Mechanic, Shop
AIRPLANE PILOT, COMMERCIAL	196.263-014	Airplane Pilot, Commercial (Co-Pilot)
AIRPLANE-FLIGHT ATTENDANT	352.367-010	Airplane-Flight Attendant
ALTERATION TAILOR	785.261-010	Alteration Tailor
ARCHITECT	001.061-010	Architect
ASSEMBLER, ELECTRICAL ACCESSORIES I	729.687-010	Assembler (Electrical Equipment)
ASSEMBLER, PRODUCTION	706.687-010	Assembler, Production
ASSEMBLER, SMALL PARTS	706.684-022	Assembler, Small Parts
AUTOMOBILE MECHANIC	620.261-010	Automobile Mechanic
AUTOMOBILE-BODY REPAIRER	807.381-010	Automobile-Body Repairer
AUTOMOBILE-SEAT-COVER-&-CONVERTIBLE-TOP INSTALLER	780.384-010	Automobile Seat Cover-and-Convertible Top Installer
AUTOMOBILE-SERVICE-STATION ATTENDANT	915.467-010	Automobile Service Station Attendant
BAKER	526.381-010	Baker
BARBER	330.371-010	Barber
BARTENDER	312.474-010	Bartender
BATTERY ASSEMBLER	727.684-010	Battery Assembler
BOOKBINDER	977.381-010	Bookbinder
BOOKKEEPER I	210.382-014	Bookkeeper I
BOTTLE PACKER	920.685-026	Bottler, Brewery
BRICKLAYER	861.381-018	Bricklayer
BUS DRIVER	913.463-010	Bus Driver
CABINETMAKER	660.280-010	Cabinetmaker
CARPENTER	860.381-022	Carpenter
CASEWORKER	195.107-010	Caseworker
CASHIER-CHECKER	211.462-014	Cashier-Checker

- continued on the next page -

Index of Occupational Reinforcer Patterns by D.O.T. Title (continued)

D.O.T. Title	D.O.T. Code	Occupational Reinforcer Pattern
CASH-REGISTER SERVICER	633.281-010	Cash-Register Servicer
CEMENT MASON	844.364-010	Cement Mason
CIVIL ENGINEER	005.061-014	Engineer, Civil
CLAIM ADJUSTER	241.217-010	Claim Adjuster
CLAIM EXAMINER	168.267-014	Claim Examiner
CLEANER, HOUSEKEEPING	323.687-014	Cleaner, Housekeeping
CLERGY MEMBER	120.007-010	Clergy Member
COLLECTOR	241.367-010	Collector (Bill Collector)
COMPOSITOR	973.381-010	Compositor
COMPUTER OPERATOR	213.362-010	Digital-Computer Operator
COOK	313.361-014	Cook (Hotel-Restaurant)
COSMETOLOGIST	332.271-010	Cosmetologist
COUNSELOR	045.107-010	Counselor, School
CREDIT CLERK	205.367-022	Credit Clerk
CUSTOMER-SERVICE REPRESENTATIVE	239.367-010	Service Representative (Telephone)
CYLINDER-PRESS FEEDER	651.686-010	Lithographic Press-Feeder
DENTIST	072.101-010	Dentist
DIETITIAN, CLINICAL	077.127-014	Dietitian
DRAFTER, ARCHITECTURAL	001.261-010	Drafter, Architectural
DRIVER, SALES ROUTE	292.353-010	Driver, Sales Route
EDITOR, MANAGING, NEWSPAPER	132.017-010	Newspaper Publisher (Weekly and Semi-Weekly)
ELECTRICAL ENGINEER	003.061-010	Electrical Engineer
ELECTRICAL TECHNICIAN	003.161-010	Electrical Technician
ELECTRICIAN	824.261-010	Electrician
ELECTRONICS ASSEMBLER	726.684-018	Electronics Assembler
ELECTRONICS MECHANIC	828.281-010	Electronics Mechanic
ELEVATOR REPAIRER	825.281-030	Elevator Repairer
EMBALMER	338.371-014	Embalmer
EMPLOYMENT INTERVIEWER	166.267-010	Counselor (Private Employment Agency)
ENVIRONMENTAL-CONTROL-SYSTEM INSTALLER-SERVICER	637.261-014	Air-Conditioning Mechanic (Commercial and Domestic)
EXTERMINATOR	389.684-010	Exterminator
FAMILY PRACTITIONER	070.101-026	Family Practitioner (M.D.)
FARM-EQUIPMENT MECHANIC I	624.281-010	Farm-Equipment Mechanic I

FIRE FIGHTER	373.364-010	Fire Fighter
FLORAL DESIGNER	142.081-010	Floral Designer (Florist)
FOUNDRY WORKER, GENERAL	519.687-022	Foundry Worker, General
FURNACE INSTALLER-AND-REPAIRER, HOT AIR	869.281-010	Furnace Installer-and-Repairer
FURNITURE UPHOLSTERER	780.381-018	Furniture Upholsterer
GLAZIER	865.381-010	Glazier (Glass Installer)
HOME ATTENDANT	354.377-014	Home Attendant
HOTEL CLERK	238.362-010	Hotel Clerk
ILLUSTRATOR	141.061-022	Commercial Artist, Illustrating
INSTRUCTOR, PHYSICAL EDUCATION	099.224-010	Instructor, Physical Education
INSTRUCTOR, VOCATIONAL TRAINING	097.227-014	Instructor, Vocational School
INSTRUCTOR, VOCATIONAL TRAINING	097.227-014	Instructor, Vocational Training (Business School)
INTERIOR DESIGNER	142.051-014	Interior Designer and Decorator
JANITOR	382.664-010	Janitor (Public School)
KEYPUNCH OPERATOR	203.582-030	Key-Punch Operator
LANDSCAPE GARDENER	408.161-010	Landscape Gardener
LATHER	842.361-010	Lather
LAWYER	110.107-010	Lawyer
LIBRARIAN	100.127-014	Librarian
LINE INSTALLER-REPAIRER	822.381-014	Line Installer-Repairer (Telephone)
LINOTYPE OPERATOR	650.582-010	Linotype Operator
LITHOGRAPHIC PLATE MAKER	972.381-010	Lithographic Press Plate-Maker
LOCKSMITH	709.281-010	Locksmith
MACHINIST	600.280-022	Machinist
MAIL CARRIER	230.367-010	Mail Carrier
MAINTENANCE MECHANIC, TELEPHONE	822.281-018	Line Installer-Repairer (Telephone)
MAINTENANCE REPAIRER, FACTORY OR MILL	899.281-014	Maintenance Repairer, Factory or Mill
MANAGER, DEPARTMENT	299.137-010	Department Head, Supermarket
MANUAL-ARTS THERAPIST	076.124-010	Work Evaluator
MARKER II	920.687-126	Marker
MATERIAL HANDLER	929.687-030	Lumber-Yard Worker
MEAT CUTTER	316.684-018	Meat Cutter
MECHANICAL ENGINEER	007.061-014	Engineer, Mechanical
MECHANICAL-ENGINEERING TECHNICIAN	007.161-026	Mechanical-Engineering Technician
MEDICAL TECHNOLOGIST	078.361-014	Medical Technologist

- continued on the next page -

Index of Occupational Reinforcer Patterns by D.O.T. Title (continued)

D.O.T. Title	D.O.T. Code	Occupational Reinforcer Pattern
MILLWRIGHT	638.281-018	Millwright
NURSE AIDE	355.674-014	Nurse Aide
NURSE, GENERAL DUTY	075.374-010	Nurse, Professional
NURSE, LICENSED PRACTICAL	079.374-014	Nurse, Licensed Practical
NURSE, STAFF, OCCUPATIONAL HEALTH NURSING	075.374-022	Nurse, Staff, Occupational Health Nursing
OCCUPATIONAL THERAPIST	076.121-010	Occupational Therapist
OFFICE-MACHINE SERVICER	633.281-018	Office-Machine Servicer
OPERATING ENGINEER	859.683-010	Heavy Equipment Operator (Construction)
OPTOMETRIST	079.101-018	Optometrist
ORDERLY	355.674-018	Orderly
PAINTER	840.381-010	Painter/Paperhanger
PAPERHANGER	841.381-010	Painter/Paperhanger
PATTERNMAKER, METAL	600.280-050	Patternmaker, Metal
PERFORATOR TYPIST	203.582-038	Perforator Typist
PERSONNEL CLERK	209.362-026	Personnel Clerk
PHARMACIST	074.161-010	Pharmacist
PHOTOGRAPHER, STILL	143.062-030	Photographer, Commercial
PHYSICAL THERAPIST	076.121-014	Physical Therapist
PIPE FITTER	862.381-018	Pipefitter
PLANT ENGINEER	007.167-014	Plant Engineer
PLASTERER	842.361-018	Plasterer
PLUMBER	862.381-030	Plumber
POLICE OFFICER I	375.263-014	Police Officer
POST-OFFICE CLERK	243.367-014	Post-Office Clerk
POURER, METAL	514.684-022	Pourer, Metal
PRESSER, MACHINE	363.682-018	Presser, Machine
PRINCIPAL	099.117-018	Principal, Night School
PROCESS ARTIST	972.281-010	Process Artist
PRODUCTION HELPER	529.686-070	Production Helper (Food)
PROGRAMMER, ENGINEERING AND SCIENTIFIC	020.167-022	Programmer (Business, Engineering and Science)
PSYCHOLOGIST, CLINICAL	045.107-022	Psychologist, Clinical
PSYCHOLOGIST, COUNSELING	045.107-026	Psychologist, Counseling
PSYCHOLOGIST, INDUSTRIAL-ORGANIZATIONAL	045.107-030	Psychologist, Industrial-Organizational

PSYCHOLOGIST, SCHOOL	045.107-034	Psychologist, School
PUNCH-PRESS OPERATOR I	615.482-022	Punch-Press Operator
RADIOLOGIC TECHNOLOGIST	078.362-026	Radiologic Technologist
RECEPTIONIST	237.367-038	Receptionist, Civil Service
RECREATION LEADER	195.227-014	Recreation Leader
REPOSSESSOR	241.367-022	Repossessor
ROOFER	866.381-010	Roofer
SALES AGENT, INSURANCE	250.257-010	Sales Agent, Life Insurance
SALES AGENT, REAL ESTATE	250.357-018	Sales Agent, Real Estate
SALES AGENT, SECURITIES	251.157-010	Sales Agent, Securities
SALES CLERK	290.477-014	Salesperson, Liquor
SALES REPRESENTATIVE, FARM & GARDEN EQUIPMENT	272.357-014	Co-op Sales and Serviceperson
SALESPERSON, AUTOMOBILES	273.353-010	Salesperson, Automobile
SALESPERSON, FURNITURE	270.357-030	Salesperson, Furniture
SALESPERSON, GENERAL HARDWARE	279.357-050	Salesperson, General Hardware
SALESPERSON, GENERAL MERCHANDISE	279.357-054	Salesperson, General (Department Store)
SALESPERSON, SHOES	261.357-062	Salesperson, Shoe
SALESPERSON, SPORTING GOODS	277.357-058	Salesperson, Sporting Goods
SCREW-MACHINE OPERATOR, PRODUCTION	604.685-034	Screw-Machine Operator, Production
SECRETARY	201.362-030	Secretary (General Office)
SEWING-MACHINE OPERATOR (any ind.)	787.682-046	Sewing-Machine Operator, Any Industry
SHEET-METAL WORKER	804.281-010	Sheet Metal Worker
SHOE REPAIRER	365.361-014	Shoe Repairer
SOLDERER, PRODUCTION LINE	813.684-022	Solderer (Production Line)
SPEECH PATHOLOGIST	076.107-010	Speech Pathologist
STATIONARY ENGINEER	950.382-026	Engineer, Stationary
STATISTICAL-MACHINE SERVICER	633.281-030	Statistical-Machine Servicer
STATISTICIAN, APPLIED	020.167-026	Statistician, Applied
STENOGRAPHER	202.362-014	Stenographer, Technical, Civil Service
STOCK CLERK	222.387-058	Stock Clerk
STRIPPER	971.381-050	Photoengraver (Stripper)
TAXI DRIVER	913.463-018	Taxi Driver
TEACHER, ADULT EDUCATION	099.227-030	Teacher, Adult Education
TEACHER, ADULT EDUCATION	099.227-030	Teacher, Adult Education (Agriculture)
TEACHER AIDE I	099.327-010	Teacher Aide

Index of Occupational Reinforcer Patterns by D.O.T. Title (continued)

D.O.T. Title	D.O.T. Code	Occupational Reinforcer Pattern
TEACHER, ELEMENTARY SCHOOL	092.227-010	Teacher, Elementary School
TEACHER, SECONDARY SCHOOL	091.227-010	Teacher, Secondary School
TEACHER, SECONDARY SCHOOL	091.227-010	Teacher, Secondary School (Agriculture)
TELEPHONE OPERATOR	235.662-022	Telephone Operator
TELEVISION-AND-RADIO REPAIRER	720.281-018	Television Service-and-Repairer
TELLER	211.362-018	Teller (Banking)
TILE SETTER	861.381-054	Tile Setter (Ceramic)
TIME-STUDY ENGINEER	012.167-070	Engineer, Time Study
TOOL-AND-DIE MAKER	601.280-046	Tool-and-Die Maker
TOY ASSEMBLER	731.687-034	Toy Assembler
TRANSPORTATION ENGINEER	005.061-038	Highway Engineer
TRUCK DRIVER, HEAVY	905.663-014	Truck Driver
TRUCK DRIVER, LIGHT	906.683-022	Truck Driver
TRACTOR-TRAILER-TRUCK DRIVER	904.383-010	Truck Driver
TYPIST	203.582-066	Typist, Civil Service
USHER	344.677-014	Usher (Theater)
VETERINARIAN	073.101-010	Veterinarian
VOCATIONAL-REHABILITATION COUNSELOR	045.107-042	Counselor, Vocational Rehabilitation
WAITER/WAITRESS, INFORMAL	311.477-030	Waiter-Waitress
WELDER, COMBINATION	819.384-010	Welder, Combination
WRITER, TECHNICAL PUBLICATIONS	131.267-026	Writer, Technical Publications