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THE CONSTRUCTION OF A TEST OF OCCUPATIONAL
INFORMATION FOR USE IN CAREERS EDUCATION

VOLUME II

Thesis submitted for the Degree of Doctor of
Philosophy to Durham University.

J. B. Stocks December 1973.

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APPENDIX 1

OCCUPATIONAL DESCRIPTION IN DICTIONARY OF OCCUPATIONAL TITLES

Source: U.S. Department of Labor, Dictionary of Occupational Titles, Vol.2., Occupational Classification and Industry Index, Third Edition, U.S. Government Printing Office, Washington, D.C., pp.649-656, 1965.

Information in the Dictionary is based on the premise that every job requires a worker to function in relation to Data, People, Things, in varying degrees. These appear as hierarchies from the relatively simple to the complex in a manner that each successive relationship includes those that are simpler and excludes those that are complex. They are represented by the last 3 digits of the classification.

<u>Data (4th digit)</u>	<u>People (5th digit)</u>	<u>Things (6th digit)</u>
0 Synthesising	0 Mentoring	0 Setting-up
1 Co-ordinating	1 Negotiating	1 Precision Working
2 Analysing	2 Instructing	2 Operator-controlling
3 Compiling	3 Supervising	3 Driving-operating
4 Computing	4 Diverting	4 Manipulating
5 Copying	5 Persuading	5 Tending
6 Comparing	6 Speaking-Signalling	6 Feeding-Offbearing
7) No significant	7 Serving	7 Handling
8) relationship	8 No significant relationship	8 No significant relationship

Data: Information, knowledge and conceptions, related to data, people or things, obtained by observation, investigation, interpretation, visualisation, mental creation; incapable of being touched; written data in the form of numbers, words, symbols; other data are ideas, concepts, oral verbalisation.

- 0 Synthesising: Integrating analyses of data to discover facts and/or develop knowledge, concepts or interpretations.
- 1 Co-ordinating: Determining time, place and sequence of operations or action to be taken on the basis of analysis of data; determinations and/or reporting on events.
- 2 Analysing: Examining and evaluating data. Presenting alternative actions in relation to the evaluation is frequently involved.
- 3 Compiling: Gathering, collating or classifying information about data, people, or things. Reporting and/or carrying out a prescribed action in relation to the information is frequently involved.
- 4 Computing: Performing arithmetic operations and reporting on and/or carrying out a prescribed action in relation to them. Does not include counting.
- 5 Copying: Transcribing, entering or posting data.
- 6 Comparing: Judging the readily observable factual, structural or compositional characteristics of data, people or things.

People: Human beings; also animals dealt with on an individual basis as if they were humans.

- 0 **Mentoring:** Dealing with individuals in terms of their total personality in order to advise, counsel and/or guide them with regard to problems that may be resolved by legal, scientific clinical, spiritual and/or other professional principles.
- 1 **Negotiating:** Exchanging ideas, information and/or opinions with others to formulate policies and programmes and/or arrive jointly at decisions, conclusions or solutions.
- 2 **Instructing:** Teaching subject matter to others, or training others (including animals) through explanation, demonstration and supervised practice; or making recommendations on the basis of technical disciplines.
- 3 **Supervising:** Determining or interpreting work procedures for a group of workers, assigning specific duties to them, maintaining harmonious relations among them and promoting efficiency.
- 4 **Diverting:** amusing others.
- 5 **Persuading:** Influencing others in favour of a product, service or point of view.
- 6 **Speaking-Signalling:** Talking with and/or signalling people to convey or exchange information. Includes giving assignments and/or directions to helpers or assistants.
- 7 **Serving:** Attending to the needs or requests of people or animals or the expressed or implicit wishes of people. Immediate response is involved.

Things: Inanimate objects as distinguished from human beings, substances or materials; machines, tools, equipment, products, A thing is tangible and has shape, form and other physical characteristics.

- 0 **Setting-up:** Adjusting machines or equipment by replacing or altering tools, jigs, fixtures and attachments to prepare them to perform their functions, change their performance, or restore their proper functioning if they break down. Workers who set up one or a number of machines for other workers or who set up and personally operate a variety of machines included here.
- 1 **Precision Working:** Using body members/or tools or work aids to work, move, guide or place objects or materials in situations where ultimate responsibility for the attainment of standards occurs and selection of appropriate tools, objects or materials, and the adjustment of the tools to the task require exercise of considerable judgment.

- 2 **Operating-controlling:** Starting, stopping, controlling and adjusting the progress of machines or equipment designed to fabricate and/or process objects or materials. Operating machines involves setting up the machine and adjusting the machine or material in the work processes. Controlling equipment involves observing gauges, dials, etc., and turning valves and other devices to control such factors as temperature, pressure, flow of liquids, speed of pumps and reactions of materials. Set-up involves several variables and adjustment is more frequent than in tending.
- 3 **Driving-operating:** Starting, stopping and controlling the action of machines or equipment for which a course must be steered, or which must be guided, in order to fabricate, process, and/or more things or people. Involves such activities as observing gauges and dials, estimating distances and determining speed and direction of other objects, turning controls and wheels; pushing clutches or brakes; and pushing or pulling gear lifts or levers. Includes such machines as cranes, conveyor systems, tractors, furnace charging machines, farming machines and hoisting machines. Excludes manually powered machines such as handtrucks and dollies, and power-assisted machines such as electric wheelbarrows and handtrucks.
- 4 **Manipulating:** Using body members, tools or special devices to work, move, guide or place objects or materials. Involves some latitude for judgment with regard for precision attained and selecting appropriate tools, object or material, although this is readily manifest.
- 5 **Tending:** Starting, stopping and observing the functioning of machines and equipment. Involves adjusting materials or controls of the machine, such as changing guides, adjusting temperature gauges, turning valves to allow flow of materials, and flipping switches in response to lights. Little judgment is involved in making these judgments.
- 6 **Feeding-Offbearing:** Inserting, throwing, dumping or placing materials in or removing them from machines or equipment which are automatic or tended or operated by other workers.
- 7 **Handling:** Using body members, hand-tools and/or special devices to work, move or carry objects or materials. Involves little or no latitude for judgment with regard to attainment of standards or in selecting appropriate tool, object or material.

APPENDIX 2

DESCRIPTION OF OCCUPATIONAL CHARACTERISTICS FORMING THE
RATIONALE OF

THE CLASSIFICATION OF OCCUPATIONS AND DIRECTORY
OF OCCUPATIONAL TITLES (CODOT)

Source: Department of Employment and Productivity,
Private Communication, 1967, pp. 4-10.

This classification has identified five basic types of occupational characteristics.

MENTAL REQUIREMENTS

The mental requirements of occupations include such characteristics as the level of reasoning involved and the degrees of ingenuity and memory efficiency required. These latter two characteristics are not easily scalable and in any case are of doubtful significance for the present purpose. The level of reasoning involved is, however, very clearly of fundamental significance to occupational analysis. The Classification of Occupational Characteristics defines five levels of reasoning and exemplifies them with occupations:

<u>Reasoning Level</u>	<u>Corresponding Occupations</u>
1. Apply common sense to carry out simple one or two step instructions.	Chambermaid Meat Porter Refuse Collector
2. Apply common sense to carry out detailed but uncomplicated written or oral instructions. Deal with problems involving some concrete variables.	Shop assistant Copy typist Machine tool operator (semi-skilled)
3. Apply principles of rational systems (e.g. book keeping, house wiring, combustion engines) to practical problems involving a variety of concrete variables. Interpret instructions in written, oral, diagramatic or schedule form.	District nurse Audit clerk Stone mason

- | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| 4. Apply logical or scientific thinking to problems involving several abstract and concrete variables. Interpret complicated technical instructions. | Accountant
Solicitor
Probation Officer
Aero-Pilot |
| 5. Apply logical or scientific thinking to intellectual and practical problems involving a variety of abstract and concrete variables. Interpret and employ highly complicated non-verbal symbolism. | Economist
Psychologist
Electrical Engineer |

KNOWLEDGE REQUIREMENTS

It is not possible completely to separate knowledge requirements of occupations from mental requirements. But occupations differ in their requirements for the extent of development of numerical and linguistic concepts and their application. Other occupations require specific vocational knowledge. Thus knowledge requirements are divided into "General Educational Requirements" and "Vocational Requirements". The former are taken to be language proficiency and the level of "figurework" involved, since these two abilities are basic to most occupations.

<u>Level of Language Proficiency</u>	<u>Corresponding Occupations</u>
1. Understanding simple verbal instructions.	Brush hand Assembler Meat Porter
2. Understanding, noting, passing simple oral or written information.	Shop assistant Telephonist
3. Composing letters, reports, etc. in a standardised form. Transcribing all kinds of verbal material from one form to another.	Correspondence Clerk Shorthand typist Insurance Surveyor

- | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|
| 4. Composing letters, notes, reports, papers, lectures, articles, etc. involving the expression of complex information and/or original ideas. Comprehension of highly complex verbal information. | Sales Manager
Solicitor
Journalist |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|

Figurework Level

- | | |
|-------------------------------------------------------------------|----------------------------------------------------|
| 1. Number recognition and simple counting. | Weaver
Bus driver
Slater's labourer |
| 2. Simple addition, subtraction, multiplication, division. | Shop assistant
Bus conductor
History teacher |
| 3. Full range of simple arithmetic including fractions, decimals. | Accountant
District nurse
Radio mechanic |
| 4. Arithmetic, Geometry, Trigonometry, Algebra. | Detail draughtsman
Instrument maker |
| 5. Advanced mathematics and Statistics (e.g. Calculus) | Electrical engineer
Economist
Actuary |

Vocational knowledge requirements are difficult to measure.

In terms of content, by definition of vocational, all occupations will differ. The Classification of Occupational Characteristics attempts to measure and classify them in terms of training time. This can only be a very approximate measure of the actual knowledge. Initially the classification was based on length of training and type of training e.g. apprenticeship, degree but this proved to give inconsistent differences between occupations due to the fact that these two dimensions are neither completely related nor mutually conclusive. Therefore the system was amended to a points system:

1 year's practical experience	(E) = 2 points
1 year's part-time training	(PT) = 4 points
1 year's full-time training	(FT) = 8 points
1 year's full-time education beyond 15 and preceding vocational education	(FTE) = 8 points

The practical alternative to this rather arbitrary system would be the identification of "skill modules" as proposed by Engineering Industry Training Board. Each occupation might be analysed and the nature of the relative levels of the skills involved could be expressed in terms of "skill modules". Thus the "skill" of a tool-maker might be expressed by "modules" of "workshop mathematics", "use of measuring instruments", "knowledge of materials" etc. At a professional level the "skill modules" might represent degrees of knowledge of the appropriate subject e.g. thermodynamics, company law or surveying. Comparison of skill modules would clearly show the areas of overlapping skills and areas of difference.

PHYSICAL REQUIREMENTS

The physical requirements of occupations are grouped into three categories:

- a) The amount of physical strength and general muscular activity required.
- b) The degree of complexity and/or precision in motor co-ordination required.
- c) Subsidiary physical requirements.

Category (a) is basic to occupational requirements and the four categories defined can be compared with Physical Capacities defined in the Dictionary of Occupational Titles:

<u>Level of Physical Strength</u>	<u>Corresponding Occupations</u>
1. <u>Light Work.</u> Mainly sedentary, but may include occasional standing, walking, lifting/carrying objects up to approximately 40lbs (e.g. ledgers, small tools and engineering parts).	Copy Typist Audit Clerk Valve Assembler Solicitor
2. <u>Medium Work.</u> Frequent standing, walking, pulling/pushing while sitting, lifting/carrying objects up to approximately 14lbs. (sometimes heavier); some climbing, bending.	Barman Jig borer Brush hand Brain Surgeon
3. <u>Heavy Work.</u> Frequent climbing, bending, crouching, crawling, pulling/pushing, lifting/carrying objects up to approximately 56lbs. (sometimes more).	Overhead wireman Garage mechanic Pigman Nurse
4. <u>Very heavy work.</u> Continual climbing, bending, crouching, crawling, pulling/pushing, lifting/carrying, objects up to 112lbs. (sometimes more).	Coal miner Docker Meat porter Refuse collector

In Category (b) motor co-ordination is taken to mean control of muscular activity and includes such characteristics as manual and finger dexterity and balancing ability. At one end of the 5-point scale it is of little importance e.g. for clerks, but at the other end of the scale it may be crucial e.g. for surgeons.

<u>Level of Motor Co-ordination</u>	<u>Corresponding Occupations</u>
1. Motor co-ordination unimportant.	Audit clerk Solicitor Psychologist Office Messenger
2. Good muscular co-ordination for uncomplicated and imprecise eye/limb/hand/finger/foot movements.	Oiler and Greaser Meat porter Brush hand.

- | | |
|---------------------------------------------------------------------------------------------------|------------------------------------------------------|
| 3. Good muscular co-ordination for complex but imprecise eye/limb/hand/finger/foot movements. | Bus driver
Overhead wireman
Steeplejack |
| 4. Good muscular co-ordination for precise but uncomplicated eye/limb/hand/finger/foot movements. | Portrait painter
Radio mechanic |
| 5. Good muscular co-ordination for precise and complex eye/limb/hand/finger/foot movements. | Aero-pilot
Organist
Sewing Machinist
Typist |

Category (c) covers some of the other physical capacities listed in the Dictionary of Occupational Titles viz:

	<u>Corresponding Occupations</u>
normal colour vision	Electrician
normal visual acuity	Aero-pilot
absence of skin allergies (chemical)	Chemical Laboratory technician
absence of respiratory weaknesses	Sawyer
normal hearing	Radio Officer R.N.
absence of speech defects	Receptionist
absence of digestive complaints	Railway porter (shift work)

PERSONALITY REQUIREMENTS

This section of the classification is the limited reference to psychosocial aspects. It is suggested that, in the main, these requirements are covered by other aspects of the classification.

The occupational characteristics included in this category are:-

	<u>Corresponding Occupations</u>
1. Working alone for long periods	Crane driver
2. Working in a team	Assembler (semi-skilled)
3. Serving people	Domestic servant
4. Selling to people	Shop assistant
5. Helping, advising people	Social worker
6. Teaching people	Radio Instructor (R.A.F.)
7. Controlling people	Manager

Artistic requirements are, for convenience, also included under this heading.

8. Creative visual art (except dancing and drama)	Portrait Painter
9. Creation of music and dances	Choreographer
10. Interpretation of music and dances	Pianist
11. Creative writing	Poet
12. Interpretation of drama	Producer

WORKING CONDITIONS

This heading covers a wide range of occupational characteristics of the kind shown in the following list:

	<u>Corresponding Occupations</u>
Mainly indoors	Audit clerk
Mainly outdoors	Slater's labourer
Dangerous work	Steeplejack
Very hot work	Stoker
Very cold work	Cold storage porter
Very noisy work	Weaver
Pay on commission basis	Insurance salesman
Basic pay low supplemented by gratuities	Waitress

This system of occupational classification is summarised in Appendix 3, column 2).

Although these characteristics relate to specific occupations, they may vary very much from job to job in the same occupation.

APPENDIX 3

SUMMARY OF FIVE SYSTEMS DESCRIBING
OCCUPATIONAL CHARACTERISTICS

APPENDIX 3

- Source:
1. U.S. Department of Labor, Dictionary of Occupational Titles, Vol.2, Occupational Classification and Industry Index, Third Edition, U.S. Government Printing Office, Washington, D.C., pp.649-656, 1965.
 2. Department of Employment and Productivity - Manpower Research Unit, Classification of Occupational Characteristics Private communication, 1967, pp.3-14.
 3. National Institute of Industrial Psychology, Studying Work, N.I.I.P. Paper No. 2, 1951, pp.14-21.
 4. Cheshire County Council, "Job Evaluation", Private communication, 1968,
 5. Mc.Cormick, E.J., Cunningham, J.W. and Gordon, G.G., "Job dimensions based on factorial analyses of worker-oriented job variables", Personnel Psychology 20: pp.417-430, 1967.

Note: The numbers alongside the descriptions (red in the top copy) refer to the item numbers in the test of occupational information.

Numbers in brackets in McCormick's Factor Analysis refer to the numbers of his factors.

Dictionary of Occupational Titles DOT ¹	Department of Employment & Productivity Classification of Occupational Characteristics CODOT ²	National Institute of Industrial Psychology NIIP ³	Job Analysis Specification (Cheshire County Council ⁴)	Factor Analysis of Worker Activity Profile (McCormick et al.) ⁵
<u>Verbal Ability</u> 35	<u>Language Proficiency</u> 35	<u>Verbal Expression</u> 35	<u>Fluency in speech</u> 35	<u>Communication Divisions</u>
Data level: 0 Synthesis	4. Compose letters, complex information & comprehensive of complex ideas			Information Divisions (19)
1. Co-ordinate	3. Compose letters - standard information. Interpret complex verbal information. Transcribe.			Communication of Data (20)
2. Analyse	2. Understand & Note simple information			Persuasive communications (21)
3. Compile	1. Understand simple verbal information			Public contact activities (22)
6. Compare				
5. Copy				
<u>Numerical Ability</u> 37	<u>Figurework Level</u> 37		<u>Mathematics used</u> 37	
Data level: 0 Synthesis	5. Advanced Mathematics & Statistics	<u>Dealing with Figures</u> 37		
1. Co-ordinate	4. Arithmetic, Geometry Trigonometry, Algebra			
2. Analyse	3. Full range of simple Arithmetic - fractions decimals			
4. Compute	2. Simple addition Subtraction, multiplication, division			
4. Compute	1. Number recognition, simple counting			
4. Compute/copy				
<u>Intelligence</u>	<u>Reasoning Level</u>	<u>General intelligence level</u> 38	<u>Memory for</u> <u>Intelligence</u> 38	<u>Mental & Physical activities (4)</u>) <u>Intellectual & Physical activities (14)</u>) 38
Data level: 0 Synthesis	5. Apply logical & scientific thinking to intellectual, non-verbal & practical problems			
1. Co-ordinate	4. Apply logical & scientific thinking to abstract 'concrete variables			
2. Analyse	3. Apply principles of rational systems to practical problems with different concrete variables			
3. Compile	2. Apply common sense to carry out detailed but uncomplicated instructions			
4. Compute 38	1. Apply common sense to carry out simple 1 or 2 step instructions			
5. Copy				
5. Copy				

DOT	PERSONAL	REQUIREMENTS	JOB ANALYSIS	McCORMICK et al.
	CODOT	NIIP		
<u>Form Perception</u> Perceive pertinent detail in objects or pictorial material Visual comparison & discrimination	Vocational knowledge	Specialised training Drawing 39 Painting	Read blue-prints	
<u>Spatial Ability</u> Understand forms in space place and solid objects	Vocational knowledge	Specialised training Judging spatial relations	Read blue-prints	
<u>Clerical perception</u> 36 Detail in verbal or tabular material, computation, checking	Vocational knowledge 41	Specialised training 41		Clerical activities 36

PHYSICAL REQUIREMENTS

PHYSICAL REQUIREMENTS	Strength	General health	Unusual strength	Physical & sedentary activities
Strength 12 Very heavy lifting, carrying, pushing, pulling Very heavy 100 lbs. Frequent lifting of 80 lbs. Heavy work 100 lbs	Strength 12 4 Very heavy - continual climbing, bending, crouching, crawling, pushing, lifting, carrying - 112 lbs + 3 Heavy work 56 lbs	General health 14 Physical strength Stamina Ability to work under specific conditions of job (Working conditions) Posture: constant standing, 13 sitting, stooping, kneeling, walking, climbing, reaching, lifting	Unusual strength 12 - hands - arms - legs - back Minimum height weight age % standing 13 % sitting % walking % other	Physical & sedentary activities 13 General physical activities 12 Knee bending activities 13
Medium 50 lbs Light 20 lbs Sedentary 10 lbs Climbing, balancing Stooping, kneeling, crouching 13 crawling Reaching, handling, fingering, feeling	2 Medium - frequent standing, 12 walking, pushing, sitting some climbing, bending 14 lbs 1 Mainly sedentary, occasional standing		Steady or intermittent	

PERSONALREQUIREMENTSDOT
PHYSICAL REQUIREMENTSCODOTNIIPJOB ANALYSISMcCORMICK et al.

Manual dexterity.Finger
dexterity 15
Eye-foot-hand co-ordination
Things level: 1 Setting-up
1 Precision working
2 Operating-con-
trolling
3 Driving-operat-
ing
4 Manipulating
5 Tending
6 Feeding & off-
bearing
7 Handling
8 No significant
relationship

Seeing 16
Acuity: near or far
Muscle balance
depth perception
field of vision
accommodation

Colour vision

Talking & Hearing 17

PERSONALITY REQUIREMENTS

Performing adequately &
under stress 27
Interpretation of feelings &
ideas from personal viewpoint
Influencing people 28
Isolation
Responsibility for direction,
control & planning 28
Response to variety) 9
" " repetition)
" " non-independent
action 32
Evaluation: sensory & judgmental
measurable & verifiable
Response to precision 40

Motor Co-ordination
5 Good muscular co-ordin- 15
ation for precise)
& complex)
4 " precise)eye/
& uncomplicated)head/
3 " complex)limb/
& imprecise)finger/
uncomplicated)foot
& imprecise)move-
ments

1 Motor co-ordination
unimportant

Normal visual acuity 16

Normal colour vision

Normal hearing 17
Absence of speech defects
Absence of skin allergies 14
Absence of respiratory
weaknesses 14
Absence of digestive
complaints 14

Manipulating, repairing 15
& constructing things
Manipulating tools &
components
Drawing, painting or
playing an instrument 39

Vision (normal) 16

Vision (colour)

Hearing 17/14
Voice 17
General health 14

Steady
Dependable
Persevering/persistent
Getting on well with
others 31
Influencing others
easily & effectively 28
Depending on himself
rather than others 32
Resourceful 32
Accepting
responsibility 31/33

Kind of muscular co-
ordination 15
Exerity of fingers,
hands & legs
Precision required 40
Good handwriting

Eyesight rating 16

Keen hearing 17

Endurance

Skilled physical
activities 12 & 15
Mental & Physical
activities 38
Skilled manual
activities 15
Intellectual &
physical activities 38

OCCUPATIONALENVIRONMENT

DOT	CODOT	NIIP	JOB ANALYSIS	McCORMICK
<u>PHYSICAL ENVIRONMENT</u>		<u>Location of Work</u>		
Inside or Outside 1-2	Mainly indoors 1	Factory/office) Indoors/Outdoors) ¹	Outdoor ² /indoor ¹ Platform, scaffold, ² overhead/underground	Unpleasant v Pleasant Working conditions
High places (hazard) 2	Mainly Outdoors 2	Overhead/under- ground 2 Confined space/ travelling 1	Unlocalised 1 & 2	Outdoor work 2
			<u>Type</u> Desk) Bench) 3 Machine) Counter)	
			<u>Surroundings</u> Clean/dirty 4 Greasy 4 Orderly	
		Dirt) Oil) 4	<u>Illumination</u> Natural/Artificial Glow	
Poor Ventilation 7		Illumination	<u>Atmosphere</u> Natural/Venti- lated/Draughty 7 Noxious gases/fumes/ odours 7	Annoying environment 8
Fumes, odours, toxic conditions 7		Fumes/acids 7	Dust 4 Dry/moist/humid 6	
Dust 4		Dust 4		
Wet & humid 6		Humidity 6		
Extremes of) Temper- cold) ature	Very hot) Very cold) 5	Temperature: high/ low/even/varied 5		
Extremes of) changes heat)				
Exposure to burns & radiant energy			<u>Hazards:</u> 10 Fire	Unpleasant environment 7
Electric shock			Electricity Muscular strain	
Noise & Vibration 8	Very noisy work 8	Physical strain: heavy/medium/ light 12 Eye strain 16 Noise/vibration 8	Sight Hearing 8 Lungs Hands Feet Violence 10 Type of co-worker	
		Moisture/humidity 6 Heat/cold 5 Dermatitis 14 Emotional strain 14		
Proximity to moving parts 10				
Exposure to explosives	Dangerous work 10			

OCCUPATIONALENVIRONMENT

DOT

CODOT

NIIP

JOB ANALYSIS

McCORMICK et al.

SOCIAL ENVIRONMENTPERSONALITY REQUIREMENTSJob Study BExplicit

Direct or indirect

contact with people 27

Degree of contact with

others:

essential/possible/

negligible

permanent/transitory

individual group

People with whom in

contact: 27

socio-economic group

occupational group

relationship to incumbent

(e.g. as "People" scale).

Type of contact: 28

co-operation, team work,

responsibility 31-33

Size of group of

responsibility

Method of making contact 27

Implicit:

Structure of group:

fluctuating/static

formal/informal

Distinctive attitudes of

group

Type & degree of entertain-
ing required

Clubs & recreational

facilities available

Job Study A

Size & nature of 27/28

immediate working group

Amount of companionship

Team or individual

process

Prestige of job 30

Non-financial

incentives

Amount of supervision

Employee representation 29

Personal welfare facilities

Responsibility
for tools, materials,
equipment, methods,
records, property,
money, savings

Man-machine control
activities (11) 3

Hierarchical person
to person
instruction(2) 28

Decision-making &
communication(1)
31 & 33

Responsible
personal contact
(5)

Decisions affecting
People 32 (8)
Supervising
activities (10)

Situational Dim'ns:
White v blue clr (23)
Job sec. v Inc Dep. (24)
Appl: Uniform (25)
11 Wk. clothes (26)
Optional (27)

People level: 0 Mentoring	27	7 Controlling	27
1 Negotiating	28	5 Helping, advising	
2 Instructing		6 Teaching	
3 Supervising			
4 Diverting		4 Selling to people	
5 Persuading			
6 Speaking; signalling		3 Serving	
7 Serving		2 Working in a team	
		1 Working alone for a long time	

OCCUPATIONALENVIRONMENT

DOT
ECONOMIC ENVIRONMENT

CODOT

NIIP

JOB ANALYSIS

McCORMICK et al.

Rewards:
 Frequency of
 payment 21
 Rate system:
 basic bonus/ 22
 piece work
 salary:
 range/variation 26

Fringe benefits:
 pension schemes 24
 pickers benefits
 profit sharing

Pay: hourly & salary 22
 (28)

APPENDIX 4

INITIAL DRAFT OF ITEMS - LEVELS 1 AND 2

RESPONSE BOOKLETS AS COMPLETED BY STUDENTS

LEVEL 1 TEST OF INFORMATION ABOUT A JOB

Item 1 Place of Work - Indoors

1. This job is done mainly in an office or retail shop.
2. This job is done mainly in a factory.
3. This job is done mainly at home or in a hospital.
4. This job is done mainly travelling about.
5. This job is done in none of these places.

Item 2 Place of Work - Outdoors

1. This job is done mainly in the open air.
2. This job is done mainly underground.
3. This job is done mainly overhead.
4. This job is done mainly on a building site.
5. This job is done in none of these places.

Item 3 Things or People worked with

1. In this job I should spend most of my time with tools.
2. In this job I should spend most of my time with machinery.
3. In this job I should spend most of my time with things to sell.
4. In this job I should spend most of my time with pen, typewriter or paper.
5. In this job I should spend most of my time with people.

Item 4 Working Conditions

1. The place where this job is done is clean.
2. The place where this job is done is dusty.
3. The place where this job is done is greasy.
4. The place where this job is done is dirty.
5. The place where this job is done is a combination of two or three of these last three conditions.

Item 5 Temperature of Work Place

1. The place where this job is done is usually very hot.
2. The place where this job is done is usually hot.
3. The place where this job is done is usually pleasantly warm.
4. The place where this job is done is usually cold.
5. The place where this job is done is usually outdoors.

Item 6 Dryness or Dampness of Work Place

1. The place where this job is done is usually dry.
2. The place where this job is done is usually neither dry nor damp.
3. The place where this job is done is sometimes dry and sometimes damp.
4. The place where this job is done is usually damp.
5. The place where this job is done is usually outdoors.

Item 7 Smell

1. The place where this job is done has pleasant smells.
2. The place where this job is done has no noticeable smells.
3. The place where this job is done has sweet and sickly smells.
4. The place where this job is done smells of disinfectant as
in hospitals.
5. The place where this job is done has unpleasant fumes, for
example, petrol or acid.

Item 8 Noise or Vibration

1. The place where this job is done is very quiet.
2. The place where this job is done is quiet with occasional
sounds.
3. The place where this job is done has normal sounds, for
example, talking, quiet machinery, office equipment, traffic.
4. The place where this job is done is noisy.
5. The place where this job is done is very noisy with
disturbing vibrations.

Item 9 Repetition or Variety

1. This job involves repeating a simple task all the time.
2. This job involves repeating a few different tasks all the
time.
3. This job involves repeating a complicated task.
4. This job involves doing a number of different kinds of task.
5. This job involves continuous change in the kind of task.

Item 10 Dangers of the Work

1. The most likely cause of injury in this job is from machinery.
2. The most likely cause of injury in this job is from accident
on the road.
3. The most likely cause of injury in this job is from
personal attack.
4. The most likely cause of injury in this job would be my
own fault.
5. The most likely cause of injury in this job would be from
falling materials.

Item 11 Appearance or Clothes

1. In this job people usually wear old clothes.
2. In this job people dress in working clothes or overalls.
3. In this job people dress in protective clothing, for
example, helmets, boots.
4. In this job people must wear a uniform.
5. In this job people must always dress in smart clothes.

Item 12 Strength

1. This job involves no lifting.
2. This job involves lifting of light objects.
3. This job involves lifting and moving heavy objects occasionally.
4. This job involves strenuous work in lifting heavy objects frequently.
5. This job involves very strenuous work including climbing, crouching or crawling with awkward or very heavy objects.

Item 13 Sitting or Standing

1. This job involves sitting all the time.
2. This job involves more sitting than standing.
3. This job involves about equal sitting and standing.
4. This job involves more standing than sitting.
5. This job involves standing, stooping, walking or climbing most of the time.

Item 14 General Health

1. This job can be done by people with certain physical handicaps.
2. This job can be done by people with certain health defects, for example, poor breathing, skin disease, serious stomach upset.
3. This job requires people with reasonable health.
4. This job is suitable only for people with good health.
5. This job demands very high standards of health.

Item 15 Work with Hands and Feet

1. This job involves no accurate work with hands.
2. This job involves simple work with hands.
3. This job involves accurate work with hands.
4. This job involves simple work with hands and feet.
5. This job involves accurate work with hands and feet.

Item 16 Eyesight

1. This job can be done by people who have very poor eyesight, even with glasses.
2. This job cannot be done by people who are colour blind.
3. This job involves no strain on the eyes.
4. This job requires good normal eyesight.
5. This job demands high standards of eyesight.

Item 17 Talking

1. This job involves no talking at all as part of the work, except for friendly chatter.
2. This job involves talking to people sometimes.
3. This job involves talking to people often.
4. This job involves particularly clear speech.
5. This job involves talking very clearly most of the time.

Item 18 Arrangement of Normal Hours of Work

1. In this job the hours worked are decided by the worker.
2. In this job the hours worked depend on the weather.
3. A person in this job works shifts.
4. A person in this job works "split shifts" (two parts of a shift in one day).
5. A person in this job works regular daytime hours perhaps with overtime.

Item 19 Unusual Hours of Work

1. In this job a person has to work in the evenings.
2. In this job a person has to work at night or early mornings.
3. In this job a person has to work sometimes on Saturdays or Sundays.
4. In this job a person has to work at any of these times.
5. In this job a person has to work at none of these times.

Item 20 Number of Hours worked in a Week

1. In this job a person has normally to work less than 30 hours per week.
2. In this job a person has normally to work between 30 and 40 hours per week.
3. In this job a person has normally to work between 40 and 50 hours per week.
4. In this job a person has normally to work between 50 and 60 hours per week.
5. In this job a person has normally to work over 60 hours per week.

Item 21 When Workers are Paid

1. In this job people are paid when each part of it was done.
2. In this job people are paid each day.
3. In this job people are paid each week.
4. In this job people are paid each month.
5. In this job people are paid at other times.

Item 22 Rates of Pay

1. In this job people are paid for each part of the job when it is done properly.
2. In this job people are paid only from the profit or commission they make.
3. In this job people are paid by the hour perhaps with overtime or bonus.
4. In this job people are paid by the week perhaps with overtime or bonus.
5. In this job people are paid by the month perhaps with overtime or bonus.

Item 23 Amount of Starting Pay

1. In this job people start by earning less than £3. per week.
2. In this job people start by earning between £3 and £8 per week.
3. In this job people start by earning between £8 and £12 per week.
4. In this job people start by earning between £12 and £20 per week.
5. In this job people start by earning over £20 per week.

Item 24 Extra Benefits

1. People in this job are allowed discount on purchases.
2. People in this job are allowed canteen meals at cheap prices or luncheon vouchers.
3. People in this job are allowed free or cheap travel.
4. People in this job are allowed other benefits.
5. People in this job are allowed no extra benefits.

Item 25 Increases in Pay

1. In this job increases in pay are given on merit.
2. In this job increases in pay are given on promotion.
3. In this job increases in pay are given on passing examinations.
4. In this job increases in pay are given automatically at certain times, for example, on birthdays.
5. In this job increases in pay are given when the employer decides.

Item 26 Payment at 25 years old

1. People aged 25 in this job, who have not been promoted, now earn up to twice as much as I would at 15 or 16.
2. People aged 25 in this job, who have not been promoted, now earn about twice as much as I would at 15 or 16.
3. People aged 25 in this job, who have not been promoted, now earn about three times as much as I would at 15 or 16.
4. People aged 25 in this job, who have not been promoted, now earn four or five times as much as I would at 15 or 16.
5. People aged 25 in this job, who have not been promoted, now earn more than six times as much as I would at 15 or 16.

Item 27 How Work is done with People

1. This job involves working alone for a long time.
2. This job involves working in a team.
3. This job involves working for other people.
4. This job involves selling to other people.
5. This job involves helping, advising or being in charge of other people.

Item 28 How much Leadership of Others

1. This job involves working alone.
2. This job involves being supervised by employers or foremen.
3. This job involves working in a team of equals with little supervision.
4. This job involves being in charge of and working with a small team.
5. This job involves being in charge of a group of people without close supervision.

Item 29 Membership of Unions

1. There is no union for people in this job.
2. In this job I could join a union when I started work if I wanted to.
3. In this job I should be encouraged to join a union when I started work.
4. In this job I should be encouraged to join a union, have some say in its policy for young workers and be entitled to some benefits.
5. In this job I should be required to join a union when I started work.

Item 30 How Others see this Job

1. Other people see this job as unattractive but useful work.
2. Other people see this job as attractive and useful work.
3. Other people see this job as very attractive and useful work.
4. Other people see this job as very attractive and very useful work.
5. Other people see this job as very attractive but not very useful work.

Item 31 Separation from Home

1. This job involves living at home all the time.
2. This job involves living away from home for short periods occasionally.
3. This job involves living away from home for short periods frequently.
4. This job involves living away from home for long periods frequently.
5. This job involves living away from home permanently.

Item 32 How much Work is done with Others

1. People in this job work alone for long periods.
2. People in this job work with other people occasionally.
3. People in this job must be able to get on with other people.
4. People in this job are meeting and talking to other people frequently.
5. Working with other people is the main part of this job.

Item 33 Deciding for Yourself in the Job

1. In this job everything would be immediately checked.
2. In this job all the work would be carefully planned for me.
3. In this job I should be able to have some say in the planning of my work.
4. In this job I should be allowed opportunities to try out ideas of my own.
5. In this job I should be encouraged to try out some of my own ideas.

Item 34 Being relied on

1. In this job I should have no responsibility.
2. In this job I should have little responsibility.
3. In this job the supervisors would place a lot of trust in me.
4. In this job I should be in charge of a small part of the firm or organisation.
5. In this job the workings of the firm or organisation would depend heavily on how I did my work.

Item 35 Words and Writing

1. This job involves no reading or writing.
2. This job involves understanding simple written instructions.
3. This job involves writing a few words or short sentences.
4. This job involves copying, typing or passing on messages.
5. This job involves writing reports, composing letters or expressing difficult ideas in words.

Item 36 Clerical Work

1. This job involves no written work.
2. This job involves checking and copying.
3. This job involves sorting and filing.
4. This job involves typing letters or reports from dictation.
5. This job involves composing letters and making arrangements.

Item 37 Numbers

1. This job involves no use of numbers.
2. This job involves occasional very simple measuring or work with money.
3. This job involves measuring or working with money sometimes.
4. This job involves often doing work with lengths, weights, volumes, time or money.
5. This job involves doing work with numbers all the time.

Item 38 Thinking and Doing

1. This job involves work which requires very little thinking at all.
2. This job involves work which requires more doing than thinking.
3. This job involves work which requires thinking and doing about equally.
4. This job involves work which requires more thinking than doing.
5. This job involves work which requires a lot of thinking.

Item 39 Shapes, Drawing, Painting and Music

1. This job involves shapes in wood, metal, pottery or stone.
2. This job involves colours and shapes.
3. This job involves accurate drawing.
4. This job involves rhythm and musical notes.
5. This job involves none of these things.

Item 40 Accuracy

1. In this job accuracy is never necessary.
2. In this job accuracy is sometimes necessary.
3. In this job accuracy is often necessary.
4. In this job accuracy is usually necessary.
5. In this job a very high degree of accuracy is always necessary.

Item 41 Examination Qualifications

1. People entering this job do not need to have taken any examinations.
2. People entering this job do not need any C.S.E. or G.C.E. passes.
3. People entering this job need some C.S.E. passes.
4. People entering this job need less than 5 C.S.E. Grade 1 or G.C.E. '0' Level passes.
5. People entering this job need at least 5 C.S.E. Grade 1 or G.C.E. '0' Level passes.

Item 42 Place of Training

1. There is no training needed for this job.
2. All training is given whilst the job is being done.
3. There is a special place in the firm where all training is done.
4. Training is done partly in the firm and partly at college.
5. All training is done at college.

Item 43 Future Prospects

1. If I take this job I might be out of work later on.
2. I have no chance of improving myself in this job.
3. I have a chance of improving myself in this job, perhaps by going to another firm.
4. I have a chance of improving myself in this job, if I have more training.
5. I have a chance of improving myself in this job, if I move from my home area.

LEVEL 2TEST OF OCCUPATIONAL INFORMATIONItem 1 Place of Work - Indoors

1. This occupation is done mainly in an office or retail shop.
2. This occupation is done mainly in a factory or laboratory.
3. This occupation is done mainly at home or in a hospital
or school.
4. This occupation is done mainly travelling about.
5. This occupation is done in none of these places.

Item 2 Place of Work - Outdoors

1. This occupation is done mainly in the open air.
2. This occupation is done mainly underground.
3. This occupation is done mainly overhead.
4. This occupation is done mainly on a building site.
5. This occupation is done in none of these places.

Item 3 Things or People Worked with

1. In this occupation I should spend most time with tools.
2. In this occupation I should spend most time with machinery.
3. In this occupation I should spend most time with things to
sell.
4. In this occupation I should spend most time with pen,
typewriter or paper.
5. In this occupation I should spend most time with people.

Item 4 Working Conditions

1. The place where this occupation is done is clean.
2. The place where this occupation is done is dusty.
3. The place where this occupation is done is greasy.
4. The place where this occupation is done is dirty.
5. The place where this occupation is done is a combination
of two or three of these last three conditions.

Item 5 Temperature of Work Place

1. The place where this occupation is done is usually very hot.
2. The place where this occupation is done is usually hot.
3. The place where this occupation is done is usually
pleasantly warm.
4. The place where this occupation is done is usually cold.
5. This occupation is usually done outdoors.

Item 6 Dryness or Dampness of Work Place.

1. The place where this occupation is done is dry.
2. The place where this occupation is done is neither dry
nor damp.
3. The place where this occupation is done is sometimes dry
and sometimes damp.
4. The place where this occupation is done is damp.
5. This occupation is usually done outdoors.

Item 7 Smell

1. The place where this occupation is done has pleasant smells.
2. The place where this occupation is done has no noticeable smells.
3. The place where this occupation is done has sweet and sickly smells.
4. The place where this occupation is done has smells of disinfectant as in hospitals.
5. The place where this occupation is done has unpleasant fumes for example, petrol or acid.

Item 8 Noise or Vibration

1. The place where this occupation is done is very quiet.
2. The place where this occupation is done is quiet, with occasional sounds.
3. The place where this occupation is done has normal sounds.
4. The place where this occupation is done is noisy.
5. The place where this occupation is done is very noisy with disturbing vibrations.

Item 9 Repetition or Variety

1. This occupation involves constant repetition.
2. This occupation involves frequent repetition.
3. This occupation involves some repetition and some variety.
4. This occupation involves considerable variety.
5. This occupation involves continual variety.

Item 10 Hazards or Dangers of the Work

1. The most likely cause of injury in this occupation is from machinery.
2. The most likely cause of injury in this occupation is from accident on the road.
3. The most likely cause of injury in this occupation is from personal attack.
4. The most likely cause of injury in this occupation would be my own fault.
5. The most likely cause of injury in this occupation would be from falling materials.

Item 11 Appearance or Clothes worn

1. In this occupation people usually wear old clothes.
2. In this occupation people dress in working clothes or overalls.
3. In this occupation people dress in protective clothing, for example, helmets, boots.
4. In this occupation people must wear a uniform.
5. In this occupation people must always dress in smart clothes.

Item 12 Strength

1. This occupation involves no lifting.
2. This occupation involves lifting of light objects.
3. This occupation involves lifting and moving of heavy objects occasionally.
4. This occupation involves strenuous work of lifting heavy objects frequently.
5. This occupation involves very strenuous work including climbing, crouching or crawling with awkward or very heavy objects.

Item 13 Sitting or Standing

1. This occupation involves sitting all the time.
2. This occupation involves more sitting than standing.
3. This occupation involves about equal sitting and standing.
4. This occupation involves more standing than sitting.
5. This occupation involves standing, walking, stooping or climbing most of the time.

Item 14 General Health

1. This occupation can be done by people with certain physical handicaps.
2. This occupation can be done by people with certain health defects, for example, poor breathing, skin disease, serious stomach upsets.
3. This occupation requires people with reasonable health.
4. This occupation is suitable only for people of good health.
5. This occupation demands very high standards of health.

Item 15 Work with Hands and Feet

1. This occupation involves no accurate work with hands.
2. This occupation involves simple work with hands.
3. This occupation involves accurate work with hands.
4. This occupation involves simple work with hands and feet.
5. This occupation involves accurate work with hands and feet.

Item 16 Eyesight

1. This occupation can be done by people who have very poor eyesight, even with glasses.
2. This occupation cannot be done by people who are colour blind.
3. This occupation involves no strain on the eyes.
4. This occupation requires good normal eyesight.
5. This occupation demands high standards of eyesight.

Item 17 Talking or Speech

1. This occupation involves no talking at all as part of the work, except for friendly chatter.
2. This occupation involves talking to people sometimes.
3. This occupation involves talking to people often.
4. This occupation requires particularly clear speech.
5. This occupation involves talking very clearly most of the time.

Item 18 Arrangement of Normal Hours of Work

1. In this occupation the hours worked are decided by the worker.
2. In this occupation the hours worked depend on the weather.
3. A person in this occupation works shifts.
4. A person in this occupation works "split shifts" (two parts of a shift in one day).
5. A person in this occupation works regular day time hours, perhaps with overtime.

Item 19 Unusual Hours

1. In this occupation a person has to work in the evenings.
2. In this occupation a person has to work at night or early morning.
3. In this occupation a person has to work sometimes on Saturdays or Sundays.
4. In this occupation a person has to work at any of these times.
5. In this occupation a person has to work at none of these times.

Item 20 Number of Hours worked in a Week

1. In this occupation a person has normally to work less than 30 hours per week.
2. In this occupation a person has normally to work between 30 and 40 hours per week.
3. In this occupation a person has normally to work between 40 and 50 hours per week.
4. In this occupation a person has normally to work between 50 and 60 hours per week.
5. In this occupation a person has normally to work over 60 hours per week.

Item 21 When Workers are Paid

1. In this occupation people are paid when each part of the work is done.
2. In this occupation people are paid each day.
3. In this occupation people are paid each week.
4. In this occupation people are paid each month.
5. In this occupation people are paid at other times.

Item 22 Rates of Pay

1. In this occupation people are paid for each part of the work when it is done properly (this includes piece work).
2. In this occupation people are paid by the hour or by the week, perhaps with overtime or bonus.
3. In this occupation people are paid by the month, perhaps with overtime or bonus.
4. In this occupation people are paid only or mainly from profit or commission.
5. In this occupation people are paid only or mainly by professional fees.

Item 23 Amount of Starting Pay

1. In this occupation people start by earning less than £5 per week.
2. In this occupation people start by earning between £5 and £12 per week.
3. In this occupation people start by earning between £12 and £20 per week.
4. In this occupation people start by earning between £20 and £30 per week.
5. In this occupation people start by earning over £30 per week.

Item 24 Extra Benefits

1. People in this occupation are allowed a car allowance.
2. People in this occupation are allowed travel or meal facilities.
3. People in this occupation are allowed low interest loans and/or allowances on marriage.
4. People in this occupation are allowed life insurance policies.
5. People in this occupation are allowed no additional benefits.

Item 25 Increases in Pay

1. In this occupation increases in pay are given on merit.
2. In this occupation increases in pay are given on promotion.
3. In this occupation increases in pay are given on passing examinations.
4. In this occupation increases in pay are given automatically at certain times, for example, birthdays.
5. In this occupation increases in pay are given when the employer decides.

Item 26 Payment at 30 years old

1. At 30 years old people in this occupation, who have not been promoted, now earn up to twice as much as I would at 17 or 18 or on starting after full-time education.
2. At 30 years old people in this occupation, who have not been promoted, now earn about twice as much as I would at 17 or 18 or on starting after full-time education.
3. At 30 years old people in this occupation, who have not been promoted, now earn about three times as much as I would at 17 or 18 or on starting after full-time education.
4. At 30 years old people in this occupation, who have not been promoted, now earn four or five times as much as I would at 17 or 18 or on starting after full-time education.
5. At 30 years old people in this occupation, who have not been promoted, now earn more than six times as much as I would at 17 or 18 or on starting after full-time education.

Item 27Type of Relationship with People at Work

1. This occupation involves very little contact with people.
2. This occupation involves speaking to people or passing on messages.
3. This occupation involves persuading people.
4. This occupation involves supervising or instructing people.
5. This occupation involves negotiating with or advising people.

Item 28Leadership of Others at Work

1. This occupation involves working alone.
2. This occupation involves being supervised by employers, foremen or senior staff.
3. This occupation involves working in a team of equals with little supervision.
4. This occupation involves being in charge of and working with, a small team.
5. This occupation involves being in charge of a group of people, without close supervision.

Item 29Membership of Unions or Professional Bodies

1. There is no union or professional body for people in this occupation.
2. In this occupation I could join a union or professional body.
3. In this occupation I should be required to join a union or professional body.
4. In this occupation final examination qualifications would automatically give me membership of a professional body.
5. In this occupation final examination qualifications and a stated period of approved experience would give me membership of a professional body.

Item 30How Others see the Occupation (Prestige)

1. Other people see this occupation as unattractive and useful work.
2. Other people see this occupation as attractive and useful work.
3. Other people see this occupation as very attractive and useful work.
4. Other people see this occupation as very attractive and very useful work.
5. Other people see this occupation as very attractive but not very useful work.

Item 31 Separation from Home

1. This occupation involves living at home all the time.
2. This occupation involves living away from home for short periods occasionally.
3. This occupation involves living away from home for short periods frequently.
4. This occupation involves living away from home for long periods frequently.
5. This occupation involves living away from home permanently.

Item 32 How much Work is done with Others (Sociability)

1. In this occupation I should not need to work closely with other people.
2. In this occupation getting on with people would only be an incidental part of the work.
3. In this occupation getting on with people would be a significant part of the work.
4. In this occupation getting on with people would be an essential part of the work.
5. In this occupation working with and understanding people would be the most essential part of the work.

Item 33 Deciding for Yourself in the Job (Initiative)

1. In this occupation I should be expected to follow instructions closely.
2. In this occupation I should be able to use my own ideas only occasionally.
3. In this occupation I should have the opportunity to work out some of my own ideas.
4. In this occupation I should be expected to plan my own work and use initiative.
5. In this occupation I should have freedom to decide and to act within broad limits.

Item 34 Reliability

1. In this occupation I should be responsible for little things.
2. In this occupation I should be responsible for some equipment or a little money.
3. In this occupation I should be responsible for valuable materials or money.
4. In this occupation I should be responsible for very valuable machinery or a lot of money.
5. In this occupation I should be responsible for a vital part of a process or organisation.

Item 35 Words and Writing (Language)

1. This occupation involves checking or copying simple material.
2. This occupation involves understanding simple verbal instructions.
3. This occupation involves composing straightforward letters or reports.
4. This occupation involves reading and interpreting complicated verbal information.
5. This occupation involves compiling original written work expressing complicated verbal ideas.

Item 36 Clerical Work

1. This occupation involves no significant written work.
2. This occupation involves occasional administrative or organisational matters.
3. This occupation involves filing, cataloguing or organising written material.
4. This occupation involves reading, responding to and acting upon correspondence and communication with others.
5. This occupation involves organisation, planning and writing reports.

Item 37 Numbers (Mathematics)

1. This occupation involves no real use of numbers.
2. This occupation involves simple mathematical work, subsidiary to the main purpose.
3. This occupation involves frequent, but relatively straightforward work with numbers.
4. This occupation involves mathematics of a high standard and varied operations.
5. This occupation involves original and complex work with mathematical functions.

Item 38 Thinking

1. This occupation involves applying common sense to carrying out simple instructions.
2. This occupation involves considerable action together with deliberate thought.
3. This occupation involves careful thought but at least an equal amount of action.
4. This occupation involves frequent solving of problems, mentally rather than practically.
5. This occupation involves continual, sometimes original thinking, rather than doing.

Item 39 Shapes, Drawing, Painting and Music

1. This occupation involves an understanding of space and shape in wood, metal, pottery or stone.
2. This occupation involves an appreciation of colours, shapes and designs.
3. This occupation involves accurate drawing ability.
4. This occupation involves an appreciation of rhythm and musical notes.
5. This occupation involves none of these abilities.

Item 40 Accuracy (Exactness)

1. In this occupation being exact is not necessary.
2. In this occupation being exact is necessary in some of the work.
3. In this occupation being exact is necessary in most of the work.
4. In this occupation being exact is necessary in all of the work.
5. In this occupation everything has to be very exact.

Item 41 Examination Qualifications

1. People entering this occupation are not required to have 5 C.S.E. Grade 1 or 5 G.C.E. 'O' Level passes.
2. People entering this occupation are required to have at least 5 C.S.E. Grade 1 or 5 G.C.E. 'O' Level passes.
3. People entering this occupation are required to have at least 1 'A' Level pass.
4. People entering this occupation are required to have at least 2 and preferably 3 'A' Level passes.
5. People entering this occupation are required to have a College certificate or University degree or diploma.

Item 42 Place of Training

1. There is no training needed for this occupation.
2. All training takes place whilst the work is being done.
3. Training is done partly in the firm and partly at College or by correspondence course.
4. All training is done at College or University.
5. Most of the occupational training is done after a College or University course.

Item 43 Future Prospects

1. In this occupation there is no chance of promotion.
2. In this occupation there is little chance of promotion.
3. In this occupation the chances of promotion are good after suitable experience.
4. In this occupation the chances of promotion are good after varied experience and suitable training.
5. In this occupation the chances of early promotion are very good.

RESPONSE BOOKLETS

Copies of the response booklets as completed by the students are included in the pocket in the back cover of this volume.

APPENDIX 5

REVISED ITEM BOOKLETS

JOB INFORMATIONITEM BOOKLETLEVEL 1Item 1 Place of Work - Indoors

This job is done mainly in

1. an office or shop.
2. a factory or workshop.
3. a hospital or at home.
4. travelling about.
5. none of these places.

Item 2 Place of Work - Outdoors

This job is done mainly

1. in the open air.
2. underground.
3. overhead.
4. on a building site.
5. in none of these places.

Item 3 Things or People worked with

In this job I should work mostly with

1. tools or fixed machinery.
2. things to sell.
3. pen, typewriter or paper.
4. people.
5. none of these things.

Item 4 Working Conditions

The place where this job is done is

1. clean.
2. dusty.
3. greasy.
4. dirty.
5. dirty and greasy.

Item 5 Temperature of Work Place

The place where this job is done is usually

1. very hot.
2. hot.
3. pleasantly warm.
4. cold.
5. either hot or cold, depending on the weather.

Item 6 Dryness or Dampness of Work Place

The place where this job is done is

1. dry.
2. normal indoor conditions.
3. sometimes dry and sometimes damp (Indoors).
4. sometimes dry and sometimes damp (Outdoors).
5. damp.

Item 7 Smell

The place where this job is done has

1. pleasant smells.
2. no noticeable smells.
3. sweet and sickly smells.
4. smells of disinfectant as in hospitals.
5. unpleasant fumes, for example, petrol or acid.

Item 8 Noise or Vibration

The place where this job is done

1. is very quiet.
2. is quiet with occasional sounds.
3. has normal sounds, for example, talking, quiet machinery, office equipment, traffic.
4. is noisy.
5. is very noisy with disturbing vibrations.

Item 9 Repetition or Variety

In this job I should

1. repeat a simple task all the time.
2. repeat a few different tasks all the time.
3. repeat a complicated task.
4. do a number of different kinds of task.
5. have continual change in the kind of task.

Item 10 Dangers of the Work

The most likely cause of injury in this job is from

1. machinery.
2. accident on the road, in the air, or at sea.
3. personal attack.
4. falling materials.
5. my own clumsiness or forgetfulness.

Item 11 Appearance or Clothes

In this job I should usually wear

1. old clothes.
2. working clothes or overalls.
3. protective clothing, for example, helmets, boots.
4. uniform.
5. smart clothes.

Item 12 Strength

In this job I should

1. do no lifting.
2. lift light objects.
3. lift and move heavy objects occasionally.
4. lift and move heavy objects frequently.
5. lift and move very heavy objects.

Item 13 Sitting or Standing

In this job I should

1. sit all the time.
2. sit more than stand.
3. sit and stand about equally.
4. stand more than sit.
5. stand, stoop, lie, walk or climb most of the time.

Item 14 General Health

This job

1. can be done by people with certain physical handicaps.
2. can be done by people with certain health defects, for example, poor breathing, skin disease, serious stomach upsets.
3. requires people who are fit.
4. is suitable only for people who are fit.
5. demands very high standards of fitness.

Item 15 Work with Hands and Feet

In this job I should do

1. no accurate work with hands.
2. simple work with hands.
3. accurate work with hands.
4. simple work with hands and feet.
5. accurate work with hands and feet.

Item 16 Eyesight

This job

1. can be done by people with very poor eyesight, even with glasses.
2. cannot be done by people who are colour blind.
3. involves no strain on the eyes.
4. requires good normal eyesight.
5. demands high standards of eyesight.

Item 17 Talking

In this job I should

1. do no talking at all as part of the work, except for friendly chatter.
2. talk to people sometimes.
3. talk to people often.
4. speak very clearly sometimes.
5. speak very clearly most of the time.

Item 18 Arrangement of Normal Hours of Work

In this job I should work

1. when I want to.
2. shifts.
3. split shifts (two parts of a shift in one day).
4. regular day time hours, unless the weather is bad.
5. regular day time hours, perhaps with overtime.

Item 19 Unusual Hours of Work

In this job I should work

1. in the evenings.
2. at night or early morning.
3. sometimes on Saturdays or Sundays.
4. at any of these times.
5. at none of these times.

Item 20 Number of Hours worked in a Week

In this job I should normally work

1. less than 30 hours per week.
2. between 30 and 40 hours per week.
3. between 40 and 50 hours per week.
4. between 50 and 60 hours per week.
5. over 60 hours per week.

Item 21 When workers are paid

In this job I should be paid

1. when each part of it was done.
2. each day.
3. each week.
4. each month.
5. at other times.

Item 22 Rates of Pay

In this job I should be paid

1. for each part of the work when it is done properly (this includes piece work).
2. only from profit or commission I should make.
3. by the hour, perhaps with overtime or bonus.
4. by the week, perhaps with overtime or bonus.
5. by the month, perhaps with overtime or bonus.

Item 23 Amount of Starting Pay

In this job I should start by earning

1. less than £3 per week.
2. between £3 and £8 per week.
3. between £8 and £12 per week.
4. between £12 and £20 per week.
5. over £20 per week.

Item 24 Extra Benefits

In this job I should be allowed

1. a reduced price on things I buy.
2. canteen meals at cheap prices or luncheon vouchers.
3. free or cheap travel.
4. other benefits.
5. no extra benefits.

Item 25 Increases in Pay

In this job I might get an increase in pay

1. for good work.
2. on promotion.
3. on passing examinations.
4. on birthdays or other special times.
5. for more than one of these reasons.

Item 26 Maximum Wage

In this job I should reach the maximum wage when I am

1. 18 years old.
2. 21 years old.
3. 25 years old.
4. 30 years old.
5. 40 years old.

Item 27 How Work is done with People

In this job I should

1. work alone for most of the time.
2. work separately, but in a place with others.
3. work closely with a few others as a team.
4. sell to other people.
5. help, advise or be in charge of other people.

Item 28 How much Leadership of Others

In this job I should

1. work alone.
2. be supervised by employers or foreman.
3. work in a team of equals with little supervision.
4. be in charge of and work with a small team.
5. be in charge of a group of people without close supervision.

Item 29 Membership of Unions

In this job

1. there is no union.
2. I could join a union when I started work if I wanted to.
3. I should be encouraged to join a union when I started work.
4. I should be encouraged to join a union, have some say in its policy for young workers and be entitled to some benefits.
5. I should be required to join a union when I started work.

Item 30 How Other People see the Job

Other people think this job is

1. unattractive and not very useful.
2. unattractive but useful.
3. attractive and useful.
4. very attractive and useful.
5. very attractive but not very useful.

Item 31 How much Work is done with Others

In this job I should

1. work alone for long periods.
2. work with other people occasionally.
3. have to be able to get on with other people.
4. meet and talk to other people frequently.
5. be meeting and talking to other people all the time.

Item 32 Deciding for Myself in the Job

In this job

1. everything would be immediately checked.
2. I should be told exactly what to do.
3. I should have some say in how I did my work.
4. I should be able to try my own ideas sometimes.
5. I should be expected to try out my own ideas.

Item 33 Being Relied on

In this job

1. I should have no responsibility.
2. I should have little responsibility.
3. the supervisors would place a lot of trust in me.
4. I should be in charge of a small part of the firm.
5. the firm would depend very heavily on my work.

Item 34 Separation from Home

In this job I should live

1. at home all the time.
2. away from home for short periods.
3. away from home for long periods.
4. away from home permanently.
5. where the job is offered.

Item 35 Words and Writing

In this job I should have to

1. understand simple written instructions.
2. write a few words or short sentences.
3. copy or type, or pass on messages.
4. write reports, compose letters or express difficult ideas in words.
5. do no reading or writing.

Item 36 Clerical Work

In this job I should have to

1. check and copy.
2. sort and file papers.
3. type letters or reports from dictation.
4. compose letters and make arrangements.
5. do no written work.

Item 37 Numbers

In this job I should

1. measure or work with money occasionally.
2. measure or work with money sometimes.
3. often do work with lengths, weights, volumes, time or money.
4. work with numbers all the time.
5. use no numbers.

Item 38 Thinking

The work in this job requires

1. very little thinking.
2. more doing than thinking.
3. doing and thinking about equally.
4. more thinking than doing.
5. a lot of thinking.

Item 39 Craft, Painting, Drawing and Music

In this job I should do work with

1. wood, pottery, metal or stone.
2. paint.
3. accurate drawing.
4. rhythm and musical notes.
5. none of these things.

Item 40 Accuracy

In this job accuracy is

1. never necessary.
2. sometimes necessary.
3. often necessary.
4. always necessary.
5. always necessary to a very high degree.

Item 41 Examination Qualifications

To enter this job I should need

1. to try no examinations.
2. No C.S.E. grades or G.C.E. passes.
3. some C.S.E. grades.
4. less than 5 C.S.E. Grade 1 or G.C.E. '0' Level passes.
5. at least 5 C.S.E. Grade 1 or G.C.E. '0' Level passes.

Item 42 Place of Training

In this job I should receive

1. no training.
2. training whilst the job is being done.
3. training in a special place in the firm.
4. training partly in the firm and partly at college.
5. all the training at college.

Item 43 Future Prospects

If I enter this job I

1. might be out of work later on.
2. have no chance of improving myself.
3. have a chance of improving myself, perhaps by going to another firm.
4. have a chance of improving myself, if I have more experience and/or further training.
5. have a chance of improving myself, if I move from my home area.

OCCUPATIONAL INFORMATIONITEM BOOKLETLEVEL 2Item 1 Place of Work - Indoors

This occupation is done mainly

1. in an office or shop.
2. in a factory or laboratory.
3. at home or in a hospital or school.
4. travelling about.
5. in none of these places.

Item 2 Place of Work - Outdoors

This occupation is done mainly

1. in the open air.
2. underground.
3. overhead.
4. on a building site.
5. in none of these places.

Item 3 Things or People Worked with

In this occupation I should spend most time with

1. tools, fixed machinery, instruments or laboratory equipment.
2. things to sell.
3. pen, typewriter or paper.
4. people.
5. none of these things.

Item 4 Conditions of Work Surroundings

The place where this occupation is done is

1. clean.
2. dusty.
3. greasy.
4. dirty.
5. a combination of two or three of these last three conditions.

Item 5 Temperature of Work Place

The place where this occupation is done is usually

1. very hot.
2. hot.
3. pleasantly warm.
4. cold.
5. either hot or cold, depending on the weather.

Item 6 Dryness or Dampness of Work Place

The place where this occupation is done is

1. dry.
2. normal indoor conditions.
3. sometimes dry and sometimes damp (Indoors).
4. sometimes dry and sometimes damp (Outdoors).
5. damp.

Item 7 Smell

The place where this occupation is done has

1. pleasant smells.
2. no noticeable smells.
3. sweet and sickly smells.
4. smells of disinfectant as in hospitals.
5. unpleasant fumes, for example, petrol or acid.

Item 8 Noise or Vibration

The place where this occupation is done

1. is very quiet.
2. is quiet with occasional sounds.
3. has normal sounds, for example, talking, quiet machinery, office equipment, traffic.
4. is noisy.
5. is very noisy with disturbing vibrations.

Item 9 Repetition or Variety

This occupation involves

1. constant repetition.
2. frequent repetition.
3. some repetition and some variety.
4. considerable variety.
5. continual variety.

Item 10 Hazards or Dangers of the Work

The most likely cause of injury in this occupation is from

1. machinery.
2. accident on the road, in the air or at sea.
3. personal attack.
4. falling materials.
5. my own fault.

Item 11 Appearance or Clothes

In this occupation I should usually wear

1. old clothes.
2. working clothes or overalls.
3. protective clothing, for example, helmets, boots.
4. uniform.
5. smart clothes.

Item 12 Strength

This occupation involves

1. no lifting.
2. lifting of light objects.
3. lifting and moving of heavy objects occasionally.
4. strenuous work of lifting heavy objects frequently.
5. very strenuous work including climbing, crouching or crawling with awkward or very heavy objects.

Item 13 Sitting or Standing

This occupation involves

1. sitting all the time.
2. more sitting than standing.
3. about equal sitting and standing.
4. more standing than sitting.
5. standing, walking, stooping or climbing most of the time.

Item 14 General Health

This occupation

1. can be done by people with certain physical handicaps.
2. can be done by people with certain health defects, for example, poor breathing, skin disease, serious stomach upsets.
3. requires people with reasonable health.
4. is suitable only for people of good health.
5. demands very high standards of health.

Item 15 Work with Hands and Feet

This occupation involves

1. no accurate work with hands.
2. simple work with hands.
3. accurate work with hands.
4. simple work with hands and feet.
5. accurate work with hands and feet.

Item 16 Eyesight

This occupation

1. can be done by people who have very poor eyesight even with glasses.
2. cannot be done by people who are colour blind.
3. involves no strain on the eyes.
4. requires good normal eyesight.
5. demands high standards of eyesight.

Item 17 Talking or Speech

This occupation involves

1. no talking at all as part of the work, except for friendly chatter.
2. talking to people sometimes.
3. talking to people often.
4. particularly clear speech.
5. speaking more than one language.

Item 18 Arrangement of Normal Hours of Work

In this occupation the hours worked

1. are decided by the worker.
2. are shifts.
3. are split shifts (two parts of a shift in one day).
4. are regular day time hours, perhaps with overtime.
5. depend on others and are frequently irregular.

Item 19 Unusual Hours

In this occupation a person has to work

1. in the evenings.
2. at night or early morning.
3. sometimes on Saturdays or Sundays.
4. at any of these times.
5. at none of these times.

Item 20 Number of Hours worked in a Week

In this occupation I should normally work

1. less than 30 hours per week.
2. between 30 and 40 hours per week.
3. between 40 and 50 hours per week.
4. between 50 and 60 hours per week.
5. over 60 hours per week.

Item 21 When Workers are Paid

In this occupation I should be paid

1. when each part of the work is done.
2. each day.
3. each week.
4. each month.
5. at other times.

Item 22 Rates of Pay

In this occupation I should be paid

1. when each part of the work is done.
2. by the hour or by the week, perhaps with overtime or bonus.
3. by the month, perhaps with overtime or bonus.
4. only or mainly from profit or commission.
5. only or mainly by professional fees.

Item 23 Amount of Starting Pay

In this occupation I should start by earning

1. less than £5 per week.
2. between £5 and £12 per week.
3. between £12 and £20 per week.
4. between £20 and £30 per week.
5. over £30 per week.

Item 24 Extra Benefits

In this occupation I should be allowed

1. a car allowance, travel or meal facilities.
2. low interest loans and/or allowances on marriage.
3. life insurance policies and/or non-contributory pensions.
4. a combination of these or other benefits.
5. no additional benefits.

Item 25 Increases in Pay

In this occupation increases in pay are given

1. on merit.
2. on promotion.
3. on passing examinations.
4. automatically at certain times, for example, birthdays.
5. for more than one of these or other reasons.

Item 26 Payment at 30 years old

The payment in this occupation now to people aged 30 years who have not been promoted, compared to the starting pay on entry at 17 or 18 or after full-time education, increases by:

1. less than twice as much.
2. about twice as much.
3. about three times as much.
4. four or five times as much.
5. more than five times as much.

Item 27 Type of Relationship with People at Work

This occupation involves

1. very little contact with people.
2. speaking to people or passing on messages.
3. persuading people.
4. supervising or instructing people.
5. negotiating with, or advising people.

Item 28 Leadership of others at Work

This occupation involves

1. working alone.
2. being supervised by employers, foremen or senior staff.
3. working in a team of equals with little supervision.
4. being in charge of, and working with, a small team.
5. being in charge of a group of people, without close supervision.

Item 29 Membership of Unions or Professional Bodies

In this occupation

1. there is no union or professional body.
2. I could join a union or professional body.
3. I should be required to join a union or professional body.
4. final examination qualifications would automatically give me membership of a professional body.
5. final examination qualifications and a stated period of approved experience would give me membership of a professional body.

Item 30 How Others see the Occupation (Prestige)

Other people see this occupation as

1. unattractive and not very useful work.
2. unattractive but useful work.
3. attractive and useful work.
4. very attractive and useful work.
5. very attractive but not very useful work.

Item 31 How Much Work is done with Others (Sociability)

In this occupation

1. I should not need to work closely with other people.
2. getting on with people would only be an incidental part of the work.
3. getting on with people would be a significant part of the work.
4. getting on with people would be an essential part of the work.
5. working with and understanding people would be the most essential part of the work.

Item 32 Deciding for Myself in the Occupation (Initiative)

In this occupation I should

1. be expected to follow instructions closely.
2. be able to use my own ideas only occasionally.
3. have the opportunity to work out some of my own ideas.
4. be expected to plan my own work and use initiative.
5. have freedom to decide and to act within broad limits.

Item 33 Reliability

In this occupation I should be responsible for

1. little things.
2. some equipment or a little money.
3. valuable materials or money.
4. people rather than materials or money.
5. a vital part of a process or organisation.

Item 34 Separation from Home

This occupation involves

1. living at home all the time.
2. living away from home for short periods.
3. living away from home for long periods.
4. living away from home permanently.
5. being prepared to live wherever a post is offered.

Item 35 Words and Writing (Language)

This occupation involves

1. checking or copying simple material.
2. understanding simple verbal instructions.
3. composing straightforward letters or reports.
4. reading and interpreting complicated verbal information.
5. compiling original written work expressing complicated verbal ideas.

Item 36 Clerical Work

This occupation involves

1. no significant written work.
2. occasional administrative or organisational matters.
3. filing, cataloguing or organising written material.
4. reading, responding to and acting upon correspondence and communication with others.
5. organisation, planning and writing reports.

Item 37 Numbers (Mathematics)

This occupation involves

1. no real use of numbers.
2. simple mathematical work, subsidiary to the main purpose.
3. frequent, but relatively straightforward work with numbers.
4. mathematics of a high standard and varied operations.
5. original and complex work with mathematical functions.

Item 38 Thinking or Reasoning

This occupation involves

1. applying common sense to carrying out simple instructions.
2. considerable action together with deliberate thought.
3. careful thought but at least an equal amount of action.
4. frequent solving of problems, mentally rather than practically.
5. continual, sometimes original, thinking, rather than doing.

Item 39 Craft, Painting, Drawing and Music

This occupation involves

1. an understanding of space and shape in wood, metal, pottery or stone or other materials.
2. an appreciation of colours and designs.
3. accurate drawing ability.
4. an appreciation of rhythm and musical notes.
5. none of these abilities.

ITEM 40 Accuracy

In this occupation accuracy is

1. not necessary.
2. necessary in some of the work.
3. necessary in most of the work.
4. necessary in all of the work.
5. always necessary to a high degree.

Item 41 Examination Qualifications

People entering this occupation are required to have

1. no fixed examination qualifications.
2. at least 5 C.S.E. Grade 1 or 5 G.C.E. 'O' Level passes.
3. at least 1 G.C.E. 'A' Level pass.
4. at least 2 and preferably 3 G.C.E. 'A' Level passes.
5. a College Certificate or University Degree or Diploma.

Item 42 Place of Training

In this occupation

1. there is no essential training.
2. all training takes place whilst the work is being done.
3. partly in the firm and partly at College or by correspondence course.
4. all training is done at College or University.
5. most of the training is done after a College or University course.

Item 43 Future Prospects

In this occupation

1. there is no chance of promotion.
2. there is little chance of promotion.
3. the chances of promotion are good after suitable experience.
4. the chances of promotion are good after varied experience and suitable training.
5. the chances of early promotion are very good.

APPENDIX 6

TRIAL NORMS PROVIDED BY CAREERS OFFICERS AND PARTICIPANTS

CAREERS OFFICER NORM:

OCCUPATIONAL

TITLE:

TELEPHONE OPERATOR

LEVEL	1					Significance
Sentence No.	1	2	3	4	5	
Item No.						
1	7	0	0	0	3	**
2	0	0	0	0	10	**
3	6	0	0	4	0	**
4	10	0	0	0	0	**
5	0	0	10	0	0	**
6	3	7	0	0	0	**
7	0	10	0	0	0	**
8	0	0	10	0	0	**
9	3	6	1	0	0	*
10	2	0	0	0	8	**
11	0	1	0	0	9	**
12	8	1	0	0	1	**
13	8	2	0	0	0	**
14	10	0	0	0	0	**
15	0	7	3	0	0	**
16	5	1	1	3	0	
17	0	0	0	0	10	**
18	0	6	1	1	2	*
19	0	0	2	8	0	**
20	0	4	6	0	0	**
21	0	0	9	1	0	**
22	0	1	0	8	1	**
23	0	10	0	0	0	**
24	0	7	0	1	2	**
25	0	1	0	5	3	
26	2	0	3	2	3	
27	0	10	0	0	0	**
28	2	3	5	0	0	
29	1	8	0	0	0	**
30	0	2	7	1	0	**
31	1	0	6	0	3	*
32	0	6	3	1	0	*
33	0	2	8	0	0	**
34	10	0	0	0	0	**
35	0	4	4	0	2	
36	4	0	0	0	6	**
37	1	0	0	6	3	*
38	1	1	7	1	0	**
39	0	0	0	0	10	**
40	0	0	0	9	1	**
41	3	4	3	0	0	
42	0	1	9	0	0	**
43	0	0	3	7	0	**

N = 10

χ^2 significant (**) at $p \leq .01$ 32 items
 (*) at $p \leq .05$ 5 items

CAREERS OFFICER NORM.

OCCUPATIONAL

TITLE: MOTOR MECHANIC (~~ADVISERS~~)

LEVEL 1						Significance
Sentence No.	1	2	3	4	5	
Item No.						
1	0	0	0	0	10	**
2	1	0	0	0	9	**
3	10	0	0	0	0	**
4	0	0	2	0	8	**
5	0	0	2	1	7	**
6	2	2	4	2	0	
7	0	0	0	0	10	**
8	0	0	1	7	2	**
9	0	1	0	8	1	**
10	2	0	0	0	8	**
11	0	10	0	0	0	**
12	0	0	8	2	0	**
13	0	0	0	0	10	**
14	2	0	4	4	0	
15	0	0	9	0	1	**
16	0	0	1	9	0	**
17	3	6	1	0	0	*
18	0	0	0	1	9	**
19	0	0	4	5	1	*
20	0	0	10	0	0	**
21	0	1	9	0	0	**
22	1	0	6	3	0	*
23	0	9	0	1	0	**
24	3	0	0	0	7	**
25	3	0	1	2	4	
26	0	7	2	1	0	**
27	1	7	2	0	0	**
28	0	7	2	0	0	**
29	1	7	2	0	0	**
30	0	2	8	0	0	**
31	1	6	0	3	0	*
32	0	3	4	2	1	
33	0	0	10	0	0	**
34	9	0	0	0	0	**
35	8	1	0	0	1	**
36	2	0	0	0	8	**
37	2	0	6	0	2	*
38	0	3	7	0	0	**
39	7	1	0	0	2	**
40	0	0	0	6	4	**
41	2	3	4	2	0	
42	0	2	0	8	0	**
43	0	0	3	7	0	**

N = 10

χ^2 significant (**) at $p < .01$ 33 items
 (*) at $p < .05$ 5 items

CAREERS OFFICER NORM:

OCCUPATIONAL

TITLE:

TEACHING

LEVEL						Significance
2						
Sentence No.	1	2	3	4	5	
Item No.						
1	0	0	9	0	1	**
2	1	0	0	0	9	**
3	0	0	0	10	0	**
4	7	3	0	0	0	**
5	0	0	8	0	2	**
6	1	8	1	0	0	**
7	0	9	0	0	0	**
8	0	3	4	3	0	
9	0	0	6	2	2	*
10	0	0	1	0	8	**
11	2	0	0	0	8	**
12	4	5	1	0	0	*
13	0	0	6	4	0	**
14	5	2	3	0	0	
15	2	5	2	0	0	
16	7	0	1	2	0	**
17	0	0	5	5	0	**
18	0	0	0	10	0	**
19	1	1	1	4	3	
20	4	5	1	0	0	*
21	0	0	0	10	0	**
22	0	0	10	0	0	**
23	0	1	9	0	0	**
24	4	1	0	2	3	
25	0	1	0	1	8	**
26	9	1	0	0	0	**
27	0	0	0	9	1	**
28	3	0	1	0	5	*
29	0	8	2	0	0	**
30	0	3	7	0	0	**
31	1	0	2	2	5	
32	0	0	3	6	1	*
33	0	0	0	10	0	**
34	6	0	0	0	4	**
35	3	0	1	5	1	
36	0	4	2	1	2	
37	0	3	6	0	0	**
38	0	0	6	2	2	*
39	4	1	2	0	2	
40	0	1	4	1	4	
41	0	4	0	0	6	**
42	0	0	0	10	0	**
43	0	0	7	3	1	**

N = 10

significant (**) at $p \leq .01$
 (*) at $p \leq .05$

27 items
 6 items

PARTICIPANT NORM:

TELEPHONE OPERATOR

LEVEL 1						Significance
Sentence No.	1	2	3	4	5	
Item No.						
1	13	0	0	0	1	**
2	0	0	0	1	19	**
3	1	0	1	17	0	**
4	14	4	0	2	0	**
5	0	1	9	1	9	**
6	4	16	0	0	0	**
7	1	19	0	0	0	**
8	0	0	17	3	0	**
9	1	7	1	9	2	**
10	1	0	0	1	18	**
11	1	1	0	0	18	**
12	12	8	0	0	0	**
13	14	6	0	0	0	**
14	10	0	7	2	1	**
15	1	1	18	0	0	**
16	2	1	0	15	2	**
17	0	0	2	0	18	**
18	0	3	1		16	**
19	2	0	6	6	6	**
20	2	0	18	0	0	**
21	0	0	20	0	0	**
22	0	0	8	12	0	**
23	0	12	5	3	0	**
24	1	3	0	6	10	**
25	0	3	0	13	4	**
26	0	2	14	4	0	**
27	0	16	3	0	1	**
28	0	11	8	1	0	**
29	0	4	6	8	2	**
30	0	4	16	0	0	**
31	2	0	13	1	5	**
32	5	8	5	1	1	**
33	1	5	12	0	2	**
34	4	13	0	1	2	**
35	7	10	1	2	0	**
36	15	1	0	4	0	**
37	0	0	1	18	1	**
38	0	2	15	0	3	**
39	0	0	0	0	20	**
40	0	0	0	7	13	**
41	9	5	4	2	0	**
42	0	9	10	1	0	**
43	0	0	2	17	1	**

N = 20

 χ^2 significant (**) at $p < .01$ = 43 items

PARTICIPANT NORM:

OCCUPATIONAL

TITLE:

MOTOR MECHANIC

LEVEL 1						Significance
Sentence No.	1	2	3	4	5	
Item No.						
1	0	3	0	0	12	**
2	2	0	1	0	12	**
3	15	0	0	0	0	**
4	2	0	1	0	12	**
5	0	0	2	1	12	**
6	0	2	9	3	1	**
7	0	5	0	0	10	**
8	0	1	6	8	0	**
9	0	1	0	12	2	**
10	5	0	0	2	8	**
11	0	14	1	0	0	**
12	0	1	10	4	0	**
13	0	0	0	9	6	**
14	0	0	11	2	1	**
15	0	1	13	0	1	**
16	8	0	2	5	0	**
17	0	4	5	0	6	**
18	0	0	0	0	15	**
19	0	2	7	5	1	**
20	0	2	10	3	0	**
21	0	0	15	0	0	**
22	0	1	10	5	0	**
23	2	10	3	0	0	**
24	11	0	1	1	2	**
25	1	0	0	10	4	**
26	0	13	1	0	1	**
27	0	9	4	0	2	**
28	1	12	2	0	0	**
29	6	2	3	4	0	*
30	0	12	1	2	0	**
31	1	5	6	2	1	*
32	1	4	4	3	3	
33	0	6	9	0	0	**
34	10	1	0	0	4	**
35	10	0	1	1	3	**
36	1	0	0	1	13	**
37	2	0	5	4	4	
38	0	0	9	4	2	**
39	4	2	0	0	9	**
40	1	0	7	1	6	**
41	12	2	1	0	0	**
42	0	1	0	14	0	**
43	0	0	3	11	1	**

χ^2 N = 15
 significant (**) at $p < .01$ 39 items
 (*) at $p < .05$ 2 items

APPENDIX 7

NORMS:	CAREERS OFFICERS	(pp. 489-517)
NORMS:	PARTICIPANTS	(pp. 518-546)

CAREERS OFFICER

NORM: A 1

OCCUPATIONAL
TITLE:

AGRICULTURAL WORKER

CODOT

CLASS'N: 501

TEST LEVEL 1	No. IN GROUP: 32				
Sentence No.	1	2	3	4	5
Item No.					
1	0	0	0	0	10
2	10	0	0	0	0
3	3	0	0	0	10
4	1	3	0	10	0
5	0	0	0	0	10
6	0	0	0	10	0
7	10	6	2	1	1
8	0	10	2	1	0
9	0	2	0	10	1
10	10	0	0	0	4
11	5	10	1	0	0
12	0	1	10	5	0
13	0	0	0	3	0
14	2	1	10	3	2
15	1	5	5	10	1
16	10	0	10	7	0
17	5	10	0	0	0
18	0	0	0	3	10
19	0	0	2	10	0
20	0	1	10	1	0
21	0	0	10	1	0
22	0	1	10	10	0
23	0	10	0	0	0
24	1	0	0	10	2
25	1	1	0	5	10
26	0	10	2	0	0
27	10	2	1	0	0
28	3	10	0	0	0
29	0	10	1	0	0
30	0	10	2	0	0
31	5	10	0	0	0
32	0	5	10	0	0
33	1	3	10	0	1
34	10	0	0	2	9
35	10	3	0	0	5
36	1	0	0	0	10
37	8	1	9	0	10
38	1	10	4	0	0
39	0	0	0	0	10
40	0	10	4	0	0
41	10	3	0	0	0
42	0	10	0	4	0
43	0	1	2	10	0

CAREERS OFFICER

NORM: A 2

OCCUPATIONAL

TITLE: CLERK

CODOT

CLASS'N: 31

TEST LEVEL	No. IN GROUP = 33				
1	1	2	3	4	5
Sentence No.	1	2	3	4	5
Item No.					
1	10	0	0	0	0
2	0	0	0	1	10
3	0	0	10	0	0
4	10	0	0	0	0
5	0	0	10	0	0
6	0	10	0	0	0
7	0	10	0	0	0
8	0	0	10	0	0
9	0	10	2	7	0
10	0	0	0	0	10
11	0	0	0	0	10
12	5	10	0	0	0
13	3	10	0	0	0
14	10	2	0	0	0
15	10	9	10	0	0
16	10	0	2	9	0
17	1	10	2	1	0
18	0	0	0	0	10
19	0	0	3	1	10
20	0	10	2	0	0
21	0	0	10	5	0
22	0	0	1	10	4
23	0	10	0	0	0
24	0	8	0	1	10
25	0	0	0	2	10
26	0	3	10	7	7
27	0	10	2	0	0
28	0	10	4	0	0
29	2	10	1	0	0
30	2	3	10	0	1
31	1	8	10	1	0
32	0	10	5	0	0
33	0	10	5	0	0
34	10	0	0	0	2
35	0	3	10	2	0
36	6	10	1	2	0
37	5	5	10	2	1
38	0	1	10	4	0
39	0	0	0	0	10
40	0	0	1	10	2
41	6	3	10	10	0
42	0	10	0	5	0
43	0	0	0	10	0

CAREERS OFFICER

NORM: A 3

OCCUPATIONAL

TITLE: DRIVER'S MATE: VAN OR LOWEY

CODOT

CLASS'N: 935

TEST LEVEL 1	No. IN GROUP = 33				
Sentence No.	1	2	3	4	5
Item No.					
1	0	0	0	10	1
2	10	0	0	0	6
3	0	5	0	5	10
4	10	5	0	3	1
5	0	0	1	0	10
6	1	0	0	10	0
7	0	10	0	0	5
8	0	0	10	3	2
9	6	10	0	1	0
10	0	10	0	0	2
11	2	10	0	0	0
12	0	1	10	7	0
13	0	6	10	0	3
14	1	0	10	4	0
15	10	8	0	4	0
16	3	0	10	7	0
17	5	10	6	0	0
18	0	2	0	3	10
19	0	1	5	10	3
20	0	0	10	0	0
21	0	0	10	0	0
22	0	0	5	10	0
23	0	10	1	0	0
24	0	0	0	2	10
25	2	3	0	10	3
26	5	10	2	1	1
27	0	0	10	0	0
28	0	10	5	0	0
29	5	10	5	0	0
30	2	10	3	0	0
31	0	2	10	5	0
32	0	10	2	1	0
33	1	10	2	0	0
34	10	5	1	0	0
35	10	3	0	0	3
36	3	0	0	0	10
37	7	10	0	1	9
38	4	10	1	0	0
39	0	0	0	0	10
40	8	10	1	3	1
41	10	0	0	0	0
42	9	10	0	0	0
43	10	1	5	8	0

CAREERS OFFICER

NORM: A 4

OCCUPATIONAL

TITLE:

ELECTRICIAN

CODOT

CLASS 'N: 76

TEST LEVEL	No. IN GROUP = 29				
1	1	2	3	4	5
Sentence No.	1	2	3	4	5
Item No.					
1	0	6	1	10	4
2	0	0	0	10	2
3	10	0	0	0	0
4	4	6	0	10	1
5	0	0	1	0	10
6	4	10	9	8	0
7	0	10	0	0	0
8	0	2	10	5	0
9	0	4	1	10	2
10	1	0	0	0	10
11	0	10	0	0	0
12	1	8	10	1	0
13	0	0	0	2	10
14	1	1	10	1	0
15	0	0	10	0	0
16	0	10	0	3	0
17	2	10	1	0	0
18	0	2	0	0	10
19	0	0	10	8	6
20	0	1	10	0	0
21	0	0	10	0	0
22	0	0	10	6	0
23	0	10	0	2	0
24	1	3	1	0	10
25	2	4	4	4	10
26	0	10	1	1	0
27	4	10	10	0	0
28	1	10	3	0	0
29	2	6	10	0	8
30	0	2	10	2	0
31	1	10	8	1	0
32	1	8	10	1	0
33	0	0	10	0	1
34	10	2	0	0	5
35	10	2	0	0	1
36	1	0	0	0	10
37	0	0	10	0	1
38	0	2	10	0	0
39	3	0	0	0	10
40	0	1	2	10	5
41	4	5	10	4	0
42	0	0	0	10	0
43	0	0	3	10	0

CAREERS OFFICER

NORM: A 5

OCCUPATIONAL

TITLE:

FITTER

CODOT

CLASS'N: 741

TEST LEVEL 1

No. IN GROUP = 31

Sentence No.	1	2	3	4	5
Item No.					
1	0	10	0	0	0
2	0	0	0	0	10
3	10	0	0	0	0
4	2	2	10	2	10
5	0	0	10	0	3
6	1	10	1	0	0
7	1	10	2	1	3
8	0	0	1	10	0
9	0	2	2	10	1
10	10	0	0	0	5
11	0	10	1	0	0
12	0	3	10	0	0
13	0	0	0	10	6
14	8	1	10	2	0
15	0	0	10	0	0
16	0	0	1	10	0
17	4	10	1	0	0
18	0	5	0	0	10
19	0	0	5	10	2
20	0	2	10	0	0
21	0	0	10	0	0
22	0	0	10	2	0
23	0	10	0	1	0
24	0	10	1	0	4
25	0	4	0	2	10
26	0	10	2	1	0
27	1	10	7	0	0
28	1	10	1	0	0
29	0	5	10	2	7
30	0	5	10	0	0
31	1	10	8	3	1
32	2	8	10	3	1
33	0	3	10	0	1
34	10	1	0	0	0
35	10	2	0	0	0
36	2	0	0	0	10
37	0	2	10	2	0
38	0	9	10	0	0
39	10	0	1	0	1
40	0	0	0	5	10
41	2	6	10	2	0
42	0	0	1	10	0
43	0	0	1	10	0

CAREERS OFFICER

NORM: A 6

OCCUPATIONAL

TITLE: HAIRDRESSER

CODOT

CLASS'N: 471

TEST LEVEL 1	No. IN GROUP = 32				
Sentence No.	1	2	3	4	5
Item No.					
1	10	0	0	0	1
2	0	0	0	0	10
3	2	0	0	10	0
4	10	0	0	0	0
5	0	3	10	0	0
6	1	10	2	0	0
7	10	0	3	0	0
8	0	1	10	0	0
9	0	5	0	10	0
10	0	0	0	0	10
11	0	10	1	0	2
12	10	9	1	0	0
13	0	0	0	10	7
14	0	0	10	5	0
15	0	0	10	0	0
16	0	4	4	10	0
17	0	1	10	0	1
18	0	0	0	1	10
19	1	0	10	6	2
20	0	1	10	0	0
21	0	0	10	0	0
22	0	0	1	10	0
23	10	9	1	0	0
24	1	0	0	10	4
25	1	0	0	4	10
26	1	10	2	0	0
27	0	10	2	0	1
28	2	10	7	0	0
29	10	9	3	1	0
30	1	0	10	7	1
31	0	0	2	2	10
32	0	0	6	8	10
33	1	1	10	2	8
34	10	0	0	0	3
35	7	5	1	0	10
36	1	0	0	0	10
37	4	7	1	0	10
38	1	8	10	0	0
39	0	0	0	0	10
40	2	7	5	10	2
41	10	3	1	0	0
42	0	1	0	10	0
43	0	0	3	10	0

CAREERS OFFICER

NORM: A 7

OCCUPATIONAL

TITLE:

JOINER

CODOT

CLASS'N: 671

TEST LEVEL 1

No. IN GROUP = 33

Sentence No.	1	2	3	4	5
Item No.					
1	0	10	0	6	3
2	1	0	0	10	0
3	10	0	0	0	0
4	1	10	0	2	0
5	0	0	1	0	10
6	4	4	2	10	0
7	3	10	0	0	0
8	0	0	5	10	0
9	0	2	0	10	2
10	3	0	0	1	10
11	0	10	1	0	0
12	0	1	10	2	0
13	0	0	0	6	10
14	1	1	10	3	0
15	0	0	10	0	0
16	0	0	2	10	0
17	4	10	1	0	0
18	0	0	0	2	10
19	0	0	10	4	3
20	0	1	10	0	0
21	0	0	10	0	0
22	0	0	10	2	0
23	0	10	1	0	0
24	1	0	1	2	10
25	1	3	1	7	10
26	0	10	0	0	0
27	1	10	5	0	0
28	0	10	2	0	0
29	0	6	10	2	6
30	0	1	10	0	0
31	2	10	7	1	0
32	0	6	10	0	0
33	0	4	10	0	1
34	10	3	0	0	2
35	10	2	0	0	1
36	1	0	0	0	10
37	0	0	10	1	0
38	1	7	10	0	0
39	10	0	0	0	0
40	0	0	0	10	1
41	7	10	3	0	0
42	0	1	1	10	0
43	0	0	2	10	0

CAREERS OFFICER

NORM: A 8

OCCUPATIONAL

TITLE: LABOURER: BUILDING & CONTRACTING

CODOT

CLASS'N: 86

TEST LEVEL 1

No. IN GROUP = 32

Sentence No.	1	2	3	4	5
Item No.					
1	0	0	0	3	10
2	0	0	0	10	0
3	6	0	0	1	10
4	0	5	0	10	0
5	0	0	0	0	10
6	0	0	0	10	0
7	0	10	0	0	0
8	0	2	4	10	2
9	1	10	0	4	0
10	0	0	0	10	4
11	8	10	4	0	1
12	0	0	3	10	2
13	0	0	0	1	10
14	0	0	2	10	1
15	3	10	0	5	0
16	3	0	10	5	0
17	10	4	1	0	0
18	0	0	0	10	6
19	0	0	10	4	1
20	0	0	10	1	0
21	0	0	10	0	0
22	0	0	10	1	0
23	0	10	4	4	0
24	0	0	4	0	10
25	8	0	0	10	5
26	10	6	2	0	0
27	0	1	10	0	0
28	0	10	1	0	0
29	0	10	9	1	3
30	1	10	0	0	0
31	0	6	10	2	0
32	0	10	1	0	0
33	9	10	1	0	1
34	10	3	0	0	9
35	2	0	0	0	10
36	0	0	0	0	10
37	1	1	3	0	10
38	7	10	1	0	0
39	7	0	0	0	10
40	6	10	3	2	0
41	10	0	0	0	0
42	10	4	0	0	0
43	10	1	1	2	0

CAREERS OFFICER

NORM: A 9

OCCUPATIONAL
TITLE:

PACKER

CODOT
CLASS'N: 842

TEST LEVEL 1 No. IN GROUP: 31

Sentence No.	1	2	3	4	5
Item No.					
1	0	10	0	0	0
2	0	0	0	0	10
3	2	7	1	0	10
4	10	3	0	0	0
5	0	0	10	0	4
6	2	10	0	0	0
7	0	10	0	0	0
8	0	2	10	1	0
9	10	6	0	1	1
10	2	0	0	1	10
11	0	10	0	0	0
12	1	10	6	1	0
13	2	1	2	10	3
14	10	1	2	0	0
15	2	10	0	0	0
16	10	1	8	2	1
17	10	3	0	0	0
18	0	0	0	0	10
19	0	0	3	1	0
20	0	2	10	0	0
21	0	0	10	0	0
22	1	1	6	10	1
23	0	10	0	0	0
24	3	10	0	1	5
25	2	3	0	10	3
26	6	10	4	0	1
27	1	10	9	0	0
28	0	10	4	0	0
29	6	10	1	1	0
30	2	10	2	0	0
31	3	10	7	1	0
32	1	10	1	0	0
33	4	10	1	0	0
34	10	0	0	0	0
35	10	2	0	0	3
36	3	0	0	0	10
37	1	1	3	2	10
38	6	10	1	0	1
39	0	0	0	0	10
40	5	5	4	10	0
41	10	0	0	0	0
42	2	10	0	0	0
43	5	10	8	4	1

CAREERS OFFICER

NORM: A 10

OCCUPATIONAL
TITLE:

POLICE

CODOT
CLASS 'N: 411

TEST LEVEL 1

No. IN GROUP = 31

Sentence No.	1	2	3	4	5
Item No.					
1	7	0	0	10	7
2	10	0	0	0	0
3	0	0	0	10	0
4	10	2	0	0	0
5	0	0	0	0	10
6	0	1	0	10	0
7	0	10	0	0	0
8	0	0	10	0	0
9	0	1	1	10	7
10	0	2	10	0	0
11	0	0	0	10	0
12	5	1	10	1	0
13	0	0	2	5	10
14	0	0	1	2	10
15	10	3	1	2	2
16	0	0	0	10	2
17	0	1	10	2	1
18	0	10	0	0	0
19	0	0	0	10	0
20	0	0	10	0	0
21	0	0	3	10	0
22	0	0	1	3	10
23	0	7	5	10	0
24	0	3	0	10	2
25	0	5	0	0	10
26	1	0	2	10	4
27	5	1	6	0	10
28	3	10	6	0	1
29	7	10	9	0	4
30	0	10	5	0	0
31	1	2	4	10	4
32	2	2	10	3	3
33	0	0	10	0	3
34	10	2	0	0	7
35	0	1	1	10	0
36	2	1	2	10	2
37	9	10	9	0	9
38	0	1	10	1	0
39	0	0	1	0	10
40	0	2	2	10	6
41	2	5	2	10	1
42	0	2	4	10	6
43	0	0	0	10	0

CAREERS OFFICER

NORM: A 11

OCCUPATIONAL

TITLE:

SHOP ASSISTANT : NON-FOOD

CODOT

CLASS'N: 361

TEST LEVEL 1

No. IN GROUP = 31

Sentence No.	1	2	3	4	5
Item No.					
1	10	0	0	0	0
2	1	0	0	0	10
3	0	10	0	2	0
4	10	0	0	0	0
5	0	0	10	0	1
6	1	10	0	0	0
7	4	10	0	0	0
8	0	2	10	0	0
9	0	10	1	8	0
10	0	0	0	1	10
11	0	2	0	1	10
12	0	10	4	0	0
13	0	0	0	10	2
14	6	2	10	1	0
15	4	10	2	1	0
16	4	2	10	4	0
17	0	0	10	0	2
18	0	0	0	10	10
19	0	0	10	1	1
20	0	2	10	0	0
21	0	0	10	0	0
22	0	0	0	10	0
23	0	10	0	0	0
24	10	0	0	0	0
25	0	1	0	2	10
26	1	10	4	2	1
27	0	0	0	10	0
28	0	10	2	0	0
29	1	10	1	0	0
30	0	2	10	0	0
31	0	0	4	6	10
32	1	10	7	7	1
33	0	7	10	0	2
34	10	0	0	0	2
35	9	10	2	0	1
36	10	0	0	0	7
37	1	0	10	2	0
38	1	4	10	2	0
39	0	0	0	0	10
40	0	3	3	10	2
41	10	3	1	1	0
42	0	10	0	2	0
43	0	0	3	10	0

CAREERS OFFICER

NORM: A 12

OCCUPATIONAL

TITLE:

TELEPHONE OPERATORS: G.P.O.

CODOT

CLASS'N: 341.10

BEST LEVEL 1 No. IN GROUP = 33

Sentence No.	1	2	3	4	5
Item No.					
1	10	1	0	0	10
2	0	0	0	0	10
3	10	0	0	9	4
4	10	0	0	0	0
5	0	0	10	0	0
6	2	10	0	0	0
7	0	10	0	0	0
8	0	0	10	2	0
9	3	10	1	1	0
10	1	0	0	0	10
11	0	2	0	0	10
12	10	2	0	0	0
13	10	2	0	0	0
14	10	1	0	0	0
15	0	8	10	0	0
16	10	1	2	10	0
17	0	0	1	1	10
18	0	10	2	1	3
19	0	0	4	10	0
20	0	10	8	0	0
21	0	0	10	2	0
22	0	0	0	10	2
23	0	10	0	0	0
24	0	10	0	2	2
25	0	2	1	6	10
26	1	2	10	3	2
27	0	10	2	0	0
28	1	10	5	0	0
29	1	10	6	2	1
30	0	2	10	1	0
31	1	0	10	1	7
32	1	0	2	0	1
33	0	2	10	0	1
34	10	0	0	0	2
35	5	10	4	0	3
36	10	0	0	1	9
37	1	2	1	10	6
38	1	2	10	0	1
39	0	0	0	0	10
40	0	0	0	10	6
41	10	10	4	1	0
42	0	4	10	1	0
43	0	0	2	10	0

CAREERS OFFICER

NORM: A 13

OCCUPATIONAL

TITLE: TEXTILE MACHINE OPERATOR

CODOT

CLASS'N: 54

TEST LEVEL 1 No. IN GROUP = 17*

Sentence No.	1	2	3	4	5
Item No.					
1	0	0	10	0	0
2	0	0	0	0	10
3	10	1	0	0	0
4	10	9	2	0	0
5	1	10	7	0	1
6	10	6	4	0	1
7	6	10	4	0	1
8	0	0	0	10	3
9	1	10	0	0	0
10	10	0	0	0	7
11	0	10	0	1	0
12	3	10	4	0	0
13	3	0	0	10	3
14	8	4	5	2	0
15	0	7	10	0	2
16	0	1	1	10	1
17	10	3	0	0	0
18	0	10	0	1	8
19	1	2	0	10	6
20	0	1	10	1	0
21	0	1	10	0	0
22	6	1	7	10	0
23	0	10	1	0	0
24	5	10	1	1	2
25	5	5	0	6	10
26	7	10	4	1	0
27	1	10	3	0	0
28	0	10	0	0	0
29	0	10	8	0	6
30	1	10	0	0	0
31	6	10	8	0	0
32	5	10	1	0	0
33	2	10	6	0	1
34	10	0	0	0	1
35	10	2	0	0	7
36	1	0	0	0	10
37	3	0	2	2	10
38	4	10	3	0	0
39	0	0	0	0	10
40	1	3	3	10	1
41	10	0	0	1	0
42	0	10	10	1	0
43	3	7	10	8	0

* See p.

CAREERS OFFICER

NORM: A 14

OCCUPATIONAL

TITLE:

TYPIST

CODOT

CLASS'N: 322

TEST LEVEL 1

No. IN GROUP = 31

Sentence No.	1	2	3	4	5
1	10	0	0	0	0
2	0	0	0	0	10
3	0	0	10	0	0
4	10	0	0	0	0
5	0	0	10	0	0
6	1	10	0	0	0
7	0	10	0	0	0
8	0	0	10	0	0
9	2	10	1	10	0
10	0	0	0	0	10
11	0	0	0	0	10
12	10	10	3	0	0
13	10	7	0	0	0
14	10	2	1	0	0
15	0	0	10	1	0
16	8	0	1	10	0
17	9	10	1	0	0
18	0	0	0	1	10
19	0	0	7	1	10
20	0	10	2	0	0
21	0	0	10	3	0
22	0	0	0	10	2
23	0	10	0	0	0
24	0	10	0	0	5
25	0	0	0	1	10
26	0	10	7	6	0
27	0	10	1	0	0
28	1	10	5	0	0
29	2	10	0	0	0
30	0	1	10	0	0
31	3	10	10	0	0
32	2	7	10	0	0
33	0	10	3	0	0
34	10	0	0	0	2
35	1	0	10	1	0
36	2	0	10	0	0
37	5	2	1	1	10
38	0	3	10	0	0
39	0	0	0	1	10
40	0	0	0	10	4
41	5	7	10	1	0
42	0	2	1	10	1
43	0	0	0	10	0

CAREERS OFFICER

NORM: A 15

OCCUPATIONAL
TITLE:

WINDOW DRESSER

CODOT

CLASS'N: 161.70

TEST LEVEL 1 No. IN GROUP = 32

Sentence No.	1	2	3	4	5
Item No.					
1	10	0	0	0	0
2	0	0	0	0	10
3	0	10	0	0	2
4	10	1	0	0	0
5	0	0	10	0	2
6	0	10	0	0	0
7	1	10	0	0	0
8	0	3	10	0	0
9	0	1	1	10	7
10	0	0	0	1	10
11	0	10	0	1	2
12	0	10	8	0	0
13	0	1	2	6	10
14	4	3	10	1	0
15	0	0	10	0	0
16	2	0	1	10	0
17	5	10	4	0	0
18	0	0	0	0	10
19	1	0	10	7	3
20	1	7	10	0	0
21	0	1	10	0	0
22	0	0	1	10	0
23	0	10	2	0	0
24	10	1	0	0	1
25	1	1	0	2	10
26	0	10	7	3	2
27	0	3	10	0	0
28	2	5	10	2	0
29	1	10	1	0	0
30	0	0	10	8	3
31	2	8	10	0	0
32	0	0	1	6	10
33	1	5	10	0	2
34	10	2	0	0	3
35	10	9	1	0	6
36	2	0	0	1	10
37	1	7	10	0	7
38	0	0	10	1	0
39	4	10	3	0	6
40	0	4	10	6	0
41	10	10	6	4	2
42	0	2	1	10	1
43	0	0	2	10	0

CAREERS OFFICER

NORM: A 16

OCCUPATIONAL

TITLE:

ARCHITECT

CODOT

CLASS'N:

251

TEST LEVEL	No. IN GROUP = 32				
Sentence No.	1	2	3	4	5
Item No.					
1	10	0	0	1	0
2	1	0	0	10	0
3	1	0	10	3	1
4	10	0	0	0	1
5	0	0	10	0	2
6	1	10	0	2	0
7	0	10	0	0	0
8	0	4	10	0	0
9	0	0	1	10	7
10	0	1	0	9	10
11	0	1	0	0	10
12	10	2	0	0	0
13	0	8	10	0	0
14	10	5	8	1	0
15	1	0	10	0	0
16	0	0	2	10	0
17	0	2	10	1	0
18	2	0	0	10	2
19	0	0	3	8	10
20	0	10	6	0	0
21	0	0	0	10	2
22	0	0	8	1	10
23	1	5	10	6	1
24	7	0	0	10	3
25	3	0	2	0	10
26	3	10	9	2	2
27	0	0	0	10	10
28	1	1	10	7	9
29	0	3	0	5	10
30	0	0	2	10	0
31	0	5	8	10	2
32	0	0	2	5	10
33	0	0	4	0	10
34	5	6	0	0	10
35	0	0	3	10	5
36	0	0	0	6	10
37	0	1	10	10	1
38	0	2	3	10	7
39	10	1	6	0	0
40	0	0	0	3	10
41	0	0	0	8	10
42	0	0	5	10	6
43	0	0	5	10	5

CAREERS OFFICER

NORM: A 17

OCCUPATIONAL

TITLE :

CREATIVE ARTIST

CODOT

CLASS'N: 161

TEST LEVEL : 2

No. IN GROUP = 32

Sentence No.	1	2	3	4	5
Item No.					
1	3	1	5	1	10
2	2	0	0	0	10
3	7	0	10	0	9
4	10	0	0	0	5
5	0	0	10	0	3
6	1	10	1	0	0
7	7	10	1	1	1
8	8	10	6	0	0
9	0	0	3	9	10
10	0	0	0	0	10
11	6	10	1	0	0
12	5	10	2	0	0
13	2	9	10	10	0
14	10	1	1	0	0
15	0	0	10	0	0
16	3	8	0	10	2
17	6	10	2	0	0
18	10	0	0	1	2
19	0	0	0	10	2
20	2	8	10	2	1
21	10	0	2	3	7
22	5	1	2	1	10
23	8	10	9	1	0
24	1	0	0	1	10
25	10	0	0	0	7
26	5	10	8	3	3
27	10	1	4	0	4
28	10	0	1	1	0
29	10	6	0	1	2
30	0	0	3	4	10
31	10	9	2	0	0
32	0	0	4	5	10
33	2	3	10	0	2
34	10	1	0	0	10
35	4	9	10	5	10
36	10	3	1	5	1
37	10	5	1	0	1
38	1	4	10	0	7
39	10	10	0	0	0
40	2	7	6	3	10
41	6	2	0	0	10
42	2	1	1	10	1
43	7	2	7	10	0

CAREERS OFFICER

NORM: A 18

OCCUPATIONAL

TITLE:

BANKING

CODOT

CLASS'N : 034

TEST LEVEL: 2 No. IN GROUP = 32

Sentence No.	1	2	3	4	5
Item No.					
1	10	1	0	0	1
2	0	0	0	0	10
3	0	0	10	4	1
4	10	0	0	0	0
5	0	0	10	0	0
6	1	10	0	0	0
7	1	10	0	0	0
8	0	1	10	0	0
9	0	2	10	2	0
10	0	0	10	0	9
11	0	0	0	0	10
12	10	10	3	0	0
13	1	10	9	3	0
14	10	5	4	0	0
15	10	2	4	0	0
16	2	0	4	10	0
17	0	4	10	0	0
18	0	0	0	10	1
19	4	0	3	1	10
20	0	10	3	0	0
21	0	0	0	10	0
22	0	0	10	0	0
23	0	10	1	1	0
24	0	2	0	10	0
25	0	0	1	0	10
26	0	5	10	0	0
27	0	10	0	1	4
28	0	10	4	0	1
29	0	10	1	6	1
30	0	2	10	0	0
31	0	2	10	6	1
32	10	7	2	3	0
33	0	0	10	0	1
34	4	1	0	0	10
35	8	0	8	10	0
36	0	1	6	10	0
37	0	0	10	0	0
38	7	3	10	6	1
39	0	0	0	0	10
40	0	0	0	2	10
41	1	10	0	0	0
42	0	2	10	0	0
43	0	1	7	10	2

CAREERS OFFICER

NORM: A 19

OCCUPATIONAL
TITLE:

INDUSTRIAL CHEMIST

CODOT

CLASS'N: 212

TEST LEVEL: 2

No. IN GROUP = 31

Sentence No.	1	2	3	4	5
Item No.					
1	0	10	0	0	0
2	0	0	0	1	10
3	10	0	0	0	0
4	10	0	0	0	1
5	0	0	10	0	1
6	1	10	2	0	0
7	0	1	2	1	10
8	1	9	10	1	0
9	0	0	10	2	0
10	2	0	0	1	10
11	0	10	9	0	0
12	2	10	2	0	0
13	0	1	10	5	0
14	10	1	10	0	0
15	0	1	10	0	0
16	2	2	5	10	1
17	0	10	3	0	0
18	0	2	0	10	1
19	0	0	5	7	10
20	0	10	9	0	0
21	0	0	1	10	0
22	0	0	10	0	0
23	0	10	3	9	0
24	2	0	1	10	6
25	1	0	2	0	10
26	3	10	10	1	0
27	0	8	0	10	2
28	2	3	10	10	5
29	0	7	0	4	10
30	1	2	10	6	0
31	0	10	3	1	0
32	2	2	7	10	2
33	0	1	10	1	9
34	10	1	0	1	9
35	0	0	7	10	3
36	1	4	3	4	10
37	0	1	3	10	2
38	0	1	10	9	1
39	1	0	0	0	10
40	0	0	0	2	10
41	0	8	1	4	10
42	0	0	10	4	5
43	0	0	5	10	4

CAREERS OFFICER

NORM: A 20

OCCUPATIONAL
TITLE:

CLERGY

CODOT

CLASS'N: 103

TEST LEVEL: 2 No. IN GROUP = 32

Sentence No.	1	2	3	4	5
Item No.					
1	1	0	3	10	5
2	1	0	0	0	10
3	0	0	0	10	0
4	10	0	0	0	1
5	0	0	9	1	10
6	1	10	1	1	0
7	1	10	0	0	0
8	3	10	5	1	0
9	0	2	10	9	6
10	0	4	1	0	10
11	0	0	0	10	5
12	10	3	1	0	0
13	0	2	10	2	0
14	7	1	10	0	0
15	10	1	0	1	0
16	10	0	4	4	0
17	0	0	10	10	0
18	2	0	0	0	10
19	0	0	0	10	0
20	0	3	3	10	8
21	0	0	0	10	2
22	0	0	10	1	2
23	0	3	10	0	0
24	3	0	0	10	1
25	1	8	0	2	10
26	10	3	0	0	0
27	0	0	3	1	10
28	9	1	2	2	10
29	10	1	0	1	2
30	3	10	4	1	0
31	0	0	0	2	10
32	0	0	0	2	10
33	0	0	0	10	3
34	2	0	0	0	2
35	0	0	2	2	10
36	0	1	0	10	4
37	9	10	1	0	1
38	0	1	10	5	8
39	0	0	0	5	10
40	2	10	2	1	5
41	0	2	0	0	10
42	0	0	0	10	5
43	0	4	10	4	1

CAREERS OFFICER

NORM: A 21

OCCUPATIONAL

TITLE:

CIVIL ENGINEER

CODOT

CLASS'N: 221

TEST LEVEL: 2

No. IN GROUP = 32

Sentence No.	1	2	3	4	5
Item No.					
1	4	0	0	10	1
2	9	1	0	10	2
3	10	0	5	3	3
4	1	0	1	1	10
5	0	0	1	0	10
6	0	1	0	10	0
7	0	10	0	0	1
8	0	0	4	10	3
9	0	0	3	10	3
10	1	0	0	10	3
11	0	0	10	0	1
12	10	8	10	0	4
13	0	2	8	7	10
14	3	1	8	10	4
15	1	1	10	0	1
16	1	0	3	10	1
17	0	2	10	0	0
18	0	0	0	10	6
19	0	0	5	10	2
20	0	3	10	1	0
21	0	0	0	10	0
22	0	0	10	1	0
23	0	10	6	7	2
24	3	0	0	10	1
25	0	1	1	0	10
26	3	7	10	1	1
27	0	0	0	10	5
28	0	0	2	10	10
29	0	0	0	2	10
30	0	1	10	8	0
31	0	2	10	4	1
32	1	1	2	10	7
33	0	0	4	0	10
34	1	7	4	0	10
35	0	0	6	10	8
36	0	1	0	2	10
37	0	0	0	10	4
38	0	4	10	8	10
39	10	0	4	0	1
40	0	0	0	2	10
41	0	2	4	8	10
42	0	0	7	3	10
43	0	0	3	10	4

CAREERS OFFICER

NORM: A 22

OCCUPATIONAL

TITLE:

DRAUGHTSMAN

CODOT

CLASS'N: 253

TEST LEVEL

2

No. IN GROUP = 34

Sentence No.	1	2	3	4	5
Item No.					
1	10	2	0	0	0
2	0	0	0	2	10
3	10	0	8	1	1
4	10	0	0	0	0
5	0	0	10	0	0
6	0	10	0	0	0
7	0	10	0	0	0
8	1	8	10	0	0
9	0	0	10	5	0
10	0	0	0	0	10
11	0	6	0	0	10
12	10	4	0	00	0
13	2	10	5	4	0
14	10	1	3	0	0
15	0	0	10	1	0
16	0	0	0	10	2
17	2	10	1	0	0
18	0	0	0	10	0
19	0	0	2	1	10
20	0	10	7	0	0
21	0	0	8	10	0
22	0	9	10	1	1
23	0	10	2	1	0
24	1	0	2	2	10
25	0	0	1	1	10
26	2	8	10	5	1
27	3	10	0	0	3
28	1	9	10	1	0
29	0	10	2	0	2
30	0	0	10	4	0
31	0	10	4	0	0
32	4	4	10	4	1
33	2	5	2	0	10
34	10	1	0	0	3
35	1	4	0	10	1
36	10	3	2	5	1
37	0	1	6	10	2
38	0	1	10	10	3
39	5	0	10	0	1
40	0	0	0	1	10
41	3	10	0	0	0
42	0	0	10	0	0
43	0	0	7	10	0

CAREERS OFFICER

NORM: A 23

OCCUPATIONAL

TITLE: ELECTRICAL ENGINEER

CODOT

CLASS'N: 224

TEST LEVEL	2	No. IN GROUP = 30				
Sentence No.	1	2	3	4	5	
Item No.						
1	2	10	0	1	0	
2	1	0	0	2	10	
3	10	0	1	0	0	
4	10	0	0	0	3	
5	0	0	10	0	4	
6	1	10	0	1	0	
7	0	10	0	0	0	
8	0	1	10	2	0	
9	0	0	6	10	2	
10	10	1	0	0	7	
11	0	10	2	0	8	
12	6	10	5	0	1	
13	0	5	10	4	6	
14	5	1	10	1	0	
15	1	0	10	0	0	
16	1	10	1	5	1	
17	2	10	6	0	0	
18	0	1	0	10	2	
19	0	0	1	10	4	
20	0	10	9	1	0	
21	1	0	2	10	1	
22	0	2	10	0	1	
23	3	9	10	5	0	
24	6	0	1	10	7	
25	0	0	1	1	10	
26	3	10	9	5	0	
27	2	2	1	10	10	
28	1	5	4	10	5	
29	0	3	2	2	10	
30	0	2	10	6	0	
31	0	10	6	1	0	
32	1	1	7	10	6	
33	0	1	10	1	7	
34	5	2	1	0	10	
35	1	1	2	10	4	
36	2	2	0	3	10	
37	0	2	1	10	6	
38	0	2	10	9	2	
39	6	0	10	0	9	
40	0	0	0	2	10	
41	1	4	1	3	10	
42	0	0	10	3	2	
43	0	0	2	10	4	

CAREERS OFFICER

NORM: A 24

OCCUPATIONAL
TITLE:

JOURNALIST

CODOT

CLASS'N: 151

TEST LEVEL

2

No. IN GROUP = 33

Sentence No.	1	2	3	4	5
Item No.					
1	5	0	0	10	0
2	2	0	0	0	10
3	0	0	10	5	0
4	10	0	0	0	2
5	0	0	7	0	10
6	1	10	0	4	1
7	0	10	0	0	0
8	0	1	10	1	0
9	0	0	3	10	3
10	0	6	2	0	10
11	0	1	0	0	10
12	10	0	0	0	0
13	0	6	10	2	2
14	3	2	7	10	2
15	10	1	3	0	1
16	2	0	5	10	1
17	0	0	10	1	0
18	0	0	0	0	10
19	0	0	0	10	0
20	0	3	10	2	0
21	0	0	2	10	0
22	0	2	10	0	0
23	0	10	2	0	0
24	10	0	0	6	0
25	6	2	0	1	10
26	1	6	10	3	10
27	0	10	8	0	3
28	10	1	8	1	0
29	0	10	5	1	2
30	0	1	5	10	2
31	0	0	2	10	6
32	0	0	6	10	7
33	5	2	0	6	10
34	2	4	0	0	10
35	0	0	2	0	10
36	1	0	1	9	10
37	10	4	0	0	0
38	0	3	10	1	6
39	0	0	0	0	10
40	0	1	6	6	10
41	2	10	4	4	1
42	1	1	10	0	1
43	0	0	5	10	0

CAREERS OFFICER

NORM: A 25

OCCUPATIONAL

TITLE :

LIBRARIAN

CODOT

CLASS'N: 063

TEST LEVEL 2 No. EN GROUP = 30

Sentence No. Item No.	1	2	3	4	5
1	6	0	0	0	10
2	0	0	0	0	10
3	0	0	4	10	2
4	10	1	0	0	0
5	0	0	10	0	1
6	2	0	10	0	0
7	0	10	0	0	0
8	6	10	1	0	0
9	0	1	10	2	0
10	0	0	0	1	10
11	0	2	0	1	10
12	2	10	4	0	0
13	3	5	10	8	1
14	9	5	10	1	0
15	10	8	5	1	0
16	1	0	2	10	0
17	0	3	10	0	0
18	0	8	2	10	0
19	10	0	5	6	1
20	0	10	2	0	0
21	0	0	0	10	0
22	0	0	10	0	1
23	0	10	4	2	0
24	2	0	0	1	10
25	0	3	2	2	10
26	4	10	8	1	1
27	0	6	0	4	10
28	0	2	10	7	5
29	0	3	3	7	10
30	0	2	10	1	0
31	0	6	8	10	1
32	2	2	10	8	2
33	2	2	10	1	2
34	10	1	0	0	8
35	0	0	1	10	0
36	0	0	10	0	3
37	9	10	5	0	0
38	4	1	10	4	1
39	0	0	0	0	10
40	0	2	1	10	1
41	0	0	0	10	4
42	0	0	10	5	1
43	0	1	10	10	2

CAREERS OFFICER

NORM: A 26

OCCUPATIONAL
TITLE:

NURSE

CODOT
CLASS'N: 113

TEST LEVEL	2	No. IN GROUP = 34				
Sentence No.	1	2	3	4	5	
Item No.						
1	0	0	10	0	0	
2	0	0	0	0	10	
3	0	0	0	10	0	
4	10	0	0	0	0	
5	0	2	10	0	0	
6	2	10	0	0	0	
7	0	0	0	10	0	
8	2	7	10	1	0	
9	0	1	10	5	2	
10	0	0	0	10	0	
11	0	0	0	10	0	
12	0	0	10	4	0	
13	0	0	1	7	10	
14	0	0	0	10	6	
15	0	2	10	0	0	
16	0	0	4	10	0	
17	0	0	10	1	0	
18	0	10	3	0	2	
19	0	0	0	10	0	
20	0	2	10	1	0	
21	0	0	1	10	1	
22	0	1	10	0	0	
23	2	10	1	0	0	
24	4	0	1	4	10	
25	0	1	3	0	10	
26	6	10	4	2	0	
27	0	4	5	10	2	
28	0	10	2	1	0	
29	0	6	1	10	1	
30	0	10	10	3	0	
31	0	0	2	8	10	
32	10	2	0	0	0	
33	0	0	0	10	2	
34	1	2	5	6	10	
35	1	6	7	10	0	
36	5	10	2	4	2	
37	8	10	2	0	0	
38	3	10	10	0	0	
39	0	0	0	0	10	
40	0	4	4	1	10	
41	10	6	0	0	0	
42	0	7	10	0	0	
43	0	0	6	10	2	

CAREERS OFFICER

NORM: A 27

OCCUPATIONAL

TITLE:

SOCIAL CASE WORKER

CODOT

CLASS'N: 102

TEST LEVEL

2

No. IN GROUP = 31

Sentence No.	1	2	3	4	5
Item No.					
1	2	0	1	10	0
2	0	0	0	0	10
3	0	0	0	10	0
4	10	0	0	0	3
5	0	0	10	0	7
6	1	10	2	1	0
7	0	10	0	0	0
8	0	1	10	0	0
9	0	0	0	5	10
10	0	3	5	0	10
11	0	1	0	0	10
12	10	1	2	0	0
13	2	9	10	0	0
14	7	2	10	5	1
15	10	2	0	0	0
16	6	0	10	2	0
17	0	0	10	1	0
18	0	0	0	2	10
19	1	0	0	10	0
20	0	7	10	1	0
21	0	0	0	10	0
22	0	0	10	1	0
23	0	1	10	2	0
24	10	0	0	3	0
25	0	2	1	2	10
26	10	6	3	0	1
27	0	0	1	0	10
28	1	1	10	0	0
29	0	10	1	0	2
30	0	9	10	6	1
31	0	0	0	0	10
32	0	0	0	10	9
33	0	0	0	10	1
34	3	1	0	0	10
35	0	0	10	1	4
36	0	1	0	10	7
37	10	6	0	0	0
38	0	3	10	6	1
39	0	0	0	0	10
40	3	10	3	8	4
41	0	1	0	1	10
42	0	0	2	7	10
43	0	1	6	10	1

CAREERS OFFICER

NORM: A 28

OCCUPATIONAL
TITLE:

SOLICITOR

CODOT
CLASS'N: 022

TEST LEVEL 2 No. IN GROUP = 34

Sentence No.	1	2	3	4	5
Item No.					
1	10	0	0	0	0
2	0	0	0	0	10
3	0	0	1	10	0
4	10	0	0	0	0
5	0	0	10	0	0
6	1	10	0	0	0
7	0	10	0	0	0
8	0	3	10	0	0
9	0	0	2	10	4
10	0	1	0	0	10
11	0	0	0	0	10
12	10	1	0	0	0
13	2	10	0	0	0
14	10	0	3	0	0
15	10	0	1	0	0
16	10	0	3	6	0
17	0	0	10	4	0
18	3	0	0	10	3
19	1	0	3	10	6
20	0	9	10	1	0
21	7	0	0	10	3
22	1	0	3	0	10
23	1	9	4	10	1
24	2	0	1	6	10
25	2	0	1	0	10
26	3	10	9	8	3
27	0	0	0	0	10
28	10	0	10	6	2
29	0	1	3	7	10
30	0	2	10	5	1
31	2	0	8	6	10
32	1	1	1	7	10
33	0	0	2	10	6
34	10	4	0	0	7
35	0	0	0	10	4
36	0	0	0	10	2
37	3	10	3	0	0
38	0	1	1	10	2
39	0	0	0	0	10
40	0	0	1	1	10
41	0	1	1	10	5
42	0	0	10	2	4
43	1	0	6	10	3

CAREERS OFFICER

NORM: A 29

OCCUPATIONAL

TITLE:

TEACHING

CODOT

CLASS'N: 09

TEST LEVEL

2

No. IN GROUP = 31

Sentence No.	1	2	3	4	5
Item No.					
1	0	0	10	0	0
2	1	0	0	0	10
3	0	0	0	10	0
4	10	1	0	0	0
5	0	0	10	0	2
6	0	10	0	0	0
7	1	10	0	0	0
8	0	3	10	2	0
9	1	0	10	4	2
10	0	0	1	0	10
11	1	0	0	0	10
12	6	10	0	0	1
13	0	1	10	7	0
14	10	2	5	1	0
15	10	8	6	0	0
16	10	0	6	4	0
17	0	0	4	10	0
18	0	0	0	10	0
19	2	1	1	5	10
20	2	10	0	0	0
21	0	0	0	10	0
22	0	0	10	0	0
23	0	2	10	0	0
24	4	1	1	3	10
25	0	1	0	1	10
26	10	6	0	0	0
27	0	1	0	10	1
28	5	1	7	0	10
29	0	10	2	0	0
30	0	7	10	4	0
31	0	0	1	2	10
32	0	0	4	10	3
33	0	0	0	10	1
34	9	0	0	0	10
35	3	0	2	10	5
36	1	10	2	4	3
37	3	6	10	1	0
38	0	2	10	2	3
39	4	1	2	0	10
40	1	3	5	7	10
41	0	4	0	0	10
42	0	0	0	10	0
43	0	0	10	3	0

PARTICIPANT NORM (P1)

OCCUPATIONAL
TITLE AGRICULTURAL WORKER

CODOT CLASS'N. 501
% Within Codot
Class'n. 100

LEVEL 1 Sentence No. Item No.	PART 1					PART 2	
	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items
1	0	0	0	0	10		
2	10	0	0	0	1	1	1
3	4	1	0	1	10	8	8
4	5	1	0	10	9		9
5	0	0	0	0	10		
6	0	0	0	10	0		
7	10	6	2	0	2		
8	0	10	8	7	5		
9	0	1	0	8	10		6
10	10	0	0	0	8		
11	2	10	0	0	1		
12	0	2	10	4	1		
13	0	1	7	10	5		
14	0	0	10	4	3	4	4
15	0	3	3	6	10	10	
16	4	0	1	10	0		
17	5	10	5	2	2		
18	1	0	0	1	10		
19	0	0	1	10	0		
20	0	1	10	9	6		
21	0	0	10	2	1		
22	0	1	6	10	3	7	7
23	1	10	5	7	1		
24	1	0	1	10	3		
25	3	2	1	5	10		
26	2	10	4	2	3		
27	10	5	8	0	4		
28	10	7	5	7	3		
29	1	10	0	1	0		
30	1	10	5	1	0		
31	1	10	7	2	0		
32	0	0	4	7	10	5	3
33	0	4	10	6	10	2	5
34	10	2	1	2	5		
35	10	10	0	10	7		
36	1	2	0	5	10		
37	1	2	10	0	2		
38	1	1	10	1	1	6	10
39	3	0	0	0	10		
40	0	1	8	10	2	9	
41	10	1	2	2	3		
42	1	5	0	10	2		
43	1	1	2	10	0	3	2

No. of Parts.			Location	Age(yrs)		Occ.ex.		Ed. ofns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0"	5+'0"
54	1	55	Lindsey Coll. of Ag.	20.1	1.8	3.7	1.7	40	15
17	4	21	Cumb. & Westmorland	18.6	1.2	2.1	0.7	15	6
71	5	76	Coll. of Ag. & Forestry	19.7	1.8	3.3	1.7	55	21

PARTICIPANT NORM (P2)

OCCUPATIONAL
TITLE

CLERK

CODOT CLASS'N. 31

% Within Codot Class'n. 94

LEVEL 1 Sentence No. Item No.	PART 1					PART 2	
	1	2	3	4	5	Rank of Imp. Itms	Rank of Most Imp. Items
1	10	0	0	0	0	5	4½ (4=)
2	0	0	0	0	10		
3	0	0	10	2	0	9	
4	10	3	0	0	0	3 (2=)	6
5	1	7	8	0	10		
6	4	10	1	0	0		
7	0	10	1	0	3		
8	0	1	10	1	1		
9	0	3	1	10	1		
10	0	0	1	0	10		
11	1	3	0	0	10		
12	7	10	4	0	0		
13	3	10	6	1	0		
14	10	7	9	2	0		
15	3	3	10	1	0		
16	7	0	3	10	1		
17	2	6	10	1	8		
18	0	0	0	0	10	8	
19	1	0	2	2	10		
20	0	10	2	0	1		
21	0	0	0	10	0		
22	0	0	0	0	10	3 (2=)	2
23	0	7	10	8	3		
24	1	10	1	2	7		
25	1	1	2	2	10		4½ (4=)
26	0	4	6	10	4		
27	1	2	10	1	3		9
28	1	4	10	4	1		
29	10	4	2	3	0		
30	1	9	10	2	0		
31	1	2	10	8	5		
32	1	3	10	4	9	10½ (10=)	7½ (7=)
33	0	7	10	1	1	3 (2=)	10
34	10	0	0	0	1		
35	3	6	6	10	1		
36	10	9	0	9	1	6½ (6=)	7½ (7=)
37	0	2	4	10	5		
38	0	2	10	2	2	10½ (10=)	
39	0	0	0	0	10		
40	1	2	1	7	10	6½ (6=)	3
41	9	2	9	10	5		
42	4	10	1	4	4		
43	0	0	1	10	0	1	1

No. of Partpnts.			Location	Age (yrs)		Occ. Exp.		Ed. Ofns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0'	5+'0'
3	23	26	N.W. Secs. Ltd. Chester	25.3	6.4	4.3	3.3	15	11
10	18	28	Kirby Coll. of F.E.	19.1	5.3	1.6	1.6	23	5
13	41	54	Teesside	22.1	6.8	2.9	2.9	38	16

PARTICIPANT NORM (P3)

OCCUPATIONAL TITLE DRIVER'S MATE : VAN OR LORRY

Only 3 Participants completed the test material. (See p.267)

Thus no valid norm can be presented.

PARTICIPANT NORM (P4)

CODOT CLASS'N. 76

OCCUPATIONAL TITLE:

ELECTRICIAN

% Within Codot Class'n. 100

LEVEL 1 Sentence No. Item No.	PART 1					PART 2	
	1	2	3	4	5	Rank of Imp.Items	Rank of Most Imp.Items
1	0	10	0	7	2		
2	5	7	0	7	10		
3	10	1	0	0	0	1½	6
4	2	10	0	8	5	1½	
5	0	1	2	1	10		
6	2	4	10	3	5		
7	1	10	1	0	5		
8	1	2	9	10	3		
9	1	2	0	10	6		
10	10	1	0	6	9		
11	0	10	4	0	0		
12	0	3	10	1	0		
13	0	0	0	2	10		
14	1	2	10	3	0	5	4
15	0	0	10	1	1		
16	1	9	1	10	0	11	
17	1	2	10	1	2		
18	0	4	0	0	10		10
19	0	1	10	7	2		
20	0	6	10	1	1		8
21	0	0	10	0	0		
22	0	0	10	7	0	3	1
23	2	10	0	0	0		
24	10	2	2	4	1	11	
25	0	2	2	10	5	11	
26	0	10	0	0	0	8	
27	0	3	10	0	1		
28	2	10	7	1	1		
29	0	5	5	5	10		
30	0	8	10	1	0		
31	0	6	10	5	1		
32	5	0	9	4	10	8	
33	0	4	10	0	1		7
34	10	2	0	0	0		
35	10	6	1	6	1		
36	3	0	0	1	10		
37	0	1	10	3	2		
38	0	1	10	4	4		10
39	3	0	0	0	10		
40	0	4	8	10	3		5
41	8	3	10	2	2	5½	2
42	0	1	2	10	0	8	10
43	1	0	10	9	2	4	3

No. of Partpnts.			Location	Age(yrs)		Occ.exp.		Ed.Ofns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0'	5+'0'
24	0	24	Denbs.& Wrexham Tech. Coll.	21.0	4.6	5.1	2.3	22	2
7	0	7	N.C.B.Ashington, Northumberland	18.4	0.5	3.4	0.0	6	1
31	0	31		20.5	2.5	4.8	2.1	28	3

PARTICIPANT NORM (P5)

OCCUPATIONAL
TITLE

FITTER

CODOT CLASS'N: 741
% Within Codot Class'n: 100

LEVEL 1

PART 1

PART 2

Sentence No.	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items
Item No.							
1	0	3	0	10	2		
2	1	3	0	5	10		
3	10	0	1	1	0	9	10
4	4	3	1	4	10	2	5
5	0	1	2	1	10		
6	1	7	10	2	3		
7	1	10	4	0	5		
8	0	4	10	2	2		
9	0	0	0	10	7		4
10	1	1	0	1	10	10	6
11	0	10	2	0	0		
12	0	1	10	2	0		
13	0	0	1	2	10		
14	1	1	10	5	2	4 (3=)	3
15	0	1	10	0	1		
16	3	0	1	10	0		
17	1	1	10	1	2		
18	0	2	0	0	10		
19	1	1	6	10	3		
20	0	1	10	2	1		
21	0	0	10	0	0		
22	0	0	10	3	0	4 (3=)	1
23	0	10	2	2	0		
24	10	1	5	4	1		
25	0	1	2	9	10	6	8
26	0	10	0	0	0		
27	10	10	10	0	2		
28	10	10	3	2	1		
29	0	10	2	5	4		
30	1	10	6	1	0		
31	1	10	10	8	8		
32	1	1	9	4	10	4 (3=)	7
33	1	2	10	1	5	7	
34	10	1	0	0	1		
35	5	10	0	10	0		
36	6	3	1	7	10		
37	1	1	10	1	1		
38	0	0	10	2	3	8	
39	10	0	0	0	4		
40	0	3	10	9	2		
41	10	8	4	1	0		9
42	0	1	5	10	0		
43	0	0	1	10	1	1	2

No. of Partpnts.		Location	Age(yrs)		Occ. Exp.		Ed. Ofns.		
M.	F.	Tot.	Mean	S.D.	Mean	S.D.	<5'0'	5+'0'	
15	0	15	N.C.B. Ashington. N'bld.	18.8	0.6	3.5	0.1	15	0
89	0	89	N.W. Gas Board, Lancs.	18.1	1.0	2.5	0.9	84	5
104	0	104	& Cheshire	18.3	1.0	2.6	0.9	99	5

PARTICIPANT NORM (P 6)

OCCUPATIONAL

TITLE:

HAIRDRESSER

CODOT CLASS'N: 471

% Within Codot Class'n: 100

LEVEL 1	PART 1					PART 2	
	Sentence No.	1	2	3	4	5	Rank of Imp. Items
1	10	0	0	0	1		
2	0	0	0	0	10		
3	0	0	0	10	0	6½ (6=)	8½ (8=)
4	10	0	0	0	0	1½ (1=)	2
5	0	10	9	0	4		12 (10=)
6	2	10	5	1	1		
7	10	1	2	0	5		
8	0	2	10	2	0		
9	0	3	0	10	2		12½ (10=)
10	0	0	1	1	10		
11	0	10	0	0	2	4½ (4=)	12 (10=)
12	5	10	1	0	0		
13	0	0	1	10	2		
14	0	0	10	5	3	4½ (4=)	3
15	0	1	10	0	0		
16	0	5	2	10	0		
17	0	0	10	0	3	8	
18	0	0	0	0	10		
19	1	0	4	10	6		
20	1	1	10	0	0		
21	0	0	10	0	0		
22	0	0	2	10	0	6½ (6=)	4
23	5	10	6	0	0		
24	10	2	0	3	2		
25	3	2	1	1	10	3	7
26	0	10	1	0	0		
27	0	10	1	0	2		12 (10=)
28	2	8	10	1	0		
29	10	5	2	1	2		
30	0	1	5	10	0		
31	1	0	4	2	10		
32	0	0	0	3	10	9½ (9=)	12 (10=)
33	1	1	10	0	9		
34	5	2	0	0	10		
35	10	0	0	0	4		
36	8	0	0	2	10		
37	6	0	10	3	4		
38	0	0	10	0	0		
39	0	0	1	0	10		
40	0	1	2	10	4	9½ (9=)	8½ (8=)
41	10	5	2	0	0		1
42	0	0	1	10	9		6
43	0	0	2	10	2	1½ (1=)	5

No. of Partnts.			Location	Age(yrs)		Occ.exp.		Ed. Ofns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0"	5+0
7	24	31	West Cheshire Central Coll. of F.E.	17.9	0.9	1.7	0.9	27	4

PARTICIPANT NORM (P7)

OCCUPATIONAL

CODOT CLASS'N: 671

TITLE:

JOINER

% Within Codot Class'n: 100

LEVEL 1	PART 1					PART 2	
	Sentence No.	1	2	3	4	5	Rank of Imp. Items
1	0	10	0	0	0		
2	1	0	0	10	3	10½ (10=)	
3	10	0	0	0	0		
4	10	6	0	1	0	4	3
5	3	10	4	0	7		
6	10	5	0	1	0	5½ (5=)	
7	5	10	0	0	0		
8	0	3	10	4	4		
9	0	2	0	6	10	10½ (10=)	
10	7	0	0	0	10		
11	0	10	2	8	0		
12	0	2	10	0	2		
13	0	0	0	10	1		
14	2	1	10	1	0	5½ (5=)	8½ (8=)
15	0	0	10	0	0		8½ (8=)
16	2	0	3	10	0		
17	10	10	6	2	0		
18	0	0	0	10	7		
19	0	0	1	1	10		
20	7	2	10	0	0		
21	0	0	10	0	0		
22	0	0	10	8	0	2½ (2=)	2
23	0	10	1	0	0		
24	10	0	0	0	8		
25	0	8	0	8	10	7½ (7=)	4
26	0	10	0	0	0		
27	1	10	4	0	0		
28	0	10	2	0	0		
29	6	10	2	0	0		
30	2	7	10	7	2		10
31	4	10	7	0	0		
32	0	10	9	8	8	9	7
33	1	10	7	1	2		
34	3	2	10	1	4		
35	10	3	0	0	2		
36	0	0	0	0	10		
37	0	0	10	6	4		
38	0	1	10	1	2	7½ (7=)	
39	10	0	0	0	1		
40	0	1	0	10	3	2½ (2=)	6
41	10	4	0	0	0		5
42	0	3	0	6	10		
43	0	0	2	10	0	1	

No. of Partpnts.	Location	Age(yrs)		Occ.exp.		Ed. Qfns.			
		Mean	S.D.	Mean	S.D.	<5'0"	5+'0"		
26	0	26	Army App. Coll. Chepstow	17.1	0.8	2.1	0.7	26	0
8	0	8	Bradford Tech. Coll.	16.9	0.6	1.9	0.4	8	0
1	0	1	Denbs. & Wrexham Tech.	18.0	0.0	1.0	0.0	1	0
35	0	35	Coll.	17.1	0.7	2.1	0.7	35	0

PARTICIPANT NORM (P8)

OCCUPATIONAL
TITLE

LABOURER: BUILDING & CONTRACTING % Within Codot

CODOT CLASS'N: 86

Class'n: 92

LEVEL 1 Sentence No. Item No.	PART 1					PART 2	
	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items
1	0	9	0	7	10		
2	10	0	0	7	0	2	8
3	10	0	0	2	1		
4	1	8	1	10	0	4	3
5	0	0	3	0	10		
6	2	1	0	10	0		
7	0	10	0	0	3		
8	0	4	10	9	3		
9	1	3	0	10	10		
10	2	8	0	9	10	7 (6=)	6 (5=)
11	0	10	0	1	0		
12	1	3	10	7	0		
13	0	1	2	10	4		
14	1	0	10	4	2	1	2
15	1	0	10	2	1		
16	3	0	2	10	1	9½ (9=)	
17	9	10	8	1	3		
18	1	0	0	5	10		
19	0	0	8	10	9		
20	0	1	10	0	0		
21	0	0	10	1	0		9½ (9=)
22	0	0	10	2	1	5	4
23	0	1	8	10	0		
24	1	1	2	2	10		
25	0	10	1	2	3		6 (5=)
26	10	3	2	0	1		
27	1	4	10	0	1		
28	1	10	4	2	0		
29	1	10	5	4	6		
30	11	10	5	0	0		6 (5=)
31	1	5	10	3	0		
32	1	4	10	7	2	9½ (9=)	9½ (9=)
33	1	10	10	1	1	7 (6=)	
34	10	5	7	1	4		
35	10	2	0	4	4		
36	5	0	0	0	10		
37	1	0	10	1	5		
38	0	1	10	2	3		
39	8	0	2	0	10		
40	0	2	2	10	3	7 (6=)	
41	10	2	1	0	0		
42	5	5	0	9	10		
43	0	1	1	10	0	3	1

No. of Partpnts.			Location	Age(yrs)		Occ.ex.		Ed. ofns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0"	5+'0"
19	0	19	Army App. Coll.	17.0	0.4	1.7	0.6	19	0
18	0	18	Denbs. & Wrexham Tech.	26.6	9.0	3.7	3.5	18	0
37	0	37	Coll.	21.9	8.1	2.7	2.7	37	0

PARTICIPANT NORM (P9)

OCCUPATIONAL

TITLE:

PACKER

Only 15 Participants completed the test material. (See p. 268)

Thus no valid norms can be presented.

PARTICIPANT NORM (P10)

OCCUPATIONAL

TITLE:

POLICE

CODOT CLASS'N: 411

% Within Codot Class'n: 100

LEVEL	PART 1					PART 2	
	1	2	3	4	5	Rank of Imp.Items.	Rank of Most Imp. Items
Sentence No.	1	2	3	4	5		
Item No.							
1	0	0	0	10	0		
2	10	0	0	0	0	7	10
3	0	0	0	10	0	9½	
4	10	0	0	0	0		7½
5	0	0	0	0	10		
6	0	0	0	10	0		
7	1	10	0	0	2		
8	0	0	10	0	0		
9	0	0	0	2	10	9½	
10	0	1	10	0	0		
11	0	0	0	10	0	4	
12	10	2	2	0	0		
13	0	0	2	10	2		
14	0	0	10	2	4	2	2
15	10	1	3	6	2		
16	0	0	0	10	4	4	
17	0	0	10	0	1		
18	0	10	0	0	0		
19	0	0	0	10	0		
20	0	0	10	0	0		
21	0	0	2	10	0		
22	0	0	1	3	10		
23	0	0	1	10	1		4
24	1	1	0	10	6		
25	0	5	0	3	10	7	6
26	0	1	6	10	2		
27	6	1	9	3	10		
28	4	10	8	2	0		
29	10	0	0	0	0		
30	0	10	3	2	0		
31	0	0	1	10	6		
32	1	5	10	5	6		7½
33	0	1	10	0	0	4	3
34	9	1	0	2	10	7	5
35	0	0	0	10	0		
36	1	0	1	10	0		
37	2	10	3	1	8		
38	0	0	10	1	8		
39	0	0	0	0	10		
40	0	0	1	8	10		9
41	2	10	2	1	0		
42	0	1	1	10	0		
43	0	0	0	10	0	1	1

No. of Partpnts.			Location	Age(yrs)		Occ.exp.		Ed.0fns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0"	5+'0'
23	8	31	Lancashire Constabulary	22.6	2.5	2.0	0.0	29	2

PARTICIPANT NORM (B II)

OCCUPATIONAL
TITLE

SHOP ASSISTANT (Non-Food)

CODOT CLASS'N: 361
% Within Codot
Class'n: 88

LEVEL 1	PART 1					PART 2		
	Sentence No.	1	2	3	4	5	Rank of Imp.Items	Rank of Most Imp.Items
1	10	0	0	0	0		5	9½
2	0	0	0	0	10			
3	0	10	0	2	0		8	2
4	10	3	0	0	0		1	1
5	0	0	10	0	5		2½	
6	5	10	1	0	0			
7	10	9	2	2	0			
8	0	1	10	1	1			
9	0	3	1	10	0			9½
10	0	0	0	2	10			
11	0	10	0	5	5		5	4
12	1	10	6	2	0			
13	0	1	1	10	1			
14	2	0	10	1	0		10	
15	0	5	10	1	2			
16	7	1	2	10	0			
17	0	0	10	0	5			
18	2	0	0	4	10			
19	0	1	5	4	10			
20	0	10	3	0	1			
21	0	0	10	1	5			
22	0	1	10	7	1		8	5
23	1	10	3	1	2			
24	10	0	1	2	6			
25	1	1	0	10	5		5	
26	2	10	3	1	2			
27	0	1	9	10	2			6
28	2	10	8	2	2			
29	10	2	1	0	6			
30	1	6	10	3	1			
31	0	1	2	3	10			
32	1	6	10	9	8			7½
33	2	7	10	2	2		8	7½
34	10	1	0	0	0			
35	10	4	2	3	2			
36	10	4	0	2	7			
37	4	1	10	10	2			
38	0	1	10	1	2			
39	0	0	0	0	10			
40	1	1	1	10	6			
41	10	1	0	0	0			
42	0	10	10	1	0			
43	0	0	1	10	1		2½	3

No. of Partpnts.			Location	Age (yrs)		Occ.exp.		Ed. Qfns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0"	5+ '0"
2	13	15	Boots Ltd.	19.7	3.3	3.7	5.0	13	2
3	7	10	Birkenhead & Dist.	15.2	0.6	0.2	0.2	9	1
0	8	8	Co-op. Socy. Ltd.						
0	8	8	West Cumberland Coll.	15.5	0.2	0.7	0.1	8	0
5	28	33	Of Sc. & Tech.	17.2	3.2	1.9	3.8	30	3

PARTICIPANT NORM (P12)

OCCUPATIONAL TITLE: TELEPHONE OPERATOR : CODOT CLASS'N: 341.10
 G.P.O. % Within Codot Class'n: 100

LEVEL 1 Sentence No. Item No.	PART 1					PART 2	
	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp.Items
1	0	0	0	0	10		10
2	0	0	0	0	10		
3	0	0	1	10	2	7½	3
4	10	5	0	5	1	3	2
5	0	3	6	1	10	10½	7
6	4	10	0	0	0		
7	1	10	0	0	1		
8	0	1	10	1	0		
9	1	6	1	10	2		
10	0	0	0	0	10		
11	3	0	0	0	10		
12	10	6	1	0	0		
13	8	10	0	1	0		
14	10	0	0	0	0	7½	
15	0	1	10	0	0		
16	8	2	0	10	2		
17	0	0	1	0	10	10½	
18	0	2	0	0	10	9	9
19	2	0	10	9	8		
20	1	2	10	0	0	6	7
21	0	0	10	0	0		
22	0	0	2	10	0	1	1
23	0	10	6	2	0		
24	0	8	0	7	10		
25	1	1	0	5	10	2	4½
26	0	1	10	2	0		
27	0	10	1	0	1		
28	0	10	3	0	0		
29	0	6	3	10	0		
30	0	3	10	1	0		
31	0	0	10	0	1		
32	0	10	1	1	0		
33	1	6	10	0	0		
34	10	2	0	0	0		
35	10	8	2	3	0		
36	10	9	0	0	1		
37	0	0	1	10	0		
38	0	2	10	0	0		
39	0	0	0	0	10		
40	0	0	0	4	10	5	7
41	10	1	3	0	0		
42	0	10	6	1	0		
43	0	0	1	10	0	4	4½

No. of Partpnts.			Location	Age(yrs)		Occ.exp.		Ed.ofns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	(5'0"	5+'0"
1	19	20	Middlesborough Tele.Ex.	19.8	1.4	2.3	1.4	20	0
1	9	10	Wrexham Tele.Exchange	26.4	6.9	7.8	6.9	8	2
2	28	30		22.0	5.2	4.1	4.9	28	2

PARTICIPANT NORM (P13)

OCCUPATIONAL

TITLE:

TEXTILE MACHINE OPERATOR

CODOT CLASS'N: 54

% Within Codot Class'n: 84

LEVEL 1 Sentence No. Item No.	PART 1					PART 2	
	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items
1	10	0	0	0	0	2	
2	0	0	0	0	10		
3	10	0	2	2	3		5
4	10	4	2	1	3	5	10
5	3	10	7	0	6	10½	
6	7	10	2	0	0		
7	1	10	0	1	1		
8	1	1	3	10	6		
9	0	3	0	10	5		
10	10	0	0	1	10		10
11	0	10	0	0	3		
12	3	3	10	3	0		
13	0	2	4	10	5		
14	1	2	10	5	1	10½	8
15	0	2	10	1	1		
16	3	4	1	10	2	7½	5
17	6	6	10	2	6		
18	0	3	0	1	10		
19	2	2	3	3	10		
20	0	4	10	0	0		
21	0	3	10	1	0		
22	1	0	10	9	0	4	5
23	0	10	6	4	0		
24	6	7	1	7	10		
25	2	4	3	10	7	7½	
26	2	10	4	2	1		3
27	2	10	5	0	3		
28	4	10	5	2	4		10
29	10	10	5	5	8		
30	1	5	10	3	1		
31	1	7	10	2	3		
32	4	5	9	10	9	7½	
33	0	6	10	3	2	3	2
34	10	1	0	0	1		
35	10	6	2	7	5		
36	9	3	0	2	10		
37	0	0	10	6	3		
38	0	1	10	3	2		
39	4	1	1	0	10		
40	0	1	4	10	7	7½	
41	10	7	4	2	1		
42	0	2	0	10	1		
43	0	0	2	10	0	1	1

No. of Partpnts.			Location	Age(yrs)		Occ.exp.		Ed. ofns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0'	5+'0'
24	0	24	Bradford Tech.Coll.	17.5	1.1	1.3	0.8	24	0
21	0	21	Bolton Institute of	19.4	2.9	3.6	2.7	20	1
45	0	45	Tech.	18.4	2.4	2.3	2.2	44	1

PARTICIPANT NORM (P14)

OCCUPATIONAL

TITLE:

TYPIST⁹

CODOT CLASS'N: 322

% Within Codot Class'n: 85

LEVEL	PART 1					PART 2	
	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items
1	10	0	0	0	0	2	4
2	0	0	0	0	10		
3	1	0	10	1	0	5	4
4	10	0	0	1	0	3½	2
5	0	2	9	0	10	9	
6	3	10	0	0	0		
7	0	10	0	0	2		
8	0	0	10	1	2		
9	0	3	0	10	1		9
10	1	0	2	0	10		
11	0	3	0	0	10	7	10
12	10	6	2	1	0		
13	7	10	5	1	1		
14	10	7	5	0	0		
15	0	1	10	0	0		
16	10	0	1	7	0		
17	10	4	10	3	6		
18	0	0	0	1	10		
19	1	1	1	0	10		
20	0	10	1	0	0	10	4
21	0	0	2	10	0		
22	0	0	0	2	10	7	6½
23	0	10	2	0	0		
24	2	8	2	2	10		
25	0	1	0	10	10	7	
26	0	7	10	3	1		
27	0	10	5	0	0		
28	1	10	5	0	0		
29	10	10	1	2	3		
30	0	10	9	2	0		
31	5	6	10	3	2		
32	10	5	6	0	7		
33	0	3	10	0	0		8
34	10	0	0	0	0		
35	3	1	10	1	0		
36	3	3	10	0	2		
37	0	3	4	6	10		
38	1	1	10	0	1		
39	0	0	0	0	10		
40	0	0	0	10	7	3½	6½
41	10	2	4	1	0		
42	0	3	0	10	3		
43	0	0	4	10	0	1	1

No. of Partpnts.			Locatibn	Age(yrs)		Occ.exp.		Ed. Qfns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0"	5+'0"
0	25	25	Kirby Coll. of F.E. Teesside	17.3	0.7	1.7	1.6	25	0
0	8	8	N.W. Securities Ltd. Chester	19.7	1.7	3.0	1.8	8	0
0	33	33		17.9	1.5	2.0	1.7	33	0

PARTICIPANT NORM (P15)

OCCUPATIONAL

CODOT CLASS'N: 161.70

TITLE:

DISPLAY ASSISTANT

% Within Codot Class'n: 100

LEVEL 1 Sentence No. Item No.	PART 1					PART 2	
	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items
1	10	0	0	0	0	8	
2	0	1	0	0	10		
3	0	10	0	1	0		
4	10	9	0	4	0	2	2
5	1	3	4	0	10		
6	4	10	2	0	0		
7	1	10	0	0	0		
8	0	3	10	3	0		
9	0	0	0	9	10		5
10	0	0	0	0	10		
11	4	10	0	3	5		
12	0	4	10	3	0		
13	0	0	1	7	10		
14	0	5	10	7	1		8
15	0	1	10	0	0		
16	2	10	4	8	1	8	
17	3	1	10	0	0		
18	0	0	0	0	10		
19	0	0	6	10	1		
20	0	10	10	1	0		
21	0	0	10	0	0		
22	0	0	7	10	0	6½	3
23	0	1	10	2	0	8	6½
24	10	1	0	0	0		
25	4	9	0	1	10	10½	9½
26	0	4	10	10	2		
27	0	2	10	0	0		
28	0	4	10	0	0		
29	10	1	0	2	4		
30	0	1	7	2	10		
31	0	2	10	4	0		
32	0	1	3	8	10	3	4
33	0	6	10	0	1	4½	
34	9	1	0	1	10		
35	8	10	5	0	10		
36	1	0	0	1	10		
37	1	3	7	2	10		
38	0	1	10	1	0	4½	
39	2	8	10	0	1	6½	9½
40	0	2	4	10	6	10½	6½
41	8	4	0	10	9		
42	0	0	0	3	10		
43	0	0	2	10	2	1	1

No. of Partpnts.			Location	Age(yrs)		Occ.exp.		Ed. Qfs.	
M.	F.	Tot.		Mean	S. D.	Mean	S. D.	<5'0'	5+'0'
0	22	22	Coll. of the Distributive Trades, London	18.8	1.4	1.7	0.4	2	20
6	9	15	Bolton Coll. of Art & Design	16.9	0.9	2.5	1.2	14	1
6	31	37		18.1	1.6	2.1	0.9	16	21

PARTICIPANT NORM (P16)

OCCUPATIONAL

TITLE:

ARCHITECT

CODOT CLASS'N: 251

% Within Codot Class'n: 100

LEVEL 2 Sentence No. Item No.	PART 1					PART 2	
	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items
1	10	0	0	0	1		
2	2	0	0	10	3		
3	4	0	10	7	0	6	10
4	10	1	0	0	0	7½	
5	0	1	10	0	5		
6	4	10	0	0	0		
7	1	10	0	0	0		
8	1	3	10	1	0		
9	0	1	10	9	3	9½	5
10	0	1	0	4	10		
11	2	2	0	0	10		
12	10	2	1	0	0		
13	0	5	10	0	0		
14	9	7	10	1	0		
15	0	0	10	0	1		
16	3	0	0	10	0		
17	0	0	10	1	0	9½	
18	1	0	0	10	2		
19	1	0	0	10	7		
20	0	10	2	1	1		
21	1	0	1	10	2		
22	0	2	10	0	3		
23	1	8	5	10	3		
24	9	1	1	6	10		
25	2	0	1	0	10		8
26	1	7	10	3	2		
27	0	3	1	4	10	5	6
28	1	6	10	9	3		10
29	0	1	1	2	10		10
30	1	1	10	9	2		
31	0	1	6	9	10	7½	
32	0	0	3	10	6	1	1
33	1	1	1	1	10		
34	10	6	1	2	5		
35	0	2	7	10	7		
36	1	2	0	8	10		
37	0	3	10	2	0		
38	1	1	6	7	10	2½	2
39	10	5	6	0	0	4	3
40	0	1	5	7	10		7
41	1	1	0	10	2		
42	0	1	10	4	1		
43	0	0	3	10	1	2½	4

No. of Participants.			Location	Age(yrs)		Occ.exp.		Ed. Ofns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	(5'0"	5+0"
19	1	20	Waltham Forest Tech. Coll. & School of Art.	24.9	3.5	6.8	2.7	4	16
20	0	20		Northern Polytech.	24.5	3.5	6.2	4.0	0
39	1	40	London	24.7	3.5	6.5	3.4	4	36

PARTICIPANT NORM (17)

OCCUPATIONAL

TITLE:

CREATIVE ARTIST

CODOT CLASS'N: 161

% Within Codot Class'n: 100

LEVEL	PART 1					PART 2	
	2					Rank of Imp. Items	Rank of Most Imp. Items
Sentence No.	1	2	3	4	5		
Item No.							
1	0	1	7	1	10		
2	7	0	1	0	10		
3	10	1	2	4	8	3½	4½
4	9	2	0	4	10	7	
5	0	1	10	0	5		
6	2	10	1	0	0		
7	6	10	0	0	1		
8	0	9	10	1	1		
9	0	0	2	6	10	9½	8½
10	2	0	1	0	10		
11	10	3	0	0	1		
12	2	9	10	0	2		
13	0	5	10	10	9		
14	10	7	9	2	1		
15	1	1	10	0	2	6	6
16	8	2	1	10	2	9½	4½
17	1	4	10	1	1	8	11½
18	10	0	1	8	3		
19	2	0	0	10	1		
20	2	4	8	3	10		
21	3	1	3	3	10		
22	2	3	3	10	8		11½
23	9	9	6	6	10		
24	2	0	2	3	10		
25	10	0	1	3	7		
26	10	5	2	0	3		
27	1	5	5	1	10	5	7
28	10	1	5	1	1		
29	7	8	10	1	2		
30	2	0	0	2	10		
31	3	7	10	7	6		
32	0	0	1	7	10	1½	1
33	9	6	7	1	10		
34	3	1	7	2	10		
35	1	1	1	2	10		11½
36	10	2	2	7	5		
37	8	10	4	0	1		
38	0	8	10	2	3	3½	2
39	10	1	1	0	2	1½	3
40	1	10	6	4	3		
41	1	10	0	0	2		
42	2	2	0	10	1		11½
43	3	7	2	10	3		8½

No. of Partpnts.			Location	Age (yrs)		Occ. exp.		Ed. Ofns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	< 5'0"	5+ '0"
24	13	37	Cardiff Cobb. of Art.	19.6	1.3	1.6	0.9	2	35
8	7	15	Leicester Polytech.	20.2	2.1	2.5	1.6	2	13
32	20	52		19.8	1.6	1.9	1.2	4	48

PARTICIPANT NORM (P18)

OCCUPATIONAL TITLE:		BANKING					CODOT CLASS'N: 034 % Within Codot Class'n: 100	
LEVEL 2		PART 1			PART 2			
Sentence No.	1	2	3	4	5	Bank of Imp. Items	Bank of Most Imp. Items	
Item No.								
1	10	0	0	0	0			
2	0	0	0	0	10			
3	0	0	6	10	0	10	2	
4	10	1	0	0	0			
5	1	2	10	0	5			
6	3	10	0	0	0			
7	0	10	0	0	0			
8	0	0	10	1	0			
9	0	1	10	2	0			
10	0	0	8	0	10			
11	0	0	0	0	10	8		
12	6	10	2	0	0			
13	1	6	10	0	0			
14	1	3	10	2	0			
15	6	3	10	1	0			
16	3	0	2	10	0			
17	0	1	10	1	0			
18	0	0	0	10	9			
19	2	0	5	4	10			
20	0	8	10	0	0			
21	0	0	0	10	0			
22	0	0	10	0	0		6	
23	0	10	2	0	0			
24	0	5	0	10	0	5½	9	
25	0	0	0	2	10	5½	6	
26	0	6	10	1	0			
27	0	2	1	2	10	9		
28	1	10	6	5	6	5½	4	
29	0	8	2	10	0			
30	0	10	4	1	0			
31	9	0	9	10	10		10	
32	2	5	5	9	10	2	2	
33	0	0	10	2	9			
34	3	2	1	0	10			
35	0	0	10	9	6			
36	0	1	0	10	1			
37	0	3	10	1	1			
38	0	1	10	2	3	3	3	
39	0	0	0	0	10			
40	0	0	0	3	10	5½	8	
41	3	10	0	0	0			
42	0	1	10	1	0			
43	0	0	2	10	3	1	1	

No. of Partpnts.			Location	Age(yrs)		Occ.exp.		Ed. Qfns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0'	5+'0'
23	1	24	Barclays Bank Ltd.	25.2	1.6	7.4	2.2	5	19
18	2	20	Nat. West. Bank Ltd.	26.2	1.6	7.8	2.7	5	15
41	3	44		25.7	1.7	7.6	2.5	10	34

PARTICIPANT NORM (P19)

OCCUPATIONAL

TITLE: INDUSTRIAL CHEMIST

CODOT CLASS'N: 212

% Within Codot Class'n: 19

LEVEL 2 Sentence No. Item No.	PART 1					PART 2	
	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items
1	0	10	0	0	0		
2	0	0	0	0	10		
3	10	0	0	1	0	8½	5
4	10	1	0	0	2	6	
5	0	10	10	0	9	10½	
6	3	10	3	0	0		
7	4	7	2	0	10		
8	0	1	10	5	0		
9	0	1	10	4	1	2	4
10	1	0	0	1	10		
11	0	10	1	0	0		
12	2	6	10	0	0		
13	0	1	10	9	0		
14	5	0	10	3	0		
15	2	5	10	0	0		
16	3	8	5	10	0		
17	0	4	10	0	0		
18	0	0	0	10	0		
19	0	0	2	1	10		
20	0	10	0	0	0		
21	0	0	10	6	1		
22	0	10	5	0	0	10½	6½
23	0	10	2	3	1		
24	3	0	2	3	10		
25	1	0	1	0	10	2	3
26	4	10	4	0	0		10½
27	0	10	1	4	2		10½
28	0	10	8	2	2		
29	1	10	0	3	1		
30	0	4	10	1	0		
31	0	5	10	3	2		
32	1	10	5	6	2	8½	2
33	7	10	5	4	7		8½
34	10	0	0	0	0		
35	0	8	10	5	3		
36	10	2	6	8	4		
37	0	2	10	0	0		
38	3	1	10	0	1	6	8½
39	0	1	0	0	10		
40	0	2	5	10	10	4	6½
41	7	10	0	3	7	6	
42	0	4	10	1	3		
43	2	10	10	10	1	2	1

No. of Partpnts.			Location	Age(yrs)		Occ.exp.		Ed.Ofns.		
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0'	5+0	
18	9	27	Boots Ltd.	Nottingham	22.4	2.8	2.8	1.9	2	25

PARTICIPANT NORM (P20)

OCCUPATIONAL

TITLE:

CLERGY

CODOT CLASS'N: 103

% Within Codot Class'n: 100

LEVEL 2

PART 1

PART 2

Sentence No.	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items
Item No.							
1	0	0	8	10	7		
2	1	0	0	0	10		
3	0	0	0	10	0	1½	2
4	10	0	0	0	0		10½
5	1	0	7	0	10		
6	2	10	1	0	0		
7	0	10	0	0	0		
8	2	9	10	0	0		
9	0	1	5	10	4	9	9
10	0	6	0	0	10		
11	0	0	0	3	10		
12	10	2	1	0	0		
13	1	10	7	2	0		
14	5	1	10	4	0		
15	10	4	1	0	0		
16	7	0	3	10	0		
17	0	0	10	4	0	3½	5½
18	6	0	0	1	10		
19	0	0	0	10	0		
20	0	0	1	6	10		
21	0	0	0	10	0		
22	0	0	10	0	3		
23	0	3	10	0	0		
24	7	0	1	10	1		
25	4	1	0	8	10		
26	10	0	0	0	0		
27	0	1	6	2	10	5½	3
28	6	0	6	1	10	10	
29	10	0	0	1	0		
30	2	10	2	0	1		10½
31	0	0	0	2	10	1½	1
32	0	0	2	8	10	5½	5½
33	0	0	0	10	2	7½	7
34	7	1	0	1	10		
35	0	0	2	0	10	7½	8
36	0	0	1	10	5		
37	10	7	1	0	0		
38	0	2	10	1	5	3½	4
39	0	0	0	7	10		
40	1	9	10	10	3		
41	3	0	0	1	10		
42	0	0	2	10	3		
43	2	10	6	2	0		

No. of Partnts.			Location	Age(yrs)		Occ. Exp.		Ed. Ofns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0"	5'+0"
18	1	19	Congregation Church in England & Wales	34.3	11.0	7.6	2.8	1	18
11	0	11		Church of England	34.9	10.1	6.8	2.0	2
29	1	30		34.6	10.7	7.3	2.5	3	27

PARTICIPANT NORM (P21)

OCCUPATIONAL

TITLE:

CIVIL ENGINEER

CODOT CLASS'N: 221

% Within Codot Class'n: 100

LEVEL 2	PART 1					PART 2	
	Sentence No.	1	2	3	4	5	Rank of Imp. Items
1	10	0	0	1	1		
2	10	0	1	10	8		
3	4	0	10	6	3		
4	10	5	0	1	7	7	9
5	0	2	6	0	10		
6	3	10	0	7	0		
7	0	10	1	0	1		
8	0	2	10	4	2		
9	0	3	10	7	2	10½	
10	1	2	0	7	10		
11	1	0	5	0	10		
12	10	8	1	0	0		
13	1	5	10	4	3		
14	4	3	10	3	1	10½	
15	1	1	10	0	1		
16	2	0	1	10	2		
17	0	4	10	2	1		
18	0	0	0	10	1		
19	1	0	10	9	8		
20	0	10	3	1	0		
21	0	0	4	10	0		
22	0	4	10	0	0	4	4
23	2	10	5	3	0		
24	10	0	1	7	3		
25	2	1	1	3	10		6
26	2	9	10	6	2		7
27	1	4	0	10	6	10½	11
28	0	10	10	8	4		
29	0	5	4	1	10	10½	8
30	0	3	10	5	0		
31	1	1	10	10	3		
32	0	6	7	10	9	2½	2
33	3	1	8	1	10		
34	10	6	1	0	6		
35	1	3	10	6	7		
36	3	6	2	8	10		
37	0	3	7	10	2	8	11
38	3	1	9	10	3	5	11
39	3	1	10	0	1		
40	0	0	6	7	10	2½	5
41	1	10	1	1	9	6	3
42	0	0	10	1	2		
43	0	1	5	10	2	1	1

No. of Partpnts.			Location	Age(yrs)		Occ.exp.		Ed. Qfns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0'	5+'0'
48	0	48	Teeside Polytech.	22.3	3.6	4.1	2.8	9	39

PARTICIPANT NORM (P22)

OCCUPATIONAL

TITLE:

DRAUGHTSMAN

CODOT CLASS'N: 253

% Within Codot Class'n: 24

LEVEL 2		PART 1					PART 2	
Sentence No.	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items	
Item No.								
1	10	0	0	0	0	10		
2	0	0	0	3	10			
3	10	0	5	1	4	8	2	
4	10	2	0	0	1	3½	6	
5	1	4	9	0	10			
6	3	10	0	0	0			
7	1	10	0	0	2			
8	0	6	10	0	0			
9	0	2	10	4	1	3½	5	
10	0	0	0	0	10			
11	0	10	0	5	10			
12	10	4	1	0	0			
13	1	10	10	0	0			
14	5	7	10	2	0			
15	0	0	10	0	0			
16	0	1	0	10	2	6½	8	
17	3	10	5	0	0			
18	0	0	0	10	0			
19	0	0	1	1	10			
20	1	10	2	0	0			
21	0	0	5	10	0			
22	0	5	10	0	0	6½	4	
23	0	10	0	0	0			
24	7	0	1	5	10			
25	0	0	0	10	8	5	7	
26	0	7	10	6	0			
27	3	10	0	0	4	10		
28	0	10	6	0	1			
29	3	10	0	0	0			
30	0	2	10	1	1			
31	1	10	9	5	4			
32	2	2	1	10	0	10	9½	
33	10	6	2	0	3			
34	10	0	0	0	3			
35	4	10	3	1	0			
36	10	2	6	1	0			
37	10	2	6	1	0			
38	10	2	5	2	1			
39	0	1	10	0	0			
40	0	1	7	10	7		9½	
41	10	1	0	0	1	1	3	
42	0	0	10	3	0			
43	0	2	7	10	1	2	1	

No. of Partpnts.			Location	Age(yrs)		Occ.exp.		Ed.0fns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0'	5+'0'
11	0	11	Army Apprentice Cobb. Chepstow	17.4	0.5	2.0	0.1	10	1
0	34	34	Garretts Green Tech.	17.8	1.0	1.5	0.7	28	6
11	34	45	Birmingham	17.7	0.9	1.6	0.6	38	7

PARTICIPANT NORM (P23)

OCCUPATIONAL

TITLE:

ELECTRICAL ENGINEER

CODOT CLASS'N: 244

% Within Codot Class'n: 38

LEVEL 2

PART 2

Sentence No.	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items
1	7	8	1	8	10		
2	5	1	0	0	10		
3	10	0	1	3	1	4	6
4	10	0	0	0	3	7½	
5	0	3	10	1	5		
6	7	10	1	4	1		
7	0	10	0	1	0		
8	0	3	10	5	0		
9	1	1	10	5	2	3	2
10	1	0	0	1	10		
11	2	10	2	0	10		
12	5	7	10	0	1		
13	0	5	10	2	4		
14	2	3	10	6	1		10
15	1	2	10	0	0		
16	2	9	0	10	1	10	
17	1	4	10	1	0		
18	0	1	1	10	0		
19	1	0	7	10	8		
20	0	9	10	0	0		
21	0	0	8	10	0		
22	0	7	10	1	0	5	5
23	2	10	4	2	0		
24	8	0	6	10	6		
25	1	3	0	4	10	7½	7½
26	6	8	10	7	0		4
27	1	10	0	7	5	9	
28	1	10	7	3	5		
29	0	10	4	1	7		
30	0	4	10	1	0		
31	2	8	8	10	2		
32	2	5	6	10	3	2	3
33	0	2	10	1	5		
34	6	10	1	1	3		
35	1	4	6	10	2		
36	10	4	1	9	6		
37	2	8	10	3	1		
38	1	2	10	2	1	6	7½
39	1	0	2	0	10		
40	0	3	6	10	7		
41	7	10	1	3	5		9
42	0	1	10	0	1		
43	0	2	6	10	0	1	1

No. of Partpnts.			Location	Age(yrs)		Occ.exp.		Ed. Ofns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0'	5+'0'
39	0	39	Denbighshire & Wrexham Tech.Coll.	23.6	3.3	6.4	3.1	10	29

PARTICIPANT NORM (P24)

OCCUPATIONAL

TITLE:

JOURNALIST

CODOT CLASS'N: 151

% Within Codot Class'n: 100

LEVEL 2 Sentence No. Item No.	PART 1					PART 2	
	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items
1	10	0	0	8	0		
2	10	0	0	0	6		
3	0	0	10	10	0	7½	10½
4	10	9	0	1	7		
5	1	2	4	0	10		
6	4	10	0	5	2		
7	2	10	1	0	0		
8	0	0	10	3	2		
9	0	1	9	10	6	11	10½
10	0	4	5	0	10		
11	1	0	0	0	10	7½	
12	10	2	0	0	0		
13	0	7	10	2	2		
14	3	1	10	6	2		9
15	1	3	10	0	0		
16	7	0	2	10	0		
17	0	0	10	0	1	6	4
18	0	0	0	1	10		
19	0	0	0	10	0		
20	0	2	10	3	0		
21	0	0	10	2	0		
22	0	10	3	0	0	11	7½
23	0	10	2	1	0		
24	10	0	0	4	1		
25	0	0	0	3	10	11	
26	0	5	10	5	0		
27	0	10	5	0	5		
28	3	4	10	1	0		
29	0	7	10	0	0		
30	0	0	2	10	8		
31	0	0	2	7	10		6
32	0	0	3	10	0	2	2
33	0	0	0	3	10	9	
34	2	4	0	0	10		
35	0	0	1	2	10	1	3
36	0	2	0	5	10		
37	6	10	4	0	0		
38	1	4	10	1	6	5	7½
39	1	2	0	0	10		
40	0	0	0	1	10	3	1
41	0	10	0	1	0		
42	0	0	10	0	0		
43	0	0	2	10	0	4	5

No. of Partpnts.			Location	Age (yrs)		Occ. exp.		Ed. Ofns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0"	5'+0"
11	7	18	Harris Coll. Preston	20.3	1.4	2.4	0.4	2	16
12	5	17	Richmond Coll. of F.E.	20.4	1.5	2.1	0.5	1	16
23	12	35	Sheffield	20.3	1.4	2.3	0.5	3	32

PARTICIPANT NORM (P25)

OCCUPATIONAL

TITLE :

LIBRARIAN

CODOT CLASS'N:

063

% Within Codot Class'n:

100

LEVEL	PART 1					PART 2		
	2	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items
Sentence No.	1	2	3	4	5			
Item No.								
1	3	0	0	0	10			
2	0	0	0	0	10			
3	0	0	0	10	0	1½		1
4	10	4	0	0	0	9		
5	0	1	10	0	3			
6	2	10	0	0	0			
7	0	10	0	0	0			
8	0	10	10	0	0			
9	0	1	10	1	1	5		6
10	0	0	2	2	10			
11	0	0	0	0	10			
12	0	7	10	0	0			
13	0	0	10	4	1			
14	1	1	10	4	1			
15	5	7	10	2	0			
16	2	0	0	10	1			
17	0	0	10	3	0	6½		
18	0	10	2	6	9			
19	5	0	0	10	0			
20	0	10	1	0	0			
21	0	0	0	10	0			
22	0	2	10	0	0			
23	0	10	5	1	0			7½
24	3	0	0	3	10			
25	0	0	2	2	10			
26	7	10	6	1	0			
27	0	1	0	2	10	1½		2
28	0	10	5	8	1			
29	0	3	4	0	10			
30	3	10	4	0	7			
31	0	0	3	7	10			4
32	2	3	10	4	8	3½		5
33	2	7	4	10	7			
34	2	0	0	0	10			
35	4	1	10	7	4	6½		7½
36	0	0	10	1	1			
37	3	10	4	0	0			
38	4	1	10	2	0	9		9
39	1	2	0	0	10			
40	1	1	3	10	5			
41	0	4	0	10	0			
42	1	1	9	10	1			
43	0	0	4	10	1	3½		3½

No. of Partnts.			Location	Age(yrs)		Occ.exp.		Ed.Ofns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0'	5+'0'
3	32	35	Manchester Polytech.	23.2	6.4	3.0	2.7	0	35

PARTICIPANT NORM (P26)

OCCUPATIONAL

TITLE:

NURSE

CODOT CLASS'N:

113

% Within Codot Class'n:

100

LEVEL	PART 1					PART 2		
	2	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items
Sentence No.	1	2	3	4	5			
Item No.								
1	0	0	10	0	0			
2	0	0	0	0	10			
3	0	0	0	10	0	2½		2
4	10	0	0	1	2	7½		10
5	0	2	10	0	7			
6	2	10	1	0	0			
7	0	2	2	10	1			
8	0	2	6	0	0			
9	1	0	10	1	0			7
10	1	0	4	0	10			
11	0	0	0	10	0	9		
12	0	0	7	10	1			
13	0	0	0	3	10			
14	0	0	3	10	9	4		5
15	0	1	10	1	3			
16	1	0	2	10	0			
17	0	0	10	1	0			
18	0	3	5	0	10			
19	0	0	0	10	0			
20	0	0	10	0	0			
21	0	0	0	10	0			
22	0	1	10	0	1			9
23	4	10	1	0	0			
24	5	0	1	7	10			
25	0	3	4	10	5			
26	9	10	6	1	0			
27	0	3	1	10	5	1		1
28	0	10	0	5	0			
29	0	10	0	2	1			
30	0	10	2	0	0			
31	0	0	1	3	10			
32	5	6	6	10	0	5		6
33	0	0	0	10	1	2½		3
34	1	9	10	7	2			
35	1	7	7	10	1			
36	1	7	0	2	10			
37	3	10	10	0	0			
38	5	9	10	0	2			
39	0	0	0	0	10			
40	0	2	6	8	10	7½		
41	2	10	0	0	0			8
42	0	10	1	0	0	10		
43	0	0	5	10	1	6		4

No. of Partpnts.			Location	Age(yrs)		Occ.exp.		Ed. Qfns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0"	5+
1	94	95	Manchester Royal	20.8	1.9	2.8	1.3	25	70

PARTICIPANT FORM (P27)

OCCUPATIONAL

TITLE:

SOCIAL CASE WORKER

CODOT CLASS'N: 102

% Within Codot Class'n: 100

LEVEL 2	PART 1					PART 2		
	Sentence No.	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items
1		3	0	0	10	2		
2		0	0	0	0	10		
3		0	0	0	10	0	2½	2
4		10	0	0	0	6		
5		0	0	2	0	10		
6		1	10	0	2	0		
7		0	10	0	0	0		
8		0	1	10	0	1		
9		0	0	4	10	6	8½	5
10		0	10	2	0	4		
11		3	1	0	0	10		
12		10	2	3	0	0		
13		0	10	3	0	1		
14		4	0	10	2	1		
15		10	0	1	0	2		
16		10	0	7	7	1		
17		0	0	10	2	0	7	
18		2	0	0	5	10		
19		1	0	1	10	0		
20		0	3	10	2	0		
21		0	0	0	10	0		
22		0	0	10	0	1	10½	7
23		0	1	5	10	0		
24		7	0	0	10	0		
25		1	0	0	3	10		
26		10	3	0	1	0		
27		0	2	0	0	10	2½	3½
28		0	4	10	1	0		
29		0	10	2	1	0		
30		0	10	10	3	0		
31		0	0	0	0	10	4½	3½
32		0	0	0	10	9	1	1
33		0	0	0	10	1	8½	9½
34		10	1	0	0	1		
35		0	0	4	1	10	10½	9½
36		0	0	0	2	10		
37		10	9	3	0	0		
38		0	3	10	8	4	6	6
39		0	0	0	0	10		
40		0	7	8	10	7		
41		8	2	1	1	10		
42		1	1	7	10	1		
43		0	0	2	10	2	4½	8
No. of Partpnts.	Location		Age(yrs)		Occ.exp.	Ed. ofns.		
M.	F.	Tot.	Mean	S.D.	Mean	S.D.	<5'0' 5+0	
10	22	32	North-Western Polytech.	30.1	7.8	3.5	2.9 4 28	
			London.					

PARTICIPANT NOEM (P28)

OCCUPATIONAL

TITLE:

SOLICITOR

CODOT CLASS'N: 022

% Within Codot Class'n: 100

LEVEL 2 Sentence No. Item No.	PART 1					PART 2	
	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items
1	10	0	0	0	0		
2	1	0	0	0	10		
3	0	0	9	10	0	5½	3
4	10	1	0	0	0		
5	0	1	10	0	1		
6	1	10	0	0	0		
7	0	10	0	0	0		
8	0	5	10	0	0		
9	0	0	10	6	2	5½	4
10	0	4	2	0	10		
11	0	0	0	0	10		
12	10	3	1	0	0		
13	3	10	1	0	0		
14	10	2	3	0	0		
15	10	5	2	0	1		
16	10	0	2	6	0		
17	0	2	10	5	0	9	9
18	0	0	0	10	1		
19	4	1	2	7	10		
20	0	10	7	0	0		
21	0	0	2	10	0		
22	0	1	10	0	6		10
23	4	10	3	2	2		
24	3	0	6	2	10		
25	3	1	4	0	10		
26	1	8	6	9	10		
27	0	0	0	1	10	3	7
28	7	10	8	2	0		
29	0	9	3	3	10		
30	1	9	10	8	2		
31	0	2	9	10	6	9	8
32	1	1	2	10	5	4	5½
33	1	0	10	9	5	9	
34	10	1	0	0	1		
35	0	0	1	10	7	9	
36	0	0	0	10	0		
37	1	10	4	0	1		
38	0	2	7	10	2	2	2
39	0	0	0	0	10		
40	0	0	0	3	10	9	5½
41	0	1	0	10	2		
42	0	0	10	0	3		
43	0	0	6	10	4	1	1

No. of Partpnts.			Location	Age(yrs)		Occ.exp.		Ed. ofns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0"	5+'0"
47	5	52	Law Society Associate Members Group	23.3	1.5	2.8	1.4	0	52

PARTICIPANT NORM (P29)

OCCUPATIONAL

TITLE: TEACHING

CODOT CLASS'N: 09

% Within Codot Class'n: 100

LEVEL 2 Sentence No. Item No.	PART 1					PART 2	
	1	2	3	4	5	Rank of Imp. Items	Rank of Most Imp. Items
1	0	0	10	0	0		
2	1	0	0	0	10		
3	0	0	0	10	0	2½	1
4	10	2	0	0	1		
5	0	0	10	0	2		
6	0	10	0	0	0		
7	0	10	0	0	0		
8	0	3	10	2	0		
9	0	0	10	6	2	4	3
10	0	0	0	0	10		
11	0	1	0	0	10		
12	7	10	4	0	0		
13	0	0	1	10	3		
14	1	0	10	7	1		
15	2	6	10	0	3		
16	5	0	2	10	0		
17	0	0	5	10	1	7	9½
18	1	0	0	10	1		
19	1	0	2	10	7		
20	1	10	3	1	0		
21	0	0	0	10	0		
22	0	0	10	0	1		
23	0	0	10	2	0		9½
24	0	0	1	4	0		
25	0	0	0	2	10		
26	10	1	0	0	0		
27	0	0	0	10	1	1	4
28	0	1	2	2	10		
29	0	10	1	0	0		
30	0	10	8	1	1		
31	0	0	1	1	10	6	5
32	0	0	1	10	10	2½	2
33	0	0	0	10	1	8½	8
34	10	0	1	1	4		
35	4	0	3	10	3	10	
36	0	6	1	3	10		
37	0	4	10	1	0		
38	0	6	10	1	4	5	6
39	2	3	1	2	10		
40	0	0	7	10	5		
41	0	0	0	0	10		
42	0	0	0	10	1		
43	0	3	10	8	0	8½	7

No. of Partpnts.			Location	Age(yrs)		Occ.exp.		Ed. Qfns.	
M.	F.	Tot.		Mean	S.D.	Mean	S.D.	<5'0'	5+'0'
20	15	35	ex-Chester College	26.3	5.5	4.9	1.4	2	33
4	5	9	ex-Durham University	24.9	0.7	3.8	0.7	0	9
24	20	44	Dept. of Education	26.1	4.9	4.7	1.4	2	42

APPENDIX 8

NOTES FOR ADMINISTRATION OF TEST OF OCCUPATIONAL INFORMATION

NOTES FOR ADMINISTRATION OF TEST OF OCCUPATIONAL INFORMATION

- Level 1 appropriate for fourth and fifth formers and pupils not entered for more than 5 C.S.E. or G.C.E. subjects.
- Level 2 appropriate for fourth or fifth formers likely to attain 5 G.C.E. '0' Level passes or their equivalent and continue in sixth form, higher education or professional training.

Completion of Answer Booklets

- 1) When administered in groups normal testing conditions are preferable, although questions on procedure or the meaning of words in the item booklets should be encouraged.
- 2) Each individual requires an item booklet and an answer booklet.
- 3) The administrator should read through the directions on the front of the answer booklet with the group. Questions should be encouraged. Emphasis should be given to the following:
 - a) Selection of the job or occupation (not the firm) they would like to enter.
 - b) Selection of the one of the five alternatives which best describes the job.
 - c) The lay-out of the answer booklets puts the five numbers 1 2 3 4 5 horizontally, whereas the item booklet lists them vertically. (Ideally, the answer booklets should be part of the item booklets, but cost prevents this, at the moment).
 - d) There is no time limit, but $\frac{1}{2}$ hour is an average time for Level 1 and most sixth formers should complete Level 2 in half an hour.
- 4) Part 2 instructions when the majority of the group are ready to continue. Emphasis may be given to:

- a) Selection of any number of items the pupil thinks are important to him/her.
- b) From these the 3 most important should be selected and marked 1, 2, 3, in the second column.

APPENDIX 9

APPLICATION OF BAYESIAN ALGORITHM TO COMPUTER ASSISTED GUIDANCE

Source: D. Wishart, "Computers in Personnel Management"
private communication, 1971.

If a student is seriously considering the occupation of, say, typist, he completes the three parts of the Connelly Occupational Preferences Inventory. His responses to each item are then recorded as a matrix H_{ijk} i.e. response i to question j in occupational group k (e.g. typist). From this is derived the associated probability matrix P where P_{ijk} is given by

$$P_{ijk} = \frac{H_{ijk}}{H_{i.k}}$$

$H_{i.k}$ = response matrix for a group of occupation k , say typists.

If P_{ijk} is large then the response corresponds closely to that of the occupational group.

This technique may be even more appropriate to the test of occupational information. Similarities are already apparent from this description. An important factor in the completion of the test of occupational information is the student's specification of an occupation. Use of the Bayesian computer algorithm would also make possible the interpretation of 'ideal' occupational characteristics.

Let $(p_1, p_2, p_3, \dots, p_k)$ measure the relative probabilities that a client "belongs" to each of the k occupational groups before the test is completed. Initially these may be purely the occupational census statistics (as in Table 6.1, p. 250). After completing the test a new set of probabilities can be calculated. Bayes' theorem states that if response j is obtained for question i , the probability of the client p'_k for occupational group k may be calculated from

$$p'_k = \frac{p_k \cdot P_{ijk}}{\sum_n p_n \cdot P_{ijn}}$$

where n = number of Participants or Careers Officers norming occupation k .

This formula can be used for the one client in any or all of the k occupations. The highest probability p'_k will show the closest correspondence of the client's occupational characteristics profile with those of the norming group. The computer may print out the highest ten (or more) values of p'_k so that the guidance teacher and student may review the various possibilities, taking into account other factors in the client's occupational choice. It is important to note that the probability factor p_n in this formula is a measure of the sampling of the norming group as a whole (i.e. the sample group in relation to all Careers Officers or all participants of a particular age/experience range in a particular occupation).

JOB INFORMATION

LEVEL 1

PART 1

This exercise is to help you to think about and describe the job you think you want. The result will be useful to you and to those who are helping you to find the most suitable job.

The exercise consists of 43 items each with 5 sentences.

Each set of 5 sentences describes some aspect of the job or the people doing the job. You must choose ONE SENTENCE OUT OF EACH SET OF FIVE which you think says most about the job you think you want. In this way you describe the job you want. You then draw a ring round the number of the sentence on this answer sheet. If you think that more than one of the five sentences in the set says things about the job, choose only the ONE sentence which best described it. For example: You might be thinking of the job of a RAILWAY PORTER. Here is an item, called item A, for practice:-

This job is done:-

1. entirely indoors.
2. mostly indoors.
3. both indoors and outdoors.
4. mostly outdoors.
5. entirely outdoors.

You would probably think that a railway porter works both indoors and outdoors and so you would put a ring around number 3 against item A on the answer sheet so:-

A. 1. 2. (3) 4 5

This is just an example to show you what to do.

When you are told to begin, first complete the details about yourself, then turn over and fill in answers to each item, choosing the sentence in each group of five most nearly fits the job you are thinking about.

NAME: _____ Male/Female
FORM: _____ Age _____ yrs _____ mths
SCHOOL: _____

Are you expecting to take any C.S.E. or G.C.E. exams in the next two years? Yes/No

If the answer is "Yes" please list the subjects and add the grade if you have already taken them.

C.S.E. _____

G.C.E. _____

JOB INFORMATION

ANSWER SHEET

PART 1

Which job do you want to enter? _____

This should be the name of the job (for example, PLUMBER OR HAIRDRESSER) NOT the name of the firm. This is the job you are thinking about in the rest of the test.

Remember that you are choosing the number of the sentence in each item which most nearly fits the job you are thinking about.

<u>Item NO.</u>	<u>Sentence Number</u>	<u>Please leave blank</u>
1	1 2 3 4 5	_____
2	1 2 3 4 5	_____
3	1 2 3 4 5	_____
4	1 2 3 4 5	_____
5	1 2 3 4 5	_____
6	1 2 3 4 5	_____
7	1 2 3 4 5	_____
8	1 2 3 4 5	_____
9	1 2 3 4 5	_____
10	1 2 3 4 5	_____
11	1 2 3 4 5	_____
12	1 2 3 4 5	_____
13	1 2 3 4 5	_____
14	1 2 3 4 5	_____
15	1 2 3 4 5	_____
16	1 2 3 4 5	_____
17	1 2 3 4 5	_____
18	1 2 3 4 5	_____
19	1 2 3 4 5	_____
20	1 2 3 4 5	_____
21	1 2 3 4 5	_____
22	1 2 3 4 5	_____
23	1 2 3 4 5	_____
24	1 2 3 4 5	_____
25	1 2 3 4 5	_____

<u>Item No.</u>	<u>Sentence Number</u>	<u>Please leave blank</u>
26	1 2 3 4 5	_____
27	1 2 3 4 5	_____
28	1 2 3 4 5	_____
29	1 2 3 4 5	_____
30	1 2 3 4 5	_____
<hr/>		
31	1 2 3 4 5	_____
32	1 2 3 4 5	_____
33	1 2 3 4 5	_____
34	1 2 3 4 5	_____
35	1 2 3 4 5	_____
<hr/>		
36	1 2 3 4 5	_____
37	1 2 3 4 5	_____
38	1 2 3 4 5	_____
39	1 2 3 4 5	_____
40	1 2 3 4 5	_____
<hr/>		
41	1 2 3 4 5	_____
42	1 2 3 4 5	_____
43	1 2 3 4 5	_____

Make sure you have ringed one of the sentence numbers opposite each of the 43 items.

Now go on to Part 2.

In this part you are thinking about yourself list of the aspects of the job and the workers which are described in the 43 items in part 1.

Look down the list below and decide which aspects would be important to you if you were to work in the job you have thought about in Part 1. If you are not clear of the meaning of the aspect read again the five sentences which describe it. You decide which and how many aspects are important and put a tick in the column headed "Important".

For example, if you are thinking about the job of Farmer, it could be because you want to work outside. So, working outside is important to you. So you tick the column marked "Important" opposite Item 2. Place of Work - Outdoors. Perhaps Clerical Work is not important to you in this job so you would not put a tick alongside Item 36.

When you have worked down the list look again at those you have ticked and choose in order 1st, 2nd, 3rd, those you think are the most important and put numbers 1, 2, 3 alongside these aspects in the second column.

Item No.	<u>Aspect of Job</u>	Important	Most Important	<u>Please leave blank</u>
1.	Place of work - indoors			
2.	Place of work - outdoors			
3.	Things or people worked with			
4.	Working conditions			
5.	Temperature of work place			
6.	Dryness or dampness of work place			
7.	Smell			
8.	Noise or vibration			
9.	Repetition or variety			
10.	Dangers of the work			
11.	Appearance or clothes			
12.	Strength			
13.	Sitting or standing			
14.	General health			
15.	Work with hands and feet			
16.	Eyesight			
17.	Talking			
18.	Arrangement of normal hours of work			
19.	Unusual hours of work			
20.	Number of hours worked in a week			

<u>Item No.</u>	<u>Aspect of Job</u>	Important	Most Important	<u>Please leave blank</u>
21.	When workers are paid			
22.	Rates of pay			
23.	Amount of starting pay			
24.	Extra benefits			
25.	Increases in pay			
26.	Maximum wage			
27.	How work is done with people			
28.	How much leadership of others			
29.	Membership of union			
30.	How other people see the job			
31.	How much work is done with others			
32.	Deciding for yourself in the job			
33.	Being relied on			
34.	Separation from home			
35.	Words and writing			
36.	Clerical work			
37.	Numbers			
38.	Thinking			
39.	Craft, painting, drawing and music			
40.	Accuracy			
41.	Examination qualifications			
42.	Place of training			
43.	Future prospects			

Check that you have ticked those aspects you think are important.
Check that you have chosen the three you think are most important.
from the ones you have ticked and marked them 1st, 2nd and 3rd.

OCCUPATIONAL INFORMATION

LEVEL 2

PART 1

The purpose of this exercise is to help you to think about and describe the occupation you think you may enter either soon or after further or higher education. The result will be useful to you and to those who are helping you to decide about your future.

The exercise consists of 43 items each with 5 sentences.

Each set of 5 sentences describes some aspect of the occupation or the people doing the work in that occupation. You must choose ONE SENTENCE OUT OF EACH SET OF FIVE which you think says most about the occupation you think you want. In this way you describe the occupation you want. You then draw a ring round the number of the sentence on this answer sheet. If you think that more than one of the five sentences in the set says things about the occupation, choose only the ONE sentence which best describes. For example: You might be thinking of the occupation of a Journalist. Here is an item, called item A, for practice:-

This occupation is done:

1. entirely indoors.
2. mostly indoors.
3. both indoors and outdoors.
4. mostly outdoors.
5. entirely outdoors.

You would probably think that a Journalist works mostly indoors so you would put a ring around number 2 against item A on the answer sheet so:-

A. 1 (2) 3 4 5

This is just an example to show you what to do.

When you are told to begin, first complete the details about yourself, and then fill in answers to each item, choosing the sentence in each group of five ^{which} most nearly fits the occupation you are thinking about.

NAME: _____ Male/Female
FORM: _____ Age ___ yrs ___ mths
SCHOOL: _____

Have you taken, or are you expecting to take any C.S.E. or G.C.E. exams in the next two years? If so please list the subjects with grade obtained or year of examination.

C.S.E. _____

G.C.E. Ordinary Level _____

G.C.E. Advanced Level _____

G.C.E. Scholarship Level or other University Scholarship examinations _____

OCCUPATIONAL INFORMATION

ANSWER SHEET

Which occupation do you want to enter? _____

This should be the name of the occupation (for example, NURSING, SOLICITOR, ELECTRICAL ENGINEER) NOT the name of the firm or organisation.

The occupation you have named above is the one you are thinking about in the rest of the test.

Remember you are choosing the number of the sentence in each item which most nearly fits the occupation you are thinking about.

<u>Item No.</u>	<u>Sentence Number</u>	<u>Please leave blank</u>
1	1 2 3 4 5	_____
2	1 2 3 4 5	_____
3	1 2 3 4 5	_____
4	1 2 3 4 5	_____
5	1 2 3 4 5	_____
6	1 2 3 4 5	_____
7	1 2 3 4 5	_____
8	1 2 3 4 5	_____
9	1 2 3 4 5	_____
10	1 2 3 4 5	_____
11	1 2 3 4 5	_____
12	1 2 3 4 5	_____
13	1 2 3 4 5	_____
14	1 2 3 4 5	_____
15	1 2 3 4 5	_____
16	1 2 3 4 5	_____
17	1 2 3 4 5	_____
18	1 2 3 4 5	_____
19	1 2 3 4 5	_____
20	1 2 3 4 5	_____
21	1 2 3 4 5	_____
22	1 2 3 4 5	_____
23	1 2 3 4 5	_____
24	1 2 3 4 5	_____
25	1 2 3 4 5	_____

Item
No

Sentence Number

Please leave blank

26	1	2	3	4	5
27	1	2	3	4	5
28	1	2	3	4	5
29	1	2	3	4	5
30	1	2	3	4	5
31	1	2	3	4	5
32	1	2	3	4	5
33	1	2	3	4	5
34	1	2	3	4	5
35	1	2	3	4	5
36	1	2	3	4	5
37	1	2	3	4	5
38	1	2	3	4	5
39	1	2	3	4	5
40	1	2	3	4	5
41	1	2	3	4	5
42	1	2	3	4	5
43	1	2	3	4	5

Blank lines for writing answers, corresponding to the sentence numbers listed on the left.

Make sure you have ringed one of the sentence numbers opposite each of the 43 items.

Now turn over and go on to Part 2.

PART 2

The second part of the test lists the aspects of the occupation and the people doing the work in that occupation are described in the 43 items in part 1.

Look down the list below and decide which aspects would be important to you if you were to work in the occupation you have thought about in Part 1. If you are not clear of the meaning of the aspect read again the five sentences which describe it. You decide which and how many aspects are important and put a tick in the column headed "Important".

For example, if you are thinking about the occupation of Librarian, perhaps because you enjoy reading and writing, you would think that Item 35 - Words and Writing is important so you would put a tick in the column alongside item 35. Perhaps Smell is not important to you in this occupation so you would not put a tick alongside Item 7.

When you have worked down the list look again at those you have ticked and choose in order 1st, 2nd, 3rd, those you think are the most important and put numbers 1, 2, 3 alongside these aspects in the second column.

Item No	Aspect of Occupation	Important	Most Important	Please leave blank
1	Place of work - indoors			
2	Place of work - outdoors			
3	Things or people worked with			
4	Conditions of work surroundings			
5	Temperature of work place			
6	Dryness or dampness (humidity) of work place			
7	Smell			
8	Noise or vibration			
9	Repetition or variety			
10	Hazards or dangers of work			
11	Appearance or clothes worn			
12	Strength			
13	Sitting or standing (posture)			
14	General health			
15	Work with hands and feet			
16	Eyesight			
17	Talking or speech			
18	Arrangement of normal hours of work			
19	Unusual hours of work			

<u>Item No</u>	<u>Aspect of Occupation</u>	<u>Important</u>	<u>Most Important</u>	<u>Please leave blank</u>
20	Number of hours worked in week			
21	When workers are paid			
22	Rates of pay			
23	Amount of starting pay			
24	Extra benefits			
25	Increases in pay			
26	Amount of payment at 30yrs old			
27	Type of relationship with people at work			
28	Leadership of others at work			
29	Membership of union or professional bodies			
30	How others see the occupation (prestige)			
31	How much work is done with others			
32	Deciding for yourself on the job (Initiative)			
33	Reliability (being relied on)			
34	Separation from home			
35	Words and writing (language)			
36	Clerical work			
37	Numbers (Mathematics)			
38	Thinking or reasoning			
39	Craft, painting, drawing and music			
40	Accuracy (exactness)			
41	Examination qualifications			
42	Place of training			
43	Future prospects			

Check that you have ticked those aspects you think are important.

Check that you have chosen the three you think are most important from the ones you have ticked and marked them 1st, 2nd and 3rd.