



# CAREER PLANNING INSIGHTS



**Tammy Testtaker**  
**science**  
6-18-2012



The Steering Group  
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Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behavior.

In this report we are measuring four dimensions of normal behavior. They are:

- how you respond to problems and challenges.
- how you influence others to your point of view.
- how you respond to the pace of the environment.
- how you respond to rules and procedures set by others.

This report analyzes behavioral style; that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements from areas of behavior in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.

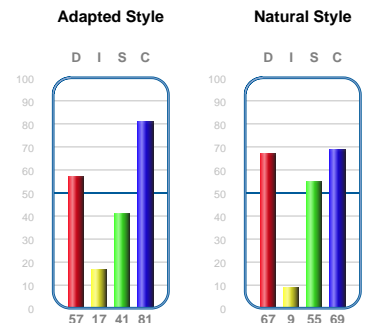
*"All people exhibit all four behavioral factors in varying degrees of intensity."  
—W.M. Marston*



*Based on Tammy's responses, the report has selected general statements to provide you with a broad understanding of her work style. These statements identify the basic natural behavior that she brings to the job. That is, if left on her own, these statements identify HOW SHE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of Tammy's natural behavior.*

Tammy wants the safety features on her equipment to be in good working order. Precision and accuracy are important to her. She is task-oriented; however, she can still maintain good working relationships with others as long as they share her concern for excellence. She tends to be precise about her use of time and can become frustrated when others interrupt her when in the middle of a task. Following procedures is her way of ensuring quality and orderly work. Tammy can be depended upon to follow set procedures of work activity. Some people see her as being fussy and meticulous. She takes much pride in precise and accurate work, but others may not always understand her attention to details. She is a real stickler for quality and systems; to ensure quality. She may be overly sensitive to criticism of her work. If you do comment on her work you had better be right, since she may not take criticism lightly. Accuracy is important to her. While she may not be a perfectionist with all things, she has certain activities that will always be done with the same high standards in mind.

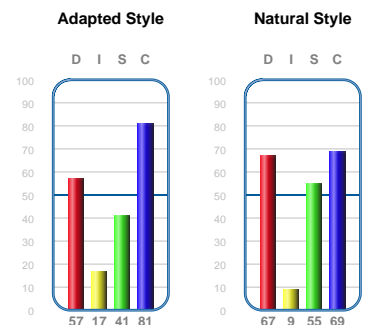
Tammy prefers to study and analyze a problem before responding. She wants to feel that her response is the correct one. She likes to assemble facts and data before making decisions. This allows her time to review the facts and think about the decision to be made. She, capable of making daily decisions routinely, usually becomes cautious about the bigger decisions; she wants to be absolutely certain her decision is correct. She has an acute awareness of social, economic





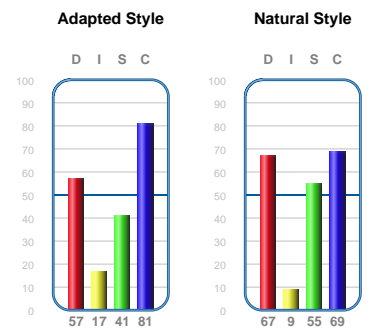
and political implications of her decisions. Tammy takes pride in her competence or her ability to understand all the facts of a situation. She is good at concentrating on data while looking for the best method of solving the problem. She follows company policy, if aware of it. She sees herself as factual, and "down-to-earth." She is more than casually interested in "theory." When confronted with a problem she will look for a method, a formula, a procedure or a system to solve it. She gets frustrated when well-established rules are not observed by others. She prefers to have everyone adhere to the same rules and regulations.

Tammy prefers meetings that start and finish on time. She may get upset with people who do not adhere to rules and how things "should be done." People may often see Tammy as formal and reserved. She may be assessing the situation before "letting her guard down" and may do so only when she feels comfortable with the circumstances. She likes to ask questions to clarify the communications. She gathers data in order to be certain she is correct in her work, communications or decision making. She likes to know what is expected of her in a working relationship, and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. Because Tammy wants to be certain she is performing her work assignments correctly, she enjoys working for a manager who explains what is expected of her. She can be outgoing at times. Basically introverted, she will engage in social conversation when the occasion warrants. She enjoys analyzing the motives of others. This allows her to develop her intuitive skills. She has a low trust level with strangers.





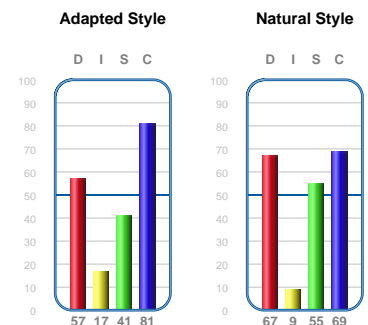
This becomes apparent when she asks specific and perhaps blunt questions.





*This section of the report identifies the specific talents and behavior Tammy brings to the job. By looking at these statements, one can identify her role in the organization. By identifying Tammy's talent, the organization can develop a system to capitalize on her particular value to the organization and make her an integral part of the team.*

- Objective--"The anchor of reality."
- Tough-minded.
- Always looking for logical solutions.
- Presents the facts without emotion.
- Maintains standards.
- Comprehensive in problem solving.
- Accurate and intuitive.
- Objective and realistic.
- Suspicious of people with shallow ideas.

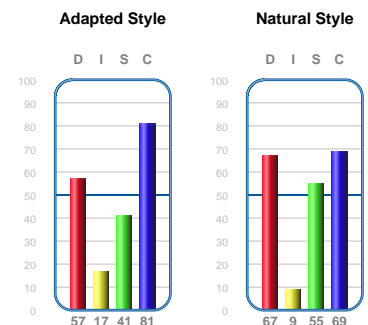




*In this section are some needs which must be met in order for Tammy to perform at an optimum level. Some needs can be met by herself, while management must provide for others. It is very difficult for a person to enter a motivational environment when that person's basic management needs have not been fulfilled. Tammy and her counselor should go over the list and identify 3 or 4 statements that are most important to her. This allows Tammy to participate in forming her own personal management plan.*

Tammy needs:

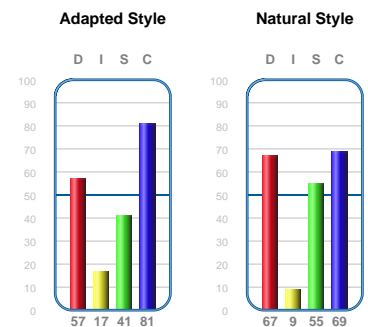
- Time to see and test if the plan will work.
- To sell her ideas--not just tell them.
- Time to gather the facts and data.
- Recognition for what she accomplished.
- A manager who prefers quality over quantity.
- Skills to come across warm and close, when appropriate.
- The opportunity to ask questions to clarify or determine why.
- Logical answers in logical order.
- Time to warm up to people.
- Equipment that will allow her to perform up to her high standards.
- Sincere feedback from others.
- Sincerity from people with whom she works.





*This section gives general information on behavior that Tammy deems necessary to be successful on the job. One should read this section and determine if the behavior described is job related. If the behavior is not job-related, Tammy does not understand the behavior required to be successful in the job.*

- Sensitivity to existing rules and regulations.
- Limited contact with people.
- Critical appraisal of data.
- Accomplishing tasks without many people contacts.
- Maintaining a clean and organized work station.
- Calculation of risks before taking action.
- Careful, thoughtful approach to decision making.
- Traditional, quality-oriented work model to follow.
- Projecting a limited display of emotion.
- Being precise in the collection of data.
- Precise, analytical approach to work tasks.



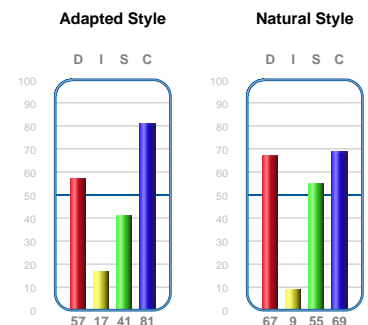




*This section of the report was produced by analyzing Tammy's wants. People are motivated by the things they want, thus: wants that are satisfied no longer motivate. Analyze each statement produced in this section and highlight those that are present "wants."*

Tammy wants:

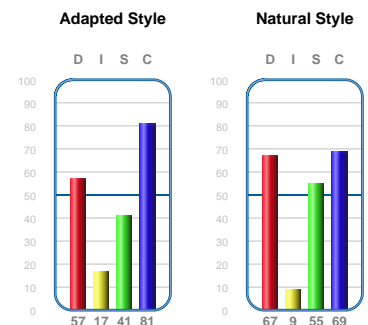
- Limited exposure to new procedures.
- Puzzles to solve.
- To be recognized for her continuance of quality work.
- Facts and data for making decisions.
- Tangible evidence of effort.
- Instructions so she can do the job right the first time.
- Time away from people--to be alone.
- Straight talk supported with facts.
- Logical arguments.
- To be part of a quality-oriented work group.
- Objectivity.
- An environment where she can ask specific questions--not just "beat around the bush."





*This section identifies the ideal work environment based on Tammy's basic style. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. A person with flexibility uses intelligence to modify their behavior and can be comfortable in many environments. Use this section to identify specific duties and responsibilities that Tammy enjoys and also those that create frustration.*

- Close relationship with a small group of associates.
- An environment dictated by logic rather than emotion.
- Assignments that can be followed through to completion.
- Projects that produce tangible results.
- Private office or work area.
- Data to analyze.
- An environment where she can use her intuitive thinking skills.



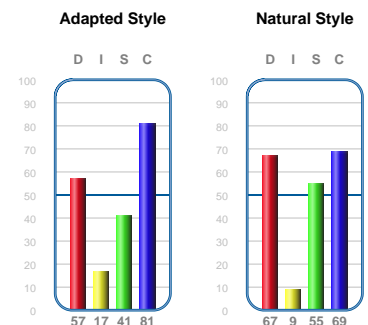


## CHECKLIST FOR COMMUNICATING

*Most people are aware of and sensitive to the ways with which they like to be communicated. Many people find this section to be extremely accurate and important. Read each statement and identify 3 or 4 statements that are most important. Make a list of these and practice using them in your everyday management of Tammy.*

Do:

- Give her time to be thorough, when appropriate.
- Follow through, if you agree.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure her that there won't be surprises.
- Show her a sincere demeanor by careful attention to her point of view.
- Make an organized contribution to her efforts, present specifics and do what you say you can do.
- Listen to her.
- Have the facts in logical order.
- Respect her quiet demeanor.
- Use the proper buzz words that are appropriate to her expertise.
- Give her time to verify reliability of your actions; be accurate, realistic.
- Use expert testimonials.
- Provide details in writing.

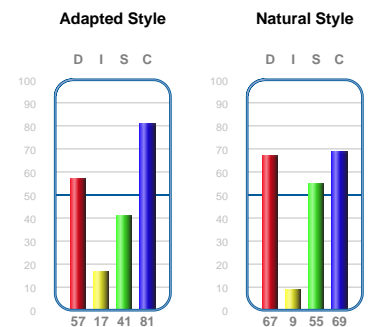




## STRENGTHS AND WEAKNESSES

*In this area of the report is a listing of strengths and weaknesses without regard to a specific job. Cross out those weaknesses that do not apply. Highlight 1 to 3 weaknesses that are hindering performance and develop an action plan to eliminate or reduce this hindrance.*

- STRENGTH - Places high value on details. POTENTIAL WEAKNESS - May get bogged down in details or use details to protect her position.
- STRENGTH - Uses facts and data to support decision making. POTENTIAL WEAKNESS - May collect so much data that it hinders the decision-making process.
- STRENGTH - Very intuitive. POTENTIAL WEAKNESS - Fails to share ideas and feeling until after the fact.
- STRENGTH - Task-oriented and security driven. POTENTIAL WEAKNESS - May yield position to avoid controversy and insure security.





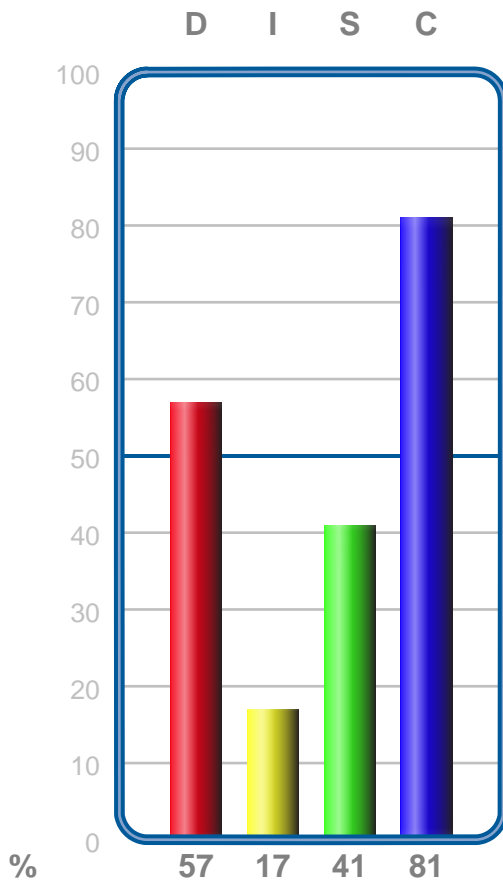
### Tammy Testtaker

6-18-2012

#### MOST

Graph I

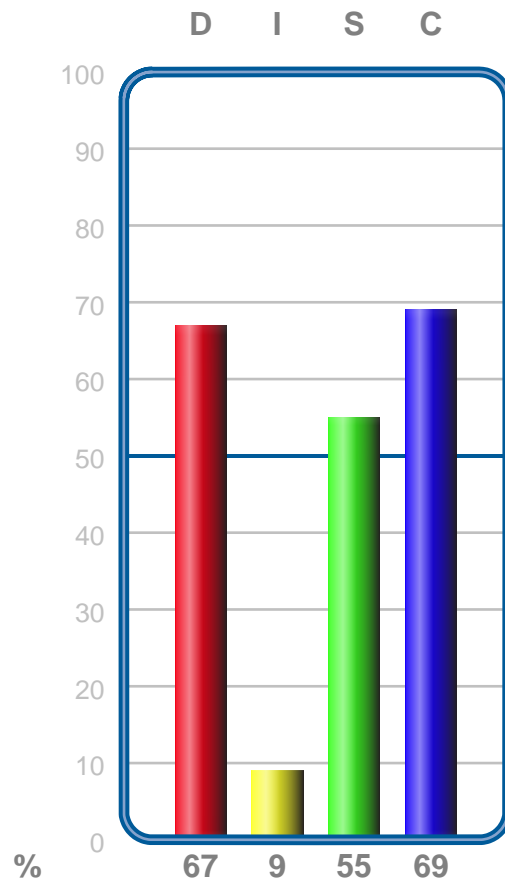
Adapted Style



#### LEAST

Graph II

Natural Style



Norm 2011 R4



The Success Insights® Wheel is a powerful tool popularized in Europe. In addition to the text you have received about your behavioral style, the Wheel adds a visual representation that allows you to:

- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

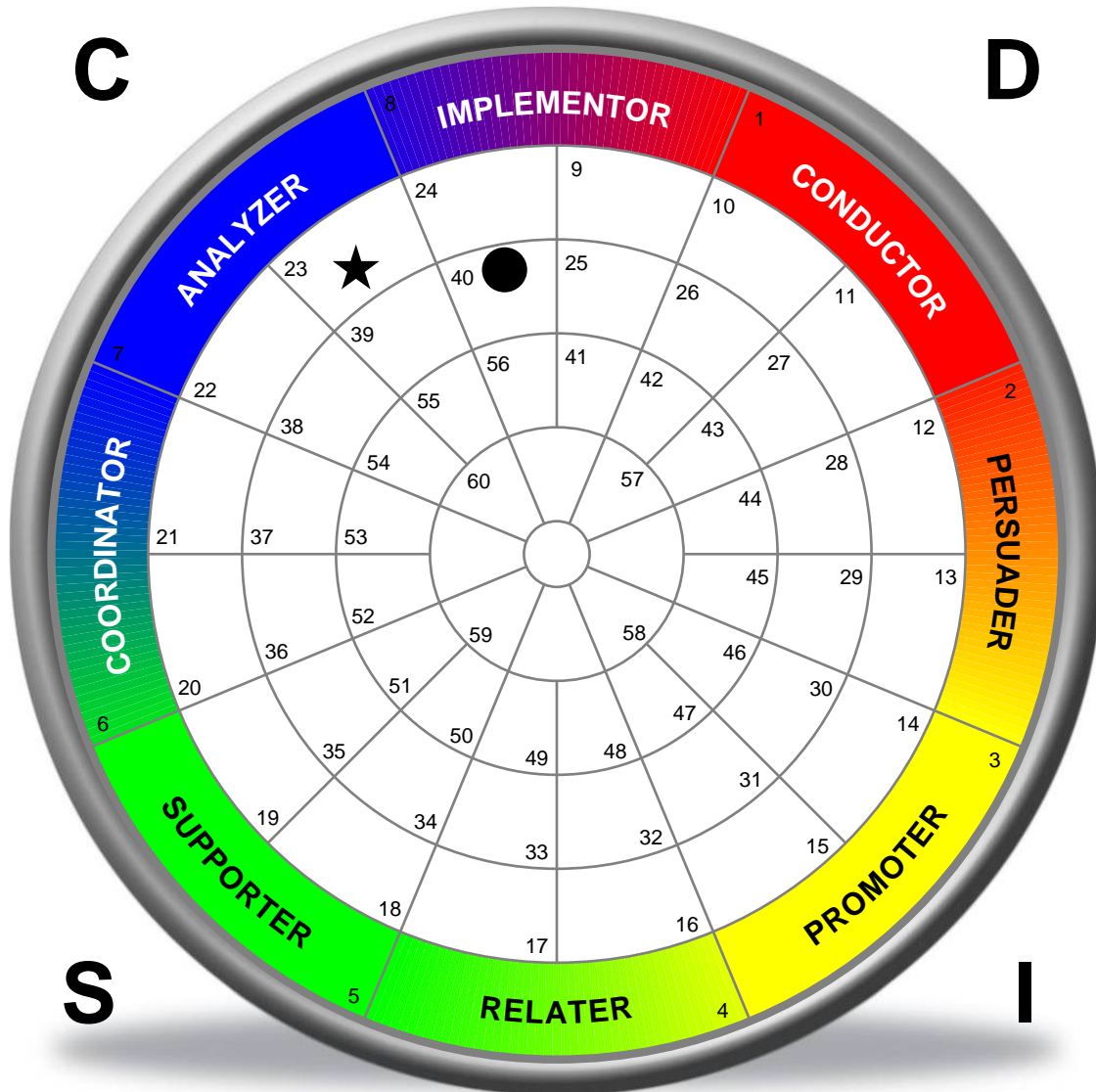
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.



Tammy Testtaker

6-18-2012



Adapted: ★ (23) IMPLEMENTING ANALYZER  
 Natural: ● (40) ANALYZING IMPLEMENTOR (FLEXIBLE)

Norm 2011 R4



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This report compares your ideal and present job. If the ideal job and present job are the same on a factor, only one list of statements will appear. A side by side listing will be printed when they are different. Read, discuss, and clarify to identify the type of behavior you want to use on the job.



*This page of the report lists how the job requires a person to respond to problems and challenges. Scope of authority, power and decisiveness may be key areas. Analyze carefully.*

"Present" and "Ideal" job behavioral demands are:

1. Calculating the use of power and authority.
2. Responding to problems and challenges.
3. A drive to succeed.
4. Clarification of authority and parameters.
5. Challenging assignments.
6. Independent thinking.
7. Freedom from much detail work.
8. Flexibility.
9. Ability to solve problems and meet challenges.
10. Taking an idea and moving with it, but not beyond the scope of authority.
11. Supporting change.
12. Participating in decision making.



*This page of the report lists how the job requires a person to influence others to a way of thinking or doing. Trust, openness, facts and data (oral or written), discussion, and communication are key areas. Analyze carefully.*

"Present" job behavioral demands are:

1. Social interactions.
2. High trust level.
3. Optimistic outlook.
4. Verbal skills.
5. Getting people emotionally involved.
6. Working with people.
7. Openness to new ideas.
8. Ability to move from one activity to another quickly.
9. Participatory management.
10. A flexible use of time.
11. Outgoing personality.
12. Creative approach to problem solving.
13. Democratic relationships with others.
14. Working with people more than working with things.
15. A team approach.
16. Initiating contact with others.
17. Getting things done through people.

"Ideal" job behavioral demands are:

1. Many hours working alone.
2. Trust based on performance and quality.
3. Critical appraisal of ideas not supported by logic.
4. Strong time management skills.
5. Decisions based on logic and facts, not emotion.
6. Limited contact with people.
7. Skeptical analysis of new ideas.
8. Limited activities with time for follow through.
9. Objective analysis of facts and data.
10. Time to think and analyze before making decisions.
11. Limited delegation of important responsibilities.



## STEADINESS - CONSISTENCY

*This page of the report lists how the job requires a person to deal with activity levels. Change, persistence, consistency, and listening skills are key areas. Analyze carefully.*

"Present" job behavioral demands are:

1. Sense of urgency.
2. Shared information and open communication.
3. Quick response to crisis and change.
4. Mobile work environment.
5. Ability to act without precedent.
6. Opportunity to explore change.
7. Support team to handle some of the detail work.
8. Self-starter.
9. Quick decisions.
10. Alertness to problems and challenges.
11. Awareness of deadlines.
12. Facts and data provided by others.
13. Freedom to respond.
14. Variety of work activities.

"Ideal" job behavioral demands are:

1. Patience.
2. Ability to listen.
3. Working within the system.
4. Task oriented concentration.
5. Follows through on task.
6. Limited change in work activities.
7. Team participation.
8. Security for self and others.
9. Job description in writing.
10. Consistent performance.
11. Sincere approach to working with people.
12. Friendly environment.



## COMPLIANCE - CONSTRAINTS

*This page of the report lists how the job requires a person to respond to rules and regulations set by other people. Key areas to consider are rules required to maintain quality, accuracy, and precision. Analyze carefully.*

"Present" job behavioral demands are:

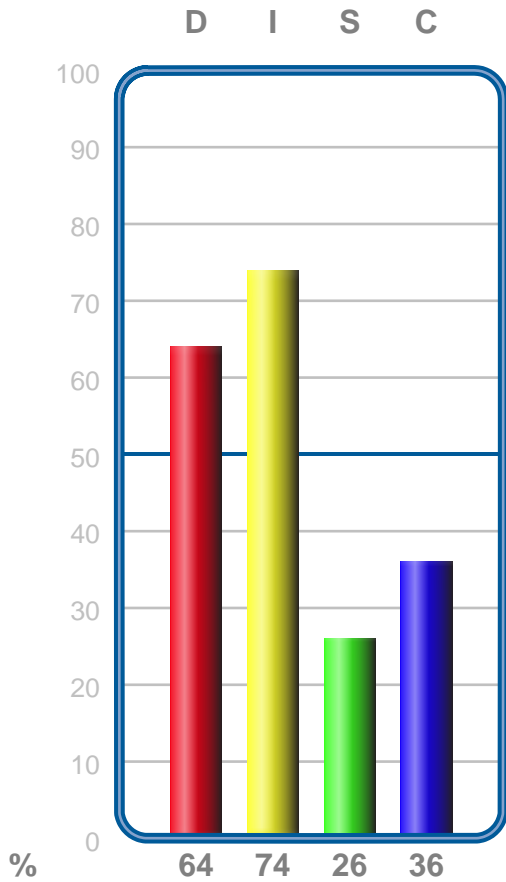
1. Awareness and sensitivity to rules and procedures.
2. Practical work.
3. Persistence in getting the job completed.
4. Freedom from direct control and supervision.
5. Expression of new ideas.
6. Limited independence to question procedures.
7. Testing new ideas and procedures.
8. Taking calculated risks.
9. Questioning the status quo.

"Ideal" job behavioral demands are:

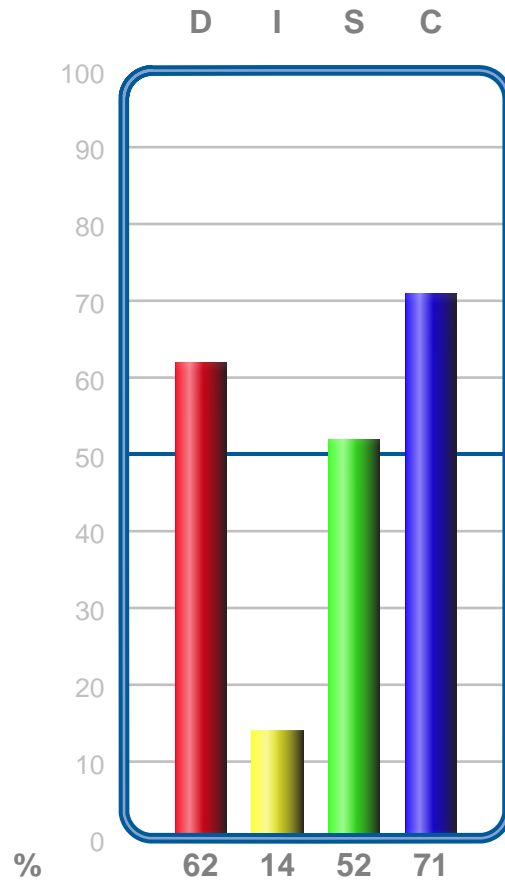
1. Rules and procedures.
2. High quality control standards.
3. Systematic approach.
4. Work done accurately the first time.
5. Analysis of facts and data.
6. Clarification of responsibility and authority.
7. Clean, tidy and organized work station.
8. Time to perform quality work.
9. Balanced judgment.
10. Analysis of outcomes before initiating change.
11. Few mistakes.
12. Well defined job description and expectations.
13. Complete instructions.



**Work Environment  
PRESENT  
Tammy Testtaker**



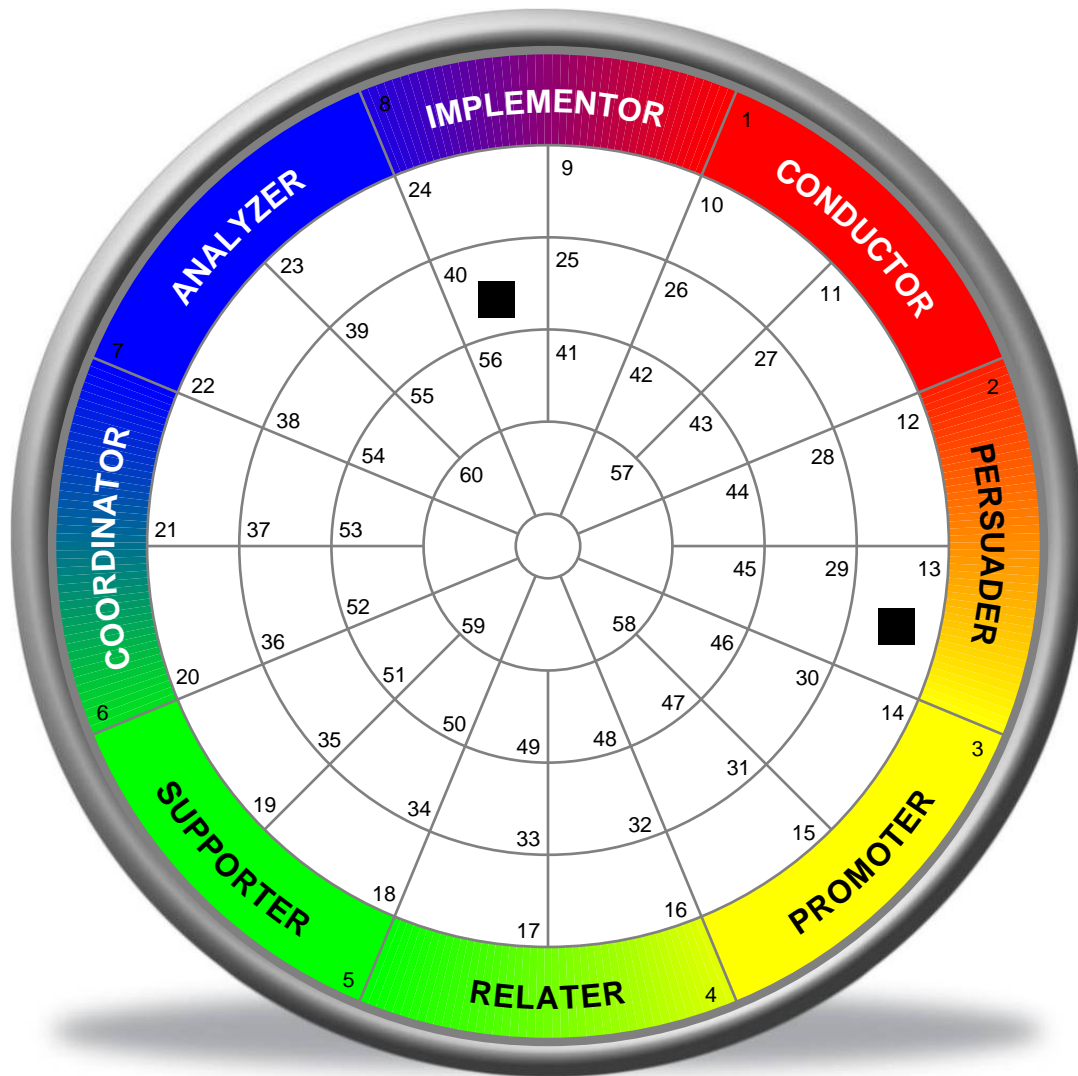
**Work Environment  
IDEAL  
Tammy Testtaker**





Tammy Testtaker

6-18-2012



Present Work Environment: ■ (13) PROMOTING PERSUADER

Ideal Work Environment: ■ (40) ANALYZING IMPLEMENTOR (FLEXIBLE)



# CAREER PLANNING INSIGHTS



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Today's workplace is in constant change and careers are evolving to keep pace. It will not be unusual for people to change careers 4-5 times during their working lives. Furthermore, research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so they are neither fully motivated nor satisfied with their work.

Given these realities, it becomes more important than ever for people to be prepared to make informed career decisions based on a solid understanding of their own behavioral styles and natural talents. With increased understanding of the talents you bring to the workplace, you can maximize your ability to succeed and achieve career satisfaction in a changing environment.

The following Job Indicator section has been designed to stretch your imagination and give you ideas. The message is: "Your options are many." This section will present a listing of jobs that can provide a suitable match to your natural behavioral style, as identified earlier in this report. Review these potential jobs and decide which of them appeal to your individual preferences, values and lifestyle. Remember, they are designed to stretch your imagination and give you ideas!

The career listings presented in this section are derived from the latest issue of The Occupational Information Network (O\*NET) database, developed for the US Department of Labor by the National O\*NET Consortium. You will find a wealth of related career information for your continued research at the following websites: <http://online.onetcenter.org> and the US Dept. of Labor, Employment & Training Administration: <http://www.doleta.gov/programs/onet>.



NAME : Tammy Testtaker  
EDUCATION : High School

Tammy Testtaker

CODE	OCCUPATION
47-2021	Brick and Stone Mason
43-4011	Brokerage Clerk
53-3021	Bus Driver
47-2051	Cement Mason, Concrete Finisher
47-2061	Construction Laborer
35-2011	Cook, fast food
43-5021	Courier & Messenger
43-4041	Credit Authorizer
43-9031	Desktop Publishers
47-2081	Drywall & Ceiling Tile Installer
47-2111	Electrician
29-2041	Emergency Medical Technician & Paramedic
45-2092	Farmworker & Laborer, Crop, Nursery, & Greenhouse
45-3011	Fisher and Fishing Vessel Operator
45-4011	Forrest and Conservation Worker
39-1011	Gaming Supervisor
47-2121	Glazier
47-4051	Highway Maintenance Worker
31-1011	Home Health Aide
49-9041	Industrial Machinery Mechanic
53-7051	Industrial Truck & Tractor Operator
55-3016	Infantry
47-2131	Insulation Worker
37-2011	Janitor & Cleaner
43-4121	Library Assistant, clerical
33-9092	Lifeguard, Ski Patrol other recreational protective service worker
49-9042	Maintenance and Repair Worker, General
43-9061	Office Clerk
47-2073	Operating Engineer & Other Construction Equipment Operator
43-3051	Payroll Clerk
43-5051	Postal Service Clerk
43-5061	Production and Planning Clerk
43-4181	Reservation & Transportation Ticket Agent & Travel Clerk
47-2181	Roofer
49-2098	Security & Fire Alarm Systems Installer
33-9032	Security Guard
43-5071	Shipping, Receiving & Traffic Clerk
43-5081	Stock Clerk, Order Filler
13-2082	Tax Preparer
53-3041	Taxi Driver and Chauffeur
49-2022	Telecommunications Installer & Repairer
53-3032	Truck Driver, Heavy & Tractor-Trailer
35-3031	Waitress & Waiter



NAME : Tammy Testtaker  
EDUCATION : High School

Tammy Testtaker

CODE	OCCUPATION
43-5111	Weights and Measure Checker
51-4121	Welders, Cutters, Solderers, & Brazers



CODE	OCCUPATION
13-2011	Accountant & Auditor
15-2011	Actuary
17-3021	Aerospace Engineer & Operations Technician
49-3011	Aircraft Mechanic
27-1014	Artist & Animator, multi-media
49-3023	Automotive Service Technician
43-3021	Billing and Posting Clerk
17-2031	Biomedical Engineer
43-3031	Bookkeeping, Accounting & Auditing Clerk
27-4012	Broadcast Technician
27-4031	Camera Operator, TV, Video & Motion Picture
47-2031	Carpenter
17-1021	Cartographer & Photogrammetrist
17-3022	Civil Engineering Technician
13-1031	Claims Adjuster, Examiner, & Investigator
51-9121	Coating, Painting, & Spraying Machine Setter, Operator & Tender
15-1021	Computer Programmer
15-1031	Computer Software Engineer, Applications
15-1032	Computer Software Engineer, Systems
15-1099.00	Computer Specialist, all other
15-1041	Computer Support Specialist
51-4011	Computer-Controlled Machine Tool Operator, Metal & Plastic
47-4011	Construction and Building Inspector
33-3012	Correctional Officer
13-1051	Cost Estimator
23-2091	Court Reporter
15-1061	Database Administrator
31-9091	Dental Assistant
51-9081	Dental Lab Technician
49-3031	Diesel Engine Specialist
17-3023	Electrical & Electronic Technician
49-9051	Electrical Power Line Installer and Repairer
17-3025	Environmental Engineering Technician
11-9011	Farm, Ranch & Other Agricultural Manager
11-9012	Farmer & Rancher
13-2051	Financial Analyst
33-2011	Fire Fighter
11-9051	Food Service Manager
19-4092	Forensic Science Technician
49-9021	Heating and Air Conditioning Installer & Mechanic
17-3026	Industrial Engineering Technician
11-3051	Industrial Production Manager
51-9061	Inspector and Tester



CODE	OCCUPATION
25-9031	Instructional Coordinator
13-2053	Insurance Underwriter
47-2171	Iron and Metal Worker
51-9071	Jeweler, Precious Stone & Metal Worker
23-2092	Law Clerk
13-2072	Loan Officer
51-4041	Machinist
41-1012	Manager, Supervisor, non retail
15-2021	Mathematician
17-3013	Mechanical Drafter
49-9062	Medical Equipment Repairer
29-2071	Medical Records Technician
49-3042	Mobile Heavy Equipment Mechanic, except engines
15-1071	Network & Computer Systems Administrator
27-3021	News Analyst
29-2033	Nuclear Medicine Technician
31-1012	Nurse, Aide, Orderly & Attendant
31-2011	Occupational Therapist Assistant
29-9011	Occupational, Health & Safety Specialist
29-2081	Optician-Dispensing
49-3053	Outdoor Power Equipment & Other Small Engine Mechanic
47-2141	Painter, Construction & Maintenance
23-2011	Paralegal & Legal Assistant
29-2052	Pharmacy Technician
47-2161	Plasterer and Stucco Mason
47-2152	Plumber and Pipe Fitter
51-5023	Printing Machine Operator
33-9021	Private Detective & Investigator
21-1092	Probation Officer & Correctional Treatment Specialist
43-3061	Procurement Clerk
29-1124	Radiation Therapist
29-2034	Radiologic Technician
13-2021	Real Estate Appraiser & Assessor of Real Estate
29-1111	Registered Nurse
47-2211	Sheet Metal Worker
17-2199.11	Solar Energy Systems Engineer
47-4099.02	Solar Thermal Installer & Technician
27-4014	Sound Engineering Technician
19-3022	Survey Researcher
17-3031	Surveying & Mapping Technician
17-1022	Surveyor
13-2081	Tax Examiner, Collector & Revenue Agent
25-2021	Teacher, Elementary



NAME : Tammy Testtaker  
EDUCATION : A.A. or B.A.

Tammy Testtaker

CODE	OCCUPATION
53-6051	Transportation Inspector
51-8031	Waste Treatment Plant Operator
27-3043	Writer & Author



CODE	OCCUPATION
13-2011	Accountant & Auditor
15-2011	Actuary
11-3011	Administrative Services Manager
17-3021	Aerospace Engineer & Operations Technician
17-2011	Aerospace Engineer
19-4011	Agriculture & Food Science Technician
53-2021	Air Traffic Controller
49-3011	Aircraft Mechanic
29-1071.01	Anesthesiologist Assistant
17-1011	Architect, Except Landscape & Naval
19-2021	Atmospheric & Space Scientist
29-1121	Audiologist
49-3021	Automotive Body Repairer
43-3021	Billing and Posting Clerk
17-2031	Biomedical Engineer
13-2031	Budget Analyst
27-4031	Camera Operator, TV, Video & Motion Picture
47-2031	Carpenter
17-1021	Cartographer & Photogrammetrist
17-2041	Chemical Engineer
19-2031	Chemist
29-1011	Chiropractor
17-2051	Civil Engineer
17-3022	Civil Engineering Technician
13-1031	Claims Adjuster, Examiner, & Investigator
17-2061	Computer Hardware Engineer
15-1021	Computer Programmer
15-1031	Computer Software Engineer, Applications
15-1032	Computer Software Engineer, Systems
15-1099.00	Computer Specialist, all other
15-1041	Computer Support Specialist
15-1051	Computer Systems Analyst
19-1031	Conservation Scientist
33-3012	Correctional Officer
23-2091	Court Reporter
25-4012	Curator
15-1061	Database Administrator
51-9081	Dental Lab Technician
29-1021	Dentist
17-3023	Electrical & Electronic Technician
17-2071	Electrical Engineer
11-9041	Engineering Manager
17-3025	Environmental Engineering Technician



CODE	OCCUPATION
11-9011	Farm, Ranch & Other Agricultural Manager
11-9012	Farmer & Rancher
13-2051	Financial Analyst
11-9051	Food Service Manager
19-4092	Forensic Science Technician
19-2042	Geoscientist
17-2111	Health & Safety Engineer
17-2112	Industrial Engineer
17-3026	Industrial Engineering Technician
13-2053	Insurance Underwriter
47-2171	Iron and Metal Worker
51-9071	Jeweler, Precious Stone & Metal Worker
17-1012	Landscape Architect
23-2092	Law Clerk
23-1011	Lawyer
25-4021	Librarian
13-2072	Loan Officer
51-4041	Machinist
41-1012	Manager, Supervisor, non retail
17-2121	Marine Engineer & Naval Architect
15-2021	Mathematician
17-3013	Mechanical Drafter
49-9062	Medical Equipment Repairer
19-1042	Medical Scientist, except Epidemiologist
17-2151	Mining & Geological Engineer
11-9121	Natural Science Manager
15-1071	Network & Computer Systems Administrator
27-3021	News Analyst
17-2161	Nuclear Engineer
29-2033	Nuclear Medicine Technician
31-1012	Nurse, Aide, Orderly & Attendant
29-9011	Occupational, Health & Safety Specialist
15-2031	Operations Research Analyst
47-2141	Painter, Construction & Maintenance
17-2171	Petroleum Engineer
29-1123	Physical Therapist
29-1069	Physician & Surgeon
19-2012	Physicist
47-2161	Plasterer and Stucco Mason
47-2152	Plumber and Pipe Fitter
29-1081	Podiatrist
33-9021	Private Detective & Investigator
21-1092	Probation Officer & Correctional Treatment Specialist





CODE	OCCUPATION
43-3061	Procurement Clerk
11-9141	Property, Real Estate & Community Association Manager
11-3061	Purchasing Manager
29-1124	Radiation Therapist
29-2034	Radiologic Technician
13-2021	Real Estate Appraiser & Assessor of Real Estate
29-1111	Registered Nurse
47-2211	Sheet Metal Worker
17-2199.11	Solar Energy Systems Engineer
15-2041	Statistician
19-3022	Survey Researcher
17-3031	Surveying & Mapping Technician
17-1022	Surveyor
13-2081	Tax Examiner, Collector & Revenue Agent
25-2021	Teacher, Elementary
25-2042	Teacher, Special Education
51-4111	Tool and Dye Maker
29-1131	Veterinarian
29-2056	Veterinary Technician
27-3043	Writer & Author