

Appendix. CMQ Rotated 43-Factor Solution (42 Used) For CMQ JCV Models

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Factor 1 = MDM: implementing

(0.6312303756 *p21_17n) + /* 63 change serv - implement w/ others report */
 (0.6296404776 *p21_18n) + /* 63 closing oper - implement w/ others report */
 (0.6216835188 *p21_13n) + /* 62 s-t perf - implement w/ others report */
 (0.6162046835 *p21_21n) + /* 62 close proj - implement w/ others report */
 (0.6160721229 *p21_20n) + /* 62 disc serv - implement w/ others report */
 (0.6134080386 *p21_14n) + /* 61 annual perf - implement w/ others report */
 (0.6123630401 *p21_11n) + /* 61 mod/impr oper - implement w/ others report */
 (0.6085366634 *p21_15n) + /* 61 new proj - implement w/ others report */
 (0.6038860367 *p21_17o) + /* 60 change serv - implement to others */
 (0.6013505801 *p21_12n) + /* 60 eval oper - implement w/ others report */
 (0.6012586488 *p21_13o) + /* 60 s-t perf - implement to others */
 (0.5981262929 *p21_8n) + /* 60 est proc/pol - implement w/ others report */
 (0.5878541795 *p21_11o) + /* 59 mod/impr oper - implement to others */
 (0.5837578057 *p21_21o) + /* 58 close proj - implement to others */
 (0.5791404462 *p21_7n) + /* 58 est sup - implement w/ others report */
 (0.5760102982 *p21_12o) + /* 58 eval oper - implement to others */
 (0.5747409968 *p21_15o) + /* 57 new proj - implement to others */
 (0.5706964215 *p21_14o) + /* 57 annual perf - implement to others */
 (0.5687861795 *p21_18o) + /* 57 closing oper - implement to others */
 (0.5557575934 *p21_20o) + /* 56 disc serv - implement to others */
 (0.5503452247 *p21_3n) + /* 55 purch equip - implement w/ others report */
 (0.5447546721 *p21_8o) + /* 54 est proc/pol - implement to others */
 (0.5373645031 *p21_5n) + /* 54 # emps - implement w/ others report */
 (0.5312015306 *p21_9n) + /* 53 emp resp - implement w/ others report */
 (0.5262034002 *p21_1n) + /* 53 budgets - implement w/ others report */
 (0.5239509119 *p21_18m) + /* 52 closing oper - implement w/ others no report */
 (0.5168327342 *p21_20m) + /* 52 disc serv - implement w/ others no report */
 (0.5067862299 *p21_21m) + /* 51 close proj - implement w/ others no report */
 (0.4947828475 *p21_1o) + /* 49 budgets - implement to others */
 (0.4856950003 *p21_7l) + /* 49 est sup - implement self */
 (0.4796964557 *p21_3o) + /* 48 purch equip - implement to others */
 (0.4718855894 *p21_18q) + /* 47 closing oper - indiv groups */
 (0.4667323803 *p21_18p) + /* 47 closing oper - indiv emps */
 (0.4636464723 *p21_16n) + /* 47 emps salaries - implement w/ others report */
 (0.4607859013 *p21_21l) + /* 46 close proj - implement self */
 (0.4605314076 *p21_7m) + /* 46 est sup - implement w/ others no report */
 (0.4598200617 *p21_7o) + /* 46 est sup - implement to others */
 (0.45619400128 *p21_9o) + /* 46 emp resp - implement to others */
 (0.4551068677 *p21_14m) + /* 46 annual perf - implement w/ others no report */
 (0.4502061555 *p21_20q) + /* 45 disc serv - indiv groups */
 (0.4493182213 *p21_20p) + /* 45 disc serv - indiv emps */
 (0.4485429967 *p21_18l) + /* 45 closing oper - implement self */
 (0.4485002563 *p21_10o) + /* 45 equip/process - implement to others */
 (0.4461531637 *p21_14l) + /* 45 annual perf - implement self */
 (0.4460185297 *p21_10n) + /* 45 equip/process - implement w/ others report */
 (0.4452956582 *p21_3m) + /* 45 purch equip - implement w/ others no report */
 (0.4450571298 *p21_17m) + /* 45 change serv - implement w/ others no report */
 (0.4411313907 *p21_20l) + /* 44 disc serv - implement self */
 (0.4381779838 *p21_6m) + /* 44 emps salaries - implement w/ others no report */
 (0.4356118693 *p21_2h) + /* 44 purch mats - implement w/ others report */
 (0.4349085878 *p21_12l) + /* 43 eval oper - implement self */
 (0.4329210003 *p21_11p) + /* 43 close proj - indiv emps */
 (0.4329204992 *p21_5m) + /* 43 # emps - implement w/ others no report */
 (0.4290695452 *p21_15m) + /* 43 new proj - implement w/ others no report */
 (0.4285916326 *p21_15l) + /* 43 new proj - implement self */
 (0.4269282059 *p21_21q) + /* 43 close proj - indiv groups */
 (0.4246665076 *p21_17l) + /* 42 change serv - implement self */
 (0.4239447946 *p21_5o) + /* 42 # emps - implement to others */
 (0.4235481626 *p21_13m) + /* 42 s-t perf - implement w/ others no report */
 (0.4234676814 *p21_13l) + /* 42 s-t perf - implement self */
 (0.4141764329 *p21_9m) + /* 41 emp resp - implement w/ others no report */
 (0.4129881106 *p21_2o) + /* 41 purch mats - implement to others */
 (0.4122459653 *p21_1m) + /* 41 budgets - implement w/ others no report */
 (0.4087705782 *p21_12m) + /* 41 eval oper - implement w/ others no report */
 (0.4048859011 *p21_18r) + /* 40 closing oper - entire depts. */
 (0.4029402154 *p21_1l) + /* 40 budgets - implement self */
 (0.4017508827 *p21_5l) + /* 40 # emps - implement self */
 (0.3973604264 *p21_20r) + /* 40 disc serv - entire depts. */
 (0.395233284 *p21_21r) + /* 40 close proj - entire depts. */
 (0.3908934473 *p21_11p) + /* 39 mod/impr oper - implement self */
 (0.3842365518 *p21_17q) + /* 38 change serv - indiv groups */
 (0.3761873524 *p21_11m) + /* 38 mod/impr oper - implement w/ others no report */
 (0.3735004002 *p21_8l) + /* 37 est proc/pol - implement self */
 (0.3700420179 *p21_6o) + /* 37 emps salaries - implement to others */
 (0.3678758628 *p21_15q) + /* 37 new proj - indiv groups */
 (0.3674399567 *p21_17p) + /* 37 change serv - indiv emps */
 (0.3631841874 *p21_6l) + /* 36 emps salaries - implement self */
 (0.3610348432 *p21_15p) + /* 36 new proj - indiv emps */
 (0.3609693089 *p21_17r) + /* 36 change serv - entire depts. */
 (0.3463052604 *p21_3l) + /* 35 purch equip - implement self */
 (0.3447039129 *p21_15r) + /* 34 new proj - entire depts. */
 (0.3349264539 *p21_9l) + /* 33 emp resp - implement self */
 (0.3323258902 *p21_8m) + /* 33 est proc/pol - implement w/ others no report */
 (0.2993749865 *p21_16n) + /* 30 add prod - implement w/ others report */
 (0.2982598914 *p21_16o) + /* 30 add prod - implement to others */
 (0.2954317431 *p21_10m) + /* 30 equip/process - implement w/ others no report */
 (0.2857011023 *p21_19m) + /* 29 disc prod - implement w/ others report */
 (0.281025551 *p21_20o) + /* 28 disc serv - entire divisions */
 (0.2806075779 *p21_2m) + /* 28 purch mats - implement w/ others no report */
 (0.2788810969 *p21_10l) + /* 28 equip/process - implement self */
 (0.2775440401 *p21_18s) + /* 28 closing oper - entire divisions */
 (0.2765775068 *decfr7) + /* 28 dec est author and sup */
 (0.2758290913 *p21_7p) + /* 28 est sup - indiv emps */
 (0.273885513 *p21_7q) + /* 27 est sup - indiv groups */
 (0.2661831477 *p21_19o) + /* 27 disc prod - implement to others */
 (0.2605516709 *p21_21s) + /* 26 close proj - entire divisions */
 (0.2593629311 *p21_4n) + /* 26 manage inv - implement w/ others report */
 (0.2521136947 *p21_6p) + /* 25 emps salaries - indiv emps */
 (0.2518156675 *p13_7m) + /* 25 tech non-sup-delegate activities */
 (0.2476006255 *decfr6) + /* 25 dec inc or dec salaries */
 (0.2361495788 *p21_7r) + /* 24 est sup - entire depts. */
 (0.2357168687 *decfr18) + /* 24 dec shutting down oper. */
 (0.2337964578 *p21_6q) + /* 23 emps salaries - indiv groups */
 (0.233659877 *p21_17s) + /* 23 change serv - entire divisions */
 (0.2319768754 *p21_4o) + /* 23 manage inv - implement to others */
 (0.2272673596 *p21_4m) + /* 23 manage inv - implement w/ others no report */
 (0.2214608898 *p21_19m) + /* 22 add prod - implement w/ others no report */
 (0.214783598 *sup13) + /* 21 supervises mid-level sups */
 (0.2131687961 *decfr21) + /* 21 dec closing down projects */
 (0.2126317632 *decfr20) + /* 21 dec discontinuing services */

(0.2113735849 *p13_8m) + /* 21 tech sup-delegate activities */
 (0.2095302344 *p21_6r) + /* 21 emps salaries - entire depts. */
 (0.2094248089 *p21_15s) + /* 21 new proj - entire divisions */
 (-0.207014251 *p21_11k) + /* -21 mod/impr oper - no implement */
 (0.2066248546 *p13_9m) + /* 21 1st sup-delegate activities */
 (0.2049821041 *p13_10m) + /* 20 mid-mgr-delegate activities */
 (0.2044316209 *p19_2o) + /* 20 written English/summary */
 (0.2020367977 *p21_9q) + /* 20 emp resp - indiv groups */
 (0.2018725745 *p21_16m) + /* 20 add prod - implement w/ others no report */
 0;
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Factor 2 = Hazardous/unpleasant work environment

(0.7042874854 *conex11) + /* 70 consec. exposure/unstable floors */
 (0.6711003152 *conex9) + /* 67 consec. exposure/cramped-confine */
 (0.6707386078 *conex12) + /* 67 consec. exposure/high-elev. work surf */
 (0.6632384625 *conex8) + /* 66 consec. exposure/underground work */
 (0.6562348813 *conex15) + /* 66 consec. exposure/pollution w/protect gear */
 (0.6305797076 *conex10) + /* 63 consec. exposure/slippery floors */
 (0.6244491484 *conex4) + /* 62 consec. exposure/poor lighting */
 (0.622889014 *conex2) + /* 62 consec. exposure/temp. higher 90 */
 (0.622437067 *conex21) + /* 62 consec. exposure/explosives */
 (0.6218864773 *expfr21) + /* 62 freq. you exposed/explosives */
 (0.6146499621 *conex20) + /* 61 consec. exposure/poisons-haz. chem */
 (0.6102634293 *conex14) + /* 61 consec. exposure/harmful odors */
 (0.60562183 *conex19) + /* 61 consec. exposure/electric shock */
 (0.5965517831 *conex6) + /* 60 consec. exposure/dirty work cond */
 (0.5953288236 *conex13) + /* 60 consec. exposure/noise w/hreat protect */
 (0.5817033156 *conex7) + /* 58 consec. exposure/in-underwater cond */
 (0.5782275405 *expfr8) + /* 58 freq. you exposed/underground work */
 (0.5759726108 *expfr19) + /* 58 freq. you exposed/electric shock */
 (0.5646198557 *expfr11) + /* 56 freq. you exposed/unstable floors */
 (0.557055573 *expfr20) + /* 56 freq. you exposed/poisons-haz. chem */
 (0.55633836 *conex3) + /* 56 consec. exposure/temp. lower 60 */
 (0.5499169778 *conex5) + /* 55 consec. exposure/bad weather */
 (0.5454087711 *charfr22) + /* 55 freq. char-activity/light time pressures */
 (0.5443820421 *charfr19) + /* 54 freq. char-activity/deal w/people stress situat */
 (0.5390313734 *conex16) + /* 54 consec. exposure/radiation w/protect gear */
 (0.529285089 *conex18) + /* 53 consec. exposure/moving mech parts */
 (0.5196965379 *eqfr20) + /* 52 freq. use/oversee water veh */
 (0.518509758 *expfr7) + /* 52 freq. you exposed/in-underwater cond */
 (0.5068933185 *p25_20f) + /* 51 water veh/operate, control */
 (0.5022294504 *dampe20) + /* 50 damage people/water veh */
 (0.5022294504 *charfr5) + /* 50 freq. char-activity/ select your projects */
 (0.4976070192 *dame20) + /* 50 damage equip/water veh */
 (0.4961904621 *charfr18) + /* 50 freq. char-activity/deal w/upset people */
 (0.4925796451 *expfr9) + /* 49 freq. you exposed/cramped-confine */
 (0.4888299483 *conex1) + /* 49 consec. exposure/vibrations */
 (0.4841181982 *expfr12) + /* 48 freq. you exposed/high-elev. work surf */
 (0.4819470593 *expfr18) + /* 48 freq. you exposed/moving mech parts */
 (0.460578325 *charfr21) + /* 46 freq. char-activity/interrupted by other people */
 (0.4521726394 *expfr10) + /* 45 freq. you exposed/slippery floors */
 (0.4396704599 *charfr23) + /* 44 freq. char-activity/receive feedback from custom */
 (0.4373705071 *expfr15) + /* 44 freq. you exposed/pollution w/protect gear */
 (0.4125155276 *conex17) + /* 41 consec. exposure/physical dangers from people */
 (0.4094270736 *p25_20h) + /* 41 water veh /start, stop, monitor */
 (0.4081181931 *charfr26) + /* 41 freq. char-activity/you judge how well */
 (0.3920412563 *expfr16) + /* 39 freq. you exposed/radiation w/protect gear */
 (0.3910694841 *charfr20) + /* 39 freq. char-activity/deal w/people you no auth */
 (0.3793408598 *charfr15) + /* 38 freq. char-activity/perform no. diff tasks */
 (0.3712812272 *charfr17) + /* 37 freq. char-activity/deal w/mental ill people */
 (0.3704143155 *expfr4) + /* 37 freq. you exposed/poor lighting */
 (0.3676782525 *p25_20k) + /* 37 water veh /direct, correct, train */
 (0.3552547096 *p13_13u) + /* 36 students-physical safety */
 (0.3523673909 *expfr14) + /* 35 freq. you exposed/harmful odors */
 (0.3478811079 *charfr25) + /* 35 freq. char-activity/receive feedback from super */
 (0.3436660605 *p13_12u) + /* 34 kids-physical safety */
 (0.3415739948 *expfr13) + /* 34 freq. you exposed/noise w/hear protect */
 (0.3402711114 *actfr5) + /* 34 run */
 (0.3358518766 *expfr6) + /* 34 freq. you exposed/dirty work cond */
 (0.3260080873 *expfr2) + /* 33 freq. you exposed/temp. higher 90 */
 (0.3255834434 *charfr12) + /* 33 freq. char-activity/work w/others on common */
 (0.3238622273 *charfr13) + /* 32 freq. char-activity/perform same mental activ */
 (0.3214652762 *actfr26) + /* 32 move/find objects w/seeing */
 (0.3168258127 *expfr1) + /* 32 freq. you exposed/vibrations */
 (0.3154381319 *expfr3) + /* 32 freq. you exposed/temp. lower 60 */
 (0.3146805638 *charfr24) + /* 31 freq. char-activity/receive feedback other emp */
 (0.2978582018 *p25_20l) + /* 30 water veh /test, debug, diagnose */
 (0.2872726647 *charfr14) + /* 29 freq. char-activity/perform same phys. activ */
 (0.2872515675 *p25_16h) + /* 29 hvy. wt. highway veh /start, stop, monitor */
 (0.2819247235 *actfr25) + /* 28 exert sustained effort long periods */
 (0.2816476779 *p13_21u) + /* 28 civic org-physical safety */
 (0.2589919355 *p17_18j) + /* 26 basic stats - on the job training */
 (0.2515863981 *charfr16) + /* 25 freq. char-activity/deal w/physic ill people */
 (0.2490150384 *p13_22u) + /* 25 ext non-mgr-physical safety */
 (0.2481849097 *p25_21h) + /* 25 electric powered tools /start, stop, monitor */
 (0.2461489026 *p13_15t) + /* 25 public-treatment/therapy */
 (0.239079223 *p25_21f) + /* 24 electric powered tools/operate, control */
 (0.2375934674 *p25_23f) + /* 24 long-handled tools/operate, control */
 (0.2365407767 *p25_10f) + /* 24 moving mach/operate, control */
 (0.2363735452 *p25_16f) + /* 24 ext mgr-physical safety */
 (0.2356655181 *p17_17j) + /* 24 div/mult - on the job training */
 (0.2354054119 *dampe23) + /* 24 damage people/long-handled tools */
 (0.2354054119 *charfr8) + /* 24 freq. char-activity/produce finish prod */
 (0.232334626 *p25_10h) + /* 23 moving mach/start, stop, monitor */
 (0.2311458702 *p25_16l) + /* 23 hvy. wt. highway veh /test, debug, diagnose */
 (0.2309482311 *expfr5) + /* 23 freq. you exposed/bad weather */
 (0.2295438089 *p17_16j) + /* 23 add/sub - on the job training */
 (0.2276909932 *p25_10l) + /* 23 moving mach/test, debug, diagnose */
 (0.2270420791 *p13_7u) + /* 23 tech non-sup-physical safety */
 (0.2258459291 *p25_16k) + /* 23 hvy. wt. highway veh /direct, correct, train */
 (0.2238993352 *charfr6) + /* 22 freq. char-activity/ use diff skills */
 (0.2238993352 *dampe21) + /* 22 damage people/electric power tools */
 (0.2236552194 *p13_17u) + /* 22 govt off-physical safety */
 (0.2229622307 *eqfr10) + /* 22 freq. use/oversee moving mach */
 (0.2182160911 *p25_15k) + /* 22 lt. wt. highway veh /direct, correct, train */
 (0.2168731217 *eqfr23) + /* 22 freq. use/oversee long-handled tools */
 (0.2168355861 *p13_23u) + /* 22 tech sup-physical safety */
 (0.2168120274 *p13_8u) + /* 22 tech sup-physical safety */
 (0.216617977 *p25_15i) + /* 22 lt. wt. highway veh /test, debug, diagnose */
 (0.2165461498 *p25_15h) + /* 22 lt. wt. highway veh /start, stop, monitor */
 (0.2160535527 *dameq16) + /* 22 damage equip/ hvy wt. highway veh */
 (0.2151987426 *p13_9u) + /* 22 1st sup-physical safety */

(0.215072464 *dameq23) + /* 22 damage equip/long-handled tools */
(0.2141043906 *p17_18i) + /* 21 basic stats - on the job exp */
(0.212417656 *egfr21) + /* 21 freq. use/oversee electric power tools */
(0.2083068233 *p25_14f) + /* 21 mobile power tools/operate, control */
(0.2073397923 *actfr6) + /* 21 climb */
(0.2063042078 *dameq21) + /* 21 damage equip/electric power tools */
(0.2043777717 *charfr1) + /* 20 freq. char-activity/ determ. methods you use */
(0.2043777717 *dampe16) + /* 20 damage people/ hvy wt. highway veh */
(0.2002729186 *p13_24u) + /* 20 ext exec-physical safety */
0;
/*-----*/

Factor 3 = EC: Regulators, Govt

(0.678492847 *p15_14s) + /* 68 ext reg off/tech-chr/infrml exch info */
(0.6752778915 *p15_15s) + /* 68 ext reg off/tech-chr/infrml exch info */
(0.659819114 *p15_23s) + /* 66 ext reg off/tech-chr-solve problems */
(0.658803308 *p15_22s) + /* 66 ext reg off/tech-chr-eval opt/mk dec */
(0.639592918 *p15_21s) + /* 64 ext reg off/tech-resolve conflict */
(0.624482618 *p15_23t) + /* 62 ext reg off/tech-solve problems */
(0.622840209 *p15_10s) + /* 62 ext gov off-chr-eval opt/make dec */
(0.6226640469 *p15_13s) + /* 62 ext gov off/tech-chr/consult/give info */
(0.6191655995 *p15_22t) + /* 62 ext gov off-chr-eval opt/mk dec */
(0.6145076226 *p15_21t) + /* 61 ext gov off-resolve conflict */
(0.6116794251 *p15_14t) + /* 61 ext gov off-chr/infrml exch info */
(0.6089062789 *p15_24s) + /* 61 ext gov off-tech-chr-set policy/proc */
(0.6050715683 *p15_15t) + /* 61 ext gov off-chr/frml exch info */
(0.6043794148 *p15_16s) + /* 60 ext reg off/tech-chr/schedule work acts */
(0.5881542239 *p15_12s) + /* 59 ext reg off/tech-set policies/procs */
(0.587820465 *p15_11s) + /* 59 ext reg off/tech-diagnose/solve probs */
(0.5846271296 *p15_10t) + /* 58 ext gov off-eval opt/make dec */
(0.5808751988 *p15_18s) + /* 58 ext gov off-chr-sup/eval proj/peop */
(0.5759941053 *p15_18s) + /* 58 ext reg off/tech-chr-sup/eval proj/peop */
(0.5624171933 *p15_17s) + /* 56 ext reg off/tech-chr/train educate */
(0.5616126468 *p15_11t) + /* 56 ext gov off-diagnose/solve probs */
(0.559764026 *p15_6s) + /* 56 ext reg off/tech-sup/eval proj/peop */
(0.554927824 *p15_13t) + /* 55 ext gov off-chr/consult/give info */
(0.5492456668 *p15_24t) + /* 55 ext gov off-chr-set policy/proc */
(0.542019785 *p15_12t) + /* 54 ext gov off-set policies/procs */
(0.5380967183 *p15_9s) + /* 54 ext reg off/tech-resolve conflict */
(0.5267625856 *p15_3s) + /* 53 ext reg off/tech-formal exchange info */
(0.5256533038 *p15_6t) + /* 53 ext gov off-sup/eval proj/peop */
(0.5250709006 *p15_16t) + /* 53 ext gov off-chr/schedule work acts */
(0.5207611233 *p15_17t) + /* 52 ext gov off-chr/train educate */
(0.5111522602 *p15_2s) + /* 51 ext reg off/tech-infrml exchange info */
(0.5110435725 *p15_9t) + /* 51 ext gov off-resolve conflict */
(0.5065324719 *p15_20s) + /* 51 ext reg off/tech-chr-frml negotiate */
(0.5033923405 *p15_5s) + /* 50 ext reg off/tech-train instruct */
(0.5015857965 *p15_4s) + /* 50 ext reg off/tech-schedule work acts */
(0.5008501574 *p15_3t) + /* 50 ext gov off-formal exchange info */
(0.4850314747 *p15_1s) + /* 49 ext reg off/tech-consult/give info */
(0.4795145512 *p15_7s) + /* 48 ext reg off/tech-persuade/sell */
(0.4770585886 *p15_4t) + /* 48 ext gov off-schedule work acts */
(0.476855867 *p15_8s) + /* 48 ext reg off/tech-formal negotiate */
(0.4672847346 *p15_2t) + /* 47 ext gov off-infrml exchange info */
(0.4640779652 *p15_19s) + /* 46 ext reg off/tech-chr-persuade/sell */
(0.4616375561 *p15_7t) + /* 46 ext gov off-persuade/sell */
(0.4511702448 *p15_5t) + /* 45 ext gov off-train instruct */
(0.4446240932 *p15_8t) + /* 44 ext gov off-formal negotiate */
(0.4440448019 *p15_20t) + /* 44 ext gov off-chr-frml negotiate */
(0.4368043222 *p15_1t) + /* 44 ext gov off-consult/give info */
(0.3931041916 *p15_19t) + /* 39 ext gov off-chr-persuade/sell */
(0.232552912 *p13_17q) + /* 23 gov off-formal negotiate */
0;
/*-----*/

Factor 4 = Physical activity

(0.5487124121 *actfr14) + /* 55 lift medium */
(0.5486608774 *actfr18) + /* 55 push medium */
(0.4967983769 *p25_24f) + /* 50 measuring devices/operate, control */
(0.4954358262 *actfr17) + /* 50 push light */
(0.4951519705 *egfr24) + /* 50 freq. use/oversee measuring devices */
(0.4932869512 *actfr21) + /* 49 extend body */
(0.4835121522 *egfr22) + /* 48 freq. use/oversee short-handled tools */
(0.4825783651 *actfr19) + /* 48 push heavy */
(0.4802319308 *p25_22f) + /* 48 short-handled tools/operate, control */
(0.4792430722 *actfr15) + /* 48 lift heavy */
(0.4713855855 *actfr13) + /* 47 lift light */
(0.4698907842 *actfr1) + /* 47 kneel, crouch, crawl */
(0.450390723 *dampe22) + /* 45 damage people/short-handled tools */
(0.450390723 *charfr7) + /* 45 freq. char-activity/ learn new skills */
(0.4454744606 *dameq22) + /* 45 damage equip/short-handled tools */
(0.4354470835 *actfr27) + /* 44 maintain your balance */
(0.4354101352 *infofr18) + /* 44 freq. use info/sight notice chg. events */
(0.4329794908 *expfr5) + /* 43 freq. you exposed/had weather */
(0.4282144791 *infofr9) + /* 43 freq. use info/displays-measure instr */
(0.4281744001 *actfr5) + /* 43 climb */
(0.4280338255 *infofr15) + /* 43 freq. use info/sight details in distance */
(0.4263475357 *dameq24) + /* 43 damage equip/measuring devices */
(0.4254148222 *actfr4) + /* 43 walk while working */
(0.4249887194 *dampe24) + /* 42 damage people/measuring devices */
(0.4249887194 *charfr9) + /* 42 freq. char-activity/depend on others */
(0.4238775996 *infofr16) + /* 42 freq. use info/sight diff. in color */
(0.4167795465 *infofr17) + /* 42 freq. use info/sight diff. patterns */
(0.4143880484 *expfr6) + /* 41 freq. you exposed/dirty work cond */
(0.4130715237 *infofr20) + /* 41 freq. use info/hear diff loudness */
(0.412187196 *charfr16) + /* 41 freq. char-activity/deal w/physical ill people */
(0.411832215 *expfr2) + /* 41 freq. you exposed/temp. higher 90 */
(0.4101366516 *infofr19) + /* 41 freq. use info/hear diff. tones */
(0.4063586463 *actfr3) + /* 41 stand long periods */
(0.3997258769 *actfr8) + /* 40 precise arm-hand movements */
(0.3991372975 *actfr11) + /* 40 arm-hand steadiness */
(0.396876158 *charfr17) + /* 40 freq. char-activity/deal w/mental ill people */
(0.3965140194 *infofr21) + /* 40 freq. use info/hear notice chg. events */
(0.3936715124 *actfr23) + /* 39 freq. use/oversee long-handled tools */
(0.3888181024 *charfr13) + /* 39 freq. char-activity/perform same mental activ */
(0.386873416 *infofr24) + /* 39 freq. use info/sense of touch */
(0.3857098571 *egfr13) + /* 39 freq. use/oversee mobile manual tools */
(0.3854543999 *actfr23) + /* 39 repeated exertions of force */
(0.3845115053 *expfr3) + /* 38 freq. you exposed/temp. lower 60 */
(0.3843032564 *infofr23) + /* 38 freq. use info/sense of smell */
(0.3803925188 *actfr12) + /* 38 fast arm movements */
(0.3794506614 *p25_13f) + /* 38 mobile manual tools/operate, control */
(0.3774098045 *infofr13) + /* 38 freq. use info/obs. oper./perf. mach */
(0.3770918441 *actfr7) + /* 38 coordinate eyes, ear, hands, feet */
(0.3750334454 *p25_15f) + /* 38 lt. wt. highway veh/operate, control */
(0.3732613222 *actfr24) + /* 37 ext short bursts of max effort */
(0.3707692396 *p25_23f) + /* 37 long-handled tools/operate, control */
(0.3669666852 *actfr22) + /* 37 rapid/repeated body movements */
(0.3664188134 *charfr14) + /* 37 freq. char-activity/perform same phys. activ */
(0.3633979104 *actfr20) + /* 36 push very heavy */

(0.3633482526 *infofr14) + /* 36 freq. use info/sight for extremely sm. details */
(0.3581441697 *egfr21) + /* 36 freq. use/oversee electric power tools */
(0.3544154581 *dameq15) + /* 35 damage equip/ lt. wt. highway veh */
(0.3499315094 *p25_21f) + /* 35 electric powered tools/operate, control */
(0.3351864643 *dampe15) + /* 34 damage people/ lt. wt. highway veh */
(0.3310338077 *expfr14) + /* 33 freq. you exposed/harmful odors */
(0.3293881979 *dameq13) + /* 33 damage equip/ mobile manual tools */
(0.3199847858 *charfr25) + /* 32 freq. char-activity/receive feedback from super */
(0.3191928412 *dameq23) + /* 32 damage equip/long-handled tools */
(0.3184280288 *actfr9) + /* 32 precise finger movements */
(0.3181795456 *expfr12) + /* 32 freq. you exposed/high-elev. work surf */
(0.3181332319 *actfr16) + /* 32 lift very heavy */
(0.3177903537 *charfr8) + /* 32 freq. char-activity/produce finish prod */
(0.3177903537 *dampe23) + /* 32 damage people/long-handled tools */
(0.3166547906 *expfr4) + /* 32 freq. you exposed/poor lighting */
(0.3158332447 *dampe13) + /* 32 damage people/ mobile manual tools */
(0.3151952605 *expfr13) + /* 32 freq. you exposed/noise w/hear protect */
(0.3146963145 *infofr10) + /* 31 freq. use info/obs. quant./qual. mater */
(0.31028293639 *charfr23) + /* 31 freq. char-activity/receive feedback from custom */
(0.3096673937 *egfr15) + /* 31 freq. use/oversee lt. wt. highway veh */
(0.3076473183 *expfr10) + /* 31 freq. you exposed/slippery floors */
(0.2977612614 *expfr15) + /* 30 freq. you exposed/pollution w/protect gear */
(0.2952761808 *dameq21) + /* 30 damage equip/electric power tools */
(0.2938144281 *charfr21) + /* 29 freq. char-activity/interrupted by other people */
(0.2884873385 *charfr24) + /* 29 freq. char-activity/receive feedback other emp */
(0.2853343941 *dampe21) + /* 29 damage people/electric power tools */
(0.2853343941 *charfr6) + /* 29 freq. char-activity/ use diff skills */
(0.2814395359 *expfr9) + /* 28 freq. you exposed/cramped-confine */
(0.2721855329 *actfr25) + /* 27 exert sustained effort long periods */
(0.2707438255 *expfr1) + /* 27 freq. you exposed/vibrations */
(0.2704386872 *charfr15) + /* 27 freq. char-activity/perform no. diff tasks */
(0.2702143669 *contact) + /* 27 freq contact laborers */
(0.2701304903 *actfr10) + /* 27 individual fingers */
(0.2683857907 *charfr26) + /* 27 freq. char-activity/you judge how well */
(0.2596944938 *charfr12) + /* 26 freq. char-activity/work w/others on common */
(0.2590188538 *actfr26) + /* 26 move/find objects w/o seeing */
(0.2548117098 *charfr20) + /* 25 freq. char-activity/deal w/people you no auth */
(0.2399837448 *p13_1j) + /* 24 laborers-inform intview */
(0.2378678967 *infofr7) + /* 24 freq. use info/pictures-graphs */
(0.2205357747 *infofr11) + /* 22 freq. use info/obs. physic. qual. people */
(0.2179082801 *egfr14) + /* 22 freq. use/oversee mobile powered tools */
(0.2167493787 *actfr25) + /* 22 freq. use/oversee special write-draw devices */
(0.2163438758 *infofr8) + /* 22 freq. use info/blueprints, maps */
(0.2155397891 *egfr18) + /* 22 freq. use/oversee utility veh */
(0.210232905 *infofr12) + /* 21 freq. use info/obs. beh. people */
(0.2099083006 *contact2) + /* 21 freq contact machine workers */
(0.2072081331 *dameq25) + /* 21 damage equip/special write-draw devices */
(0.2005566215 *p25_18f) + /* 20 utility veh/operate, control */
0;
/*-----*/

Factor 5 = EC: mid-level, info/decide/supervise

(0.5547554962 *p15_22q) + /* 55 ext sup/midmgr-chr-eval opt/mk dec */
(0.5465751749 *p15_15q) + /* 55 ext sup/midmgr-chr/frml exch info */
(0.5418364279 *p15_16q) + /* 54 ext sup/midmgr-chr/schedule work acts */
(0.5404263834 *p15_23q) + /* 54 ext sup/midmgr-chr-solve problems */
(0.5326194471 *p15_13q) + /* 53 ext sup/midmgr-chr/consult/give info */
(0.519871741 *p15_14q) + /* 52 ext sup/midmgr-chr/infrml exch info */
(0.5137361504 *p15_18q) + /* 51 ext sup/midmgr-chr-sup/eval proj/peop */
(0.5007961525 *p15_22o) + /* 50 ext tech-chr-eval opt/mk dec */
(0.4997946073 *p15_23o) + /* 50 ext tech-chr-solve problems */
(0.4956418692 *p15_22p) + /* 50 ext prof-chr-eval opt/mk dec */
(0.4940517099 *p15_23p) + /* 49 ext prof-chr-solve problems */
(0.4931179605 *p15_14p) + /* 49 ext prof-chr/infrml exch info */
(0.4887926638 *p15_15o) + /* 49 ext tech-chr/frml exch info */
(0.4875427349 *p15_15p) + /* 49 ext prof-chr/frml exch info */
(0.4830981385 *p15_14o) + /* 48 ext tech-chr/infrml exch info */
(0.4827119959 *p15_17q) + /* 48 ext sup/midmgr-chr/train educate */
(0.4809800718 *p15_16p) + /* 48 ext prof-chr/schedule work acts */
(0.4772789626 *p15_13p) + /* 48 ext prof-chr/consult/give info */
(0.4762128712 *p15_24q) + /* 48 ext sup/midmgr-chr-set policy/proc */
(0.4692810639 *p15_13o) + /* 47 ext tech-chr/consult/give info */
(0.4669843149 *p15_18p) + /* 47 ext prof-chr-sup/eval proj/peop */
(0.4615383498 *p15_16o) + /* 46 ext tech-chr/schedule work acts */
(0.4576278558 *p15_18o) + /* 46 ext tech-chr-sup/eval proj/peop */
(0.454422793 *p15_21q) + /* 45 ext sup/midmgr-resolve conflict */
(0.450738 *p15_22r) + /* 45 ext excs-chr-eval opt/mk dec */
(0.4471089205 *p15_17p) + /* 45 ext prof-chr/train educate */
(0.4434062983 *p15_17o) + /* 44 ext tech-chr/train educate */
(0.4407386718 *p15_15r) + /* 44 ext excs-chr/frml exch info */
(0.427090451 *p15_13r) + /* 43 ext excs-chr/consult/give info */
(0.4117232326 *p15_23r) + /* 41 ext excs-chr-solve problems */
(0.4104812682 *p15_14r) + /* 41 ext excs-chr/infrml exch info */
(0.4062301316 *p15_21o) + /* 41 ext tech-resolve conflict */
(0.4039371809 *p15_18r) + /* 40 ext excs-chr-sup/eval proj/peop */
(0.4035752777 *p15_24o) + /* 40 ext tech-chr-set policy/proc */
(0.4004460902 *p15_24p) + /* 40 ext prof-chr-set policy/proc */
(0.3923309848 *p15_14m) + /* 39 ext non-sup-chr/infrml exch info */
(0.3922073153 *p15_23m) + /* 39 ext non-sup-chr-solve problems */
(0.3910807208 *p15_21p) + /* 39 ext prof-resolve conflict */
(0.3876474269 *p15_13m) + /* 39 ext non-sup-chr/consult/give info */
(0.3860741221 *p15_15m) + /* 39 ext non-sup-chr/frml exch info */
(0.3811706866 *p15_16r) + /* 38 ext excs-chr/schedule work acts */
(0.3803708995 *p15_22n) + /* 38 ext non-sup-chr-eval opt/mk dec */
(0.3744892995 *p15_17r) + /* 37 ext excs-chr/train educate */
(0.3733673499 *p15_18m) + /* 37 ext non-sup-chr-sup/eval proj/peop */
(0.3727108556 *p15_24r) + /* 37 ext excs-chr-set policy/proc */
(0.3666061264 *p15_16n) + /* 37 ext non-sup-chr/schedule work acts */
(0.3618853306 *p15_17n) + /* 36 ext non-sup-chr/train educate */
(0.3614954262 *p15_21r) + /* 36 ext excs-resolve conflict */
(0.3283178146 *p15_11q) + /* 33 ext sup/midmgr-diagnose/solve probs */
(0.325809816 *p15_10q) + /* 33 ext sup/midmgr-eval opt/make dec */
(0.3214314217 *p15_14q) + /* 32 ext sup/midmgr-schedule work acts */
(0.315752777 *p15_24o) + /* 31 ext sup/midmgr-set policies/procs */
(0.309997538 *p15_24n) + /* 31 ext non-sup-chr-set policy/proc */
(0.3076754229 *p15_6q) + /* 31 ext sup/midmgr-sup/eval proj/peop */
(0.2951594936 *p15_19q) + /* 30 ext sup/midmgr-chr-persuade/sell */
(0.2942774601 *p15_21n) + /* 29 ext non-sup-resolve conflict */
(0.2841591822 *p15_11p) + /* 28 ext prof-diagnose/solve probs */
(0.2835847971 *p15_18k) + /* 28 non-area eval/tech-chr-sup/eval proj/peop */
(0.2822875606 *p15_10r) + /* 28 ext excs-area prof/opt/make dec */
(0.2819302143 *p15_11o) + /* 28 ext tech-diagnose/solve probs */
(0.2791520214 *p15_2q) + /* 28 ext sup/midmgr-infrml exchange info */
(0.276579021 *p15_3q) + /* 28 ext sup/midmgr-formal exchange info */
(0.2742543032 *p15_6r) + /* 27 ext excs-sup/eval proj/peop */
(0.273714897 *p15_10p) + /* 27 ext prof-eval opt/make dec */
(0.2712572876 *p15_4p) + /* 27 ext prof-schedule work acts */
(0.2702784663 *p15_19o) + /* 27 ext tech-chr-persuade/sell */
(0.2664136468 *p15_20q) + /* 27 ext sup/midmgr-chr-frml negotiate */
(0.265662047 *p15_19p) + /* 27 ext prof-chr-persuade/sell */
(0.2628760952 *p15_16k) + /* 26 non-area prof/tech-chr/schedule work acts */

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(0.2627256294 *p15_9g) + /* 26 ext sup/midmgr-resolve conflict /*
(0.2614821355 *p15_4c) + /* 26 ext tech-schedule work acts /*
(0.2596755731 *p15_12r) + /* 26 ext excs-set policies/procs /*
(0.2567730962 *p15_6p) + /* 26 ext prof-sup/eval proj/peop /*
(0.2566061335 *p15_11r) + /* 26 ext excs-diagnose/solve probs /*
(0.2530961633 *p15_10o) + /* 25 ext tech-eval opt/make dec /*
(0.2435572914 *p15_19r) + /* 24 ext excs-chr-persuade/sell /*
(0.242847553 *p15_18l) + /* 24 non-area-sup/midmgr-chr-sup/eval proj/peop /*
(0.2408722471 *p15_1q) + /* 24 ext sup/midmgr-consult/give info /*
(0.2390327548 *p15_6o) + /* 24 ext tech-sup/eval proj/peop /*
(0.2389406936 *p15_16l) + /* 24 non-area-sup/midmgr-chr/schedule work acts /*
(0.2301861791 *p15_5q) + /* 23 ext sup/midmgr-train instruct /*
(0.2292523589 *p15_3o) + /* 23 ext tech-formal exchange info /*
(0.2248271467 *p15_20o) + /* 22 ext tech-chr-frml negotiate /*
(0.224286169 *p15_4r) + /* 22 ext excs-schedule work acts /*
(0.2237817171 *p15_2p) + /* 22 ext prof-infrml exchange info /*
(0.2236951194 *p15_9o) + /* 22 ext tech-resolve conflict /*
(0.2212313837 *p15_3r) + /* 22 ext excs-formal exchange info /*
(0.2172060395 *p15_3p) + /* 22 ext prof-formal exchange info /*
(0.2151578525 *p15_2o) + /* 22 ext tech-infrml exchange info /*
(0.2150472065 *p15_12p) + /* 22 ext prof-set policies/procs /*
(0.2115006939 *p15_12o) + /* 21 ext tech-set policies/procs /*
(0.2099275177 *p15_15k) + /* 21 non-area prof/tech-chr/frml exch info /*
(0.2094265078 *p15_9r) + /* 21 ext excs-resolve conflict /*
(0.2091934325 *p15_20p) + /* 21 ext prof-chr-frml negotiate /*
(0.205688222 *p15_1r) + /* 21 ext excs-consult/give info /*
(0.2055438777 *p15_21k) + /* 21 non-area prof/tech-chr-resolve conflict /*
(0.2023776089 *p15_5r) + /* 20 ext excs-train instruct /*
(0.2017472362 *p15_9p) + /* 20 ext prof-resolve conflict /*
(0.201697001 *p15_13k) + /* 20 non-area prof/tech-chr/consult/give info /*
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Factor 6 = High-level: info/decide/resolve

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(0.6336378672 *p15_23m) + /* 63 non-area excs-chr-solve problems /*
(0.6193818226 *p15_22m) + /* 62 non-area excs-chr-eval opt/mk dec /*
(0.5960976146 *p15_23i) + /* 60 area excs-chr-solve problems /*
(0.5950312805 *p15_22i) + /* 60 area excs-chr-eval opt/mk dec /*
(0.570980022 *p15_14m) + /* 57 non-area excs-chr/infrml exch info /*
(0.5675993745 *p15_15m) + /* 57 non-area excs-chr/frml exch info /*
(0.5625342377 *p15_11m) + /* 56 non-area excs-diagnose/solve probs /*
(0.5617716217 *p15_14i) + /* 56 area excs-chr/infrml exch info /*
(0.5526707171 *p15_10m) + /* 55 non-area excs-eval opt/make dec /*
(0.5518634065 *p15_21m) + /* 55 non-area excs-chr-resolve conflict /*
(0.5511366034 *p15_13m) + /* 55 non-area excs-chr/consult/give info /*
(0.5498579079 *p15_15i) + /* 55 area excs-chr/frml exch info /*
(0.5384311142 *p15_16i) + /* 54 area excs-chr/schedule work acts /*
(0.5363808569 *p15_16m) + /* 54 non-area excs-chr/schedule work acts /*
(0.5340498165 *p15_18m) + /* 53 non-area excs-chr-sup/eval proj/peop /*
(0.5280436018 *p15_13i) + /* 53 area excs-chr/consult/give info /*
(0.5279028596 *p15_24m) + /* 53 non-area excs-chr-set policy/proc /*
(0.5172109502 *p15_11i) + /* 52 area excs-diagnose/solve probs /*
(0.5104809627 *p15_24i) + /* 51 area excs-chr-set policy/proc /*
(0.5070367392 *p15_21i) + /* 51 area excs-chr-resolve conflict /*
(0.5038377418 *p15_10i) + /* 50 area excs-eval opt/make dec /*
(0.5037077555 *p15_17m) + /* 50 non-area excs-chr/train educate /*
(0.4960435855 *p15_9m) + /* 50 non-area excs-resolve conflict /*
(0.4947924331 *p15_12m) + /* 49 non-area excs-set policy/proc /*
(0.4803676844 *p15_2m) + /* 48 non-area excs-infrml exchange info /*
(0.4721577417 *p15_17i) + /* 47 area excs-chr/train educate /*
(0.4700786444 *p15_9i) + /* 47 area excs-resolve conflict /*
(0.4696782742 *p15_18i) + /* 47 area excs-chr-sup/eval proj/peop /*
(0.4610238169 *p15_4m) + /* 46 non-area excs-schedule work act /*
(0.4425836712 *p15_6m) + /* 44 non-area excs-sup/eval proj/peop /*
(0.4402948625 *p15_12i) + /* 44 area excs-set policy/proc /*
(0.4379391917 *p15_6i) + /* 44 area excs-sup/eval proj/peop /*
(0.4370372534 *p15_3m) + /* 44 non-area excs-formal exchange info /*
(0.4340460655 *p15_4i) + /* 43 area excs-schedule work act /*
(0.4183776522 *p15_5m) + /* 42 non-area excs-train instruct /*
(0.417854597 *p15_2i) + /* 42 area excs-infrml exchange info /*
(0.4175557334 *p15_1m) + /* 42 non-area excs-consult/give info /*
(0.3953108457 *p15_5i) + /* 40 area excs-train instruct /*
(0.3913224218 *p15_19m) + /* 39 non-area excs-chr-persuade/sell /*
(0.3824401733 *p15_1i) + /* 38 area excs-consult/give info /*
(0.3810584687 *p15_3i) + /* 38 area excs-formal exchange info /*
(0.3512069539 *p15_19i) + /* 35 area excs-chr-persuade/sell /*
(0.3499344796 *p15_22r) + /* 35 ext excs-chr-eval opt/mk dec /*
(0.3377520749 *p15_23r) + /* 34 ext excs-chr-solve problems /*
(0.3373100315 *p15_20m) + /* 34 non-area excs-chr-frml negotiate /*
(0.3331892952 *p15_11r) + /* 33 ext excs-diagnose/solve probs /*
(0.3305423024 *p15_20i) + /* 33 area excs-chr-frml negotiate /*
(0.3161591547 *p15_10r) + /* 32 ext excs-eval opt/make dec /*
(0.3144870944 *p15_16r) + /* 31 ext excs-chr/schedule work acts /*
(0.3115681445 *p15_7m) + /* 31 non-area excs-persuade/sell /*
(0.3070978987 *p15_21r) + /* 31 ext excs-resolve conflict /*
(0.3066254932 *p15_6r) + /* 31 ext excs-sup/eval proj/peop /*
(0.3065378278 *p15_24r) + /* 31 ext excs-chr-set policy/proc /*
(0.306460119 *p15_7i) + /* 31 area excs-persuade/sell /*
(0.3015288326 *p15_9r) + /* 30 ext excs-resolve conflict /*
(0.2965920615 *p15_2r) + /* 30 ext excs-infrml exchange info /*
(0.2955803719 *p15_14r) + /* 30 ext excs-chr/infrml exch info /*
(0.290548626 *p15_15r) + /* 29 ext excs-chr/frml exch info /*
(0.2904749358 *p15_13r) + /* 29 ext excs-chr/consult/give info /*
(0.2894145733 *p15_12r) + /* 29 ext excs-set policies/procs /*
(0.2879847011 *p15_8m) + /* 29 non-area excs-formal negotiate /*
(0.2842628812 *p15_3r) + /* 28 ext excs-formal exchange info /*
(0.2811122809 *p15_8i) + /* 28 area excs-formal negotiate /*
(0.2788744581 *p15_4r) + /* 28 ext excs-schedule work acts /*
(0.2770300376 *p15_18r) + /* 28 ext excs-chr-sup/eval proj/peop /*
(0.2665588087 *p15_17r) + /* 27 ext excs-chr/train educate /*
(0.2533825768 *p15_5r) + /* 25 ext excs-train instruct /*
(0.247108037 *p15_1r) + /* 25 ext excs-consult/give info /*
(0.2357876323 *p15_23i) + /* 24 non-area-sup/midmgr-chr-solve problems /*
(0.2347004873 *p15_17i) + /* 23 non-area-sup/midmgr-chr/train educate /*
(0.2276471957 *p15_24i) + /* 23 non-area-sup/midmgr-chr-set policy/proc /*
(0.2274247596 *p15_22i) + /* 23 non-area-sup/midmgr-chr-eval opt/mk dec /*
(0.225652564 *p15_16i) + /* 23 non-area-sup/midmgr-chr/schedule work acts /*
(0.2156876562 *p15_12i) + /* 22 non-area-sup/midmgr-set policy/proc /*
(0.2138934684 *p13_11o) + /* 21 up-mgr-coach, train, instruct /*
(0.213607322 *p15_18i) + /* 21 non-area-sup/midmgr-chr-sup/eval proj/peop /*
(0.2024916333 *p15_15i) + /* 20 non-area-sup/midmgr-chr/frml exch info /*
(0.2010166702 *p15_11i) + /* 20 non-area-sup/midmgr-diagnose/solve probs /*
(0.2009309224 *p15_9i) + /* 20 non-area-sup/midmgr-resolve conflict /*
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Factor 7 = Prof/tech: info/decide/resolve

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(0.5921975164 *p15_10g) + /* 59 area prof/tech-eval opt/make dec /*
(0.5759705216 *p15_11g) + /* 58 area prof/tech-diagnose/solve probs /*
(0.5704379535 *p15_23g) + /* 57 area prof/tech-chr-solve problems /*

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(0.5506682186 *p15_22g) + /* 55 area prof/tech-chr-eval opt/mk dec /*
(0.5403212672 *p15_14g) + /* 54 area prof/tech-chr/infrml exch info /*
(0.5384678717 *p15_10k) + /* 54 non-area prof/tech-eval opt/make dec /*
(0.5284293284 *p15_11k) + /* 53 non-area prof/tech-diagnose/solve probs /*
(0.5264317843 *p15_23k) + /* 53 non-area prof/tech-chr-solve problems /*
(0.5220546221 *p15_15g) + /* 52 area prof/tech-chr/frml exch info /*
(0.508452393 *p15_13g) + /* 51 area prof/tech-chr/consult/give info /*
(0.5052889543 *p15_3g) + /* 51 area prof/tech-formal exchange info /*
(0.5047363414 *p15_22k) + /* 50 non-area prof/tech-chr-eval opt/mk dec /*
(0.5010866854 *p15_1g) + /* 50 area prof/tech-consult/give info /*
(0.497661546 *p15_14k) + /* 50 non-area prof/tech-chr/infrml exch info /*
(0.4905224202 *p15_2g) + /* 49 area prof/tech-infrml exchange info /*
(0.4858077762 *p15_16g) + /* 49 area prof/tech-chr/schedule work acts /*
(0.4817609215 *p15_15k) + /* 48 non-area prof/tech-chr/frml exch info /*
(0.4800239972 *p15_3k) + /* 48 non-area prof/tech-chr/consult/give info /*
(0.4732506672 *p15_4g) + /* 47 area prof/tech-formal exchange info /*
(0.4654489844 *p15_2k) + /* 47 non-area prof/tech-infrml exchange info /*
(0.4606019933 *p15_9g) + /* 46 area prof/tech-resolve conflict /*
(0.4605555003 *p15_6g) + /* 46 area prof/tech-sup/eval proj/peop /*
(0.4596206742 *p15_17g) + /* 46 area prof/tech-chr/train educate /*
(0.4562584191 *p15_12g) + /* 46 area prof/tech-set policy/proc /*
(0.4559247041 *p15_1k) + /* 46 non-area prof/tech-consult/give info /*
(0.4531887233 *p15_5g) + /* 45 area prof/tech-train instruct /*
(0.4431619976 *p15_21g) + /* 44 area prof/tech-chr-resolve conflict /*
(0.4429518384 *p15_24g) + /* 44 area prof/tech-chr-set policy/proc /*
(0.4257980909 *p15_9k) + /* 43 non-area prof/tech-resolve conflict /*
(0.4234089708 *p15_21k) + /* 42 non-area prof/tech-chr-resolve conflict /*
(0.4194169608 *p15_18g) + /* 42 area prof/tech-chr-sup/eval proj/peop /*
(0.4124119859 *p15_6k) + /* 41 non-area prof/tech-sup/eval proj/peop /*
(0.4100901352 *p15_12k) + /* 41 non-area prof/tech-set policy/proc /*
(0.4058482779 *p15_5k) + /* 41 non-area prof/tech-train instruct /*
(0.4035124176 *p15_4k) + /* 40 non-area prof/tech-schedule work act /*
(0.4011005403 *p15_17k) + /* 40 non-area prof/tech-chr/train educate /*
(0.398046679 *p15_16k) + /* 40 non-area prof/tech-chr/schedule work acts /*
(0.3937406856 *p15_24k) + /* 39 non-area prof/tech-chr-set policy/proc /*
(0.3850347818 *p15_18k) + /* 36 non-area prof/tech-chr-sup/eval proj/peop /*
(0.3420013495 *p13_7o) + /* 34 tech non-sup-coach, train, instruct /*
(0.2848523842 *p15_1p) + /* 28 ext prof-consult/give info /*
(0.276394846 *p15_10p) + /* 28 ext prof-eval opt/make dec /*
(0.2738225534 *p13_8o) + /* 27 tech sup-coach, train, instruct /*
(0.2723227276 *p15_3p) + /* 27 ext prof-formal exchange info /*
(0.2700456921 *p15_1o) + /* 27 ext tech-consult/give info /*
(0.2698806132 *p13_7j) + /* 27 tech non-sup-inform intview /*
(0.2653378365 *p13_7n) + /* 27 tech non-sup-supervise /*
(0.2648796906 *p15_23p) + /* 26 ext prof-chr-solve problems /*
(0.2642864492 *p15_11p) + /* 26 ext prof-diagnose/solve probs /*
(0.263465058 *p15_3o) + /* 26 ext tech-formal exchange info /*
(0.2629901726 *sup10) + /* 26 supervises tech non sup /*
(0.2618413789 *p13_8j) + /* 26 tech sup-inform intview /*
(0.2611872562 *p15_2p) + /* 26 ext prof-infrml exchange info /*
(0.2592127685 *p13_7k) + /* 26 tech non-sup-serve consultant /*
(0.2591948118 *p13_8k) + /* 26 tech sup-serve consultant /*
(0.2585767586 *p15_19g) + /* 26 area prof/tech-chr-persuade/sell /*
(0.2584025602 *p15_10o) + /* 26 ext tech-eval opt/make dec /*
(0.2506735161 *p15_10l) + /* 25 non-area-sup/midmgr-eval opt/make dec /*
(0.2502553601 *p15_7g) + /* 25 area prof/tech-persuade/sell /*
(0.2471704718 *p15_2o) + /* 25 ext tech-infrml exchange info /*
(0.245549015 *p15_22p) + /* 25 ext prof-chr-eval opt/mk dec /*
(0.2410982843 *p15_23i) + /* 24 non-area-sup/midmgr-chr-solve problems /*
(0.2388589352 *p15_11o) + /* 24 ext tech-diagnose/solve probs /*
(0.2362434253 *p13_7m) + /* 24 tech non-sup-delegate activities /*
(0.2343561647 *p15_15p) + /* 23 ext prof-chr/frml exch info /*
(0.234296414 *p13_7p) + /* 23 tech non-sup-resolve conflicts /*
(0.2305727405 *p13_7l) + /* 23 tech non-sup-schedule activities /*
(0.230506277 *p15_3i) + /* 23 non-area-sup/midmgr-formal exch info /*
(0.2297083728 *p15_23o) + /* 23 ext tech-chr-solve problems /*
(0.2272869114 *p15_14p) + /* 23 ext prof-chr/infrml exch info /*
(0.226361799 *p15_22o) + /* 23 ext tech-chr-eval opt/mk dec /*
(0.2260070092 *p15_11i) + /* 23 non-area-sup/midmgr-diagnose/solve probs /*
(0.2258099588 *meetfr23) + /* 23 chair-diagnose/solve problems /*
(0.224972686 *p15_21p) + /* 22 ext prof-resolve conflict /*
(0.2243702834 *p15_7k) + /* 22 non-area prof/tech-persuade/sell /*
(0.2243242372 *p15_4p) + /* 22 ext prof-schedule work acts /*
(0.2238214203 *meetfr22) + /* 22 chair-eval options make decis /*
(0.2230435095 *meetfr10) + /* 22 att-evaluate options/mk decis /*
(0.2211131613 *mathfr3) + /* 22 math-basic stats /*
(0.2196525927 *p15_6p) + /* 22 ext prof-sup/eval proj/peop /*
(0.218923926 *p15_20g) + /* 22 area prof/tech-chr-frml negotiate /*
(0.21841408 *p15_1l) + /* 22 non-area-sup/midmgr-consult/give info /*
(0.2178714633 *p15_19k) + /* 22 non-area prof/tech-chr-persuade/sell /*
(0.2160895959 *p15_13i) + /* 22 non-area-sup/midmgr-chr/consult/give info /*
(0.2134649253 *p15_15o) + /* 21 ext tech-chr/frml exch info /*
(0.213288028 *p15_9p) + /* 21 ext prof-resolve conflict /*
(0.212322386 *p15_13p) + /* 21 ext prof-chr/consult/give info /*
(0.2116848691 *meetfr15) + /* 21 chair-formal exchange info/ideas /*
(0.2109097867 *p15_2k) + /* 21 non-area prof/tech-chr-frml negotiate /*
(0.2101709544 *p15_2p) + /* 21 ext prof-set policies/procs /*
(0.2082637096 *p15_22i) + /* 21 non-area-sup/midmgr-chr-eval opt/mk dec /*
(0.2081519761 *p15_5p) + /* 21 ext prof-train instruct /*
(0.2046760757 *p15_15i) + /* 20 non-area-sup/midmgr-chr/frml exch info /*
(0.2010747462 *p15_12i) + /* 20 non-area-sup/midmgr-set policy/proc /*
;
/-----*/

```

Factor 8 = Lower-level: info/decide/resolve

```

(0.6481762374 *p15_22j) + /* 65 non-area non-sup-chr-eval opt/mk dec /*
(0.637620931 *p15_23j) + /* 64 non-area non-sup-chr-solve problems /*
(0.5994453062 *p15_11j) + /* 60 non-area non-sup-diagnose/solve probs /*
(0.591147601 *p15_10j) + /* 59 non-area non-sup-eval opt/make dec /*
(0.5792325373 *p15_14j) + /* 58 non-area non-sup-chr/infrml exch info /*
(0.5682440581 *p15_15j) + /* 57 non-area non-sup-chr/frml exch info /*
(0.532375387 *p15_13j) + /* 53 non-area non-sup-chr/consult/give info /*
(0.5205120722 *p15_22n) + /* 52 ext non-sup-chr-eval opt/mk dec /*
(0.514204465 *p15_23n) + /* 51 ext non-sup-chr-solve problems /*
(0.5119713835 *p15_10n) + /* 51 ext non-sup-eval opt/make dec /*
(0.5079636009 *p15_24j) + /* 51 non-area non-sup-chr-set policy/proc /*
(0.5061250085 *p15_11n) + /* 51 ext non-sup-diagnose/solve probs /*
(0.500639357 *p15_16j) + /* 50 non-area non-sup-chr/schedule work acts /*
(0.4970001563 *p15_21j) + /* 50 non-area non-sup-chr-resolve conflict /*
(0.4964014991 *p15_12j) + /* 50 non-area non-sup-set policy/proc /*
(0.4904229845 *p15_15n) + /* 49 ext non-sup-chr/frml exch info /*
(0.4812012485 *p15_18j) + /* 48 non-area non-sup-chr-sup/eval proj/peop /*
(0.478262521 *p15_3j) + /* 48 non-area non-sup-formal exchange info /*
(0.4771525731 *p15_14n) + /* 48 ext non-sup-chr/infrml exch info /*
(0.4730917645 *p15_9j) + /* 47 non-area non-sup-resolve conflict /*
(0.4667059881 *p15_17j) + /* 47 non-area non-sup-chr/train educate /*
(0.4555515874 *p15_10f) + /* 46 area non-sup-eval opt/make dec /*
(0.4522175666 *p15_2j) + /* 45 non-area non-sup-infrml exchange info /*
(0.4521335183 *p15_4j) + /* 45 non-area non-sup-schedule work act /*
(0.448308447 *p15_1j) + /* 45 non-area non-sup-consult/give info /*

```

```

(0.4398722278 *p15_11f) + /* 44 area non-sup-diagnose/solve probs */
(0.4381547168 *p15_22f) + /* 44 area non-sup-chr-eval opt/mk dec */
(0.4379780407 *p15_23f) + /* 44 area non-sup-chr-solve problems */
(0.4295562589 *p15_13n) + /* 43 ext non-sup-chr/consult/give info */
(0.4269203955 *p15_16n) + /* 43 ext non-sup-chr/schedule work acts */
(0.4201666014 *p15_6j) + /* 42 ext non-sup-sup/eval proj/peop */
(0.415604032 *p15_3n) + /* 42 ext non-sup-formal exchange info */
(0.4063683745 *p15_12n) + /* 41 ext non-sup-set policies/procs */
(0.4053586386 *p15_24n) + /* 41 ext non-sup-chr-set policy/proc */
(0.404614546 *p15_21n) + /* 40 ext non-sup-resolve conflict */
(0.4020573731 *p15_15f) + /* 40 area non-sup-chr/frml exch info */
(0.4016057177 *p15_5j) + /* 40 non-area non-sup-train instruct */
(0.4003933667 *p15_9n) + /* 40 ext non-sup-resolve conflict */
(0.3981815548 *p15_2n) + /* 40 ext non-sup-infrml exchange info */
(0.3949170392 *p15_4n) + /* 39 ext non-sup-schedule work acts */
(0.3945300415 *p15_18n) + /* 39 ext non-sup-chr-sup/eval proj/peop */
(0.3800012769 *p15_14f) + /* 38 area non-sup-chr/infrml exch info/ideas */
(0.3743447164 *p15_1n) + /* 37 ext non-sup-consult/give info */
(0.3724613413 *p15_6n) + /* 37 ext non-sup-sup/eval proj/peop */
(0.3711927137 *p15_17n) + /* 37 ext non-sup-chr/train educate */
(0.3693600538 *p15_12f) + /* 37 area non-sup-set policy/proc */
(0.3583233964 *p15_3f) + /* 36 area non-sup-formal exchange info */
(0.3573927979 *p15_13f) + /* 36 area non-sup-chr/consult/give info */
(0.3563711882 *p15_5n) + /* 36 ext non-sup-train instruct */
(0.3418077046 *p15_19j) + /* 34 non-area non-sup-chr-persuade/sell */
(0.3386291873 *p15_1f) + /* 34 area non-sup-consult/give info */
(0.3385685278 *p15_24f) + /* 34 area non-sup-chr-set policy/proc */
(0.3330808079 *p15_20j) + /* 33 non-area non-sup-chr-frml negotiate */
(0.3307636465 *p15_7j) + /* 33 non-area non-sup-persuade/sell */
(0.315626941 *p15_8j) + /* 32 non-area non-sup-formal negotiate */
(0.3120378831 *p15_2f) + /* 31 area non-sup-infrml exchange info */
(0.3086564256 *p15_9f) + /* 31 area non-sup-resolve conflict */
(0.306055586 *p15_4f) + /* 31 area non-sup-schedule work actv */
(0.3051214598 *p15_6f) + /* 31 area non-sup-sup/eval proj/peop */
(0.3042785204 *p15_16f) + /* 30 area non-sup-chr/schedule work acts */
(0.2983026153 *p15_8n) + /* 30 ext non-sup-formal negotiate */
(0.2971199396 *p15_5f) + /* 30 area non-sup-train instruct */
(0.2906534554 *p15_17f) + /* 29 area non-sup-chr/train educate */
(0.2847618863 *p15_20n) + /* 28 ext non-sup-chr-frml negotiate */
(0.2785147496 *p15_18f) + /* 28 area non-sup-chr-sup/eval proj/peop */
(0.2773578721 *p15_21f) + /* 28 area non-sup-chr-resolve conflict */
(0.2771487578 *p15_7n) + /* 28 ext non-sup-persuade/sell */
(0.2731264113 *p15_8f) + /* 27 area non-sup-formal negotiate */
(0.2730736392 *p15_19n) + /* 27 ext non-sup-chr-persuade/sell */
(0.2693423808 *p15_7f) + /* 27 area non-sup-persuade/sell */
(0.2471167994 *p15_20f) + /* 25 area non-sup-chr-frml negotiate */
(0.2444990678 *p15_19f) + /* 24 area non-sup-chr-persuade/sell */
(0.2109403396 *p15_14l) + /* 21 non-area-sup/midmgr-chr/infrml exch info */
(0.209148343 *p15_17l) + /* 21 non-area-sup/midmgr-chr/train educate */
(0.2070117987 *p15_22l) + /* 21 non-area-sup/midmgr-chr-eval opt/mk dec */
(0.2064920892 *p15_12o) + /* 21 ext tech-set policies/procs */
(0.200426738 *p15_23l) + /* 20 non-area-sup/midmgr-chr-solve problems */
0;
/*-----*/

```

Factor 9 = MDM: POM/HR, lower-impact

```

(0.683444908 *p21_11p) + /* 68 mod/impr oper - indiv emps */
(0.6700633721 *p21_12p) + /* 67 eval oper - indiv emps */
(0.6599535403 *decfr11) + /* 66 dec improving operations */
(0.652842676 *p21_11q) + /* 65 mod/impr oper - indiv groups */
(0.6508725301 *decfr12) + /* 65 dec evaluating operations */
(0.6354035514 *p21_13p) + /* 64 s-t perf - indiv emps */
(0.6349448204 *p21_12q) + /* 63 eval oper - indiv groups */
(0.616047225 *decfr13) + /* 62 dec setting short-term perf goals */
(0.5947200202 *p21_14p) + /* 59 annual perf - indiv emps */
(0.5908727985 *decfr14) + /* 59 dec setting annual perf goals */
(0.5779104744 *p21_8p) + /* 58 est proc/pol - indiv emps */
(0.5664520494 *decfr8) + /* 57 dec est work proc and pol */
(0.5416285337 *p21_13q) + /* 54 s-t perf - indiv groups */
(0.5263754137 *p21_8q) + /* 53 est proc/pol - indiv groups */
(0.508734074 *p21_9p) + /* 51 emp resp - indiv emps */
(0.5003537219 *p21_14q) + /* 50 annual perf - indiv groups */
(0.4901799422 *p21_10p) + /* 49 equip/process - indiv emps */
(0.4684556143 *p21_10q) + /* 47 equip/process - indiv groups */
(0.4629076196 *decfr10) + /* 46 dec det equip/process */
(0.4581728695 *decfr9) + /* 46 dec assign responsibilities */
(0.4205022019 *p21_2p) + /* 42 purch mats - indiv emps */
(0.4164299753 *p21_11r) + /* 42 mod/impr oper - entire depts. */
(0.4113534702 *decfr2) + /* 41 dec purchasing mats */
(0.3954538445 *p21_2q) + /* 40 purch mats - indiv groups */
(0.3936723316 *decfr15) + /* 39 dec taking new proj. */
(0.3914609219 *p21_12r) + /* 39 eval oper - entire depts. */
(0.377478792 *p21_9q) + /* 38 emp resp - indiv groups */
(0.3387596444 *p21_13r) + /* 34 s-t perf - entire depts. */
(0.3368199392 *p21_14r) + /* 34 annual perf - entire depts. */
(0.3340416801 *decfr5) + /* 33 dec inc or dec #emps */
(0.3257967529 *p21_5p) + /* 33 # emps - indiv emps */
(0.3074315157 *p21_8r) + /* 31 est proc/pol - entire depts. */
(0.2989069962 *p21_10r) + /* 30 equip/process - entire depts. */
(0.2982821023 *decfr1) + /* 30 dec size of budgets */
(0.2942649371 *decfr17) + /* 29 dec changing types of services */
(0.2889766365 *meetfr12) + /* 29 att-set policies/procs */
(0.2867656753 *meetfr24) + /* 29 chair-set policies/procs */
(0.2862898433 *p21_1p) + /* 29 budgets - indiv emps */
(0.2848815726 *p21_5q) + /* 28 # emps - indiv groups */
(0.2796372562 *p21_15p) + /* 28 new proj - indiv emps */
(0.2782933052 *p21_1q) + /* 28 budgets - indiv groups */
(0.273184273 *p21_12m) + /* 27 eval oper - implement w/ others no report */
(0.2684663397 *p21_15q) + /* 27 new proj - indiv groups */
(0.2667410582 *p21_11m) + /* 27 mod/impr oper - implement w/ others no report */
(0.2601018551 *p21_9l) + /* 26 emp resp - implement self */
(0.2580970399 *p21_12l) + /* 26 eval oper - implement self */
(0.2539240829 *p21_11l) + /* 25 mod/impr oper - implement self */
(0.2527654534 *p21_13l) + /* 25 s-t perf - implement self */
(0.2502391557 *decfr3) + /* 25 dec purchasing equip */
(0.2476412803 *meetfr18) + /* 25 chair-sup/eval proj/peop */
(0.2470030341 *sup8) + /* 25 supervises clerical/support staff */
(0.2458216045 *p21_9t) + /* 25 emp resp - entire organization */
(0.2430795928 *p21_3q) + /* 24 purch equip - indiv groups */
(0.2418870462 *p21_3p) + /* 24 purch equip - indiv emps */
(0.2367249093 *p21_2r) + /* 24 purch mats - entire depts. */
(0.2316227944 *meetfr17) + /* 23 chair-train/instruct */
(0.2309726418 *p21_14t) + /* 23 annual perf - entire organization */
(0.2304215844 *p13_5m) + /* 23 clerical-delegate activities */
(0.2295570786 *p21_13t) + /* 23 s-t perf - entire organization */
(0.2275651268 *meetfr10) + /* 23 att-evaluate options/mk decis */
(0.2265256582 *meetfr16) + /* 23 chair-sched work activities */
(0.2254951551 *p21_8m) + /* 23 est proc/pol - implement w/ others no report */
(0.2233673323 *p13_5n) + /* 22 clerical-supervise */
(0.2208455341 *p21_13m) + /* 22 s-t perf - implement w/ others no report */
(0.2160697671 *meetfr6) + /* 22 att-supervise/evaluate proj/peop */

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(0.215866912 *decfr18) + /* 22 dec shutting down oper. */
(0.2145164082 *meetfr23) + /* 21 chair-diagnose/solve problems */
(0.2115316398 *meetfr22) + /* 21 chair-eval options make decis */
(0.2097827507 *p21_10l) + /* 21 equip/process - implement self */
(0.2089237721 *p15_12h) + /* 21 area sup/midmgr-set policy/proc */
(0.2086395131 *p21_14l) + /* 21 annual perf - implement self */
(0.2068121249 *contac23) + /* 21 freq mgr external */
(0.202303602 *p21_14m) + /* 20 annual perf - implement w/ others no report */
0;
/*-----*/

```

Factor 10 = Stationary machines

```

(0.7830609422 *dameq8) + /* 78 damage equip/ canning, bottling, pack mach */
(0.7775505475 *dameq9) + /* 78 damage people/printing, copying mach */
(0.7671490052 *dameq8) + /* 77 damage equip/canning, bottling, pack mach */
(0.7435911492 *dameq9) + /* 74 damage equip/ printing, copying mach */
(0.7429129405 *p25_8f) + /* 74 canning, bottling mach/operate, control */
(0.7420207917 *eqfr8) + /* 74 freq. use/oversee canning, bottling, pack mach */
(0.7404456167 *dameq6) + /* 74 damage equip/ grinding-milling mach */
(0.7336224373 *dameq7) + /* 73 damage equip/ drilling mach */
(0.718889837 *dameq6) + /* 72 damage people/ grinding-milling mach */
(0.7176776409 *dameq5) + /* 72 damage equip/ cutting-forming mach */
(0.7138523324 *dameq7) + /* 71 damage people/drilling mach */
(0.693213337 *eqfr9) + /* 69 freq. use/oversee printing, copying mach */
(0.6776170699 *dameq5) + /* 68 damage people/cutting-forming mach */
(0.6675757129 *p25_6f) + /* 67 grinding, milling.. mach/operate, control */
(0.6536449826 *p25_7f) + /* 65 drilling mach/operate, control */
(0.6504656094 *eqfr6) + /* 65 freq. use/oversee grinding-milling mach */
(0.6470339108 *p25_5f) + /* 65 cutting-forming mach/operate, control */
(0.6436126372 *eqfr5) + /* 64 freq. use/oversee cutting-forming mach */
(0.630222753 *eqfr7) + /* 63 freq. use/oversee drilling mach */
(0.6213826037 *p25_9e) + /* 62 printing-copying mach/operate, control */
(0.4565769224 *p25_8h) + /* 46 canning, bottling mach /start, stop, monitor */
(0.427582166 *p25_8j) + /* 43 canning, bottling mach /feed-remove material */
(0.4188144247 *p25_9h) + /* 42 printing-copying mach /start, stop, monitor */
(0.4005443363 *p25_6h) + /* 40 grinding, milling.. mach/start, stop, monitor */
(0.377488563 *p25_6g) + /* 38 grinding, milling.. mach/feed-remove material */
(0.3774770826 *p25_5g) + /* 38 cutting-forming mach/feed-remove material */
(0.3739343461 *p25_7h) + /* 38 drilling mach /start, stop, monitor */
(0.3764928714 *dameq2l) + /* 38 damage equip/electric power tools */
(0.3759956498 *p25_9g) + /* 38 printing-copying mach /feed-remove material */
(0.3714167017 *dameq2l) + /* 37 damage people/electric power tools */
(0.3714167017 *charfr6) + /* 37 freq. char-activity/ use diff skills */
(0.3700584629 *p25_5h) + /* 37 cutting-forming mach/start, stop, monitor */
(0.365094589 *p25_7g) + /* 37 drilling mach /feed-remove material */
(0.3114767016 *p25_21f) + /* 31 electric powered tools/operate, control */
(0.3109060189 *p25_8k) + /* 31 canning, bottling mach /direct, correct, train */
(0.2996658496 *p25_9k) + /* 30 printing-copying mach /direct, correct, train */
(0.2746936755 *p25_6k) + /* 27 grinding, milling.. mach/direct, correct, train */
(0.2712592873 *p25_7k) + /* 27 drilling mach /direct, correct, train */
(0.2587815505 *eqfr21) + /* 26 freq. use/oversee electric power tools */
(0.2496056299 *p25_5k) + /* 25 cutting-forming mach/direct, correct, train */
(0.2405030508 *dameq13) + /* 24 damage equip/ mobile manual tools */
(0.2270741744 *dameq22) + /* 23 damage equip/short-handled tools */
(0.2198561908 *p25_9j) + /* 22 printing-copying mach /assemble, repair */
(0.2163946875 *dameq22) + /* 22 damage people/short-handled tools */
(0.2163946875 *charfr7) + /* 22 freq. char-activity/ learn new skills */
(0.2159442972 *eqfr13) + /* 22 freq. use/oversee mobile manual tools */
(0.2158672277 *dameq13) + /* 22 damage people/ mobile manual tools */
(0.215470656 *p25_9i) + /* 22 printing-copying mach /test, debug, diagnose */
(0.2110083214 *p25_13f) + /* 21 mobile manual tools/operate, control */
(0.2104303666 *p25_8i) + /* 21 canning, bottling mach /test, debug, diagnose */
(0.2074734276 *p25_8j) + /* 21 canning, bottling mach /assemble, repair */
0;
/*-----*/

```

Factor 11 = Treatment/therapy/safety

```

(0.6977536548 *p13_24t) + /* 70 ext exec-treatment/therapy */
(0.6851097855 *p13_22t) + /* 69 ext non-mgr-treatment/therapy */
(0.6784091728 *p13_23t) + /* 68 ext mgr-treatment/therapy */
(0.661235754 *p13_21t) + /* 66 civic org-treatment/therapy */
(0.652434466 *p13_20t) + /* 65 unions-treatment/therapy */
(0.6438156626 *p13_19t) + /* 64 contractors-treatment/therapy */
(0.6372175395 *p13_17t) + /* 64 govt off-treatment/therapy */
(0.607778242 *p13_16t) + /* 61 media-treatment/therapy */
(0.5890955742 *p13_8t) + /* 59 tech sup-treatment/therapy */
(0.5699080941 *p13_18t) + /* 57 suppliers-treatment/therapy */
(0.56682523 *p13_9t) + /* 57 1st sup-treatment/therapy */
(0.5662111234 *p13_2t) + /* 57 mach wrkrs-treatment/therapy */
(0.55667698 *p13_10t) + /* 56 mid-mgr-treatment/therapy */
(0.551861444 *p13_24u) + /* 55 ext exec-physical safety */
(0.5483492254 *p13_22u) + /* 55 ext non-mgr-physical safety */
(0.5475846202 *p13_7t) + /* 55 tech non-sup-treatment/therapy */
(0.5359322557 *p13_20u) + /* 54 unions-physical safety */
(0.5353701692 *p13_23u) + /* 54 ext mgr-physical safety */
(0.5147206135 *p13_1t) + /* 51 labovers-treatment/therapy */
(0.5131906297 *p13_18u) + /* 51 suppliers-physical safety */
(0.5077881894 *p13_17u) + /* 51 govt off-physical safety */
(0.5037349876 *p13_16u) + /* 50 media-physical safety */
(0.4974631915 *p13_11t) + /* 50 up-mgr-treatment/therapy */
(0.4902995458 *p13_13t) + /* 49 students-treatment/therapy */
(0.4763258086 *p13_21u) + /* 48 civic org-physical safety */
(0.4755063023 *p13_10u) + /* 48 mid-mgr-physical safety */
(0.4738059744 *p13_3t) + /* 47 union rep-treatment/therapy */
(0.472930991 *p13_11u) + /* 47 up-mgr-physical safety */
(0.4685256245 *p13_15t) + /* 47 public-treatment/therapy */
(0.4438701012 *p13_14t) + /* 44 clients-treatment/therapy */
(0.4360587624 *p13_5t) + /* 44 clerical-treatment/therapy */
(0.435730249 *p13_19u) + /* 44 contractors-physical safety */
(0.4153489078 *p13_12t) + /* 42 kids-treatment/therapy */
(0.4144228454 *p13_8u) + /* 41 tech sup-physical safety */
(0.407569125 *p13_5u) + /* 41 clerical-physical safety */
(0.3968497792 *p13_6t) + /* 40 ext mgr-physical safety */
(0.3955139202 *p13_3u) + /* 40 union rep-physical safety */
(0.3889265441 *p13_9u) + /* 39 lat sup-physical safety */
(0.3854238533 *p13_7u) + /* 39 tech non-sup-physical safety */
(0.3692897076 *p13_4t) + /* 37 service-treatment/therapy */
(0.33468695 *p13_13u) + /* 33 students-physical safety */
(0.33231653 *p13_4u) + /* 33 service-physical safety */
(0.3205063451 *p13_6u) + /* 32 sales-physical safety */
(0.3127484379 *p13_12u) + /* 31 kids-physical safety */
(0.2883998263 *conex16) + /* 29 consec. exposure/radiation w/ report gear */
(0.225837403 *p25_20j) + /* 22 water veh /assemble, repair */
(0.2180835696 *conex7) + /* 22 consec. exposure/in-underwater cond */
(0.2068566311 *p13_3s) + /* 21 union rep-entertain */
0;
/*-----*/

```

Factor 12 = Enforcement/demanding conditions

```

(0.8281459543 *charfr11 ) /* 83 freq. char-activity/deal w/conflict goals /*
(0.8281459543 *dameq26 ) /* 83 damage people/hand-shotguns, weapons /*
(0.8094079737 *dameq26 ) /* 81 damage equip/hand-shotguns, weapons /*
(0.8073135199 *p25_26f ) /* 81 hand-shotguns, weapons/operate, control /*
(0.6952565306 *eqgr26 ) /* 70 freq. use/oversee hand-shotguns, weapons /*
(0.5427094291 *p25_26j ) /* 54 hand-shotguns, weapons /assemble, repair /*
(0.5217887106 *p25_26h ) /* 52 hand-shotguns, weapons /start, stop, monitor /*
(0.5071886149 *p25_26i ) /* 51 hand-shotguns, weapons /test, debug, diagnose /*
(0.4729330999 *p25_26g ) /* 47 hand-shotguns, weapons /feed-remove material /*
(0.433436014 *actfr24 ) /* 43 exert short bursts of max effort /*
(0.396857861 *p25_26k ) /* 40 hand-shotguns, weapons /direct, correct, train /*
(0.39336732 *p13_15u ) /* 39 public-physical safety /*
(0.3789701804 *p13_12p ) /* 38 kids-resolve conflicts /*
(0.3779356709 *actfr23 ) /* 38 repeated exertions of force /*
(0.3541442155 *contac12 ) /* 35 freq contact kids /*
(0.352732053 *actfr25 ) /* 35 exert sustained effort long periods /*
(0.3371797703 *expfr17 ) /* 34 freq. you exposed/physical dangers from people /*
(0.3366565725 *actfr16 ) /* 34 lift very heavy /*
(0.3274160868 *actfr12 ) /* 33 fast arm movements /*
(0.3236319534 *contac3 ) /* 32 freq contact union /*
(0.3166731837 *contac16 ) /* 32 freq contact media /*
(0.3103507501 *actfr20 ) /* 31 push very heavy /*
(0.3024884139 *actfr22 ) /* 30 rapid/repeated body movements /*
(0.3005182194 *p13_12j ) /* 30 kids-inform intview /*
(0.294697678 *p13_13p ) /* 29 students-resolve conflicts /*
(0.2910981337 *charfr16 ) /* 29 freq. char-activity/deal w/physic ill people /*
(0.289912416 *p13_16j ) /* 29 media-inform intview /*
(0.2859180994 *actfr6 ) /* 29 climb /*
(0.2759721497 *dampel5 ) /* 28 damage people/ lt. wt. highway veh /*
(0.2693726184 *actfr27 ) /* 27 maintain your balance /*
(0.2691427205 *dameq15 ) /* 27 damage equip/ lt. wt. highway veh /*
(0.2675362615 *actfr11 ) /* 27 arm-hand steadiness /*
(0.2656969656 *actfr3 ) /* 27 stand long periods /*
(0.264527028 *p13_15p ) /* 26 public-resolve conflicts /*
(0.2632884993 *p25_15f ) /* 26 lt. wt. highway veh/operate, control /*
(0.2595345945 *infofr23 ) /* 26 freq. use info/sense of smell /*
(0.2540994045 *actfr5 ) /* 25 run /*
(0.2506045903 *p13_3j ) /* 25 union rep-inform intview /*
(0.248583845 *conex17 ) /* 25 conseq. exposure/physical dangers from people /*
(0.2448509985 *p13_1u ) /* 24 laborers-physical safety /*
(0.2416312293 *contac13 ) /* 24 freq contact students /*
(0.240273955 *actfr15 ) /* 24 lift heavy /*
(0.237894047 *p25_22f ) /* 24 short-handled tools/operate, control /*
(0.2360868405 *charfr15 ) /* 24 freq. char-activity/perform no. diff tasks /*
(0.231693297 *dameq22 ) /* 23 damage people/short-handled tools /*
(0.231693297 *charfr7 ) /* 23 freq. char-activity/ learn new skills /*
(0.231693297 *dameq22 ) /* 23 damage equip/short-handled tools /*
(0.2237326103 *actfr8 ) /* 22 precise arm-hand movements /*
(0.2212875249 *p13_17j ) /* 22 govt off-inform intview /*
(0.2202947114 *expfr4 ) /* 22 freq. you exposed/poor lighting /*
(0.218957723 *infofr12 ) /* 22 freq. use info/obs. beh. people /*
(0.2178600876 *infofr11 ) /* 22 freq. use info/obs. phys. qual. people /*
(0.216975127 *p13_2u ) /* 22 mach wrkrs-physical safety /*
(0.216446859 *p15_9v ) /* 22 public-resolve conflict /*
(0.2155700805 *p13_17u ) /* 22 govt off-physical safety /*
(0.2125590522 *actfr21 ) /* 21 extend body /*
(0.2125232558 *actfr19 ) /* 21 push heavy /*
(0.2123742398 *expfr5 ) /* 21 freq. you exposed/bad weather /*
(0.2121193633 *contac17 ) /* 21 freq contact govt /*
(0.2113008548 *eqgr22 ) /* 21 freq. use/oversee short-handled tools /*
(0.209443474 *p13_13j ) /* 21 students-inform intview /*
(0.2072922792 *actfr1 ) /* 21 kneel, crouch, crawl /*
(0.2055954755 *actfr26 ) /* 21 move/find objects w/o seeing /*
(0.2048065646 *p25_21f ) /* 20 electric powered tools/operate, control /*
(0.2043546632 *expfr14 ) /* 20 freq. you exposed/harmful odors /*
(0.204132941 *p13_6j ) /* 20 sales-inform intview /*
(0.202246491 *p13_16k ) /* 20 media-serve consultant /*
(0.2002504819 *contac20 ) /* 20 freq external union /*
0;
/*-----*/

```

Factor 13 = Negotiation

```

(0.6746200563 *p15_8l ) /* 67 non-area-sup/midmgr-formal negotiate /*
(0.6370349517 *p15_20l ) /* 64 non-area-sup/midmgr-chr-frml negotiate /*
(0.6350407952 *p15_8k ) /* 64 non-area prof/tech-formal negotiate /*
(0.632362255 *meetfr8 ) /* 63 attr-bargain/negotiate /*
(0.6316246506 *meetfr20 ) /* 63 chair-bargain/negotiate /*
(0.6261095521 *p15_8h ) /* 63 area sup/midmgr-formal negotiate /*
(0.6209294284 *p15_8q ) /* 62 ext sup/midmgr-formal negotiate /*
(0.618438486 *p15_8g ) /* 62 area prof/tech-formal negotiate /*
(0.6172893922 *p15_20k ) /* 62 non-area prof/tech-chr-frml negotiate /*
(0.6042966992 *p15_8p ) /* 60 ext prof-formal negotiate /*
(0.6020476571 *p15_20q ) /* 60 ext sup/midmgr-chr-frml negotiate /*
(0.5975979067 *p15_20g ) /* 60 area prof/tech-chr-frml negotiate /*
(0.5942765659 *p15_20p ) /* 59 ext prof-chr-frml negotiate /*
(0.5924187388 *p15_20h ) /* 59 area sup/midmgr-chr-frml negotiate /*
(0.5705036901 *p15_8o ) /* 57 ext tech-formal negotiate /*
(0.5671839279 *p15_20o ) /* 57 ext tech-chr-frml negotiate /*
(0.5540077147 *p15_8r ) /* 55 ext excs-formal negotiate /*
(0.545468855 *p15_8m ) /* 55 non-area excs-formal negotiate /*
(0.5367776932 *p15_8j ) /* 54 non-area non-sup-formal negotiate /*
(0.5189872098 *p15_8n ) /* 52 ext non-sup-formal negotiate /*
(0.5170422218 *p15_20r ) /* 52 ext excs-chr-frml negotiate /*
(0.5119587049 *p15_8f ) /* 51 area non-sup-formal negotiate /*
(0.5100275805 *p15_20j ) /* 51 non-area non-sup-chr-frml negotiate /*
(0.4945282318 *p15_20n ) /* 49 ext non-sup-chr-frml negotiate /*
(0.4786926704 *p15_8i ) /* 48 area excs-formal negotiate /*
(0.4785301378 *p15_20f ) /* 48 area non-sup-chr-frml negotiate /*
(0.4769068543 *p15_20m ) /* 48 non-area excs-chr-frml negotiate /*
(0.415098544 *p15_8s ) /* 42 ext reg off/tech-formal negotiate /*
(0.4129452462 *p15_20i ) /* 41 area excs-chr-frml negotiate /*
(0.4028028667 *p15_8w ) /* 40 custs/clients-formal negotiate /*
(0.3953795532 *p15_8c ) /* 40 ext govt off-formal negotiate /*
(0.3773754947 *p15_20w ) /* 38 custs/clients-chr-frml negotiate /*
(0.3726997079 *p15_20t ) /* 37 ext govt off-chr-frml negotiate /*
(0.3712747446 *p15_20s ) /* 37 ext reg off/tech-chr-frml negotiate /*
(0.3121869856 *p15_8v ) /* 31 public-formal negotiate /*
(0.3095506415 *p15_20v ) /* 31 public-chr-frml negotiate /*
(0.2981242671 *p13_19q ) /* 30 contractors-formal negotiate /*
(0.2924896214 *p13_24q ) /* 29 ext exec-formal negotiate /*
(0.2819277701 *p13_23q ) /* 28 ext mgr-formal negotiate /*
(0.2316571343 *p13_10q ) /* 23 mid-mgr-formal negotiate /*
(0.228278259 *p13_20q ) /* 23 unions-formal negotiate /*
(0.2062545872 *p15_8u ) /* 21 press/media-formal negotiate /*
(0.2054315854 *p13_17q ) /* 21 govt off-formal negotiate /*
(0.2043454377 *p13_22q ) /* 20 ext non-mgr-formal negotiate /*
(0.2033812512 *p13_9q ) /* 20 lst sup-formal negotiate /*
(0.2026490292 *p15_21p ) /* 20 ext prof-resolve conflict /*
(0.2018287958 *p13_11q ) /* 20 up-mgr-formal negotiate /*
0;
/*-----*/

```

Factor 14 = Take info, orders, interview

```

(0.5433635794 *p13_23i ) /* 54 ext mgr-take info, orders /*
(0.519392189 *p13_22i ) /* 52 ext non-mgr-take info, orders /*
(0.4877030376 *p13_24i ) /* 49 ext exec-take info, orders /*
(0.4768682244 *p13_22j ) /* 48 ext non-mgr-inform intview /*
(0.4746241726 *p13_23j ) /* 47 ext mgr-inform intview /*
(0.4505485179 *p13_8i ) /* 45 tech sup-take info, orders /*
(0.4319737196 *p13_7i ) /* 43 tech non-sup-take info, orders /*
(0.4276030674 *p13_21i ) /* 43 civic org-take info, orders /*
(0.4273466996 *p13_10i ) /* 43 mid-mgr-take info, orders /*
(0.425390054 *p13_24j ) /* 43 ext exec-inform intview /*
(0.4232872287 *p13_15i ) /* 42 public-take info, orders /*
(0.4187929761 *p13_10j ) /* 42 mid-mgr-inform intview /*
(0.4116918637 *contac22 ) /* 41 freq non-mgr external /*
(0.4099747477 *p13_11i ) /* 41 up-mgr-take info, orders /*
(0.4094725135 *contac23 ) /* 41 freq mgr external /*
(0.4079106846 *p13_17i ) /* 41 govt off-take info, orders /*
(0.402727724 *p13_19i ) /* 40 contractors-take info, orders /*
(0.4019110326 *p13_8j ) /* 40 tech sup-inform intview /*
(0.4000678004 *p13_11j ) /* 40 up-mgr-inform intview /*
(0.3928978836 *p13_21j ) /* 39 civic org-inform intview /*
(0.3866045036 *contac24 ) /* 39 freq exec external /*
(0.3774524484 *p13_9j ) /* 38 lst sup-inform intview /*
(0.3746370598 *p13_14i ) /* 37 clients-take info, orders /*
(0.3730988516 *p13_9i ) /* 37 lst sup-take info, orders /*
(0.3647785492 *contac8 ) /* 36 freq contact tech sup /*
(0.3618143117 *p13_17j ) /* 36 govt off-inform intview /*
(0.3608982134 *p13_14j ) /* 36 clients-inform intview /*
(0.357770585 *contac11 ) /* 36 freq contact upper manag /*
(0.3569670903 *contac21 ) /* 36 freq contact civic org /*
(0.3547993015 *p13_17j ) /* 35 tech non-sup-inform intview /*
(0.3503206264 *p13_15j ) /* 35 public-inform intview /*
(0.3485285405 *p13_19j ) /* 35 contractors-inform intview /*
(0.3462364717 *p13_5j ) /* 35 clerical-inform intview /*
(0.3443493002 *contac10 ) /* 34 freq contact mid manager /*
(0.3409505882 *p13_20i ) /* 34 unions-take info, orders /*
(0.3377314198 *p13_5i ) /* 34 clerical-take info, orders /*
(0.3205898881 *contac17 ) /* 32 freq contact govt /*
(0.3206809602 *p13_20j ) /* 31 unions-inform intview /*
(0.2969857957 *contac7 ) /* 30 freq contact tech non-sup /*
(0.2919741443 *contac9 ) /* 29 freq contact first sup /*
(0.2900899458 *p13_16i ) /* 29 media-take info, orders /*
(0.2798130356 *contac20 ) /* 28 freq external union /*
(0.2664991666 *p13_18i ) /* 27 suppliers-take info, orders /*
(0.2645096896 *p13_11l ) /* 26 up-mgr-schedule activities /*
(0.2631244227 *p13_23k ) /* 26 ext mgr-serve consultant /*
(0.2617883169 *p13_16j ) /* 26 media-inform intview /*
(0.2610460051 *contac19 ) /* 26 freq contact contractors /*
(0.2598205991 *p13_22p ) /* 26 ext non-mgr-resolve conflicts /*
(0.2579875509 *p13_22k ) /* 26 ext non-mgr-serve consultant /*
(0.2560715387 *p13_23p ) /* 26 ext mgr-resolve conflicts /*
(0.2495540116 *contac16 ) /* 25 freq contact media /*
(0.2436136627 *p13_24l ) /* 25 ext exec-schedule activities /*
(0.242808714 *p13_24p ) /* 24 ext exec-resolve conflicts /*
(0.2403887358 *p13_6i ) /* 24 sales-take info, orders /*
(0.2390625853 *p13_10l ) /* 24 mid-mgr-schedule activities /*
(0.2388354713 *p13_24k ) /* 24 ext exec-serve consultant /*
(0.2338509158 *p13_15p ) /* 23 public-resolve conflicts /*
(0.2330931315 *p13_23l ) /* 23 ext mgr-schedule activities /*
(0.2276467873 *p13_21k ) /* 23 civic org-serve consultant /*
(0.2252649083 *p13_11p ) /* 23 up-mgr-resolve conflicts /*
(0.2238662707 *contac14 ) /* 22 freq contact cust /*
(0.2220935483 *p13_6j ) /* 22 sales-inform intview /*
(0.2215586753 *p13_22l ) /* 22 ext non-mgr-schedule activities /*
(0.2197765636 *p13_13i ) /* 22 students-take info, orders /*
(0.2195163206 *p13_1j ) /* 22 laborers-inform intview /*
(0.2189155948 *p13_14p ) /* 22 clients-resolve conflicts /*
(0.2184148155 *p13_19p ) /* 22 contractors-resolve conflicts /*
(0.2180505874 *p13_10p ) /* 22 mid-mgr-resolve conflicts /*
(0.2152656847 *p13_8k ) /* 22 tech sup-serve consultant /*
(0.2102991409 *contac13 ) /* 21 freq contact students /*
(0.2098354888 *p13_13j ) /* 21 students-inform intview /*
(0.2086138697 *p13_17p ) /* 21 govt off-resolve conflicts /*
(0.2074453474 *p13_19k ) /* 21 contractors-serve consultant /*
(0.2045051815 *contac15 ) /* 20 freq contact public /*
(0.2028817374 *p13_1i ) /* 20 laborers-take info, orders /*
(0.202673353 *p13_15k ) /* 20 public-serve consultant /*
(0.202315315 *p13_10k ) /* 20 mid-mgr-serve consultant /*
(0.2002843554 *p13_8l ) /* 20 tech sup-schedule activities /*
0;
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```

Factor 15 = Powered tools/equipment

```

(0.5607964702 *p25_21g ) /* 56 electric powered tools /feed-remove material /*
(0.5570703332 *p25_23g ) /* 56 long-handled tools /feed-remove material /*
(0.5529367834 *p25_22g ) /* 55 short-handled tools /feed-remove material /*
(0.5185267621 *p25_23i ) /* 52 long-handled tools /test, debug, diagnose /*
(0.5100242724 *p25_22i ) /* 51 short-handled tools /test, debug, diagnose /*
(0.4999436076 *p25_22h ) /* 50 short-handled tools /start, stop, monitor /*
(0.4952355655 *p25_24g ) /* 50 measuring devices /feed-remove material /*
(0.494783718 *p25_13g ) /* 49 mobile manual tools /feed-remove material /*
(0.4927149178 *p25_23h ) /* 49 long-handled tools /start, stop, monitor /*
(0.491632427 *p25_14g ) /* 49 mobile power tools /feed-remove material /*
(0.47980217 *p25_13h ) /* 48 mobile manual tools /start, stop, monitor /*
(0.4743484515 *p25_23j ) /* 47 long-handled tools /assemble, repair /*
(0.4617533457 *p25_22j ) /* 46 short-handled tools /assemble, repair /*
(0.4615851276 *p25_18g ) /* 46 utility veh /feed-remove material /*
(0.4584497419 *p25_21i ) /* 46 electric powered tools /test, debug, diagnose /*
(0.4558154686 *p25_15g ) /* 46 lt. wt. highway veh /feed-remove material /*
(0.4475303204 *p25_14i ) /* 45 mobile power tools /test, debug, diagnose /*
(0.4418636852 *p25_13i ) /* 44 mobile manual tools /test, debug, diagnose /*
(0.4259451371 *p25_24j ) /* 43 measuring devices /assemble, repair /*
(0.424813519 *p25_13j ) /* 42 mobile manual tools /assemble, repair /*
(0.4199938899 *p25_24i ) /* 42 measuring devices /test, debug, diagnose /*
(0.4161461471 *p25_21h ) /* 42 electric powered tools /start, stop, monitor /*
(0.415309804 *p25_25j ) /* 42 special write-draw devices/assemble, repair /*
(0.4095570636 *p25_16g ) /* 41 hvly. wt. highway veh /feed-remove material /*
(0.4085469648 *p25_15i ) /* 41 lt. wt. highway veh /test, debug, diagnose /*
(0.4051329949 *p25_14h ) /* 41 mobile power tools /start, stop, monitor /*
(0.4046420831 *p25_25i ) /* 40 special write-draw devices/test, debug, diagnose /*
(0.4046312086 *p25_24h ) /* 40 measuring devices /start, stop, monitor /*
(0.4039717284 *p25_14j ) /* 40 mobile power tools /assemble, repair /*
(0.3864123754 *p25_25g ) /* 39 special write-draw devices/feed-remove material /*
(0.3775911641 *p25_17g ) /* 38 off-road veh /feed-remove material /*
(0.3755629533 *p25_21j ) /* 38 electric powered tools /assemble, repair /*
(0.3612547281 *p25_20i ) /* 36 water veh /test, debug, diagnose /*
(0.3590684847 *p25_20g ) /* 36 water veh /feed-remove material /*
(0.3410674193 *p25_18h ) /* 34 utility veh /start, stop, monitor /*
(0.3339425551 *p25_15j ) /* 33 lt. wt. highway veh /assemble, repair /*

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(0.3293182039 *p25_25h) /* 33 special write-draw devices//start, stop, monitor */
(0.3272697493 *p25_18i) /* 33 utility veh //test, debug, diagnose */
(0.3207973401 *p25_15h) /* 32 lt. wt. highway veh //start, stop, monitor */
(0.3136326156 *p25_16i) /* 31 hvy. wt. highway veh //test, debug, diagnose */
(0.3135885161 *p25_7g) /* 31 drilling mach //feed-remove material */
(0.3066146161 *p25_6g) /* 31 grinding, milling.. mach/feed-remove material */
(0.3035614043 *p25_16j) /* 30 hvy. wt. highway veh //assemble, repair */
(0.2979463256 *p25_10g) /* 30 moving mach/feed-remove material */
(0.2825592474 *p25_20j) /* 28 water veh //assemble, repair */
(0.2801384974 *p25_17h) /* 28 off-road veh //start, stop, monitor */
(0.2719399794 *p25_20h) /* 27 water veh //start, stop, monitor */
(0.2701269631 *p25_17j) /* 27 off-road veh //assemble, repair */
(0.2648968322 *p25_5g) /* 26 cutting-forming mach/feed-remove material */
(0.2632547313 *p25_18j) /* 26 utility veh //assemble, repair */
(0.2627699748 *p25_17i) /* 26 off-road veh //test, debug, diagnose */
(0.2463584143 *p25_16h) /* 25 hvy. wt. highway veh //start, stop, monitor */
(0.246251174 *dameq22) /* 25 damage equip/short-handled tools */
(0.2460470518 *dampe22) /* 25 damage people/short-handled tools */
(0.2460470518 *charfr7) /* 25 freq. char-activity// learn new skills */
(0.2450841857 *p25_7h) /* 25 drilling mach //start, stop, monitor */
(0.2450538882 *p25_22k) /* 25 short-handled tools //direct, correct, train */
(0.2366142701 *p25_20k) /* 24 water veh //direct, correct, train */
(0.2355659515 *dameq23) /* 24 damage equip/long-handled tools */
(0.231365178 *p25_6h) /* 23 grinding, milling.. mach/start, stop, monitor */
(0.2308348988 *dameq13) /* 23 damage equip/ mobile manual tools */
(0.2246928008 *p25_14k) /* 22 mobile power tools //direct, correct, train */
(0.2243176004 *charfr8) /* 22 freq. char-activity//produce finish prod */
(0.2243176004 *dampe23) /* 22 damage people/long-handled tools */
(0.2218203387 *p25_11g) /* 22 process mach/feed-remove material */
(0.2214991335 *p25_23k) /* 22 long-handled tools //direct, correct, train */
(0.2196799975 *p25_5h) /* 22 cutting-forming mach//start, stop, monitor */
(0.2150921523 *p25_14f) /* 22 mobile power tools//operate, control */
(0.2143321974 *p25_4i) /* 21 standard office equip//test, debug, diagnose */
(0.2141078142 *p25_10h) /* 21 moving mach//start, stop, monitor */
(0.2133385402 *p25_21k) /* 21 electric powered tools //direct, correct, train */
(0.2130913119 *dameq14) /* 21 damage equip/ mobile power tools */
(0.2115715145 *p25_3i) /* 21 other keyboard equip //test, debug, diagnose */
(0.210910832 *p25_3j) /* 21 other keyboard equip //assemble, repair */
(0.2091734331 *p25_13k) /* 21 mobile manual tools //direct, correct, train */
(0.2088870801 *dampe13) /* 21 damage people/ mobile manual tools */
(0.2076991223 *dampe14) /* 21 damage people/ mobile power tools */
(0.2010792826 *p25_3h) /* 20 other keyboard equip //start, stop, monitor */
(0.2003852466 *p25_4h) /* 20 standard office equip//start, stop, monitor */
/*-----*/

```

Factor 16 = Persuade/sell

```

(0.589916117 *p15_7k) /* 59 non-area prof/tech-persuade/sell */
(0.5871604094 *meetfr19) /* 59 chair-persuade/sell */
(0.5804513054 *p15_7i) /* 58 non-area-sup/midmgr-persuade/sell */
(0.5778313961 *p15_7g) /* 58 ext sup/midmgr-persuade/sell */
(0.5757671184 *p15_7f) /* 58 area prof/tech-persuade/sell */
(0.5756520993 *p15_19h) /* 58 area sup/midmgr-chr-persuade/sell */
(0.5754612961 *meetfr7) /* 58 att-persuade/sell */
(0.5719815725 *p15_19l) /* 57 non-area-sup/midmgr-chr-persuade/sell */
(0.5656283533 *p15_7h) /* 57 area sup/midmgr-persuade/sell */
(0.5643998696 *p15_19q) /* 56 ext sup/midmgr-chr-persuade/sell */
(0.5557545655 *p15_19k) /* 56 non-area prof/tech-chr-persuade/sell */
(0.5505304531 *p15_19g) /* 55 area prof/tech-chr-persuade/sell */
(0.5498201726 *p15_19p) /* 55 ext prof-chr-persuade/sell */
(0.5445151932 *p15_19o) /* 54 ext tech-chr-persuade/sell */
(0.5334299541 *p15_7o) /* 53 ext tech-persuade/sell */
(0.5268232862 *p15_7p) /* 53 ext prof-persuade/sell */
(0.51987944 *p15_7r) /* 52 ext excs-persuade/sell */
(0.5065220905 *p15_19f) /* 51 area non-sup-chr-persuade/sell */
(0.5047356971 *p15_7j) /* 50 non-area non-sup-persuade/sell */
(0.496515863 *p15_19n) /* 50 ext non-sup-chr-persuade/sell */
(0.4932554026 *p15_19j) /* 49 non-area non-sup-chr-persuade/sell */
(0.4884515708 *p15_7e) /* 49 area non-sup-persuade/sell */
(0.4771840494 *p15_19r) /* 48 ext excs-chr-persuade/sell */
(0.4730893778 *p15_7n) /* 47 ext non-sup-persuade/sell */
(0.4583166321 *p15_7m) /* 46 non-area excs-persuade/sell */
(0.4546180199 *p15_7i) /* 45 area excs-persuade/sell */
(0.4449062742 *p15_7w) /* 44 custs/clients-persuade/sell */
(0.4176502751 *p15_19m) /* 42 non-area excs-chr-persuade/sell */
(0.4065247694 *p15_19w) /* 41 custs/clients-chr-persuade/sell */
(0.3962928876 *p15_19t) /* 40 ext govt off-chr-persuade/sell */
(0.3937208342 *p15_19i) /* 39 area excs-chr-persuade/sell */
(0.3906895506 *p15_7t) /* 39 ext govt off-persuade/sell */
(0.3836314747 *p15_7v) /* 38 public-persuade/sell */
(0.370853115 *p15_19v) /* 37 public-chr-persuade/sell */
(0.3528385832 *p13_23r) /* 35 ext mgr-sell, persuade */
(0.3431532271 *p15_7s) /* 34 ext reg off/tech-persuade/sell */
(0.3380591485 *p15_7u) /* 34 press/media-persuade/sell */
(0.3366836705 *p13_24r) /* 34 ext exec-sell, persuade */
(0.3307325051 *p15_19s) /* 33 ext reg off/tech-chr-persuade/sell */
(0.3052337154 *p13_10r) /* 31 mid-mgr-sell, persuade */
(0.3021900942 *p13_7r) /* 30 tech non-sup-sell, persuade */
(0.2948102153 *p13_22r) /* 29 ext non-mgr-sell, persuade */
(0.2909547908 *p13_17r) /* 29 govt off-sell, persuade */
(0.2839534152 *p13_14r) /* 28 clients-sell, persuade */
(0.2816780128 *p13_11r) /* 28 up-mgr-sell, persuade */
(0.2781928079 *p13_8r) /* 28 tech sup-sell, persuade */
(0.2759827201 *p13_9r) /* 28 lst sup-sell, persuade */
(0.2721760702 *p13_21r) /* 27 civic org-sell, persuade */
(0.2517698519 *p13_15r) /* 25 public-sell, persuade */
(0.2393576409 *p13_20r) /* 24 unions-sell, persuade */
(0.2374818963 *p15_19u) /* 24 press/media-chr-persuade/sell */
(0.2293094939 *p13_5r) /* 23 clerical-sell, persuade */
(0.2261151099 *p13_19r) /* 23 contractors-sell, persuade */
(0.2251800678 *p13_6r) /* 23 sales-sell, persuade */
(0.2001989262 *p13_6o) /* 20 sales-coach, train, instruct */
/*-----*/

```

Factor 17 = MDM: Acquire/start/sell businesses

```

(0.7901355766 *p21_22p) /* 79 acq bus - indiv emps */
(0.7858884806 *p21_22r) /* 79 acq bus - entire depts. */
(0.7769445249 *p21_22q) /* 78 acq bus - indiv groups */
(0.7716806591 *p21_23r) /* 77 start bus - entire depts. */
(0.7698747591 *p21_23p) /* 77 start bus - indiv emps */
(0.748678666 *p21_23q) /* 75 start bus - indiv groups */
(0.7127681066 *p21_22s) /* 71 acq bus - entire divisions */
(0.6909648781 *p21_24p) /* 69 sell bus - indiv emps */
(0.6857937768 *p21_24r) /* 69 sell bus - entire depts. */
(0.6855163327 *p21_24q) /* 69 sell bus - indiv groups */
(0.6680681039 *p21_23s) /* 67 start bus - entire divisions */
(0.6537124109 *decfr23) /* 65 dec starting new bus */
(0.6442819844 *decfr22) /* 64 dec acquiring businesses */
(0.577593951 *p21_24s) /* 58 sell bus - entire divisions */

```

```

(0.550724154 *p21_22m) /* 56 acq bus - implement w/ others no report */
(0.5512901817 *p21_23t) /* 55 start bus - entire organization */
(0.5455213686 *p21_22n) /* 55 acq bus - implement w/ others report */
(0.5339174659 *p21_22t) /* 53 acq bus - entire organization */
(0.5166411087 *p21_23o) /* 52 start bus - implement to others */
(0.5126472973 *p21_22o) /* 51 acq bus - implement to others */
(0.5097377879 *p21_23n) /* 51 start bus - implement w/ others report */
(0.5086849006 *p21_23m) /* 51 start bus - implement w/ others no report */
(0.4910435844 *decfr24) /* 49 dec selling businesses */
(0.467694054 *p21_24t) /* 46 sell bus - entire organization */
(0.4640613059 *p21_23l) /* 46 start bus - implement self */
(0.4464741886 *p21_23k) /* 45 start bus - no implement */
(0.4431544097 *p21_24k) /* 44 sell bus - no implement */
(0.4382330736 *p21_22k) /* 44 acq bus - no implement */
(0.4342222161 *p21_22l) /* 43 acq bus - implement self */
(0.3745531249 *p21_24m) /* 37 sell bus - implement w/ others no report */
(0.362401174 *p21_24n) /* 36 sell bus - implement w/ others report */
(0.3500985539 *p21_24l) /* 35 sell bus - implement self */
(0.3394039024 *p21_24o) /* 34 sell bus - implement to others */
(0.2059124271 *p21_4t) /* 21 manage inv - entire organization */
0;
/*-----*/

```

Factor 18 = EC: public/customers/clients info

```

(0.6817903689 *p15_14w) /* 68 custs/clients-chr/infrml exch info */
(0.6812829783 *p15_15w) /* 68 custs/clients-chr/frml exch info */
(0.6856647585 *p15_23w) /* 66 custs/clients-chr-solve problems */
(0.6491776678 *p15_13w) /* 65 custs/clients-chr/consult/give info */
(0.6476666138 *p15_11w) /* 65 custs/clients-diagnose/solve probs */
(0.6468163491 *p15_22w) /* 65 custs/clients-chr-eval opt/mk dec */
(0.6285591804 *p15_21w) /* 63 custs/clients-resolve conflict */
(0.6271444284 *p15_10w) /* 63 custs/clients-eval opt/make dec */
(0.6028535417 *p15_16w) /* 60 custs/clients-resolve conflict */
(0.5677363891 *p15_17w) /* 57 custs/clients-chr/train educate */
(0.5391612075 *p15_3w) /* 54 custs/clients-formal exchange info */
(0.5323936634 *p15_16v) /* 53 custs/clients-chr/schedule work acts */
(0.5264577284 *p15_2w) /* 53 custs/clients-infrml exchange info */
(0.5122948193 *p15_18w) /* 51 custs/clients-chr-sup/eval proj/peop */
(0.5037767243 *p15_1w) /* 50 custs/clients-consult/give info */
(0.5032585835 *p15_4w) /* 50 custs/clients-schedule work acts */
(0.4917359901 *p15_5w) /* 49 custs/clients-train instruct */
(0.4572510077 *p15_24w) /* 46 custs/clients-chr-set policy/proc */
(0.4382108551 *p15_6w) /* 44 custs/clients-sup/eval proj/peop */
(0.4365713423 *p15_19w) /* 44 custs/clients-chr-persuade/sell */
(0.4266677482 *p15_20w) /* 43 custs/clients-chr-frml negotiate */
(0.4217999587 *p15_7w) /* 42 custs/clients-persuade/sell */
(0.4188526341 *p15_12w) /* 42 custs/clients-set policies/procs */
(0.4095760753 *p15_8w) /* 41 custs/clients-formal negotiate */
(0.3591776398 *p15_21v) /* 36 public-resolve conflict */
(0.3590928781 *p15_23v) /* 36 public-chr-solve problems */
(0.3525957408 *p15_14v) /* 35 public-chr/infrml exch info */
(0.3474469297 *p15_22v) /* 35 public-chr-eval opt/mk dec */
(0.337842515 *p15_11v) /* 34 public-diagnose/solve probs */
(0.3376871988 *p15_13v) /* 34 public-chr/consult/give info */
(0.3318285004 *p15_15v) /* 33 public-chr/frml exch info */
(0.3177390249 *p15_10v) /* 32 public-eval opt/make dec */
(0.3118001639 *p15_17v) /* 31 public-chr/train educate */
(0.3108738818 *p15_9v) /* 31 public-resolve conflict */
(0.2681189218 *p15_16v) /* 27 public-chr/schedule work acts */
(0.2663042004 *p15_18v) /* 27 public-chr-sup/eval proj/peop */
(0.2629674488 *p15_4v) /* 26 public-schedule work acts */
(0.2585976139 *p15_5v) /* 26 public-train instruct */
(0.2473622232 *p13_14k) /* 25 clients-serve consultant */
(0.2473327767 *p15_2v) /* 25 public-infrml exchange info */
(0.2466881782 *p13_14r) /* 25 clients-sell, persuade */
(0.2407988598 *p15_24v) /* 24 public-chr-set policy/proc */
(0.2350520696 *p13_14p) /* 24 clients-resolve conflicts */
(0.229416385 *p15_13v) /* 23 public-formal exchange info */
(0.2219943005 *p15_20v) /* 22 public-chr-frml negotiate */
(0.2209940234 *p13_14q) /* 22 clients-formal negotiate */
(0.2184563857 *p15_8v) /* 22 public-formal negotiate */
(0.2147106324 *p13_14j) /* 21 clients-inform intview */
(0.2142919293 *p13_14o) /* 21 clients-coach, train, instruct */
(0.2128038851 *p15_1v) /* 21 public-consult/give info */
(0.2027826404 *p15_6v) /* 20 public-sup/eval proj/peop */
(0.202669385 *p15_12v) /* 20 public-set policies/procs */
0;
/*-----*/

```

Factor 19 = IC: mid-level info/decide

```

(0.5382235111 *p15_14h) /* 54 area sup/midmgr-chr/infrml exch info */
(0.5363483435 *p15_15h) /* 54 area sup/midmgr-chr/frml exch info */
(0.525552729 *p15_23h) /* 53 area sup/midmgr-chr-solve problems */
(0.5032793273 *p15_22h) /* 50 area sup/midmgr-chr-eval opt/mk dec */
(0.503161448 *p15_13h) /* 50 area sup/midmgr-chr/consult/give info */
(0.458371182 *p15_16h) /* 46 area sup/midmgr-chr/schedule work acts */
(0.4440275934 *p15_21h) /* 44 area sup/midmgr-chr-resolve conflict */
(0.4353651519 *meetfr15) /* 44 chair-formal exchange info/ideas */
(0.4318911171 *p15_14f) /* 43 area non-sup-chr/infrml exch info/ideas */
(0.412299037 *meetfr14) /* 41 chair-informal exchange info/ideas */
(0.4074701077 *meetfr23) /* 41 chair-diagnose/solve problems */
(0.4012733337 *p15_13f) /* 40 area non-sup-chr/consult/give info */
(0.4009039192 *meetfr13) /* 40 chair-consult/give info */
(0.3992601961 *p15_18h) /* 40 area sup/midmgr-chr-sup/eval proj/peop */
(0.3958491097 *p15_11h) /* 40 area sup/midmgr-diagnose/solve probs */
(0.3949610832 *meetfr22) /* 39 chair-eval options make decis */
(0.3900273649 *p15_10h) /* 39 area sup/midmgr-eval opt/make dec */
(0.3894507088 *meetfr16) /* 39 chair-sched work activities */
(0.3870418026 *p15_23f) /* 39 area non-sup-chr-solve problems */
(0.3846516442 *p15_15f) /* 38 area non-sup-chr/frml exch info */
(0.3836719332 *meetfr21) /* 38 chair-resolve conflict */
(0.371138537 *p15_21f) /* 37 area non-sup-chr-resolve conflict */
(0.370318439 *p15_9h) /* 37 area sup/midmgr-resolve conflict */
(0.3684800876 *p15_16f) /* 37 area non-sup-chr/schedule work acts */
(0.3632171524 *p15_17h) /* 36 area sup/midmgr-chr/train educate */
(0.3632086871 *p15_22f) /* 36 area non-sup-chr-eval opt/mk dec */
(0.3578615809 *p15_3h) /* 36 area sup/midmgr-formal exchange info */
(0.356518042 *p15_24h) /* 36 area sup/midmgr-chr-set policy/proc */
(0.3408487849 *p15_1h) /* 34 area sup/midmgr-consult/give info */
(0.3356005527 *p15_4h) /* 34 area sup/midmgr-schedule work activ */
(0.3336247677 *meetfr18) /* 33 chair-sup/eval proj/peop */
(0.3267202586 *p15_6h) /* 33 area sup/midmgr-sup/eval proj/peop */
(0.3215262089 *p15_17f) /* 32 area non-sup-chr/train educate */
(0.2974331647 *p15_18f) /* 30 area non-sup-chr-sup/eval proj/peop */
(0.2973605362 *p15_12h) /* 30 area sup/midmgr-set policy/proc */
(0.2971437765 *p15_2h) /* 30 area sup/midmgr-infrml exchange info */
(0.2917557887 *meetfr17) /* 29 chair-train/instruct */
(0.2864355214 *meetfr9) /* 29 att-resolve conflict */
(0.2787562504 *p15_15l) /* 28 non-area-sup/midmgr-chr/frml exch info */
(0.271018365 *meetfr24) /* 27 chair-set policies/procs */

```

(0.2641415104 *p15_14l) + /* 26 non-area-sup/midmgr-chr/infmlr exch info */
(0.2589492975 *p15_13l) + /* 26 non-area-sup/midmgr-chr/consult/give info */
(0.2585391126 *meetfr10) + /* 26 att-evaluate options/mk decis */
(0.2538258648 *meetfr11) + /* 25 att-diagnose/solve problems */
(0.2487828212 *meetfr6) + /* 25 att-supervise/evaluate proj/peop */
(0.2423307973 *p15_15g) + /* 24 area prof/tech-chr/frml exch info */
(0.2411862035 *p15_19h) + /* 24 area sup/midmgr-chr-persuade/sell */
(0.2390169438 *p15_13g) + /* 24 area prof/tech-chr/consult/give info */
(0.2388527582 *p15_5h) + /* 24 area sup/midmgr-train instruct */
(0.2375070522 *p15_14g) + /* 24 area prof/tech-chr/infmlr exch info */
(0.2362875988 *meetfr4) + /* 24 att-schedule work */
(0.2307459514 *p15_22l) + /* 23 non-area-sup/midmgr-chr-eval opt/mk dec */
(0.2288151073 *p15_23l) + /* 23 non-area-sup/midmgr-chr-solve problems */
(0.2285409509 *meetfr3) + /* 23 att-formal exchange info/ideas */
(0.2282787036 *p15_9f) + /* 23 area non-sup-resolve conflict */
(0.2269227604 *p15_23g) + /* 23 area prof/tech-chr-solve problems */
(0.2235929787 *p15_11f) + /* 22 area non-sup-diagnose/solve probs */
(0.2190488078 *p15_1f) + /* 22 area non-sup-consult/give info */
(0.2118984333 *p15_22g) + /* 21 area prof/tech-chr-eval opt/mk dec */
(0.2108025943 *p15_10f) + /* 21 area non-sup-eval opt/make dec */
(0.2075072987 *p15_24f) + /* 21 area non-sup-chr-set policy/proc */
(0.2040869654 *p15_7h) + /* 20 area sup/midmgr-persuade/sell */
(0.2003127319 *p15_15q) + /* 20 ext sup/midmgr-chr/frml exch info */
0;
/*-----*/

Factor 20 = Heavy/offroad vehicles

(0.7732938692 *dampel7) + /* 77 damage people/off-road veh */
(0.7732938692 *charfr2) + /* 77 freq. char-activity/ determ. methods others */
(0.7707728243 *dameq17) + /* 77 damage equip/off-road veh */
(0.7189686185 *p25_17f) + /* 72 off-road veh/operate, control */
(0.6913277057 *eqfr17) + /* 69 freq. use/oversee off-road veh */
(0.5764481404 *p25_17h) + /* 58 off-road veh /start, stop, monitor */
(0.5118517133 *charfr1) + /* 51 freq. char-activity/ determ. methods you use */
(0.5118517133 *dampel6) + /* 51 damage people/ hvy wt. highway veh */
(0.5048904115 *dameq16) + /* 50 damage equip/ hvy wt. highway veh */
(0.4944613127 *p25_17k) + /* 49 off-road veh /direct, correct, train */
(0.4875925628 *p25_17i) + /* 49 off-road veh /test, debug, diagnose */
(0.473133428 *p25_16f) + /* 47 hvy. wt. highway veh/operate, control */
(0.4709150945 *dampel8) + /* 47 damage people/utility veh */
(0.4709150945 *charfr3) + /* 47 freq. char-activity/ infml. work activ. others outsm */
(0.4680539657 *eqfr16) + /* 47 freq. use/oversee hvy. wt. highway veh */
(0.4545990663 *dameq18) + /* 45 damage equip/utility veh */
(0.4525528199 *p25_17j) + /* 45 off-road veh /assemble, repair */
(0.4463269729 *eqfr18) + /* 45 freq. use/oversee utility veh */
(0.4069997479 *p25_17g) + /* 41 off-road veh /feed-remove material */
(0.4052044242 *dampel4) + /* 41 damage people/ mobile power tools */
(0.4049343443 *p25_18f) + /* 40 utility veh/operate, control */
(0.3887659457 *dameq14) + /* 39 damage equip/ mobile power tools */
(0.3810056324 *p25_16h) + /* 38 hvy. wt. highway veh /start, stop, monitor */
(0.3578977698 *p25_14f) + /* 36 mobile power tools/operate, control */
(0.3394184328 *eqfr14) + /* 34 freq. use/oversee mobile powered tools */
(0.3293654977 *p25_18k) + /* 33 utility veh /direct, correct, train */
(0.3285069555 *p25_18i) + /* 33 utility veh /test, debug, diagnose */
(0.3275146149 *p25_16k) + /* 33 hvy. wt. highway veh /direct, correct, train */
(0.326563996 *p25_18j) + /* 33 utility veh /assemble, repair */
(0.3191409184 *p25_18h) + /* 32 utility veh /start, stop, monitor */
(0.3114851178 *p25_16j) + /* 31 hvy. wt. highway veh /assemble, repair */
(0.3090949051 *p25_14j) + /* 31 mobile power tools /assemble, repair */
(0.3005832117 *p25_16i) + /* 30 hvy. wt. highway veh /test, debug, diagnose */
(0.2744968942 *p25_14k) + /* 27 mobile power tools /direct, correct, train */
(0.2731134379 *p25_14h) + /* 27 mobile power tools /start, stop, monitor */
(0.2648479113 *p25_18g) + /* 26 utility veh /feed-remove material */
(0.2594774833 *p25_16g) + /* 26 hvy. wt. highway veh /feed-remove material */
(0.2338218915 *p25_14i) + /* 23 mobile power tools /test, debug, diagnose */
(0.218288787 *p25_15j) + /* 22 lt. wt. highway veh /assemble, repair */
(0.2170786684 *dampel3) + /* 22 damage people/ mobile manual tools */
(0.2096292649 *p25_14g) + /* 21 mobile power tools /feed-remove material */
(0.2017151993 *dameq13) + /* 20 damage equip/ mobile manual tools */
0;
/*-----*/

Factor 21 = EC: Entertain/persuade

(0.6117618344 *p13_17s) + /* 61 govt off-entertain */
(0.605740739 *p13_24s) + /* 61 ext exec-entertain */
(0.6023844604 *p13_22s) + /* 60 ext non-mgr-entertain */
(0.5919970055 *p13_23s) + /* 59 ext mgr-entertain */
(0.5746233975 *p13_11s) + /* 57 up-mgr-entertain */
(0.5720237994 *p13_10s) + /* 57 mid-mgr-entertain */
(0.5485372619 *p13_20s) + /* 55 unions-entertain */
(0.5388773785 *p13_19s) + /* 54 contractors-entertain */
(0.5323416113 *p13_16s) + /* 53 media-entertain */
(0.5316564154 *p13_9s) + /* 53 lst sup-entertain */
(0.5263481601 *p13_8s) + /* 53 tech sup-entertain */
(0.5170616618 *p13_18s) + /* 52 suppliers-entertain */
(0.5091318401 *p13_7s) + /* 51 tech non-sup-entertain */
(0.5022898773 *p13_2s) + /* 50 mach wrks-entertain */
(0.4759961209 *p13_14s) + /* 48 clients-entertain */
(0.4727359931 *p13_5s) + /* 47 clerical-entertain */
(0.4532983352 *p13_15s) + /* 45 public-entertain */
(0.4360870659 *p13_21s) + /* 44 civic org-entertain */
(0.4301850902 *p13_3s) + /* 43 union rep-entertain */
(0.4300356176 *p13_6s) + /* 43 sales-entertain */
(0.3750194943 *p13_1s) + /* 38 laborers-entertain */
(0.3500550052 *p13_13s) + /* 35 students-entertain */
(0.3273158622 *p13_2r) + /* 33 mach wrks-sell, persuade */
(0.3198820544 *p13_16r) + /* 32 media-sell, persuade */
(0.3178490181 *p13_22r) + /* 32 ext non-mgr-sell, persuade */
(0.2991822971 *p13_8r) + /* 30 tech sup-sell, persuade */
(0.2951567989 *p13_17r) + /* 30 govt off-sell, persuade */
(0.2909790692 *p13_19r) + /* 29 contractors-sell, persuade */
(0.2879156764 *p13_20r) + /* 29 unions-sell, persuade */
(0.2715460457 *p13_7r) + /* 27 tech non-sup-sell, persuade */
(0.2691835113 *p13_24r) + /* 27 ext exec-sell, persuade */
(0.2673546336 *p13_1r) + /* 27 laborers-sell, persuade */
(0.2670304115 *p13_18r) + /* 27 suppliers-sell, persuade */
(0.2665283639 *p21_24l) + /* 27 sell bus - implement self */
(0.2661604338 *p13_15r) + /* 27 public-sell, persuade */
(0.2649555781 *p13_23r) + /* 26 ext mgr-sell, persuade */
(0.2602158365 *p13_12s) + /* 26 kids-entertain */
(0.255054407 *p13_4s) + /* 26 service-entertain */
(0.2548577818 *p13_9r) + /* 25 lst sup-sell, persuade */
(0.2514774679 *p13_21r) + /* 25 civic org-sell, persuade */
(0.2460606272 *p13_6r) + /* 25 sales-sell, persuade */
(0.2420559005 *p13_11r) + /* 24 up-mgr-sell, persuade */
(0.2407998046 *p13_5r) + /* 24 clerical-sell, persuade */
(0.2401512842 *p13_10r) + /* 24 mid-mgr-sell, persuade */
(0.2384760406 *p13_13r) + /* 24 students-sell, persuade */
(0.2282959312 *p21_24o) + /* 23 sell bus - implement to others */
(0.2236608968 *p13_14r) + /* 22 clients-sell, persuade */

(0.2228492936 *p13_3t) + /* 22 union rep-treatment/therapy */
(0.2216471145 *p13_3r) + /* 22 union rep-sell, persuade */
(0.2102272837 *p13_12r) + /* 21 kids-sell, persuade */
0;
/*-----*/

Factor 22 = Safety/damage to others

(-0.606177038 *p19_2l) + /* -61 written English/write.compose */
(0.5931105529 *charfr10) + /* 59 freq. char-activity/other depend on you */
(0.5931105529 *dameq25) + /* 59 damage people/special write-draw devices */
(-0.586486961 *p19_11l) + /* -59 spoken English/write,compose */
(0.544296681 *p25_25f) + /* 54 special write-draw devices/operate, control */
(0.5285712777 *dameq25) + /* 53 damage equip/special write-draw devices */
(0.455391086 *eqfr25) + /* 46 freq. use/oversee special write-draw devices */
(-0.426515846 *p19_2n) + /* -43 written English/edit, revise */
(-0.397689785 *p19_1n) + /* -40 spoken English/edit, revise */
(-0.388346621 *p19_2o) + /* -39 written English/summarize */
(0.3860055547 *p13_1u) + /* 39 laborers-physical safety */
(0.3850261113 *p13_2u) + /* 39 mach wrks-physical safety */
(-0.379375896 *p19_1o) + /* -38 spoken English/summarize */
(-0.37358953 *p19_2p) + /* -37 written English/copy, transcribe */
(-0.352176626 *p19_1p) + /* -35 spoken English/copy, transcribe */
(-0.305524753 *p19_1m) + /* -31 spoken English/translate */
(0.2984579713 *p13_15u) + /* 30 public-physical safety */
(-0.294598275 *p17_16k) + /* -29 add/sub - school */
(0.2933078893 *p13_14u) + /* 29 clients-physical safety */
(-0.281717465 *p19_2m) + /* -28 written English/translate */
(-0.280176901 *p17_17k) + /* -28 div/mult - school */
(-0.271592691 *infobr8) + /* -27 freq. use info/blueprints, maps */
(0.2678449622 *p13_19k) + /* 27 contractors-serve consultant */
(-0.266145525 *meetfr5) + /* -27 att-train/instruct */
(-0.262943714 *p13_9i) + /* -26 1st sup-take info, orders */
(-0.261915272 *p13_9j) + /* -26 1st sup-inform intview */
(0.2517344772 *p13_22k) + /* 25 ext non-mgr-serve consultant */
(0.2497590289 *p13_23k) + /* 25 ext mgr-serve consultant */
(-0.24716587 *p15_5h) + /* -25 area sup/midmgr-train instruct */
(0.2443060274 *p13_7k) + /* 24 tech non-sup-serve consultant */
(0.2374980864 *p13_5k) + /* 24 clerical-sell, persuade */
(0.2358979976 *dampel5) + /* 24 damage people/ lt. wt. highway veh */
(-0.219720998 *p15_5f) + /* -22 area non-sup-train instruct */
(0.2185131414 *dameq15) + /* 22 damage equip/ lt. wt. highway veh */
(-0.21014138 *conex5) + /* -21 consec. exposure/bad weather */
(-0.207596231 *conex2) + /* -21 consec. exposure/temp. higher 90 */
(0.206791053 *p13_24k) + /* 21 ext exec-serve consultant */
(0.2037725559 *charfr9) + /* 20 freq. char-activity/depend on others */
(0.2037725559 *dameq24) + /* 20 damage people/measuring devices */
(-0.202161179 *p21_9l) + /* -20 emp resp - implement self */
(-0.201892208 *conex17) + /* -20 consec. exposure/physical dangers from people */
(0.2015341504 *p13_6k) + /* 20 sales-serve consultant */
0;
/*-----*/

Factor 23 = EC: mid-level exchange info

(0.429661043 *p15_3q) + /* 43 ext sup/midmgr-formal exchange info */
(0.4215918033 *p15_1q) + /* 42 ext sup/midmgr-consult/give info */
(0.4185401482 *p15_2q) + /* 42 ext sup/midmgr-infmlr exchange info */
(0.3693247259 *p15_1n) + /* 37 ext non-sup-consult/give info */
(0.3668791349 *p15_2o) + /* 37 ext tech-infmlr exchange info */
(0.366726879 *p15_1o) + /* 37 ext tech-consult/give info */
(0.3660265021 *p15_3n) + /* 37 ext non-sup-formal exchange info */
(0.3651543932 *p15_3p) + /* 37 ext prof-formal exchange info */
(0.3596001689 *p15_1r) + /* 36 ext execs-consult/give info */
(0.3585978882 *p15_1p) + /* 36 ext prof-consult/give info */
(0.3584569091 *p15_3r) + /* 36 ext execs-formal exchange info */
(0.3582609861 *p15_3o) + /* 36 ext tech-formal exchange info */
(0.355760839 *p15_2n) + /* 36 ext non-sup-infmlr exchange info */
(0.345400764 *p15_2p) + /* 35 ext prof-infmlr exchange info */
(0.3398831344 *p15_2r) + /* 34 ext execs-infmlr exchange info */
(0.337981756 *p15_10q) + /* 34 ext sup/midmgr-eval opt/make dec */
(0.326104133 *p15_11q) + /* 33 ext sup/midmgr-diagnose/solve probs */
(0.3155979286 *p15_3l) + /* 32 non-area-sup/midmgr-formal exch info */
(0.3125858902 *p15_2l) + /* 31 non-area-sup/midmgr-infmlr exch info */
(0.3061369999 *p15_1l) + /* 31 non-area-sup/midmgr-consult/give info */
(0.2906510603 *p15_5q) + /* 29 ext sup/midmgr-train instruct */
(0.2760121263 *p15_1t) + /* 28 ext govt off-consult/give info */
(0.2713404732 *p15_2t) + /* 27 ext govt off-infmlr exchange info */
(0.2641993025 *p15_11n) + /* 26 ext non-sup-diagnose/solve probs */
(0.2632750849 *p15_5n) + /* 26 ext non-sup-train instruct */
(0.2620679043 *p15_11o) + /* 26 ext tech-diagnose/solve probs */
(0.2604817609 *p15_11p) + /* 26 ext prof-diagnose/solve probs */
(0.2603468054 *p15_3t) + /* 26 ext govt off-formal exchange info */
(0.2598037402 *p15_3k) + /* 26 non-area prof/tech-formal exchange info */
(0.2589880897 *p15_1k) + /* 26 non-area prof/tech-consult/give info */
(0.2579224236 *p15_10p) + /* 26 ext prof-eval opt/make dec */
(0.2559500973 *p15_1m) + /* 26 non-area execs-consult/give info */
(0.2553564466 *p15_2k) + /* 26 non-area prof/tech-infmlr exchange info */
(0.2539207628 *p15_10m) + /* 25 ext non-sup-eval opt/make dec */
(0.251990223 *p15_4q) + /* 25 ext sup/midmgr-schedule work acts */
(0.2486309378 *p15_10r) + /* 25 ext execs-eval opt/make dec */
(0.2452528069 *p15_3m) + /* 25 non-area execs-formal exchange info */
(0.2421915379 *p15_5o) + /* 24 ext tech-train instruct */
(0.2409298894 *p15_2m) + /* 24 non-area execs-infmlr exchange info */
(0.237022041 *p15_5p) + /* 24 ext prof-train instruct */
(0.2360983327 *p15_4n) + /* 24 ext non-sup-schedule work acts */
(0.2360349684 *p15_10o) + /* 24 ext tech-eval opt/make dec */
(0.2336073946 *p15_3s) + /* 23 ext reg off/tech-formal exchange info */
(0.2328054437 *p15_1v) + /* 23 public-consult/give info */
(0.2309478876 *p15_2s) + /* 23 ext reg off/tech-infmlr exchange info */
(0.2297033556 *meetfr1) + /* 23 att-consult, give info */
(0.229201875 *p15_2j) + /* 23 non-area non-sup-infmlr exchange info */
(0.2280919912 *meetfr3) + /* 23 att-formal exchange info/ideas */
(0.2272138956 *p15_11r) + /* 23 ext execs-diagnose/solve probs */
(0.2252943756 *p15_3j) + /* 23 non-area non-sup-formal exchange info */
(0.2247442194 *p15_1h) + /* 22 non-area prof/tech-infmlr exchange info */
(0.2240713899 *p15_1s) + /* 22 ext reg off/tech-consult/give info */
(0.2231804023 *p15_24k) + /* 22 non-area prof/tech-chr-set policy/proc */
(0.2215610862 *p15_14q) + /* 22 ext sup/midmgr-chr/infmlr exch info */
(0.2210677944 *p15_3v) + /* 22 public-formal exchange info */
(0.2206739711 *p15_1j) + /* 22 non-area non-sup-consult/give info */
(0.2198221007 *p15_3h) + /* 22 area sup/midmgr-formal exchange info */
(0.2155095079 *p15_2v) + /* 22 public-infmlr exchange info */
(0.2135808784 *p15_11l) + /* 21 non-area-sup/midmgr-diagnose/solve probs */
(0.2108130816 *p15_4o) + /* 21 ext tech-schedule work acts */
(0.2092060327 *p15_9q) + /* 21 ext sup/midmgr-resolve conflict */
(0.2083876829 *p15_5r) + /* 21 ext execs-train instruct */
(0.2069033779 *p15_13q) + /* 21 ext sup/midmgr-chr/consult/give info */
(0.2050643058 *p15_3w) + /* 21 custs/clients-formal exchange info */
(0.2050643058 *p15_10l) + /* 21 non-area-sup/midmgr-eval opt/make dec */
(0.20054478 *p15_24w) + /* -20 custs/clients-chr-set policy/proc */
0;

/*-----*/

Factor 24 = EC: press/media

(0.6261369452 *p15_23u) + /* 63 press/media-chr-solve problems */
(0.62300843089 *p15_21u) + /* 62 press/media-resolve conflict */
(0.6185632002 *p15_22u) + /* 62 press/media-chr-eval opt/mk dec */
(0.591819126 *p15_15u) + /* 59 press/media-chr/frml exch info */
(0.578399396 *p15_18u) + /* 58 press/media-chr-sup/eval proj/peop */
(0.54809463 *p15_13u) + /* 55 press/media-chr/consult/give info */
(0.5364845868 *p15_20u) + /* 54 press/media-chr-frml negotiate */
(0.5359336229 *p15_11u) + /* 54 press/media-diagnose/solve probs */
(0.5287568844 *p15_24u) + /* 53 press/media-chr-set policy/proc */
(0.5285777386 *p15_19u) + /* 53 press/media-chr-persuade/sell */
(0.5277255793 *p15_14u) + /* 53 press/media-chr/infrml exch info */
(0.4939746264 *p15_16u) + /* 49 press/media-chr/schedule work acts */
(0.4862526628 *p15_17u) + /* 49 press/media-chr/train educate */
(0.4788969545 *p15_9u) + /* 48 press/media-resolve conflict */
(0.46599334012 *p15_12u) + /* 47 press/media-set policies/procs */
(0.4631562775 *p15_10u) + /* 46 press/media-eval opt/make dec */
(0.4433583014 *p15_6u) + /* 44 press/media-sup/eval proj/peop */
(0.4387683013 *p15_8u) + /* 44 press/media-formal negotiate */
(0.4039693858 *p15_5u) + /* 40 press/media-train instruct */
(0.3999067981 *p15_3u) + /* 40 press/media-formal exchange info */
(0.3996487133 *p15_2u) + /* 40 press/media-infrml exchange info */
(0.3778838247 *p15_1u) + /* 38 press/media-consult/give info */
(0.3693141517 *p15_7u) + /* 37 press/media-persuade/sell */
(0.3615031642 *p15_4u) + /* 36 press/media-schedule work acts */
(0.327989979 *p15_19v) + /* 33 public-chr-persuade/sell */
(0.3250752235 *p15_22v) + /* 33 public-chr-eval opt/mk dec */
(0.3218741215 *p15_15v) + /* 32 public-chr-frml exch info */
(0.3105747189 *p15_13v) + /* 31 public-chr-consult/give info */
(0.3079124457 *p15_23v) + /* 31 public-chr-solve problems */
(0.306894444 *p15_21v) + /* 31 public-resolve conflict */
(0.3002003868 *p15_24v) + /* 30 public-chr-set policy/proc */
(0.2977595108 *p15_18v) + /* 30 public-chr-sup/eval proj/peop */
(0.2912628661 *p15_6v) + /* 29 public-sup/eval proj/peop */
(0.2893181893 *p15_11v) + /* 29 public-diagnose/solve probs */
(0.2883829779 *p15_14v) + /* 29 public-chr/infrml exch info */
(0.2871046456 *p15_12v) + /* 29 public-set policies/procs */
(0.2861639209 *p15_10v) + /* 29 public-eval opt/make dec */
(0.2564010319 *p15_16v) + /* 26 public-chr/schedule work acts */
(0.2536913956 *p15_17v) + /* 25 public-chr/train educate */
(0.2476670209 *p15_7v) + /* 25 public-persuade/sell */
(0.2404802228 *p15_3v) + /* 24 public-formal exchange info */
(0.2400472534 *p15_20v) + /* 24 public-chr-frml negotiate */
(0.2373616362 *p15_9v) + /* 24 public-resolve conflict */
(0.2351623806 *p15_5v) + /* 24 public-train instruct */
(0.2343835725 *p15_2v) + /* 23 public-infrml exchange info */
(0.2294652034 *p15_1v) + /* 23 public-consult/give info */
(0.2207864963 *p15_19t) + /* 22 ext govt off-chr-persuade/sell */
(0.2174559491 *p15_8v) + /* 22 public-formal negotiate */
(0.214018973 *p13_16v) + /* 21 media-coach, train, instruct */
0;
/*-----*/

Factor 25 = MDM: products/services, lower-impact

(0.7360194749 *p21_19q) + /* 74 disc prod - indiv groups */
(0.7320533389 *p21_19p) + /* 73 disc prod - indiv emps */
(0.6657279262 *p21_19r) + /* 67 disc prod - entire depts. */
(0.6532185744 *p21_16p) + /* 65 add prod - indiv emps */
(0.6466075745 *p21_16q) + /* 65 add prod - indiv groups */
(0.6102589 *p21_19l) + /* 61 disc prod - implement self */
(0.609250482 *p21_19m) + /* 61 disc prod - implement w/ others no report */
(0.5819500475 *decfr19) + /* 58 dec discontinuing products */
(0.5766971802 *p21_16r) + /* 58 add prod - entire depts. */
(0.565335826 *p21_19n) + /* 57 disc prod - implement w/ others report */
(0.5595827513 *p21_19s) + /* 56 disc prod - entire divisions */
(0.5482390069 *p21_16l) + /* 55 add prod - implement self */
(0.5424646867 *p21_16m) + /* 54 add prod - implement w/ others no report */
(0.5185321841 *p21_16n) + /* 52 add prod - implement w/ others report */
(0.4995771154 *p21_19o) + /* 50 disc prod - implement to others */
(0.4984282945 *decfr16) + /* 50 dec adding new product */
(0.4953639181 *p21_16s) + /* 50 add prod - entire divisions */
(0.4845336731 *p21_16o) + /* 48 add prod - implement to others */
(0.2762696707 *p21_18l) + /* 28 closing oper - implement self */
(0.2646464726 *p21_16t) + /* 26 add prod - entire organization */
(0.2640632132 *p21_20s) + /* 26 disc serv - entire divisions */
(0.2600493484 *p21_19t) + /* 26 disc prod - entire organization */
(0.2566816525 *p21_19k) + /* 26 disc prod - no implement */
(0.2507678525 *p21_20q) + /* 25 disc serv - indiv groups */
(0.247170852 *p21_20l) + /* 25 disc serv - implement self */
(0.2385076659 *p21_20p) + /* 24 disc serv - indiv emps */
(0.2329378556 *p21_20r) + /* 23 disc serv - entire depts. */
(0.2317566729 *p21_23l) + /* 23 start bus - implement self */
(0.2226675395 *p21_20m) + /* 22 disc serv - implement w/ others no report */
(0.2168970568 *p21_18j) + /* 22 closing oper - implement w/ others no report */
(0.2158839748 *p21_18o) + /* 22 closing oper - implement to others */
(0.2063120198 *p21_18s) + /* 21 closing oper - entire divisions */
(0.2054440577 *p21_16k) + /* 21 add prod - no implement */
(0.2043105629 *p21_20o) + /* 20 disc serv - implement to others */
(0.2016212717 *p21_18q) + /* 20 closing oper - indiv groups */
0;
/*-----*/

Factor 26 = EC: students/children/civic

(0.4641744524 *p13_12o) + /* 46 kids-coach, train, instruct */
(0.4554291226 *p13_13j) + /* 46 students-inform intview */
(0.4548162758 *p13_12j) + /* 45 kids-inform intview */
(0.4475844327 *p13_13o) + /* 45 students-coach, train, instruct */
(0.4255814465 *contacl2) + /* 43 freq contact kids */
(0.4109494735 *p13_13k) + /* 41 students-serve consultant */
(0.4054151666 *p13_12k) + /* 41 kids-serve consultant */
(0.3972782596 *p13_12i) + /* 40 kids-take info, orders */
(0.3936348619 *p13_13l) + /* 39 students-schedule activities */
(0.3893120346 *p13_13i) + /* 39 students-take info, orders */
(0.3864454808 *contacl3) + /* 39 freq contact students */
(0.3777189453 *p13_12t) + /* 38 kids-treatment/therapy */
(0.365735403 *p13_12l) + /* 37 kids-schedule activities */
(0.3586645116 *p13_13n) + /* 36 students-supervise */
(0.3581563792 *p13_12s) + /* 36 kids-entertain */
(0.3406092999 *p13_13m) + /* 34 students-delegate activities */
(0.3361164272 *p13_13t) + /* 34 students-treatment/therapy */
(0.3165368027 *p13_14t) + /* 32 clients-treatment/therapy */
(0.3117637746 *p13_13p) + /* 31 students-resolve conflicts */
(0.3043852384 *p13_13s) + /* 30 students-entertain */
(0.3041568705 *dameq20) + /* 30 damage equip/water veh */
(0.303421359 *charfr5) + /* 30 freq. char-activity/ select your projects */
(0.303421359 *damep20) + /* 30 damage people/water veh */
(0.3025686459 *p13_12n) + /* 30 kids-supervise */

(0.3003548013 *eqfr20) + /* 30 freq. use/oversee water veh */
(0.2957384929 *p25_20f) + /* 30 water veh/operate, control */
(0.2909440099 *p13_15t) + /* 29 public-treatment/therapy */
(0.2892551404 *p13_15o) + /* 29 public-coach, train, instruct */
(0.287697177 *p13_12p) + /* 29 kids-resolve conflicts */
(0.2697918394 *p13_12m) + /* 27 kids-delegate activities */
(0.2667392035 *p13_21j) + /* 27 civic org-inform intview */
(0.2631956304 *p13_21o) + /* 26 civic org-coach, train, instruct */
(0.2601306131 *p13_13r) + /* 26 students-sell, persuade */
(0.2483487633 *p13_14o) + /* 25 clients-coach, train, instruct */
(0.2474056521 *contacl21) + /* 25 freq contact civic org */
(0.245426619 *p13_12u) + /* 25 kids-physical safety */
(0.2447698608 *p13_13q) + /* 24 students-formal negotiate */
(0.2422620212 *p13_13u) + /* 24 students-physical safety */
(0.2418025603 *p13_15k) + /* 24 public-serve consultant */
(0.2411501087 *p25_20h) + /* 24 water veh /start, stop, monitor */
(0.2399954097 *p13_15s) + /* 24 public-entertain */
(0.239119487 *p13_15j) + /* 23 public-inform intview */
(0.2332109105 *p13_12r) + /* 23 kids-sell, persuade */
(0.2261556791 *contacl6) + /* 23 freq contact media */
(0.2180048979 *p13_15l) + /* 22 public-schedule activities */
(0.2170726918 *p13_21k) + /* 22 civic org-serve consultant */
(0.2160457151 *p25_20k) + /* 22 water veh /direct, correct, train */
(0.2149914812 *p13_16j) + /* 21 media-inform intview */
(0.2058037606 *p13_15i) + /* 21 public-take info, orders */
0;
/*-----*/

Factor 27 = MDM: POM/HR higher-level

(0.5769275869 *p21_12s) + /* 58 eval oper - entire divisions */
(0.5695576226 *p21_11s) + /* 57 mod/impr oper - entire divisions */
(0.5673912169 *p21_14s) + /* 57 annual perf - entire divisions */
(0.5589529777 *p21_13s) + /* 56 s-t perf - entire divisions */
(0.4934138161 *p21_5s) + /* 49 # emps - entire divisions */
(0.4848267541 *p21_10s) + /* 48 equip/process - entire divisions */
(0.4623649552 *p21_8s) + /* 46 est proc/pol - entire divisions */
(0.4503813503 *p21_14r) + /* 45 annual perf - entire depts. */
(0.450190653 *p21_13r) + /* 45 s-t perf - entire depts. */
(0.4443010001 *p21_9s) + /* 44 emp resp - entire divisions */
(0.4391442924 *p21_12r) + /* 44 eval oper - entire depts. */
(0.4360962088 *p21_2s) + /* 44 purch mats - entire divisions */
(0.421422936 *p21_7s) + /* 42 est sup - entire divisions */
(0.4209948828 *p21_18s) + /* 42 closing oper - entire divisions */
(0.4146042254 *p21_11r) + /* 41 mod/impr oper - entire depts. */
(0.3993473394 *p21_1s) + /* 40 budgets - entire divisions */
(0.3980687739 *p21_17s) + /* 40 change serv - entire divisions */
(0.3903189358 *p21_15s) + /* 39 new proj - entire divisions */
(0.3773759915 *p21_9r) + /* 38 emp resp - entire depts. */
(0.3760292226 *p21_21s) + /* 38 close proj - entire divisions */
(0.3651521697 *p21_6s) + /* 37 emp salaries - entire divisions */
(0.3641554936 *p21_20s) + /* 36 disc serv - entire divisions */
(0.3603203181 *p21_8r) + /* 36 est proc/pol - entire depts. */
(0.360435686 *p21_3s) + /* 36 purch equip - entire divisions */
(0.3521324303 *p21_10r) + /* 35 equip/process - entire depts. */
(0.3475034649 *p21_5r) + /* 35 # emps - entire depts. */
(0.324919957 *p21_7r) + /* 32 est sup - entire depts. */
(0.2949034429 *p21_6r) + /* 29 emps salaries - entire depts. */
(0.2944813772 *p21_2r) + /* 29 purch mats - entire depts. */
(0.2867791901 *p21_18r) + /* 29 closing oper - entire depts. */
(0.2694193892 *p21_1r) + /* 27 budgets - entire depts. */
(0.2666937256 *p21_15r) + /* 27 new proj - entire depts. */
(0.2657074336 *p21_16s) + /* 27 add prod - entire divisions */
(0.2581624849 *p21_19s) + /* 26 disc prod - entire divisions */
(0.2494379633 *p21_3r) + /* 25 purch equip - entire depts. */
(0.2420625917 *p21_21r) + /* 24 close proj - entire depts. */
(0.2378120831 *p21_17r) + /* 24 change serv - entire depts. */
(0.228628502 *p21_6q) + /* 23 emp salaries - indiv groups */
(0.210065951 *p21_20r) + /* 21 disc serv - entire depts. */
0;
/*-----*/

Factor 28 = MDM: prods/services, higher impact

(0.5651077648 *p21_20k) + /* 57 disc serv - no implement */
(0.5528642516 *p21_21k) + /* 55 close proj - no implement */
(0.54501877 *p21_18k) + /* 55 closing oper - no implement */
(0.5435067609 *p21_17k) + /* 54 change serv - no implement */
(0.4904070265 *p21_12k) + /* 49 eval oper - no implement */
(0.4453776289 *p21_13k) + /* 45 s-t perf - no implement */
(0.4400074184 *p21_14k) + /* 44 annual perf - no implement */
(0.434887965 *p21_15k) + /* 43 new proj - no implement */
(0.4071508727 *p21_16k) + /* 41 add prod - no implement */
(0.4027120921 *p21_11k) + /* 40 mod/impr oper - no implement */
(0.3877832159 *p21_21p) + /* 39 close proj - indiv emps */
(0.3871470458 *p21_8k) + /* 39 est proc/pol - no implement */
(0.3864923165 *p21_20p) + /* 39 disc serv - indiv emps */
(0.3839795524 *p21_21q) + /* 38 close proj - indiv groups */
(0.3754826941 *p21_20q) + /* 38 disc serv - indiv groups */
(0.3713097497 *p21_17p) + /* 37 change serv - indiv emps */
(0.3660443817 *p21_17q) + /* 37 change serv - indiv groups */
(0.3394124801 *p21_18p) + /* 34 closing oper - indiv emps */
(0.3370100769 *p21_20r) + /* 34 disc serv - entire depts. */
(0.3345248987 *p21_19k) + /* 33 disc prod - no implement */
(0.3314968508 *p21_18q) + /* 33 closing oper - indiv groups */
(0.3314149476 *p21_17r) + /* 33 change serv - entire depts. */
(0.3250007096 *p21_10k) + /* 33 equip/process - no implement */
(0.3173149639 *p21_5k) + /* 32 # emps - no implement */
(0.3069964999 *p21_7k) + /* 31 est sup - no implement */
(0.3067955756 *p21_21r) + /* 31 close proj - entire depts. */
(0.298862285 *p21_9k) + /* 30 emp resp - no implement */
(0.2902876843 *p21_18r) + /* 29 closing oper - entire depts. */
(0.287201331 *p21_3k) + /* 29 purch equip - no implement */
(0.273219802 *p21_1k) + /* 27 budgets - no implement */
(0.2708404699 *decfr21) + /* 27 dec closing down projects */
(0.2664124602 *p21_24k) + /* 27 sell bus - no implement */
(0.2646615737 *p21_4k) + /* 26 manage inv - no implement */
(0.2608728857 *p21_2k) + /* 26 purch mats - no implement */
(0.258913882 *p21_6k) + /* 26 emp salaries - no implement */
(0.2562258238 *decfr20) + /* 26 dec discontinuing services */
(0.2462025474 *decfr17) + /* 25 dec changing types of services */
(0.2372682519 *decfr18) + /* 24 dec shutting down oper. */
(0.2247746371 *p21_15p) + /* 22 new proj - indiv emps */
(0.2229916746 *p21_17s) + /* 22 change serv - entire divisions */
(0.2225877901 *p21_23k) + /* 22 start bus - no implement */
(0.2208842966 *p21_21s) + /* 22 close proj - entire divisions */
(0.2117612506 *p21_15q) + /* 21 new proj - indiv groups */
(0.2102079008 *p21_22k) + /* 21 acq bus - no implement */
(0.2066891784 *p21_20s) + /* 21 disc serv - entire divisions */
0;
/*-----*/

Factor 29 = Tech/scientific/computers-machines

```
(.0.7208909363 *dameq12 ) + /* 72 damage equip/tech, sci., med mach */
(.0.7050744487 *dameq2 ) + /* 71 damage equip/mainframe comp */
(.0.6740163385 *damep2 ) + /* 67 damage people/mainframe comp */
(.0.6687655483 *p25_12f ) + /* 67 tech, sci., med. mach/operate, control */
(.0.6560524182 *damep12 ) + /* 66 damage people/tech, sci., med mach */
(.0.6373929072 *p25_12h ) + /* 64 tech, sci., med. mach/start, stop, monitor */
(.0.6280781939 *p25_2f ) + /* 63 mainframe comp/operate, control */
(.0.6139983981 *p25_12i ) + /* 61 tech, sci., med. mach/test, debug, diagnose */
(.0.6116411129 *p25_12j ) + /* 61 tech, sci., med. mach/assemble, repair */
(.0.6065620229 *eqfr12 ) + /* 61 freq. use/oversee tech, sci., med mach */
(.0.5899357072 *eqfr2 ) + /* 59 freq. use/oversee mainframe computers */
(.0.5736532954 *p25_2h ) + /* 57 mainframe comp/start, stop, monitor */
(.0.5598157148 *p25_12k ) + /* 56 tech, sci., med. mach/direct, correct, train */
(.0.5518409093 *p25_2j ) + /* 56 mainframe comp/assemble, repair */
(.0.5284522351 *p25_2i ) + /* 53 mainframe comp/test, debug, diagnose */
(.0.4926521409 *p25_2k ) + /* 49 mainframe comp/direct, correct, train */
(.0.4875262848 *p25_12g ) + /* 49 tech, sci., med. mach/feed-remove material */
(.0.4652189224 *p25_2g ) + /* 47 mainframe comp/feed-remove material */
(.0.230221193 *p25_1i ) + /* 23 personal comp/test, debug, diagnose */
(.0.2253156009 *p25_1j ) + /* 23 personal comp/assemble, repair */
(.0.2071809281 *p25_3j ) + /* 21 other keyboard equip /assemble, repair */
/*-----*/
```

Factor 30 = Processing/moving machines

```
(.0.8008133396 *damep11 ) + /* 80 damage people/process mach */
(.0.7994227877 *dameq11 ) + /* 80 damage equip/process mach */
(.0.7646116798 *p25_11f ) + /* 76 process mach/operate, control */
(.0.6810422785 *eqfr11 ) + /* 68 freq. use/oversee process mach */
(.0.6751031973 *p25_11h ) + /* 68 process mach/start, stop, monitor */
(.0.6409929275 *damep10 ) + /* 64 damage equip/moving mach */
(.0.6426104955 *dameq10 ) + /* 64 damage equip/ moving mach */
(.0.5918388417 *p25_11g ) + /* 59 process mach/feed-remove material */
(.0.5660955653 *p25_10f ) + /* 57 moving mach/operate, control */
(.0.5487255562 *p25_11k ) + /* 55 process mach/direct, correct, train */
(.0.5325051042 *p25_11i ) + /* 53 process mach /test, debug, diagnose */
(.0.4934906005 *eqfr10 ) + /* 49 freq. use/oversee moving mach */
(.0.4922962174 *p25_11j ) + /* 49 process mach/assemble, repair */
(.0.4716153307 *p25_10h ) + /* 47 moving mach/start, stop, monitor */
(.0.4271739562 *p25_10g ) + /* 43 moving mach/feed-remove material */
(.0.3861392286 *p25_10i ) + /* 39 moving mach/test, debug, diagnose */
(.0.3783483905 *p25_10k ) + /* 38 moving mach/direct, correct, train */
(.0.3589199265 *damep18 ) + /* 36 damage people/utility veh */
(.0.3589199265 *charfr3 ) + /* 36 freq. char-activity/ infl. work activ. others out*/
(.0.3521048566 *dameq18 ) + /* 35 damage equip/utility veh */
(.0.3363461347 *p25_10j ) + /* 34 moving mach/assemble, repair */
(.0.3266212422 *p25_18f ) + /* 33 utility veh/operate, control */
(.0.2778614601 *eqfr18 ) + /* 28 freq. use/oversee utility veh */
/*-----*/
```

Factor 31 = Stationary machines

```
(.0.7244308202 *p25_8j ) + /* 72 canning, bottling mach /assemble, repair */
(.0.6932168102 *p25_8i ) + /* 69 canning, bottling mach /test, debug, diagnose */
(.0.6753876036 *p25_6i ) + /* 68 grinding, milling.. mach/test, debug, diagnose */
(.0.6683660622 *p25_7i ) + /* 67 drilling mach /test, debug, diagnose */
(.0.6574953411 *p25_7j ) + /* 66 drilling mach /assemble, repair */
(.0.654827769 *p25_9j ) + /* 65 printing-copying mach /assemble, repair */
(.0.6510215812 *p25_6j ) + /* 65 grinding, milling.. mach/assemble, repair */
(.0.6326902431 *p25_5j ) + /* 63 cutting-forming mach/assemble, repair */
(.0.6195870489 *p25_9i ) + /* 62 printing-copying mach /test, debug, diagnose */
(.0.6060456509 *p25_5i ) + /* 61 cutting-forming mach /test, debug, diagnose */
(.0.375536947 *p25_8k ) + /* 38 canning, bottling mach /direct, correct, train */
(.0.3360918616 *p25_8h ) + /* 34 canning, bottling mach /start, stop, monitor */
(.0.3253817123 *p25_9k ) + /* 33 printing-copying mach /direct, correct, train */
(.0.3238794225 *p25_6k ) + /* 32 grinding, milling.. mach/direct, correct, train */
(.0.3150316924 *p25_6h ) + /* 32 grinding, milling.. mach/start, stop, monitor */
(.0.3107588384 *p25_7h ) + /* 31 drilling mach /start, stop, monitor */
(.0.305654153 *p25_7k ) + /* 31 drilling mach /direct, correct, train */
(.0.2950419467 *p25_8g ) + /* 30 canning, bottling mach /feed-remove material */
(.0.2848090599 *p25_6g ) + /* 28 grinding, milling.. mach/feed-remove material */
(.0.2840470379 *p25_7g ) + /* 28 drilling mach /feed-remove material */
(.0.2835023168 *p25_5h ) + /* 28 cutting-forming mach/start, stop, monitor */
(.0.2789093409 *p25_5k ) + /* 28 cutting-forming mach/direct, correct, train */
(.0.2747414024 *p25_10j ) + /* 27 moving mach/assemble, repair */
(.0.2714455992 *p25_11j ) + /* 27 process mach/assemble, repair */
(.0.2586674812 *p25_21j ) + /* 26 electric powered tools /assemble, repair */
(.0.2581569772 *p25_9h ) + /* 26 printing-copying mach /start, stop, monitor */
(.0.2547153893 *p25_5g ) + /* 25 cutting-forming mach/feed-remove material */
(.0.2337926859 *p25_10i ) + /* 23 moving mach/test, debug, diagnose */
(.0.2332873186 *p25_13j ) + /* 23 mobile manual tools/assemble, repair */
(.0.2298752819 *p25_11i ) + /* 23 process mach /test, debug, diagnose */
(.0.2232976245 *p25_13i ) + /* 22 mobile manual tools /test, debug, diagnose */
(.0.2162629717 *p25_24j ) + /* 22 measuring devices /assemble, repair */
(.0.2153376331 *p25_17j ) + /* 22 off-road veh /assemble, repair */
(.0.2087681336 *p25_9g ) + /* 21 printing-copying mach /feed-remove material */
(.0.2074290359 *p25_18j ) + /* 21 utility veh /assemble, repair */
(.0.2034127682 *p25_21i ) + /* 20 electric powered tools /test, debug, diagnose */
/*-----*/
```

Factor 32 = Office equipment

```
(.0.6596155203 *dameq3 ) + /* 66 damage equip/ other keyboard equip */
(.0.6443222279 *damep3 ) + /* 64 damage people/other keyboard equip */
(.0.6432915172 *p25_3f ) + /* 64 other keyboard equip/operate, control */
(.0.640684499 *dameq1 ) + /* 64 damage equip/personal comp */
(.0.6056588211 *p25_1f ) + /* 61 personal comp./operate, control */
(.0.5930930947 *damep1 ) + /* 59 damage people/personal comp */
(.0.5434775759 *dameq4 ) + /* 54 damage equip/ standard office equip */
(.0.5216156344 *eqfr3 ) + /* 52 freq. use/oversee other keyboard equip */
(.0.5001821569 *p25_4f ) + /* 50 standard office equip/operate, control */
(.0.4970803768 *eqfr1 ) + /* 50 freq. use/oversee personal computers */
(.0.4869531521 *damep4 ) + /* 49 damage people/standard office equip */
(.0.4407543915 *p25_3g ) + /* 44 other keyboard equip /feed-remove material */
(.0.4277952533 *p25_3h ) + /* 43 other keyboard equip /start, stop, monitor */
(.0.4237657587 *p25_1g ) + /* 42 personal comp/feed-remove material */
(.0.4004793827 *p25_1h ) + /* 40 personal comp/start, stop, monitor */
(.0.3935194546 *eqfr4 ) + /* 39 freq. use/oversee standard office equip */
(.0.3920824353 *p25_4g ) + /* 39 standard office equip/feed-remove material */
(.0.359366081 *p25_4h ) + /* 36 standard office equip/start, stop, monitor */
(.0.2744845581 *p25_3k ) + /* 27 other keyboard equip /direct, correct, train */
(.0.2626226202 *p25_1k ) + /* 26 personal comp/direct, correct, train */
(.0.2488709102 *p13_5j ) + /* 25 clerical-inform intview */
(.0.2297619645 *p25_25f ) + /* 23 special write-draw devices/operate, control */
(.0.2185806932 *contacs5 ) + /* 22 freq contact clerical */
(.0.218333745 *p25_3i ) + /* 22 other keyboard equip /test, debug, diagnose */
/*-----*/
```

```
(.0.2122951821 *mathfr2 ) + /* 21 math/div/mult */
(.0.2085194326 *p25_4k ) + /* 21 standard office equip/direct, correct, train */
(.0.205149473 *actfr2 ) + /* 21 sit long periods */
(.0.2020738411 *actfr10 ) + /* 20 individual fingers */
0;
/*-----*/
```

Factor 33 = EC: delegating/supervising

```
(.0.4475920611 *p13_15m ) + /* 45 public-delegate activities */
(.0.4240603923 *p13_23m ) + /* 42 ext mgr-delegate activities */
(.0.4182169172 *p13_14m ) + /* 42 clients-delegate activities */
(.0.4180342427 *p13_24m ) + /* 42 ext exec-delegate activities */
(.0.4153501536 *p13_22m ) + /* 42 ext non-mgr-delegate activities */
(.0.3972090861 *p13_21m ) + /* 39 civic org-delegate activities */
(.0.3864594225 *p13_23n ) + /* 39 ext mgr-supervise */
(.0.3802693436 *p13_24n ) + /* 38 ext exec-supervise */
(.0.3795285408 *p13_14n ) + /* 38 clients-supervise */
(.0.3771222807 *p13_15n ) + /* 38 public-supervise */
(.0.3339335005 *p13_21n ) + /* 33 civic org-supervise */
(.0.312142628 *p13_13n ) + /* 31 students-supervise */
(.0.3095123768 *p13_22n ) + /* 31 ext non-mgr-supervise */
(.0.3017400303 *p13_17m ) + /* 30 govt off-delegate activities */
(.0.2968784198 *p13_23l ) + /* 30 ext mgr-schedule activities */
(.0.2874117674 *p13_13m ) + /* 29 students-delegate activities */
(.0.2874084372 *p13_12n ) + /* 29 kids-supervise */
(.0.2834606364 *p13_24l ) + /* 28 ext exec-schedule activities */
(.0.2798262784 *p13_14l ) + /* 28 clients-schedule activities */
(.0.2766206963 *p13_12m ) + /* 28 kids-delegate activities */
(.0.2730569574 *p13_19m ) + /* 27 contractors-delegate activities */
(.0.2718999844 *p13_16n ) + /* 27 media-supervise */
(.0.2700317791 *p13_19n ) + /* 27 contractors-supervise */
(.0.2623390237 *p13_23k ) + /* 26 ext mgr-formal negotiate */
(.0.2621243167 *p13_16m ) + /* 26 media-delegate activities */
(.0.2619712045 *p13_22l ) + /* 26 ext non-mgr-schedule activities */
(.0.2582741822 *p13_20m ) + /* 26 unions-delegate activities */
(.0.2504281676 *p13_17n ) + /* 25 govt off-supervise */
(.0.2426454659 *p13_18m ) + /* 24 suppliers-delegate activities */
(.0.2414819898 *p13_15l ) + /* 24 public-schedule activities */
(.0.2385152094 *p13_12l ) + /* 24 kids-schedule activities */
(.0.2361468859 *p13_19l ) + /* 24 contractors-schedule activities */
(.0.2346739136 *p13_23p ) + /* 23 ext mgr-resolve conflicts */
(.0.229490798 *p13_18n ) + /* 23 suppliers-supervise */
(.0.2286923536 *p13_19o ) + /* 23 contractors-coach, train, instruct */
(.0.2228646807 *p13_13l ) + /* 22 students-schedule activities */
(.0.2224575982 *p13_21l ) + /* 22 civic org-schedule activities */
(.0.2206713597 *p13_18o ) + /* 22 suppliers-coach, train, instruct */
(.0.2204085316 *p13_24q ) + /* 22 ext exec-formal negotiate */
(.0.2197807154 *p13_24p ) + /* 22 ext exec-resolve conflicts */
(.0.2136050517 *p13_17l ) + /* 21 govt off-schedule activities */
(.0.2115886821 *p13_20n ) + /* 21 unions-supervise */
(-0.207685598 *p13_3j ) + /* -21 union rep-inform intview */
(.0.2065181531 *p13_13q ) + /* 21 students-formal negotiate */
(.0.2004685697 *p13_22p ) + /* 20 ext non-mgr-resolve conflicts */
0;
/*-----*/
```

Factor 34 = MDM: financial

```
(.0.6570849964 *p21_4q ) + /* 66 manage inv - indiv groups */
(.0.6555852105 *p21_4p ) + /* 66 manage inv - indiv emps */
(.0.6259105484 *decfr4 ) + /* 63 dec manage invest. */
(.0.6035601562 *p21_4r ) + /* 60 manage inv - entire depts. */
(.0.5067102307 *p21_4s ) + /* 51 manage inv - entire divisions */
(.0.3955464823 *p21_4o ) + /* 40 manage inv - implement to others report */
(.0.3805994574 *p21_4n ) + /* 38 manage inv - implement w/ others report */
(.0.364128382 *p21_1r ) + /* 36 budgets - entire depts. */
(.0.3624555897 *p21_1p ) + /* 36 budgets - indiv emps */
(.0.357500849 *p21_1q ) + /* 36 budgets - indiv groups */
(.0.3465696181 *p21_4m ) + /* 35 manage inv - implement w/ others no report */
(.0.3436155436 *p21_3p ) + /* 34 purch equip - indiv emps */
(.0.3417387102 *p21_3q ) + /* 34 purch equip - indiv groups */
(.0.3344410697 *decfr1 ) + /* 33 dec size of budgets */
(.0.3334530278 *decfr3 ) + /* 33 dec purchasing equip */
(.0.3113285703 *p21_4l ) + /* 31 manage inv - implement self */
(.0.3104664154 *p21_3r ) + /* 31 purch equip - entire depts. */
(.0.2906971968 *p21_1s ) + /* 29 budgets - entire divisions */
(.0.2653496964 *p21_6r ) + /* 27 emps salaries - entire depts. */
(.0.26050754 *p21_3o ) + /* 26 purch equip - implement to others report */
(.0.2562703951 *p21_6q ) + /* 26 emps salaries - indiv groups */
(.0.2498965046 *p21_5r ) + /* 25 # emps - entire depts. */
(.0.2489344235 *p21_1o ) + /* 25 budgets - implement to others report */
(.0.2423518187 *decfr7 ) + /* 24 dec est author and sup */
(.0.2401601012 *p21_7q ) + /* 24 est sup - indiv groups */
(.0.2374437306 *p21_6p ) + /* 24 emps salaries - indiv emps */
(.0.237062659 *p21_7p ) + /* 24 est sup - indiv emps */
(.0.2370424939 *p21_5p ) + /* 24 # emps - indiv emps */
(.0.2351370498 *decfr5 ) + /* 24 dec inc dec temps */
(.0.2341428933 *p21_3s ) + /* 23 purch equip entire divisions */
(.0.2338758521 *p21_7r ) + /* 23 est sup - entire depts. */
(.0.2337961599 *p21_4k ) + /* 23 manage inv - no implement */
(.0.2332828362 *decfr6 ) + /* 23 dec inc or dec salaries */
(.0.2317952449 *p21_5q ) + /* 23 # emps - indiv groups */
(.0.2273882959 *p21_2p ) + /* 23 purch mats - indiv emps */
(.0.224818952 *p21_2q ) + /* 22 purch mats - indiv groups */
(.0.2128549461 *p21_2r ) + /* 21 purch mats - entire depts. */
(.0.2061981205 *p21_5o ) + /* 21 # emps - implement to others report */
(.0.2017397174 *p21_1n ) + /* 20 budgets - implement w/ others report */
0;
/*-----*/
```

Factor 35 = IC: lower-level supervision

```
(.0.4982559366 *p13_2n ) + /* 50 mach wrkrs-supervise */
(.0.477311147 *p13_2m ) + /* 48 mach wrkrs-delegate activities */
(.0.4481253104 *p13_2l ) + /* 45 mach wrkrs-schedule activities */
(.0.4361903472 *p13_2p ) + /* 44 mach wrkrs-resolve conflicts */
(.0.4083023197 *p13_1n ) + /* 41 laborers-supervise */
(.0.3995325333 *p13_2o ) + /* 40 mach wrkrs-coach, train, instruct */
(.0.3884761677 *p13_1m ) + /* 39 laborers-delegate activities */
(.0.3768039697 *p13_1p ) + /* 38 laborers-resolve conflicts */
(.0.3755206195 *p13_1l ) + /* 38 laborers-schedule activities */
(.0.3664413188 *p25_23k ) + /* 37 long-handled tools /direct, correct, train */
(.0.3662100781 *p25_22k ) + /* 37 short-handled tools /direct, correct, train */
(.0.3658239414 *p25_24k ) + /* 37 measuring devices /direct, correct, train */
(.0.3612641951 *p25_21k ) + /* 36 electric powered tools /direct, correct, train */
(.0.3600701431 *p25_13k ) + /* 36 mobile manual tools /direct, correct, train */
(.0.343596194 *sup5 ) + /* 34 supervises machine workers */
(.0.3411967329 *p25_7k ) + /* 34 drilling mach /direct, correct, train */
(.0.338507191 *p25_5k ) + /* 34 cutting-forming mach/direct, correct, train */
(.0.3330830362 *p13_1o ) + /* 33 laborers-coach, train, instruct */
(.0.3184750777 *p25_14k ) + /* 32 mobile power tools /direct, correct, train */
/*-----*/
```

```

(0.3169073178 *p25_10k) + /* 32 moving mach/direct, correct, train */
(0.3165547321 *p25_15k) + /* 32 lt. wt. highway veh /direct, correct, train */
(0.3140407538 *p25_18k) + /* 31 utility veh /direct, correct, train */
(0.3040547164 *p25_6k) + /* 30 grinding, milling.. mach/direct, correct, train */
(0.2966077428 *p13_2j) + /* 30 mach wrkrs-inform intview */
(0.2957827531 *p25_16k) + /* 30 hvy. wt. highway veh /direct, correct, train */
(0.2948827044 *p25_17k) + /* 29 off-road veh /direct, correct, train */
(0.2878310968 *sup4) + /* 29 supervisors laborers */
(0.2659328292 *p13_2k) + /* 27 mach wrkrs-serve consultant */
(0.244144246 *p13_1j) + /* 24 laborers-inform intview */
(0.2245054438 *p13_1k) + /* 22 laborers-serve consultant */
(0.2157974424 *p13_3p) + /* 22 union rep-resolve conflicts */
(0.2106109186 *p13_2r) + /* 21 mach wrkrs-sell, persuade */
(0.2069639109 *p13_2i) + /* 21 mach wrkrs-take info, orders */
(0.2012118775 *p13_1i) + /* 20 laborers-take info, orders */
0;
/*-----*/

```

Factor 36 = IC: middle-level supervision

```

(0.3612695941 *p13_9o) + /* 36 1st sup-coach, train, instruct */
(0.3548512888 *p13_8o) + /* 35 tech sup-coach, train, instruct */
(0.3084650601 *p13_8k) + /* 31 tech sup-serve consultant */
(0.3035652449 *p21_7p) + /* 30 est sup - indiv emps */
(0.3035159641 *p13_9k) + /* 30 1st sup-serve consultant */
(0.3009068333 *p13_10o) + /* 30 mid-mgr-coach, train, instruct */
(0.3002154109 *p13_10k) + /* 30 mid-mgr-serve consultant */
(0.2935345474 *decfr7) + /* 29 dec est author and sup */
(0.2907529667 *p21_5p) + /* 29 # emps - indiv emps */
(0.2848333275 *decfr6) + /* 28 dec inc or dec salaries */
(0.2833592795 *p21_6p) + /* 28 emps salaries - indiv emps */
(0.2828484372 *p13_1lk) + /* 28 up-mgr-serve consultant */
(0.2806036041 *p21_7q) + /* 28 est sup - indiv groups */
(0.2788208623 *p13_7o) + /* 28 tech non-sup-coach, train, instruct */
(0.2776095505 *p13_8n) + /* 28 tech sup-supervise */
(0.2770624669 *decfr5) + /* 28 dec inc or dec #emps */
(0.2734550125 *p13_5o) + /* 27 clerical-coach, train, instruct */
(0.2707806956 *p13_9n) + /* 27 1st sup-supervise */
(0.2700574431 *p21_5q) + /* 27 # emps - indiv groups */
(0.2576133943 *p13_8m) + /* 26 tech sup-delegate activities */
(0.2504033639 *p13_23k) + /* 25 ext mgr-serve consultant */
(0.2481159499 *p13_1lo) + /* 25 up-mgr-coach, train, instruct */
(0.2443907503 *sup11) + /* 24 supervises tech sup */
(0.2403685817 *p13_17k) + /* 24 govt off-serve consultant */
(0.2403017688 *p13_7n) + /* 24 tech non-sup-supervise */
(0.2370862162 *p13_9p) + /* 24 1st sup-resolve conflicts */
(0.2324065911 *p13_5k) + /* 23 clerical-serve consultant */
(0.2299196318 *p13_8p) + /* 23 tech sup-resolve conflicts */
(0.2237274631 *p13_9m) + /* 22 1st sup-delegate activities */
(0.2215121134 *p13_7m) + /* 22 tech non-sup-delegate activities */
(0.2213790672 *p13_9r) + /* 22 1st sup-sell, persuade */
(0.2213106464 *p13_5n) + /* 22 clerical-supervise */
(0.2207459648 *p13_7k) + /* 22 tech non-sup-serve consultant */
(0.2161941149 *p13_22k) + /* 22 ext non-mgr-serve consultant */
(0.2160845671 *p21_5r) + /* 22 # emps - entire depts. */
(0.2147362393 *p13_16k) + /* 21 media-serve consultant */
(0.21281205 *p21_7r) + /* 21 est sup - entire depts. */
(0.2121490174 *p13_23o) + /* 21 ext mgr-coach, train, instruct */
(0.2103634507 *p13_7p) + /* 21 tech non-sup-resolve conflicts */
(0.2091071729 *p13_5p) + /* 21 clerical-resolve conflicts */
(0.2054159572 *p13_15k) + /* 21 public-serve consultant */
(0.2044068952 *p13_17o) + /* 20 govt off-coach, train, instruct */
(0.2033295546 *p13_8i) + /* 20 tech sup-schedule activities */
(0.2010087286 *sup12) + /* 20 supervises 1st line sups */
0;
/*-----*/

```

Factor 37 = IC: sales/service supervision

```

(0.5573851729 *p13_4p) + /* 56 service-resolve conflicts */
(0.5425004012 *p13_4n) + /* 54 service-supervise */
(0.5388882473 *p13_4o) + /* 54 service-coach, train, instruct */
(0.5272714565 *p13_4j) + /* 53 service-inform intview */
(0.5138371438 *p13_4i) + /* 51 service-schedule activities */
(0.4950812893 *p13_4k) + /* 50 service-serve consultant */
(0.4756370899 *p13_4m) + /* 48 service-delegate activities */
(0.4712030945 *contac4) + /* 47 freq contact service */
(0.4578485003 *p13_4i) + /* 46 service-take info, orders */
(0.403349105 *p13_4r) + /* 40 service-sell, persuade */
(0.3999593729 *p13_4u) + /* 40 service-physical safety */
(0.3428153918 *p13_4s) + /* 34 service-entertain */
(0.3372339865 *p13_4q) + /* 34 service-formal negotiate */
(0.3017513136 *p13_4t) + /* 30 service-treatment/therapy */
(0.2942792859 *contac6) + /* 29 freq contact sales */
(0.2923685096 *p13_6p) + /* 29 sales-resolve conflicts */
(0.286897572 *p13_6n) + /* 29 sales-supervise */
(0.278381022 *p13_6j) + /* 28 sales-inform intview */
(0.271199462 *p13_20m) + /* 28 unions-delegate activities */
(0.2743302421 *p13_6m) + /* 27 sales-delegate activities */
(0.2679000421 *p13_6u) + /* 27 sales-physical safety */
(0.2621859122 *p13_6i) + /* 26 sales-take info, orders */
(0.2513857457 *p13_3r) + /* 25 union rep-sell, persuade */
(0.2481424734 *p13_3o) + /* 25 union rep-coach, train, instruct */
(0.2344680569 *sup7) + /* 23 supervises personal service emps */
(0.2342081242 *p13_6o) + /* 23 sales-coach, train, instruct */
(0.2332324387 *p13_6k) + /* 23 sales-serve consultant */
(0.2278046167 *p13_20n) + /* 23 unions-supervise */
(0.2249527151 *p13_6l) + /* 22 sales-schedule activities */
(0.2238276755 *p13_1r) + /* 22 laborers-sell, persuade */
(0.2217755444 *sup9) + /* 22 supervises marketing emps */
(0.2199285551 *p13_3n) + /* 22 union rep-supervise */
(0.2164218436 *p13_3k) + /* 22 union rep-serve consultant */
(0.2067285084 *p13_3q) + /* 21 union rep-formal negotiate */
(0.2002262983 *p13_3p) + /* 20 union rep-resolve conflicts */
0;
/*-----*/

```

Factor 38 = Language use/programming

```

(0.5195104832 *p19_5n) + /* 52 comp. prog. lang/edit, revise */
(0.5064301564 *p19_5l) + /* 51 comp. prog. lang/write,compose */
(0.4725854016 *infofr5) + /* 47 freq. use info/comp. prog. lang */
(0.4225059977 *p19_6n) + /* 42 other comp. lang/edit, revise */
(0.4204530915 *p19_6l) + /* 42 other comp. lang/write,compose */
(0.4155483745 *p19_5p) + /* 42 comp. prog. lang/copy, transcribe */
(0.4029755053 *p19_5o) + /* 40 comp. prog. lang/summarize */
(0.401799585 *p19_5m) + /* 40 comp. prog. lang/translate */
(0.3692643947 *infofr6) + /* 37 freq. use info/other comp. lang */
(0.3556716999 *p19_6o) + /* 36 other comp. lang/summarize */
(0.3450779658 *p19_6p) + /* 35 other comp. lang/copy, transcribe */
(0.3450172698 *p19_6m) + /* 35 other comp. lang/translate */
(0.3436718803 *p25_1l) + /* 34 personal comp/test, debug, diagnose */
0;
/*-----*/

```

```

(0.2808410551 *p25_2i) + /* 28 mainframe comp/test, debug, diagnose */
(0.2631376187 *p17_16i) + /* 26 add/sub - on the job exp */
(0.2624609831 *p25_3i) + /* 26 other keyboard equip /test, debug, diagnose */
(0.259076179 *p25_1j) + /* 26 personal comp/assemble, repair */
(0.252774275 *p25_4i) + /* 25 standard office equip/test, debug, diagnose */
(0.2547896796 *p17_17i) + /* 25 div/mult - on the job exp */
(0.2242094436 *p19_2n) + /* 22 written English/edit, revise */
(0.2220614499 *p17_18i) + /* 22 basic stats - on the job exp */
(0.2176689712 *p19_1n) + /* 22 spoken English/edit, revise */
(0.2155148823 *p17_18k) + /* 22 basic stats - school */
(0.2122812704 *p25_2h) + /* 21 mainframe comp/start, stop, monitor */
(0.2121309247 *p17_16j) + /* 21 add/sub - on the job training */
(0.2116541255 *p19_1p) + /* 21 spoken English/copy, transcribe */
(0.2110016566 *p19_2p) + /* 21 written English/copy, transcribe */
(0.2084389257 *p25_1k) + /* 21 personal comp/direct, correct, train */
(0.2076242356 *p25_1h) + /* 21 personal comp/start, stop, monitor */
(0.2048600839 *p17_17k) + /* 20 div/mult - school */
(0.2043049624 *p17_17j) + /* 20 div/mult - on the job training */
(0.2038026643 *p17_16k) + /* 20 add/sub - school */
(0.2001295592 *p21_1lm) + /* 20 mod/impr oper - implement w/ others no report */
0;
/*-----*/

```

Factor 39 = Language use/foreign

```

(0.7386457724 *p19_4l) + /* 74 written foreign/write,compose */
(0.7146622734 *p19_3l) + /* 71 spoken foreign/write,compose */
(0.7118192993 *p19_4m) + /* 71 written foreign/translate */
(0.7083329471 *p19_3n) + /* 71 spoken foreign/edit, revise */
(0.7056366086 *p19_4n) + /* 71 written foreign/edit, revise */
(0.6884545209 *p19_4p) + /* 69 written foreign/copy, transcribe */
(0.6648056154 *p19_4o) + /* 66 written foreign/summarize */
(0.6542682281 *p19_3p) + /* 65 spoken foreign/copy, transcribe */
(0.6326290685 *p19_3o) + /* 63 spoken foreign /summarize */
(0.6101382906 *infofr4) + /* 61 freq. use info/written foreign */
(0.5910118465 *p19_3m) + /* 59 spoken foreign /translate */
(0.4911370046 *infofr3) + /* 49 freq. use info/spoken foreign */
(0.2884153476 *p19_2m) + /* 29 written English/translate */
(0.2865588465 *p19_1m) + /* 29 spoken English/translate */
0;
/*-----*/

```

Factor 40 = EC: PT/mid-level conflicts

```

(0.3403781032 *p15_9o) + /* 34 ext tech-resolve conflict */
(0.3168063585 *p15_9p) + /* 32 ext prof-resolve conflict */
(0.2976843543 *p15_9f) + /* 30 area non-sup-resolve conflict */
(0.2974329838 *meetfr9) + /* 30 att-resolve conflict */
(0.2968118816 *p15_9q) + /* 30 ext sup/midmgr-resolve conflict */
(0.2952302444 *p15_9n) + /* 30 ext non-sup-resolve conflict */
(0.2927955602 *p15_9g) + /* 29 area prof/tech-resolve conflict */
(0.2731436524 *p15_9k) + /* 27 non-area prof/tech-resolve conflict */
(0.2716763359 *p15_9h) + /* 27 area sup/midmgr-resolve conflict */
(0.2492803308 *p15_21f) + /* 25 area non-sup-chr-resolve conflict */
(0.2448600728 *p15_12f) + /* 24 area non-sup-set policy/proc */
(0.2372353375 *meetfr21) + /* 24 chair-resolve conflict */
(0.2352612985 *p15_9r) + /* 24 ext execs-resolve conflict */
(0.233458285 *p15_21g) + /* 23 area prof/tech-chr-resolve conflict */
(0.231881932 *p15_12o) + /* 23 ext tech-set policies/procs */
(0.2262082081 *p15_21o) + /* 23 ext tech-resolve conflict */
(0.2255082284 *p15_12p) + /* 23 ext prof-set policies/procs */
(0.2241534288 *p13_23p) + /* 22 ext mgr-resolve conflicts */
(0.2228535351 *p13_22p) + /* 22 ext non-mgr-resolve conflicts */
(0.221871937 *p15_9j) + /* 22 non-area non-sup-resolve conflict */
(0.2216368238 *p15_21p) + /* 22 ext prof-resolve conflict */
(0.218242232 *meetfr12) + /* 22 att-set policies/procs */
(0.2149772314 *p15_10o) + /* 21 ext tech-eval opt/make dec */
(0.2108085177 *p13_14p) + /* 21 clients-resolve conflicts */
(0.2067599901 *p15_12g) + /* 21 area prof/tech-set policy/proc */
(0.2065097873 *p15_9l) + /* 21 non-area sup/midmgr-resolve conflict */
(0.204222174 *p15_10n) + /* 20 ext non-sup-eval opt/make dec */
(-0.203485839 *p15_17l) + /* 20 non-area-sup/midmgr-chr/train educate */
(0.2017765223 *p13_19p) + /* 20 contractors-resolve conflicts */
0;
/*-----*/

```

Factor 41 = EC: projects/people supervising

```

(0.2760152268 *p15_4p) + /* 28 ext prof-schedule work acts */
(0.2690377126 *p15_6l) + /* 27 non-area-sup/midmgr-sup/eval proj/peop */
(0.2623874856 *p15_4o) + /* 26 ext tech-schedule work acts */
(0.260566723 *p15_4v) + /* 26 public-schedule work acts */
(0.2566074287 *p15_6q) + /* 26 ext sup/midmgr-sup/eval proj/peop */
(0.2563080308 *p15_6j) + /* 26 non-area non-sup-sup/eval proj/peop */
(0.2561592204 *p15_6n) + /* 26 ext non-sup-sup/eval proj/peop */
(0.254602762 *p15_4q) + /* 26 ext sup/midmgr-schedule work acts */
(0.2512578596 *p15_4t) + /* 25 ext govt off-schedule work acts */
(0.238882947 *p15_9l) + /* 24 ext prof-sup/eval proj/peop */
(0.23857894 *p15_6o) + /* 24 ext tech-sup/eval proj/peop */
(0.2378505353 *p15_6k) + /* 24 non-area prof/tech-sup/eval proj/peop */
(0.230274062 *p15_4k) + /* 23 non-area prof/tech-schedule work actv */
(0.2289695005 *p15_4n) + /* 23 ext non-sup-schedule work acts */
(0.2248611401 *p15_4l) + /* 22 non-area-sup/midmgr-schedule work actv */
(0.2206583983 *p15_6v) + /* 22 public-sup/eval proj/peop */
(0.2182864079 *p13_24l) + /* 22 ext exec-schedule activities */
(0.2165229973 *p15_6g) + /* 22 area prof/tech-sup/eval proj/peop */
(0.215894072 *p15_4w) + /* 22 custs/clients-schedule work acts */
(0.2116586418 *p15_4j) + /* 21 non-area non-sup-schedule work actv */
(0.2104544134 *p15_4u) + /* 21 press/media-schedule work acts */
(0.2098999995 *p15_4r) + /* 21 ext execs-schedule work acts */
(0.2086377127 *p15_4s) + /* 21 ext reg off/tech-schedule work acts */
(0.2070323381 *p15_12v) + /* 21 public-set policies/procs */
(0.2061181671 *p15_4m) + /* 21 non-area execs-schedule work actv */
(0.2047884352 *p15_6h) + /* 20 area sup/midmgr-sup/eval proj/peop */
(0.2044809893 *p15_18j) + /* 20 non-area non-sup-chr-sup/eval proj/peop */
(0.2008750367 *p15_18k) + /* 20 non-area prof/tech-chr-sup/eval proj/peop */
0;
/*-----*/

```

Factor 42 = MDM: strat planning, entire org

```

(0.4333868537 *p21_18t) + /* 43 closing oper - entire organization */
(0.4253296887 *p21_21t) + /* 43 close proj - entire organization */
(0.4142197828 *p21_20t) + /* 41 diac serv - entire organization */
(0.3977931667 *p21_16t) + /* 40 add prod - entire organization */
(0.3930667674 *p21_12t) + /* 39 eval oper - entire organization */
(0.3894735645 *p21_22t) + /* 39 acq bus - entire organization */
(0.3867150565 *p21_19t) + /* 39 disc prod - entire organization */
(0.3840545429 *p21_24t) + /* 38 sell bus - entire organization */
(0.3774981206 *p21_17t) + /* 38 change serv - entire organization */
(0.3665864555 *p21_11t) + /* 37 mod/impr oper - entire organization */
(0.3648520235 *p21_15t) + /* 36 new proj - entire organization */
0;
/*-----*/

```

```

(0.350989068 *p21_23t ) + /* 35 start bus - entire organization */
(0.3506052076 *p21_3t ) + /* 35 purch equip - entire organization */
(0.32581165 *p21_14t ) + /* 33 annual perf - entire organization */
(0.3145533703 *p21_1t ) + /* 31 budgets - entire organization */
(0.314264053 *p21_13t ) + /* 31 s-t perf - entire organization */
(0.3115260364 *p21_10t ) + /* 31 equip/process - entire organization */
(0.309897616 *p21_8t ) + /* 31 est proc/pol - entire organization */
(0.2939888008 *p21_24k ) + /* 29 sell bus - no implement */
(0.2809283344 *p21_2t ) + /* 28 purch mats - entire organization */
(0.2732757704 *p21_4t ) + /* 27 manage inv - entire organization */
(0.2640214221 *p21_5t ) + /* 26 # emps - entire organization */
(0.2283271096 *p21_9t ) + /* 23 emp resp - entire organization */
(0.2255274246 *p21_22k ) + /* 23 acq bus - no implement */
(0.2188520167 *p21_6t ) + /* 22 emps salaries - entire organization */
(0.2176182238 *p21_7t ) + /* 22 est sup - entire organization */
(-0.212655754 *p21_24l ) + /* -21 sell bus - implement self */
0;

```

/*-----*/

Factor 43 = air vehicles

```

(0.8487328196 *charfr4 ) + /* 85 freq. char-activity/ control your work/sch */
(0.8487328196 *damepe19 ) + /* 85 damage people/air veh */
(0.8316626727 *dameq19 ) + /* 83 damage equip/air veh */
(0.7091281656 *eqfr19 ) + /* 71 freq. use/oversee air veh */
(0.5511765498 *p25_19f ) + /* 55 air veh/operate, control */
(0.4808852263 *p25_19k ) + /* 48 air veh /direct, correct, train */
(0.4068395059 *p25_19h ) + /* 41 air veh /start, stop, monitor */
(0.3900869475 *p25_19g ) + /* 39 air veh /feed-remove material */
(0.2804804527 *p25_19i ) + /* 28 air veh /test, debug, diagnose */
(0.2804804527 *p25_19j ) + /* 28 air veh /assemble, repair */

```