

Appendix A

Selected Factor Pattern Loadings (> .30) for 78-Factor CMQ First-Order Solution for 1,222 Items

/*-----*/			Scale3 =	0.309 (p15_23m) non-area execs-chr-solve problems		
Scale1 =			0.709 (p15_23n) ext non-sup-chr-solve problems			0.305 (p15_10k) non-area prof/tech-eval opt/make dec
0.664 (p15_8l) non-area-sup/midmgr-formal negotiate			0.692 (p15_22n) ext non-sup-chr-eval opt/mk dec			0.301 (p15_11j) non-area non-sup-diagnose/solve probs
0.655 (meetfr8) att-bargain/negotiate			0.629 (p15_21n) ext non-sup-resolve conflict			0.301 (p15_22m) non-area execs-chr-eval opt/mk dec
0.652 (p15_8k) non-area prof/tech-formal negotiate			0.615 (p15_15n) ext non-sup-chr/frml exch info			0.301 (p15_16k) non-area prof/tech-chr/schedule work acts
0.647 (p15_20k) non-area prof/tech-chr-frml negotiate			0.587 (p15_14n) ext non-sup-chr/infrml exch info			/*-----*/
0.647 (meetfr20) chair-bargain/negotiate			0.585 (p15_16n) ext non-sup-chr/schedule work acts			Scale5 =
0.644 (p15_20l) non-area-sup/midmgr-chr-frml negotiate			0.571 (p15_18n) ext non-sup-chr-sup/eval proj/peop			0.550 (p15_23g) area prof/tech-chr-solve problems
0.641 (p15_8h) area sup/midmgr-formal negotiate			0.560 (p15_13n) ext non-sup-chr/consult/give info			0.537 (p15_22g) area prof/tech-chr-eval opt/mk dec
0.636 (p15_8g) area prof/tech-formal negotiate			0.502 (p15_24n) ext non-sup-chr-set policy/proc			0.525 (p15_14g) area prof/tech-chr/infrml exch info
0.633 (p15_8q) ext sup/midmgr-formal negotiate			0.454 (p15_17n) ext non-sup-chr/train educate			0.520 (p15_15g) area prof/tech-chr/frml exch info
0.625 (p15_20g) area prof/tech-chr-frml negotiate			0.451 (p15_22j) non-area non-sup-chr-eval opt/mk dec			0.497 (p15_13g) area prof/tech-chr/consult/give info
0.622 (p15_20q) ext sup/midmgr-chr-frml negotiate			0.427 (p15_23j) non-area non-sup-chr-solve problems			0.481 (p15_10g) area prof/tech-eval opt/make dec
0.618 (p15_20h) area sup/midmgr-chr-frml negotiate			0.401 (p15_21j) non-area non-sup-chr-resolve conflict			0.453 (p15_11g) area prof/tech-diagnose/solve probs
0.606 (p15_20p) ext prof-chr-frml negotiate			0.391 (p15_11n) ext non-sup-diagnose/solve probs			0.411 (p15_21g) area prof/tech-chr-resolve conflict
0.598 (p15_8p) ext prof-formal negotiate			0.391 (p15_10n) ext non-sup-eval opt/make dec			0.410 (p15_2g) area prof/tech-chr-infrml exchange info
0.562 (p15_20o) ext tech-chr-frml negotiate			0.368 (p15_18j) non-area non-sup-chr-sup/eval proj/peop			0.409 (p15_1g) area prof/tech-consult/give info
0.561 (p15_8o) ext tech-formal negotiate			0.365 (p15_9n) ext non-sup-resolve conflict			0.402 (p15_3g) area prof/tech-formal exchange info
0.551 (p15_8r) ext execs-formal negotiate			0.361 (p15_15j) non-area non-sup-chr/frml exch info			0.400 (p15_4g) area prof/tech-schedule work activ
0.546 (p15_8m) non-area execs-formal negotiate			0.348 (p15_6n) ext non-sup-sup/eval proj/peop			0.398 (p15_16g) area prof/tech-chr/schedule work acts
0.525 (p15_20r) ext execs-chr-frml negotiate			0.347 (p15_20n) ext non-sup-chr-frml negotiate			0.390 (p15_15k) non-area prof/tech-chr/frml exch info
0.483 (p15_8i) area execs-formal negotiate			0.341 (p15_16j) non-area non-sup-chr/schedule work acts			0.382 (p15_22k) non-area prof/tech-chr-eval opt/mk dec
0.478 (p15_20m) non-area execs-chr-frml negotiate			0.335 (p15_12n) ext non-sup-set policies/procs			0.379 (p15_14k) non-area prof/tech-chr/infrml exch info
0.474 (p15_8j) non-area non-sup-formal negotiate			0.322 (p15_24j) non-area non-sup-chr-set policy/proc			0.378 (p15_17g) area prof/tech-chr/train educate
0.466 (p15_8f) area non-sup-formal negotiate			0.320 (p15_14j) non-area non-sup-chr/infrml exch info			0.372 (p15_23k) non-area prof/tech-chr-solve problems
0.452 (p15_20j) non-area non-sup-chr-frml negotiate			0.312 (p15_22q) ext sup/midmgr-chr-eval opt/mk dec			0.368 (p15_9g) area prof/tech-resolve conflict
0.447 (p15_20f) area non-sup-chr-frml negotiate			0.307 (p15_13j) non-area non-sup-chr/consult/give info			0.362 (p15_13k) non-area prof/tech-chr/consult/give info
0.436 (p15_8n) ext non-sup-formal negotiate			0.304 (p15_23q) ext sup/midmgr-chr-solve problems			0.353 (p15_24g) area prof/tech-chr-set policy/proc
0.436 (p15_20i) area execs-chr-frml negotiate			0.303 (p15_19n) ext non-sup-chr-persuade/sell			0.343 (p15_5g) area prof/tech-train instruct
0.420 (p15_20n) ext non-sup-chr-frml negotiate			0.303 (p15_4n) ext non-sup-schedule work acts			0.339 (p15_6g) area prof/tech-sup/eval proj/peop
0.382 (p15_8w) custs/clients-formal negotiate			/*-----*/			0.331 (p15_12g) area prof/tech-set policy/proc
0.367 (p15_20w) custs/clients-chr-frml negotiate			Scale4 =			0.326 (p15_15p) ext prof-chr/frml exch info
0.345 (p15_8t) ext govt off-formal negotiate			0.538 (p15_14l) non-area-sup/midmgr-chr/infrml exch info			0.320 (p15_18g) area prof/tech-chr-sup/eval proj/peop
0.336 (p15_8s) ext reg off/tech-formal negotiate			0.514 (p15_23l) non-area-sup/midmgr-chr-solve problems			0.318 (p15_23p) ext prof-chr-solve problems
0.321 (p15_20t) ext govt off-chr-frml negotiate			0.513 (p15_15l) non-area-sup/midmgr-chr/frml exch info			0.316 (p15_10k) non-area prof/tech-eval opt/make dec
/*-----*/			0.512 (p15_22l) non-area-sup/midmgr-chr-eval opt/mk dec			0.312 (p15_3k) non-area prof/tech-formal exchange info
Scale2 =			0.511 (p15_13l) non-area-sup/midmgr-chr/consult/give info			0.307 (p15_22p) ext prof-chr-eval opt/mk dec
0.698 (p15_15w) custs/clients-chr/frml exch info			0.445 (p15_11l) non-area-sup/midmgr-diagnose/solve probs			0.307 (p15_11k) non-area prof/tech-diagnose/solve probs
0.697 (p15_23w) custs/clients-chr-solve problems			0.433 (p15_10l) non-area-sup/midmgr-eval opt/make dec			0.304 (p15_13p) ext prof-chr/consult/give info
0.693 (p15_22w) custs/clients-chr-eval opt/mk dec			0.419 (p15_16l) non-area-sup/midmgr-chr/schedule work acts			/*-----*/
0.675 (p15_14w) custs/clients-chr/infrml exch info			0.413 (p15_14k) non-area prof/tech-chr/infrml exch info			Scale6 =
0.673 (p15_13w) custs/clients-chr/consult/give info			0.409 (p15_14j) non-area non-sup-chr/infrml exch info			0.686 (p15_23s) ext reg off/tech-chr-solve problems
0.667 (p15_11w) custs/clients-diagnose/solve probs			0.396 (p15_23k) non-area prof/tech-chr-solve problems			0.669 (p15_22s) ext reg off/tech-chr-eval opt/mk dec
0.651 (p15_10w) custs/clients-eval opt/make dec			0.394 (p15_17l) non-area-sup/midmgr-chr/train educate			0.666 (p15_15s) ext reg off/tech-chr/frml exch info
0.599 (p15_21w) custs/clients-resolve conflict			0.390 (p15_23j) non-area non-sup-chr-solve problems			0.664 (p15_14s) ext reg off/tech-chr/infrml exch info
0.596 (p15_3w) custs/clients-formal exchange info			0.386 (p15_2l) non-area-sup/midmgr-infrml exch info			0.657 (p15_13s) ext reg off/tech-chr/consult/give info
0.582 (p15_16w) custs/clients-chr/schedule work acts			0.382 (p15_13j) non-area non-sup-chr/consult/give info			0.650 (p15_21s) ext reg off/tech-resolve conflict
0.563 (p15_2w) custs/clients-infrml exchange info			0.378 (p15_15k) non-area prof/tech-chr/frml exch info			0.621 (p15_16s) ext reg off/tech-chr/schedule work acts
0.560 (p15_1w) custs/clients-consult/give info			0.378 (p15_13k) non-area prof/tech-chr/consult/give info			0.598 (p15_24s) ext reg off/tech-chr-set policy/proc
0.556 (p15_9w) custs/clients-resolve conflict			0.373 (p15_15j) non-area non-sup-chr/frml exch info			0.592 (p15_17s) ext reg off/tech-chr/train educate
0.552 (p15_4w) custs/clients-schedule work acts			0.371 (p15_22k) non-area prof/tech-chr-eval opt/mk dec			0.587 (p15_18s) ext reg off/tech-chr-sup/eval proj/peop
0.542 (p15_18w) custs/clients-chr-sup/eval proj/peop			0.371 (p15_18l) non-area-sup/midmgr-chr-sup/eval proj/peop			0.574 (p15_20s) ext reg off/tech-chr-frml negotiate
0.537 (p15_17w) custs/clients-chr/train educate			0.369 (p15_24l) non-area-sup/midmgr-chr-set policy/proc			0.527 (p15_11s) ext reg off/tech-diagnose/solve probs
0.520 (p15_24w) custs/clients-chr-set policy/proc			0.365 (p15_3l) non-area-sup/midmgr-formal exch info			0.525 (p15_10s) ext reg off/tech-eval opt/make dec
0.489 (p15_5w) custs/clients-train instruct			0.361 (p15_22j) non-area non-sup-chr-eval opt/mk dec			0.489 (p15_12s) ext reg off/tech-set policies/procs
0.487 (p15_6w) custs/clients-sup/eval proj/peop			0.345 (p15_12l) non-area-sup/midmgr-set policy/proc			0.488 (p15_9s) ext reg off/tech-resolve conflict
0.480 (p15_12w) custs/clients-set policies/procs			0.341 (p15_14m) non-area execs-chr/infrml exch info			0.483 (p15_4s) ext reg off/tech-schedule work acts
0.440 (p15_19w) custs/clients-chr-persuade/sell			0.338 (p15_21l) non-area-sup/midmgr-chr-resolve conflict			0.481 (p15_8s) ext reg off/tech-formal negotiate
0.431 (p15_7w) custs/clients-persuade/sell			0.338 (p15_11l) non-area-sup/midmgr-consult/give info			0.476 (p15_19s) ext reg off/tech-chr-persuade/sell
0.416 (p15_8w) custs/clients-formal negotiate			0.338 (p15_17j) non-area non-sup-chr/train educate			0.440 (p15_2s) ext reg off/tech-infrml exchange info
0.405 (p15_20w) custs/clients-chr-frml negotiate			0.326 (p15_15m) non-area execs-chr/frml exch info			0.438 (p15_3s) ext reg off/tech-formal exchange info
/*-----*/			0.321 (p15_13m) non-area execs-chr/consult/give info			0.431 (p15_6s) ext reg off/tech-sup/eval proj/peop
			0.319 (p15_11k) non-area prof/tech-diagnose/solve probs			
			0.312 (p15_4l) non-area-sup/midmgr-schedule work activ			

0.426 (p15_5s) ext reg off/tech-train instruct
0.413 (p15_1s) ext reg off/tech-consult/give info
0.389 (p15_7s) ext reg off/tech-persuade/sell

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Scale7 =

0.632 (p15_15r) ext execs-chr/frml exch info
0.631 (p15_14r) ext execs-chr/infrml exch info
0.594 (p15_13r) ext execs-chr/consult/give info
0.551 (p15_22r) ext execs-chr-eval opt/mk dec
0.543 (p15_23r) ext execs-chr-solve problems
0.503 (p15_17r) ext execs-chr/train educate
0.481 (p15_11r) ext execs-diagnose/solve probs
0.480 (p15_10r) ext execs-eval opt/make dec
0.480 (p15_24r) ext execs-chr-set policy/proc
0.475 (p15_18r) ext execs-chr-sup/eval proj/peop
0.468 (p15_21r) ext execs-resolve conflict
0.436 (p15_16r) ext execs-chr/schedule work acts
0.417 (p15_6r) ext execs-sup/eval proj/peop
0.408 (p15_12r) ext execs-set policies/procs
0.395 (p15_3r) ext execs-formal exchange info
0.386 (p15_13q) ext sup/midmgr-chr/consult/give info
0.385 (p15_15q) ext sup/midmgr-chr/frml exch info
0.380 (p15_9r) ext execs-resolve conflict
0.378 (p15_2r) ext execs-infrml exchange info
0.370 (p15_1r) ext execs-consult/give info
0.363 (p15_14q) ext sup/midmgr-chr/infrml exch info
0.353 (p15_19r) ext execs-chr-persuade/sell
0.347 (p15_17q) ext sup/midmgr-chr/train educate
0.347 (p15_4r) ext execs-schedule work acts
0.312 (p15_5r) ext execs-train instruct
0.309 (p15_24q) ext sup/midmgr-chr-set policy/proc
0.303 (p15_20r) ext execs-chr-frml negotiate

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Scale8 =

0.701 (p25_17h) off-road veh /start, stop, monitor
0.693 (p25_17i) off-road veh /test, debug, diagnose
0.630 (p25_17j) off-road veh /assemble, repair
0.629 (p25_17g) off-road veh /feed-remove material
0.556 (p25_17f) off-road veh/operate, control
0.535 (p25_16h) hvy. wt. highway veh /start, stop, monitor
0.523 (p25_16i) hvy. wt. highway veh /test, debug, diagnose
0.505 (p25_16g) hvy. wt. highway veh /feed-remove material
0.495 (p25_18j) utility veh /assemble, repair
0.489 (p25_16j) hvy. wt. highway veh /assemble, repair
0.473 (p25_14j) mobile power tools /assemble, repair
0.472 (p25_17k) off-road veh /direct, correct, train
0.470 (p25_14i) mobile power tools /test, debug, diagnose
0.466 (p25_14g) mobile power tools /feed-remove material
0.465 (eqfr17) freq. use/oversee off-road veh
0.460 (p25_18i) utility veh /test, debug, diagnose
0.452 (p25_16f) hvy. wt. highway veh/operate, control
0.436 (p25_18g) utility veh /feed-remove material
0.431 (p25_14h) mobile power tools /start, stop, monitor
0.422 (p25_18h) utility veh /start, stop, monitor
0.392 (eqfr16) freq. use/oversee hvy. wt. highway veh
0.372 (p25_15i) lt. wt. highway veh /test, debug, diagnose
0.364 (p25_15j) lt. wt. highway veh /assemble, repair
0.343 (p25_16k) hvy. wt. highway veh /direct, correct, train
0.327 (p25_13j) mobile manual tools/assemble, repair
0.306 (p25_14f) mobile power tools/operate, control
0.301 (eqfr18) freq. use/oversee utility veh

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Scale9 =

0.623 (actfr19) push heavy
0.614 (actfr15) lift heavy
0.606 (actfr18) push medium
0.602 (actfr20) push very heavy
0.563 (actfr16) lift very heavy
0.555 (actfr14) lift medium

0.549 (actfr23) repeated exertions of force
0.533 (actfr24) exert short bursts of max effort
0.533 (actfr22) rapid/repeated body movements
0.496 (actfr25) exert sustained effort long periods
0.493 (actfr17) push light
0.493 (actfr21) extend body
0.493 (actfr12) fast arm movements
0.457 (actfr27) maintain your balance
0.417 (actfr11) arm-hand steadiness
0.412 (actfr6) climb
0.402 (actfr8) precise arm-hand movements
0.399 (actfr13) lift light
0.393 (actfr1) kneel, crouch, crawl
0.383 (actfr9) precise finger movements
0.351 (actfr26) move/find objects w/o seeing
0.335 (actfr3) stand long periods
0.314 (actfr5) run

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Scale10 =

0.625 (p15_22i) area execs-chr-eval opt/mk dec
0.623 (p15_23i) area execs-chr-solve problems
0.577 (p15_21i) area execs-chr-resolve conflict
0.566 (p15_24i) area execs-chr-set policy/proc
0.548 (p15_16i) area execs-chr/schedule work acts
0.533 (p15_14i) area execs-chr/infrml exch info
0.527 (p15_15i) area execs-chr/frml exch info
0.526 (p15_18i) area execs-chr-sup/eval proj/peop
0.499 (p15_13i) area execs-chr/consult/give info
0.462 (p15_23m) non-area execs-chr-solve problems
0.451 (p15_17i) area execs-chr/train educate
0.447 (p15_22m) non-area execs-chr-eval opt/mk dec
0.425 (p15_24m) non-area execs-chr-set policy/proc
0.425 (p15_19i) area execs-chr-persuade/sell
0.416 (p15_16m) non-area execs-chr/schedule work acts
0.412 (p15_21m) non-area execs-chr-resolve conflict
0.406 (p15_18m) non-area execs-chr-sup/eval proj/peop
0.399 (p15_20i) area execs-chr-frml negotiate
0.379 (p15_14m) non-area execs-chr/infrml exch info
0.370 (p15_15m) non-area execs-chr/frml exch info
0.350 (p15_13m) non-area execs-chr/consult/give info
0.336 (p15_17m) non-area execs-chr/train educate
0.311 (p15_19m) non-area execs-chr-persuade/sell
0.304 (p15_11i) area execs-diagnose/solve probs

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Scale11 =

0.696 (p15_22t) ext govt off-chr-eval opt/mk dec
0.682 (p15_23t) ext govt off-chr-solve problems
0.646 (p15_14t) ext govt off-chr/infrml exch info
0.640 (p15_15t) ext govt off-chr/frml exch info
0.614 (p15_21t) ext govt off-resolve conflict
0.611 (p15_16t) ext govt off-chr/schedule work acts
0.594 (p15_13t) ext govt off-chr/consult/give info
0.586 (p15_11t) ext govt off-diagnose/solve probs
0.583 (p15_10t) ext govt off-eval opt/make dec
0.571 (p15_24t) ext govt off-chr-set policy/proc
0.553 (p15_18t) ext govt off-chr-sup/eval proj/peop
0.514 (p15_17t) ext govt off-chr/train educate
0.504 (p15_2t) ext govt off-infrml exchange info
0.498 (p15_1t) ext govt off-consult/give info
0.497 (p15_12t) ext govt off-set policies/procs
0.488 (p15_3t) ext govt off-formal exchange info
0.469 (p15_6t) ext govt off-sup/eval proj/peop
0.448 (p15_9t) ext govt off-resolve conflict
0.435 (p15_4t) ext govt off-schedule work acts
0.366 (p15_5t) ext govt off-train instruct
0.356 (p15_20t) ext govt off-chr-frml negotiate
0.337 (p15_19t) ext govt off-chr-persuade/sell
0.308 (p15_8t) ext govt off-formal negotiate

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Scale12 =

0.668 (p21_11q) mod/impr oper - indiv groups
0.659 (decfr12) dec evaluating operations
0.652 (p21_12q) eval oper - indiv groups
0.650 (decfr11) dec improving operations
0.600 (decfr13) dec setting short-term perf goals
0.587 (p21_13q) s-t perf - indiv groups
0.562 (decfr14) dec setting annual perf goals
0.540 (p21_14q) annual perf - indiv groups
0.504 (p21_10q) equip/process - indiv groups
0.499 (decfr10) dec det equip/process
0.436 (p21_11r) mod/impr oper - entire depts.
0.425 (p21_8q) est proc/pol - indiv groups
0.423 (p21_12r) eval oper - entire depts.
0.418 (decfr8) dec est work proc and pol
0.386 (p21_13r) s-t perf - entire depts.
0.386 (p21_14r) annual perf - entire depts.
0.371 (decfr15) dec taking new proj.
0.345 (decfr17) dec changing types of services
0.334 (p21_10r) equip/process - entire depts.
0.316 (decfr9) dec assign responsibilities

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Scale13 =

0.685 (p19_21) written English/write,compose
0.670 (p19_20) written English/summarize
0.664 (p19_10) spoken English/summarize
0.663 (p19_2n) written English/edit, revise
0.654 (p19_11) spoken English/write,compose
0.632 (p19_1n) spoken English/edit, revise
0.628 (p19_2p) written English/copy, transcribe
0.604 (p19_1p) spoken English/copy, transcribe
-0.471 (p25_25f) special write-draw devices/operate, control
0.364 (p19_2m) written English/translate
0.355 (p19_1m) spoken English/translate
-0.352 (mathfr1) math:add/sub
-0.350 (eqfr25) freq. use/oversee special write-draw devices
-0.334 (p13_2u) mach wrkrs-physical safety
-0.321 (p13_1u) laborers-physical safety
-0.311 (mathfr2) math:div/mult
0.308 (infofr6) freq. use info/other comp. lang

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Scale14 =

0.610 (p21_6r) emps salaries - entire depts.
0.593 (p21_6q) emps salaries - indiv groups
0.564 (p21_5r) # emps - entire depts.
0.562 (p21_7q) est sup - indiv groups
0.562 (decfr7) dec est author and sup
0.539 (p21_5q) # emps - indiv groups
0.537 (decfr6) dec inc or dec salaries
0.516 (p21_7r) est sup - entire depts.
0.507 (decfr5) dec inc or dec #emps
0.455 (p21_1r) budgets - entire depts.
0.452 (p21_1q) budgets - indiv groups
0.445 (decfr1) dec size of budgets
0.434 (p21_6s) emps salaries - entire divisions
0.328 (p21_5s) # emps - entire divisions
0.326 (p21_9r) emp resp - entire depts.
0.323 (p21_3r) purch equip - entire depts.
0.318 (p21_1s) budgets - entire divisions
0.307 (decfr3) dec purchasing equip

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Scale15 =

0.762 (p25_7f) drilling mach/operate, control
0.755 (p25_6f) grinding, milling.. mach/operate, control
0.725 (eqfr6) freq. use/oversee grinding-milling mach
0.717 (eqfr7) freq. use/oversee drilling mach
0.713 (p25_5f) cutting-forming mach/operate, control
0.696 (eqfr5) freq. use/oversee cutting-forming mach
0.626 (p25_7h) drilling mach /start, stop, monitor

0.616 (p25_6h) grinding, milling.. mach/start, stop, monitor
0.544 (p25_5h) cutting-forming mach/start, stop, monitor
0.505 (p25_6g) grinding, milling.. mach/feed-remove material
0.427 (p25_7g) drilling mach /feed-remove material
0.418 (p25_5g) cutting-forming mach/feed-remove material
0.370 (eqfr8) freq. use/oversee canning, bottling, pack mach
0.351 (p25_8f) canning, bottling mach/operate, control
0.334 (p25_7k) drilling mach /direct, correct, train
0.330 (p25_6j) grinding, milling.. mach/assemble, repair
0.320 (p25_6k) grinding, milling.. mach/direct, correct, train
0.318 (p25_5k) cutting-forming mach/direct, correct, train
0.312 (p25_7j) drilling mach /assemble, repair
0.306 (p25_21f) eclectic powered tools/operate, control

/*-----*/

Scale16 =

0.670 (p15_23v) public-chr-solve problems
0.656 (p15_14v) public-chr/infrml exch info
0.643 (p15_15v) public-chr/frml exch info
0.641 (p15_22v) public-chr-eval opt/mk dec
0.640 (p15_11v) public-diagnose/solve probs
0.630 (p15_21v) public-resolve conflict
0.618 (p15_10v) public-eval opt/make dec
0.604 (p15_13v) public-chr/consult/give info
0.550 (p15_9v) public-resolve conflict
0.496 (p15_17v) public-chr/train educate
0.482 (p15_3v) public-formal exchange info
0.471 (p15_2v) public-infrml exchange info
0.469 (p15_1v) public-consult/give info
0.463 (p15_16v) public-chr/schedule work acts
0.457 (p15_18v) public-chr-sup/eval proj/peop
0.415 (p15_6v) public-sup/eval proj/peop
0.390 (p15_5v) public-train instruct
0.388 (p15_24v) public-chr-set policy/proc
0.384 (p15_19v) public-chr-persuade/sell
0.333 (p15_4v) public-schedule work acts
0.333 (p15_20v) public-chr-frml negotiate
0.328 (p15_12v) public-set policies/procs
0.325 (p15_7v) public-persuade/sell

/*-----*/

Scale17 =

0.554 (p13_12o) kids-coach, train, instruct
0.543 (p13_13o) students-coach, train, instruct
0.533 (p13_13j) students-inform intview
0.518 (p13_13l) students-schedule activities
0.515 (p13_12l) kids-schedule activities
0.500 (p13_12j) kids-inform intview
0.496 (p13_12s) kids-entertain
0.496 (p13_13n) students-supervise
0.480 (p13_13p) students-resolve conflicts
0.473 (p13_13k) students-serve consultant
0.467 (p13_12k) kids-serve consultant
0.451 (p13_12n) kids-supervise
0.448 (p13_13s) students-entertain
0.440 (p13_12p) kids-resolve conflicts
0.438 (p13_13i) students-take info, orders
0.437 (p13_12i) kids-take info, orders
0.425 (contac12) freq contact kids
0.424 (contac13) freq contact students
0.419 (p13_13m) students-delegate activities
0.400 (p13_12u) kids-physical safety
0.385 (p13_13u) students-physical safety
0.374 (p13_12t) kids-treatment/therapy
0.373 (p13_12m) kids-delegate activities
0.349 (p13_13t) students-treatment/therapy
0.326 (p13_13r) students-sell, persuade
0.324 (p13_13q) students-formal negotiate
0.317 (p13_12r) kids-sell, persuade
0.312 (p13_12q) kids-formal negotiate

/*-----*/

Scale18 =

0.688 (p21_13o) s-t perf - implement to others
0.677 (p21_11o) mod/impr oper - implement to others
0.670 (p21_12o) eval oper - implement to others
0.660 (p21_14o) annual perf - implement to others
0.623 (p21_20o) disc serv - implement to others
0.618 (p21_15o) new proj - implement to others
0.602 (p21_18o) closing oper - implement to others
0.595 (p21_21o) close proj - implement to others
0.567 (p21_17o) change serv - implement to others
0.564 (p21_8o) est proc/pol - implement to others
0.545 (p21_9o) emp resp - implement to others
0.512 (p21_10o) equip/process - implement to others
0.501 (p21_7o) est sup - implement to others
0.465 (p21_5o) # emps - implement to others
0.463 (p21_16o) add prod - implement to others
0.446 (p21_1o) budgets - implement to others
0.438 (p21_3o) purch equip - implement to others
0.438 (p21_19o) disc prod - implement to others
0.385 (p21_6o) emps salaries - implement to others
0.377 (p21_2o) purch mats - implement to others
0.305 (p21_4o) manage inv - implement to others

/*-----*/

Scale19 =

0.613 (meetfr7) att-persuade/sell
0.609 (p15_7k) non-area prof/tech-persuade/sell
0.605 (p15_7l) non-area-sup/midmgr-persuade/sell
0.597 (p15_7h) area sup/midmgr-persuade/sell
0.574 (p15_7g) area prof/tech-persuade/sell
0.566 (p15_7q) ext sup/midmgr-persuade/sell
0.545 (p15_7p) ext prof-persuade/sell
0.527 (p15_7o) ext tech-persuade/sell
0.511 (p15_7j) non-area non-sup-persuade/sell
0.502 (p15_7m) non-area execs-persuade/sell
0.488 (p15_7f) area non-sup-persuade/sell
0.483 (p15_7r) ext execs-persuade/sell
0.477 (p15_7i) area execs-persuade/sell
0.449 (p15_7n) ext non-sup-persuade/sell
0.404 (p15_7w) custs/clients-persuade/sell
0.349 (p15_7t) ext govt off-persuade/sell
0.345 (p15_7s) ext reg off/tech-persuade/sell
0.333 (p15_7v) public-persuade/sell

/*-----*/

Scale20 =

0.576 (p15_16f) area non-sup-chr/schedule work acts
0.569 (p15_23f) area non-sup-chr-solve problems
0.559 (p15_14f) area non-sup-chr/infrml exch info/ideas
0.552 (p15_17f) area non-sup-chr/train educate
0.544 (p15_13f) area non-sup-chr/consult/give info
0.544 (p15_22f) area non-sup-chr-eval opt/mk dec
0.524 (p15_18f) area non-sup-chr-sup/eval proj/peop
0.518 (p15_15f) area non-sup-chr/frml exch info
0.510 (p15_24f) area non-sup-chr-set policy/proc
0.472 (p15_21f) area non-sup-chr-resolve conflict
0.354 (meetfr17) chair-train/instruct
0.341 (meetfr16) chair-sched work activities
0.307 (meetfr18) chair-sup/eval proj/peop

/*-----*/

Scale21 =

0.487 (p15_2o) ext tech-infrml exchange info
0.480 (p15_2n) ext non-sup-infrml exchange info
0.470 (p15_3n) ext non-sup-formal exchange info
0.467 (p15_1n) ext non-sup-consult/give info
0.455 (p15_2q) ext sup/midmgr-infrml exchange info
0.449 (p15_2p) ext prof-infrml exchange info
0.440 (p15_1q) ext sup/midmgr-consult/give info
0.437 (p15_1o) ext tech-consult/give info
0.433 (p15_1p) ext prof-consult/give info
0.427 (p15_3o) ext tech-formal exchange info

0.409 (p15_3q) ext sup/midmgr-formal exchange info
0.406 (p15_3p) ext prof-formal exchange info
0.358 (p15_2j) non-area non-sup-infrml exchange info
0.356 (p15_2k) non-area prof/tech-infrml exchange info
0.352 (p15_2r) ext execs-infrml exchange info
0.350 (p15_1r) ext execs-consult/give info
0.333 (p15_1k) non-area prof/tech-consult/give info
0.330 (p15_3j) non-area non-sup-formal exchange info
0.326 (p15_2l) non-area-sup/midmgr-infrml exch info
0.324 (p15_1j) non-area non-sup-consult/give info
0.320 (p15_3k) non-area prof/tech-formal exchange info
0.312 (p15_2s) ext reg off/tech-infrml exchange info
0.303 (p15_2t) ext govt off-infrml exchange info
0.301 (p15_1s) ext reg off/tech-consult/give info

/*-----*/

Scale22 =

0.535 (p15_23h) area sup/midmgr-chr-solve problems
0.521 (p15_22h) area sup/midmgr-chr-eval opt/mk dec
0.495 (p15_14h) area sup/midmgr-chr/infrml exch info
0.478 (p15_15h) area sup/midmgr-chr/frml exch info
0.454 (p15_13h) area sup/midmgr-chr/consult/give info
0.447 (p15_16h) area sup/midmgr-chr/schedule work acts
0.405 (p15_11h) area sup/midmgr-diagnose/solve probs
0.396 (p15_17h) area sup/midmgr-chr/train educate
0.394 (p15_21h) area sup/midmgr-chr-resolve conflict
0.393 (p15_18h) area sup/midmgr-chr-sup/eval proj/peop
0.379 (p15_10h) area sup/midmgr-eval opt/make dec
0.378 (p15_24h) area sup/midmgr-chr-set policy/proc
0.342 (p15_3h) area sup/midmgr-formal exchange info
0.337 (p15_1h) area sup/midmgr-consult/give info
0.305 (p15_2h) area sup/midmgr-infrml exchange info
0.302 (p15_12h) area sup/midmgr-set policy/proc

/*-----*/

Scale23 =

0.683 (p13_22u) ext non-mgr-physical safety
0.677 (p13_23u) ext mgr-physical safety
0.661 (p13_10u) mid-mgr-physical safety
0.654 (p13_11u) up-mgr-physical safety
0.650 (p13_17u) govt off-physical safety
0.619 (p13_8u) tech sup-physical safety
0.619 (p13_9u) 1st sup-physical safety
0.586 (p13_7u) tech non-sup-physical safety
0.563 (p13_24u) ext exec-physical safety
0.522 (p13_5u) clerical-physical safety
0.492 (p13_16u) media-physical safety
0.485 (p13_21u) civic org-physical safety
0.479 (p13_18u) suppliers-physical safety
0.450 (p13_13u) students-physical safety
0.442 (p13_20u) unions-physical safety
0.421 (p13_19u) contractors-physical safety
0.383 (p13_12u) kids-physical safety
0.321 (p13_3u) union rep-physical safety
0.301 (p13_4u) service-physical safety

/*-----*/

Scale24 =

0.806 (p25_11h) process mach/start, stop, monitor
0.766 (p25_11g) process mach/feed-remove material
0.758 (p25_11f) process mach/operate, control
0.693 (p25_11i) process mach /test, debug, diagnose
0.668 (eqfr11) freq. use/oversee process mach
0.663 (p25_11j) process mach/assemble, repair
0.648 (p25_11k) process mach/direct, correct, train
0.597 (p25_10h) moving mach/start, stop, monitor
0.572 (p25_10g) moving mach/feed-remove material
0.560 (p25_10i) moving mach/test, debug, diagnose
0.553 (p25_10j) moving mach/assemble, repair
0.532 (p25_10f) moving mach/operate, control
0.455 (p25_10k) moving mach/direct, correct, train
0.435 (eqfr10) freq. use/oversee moving mach

/*-----*/

Scale25 =

0.650 (infofr16) freq. use info/sight diff. in color
0.620 (infofr17) freq. use info/sight diff. patterns
0.615 (infofr18) freq. use info/sight notice chg. events
0.612 (infofr21) freq. use info/hear notice chg. events
0.576 (infofr20) freq. use info/hear diff loudness
0.570 (infofr19) freq. use info/hear diff. tones
0.562 (infofr15) freq. use info/sight details in distance
0.551 (infofr14) freq. use info/sight for extremely sm. details
0.479 (infofr24) freq. use info/sense of touch
0.442 (infofr23) freq. use info/sense of smell
0.369 (actfr7) coordinate eyes, ear, hands, feet
0.364 (infofr13) freq. use info/obs. oper./perf. mach
0.358 (infofr12) freq. use info/obs. beh. people
0.353 (infofr9) freq. use info/displays-measure instr
0.328 (infofr11) freq. use info/obs. physic. qual. people
0.310 (actfr8) precise arm-hand movements
0.308 (actfr11) arm-hand steadiness

/*-----*/

Scale26 =

0.659 (p21_19s) disc prod - entire divisions
0.633 (p21_19r) disc prod - entire depts.
0.592 (p21_16r) add prod - entire depts.
0.587 (p21_16s) add prod - entire divisions
0.578 (p21_20s) disc serv - entire divisions
0.570 (p21_18s) closing oper - entire divisions
0.532 (p21_20r) disc serv - entire depts.
0.522 (p21_18r) closing oper - entire depts.
0.509 (p21_17s) change serv - entire divisions
0.481 (p21_19t) disc prod - entire organization
0.473 (p21_17r) change serv - entire depts.
0.457 (p21_21s) close proj - entire divisions
0.433 (p21_21r) close proj - entire depts.
0.426 (p21_18t) closing oper - entire organization
0.421 (p21_16t) add prod - entire organization
0.407 (decfr19) dec discontinuing products
0.383 (p21_20t) disc serv - entire organization
0.365 (decfr16) dec adding new product
0.339 (p21_17t) change serv - entire organization
0.332 (p21_15r) new proj - entire depts.
0.326 (p21_15s) new proj - entire divisions
0.311 (decfr20) dec discontinuing services
0.302 (decfr18) dec shutting down oper.

/*-----*/

Scale27 =

0.794 (p19_41) written foreign/write,compose
0.773 (p19_4n) written foreign/edit, revise
0.749 (p19_31) spoken foreign/write,compose
0.748 (p19_4m) written foreign/translate
0.744 (p19_4p) written foreign/copy, transcribe
0.742 (p19_3n) spoken foreign/edit, revise
0.736 (p19_4o) written foreign/summarize
0.699 (p19_3o) spoken foreign/summarize
0.697 (p19_3p) spoken foreign/copy, transcribe
0.588 (infofr4) freq. use info/written foreign
0.585 (p19_3m) spoken foreign /translate
0.446 (infofr3) freq. use info/spoken foreign

/*-----*/

Scale28 =

0.780 (p13_23t) ext mgr-treatment/therapy
0.734 (p13_22t) ext non-mgr-treatment/therapy
0.718 (p13_24t) ext exec-treatment/therapy
0.709 (p13_17t) govt off-treatment/therapy
0.702 (p13_20t) unions-treatment/therapy
0.682 (p13_16t) media-treatment/therapy
0.661 (p13_21t) civic org-treatment/therapy

0.647 (p13_18t) suppliers-treatment/therapy
0.634 (p13_19t) contractors-treatment/therapy
0.408 (p13_15t) public-treatment/therapy
0.400 (p13_13t) students-treatment/therapy
0.363 (p13_12t) kids-treatment/therapy
0.315 (p13_14t) clients-treatment/therapy

/*-----*/

Scale29 =

0.563 (p15_3f) area non-sup-formal exchange info
0.549 (p15_11f) area non-sup-diagnose/solve probs
0.538 (p15_2f) area non-sup-infrml exchange info
0.494 (p15_10f) area non-sup-eval opt/make dec
0.493 (p15_4f) area non-sup-schedule work activ
0.441 (p15_1f) area non-sup-consult/give info
0.385 (p15_3h) area sup/midmgr-formal exchange info
0.378 (p15_5f) area non-sup-train instruct
0.370 (p15_12f) area non-sup-set policy/proc
0.348 (p15_9f) area non-sup-resolve conflict
0.346 (p15_2h) area sup/midmgr-infrml exchange info
0.335 (p15_11h) area sup/midmgr-diagnose/solve probs
0.334 (p15_3j) non-area non-sup-formal exchange info
0.318 (meetfr3) att-formal exchange info/ideas
0.314 (p15_6f) area non-sup-sup/eval proj/peop
0.312 (p15_3g) area prof/tech-formal exchange info
0.305 (p15_4h) area sup/midmgr-schedule work activ

/*-----*/

Scale30 =

0.542 (p25_23f) long-handled tools/operate, control
0.540 (eqfr23) freq. use/oversee long-handled tools
0.520 (p25_13f) mobile manual tools/operate, control
0.511 (eqfr13) freq. use/oversee mobile manual tools
0.510 (eqfr22) freq. use/oversee short-handled tools
0.507 (p25_14f) mobile power tools/operate, control
0.491 (eqfr14) freq. use/oversee mobile powered tools
0.491 (p25_22f) short-handled tools/operate, control
0.433 (eqfr21) freq. use/oversee electric power tools
0.402 (p25_21f) electric powered tools/operate, control
0.369 (p25_18f) utility veh/operate, control
0.345 (eqfr18) freq. use/oversee utility veh
0.321 (p25_14h) mobile power tools /start, stop, monitor

/*-----*/

Scale31 =

0.541 (p15_19k) non-area prof/tech-chr-persuade/sell
0.519 (p15_19j) non-area non-sup-chr-persuade/sell
0.516 (p15_19l) non-area-sup/midmgr-chr-persuade/sell
0.516 (p15_19p) ext prof-chr-persuade/sell
0.495 (p15_19g) area prof/tech-chr-persuade/sell
0.491 (p15_19o) ext tech-chr-persuade/sell
0.488 (p15_19f) area non-sup-chr-persuade/sell
0.482 (p15_19q) ext sup/midmgr-chr-persuade/sell
0.476 (p15_19n) ext non-sup-chr-persuade/sell
0.475 (p15_19h) area sup/midmgr-chr-persuade/sell
0.455 (meetfr19) chair-persuade/sell
0.400 (p15_19r) ext execs-chr-persuade/sell
0.353 (p15_19m) non-area execs-chr-persuade/sell
0.305 (p15_19t) ext govt off-chr-persuade/sell
0.302 (p15_19w) custs/clients-chr-persuade/sell

/*-----*/

Scale32 =

0.599 (p13_23j) ext mgr-inform intview
0.579 (p13_22j) ext non-mgr-inform intview
0.571 (p13_23i) ext mgr-take info, orders
0.552 (contac23) freq mgr external
0.538 (contac22) freq non-mgr external
0.533 (p13_22i) ext non-mgr-take info, orders
0.531 (p13_24j) ext exec-inform intview
0.508 (contac24) freq exec external

0.507 (p13_24i) ext exec-take info, orders
0.338 (p13_17j) govt off-inform intview
0.321 (p13_17i) govt off-take info, orders
0.319 (contac17) freq contact govt
0.313 (p13_21j) civic org-inform intview
0.309 (contac21) freq contact civic org

/*-----*/

Scale33 =

0.679 (p21_11s) mod/impr oper - entire divisions
0.674 (p21_12s) eval oper - entire divisions
0.649 (p21_13s) s-t perf - entire divisions
0.614 (p21_14s) annual perf - entire divisions
0.530 (p21_8s) est proc/pol - entire divisions
0.522 (p21_9s) emp resp - entire divisions
0.518 (p21_10s) equip/process - entire divisions
0.485 (p21_5s) # emps - entire divisions
0.460 (p21_7s) est sup - entire divisions
0.444 (p21_2s) purch mats - entire divisions
0.381 (p21_3s) purch equip - entire divisions
0.379 (p21_13r) s-t perf - entire depts.
0.376 (p21_11r) mod/impr oper - entire depts.
0.375 (p21_12r) eval oper - entire depts.
0.371 (p21_1s) budgets - entire divisions
0.336 (p21_14r) annual perf - entire depts.
0.326 (p21_6s) emps salaries - entire divisions
0.313 (p21_15s) new proj - entire divisions
0.308 (p21_9r) emp resp - entire depts.
0.305 (p21_8r) est proc/pol - entire depts.

/*-----*/

Scale34 =

0.865 (p25_8j) canning, bottling mach /assemble, repair
0.841 (p25_8i) canning, bottling mach /test, debug, diagnose
0.717 (p25_9j) printing-copying mach /assemble, repair
0.681 (p25_6i) grinding, milling. mach/test, debug, diagnose
0.675 (p25_9i) printing-copying mach /test, debug, diagnose
0.654 (p25_7i) drilling mach /test, debug, diagnose
0.598 (p25_5i) cutting-forming mach/test, debug, diagnose
0.576 (p25_5j) cutting-forming mach/assemble, repair
0.563 (p25_6j) grinding, milling. mach/assemble, repair
0.545 (p25_7j) drilling mach /assemble, repair
0.357 (p25_8k) canning, bottling mach /direct, correct, train
0.324 (p25_8h) canning, bottling mach /start, stop, monitor
0.301 (p25_9k) printing-copying mach /direct, correct, train

/*-----*/

Scale35 =

0.523 (p15_6l) non-area-sup/midmgr-sup/eval proj/peop
0.522 (p15_6p) ext prof-sup/eval proj/peop
0.522 (p15_6q) ext sup/midmgr-sup/eval proj/peop
0.514 (p15_6k) non-area prof/tech-sup/eval proj/peop
0.501 (p15_6o) ext tech-sup/eval proj/peop
0.494 (meetfr6) att-supervise/evaluate proj/peop
0.485 (p15_6j) non-area non-sup-sup/eval proj/peop
0.469 (p15_6g) area prof/tech-sup/eval proj/peop
0.461 (p15_6h) area sup/midmgr-sup/eval proj/peop
0.448 (p15_6n) ext non-sup-sup/eval proj/peop
0.393 (p15_6f) area non-sup-sup/eval proj/peop
0.385 (p15_6r) ext execs-sup/eval proj/peop
0.363 (p15_6m) non-area execs-sup/eval proj/peop
0.357 (p15_18k) non-area prof/tech-chr-sup/eval proj/peop
0.347 (p15_18l) non-area-sup/midmgr-chr-sup/eval proj/peop
0.343 (p15_6w) custs/clients-sup/eval proj/peop
0.336 (p15_18p) ext prof-chr-sup/eval proj/peop
0.323 (p15_18q) ext sup/midmgr-chr-sup/eval proj/peop
0.321 (p15_18o) ext tech-chr-sup/eval proj/peop
0.301 (p15_6t) ext govt off-sup/eval proj/peop

/*-----*/

Scale36 =

0.720 (p17_17i) div/mult - on the job exp
0.685 (p17_16i) add/sub - on the job exp
0.678 (p17_17k) div/mult - school
0.674 (p17_17j) div/mult - on the job training
0.654 (p17_16k) add/sub - school
0.648 (p17_16j) add/sub - on the job training
0.585 (p17_18i) basic stats - on the job exp
0.564 (p17_18j) basic stats - on the job training
0.556 (p17_18k) basic stats - school
0.429 (mathfr1) math:add/sub
0.424 (mathfr2) math:div/mult
0.334 (mathfr3) math:basic stats

/*-----*/

Scale37 =

0.607 (p15_12u) press/media-set policies/procs
0.598 (p15_11u) press/media-diagnose/solve probs
0.576 (p15_10u) press/media-eval opt/make dec
0.518 (p15_6u) press/media-sup/eval proj/peop
0.499 (p15_2u) press/media-infrml exchange info
0.491 (p15_9u) press/media-resolve conflict
0.478 (p15_3u) press/media-formal exchange info
0.449 (p15_5u) press/media-train instruct
0.423 (p15_8u) press/media-formal negotiate
0.410 (p15_7u) press/media-persuade/sell
0.406 (p15_1u) press/media-consult/give info
0.388 (p15_4u) press/media-schedule work acts
0.312 (p15_12v) public-set policies/procs

/*-----*/

Scale38 =

0.627 (p25_25i) special write-draw devices//test, debug, diagnose
0.611 (p25_25j) special write-draw devices//assemble, repair
0.517 (p25_22i) short-handled tools /test, debug, diagnose
0.503 (p25_24j) measuring devices /assemble, repair
0.476 (p25_22j) short-handled tools /assemble, repair
0.471 (p25_24i) measuring devices /test, debug, diagnose
0.466 (p25_23i) long-handled tools /test, debug, diagnose
0.464 (p25_25g) special write-draw devices//feed-remove material
0.455 (p25_22g) short-handled tools /feed-remove material
0.432 (p25_22h) short-handled tools /start, stop, monitor
0.411 (p25_23j) long-handled tools /assemble, repair
0.407 (p25_23g) long-handled tools /feed-remove material
0.404 (p25_24g) measuring devices /feed-remove material
0.402 (p25_21i) electric powered tools /test, debug, diagnose
0.401 (p25_24h) measuring devices /start, stop, monitor
0.375 (p25_21g) electric powered tools /feed-remove material
0.372 (p25_23h) long-handled tools /start, stop, monitor
0.351 (p25_25h) special write-draw devices//start, stop, monitor
0.342 (p25_21j) electric powered tools /assemble, repair

/*-----*/

Scale39 =

0.757 (p25_26i) hand-shotguns, weapons /test, debug, diagnose
0.749 (p25_26j) hand-shotguns, weapons /assemble, repair
0.708 (p25_26g) hand-shotguns, weapons /feed-remove material
0.682 (p25_26h) hand-shotguns, weapons /start, stop, monitor
0.536 (p25_26f) hand-shotguns, weapons/operate, control
0.485 (eqfr26) freq. use/oversee hand-shotguns, weapons
0.384 (p25_26k) hand-shotguns, weapons /direct, correct, train
0.316 (p13_15u) public-physical safety

/*-----*/

Scale40 =

0.574 (p13_10j) mid-mgr-inform intview
0.571 (contac10) freq contact mid manager
0.555 (p13_9j) 1st sup-inform intview
0.539 (p13_10i) mid-mgr-take info, orders
0.523 (contac9) freq contact first sup
0.486 (p13_9i) 1st sup-take info, orders
0.467 (contac11) freq contact upper manag

0.438 (p13_11j) up-mgr-inform intview
0.434 (p13_11i) up-mgr-take info, orders
0.431 (p13_8j) tech sup-inform intview
0.429 (contac8) freq contact tech sup
0.421 (p13_8i) tech sup-take info, orders
0.347 (p13_5j) clerical-inform intview
0.305 (p13_7i) tech non-sup-take info, orders
0.303 (p13_10k) mid-mgr-serve consultant

/*-----*/

Scale41 =

0.613 (p25_3i) other keyboard equip /test, debug, diagnose
0.577 (p25_3j) other keyboard equip /assemble, repair
0.547 (p25_3h) other keyboard equip /start, stop, monitor
0.532 (p25_1j) personal comp/assemble, repair
0.527 (p25_3k) other keyboard equip /direct, correct, train
0.515 (p25_3g) other keyboard equip /feed-remove material
0.514 (p25_4i) standard office equip/test, debug, diagnose
0.504 (p25_1h) personal comp/start, stop, monitor
0.497 (p25_1i) personal comp/test, debug, diagnose
0.497 (p25_1k) personal comp/direct, correct, train
0.473 (p25_4h) standard office equip/start, stop, monitor
0.467 (p25_1g) personal comp/feed-remove material
0.446 (p25_4j) standard office equip/assemble, repair
0.424 (p25_4k) standard office equip/direct, correct, train
0.417 (p25_4g) standard office equip/feed-remove material
0.312 (p25_2i) mainframe comp/test, debug, diagnose

/*-----*/

Scale42 =

0.445 (p15_12k) non-area prof/tech-set policy/proc
0.437 (p15_12o) ext tech-set policies/procs
0.432 (p15_24k) non-area prof/tech-chr-set policy/proc
0.424 (meetfr12) att-set policies/procs
0.419 (p15_12l) non-area-sup/midmgr-set policy/proc
0.417 (p15_12q) ext sup/midmgr-set policies/procs
0.417 (p15_24o) ext tech-chr-set policy/proc
0.414 (p15_12g) area prof/tech-set policy/proc
0.412 (p15_12p) ext prof-set policies/procs
0.400 (p15_12h) area sup/midmgr-set policy/proc
0.396 (p15_24q) ext sup/midmgr-chr-set policy/proc
0.395 (p15_12j) non-area non-sup-set policy/proc
0.383 (p15_24p) ext prof-chr-set policy/proc
0.377 (p15_24g) area prof/tech-chr-set policy/proc
0.371 (meetfr24) chair-set policies/procs
0.370 (p15_12n) ext non-sup-set policies/procs
0.369 (p15_24j) non-area non-sup-chr-set policy/proc
0.364 (p15_24l) non-area-sup/midmgr-chr-set policy/proc
0.362 (p15_12f) area non-sup-set policy/proc
0.358 (p15_24n) ext non-sup-chr-set policy/proc
0.354 (p15_24h) area sup/midmgr-chr-set policy/proc
0.322 (p15_24f) area non-sup-chr-set policy/proc
0.304 (p15_12w) custs/clients-set policies/procs

/*-----*/

Scale43 =

0.765 (p21_22s) acq bus - entire divisions
0.758 (p21_23t) start bus - entire organization
0.750 (p21_22t) acq bus - entire organization
0.737 (p21_24s) sell bus - entire divisions
0.726 (p21_24t) sell bus - entire organization
0.713 (p21_23s) start bus - entire divisions
0.546 (decfr22) dec acquiring businesses
0.529 (decfr23) dec starting new bus
0.443 (decfr24) dec selling businesses
0.384 (p21_23o) start bus - implement to others
0.369 (p21_22o) acq bus - implement to others

/*-----*/

Scale44 =

0.563 (p13_23r) ext mgr-sell, persuade

0.517 (p13_22r) ext non-mgr-sell, persuade
0.494 (p13_9r) 1st sup-sell, persuade
0.489 (p13_10r) mid-mgr-sell, persuade
0.465 (p13_24r) ext exec-sell, persuade
0.454 (p13_11r) up-mgr-sell, persuade
0.445 (p13_8r) tech sup-sell, persuade
0.431 (p13_17r) govt off-sell, persuade
0.423 (p13_21r) civic org-sell, persuade
0.421 (p13_15r) public-sell, persuade
0.395 (p13_19r) contractors-sell, persuade
0.387 (p13_7r) tech non-sup-sell, persuade
0.380 (p13_14r) clients-sell, persuade
0.373 (p13_5r) clerical-sell, persuade
0.356 (p13_20r) unions-sell, persuade
0.321 (p13_13r) students-sell, persuade

/*-----*/

Scale45 =

0.684 (p25_12i) tech, sci., med. mach/test, debug, diagnose
0.672 (p25_12f) tech, sci., med. mach/operate, control
0.661 (p25_12h) tech, sci., med. mach/start, stop, monitor
0.646 (p25_12j) tech, sci., med. mach/assemble, repair
0.603 (eqfr12) freq. use/oversee tech, sci., med mach
0.593 (p25_12k) tech, sci., med. mach/direct, correct, train
0.548 (p25_12g) tech, sci., med. mach/feed-remove material
0.492 (p25_2j) mainframe comp/assemble, repair
0.489 (p25_2f) mainframe comp/operate, control
0.484 (eqfr2) freq. use/oversee mainframe computers
0.420 (p25_2h) mainframe comp/start, stop, monitor
0.415 (p25_2i) mainframe comp/test, debug, diagnose
0.356 (p25_2k) mainframe comp/direct, correct, train
0.348 (p25_2g) mainframe comp/feed-remove material

/*-----*/

Scale46 =

0.666 (p15_23u) press/media-chr-solve problems
0.657 (p15_21u) press/media-resolve conflict
0.637 (p15_16u) press/media-chr/schedule work acts
0.637 (p15_22u) press/media-chr-eval opt/mk dec
0.587 (p15_18u) press/media-chr-sup/eval proj/peop
0.571 (p15_24u) press/media-chr-set policy/proc
0.559 (p15_15u) press/media-chr/frml exch info
0.533 (p15_14u) press/media-chr/infrml exch info
0.518 (p15_13u) press/media-chr/consult/give info
0.473 (p15_19u) press/media-chr-persuade/sell
0.468 (p15_20u) press/media-chr-frml negotiate
0.388 (p15_17u) press/media-chr/train educate

/*-----*/

Scale47 =

0.628 (p25_23k) long-handled tools /direct, correct, train
0.623 (p25_22k) short-handled tools /direct, correct, train
0.611 (p25_21k) electric powered tools /direct, correct, train
0.555 (p25_13k) mobile manual tools /direct, correct, train
0.541 (p25_7k) drilling mach /direct, correct, train
0.540 (p25_24k) measuring devices /direct, correct, train
0.525 (p25_14k) mobile power tools /direct, correct, train
0.507 (p25_15k) lt. wt. highway veh /direct, correct, train
0.501 (p25_5k) cutting-forming mach/direct, correct, train
0.499 (p25_6k) grinding, milling.. mach/direct, correct, train
0.453 (p25_16k) hvy. wt. highway veh /direct, correct, train
0.446 (p25_17k) off-road veh /direct, correct, train
0.427 (p25_18k) utility veh /direct, correct, train
0.379 (p25_10k) moving mach/direct, correct, train

/*-----*/

Scale48 =

0.512 (p15_14o) ext tech-chr/infrml exch info
0.481 (p15_13o) ext tech-chr/consult/give info
0.475 (p15_15o) ext tech-chr/frml exch info
0.458 (p15_16o) ext tech-chr/schedule work acts

0.433 (p15_23o) ext tech-chr-solve problems
0.423 (p15_22o) ext tech-chr-eval opt/mk dec
0.373 (p15_18o) ext tech-chr-sup/eval proj/peop
0.369 (p15_17o) ext tech-chr/train educate
0.358 (p15_10o) ext tech-eval opt/make dec
0.352 (p15_11o) ext tech-diagnose/solve probs
0.331 (p15_21o) ext tech-resolve conflict
0.313 (p15_12o) ext tech-set policies/procs
0.308 (p15_24o) ext tech-chr-set policy/proc

/*-----*/

Scale49 =

0.622 (p13_7m) tech non-sup-delegate activities
0.612 (p13_7n) tech non-sup-supervise
0.538 (p13_7l) tech non-sup-schedule activities
0.511 (p13_8m) tech sup-delegate activities
0.505 (p13_8n) tech sup-supervise
0.491 (p13_7o) tech non-sup-coach, train, instruct
0.479 (p13_7p) tech non-sup-resolve conflicts
0.443 (sup10) supervises tech no sup
0.440 (p13_8l) tech sup-schedule activities
0.402 (sup11) supervises tech sup
0.391 (p13_8p) tech sup-resolve conflicts
0.391 (p13_8o) tech sup-coach, train, instruct

/*-----*/

Scale50 =

0.490 (p15_10p) ext prof-eval opt/make dec
0.481 (p15_11p) ext prof-diagnose/solve probs
0.456 (p15_10o) ext tech-eval opt/make dec
0.433 (p15_11o) ext tech-diagnose/solve probs
0.424 (p15_10n) ext non-sup-eval opt/make dec
0.424 (p15_10q) ext sup/midmgr-eval opt/make dec
0.399 (p15_11q) ext sup/midmgr-diagnose/solve probs
0.382 (p15_11n) ext non-sup-diagnose/solve probs
0.331 (p15_11r) ext execs-diagnose/solve probs
0.330 (p15_10r) ext execs-eval opt/make dec
0.304 (p15_10k) non-area prof/tech-eval opt/make dec

/*-----*/

Scale51 =

0.515 (p15_2i) area execs-infrml exchange info
0.510 (p15_11i) area execs-diagnose/solve probs
0.483 (p15_1i) area execs-consult/give info
0.475 (p15_10i) area execs-eval opt/make dec
0.465 (p15_3i) area execs-formal exchange info
0.411 (p15_12i) area execs-set policy/proc
0.405 (p15_4i) area execs-schedule work activ
0.393 (p15_2m) non-area execs-infrml exchange info
0.380 (p15_5i) area execs-train instruct
0.363 (p15_1m) non-area execs-consult/give info
0.362 (p15_3m) non-area execs-formal exchange info
0.338 (p15_6i) area execs-sup/eval proj/peop
0.337 (p15_9i) area execs-resolve conflict
0.337 (p15_11m) non-area execs-diagnose/solve probs
0.332 (p15_10m) non-area execs-eval opt/make dec

/*-----*/

Scale52 =

0.691 (p13_20j) unions-inform intview
0.673 (contac20) freq external union
0.573 (p13_20i) unions-take info, orders
0.474 (p13_20k) unions-serve consultant
0.471 (p13_20p) unions-resolve conflicts
0.430 (p13_20o) unions-coach, train, instruct
0.340 (p13_20r) unions-sell, persuade
0.331 (p13_20q) unions-formal negotiate
0.312 (contac3) freq contact union
0.307 (p13_3j) union rep-inform intview

/*-----*/

Scale53 =

0.533 (meetfr9) att-resolve conflict
0.521 (p15_9h) area sup/midmgr-resolve conflict
0.498 (p15_9l) non-area-sup/midmgr-resolve conflict
0.485 (p15_9k) non-area prof/tech-resolve conflict
0.454 (p15_9g) area prof/tech-resolve conflict
0.426 (p15_9q) ext sup/midmgr-resolve conflict
0.425 (p15_9p) ext prof-resolve conflict
0.422 (p15_9o) ext tech-resolve conflict
0.401 (p15_9f) area non-sup-resolve conflict
0.384 (p15_9j) non-area non-sup-resolve conflict
0.377 (p15_9n) ext non-sup-resolve conflict
0.359 (p15_9m) non-area execs-resolve conflict
0.331 (p15_9r) ext execs-resolve conflict
0.322 (meetfr21) chair-resolve conflict
0.312 (p15_21l) non-area-sup/midmgr-chr-resolve conflict
0.311 (p15_21k) non-area prof/tech-chr-resolve conflict
0.309 (p15_21g) area prof/tech-chr-resolve conflict
0.309 (p15_21h) area sup/midmgr-chr-resolve conflict

/*-----*/

Scale54 =

0.649 (p13_6j) sales-inform intview
0.624 (p13_6n) sales-supervise
0.602 (p13_6m) sales-delegate activities
0.591 (p13_6o) sales-coach, train, instruct
0.580 (p13_6k) sales-serve consultant
0.564 (p13_6p) sales-resolve conflicts
0.556 (p13_6l) sales-schedule activities
0.548 (p13_6i) sales-take info, orders
0.547 (contac6) freq contact sales
0.433 (sup9) supervises marketing emps
0.405 (p13_6r) sales-sell, persuade
0.325 (p13_6q) sales-formal negotiate

/*-----*/

Scale55 =

0.695 (p13_4n) service-supervise
0.687 (p13_4j) service-inform intview
0.679 (p13_4l) service-schedule activities
0.674 (p13_4o) service-coach, train, instruct
0.664 (p13_4m) service-delegate activities
0.660 (p13_4p) service-resolve conflicts
0.582 (p13_4i) service-take info, orders
0.578 (contac4) freq contact service
0.556 (p13_4k) service-serve consultant
0.419 (p13_4r) service-sell, persuade
0.403 (p13_4q) service-formal negotiate
0.397 (p13_4u) service-physical safety
0.314 (sup7) supervises personal service emps
0.302 (p13_4t) service-treatment/therapy

/*-----*/

Scale56 =

0.528 (expfr7) freq. you exposed/in-underwater cond
0.491 (charfr18) freq. char-activity/deal w/upset people
0.422 (expfr8) freq. you exposed/underground work
0.415 (expfr11) freq. you exposed/unstable floors
0.379 (expfr12) freq. you exposed/high-elev. work surf
0.365 (charfr17) freq. char-activity/deal w/mental ill people
0.364 (expfr6) freq. you exposed/dirty work cond
0.360 (expfr9) freq. you exposed/cramped-confine
0.328 (p25_16f) hvy. wt. highway veh/operate, control
0.328 (expfr10) freq. you exposed/slippery floors
0.305 (eqfr20) freq. use/oversee water veh

/*-----*/

Scale57 =

0.776 (p19_5n) comp. prog. lang/edit, revise
0.752 (p19_5l) comp. prog. lang/write,compose

0.704 (infofr5) freq. use info/comp. prog. lang
0.610 (p19_5p) comp. prog. lang/copy, transcribe
0.596 (p19_5o) comp. prog. lang/summarize
0.574 (p19_5m) comp. prog. lang/translate
0.491 (p19_6l) other comp. lang/write,compose
0.474 (p19_6n) other comp. lang /edit, revise
0.399 (infofr6) freq. use info/other comp. lang
0.388 (p19_6m) other comp. lang /translate
0.357 (p19_6p) other comp. lang/copy, transcribe
0.356 (p19_6o) other comp. lang/summarize
0.309 (p25_2i) mainframe comp/test, debug, diagnose

/*-----*/

Scale58 =

0.519 (p15_5l) non-area-sup/midmgr-train instruct
0.506 (meetfr5) att-train/instruct
0.494 (p15_5k) non-area prof/tech-train instruct
0.481 (p15_5j) non-area non-sup-train instruct
0.481 (p15_5q) ext sup/midmgr-train instruct
0.473 (p15_5o) ext tech-train instruct
0.455 (p15_5h) area sup/midmgr-train instruct
0.451 (p15_5p) ext prof-train instruct
0.439 (p15_5n) ext non-sup-train instruct
0.424 (p15_5f) area non-sup-train instruct
0.417 (p15_5g) area prof/tech-train instruct
0.371 (p15_5r) ext execs-train instruct
0.366 (p15_5m) non-area execs-train instruct

/*-----*/

Scale59 =

0.527 (p15_4q) ext sup/midmgr-schedule work acts
0.508 (p15_4p) ext prof-schedule work acts
0.496 (p15_4o) ext tech-schedule work acts
0.487 (p15_4k) non-area prof/tech-schedule work activ
0.483 (p15_4l) non-area-sup/midmgr-schedule work activ
0.471 (meetfr4) att-schedule work
0.437 (p15_4n) ext non-sup-schedule work acts
0.416 (p15_4r) ext execs-schedule work acts
0.409 (p15_4h) area sup/midmgr-schedule work activ
0.406 (p15_4j) non-area non-sup-schedule work activ
0.382 (p15_4m) non-area execs-schedule work activ
0.376 (p15_4g) area prof/tech-schedule work activ
0.341 (p15_4v) public-schedule work acts
0.332 (p15_4t) ext govt off-schedule work acts
0.325 (p15_4w) custs/clients-schedule work acts
0.316 (p15_4s) ext reg off/tech-schedule work acts
0.306 (p15_4f) area non-sup-schedule work activ

/*-----*/

Scale60 =

0.667 (p13_2j) mach wrkrs-inform intview
0.635 (p13_2o) mach wrkrs-coach, train, instruct
0.615 (p13_2l) mach wrkrs-schedule activities
0.612 (p13_2n) mach wrkrs-supervise
0.596 (p13_2m) mach wrkrs-delegate activities
0.580 (p13_2p) mach wrkrs-resolve conflicts
0.536 (contac2) freq contact machine workers
0.518 (p13_2i) mach wrkrs-take info, orders
0.489 (p13_2k) mach wrkrs-serve consultant
0.393 (p13_2r) mach wrkrs-sell, persuade
0.334 (sup5) supervises machine workers
0.332 (p13_2q) mach wrkrs-formal negotiate

/*-----*/

Scale61 =

0.690 (p13_8t) tech sup-treatment/therapy
0.686 (p13_9t) 1st sup-treatment/therapy
0.660 (p13_7t) tech non-sup-treatment/therapy
0.645 (p13_10t) mid-mgr-treatment/therapy
0.627 (p13_11t) up-mgr-treatment/therapy
0.584 (p13_2t) mach wrkrs-treatment/therapy

0.578 (p13_1t) laborers-treatment/therapy
0.549 (p13_5t) clerical-treatment/therapy
0.377 (p13_6t) sales-treatment/therapy
0.342 (p13_4t) service-treatment/therapy
0.337 (p13_3t) union rep-treatment/therapy

/*-----*/
Scale62 =

0.630 (p13_1n) laborers-supervise
0.623 (p13_1j) laborers-inform intview
0.620 (p13_1o) laborers-coach, train, instruct
0.617 (p13_1l) laborers-schedule activities
0.606 (p13_1m) laborers-delegate activities
0.583 (p13_1p) laborers-resolve conflicts
0.529 (p13_1k) laborers-serve consultant
0.528 (contac1) freq contact laborers
0.464 (p13_1i) laborers-take info, orders
0.314 (p13_1r) laborers-sell, persuade
0.306 (sup4) supervises laborers
0.304 (p13_1q) laborers-formal negotiate

/*-----*/
Scale63 =

0.485 (p13_20m) unions-delegate activities
0.453 (p13_16m) media-delegate activities
0.439 (p13_20n) unions-supervise
0.436 (p13_16n) media-supervise
0.404 (p13_21m) civic org-delegate activities
0.362 (p13_21n) civic org-supervise
0.335 (p13_17m) govt off-delegate activities
0.325 (p13_17n) govt off-supervise
0.310 (p13_15m) public-delegate activities

/*-----*/
Scale64 =

0.498 (p13_23k) ext mgr-serve consultant
0.476 (p13_22k) ext non-mgr-serve consultant
0.440 (p13_24k) ext exec-serve consultant
0.409 (p13_10k) mid-mgr-serve consultant
0.397 (p13_9k) 1st sup-serve consultant
0.369 (p13_11k) up-mgr-serve consultant
0.349 (p13_17k) govt off-serve consultant
0.348 (p13_8k) tech sup-serve consultant
0.338 (p13_19k) contractors-serve consultant
0.335 (p13_15k) public-serve consultant
0.331 (p13_7k) tech non-sup-serve consultant
0.315 (p13_5k) clerical-serve consultant
0.313 (p13_18k) suppliers-serve consultant

/*-----*/
Scale65 =

0.584 (p13_19j) contractors-inform intview
0.507 (contac19) freq contact contractors
0.498 (p13_19l) contractors-schedule activities
0.496 (p13_19i) contractors-take info, orders
0.463 (p13_19n) contractors-supervise
0.430 (p13_19m) contractors-delegate activities
0.406 (p13_19o) contractors-coach, train, instruct
0.401 (p13_19p) contractors-resolve conflicts
0.356 (p13_19k) contractors-serve consultant
0.313 (p13_19q) contractors-formal negotiate

/*-----*/
Scale66 =

0.558 (p13_23p) ext mgr-resolve conflicts
0.516 (p13_22p) ext non-mgr-resolve conflicts
0.511 (p13_24p) ext exec-resolve conflicts
0.344 (p13_14p) clients-resolve conflicts
0.336 (p13_10p) mid-mgr-resolve conflicts
0.319 (p13_19p) contractors-resolve conflicts

0.318 (p13_17p) govt off-resolve conflicts

/*-----*/
Scale67 =

0.649 (p13_10s) mid-mgr-entertain
0.607 (p13_9s) 1st sup-entertain
0.585 (p13_11s) up-mgr-entertain
0.572 (p13_8s) tech sup-entertain
0.559 (p13_7s) tech non-sup-entertain
0.497 (p13_5s) clerical-entertain
0.385 (p13_6s) sales-entertain
0.373 (p13_1s) laborers-entertain
0.356 (p13_2s) mach wrkrs-entertain

/*-----*/
Scale68 =

0.595 (p21_12t) eval oper - entire organization
0.587 (p21_11t) mod/impr oper - entire organization
0.528 (p21_13t) s-t perf - entire organization
0.522 (p21_14t) annual perf - entire organization
0.468 (p21_8t) est proc/pol - entire organization
0.421 (p21_10t) equip/process - entire organization
0.400 (p21_9t) emp resp - entire organization
0.388 (p21_15t) new proj - entire organization
0.356 (p21_2t) purch mats - entire organization
0.342 (p21_5t) # emps - entire organization
0.335 (p21_17t) change serv - entire organization
0.332 (p21_1t) budgets - entire organization
0.309 (p21_3t) purch equip - entire organization

/*-----*/
Scale69 =

0.644 (p25_9f) printing-copying mach/operate, control
0.633 (eqfr9) freq. use/oversee printing, copying mach
0.609 (p25_9g) printing-copying mach /feed-remove material
0.596 (p25_9h) printing-copying mach /start, stop, monitor
0.460 (p25_8g) canning, bottling mach /feed-remove material
0.446 (p25_8f) canning, bottling mach/operate, control
0.441 (p25_8h) canning, bottling mach /start, stop, monitor
0.435 (eqfr8) freq. use/oversee canning, bottling, pack mach
0.422 (p25_9k) printing-copying mach /direct, correct, train
0.337 (p25_8k) canning, bottling mach /direct, correct, train

/*-----*/
Scale70 =

0.665 (p13_23s) ext mgr-entertain
0.645 (p13_24s) ext exec-entertain
0.597 (p13_22s) ext non-mgr-entertain
0.424 (p13_17s) govt off-entertain
0.414 (p13_19s) contractors-entertain
0.411 (p13_20s) unions-entertain
0.400 (p13_14s) clients-entertain
0.390 (p13_18s) suppliers-entertain
0.383 (p13_21s) civic org-entertain
0.360 (p13_15s) public-entertain

/*-----*/
Scale71 =

0.719 (p13_3n) union rep-supervise
0.701 (p13_3m) union rep-delegate activities
0.615 (p13_3o) union rep-coach, train, instruct
0.604 (p13_3l) union rep-schedule activities
0.487 (p13_3p) union rep-resolve conflicts
0.422 (p13_3r) union rep-sell, persuade
0.417 (p13_3j) union rep-inform intview
0.398 (p13_3q) union rep-formal negotiate
0.372 (p13_3k) union rep-serve consultant
0.337 (p13_3i) union rep-take info, orders
0.330 (sup6) supervises union stewards
0.328 (contac3) freq contact union

0.314 (p13_3u) union rep-physical safety
0.310 (p13_3s) union rep-entertain

/*-----*/
Scale72 =

0.473 (p13_10n) mid-mgr-supervise
0.438 (p13_10m) mid-mgr-delegate activities
0.397 (p13_10l) mid-mgr-schedule activities
0.377 (p13_11n) up-mgr-supervise
0.360 (p13_11l) up-mgr-schedule activities
0.356 (p13_11m) up-mgr-delegate activities
0.352 (p13_9m) 1st sup-delegate activities
0.340 (p13_9n) 1st sup-supervise
0.332 (p13_10o) mid-mgr-coach, train, instruct
0.317 (p13_9l) 1st sup-schedule activities
0.311 (p13_10p) mid-mgr-resolve conflicts

/*-----*/
Scale73 =

0.621 (p25_3f) other keyboard equip/operate, control
0.590 (eqfr3) freq. use/oversee other keyboard equip
0.580 (p25_1f) personal comp./operate, control
0.563 (eqfr1) freq. use/oversee personal computers
0.471 (p25_4f) standard office equip/operate, control
0.406 (eqfr4) freq. use/oversee standard office equip

/*-----*/
Scale74 =

0.408 (p13_23o) ext mgr-coach, train, instruct
0.382 (p13_22o) ext non-mgr-coach, train, instruct
0.361 (p13_24o) ext exec-coach, train, instruct
0.347 (p13_17o) govt off-coach, train, instruct
0.312 (p13_16o) media-coach, train, instruct

/*-----*/
Scale75 =

0.498 (contac18) freq contact suppliers
0.462 (p13_18j) suppliers-inform intview
0.426 (p21_2q) purch mats - indiv groups
0.411 (p13_18i) suppliers-take info, orders
0.370 (decfr2) dec purchasing mats
0.325 (p21_2r) purch mats - entire depts.
0.304 (decfr3) dec purchasing equip

/*-----*/
Scale76 =

0.477 (p13_23l) ext mgr-schedule activities
0.464 (p13_24l) ext exec-schedule activities
0.417 (p13_22l) ext non-mgr-schedule activities
0.301 (p13_17l) govt off-schedule activities

/*-----*/
Scale77 =

0.352 (p13_14i) clients-take info, orders
0.303 (p13_14j) clients-inform intview

/*-----*/
Scale78 =

0.451 (p21_4r) manage inv - entire depts.
0.440 (decfr4) dec manage invest.
0.430 (p21_4s) manage inv - entire divisi