

Your Customized Job Match Report



Prepared for: **Betty Penske**
Prepared on: September 19, 2021

This report lists the job types with the highest degree of match to your unique combination of interests, experience, education, and other characteristics. These data are provided in a format intended to help you evaluate potential careers.

Note: This report does NOT provide any response, test scores, or other information regarding any specific job you have applied for. It only provides general information about job types that may be of interest to you.

Your Customized Job Match Report

For: **Betty Penske**
Email: **bettypenske@yourcompany.org**
Prepared on: **September 19, 2021**

This report provides information matching your experience, education, interests, and, when available, your assessment scores with different types of jobs. It's based on the following surveys and/or assessments:



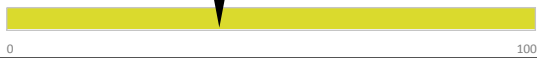



Career Interest Survey with Job Match Report Completed on September 19, 2021

How should I use this report?

This report is intended to help you determine what jobs you might be best suited for, and what jobs you might enjoy most. If you are either starting or changing careers, you can use this report for ideas on types of jobs you should pursue. Most people start by reviewing the summary table of jobs with the highest match. After that, if a particular job catches your interest, you can review the detailed information for each matched job in the following pages.



Your Interests

Theme	Score (0-100)	Level of Interest
Conventional	90	
Realistic	70	
Social	40	
Enterprising	20	
Investigative	10	
Artistic	10	

Conventional Your Score: 90

People with **Conventional** interests prefer to work with data and like rules and regulations and emphasize self-control. They like structure and order, and dislike unstructured or unclear work and interpersonal situations. They also value power and status.

Realistic Your Score: 70

People with **Realistic** interests like to work with things and are assertive and competitive. They tend to focus on activities requiring motor coordination, skill and strength and prefer to work a problem through by doing something, rather than talking about it, or sitting and thinking about it. They are also drawn to concrete approaches to problem solving, rather than abstract theory and scientific and mechanical areas, rather than aesthetic ones.

Social Your Score: 40

People with **Social** interests like to work with people and seem to satisfy their needs in teaching or helping situations. They tend to be drawn more to seek close relationships with other people and are less apt to want to be really intellectual or physical.

Enterprising Your Score: 20

People with **Enterprising** interests like to work with people and data. They tend to be good talkers, and use this skill to lead or persuade others. They are also drawn to high power situations, valuing power, money and status.

Investigative Your Score: 10

People with **Investigative** interests prefer to think and observe rather than act, and to organize and understand information rather than persuade. They are also drawn to working with data and facts over working with people and feelings.

Artistic Your Score: 10

People with **Artistic** interests like to work with ideas and things. They tend to be creative, open, inventive, original, perceptive, sensitive, independent and emotional. They rebel against structure and rules and dislike tasks involving people or physical skills.

Your Top Job Matches

Rank		Degree of Match (%)
1	Dishwasher	Moderate
2	Maids and Housekeeping Cleaner	Moderate
3	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	Moderate

Surprised by what you see? That's good!

Keep in mind that we scanned the entire database against your unique blend of interests, abilities, traits, education, and experience. It's typical that some unexpected matches appear, as well as some that you probably expected. In fact, we hope that's the case. It's our goal to expand your universe of what types of jobs might just be a good fit for you. There are a lot of different careers out there.

In the next few pages, we'll show you some detailed information about each of these jobs. We suggest you take a few minutes to review each one. We provide information about what you would typically do in the role, and how you would do it. It's fun to let your mind wander a bit and imagine yourself in each role.



Match #1 - Dishwashers

Description:	Clean dishes, kitchen, food preparation equipment, or utensils.
Some Alternate Titles: These are some other titles for jobs that are essentially equivalent to the job title above.	Breakdown Person, Bus Person Dishwasher, Dish Machine Operator (DMO), Dish Person, Dish Room Worker, Dish Stacker, Dish Technician, Dish Washer, Dishwasher, Dishwashing Machine Operator, Glass Washer, Kitchen Cleaner, Kitchen Helper, Kitchen Steward, Pan Cleaner, Pan Washer, Pot Washer, Scullion, Silver Cleaner, Silver Wrapper, Silverware Cleaner, Steward, Tray Line Worker, Tray Room Worker, Utility Aide
Job Level:	No experience needed. High school or GED sometimes required. Requires only a few days, weeks, or months of training.
Total jobs of this type in the US:	506,450
Average Yearly Salary in the US:	\$21,260

What tasks do Dishwashers perform?

Task - In order of importance (most first)
Clean garbage cans with water or steam.
Receive and store supplies.
Clean or prepare various foods for cooking or serving.
Prepare and package individual place settings.
Stock supplies, such as food or utensils, in serving stations, cupboards, refrigerators, or salad bars.
Sweep or scrub floors.
Sort and remove trash, placing it in designated pickup areas.
Place clean dishes, utensils, or cooking equipment in storage areas.
Maintain kitchen work areas, equipment, or utensils in clean and orderly condition.
Wash dishes, glassware, flatware, pots, or pans, using dishwashers or by hand.

How do Dishwashers do these tasks (work context)?

Work Activity	How much or how often?
Face-to-Face Discussions	Once a month or more but not every week
Structured versus Unstructured Work	Limited freedom
Physical Proximity	Moderately close (at arm's length)
Contact With Others	Contact with others most of the time
Wear Common Protective or Safety Equipment such as Safety Shoes, Glasses, Gloves, Hearing Protection, Hard Hats, or Life Jackets	Once a week or more but not every day
Freedom to Make Decisions	Some freedom
Spend Time Making Repetitive Motions	More than half the time
Work With Work Group or Team	Very important
Spend Time Walking and Running	More than half the time
Spend Time Standing	Continually or almost continually

What does being a Dishwasher require from you?

What's Required	Description
Achievement/Effort	Job requires establishing and maintaining personally challenging achievement goals and exerting effort toward mastering tasks.
Concern for Others	Job requires being sensitive to others' needs and feelings and being understanding and helpful on the job.

What's Required	Description
Initiative	Job requires a willingness to take on responsibilities and challenges.
Stress Tolerance	Job requires accepting criticism and dealing calmly and effectively with high stress situations.
Independence	Job requires developing one's own ways of doing things, guiding oneself with little or no supervision, and depending on oneself to get things done.
Integrity	Job requires being honest and ethical.
Cooperation	Job requires being pleasant with others on the job and displaying a good-natured, cooperative attitude.
Self Control	Job requires maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior, even in very difficult situations.
Attention to Detail	Job requires being careful about detail and thorough in completing work tasks.
Dependability	Job requires being reliable, responsible, and dependable, and fulfilling obligations.

What traits are associated with success as a Dishwasher?

Knowledge Traits - In order of importance (most first)	
Production and Processing	Knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing the effective manufacture and distribution of goods.
Personnel and Human Resources	Knowledge of principles and procedures for personnel recruitment, selection, training, compensation and benefits, labor relations and negotiation, and personnel information systems.
English Language	Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
Mechanical	Knowledge of machines and tools, including their designs, uses, repair, and maintenance.
Public Safety and Security	Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.
Food Production	Knowledge of techniques and equipment for planting, growing, and harvesting food products (both plant and animal) for consumption, including storage/handling techniques.
Chemistry	Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations that they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.
Education and Training	Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.
Administration and Management	Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
Customer and Personal Service	Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

Skills - In order of importance (most first)	
Quality Control Analysis	Conducting tests and inspections of products, services, or processes to evaluate quality or performance.
Critical Thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
Social Perceptiveness	Being aware of others' reactions and understanding why they react as they do.
Speaking	Talking to others to convey information effectively.
Operation Monitoring	Watching gauges, dials, or other indicators to make sure a machine is working properly.
Operation and Control	Controlling operations of equipment or systems.
Coordination	Adjusting actions in relation to others' actions.

Skills - In order of importance (most first)	
Monitoring	Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
Time Management	Managing one's own time and the time of others.
Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Abilities - In order of importance (most first)	
Speech Clarity	The ability to speak clearly so others can understand you.
Oral Comprehension	The ability to listen to and understand information and ideas presented through spoken words and sentences.
Control Precision	The ability to quickly and repeatedly adjust the controls of a machine or a vehicle to exact positions.
Finger Dexterity	The ability to make precisely coordinated movements of the fingers of one or both hands to grasp, manipulate, or assemble very small objects.
Static Strength	The ability to exert maximum muscle force to lift, push, pull, or carry objects.
Trunk Strength	The ability to use your abdominal and lower back muscles to support part of the body repeatedly or continuously over time without 'giving out' or fatiguing.
Multilimb Coordination	The ability to coordinate two or more limbs (for example, two arms, two legs, or one leg and one arm) while sitting, standing, or lying down. It does not involve performing the activities while the whole body is in motion.
Arm-Hand Steadiness	The ability to keep your hand and arm steady while moving your arm or while holding your arm and hand in one position.
Near Vision	The ability to see details at close range (within a few feet of the observer).
Manual Dexterity	The ability to quickly move your hand, your hand together with your arm, or your two hands to grasp, manipulate, or assemble objects.

What are some other jobs related to Dishwashers, based mainly on skills and abilities required?

Janitors and Cleaners, Except Maids and Housekeeping Cleaners, Helpers--Production Workers, Food Preparation Workers, Slaughterers and Meat Packers, Stockers and Order Fillers, Food Servers, Nonrestaurant, Landscaping and Groundskeeping Workers, Pressers, Textile, Garment, and Related Materials, Dining Room and Cafeteria Attendants and Bartender Helpers, Animal Caretakers, Packers and Packagers, Hand, Meat, Poultry, and Fish Cutters and Trimmers, Laborers and Freight, Stock, and Material Movers, Hand, Farmworkers and Laborers, Crop, Nursery, and Greenhouse, Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons, Cleaners of Vehicles and Equipment, Helpers--Carpenters, Farmworkers, Farm, Ranch, and Aquacultural Animals

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Match #2 - Maids and Housekeeping Cleaners

Description:	Perform any combination of light cleaning duties to maintain private households or commercial establishments, such as hotels and hospitals, in a clean and orderly manner. Duties may include making beds, replenishing linens, cleaning rooms and halls, and vacuuming.
Some Alternate Titles: These are some other titles for jobs that are essentially equivalent to the job title above.	Restroom Maid, Cottage Attendant, Household Worker, Dining Room Maid, Housekeeping Cleaner, Linen Folder, Charwoman, General House Worker, Butler, Lodging Facilities Attendant, Commercial Housekeeper, Parlor Maid, Linen Worker, Motel Maid, Houseperson, Bed Maker, Cleaning Matron, Chambermaid, Lounge Maid, Visiting Housekeeper, Housecleaner, Drapery Worker, House Cleaner, Industrial Housekeeper, Hall Worker, Residential Housekeeper, Housemaid, Hospital Cleaner, Ward Maid, Domestic Helper, Cleaning Porter, Cabin Cleaner, Domestic Laundry Worker, Maid, Environmental Services Aide, Hospitality Team Member, Curtain Worker, Domestic Maid, House Worker, Room Maid
Job Level:	No experience needed. High school or GED sometimes required. Requires only a few days, weeks, or months of training.
Total jobs of this type in the US:	924,640
Average Yearly Salary in the US:	\$23,830

What tasks do Maids and Housekeeping Cleaners perform?

Task - In order of importance (most first)
Sort clothing and other articles, load washing machines, and iron and fold dried items.
Sort, count, and mark clean linens and store them in linen closets.
Replenish supplies, such as drinking glasses, linens, writing supplies, and bathroom items.
Observe precautions required to protect hotel and guest property and report damage, theft, and found articles to supervisors.
Sweep, scrub, wax, or polish floors, using brooms, mops, or powered scrubbing and waxing machines.
Empty wastebaskets, empty and clean ashtrays, and transport other trash and waste to disposal areas.
Disinfect equipment and supplies, using germicides or steam-operated sterilizers.
Clean rooms, hallways, lobbies, lounges, restrooms, corridors, elevators, stairways, locker rooms, and other work areas so that health standards are met.
Carry linens, towels, toilet items, and cleaning supplies, using wheeled carts.
Keep storage areas and carts well-stocked, clean, and tidy.

How do Maids and Housekeeping Cleaners do these tasks (work context)?

Work Activity	How much or how often?
Time Pressure	Once a week or more but not every day
Work With Work Group or Team	Very important
Spend Time Using Your Hands to Handle, Control, or Feel Objects, Tools, or Controls	More than half the time
Wear Common Protective or Safety Equipment such as Safety Shoes, Glasses, Gloves, Hearing Protection, Hard Hats, or Life Jackets	Once a week or more but not every day
Indoors, Environmentally Controlled	Once a week or more but not every day
Face-to-Face Discussions	Once a week or more but not every day
Spend Time Walking and Running	More than half the time
Spend Time Bending or Twisting the Body	More than half the time
Spend Time Making Repetitive Motions	Continually or almost continually
Spend Time Standing	Continually or almost continually

What does being a Maids and Housekeeping Cleaner require from you?

What's Required	Description
Initiative	Job requires a willingness to take on responsibilities and challenges.
Concern for Others	Job requires being sensitive to others' needs and feelings and being understanding and helpful on the job.
Adaptability/Flexibility	Job requires being open to change (positive or negative) and to considerable variety in the workplace.
Stress Tolerance	Job requires accepting criticism and dealing calmly and effectively with high stress situations.
Independence	Job requires developing one's own ways of doing things, guiding oneself with little or no supervision, and depending on oneself to get things done.
Integrity	Job requires being honest and ethical.
Cooperation	Job requires being pleasant with others on the job and displaying a good-natured, cooperative attitude.
Dependability	Job requires being reliable, responsible, and dependable, and fulfilling obligations.
Attention to Detail	Job requires being careful about detail and thorough in completing work tasks.
Self Control	Job requires maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior, even in very difficult situations.

What traits are associated with success as a Maids and Housekeeping Cleaner?

Knowledge Traits - In order of importance (most first)	
Telecommunications	Knowledge of transmission, broadcasting, switching, control, and operation of telecommunications systems.
Personnel and Human Resources	Knowledge of principles and procedures for personnel recruitment, selection, training, compensation and benefits, labor relations and negotiation, and personnel information systems.
Communications and Media	Knowledge of media production, communication, and dissemination techniques and methods. This includes alternative ways to inform and entertain via written, oral, and visual media.
Production and Processing	Knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing the effective manufacture and distribution of goods.
Education and Training	Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.
Chemistry	Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations that they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.
Administration and Management	Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
Public Safety and Security	Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.
English Language	Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
Customer and Personal Service	Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

Skills - In order of importance (most first)	
Management of Personnel Resources	Motivating, developing, and directing people as they work, identifying the best people for the job.
Reading Comprehension	Understanding written sentences and paragraphs in work related documents.

Skills - In order of importance (most first)	
Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
Speaking	Talking to others to convey information effectively.
Critical Thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
Monitoring	Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
Social Perceptiveness	Being aware of others' reactions and understanding why they react as they do.
Time Management	Managing one's own time and the time of others.
Coordination	Adjusting actions in relation to others' actions.
Service Orientation	Actively looking for ways to help people.

Abilities - In order of importance (most first)	
Problem Sensitivity	The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
Selective Attention	The ability to concentrate on a task over a period of time without being distracted.
Static Strength	The ability to exert maximum muscle force to lift, push, pull, or carry objects.
Dynamic Strength	The ability to exert muscle force repeatedly or continuously over time. This involves muscular endurance and resistance to muscle fatigue.
Oral Comprehension	The ability to listen to and understand information and ideas presented through spoken words and sentences.
Stamina	The ability to exert yourself physically over long periods of time without getting winded or out of breath.
Extent Flexibility	The ability to bend, stretch, twist, or reach with your body, arms, and/or legs.
Near Vision	The ability to see details at close range (within a few feet of the observer).
Oral Expression	The ability to communicate information and ideas in speaking so others will understand.
Trunk Strength	The ability to use your abdominal and lower back muscles to support part of the body repeatedly or continuously over time without 'giving out' or fatiguing.

What are some other jobs related to Maids and Housekeeping Cleaners, based mainly on skills and abilities required?

Food Preparation Workers, Janitors and Cleaners, Except Maids and Housekeeping Cleaners, Dining Room and Cafeteria Attendants and Bartender Helpers, Food Servers, Nonrestaurant, Laundry and Dry-Cleaning Workers, Locker Room, Coatroom, and Dressing Room Attendants, Graders and Sorters, Agricultural Products, Dishwashers, Meat, Poultry, and Fish Cutters and Trimmers, Pressers, Textile, Garment, and Related Materials, Packers and Packagers, Hand, Shampooers, Stockers and Order Fillers, Animal Caretakers, Cooks, Fast Food, Library Assistants, Clerical

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Match #3 - Farmworkers and Laborers, Crop, Nursery, and Greenhouse

Description:	Manually plant, cultivate, and harvest vegetables, fruits, nuts, horticultural specialties, and field crops. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying pesticides; or cleaning, grading, sorting, packing, and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities.
Some Alternate Titles: These are some other titles for jobs that are essentially equivalent to the job title above.	Hydroponic Controlled Environment Agricultural Grower, Fruit Loader, Fruit Harvest Worker, Potato Seed Cutter, Nursery Worker, Grape Picker, Grounds and Nursery Specialist, Roguer, Custom Grinder, Detasseler, Ditch Tender, Beet Topper, Irrigation Equipment Remover, Celery Stripper, Crop Farm Helper, Hay Stacker, Greenhouse Specialist, Harvester, Celery Tier, Yam Curer, Replanter, Vegetable Loader, Zanjero, Tobacco Stemmer, Ditcher, Vegetable Tier, Harvest Worker, Diversified Crops Farmworker, Crop or Grain Farmworker, Tassel Snipper, Binder Operator, Apple Picker, Valve Pipe Irrigator, Agriculture Worker, Orchid Hand, Bulb Farmworker, Gun Fertilizer, Vegetable Buncher, Bulb Weeder, Field Crop Harvest Worker
Job Level:	No experience needed. High school or GED sometimes required. Requires only a few days, weeks, or months of training.
Total jobs of this type in the US:	273,450
Average Yearly Salary in the US:	\$23,820

What tasks do Farmworkers and Laborers, Crop, Nursery, and Greenhouse perform?

Task - In order of importance (most first)
Operate tractors, tractor-drawn machinery, and self-propelled machinery to plow, harrow and fertilize soil, or to plant, cultivate, spray and harvest crops.
Set up and operate irrigation equipment.
Cut, roll, and stack sod.
Direct and monitor the work of casual and seasonal help during planting and harvesting.
Identify plants, pests, and weeds to determine the selection and application of pesticides and fertilizers.
Regulate greenhouse conditions, and indoor and outdoor irrigation systems.
Inform farmers or farm managers of crop progress.
Harvest plants, and transplant or pot and label them.
Sow grass seed, or plant plugs of grass.
Sell and deliver plants and flowers to customers.

How do Farmworkers and Laborers, Crop, Nursery, and Greenhouse do these tasks (work context)?

Work Activity	How much or how often?
Freedom to Make Decisions	Limited freedom
Exposed to Contaminants	Once a month or more but not every week
Structured versus Unstructured Work	Some freedom
Very Hot or Cold Temperatures	Once a week or more but not every day
Work With Work Group or Team	Very important
Responsible for Others' Health and Safety	High responsibility
Spend Time Standing	More than half the time
Outdoors, Exposed to Weather	Once a week or more but not every day
Face-to-Face Discussions	Once a week or more but not every day
Spend Time Using Your Hands to Handle, Control, or Feel Objects, Tools, or Controls	More than half the time

What does being a Farmworkers and Laborers, Crop, Nursery, and Greenhouse require from you?

What's Required	Description
Independence	Job requires developing one's own ways of doing things, guiding oneself with little or no supervision, and depending on oneself to get things done.
Initiative	Job requires a willingness to take on responsibilities and challenges.
Persistence	Job requires persistence in the face of obstacles.
Self Control	Job requires maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior, even in very difficult situations.
Stress Tolerance	Job requires accepting criticism and dealing calmly and effectively with high stress situations.
Adaptability/Flexibility	Job requires being open to change (positive or negative) and to considerable variety in the workplace.
Integrity	Job requires being honest and ethical.
Cooperation	Job requires being pleasant with others on the job and displaying a good-natured, cooperative attitude.
Attention to Detail	Job requires being careful about detail and thorough in completing work tasks.
Dependability	Job requires being reliable, responsible, and dependable, and fulfilling obligations.

What traits are associated with success as a Farmworkers and Laborers, Crop, Nursery, and Greenhouse?

Knowledge Traits - In order of importance (most first)	
Clerical	Knowledge of administrative and clerical procedures and systems such as word processing, managing files and records, stenography and transcription, designing forms, and other office procedures and terminology.
Mechanical	Knowledge of machines and tools, including their designs, uses, repair, and maintenance.
Biology	Knowledge of plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment.
Public Safety and Security	Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.
Personnel and Human Resources	Knowledge of principles and procedures for personnel recruitment, selection, training, compensation and benefits, labor relations and negotiation, and personnel information systems.
Transportation	Knowledge of principles and methods for moving people or goods by air, rail, sea, or road, including the relative costs and benefits.
Customer and Personal Service	Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
Administration and Management	Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
Food Production	Knowledge of techniques and equipment for planting, growing, and harvesting food products (both plant and animal) for consumption, including storage/handling techniques.
Production and Processing	Knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing the effective manufacture and distribution of goods.

Skills - In order of importance (most first)	
Time Management	Managing one's own time and the time of others.
Judgment and Decision Making	Considering the relative costs and benefits of potential actions to choose the most appropriate one.
Operation and Control	Controlling operations of equipment or systems.
Operation Monitoring	Watching gauges, dials, or other indicators to make sure a machine is working properly.
Social Perceptiveness	Being aware of others' reactions and understanding why they react as they do.

Skills - In order of importance (most first)	
Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
Speaking	Talking to others to convey information effectively.
Monitoring	Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
Critical Thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
Coordination	Adjusting actions in relation to others' actions.

Abilities - In order of importance (most first)	
Near Vision	The ability to see details at close range (within a few feet of the observer).
Finger Dexterity	The ability to make precisely coordinated movements of the fingers of one or both hands to grasp, manipulate, or assemble very small objects.
Stamina	The ability to exert yourself physically over long periods of time without getting winded or out of breath.
Control Precision	The ability to quickly and repeatedly adjust the controls of a machine or a vehicle to exact positions.
Speech Recognition	The ability to identify and understand the speech of another person.
Arm-Hand Steadiness	The ability to keep your hand and arm steady while moving your arm or while holding your arm and hand in one position.
Manual Dexterity	The ability to quickly move your hand, your hand together with your arm, or your two hands to grasp, manipulate, or assemble objects.
Trunk Strength	The ability to use your abdominal and lower back muscles to support part of the body repeatedly or continuously over time without 'giving out' or fatiguing.
Multilimb Coordination	The ability to coordinate two or more limbs (for example, two arms, two legs, or one leg and one arm) while sitting, standing, or lying down. It does not involve performing the activities while the whole body is in motion.
Static Strength	The ability to exert maximum muscle force to lift, push, pull, or carry objects.

What are some other jobs related to Farmworkers and Laborers, Crop, Nursery, and Greenhouse, based mainly on skills and abilities required?

Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons, Landscaping and Groundskeeping Workers, Farmworkers, Farm, Ranch, and Aquacultural Animals, Rock Splitters, Quarry, Dishwashers, Animal Caretakers, Construction Laborers, Janitors and Cleaners, Except Maids and Housekeeping Cleaners, Automotive and Watercraft Service Attendants, Fallers, Roustabouts, Oil and Gas, Insulation Workers, Floor, Ceiling, and Wall, Meat, Poultry, and Fish Cutters and Trimmers, Laborers and Freight, Stock, and Material Movers, Hand, Textile Cutting Machine Setters, Operators, and Tenders, Pourers and Casters, Metal, Molders, Shapers, and Casters, Except Metal and Plastic

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How we created this report

We used your responses to questions in the surveys and assessments listed above in conjunction with data provided by the U.S. Federal Government Occupational Information Network (O*Net) and the U.S. Department of Labor's Bureau of Labor Statistics. O*Net provides up-to-date information about nearly 1,000 different types of jobs. Data available includes knowledge, skills, abilities, tasks, work styles, and many other features associated with each job, such as experience level and education level requirements. The O*Net database is updated frequently and has become the world's foremost compendium of job descriptive data. We use the Bureau of Labor Statistics (BLS) database for information about the number of actual jobs of various types and average annual wages.

HR Avatar uses the responses in your surveys and assessments to calculate your degree of each relevant feature or character trait. We then match these calculated values with values in the O*Net database to determine which jobs have the highest overall match.

Why aren't there test scores for every category?

For some sections, like personality characteristics and interests, there are no right or wrong answers. Therefore, they don't really have scores. However, they are used to estimate your degree of match with various classes of jobs, such as jobs that require artistic ability or social skills.



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