



Aptitudes & Interests Cheat Sheet

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Personal Approach



Time Frame Orientation

- » This measures the time frames the user tends to consider when making plans for the future.
- » Time Frame Orientation indicates how a user will consider the impact of current actions on approaching plans or projects.

Future Focused

Future Focused people are able to plan and work toward goals that may take years to come to fruition.

Careers: Manager of Staff Training and Development, Research Scientist, Entrepreneurship, Executive Administration

Balanced

Balanced people often find a middle ground between focusing on their current activities and a distant goal.

Present Focused

Present Focused people need goals that can be accomplished in a shorter period of time, so breaking a long-term process into smaller "bites" makes goals doable.

Careers: Journalism, Consulting, Emergency Medicine

Personal Approach



Vocabulary

- » This measures knowledge of English words and written language.
- » Vocabulary indicates an ability and desire to learn and integrate new information.

Advanced

Advanced Vocabulary people seem to use fancy words a lot and enjoy knowing about a variety of different things.

Careers: Judge, Communications Professor

Proficient

Proficient Vocabulary people might fish for words occasionally, but can usually figure out meaning from the context or conversation. They tend to enjoy communicating with people with a variety of backgrounds, interests, and knowledge.

Basic

Basic Vocabulary people prefer to communicate at an in-depth level in fields with which they're most familiar.

Personal Approach



Work Approach

» This measures how you're likely to think about and perform work tasks.

Generalists

Generalists are most comfortable and effective with teams, on committees, and in organizations. They understand intuitively how others react and feel. They have the ability to move from job to job as needed.

Careers: Operations Research Analyst, Advertising Manager, Entrepreneur

Liaisons

Liaisons enjoy using expertise or specialization while contributing to a group or project. They can relate to the viewpoints of others, but they also have their own unique vision.

Specialists

Specialists see work as an extension of themselves. They are most comfortable and effective when they can make a contribution from an expert or unique point of view and tend to work best individually or independently.

Careers: Tax Accountant, Personal Injury Lawyer, Child Psychologist, Electrical Engineer, Radiologic Technician, Specialty Repair Person, Specialist Writer (i.e. Middle East)

Personal Approach



Interpersonal Style

- » This measures the user's natural style for interacting with other people that either gives them energy or drains it away.
- » Interpersonal Style affects how a user initiates interactions and replenishes their energy. Does the user get energy from being with other people or from spending time by themselves? To some extent everyone does both, but many people have a hard-wired tendency for one over the other. The user's tendency influences how they interact with those around them.
- » Interpersonal Style is NOT factored into the career matches, as there is space within careers for roles that lean more introverted and more extroverted.

Extroverts

Extroverts are sociable and expressive, outwardly focused, communicate by talking and thinking out loud, learn by discussing, and enjoy group work as a way to get energized. They naturally initiate and sustain interactions that can lead to a broad range of friends and interests.

Blended Energizers

Blended Energizers balance the traits of introversion and extroversion. They tend to be flexible in how they communicate with others. They can talk openly about a wide range of topics, but also like to take time to process their thoughts before expressing them

Introverts

Introverts are introspective and quiet, enjoy working alone or one-on-one, and are reflective and private. They often prefer observing others to interacting and tend to process thoughts internally rather than verbally.

Interest Profiler

These are your interests today. Remember that, unlike aptitudes that are stable over a lifetime, interests tend to change as you are exposed to new experiences and ideas.

Realistic

» Get Stuff Done!

» This category shows how much you prefer work that is practical and hands-on with tangible results. The higher your interest in Realistic work, the more likely you are to enjoy work that requires physical or athletic activity and tasks that allow you to interact with animals, spend time outdoors or use tools and machines.

» **Careers:** Mechanical Technician, Physical Therapist, Personal Trainer

Investigative

» Figure Things Out

» This category shows how much you prefer work that's intellectual and theoretical in nature. The higher your interest in Investigative work, the more likely you are to enjoy work that allows you to explore ideas, conduct research, and gain knowledge to solve problems.

» **Careers:** Researcher, Engineer, Scientist

Artistic

» Express Creativity

» This category shows how much you prefer work that is creative and original. The higher your interest in Artistic work, the more likely you are to enjoy work that allows you to express yourself creatively.

» **Careers:** Graphic Designer, Writer, Artist, Advertising Executive, Web Designer

Social

» Help Others

» This category shows how much you prefer work that is helping and supportive. The higher your interest in Social work, the more likely you are to enjoy work that allows you to interact with and help others.

» **Careers:** Medical Professions, Teachers, Social Work, Non-Profit Organizations

Enterprising

» Influence People

» This category shows how much you prefer work that is persuasive and competitive. The higher your interest in Enterprising work, the more likely you are to enjoy work that requires high energy and taking risks.

» **Careers:** Business & Marketing, Entrepreneurship

Conventional

» Follow Rules

» This category shows how much you prefer work that is practical and detail-oriented. The higher your interest in Conventional work, the more likely you are to enjoy work with clearly defined rules and processes.

» **Careers:** Accountant, Lawyer

Core Driver



Visual Comparison Speed

- » This is the ability to perform tasks that require perceptual speed and accuracy.
- » Visual Comparison Speed provides an advantage in tasks requiring high clerical detail like editing, proofreading, teaching, construction, and sales.

Visual Scanners

Visual Scanners are good at keeping required paperwork, detail, and office organization to a very high level of effectiveness and order.

Careers: Sheriff Deputy, Machine Tool Programmer, Orthoptist, Occupational Health & Safety Specialist, Robotics Engineer, Civil Engineer, Astronomer, Pathologist, Fire Inspector

List Checkers

List Checkers can find a specific item among many without too much trouble. They're comfortable and effective with a moderate amount of clerical or administrative work.

Double Checkers

Double Checkers need to be deliberate in scanning information. They take a while to process paperwork, but are accurate if they have enough time.

Core Driver



Numerical Reasoning

» This is the ability to identify numerical patterns and trends.

Numerical Detectives

Numerical Detectives are fascinated by trends in numbers and generally enjoy number games as well as puzzles. Their unique ability allows them to translate information into numbers in order to process information quickly.

Careers: Statistician (Sports, Business), Actuary, Survey Researcher, Auditor, Medical Scientist

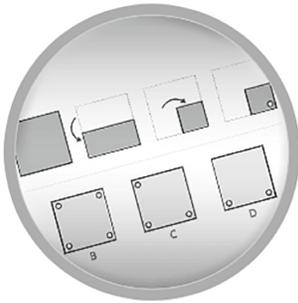
Predictors

Predictors may enjoy uncovering a pattern when they know one is present, but won't devote excessive effort without a clearly defined goal.

Number Neutrals

Number Neutrals are most comfortable using formulas that they have repeatedly applied and have little interest in the theory or process behind the development of formulas.

Core Driver



Spatial Visualization

- » This is the ability to mentally translate two-dimensional images into three-dimensions.
- » The ease with which you mentally arrange objects and space indicates how likely you are to interact with ideas and abstract processes in your daily thinking.

3D Visualizers

3D Visualizers use 2D representations of the world, like maps or blueprints, to create 3D models in their minds. Their ability to visualize spatially allows them to understand blueprints, drawings, and maps easily and without having to rotate them physically.

Careers: Architect, Construction Manager, Art Director, Interior Designer, Surgeon, Coach/Scout, Musical Instrument Repair, Mechanical Engineer

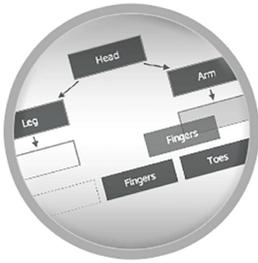
Space Planners

Space Planners are comfortable reading maps, blueprints, or diagrams.

Abstract Thinkers

Abstract Thinkers are pulled toward abstract roles such as counseling, teaching, law, literature or the political process. Abstract concepts involving ideas, relationships and feelings are within easy grasp.

Core Driver



Sequential Reasoning

- » The knack for organizing things in your head - ideas, information, systems - and it determines whether you'll thrive doing a lot of logical organizing, or a little.
- » It helps you create a sequential, linear, and systematic planning approach that allows you to make accurate logical deductions and find it easy to explain to others how the pieces of a plan fit together.

Sequential Thinkers

Sequential Thinkers quickly organize a lot of information simultaneously in their heads while listening and talking. They're able to organize ideas, structures, systems, or schedules quickly and readily express them to others.

Career: Chemist, Project Manager, Teacher, Engineer, Market Research Analyst, Medical Scientist, Industrial Organizational Psychologist, Chiropractor

Collaborative Planners

Collaborative Planners prefer tweaking plans rather than creating them. They create the critical individual pieces of a project, but leave project delivery to others.

Process Supporters

Process Supporters tend to be most comfortable in environments with procedural rules and strong logistical routines. They're determinedly organized and prefer practical plans to complex ones.

Core Driver



Idea Generation

- » This is the ability to generate rapid and abundant flows of words and ideas in a limited period of time. This is a measure of creativity that taps into a person's ability to share ideas and thoughts on the spur of the moment. Idea generation directly affects whether your thoughts go in several directions at once or whether you follow single ideas more readily.
- » Idea Generation measures the quantity, not quality, of ideas that enter your mind at a time.

Brainstormers

Brainstormers always have ideas, regardless of how much they've thought about a topic or how much they care about it. They can come up with countless ways to approach a project, but it can be hard to keep them focused.

Careers: Creative Writer, Editor, Marketing Specialist, Lawyer, Food Scientist, Producer Advertising & Promotions Manager

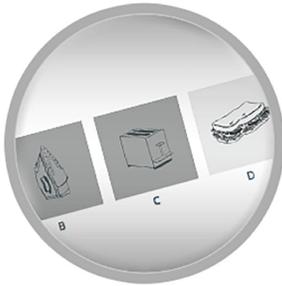
Idea Contributors

Idea Contributors can elaborate when a situation calls for it. They'll discuss the big picture, but also talk about next steps and be ready to move on to put ideas into action.

Concentrated & Focused

Concentrated & Focused individuals get excited about other people's ideas. They're good at implementing ideas that are well thought out or already accepted.

Core Driver



Inductive Reasoning

- » This is the ability to see relationships in seemingly unrelated pieces of information and to rapidly draw conclusions.
- » Inductive Reasoning influences how you approach gathering information and solving problems: that is, how quickly and intentionally you draw conclusions based on the facts available to you.
- » It's the ability to diagnose and critique - to go directly from clues and observations to an accurate answer.

Diagnostic Problem Solvers

Diagnostic Problem Solvers often seem to leap to conclusions without having all the information or following a logical step-by-step method of problem-solving. It's almost as though they intuit the answer or "think without thinking." It seems like they're in constant problem-solving mode.

Careers: Veterinarian, Criminal Investigator/Special Agent, Detective, Sales Manager, Intelligence Analyst, Emergency Medicine, Systems Analyst

Investigators

Investigators enjoy acquiring new information and learning how facts interrelate. They like possessing knowledge, having the chance to apply it, and occasionally being involved in improving a solution.

Fact Checker

Fact Checkers are deliberate in deciding whether something is true. They rely on specific information and observed experience to verify "what is" before arriving at a conclusion.

Practical Amplifier



Numerical Computation

- » Numerical Computation affects your tendency for, or ease with, performing mental calculations during your daily interactions.
- » It also shows your ability to focus under pressure and your comfort level when working with all kinds of numbers.

Advanced Computer

Advanced Computers keep a running tab of numbers in their heads at all times. They excel at mental calculations and can provide solutions quickly.

Careers: Accounting, Personal Financial Planner, Construction Carpentry, Mechanical Engineer, Biochemist, Cost Estimator, Surveyor

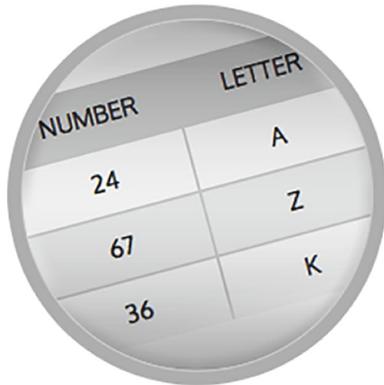
Proficient Computer

Proficient Computers make necessary calculations, but don't translate things like schedules into calculation opportunities when they know they can look up information.

Basic Computer

Basic Computers may be comfortable with simple calculations, when they need to make more complex calculations, they usually reach for a calculator.

Practical Amplifier



Associative Memory

- » This is the ability to recall arbitrary sets of material.
- » A visual learning ability that shows how quickly and accurately you can plant new information in your head and then recall it.
- » Helps with rote memorization and provides an advantage in many academic and professional activities ranging from learning languages and jargon to memorizing formulas for technical, scientific, and organizational tasks.

Information Acquirers

Information Acquirers remember what they read and seem like "walking reference books." They're able to pick up the language and vocabulary of new subject matter, whether science, architecture, art, history, Spanish, or law.

Careers: Pharmacist, Interpreter/Translator, Computer Programmer, Mechanical Engineering Technologist, Psychiatrist

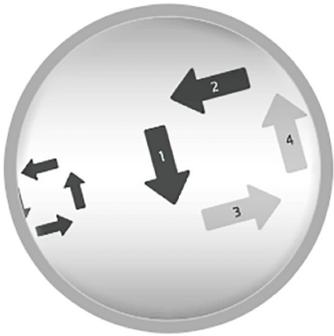
Conscious Memorizers

Conscious Memorizers are reasonably good at remembering names, places, or things, but they often need to use memory tricks.

Cue Users

Cue Users like to use techniques that help them learn and retain new information.

Visual Amplifier



Hand-Eye Coordination

- » This is the ability to quickly learn and execute movements that require actions of the fingers, hand, or wrists in response to a visual display.
- » Increased Hand/Eye Coordination helps you learn new procedures quickly and perform manual tasks that involve a high degree of speed or precision.

Coordinated Movers

Coordinated Movers easily learn complex movements after simply watching others or from visual instructions. Learning movements seems effortless for them: they never seem to have to practice!

Careers: Machinery Maintenance Worker, Commercial Pilot, Telecommunications Line Installer, Sports Medicine Physician, Excavating Operator

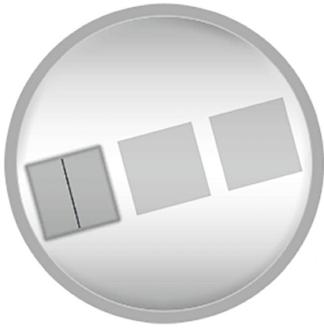
Synchronized Movers

Synchronized Movers have to focus their attention on the visual instructions and then allow their brain to translate the directions to the body.

Experiential Movers

Experiential Movers may need extra learning time to replicate a movement they see others performing.

Visual Amplifier



Visual Memory

- » This is the ability to remember visual data without analyzing or otherwise interacting with it.
- » Visual Memory is an aptitude that provides an advantage when learning information, especially when working with numbers.

Data Magnets

Data Magnets can remember numbers, data and unrelated facts, without apparent effort. Whenever a phone number, date, or statistic is needed, they are there with the correct answer. They easily retain miscellaneous information and trivia that is often numerical.

Careers: Teacher, Financial Planner, Accountant, Budget Analyst

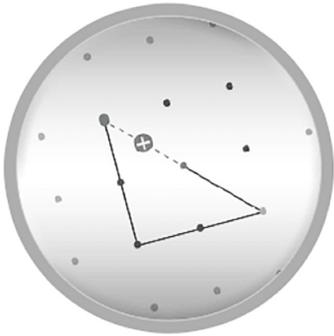
Data Reviewers

Data Reviewers find numbers, data, and facts useful, but are not tuned into them as a default.

Note Users

Note Users have to make a concerted effort to memorize or record them in a safe place for referral.

Visual Amplifier



Pattern Memory

- » This is the ability to recall visual patterns presented in two dimensions such as charts, diagrams, sketches and maps.
- » Pattern Memory directly influences how effectively you absorb and recall your visual surroundings.

Human Cameras

Human Cameras love visual patterns in fabrics, maps, and nature. They are drawn to patterns and love to point out visual patterns in things that are not typically thought of as having patterns.

Careers: Video Game Designer, Fabric & Apparel Patternmaker, Surveyor, Mapping Technician, Civil Engineering Technician

Map Reviewers

Map Reviewers occasionally look intensely at patterns, but aren't necessarily eager to point them out to others.

Note Takers

Note Takers are comfortable comparing patterns only when they can physically line patterns up against one another.