

The Johnson O'Connor Research Foundation, Inc. is a nonprofit scientific research and educational organization with two primary commitments: to study human abilities and to provide people with a knowledge of their aptitudes that will help them in making decisions about school and work.

Since 1922 hundreds of thousands of people have used our service to learn more about themselves and to derive more satisfaction from their lives. The Foundation has testing offices in major cities across the nation.

Aptitudes

Aptitudes are natural talents, special abilities for doing, or learning to do, certain kinds of things. Perceptual speed, musical ability, spatial visualization, and memory for numbers are examples of such aptitudes. In a comprehensive battery of tests available only through the Foundation, these and many other aptitudes are measured. These measured traits are highly stable over long-term periods.

Every occupation – whether it is engineering, medicine, law, or management – uses certain aptitudes. The work you are most likely to enjoy and be successful in is work that uses your aptitudes. For example, if you are an engineer but possess aptitudes *not* used in engineering, your work might seem unrewarding. If you *lack* the engineer's aptitudes, your work may be difficult or unpleasant.

Aptitude testing is *one* tool for career selection. It can help you find where your aptitudes lie, what type of work uses those aptitudes, and why certain occupations may be more rewarding than others. The Foundation, however, does not provide employment counseling services. What the Foundation does is give you an inventory of your aptitudes and examples of types of work suggested by the combination of these aptitudes.



Many of our tests are given individually.

You should have your aptitudes measured

IF YOU:

- are a high school or college student, because our program can help you select a major field of study and an appropriate type of school.
- are unhappy in your job, because understanding your aptitudes can help direct you to more satisfying work in your field, or could suggest a more satisfying career. Sometimes a minor change can make the difference between satisfaction and frustration, between success and failure.
- haven't worked for some time and are considering a return to the job market. Knowledge of your aptitudes may help you decide what kind of job to look for.
- face a decision about promotion or transfer within your company. Knowledge of your aptitudes may help you make that decision.
- are about to retire, as the information gained can help you use your retirement years more fruitfully.
- wish to learn about the nature of aptitudes and how they affect human behavior.

We test people fourteen years of age or older. There is no upper age limit.

Some people hesitate to take our tests because they might "fail." It is impossible to pass or fail our program. In many cases, a low score on a particular test may be preferable to a high score. Satisfaction in a job depends *not* on *how many* aptitudes you possess but on the combination of high and low scores, and whether that aptitude pattern is used in your work.

A poor school record or lack of schooling should not be a deterrent to going through

our program, because aptitudes are not based upon knowledge or educational background. It should be noted, however, that the test results may not be accurate for those for whom English is a second language.

Adults who decide to go through our testing program should be prepared to accept results that might be difficult to put into practice because of personal circumstances, though in many cases the gains in self-knowledge make aptitude testing worthwhile.

If you have a physical or mental impairment or learning disability, or are taking a strong medication, your scores may not be accurate. Most of the tests are timed; your scores are determined by how fast and accurate you are. After reading our literature, you should carefully consider whether testing would be suitable. We cannot make this decision for you.

The assessment program

You will be asked to do a wide variety of tasks during the testing, such as assembling blocks, remembering numbers, solving puzzles, and listening to simple tunes. Paper and pencil tests are kept to a minimum. Many of our tests are given individually; some are given with audio-visual equipment.

It is important to understand what our aptitude measurements are *not*, for there are many different kinds of tests and testing programs other than those offered by the Foundation.

- Unlike an IQ score, which is of little value in career selection, your aptitude test results form a pattern showing your various strengths and weaknesses. Two people can have identical IQ scores but very different aptitude patterns.

- Our tests do *not* consist of questions. It is too easy to answer a question as you feel inclined at the moment, or as you feel it *ought* to be answered. Our testing will reveal your actual abilities, rather than merely reflecting your personal opinions.
- Aptitudes are *not* interests, and unlike aptitudes, interests can change. For that reason, if your interests don't correspond with your aptitudes, we encourage you to develop *new* interests that match your natural abilities.

Industrial testing

The only testing performed for industry by the Foundation is for employee enrichment and outplacement. We do not do testing for hiring, promotion, transfer, or dismissal.

Experimental tests

To learn more about aptitudes, we include experimental tests in our program. Each person comes with the understanding that he or she devote part of the appointment time to taking these tests. Only in this way can the Foundation conduct research to improve the accuracy of its measurements, isolate new aptitudes, and generally extend its knowledge.

Vocabulary

In addition to aptitudes, we measure your knowledge of English vocabulary. Your vocabulary score is an indication of your general knowledge. Vocabulary level is the best predictor of overall success in school and performance on the SAT-Verbal and other similar tests. A large and exact vocabulary is also a characteristic of successful people in many occupations.



Some tests are given using audio-visual equipment.

**Johnson O'Connor Research Foundation
Human Engineering Laboratory**



In the final appointment there is an explanation of the results. Parents or others are welcome to attend.

Since vocabulary knowledge is *not* an aptitude, anyone can learn words and increase his or her vocabulary. As part of our program we show you ways that can help you build your vocabulary. We have also developed vocabulary-building workbooks, which are sold in each of our offices.

The results

In the last of the three appointments of our program you will be given a transcript of your scores as well as a book and other explanatory materials. Your test results are confidential. A staff member will explain your scores to you. We invite you to bring anyone to this discussion. If you have questions at any time – before, during, or after your appointments with us – we will be happy to answer them. If you feel you need a follow-up discussion, you may call at any time to schedule one. Your first follow-up is free if scheduled within a year of completing the program.

History

The Johnson O'Connor Research Foundation, Inc. is the outgrowth of a testing program begun in 1922 by Mr. Johnson O'Connor for the General Electric Company. The program was so successful that the families and friends of the employees asked to be tested. Mr. O'Connor decided to expand the program beyond its industrial setting. In its early years the Foundation was associated with the Stevens Institute of Technology. In 1939 it was incorporated as an independent, nonprofit scientific research and educational organization.

www.jocrf.org



APTITUDE TESTING for career and educational guidance

**Johnson O'Connor
Research Foundation**