Occupational Plots for the Foundation's Standard Battery Displayed by Occupation

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JOHNSON O'CONNOR RESEARCH FOUNDATION, INC.

Technical Report 2019-1

March 2019

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ABSTRACT

In Statistical Bulletins 2004-6 and 2005-14, Christopher Condon and David Schroeder presented plots of how examinees from various occupations score on the tests in the Foundation's standard battery. In the current report, we replicate these analyses on Foundation examinees from 1989 to 2015 and plot the results for each of 74 occupational groups. For each group, one plot shows the means on the tests, and a second plot shows the means with 95% confidence intervals. The results show distinctive patterns of strengths (and weaknesses) across the Foundation's tests for most of the occupational groups. In addition to the mean effects, there was a great deal of variability within the groups on the aptitudes that we study.

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WRITING	21	48	83
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	Figure (No CI)	Figure (CI)	Table
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ACKNOWLEDGMENTS

This report, along with Statistical Bulletin 2019-1, represents a continuation of a previous line of research by Christopher Condon and David Schroeder (Statistical Bulletins 2004-6 and 2005-14). The present work relies on the Foundation's research database, which contains test scores and occupational codes for thousands of examinees whom the Foundation has tested over the years. The authors are pleased to acknowledge the efforts of all the testing staff and Research Department professional and support staff in creating and maintaining this body of data over time. The authors also recognize the support of the Foundation for us to carry out this project, and specific input from Russell Burke, Anne Steiner, and Linda Houser-Marko.

INTRODUCTION

In Statistical Bulletins 2004-6 and 2005-14, Christopher Condon and David Schroeder presented plots of how examinees from various occupations score on the tests in the Foundation's standard test battery. Those plots were based on scores for Foundation examinees tested between 1989 and 2001. Since that time, we have roughly doubled the number of examinees in our database, and so we judged that this would be a good time to construct a new set of plots.

In Statistical Bulletin 2019-1, we presented plots with mean test scores for various occupations on the Foundation's standard-battery tests. Specifically, we showed one plot for various occupational groups on Graphoria, one for Ideaphoria, and so on.

In the present report, we show these means organized by occupations. That is, we present one plot with the test means for Architecture, another plot for Engineering, and so on for the 27 occupational groups that we examined in Statistical Bulletin 2019-1. Because of our large sample size of examinees, we also formed an additional 47 occupational groups, and we present the means for those groups here in a second set of plots and tables.

METHOD

The sample, procedures, and analyses here are largely similar to those presented in Statistical Bulletin 2019-1 (with the addition of 47 more occupational groups), but they will be recounted here so that the reader is not required to return to the earlier report to review them.

Sample

As referred to earlier, the plots that will be presented here are based on data from Foundation examinees tested between 1989 and 2015. The initial data file contained scores on the Foundation's standard battery from all code-0 examinees with valid scores for this time period. Foundation examinees pay a fee to take the Foundation's battery generally for purposes of occupational and educational planning in addition to acquiring self-knowledge.

From the original file of code-0 examinees, we selected only the examinees who were currently employed or who had been previously employed relative to the time of their testing. Employment in this context means having a regular job that is not just a summer or part-time job while the examinee is in school.

For each examinee, the current or most-recent job was assigned an occupational code by Foundation staff based on the information about the job that the examinee provided on their Information Sheet. The system of codes is described in TIB 1992-4.

The sample was limited to examinees who reported being satisfied with their occupation—that is, they checked Like (as opposed to Indifferent or Dislike) for the current or most-recent job on their Information Sheet.

The final sample consisted of 18,194 Foundation examinees tested between 1989 and 2015. The examinees ranged in age from 15 to 70 (M = 36.6, SD = 10.9), and 8,827 (48.5%) of the examinees were male and 9,367 (51.5%) female. Further description of the Foundation's testing population is provided in Statistical Bulletin 2012-12.

Procedures

From our sample of 18,194 examinees, we formed 27 occupational groups that are listed in Table 1 and are generally similar to the groups in our earlier set of occupational plots by occupation (Statistical Bulletin 2005-14). We sought to form groups that had reasonably large sample sizes (generally greater than 100) but also had something in common (e.g., physical sciences). In addition, we tended to form narrower groups for professional-level occupations (codes 1-199) than for other occupations.

For this report, we also identified 47 additional occupational groups, with a target sample size of at least 50 examinees. These groups are listed in Table 1, along with the original set of 27 groups.

Analyses

The data set for the analyses here consisted of scores on the Foundation's standard battery of aptitude and vocabulary tests for the sample described earlier. These tests are described in Table 2 in terms of the variables that they measure and their reliability coefficients.

In order to control for the effects of age (e.g., see Statistical Bulletin 2016-4), the raw score for each test was partialled for age.[1] Also, when a test had two or more forms for

[1] Because age effects are often curvilinear, we partialled for age with polynomial regressions that used age, age-squared, and age-cubed as independent variables. In addition, cases for which age was less than 14 or greater than 70 were excluded from the sample.

which scores were incompatible (e.g., Memory for Design Wks. 294 U and 294 V [TIB 2013-12]), we used scores from the form with the larger number of cases and omitted scores for the alternative form.

We excluded several standard-battery tests from the study for particular reasons. The Wiggly Block test had a series of different test forms during this time period for which scores cannot be assumed to be comparable (see, e.g., TIB 1999-5), and so Wiggly Block was left out of the study. In a similar way, Grip has had variations in scores related to test equipment and administrations, and so we did not attempt to analyze merged Grip data here. Color Perception was excluded because its scores are not on an interval-level scale (Anastasi & Urbina, 1997, p. 174), which means that one cannot calculate proper means and confidence intervals. Finally, Writing Speed is given primarily to help us to interpret examinees' Ideaphoria scores (and not to address occupational choice directly), and so we did not include it.

Also, many of our tests have small numbers of relatively extreme scores that can have disproportionate influences on statistical analyses. For these tests, very low scores were raised to floor values, and very high scores were lowered to ceiling values.[2]

For each test, non-missing scores were standardized (that is, converted to *z*-scores).[3] We then calculated the means and standard deviations for each occupational group.

Last, for each mean value, we calculated the corresponding 95% confidence interval.[4] These intervals can be used to gauge the likelihood that individual sample means are greater than zero (or less than zero).

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[2] Specifically, extremely low scores on all 23 standard-battery tests except for Paper Folding, Structural Visualization, Observation, Word Association, Visual Designs 1, and Visual Designs 2 were raised to floor values, and extremely high scores on Observation were lowered to a ceiling value. The particular values are recorded in the Research Department.

[3] In other words, for each test, we took the non-missing raw scores partialled for age and subtracted the mean and divided by the standard deviation. This places scores for each of the tests on a scale with a mean of zero and a standard deviation of one (Anastasi & Urbina, pp. 61-64). To see the *z*-scores corresponding to various percentiles, see Table 3.

[4] The 95% confidence interval for a mean represents a score interval within which there is a 95% likelihood that the "true" mean (that is, the mean of the entire population, as opposed to the mean of the sample studied here) lies in the interval.

RESULTS

The means for the original set of 27 occupational groups on our tests are shown in Figures 1-27 and Tables 4-31. As in Statistical Bulletin 2019-1, we present a single means-only table first (Table 4, which is also colored in the style of a "heat map" graphic),[5] to serve as a compact listing of the mean values, and then Tables 5-31 show the means along with the standard deviations, sample sizes, and 95% confidence intervals for the groups. A second set of plots, Figures 28-54, adds the confidence intervals to the displays of the means.

For the 47 additional occupational groups examined in this technical report, their test means are shown in Figures 55-101, and the means with 95% confidence intervals are shown in Figures 102-148. The means and related values are also shown in Tables 32-78.

Finally, the Appendix (adapted from Statistical Bulletin 2004-6, pp. 9-11) provides an extended discussion of how to interpret the figures.

As in Statistical Bulletin 2019-1, we will not endeavor to explicate the specific findings at length here. We would point out that for most of the occupational groups, they differ significantly from the overall mean ($z = 0$)[6] on some tests and not on others. In other words, most of the groups show relative strengths (or weaknesses) on at least some of the tests.

Last, we would reiterate that, along with mean differences between occupations for most of our tests, there is also a great deal of variability within occupations on our tests. For example, among systems analysts and programmers on Analytical Reasoning (see Figure 149), even though they show a mean z-score of .39, their scores range from -2.35 to 2.66, and 18.8% of them fall below the 30th percentile of the combined sample. Thus, although we see sizable differences among occupational groups, there are many persons who report being satisfied with their jobs who are not necessarily similar to the general patterns.

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[5] "Heat map" is a term typically used to refer to colored matrices or data plots in which the color of each cell or point corresponds to the numerical value in the cell or at the point. In our heat map, Table 4, positive values are in shades of red and negative values are in shades of blue, with successively darker shades representing greater ranges of absolute values in steps of 0.2 (e.g. 0.2 to 0.4). Additionally, values at or near zero (specifically, with absolute values less than 0.005) are colored white, and cells that would have contained means from fewer than 50 examinees are colored black.

[6] In this context, a mean can be considered to be significantly different from zero ($p < .05$) if the 95% confidence interval does not include zero.

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APPENDIX

The purpose of this appendix is to provide information to enable users to better understand the occupational plots in this report. The plots show the performance of 27 occupational groups across our standard-battery tests. We have provided two versions of these plots in the present Statistical Bulletin: the first set (Figures 1-27) shows our tests on the *y*-axis with horizontal bars displaying the means for the given occupational group. The second set (Figures 28-54) shows our tests on the *x*-axis with dots and error bars on the *y*-axis to represent the means and their 95% confidence intervals.

In order to construct these plots, we calculated the mean *z*-score for examinees in different occupations on each test (Anastasi & Urbina, 1997, pp. 61-64). *Z*-scores, in which raw scores for various tests are converted to a standardized scale, allow us to more easily compare means across occupations. Our plots' *z*-scores can be interpreted as follows: A value of 0 corresponds to the mean of the general testing population (essentially, the 50th percentile). Deviations from 0 indicate the extent to which the scores deviate from the general mean in standard-deviation units. Hence, a value of 1.0 indicates that a given occupational group averaged one standard deviation above the general mean, which would fall at about the 84th percentile. The *z*-score scale in these graphs only ranges from 1.2 to -0.8, but *z*-scores can be larger or smaller than that. For instance, a *z*-score of two is two standard deviations from the mean (0), which would indicate a percentile of roughly 98. In the set of plots without confidence intervals, the position of each colored bar's tip corresponds to the mean z-score for that group. In the set of plots with confidence intervals, the position of each red dot corresponds to the group's mean *z*-score.

The set of plots with confidence intervals require a few additional words of explanation. At any time that means are discussed, it is important to also discuss standard errors of the means.[7] Confidence intervals, like the ones in Figures 28-54, are "error bars" we can attach to mean values shown on a plot in order to indicate how statistically certain we are about those estimates. The bars (i.e., red lines) in Figures 28-54 represent 1.96 standard errors in each direction from the sample means, and this range (space inside the bars) corresponds to the span of values that will contain the true mean[8] 95% of the

[7] The standard error for a mean is calculated by taking the standard deviation for a given group on a given test and dividing by the square root of the number of people in the group.

[8] The true mean in this context refers to the mean of the entire population being addressed (e.g., lawyers), as opposed to the limited sample for which we have scores here.

time. That's why we say that we have 95% confidence that the "true" mean falls within the bars.

Note also that the ranges are narrower to the extent that the sample size is large. In other words, groups with fewer people yield larger bars—which means we're less confident that the true mean is the same as (or at least close to) our estimate, because more values fit within larger sets of bars. For instance, the bars are quite small for the occupational group "Office clerical work," which implies precision is high because this group has a large sample size. It is important to understand standard errors when discussing these results with clients. Clients should know that there is a certain amount of uncertainty around any estimate of a population mean. Tables 5-31 provide the precise range of *z*-scores that correspond to each of the confidence intervals in Figures 28-54.

Another issue to be addressed with these plots is how one translates *z*-score means to more-familiar terms, such as percentiles, so that the results are understandable to clients. Conversions between familiar percentiles (5, 10, and so on) and *z* are shown in Table 2.

Lest one is overwhelmed by the volume of data presented in this report (and others), it is helpful to know when an effect is substantial enough to be considered meaningful.[9] A first consideration, which the plots with confidence intervals help to address, is whether the effect is statistically significant. In short, if the 95% confidence interval (for +/- 1.96 standard errors) does not contain 0, then we can (95%) confidently say that the sample mean is significantly different from 0 (at the .05 level).

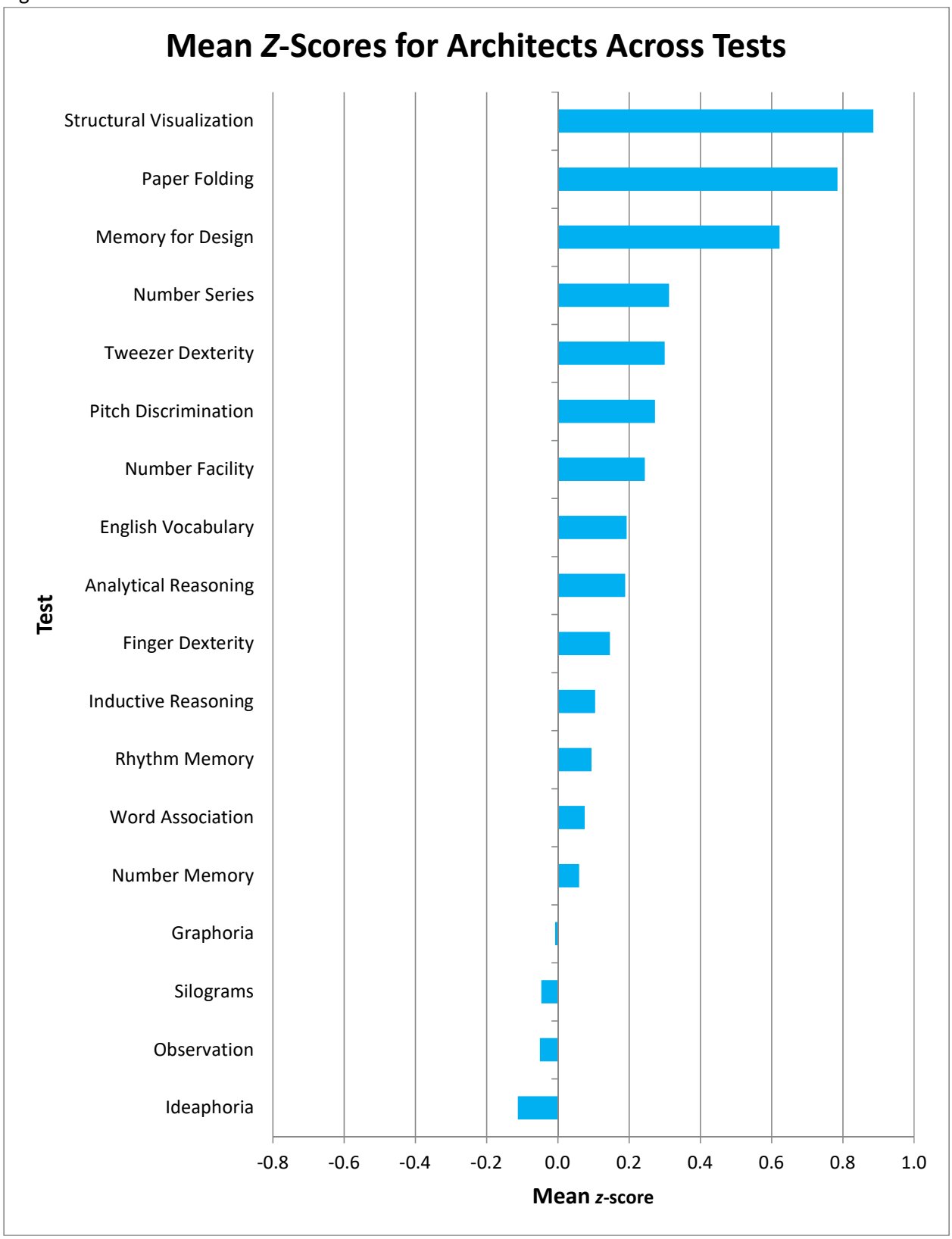
A second consideration is whether an effect, even if it is statistically significant, is so small that it is trivial. In this respect, a mean *z*-score of 0.3 corresponds to a percentile of 62, which most people would agree is far enough from the 50th percentile to be meaningful. Applying these criteria to Figure 29 (means for engineering with confidence intervals), one can see that the means for Paper Folding, .87, Structural Visualization, .78, Memory for Design, .61, and Number Series, .37, are significantly different from 0 and are .3 or larger in size. The means for Analytical Reasoning, .26, Tweezer Dexterity, .23, Number Facility, .23, and Color Discrimination, .22, are also significantly different from 0, but they are between .2 and .3 in size. At the low end, the

[9] Keep in mind when reading the following material that, for both individual means and differences between means, if occupational groups have fewer than 100 persons (such as for Architecture), then somewhat larger effects than are described in the text may be necessary for results to be statistically reliable.

mean for Ideaphoria, -.33, is also statistically significant and more than .3 units away from 0.

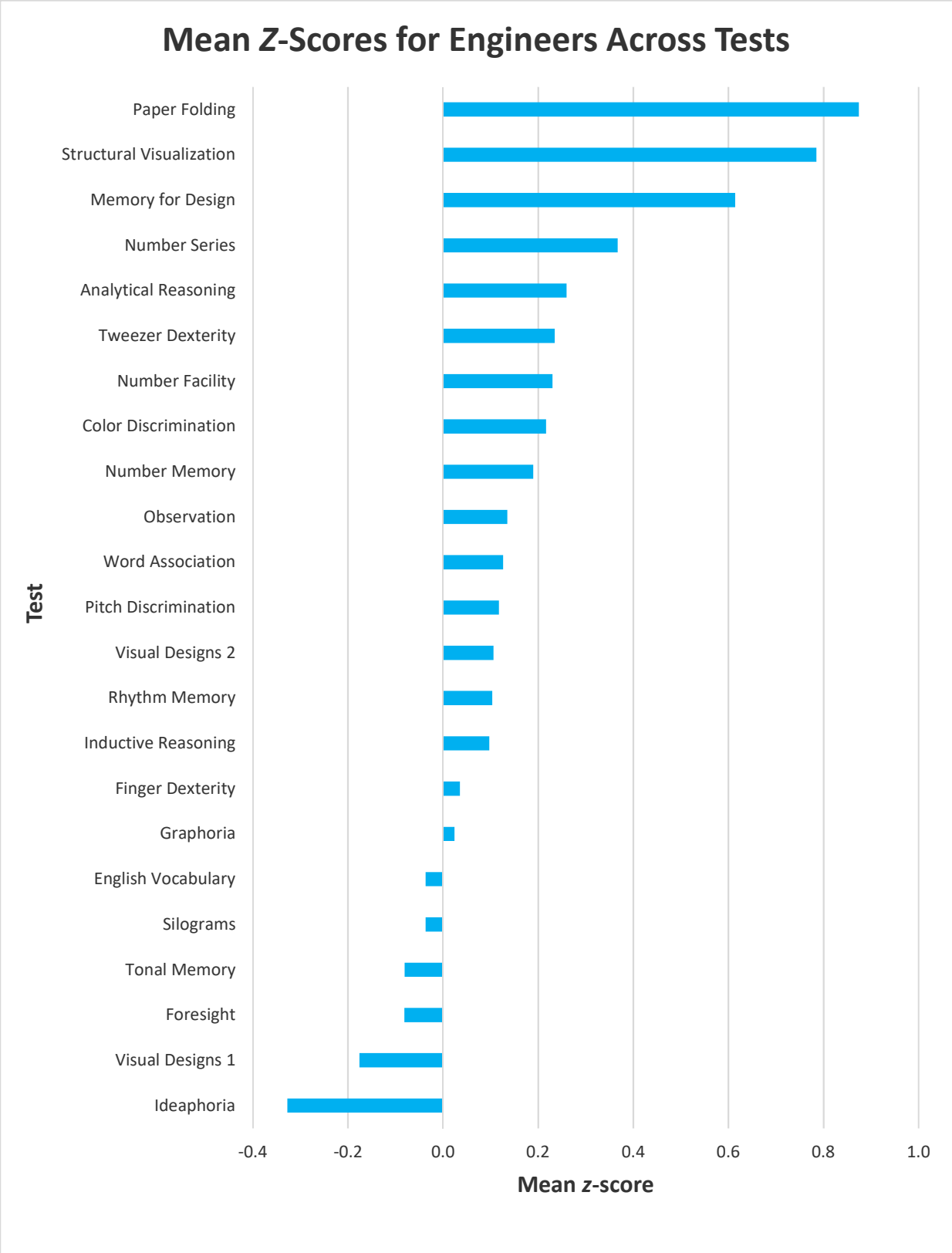
Third, in a related vein, one can consider when the difference between two means is meaningful. In terms of statistical significance, the standard error of a difference between two means is roughly 1.4 times the average standard error of the individual means. Thus, the standard-error bars for a difference will be somewhat larger than the bars for individual means. In terms of the size of a difference, .3 is still large enough to be meaningful; however, to ensure significance, one should probably use a criterion of .4. For example, in Figure 29 the difference between Structural Visualization and Number Series is .78 - .37 = .41. The standard error for this difference is .086(1.4) = .12, and so the interval for two standard errors for the difference is .17 to .65. This difference would meet both the standards of statistical significance and meaningful size.

Figure 1



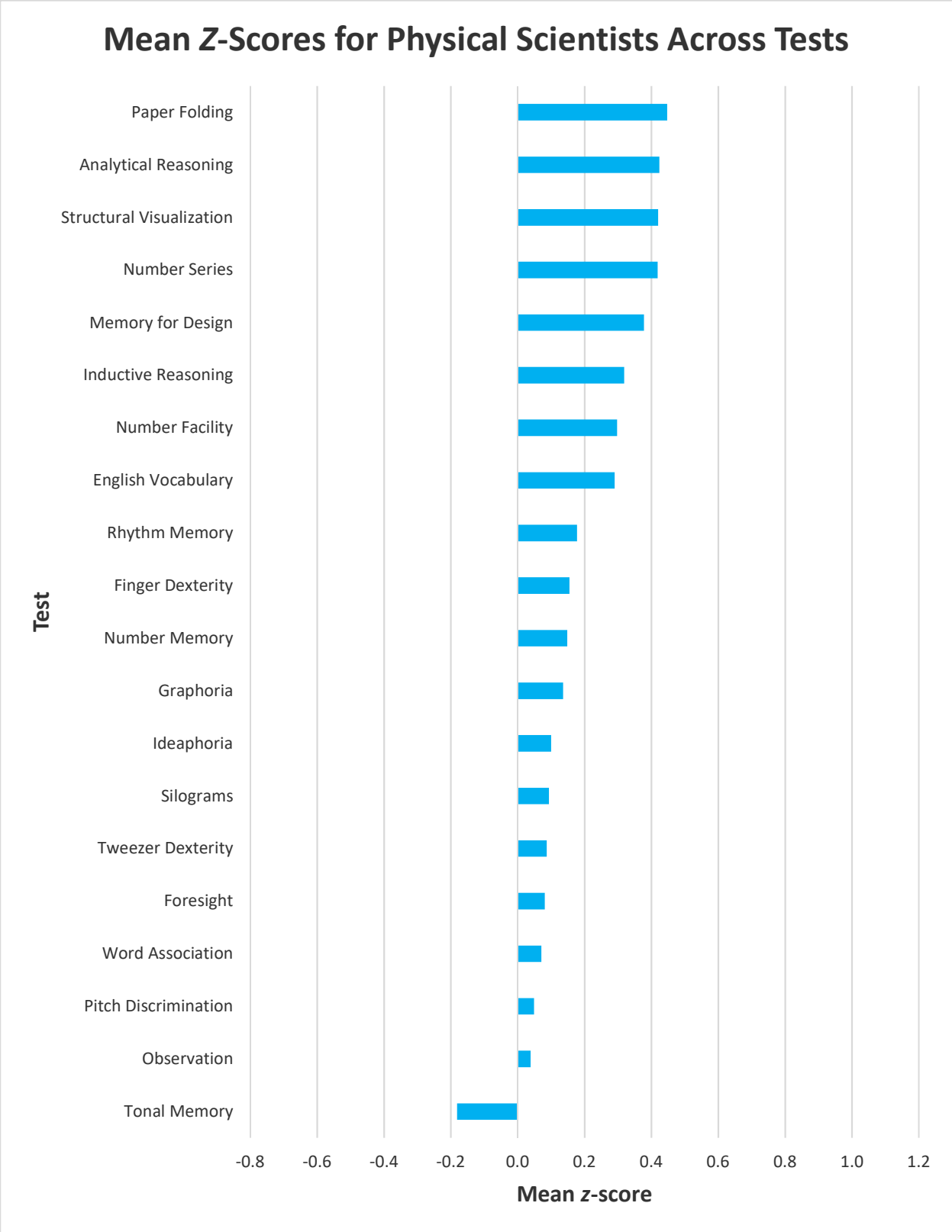
Note. The number of architects who took each test ranged from 58 to 87.

Figure 2



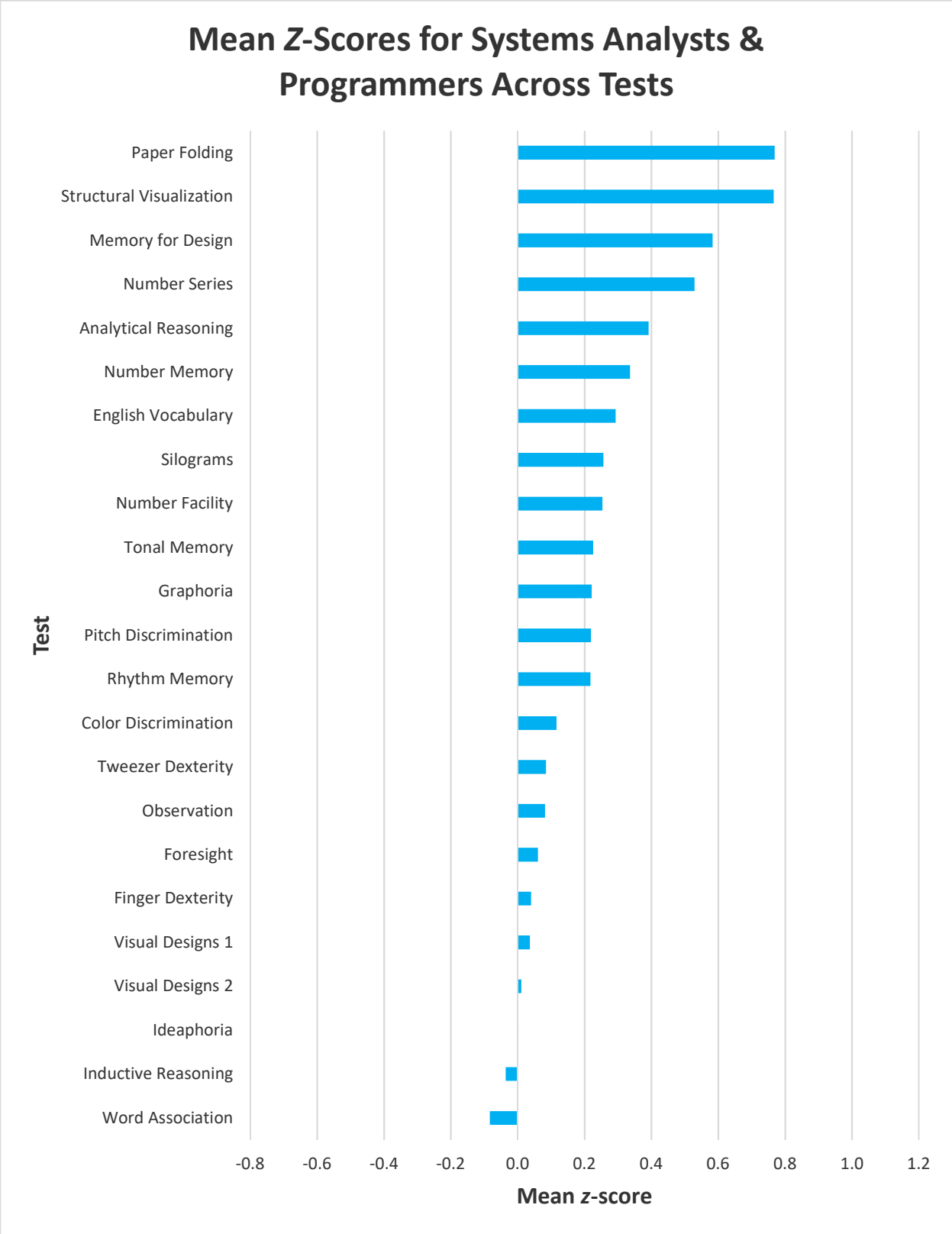
Note. The number of engineers who took each test ranged from 114 to 355.

Figure 3



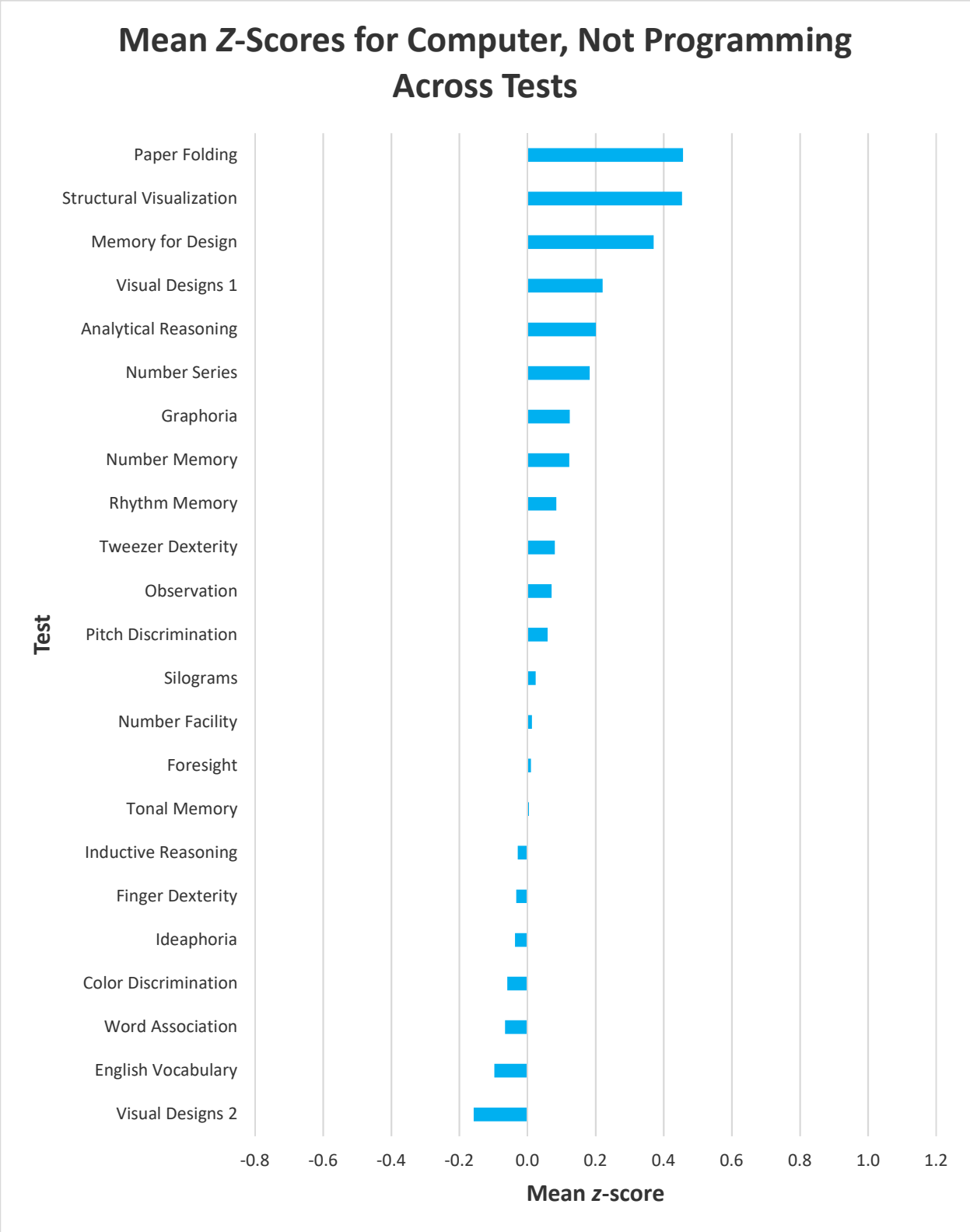
Note. The number of physical scientists who took each test ranged from 53 to 126.

Figure 4



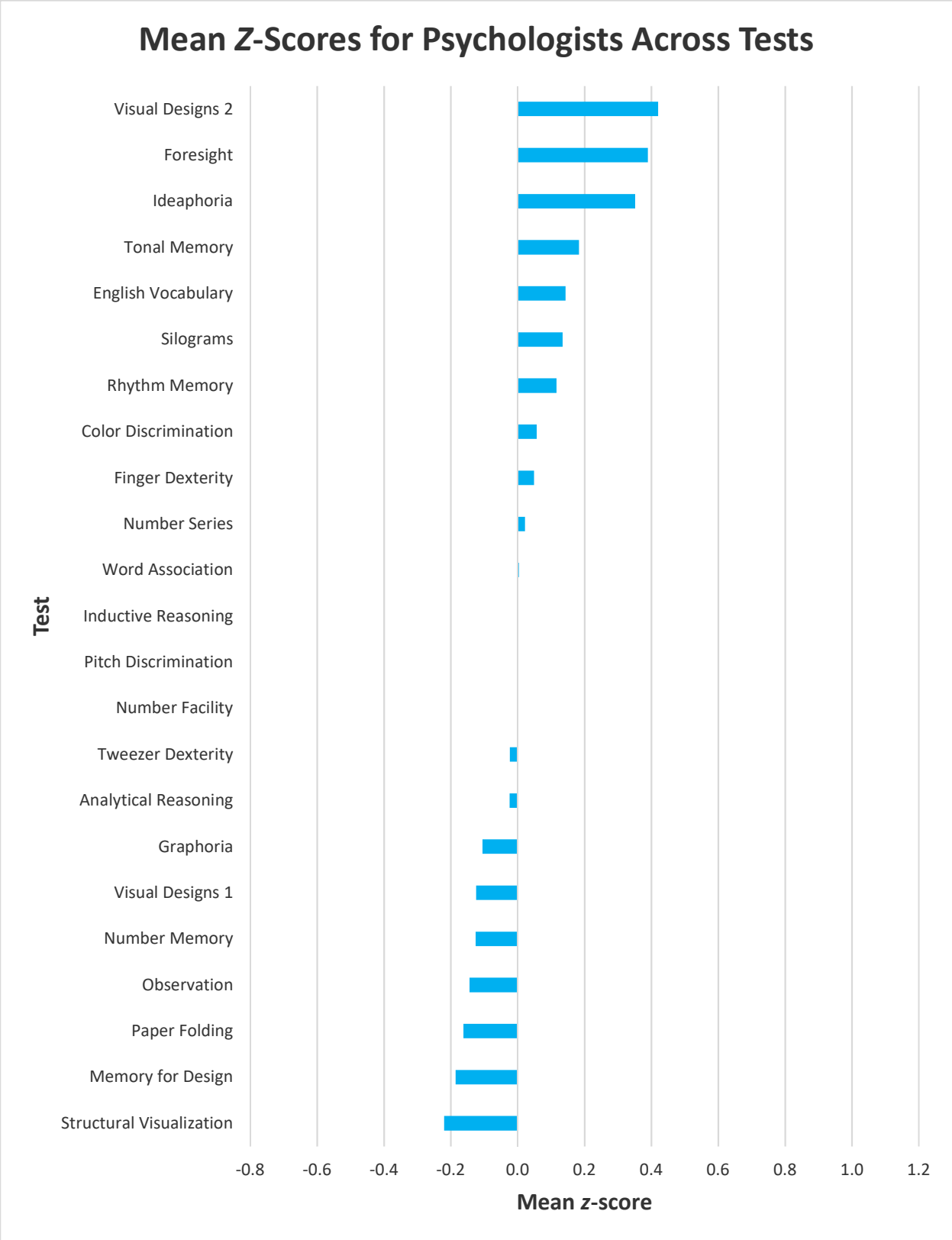
Note. The number of systems analysts and programmers who took each test ranged from 146 to 322.

Figure 5



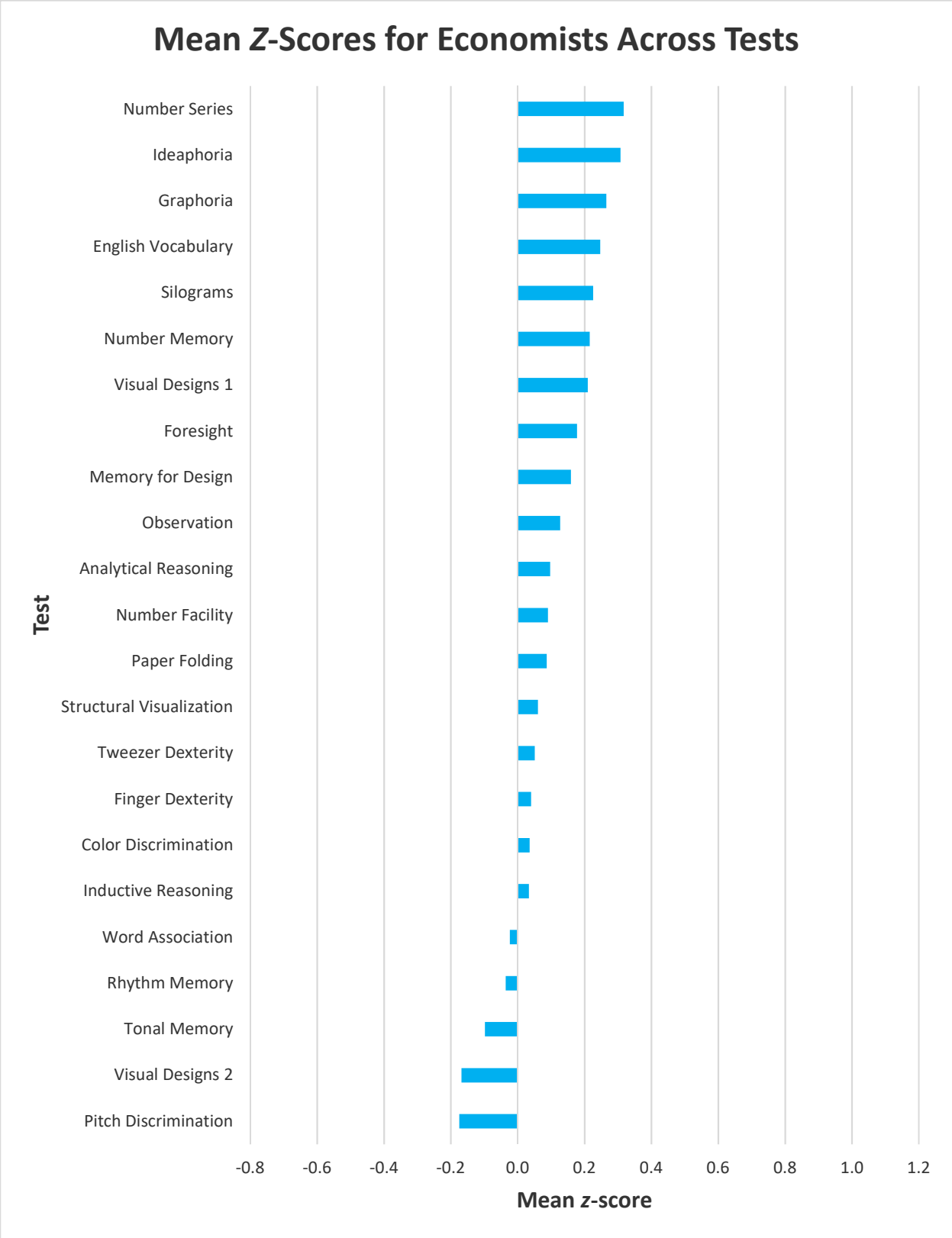
Note. The number of computer scientists (who were not systems analysts or programmers) who took each test ranged from 103 to 217.

Figure 6



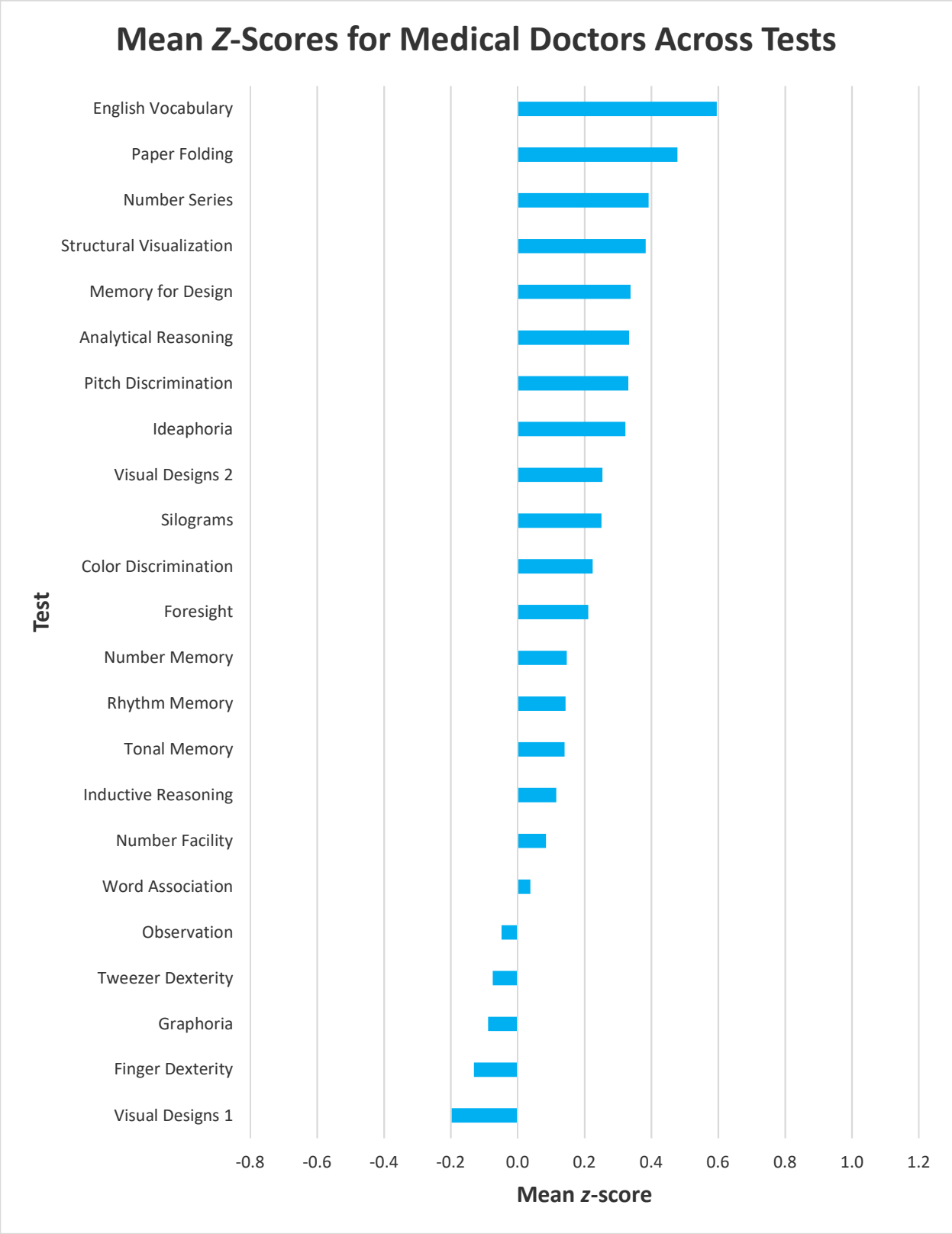
Note. The number of psychologists who took each test ranged from 77 to 173.

Figure 7



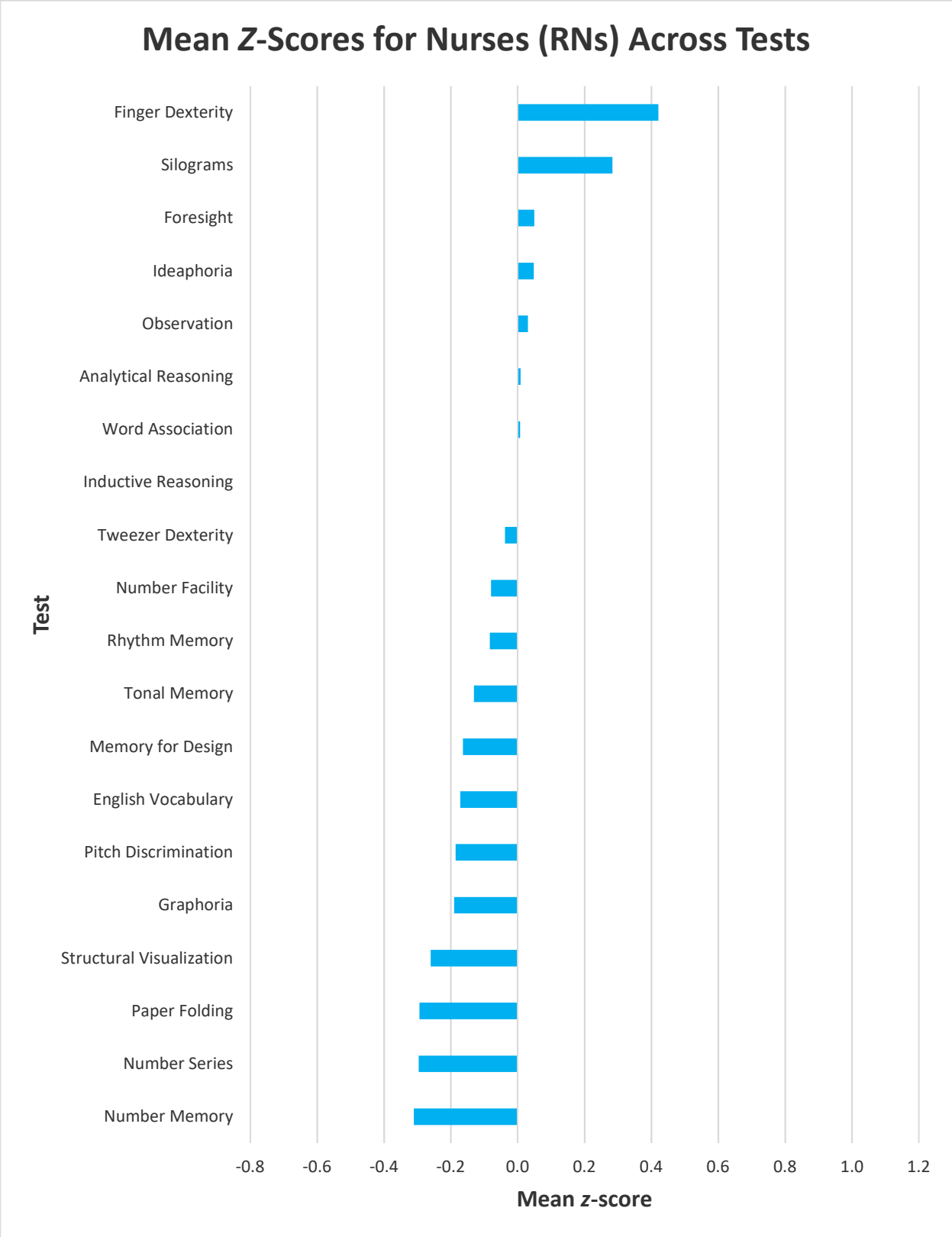
Note. The number of economists who took each test ranged from 55 to 123.

Figure 8



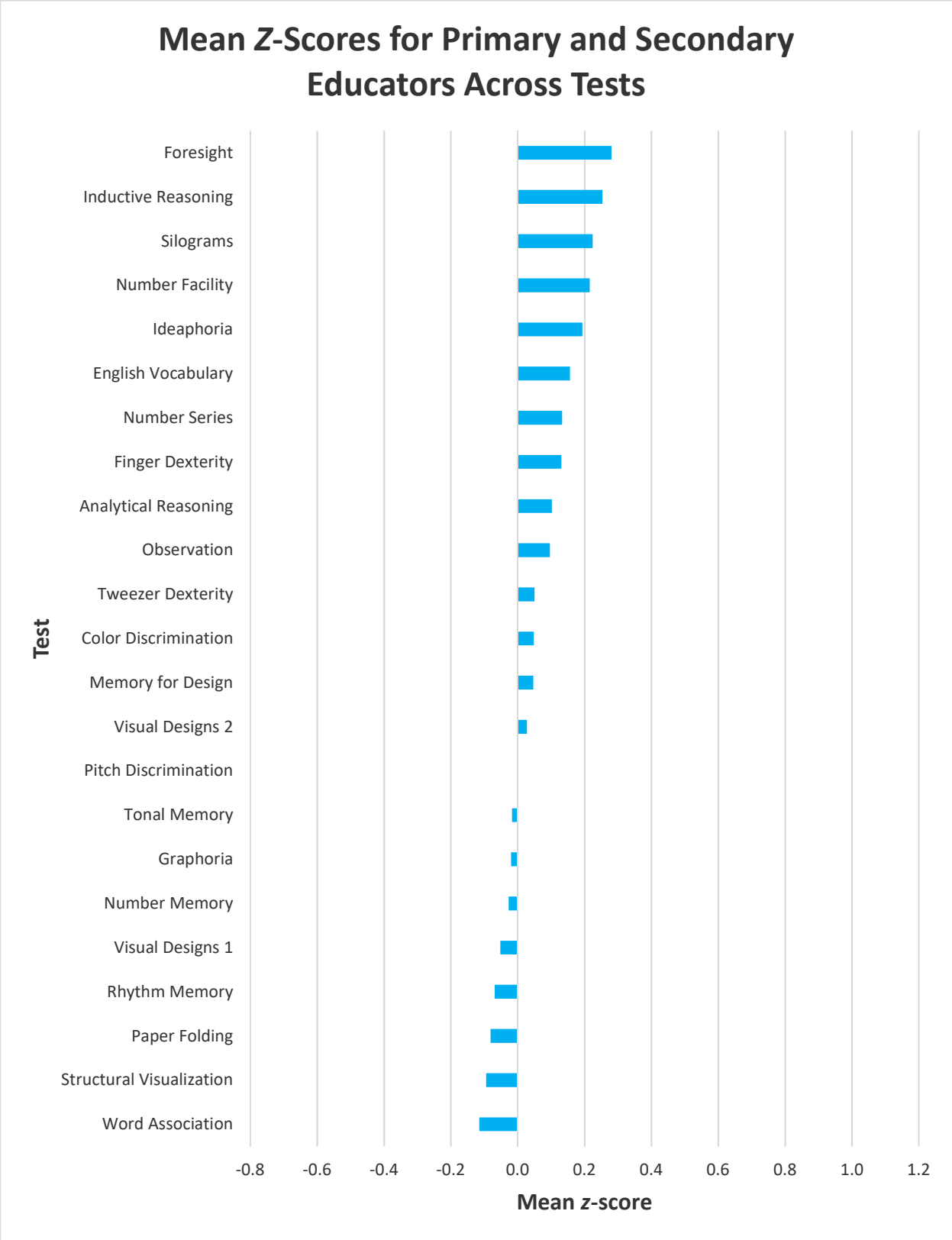
Note. The number of medical doctors who took each test ranged from 57 to 169.

Figure 9



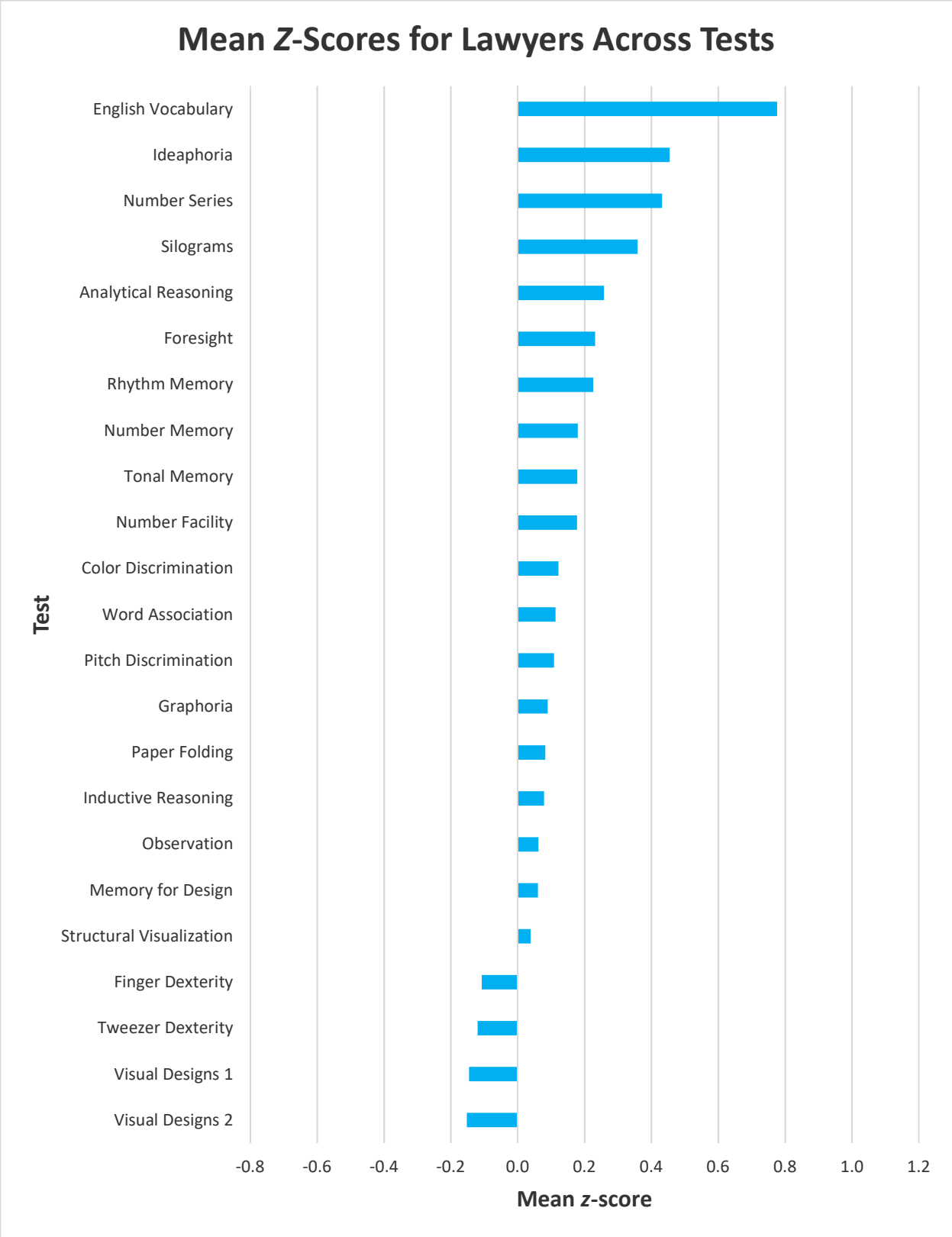
Note. The number of registered nurses who took each test ranged from 54 to 140.

Figure 10



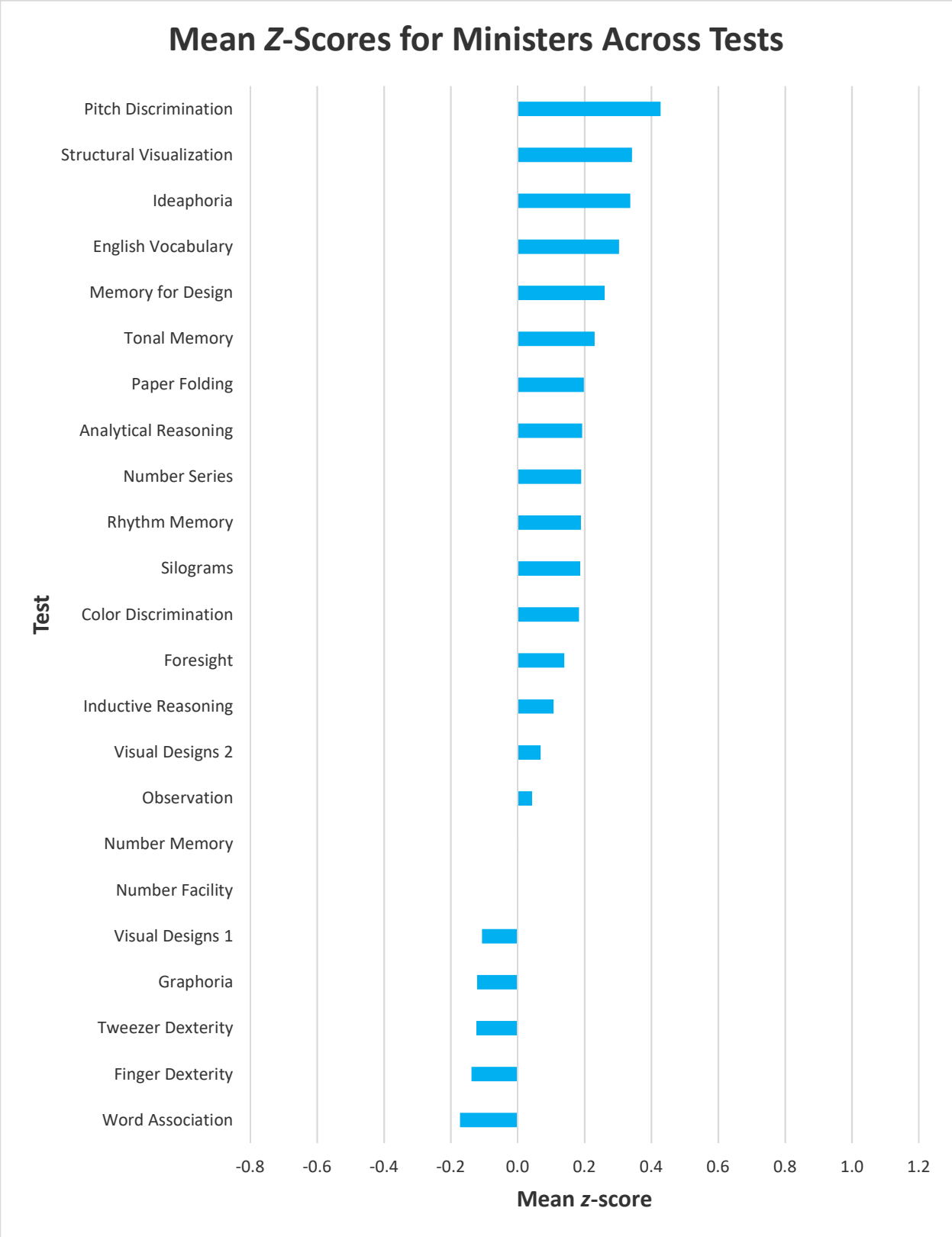
Note. The number of primary and secondary educators who took each test ranged from 245 to 588.

Figure 11



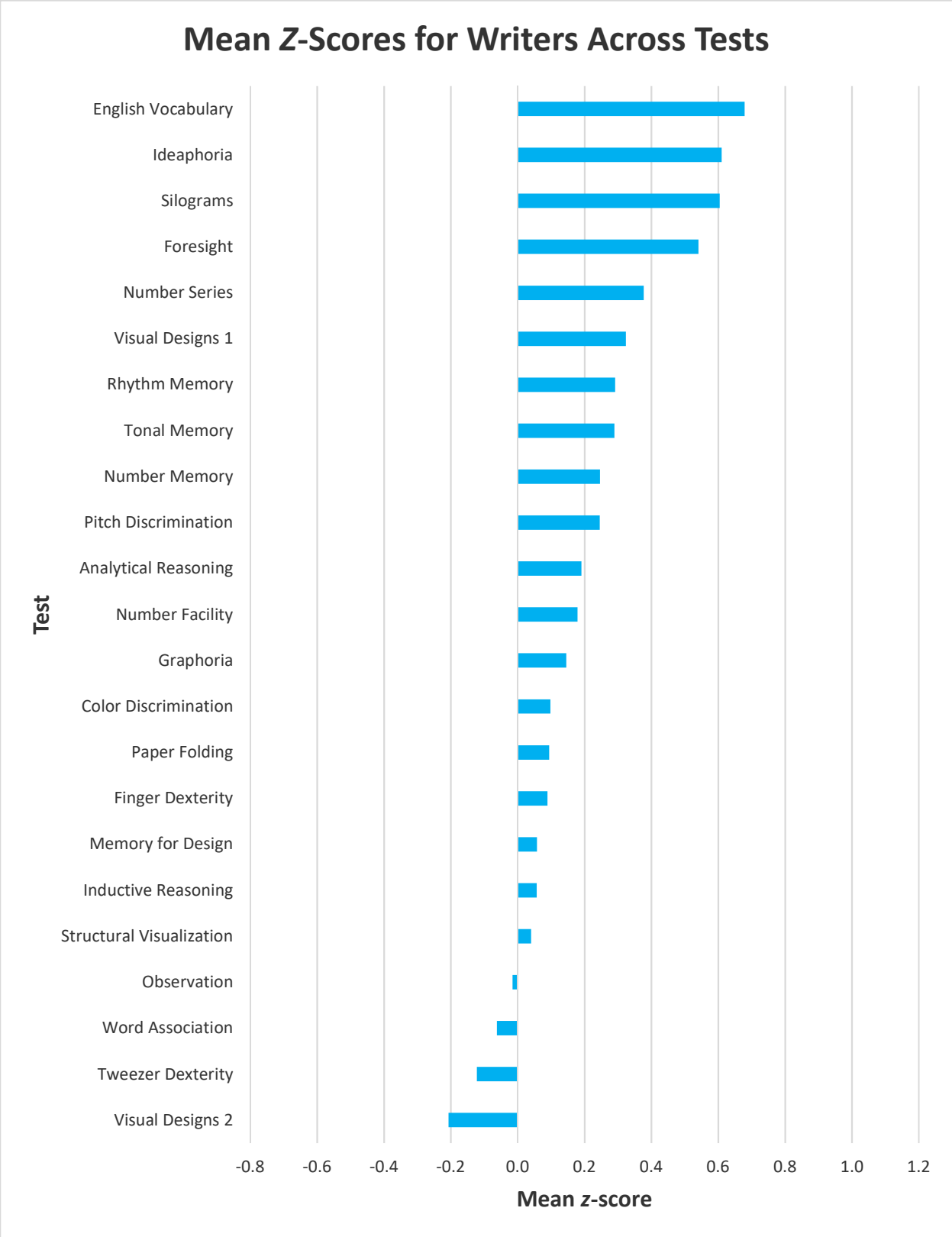
Note. The number of lawyers who took each test ranged from 127 to 372.

Figure 12



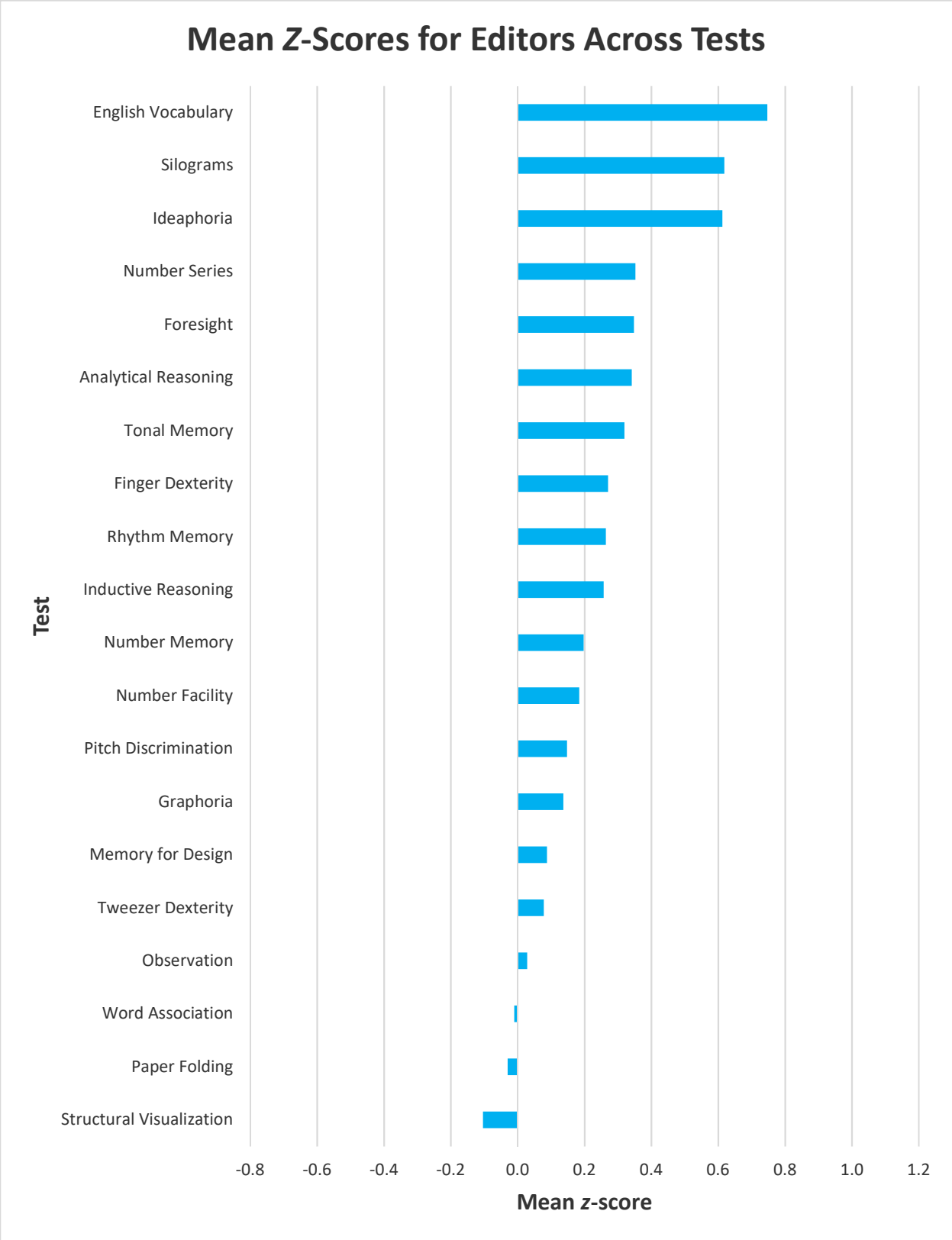
Note. The number of ministers who took each test ranged from 56 to 112.

Figure 13



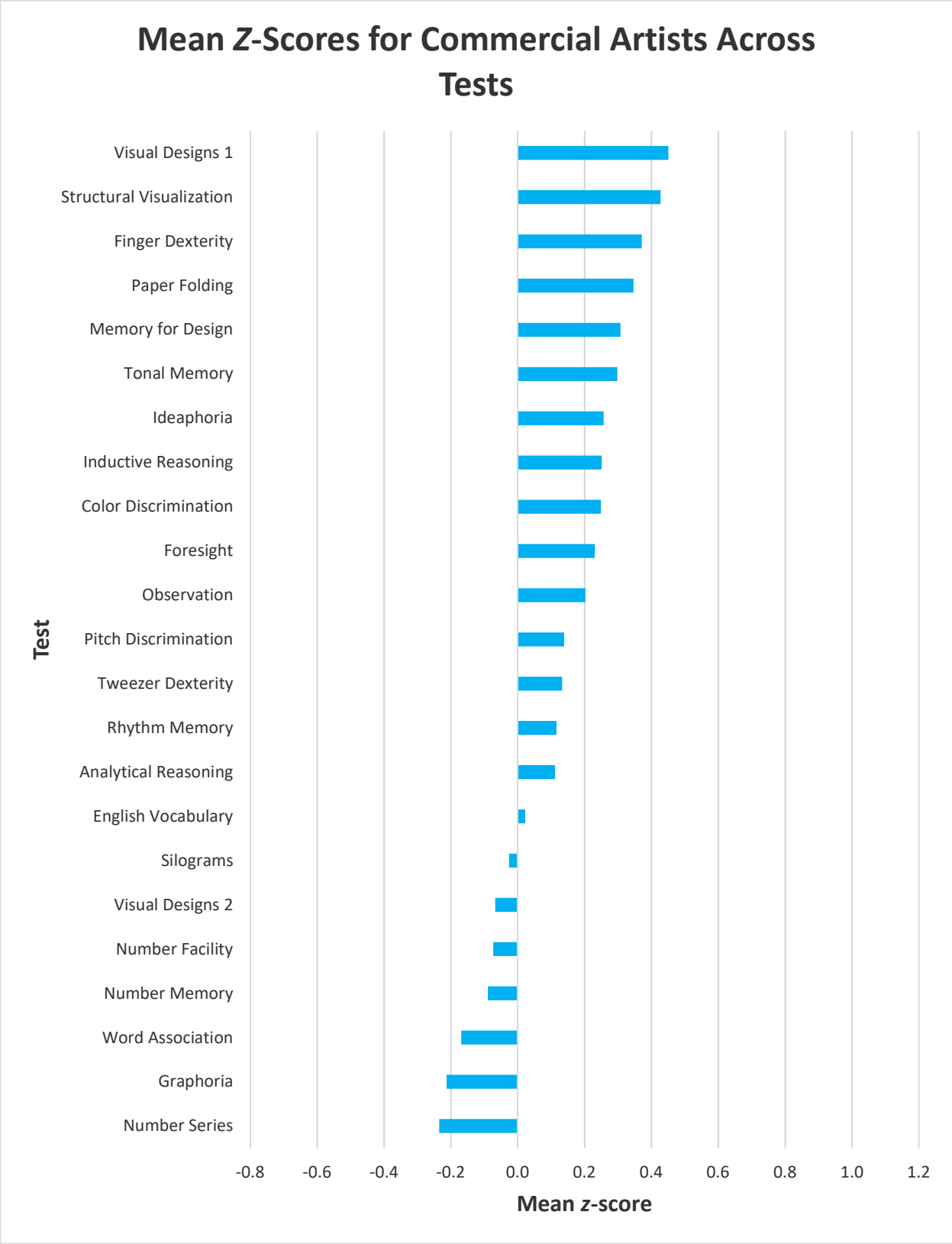
Note. The number of writers who took each test ranged from 72 to 199.

Figure 14



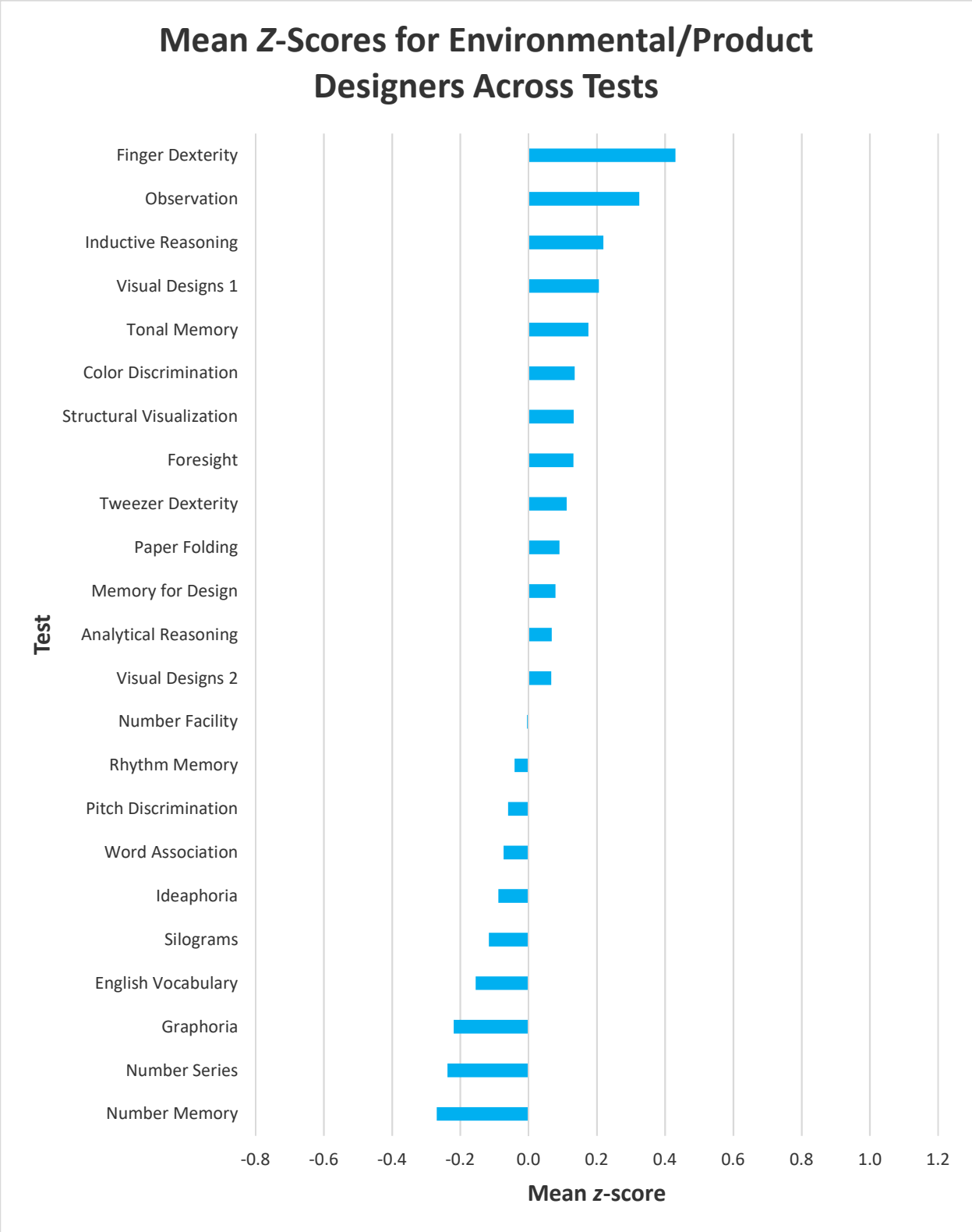
Note. The number of editors who took each test ranged from 51 to 128.

Figure 15



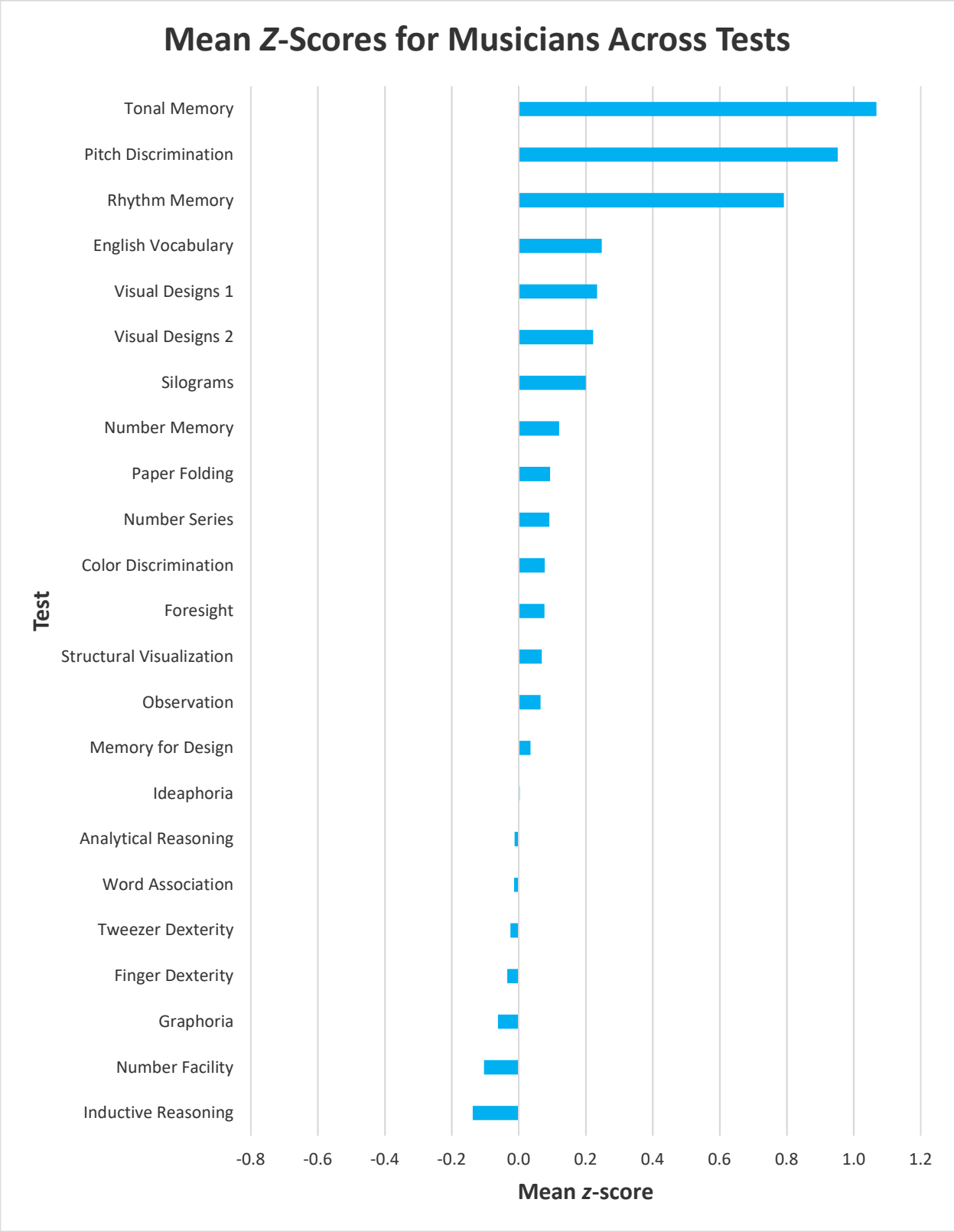
Note. The number of commercial artists who took each test ranged from 58 to 133.

Figure 16



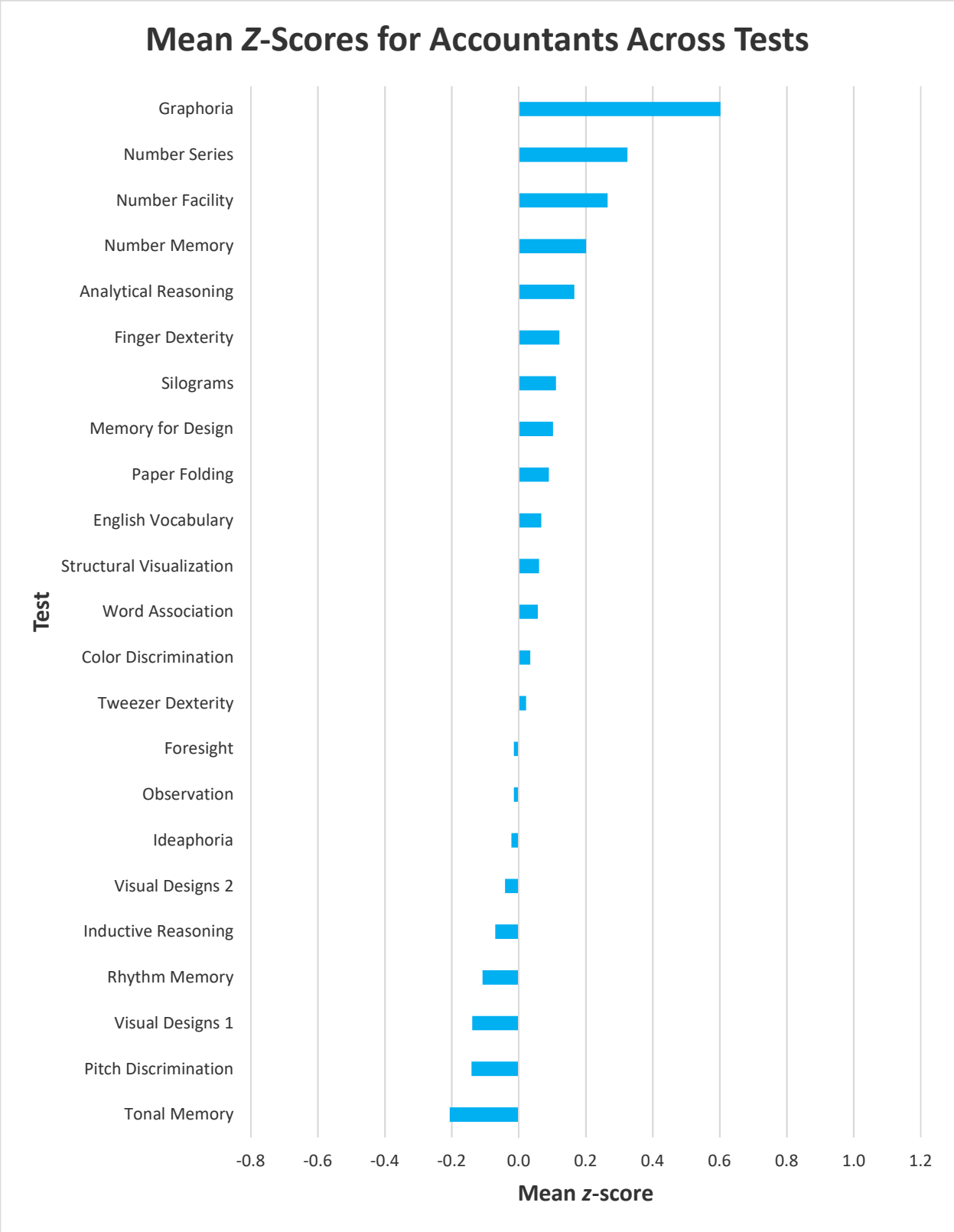
Note. The number of environmental- or product-related designers who took each test ranged from 51 to 161.

Figure 17



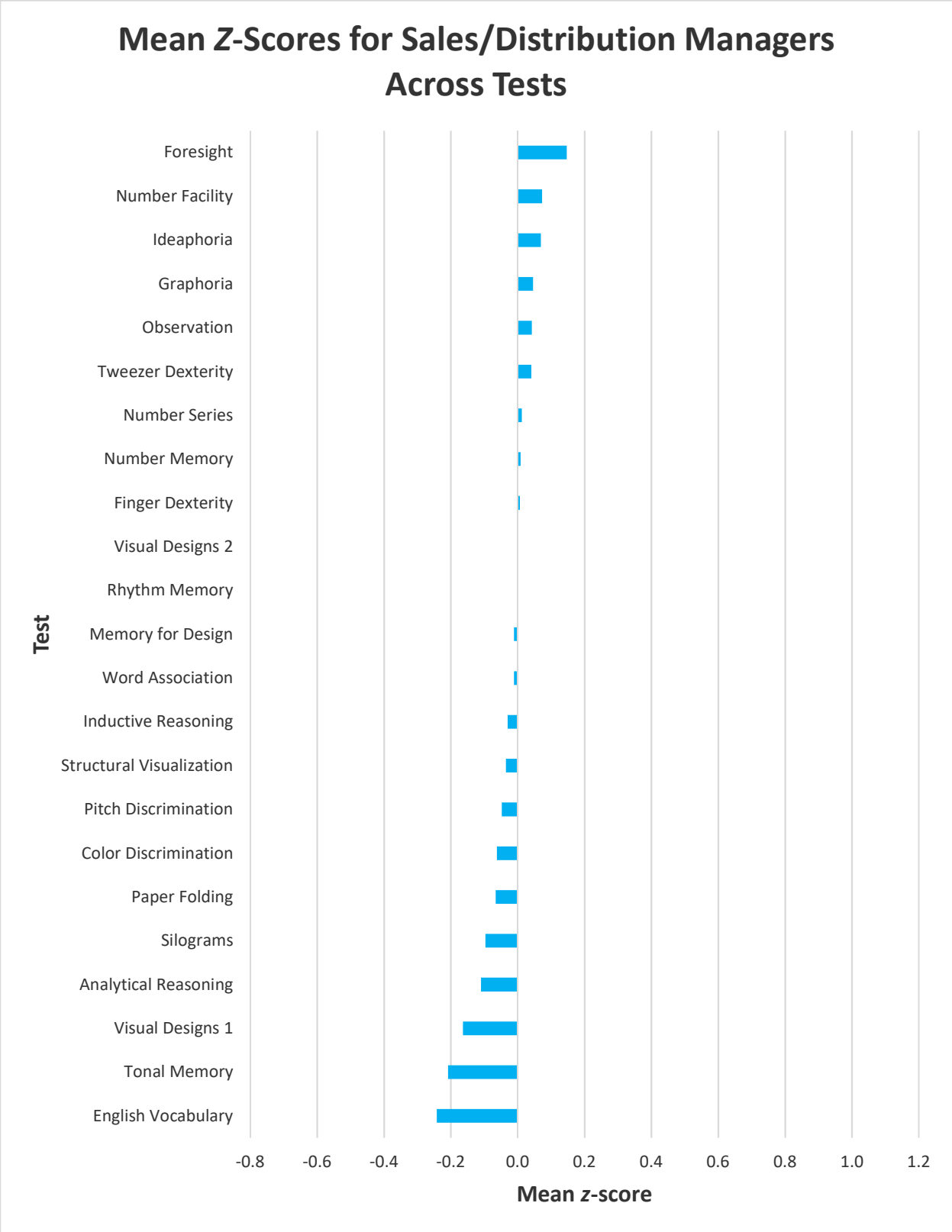
Note. The number of musicians who took each test ranged from 88 to 182.

Figure 18



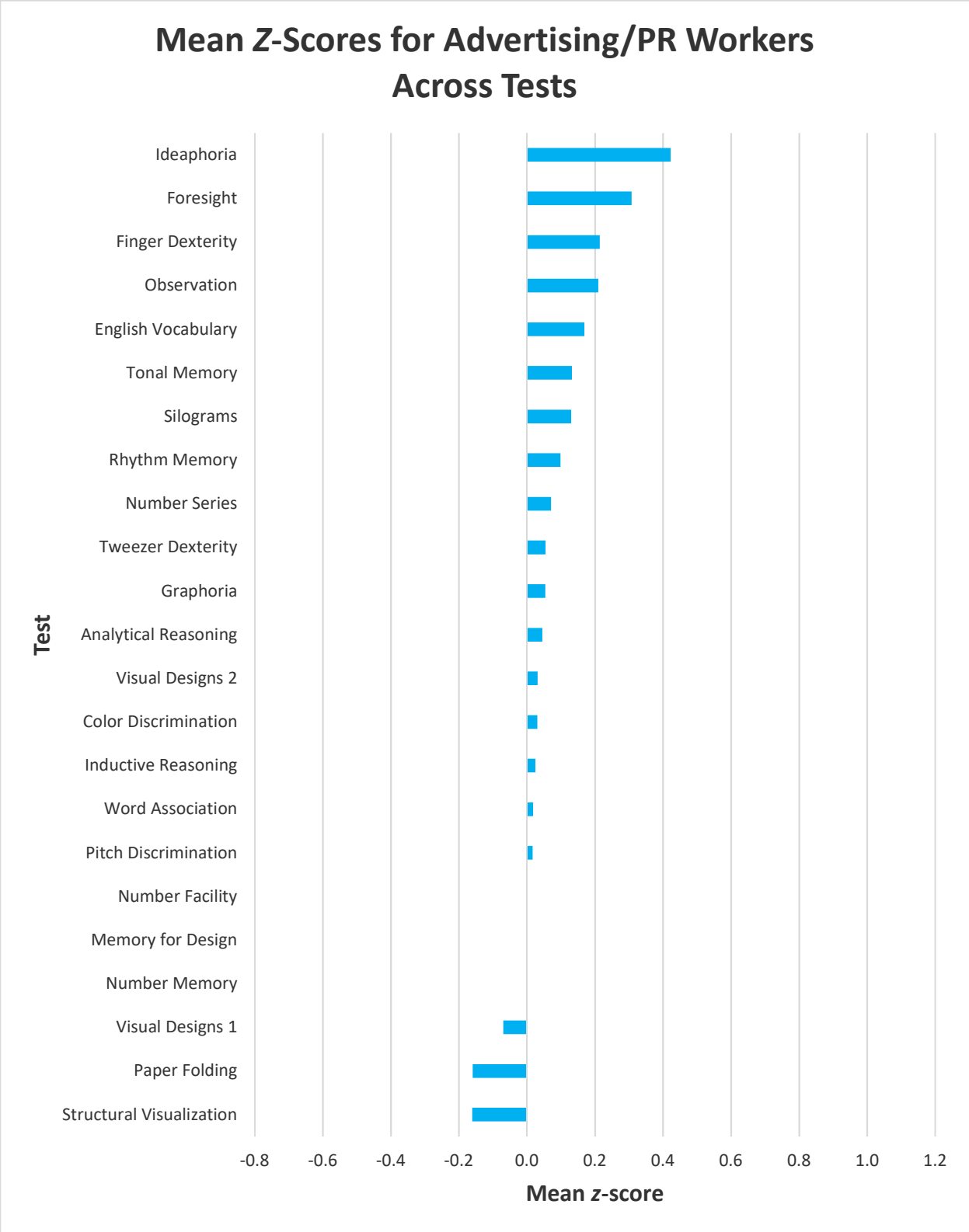
Note. The number of accountants who took each test ranged from 146 to 387.

Figure 19



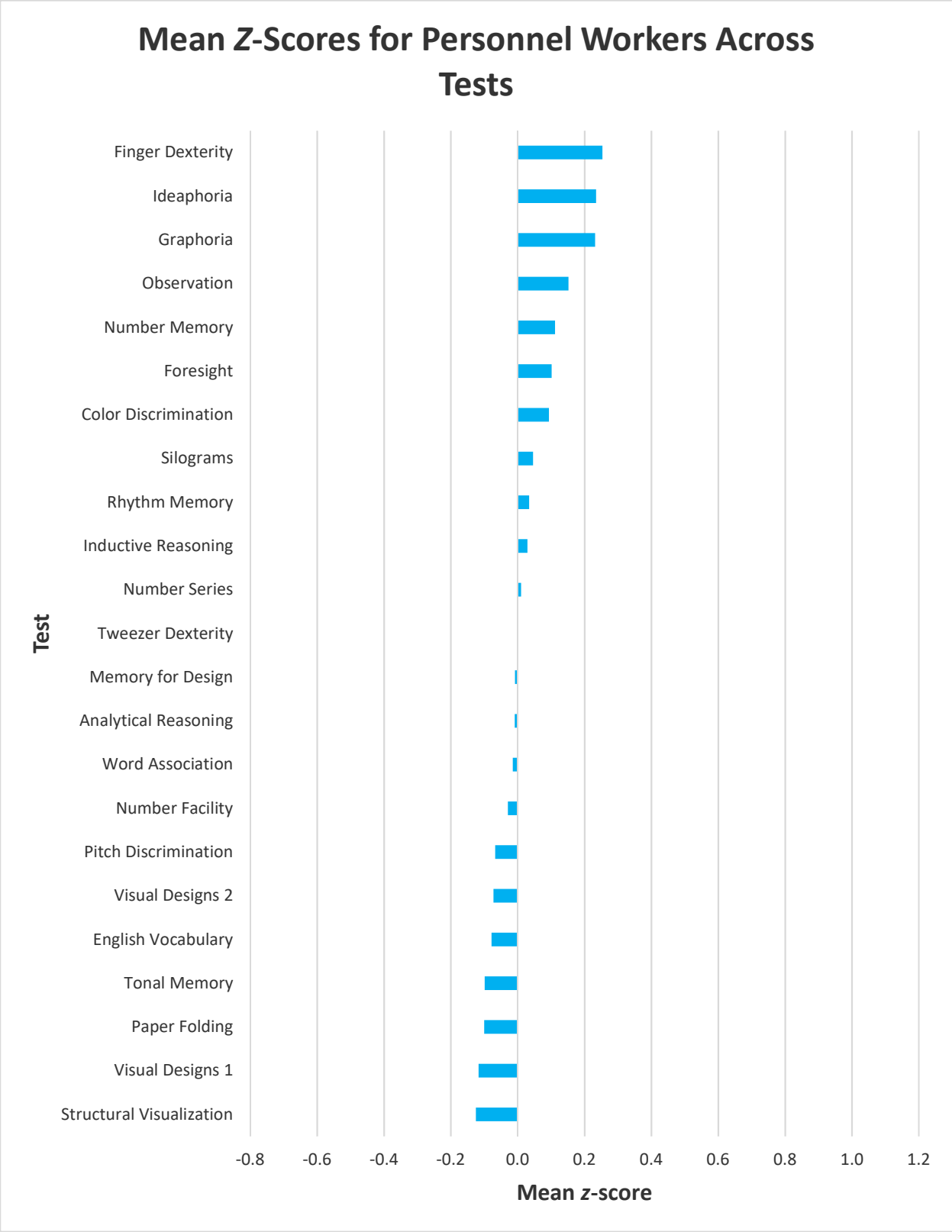
Note. The number of sales/distribution managers who took each test ranged from 161 to 447.

Figure 20



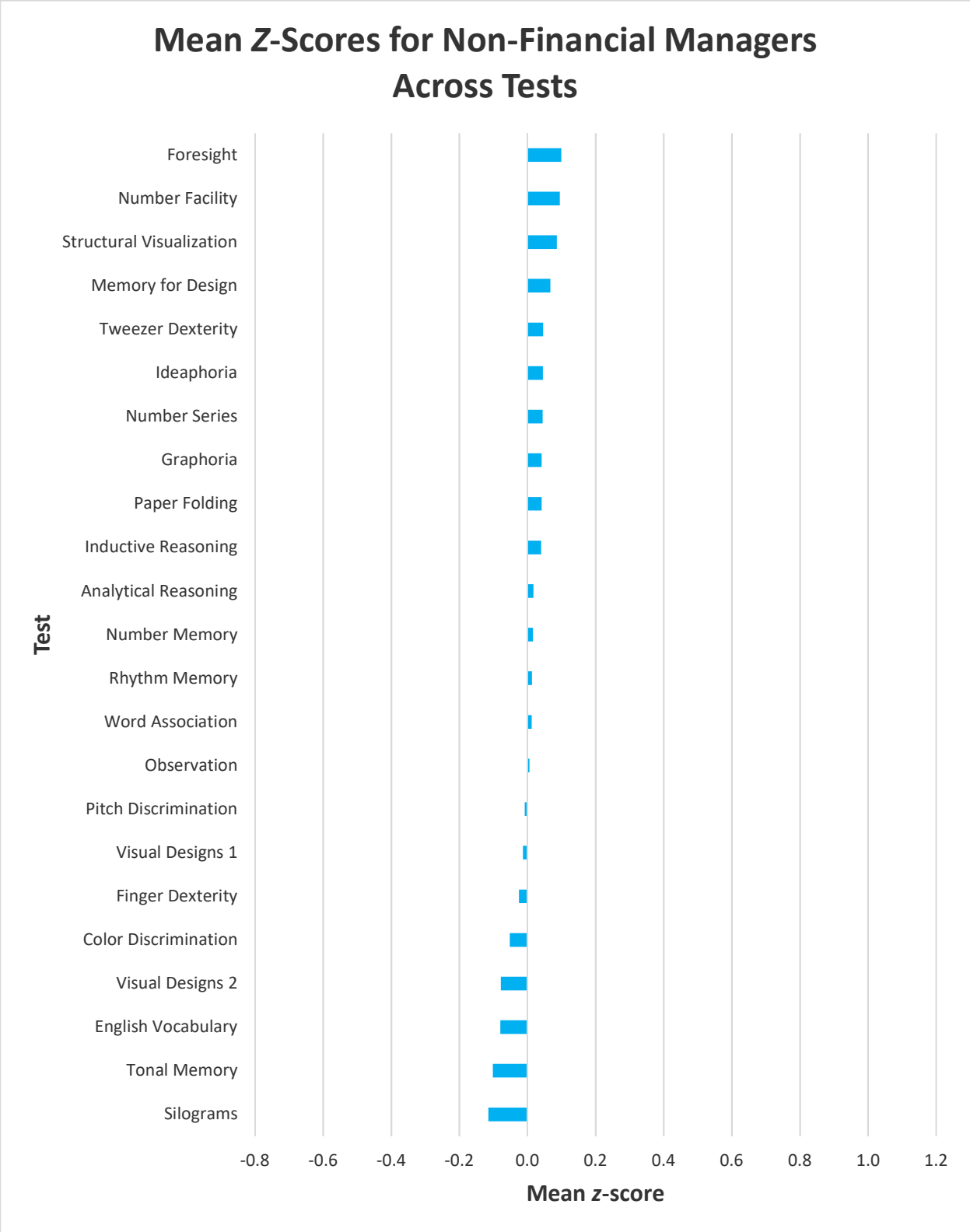
Note. The number of advertising and public relations workers who took each test ranged from 138 to 374.

Figure 21



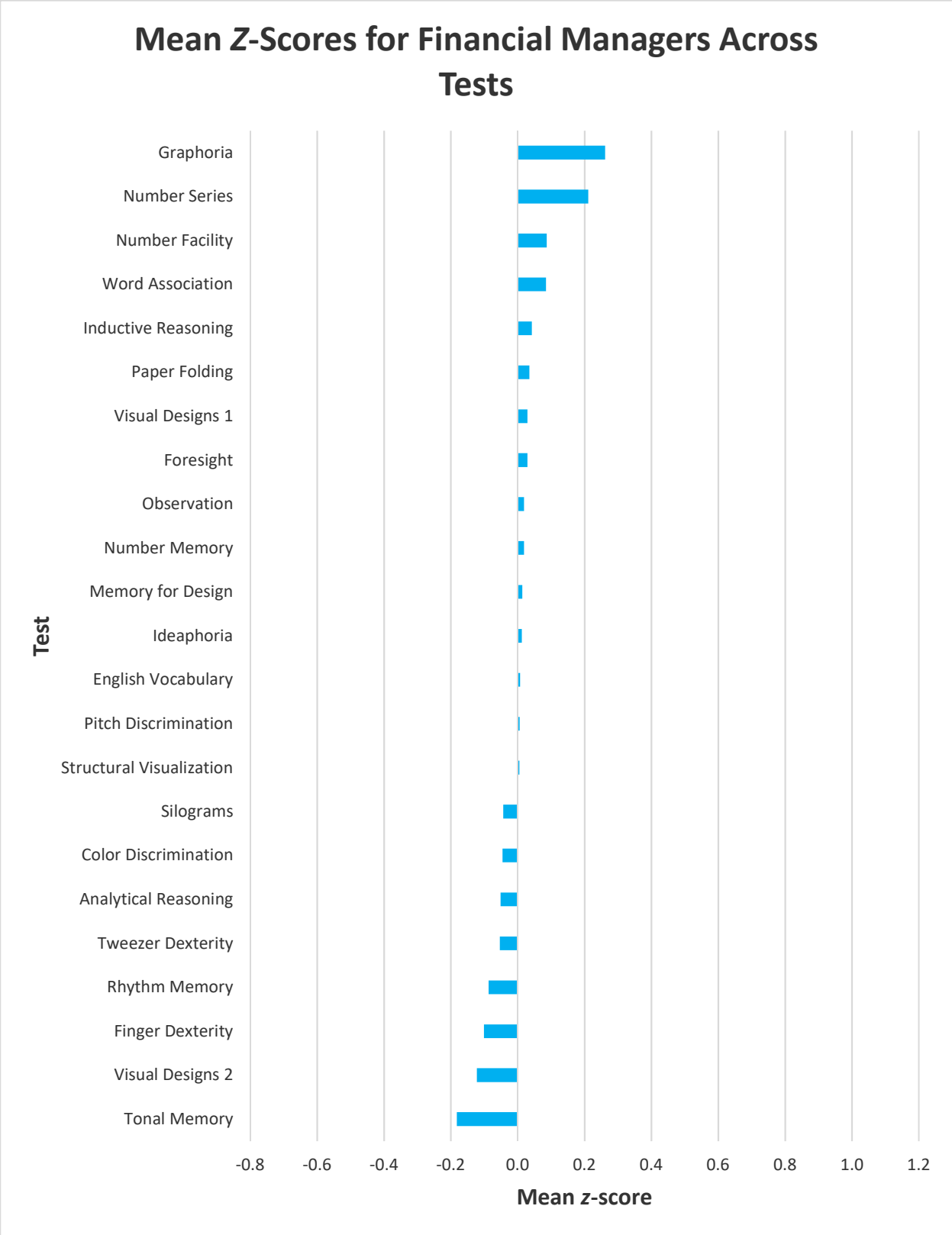
Note. The number of personnel workers who took each test ranged from 121 to 363.

Figure 22



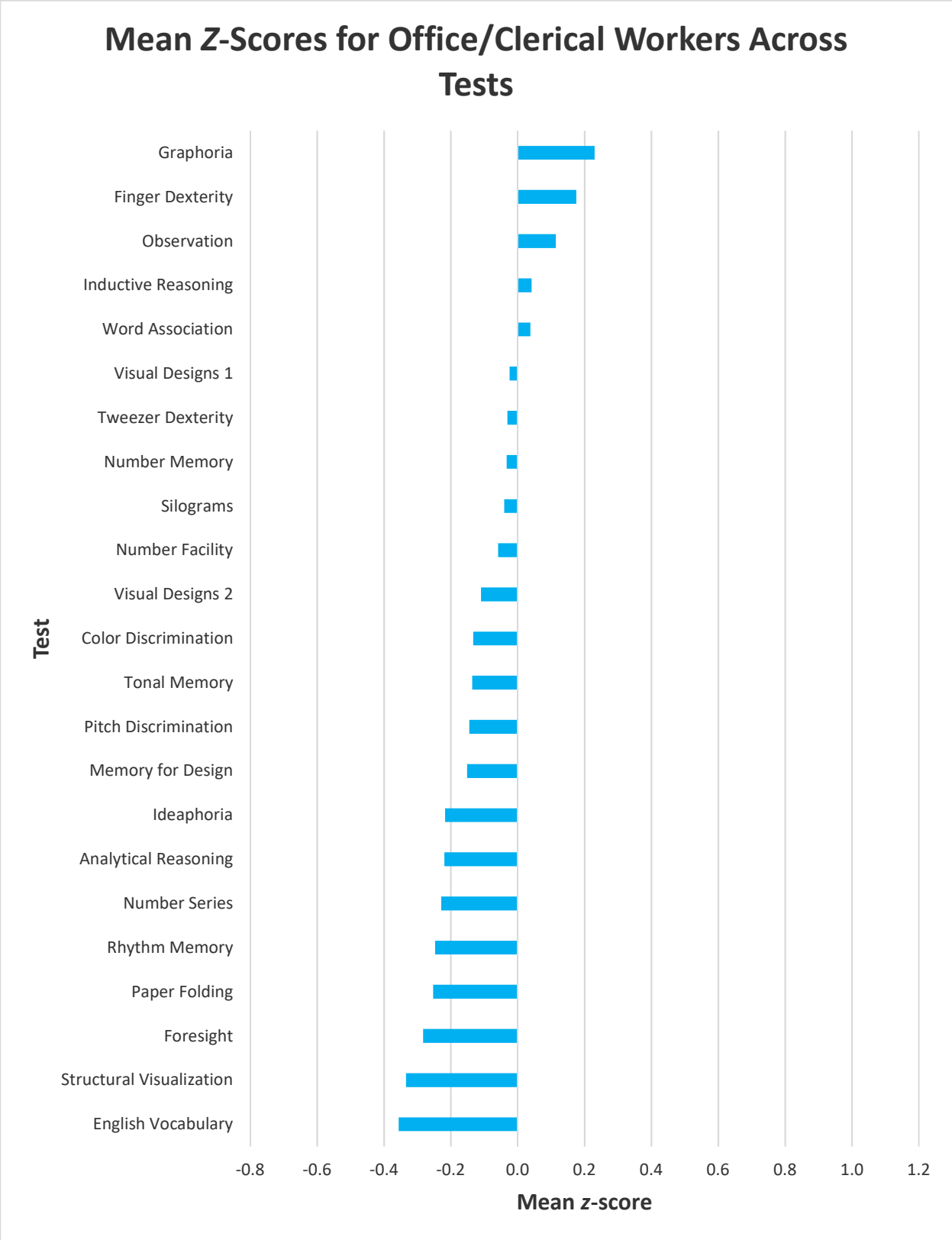
Note. The number of managers (other than financial and sales/distribution) who took each test ranged from 1,039 to 2,709.

Figure 23



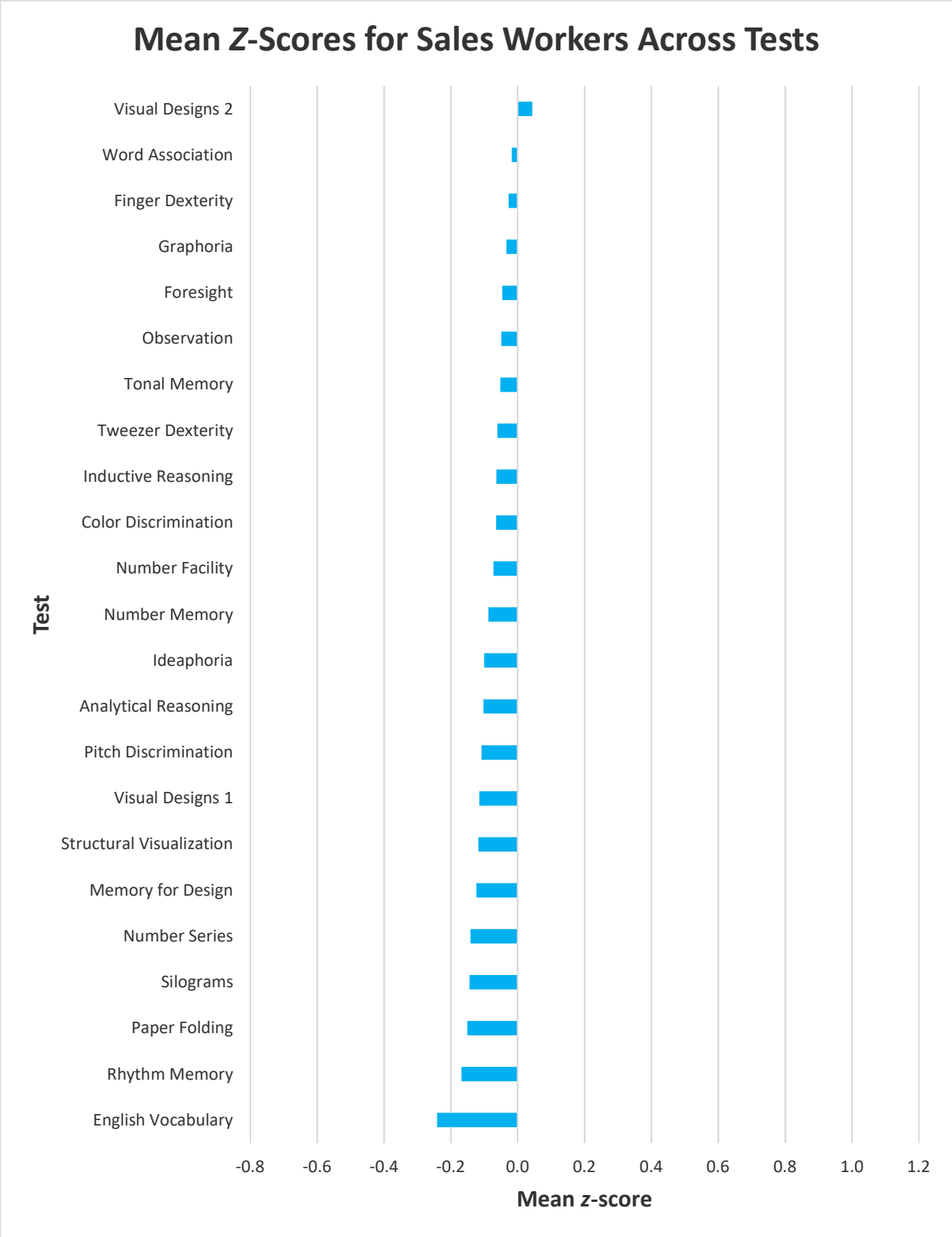
Note. The number of financial managers who took each test ranged from 188 to 613.

Figure 24



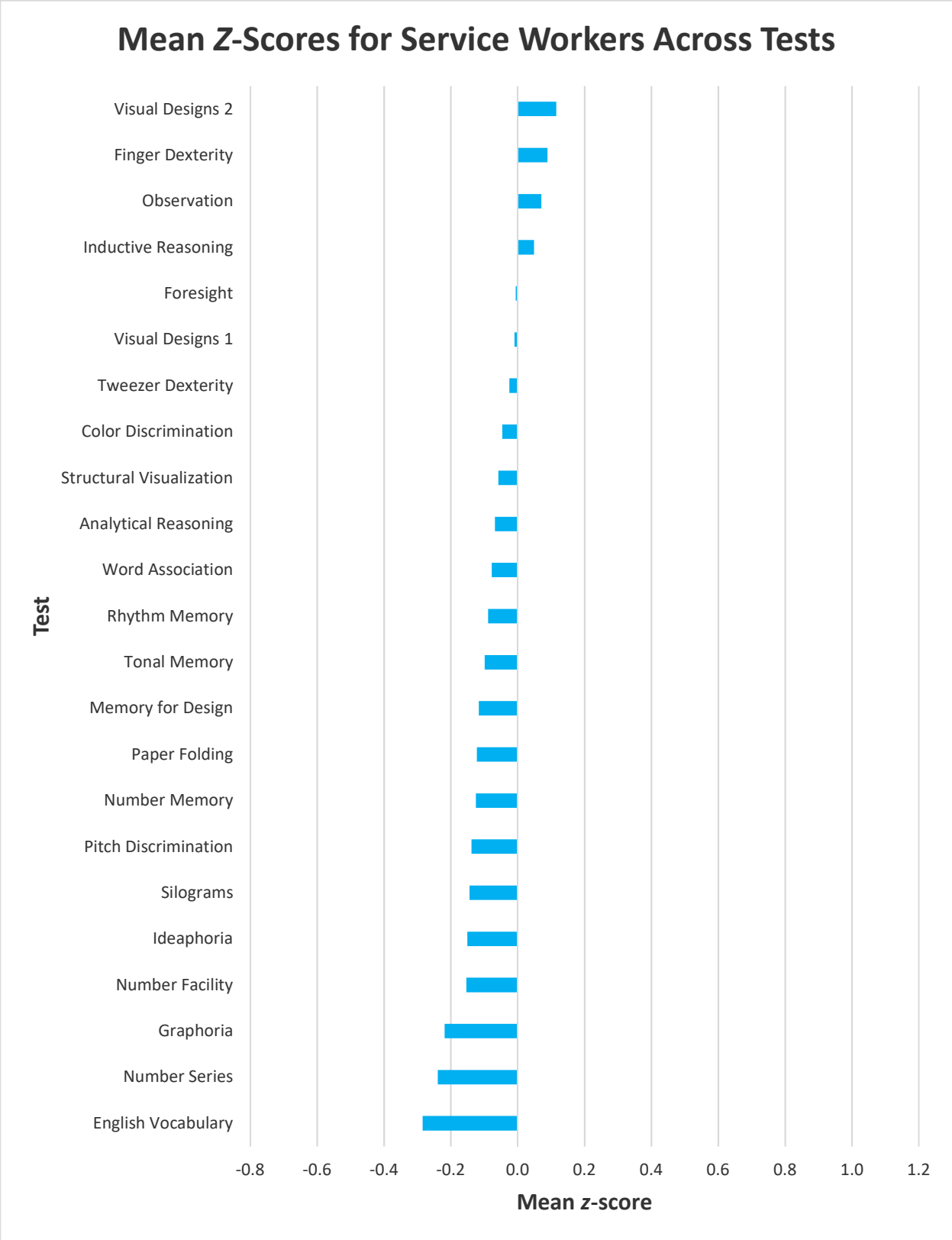
Note. The number of office/clerical workers who took each test ranged from 177 to 648.

Figure 25



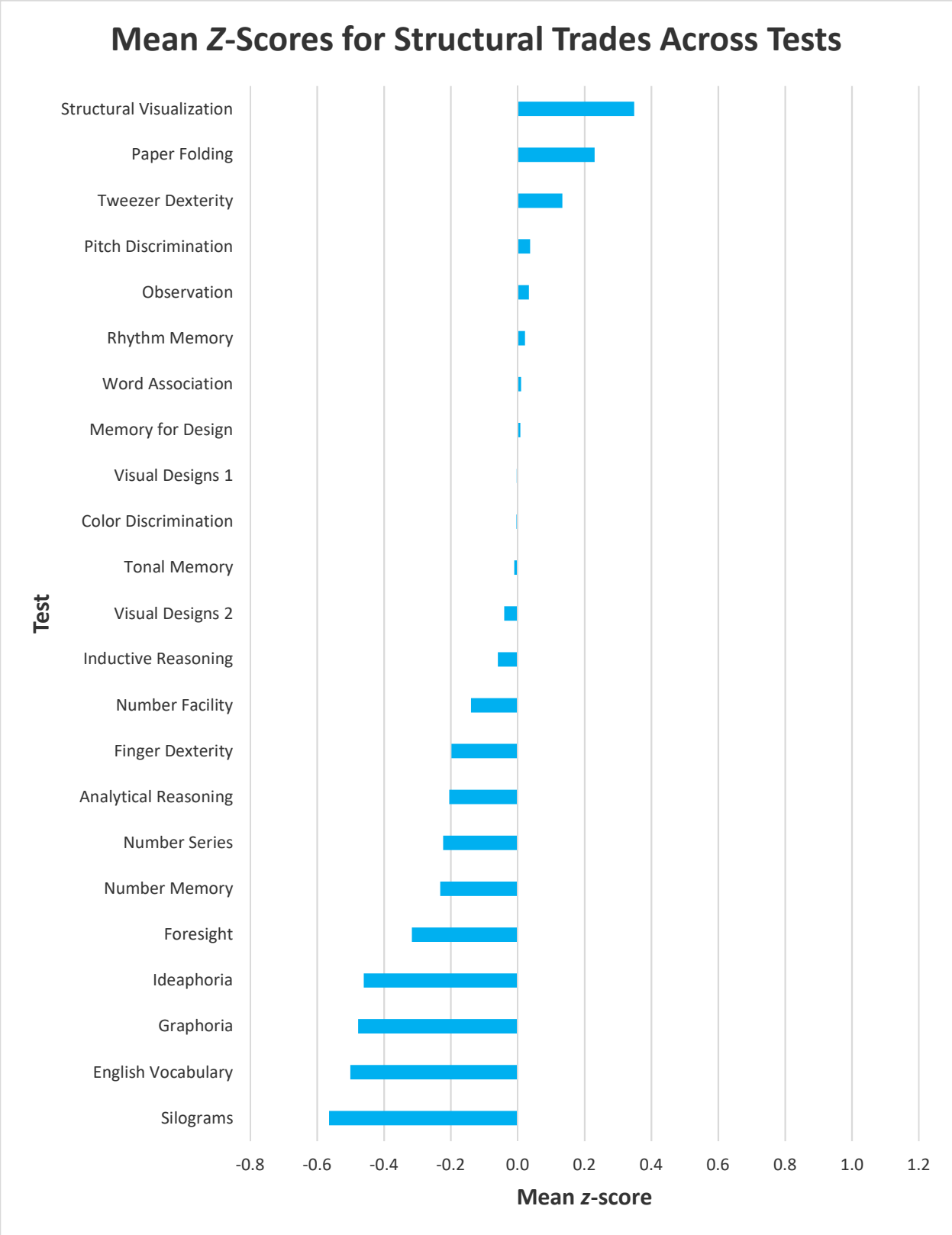
Note. The number of salespeople who took each test ranged from 602 to 1,667.

Figure 26



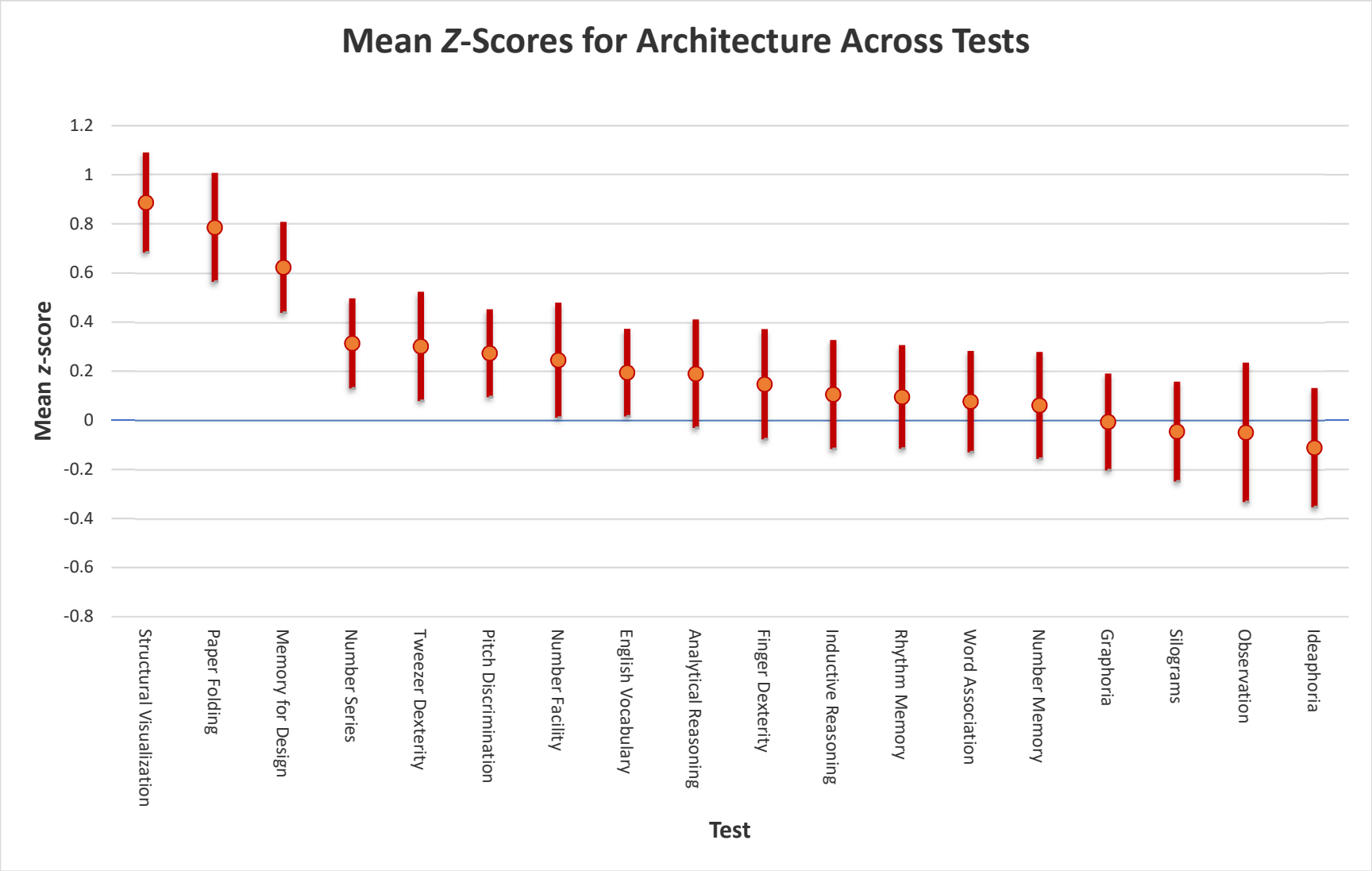
Note. The number of service workers who took each test ranged from 985 to 1,911.

Figure 27



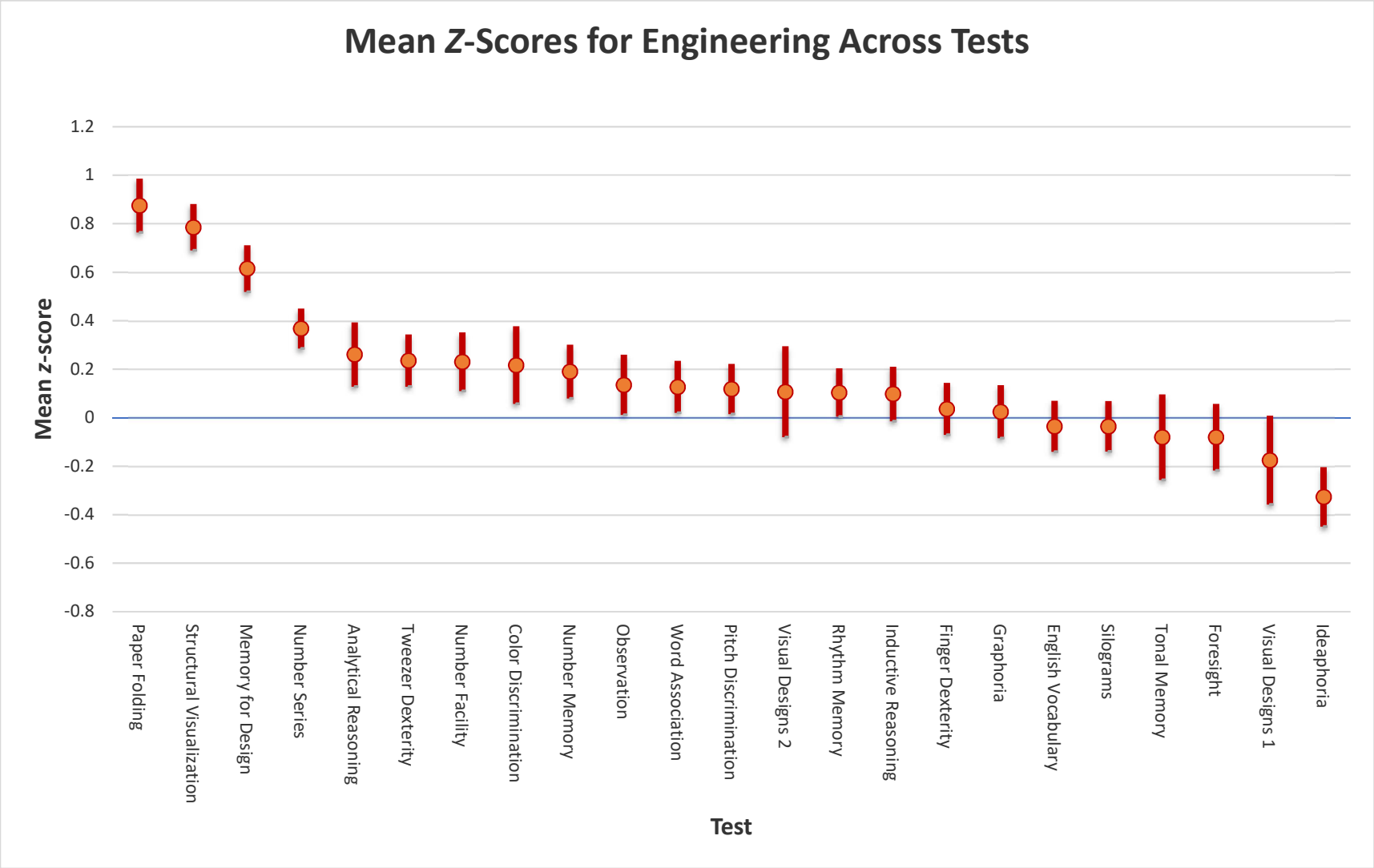
Note. The number of structural tradespeople who took each test ranged from 171 to 373.

Figure 28



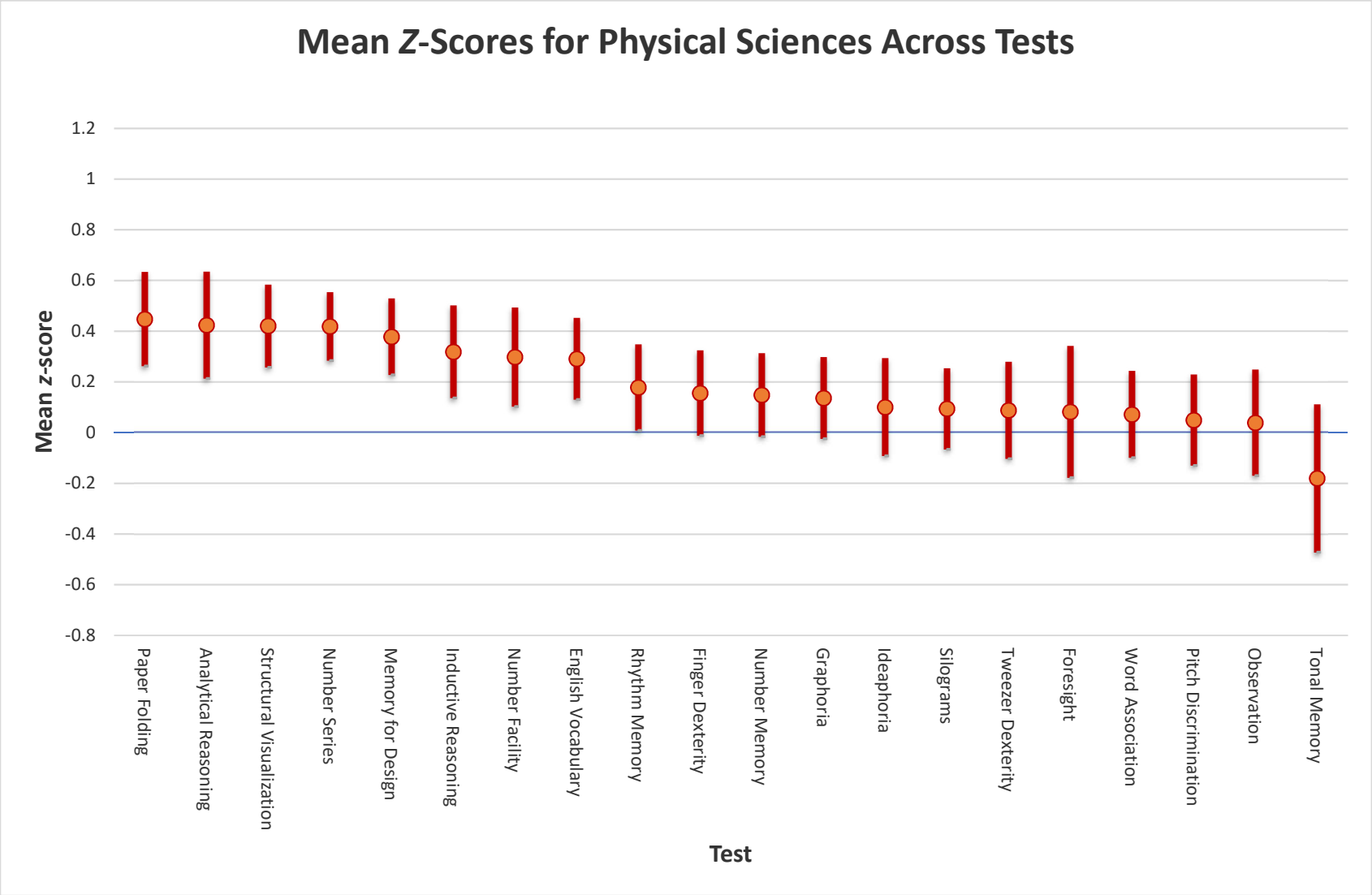
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of architects who took each test ranged from 58 to 87.

Figure 29



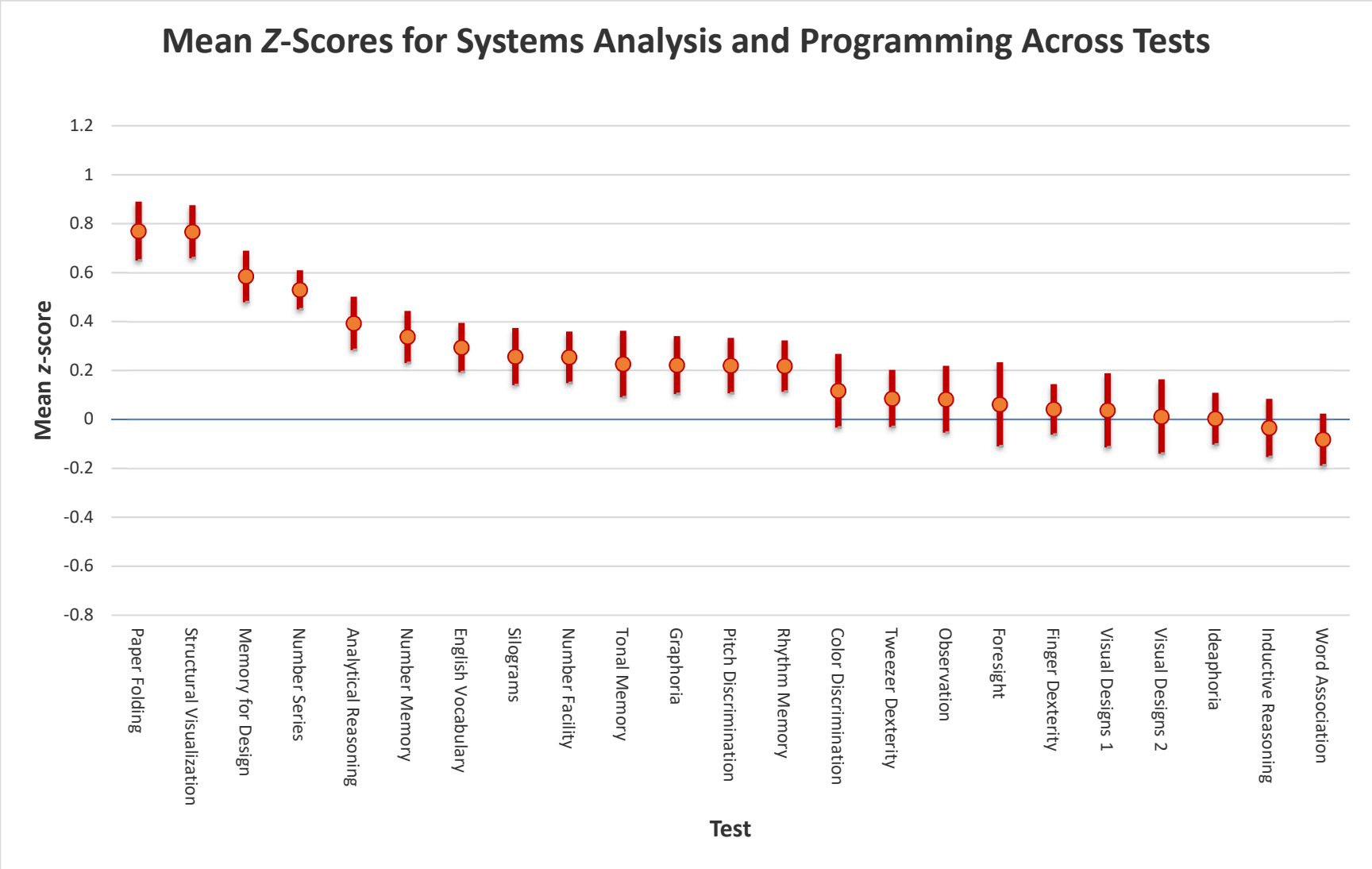
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of engineers who took each test ranged from 114 to 355.

Figure 30



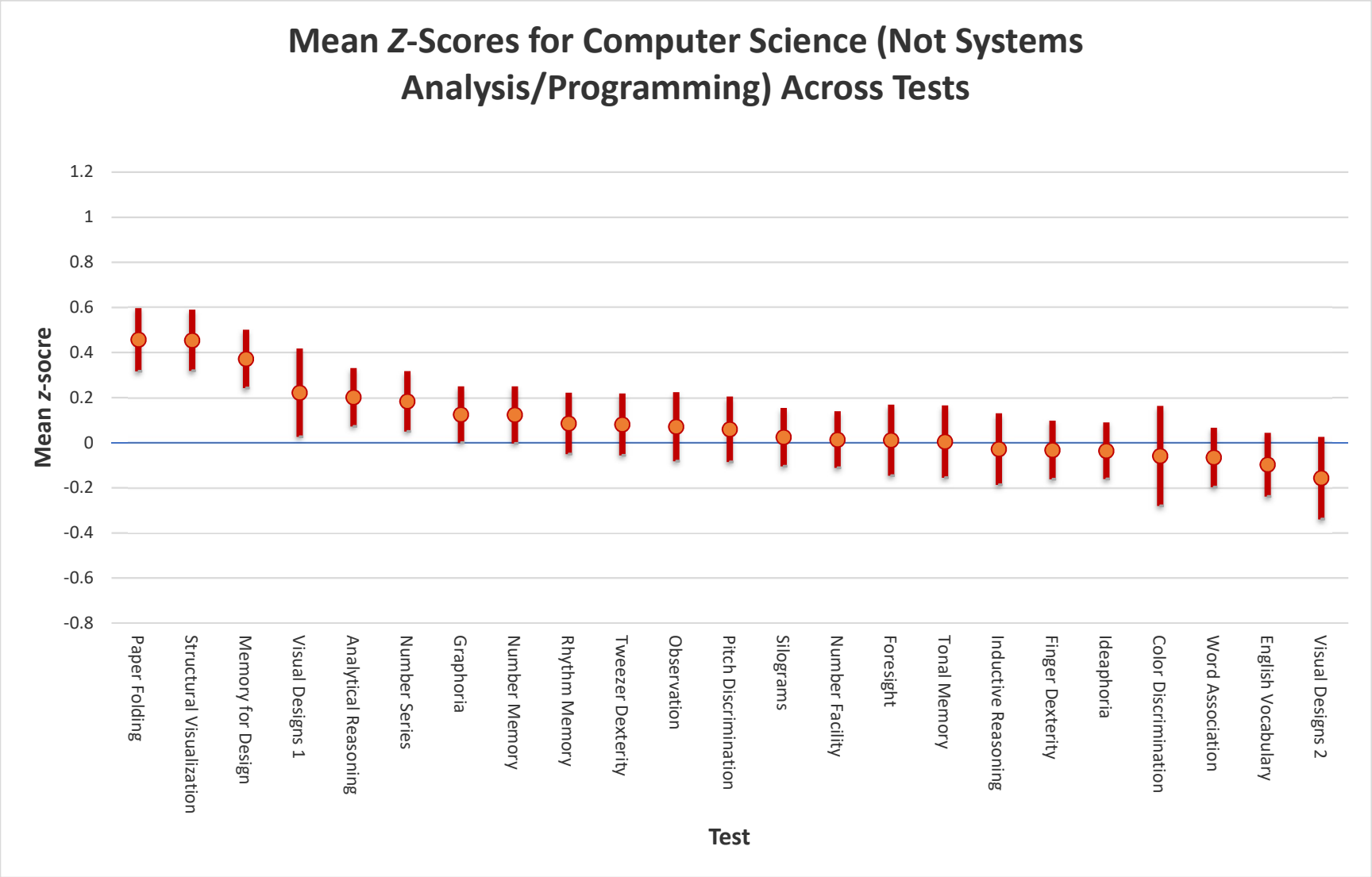
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of physical scientists who took each test ranged from 53 to 126.

Figure 31



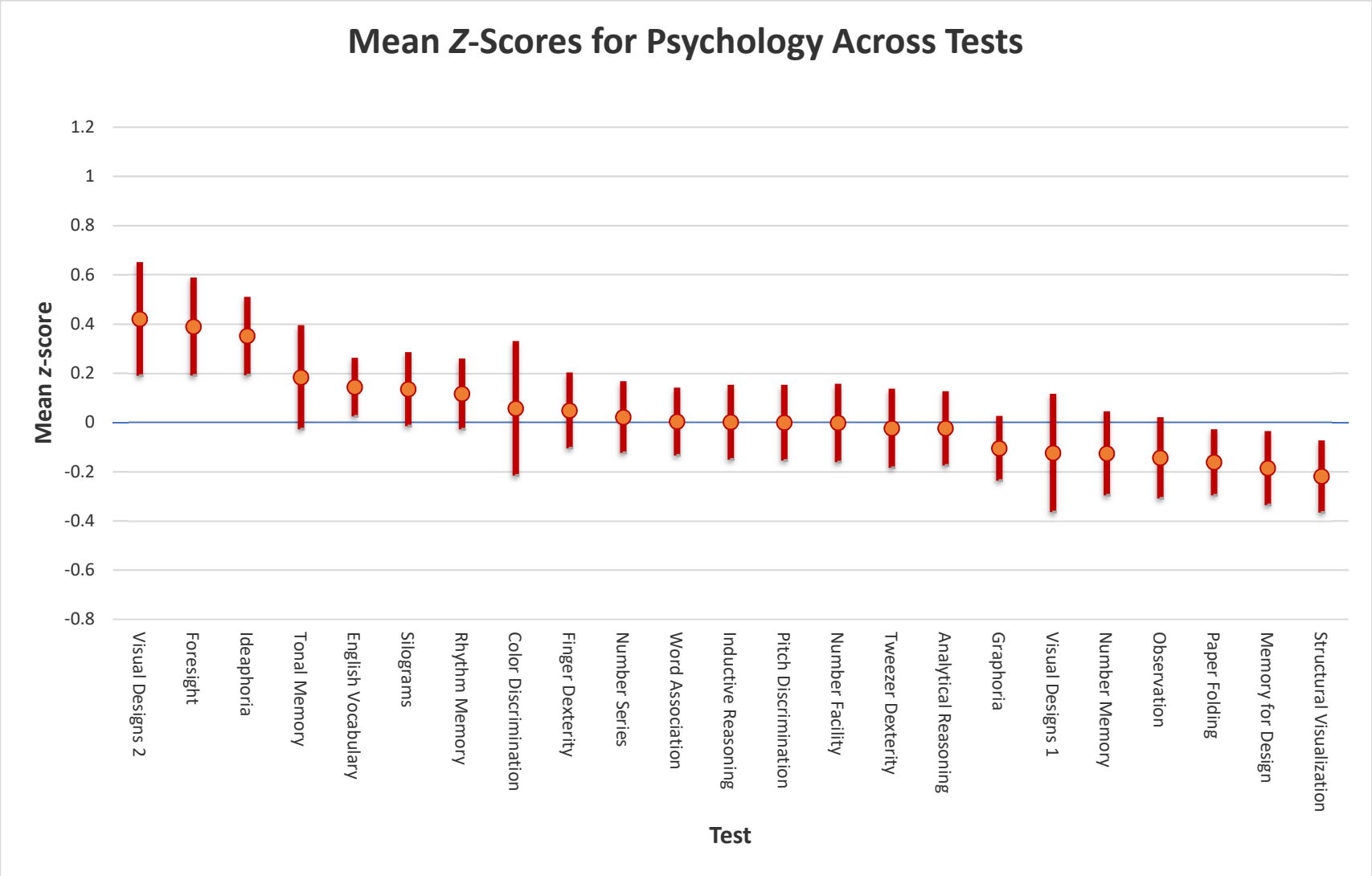
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of systems analysts and programmers who took each test ranged from 146 to 322.

Figure 32



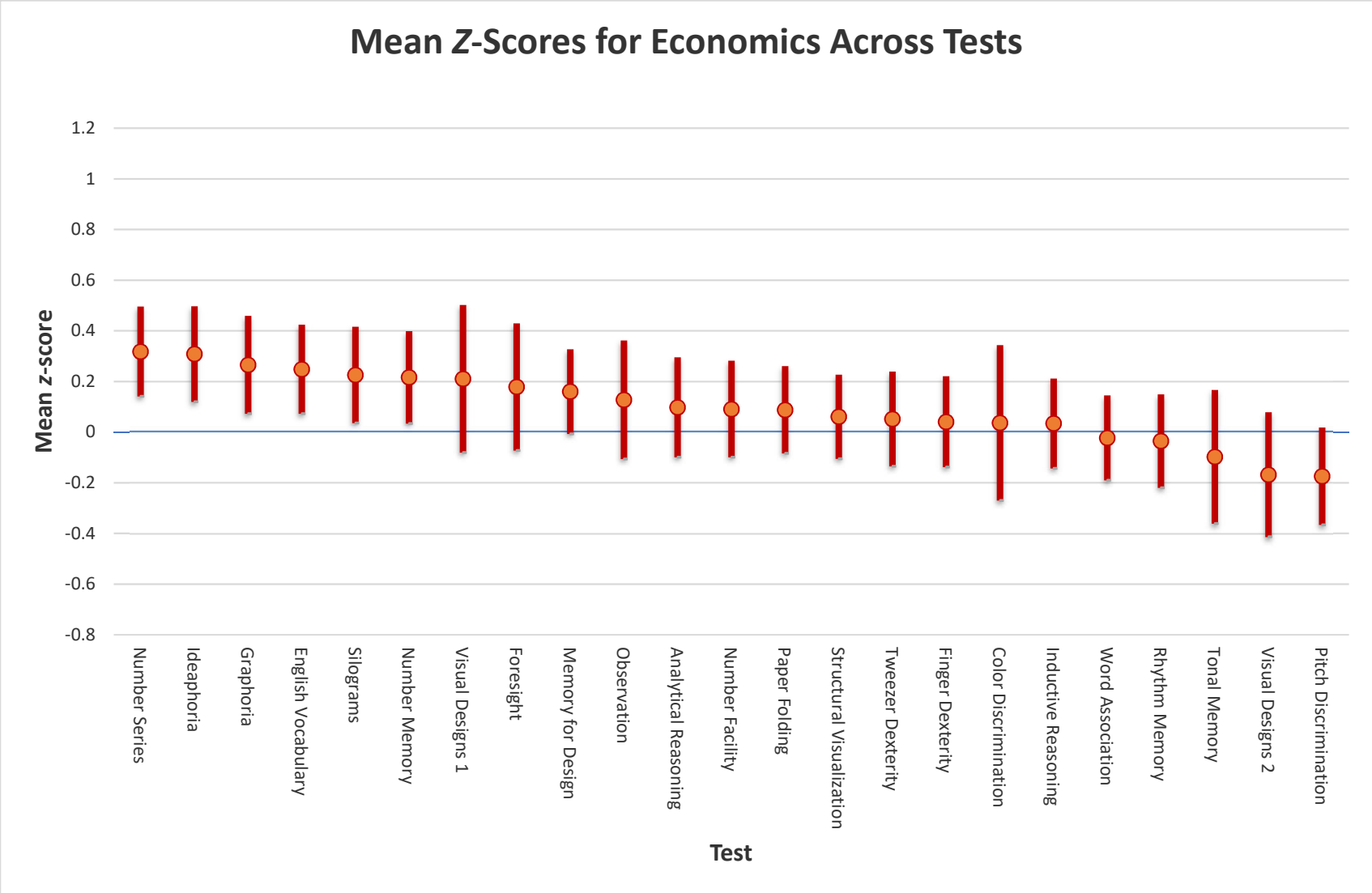
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of computer scientists (who were not systems analysts or programmers) who took each test ranged from 103 to 217.

Figure 33



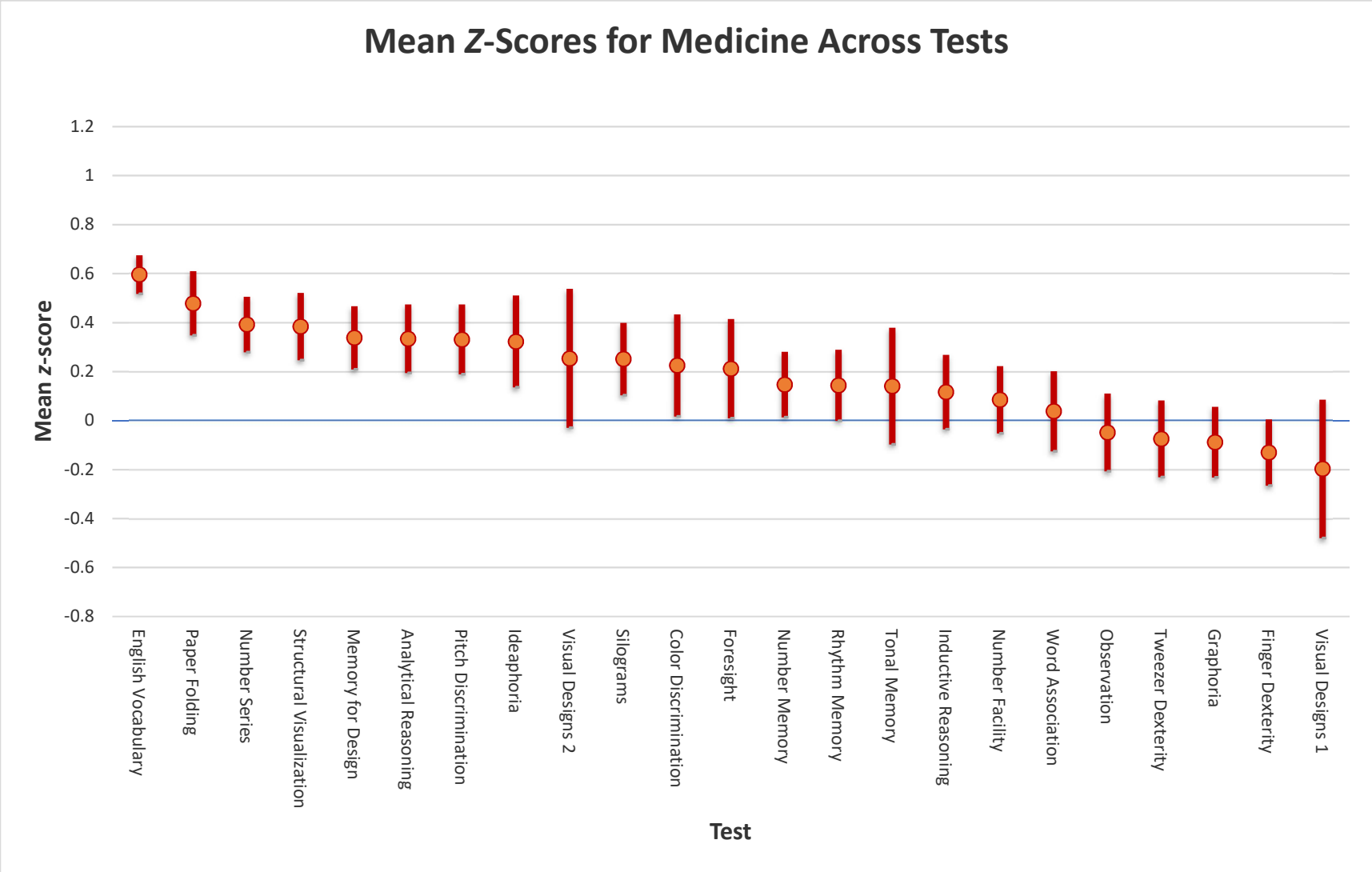
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of psychologists who took each test ranged from 77 to 173.

Figure 34



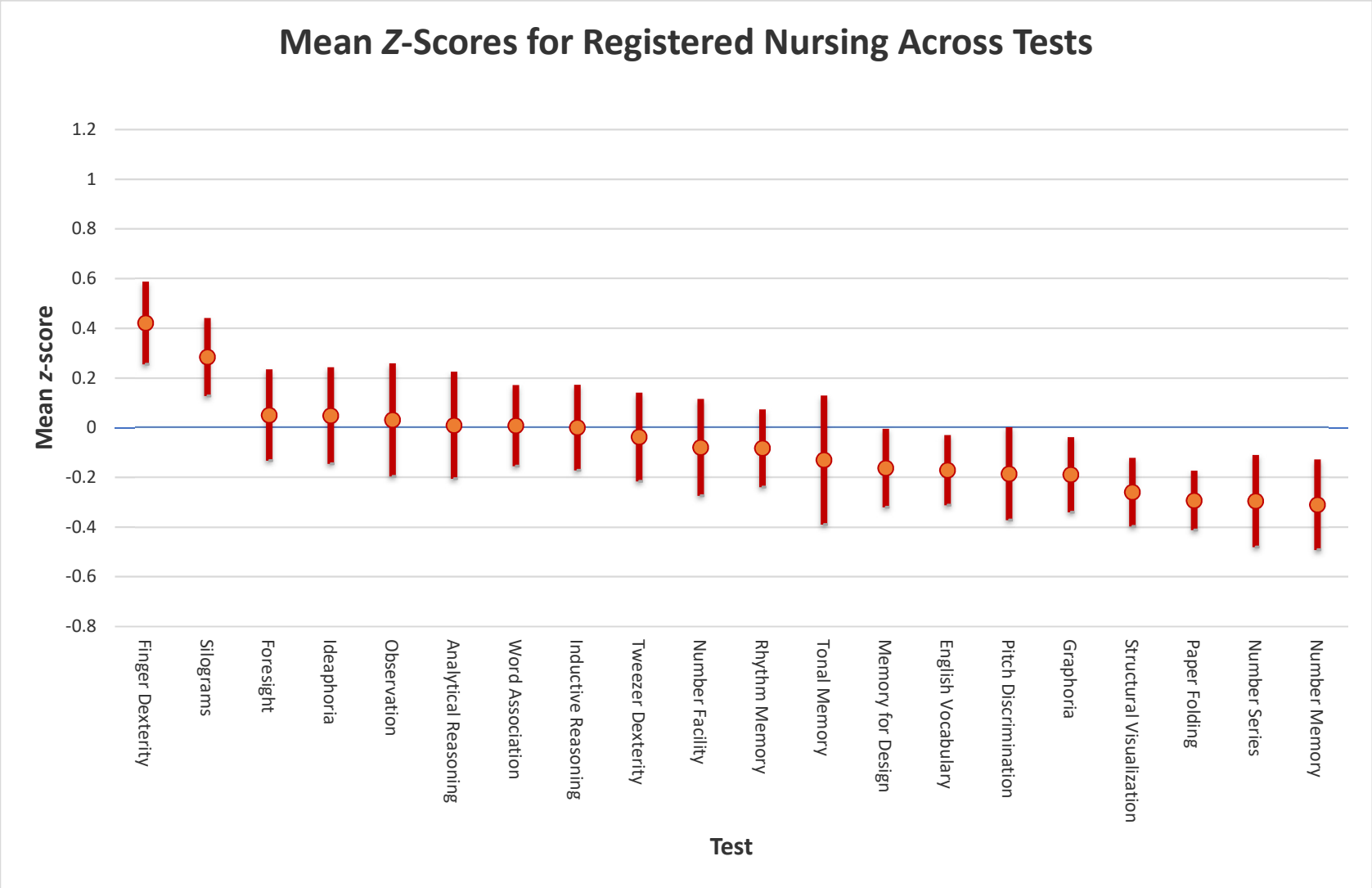
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of economists who took each test ranged from 55 to 123.

Figure 35



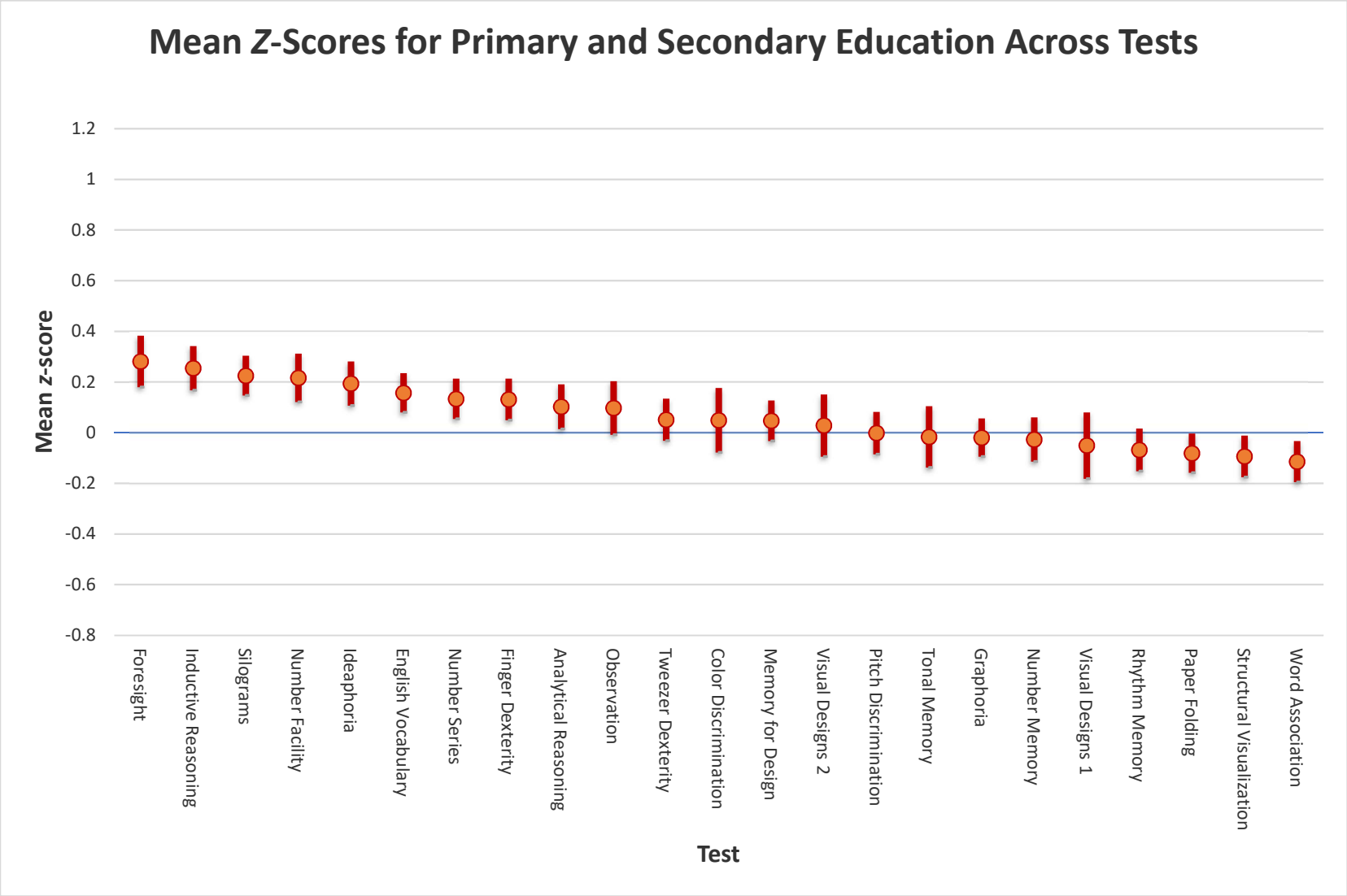
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of medical doctors who took each test ranged from 57 to 169.

Figure 36



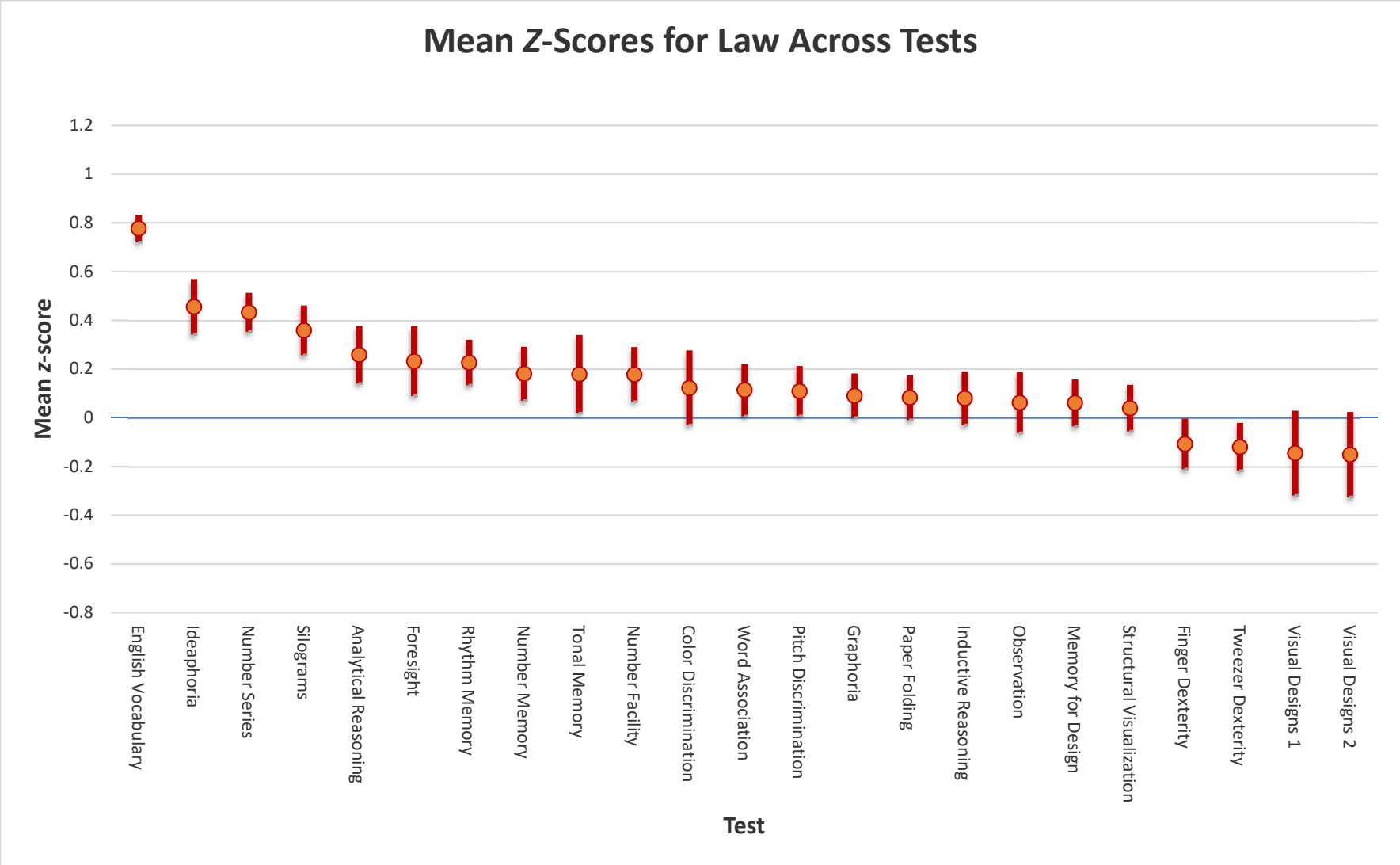
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of registered nurses who took each test ranged from 54 to 140.

Figure 37



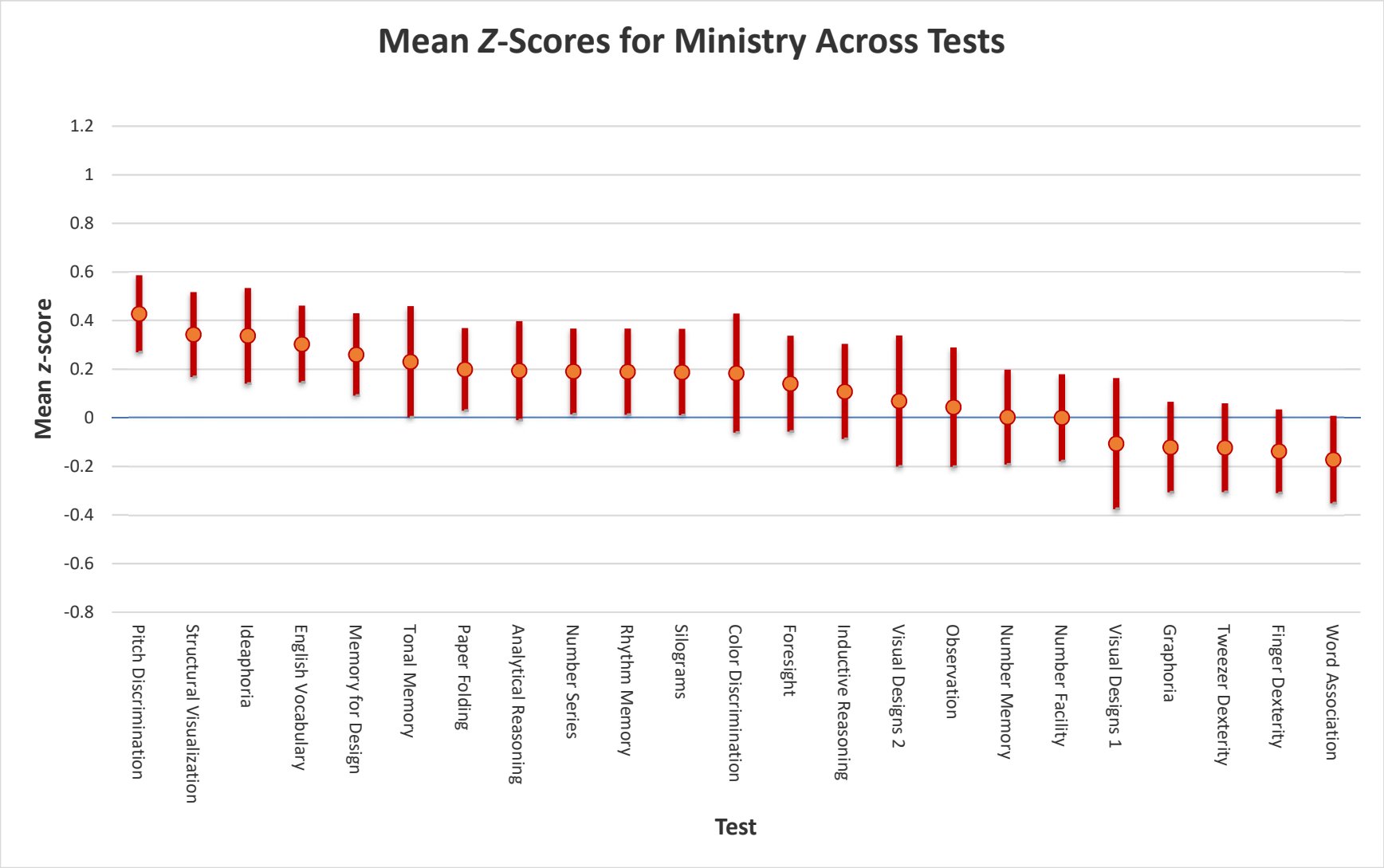
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of primary and secondary educators who took each test ranged from 245 to 588.

Figure 38



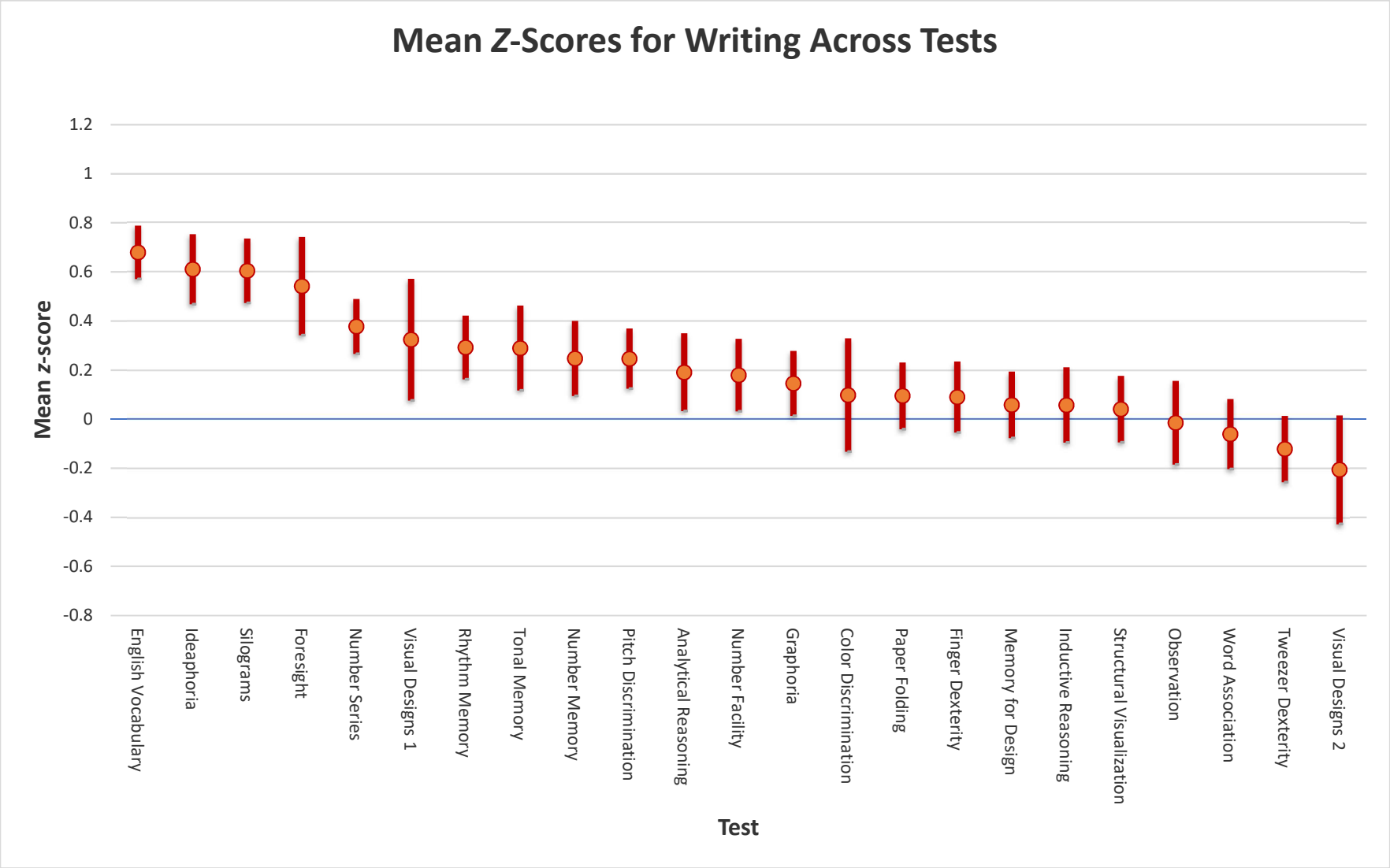
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of lawyers who took each test ranged from 127 to 372.

Figure 39



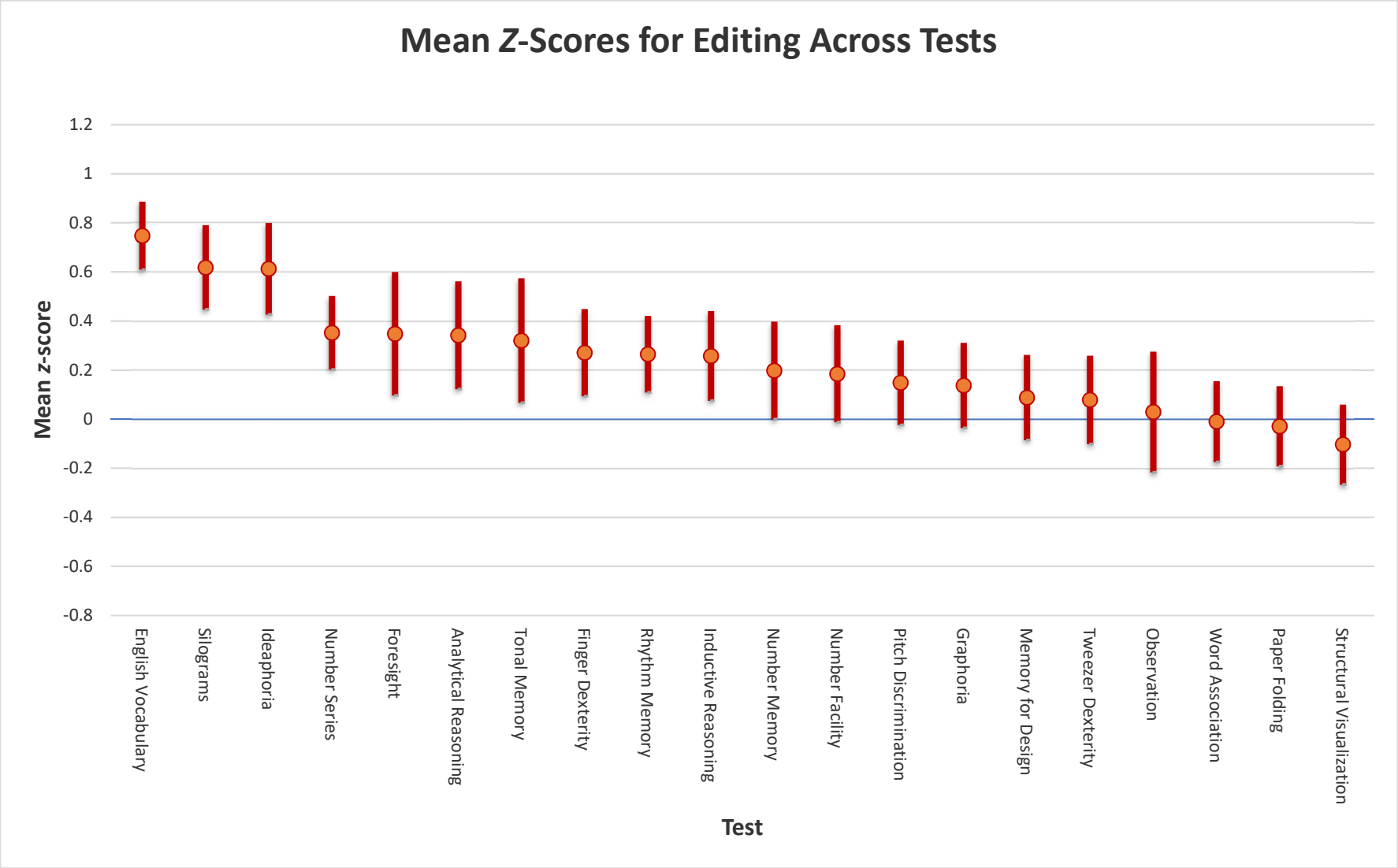
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of ministers who took each test ranged from 56 to 112.

Figure 40



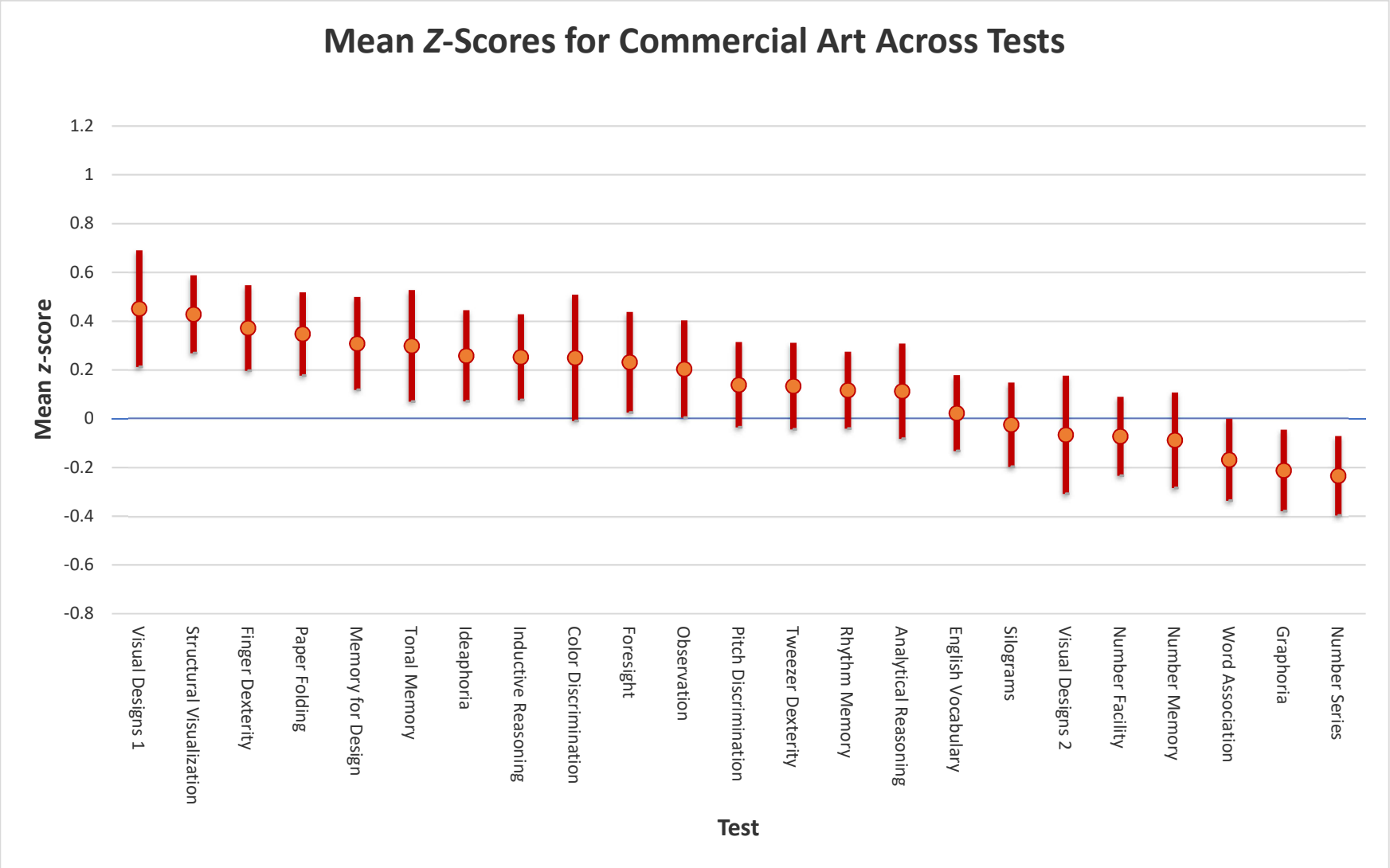
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of writers who took each test ranged from 72 to 199.

Figure 41



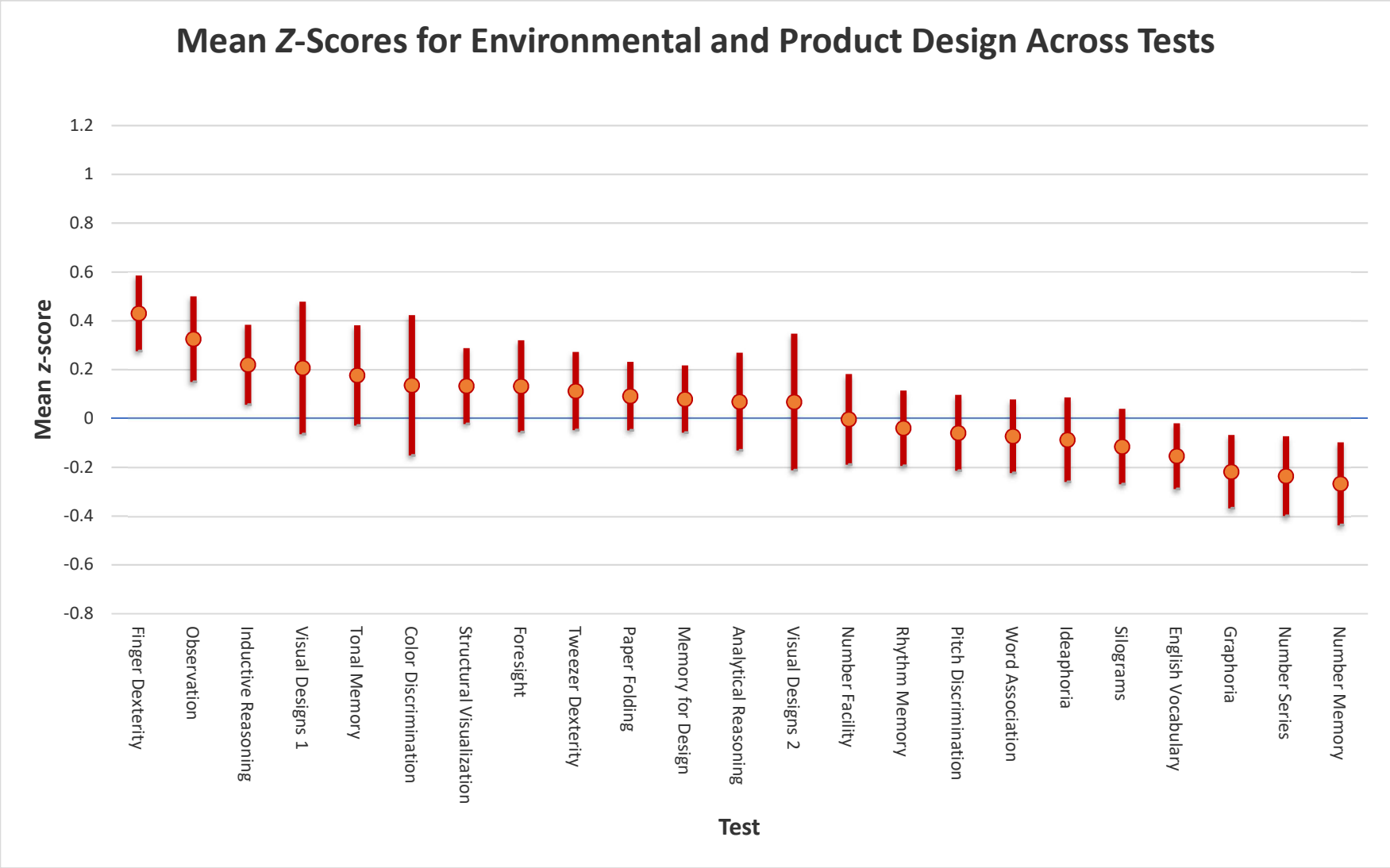
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of editors who took each test ranged from 51 to 128.

Figure 42



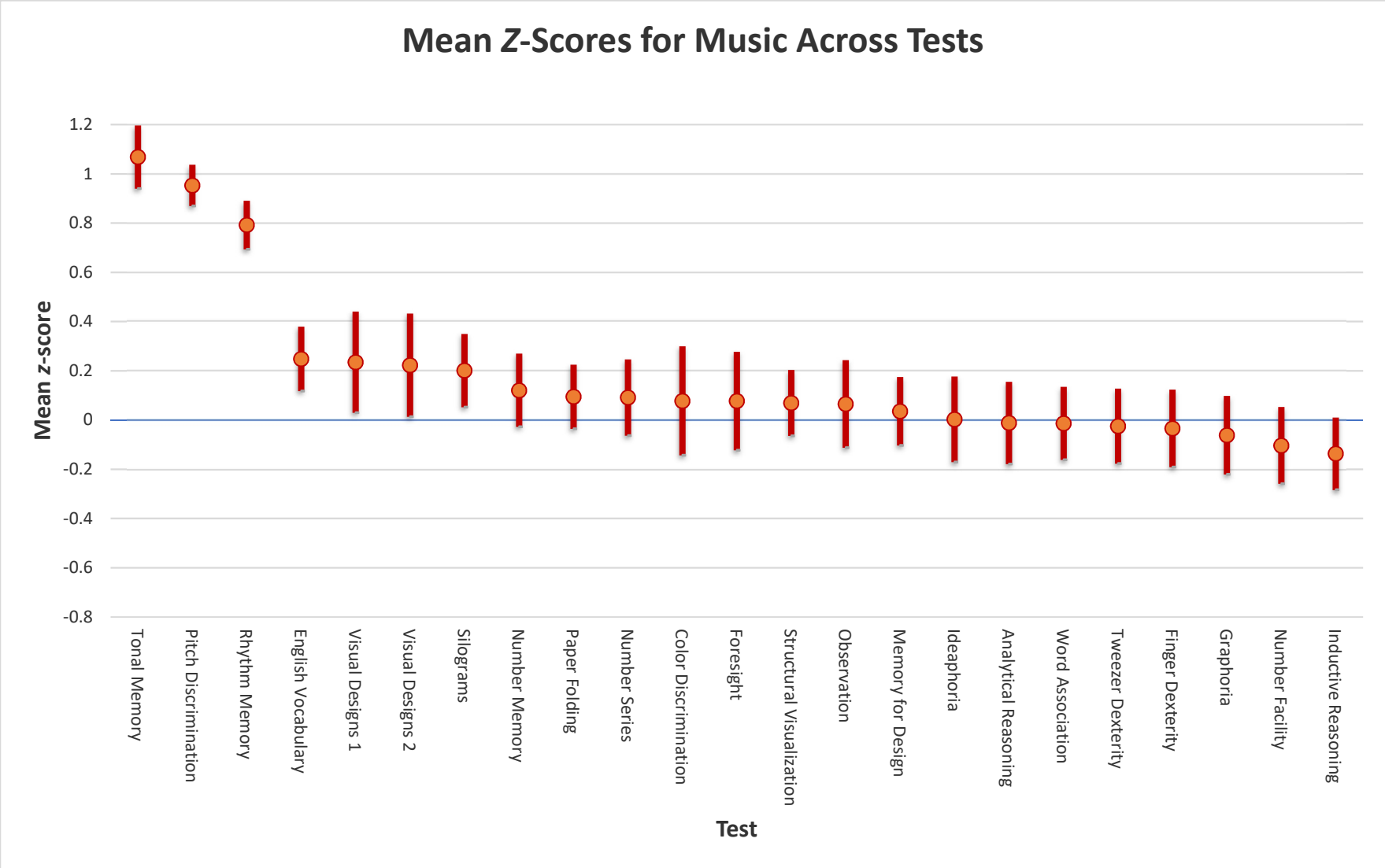
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of commercial artists who took each test ranged from 58 to 133.

Figure 43



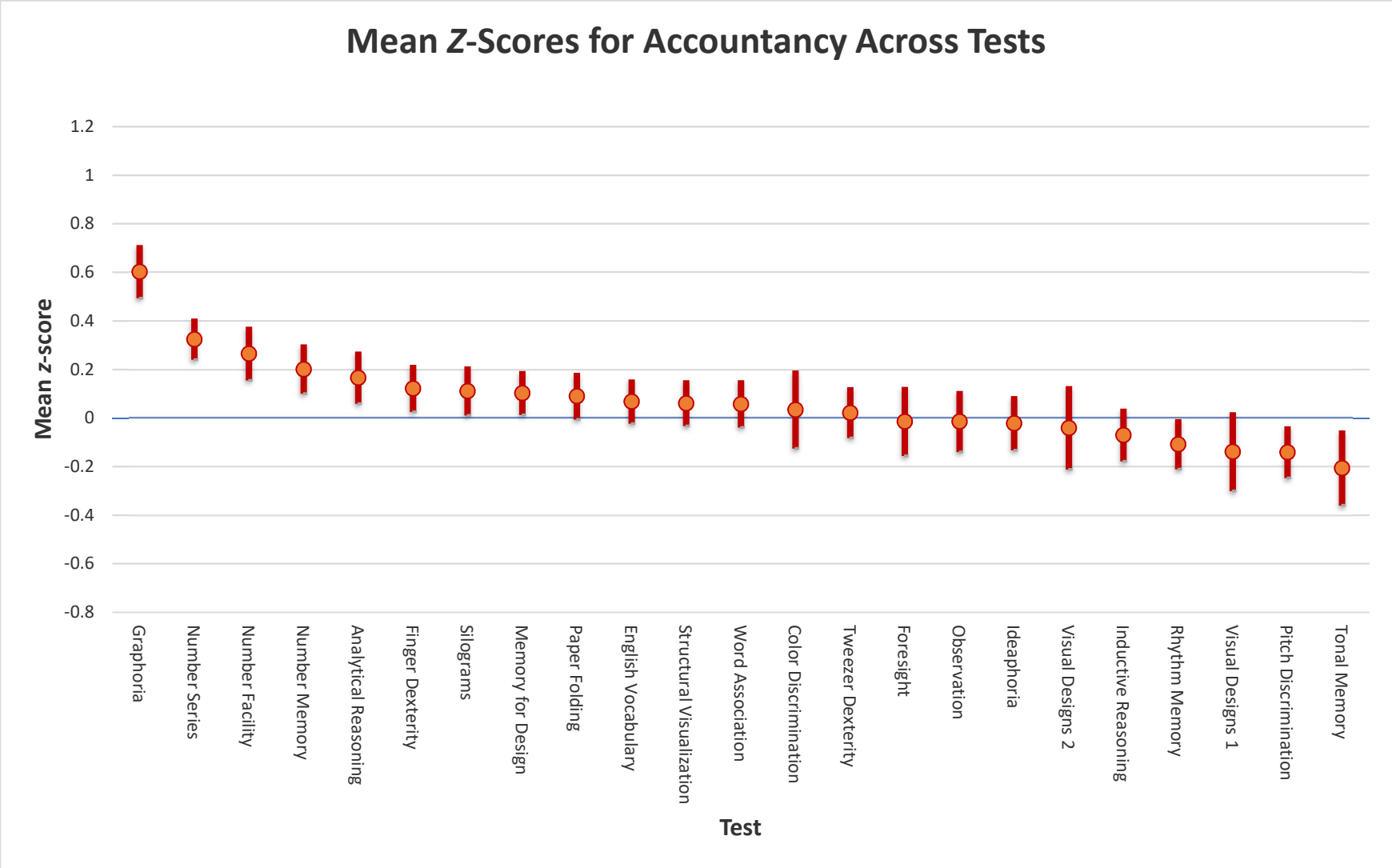
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of environmental- or product-related designers who took each test ranged from 51 to 161.

Figure 44



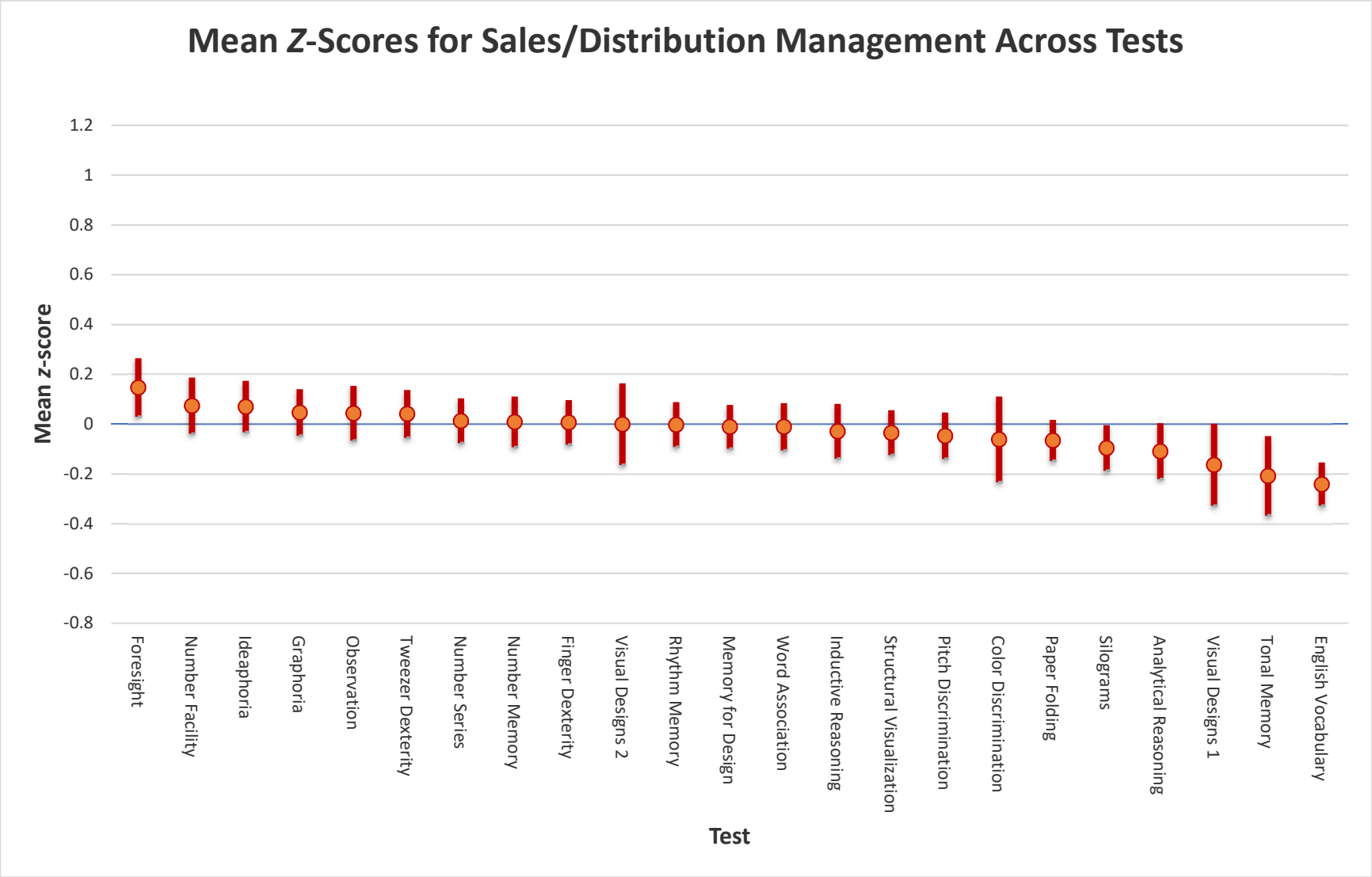
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of musicians who took each test ranged from 88 to 182.

Figure 45



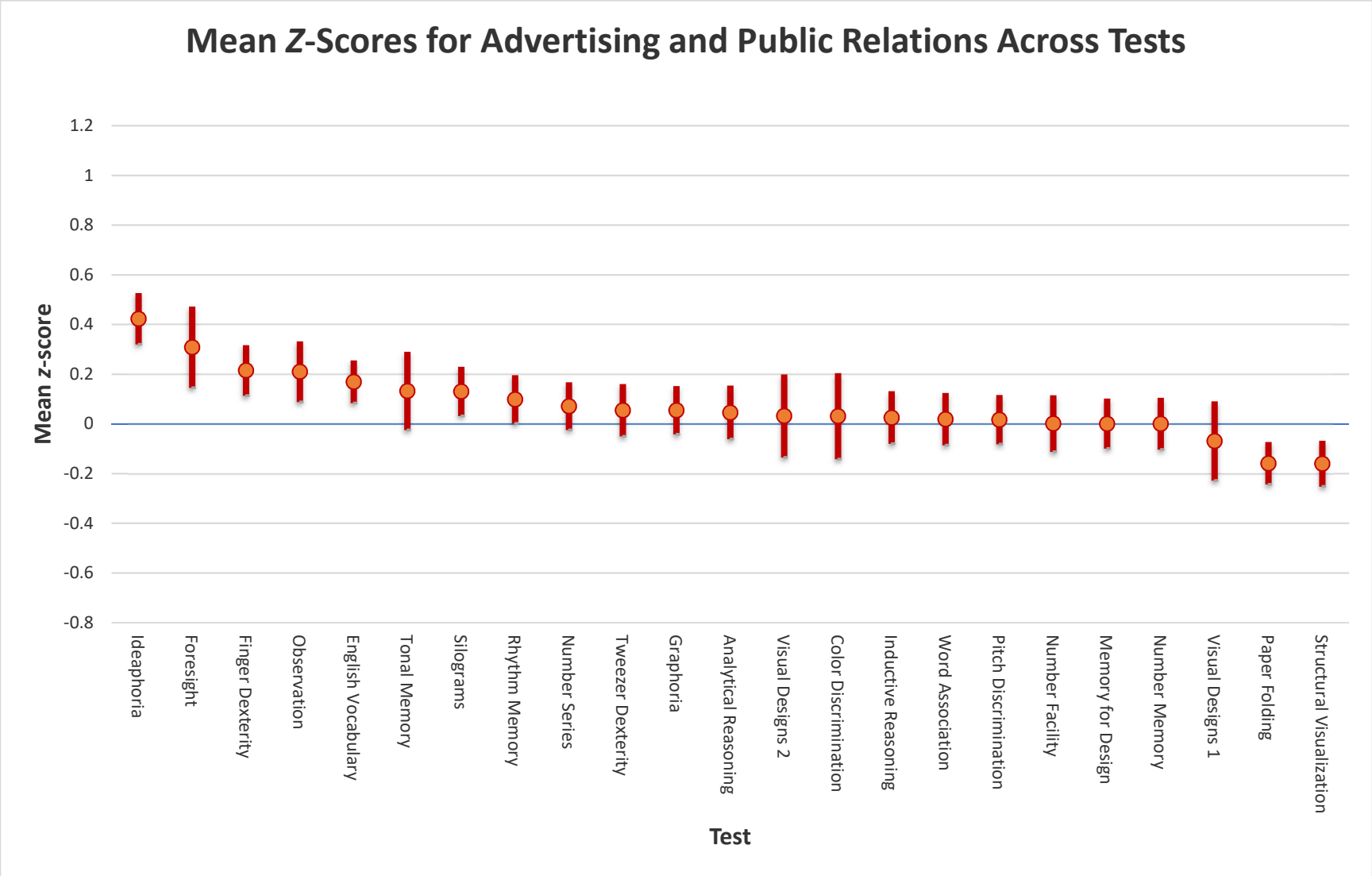
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of accountants who took each test ranged from 146 to 387.

Figure 46



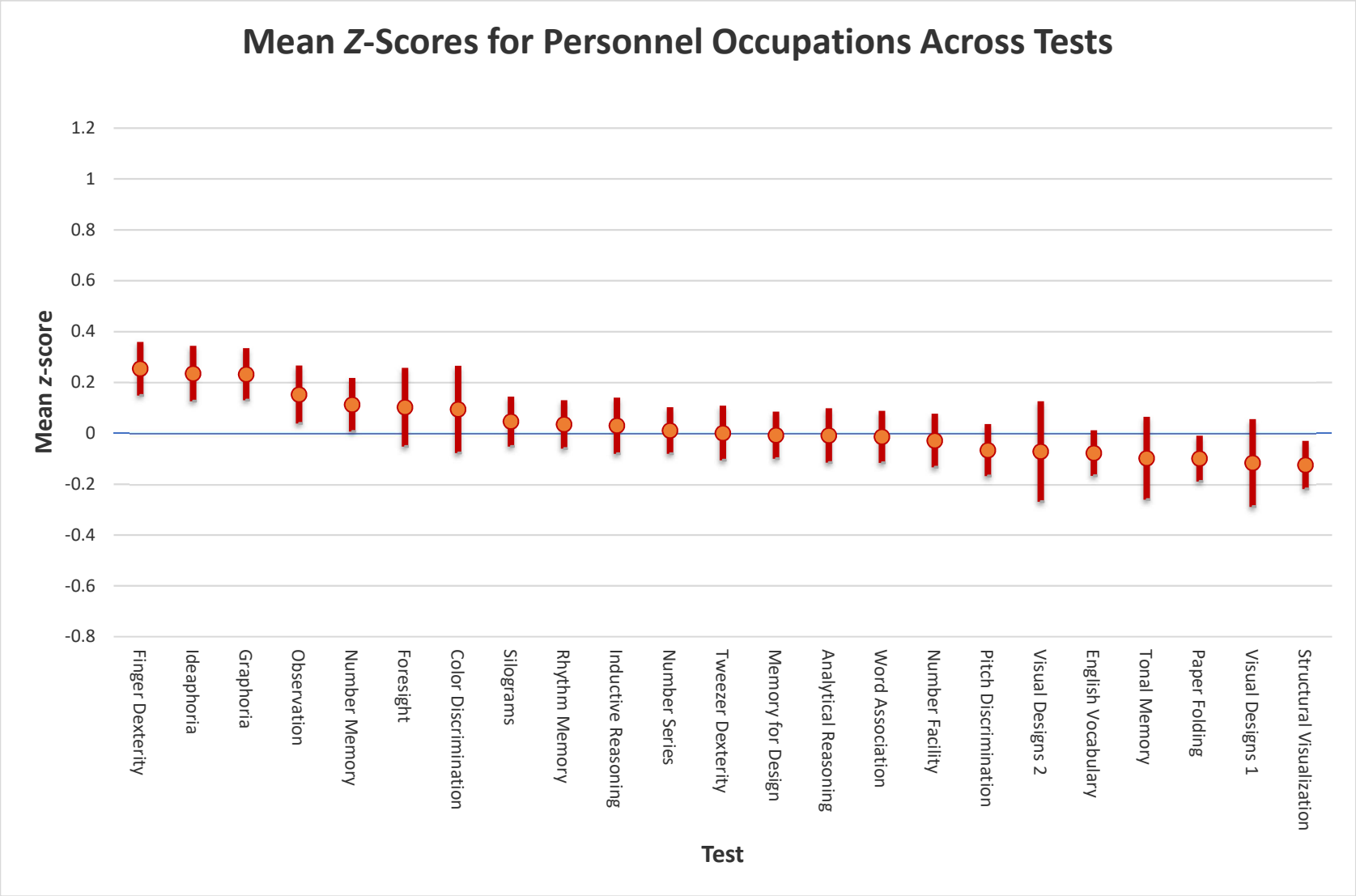
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of sales/distribution managers who took each test ranged from 161 to 447.

Figure 47



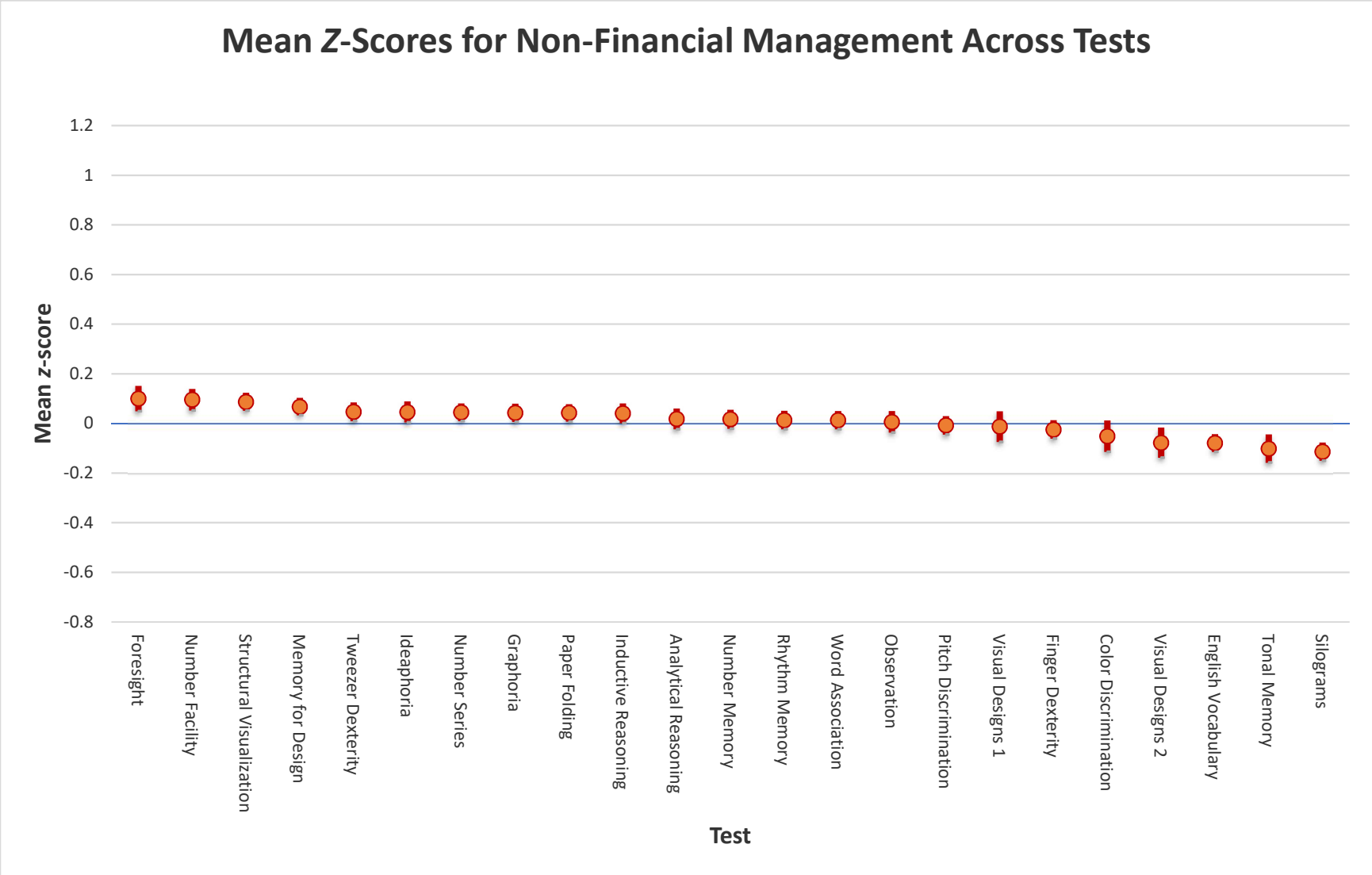
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of advertising and public relations workers who took each test ranged from 138 to 374.

Figure 48



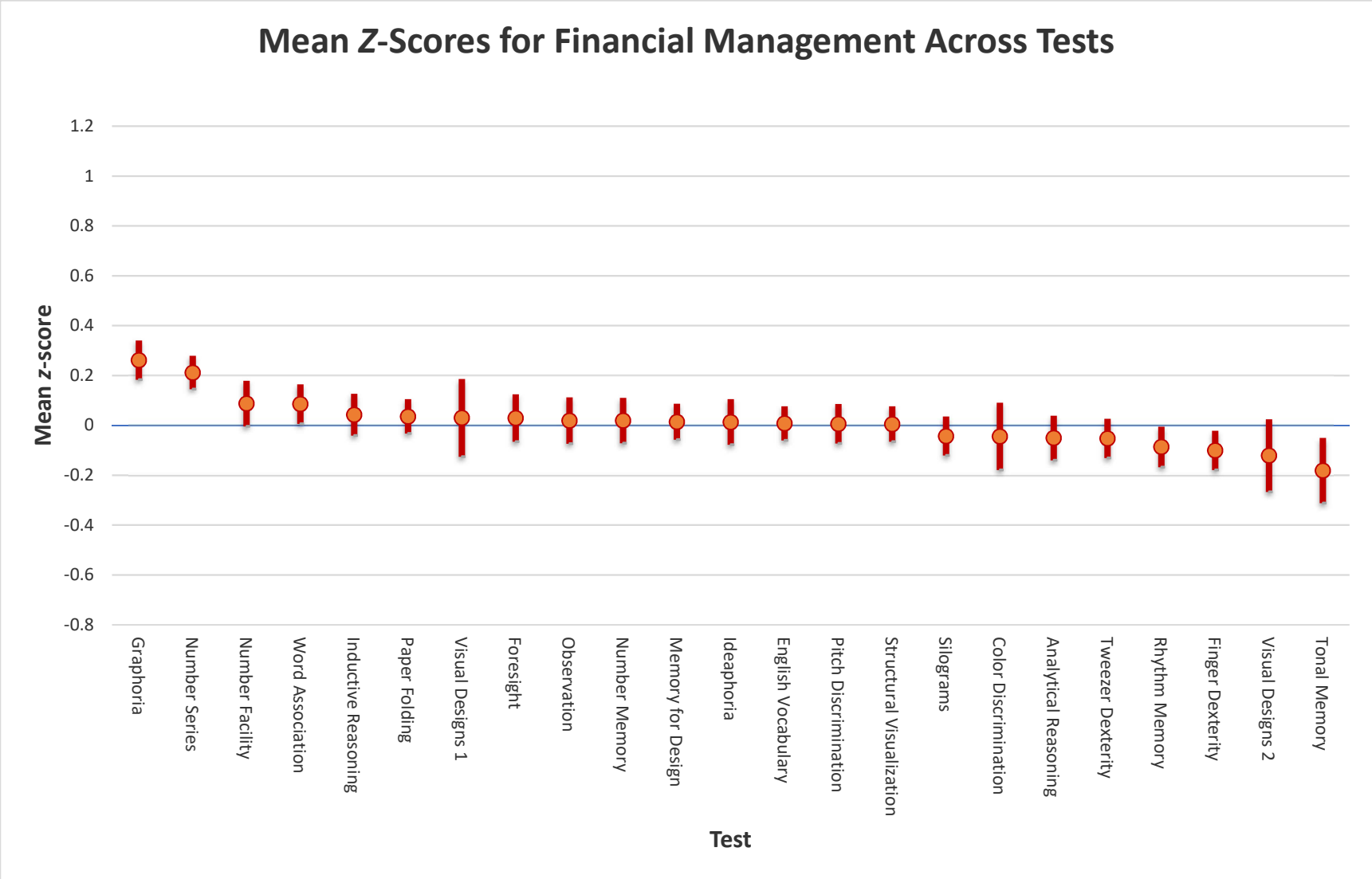
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of personnel workers who took each test ranged from 121 to 363.

Figure 49



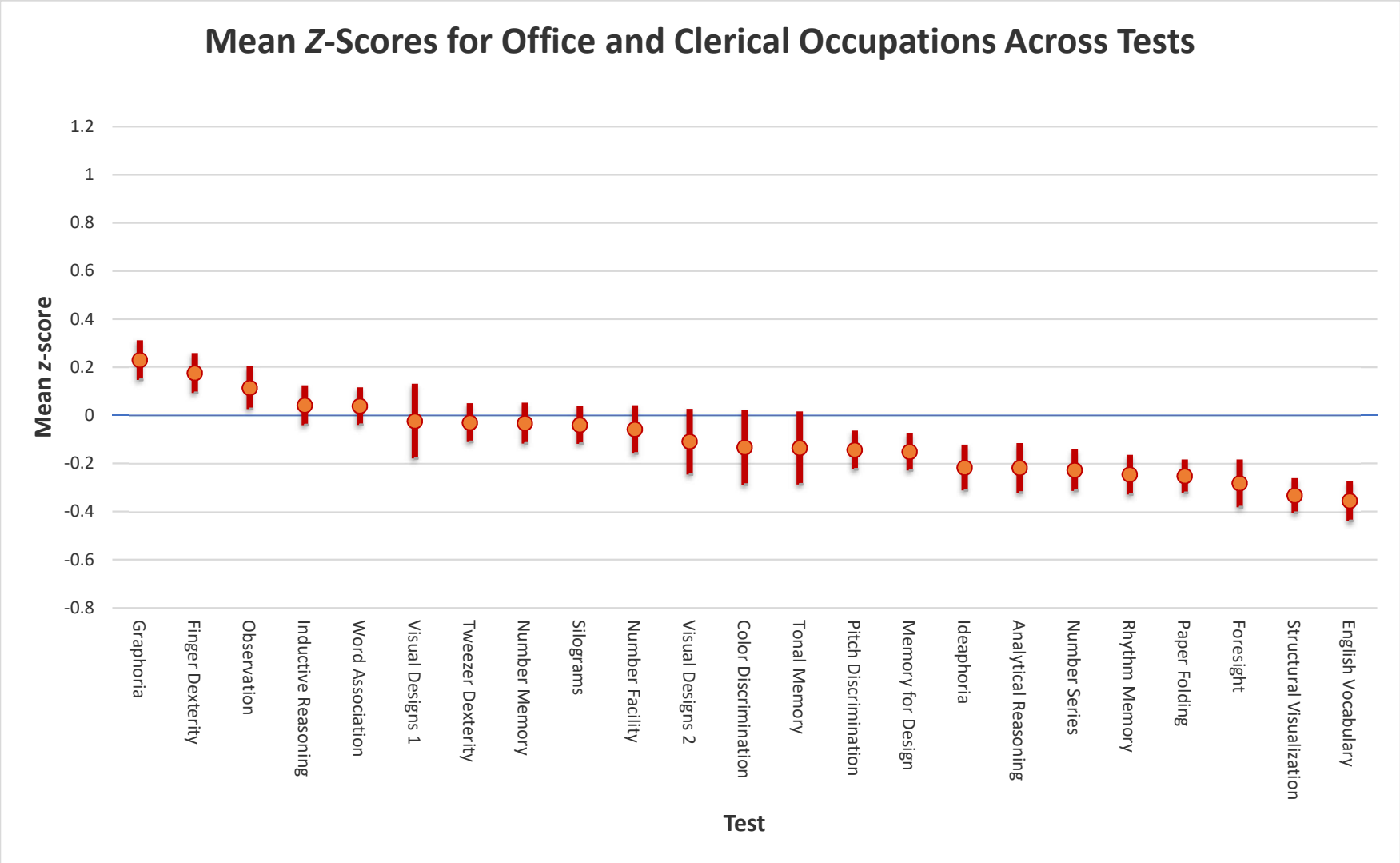
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of managers (other than financial and sales/distribution) who took each test ranged from 1,039 to 2,709.

Figure 50



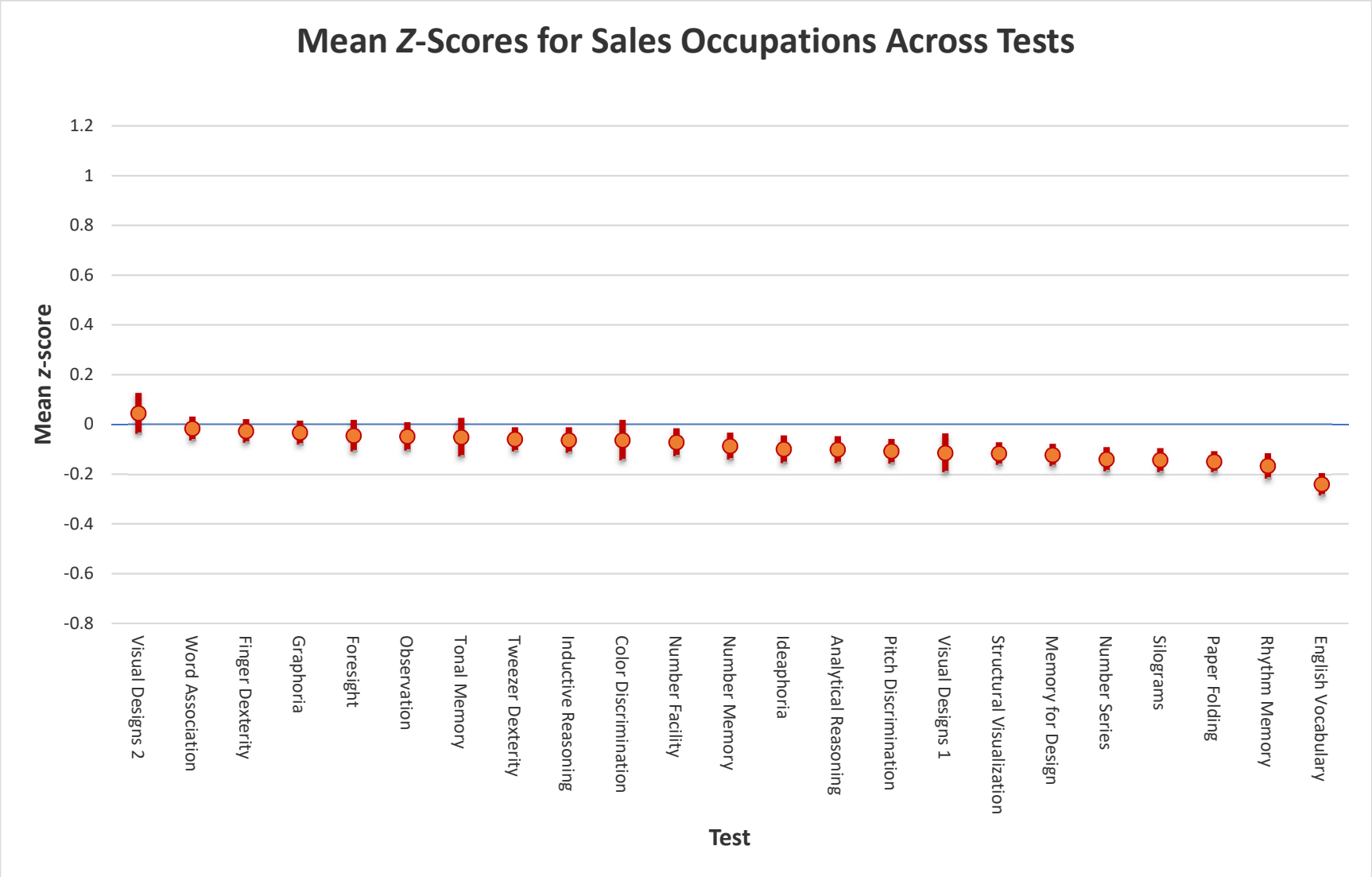
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of financial managers who took each test ranged from 188 to 613.

Figure 51



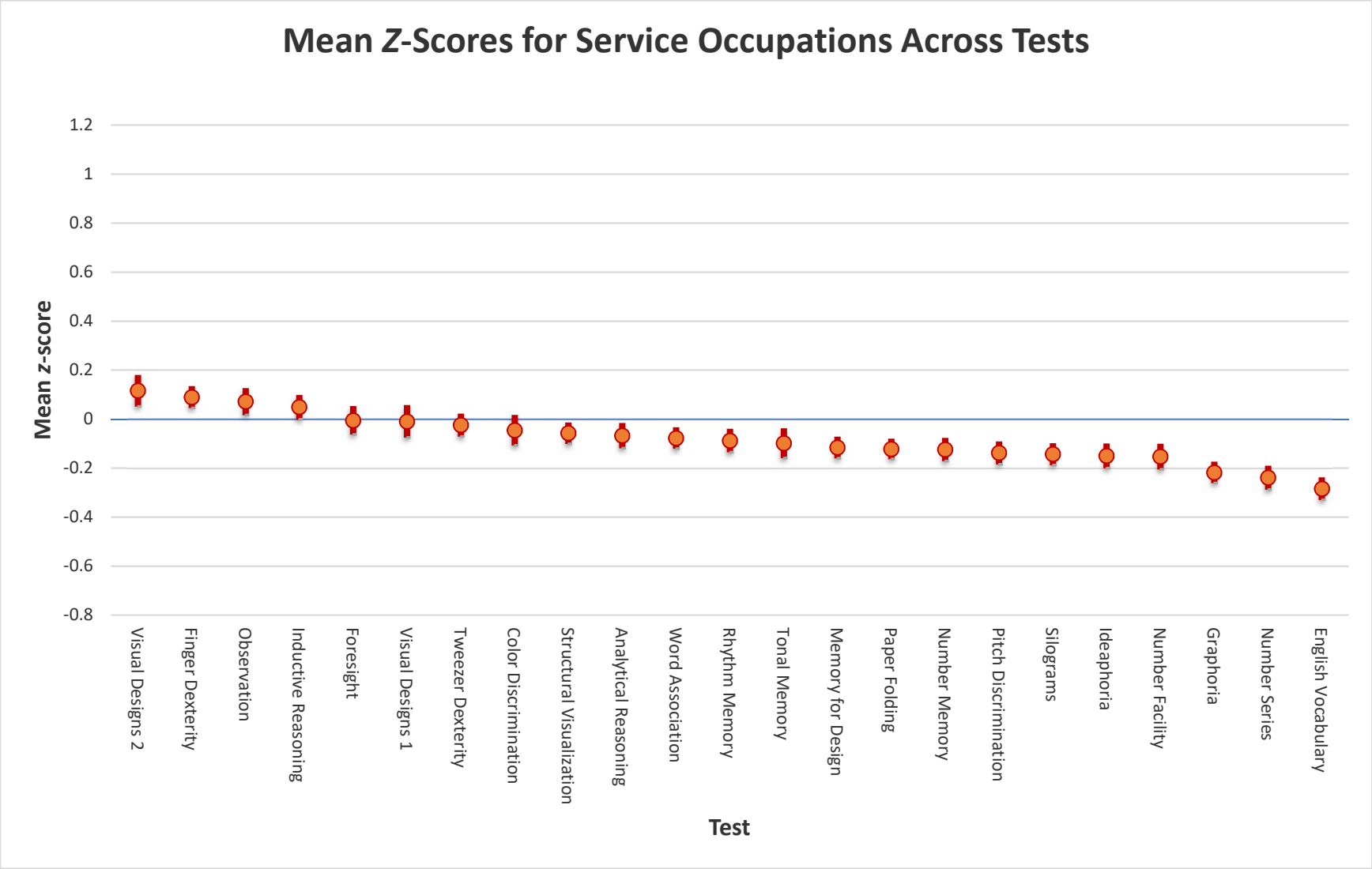
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of office/clerical workers who took each test ranged from 177 to 648.

Figure 52



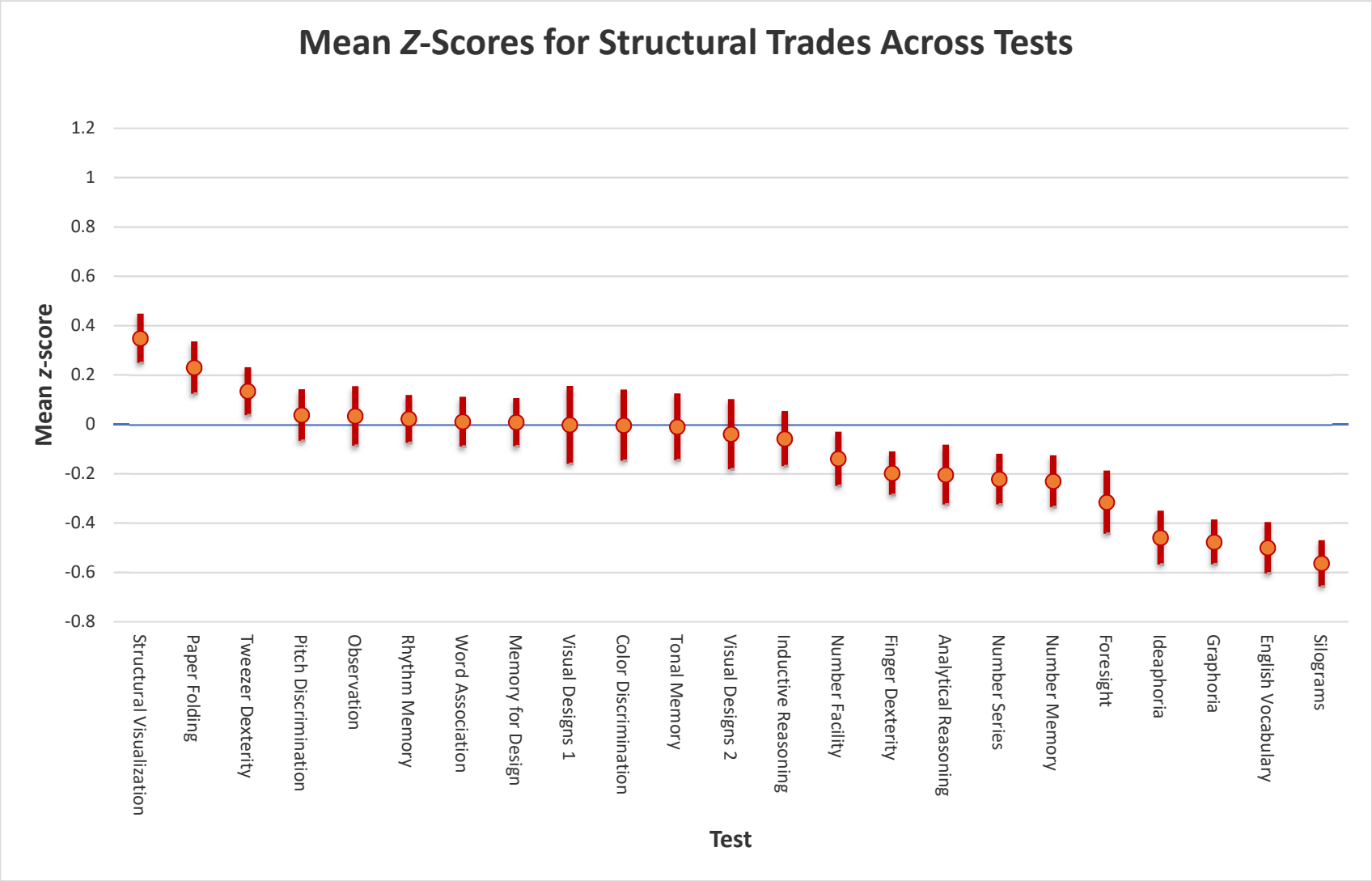
Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of salespeople who took each test ranged from 602 to 1,667.

Figure 53



Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of service workers who took each test ranged from 985 to 1,911.

Figure 54



Note. Error bars represent the 95% confidence intervals around the mean *z*-scores for the tests. The number of structural tradespeople who took each test ranged from 171 to 373.

Table 1

Occupational (Occ) Groups in This Study and Key to Abbreviations in Table 3

Occ code(s)	*N*	Occupation(s)	Abbreviation
The 27 occupational groups from SB 2019-1:			
1	87	Architecture	Arch
2-15	355	Engineering	Engi
22-29	126	Physical science *Includes occupations in chemistry, physics, geology, and meteorology.*	Psci
30	322	Systems analysis and programming	Prog
31-39	217	Comput. occup.s (not sys.analysis/prog.) *Includes data communications & networks, user & technical support.*	Cetc
45	173	Psychology	Psyc
50	123	Economics *Includes economics, market research analysis.*	Econ
70	169	Medicine	Medi
75	140	Nursing (Registered Nurses)	Nurs
91-93	588	Education, primary/secondary	Educ
110	372	Law	Law
120	112	Ministry	Mini
131	199	Writing	Writ
132	128	Editing	Edit
141	133	Commercial art	Cart
142	161	Environmental/product design *Includes art direction, clothing design, floral design, interior design.*	EPDe
152	182	Music	Musi
160	387	Accountancy *Includes auditing, investment analysis.*	Acct
163	447	Sales/distribution management	SDmg
164-165	374	Advertising/public relations	AdPR
166	363	Personnel	Pers
180-185, 187-189	2709	Management other than financial *Includes management in: agriculture, forestry, & fishing; mining; construction; wholesale & retail trade.*	NFmg
186	613	Financial management	Fimg
201-219	648	Office/clerical work	Offic
250-299	1667	Sales occupations	Sales
301-389	1911	Service occupations	Servi
800-899	373	Structural trades *Includes automobile assembling and repairing, welding.*	Struc

(*table continues*)

Table 1 (continued)

Occ code(s)	*N*	Occupation(s)	Abbreviation
The 47 supplemental occupational groups:			(NA)
3	104	Electrical engineering	
7	86	Mechanical engineering	
33	104	Computer technical support	
40, 41, 49, 410-419, 461	110	Life/agricultural sciences	
72	60	Dentistry	
76	70	Therapists (medical fields) *Includes physical therapy, occupational therapy, audiology.*	
78	66	Medical/dental technology	
90	231	Post-secondary education	
91	207	Secondary education	
92	268	Primary education	
93	113	Education, level unspecified	
94	64	Education, special/disabilities	
100	62	Librarians	
100-109	140	Music, library, and archival sciences	
141-149	448	Art occupations *Includes commercial and fine arts, photography.*	
150	66	Dramatics	
150, 159, 297, 961	245	Performing arts (non-musical) *Includes acting, directing, modeling.*	
153	270	Athletics/sports	
159	158	Entertainment & recreation not elsewhere classified (N.E.C.) *Includes acrobats, comedians, directors, magicians.*	
161	103	Budgeting/management analysis	
162	162	Purchasing management	
164	160	Advertising	
165	214	Public relations	
168, 375-377	88	Investigative work *Includes inspectors, investigators, police.*	
169	824	Administrative specializations, N.E.C. *Includes arbitrators, cost estimators, office managers, park rangers.*	
182	123	Construction management	
185	291	Wholesale/retail management	
187	463	Services management *Includes hotel managers, head chefs, film producers, prison wardens.*	

(*table continues*)

Table 1 (continued)

Occ Code(s)	*N*	Occupation(s)	Abbreviation
The 47 supplemental occupational groups (continued):			(NA)
194	55	Audio/video technology/engineering *Includes sound mixers and engineers, sound and TV technicians.*	
195	173	Social work	
196	54	Pilots	
201	218	Secretaries	
201-209	371	Secretaries, etc.	
210-219	277	Computing/account recording *Includes bookkeepers, cashiers, billing and payroll clerks.*	
221-249	395	Other clerical work *Includes production clerks, stock clerks, deliverypersons, ticket agents, bill collectors.*	
250	539	Sales: real estate, insurance, financial, etc.	
260-269	154	Sales: consumable commodities *Includes sales of food products, apparel, and pharmaceuticals.*	
277	99	Sales: books, etc.	
301	647	Homemaker, etc.	
311	311	Waiter/waitress, etc.	
312	148	Bartenders	
371-379	189	Protective services *Includes security guards, police and firefighters, sheriffs, armed forces enlisted personnel.*	
400-461	227	Agriculture, fishing, forestry, etc.	
408	84	Landscape labor, lawn care, etc.	
600-699	119	Machine trades *Includes metalworkers, woodworkers, paperworkers, mechanics, textile workers.*	
700-799	101	Benchwork *Includes fabricators, decorators, and repairers of various products.*	
860	98	Carpentry	

Table 2
Tests in the Standard Johnson O'Connor Battery

Test name	Reliability	Aptitude measured
Number Checking	.96	"Graphoria" (clerical speed and accuracy); test involves quickly comparing pairs of numbers to see whether they are the same or different.
Ideaphoria	.92	Rate of flow of ideas (ideational fluency).
Foresight	.96	Ability to see possibilities.
Inductive Reasoning	.88	Quickness in seeing relationships among separate facts, ideas, or observations.
Analytical Reasoning	.81	Ability to arrange ideas into a logical sequence.
Number Series	.87	Ability to reason (solve problems) with numbers.
Number Facility	.86	Ability to perform arithmetic operations quickly.
Wiggly Block	.77	Ability to visualize three-dimensional forms. The task is to reconstruct three-dimensional blocks.
Paper Folding	.82	Ability to visualize three-dimensional forms. The task is to mentally rotate two- dimensional surfaces through three- dimensional space.

Table continues

Table 2 (cont'd)

Test name	Reliability	Aptitude measured
Structural Visualization	.87	Ability to visualize three-dimensional forms. Sum of scores on Wiggly Block and Paper Folding.
Tonal Memory	.91	Ability to remember sequences of tones.
Pitch Discrimination	.80	Ability to perceive fine differences in pitch.
Rhythm Memory	.73	Ability to remember complex rhythmic patterns.
Memory for Design	.80	Memory for straight-line patterns.
Silograms	.92	Associative memory for verbal material.
Number Memory	.82	Memory for numbers.
Observation	.72	Ability to retain a mental image of various objects in the mind and quickly perceive any changes in the nature or position of an object.
Color Perception	NA	Ability to perceive colors across the color spectrum.
Color Discrimination	.86	Ability to perceive fine differences among colors.
Finger Dexterity	.86	Speed and accuracy in manipulating small objects with one's fingers.
Tweezer Dexterity	.93	Speed and accuracy in handling small objects with tweezers.

Table continues

Table 2 (cont'd)

Test name	Reliability	Aptitude measured
Word Association	.89	Objective vs. Subjective Personality: Distinction between individuals whose instinctive mental associations resemble those of a large percentage of other persons, and individuals whose associations are unlike those of the majority. The former are said to have objective personalities; the latter, subjective personalities.
English Vocabulary	.96	Knowledge of the meanings of nontechnical English words.
Visual Designs I	.92	Preference for simplicity in randomly-generated designs. A measure of artistic judgment.
Visual Designs II	.88	Preference for non-uniformity in randomly-generated designs. A measure of artistic judgment (but distinct from V.D. I).
Grip	.95	The amount of force one can apply with each hand. A test of static strength.
Writing Speed	.92	Examinee's speed in writing English sentences.

Table 3
Correspondence Between Percentiles and Z-Scores

Percentile	*Z*-score
99	2.33
98	2.05
95	1.65
90	1.28
85	1.04
80	0.84
75	0.67
70	0.52
65	0.39
60	0.25
55	0.13
50	0.00
45	-0.13
40	-0.25
35	-0.39
30	-0.52
25	-0.67
20	-0.84
15	-1.04
10	-1.28
5	-1.65
2	-2.05
1	-2.33

Note. These conversions are based on a variable with a normal distribution (or a broadly similar distribution).

Table 4

Primary Occupations by Mean Z-Score Performance on Standard Battery Tests

Occ	GR	ID	FO	IR	AR	NS	NF	PF	SV	TM	PD	RM	MD	SI	NM	OB	CD	FD	TD	WA	EV	VD1	VD2
Arch	-0.01	-0.11	--	0.10	0.19	0.31	0.24	0.79	0.89	--	0.27	0.09	0.62	-0.05	0.06	-0.05	--	0.15	0.30	0.08	0.19	--	--
Engi	0.02	-0.33	-0.08	0.10	0.26	0.37	0.23	0.87	0.78	-0.08	0.12	0.10	0.61	-0.04	0.19	0.14	--	0.04	0.23	0.13	-0.04	--	--
Psci	0.14	0.10	0.08	0.32	0.42	0.42	0.30	0.45	0.42	-0.18	0.05	0.18	0.38	0.09	0.15	0.04	--	0.16	0.09	0.07	0.29	--	--
Prog	0.22	0.00	0.06	-0.04	0.39	0.53	0.25	0.77	0.77	0.23	0.22	0.22	0.58	0.26	0.34	0.08	0.12	0.04	0.08	-0.08	0.29	0.04	0.01
Cetc	0.12	-0.04	0.01	-0.03	0.20	0.18	0.01	0.46	0.45	0.00	0.06	0.09	0.37	0.02	0.12	0.07	-0.06	-0.03	0.08	-0.07	-0.10	0.22	-0.16
Psyc	-0.10	0.35	0.39	0.00	-0.02	0.02	0.00	-0.16	-0.22	0.18	0.00	0.12	-0.19	0.13	-0.13	-0.14	0.06	0.05	-0.02	0.00	0.14	-0.12	0.42
Econ	0.27	0.31	0.18	0.03	0.10	0.32	0.09	0.09	0.06	-0.10	-0.17	-0.04	0.16	0.23	0.22	0.13	0.04	0.04	0.05	-0.02	0.25	0.21	-0.17
Medi	-0.09	0.32	0.21	0.12	0.33	0.39	0.08	0.48	0.38	0.14	0.33	0.14	0.34	0.25	0.15	-0.05	0.22	-0.13	-0.07	0.04	0.60	-0.20	0.25
Nurs	-0.19	0.05	0.05	0.00	0.01	-0.30	-0.08	-0.29	-0.26	-0.13	-0.19	-0.08	-0.16	0.28	-0.31	0.03	--	0.42	-0.04	0.01	-0.17	--	--
Educ	-0.02	0.19	0.28	0.25	0.10	0.13	0.22	-0.08	-0.09	-0.02	0.00	-0.07	0.05	0.22	-0.03	0.10	0.05	0.13	0.05	-0.11	0.16	-0.05	0.03
Law	0.09	0.45	0.23	0.08	0.26	0.43	0.18	0.08	0.04	0.18	0.11	0.23	0.06	0.36	0.18	0.06	0.12	-0.11	-0.12	0.11	0.78	-0.15	-0.15
Mini	-0.12	0.34	0.14	0.11	0.19	0.19	0.00	0.20	0.34	0.23	0.43	0.19	0.26	0.19	0.00	0.04	0.18	-0.14	-0.12	-0.17	0.30	-0.11	0.07
Writ	0.15	0.61	0.54	0.06	0.19	0.38	0.18	0.09	0.04	0.29	0.25	0.29	0.06	0.60	0.25	-0.02	0.10	0.09	-0.12	-0.06	0.68	0.32	-0.21
Edit	0.14	0.61	0.35	0.26	0.34	0.35	0.18	-0.03	-0.10	0.32	0.15	0.26	0.09	0.62	0.20	0.03	--	0.27	0.08	-0.01	0.75	--	--
Cart	-0.21	0.26	0.23	0.25	0.11	-0.23	-0.07	0.35	0.43	0.30	0.14	0.12	0.31	-0.03	-0.09	0.20	0.25	0.37	0.13	-0.17	0.02	0.45	-0.07
EPDe	-0.22	-0.09	0.13	0.22	0.07	-0.24	0.00	0.09	0.13	0.18	-0.06	-0.04	0.08	-0.12	-0.27	0.32	0.14	0.43	0.11	-0.07	-0.16	0.21	0.07
Musi	-0.06	0.00	0.08	-0.14	-0.01	0.09	-0.10	0.09	0.07	1.07	0.95	0.79	0.03	0.20	0.12	0.06	0.08	-0.03	-0.02	-0.01	0.25	0.23	0.22
Acct	0.60	-0.02	-0.01	-0.07	0.17	0.32	0.27	0.09	0.06	-0.21	-0.14	-0.11	0.10	0.11	0.20	-0.01	0.03	0.12	0.02	0.06	0.07	-0.14	-0.04
SDmg	0.05	0.07	0.15	-0.03	-0.11	0.01	0.07	-0.07	-0.03	-0.21	-0.05	0.00	-0.01	-0.10	0.01	0.04	-0.06	0.01	0.04	-0.01	-0.24	-0.16	0.00
AdPR	0.05	0.42	0.31	0.03	0.05	0.07	0.00	-0.16	-0.16	0.13	0.02	0.10	0.00	0.13	0.00	0.21	0.03	0.21	0.05	0.02	0.17	-0.07	0.03
Pers	0.23	0.23	0.10	0.03	-0.01	0.01	-0.03	-0.10	-0.13	-0.10	-0.07	0.03	-0.01	0.05	0.11	0.15	0.09	0.25	0.00	-0.01	-0.08	-0.12	-0.07
NFmg	0.04	0.05	0.10	0.04	0.02	0.04	0.10	0.04	0.09	-0.10	-0.01	0.01	0.07	-0.11	0.02	0.01	-0.05	-0.02	0.05	0.01	-0.08	-0.01	-0.08
Fimg	0.26	0.01	0.03	0.04	-0.05	0.21	0.09	0.04	0.00	-0.18	0.01	-0.09	0.01	-0.04	0.02	0.02	-0.04	-0.10	-0.05	0.09	0.01	0.03	-0.12
Offic	0.23	-0.22	-0.28	0.04	-0.22	-0.23	-0.06	-0.25	-0.33	-0.14	-0.14	-0.25	-0.15	-0.04	-0.03	0.11	-0.13	0.18	-0.03	0.04	-0.36	-0.02	-0.11
Sales	-0.03	-0.10	-0.05	-0.06	-0.10	-0.14	-0.07	-0.15	-0.12	-0.05	-0.11	-0.17	-0.12	-0.14	-0.09	-0.05	-0.06	-0.03	-0.06	-0.02	-0.24	-0.11	0.04
Servi	-0.22	-0.15	-0.01	0.05	-0.07	-0.24	-0.15	-0.12	-0.06	-0.10	-0.14	-0.09	-0.12	-0.14	-0.12	0.07	-0.05	0.09	-0.02	-0.08	-0.28	-0.01	0.12
Struc	-0.48	-0.46	-0.32	-0.06	-0.20	-0.22	-0.14	0.23	0.35	-0.01	0.04	0.02	0.01	-0.56	-0.23	0.03	0.00	-0.20	0.13	0.01	-0.50	0.00	-0.04

Note. For key to abbreviations, see Table 1. Values in the table represent mean raw scores for each test after scores have been partialled for age and standardized. In general, a mean standardized score (*z*) of .3, which is equivalent to a percentile of 62, can be considered to be meaningfully higher than the overall mean of 0. Some of the cells do not have values because the number of examinees was too small to calculate reliable means.

Table 5

Mean Z-Scores for Standard-Battery Tests for Architecture

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.01	0.94	87	-0.20	0.19
Ideaphoria	-0.11	1.05	72	-0.35	0.13
Foresight	**0.13**	**0.97**	**45**	**-0.16**	**0.41**
Inductive Reasoning	0.10	0.99	77	-0.12	0.33
Analytical Reasoning	0.19	0.88	61	-0.03	0.41
Number Series	0.31	0.87	87	0.13	0.50
Number Facility	0.24	0.93	61	0.01	0.48
Paper Folding	0.79	1.06	87	0.56	1.01
Structural Visualization	0.89	0.97	87	0.68	1.09
Tonal Memory	**0.17**	**0.98**	**40**	**-0.14**	**0.47**
Pitch Discrimination	0.27	0.85	87	0.09	0.45
Rhythm Memory	0.09	1.00	87	-0.12	0.31
Memory for Design	0.62	0.88	86	0.44	0.81
Silograms	-0.05	0.95	83	-0.25	0.16
Number Memory	0.06	0.98	77	-0.16	0.28
Observation	-0.05	1.10	58	-0.33	0.23
Color Discrimination	**0.27**	**0.83**	**35**	**-0.01**	**0.54**
Finger Dexterity	0.15	1.07	87	-0.08	0.37
Tweezer Dexterity	0.30	1.05	86	0.08	0.52
Word Association	0.08	0.98	86	-0.13	0.28
English Vocabulary	0.19	0.84	86	0.02	0.37
Visual Designs 1	**0.47**	**1.18**	**35**	**0.08**	**0.86**
Visual Designs 2	**-0.05**	**1.03**	**35**	**-0.39**	**0.29**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 6

Mean Z-Scores for Standard-Battery Tests for Engineering

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.02	1.05	353	-0.09	0.13
Ideaphoria	-0.33	1.01	262	-0.45	-0.21
Foresight	-0.08	0.95	185	-0.22	0.06
Inductive Reasoning	0.10	1.03	324	-0.02	0.21
Analytical Reasoning	0.26	1.03	234	0.13	0.39
Number Series	0.37	0.79	355	0.29	0.45
Number Facility	0.23	0.94	234	0.11	0.35
Paper Folding	0.87	1.07	355	0.76	0.99
Structural Visualization	0.78	0.92	353	0.69	0.88
Tonal Memory	-0.08	1.02	128	-0.26	0.10
Pitch Discrimination	0.12	0.99	354	0.01	0.22
Rhythm Memory	0.10	0.96	355	0.00	0.20
Memory for Design	0.61	0.92	350	0.52	0.71
Silograms	-0.04	0.99	349	-0.14	0.07
Number Memory	0.19	0.97	292	0.08	0.30
Observation	0.14	1.06	282	0.01	0.26
Color Discrimination	0.22	0.87	114	0.06	0.38
Finger Dexterity	0.04	1.03	354	-0.07	0.14
Tweezer Dexterity	0.23	1.03	353	0.13	0.34
Word Association	0.13	1.02	351	0.02	0.23
English Vocabulary	-0.04	1.01	351	-0.14	0.07
Visual Designs 1	-0.18	1.00	114	-0.36	0.01
Visual Designs 2	0.11	1.02	114	-0.08	0.29

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 7

Mean Z-Scores for Standard-Battery Tests for Physical Sciences

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.14	0.92	125	-0.03	0.30
Ideaphoria	0.10	0.98	99	-0.09	0.29
Foresight	0.08	1.08	66	-0.18	0.34
Inductive Reasoning	0.32	0.99	112	0.14	0.50
Analytical Reasoning	0.42	1.02	90	0.21	0.64
Number Series	0.42	0.77	126	0.28	0.55
Number Facility	0.30	0.95	90	0.10	0.49
Paper Folding	0.45	1.06	126	0.26	0.63
Structural Visualization	0.42	0.93	125	0.26	0.58
Tonal Memory	-0.18	1.08	53	-0.47	0.11
Pitch Discrimination	0.05	1.02	124	-0.13	0.23
Rhythm Memory	0.18	0.97	125	0.01	0.35
Memory for Design	0.38	0.85	123	0.23	0.53
Silograms	0.09	0.91	125	-0.07	0.25
Number Memory	0.15	0.87	108	-0.02	0.31
Observation	0.04	1.05	97	-0.17	0.25
Color Discrimination	**0.15**	**1.02**	**46**	**-0.14**	**0.45**
Finger Dexterity	0.16	0.96	125	-0.01	0.32
Tweezer Dexterity	0.09	1.09	124	-0.10	0.28
Word Association	0.07	0.98	125	-0.10	0.24
English Vocabulary	0.29	0.92	125	0.13	0.45
Visual Designs 1	**-0.14**	**1.11**	**45**	**-0.46**	**0.19**
Visual Designs 2	**-0.16**	**0.92**	**45**	**-0.43**	**0.11**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 8

Mean Z-Scores for Standard-Battery Tests for Systems Analysis and Programming

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.22	1.08	320	0.10	0.34
Ideaphoria	0.00	0.96	317	-0.10	0.11
Foresight	0.06	1.06	146	-0.11	0.23
Inductive Reasoning	-0.04	1.01	276	-0.15	0.08
Analytical Reasoning	0.39	0.95	288	0.28	0.50
Number Series	0.53	0.73	321	0.45	0.61
Number Facility	0.25	0.91	288	0.15	0.36
Paper Folding	0.77	1.10	321	0.65	0.89
Structural Visualization	0.77	0.99	319	0.66	0.87
Tonal Memory	0.23	0.96	189	0.09	0.36
Pitch Discrimination	0.22	1.03	320	0.11	0.33
Rhythm Memory	0.22	0.96	321	0.11	0.32
Memory for Design	0.58	0.95	317	0.48	0.69
Silograms	0.26	1.06	317	0.14	0.37
Number Memory	0.34	0.96	317	0.23	0.44
Observation	0.08	1.02	216	-0.05	0.22
Color Discrimination	0.12	1.01	171	-0.03	0.27
Finger Dexterity	0.04	0.94	319	-0.06	0.14
Tweezer Dexterity	0.08	1.07	322	-0.03	0.20
Word Association	-0.08	0.97	322	-0.19	0.02
English Vocabulary	0.29	0.91	317	0.19	0.39
Visual Designs 1	0.04	1.01	171	-0.12	0.19
Visual Designs 2	0.01	1.02	171	-0.14	0.16

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 9

Mean Z-Scores for Standard-Battery Tests for Computer-related Jobs (not Programming)

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.12	0.94	217	0.00	0.25
Ideaphoria	-0.04	0.93	211	-0.16	0.09
Foresight	0.01	0.82	103	-0.15	0.17
Inductive Reasoning	-0.03	1.09	183	-0.19	0.13
Analytical Reasoning	0.20	0.94	204	0.07	0.33
Number Series	0.18	1.01	217	0.05	0.32
Number Facility	0.01	0.92	205	-0.11	0.14
Paper Folding	0.46	1.06	216	0.32	0.60
Structural Visualization	0.45	1.01	215	0.32	0.59
Tonal Memory	0.00	0.99	146	-0.16	0.16
Pitch Discrimination	0.06	1.09	217	-0.09	0.20
Rhythm Memory	0.09	1.02	215	-0.05	0.22
Memory for Design	0.37	0.97	215	0.24	0.50
Silograms	0.02	0.97	215	-0.11	0.15
Number Memory	0.12	0.94	215	0.00	0.25
Observation	0.07	0.94	144	-0.08	0.22
Color Discrimination	-0.06	1.22	117	-0.28	0.16
Finger Dexterity	-0.03	0.98	216	-0.16	0.10
Tweezer Dexterity	0.08	1.03	214	-0.06	0.22
Word Association	-0.07	0.99	217	-0.20	0.07
English Vocabulary	-0.10	1.06	215	-0.24	0.04
Visual Designs 1	0.22	1.06	113	0.03	0.42
Visual Designs 2	-0.16	0.99	114	-0.34	0.02

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 10

Mean Z-Scores for Standard-Battery Tests for Psychology

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.10	0.88	173	-0.24	0.03
Ideaphoria	0.35	0.99	150	0.19	0.51
Foresight	0.39	0.96	90	0.19	0.59
Inductive Reasoning	0.00	0.95	148	-0.15	0.15
Analytical Reasoning	-0.02	0.89	134	-0.18	0.13
Number Series	0.02	0.98	173	-0.12	0.17
Number Facility	0.00	0.94	134	-0.16	0.16
Paper Folding	-0.16	0.90	172	-0.30	-0.03
Structural Visualization	-0.22	0.98	172	-0.37	-0.07
Tonal Memory	0.18	0.97	81	-0.03	0.40
Pitch Discrimination	0.00	1.04	173	-0.16	0.15
Rhythm Memory	0.12	0.95	169	-0.03	0.26
Memory for Design	-0.19	1.00	168	-0.34	-0.04
Silograms	0.13	1.01	172	-0.02	0.29
Number Memory	-0.13	1.08	155	-0.30	0.04
Observation	-0.14	0.93	121	-0.31	0.02
Color Discrimination	0.06	1.22	77	-0.22	0.33
Finger Dexterity	0.05	1.03	172	-0.11	0.20
Tweezer Dexterity	-0.02	1.08	173	-0.18	0.14
Word Association	0.00	0.92	173	-0.13	0.14
English Vocabulary	0.14	0.80	173	0.02	0.26
Visual Designs 1	-0.12	1.08	77	-0.36	0.12
Visual Designs 2	0.42	1.03	77	0.19	0.65

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 11

Mean Z-Scores for Standard-Battery Tests for Economics

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.27	1.09	123	0.07	0.46
Ideaphoria	0.31	1.00	108	0.12	0.50
Foresight	0.18	1.06	68	-0.07	0.43
Inductive Reasoning	0.03	0.93	105	-0.14	0.21
Analytical Reasoning	0.10	0.99	97	-0.10	0.29
Number Series	0.32	1.00	123	0.14	0.50
Number Facility	0.09	0.96	97	-0.10	0.28
Paper Folding	0.09	0.97	123	-0.08	0.26
Structural Visualization	0.06	0.94	123	-0.11	0.23
Tonal Memory	-0.10	1.04	60	-0.36	0.17
Pitch Discrimination	-0.17	1.09	123	-0.37	0.02
Rhythm Memory	-0.04	1.04	122	-0.22	0.15
Memory for Design	0.16	0.94	121	-0.01	0.33
Silograms	0.23	1.06	120	0.04	0.42
Number Memory	0.22	0.99	114	0.03	0.40
Observation	0.13	1.08	81	-0.11	0.36
Color Discrimination	0.04	1.17	56	-0.27	0.34
Finger Dexterity	0.04	1.01	122	-0.14	0.22
Tweezer Dexterity	0.05	1.06	123	-0.14	0.24
Word Association	-0.02	0.95	122	-0.19	0.14
English Vocabulary	0.25	0.99	121	0.07	0.42
Visual Designs 1	0.21	1.10	55	-0.08	0.50
Visual Designs 2	-0.17	0.93	55	-0.41	0.08

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 12

Mean Z-Scores for Standard-Battery Tests for Medicine

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.09	0.95	169	-0.23	0.06
Ideaphoria	0.32	1.10	132	0.13	0.51
Foresight	0.21	0.93	80	0.01	0.41
Inductive Reasoning	0.12	0.96	154	-0.04	0.27
Analytical Reasoning	0.33	0.80	125	0.19	0.47
Number Series	0.39	0.75	169	0.28	0.51
Number Facility	0.08	0.79	126	-0.05	0.22
Paper Folding	0.48	0.86	167	0.35	0.61
Structural Visualization	0.38	0.91	166	0.25	0.52
Tonal Memory	0.14	1.02	71	-0.10	0.38
Pitch Discrimination	0.33	0.94	167	0.19	0.47
Rhythm Memory	0.14	0.97	169	0.00	0.29
Memory for Design	0.34	0.84	164	0.21	0.47
Silograms	0.25	0.97	167	0.10	0.40
Number Memory	0.15	0.82	143	0.01	0.28
Observation	-0.05	0.94	133	-0.21	0.11
Color Discrimination	0.22	0.80	57	0.02	0.43
Finger Dexterity	-0.13	0.89	167	-0.27	0.00
Tweezer Dexterity	-0.07	1.03	166	-0.23	0.08
Word Association	0.04	1.07	165	-0.13	0.20
English Vocabulary	0.60	0.52	167	0.52	0.68
Visual Designs 1	-0.20	1.09	57	-0.48	0.09
Visual Designs 2	0.25	1.09	57	-0.03	0.54

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 13

Mean Z-Scores for Standard-Battery Tests for Registered Nursing

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.19	0.91	140	-0.34	-0.04
Ideaphoria	0.05	0.97	95	-0.15	0.24
Foresight	0.05	0.90	91	-0.13	0.23
Inductive Reasoning	0.00	0.99	127	-0.17	0.17
Analytical Reasoning	0.01	1.05	91	-0.21	0.22
Number Series	-0.30	1.11	139	-0.48	-0.11
Number Facility	-0.08	0.95	91	-0.28	0.12
Paper Folding	-0.29	0.72	140	-0.41	-0.17
Structural Visualization	-0.26	0.83	140	-0.40	-0.12
Tonal Memory	-0.13	0.97	54	-0.39	0.13
Pitch Discrimination	-0.19	1.13	140	-0.37	0.00
Rhythm Memory	-0.08	0.95	140	-0.24	0.07
Memory for Design	-0.16	0.95	138	-0.32	-0.01
Silograms	0.28	0.93	136	0.13	0.44
Number Memory	-0.31	0.93	101	-0.49	-0.13
Observation	0.03	1.16	100	-0.20	0.26
Color Discrimination	**-0.10**	**1.10**	**49**	**-0.40**	**0.21**
Finger Dexterity	0.42	1.01	140	0.25	0.59
Tweezer Dexterity	-0.04	1.07	139	-0.22	0.14
Word Association	0.01	0.98	139	-0.16	0.17
English Vocabulary	-0.17	0.85	140	-0.31	-0.03
Visual Designs 1	**-0.05**	**1.04**	**48**	**-0.34**	**0.25**
Visual Designs 2	**0.16**	**1.10**	**48**	**-0.15**	**0.47**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 14

Mean Z-Scores for Standard-Battery Tests for Primary and Secondary Education

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.02	0.93	585	-0.10	0.06
Ideaphoria	0.19	0.96	465	0.11	0.28
Foresight	0.28	0.96	343	0.18	0.38
Inductive Reasoning	0.25	1.02	524	0.17	0.34
Analytical Reasoning	0.10	0.94	437	0.01	0.19
Number Series	0.13	0.98	588	0.05	0.21
Number Facility	0.22	1.02	438	0.12	0.31
Paper Folding	-0.08	0.96	588	-0.16	0.00
Structural Visualization	-0.09	1.02	585	-0.18	-0.01
Tonal Memory	-0.02	1.01	269	-0.14	0.10
Pitch Discrimination	0.00	1.03	586	-0.09	0.08
Rhythm Memory	-0.07	1.04	585	-0.15	0.02
Memory for Design	0.05	0.99	581	-0.03	0.13
Silograms	0.22	0.97	583	0.15	0.30
Number Memory	-0.03	1.00	506	-0.11	0.06
Observation	0.10	1.10	419	-0.01	0.20
Color Discrimination	0.05	1.02	245	-0.08	0.18
Finger Dexterity	0.13	1.01	582	0.05	0.21
Tweezer Dexterity	0.05	1.02	578	-0.03	0.13
Word Association	-0.11	1.00	582	-0.20	-0.03
English Vocabulary	0.16	0.96	585	0.08	0.23
Visual Designs 1	-0.05	1.04	245	-0.18	0.08
Visual Designs 2	0.03	0.98	245	-0.09	0.15

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 15

Mean Z-Scores for Standard-Battery Tests for Law

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.09	0.90	371	0.00	0.18
Ideaphoria	0.45	0.96	279	0.34	0.57
Foresight	0.23	1.05	208	0.09	0.37
Inductive Reasoning	0.08	1.04	341	-0.03	0.19
Analytical Reasoning	0.26	0.97	256	0.14	0.38
Number Series	0.43	0.79	372	0.35	0.51
Number Facility	0.18	0.92	257	0.06	0.29
Paper Folding	0.08	0.91	372	-0.01	0.18
Structural Visualization	0.04	0.94	370	-0.06	0.13
Tonal Memory	0.18	0.99	147	0.02	0.34
Pitch Discrimination	0.11	1.00	371	0.01	0.21
Rhythm Memory	0.23	0.92	372	0.13	0.32
Memory for Design	0.06	0.95	371	-0.04	0.16
Silograms	0.36	1.00	369	0.26	0.46
Number Memory	0.18	0.99	304	0.07	0.29
Observation	0.06	1.07	281	-0.06	0.19
Color Discrimination	0.12	0.88	128	-0.03	0.28
Finger Dexterity	-0.11	1.02	371	-0.21	0.00
Tweezer Dexterity	-0.12	0.96	368	-0.22	-0.02
Word Association	0.11	1.06	365	0.01	0.22
English Vocabulary	0.78	0.56	369	0.72	0.83
Visual Designs 1	-0.15	1.00	127	-0.32	0.03
Visual Designs 2	-0.15	1.01	127	-0.33	0.02

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 16

Mean Z-Scores for Standard-Battery Tests for Ministry

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.12	1.01	112	-0.31	0.07
Ideaphoria	0.34	1.00	99	0.14	0.53
Foresight	0.14	0.78	60	-0.06	0.34
Inductive Reasoning	0.11	0.99	99	-0.09	0.30
Analytical Reasoning	0.19	1.01	94	-0.01	0.40
Number Series	0.19	0.95	112	0.01	0.37
Number Facility	0.00	0.88	93	-0.18	0.18
Paper Folding	0.20	0.92	112	0.03	0.37
Structural Visualization	0.34	0.93	110	0.17	0.52
Tonal Memory	0.23	0.96	67	0.00	0.46
Pitch Discrimination	0.43	0.86	112	0.27	0.59
Rhythm Memory	0.19	0.96	112	0.01	0.37
Memory for Design	0.26	0.91	111	0.09	0.43
Silograms	0.19	0.96	112	0.01	0.37
Number Memory	0.00	1.00	101	-0.19	0.20
Observation	0.04	1.10	77	-0.20	0.29
Color Discrimination	0.18	0.94	56	-0.06	0.43
Finger Dexterity	-0.14	0.93	112	-0.31	0.03
Tweezer Dexterity	-0.12	0.98	111	-0.31	0.06
Word Association	-0.17	0.97	111	-0.35	0.01
English Vocabulary	0.30	0.85	111	0.14	0.46
Visual Designs 1	-0.11	1.03	56	-0.38	0.16
Visual Designs 2	0.07	1.03	56	-0.20	0.34

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 17

Mean Z-Scores for Standard-Battery Tests for Writers

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.15	0.96	199	0.01	0.28
Ideaphoria	0.61	0.94	167	0.47	0.75
Foresight	0.54	0.98	92	0.34	0.74
Inductive Reasoning	0.06	1.04	177	-0.10	0.21
Analytical Reasoning	0.19	1.02	158	0.03	0.35
Number Series	0.38	0.80	199	0.27	0.49
Number Facility	0.18	0.95	158	0.03	0.33
Paper Folding	0.09	0.97	198	-0.04	0.23
Structural Visualization	0.04	0.97	198	-0.10	0.18
Tonal Memory	0.29	0.81	84	0.12	0.46
Pitch Discrimination	0.25	0.88	198	0.12	0.37
Rhythm Memory	0.29	0.94	199	0.16	0.42
Memory for Design	0.06	0.96	193	-0.08	0.19
Silograms	0.60	0.94	197	0.47	0.74
Number Memory	0.25	1.03	175	0.09	0.40
Observation	-0.02	1.07	151	-0.19	0.16
Color Discrimination	0.10	1.01	73	-0.13	0.33
Finger Dexterity	0.09	1.04	199	-0.06	0.23
Tweezer Dexterity	-0.12	0.97	197	-0.26	0.01
Word Association	-0.06	1.03	199	-0.20	0.08
English Vocabulary	0.68	0.78	196	0.57	0.79
Visual Designs 1	0.32	1.07	72	0.08	0.57
Visual Designs 2	-0.21	0.96	72	-0.43	0.02

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 18

Mean Z-Scores for Standard-Battery Tests for Editors

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.14	1.00	127	-0.04	0.31
Ideaphoria	0.61	0.96	101	0.43	0.80
Foresight	0.35	1.07	69	0.10	0.60
Inductive Reasoning	0.26	1.01	118	0.07	0.44
Analytical Reasoning	0.34	1.07	92	0.12	0.56
Number Series	0.35	0.87	128	0.20	0.50
Number Facility	0.18	0.97	92	-0.01	0.38
Paper Folding	-0.03	0.94	128	-0.19	0.13
Structural Visualization	-0.10	0.94	127	-0.27	0.06
Tonal Memory	0.32	0.92	51	0.07	0.57
Pitch Discrimination	0.15	0.99	127	-0.02	0.32
Rhythm Memory	0.26	0.90	128	0.11	0.42
Memory for Design	0.09	0.99	126	-0.09	0.26
Silograms	0.62	0.98	125	0.45	0.79
Number Memory	0.20	1.05	108	0.00	0.40
Observation	0.03	1.20	92	-0.22	0.27
Color Discrimination	**0.20**	**1.11**	**47**	**-0.12**	**0.51**
Finger Dexterity	0.27	1.02	125	0.09	0.45
Tweezer Dexterity	0.08	1.04	127	-0.10	0.26
Word Association	-0.01	0.94	125	-0.18	0.15
English Vocabulary	0.75	0.80	128	0.61	0.89
Visual Designs 1	**0.24**	**1.04**	**45**	**-0.06**	**0.55**
Visual Designs 2	**-0.14**	**0.92**	**45**	**-0.40**	**0.13**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 19

Mean Z-Scores for Standard-Battery Tests for Commercial Art

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.21	0.98	132	-0.38	-0.05
Ideaphoria	0.26	1.01	111	0.07	0.44
Foresight	0.23	0.89	72	0.02	0.44
Inductive Reasoning	0.25	0.99	121	0.08	0.43
Analytical Reasoning	0.11	1.02	105	-0.08	0.31
Number Series	-0.23	0.96	133	-0.40	-0.07
Number Facility	-0.07	0.85	105	-0.24	0.09
Paper Folding	0.35	1.01	133	0.18	0.52
Structural Visualization	0.43	0.94	133	0.27	0.59
Tonal Memory	0.30	0.95	66	0.07	0.53
Pitch Discrimination	0.14	1.02	132	-0.04	0.31
Rhythm Memory	0.12	0.92	132	-0.04	0.27
Memory for Design	0.31	1.11	130	0.12	0.50
Silograms	-0.03	1.02	132	-0.20	0.15
Number Memory	-0.09	1.08	117	-0.29	0.11
Observation	0.20	0.99	95	0.00	0.40
Color Discrimination	0.25	1.01	58	-0.01	0.51
Finger Dexterity	0.37	1.03	133	0.20	0.55
Tweezer Dexterity	0.13	1.05	133	-0.04	0.31
Word Association	-0.17	0.99	133	-0.34	0.00
English Vocabulary	0.02	0.91	132	-0.13	0.18
Visual Designs 1	0.45	0.93	58	0.21	0.69
Visual Designs 2	-0.07	0.94	58	-0.31	0.18

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 20

Mean Z-Scores for Standard-Battery Tests for Environmental/Product Design

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.22	0.97	160	-0.37	-0.07
Ideaphoria	-0.09	0.97	121	-0.26	0.09
Foresight	0.13	0.91	90	-0.06	0.32
Inductive Reasoning	0.22	0.99	141	0.06	0.38
Analytical Reasoning	0.07	1.07	109	-0.13	0.27
Number Series	-0.24	1.06	161	-0.40	-0.07
Number Facility	0.00	0.99	110	-0.19	0.18
Paper Folding	0.09	0.90	159	-0.05	0.23
Structural Visualization	0.13	0.99	157	-0.02	0.29
Tonal Memory	0.18	0.82	61	-0.03	0.38
Pitch Discrimination	-0.06	1.00	160	-0.22	0.10
Rhythm Memory	-0.04	1.00	161	-0.19	0.11
Memory for Design	0.08	0.89	161	-0.06	0.22
Silograms	-0.12	0.99	157	-0.27	0.04
Number Memory	-0.27	0.98	129	-0.44	-0.10
Observation	0.32	0.98	119	0.15	0.50
Color Discrimination	0.14	1.05	51	-0.15	0.42
Finger Dexterity	0.43	1.00	160	0.28	0.59
Tweezer Dexterity	0.11	1.02	157	-0.05	0.27
Word Association	-0.07	0.97	158	-0.22	0.08
English Vocabulary	-0.16	0.87	161	-0.29	-0.02
Visual Designs 1	0.21	1.01	53	-0.07	0.48
Visual Designs 2	0.07	1.04	53	-0.21	0.35

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 21

Mean Z-Scores for Standard-Battery Tests for Music

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.06	1.10	182	-0.22	0.10
Ideaphoria	0.00	1.08	148	-0.17	0.18
Foresight	0.08	1.05	106	-0.12	0.28
Inductive Reasoning	-0.14	0.95	159	-0.28	0.01
Analytical Reasoning	-0.01	0.99	136	-0.18	0.16
Number Series	0.09	1.06	182	-0.06	0.25
Number Facility	-0.10	0.93	137	-0.26	0.05
Paper Folding	0.09	0.90	182	-0.04	0.22
Structural Visualization	0.07	0.92	181	-0.07	0.20
Tonal Memory	1.07	0.65	97	0.94	1.20
Pitch Discrimination	0.95	0.58	181	0.87	1.04
Rhythm Memory	0.79	0.68	182	0.69	0.89
Memory for Design	0.03	0.95	178	-0.10	0.17
Silograms	0.20	1.01	176	0.05	0.35
Number Memory	0.12	0.95	158	-0.03	0.27
Observation	0.06	1.00	122	-0.11	0.24
Color Discrimination	0.08	1.06	88	-0.14	0.30
Finger Dexterity	-0.03	1.08	181	-0.19	0.12
Tweezer Dexterity	-0.02	1.05	181	-0.18	0.13
Word Association	-0.01	1.01	180	-0.16	0.13
English Vocabulary	0.25	0.90	181	0.12	0.38
Visual Designs 1	0.23	0.98	88	0.03	0.44
Visual Designs 2	0.22	1.00	88	0.01	0.43

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 22

Mean Z-Scores for Standard-Battery Tests for Accountancy

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.60	1.10	385	0.49	0.71
Ideaphoria	-0.02	1.01	319	-0.13	0.09
Foresight	-0.01	1.02	195	-0.16	0.13
Inductive Reasoning	-0.07	1.03	343	-0.18	0.04
Analytical Reasoning	0.17	0.93	288	0.06	0.27
Number Series	0.32	0.85	387	0.24	0.41
Number Facility	0.27	0.96	290	0.15	0.38
Paper Folding	0.09	0.97	384	-0.01	0.19
Structural Visualization	0.06	0.94	383	-0.03	0.16
Tonal Memory	-0.21	1.03	170	-0.36	-0.05
Pitch Discrimination	-0.14	1.07	385	-0.25	-0.03
Rhythm Memory	-0.11	1.04	385	-0.21	0.00
Memory for Design	0.10	0.90	381	0.01	0.19
Silograms	0.11	1.00	376	0.01	0.21
Number Memory	0.20	0.96	338	0.10	0.30
Observation	-0.01	1.09	289	-0.14	0.11
Color Discrimination	0.03	0.99	147	-0.13	0.20
Finger Dexterity	0.12	0.97	387	0.02	0.22
Tweezer Dexterity	0.02	1.05	385	-0.08	0.13
Word Association	0.06	0.97	382	-0.04	0.15
English Vocabulary	0.07	0.92	384	-0.02	0.16
Visual Designs 1	-0.14	1.00	147	-0.30	0.02
Visual Designs 2	-0.04	1.06	146	-0.21	0.13

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 23

Mean Z-Scores for Standard-Battery Tests for Sales and Distribution Management

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.05	1.01	446	-0.05	0.14
Ideaphoria	0.07	0.98	343	-0.03	0.17
Foresight	0.15	0.95	250	0.03	0.26
Inductive Reasoning	-0.03	1.10	382	-0.14	0.08
Analytical Reasoning	-0.11	1.01	311	-0.22	0.00
Number Series	0.01	0.97	445	-0.08	0.10
Number Facility	0.07	1.02	310	-0.04	0.19
Paper Folding	-0.07	0.89	445	-0.15	0.02
Structural Visualization	-0.03	0.97	443	-0.13	0.06
Tonal Memory	-0.21	1.08	178	-0.37	-0.05
Pitch Discrimination	-0.05	1.00	445	-0.14	0.05
Rhythm Memory	0.00	0.97	446	-0.09	0.09
Memory for Design	-0.01	0.95	444	-0.10	0.08
Silograms	-0.10	0.99	443	-0.19	0.00
Number Memory	0.01	0.99	366	-0.09	0.11
Observation	0.04	1.00	320	-0.07	0.15
Color Discrimination	-0.06	1.12	162	-0.23	0.11
Finger Dexterity	0.01	0.96	445	-0.08	0.10
Tweezer Dexterity	0.04	1.03	445	-0.06	0.14
Word Association	-0.01	1.02	442	-0.11	0.08
English Vocabulary	-0.24	0.94	446	-0.33	-0.15
Visual Designs 1	-0.16	1.07	161	-0.33	0.00
Visual Designs 2	0.00	1.06	161	-0.16	0.16

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 24

Mean Z-Scores for Standard-Battery Tests for Advertising and Public Relations

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.05	0.95	367	-0.04	0.15
Ideaphoria	0.42	0.94	314	0.32	0.53
Foresight	0.31	1.12	179	0.14	0.47
Inductive Reasoning	0.03	0.99	334	-0.08	0.13
Analytical Reasoning	0.05	0.93	284	-0.06	0.15
Number Series	0.07	0.95	373	-0.02	0.17
Number Facility	0.00	0.98	284	-0.11	0.12
Paper Folding	-0.16	0.84	373	-0.24	-0.07
Structural Visualization	-0.16	0.90	369	-0.25	-0.07
Tonal Memory	0.13	1.02	160	-0.02	0.29
Pitch Discrimination	0.02	0.98	374	-0.08	0.12
Rhythm Memory	0.10	0.96	374	0.00	0.20
Memory for Design	0.00	0.99	369	-0.10	0.10
Silograms	0.13	0.97	367	0.03	0.23
Number Memory	0.00	0.97	330	-0.10	0.10
Observation	0.21	1.04	275	0.09	0.33
Color Discrimination	0.03	1.04	138	-0.14	0.20
Finger Dexterity	0.21	1.00	372	0.11	0.32
Tweezer Dexterity	0.05	1.03	371	-0.05	0.16
Word Association	0.02	1.03	369	-0.09	0.12
English Vocabulary	0.17	0.84	370	0.08	0.25
Visual Designs 1	-0.07	0.96	139	-0.23	0.09
Visual Designs 2	0.03	1.01	139	-0.14	0.20

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 25

Mean Z-Scores for Standard-Battery Tests for Personnel

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.23	0.99	360	0.13	0.33
Ideaphoria	0.23	0.98	310	0.13	0.34
Foresight	0.10	0.99	156	-0.05	0.26
Inductive Reasoning	0.03	1.03	333	-0.08	0.14
Analytical Reasoning	-0.01	0.91	281	-0.12	0.10
Number Series	0.01	0.89	362	-0.08	0.10
Number Facility	-0.03	0.91	283	-0.13	0.08
Paper Folding	-0.10	0.88	362	-0.19	-0.01
Structural Visualization	-0.13	0.91	357	-0.22	-0.03
Tonal Memory	-0.10	1.01	147	-0.26	0.06
Pitch Discrimination	-0.07	0.99	361	-0.17	0.04
Rhythm Memory	0.03	0.92	362	-0.06	0.13
Memory for Design	-0.01	0.89	358	-0.10	0.08
Silograms	0.05	0.95	357	-0.05	0.14
Number Memory	0.11	0.97	327	0.01	0.22
Observation	0.15	0.98	282	0.04	0.27
Color Discrimination	0.09	0.97	123	-0.08	0.27
Finger Dexterity	0.25	1.03	363	0.15	0.36
Tweezer Dexterity	0.00	1.04	362	-0.11	0.11
Word Association	-0.01	0.99	358	-0.12	0.09
English Vocabulary	-0.08	0.87	363	-0.17	0.01
Visual Designs 1	-0.12	0.97	121	-0.29	0.06
Visual Designs 2	-0.07	1.11	121	-0.27	0.13

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 26

Mean Z-Scores for Standard-Battery Tests for Non-Financial Management

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.04	0.98	2,697	0.00	0.08
Ideaphoria	0.05	1.00	2,147	0.00	0.09
Foresight	0.10	1.01	1,479	0.05	0.15
Inductive Reasoning	0.04	1.00	2,404	0.00	0.08
Analytical Reasoning	0.02	0.96	1,982	-0.02	0.06
Number Series	0.04	0.96	2,707	0.01	0.08
Number Facility	0.10	0.99	1,992	0.05	0.14
Paper Folding	0.04	0.95	2,702	0.01	0.08
Structural Visualization	0.09	0.96	2,686	0.05	0.12
Tonal Memory	-0.10	1.00	1,191	-0.16	-0.04
Pitch Discrimination	-0.01	1.00	2,697	-0.05	0.03
Rhythm Memory	0.01	0.98	2,707	-0.02	0.05
Memory for Design	0.07	0.93	2,676	0.03	0.10
Silograms	-0.11	0.97	2,663	-0.15	-0.08
Number Memory	0.02	0.94	2,297	-0.02	0.05
Observation	0.01	1.00	1,999	-0.04	0.05
Color Discrimination	-0.05	1.04	1,043	-0.11	0.01
Finger Dexterity	-0.02	0.98	2,699	-0.06	0.01
Tweezer Dexterity	0.05	1.00	2,695	0.01	0.08
Word Association	0.01	0.97	2,668	-0.02	0.05
English Vocabulary	-0.08	0.94	2,700	-0.11	-0.04
Visual Designs 1	-0.01	1.02	1,039	-0.08	0.05
Visual Designs 2	-0.08	1.00	1,039	-0.14	-0.02

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 27

Mean Z-Scores for Standard-Battery Tests for Financial Management

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.26	0.99	612	0.18	0.34
Ideaphoria	0.01	0.98	438	-0.08	0.10
Foresight	0.03	0.90	343	-0.07	0.12
Inductive Reasoning	0.04	1.03	578	-0.04	0.13
Analytical Reasoning	-0.05	0.91	395	-0.14	0.04
Number Series	0.21	0.85	613	0.14	0.28
Number Facility	0.09	0.93	395	0.00	0.18
Paper Folding	0.04	0.87	613	-0.03	0.10
Structural Visualization	0.00	0.90	612	-0.07	0.08
Tonal Memory	-0.18	0.98	215	-0.31	-0.05
Pitch Discrimination	0.01	1.00	611	-0.07	0.08
Rhythm Memory	-0.09	1.03	609	-0.17	-0.01
Memory for Design	0.01	0.91	607	-0.06	0.09
Silograms	-0.04	0.98	604	-0.12	0.04
Number Memory	0.02	1.02	483	-0.07	0.11
Observation	0.02	1.05	492	-0.07	0.11
Color Discrimination	-0.04	0.95	190	-0.18	0.09
Finger Dexterity	-0.10	1.00	611	-0.18	-0.02
Tweezer Dexterity	-0.05	0.99	610	-0.13	0.03
Word Association	0.09	0.99	600	0.01	0.16
English Vocabulary	0.01	0.87	610	-0.06	0.08
Visual Designs 1	0.03	1.09	188	-0.13	0.19
Visual Designs 2	-0.12	1.02	188	-0.27	0.02

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 28

Mean Z-Scores for Standard-Battery Tests for Office/Clerical Occupations

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.23	1.07	644	0.15	0.31
Ideaphoria	-0.22	1.05	461	-0.31	-0.12
Foresight	-0.28	0.93	342	-0.38	-0.18
Inductive Reasoning	0.04	1.03	597	-0.04	0.12
Analytical Reasoning	-0.22	1.06	409	-0.32	-0.12
Number Series	-0.23	1.12	647	-0.31	-0.14
Number Facility	-0.06	1.04	409	-0.16	0.04
Paper Folding	-0.25	0.90	648	-0.32	-0.18
Structural Visualization	-0.33	0.94	645	-0.41	-0.26
Tonal Memory	-0.14	1.12	210	-0.29	0.02
Pitch Discrimination	-0.14	1.05	647	-0.23	-0.06
Rhythm Memory	-0.25	1.07	647	-0.33	-0.16
Memory for Design	-0.15	1.00	642	-0.23	-0.07
Silograms	-0.04	1.01	633	-0.12	0.04
Number Memory	-0.03	0.98	515	-0.12	0.05
Observation	0.11	1.04	526	0.03	0.20
Color Discrimination	-0.13	1.06	180	-0.29	0.02
Finger Dexterity	0.18	1.07	644	0.09	0.26
Tweezer Dexterity	-0.03	1.05	643	-0.11	0.05
Word Association	0.04	1.00	636	-0.04	0.12
English Vocabulary	-0.36	1.09	641	-0.44	-0.27
Visual Designs 1	-0.02	1.06	178	-0.18	0.13
Visual Designs 2	-0.11	0.93	177	-0.25	0.03

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 29

Mean Z-Scores for Standard-Battery Tests for Sales Occupations

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.03	1.00	1,661	-0.08	0.01
Ideaphoria	-0.10	0.99	1,225	-0.16	-0.04
Foresight	-0.05	1.01	968	-0.11	0.02
Inductive Reasoning	-0.06	1.02	1,508	-0.12	-0.01
Analytical Reasoning	-0.10	0.93	1,122	-0.16	-0.05
Number Series	-0.14	1.01	1,665	-0.19	-0.09
Number Facility	-0.07	0.97	1,126	-0.13	-0.02
Paper Folding	-0.15	0.88	1,663	-0.19	-0.11
Structural Visualization	-0.12	0.94	1,649	-0.16	-0.07
Tonal Memory	-0.05	1.04	687	-0.13	0.03
Pitch Discrimination	-0.11	1.03	1,664	-0.16	-0.06
Rhythm Memory	-0.17	1.06	1,667	-0.22	-0.12
Memory for Design	-0.12	0.94	1,648	-0.17	-0.08
Silograms	-0.14	1.01	1,648	-0.19	-0.10
Number Memory	-0.09	1.01	1,341	-0.14	-0.03
Observation	-0.05	1.02	1,228	-0.11	0.01
Color Discrimination	-0.06	1.02	602	-0.15	0.02
Finger Dexterity	-0.03	0.99	1,656	-0.07	0.02
Tweezer Dexterity	-0.06	1.00	1,659	-0.11	-0.01
Word Association	-0.02	0.99	1,647	-0.07	0.03
English Vocabulary	-0.24	0.93	1,661	-0.29	-0.20
Visual Designs 1	-0.11	0.98	602	-0.19	-0.04
Visual Designs 2	0.04	1.03	602	-0.04	0.13

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 30

Mean Z-Scores for Standard-Battery Tests for Service Occupations

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.22	0.97	1,896	-0.26	-0.17
Ideaphoria	-0.15	1.04	1,647	-0.20	-0.10
Foresight	-0.01	0.99	1,115	-0.06	0.05
Inductive Reasoning	0.05	1.02	1,589	0.00	0.10
Analytical Reasoning	-0.07	1.04	1,535	-0.12	-0.02
Number Series	-0.24	1.09	1,908	-0.29	-0.19
Number Facility	-0.15	1.05	1,534	-0.21	-0.10
Paper Folding	-0.12	0.93	1,907	-0.16	-0.08
Structural Visualization	-0.06	0.98	1,896	-0.10	-0.01
Tonal Memory	-0.10	1.02	1,092	-0.16	-0.04
Pitch Discrimination	-0.14	1.04	1,906	-0.19	-0.09
Rhythm Memory	-0.09	1.07	1,906	-0.14	-0.04
Memory for Design	-0.12	0.98	1,888	-0.16	-0.07
Silograms	-0.14	1.00	1,876	-0.19	-0.10
Number Memory	-0.12	1.00	1,705	-0.17	-0.08
Observation	0.07	0.97	1,209	0.02	0.13
Color Discrimination	-0.05	1.01	991	-0.11	0.02
Finger Dexterity	0.09	1.00	1,904	0.04	0.13
Tweezer Dexterity	-0.02	1.05	1,904	-0.07	0.02
Word Association	-0.08	0.98	1,895	-0.12	-0.03
English Vocabulary	-0.28	1.02	1,894	-0.33	-0.24
Visual Designs 1	-0.01	1.06	988	-0.08	0.06
Visual Designs 2	0.12	1.04	985	0.05	0.18

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 31

Mean Z-Scores for Standard-Battery Tests for Structural Trades

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.48	0.89	369	-0.57	-0.39
Ideaphoria	-0.46	0.97	307	-0.57	-0.35
Foresight	-0.32	0.94	206	-0.44	-0.19
Inductive Reasoning	-0.06	1.02	321	-0.17	0.05
Analytical Reasoning	-0.20	1.05	286	-0.33	-0.08
Number Series	-0.22	1.01	372	-0.33	-0.12
Number Facility	-0.14	0.95	288	-0.25	-0.03
Paper Folding	0.23	1.04	372	0.12	0.34
Structural Visualization	0.35	0.99	372	0.25	0.45
Tonal Memory	-0.01	0.95	191	-0.15	0.13
Pitch Discrimination	0.04	1.03	372	-0.07	0.14
Rhythm Memory	0.02	0.95	372	-0.08	0.12
Memory for Design	0.01	0.96	369	-0.09	0.11
Silograms	-0.56	0.92	368	-0.66	-0.47
Number Memory	-0.23	0.95	313	-0.34	-0.13
Observation	0.03	0.98	253	-0.09	0.15
Color Discrimination	0.00	0.96	171	-0.15	0.14
Finger Dexterity	-0.20	0.86	371	-0.29	-0.11
Tweezer Dexterity	0.13	0.96	371	0.04	0.23
Word Association	0.01	1.00	373	-0.09	0.11
English Vocabulary	-0.50	1.02	372	-0.60	-0.40
Visual Designs 1	0.00	1.06	173	-0.16	0.16
Visual Designs 2	-0.04	0.95	173	-0.18	0.10

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 32

Mean Z-Scores for Standard-Battery Tests for Electrical Engineering

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.24	1.06	104	-0.45	-0.04
Ideaphoria	-0.42	1.08	74	-0.66	-0.17
Foresight	-0.15	0.92	59	-0.38	0.08
Inductive Reasoning	-0.11	1.12	96	-0.34	0.11
Analytical Reasoning	0.04	1.13	65	-0.24	0.31
Number Series	0.20	0.85	104	0.04	0.37
Number Facility	0.14	0.92	65	-0.08	0.37
Paper Folding	0.89	1.03	104	0.69	1.08
Structural Visualization	0.82	0.84	103	0.65	0.98
Tonal Memory	**0.06**	**1.01**	**38**	**-0.26**	**0.38**
Pitch Discrimination	0.09	0.99	104	-0.10	0.28
Rhythm Memory	0.25	0.86	104	0.09	0.42
Memory for Design	0.58	0.98	102	0.39	0.77
Silograms	-0.22	1.03	104	-0.42	-0.03
Number Memory	0.03	0.93	82	-0.18	0.23
Observation	0.03	1.05	83	-0.20	0.26
Color Discrimination	**0.19**	**0.89**	**36**	**-0.10**	**0.48**
Finger Dexterity	-0.15	0.93	104	-0.33	0.02
Tweezer Dexterity	0.25	0.99	102	0.06	0.44
Word Association	0.14	1.06	103	-0.07	0.34
English Vocabulary	-0.18	1.03	103	-0.38	0.02
Visual Designs 1	**0.02**	**1.05**	**36**	**-0.32**	**0.37**
Visual Designs 2	**0.33**	**1.02**	**36**	**-0.01**	**0.66**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 33
Mean Z-Scores for Standard-Battery Tests for Mechanical Engineering

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.01	0.97	86	-0.19	0.22
Ideaphoria	-0.22	1.10	62	-0.49	0.05
Foresight	**-0.05**	**0.91**	**39**	**-0.34**	**0.23**
Inductive Reasoning	0.08	1.04	82	-0.14	0.31
Analytical Reasoning	0.43	0.95	54	0.17	0.68
Number Series	0.52	0.70	86	0.37	0.66
Number Facility	0.29	0.84	53	0.07	0.52
Paper Folding	1.04	1.08	86	0.81	1.26
Structural Visualization	0.89	0.95	85	0.69	1.09
Tonal Memory	**0.20**	**0.92**	**25**	**-0.16**	**0.56**
Pitch Discrimination	0.20	0.98	85	-0.01	0.41
Rhythm Memory	0.09	0.96	86	-0.12	0.29
Memory for Design	0.67	0.93	85	0.47	0.86
Silograms	0.00	1.00	84	-0.21	0.22
Number Memory	0.26	0.96	72	0.03	0.48
Observation	0.21	1.16	74	-0.06	0.47
Color Discrimination	**0.14**	**0.93**	**23**	**-0.24**	**0.52**
Finger Dexterity	-0.05	1.14	86	-0.29	0.19
Tweezer Dexterity	0.38	1.03	86	0.16	0.59
Word Association	0.19	0.99	86	-0.01	0.40
English Vocabulary	0.09	0.93	84	-0.11	0.29
Visual Designs 1	**-0.39**	**1.02**	**23**	**-0.81**	**0.03**
Visual Designs 2	**0.13**	**1.05**	**23**	**-0.30**	**0.56**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 34

Mean Z-Scores for Standard-Battery Tests for Computer Tech Support

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.18	0.96	104	0.00	0.37
Ideaphoria	-0.14	0.92	102	-0.32	0.04
Foresight	**-0.23**	**0.60**	**44**	**-0.41**	**-0.05**
Inductive Reasoning	-0.08	1.23	84	-0.34	0.19
Analytical Reasoning	0.09	1.03	96	-0.12	0.29
Number Series	0.14	1.05	104	-0.06	0.34
Number Facility	0.09	0.98	96	-0.11	0.28
Paper Folding	0.42	1.04	104	0.22	0.62
Structural Visualization	0.44	0.97	103	0.25	0.63
Tonal Memory	-0.09	1.03	62	-0.35	0.16
Pitch Discrimination	-0.12	1.24	104	-0.36	0.12
Rhythm Memory	-0.01	1.06	104	-0.22	0.19
Memory for Design	0.29	1.00	104	0.10	0.48
Silograms	-0.06	1.00	103	-0.26	0.13
Number Memory	0.17	0.96	104	-0.01	0.36
Observation	0.06	0.85	71	-0.14	0.25
Color Discrimination	-0.44	1.33	51	-0.80	-0.07
Finger Dexterity	-0.08	0.93	104	-0.26	0.09
Tweezer Dexterity	-0.01	0.98	104	-0.20	0.17
Word Association	0.02	0.98	104	-0.17	0.21
English Vocabulary	-0.31	1.13	104	-0.52	-0.09
Visual Designs 1	0.27	1.14	51	-0.05	0.58
Visual Designs 2	-0.15	1.09	51	-0.44	0.15

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 35

Mean Z-Scores for Standard-Battery Tests for Life/Agri Sciences

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.32	1.02	108	-0.51	-0.12
Ideaphoria	-0.04	1.14	84	-0.28	0.21
Foresight	-0.10	0.99	66	-0.34	0.13
Inductive Reasoning	-0.02	1.01	98	-0.22	0.18
Analytical Reasoning	0.01	0.95	77	-0.20	0.23
Number Series	-0.14	1.06	110	-0.34	0.06
Number Facility	-0.28	1.06	77	-0.52	-0.05
Paper Folding	-0.01	0.96	110	-0.19	0.17
Structural Visualization	0.01	1.00	108	-0.18	0.20
Tonal Memory	**-0.25**	**1.06**	**49**	**-0.55**	**0.05**
Pitch Discrimination	-0.04	1.00	109	-0.23	0.14
Rhythm Memory	-0.04	0.89	109	-0.21	0.12
Memory for Design	-0.08	0.86	108	-0.24	0.08
Silograms	-0.26	0.99	110	-0.44	-0.07
Number Memory	-0.19	1.01	94	-0.39	0.02
Observation	-0.02	0.94	77	-0.24	0.19
Color Discrimination	**-0.01**	**1.26**	**45**	**-0.37**	**0.36**
Finger Dexterity	0.09	0.99	109	-0.10	0.27
Tweezer Dexterity	-0.13	1.00	109	-0.32	0.06
Word Association	0.13	1.08	108	-0.07	0.33
English Vocabulary	-0.06	1.00	110	-0.24	0.13
Visual Designs 1	**-0.14**	**0.98**	**45**	**-0.43**	**0.14**
Visual Designs 2	**0.07**	**1.02**	**45**	**-0.23**	**0.37**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 36

Mean Z-Scores for Standard-Battery Tests for Dentistry

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.28	0.88	60	-0.51	-0.06
Ideaphoria	**0.04**	**0.96**	**42**	**-0.25**	**0.34**
Foresight	**-0.08**	**1.05**	**36**	**-0.42**	**0.27**
Inductive Reasoning	0.02	1.04	55	-0.26	0.29
Analytical Reasoning	**-0.08**	**0.87**	**37**	**-0.36**	**0.20**
Number Series	-0.04	0.81	60	-0.24	0.17
Number Facility	**-0.05**	**0.77**	**37**	**-0.30**	**0.20**
Paper Folding	0.19	0.83	60	-0.02	0.40
Structural Visualization	0.29	0.88	60	0.07	0.51
Tonal Memory	**-0.03**	**1.02**	**21**	**-0.46**	**0.41**
Pitch Discrimination	0.08	1.01	60	-0.18	0.34
Rhythm Memory	-0.11	1.21	60	-0.41	0.20
Memory for Design	0.15	0.77	60	-0.05	0.35
Silograms	0.00	0.90	59	-0.23	0.23
Number Memory	**-0.09**	**1.04**	**44**	**-0.39**	**0.22**
Observation	**0.08**	**0.95**	**45**	**-0.20**	**0.36**
Color Discrimination	**0.01**	**1.12**	**19**	**-0.49**	**0.51**
Finger Dexterity	0.02	0.81	58	-0.19	0.23
Tweezer Dexterity	0.11	0.97	58	-0.14	0.36
Word Association	-0.13	1.03	60	-0.39	0.13
English Vocabulary	-0.04	0.73	59	-0.22	0.15
Visual Designs 1	**-0.19**	**0.96**	**19**	**-0.62**	**0.24**
Visual Designs 2	**0.06**	**1.01**	**19**	**-0.39**	**0.51**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 37

Mean Z-Scores for Standard-Battery Tests for Therapists (Medical)

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.02	1.03	70	-0.22	0.26
Ideaphoria	0.41	0.84	57	0.20	0.63
Foresight	**0.30**	**1.00**	**37**	**-0.03**	**0.62**
Inductive Reasoning	0.11	0.98	61	-0.13	0.36
Analytical Reasoning	-0.23	0.84	54	-0.46	-0.01
Number Series	-0.08	0.85	70	-0.28	0.12
Number Facility	-0.09	1.01	55	-0.35	0.18
Paper Folding	-0.16	0.72	70	-0.33	0.00
Structural Visualization	-0.14	0.85	70	-0.34	0.06
Tonal Memory	**-0.22**	**0.93**	**32**	**-0.54**	**0.10**
Pitch Discrimination	0.21	0.98	70	-0.02	0.44
Rhythm Memory	0.14	0.86	70	-0.06	0.34
Memory for Design	-0.03	0.79	70	-0.22	0.15
Silograms	0.07	1.04	70	-0.17	0.32
Number Memory	-0.05	1.04	57	-0.32	0.22
Observation	-0.02	0.98	53	-0.28	0.24
Color Discrimination	**0.36**	**0.81**	**28**	**0.06**	**0.67**
Finger Dexterity	0.21	0.93	70	0.00	0.43
Tweezer Dexterity	-0.05	1.04	70	-0.30	0.19
Word Association	0.08	0.92	69	-0.14	0.29
English Vocabulary	-0.24	0.86	69	-0.44	-0.03
Visual Designs 1	**-0.21**	**1.03**	**26**	**-0.61**	**0.18**
Visual Designs 2	**0.11**	**1.20**	**26**	**-0.35**	**0.57**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 38

Mean Z-Scores for Standard-Battery Tests for Med/Dental Technology

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.08	0.92	65	-0.14	0.31
Ideaphoria	**-0.17**	**0.83**	**42**	**-0.42**	**0.08**
Foresight	**-0.05**	**0.92**	**41**	**-0.33**	**0.23**
Inductive Reasoning	0.34	0.86	61	0.13	0.56
Analytical Reasoning	**0.24**	**1.06**	**41**	**-0.08**	**0.56**
Number Series	-0.22	1.08	66	-0.48	0.05
Number Facility	**-0.05**	**1.03**	**41**	**-0.36**	**0.27**
Paper Folding	0.09	0.81	66	-0.11	0.29
Structural Visualization	0.07	0.86	64	-0.14	0.28
Tonal Memory	**0.08**	**0.88**	**21**	**-0.29**	**0.46**
Pitch Discrimination	-0.02	1.14	66	-0.30	0.25
Rhythm Memory	0.02	1.07	66	-0.24	0.28
Memory for Design	0.07	0.89	66	-0.14	0.29
Silograms	-0.01	0.93	64	-0.23	0.22
Number Memory	**0.00**	**0.85**	**47**	**-0.24**	**0.25**
Observation	0.25	1.18	52	-0.07	0.57
Color Discrimination	**0.45**	**0.70**	**21**	**0.15**	**0.75**
Finger Dexterity	0.58	1.03	66	0.33	0.83
Tweezer Dexterity	0.24	1.08	65	-0.02	0.51
Word Association	0.00	1.03	65	-0.25	0.25
English Vocabulary	-0.05	1.04	65	-0.30	0.20
Visual Designs 1	**0.41**	**1.17**	**21**	**-0.09**	**0.91**
Visual Designs 2	**-0.09**	**0.96**	**21**	**-0.50**	**0.32**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 39

Mean Z-Scores for Standard-Battery Tests for Post-Secondary Edu.

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.13	0.99	229	0.00	0.26
Ideaphoria	0.43	0.98	190	0.29	0.57
Foresight	0.35	1.04	120	0.16	0.54
Inductive Reasoning	0.17	1.06	212	0.03	0.32
Analytical Reasoning	0.41	0.97	180	0.27	0.56
Number Series	0.35	0.83	230	0.25	0.46
Number Facility	0.26	0.89	180	0.13	0.39
Paper Folding	0.18	0.92	231	0.07	0.30
Structural Visualization	0.16	0.92	230	0.04	0.28
Tonal Memory	0.35	1.01	104	0.15	0.54
Pitch Discrimination	0.26	0.98	230	0.14	0.39
Rhythm Memory	0.29	0.96	231	0.17	0.41
Memory for Design	0.21	0.85	231	0.10	0.32
Silograms	0.34	1.01	228	0.21	0.47
Number Memory	0.10	0.89	202	-0.02	0.23
Observation	0.14	1.09	165	-0.02	0.31
Color Discrimination	0.28	0.98	93	0.08	0.48
Finger Dexterity	0.11	1.03	230	-0.02	0.25
Tweezer Dexterity	0.14	1.04	230	0.00	0.27
Word Association	-0.01	0.96	230	-0.13	0.11
English Vocabulary	0.57	0.79	230	0.47	0.67
Visual Designs 1	0.00	1.10	93	-0.22	0.23
Visual Designs 2	-0.05	0.94	93	-0.24	0.14

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 40

Mean Z-Scores for Standard-Battery Tests for Secondary Education

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.02	0.89	205	-0.11	0.14
Ideaphoria	0.37	0.98	187	0.23	0.51
Foresight	0.42	1.00	106	0.23	0.61
Inductive Reasoning	0.26	0.95	175	0.12	0.40
Analytical Reasoning	0.25	1.00	177	0.10	0.40
Number Series	0.30	0.91	207	0.18	0.43
Number Facility	0.27	0.98	177	0.13	0.42
Paper Folding	0.10	0.99	207	-0.04	0.23
Structural Visualization	0.12	1.04	206	-0.02	0.26
Tonal Memory	-0.04	1.01	106	-0.24	0.15
Pitch Discrimination	0.09	0.88	206	-0.03	0.21
Rhythm Memory	0.03	0.96	206	-0.10	0.16
Memory for Design	0.15	1.01	206	0.01	0.29
Silograms	0.39	0.94	206	0.26	0.52
Number Memory	0.13	1.00	195	-0.01	0.27
Observation	0.12	1.08	139	-0.06	0.30
Color Discrimination	-0.03	1.01	95	-0.23	0.18
Finger Dexterity	0.04	1.07	205	-0.11	0.18
Tweezer Dexterity	0.14	1.01	205	0.00	0.28
Word Association	-0.09	1.02	207	-0.23	0.05
English Vocabulary	0.50	0.83	205	0.38	0.61
Visual Designs 1	0.20	1.11	96	-0.02	0.42
Visual Designs 2	-0.12	0.93	96	-0.30	0.07

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 41

Mean Z-Scores for Standard-Battery Tests for Primary Education

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.04	0.93	267	-0.15	0.07
Ideaphoria	0.06	0.92	221	-0.06	0.18
Foresight	0.18	0.94	147	0.03	0.34
Inductive Reasoning	0.19	1.08	243	0.06	0.33
Analytical Reasoning	-0.02	0.89	204	-0.15	0.10
Number Series	0.03	0.98	268	-0.08	0.15
Number Facility	0.14	1.07	205	-0.01	0.28
Paper Folding	-0.22	0.95	268	-0.33	-0.10
Structural Visualization	-0.27	0.99	266	-0.39	-0.16
Tonal Memory	-0.02	1.02	121	-0.20	0.17
Pitch Discrimination	-0.14	1.10	267	-0.27	-0.01
Rhythm Memory	-0.16	1.07	266	-0.28	-0.03
Memory for Design	-0.06	0.97	264	-0.18	0.05
Silograms	0.14	0.95	264	0.03	0.25
Number Memory	-0.18	0.98	240	-0.30	-0.05
Observation	0.06	1.14	195	-0.10	0.22
Color Discrimination	0.10	0.97	111	-0.08	0.28
Finger Dexterity	0.20	0.99	264	0.08	0.32
Tweezer Dexterity	-0.01	0.99	262	-0.13	0.11
Word Association	-0.12	1.01	264	-0.24	0.01
English Vocabulary	-0.16	0.97	268	-0.27	-0.04
Visual Designs 1	-0.21	0.98	110	-0.39	-0.02
Visual Designs 2	0.15	1.02	110	-0.04	0.34

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 42

Mean Z-Scores for Standard-Battery Tests for Education (Unspecified)

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.03	1.02	113	-0.22	0.15
Ideaphoria	0.12	0.99	57	-0.13	0.38
Foresight	0.27	0.95	90	0.08	0.47
Inductive Reasoning	0.39	1.00	106	0.20	0.58
Analytical Reasoning	0.10	0.88	56	-0.13	0.33
Number Series	0.06	1.07	113	-0.14	0.25
Number Facility	0.33	0.97	56	0.08	0.58
Paper Folding	-0.09	0.88	113	-0.25	0.07
Structural Visualization	-0.06	0.97	113	-0.24	0.11
Tonal Memory	**0.05**	**1.03**	**42**	**-0.26**	**0.36**
Pitch Discrimination	0.16	1.09	113	-0.05	0.36
Rhythm Memory	-0.04	1.11	113	-0.24	0.17
Memory for Design	0.12	0.96	111	-0.06	0.30
Silograms	0.12	1.01	113	-0.07	0.31
Number Memory	0.04	0.98	71	-0.18	0.27
Observation	0.14	1.06	85	-0.09	0.37
Color Discrimination	**0.07**	**1.18**	**39**	**-0.30**	**0.44**
Finger Dexterity	0.13	0.94	113	-0.04	0.30
Tweezer Dexterity	0.02	1.11	111	-0.19	0.23
Word Association	-0.16	0.92	111	-0.33	0.01
English Vocabulary	0.28	0.92	112	0.11	0.45
Visual Designs 1	**-0.24**	**0.95**	**39**	**-0.54**	**0.05**
Visual Designs 2	**0.05**	**0.98**	**39**	**-0.25**	**0.36**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 43

Mean Z-Scores for Standard-Battery Tests for Education (Disabilities)

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.04	0.90	64	-0.26	0.19
Ideaphoria	-0.04	0.96	53	-0.30	0.22
Foresight	**0.21**	**0.92**	**37**	**-0.09**	**0.50**
Inductive Reasoning	0.29	1.03	54	0.02	0.57
Analytical Reasoning	-0.15	0.84	51	-0.38	0.08
Number Series	-0.27	0.99	63	-0.52	-0.03
Number Facility	-0.05	1.04	50	-0.34	0.24
Paper Folding	-0.16	0.91	64	-0.39	0.06
Structural Visualization	-0.24	1.01	64	-0.49	0.01
Tonal Memory	**-0.04**	**1.20**	**35**	**-0.43**	**0.36**
Pitch Discrimination	-0.03	0.99	64	-0.27	0.21
Rhythm Memory	-0.05	1.03	64	-0.30	0.20
Memory for Design	-0.12	0.94	64	-0.35	0.11
Silograms	0.28	0.97	63	0.05	0.52
Number Memory	-0.09	0.98	61	-0.34	0.15
Observation	0.02	1.04	46	-0.28	0.32
Color Discrimination	**0.21**	**0.68**	**31**	**-0.03**	**0.45**
Finger Dexterity	-0.01	1.07	64	-0.27	0.25
Tweezer Dexterity	-0.07	1.10	63	-0.34	0.20
Word Association	-0.07	0.93	63	-0.30	0.16
English Vocabulary	-0.27	0.82	64	-0.47	-0.07
Visual Designs 1	**0.20**	**0.96**	**31**	**-0.13**	**0.54**
Visual Designs 2	**-0.25**	**0.95**	**31**	**-0.58**	**0.08**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 44

Mean Z-Scores for Standard-Battery Tests for Librarians

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.03	1.04	62	-0.23	0.29
Ideaphoria	**-0.04**	**1.17**	**46**	**-0.38**	**0.30**
Foresight	**0.43**	**1.23**	**34**	**0.02**	**0.84**
Inductive Reasoning	0.19	1.21	58	-0.12	0.50
Analytical Reasoning	**0.13**	**1.04**	**44**	**-0.18**	**0.43**
Number Series	-0.06	1.01	62	-0.31	0.19
Number Facility	**-0.26**	**0.90**	**44**	**-0.52**	**0.01**
Paper Folding	-0.11	0.78	62	-0.31	0.08
Structural Visualization	-0.21	0.91	62	-0.44	0.01
Tonal Memory	**0.31**	**1.02**	**24**	**-0.10**	**0.72**
Pitch Discrimination	0.10	1.01	62	-0.15	0.35
Rhythm Memory	0.14	0.86	62	-0.08	0.35
Memory for Design	-0.08	0.92	62	-0.31	0.15
Silograms	0.34	0.99	62	0.09	0.58
Number Memory	-0.25	1.15	50	-0.57	0.07
Observation	**-0.04**	**1.19**	**47**	**-0.38**	**0.30**
Color Discrimination	**0.00**	**0.98**	**22**	**-0.41**	**0.41**
Finger Dexterity	0.16	1.12	62	-0.12	0.44
Tweezer Dexterity	-0.21	0.92	62	-0.43	0.02
Word Association	0.18	1.18	62	-0.11	0.47
English Vocabulary	0.45	0.71	62	0.27	0.62
Visual Designs 1	**0.09**	**1.06**	**22**	**-0.35**	**0.54**
Visual Designs 2	**-0.34**	**0.70**	**22**	**-0.63**	**-0.05**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 45

Mean Z-Scores for Standard-Battery Tests for Mus/Lib/Archival Sciences

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.00	0.99	140	-0.17	0.16
Ideaphoria	0.02	1.10	93	-0.20	0.25
Foresight	0.09	1.07	86	-0.13	0.32
Inductive Reasoning	0.10	1.15	126	-0.10	0.30
Analytical Reasoning	0.16	0.99	88	-0.04	0.37
Number Series	-0.02	0.91	139	-0.17	0.13
Number Facility	-0.21	0.94	89	-0.40	-0.01
Paper Folding	-0.05	0.87	139	-0.20	0.09
Structural Visualization	-0.08	0.89	139	-0.23	0.07
Tonal Memory	**0.08**	**0.96**	**49**	**-0.19**	**0.35**
Pitch Discrimination	0.10	0.95	140	-0.06	0.26
Rhythm Memory	-0.05	0.99	140	-0.21	0.11
Memory for Design	-0.02	0.97	138	-0.18	0.15
Silograms	0.16	1.03	138	-0.01	0.33
Number Memory	-0.11	1.07	109	-0.31	0.09
Observation	0.12	1.07	106	-0.08	0.33
Color Discrimination	**0.01**	**0.99**	**45**	**-0.28**	**0.30**
Finger Dexterity	0.23	1.14	139	0.04	0.42
Tweezer Dexterity	-0.07	1.04	139	-0.25	0.10
Word Association	0.21	1.09	139	0.03	0.39
English Vocabulary	0.34	0.83	140	0.21	0.48
Visual Designs 1	**0.14**	**1.02**	**45**	**-0.16**	**0.43**
Visual Designs 2	**-0.27**	**0.68**	**45**	**-0.47**	**-0.07**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 46

Mean Z-Scores for Standard-Battery Tests for Art Occupations

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.29	0.95	446	-0.38	-0.20
Ideaphoria	0.02	1.04	355	-0.08	0.13
Foresight	0.15	0.96	254	0.03	0.27
Inductive Reasoning	0.13	0.94	399	0.04	0.23
Analytical Reasoning	0.06	1.04	333	-0.05	0.17
Number Series	-0.23	1.00	448	-0.32	-0.14
Number Facility	-0.11	0.90	334	-0.20	-0.01
Paper Folding	0.17	0.95	445	0.08	0.25
Structural Visualization	0.23	0.97	443	0.14	0.32
Tonal Memory	0.20	0.92	206	0.07	0.33
Pitch Discrimination	0.02	1.00	446	-0.07	0.12
Rhythm Memory	0.10	0.96	447	0.01	0.19
Memory for Design	0.15	0.97	442	0.06	0.24
Silograms	-0.03	1.00	441	-0.13	0.06
Number Memory	-0.18	1.02	375	-0.29	-0.08
Observation	0.19	0.98	315	0.08	0.30
Color Discrimination	0.20	1.02	182	0.05	0.34
Finger Dexterity	0.27	1.04	444	0.18	0.37
Tweezer Dexterity	0.10	1.03	442	0.00	0.19
Word Association	-0.14	0.99	445	-0.23	-0.04
English Vocabulary	-0.03	0.91	448	-0.11	0.06
Visual Designs 1	0.42	1.00	184	0.27	0.56
Visual Designs 2	0.06	1.03	184	-0.09	0.21

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 47

Mean Z-Scores for Standard-Battery Tests for Dramatics

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.16	0.92	65	-0.39	0.06
Ideaphoria	0.64	1.12	62	0.36	0.92
Foresight	**0.32**	**1.18**	**30**	**-0.10**	**0.75**
Inductive Reasoning	-0.06	1.04	56	-0.33	0.21
Analytical Reasoning	0.04	0.97	59	-0.20	0.29
Number Series	0.05	1.12	66	-0.22	0.32
Number Facility	-0.08	0.83	59	-0.30	0.13
Paper Folding	-0.09	0.84	66	-0.29	0.12
Structural Visualization	-0.07	0.91	65	-0.30	0.15
Tonal Memory	**0.20**	**0.83**	**34**	**-0.08**	**0.48**
Pitch Discrimination	0.21	0.88	66	0.00	0.42
Rhythm Memory	0.32	0.87	66	0.11	0.53
Memory for Design	-0.04	0.98	65	-0.28	0.19
Silograms	0.33	0.90	65	0.11	0.55
Number Memory	0.08	0.98	60	-0.16	0.33
Observation	**0.21**	**0.92**	**48**	**-0.05**	**0.47**
Color Discrimination	**0.47**	**0.62**	**30**	**0.25**	**0.69**
Finger Dexterity	0.01	1.09	66	-0.25	0.28
Tweezer Dexterity	-0.12	1.04	66	-0.37	0.13
Word Association	-0.34	0.85	65	-0.55	-0.14
English Vocabulary	0.32	0.91	66	0.10	0.55
Visual Designs 1	**0.18**	**1.02**	**30**	**-0.19**	**0.55**
Visual Designs 2	**0.01**	**0.91**	**30**	**-0.31**	**0.33**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 48

Mean Z-Scores for Standard-Battery Tests for Other Performing Arts

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.06	0.99	244	-0.18	0.07
Ideaphoria	0.35	1.05	206	0.21	0.49
Foresight	0.16	1.01	146	0.00	0.33
Inductive Reasoning	0.08	1.04	206	-0.06	0.23
Analytical Reasoning	0.14	0.91	196	0.01	0.26
Number Series	0.07	1.09	244	-0.07	0.20
Number Facility	0.03	0.95	195	-0.11	0.16
Paper Folding	0.02	0.95	245	-0.10	0.14
Structural Visualization	0.03	0.95	242	-0.09	0.15
Tonal Memory	0.18	0.95	131	0.02	0.34
Pitch Discrimination	0.23	0.89	245	0.12	0.34
Rhythm Memory	0.18	0.93	244	0.06	0.30
Memory for Design	0.02	0.98	241	-0.10	0.15
Silograms	0.13	1.02	243	0.00	0.26
Number Memory	0.05	1.03	207	-0.09	0.19
Observation	0.05	0.97	165	-0.10	0.20
Color Discrimination	0.06	1.05	115	-0.14	0.25
Finger Dexterity	0.06	1.05	243	-0.07	0.19
Tweezer Dexterity	0.04	1.02	241	-0.09	0.17
Word Association	-0.17	0.93	244	-0.29	-0.06
English Vocabulary	0.19	0.94	243	0.07	0.30
Visual Designs 1	0.17	0.97	115	-0.01	0.34
Visual Designs 2	-0.01	0.93	115	-0.18	0.16

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 49

Mean Z-Scores for Standard-Battery Tests for Athletics/Sports

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.22	1.02	269	-0.34	-0.09
Ideaphoria	-0.15	1.08	221	-0.29	0.00
Foresight	0.03	0.99	168	-0.12	0.18
Inductive Reasoning	-0.18	1.04	223	-0.32	-0.04
Analytical Reasoning	-0.25	0.99	205	-0.38	-0.11
Number Series	-0.13	0.99	270	-0.25	-0.01
Number Facility	-0.09	1.04	208	-0.23	0.05
Paper Folding	-0.07	0.96	269	-0.19	0.05
Structural Visualization	-0.06	0.95	268	-0.17	0.06
Tonal Memory	-0.17	0.95	148	-0.32	-0.01
Pitch Discrimination	-0.14	0.94	269	-0.25	-0.03
Rhythm Memory	-0.03	0.92	269	-0.14	0.08
Memory for Design	-0.01	0.96	270	-0.13	0.10
Silograms	-0.16	1.03	266	-0.29	-0.04
Number Memory	-0.05	1.06	231	-0.19	0.08
Observation	0.01	1.03	169	-0.14	0.17
Color Discrimination	-0.18	1.11	135	-0.36	0.01
Finger Dexterity	-0.21	0.99	269	-0.33	-0.10
Tweezer Dexterity	-0.07	0.96	268	-0.18	0.05
Word Association	-0.10	0.98	267	-0.22	0.01
English Vocabulary	-0.31	1.02	269	-0.43	-0.19
Visual Designs 1	0.19	0.99	135	0.03	0.36
Visual Designs 2	-0.25	0.94	135	-0.41	-0.09

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 50

Mean Z-Scores for Standard-Battery Tests for Ent'mt./Recreation, N.E.C.

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.01	1.02	158	-0.17	0.15
Ideaphoria	0.25	1.00	129	0.07	0.42
Foresight	0.11	0.93	105	-0.07	0.29
Inductive Reasoning	0.22	1.00	131	0.05	0.39
Analytical Reasoning	0.24	0.82	123	0.09	0.38
Number Series	0.17	1.04	157	0.01	0.34
Number Facility	0.15	0.96	122	-0.02	0.32
Paper Folding	0.14	0.99	158	-0.02	0.29
Structural Visualization	0.14	0.96	156	-0.01	0.29
Tonal Memory	0.11	0.98	91	-0.10	0.31
Pitch Discrimination	0.24	0.91	158	0.10	0.38
Rhythm Memory	0.18	0.92	157	0.04	0.32
Memory for Design	0.09	1.00	155	-0.07	0.25
Silograms	0.09	1.05	158	-0.08	0.25
Number Memory	0.03	1.02	132	-0.14	0.20
Observation	0.01	1.03	100	-0.19	0.21
Color Discrimination	-0.14	1.16	79	-0.39	0.12
Finger Dexterity	0.02	1.05	157	-0.14	0.19
Tweezer Dexterity	0.10	1.00	155	-0.05	0.26
Word Association	-0.14	0.94	158	-0.29	0.01
English Vocabulary	0.20	0.92	157	0.06	0.35
Visual Designs 1	0.16	0.95	79	-0.05	0.37
Visual Designs 2	-0.04	0.94	79	-0.25	0.16

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 51

Mean Z-Scores for Standard-Battery Tests for Budgeting/Mgmt. Analysis

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.53	1.02	103	0.34	0.73
Ideaphoria	0.18	0.93	61	-0.06	0.41
Foresight	-0.07	0.85	56	-0.29	0.15
Inductive Reasoning	-0.02	1.12	97	-0.24	0.21
Analytical Reasoning	0.13	0.91	55	-0.11	0.37
Number Series	0.30	0.92	103	0.12	0.47
Number Facility	0.44	0.79	55	0.23	0.65
Paper Folding	0.12	0.95	102	-0.06	0.31
Structural Visualization	0.10	0.95	100	-0.09	0.28
Tonal Memory	**-0.12**	**0.88**	**19**	**-0.51**	**0.28**
Pitch Discrimination	-0.06	0.96	103	-0.25	0.12
Rhythm Memory	-0.14	0.96	102	-0.33	0.04
Memory for Design	0.08	0.88	102	-0.09	0.25
Silograms	0.08	0.93	102	-0.10	0.26
Number Memory	0.26	0.99	77	0.04	0.48
Observation	0.10	1.15	94	-0.14	0.33
Color Discrimination	**-0.54**	**1.30**	**15**	**-1.20**	**0.12**
Finger Dexterity	0.06	1.01	102	-0.13	0.26
Tweezer Dexterity	0.13	1.05	102	-0.08	0.33
Word Association	0.17	1.02	101	-0.03	0.37
English Vocabulary	0.02	0.87	103	-0.15	0.19
Visual Designs 1	**-0.08**	**0.91**	**15**	**-0.54**	**0.38**
Visual Designs 2	**-0.35**	**0.88**	**15**	**-0.80**	**0.09**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 52

Mean Z-Scores for Standard-Battery Tests for Purchasing Mgmt.

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.16	1.05	161	-0.01	0.32
Ideaphoria	-0.18	0.99	131	-0.35	-0.01
Foresight	-0.17	0.87	79	-0.36	0.02
Inductive Reasoning	-0.04	1.06	151	-0.21	0.13
Analytical Reasoning	-0.16	1.03	120	-0.34	0.03
Number Series	-0.04	1.01	162	-0.19	0.12
Number Facility	0.05	1.01	119	-0.13	0.23
Paper Folding	-0.01	0.96	162	-0.16	0.14
Structural Visualization	0.05	0.99	160	-0.10	0.21
Tonal Memory	-0.08	1.00	69	-0.32	0.16
Pitch Discrimination	-0.05	0.91	162	-0.19	0.09
Rhythm Memory	-0.10	0.96	160	-0.25	0.05
Memory for Design	0.02	0.94	159	-0.13	0.16
Silograms	-0.20	0.99	158	-0.36	-0.05
Number Memory	0.01	0.96	132	-0.16	0.17
Observation	0.01	1.00	125	-0.16	0.19
Color Discrimination	-0.21	1.12	60	-0.49	0.08
Finger Dexterity	0.14	0.98	161	-0.01	0.29
Tweezer Dexterity	0.06	1.00	161	-0.09	0.22
Word Association	0.05	0.93	162	-0.09	0.20
English Vocabulary	-0.16	0.87	161	-0.29	-0.02
Visual Designs 1	-0.17	0.93	59	-0.41	0.07
Visual Designs 2	0.03	1.05	59	-0.24	0.30

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 53

Mean Z-Scores for Standard-Battery Tests for Advertising

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.09	1.01	160	-0.07	0.24
Ideaphoria	0.29	0.98	131	0.13	0.46
Foresight	0.37	1.19	84	0.12	0.62
Inductive Reasoning	-0.04	0.95	142	-0.20	0.11
Analytical Reasoning	-0.07	0.91	120	-0.23	0.10
Number Series	0.05	0.97	160	-0.10	0.20
Number Facility	-0.03	1.04	120	-0.22	0.16
Paper Folding	-0.18	0.86	160	-0.31	-0.05
Structural Visualization	-0.14	0.90	158	-0.28	0.00
Tonal Memory	0.16	0.99	71	-0.07	0.39
Pitch Discrimination	-0.03	1.03	160	-0.19	0.13
Rhythm Memory	0.07	1.03	160	-0.09	0.23
Memory for Design	-0.02	1.00	158	-0.18	0.13
Silograms	0.12	0.94	156	-0.03	0.26
Number Memory	0.05	0.93	140	-0.10	0.20
Observation	0.24	1.01	109	0.05	0.43
Color Discrimination	-0.04	1.20	62	-0.34	0.26
Finger Dexterity	0.14	0.94	159	-0.01	0.29
Tweezer Dexterity	0.05	1.01	160	-0.11	0.20
Word Association	0.02	0.99	159	-0.13	0.18
English Vocabulary	-0.01	0.86	159	-0.15	0.12
Visual Designs 1	-0.08	0.96	62	-0.32	0.16
Visual Designs 2	0.20	1.02	62	-0.05	0.45

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 54

Mean Z-Scores for Standard-Battery Tests for Public Relations

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.03	0.90	207	-0.09	0.15
Ideaphoria	0.52	0.90	183	0.38	0.65
Foresight	0.25	1.05	95	0.04	0.46
Inductive Reasoning	0.07	1.02	192	-0.07	0.22
Analytical Reasoning	0.13	0.93	164	-0.02	0.27
Number Series	0.09	0.93	213	-0.04	0.21
Number Facility	0.02	0.93	164	-0.12	0.17
Paper Folding	-0.14	0.83	213	-0.25	-0.03
Structural Visualization	-0.17	0.91	211	-0.30	-0.05
Tonal Memory	0.11	1.04	89	-0.11	0.33
Pitch Discrimination	0.05	0.93	214	-0.07	0.18
Rhythm Memory	0.12	0.91	214	0.00	0.24
Memory for Design	0.02	0.98	211	-0.11	0.15
Silograms	0.14	0.99	211	0.01	0.27
Number Memory	-0.04	1.00	190	-0.18	0.11
Observation	0.19	1.05	166	0.03	0.35
Color Discrimination	0.09	0.90	76	-0.11	0.29
Finger Dexterity	0.27	1.04	213	0.13	0.41
Tweezer Dexterity	0.06	1.05	211	-0.08	0.20
Word Association	0.02	1.07	210	-0.13	0.16
English Vocabulary	0.30	0.81	211	0.20	0.41
Visual Designs 1	-0.06	0.97	77	-0.28	0.16
Visual Designs 2	-0.10	0.98	77	-0.32	0.11

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 55

Mean Z-Scores for Standard-Battery Tests for Detective Work

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.22	0.94	88	-0.42	-0.03
Ideaphoria	-0.28	1.02	68	-0.52	-0.04
Foresight	**-0.06**	**1.14**	**42**	**-0.41**	**0.28**
Inductive Reasoning	0.22	1.02	81	-0.01	0.44
Analytical Reasoning	-0.03	0.96	61	-0.28	0.21
Number Series	-0.25	1.10	88	-0.48	-0.02
Number Facility	-0.14	1.01	61	-0.39	0.12
Paper Folding	0.00	0.97	88	-0.20	0.20
Structural Visualization	0.08	0.95	88	-0.12	0.28
Tonal Memory	**-0.44**	**0.95**	**30**	**-0.78**	**-0.10**
Pitch Discrimination	-0.04	1.08	88	-0.26	0.19
Rhythm Memory	-0.17	0.89	88	-0.35	0.02
Memory for Design	-0.01	1.02	88	-0.23	0.20
Silograms	-0.21	0.99	88	-0.41	0.00
Number Memory	0.08	1.11	73	-0.17	0.33
Observation	0.08	1.00	72	-0.15	0.31
Color Discrimination	**-0.33**	**0.97**	**26**	**-0.70**	**0.05**
Finger Dexterity	-0.08	0.82	87	-0.26	0.09
Tweezer Dexterity	0.05	0.94	88	-0.15	0.24
Word Association	0.03	1.03	87	-0.19	0.25
English Vocabulary	-0.24	0.99	87	-0.45	-0.03
Visual Designs 1	**-0.13**	**1.00**	**26**	**-0.52**	**0.25**
Visual Designs 2	**0.00**	**1.12**	**26**	**-0.43**	**0.43**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 56

Mean Z-Scores for Standard-Battery Tests for Admin. Spec.s, N.E.C.

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.12	0.95	820	0.06	0.19
Ideaphoria	0.06	0.99	663	-0.02	0.13
Foresight	0.06	0.99	442	-0.03	0.15
Inductive Reasoning	0.11	1.05	736	0.03	0.18
Analytical Reasoning	0.09	1.02	600	0.01	0.17
Number Series	0.02	1.02	822	-0.05	0.09
Number Facility	0.07	0.99	598	-0.01	0.15
Paper Folding	-0.01	0.92	823	-0.07	0.06
Structural Visualization	-0.02	0.96	816	-0.09	0.05
Tonal Memory	-0.12	1.00	344	-0.22	-0.01
Pitch Discrimination	-0.07	1.00	824	-0.14	0.00
Rhythm Memory	-0.05	0.99	823	-0.11	0.02
Memory for Design	0.06	0.99	814	-0.01	0.13
Silograms	0.06	1.01	817	-0.01	0.13
Number Memory	0.03	0.95	712	-0.04	0.10
Observation	0.17	0.93	611	0.09	0.24
Color Discrimination	0.04	0.95	306	-0.06	0.15
Finger Dexterity	0.27	1.02	822	0.21	0.34
Tweezer Dexterity	-0.01	0.98	816	-0.07	0.06
Word Association	0.08	0.94	813	0.01	0.14
English Vocabulary	-0.06	1.01	822	-0.13	0.01
Visual Designs 1	-0.06	1.04	306	-0.18	0.06
Visual Designs 2	-0.05	1.00	306	-0.16	0.06

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 57

Mean Z-Scores for Standard-Battery Tests for Construction Mgmt.

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.44	0.96	122	-0.61	-0.27
Ideaphoria	-0.49	0.98	96	-0.69	-0.30
Foresight	-0.15	0.96	76	-0.37	0.06
Inductive Reasoning	-0.16	0.99	114	-0.34	0.03
Analytical Reasoning	-0.03	0.99	89	-0.23	0.18
Number Series	-0.20	1.06	123	-0.39	-0.01
Number Facility	-0.16	1.08	90	-0.39	0.06
Paper Folding	0.23	0.95	123	0.06	0.39
Structural Visualization	0.45	0.94	123	0.29	0.62
Tonal Memory	-0.28	0.99	61	-0.53	-0.03
Pitch Discrimination	-0.11	1.00	122	-0.29	0.07
Rhythm Memory	-0.32	1.10	122	-0.51	-0.12
Memory for Design	0.19	0.97	120	0.02	0.37
Silograms	-0.49	0.85	119	-0.64	-0.34
Number Memory	-0.11	0.91	107	-0.28	0.06
Observation	-0.21	1.06	82	-0.44	0.02
Color Discrimination	-0.19	1.05	55	-0.47	0.09
Finger Dexterity	-0.29	0.90	122	-0.45	-0.13
Tweezer Dexterity	0.00	0.99	123	-0.17	0.17
Word Association	-0.13	0.95	122	-0.30	0.04
English Vocabulary	-0.44	0.95	123	-0.61	-0.27
Visual Designs 1	0.08	1.05	54	-0.20	0.37
Visual Designs 2	-0.36	1.00	54	-0.62	-0.09

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 58

Mean Z-Scores for Standard-Battery Tests for Wholesale/Retail Mgmt.

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.07	0.96	289	-0.19	0.04
Ideaphoria	-0.23	0.96	256	-0.35	-0.11
Foresight	-0.15	0.90	120	-0.31	0.02
Inductive Reasoning	0.06	1.06	262	-0.07	0.19
Analytical Reasoning	-0.06	1.03	227	-0.19	0.08
Number Series	-0.15	0.96	290	-0.26	-0.04
Number Facility	-0.12	1.04	228	-0.26	0.01
Paper Folding	-0.06	0.95	289	-0.17	0.05
Structural Visualization	0.03	0.96	286	-0.08	0.15
Tonal Memory	-0.08	1.07	124	-0.27	0.11
Pitch Discrimination	0.00	0.94	291	-0.10	0.11
Rhythm Memory	-0.10	1.00	291	-0.21	0.02
Memory for Design	-0.02	1.02	289	-0.13	0.10
Silograms	-0.23	0.92	284	-0.34	-0.12
Number Memory	-0.17	0.97	267	-0.28	-0.05
Observation	0.16	0.96	223	0.04	0.29
Color Discrimination	0.08	0.92	102	-0.10	0.26
Finger Dexterity	0.12	1.01	291	0.00	0.23
Tweezer Dexterity	0.08	1.03	289	-0.04	0.20
Word Association	0.05	0.98	289	-0.06	0.16
English Vocabulary	-0.34	0.99	291	-0.46	-0.23
Visual Designs 1	-0.09	1.05	100	-0.30	0.11
Visual Designs 2	-0.07	0.99	100	-0.26	0.12

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 59

Mean Z-Scores for Standard-Battery Tests for Services Mgmt.

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.08	0.95	461	-0.01	0.17
Ideaphoria	0.01	0.98	412	-0.09	0.10
Foresight	0.11	0.99	240	-0.02	0.23
Inductive Reasoning	0.11	0.97	393	0.01	0.20
Analytical Reasoning	-0.06	0.99	383	-0.16	0.04
Number Series	-0.13	0.98	463	-0.22	-0.04
Number Facility	0.01	0.99	385	-0.09	0.11
Paper Folding	-0.09	0.93	463	-0.18	-0.01
Structural Visualization	-0.03	1.00	460	-0.12	0.06
Tonal Memory	-0.08	1.04	234	-0.21	0.05
Pitch Discrimination	-0.11	0.99	463	-0.20	-0.02
Rhythm Memory	-0.03	1.02	463	-0.12	0.06
Memory for Design	-0.04	1.01	462	-0.13	0.05
Silograms	-0.19	0.94	455	-0.27	-0.10
Number Memory	-0.05	0.93	421	-0.14	0.04
Observation	0.02	1.03	314	-0.09	0.14
Color Discrimination	-0.05	1.01	213	-0.19	0.08
Finger Dexterity	0.00	0.95	461	-0.09	0.08
Tweezer Dexterity	0.05	1.03	462	-0.05	0.14
Word Association	0.00	0.96	458	-0.09	0.09
English Vocabulary	-0.23	1.00	463	-0.32	-0.14
Visual Designs 1	-0.04	1.03	213	-0.18	0.09
Visual Designs 2	0.08	1.02	213	-0.06	0.21

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 60

Mean Z-Scores for Standard-Battery Tests for A/V Tech/Engineering

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.17	1.18	54	-0.48	0.15
Ideaphoria	**-0.40**	**1.07**	**36**	**-0.75**	**-0.05**
Foresight	**0.14**	**0.88**	**39**	**-0.13**	**0.42**
Inductive Reasoning	**-0.06**	**1.14**	**49**	**-0.38**	**0.26**
Analytical Reasoning	**0.06**	**0.95**	**34**	**-0.26**	**0.38**
Number Series	-0.11	0.99	55	-0.38	0.15
Number Facility	**-0.17**	**1.22**	**35**	**-0.58**	**0.23**
Paper Folding	0.19	0.93	55	-0.05	0.44
Structural Visualization	0.23	0.89	54	-0.01	0.47
Tonal Memory	**0.79**	**0.76**	**29**	**0.52**	**1.07**
Pitch Discrimination	0.49	0.83	55	0.27	0.71
Rhythm Memory	0.34	0.93	55	0.10	0.59
Memory for Design	-0.08	1.10	55	-0.37	0.21
Silograms	-0.05	1.04	55	-0.32	0.23
Number Memory	**-0.22**	**1.02**	**47**	**-0.51**	**0.08**
Observation	**-0.06**	**1.07**	**41**	**-0.39**	**0.27**
Color Discrimination	**0.20**	**0.72**	**24**	**-0.09**	**0.49**
Finger Dexterity	0.02	0.70	55	-0.17	0.20
Tweezer Dexterity	-0.20	1.07	54	-0.49	0.08
Word Association	0.01	1.03	54	-0.26	0.29
English Vocabulary	0.17	0.78	54	-0.04	0.37
Visual Designs 1	**0.54**	**0.94**	**23**	**0.15**	**0.92**
Visual Designs 2	**-0.19**	**0.97**	**23**	**-0.58**	**0.21**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 61

Mean Z-Scores for Standard-Battery Tests for Social Work

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.10	1.01	173	-0.26	0.05
Ideaphoria	0.19	1.04	114	0.00	0.38
Foresight	0.20	1.05	107	0.01	0.40
Inductive Reasoning	-0.02	0.91	163	-0.16	0.12
Analytical Reasoning	0.09	1.01	103	-0.11	0.28
Number Series	-0.11	1.08	173	-0.27	0.05
Number Facility	-0.14	0.91	104	-0.31	0.04
Faper Folding	-0.09	0.90	173	-0.22	0.05
Structural Visualization	-0.16	0.96	173	-0.30	-0.01
Tonal Memory	-0.08	1.11	65	-0.35	0.19
Pitch Discrimination	-0.07	1.03	173	-0.23	0.08
Rhythm Memory	0.03	0.97	173	-0.11	0.18
Memory for Design	-0.10	0.91	170	-0.23	0.04
Silograms	0.28	0.98	172	0.14	0.43
Number Memory	-0.04	0.91	130	-0.19	0.12
Observation	0.22	1.04	141	0.05	0.39
Color Discrimination	-0.03	1.00	61	-0.28	0.22
Finger Dexterity	0.11	1.06	171	-0.05	0.27
Tweezer Dexterity	-0.05	0.98	171	-0.20	0.09
Word Association	-0.01	0.99	169	-0.16	0.14
English Vocabulary	0.17	0.89	172	0.04	0.31
Visual Designs 1	0.06	0.98	62	-0.18	0.31
Visual Designs 2	0.09	1.10	62	-0.19	0.36

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 62

Mean Z-Scores for Standard-Battery Tests for Pilots

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.33	0.83	54	-0.55	-0.10
Ideaphoria	**-0.15**	**1.13**	**40**	**-0.50**	**0.20**
Foresight	**0.06**	**1.04**	**29**	**-0.32**	**0.44**
Inductive Reasoning	**0.02**	**1.11**	**48**	**-0.29**	**0.34**
Analytical Reasoning	**-0.07**	**1.00**	**35**	**-0.40**	**0.27**
Number Series	-0.03	0.91	54	-0.27	0.21
Number Facility	**-0.06**	**1.13**	**35**	**-0.44**	**0.31**
Faper Folding	0.46	1.03	54	0.18	0.73
Structural Visualization	0.36	0.99	54	0.10	0.63
Tonal Memory	**-0.04**	**0.92**	**22**	**-0.43**	**0.35**
Pitch Discrimination	0.29	1.02	54	0.02	0.57
Rhythm Memory	-0.01	0.97	54	-0.27	0.25
Memory for Design	0.19	1.06	53	-0.09	0.48
Silograms	0.07	1.07	54	-0.21	0.36
Number Memory	**0.43**	**0.95**	**43**	**0.14**	**0.71**
Observation	**-0.01**	**0.99**	**43**	**-0.30**	**0.29**
Color Discrimination	**0.13**	**0.82**	**21**	**-0.22**	**0.48**
Finger Dexterity	-0.22	1.04	54	-0.50	0.05
Tweezer Dexterity	0.11	0.84	53	-0.12	0.33
Word Association	0.14	1.02	54	-0.13	0.41
English Vocabulary	0.05	0.85	54	-0.18	0.28
Visual Designs 1	**-0.08**	**1.16**	**21**	**-0.58**	**0.41**
Visual Designs 2	**0.04**	**1.13**	**21**	**-0.44**	**0.53**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 63

Mean Z-Scores for Standard-Battery Tests for Secretaries

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.21	0.96	215	0.09	0.34
Ideaphoria	-0.09	1.02	122	-0.27	0.09
Foresight	-0.30	0.91	117	-0.46	-0.13
Inductive Reasoning	0.08	0.93	215	-0.04	0.21
Analytical Reasoning	-0.24	1.03	104	-0.44	-0.04
Number Series	-0.32	1.04	217	-0.45	-0.18
Number Facility	-0.03	0.91	105	-0.20	0.15
Paper Folding	-0.35	0.81	218	-0.45	-0.24
Structural Visualization	-0.45	0.86	217	-0.56	-0.33
Tonal Memory	**0.05**	**1.17**	**40**	**-0.31**	**0.42**
Pitch Discrimination	-0.15	1.05	218	-0.29	-0.01
Rhythm Memory	-0.27	1.01	218	-0.40	-0.14
Memory for Design	-0.19	0.95	216	-0.31	-0.06
Silograms	-0.07	0.90	212	-0.19	0.05
Number Memory	-0.13	0.95	148	-0.28	0.03
Observation	0.17	0.97	196	0.03	0.30
Color Discrimination	**0.30**	**0.56**	**30**	**0.10**	**0.50**
Finger Dexterity	0.42	1.10	216	0.27	0.57
Tweezer Dexterity	0.07	1.08	217	-0.07	0.21
Word Association	0.10	0.96	211	-0.03	0.23
English Vocabulary	-0.33	1.05	215	-0.47	-0.19
Visual Designs 1	**0.13**	**1.03**	**30**	**-0.24**	**0.50**
Visual Designs 2	**-0.18**	**0.89**	**30**	**-0.50**	**0.14**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 64

Mean Z-Scores for Standard-Battery Tests for Secretaries, etc.

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.17	1.04	367	0.06	0.28
Ideaphoria	-0.12	1.07	247	-0.25	0.02
Foresight	-0.15	0.98	194	-0.29	-0.01
Inductive Reasoning	0.03	1.01	354	-0.08	0.13
Analytical Reasoning	-0.26	1.07	216	-0.40	-0.12
Number Series	-0.26	1.11	370	-0.37	-0.14
Number Facility	-0.06	1.01	216	-0.19	0.08
Faper Folding	-0.30	0.88	371	-0.39	-0.21
Structural Visualization	-0.39	0.91	369	-0.49	-0.30
Tonal Memory	-0.06	1.10	102	-0.28	0.15
Pitch Discrimination	-0.10	1.01	371	-0.20	0.00
Rhythm Memory	-0.21	1.05	371	-0.32	-0.10
Memory for Design	-0.18	1.00	366	-0.28	-0.07
Silograms	-0.01	1.00	362	-0.11	0.10
Number Memory	-0.07	0.99	282	-0.19	0.04
Observation	0.08	0.99	311	-0.03	0.19
Color Discrimination	-0.03	1.01	84	-0.24	0.19
Finger Dexterity	0.18	1.10	368	0.07	0.30
Tweezer Dexterity	-0.02	1.05	367	-0.13	0.09
Word Association	-0.01	0.99	363	-0.11	0.09
English Vocabulary	-0.28	1.09	366	-0.39	-0.17
Visual Designs 1	-0.09	1.03	84	-0.31	0.13
Visual Designs 2	-0.13	0.90	83	-0.33	0.06

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 65

Mean Z-Scores for Standard-Battery Tests for Computing/Acc. Recording

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.31	1.11	277	0.18	0.44
Ideaphoria	-0.33	1.01	214	-0.47	-0.20
Foresight	-0.46	0.84	148	-0.60	-0.33
Inductive Reasoning	0.07	1.07	243	-0.07	0.20
Analytical Reasoning	-0.17	1.06	193	-0.32	-0.02
Number Series	-0.19	1.12	277	-0.32	-0.06
Number Facility	-0.06	1.07	193	-0.21	0.09
Paper Folding	-0.18	0.93	277	-0.29	-0.07
Structural Visualization	-0.25	0.98	276	-0.37	-0.14
Tonal Memory	-0.21	1.14	108	-0.42	0.01
Pitch Discrimination	-0.20	1.11	276	-0.33	-0.07
Rhythm Memory	-0.30	1.10	276	-0.43	-0.17
Memory for Design	-0.12	1.01	276	-0.24	0.00
Silograms	-0.08	1.01	271	-0.21	0.04
Number Memory	0.01	0.98	233	-0.11	0.14
Observation	0.17	1.11	215	0.02	0.32
Color Discrimination	-0.23	1.10	96	-0.45	-0.01
Finger Dexterity	0.16	1.04	276	0.04	0.29
Tweezer Dexterity	-0.05	1.05	276	-0.17	0.08
Word Association	0.10	1.02	273	-0.02	0.22
English Vocabulary	-0.46	1.08	275	-0.59	-0.33
Visual Designs 1	0.03	1.08	94	-0.19	0.25
Visual Designs 2	-0.09	0.95	94	-0.28	0.10

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 66

Mean Z-Scores for Standard-Battery Tests for Other Clerical

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.08	1.05	392	-0.19	0.02
Ideaphoria	-0.29	1.05	301	-0.41	-0.17
Foresight	-0.18	0.98	225	-0.31	-0.05
Inductive Reasoning	-0.09	1.08	351	-0.20	0.03
Analytical Reasoning	-0.24	1.07	268	-0.37	-0.12
Number Series	-0.41	1.19	395	-0.52	-0.29
Number Facility	-0.32	1.06	267	-0.45	-0.20
Paper Folding	-0.24	0.91	393	-0.33	-0.15
Structural Visualization	-0.23	0.99	393	-0.33	-0.13
Tonal Memory	-0.23	1.12	156	-0.40	-0.05
Pitch Discrimination	-0.19	1.04	394	-0.29	-0.08
Rhythm Memory	-0.25	1.11	395	-0.36	-0.14
Memory for Design	-0.13	0.99	392	-0.23	-0.03
Silograms	-0.21	1.08	389	-0.32	-0.10
Number Memory	-0.17	0.92	324	-0.27	-0.07
Observation	-0.09	1.08	296	-0.22	0.03
Color Discrimination	-0.12	1.06	142	-0.29	0.06
Finger Dexterity	-0.03	1.05	395	-0.13	0.08
Tweezer Dexterity	-0.06	1.04	393	-0.16	0.05
Word Association	-0.02	1.03	394	-0.12	0.08
English Vocabulary	-0.40	1.12	394	-0.51	-0.29
Visual Designs 1	-0.05	0.99	141	-0.22	0.11
Visual Designs 2	0.06	0.98	141	-0.10	0.22

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 67

Mean Z-Scores for Standard-Battery Tests for Sales (R.E./Ins./Fin./etc.)

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	0.10	1.02	536	0.01	0.18
Ideaphoria	0.02	0.97	439	-0.07	0.11
Foresight	0.13	1.04	313	0.02	0.25
Inductive Reasoning	-0.13	0.99	485	-0.22	-0.04
Analytical Reasoning	-0.04	0.91	409	-0.13	0.05
Number Series	0.06	0.92	537	-0.01	0.14
Number Facility	0.12	0.95	408	0.03	0.21
Paper Folding	-0.07	0.88	537	-0.15	0.00
Structural Visualization	-0.05	0.95	532	-0.13	0.03
Tonal Memory	-0.02	1.06	269	-0.14	0.11
Pitch Discrimination	-0.10	1.06	537	-0.19	-0.01
Rhythm Memory	-0.14	1.02	538	-0.23	-0.06
Memory for Design	-0.08	0.92	533	-0.16	-0.01
Silograms	-0.07	1.01	533	-0.16	0.01
Number Memory	-0.01	1.03	469	-0.10	0.08
Observation	-0.08	1.05	360	-0.19	0.03
Color Discrimination	-0.11	1.10	238	-0.25	0.03
Finger Dexterity	-0.07	0.95	534	-0.15	0.01
Tweezer Dexterity	-0.15	0.99	534	-0.23	-0.06
Word Association	-0.08	0.98	532	-0.17	0.00
English Vocabulary	-0.18	0.88	539	-0.25	-0.10
Visual Designs 1	-0.22	0.92	236	-0.33	-0.10
Visual Designs 2	0.02	1.05	236	-0.11	0.16

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 68

Mean Z-Scores for Standard-Battery Tests for Sales (Cons. Commods.)

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.22	0.93	152	-0.37	-0.08
Ideaphoria	-0.31	1.00	137	-0.47	-0.14
Foresight	-0.13	1.08	69	-0.38	0.13
Inductive Reasoning	-0.08	0.98	139	-0.24	0.09
Analytical Reasoning	-0.32	0.85	119	-0.47	-0.17
Number Series	-0.47	1.16	154	-0.65	-0.29
Number Facility	-0.29	1.05	122	-0.48	-0.11
Paper Folding	-0.33	0.80	154	-0.45	-0.20
Structural Visualization	-0.26	0.89	150	-0.41	-0.12
Tonal Memory	0.04	0.94	67	-0.18	0.26
Pitch Discrimination	-0.27	1.08	154	-0.44	-0.10
Rhythm Memory	-0.18	1.07	154	-0.35	-0.01
Memory for Design	-0.30	1.01	153	-0.46	-0.14
Silograms	-0.33	0.96	152	-0.48	-0.18
Number Memory	-0.26	0.95	147	-0.42	-0.11
Observation	-0.20	1.09	110	-0.41	0.00
Color Discrimination	-0.16	0.97	57	-0.41	0.09
Finger Dexterity	-0.03	1.09	153	-0.21	0.14
Tweezer Dexterity	-0.11	1.00	153	-0.27	0.04
Word Association	0.04	1.02	150	-0.12	0.21
English Vocabulary	-0.51	0.99	154	-0.67	-0.35
Visual Designs 1	-0.10	0.94	60	-0.34	0.14
Visual Designs 2	-0.01	0.95	60	-0.25	0.23

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 69

Mean Z-Scores for Standard-Battery Tests for Sales (Books, etc.)

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.03	1.08	99	-0.24	0.19
Ideaphoria	-0.16	0.92	91	-0.35	0.03
Foresight	**-0.03**	**0.91**	**47**	**-0.29**	**0.23**
Inductive Reasoning	0.11	0.95	84	-0.09	0.32
Analytical Reasoning	0.01	1.05	87	-0.21	0.23
Number Series	-0.05	1.16	99	-0.28	0.17
Number Facility	0.02	0.90	87	-0.17	0.21
Paper Folding	-0.08	0.96	99	-0.27	0.11
Structural Visualization	-0.01	0.97	97	-0.20	0.18
Tonal Memory	0.17	0.99	52	-0.10	0.43
Pitch Discrimination	0.10	0.82	99	-0.07	0.26
Rhythm Memory	-0.02	1.00	99	-0.22	0.18
Memory for Design	-0.04	1.11	96	-0.26	0.18
Silograms	-0.10	1.05	96	-0.31	0.11
Number Memory	-0.16	1.08	94	-0.38	0.06
Observation	0.05	1.00	67	-0.19	0.29
Color Discrimination	**0.00**	**1.02**	**47**	**-0.30**	**0.29**
Finger Dexterity	-0.11	0.87	97	-0.28	0.06
Tweezer Dexterity	0.01	1.08	99	-0.20	0.23
Word Association	-0.12	1.03	98	-0.32	0.09
English Vocabulary	0.13	1.12	97	-0.10	0.35
Visual Designs 1	**0.05**	**0.98**	**47**	**-0.23**	**0.33**
Visual Designs 2	**0.05**	**1.04**	**47**	**-0.25**	**0.35**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 70

Mean Z-Scores for Standard-Battery Tests for Homemaker, etc.

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.07	0.95	641	-0.15	0.00
Ideaphoria	0.11	1.01	608	0.03	0.19
Foresight	0.23	1.03	343	0.12	0.34
Inductive Reasoning	0.15	1.01	539	0.07	0.24
Analytical Reasoning	0.05	0.98	578	-0.03	0.13
Number Series	-0.06	0.98	647	-0.13	0.02
Number Facility	0.00	1.01	577	-0.08	0.08
Paper Folding	-0.14	0.85	646	-0.20	-0.07
Structural Visualization	-0.05	0.91	641	-0.12	0.02
Tonal Memory	0.01	1.02	408	-0.09	0.11
Pitch Discrimination	-0.13	0.99	646	-0.21	-0.05
Rhythm Memory	0.01	1.06	647	-0.07	0.10
Memory for Design	0.01	0.90	639	-0.06	0.08
Silograms	0.07	0.98	633	-0.01	0.14
Number Memory	-0.08	0.97	615	-0.16	-0.01
Observation	0.21	0.96	401	0.12	0.31
Color Discrimination	0.14	0.91	365	0.05	0.24
Finger Dexterity	0.33	0.97	647	0.26	0.41
Tweezer Dexterity	-0.01	1.05	645	-0.09	0.07
Word Association	-0.08	0.99	641	-0.16	-0.01
English Vocabulary	-0.16	0.94	647	-0.23	-0.09
Visual Designs 1	0.02	1.09	363	-0.09	0.14
Visual Designs 2	0.07	1.06	362	-0.04	0.18

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 71

Mean Z-Scores for Standard-Battery Tests for Waiter/Waitress, etc.

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.22	0.91	308	-0.32	-0.12
Ideaphoria	-0.32	0.95	273	-0.43	-0.21
Foresight	-0.10	0.88	191	-0.23	0.02
Inductive Reasoning	-0.05	0.92	253	-0.16	0.06
Analytical Reasoning	-0.17	1.05	255	-0.29	-0.04
Number Series	-0.26	1.09	311	-0.39	-0.14
Number Facility	-0.20	0.98	253	-0.32	-0.08
Paper Folding	-0.15	0.96	310	-0.25	-0.04
Structural Visualization	-0.09	1.01	309	-0.20	0.03
Tonal Memory	-0.18	1.05	192	-0.33	-0.03
Pitch Discrimination	-0.08	1.05	310	-0.19	0.04
Rhythm Memory	-0.13	1.07	309	-0.25	-0.01
Memory for Design	-0.19	1.00	308	-0.30	-0.07
Silograms	-0.27	0.97	305	-0.38	-0.16
Number Memory	-0.13	0.96	285	-0.24	-0.01
Observation	0.09	0.93	176	-0.05	0.22
Color Discrimination	-0.16	0.99	176	-0.30	-0.01
Finger Dexterity	0.03	1.04	311	-0.08	0.15
Tweezer Dexterity	-0.08	1.05	310	-0.20	0.03
Word Association	-0.14	0.95	309	-0.25	-0.03
English Vocabulary	-0.38	1.07	306	-0.50	-0.26
Visual Designs 1	-0.05	1.02	177	-0.20	0.11
Visual Designs 2	0.11	1.00	175	-0.04	0.25

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 72

Mean Z-Scores for Standard-Battery Tests for Bartenders

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.33	0.94	148	-0.48	-0.18
Ideaphoria	-0.25	0.96	125	-0.42	-0.08
Foresight	-0.25	0.77	91	-0.41	-0.09
Inductive Reasoning	0.20	1.03	126	0.02	0.38
Analytical Reasoning	0.03	1.01	118	-0.15	0.21
Number Series	-0.08	1.03	148	-0.24	0.09
Number Facility	0.06	0.98	118	-0.12	0.24
Paper Folding	-0.05	0.90	148	-0.20	0.09
Structural Visualization	0.09	0.83	148	-0.04	0.23
Tonal Memory	-0.12	0.94	80	-0.33	0.08
Pitch Discrimination	-0.20	1.05	147	-0.37	-0.03
Rhythm Memory	-0.05	1.11	148	-0.23	0.13
Memory for Design	0.04	0.93	146	-0.11	0.19
Silograms	-0.29	0.92	147	-0.44	-0.14
Number Memory	-0.01	1.02	127	-0.18	0.17
Observation	-0.03	0.84	94	-0.20	0.14
Color Discrimination	-0.08	0.88	74	-0.28	0.12
Finger Dexterity	-0.16	0.87	147	-0.30	-0.02
Tweezer Dexterity	0.07	1.04	147	-0.10	0.24
Word Association	-0.08	0.92	145	-0.23	0.07
English Vocabulary	-0.28	1.02	146	-0.44	-0.11
Visual Designs 1	-0.06	1.00	75	-0.29	0.17
Visual Designs 2	0.19	0.99	75	-0.03	0.41

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 73

Mean Z-Scores for Standard-Battery Tests for Protective Services

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.41	0.97	188	-0.55	-0.27
Ideaphoria	-0.33	1.14	154	-0.51	-0.15
Foresight	-0.09	1.05	107	-0.29	0.11
Inductive Reasoning	0.04	1.05	158	-0.13	0.20
Analytical Reasoning	-0.07	1.07	143	-0.24	0.11
Number Series	-0.40	1.18	189	-0.56	-0.23
Number Facility	-0.26	1.05	145	-0.43	-0.09
Paper Folding	0.06	1.04	189	-0.09	0.21
Structural Visualization	0.09	1.05	189	-0.06	0.24
Tonal Memory	-0.28	0.98	103	-0.47	-0.09
Pitch Discrimination	-0.07	1.03	189	-0.22	0.08
Rhythm Memory	-0.29	0.99	189	-0.44	-0.15
Memory for Design	-0.06	1.09	188	-0.22	0.09
Silograms	-0.30	0.99	185	-0.44	-0.16
Number Memory	-0.15	1.03	159	-0.31	0.01
Observation	-0.08	1.03	130	-0.26	0.09
Color Discrimination	-0.47	1.14	90	-0.70	-0.23
Finger Dexterity	-0.27	0.87	188	-0.39	-0.15
Tweezer Dexterity	-0.10	0.99	189	-0.24	0.04
Word Association	-0.06	1.03	187	-0.20	0.09
English Vocabulary	-0.27	1.02	187	-0.42	-0.13
Visual Designs 1	-0.18	1.07	88	-0.40	0.05
Visual Designs 2	0.25	1.14	88	0.01	0.49

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 74

Mean Z-Scores for Standard-Battery Tests for Agric./Fish/Forestry, etc.

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.35	1.04	225	-0.48	-0.21
Ideaphoria	-0.34	1.18	190	-0.51	-0.17
Foresight	-0.04	1.05	129	-0.22	0.14
Inductive Reasoning	-0.04	1.09	193	-0.20	0.11
Analytical Reasoning	-0.24	0.89	170	-0.38	-0.11
Number Series	-0.24	1.02	227	-0.37	-0.10
Number Facility	-0.29	0.98	170	-0.43	-0.14
Paper Folding	0.02	1.00	227	-0.11	0.15
Structural Visualization	0.10	1.00	227	-0.03	0.23
Tonal Memory	-0.17	1.09	115	-0.37	0.03
Pitch Discrimination	0.04	0.98	226	-0.09	0.17
Rhythm Memory	-0.22	1.03	227	-0.35	-0.08
Memory for Design	-0.19	0.87	225	-0.31	-0.08
Silograms	-0.38	0.98	224	-0.51	-0.25
Number Memory	-0.26	1.00	200	-0.39	-0.12
Observation	-0.11	1.03	152	-0.28	0.05
Color Discrimination	-0.29	1.21	105	-0.52	-0.06
Finger Dexterity	-0.24	0.94	227	-0.37	-0.12
Tweezer Dexterity	-0.07	1.04	225	-0.21	0.06
Word Association	-0.02	1.03	223	-0.15	0.12
English Vocabulary	-0.31	1.07	227	-0.45	-0.17
Visual Designs 1	0.07	1.08	105	-0.14	0.28
Visual Designs 2	0.09	1.01	105	-0.10	0.29

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 75

Mean Z-Scores for Standard-Battery Tests for Landscape/Lawn, etc.

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.20	1.07	83	-0.43	0.03
Ideaphoria	-0.39	1.24	76	-0.67	-0.11
Foresight	**0.08**	**1.06**	**48**	**-0.22**	**0.38**
Inductive Reasoning	0.14	1.05	67	-0.11	0.39
Analytical Reasoning	-0.36	0.91	71	-0.57	-0.15
Number Series	-0.34	1.03	84	-0.55	-0.12
Number Facility	-0.27	0.99	71	-0.50	-0.04
Paper Folding	-0.01	1.05	84	-0.24	0.21
Structural Visualization	0.15	1.02	84	-0.06	0.37
Tonal Memory	**-0.32**	**1.14**	**49**	**-0.64**	**0.00**
Pitch Discrimination	0.07	0.92	84	-0.12	0.27
Rhythm Memory	-0.20	0.95	84	-0.40	0.00
Memory for Design	-0.07	0.82	84	-0.25	0.10
Silograms	-0.34	0.96	83	-0.55	-0.14
Number Memory	-0.23	1.01	79	-0.45	-0.01
Observation	-0.08	1.04	51	-0.36	0.21
Color Discrimination	**-0.44**	**1.18**	**47**	**-0.77**	**-0.10**
Finger Dexterity	-0.41	0.95	84	-0.61	-0.20
Tweezer Dexterity	-0.18	0.98	82	-0.40	0.03
Word Association	-0.02	1.01	83	-0.24	0.20
English Vocabulary	-0.29	0.97	84	-0.50	-0.08
Visual Designs 1	**0.09**	**1.06**	**47**	**-0.21**	**0.40**
Visual Designs 2	**-0.02**	**0.99**	**47**	**-0.30**	**0.26**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 76

Mean Z-Scores for Standard-Battery Tests for Machine Trades

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.47	1.03	119	-0.65	-0.28
Ideaphoria	-0.79	0.95	88	-0.99	-0.59
Foresight	-0.33	0.93	69	-0.55	-0.11
Inductive Reasoning	0.06	1.02	108	-0.13	0.25
Analytical Reasoning	-0.09	1.04	80	-0.32	0.13
Number Series	-0.26	1.09	119	-0.45	-0.06
Number Facility	-0.23	0.97	79	-0.44	-0.02
Paper Folding	0.48	0.98	119	0.30	0.65
Structural Visualization	0.55	0.92	118	0.39	0.72
Tonal Memory	**-0.33**	**1.08**	**46**	**-0.64**	**-0.02**
Pitch Discrimination	0.04	1.02	119	-0.14	0.23
Rhythm Memory	-0.03	0.92	118	-0.19	0.14
Memory for Design	0.11	0.92	118	-0.06	0.27
Silograms	-0.46	0.83	117	-0.61	-0.32
Number Memory	-0.10	0.98	101	-0.29	0.09
Observation	0.01	1.04	92	-0.20	0.22
Color Discrimination	**-0.21**	**0.78**	**38**	**-0.46**	**0.04**
Finger Dexterity	-0.10	0.90	119	-0.26	0.06
Tweezer Dexterity	0.03	1.03	117	-0.15	0.22
Word Association	-0.01	1.07	117	-0.20	0.19
English Vocabulary	-0.44	1.05	119	-0.62	-0.25
Visual Designs 1	**-0.16**	**0.97**	**37**	**-0.48**	**0.15**
Visual Designs 2	**-0.10**	**1.09**	**37**	**-0.45**	**0.25**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Table 77

Mean Z-Scores for Standard-Battery Tests for Benchwork

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.28	1.05	100	-0.48	-0.07
Ideaphoria	-0.36	1.00	88	-0.56	-0.15
Foresight	**-0.21**	**0.85**	**43**	**-0.46**	**0.05**
Inductive Reasoning	-0.02	1.10	94	-0.25	0.20
Analytical Reasoning	-0.11	1.02	81	-0.33	0.11
Number Series	-0.20	1.05	101	-0.40	0.01
Number Facility	-0.30	1.07	81	-0.53	-0.07
Paper Folding	0.36	1.07	101	0.15	0.57
Structural Visualization	0.43	1.03	101	0.23	0.63
Tonal Memory	**-0.07**	**1.07**	**45**	**-0.38**	**0.24**
Pitch Discrimination	0.12	0.97	99	-0.07	0.32
Rhythm Memory	0.02	0.98	101	-0.17	0.21
Memory for Design	0.19	1.03	99	-0.01	0.39
Silograms	-0.34	0.93	101	-0.52	-0.16
Number Memory	-0.41	0.94	92	-0.60	-0.22
Observation	-0.08	1.06	79	-0.31	0.16
Color Discrimination	**0.22**	**1.18**	**34**	**-0.18**	**0.61**
Finger Dexterity	0.22	1.06	101	0.02	0.43
Tweezer Dexterity	0.22	1.01	101	0.02	0.42
Word Association	-0.19	0.97	100	-0.38	0.00
English Vocabulary	-0.28	1.05	100	-0.49	-0.07
Visual Designs 1	**0.43**	**1.08**	**33**	**0.06**	**0.79**
Visual Designs 2	**0.02**	**0.99**	**33**	**-0.32**	**0.36**

Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

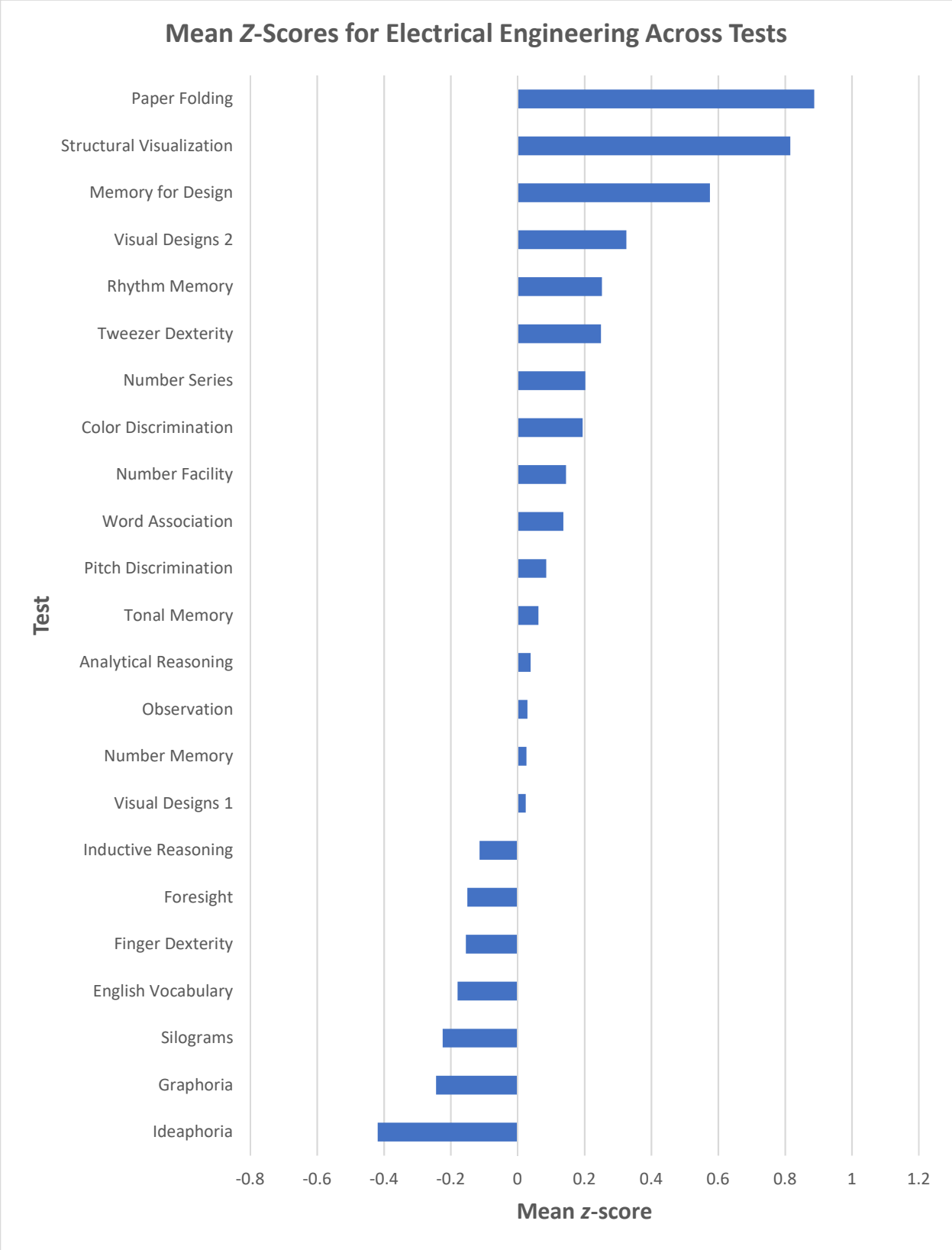
Table 78

Mean Z-Scores for Standard-Battery Tests for Carpenters

Test	*M*	*SD*	*N*	CI_{Lower}	CI_{Upper}
Graphoria	-0.58	0.98	96	-0.78	-0.38
Ideaphoria	-0.38	1.02	73	-0.61	-0.14
Foresight	-0.34	0.87	55	-0.57	-0.11
Inductive Reasoning	0.07	0.98	88	-0.14	0.27
Analytical Reasoning	-0.02	1.05	70	-0.27	0.22
Number Series	-0.08	0.85	98	-0.25	0.09
Number Facility	-0.08	0.94	70	-0.30	0.14
Paper Folding	0.56	1.02	97	0.35	0.76
Structural Visualization	0.67	0.95	97	0.49	0.86
Tonal Memory	**0.02**	**0.88**	**44**	**-0.24**	**0.28**
Pitch Discrimination	0.08	1.04	97	-0.13	0.28
Rhythm Memory	0.10	0.89	98	-0.08	0.28
Memory for Design	0.05	0.95	98	-0.14	0.24
Silograms	-0.43	0.97	97	-0.62	-0.24
Number Memory	-0.17	0.88	75	-0.37	0.03
Observation	0.18	0.96	72	-0.04	0.40
Color Discrimination	**0.00**	**0.93**	**39**	**-0.29**	**0.29**
Finger Dexterity	-0.08	0.83	97	-0.25	0.08
Tweezer Dexterity	0.09	1.00	97	-0.10	0.29
Word Association	-0.03	1.04	98	-0.23	0.18
English Vocabulary	-0.27	0.99	98	-0.47	-0.07
Visual Designs 1	**0.23**	**1.07**	**40**	**-0.10**	**0.56**
Visual Designs 2	**0.12**	**0.98**	**40**	**-0.18**	**0.43**

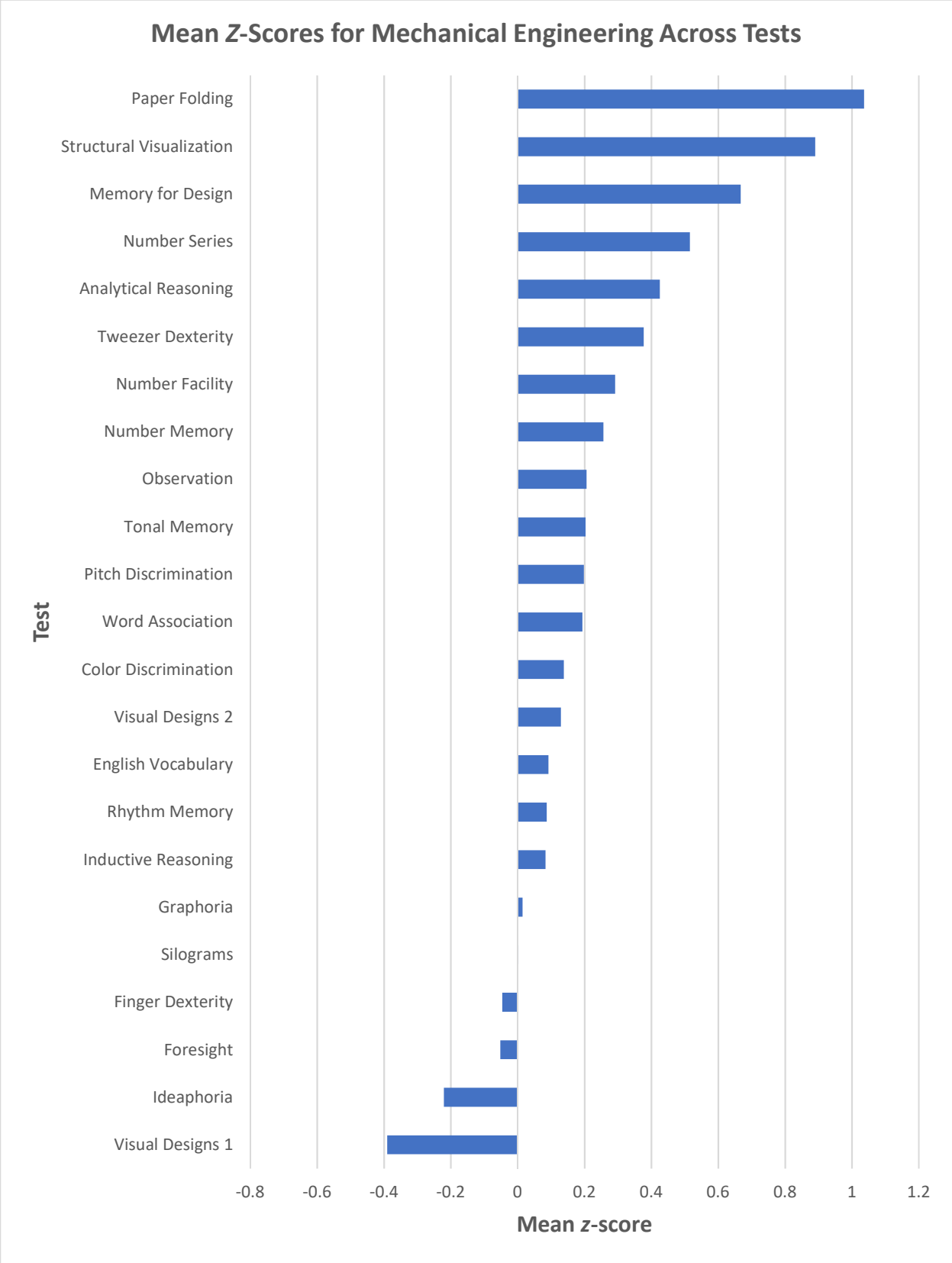
Note. In the table header,"CI_{Lower}" refers to the lower bound of the 95% confidence interval; similarly, "CI_{Upper}" refers to the upper bound of the 95% confidence interval. If the number of examinees who took a given test was less than 50, the values for that test appear in bold.

Figure 55



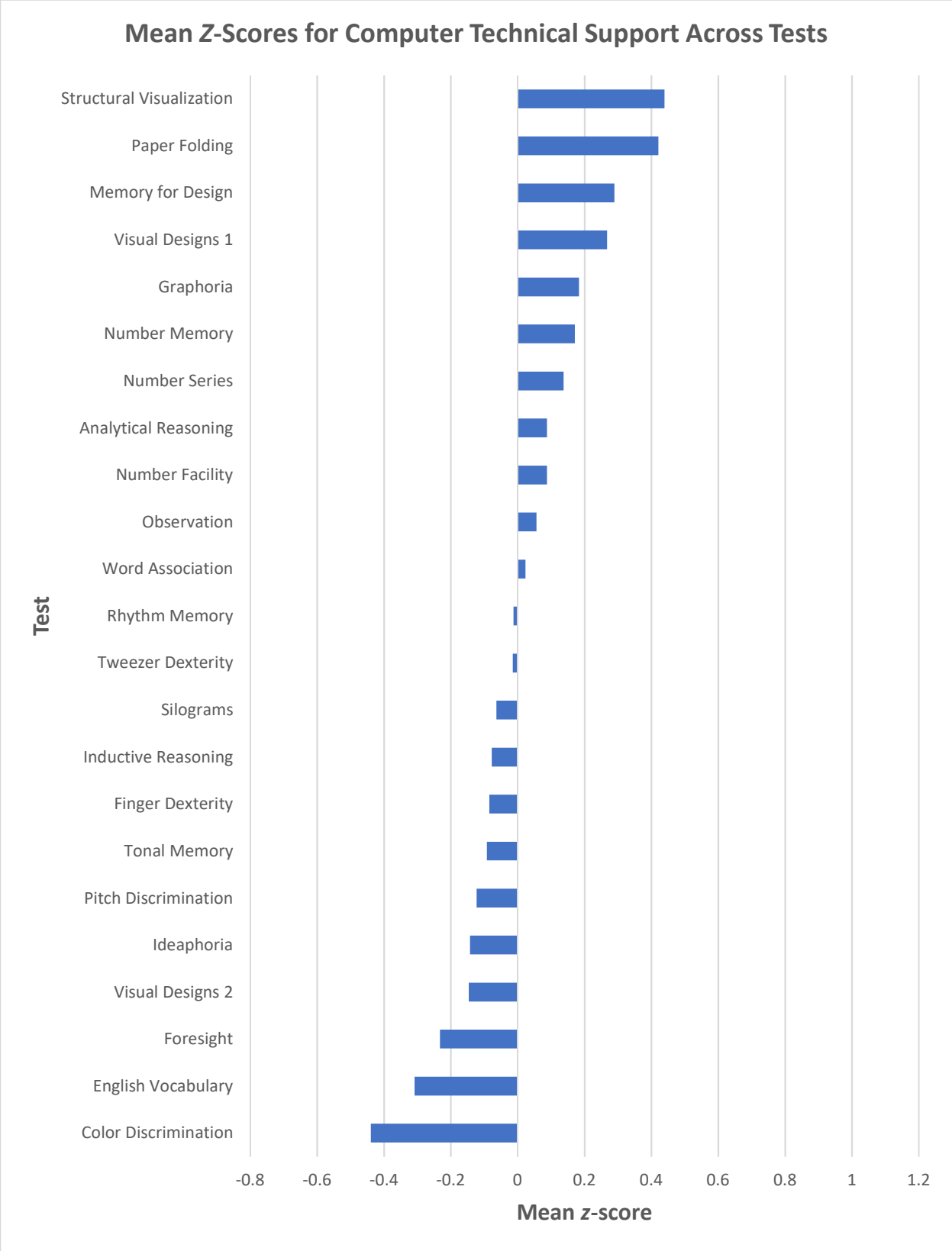
Note. The number of electrical engineers who took each test ranged from 36 to 104.

Figure 56



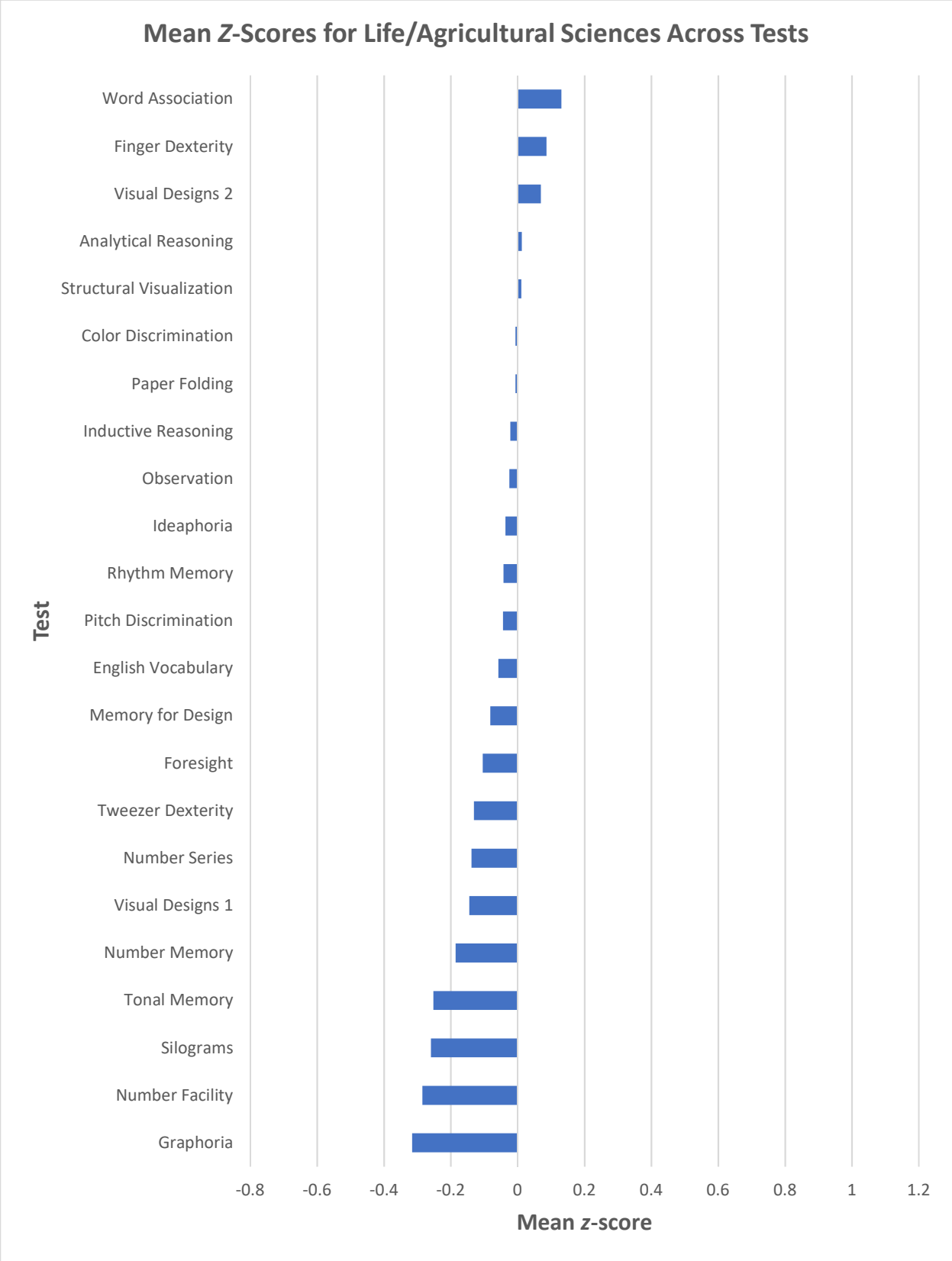
Note. The number of mechanical engineers who took each test ranged from 23 to 86.

Figure 57



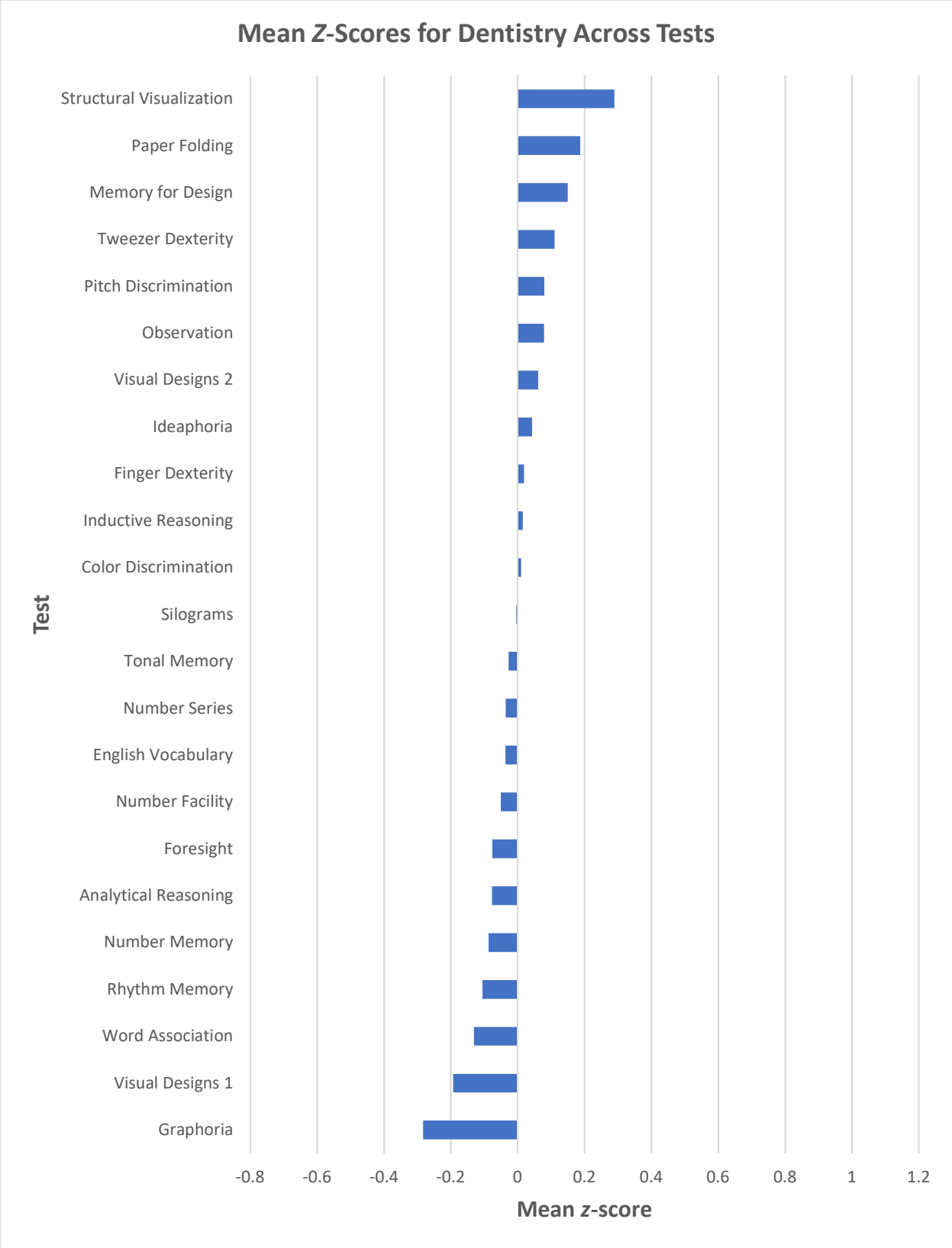
Note. The number of computer support technicians who took each test ranged from 44 to 104.

Figure 58



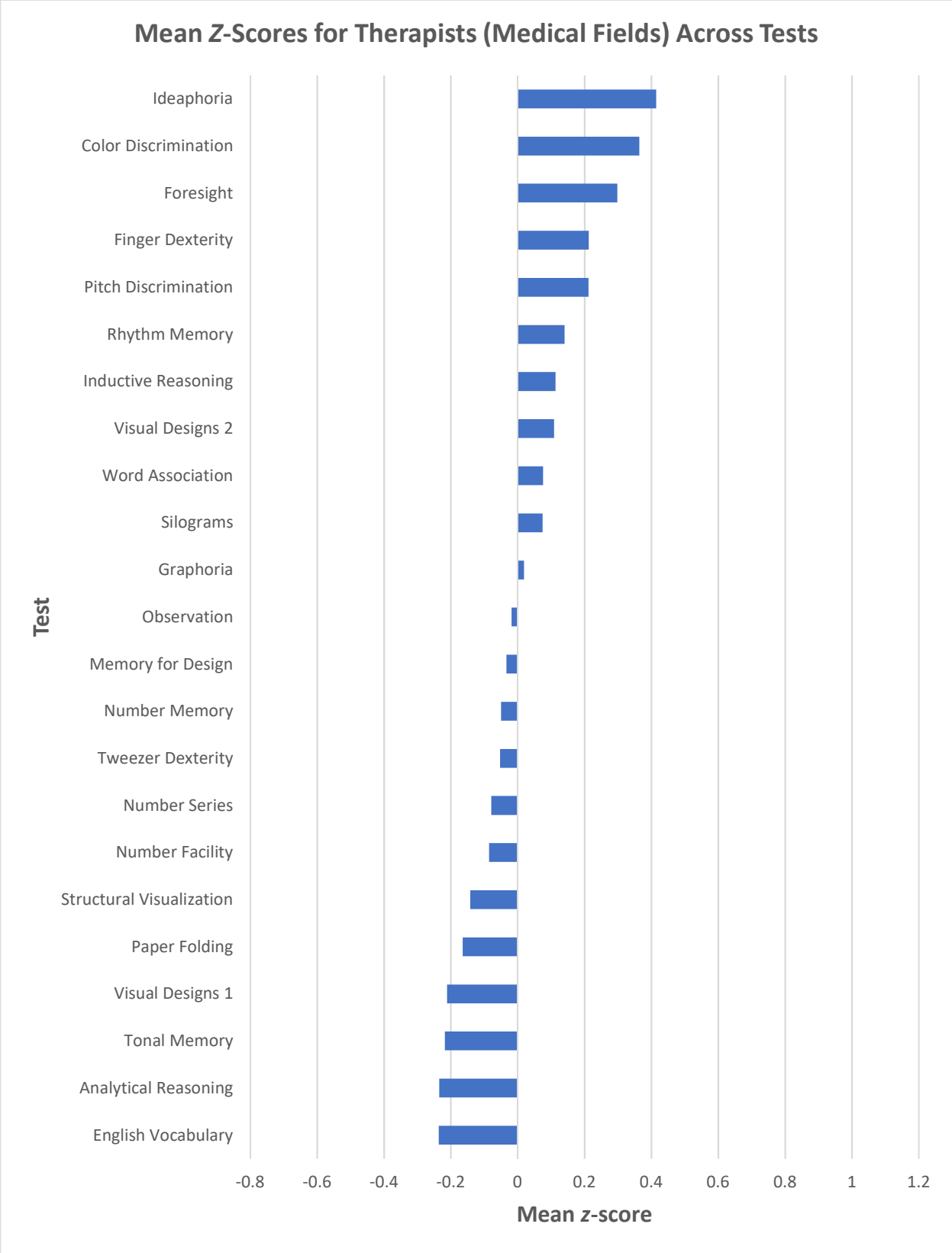
Note. The number of life and agricultural scientists who took each test ranged from 45 to 110.

Figure 59



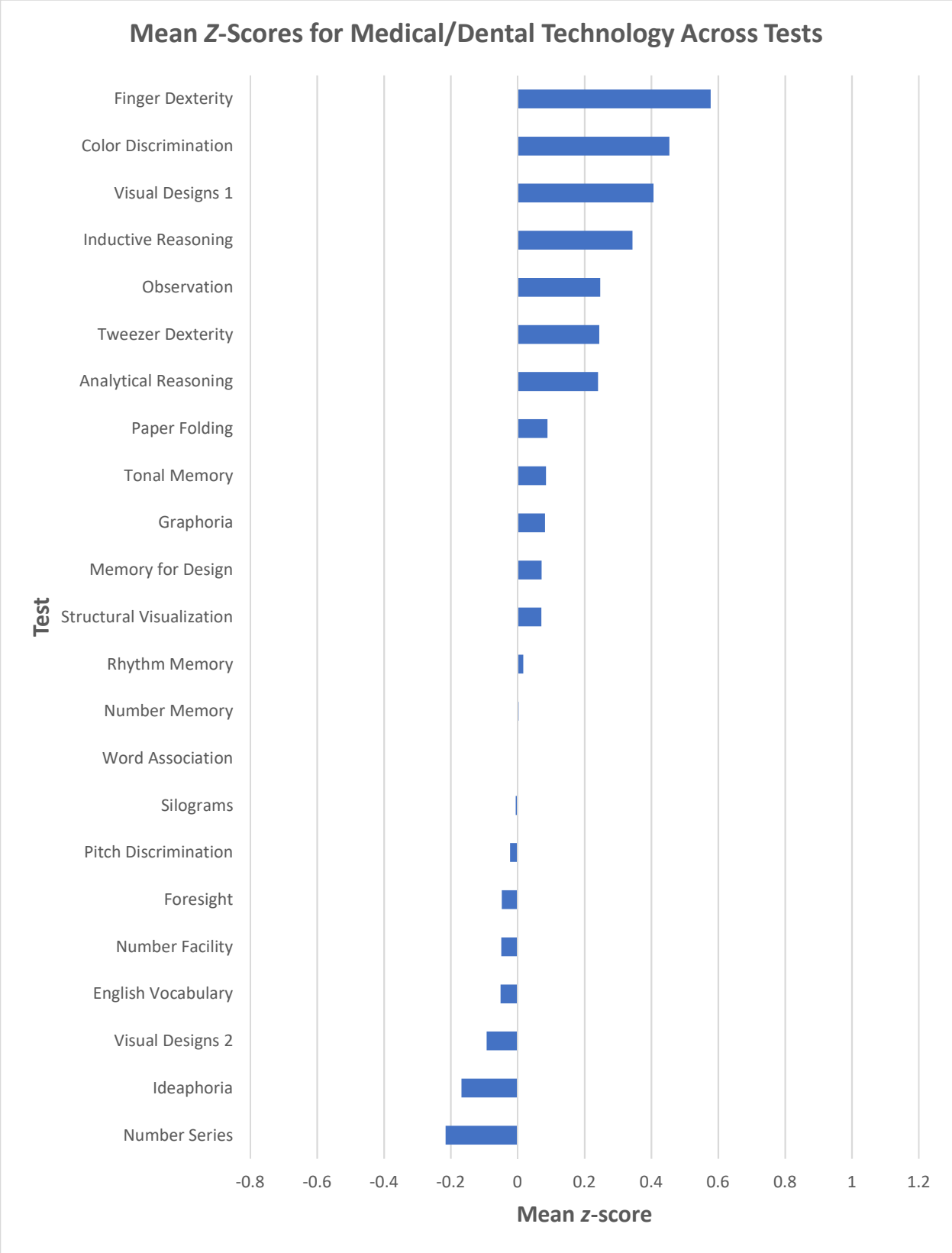
Note. The number of dentists who took each test ranged from 19 to 60.

Figure 60



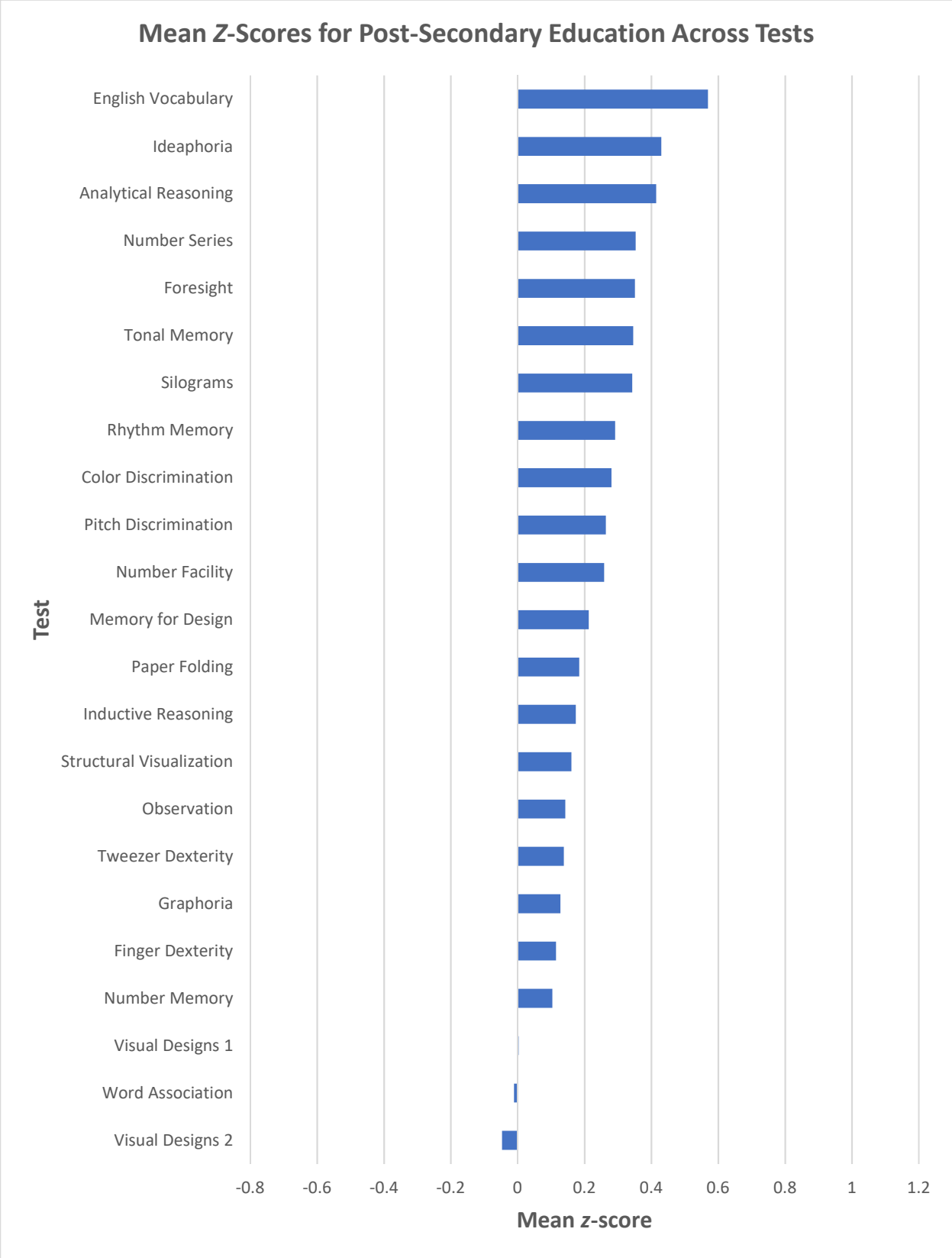
Note. The number of therapists (medical fields) who took each test ranged from 26 to 70.

Figure 61



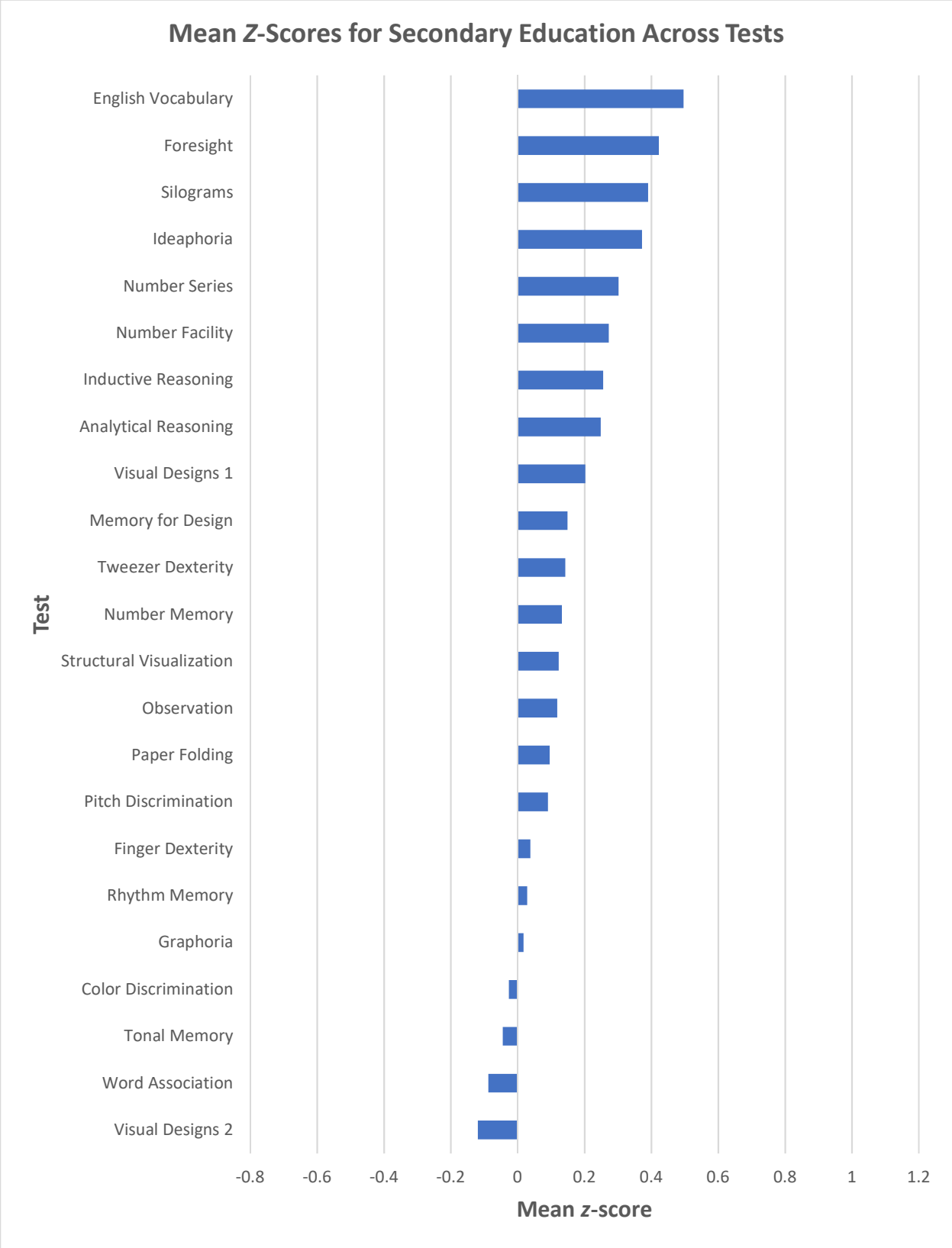
Note. The number of medical/dental technicians who took each test ranged from 21 to 66.

Figure 62



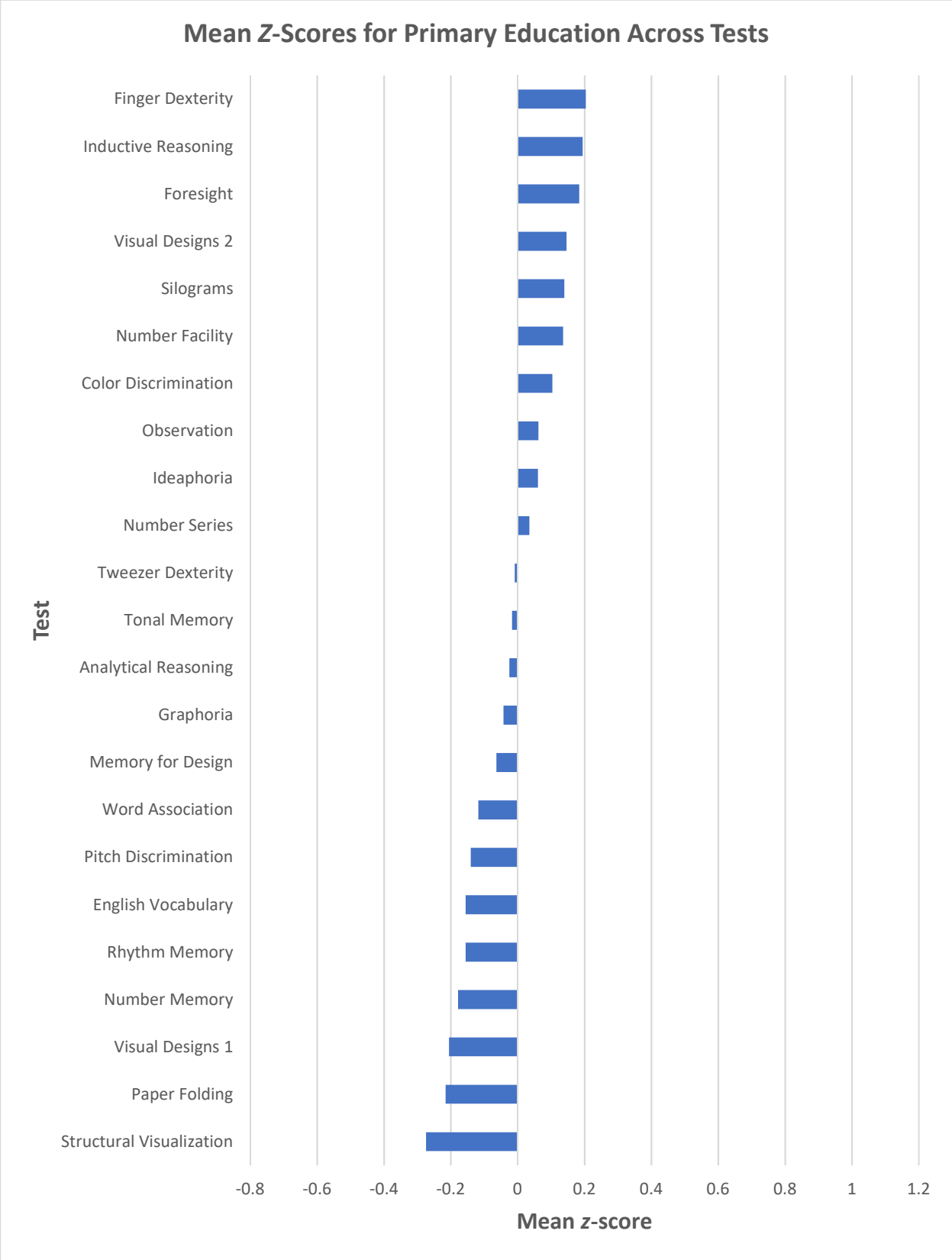
Note. The number of post-secondary educators who took each test ranged from 93 to 231.

Figure 63



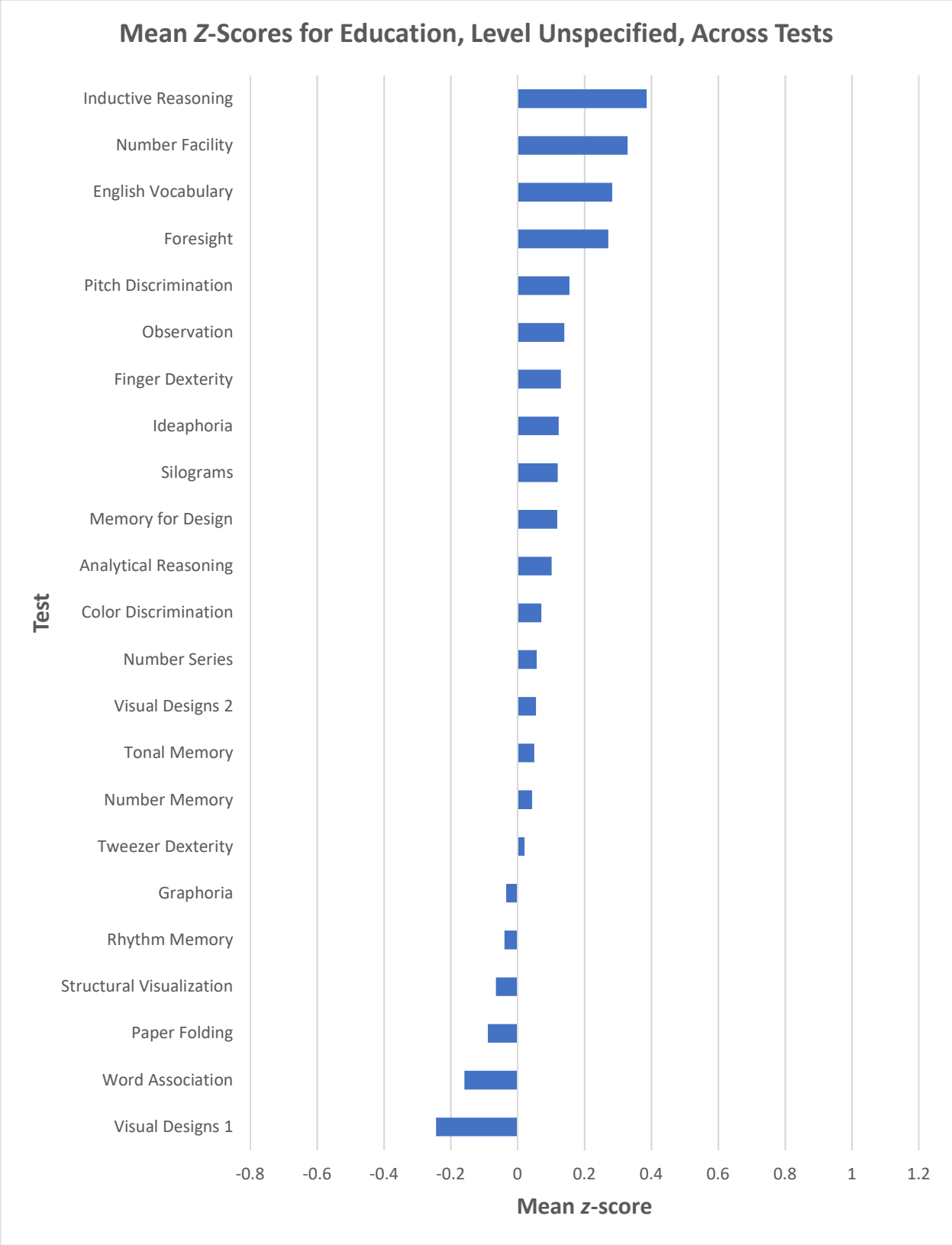
Note. The number of secondary educators who took each test ranged from 95 to 207.

Figure 64



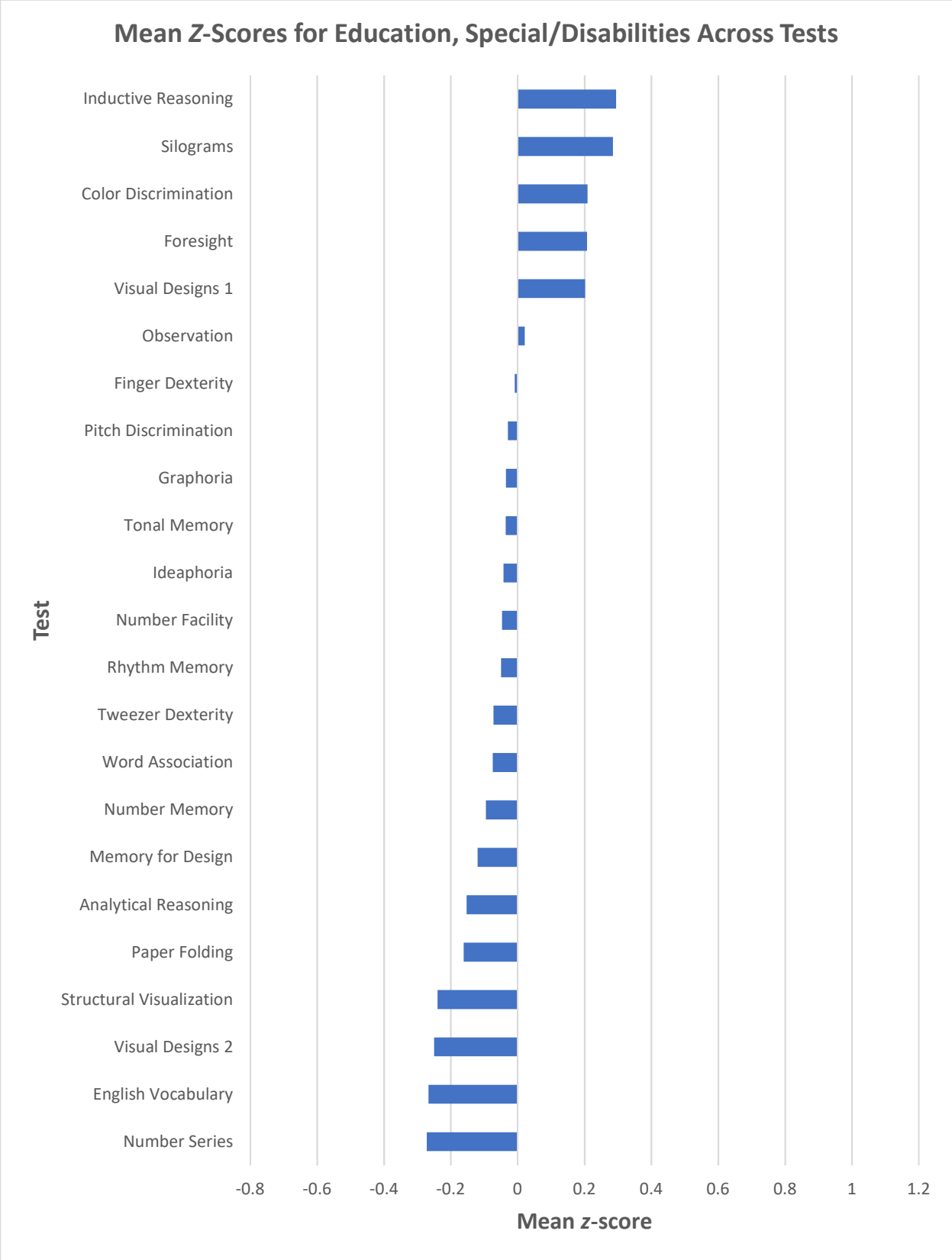
Note. The number of primary educators who took each test ranged from 110 to 268.

Figure 65



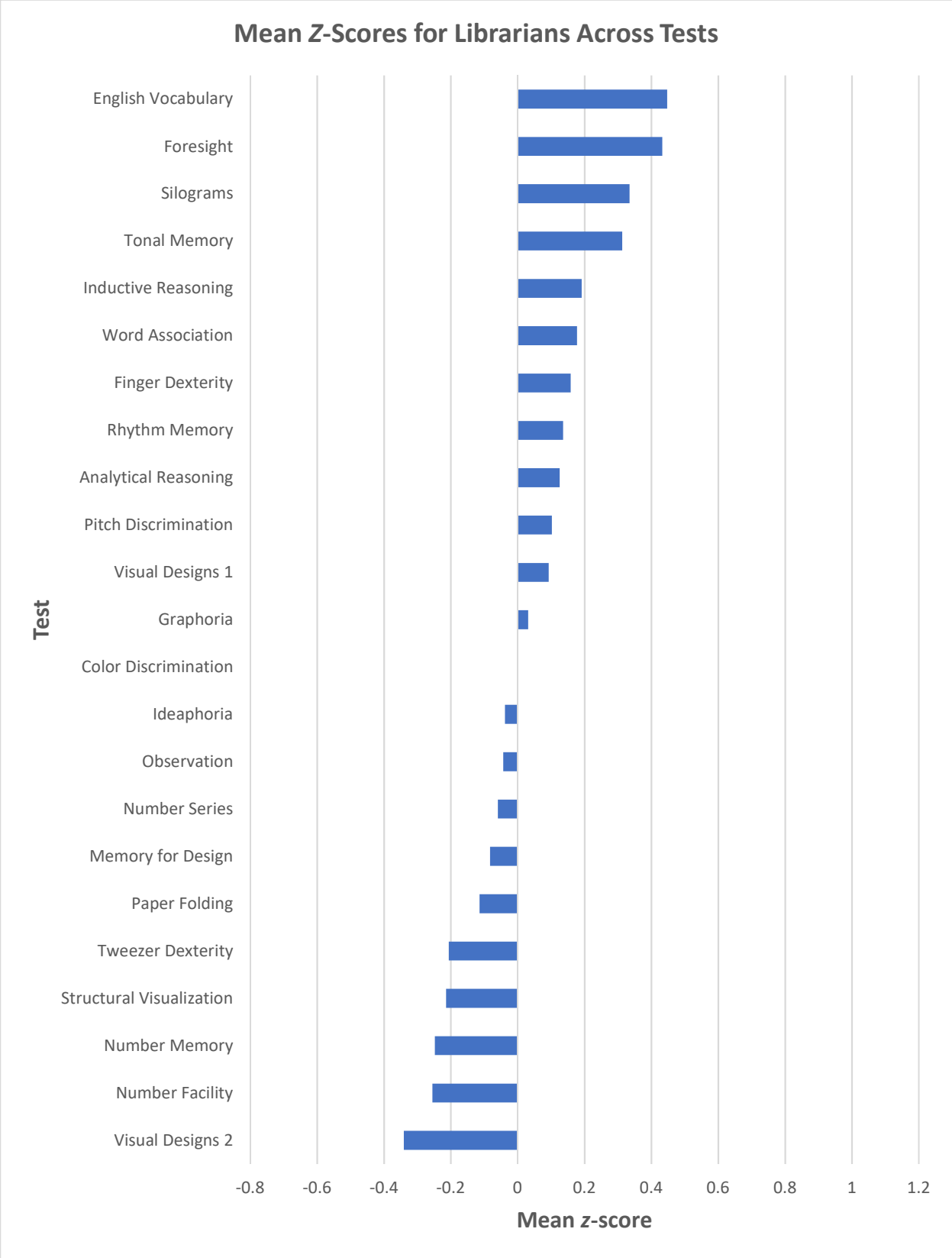
Note. The number of educators (level unspecified) who took each test ranged from 39 to 113.

Figure 66



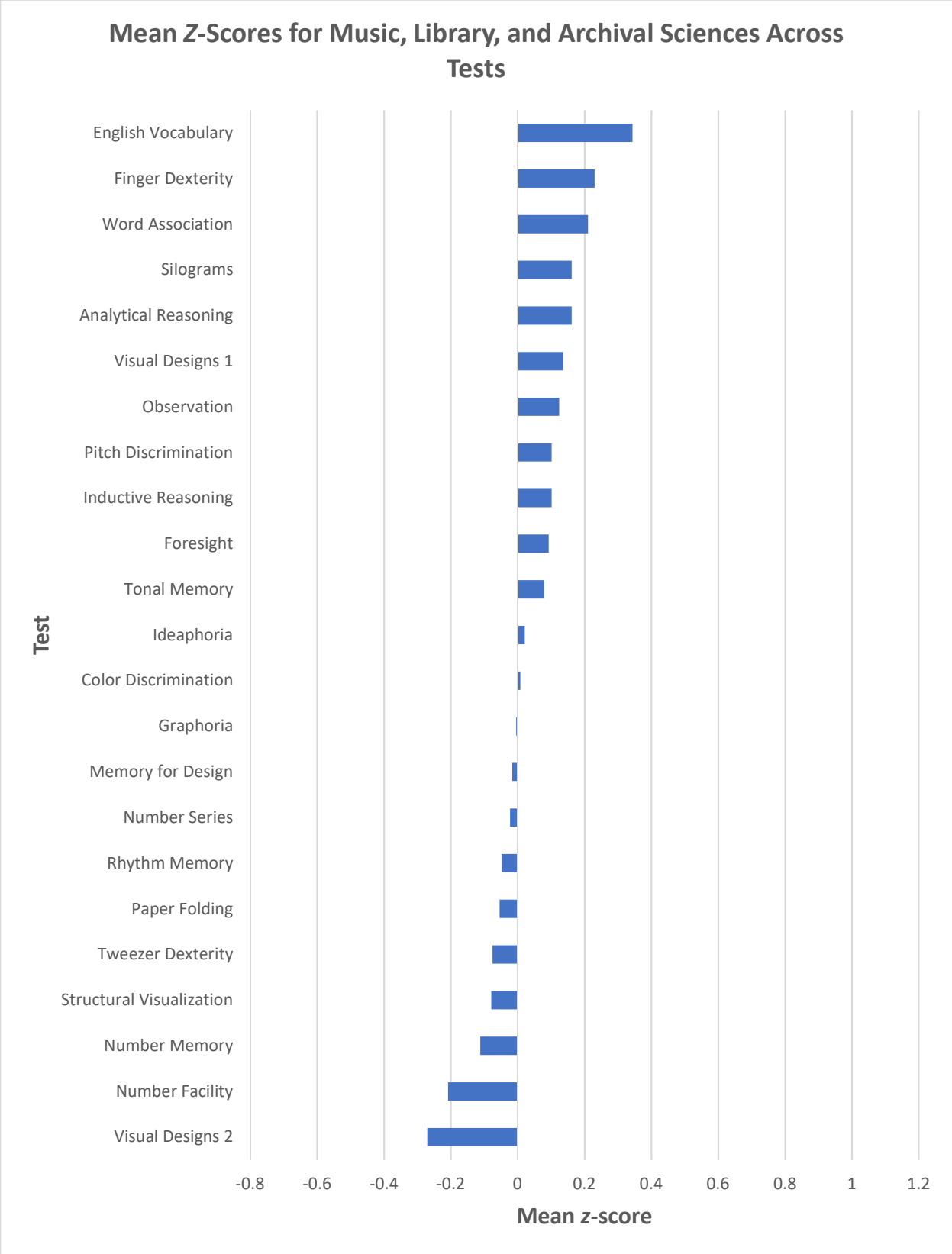
Note. The number of educators (special/disabilities) who took each test ranged from 31 to 64.

Figure 67



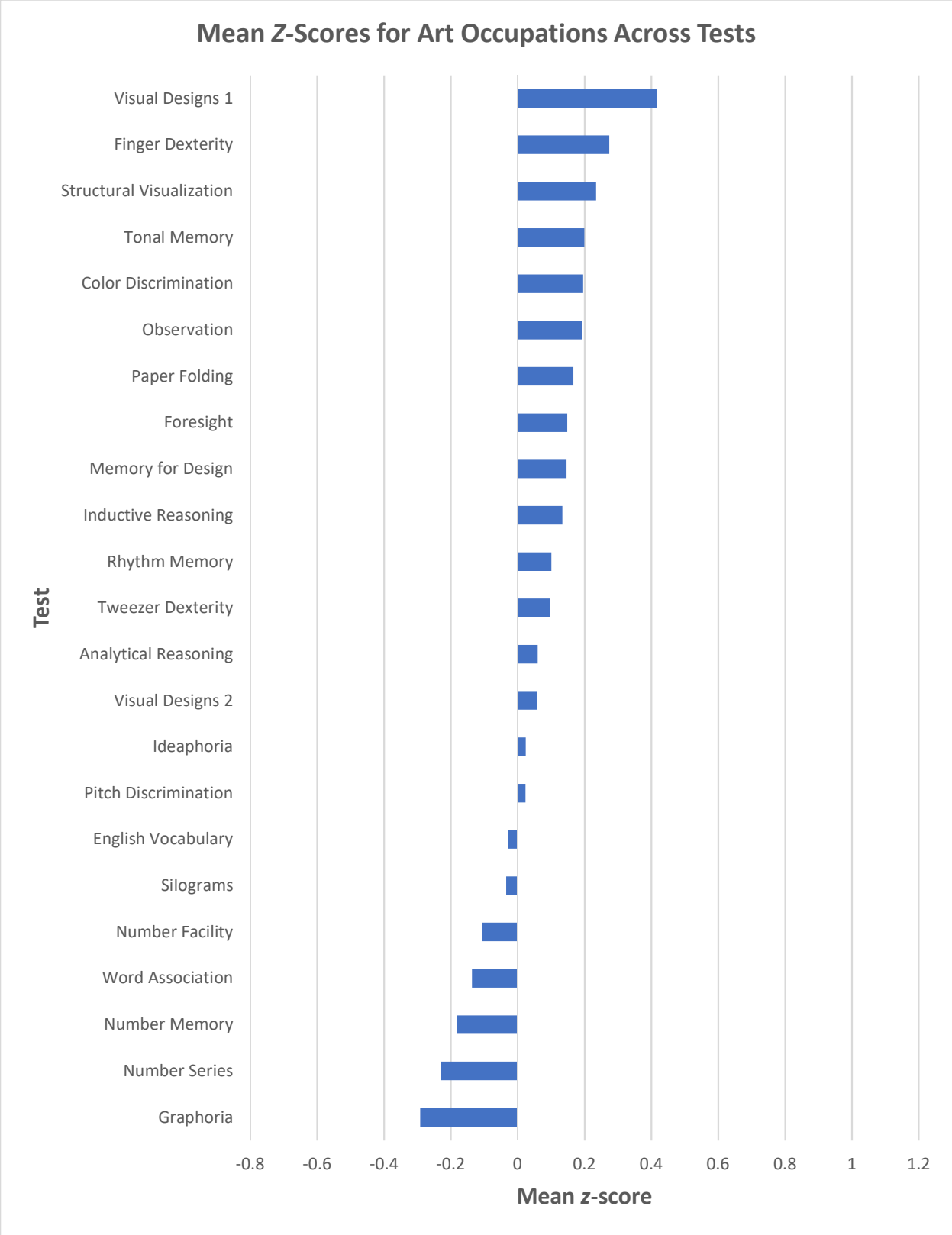
Note. The number of librarians who took each test ranged from 22 to 62.

Figure 68



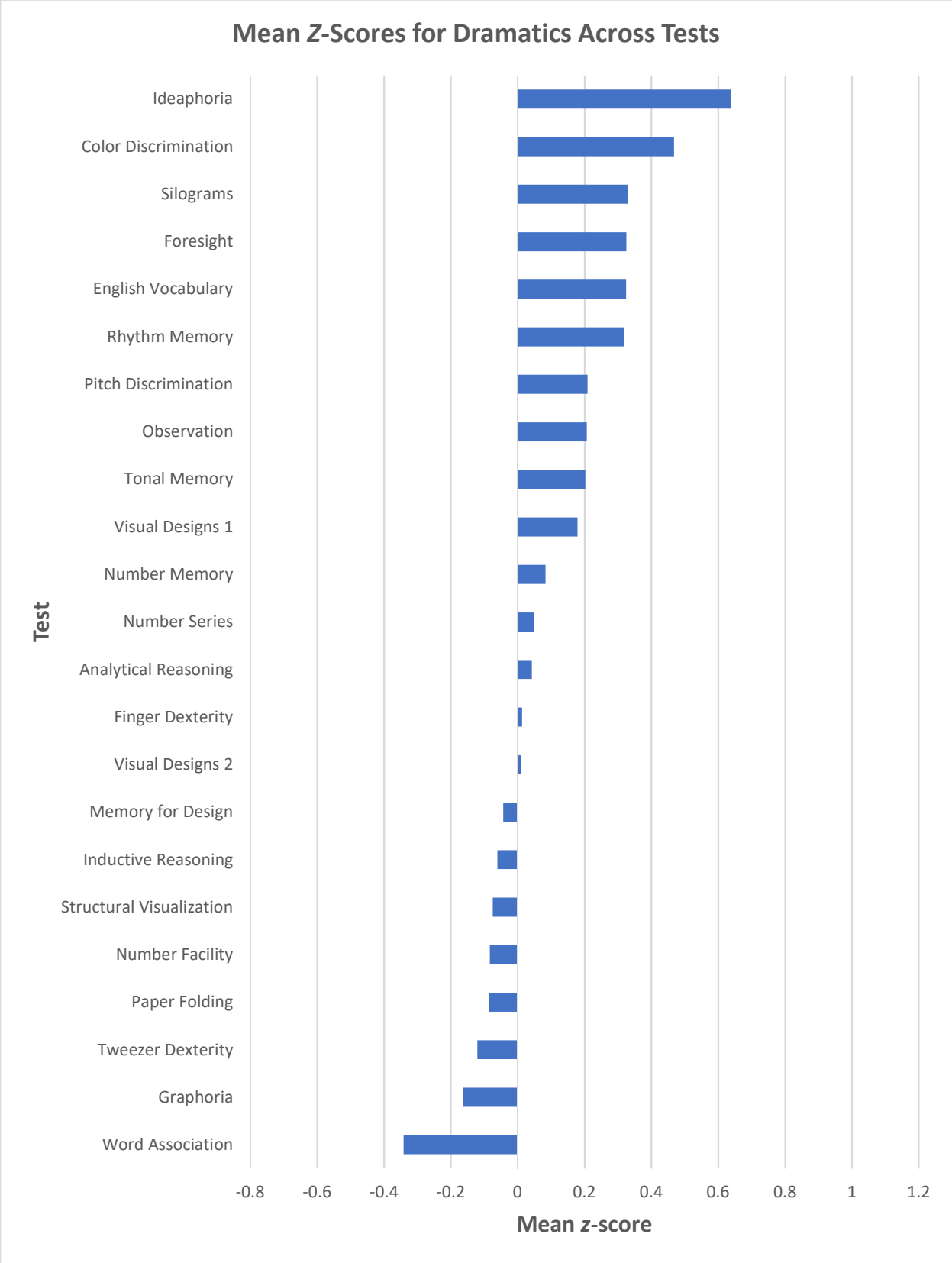
Note. The number of music, library, and archival scientists who took each test ranged from 45 to 140.

Figure 69



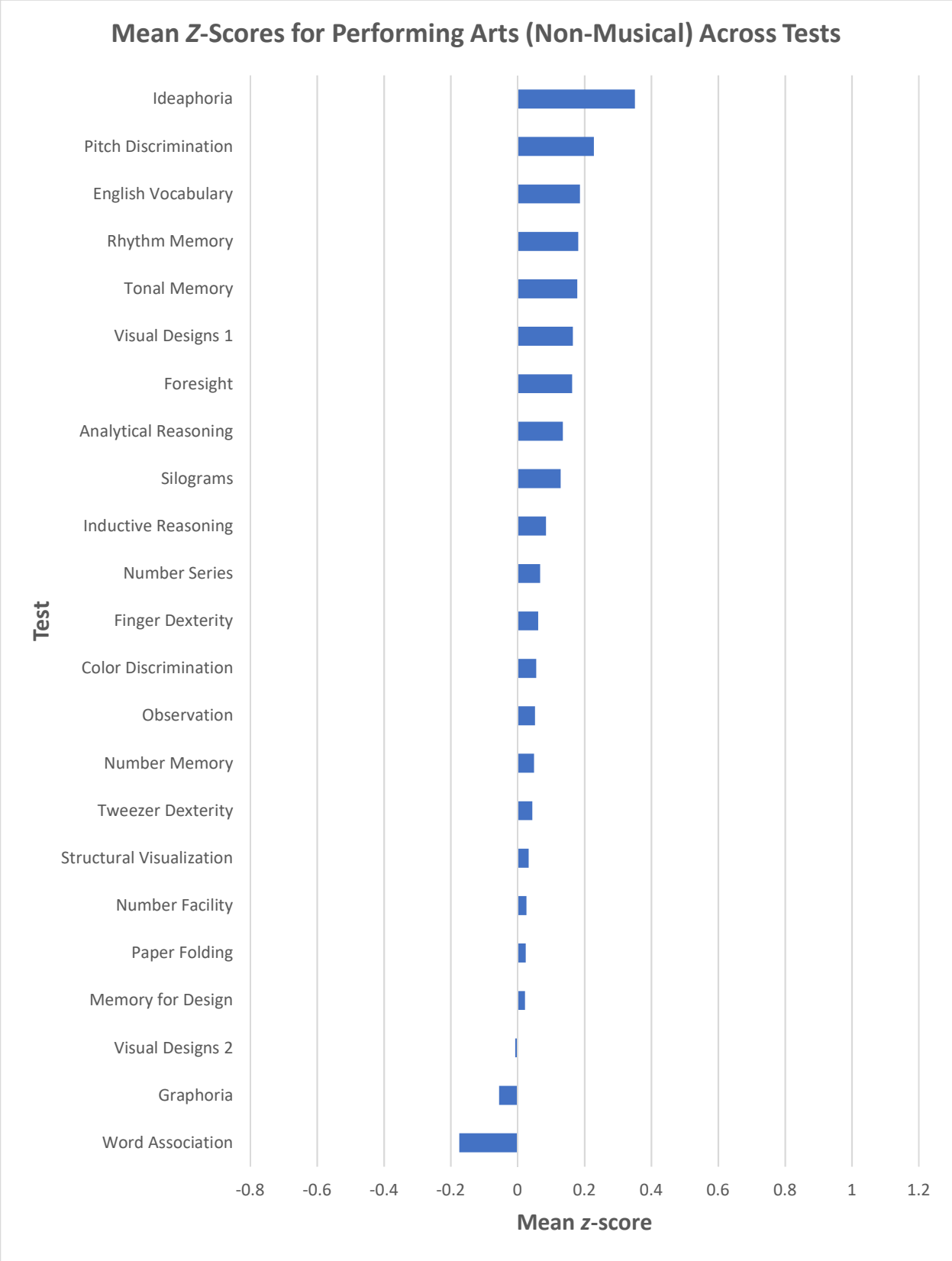
Note. The number of people in art occupations who took each test ranged from 182 to 448.

Figure 70



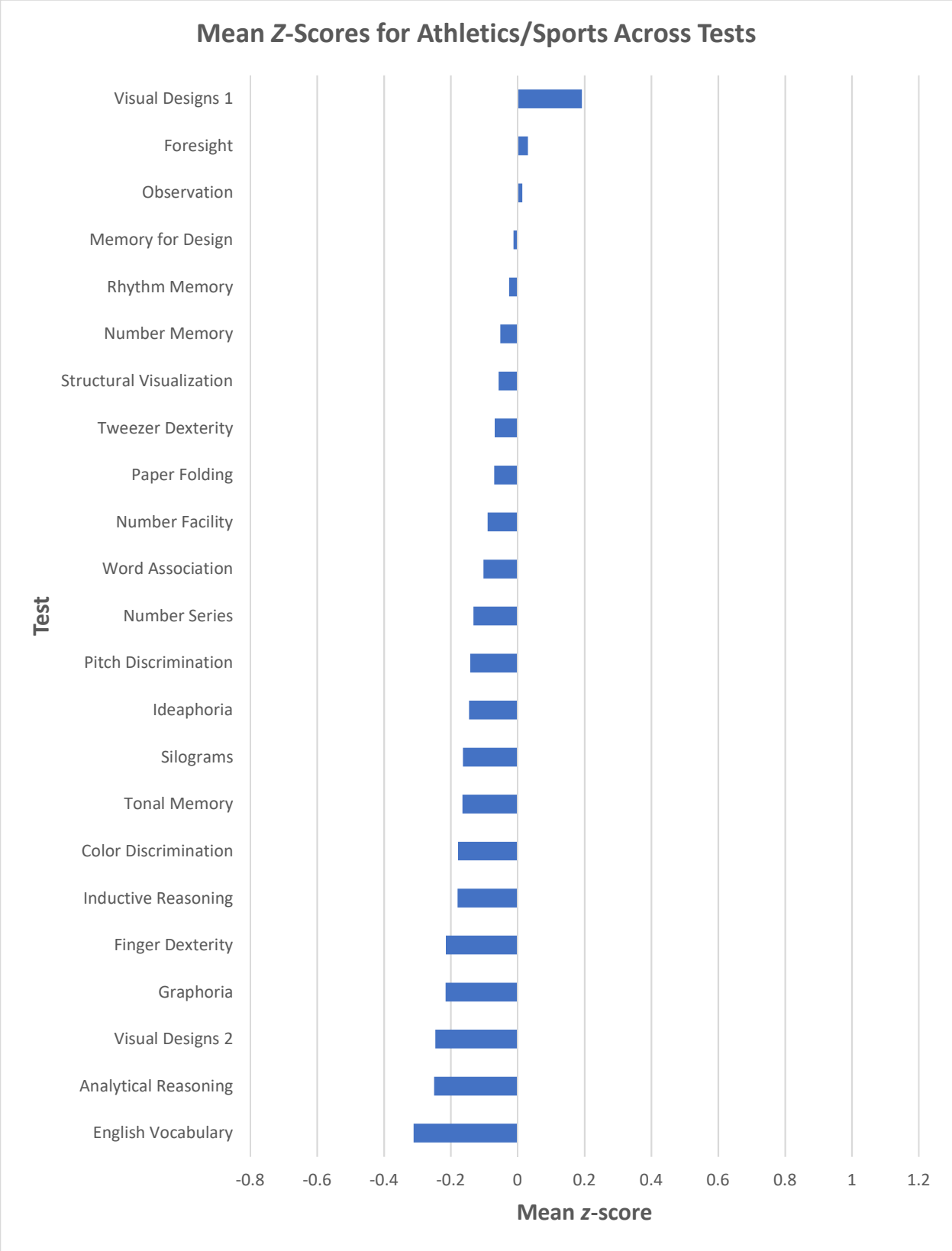
Note. The number of people in dramatics who took each test ranged from 30 to 66.

Figure 71



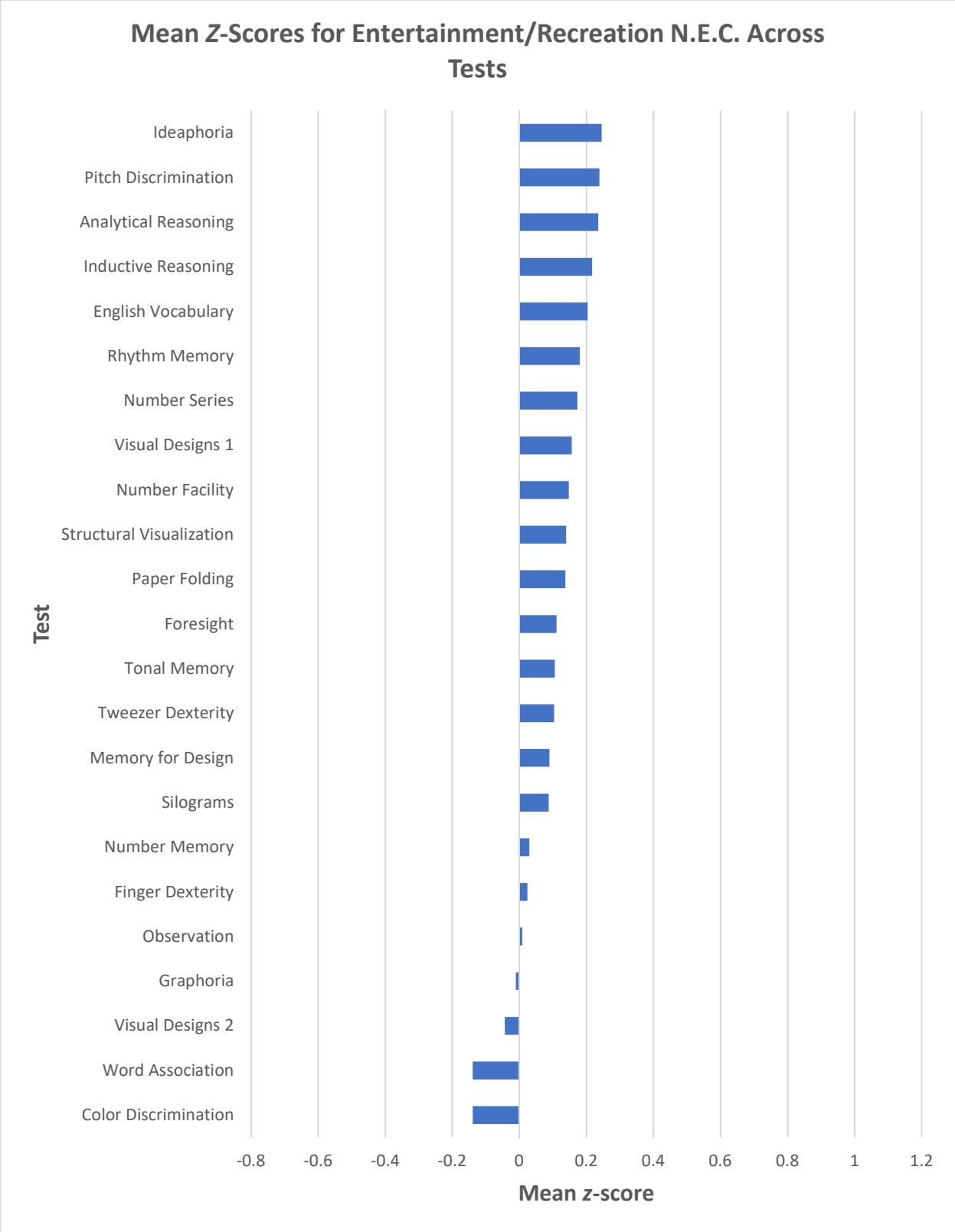
Note. The number of non-musical performing artists who took each test ranged from 115 to 245.

Figure 72



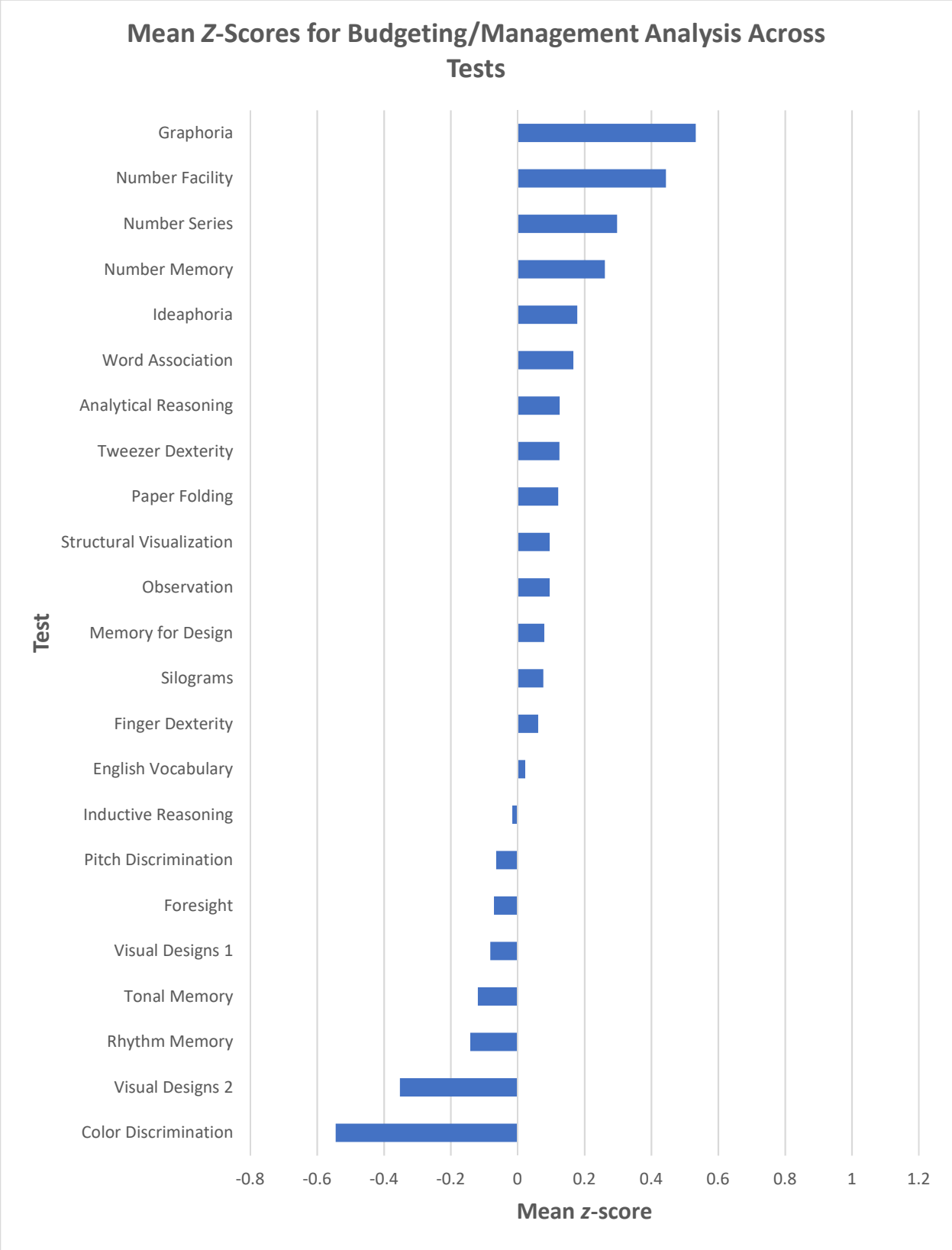
Note. The number of athletes who took each test ranged from 135 to 270.

Figure 73



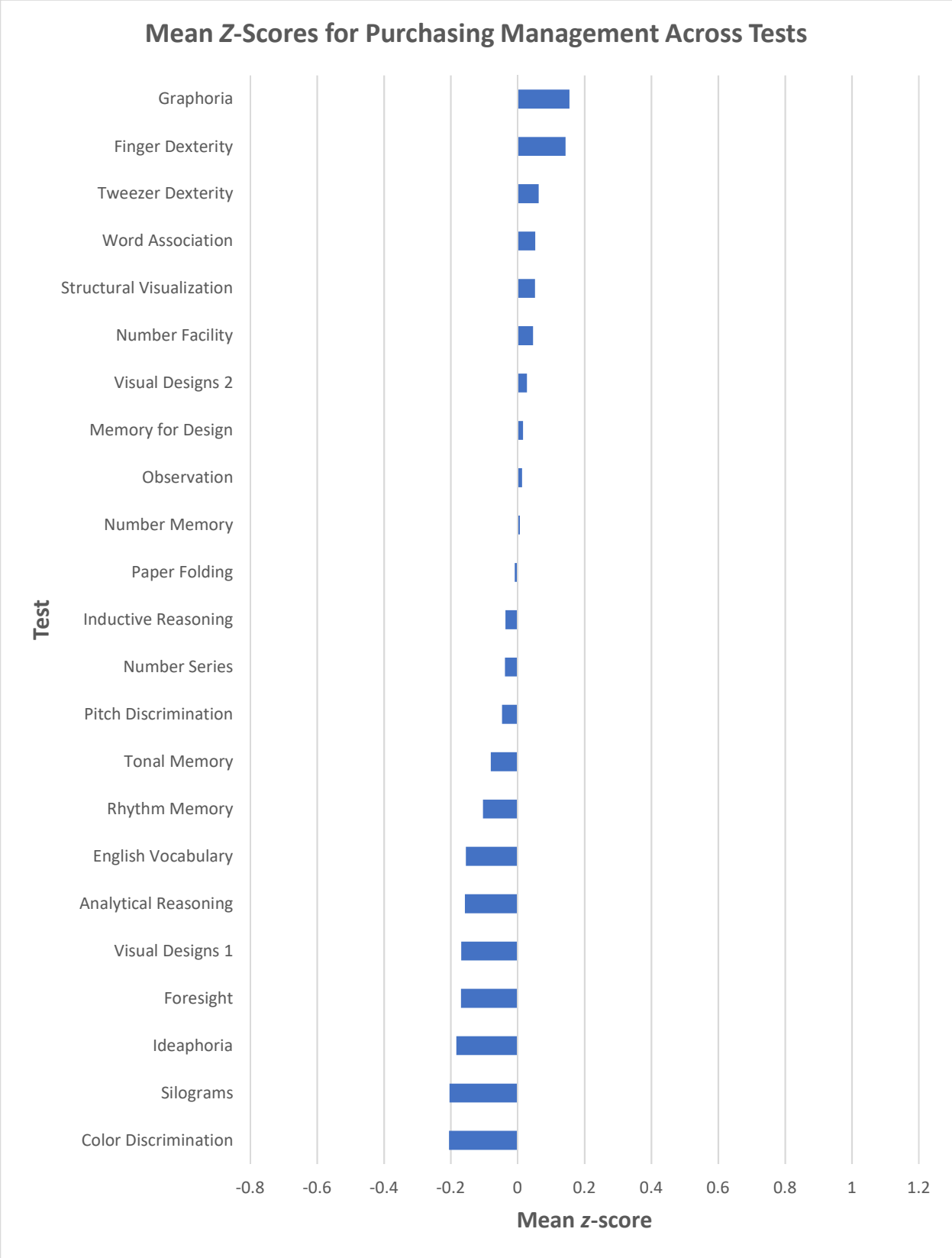
Note. The number of people in entertainment/recreation occupations (N.E.C.) who took each test ranged from 79 to 158.

Figure 74



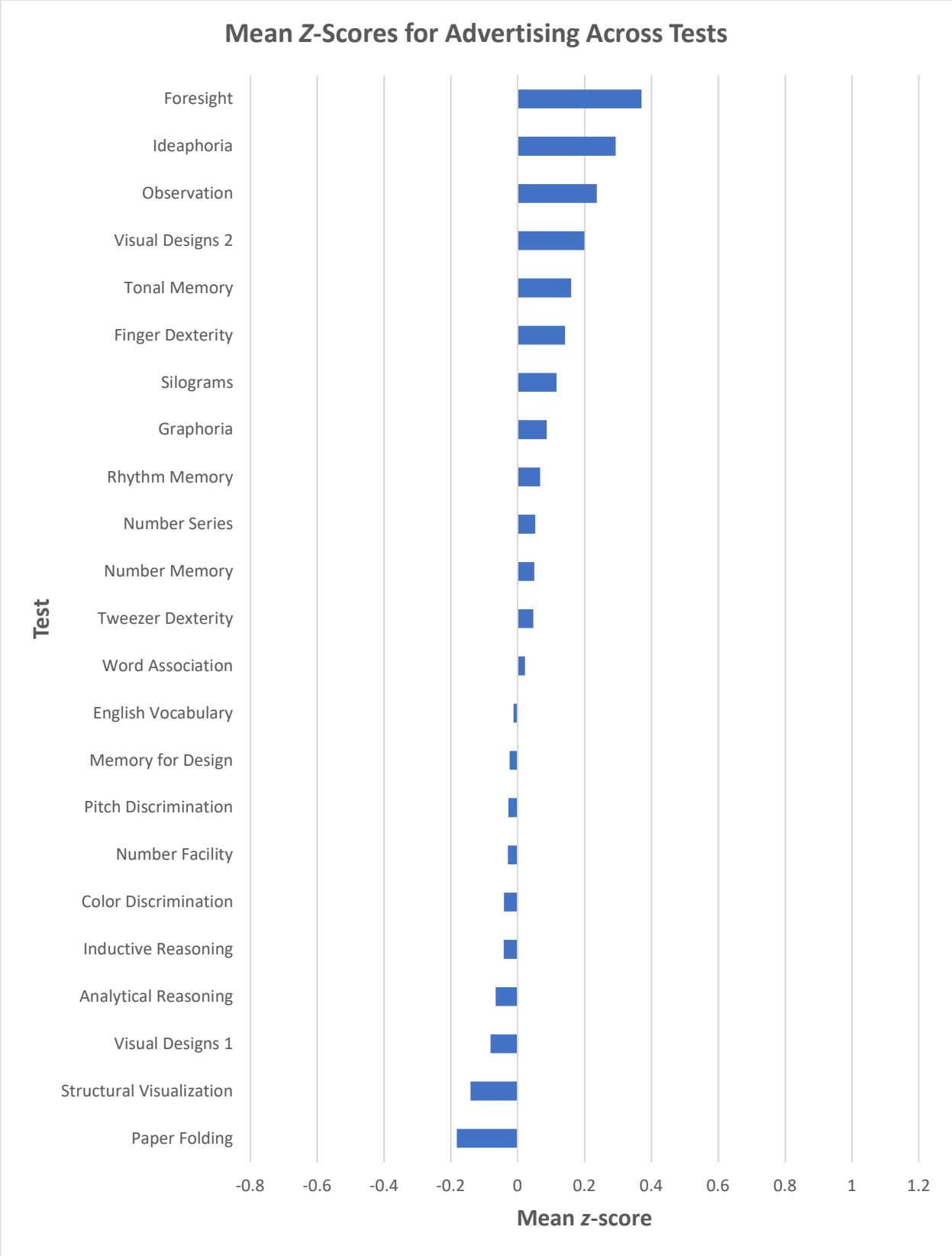
Note. The number of budgeting/management analysts who took each test ranged from 15 to 103.

Figure 75



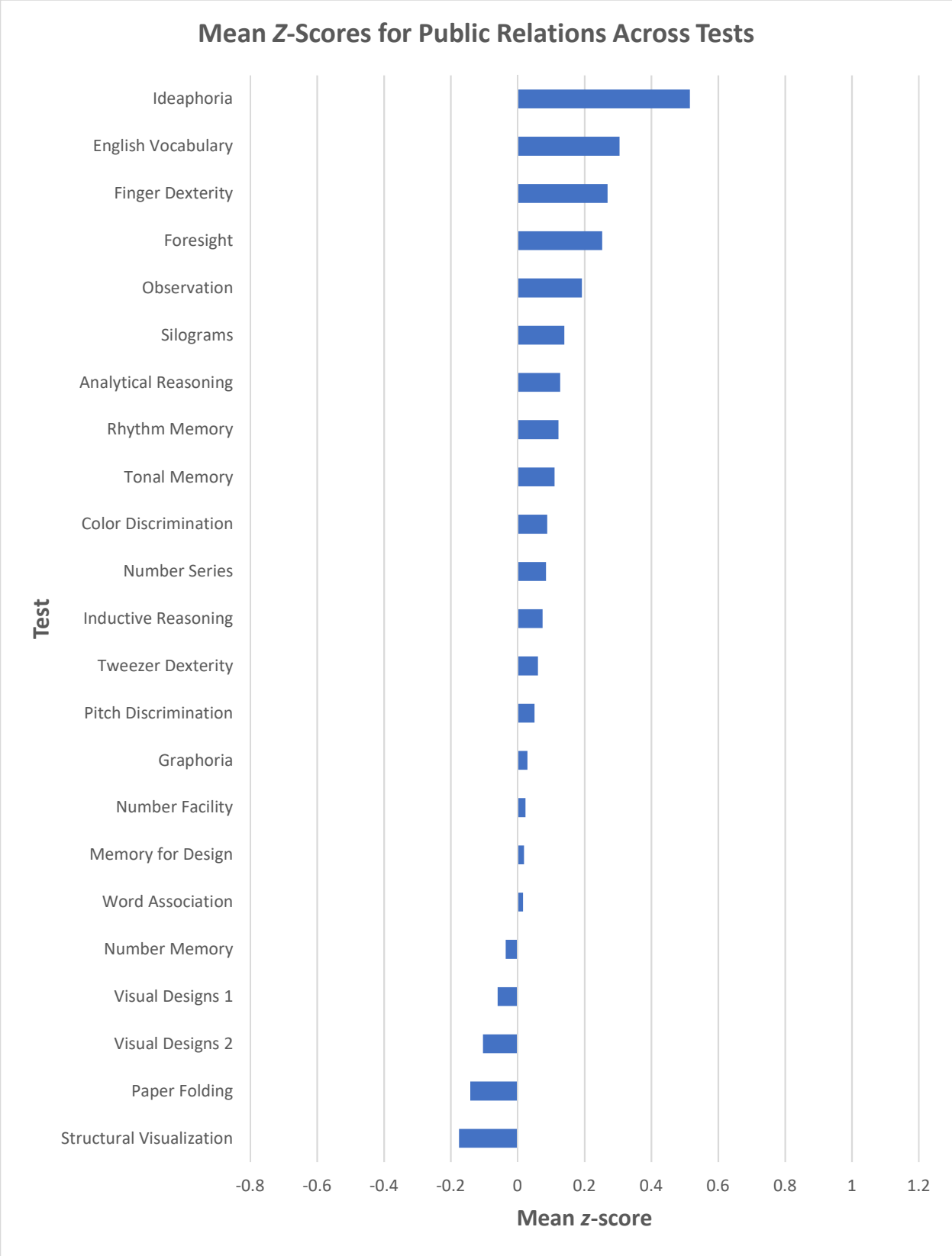
Note. The number of purchasing managers who took each test ranged from 59 to 162.

Figure 76



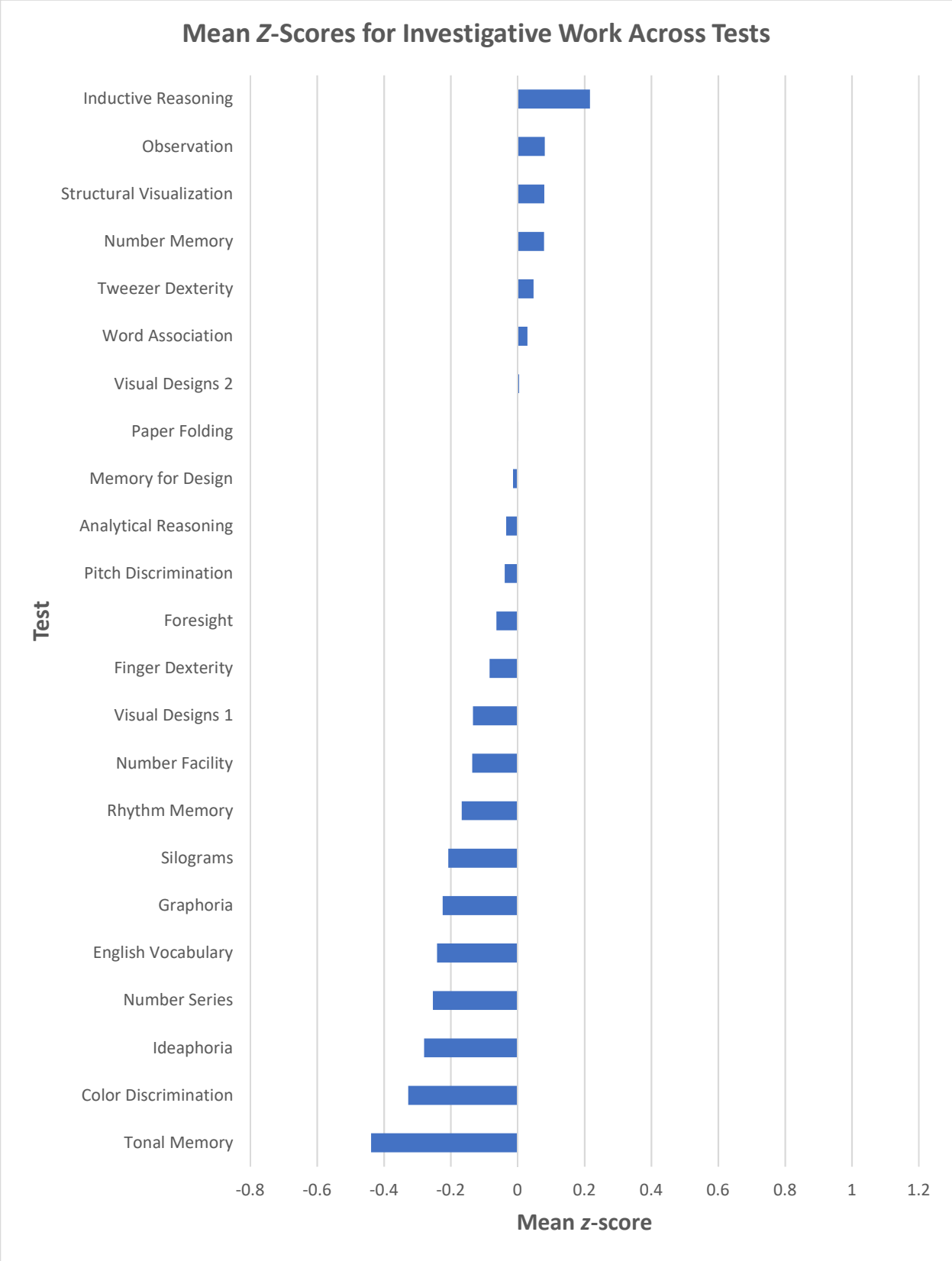
Note. The number of advertising workers who took each test ranged from 62 to 160.

Figure 77



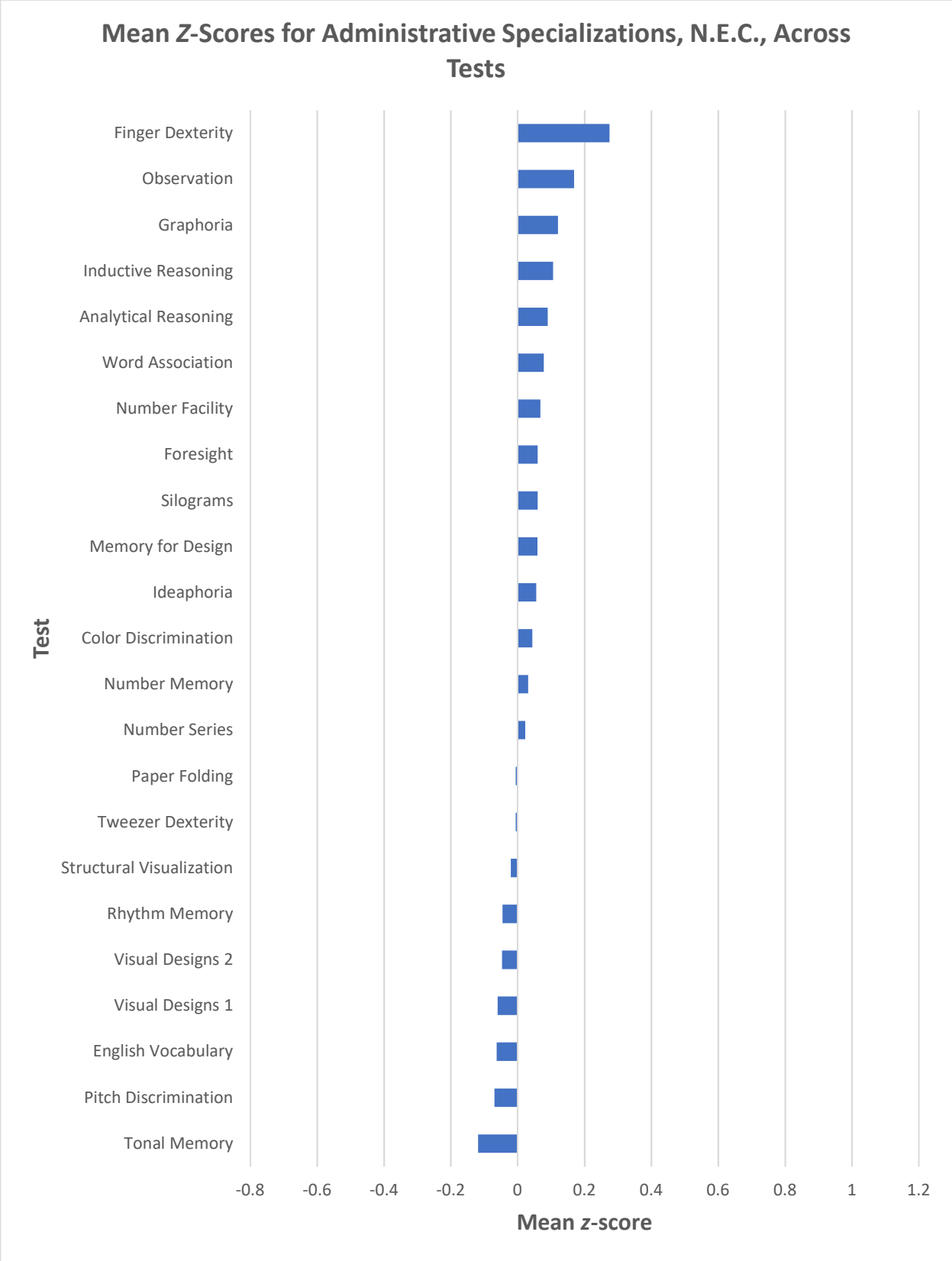
Note. The number of public relations workers who took each test ranged from 76 to 214.

Figure 78



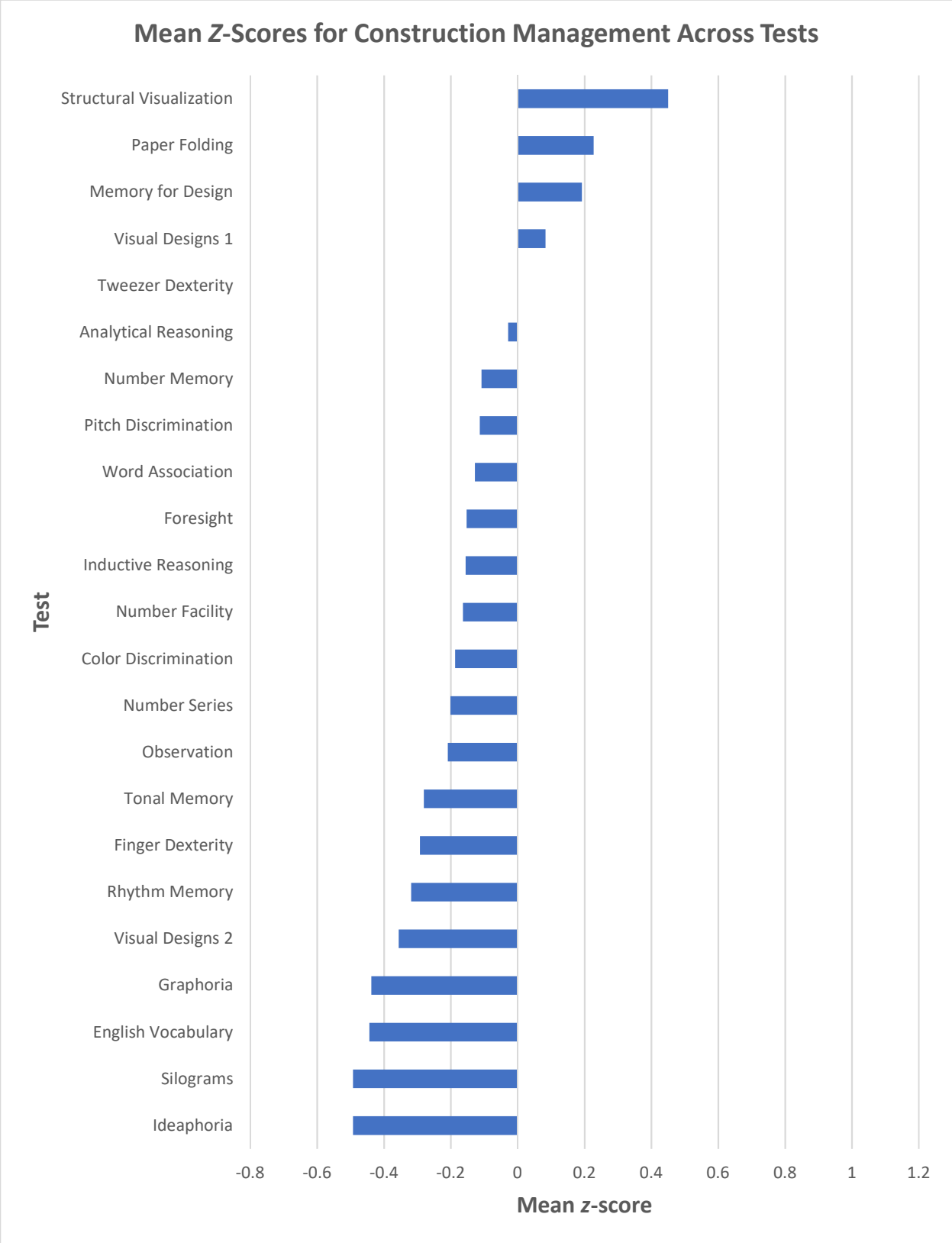
Note. The number of investigative workers who took each test ranged from 26 to 88.

Figure 79



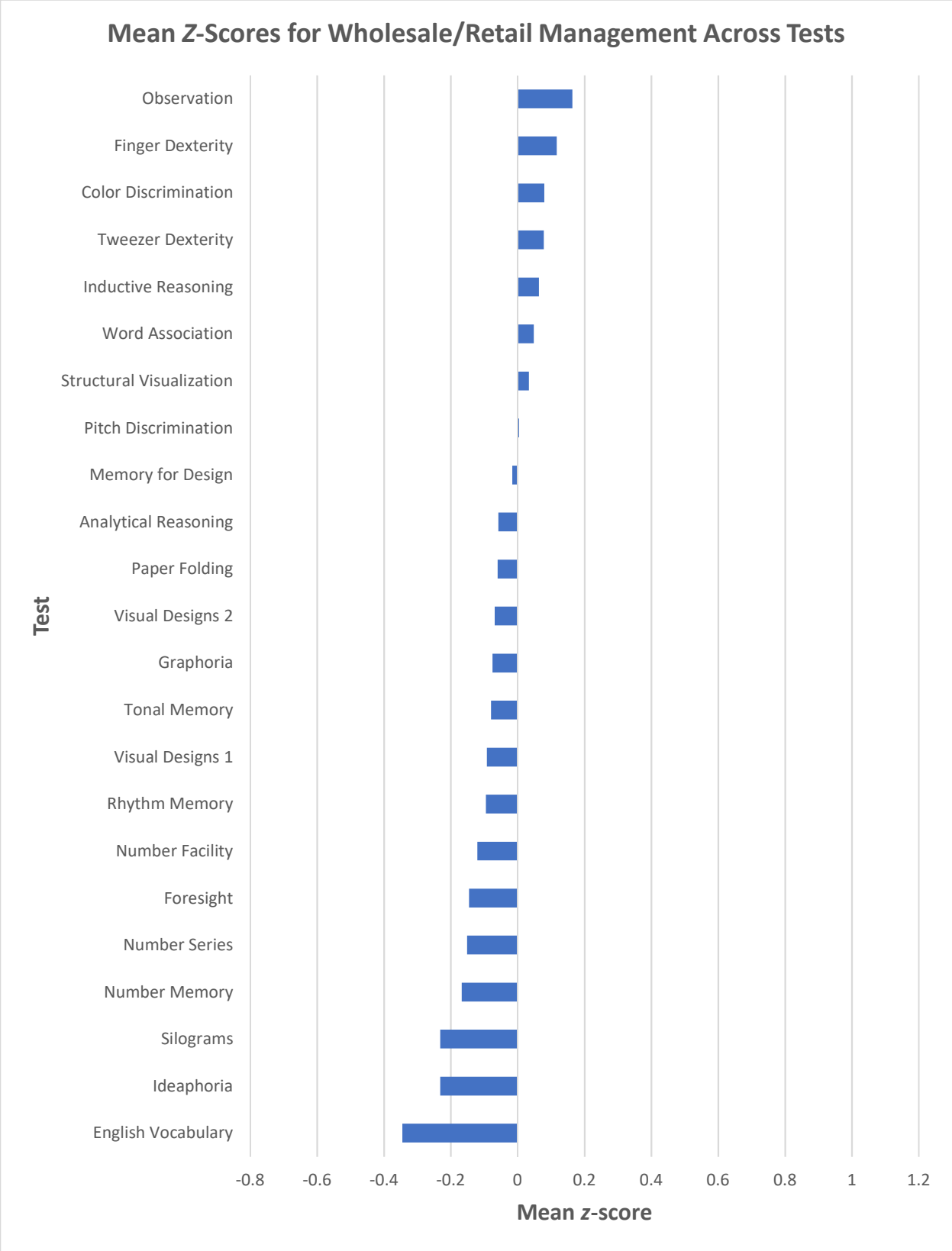
Note. The number of administrative specialists (N.E.C.) who took each test ranged from 306 to 824.

Figure 80



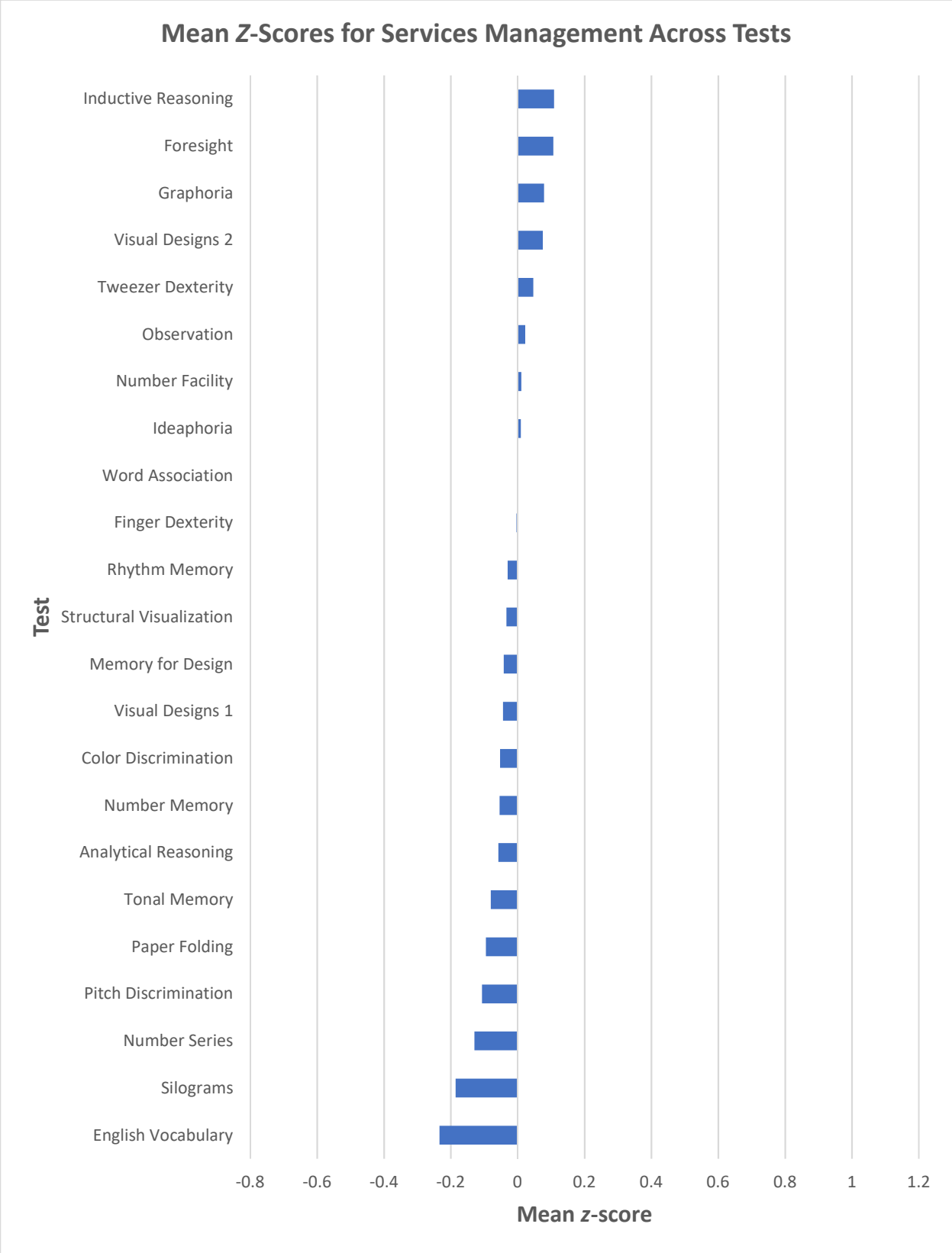
Note. The number of construction managers who took each test ranged from 54 to 123.

Figure 81



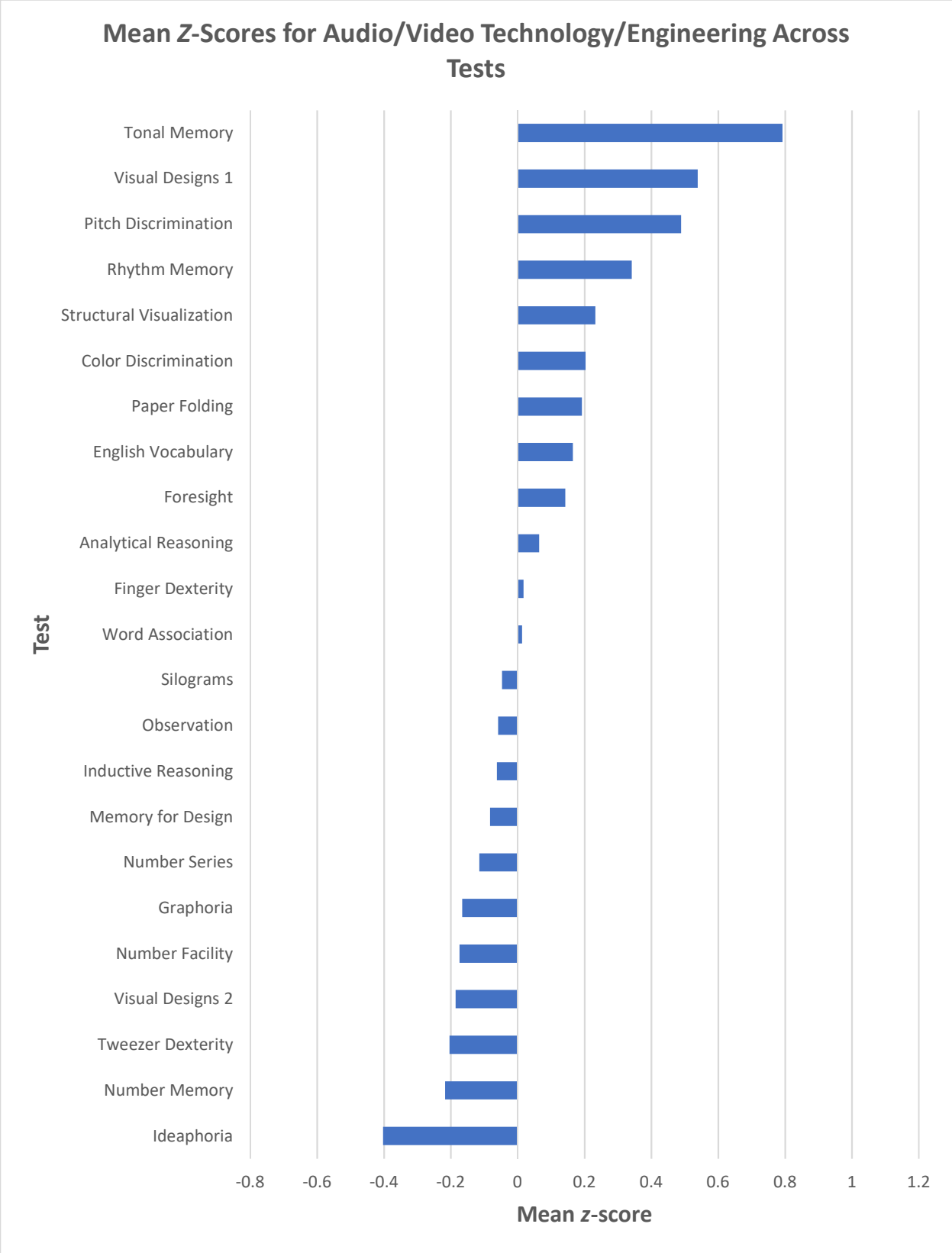
Note. The number of wholesale/retail managers who took each test ranged from 100 to 291.

Figure 82



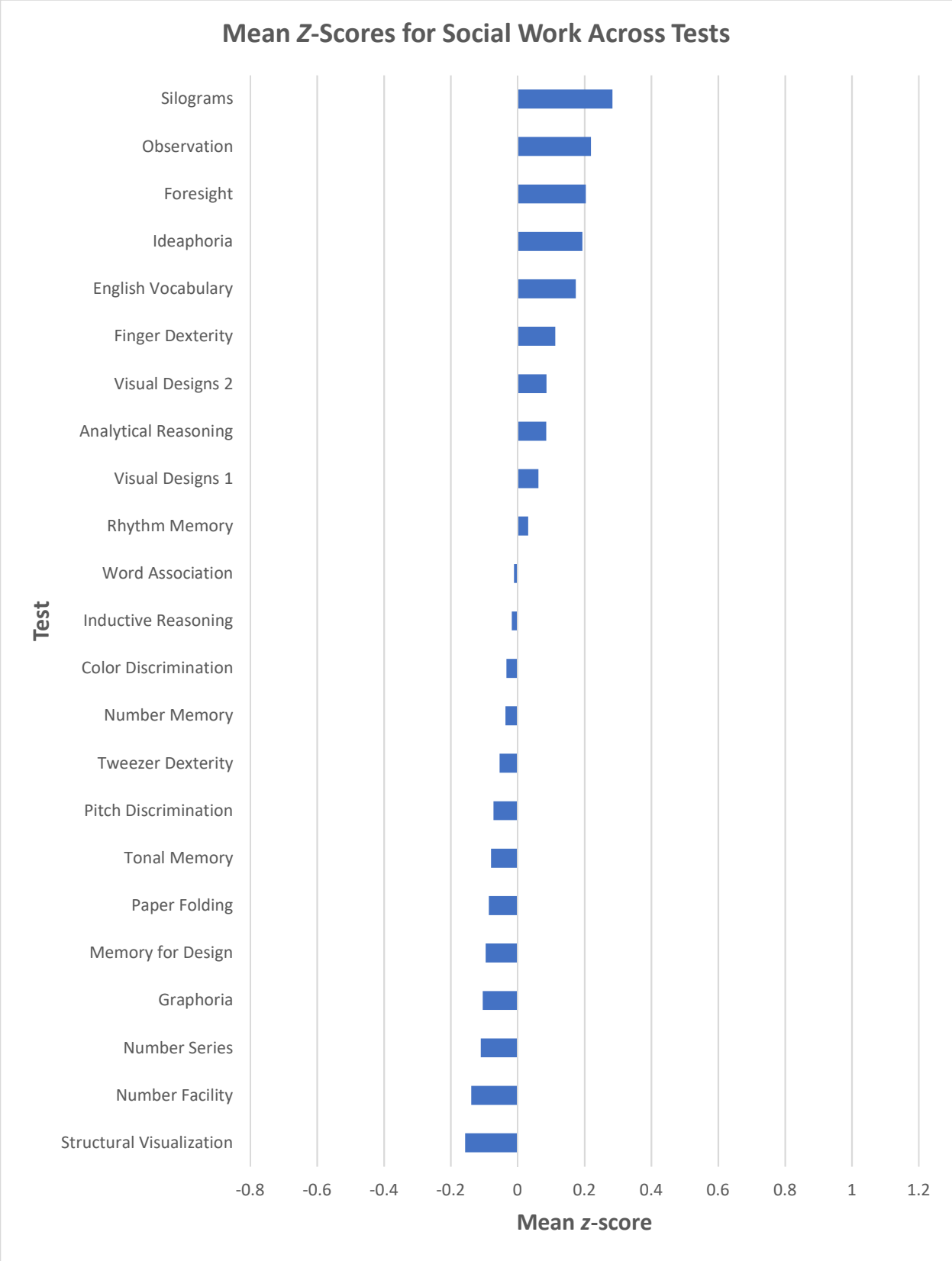
Note. The number of services managers who took each test ranged from 213 to 463.

Figure 83



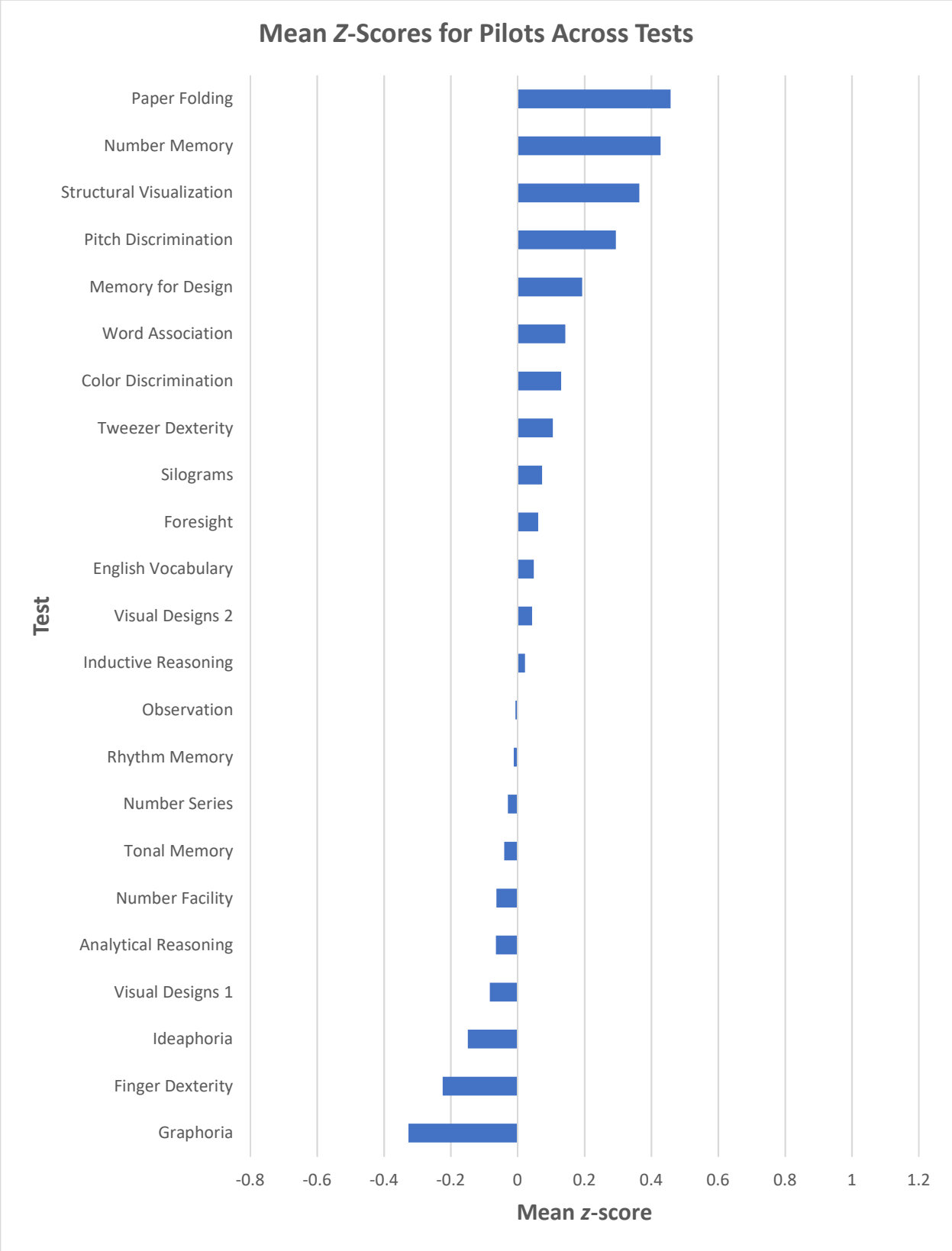
Note. The number of audio/video technicians and engineers who took each test ranged from 23 to 55.

Figure 84



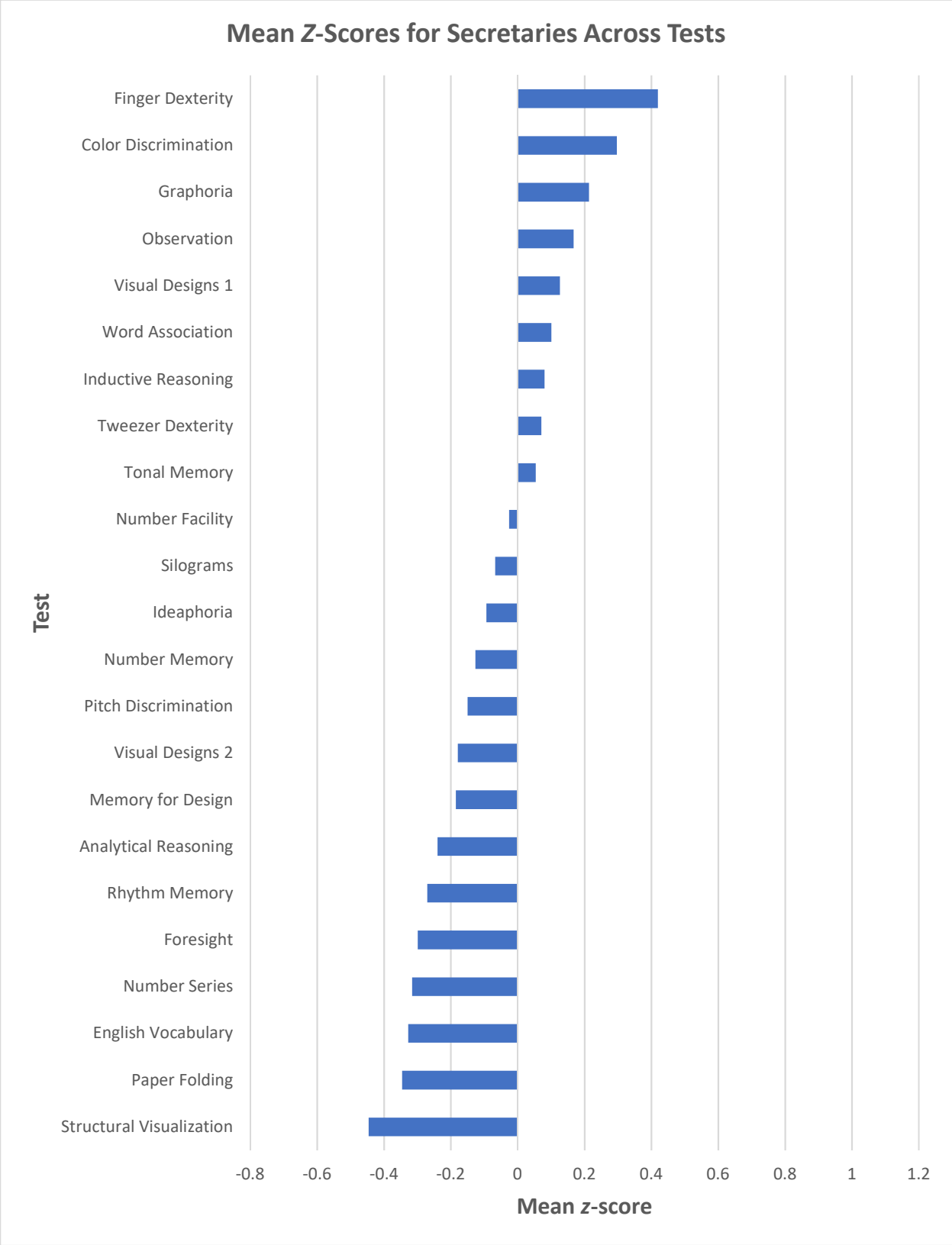
Note. The number of social workers who took each test ranged from 61 to 173.

Figure 85



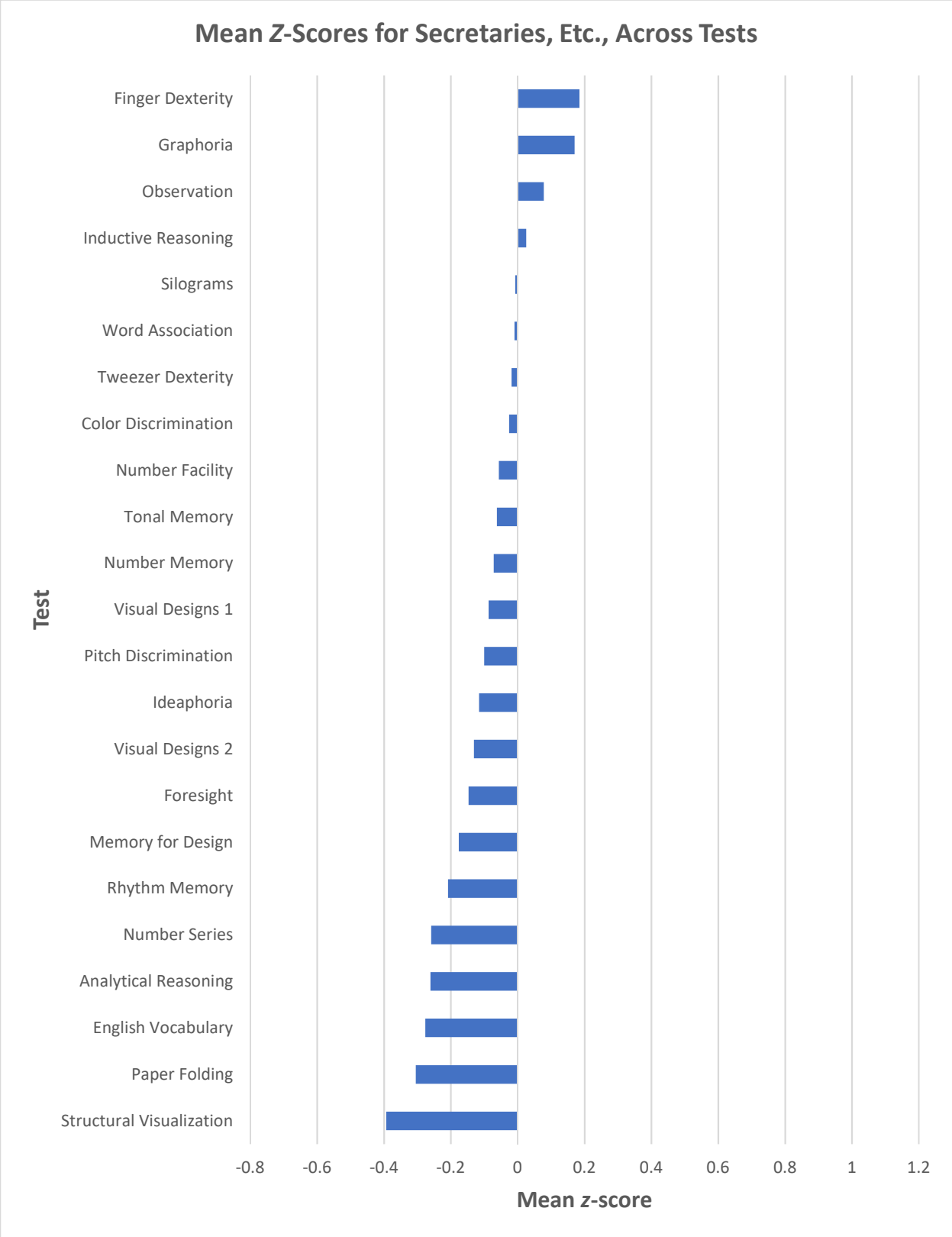
Note. The number of pilots who took each test ranged from 21 to 54.

Figure 86



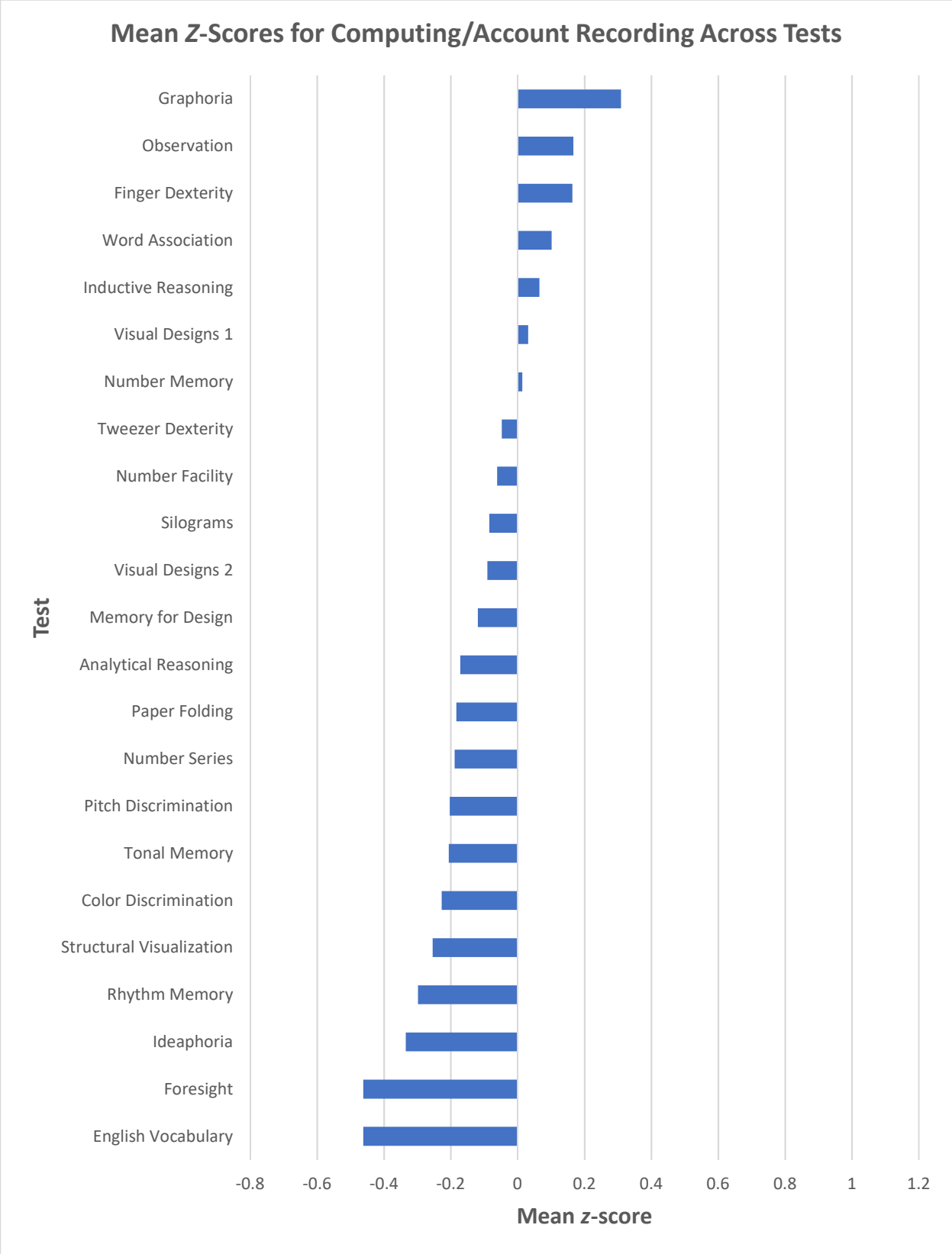
Note. The number of secretaries who took each test ranged from 30 to 218.

Figure 87



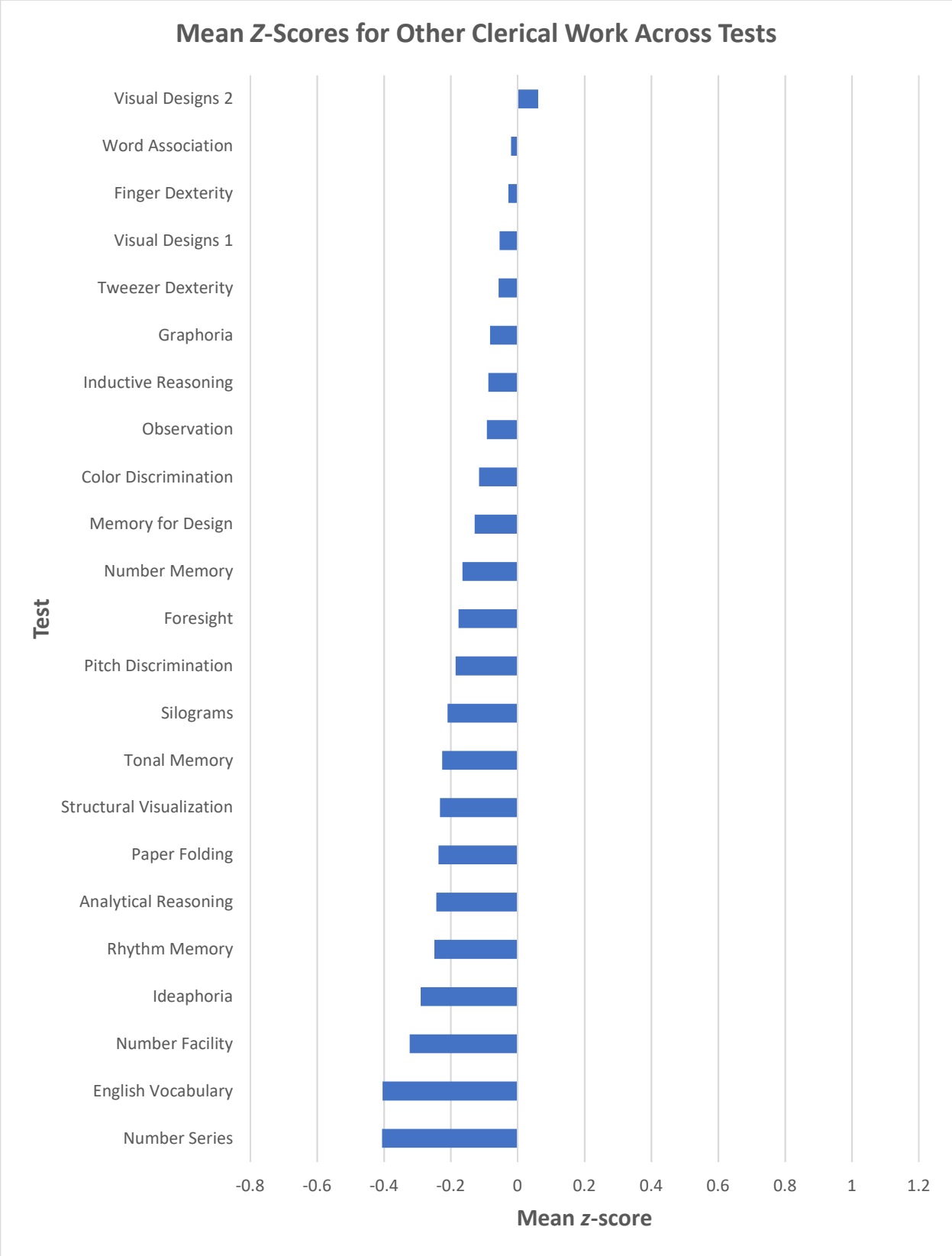
Note. The number of workers in secretarial and similar fields who took each test ranged from 83 to 371.

Figure 88



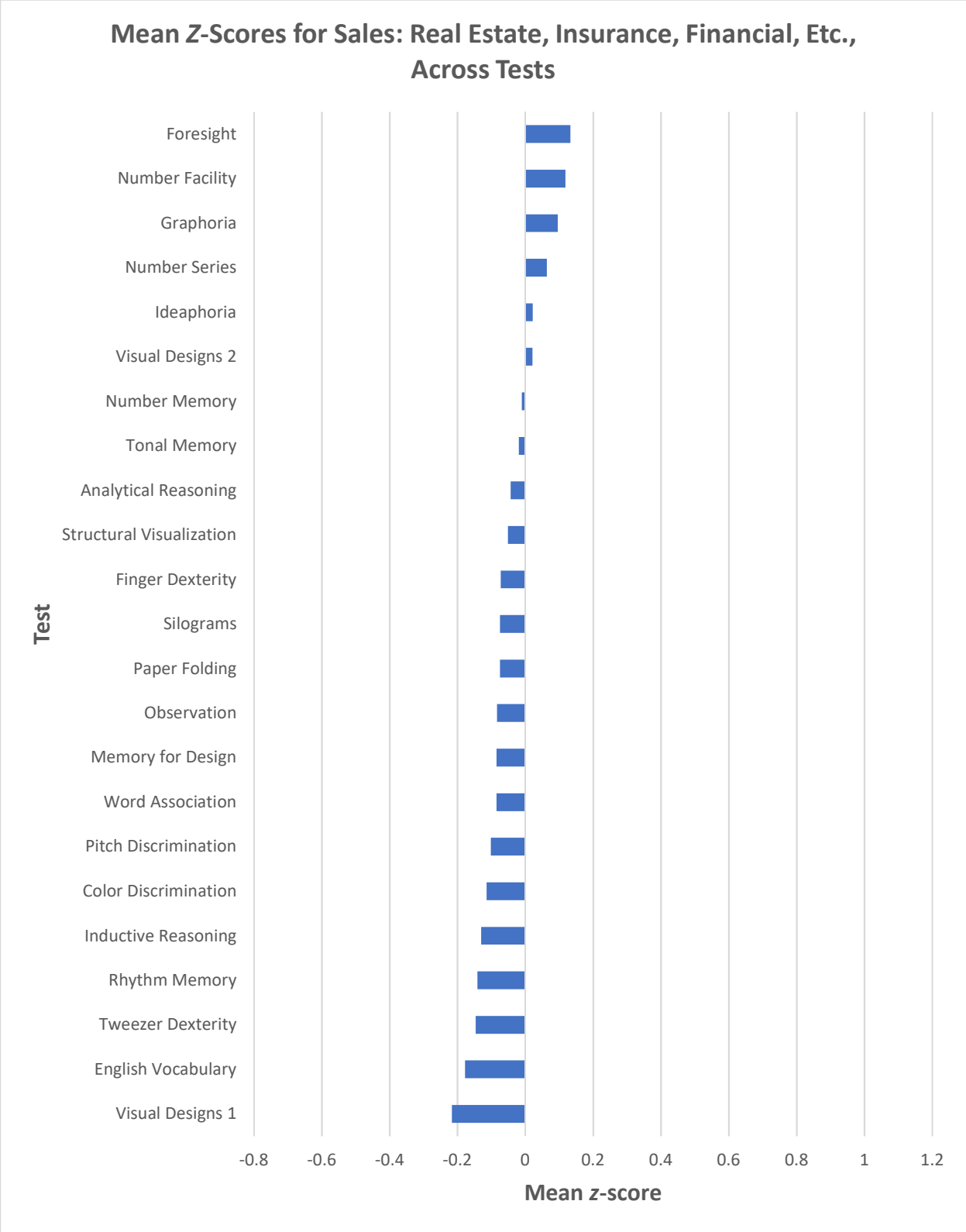
Note. The number of computing and account recorders who took each test ranged from 94 to 277.

Figure 89



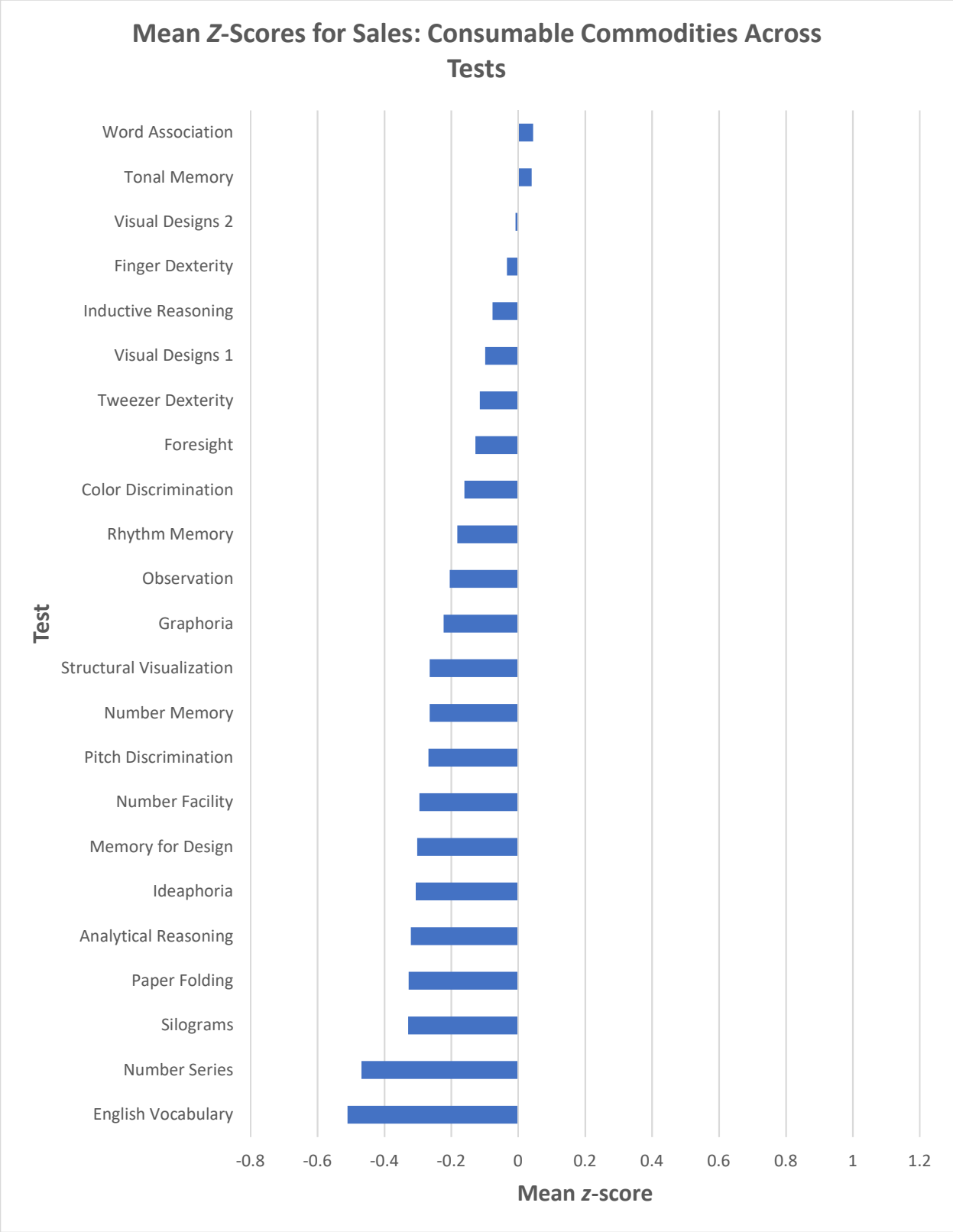
Note. The number of clerical workers (other) who took each test ranged from 141 to 395.

Figure 90



Note. The number of salespeople specializing in real estate, insurance, and other financial products who took each test ranged from 236 to 539.

Figure 91

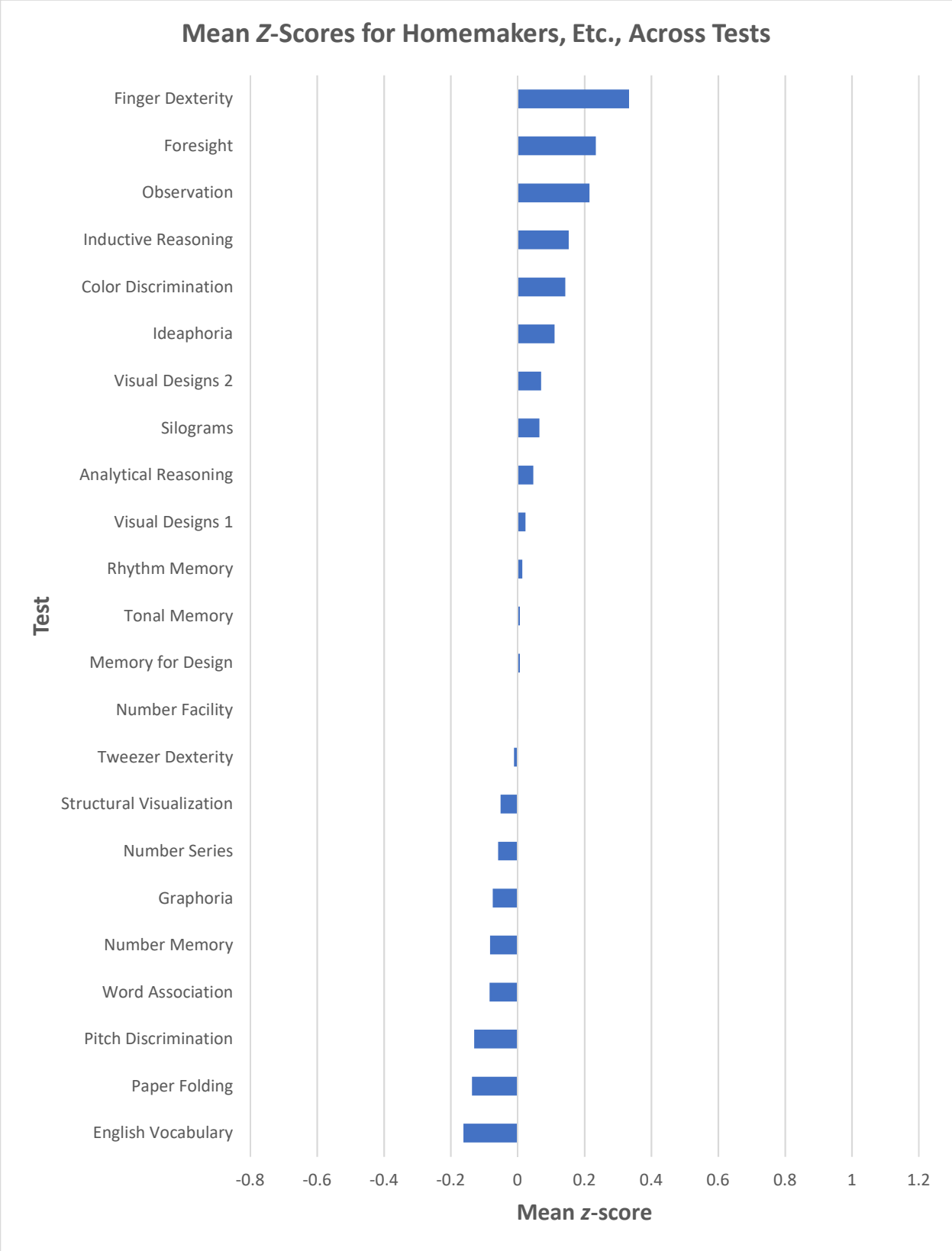


Note. The number of salespeople specializing in consumable commodities who took each test ranged from 57 to 154.

Figure 92

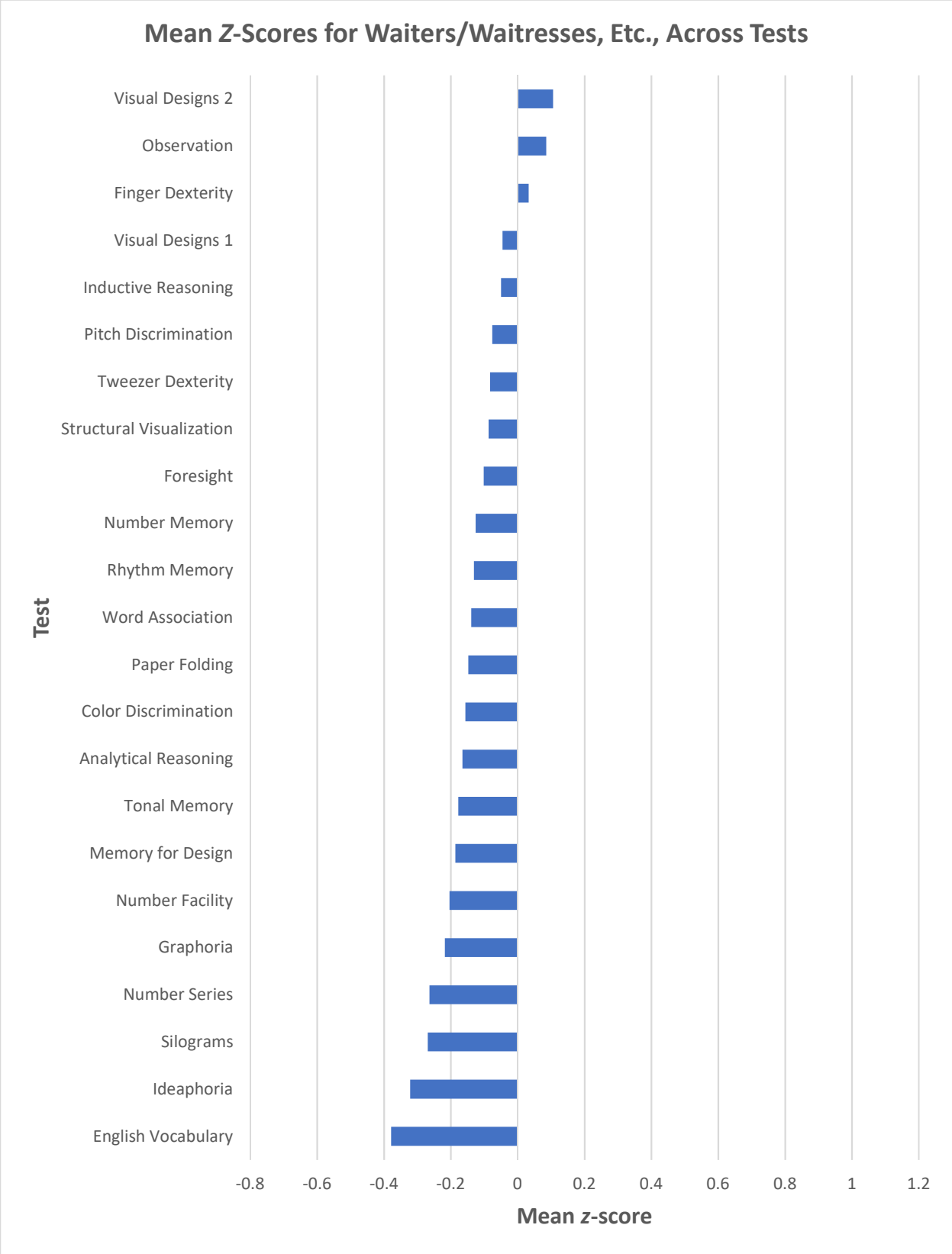
Note. The number of salespeople specializing in books, etc., who took each test ranged from 47 to 99.

Figure 93



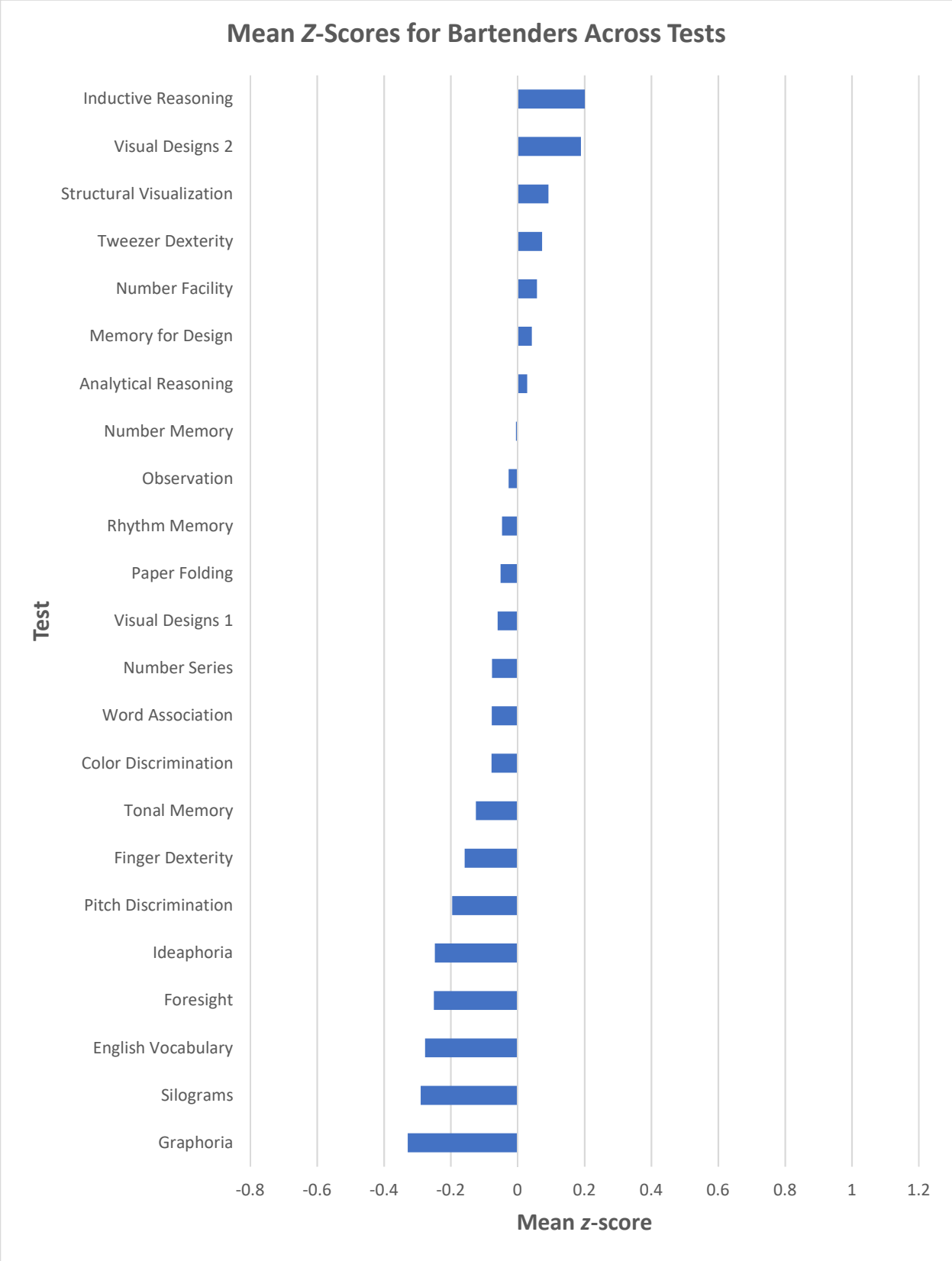
Note. The number of homemakers (etc.) who took each test ranged from 343 to 647.

Figure 94



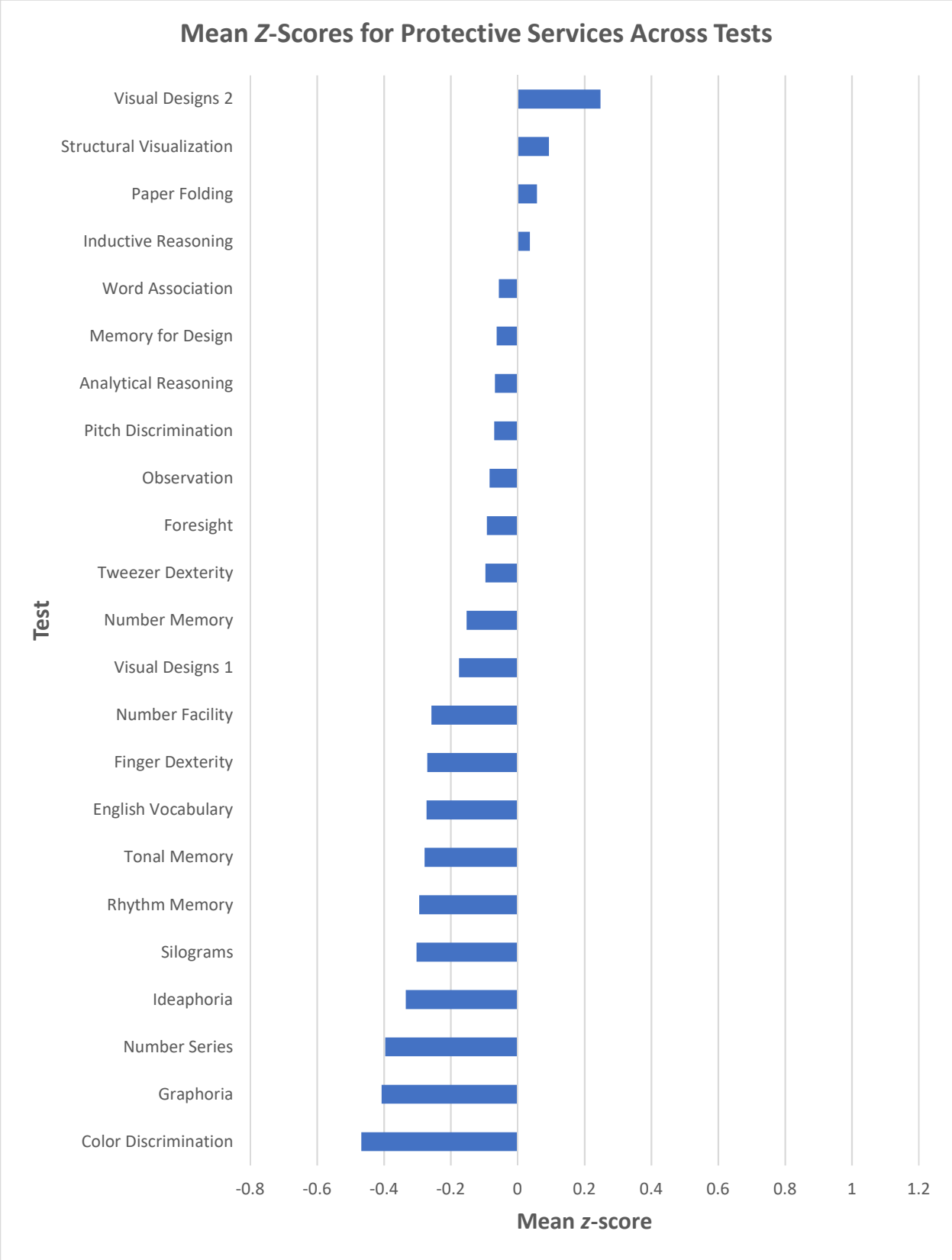
Note. The number of waiters/waitresses (etc.) who took each test ranged from 175 to 311.

Figure 95



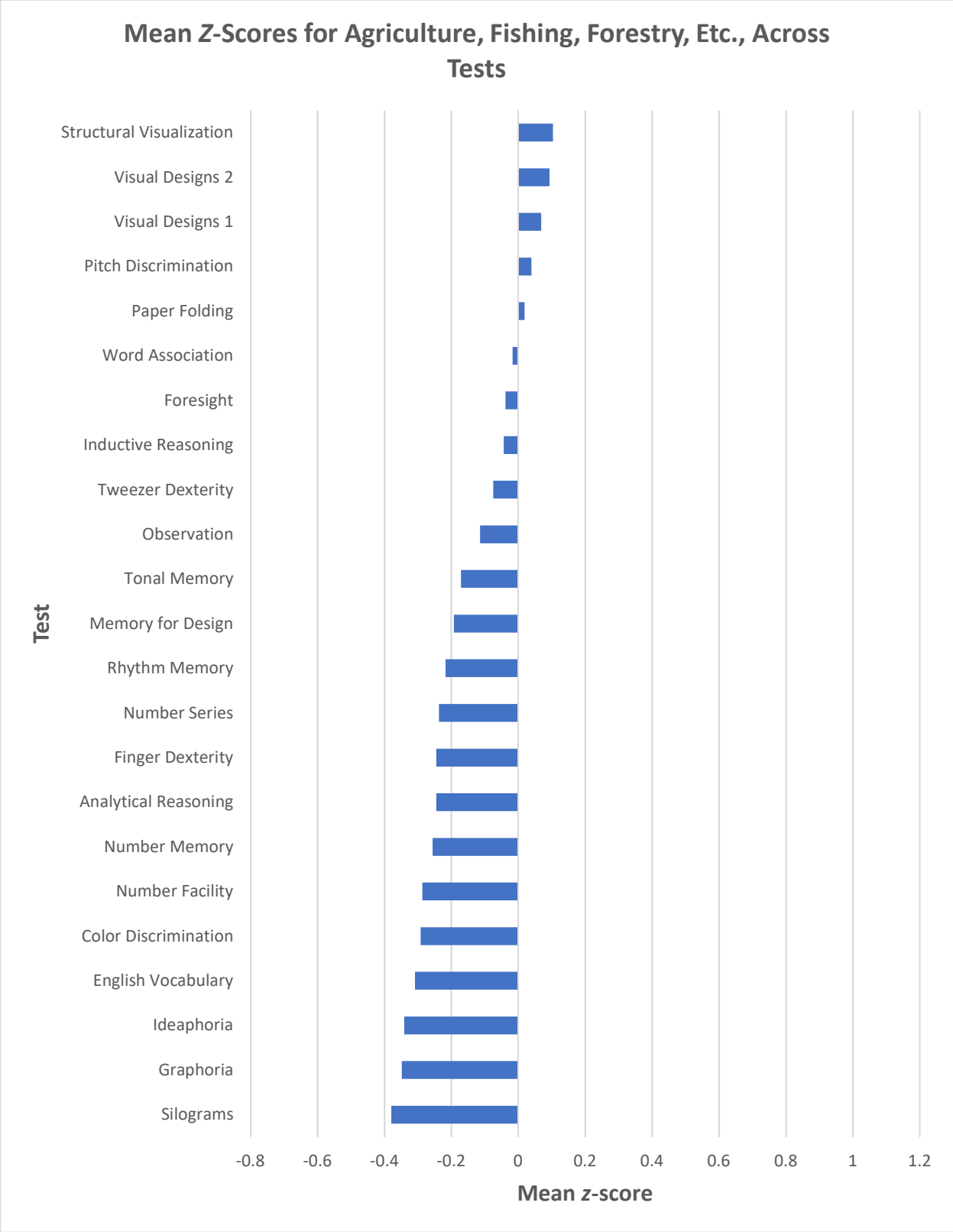
Note. The number of bartenders who took each test ranged from 74 to 148.

Figure 96



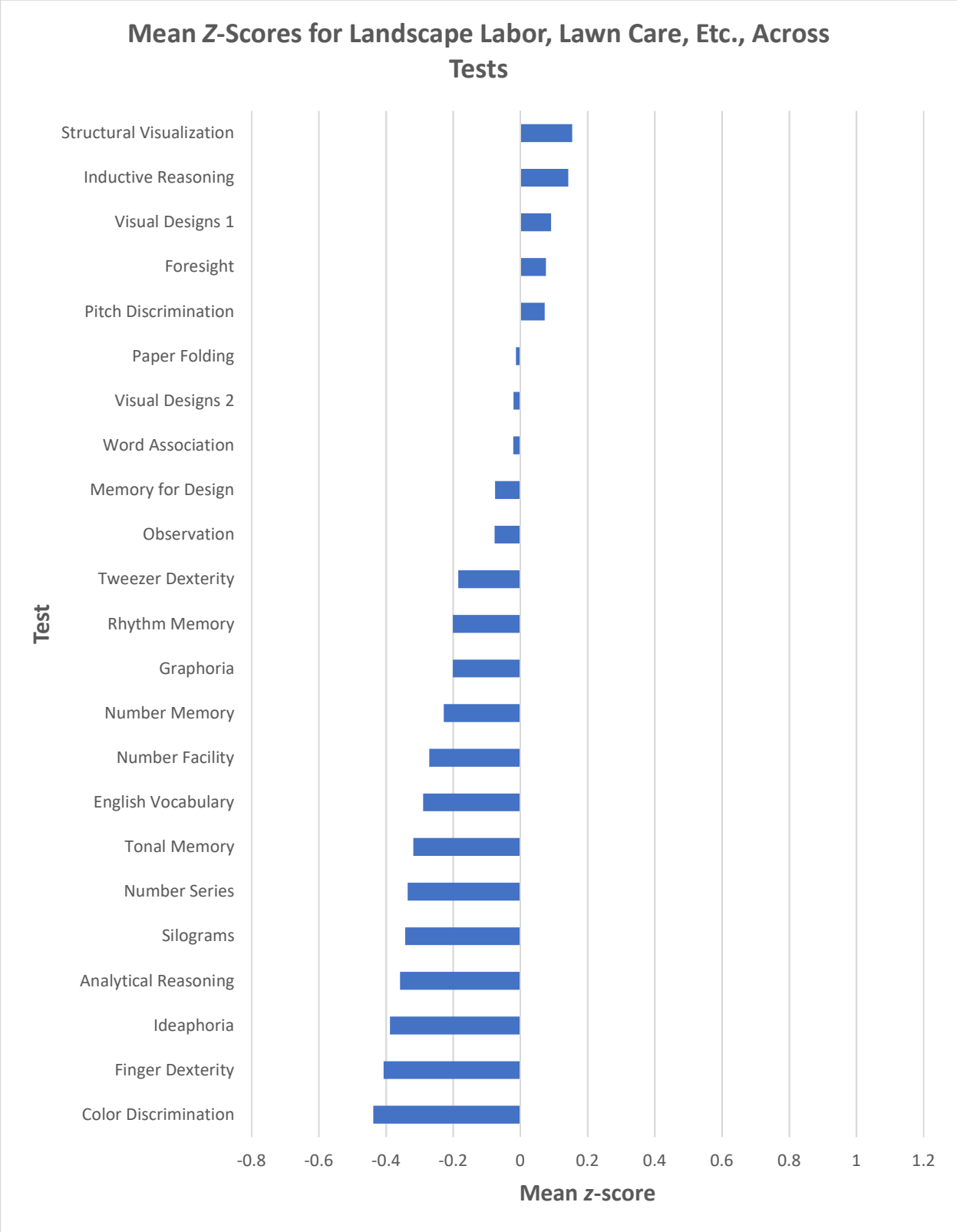
Note. The number of protective service workers who took each test ranged from 88 to 189.

Figure 97



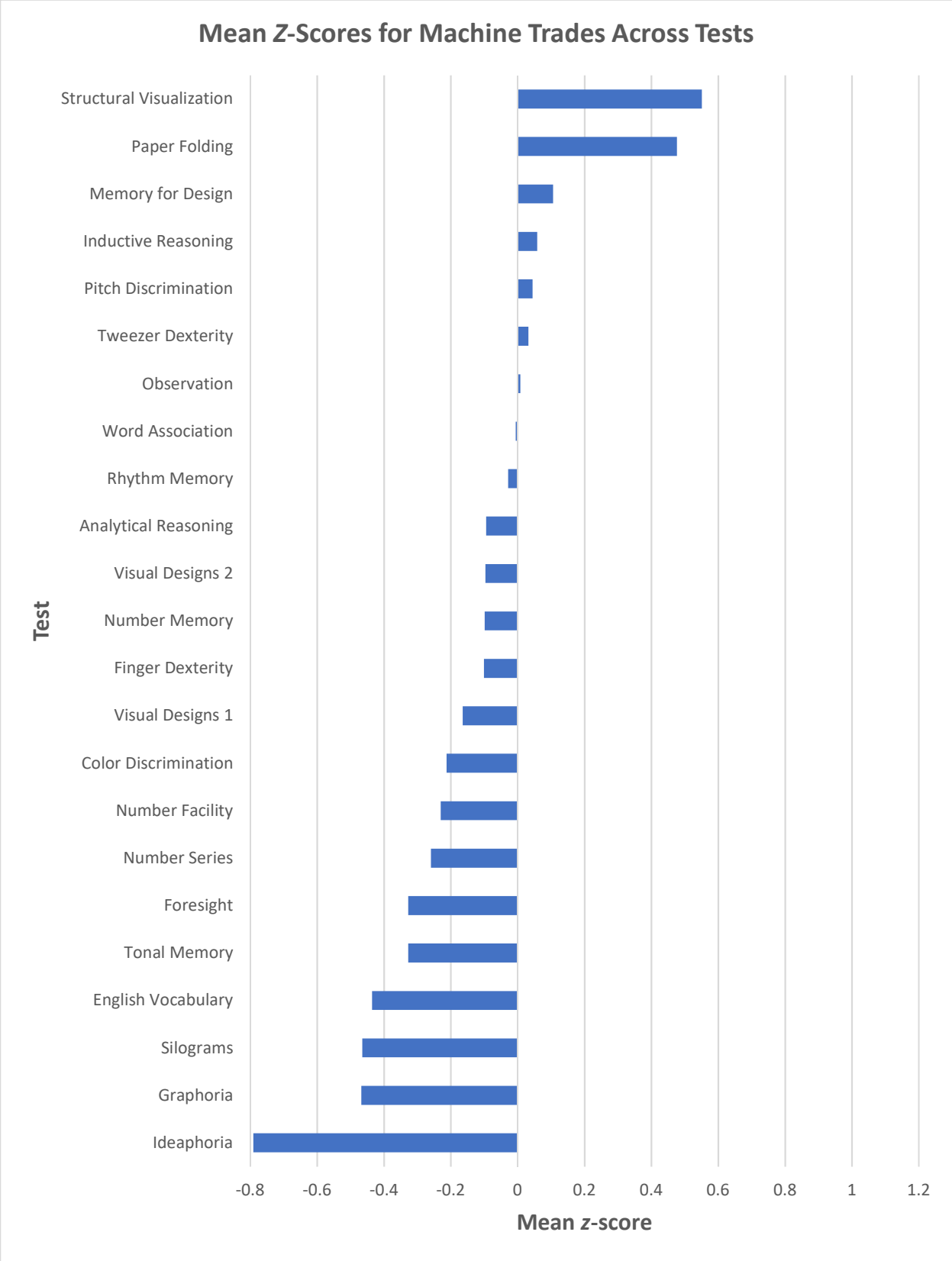
Note. The number of workers in agriculture, fishing, forestry, etc., who took each test ranged from 105 to 227.

Figure 98



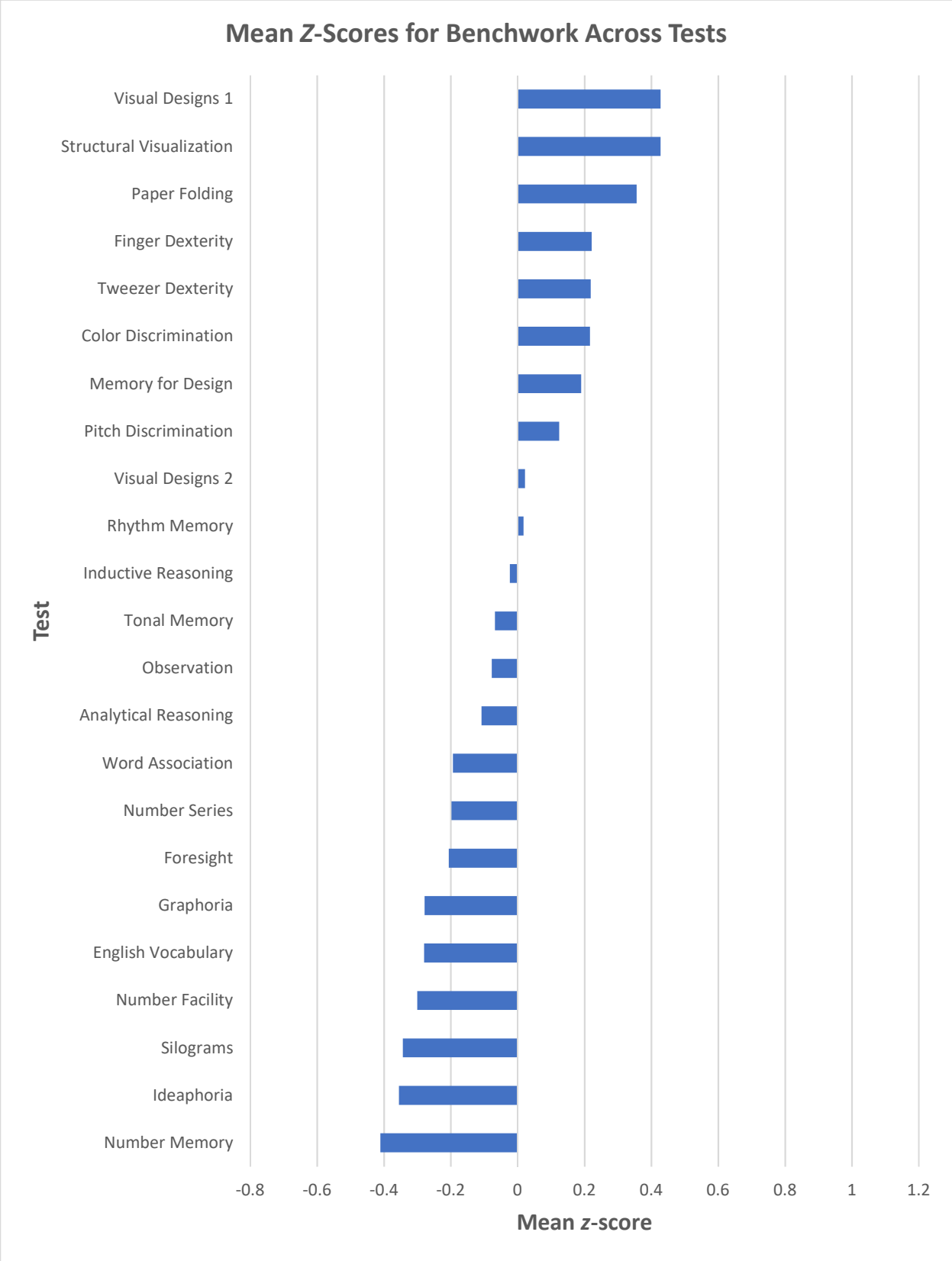
Note. The number of workers specializing in landscape labor, lawn care, etc., who took each test ranged from 47 to 84.

Figure 99



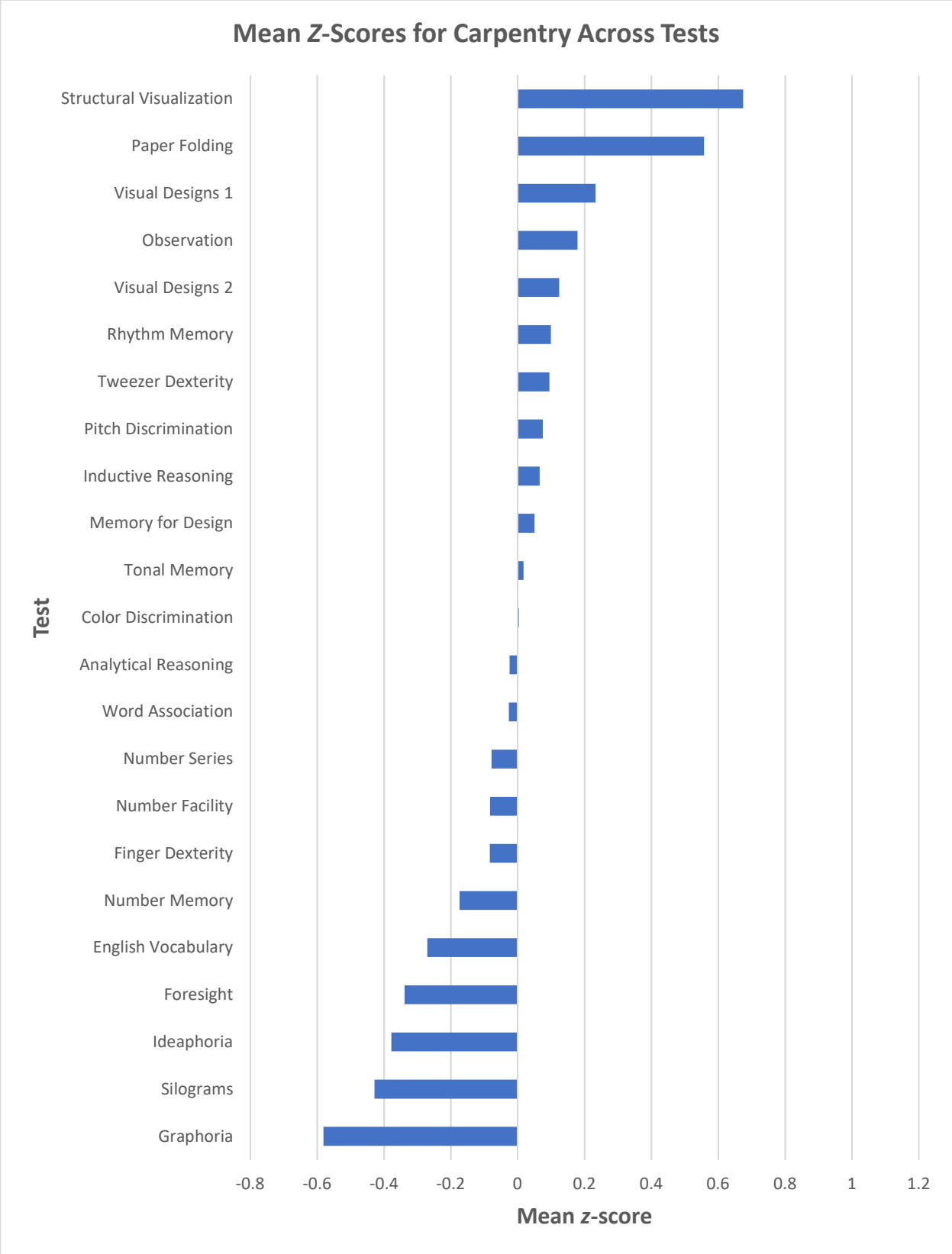
Note. The number of machine-trade workers who took each test ranged from 37 to 119.

Figure 100



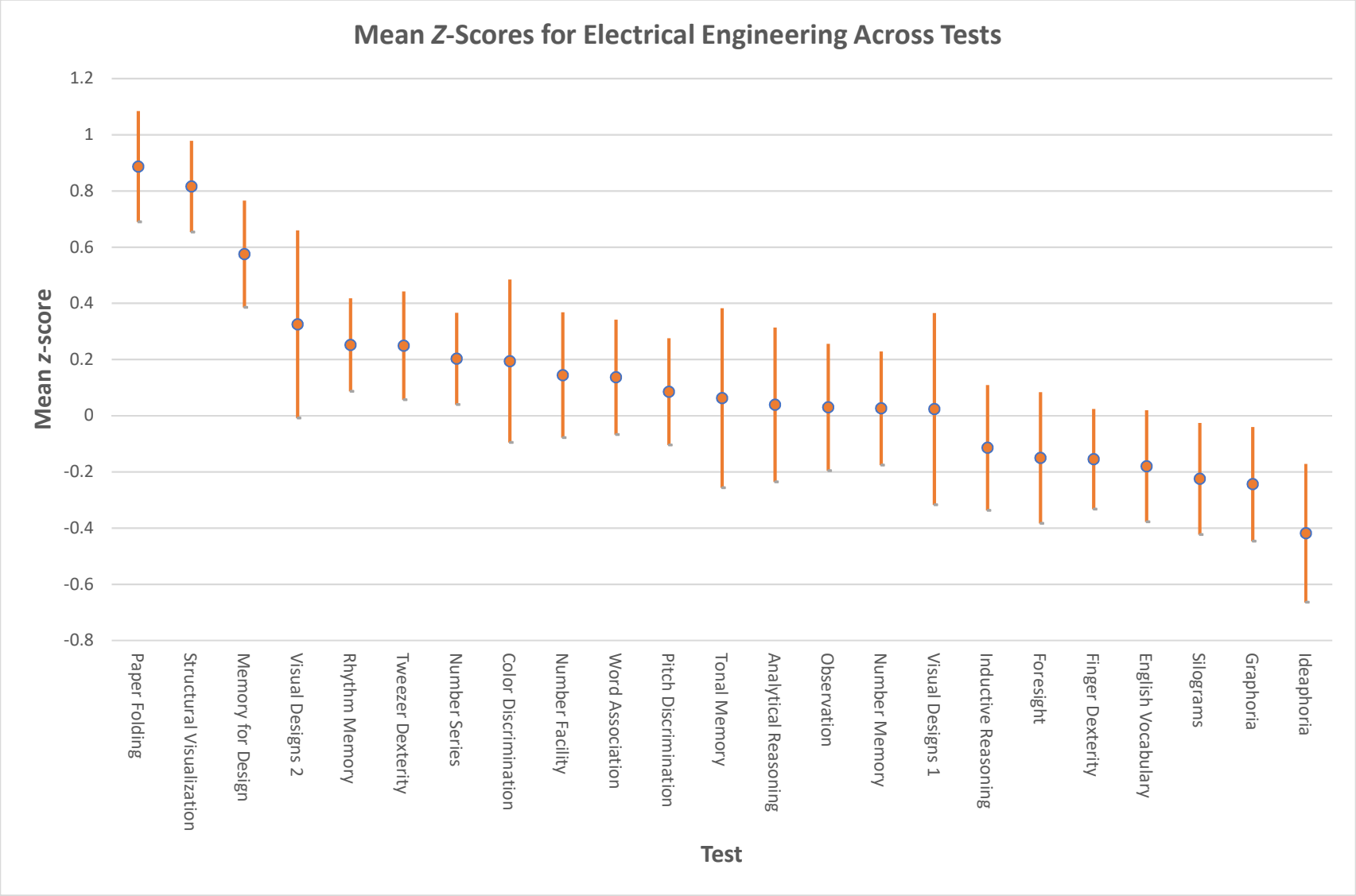
Note. The number of people in benchwork who took each test ranged from 33 to 101.

Figure 101



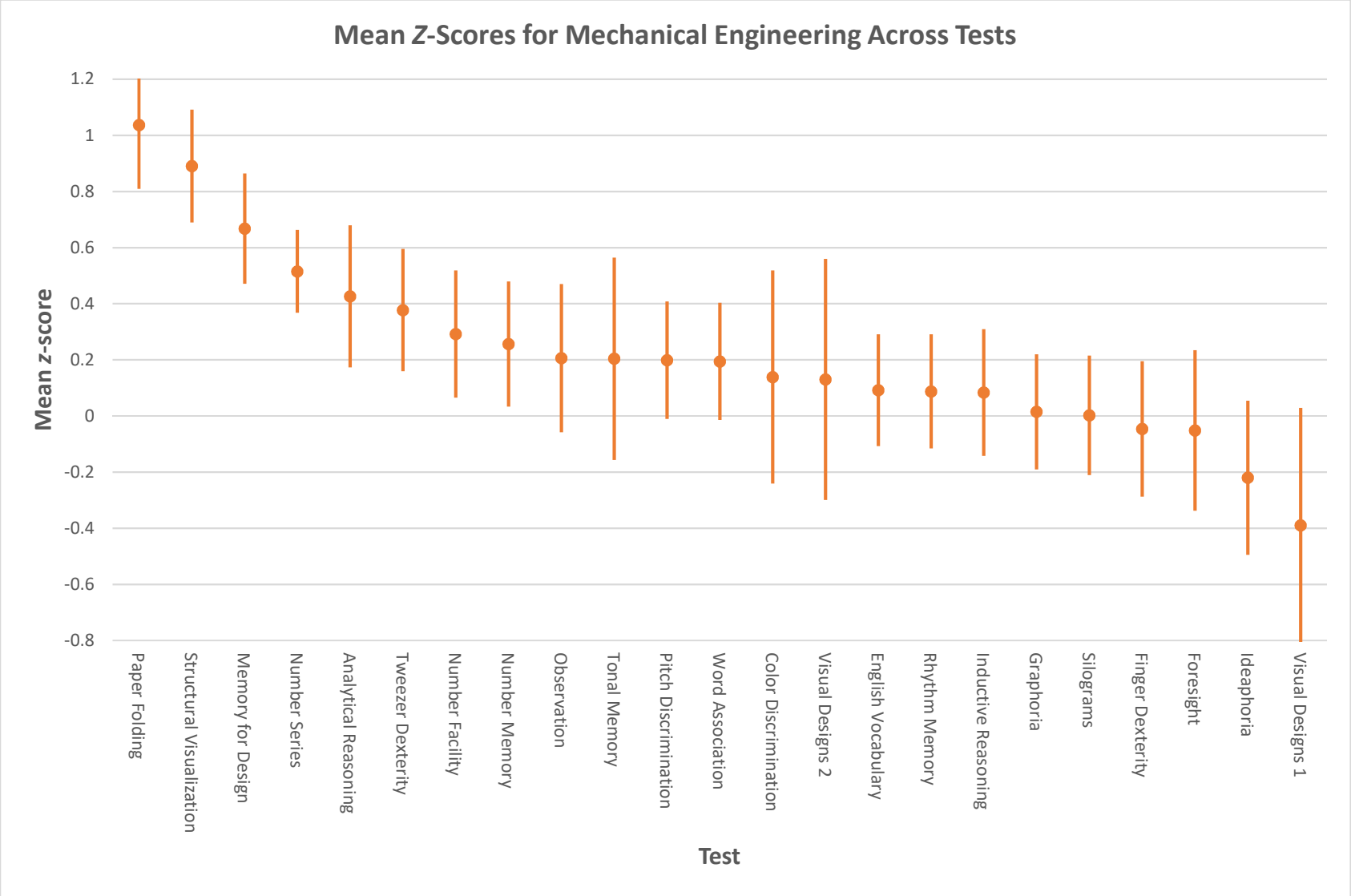
Note. The number of carpenters who took each test ranged from 39 to 98.

Figure 102



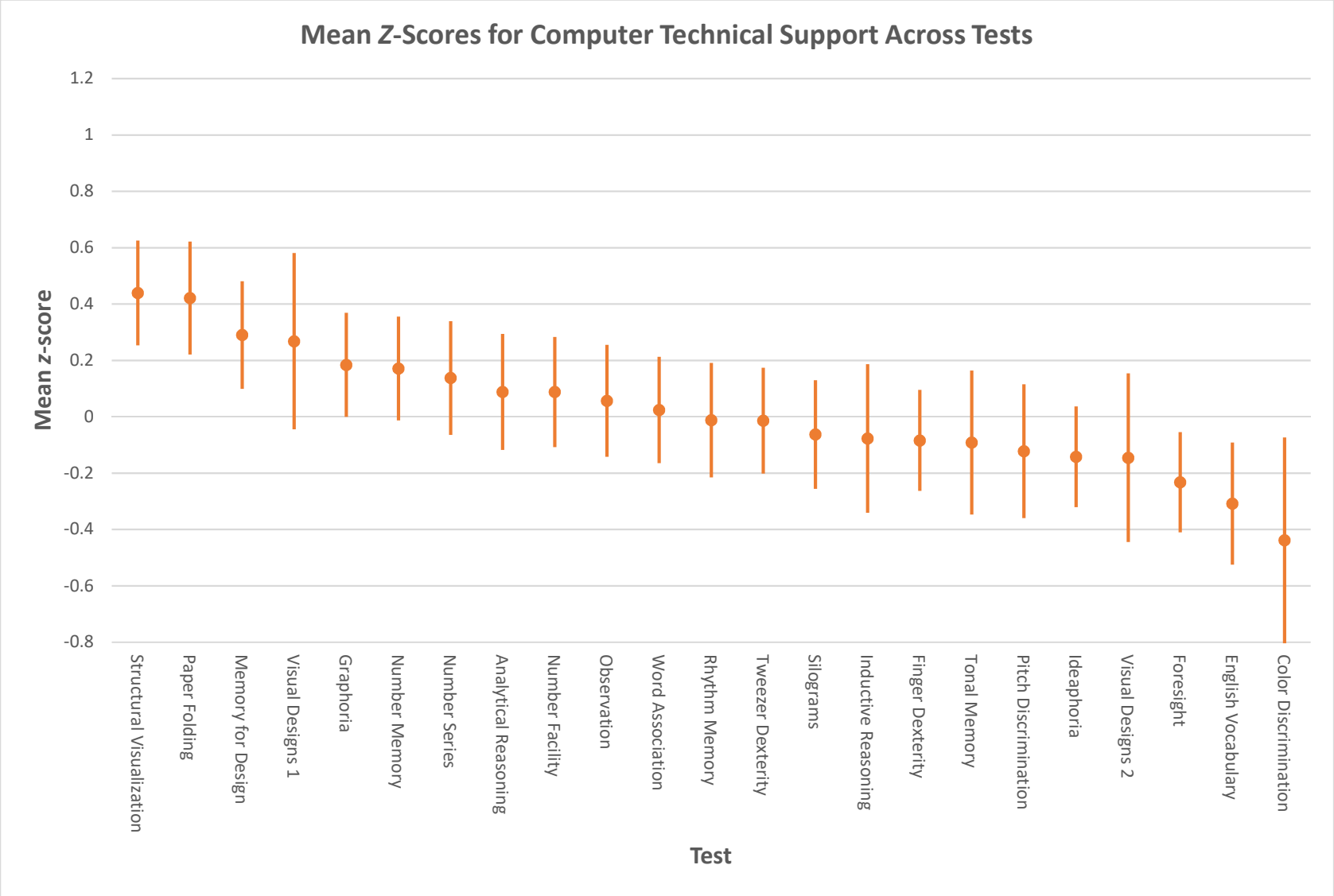
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of electrical engineers who took each test ranged from 36 to 104.

Figure 103



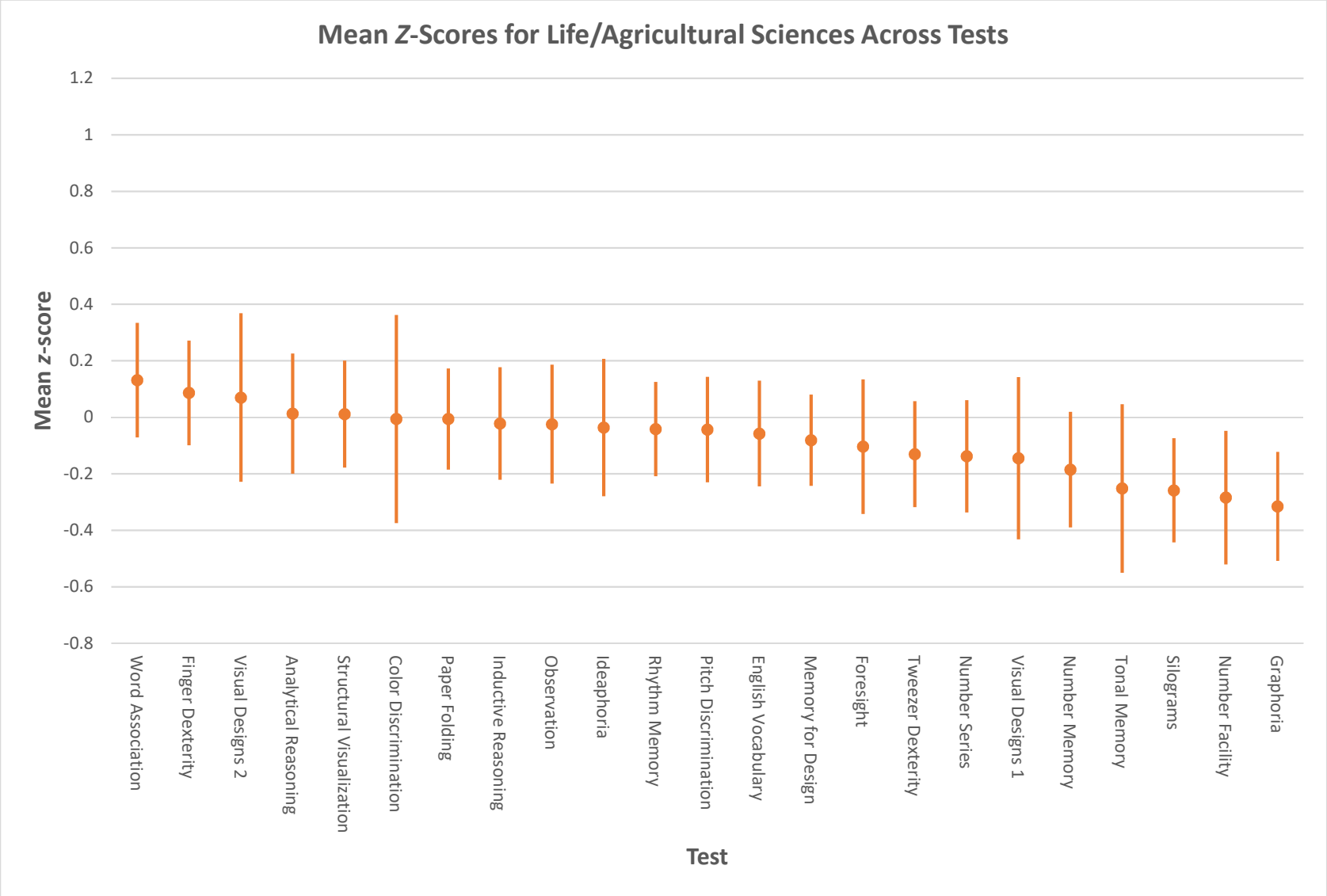
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of mechanical engineers who took each test ranged from 23 to 86.

Figure 104



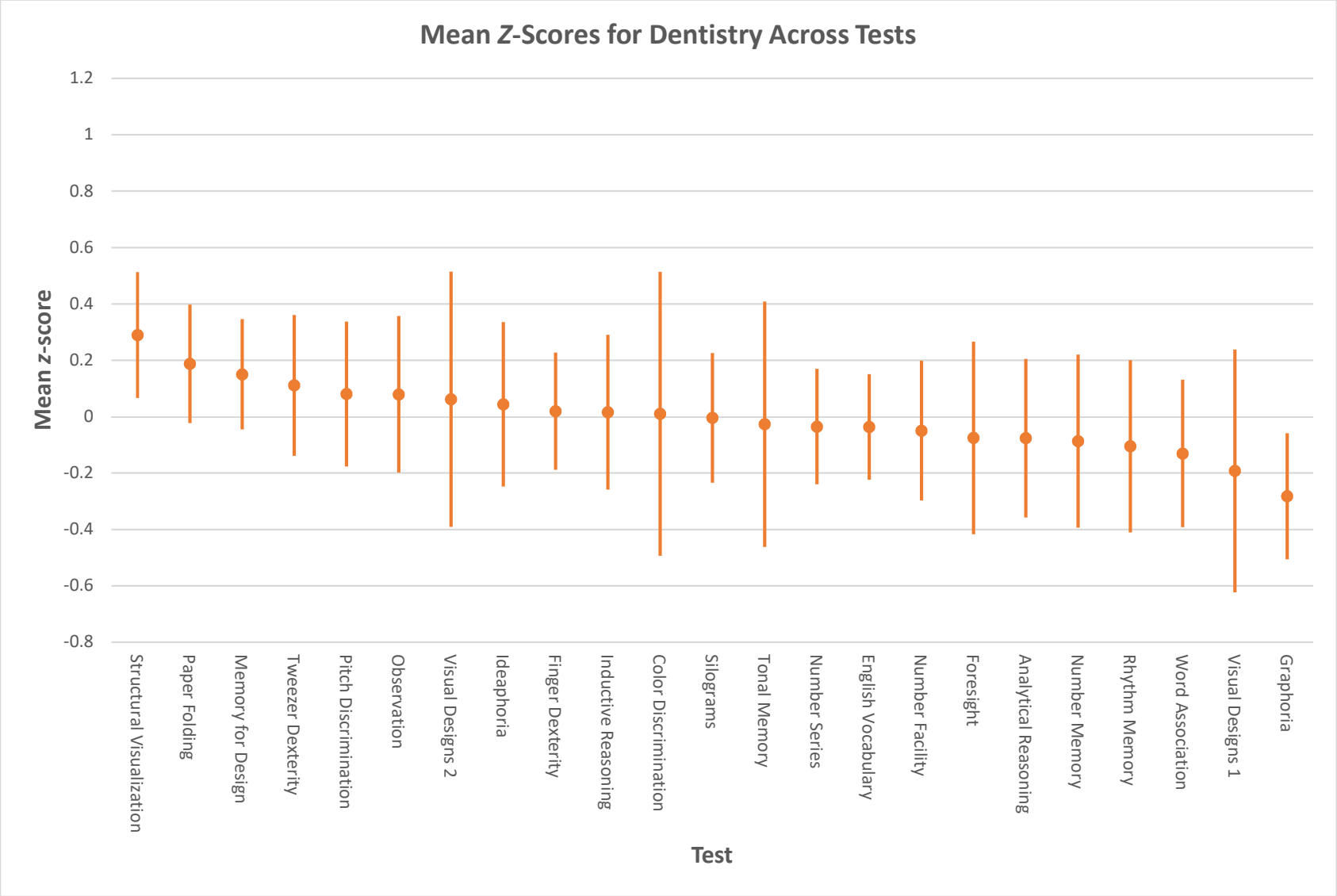
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of computer support technicians who took each test ranged from 44 to 104.

Figure 105



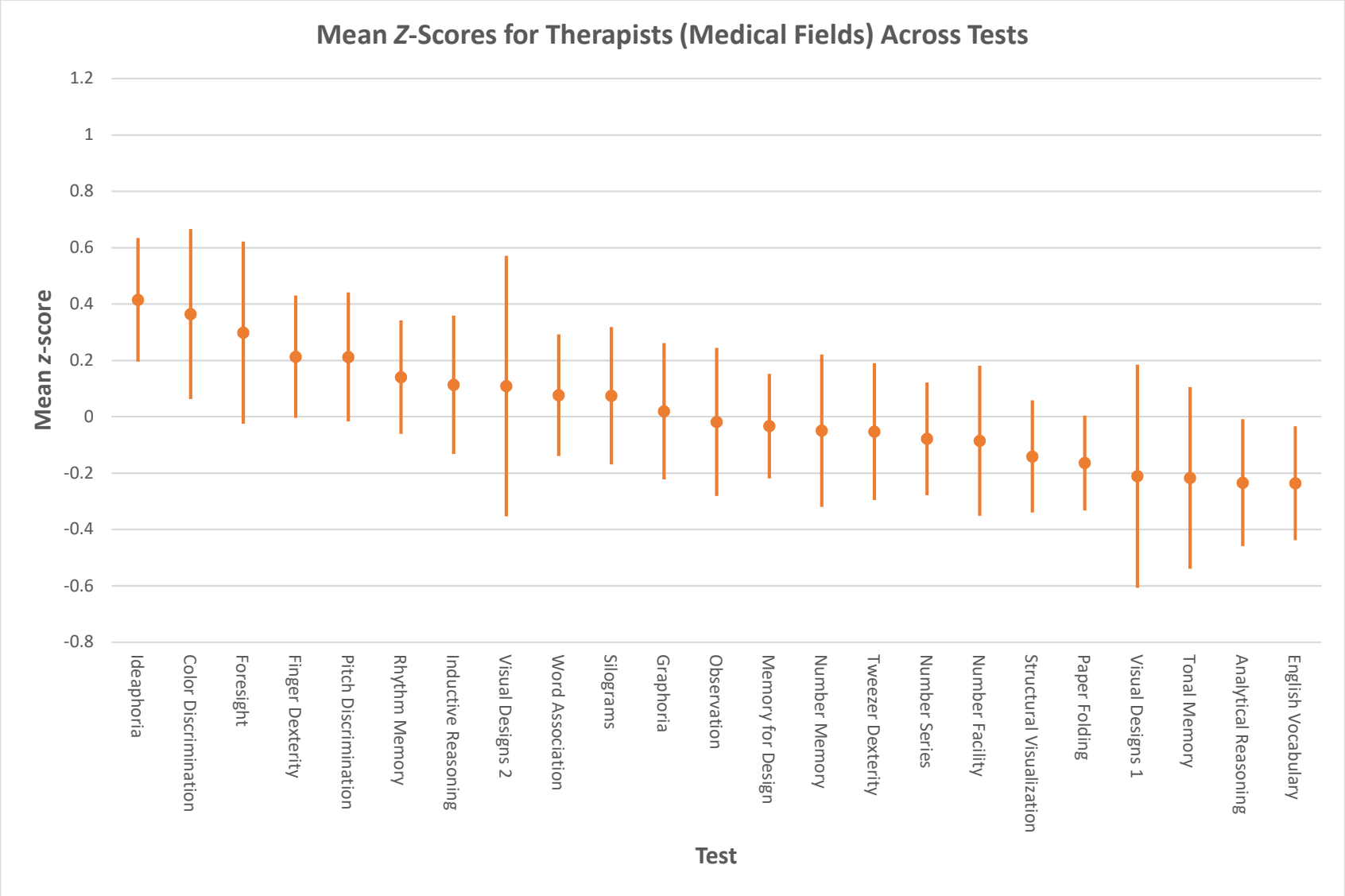
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of life and agricultural scientists who took each test ranged from 45 to 110.

Figure 106



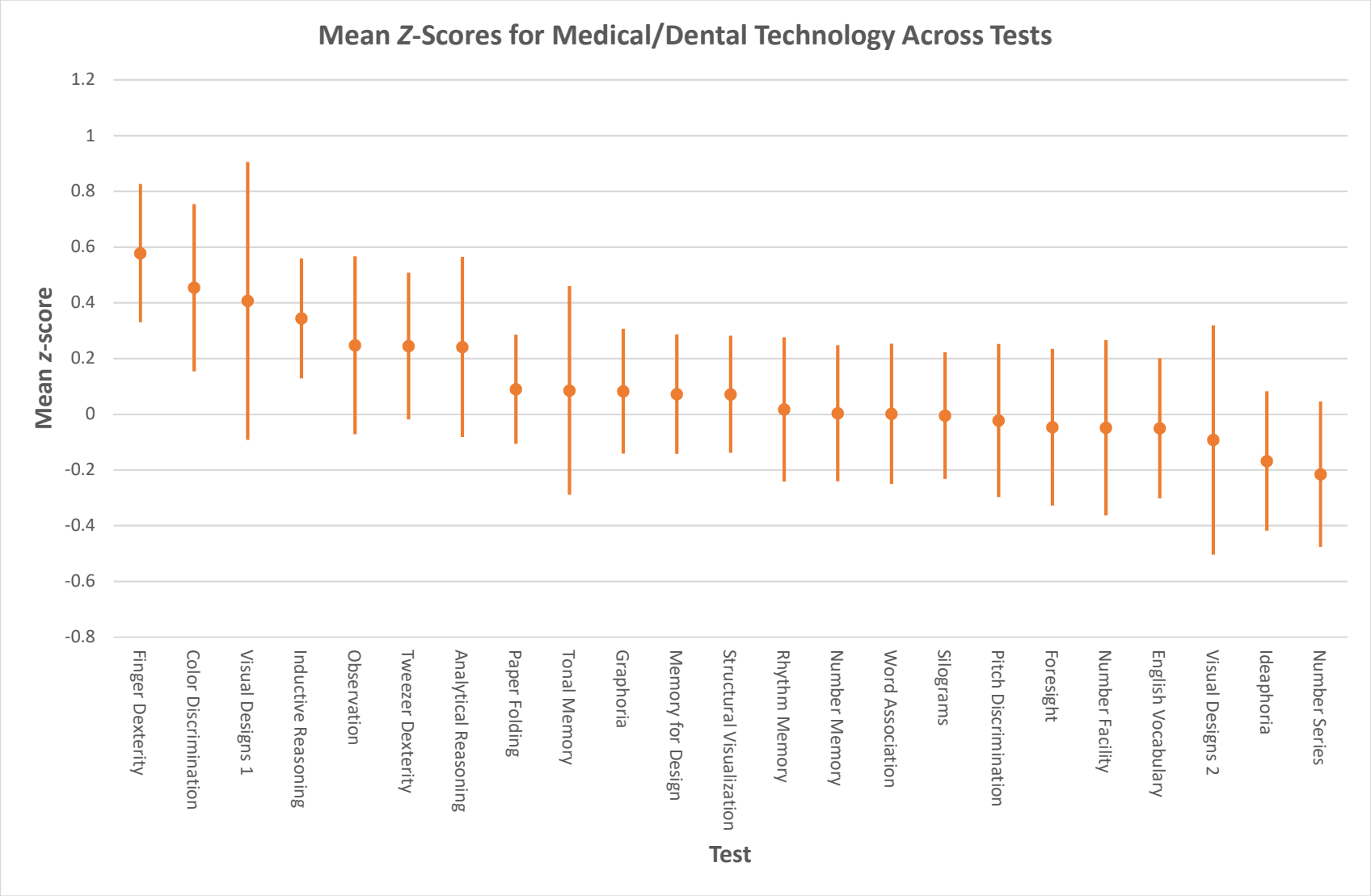
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of dentists who took each test ranged from 19 to 60.

Figure 107



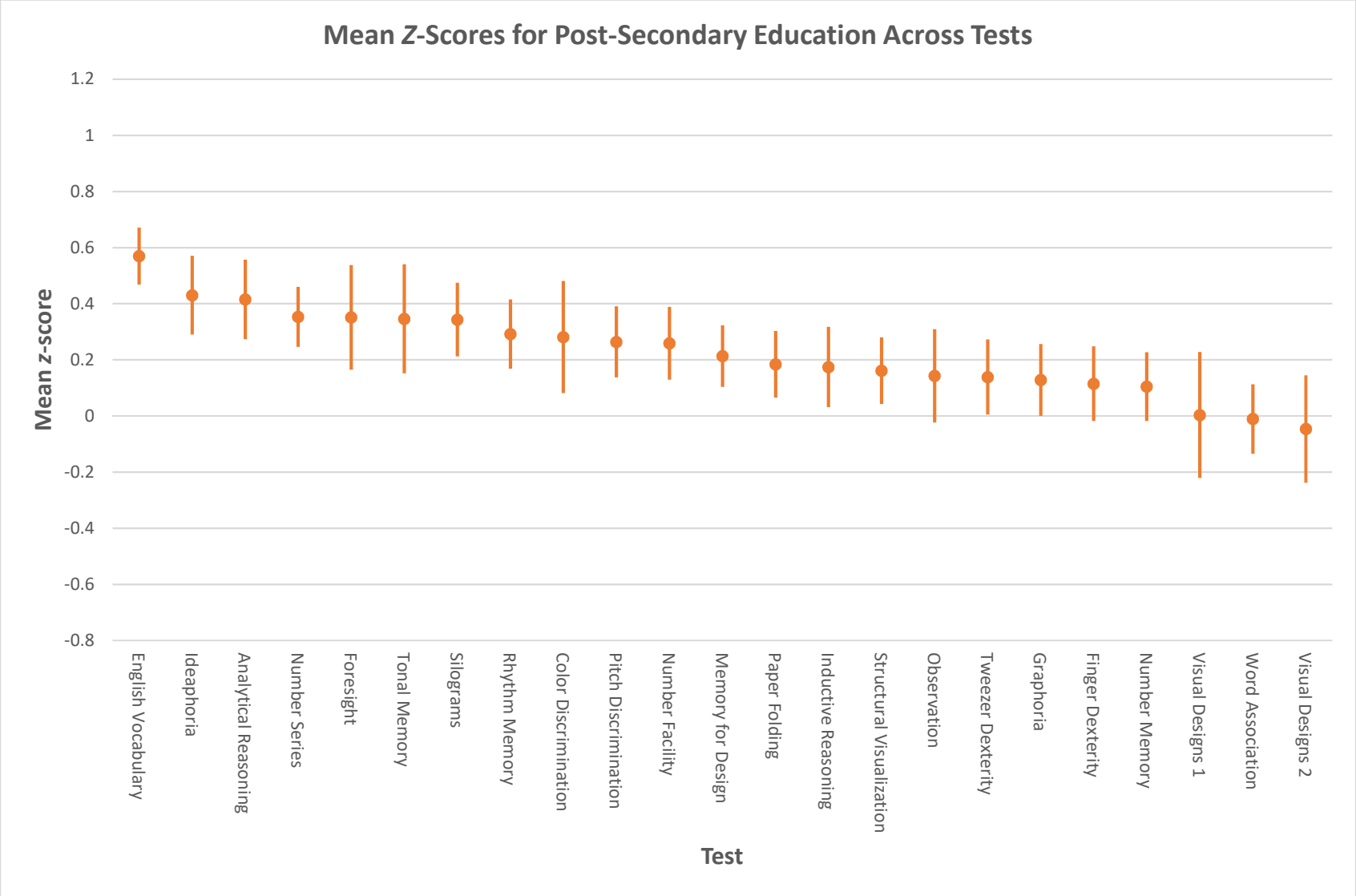
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of therapists (medical fields) who took each test ranged from 26 to 70.

Figure 108



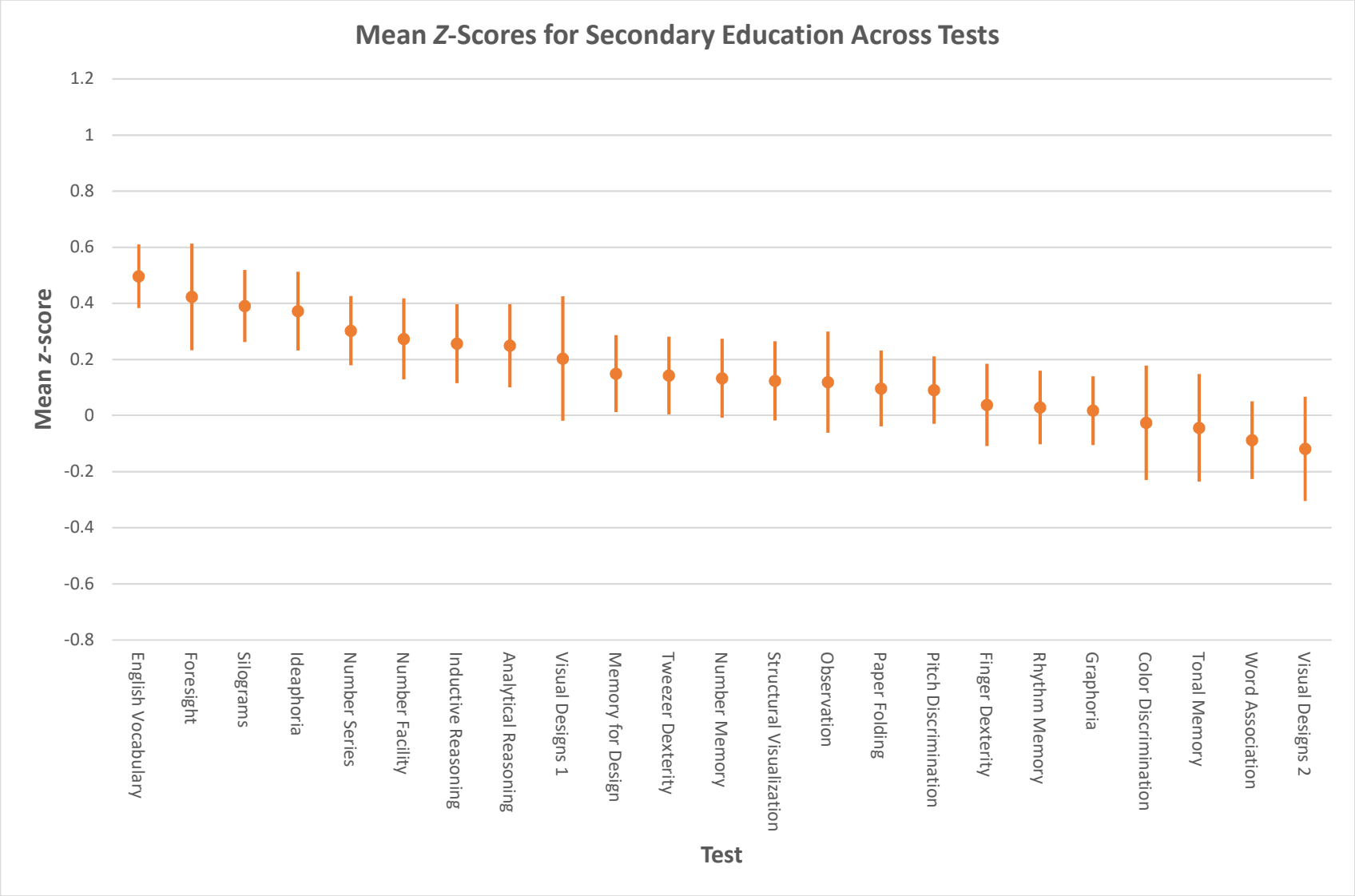
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of medical/dental technicians who took each test ranged from 21 to 66.

Figure 109



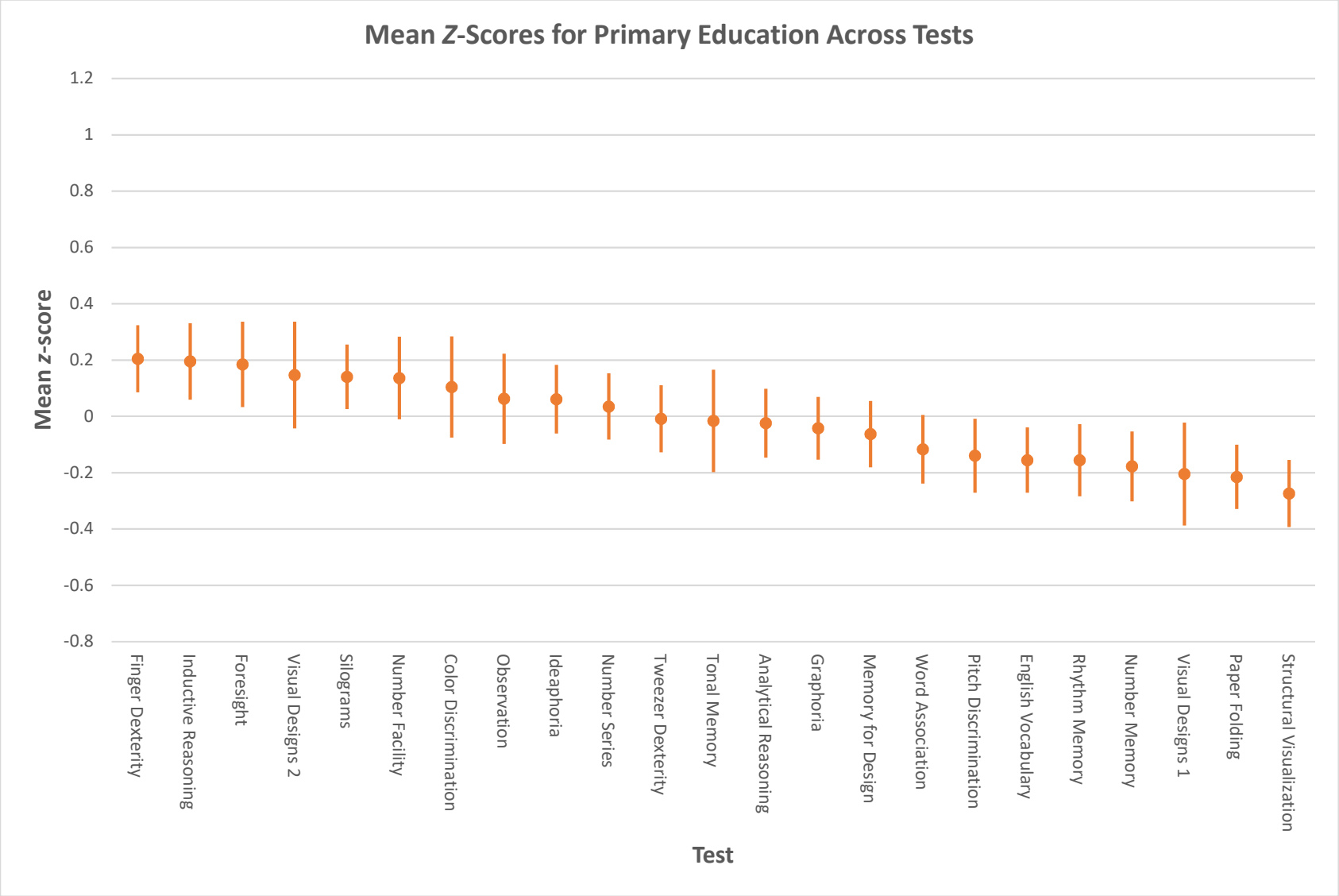
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of post-secondary educators who took each test ranged from 93 to 231.

Figure 110



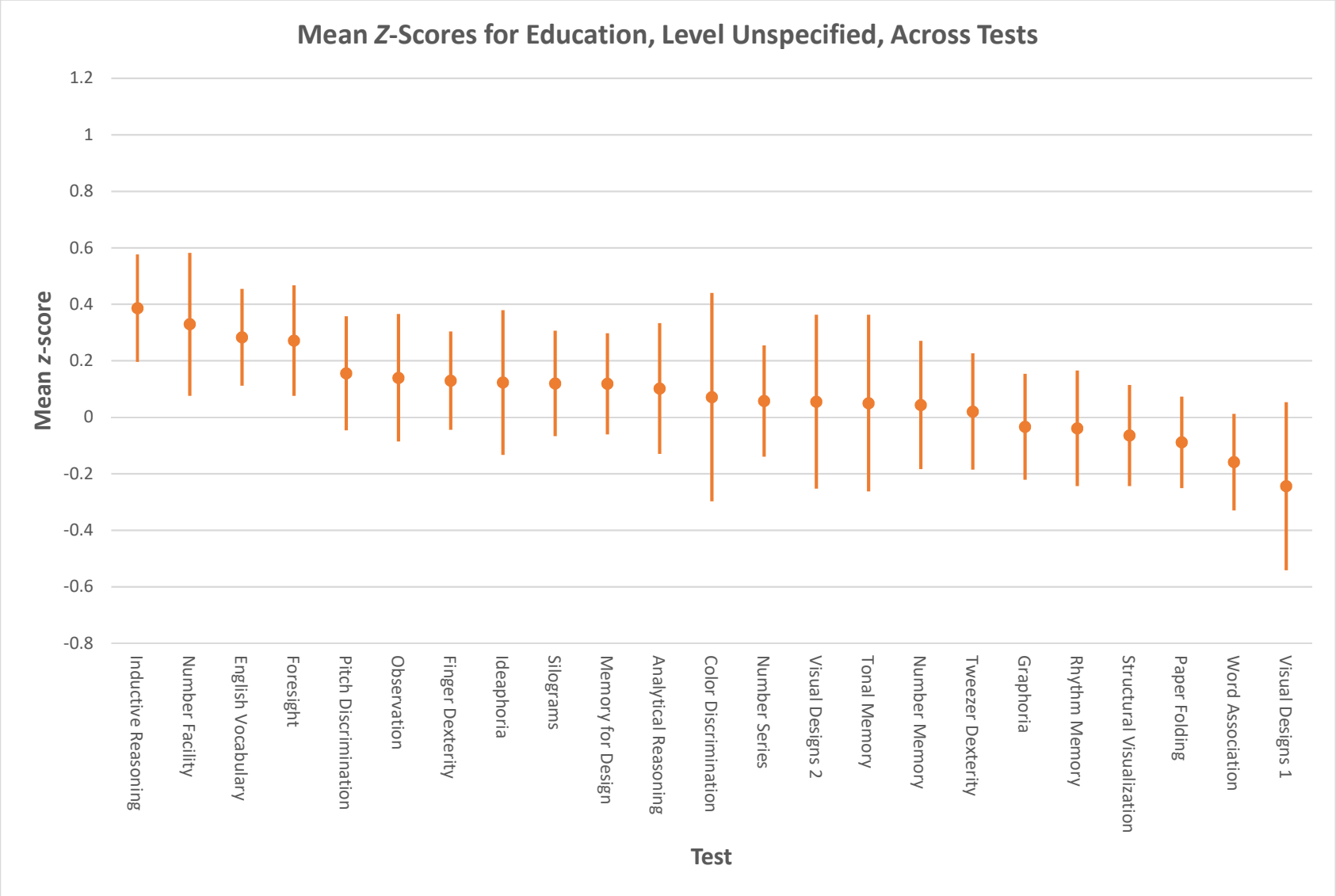
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of secondary educators who took each test ranged from 95 to 207.

Figure 111



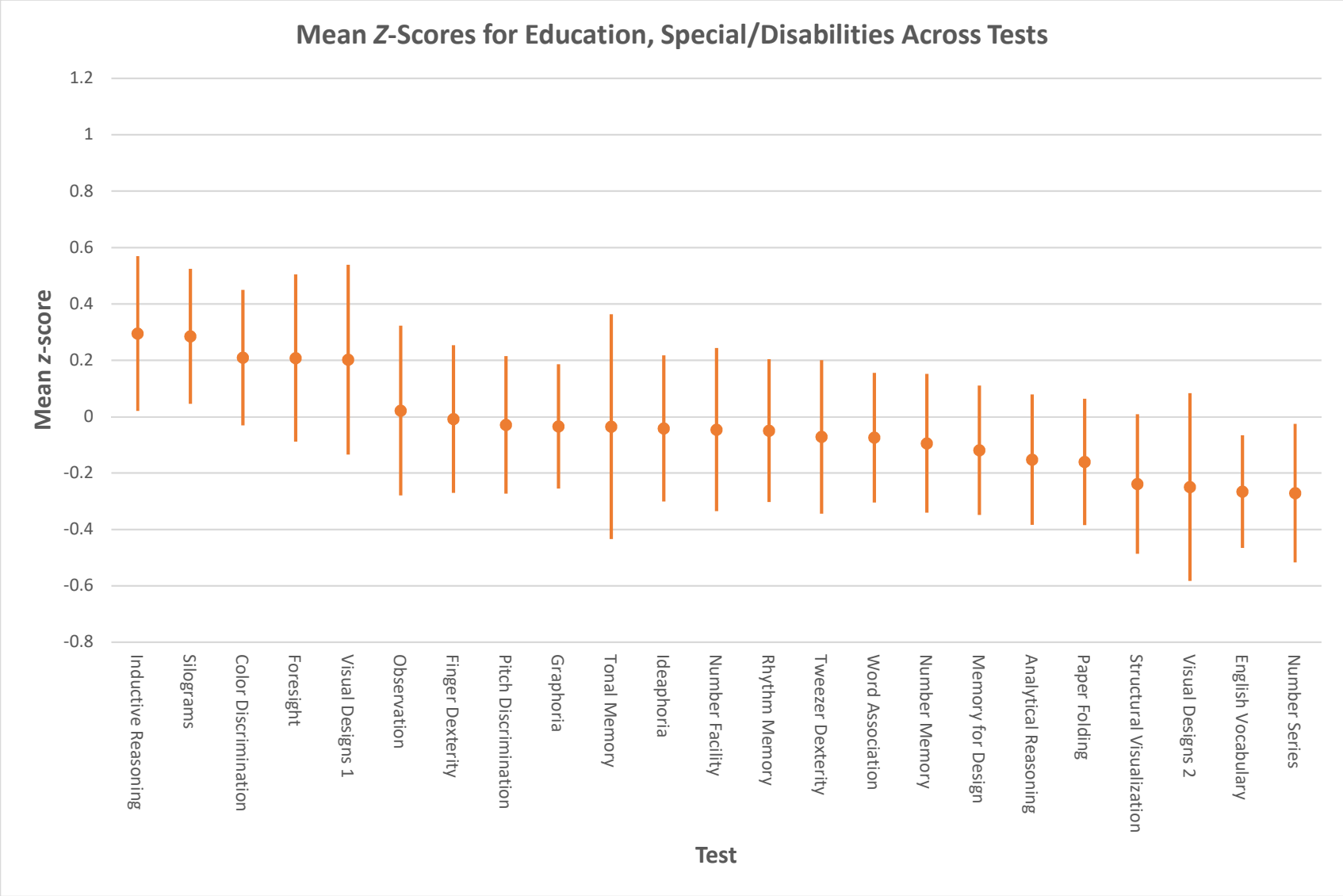
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of primary educators who took each test ranged from 110 to 268.

Figure 112



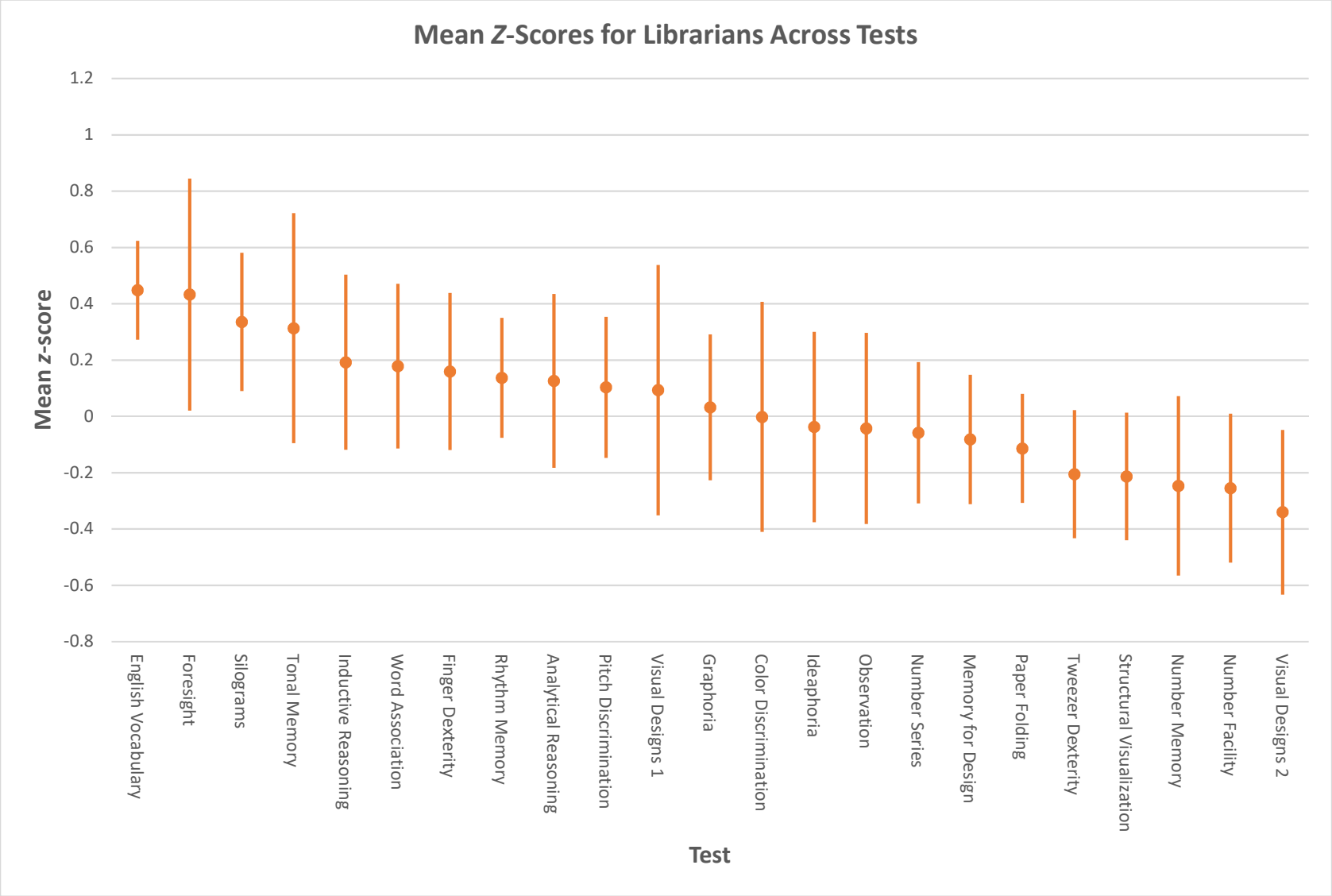
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of educators (level unspecified) who took each test ranged from 39 to 113.

Figure 113



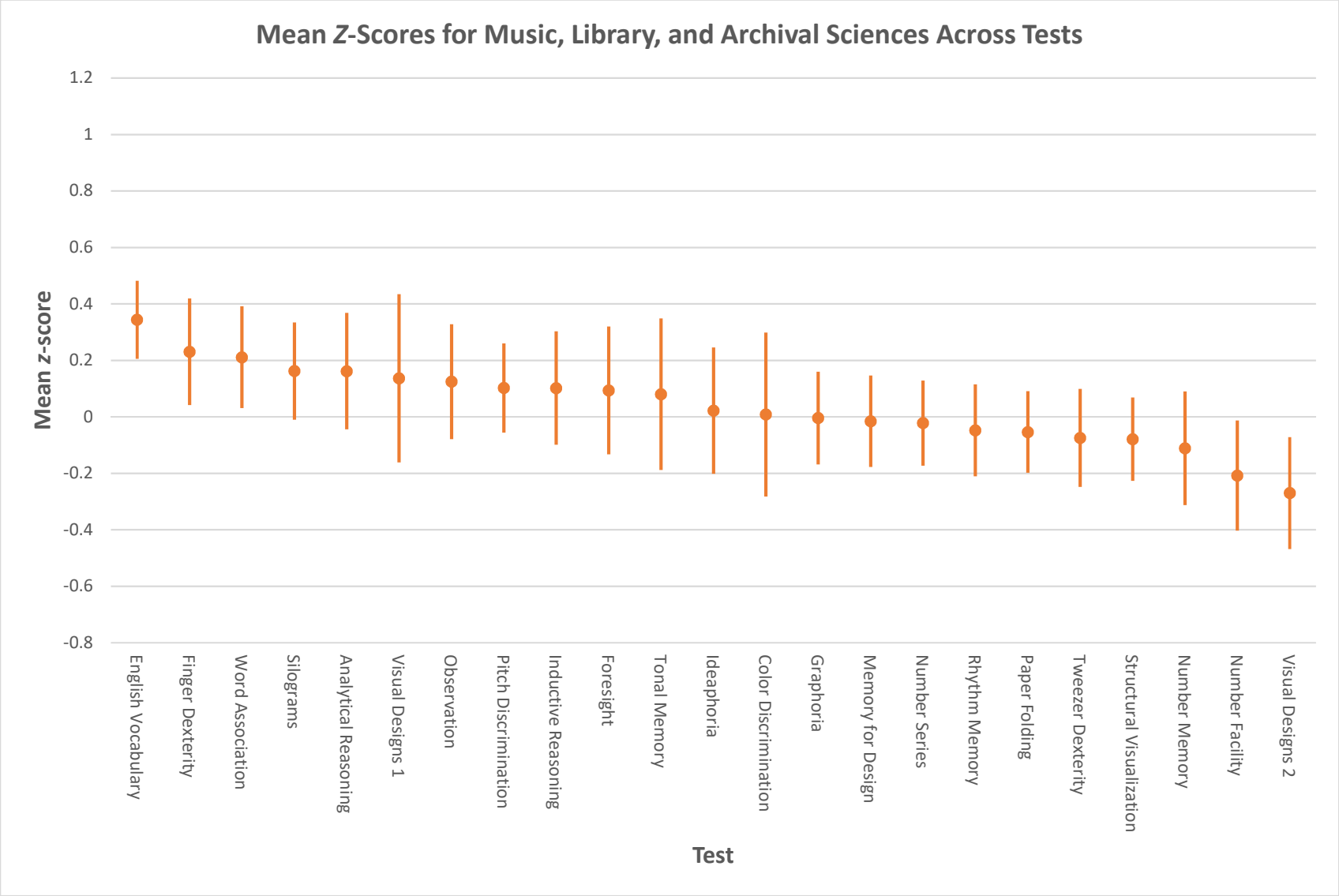
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of educators (special/disabilities) who took each test ranged from 31 to 64.

Figure 114



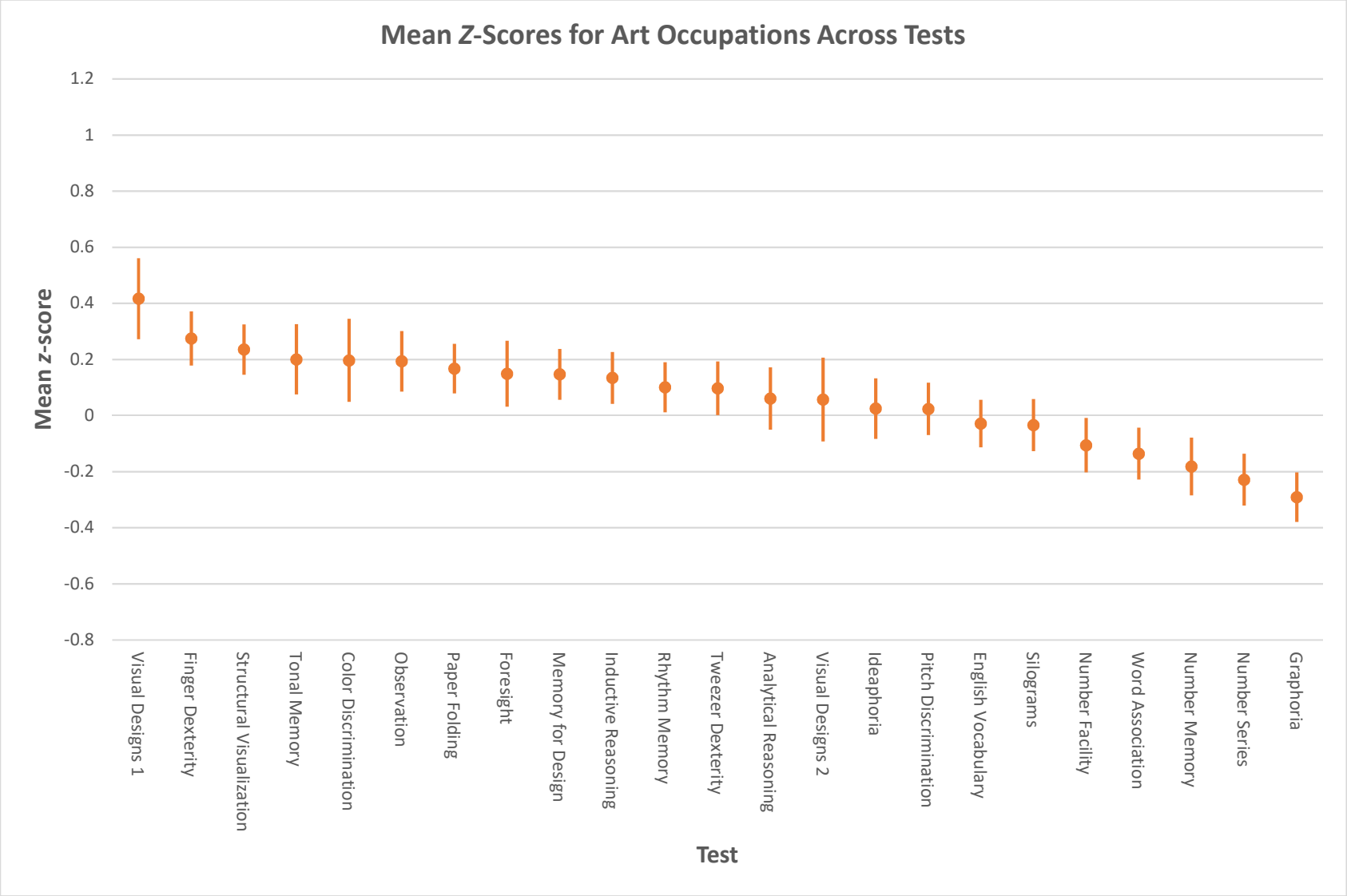
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of librarians who took each test ranged from 22 to 62.

Figure 115



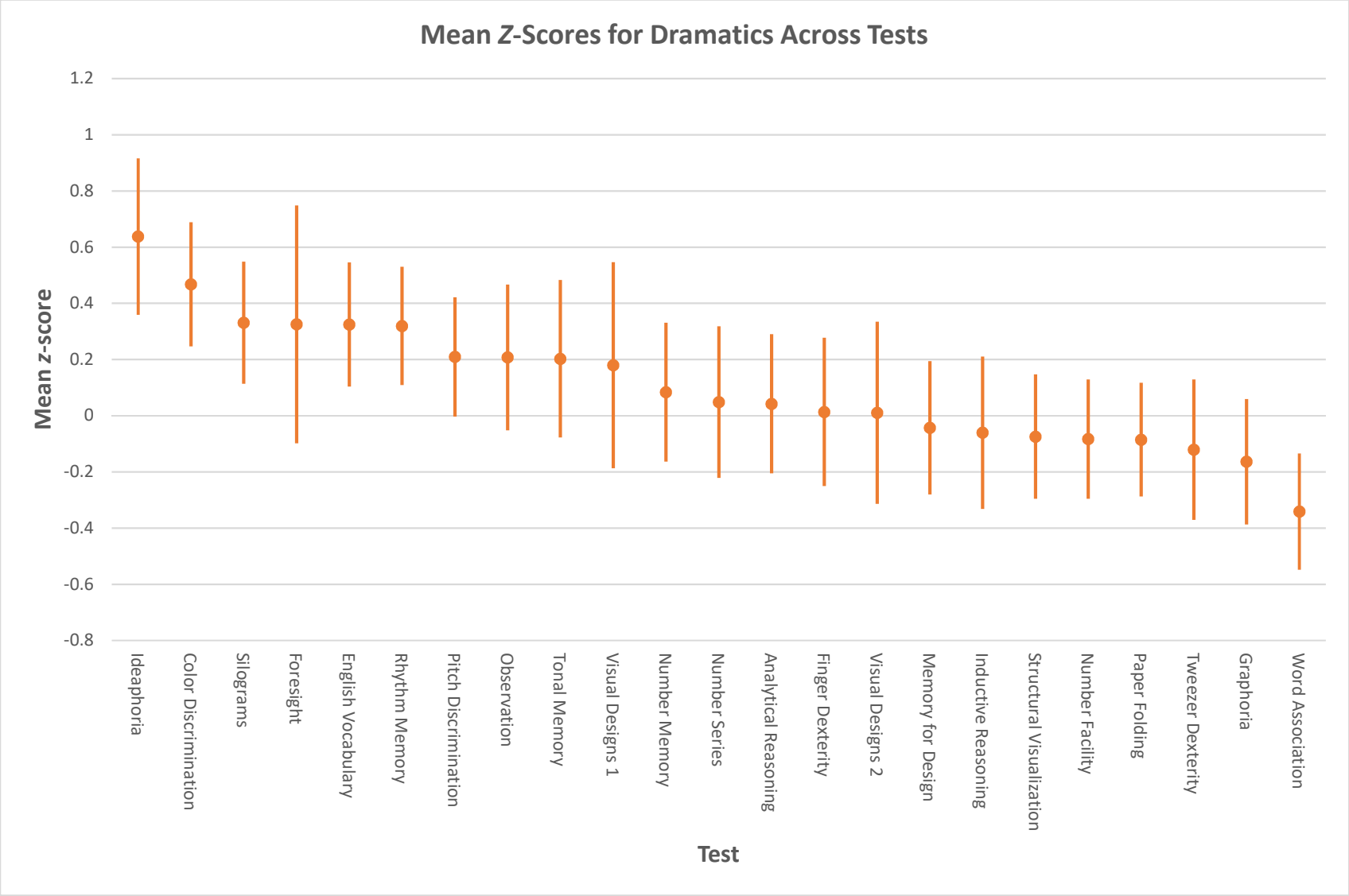
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of music, library, and archival scientists who took each test ranged from 45 to 140.

Figure 116



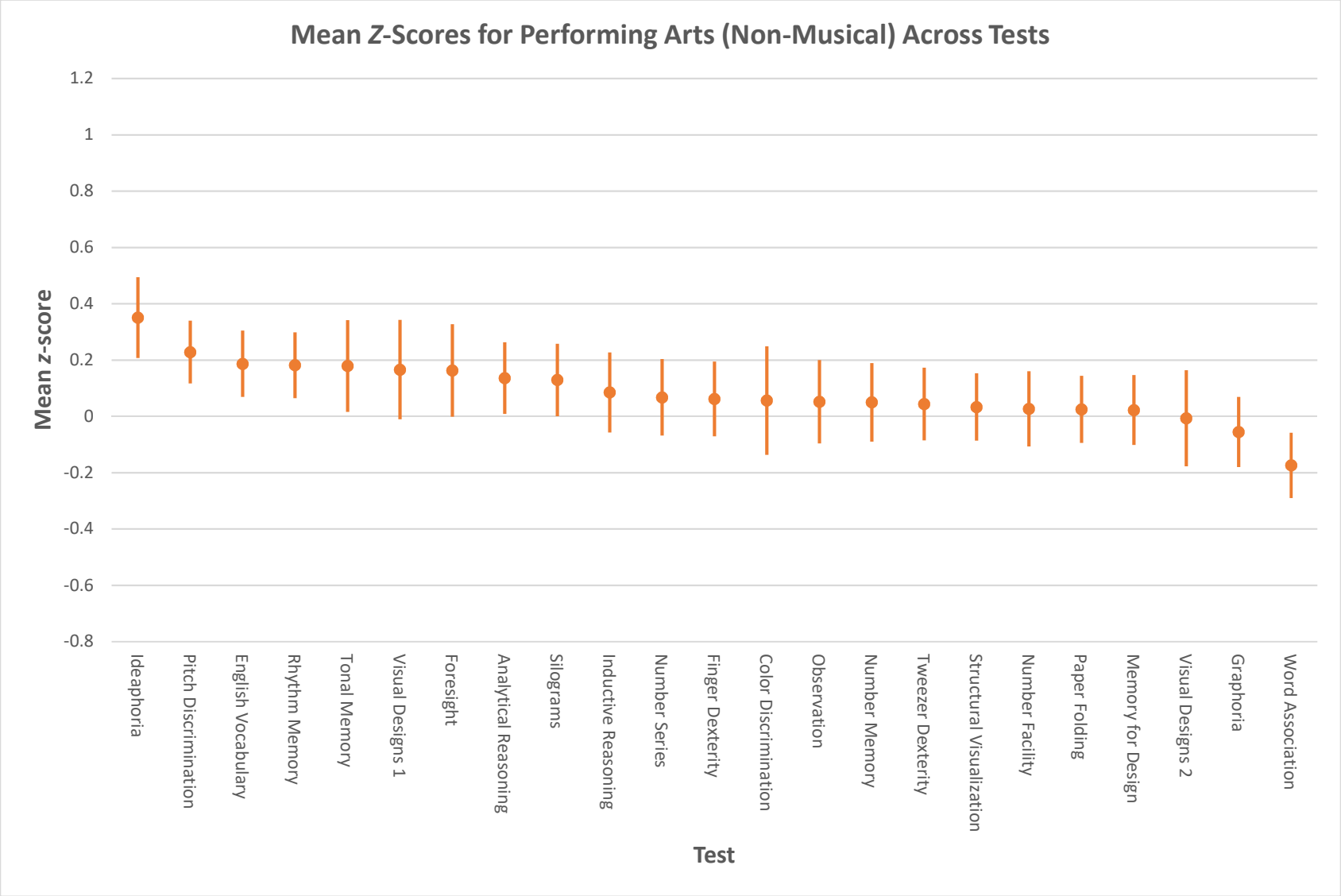
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of people in art occupations who took each test ranged from 182 to 448.

Figure 117



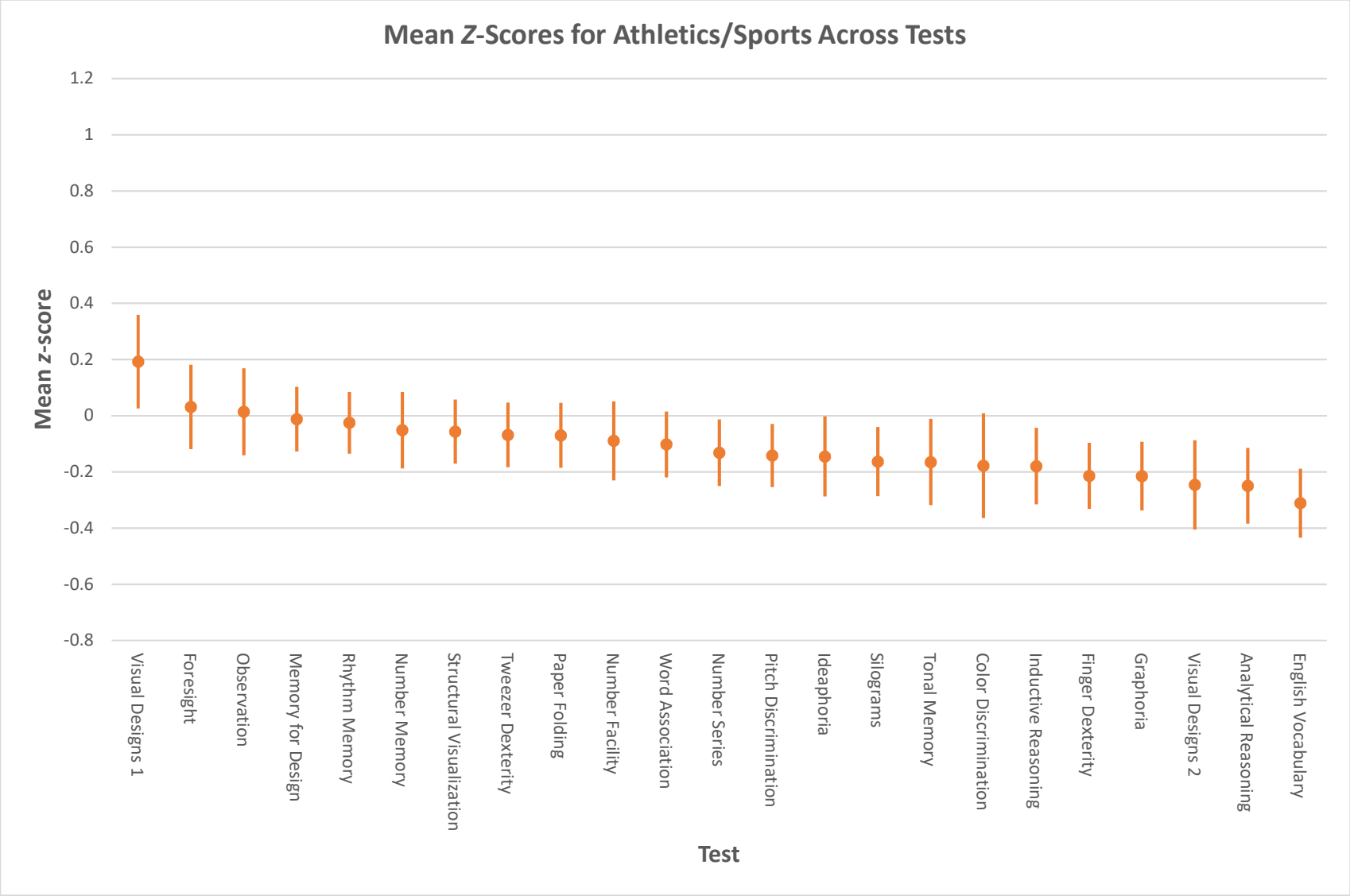
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of people in dramatics who took each test ranged from 30 to 66.

Figure 118



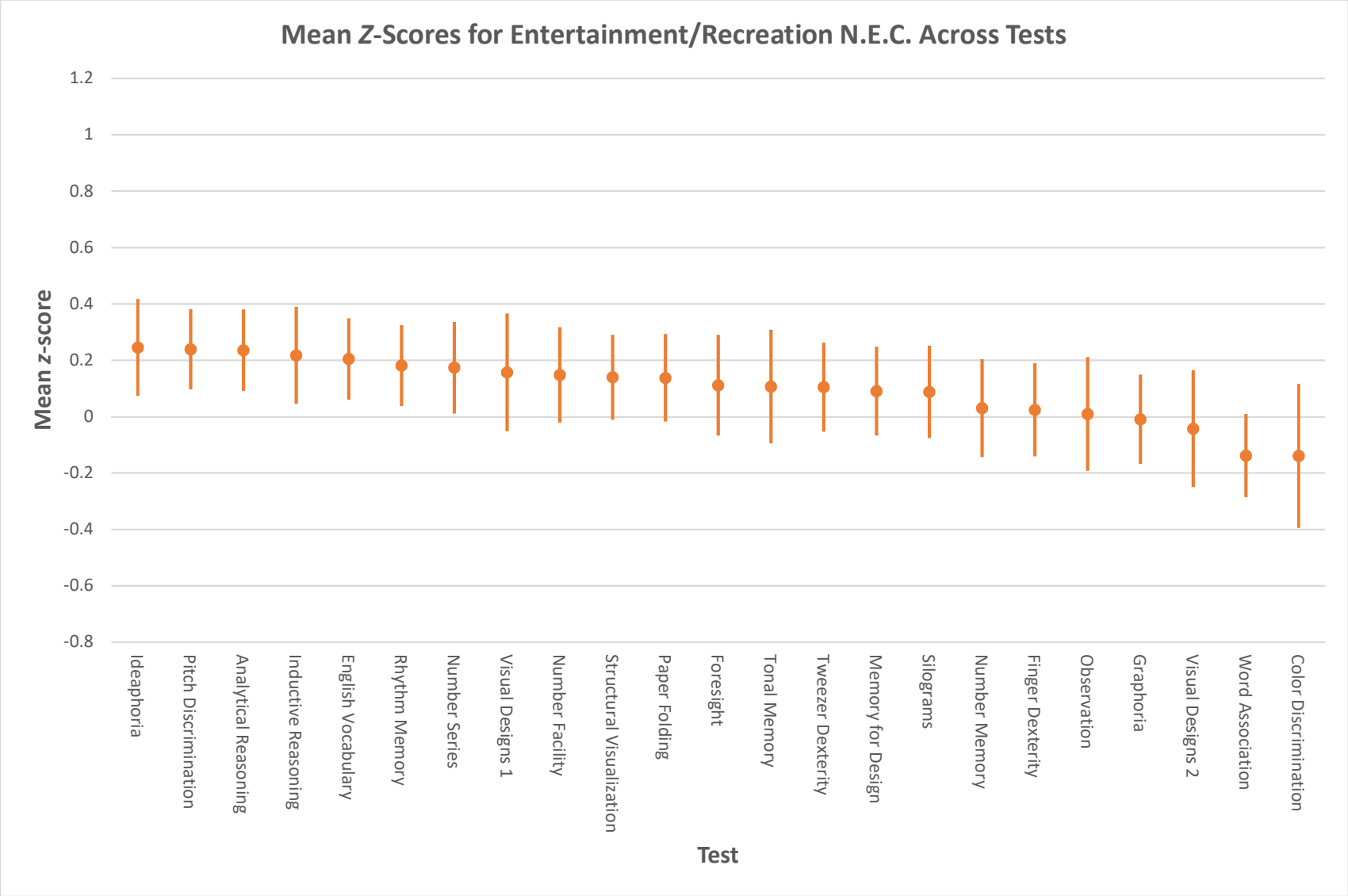
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of non-musical performing artists who took each test ranged from 115 to 245.

Figure 119



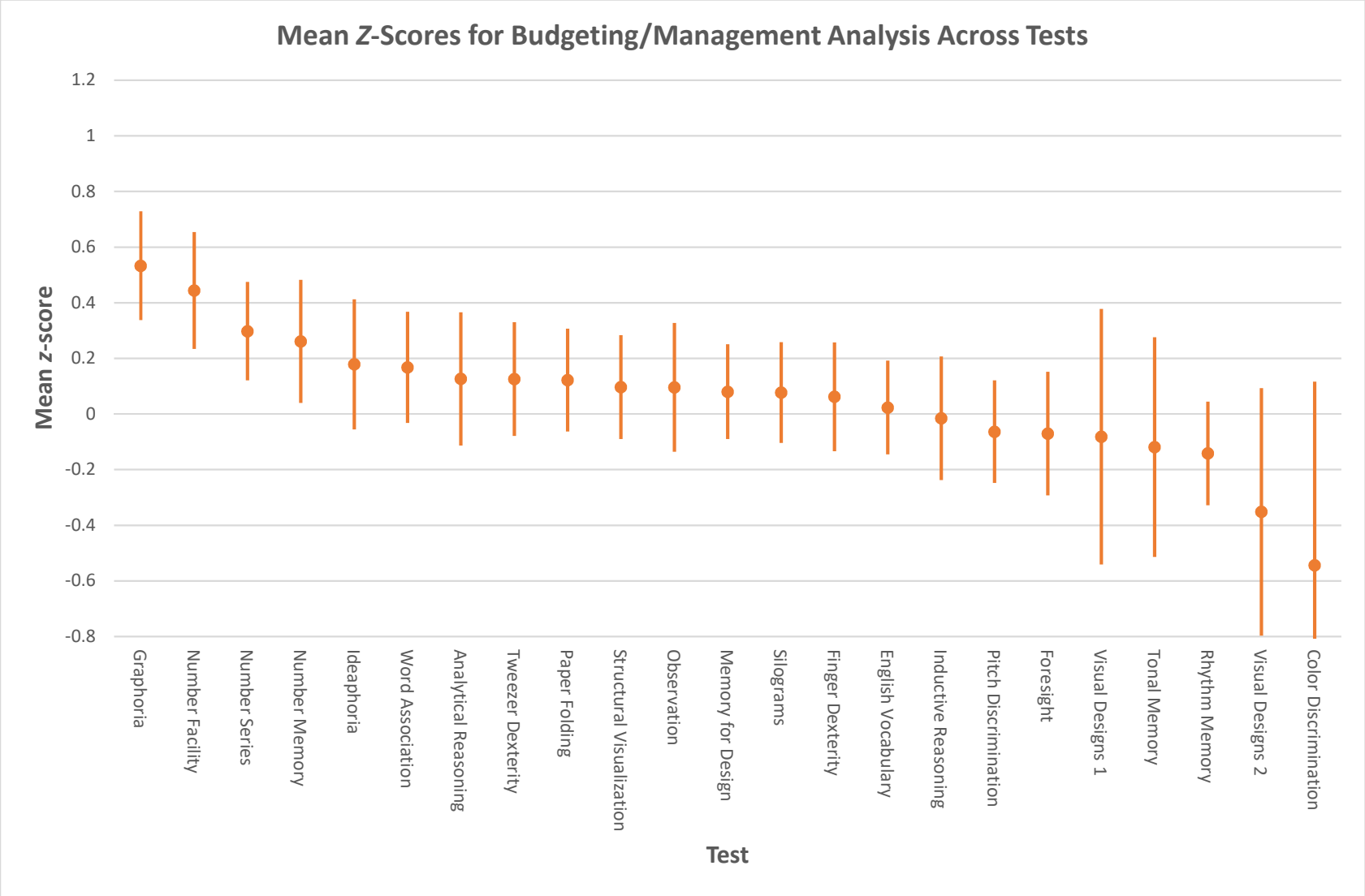
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of athletes who took each test ranged from 135 to 270.

Figure 120



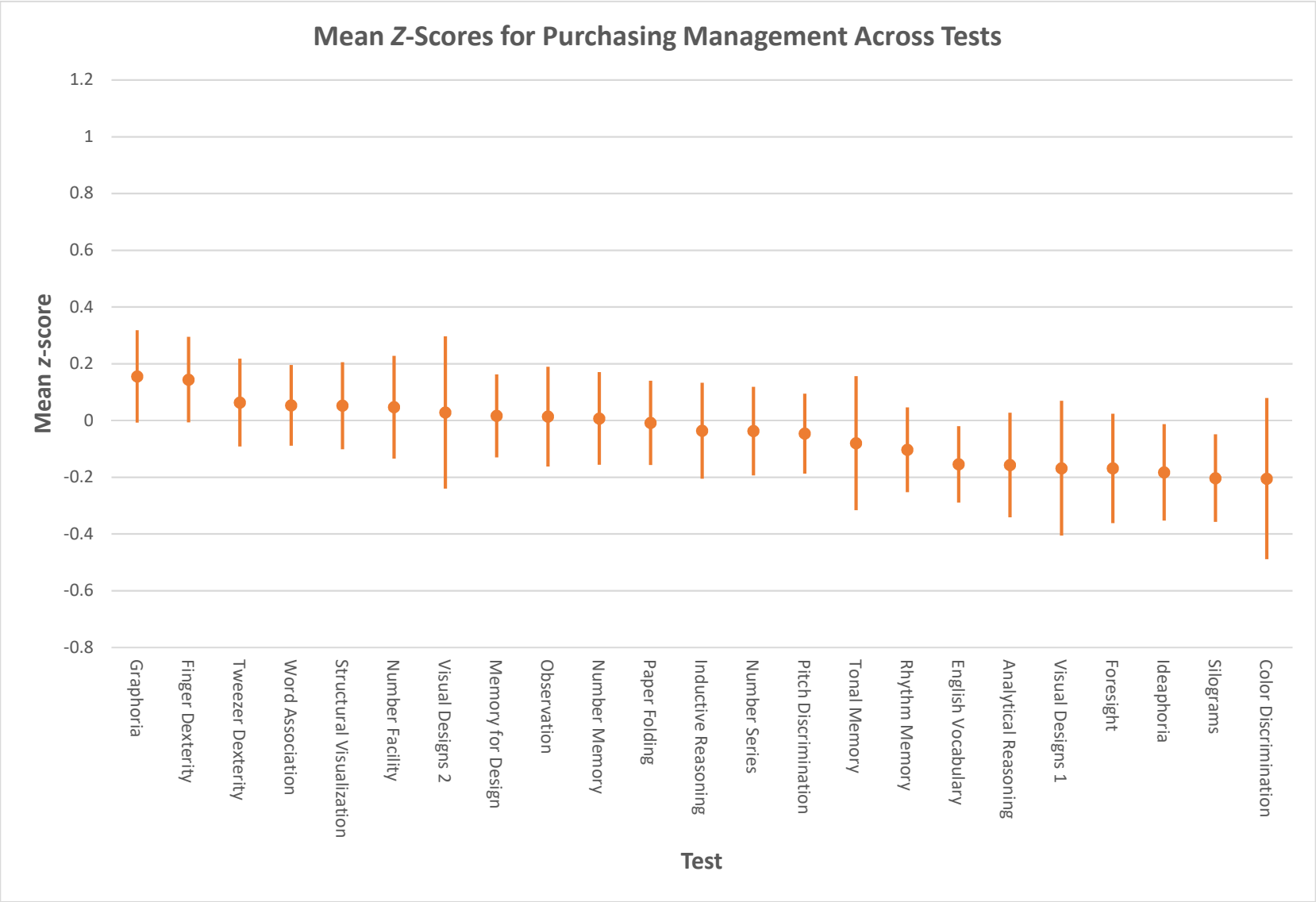
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of people in entertainment/recreation occupations (N.E.C.) who took each test ranged from 79 to 158.

Figure 121



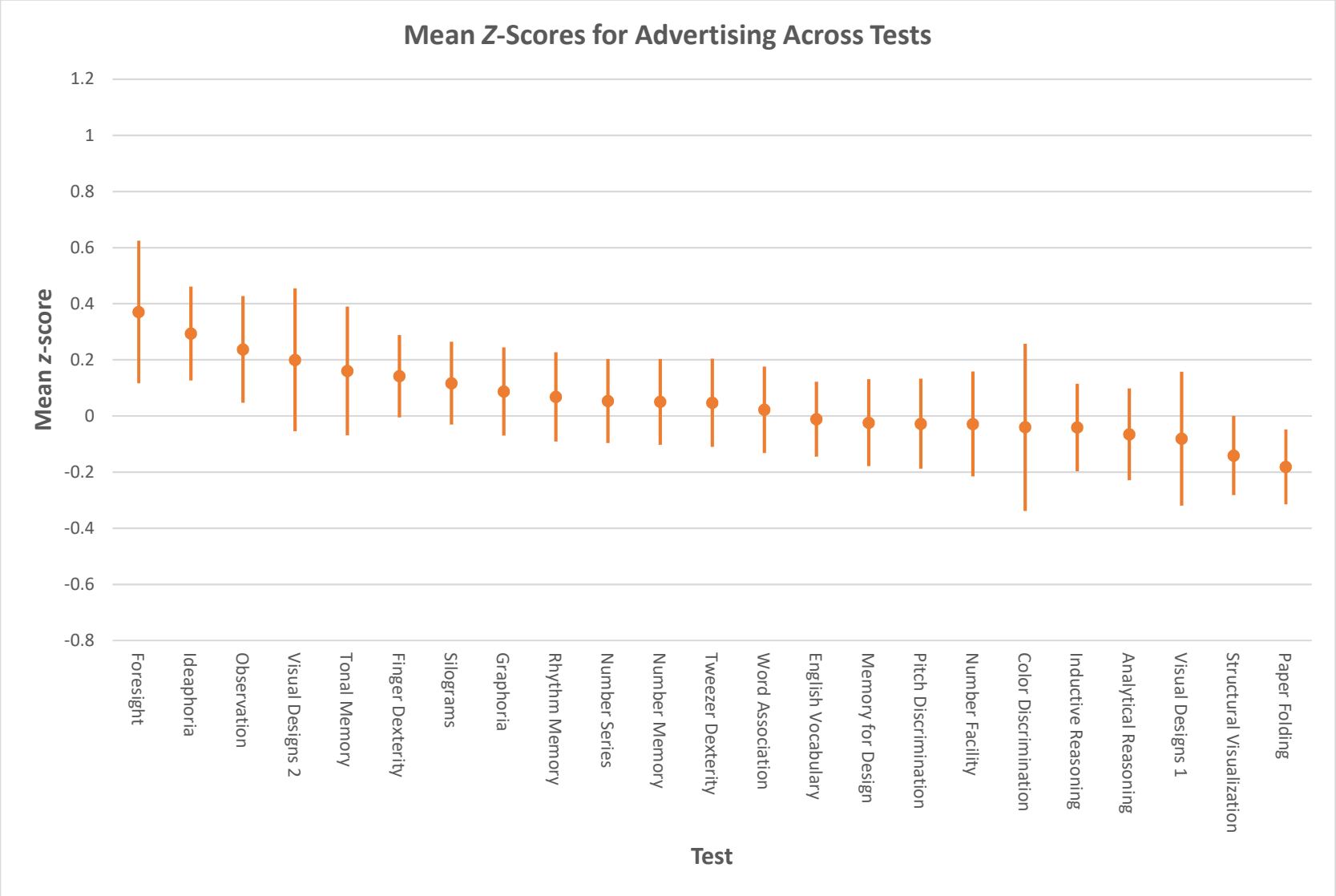
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of budgeting/management analysts who took each test ranged from 15 to 103.

Figure 122



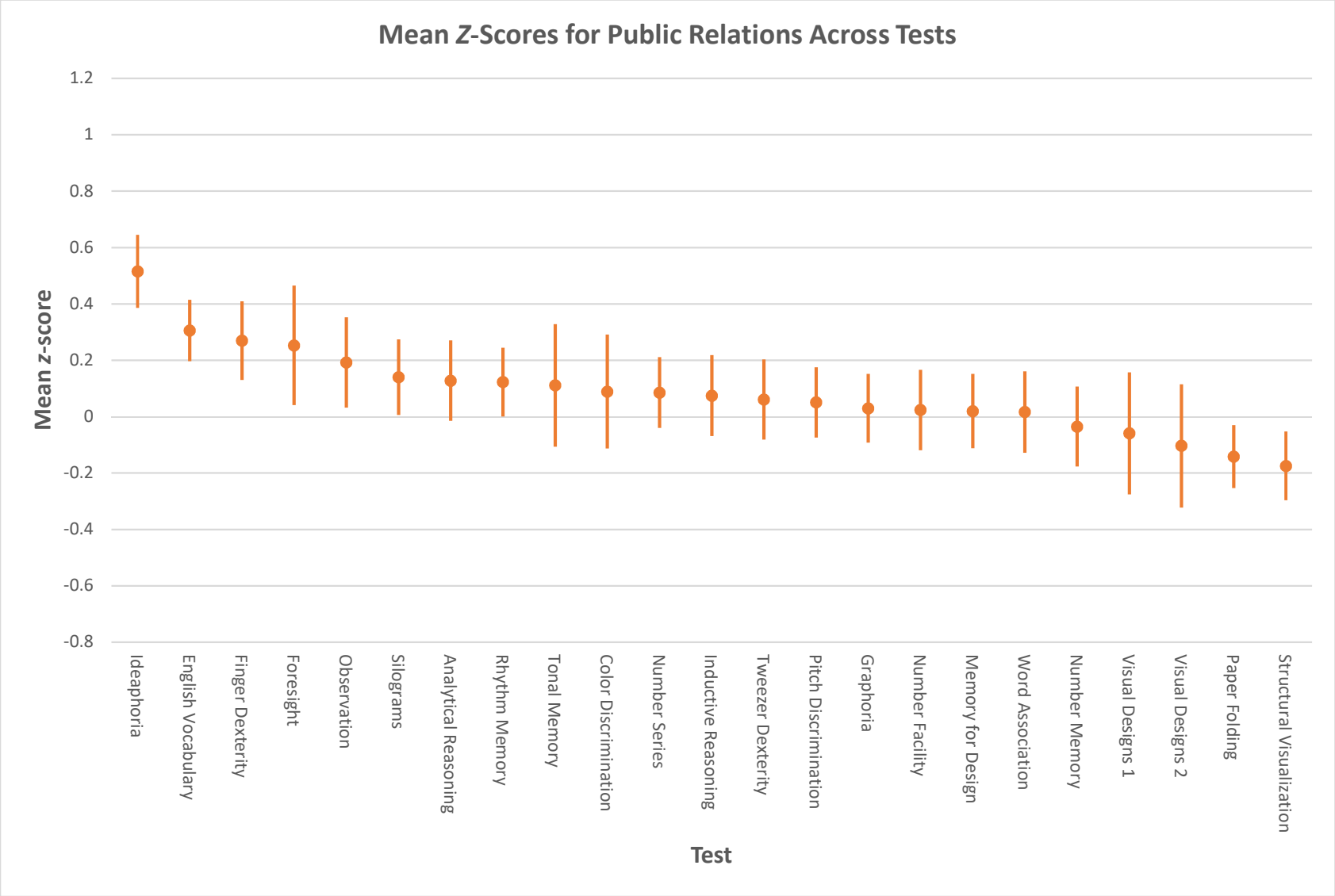
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of purchasing managers who took each test ranged from 59 to 162.

Figure 123



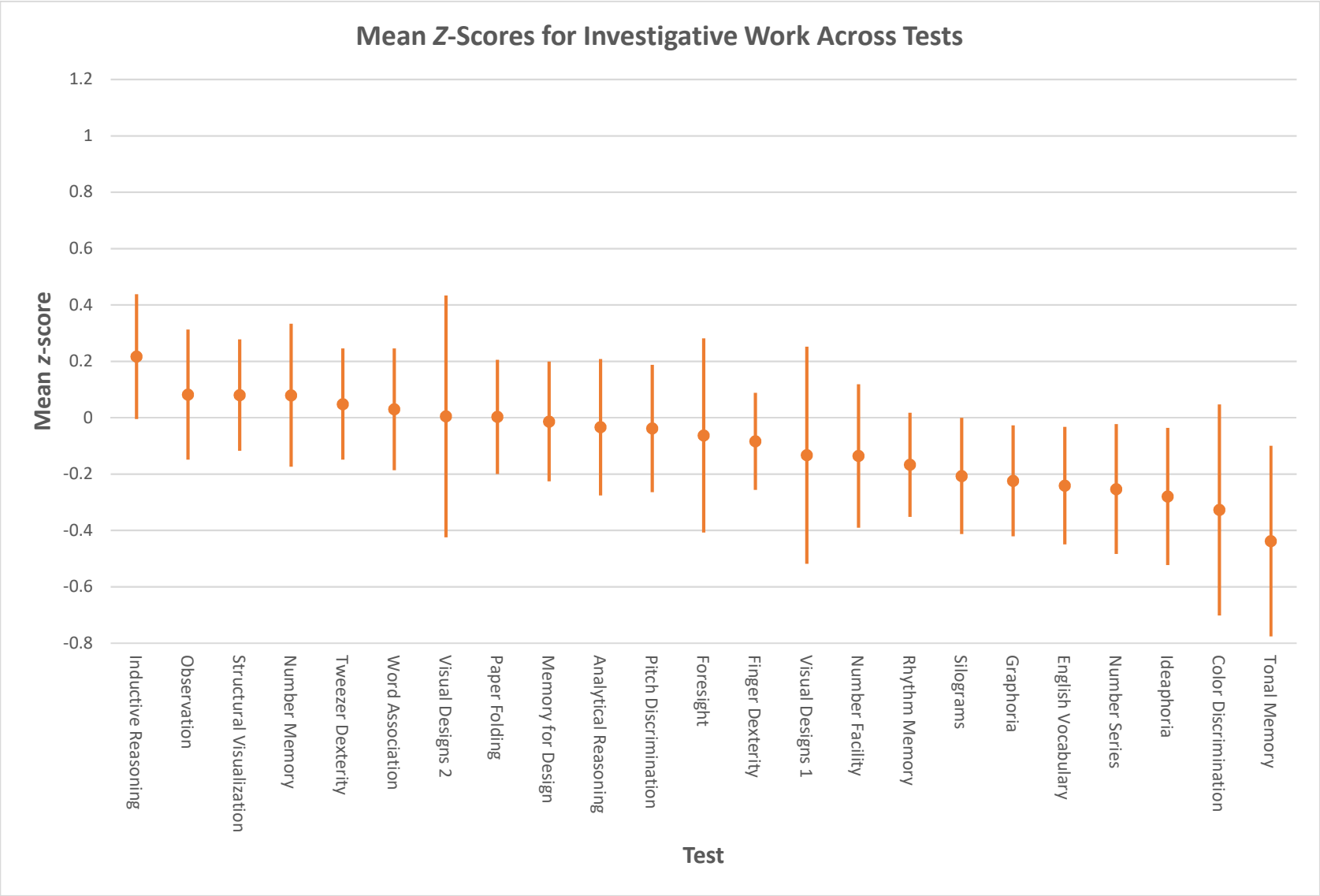
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of advertising workers who took each test ranged from 62 to 160.

Figure 124



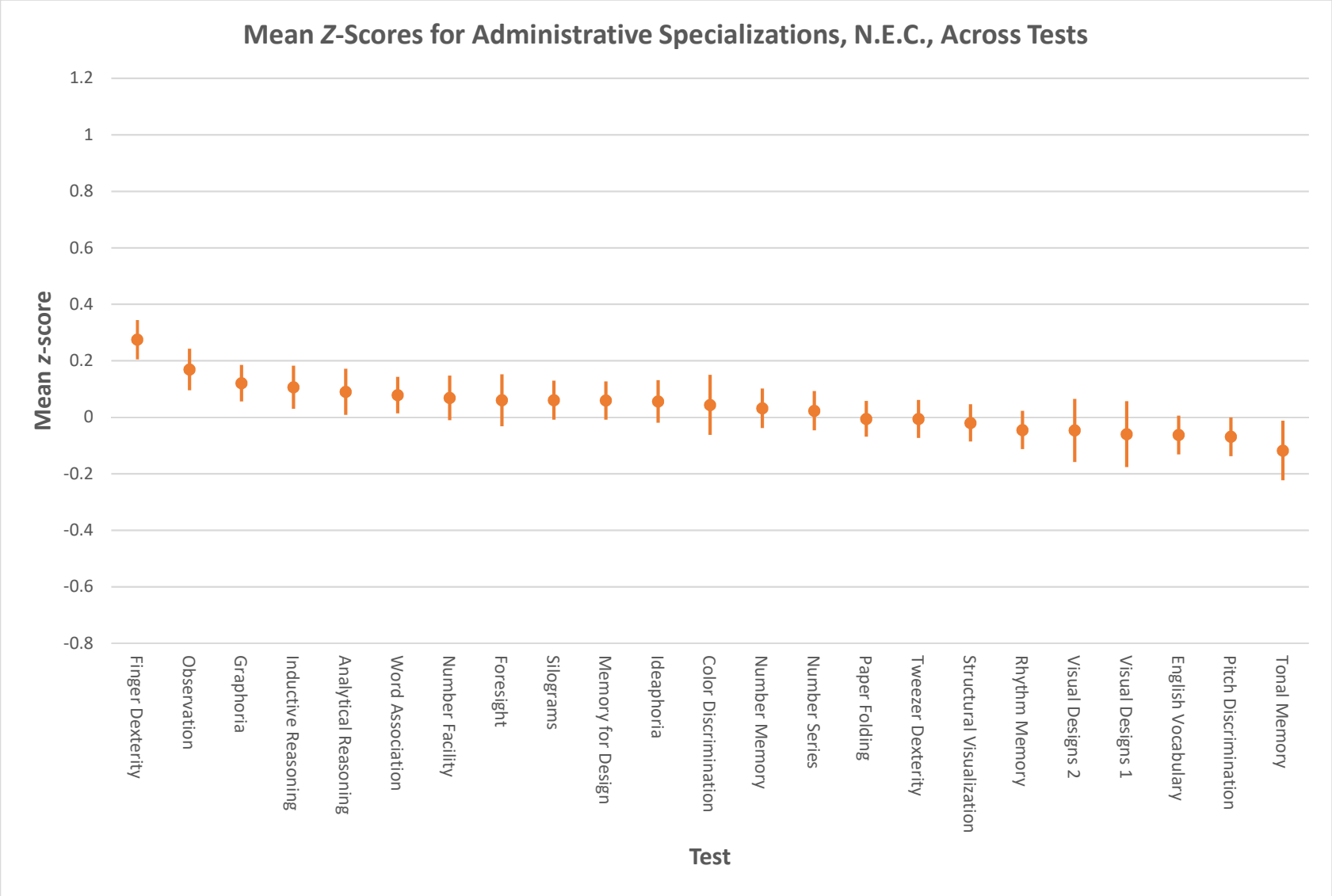
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of public relations workers who took each test ranged from 76 to 214.

Figure 125



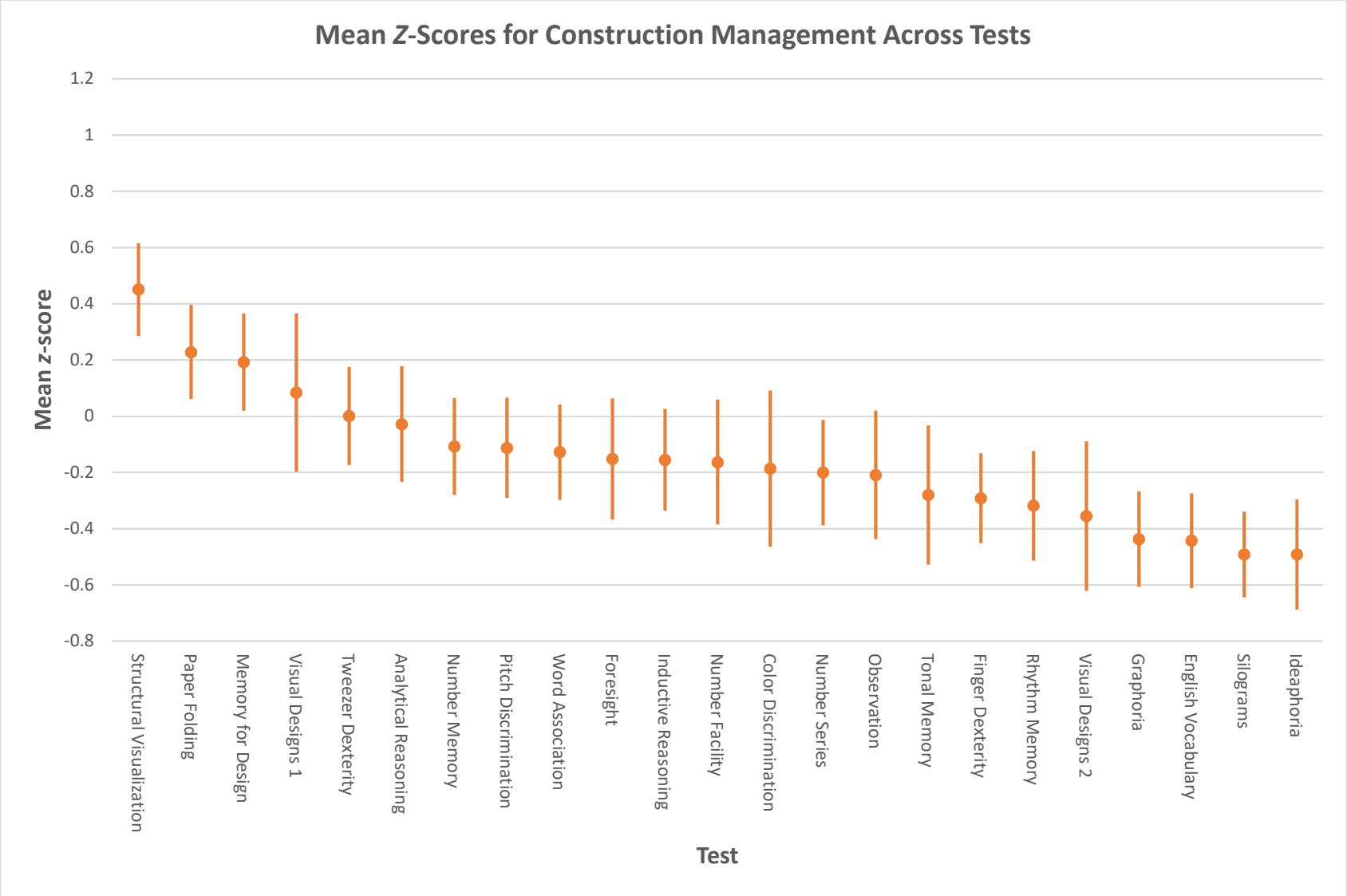
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of investigative workers who took each test ranged from 26 to 88.

Figure 126



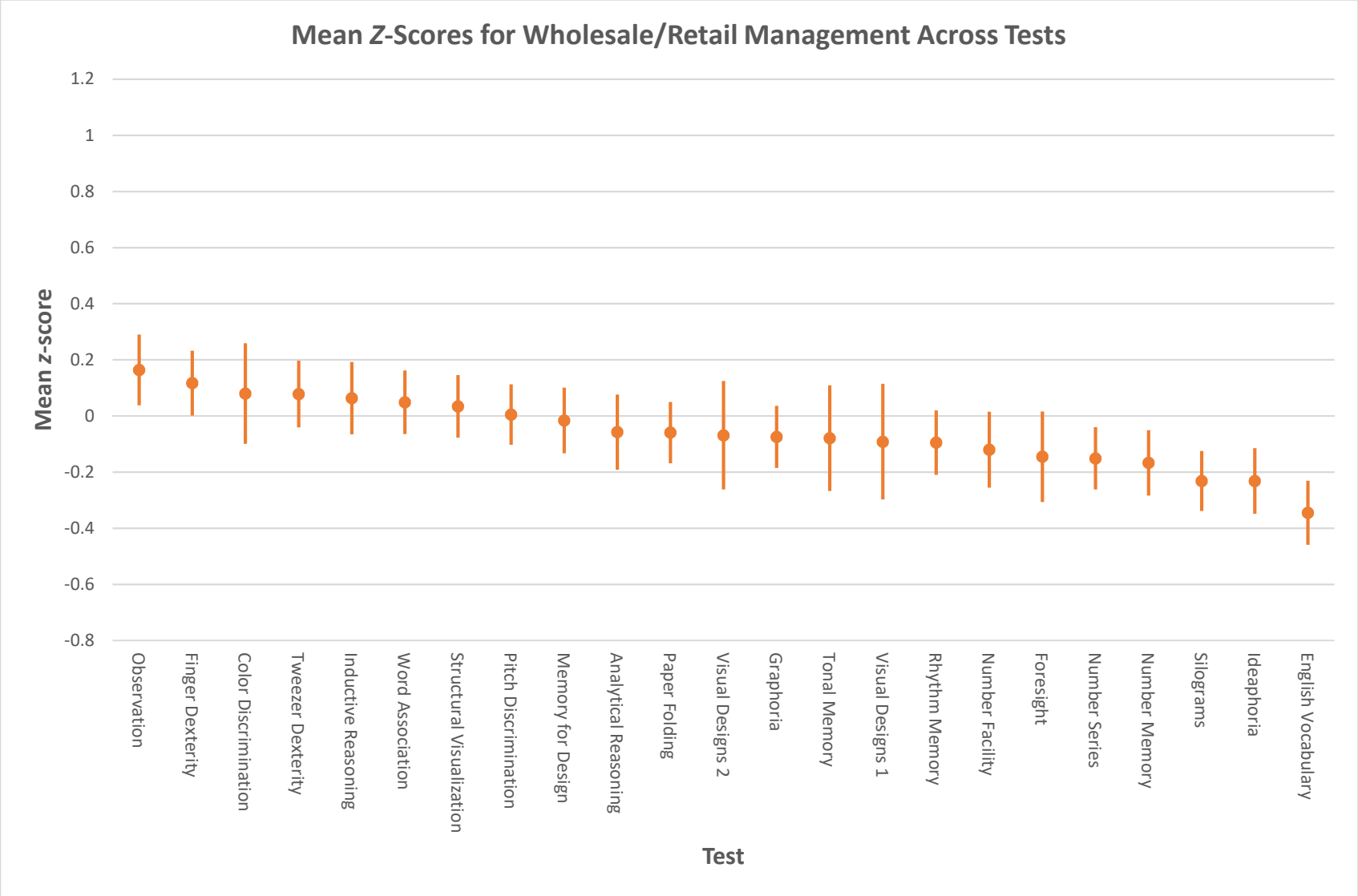
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of administrative specialists (N.E.C.) who took each test ranged from 306 to 824.

Figure 127



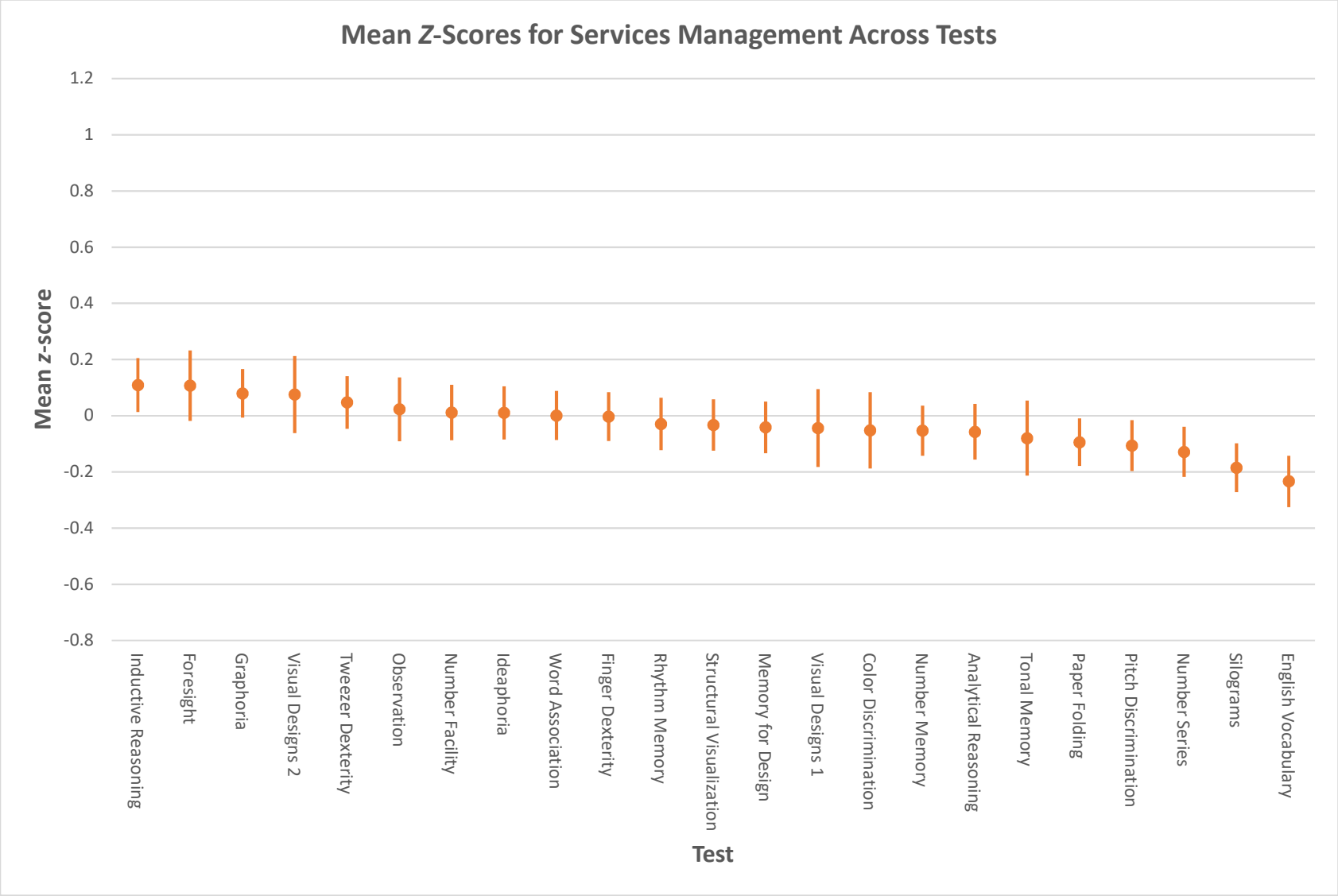
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of construction managers who took each test ranged from 54 to 123.

Figure 128



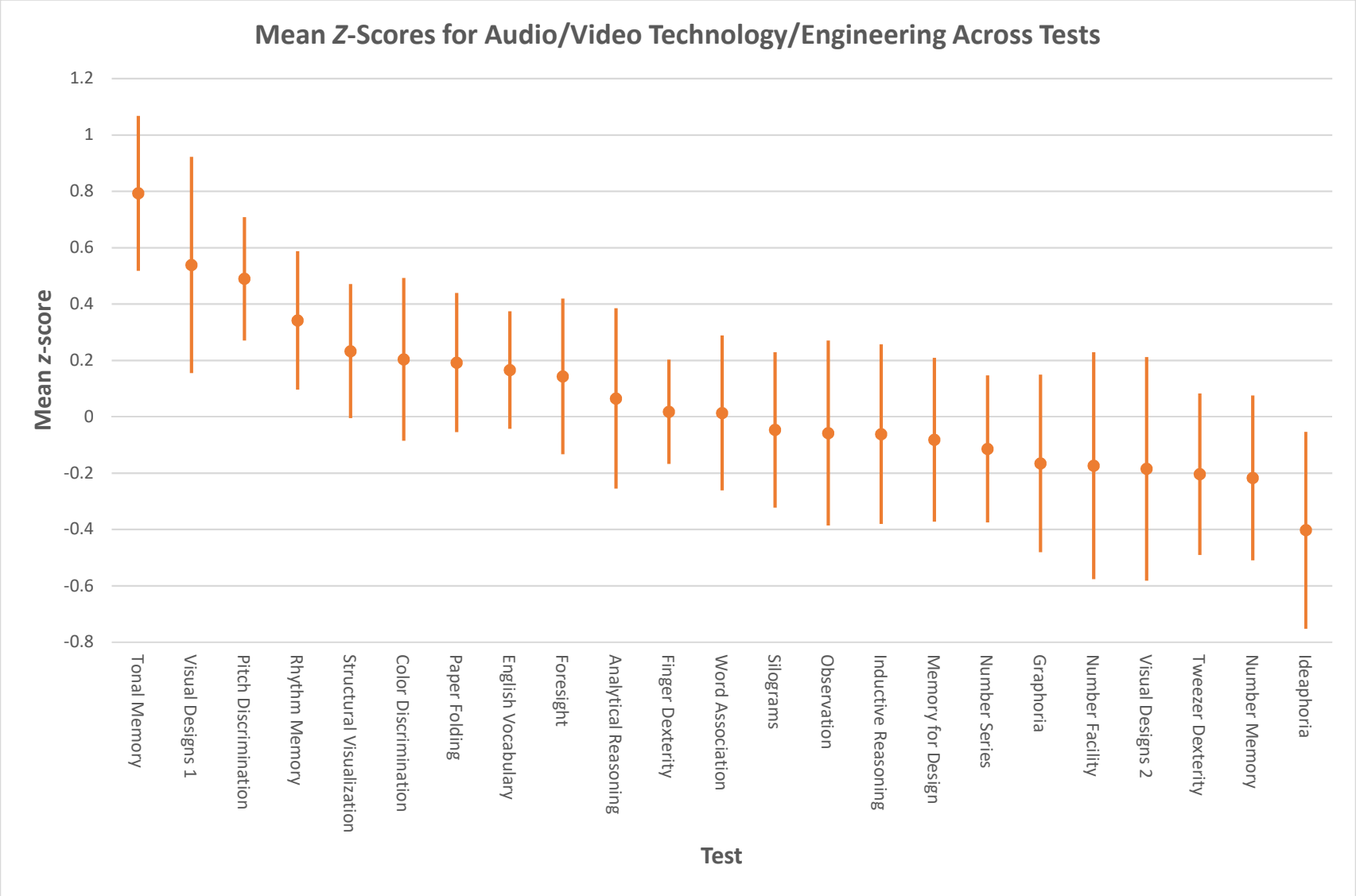
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of wholesale/retail managers who took each test ranged from 100 to 291.

Figure 129



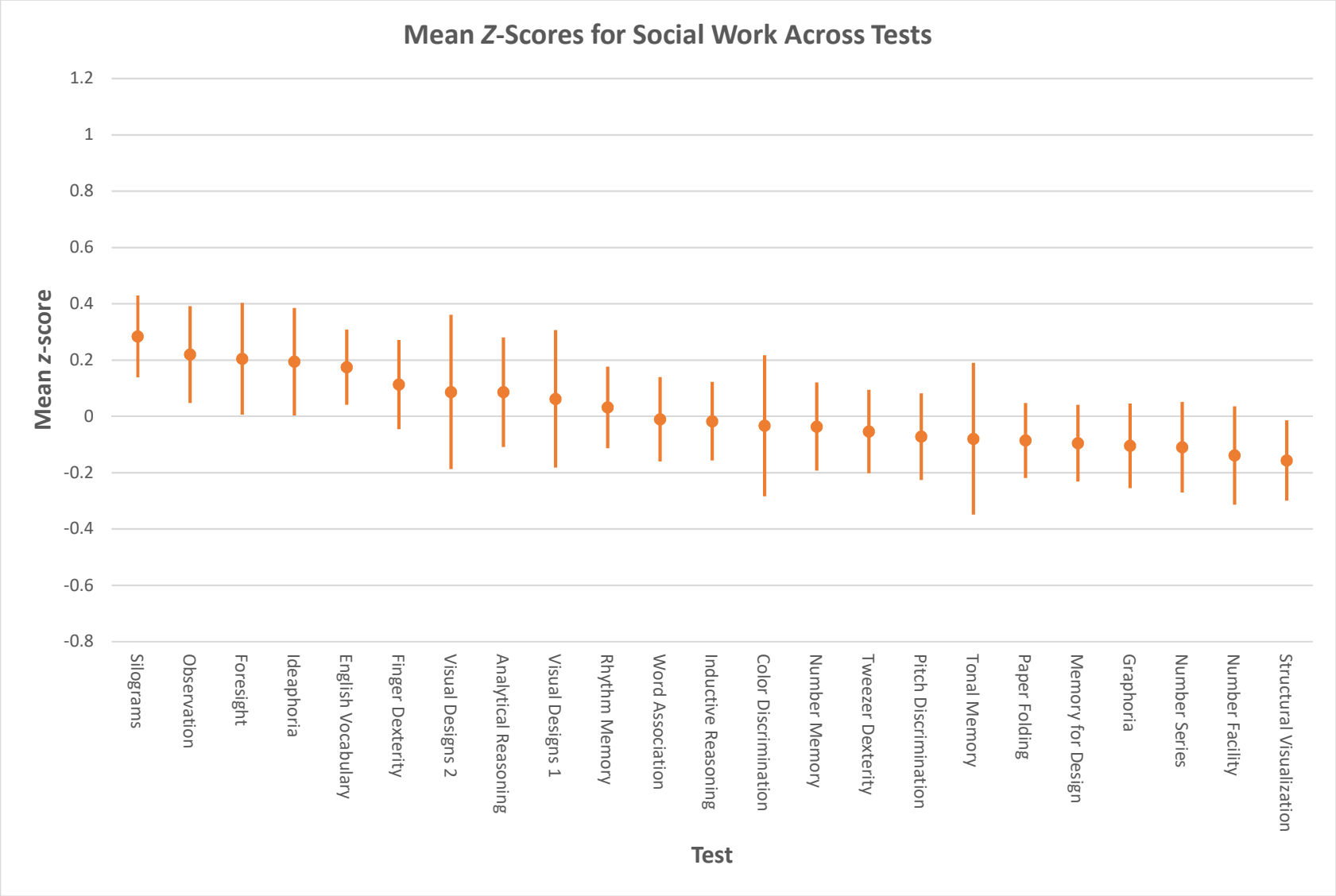
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of services managers who took each test ranged from 213 to 463.

Figure 130



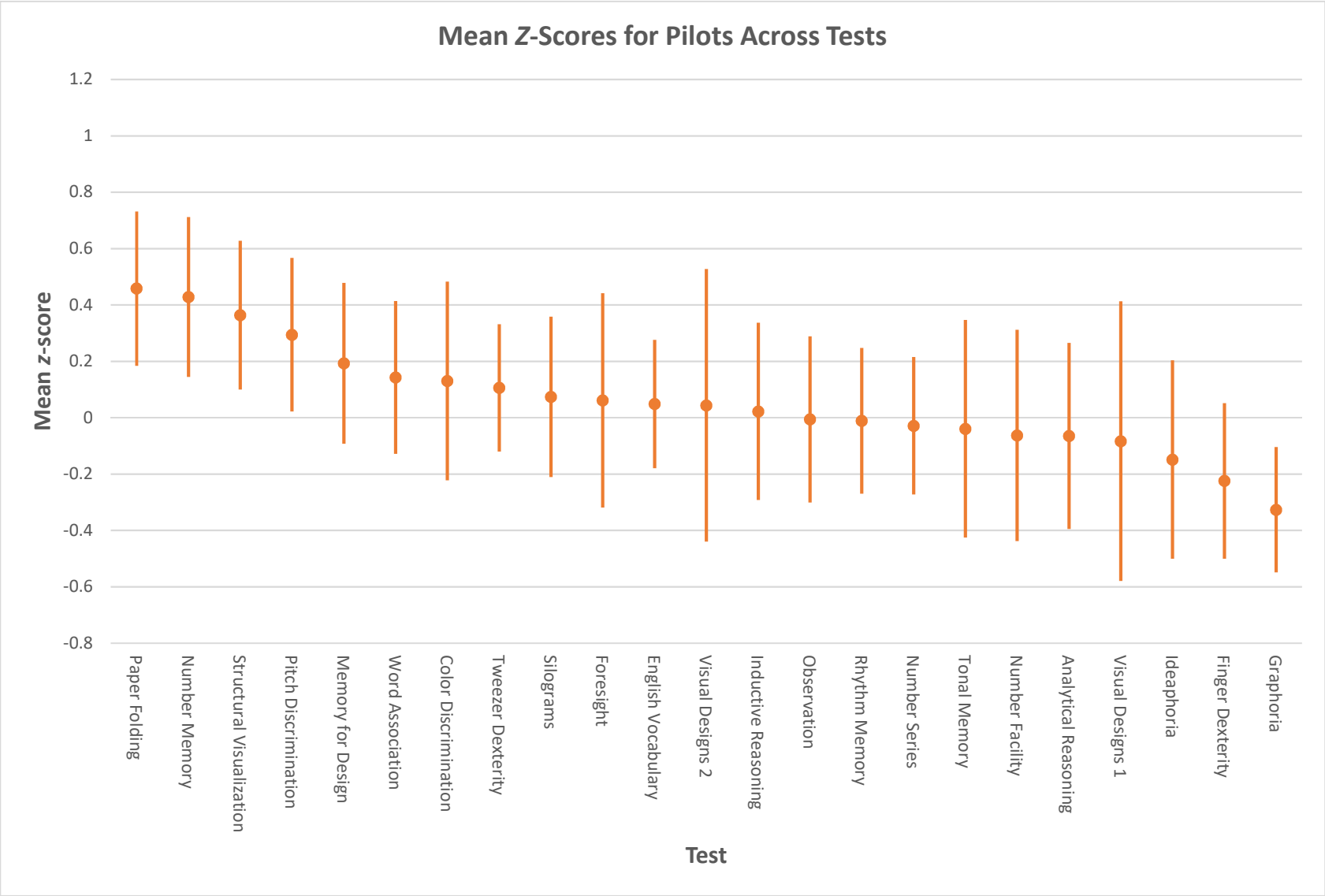
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of audio/video technicians and engineers who took each test ranged from 23 to 55.

Figure 131



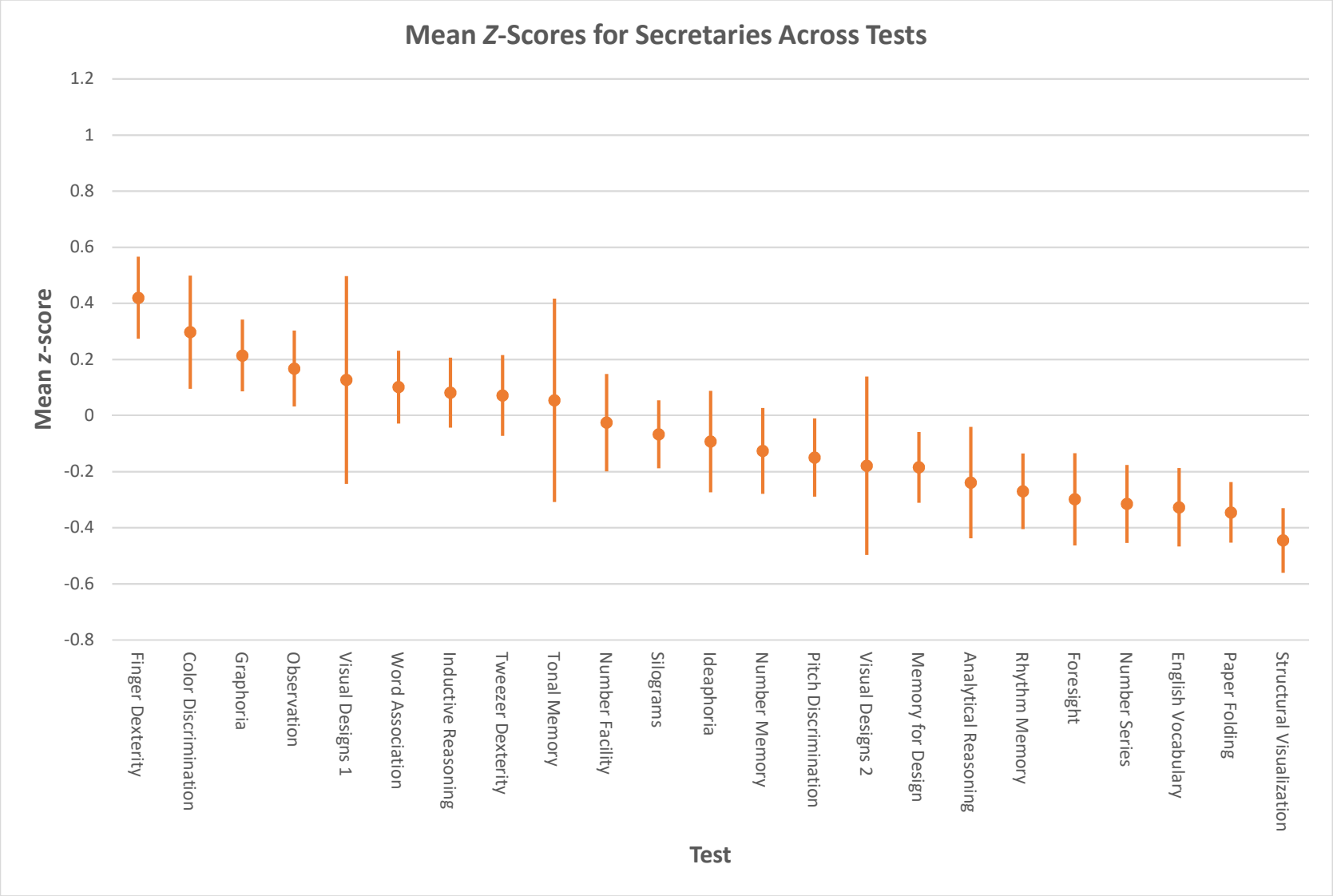
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of social workers who took each test ranged from 61 to 173.

Figure 132



Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of pilots who took each test ranged from 21 to 54.

Figure 133

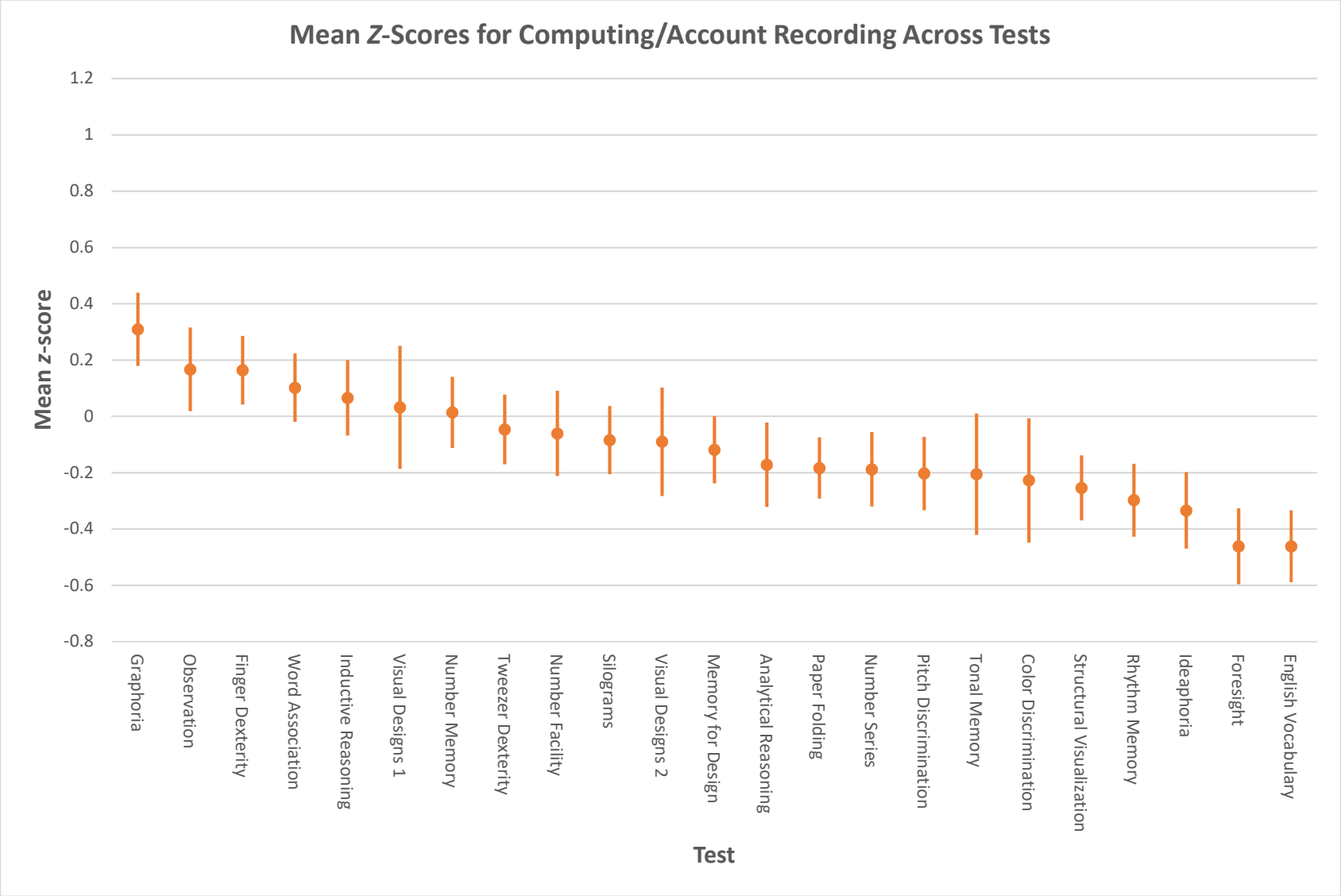


Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of secretaries who took each test ranged from 30 to 218.

Figure 134

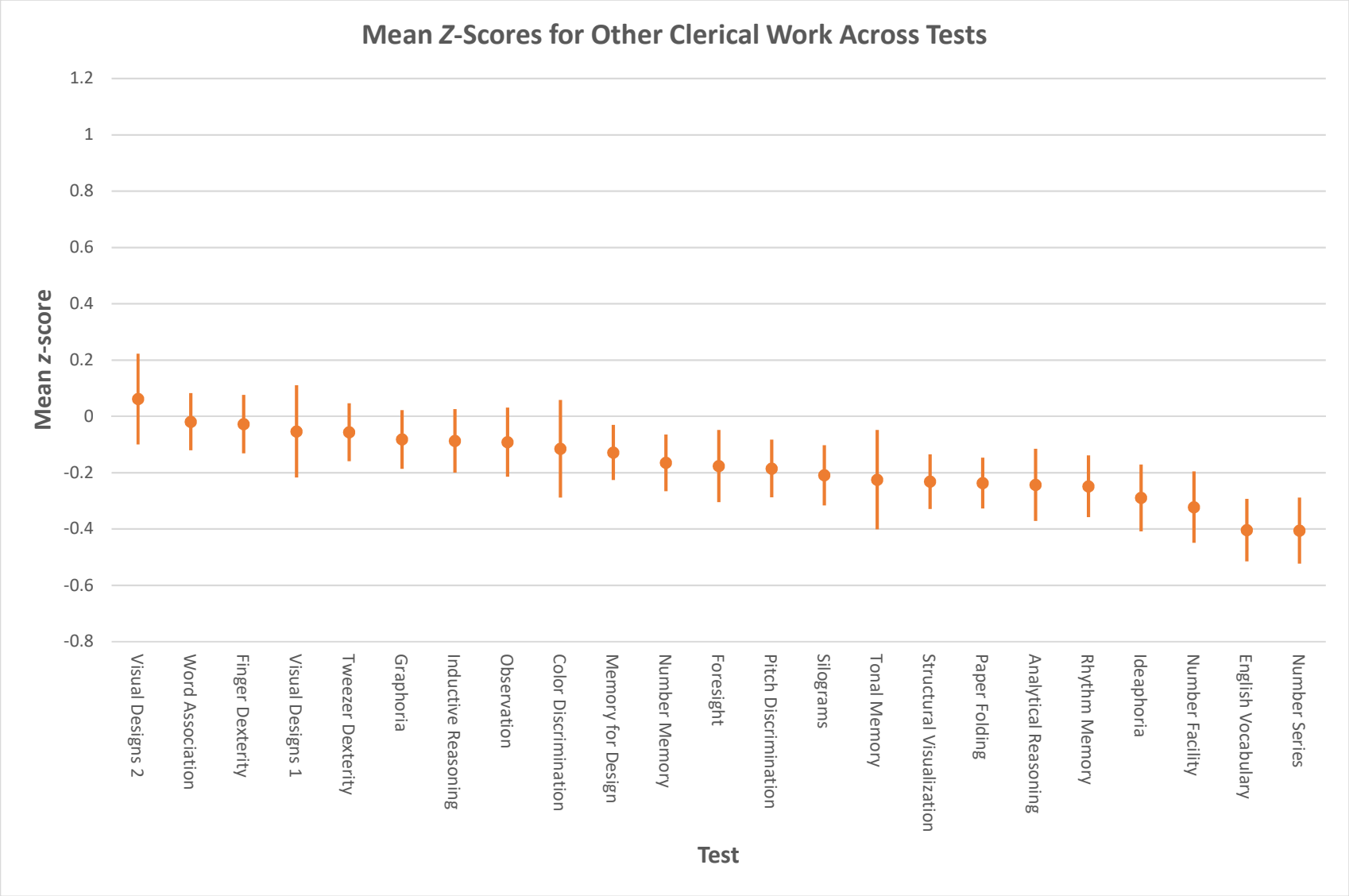
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of workers in secretarial and similar fields who took each test ranged from 83 to 371.

Figure 135



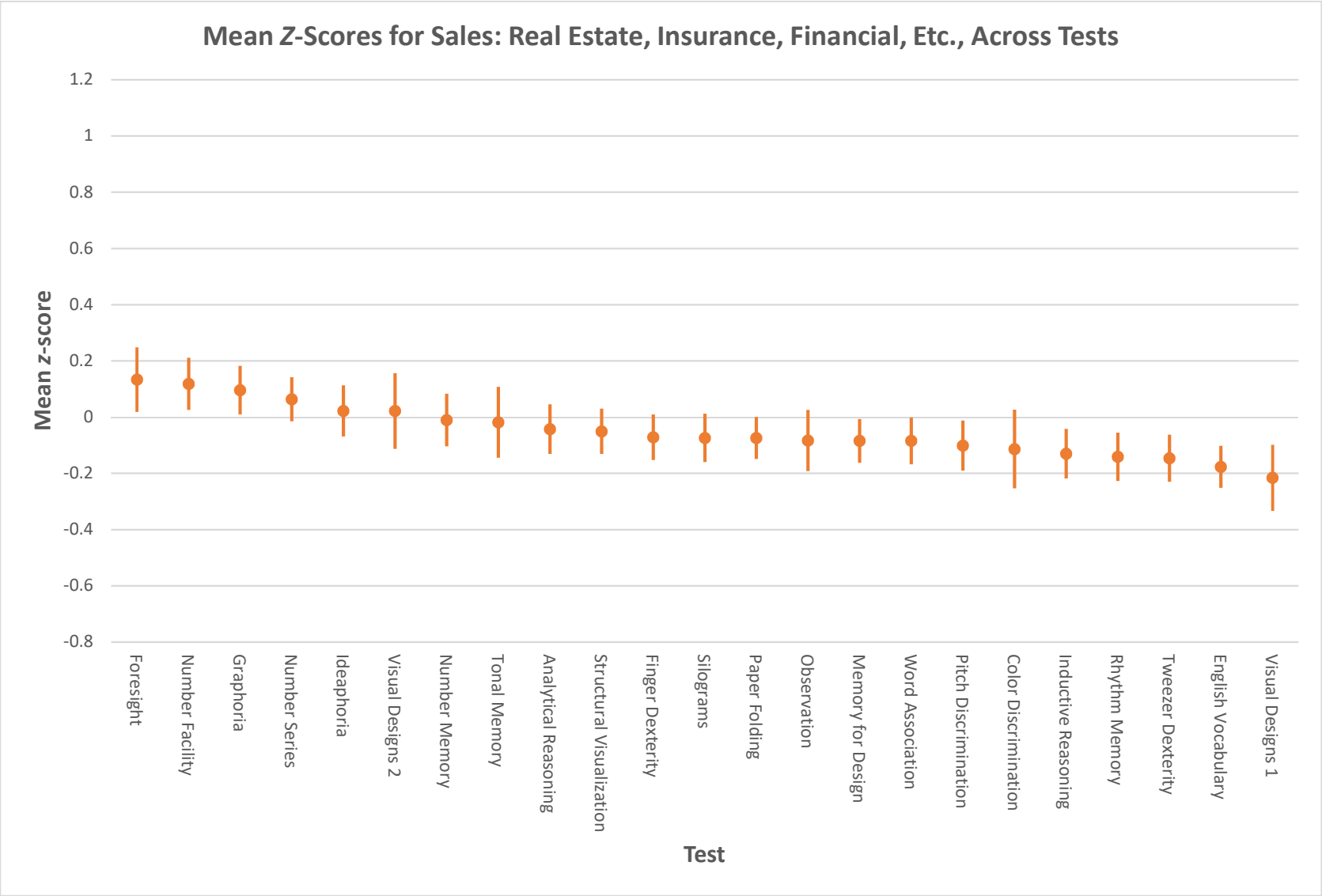
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of computing and account recorders who took each test ranged from 94 to 277.

Figure 136



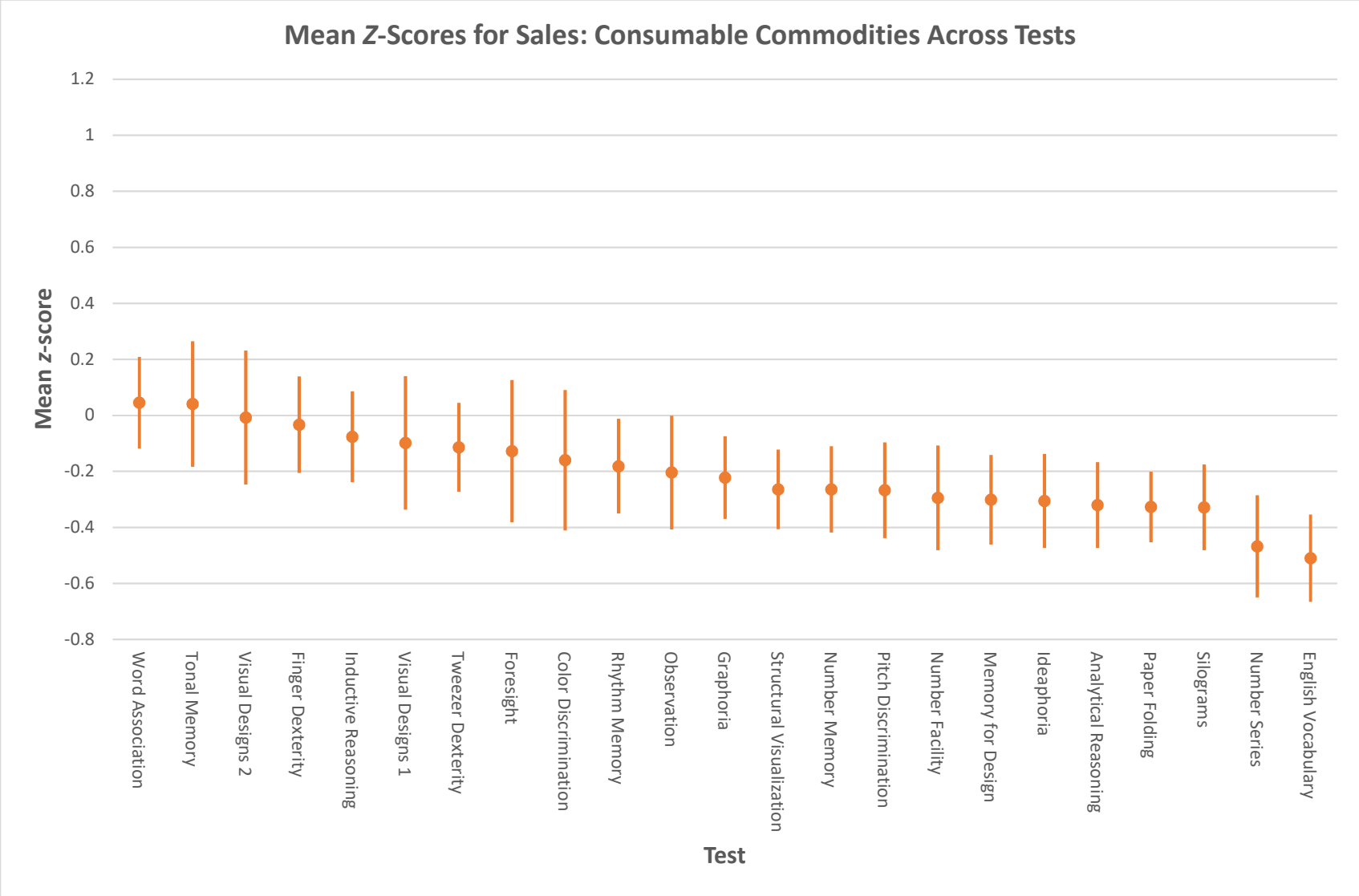
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of clerical workers (other) who took each test ranged from 141 to 395.

Figure 137



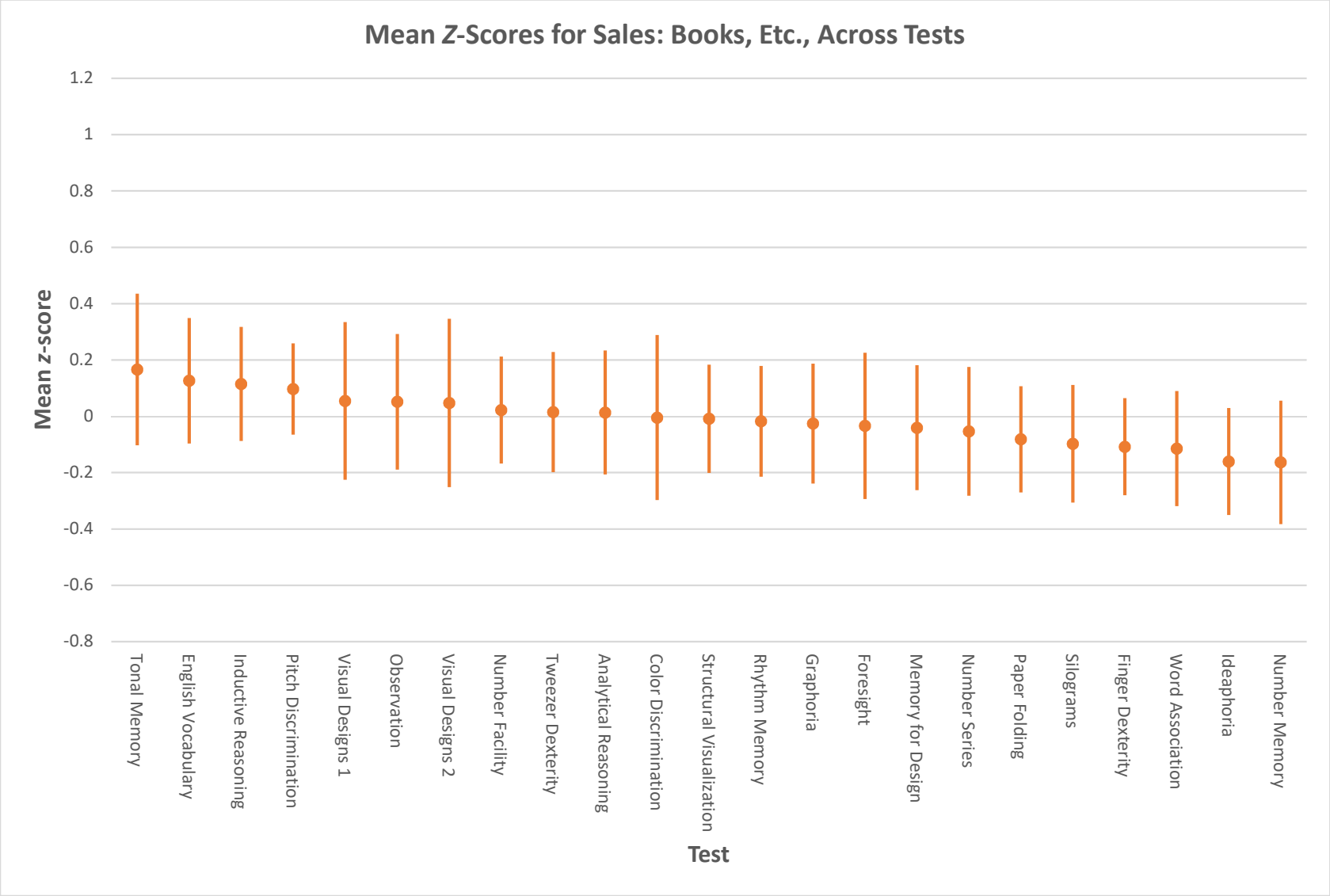
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of salespeople specializing in real estate, insurance, and other financial products who took each test ranged from 236 to 539.

Figure 138



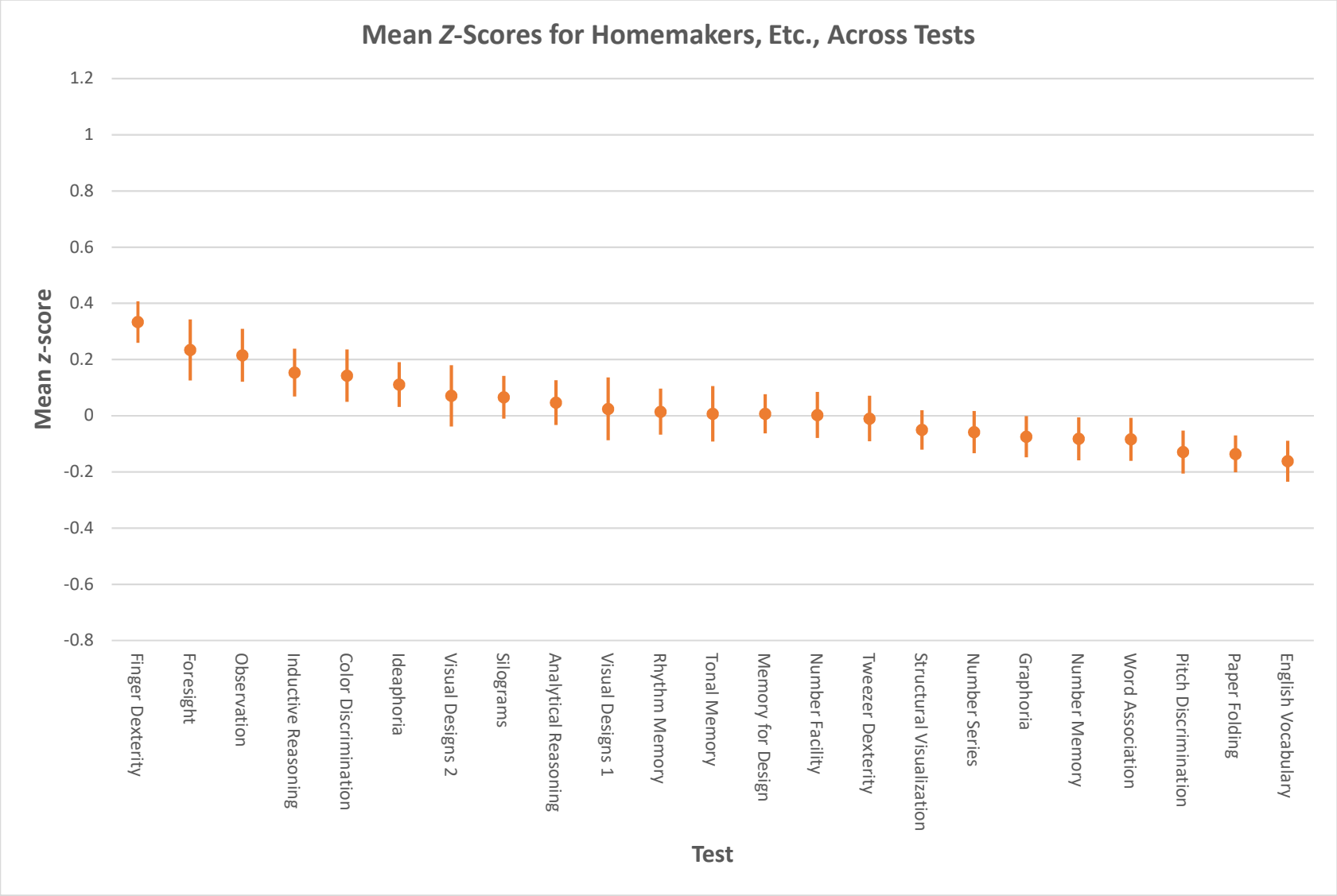
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of salespeople specializing in consumable commodities who took each test ranged from 57 to 154.

Figure 139



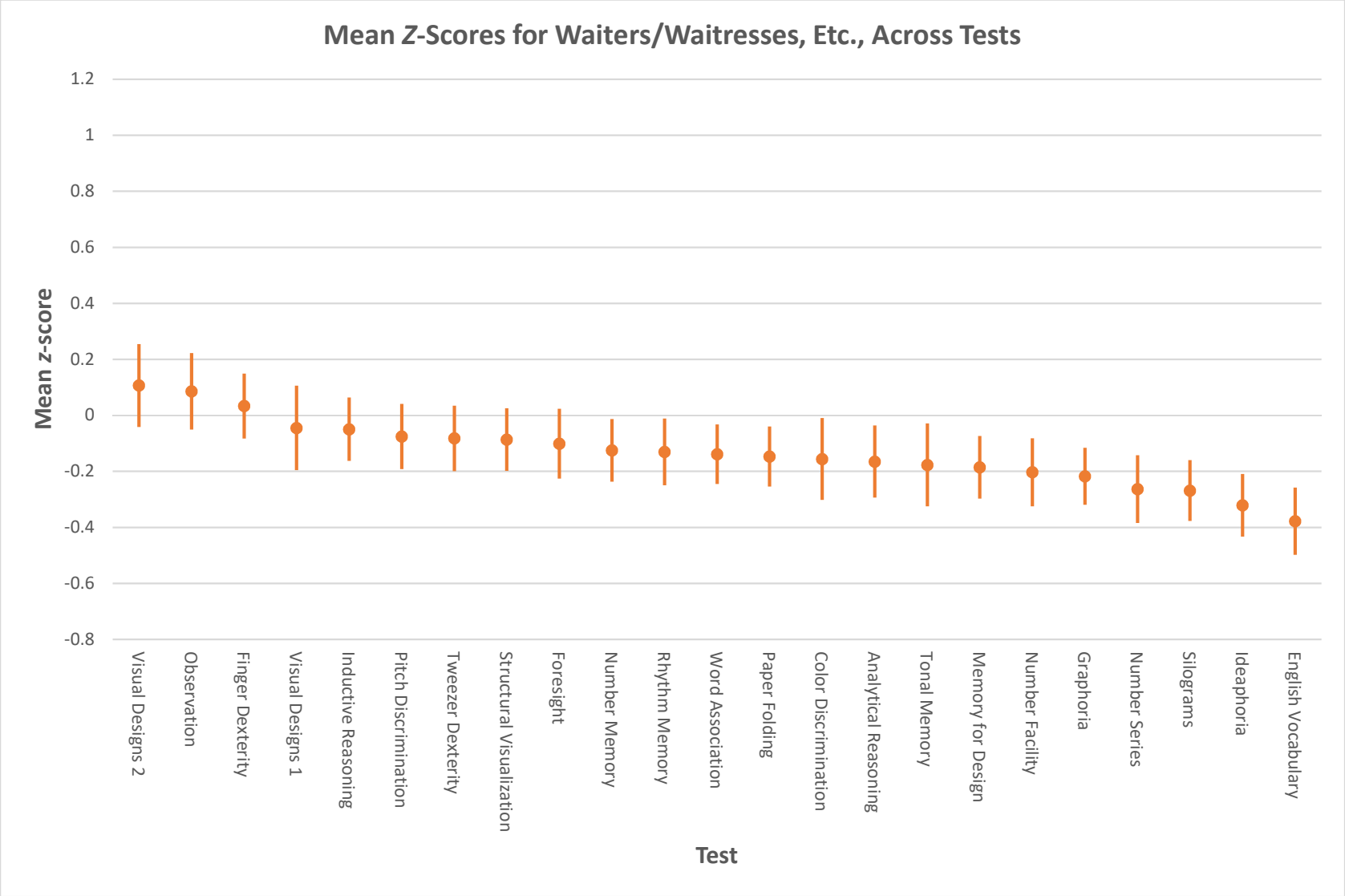
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of salespeople specializing in books, etc., who took each test ranged from 47 to 99.

Figure 140



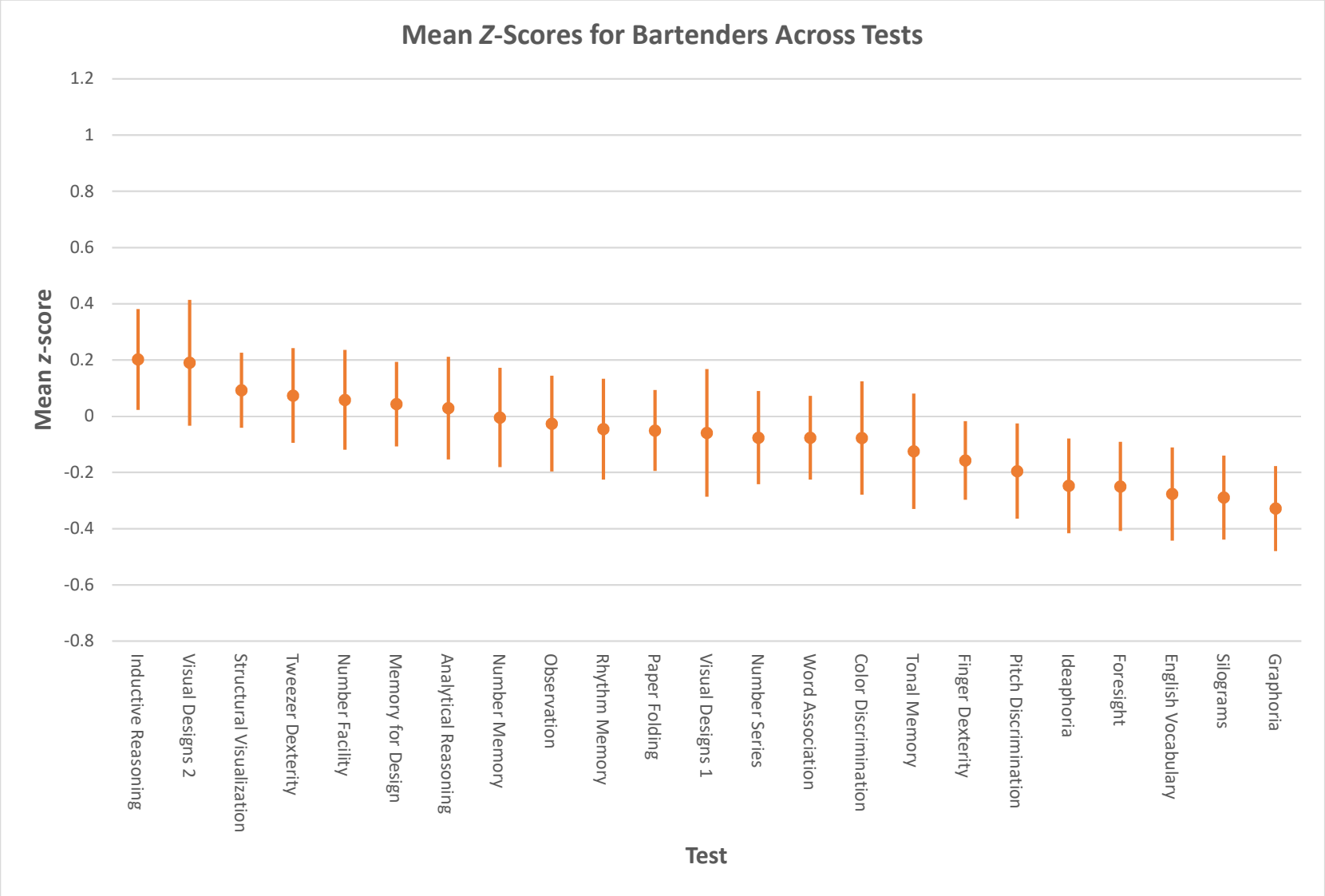
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of homemakers (etc.) who took each test ranged from 343 to 647.

Figure 141



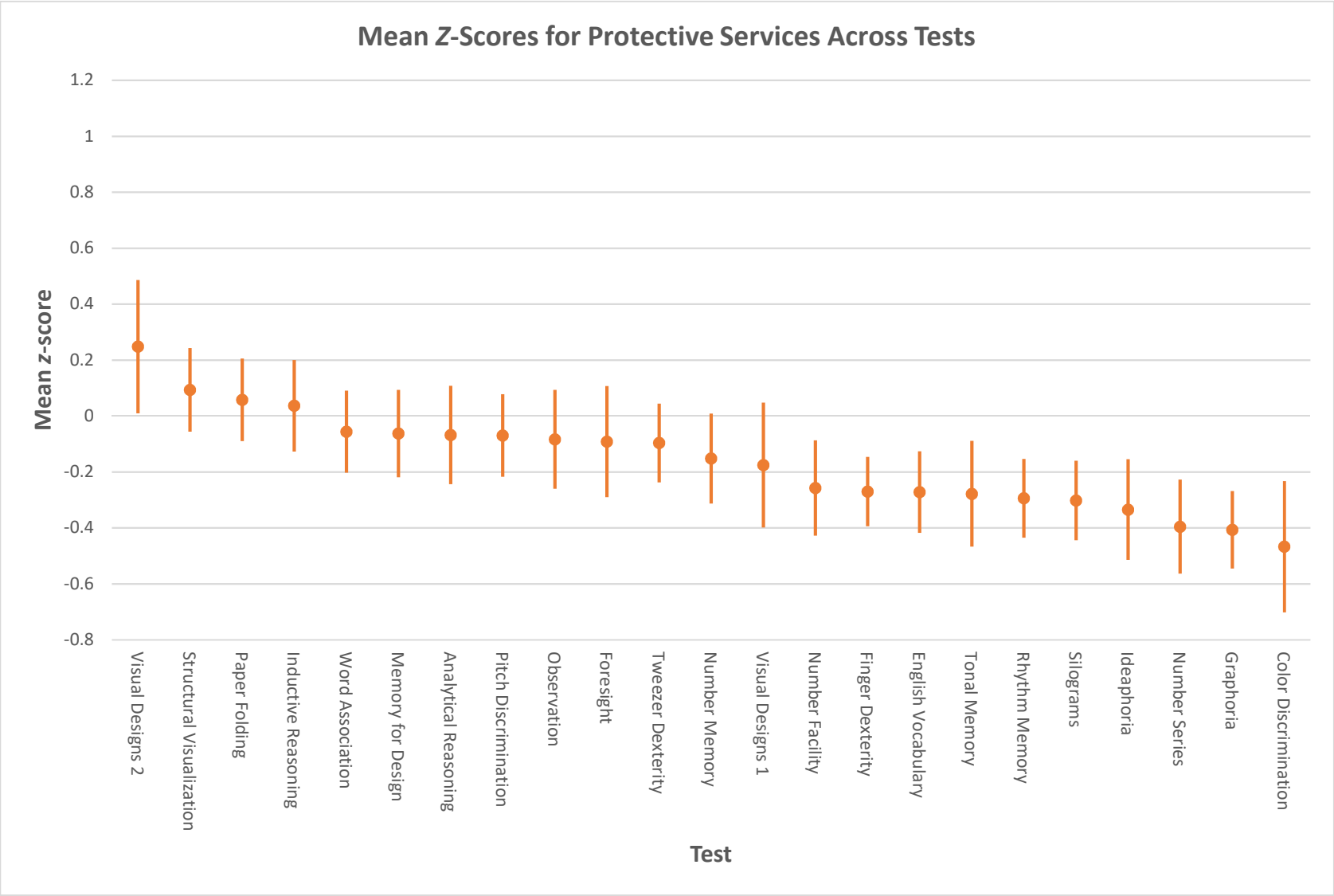
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of waiters/waitresses (etc.) who took each test ranged from 175 to 311.

Figure 142



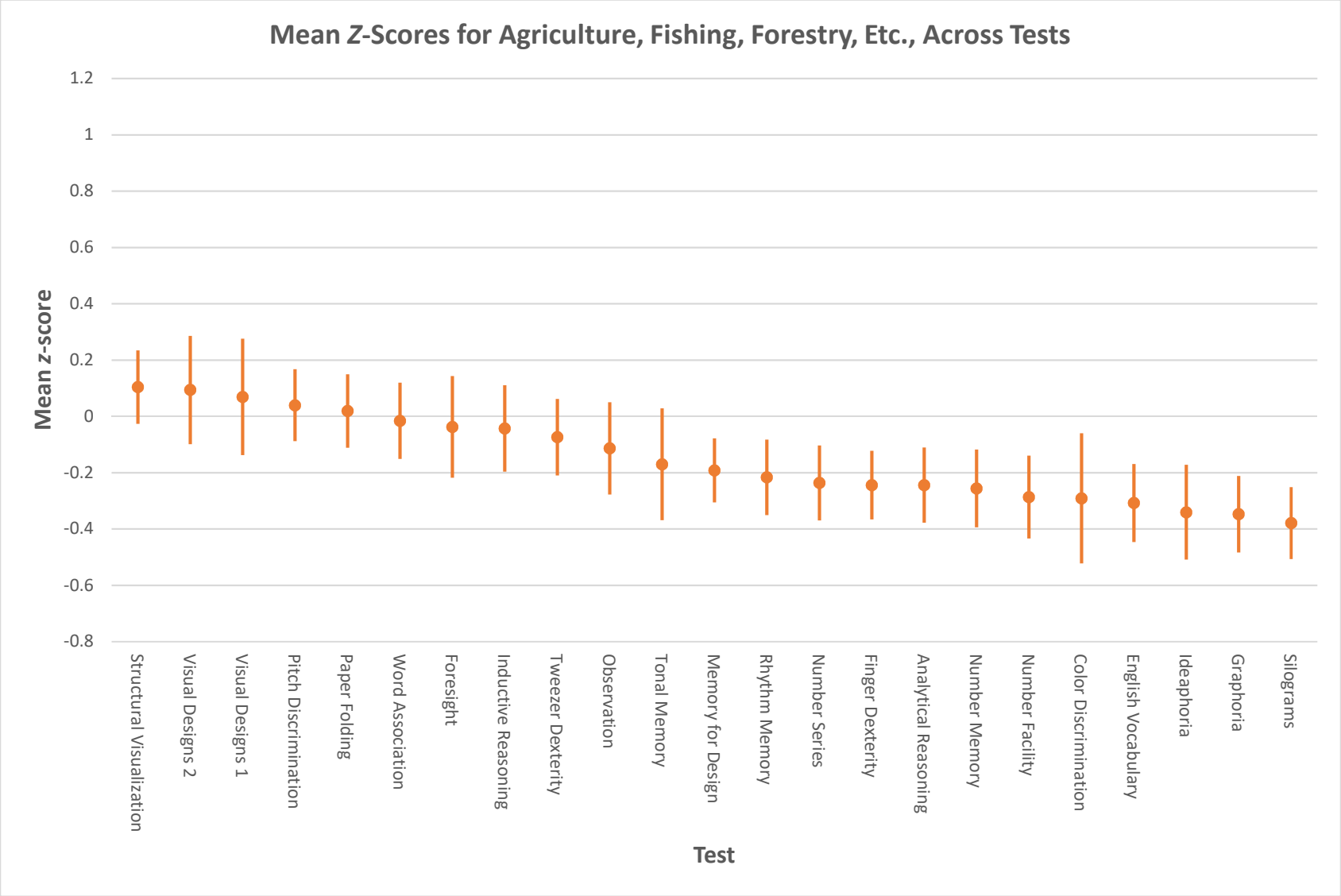
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of bartenders who took each test ranged from 74 to 148.

Figure 143



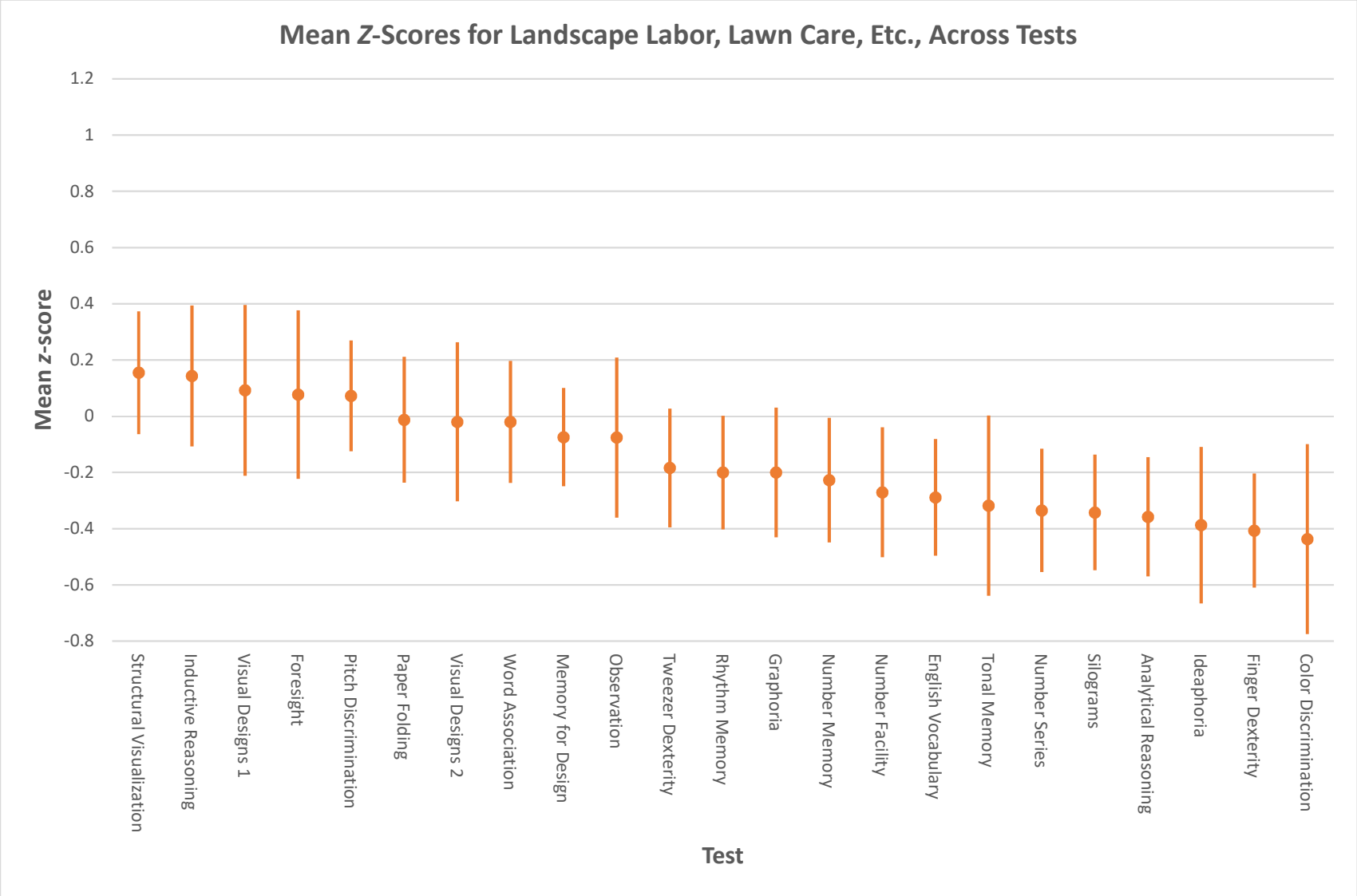
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of protective service workers who took each test ranged from 88 to 189.

Figure 144



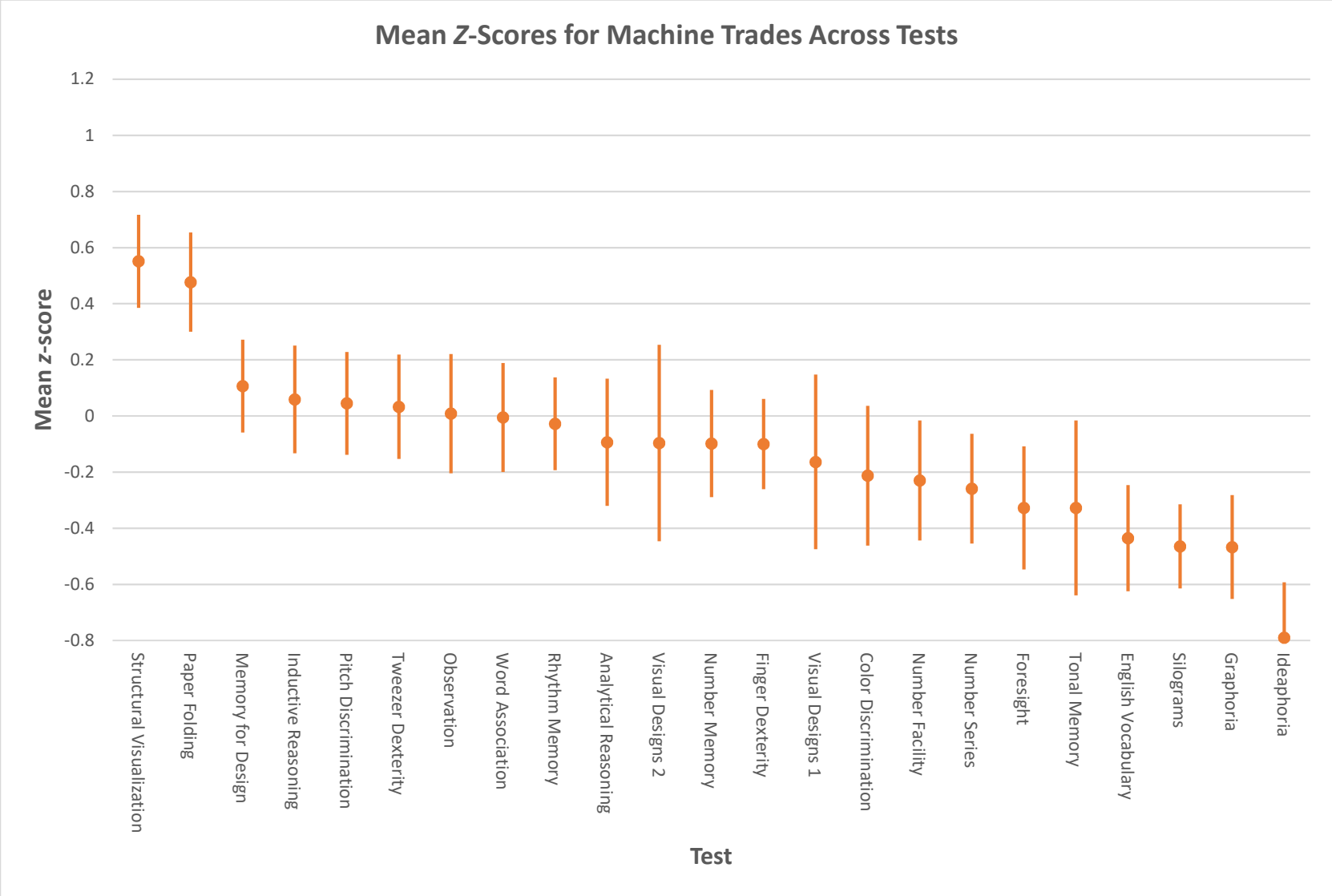
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of workers in agriculture, fishing, forestry, etc., who took each test ranged from 105 to 227.

Figure 145



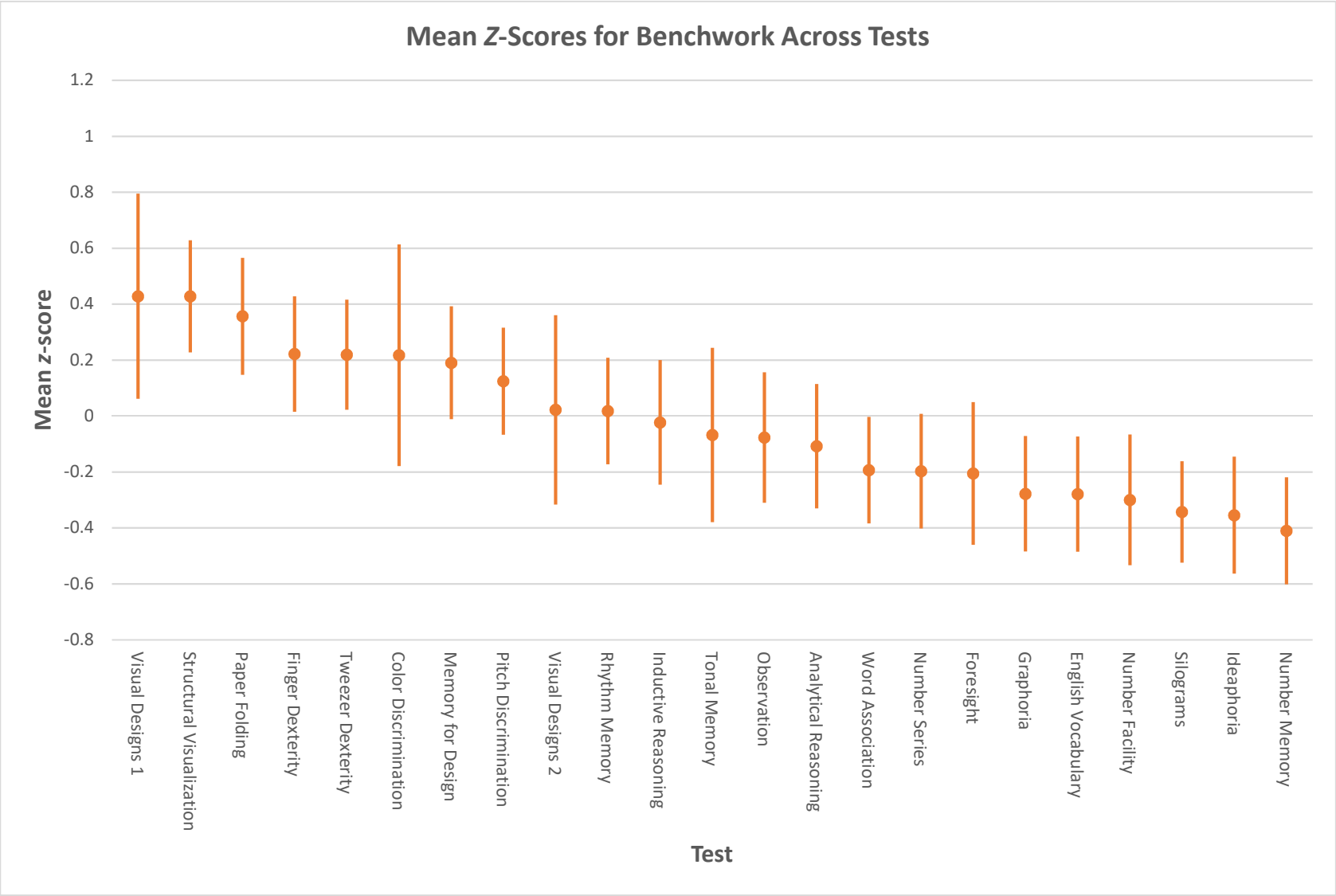
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of workers specializing in landscape labor, lawn care, etc., who took each test ranged from 47 to 84.

Figure 146



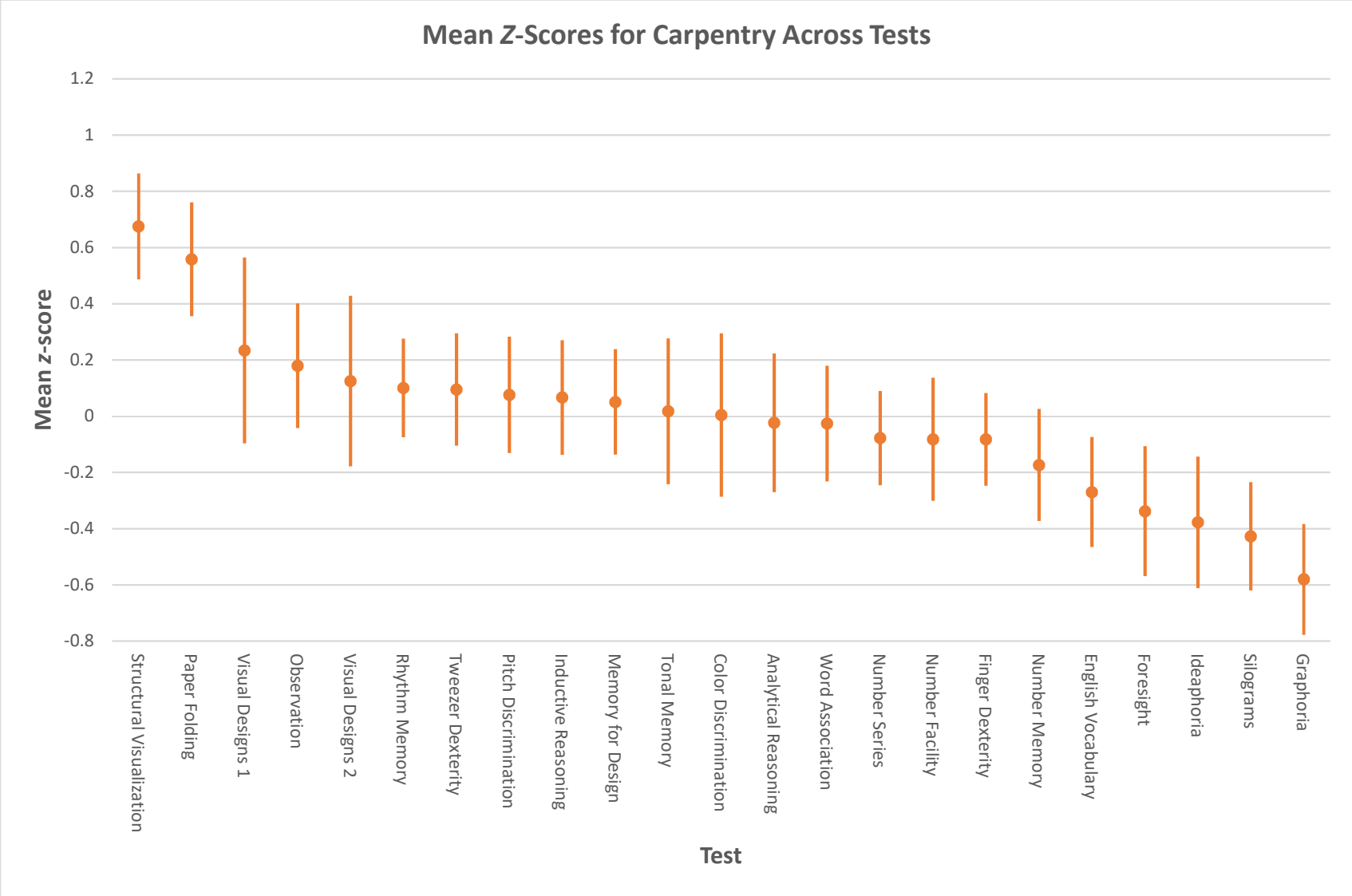
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of machine-trade workers who took each test ranged from 37 to 119.

Figure 147



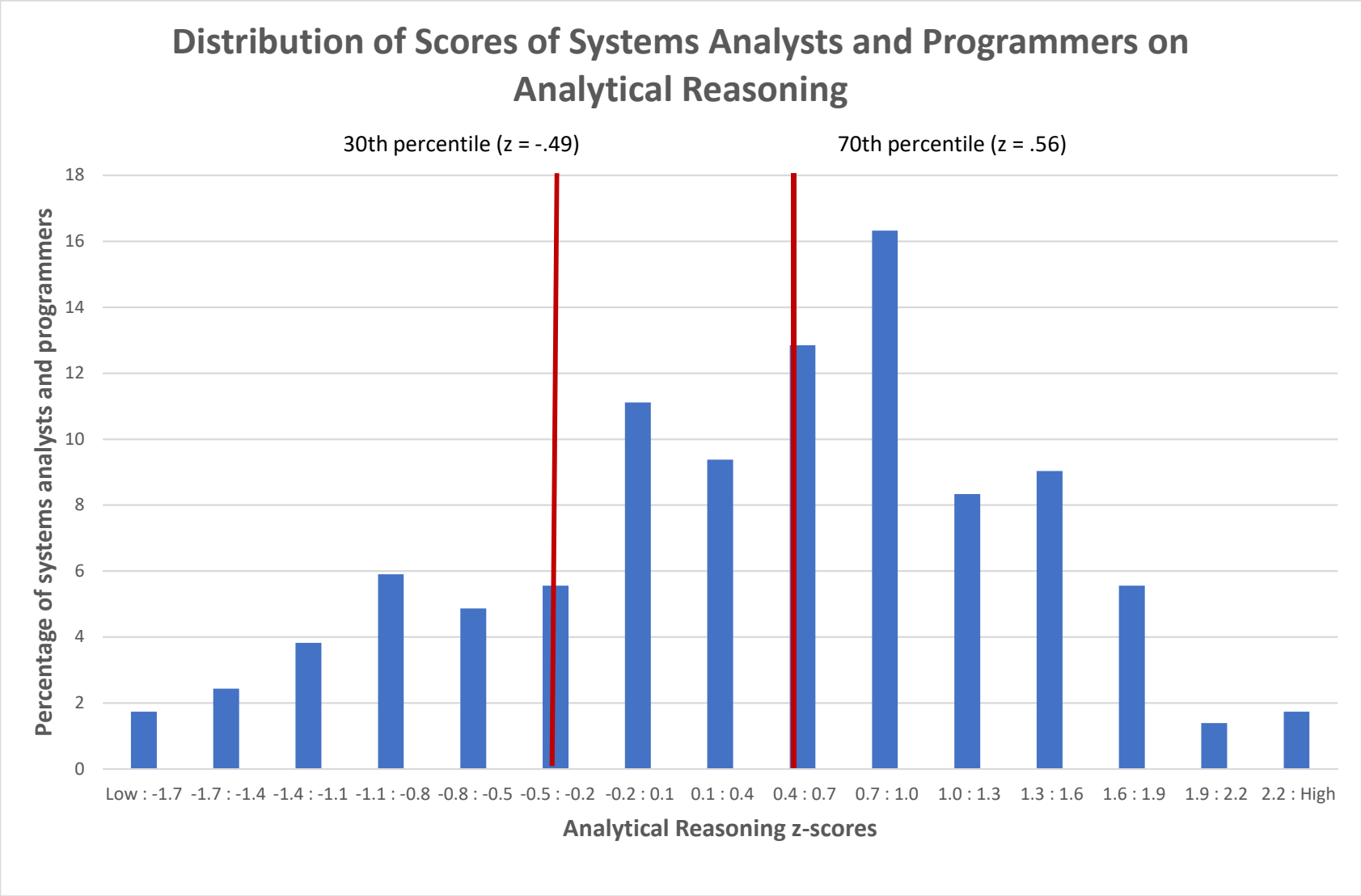
Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of people in benchwork who took each test ranged from 33 to 101.

Figure 148



Note. Error bars represent the 95% confidence intervals around the mean z-scores for the tests. The number of carpenters who took each test ranged from 39 to 98.

Figure 149



Note. The number of systems analysts and programmers with Analytical Reasoning scores was N = 288. The positions for the 30th and 70th percentiles refer to the entire sample of examinees (across occupational groups) with Analytical Reasoning scores.