



Aptitude Profile

PREPARED FOR:

Sample Client

Johnson O'Connor Research Foundation

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Your Scores

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STANDARD TESTS		SCORE	%	LOW	AVERAGE	HIGH
Spatial	Structural Visualization	369	20			
	Wiggly Block	111	15			
	Paper Folding	11	25			
Divergent Thinking	Ideaphoria (flow of ideas)	278	70			
	Foresight	57	60			
Convergent Thinking	Inductive Reasoning	111	10			
	Analytical Reasoning	55	50			
Numerical	Numerical Reasoning	28	85			
	Number Facility	85	30			
	Number Memory	99	75			
Perceptual Speed	Graphoria	148	55			
Auditory	Tonal Memory	36	25			
	Pitch Discrimination	39	5			
	Rhythm Memory	40	10			
Visual	Memory for Design	78	35			
	Observation	68	45			
	Color Discrimination	930	25			
	Visual Designs 1	5	40			
	Visual Designs 2	0	5			
Language	Silograms (word learning)	14	25			
Motor	Finger Dexterity	55	10			
	Tweezer Dexterity	13	5			
	Grip Left	89	5			
	Grip Right	98	10			
Personality	Word Association	14	Objective			
Other	Red-Green Vision	14	Normal Color Vision			
Knowledge	English Vocabulary	47	50			

Understanding Your Aptitudes

People seek us out because of a desire to know more about themselves and to find meaningful work that reflects who they are. Our aptitude tests predict potential; there is no one way to use the information, and no good or bad scores. Every aptitude pattern is right for the person who possesses it, because it's simply who they are. You can use this knowledge of your natural pattern of aptitudes in many ways. You can use it to make informed decisions about your career and educational path. Within a job, it can help you decide where to take the reins and where you might want to delegate tasks. This knowledge can also help you understand yourself and your experiences (both positive and negative), and help others better understand you. This report is a snapshot of how your mind likes to work.

What are aptitudes?

Aptitudes are natural talents, or special abilities, for doing or learning to do certain kinds of tasks. They are not a result of knowledge, interest, or training, but instead are traits you're born with, like height or eye color. Our research has shown that people are more satisfied when their work lets them challenge their high scores and avoid focusing on their low scores. We've also found that aptitudes are stable over the long term, so you can use this information to make decisions today and throughout your lifetime.

Understanding Your Aptitudes

What do my scores mean?

Our tests are scored on a percentile basis, which means we're looking to see how you perform on our tests relative to other people in your age group who have tested with us. For example, a score of 80th percentile indicates that you scored as high as or higher than 80 out of a 100 people your age who took that test. We have low, average, and high scores on our tests and a scale ranging from 5th - 99th percentile. (There's no 100th percentile on our tests, because that would mean you scored higher than yourself). If you scored in the high range on one of our tests, we have a high degree of confidence that you have a natural ability, or natural advantage, in that area and that you will be more satisfied and successful if you have an outlet for it in your work. An average score indicates that that task is as easy for you as for many people; you can do it, but it likely doesn't call out to you to be used. A low score indicates that you might have found that test to be difficult or tedious, requiring more effort to complete. In some cases you might want to avoid areas where you have low scores, but low scores can also mean that your approach is simply different from someone with a high score. A low score can be an advantage in certain fields or situations.

Why did you test my vocabulary?

Think about how often we use words to present ourselves and our ideas to others, through resumes, interviews, or even just everyday conversations at a party or in school. Words are tools of thought. The more words you know, the more flexible a communicator you will be. You will be able to talk to anyone and feel confident that you know what's being said to you and that you have the ability to explain your ideas accurately and efficiently. If you're not happy with your vocabulary score, improve it! Vocabulary can partially be the result of opportunities we've had, but it's also a measure of the effort we put into it. Look for the vocabulary discussion at the end of your report for ways to expand your word knowledge.

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Understanding Your Aptitudes

Research

As a research organization, we are constantly working to improve our tests, to explore new aptitudes and ways to measure them, and to validate our results against occupational groups. We also reach out to past clients and do survey research to learn how people have used their aptitudes to make life decisions, and how aptitudes relate to their profession. Your contribution is greatly appreciated.

Your Core Pattern

Ideaphoria and Objective Personality

You are a natural brainstormer and communicator, with a flair for working with people. Consider fields that allow you to use your ideas to influence, educate, or motivate others.

CAREER FIELDS TO CONSIDER

- Marketing, advertising
- Recruiting
- Lobbying, advocacy
- Fundraising
- Politics
- Business development
- Teaching, coaching, training
- Counseling
- Writing
- Business management
- Sales
- Law

Here are some suggestions for careers you might wish to investigate that would capitalize on your other aptitudes:

EMPHASIS: Numbers

- Financial planning
- Investment analysis
- Market research
- Economics
- Financial management
- Sales, financial services
- Writing: business, finance, policy
- Operations research analysis

Discussion of Your Aptitudes

Structural Visualization

Your scores on our Paper Folding and Wiggly Block tests are used to calculate your overall Structural Visualization score. The Structural Visualization aptitude is a talent for seeing and manipulating three-dimensional objects in your mind. Three-dimensional thinkers can see a two-dimensional representation, like a blueprint or map, and imagine what the plan might look like in the physical world. Engineers, scientists, medical doctors, computer programmers, and mechanics tend to have natural talents in this area.

Your score in Structural Visualization indicates that you might prefer working with people, ideas, or abstract systems, rather than focusing on technical problems. We call this a non-spatial approach. People in fields like law, business, education, and the liberal arts tend to score lower in this area than the general population. A low or average score in Structural Visualization seems to contribute to the satisfaction that these professionals get from their work. If your interests lie in STEAM (science, technology, engineering, art, and mathematics) or spatial fields, you can still find a role for yourself. Many spatial industries have a need for non-spatial thinkers in management, business development, marketing, writing, teaching, customer experience, or sales.

Discussion of Your Aptitudes

Ideaphoria

Your score on our Ideaphoria test indicates that you have a rapid flow of ideas at any given time. Ideaphoria measures how quickly ideas pop into your mind. People with this ability tend to be good at brainstorming new ways to convey an idea, explain a topic, or get things done. They are generally happiest working in fields where their ideas help them succeed, rather than hold them back. Although this aptitude does not measure creativity, artistic or creative fields where new ideas and innovation are the desired outcome can be natural fits for the aptitude. Advertising, marketing, public relations, art, design, and writing can all be good outlets for a rapid flow of ideas.

Keep in mind that not everyone with the Ideaphoria aptitude chooses to take their ideas in a traditionally creative direction. Professionals in communication-based fields also use this ability. Teaching can be an excellent outlet for a rapid flow of ideas, as can counseling, sales, or politics. Even attorneys tend to score high in this area. Any area where you inform, explain, or teach can benefit from high Ideaphoria.

Ideaphoria is an ability that demands an outlet and variety. You might find yourself becoming bored with tasks that feel dry or repetitive, like accounting or administrative work. Look for roles that involve brainstorming, innovating, pitching ideas, communicating, persuading, or educating.

Discussion of Your Aptitudes

Foresight

Foresight measures an ability to see possibilities. If you score high in Foresight, you might see myriad possibilities in your future and feel a need for long-term goals to work towards. For low scorers, present goals and projects might seem more enticing than hazy plans in the future and crossing items off a “to-do” list can be deeply satisfying. You scored in the range between these two approaches, so it can be helpful to think about which side resonates with your experiences. If you find that much of your mental energy goes to daydreaming about the future, be sure to set goals for yourself far down the road, so you can have the satisfaction of knowing that your present decisions are informed by a future ambition. If long-term goals, like finishing a degree or starting a business, start to feel overwhelming, try dividing them into more manageable phases or steps and crossing them off your list as you go. Remember that most scores on our tests can have their advantages. For some clients, average Foresight is the sweet spot between seeing too few or too many possibilities.

Discussion of Your Aptitudes

Numerical Reasoning

Numerical Reasoning measures the ability to analyze and find patterns in numbers. Numerical aptitudes are critical thinking aptitudes that can help us measure the world around us. Unsurprisingly, this type of logic is crucial in number-heavy fields, but professionals like attorneys also tend to score high on the Numerical Reasoning test. Understanding numbers seems to be related to a general reasoning ability.

While you can find examples of math in almost every area of daily life, there are some career paths that require more numerical analysis than others. Numbers are built into careers in business, so areas like finance, investment banking, accounting, and economics are straightforward ways to capitalize on your talents. Work with a fact-finding component like market research and social sciences can also be a natural fit for a mathematical approach. Sports coaches review player statistics to make decisions about who to recruit to their teams, and even design departments use researchers to gather product feedback. You could become a forecaster applying numbers to areas like politics and pop culture to anticipate trends or influence policy. Nearly every industry collects and interprets data, so your numerical abilities will be an asset in whatever career you choose.

Discussion of Your Aptitudes

Number Memory

Your score on our Number Memory test indicates that you have a natural ability to remember numbers. It can be more enjoyable to work in areas where the information you are working with stays with you effortlessly, so it's not surprising that professionals in accounting, banking, and finance often possess this aptitude. There are many ways to use this aptitude beyond business, though. Our research shows that pilots tend to have this ability, since there are specific numbers like air speed, altitude, and atmospheric pressure that are associated with each flight. A highway patrol officer or 911 operator might need quick access to numerical information like license plates, phone numbers, or addresses. Teachers often have to remember dates and figures, especially in history class. You might look for careers where people talk about numbers constantly such as in sales, sports statistics and broadcasting, auctioneering, real estate, insurance, or cost estimating. You could also consider careers where you provide numerical information to other people, like in inventory control, medical coding or work as an executive assistant. Many clients with this talent feel like they can easily remember credit card numbers, phone numbers, important dates and WIFI passwords. Being able to recall numerical information during a presentation, sales call, or in an important meeting could set you apart from others in your field.

Discussion of Your Aptitudes

Objective Personality

If your aptitudes point you in a direction, your score on our workplace personality test, or Word Association test, can indicate how you might want to use your abilities and interests. Scoring in the Objective range indicates that you are a natural collaborator who might enjoy directly interfacing with others as part of a team. You can think of yourself as having a shared viewpoint with other people which might explain why so many clients who score like you seem to thrive in “go-between” roles like coordinators, facilitators, or liaisons. Look for client-facing roles like sales or teaching, or work for companies that foster a team environment. You might be more motivated when you have the energy of others to inspire you and a chance to bounce ideas off a group.

People who score Objective are often generalists with broad interests and a “big picture” outlook who might prefer to focus on the overall direction for a project and feel a little boxed in when their roles become too narrow in scope. They might like wearing many hats and delegating small details to other team members. CEOs and managers use this approach, since most leadership roles involve a variety of projects and a broad knowledge base.

Some Objective scorers enjoy feeling like their work is part of something bigger than themselves and want a large audience for their endeavors. Think of an urban planner developing initiatives that will affect an entire metropolis or a school psychologist with a large student body as their client base. When choosing an industry or career to pursue, consider who your audience might be and who you would like to work with.

Discussion of Your Aptitudes

Inductive Reasoning

Inductive reasoning is the ability to “connect the dots” or synthesize information under time pressure. It seems to be useful in careers that involve diagnosing problems or patients in the moment. A person who is high in this area might be drawn to environments like an emergency room, but someone who is low or average might be more deliberate when solving problems and prefer work that values accuracy and thoroughness over speed. Archival work or estate planning, for example, would benefit from someone with a more careful approach. You might find that you have more patience with others, which would be an asset when working with children or populations that need to move at their own pace. We all have times when we need to make a quick decision. Experience and advance preparation might make you feel more confident when you do have to think on your feet.

Analytical Reasoning

The Analytical Reasoning test measures your ability to quickly select and organize relevant information and to arrange ideas in a logical sequence. Editors can use this aptitude to present ideas in an article or longer work in a manner that flows coherently. It also seems to be useful in fields that involve analyzing technical processes. Engineers of all kinds tend to score high on this test.

Number Facility

Number Facility measures an ease and quickness with calculating numbers, which is helpful in any field that involves working with quantitative information.

Discussion of Your Aptitudes

Perceptual Speed

Our Graphoria aptitude is a measure of clerical speed and accuracy, and can also be thought of as visual processing speed. It's a useful ability in fields where handling large volumes of data and information is the norm. It is also a benefit in tackling the paperwork aspects of school, such as multiple choice tests, detailed note-taking, and nightly written homework.

Tonal Memory

Tonal Memory measures an ability to remember a sequence of notes. This might be particularly helpful for learning instruments that play melodies like the piano or flute, and could even be helpful for learning lyrics to songs.

Pitch Discrimination

Pitch Discrimination is an ability to distinguish between fine differences in tones. This aptitude may be particularly helpful for learning instruments in which you control the pitch, like playing the clarinet, violin, guitar, and even in singing.

Rhythm Memory

Rhythm Memory is an ability to recall rhythmic patterns. This can be helpful for learning and playing percussion instruments such as drums or the piano, but it may also be used in physical activities that require rhythm, such as dancing, swimming, or tennis.

Memory for Design

The Memory for Design test measures an ability to remember designs and abstract line drawings like charts, graphs, timelines, or pictures. It can be an asset in fields such as art history or graphic design, as well as in scientific and technical fields that frequently present information visually.

Discussion of Your Aptitudes

Observation

The Observation aptitude is the ability to spot and remember visual details, helpful in careers like quality control, law enforcement, and some art-related fields.

Color Discrimination

The Color Discrimination test evaluates the ability to distinguish between subtle differences in hue. Career fields that require very precise color choices use this aptitude, as in art restoration, photography, or interior design.

Artistic Judgment

The Visual Designs test measures your preference for particular kinds of visual compositions. The first score, Visual Designs I, indicates whether you preferred clean and simple, or full and complex designs. Visual Designs II measures a preference for designs that are asymmetric and off-center versus those that are uniform and balanced. In a validation study, we found that artists had a distinct preference on these scales. Low or average scores in this area indicate a preference that is different from that of the artists we studied. History is full of artists and designers who saw things differently from their predecessors. If you have an interest in art or design, make your unique style your calling card.

Silograms

Silograms measures a facility for learning new words. This aptitude may make it easier to learn a foreign language, master scientific or technical terms, or boost one's vocabulary.

Discussion of Your Aptitudes

Dexterity

Tweezer Dexterity measures an ability to manipulate small tools, while Finger Dexterity measures an ability to complete detailed work at the tips of your fingers. Occupations in the culinary or healthcare worlds, for example, often require quick, dexterous work.

Grip strength

The Grip test measures hand strength, which may relate to how important the need for physical activity is in one's work. Outside research suggests that people in protective service occupations and physically demanding jobs tend to score higher in grip strength than the general population.

Vocabulary

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Why do large vocabularies characterize executives and possibly outstanding men and women in other fields? The final answer seems to be that words are the instruments by means of which men and women grasp the thoughts of others and with which they do much of their own thinking. They are the tools of thought.

— JOHNSON O'CONNOR

Aptitudes and vocabulary are different: aptitudes are natural abilities, innate potentials we are all born with in some combination. Once matured, your pattern of aptitudes does not tend to change over time. On the other hand, vocabulary is something that is learned, and so can be changed. We are interested in vocabulary because, when we look at professions, we find that people who are at higher levels in their fields tend to have stronger vocabularies. Confident, fluent communicators seem to be curious about the world around them. That curiosity ideally translates into active, continual development of both general knowledge and command of the language.

Because vocabulary is learned, rather than innate, anyone can work actively to improve their knowledge of words. Johnson O'Connor identified three laws of vocabulary learning: First, we can arrange words in terms of relative difficulty. Easy words are frequent and familiar; they come up so often that everyone learns them early on. More difficult words are more rare; fewer people come across them and master them.

Second, we are all at some level on that scale between easy and difficult words (more familiar and less familiar words). We know almost all the words in our language up to a point where our knowledge becomes doubtful. O'Connor called this point your 'frontier of knowledge'. Beyond that point, we may recognize words, but do not have full mastery of them.

Vocabulary

O'Connor's third law is that the words you should focus on learning are not those that you have never seen. Instead, you should work to master the words that you recognize but are unsure about. These are the words that are right at your frontier — they are words you are familiar with, and can make educated guesses about, as opposed to words you have never seen or for which you have no context.

Your score on our vocabulary test gauges where your frontier of knowledge lies. Your score is expressed as a percentile. That means we are comparing you with other people, and there are two qualifiers to your score. First, we are only comparing you to people your own age. The longer you have been alive, the more language we assume you have been exposed to, so we assume older people know more words overall. Second, you are only compared to people we have tested. That is a self-selected group, and the clients who come to us often have higher levels of education and advantages than the general population. So, compared to the total English-speaking population of North America, your score might well be higher than is represented here.

Whatever your score, there is always room for improvement. Gradually work to learn new words that are at or just beyond your frontier of knowledge. These are words you recognize, but are unsure of as to their precise meaning and usage. Because you have some familiarity with them, those words take less energy to master than do words you have never seen before.

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What Now?

Congratulations, you've made the decision to invest in your future career satisfaction and success!

What we've given you

You have received objective data about your natural approach to work based on decades of research into careers and human potential. Self knowledge is the first and most important step in choosing a career, as you're more likely to be successful in areas that align with your skills and strengths. You may have found that some of the tasks you did came easily and others seemed difficult or frustrating. It may not have felt like it at the time, but what you've actually done in these hours of testing is try out multiple career paths. On the Ideaphoria test, did you find you had many more ideas than time to write them all down? Now you know a creative or communicative role might be right for you. Do you have high numerical abilities? There's a likelihood that you'll enjoy roles that let you handle data. Now that you have a snapshot of how your mind likes to work, use this information as a lens through which to evaluate future career opportunities and experiences. Keep in mind that there can be many ways to use your aptitudes.

What Now?

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Your role

Your career or educational path should be a partnership between aptitudes and a variety of other factors, including interests, financial priorities, values, and more.

Think about your educational and work experiences, and consider your hobbies and interests. Are there any consistent or long-running themes there? What were your favorite classes in school? What type of podcasts, websites, or TV shows do you enjoy the most? If you could sign up for any class, what would it be? Try to identify ways in which you have found satisfaction and success in using your natural abilities.

Compare aptitudes and interests

Compose two lists of potential careers — one based on your aptitudes and one based on your interests (you might also use the results of the Self Directed Search interest inventory for this exercise). Look for any overlap between the two lists. If a job appears on both lists, that's a promising sign that it's worth further investigation.

However, always keep in mind that interests can change. You can explore options that fit your aptitudes, even if they don't align with your current interests. You might discover new areas of interest that way!

What Now?

Sample Client

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Other factors

Other than aptitudes and interests, other factors can contribute to your overall career satisfaction. Ask yourself questions like these:

- Do I want to work for a small company or a large corporation?
- Would I rather have set or flexible work hours?
- Do I want to live in a city, suburb, or rural area?
- Do I want to work from home, or have an office to go to everyday?
- What impact do I want my career to have on society?
- Do I need a stable salary or can I work on commission or contract?
- What other forms of compensation do I need (health insurance, retirement, vacation time, etc.)?

Research

There will be a lot to research as you consider your college, your major, and your future career. Remember, just like there is no one right way to use your aptitudes, there is no one right college or major to choose. The key is to pick a major that makes the most sense for your professional goals.

Here are a few tips for kickstarting your research process:

- Read through course listings at universities you're considering.
- Research major- or hobby-specific scholarships.
- Gain firsthand knowledge of careers through job shadowing, informational interviews, internships, summer jobs, and volunteer opportunities.
- Visit the career services office on your campus.
- Form relationships with your professors to get the most out of your classes, and lay the groundwork for recommendations, references, and networking opportunities.
- Join your college's alumni association.
- Visit job fairs, starting early in your college career.

What Now?

Sample Client

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Make a plan

Use the information you have gained through your research to make a plan for your professional life. Write down short- and long-term goals and develop a step by step plan to achieve those goals. Check in with your plan frequently to make sure you are staying on track.

What Now?

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Keep in Touch

You are now an alumnus of the Johnson O'Connor Research Foundation aptitude testing program. Although the testing portion is finished, we want you to get the most out of the information you received here, and we have resources to support you.

FREE FOLLOW UP

The summary appointment is meant to introduce you to your aptitude test results, but there is a second, optional counseling appointment, called a follow-up, also at your disposal. Your free follow-up can be taken any time and at any of our locations within one year of your summary appointment. This appointment gives you a chance to digest the information you received and talk in more detail about your aptitudes and plans. After the first year, there is a fee for follow-up appointments, but the chance to talk about your scores will always be available to you.

FREE VOCABULARY RETEST

If you weren't happy with your vocabulary score, you're always welcome to come back in and retest. This can be combined with a follow-up visit.

SURVEY

Keep your eye out for surveys from us. We often email surveys as part of our research and to assess client satisfaction. Please let us know what you think! Any feedback we get enables us to improve our service.

SOCIAL MEDIA

You can find us on Facebook, Twitter, Instagram and LinkedIn. We use our accounts to share research and Foundation updates and articles that pertain to careers and aptitudes.

RATE US

We're often described as a best kept secret. We rely on word-of-mouth referrals, so if you enjoyed our service, please spread the word — in person and on social media platforms.

Our Tests

Analytical Reasoning

You placed chips with words on them onto a flow chart. This is a measure of your ability to organize and classify information, and to understand complicated systems.

Color Discrimination

You lined up color caps which vary by hue to form a color spectrum. This tests your ability to make fine distinctions between colors.

Color Vision

This is the standard screening test for red-green color deficiency.

Finger Dexterity

You moved pins three at a time from a tray into rows of small holes. This measures your ability to manipulate small objects with your fingers quickly and accurately.

Foresight

You were shown simple images and asked to write down possibilities for what the image could represent. Knowing your score can help you to determine the best approach to setting and achieving goals.

Graphoria

You were asked to compare sets of two numbers and indicate when the numbers were the same. This tests your clerical speed and accuracy.

Grip

Your grip strength was measured with a dynamometer. This indicates the extent to which you may need physical activity in your work.

Ideaphoria

You wrote as much as you could on an assigned topic within a certain time frame. This is a measure of the rate of flow of your ideas.

Inductive Reasoning

You were asked to look at rows of six pictures and select the three that had something in common. This indicates how quickly you can draw conclusions based on given information, which is helpful in diagnosing a problem or formulating theories.

Our Tests

Memory for Design

You were shown a series of line drawings and asked to replicate them on a sheet of paper with dots as guides. This tests your ability to memorize and create two-dimensional designs.

Number Facility

You placed chips with numbers on them into two equations. This assesses your ability to do mental arithmetic quickly.

Number Memory

You were asked to memorize eight six-digit numbers. This measures your ability to recall numerical information.

Numerical Reasoning

You were asked to find the pattern in a series of numbers and determine the next number generated by the pattern. This measures your ability to reason with numbers.

Observation

You were shown a series of pages with pictures of ordinary, familiar objects and asked to identify the change between one page and the next. This measures your ability to spot and remember small visual details.

Paper Folding

You showed where the holes would be on a piece of paper that was punched with a hole and unfolded. This assesses your ability to visualize in three dimensions.

Pitch Discrimination

Two tones were played, and you indicated whether the second of the two was higher or lower than the first. This measures your ability to distinguish fine differences in pitch.

Rhythm Memory

Two rhythm patterns were played, and you determined whether the second was the same or different from the first. This indicates your ability to memorize specific rhythms.

Silograms

You were asked to memorize pairs of English and nonsense words. This tests your ability to learn words easily.

Our Tests

Structural Visualization

This is a combination of your scores on the Wiggly Block and Paper Folding tests.

Tonal Memory

You listened to a sequence of notes played twice, and identified which note in the second sequence had changed. This measures the ability to remember sounds.

Tweezer Dexterity

You used tweezers to move pins from on one side of a board to another. This tests your ability to use small tools quickly and accurately.

Visual Designs I & II

You were asked to indicate your preference between a series of pairs of images, in order to determine if your preferences match those of professional artists and designers.

Vocabulary

You were given a word, and asked to choose the word closest in meaning from a list of five. This measures your current knowledge of English words.

Wiggly Block

You assembled a three dimensional puzzle. This is a measure of your ability to visualize in three dimensions.

Word Association (Personality)

You were asked to respond to a stimulus word with the first word that came into your mind. This suggests the style or approach to work you may find most effective.

Writing Speed

You were asked to write the same sentence over and over for a set period of time. We are giving this test to determine whether a slow writing speed might affect performance on our Ideaphoria test.