

Career Aptitude Testing with the Johnson O'Connor Research Foundation

With over 100 years of research into careers and aptitudes, our interactive aptitude assessments are rooted in the belief that everyone has unique abilities that can enhance their career success and satisfaction.

Who We Are

The Johnson O'Connor Research Foundation (JOCRF) is a nonprofit research organization offering interactive career aptitude testing in 15 metropolitan areas across the U.S.

With over 100 years of research into careers and aptitudes, our service has been used by hundreds of thousands of individuals to learn about their natural talents (aptitudes).

Each person's unique combination of aptitudes indicates the types of career and roles that are the best match for how their mind likes to naturally work.

Why JOCRF



A Powerful Predictive Tool

Aptitudes predict potential for success and satisfaction. Our research shows correlations between aptitude use and career enjoyment.



Objective, Data-Backed Insights

Unlike career surveys, our performance-based assessments provide neutral, objective data about innate strengths and weaknesses.



Results that Last

Our research shows that aptitudes are stable over time, which means the results from our assessments can be used for career planning today and in the future.

Our Aptitudes

We offer a comprehensive battery of **21 aptitudes**, including aptitudes with direct applications in the workplace like:

Reasoning

- Spatial Visualization
- Organizing Ability
- Inductive Reasoning
- Numerical Reasoning

Ideating & Communication

- Idea flow
- Goal-setting

Administrative

- Clerical Speed

Workplace Personality

- Individual Specialist
- Collaborative Generalist

Our proprietary battery also includes aptitudes relating to language, motor skills, memory, and visual and auditory approaches.



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Testing FAQs



What is the time commitment?

The testing can be completed in as little as one day with the 60-90-minute results appointment conducted over Zoom on a different day from testing.

The appointments can also be spread over half days.



What is the cost?

We currently charge a flat fee of \$950.

As a nonprofit, we keep the fee as low as possible while covering operational costs.



What's included?

Our flat fee includes two ~3-hour testing appointments and up to two 60-90-minute Zoom consultation appointments to discuss the test results. The test fee also includes a reference book, report with career suggestions, and a digital badge.



Can the testing be used for hiring?

Our aptitude testing provides self-knowledge to help individuals find more satisfaction in their working lives. We don't allow organizations to use the testing for personnel decisions.

Testing Schedule

Appointment One

- ~80-90 minutes of one-on-one testing
- 80 minutes of audiovisual testing
- English vocabulary test

Appointment Two

- ~80-90 minutes of one-on-one testing
- 80 minutes of digital testing
- "Self-Directed Search" Career Interest Survey

Appointment Three

- 60-90 minute Zoom results consultation appointment
- Digital report with aptitude test scores and suggested careers list
- 111-page reference book
- Digital badge to share on LinkedIn

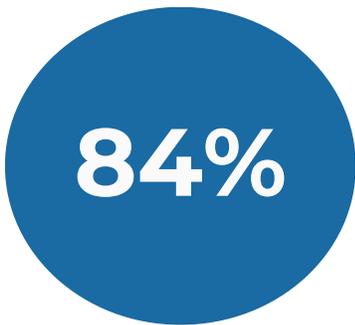
Appointment Four

- Second, optional 60-90 minute "follow up" consultation appointment valid within the first year of aptitude testing



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Outcomes & Value



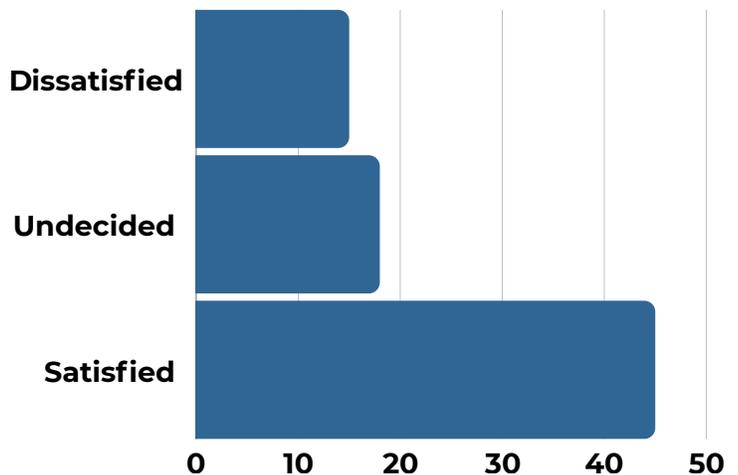
say aptitude testing impacted a major life or career decision.¹



feel their test results helped them better understand themselves.²



feel their test results accurately measured their talents.²



Clients who feel that they are able to regularly use their aptitudes in their work report higher levels of satisfaction.³

¹ 2022 Client Survey

² 2024 Client Survey

³ 2019 Client Survey