

## Comparison of O\*NET Categories to Other Job Analysis Methods

	Job Analysis Method							
	O*Net	F-JAS	TTA	JCI	JAI	PPRF	PAQ	JSP
<b>ABILITY</b>								
<b>Cognitive Abilities</b>								
Verbal abilities	√	√	√	√			√	√
Oral comprehension	√	√	√	√			√	√
Written comprehension	√	√	√	√			√	√
Oral expression	√	√	√	√			√	√
Written expression	√	√	√	√			√	√
Idea generation and reasoning abilities	√	√	√			√	√	√
Fluency of ideas	√	√						
Originality	√	√	√			√		√
Problem sensitivity	√	√						√
Reasoning	√	√					√	√
Deductive reasoning	√	√						√
Inductive reasoning	√	√						√
Information ordering	√	√				√		√
Category flexibility	√	√						
Planning			√				√	√
Decision making			√	√			√	√
Combining information							√	√
Quantitative abilities	√	√	√	√			√	√
Mathematical reasoning	√	√		√				√
Number facility	√	√	√	√			√	√
Use of length, distance, size, weight					√			√
Memory	√	√	√					√
Perceptual abilities	√	√	√					
Speed of closure	√	√						
Flexibility of closure	√	√						
Perceptual speed	√	√						
Spatial abilities	√			√				
Spatial orientation		√						
Visualization	√			√				
Attentiveness	√			√				
Selective attention/concentration	√	√	√	√				
Time sharing	√	√		√				



**Job Analysis Method**

	<b>O*Net</b>	<b>F-JAS</b>	<b>TTA</b>	<b>JCI</b>	<b>JAI</b>	<b>PPRF</b>	<b>PAQ</b>	<b>JSP</b>
<b>WORK STYLES</b>								
<b>Achievement orientation</b>	√		√					
Achievement/effort	√		√			√		
Persistence	√	√	√					
Initiative		√		√				
<b>Social influence</b>	√							
Energy	√							
Leadership orientation	√					√		
<b>Interpersonal orientation</b>		√						
Cooperative	√		√			√		
Concern for others	√					√		
Social orientation	√							
Tolerance			√					
Friendliness						√		
Sense of humor				√				
Interest in negotiation						√		
<b>Adjustment</b>	√							
Self-control	√					√		
Stress tolerance	√							
Adaptability/flexibility	√	√	√		√	√		
Adaptability to change			√		√			
Adaptability to repetition			√					
Adaptability to pressure				√		√		
Adaptability to isolation				√				
Adaptability to discomfort			√		√			
Adaptability to hazards/emergencies			√		√			
Interpersonal adaptability					√			
Cultural adaptability					√			
Problem solving adaptability					√			
Resilience		√						
<b>Conscientiousness</b>	√					√		
Dependability	√							
Attention to detail		√					√	
Integrity	√		√			√		
Personal appearance			√					
Work ethic						√		
<b>Independence</b>	√							
<b>Practical intelligence</b>	√							
Innovative	√		√					
Analytical	√							

**Job Analysis Method**

	O*Net	F-JAS	TTA	JCI	JAI	PPRF	PAQ	JSP
<b>SKILLS</b>								
<b>Basic content skills</b>	√			√				
Active listening	√			√				
Reading comprehension	√			√				
Writing	√			√				
Speaking	√			√				
Mathematics	√		√	√				
Science	√							
<b>Basic processing skills</b>	√							
Active learning	√							
Learning strategies	√							
Monitoring	√							
Critical thinking	√							
<b>Problem-solving skills</b>	√		√					
Problem identification	√							
Information gathering	√							
Information organization	√							
Synthesis/reorganization	√							
Idea generation	√							
Idea evaluation	√							
Implementation planning	√							
Solution appraisal		√						
Resistance to premature judgment		√						
Planning			√					
<b>Social skills</b>	√							
Social perceptiveness	√	√						
Coordination	√							
Persuasion	√	√	√	√			√	√
Negotiation	√			√			√	√
Instructing	√						√	√
Advising				√			√	√
Supervising							√	√
Service orientation	√			√			√	√
Oral fact finding (interviewing)		√		√			√	√
Oral defense		√						
Public speaking				√			√	√
Entertaining							√	√
Sales interest		√						

