

Comparison of O*NET Categories to Other Job Analysis Methods

	Job Analysis Method							
	O*Net	F-JAS	TTA	JCI	JAI	PPRF	PAQ	JSP
ABILITY								
Cognitive Abilities								
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

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WORK STYLES								
Achievement orientation	√		√					
Achievement/effort	√		√			√		
Persistence	√	√	√					
Initiative		√		√				
Social influence	√							
Energy	√							
Leadership orientation	√					√		
Interpersonal orientation		√						
Cooperative	√		√			√		
Concern for others	√					√		
Social orientation	√							
Tolerance			√					
Friendliness						√		
Sense of humor				√				
Interest in negotiation						√		
Adjustment	√							
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		√						
Conscientiousness	√					√		
Dependability	√							
Attention to detail		√					√	
Integrity	√		√			√		
Personal appearance			√					
Work ethic						√		
Independence	√							
Practical intelligence	√							
Innovative	√		√					
Analytical	√							

Job Analysis Method

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

