

Your Customized Job Match Report



Prepared for:
Prepared on:
Sponsoring Employer:

Sally Kresky
July 13, 2021



This report lists the job types with the highest degree of match to your unique combination of interests, experience, education, and other characteristics. These data are provided in a format intended to help you evaluate potential careers.

Note: This report does NOT provide any response, test scores, or other information regarding any specific job you have applied for. It only provides general information about job types that may be of interest to you.

Your Customized Job Match Report

For: Sally Kresky
 Email: skresky5933@gmail.com
 Prepared on: July 13, 2021
 Sponsoring Employer: HR Avatar Content Development Account

This report provides information matching your experience, education, interests, and, when available, your assessment scores with different types of jobs. It's based on the following surveys and/or assessments:

Career Interest Survey with Job Match Report	Completed on March 3, 2021
Customer Service Representative (with Email and Calls)	Completed on March 3, 2021

How should I use this report?



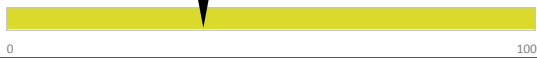


This report is intended to help you determine what jobs you might be best suited for, and what jobs you might enjoy most. If you are either starting or changing careers, you can use this report for ideas on types of jobs you should pursue. Most people start by reviewing the summary table of jobs with the highest match. After that, if a particular job catches your interest, you can review the detailed information for each matched job in the following pages.

Does this report tell me if I got the job I took the test for?

Unfortunately no, this report does not provide any information about your test score or the status of any job you are applying for with HR Avatar Content Development Account. This report is just for your personal information in general. It has nothing to do with any specific job openings that you may have applied for with HR Avatar Content Development Account or with any other organization, including any opening for which HR Avatar Content Development Account asked you to take a test. You will need to wait until the employer you took the test for contacts you.



Your Interests

Theme	Score (0-100)	Level of Interest
Investigative	74	
Enterprising	66	
Realistic	37	
Artistic	29	
Conventional	25	

Investigative Your Score: 74

People with **Investigative** interests prefer to think and observe rather than act, and to organize and understand information rather than to persuade. They are also drawn to working with data and facts over working with people and feelings.

Enterprising Your Score: 66

People with **Enterprising** interests like to work with people and data. They tend to be good talkers, and use this skill to lead or persuade others. They are also drawn to high power situations, valuing power, money and status.

Realistic Your Score: 37

People with **Realistic** interests like to work with things and are assertive and competitive. They tend to focus on activities requiring motor coordination, skill and strength and prefer to work a problem through by doing something, rather than talking about it, or sitting and thinking about it. They are also drawn to concrete approaches to problem solving, rather than abstract theory and scientific and mechanical areas, rather than aesthetic ones.

Artistic Your Score: 29

People with **Artistic** interests like to work with ideas and things. They tend to be creative, open, inventive, original, perceptive, sensitive, independent and emotional. They rebel against structure and rules and dislike tasks involving people or physical skills.

Conventional Your Score: 25

People with **Conventional** interests prefer to work with data and like rules and regulations and emphasize self-control. They like structure and order, and dislike unstructured or unclear work and interpersonal situations. They also value power and status.

Your Top Job Matches

Rank		Degree of Match (%)
1	Management Analyst	Moderate
2	Transportation, Storage, and Distribution Manager	Moderate
3	Nurse Practitioner	Moderate
4	Market Research Analysts and Marketing Specialist	Moderate
5	Computer User Support Specialist	Moderate
6	Business Intelligence Analyst	Moderate
7	Fraud Examiners, Investigators and Analyst	Moderate
8	Information Technology Project Manager	Moderate

Surprised by what you see? That's good!

Keep in mind that we scanned the entire database against your unique blend of interests, abilities, traits, education, and experience. It's typical that some unexpected matches appear, as well as some that you probably expected. In fact, we hope that's the case. It's our goal to expand your universe of what types of jobs might just be a good fit for you. There are a lot of different careers out there.

In the next few pages, we'll show you some detailed information about each of these jobs. We suggest you take a few minutes to review each one. We provide information about what you would typically do in the role, and how you would do it. It's fun to let your mind wander a bit and imagine yourself in each role.



Match #1 - Management Analysts

Description:	Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants.
Some Alternate Titles: These are some other titles for jobs that are essentially equivalent to the job title above.	Administrative Analyst, Business Analyst, Business Consultant, Business Development Analyst, Business Management Analyst, Business Management Consultant, Business Operations Analyst, Business Process Analyst, Business Process Consultant, Clerical Methods Analyst, Commercial Specialist, Dealer Analyst, Employment Programs Analyst, Forms Analyst, Health Information Management Business Analyst, Health Information Management Data Analyst, Health Program Analyst, Health Program Specialist, Health Systems Analyst, Healthcare Consultant, Human Resource Analyst (HR Analyst), Industrial Analyst, Management Analyst, Management and Program Analyst, Management Consultant, Management Scientist, Management Systems Auditor, Operations Analyst, Organizational Development Consultant, Performance Consultant, Program Analyst, Program Development Specialist, Program Evaluator, Program Management Analyst, Project Management Analyst, Quality Control Analyst, Records Management Analyst, Reports Analyst, Survey Analyst
Job Level:	Requires extensive skill, knowledge, and work experience. Advanced education beyond a bachelors degree is often required.
Total jobs of this type in the US:	637,690
Average Yearly Salary in the US:	\$91,910

How do Management Analysts do these tasks (work context)?

Work Activity	How much or how often?
Coordinate or Lead Others	Very important
Importance of Being Exact or Accurate	Very important
Freedom to Make Decisions	Some freedom
Structured versus Unstructured Work	Some freedom
Contact With Others	Contact with others most of the time
Work With Work Group or Team	Very important
Face-to-Face Discussions	Once a week or more but not every day
Spend Time Sitting	More than half the time
Telephone	Every day
Electronic Mail	Every day

What traits are associated with success as a Management Analyst?

Skills - In order of importance (most first)	
Systems Analysis	Determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes.
Monitoring	Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
Social Perceptiveness	Being aware of others' reactions and understanding why they react as they do.
Writing	Communicating effectively in writing as appropriate for the needs of the audience.
Speaking	Talking to others to convey information effectively.
Systems Evaluation	Identifying measures or indicators of system performance and the actions needed to improve or correct performance, relative to the goals of the system.
Judgment and Decision Making	Considering the relative costs and benefits of potential actions to choose the most appropriate one.

Skills - In order of importance (most first)	
Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
Critical Thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
Reading Comprehension	Understanding written sentences and paragraphs in work related documents.

Abilities - In order of importance (most first)	
Fluency of Ideas	The ability to come up with a number of ideas about a topic (the number of ideas is important, not their quality, correctness, or creativity).
Information Ordering	The ability to arrange things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).
Speech Clarity	The ability to speak clearly so others can understand you.
Problem Sensitivity	The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
Deductive Reasoning	The ability to apply general rules to specific problems to produce answers that make sense.
Written Expression	The ability to communicate information and ideas in writing so others will understand.
Inductive Reasoning	The ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).
Written Comprehension	The ability to read and understand information and ideas presented in writing.
Oral Expression	The ability to communicate information and ideas in speaking so others will understand.
Oral Comprehension	The ability to listen to and understand information and ideas presented through spoken words and sentences.

What are some other jobs related to Management Analysts, based mainly on skills and abilities required?

Human Resources Specialists, Training and Development Specialists, Fraud Examiners, Investigators and Analysts, Market Research Analysts and Marketing Specialists, Marketing Managers, Regulatory Affairs Managers, Purchasing Agents, Except Wholesale, Retail, and Farm Products, Transportation, Storage, and Distribution Managers, Logisticians, Training and Development Managers, Clinical Research Coordinators, Industrial-Organizational Psychologists, Administrative Law Judges, Adjudicators, and Hearing Officers, Education Administrators, Postsecondary, Human Resources Managers, Family and Consumer Sciences Teachers, Postsecondary, Survey Researchers

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Match #2 - Transportation, Storage, and Distribution Managers

Description:	Plan, direct, or coordinate transportation, storage, or distribution activities in accordance with organizational policies and applicable government laws or regulations. Includes logistics managers.
Some Alternate Titles: These are some other titles for jobs that are essentially equivalent to the job title above.	Flight Superintendent, Global Logistics Manager, Bus Transportation Manager, Shipping Receiving Manager, Warehouse Manager, Traffic Director, Operations Director, Transportation Maintenance Supervisor, Distribution Coordinator, Inventory Control Manager, Division Road Supervisor, Logistics Operations Manager, Trainmaster, Shipping Coordinator, Communications and Signals Supervisor, Integrated Logistics Support Manager (ILS Manager), Logistics Director, Transportation Superintendent, Service Delivery Manager, Substation Manager, Logistics Coordinator, Logistics Supervisor, Freight Coordinator, Cold Storage Supervisor, Telegraph Office Manager, Station Supervisor, Port Traffic Manager, Terminal Operations Supervisor, Ammunition Storage Superintendent, Water and Sewer Systems Superintendent, Bridges Supervisor, Sewer System Supervisor, Dispatch Manager, Aerial Planting and Cultivation Manager, Schedule Planning Manager, Import Coordinator, Distribution Center Supervisor, Canal Superintendent, Transportation Supervisor, Global Transportation Manager
Job Level:	Requires a bachelors degree and/or significant work-related job experience for advancement. May require one or more professional certifications.
Total jobs of this type in the US:	113,270
Average Yearly Salary in the US:	\$97,630

What tasks do Transportation, Storage, and Distribution Managers perform?

Task - In order of importance (most first)
Plan or implement energy saving changes to transportation services, such as reducing routes, optimizing capacities, employing alternate modes of transportation, or minimizing idling.
Analyze expenditures and other financial information to develop plans, policies, or budgets for increasing profits or improving services.
Prepare management recommendations, such as proposed fee and tariff increases or schedule changes.
Monitor operations to ensure that staff members comply with administrative policies and procedures, safety rules, union contracts, environmental policies, or government regulations.
Plan, organize, or manage the work of subordinate staff to ensure that the work is accomplished in a manner consistent with organizational requirements.

How do Transportation, Storage, and Distribution Managers do these tasks (work context)?

Work Activity	How much or how often?
Importance of Being Exact or Accurate	Very important
Indoors, Environmentally Controlled	Once a week or more but not every day
Freedom to Make Decisions	Some freedom
Time Pressure	Once a week or more but not every day
Frequency of Decision Making	Once a week or more but not every day
Work With Work Group or Team	Very important
Contact With Others	Constant contact with others
Face-to-Face Discussions	Every day
Telephone	Every day
Electronic Mail	Every day

What does being a Transportation, Storage, and Distribution Manager require from you?

What's Required	Description
Persistence	Job requires persistence in the face of obstacles.

What's Required	Description
Initiative	Job requires a willingness to take on responsibilities and challenges.
Adaptability/Flexibility	Job requires being open to change (positive or negative) and to considerable variety in the workplace.
Cooperation	Job requires being pleasant with others on the job and displaying a good-natured, cooperative attitude.
Self Control	Job requires maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior, even in very difficult situations.
Attention to Detail	Job requires being careful about detail and thorough in completing work tasks.
Stress Tolerance	Job requires accepting criticism and dealing calmly and effectively with high stress situations.
Leadership	Job requires a willingness to lead, take charge, and offer opinions and direction.
Integrity	Job requires being honest and ethical.
Dependability	Job requires being reliable, responsible, and dependable, and fulfilling obligations.

What traits are associated with success as a Transportation, Storage, and Distribution Manager?

Knowledge Traits - In order of importance (most first)	
Production and Processing	Knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing the effective manufacture and distribution of goods.
Computers and Electronics	Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
Economics and Accounting	Knowledge of economic and accounting principles and practices, the financial markets, banking and the analysis and reporting of financial data.
Public Safety and Security	Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.
Personnel and Human Resources	Knowledge of principles and procedures for personnel recruitment, selection, training, compensation and benefits, labor relations and negotiation, and personnel information systems.
Mathematics	Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.
English Language	Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
Customer and Personal Service	Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
Administration and Management	Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
Transportation	Knowledge of principles and methods for moving people or goods by air, rail, sea, or road, including the relative costs and benefits.

Skills - In order of importance (most first)	
Time Management	Managing one's own time and the time of others.
Management of Personnel Resources	Motivating, developing, and directing people as they work, identifying the best people for the job.
Writing	Communicating effectively in writing as appropriate for the needs of the audience.
Complex Problem Solving	Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
Coordination	Adjusting actions in relation to others' actions.
Reading Comprehension	Understanding written sentences and paragraphs in work related documents.

Skills - In order of importance (most first)	
Monitoring	Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
Speaking	Talking to others to convey information effectively.
Critical Thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Abilities - In order of importance (most first)	
Information Ordering	The ability to arrange things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).
Inductive Reasoning	The ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).
Speech Clarity	The ability to speak clearly so others can understand you.
Deductive Reasoning	The ability to apply general rules to specific problems to produce answers that make sense.
Speech Recognition	The ability to identify and understand the speech of another person.
Written Expression	The ability to communicate information and ideas in writing so others will understand.
Problem Sensitivity	The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
Written Comprehension	The ability to read and understand information and ideas presented in writing.
Oral Expression	The ability to communicate information and ideas in speaking so others will understand.
Oral Comprehension	The ability to listen to and understand information and ideas presented through spoken words and sentences.

What are some other jobs related to Transportation, Storage, and Distribution Managers, based mainly on skills and abilities required?

Supply Chain Managers, First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand, Purchasing Managers, First-Line Supervisors of Material-Moving Machine and Vehicle Operators, Purchasing Agents, Except Wholesale, Retail, and Farm Products, Logisticians, Logistics Analysts, First-Line Supervisors of Non-Retail Sales Workers, Transportation Planners, General and Operations Managers, Buyers and Purchasing Agents, Farm Products, Regulatory Affairs Managers, Regulatory Affairs Specialists, Compensation, Benefits, and Job Analysis Specialists, Cost Estimators, Appraisers and Assessors of Real Estate, Securities, Commodities, and Financial Services Sales Agents, First-Line Supervisors of Construction Trades and Extraction Workers

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Match #3 - Nurse Practitioners

Description:	Diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have specialized graduate education.
Some Alternate Titles: These are some other titles for jobs that are essentially equivalent to the job title above.	Acute Care Nurse Practitioner, Adult Nurse Practitioner, Advanced Practice Registered Nurse (APRN), Cardiology Nurse Practitioner, Certified Nurse Practitioner, Certified Pediatric Nurse Practitioner, Certified Registered Nurse Practitioner, Dermatology Nurse Practitioner, Electrophysiology Nurse Practitioner, Emergency Medicine Nurse Practitioner, Family Health Nurse Practitioner, Family Nurse Practitioner (FNP), Family Practice Certified Advanced Registered Nurse Practitioner, Family Practice Nurse Practitioner, Gastroenterology Nurse Practitioner, Gerontological Nurse Practitioner, Internal Medicine Nurse Practitioner, Licensed Nurse Practitioner (LNP), Medical Surgery Nurse, Neonatal Nurse Practitioner (NNP), Neurosurgical Nurse Practitioner, Nurse Practitioner (NP), Nurse Practitioner, Adult, Nurse Practitioner/Physician's Assistant (NP PA), Obstetrics-Gynecology Nurse Practitioner, Orthopedic Nurse Practitioner, Palliative Care Nurse Practitioner, Pediatric Nurse Practitioner (PNP), Psychiatric Nurse Practitioner, Surgical Nurse Practitioner, Women's Health Care Nurse Practitioner
Job Level:	Requires extensive skill, knowledge, and work experience. Advanced education beyond a bachelors degree is often required.
Total jobs of this type in the US:	150,230
Average Yearly Salary in the US:	\$104,610

How do Nurse Practitioners do these tasks (work context)?

Work Activity	How much or how often?
Frequency of Decision Making	Once a week or more but not every day
Exposed to Disease or Infections	Once a week or more but not every day
Work With Work Group or Team	Extremely important
Indoors, Environmentally Controlled	Every day
Freedom to Make Decisions	A lot of freedom
Consequence of Error	Extremely serious
Importance of Being Exact or Accurate	Extremely important
Face-to-Face Discussions	Every day
Electronic Mail	Every day
Telephone	Every day

What traits are associated with success as a Nurse Practitioner?

Skills - In order of importance (most first)	
Science	Using scientific rules and methods to solve problems.
Service Orientation	Actively looking for ways to help people.
Judgment and Decision Making	Considering the relative costs and benefits of potential actions to choose the most appropriate one.
Complex Problem Solving	Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
Social Perceptiveness	Being aware of others' reactions and understanding why they react as they do.
Active Learning	Understanding the implications of new information for both current and future problem-solving and decision-making.

Skills - In order of importance (most first)	
Critical Thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
Reading Comprehension	Understanding written sentences and paragraphs in work related documents.
Speaking	Talking to others to convey information effectively.

Abilities - In order of importance (most first)	
Speech Clarity	The ability to speak clearly so others can understand you.
Speech Recognition	The ability to identify and understand the speech of another person.
Near Vision	The ability to see details at close range (within a few feet of the observer).
Written Expression	The ability to communicate information and ideas in writing so others will understand.
Written Comprehension	The ability to read and understand information and ideas presented in writing.
Oral Expression	The ability to communicate information and ideas in speaking so others will understand.
Problem Sensitivity	The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
Deductive Reasoning	The ability to apply general rules to specific problems to produce answers that make sense.
Inductive Reasoning	The ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).
Oral Comprehension	The ability to listen to and understand information and ideas presented through spoken words and sentences.

What are some other jobs related to Nurse Practitioners, based mainly on skills and abilities required?

Clinical Nurse Specialists, Nurse Midwives, Physician Assistants, Nursing Instructors and Teachers, Postsecondary, Occupational Therapists, Physical Therapists, Dietitians and Nutritionists, Advanced Practice Psychiatric Nurses, Naturopathic Physicians, Chiropractors, Anesthesiologists, Orthotists and Prosthetists, Hospitalists, Athletic Trainers, Career/Technical Education Teachers, Secondary School

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Match #4 - Market Research Analysts and Marketing Specialists

Description:	Research conditions in local, regional, national, or online markets. Gather information to determine potential sales of a product or service, or plan a marketing or advertising campaign. May gather information on competitors, prices, sales, and methods of marketing and distribution. May employ search marketing tactics, analyze web metrics, and develop recommendations to increase search engine ranking and visibility to target markets.
Some Alternate Titles: These are some other titles for jobs that are essentially equivalent to the job title above.	Advertising Analyst, Business Development Analyst, Business Development Specialist, Communications Specialist, Demographic Analyst, Email Marketing Processor, Email Marketing Specialist, Family Consumer Scientist, International Trade Specialist, Market Analyst, Market Research Analyst, Market Research Consultant, Market Research Specialist, Market Research Worker, Market Researcher, Marketer, Marketing Analyst, Marketing Associate, Marketing Consultant, Marketing Forecaster, Marketing Representative, Marketing Research Analyst, Marketing Researcher, Marketing Specialist, Marketing Support Specialist, Social Media Specialist, Technical Marketing Consultant, Trade Analyst, Trade Specialist
Job Level:	Requires a bachelors degree and/or significant work-related job experience for advancement. May require one or more professional certifications.
Total jobs of this type in the US:	558,630
Average Yearly Salary in the US:	\$70,620

How do Market Research Analysts and Marketing Specialists do these tasks (work context)?

Work Activity	How much or how often?
Indoors, Environmentally Controlled	Once a week or more but not every day
Time Pressure	Once a week or more but not every day
Face-to-Face Discussions	Once a week or more but not every day
Contact With Others	Contact with others most of the time
Structured versus Unstructured Work	Some freedom
Importance of Being Exact or Accurate	Very important
Freedom to Make Decisions	A lot of freedom
Telephone	Every day
Spend Time Sitting	Continually or almost continually
Electronic Mail	Every day

What traits are associated with success as a Market Research Analysts and Marketing Specialist?

Skills - In order of importance (most first)	
Mathematics	Using mathematics to solve problems.
Monitoring	Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
Active Learning	Understanding the implications of new information for both current and future problem-solving and decision-making.
Judgment and Decision Making	Considering the relative costs and benefits of potential actions to choose the most appropriate one.
Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
Complex Problem Solving	Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
Speaking	Talking to others to convey information effectively.
Reading Comprehension	Understanding written sentences and paragraphs in work related documents.
Writing	Communicating effectively in writing as appropriate for the needs of the audience.

Skills - In order of importance (most first)	
Critical Thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Abilities - In order of importance (most first)	
Speech Clarity	The ability to speak clearly so others can understand you.
Category Flexibility	The ability to generate or use different sets of rules for combining or grouping things in different ways.
Information Ordering	The ability to arrange things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).
Written Comprehension	The ability to read and understand information and ideas presented in writing.
Oral Expression	The ability to communicate information and ideas in speaking so others will understand.
Written Expression	The ability to communicate information and ideas in writing so others will understand.
Fluency of Ideas	The ability to come up with a number of ideas about a topic (the number of ideas is important, not their quality, correctness, or creativity).
Oral Comprehension	The ability to listen to and understand information and ideas presented through spoken words and sentences.
Deductive Reasoning	The ability to apply general rules to specific problems to produce answers that make sense.
Inductive Reasoning	The ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).

What are some other jobs related to Market Research Analysts and Marketing Specialists, based mainly on skills and abilities required?

Survey Researchers, Marketing Managers, Compensation, Benefits, and Job Analysis Specialists, Compensation and Benefits Managers, Management Analysts, Public Relations Specialists, Regulatory Affairs Specialists, Advertising and Promotions Managers, Fraud Examiners, Investigators and Analysts, Budget Analysts, Logistics Analysts, Accountants and Auditors, Judicial Law Clerks, Actuaries, Clinical Research Coordinators, Social Science Research Assistants

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Match #5 - Computer User Support Specialists

Description:	Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, via telephone, or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems.
Some Alternate Titles: These are some other titles for jobs that are essentially equivalent to the job title above.	Computer Hardware Technician, Customer Support Representative, Microcomputer Support Specialist, Computer Support Technician, Customer Support Information Technology Specialist, Information Technology Analyst (IT Analyst), Information Technology Specialist (IT Specialist), Help Desk Specialist, Computer Support Specialist, Product Support Consultant, Customer Support Analyst, Computer Trainer, Automatic Data Processing Customer Liaison (ADP Customer Liaison), Support Technician, Help Desk Operator, Computer System Technician, Desktop Support Specialist, PC Tech (Personal Computer Technician), Micro Computer Specialist, Customer Liaison, Help Desk Analyst, User Support Analyst, Microcomputer Technician, Information Technology Support Technician (IT Support Technician), Computer Technology Instructor, Office Automation Technician, Desktop Support Analyst, Computer Help Desk Specialist, Technical Support Engineer, PC Support Specialist (Personal Computer Support Specialist), Information Systems Technician, Work Station Support Specialist, Help Desk Representative, Desktop Support Technician, Desktop Analyst, End-User Support Specialist, Technical Support Specialist, Call Center Support Representative, Information Technology Support Specialist (IT Support Specialist), Sales Support Technician
Job Level:	Requires specialized formal training (in a college or vocational school) and/or on-the-job practice or apprenticeship after high school.

What tasks do Computer User Support Specialists perform?

Task - In order of importance (most first)
Maintain records of daily data communication transactions, problems and remedial actions taken, or installation activities.
Inspect equipment and read order sheets to prepare for delivery to users.
Enter commands and observe system functioning to verify correct operations and detect errors.
Modify and customize commercial programs for internal needs.
Refer major hardware or software problems or defective products to vendors or technicians for service.
Develop training materials and procedures, or train users in the proper use of hardware or software.
Set up equipment for employee use, performing or ensuring proper installation of cables, operating systems, or appropriate software.
Read technical manuals, confer with users, or conduct computer diagnostics to investigate and resolve problems or to provide technical assistance and support.
Oversee the daily performance of computer systems.
Answer user inquiries regarding computer software or hardware operation to resolve problems.

How do Computer User Support Specialists do these tasks (work context)?

Work Activity	How much or how often?
Indoors, Environmentally Controlled	Once a week or more but not every day
Spend Time Sitting	More than half the time
Work With Work Group or Team	Very important
Freedom to Make Decisions	Some freedom
Structured versus Unstructured Work	Some freedom
Importance of Being Exact or Accurate	Very important
Telephone	Every day
Face-to-Face Discussions	Every day
Contact With Others	Constant contact with others
Electronic Mail	Every day

What does being a Computer User Support Specialist require from you?

What's Required	Description
Initiative	Job requires a willingness to take on responsibilities and challenges.
Independence	Job requires developing one's own ways of doing things, guiding oneself with little or no supervision, and depending on oneself to get things done.
Adaptability/Flexibility	Job requires being open to change (positive or negative) and to considerable variety in the workplace.
Self Control	Job requires maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior, even in very difficult situations.
Integrity	Job requires being honest and ethical.
Stress Tolerance	Job requires accepting criticism and dealing calmly and effectively with high stress situations.
Analytical Thinking	Job requires analyzing information and using logic to address work-related issues and problems.
Cooperation	Job requires being pleasant with others on the job and displaying a good-natured, cooperative attitude.
Dependability	Job requires being reliable, responsible, and dependable, and fulfilling obligations.
Attention to Detail	Job requires being careful about detail and thorough in completing work tasks.

What traits are associated with success as a Computer User Support Specialist?

Knowledge Traits - In order of importance (most first)	
Communications and Media	Knowledge of media production, communication, and dissemination techniques and methods. This includes alternative ways to inform and entertain via written, oral, and visual media.
Clerical	Knowledge of administrative and clerical procedures and systems such as word processing, managing files and records, stenography and transcription, designing forms, and other office procedures and terminology.
Administration and Management	Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
Education and Training	Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.
Public Safety and Security	Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.
Engineering and Technology	Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.
Telecommunications	Knowledge of transmission, broadcasting, switching, control, and operation of telecommunications systems.
English Language	Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
Customer and Personal Service	Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
Computers and Electronics	Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.

Skills - In order of importance (most first)	
Time Management	Managing one's own time and the time of others.
Active Learning	Understanding the implications of new information for both current and future problem-solving and decision-making.
Systems Analysis	Determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes.

Skills - In order of importance (most first)	
Judgment and Decision Making	Considering the relative costs and benefits of potential actions to choose the most appropriate one.
Writing	Communicating effectively in writing as appropriate for the needs of the audience.
Critical Thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
Complex Problem Solving	Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
Speaking	Talking to others to convey information effectively.
Reading Comprehension	Understanding written sentences and paragraphs in work related documents.

Abilities - In order of importance (most first)	
Deductive Reasoning	The ability to apply general rules to specific problems to produce answers that make sense.
Written Expression	The ability to communicate information and ideas in writing so others will understand.
Speech Recognition	The ability to identify and understand the speech of another person.
Problem Sensitivity	The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
Speech Clarity	The ability to speak clearly so others can understand you.
Information Ordering	The ability to arrange things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).
Near Vision	The ability to see details at close range (within a few feet of the observer).
Written Comprehension	The ability to read and understand information and ideas presented in writing.
Oral Expression	The ability to communicate information and ideas in speaking so others will understand.
Oral Comprehension	The ability to listen to and understand information and ideas presented through spoken words and sentences.

What are some other jobs related to Computer User Support Specialists, based mainly on skills and abilities required?

Computer, Automated Teller, and Office Machine Repairers, Audio and Video Technicians, Librarians and Media Collections Specialists, Broadcast Technicians, Sound Engineering Technicians, Electrical and Electronic Engineering Technologists and Technicians, Web Administrators, Desktop Publishers, Audiovisual Equipment Installers and Repairers, Neurodiagnostic Technologists, Diagnostic Medical Sonographers, Occupational Health and Safety Technicians, Cardiovascular Technologists and Technicians, Occupational Health and Safety Specialists, Health and Safety Engineers, Except Mining Safety Engineers and Inspectors, Police Identification and Records Officers, Medical Appliance Technicians, Medical and Clinical Laboratory Technicians

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Match #6 - Business Intelligence Analysts

Description:	Produce financial and market intelligence by querying data repositories and generating periodic reports. Devise methods for identifying data patterns and trends in available information sources.
Some Alternate Titles: These are some other titles for jobs that are essentially equivalent to the job title above.	Analytical Data Miner, Business Analyst, Business Consultant, Business Data Analyst, Business Database Analyst, Business Intelligence Analyst, Business Process Analyst, Business Systems Analyst, Business Systems Consultant, Competitive Intelligence Analyst, Data Analyst, Information Analyst, Information Specialist, Intelligence Analyst, Market Intelligence Analyst, Market Intelligence Consultant, Marketing Database Analyst, Reporting Analyst, Reports Analyst, Strategic Business and Technology Intelligence Consultant, Strategist
Job Level:	Requires a bachelors degree and/or significant work-related job experience for advancement. May require one or more professional certifications.

How do Business Intelligence Analysts do these tasks (work context)?

Work Activity	How much or how often?
Contact With Others	Contact with others most of the time
Work With Work Group or Team	Very important
Face-to-Face Discussions	Once a week or more but not every day
Importance of Being Exact or Accurate	Very important
Freedom to Make Decisions	Some freedom
Indoors, Environmentally Controlled	Once a week or more but not every day
Telephone	Once a week or more but not every day
Structured versus Unstructured Work	Some freedom
Spend Time Sitting	Continually or almost continually
Electronic Mail	Every day

What traits are associated with success as a Business Intelligence Analyst?

Skills - In order of importance (most first)	
Mathematics	Using mathematics to solve problems.
Systems Analysis	Determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes.
Complex Problem Solving	Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
Judgment and Decision Making	Considering the relative costs and benefits of potential actions to choose the most appropriate one.
Writing	Communicating effectively in writing as appropriate for the needs of the audience.
Active Learning	Understanding the implications of new information for both current and future problem-solving and decision-making.
Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
Speaking	Talking to others to convey information effectively.
Reading Comprehension	Understanding written sentences and paragraphs in work related documents.
Critical Thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Abilities - In order of importance (most first)	
Speech Recognition	The ability to identify and understand the speech of another person.
Speech Clarity	The ability to speak clearly so others can understand you.

Abilities - In order of importance (most first)	
Information Ordering	The ability to arrange things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).
Category Flexibility	The ability to generate or use different sets of rules for combining or grouping things in different ways.
Deductive Reasoning	The ability to apply general rules to specific problems to produce answers that make sense.
Oral Expression	The ability to communicate information and ideas in speaking so others will understand.
Oral Comprehension	The ability to listen to and understand information and ideas presented through spoken words and sentences.
Inductive Reasoning	The ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).
Written Comprehension	The ability to read and understand information and ideas presented in writing.
Written Expression	The ability to communicate information and ideas in writing so others will understand.

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Match #7 - Fraud Examiners, Investigators and Analysts

Description:	Obtain evidence, take statements, produce reports, and testify to findings regarding resolution of fraud allegations. May coordinate fraud detection and prevention activities.
Some Alternate Titles: These are some other titles for jobs that are essentially equivalent to the job title above.	Certified Fraud Examiner, Confidential Investigator, Financial Investigator, Forensic Accountant, Forensic Audit Expert, Fraud Analyst, Fraud Detection Analyst, Fraud Examiner, Fraud Investigator, Fraud Prevention Analyst, Fraud Prevention Specialist, Fraud Specialist, Inspector General, Investigator, Special Investigation Unit Investigator
Job Level:	Requires a bachelors degree and/or significant work-related job experience for advancement. May require one or more professional certifications.
Total jobs of this type in the US:	123,270
Average Yearly Salary in the US:	\$76,230

How do Fraud Examiners, Investigators and Analysts do these tasks (work context)?

Work Activity	How much or how often?
Freedom to Make Decisions	Some freedom
Spend Time Sitting	More than half the time
Contact With Others	Contact with others most of the time
Work With Work Group or Team	Very important
Structured versus Unstructured Work	Some freedom
Indoors, Environmentally Controlled	Once a week or more but not every day
Face-to-Face Discussions	Once a week or more but not every day
Importance of Being Exact or Accurate	Extremely important
Telephone	Every day
Electronic Mail	Every day

What traits are associated with success as a Fraud Examiners, Investigators and Analyst?

Skills - In order of importance (most first)	
Monitoring	Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
Coordination	Adjusting actions in relation to others' actions.
Judgment and Decision Making	Considering the relative costs and benefits of potential actions to choose the most appropriate one.
Complex Problem Solving	Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
Active Learning	Understanding the implications of new information for both current and future problem-solving and decision-making.
Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
Speaking	Talking to others to convey information effectively.
Reading Comprehension	Understanding written sentences and paragraphs in work related documents.
Critical Thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
Writing	Communicating effectively in writing as appropriate for the needs of the audience.

Abilities - In order of importance (most first)	
Speech Recognition	The ability to identify and understand the speech of another person.
Speech Clarity	The ability to speak clearly so others can understand you.

Abilities - In order of importance (most first)	
Oral Comprehension	The ability to listen to and understand information and ideas presented through spoken words and sentences.
Near Vision	The ability to see details at close range (within a few feet of the observer).
Problem Sensitivity	The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
Deductive Reasoning	The ability to apply general rules to specific problems to produce answers that make sense.
Oral Expression	The ability to communicate information and ideas in speaking so others will understand.
Written Expression	The ability to communicate information and ideas in writing so others will understand.
Inductive Reasoning	The ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).
Written Comprehension	The ability to read and understand information and ideas presented in writing.

What are some other jobs related to Fraud Examiners, Investigators and Analysts, based mainly on skills and abilities required?

Management Analysts, Human Resources Specialists, Accountants and Auditors, Purchasing Agents, Except Wholesale, Retail, and Farm Products, Claims Adjusters, Examiners, and Investigators, Transportation, Storage, and Distribution Managers, Human Resources Managers, Financial Examiners, Market Research Analysts and Marketing Specialists, Clinical Research Coordinators, Budget Analysts, Regulatory Affairs Specialists, Logistics Analysts, Regulatory Affairs Managers, Information Security Analysts

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Match #8 - Information Technology Project Managers

Description:	Plan, initiate, and manage information technology (IT) projects. Lead and guide the work of technical staff. Serve as liaison between business and technical aspects of projects. Plan project stages and assess business implications for each stage. Monitor progress to assure deadlines, standards, and cost targets are met.
Some Alternate Titles: These are some other titles for jobs that are essentially equivalent to the job title above.	Application Development Director, Cloud Product Director, Computer Project Manager, Cybersecurity Project Manager, Data Center Product Director, Database Administration Project Manager, Database Development Project Manager, E-Business Project Manager, Information Support Project Manager, Information Systems Planner (IS Planner), Information Systems Project Manager (IS Project Manager), Infrastructure Project Manager, Interactive Media Project Manager, Internet Project Manager, IT Manager (Information Technology Manager), IT Program Manager (Information Technology Program Manager), IT Project Manager (Information Technology Project Manager), Network Operations Project Manager, Network Services Project Manager, Planning Management IT Specialist (Planning Management Information Technology Specialist), Programming Development Project Manager, Project Management IT Specialist (Project Management Information Technology Specialist), Release Manager, Scrum Master, Software Development Project Manager, Software Project Manager, Systems Development Manager, Technical Project Manager, Technology Manager, Technology Project Manager, Transition Program Manager, Web Site Project Manager, Website Project Manager
Job Level:	Requires a bachelors degree and/or significant work-related job experience for advancement. May require one or more professional certifications.

How do Information Technology Project Managers do these tasks (work context)?

Work Activity	How much or how often?
Coordinate or Lead Others	Very important
Time Pressure	Once a week or more but not every day
Face-to-Face Discussions	Once a week or more but not every day
Structured versus Unstructured Work	Some freedom
Spend Time Sitting	More than half the time
Indoors, Environmentally Controlled	Once a week or more but not every day
Contact With Others	Constant contact with others
Work With Work Group or Team	Extremely important
Telephone	Every day
Electronic Mail	Every day

What traits are associated with success as a Information Technology Project Manager?

Skills - In order of importance (most first)	
Monitoring	Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
Systems Analysis	Determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes.
Management of Personnel Resources	Motivating, developing, and directing people as they work, identifying the best people for the job.
Speaking	Talking to others to convey information effectively.
Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
Writing	Communicating effectively in writing as appropriate for the needs of the audience.
Reading Comprehension	Understanding written sentences and paragraphs in work related documents.
Time Management	Managing one's own time and the time of others.

Skills - In order of importance (most first)	
Coordination	Adjusting actions in relation to others' actions.
Critical Thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Abilities - In order of importance (most first)	
Speech Clarity	The ability to speak clearly so others can understand you.
Speech Recognition	The ability to identify and understand the speech of another person.
Oral Comprehension	The ability to listen to and understand information and ideas presented through spoken words and sentences.
Problem Sensitivity	The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
Deductive Reasoning	The ability to apply general rules to specific problems to produce answers that make sense.
Inductive Reasoning	The ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).
Information Ordering	The ability to arrange things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).
Written Comprehension	The ability to read and understand information and ideas presented in writing.
Oral Expression	The ability to communicate information and ideas in speaking so others will understand.
Written Expression	The ability to communicate information and ideas in writing so others will understand.

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How we created this report

We used your responses to questions in the surveys and assessments listed above in conjunction with data provided by the U.S. Federal Government Occupational Information Network (O*Net) and the U.S. Department of Labor's Bureau of Labor Statistics. O*Net provides up-to-date information about nearly 1,000 different types of jobs. Data available includes knowledge, skills, abilities, tasks, work styles, and many other features associated with each job, such as experience level and education level requirements. The O*Net database is updated frequently and has become the world's foremost compendium of job descriptive data. We use the Bureau of Labor Statistics (BLS) database for information about the number of actual jobs of various types and average annual wages.

HR Avatar uses the responses in your surveys and assessments to calculate your degree of each relevant feature or character trait. We then match these calculated values with values in the O*Net database to determine which jobs have the highest overall match.

Why aren't there test scores for every category?

For some sections, like personality characteristics and interests, there are no right or wrong answers. Therefore, they don't really have scores. However, they are used to estimate your degree of match with various classes of jobs, such as jobs that require artistic ability or social skills.



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