

Appendix 4 : Job-Match List  
 Name : (redacted)  
 Case ID# : (redacted)

VQ => **103/110**; TS => **40/60**; VA% => **70/80**; VIPR = **ENFP**

**VIPR** = ESTP & ESFP are bold/highlighted.

**VIPR** = Any 3 of ESTP & ESFP are bolded.

**Titles** containing 4 bolded (or 3 bold/highlighted) values are bold/highlighted.

**Titles** containing 3 bolded (or 2 bold/highlighted) values are bolded.

**Red** = Titles associated w/Client's expressed vocational interests.

| DOT Code    | Job Title                              | VQ     | SVP | TS  | VA  | VIPR        |
|-------------|----------------------------------------|--------|-----|-----|-----|-------------|
| 092.227-014 | Teacher, Kindergarten                  | 121.74 | 7   | 20% | 79% | <b>ESFP</b> |
| 160.162-010 | Accountant, Tax                        | 120.90 | 8   | 23% | 80% | ISTJ        |
| 030.162-022 | Systems Programmer                     | 120.82 | 7   | 23% | 79% | <b>ENTP</b> |
| 195.227-018 | Teacher, Home Therapy                  | 119.93 | 7   | 20% | 80% | INFJ        |
| 160.167-038 | Auditor, Tax                           | 119.47 | 8   | 26% | 81% | <b>ESTP</b> |
| 160.167-034 | Auditor, Internal                      | 119.47 | 7   | 23% | 81% | <b>ESTP</b> |
| 094.224-012 | Teacher, Hearing Impaired              | 118.91 | 7   | 20% | 81% | <b>ESFJ</b> |
| 094.224-016 | Teacher, Hearing Impaired              | 118.91 | 7   | 20% | 81% | <b>ESFJ</b> |
| 099.227-042 | Teacher, Resource                      | 118.70 | 7   | 20% | 80% | <b>ESFJ</b> |
| 099.227-044 | Teacher, Resource                      | 118.70 | 7   | 20% | 80% | <b>ESFJ</b> |
| 099.227-046 | Teacher, Resource                      | 118.70 | 7   | 20% | 80% | <b>ESFJ</b> |
| 031.262-010 | Data Communications Analyst            | 118.28 | 7   | 23% | 80% | ENTJ        |
| 031.262-012 | Webmaster                              | 118.28 | 7   | 23% | 80% | ENTJ        |
| 162.267-010 | <b>Title Clerk</b>                     | 118.24 | 6   | 40% | 75% | INFJ        |
| 379.137-018 | Wildlife Agent, Regional               | 118.18 | 7   | 23% | 80% | <b>ESTJ</b> |
| 160.162-018 | Accountant                             | 117.62 | 8   | 23% | 80% | ISTJ        |
| 160.167-054 | Auditor                                | 117.62 | 8   | 23% | 81% | <b>ESTP</b> |
| 050.067-014 | Market-Research Analyst I              | 117.62 | 7   | 26% | 76% | <b>ESTP</b> |
| 076.117-010 | Coordinator of Rehabilitation Services | 117.51 | 8   | 20% | 85% | <b>ENFP</b> |
| 076.117-012 | Coordinator of Rehabilitation Services | 117.51 | 8   | 20% | 85% | <b>ENFP</b> |
| 094.227-010 | Teacher, Emotionally Impaired          | 117.26 | 7   | 20% | 80% | <b>ESFJ</b> |
| 094.227-012 | Teacher, Emotionally Impaired          | 117.26 | 7   | 20% | 80% | <b>ESFJ</b> |
| 094.227-014 | Teacher, Emotionally Impaired          | 117.26 | 7   | 20% | 80% | <b>ESFJ</b> |
| 160.167-046 | Chief Bank Examiner                    | 116.85 | 8   | 23% | 80% | ISTJ        |
| 187.117-010 | Administrator, Health Care Facility    | 116.74 | 8   | 20% | 85% | ENTJ        |
| 079.262-010 | Utilization-Review Coordinator         | 116.48 | 7   | 20% | 85% | ISFJ        |
| 092.227-010 | Teacher, Elementary School             | 116.48 | 7   | 20% | 77% | <b>ESFJ</b> |
| 186.167-070 | Assistant Branch Manager, Financial    | 116.48 | 7   | 20% | 80% | ENTJ        |
| 096.127-010 | County-Agricultural Agent              | 115.95 | 7   | 23% | 79% | ENFJ        |
| 195.107-010 | Caseworker                             | 115.70 | 7   | 23% | 86% | <b>ESTP</b> |
| 187.117-046 | Program Director, Group Work           | 115.56 | 8   | 23% | 85% | <b>ESFJ</b> |
| 187.167-198 | Veterans Contact Representative        | 115.41 | 7   | 23% | 79% | INFP        |
| 169.267-046 | Underwriter                            | 115.41 | 7   | 23% | 77% | <b>ESTJ</b> |
| 250.257-022 | Sales Representative, Financial        | 115.30 | 7   | 23% | 81% | <b>ESTP</b> |
| 169.267-034 | <b>Research Analyst</b>                | 115.30 | 8   | 60% | 85% | <b>ESTJ</b> |
| 094.227-022 | Teacher, Mentally Impaired             | 115.10 | 7   | 20% | 80% | <b>ESFJ</b> |
| 094.227-024 | Teacher, Mentally Impaired             | 115.10 | 7   | 20% | 80% | <b>ESFJ</b> |
| 094.227-028 | Teacher, Mentally Impaired             | 115.10 | 7   | 20% | 80% | <b>ESFJ</b> |

| DOT Code    | Job Title                          | VQ     | SVP | TS  | VA  | VIPR |
|-------------|------------------------------------|--------|-----|-----|-----|------|
| 094.227-030 | Teacher, Learning Disabled         | 115.10 | 7   | 20% | 80% | ESFJ |
| 094.227-032 | Teacher, Learning Disabled         | 115.10 | 7   | 20% | 80% | ESFJ |
| 094.227-034 | Teacher, Learning Disabled         | 115.10 | 7   | 20% | 80% | ESFJ |
| 099.227-034 | Tutor                              | 115.05 | 7   | 20% | 77% | ESFJ |
| 079.374-026 | Psychiatric Technician             | 115.02 | 6   | 20% | 79% | ISFJ |
| 045.107-010 | Counselor                          | 114.89 | 7   | 23% | 79% | ENFP |
| 160.162-026 | Accountant, Cost                   | 114.71 | 8   | 23% | 80% | ISTJ |
| 163.117-014 | Manager, Export                    | 114.69 | 8   | 23% | 77% | ENTJ |
| 186.267-022 | Loan Review Analyst                | 114.63 | 8   | 23% | 80% | ESTJ |
| 075.117-022 | Director, Nursing Service          | 114.63 | 8   | 20% | 83% | ESFJ |
| 199.267-034 | Research Assistant II              | 114.63 | 6   | 23% | 77% | ENTJ |
| 187.167-022 | Coordinator, Volunteer Services    | 114.55 | 7   | 20% | 85% | ESFJ |
| 159.147-014 | Disc Jockey                        | 114.52 | 5   | 20% | 82% | ENTP |
| 189.117-010 | Association Executive              | 114.52 | 8   | 23% | 77% | ENTJ |
| 186.167-010 | Estate Planner                     | 113.45 | 7   | 40% | 77% | ENTP |
| 160.207-012 | Credit Counselor                   | 114.34 | 7   | 23% | 81% | ESFJ |
| 160.167-058 | Controller                         | 114.24 | 8   | 23% | 79% | ESTP |
| 185.157-018 | Wholesaler II                      | 114.11 | 7   | 23% | 80% | ESTJ |
| 195.107-050 | Bereavement Counselor              | 113.74 | 6   | 20% | 82% | INTJ |
| 214.137-014 | Supervisor, Statement Clerks       | 113.73 | 7   | 40% | 83% | ESTP |
| 169.167-014 | Administrative Secretary           | 113.45 | 8   | 26% | 79% | INFP |
| 030.167-014 | Systems Analyst                    | 113.45 | 7   | 23% | 79% | ENTP |
| 030.167-016 | Computer Analyst                   | 113.45 | 7   | 23% | 79% | ENTP |
| 186.167-086 | Manager, Financial Institution     | 113.45 | 8   | 20% | 80% | ENTJ |
| 252.152-010 | Travel Agent                       | 113.31 | 5   | 20% | 75% | ESFP |
| 185.117-010 | Manager, Department Store          | 113.25 | 8   | 26% | 74% | ESTJ |
| 185.117-012 | Manager, Department Store          | 113.25 | 8   | 26% | 74% | ESTJ |
| 187.117-038 | Manager, Hotel or Motel            | 113.21 | 7   | 20% | 77% | ENTJ |
| 277.357-042 | Salesperson, Pets and Pet Supplies | 113.20 | 4   | 66% | 80% | ESTP |
| 079.362-010 | Medical Assistant                  | 113.20 | 6   | 20% | 75% | ESFJ |
| 094.227-026 | Teacher, Vocational Training       | 113.09 | 7   | 20% | 81% | ESFJ |
| 094.227-036 | Teacher, Vocational Training       | 113.09 | 7   | 20% | 81% | ESFJ |
| 094.224-022 | Employment Training Specialist     | 113.09 | 7   | 20% | 79% | ESFJ |
| 160.162-022 | Accountant, Budget                 | 113.08 | 8   | 23% | 80% | ISTJ |
| 186.167-078 | Commercial Loan Collection Officer | 112.67 | 8   | 23% | 76% | ESTJ |
| 189.117-034 | Vice President                     | 112.67 | 8   | 20% | 74% | ENTJ |
| 045.107-054 | Counselor, Marriage and Family     | 112.42 | 8   | 23% | 76% | INFP |
| 137.137-012 | Director, Translation              | 112.42 | 8   | 23% | 80% | ESTJ |
| 169.167-018 | Contact Representative             | 112.42 | 6   | 26% | 79% | ESTJ |
| 099.117-020 | Principal                          | 112.31 | 8   | 20% | 82% | ESTJ |
| 160.167-026 | Accountant, Systems                | 112.30 | 8   | 23% | 80% | ISTJ |
| 160.267-026 | Investment Analyst                 | 112.30 | 8   | 23% | 79% | INTP |
| 162.117-018 | Contract Specialist                | 112.11 | 8   | 23% | 80% | ESTJ |
| 195.107-038 | Social Worker, School              | 112.11 | 7   | 23% | 86% | ENFJ |
| 186.167-030 | Manager, Housing Project           | 112.03 | 7   | 23% | 77% | ESTJ |
| 186.267-018 | Loan Officer                       | 112.03 | 7   | 23% | 76% | ESTJ |
| 187.167-038 | Director, Volunteer Services       | 112.03 | 7   | 20% | 85% | ESFJ |
| 186.117-066 | Risk and Insurance Manager         | 112.03 | 8   | 20% | 80% | ENTJ |
| 185.167-042 | Manager, Professional Equipment    | 112.03 | 7   | 23% | 77% | ENTJ |
| 216.132-010 | Supervisor, Accounting Clerks      | 111.97 | 7   | 40% | 82% | ISTJ |
| 161.267-030 | Budget Analyst                     | 111.77 | 7   | 23% | 76% | ENTP |
| 201.362-028 | Script Supervisor                  | 111.52 | 6   | 71% | 74% | ESFJ |
| 186.167-034 | Manager, Insurance Office          | 111.38 | 8   | 20% | 80% | ESTJ |
| 270.357-034 | Salesperson, Household Appliances  | 111.35 | 4   | 66% | 80% | ESTP |
| 186.137-014 | Operations Officer                 | 111.25 | 7   | 20% | 80% | ENTJ |
| 169.167-010 | Administrative Assistant           | 111.24 | 7   | 23% | 79% | INFP |
| 195.267-022 | Child Support Officer              | 111.24 | 7   | 26% | 82% | ESTP |

| DOT Code    | Job Title                             | VQ     | SVP | TS  | VA  | VIPR |
|-------------|---------------------------------------|--------|-----|-----|-----|------|
| 166.267-010 | Employment Interviewer                | 111.24 | 6   | 26% | 77% | ENTJ |
| 166.267-038 | Personnel Recruiter                   | 111.24 | 7   | 26% | 80% | ENFJ |
| 241.267-034 | Investigator, Utility-Bill Complaints | 111.19 | 6   | 40% | 79% | INTP |
| 183.117-010 | Manager, Branch                       | 111.05 | 8   | 20% | 79% | ESTJ |
| 189.117-018 | Manager, Customer Technical Services  | 111.05 | 8   | 23% | 77% | ENTJ |
| 272.357-022 | Salesperson, Horticultural/Nursery    | 111.04 | 4   | 71% | 80% | ESTP |
| 184.117-050 | Manager, Operations                   | 111.04 | 8   | 20% | 80% | ESFJ |
| 052.067-018 | Genealogist                           | 110.98 | 7   | 20% | 73% | ENTP |
| 352.367-014 | Flight Attendant, Ramp                | 110.95 | 6   | 23% | 74% | ISFJ |
| 272.357-018 | Sales Representative, Poultry         | 110.91 | 6   | 49% | 76% | ESFJ |
| 189.167-018 | Management Trainee                    | 110.89 | 6   | 20% | 77% | ENTJ |
| 270.357-026 | Salesperson, Floor Coverings          | 110.88 | 4   | 66% | 80% | ESTP |
| 119.267-026 | Paralegal                             | 110.87 | 7   | 97% | 79% | INFP |
| 119.267-028 | Paralegal                             | 110.87 | 7   | 97% | 79% | INFP |
| 188.137-010 | Supervisor                            | 110.69 | 7   | 31% | 80% | ESTJ |
| 159.147-010 | Announcer                             | 110.69 | 6   | 20% | 82% | ENTP |
| 169.117-014 | Grant Coordinator                     | 110.52 | 8   | 23% | 81% | INFP |
| 045.107-038 | Residence Counselor                   | 110.52 | 7   | 20% | 79% | INFP |
| 189.267-010 | Field Representative                  | 110.52 | 8   | 23% | 83% | ESTP |
| 187.167-102 | Manager, Fish-and-Game Club           | 110.47 | 6   | 20% | 74% | ESFJ |
| 165.017-010 | Lobbyist                              | 110.46 | 7   | 23% | 82% | ESFP |
| 045.107-042 | Vocational Rehabilitation Counselor   | 110.46 | 8   | 23% | 79% | ENFP |
| 219.362-046 | Real-Estate Clerk                     | 110.45 | 5   | 40% | 74% | ESTP |
| 195.107-026 | Social Worker, Delinquency Prev.      | 110.35 | 8   | 20% | 86% | ENFJ |
| 162.117-014 | Contract Administrator                | 110.26 | 8   | 20% | 80% | ESFJ |
| 219.362-010 | Administrative Clerk                  | 110.18 | 4   | 46% | 77% | ESFP |
| 195.107-046 | Probation-and-Parole Officer          | 110.15 | 7   | 26% | 79% | ISTP |
| 186.267-026 | Underwriter, Mortgage Loan            | 110.09 | 8   | 23% | 76% | ESTJ |
| 318.137-010 | Kitchen Steward/Stewardess            | 110.02 | 6   | 23% | 74% | ENTP |
| 099.327-010 | Teacher Aide I                        | 109.92 | 6   | 20% | 75% | ISFJ |
| 185.167-018 | Manager, Distribution Warehouse       | 109.81 | 6   | 20% | 76% | ESTJ |
| 168.267-014 | Claim Examiner                        | 109.81 | 7   | 23% | 74% | ESTJ |
| 187.167-106 | Manager, Food Service                 | 109.81 | 7   | 20% | 77% | ESFJ |
| 195.117-010 | Administrator, Social Welfare         | 109.73 | 8   | 23% | 85% | ESTP |
| 195.227-010 | Program Aide, Group Work              | 109.71 | 6   | 20% | 79% | ENFJ |
| 277.357-034 | Salesperson, Books                    | 109.64 | 4   | 66% | 80% | ESTP |
| 319.137-030 | Kitchen Supervisor                    | 109.64 | 7   | 20% | 74% | ESFP |
| 320.137-014 | Manager, Lodging Facilities           | 109.42 | 7   | 20% | 77% | ENTJ |
| 239.132-010 | Supervisor, Telephone Clerks          | 109.39 | 5   | 60% | 82% | ISTJ |
| 195.107-034 | Social Worker, Psychiatric            | 109.28 | 8   | 23% | 82% | INTJ |
| 166.257-010 | Employer Relations Representative     | 109.25 | 6   | 23% | 79% | ENTJ |
| 279.357-014 | Sales Representative, General         | 109.20 | 5   | 63% | 80% | ESFJ |
| 184.117-022 | Import-Export Agent                   | 109.19 | 7   | 20% | 76% | ESFJ |
| 912.367-014 | Transportation Agent                  | 109.10 | 5   | 20% | 71% | ESFP |
| 912.367-016 | Transportation Agent                  | 109.10 | 5   | 20% | 71% | ESFP |
| 189.167-050 | Superintendent, Plant Protection      | 109.09 | 8   | 20% | 77% | ESFJ |
| 343.137-016 | Gaming Supervisor                     | 109.03 | 6   | 20% | 77% | ESFJ |
| 119.267-018 | Contract Clerk                        | 109.03 | 7   | 87% | 76% | INFP |
| 119.267-022 | Legal Investigator                    | 109.03 | 7   | 90% | 86% | INFP |
| 187.167-158 | Manager, Travel Agency                | 109.03 | 7   | 20% | 76% | ESFJ |
| 310.137-018 | Steward/Stewardess                    | 109.01 | 7   | 23% | 74% | ENTP |
| 243.362-010 | Court Clerk                           | 108.89 | 6   | 71% | 76% | INTP |
| 219.362-070 | Tax Preparer                          | 108.89 | 4   | 40% | 75% | ESTP |
| 187.167-234 | Director, Community Organization      | 108.84 | 8   | 20% | 85% | ESFJ |
| 137.267-010 | Interpreter                           | 108.82 | 6   | 23% | 75% | ISTJ |
| 210.367-010 | Account-Information Clerk             | 108.81 | 6   | 40% | 74% | ISFP |
| 163.117-018 | Manager, Promotion                    | 108.73 | 8   | 20% | 77% | ENTJ |

| DOT Code    | Job Title                           | VQ     | SVP | TS  | VA  | VIPR |
|-------------|-------------------------------------|--------|-----|-----|-----|------|
| 162.167-022 | Manager, Procurement Services       | 108.69 | 7   | 23% | 75% | ESTJ |
| 168.364-640 | Hazardous-Waste Material Technician | 108.65 | 7   | 26% | 80% | ISTJ |
| 119.267-010 | Abstractor                          | 108.65 | 6   | 85% | 85% | INFP |
| 119.287-010 | Title Examiner                      | 108.65 | 7   | 80% | 75% | INFP |
| 186.167-038 | Manager, Land Leases-and-Rentals    | 108.58 | 7   | 80% | 74% | ESTP |
| 181.167-010 | Manager, Field Party, Geophysical   | 108.58 | 6   | 23% | 77% | ESFJ |
| 292.353-010 | Driver, Sales Route                 | 108.51 | 3   | 26% | 75% | ESFP |
| 195.107-030 | Social Worker, Medical              | 108.50 | 7   | 23% | 82% | INTJ |
| 195.167-010 | Community Organization Worker       | 108.50 | 8   | 20% | 83% | ESTP |
| 238.367-018 | Reservations Agent                  | 108.50 | 4   | 40% | 77% | ESFP |
| 045.107-058 | Substance Abuse Counselor           | 108.50 | 8   | 23% | 82% | ENFP |
| 186.117-034 | Manager, Brokerage Office           | 108.48 | 8   | 20% | 74% | ENTJ |
| 119.167-010 | Adjudicator                         | 108.39 | 7   | 66% | 80% | INTJ |
| 185.167-046 | Manager, Retail Store               | 108.38 | 7   | 26% | 80% | ESTJ |
| 237.137-014 | Supervisor, Travel-Information Ctr. | 108.32 | 6   | 40% | 83% | ISTJ |
| 205.362-026 | Customer Service Representative     | 108.32 | 6   | 66% | 76% | ESTP |
| 195.107-022 | Social Group Worker                 | 108.30 | 8   | 20% | 86% | ENFJ |
| 273.357-030 | Salesperson, Automobile Accessories | 108.29 | 4   | 66% | 80% | ESTP |
| 210.382-010 | Audit Clerk                         | 108.13 | 7   | 43% | 74% | ISFP |
| 219.362-014 | Attendance Clerk                    | 108.10 | 6   | 43% | 77% | ESFP |
| 169.267-010 | Claims Adjudicator                  | 108.00 | 7   | 43% | 80% | INFP |
| 279.357-062 | Salesperson, Parts                  | 108.00 | 5   | 66% | 80% | ESTP |
| 160.267-022 | Credit Analyst                      | 107.96 | 8   | 23% | 80% | ESTJ |
| 195.107-014 | Caseworker, Child Welfare           | 107.91 | 7   | 23% | 86% | ESTP |
| 100.167-014 | Bookmobile Librarian                | 107.80 | 7   | 23% | 81% | ISFJ |
| 195.167-046 | Health Services Coordinator         | 107.80 | 6   | 26% | 85% | ESTP |
| 195.367-018 | Community Worker                    | 107.80 | 6   | 26% | 83% | ESTP |
| 235.137-010 | Telephone Operator, Chief           | 107.79 | 6   | 43% | 82% | ISTJ |
| 249.367-014 | Career-Guidance Technician          | 107.77 | 6   | 40% | 77% | ESFP |
| 292.137-014 | Supervisor, Route Sales-Delivery    | 107.77 | 5   | 23% | 76% | ESFP |
| 273.357-034 | Salesperson, Trailers & Motor Homes | 107.63 | 5   | 66% | 80% | ESTP |
| 185.167-058 | Service Manager                     | 107.58 | 6   | 20% | 77% | ESTJ |
| 379.162-010 | Alarm Operator                      | 107.58 | 6   | 23% | 75% | ESFP |
| 209.362-026 | Personnel Clerk                     | 107.54 | 4   | 49% | 77% | ESFP |
| 205.362-014 | Employment Clerk                    | 107.54 | 5   | 60% | 77% | ESFJ |
| 249.362-018 | Mortgage Loan Closer                | 107.51 | 5   | 49% | 81% | ENFJ |
| 050.067-010 | Economist                           | 107.41 | 8   | 23% | 77% | INTJ |
| 169.107-012 | Arbitrator                          | 107.27 | 8   | 31% | 77% | INFP |
| 311.137-022 | Waiter/Waitress, Head               | 107.24 | 6   | 20% | 74% | ESFJ |
| 211.137-014 | Supervisor, Food Checkers and       | 107.15 | 7   | 60% | 83% | ESFP |
| 279.357-042 | Salesperson, Burial Needs           | 107.02 | 5   | 66% | 79% | ESTP |
| 166.167-042 | Senior Enlisted Advisor             | 107.00 | 5   | 20% | 86% | ENTJ |
| 191.117-026 | Jockey Agent                        | 106.86 | 5   | 20% | 80% | ENTP |
| 184.163-010 | Traffic Inspector                   | 106.78 | 7   | 20% | 76% | INTJ |
| 186.117-030 | General Claims Agent                | 106.73 | 8   | 20% | 80% | ESTJ |
| 914.167-010 | Dispatcher, Chief II                | 106.64 | 7   | 23% | 79% | ESFP |
| 914.362-014 | Construction-and-Maintenance        | 106.63 | 5   | 20% | 75% | ESTJ |
| 195.107-018 | Caseworker, Family                  | 106.63 | 7   | 20% | 86% | ENFJ |
| 211.137-010 | Supervisor, Cashiers                | 106.57 | 7   | 60% | 83% | ESFP |
| 215.137-014 | Supervisor, Payroll                 | 106.47 | 7   | 40% | 82% | ISTJ |
| 209.137-018 | Supervisor, Agency Appointments     | 106.47 | 7   | 43% | 82% | ISFP |
| 195.267-010 | Eligibility Worker                  | 106.47 | 6   | 26% | 79% | ESTP |
| 241.267-018 | Claim Examiner                      | 106.47 | 7   | 40% | 79% | ENTJ |
| 319.137-010 | Food-Service Supervisor             | 106.37 | 6   | 20% | 74% | ESFP |
| 238.137-022 | Supervisor, Ticket Sales            | 106.36 | 6   | 40% | 83% | ISTJ |
| 209.137-010 | Mailroom Supervisor                 | 106.36 | 6   | 49% | 82% | ISFP |
| 186.167-046 | Manager, Property                   | 106.36 | 8   | 20% | 77% | ESTP |

| DOT Code    | Job Title                             | VQ     | SVP | TS  | VA  | VIPR |
|-------------|---------------------------------------|--------|-----|-----|-----|------|
| 186.167-018 | Manager, Apartment House              | 106.36 | 5   | 20% | 77% | ESTP |
| 162.157-018 | Buyer                                 | 106.36 | 6   | 23% | 75% | ESTJ |
| 251.357-026 | Sales Representative, Herbicide       | 106.36 | 5   | 23% | 81% | ESFP |
| 277.357-022 | Sales Representative, Publications    | 106.36 | 5   | 43% | 80% | ESFJ |
| 277.357-018 | Sales Representative, Novelties       | 106.36 | 4   | 43% | 80% | ESFJ |
| 185.167-054 | Manager, Tobacco Warehouse            | 106.16 | 8   | 23% | 80% | ESTJ |
| 849.137-010 | Dispatcher                            | 106.16 | 6   | 20% | 77% | ESTJ |
| 260.357-014 | Sales Rep, Food Products              | 106.16 | 5   | 43% | 80% | ESFJ |
| 169.167-034 | Manager, Office                       | 106.15 | 7   | 26% | 75% | ESFJ |
| 139.167-010 | Program Coordinator                   | 106.11 | 8   | 20% | 75% | ENFP |
| 241.362-010 | Claims Clerk I                        | 106.09 | 4   | 43% | 69% | INTP |
| 195.137-010 | Casework Supervisor                   | 106.06 | 7   | 20% | 86% | ENFJ |
| 297.354-010 | Demonstrator                          | 105.92 | 3   | 46% | 70% | ENFP |
| 193.262-014 | Dispatcher                            | 105.86 | 6   | 23% | 75% | ENTJ |
| 250.357-014 | Leasing Agent, Residence              | 105.80 | 5   | 23% | 81% | ESTP |
| 249.362-010 | Counter Clerk                         | 105.78 | 5   | 40% | 74% | ENFJ |
| 241.367-014 | Customer-Complaint Clerk              | 105.70 | 5   | 40% | 79% | INTP |
| 311.137-014 | Waiter/Waitress, Banquet, Head        | 105.63 | 6   | 20% | 74% | ESFJ |
| 250.357-026 | Sales Agent, Financial-Report Service | 105.59 | 5   | 23% | 81% | ESTP |
| 195.367-034 | Social-Services Aide                  | 105.59 | 6   | 23% | 76% | ESTP |
| 355.354-010 | Physical Therapy Aide                 | 105.56 | 4   | 20% | 79% | ISFJ |
| 221.367-042 | Material Expediter                    | 105.54 | 4   | 49% | 75% | ISFP |
| 914.132-018 | Supervisor, Cellars                   | 105.40 | 7   | 20% | 76% | ESFP |
| 262.357-010 | Sales Representative, Chemicals and   | 105.39 | 5   | 43% | 79% | ESTJ |
| 273.357-014 | Sales Representative, Automotive-     | 105.39 | 5   | 43% | 79% | ESFP |
| 260.257-010 | Sales Representative, Livestock       | 105.39 | 5   | 43% | 80% | ESFJ |
| 270.357-014 | Sales Representative, Household       | 105.39 | 5   | 43% | 80% | ESFJ |
| 275.357-038 | Sales Representative, Pressure-       | 105.39 | 4   | 43% | 80% | ESFJ |
| 271.357-014 | Sales Representative, Videotape       | 105.39 | 3   | 43% | 80% | ESFJ |
| 554.137-014 | Supervisor, Coating                   | 105.38 | 7   | 20% | 77% | ESFP |
| 238.367-034 | Scheduler                             | 105.15 | 3   | 40% | 74% | ESFP |
| 169.207-012 | Conciliator                           | 105.11 | 8   | 29% | 77% | INFP |
| 293.157-010 | Fund Raiser I                         | 105.01 | 6   | 23% | 80% | ESFP |
| 248.137-010 | Booking Supervisor                    | 104.94 | 6   | 43% | 82% | ISTJ |
| 913.167-010 | Bus Dispatcher, Interstate            | 104.94 | 5   | 20% | 71% | ISFJ |
| 372.167-010 | Dispatcher, Security Guard            | 104.94 | 6   | 20% | 70% | ESTP |
| 249.367-046 | Library Assistant                     | 104.79 | 5   | 40% | 79% | ENFJ |
| 166.167-018 | Manager, Benefits                     | 104.66 | 7   | 23% | 80% | ENTJ |
| 559.137-042 | Supervisor, Putty and Caulking        | 104.65 | 7   | 20% | 77% | ESFP |
| 219.382-010 | Check Writer                          | 104.57 | 3   | 46% | 75% | ESTP |
| 187.137-014 | Supervisor, Volunteer Services        | 104.53 | 7   | 23% | 83% | INTJ |
| 530.662-012 | Beater Engineer                       | 104.53 | 5   | 20% | 67% | ESTJ |
| 092.167-010 | Director, Day Care Center             | 104.51 | 7   | 20% | 82% | ESTJ |
| 214.362-022 | Insurance Clerk                       | 104.51 | 5   | 40% | 76% | ESFP |
| 241.137-014 | Supv, Customer-Complaint Service      | 104.51 | 6   | 43% | 83% | ENTJ |
| 033.362-012 | Computer Systems Administrator        | 104.48 | 6   | 23% | 80% | ENTJ |
| 355.674-014 | Nurse Assistant                       | 104.44 | 4   | 23% | 74% | ISFJ |
| 237.367-018 | Information Clerk                     | 104.36 | 2   | 40% | 74% | ESFP |
| 184.167-278 | Yard Manager                          | 104.31 | 7   | 20% | 76% | ISFJ |
| 187.167-186 | Residence Supervisor                  | 104.31 | 6   | 20% | 80% | ENTJ |
| 249.137-026 | Supervisor, Order Takers              | 104.31 | 5   | 43% | 83% | ENFJ |
| 250.257-010 | Sales Agent, Insurance                | 104.30 | 6   | 23% | 79% | ESTJ |
| 219.362-038 | Mortgage-Closing Clerk                | 104.23 | 5   | 49% | 81% | ESTP |
| 379.137-022 | Supervisor, Protective-Signal         | 104.16 | 7   | 20% | 77% | ESFP |
| 379.137-014 | Supervisor, Dog License Officer       | 104.15 | 7   | 40% | 77% | ESFP |
| 205.367-026 | Creel Clerk                           | 104.01 | 2   | 91% | 69% | ISTJ |
| 219.387-030 | Stock Control Clerk                   | 103.96 | 5   | 71% | 64% | ESTP |

| DOT Code           | Job Title                                 | VQ            | SVP | TS         | VA         | VIPR        |
|--------------------|-------------------------------------------|---------------|-----|------------|------------|-------------|
| <b>353.137-010</b> | <b>Guide, Chief Airport</b>               | <b>103.94</b> | 5   | 20%        | <b>77%</b> | <b>ESTP</b> |
| <b>215.367-014</b> | <b>Personnel Scheduler</b>                | <b>103.79</b> | 4   | <b>46%</b> | <b>75%</b> | <b>ISFP</b> |
| <b>215.382-014</b> | <b>Payroll Clerk</b>                      | <b>103.79</b> | 4   | <b>43%</b> | <b>74%</b> | <b>ISFP</b> |
| 342.667-010        | Wharf Attendant                           | <b>103.79</b> | 3   | 20%        | 68%        | <b>ESFJ</b> |
| <b>241.267-022</b> | <b>Credit Analyst</b>                     | <b>103.74</b> | 7   | <b>40%</b> | <b>80%</b> | ENTJ        |
| 249.467-010        | Information Clerk-Cashier                 | <b>103.47</b> | 5   | <b>66%</b> | 69%        | ENFJ        |
| <b>206.367-010</b> | <b>Engineering-Document-Control Clerk</b> | <b>103.45</b> | 6   | <b>43%</b> | <b>73%</b> | ISTJ        |
| <b>079.362-014</b> | <b>Medical Record Technician</b>          | <b>103.45</b> | 6   | 23%        | <b>79%</b> | <b>ESFJ</b> |
| <b>275.357-018</b> | <b>Sales Representative, Commercial</b>   | <b>103.43</b> | 4   | <b>43%</b> | <b>80%</b> | <b>ESFJ</b> |
| <b>309.354-010</b> | <b>Homemaker</b>                          | <b>103.37</b> | 5   | 20%        | <b>76%</b> | <b>ESTP</b> |
| <b>078.687-010</b> | <b>Laboratory Assistant, Blood and</b>    | <b>103.34</b> | 6   | 20%        | <b>80%</b> | <b>ISFP</b> |
| 166.167-030        | Manager, Employment                       | <b>103.24</b> | 8   | 26%        | <b>80%</b> | ENTJ        |
| <b>249.167-018</b> | <b>Labor Expediter</b>                    | <b>103.14</b> | 5   | <b>40%</b> | <b>75%</b> | <b>ISFP</b> |
| 378.367-026        | Operations and Intelligence Assistant     | <b>103.03</b> | 5   | 20%        | 69%        | ISTJ        |
| <b>180.167-050</b> | <b>Migrant Leader</b>                     | <b>103.00</b> | 7   | 26%        | <b>75%</b> | <b>ISFP</b> |
| 959.167-010        | Dispatcher, Service                       | 102.89        | 4   | 23%        | <b>71%</b> | ISTJ        |
| <b>215.167-010</b> | <b>Car Clerk, Pullman</b>                 | 102.89        | 6   | <b>40%</b> | <b>71%</b> | <b>ISFP</b> |
| 166.267-046        | Human Resource Advisor                    | 102.88        | 7   | 23%        | <b>86%</b> | ENTJ        |
| 185.167-022        | Manager, Food Concession                  | 102.82        | 6   | 20%        | <b>80%</b> | <b>ESTJ</b> |
| <b>219.362-054</b> | <b>Securities Clerk</b>                   | 102.72        | 5   | <b>40%</b> | <b>79%</b> | <b>ESTP</b> |
| <b>205.137-014</b> | <b>Supervisor, Survey Workers</b>         | 102.70        | 6   | <b>60%</b> | <b>83%</b> | <b>ISFP</b> |
| 319.467-010        | Food Order Expediter                      | 102.60        | 3   | 23%        | 63%        | <b>ESFP</b> |
| 189.167-034        | Security Officer                          | 102.56        | 7   | 20%        | <b>77%</b> | <b>ESTP</b> |
| 185.167-034        | Manager, Merchandise                      | 102.56        | 7   | 26%        | <b>75%</b> | <b>ESTJ</b> |
| 311.137-018        | Waiter/Waitress, Captain                  | 102.53        | 6   | 20%        | <b>74%</b> | <b>ESFJ</b> |
| 341.367-010        | Recreation-Facility Attendant             | 102.53        | 3   | 20%        | 68%        | <b>ESFJ</b> |
| <b>205.162-010</b> | <b>Admitting Officer</b>                  | 102.51        | 7   | <b>60%</b> | <b>83%</b> | <b>ISFP</b> |
| <b>211.462-022</b> | <b>Cashier, Gambling</b>                  | 102.51        | 4   | <b>86%</b> | 69%        | <b>ESFP</b> |
| 354.374-010        | Nurse, Practical                          | 102.50        | 4   | 20%        | <b>74%</b> | ISFJ        |
| <b>205.367-022</b> | <b>Credit Clerk</b>                       | 102.45        | 4   | <b>66%</b> | <b>81%</b> | ISTJ        |
| 241.267-030        | Investigator                              | 102.45        | 5   | <b>43%</b> | <b>77%</b> | INTP        |
| <b>261.357-062</b> | <b>Salesperson, Shoes</b>                 | 102.45        | 4   | <b>66%</b> | <b>80%</b> | <b>ESTP</b> |
| 358.137-010        | Checkroom Chief                           | 102.39        | 5   | 20%        | <b>77%</b> | <b>ESTP</b> |
| 354.377-014        | Home Attendant                            | 102.30        | 3   | 20%        | <b>71%</b> | ISFJ        |
| <b>239.367-018</b> | <b>Mail-Distribution-Scheme Examiner</b>  | 102.30        | 5   | <b>60%</b> | <b>77%</b> | <b>ESTJ</b> |
| <b>205.367-010</b> | <b>Admissions Evaluator</b>               | 102.30        | 6   | <b>63%</b> | <b>77%</b> | <b>ESFP</b> |
| 529.281-010        | Taster                                    | 102.23        | 7   | 20%        | <b>73%</b> | <b>ESTJ</b> |
| 352.577-010        | Bus Attendant                             | 102.16        | 2   | 20%        | <b>74%</b> | ISFJ        |
| 408.364-640        | Landscape Technician                      | 102.11        | 4   | <b>43%</b> | 67%        | <b>ISTP</b> |
| 408.381-010        | Scout                                     | 102.11        | 4   | <b>43%</b> | 67%        | <b>ISTP</b> |
| <b>249.262-010</b> | <b>Policyholder-Information Clerk</b>     | 102.02        | 6   | <b>40%</b> | <b>74%</b> | <b>ESFP</b> |
| 361.137-010        | Supervisor, Laundry                       | 101.95        | 6   | 20%        | <b>77%</b> | <b>ESFP</b> |
| <b>261.357-066</b> | <b>Salesperson, Women's Apparel and</b>   | 101.89        | 3   | <b>66%</b> | <b>80%</b> | <b>ESTP</b> |
| 299.357-010        | Linen Controller                          | 101.89        | 6   | 23%        | <b>81%</b> | <b>ENFP</b> |
| 311.477-018        | Waiter/Waitress, Bar                      | 101.87        | 3   | 20%        | <b>70%</b> | <b>ESFP</b> |
| <b>295.367-026</b> | <b>Storage-Facility Rental Clerk</b>      | 101.77        | 2   | <b>43%</b> | <b>74%</b> | <b>ESTP</b> |
| 169.167-086        | Manager, Credit and Collection            | 101.76        | 8   | 20%        | <b>80%</b> | <b>ENFP</b> |
| 372.137-010        | Correction Officer, Head                  | 101.75        | 6   | 23%        | <b>80%</b> | ISTJ        |
| 153.227-014        | Instructor, Physical                      | 101.73        | 6   | 20%        | <b>79%</b> | <b>ISTP</b> |
| 195.367-010        | Case Aide                                 | 101.72        | 3   | 23%        | <b>76%</b> | <b>ESTP</b> |
| <b>250.257-014</b> | <b>Financial Planner</b>                  | 101.56        | 8   | 23%        | <b>81%</b> | <b>ESTP</b> |
| 355.377-018        | Mental-Retardation Aide                   | 101.52        | 6   | 20%        | <b>79%</b> | ISFJ        |
| 241.267-026        | Deposit Clerk                             | 101.50        | 6   | <b>43%</b> | <b>76%</b> | INTP        |
| <b>290.477-010</b> | <b>Coupon-Redemption Clerk</b>            | 101.41        | 2   | <b>49%</b> | <b>74%</b> | <b>ISFP</b> |
| 230.367-010        | Mail Carrier                              | 101.41        | 4   | <b>40%</b> | 60%        | <b>ENTP</b> |
| 241.367-018        | Loan Interviewer, Mortgage                | 101.31        | 6   | <b>40%</b> | <b>75%</b> | ENTJ        |
| <b>238.367-038</b> | <b>Hotel Clerk</b>                        | 101.27        | 4   | <b>40%</b> | <b>73%</b> | <b>ESFP</b> |

| DOT Code           | Job Title                              | VQ     | SVP | TS  | VA  | VIPR        |
|--------------------|----------------------------------------|--------|-----|-----|-----|-------------|
| 249.367-074        | Teacher Aide II                        | 101.27 | 3   | 40% | 75% | ENFJ        |
| <b>211.462-034</b> | <b>Teller</b>                          | 101.24 | 3   | 86% | 69% | <b>ESFP</b> |
| 954.367-010        | Water-Service Dispatcher               | 101.20 | 4   | 20% | 71% | <b>ESFP</b> |
| <b>205.567-010</b> | <b>Benefits Clerk II</b>               | 101.13 | 4   | 60% | 77% | <b>ESFJ</b> |
| 806.367-010        | Utility Worker, Line Assembly          | 101.08 | 4   | 20% | 75% | <b>ESTJ</b> |
| <b>214.362-010</b> | <b>Demurrage Clerk</b>                 | 101.07 | 5   | 40% | 76% | <b>ISFP</b> |
| 079.262-014        | Medical Record Coder                   | 100.98 | 4   | 26% | 79% | ISFJ        |
| 214.467-010        | Foreign Clerk                          | 100.76 | 5   | 49% | 76% | ISTJ        |
| 921.662-018        | Conveyor-System Operator               | 100.72 | 3   | 20% | 70% | ISFJ        |
| 292.363-010        | Newspaper-Delivery Driver              | 100.66 | 4   | 20% | 75% | ISTJ        |
| 214.382-014        | Billing Typist                         | 100.61 | 4   | 46% | 76% | ISTJ        |
| 214.387-010        | Billing-Control Clerk                  | 100.61 | 5   | 43% | 76% | ISTJ        |
| 216.382-034        | Cost Clerk                             | 100.61 | 4   | 43% | 76% | ISTJ        |
| 214.482-010        | Billing-Machine Operator               | 100.61 | 4   | 40% | 67% | <b>ISFP</b> |
| <b>217.382-010</b> | <b>Proof-Machine Operator</b>          | 100.61 | 4   | 40% | 75% | <b>ESTP</b> |
| <b>217.382-012</b> | <b>Proof-Machine Operator</b>          | 100.61 | 4   | 40% | 75% | <b>ESTP</b> |
| 249.362-022        | Mortgage Loan Processor                | 100.61 | 5   | 49% | 81% | ENFJ        |
| 624.381-014        | Farm-Equipment Mechanic II             | 100.59 | 6   | 20% | 75% | <b>ISFP</b> |
| 241.357-010        | Collection Clerk                       | 100.49 | 5   | 40% | 75% | ENTJ        |
| 954.385-010        | Basin Operator                         | 100.38 | 4   | 20% | 67% | <b>ISFP</b> |
| 222.387-026        | Inventory Clerk                        | 100.34 | 4   | 97% | 64% | <b>ISFP</b> |
| 291.357-010        | Sales Representative, Door-To-Door     | 100.33 | 2   | 49% | 69% | <b>ISFP</b> |
| <b>239.137-014</b> | <b>Customer Service Representative</b> | 100.27 | 6   | 60% | 83% | <b>ESFP</b> |
| <b>239.227-010</b> | <b>Customer-Service-Representative</b> | 100.27 | 6   | 60% | 81% | <b>ESFP</b> |
| 523.137-010        | Supervisor, Ice House                  | 100.21 | 7   | 20% | 77% | <b>ESTJ</b> |
| 241.367-026        | Skip Tracer                            | 100.06 | 4   | 40% | 83% | INTP        |
| <b>209.367-046</b> | <b>Title Searcher</b>                  | 92.63  | 5   | 80% | 77% | <b>ESFP</b> |

(truncated for brevity; see JobMatch.Remnant)