Instructions for Making Abilities Ratings

These questions are about job-related abilities. An *ability* is an enduring talent that can help a person do a job. You will be asked about a series of different abilities and how they relate to *your current job* – that is the job you hold now.

*Each ability in this questionnaire is named and defined.*

For example:

**Arm-Hand Steadiness**

The ability to keep your hand and arm steady while moving your arm or while holding your arm and hand in one position.

You are then asked to answer two questions about that ability:

A  **How important is the ability to your current job?**

For example:

How *important* is ARM-HAND STEADINESS to the performance of *your current job*?

Mark your answer by putting an X through the number that represents your answer. Do not mark on the line between the numbers.

*If you rate the ability as Not Important to the performance of your job, mark the one [ ] then skip over question B and proceed to the next ability.

B  **What level of the ability is needed to perform your current job?**

To help you understand what we mean by level, we provide you with examples of job-related activities at different levels for each ability. For example:

What *level* of ARM-HAND STEADINESS is needed to perform *your current job*?

Mark your answer by putting an X through the number that represents your answer. Do not mark on the line between the numbers.
1. Oral Comprehension

The ability to listen to and understand information and ideas presented through spoken words and sentences.

A. How important is ORAL COMPREHENSION to the performance of your current job?

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of ORAL COMPREHENSION is needed to perform your current job?

Understand a television commercial
Understand a coach’s oral instructions for a sport
Understand a lecture on advanced physics

<table>
<thead>
<tr>
<th>Understand a television commercial</th>
<th>Understand a coach’s oral instructions for a sport</th>
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Highest Level

2. Written Comprehension

The ability to read and understand information and ideas presented in writing.

A. How important is WRITTEN COMPREHENSION to the performance of your current job?

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</table>

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of WRITTEN COMPREHENSION is needed to perform your current job?

Understand signs on the highway
Understand an apartment lease
Understand an instruction book on repairing Artificial Intelligence systems

<table>
<thead>
<tr>
<th>Understand signs on the highway</th>
<th>Understand an apartment lease</th>
<th>Understand an instruction book on repairing Artificial Intelligence systems</th>
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</table>

Highest Level
3. **Oral Expression**

The ability to communicate information and ideas in speaking so others will understand.

A. **How important is ORAL EXPRESSION to the performance of your current job?**

Not Important*  |  Somewhat Important  |  Important  |  Very Important  |  Extremely Important

1  |  2  |  3  |  4  |  5  

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. **What level of ORAL EXPRESSION is needed to perform your current job?**

Place an order at a restaurant drive-thru  |  Give instructions to a lost motorist  |  Explain advanced principles of genetics to college freshmen

1  |  2  |  3  |  4  |  5  |  6  |  7  

Highest Level

4. **Written Expression**

The ability to communicate information and ideas in writing so others will understand.

A. **How important is WRITTEN EXPRESSION to the performance of your current job?**

Not Important*  |  Somewhat Important  |  Important  |  Very Important  |  Extremely Important

1  |  2  |  3  |  4  |  5  

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. **What level of WRITTEN EXPRESSION is needed to perform your current job?**

Write a note to remind someone to take food out of the freezer  |  Write a job recommendation for a subordinate  |  Write an advanced economics textbook

1  |  2  |  3  |  4  |  5  |  6  |  7  

Highest Level
5. 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).

A. How important is FLUENCY OF IDEAS to the performance of your current job?

Not Important* Somewhat Important Important Very Important Extremely Important
1 2 3 4 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of FLUENCY OF IDEAS is needed to perform your current job?

Name four different uses for a screwdriver
Think of as many ideas as possible for the name of a new company
Identify as many strategies as possible for a company acquisition and merger
1 2 3 4 5 6 7

Highest Level

6. Originality

The ability to come up with unusual or clever ideas about a given topic or situation, or to develop creative ways to solve a problem.

A. How important is ORIGINALITY to the performance of your current job?

Not Important* Somewhat Important Important Very Important Extremely Important
1 2 3 4 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of ORIGINALITY is needed to perform your current job?

Use a credit card to open a locked door
Redesign job tasks to be interesting for employees
Invent a new type of man-made fiber
1 2 3 4 5 6 7

Highest Level
7. 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 that there is a problem.

A. How important is PROBLEM SENSITIVITY to the performance of your current job?

Not Important* Somewhat Important Important Very Important Extremely Important

1 2 3 4 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of PROBLEM SENSITIVITY is needed to perform your current job?

Recognize that an unplugged lamp won’t work
Notice from a subtle difference in a client’s mood that something is bothering them
Recognize an illness at an early stage of a disease when there are only a few symptoms

1 2 3 4 5 6 7

Highest Level

8. Deductive Reasoning

The ability to apply general rules to specific problems to produce answers that make sense.

A. How important is DEDUCTIVE REASONING to the performance of your current job?

Not Important* Somewhat Important Important Very Important Extremely Important

1 2 3 4 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of DEDUCTIVE REASONING is needed to perform your current job?

Know that a stalled car can coast downhill
Decide what factors to consider in selecting stocks
Design an aircraft wing using principles of aerodynamics

1 2 3 4 5 6 7

Highest Level
9. **Inductive Reasoning**  The ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).

**A. How important is INDUCTIVE REASONING to the performance of your current job?**

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

**B. What level of INDUCTIVE REASONING is needed to perform your current job?**

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<td>Decide what to wear based on the weather report</td>
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<td>Determine the prime suspect based on crime scene evidence</td>
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<td>Diagnose a disease using results of many different lab tests</td>
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Highest Level

10. **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).

**A. How important is INFORMATION ORDERING to the performance of your current job?**

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

**B. What level of INFORMATION ORDERING is needed to perform your current job?**

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<tr>
<td>Put things in numerical order</td>
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<td>Follow the correct steps to make changes</td>
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<td>Assemble a wind turbine</td>
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Highest Level
11. Category Flexibility

The ability to generate or use different sets of rules for combining or grouping things in different ways.

A. How **important** is CATEGORY FLEXIBILITY to the performance of *your current job*?

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What **level** of CATEGORY FLEXIBILITY is needed to perform *your current job*?

- Sort paintbrushes based on length
- Classify flowers according to size, color, and smell
- Classify man-made fibers in terms of their characteristics, like strength or cost

A. How **important** is MATHEMATICAL REASONING to the performance of *your current job*?

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What **level** of MATHEMATICAL REASONING is needed to perform *your current job*?

- Determine how much 20 oranges will cost when they are priced at 5 for 4 dollars
- Decide how to calculate profits to determine the amounts of yearly bonuses
- Determine the mathematics required to simulate a space craft landing on the moon

Highest Level
13. Number Facility
The ability to add, subtract, multiply, or divide quickly and correctly.

A. How important is NUMBER FACILITY to the performance of your current job?

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of NUMBER FACILITY is needed to perform your current job?

Add 2 and 7  Calculate a discounted price  Compute the interest payment that should be generated from an investment

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<tr>
<td>Add 2 and 7</td>
<td>Calculate a discounted price</td>
<td>Compute the interest payment that should be generated from an investment</td>
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Highest Level

14. Memorization
The ability to remember information such as words, numbers, pictures, and procedures.

A. How important is MEMORIZATION to the performance of your current job?

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of MEMORIZATION is needed to perform your current job?

Remember the number on your bus to be sure you get back on the right one  Recite the first names of the five people you just met  Recite a 300-word speech after studying it for 15 minutes

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<tr>
<td>Remember the number on your bus to be sure you get back on the right one</td>
<td>Recite the first names of the five people you just met</td>
<td>Recite a 300-word speech after studying it for 15 minutes</td>
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Highest Level
15. Speed of Closure  
**The ability to quickly make sense of, combine, and organize information into meaningful patterns**

A. **How important is SPEED OF CLOSURE to the performance of your current job?**

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. **What level of SPEED OF CLOSURE is needed to perform your current job?**

- Recognize a song after hearing only the first few notes
- Make sense of messy handwriting
- Interpret patterns on weather radar to decide if the weather is changing

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1 2 3 4 5 6 7
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Highest Level

16. Flexibility of Closure  
**The ability to identify or detect a known pattern (a figure, object, word, or sound) that is hidden in other distracting material.**

A. **How important is FLEXIBILITY OF CLOSURE to the performance of your current job?**

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. **What level of FLEXIBILITY OF CLOSURE is needed to perform your current job?**

- Detect that your phone is ringing while at a concert
- Look for a golf ball in tall grass
- Identify camouflaged animals from a moving vehicle while on a safari

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1 2 3 4 5 6 7
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Highest Level
17. Perceptual Speed

The ability to quickly and accurately compare similarities and differences among sets of letters, numbers, objects, pictures, or patterns. The things to be compared may be presented at the same time or one after the other. This ability also includes comparing a presented object with a remembered object.

A. How important is PERCEPTUAL SPEED to the performance of your current job?

Not Important*     Somewhat Important     Important     Very Important     Extremely Important
1                      2                      3                      4                      5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of PERCEPTUAL SPEED is needed to perform your current job?

Sort mail according to ZIP codes with no time pressure
Read five pressure indicators in 10 seconds to make sure each is within safe limits
Inspect electrical parts for defects as they pass on a fast-moving assembly line

1                      2                      3                      4                      5                      6                      7

Highest Level

18. Spatial Orientation

The ability to know your location in relation to the environment or to know where other objects are in relation to you.

A. How important is SPATIAL ORIENTATION to the performance of your current job?

Not Important*     Somewhat Important     Important     Very Important     Extremely Important
1                      2                      3                      4                      5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of SPATIAL ORIENTATION is needed to perform your current job?

Use the floor plan to locate a store in a mall
Find your way through a dark room without hitting anything
Navigate an ocean voyage using a compass and landmarks

1                      2                      3                      4                      5                      6                      7

Highest Level
19. **Visualization**  
The ability to imagine how something will look after it is moved around or when its parts are moved or rearranged.

**A. How important is VISUALIZATION to the performance of your current job?**

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

**B. What level of VISUALIZATION is needed to perform your current job?**

- Imagine how to place paper in a printer so that the letterhead comes out on top  
- Follow a diagram to assemble a metal storage cabinet  
- Anticipate future moves in a chess game

1 2 3 4 5 6 7  

Highest Level

20. **Selective Attention**  
The ability to concentrate on a task over a period of time without being distracted.

**A. How important is SELECTIVE ATTENTION to the performance of your current job?**

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

**B. What level of SELECTIVE ATTENTION is needed to perform your current job?**

- Answer a business call with coworkers talking nearby  
- Watch security monitors for intruders throughout the night shift  
- Study a technical manual while listening to loud construction sounds

1 2 3 4 5 6 7  

Highest Level
21. Time Sharing

The ability to shift back and forth between two or more activities or sources of information (such as speech, sounds, touch, or other sources).

A. How important is TIME SHARING to the performance of your current job?

Not Important* Somewhat Important Important Very Important Extremely Important

1 2 3 4 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of TIME SHARING is needed to perform your current job?

Listen to music while entering numbers into a spreadsheet
Watch street signs while driving at 30 miles an hour
Monitor radar and radio transmissions to keep track of heavy aircraft traffic

1 2 3 4 5 6 7

22. Arm-Hand Steadiness

The ability to keep your hand and arm steady while moving your arm or while holding your arm and hand in one position.

A. How important is ARM-HAND STEADINESS to the performance of your current job?

Not Important* Somewhat Important Important Very Important Extremely Important

1 2 3 4 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of ARM-HAND STEADINESS is needed to perform your current job?

Light a candle
Thread a needle
Cut facets in a diamond

1 2 3 4 5 6 7

Highest Level
23. Manual Dexterity

The ability to quickly move your hand, your hand together with your arm, or your two hands to grasp, manipulate, or assemble objects.

A. How important is MANUAL DEXTERITY to the performance of your current job?

Not Important*  Somewhat Important  Important  Very Important  Extremely Important

1 2 3 4 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of MANUAL DEXTERITY is needed to perform your current job?

Screw a light bulb into a light socket  Pack oranges in crates as quickly as possible  Perform open heart surgery with surgical instruments

1 2 3 4 5 6 7

Highest Level

24. Finger Dexterity

The ability to make precisely coordinated movements of the fingers of one or both hands to grasp, manipulate, or assemble very small objects.

A. How important is FINGER DEXTERITY to the performance of your current job?

Not Important*  Somewhat Important  Important  Very Important  Extremely Important

1 2 3 4 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of FINGER DEXTERITY is needed to perform your current job?

Put coins in a parking meter  Attach small dials to audio equipment on an assembly line  Put together the inner workings of a small wrist watch

1 2 3 4 5 6 7

Highest Level
### 25. Control Precision

The ability to quickly and repeatedly adjust the controls of a machine or a vehicle to exact positions.

**A. How important is CONTROL PRECISION to the performance of your current job?**

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

**B. What level of CONTROL PRECISION is needed to perform your current job?**

- Adjust a room light with a dimmer switch
- Adjust farm tractor controls
- Drill a tooth

\[
\begin{align*}
1 & \quad 2 & \quad 3 & \quad 4 & \quad 5 & \quad 6 & \quad 7 \\
\text{Adjust a room light with a dimmer switch} & \quad \text{Adjust farm tractor controls} & \quad \text{Drill a tooth} \\
\end{align*}
\]

Highest Level

### 26. Multilimb Coordination

The ability to coordinate two or more limbs (for example, two arms, two legs, or one leg and one arm) while sitting, standing, or lying down. It does **not** involve performing the activities while the whole body is in motion.

**A. How important is MULTILIMB COORDINATION to the performance of your current job?**

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

**B. What level of MULTILIMB COORDINATION is needed to perform your current job?**

- Row a boat
- Operate a forklift truck in a warehouse
- Play the drum set in a jazz band

\[
\begin{align*}
1 & \quad 2 & \quad 3 & \quad 4 & \quad 5 & \quad 6 & \quad 7 \\
\text{Row a boat} & \quad \text{Operate a forklift truck in a warehouse} & \quad \text{Play the drum set in a jazz band} \\
\end{align*}
\]

Highest Level
27. Response Orientation

The ability to choose quickly between “two or more movements” in response to “two or more different signals” (lights, sounds, pictures). It includes the speed with which the correct response is started with the hand, foot, or other body part.

A. How important is RESPONSE ORIENTATION to the performance of your current job?

Not Important* Somewhat Important Important Very Important Extremely Important

1 2 3 4 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of RESPONSE ORIENTATION is needed to perform your current job?

When a doorbell and phone ring at the same time, quickly select which to answer first

Use either the break or gas pedal when your vehicle is skidding

In an out-of-control commercial aircraft, react quickly to restore control

1 2 3 4 5 6 7

Highest Level

28. Rate Control

The ability to time your movements or the movement of a piece of equipment in anticipation of changes in the speed and/or direction of a moving object or scene.

A. How important is RATE CONTROL to the performance of your current job?

Not Important* Somewhat Important Important Very Important Extremely Important

1 2 3 4 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of RATE CONTROL is needed to perform your current job?

Ride a bicycle alongside a jogger

Keep up with a car that changes speed

Shoot a duck in flight

1 2 3 4 5 6 7

Highest Level
29. Reaction Time

A. How important is REACTION TIME to the performance of your current job?

Not Important* | Somewhat Important | Important | Very Important | Extremely Important
---|---|---|---|---
1 | 2 | 3 | 4 | 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of REACTION TIME is needed to perform your current job?

1. Start to slow down the car when a traffic light turns yellow
2. Press a button to stop operation when a warning light goes off
3. Hit the brake when a pedestrian steps in front of your car

Highest Level

30. Wrist-Finger Speed

A. How important is WRIST-FINGER SPEED to the performance of your current job?

Not Important* | Somewhat Important | Important | Very Important | Extremely Important
---|---|---|---|---
1 | 2 | 3 | 4 | 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of WRIST-FINGER SPEED is needed to perform your current job?

1. Use a screwdriver to twist in a screw
2. Carve roast beef in a cafeteria
3. Type 90 words per minute

Highest Level
31. Speed of Limb Movement

The ability to quickly move the arms and legs.

A. How important is SPEED OF LIMB MOVEMENT to the performance of your current job?

Not Important* Somewhat Important Important Very Important Extremely Important

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of SPEED OF LIMB MOVEMENT is needed to perform your current job?

32. Static Strength

The ability to exert maximum muscle force to lift, push, pull, or carry objects.

A. How important is STATIC STRENGTH to the performance of your current job?

Not Important* Somewhat Important Important Very Important Extremely Important

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of STATIC STRENGTH is needed to perform your current job?
### 33. Explosive Strength

The ability to use short bursts of muscle force to propel oneself (as in jumping or sprinting) or to throw an object.

**A. How important is EXPLOSIVE STRENGTH to the performance of your current job?**

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<th>Importance Level</th>
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* If you marked Not Important, skip LEVEL below and go on to the next activity.

**B. What level of EXPLOSIVE STRENGTH is needed to perform your current job?**

- Hit a nail with a hammer
- Jump onto a 3-foot high platform
- Throw a shot-put in a track meet

### 34. Dynamic Strength

The ability to exert muscle force repeatedly or continuously over time. This involves muscular endurance and resistance to muscle fatigue.

**A. How important is DYNAMIC STRENGTH to the performance of your current job?**

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

**B. What level of DYNAMIC STRENGTH is needed to perform your current job?**

- Use pruning shears to trim a bush
- Climb a 48-foot long ladder
- Perform a gymnastics routine using the rings

Highest Level
35. Trunk Strength

The ability to use your abdominal and lower back muscles to support part of the body repeatedly or continuously over time without “giving out” or fatiguing.

A. How important is TRUNK STRENGTH to the performance of your current job?

- Not Important*
- Somewhat Important
- Important
- Very Important
- Extremely Important

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of TRUNK STRENGTH is needed to perform your current job?

- Sit up in an office chair
- Shovel snow for half an hour
- Do 100 sit-ups

Highest Level

36. Stamina

The ability to exert yourself physically over long periods of time without getting winded or out of breath.

A. How important is STAMINA to the performance of your current job?

- Not Important*
- Somewhat Important
- Important
- Very Important
- Extremely Important

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of STAMINA is needed to perform your current job?

- Walk ¼ mile
- Climb 6 flights of stairs
- Run 10 miles

Highest Level
37. Extent Flexibility

The ability to bend, stretch, twist, or reach with your body, arms, and/or legs.

A. How important is EXTENT FLEXIBILITY to the performance of your current job?

Not Important* Somewhat Important Important Very Important Extremely Important

1 2 3 4 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of EXTENT FLEXIBILITY is needed to perform your current job?

Reach to adjust the radio in a car
Reach for a box on a high warehouse shelf
Work under the dashboard of a car

1 2 3 4 5 6 7

Highest Level

38. Dynamic Flexibility

The ability to quickly and repeatedly bend, stretch, twist, or reach out with your body, arms, and/or legs.

A. How important is DYNAMIC FLEXIBILITY to the performance of your current job?

Not Important* Somewhat Important Important Very Important Extremely Important

1 2 3 4 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of DYNAMIC FLEXIBILITY is needed to perform your current job?

Hand pick a bushel of apples from a tree
Perform a dance routine as part of a cheerleading squad
Maneuver a kayak through swift rapids

1 2 3 4 5 6 7

Highest Level
39. **Gross Body Coordination**

The ability to coordinate the movement of your arms, legs, and torso together when the whole body is in motion.

A. How **important** is GROSS BODY COORDINATION to the performance of your current job?

   Not Important* | Somewhat Important | Important | Very Important | Extremely Important

   1 | 2 | 3 | 4 | 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What **level** of GROSS BODY COORDINATION is needed to perform your current job?

   Get in and out of a truck | Swim the length of a pool | Perform a ballet dance

   1 | 2 | 3 | 4 | 5 | 6 | 7

Highest Level

40. **Gross Body Equilibrium**

The ability to keep or regain your body balance or stay upright when in an unstable position.

A. How **important** is GROSS BODY EQUILIBRIUM to the performance of your current job?

   Not Important* | Somewhat Important | Important | Very Important | Extremely Important

   1 | 2 | 3 | 4 | 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What **level** of GROSS BODY EQUILIBRIUM is needed to perform your current job?

   Stand on a ladder | Walk on ice across a pond | Walk on narrow beams in high-rise construction

   1 | 2 | 3 | 4 | 5 | 6 | 7

Highest Level
41. Near Vision

The ability to see details at close range (within a few feet of the observer).

A. How **important** is NEAR VISION to the performance of your current job?

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What **level** of NEAR VISION is needed to perform your current job?

- Read indicators on the dashboard of a car
- Read the fine print of a legal document
- Detect minor defects in a diamond

1 2 3 4 5 6 7

Highest Level

42. Far Vision

The ability to see details at a distance.

A. How **important** is FAR VISION to the performance of your current job?

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What **level** of FAR VISION is needed to perform your current job?

- Read a roadside billboard
- Read the slides on a presentation from across a room
- Detect differences in ships on the horizon

1 2 3 4 5 6 7

Highest Level
**43. Visual Color Discrimination**

The ability to match or detect differences between colors, including shades of color and brightness.

A. **How important** is VISUAL COLOR DISCRIMINATION to the performance of your current job?

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. **What level** of VISUAL COLOR DISCRIMINATION is needed to perform your current job?

Separate laundry into colors and whites
Trace electrical circuits marked by various colored wires
Paint a color portrait of a person

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Highest Level

**44. Night Vision**

The ability to see under low-light conditions.

A. **How important** is NIGHT VISION to the performance of your current job?

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. **What level** of NIGHT VISION is needed to perform your current job?

Read street signs at dusk (just after sunset)
Read a book in a dimly lit setting
Find your way through the woods on a moonless night

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Highest Level
45. Peripheral Vision

The ability to see objects or movement of objects to one's side when the eyes are looking ahead.

A. How important is PERIPHERAL VISION to the performance of your current job?

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of PERIPHERAL VISION is needed to perform your current job?

- Keep in step while marching in a band
- Be aware of the location of your teammates while dribbling a basketball
- Distinguish a teammate from a competitor passing by in a car race

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Highest Level

46. Depth Perception

The ability to judge which of several objects is closer or farther away from you, or to judge the distance between you and an object.

A. How important is DEPTH PERCEPTION to the performance of your current job?

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of DEPTH PERCEPTION is needed to perform your current job?

- Merge a car into traffic on a city street
- Operate a crane to move materials from a truck bed to the ground
- Throw a long pass to a closely guarded teammate

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Highest Level
47. Glare Sensitivity

The ability to see objects in the presence of a glare or bright lighting.

A. How important is GLARE SENSITIVITY to the performance of your current job?

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of GLARE SENSITIVITY is needed to perform your current job?

Drive on a familiar road on a cloudy day
See boats on the horizon when sailing
Snow ski in bright sunlight

1 2 3 4 5 6 7

Highest Level

48. Hearing Sensitivity

The ability to detect or tell the differences between sounds that vary in pitch and loudness.

A. How important is HEARING SENSITIVITY to the performance of your current job?

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* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of HEARING SENSITIVITY is needed to perform your current job?

Notice a doorbell ringing
Diagnose what’s wrong with a car engine from its sound
Tune an orchestra

1 2 3 4 5 6 7

Highest Level
49. Auditory Attention
The ability to focus on a single source of sound in the presence of other distracting sounds.

A. How important is AUDITORY ATTENTION to the performance of your current job?

Not Important* Somewhat Important Important Very Important Extremely Important

1 2 3 4 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of AUDITORY ATTENTION is needed to perform your current job?

Listen to a lecture while people nearby are talking
Listen for your flight announcement at a busy airport
Listen to instructions from a coworker in a noisy saw mill

1 2 3 4 5 6 7

Highest Level

50. Sound Localization
The ability to tell the direction from which a sound originated.

A. How important is SOUND LOCALIZATION to the performance of your current job?

Not Important* Somewhat Important Important Very Important Extremely Important

1 2 3 4 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of SOUND LOCALIZATION is needed to perform your current job?

Listen to a sound system to determine which speaker is working
Find a ringing phone in an unfamiliar apartment
Determine the direction of an emergency vehicle from the sound of the siren

1 2 3 4 5 6 7

Highest Level
51. Speech Recognition
The ability to identify and understand the speech of another person.

A. How important is SPEECH RECOGNITION to the performance of your current job?

- Not Important* 1
- Somewhat Important 2
- Important 3
- Very Important 4
- Extremely Important 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of SPEECH RECOGNITION is needed to perform your current job?

- Recognize the voice of a coworker 1
- Identify a former customer’s voice over the phone 2
- Understand a speech presented by someone with an unfamiliar accent 3

Highest Level

52. Speech Clarity
The ability to speak clearly so others can understand you.

A. How important is SPEECH CLARITY to the performance of your current job?

- Not Important* 1
- Somewhat Important 2
- Important 3
- Very Important 4
- Extremely Important 5

* If you marked Not Important, skip LEVEL below and go on to the next activity.

B. What level of SPEECH CLARITY is needed to perform your current job?

- Call numbers in a bingo game 1
- Make stadium-wide announcements during a sporting event 2
- Give a lecture to a large audience 3

Highest Level