



Data Guide for the CPI™ 434 Inventory

**Prepared by
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Demographic Items

Variable Name	Variable Description	Response Values
CUSTOMER_NUM	CPP customer number	numeric
WEBUSER_ID	Webuser ID - value associated with SkillsOne® account	numeric
CLIENT_USER_ID_NUM	Unique client ID number	numeric
EMAIL	Respondent's e-mail address	text
FIRST_NAME	Respondent's first name	text
LAST_NAME	Respondent's last name	text
BATCH_NAME	Name of batch assigned by customer	text
BATCH_NUMBER	Unique identifier for each SkillsOne® batch	numeric
GENDER	Respondent's gender	F = Female; M = Male
PERSONAL_ID	Personal ID number field	Text or numeric
ETH_AFRICAN	African American or Black	0 = Not endorsed; 1 = Endorsed
ETH_AMERICAN_INDIAN	American Indian or Alaskan Native	0 = Not endorsed; 1 = Endorsed
ETH_ASIAN	Asian	0 = Not endorsed; 1 = Endorsed
ETH_CAUCASIAN	Caucasian or White	0 = Not endorsed; 1 = Endorsed
ETH_INDIAN	Indian - from Indian subcontinent	0 = Not endorsed; 1 = Endorsed
ETH_LATIN	Latino, Latina or Hispanic	0 = Not endorsed; 1 = Endorsed
ETH_MIDEAST	Middle Easterner - from Middle East or North Africa	0 = Not endorsed; 1 = Endorsed
ETH_OTHER	Other	0 = Not endorsed; 1 = Endorsed
ETH_PACIFIC	Native Hawaiian or Pacific Islander	0 = Not endorsed; 1 = Endorsed
ETH_OTHER_DESC	Description of other ethnicity	text
COUNTRY_ORIGIN	Country of origin	See Appendix A
AGE	Respondent's age	Range from 10 to 99 years
ZIP_CODE	Zip code	text or numeric

Variable Name	Variable Description	Response Values
PRESENT_STATUS	Present employment status	1 = Working full-time 2 = Working part-time 3 = Not working for income 4 = Retired 5 = Enrolled as a full-time student 6 = None of the above
REASON_FOR_ASSESSMENT	Reason for completing the assessment	1 = Training 2 = Employment testing 3 = Career counseling 4 = Education 5 = Personal growth
CURRENT_OCCUPATION_CATEGORY	Employed respondent's occupation category	See Appendix C
CURRENT_OCCUPATION_TITLE	Employed respondent's occupation title	See Appendix D
NEW_OCCUPATION_CATEGORY	Job applicant's occupation category	See Appendix C
NEW_OCCUPATION_TITLE	Job applicant's occupation title	See Appendix D
VOC_OCCUPATION_CATEGORY	Vocational goal occupation category	See Appendix C
VOC_OCCUPATION_TITLE	Vocational goal occupation title	See Appendix D
EDUCATION_LVL_GOAL	Respondent's education goal – item presented to students only	1 = High school diploma 2 = Trade/technical school degree 3 = Associate/Community college degree 4 = College coursework, not seeking degree 5 = Bachelor's degree 6 = Master's degree 7 = Professional degree (e.g., DDS, JD, MD) 8 = Doctorate (e.g., PhD, EdD)
EDUCATION_YRS_GOAL	Years spent working toward degree/diploma	Range from 0 to 46; 0 = Less than 1 year 46 = More than 45 years
EDUCATION_FEEL	Satisfaction with current major or course of study	0 = No response 1 = Very satisfied 2 = Satisfied 3 = Somewhat satisfied 4 = Somewhat dissatisfied 5 = Dissatisfied 6 = Very dissatisfied

Variable Name	Variable Description	Response Values
CURRENT_WORK_YEARS	Years spent working in current occupation	Range from 0 to 46; 0 = Less than 1 year 46 = More than 45 years
CURRENT_WORK_FEEL	Satisfaction with current job	0 = No response 1 = Very satisfied 2 = Satisfied 3 = Somewhat satisfied 4 = Somewhat dissatisfied 5 = Dissatisfied 6 = Very dissatisfied
CURRENT_WORK_LEVEL	Organizational level of current job	1 = Entry-level employee 2 = Nonsupervisory employee 3 = Supervisor 4 = Manager 5 = Executive 6 = Top executive
NEW_WORK_LEVEL	Job applicant's level of job applied for	1 = Entry-level employee 2 = Nonsupervisory employee 3 = Supervisor 4 = Manager 5 = Executive 6 = Top executive
NEW_WORK_YEARS	Job applicant's number of years in occupation applied for	Range from 0 to 46; 0 = Less than 1 year 46 = More than 45 years
EDUCATION_LVL_COMPLETED	Respondent's highest level of education completed	1 = Some high school 2 = High school diploma/GED 3 = Trade/technical training 4 = Some college - no degree 5 = Associate/Community college degree 6 = Bachelor's degree 7 = Master's degree 8 Professional degree (e.g., DDS, JD, MD) 9 = Doctorate (e.g., PhD, EdD)
COUNTRY_RESIDENCE	Country of residence	See Appendix A
LANG_ENGLISH	Speak language fluently	0 = Not endorsed; 1 = Endorsed

Variable Name	Variable Description	Response Values
LANG_CANTONESE	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_DANISH	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_DUTCH	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_FINNISH	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_FRENCH	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_GERMAN	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_HINDI	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_ITALIAN	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_JAPANESE	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_KOREAN	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_MANDARIN	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_NORWEGIAN	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_PORTUGUESE	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_RUSSIAN	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_NASPANISH	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_CASPANISH	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_SWEDISH	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_OTHER	Speak language fluently	0 = Not endorsed; 1 = Endorsed
LANG_OTHER_DESC	Other language speak fluently	text
EDUCATION_YRS_COMPLETED	Years of education completed (since age 15)	Range from 0 to 46; 0 = Less than 1 year 46 = More than 45 years
EDUCATION_MAJOR	Educational major or concentration	See Appendix B
EDUCATION_YRS_ADDITIONAL	Additional years of education planned	Range from 0 to 46; 0 = Less than 1 year 46 = More than 45 years
EDUCATION_OCCUPATION_INDUSTRY	Student's industry of most interest	1 = Agriculture, Forestry, Fishing; 2 = Mining; 3 = Construction; 4 = Manufacturing; 5 = Wholesale Trade; 6 = Retail Trade; 7 = Finance, Insurance, Real Estate; 8 = Professional, Scientific, Technical Services; 9 = Personal Care, Other Services; 10 = Transportation, Electric, Gas, Sanitary Services; 11 = Information Systems & Technology; 12 = Information, Media, Communications; 13 = Healthcare, Pharmaceuticals; 14 = Other

Variable Name	Variable Description	Response Values
EDUCATION_OCCUPATION_SECTOR	Student's sector of most interest	1 = Government; 2 = Private/For profit; 3 = Non-profit/NGO; 4 = Military; 5 = Education; 6 = Other
CURRENT_OCCUPATION_INDUSTRY	Industry of current employer	1 = Agriculture, Forestry, Fishing; 2 = Mining; 3 = Construction; 4 = Manufacturing; 5 = Wholesale Trade; 6 = Retail Trade; 7 = Finance, Insurance, Real Estate; 8 = Professional, Scientific, Technical Services; 9 = Personal Care, Other Services; 10 = Transportation, Electric, Gas, Sanitary Services; 11 = Information Systems & Technology; 12 = Information, Media, Communications; 13 = Healthcare, Pharmaceuticals; 14 = Other
CURRENT_OCCUPATION_SECTOR	Sector of current employer	1 = Government; 2 = Private/For profit; 3 = Non-profit/NGO; 4 = Military; 5 = Education; 6 = Other
CURRENT_OCCUPATION_TURNOVR	Likelihood of leaving job within year	1 = Very likely 2 = Somewhat likely 3 = Neither likely nor unlikely 4 = Somewhat unlikely 5 = Very unlikely
NEW_OCCUPATION_INDUSTRY	Industry of organization to which job applicant is applying	1 = Agriculture, Forestry, Fishing; 2 = Mining; 3 = Construction; 4 = Manufacturing; 5 = Wholesale Trade; 6 = Retail Trade; 7 = Finance, Insurance, Real Estate; 8 = Professional, Scientific, Technical Services; 9 = Personal Care, Other Services; 10 = Transportation, Electric, Gas, Sanitary Services; 11 = Information Systems & Technology; 12 = Information, Media, Communications; 13 = Healthcare, Pharmaceuticals; 14 = Other
NEW_OCCUPATION_SECTOR	Sector of organization to which job applicant is applying	1 = Government; 2 = Private/For profit; 3 = Non-profit/NGO; 4 = Military; 5 = Education; 6 = Other

Variable Name	Variable Description	Response Values
VOC_OCCUPATION_INDUSTRY	Respondent's industry of most interest	1 = Agriculture, Forestry, Fishing; 2 = Mining; 3 = Construction; 4 = Manufacturing; 5 = Wholesale Trade; 6 = Retail Trade; 7 = Finance, Insurance, Real Estate; 8 = Professional, Scientific, Technical Services; 9 = Personal Care, Other Services; 10 = Transportation, Electric, Gas, Sanitary Services; 11 = Information Systems & Technology; 12 = Information, Media, Communications; 13 = Healthcare, Pharmaceuticals; 14 = Other
VOC_OCCUPATION_SECTOR	Respondent's sector of most interest	1 = Government; 2 = Private/For profit; 3 = Non-profit/NGO; 4 = Military; 5 = Education; 6 = Other
Month	Month of assessment	Range 1 to 12
Day	Calendar day of assessment	Range 1 to 31
Year	Year of assessment	numeric
Virtual_Work	What percentage of the time do you work in a remote or home office?	1 = 0-10%; 2 = 11-20%; 3 = 21-30%; 4 = 31-40%; 5 = 41-50%; 6 = 51-60%; 7 = 61-70%; 8 = 71-80%; 9 = 81-90%; 10 = 91-100%

CPI™ 434 Items

Variable Name	Variable Description	Response Values
item1	I enjoy social gatherings just to be with people.	1 = True; 0 = False
item2	The only interesting part of the newspaper is the "funnies".	1 = True; 0 = False
item3	I looked up to my father as an ideal man.	1 = True; 0 = False
item4	A person needs to "show off" a little now and then.	1 = True; 0 = False
item5	Our thinking would be a lot better off if we would just forget about words like "probably", "approximately", and "perhaps".	1 = True; 0 = False
item6	I have a very strong desire to be a success in the world.	1 = True; 0 = False
item7	When in a group of people I usually do what others want rather than make suggestions.	1 = True; 0 = False
item8	I liked Alice in Wonderland by Lewis Carroll.	1 = True; 0 = False
item9	I usually go to the movies more than once a week.	1 = True; 0 = False
item10	Some people exaggerate their troubles in order to get sympathy.	1 = True; 0 = False
item11	People can pretty easily change my mind even though I thought that my mind was already made up on a subject.	1 = True; 0 = False
item12	I often feel that I made a wrong choice in my occupation.	1 = True; 0 = False
item13	I am very slow in making up my mind	1 = True; 0 = False
item14	I always follow the rule: business before pleasure.	1 = True; 0 = False
item15	Several times a week I feel as if something dreadful is about to happen.	1 = True; 0 = False
item16	There's no use in doing things for people; you only find that it backfires on you in the long run.	1 = True; 0 = False
item17	I would like to be a journalist.	1 = True; 0 = False
item18	A person who doesn't vote is not a good citizen.	1 = True; 0 = False
item19	I think I would like the work of a building contractor.	1 = True; 0 = False
item20	I have had very peculiar and strange experiences.	1 = True; 0 = False
item21	My daily life is full of things that keep me interested.	1 = True; 0 = False
item22	When a person "pads" an income tax return it is just as bad as stealing money from the government.	1 = True; 0 = False
item23	In most ways, a poor person is better off than a rich one.	1 = True; 0 = False
item24	I always like to keep my things neat and tidy and in good order.	1 = True; 0 = False
item25	Clever, sarcastic people make me feel very uncomfortable.	1 = True; 0 = False
item26	It's a good thing to know people in the right places so you can get traffic tickets, and such things, taken care of.	1 = True; 0 = False
item27	It makes me feel like a failure when I hear of the success of someone I know well.	1 = True; 0 = False
item28	I think I would like the work of a dress designer.	1 = True; 0 = False
item29	I am often said to be hotheaded.	1 = True; 0 = False
item30	I gossip a little at times.	1 = True; 0 = False
item31	I doubt whether I would make a good leader.	1 = True; 0 = False
item32	I tend to be on guard with people who are somewhat more friendly than I had expected.	1 = True; 0 = False
item33	Usually I prefer to work with women.	1 = True; 0 = False
item34	There are a few people who just cannot be trusted.	1 = True; 0 = False

Variable Name	Variable Description	Response Values
item35	I become quite irritated when I see someone spit on the sidewalk.	1 = True; 0 = False
item36	When I was going to school I played hooky quite often.	1 = True; 0 = False
item37	I have very few fears compared to my friends.	1 = True; 0 = False
item38	It is hard for me to start a conversation with strangers.	1 = True; 0 = False
item39	I must admit that I enjoy playing practical jokes on people.	1 = True; 0 = False
item40	I get very nervous if I think that someone is watching me.	1 = True; 0 = False
item41	For most questions there is just one right answer, once a person is able to get all the facts.	1 = True; 0 = False
item42	I sometimes pretend to know more than I really do.	1 = True; 0 = False
item43	It's no use worrying about public affairs; I can't do anything about them anyhow.	1 = True; 0 = False
item44	Sometimes I feel like smashing things.	1 = True; 0 = False
item45	As a child I used to be able to go to my parents with my problems.	1 = True; 0 = False
item46	I think I would like the work of a school teacher.	1 = True; 0 = False
item47	If the pay was right I would like to travel with a circus or carnival.	1 = True; 0 = False
item48	Most people would tell a lie if they could gain by it.	1 = True; 0 = False
item49	When someone does me a wrong I feel I should pay that person back if I can, just for the principle of the thing.	1 = True; 0 = False
item50	I seem to be about as capable and smart as most people around me.	1 = True; 0 = False
item51	Every family owes it to the community to keep its sidewalks cleared in the winter and its lawn mowed in the summer.	1 = True; 0 = False
item52	I usually take an active part in the entertainment at parties.	1 = True; 0 = False
item53	I think I would enjoy having authority over other people.	1 = True; 0 = False
item54	I find it hard to keep my mind on a task or job.	1 = True; 0 = False
item55	Some of my family have quick tempers.	1 = True; 0 = False
item56	I hate to be interrupted when I am working on something.	1 = True; 0 = False
item57	I have sometimes stayed away from another person because I feared doing or saying something that I might regret afterwards.	1 = True; 0 = False
item58	I get very tense and anxious when I think other people are disapproving of me.	1 = True; 0 = False
item59	The trouble with many people is that they don't take things seriously enough.	1 = True; 0 = False
item60	I have often met people who were supposed to be experts who were no better than I am.	1 = True; 0 = False
item61	I liked school.	1 = True; 0 = False
item62	I think Lincoln was greater than Washington.	1 = True; 0 = False
item63	It is always a good thing to be frank.	1 = True; 0 = False
item64	A windstorm terrifies me.	1 = True; 0 = False
item65	I think I would like the work of a clerk in a large department store.	1 = True; 0 = False
item66	Sometimes I feel like swearing.	1 = True; 0 = False
item67	I never cared much for school.	1 = True; 0 = False

Variable Name	Variable Description	Response Values
item68	I am embarrassed by dirty stories.	1 = True; 0 = False
item69	I would disapprove of anyone drinking to the point of intoxication at a party.	1 = True; 0 = False
item70	Sometimes I cross the street just to avoid meeting someone.	1 = True; 0 = False
item71	I get excited very easily.	1 = True; 0 = False
item72	I used to keep a diary.	1 = True; 0 = False
item73	Maybe some minority groups do get rough treatment, but it's no business of mine.	1 = True; 0 = False
item74	It is very hard for me to tell anyone about myself.	1 = True; 0 = False
item75	We ought to worry about our own country and let the rest of the world take care of itself.	1 = True; 0 = False
item76	I often feel as if the world is just passing me by.	1 = True; 0 = False
item77	When I get bored I like to stir up some excitement.	1 = True; 0 = False
item78	I like to boast about my achievements every now and then.	1 = True; 0 = False
item79	I am afraid of deep water.	1 = True; 0 = False
item80	There have been times when I have been very angry.	1 = True; 0 = False
item81	I must admit I often try to get my own way regardless of what others may want.	1 = True; 0 = False
item82	I think I would like the work of a garage mechanic.	1 = True; 0 = False
item83	I usually feel nervous and ill at ease at a formal dance or party.	1 = True; 0 = False
item84	I have at one time or another in my life tried my hand at writing poetry.	1 = True; 0 = False
item85	I don't like to undertake any project unless I have a pretty good idea as to how it will turn out.	1 = True; 0 = False
item86	Most of the arguments or quarrels I get into are over matters of principle.	1 = True; 0 = False
item87	I like adventure stories better than romantic fiction.	1 = True; 0 = False
item88	I do not like to see people carelessly dressed.	1 = True; 0 = False
item89	I would have been more successful if people had given me a fair chance.	1 = True; 0 = False
item90	As long as people vote at elections they have done their duty as citizens.	1 = True; 0 = False
item91	Sometimes I think of things too bad to talk about.	1 = True; 0 = False
item92	People often expect too much from me.	1 = True; 0 = False
item93	I would do almost anything for a dare.	1 = True; 0 = False
item94	With things going as they are, it's pretty hard to keep up hope of amounting to something.	1 = True; 0 = False
item95	The idea of doing research appeals to me.	1 = True; 0 = False
item96	I take a rather serious attitude towards ethical and moral issues.	1 = True; 0 = False
item97	I would like the job of a foreign correspondent for a newspaper.	1 = True; 0 = False
item98	People today have forgotten how to feel properly ashamed of themselves.	1 = True; 0 = False
item99	I cannot keep my mind on one thing.	1 = True; 0 = False
item100	I prefer a shower to a bathtub.	1 = True; 0 = False

Variable Name	Variable Description	Response Values
item101	I must admit that I often do as little work as I can get by with.	1 = True; 0 = False
item102	I like to be the center of attention.	1 = True; 0 = False
item103	I like to listen to symphony orchestra concerts on the radio.	1 = True; 0 = False
item104	I would like to see a bullfight in Spain.	1 = True; 0 = False
item105	I am fascinated by fire.	1 = True; 0 = False
item106	The average person is not able to appreciate art and music very well.	1 = True; 0 = False
item107	I can be friendly with people who do things which I consider wrong.	1 = True; 0 = False
item108	I have no dread of going into a room by myself where other people are already gathered and are talking.	1 = True; 0 = False
item109	I get pretty discouraged sometimes.	1 = True; 0 = False
item110	The thought of being in a car accident is very frightening to me.	1 = True; 0 = False
item111	When in a group of people I have trouble thinking of the right things to talk about.	1 = True; 0 = False
item112	I set a high standard for myself and I feel others should do the same.	1 = True; 0 = False
item113	School teachers complain a lot about their pay, but it seems to me that they get as much as they deserve.	1 = True; 0 = False
item114	At times I feel like picking a fist fight with someone.	1 = True; 0 = False
item115	Sometimes I have the same dream over and over.	1 = True; 0 = False
item116	It is annoying to listen to lecturers who cannot seem to make up their minds as to what they really believe.	1 = True; 0 = False
item117	I don't blame people for trying to grab all they can get in this world.	1 = True; 0 = False
item118	I believe we are made better by the trials and hardships of life.	1 = True; 0 = False
item119	Planning one's activities in advance is very likely to take most of the fun out of life.	1 = True; 0 = False
item120	I do not always tell the truth.	1 = True; 0 = False
item121	I was a slow learner at school.	1 = True; 0 = False
item122	I like poetry.	1 = True; 0 = False
item123	I think I am stricter about right and wrong than most people.	1 = True; 0 = False
item124	I am likely not to speak to people until they speak to me.	1 = True; 0 = False
item125	There is something wrong with a person who can't take orders without getting angry or resentful.	1 = True; 0 = False
item126	I do not dread seeing a doctor about a sickness or injury.	1 = True; 0 = False
item127	I always try to consider the other person's feelings before I do something.	1 = True; 0 = False
item128	It takes a lot of argument to convince most people of the truth.	1 = True; 0 = False
item129	I think I would like to drive a racing car.	1 = True; 0 = False
item130	Sometimes without any reason or even when things are going wrong I feel excitedly happy, "on top of the world".	1 = True; 0 = False
item131	One of my aims in life is to do something that would make my mother proud of me.	1 = True; 0 = False

Variable Name	Variable Description	Response Values
item132	I fall in and out of love rather easily.	1 = True; 0 = False
item133	I feel as good now as I ever have.	1 = True; 0 = False
item134	It makes me uncomfortable to put on a stunt at a party even when others are doing the same sort of thing.	1 = True; 0 = False
item135	The members of my family were always very close to each other.	1 = True; 0 = False
item136	Most people make friends because friends are likely to be useful to them.	1 = True; 0 = False
item137	It is hard for me to sit still and relax.	1 = True; 0 = False
item138	There are times when I have been discouraged.	1 = True; 0 = False
item139	It is all right to get around the law if you don't actually break it.	1 = True; 0 = False
item140	I enjoy hearing lectures on world affairs.	1 = True; 0 = False
item141	Parents are much too easy on their children nowadays.	1 = True; 0 = False
item142	Most people will use somewhat unfair means to gain profit or an advantage rather than lose it.	1 = True; 0 = False
item143	I like to be with people who play jokes on each other.	1 = True; 0 = False
item144	I am somewhat afraid of the dark.	1 = True; 0 = False
item145	I have a tendency to give up easily when I meet difficult problems.	1 = True; 0 = False
item146	I would like to wear expensive clothes.	1 = True; 0 = False
item147	I certainly feel useless at times.	1 = True; 0 = False
item148	I have often been frightened in the middle of the night.	1 = True; 0 = False
item149	I consider a matter from every standpoint before I make a decision.	1 = True; 0 = False
item150	Criticism or scolding makes me very uncomfortable.	1 = True; 0 = False
item151	I am not the type to be a political leader.	1 = True; 0 = False
item152	I read at least ten books a year.	1 = True; 0 = False
item153	If I am not feeling well I am somewhat cross and irritable.	1 = True; 0 = False
item154	My parents never really understood me.	1 = True; 0 = False
item155	People should adapt their ideas and behavior to the group that happens to be with them at the time.	1 = True; 0 = False
item156	I hardly ever get excited or thrilled.	1 = True; 0 = False
item157	I have the wanderlust and am never happy unless I am roaming or traveling about.	1 = True; 0 = False
item158	I would fight if someone tried to take my rights away.	1 = True; 0 = False
item159	I feel nervous if I have to meet a lot of people.	1 = True; 0 = False
item160	I would like to hear a great singer in an opera.	1 = True; 0 = False
item161	I am sometimes cross and irritable without any good reason.	1 = True; 0 = False
item162	Every citizen should take the time to find out about national affairs, even if it means giving up some personal pleasures.	1 = True; 0 = False
item163	I like parties and socials.	1 = True; 0 = False
item164	My parents have often disapproved of my friends.	1 = True; 0 = False
item165	I do not mind taking orders and being told what to do.	1 = True; 0 = False
item166	In school I always looked far ahead in planning what courses to take.	1 = True; 0 = False
item167	I should like to belong to several clubs or lodges.	1 = True; 0 = False

Variable Name	Variable Description	Response Values
item168	My home life was always happy.	1 = True; 0 = False
item169	Teachers often expect too much work from their students.	1 = True; 0 = False
item170	I often act on the spur of the moment without stopping to think.	1 = True; 0 = False
item171	I think I could do better than most of the present politicians if I were in office.	1 = True; 0 = False
item172	I do not have a great fear of snakes.	1 = True; 0 = False
item173	My way of doing things is apt to be misunderstood by others.	1 = True; 0 = False
item174	I never make judgments about people until I am sure of the facts.	1 = True; 0 = False
item175	I must admit that people sometimes disappoint me.	1 = True; 0 = False
item176	I commonly wonder what hidden reason another person may have for doing something nice for me.	1 = True; 0 = False
item177	I am certainly lacking in self-confidence.	1 = True; 0 = False
item178	Most people are secretly pleased when someone else gets into trouble.	1 = True; 0 = False
item179	When I work on a committee I like to take charge of things.	1 = True; 0 = False
item180	My parents have generally let me make my own decisions.	1 = True; 0 = False
item181	I always tried to get the best school grades that I could.	1 = True; 0 = False
item182	I would rather go without something than ask for a favor.	1 = True; 0 = False
item183	Sometimes I feel as if I must injure either myself or someone else.	1 = True; 0 = False
item184	I have had more than my share of things to worry about.	1 = True; 0 = False
item185	I often do whatever makes me feel cheerful here and now, even at the cost of some distant goal.	1 = True; 0 = False
item186	I usually don't like to talk much unless I am with people I know very well	1 = True; 0 = False
item187	I am inclined to take things hard.	1 = True; 0 = False
item188	I am quite often not in on the gossip and talk of the group I belong to.	1 = True; 0 = False
item189	In school my marks for conduct were quite regularly bad.	1 = True; 0 = False
item190	Only a fool would ever vote to increase his own taxes.	1 = True; 0 = False
item191	I can remember "playing sick" to get out of something.	1 = True; 0 = False
item192	When I meet a stranger I often think that he or she is better than I am.	1 = True; 0 = False
item193	I would be ashamed not to use my privilege of voting.	1 = True; 0 = False
item194	I like to keep people guessing what I'm going to do next.	1 = True; 0 = False
item195	The most important things to me are my duties to my job and to other people.	1 = True; 0 = False
item196	I think I would like to fight in a boxing match sometime.	1 = True; 0 = False
item197	Once in a while I laugh at a dirty joke.	1 = True; 0 = False
item198	Before I do something I try to consider how my friends will react to it.	1 = True; 0 = False
item199	I would like to be a soldier.	1 = True; 0 = False
item200	In a group of people I would not be embarrassed to be called upon to start a discussion or give an opinion about something I know well.	1 = True; 0 = False

Variable Name	Variable Description	Response Values
item201	If I saw some children hurting another child, I am sure I would try to make them stop.	1 = True; 0 = False
item202	If given the chance I would make a good leader of people.	1 = True; 0 = False
item203	When things go wrong I sometimes blame the other person.	1 = True; 0 = False
item204	I like to plan a home study schedule and then follow it.	1 = True; 0 = False
item205	I enjoy a race or game better when I bet on it.	1 = True; 0 = False
item206	I have often found people jealous of my good ideas, just because they have not thought of them first.	1 = True; 0 = False
item207	Sometimes at elections I vote for candidates about whom I know very little.	1 = True; 0 = False
item208	I like to go to parties and other affairs where there is lots of loud fun.	1 = True; 0 = False
item209	Most people are honest chiefly through fear of being caught.	1 = True; 0 = False
item210	I very much like hunting.	1 = True; 0 = False
item211	I have frequently found myself, when alone, pondering such abstract problems as free will, evil, etc.	1 = True; 0 = False
item212	I have never been in trouble with the law.	1 = True; 0 = False
item213	It makes me angry when I hear of someone who has been wrongly prevented from voting.	1 = True; 0 = False
item214	In school I was sometimes sent to the principal because I had misbehaved.	1 = True; 0 = False
item215	I would like to write a technical book.	1 = True; 0 = False
item216	At times I have worn myself out by undertaking too much.	1 = True; 0 = False
item217	I think I would like the work of a librarian.	1 = True; 0 = False
item218	I love to go to dances.	1 = True; 0 = False
item219	Most people inwardly dislike putting themselves out to help other people.	1 = True; 0 = False
item220	I feel uneasy indoors.	1 = True; 0 = False
item221	People have a real duty to take care of their aged parents, even if it means making some pretty big sacrifices.	1 = True; 0 = False
item222	I would like to belong to a discussion and study club.	1 = True; 0 = False
item223	I keep out of trouble at all costs.	1 = True; 0 = False
item224	I usually expect to succeed in things I do.	1 = True; 0 = False
item225	People pretend to care more about one another than they really do.	1 = True; 0 = False
item226	People seem naturally to turn to me when decisions have to be made.	1 = True; 0 = False
item227	It is hard for me to find anything to talk about when I meet a new person.	1 = True; 0 = False
item228	I like to read about history.	1 = True; 0 = False
item229	I much prefer symmetry to asymmetry.	1 = True; 0 = False
item230	I would rather be a steady and dependable worker than a brilliant but unstable one.	1 = True; 0 = False
item231	I am apt to show off in some way if I get the chance.	1 = True; 0 = False
item232	Sometimes I feel that I am about to go to pieces.	1 = True; 0 = False
item233	People don't need to worry about others if only they look after themselves.	1 = True; 0 = False

Variable Name	Variable Description	Response Values
item234	We ought to pay our elected officials better than we do.	1 = True; 0 = False
item235	I can honestly say that I do not really mind paying taxes because I feel that's one of the things I can do for what I get from the community	1 = True; 0 = False
item236	I am so touchy on some subjects that I can't talk about them.	1 = True; 0 = False
item237	The future is too uncertain for a person to make serious plans.	1 = True; 0 = False
item238	Sometimes I just can't seem to get going.	1 = True; 0 = False
item239	I like to talk before groups of people.	1 = True; 0 = False
item240	I would like to be a nurse.	1 = True; 0 = False
item241	The person who provides temptation by leaving valuable property unprotected is about as much to blame for its theft as the one who steals it.	1 = True; 0 = False
item242	I am a good mixer.	1 = True; 0 = False
item243	I am often bothered by useless thoughts which keep running through my mind.	1 = True; 0 = False
item244	If I were a reporter I would like very much to report news of the theatre.	1 = True; 0 = False
item245	Most of the time I feel happy.	1 = True; 0 = False
item246	I like to plan out my activities in advance.	1 = True; 0 = False
item247	From time to time I like to get completely away from work and anything that reminds me of it.	1 = True; 0 = False
item248	I must admit that I have a bad temper, once I get angry.	1 = True; 0 = False
item249	I like mechanics magazines.	1 = True; 0 = False
item250	I must admit I find it very hard to work under strict rules and regulations.	1 = True; 0 = False
item251	I like large, noisy parties.	1 = True; 0 = False
item252	I sometimes feel that I am a burden to others.	1 = True; 0 = False
item253	When prices are forced up you can't blame someone for taking advantage of the situation	1 = True; 0 = False
item254	I have never deliberately told a lie.	1 = True; 0 = False
item255	Only a fool would try to change our American way of life.	1 = True; 0 = False
item256	I want to be an important person in the community.	1 = True; 0 = False
item257	I often feel as though I have done something wrong or wicked.	1 = True; 0 = False
item258	In school I found it very hard to talk in front of the class.	1 = True; 0 = False
item259	I usually feel that life is worthwhile.	1 = True; 0 = False
item260	I always try to do at least a little better than what is expected of me.	1 = True; 0 = False
item261	We ought to let Europe get out of its own mess, it made its bed, let it lie in it.	1 = True; 0 = False
item262	There have been a few times when I have been very mean to another person.	1 = True; 0 = False
item263	Lawbreakers are almost always caught and punished.	1 = True; 0 = False
item264	I would be very unhappy if I was not successful at something I had seriously started to do.	1 = True; 0 = False
item265	I dread the thought of an earthquake.	1 = True; 0 = False
item266	I think most people would lie to get ahead.	1 = True; 0 = False

Variable Name	Variable Description	Response Values
item267	I am a better talker than a listener.	1 = True; 0 = False
item268	At times I have been very anxious to get away from my family.	1 = True; 0 = False
item269	I like science.	1 = True; 0 = False
item270	I often lose my temper.	1 = True; 0 = False
item271	My parents were always very strict and stern with me.	1 = True; 0 = False
item272	I must admit I feel sort of scared when I move to a strange place.	1 = True; 0 = False
item273	I am bothered by people outside, on streetcars, in stores, etc, watching me.	1 = True; 0 = False
item274	I'm pretty sure I know how we can settle the international problems we face today.	1 = True; 0 = False
item275	Sometimes I rather enjoy going against the rules and doing things I'm not supposed to do.	1 = True; 0 = False
item276	I have very few quarrels with my family.	1 = True; 0 = False
item277	I have no fear of water.	1 = True; 0 = False
item278	If I get too much change in a shop I always give it back.	1 = True; 0 = False
item279	I often get disgusted with myself.	1 = True; 0 = False
item280	I enjoy many different kinds of play and recreation.	1 = True; 0 = False
item281	Society owes more to people in business and manufacturing than it does to the artist and the professor.	1 = True; 0 = False
item282	Almost every day something happens to frighten me.	1 = True; 0 = False
item283	I like to read about science.	1 = True; 0 = False
item284	It is hard for me to act naturally when I am with new people.	1 = True; 0 = False
item285	I refuse to play some games because I am not good at them.	1 = True; 0 = False
item286	I have never done anything dangerous for the thrill of it.	1 = True; 0 = False
item287	I think I would like to belong to a singing club.	1 = True; 0 = False
item288	As a child I was suspended from school one or more times for disciplinary reasons.	1 = True; 0 = False
item289	There have been times when I have worried a lot about something that was not really important.	1 = True; 0 = False
item290	I must admit I am a high-strung person.	1 = True; 0 = False
item291	I think I would like to belong to a motorcycle club.	1 = True; 0 = False
item292	I used to like it very much when one of my essays was read to the class at school.	1 = True; 0 = False
item293	Every now and then I get into a bad mood, and no one can do anything to please me.	1 = True; 0 = False
item294	I feel that I have often been punished without cause.	1 = True; 0 = False
item295	I would be willing to give money myself in order to right a wrong, even though I was not mixed up in it in the first place.	1 = True; 0 = False
item296	I would like to be an actor on the stage or in films.	1 = True; 0 = False
item297	At times I have a strong urge to do something harmful or shocking.	1 = True; 0 = False
item298	I get rather annoyed with writers who go out of their way to use strange and unusual words.	1 = True; 0 = False
item299	I don't seem to care what happens to me.	1 = True; 0 = False

Variable Name	Variable Description	Response Values
item300	Police cars should be specially marked so that you can always see them coming.	1 = True; 0 = False
item301	I am afraid to be alone in the dark.	1 = True; 0 = False
item302	I have often gone against my parents' wishes.	1 = True; 0 = False
item303	We should cut down on our use of oil, if necessary, so that there will be plenty left for the people fifty or a hundred years from now.	1 = True; 0 = False
item304	When the community makes a decision, it is up to a person to help carry it out even if he or she had been against it.	1 = True; 0 = False
item305	I often wish people would be more definite about things.	1 = True; 0 = False
item306	I have nightmares every few nights.	1 = True; 0 = False
item307	If I am driving a car, I try to keep others from passing me.	1 = True; 0 = False
item308	I must admit it would bother me to put a worm on a fish hook.	1 = True; 0 = False
item309	I have been afraid of things or people that I knew could not hurt me.	1 = True; 0 = False
item310	I would rather have people dislike me than look down on me.	1 = True; 0 = False
item311	I cannot do anything well.	1 = True; 0 = False
item312	Anyone who is able and willing to work hard has a good chance of succeeding.	1 = True; 0 = False
item313	I dislike having to talk in front of a group of people.	1 = True; 0 = False
item314	I must admit I try to see what others think before I take a stand.	1 = True; 0 = False
item315	People who have no children should not have to pay for education through taxes.	1 = True; 0 = False
item316	My parents wanted me to "make good" in the world.	1 = True; 0 = False
item317	I often think about how I look and what impression I am making upon others.	1 = True; 0 = False
item318	When I was a child I didn't care to be a member of a crowd or gang.	1 = True; 0 = False
item319	In a group, I usually take the responsibility for getting people introduced.	1 = True; 0 = False
item320	I would be willing to describe myself as a pretty "strong" personality.	1 = True; 0 = False
item321	I almost never go to sleep.	1 = True; 0 = False
item322	I do not like to loan my things to people who are careless in the way they take care of them.	1 = True; 0 = False
item323	I work under a great deal of tension.	1 = True; 0 = False
item324	Voting is nothing but a nuisance.	1 = True; 0 = False
item325	When I am feeling very happy and active, someone who is unhappy or low will spoil it all.	1 = True; 0 = False
item326	I am a very ticklish person.	1 = True; 0 = False
item327	I find it easy to "drop" or "break with" a friend.	1 = True; 0 = False
item328	I find a well-ordered mode of life with regular hours is congenial to my temperament.	1 = True; 0 = False
item329	It is hard for me to sympathize with someone who is always doubting and unsure about things.	1 = True; 0 = False
item330	Everything tastes the same.	1 = True; 0 = False

Variable Name	Variable Description	Response Values
item331	I often start things I never finish.	1 = True; 0 = False
item332	I could be perfectly happy without a single friend.	1 = True; 0 = False
item333	Education is more important than most people think.	1 = True; 0 = False
item334	I get nervous when I have to ask someone for a job.	1 = True; 0 = False
item335	There are times when I act like a coward.	1 = True; 0 = False
item336	Sometimes I used to feel that I would like to leave home.	1 = True; 0 = False
item337	My family has objected to the kind of work I do, or plan to do.	1 = True; 0 = False
item338	I never worry about my looks.	1 = True; 0 = False
item339	At times I think I am no good at all.	1 = True; 0 = False
item340	I like to eat my meals quickly and not spend a lot of time at the table talking to people about this and that.	1 = True; 0 = False
item341	My people treat me more like a child than a grown-up.	1 = True; 0 = False
item342	I must admit that it makes me angry when other people interfere with my daily activity.	1 = True; 0 = False
item343	In school most teachers treated me fairly and honestly.	1 = True; 0 = False
item344	I am made nervous by certain animals.	1 = True; 0 = False
item345	I go out of my way to meet trouble rather than try to escape it.	1 = True; 0 = False
item346	I must admit I am a pretty fair talker.	1 = True; 0 = False
item347	If people don't get a few lucky breaks in life it just means that they haven't been keeping their eyes open.	1 = True; 0 = False
item348	I usually try to do what is expected of me, and avoid criticism.	1 = True; 0 = False
item349	If a person is clever enough to cheat someone out of a large sum of money, he or she should be allowed to keep it.	1 = True; 0 = False
item350	People should not be expected to do anything for their community unless they are paid for it.	1 = True; 0 = False
item351	Some of my family have habits that bother and annoy me very much.	1 = True; 0 = False
item352	I must admit I have no great desire to learn new things.	1 = True; 0 = False
item353	No one seems to understand me.	1 = True; 0 = False
item354	A strong person will be able to make up his or her mind even on the most difficult questions.	1 = True; 0 = False
item355	I have strong political opinions.	1 = True; 0 = False
item356	There seems to be a lump in my throat much of the time.	1 = True; 0 = False
item357	I sometimes feel that I do not deserve as good a life as I have.	1 = True; 0 = False
item358	I dream frequently about things that are best kept to myself.	1 = True; 0 = False
item359	I think I am usually a leader in my group.	1 = True; 0 = False
item360	It is impossible for an honest person to get ahead in the world.	1 = True; 0 = False
item361	I like to have a place for everything and everything in its place.	1 = True; 0 = False
item362	I have more trouble concentrating than others seem to have.	1 = True; 0 = False

Variable Name	Variable Description	Response Values
item363	I don't like to work on a problem unless there is a possibility of coming out with a clear-cut and unambiguous answer.	1 = True; 0 = False
item364	It bothers me when something unexpected interrupts my daily routine.	1 = True; 0 = False
item365	The future seems hopeless to me.	1 = True; 0 = False
item366	I never seem to get hungry.	1 = True; 0 = False
item367	My home life was always very pleasant.	1 = True; 0 = False
item368	I feel that I would be a much better person if I could gain more understanding of myself.	1 = True; 0 = False
item369	I seem to do things that I regret more often than other people do.	1 = True; 0 = False
item370	Disobedience to any government is never justified.	1 = True; 0 = False
item371	I can't really enjoy a rest or holiday unless I have earned it by some hard work.	1 = True; 0 = False
item372	I have reason for feeling jealous of one or more members of my family.	1 = True; 0 = False
item373	My table manners are not quite as good at home as when I am out in company.	1 = True; 0 = False
item374	I would never go out of my way to help another person if it meant giving up some personal pleasure.	1 = True; 0 = False
item375	There are certain people whom I dislike so much that I am inwardly pleased when they get into trouble for something they have done.	1 = True; 0 = False
item376	I enjoy planning things, and deciding what each person should do.	1 = True; 0 = False
item377	I sometimes tease animals.	1 = True; 0 = False
item378	I doubt if anyone is really happy.	1 = True; 0 = False
item379	I would rather not have very much responsibility for other people.	1 = True; 0 = False
item380	I am known as a hard and steady worker.	1 = True; 0 = False
item381	A person is better off not to trust anyone.	1 = True; 0 = False
item382	Success is a matter of will power.	1 = True; 0 = False
item383	I usually have to stop and think before I act even in trifling matters.	1 = True; 0 = False
item384	Most people would be better off if they never went to school at all.	1 = True; 0 = False
item385	It is pretty easy for people to win arguments with me.	1 = True; 0 = False
item386	I know who is responsible for most of my troubles.	1 = True; 0 = False
item387	I don't like things to be uncertain and unpredictable.	1 = True; 0 = False
item388	When I am cornered I tell that portion of the truth which is not likely to hurt me.	1 = True; 0 = False
item389	I get pretty discouraged with the law when a clever lawyer gets a criminal free.	1 = True; 0 = False
item390	I have not lived the right kind of life.	1 = True; 0 = False
item391	I am quite a fast reader.	1 = True; 0 = False
item392	I daydream very little.	1 = True; 0 = False
item393	People who seem unsure and uncertain about things make me feel uncomfortable.	1 = True; 0 = False
item394	Even when I have got into trouble I was usually trying to do the right thing.	1 = True; 0 = False

Variable Name	Variable Description	Response Values
item395	It is very important to me to have enough friends and social life.	1 = True; 0 = False
item396	I sometimes wanted to run away from home.	1 = True; 0 = False
item397	Once I have my mind made up I seldom change it.	1 = True; 0 = False
item398	Life usually hands me a pretty raw deal.	1 = True; 0 = False
item399	At times I have been so entertained by the cleverness of a crook that I have hoped he would get away with it.	1 = True; 0 = False
item400	I have a good appetite.	1 = True; 0 = False
item401	Most young people get too much education.	1 = True; 0 = False
item402	My sleep is fitful and disturbed.	1 = True; 0 = False
item403	I have a natural talent for influencing people.	1 = True; 0 = False
item404	I am in favor of a very strict enforcement of all laws, no matter what the consequences.	1 = True; 0 = False
item405	People often talk about me behind my back.	1 = True; 0 = False
item406	I have one or more bad habits which are so strong that it is no use fighting against them.	1 = True; 0 = False
item407	I had my own way as a child.	1 = True; 0 = False
item408	I always see to it that my work is carefully planned and organized.	1 = True; 0 = False
item409	I would never play cards for money with a stranger.	1 = True; 0 = False
item410	I regard the right to speak my mind as very important.	1 = True; 0 = False
item411	Strong people do not show their emotions and feelings.	1 = True; 0 = False
item412	I like to give orders and get things moving.	1 = True; 0 = False
item413	I get all the sympathy I should.	1 = True; 0 = False
item414	I do not read every editorial in the newspaper every day.	1 = True; 0 = False
item415	I have felt embarrassed over the type of work that one or more members of my family have done.	1 = True; 0 = False
item416	I don't think I'm quite as happy as others seem to be.	1 = True; 0 = False
item417	Any job is all right with me, so long as it pays well.	1 = True; 0 = False
item418	I am embarrassed with people I do not know well.	1 = True; 0 = False
item419	Even though I am sure I am in the right, I usually give in because it is foolish to cause trouble.	1 = True; 0 = False
item420	I used to steal sometimes when I was a youngster.	1 = True; 0 = False
item421	I don't really care whether people like me or dislike me.	1 = True; 0 = False
item422	I feel like giving up quickly when things go wrong.	1 = True; 0 = False
item423	If people had not had it in for me I would have been much more successful.	1 = True; 0 = False
item424	The one to whom I was most attached and whom I most admired as a child was a woman (mother, sister, aunt, or other woman).	1 = True; 0 = False
item425	I have often felt guilty because I have pretended to feel more sorry about something than I really was.	1 = True; 0 = False
item426	I get tired more easily than other people seem to.	1 = True; 0 = False
item427	I would be uncomfortable in anything other than fairly conventional dress.	1 = True; 0 = False
item428	My home as a child was less peaceful and quiet than those of most other people.	1 = True; 0 = False
item429	Even the idea of giving a talk in public makes me afraid.	1 = True; 0 = False
item430	The things some of my family have done have frightened me.	1 = True; 0 = False

Variable Name	Variable Description	Response Values
item431	As a child in school I used to give the teachers lots of trouble.	1 = True; 0 = False
item432	I am not afraid of picking up a disease or germs from doorknobs.	1 = True; 0 = False
Item433	It is more important that a father be kind than successful.	1 = True; 0 = False
Item434	It seems that people used to have more fun than they do now.	1 = True; 0 = False

CPI™ 434 Scales

Variable Name	Variable Description	Response Values
Fakegood_434	Possibility of positive bias	1 = possible positive bias; 0 = no apparent positive bias
Fakebad_434	Possibility of negative bias	1 = possible negative bias; 0 = no apparent negative bias
Random_434	Possibility of random responding	1 = possible random responding; 0 = no apparent random responding
Type_434	Lifestyle type	1 = Implementer (Alpha); 2 = Supporter (Beta); 3 = Innovator (Gamma); 4 = Visualizer (Delta)
N_MISS_434	Number of omitted items	Numeric
Level_434	Level of satisfaction in living	Range from 1 (Low) to 7 (High)
raw434Do	Dominance raw score	
raw434Cs	Capacity for Status raw score	
raw434Sy	Sociability raw score	
raw434Sp	Social Presence raw score	
raw434Sa	Self-Acceptance raw score	
raw434In	Independence raw score	
raw434Em	Empathy raw score	
raw434Re	Responsibility raw score	
raw434So	Socialization raw score	
raw434Sc	Self-Control raw score	
raw434Gi	Good Impression raw score	
raw434Cm	Communality raw score	
raw434Wb	Well-Being raw score	
raw434To	Tolerance raw score	
raw434Ac	Achievement via Conformance raw score	
raw434Ai	Achievement via Independence raw score	
raw434Ie	Intellectual Efficiency raw score	
raw434Py	Psychological-Mindedness raw score	
raw434Fx	Flexibility raw score	
raw434FM	Femininity/Masculinity raw score	
raw434v1	Vector 1 raw score	
raw434v2	Vector 2 raw score	
raw434v3	Vector 3 raw score	
raw434Mp	Managerial Potential raw score	
raw434Wo	Work Orientation raw score	
raw434Ct	Creative Temperament raw score	
raw434Lp	Leadership raw score	
raw434Ami	Amicability raw score	
raw434Leo	Law Enforcement Orientation raw score	
raw434Tm	Tough-mindedness raw score	
Combined_Do434	Dominance standard scale score	See CPI Manual p. 76
Combined_Cs434	Capacity for Status standard scale score	See CPI Manual p. 80

Variable Name	Variable Description	Response Values
Combined_Sy434	Sociability standard scale score	See CPI Manual p. 83
Combined_Sp434	Social Presence standard scale score	See CPI Manual p. 86
Combined_Sa434	Self-Acceptance standard scale score	See CPI Manual p. 90
Combined_In434	Independence standard scale score	See CPI Manual p. 95
Combined_Em434	Empathy standard scale score	See CPI Manual p. 98
Combined_Re434	Responsibility standard scale score	See CPI Manual p. 103
Combined_So434	Socialization standard scale score	See CPI Manual p. 106
Combined_Sc434	Self-Control standard scale score	See CPI Manual p. 111
Combined_Gi434	Good Impression standard scale score	See CPI Manual p. 115
Combined_Cm434	Communality standard scale score	See CPI Manual p. 118
Combined_Wb434	Well-Being standard scale score	See CPI Manual p. 121
Combined_to434	Tolerance standard scale score	See CPI Manual p. 124
Combined_Ac434	Achievement via Conformance standard scale score	See CPI Manual p. 128
Combined_Ai434	Achievement via Independence standard scale score	See CPI Manual p. 132
Combined_Ie434	Intellectual Efficiency standard scale score	See CPI Manual p. 135
Combined_Py434	Psychological-Mindedness standard scale score	See CPI Manual p. 139
Combined_Fx434	Flexibility standard scale score	See CPI Manual p. 143
Combined_FM434	Femininity/Masculinity standard scale score	See CPI Manual p. 146
Combined_v1434	Vector 1 standard scale score	See CPI Manual p. 21
Combined_v2434	Vector 2 standard scale score	See CPI Manual p. 24
Combined_v3434	Vector 3 standard scale score	See CPI Manual p. 29
Combined_Mp434	Managerial Potential standard scale score	See CPI Manual p. 175
Combined_Wo434	Work Orientation standard scale score	See CPI Manual p. 175
Combined_Ct434	Creative Temperament standard scale score	See CPI Manual p. 176
Combined_Lp434	Leadership standard scale score	See CPI Manual p. 176
Combined_Ami434	Amicability standard scale score	See CPI Manual p. 176
Combined_Leo434	Law Enforcement Orientation standard scale score	See CPI Manual p. 176
Combined_Tm434	Tough-mindedness standard scale score	See CPI Manual p. 176

Appendix A – Country List

For variables:

COUNTRY_ORIGIN

COUNTRY_RESIDENCE

Code	Country	Code	Country	Code	Country
US	United States	CO	Colombia	IN	India
GB	United Kingdom	CG	Congo Republic of	ID	Indonesia
CA	Canada	CK	Cook Islands	IR	Iran
AF	Afghanistan	CR	Costa Rica	IQ	Iraq
AL	Albania	HR	Croatia	IE	Ireland Republic of
DZ	Algeria	CU	Cuba	IL	Israel
AS	American Samoa	CB	Curacao	IT	Italy
AD	Andorra	CY	Cyprus	CI	Ivory Coast
AO	Angola	CZ	Czech Republic	JM	Jamaica
AI	Anguilla	DK	Denmark	JP	Japan
AG	Antigua	DJ	Djibouti	JO	Jordan
AR	Argentina	DM	Dominica	KZ	Kazakhstan
AM	Armenia	DO	Dominican Republic	KE	Kenya
AW	Aruba	EC	Ecuador	KI	Kiribati
AU	Australia	EG	Egypt	KW	Kuwait
AZ	Azerbaijan	SV	El Salvador	KG	Kyrgyzstan
AP	Azores	EN	England	LA	Laos
BU	Bahamas	GQ	Equatorial Guinea	LV	Latvia
BI	Bahrain	ER	Eritrea	LB	Lebanon
BE	Bangladesh	EE	Estonia	LS	Lesotho
BD	Barbados	ET	Ethiopia	LR	Liberia
BB	Barbuda	FO	Faeroe Islands	LY	Libya
BY	Belarus	FK	Falkland Islands	LI	Liechtenstein
BF	Belgium	FJ	Fiji	LT	Lithuania
BZ	Belize	FT	Finland	LU	Luxembourg
BL	Benin	FR	France	MO	Macau
BN	Bermuda	GF	French Guiana	MK	Macedonia
BT	Bhutan	PF	French Polynesia	MG	Madagascar
BR	Bolivia	GA	Gabon	ME	Madeira
BM	Bonaire	GM	Gambia	MW	Malawi
BA	Bosnia	GE	Georgia	MY	Malaysia
BW	Botswana	DE	Germany	MV	Maldives
BS	Brazil	GH	Ghana	ML	Mali
VG	British Virgin Islands	GI	Gibraltar	MT	Malta
BO	Brunei	GR	Greece	MH	Marshall Islands
BH	Bulgaria	GL	Greenland	MQ	Martinique
BG	Burkina Faso	GD	Grenada	MR	Mauritania
BJ	Burundi	GP	Guadeloupe	MU	Mauritius
KH	Cambodia	GU	Guam	MX	Mexico
CM	Cameroon	GT	Guatemala	FM	Micronesia Federated States of
IC	Canary Islands	GN	Guinea	MD	Moldova
CV	Cape Verde	GW	Guinea-Bissau	MC	Monaco
KY	Cayman Islands	GY	Guyana	MN	Mongolia
CF	Central African Republic	HT	Haiti	MS	Montserrat
TD	Chad	HN	Honduras	MA	Morocco
CD	Channel Islands	HK	Hong Kong	MZ	Mozambique
CL	Chile	HU	Hungary	MM	Myanmar
CN	China Peoples Republic of	IS	Iceland	NA	Namibia

Code	Country	Code	Country	Code	Country
NP	Nepal	SF	Scotland	TJ	Tajikistan
NL	Netherlands	SN	Senegal	TZ	Tanzania
AN	Netherlands Antilles	RS	Serbia	TH	Thailand
KN	Nevis	SC	Seychelles	TI	Tinian
NC	New Caledonia	SL	Sierra Leone	TG	Togo
NZ	New Zealand	SG	Singapore	TO	Tonga
NI	Nicaragua	SK	Slovakia	TL	Tortola
NE	Niger	SI	Slovenia	TT	Trinidad & Tobago
NG	Nigeria	SB	Solomon Islands	TN	Tunisia
NF	Norfolk Island	SO	Somalia	TR	Turkey
NB	Northern Ireland	ZA	South Africa	TM	Turkmenistan
MP	Northern Mariana Islands	KR	South Korea	TC	Turks and Caicos Islands
NO	Norway	ES	Spain	TV	Tuvalu
OM	Oman	LK	Sri Lanka	VI	U.S. Virgin Islands
PK	Pakistan	NT	St. Barthelemy	UG	Uganda
PW	Palau	SW	St. Christopher	UA	Ukraine
PA	Panama	SX	St. Croix	UI	Union Island
PG	Papua New Guinea	EU	St. Eustatius	AE	United Arab Emirates
PY	Paraguay	UV	St. John	UY	Uruguay
PE	Peru	SD	St. Kitts	UZ	Uzbekistan
PH	Philippines	LC	St. Lucia	VU	Vanuatu
PL	Poland	MB	St. Maarten	VE	Venezuela
PT	Portugal	TB	St. Martin	VN	Vietnam
PR	Puerto Rico	VL	St. Thomas	VR	Virgin Gorda
QA	Qatar	VC	St. Vincent & the Grenadines	WK	Wake Island
RE	Reunion	SD	Sudan	WL	Wales
RO	Romania	SR	Suriname	WF	Wallis and Futuna Islands
RT	Rota	SZ	Swaziland	WS	Western Samoa
RU	Russia	SE	Sweden	YE	Yemen Republic of
RW	Rwanda	CH	Switzerland	YU	Yugoslavia Federal Republic of
SS	Saba	SY	Syria	ZR	Zaire Democratic Republic of
SM	San Marino	TA	Tahiti	ZM	Zambia
SA	Saudi Arabia	TW	Taiwan	ZW	Zimbabwe

Appendix B – Educational Major List

Major	Code	Major	Code
Accounting	1	Machine Technology	47
Administration	2	Management	48
Advertising	3	Marketing	49
Agriculture	4	Mathematics	50
Anthropology	5	Medical Technology	51
Applied Art and Design	6	Military Studies	52
Archaeology	7	Performance and Fine Arts	53
Architecture	8	Philosophy	54
Astronomy	9	Physics	55
Automotive Technology	10	Plumbing	56
Aviation Technology	11	Political Science	57
Biological Science	12	Printing	58
Broadcasting and Film	13	Psychology	59
Carpentry	14	Religion and Theology	60
Chemistry	15	Rehabilitation Counseling & Services	77
Child Care	16	Social Work	61
Coaching	17	Sociology	62
Communications	18	Statistics	63
Computer and Information Sciences	19	Student Counseling & Personnel Services	64
Computer Technology	20	Telecommunications Technology	65
Construction	21	Tool and Die Technology	66
Cosmetology	22	Urban and Regional Planning	67
Culinary Arts	23	Welding	68
Cultural and Foreign Studies	24	Women's Studies	69
Drafting and Technical Drawing	25	Word-processing	70
Earth, Atmospheric, and Marine Sciences	26	Other Humanities & Liberal Arts	71
Economics	27	Other Physical Sciences	72
Education	28	Other Social Sciences	73
Electronic Technology	29	Other Vocational and Technical Studies	74
Engineering	30	Other	75
Fashion Design and Textiles	31		
Finance	32		
Fire Science	33		
Foreign Languages	34		
Geography	35		
Health and Medical Science	36		
Heating and Refrigeration	37		
History	38		
Industrial Maintenance	39		
International Business	40		
Journalism	41		
Land Surveying	42		
Law	43		
Law Enforcement & Protective Services	44		
Library Science	45		
Literature	46		

Appendix C – Values of Occupation Category Questions

For variables:

CURRENT_OCCUPATION_CATEGORY

NEW_OCCUPATION_CATEGORY

VOC_OCCUPATION_CATEGORY

Value	Occupation Category
1	Business and financial operations
2	Computer and mathematical occupations
3	Architecture and engineering
4	Life, physical, and social sciences
5	Community and social services
6	Legal
7	Education, training, and library occupations
8	Arts, design, entertainment, sports, and media
9	Healthcare practitioner and technical occupations
10	Healthcare support occupations
11	Protective services
12	Food preparation and food service
13	Building and grounds cleaning and maintenance
14	Personal care and personal service
15	Sales and related occupations
16	Office and administrative support
17	Farming, fishing, and forestry
18	Construction and extraction occupations
19	Installation, maintenance, and repair occupations
20	Production occupations
21	Transportation and materials moving
22	Military specific occupations

Appendix D – Values of Occupation Title Questions

For variables:

CURRENT_OCCUPATION_TITLE

NEW_OCCUPATION_TITLE

VOC_OCCUPATION_TITLE

Value	Occupation Title
11300000	Sole proprietor
11110110	Top executive
11110210	General or operations manager
11120210	Marketing manager
11120220	Sales manager
11120310	Public relations manager
11130110	Administrative services manager
11130310	Financial manager
11130400	Human resources manager
11130410	Compensation and benefits manager
11130420	Training and development manager
11130610	Purchasing manager
11191410	Property, real estate, or community association manager
11310000	Supervisor of business or financial operations workers
11310110	Agent or business manager of artists, performers, or athletes
11310210	Farm products purchasing agent
11310220	Wholesale or retail buyer
11310230	Purchasing agent
11310311	Claims examiner
11310312	Insurance adjuster, examiner, or investigator
11310320	Auto damage insurance appraiser
11310410	Compliance officer
11310411	Environmental compliance inspector
11310412	Licensing examiner or inspector
11310413	Equal opportunity representative or officer
11310414	Government property inspector or investigator
11310510	Cost estimator
11310610	Emergency management specialist
11310711	Employment training specialist
11310712	Recruiter, employment or placement specialist
11310713	Employment interviewer
11310720	Compensation, benefits, or job analysis specialist
11310730	Training and development specialist
11310799	Human resources or labor relations specialist
11310810	Logistician
11311110	Management analyst
11311210	Meeting or convention planner
11311999	Other business operations specialist
11320111	Accountant
11320112	Auditor
11320210	Real estate appraiser or assessor
11320310	Budget analyst
11320410	Credit analyst
11320510	Financial analyst
11320520	Personal financial advisor
11320530	Underwriter

Value	Occupation Title
11320610	Financial examiner
11320710	Loan counselor
11320720	Loan officer
11320810	Tax examiner or revenue agent
11320820	Tax preparer
11399999	Other
21500000	Sole proprietor
21110110	Top executive
21510110	Computer or information systems scientist
21510210	Computer programmer
21510310	Computer application software engineer
21510320	Computer systems software engineer
21510410	Computer support specialist
21510510	Computer systems analyst
21510610	Database administrator
21510710	Network systems administrator
21510711	Computer security specialist
21510810	Network systems or data communications analyst
21510999	Other computer specialist
21520110	Actuary
21520210	Mathematician
21520310	Operations research analyst
21520410	Statistician
21520910	Mathematical technician
21530001	Manager of computer or mathematical workers
21530002	Supervisor of computer or mathematical workers
21530210	Computer or information systems manager
21599999	Other
31700000	Sole proprietor
31110110	Top executive
31190411	Manager of engineers
31190412	Manager of architects
31710001	Supervisor of engineers
31710002	Supervisor of architects
31710110	Architect
31710120	Landscape architect
31710210	Cartographer
31710220	Surveyor
31720110	Aerospace or aeronautical engineer
31720210	Agricultural engineer
31720310	Biomedical engineer
31720410	Chemical engineer
31720510	Civil engineer
31720610	Computer hardware engineer
31720710	Electrical engineer
31720720	Electronics engineer
31720810	Environmental engineer
31721110	Health and safety engineer
31721111	Industrial safety or health engineer
31721112	Fire-prevention or protection engineer
31721113	Product safety engineer
31721120	Industrial engineer
31721210	Marine or naval architect
31721211	Marine engineer
31721310	Materials engineer

Value	Occupation Title
31721410	Mechanical engineer
31721510	Mining or geological engineer
31721610	Nuclear engineer
31721710	Petroleum engineer
31730110	Architectural drafter
31730120	Electrical or electronics drafter
31730130	Mechanical drafter
31730220	Civil engineering technician
31730231	Electronics engineering technician
31730233	Electrical engineering technician
31730240	Electro-mechanical technician
31730250	Environmental engineering technician
31730260	Industrial engineering technician
31730270	Mechanical engineering technician
31730310	Surveying technician
31730312	Mapping technician
31799999	Other
41900000	Sole proprietor
41110110	Top executive
41191210	Natural sciences manager
41910000	Manager of life, physical, or social sciences workers
41910001	Supervisor of life, physical, or social sciences workers
41910110	Animal scientist
41910120	Food scientist
41910131	Plant scientist
41910132	Soil scientist
41910201	Biologist
41910211	Biochemist
41910212	Biophysicist
41910220	Microbiologist
41910230	Zoologist or wildlife biologist
41910310	Conservation scientist
41910311	Soil conservationist
41910312	Range manager
41910313	Park naturalist
41910320	Forester
41910410	Epidemiologist
41910420	Medical scientist
41910999	Other life scientist
41920110	Astronomer
41920120	Physicist
41920210	Atmospheric or space scientist
41920310	Chemist
41920320	Materials scientist
41920410	Environmental scientist
41920420	Geoscientist
41920421	Geologist
41920430	Hydrologist
41920999	Other physical scientist
41930110	Economist
41930210	Market research analyst
41930220	Survey researcher
41930311	School or educational psychologist
41930312	Clinical psychologist
41930313	Counseling psychologist

Value	Occupation Title
41930320	Industrial organizational psychologist
41930399	Other psychologist
41930410	Sociologist
41930510	Urban or regional planner
41930911	Anthropologist
41930912	Archeologist
41930920	Geographer
41930930	Historian
41930940	Political scientist
41930999	Other social scientist
41940110	Agricultural or food science technician
41940210	Biological or agricultural technician
41940310	Chemical technician
41940410	Geological or petroleum technician
41940411	Geological data technician
41940412	Geological sample test technician
41940511	Nuclear technician
41940512	Nuclear monitoring technician
41940610	Social science research assistant
41940611	City or regional planning aide
41940910	Environmental science technician
41940920	Forensic science technician
41940930	Forest or conservation technician
41999999	Other
52100000	Sole proprietor
51110110	Top executive
51191510	Social or community service manager
52110000	Supervisor of social or community service workers
52110110	Substance abuse or behavioral disorder counselor
52110121	School counselor
52110122	Career counselor
52110130	Marriage or family therapist
52110140	Mental health counselor
52110150	Rehabilitation counselor
52110199	Other counselor
52110210	Child or family social worker
52110220	Medical or public health social worker
52110230	Mental health or substance abuse social worker
52110299	Other social worker
52110910	Public health educator
52110920	Probation officer or correctional treatment specialist
52110930	Social or human service assistant
52120110	Clergy
52120210	Director of religious education or activities
52120999	Other religious worker
52199999	Other
62300000	Sole proprietor
61110110	Top executive
61110111	Elected public official
62310001	Manager of workers in the legal profession
62310002	Supervisor of workers in the legal profession
62310110	Lawyer
62310210	Administrative law judge, adjudicator, or hearing officer
62310220	Arbitrator, mediator, or conciliator
62310230	Judge, magistrate judge, or magistrate

Value	Occupation Title
62320110	Legal assistant or paralegal
62320910	Court reporter
62320920	Law clerk
62320930	Title examiner, abstractor, or searcher
62399999	Other
72500000	Sole proprietor
71110110	Top executive
71190310	Administrator or director of child care center or preschool program
71190320	Administrator of elementary or secondary school education
71190330	Administrator of postsecondary education institution
72510000	Supervisor of education, training, or library workers
72510110	University or college business faculty member
72510210	University or college computer science faculty member
72510220	University or college mathematical science faculty member
72510310	University or college architecture faculty member
72510320	University or college engineering faculty member
72510410	University or college agricultural science faculty member
72510420	University or college biological science faculty member
72510430	University or college forestry or conservation science faculty member
72510510	University or college atmospheric, earth, marine, or space science faculty member
72510520	University or college chemistry faculty member
72510530	University or college environmental science faculty member
72510540	University or college physics faculty member
72510610	University or college anthropology or archeology faculty member
72510620	University or college area, ethnic, or cultural study faculty member
72510630	University or college economics faculty member
72510640	University or college geography faculty member
72510650	University or college political science faculty member
72510660	University or college psychology faculty member
72510670	University or college sociology faculty member
72510699	University or college social science faculty member
72510710	University or college health specialties faculty member
72510720	University or college nursing faculty member
72510810	University or college education faculty member
72510820	University or college library science faculty member
72511110	University or college criminal justice or law enforcement faculty member
72511120	University or college law faculty member
72511130	University or college social work faculty member
72511210	University or college art, drama, or music faculty member
72511220	University or college communications faculty member
72511230	University or college English language or literature faculty member
72511240	University or college foreign language or literature faculty member
72511250	University or college history faculty member
72511260	University or college philosophy or religion faculty member
72511910	Graduate teaching assistant
72511920	University or college home economics faculty member
72511930	University or college recreation or fitness studies faculty member
72511940	University or college vocational education faculty member
72511999	Other college or university faculty member faculty member
72520110	Preschool teacher
72520120	Kindergarten teacher
72520210	Elementary school teacher
72520220	Middle school teacher
72520230	Vocational education teacher
72520310	Secondary school teacher

Value	Occupation Title
72520410	Special education teacher
72530110	Adult literacy, remedial education, or GED teacher
72530210	Continuing education teacher or community education instructor
72540110	Archivist
72540120	Curator
72540130	Museum conservator or technician
72540210	Librarian
72540310	Library technician
72590110	Audiovisual specialist
72590210	Farm or home management advisor
72590310	Instructional coordinator
72590410	Teacher aide
72599999	Other
82700000	Sole proprietor
81110110	Top executive
82710001	Manager of art, design, entertainment, sports, or media workers
82710002	Supervisor of art, design, entertainment, sports, or media workers
82710111	Art director
82710120	Craft artist
82710130	Fine artist
82710140	Multimedia artist or animator
82710210	Commercial or industrial designer
82710220	Fashion designer
82710230	Floral designer or florist
82710240	Graphic designer
82710250	Interior designer
82710260	Merchandise displayer
82710270	Set or exhibit designer
82720110	Actor
82720120	Producer or director
82720210	Professional athlete
82720220	Coach or scout
82720230	Umpire or referee
82720310	Dancer
82720320	Choreographer
82720411	Music director
82720413	Composer or song writer
82720421	Singer
82720422	Musician
82730110	Radio or TV announcer
82730120	Public address system announcer
82730210	Broadcast news analyst
82730220	Reporter or correspondent
82730310	Public relations specialist
82730410	Editor
82730420	Technical writer
82730430	Writer or author
82730431	Poet or lyricist
82730910	Interpreter or translator
82740110	Audio or video equipment technician
82740120	Broadcast technician
82740130	Radio operator
82740140	Sound engineering technician
82740210	Photographer
82740310	Camera operator, television, video, or motion picture

Value	Occupation Title
82740320	Film or video editor
82799999	Other
92900000	Sole proprietor
91110110	Top executive
91191110	Manager of medical or health services workers
92910000	Supervisor of medical or health service workers
92910110	Chiropractor
92910210	Dentist
92910220	Oral surgeon
92910230	Orthodontist
92910240	Prosthodontist
92910299	Other dentists
92910310	Dietitian or nutritionist
92910410	Optometrist
92910510	Pharmacist
92910610	Anesthesiologist
92910620	Family or general practitioner
92910630	Internist
92910640	Obstetrician or gynecologist
92910650	Pediatrician
92910660	Psychiatrist
92910670	Surgeon
92911272	Pathologist
92910699	Other physician or surgeon
92910710	Physician assistant
92910810	Podiatrist
92911110	Registered nurse
92911210	Audiologist
92911220	Occupational therapist
92911230	Physical therapist
92911240	Radiation therapist
92911250	Recreational therapist
92911260	Respiratory therapist
92911271	Speech pathologist
92911299	Other therapist
92911311	Veterinarian
92920112	Medical or clinical laboratory technologist
92920121	Medical or clinical laboratory technician
92920210	Dental hygienist
92920310	Cardiology technologist
92920320	Diagnostic medical sonographer
92920330	Nuclear medicine technologist
92920341	Radiologic technologist
92920342	Radiologic technician
92920410	Emergency medical technician or paramedic
92920510	Dietetic technician
92920520	Pharmacy technician
92920530	Psychiatric technician
92920540	Respiratory therapy technician
92920550	Surgical technician or technologist
92920560	Veterinary technician
92920610	Licensed practical nurse
92920710	Medical records technician
92920810	Dispensing optician
92920910	Orthotist and prosthetist

Value	Occupation Title
92990110	Occupational health and safety inspector
92990120	Occupational health and safety technician
92990910	Athletic trainer
11310416	Coroners
92999999	Other
103100000	Sole proprietor
101110110	Top executive
103190910	Dental assistant
103110110	Home health aide
103110001	Manager of healthcare support workers
103190110	Massage therapist
103190920	Medical assistant
103190930	Medical equipment preparer
103190940	Medical transcriptionist
103110120	Nurse aide or orderly
103120120	Occupational therapy aide
103120110	Occupational therapy assistant
103190950	Pharmacy aide
103120220	Physical therapy aide
103120210	Physical therapy assistant
103110130	Psychiatric aide
103110002	Supervisor of healthcare support workers
103190960	Veterinary assistant
103199999	Other
113300000	Sole proprietor
111110110	Top executive
113310111	Manager of correctional officers
113310112	Supervisor of correctional officers
113310121	Manager of police officers
113310122	Supervisor of police officers
113310211	Manager of firefighters
113310212	Supervisor of firefighters
113320110	Firefighter
113320210	Fire inspector or investigator
113320220	Forest fire inspector or prevention specialist
113330110	Bailiff
113330120	Correctional officer
113330211	Police detective
113330212	Police identification or records officer
113330213	Criminal investigator or special agent
113330214	Child support, missing person, or unemployment insurance fraud investigator
113330215	Immigration or customs inspector
113330310	Fish and game warden
113330410	Parking enforcement worker
113330511	Police patrol officer
113330513	Sheriff or deputy sheriff
113330520	Transit or railroad police
113390110	Animal control worker
113390210	Private investigator
113390310	Gaming surveillance officer or investigator
113390320	Security guard
113390910	Crossing guard
113390920	Lifeguard, ski patrol, or other recreational protective service worker
113399999	Other
123500000	Sole proprietor

Value	Occupation Title
121110110	Top executive
121190510	Food service manager
123510110	Chef
123510121	Manager of food service workers
123510122	Supervisor of food service workers
123520110	Fast food cook
123520120	Institution or cafeteria cook
123520130	Private household cook
123520140	Restaurant cook
123520150	Short order cook
123520999	Other cook
123530110	Bartender
123530111	Barista
123530210	Food preparation worker
123530220	Food counter worker
123530310	Waiter or waitress
123590110	Dining room or cafeteria attendant or bartender helper
123590210	Kitchen helper or dishwasher
123590310	Host or hostess
123599999	Other
133700000	Sole proprietor
131110110	Top executive
133710111	Manager of housekeeping or janitorial workers
133710112	Supervisor of housekeeping or janitorial workers
133710121	Manager of landscaping, lawnservice, or groundskeeping workers
133710122	Supervisor of landscaping, lawnservice, or groundskeeping workers
133720110	Janitor
133720120	Maid or housekeeper
133720210	Pest control worker
133730110	Landscape gardener or lawn maintenance worker
133730120	Pesticide sprayer
133730130	Tree trimmer or pruner
133799999	Other
143900000	Sole proprietor
141110110	Top executive
141190510	Funeral director
141190710	Gaming manager
141190810	Lodging manager
143910110	Gaming supervisor
143910120	Slot key worker
143910211	Manager of personal service workers
143910212	Supervisor of personal service workers
143920110	Animal trainer
143920210	Animal caretaker
143930110	Gaming dealer
143930210	Motion picture projectionist
143930310	Usher, lobby attendant, or ticket taker
143930910	Recreation or amusement attendant
143930920	Costume attendant
143930930	Locker room, coatroom, or dressing room attendant
143940110	Embalmer
143940210	Funeral attendant
143950110	Barber
143950120	Hairdresser or cosmetologist
143950910	Makeup artist

Value	Occupation Title
143950920	Manicurist
143950930	Shampooer
143950940	Skin care specialist
143960110	Porter or bellhop
143960120	Concierge
143960210	Tour guide
143960220	Travel guide
143960310	Flight attendant
143990110	Child care worker
143990111	Nanny
143990210	Personal or home care aide
143990310	Fitness trainer or instructor
143990320	Recreation worker
143990410	Residential advisor
143999999	Other
154200000	Sole proprietor
151110110	Top executive
154110111	Manager of retail sales workers
154110112	Supervisor of retail sales workers
154110121	Manager of non-retail sales workers
154110122	Supervisor of non-retail sales workers
154120110	Cashier
154120120	Gaming or booth cashier
154120210	Counter clerk
154120220	Parts salesperson
154120310	Retail salesperson
154130110	Advertising sales agent
154130210	Insurance sales agent
154130310	Securities, commodities, or financial services sales agent
154130410	Travel agent
154130999	Service sales representative
154140110	Technical sales representative
154140111	Agricultural sales representative
154140112	Chemical or pharmaceutical sales representative
154140113	Electrical or electronic sales representative
154140114	Mechanical equipment or supply sales representative
154140115	Medical sales representative
154140116	Instrument sales representative
154140120	Wholesale or manufacturing sales representative
154140999	Other sales representative
154190110	Demonstrator or promoter
154190120	Model
154190210	Real estate broker
154190220	Real estate sales agent
154190310	Sales engineer
154190410	Telemarketer
154190910	News or street vendor
154199999	Other
164300000	Sole proprietor
161110110	Top executive
161191310	Postmaster or mail superintendent
164310111	Manager of clerical or administrative support workers
164310112	Supervisor of clerical or administrative support workers
164320110	Answering service or switchboard operator
164320210	Telephone operator

Value	Occupation Title
164330110	Bill or account collector
164330210	Billing or posting machine operator
164330310	Bookkeeping or accounting clerk
164330410	Gaming cage worker
164330510	Payroll clerk
164330610	Procurement clerk
164330710	Bank teller
164340110	Brokerage clerk
164340210	Correspondence clerk
164340311	Municipal clerk
164340312	Court clerk
164340313	License clerk
164340410	Credit authorizer, checker, or clerk
164340510	Customer service representative
164340612	Welfare eligibility worker or interviewer
164340710	File clerk
164340810	Hotel, motel, or resort desk clerk
164341110	Interviewing clerk
164341210	Library assistant
164341310	Loan interviewer or clerk
164341410	New accounts clerk
164341510	Order clerk
164341610	Human resources assistant
164341710	Receptionist or information clerk
164341810	Reservation or ticket agent
164350110	Cargo or freight agent
164350210	Messenger or courier
164350310	Emergency vehicles dispatcher
164350320	Radio dispatcher
164350410	Utility meter reader
164350510	Postal service clerk
164350520	Postal service mail carrier
164350530	Postal service mail processor
164350610	Production clerk
164350710	Shipping or receiving clerk
164350810	Stock clerk or order filler
164351110	Recordkeeping weigher, measurer, checker, or sampler
164360110	Administrative or executive assistant
164360120	Legal secretary
164360130	Medical secretary
164360140	Secretary
164390110	Computer operator
164390210	Data entry keyer
164390220	Word processor or typist
164390310	Desktop publisher
164390411	Insurance claim clerk
164390412	Insurance processing clerk
164390511	Mail machine operator
164390512	Mail clerk
164390610	General office clerk
164390710	Office machine operator
164390810	Proofreader
164391110	Statistical assistant
164399999	Other
174500000	Sole proprietor

Value	Occupation Title
171110110	Top executive
171190110	Manager of agricultural workers
171190120	Farmer or rancher
174510110	Supervisor of agricultural workers
174510120	Farm labor contractor
174520110	Inspector of agricultural products
174520210	Animal breeder
174520410	Agricultural grader or sorter
174520910	Agricultural equipment operator
174520920	Farmworker or laborer
174520921	Nursery worker
174520922	General farmworker
174520930	Farm or ranch animals farmworker
174530110	Fishers or related fishing worker
174530210	Hunter or trapper
174540110	Forest or conservation worker
174540210	Faller
174540220	Logging equipment operator
174540230	Log grader or scaler
174599999	Other
184700000	Sole proprietor
181110110	Top executive
181190211	Construction or extraction manager
184710112	Supervisor of construction or extraction workers
184720110	Boilermaker
184720210	Brickmason
184720220	Stonemason
184720310	Carpenter
184720314	Ship carpenter or joiner
184720315	Boat builder or shipwright
184720316	Brattice builder
184720410	Carpet installer
184720420	Floor layer
184720430	Floor sander or finisher
184720440	Tile or marble setter
184720510	Concrete finisher or cement mason
184720530	Terrazzo worker or finisher
184720610	Construction laborer
184720710	Paving or surfacing equipment operator
184720720	Pile-driver operator
184720731	Construction equipment operator
184720732	Construction operating engineer
184720810	Drywall or ceiling tile installer
184720820	Taper
184721110	Electrician
184721210	Glazier
184721310	Insulation worker
184721410	Painter
184721420	Paperhanger
184721510	Pipelayer
184721521	Pipefitter
184721522	Plumber
184721610	Plasterer or stucco mason
184721710	Reinforcing iron or rebar worker
184721810	Roofer

Value	Occupation Title
184722110	Sheet metal worker
184722210	Structural iron or steel worker
184730110	Brick and stonemason helper
184730120	Carpenter helper
184730130	Electrician helper
184730140	Painter or paperhanger helper
184730150	Plumber or pipefitter helper
184730160	Roofer helper
184740110	Construction or building inspector
184740210	Elevator installer or repairer
184740310	Fence builder
184740410	Hazardous materials removal worker
184740510	Highway maintenance worker
184740610	Rail-track laying and maintenance equipment operator
184740710	Septic tank servicer
184740910	Segmental paver
184750110	Oil or gas derrick operator
184750120	Oil or gas well driller
184750130	Oil, mining, or gas service unit operator
184750210	Earth driller
184750310	Explosive worker, blaster, or ordnance handler
184750410	Continuous mining machine operator
184750420	Mine cutting or channeling machine operator
184750510	Rock splitter
184750610	Roof bolter
184750710	Roustabout
184750810	Extraction helper
184799999	Other
194900000	Sole proprietor
191110110	Top executive
194910111	Manager of mechanics, installers, or repairers
194910112	Supervisor of mechanics, installers, or repairers
194920111	Office machine repairer
194920113	Automatic teller machine servicer
194920112	Computer equipment repairer
194920210	Radio mechanic
194920220	Telecommunications equipment installer or repairer
194920910	Avionics technician
194920920	Electric motor repairer
194920930	Transportation equipment electronics repairer
194920940	Commercial or industrial equipment electronics repairer
194920950	Powerhouse or substation electrician
194920960	Motor vehicle electronic equipment installer or repairer
194920970	Electronic home entertainment equipment installer or repairer
194920980	Security or fire alarm systems installer
194930110	Aircraft mechanic or service technician
194930210	Auto body repairer
194930220	Automotive glass worker
194930230	Automotive service technician or mechanic
194930310	Diesel engine mechanic
194930410	Farm equipment mechanic
194930420	Heavy equipment mechanic
194930430	Rail car repairer
194930510	Motorboat mechanic
194930520	Motorcycle mechanic

Value	Occupation Title
194930530	Small engine mechanic
194930910	Bicycle repairer
194930920	Recreational vehicle service technician
194930930	Tire repairer or changer
194990110	Mechanical door repairer
194990120	Control or valve installer or repairer
194990210	Heating or air-conditioning technician
194990310	Home appliance or power tool repairer
194990311	Home appliance installer
194990410	Industrial machinery mechanic
194990420	General maintenance repairer
194990430	Machinery maintenance worker
194990440	Millwright
194990450	Refractory materials repairer
194990510	Electrical power installer or repairer
194990520	Telecommunications line installer or repairer
194990610	Camera or photographic equipment repairer
194990620	Biomedical equipment repairer
194990630	Musical instrument repairer or tuner
194990640	Watchmaker or watch repairer
194990910	Coin or vending machine repairer
194990920	Commercial driver
194990930	Fabric mender
194990940	Locksmith
194990950	Manufactured building or mobile home installer
194990960	Rigger
194990970	Signal or track switch repairer
194990980	Mechanic or repairer helper
194999999	Other
205100000	Sole proprietor
201110110	Top executive
205110110	Supervisors of production or operating worker
205120110	Aircraft structure, surfaces, rigging, or systems assembler
205120210	Coil winder, taper, or finisher
205120220	Electrical or electronic equipment assembler
205120230	Electromechanical equipment assembler
205120310	Engine or other machine assembler
205120410	Structural metal fabricator or fitter
205120910	Fiberglass laminator or fabricator
205120920	Team assembler
205120930	Timing device worker
205130110	Baker
205130210	Butcher or meat cutter
205130220	Meat, poultry, or fish cutter or trimmer
205130230	Slaughterer or meat packer
205130910	Food or tobacco roasting, baking, or drying machine operator
205130920	Food batchmaker
205130930	Food cooking machine operator
205140110	Computer-controlled machine tool operator
205140120	Numerical tool or process control programmer
205140210	Extruding or drawing machine worker
205140220	Forging machine worker
205140230	Rolling machine worker
205140310	Cutting, punching, or press machine operator
205140320	Drilling or boring machine operator

Value	Occupation Title
205140330	Grinding, lapping, polishing, or buffing machine operator
205140340	Lathe or turning machine operator
205140350	Milling or planing machine worker
205140410	Machinist
205140510	Metal-refining furnace worker
205140520	Metal pourers or caster
205140610	Metal or plastic model maker
205140620	Metal or plastic patternmaker
205140710	Foundry mold or coremaker
205140720	Metal or plastic molding, coremaking, or casting operator
205140810	Metal or plastic multiple machine operator
205141110	Tool and die maker
205141210	Welder, cutter, solderer, or brazer
205141220	Welding, soldering, or brazing machine operator
205141910	Metal or plastic heat treating equipment operator
205141920	Metal or plastic lay-out worker
205141930	Metal or plastic plating or coating machine worker
205141940	Tool grinder, filer, or sharpener
205150110	Bindery worker
205150120	Bookbinder
205150210	Job printer
205150220	Prepress technician
205150230	Printing machine operator
205160110	Laundry or dry-cleaning worker
205160210	Textile or garment presser
205160310	Sewing machine operator
205160410	Shoe and leather worker or repairer
205160420	Shoe machine operator
205160510	Hand sewer
205160520	Tailor, dressmaker, or custom sewer
205160610	Textile bleaching or dyeing machine operator
205160620	Textile cutting machine operator
205160630	Textile knitting or weaving machine operator
205160640	Textile winding, twisting, or drawing out machine operator
205160910	Synthetic or glass fibers extruding or forming machine operator
205160920	Fabric or apparel patternmaker
205160930	Upholsterer
205170110	Cabinetmaker or bench carpenter
205170210	Furniture finisher
205170310	Wood model maker
205170320	Wood patternmaker
205170410	Wood sawing machine operator
205170420	Woodworking machine operator
205180110	Nuclear power reactor operator
205180120	Power distributor or dispatcher
205180130	Power plant operator
205180210	Stationary engineer or boiler operator
205180310	Water or liquid waste treatment plant or system operator
205180910	Chemical plant or system operator
205180920	Gas plant operator
205180930	Petroleum pump system operator
205190110	Chemical equipment operator
205190120	Separating, filtering, clarifying, precipitating, or still machine operator
205190210	Crushing, grinding, or polishing machine operator
205190220	Hand grinding or polishing worker

Value	Occupation Title
205190230	Mixing or blending machine worker
205190310	Hand cutter or trimmer
205190320	Cutting or slicing machine operator
205190410	Extruding, forming, pressing, or compacting machine operator
205190510	Furnace, kiln, oven, drier, or kettle operator
205190610	Inspector, tester, sorter, sampler, or weigher
205190710	Jeweler or precious stone or metal worker
205190810	Dental laboratory technician
205190820	Medical appliance technician
205190830	Ophthalmic laboratory technician
205191110	Packaging or filling machine operator
205191210	Coating, painting, or spraying machine operator
205191220	Painter, transportation equipment
205191230	Painting, coating, or decorating worker
205191310	Photographic process worker
205191320	Photographic processing machine operator
205191410	Semiconductor processor
205191910	Cementing or gluing machine operator
205191920	Cleaning, washing, or metal pickling equipment worker
205191930	Cooling or freezing equipment operator
205191940	Etcher or engraver
205191950	Molder, shaper, or caster
205191960	Paper goods machine operator
205191970	Tire builder
205191980	Production worker or helper
205199999	Other
215300000	Sole proprietor
211110110	Top executive
211130710	Transportation, storage, or distribution manager
215310110	Supervisor of aircraft cargo handling
215310211	Manager of materials movers and handlers
215310212	Supervisor of materials movers and handlers
215310311	Manager of transportation workers
215310312	Supervisor of transportation workers
215320110	Flight engineer
215320120	Commercial pilot
215320210	Air traffic controller
215320220	Airfield operations specialist
215330210	Bus driver
215330220	School bus driver
215330310	Driver or sales worker
215330320	Tractor trailer or heavy truck driver
215330330	Delivery services or light truck driver
215330410	Taxi driver or chauffeur
215340110	Locomotive engineer
215340120	Locomotive firer
215340130	Rail yard engineer, dinkey operator, or hostler
215340210	Railroad brake, signal, or switch operator
215340212	Railroad yard worker
215340310	Railroad conductor or yardmaster
215340410	Subway or streetcar operator
215350110	Sailor, able seamen, or marine oiler
215350211	Ship captain
215350212	Ship mate
215350213	Ship pilot

215350310	Ship engineer
215360110	Bridge or lock tender
215360210	Parking lot attendant
215360310	Service station attendant
215360410	Traffic technician
215360510	Transportation inspector
215370110	Conveyor operator or tender
215370210	Crane or tower operator
215370310	Dredge operator
215370320	Excavating, loading machine, or dragline operator
215370330	Underground mining loading machine operator
215370410	Hoist or winch operator
215370510	Industrial truck or tractor operator
215370610	Vehicle washer or equipment cleaner
215370620	Freight handler
215370622	Motion picture sets, studios, or stages grip or set-up worker
215370630	Machine feeder or offbearer
215370640	Hand packager
215370710	Gas compressor or gas pumping station operator
215370720	Pump operator
215370730	Wellhead pumper
215370810	Refuse or recyclable material collector
215371110	Shuttle car operator
215371210	Tank car, truck, or ship loader
215399999	Other
221110110	Top executive
225510110	Air crew officer
225510120	Aircraft launch or recovery officer
225510130	Armored assault vehicle officer
225510140	Artillery or missile officer
225510150	Command and control center officer
225510160	Infantry officer
225510170	Special forces officer
225520110	First-line supervisor of air crew members
225520120	First-line supervisor of weapons specialists or crew members
225520130	First-line supervisor of all other tactical operation specialists
225530110	Air crew member
225530120	Aircraft launch or recovery specialist
225530130	Armored assault vehicle crew member
225530140	Artillery or missile crew member
225530150	Command and control center specialist
225530160	Infantry member
225530170	Radar and sonar equipment repairer
225530180	Special forces
225599999	Other military specific occupation
