



Data Guide for the Thomas-Kilmann Conflict Mode Instrument (TKI)

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Data Guide for the TKI assessment

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Demographic/Biodata Items

Variable Name	Variable Description	Response Values
CUSTOMER_NUM	CPP customer number	numeric
CLIENT_USER_ID_NUM	Unique client ID number	numeric
LAST_NAME	Respondent's last name	text
FIRST_NAME	Respondent's first name	text
WEBUSER_ID	Webuser ID - unique value associated with SkillsOne™ account	numeric
EMAIL	Respondent's E-mail address	text
PERSONAL_ID	Personal ID number field	text or numeric
GENDER	Respondent's gender	F = Female; M = Male
BATCH_NUMBER	Unique identifier for each SkillsOne™ batch	numeric
BATCH_NAME	Name of batch assigned by customer	text
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 or Pacific Islander	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
AGE	Respondent's age	Range from 10 to 99 years
ZIP_CODE	Zip code	text or numeric
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



Variable Name	Variable Description	Response Values
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 A
CURRENT_OCCUPATION_TITLE	Employed respondent's occupation title	See Appendix B
NEW_OCCUPATION_CATEGORY	Job applicant's occupation category	See Appendix A
NEW_OCCUPATION_TITLE	Job applicant's occupation title	See Appendix B
VOC_OCCUPATION_CATEGORY	Vocational goal occupation category	See Appendix A
VOC_OCCUPATION_TITLE	Vocational goal occupation title	See Appendix B
EDUCATION_GOAL	Respondent's education goal – item presented to students only	1 = High school diploma 2 = Trade/technical school degree 3 = Associate's 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_YEARS	Years of education – item presented to all	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
CURRENT_WORK_YEARS	Years 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



Variable Name	Variable Description	Response Values
CURRENT_WORK_LEVEL	Organizational level of current or applied for job	1 = Entry level 2 = Non-supervisory 3 = Supervisor 4 = Management 5 = Executive 6 = Top executive
NEW_WORK_LEVEL	Job applicant's level of job applied for	1 = Entry level 2 = Non-supervisory 3 = Supervisor 4 = Management 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_COMPLETED	Respondent's level of education completed	1 = Some high school 2 = High school diploma/GED 3 = Trade/technical training 4 = Some college - no degree 5 = Associate's degree 6 = Bachelor's degree 7 = Master's degree 8 Professional degree (e.g., DDS, JD, MD) 9 = Doctorate (e.g., PhD, EdD)
Month	Month of assessment	Range 1 to 12
Day	Calendar day of assessment	Range 1 to 31
Year	Year of assessment	numeric



TKI Items

Variable Name	Variable Description	Response Values
Item1	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = There are times when I let others take responsibility for solving the problem; 2 = Rather than negotiate the things on which we disagree, I try to stress those things upon which we both agree.
Item2	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I try to find a compromise solution; 2 = I attempt to deal with all of his/her and my concerns.
Item3	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I am usually firm in pursuing my goals; 2 = I might try to soothe the others feelings and preserve our relationship.
Item4	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I try to find a compromise solution; 2 = I sometimes sacrifice my own wishes for the wishes of the other person.
Item 5	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I consistently seek the others help in working out a solution; 2 = I try to do what is necessary to avoid useless tensions.
Item 6	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I try to avoid creating unpleasantness for myself; 2= I try to win my position.
Item 7	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I try to postpone the issue until I have had some time to think it over; 2 = I give up some points in exchange for others.
Item 8	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I am usually firm in pursuing my goals; 2 = I attempt to get all concerns and issues immediately out in the open.
Item 9	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I feel that differences are not always worth worrying about; 2 = I make some effort to get my way.
Item10	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I am firm in pursuing my goals; 2 = I try to find a compromise solution.
Item11	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I attempt to get all concerns and issues immediately out in the open; I might try to soothe the others feelings and preserve our relationship.
Item12	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I sometimes avoid taking positions which would create controversy; 2 = I will let the other person have some of his/her positions if he/she lets me have some of mine.
Item13	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I propose a middle ground; 2 = I press to get my points made.
Item14	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I tell the other person my ideas and ask for his/hers; 2 = I try to show the other person the logic and benefits of my position.
Item15	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I might try to soothe the others feelings and preserve our relationship; 2 = I try to do what is necessary to avoid tensions.



Variable Name	Variable Description	Response Values
Item16	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I try not to hurt the others feelings; 2 = I try to convince the other person of the merits of my position.
Item17	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I am usually firm in pursuing my goals; 2 = I try to do what is necessary to avoid useless tensions.
Item18	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = If it makes other people happy, I might let them maintain their views; 2 = I will let other people have some of their positions if they let me have some of mine.
Item19	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I attempt to get all concerns and issues immediately out in the open; 2 = I try to postpone the issue until I have had some time to think it over.
Item20	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I attempt to immediately work through our differences; 2 = I try to find a fair combination of gains and losses for both of us.
Item21	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = In approaching negotiations, I try to be considerate of the other persons wishes; 2 = I always lean toward a direct discussion of the problem.
Item22	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I try to find a position that is intermediate between his/hers and mine; 2 = I assert my wishes.
Item23	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I am very often concerned with satisfying all our wishes; 2 = There are times when I let others take responsibility for solving the problem.
Item24	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = If the others position seems very important to him/her, I would try to meet his/her wishes; 2 = I try to get the other person to settle for a compromise.
Item25	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I try to show the other person the logic and benefits of my position; 2 = In approaching negotiations, I try to be considerate of the other person's wishes.
Item26	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I propose a middle ground; 2 = I am nearly always concerned with satisfying all our wishes.
Item27	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I sometimes avoid taking positions that would create controversy; 2 = If it makes other people happy, I might let them maintain their views.
Item28	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I am usually firm in pursuing my goals; 2 = I usually seek the others help in working out a solution.
Item29	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I propose a middle ground; 2 = I feel that differences are not always worth worrying about.
Item30	For each pair, please circle the "A" or "B" statement that is most characteristic of your own behavior.	1 = I try not to hurt the others feelings; 2 = I always share the problem with the other person so that we can work it out.



TKI Scales

Variable Name	Variable Description	Response Values
Competing	Competing score	Range 0-12
Collaborating	Collaborating score	Range 0-12
Compromising	Compromising score	Range 0-12
Avoiding	Avoiding score	Range 0-12
Accommodating	Accommodating score	Range 0-12
PERC1	Competing percentile	0-100%
PERC2	Collaborating percentile	0-100%
PERC3	Compromising percentile	0-100%
PERC4	Avoiding percentile	0-100%
PERC5	Accommodating percentile	0-100%



Appendix A – Values for Occupation Category Questions

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 B – Values of Occupation Title Questions

CURRENT_OCCUPATION_TITLE
NEW_OCCUPATION_TITLE
VOC_OCCUPATION_TITLE

Value	Occupation Title
0	Unspecified occupation
10000000	Business and finance specialist
11110110	Top executive
11110210	General and 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, and community association manager
11310000	Supervisor of business and financial operations workers
11310210	Farm products purchasing agent
11310220	Wholesale and retail buyer
11310230	Wholesale retail purchasing agent
11310311	Insurance adjustor examiner
11310312	Insurance claim examiner
11310320	Auto damage insurance appraiser
11310410	Compliance officer
11310510	Cost estimator
11310610	Emergency management specialist
11310711	Employment training specialist
11310712	Employment and placement specialist
11310713	Employment interviewer
11310720	Human resources specialist
11310730	Training and development specialist
11310810	Logistician
11311110	Management analyst
11311210	Meetings and convention planner
11320111	Accountant
11320112	Auditor
11320210	Real estate appraiser
11320310	Budget analyst
11320410	Credit analyst
11320510	Financial analyst
11320520	Financial counselor
11320530	Underwriter
11320610	Financial examiner
11320710	Loan counselor
11320720	Loan officer
11320810	Tax examiner revenue agent
11320820	Tax preparer
11399999	Other business and finance occupation
20000000	Computer and mathematical specialist

Value	Occupation Title
21110110	Top executive
21510110	Computer and 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
21510810	Data communications analyst
21520110	Actuary
21520210	Mathematician
21520310	Operations research analyst
21520410	Statistician
21530001	Manager of computer or mathematical workers
21530002	Supervisor of computer or mathematical workers
21530110	Mathematical technician
21530210	Computer and information systems manager
21599999	Other computer and mathematics occupation
30000000	Architecture and engineering specialist
31110110	Top executive
31190411	Engineering manager
31190412	Architecture manager
31710001	Supervisor of engineers
31710002	Supervisor of architects
31710110	Architect
31710120	Landscape architect
31710210	Cartographer
31710220	Surveyor
31720110	Aerospace aeronautical engineers
31720210	Agricultural engineers
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
31721120	Industrial engineer
31721210	Marine naval architect
31721310	Materials engineer
31721410	Mechanical engineer
31721510	Mining engineer
31721610	Nuclear engineer
31721710	Petroleum engineer
31730110	Architectural drafter
31730120	Electrical and electronic drafter
31730130	Mechanical drafter
31730220	Civil engineering technician
31730230	Electrical and electronics technician
31730240	Electronic engineering technician
31730250	Environmental engineering technician

Value	Occupation Title
31730260	Industrial engineering technician
31730270	Mechanical engineering technician
31730310	Surveying technician
31799999	Other architecture and engineering occupation
40000000	Life, physical, and social science specialist
41110110	Top executive
41191210	Natural sciences manager
41910000	Manager of life, physical, and social sciences workers
41910000	Supervisor of life, physical, and social sciences workers
41910110	Animal scientist
41910120	Food scientists
41910131	Plant scientist
41910132	Soil scientist
41910200	Biologist
41910211	Biochemist
41910212	Biophysicist
41910220	Microbiologist
41910230	Zoologist
41910310	Conservation scientist
41910320	Forester
41910410	Epidemiologist
41910420	Medical scientist
41920110	Astronomer
41920120	Physicist
41920210	Atmospheric and space scientist
41920310	Chemist
41920320	Materials scientist
41920410	Environmental scientist
41920420	Geophysicist
41920420	Geologist
41920430	Hydrologist
41930110	Economist
41930210	Market research analyst
41930220	Survey researcher
41930311	Clinical psychologist
41930312	Counseling psychologist
41930313	Educational psychologist
41930320	Industrial-organizational psychologist
41930410	Sociologist
41930510	Urban and regional planner
41930911	Anthropologist
41930912	Archeologist
41930920	Geographer
41930930	Historian
41930940	Political scientist
41940110	Agricultural and food science technician
41940210	Biological agricultural technician
41940310	Chemical technician
41940410	Geological technician
41940511	Nuclear technician
41940512	Nuclear technologist
41940610	Social science research assistant
41940910	Environmental science technician



Value	Occupation Title
41940920	Forensic science technician
41940930	Forest and conservation technician
41999999	Other life, physical, and social sciences occupation
50000000	Community and social services specialist
51110110	Top executive
51191510	Social and community service manager
52110000	Supervisor of social and community service workers
52110110	Substance abuse and behavioral disorder counselor
52110121	School counselor
52110122	Career counselor
52110130	Marriage and family therapist
52110140	Mental health counselor
52110150	Vocational rehabilitation counselor
52110210	Child and family social worker
52110220	Medical and psychiatric social worker
52110230	Mental health and substance abuse social worker
52110910	Public health educator
52110920	Parole and probation officer
52110930	Human service worker
52120110	Clergy
52120210	Director of religious activities
52199999	Other community and social services occupation
60000000	Legal specialist
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
62310220	Arbitrator, mediator, or conciliator
62310230	Judge
62320110	Legal assistant or paralegal
62320910	Court reporter
62320920	Law clerk
62320931	Title examiner abstractor
62320932	Title searcher
62399999	Other legal occupation
70000000	Education, training, and library specialist
71110110	Top executive
71190310	Administrator or director of preschool and child care center program
71190320	Administrator of elementary and secondary school education
71190330	Administrator of postsecondary education institution
72510000	Supervisor of education, training, or library workers
72510110	College or university faculty member
72511910	Graduate teaching assistant
72520110	Preschool teacher
72520120	Kindergarten teacher
72520210	Elementary school teacher
72520220	Middle school teacher
72520230	Vocational education teacher
72520310	Secondary school teacher
72520410	Special education teacher
72530110	Adult education teacher



Value	Occupation Title
72530210	Continuing education teacher or community education instructor
72540110	Archivist
72540120	Curator
72540130	Museum conservator technician
72540210	Librarian
72540310	Library technician
72590110	Audio-visual specialist
72590210	Farm and home management advisor
72590310	Instructional coordinator
72590410	Teacher aide
72599999	Other education, training, and library occupation
80000000	Arts, design, entertainment, sports, and media specialists
81110110	Top executive
82710001	Manager of art, design, entertainment, sports, or media workers
82710002	Supervisor of art, design, entertainment, sports, or media workers
82710111	Commercial art director
82710120	Craft artist
82710130	Artist
82710140	Multi-media artist animator
82710210	Commercial and industrial designer
82710220	Fashion designer
82710230	Floral designer florist
82710240	Graphic designer
82710250	Interior designer
82710260	Merchandise displayer
82710270	Set designer
82720110	Actor
82720120	Producer or director
82720210	Professional athlete
82720220	Coach
82720230	Umpire referee
82720310	Dancer
82720320	Choreographer
82720411	Composer
82720412	Music director
82720421	Musician
82720422	Singer
82730110	Radio or TV announcer
82730120	Public address system announcer
82730210	Newscaster
82730220	Reporter
82730310	Public relations specialist
82730410	Editor
82730420	Technical writer
82730430	Writer
82730910	Interpreter translator
82740110	Studio technician
82740120	Broadcast technician
82740130	Radio operator
82740140	Sound engineering technician
82740210	Photographer
82740310	Movie and TV camera operator
82740320	Film editor



Value	Occupation Title
82799999	Other arts, design, entertainment, sports, and media occupation
90000000	Healthcare practitioner and technical specialist
91110110	Top executive
91191110	Medical and health services manager
92910000	Supervisor or medical and health service workers
92910110	Chiropractor
92910210	Dentist
92910220	Oral surgeon
92910230	Orthodontist
92910240	Prosthodontist
92910310	Dietitian nutritionist
92910410	Optometrist
92910510	Pharmacist
92910610	Anesthesiologist
92910620	General family physician
92910630	Internist
92910640	Obstetrician gynecologist
92910650	Pediatrician
92910660	Psychiatrist
92910670	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
92911272	Pathologist
92911311	Veterinarian
92920112	Medical clinical laboratory technologist
92920121	Medical clinical laboratory technician
92920210	Dental hygienist
92920310	Cardiology technologist
92920320	Medical sonographer
92920330	Nuclear medicine technologist
92920341	Radiologic technologist
92920342	Radiologic technician
92920510	Dietetic technicians
92920520	Pharmacy technician
92920530	Psychiatric technician
92920540	Respiratory therapy technician
92920550	Surgical technician technologist
92920560	Veterinary technician
92920610	Licensed practical nurse
92920710	Medical record technician
92920810	Dispensing optician
92920910	Orthotist and prosthetist
92990110	Occupational health and safety inspector
92990120	Occupational health and safety technician
92990910	Athletic trainer



Value	Occupation Title
92999999	Other healthcare practitioner and technical occupation
100000000	Healthcare support specialist
101110110	Top executive
103110001	Manager of healthcare support workers
103110002	Supervisor of healthcare support workers
103110110	Home health aide
103110120	Nurse aide orderly
103110130	Psychiatric aide
103120110	Occupational therapy assistant
103120120	Occupational therapy aide
103120210	Physical therapy assistant
103120220	Physical therapist aide
103190110	Massage therapist
103190910	Dental assistant
103190920	Medical assistant
103190930	Medical equipment preparer
103190940	Medical transcriptionist
103190950	Pharmacy aide
103190960	Veterinary assistant
103199999	Other healthcare support occupation
110000000	Protective services specialist
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	Fire fighter
113320210	Fire inspector
113320220	Forest fire inspector prevention specialist
113330110	Bailiff
113330120	Correctional officer
113330210	Police detective
113330310	Fish and game warden
113330410	Parking enforcement worker
113330511	Police patrol officer
113330512	Sheriff deputy sheriff
113330520	Transit and railroad police
113390110	Animal control worker
113390210	Private investigator
113390310	Gaming surveillance officer investigator
113390320	Security guard
113390910	Crossing guard
113390920	Recreational protective service worker
113399999	Other protective services occupation
120000000	Food preparation and food service specialist
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



Value	Occupation Title
123520120	Institution or cafeteria cook
123520130	Private household cook
123520140	Restaurant cook
123520150	Short order cook
123530110	Bartender
123530210	Food preparation worker
123530220	Food counter worker
123530310	Waiter or waitress
123590110	Restaurant attendant
123590210	Kitchen helper dishwasher
123590310	Host hostess
123599999	Other food preparation and food service
130000000	Building and grounds cleaning and maintenance specialist
131110110	Top executive
133710111	Manager of housekeeping and janitorial workers
133710112	Supervisor of housekeeping and janitorial workers
133710121	Manager of landscaping, lawn service, or groundskeepers
133710122	Supervisor of landscaping, lawn service, or groundskeepers
133720110	Janitor
133720120	Maid cleaner
133720210	Pest control worker
133730110	Landscape gardener lawn maintenance worker
133730120	Agricultural pesticide sprayer
133730130	Tree trimmer and pruner
133799999	Other building and grounds cleaning and maintenance occupation
140000000	Personal care and personal service specialist
141110110	Top executive
141190510	Funeral director
141190710	Gaming manager
141190810	Lodging manager
143910110	Gaming supervisor
143910120	Slot key person
143910211	Manager of personal service workers
143910212	Supervisor of personal service workers
143920110	Animal trainer
143920210	Animal caretaker
143930110	Gambling dealer attendant
143930210	Motion picture projectionist
143930310	Usher
143930910	Recreation and amusement attendant
143930920	Costume attendant
143930930	Attendant
143940110	Embalmer
143940210	Funeral attendant
143950110	Barber
143950120	Hairdresser cosmetologist
143950910	Makeup artist
143950920	Manicurist
143950930	Shampooer
143950940	Skin care specialist
143960110	Porter bellhop
143960120	Concierge
143960210	Tour guide



Value	Occupation Title
143960220	Travel guide
143960310	Flight attendant
143990110	Child care aide worker
143990210	Personal and home care aide
143990310	Fitness trainer instructor
143990320	Recreation worker
143990410	Residential counselor
143999999	Other personal care and personal service
150000000	Sales and related occupations specialist
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 booth cashier
154120210	Counter clerk
154120220	Parts salesperson
154120310	Retail salesperson
154130110	Advertising sales agent
154130210	Insurance sales agent
154130310	Financial services sales agent
154130410	Travel agent
154140110	Technical sales representative
154140120	Wholesale and manufacturing sales representative
154190110	Demonstrator and promoter
154190120	Model
154190210	Real estate broker
154190220	Real estate sales agent
154190310	Sales engineer
154190410	Telemarketer
154199999	Other sales and related occupation
160000000	Office and administrative support specialist
161110110	Top executive
161191310	Postmaster and mail superintendent
164310111	Clerical administrative support manager
164310112	Supervisor of clerical administrative support workers
164320110	Answering service switchboard operator
164320210	Telephone operator
164330110	Bill and account collector
164330210	Billing posting machine operator
164330310	Bookkeeping and Accounting Clerk
164330410	Gaming 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
164340411	Credit checker
164340412	Loan clerk



Value	Occupation Title
164340413	Credit authorizer
164340510	Customer service representative
164340610	Social welfare clerk eligibility worker
164340710	File clerk
164340810	Hotel motel clerk
164341110	Interviewing clerk
164341210	Library assistant
164341410	New accounts clerk
164341510	Order clerk
164341610	Human resources assistant
164341710	Receptionist information clerk
164341810	Reservation and ticket agent
164350110	Cargo and freight agent
164350210	Messenger or courier
164350310	Emergency vehicles dispatcher
164350320	Radio dispatcher
164350410	Meter reader
164350510	Postal service clerk
164350520	Postal mail carrier
164350530	Postal service mail processor
164350610	Production clerk
164350710	Shipping and receiving clerk
164350810	Stock clerk
164351110	Weigher, measurer, checker, or sampler
164360110	Administrative assistant
164360120	Legal secretary
164360130	Medical secretary
164360140	Secretary
164390110	Computer operator
164390210	Data entry keyer
164390220	Word processing typist
164390310	Desktop publisher
164390411	Insurance claim clerk
164390412	Insurance processing clerk
164390511	Mail clerk
164390512	Mail machine operator
164390610	General office clerk
164390710	Office machine equipment operator
164390810	Proofreader
164391110	Statistical clerk
164399999	Other office and administrative support occupation
170000000	Farming, fishing, and forestry specialist
171110110	Top executive
171190110	Farm, ranch, or other agricultural manager
171190120	Farmer or rancher
174510110	Agricultural supervisor
174520110	Inspector of agricultural products
174520210	Animal breeder
174520410	Agricultural grader sorter
174520910	Farm machinery operator
174520920	Nursery worker
174520920	Farm laborer worker
174520930	Farm and ranch animals farmworker



Value	Occupation Title
174530110	Fisher
174530210	Hunter trapper
174540110	Forestry worker
174540210	Bucker faller
174540220	Logging tractor operator
174540230	Log grader scaler
174599999	Other farming, fishing, and forestry occupation
180000000	Construction and extraction specialist
181110110	Top executive
181190211	Construction manager
181190211	Extraction manager
184710112	Supervisor of extraction workers
184710112	Supervisor of construction workers
184720110	Boilermaker
184720210	Brickmason
184720220	Stonemason
184720310	Carpenter
184720410	Carpet installer
184720420	Floor layer
184720430	Floor sander and finisher
184720440	Hard tile setter
184720510	Concrete finisher or cement mason
184720530	Terrazzo worker or finisher
184720610	Semi-skilled construction helper or laborer
184720710	Paving surfacing equipment operator
184720720	Pile-driver
184720731	Construction equipment operator
184720732	Construction operating engineer
184720810	Ceiling tile installer
184720810	Drywall installer finisher
184720820	Taper
184721110	Electrician
184721210	Glazier
184721310	Insulation worker
184721410	Painter
184721420	Paperhanger
184721510	Pipelayer
184721521	Pipefitter
184721522	Plumber
184721610	Plasterer
184721710	Reinforcing iron and rebar worker
184721810	Roofer
184722110	Sheet metal worker
184722210	Structural metal workers
184730110	Brick and stonemason helper
184730120	Carpenter helper
184730130	Electrician helper
184730140	Painter paperhanger helper
184730150	Plumber pipefitter helper
184730160	Roofer helper
184740110	Construction building inspector
184740210	Elevator installer repairer
184740310	Fence builder

Value	Occupation Title
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 and gas derrick operator
184750120	Oil well driller
184750130	Oil and gas service unit operator
184750210	Earth driller
184750310	Blasters explosives worker
184750410	Continuous mining machine operator
184750420	Mine cutting and channeling machine operator
184750510	Rock splitter
184750610	Roof bolter
184750710	Roustabout
184750810	Extraction helper
184799999	Other construction and extraction occupation
190000000	Installation, maintenance, and repair specialist
191110110	Top executive
194910111	Manager of mechanics and repairers
194910112	Supervisor of mechanics and repairers
194920111	Office machine repairer
194920112	Computer equipment repairer
194920210	Radio mechanic
194920220	Telephone installer repairer
194920910	Aircraft electrician
194920920	Electric motor repairer
194920930	Transportation equipment electronics repairer
194920940	Electronics repairer
194920950	Powerhouse substation electrician
194920960	Motor vehicle electronic equipment installer or repairer
194920970	Electronic home entertainment equipment repairer
194920980	Security and fire alarm systems installer
194930110	Aircraft engine mechanic
194930110	Aircraft mechanic
194930210	Auto body repairer
194930220	Automotive glass worker
194930230	Automobile mechanic
194930310	Diesel engine mechanic
194930410	Farm equipment mechanic
194930420	Heavy equipment mechanic
194930430	Rail car repairer
194930510	Motorboat mechanic
194930520	Motorcycle mechanic
194930530	Small engine specialist
194930910	Bicycle repairer
194930920	Recreational vehicle service technician
194930930	Tire repairer changer
194990110	Mechanical door repairer
194990120	Control and valve installer or repairer
194990210	Heating and air-conditioning mechanic
194990310	Home appliance power tool repairer
194990410	Industrial machinery mechanic

Value	Occupation Title
194990420	General maintenance repairer
194990430	Machinery maintenance worker
194990440	Millwright
194990450	Refractory materials repairer
194990510	Electrical power installers repairers
194990520	Telecommunications line installer repairer
194990610	Camera and photographic equipment repairer
194990620	Biomedical equipment repairer
194990630	Musical instrument repairer
194990640	Watchmaker repairer
194990910	Coin and vending machine repairer
194990920	Commercial driver
194990930	Non-garment fabric mender
194990940	Locksmith
194990950	Manufactured building and mobile home installer
194990960	Rigger
194990970	Signal and track switch repairer
194990980	Mechanics and repairers helper
194999999	Other installation, maintenance, and repair occupation
200000000	Production specialist
201110110	Top executive
201130510	Industrial production manager
205110110	Supervisor of production workers
205120110	Precision aircraft systems assembler
205120110	Precision aircraft structure assembler
205120210	Coil winder taper finisher
205120220	Electrical electronic equipment assembler
205120230	Electromechanical equipment assembler
205120310	Machine assembler
205120410	Structural metal fabricator or fitter
205120910	Fiberglass laminator and fabricator
205120920	Team assembler
205120930	Timing device worker
205130110	Bread and pastry baker
205130210	Butcher and meat cutter
205130220	Meat, poultry, and fish cutter
205130230	Slaughterer and meat packer
205130910	Food and tobacco roasting drying worker
205130920	Food batch maker
205130930	Food cooking machine operator
205140110	Computer-controlled machine tool operator
205140210	Metal and plastic extruding drawing machine worker
205140230	Rolling machine worker
205140310	Pressing machine operator
205140320	Drilling machine operator
205140330	Ginding honing lapping machine set-up operator
205140340	Lathe machine operator
205140350	Milling planning machine worker
205140410	Machinist
205140510	Metal-refining furnace worker
205140520	Metal caster
205140610	Metal plastic model maker
205140620	Metal plastic patternmaker

Value	Occupation Title
205140710	Foundry mold and coremaker
205141110	Tool and die maker
205141210	Gas welder cutter
205141220	Soldering machine operator
205141220	Welding machine operator
205141910	Heat treating equipment operator
205141920	Lay-out worker
205141930	Plating and coating machine worker
205141940	Grinder filer sharpener
205150110	Bindery machine operator
205150120	Bookbinder
205150210	Job printer
205150220	Prepress technician
205150230	Printing press operator
205160110	Laundry and dry-cleaning machine operator
205160210	Textile garment presser
205160310	Garment sewing machine operator
205160410	Shoe maker leather worker
205160420	Shoe machine operator
205160510	Hand sewer
205160520	Custom tailor
205160610	Textile bleacher dyer
205160620	Textile machine operator
205160630	Textile knitter weaver
205160640	Textile machine setter
205160640	Textile draw-out machine operator
205160910	Synthetics extruding machine operator
205160920	Apparel patternmaker
205160930	Upholsterer
205170110	Cabinetmaker
205170210	Furniture finisher
205170310	Wood model maker
205170320	Wood patternmaker
205170410	Sawing machine operator
205170420	Woodworking machine operator
205180110	Nuclear reactor power plant operator
205180120	Power distributor dispatcher
205180130	Power generating plant operator
205180210	Boiler operator
205180210	Stationary engineer
205180310	Water and sewage treatment plant operator
205180910	Chemical plant operator
205180920	Gas distribution plant operator
205180930	Petroleum pump system operator
205190110	Chemical equipment operator
205190120	Separating and still machine operator
205190210	Crushing and mixing machine operator
205190220	Hand grinder polisher
205190230	Mixing and blending machine worker
205190310	Hand cutter trimmer
205190320	Cutting and slicing machine operator
205190410	Extruding and forming machine operator
205190510	Furnace and kiln operator



Value	Occupation Title
205190610	Inspector, tester and grader
205190710	Jeweler
205190810	Dental laboratory technician
205190820	Medical appliance technician
205190830	Optician ophthalmic laboratory technician
205191110	Packaging and filling machine worker
205191210	Painting coating spraying machine operator
205191220	Transportation equipment painter
205191230	Hand painting, coating, and decorating worker
205191310	Photographic process worker
205191320	Photographic processing machine operator
205191410	Electronic semiconductor processor
205191910	Cement and glue machine operator
205191920	Metal cleaning washing equipment worker
205191930	Cooling and freezing equipment operator
205191940	Engraver
205191950	Molder, shaper, caster
205191960	Paper goods machine setup operator
205191970	Tire builder
205191980	Production worker
205199999	Other production occupation
210000000	Transportation and materials moving specialist
211110110	Top executive
211130710	Transportation, storage, and 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	Pilot copilot
215320210	Air traffic controller
215320220	Airfield operations specialist
215330110	Ambulance driver attendant
215330210	Bus driver
215330220	School bus driver
215330310	Driver sales worker
215330320	Heavy truck driver
215330330	Light truck driver
215330410	Taxi driver chauffeur
215340110	Locomotive engineer
215340120	Locomotive firer
215340130	Rail yard engineer
215340210	Railroad brake, signal, or switch operator
215340310	Railroad conductor yardmaster
215340410	Subway streetcar operator
215350110	Sailor and marine oiler
215350211	Ship captain
215350212	Ship mate
215350220	Motorboat operator
215350310	Ship engineer
215360110	Bridge and lock tender
215360210	Parking lot attendant



Value	Occupation Title
215360310	Service station attendant
215360410	Traffic technician
215360510	Transportation inspector
215370110	Conveyor operator tender
215370210	Crane and tower operator
215370310	Dredge operator
215370320	Excavating and loading machine operator
215370330	Underground mining loading machine operator
215370410	Hoist and winch operator
215370510	Industrial truck tractor operator
215370610	Vehicle washer equipment cleaner
215370620	Freight handler
215370630	Machine feeder offbearer
215370640	Hand packager
215370710	Gas compressor and gas pumping station operator
215370720	Pump operator
215370730	Wellhead pumper
215370810	Refuse collector
215371110	Shuttle car operator
215371210	Tank car and truck loader
215399999	Other transportation and materials moving occupation
220000000	Military specific specialist
221110110	Top executive
225510110	Air crew officer
225510120	Aircraft launch and recovery officer
225510130	Tank officer
225510140	Artillery officer
225510150	Command and control center officer
225510160	Infantry officer
225510170	Special operations officer
225520110	Supervisor or manager of air crews
225520120	Supervisor or manager of weapons specialists
225520130	Supervisor or manager of tactical operations specialists
225530110	Air crew member
225530120	Aircraft launch and recovery specialist
225530130	Tank crew member
225530140	Artillery crew member
225530150	Command and control center specialist
225530160	Infantry
225530170	Radar and sonar equipment repairer
225530180	Special operations forces team member
225599999	Other military specific occupation

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